



(Incorporated in Hong Kong with limited liability)

Stock Code : 181

# 2024

## Environmental, Social and Governance Report

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## ABOUT THE REPORT

Fujian Holdings Limited (the “Company” together with its subsidiaries, hereinafter referred to as the “Group” or “we”) strives continuously to incorporate sustainability initiatives into its daily operations and management. While sharing the vision of becoming the preferred choice of our stakeholders, the Group dedicates itself to enhancing its Environmental, Social, and Governance (“ESG”) performance. This commitment is reflected in our adherence to high standards of corporate governance, our efforts to safeguard the environment, our active community involvement and our initiatives to foster social integration.

This ESG report (the “ESG Report”) aims to share our key sustainability performances and outline the milestones achieved in our sustainability journey during the financial year ended 31 December 2024 (“2024” or the “Reporting Period”). The content of the ESG Report has been prepared by the ESG working group (the “ESG Working Group”) of the Group and approved by the board (the “Board”) of directors (the “Directors”) of the Group. The reporting scope of the ESG Report covers the entities under the Group’s direct operational control, namely the hotel operations business in mainland China (“Mainland China”) and head office in Hong Kong, unless otherwise stated. We endeavor to provide a balanced, honest and transparent account of our performance.

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) in Appendix C2 enclosed in the Rules Governing the Listing of Securities on the Main Board (the “Main Board Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The Group has complied with all the “comply or explain” requirements set out in the ESG Guide. We place great importance on your views concerning our ESG Report and our comprehensive efforts towards sustainability. We invite you to contribute your feedback by sending an email to [info@fujianholdings.com](mailto:info@fujianholdings.com).

## Disclaimer

Parts of this report are forward-looking subject to uncertainties, which could cause actual results to differ materially from those presented. The Company undertakes no obligation to update any forward-looking statements provided in this report.

## 緒言

閩港控股有限公司（「本公司」）及其附屬公司統稱「本集團」或「我們」，堅持將可持續發展的實踐與我們的日常運作和決策管理結合。我們致力於成為持份者備受推崇的企業。我們通過堅守卓越的企業管治標準、保護環境、積極參與社區活動，以及促進社會整合，不斷提升在環境、社會及管治（「環境、社會及管治」）方面的成效。

本環境、社會及管治報告（「環境、社會及管治報告」）旨在分享我們在可持續發展方面的主要表現，以及概述我們截至二零二四年十二月三十一日止財政年度（「二零二四年」或「報告期間」）在可持續發展工作上的里程。本環境、社會及管治報告中的內容由本集團環境、社會及管治工作小組（「環境、社會及管治工作小組」）編製並已由本集團董事（「董事」）會（「董事會」）確認。除另有說明外，本環境、社會及管治報告的報告範圍涵蓋本集團直接運營控制下的實體，即中國內地（「中國內地」）酒店業務及香港總部辦公室。我們致力平衡，誠實和透明地說明我們的表現。

本報告依循香港聯合交易所有限公司（「聯交所」）的主板證券上市規則（「主板上市規則」）附錄C2所載《環境、社會及管治報告指引》（「環境、社會及管治指引」）編製。本集團已遵守環境、社會及管治指引所載的所有「不遵守就解釋」規定。我們非常重視閣下對本環境、社會及企業治理報告和對我們整體可持續發展努力的意見，歡迎透過[info@fujianholdings.com](mailto:info@fujianholdings.com)與我們分享您的意見。

## 免責聲明

本報告的部分內容具有一定前瞻性，易受到不確定因素的影響而導致實際結果產生重大差異。本公司不承擔更新本報告中任何前瞻性聲明的義務。



## BOARD STATEMENT

The Group is pleased to present the ESG Report for the year 2024. The Group puts the sustainable development of its business as the top priority of its long-term development goals and incorporates ESG-related issues into its long-term business strategic planning. As the most important leading role of the Group, the Board has the overall responsibility to oversee, manage and monitor the Group's ESG policies, performance, management approach, risks and opportunities and priorities.

The Group strives to ensure the establishment of appropriate and effective risk management and internal control systems for supervising the identification and assessment of ESG and climate-related risks and opportunities, and to respond to the challenges and impacts of different times. In response to the "carbon neutrality" goals set by the governments of the countries and regions in which the Group operates, the Group has set short-term and long-term sustainable development visions and incorporated them into the Group's strategic planning, business model and other decision-making processes. The Board discusses ESG-related issues, monitors and reviews the Group's ESG-related risks and opportunities, performance, goals and targets, progresses made against ESG-related goals and targets, management approach, and policies at least annually.

Effective implementation of ESG policies relies on the collaboration of different departments. The Group has established an inter-departmental ESG Working Group to ensure effective cooperation between different departments on ESG issues. Members of the ESG Working Group are comprised of the management and general staff from different departments. They are responsible for assisting the Board with its responsibility in overseeing the Group's ESG-related issues. Their duties include but are not limited to monitoring and evaluating the Group's ESG-related policies, performance, management approach, risks and opportunities and priorities. They also review the ESG reports and make suggestions to the Board on approving the ESG report. The ESG Working Group holds meeting and report to the Board at least annually on their findings, suggestions on the Group's ESG performance and other material findings.

## 董事會聲明

本集團欣然提呈二零二四年環境、社會及管治報告。本集團把其業務的可持續發展放在其長期發展目標的首位，將環境、社會及管治相關議題納入其業務策略的長期規劃當中。董事會作為本集團最為重要的領導角色，全面負責督導、管理及監督本集團的環境、社會及管治政策、表現、管理方式、風險與機遇及優先事項。

本集團努力確保建立適當有效的風險管理及內部控制制度，以監督環境、社會及管治以及氣候相關風險及機遇的識別及評估，應對不同時期的挑戰及影響。為響應本集團經營所在國家及地區政府制定的「碳中和」目標，本集團已訂立短期及長期可持續發展願景，並將其納入本集團的策略規劃、業務模式及其他決策過程。董事會至少每年一次討論環境、社會及管治相關議題、監察及檢討本集團環境、社會及管治相關風險與機遇、表現、目標及對象、環境、社會及管治相關目標及對象取得的進展、管理方法及政策。

環境、社會及管治政策的有效實施有賴於不同部門合作。本集團已成立跨部門環境、社會及管治工作小組，以確保不同部門於環境、社會及管治議題的有效合作。環境、社會及管治工作小組的成員由不同部門的管理層及普通員工組成。彼等負責協助董事會履行職責，監督本集團的環境、社會及管治相關議題。彼等的職責包括但不限於監督及評估本集團的環境、社會及管治相關政策、表現、管理方式、風險與機遇及優先事項。彼等亦檢討環境、社會及管治報告並就批准環境、社會及管治報告向董事會提出建議。環境、社會及管治工作小組至少每年舉行一次會議，並向董事會報告其對本集團環境、社會及管治表現的發現、建議及其他重大發現。

Looking ahead, the Board remains steadfast in promoting ESG principles to foster stable progress, aiming to furnish stakeholders with vital, trustworthy, consistent and comparative information. We are enthusiastic about the prospect of making more significant contributions to fostering a more prosperous, green and harmonious society.

## REPORTING PRINCIPLES

The Group places substantial emphasis on the principles of materiality, quantification and consistency in the preparation of this ESG Report. In alignment with the ESG Reporting Guide, we have applied these principles with the following elaboration:

- **Materiality:**

We have conducted a materiality assessment to pinpoint key ESG issues within the Reporting Period. These significant issues have been taken as the core focus in the creation of this ESG Report. The materiality of ESG issues was reviewed and confirmed by the Board and the ESG Working Group. For further details, please refer to the section headed “Stakeholder Engagement and Materiality Assessment”.

- **Quantitative:**

We disclose measurable environmental and social KPIs (“KPIs”) and set quantitative performance targets where applicable. The measurement standards, methodologies, assumptions and/or calculation tools of the KPIs in this report, as well as the source of the conversion factors used, have been explained in the corresponding context (where applicable).

- **Consistency:**

Unless otherwise stated, the preparation approach of this ESG Report is consistent in previous years. Changes that may affect a meaningful comparison with previous reports have been explained in the corresponding section.

展望將來，董事會將繼續推進環境、社會及管治方針以促進穩定的進步，為其持份者提供重要、可靠、一致、可作比較的信息。我們期待為創建更加繁榮、綠色和和諧的社會做出更大的貢獻。

## 匯報原則

在編製本環境、社會及管治報告過程中，本集團亦非常重視重要性、量化及一致性。本集團已根據環境、社會及管治報告指引應用該等匯報原則，詳情如下：

- **重要性：**

於報告期間已進行重要性評估，以釐定環境、社會及管治重要事宜，從而將確認的重大環境、社會及管治事宜作為編製本環境、社會及管治報告的重點。環境、社會及管治事宜的重要性已獲董事會及環境、社會及管治工作小組審閱並確認。進一步詳情請參閱「持份者參與及重要性評估」一節。

- **量化：**

本集團披露了可量化的關鍵績效指標（「KPIs」），並在適用的情況下設定了量化績效目標。有關本報告中KPIs的計量標準、方法、假設及／或計算工具、以及使用的轉換因子來源均已在相應位置（如適用）進行了說明。

- **一致性：**

除另有說明外，本環境、社會及管治報告的編製方法與式與往年保持一致，以進行比較。若存在可能影響與過往報告作有意義比較的變更，均已在對應位置進行了說明。

## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

To gain a comprehensive understanding of the ESG aspects of our operations, we consistently engage in two-way dialogue with both internal and external stakeholders to explore the potential environmental and social impacts of the Group. This communication not only allows us to effectively understand how sustainable issues affect them but also ensures that our decision-making is closely aligned with their actual needs.

We reach out to stakeholders through various channels, including meetings, interviews, direct mail, and employee performance evaluation discussions, ensuring that every stakeholder can participate. When reviewing our sustainability framework, materiality, and disclosures, we regularly reference industry peers and local and regional sustainability standards to ensure that our priorities and strategies remain relevant.

The Group firmly believes that regular communication with external and internal stakeholders is key to identifying opportunities and addressing related risks, which will further drive our sustainability efforts. The contributions of each stakeholder will help us enhance our environmental, social, and governance performance, which may otherwise be overlooked, and enable us to maintain business success in a challenging market. We look forward to creating a better future together through these efforts.

Stakeholders' expectations have been taken into consideration by utilizing diversified engagement methods and communication channels as shown below:

## 持份者參與及重要性評估

為了全面了解我們營運所涵蓋的ESG各方面，我們始終與內部及外部的持份者保持密切的雙向對話，深入探討本集團的潛在環境及社會影響。這樣的交流不僅讓我們更有效地理解可持續議題對他們的影響，也讓我們決策更加貼近實際需求。

我們透過多種渠道接觸持份者，包括會議、訪談、直接郵件及員工表現評核會談，確保每位持份者都能參與其中。在檢視我們的可持續發展框架、重要性及披露時，我們定期參考同行業及本地、區域性的可持續發展標準，以確保我們的優先考慮和策略具備相關性。

本集團堅信，定期與外部及內部持份者溝通是識別商機及應對相關風險的關鍵，這將進一步推動我們的可持續發展工作。每位持份者的貢獻都將幫助我們提升可能被忽視的環境、社會及管治表現，並使我們在充滿挑戰的市場中保持業務的成功。我們期待著，通過這些努力，能夠共同創造一個更加美好的未來。

本集團已透過利用下述多元化參與方式及溝通渠道顧及持份者期望：

Stakeholders 持份者	Concerns and Expectations 關注及期望	Communication Channels 溝通渠道
Shareholders and Investors  股東及投資者	<ul style="list-style-type: none"> <li>Compliant operation</li> <li>Risk management</li> <li>Anti-corruption</li> <li>Financial performance</li> <li>Corporate sustainability</li> <li>合規營運</li> <li>風險管理</li> <li>反貪污</li> <li>財務表現</li> <li>企業可持續發展</li> </ul>	<ul style="list-style-type: none"> <li>General meeting and other shareholder meetings</li> <li>Financial reports</li> <li>Announcement and circulars</li> <li>Company websites</li> <li>股東大會及其他股東會議</li> <li>財務報告</li> <li>公告及通函</li> <li>公司網站</li> </ul>

Stakeholders 持份者	Concerns and Expectations 關注及期望	Communication Channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> <li>• Equal opportunities</li> <li>• Employees' health and safety</li> <li>• Employees' development and training</li> <li>• Protection of employees' rights and interests</li> <li>• Working environment</li> <li>• 平等機會</li> <li>• 僱員健康及安全</li> <li>• 僱員發展及培訓</li> <li>• 保護僱員權利及權益</li> <li>• 工作環境</li> </ul>	<ul style="list-style-type: none"> <li>• On-job trainings</li> <li>• Mentoring by direct supervisor</li> <li>• Regular team sharing</li> <li>• Staff notice board</li> <li>• Staff Handbook</li> <li>• 在職培訓</li> <li>• 直接主管指導</li> <li>• 定期團隊共享</li> <li>• 員工公告欄</li> <li>• 員工手冊</li> </ul>
Hotel Guests 酒店房客	<ul style="list-style-type: none"> <li>• Protection of guests' interest and privacy</li> <li>• Compliant operation</li> <li>• Complaint handling</li> <li>• Hotel environment and hygienic management</li> <li>• 保護房客利益及隱私</li> <li>• 合規營運</li> <li>• 投訴處理</li> <li>• 酒店環境及衛生管理</li> </ul>	<ul style="list-style-type: none"> <li>• Customer service manager</li> <li>• The Group's online booking websites, hotline or email</li> <li>• Customer satisfaction survey</li> <li>• On-site enquiry and resolution</li> <li>• 客戶服務經理</li> <li>• 本集團在線預訂網站、熱線或電郵</li> <li>• 客戶滿意度調查</li> <li>• 實地查詢及解決方案</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>• Fair and open procurement</li> <li>• Stable business relationship</li> <li>• Sustainable development of supply chain</li> <li>• 公平公開採購</li> <li>• 穩定業務關係</li> <li>• 供應鏈可持續發展</li> </ul>	<ul style="list-style-type: none"> <li>• Tendering process</li> <li>• Supplier management meetings and events</li> <li>• On-site visits</li> <li>• Supplier evaluation</li> <li>• 投標程序</li> <li>• 供應商管理會議及事件</li> <li>• 實地視察</li> <li>• 供應商評估</li> </ul>
Government Bodies and Regulators 政府機構及監管機構	<ul style="list-style-type: none"> <li>• Compliant operation</li> <li>• Risk management</li> <li>• Payment of tax</li> <li>• 合規營運</li> <li>• 風險管理</li> <li>• 稅項支付</li> </ul>	<ul style="list-style-type: none"> <li>• The Group's secretary and in house solicitor</li> <li>• Legal executive</li> <li>• 本集團秘書及內部律師</li> <li>• 法律行政人員</li> </ul>

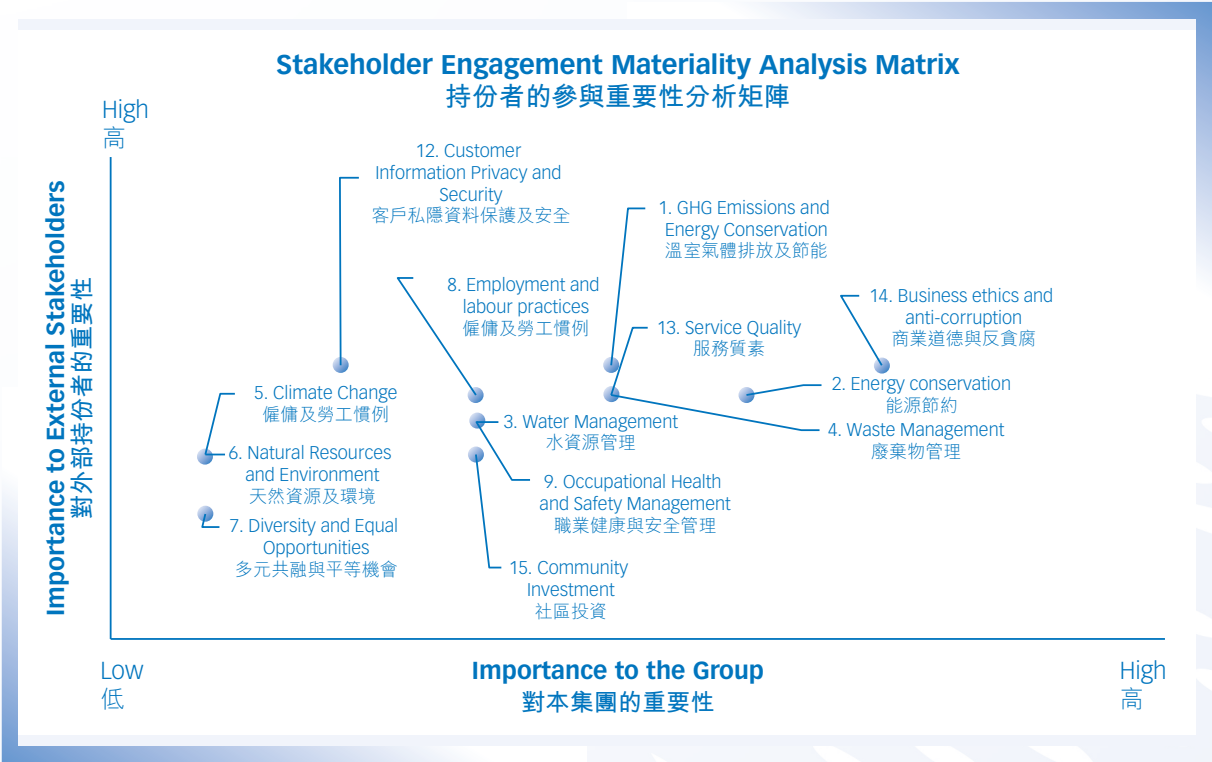


Given the substantial disparities in the ESG challenges and opportunities that businesses in various industries face due to differences in their operational models. The Group commits to a recurrent evaluation of pivotal issues pertinent to the interests of our stakeholders. This ensures that our priority setting resonates with stakeholder expectations. The Board and management team undertake regular scrutiny of critical sustainable development issues that are vital to the Group's functions and continual operations, assuring these issues receive the appropriate level of focus.

In the fiscal year of 2024, the Group re-evaluated the fifteen significant environmental, social, and governance issues from previous years. We believe that business ethics and anti-corruption, as well as energy conservation, are the key focus areas for this year. These issues not only pertain to our corporate image and social responsibility but also directly impact our sustainable development and long-term success. By placing greater emphasis on these issues, we aim to enhance business transparency, promote fair competition, and make a more significant contribution to energy saving and emission reduction. We will continue to strive to ensure that these core values are integrated into our daily operations and decision-making processes.

鑒於不同行業的企業所面對的環境、社會及管治挑戰與機遇因其業務模式的不同而存在顯著差異，故此本集團定期評估與持份者利益相關的重大議題，確保其優先序與持份者期望相符。我們的董事會與管理層會定期審視對集團業務和持續運作至關緊要的可持續發展課題，確保它們獲得應有的重視。

在二零二四年財政年度，本集團重新審視了往年的十五項重大環境、社會及管治議題。我們認為，商業道德與反貪腐以及能源節約是本年度的重點關注議題。這些議題不僅關乎我們的企業形象和社會責任，還直接影響到我們的可持續發展和長期成功。透過加強對這些議題的重視，我們希望能夠提升業務透明度，促進公平競爭，並在節能減排方面做出更大的貢獻。我們將持續努力，確保這些核心價值觀融入我們的日常運營和決策過程中。





## CREATING A GREENER ENVIRONMENT

The Group is committed to a vision of green development, striving to embed the principles of environmental protection deeply into our corporate culture. This ensures that our business growth and environmental conservation are mutually enhancing. As a corporate citizen, we fully recognize the environmental stewardship we must uphold and emphasize the necessity of protecting our environment to all team members and business partners in every aspect of our operations. To promote a green, low-carbon management strategy, we are dedicated to optimizing output while minimizing energy consumption, thus supporting the sustainable development journey towards an environmentally harmonious existence. We comply with all applicable environmental laws and regulations, including but not limited to the Environmental Protection Law of the People's Republic of China and the Solid Waste Pollution Prevention and Control Law of the People's Republic of China.

## RESPONDING TO CLIMATE CHANGE

Climate change is a significant challenge facing human society. We continue to enhance its climate risk management framework and actively responds to the national dual carbon goals. We follow the "IFRS S2 Climate related Disclosures" ("IFRS S2") published by the International Sustainability Standards Board to provide comprehensive disclosure of the Company's climate-related risk management and response measures, across four areas: governance, strategy, risk management, and metrics and targets.

### GOVERNANCE

We have established a comprehensive climate change governance system that clearly delineates the responsibilities for climate change management at various levels to advance the Group's "dual carbon" goals and address climate change initiatives. The Board of Directors, as the highest decision-making body for ESG governance, has incorporated climate change-related risks and opportunities into its regulatory scope. At the management and execution level, a cross-departmental ESG task force is responsible for leading the implementation of carbon reduction efforts, ensuring that carbon management matters are effectively integrated and routinely managed within various projects. This arrangement aims to ensure effective collaboration among different departments on environmental, social, and governance issues, collectively driving our climate strategy forward.

## 營造更綠色的環境

本集團踐行綠色發展的願景，致力於將環保理念深植於公司文化之中，使企業成長與環境保護兩者相得益彰。身為社會企業的一分子，我們清楚認識到自身肩負的環保使命，並在企業經營與發展的每日實踐中，向全體員工及我們的合作夥伴強調保護環境的緊迫性。我們積極推動綠色、低碳的經營策略，致力於在較低的能源消耗下實現產值的最大化，從而持續推進與環境和諧共處的可持續發展路徑。我們遵守相關環境法律法規以促進綠色環境，包括但不限於《中華人民共和國環境保護法》及《中華人民共和國固體廢物污染環境防治法》。

## 應對氣候變化

氣候變化是當今人類社會面臨的重大挑戰，我們深知其重要性，持續完善氣候風險策略體系，積極響應國家雙碳目標。我們依據國際可持續準則理事會的《國際財務報告可持續披露準則第2號—氣候相關披露》(「IFRS S2」)，在治理、策略、風險管理以及指標和目標四個領域，全面披露公司在氣候相關風險管理和應對措施方面的努力。

### 治理

我們已建立了一個完善的氣候變化治理體系，明確劃分各職級的氣候變化管理職責，以推進本集團的「雙碳」目標和應對氣候變化的工作。董事會作為ESG治理的最高決策機構，已將氣候變化相關的風險和機遇納入監管範疇。在管理和執行層面，由跨部門的環境、社會及管治工作小組負責牽頭減碳工作的執行，並確保碳管理相關事務在各項目中的具體落地和常規管理。這樣的安排旨在確保不同部門在環境、社會及管治議題上能夠有效合作，共同推動我們的氣候策略。

## STRATEGY

Our climate strategy adheres to the IFRS S2 standard and aims to comprehensively address the challenges posed by climate change. We begin by conducting regular climate risk assessments to thoroughly analyze the potential impacts of climate change on our business, and we develop corresponding response measures based on the assessment results. To achieve sustainable development, we have set specific carbon reduction targets and formulated detailed action plans to ensure the effective implementation of these goals.

Furthermore, we prioritize transparency by regularly reporting our progress on climate strategy to stakeholders, ensuring clarity and comparability of information. We also actively engage with stakeholders to understand their needs and expectations, incorporating their feedback into our climate strategy. Through these comprehensive measures, we hope to effectively respond to climate change while promoting sustainable development for our business, making a positive contribution to society and the environment, and laying a solid foundation for future prosperity.

## RISK MANAGEMENT

As the risks and challenges posed by climate change to the global economy grow increasingly severe, it is highly likely that such risks could have a detrimental impact on the Group's operations. Therefore, we have developed a climate change policy to identify related risks and opportunities, and to devise corresponding mitigation plans and measures.

### *Physical Risks*

When it comes to physical risks, climate change is expected to lead to more frequent and intense extreme weather events such as hurricanes, heavy rainfall, and flooding. These events could cause considerable damage to buildings and stored products, resulting in economic losses, interrupted logistics and supply chains, and increased costs for repairing or restoring damaged facilities. Moreover, extreme weather may also hinder travel, affecting the number of customers at our hotel operations and potentially endangering the safety of our clients and staff. To counteract this, the Group is undergoing a rapid transformation to become smarter, greener, and to provide a safer environment for employees and customers. This transition enhances the Group's sustainability and reaffirms our commitment to resource management and environmental protection.

## 策略

我們的氣候策略遵循IFRS S2標準，旨在全面應對氣候變化帶來的挑戰。我們首先會定期進行氣候風險評估，深入分析氣候變化對業務的潛在影響，並根據評估結果制定相應的應對措施。為了實現可持續發展，我們設定了具體的減碳目標，並制定詳細的行動計劃，以確保這些目標的有效落實。

此外，我們重視透明度，會定期向持份者報告在氣候策略方面的進展，確保信息的清晰和可比性。我們也積極與利益相關者進行溝通，了解他們的需求和期望，並將這些反饋納入我們的氣候策略中。通過這些綜合措施，我們希望能夠在應對氣候變化的同時，推動企業的可持續發展，為社會和環境做出積極的貢獻，並為未來的繁榮奠定堅實的基礎。

## 風險管理

隨著氣候變化對全球經濟造成日益嚴重的風險與挑戰，此等風險極可能對本集團業務造成負面影響。因此，我們制定了氣候變化政策，以識別與此相關的風險及機會，並擬定相應緩解計劃及措施。

### *實體風險*

在實體風險方面，氣候變化預期會引起更頻繁且強度更大的極端天氣事件，如颶風、極端降雨事件、潮汐與洪水等。該等事件可能對建築設施與存儲產品的資產造成顯著的損壞，從而導致經濟上的損失、中斷物流與供應鏈，且增加修繕或恢復受損設施的成本。此外，極端的氣候也可能妨礙出行，影響酒店業務的客源量，更可能危及我們的消費者與員工的安全。因此，我們集團正在快速轉型成更智能化、更環保，並為員工與顧客提供更安全的環境。此舉使我們的企業更為可持續，履行對資源管理及環境保護的承諾。

## Transition Risks

Regarding transition risks, in a proactive response to the challenges brought about by the Paris Agreement, governments around the world have pledged their commitment to achieving the grand target of carbon neutrality. Meanwhile, the Hong Kong Stock Exchange has increased the requirements for listed companies to disclose detailed climate-related information in their environmental, social and governance reports.

Should our Group fail to meet these increasingly stringent climate change compliance standards, we may face claims and litigation, damaging our brand and reputation. Moreover, the financial pressure to comply with these regulations might also increase. In order to manage these potential risks, we are continuously monitoring existing and emerging trends, policies and regulations related to climate change, ensuring timely adaptation and response to avoid any damage to the Group reputation.

Our aim is to ensure that by 2030 or sooner, the Group's greenhouse gas emissions will meet or exceed the ever-rising regulatory standards set by local governments. To achieve this, we are consistently improving the efficiency of our energy use and implementing effective management systems, not only enhancing operational efficiency but also strengthening the Group's reputation. Through these efforts, we anticipate that while fostering business growth, we will also combat the challenges of climate change and protect our environment for future generations.

## METRICS AND TARGETS

The Board has established specific ESG goals. With the backing of our ESG working group and a spirit of interdepartmental collaboration, we vigilantly monitor the progress towards these goals, reviewing them in detail at least annually. Our vision is aligned with the national agenda for sustainable development. We actively align with the nation's "Dual Carbon" targets and are transforming our operational models in key regions to foster the shift towards a low-carbon economy.

We have established the following objectives to minimize the environmental impact of our Group and its operations. To track environmental performance, the Group regularly reviews the progress of these environmental goals.

## 過渡風險

為積極響應《巴黎協定》所帶來的環境挑戰，世界各地政府紛紛提出承諾，致力於實現碳中和的宏大目標。與此同時，香港交易所加大了對上市公司的要求，要求他們必須在環境、社會及治理報告中詳細揭露氣候相關的信息。

如果本集團未能滿足這些日益嚴格的氣候變化合規標準，我們可能會面臨索賠和訴訟，這將對我們的品牌和聲譽造成傷害。此外，遵守這些規定的財政壓力也可能隨之增加。為了應對這些潛在的風險，我們正持續地監控與氣候相關的現有及新興趨勢、政策和法規，確保及時地作出適應和回應，以避免對公司聲譽造成任何損失。

我們的目標是致力於在二零三零年或之前，確保本集團在溫室氣體排放量方面達到或超越地方政府不斷提升的法規標準。為此，我們正不斷改善能源的利用效率，並實施有效的管理系統，不僅提升了經營效能，也同時鞏固了集團的聲譽。藉由這些努力，我們期待在促進商業增長的同時，亦能對抗氣候變遷挑戰，並為我們的子孫後代保護環境。

## 指標和目標

董事會已設立具體的環境、社會及管治目標，在環境、社會及管治工作小組的支持下，秉持跨部門合作的精神，密切監察目標的達成情況，並至少每年進行一次這些目標的詳細審視。我們的遠景與國家可持續發展的大軌道保持一致，積極對應國家提出的「雙碳」目標，並在主要業務運行地域試行經營模式的轉變，以助力低碳經濟發展的深度變革。

我們制定以下目標以減低本集團及其業務對於環境影響。為追蹤環境表現，本集團定期檢討環境目標的進度。



Area 範疇	Sustainable Development Goals 可持續發展目標	Progress 進展
Waste Management 廢棄物管理	To organizing at least one waste reduction activity in every year 每年組織至少一次減廢活動	The Group have proactively advocated reduction of usage among all employees in the daily operations 已於日常營運積極向各員工宣揚減少利用
Energy 能源	To organizing at least one energy conservation activity in every year 每年至少組織一次節能活動	The Group have proactively advocated for less energy usage among all employees in our daily operations 已於日常營運積極向各員工宣揚減少耗電
Water 耗水	In 2021, the Group has set a target to reduce water consumption by 3% by 2026 compared to 2021 二零二六年將用水量較二零二一年減少3%	In Progress 進行中
Compliance 合規	To align with stricter standards by 2030 and aspire to carbon neutrality by 2050 於二零三零年或之前遵守地方政府制定的更嚴格要求，並於二零五零年實現碳中和。	The Group consistently closely monitor and comply with the latest environmental laws and regulations 一直密切監視和遵守最新的環境法律法規

## EMISSIONS

The Group has implemented an Environmental Policy to manage its impact on the environment actively, with a strong focus on reducing emissions. In its business activities and workplaces, the Group is committed to protecting the environment by enforcing control and monitoring measures. The policy mentioned specifically requires the Group to reducing greenhouse gas ("GHG") and other forms of emissions, reinforcing the reuse and recycling of resources and effectively minimizing waste to alleviate the environmental burden.

## 排放

為了全面管理對環境所造成的影響，本集團已落實環境政策並注重減少對環境的各種排放。本集團透過就其業務活動及工作場所實施控制及監控措施，致力保護環境。該政策旨在減少溫室氣體（「溫室氣體」）及其他廢氣排放，竭力推行資源的再生利用，務求對廢物進行有效的減量處理，進一步減輕對環境的負擔。

During the Reporting Period, the Group was not aware of any material non-compliance with environmental related laws and regulations, including but not limited to the Waste Disposal Ordinance of Hong Kong, the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on Prevention and Control of Environmental Noise Pollution, the Law of the People's Republic of China on Prevention and Control of Water Pollution, and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes that would have a significant impact on the Group.

## AIR EMISSIONS

As economic activities continue to grow, air pollution has become a significant environmental challenge faced by the region where our company is located. In response to this challenge, the Group is actively committed to controlling and reducing exhaust emissions, viewing it as an essential part of our environmental responsibility.

The fuel consumption generated by the vehicles we operate is the primary source of our exhaust emissions. To effectively reduce these emissions, we are dedicated to minimizing unnecessary business travel, thereby lowering fuel consumption and further reducing air pollution. We encourage our employees to utilize non-face-to-face communication methods, such as conference calls or emails, to lessen the environmental impact of travel.

In cases where business travel is unavoidable, we advocate for employees to prioritize the use of public transportation and choose nearby destinations. Through these measures, we are collectively working to contribute to environmental protection. It is encouraging to note that our exhaust emissions have shown a downward trend compared to previous years, reflecting the results of our ongoing efforts. We believe that only through continuous improvement and innovation can we make a greater contribution to future environmental protection.

於報告期間，本集團並不知悉任何嚴重違反環境相關法律及法規的情況，包括但不限於對本集團產生重大影響的《香港廢物處置條例》、《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國環境噪音污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》。

## 廢氣排放

隨著經濟活動的持續增長，空氣污染已成為本公司所在地區面臨的一項重大環境挑戰。面對這一挑戰，本集團積極承諾控制和減少廢氣排放，將其視為我們環境責任的重要組成部分。

我們運營的車輛所產生的燃料消耗，是廢氣排放的主要來源。為了有效降低這些排放，我們致力於減少不必要的差旅，從而降低燃油消耗，進一步減少空氣污染。我們鼓勵員工採用電話會議或電子郵件等非面對面的溝通方式，以減少旅行對環境的影響。

在不可避免需要出差的情況下，我們倡導員工優先考慮使用公共交通工具，並選擇近距離的目的地。通過這些措施，我們共同努力，為保護環境貢獻一份力量。值得欣慰的是，我們的廢氣排放量較往年均顯示出下降的趨勢，這是我們持續努力的成果。我們相信，只有通過不斷的改進與創新，才能為未來的環境保護作出更大的貢獻。

The following table shows the Group's air emissions:

下表顯示本集團廢氣排放表現：

Air emissions <sup>1</sup> 廢氣排放 <sup>1</sup>	Unit 單位	2024 二零二四年	2023 二零二三年
Nitrogen Oxides 氮氧化物	g 克	817.59	1,065.82
Sulphur Oxides 硫氧化物	g 克	20.64	29.45
Particulate Matter 顆粒物	g 克	60.20	78.47

Note(s):

附註：

- The calculation method of air emissions and the related emission factors refer to the How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs published by the Stock Exchange of Hong Kong Limited in 31 December 2024.

- 廢氣排放的計算方法及車輛排放因子參考香港聯合交易所有限公司於2024年12月31日刊發之《如何準備環境、社會及管治報告》之《附錄二：環境關鍵績效指標彙報指引》。

## GHG EMISSIONS AND ENERGY CONSERVATION

## 溫室氣體排放與節約能源

On this globally collaborative stage, enterprises and organizations from various countries must collectively assume the responsibility of addressing the severe challenges posed by global climate change. This commitment is not only a pledge to the environment but also a responsibility towards future generations.

在這個共同參與的全球舞台上，各國企業與組織必須共同承擔起應對全球氣候變遷所帶來的嚴峻挑戰的責任。這不僅是對環境的承諾，更是對未來世代的負責。

The primary greenhouse gas emissions of our group stem from the gasoline and diesel consumed by our owned vehicles (Scope 1) and the electricity we purchase (Scope 2). In response to local government emission reduction requirements, we have implemented a series of proactive measures to reduce emissions resulting from electricity purchases and to enhance energy efficiency. This commitment not only reflects our dedication to resource conservation but also demonstrates our proactive stance against climate change. In our daily operations, we prioritize the efficiency of every drop of fuel used and every kilowatt of electricity consumed. During the Reporting Period, we have implemented the following energy-saving measures:

本集團的主要溫室氣體排放來自於公司自有車輛所消耗的汽油和柴油（範圍1），以及購買的電力（範圍2）。為了響應地方政府的減排要求，我們採取了一系列積極措施，以降低因電力購買而產生的排放，並提升能源使用效率。這不僅是我們對資源節約的承諾，也體現了我們對抗氣候變遷的積極態度。在日常運營中，我們重視每一滴燃料的使用效率和每一度電的消耗。在報告期內，我們已實施以下節能措施：

- Utilising energy-efficient office equipment and lighting, switched on only when necessary and off post-use;
- 使用高能效辦公設備和照明，確保僅在需要時才開啟，及於使用後關閉；
- Establish multi zone lighting controls;
- 實施分區照明控制系統；



- Encourage staff to switch off their personal lighting devices when leaving their desks for an extended time;
- Equipping hotel control rooms with air-conditioner timers to maximise energy savings;
- Replace lighting in hotel with light emitting diode ("LED") energy-saving lighting; and
- Require electrical equipment to be shutdown promptly when not in use.
- 鼓勵員工於離開座位較長時間時關閉個人照明設備；
- 在酒店客房中安裝集中控制的空調定時器，以節省能耗；
- 酒店照明全部更換為發光二極體（「LED」）節能燈具；及
- 確保閒置電器設備能夠及時被關閉。

The following table shows our GHG emissions and energy consumption performance:

下表顯示我們的溫室氣體排放量和能源使用量表現：

GHG Emissions <sup>2</sup> 溫室氣體排放 <sup>2</sup>	Unit 單位	2024 二零二四年	2023 二零二三年
Scope 1 範圍1	tCO <sub>2</sub> e 二氧化碳當量（公噸）	42.30	55.73
Scope 2 範圍2	tCO <sub>2</sub> e 二氧化碳當量（公噸）	1,329.95	1,475.47
Scope 3 範圍3	tCO <sub>2</sub> e 二氧化碳當量（公噸）	53.10	81.65
<b>Total GHG Emissions</b> 溫室氣體排放總量	tCO <sub>2</sub> e 二氧化碳當量（公噸）	<b>1,425.35</b>	1,612.85
<b>Total GHG Emissions Intensity<sup>3</sup></b> 溫室氣體總密度 <sup>3</sup>	tCO <sub>2</sub> e/employee 二氧化碳當量（公噸）／僱員	<b>12.61</b>	12.13

Energy Consumption <sup>4</sup> 能源使用 <sup>4</sup>	Unit 單位	2024 二零二四年	2023 二零二三年
<b>Direct Energy Consumption</b> 直接能源			
– Petrol Consumption – 汽油消耗量	MWh 兆瓦時	13.61	19.42
– Natural Gas Consumption – 天然氣消耗量	MWh 兆瓦時	189.96	248.26
<b>Indirect Energy Consumption</b> 間接能源			
– Electricity Consumption – 電力消耗	MWh 兆瓦時	2,330.47	2,537.65
<b>Total Energy Consumption</b> 能源消耗總量	MWh 兆瓦時	<b>2,534.04</b>	2,805.33
<b>Total Energy Consumption Intensity</b> 能源消耗總量密度	MWh/employee 兆瓦時／僱員	<b>22.43</b>	21.09

Note(s):

2. GHG emissions data is presented in terms of tonnes of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by SEHK, the "Global Warming Potential Values" from the IPCC Sixth Assessment Report (AR6), the "The Notice on Enhancing the Management on the Task of 2023–2025 Electric-generating Industries Cooperates GHG Emissions Report" published by the Ministry of Ecology and Environment of the People's Republic of China, Sustainability Report 2023 published by the HK Electric Investments and the HK Electric Investments Limited.
3. As at 31 December 2024 and 31 December 2023, the Group had 112 and 133 employees in total respectively. The data is also used for calculating other intensity data.
4. The calculation of unit conversion is based on "Energy Statistics Manual" issued by the International Energy Agency.

附註：

2. 溫室氣體排放數據以二氧化碳當量(公噸)呈列，並基於(但不限於)世界資源研究所及世界可持續發展工商理事會發佈的《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》、聯合國政府間氣候變化專門委員會發佈《第六次評估報告》(AR6)的「全球變暖潛能值」及中華人民共和國生態環境部發佈《關於做好2023–2025年發電行業企業溫室氣體排放報告管理有關工作的通知》、港燈電力投資及港燈電力投資有限公司發佈的二零二三年可持續發展報告。
3. 截至二零二四年十二月三十一日止年度和二零二三年十二月三十一日止年度，本集團的僱員總數分別為112人和133人。此資料亦會用作計算其他密度資料。
4. 單位換算的計算基於國際能源署發佈的「能源統計手冊」。

## WATER MANAGEMENT

Water scarcity and pollution have escalated into significant global issues, adversely impacting health, food supplies, and triggering a range of ecological crises, among others. In response, the Group is committed to conserving water throughout our daily operations and seeking innovative ways to reduce water wastage. The Group's water resources are managed by designated personnel, and we have implemented a comprehensive suite of environmental policies aimed at responsible water resource management and minimizing wastewater discharge.

With respect to protecting our precious water resources, we advocate for our employees to make prudent use of water and endeavor to limit waste. To enhance water efficiency, our actions include displaying water conservation prompts at points of use. We also ensure regular inspections of pipes and taps by designated staff to address leaks and drips in a timely fashion, and we enforce a policy of shutting off taps when not in use to eliminate wastage. Additionally, we provide education to our employees and visitors about conserving water, including organizing related activities to reinforce the importance of water conservation awareness.

## 水資源管理

水資源的短缺與污染現已成為影響全球的重大議題，這不僅嚴重影響健康和糧食供應，更可能觸發一系列生態危機。鑒於這個狀況，本集團在日常營運中致力於水資源的節約，從多方面探索更多方法以減少水浪費。本集團內所有水資源均由指定人士監管，並且我們還制定了一系列的環保政策，旨在有效控制水資源的運用和減少廢水的排放。

在水資源保護方面，我們積極倡導員工合理利用水資源，並盡最大的努力減少浪費。為提升用水效率，我們採取了一系列行動，包括在用水場所貼上節水提示標誌。另外，我們還安排專人定期檢查水管和水龍頭等設施，以確保能夠及時發現並修復任何滴漏問題，我們致力於做到「不讓無人之水流失」，徹底杜絕任何的水資源浪費。同時，我們也對員工和訪客進行節水教育，例如組織節水活動，以強化節水的意識。

Since the inclusion of water expenses for our Hong Kong head office operations within the office building’s maintenance fees, the Group currently cannot determine the exact water usage at the head office. The table below presents the water consumption and sewage data for our hotel operations in mainland China. Owing to the Group’s geographic position, there are no difficulties in sourcing water. The Group will persist in monitoring and examining our water use.

因應我們在香港總部的業務水費已涵蓋在辦公大樓的維修成本之中，我們目前無法準確估計香港總部的實際用水量。下表中展示了我們在中國內地酒店業務運營的耗水和污水數據。由於本集團經營所在的地理位置，在求取適用水源方面並無任何問題。我們將繼續密切監控用水情況，持續關注水資源的使用。

The following table shows the Group’s water consumption performance: 下表顯示本集團水資源使用表現：

Water Consumption 水資源使用	Unit 單位	2024 二零二四年	2023 二零二三年
Water Consumption 用水量	m <sup>3</sup> 立方米	35,708	41,841
Water Consumption Intensity 用水量密度	m <sup>3</sup> /employee 立方米／僱員	316.00	314.59
Sewage Generation 污水量	m <sup>3</sup> 立方米	35,708	41,841

### WASTE MANAGEMENT AND REDUCTION

### 廢物管理及減廢

We work diligently in reducing the waste produced from operations by sorting waste, and reusing materials wherever possible. We recognize the importance of waste reduction and waste separation at source for recycling. The Group has also implemented waste reduction measures as below:

我們致力透過廢物分類及將物料循環再用，盡可能減少營業中所產生的廢物。我們明白減廢及從源頭進行廢物分類作回收的重要性。本集團亦已落實以下減廢措施：

- Use electronic means (e.g. email) for communication;
  - Print only when necessary and reuse single-sided printed paper and stationeries;
  - Collect used paper for recycling;
  - Return used toners of laser printers to suppliers for recycling;
  - Set up green trays next to photocopiers and LAN printers to facilitate printing on single-side used paper; and
  - Collect and recycle leftovers at our restaurants.
- 通過電子通訊方式（如電郵）減少紙張消耗；
  - 僅會於有必要時進行打印，並將單面印刷紙張及文具循環再用；
  - 收集用過的紙張循環再用；
  - 將已使用的鐳射列印機色碳粉盒，交回供應商循環再用；
  - 在影印機及網絡列印機旁設置環保箱，方便利用經單面使用的紙張列印；及
  - 收集和回收我們餐廳的剩餘食物。



Due to the Group's business nature, no significant amount of hazardous waste was generated during the Reporting Period. Should any hazardous waste be produced, the Group will assign a professional third-party to dispose of such waste in accordance with the relevant environmental regulations and laws.

鑑於其業務性質，本集團於報告期間並無產生大量有害廢棄物。若有任何危險廢棄物產生，本集團會指派專業的第三方公司處理該廢棄物，並遵守相關環境規則及法規。

The following table shows the Group's non-hazardous waste performance:

下表顯示本集團無害廢棄物表現：

Type of Non-hazardous Waste 無害廢棄物類型	Unit 單位	2024 二零二四年	2023 二零二三年
Food Waste 廚餘	tonnes 公噸	120.50	243.50
Paper 紙張	tonnes 公噸	0.42	0.46
Total Non-hazardous Waste 無廢棄物總量	tonnes 公噸	120.92	243.96
Non-hazardous Waste Intensity 無害廢棄物密度	tonnes/employee 公噸／僱員	1.07	1.83

## NATURAL RESOURCES AND ENVIRONMENT

## 天然資源及環境

As we benefit from the natural environment and its resources, it is incumbent upon us to uphold our responsibility to protect and cherish these assets. The Group has implemented a range of measures to minimize our business operations' impact on the natural environment. In keeping with our environmental strategy and policy, the Group is dedicated to instituting environmentally friendly commercial practices. We strive to enhance our employees' environmental consciousness through education and training, and we rigorously adhere to environmental laws and regulations to foster a sustainable green environment.

在享受自然資源與環境所帶來的利益的同時，我們也承擔著保護和珍惜這些資源的重責大任。本集團已採取多種措施盡量減少業務營運對自然環境的負面影響。為使本集團的環保戰略與環境政策保持一致，本集團致力於通過引入環境友好的商業慣例。同時，致力於增進僱員的環保意識、教育培訓，並恪守與環境相關的法律法規，以促進可持續綠色環境的發展。

In addition, the Group also cooperates with both the Provincial Association of Environmental Protection and the Municipal Association of Environmental Protection in Mainland China to environmental conservation, thereby strengthening our employees' commitment to environmental stewardship. We incorporate environmental conservation principles into our employee training programs and convey the significance of carbon footprint reduction to our suppliers and customers. This broadens the understanding and implementation of environmental protection across our entire value chain.

此外，本集團與中國內地省環保協會、市環保協會等合作，開展環保法律與法規的教育工作，強化僱員對環境保護的認知。我們還把環保理念融合進公司僱員的培訓體系中，並在供應商和顧客之間宣傳減排碳足跡的重要性，從而在整個價值鏈中增進相關利益方對環保的理解和實踐。

By quantifying our material consumption, we can assess our environmental conservation performance accurately and aim to decrease resource usage and waste generation through reduced consumption and enhanced recycling efforts. For the measures to reduce waste and the Group's material consumption performance, please refer to the section "Waste Management and Reduction". Due to the nature of its business, the Group does not consume large quantities of packaging materials. The use of such materials is not considered a material issue within the Group's ESG framework.

## SOCIAL PERFORMANCE

### EMPLOYMENT AND LABOR PRACTICES

Our employees are one of the Group's most valuable assets, and fostering harmonious employment relationships is a vital foundation for the Group's stable and forward progression. In recognition of this, we have established comprehensive remuneration frameworks and benefits policies, which guarantee all our staff members receive fair and equitable treatment.

The Group upholds a policy of equal opportunity in employment; we do not discriminate against any job applicants based on gender, age, disabilities, or ethnicity. We have a zero-tolerance policy towards any form of discrimination, including biases against race, gender, religion, national origin, physical or mental disabilities, age, sexual orientation and gender identity during the recruitment process and within the workplace. Every applicant meeting the job specifications is considered for employment. Employee promotions are based solely on job performance, experience, and individual competencies, with no influence from other personal circumstances such as marital status or health condition. The Group places a high value on the work-life balance which is vital to our employees' overall well-being. Thus, the Group never forces employees to work overtime.

通過量化物資的消耗，我們可以準確評估集團的環境保護成效，並透過減少材料使用及加強回收工作，盡量降低資源消耗和廢料排放。有關減少廢物的措施及本集團的材料消耗表現，請參閱「廢物管理及減廢」一節。由於本集團的業務性質，所消耗的包裝材料數量並不重大。

## 社會表現

### 僱傭及勞工常規

員工是本集團最珍貴的資產之一，建立和維護和諧的僱傭關係，是本集團穩定向前發展的重要基石。為此，本集團制定了完善的薪酬體系及福利政策，以確保每位僱員都獲得公平合理的對待。

本集團堅持平等聘用原則，所有求職者無論性別、年齡、身體障礙及種族等都享有公平的聘用機會。我們嚴禁在招募過程或工作場所內發生任何形式的歧視，包括種族、性別、宗教、國籍、身體或精神殘疾、年齡、性取向和性別認同的歧視。凡符合公司工作要求的求職者，都有機會被聘用。僱員晉升僅基於其工作表現、經驗及個人能力，其他因素如婚姻及身體狀況等均不會影響員工的晉升機會。為了員工的身心健康，我們重視工作與生活的平衡，絕不會強迫員工超時工作。

We provide good working environment, including a workplace free from discrimination and harassment, and provide equal opportunities for all employees along with competitive remuneration. The Group has formulated remunerations and benefits in strict compliance with relevant laws and regulations. Our remuneration benefits include allowances, holidays and pensions. Discretionary bonus scheme is also in place to reward employees with outstanding performance. We also provide paid wedding leave, causal leave and compassionate leave in addition to those stipulated under the Employment Ordinance of Hong Kong. The Group is also paying for the retirement benefit plans of employees in Hong Kong and Mainland China. Employees in Hong Kong are participating in a mandatory provident fund scheme under the Hong Kong Mandatory Provident Fund Schemes Ordinance, while the employees in Mainland China are members of a state- managed retirement benefit plan operated by the government of Mainland China.

During the Reporting Period, the Group was not aware of any material non-compliance with employment-related laws and regulation, including but not limited to the Hong Kong Employment Ordinance, the Hong Kong Disability Discrimination Ordinance, and the Labor Law of the People's Republic of China that would have a significant impact on the Group.

As at 31 December 2024, total employees of the Group are 112 employees. The number of employees by geographical region, gender, age group, and employment type are as follow:

本集團為僱員提供一個優質的工作環境，包括一個無歧視和無騷擾的工作空間，並為所有僱員提供公平的發展機會和具市場競爭力的薪酬。在制定酬金和福利政策時，我們嚴格遵從相關的法律規定。我們提供的薪酬福利包括津貼、假期及退休金，並設有酌情花紅計劃獎勵表現傑出僱員。除香港僱傭條例所訂明的假期外，我們亦提供有薪婚假、臨時事假及恩恤假。此外，本集團亦為香港及中國內地的僱員支付退休福利計劃。香港的僱員參與根據香港強制性公積金計劃條例制定的強制性公積金計劃，而中國內地僱員則為中國內地政府運作的國家管理退休福利計劃的成員。

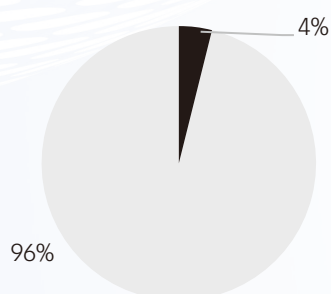
於報告期間，本集團並不知悉任何嚴重違反僱傭相關法律法規而對本集團產生重大影響，包括但不限於《香港僱傭條例》、《香港殘疾歧視條例》及《中華人民共和國勞動法》。

截至二零二四年十二月三十一日，本集團共僱用112名僱員。按地區、性別、年齡組別及僱傭類型劃分的僱員人數如下：

The total turnover rate of the Group's employees in 2024 is 23.01%<sup>5</sup>. The turnover rate by geographical region, gender and age group are as follows:

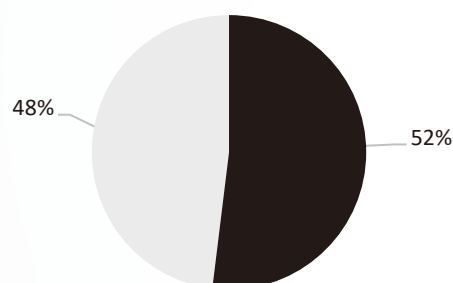
二零二四年本集團僱員總流失率為23.01%<sup>5</sup>。按地區、性別及年齡組別劃分的流失率如下：

### Breakdown by Geographical Region 按地區劃分



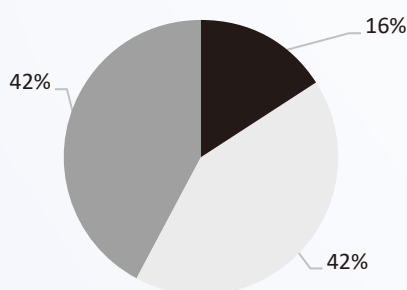
■ Hong Kong 香港  
■ Mainland China 中國內地

### Breakdown by Gender 按性別劃分



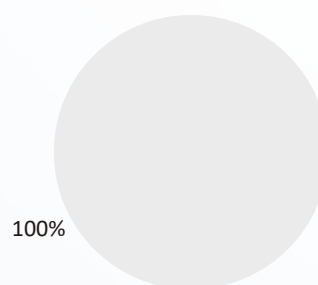
■ Female 女性  
■ Male 男性

### Breakdown by Age Group 按年齡組別劃分



■ Age <30 30歲以下  
■ Age 30-50 30歲至50歲  
■ Age >50 50歲以上

### Breakdown by Employment Type 按僱傭類型劃分



■ Part-time 兼職  
■ Full-time 全職

Note(s):

5. Employee turnover rate = Number of employees leaving employment during the financial year / Total number of employees at the end of the financial year \* 100%.

附註：

5. 僱員流失率 = 財政年度內離職的僱員人數 / 財政年度末僱員總數 \* 100%。



## Turnover Rate<sup>6</sup> 流失率<sup>6</sup>

<b>(a) Breakdown by Geographical Region</b>		<b>(a) 按地區劃分</b>	
Hong Kong		香港	20.00%
Mainland China		中國內地	23.15%
<b>(b) Breakdown by Gender</b>		<b>(b) 按性別劃分</b>	
Female		女性	16.95%
Male		男性	29.63%
<b>(c) Breakdown by Age group</b>		<b>(c) 按年齡組別劃分</b>	
Age<30		30歲以下	11.11%
Age 30–50		30歲至50歲	37.50%
Age>50		50歲以上	12.77%

Note(s):

附註：

6. Employee turnover rate = Number of employees leaving employment during the financial year (by category)/Total number of employees at the end of the financial year (by category) \*100%.

6. 僱員流失率=財政年度內離職的僱員人數(按類別)/財政年度末僱員總數(按類別)\*100%。

## OCCUPATIONAL HEALTH AND SAFETY

## 職業健康及安全

Ensuring the health and safety of our employees is one of our prime responsibilities. We are committed to providing our employees with a safe working environment and enhancing their safety awareness by sharing safety information.

確保員工的健康與安全是我們的首要責任之一。我們致力於為員工提供一個安全的工作環境，並通過分享安全資訊來提升他們的安全意識。

The Group has established equipment safety procedures and operation instructions to guide employees in safe operational practices. These instructions and procedures are posted in the offices and operational areas of our hotels to remind employees of the safety protocols for each operational process. Additionally, the Group provides appropriate protective measures for employees in higher-risk positions to reduce the risk of occupational accidents and injuries.

本集團已制定設備安全程序和操作指引，以指導員工安全地執行各項操作。這些指示和程序已在本集團的辦公室及酒店作業區域張貼，提醒員工遵循每個操作流程的安全規範。此外，我們還為面對高風險職務的員工提供適當的保護措施，以降低職業安全事故和受傷事件的風險。

No work accidents related to serious injuries or property damage and zero lost day due to work injury has been reported to our management during the Reporting Period. Also, there is no work-related fatalities occurred in each of the past three years, including the Reporting Period. Furthermore, during the Reporting Period, we were not subject to any claims arising from any material accidents involving personal injuries or death or property damage that had a material adverse effect on our business, financial condition or results of operation. The Group was not aware of any material non-compliance with health and safety-related laws and regulations including but not limited to the Occupational Safety and Health Ordinance of Hong Kong, the Labor Law of the People's Republic of China, the Production Safety Law of the People's Republic of China, the Prevention and Treatment of Occupational Diseases, and the Fire Protection Law of the People's Republic of China that would have a significant impact on the Group during the Reporting Period.

The Group is also highly concerned about the physical and mental health of its employees. Therefore, in addition to providing comprehensive physical examinations, it regularly organizes various activities to encourage employees to come together after work. These activities not only enhance communication among employees and between departments but also foster team spirit and create a pleasant and harmonious work atmosphere.

During the Reporting Period, the Group invited the local fire station to conduct a fire safety education training event for the hotel staff. Employees from different departments learned about relevant laws and regulations regarding fire safety, fire safety measures in daily life, and the causes of fire accidents through case studies. This training significantly raised the employees' awareness and knowledge of fire safety, ensuring their safety in the workplace.

## DEVELOPMENT AND TRAINING

To enable our talents to develop themselves to their fullest potential and provide them with the essential skill sets to deliver the best possible service, a comprehensive development plan has been established.

於報告期間，我們的管理層概無接獲涉及因工重傷或財物損毀的意外報告，因工傷損失工作日數為零。我們於包括報告期間在內過去三年亦概無接獲因工亡故的意外報告。此外，報告期間並無因涉及任何人身傷亡或財物損毀的嚴重意外而產生任何索償，而致使我們的業務、財務狀況或經營業績受到重大不利影響。於報告期間，本集團並不知悉任何嚴重違反健康及安全相關法律法規而對本集團產生重大影響的情況，包括但不限於《香港職業安全及健康條例》、《中華人民共和國勞動法》、《中華人民共和國安全生產法》、《職業病防治法》、《中華人民共和國消防法》。

本集團對員工的身心健康高度重視，因此除了每年為員工提供全面的職工體檢外，我們還定期舉辦各類聯誼活動，讓員工在工作之餘能夠聚首一堂。這些活動不僅促進了員工之間及各部門之間的溝通，還增強了團隊精神，營造出愉快而和諧的工作氛圍。

在報告期間，我們特別邀請了當地消防局為酒店員工舉辦消防安全教育培訓活動。來自不同部門的員工通過案例學習，深入了解消防安全的相關法律法規、日常生活中的消防安全措施以及火災事故的成因。此次培訓顯著提升了員工的消防安全意識和知識，為他們的安全保駕護航。

## 發展及培訓

我們已制定全面的發展計劃，使我們的人才能發揮最大潛能，以及讓彼等擁有必要的技能交出最佳的服務。

To ensure the effectiveness of our training programs, the Group has laid down a Development and Training Policy to administer and control the training related procedures. The Group provides diversified on-the-job training based on the needs of respective positions and the talents of employees. We provide them with all- rounded development opportunities and develop their potentials in different positions.

During 2024, there are approximately 97.35%<sup>7</sup> of the Group's employees received training and the average training hours per employee is approximately 6.09<sup>8</sup> hours. The breakdown of staff members received training and average training hours completed per employee are as follows:

為確保培訓計劃的有效性，本集團制定一項發展及培訓政策，以管理及控制培訓相關程序。本集團根據僱員的職位及專長提供多元化的在職培訓。我們為彼等提供全面的發展機會，並發掘彼等於不同職位的潛力。

二零二四年，本集團約97.35%<sup>7</sup>的僱員接受培訓，每名僱員的平均培訓時間為6.09<sup>8</sup>小時。接受培訓的員工及每名僱員完成的平均培訓時間細分如下：

		Breakdown of Employees Trained <sup>9</sup> 受訓員工細分 <sup>9</sup>	Average Training Hours Completed Per Employee <sup>10</sup> 每名僱員已完成平均受訓時數 <sup>10</sup>
<b>(a) Breakdown by Employee Category</b>	<b>(a) 按僱員類別劃分</b>		
General Staff	一般員工	86.36%	5.88
Middle Level Employee	中層員工	9.09%	7.40
Senior Level Employee	高層員工	4.55%	7.33
<b>(b) Breakdown by Gender</b>	<b>(b) 按性別劃分</b>		
Male	男性	48.48%	6.41
Female	女性	51.82%	5.80

Note(s):

附註：

7. Total percentage of employees trained = Total number of employees trained during the financial year/Total number of employees at the end of the financial year\*100%.
8. The average training hours per employee = Total training hours of employees trained during the financial year/Total number of employees at the end of the financial year.
9. Breakdown of employees trained = Total number of employees trained during the financial year by category/Total number of employees trained during the financial year\*100%
10. Average training hours completed per employee = Total training hours completed during the financial year (by category)/Total number of employees at the end of the financial year (by category).

7. 受訓僱員總百分比=財政年度內受訓僱員總數／財政年度末員工總數\* 100%。
8. 每名僱員的平均培訓時間=財政年度內受訓僱員的總培訓時數／財政年度末員工總數。
9. 受訓員工細分=財政年度按類別培訓的僱員總數／財政年度培訓的僱員總數\* 100%。
10. 每名僱員完成的平均培訓時數=財政年度完成的總培訓時數（按類別）／財政年度末僱員總數（按類別）。



## LABOR STANDARDS

The Group strictly prohibits the use of child labor and forced labor. The Group strictly adheres to the Provisions on the Employment Ordinance of Hong Kong and the Prohibition of Using Child Labor of the People's Republic of China. The Group only employs employees over the age of 18 years and never forces employees to work overtime to create a work environment that respects human rights.

The Group has implemented relevant policy to prevent child labor in the recruitment process. During the recruitment process, Human Resources Department declines candidates who are under the age of 18. Identification check is conducted during the hiring process. In strict accordance with the policy, no underage labor has been employed by the Group. If any violations are identified, the Group will promptly investigate and terminate the contract with the involved labor.

The policies related to working hours and overtime works are listed in the Group's Employee Handbook, to ensure the employees know their rights regarding working hours. The Human Resources Department also reviews the attendance records on a regular basis. If forced labor is discovered, investigation will be conducted immediately. Punishment, dismissal of relevant employees caused such situation and even report to related legal authorities will be conducted in regards to any non-compliance.

The Group has zero-tolerance for employment of child labor and forced labor by our suppliers. During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labor-related laws and regulations, including but not limited to the Employment Ordinance of Hong Kong, the Labor Law of the People's Republic of China, and the Labor Contract Law of the People's Republic of China that would have a significant impact on the Group. The Group also avoids engaging suppliers with known records of using child labor and forced labor in their operations. The Group will review the relevant measures regularly to ensure their effectiveness.

## 勞工準則

本集團嚴格禁止使用童工及強制性勞動，本集團嚴格遵照《香港僱傭條例》和《中國人民共和國禁止使用童工規定》，並僅會聘請18歲以上的員工且不會強迫員工超時工作，從而創建一個完全尊重人權的工作環境。

本集團已實施相關政策，防止在招聘過程中使用童工。人力資源部在招聘新員工時，會拒絕不滿18歲應聘者簡歷，並在僱用的過程中進行身份檢查。在嚴格遵守相關政策下，本集團從未聘用未成年員工。如發現任何違規行為，本集團將及時調查並終止與相關勞工的合約。

與工作時間及加班有關的政策載列於本集團僱員手冊中，以確保僱員了解其於工作時間方面的權利。人力資源部亦會每月定時查看工作考勤記錄，如發現強制勞動，立即進行原因調查。針對任何違規行為，對造成該情況的相關僱員進行處罰、開除，甚至向相關法律部門報告。

本集團對供應商僱用童工及強迫勞動的行為零容忍。於報告期間，本集團及其供應鏈並無發現任何違反防止童工或強迫勞動的相關規則及規例的情況。於報告期間內，本集團並不知悉任何嚴重違反童工及強迫勞動有關法律及法規而對本集團產生重大影響的情況，包括但不限於《香港僱傭條例》、《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。本集團亦避免與已知在運營中使用童工及強迫勞動記錄的供應商合作。本集團將定期審查相關措施以確保其有效性。

## GREEN SUPPLY CHAIN MANAGEMENT

The Group highly values its relationships with suppliers and regards them as important business partners. The Group has implemented the green supply chain management approach into its supplier management policies, which aims to actively promote the importance of reducing carbon emissions in the supply chain. The Group required all suppliers to comply with relevant laws and environmental protection standards, which include but not limited to the Environmental Protection Law of the People's Republic of China, and establish and comply with a reasonable environmental management system which promotes continuous improvement of processes and products through plan-do-check-act cycle. The Group reviews suppliers' environmental and social performance regularly, and would not continue partnership with suppliers of poor environmental and social performance.

The Group gives priority to environmentally preferable product. Taking transportation cost, environmental risks, social risks, raw material quality, and other relevant factors into consideration, the Group chooses local suppliers and selects the nearest suppliers as well as appropriate transportation means to minimize associated carbon emissions.

During the Reporting Period, the Group has 82 major suppliers, and all major suppliers are located in Mainland China. All major suppliers are evaluated carefully and are subjected to regular monitoring and assessment. Relevant policies are reviewed at least annually to ensure their effectiveness.

## SERVICE RESPONSIBILITY COMMITMENT

As a responsible company, we are fully aware of the importance to comply with relevant laws and regulations concerning the provision and use of our products and services, relating to health and safety, advertising, labelling and privacy matters.

## 綠色供應鏈管理

本集團高度重視與供應商的關係，將彼等視為重要的商業夥伴。本集團已於供應商管理政策中實施綠色供應鏈管理方式，以積極宣傳在供應鏈中減少碳排放的重要性。本集團要求所有供應商必須遵守有關法律，包括但不限於《中華人民共和國環境保護法》；建立並遵行合規的環境管理體系，通過計劃、執行、檢查、行動週期促進程序和產品的持續改進。本集團定期審查供應商的环境及社會表現，不會繼續與環境及社會表現不佳的供應商合作。

本集團優先考慮環境友好型產品。經過考慮運輸成本、環境及社會風險、原料質量及其他相關因素，本集團優先選擇本地供應商供貨並選擇距離較近的供應商，以及合適的交通運輸工具以減少相關碳排放。

於報告期間，本集團擁有82名主要供應商，均位於中國內地。所有主要供應商均經過仔細評估，並接受定期監督及評估。相關措施將定期檢討，以確保其有效性。

## 服務責任承諾

作為負責任的公司，我們充分意識到遵守有關提供和使用我們的產品和服務的相關法律和法規的重要性，當中包括健康和 safety、廣告、標籤和隱私事項。

During the Reporting Period, the Group was not aware of any material non-compliance with any laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, such laws and regulations include but are not limited to the Personal Data (Privacy) Ordinance of Hong Kong, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Product Quality Law of the People's Republic of China, the Patent Law of the People's Republic of China, and the Advertising Law of the People's Republic of China that would have a significant impact on the Group.

Star-rated hotel operation is the main source of revenue for the Group. Ensuring customers' information privacy and safety are our main priorities under our hotel operations. We have implemented a series of policies and guidelines to regulate the transmission and storage of customers' information, thus ensuring compliance with the Consumer's Rights and Interests Protection Law of the People's Republic of China. We collected personal data that are relevant and required for our business. Dedicated staffs are appointed to maintain customers' personal data. The Group's employees are required to comply with the Privacy Policy in the Employee Handbook, including the disposal of confidential information. Employees who violate the policy will face penalty and can be dismissed immediately. The Group will review the related measures regularly to ensure their effectiveness. During the Reporting Period, the Group did not receive any complaint about leakage of customer data.

The Group respects and values the management of intellectual property rights. We assure that the Group's business information is well protected with no misappropriation and are in line with our operation guideline as well as industry best practice.

In addition, the Group is also committed to providing a comfortable and safe hotel environment for our customers. The Group has researched customers' needs and satisfaction to establish standardized service processes and has established a mechanism to keep abreast of customer satisfaction status. It serves as the basis for improving the quality of customer service. We value the staying experience of customers in our hotel and we required all our frontline staff to provide high-quality service and satisfy customers' needs with a professional, patient and positive attitude. All new joiners of the hotel must receive a training about the Group's requirement on customer services, including the attitude and behavior of employees.

於報告期間，本集團並不知悉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且將會對本集團產生重大影響的任何法律法規相關的重大不合規事件，該等法律法規包括但不限於香港《個人資料(私隱)條例》、《中華人民共和國消費者權益保護法》、《中華人民共和國產品質量法》、《中華人民共和國專利法》及《中華人民共和國廣告法》。

星級酒店運營是本集團收入的主要來源。確保客戶資訊的隱私和安全是我們酒店業務的主要優先事項。我們實施了一系列政策和準則來規範客戶資訊的傳輸和儲存，以確保遵守《中華人民共和國消費者權益保護法》等相關法規。我們只收集與業務相關且必需的個人資料，並已任命專職人員維護客戶的個人資料。本集團僱員須遵守員工手冊內的私隱政策，包括處置保密資料。違反政策的僱員將面臨處罰，且可立即被解僱。本集團將定期檢討相關措施，以確保其有效性。於報告期間，本集團沒有收到有關客戶資料外洩的投訴。本集團尊重並重視知識產權的管理。我們確保本集團業務資料得到妥善保護，以免被盜用，並遵從我們的營運指引及行業最佳實踐方法。

此外，本集團亦致力為顧客提供舒適及安全的酒店環境。本集團透過研究及調查客戶的需求和滿意度，建立標準化的服務流程，並設立了與客戶滿意度同步相對的機制，作為提高客戶服務質素的基礎。

我們重視客戶在我們酒店的住宿體驗，且要求所有一線員工以專業、耐心及積極的態度提供優質服務並滿足客戶需求。酒店的所有新員工均須接受有關本集團對客戶服務的要求(包括員工態度及行為)的培訓。



To drive the Group's continuous improvement, it has established multiple feedback channels to facilitate communication with customers and to satisfy customers' needs. The Group has also implemented a set of procedures to handle customers' complaints. Complaints received will be handled by relevant department and action will be taken promptly to address the identified issues. During the Reporting Period, no material customer complaint related to delivered services occurred. Due to the Group's business nature, it is not subjected to any product recalls for safety and health reasons.

## ANTI-CORRUPTION

The Group is committed to maintaining high standard of integrity as stipulate by the Prevention of Bribery Ordinance of Hong Kong and Anti-Money Laundering Law of the People's Republic of China when doing business as we strongly believe that it is essential to meeting the expectations of our stakeholders. The Group promotes integrity and prevents unethical behavior.

The Group has implemented an effective Whistle-blowing Policy for reporting fraud and corruption. We encourage the reporting of suspected business irregularities and provide clear channels specifically for this purpose. When suspected wrongdoings are identified, such as breach of duty, abuse of power, receiving bribes, staff should report to the Group for investigation and verification. The Group will carry out investigation on the reported case and report to the regulator and/or to law enforcement authority when necessary. The Group is determined to protect whistle-blowers against retaliation for reporting incidents in good faith. The Group will also ensure the confidentiality of the identity of whistle-blowers. Related measures will be reviewed regularly by the Group to ensure their effectiveness.

Trainings on anti-corruption are offered to Directors and staff by the Group every year, with reference to law elements of the Prevention of Bribery Ordinance (Chapter 201 of the laws of Hong Kong) and the Anti-Money Laundering Law of the People's Republic of China. During the Reporting Period, the Group provided anti-corruption training materials to its directors and employees for their self-study.

為推動本集團持續改進，本集團已建立多個渠道，促進與客戶溝通及滿足其需求。本集團亦已實施一套處理客戶投訴程序。當收到投訴時，由相關部門處理，並迅速採取行動解決問題。於報告期間，本集團並無發生與所提供服務有關的重大客戶投訴。因本集團業務性質使然，因安全及健康原因而進行任何產品召回對本集團而言並不適用。

## 反貪污

本集團於進行業務時致力維持符合《香港防止賄賂條例》及《中華人民共和國反洗錢法》等相關法規的高誠信水準，因我們堅信此舉能達到持份者的期望。本集團提倡誠信並防止不道德行為的發生。

本集團已落實有效的舉報政策供舉報欺詐及貪污行為。我們鼓勵舉報疑似業務不合規事件，並就此提供明確的專用管道。於發現疑似不當行為（如違反職守、濫用權力、收受賄賂）時，員工應向本集團報告以進行調查及核實。本集團將對上報事件進行調查，並將於需要時向監管機關及／或執法機關報告。本集團決心保護舉報人不因善意舉報而遭到報復。本集團亦將確保舉報人身份的保密性。本集團將定期檢討相關措施，以確保其有效性。

本集團每年為董事和員工提供反貪污培訓，培訓內容涵蓋《香港防止賄賂條例》及《中華人民共和國反洗錢法》法例要求。於報告期間，本集團向其董事及僱員提供反貪污培訓材料供其自學。

The Group has developed the Procurement and Bidding Management System for the procurement of materials. Tendering must be performed for all the Group's procurement activities, including all materials, projects and labor outsourced, purchased, leased and commissioned through contracts. The bidders' qualifications, including the quality, quantity, price and delivery timeframe of the materials purchased at the end, are used as the evaluation and assessment criteria.

During the Reporting Period, the Group did not observe nor receive any legal cases regarding corrupt practices, bribery, conflicts of interest, extortion, fraud, money laundering brought against the Group or its employees. The Group was not aware of any material non-compliance with any laws and regulations relating to bribery, extortion, fraud and money laundering, including but not limited to the Prevention of Bribery Ordinance of Hong Kong, the Criminal Law of the People's Republic of China, and the Company Law of the People's Republic of China that would have a significant impact on the Group.

## COMMUNITY INVESTMENT

The Group is committed to assessing and managing the social impact of our operations on the market area, supporting actions that create tangible and long-term benefits for the communities in which we operate, thereby pursuing sustainable development for the community.

To promote contributions from the Group and its employees to the community, we have established a social investment policy. We encourage our employees to actively participate in community welfare and volunteer work, with a particular focus on vulnerable groups within the community. Board members also engage in active communication with stakeholders to understand the needs of society.

We aim to bring about a more positive impact on community development through our involvement in charitable activities and to grow alongside the community. During the Reporting Period, our employees dedicated a total of 18 hours to volunteer work, which reflects our corporate spirit of contributing to the community. We believe that only through these efforts can we truly achieve social sustainability and create a better living environment for future generations.

本集團對物料採購制定了《採購招標管理制度》，本集團所有採購必須採用公開招標形式，包括所有以合約方式有償取得物資、工程及勞務的行為、購買、租賃、委託等。本集團以採購物資的質、量、價、運送時間等各方面因素作為對投標方的評價及考核標準。

於報告期間，本集團並沒有發現或者收到任何與集團或者其員工有關的關於賄賂、利益衝突、勒索、做假、洗錢的法律訴訟。本集團並不知悉任何嚴重違反有關防止賄賂、勒索、欺詐及洗黑錢且將會對本集團有重大影響的情況，該等法律法規包括但不限於《香港防止賄賂條例》、《中華人民共和國刑法》及《中華人民共和國公司法》。

## 社區投資

本集團始終致力於評估和管理我們的營運對市場地區的社會影響，並支持那些能為我們所在社區創造實際和長遠利益的行動，從而實現對社區可持續發展的追求。

為了促進本集團及其員工對社區的貢獻，我們已制定了社會投資政策。我們鼓勵員工積極參與社區福利和志願工作，特別關注社區中的弱勢群體。董事會成員也積極與持份者保持溝通，以了解社會的需求。

我們希望通過參與慈善活動，為社區發展帶來更多正面影響，並與社區共同成長。在報告期間，我們的員工共投入了18小時的義務勞動，充分體現了我們對社區貢獻的企業精神。我們相信，只有通過這些努力，才能真正實現社會的可持續發展，並為未來的世代創造更美好的生活環境。

## ESG GUIDE CONTENT INDEX

## 《環境、社會及管治報告指引》內容索引

Mandatory Disclosure Requirements 強制披露規定		Section(s) 章節名稱
Governance Structure 管治架構		Board Statement 董事會聲明
Reporting Principles 匯報原則		Reporting Principles 匯報原則
Reporting Boundary 匯報範圍		About The Report 緒言
Aspects 層面	Description 描述	Section(s) 章節名稱
<b>A. Environmental Aspect</b>		
<b>A. 環境層面</b>		
<b>A1: Emissions</b>		
<b>層面 A1：排放物</b>		
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 greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (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。	Emissions 排放
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。	Creating a Greener Environment – Air Emissions 營造更綠色的環境 – 廢氣排放
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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）。	Creating a Greener Environment – GHG Emissions and Energy Conservation 營造更綠色的環境 – 溫室氣體排放與節約能源



Aspects 層面	Description 描述	Section(s) 章節名稱
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Creating a Greener Environment – Waste Management and Reduction
關鍵績效指標 A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	營造更綠色的環境－廢物管理及減廢
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Creating a Greener Environment – Waste Management and Reduction
關鍵績效指標 A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	營造更綠色的環境－廢物管理及減廢
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Creating a Greener Environment – GHG Emissions and Energy Conservation
關鍵績效指標 A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	營造更綠色的環境－溫室氣體排放與節約能源
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Creating a Greener Environment – Waste Management and Reduction
關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	營造更綠色的環境－廢物管理及減廢
<b>A2: Use of Resources</b>		
<b>層面 A2：資源使用</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Creating a Greener Environment
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	營造更綠色的環境
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Creating a Greener Environment – GHG Emissions and Energy Conservation
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	營造更綠色的環境－溫室氣體排放與節約能源

Aspects 層面	Description 描述	Section(s) 章節名稱
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Creating a Greener Environment – Water Management
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	營造更綠色的環境－水資源管理
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Creating a Greener Environment – GHG Emissions and Energy Conservation
關鍵績效指標 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	營造更綠色的環境－溫室氣體排放與節約能源
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Creating a Greener Environment – Water Management
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	營造更綠色的環境－水資源管理
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Creating a Greener Environment – Natural Resources and Environment
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	營造更綠色的環境－天然資源及環境

### A3: The Environment and Natural Resources

#### 層面 A3：環境及天然資源

General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Creating a Greener Environment – Natural Resources and Environment
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	營造更綠色的環境－天然資源及環境
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Creating a Greener Environment – Natural Resources and Environment
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	營造更綠色的環境－天然資源及環境

### A4: Climate Change

Aspects 層面	Description 描述	Section(s) 章節名稱
<b>層面 A4：氣候變化</b> General Disclosure	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Creating a Greener Environment – Responding To Climate Change
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	營造更綠色的環境－應對氣候變化
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Creating a Greener Environment – Responding To Climate Change
關鍵績效指標 A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	營造更綠色的環境－應對氣候變化
<b>B. Social Aspect</b>		
<b>B. 社會</b>		
<b>B1: Employment</b>		
<b>層面 B1：僱傭</b> General Disclosure	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.	Social Performance – Employment and Labor Practices
一般披露	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。	社會表現－僱傭及勞工常規
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Social Performance – Employment and Labor Practices
關鍵績效指標 B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	社會表現－僱傭及勞工常規
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Social Performance – Employment and Labor Practices
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	社會表現－僱傭及勞工常規
<b>B2: Health and Safety</b>		

Aspects 層面	Description 描述	Section(s) 章節名稱
<b>層面 B2：健康與安全</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Social Performance – Occupational Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (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。	社會表現－職業健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period	Social Performance – Occupational Health and Safety
關鍵績效指標 B2.1	過去三年（包括報告期間）每年因工亡故的人數及比率。	社會表現－職業健康與安全
KPI B2.2	Lost days due to work injury.	Social Performance – Occupational Health and Safety
關鍵績效指標 B2.2	因工傷損失工作日數。	社會表現－職業健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Social Performance – Occupational Health and Safety
關鍵績效指標 B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	社會表現－職業健康與安全
<b>B3: Development and Training</b>		
<b>層面 B3：發展及培訓</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Social Performance – Development and Training
一般披露	有關提升僱員履行工作職責的知識及技能的 (a) 政策；及 (b) 描述培訓活動。	社會表現－發展及培訓
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Social Performance – Development and Training
關鍵績效指標 B3.1	按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	社會表現－發展及培訓



Aspects 層面	Description 描述	Section(s) 章節名稱
KPI B3.2	The average training hours completed per employee by gender and employee category.	Social Performance – Development and Training
關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	社會表現－發展及培訓
<b>B4: Labour Standards</b>		
<b>層面 B4：勞工準則</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Social Performance – Labor Standards
一般披露	有關防止童工或強制勞工的： (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。	社會表現－勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Social Performance – Labor Standards
關鍵績效指標 B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	社會表現－勞工準則
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Social Performance – Labor Standards
關鍵績效指標 B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	社會表現－勞工準則
<b>B5: Supply Chain Management</b>		
<b>層面 B5：供應鏈管理</b>		
General Disclosure	Policies on managing environment and social risks of the supply chains.	Social Performance – Green Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	社會表現－綠色供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Social Performance – Green Supply Chain Management
關鍵績效指標 B5.1	按地區劃分的供應商數目。	社會表現－綠色供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Social Performance – Green Supply Chain Management
關鍵績效指標 B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	社會表現－綠色供應鏈管理

Aspects 層面	Description 描述	Section(s) 章節名稱
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Social Performance – Green Supply Chain Management
關鍵績效指標 B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	社會表現－綠色供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Social Performance – Green Supply Chain Management
關鍵績效指標 B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	社會表現－綠色供應鏈管理
<b>B6: Product Responsibility</b>		
<b>層面 B6：產品責任</b>		
General Disclosure	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.	Social Performance – Service Responsibility Commitment
一般披露	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。	社會表現－服務責任承諾
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Social Performance – Service Responsibility Commitment
關鍵績效指標 B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	社會表現－服務責任承諾
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Social Performance – Service Responsibility Commitment
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。	社會表現－服務責任承諾
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Social Performance – Service Responsibility Commitment
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。	社會表現－服務責任承諾

Aspects 層面	Description 描述	Section(s) 章節名稱
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。	Social Performance – Service Responsibility Commitment 社會表現－服務責任承諾
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, 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。	Social Performance – Service Responsibility Commitment 社會表現－服務責任承諾
<b>B7: Anti-corruption</b> <b>層面 B7：反貪污</b> 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。	Social Performance – Anti-corruption 社會表現－反貪污
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。	Social Performance – Anti-corruption 社會表現－反貪污
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Social Performance – Anti-corruption 社會表現－反貪污
KPI B7.3 關鍵績效指標 B7.3	Description of anti- corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Social Performance – Anti-corruption 社會表現－反貪污

Aspects 層面	Description 描述	Section(s) 章節名稱
<b>B8: Community Investment</b>		
層面 B8：社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social Performance – Community Investment
一般披露	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。	社會表現－社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Social Performance – Community Investment
關鍵績效指標 B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	社會表現－社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Performance – Community Investment
關鍵績效指標 B8.2	在專注範疇所動用資源（如金錢或時間）。	社會表現－社區投資