



Environmental, Social and Governance Report

環境、社會及管治報告

2024

2024



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BOUT SING TAO

關於星島

Sing Tao News Corporation Limited (“Sing Tao” or the “Company”) is a media company with a vision to become a leading cross-media content and service provider serving global Chinese communities. The Company is listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (stock code: 1105). Its principal activities comprise media and media-related operations, including traditional media spanning newspapers, magazines, recruitment media and books, as well as online and mobile multimedia platforms which the Company and its subsidiaries (the “Group” or “We”) have been developing to open up new user segments and revenue streams. In building our cross-media business, we keep a pulse closely on the latest development trends to meet the extensive needs of the market. Based in Hong Kong, the Group’s business network covers major cities in the People’s Republic of China (“Mainland China”), the United States, Canada and Europe.

Since its founding in 1938, Sing Tao has reached its 87th anniversary, making it one of Hong Kong’s longest-standing and most influential media. We uphold the value of fairness, pragmatism, and innovation to deliver high-quality news and services. While strengthening our traditional media presence, we accelerate digital transformation to build a competitive multimedia platform. Since 2022, the launch of “Sing Tao Headline” and the upgraded app received strong acclaim, driving user growth and engagement. Additionally, the revamped “Sing Tao Global Web” continues expanding into the Greater

星島新聞集團有限公司(「星島」或「本公司」)是一家以成為全球華人地區領先的跨媒體內容及服務供應商為目標的媒體企業。本公司在香港聯合交易所有限公司(「聯交所」)主板上市(股份代號：1105)。其主要業務為媒體與媒體相關業務，其中，傳統媒體包括報章、雜誌、招聘媒體及圖書等，同時本公司及其附屬公司(「本集團」或「我們」)亦致力發展其網上及流動多媒體平台，以開拓新的用戶市場及收入來源。我們緊貼市場趨勢，旨在發展跨媒體業務以廣泛滿足市場的不同需求。以香港為主要市場，本集團的業務覆蓋中華人民共和國(「中國」)、美國、加拿大及歐洲等多個國家的主要城市。

星島自1938年創刊以來，現踏入87周年，是香港歷史最悠久且具影響力的媒體之一。我們堅持公正務實、創新發展，致力提供高品質新聞與服務。在鞏固傳統媒體市場的同時，加速數碼轉型，打造更具競爭力的媒體平台。自2022年起，推出的「星島頭條網」及優化升級的應用程式廣受好評，帶動用戶增長並提升瀏覽量。此外，升級改版後的「星島環球網」繼續拓展大灣區和內地



Bay Area and Mainland China markets, fostering cross-regional information exchange. We have also established official Sing Tao accounts on major mainland social platforms, forming a diversified media matrix. Moving forward, we will integrate Artificial Intelligence ("AI") to enhance content creation, data analysis, and user interaction, optimising user experience and boosting advertising effectiveness.

Within the print media operations, the flagship publication is the renowned *Sing Tao Daily*. Acclaimed as one of the world's most widely read Chinese language daily newspapers, *Sing Tao Daily* publishes numerous overseas editions distributed in over 100 cities worldwide, alongside its presence in Hong Kong. The Group has also established a leadership position in Hong Kong's free newspaper market, with the success of *Headline Daily* and *The Standard*, respectively the No. 1 Chinese-language and English-language free newspapers. In the magazine business, the weekly publication *East Week* delivers comprehensive content on local and global current affairs, entertainment, lifestyle and cultural trends. Moreover, the Group provides multi-media platform for recruitment and continuing education advertising through its diverse brands including *JobMarket*.

We remain committed to integrating Environmental, Social and Governance ("ESG") principles into our operations, from reducing carbon emissions and conserving resources to promoting fair labor practice and social inclusion. Every decision reflects our dedication to sustainability, strengthening both business resilience and our positive impact on society. Following last year's ESG Certification Program with PolyU, KPMG China also joined as a strategic partner this year. Through deeper collaboration, we aim to drive ESG adoption, raise public awareness, and contribute to a more sustainable future for Hong Kong.

市場，促進跨地域資訊互通。我們亦於內地主要社交平台建立星島官方帳號，構建多元化的媒體矩陣。未來，將進一步結合人工智能（「AI」），提升內容創作、數據分析與用戶互動，優化用戶體驗，增強廣告傳播效能。

在印刷媒體營運中，知名中文報章《星島日報》作為本集團的旗艦刊物，同時出版多個海外版本於全球超過100個城市發行，是全球發行網絡最大的中文報章之一。本集團於香港免費報章市場亦位居領先地位，旗下的《頭條日報》和《英文虎報》分別為全港第一的中文和英文免費報章。雜誌業務方面，每周出版的《東周刊》提供多元化的本地及世界時事資訊、娛樂、生活時尚及文化潮流等相關內容。本集團還透過旗下包括《JobMarket求職廣場》在內的多個品牌，提供招聘和持續教育廣告多媒體平台。

我們持續將環境、社會及管治（「ESG」）理念融入業務，從減碳、節能到推動公平勞動與社會共融，每項決策均展現對可持續發展的承諾。這不僅提升業務韌性，也帶來正面社會影響。我們自去年與香港理工大學合作推出ESG認證嘉許計劃，今年畢馬威中國亦加入成為策略夥伴。未來，透過深化合作，我們將繼續推動企業實踐ESG策略，提升社會認識，助力香港邁向更可持續的未來。



1938

Sing Tao Daily was launched in Hong Kong on 1 August 1938 by overseas Chinese entrepreneur Mr. Aw Boon-haw
1938年8月1日《星島日報》由華僑商人胡文虎先生在香港創辦



1949

The English-language newspaper *Hong Kong Standard* was initiated in Hong Kong on 1 March 1949
1949年3月1日《英文虎報》在香港創刊



1958

In 1958, Sing Tao initiated professional journalism training, established journalism departments in colleges and universities, and awarded annual scholarships
1958年開始培訓專業新聞人才，並於多間大專院校開辦新聞系科，按年頒發獎學金



1964

The Group's first overseas office was established in San Francisco in 1964 for the issuance of the *Sing Tao Daily* "airmail" edition
1964年於三藩市成立首個海外辦事處，發行《星島日報》航空版



1986

Sing Tao Limited was officially listed in 1986
1986年星島有限公司正式上市



1984

"The 1st Sing Tao Inter-School Debating Competition" was held in 1984
1984年舉辦「星島第一屆全港校際辯論比賽」



1982

To encourage the study of journalism, the Sing Tao Communication Centre was donated to Hong Kong Baptist University in 1982
1982年為推動新聞學教育，捐款於香港浸會大學興建「星島傳理中心」



1978

The New York, Los Angeles and Toronto offices were opened in 1978
1978年成立紐約、洛杉磯及多倫多辦事處



1976

The Sing Tao Charitable Foundation was established in 1976 to by effectively giving out donation to provide relief to those in need
1976年成立「星島慈善基金」，妥善將善款用於救濟有需要人士



1975

The San Francisco office published the locally-produced *Sing Tao Daily's* U.S. Western edition in 1975. In the same year, the London office was set up and started *Sing Tao Daily's* European edition
1975年三藩市辦事處正式創辦當地印行的《星島日報》美西版。同年設立倫敦辦事處並創辦《星島日報》歐洲版



1972

Sing Tao Newspaper Co., Ltd. was officially listed in 1972
1972年星島報業有限公司正式上市



1965

Sing Tao officially relocated to 635 King's Road in 1965 and *Sing Tao Daily's* New York edition was inaugurated in the same year
1965年星島正式遷往當時的英皇道635號；同年創辦《星島日報》紐約版

CORPORATE MILESTONES

企業里程碑



1989

Hong Kong's first Chinese-language school paper *Sunny Campus* was launched in 1989
1989年推出全港首份中文學生報《陽光校園》



1994

The "Leader of the Year" was inaugurated in 1994
1994年首辦「傑出領袖選舉」



1995

Sing Tao Daily's e-paper, the pioneering electronic newspaper in Hong Kong, was introduced in 1995
1995年《星島日報》正式上網，推出全港首份電子日報



2002

The Group's Magazine division was set up in 2002 with the acquisition of *East TOUCH*
2002年收購《東Touch》並成立雜誌部門



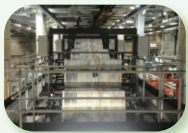
2005

Headline Daily was brought to the market in 2005 and became the No. 1 free newspaper in Hong Kong
2005年創辦《頭條日報》，成為全港第一的免費報章



2007

The Standard was re-introduced as a free newspaper in 2007, becoming the first English-language free daily in Hong Kong. In the same year, the Group built a brand-new printing factory in Tseung Kwan O equipped with state-of-the-art newspaper printing machinery
2007年《英文虎報》轉型為免費報章，為香港首份免費英文日報。本集團同年於將軍澳興建全新印刷廠房及配置先進印刷機器



2008

Sing Tao published the memorial book *Sichuan Earthquake* and sold it for charity to raise funds for children affected by the earthquake that struck Sichuan province in China in 2008. In the same year, the Sing Tao Charity Foundation collaborated with Sowers Action to construct a total of 7 schools, facilitating the return to education for out-of-school children in the earthquake-stricken regions of Sichuan
2008年星島出版《四川大地震》紀念冊義賣，為四川受災兒童籌款。同年，星島慈善基金與苗圃行動合作共建七所學校，幫助四川地震災區失學兒童重返校園



2024

The "Sing Tao Real Estate Development Trends Forum 2024" and the "Hong Kong Higher Education Expo" were held for the first time in 2024
2024年首辦「星島房地產發展動向論壇2024」及「香港高等教育博覽會」



2023

In 2023, we launched an ESG Certification Program in cooperation with the The Polytechnic University to jointly promote the concept of ESG and enhance the attention of all sectors of society on ESG. In the same year, Sing Tao Volunteer Team was established
2023年與香港理工大學合作推出ESG認證計劃，共同推廣ESG概念及並提升社會各界對ESG的關注。同年，星島義工隊成立



2022

The mobile application "*Sing Tao Headline*" was launched in January 2022 providing a comprehensive platform that integrates news, videos, personalised functions and practical daily-living tools
2022年1月推出「星島頭條」流動應用程式，提供一個集合新聞資訊、視頻、個性化功能及生活實用小工具的綜合平台

2021

The Group appointed new Board of Directors and Management in June 2021. At the Annual General Meeting, the Group's Chairman introduced the new focus on mobile digital media development
2021年6月本集團委任新董事會及管理層。本集團主席於股東周年大會上表示將重點發展流動數碼媒體



2017

The Group's headquarters were moved to Tseung Kwan O Industrial Estate in 2017
2017年本集團遷址至將軍澳工業邨星島新聞集團大廈



2015

Ohpama.com, an online platform designed for parents and children, was launched in 2015
2015年成立「Oh!爸媽」親子線上平台



2011

The printing factory was expanded in 2011 to become Hong Kong's leading newspaper printing plant and the first in Asia to be awarded several ISO certifications
2011年增設全新生產線，印刷產能為全港之冠，更成為全亞洲首間獲得多項ISO認證的報章印刷廠房



ABOUT THE REPORT

關於本報告

REPORTING SCOPE AND BOUNDARY

報告範圍及界限

The Report focuses on the Group's core business operations in Hong Kong, including newspaper and magazine publishing and related digital media operations, which constitute its primary revenue and cash flow sources. It covers the Group's ESG performance for the period from 1 January 2024 to 31 December 2024 (the "Year" or "2024").

本報告集中披露位於香港的核心業務營運，包括報章及雜誌出版及相關的電子媒體營運，該等業務為本集團主要收入及現金流量。其涵蓋本集團在2024年1月1日至2024年12月31日期間（「報告期」或「2024年」）的ESG表現。

This is the Group's 9th ESG Report (the "Report"), outlining its commitments, management approaches, and performances in ESG matters.

The Report is prepared in Chinese and English, and is available on the respective websites of the Stock Exchange and the Group (<https://www.singtaonewscorp.com>).

此報告為本集團發佈的第9份ESG報告(「本報告」)，旨在披露其在ESG方面的承諾、管理方針及績效表現。

本報告以中英雙語編制，並已上載至聯交所及本集團網站(<https://www.singtaonewscorp.com>)以供查閱。



REPORTING PRINCIPLES 匯報原則

The Report complies with the mandatory disclosure requirements and "comply or explain" provisions of the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") outlined in Appendix C2 of the Rules Governing the Listing of Securities (the "Listing Rules") on the Stock Exchange. It is prepared in alignment to the four reporting principles in the ESG Guide, namely Materiality, Quantitative, Balance and Consistency.

本報告遵循聯交所上市規則(「上市規則」)附錄C2所載之《環境、社會及管治報告指引》(「ESG報告指引」)的強制披露要求及「不遵守就解釋」條文，並按ESG報告指引中的4項匯報原則編制，包括重要性、量化、平衡及一致性。

CONFIRMATION AND APPROVAL 確認及批准

The Group has implemented an internal data collection and review process to ensure the accuracy and reliability of the information presented in the Report. The Report was confirmed and approved by the Board (the "Board") of Directors (the "Directors") on 24 March 2025.

本集團已建立內部數據收集及審閱程序，以確保本報告所呈現的資訊均準確且可靠。本報告已於2025年3月24日獲本集團董事(「董事」)會(「董事會」)確認及批准。

FEEDBACK 反饋

We welcome your feedback on our ESG performance and reporting. If you have any comments or questions, please contact us via email at info@singtaonewscorp.com.

我們歡迎閣下就我們的ESG表現或報告內容提出反饋和意見。如有任何反饋或疑問，歡迎發送電郵至 info@singtaonewscorp.com 與我們聯繫。

Reporting Principles 匯報原則

MATERIALITY

重要性



QUANTITATIVE

量化



BALANCE

平衡



CONSISTENCY

一致性



Definition 定義

The ESG issues determined by the Group are sufficiently important to its stakeholders that they should be reported.

由本集團釐定的ESG議題應對持份者具重要性，並於報告中披露。

Key performance indicators (“KPIs”) and their data should be measurable and comparable where appropriate, enabling evaluation of the effectiveness of ESG policies and management systems.

關鍵績效指標及其數據在適當情況下應可予計量且具有可比性，從而評估ESG政策和管理系統的效益。

The Report should provide an unbiased picture of the ESG performance, allowing stakeholders to objectively evaluate the Group’s ESG performance.

本報告應不偏不倚地匯報ESG表現，讓持份者客觀地評估本集團的ESG表現。

Statistical methodologies should be consistent and historical data should be provided where feasible to allow for meaningful comparisons of ESG performance over time.

統計方法應保持一致，並應在可行的情況下提供歷史數據，以便就ESG表現進行具意義的比較。



The Group's Responses 本集團的回應

The Group identifies material ESG issues through stakeholder engagement and materiality assessment, ensuring these issues are comprehensively addressed in the Report.

本集團透過與持份者溝通和進行重要性評估，識別對持份者而言重要的ESG議題，並確保相關議題在本報告中披露。

Where feasible, quantitative KPIs are disclosed along with the methodologies and/or assumptions used for calculation. To ensure the accuracy of environmental KPIs, the Group has engaged an independent consultancy to conduct a carbon assessment.

在可行的情況下，本集團披露量化關鍵績效指標及用於計算的方法及／或假設。為確保環境關鍵績效指標的準確性，本集團已委託獨立顧問進行碳評估。

Information is disclosed objectively and to the extent practicable, providing an impartial overview of the Group's ESG performance.

盡可能以客觀的方式披露資訊，如實闡述本集團在ESG方面的整體表現。

Unless otherwise specified, the Group applies consistent methodologies to ensure meaningful disclosures. Relevant data for the year ended 31 December 2023 ("2023") and the year ended 31 December 2022 ("2022") are also provided for comparison.

除另有說明，本集團採用一致的統計方法為基礎，提供具意義的披露。截至2023年12月31日（「2023年」）和截至2022年12月31日（「2022年」）的相關數據亦一同披露以作比較之用。





BOARD STATEMENT

董事會聲明

Our mission is to drive sustainable development, and we value collaboration with all stakeholders. Through collective efforts, we are committed to achieving lasting prosperity while continuously progressing and innovating toward a sustainable future.

我們的使命是推動可持續發展，並積極與所有持份者合作。透過攜手共進，我們致力於實現持久的繁榮，在追求可持續未來的過程中不斷進步與創新。

The impacts of climate change are becoming increasingly significant, making it a core concern for governments, businesses, and society at large. As challenges such as more frequent extreme weather events, rising sea levels, and ecosystem imbalances intensify, mitigating climate change and controlling carbon emissions have become global goals. In response, many countries and regions are setting carbon neutrality or net-zero emission targets, committing to accelerate the transformation of energy structures, improve energy efficiency, and develop renewable energy sources. At the same time, businesses are integrating carbon reduction initiatives into their long-term development strategies, exploring comprehensive low-carbon solutions across various areas, from supply chain management to product innovation. This collective effort aims to limit the global temperature rise to within 1.5°C as compared with pre-industrial levels. In line with this global effort, the Group is committed to combating climate change by incorporating sustainable development principles into our core business operations and decision-making processes. We are taking practical measures to promote carbon reduction targets and continuously exploring opportunities for low-carbon transformation in areas such as energy management, innovative technologies, and supply chain optimisation. Our goal is to create long-term and stable benefits for both the environment and the economy.

氣候變化對全球帶來的影響日益顯著，現已成為各國政府、企業及社會各界關注的核心議題之一。隨著極端天氣頻發、海平面上升及生態系統失衡等挑戰持續加劇，減緩氣候變化和控制碳排放已成為全球共同的目標。為應對這一挑戰，越來越多的國家和地區制定了碳中和或淨零排放目標，並承諾加速推進能源結構轉型、提升能源效率及發展可再生能源。同時，企業也正積極響應這一趨勢，將減碳行動納入其長期發展戰略，從供應鏈管理到產品創新，全方位探索低碳解決方案。這種集體努力旨在將全球氣溫升幅控制在工業化前水平以上攝氏1.5度以內。本集團積極響應全球應對氣候變化的行動，致力於將可持續發展理念融入核心業務營運與決策，採取切實可行的措施推動減碳目標的實現。我們在能源管理、創新技術及供應鏈優化等方面不斷探索低碳轉型的機遇，力求實現長期、穩定的環境與經濟雙重效益。



The Board is fully responsible for guiding the Group in integrating sustainability into its decision-making and business planning processes, as well as evaluating and mitigating its ESG-related risks through effective risk management and internal control systems. To strengthen the sustainability governance framework, we established the ESG Sub-committee under the Corporate Governance Committee of the Company in 2020 to consistently anchor sustainable development across the Group. The Group has developed its *Sustainability Policy*, which outlines our commitments and management principles towards ESG, reaffirming our dedication to creating shared values for both the environment and society. Moving forward, the Board will continue to oversee and optimise the Group's sustainability strategies and goals, identify material ESG issues and risks, and refine our management approaches. At the same time, we have set specific quantitative targets for environmental KPIs, including air emissions, waste, energy usage, and water resource management.

The Group has achieved outstanding accomplishments over the past year, with remarkable results. We proudly received 12 major accolades, including 3 championships, at the "Hong Kong News Awards 2024" organised by the Newspaper Society of Hong Kong, highlighting the diverse capabilities of our publications and the excellence of our news reporting. Additionally, we were honored with 7 awards at "The 9th Media Convergence Awards Ceremony" organised by the Hong Kong Association of Interactive Marketing, which included 2 gold, 2 silver, and 3 bronze awards. These recognitions celebrate the Group's exceptional performance in leveraging technological transformation and innovative news dissemination models. Furthermore, the Group deepened its collaboration with the academic sector by signing a memorandum of understanding with PreCIT of PolyU this year. This partnership injects new momentum into the exchange between academia and industry in the ESG field, promoting social sustainability. Moreover, we were also honored to receive the prestigious "ESG Media Advocacy Pioneer Award" at the "KPMG ESG 50 Awards 2024" by KPMG China, recognising the Group's exceptional efforts in ESG. Moving forward, Sing Tao will continue to leverage its brand influence and innovative strengths to serve as a bridge to the community, through a wide range of activities aimed at promoting social progress and sustainable development.

董事會全面負責及帶領本集團將可持續發展納入決策和業務規劃流程中，確保通過有效的風險管理和內部監控系統來評估和減緩ESG相關風險。為強化可持續發展治理架構，我們於2020年成立了ESG附屬委員會，隸屬於本公司企業管治委員會，為本集團的可持續發展奠定基礎。本集團制定了《可持續發展政策》，明確本集團在實踐ESG的承諾和管理原則，並重申有關為環境和社會創造共同價值的願景。為更好地應對未來挑戰，董事會將持續監管和優化本集團的可持續發展策略和目標、辨別重大ESG議題和風險，以及審視管理方法。同時，我們已針對空氣排放物、廢棄物、能源使用及水資源管理等環境關鍵績效指標設立具體量化目標。

本集團在過去一年取得了多項卓越成就，成績斐然。我們於香港報業公會主辦的「2024年香港最佳新聞獎比賽」勇奪12大獎項，並奪得其中三個組別的冠軍，充分展現了本集團旗下刊物的多元化實力及新聞報道的卓越性。此外，我們在香港互動市務商會舉辦的「第九屆傳媒轉型大獎頒獎典禮」中獲得兩金、兩銀及三銅共七大獎項，以表彰本集團過去一年在運用科技轉型、以創新方式傳遞新聞和資訊上出色的表現。我們亦積極深化與學術界的合作，本年度與香港理工大學的科技及創新政策研究中心簽訂合作備忘錄，為推動學術界與業界在ESG領域的交流及社會可持續發展注入新動力。同時，本集團於畢馬威中國「ESG 50榜單2024」榮獲「ESG傳媒倡導先鋒獎」，進一步肯定了我們在可持續發展領域的貢獻。星島將繼續發揮品牌影響力和創新優勢，透過多元化活動充當社會聯接的紐帶，積極推動社會進步與可持續發展。

The Group remains steadfast in its commitment to ESG principles, dedicated to contributing to a sustainable future and exemplifying responsible business practices. We will continue to promote sustainability, enhance corporate governance, reduce our environmental footprint, and increase community engagement, actively fulfilling our corporate social responsibilities. Leveraging the influence of our media platforms, we strive to drive social progress and positive development. Looking ahead, the Group will maintain its passion and commitment to the media industry, while embracing opportunities arising from industry transformation, overcoming challenges, and achieving innovative breakthroughs. The Group is also committed to pursuing a more sustainable path that supports a low-carbon transition for economic and social development. We are focused on integrating ESG factors into decision-making and developing greenhouse gas ("GHG") reduction plans aligned with national and local climate action blueprints. Our goal is to continuously improve sustainability performance to achieve long-term and steady growth goals.

本集團秉持在業務營運中實踐ESG原則，致力於為可持續發展做出貢獻，展現負責任的商業實踐。我們將持續推廣可持續發展理念，進一步提升企業管治水平，減少環境足跡，並擴大社區參與，積極履行企業社會責任。依托媒體平台的影響力和號召力，我們助力推動社會進步與正向發展。展望未來，本集團將持續保持對媒體行業的熱忱和承諾同時，也將積極把握行業轉型的機遇，迎難而上，實現創新突破。本集團亦致力於走上更可持續的道路，推動經濟和社會的低碳轉型。我們承諾將ESG因素納入業務決策中，並按照國家和本地氣候行動藍圖制定相關溫室氣體（「溫室氣體」）減排計劃，持續提升可持續發展表現，以實現長遠而穩健的成長目標。





OUR APPROACH TO SUSTAINABILITY

我們的可持續發展方針

We have established a top-down governance framework to implement an efficient risk assessment and monitoring mechanism, regularly identifying and analysing potential environmental and social risks to fulfill our corporate responsibilities. Moreover, we strictly adhere to all relevant sustainability regulations and actively engage in the development of industry standards, ensuring that our business operations align with best practices while continuously advancing sustainable development and creating social value.

我們建立由上而下的治理架構，以推行高效的風險評估和監控機制，定期識別和分析潛在的環境和社會風險，從而履行企業應盡的企業責任。此外，我們嚴格遵守所有相關的可持續發展法規，並積極參與行業標準的制定，確保業務運作符合最佳實踐，持續推動企業的可持續發展並創造社會價值。

GOVERNANCE

Sustainability is a key driver of the business's long-term success. A comprehensive and effective sustainability governance framework forms the foundation for the Group's ESG performance and sustained growth. Our sustainability governance starts with the Board, which oversees major decisions related to ESG issues, including strategy, management approaches, performance, target setting, and reporting. The Board is also responsible for regularly reviewing progress toward achieving the Group's targets. The ESG Sub-Committee meets at least twice a year to assess and monitor the implementation and effectiveness of the ESG initiatives. With clearly defined roles, we aim to integrate ESG considerations into our business decision-making and operations, ensuring that the Group progresses on a steady path toward sustainable development.

管治

可持續發展是企業取得長遠成功的關鍵因素之一。健全有效的可持續發展管治體系將為本集團的ESG表現和持續增長奠定基礎。我們的可持續發展管治由董事會負責監督，涵蓋ESG議題的重大決策，包括策略、管理方針、績效表現、目標設定和報告。董事亦定期審查本集團實現目標的進展情況。ESG附屬委員會每年至少召開兩次會議，以檢討和監督ESG相關工作的實施及成效。通過明確分工，我們致力將ESG考量納入業務決策和營運中，確保本集團在可持續發展的道路上穩步邁進。



THE BOARD 董事會

- Oversee major decisions related the Group's ESG issues;
 - Evaluate ESG-related performance, risks and opportunities;
 - Align with the expectations and requirements of investors and regulators;
 - Enforce a materiality assessment and reporting process to ensure that actions are effectively implemented; and
 - Foster a top-down culture that integrates ESG considerations into the business decision-making process.
- 監督本集團ESG議題；
評估ESG相關表現及風險和機遇；
確保與投資者及監管機構的期望和要求保持一致；
加強重要性評估及匯報流程以確保切實執行；及
促進由上而下文化，以確保ESG考量為業務決策流程的一部分。



BUSINESS FUNCTIONS AND DIVISIONS 業務功能及部門

- Support the operation of the ESG Sub-Committee.
- 支援ESG附屬委員會的運作。



CORPORATE GOVERNANCE COMMITTEE 企業管治委員會

- Develop and review policies and practices; and
 - Provide recommendations to the Board.
- 制訂及檢視政策和實踐；及
向董事會提出建議。

ESG SUB-COMMITTEE ESG附屬委員會

- Review the Group's policies, measure and target-setting;
 - Monitor the implementation of measures;
 - Identify significant ESG matters;
 - Set quantitative ESG targets; and
 - Organise regular ESG meetings.
- 檢視本集團的政策、措施及目標設定；
監督措施的執行情況；
識別重要ESG事宜；
設定ESG量化目標；及
定期組織ESG會議。





The *Sustainability Policy* developed by the Group outlines its commitments and management principles on ESG-related issues for various stakeholders, including employees and suppliers. Moving forward, we remain committed to continuously reviewing and enhancing our sustainability governance, including the development of more comprehensive strategies and target-setting initiatives.

RISK MANAGEMENT

Robust and effective risk management is an essential component of our corporate governance framework. The Board is responsible for assessing and determining the nature and extent of the risks the Group is willing to undertake in the pursuit of its strategic objectives, while also overseeing and maintaining appropriate and effective risk management and internal control systems.

We are committed to continuously enhancing our risk management system. All levels of the Group, including the Board, the Audit Committee and the operation management, work together to ensure that the risk management and internal control systems are adequate and effective in monitoring, controlling and reporting risks. At the same time, the Internal Audit Department independently reviews these systems on a regular basis.

The Group takes proactive measures to identify, evaluate and manage significant risks, including ESG-related risks, arising from our operations and the ever-changing business environment. We adopt both top-down and bottom-up approaches to risk management, combining strategic reviews with operational-level risk assessment to identify, evaluate and manage key risks effectively.

For details of the Group's risk management and internal controls, please refer to the "Corporate Governance Report" of our Annual Report 2024.

本集團制定的《可持續發展政策》旨在向各持份者，包括員工和供應商，概述本集團對ESG相關議題的承諾和管理原則的概述。展望未來，我們將持續審視和提升自身的可持續發展管治，包括擬定更全面的策略和目標設定。

風險管理

穩健有效的風險管理是我們企業管治方針中不可或缺的一部分。董事會負責評估並釐定本集團實現戰略過程中願意承擔風險性質和範圍，同時監督並確保風險管理和內部監管系統的有效性。

我們致力不斷完善風險管理系統，通過本集團董事會、審計委員會和管理層協同合作，確保風險管理和內部監管系統能有效地執行監測、控制和報告等工作。同時，內部審核部門會定期獨立檢視相關系統。

本集團積極從不同層面識別、評估和管理在業務及不斷變化的商業環境中所產生的重大風險（包括ESG相關風險）。我們採用由上而下與由下而上的雙軌風險管理方式，結合策略層面的審視與營運層面的風險評估，有效識別、評估和應對重大風險。

有關本集團風險管理和內部監管的詳情，請參閱我們2024年年度報告中的「企業管治報告」。

COMPLIANCE MANAGEMENT

The Group fully recognises that non-compliance with applicable laws and regulations can result in fines, litigation, and other adverse consequences that may significantly impact business operations, financial stability, and reputation. Therefore, we remain steadfast in our commitment to conducting business with the highest ethical standards and in full compliance with all relevant laws and regulations. The Board is responsible for overseeing and maintaining of a strong corporate governance framework to ensure that the Group operates in an environmentally, socially and economically responsible manner. Clear guidelines have been established for all Directors, management and employees to ensure the effective implementation of relevant principles and practices.

合規管理

本集團深知違反法律法規能導致罰款、訴訟及其他不利後果，並可能將對業務營運、財務狀況和聲譽產生重大影響。因此，我們承諾按照最高道德標準營運，並嚴格遵守所有適用的法律法規。董事會負責監督及維持企業管治架構和實踐的穩健，確保本集團以對環境、社會和經濟負責的方式營運。我們已為董事會、管理層和員工制定明確指引，確保相關原則和規範得以有效實施。

Aspects 層面

Laws and regulations that have a significant impact on the Group 對本集團有重大影響的法律法規

Compliance 合規表現

Emissions 排放物



- Air Pollution Control (Fuel Restriction) Regulations (Cap. 311I of the Laws of Hong Kong)
- Air Pollution Control (Volatile Organic Compounds) Regulation (Cap. 311W of the Laws of Hong Kong)
- Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354C of the Laws of Hong Kong)
- 《空氣污染管制(燃料限制)規例》(香港法例第311I章)
- 《空氣污染管制(揮發性有機化合物)規例》(香港法例第311W章)
- 《廢物處置(化學廢物)(一般)規例》(香港法例第354C章)

No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.

於報告期內，並無違反對本集團有重大影響的相關法律法規。

Employment and labour standards 僱傭及勞工常規



- Companies Ordinance (Cap. 622 of the Laws of Hong Kong)
- Employment Ordinance (Cap. 57 of the Laws of Hong Kong)
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong)
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong)
- Minimum Wages Ordinance (Cap. 608 of the Laws of Hong Kong)
- 《公司條例》(香港法例第622章)
- 《僱傭條例》(香港法例第57章)
- 《僱員補償條例》(香港法例第282章)
- 《個人資料(私隱)條例》(香港法例第486章)
- 《最低工資條例》(香港法例第608章)

No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.

於報告期內，並無違反對本集團有重大影響的相關法律法規。



Aspects 層面	Laws and regulations that have a significant impact on the Group 對本集團有重大影響的法律法規	Compliance 合規表現
<p>Health and safety 健康與安全</p> 	<ul style="list-style-type: none"> • Fire Services Ordinance (Cap. 95 of the Laws of Hong Kong) • Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) • Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong) • Factories and Industrial Undertakings (Safety Management) Regulation (Cap. 59AF of the Laws of Hong Kong) • 《消防條例》(香港法例第95章) • 《職業安全及健康條例》(香港法例第509章) • 《工廠及工業經營條例》(香港法例第59章) • 《工廠及工業經營(安全管理)規例》(香港法例第59AF章) 	<p>No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.</p> <p>於報告期內，並無違反對本集團有重大影響的相關法律法規。</p>
<p>Product responsibility 產品責任</p> 	<ul style="list-style-type: none"> • Copyright Ordinance (Cap. 528 of the Laws of Hong Kong) • Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) • Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong) • 《版權條例》(香港法例第528章) • 《個人資料(私隱)條例》(香港法例第486章) • 《商品說明條例》(香港法例第362章) 	<p>No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.</p> <p>於報告期內，並無違反對本集團有重大影響的相關法律法規。</p>
<p>Anti-corruption 反貪污</p> 	<ul style="list-style-type: none"> • Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) • 《防止賄賂條例》(香港法例第201章) 	<p>No violation of relevant laws and regulations with a material impact on the Group occurred.</p> <p>於報告期內，並無違反對本集團有重大影響的相關法律法規。</p>



ENGAGING OUR STAKEHOLDERS

持份者參與

We value feedback from all stakeholders and remain committed to continuously improving our operational model to better identify and address the key issues, potential opportunities, and challenges faced by the Group.

我們重視所有持份者的反饋，並致力於持續改進營運模式，以便更有效地識別和應對集團所面臨的關鍵問題、潛在機會及挑戰。

Maintaining strong communication and relationships with stakeholders is foundational to business development. To understand their needs and expectations, we actively engage with various stakeholder groups through a diverse communication channels and regular interactions, ensuring continuous and effective dialogue. This approach enables us to identify key ESG-related issues, opportunities, and challenges, providing valuable insights to support strategic planning and the ongoing evaluation of our ESG performance.

與持份者保持良好的溝通和關係是業務發展的基礎。為了解我們的持份者的需求和期望，我們積極通過多元化的溝通渠道接觸不同的持份者組別，並定期進行互動，確保意見交流的連續性和效率。此舉有助我們識別重要的ESG相關議題、機遇和挑戰，從而推進策略規劃和持續檢視ESG表現。

Stakeholder Groups 持份者組別

Communication Channels 溝通渠道

The Board
董事會



- Group newsletters
- Annual and interim reports
- ESG report

- 集團通訊
- 年度及中期報告
- ESG報告

Employees
員工



- Group newsletters
- Annual and interim reports
- ESG report
- Questionnaires and surveys
- Emails
- Intranet
- Staff opinion system
- Appraisals
- Employee handbook
- Social media platforms

- 集團通訊
- 年度及中期報告
- ESG報告
- 問卷調查
- 電子郵件
- 內聯網
- 員工意見系統
- 績效評估
- 員工手冊
- 社交媒體平台

Readers and
online users
讀者及網上用戶



- Group newsletters
- Annual and interim reports
- ESG report
- Questionnaires and surveys
- Emails
- Social media platforms

- 集團通訊
- 年度及中期報告
- ESG報告
- 問卷調查
- 電子郵件
- 社交媒體平台

Business partners
業務夥伴



- Group newsletters
- Questionnaires and surveys
- Emails

- 集團通訊
- 問卷調查
- 電子郵件

Customers
客戶



- Group newsletters
- Annual and interim reports
- ESG report
- Questionnaires and surveys
- Emails
- Social media platforms

- 集團通訊
- 年度及中期報告
- ESG報告
- 問卷調查
- 電子郵件
- 社交媒體平台

Suppliers
供應商



- Group newsletters
- Questionnaires and surveys
- Site visits
- Regular meetings
- Social media platforms

- 集團通訊
- 問卷調查
- 實地考察
- 定期會議
- 社交媒體平台

Shareholders and
investors
股東和投資者



- Annual meeting
- Group newsletters
- Annual and interim reports
- ESG report
- Questionnaires and surveys
- Emails

- 年度會議
- 集團通訊
- 年度及中期報告
- ESG報告
- 問卷調查
- 電子郵件

MATERIALITY ASSESSMENT

The Group recognises the growing concern among stakeholders regarding ESG-related risks. During the Year, we conducted an annual materiality assessment to identify ESG issues that are most significant to our stakeholders and business, along with their impacts. Any newly identified ESG risks and opportunities from it are integrated into our risk assessment and business planning processes for further consideration.

重要性評估

本集團深明持份者漸趨關注ESG相關風險，我們於報告期內進行了年度重要性評估，以釐定對其持份者和業務具有重要性的ESG議題及其影響。在檢視過程中所發現的新ESG風險和機遇將會納入於風險審查和業務規劃流程中加以考慮。



1. Identify relevant ESG issues
識別相關ESG議題

- A review of the ESG Guide identified 15 relevant ESG issues, covering "Environment", "Employment and Labor Practices", "Operating Practices" and "Community".

- 根據ESG報告指引，識別15項相關的ESG議題，涵蓋「環境」、「僱傭和勞工常規」、「營運慣例」和「社區」四大範疇。

2. Collect stakeholders' feedback
收集持份者意見

- Questionnaires were distributed to and collected from a total of 176 internal and external stakeholders for analysis.

- 共收集176份內部及外部持份者問卷作分析。

3. Determine material ESG issues
識別重要的ESG議題

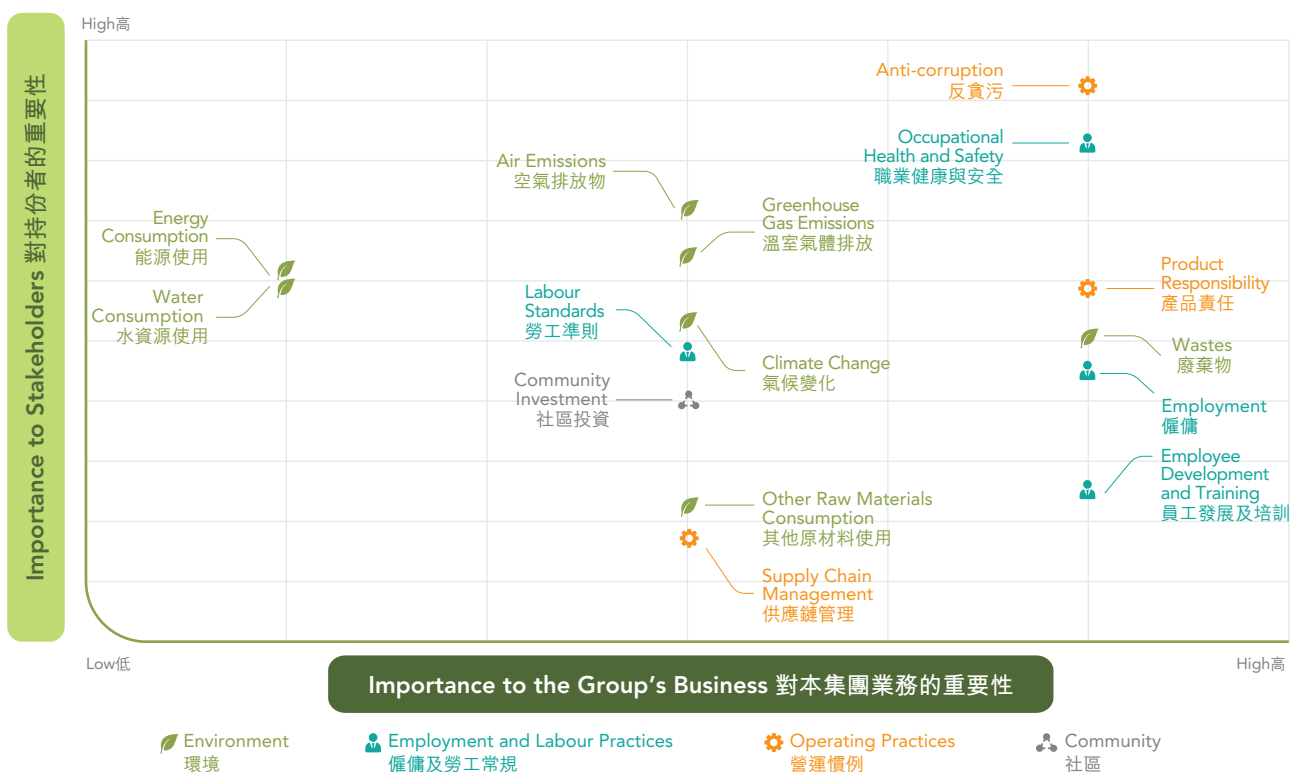
- 4 issues, including anti-corruption, occupational health and safety, product and labour standards responsibility were prioritised as material issues.

- 4項議題包括反貪污、職業健康與安全、產品責任及廢棄物被列為重要議題。

4. Validation
確認結果

- The Board and management reviewed and validated the results of the materiality assessment, confirming the material issues identified for the Group to address and report on.

- 董事會及管理層審閱和確認重要性評估的結果及所識別的重要議題，有關議題將於本報告中披露及回應。



Material Issues
(Ranked by Descending Order of Materiality)
重要議題（按重要性降序排列）

- Anti-corruption
- Occupational health and safety
- Product responsibility
- Wastes
- 反貪污
- 職業健康和安
- 產品責任
- 廢棄物

Other Issues
其他議題

- Employee development and training
- Labour standards
- Climate change
- Air emissions
- GHG emissions
- Employment
- Energy consumption
- Water consumption
- Supply chain management
- Other raw materials consumption
- Community investment
- 員工發展與培訓
- 勞工準則
- 氣候變化
- 空氣排放物
- 溫室氣體排放
- 僱傭
- 能源使用
- 水資源使用
- 供應鏈管理
- 其他原材料使用
- 社區投資



SUSTAINING ETHICAL BUSINESS OPERATION

堅持道德營商

We fully recognise that ethical operations not only mitigate risks but also strengthen stakeholder confidence, cultivate a positive corporate culture, and drive sustainable business growth, ultimately creating greater value for both the company and society. Therefore, we remain committed to integrity, transparency, and accountability, ensuring compliance with all legal and regulatory requirements while enhancing our corporate reputation and fostering long-term sustainability.

我們深知，道德營商不僅有助於降低風險，還能提升持份者的信心，促進積極的企業文化，並推動業務的可持續增長，為公司和社會創造更大價值。因此，我們堅守誠信、透明和問責的原則，確保業務符合法律和監管要求，同時提升企業聲譽，實現長遠可持續發展。

ANTI-CORRUPTION

The Group maintains a zero-tolerance policy towards all form of corruption, including bribery, extortion, fraud and money laundering, and is firmly committed to operating with integrity and transparency. In line with this commitment, all Directors, management and employees are required to comply with local laws and regulations, as well as the Code of Conduct outlined in the *Employee Handbook*. New hires must thoroughly review and acknowledge the "Company Policy Acknowledgement Form", which includes the "Guideline on Application of the Anti-Bribery" section, providing practical guidance on prohibiting employees from soliciting any benefits from relevant parties (such as suppliers, agents, customers or companies with business relations or dealings with the Group). This ensures that employees fully understand and comply with relevant regulations. Besides, to mitigate any potential conflict of interest, employees are required to promptly report any situations where such conflicts may arise. Offering or accepting advantages related to the Group's affairs and business is strictly prohibited. Employees are strongly encouraged to report any suspicious activity or misconduct to the Human Resources Department via our whistleblowing mechanism to maintain corporate integrity and ensure compliant business operations.

反貪污

本集團對任何形式的貪污行為，包括賄賂、勒索、欺詐和洗錢，採取零容忍態度，並致力於確保業務能夠以公開透明的方式運作。有鑒於此，所有董事、管理層和員工均須遵守本地法律法規和《員工手冊》中規定的行為守則。新入職員工須閱讀及簽署「公司政策通知」，其中包括「防止賄賂指引」，該指引為員工提供實用指南，明確禁止向相關方（如供應商、代理商、客戶或與本集團有業務往來的公司）索取任何利益，以確保員工充分理解並遵守相關規定。此外，為減少任何潛在的利益衝突，我們要求員工盡快申報可能出現利益衝突的情況，並嚴禁其提供或接受與本集團事務和業務相關的利益。我們強烈鼓勵員工通過舉報機制向人力資源部報告任何可疑活動或不當行為，以維護企業廉潔與合規經營。





Further, we enforce the *Whistleblowing Policy* to encourage all stakeholders of the Group to report any actual or suspected misconduct related to the Group through a confidential reporting channel. We ensure that all reported cases are handled with strict confidentiality and are committed to protecting the identities of whistleblowers under the “no-detriment principle”. The Group conducts annual anti-corruption training and education sessions for both Directors and employees to enhance their awareness and understanding of anti-corruption measures. Related training initiatives are also provided to newly hired individuals to ensure that all employees are equipped with the necessary knowledge to prevent corruption. Throughout the Year, the Group provided a total of 435 hours of anti-corruption training to Directors and employees, including seminars and workshops covering topics on ethics, compliance and antibribery policies, and reviewed relevant policies and procedures. These sessions help Directors and employees gain a comprehensive understanding of relevant guidelines, laws, and regulations related to bribery, extortion, fraud and money laundering.

PRODUCT RESPONSIBILITY

The Group aspires to position itself as one of the leading media organisations in Hong Kong. Renowned for offering a wide range of high-quality products and services, including new media, newspapers, magazines, recruitment media, and other publications, we also provide advertising, promotional events, printing and publishing services. In line with our commitment to sustainability, we have created a dedicated ESG webpage on the “*Sing Tao Headline*” website, focusing on sustainability development. This webpage features news reports, in-depth analyses, and articles related to sustainable development topics, demonstrating our commitment to addressing the ESG-related concerns of our users.

Given that the Group’s core operations involve newspaper publication and an online news portal, we recognise our crucial role in monitoring society and safeguarding the public’s right to information. As a result, we place significant importance on the authenticity of the news, making it the core of our media responsibilities. The Group is committed to ensuring the highest levels of reliability and accuracy in news reporting, upholding the integrity of the news, and strengthening our reputation and credibility as a trusted media organisation.

此外，我們實施《舉報政策》，鼓勵本集團的所有持份者通過保密的舉報渠道，舉報任何與本集團相關實際或可疑不當行為。我們會確保舉報的案件受到嚴格保密，並承諾以「無損害原則」保護舉報人的身份。為提高反貪污意識，本集團每年為董事和員工提供反貪污相關的培訓和教育，並特別為新入職員工安排相關培訓，確保所有員工都充分了解如何預防貪污。於報告期內，本集團為董事和員工提供了合共約435小時的反貪污培訓，其內容涵蓋道德、合規和反賄賂政策等多個重要議題，形式包括研討會和工作坊。此外，我們亦定期審查相關政策和程序，確保讓董事和員工深入了解有關賄賂、勒索、欺詐和洗錢的相關準則和法律法規。

產品責任

本集團致力成為香港頂尖的媒體機構之一，提供多元化且高質素的產品，包括新媒體、報紙、雜誌、招聘媒體及其他出版物，同時提供廣告、宣傳、印刷及出版服務。為履行我們對可持續發展的承諾，我們在「*星島頭條網*」特別設立了ESG專頁，定期發佈與可持續發展相關的新聞、深度分析及專題文章，以滿足用戶對環境、社會及治理議題的關注及需求。

本集團的核心業務包括報刊出版和網上新聞平台，充分體現我們在監督社會和保障公眾知情權方面擔當重要的角色。因此，我們深知新聞真實性的重要性，並將其視為我們媒體責任的核心。我們致力於確保新聞內容的高度可靠性和準確性，以維護新聞的完整性，進一步鞏固我們作為可信媒體機構的聲譽與公信力。

CASE
SHARING
案例
分享

ESG Certification Awards and Sustainable Development Forum 2024

ESG認證嘉許暨永續發展論壇2024



The forum guests discussed and shared their valuable experiences in ESG practices.
論壇嘉賓共同討論和分享他們在ESG實踐方面的寶貴經驗

The Group has collaborated with PolyU to host the ESG Certification Program since 2023, marking the first time mainland enterprises have been invited to participate this year. The “ESG Certification Awards and Sustainable Development Forum” (the “Forum”) was successfully held in November. The program aims to recognise outstanding companies that adhere to ESG principles, promote ESG awareness, and increase societal focus on sustainability. The Forum featured a thematic discussion that brought together industry leaders to share valuable experiences in ESG practices and explore the future prospects and business opportunities within the ESG landscape. During the event, awards were presented to 34 companies that have actively embraced ESG principles in fields such as real estate and banking, including enterprises from the Greater Bay Area. Through collaboration with academic and authoritative institutions, the Group aims to encourage more companies to integrate ESG principles into their daily operations, fostering collectively contributions to sustainable development and driving social progress.

本集團自2023年起與香港理工大學合作推出ESG認證嘉許計劃。今年首次邀請內地企業共同參與，並於11月成功舉辦了「ESG認證嘉許暨永續發展論壇2024」(「論壇」)。計劃旨在表彰秉持ESG理念的優秀企業，推廣ESG概念，提升社會各界對ESG的關注及應用。論壇設有專題討論，匯聚業界翹楚，分享在ESG實踐方面的寶貴經驗和探討ESG的未來前景與商機。活動中共頒發34個獎項，以表彰在房地產、銀行金融等領域積極實踐ESG的企業，包括來自大灣區的企業。通過與學術及權威機構的合作，本集團希望能促進更多企業將ESG理念融入日常營運中，並共同為社會的可持續發展貢獻力量，推動社會進步。



ESG Certification Awards and Sustainable Development Forum 2024
ESG認證嘉許暨永續發展論壇2024

During the Year, the Group received numerous accolades for its outstanding performance in the ESG field, reflecting our continued dedication to operational transparency, reporting quality, and sustainable development. The Group earned Gold Awards for the “Best Cover Photo/Design” and the “Best Non-Traditional Annual Report” at the 2024 International ARC Awards. In addition, the Group was recognised by the LACP 2023 Vision Awards, winning the Gold Award for “Excellence in Media Industry Development”, along with distinctions for being among the “Top 50 Chinese Reports” and earning the “Technical Achievement Award” (Art and Method). These awards not only affirm our past achievements but also represent a high level of recognition for our commitment to fulfilling social responsibilities and advancing our ESG goals. They serve as an inspiration for us to continue striving for excellence and innovation in the future.

在報告期內，本集團在ESG領域的卓越表現屢獲殊榮，充分彰顯了我們在營運透明度、報告質量及可持續發展方面的堅持與努力。本集團榮膺2024 International ARC Awards「第三十八屆年度全球最佳年報」的「封面設計及非傳統年報」金獎，並在2023年遠見獎(2023 Vision Awards)中獲得「媒體行業發展卓越成就」金獎、「中文報告50強」以及「技術成就獎」(Art and Method)。這些獎項不僅是對我們過去成績的肯定，更是對我們在履行社會責任和推動ESG目標實現方面的高度認可，激勵我們在未來持續追求卓越與創新。

CASE
SHARING
案例
分享

"Sing Tao PROBE" Complaint Platform 申訴平台「星島申訴王」



The Group's program, "Sing Tao PROBE", was launched on 1 March 2023 with the goal of becoming the most accessible grievance platform in Hong Kong and providing an efficient channel for citizens to express concerns and resolve disputes. This platform's objective is to "follow up your complaints at any time", focusing on addressing grievances from various sectors of society and seeking redress for the public. The platform introduced the "Praise Quest" initiative to recognise acts of kindness and spread throughout Hong Kong. A key highlight of this initiative is "The Most Commendable Student Reward Program", which honors students who excel in all-around development. This program has received strong support from various government departments and the education sector.

本集團於2023年3月1日推出的「星島申訴王」，致力打造全港最便捷的申訴平台，為市民提供一個高效的渠道，以表達訴求及解決爭議。該平台秉持「你申訴、我跟進，隨時候命」的宗旨，報道社會各界的申訴，為民發聲，為誤解而澄清。此平台亦推出「我要讚佢」全新項目，旨在表揚社會上好人好事，為香港發放更多正能量。項目重點之一是「最值得表揚學生獎勵計劃」，以表揚在人人發展等方面表現優秀的學生，計劃獲得多個政府部門及學界廣泛支持。



Focusing on hot topics in Mainland China and Hong Kong, our platform has achieved remarkable success during the Year, winning the "Best Original Content Award" (Silver) at the "Spark Award 2024" and earning prestigious recognition of "Video Reporting Award" at the Consumer Council's "24th Consumer Rights Reporting Awards". Additionally, the platform's segment "Smartly Exposing the Job Scam by a Fraudulent Family" of the "Beware of Scammer" series, won the 2nd runner-up in the "News Video Short Film" category in the Hong Kong News Awards 2023, organised by the Newspaper Society of Hong Kong. The segment also earned the "Market Leadership Award in Investigate News Reporting" from the Hong Kong Institute of Marketing. These accolades not only recognise our commitment to delivering high-quality news content but also highlight the Group's dedication to fostering an inclusive and participatory media environment, focusing on and presenting diverse perspectives and voices within society.

憑著對中港兩地熱門議題的緊貼關注，我們的平台在本年度取得卓越成就，先後獲得「Spark Award 2024」最佳原創內容獎銀獎及消費者委員會主辦「第24屆消費權益新聞報道獎」的「新聞影片獎短片」組別優異獎。此外，平台「防騙系列」的「智破老千家庭揭爆工騙局」亦榮獲報業公會「香港最佳新聞獎2023」的「最佳新聞短視頻」季軍及香港市務學會「調查新聞報道獎」。這些殊榮不僅肯定了我們對高質素新聞內容的堅持，也彰顯了本集團致力打造共融與參與的媒體環境，積極關注並呈現社會上多元觀點與聲音。

CASE
SHARING
案例
分享

ArtCan
藝文薈

The Group's subsidiary publication, *ArtCan* employs innovative thinking, professional design, and leading editorial practices to collaborate with major arts organisations, large enterprises, and various sectors to promote cultural and artistic activities and performances in Hong Kong. Its ultimate goal is to enhance the cultural atmosphere of the city and foster greater appreciation and engagement with the arts within the community. Since its launch, *ArtCan* has garnered widespread attention from diverse communities and become an important platform connecting the arts and cultural sector. Through partnerships with various organisations, *ArtCan* has successfully promoted a wide range of cultural and artistic events, enabling more people to engage with and experience the charm of culture and the arts, while also supporting the development and popularisation of local cultural and artistic initiatives.



Layout design of *ArtCan*
「藝文薈」版面設計

In early 2025, we organised the "ArtCan Culture Forum and Awards Ceremony 2024" to honor the creators, curators, performers, art exhibitions, events, and projects that have demonstrated excellence in Hong Kong's arts and culture sector over the past year. This event serves not only as an awards ceremony but also a platform for communication and learning, injecting new momentum into the development of cultural arts in Hong Kong. Looking ahead, *ArtCan* will continue to uphold its core mission of blending innovation and professionalism, constantly exploring the infinite possibilities of cultural arts. Through collaboration with various sectors, we aim to promote the diverse development of cultural arts, ensuring that Hong Kong, as an international metropolis, shines even brighter through the brilliance of culture and arts.



ArtCan Culture Forum and Awards
Ceremony 2024
ArtCan藝術文化論壇暨頒獎禮2024

本集團旗下副刊「藝文薈」以創新思維、專業設計及領先業界的編採手法，攜手各大藝團、大企業以至不同界別，共同推廣文化藝術活動和演出，致力提升香港的文化藝術氣氛。自推出以來，「藝文薈」便受到各界廣泛關注，成為連結藝文界的重要平台。透過與不同機構的合作，「藝文薈」不僅成功推廣一系列的文化藝術活動和演出，而且讓更多人得以親身參與和體驗藝術的魅力，促進本地文化藝術的發展與普及。

2025年初，我們舉行了「ArtCan藝術文化論壇暨頒獎禮2024」，表彰過去一年在香港藝術文化領域中表現卓越的創作者、策展人、表演者、藝術展覽、活動及項目等。這不僅是一場榮耀盛典，更是一個促進交流與學習的平台，為香港的文化藝術發展注入新的動力。未來「藝文薈」將繼續秉持其初衷，堅持創新與專業並重，不斷探索文化藝術的無限可能。通過與各界攜手合作，我們致力推動文化藝術的多元發展，讓香港這座國際大都會在文化藝術的光芒下更加璀璨奪目。



As one of the leading media groups, we are committed to upholding ethical standards and legal obligations in all aspects of our operations to maintain trust and integrity within our industry and community. To ensure sustainable growth for our business, we have implemented a range of internal policies, including but not limited to those outlined in the *Employee Handbook* and the *IT Policy*. These policies cover key areas such as customer health and safety, advertising standards, labelling requirements, intellectual property rights, and privacy matters concerning our products and services. In response to the rapid advancement of artificial intelligence, we have also established the *Artificial Intelligence Usage Policy* to provide clear guidelines for employees using AI tools and platforms in their work. This policy ensures that AI applications comply with ethical standards, regulatory requirements, and corporate responsibilities while safeguarding data privacy and information security. Additionally, all information and content undergo thorough review and evaluation before publication to ensure the authenticity of advertisements and articles, preventing any violations of relevant regulations. We are equally committed to safeguarding the intellectual property rights of the Group and its stakeholders by adhering to copyright laws. We will only use copyrighted works, such as computer software, books, newspapers, and audiovisual works, with proper authorisation from the copyright owner. In the event of any intellectual property infringement or dissemination of disinformation, we will conduct a prompt investigation and take immediate action to resolve the issue, protecting legal rights and ensuring the authenticity of information.

To enhance data security, all computers within the Group are equipped with anti-virus software and virus-checking programs, which are regularly monitored by the IT Department to mitigate the risk of data leakage. Personal information will only be collected from customers upon their explicit consent and is stored securely on the server, with opt-out mechanism provided. Any unauthorised disclosure, whether written or verbal, of customer information to the media or to any individual within or outside the Group is strictly prohibited. Individuals who violate this policy will be subject to disciplinary action in accordance with applicable laws and regulations.

The Group has established channels, such as hotlines and e-mail, for readers and clients to provide feedback or lodge complaints regarding product quality or services. Throughout the Year, the Group did not receive any serious non-compliance complaints related to products and services, nor did it encounter any cases requiring product recalls due to health and safety concerns. In the event of complaint about the Group's products or services, a thorough investigation will be conducted, and necessary improvement measures will be promptly implemented.

The Group is dedicated to integrating ESG principles into its operations and recognises the influential role we play in shaping public opinion and driving positive change. As such, we are committed to promoting ESG concepts to the public, raising awareness, and encouraging individuals and businesses to take action toward a more sustainable and socially responsible future.

作為具影響力的媒體集團之一，我們致力於業務營運的各個層面遵守道德標準和法律規範，以維持業界和社會對我們的信任和誠信。我們已制定《員工手冊》及《資訊科技政策》等內部規範，以有效管理與產品和服務相關的客戶健康與安全、廣告、標籤、知識產權和私隱事宜，確保從而實現業務的可持續增長。在當前人工智能迅速發展的大趨勢下，我們制定了《人工智能使用政策》，為員工在工作中使用人工智能工具與平台提供清晰指引，確保相關應用符合道德標準、法規要求以及企業責任，並保障數據私隱和資訊安全。此外，所有資訊和內容在發佈前均由相關人士進行審批，確保廣告和文章的原創性，避免違規。我們亦致力保護本集團和其持份者的知識產權，嚴格遵循版權法規，並確保僅在獲得版權持有人授權後方可使用相關作品，包括電腦軟件、書籍、報章及影音內容等。如發現侵犯知識產權或虛假信息，我們將立即展開調查並採取行動，以維護合法權益及資訊真實性。

本集團所有電腦均已安裝防毒及病毒檢查軟件，並由資訊科技部門定期監控以防止資料外洩，確保數據安全。我們僅在獲得客戶明確同意的情況下收集客戶的個人資料，並將其保存在伺服器器的安全位置，同時設有撤回同意機制。本集團嚴格禁止任何未經授權的書面或口頭披露行為，無論是向新聞界或本集團內外的任何人士提供或發佈客戶資料違者將依法依規接受紀律處分。

本集團設立了熱線電話及電郵等渠道，供讀者及客戶就本集團的產品質量或服務提出反饋意見或投訴。於報告期內，本集團未有知悉有關產品或服務的嚴重違規投訴及因健康和 safety 原因而回收產品的案例。若有任何有關集團產品或服務的投訴，本集團將進行徹底調查，並採取適當的改進措施。

本集團深知負責任的商業行為的重要性，亦明白自身在塑造公眾輿論和推動積極變革中的影響力。因此我們致力於將ESG原則融入業務營運中，以第一身方式向普羅大眾推廣ESG概念，提升公眾意識，並鼓勵個人或企業採取行動，邁向更加可持續發展和對社會更負責任的未來。



SUPPLY CHAIN MANAGEMENT

The Group adheres to the highest ethical and professional standards when engaging with suppliers, service providers, collaborators, contractors, and sub-contractors (collectively, the "Suppliers"). To minimise and manage external and internal risks across the supply chain, including environmental and social considerations, we have developed the *Supply Chain Management Policy* and the *Supplier Code of Conduct*. We actively enforce compliance with these guidelines among our business units and Suppliers, promoting the integration of sustainability practices into their operations to uphold business stability.

To ensure environmental responsibility throughout our supply chain, we evaluate Suppliers' ESG performances in the following areas during the procurement processes, where appropriate. The relevant requirements of the Group will be outlined in the tender and contract agreements with the Suppliers.

供應鏈管理

在與供應商、服務提供商、合作夥伴、承包商和分包商(統稱為「供應商」)合作時，本集團始終遵循最高的道德和專業標準。為減少並管理整個供應鏈的外部 and 內部風險，包括環境和社會因素在內，我們制定了《*供應鏈管理政策*》及《*供應商行為準則*》，並要求各業務部門和供應商遵守這些準則的合規要求，促進將可持續發展融入營運中，以維護業務的穩定性。

為確保整個供應鏈的環境責任，我們在採購過程中會適當評估供應商在以下各方面的ESG表現，並將相關要求在招標書及供應商合約中明確列出相關要求。

ENVIRONMENTAL 環境	SOCIAL 社會	GOVERNANCE 管治
<ul style="list-style-type: none"> Minimise environmental impacts to the extent practicable. 在可行的範圍內管理環境影響。 	<ul style="list-style-type: none"> Provide a safe and healthy work environment, free from discrimination and sexual harassment against the staff. Prohibit and prevent the use of child and forced labour. Establish employment systems that ensure employees are informed about employment arrangements. 為員工提供安全健康的工作環境，使其免受歧視和性騷擾。 禁止和防止使用童工和強制勞動。 建立僱傭制度，確保員工了解就業安排。 	<ul style="list-style-type: none"> Comply with all applicable laws, regulations and standards related to the business nature. Prohibit and prevent any forms of corruption, bribery, extortion, fraud, and money laundering. 遵守與業務性質相關的所有適用法律、法規和標準。 禁止和防止任何形式的貪污、賄賂、勒索、欺詐和洗黑錢。

The Group selects, engages and reviews the Suppliers according to guidelines and procedures outlined in the *Purchasing Policy and Procedures*. We conduct basic due diligence and select Suppliers through a fair and impartial process, considering not only pricing but also the Suppliers' adoption of green practices and their past transaction experiences. To ensure alignment with the Group's requirements, we regularly review the list of major Suppliers and assesses their performance. Suppliers with subpar performance may have their contracts terminated and be removed from the vendors' list. During the Year, all of our Suppliers were qualified and met the Group's standards in the regular evaluation process.

During the Year, the Group has more than 1,100 Suppliers, of which more than 80% of our major Suppliers are based in Hong Kong, and the rest are based in Asia, North America and Europe providing services and products.

本集團根據《*採購政策和程序*》中的規定篩選、聘用和審查供應商。我們通過公平公正的程序進行全面盡職調查，甄選供應商時，除了考量價格，還注重其綠色實踐與過往交易經驗。為確保供應商符合標準，本集團會定期檢討主要供應商名單並對其表現進行評估。對於表現未達要求的供應商，我們將會與其終止合作並將其移出名單。於報告期內的定期評估過程中，我們所有的供應商均符合本集團的標準。

於報告期內，本集團共有超過1,100家主要供應商為其提供服務及產品，當中超過80%位於香港，其餘位於亞洲、北美洲及歐洲等。



PEOPLE ORIENTED

以人為本

The Group adheres to a people-oriented philosophy, placing strong emphasis on the physical and mental health and well-being of our employees. We actively implement occupational safety and health measures, striving to create a comfortable work environment while also supporting the professional growth and development of our staff.

本集團堅持以人為本的理念，重視員工的身心健康與福祉。我們積極落實職業安全與健康措施，致力於營造一個舒適的工作環境，同時支持員工的專業成長與發展。



OCCUPATIONAL HEALTH AND SAFETY

The Group prioritises the health and safety of its employees. As a responsible employer, we are committed to preventing occupational hazards and maintaining a safe, healthy and comfortable work environment for all. We have implemented a *Policy on Work Safety* and an Occupational Health and Safety Management System, ensuring the well-being of our employees and suppliers working within our premises, while complying with relevant regulations and string for continuous improvement in safety performance to achieve the goal of zero accidents. To further strengthen safety management, the Group has established a Safety Management Committee responsible for overseeing and promoting the implementation of safety policies. Through systematic procedures, regulatory compliance, targeted training, and regular evaluations followed by necessary corrective actions, we remain dedicated to minimising occupational hazards and safeguarding the well-being of our employees.

職業健康與安全

本集團高度重視對員工健康與安全的保障。作為負責任的僱主，我們致力預防職業危害，並為所有員工提供一個安全、健康及舒適的工作環境。我們已制定《職業安全政策》和職業健康安全管理系統，確保在我們場所工作的員工和供應商的健康與安全，並在遵守適用法規的同時，不斷改善我們的安全表現，以實現零事故的目標。為進一步加強安全管理，本集團已成立了安全管理委員會，負責監督和推動安全政策的實施。透過制定系統、遵守法規、提供適當的培訓，以及定期審查和採取跟進措施，我們致力於減少職業危害，並保護員工福祉。





Recognise
識別

- Recognise the importance of occupational health and safety in the workplace;
 - Strive for continuous improvement in safety performance; and
 - Provide and maintain a safe working environment for all personnel within our premises.
- 識別工作場所職業健康與安全的重要性；
 - 致力持續提升安全績效；及
 - 為場所內工作的所有員工提供並維持安全的工作場所。

Manage
管理

- Comply with all relevant laws and regulations;
 - Establish and develop occupational health and safety management structure and the system;
 - Provide employees with training to effectively implement the occupational health and safety management system; and
 - Ensure adherence to internal policies and occupational health and safety management system.
- 遵守相關法律法規；
 - 確定及建立職業健康與安全管理架構和系統；
 - 為員工提供培訓以實施職業健康與安全管理系統；及
 - 確保遵守內部政策和職業健康與安全管理系統。

Review
檢視

- Regularly review the occupational health and safety management system to enhance performance; and
 - Implement appropriate follow-up actions to drive continual improvement.
- 定期檢討職業健康與安全管理系統以提升其績效；及
 - 實施合適的跟進行動以實現持續改進。

The safety and well-being of our employees equally remain a top priority at our printing factory. To maintain a secure working environment, we conduct regular inspections in compliance with established codes and guidelines. The dedicated manual outlines clear instructions and best practices for operations and workplace safety, while specific operating procedures have been established for all high-risk activities.

Safety guidelines are in place to ensure our employees are well-informed about the Group's safety precautions, including emergency protocols and the proper use of safety equipment such as first aid kits, automated external defibrillators ("AED"), fire sprinklers, extinguishers, and emergency exit floor plans. To enhance employees' knowledge and alertness in dealing with emergencies, we regularly conduct fire evacuation drills, safety training sessions, and routine inspections of emergency exits. Additionally, prioritising employee health and safety, we also provide a working outside form for employees to complete, ensuring their well-being while performing duties off-site. Furthermore, we offer approval required insurance coverage to further safeguard their health and safety.

During the Year, the Group organised various training sessions and seminars on occupational health and safety, including first aid training with AED usage, work platform operation, and employee health and medical benefits seminars, with the aim of providing employees with practical knowledge and skills.

我們的印刷工廠同樣將員工的安全與福祉置於首位。為確保安全的工作環境，我們按照既定的規範和指引進行定期檢查。相關手冊為操作和工作環境提供清晰的指導和說明，並針對所有高風險活動制定了安全操作程序。

我們為員工提供詳細的安全指引，幫助他們熟悉集團的安全預防措施，包括緊急情況下的應對流程以及安全設備的正確使用方法，如急救箱、自動體外心臟除顫器（「AED」）、消防灑水裝置、滅火器和緊急出口平面圖等。為提升員工具備應對突發事件的知識及警覺性，我們定期舉辦消防疏散演習和安全講座，並對緊急出口進行定期檢查。此外，我們高度重視員工的健康與安全，並提供外勤工作表格以便員工填寫，確保他們在工作過程中的福祉得到保障。同時，我們還為員工提供需經審批的保險計劃，進一步保障他們的安全和健康。

於報告期內，本集團安排多場與職業健康及安全相關的培訓及講座，包括急救課程（AED培訓）、工作台操作指導及醫療福利講座等，旨在為員工提供實用的知識及技能。

CASE
SHARING
案例
分享AED Training
AED培訓

We provided AED training to employees, equipping them with the essential knowledge and skills to respond effectively to emergencies. We invited professional trainers from the Hong Kong Fire Services Department to conduct the "Press to Shock – Save a Life" – Cardiopulmonary Resuscitation ("CPR") and AED course. The course equipped employees with the knowledge to recognise the signs of cardiac arrest, perform CPR, and operate AED devices correctly. The AED training provides our employees the ability to take immediate action in critical situations and potentially save lives. Beyond enhancing individual capabilities, it also fosters a culture of preparedness and mutual support within the Group.

我們為員工提供AED培訓，使他們掌握在緊急情況下有效應對的知識和技能。我們邀請香港消防處派專業的培訓師在公司舉辦「擊活人心」—心肺復甦法及自動心臟除顫器課程，課程內容包括如何識別心臟驟停的跡象、施行心肺復甦法（「CPR」），以及正確使用AED設備。AED培訓給予員工在關鍵時刻採取即時行動並潛在地拯救生命的能力。此舉不僅增強了員工個人的能力，也為我們組織內部建立了一種有備無患和互相支持的文化。

CASE
SHARING
案例
分享One-on-one safety training
一對一安全培訓

We provided one-on-one safety training for employees working in the printing plant by adopting a personalised mentorship approach. Led by our experienced safety officer, this training enhances new employees' understanding of occupational safety and improves their machine operation skills. Through hands-on guidance and direct supervision, we ensure that employees receive comprehensive training and are well-prepared to prioritise safety in their daily work.

我們為在印刷廠工作的員工進行一對一安全培訓。其培訓以導師制形式進行，由經驗豐富的安全主任指導新入職員工，幫助他們深入掌握職業安全知識及機器操作技巧。通過提供個性化和實踐指導，我們確保所有員工接受全面的培訓，並具備在工作中優先考慮安全的能力。



During the Year, a total of 4 work-related injuries were recorded. All cases were resolved, and the affected employees have fully resumed their duties, resulting in a total of 182.0 lost workdays. These incidents were managed in accordance with relevant laws and internal policies. Further, we actively identified and implemented improvement measures to prevent similar occurrences in the future. Notably, no work-related fatalities have been recorded in the past three years (including the current Year), maintaining a work-related fatalities rate of 0%.

EMPLOYMENT POLICIES AND LABOUR STANDARDS

A team of talented employees is crucial to the long-term success and sustainability of the corporation. To attract and retain top talents, we are committed to creating a desirable workplace with an inclusive and fair employment system that safeguards the interests of our employees.

Workplace inclusivity and diversity are key areas of focus for us. We are committed to establishing diverse recruitment channels and processes, aiming to attract applicants from a wide range of backgrounds. Our employment procedures and practices are guided by comprehensive policies and guidelines, including but not limited to the *Employment Policy*, the *Employee Handbook*, the *Equal Employment Opportunity Policy* and the *No Child Labour and No Forced Labour Policy*. These measures ensure that every employee can realise their potential in a fair and respectful environment.

In line with the *No Child Labor and No Forced Labor Policy*, the Group's Human Resources Department is responsible for verifying the identity and eligibility of applicants during the recruitment process, ensuring that all successful candidates have reached the legal working age. If child labour is identified during the recruitment process, the application will be immediately halted, and the case will be addressed in accordance with relevant regulations or policies. Furthermore, no employee is forced to work against their will or subjected to any form of involuntary labour. We also refrain from engaging with suppliers who employ child labour or forced labour in their operations. All forms of involuntary labour, including threats, fraud and coercion, are strictly prohibited. Details regarding working hours and overtime arrangements are clearly outlined in the work time shift and *Employee Handbook*. In cases of policy violations, the relevant employees will face penalties as stipulated by the policies.

於報告期內，本集團共發生4宗因工受傷的案例，所有案例經已妥善處理，相關人員亦已全面復工。因工受傷而損失的工作日數累計共182.0天。所有案件均嚴格按照法律法規和內部政策進行處理。此外，為防止發生相同或類似的個案，我們積極探索並實施改善措施。本集團於過去三年（包括報告期）未有發生因工死亡的個案，因此因工亡故率為0%。

僱傭政策及勞工準則

本集團深信，擁有一支精英團隊對於企業的長遠發展至關重要。為了吸引及挽留優秀人才，我們致力於創造理想的工作環境，並通過包容及公平的僱傭制度保障員工的權益。

我們高度重視工作場所的包容性和多樣性，並優先考慮建立多元化的招聘渠道和流程，以吸引來自不同背景的申請者。我們的僱傭相關程序及安排均遵循一系列的政策和指引，包括但不限於《僱傭政策》、《員工手冊》、《平等僱傭機會政策》及《不僱傭童工及不強迫勞動政策》。確保每一位員工都能在公平、尊重的環境中發揮潛能。

按照《不僱傭童工及不強迫勞動政策》，本集團人力資源部負責在招聘過程中核實應聘者的身份和工作資格，確保所有成功申請者均達到法定工作年齡的要求。如果發現違規使用童工的情況，我們將立即中止該申請，並根據相關法例法規或政策處理。此外，任何員工都不會被強迫違背自己的意願從事工作，亦不會被強迫勞動。本集團亦不會與在業務中使用童工或強迫勞動的供應商合作。同時，我們嚴禁任何形式的非自願勞動，包括威脅、欺詐和脅迫行為。關於工作時間及加班安排資訊已在《員工手冊》中明確列出。如發現任何違反政策的行為，相關員工將根據面臨政策規定的處罰。



Implementing a Breastfeeding-friendly Workplace

The Group established a breastfeeding room in the new Sing Tao building upon its completion in 2017, featuring a dedicated lactation space and refrigeration facilities to support breastfeeding-employees. This provides a comfortable, private and supportive environment for breastfeeding-employees, allowing them to continue breastfeeding after returning to work effectively balancing their professional and family needs.

實施母乳餵哺友善工作間

自2017年星島新大樓落成以來，本集團已實施母乳餵哺友善工作間，為授乳員工提供全面支持。我們特別設置哺集乳室及冷藏設施，打造一個舒適、私密且友善的環境，讓授乳員工重返工作崗位後能持續餵哺母乳，平衡工作與家庭需求。



Refrigeration and cleaning facilities
冷藏及清潔設施



An independent and private space equipped with seating, a table, and power outlets.
獨立私隱的空間，配合座椅、桌子和電插座

Recruitment Events/Seminars

The Group actively organises and participates in various recruitment events and seminars to connect with talented individuals and provide opportunities for their professional growth. These events serve as platforms for networking and knowledge sharing, while also showcasing our values and career opportunities. They provide potential candidates with unique opportunity to gain deeper understanding of the Group's culture, vision and development potential.

招聘活動／研討會

本集團積極組織和參與各種招聘活動和研討會，致力於與優秀人才建立聯繫，為他們提供職業發展機會。這些活動不僅是建立聯繫、分享知識的平台，也展示我們的價值觀和職業機會，讓應聘者有機會深入了解本集團的文化，願景及發展潛力。



Job Fair at the Chinese University of Hong Kong
香港中文大學招聘會

Recruitment and dismissal
招聘及解僱



- All applicants are recruited through legal channels and undergo a fair and equal review process by the Human Resources Department to ensure objectivity in recruitment. Employees will be dismissed in accordance with legal procedures if their performance falls below the Group's expectations and standards, or if their behaviour significantly disrupts operations.

- 所有應聘者均通過合法途徑受聘，人力資源部將遵循公平公正的原則進行審核，確保招聘過程的客觀性。如果員工的表現未達本集團的期望和標準，或其行為嚴重影響了營運，將依法解僱。

Compensation and benefits
薪酬及福利



- The Group offers a range of benefits to employees in recognition of their hard work, including annual leave, birthday leave, maternity leave, paternity leave, marriage leave, compassionate leave, examination leave, compensation leave, and other holidays.
- The Group cares about employees' health, by offerings medical insurance, travel insurance scheme and other related benefits.
- To attract, retain and motivate high-performing employees, the Group offers incentive payments, including allowances, performance-based commissions and bonuses, discretionary year-end bonuses and share option schemes.

- 本集團為員工提供各種福利，包括年假、生日假、產假、陪產假、婚假、恩恤假、考試假、補償假、其他假期等，以表彰員工的辛勤工作。
- 本集團為關心員工健康，其提供醫療保險、旅遊保險計劃及其他相關計劃。
- 為吸引、挽留及激勵表現優異的員工，本集團提供津貼、表現佣金及花紅、年終酌情花紅及購股權計劃等獎酬。

Promotion and retention
晉升及人才挽留



- Through regular performance appraisals, employees have the opportunity of salary adjustments and promotions based on their performance.
- To retain talent, salaries and compensation are periodically reviewed to align with market trends, with corresponding incentive payments offered

- 通過定期的績效考核，員工可根據表現獲得薪酬調整及晉升的機會。
- 為挽留人才，本集團會根據市場變化定期對薪資進行調整，並提供相應獎勵。

Diversity, equal opportunity and anti-discrimination
多元化、平等機會及反歧視



- Employees are protected under the Group's *Equal Employment Opportunity Policy* and the *Employee Handbook*, ensuring equal opportunities for recruitment, promotion and compensation, regardless of their age, gender, marital status, family status, disability, race, nationality, religion or other factors. Decisions are based solely on working ability, performance, aptitude and relevant factors. The Group welcomes individuals from diverse backgrounds, races and nationalities.
- The Group maintains a zero-tolerance attitude towards discrimination, harassment, defamation and victimisation. If employees experience unlawful treatment, they are encouraged to report the issue immediately to ensure timely resolution and the implementation of corrective actions.

- 員工受到本集團的《平等僱傭機會政策》和《員工手冊》的保護，不論年齡、性別、婚姻狀況、家庭狀況、殘疾、種族、國籍、宗教或其他因素，均享有平等的招聘、晉升和薪酬機會。招聘決定完全基於工作能力、表現、資質和相關因素作出決策。本集團歡迎不同背景、種族、國籍等人士加入。
- 本集團對歧視、騷擾、誹謗和迫害採取零容忍態度。如果員工受到非法對待，應立即申報以助解決問題並實施改進措施。

CASE
SHARING
案例
分享Organise and participate in
multiple job fairs
舉辦及參與多項人才招聘會

The Group's well-known recruitment platform *JobMarket* was invited to participate in the "Global Talent Summit" organised by the Hong Kong Talent Engage. The summit aimed to attract talents interested in relocating to or developing careers in Hong Kong, as well as engage stakeholders involved in talent development across various sectors. This participation underscores the Group's commitment to talent acquisition and highlights our active support for Hong Kong's economic development.

In addition, *JobMarket* and Innovating Hong Kong jointly hosted the "Global Talent Carnival 2024" (Autumn) recruitment event at the AsiaWorld-Expo in November 2024. The event attracted over 200 renowned companies and institutions from Hong Kong, Mainland China, and internationally, offering more than 11,000 job vacancies. Furthermore, we once again partnered with the Labor and Welfare Bureau of the HKSAR to organise the "Top Talent Pass" Career Fair in Guangdong at the Chinese University of Hong Kong (Shenzhen) on 15 November 2024. The event attracted over 3,000 attendees and featured nearly 70 prominent Hong Kong companies, offering more than 1,000 high-quality job opportunities across a range of popular industries.



The Global Talent Summit
香港·全球人才高峰會



The Global Talent Carnival 2024
(Autumn) recruitment event
國際人才嘉年華2024(秋季)招
聘活動現場

本集團旗下知名招聘平台《JobMarket求職廣場》應邀參加由香港人才服務辦公室舉辦的「香港·全球人才高峰會」，吸引有意來港或在港發展的人才，以及讓各界的人才發展持份者參與。此次高峰會充分體現了本集團對人才引進的重視和對香港經濟發展的積極支持。

另外，《JobMarket求職廣場》聯同創新香港於2024年11月假亞洲國際博覽館攜手舉辦「國際人才嘉年華2024」(秋季)招聘活動。活動吸引了超過200家來自香港、國際和內地知名企業和機構參與，提供逾11,000個職位空缺。此外，我們再次與香港特別行政區政府勞工及福利局合作，於2024年11月15日在香港中文大學(深圳)舉行「內地名校香港『高才通』招聘巡禮」廣東站。活動共吸引逾3,000人次入場，有多達70家香港企業提供過1,000個職位。

CASE
SHARING
案例
分享

Internship Program 實習生計劃



Editorial department holds group discussion with interns
編輯部與實習生進行小組討論

We believe in nurturing young talent and promoting a culture of lifelong learning. Our internship program provides interns with the opportunity to collaborate with the Editor-in-Chief in a mentoring and coaching relationship that fosters mutual growth. Through this program, interns not only gain valuable job skills and industry knowledge, but also deepen their understanding of the Group's operations and receive personalised guidance from the department heads or Editor-in-Chief. This mentorship program encourages interns to ask questions, seek advice, and develop professionally. More importantly, the mentorship is a two-way experience, with the Editor-in-Chief also benefiting from the interns' fresh perspectives and innovative ideas, thus creating a mutually enriching learning experience.

我們致力於培養年輕人才，並營造終身學習的文化氣氛。我們的實習計劃為實習生提供了與各部門主管或總編輯合作的機會，建立了一種鼓勵共同成長的指導和輔導關係。透過該計劃，實習生不僅能獲得寶貴的工作技能及行業知識，還能深入了解本集團的營運情況。在實習過程中，部門主管或總編輯為實習生提供個性化指導，鼓勵他們發問、尋求建議並獲得專業發展。值得注意的是，這並不是單向的指導，總編輯也會從實習生的新觀點和創新想法中獲益，從而創造一種相互促進的學習環境。



Intern reporters conduct interviews
實習生記者進行採訪



Labour Relations Management

We fully recognise the importance of strong labor relations to business success and are committed to establishing and maintaining positive relationships with our employees while fostering a harmonious working environment. When employees feel valued and respected, they are more likely to be fully engaged in their work, which boosts overall productivity and creativity, while further strengthening team cohesion and a sense of belonging.

勞資關係管理

我們深知良好的勞資關係是業務成功的重要性，因此致力於建立和維護與員工之間的良好關係，促進和諧的工作環境。當員工感受到被重視和尊重時，他們更有可能全心投入工作，從而提升整體生產力和創造力，並進一步增強團隊凝聚力和歸屬感。



Long Service Award

As our business continues to diversify, the Group remains committed to achieving excellence thanks to the dedication and hard work of our employees. To show appreciation of their efforts and contributions, the Group held the annual "Long Service Awards Presentation Ceremony 2024" who have served the Group for 10, 20, 30, 40 and 50 years on 26 August 2024. This year, a total of 55 employees, both local and overseas were honoured for their outstanding contributions.

長期服務獎

隨著本集團業務日益多元化，員工的辛勤付出為本集團創造了持續卓越的成就。為了感謝員工的努力與貢獻，本集團於2024年8月26日舉辦了年度「2024年長期服務獎頒獎典禮」。今年，共有55位來自本地及海外的員工榮獲此殊榮，表彰他們為本集團服務滿10年、20年、30年、40年及50年的卓越貢獻。



All award-winning employees took a group photo with the management team
所有獲獎員工與管理層合照



Employee honoured for 50 years of long service is pictured with the Chairman
榮獲50年長期服務的員工與主席合照

Festival celebration

The Group has a tradition of celebrating festivals through various activities to express our gratitude for employees' hard work and strengthen team cohesion. For example, during the Mid-Autumn Festival, we show appreciation by distributing mooncakes, conveying the warmth and blessings of the season to employees. Similarly, for Christmas, each department takes the lead in organising team parties, allowing employees to relax and enjoy the festive atmosphere. These celebrations not only boost morale but also foster a joyful and cohesive work environment. We are dedicated to creating a workplace where employees feel valued and connected through these festive activities.

節日慶祝

本集團在節慶期間經常舉辦各類慶祝活動，以答謝員工的辛勞並增進團隊凝聚力。例如，在中秋節期間，我們會向員工派發月餅，傳遞節日的溫暖和祝福；在聖誕節期間，各部門會則會組織團隊聚會，讓員工在歡樂的氣氛中放鬆身心。這些慶祝活動不僅能鼓舞士氣，還有助於營造一個歡樂、團結的工作氣氛。我們致力於通過這些節日活動打造一個讓員工感到被重視和對公司有歸屬感的工作環境。



Free drinks distributed by partner suppliers
由合作供應商免費派發飲品



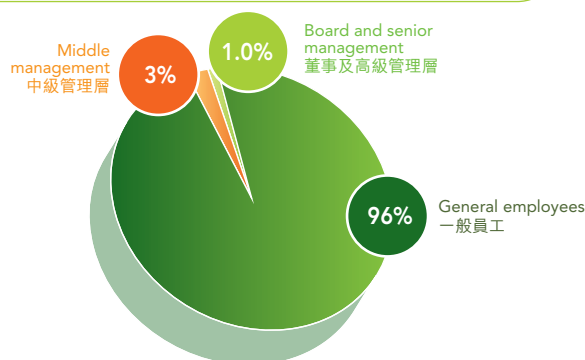
Distributing traditional snacks at Christmas
聖誕節派發傳統小吃

As of 31 December 2024, the Group employed a total of 955 employees, consisting of 513 males and 442 females, all based in Hong Kong. The male and female turnover rates were 28.5% and 37.3% respectively, resulting in an overall turnover rate of 32.6%. This turnover is primarily attributed to natural attrition, such as retirements, personal career planning, and other life factors. The total number of new hires is comparable to last year, reflecting our ongoing focus on filling in job positions and maintaining job functions. For detailed statistics, please refer to the "Performance Overview" section.

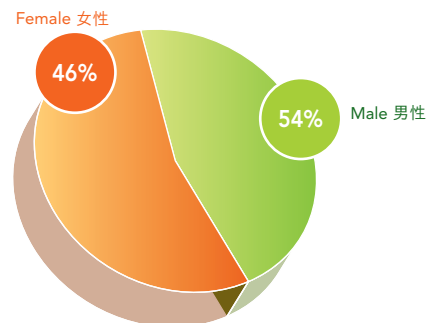
截至2024年12月31日，本集團在香港共聘用955名員工，其中男性為513人，女性為442人。男性流失率及女性流失率分別為28.5%和37.3%，整體員工流失率為32.6%。這些流失的原因乃屬自然流失，包括退休、個人職業規劃及其他生活因素。儘管如此，集團總聘用員工人數與去年相約，這反映我們仍然重視各職位和工作性能。有關詳細統計數據請參閱「績效指標概覽」章節。



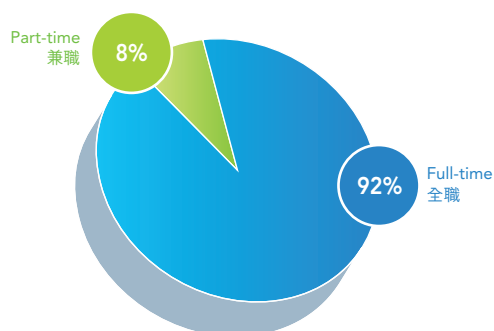
Number of employees by employment level
按職級劃分的員工人數



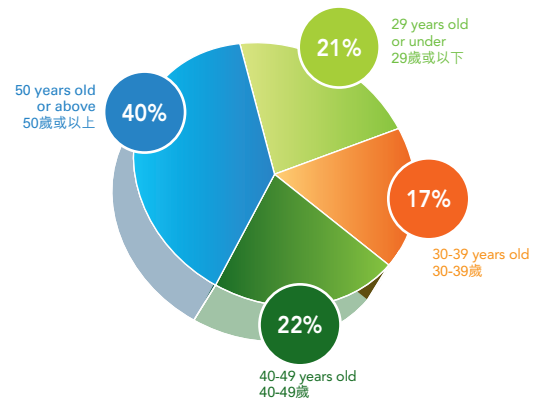
Number of employees by gender
按職級劃分的員工人數



Number of employees by employment category
按僱傭類型劃分的員工人數



Number of employees by age group
按年齡組別劃分的員工人數





EMPLOYEE DEVELOPMENT AND TRAINING

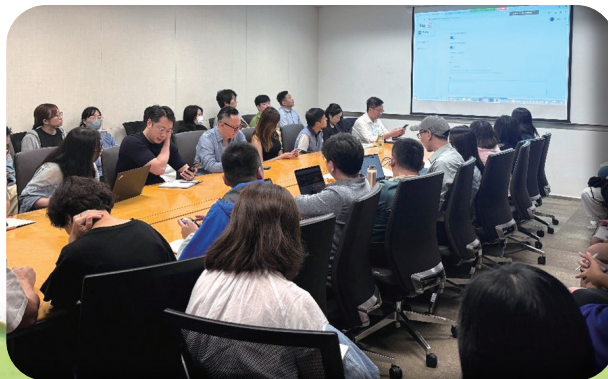
Retaining talent is crucial to the success of our organisation. We firmly believe that providing training and development opportunities empowers employees to thrive in their career. Our policy is dedicated to promoting sustainable development and offering continuous learning opportunities for our workforce. We regularly assess training needs and use a variety of methods, including workshops and seminars, to deliver effective training. We also maintain comprehensive training records to track progress. The policy underscores our commitment to fostering a culture of continuous learning and supporting the professional growth of our employees.

As outlined in the *Employee Handbook*, regular performance reviews will be conducted with employees, and the results will serve as the basis for salary adjustments and promotions. The Group organised a variety of training programs and other learning and development activities tailored to the employees' positions, aimed at enhancing their professional skills and increasing engagement. To maintain and improve the quality of our training programs, employees who have completed training will be invited to participate in a questionnaire to evaluate their performance, learning experience and the content of the training activities. This feedback process allows us to continuously improve and refine our training initiatives in the future.

員工發展及培訓

留住優秀人才是企業成功的關鍵。我們堅信，為員工提供培訓和發展機會，能幫助他們在職業生涯中茁壯成長。我們的政策致力於促進員工的可持續發展和提供持續學習的機會。我們定期評估培訓需求，並採用研討會和講座等多種方式提供有效的培訓。此外，我們保留全面的培訓記錄，以便追蹤員工的學習進度。這一政策顯示了我們致力於培養持續學習文化的重視，並全力支持員工的職業成長與發展。

根據《員工手冊》的規定，我們定期對員工進行績效考核，並將考核結果作為薪酬調整和晉升的依據。為了提升員工的專業能力與參與度，本集團根據員工的崗位特點，組織了多樣化的培訓項目和學習與發展活動，旨在彌補可能存在的技能差距。為了保持和提升培訓項目的質量，我們會邀請受訓員工參與問卷調查，對他們的表現、學習經驗和活動內容進行評估。這一反饋過程有助我們不斷改進未來培訓規劃，確保培訓項目的有效性與持續改進。



Sing Tao AI CG training
星島人工智能生成內容系統培訓

Training 培訓種類	Target audience 目標對象	Objective 目的
Induction training 入職培訓 	New hires 新入職員工	The aim is to help newly hired employees understand the Group's expectations, foster open communication, and increasing their commitment to the Group. 幫助新入職員工了解本集團期望，促進溝通及提高歸屬感。
Management training 管理培訓 	Management 管理層	The aim is to empower individuals with the knowledge, skills and tools essential for efficiently leading and managing teams, departments, or the entire organisation. 使員工掌握必要的知識、技能和工具，有效地領導和管理團隊、部門或整個組織。
Job-related training courses 在職培訓 	General employees 一般員工	The aim is to provide staff with the necessary skills and knowledge through training, covering the latest industry trends, relevant knowledge, work skills, and occupational health and safety. 通過培訓為員工提供必要技能和知識，包括最新的行業趨勢、相關知識和工作技能、職業健康與安全。
ICAC corruption prevention training 廉政公署防貪培訓 	All employees 所有員工	The aim is to strengthen employees' anti-corruption awareness, protect corporate profits, safeguard the interests of stakeholders, uphold the company's reputation, and support the long-term sustainable development of the Group. 加強員工的防貪意識，保障企業盈利、各持份者的利益和公司聲譽，實現本集團的長遠可持續發展。
ESG training ESG培訓 	All employees 所有員工	The aim is to introduce ESG-related topics and emerging themes aligned with the Group's corporate strategies, thereby creating sustainable values for the Group in the long run. 介紹與本集團企業策略相符的ESG相關主題和新興專題，從而為本集團創造長遠的可持續價值。



In addition to providing on-the-job training, mentoring, job shadowing, and secondment opportunities, we actively promote the development of new competencies among our employees that contribute value creation to both their professional careers and the Group. Employees are encouraged to attend external workshops, industry events, and seminars, which not only expand work-related knowledge and skills but also help them stay updated on the latest industry trends and developments. To support continuous learning, education subsidies and examination leaves are available for application when participating in designated courses approved by the Group. For detailed statistics, please refer to the "Performance Overview" section.

除了提供在職培訓、指導、見習和借調機會外，我們還積極協助員工發展新技能，為他們的職業生涯以及本集團創造更大價值。我們鼓勵員工參加外部工作坊、行業活動和研討會，這些活動不僅有助發展與工作相關的知識和技能，還能幫助員工掌握行業最新動向及趨勢。為支持員工持續學習，本集團提供教育補貼和考試假，供員工在參加經本集團認可的指定課程時申請。詳細的統計數據可參閱「績效指標概覽」章節。

879
People 人



34.0
Hours 小時

Total number of employees trained
受訓員工總數

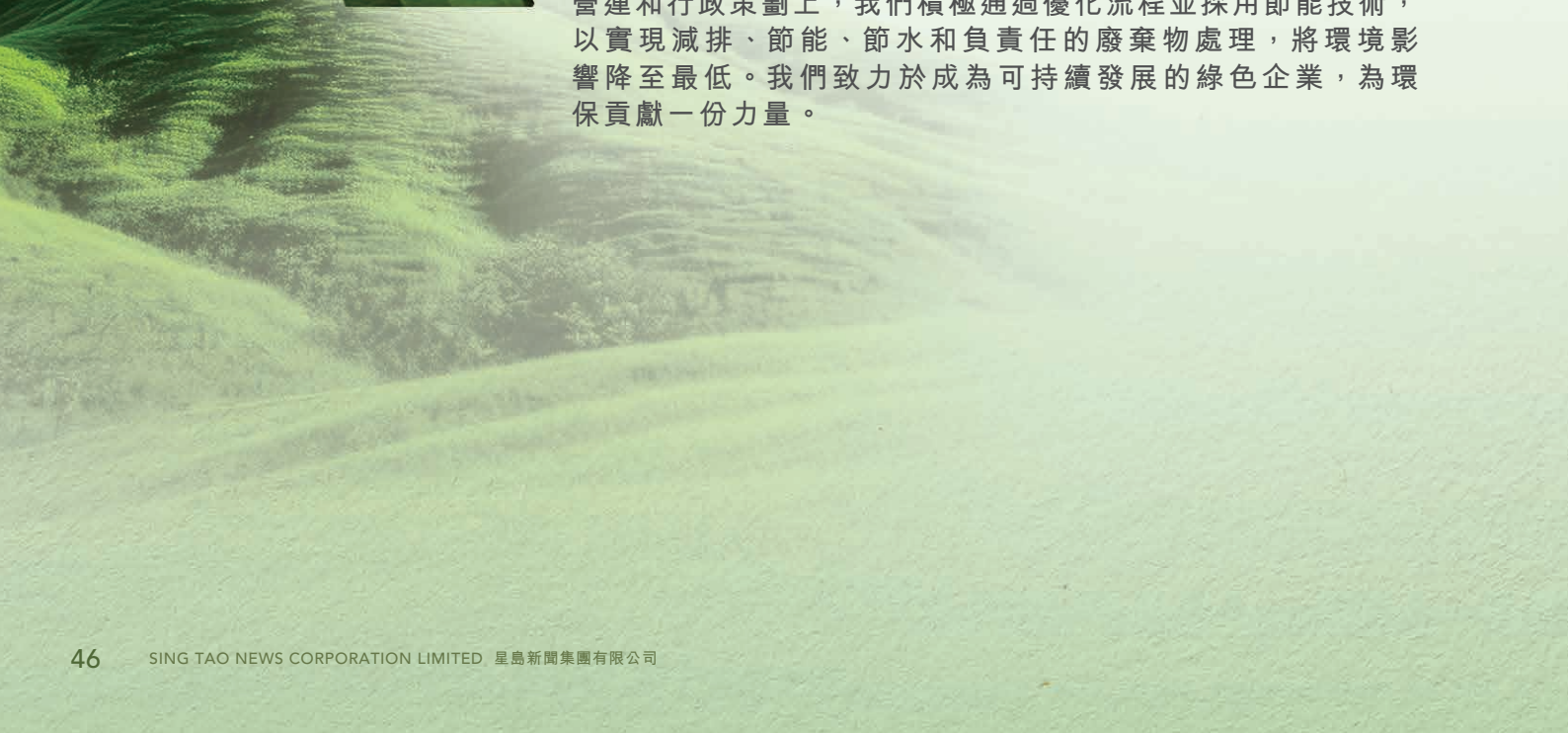
Average training hours per employee
每名員工的平均培訓時數



REDUCING ENVIRONMENTAL FOOTPRINT 減少環境足跡

We recognise the pioneering role that enterprises play in driving green emissions reduction. Therefore, we actively strive to minimise environmental impact by optimising processes and adopting energy-saving technologies in our operations and policy planning. Our efforts focus on reducing emissions, conserving energy and water, and ensuring responsible wastes disposal, all with the aim of becoming a more sustainable and green enterprise.

我們深知企業在推動綠色減排方面肩負著先驅角色，因此在營運和行政策劃上，我們積極通過優化流程並採用節能技術，以實現減排、節能、節水和負責任的廢棄物處理，將環境影響降至最低。我們致力於成為可持續發展的綠色企業，為環保貢獻一份力量。



FULFILLING ENVIRONMENTAL RESPONSIBILITY

The Group is committed to addressing environmental crises, including climate change and resource depletion, by identifying and minimising the environmental impacts associated with our daily operations. Through our *Environmental Policy*, *Emissions Policy*, *Policy on Efficient Use of Resources*, and *Environmental and Natural Resources Policy*, we have clearly outlined and adopted various mitigation measures, reflecting our strong commitment to environmental protection. We encourage our stakeholders, including our employees, business partners, customers and suppliers, to integrate environmental considerations into their daily operations wherever feasible. This collaborative approach highlights our shared responsibility in contributing to environmental sustainability.

履行環境責任

本集團積極應對環境挑戰，包括氣候變化和資源枯竭，並致力於識別和減少日常營運對環境的影響。我們通過《環境政策》、《排放物政策》、《資源有效利用政策》及《環境和自然資源政策》，明確制定各項緩解措施，體現了我們對環境保護的堅定承諾。此外，我們鼓勵員工、業務合作夥伴、客戶及供應商等持份者，將環境考量融入其日常營運中。這種協作方式充分體現了我們共同推動環境可持續發展的責任與決心。



During the Year, the Group has set relevant targets for the environmental aspects to better manage its material topics and sustainability performance. The table below summarises the Group's environmental targets and its progress towards the targets:

於報告期內，本集團制定了環境相關的目標，以更好地管理其重要議題和可持續發展績效。下表概述了本集團的環境目標及實現目標的進展情況：

Aspects 層面	Environmental Targets 環境目標	Progress 進展情況
Air emissions 空氣排放物 	To reduce the Group's GHG emissions amount (scope 1 and 2) by 35% by the year ended 31 December 2028 ("2028"), using the year ended 31 December 2018 ("2018") as the baseline year. 以2018年為基準年，在截至2028年12月31日止年度（「2028年」）之前降低本集團溫室氣體排放（範圍一及二）總量35%。	In progress 進行中 
Wastes 廢棄物 	To reduce the Group's hazardous wastes amount by 25%; non-hazardous wastes amount by 35% by 2028, using 2018 as the baseline year. 以2018年為基準年，於2028年降低本集團的有害廢棄物總量25%；無害廢棄物總量35%。	In progress 進行中 
Energy consumption 能源使用 	To reduce the Group's energy consumption amount by 35% by 2028, using 2018 as the baseline year. 以2018年為基準年，於2028年降低本集團的能源消耗總量35%。	In progress 進行中 
Water consumption 水資源使用 	To reduce the Group's water consumption amount by 35% by 2028, using 2018 as the baseline year. 以2018年為基準年，於2028年降低本集團的耗水總量35%。	In progress 進行中 

MANAGING EMISSIONS

Air Emissions

To mitigate and monitor all forms of air pollutants and carbon (or GHG) emissions, the Group adopts a set of measures to reduce emissions and use of resources, in order to achieve their relevant environmental targets.

排放物管理

空氣排放物

為降低和監測各種形式的空氣污染物和碳（或溫室氣體）排放，本集團已採取一系列措施來減少排放物和使用資源，並以此達到相關的環境目標。



Focus Areas 重點範疇

Measures 措施

Optimising resources use
efficiency and reducing
resource consumption
提升資源使用效率和減少
資源消耗

- Replace traditional lamps with LED spotlights and T5 fluorescent tubes to enhance energy efficiency.
- Install timers and automatic shut-off for the outdoor lighting to minimise energy consumption.
- Implement thermostats for all air conditioning units to enable smarter control of room temperature, promoting energy conservation.
- Ensure regular maintenance and repairs of equipment to optimise their efficiency and lifespan.
- Assign specific staff members to inspect the on-off status of general office equipment before and after office hours, promoting energy savings.
- Install water-saving taps to reduce water consumption and contribute to water conservation efforts.
- Use equipment with water-saving labels to optimise water efficiency in daily operations.
- Conduct regular inspections of drainage systems to prevent water leakage or plumbing faults, ensuring effective water management and conservation.
- 使用LED燈及T5節能光管取代傳統光管，以提高能源效率。
- 為室外照明系統安裝定時器及自動關閉功能，以減少能源消耗。
- 為所有空調設備安裝恆溫器，更智能地控制室溫，進一步提升節能效果。
- 確保定期保養及維修設備，以確保優化其效率並延長使用壽命。
- 指派專人在辦公時間前後檢查辦公設備的開關狀況，促進節能管理。
- 安裝節水龍頭，以降低用水量並推動節水措施。
- 使用具備節水標籤的設備，提升日常運作的用水效率。
- 定期檢查排水系統，防止漏水或管道故障，確保用水管理得以有效進行。

Mitigating carbon and air
emissions
減少碳排放和廢氣排放

- Use video conferencing equipment to minimise the need for local and overseas business travels, thereby reducing carbon footprint associated with transportation.
- Prioritise the procurement of green products, such as paper certified by the Forest Stewardship Council ("FSC") to support sustainable development and environmentally responsible sourcing practices.
- 使用視像會議設備，減少本地及海外出差需求，從而降低與運輸相關的碳足跡。
- 優先採購綠色產品，例如經森林管理委員會(FSC)認證的紙張，支持可持續發展及對環保負責的採購實踐。

Measuring, monitoring, and
reporting environmental
performances
統計、監控和匯報環境績效

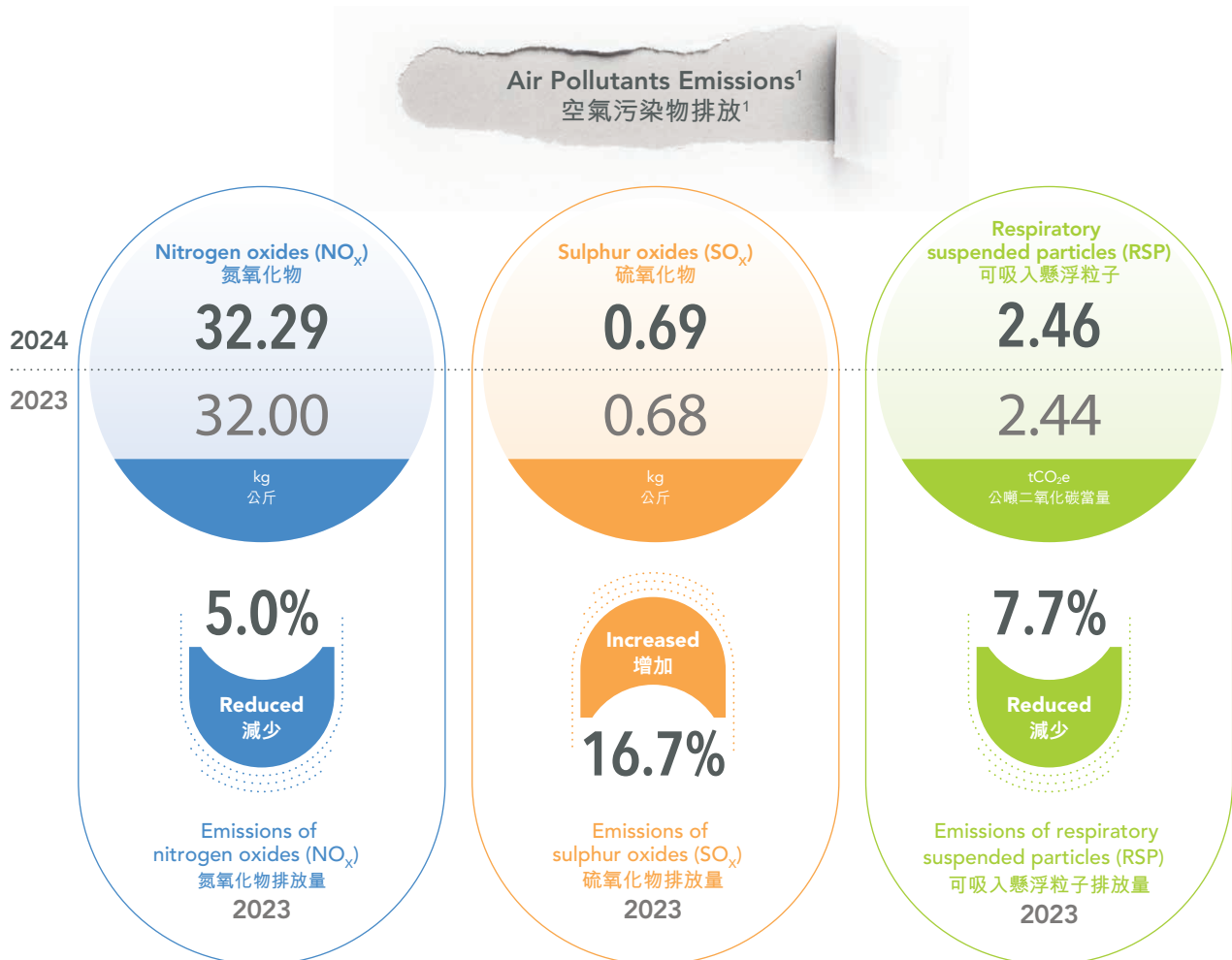
- Collect, measure and review environmental KPIs to identify opportunities for improvement and gauge progress in sustainability efforts.
- 收集、統計和檢視環境績效指標，識別改進機會並衡量可持續發展工作的進展。

Promoting environmental
awareness at work
提升工作環境的環保意識

- Encourage employees to switch the lights off after using the office and conference rooms, during lunch hours, before leaving for an extended period to promote energy conservation.
- Display posters highlighting water-saving practices to raise awareness among employees.
- Encourage employees to prioritise the use of electronic supporting mediums over paper or printed materials to reduce paper consumption and the need of printing.
- Set double-sided printing as the default option to minimise paper consumption and promote sustainable printing practices.
- Place recycling bins or boxes in designated collection areas to promote proper waste separation and recycling initiatives.
- 鼓勵員工在離開辦公室或會議室後、午膳時間及在長時間不使用時關閉照明設備，以節約能源。
- 張貼節水措施宣傳海報，提高員工的節水意識。
- 鼓勵員工優先使用電子媒介代替紙張或印刷，減少紙張及印刷需求。
- 設定雙面打印為預設模式，盡量減少紙張用量，推廣可持續打印做法，盡量減少紙張消耗。
- 在指定收集區放置回收桶或回收箱，推動正確的廢物分類和回收行動。

During the Year, the Group has experienced an increase in activities such as onsite interviews, meetings and events, resulting in an increase in use of the Group's vehicles. The Group emitted 32.3 kg, 0.7 kg and 2.5 kg of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and respiratory suspended particles ("RSP") from the use of the Company's vehicles. Emissions of NO_x and RSP were increased by around 1% respectively, while emissions of SO_x increased by around 1.5%.

於報告期內，由於本集團的現場採訪、會議和活動的增加，導致本集團車輛的使用量也隨之增加。本集團因使用車輛而分別排放32.3公斤氮氧化物、0.7公斤硫氧化物及2.5公斤可吸入懸浮粒子。氮氧化物和可吸入懸浮粒子的排放量分別增加約1%，而硫氧化物的排放量則增加了約1.5%。



Note:

1. Calculated with reference to "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

GHG Emissions

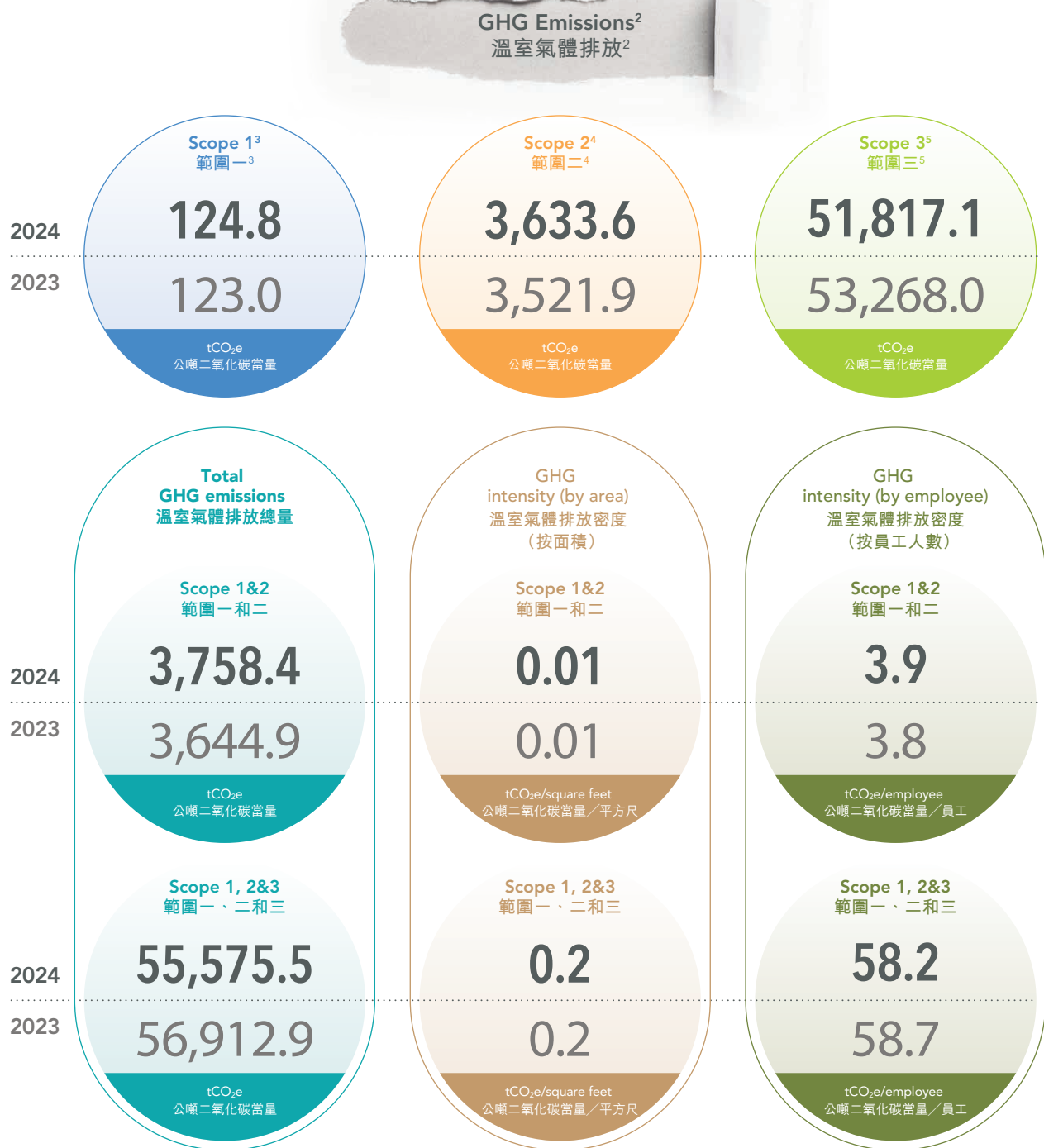
For GHG emissions, during the Year, the scope 1, 2 and 3 emissions amounted to 124.8 tonnes of carbon dioxide equivalent ("tCO₂e"), 3,633.6 tCO₂e and 51,817.1 tCO₂e respectively, resulting in the total amounted to 55,575.5 tCO₂e. The GHG intensity of Scope 1 and 2 amounted to 0.01 tCO₂e/square feet and 3.9 tCO₂e/employee, which remained relatively stable as compared to 2023.

備註：

1. 參考聯交所發佈的《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》計算。

溫室氣體排放

於報告期內，有關溫室氣體排放，範圍一、範圍二及範圍三的的排放總量為124.8公噸二氧化碳當量、3,633.6公噸二氧化碳當量及51,817.1公噸二氧化碳當量，因而排放總量為55,575.5公噸二氧化碳當量。範圍一及範圍二的溫室氣體排放密度為0.01公噸二氧化碳當量／平方尺和3.9公噸二氧化碳當量／員工，與2023年保持相約水平。



Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and calculated with reference 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 "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the "Sustainability Report 2023" published by the CLP Power Hong Kong Limited ("CLP").
- Includes direct emissions from company-owned vehicles.
- Includes energy indirect emissions from electricity purchased from power companies.
- Includes other indirect emissions from disposal of paper waste, freshwater processing, sewage processing and the business air travel of the Group's employees.

備註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參考包括但不限於：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》、聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、以及香港中華電力有限公司(「中電」)發佈的《2023可持續發展報告》。
- 包括公司車輛的直接排放。
- 包括來自從電力公司購買的電力所產生的能源間接排放。
- 包括來自廢紙棄置、食水處理、污水處理和本集團的員工外出公幹飛行所產生的其他間接排放。

Wastes

The Group actively seizes opportunities to minimise the generation and disposal of waste in its daily operations. We embrace the 4R principles (Reduce, Replace, Reuse, and Recycle) to guide the reduction, collection, and disposal of hazardous and non-hazardous wastes, ensuring compliance with relevant laws and regulations.

廢棄物

本集團積極在日常營運中尋找機會減少產生及棄置廢物。我們採用4R原則（減少耗用、重覆使用、替代使用及循環再用）減少、收集和棄置有害和無害廢棄物，確保遵守相關法律法規。

Hazardous Waste 有害廢棄物	Non-hazardous Waste 無害廢棄物
Measures 措施	Measures 措施
<div data-bbox="172 741 279 817"> </div> <ul style="list-style-type: none"> Adopt non-alcohol printing method to reduce the impacts on environment 採用無酒精印刷方式，減少對環境的影響。 <div data-bbox="183 869 268 958"> </div> <ul style="list-style-type: none"> Use organic-based printing ink for our products to support sustainable development. 於我們的產品使用有機油墨，支持可持續發展。 	<div data-bbox="821 734 933 828"> </div> <ul style="list-style-type: none"> Prioritise the use of digital media to reduce the needs of using paper and printing. 優先使用電子媒介，減少紙張和印刷需求。 <div data-bbox="837 873 917 952"> </div> <ul style="list-style-type: none"> Set double-sided printing as the default mode to minimise paper consumption. 設定雙面打印為預設模式，以減少紙張消耗。 <div data-bbox="829 996 925 1093"> </div> <ul style="list-style-type: none"> Place recycling bins/containers in designated collection areas to encourage waste sorting and recycling. 在指定收集區放置回收桶／箱，促進廢棄物分類與回收。
Handling methods 處理方法	Handling methods 處理方法
<div data-bbox="178 1272 274 1370"> </div> <ul style="list-style-type: none"> Engage registered and licensed chemical waste collection and processing agencies to handle the recycling of e-waste, used printing zinc plates, spent ink cartridges, and waste ink. 聘請註冊和持牌的化學廢棄物收集和處理機構，負責回收電子垃圾、使用後的印刷鋅板、使用後的印刷墨盒及廢油墨。 	<div data-bbox="833 1272 928 1370"> </div> <ul style="list-style-type: none"> Collect used paper, plastic and metals for recycling to ensure professional recycling and reuse of resources. 收集使用過的紙張、塑膠和金屬，並進行專業回收，確保資源妥善處理與再利用。

In managing hazardous and non-hazardous wastes, the Group's management regularly issues internal notices to remind employees of the proper procedures for handling such waste, ensuring compliance and environmental responsibility. Additionally, the Group actively implements measures to achieve its waste and pollution reduction goals. For example, special meal arrangements in the staff canteen are offered to encourage employees to value food and minimise food waste. The staff canteen also uses electronic cookers to reduce carbon emissions, and reusable tableware is fully adopted to significantly reduce single-use waste. These proactive measures align with the Group's commitment to sustainable practices and promote a more environmentally friendly operational model.

在處理有害及無害廢棄物方面，本集團管理層定期發出內部通告，提醒員工遵循正確的處理程序，確保合規及環保管理。此外，本集團積極推行具體措施，以實現其減少浪費及污染的目標。例如，在員工餐廳提供特別膳食安排，鼓勵員工珍惜食物，從而減少食物浪費。同時，員工餐廳主要採用電爐烹調，以減少碳排放。此外，員工餐廳全面使用可重覆使用的餐具，進一步減少一次性廢棄物的產生。這些積極措施充分體現了本集團對可持續發展的承諾，並促進更環保的營運模式。



During the Year, the Group generated a total of 71.9 tonnes of hazardous waste, including spent developer, spent ink and script zinc plates. Compared with 2023, the hazardous waste generation was increased resulting from addition printing services at the plant by approximately 5%, mainly due to the higher usage of script zinc plates. The total non-hazardous waste produced amounted to 10,845.4 tonnes, which mainly included a total of 10,789.0 tonnes of newsprint used and 56.4 tonnes of food waste from the staff canteen. The total non-hazardous waste decreased by around 3%, as the Group continues to promote digital media transition, leading to a reduction in the amount of newsprint used.

於報告期內，本集團共產生71.9公噸有害廢棄物，包括使用過的顯影劑、廢油墨及使用過的印刷鋅板。與2023年相比，隨著印刷廠承接了額外的印刷服務，致印刷鋅板使用量的增加，因此有害廢棄物產生量增加約5%。無害廢棄物的產生量為10,845.4公噸，其主要包括10,789.0公噸白報紙使用量，以及56.4公噸廚餘(員工餐廳)。隨著本集團持續推行數碼化業務，印刷報紙數量下降，無害廢棄物總量減少約3%。



Non-hazardous waste
無害廢棄物



Note:

6. Data collection system was improved to cover staff canteen (food waste), assuming the weight of food waste is 3.8 pounds per gallon, with reference to EPA's "Volume-to-Weight Conversion Factors".

備註：

6. 提升數據收集系統至涵蓋員工餐廳(廚餘)，廚餘重量參考美國國家環境保護局的「體積重量轉換因子」定為每加侖3.8磅。



Other Raw Materials Consumption

Paper and ink

Considering the nature of the Group's business, significant amounts of paper and ink are consumed in production. To minimise the impact on forests, we actively encourage the use of environmentally friendly products, such as paper from the Forest Stewardship Council (FSC). Collaborating closely with recycling companies, we collected newspapers for recycling and remanufacturing in the printing process. Moreover, stringent supervision and control measures are implemented in our printing operation to ensure the efficient use of newsprint. These measures include regular maintenance of printing machines to prevent multiple starts and stops, thereby reducing start-up waste. The Group has also optimised layout designs to reduce paper usage and enhanced quality control to minimise wastepaper loss from erroneous samples. Furthermore, all ink used is supplied by manufacturers who comply with ISO 14000 and ISO 14001 Environmental Management System Standards, along with ISO 9000 and ISO 9001 Quality Management System Standards. The Group also employs organic-based printing ink for its products, further demonstrating the Group's commitment to environmental protection and sustainable development.

Looking ahead, the Group remains committed to regularly reviewing its environmental impacts and the use of natural resources, implementing additional management measures when necessary to enhance sustainable development practices. We will continue to seek innovative approaches to reduce our environmental footprint and integrate more eco-friendly initiatives into our business operations, fostering long-term sustainability.

Conserving Natural Resources

In recognition of the resource scarcity, the Group is unwavering in its commitment to utilising and allocating resources efficiently. We prioritise optimising energy, water and resources use efficiency in our operations, actively working to reduce the consumption of energy, water and natural resources. At the same time, we place a strong emphasis on material selection, choosing environmental friendly and sustainable materials for newspaper printing to reduce the negative impact on the environment.

On top of that, our "Sing Tao Headline" app serves as a comprehensive platform, offering users access to news, videos broadcasts, personalisation functions, and practical daily-living tools. This strategic move reflects our transition to the digital media market. Users can conveniently access trending news, featured videos and diverse live programs anytime and anywhere, eliminating the need for physical delivery and subsequently reducing carbon emissions. Through its contribution to reducing paper consumption, minimising energy and water usage, decreasing waste generation, and facilitating sustainable content sharing, the app plays a vital role in promoting environmental sustainability.

其他原材料使用

紙張和油墨

根據本集團的業務性質，生產過程中需要使用大量紙張和油墨。為減少對森林資源的影響，我們積極鼓勵使用環保產品，例如經FSC認證的紙張。我們與回收公司緊密合作，在印刷過程中回收報紙進行再製造。此外，我們的印刷業務中實施了嚴格的監督和控制，以確保新聞紙的高效利用，包括印刷機器進行定期保養，以減少因頻繁啟動與暫停帶來的廢料。本集團亦優化了版面設計，以減少紙張的使用，並加強質量控制，最大限度降低因樣本錯誤造成的紙張浪費。此外，所有使用的油墨均由符合ISO 14000及ISO 14001環境管理體系標準，以及ISO 9000及ISO 9001質量管理體系標準的製造商。我們亦積極採用機油墨，進一步體現本集團對環保和可持續發展的承諾。

展望未來，本集團將繼續積極檢視其對環境及天然資源的影響，並在必要時繼續採取進一步的管理措施，以提升可持續發展實踐。我們將不斷尋求創新方法，以減少環境足跡，並確保在各項業務運營中融入更多的環保措施，促進長遠的可持續發展。

保護天然資源

鑑於資源的稀缺性，本集團堅定不移地致力於有效利用和分配資源。在我們的營運中，我們優先考慮優化能源、水資源和其他資源的使用效率，並積極致力於減少能源、水和自然資源的消耗。同時，我們也強調物料選擇的重要性，積極選擇環保和可持續的物料進行報紙印刷，減少對環境的負面影響。

與此同時，「星島頭條」應用程式作為一個綜合數位平台，為用戶提供新聞、視頻廣播、個人化功能和實用的日常工具。這一戰略舉措標誌著向數碼媒體市場的轉型。用戶可以隨時隨地瀏覽熱門新聞、精選視頻和各種直播節目，無需依賴實體傳播，從而減少碳排放。透過減少紙張消耗、降低能源和水的消耗、減少廢物的產生，並促進可持續的內容共享，該應用程式在促進環境可持續發展方面發揮了積極作用。

Energy Consumption

During the Year, the Group consumed a total of 9,770.3 MWh energy. With the increased consumption of gasoline and electricity, the total energy consumption rose by approximately 3%. To assess and optimise energy usage, the Group conducted Walkthrough Energy Audit by CLP. The audit report indicated that the main building of the Group was energy efficient.

能源使用

於報告期內，本集團共消耗9,770.3兆瓦時能源。隨著汽油及電力的消耗量增加，能源消耗總量亦因此而增加約3%。本集團聘用中電進行能源審核，審核報告顯示本集團的主樓均符合能源效益。



Note:

7. The unit conversion calculation is based on the conversion factors in "Energy Statistics Manual" issued by the International Energy Agency.

備註：

7. 單位轉換是根據國際能源總署發佈的《能源統計手冊》的轉換因子計算。



Water Consumption

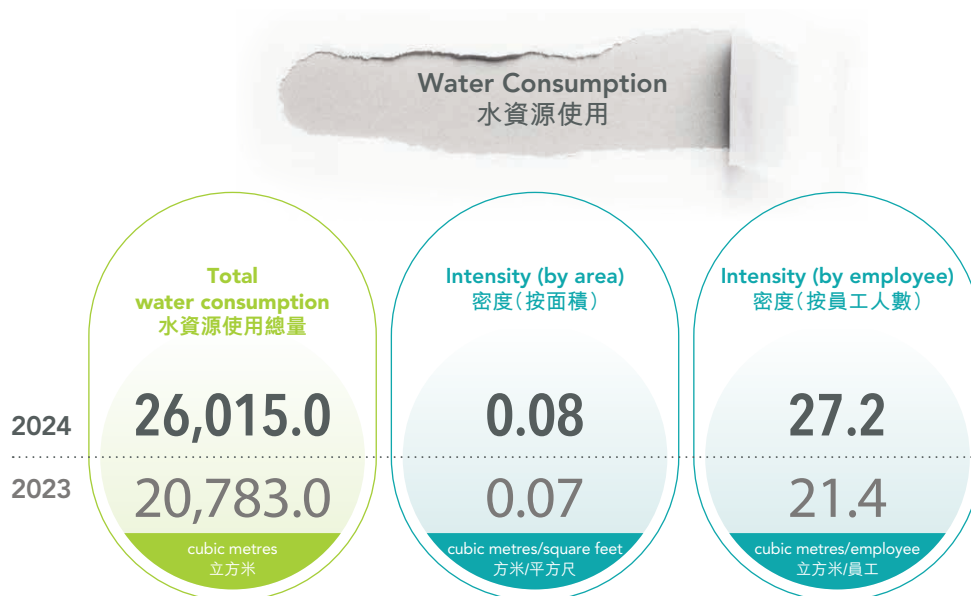
Considering the adverse impacts of climate change, such as increased water scarcity and water-related hazards such as heavy rains, the Group is committed to establishing a comprehensive water resources management system to address these future challenges. Through proactive resource planning and efficient water management, the Group aims to better mitigate the pressure on water resources, reduce environmental impact, and promote sustainable development.

During the Year, the Group consumed 26,015.0 cubic metres of water, reflecting a growth of approximately 25% of total water consumption as compared with 2023. The increase in water consumption in 2024 was primarily due to water leakage issues and insufficient saltwater supply.

水資源使用

隨著氣候變化的影響，旱災和暴雨等與水資源相關的自然災害將變得更加頻繁。為應對這些挑戰，本集團致力於建立完善的水資源管理體系，通過積極的資源規劃和高效的用水管理，確保在未來能夠更好地應對水資源的壓力，減少對環境的影響，並促進可持續發展。

於報告期內，本集團共消耗26,015.0立方米水資源，較2023年的消耗量增加約25%。2024年耗水量的增加主要是由於漏水問題以及鹹水供應不足所致。



Wastewater

The domestic sewage generated by our operations is discharged to local sewage treatment plants for processing through sewage pipe networks. This process is carried out in accordance with all applicable regulatory requirements to ensure compliance with environmental standards and minimise the environmental impacts.

廢水

我們營運所產生的生活污水已根據所有適用的監管要求，通過污水管道網絡排放至本地的污水處理廠進行處理，確保符合環保標準並減少對環境的影響。

CASE
SHARING
案例
分享

Reflecting the commitment to sustainable development through water resources management 從水資源管理體現可持續發展的承諾

The Group regularly reviews and monitors various aspects of its ESG performance. If any anomalies are detected, an investigation is promptly initiated, and improvement plans are developed. During our review of KPIs for the Year, we identified an abnormal increase in total water usage compared to the same period last year. We immediately launched an investigation and found two main causes for such increase. First, due to a shortage of saltwater needed for toilet flushing, some areas temporarily switched to using freshwater to maintain environmental hygiene. Second, a freshwater pipeline at the Group's printing facility had burst, resulting in significant water resource wastage.

In response to these issues, we have developed specific improvement plans, including repairing the burst pipelines and optimising the saltwater supply system. We will continually heighten our awareness of the environmental impacts of our operations, ensuring timely identification of issues and the implementation of necessary corrective actions. Our goal is to ensure efficient resource use and minimise waste, thereby promoting a more sustainable operating model.



Abnormal conditions occurred in saltwater supply system
鹹水供應系統出現異常狀況



Normal condition of saltwater supply system after repair
鹹水供應系統修復後正常狀況



Freshwater pipelines undergoing repair works
淡水管道進行修復工程



本集團定期檢討並監察各方面的ESG表現，發現異常情況會立即啟動調查並制定改善方案。在檢討報告期的各績效指標表現時，我們注意到水資源使用總量異常，與去年同期相比出現顯著上升，經調查，我們確認了兩個主要原因。首先，由於沖廁所所需的鹹水不足，為確保環境衛生，部分區域臨時使用了淡水進行沖廁。其次，我們發現公司印刷廠的淡水管道爆裂，導致水資源的浪費。

針對上述問題，我們已即時制定具體改善方案，包括修復淡水管道及優化鹹水供應系統。我們將不斷提高業務營運對環境影響的敏感度，及時發現問題並處理問題，採取必要的改善措施，確保資源的高效利用，減少浪費，並實現可持續的運營模式。



CLIMATE CHANGE

Climate change is widely recognised as one of the most pressing environmental crises of our time, acting as a catalyst for other environmental issues. Among the many contributing factors, human activities are no doubt key drivers of climate change. The impacts of climate change will continue to affect communities and businesses worldwide. The Group acknowledges the urgent need for collective action to address this global challenge. We firmly believe that identifying and proactively managing climate-related risks and opportunities are crucial steps in building resilience to climate change and advancing a sustainable low-carbon economy.

Governance

Climate-related governance processes are embedded throughout all levels of our business operations. The Board of Directors oversees the Group's management of climate-related risks and opportunities, ensuring that they are addressed appropriately.

The ESG Sub-committee is responsible for identifying, assessing, and managing climate change-related risks, as well as developing deployment plans and monitoring the progress of climate-related goals. The Sub-committee reports to the Board at least twice a year. Each business function and department supports the operations of the ESG Sub-committee to ensure effective climate change management across all aspects of the business.

Strategy

The Group has instituted a *Climate Change Policy* that outlines our commitment and approach to addressing climate change. We are dedicated to taking proactive steps to enhance our resilience to climate change, including, but not limited to, promoting the use of energy efficient and low- or zero-carbon products and services in our procurement processes. We also encourage our stakeholders to support carbon reductions in their daily operations wherever practicable. Rigorous assessments of climate risks and opportunities, along with their impacts on our operations, are integral to our approach, ensuring the development of practical and effective response strategies.

氣候變化

氣候變化被廣泛認為是當今全球影響最具挑戰性的環境危機之一，它也是導致其他環境問題的根本原因。在眾多驅動因素中，人類活動無疑是造成氣候變化的主要成因，後果將持續對社區和企業產生深遠影響。本集團充分認識到，為應對這一全球性挑戰，我們必須採取緊急且協同的行動。我們堅信，識別和積極管理與氣候相關的風險和機遇，是加強應對氣候變化能力的關鍵，並有助於推動可持續低碳經濟目標。

管治

氣候相關的管治流程貫穿於我們所有的業務運營的各個層面。董事會負責全面監督本集團對氣候相關風險與機遇的管理工作，確保其得到妥善處理。

ESG附屬委員會則負責識別、評估和管理與氣候變化相關風險，並制定相應的部署計劃，同時監察氣候相關目標的實施進展，該委員會至少每半年度向董事會報告相關工作進度。各業務功能及部門則負責支援ESG附屬委員會的運作，確保氣候變化管理在整體業務運營中得以有效執行。

策略

本集團制定的《氣候變化政策》清晰闡明了我們的承諾和應對措施。我們致力於採取積極行動，提升應對氣候變化的能力，這些措施包括但不限於在採購過程中優先選擇節能、低碳或零碳的產品和服務。我們亦鼓勵持份者在可行的情況下，將減少碳排放融入其日常營運中。我們通過對氣候風險和機遇及其對本集團營運的影響的嚴格評估，確保能夠制定切實有效的應對策略。

Risk Management

The Group places significant importance on addressing the major environmental, legal and market changes induced by climate change, viewing this as a core commitment to fulfilling our responsibilities and adapting to the evolving climate-related challenges. In response to the escalating threats posed by climate change, we have conducted a comprehensive review of potential risks associated with our business operations. Our determination to address climate change risks extends beyond internal measures, as we remain vigilant in promoting the overall sustainability and adaptability of our business, ensuring resilience in the face of climate change challenges.

To better understand the resilience of our climate strategy and business model to climate change, we have begun enhancing our climate risk assessment with scenario analysis. To recognise the potential physical risks that the Group may encounter, we refer to the Intermediate Scenario RCP4.5 of the Representative Concentration Pathways ("RCPs") from the Intergovernmental Panel on Climate Change ("IPCC") focus on two types of acute risks (extreme heat and extreme precipitation) and two types of chronic risks (warming trend and wet trend) in accordance with the intensity level of the climate hazards under the scenarios. Additionally, we have considered the characteristics of our industry and the region's sensitivity to climate-related disasters to gain a more comprehensive understanding of potential physical risks in the future.

風險管理

本集團高度重視應對氣候變化帶來的重大環境、法規和市場變化，並將此視為我們履行責任及適應不斷變化的氣候相關挑戰的核心承諾。為應對氣候變化帶來的日益升級的威脅，我們對業務營運相關的潛在風險進行了全面審查。我們的應對策略不僅局限於內部措施，還持續關注並致力於促進整體業務的可持續發展與適應能力，以確保在面對氣候變化挑戰時保持韌性。

為更了解本集團的氣候策略及業務模式在應對氣候變化方面的抵禦力，我們已開始透過情境分析加強氣候風險評估。為識別本集團可能面臨的潛在實體風險，我們參考政府間氣候變化專門委員會（「IPCC」）的代表性濃度路徑（「RCPs」）中間情景RCP4.5，並依據情境下氣候災害的強度水平進行了評估，重點關注兩類急性風險（極端高溫及極端降水）和兩類長期風險（暖化趨勢和潮濕趨勢）。同時，我們亦考慮了本集團所屬行業特性及地區氣候災害敏感性，以更全面地了解未來的實體風險水平，總結如下：

Physical Risks Levels under RCP4.5 (Intermediate Scenario) and RCP8.5 (Current Policy Scenario)
RCP4.5（中間情景）及RCP8.5（當前政策情景）下的實體風險等級

Risk type 風險類別	Risk name 風險名稱	RCP4.5 "Intermediate Scenario" RCP4.5「中間情境」		RCP8.5 "Current Policy Scenario" RCP8.5「當前政策情境」	
		2030	Long-term risk trend 長期風險趨勢	2030	Long-term risk trend 長期風險趨勢
Acute risk 急性風險	Extreme heat 極端高溫	Medium 中	↑	Medium to High 中至高	↑
	Extreme precipitation 極端降水	Medium 中	↑	Medium to High 中至高	↑
Chronic risk 長期風險	Warming trend 變暖趨勢	Medium 中	↑	Medium to High 中至高	↑
	Wet trend 濕潤趨勢	Medium 中	↑	Medium to High 中至高	↑



Meanwhile, the Group has identified potential climate-related risks within its operations and has implemented corresponding response measures. A summary of these measures is listed below:

與此同時，本集團已識別業務中潛在的氣候相關風險，並已採取相應的應對措施。具體總結如下：

Type of Climate-related Risk 氣候相關風險類型	Potential Risk 潛在影響	Measures Taken by the Group 本集團已採取之措施
Physical Risk 實體風險		
Acute risk 急性風險	<ul style="list-style-type: none"> Extreme weather events, such as typhoons and heavy rainfall, pose potential adverse effects on the Group, including power shortages, asset damage, and increased maintenance costs. 極端天氣事件，如颱風和暴雨，可能對本集團產生潛在的不利影響，包括電力中斷、資產損壞及維護成本的上升。 Extreme weather conditions (such as typhoons and extreme heat) may hinder employees' ability to commute to work or pose health and safety threats during work, potentially leading to injuries or fatalities. This not only creates legal and financial liabilities but, if mishandled, could also harm the Group's reputation. 極端天氣情況（如颱風和極端高溫等）可能會妨礙員工的正常上班，或在工作中對員工的健康和安全構成威脅，導致傷亡。這不僅會引發法律和財務責任，若處理不當更，亦可能對本集團的聲譽造成損害。 	<p>To address these climate change-related risks, the Group has implemented the following operational measures, including: 為應對這些與氣候變化相關的風險，本集團已實施以下具體的營運措施，包括：</p> <ul style="list-style-type: none"> Offer remote work options to mitigate the impact of climate change on employee's commuting and ensure business continuity; 實行遠程工作方式，以減少極端天氣對員工出行及業務運作的影響； Establish guidelines for on-site interviews to ensure business activities can proceed smoothly, even under adverse weather condition; 制訂現場採訪指南，確保在不利天氣條件下的業務活動仍能順利進行； Proactively monitor the Hong Kong Observatory and government emergency management departments for extreme weathers warnings, adjusting business activities based on the latest information; and 考量與氣候變化相關的潛在人身風險，並密切關注香港天文台和政府應急管理部門發出的極端天氣預警，根據預警信息調整業務活動；及 Secured relevant insurance coverage to mitigate potential financial impacts from climate-related risks. 為在外工作員工及本集團的資產購買相關保險，減輕極端天氣對經營場所可能造成的財產損失。
Chronic risk 長期風險	<ul style="list-style-type: none"> The severity and frequency of extreme weather events are expected to increase, which may lead to damage to the Group's operating facilities, ultimately resulting in higher insurance premiums. 預計極端天氣事件的嚴重程度和頻率增加，這可能導致本集團的營運設施可能受到損害，進而提高保險費用。 Adverse weather conditions may disrupt the production and distribution of physical newspapers in Hong Kong, affecting the timely delivery of newspapers and posing challenges to business operations. 在香港，惡劣天氣可能會增加生產和分銷報紙的成本，並影響實體報紙的配送，從而對業務運營造成不利影響。 	



Transition Risk 轉型風險

Reputation risk 名譽風險

- Customers are increasingly concerned about environmental issues and climate change. Failure to provide relevant information (such as news content or commentary) or the continued use of printed materials that do not meet environmental standards could result in a decline in sales and loss of customers.

現今客戶對環保、氣候變化相關議題日益重視，倘若公司未能提供相應資訊(如：新聞內容、社評)或產品(紙質印刷品)被定義為不符合環保標準，則有可能面臨銷量下降和客戶流失的風險。

- As part of our commitment, we have set a goal to reduce our carbon emissions and implement energy-efficient practices across our operations. 作為承諾的一部分，我們已設定減少碳排放和在營運中採用節能措施的目標。

- We actively seek opportunities to use low-carbon and locally sourced materials in our procurement processes.

在採購過程中，我們盡量使用低碳和來自本地的材料。

Policy and legal risk 政策及法規風險

- The development of international policies, laws, and regulations on climate change, coupled with the evolving commitments made by the Hong Kong Government to reduce carbon emissions, presents potential operation risks and may lead to increased compliance costs.

國際氣候變化政策、法律和法規的發展，與香港政府對減少碳排放所做的持續承諾，可能帶來潛在的營運風險，並可能導致合規成本增加。

- Non-compliance with climate change regulations could expose the Group to risks of compensation claims and litigation, potentially damaging its corporate reputation.

若未遵守氣候變化相關法規可能，本集團可能面臨賠償和訴訟風險，並可能對企業聲譽造成損害。

- The Group is well prepared to manage significant impacts arising from changes in climate-related regulations and policies.

本集團已做好充分準備，以應對與氣候變化相關的法規和政策調整所帶來的重大影響。

- Departments within the Group will maintain vigilance in continuously monitoring existing and emerging climate-related trends, policies and regulations. Furthermore, ongoing assessments of the effectiveness of our actions in addressing these challenges will be conducted.

本集團的各個部門將保持警惕，持續監測現有和新出現的與氣候相關的趨勢、政策和法規，並定期評估應對這些挑戰的行動效果。

As we navigate the complexities of climate-related risks, we remain mindful of the opportunities they present. By adopting a proactive approach, we not only mitigate the impact of climate change on our business and also capitalise on the growing market demand for sustainable practices and products. This, in turn, strengthens our corporate competitiveness and unlocks new avenues for business growth and value creation.

在應對複雜的氣候相關風險時，我們不僅關注風險本身，還積極尋找其中的潛在機遇。通過採取積極主動的策略，我們不僅能減輕氣候變化對業務的影響，還能夠把握產品和實踐日益增長的需求，進而提升企業競爭力並創造新的商業價值。



Type of Climate-related Opportunity 氣候相關機遇類型	Potential Opportunity 潛在機遇	Measure Taken by the Group 本集團已採取之措施
Resources efficiency 資源效率	<ul style="list-style-type: none"> Promoting digital publishing reduces reliance on paper, ink, and printing equipment, effectively lowering material costs. Additionally, it helps reduce carbon emissions associated with raw materials transportation and the printing process. This initiative not only minimise our environmental footprint but also supports the sustainable development of our business. 推動數碼化發行，從而減少對紙張、油墨及印刷設備的依賴，這不僅能降低材料成本，還能有效減少在配送原材料及印刷過程中的碳排放，從而有助於降低我們的環境足跡並推動業務的可持續發展。 	<ul style="list-style-type: none"> By transitioning to digital media, we can deliver news content in a timely and sustainable manner, reducing waste paper disposal issues associated with print media, lowering energy consumption, and effectively cutting operational costs. This transition also helps mitigate environmental impact, reinforcing our commitment to sustainable development. 通過向數碼媒體轉型，我們能夠以可持續的方式及時提供相關的新聞內容，從而減少紙媒所帶來的廢紙棄置問題，降低能源消耗，並有效降低運營成本。同時，這也有助於減少對環境的負面影響，符合我們對可持續發展的承諾。
Market 市場	<ul style="list-style-type: none"> As public awareness of the carbon footprint associated with physical newspapers increases, consumer preferences may gradually shift toward digital news consumption. This trend presents a valuable opportunity for the Group to expand its presence in the digital media market, enhancing the reach of our digital platforms while meeting the growing demand for environmentally friendly solutions. 隨著公眾對實體報紙碳足跡的關注增長，消費者偏好可能會逐步轉向數碼新聞消費。這一趨勢為本集團在數碼媒體市場的發展提供了重要機遇，使我們能夠進一步擴展數位平台的影響力，並滿足日益增長的環保需求。 	<ul style="list-style-type: none"> Accelerate the transition to digital newspapers helps reduce costs associated with paper printing and logistics, improving operational efficiency and ultimately enhancing profitability. 加速向數碼版本轉型，有助於降低紙質印刷和物流成本，提升運營效率，從而帶來更高的利潤。 Utilising digital platforms to not only helps address environmental concerns but also adapts to evolving audience preferences, providing a more immediate and flexible news experience. 使用數碼平台不僅能夠解決環境問題，減少資源消耗，還能迎合受眾不斷變化的偏好，提供即時且靈活的新聞體驗。
Products and services 產品及服務	<ul style="list-style-type: none"> Increase the publication of feature articles and in-depth analyses on climate change, sustainable lifestyles, and other related topics to meet the growing public demand for climate knowledge. This initiative also enhance brand value and establishing a responsible and forward-thinking media organisation. 增加專題報導與深度分析，聚焦應對氣候變化、可持續生活方式等議題，不僅能滿足大眾對氣候知識的需求，還能提升品牌價值，樹立負責任和前瞻性的企業形象。 	<ul style="list-style-type: none"> Establish a dedicated ESG-specific webpage on "Sing Tao Headline" website, serving as a comprehensive platform for users to access and engage with ESG-related topics conveniently. 於「星島頭條網」開設ESG專屬頁面，提供一站式資訊平台，讓用戶輕鬆了解並參與環境、社會與治理相關話題。 Collaborate with environmental experts, consulting firms, scholars, and government officials to contribute columns or participate in interviews, offering in-depth discussion regarding the impacts of climate change on the economy, society, and daily life. 邀請環保專家、顧問公司、學者及政府官員撰寫專欄或參與訪談，深入探討氣候變化對經濟、社會及日常生活的影響，提升大眾對可持續發展議題的認識和參與。

Looking ahead, the Group remains committed to continuously reviewing and refining its approach to identifying, preparing for, and responding to climate-related risks and opportunities that are relevant and material to business development. This strategic focus not only enables us to adapt to evolving market dynamics but also strengthens our contribution to environmental sustainability and generates positive impacts on society.

Metrics and Targets

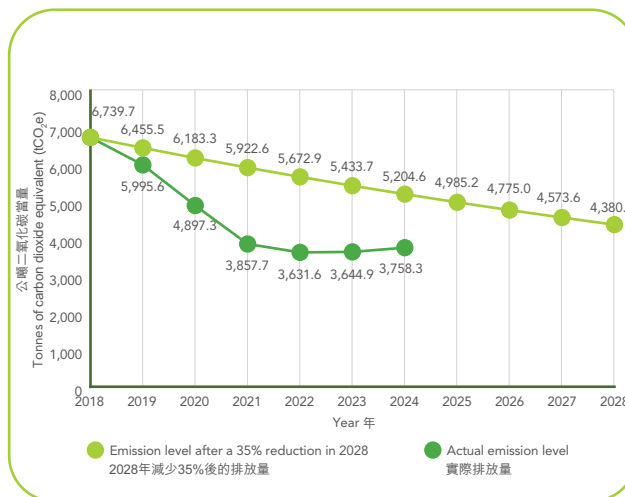
The Group has set clear and measurable quantitative targets across four key areas, including GHG emissions, waste management, energy consumption, and water resource usage. We regularly monitor and disclose these climate-related KPIs, reporting progress annually to ensure transparency and comparability. Additionally, we evaluate the effectiveness of the climate initiatives using scientific data, providing a strong foundation for future strategic adjustments and driving sustainable development. A summary of our performance in each area from 2018 to the reporting period is as follows:

展望未來，本集團持續審視並強化管理方針，以識別並應對業務發展中重要的氣候相關風險及機遇。我們的戰略重點不僅助力適應不斷變化的市場環境，更推動環境的可持續發展，為社會帶來積極影響。

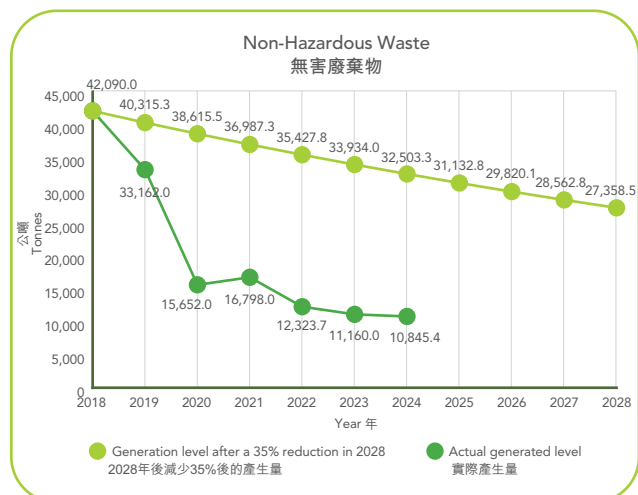
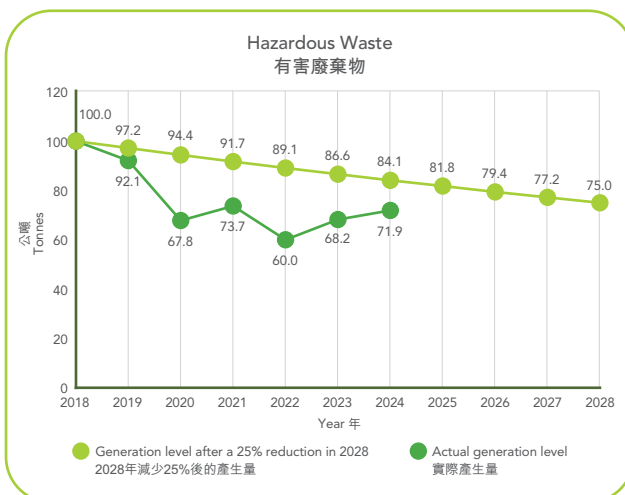
指標和目標

本集團制定了明確且可量化的目標，涵蓋了溫室氣體排放、廢棄物管理、能源使用及水資源管理使用四大範疇。我們定期監測和披露上述氣候相關的關鍵績效指標，並每年於本報告披露進展，以確保透明度與可比性。此外，我們透過科學數據評估氣候目標的實施成效，為未來策略調整提供堅實依據，推動可持續發展進程。各範疇由2018年至報告期內的表現總結如下：

GHG Emissions 溫室氣體排放



Hazardous and Non-hazardous Wastes 有害及無害廢棄物





Energy Use 能源消耗



Water Resource Use 水資源使用





GIVING BACK TO SOCIETY

回饋社會

We understand that the success of a business is closely linked to the well-being of society. Therefore, we actively listen to the needs of the community, respond to them with purpose, and seize every opportunity to give back, infusing positive energy into the community.

我們深知企業的成功與社會福祉密不可分，因此我們一直聆聽社會的需求，積極回應並把握每個回饋社會的機會，為社區注入正能量。

COMMUNITY INVESTMENT

We always keep in mind the support and trust of extended by society as we drive our business forward. The Group is committed to delivering high-quality journalism and serving as a powerful advertising platform to ensure sustained growth.

In line with our *Community Investment Policy*, we actively seek to understand community needs and identify investment opportunities that align with both their priorities and our business objectives. We are committed to managing the impact of our operations on the communities, collaborating with organisations and local groups to leverage our skills and expertise where applicable, and driving positive change on social issues. This collaborative approach reflects our dedication to social responsibility and aspiration to make meaningful contributions to the well-being and development of the communities we serve.

社區投資

我們在發展業務的同時，時刻銘記著社會給予我們的支持與信賴。本集團致力提供高品質的新聞報道並發揮高效的廣告媒介作用，以確保業務穩健發展。

根據我們的《社區投資政策》，我們致力於深入了解社區的需求，積極尋找合適的社區投資機會，確保其與社區需求及我們的業務目標保持一致。我們關注日常營運對社區的影響，並在適當的情況下與機構或社區建立合作，充分運用自身的技能和專業知識，推動社會議題方面的積極變革。這種合作方式彰顯了我們對社會責任的承諾，也體現我們致力於促進社區福祉和可持續發展的願景。



CASE
SHARING
案例
分享

Sing Tao Tour 探「星」之旅

In line with our commitment to educating and nurturing the next generation, the Group consistently prioritises cultivating students' interest in journalism and enhancing their understanding of cross-media operations. To achieve this, we organise regularly "Sing Tao Tour" for schools and non-profit organisations, and actively participate in the "Business-School Partnership Programme" organised by the Education Bureau to promote students in their life planning education. By the end of 2024, the tour has attracted nearly 7,000 participants, offering them opportunities to engage with professionals from the Editorial Department, Art and Production Department, Printing Department, New Media Department and Information Services Department. During the tour, staff members provide firsthand insights into their daily operations, demonstrate key workflows, and actively interact with students, addressing their questions. These comprehensive and interactive career exploration activities are designed to broaden students' perspectives on the media industry and inspire their interest in media-related careers. The Group remains dedicated to fostering educational initiatives that enhance young people's understanding of the media landscape, thereby contributing to the industry's long-term development.



秉承教育及培養下一代的承諾，本集團致力於培養學生對新聞工作的興趣，幫助年青一代深入了解跨媒體機構的運作。本集團定期為學校及非營利機構舉辦「探『星』之旅計劃」，並積極參與教育局舉辦的「商校合作計劃」，助力推動學生生涯規劃教育。截至2024年末，該計劃已吸引近7,000人參加，參加者有機會與本集團編輯部、美術及製作部、印刷廠、新媒體及資料室等部門的專業人士交流。在參觀過程中，工作人員不僅講解和演示他們的業務，還積極與學生互動，並耐心解答他們的問題。這些內容豐富、互動性強的職業探索活動，旨在拓寬學生的傳媒視野，啟發他們對媒體工作的興趣。本集團將持續推動教育活動，加深年輕一代對傳媒領域的了解，從而促進行業發展。

CASE
SHARING
案例
分享

Food Angel "Canstruction® Hong Kong 2024" 惜食堂「豐膳罐愛心 2024」



As the media sponsor of the "Canstruction® Hong Kong 2024", the Group actively supports Food Angel in promoting a culture of food conservation while caring for and supporting vulnerable groups in the community. By leveraging media influence alongside Food Angel's community resources, we aim to spread the message of "One CAN make a difference, sending love and care to those in need" and working together toward the vision of "food for all". All collected canned food and donations will directly support Food Angel in meal preparation or be donated to those in need, benefitting more people and contributing to a more caring and inclusive society.

We are deeply committed to corporate social responsibilities, actively engaging in various public welfare activities, including monetary or in-kind donations, sponsorships, volunteer services, partnerships with organisations, and knowledge sharing. Through these efforts, we aspire to sow the seed of care throughout society spreading warmth and hope. The Group's Sing Tao Volunteer Team continues to encourage employees to take part in charitable and community activities, further strengthening our positive impact. We believe that integrating social care into daily business operations not only enhances corporate image but also fosters social harmony. By working hand in hand with the people of Hong Kong and partners from various sectors, we strive to promote a more caring and inclusive society, contributing to long-term sustainable development.

目標籌募逾7.5萬個罐頭食品 料惠及逾53萬人次
星島助推廣惜食堂《豐膳罐愛心2024》

為前線團體作為媒體夥伴大力支持及推廣惜食堂年度籌募項目《豐膳罐愛心2024》，即日起至11月24日，惜食堂將於灣仔維多利亞公園舉行《豐膳罐愛心2024》。屆時將有逾30個攤位，為市民提供一個展示及捐贈罐頭食品的平台。此外，活動還將設有「一罐一膳」的攤位，為有需要人士提供熱食。活動所得的罐頭食品及善款將直接支持惜食堂製作飯餐或轉贈予有需要人士，讓更多人受惠，共同建構關愛共融的社會。

6位主禮嘉賓一同將愛心注入罐頭食品，隨著罐頭亮燈，象徵來自社會各界的關愛及善心「匯注」香港每個角落，燃亮夢想。

星島集團副總裁兼星島銀行業務客戶及市場策劃主管許長紅表示：「明年是豐膳罐入160周年，而惜食堂的新食品製作中心將於明年落成。雙方將攜手慶祝這兩項盛事，為香港人「人人有飯開」的目標邁出重要一步。」

《豐膳罐愛心2024》巨型罐頭藝術裝置展覽暨義賣年華

日期：11月1日至24日
時間：中午12時至晚上8時
地點：香港灣仔維多利亞公園主禮中區
查詢電話：+852 2520 0000 或 <http://canstruction.hk/foodangel.org.hk>

本集團作為「豐膳罐愛心」計劃的媒體贊助，積極支持「惜食堂」，積極支持「惜食堂」推廣珍惜食物的文化，同時關懷及支援社區中的弱勢群體。憑藉本集團的媒體影響力與惜食堂的社區資源，助力傳達「一罐一膳心，將愛與關懷送給社會上有需要人士」的理念，攜手實現「人人有飯開」的美好願景。所有籌得的罐頭及善款將會用作支持惜食堂製作飯餐或直接轉贈予有需要人士，讓更多人受惠，共同建構關愛共融的社會。

我們一直積極投身社區建設，透過各類公益活動履行企業責任，包括金錢與物資捐贈、項目贊助、義工服務、跨界合作及知識共享等，期望在社會中播下關懷的種子，傳遞溫暖與希望。本集團的星島義工隊亦持續鼓勵員工身體力行參與各類慈善與社區活動，進一步深化本集團的社會影響力。我們相信，將社會關懷融入日常業務，不僅能夠提升企業形象，更能促進社會的和諧發展。通過與香港市民及各界夥伴攜手合作，我們希望共同推動社會向更具關愛與包容的方向邁進，為實現可持續發展貢獻我們的一份力量。

CASE
SHARING
案例
分享

Participation in Hong Kong Society for the Prevention of Cruelty to Animals ("SPCA") volunteer activities and fundraising 參與愛護動物協會(「愛協」) 義工活動及籌款

The Group not only values the well-being of the society but also extends its cares to pets in need of adoption. This year, collaborated with the SPCA to organise a series of activities aimed at enhancing the Sing Tao Volunteer Team's understanding of basic pet care while raising funds to support the SPCA's daily operations and mission.

This summer, our Volunteer Team led DSE students from Po Leung Kuk's affiliated schools in participating in the "Pet Toy Workshop" organised by the SPCA. During the workshop, participants used recycled materials to craft pet toys, including pet beds, toy ropes, and cat scratchers, which were then donated to the SPCA. Following the workshop, team members had the opportunity to interact closely with the pets at the center under the professional guidance of SPCA's staff, experiencing firsthand the pet's cuteness and innocence. Through this initiative, we aim not only to support for animals in need but also to foster deeper emotional connections between humans and animals. By engaging in acts of kindness and care, we hope each participant can experience the profound impact of love and compassion.



本集團不僅關注社會福祉，還愛護一群待領養的寵物。今年，我們與愛協一同舉辦多項活動，旨在提升星島義工隊對寵物照護的認識，並透過活動籌集善款，支持愛協的日常工作及使命。

在今年暑假，我們的義工隊帶領保良局屬校的文憑試考生一同參與愛協舉辦的「寵物玩具製作坊」義工活動。活動中我們利用回收材料精心製作了寵物窩、玩具繩結及貓抓板等寵物用品，並將這些作品捐贈給愛協。隨後，在愛協職員的專業指導下，義工們與收容所待領養的小動物進行親密互動，感受牠們的可愛與純真。透過這次活動，我們不僅希望能夠為需要幫助的動物提供實際支持，更希望在過程中促進人與動物之間的情感聯繫，讓每位參與者都能體會關懷與愛的力量。





In addition, Sing Tao supported the SPCA Charity Raffle as a media partner, leveraging our platform to raise awareness and encourage participation. We also motivate our colleagues to actively take part in the event and contribute to promoting animal adoption, further reinforcing our commitment to animal welfare.

At the same time, we deeply appreciate the compassion and dedication of our colleagues at Sing Tao, particularly their strong commitment to animal welfare. In partnership with SPCA, we are proud to introduce the "Sing Tao x SPCA Charity Calendar 2025", available in both cat and dog editions. As part of our employee benefits, the calendar features adorable photos of Sing Tao employees' furry babies, highlighted in the "Pet's Corner" section. Additionally, colleagues can purchase the calendar at a special discounted price, with all proceeds fully donated to the SPCA in the name of Sing Tao News Corporation, supporting its daily operations and charitable initiatives. Through this initiative, we aim to further advocate for animal care while providing tangible support to animals in need.



此外，星島作為媒體夥伴支持愛協慈善抽獎活動，並鼓勵所有同事積極參與，為待領養動物出一份力。

與此同時，我們深切感受到同事的愛心，尤其對關愛動物相關的活動特別關注。因此，我們特別與愛協合作，共同推出了「星島X愛協2025動物慈善座枱式週曆」(分別為貓款和狗款)。作為公司員工福利，週曆特別收錄了員工毛孩的可愛照片，呈現在萌「星」角版頁中。此外，同事可享優惠價購買週曆，所有款項已全數以星島新聞集團之名義捐贈予愛協，支援其日常營運等慈善用途。透過這項活動，我們希望進一步推廣關愛動物的理念，並為有需要的動物提供更多實質支援。



CASE
SHARING
案例
分享

Sing Tao partners with the Hong Kong Committee for UNICEF ("UNICEF HK") to promote children's rights 星島夥聯合國兒童基金香港委員會宣揚兒童權益

In honour of the "World Children's Day" on 20 November, Sing Tao proudly joined as the media partner in supporting the "World Children's Day – Kids for a Better World" charity screening event, organised by Emperor Cinemas and UNICEF HK. The event aimed to promote the 4 fundamental rights of children (the rights to survival, protection, development and participation) while raising public awareness of children's rights and the challenges faced by children worldwide through 8 films centered on children's welfare. To support underprivileged groups in society, Sing Tao arranged free screening tickets for disadvantaged children from Po Leung Kuk, allowing them to experience the warmth and inspiration that films can bring. Additionally, the Sing Tao Volunteer Team assisted with the launch ceremony and provided support during selected "Donation Screening", ensuring the smooth execution of the event and maximising its impact on the children involved.



為響應11月20日「世界兒童日」，星島作為媒體夥伴，全力支持由聯合國兒童基金香港委員會（「UNICEF HK」）與英皇戲院共同舉辦的「世界兒童日一童心看世界」慈善電影放映活動。本次活動透過選映八部與兒童福祉相關的影片，推廣《聯合國兒童權利公約》所闡述的兒童四大基本權利（生存權、受保護權、發展權和參與權），並提高社會對全球兒童困境的關注。為支持社會弱勢群體，星島特別協助安排免費戲票，讓保良局屬下的弱勢兒童能夠參與放映活動，感受電影帶來的溫暖與啟發。此外，星島義工隊亦積極投入，於活動的啟動儀式及部分「捐助場次」中提供支援，積極參與活動的順利進行，讓更多兒童受惠。

Sing Tao supports World Vision's charity run and fundraising activities

星島支持宣明會慈善跑及籌款活動

CASE
SHARING
案例
分享



As the media sponsor of World Vision Hong Kong's inaugural "Global 6K for Water" International Charity Run, the Group not only leveraged our media influence to promote the initiative but also took an active role by sending runners to participate in various races. Additionally, the Sing Tao Volunteer Team contributed by providing on-site volunteer services, further supporting this meaningful cause. This event aimed to raise funds for Africa regions lacking access to clean drinking water, with the goal of improving local water facilities and enhancing the quality of life for children in impoverished communities. Through this initiative, we hope to raise society's awareness of the global water crisis and make a tangible impact in improving local livelihoods.

本集團作為宣明會香港首次舉辦「Global 6K for Water」慈善跑活動的媒體贊助商，不僅利用媒體影響力推廣活動，還派出跑步健兒參加各項賽事。星島義工隊亦積極參與現場義工服務，為公益事業盡一份力。此次活動旨在為非洲缺乏清潔食水的地區籌集資金，用於改善當地水利設施，並提升貧困社區兒童的生活質素。我們期望透過這項活動，喚起社會對全球水資源短缺問題的關注，並為改善當地民生作出實際貢獻。

Additionally, Sing Tao Publishing donates books to support World Vision's secondhand book recycling charity sale. In promoting a reading culture, we aim to raise funds through the sale of used books to assist low-income and underprivileged children and families. By providing them with greater access to educational resources and opportunities, we hope to contribute to fostering social equity and development.

Sing Tao actively participated in this year's World Vision "Skip-A-Meal" event, successfully raising approximately HKD 30,000. The funds will help World Vision provide food assistance, medical treatment and water supply facilities for impoverished children and families in South Sudan and Somalia, improving their basic living conditions and offering hope and support to local communities.



此外，星島出版捐贈圖書支持宣明會舊書回收義賣活動。除了鼓勵閱讀風氣，我們也希望透過義賣舊書籌集資金，幫助低收入及有需要的兒童和家庭，為他們提供更多的教育資源和機會，促進社會的公平與發展。



星島積極參與宣明會本年度「飢饉一餐」活動，成功共籌得約30,000港元善款，該款項將用於為南蘇丹及索馬裡的貧困兒童及家庭提供糧食援助、醫療服務及水利設施等，幫助改善當地民眾的基本生活條件，並為他們帶來希望與支持。

EDUCATION 教育

Projects of the Year 年度項目

Sing Tao Charitable Foundation Scholarships 星島慈善基金獎學金

- The Group takes pride in supporting the education and development of future journalists and media professionals by awarding one-time scholarships to outstanding students pursuing Journalism and Communication at The Chinese University of Hong Kong.
- In the 2023/2024 academic year, the Group granted scholarships totaling approximately HK\$40,000 to 8 deserving students, reaffirming our commitment to fostering excellence in journalism and communication education.
- 本集團向香港中文大學新聞與傳播系的優秀學生頒發一次性獎學金，以支持未來新聞工作者和新聞行業人才的教育和發展。
- 在2023/2024學年，本集團共向8名優秀學生頒發約40,000港元的獎學金，實踐我們在新聞與傳播教育領域追求卓越的承諾。

Sing Tao Charitable Foundation Students' Loan Fund 星島慈善基金貸款助學金

- The Group is committed to supporting students facing financial difficulties by providing assistance to those nominated by their educational institutes.
- We offer financial aid through loans to students enrolled in the 8 University Grants Committee-funded universities and Hong Kong Shue Yan University. Additionally, emergency loans are available to students in the aforementioned 9 universities, selected tertiary institutions, and secondary schools recognised by the Education Bureau.
- In the 2023/2024 academic year, the Group provided loans totaling approximately HK\$830,000 to 46 students, underscoring our dedication to alleviating financial barriers to education and promoting equal opportunities for students in need.
- 本集團致力於支持面臨經濟困難的學生，為他們提供由其所屬教育機構提名的援助。
- 我們向受大學教育資助委員會資助的8間院校及香港樹仁大學提供助學貸款。此外，上述9所大學、若干其他大專院校和教育局認可中學的學生也可獲得緊急援助貸款。
- 在2023/2024學年，本集團共為46名學生提供了總額約830,000港元的貸款，彰顯了我們致力為有需要的學生減輕教育經濟負擔和促進平等機會的決心。



EDUCATION 教育

Projects of the Year 年度項目

The Standard/Sing Tao "Fat Choy" Drive Medical Students Loan Fund

虎報／星島「發財」醫科生助學金

Contributions 回饋活動

- The Group actively supports students facing financial challenges, particularly those pursuing Medicine, Nursing, and Chinese Medicine at The University of Hong Kong.
- To ease financial burdens and support their academic journey, we provide interest-free loans to eligible students.
- In the 2023/2024 academic year, the Group approved loans totaling approximately HK\$320,000 to 9 students in these fields, reaffirming our commitment to making education in critical healthcare disciplines more accessible.
- 本集團積極支持面臨經濟困難的學生，尤其是香港大學醫學系、護理學院及中藥學院的學生。
- 我們向合資格的學生提供免息貸款，以減輕他們的經濟負擔，幫助他們順利完成學業。
- 在2023/2024學年，本集團共向9名上述專業的學生批出總值約港幣320,000元的貸款，彰顯了本集團在提供經濟援助及促進關鍵醫療學科教育普及化方面的承諾。

"Leader of the Year" 30th Anniversary Celebration 「2023傑出領袖選舉」暨30周年慶典



- The Group is dedicated to recognising leaders who have made significant contributions to Hong Kong, serving as role models for the younger generation and supporting the city's development.
- As of 2024, we have presented a total of 151 awards to individuals who have demonstrated exceptional leadership contributions meaningfully to Hong Kong's progress. This initiative underscored our commitment to fostering a culture of excellence and leadership within the community.
- Marking the 30th anniversary of "Leader of the Year", this year's event was held simultaneously in Hong Kong and Shenzhen for the first time, strengthening connections with Mainland China.
- 本集團致力表彰對香港有極大貢獻的領袖，為年輕一代豎立榜樣，對推動香港發展作出貢獻。
- 截至2024年，我們合共頒發了151個獎項，表揚和嘉許具有卓越領導才能和對香港作出重大貢獻的人士，體現我們致力於社會上推廣卓越文化和培養領導能力。
- 適逢「傑出領袖選舉」30周年慶典，活動首次於香港及深圳兩地同步舉行，促進與內地的聯繫。

EDUCATION 教育

Projects of the Year 年度項目

The 39th Sing Tao Inter-School Debating Competition 星島第三十九屆全港校際辯論比賽



The 2nd Sing Tao Chinese Quiz Competition 星島第二屆全港華文雙語菁英問答比賽



2024 Hong Kong-Macau Secondary School Debating Championships 2024港澳中學辯論錦標賽



Contributions 回饋活動

- “The 39th Sing Tao Inter-School Debating Competition” provided a valuable platform for students to enhance their language proficiency, debating skills, analytical thinking, and organisational abilities.

- 「星島第三十九屆全港校際辯論比賽」為學生提供一個鍛煉語言運用能力、辯論技巧、分析思維和組織能力的平台。

- Our initiative seeks to enhance public interest in the Chinese language, encouraging participants to explore its origin while gaining a deeper understanding of the differences between Cantonese and Mandarin.

- We also promote the concept of “parent-child learning”, fostering stronger family bonds through this enriching educational experience.

- 我們的活動旨在提高公眾對中文的興趣，鼓勵參與者深入探討中國語文的起源，同時了解粵語和普通話的區別。

- 我們提倡「親子共學」的概念，通過這種豐富的教育體驗，增進父母與子女之間的關係。

- Sing Tao News Corporation, in collaboration with the Macau Debating Society, co-organised the “2024 Hong Kong-Macau Secondary School Debating Championship” to enhance students’ debating skills and critical thinking and strengthen cultural exchange between Hong Kong and Macau.

- 星島新聞集團與澳門演辯學會合辦「2024港澳中學辯論錦標賽」，旨在促進兩地學生的辯論能力和批判性思維，並加強港澳之間的文化交流。



EDUCATION 教育

Projects of the Year 年度項目

The 2nd Shenzhen – Hong Kong – Macau Youth Creative Design Competition

第二屆深港澳青少年創意設計大賽



- Providing a platform for the youth from Shenzhen, Hong Kong, and Macau to interact, collaborate, and freely express their creativity.
- With the increasing integration of the Greater Bay Area, student exchanges, educational collaborations, and social interactions among Shenzhen, Hong Kong, and Macau have become more frequent. Against this backdrop, the competition has received an overwhelmingly positive response across the region, with strong participation from schools in the Hong Kong SAR. It has played a significant role in enhancing social engagement, particularly in promoting cultural and creative education among young people, offering them an excellent opportunity to showcase their talents.
- 為深港澳三地的青少年提供了一個互相交流、發揮他們自由創意的平台。
- 隨著大灣區的融合日益加深，深港澳三地的學生交流、教育交流和社會交流也越來越頻繁的背景下，比賽在整個粵港澳大灣區社會中引起了廣泛的關注，尤其在香港的學校參與度非常高，充分發揮了積極的社會提振作用。特別是在青少年的文化創意教育領域，這項比賽為他們提供了一個極佳的機會，讓他們能夠展示自己的才華。

The 8th English Story Writing Competition and the 12th English Writing Competition

第八屆英文故事創作比賽暨第十二屆英文寫作比賽



- The competition aims to encourage students to express themselves in English and enhance their English writing skills.
- 比賽旨在鼓勵同學以英文表達自己，並提升英文的寫作能力。

EDUCATION 教育

Projects of the Year 年度項目

"Sing Tao Probe" Inaugural Season of the "Praise Quest – The Most Commendable Student Reward Program"
「星島申訴王」第一季「我要讚佢 – 最值得表揚學生獎勵計劃」



- The program aims to recognise students who have demonstrated outstanding achievements in holistic development.
- Each awardee has written a thank-you letter to express their appreciation for someone or something they admire, fostering a culture of gratitude and praise.
- A total of 15 schools participated, with each school recommending 2 students for commendation by the principal, resulting in 30 awardees.
- This program is also supported by the Henderson Warmth Foundation Limited, which provides scholarships to the selected students.

- 旨在鼓勵全人發展方面表現優秀的學生。
- 每名得獎學生會撰寫一封「我要讚佢」感謝信，說明自己最想讚揚的人與事，以進一步推動讚美文化。
- 共有15間學校參加，每間學校由校長推薦兩名最值得表揚的學生，共有30名學生得獎。
- 此計劃也獲得恒基溫暖工程基金有限公司(Henderson Warmth Foundation Limited)支持並提供獎學金獎勵獲選的學生。

The 11th Hong Kong Children Age-Group Painting Competition 2024
第十一屆全港兒童繪畫分齡比賽2024



- The competition features Western painting and Chinese painting categories, and participants aged between 4 and 11 years old.
- The event aims to provide a platform for children to unleash their creative potential and cultivate diverse learning interests.

- 比賽設有西洋畫及中國畫組別，參加者年齡為4至11歲。
- 活動旨在提供平台予兒童發揮創造潛能，培養多元學習興趣。

Starting with Names – The Chinese Brush Calligraphy Competition 2024
由名字開始 – 毛筆書法比賽2024



- The event aims to encourage students to develop an interest in Chinese brush calligraphy by starting with writing their names, improving their writing skills, and enhancing their artistic literacy.

- 活動旨在鼓勵學生從寫好自己的名字開始，培養對毛筆書法的興趣，提升寫字技巧和藝術修養。



EDUCATION 教育

Projects of the Year 年度項目

"National Education and National Security Education" Online Seminar 「國民教育」線上研討會



"Graduate Recruitment Award 2024" Presentation Ceremony 「優秀企業畢業生招聘大獎2024」頒獎典禮



The Hong Kong Higher Education Expo 香港高等教育博覽會



Contributions 回饋活動

- We invited Mr. Tang Ping-keung, GBS, PDSM, JP, Secretary for Security, Mrs. Rita Fan Hsu Lai-tai, GBS, CBE, JP, former President of the Legislative Council, and Mr. Tang Fei, a Member of the Legislative Council, as guest speakers.
- Through home-school collaboration, we helped students to deepen their understanding of Chinese culture and strengthen their awareness of national education and national security education.
- 我們特別邀請了保安局局長鄧炳強先生、時任立法會主席范麗泰女士以及立法會議員鄧飛先生擔任主講嘉賓。
- 透過家校合作的方式，我們幫助學生深化對中國文化的了解，並加強學生對國民教育和國家安全教育的認知。

- The event aims to recognise and celebrate the efforts of enterprises in recruiting and nurturing graduates.
- A total of 22 outstanding enterprises from various industries and fields were awarded.
- 旨在表揚企業在招聘及栽培畢業生方面所付出的努力並予以肯定。
- 共向22間來自不同行業及領域的優秀企業頒發獎項。

- The competition is being held for the first time in Shenzhen, introducing high-quality educational resources from Hong Kong to mainland students.
- It features a live webcast through the brand-new Mainland China Education Channel, allowing students to interact with representatives from various institutions online.
- Over 1,000 mainland teachers, students, and parents participated in the event.
- 首度於深圳舉辦，向內地學生介紹香港優質教育資源。
- 透過星島全新內地頻道「星探港升學」進行網上同步直播，讓學生通過網絡與各院校代表互動。
- 共逾1,000名內地師生及家長參與。

EDUCATION 教育

Projects of the Year 年度項目

Other Education Expos 其他教育覽會



Sing Tao Real Estate Development Trends Forum 2024 星島房地產發展動向論壇2024



Contributions 回饋活動

- Sing Tao's various platforms hosted Education Expos, including *The Standard's* "International Schools Fair" and "Tseung Kwan O Education Expo", as well as *Ohpama.com's* "Early Childhood Education Learning and Teaching Expo 2024" and the "UK Education Expo".
- Local international schools and educational institutions were invited to send representatives to hold educational forums, providing valuable insights on admission information, education, and parenting topics.
- Attracted over 1,000 visitors.
- 星島各平台舉辦教育博覽會，分別有《英文虎報》的「國際學校教育展」和「將軍澳教育展覽會」，以及「Oh!爸媽」的「幼小教育『學與教』博覽2024」及「英國升學展」。
- 邀請本地國際學校和教育機構派員到場舉行教育論壇，以提供入學資訊、教育及育兒議題提出寶貴意見。
- 吸引超過1,000人入場參觀。
- The forum, themed "Unraveling Market Trends, Capturing Real Estate Opportunities", featured in-depth discussions on the property market outlook, land supply planning, and smart building development. It also offered recommendations for the Government's housing policies and overall development of Hong Kong's property market.
- 以「拆解市場動向捕捉地產先機」為本次論壇的主題，針對樓市走勢、土地規劃及智慧建築等議題進行深入討論，同時為政府的房屋政策及整體樓市發展提供建議和見解。



CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

Hong Kong Red Cross Blood Transfusion Service
"Blood Donation Day"
香港紅十字會輸血服務中心「捐血日」



2024 Hong Kong Lotus Festival Cum GBA/JS &
HK Lotus Festival
盛世荷花·福佑香江 — 2024香港荷花展暨大灣區
荷花展蘇港荷花展



Donation to the Hong Kong Society for the Blind
捐款至香港盲人輔導會



Contribution 回饋活動

- Organised two blood donation drives in collaboration with the Hong Kong Red Cross Blood Transfusion Service in 2024.
- These activities aimed to address the urgent need for blood supply in society, increase local blood supply and assist patient in need of transfusions.

- 於2024年本集團與香港紅十字會輸血服務中心合作舉辦了兩次捐血日活動。
- 活動旨在響應社會對血液供應的迫切需求，增加本地血庫的庫存量，為需要病患者提供及時幫助。

- We co-organised the Lotus Festival with Po Lin Monastery and Institute of Horticulture (Hong Kong) for the second consecutive year.
- Dr Cai Jin, the CEO of the Group participated in the lotus planting activity with nearly 60 staff members, including the management team and Sing Tao Volunteer Team, at Po Lin Monastery in April, where over 200 pots of lotus were planted.
- The event promotes exchange and cooperation between Hong Kong and the Greater Bay Area.
- It enhances employees' sense of identity and belonging to Chinese culture while deepening their understanding of lotus culture.

- 為本集團第二年與寶蓮禪寺及香港園藝學會合辦荷花展
- 本集團行政總裁蔡晉博士更攜同管理團隊和星島義工隊近60人於4月在寶蓮禪寺進行荷花種植活動，共種植超過200盆荷花。
- 促進香港與大灣區交流合作。
- 增強員工對中華文化的認同感和歸屬感，並加深對荷花文化的了解。

- The Global China Circulation & Distribution Limited ("GCCD"), in collaboration with Sing Tao Publishing and Dynamic Book City, organised a charity event at this year's Hong Kong Book Fair. GCCD donated HK\$1 for every book sold to the Hong Kong Society for the Blind.
- A total of HK\$15,000 was raised.

- 泛華發行代理有限公司(「泛華」)聯同星島出版及動書城於本年度香港書展舉辦慈善活動，每賣出一本書，泛華就捐款1港元給香港盲人輔導會。
- 活動共籌得善款15,000港元。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

Sing Tao Charitable Foundation – Reader Donations 星島慈善基金 – 讀者捐款



- Helping individuals and families in need to get through difficult times through our readers and various sectors of society.
- In 2024, approximately HK\$720,000 was generously donated by readers, assisting with 15 cases.
- 透過與讀者及社會各界的共同努力，致力幫助有需要的人士及家庭渡過艱難時期。
- 2024年獲得讀者善心捐款約720,000港元，並成功協助15宗個案。

Adversity Support Scheme with Yan Oi Tong 仁間有愛應急錢計劃



- The Group has been actively serving those in need in collaboration with Yan Oi Tong since 2009, striving to help them overcome life's challenges.
- In 2024, we assisted with 10 cases, providing financial support totaling over HK\$200,000.
- 本集團自2009年起與仁愛堂合作，積極為有需要的人士提供服務，致力幫助他們渡過生活難關。
- 2024年，我們共協助了10宗個案，提供的經濟援助總額超過200,000港元。

The Community Chest Rainbow Fund 公益金及時雨基金



- The Group collaborated with the Community Chest Rainbow Fund, leveraging the power of media to highlight successful cases of assistance and bring attention to individuals in urgent need within society.
- In 2024, The Community Chest Rainbow Fund has successfully aided 11 cases, providing support totaling over HK\$770,000.
- 本集團與公益金及時雨基金合作，透過媒體力量，將成功受助的案例進行報道，喚起社會對迫切需要幫助的人士的關注支持。
- 2024年，公益金及時雨基金已成功援助11宗個案，資助總額超過770,000港元。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

East Week Hong Kong Service Awards 2024 《東周刊》香港服務大獎2024



Contribution 回饋活動

- In 2024, *East Week* awarded the "Charitable Organisation Award" to Plan International, recognising their contributions to society in safeguarding children's rights globally and achieving gender justice.
- At the same time, we awarded the "Charity Star Award" to artist Miss Natalie Tong Sze-wing, in recognition of her consistent enthusiasm for public welfare and her active support for charitable activities.
- 2024年，《東周刊》頒發「慈善機構大獎」予國際培幼會，表揚該機構對社會的貢獻守護全球兒童權益及實現性別公義。
- 同時，我們頒發「慈善之星大獎」給藝人唐詩詠小姐，表揚她一直熱心公益，並身體力行支持慈善活動。

Other Media Partnership Projects with Charity 其他與慈善機構的媒體合作夥伴項目



- Promoted "ChariTea 2024" and flag-selling day of the Hong Kong Young Women's Christian Association.
- Promoted "Vocabulary Learning Board Game" by the Heep Hong Society.
- Joint promotion with Hong Kong Disney to advocate for the message of diverse and inclusive community development.
- Providing media sponsorship for various events by Orbis International, encompassing "Give the gift of sight", "Orbis 40th Anniversary", and "Orbis Walk for Sight 2024".
- Served as a supporting media for the "Pass-it-on Campaign 2024 Charity Sale" by the Hong Kong Red Cross (the "HKRC"), promoting messages of care and positive energy, and encouraging more citizens to participate in the charity sale.
- Promoted the "Hong Kong Humanity Award 2024" of the HKRC, spreading the message of "Light in the Darkness, You Could Be the One".
- Additionally, promoted the "Greentival" Green Market event by the HKRC to advocate an environmental awareness.
- Supported "The 2nd Red Cross City Challenge" and "Friends of Red Cross".
- 為香港基督教女青年會推廣「ChariTea聚點愛慈善計劃2024」及賣旗日。
- 為協康會推廣《詞彙直送：詞彙學習遊戲套裝》。
- 與香港迪士尼合作推廣多元共融的社區發展。
- 為奧比斯多個活動的媒體贊助，包括「童望之友」、「奧比斯40周年」、「奧比斯慈善步行2024放電嘉年華」(Orbis Walk for Sight 2024)。
- 為香港紅十字會「愛心相連大行動2024慈善義賣」支持媒體，推廣關愛及正能量的資訊，並鼓勵更多市民參與慈善義賣。
- 為香港紅十字會推廣「香港人道年獎2024」，宣揚「暗處有光，全賴有你」訊息。
- 為香港紅十字會推廣Greentival綠「惜」市集活動，宣揚環保訊息。
- 協助推動「第二屆紅十字會定向挑戰」及「紅十字之友」。



PERFORMANCE

OVERVIEW



績效指標概覽



ENVIRONMENTAL 環境

Environmental KPIs 環境關鍵績效指標		Unit 單位	2024年	2023年	2022年
Air pollutants emissions 空氣污染物排放量					
NO _x	氮氧化物	kg 公斤	32.3	32.0	33.7
SO _x	硫氧化物	kg 公斤	0.7	0.7	0.6
RSP	可吸入懸浮粒子	kg 公斤	2.5	2.4	2.6
GHG emissions 溫室氣體排放總量					
Scope 1	範圍一	tCO ₂ e 公噸二氧化碳當量	124.8	123.0	115.7
Scope 2	範圍二	tCO ₂ e 公噸二氧化碳當量	3,633.6	3,521.9	3,515.9
Total GHG emissions (Scope 1 and 2)	溫室氣體排放總量 (範圍一及二)	tCO ₂ e 公噸二氧化碳當量	3,758.4	3,644.9	3,631.6
Intensity (by area) (Scope 1 and 2)	密度(按面積) (範圍一及二)	tCO ₂ e/square feet 公噸二氧化碳當量/平方尺	0.01	0.01	0.01
Intensity (by employee) (Scope 1 and 2)	密度(按員工人數) (範圍一及二)	tCO ₂ e/employee 公噸二氧化碳當量/員工	3.9	3.8	3.8
Scope 3	範圍三	tCO ₂ e 公噸二氧化碳當量	51,817.1	53,268.0	58,947.0
Total GHG emissions (Scope 1, 2 and 3)	溫室氣體排放總量 (範圍一、二及三)	tCO ₂ e 公噸二氧化碳當量	55,575.5	56,912.9	62,578.6
Intensity (by area) (Scope 1, 2 and 3)	密度(按面積) (範圍一、二及三)	tCO ₂ e/square feet 公噸二氧化碳當量/平方尺	0.2	0.2	0.2
Intensity (by employee) (Scope 1, 2 and 3)	密度(按員工人數) (範圍一、二及三)	tCO ₂ e/employee 公噸二氧化碳當量/員工	58.2	58.7	65.1



Environmental KPIs 環境關鍵績效指標		Unit 單位	2024年	2023年	2022年
Hazardous waste 有害廢棄物					
Spent developer	使用過的顯影劑	tonnes 公噸	8.4	11.0	10.7
Spent ink	廢油墨	tonnes 公噸	0.8	1.4	1.6
Script zinc plates	使用過的印刷鋅板	tonnes 公噸	62.7	55.8	47.7
Total hazardous waste	有害廢棄物總量	tonnes 公噸	71.9	68.2	60.0
Intensity (by area)	密度(按面積)	tonnes/square feet 公噸／平方尺	0.0002	0.0002	0.0002
Intensity (by employee)	密度(按員工人數)	tonnes/employee 公噸／員工	0.08	0.07	0.06
Non-hazardous waste 無害廢棄物					
Newsprint used	白報紙消耗	tonnes 公噸	10,789.0	11,092.0	12,278.0
Intensity (by area) (Newsprint used)	密度(按面積) (白報紙消耗)	tonnes/square feet 公噸／平方尺	0.03	0.03	0.04
Intensity (by employee) (Newsprint used)	密度(按員工人數) (白報紙消耗)	tonnes/employee 公噸／員工	11.3	11.4	12.8
Newsprint collected for recycling	白報紙回收	tonnes 公噸	1,520.1	1,421.5	1,358.4
Food waste	廚餘	tonnes 公噸	56.4	68.0	45.7
Total non-hazardous waste	無害廢棄物總量	tonnes 公噸	10,845.4	11,160.0	12,323.7
Intensity (by area)	密度(按面積)	tonnes/square feet 公噸／平方尺	0.03	0.04	0.04
Intensity (by employee)	密度(按員工人數)	tonnes/employee 公噸／員工	11.4	11.5	12.8 ⁹



Environmental KPIs 環境關鍵績效指標		Unit 單位	2024年	2023年	2022年
Energy consumption 能源消耗					
Diesel	柴油	MWh 兆瓦時	4.2	5.7	7.7
Gasoline	汽油	MWh 兆瓦時	449.1	442.7	412.7
Electricity	電力	MWh 兆瓦時	9,317.0	9,030.6	9,015.1
Total energy consumption	能源消耗總量	MWh 兆瓦時	9,770.3	9,479.0	9,435.5
Intensity (by area)	密度(按面積)	MWh/square feet 兆瓦時／平方尺	0.03	0.03	0.03
Intensity (by employee)	密度(按員工人數)	MWh/employee 兆瓦時／員工	10.2	9.8	9.8
Water consumption 水資源使用					
Total water consumption	水資源使用總量	cubic metres 立方米	26,015.0	20,783.0	20,262.0
Intensity (by area)	密度(按面積)	cubic metres/square feet 立方米／平方尺	0.08	0.07	0.06
Intensity (by employee)	密度(按員工人數)	cubic metres/employee 立方米／員工	27.2	21.4	21.1
Packaging materials ⁸ 包裝材料 ⁸					
Total packaging materials used	包裝材料使用總量	kg 公斤	2,752.4	2,972.8	969.2
Intensity (by area)	密度(按面積)	kg/square feet 公斤／平方尺	0.009	0.009	0.003
Intensity (by employee)	密度(按員工人數)	kg/employee 公斤／員工	2.9	3.1	1.0



SOCIAL 社會

Social KPIs 社會關鍵績效指標

Number of employees⁹ 員工人數⁹

2024年

2023年

2022年

Gender 性別



Male

男性

513

531

529

Female

女性

442

439

433

Age group 年齡組別



29 years old or under

29歲或以下

201

207

194

30-39 years old

30-39歲

164

172

159

40-49 years old

40-49歲

211

213

232

50 years old or above

50歲或以上

379

378

377

Employment category 僱傭類型



Full-time

全職

878

885

888

Part-time

兼職

77

85

74

Employment level 職級



General employees

一般員工

920

935

896

Middle management

中級管理層

25

25

56

Board and senior management

董事及高級管理層

10

10

10

Total

總數

955

970

962

Employee turnover rate¹⁰ 員工流失率¹⁰

Gender 性別



Male

男性

28.5%

29.2%

45.8%

Female

女性

37.3%

46.5%

64.7%

Age group 年齡組別



29 years old or under

29歲或以下

70.2%

80.7%

100%

30-39 years old

30-39歲

35.4%

34.3%

69.2%

40-49 years old

40-49歲

9.5%

26.3%

40.5%

50 years old or above

50歲或以上

24.3%

20.4%

33.6%

Total

總數

32.6%

37.0%

54.3%

Social KPIs 社會關鍵績效指標

2024年

2023年

2022年

Number of new hired¹¹ 新入職員工人數¹¹

Gender 性別



Male

男性

103

162

150

Female

女性

117

214

208

Age group 年齡組別



29 years old or under

29歲或以下

105

199

176

30-39 years old

30-39歲

33

75

66

40-49 years old

40-49歲

24

42

66

50 years old or above

50歲或以上

58

60

50

Total

總數

220

376

358

Health and Safety 健康與安全



Number of work-related injuries

因工受傷數量

4

6

7

Lost days due to work injuries

因工傷損失工作日數

182.0

420.0

587.5

Number of work-related fatalities

因工死亡人數

0

0

0

Percentage of employees trained¹² 受培訓員工百分比¹²

Gender 性別



Male

男性

88.3%

80.6%

69.6%

Female

女性

96.4%

95.0%

90.8%

Employment level 職級



General employees

一般員工

82.4%

77.1%

75.7%

Middle management

中級管理層

100%

100%

100%

Board and senior management

董事及高級管理層

100%

100%

100%

Total

總數

92.0%

87.1%

79.1%



Social KPIs 社會關鍵績效指標

2024年

2023年

2022年

Average training hours¹³ 平均培訓時數¹³

Gender 性別



Male 男性	36.6	28.3	30.5
Female 女性	31.0	34.7	71.9

Employment level 職級



General employees 一般員工	26.5	27.4	51.4
Middle management 中級管理層	321.0	183.2	21.1
Board and senior management 董事及高級管理層	4.2	6.5	5.6
Average training hours 平均培訓時數	34.0	31.2	47.0 ¹⁵

Anti-corruption training 反貪污培訓

Total training hours 總培訓時數



Board and employees 董事及員工	435	121	186
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Notes:

- ⁸ Includes the use of paper box, meal box, cup and cutleries at staff canteen. Due to the office resuming normalcy in 2023, the Group has ceased to practice working from home arrangements, the number of take-aways from the staff canteen increased, which in turn significantly increased the total packaging materials used. Unit for presenting packaging materials has been updated.
- ⁹ Total workforce in Hong Kong operations at the end of the corresponding year.
- ¹⁰ Employee turnover rate = number of employees resigned/total workforce at the end of the corresponding year x 100%.
- ¹¹ New hired refers to the number of new employees.
- ¹² Percentage of employees trained = number of employees trained of the category during the corresponding year/total workforce of the category at the end of the corresponding year x 100%.
- ¹³ Average training hours = total hours of training received by employees of the category during the corresponding year/total workforce of the category at the end of the corresponding year.

備註：

- ⁸ 包括在員工餐廳使用的紙盒、餐盒、杯子和餐具。由於辦公模式恢復正常，本集團已不再實行居家辦公安排，員工餐廳的外賣數量增多，從而大幅增加包裝材料使用總量。展示包裝材料數據的單位已更新。
- ⁹ 報告期末香港業務的員工總人數。
- ¹⁰ 員工流失率=離職員工人數／報告期末員工總人數×100%。
- ¹¹ 新受聘員工=新入職員工人數。
- ¹² 受訓員工百分比=該類別受訓員工人數／報告期末該類別員工總人數×100%。
- ¹³ 平均培訓時數=該類別員工接受培訓的總時數／報告期末該類別員工總人數。

SG

REPORTING GUIDE

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報告指引內容索引

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Aspect A1: Emissions 層面A1：排放物

General Disclosure
一般披露

Information on:
a) the policies; and
b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
一般披露有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：
a) 政策；及
b) 遵守對發行人有重大影響的相關法律及規例的資料。

18, 47

KPI A1.1
關鍵績效指標A1.1

The types of emissions and respective emissions data.
排放物種類及相關排放數據。

50, 84

KPI A1.2
關鍵績效指標A1.2

Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。

51, 84

KPI A1.3
關鍵績效指標A1.3

Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
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）。

53, 85

KPI A1.4
關鍵績效指標A1.4

Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
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）。

53, 85

KPI A1.5
關鍵績效指標A1.5

Description of emissions target(s) set and steps taken to achieve them.
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。

48-49

KPI A1.6
關鍵績效指標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.
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。

52-54



Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 內容	Page/ Remark 頁碼／備註
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General Disclosure 一般披露	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。	47
KPI A2.1 關鍵績效指標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). 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)。	56, 85
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	57, 86
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 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。	48-49
KPI A2.4 關鍵績效指標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. 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。	48-49, 57
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 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。	86
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts 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。	47
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	47-58

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KPI A4.1 關鍵績效指標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. 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。	59-63
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General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	18-38
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region. 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。	42, 87-88
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KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	45, 89

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General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	19, 26
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	30
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	30
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	30
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	30
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 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。	30

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Aspect B7: Anti-corruption
層面B7：反貪污

General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	19, 25-26
KPI B7.1 關鍵績效指標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. 於匯報期內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。	19
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Aspect B8: Community Investment
層面B8：社區投資

General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 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。	66
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KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	67-83

