Veeko®

# Veeko International Holdings Limited
# 威高國際控股有限公司

Stock Code 股份代號 : 1173

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







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

Veeko wanko colourmix MORIMOR

# Contents 目錄


| | | 頁次 Page |
|---|---|---|
| 關於本報告 | About this Report | 2-3 |
| 環境、社會及管治治理 | ESG Governance | 4-8 |
| 持份者參與 | Stakeholder Engagement | 9-11 |
| 合規管理 | Compliance Management | 12-14 |
| 營運管理 | Operation Management | 15-21 |
| 僱傭及社區 | Employment and Community | 22-31 |
| 環境保護 | Protecting the Environment | 32-43 |
| 展望未來 | Looking Forward | 44 |
| 關鍵績效指標一覽 | KPIs Summary | 45-52 |
| 《環境、社會及管治報告指引》內容索引 | Content Index to the ESG Reporting Guide | 53-58 |

# About this Report 關於本報告

威高國際控股有限公司(「本公司」)發表的第9份《環境、社會及管治(「ESG」)報告書》(「本報告」)。本報告將繼續披露本公司及其附屬公司(統稱「本集團」)在ESG方面的政策、措施及績效,以實現本集團的承諾,並讓各持份者瞭解本集團在ESG議題上的進程和發展方向。本報告以中、英文編寫,並遵守香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2《環境、社會及管治報告指引》(「《指引》」)的相關規定,現已上載至香港交易及結算所有限公司(www.hkexnews.hk)及本公司(www.irasia.com/listco/hk/veeko/index.htm)網站。

Veeko International Holdings Limited (the "Company") published the ninth Environmental, Social and Governance Report (the "Report"). The Report embodies the fulfilment of the commitment of the Group by continuing to disclose on the policies, measures and performances of the Company and its subsidiaries (collectively referred to as the "Group") in environmental, social and governance (or "ESG") aspects, while enabling various stakeholders to understand the progress and development direction of the Group with regard to ESG issues. This report is prepared in both Chinese and English, and complies with the relevant provisions of the Environmental, Social and Governance Reporting Guide (the "Guide") set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and has been uploaded to the websites of Hong Kong Exchanges and Clearing Limited (www.hkexnews.hk) and the Company (www.irasia.com/listco/hk/veeko/index.htm).

本報告呈列本公司在環境及社會方面的管理方針及表現。本報告所披露的數據及/或資訊來自內部統計及分析。

This Report presents the management approaches and performance of the Company in both environmental and social aspects. Data and/or information disclosed in this report is derived from internal statistics and analysis.

## 報告範圍

本報告涵蓋本集團在香港及澳門之化妝品及時裝業務的各零售店舖、相關辦公室及倉庫,以及位於汕頭之服裝生產廠房(統稱「各營運點」),報告範圍與上一財政年度一致。本報告最後一章附有完整索引,方便讀者按《指引》閱讀本報告。

## Reporting Scope

The Report covers the Group's retail stores, relevant offices and warehouses of the cosmetics and the fashion business in Hong Kong and Macau, as well as the garment production plants located in Shantou (hereinafter referred to as the "Operation Points", and each an "Operation Point"), and the reporting scope is the same as that of last financial year. A complete index is enclosed in the last chapter for the reader's easy reference to the Guide when reading the Report.

## 報告期間

本報告披露的信息涵蓋本集團自2024年4月1日至2025年3月31日(「本年度」)的營運情況,與本集團截至2025年3月31日止年度年報所涵蓋的相同財政年度保持一致。

## Reporting Period

The information disclosed in this Report covers the business conditions of the Group from 1st April, 2024 to 31st March, 2025 (the "Year"), which remains consistent with the same financial year covered by the annual report of the Group for the year ended 31st March, 2025.

## 確認及批准

本報告引用的所有資料均來自本集團的內部文件和統計數據。本報告已於2025年7月獲本公司董事會(「董事會」)確認及批准。

## Confirmation and Approval

All information cited in this Report is sourced from internal documents and statistics of the Group. The Report has been confirmed and approved by the board of directors (the "Board") of the Company in July 2025.

# About this Report 關於本報告

## 報告原則

本報告遵循環境、社會及管治報告指引中所列的4項報告原則：

**重要性**：本報告涵蓋於對投資者及其他持份者構成重大影響的重要環境、社會及管治方面議題而言重要且相關的資料，並已透過重要性評估釐定並經董事會批准。

**量化**：訂下關鍵績效指標(「關鍵績效指標」)，可予計量並適用於在適當條件下進行有效比較，以助讀者理解數據並客觀評估集團的環境、社會及管治績效。

**平衡**：本集團在報告中全面匯報環境、社會及管治表現，避免發放偏頗的信息。

**一致性**：除另有指明外，本報告就關鍵績效指標使用一致的統計方法及呈報形式以編製及呈列環境、社會及管治數據。

## 意見反饋

持分者的意見有助本集團建立更仔細及更健全的ESG策略。如　閣下對本報告的內容或匯報形式有任何疑問或建議，歡迎透過以下方式與本集團聯絡：

地址： 香港新界葵涌大連排道192-200號
偉倫中心2期10樓
電郵： contact@veeko.com.hk
電話： 852-2887 0888
傳真： 852-2310 9017

## Reporting Principles

This Report follows the four reporting principles as stipulated in the Environmental, Social and Governance Reporting Guide:

**Materiality:** This Report covers important and relevant information in respect of material ESG issues that have major impacts on investors and other stakeholders, and such information has been determined through materiality assessment and approved by the Board.

**Quantitative:** Key performance indicators ("KPIs") have been established, and are measurable and applicable to make valid comparisons under appropriate conditions to assist users in meaningful interpretation of figures and enable them to perform fair assessment of the Group's environmental, social and governance performance.

**Balance:** The Group covered the entire scope of its ESG performance in the Report to avoid giving biased information.

**Consistency:** Unless otherwise specified, the consistent statistical methodologies and presentation were used in this Report for KPIs to prepare and present the ESG data.

## Opinion and Feedback

The opinions of stakeholders can help the Group to establish more detailed and robust ESG strategies. If you have any questions or suggestions regarding the content or format of the Report, please contact the Group via the following channels:

Address: 10th Floor, Wyler Centre Phase II, 192-200 Tai Lin Pai Road, Kwai Chung, New Territories, Hong Kong
Email: contact@veeko.com.hk
Tel.: 852-2887 0888
Fax: 852-2310 9017

# ESG Governance 環境、社會及管治治理

## 董事會聲明

本集團為銷售美妝產品及女仕服飾之零售商，透過位於香港及澳門105個銷售點組成之零售網絡，以***Colourmix***及***MORIMOR***化妝品專門店和***Veeko***及***Wanko***女仕服飾專門店分別提供優質且物超所值之美妝產品及時尚服裝和配飾予廣大消費者。

董事會深知可持續發展對本集團長遠發展的重要性，並高度重視營運的可持續表現，以應對氣候變化的挑戰。本集團設立了ESG工作小組，負責統籌和監督各業務部門可持續發展工作，包括制定及檢討ESG政策，持續管控相關的政策、措施及績效等。董事會對可持續發展管理方針及策略、風險管理和匯報作最終決定並承擔全部責任。

## 可持續發展風險及機遇

全球氣候變遷情勢日趨嚴峻，近年已成為各國政府最為關注的核心議題。為配合本地和國家的氣候行動計劃，妥善管理可持續發展相關的風險及機遇至關重要。本集團已組建風險工作小組，負責檢視風險清單、制定緩解措施，並持續監督集團面臨的各類風險，定期向董事會及主席報告ESG評估的推進進度。與此同時，董事會承擔領導風險管理工作的職責，負責評估風險管理的有效性，以盡可能降低氣候變化所帶來的風險。

本集團亦積極把握可持續發展所帶來的機遇，確保及時化風險為機遇。我們致力將可持續發展的考量納入風險管理體系和企業策略之中。展望未來，我們將繼續努力，確保業務的長期可持續發展。

## Statement of the Board of Directors

The Group is a retailer which sells cosmetics products and ladies fashion through our retail network consisting of 105 points of sale in Hong Kong and Macau, to provide quality and value for money cosmetics products and fashion apparel and accessories to a wide range of consumers at cosmetics stores, namely ***Colourmix*** and ***MORIMOR***, and ladies fashion stores, namely ***Veeko*** and ***Wanko***, respectively.

The Board recognises the importance of sustainability for the Group's long-term development and highly regards the sustainability performance of its operations to address challenges posed by climate change. The Group has established a ESG working group (the "ESG Working Group"), which is responsible for coordinating and supervising the work of sustainable development of each business department relating to sustainable development, including formulating and reviewing ESG policies, and monitoring relevant policies, measures and performance constantly. The Board makes final decisions and assumes full responsibility for sustainable development management policies and strategies, risk management and reporting.

## Risks and Opportunities in Sustainability

Global climate change has been an increasingly serious threat and recently becoming the most concerned core issue of the governments around the globe. In order to align with the local and national climate action plans, the proper management of risks and opportunities related to sustainability is extremely important. The Group has set up a risk management taskforce (the "Risk Management Taskforce"), which is responsible for reviewing the risk register, formulating remedial measures, monitoring the risks faced by the Group on an on-going basis and reporting the progress of ESG assessment to the Board and the chairman regularly. At the same time, the Board is responsible for leading the work of risk management and evaluate the effectiveness of risk management, so as to minimize the risk brought by climate change at utmost.

The Group also proactively seizes the opportunities arising from sustainability development to ensure that risks are timely transformed into opportunities. We are committed to integrate sustainability into our risk management system and corporate strategies. Looking forward, we will continue to strive for ensuring long-term sustainable development of our business.

# ESG Governance 環境、社會及管治治理

## 推動本集團的可持續發展

為提升ESG表現，本集團定期檢討相關的計劃並跟進執行成效。董事會緊密監督ESG工作的執行情況，並制定本集團未來的ESG發展藍圖。

此外，集團重視人才吸納與培育，並致力於員工的留任及職業發展，以支持ESG目標的實現。未來本集團將進一步檢視和完善環境目標，包括設定更明確的量化目標，持續提升ESG治理水平。

## ESG管治架構

在全球氣候變化日益嚴峻的背景下，企業如何有效管理與氣候相關的ESG風險已成為關鍵的管治課題。本集團充分認知此項挑戰，並積極構建全面的ESG管治體系，以妥善應對氣候變化帶來的潛在影響。

自2016/2017年度起，本集團便組建了跨部門的ESG工作小組，由不同部門的管理人員所組成，負責協調各業務部門的可持續發展工作，確保ESG理念融入日常營運之中。董事會亦持續監督ESG相關事務的執行成效，推動集團制定務實的ESG發展策略，不斷優化管治效能。

## Promote the Sustainability Development of the Group

In order to enhance the ESG performance, the Group regularly reviews the relevant plans and follows up implementation effectiveness. The Board has closely monitored the implementation of ESG-related tasks as well as formulated the ESG plans for the development of the Group in the future.

In addition, the Group has placed emphasis on talents attraction, retention, nurturing and development for the sake of underpinning the fulfillment of the ESG goals. In the future, the Group will further review and tune up the environmental goals, including setting out more explicit quantitative goals, with an aim to elevate the ESG management level.

## ESG Governance Structure

In face of the increasingly intensified global climate change, the risk management of ESG in relation to climate change became a key governance issue in the corporate world. The Group has been well aware of these challenges and proactively established a comprehensive ESG governance structure for appropriately response to the potential impacts brought by climate change.

Since year 2016/2017, the Group has set up a cross-departmental ESG Working Group with members from the management of different departments. The ESG Working Group is responsible for coordinating all business departments on the sustainability-related works so as to ensure the integration of the sustainability elements into our day-to-day operations. The Board has closely monitored and supervised the implementation of ESG-related tasks for ensuring that the Group has drawn up a pragmatic ESG development plan and continuously enhanced corporate governance.

# ESG Governance 環境、社會及管治治理




**董事會層面**
**Board Level**

- 肩負領導角色
  Responsible for providing leadership
- 監督及檢討集團管治及營運表現
  Supervising and reviewing the governance and operation performance of the Group
- 確立策略性ESG管理方針、政策及措施
  Anchoring strategic ESG management approaches, policies and measures

**ESG工作小組層面**
**ESG Working Group Level**

- 定期檢討本集團的ESG績效
  Regularly reviewing the ESG performance of the Group
- 評定對本集團重要的ESG風險
  Evaluating the ESG risks that are material to the Group
- 持續監管可持續發展議題上的政策及措施
  Ongoing monitoring the policies and measures of the issues of sustainability

## 環境、社會及管治風險管理

本集團已制定一套完善且有效的風險管理及內部監控系統，以識別和緩解業務風險。本公司董事會全面負責風險管理的監督工作，審核委員會則協助董事會評估相關風險管理。此外，本公司設立風險工作小組，負責檢視風險清單、制定風險緩解措施，並持續監察、評估及跟進集團所面臨的風險。風險工作小組每年至少召開兩次會議，並透過審核委員會向董事會作出匯報。

於本年度，風險工作小組共舉行兩次會議，董事會亦已審閱本年度本集團化妝品及時裝業務的關鍵風險評估。

## ESG Risk Management

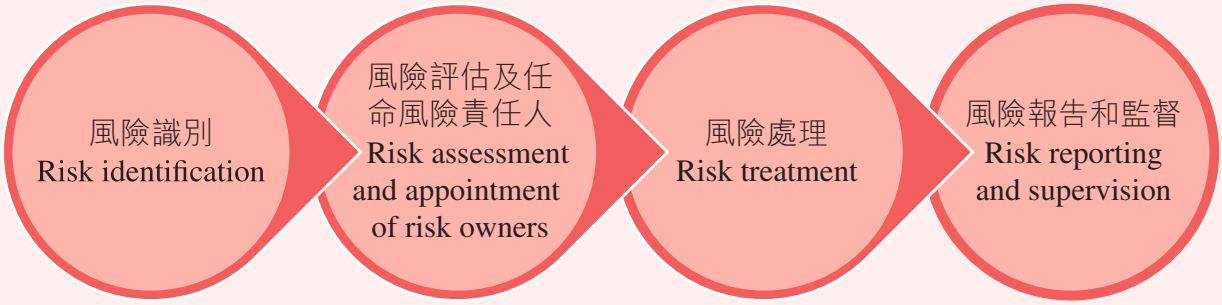
The Group has established a comprehensive and effective risk management and internal control system to identify and mitigate business risks. The Board of the Company is entirely responsible for supervising risk management, and the audit committee assists the Board to evaluate relevant risk management. In addition, the Company has set up the Risk Management Taskforce, which is responsible for reviewing the risk register, formulating risk mitigating measures and monitoring the risks involved in the Group on an on-going basis for assessment and further action. The Risk Management Taskforce meets at least twice a year and report to the Board through the audit committee.

During the Year, the Risk Management Taskforce has held two meetings and the Board has also reviewed the priority risks assessment of the Group's cosmetics and fashion business during the Year.

# ESG Governance 環境、社會及管治治理

## 風險管理流程圖

## Risk Management Process Chart




本集團已檢討本年度的十大關鍵風險，其中有關ESG範疇的包括：

The Group has reviewed the top ten priority risks for the Year and the ESG-related ones include:

| **關鍵風險**<br>**Priority risks** | **本報告對應的章節**<br>**Corresponding sections in this Report** |
|---|---|
| 能否吸引、培養及挽留人才<br>Whether we can attract, develop and retain talents<br>店舖管理機制的完善程度<br>Degree of perfection of the store management mechanism | • 僱傭及勞工準則<br>Employment and Labour Standards<br>• 健康及安全<br>Health and Safety<br>• 發展及培訓<br>Development and Training |
| 產品品質、服務質素是否達標<br>Whether product and service quality meets standard<br>產品種類之全面性<br>Comprehensiveness of product types<br>監控存貨狀態之有效性<br>Effectiveness of monitoring inventory status | • 供應鏈管理<br>Supply Chain Management<br>• 產品責任<br>Product Responsibility |
| 合規風險因素<br>Compliance risk factors | • 合規管理<br>Compliance Management<br>• 風險管理<br>Risk Management<br>• 僱傭及勞工準則<br>Employment and Labour Standards<br>• 健康及安全<br>Health and Safety<br>• 反貪污<br>Anti-corruption |

# ESG Governance 環境、社會及管治治理

通過持續優化風險管理機制，本集團得以更有效地監控與ESG相關的風險。我們亦已將已識別的關鍵風險納入集團整體的風險管理清單，並制定相應的應對措施。

本集團將繼續定期審視企業管治實務，及時辨識新興潛在風險，並制定有效的解決方案。此舉不僅有助強化集團的治理效能，滿足日益嚴格的監管要求，更能積極回應股東與投資者的期望。

展望未來，我們將進一步優化風險管理流程，促使ESG要素更緊密結合於集團的整體風險管理體系之中。同時我們亦將密切關注相關議題的最新趨勢，持續完善風險應對措施，以確保集團的長期可持續發展。

By further optimising our risk management system, the Group has effectively monitored ESG-related risks. We have also put all the identified priority risks into the risk management checklist of the Group and developed corresponding measures for those risks.

The Group will continue to review corporate governance practices on a regular basis, identify emerging potential risks on a timely manner and work out effective solutions. Such move will not only strengthen the governance effectiveness of the Group and fulfill the increasingly strict regulatory requirements, but also actively meet the expectations of our shareholders and investors.

Looking forward, we will further optimise our risk management processes to ensure that the ESG key elements are completely integrated throughout the risk management system of the Group. Meanwhile, we will closely monitor the latest trends of related issues and continuously enhance the risk response measures to ensure the long-term sustainable development of the Group.

# Stakeholder Engagement 持份者參與

本集團深知持份者參與對提升ESG績效至關重要。為此，我們定期與不同持份者溝通，深入了解其需求與關注議題，並據此調整集團的可持續發展策略。透過重要性評估，我們識別出不同持份者的關鍵關注領域，並按其對集團業務發展的影響程度進行排序，以有效回應各方訴求。

The Group is fully aware that stakeholder engagement is crucial to improving ESG performance. As such, we engage in closer dialogue with all stakeholders on a regular basis to understand their needs and concerns in-depth and adjust our sustainability strategies accordingly. Through materiality assessment, we have identified the key areas of concerns of different stakeholders and ranked them according to the level of impact on the success of the Group's business development in order to effectively respond to the demands of every stakeholder.

## 重要性評估

本集團已進行重要性評估，以識別對其持份者而言及根據本集團對環境及社會的影響方面屬重要的關鍵可持續發展議題。

## Materiality Assessment

The Group had conducted a materiality assessment, so as to identify key sustainability issues by importance to our stakeholders and the Group's impacts on the environment and society.

**識別 Identification**

本集團回顧過往年度的可持續發展議題，識別出16個與其營運相關的可持續發展議題。
The Group has reviewed the sustainability issues in prior years and identified 16 sustainability issues in relation to its operations.

**參與 Engagement**

我們透過向持份者收集反饋，過程中鼓勵持份者就已識別的可持續發展議題發表意見，並審視每項議題對本集團的重要性。
Through collecting feedbacks from stakeholders, we encourage stakeholders to express opinions in respect of the identified sustainability issues during the process and review the materiality of each issue to the Group.

**按優先排序 Prioritization**

在完成上述持份者參與過程後，於本年度，有6個可持續發展議題被認為重要。
After completing the stakeholder engagement process, there are 6 sustainability issues considered to be important in the Year.

**驗證 Verification**

董事會及ESG工作小組審閱及批核重要性評估的結果。
The Board and the ESG Working Group reviewed and approved the results of materiality assessment.

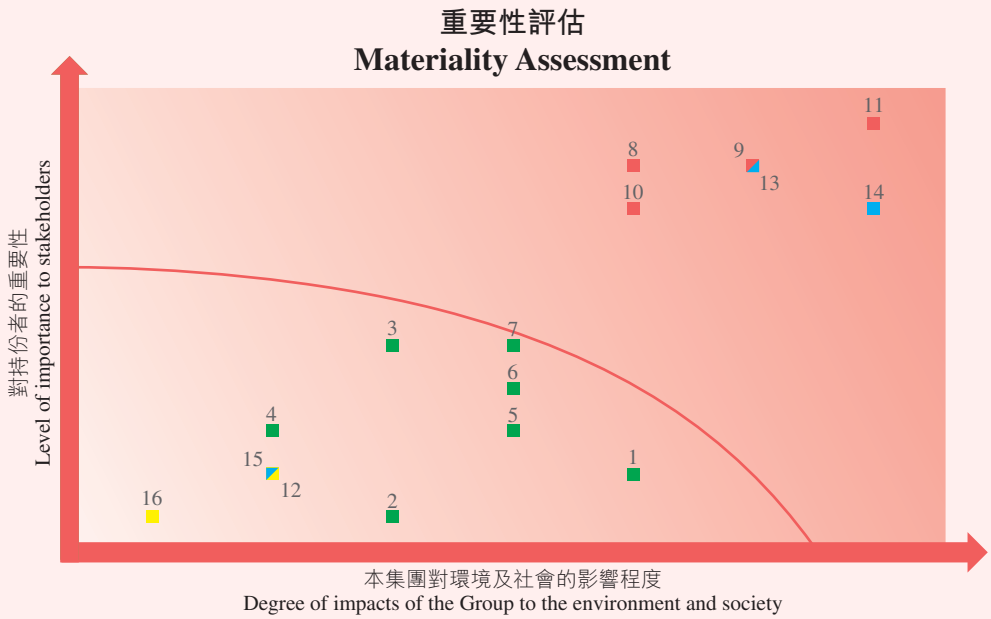
# Stakeholder Engagement 持份者參與

## 重要性矩陣圖

重要性矩陣圖向我們的持份者展示不同議題影響本集團業務成功的優先次序。以對持份者的重要性(Y軸)及本集團對環境和社會的影響程度(X軸)的方式展示。

## Materiality Matrix

The materiality matrix demonstrates the priorities of different issues affecting the success of the Group's businesses to our stakeholders. It is ranked according to the level of importance to stakeholders (y-axis) and the degree of impacts of the Group to the environment and society (x-axis).




環境、社會及管治議題範疇：

Aspects of ESG Issues:

| 類別 Category | 環境、社會及管治議題 ESG Issues | | |
|---|---|---|---|
| | ■ 環境 Environmental | ■ 僱傭及勞工常規 Employment and Labour Practices | ■ 營運慣例 Operating Practices | ■ 社區投資 Community Investment |
| 重要議題 Material Issues | 11 僱傭及勞工準則 Employment and Labour Standards | | | |
| | 14 反貪污 Anti-corruption | | | |
| | 9 職業健康與安全 Occupational Health and Safety | | | |
| | 13 產品及服務質量管理 Product and Service Quality Management | | | |
| | 8 建立全面的僱傭管理制度 Establishment of a comprehensive employment management system | | | |
| | 10 培訓和發展 Training and Development | | | |

# Stakeholder Engagement 持份者參與

| 類別<br>Category | 環境、社會及管治議題<br>ESG Issues | | | |
|---|---|---|---|---|
| | ■ 環境<br>Environmental | ■ 僱傭及勞工常規<br>Employment and Labour Practices | ■ 營運慣例<br>Operating Practices | ■ 社區投資<br>Community Investment |
| 其他議題<br>Other Issues | 7 | 應對氣候變化<br>Tackling Climate Change | | |
| | 3 | 能源管理<br>Energy Management | | |
| | 6 | 其他資源使用及效益<br>Usage and Efficiency of Other Resources | | |
| | 5 | 廢棄物管理<br>Waste Management | | |
| | 1 | 溫室氣體及空氣污染物管理<br>Management of Greenhouse Gases and Air Pollutants | | |
| | 4 | 用水效益及污水管理<br>Water Use Efficiency and Sewage Management | | |
| | 15 | 瞭解社區的需要和利益<br>Understanding the Needs and Benefits of the Community | | |
| | 12 | 供應鏈管理<br>Supply Chain Management | | |
| | 2 | 對環境及天然資源的管理<br>Management of Environmental and Natural Resources | | |
| | 16 | 支持社區發展<br>Supporting Community Development | | |

# Compliance Management 合規管理

本集團致力確保業務營運符合當地法律法規要求。本集團已識別以下相關法律及規例：

The Group is committed to ensuring that its business operations comply with the requirements of local laws and regulations. The Group has identified the following relevant laws and regulations:

| **層面**<br>**Aspect** | **對本集團相關法律及規例**<br>**Laws and regulations relevant to the Group** |
|---|---|
| 環境<br>Environmental | 香港<br>Hong Kong<br>• 《空氣污染管制條例》<br>the Air Pollution Control Ordinance<br><br>中國內地<br>Mainland China<br>• 《中華人民共和國環境保護法》<br>the Environmental Protection Law of the People's Republic of China<br>• 《中華人民共和國水法》<br>the Water Law of the People's Republic of China<br>• 《中華人民共和國大氣污染防治法》<br>the Air Pollution Prevention and Control Law of the People's Republic of China<br>• 《中華人民共和國固體廢物污染環境防治法》<br>the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste |
| 僱傭及勞工準則<br>Employment and Labour Standards | 香港<br>Hong Kong<br>• 《僱傭條例》<br>the Employment Ordinance<br><br>澳門<br>Macau<br>• 《勞動關係法》<br>the Labour Relations Law<br><br>中國內地<br>Mainland China<br>• 《中華人民共和國勞動合同法》<br>the Labour Contract Law of the People's Republic of China<br>• 《中華人民共和國勞動法》<br>the Labour Law of the People's Republic of China<br>• 《中華人民共和國禁止使用童工規定》<br>Provisions on the Prohibition of Using Child Labour of the People's Republic of China |

# Compliance Management 合規管理

| 層面<br>**Aspect** | 對本集團相關法律及規例<br>**Laws and regulations relevant to the Group** |
|---|---|
| 健康與安全<br>Health and Safety | 香港<br>Hong Kong<br>• 《職業安全及健康條例》<br>the Occupational Safety and Health Ordinance<br><br>澳門<br>Macau<br>• 《商業場所、辦事處場所及勞務場所之衛生與安全總規章》<br>the General Regulation of Working Safety and Hygiene of Office, Service and Commercial Establishment<br><br>中國內地<br>Mainland China<br>• 《中華人民共和國安全生產法》<br>the Work Safety Law of the People's Republic of China |
| 產品責任<br>Product Responsibility | 香港<br>Hong Kong<br>• 《商品説明條例》<br>the Trade Descriptions Ordinance<br><br>• 《消費品安全條例》<br>the Consumer Goods Safety Ordinance<br><br>• 《貨品售賣條例》<br>the Sale of Goods Ordinance<br><br>• 《藥劑業及毒藥條例》<br>Pharmacy and Poisons Ordinance<br><br>• 《中醫藥條例》<br>Chinese Medicine Ordinance<br><br>澳門<br>Macau<br>• 《商法典》<br>the Commercial Code<br><br>中國內地<br>Mainland China<br>• 《中華人民共和國民法通則》<br>the General Principles of the Civil Law of the People's Republic of China<br><br>• 《中華人民共和國產品質量法》<br>the Product Quality Law of The People's Republic of China<br><br>• 《中華人民共和國消費者權益保護法》<br>the Laws on the Protection of Rights and Interests of Consumers of the People's Republic of China |

# Compliance Management 合規管理

| 層面<br>**Aspect** | 對本集團相關法律及規例<br>**Laws and regulations relevant to the Group** |
|---|---|
| 反貪污<br>Anti-corruption | 香港<br>Hong Kong<br>• 《防止賄賂條例》<br>the Prevention of Bribery Ordinance<br><br>澳門<br>Macau<br>• 《刑法典》<br>the Criminal Code<br><br>• 《預防及遏止私營部門賄賂法律》<br>the Law for Prevention and Suppression of Bribery in the Private Sector<br><br>中國內地<br>Mainland China<br>• 《中華人民共和國刑法》<br>the Criminal Law of the People's Republic of China |

本集團於本年度內並無違反相關法律和規例。為確保合規，我們持續檢討及完善內部管理制度，加強監管措施，使日常運作符合法定要求。同時，本集團定期為員工提供合規培訓，提升他們的合規意識，並為董事及員工安排反貪污和反腐敗培訓課程，進一步強化集團整體的合規文化。

The Group did not violate any relevant laws and regulations during the Year. To ensure compliance, we continue to review and improve our internal management system and strengthen regulatory measures to ensure that daily operations comply with statutory requirements. At the same time, the Group regularly provides compliance training for employees to enhance their compliance awareness, and arranges anti-corruption and anti-bribery training courses for directors and employees to further strengthen the Group's overall compliance culture.

# Operation Management 營運管理

為顧客提供最優質產品與服務是本集團的核心原則。我們通過完善的供應鏈管理體系、嚴格的產品責任標準以及健全的反貪污機制，以確保產品安全與服務品質，持續優化營運效能，並滿足顧客與持份者的期望。

Providing premium quality products and services to customers is the core principle of the Group. We ensure product safety and service quality through a comprehensive supply chain management system, strict product responsibility standards and a sound anti-corruption mechanism, continuously optimize operational efficiency and meet the expectations of customers and stakeholders.

## 供應鏈管理

本集團重視與供應商建立長久且緊密的合作關係。與此同時，供應鏈管理和提升產品質量是本集團的重要策略之一。

## Supply Chain Management

The Group values longstanding and close working relationships with suppliers. At the same time, supply chain management and improvement of product quality is one of the Group's key strategies.

本集團的《供應鏈管理、產品責任及反貪污政策聲明》中提及一系列的監察流程及評核標準，嚴格選擇最符合本集團要求的供應商，流程包括篩選、聘用、評估、管理和監察。為了確保原材料穩定供應且符合質量要求和安全標準，本集團會定期對供應商進行評估並監察其表現。若供應商的質素有重大變化或有嚴重的安全問題，我們或會立即暫停接收供應商的交貨，甚至取消其供應商的資格。本集團堅持與供應商建立良好的溝通渠道，以提供適當的支持。

The "Supply Chain Management, Product Liability and Anti-Corruption Policy Statement" of the Group mentions a series of monitoring processes and assessment criteria for the strict selection of suppliers that best meet the requirements of the Group, the processes of which include screening, hiring, evaluation, management and supervision. To ensure the stable supply of raw materials and compliance with quality requirements and safety standards, the Group will conduct regular evaluation of suppliers and monitor their performances. Should there be any significant change in a supplier's quality or any serious safety issue, we may suspend the deliveries from the supplier immediately or even cancel its status as our supplier. The Group insists on setting up good communication channels with suppliers to provide appropriate supports.

另外，本集團亦訂立了《氣候變化政策》，在採購過程中考慮環保因素，以減少供應鏈對環境的影響。同時，本集團的時裝生產廠房要求供應商在提供服裝原材料和輔料時，附上符合國家環保規定的合格檢測報告，以確保產品符合環保要求。

In addition, the Group also formulated the "Climate Change Policy" which has considered environmental factors in the procurement processes, so as to reduce the impact of the supply chain on the environment. At the same time, the Group's garment production plants require suppliers to provide apparel raw materials and accessories with qualified inspection reports that comply with national environmental protection requirements to ensure that the products meet environmental protection requirements.

本集團要求新加入的化妝品供應商必須簽署承諾書(Deed of Undertaking)，並需要提供產品資料，以證明產品不含任何有害物質或化學物質(包括任何此類受鹿特丹公約或斯德哥爾摩公約規定的化學物質)或任何對人體有害的物質或化學物質，以作內部評估。此外，本集團設有供應鏈申訴機制，處理和回應對供應商的投訴和意見。

The Group requires newly-joined cosmetic suppliers to sign a Deed of Undertaking and provide product information that the products do not contain any harmful substances or chemicals (including any such chemicals regulated under the Rotterdam Convention or Stockholm Convention) or any substances or chemicals harmful to humans for internal evaluation purposes. Besides, the Group has a supply chain complaint mechanism in place to handle and respond to complaints and comments on suppliers.

# Operation Management 營運管理

本集團相信日益嚴峻的氣候影響會增加未來供應鏈風險。為盡量降低供應鏈所帶來的風險，本集團積極計劃建立風險評估流程，以加強供應鏈管理，識別環境及社會風險，並制定相應政策及措施，以提升自身於業界的價值及地位。

The Group believes that the increasingly severe climate impacts will increase the supply chain risk in the future. In order to minimize the risks brought by the supply chains, the Group actively plans to establish risk assessment processes to strengthen supply chain management, identify environmental and social risks and formulate corresponding policies and measures, so as to enhance their value and position in the industry.

| **供應商數目**<br>**Number of Suppliers** | **數目／百分比**<br>**Number/**<br>**Percentage (%)** |
|---|---|
| 位於香港的供應商<br>Suppliers in Hong Kong | 176 |
| 位於中國內地的供應商<br>Suppliers in Mainland China | 46 |
| 位於亞洲(不包括香港及中國內地)的供應商<br>Suppliers in Asia (excluding Hong Kong and Mainland China) | 61 |
| 位於其他地區的供應商<br>Suppliers in other regions | 18 |
| 供應商總數<br>Total number of suppliers | 301 |
| 執行供應商篩選慣例的比例<br>Proportion of suppliers subject to supplier screening practices | 76.1% |

## 產品責任

本集團致力為顧客提供優質的產品以及稱心滿意的購物體驗。本集團根據《供應鏈管理、產品責任及反貪污政策聲明》推行各項產品責任的措施，以確保所出售的產品符合品質及安全的要求。

本集團參與由香港金融管理局及銀行公會聯合推出的《保障消費者防詐騙約章》，以提高公眾對保護信用卡及個人資料的意識。此外，自2017年起，我們的子公司積極參與由香港知識產權署舉辦的「知識產權管理人員計劃」，旨在加強企業對知識產權的管理並提升我們對知識產權保護的認識和執行能力。

## Product Responsibility

The Group is committed to providing customer with quality products and satisfactory shopping experience. The Group launches various product responsibility measures in accordance with the "Supply Chain Management, Product Responsibility and Anti-Corruption Policy Statement", to ensure products sold meet quality and safety requirements.

The Group have joined the Anti-Scam Consumer Protection Charter initiated jointly by Hong Kong Monetary Authority and the Hong Kong Association of Banks, aiming at increasing public awareness about safeguarding credit card and personal information. Since 2017, our subsidiary has proactively participated into the "Intellectual Property Manager Scheme" launched by the Hong Kong Intellectual Property Department which aims at enhancing management of intellectual property and improving our awareness and executive capacity on intellectual property protection.

# Operation Management 營運管理

時裝業務方面，本集團定期評估其服裝生產廠房的營運對生物多樣性和生態系統可能帶來的潛在影響，並實施保護土壤和水源的措施，以減少日常運營對周邊環境的影響。至於化妝品業務方面，自2018年起，本集團已要求其自家品牌產品的生產商停止使用含有微塑料顆粒的磨砂及清潔產品。鑒於部分面部清潔與磨砂產品中的微塑料顆粒難以分解，經排水系統進入海洋後可能對海洋生態及食物鏈造成負面影響，集團特此採取相關措施守護海洋生態環境。本集團高度關注生態環境保護問題，並將繼續付諸行動，致力於實現可持續發展的目標。

For fashion business, the Group regularly assesses the potential impacts that may be caused by the operations of our garment production plants on biodiversity and ecosystems, and implements measures to protect soil and water so as to reduce the impact of their daily operations on the surrounding environment. For cosmetics business, the Group has requested the manufacturers of its own-brand products to stop using cleansing and exfoliating products with microplastic grains since 2018. As the microplastic particles in some facial cleansing and scrub products are difficult to decompose and may have a negative impact on the marine ecology and food chain after entering the ocean through the drainage system, the Group has taken relevant measures to protect the marine ecological environment. The Group pays high attention to the ecological environmental protection issues and will continue to take actions, so as to commit to achieving the target of sustainable development.

| 與產品責任有關的措施<br>Measures in relation to product responsibilities | |
|---|---|
| 產品和服務的健康與安全<br>Health and safety of products and services | • 產品的健康與安全相關的條款<br>Provisions relating to health and safety of the products<br>• 產品售後服務承諾<br>Product after-sales service commitments |
| 質量檢定<br>Quality inspection | • 產品質量檢查體系及服裝生產廠房產品質量檢定流程<br>Product quality inspection system and quality assurance process in garment production plants<br>• 內部質量監控標準或流程<br>Internal quality control standard or process<br>• 貨倉驗貨程序<br>Product inspection procedures in warehouses |
| 廣告和標籤<br>Advertising and labelling | • 廣告媒介及廣告內容的標準<br>Standard for advertising media and advertisement content<br>• 在各營銷傳播途徑(包括產品標籤以及任何廣告內)，向顧客提供持平、準確、誠實、公正的資訊<br>Provide balanced, accurate, honest and fair information to customers in various marketing channels (including product label and any advertisement) |

# Operation Management 營運管理

| 與產品責任有關的措施<br>Measures in relation to product responsibilities | |
|---|---|
| 顧客私隱<br>Customer privacy | • 保障個人資料收集方式的透明度<br>Safeguard the transparency of personal data collection methods<br>• 在資料提供者知悉及獲同意的情況下收集個人資料<br>Collection of personal data with the knowledge and consent of the data provider<br>• 採取資料保安措施，防止未經授權或意外存取、轉移、刪除、遺失或使用個人資料<br>Adopt data security measures to prevent unauthorised or accidental access, transfer, erasure, loss or use of personal data<br>• 訂立處理商業秘密的內部指引<br>Establishment of internal guidelines on the handling of trade secrets |
| 顧客意見及投訴處理<br>Customer's opinions and complaint handling | • 客戶投訴處理及應對機制<br>Customer complaint handling and response mechanism<br>• 部份零售店舖進行客戶滿意度調查，並按調查結果作出檢討及跟進<br>Conduct customer satisfaction surveys at certain retail stores, and review and follow up on the results of these surveys |
| 知識產權<br>Intellectual property | • 在化妝品分銷合同中加入與知識產權相關的條款<br>Include intellectual property-related clauses in cosmetics distribution contracts<br>• 採取保護知識產權的措施，避免使用或分銷侵犯版權的複製品或仿冒產品<br>Adopt intellectual property rights protection measures and prevent using or distributing copies or counterfeits violating copyright |

每一位顧客的意見都對我們的營運至關重要，本集團致力透過持續提升產品和服務的質素，妥善管理供應鏈，為客戶提供滿意的產品，保障客戶權益。於本年度，本集團收到68宗有關產品質量以及服務態度等的投訴。

The Group attaches great importance to each and every one of its customers and is committed to protecting their interests by continuously enhancing the quality of products and services and properly managing the supply chain to provide customers with satisfactory products. During the Year, the Group received 68 complaints relating to product quality and service attitude, etc.

# Operation Management 營運管理

| 投訴類別<br>Complaint Category | 個案數目<br>Number of Cases |
|---|---|
| 健康與安全<br>Health and safety | 0 |
| 產品質量<br>Product quality | 32 |
| 廣告或銷售說明<br>Advertising or sales description | 3 |
| 產品標籤<br>Product label | 0 |
| 服務條款<br>Service terms | 5 |
| 銷售手法<br>Sales practices | 0 |
| 客戶資料及私隱<br>Customer information and privacy | 0 |
| 知識產權<br>Intellectual property | 0 |
| 服務態度<br>Service attitude | 27 |
| 付款問題<br>Payment issue | 1 |
| **總計**<br>**Total** | **68** |

本集團對於處理投訴有既定的內部指引，亦承諾在收到相關個案後會作出迅速回覆。根據個案的嚴重性，客戶服務部會直接向相關部門反映，並積極向客戶提供解決方案。本集團十分重視每一件個案，就著投訴個案作出跟進及改善，例如定期安排培訓，以減低日後同類型事件發生的機會。我們鼓勵顧客透過店舖、電郵及服務熱線等不同渠道提供反饋及意見，以保障客戶權益和提升客戶消費體驗作為最優先考慮。

The Group has an established set of internal guidelines for handling complaints and promise to respond promptly after receiving relevant cases. According to the severity of cases, the customer service department will reflect to the relevant department and offer solutions to customers proactively. The Group lays great emphasis on every case and will follow-up the complaint cases and make improvement, such as arranging regular trainings, so as to reduce the chance of occurrence of similar incidents in the future. We encourage customers to provide feedbacks and opinions through different channels like stores, emails and service hotlines, and regard protecting customer's interests and improving customer's consumption experience as the most prioritized consideration.

# Operation Management 營運管理

## 提升顧客體驗

伴隨著時代的變遷，部份顧客的消費模式已經從傳統的線下消費轉變為線上購物，消費者在網購平台上花費的時間亦愈益增加，因此電子商務的角色變得愈加重要。為了擴大客戶群並增提升本集團於線上銷售領域的影響力和可見度，我們除了在實體零售店舖外，還積極與廣為人知的電子商貿平台合作，例如天貓國際、京東、抖音抖店等。本集團致力於提供準確的產品資訊和優質的售後服務，以確保在網購平台上的顧客滿意度並幫助本集團更好地應對未來的消費習慣和市場變化。

## Enhancing Customers' Experience

With the changes of time, the consumption patterns of certain customers have changed from traditional offline consumption to online shopping and the time spent on online shopping platforms by consumers has been increasing, thus the role of e-commerce becomes increasingly important. In order to expand our customer base and enhance the Group's influence and visibility in the online sales sector, in addition to physical retail stores, we cooperate with well-known e-commerce platforms proactively, such as Tmall Global, JD.com and Douyin Shop. The Group devotes to providing accurate product information and high-quality after-sales services, so as to ensure the satisfaction level of customers on online shopping platforms as well as to assist the Group to address future consumption habits and market changes better.

## 反貪污

本集團恪守商業誠信及操守道德至上的精神。我們對各種貪污、賄賂、勒索、詐騙及洗黑錢情況採取零容忍政策，嚴厲打擊任何利益衝突事件，並嚴格遵守相關法律及規例。

## Anti-corruption

The Group upholds the spirit of integrity and prioritising business ethics. Strictly abiding by relevant laws and regulations, the Group adopts a zero-tolerance policy for all forms of corruption, bribery, extortion, fraud and money laundering, and handle any conflicts of interest seriously.

| 與反貪污有關的措施<br>Measures in relation to anti-corruption |
|---|
| • 在《僱員手冊》中加入與反貪污相關的條款，要求僱員遵守<br>Corruption-related provisions have been incorporated into the "Employees Handbook" for the compliance by the employees |
| • 設有《僱員舉報政策》及投訴機制，及時處理和回應與貪污相關的投訴及建議<br>An "Whistleblowing Policy for Employees" and complaint mechanism is in place to timely handle and respond to complaints and suggestions relating to corruption |
| • 制訂懷疑貪污個案的調查程序<br>Establish the investigation procedure for cases of suspected corruption |
| • 服裝生產廠房舉辦反貪污及反腐敗培訓<br>Garment production plants conduct anti-corruption training |
| • 服裝生產廠房成立反貪污工作小組，負責協調反貪污措施的落實情況<br>Form an anti-corruption working team for its garment production plants to coordinate the implementation of anti-corruption measures |

# Operation Management 營運管理

本集團已建立舉報政策，讓僱員可以以保密方式向本集團反映關於財務匯報、內部監控或其他事項上的不當行為。就處理和發佈內幕消息而言，董事會自2013年8月起已採納披露政策，針對本公司董事、管理人員、高級管理人員和一切相關僱員提供指引，以遵守適用法律和規則處理機密資料和／或監督信息披露。本集團將定期審查和更新反貪污政策，並為董事和僱員提供反貪污培訓，以防止貪污行為的發生。

The Group has established a Whistleblowing Policy for the employees to reflect misconducts in relation to financial reporting, internal control or other matters to the Group in a confidential manner. For the handling and dissemination of inside information, a Disclosure Policy has been adopted by the Board since August 2013, which provides a guideline to the directors, officers, senior management and all relevant employees of the Company, so as to handle confidential information and/or monitor information disclosure in compliance with applicable laws and regulations. The Group will regularly review and update its Anti-corruption Policy and provide anti-corruption trainings for directors and employees, so as to prevent the occurrence of corrupt behaviour.

本年度內並無出現任何有關本集團或其僱員涉及貪污行為的法律訴訟。

During the Year, there was no litigation involving corrupt conduct of the Group or its employees.

# Employment and Community 僱傭及社區

本集團深信員工的貢獻對業務成功至關重要。因此，我們透過一系列政策和措施，展現對員工的關愛、包容，並提供安全的工作環境。我們務求讓員工感受到被重視和尊重，同時提供良好的職業發展機會及學習新技能的途徑，以建立一支身心健康和高效率的團隊。

The Group strongly believes that contributions of employees is crucial to our business success. Thus, we demonstrate our care and tolerance for our employees through various policies and measures and provide a safe working environment, in order to let employees feel valued and respected. At the same time, great career development opportunities and ways to learn new skills are provided, so as to build a healthy and efficient team.

為達成此目標，本集團已制定《僱傭及勞工常規政策聲明》和相關的僱傭政策和措施，承諾向員工提供健康、安全和發展機會，並提供有關勞工標準的指引。我們致力於遵守相關法律和法規，包括招聘、職業健康和安全，以及員工的權利和福利等。我們定期監察僱員薪酬及福利政策的實施情況，從而制訂合適且可行的方案，留住人才和提升員工工作效率。

In order to achieve this objective, the Group has formulated the "Employment and Labour Practice Policy Statement" and related employment policies and measures, which commits to providing health, safety and development opportunities to our staff, as well as providing guidelines in relation to labour standards. We are committed to complying with relevant laws and regulations, including recruitment, occupational health and safety as well as employees' rights and benefits. Remuneration of employees and implementation of benefit policies will be monitored regularly, so as to formulate appropriate and feasible plans to retain talents and improve the working efficiency of our staff.

## 僱傭及勞工準則

本集團堅信完善的僱傭制度是穩健經營的基石。我們致力為所有僱員提供公平公正、無歧視和無騷擾的工作環境，並倡導一視同仁和多元化的僱傭文化。本集團已制訂《僱員手冊》及《人事行政管理制度》，就薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利等範疇，訂立明確的政策與措施。我們期望每位僱員都能充分發揮所長和發展潛能，並擁有更平衡的工作與生活模式，從而提高集團整體競爭力。

## Employment and Labour Standards

The Group firmly believes that a comprehensive employment system is the cornerstone of stable operation. We are committed to providing all employees with a work environment which is fair and equal, free from discrimination and harassment, as well as promoting an employment culture of equality and diversity. The Group has established policies and measures in the areas of compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare, which are set out in the "Employee Handbook" and "Human Resources Administration Management System". We hope every employee can fully utilize their talents and potentials and have a better work-life balance, so as to enhance the overall competitiveness of the Group.

此外，本集團亦設有保密的意見及投訴機制，處理和回應僱員對僱傭相關的建議及投訴。

Besides, the Group has also set up a confidential opinion and complaint mechanism to handle and respond to employment-related suggestions and complaints.

# Employment and Community 僱傭及社區

以下是一些本集團於本年度已實行的僱傭措施：

The following are some of the employment measures implemented by the Group during the Year:

| 僱傭範疇<br>Employment aspect | 政策措施內容<br>Contents of policies and measures |
|---|---|
| 招聘、晉升及解僱<br>Recruitment, promotion and dismissal | • 在進行招聘時，採用劃一的甄選準則和中立的措辭刊登招聘廣告<br>Adopt uniform selection criteria during recruitment and use neutral wordings when publishing recruitment advertisement<br>• 尊重僱員的權利，透過訂立僱傭合同確定與僱員之僱傭關係，以及有關離職及解僱的僱傭條款<br>Respect the rights of the employees, establish the employer-employee relationship and define the employment terms in relation to termination and dismissal of employment through entering into employment contracts |
| 薪酬、工作時數、假期及福利<br>Compensation, working hours, rest periods and welfare | • 於《僱員手冊》載列有關考勤管理和假期的制度<br>Attendance management and holidays policy are set out in the "Employee Handbook"<br>• 為已通過試用期的僱員提供醫療保險及為出差的僱員提供旅遊保險<br>Provide medical insurance for employees who have passed the probation period and travel insurance for employees traveling on business trips<br>• 全職店舖員工福利：為僱員提供跨島車資津貼、勤工獎金<br>Benefits for full-time in-store employees: Cross-harbour travel allowance, attendance bonus<br>• 兼職店舖員工福利：服務大獎賞<br>Benefits for part-time in-store employees: Service Excellent Awards<br>• 員工購物折扣優惠<br>Staff purchase discount privilege |
| 平等機會、多元化及反歧視<br>Equal opportunity, diversity and anti-discrimination | • 建立工作評核制度，確保僱員在晉升、調職、培訓、職業發展及解僱等方面均得到平等待遇，不受歧視<br>Establish a performance appraisal system to ensure that employees are treated equally in relation to promotion, redesignation, training, career development and dismissal and not discriminated against<br>• 透過內部通訊向僱員推廣與平等機會、反歧視和騷擾相關的訊息，並提供相關的內部指引<br>Through internal communications, promote messages related to equal opportunities, anti-discrimination and harassment to employees and provide relevant internal guidance<br>• 不時審查評核準則，確保所採用的準則不含歧視成份<br>Review assessment criteria from time to time in order to ensure adopted criteria is not discriminatory |
| 勞工準則<br>Labour Standards | • 聘用任何僱員前，檢查與應聘者年齡相關的身份證明文件，核實其年齡和身份，避免聘用童工、強迫、擔保(包括負債擔保)或契約勞工、非自願獄中勞役、被拐賣勞工或奴隸勞工<br>Inspect identity documents related to the age of an applicant, verify the age and identity before the hiring of any employee to avoid the hiring of child labour, forced labour, guaranteed (including guarantees for loans) or indentured labour, involuntary prison labour, human trafficked labour or slave labour |

# Employment and Community 僱傭及社區

薪酬委員會之主要職能包括就檢討本公司對全體董事及高級管理人員之薪酬政策及架構，以及彼等之薪酬待遇，並向董事會提出建議。此外，薪酬委員會亦負責建立正規而具透明度的程序以制訂該等薪酬政策與架構，確保概無任何董事或其關聯人士參與決定其個人薪酬，而薪酬將參照個人及公司表現與市場慣例及情況而釐定。

The principal functions of the Remuneration Committee include reviewing and making recommendations to the Board on the Company's policy and structure of all directors and senior management remuneration as well as their remuneration packages. Besides, the Remuneration Committee is also responsible for establishing formal and transparent procedures for developing such remuneration policy and structure to ensure that no director or any of his/her associates will participate in deciding his/her own remuneration, which remuneration will be determined by reference to the performance of the individual and the Company as well as market practice and conditions.

本公司已採納《董事會成員多元化政策》，當中訂明達致董事會多元化的方法。本公司認同並堅信多元化的董事會裨益良多，並將董事會層面的多元化視為維持本公司競爭優勢的關鍵元素。於檢討及評估董事會的組成時，提名委員會致力於各層面達致多元化，並將考慮多個方面，包括但不限於性別、年齡、文化及教育背景、專業資格、技能、知識以及區域及行業經驗。

The Company has adopted the Board Diversity Policy which sets out the approach to achieve diversity of the Board. The Company recognises and embraces the benefits of having a diverse Board and sees diversity at the Board level as an essential element in maintaining the Company's competitive advantage. When reviewing and assessing the Board composition, the Nomination Committee is committed to diversity at each level and will consider a number of aspects, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge and regional and industry experience.

# Employment and Community 僱傭及社區

## 僱傭數字

截至2025年3月31日，本集團位於香港、澳門及汕頭的營運點共有853名僱員。以下為員工人數詳情。

## Number of employees

As of 31st March, 2025, the Group had a total of 853 employees at the Operation Points located in Hong Kong, Macau and Shantou. Details of the number of employees are set out below.

| 劃分類別<br>**Category** | 香港及澳門<br>**Hong Kong and Macau** | 汕頭<br>**Shantou** | 總計<br>**Total** |
|---|---|---|---|
| **按僱傭類型**<br>**By employment type** | | | |
| 全職<br>Full-time | 385 | 272 | 657 |
| 兼職<br>Part-time | 179 | 17 | 196 |
| **按性別**<br>**By gender** | | | |
| 男性<br>Male | 38 | 74 | 112 |
| 女性<br>Female | 526 | 215 | 741 |
| **按年齡組別**<br>**By age group** | | | |
| 30歲以下<br>Aged below 30 | 48 | 3 | 51 |
| 31-50歲<br>Aged 31-50 | 340 | 151 | 491 |
| 50歲以上<br>Aged above 50 | 176 | 135 | 311 |
| **按地區**<br>**By region** | | | |
| 香港及澳門<br>Hong Kong and Macau | 564 | | 564 |
| 中國內地<br>Mainland China | | 289 | 289 |
| **員工總數**<br>**Total workforce** | **564** | **289** | **853** |

# Employment and Community 僱傭及社區

| 流失員工人數<br>Number of turnover employees | 香港及澳門<br>Hong Kong and Macau | | 汕頭<br>Shantou | | 總計<br>Total | |
|---|---|---|---|---|---|---|
| **按性別<br>By gender** | **全職<br>Full-time** | **兼職<br>Part-time** | **全職<br>Full-time** | **兼職<br>Part-time** | **全職<br>Full-time** | **兼職<br>Part-time** |
| 男性<br>Male | 5 | 2 | 7 | 0 | 12<br>(9.5%) | 2<br>(1.6%) |
| 女性<br>Female | 209 | 221 | 7 | 0 | 216<br>(18.3%) | 221<br>(18.8%) |
| **按年齡組別<br>By age group** | **全職<br>Full-time** | **兼職<br>Part-time** | **全職<br>Full-time** | **兼職<br>Part-time** | **全職<br>Full-time** | **兼職<br>Part-time** |
| 30歲以下<br>Aged below 30 | 33 | 56 | 0 | 0 | 32<br>(23.6%) | 56<br>(40.0%) |
| 31-50歲<br>Aged 31-50 | 136 | 131 | 6 | 0 | 142<br>(18.6%) | 131<br>(17.1%) |
| 50歲以上<br>Aged above 50 | 45 | 36 | 8 | 0 | 53<br>(13.3%) | 36<br>(9.0%) |
| **按地區<br>By region** | **全職<br>Full-time** | **兼職<br>Part-time** | **全職<br>Full-time** | **兼職<br>Part-time** | **全職<br>Full-time** | **兼職<br>Part-time** |
| 香港及澳門<br>Hong Kong and Macau | 214 | 223 | | | 214<br>(21.4%) | 223<br>(22.3%) |
| 中國內地<br>Mainland China | | | 14 | 0 | 14<br>(4.6%) | 0<br>(0.0%) |
| **流失員工人數及比率[1]<br>Number of turnover employees and turnover rate[1]** | **437** | | **14** | | 228<br>(17.5%) | 223<br>(17.1%) |

[1] 特定類別僱員流失員工比率=特定類別員工流失人數/特定類別員工總人數+特定類別流失總人數

[1] Turnover rate of employees of specified type = number of turnover employee of specified type/total number of employee of specified type + total number of turnover employee of specified type

# Employment and Community 僱傭及社區

## 健康及安全

本集團將保障僱員的安全與健康視為業務營運成功的關鍵。為確保有效管理職業安全和健康，本集團已制定一系列政策及措施，並承諾透過《職業健康與安全管理制度》，致力為僱員構建安全優質的工作環境。此外，本集團設有風險評估流程，以識別健康與安全的風險，並定期更新相應防護措施，確保業務營運符合安全水平。

## Health and Safety

The Group recognizes that safeguarding the safety and health of employees is essential for the success of its business operations. To ensure effective management of occupational safety and health, the Group has formulated a series of policies and measures, and committed to creating a safe and excellent working environment for employees under the "Occupational Health and Safety Management System". The Group has established a risk assessment process to identify health and safety risks and regularly update respective precaution measures to ensure its business operations comply with safety standards.

| 與健康及安全有關的措施<br>**Measures in relation to health and safety** | |
|---|---|
| 職業健康安全管理小組<br>Occupational health and safety management team | • 服裝生產廠房設有健康與安全工作小組，按照已制定的職業健康安全制度，協調及監察相關措施落實情況，確保切實執行<br>A health and safety working group has been set up in the garment production plants to coordinate and monitor the implementation of relevant measures in accordance with the established occupational health and safety system to ensure effective implementation |
| 安全作業的流程和指引<br>Safe operation procedures and guidelines | • 訂立有關場地整潔、防火、用電安全及正確體力處理的操作程序等職業安全須知<br>Compile occupational safety guidance notes in relation to site housekeeping, fire prevention, safe use of electricity, and procedures for correct manual handling operation<br>• 於僱員手冊提供健康與安全指引<br>Provide health and safety guidelines in the "Employee Handbook"<br>• 為服裝生產廠房的僱員提供合適、充足的個人防護裝備<br>Provide suitable and adequate protective equipment for individual employee working in the garment production plants<br>• 制定生產崗位的工作制度，確保安全生產<br>Develop a working system for employees working at production positions to ensure safe production<br>• 定期進行安全檢查，對潛在隱患進行改善措施<br>Conduct regular safety inspections and take corrective measures against potential hazards |

# Employment and Community 僱傭及社區

| 與健康及安全有關的措施<br>**Measures in relation to health and safety** | |
|---|---|
| 宣傳、教育及培訓<br>Publicity, education and training | • 以公告欄和內部通訊等方式向僱員提供職業安全須知及健康衛生資訊<br>Provide occupational safety instructions and health and hygiene information to employees through bulletin boards and internal communications<br><br>• 為服裝生產廠房的僱員提供上崗前和在崗期間的職業衛生培訓<br>Provide occupational hygiene training for employees working in the garment production plants before and during employment<br><br>• 為僱員提供正確使用防護設備指引及培訓<br>Provide guidelines and training to employees in relation to proper use of protective equipment |

# Employment and Community 僱傭及社區

於本年度，本集團有關職業健康及安全的管理常規並無重大變動。

There were no major changes in the Group's management practice in relation to occupational health and safety during the Year.

| 健康與安全<br>Health and safety | 香港及澳門<br>Hong Kong and Macau | | | 汕頭<br>Shantou | | | 總計<br>Total | | |
|---|---|---|---|---|---|---|---|---|---|
| 年份<br>Year | **2025** | 2024 | 2023 | **2025** | 2024 | 2023 | **2025** | 2024 | 2023 |
| 因工亡故人數<br>Number of work-related fatalities | **–** | – | – | **–** | – | – | **–** | – | – |
| 因工亡故的比率<br>Percentage of work-related fatalities | **–** | – | – | **–** | – | – | **–** | – | – |
| 因工傷損失工作日數<br>Lost days due to work injury | **7** | 2 | 34 | **–** | – | – | **7** | 2 | 34 |

展望未來，本集團將持續監控員工職業健康健全政策措施的有效性，强化風險管理，確保員工安全。

Looking forward, the Group will continue to monitor the effectiveness of the policies and measures that improve occupational health and safety of employees, and strengthen risk management to ensure the safety of our staff members.

## 發展及培訓

本集團非常重視員工之個人發展，致力培育人才和提高員工的生產力，而為僱員提供專業在職培訓正是其中重要環節。除了為所有新入職僱員提供基本培訓課程外，本集團亦按各部門職能需要定期提供不同類型的內部培訓，提升僱員的專業水平並鼓勵他們利用專業知識去創新，以提升本集團的競爭力。

## Development and Training

The Group attaches great importance to the personal development of employees and is committed to developing competent workforce and enhancing employees' productivity, and providing professional on-the-job training to our employees is vital to us. In addition to induction training offered to all newcomers, the Group has regularly provided a variety of internal training for the need of each department in order to elevate the level of professionalism of our employees and encourage them to catalyze innovation with their expertise, heightening the Group's competitiveness.

本集團鼓勵僱員參加相關的外部培訓課程，亦提供學費資助(倘適用)。本集團為零售員工提供服務獎金、跨島車資津貼及員工購物折扣優惠，以吸引更多人才。此外，本集團進行工作表現評核並評估店舖同事的服務質素及工作績效。本集團亦會不定期進行實地培訓，對部分員工進行工作表現評核，並評估店舖同事的服務質素和工作績效。

The Group encourages its employees to attend relevant external training courses and also provides tuition fee subsidy (if applicable). The Group has provided its in-store employees with service incentives, cross-harbour travel allowance and staff purchase discount privilege to attract and retain more talents. In addition, the Group conducts performance appraisals and evaluates the service quality and performance of its in-store employees. Also, the Group has conducted field coaching from time to time, conducted performance appraisal for certain employees and evaluated the service quality and work performance of its in-store employees.



Veeko wanko colourmix MORIMOR

# Employment and Community 僱傭及社區

於本年度，各性別及僱員類別(包括未接受培訓或已離開本集團的僱員)的培訓比例及平均培訓時數如下：

The percentage of employees trained and average training hours per gender and employee category (inclusive of employees who did not receive training or have left the Group) during the Year are as follows:

| **培訓及發展**<br>**Training and development** | **總計**<br>**Total** |
|---|---|
| **培訓人數**<br>**Number of employees trained** | |
| **按性別**<br>**By gender** | |
| 男性<br>Male | 28 |
| 女性<br>Female | 284 |
| **按職級**<br>**By rank** | |
| 高級管理人員<br>Senior management | 2 |
| 管理人員<br>Management | 3 |
| 一般員工<br>General staff | 307 |
| **培訓總人數及百分比**<br>**Total number and percentage of employees trained** | **312**<br>**(36.6%)** |
| **平均培訓時數**<br>**Average training hours** | |
| **按性別**<br>**By gender** | |
| 男性<br>Male | 2.5 |
| 女性<br>Female | 17.0 |
| **按職級**<br>**By rank** | |
| 高級管理人員<br>Senior management | 30.0 |
| 管理人員<br>Management | 2.0 |
| 一般員工<br>General staff | 15.8 |
| **培訓總時數**<br>**Total training hours** | **4,902** |
| **每名員工平均培訓時數**<br>**Average training hours per employee** | **5.7** |

# Employment and Community 僱傭及社區

## 社區投資

本集團致力履行企業責任，為我們營運所在社區作出貢獻，為社會及環境創造價值。我們鼓勵僱員參與義工服務及慈善活動，並致力於業務所在的社區發揮積極影響。在本年度，本集團舉辦了兩次衣物捐贈活動，向救世軍捐贈員工的衣物，幫助社會中的弱勢社群。本集團已訂立《社區投資政策聲明》，承諾倡導負責任的企業文化，回饋社會，為社區可持續發展盡一分力量。

未來，我們將定期檢討及更新社區投資政策，為社會發展帶來正面影響。

## Community Investment

The Group has been committed to fulfilling its corporate responsibility to contribute to the communities in which we operate and to create value for society and the environment. We encouraged our staff members to participate in volunteer services and charity activities with an aim to make positive impacts on the community where we operate in. During the Year, the Group held two clothing donation events to donate employees' clothes to the Salvation Army to help disadvantaged groups in society. The Group has established its "Policy Statement for Community Investment" which is our commitment to become a responsible enterprise by giving back to our society, playing our role in sustainability of the community.

In the future, we will regularly review and update its community investment policy in order to contribute positive impacts to the development of society.

# Protecting the Environment 環境保護

本集團充分意識到其營運對環境可能產生的潛在影響，尤其是在生產過程中可能產生的污染。為了更有效地應對和緩減氣候變化帶來的風險，本集團已制定《環境保護政策聲明》，其中包括蓋本集團對排放物、資源使用，以及保護環境及天然資源的承諾及方針。我們定期檢視並探討使用綠色能源和提高資源效益的措施，以實現減少碳排放、降低空氣污染物排放和減少廢棄物的目標。我們亦會持續評估業務營運的氣候風險，並制定應對措施。

The Group is fully aware of the potential impacts which may be caused by our operation to the environment, in particular the pollution that may occur during our production procedures. In order to cope with and mitigate the risks brought by climate change more effectively, the Group has formulated the "Environmental Protection Policy Statement", including the commitments and approaches of the Group in respect of emission, use of resources, environmental protection and natural resources. We regularly review and explore the measures about using green energy and increasing resource efficiency, thereby achieving the objectives of reducing carbon emissions, reducing the emission of air pollutants and waste reduction. We will also continue to assess the climate risks in our business operations and develop mitigating measures.

## 應對氣候變化

未來十年間，極端氣候事件將日趨頻繁，而氣候變化將成為影響企業營運的關鍵因素之一。《香港氣候行動藍圖2050》和中國政府的「3060」雙碳目標均指出企業於未來數年內加強應對氣候變化和支持向低碳經濟轉型至關重要。本集團將定期探討在已制定的《氣候變化政策》，以持續提高對氣候風險的抵禦能力並減少碳排放。

## Responding to Climate Change

Extreme weather events will become increasingly frequent in the coming ten years, and climate change will become one of the key elements affecting business operations. The "Hong Kong Climate Action Plan 2050" and the "3060" dual-carbon goals of the Chinese government both suggest that it is crucial for enterprises to strengthen their responses to climate change and support the transformation into low-carbon economy in the coming few years. The Group will regularly review the formulated Climate Change Policy so as to improve the resilience to climate risks, simultaneously and reduce carbon emissions.

| 與氣候風險管理有關的指引<br>Guidelines in relation to climate risk management | |
|---|---|
| 《氣候變化政策》<br>"Climate Change Policy" | 本集團承諾在未來積極減少碳排放，相關措施包括：<br>The Group promises to reduce carbon emission in the future proactively, the relevant measures of which include:<br>• 訂立並定期檢視減碳目標，致力減少溫室氣體排放<br>Set and regularly review carbon reduction targets to reduce greenhouse gas emissions<br>• 善用創新科技，提高營運業務時的能源效益，並同時減少生產過程中用的天然資源<br>Leverage innovative technologies to improve energy efficiency in operating business while reducing the use of natural resources in production<br>• 支持採用可再生能源，減少生產過程中產生的碳足跡<br>Support the adoption of renewable energy to reduce the carbon footprint in production<br>• 遵守所有與氣候變化議題相關的法律、法規和標準<br>Comply with all laws, regulations and standards related to climate change issues<br>• 與持份者(包括僱員、供應商等)保持溝通，鼓勵他們在日常營運中節約能源，減少碳排放<br>Maintain communication with stakeholders (including employees, suppliers, etc.) to encourage them to save energy and reduce carbon emissions in their daily operations |

# Protecting the Environment 環境保護

本集團致力削減溫室氣體排放，並強化企業應對氣候變化的能力。我們已制定《氣候變化政策》，以確保未來的可持續發展策略能符合本集團要求，並與全球氣候變化議題的最新發展保持一致。該政策提出一系列措施，包括致力管理因氣候變化帶來的風險及機遇，提升應對氣候變化的復原力和建立相應的策略來減少碳足跡。此外，針對於可能出現的惡劣極端天氣帶來的各種自然災害，生產廠房已設立了《極端天氣應急處理制度》，以盡量減低氣候變化帶來的風險。

The Group is committed to reducing greenhouse gas emissions and improve its climate resilience. We have formulated the "Climate Change Policy", so as to ensure the sustainable development strategies in the future can meet the requirements of the Group and align with the latest development of global climate change issues. The policy put forward a series of measures, which include: committing to manage the risks and opportunities brought about by climate change, enhancing resilience to climate change and establishing corresponding strategies to reduce carbon footprint. Besides, for those natural disasters caused by potential extreme weather, our factories has "Contingency Plan for Extreme Weather" in place to minimize the risks brought by climate change.

| **本集團氣候變化政策摘要**<br>**Summary of the Climate Change Policy of the Group** | |
|---|---|
| 緩解<br>Mitigation | • 在採購過程中以氣候變化作為關鍵考慮，並促進低碳及可持續產品的採購。<br>Take climate change as a key factor into account during the procurement process, and facilitate the procurement of low-carbon and sustainable products. |
| 適應<br>Adaptation | • 密切監察初現的氣候相關風險，並適時將氣候相關風險納入本集團的風險管理體系。<br>Closely monitor emergent climate-related risks and integrate climate-related risks into the risk management system of the Group as and when appropriate. |
| 披露<br>Disclosure | • 於ESG報告中披露我們的方針、措施及進度。<br>Disclose our approaches, measures and progress in the ESG Report. |

# Protecting the Environment 環境保護

本集團已進行氣候風險評估，並確定可能立即受到影響的物理風險：

The Group has carried out climate risk assessment and identified physical risks that may have immediate impacts:

| | 風險<br>Risk | 應對措施<br>Response |
|---|---|---|
| 實體風險<br>Physical risks | 暴風、水災、火災等天氣相關事件，可能損毀生產廠房設施／店舖／寫字樓及倉庫，而影響日常運作<br>Weather-related events such as storm, flood and fire, may damage production plant facilities/shops/offices and warehouses and impact daily operations | 臨街的店舖會盡量做好防風防洪的保護措施（例如部分處於低窪地區的澳門店舖已安裝防洪閘）<br>Street-front shops will take protective measures against wind and flooding as far as possible (e.g. certain shops in low-lying areas in Macau have installed flood gates) |

本集團將繼續探究氣候變化對其營運的影響，包括實體風險和過渡風險，並制定相關應對行動。

The Group will continue to explore the impacts of climate change on its operations, including physical risks and transition risks, and formulate relevant response actions.

## 排放物

本集團於本年度繼續委託獨立專業顧問公司按照香港環保署和機電工程署編製的指引[2]、中華人民共和國國家發展和改革委員會發佈的指南[3]，以及溫室氣體核算體系[4]等國際標準進行碳評估，監測與量度溫室氣體排放量，並披露碳足跡。

## Emissions

During the Year, the Group continued to appoint an independent professional consultancy firm to conduct carbon assessment, monitor and measure greenhouse gas emissions and disclose carbon footprint based on guidelines issued by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong[2], the guidelines issued by the National Development and Reform Commission of the People's Republic of China[3], and international standards such as the GHG Protocol[4].

2 《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》

3 《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》

4 《溫室氣體核算體系：企業核算與報告標準》

2 Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong

3 Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and Other Industrial Enterprises (Trial)

4 The GHG Protocol: A Corporate Accounting and Reporting Standard

# Protecting the Environment 環境保護

| 溫室氣體排放<br>Greenhouse gas emissions | | | | |
|---|---|---|---|---|
| **範圍**<br>**Scope** | **排放量（公噸二氧化碳當量）**<br>**Emissions (tonne of $CO_2$ equivalent)** | | | |
| | **香港（零售店舖、相關辦公室及倉庫）**<br>**Hong Kong (retail stores, relevant offices and warehouses)** | **澳門（零售店舖）**<br>**Macau (retail stores)** | **汕頭（生產廠房）**<br>**Shantou (production plants)** | **總排放量（公噸二氧化碳當量）**<br>**Total emissions (tonne of $CO_2$ equivalent)** |
| 範圍1：直接溫室氣體排放<br>Scope 1: Direct greenhouse gas emissions | 76.12 | 0 | 2.45 | 78.57 |
| 範圍2：能源間接溫室氣體排放[5]<br>Scope 2: Indirect energy-based greenhouse gas emissions[5] | 1,154.44 | 202.52 | 702.65 | 2,059.61 |
| 範圍3：其他間接溫室氣體排放[6]<br>Scope 3: Other indirect greenhouse gas emissions[6] | 33.38 | 1.59 | 17.35 | 52.33 |
| **溫室氣體排放總量**<br>**Greenhouse gas emissions in total** | 1,468.05 | | 723.66 | 2,190.51 |
| **溫室氣體密度**<br>**Intensity of greenhouse gas emissions** | 3.05<br>公噸二氧化碳當量／百萬港元營業額<br>tonne of $CO_2$ equivalent/ million HK$ turnover | | 1.20<br>公噸二氧化碳當量／千件產品<br>tonne of $CO_2$ equivalent/ thousand product units | 不適用<br>Not applicable |

5 為反映實際排放量，本年度溫室氣體排放量數據已包含處理食水及污水時所消耗的電力。

6 範圍3排放評估涵蓋商務旅行、食水使用、污水處理及廢紙處理等行為所產生的排放。本年度，香港、澳門及內地範圍3－其他間接溫室氣體排放報告範圍保持一致。因紙張廢棄物處理、食水使用、污水處理所致的碳排放均參考香港的排放因子。

5 To reflect actual emission, greenhouse gas emissions data for the Year includes electricity consumed for treating water and sewage.

6 Scope 3 emission assessment covers emissions from, among others, corporate travels for business, water usage, sewage treatment and paper waste disposal in Hong Kong. The report on Scope 3 – other indirect greenhouse gas emissions in Hong Kong, Macau and Mainland China for the Year remained consistent. The carbon emissions from waste paper disposal, water usage, sewage treatment were calculated with reference to the factors of emissions in Hong Kong.

# Protecting the Environment 環境保護

本年度溫室氣體排放最主要來自範圍2(能源間接溫室氣體排放)之外購能源使用，佔總溫室氣體排放的94%。本集團在減排方面作出不懈的努力，致使本年度溫室氣體排放較上年度下降約7%。溫室氣體密度方面，香港和澳門按營業額計算的溫室氣體密度較上年度上升13%，而廠房每千件產品產生的溫室氣體密度較上年度下降12%。

Greenhouse gas emissions for the Year derive mainly from the use of externally purchased electricity within Scope 2 (Indirect energy-based greenhouse gas emissions), representing 94% of total greenhouse gas emissions. The Group has made utmost efforts in emission reduction, resulting in a decrease of approximately 7% in greenhouse gas emissions for the Year as compared with last year. For greenhouse gas intensity, the greenhouse gas intensity of our Hong Kong and Macau operations (in turnover) increased by 13% as compared with the last year, while the greenhouse gas intensity per 1,000 units of products produced in our plants decreased by 12% as compared with the last year.

除空氣污染物及溫室氣體排放外，《環境保護政策聲明》亦已承諾本集團會妥善處理有害及無害廢棄物，部份營運點已實施的措施包括：

In addition to air pollutants and greenhouse gas emissions, commitment is also made in the "Environmental Protection Policy Statement" that the Group will properly handle hazardous and non-hazardous wastes. Measures that are implemented in some Operation Points include:

- 避免使用即棄產品，並向僱員提供減廢及廢物回收指引
- 設置回收箱，實施垃圾分類回收
- 委托回收商定期收集回收物料
- 使用環保的清潔產品，減少在污水中的有害物質
- 控制及紀錄有害化學品使用，妥善處理廢棄化學品
- 監測廢物產生量及回收量，以及污水排放情況，避免排放超標

- Avoiding the use of disposable products and providing guidance to employees on waste reduction and recycling
- Provision of recycling bins for waste separation and recycling
- Commissioning recyclers to collect recycled materials on a regular basis
- Using environmental-friendly cleaning products to reduce harmful substances in sewage
- Controlling and recording the use of hazardous chemicals and proper disposal of waste chemicals
- Monitoring of waste generation and recycling, and sewage discharge to avoid excessive discharge

作為負責任的時裝生產及銷售商，本集團的兩間服裝生產廠房已根據《節能減排責任書》制訂各項減排措施。此外，兩間服裝生產廠房設有環境保護工作小組，主要負責在生產過程中協調及落實環保措施、定期審視和更新環保政策。同時，我們設有投訴機制，以回應與環境保護相關的意見和建議。這些措施旨在確保我們的生產過程盡可能減少對環境的影響，並持續改進我們的環境保護措施。

Being a responsible fashion manufacturer and distributor, two garment production plants of the Group have formulated measures to reduce emissions pursuant to the "Energy Saving and Emission Reduction Responsibility Statement". In addition, environmental protection working groups have been set up in the two garment production plants, which are mainly responsible for coordinating and implementing environmental protection measures in the production process, regularly reviewed and updated its environmental protection policies, In addition, we have a complaints mechanism in place to respond to comments and suggestions relating to environmental protection. These measures are designed to ensure that our production processes minimise our environmental impacts and we will continue to improve our environmental protection measures.

# Protecting the Environment 環境保護

## 資源使用

本集團的營運過程中使用能源、水及紙張等資源。本年度，本集團主要的能源消耗為營運中所消耗的外購電力，以及車輛消耗的汽油和柴油。本年度能源總耗量為4,850.94兆瓦時，總能源消耗量與去年相若，其中電力消耗佔總能源消耗的94%。

## Use of Resources

The Group uses resources such as energy, water and paper in its operation process. During the Year, the Group's major energy consumption was purchased electricity consumed in its operations and petrol and diesel consumed by vehicles. The total energy consumption for the Year was 4,850.94 MWh, similar to that for the previous year, of which electricity consumption accounted for 94% of the total energy consumption.

| 能源消耗量<br>Energy consumption | | | |
|---|---|---|---|
| **類別**<br>**Category** | **2025年**<br>**Year 2025** | **2024年**<br>**Year 2024** | **單位**<br>**Unit** |
| **直接能源**<br>**Direct energy** | | | |
| 汽油<br>Petrol | **46.79** | 43.19 | 兆瓦時<br>MWh |
| 柴油<br>Diesel | **256.30** | 285.83 | 兆瓦時<br>MWh |
| **間接能源**<br>**Indirect energy** | | | |
| 電力<br>Electricity | **4,547.85** | 4,691.26 | 兆瓦時<br>MWh |
| **能源總耗量**<br>**Total energy consumption** | **4,850.94** | 5,020.28 | 兆瓦時<br>MWh |
| **能源密度(香港及澳門，以營業額計算)**<br>**Intensity of energy consumption (Hong Kong and Macau, in turnover)** | **7.33** | 6.34 | 兆瓦時／百萬港元營業額<br>MWh/million HK$ turnover |
| **能源密度(汕頭生產廠房，以產量計算)**<br>**Intensity of energy consumption (Shantou production plants, in production volume)** | **2.19** | 2.29 | 兆瓦時／千件產品<br>MWh/thousand products |

# Protecting the Environment 環境保護

在水資源方面，本集團於本年度內共耗水14,282立方米，而香港及澳門的耗水密度比上年度上升17%。為避免有浪費水資源的風險，本集團會在營運點定期檢查取水及用水設施，及時識別漏水情況。

In terms of water resources, the Group consumed a total of 14,282 $m^3$ of water during the Year, whereas the intensity of water consumption in Hong Kong and Macau was 17% higher than that of the previous year. In order to avoid the risk of wasting water resources, the Group will regularly inspect the water intake and water use facilities at the operating points to identify water leakage in a timely manner.

| 指標<br>**Index** | **2025年**<br>**Year 2025** | **2024年**<br>**Year 2024** | **單位**<br>**Unit** |
|---|---|---|---|
| 總耗水量<br>Water consumption in total | **14,282** | 15,285 | 立方米<br>$m^3$ |
| 耗水密度(香港及澳門，以面積計算)<br>Intensity of water consumption (Hong Kong and Macau, in area) | **31.80** | 27.17 | 立方米／千平方呎面積<br>$m^3$/thousand sq. ft. area |
| 耗水密度(汕頭生產廠房，以產量計算)<br>Intensity of water consumption (Shantou production plants, in production volume) | **14.98** | 17.62 | 立方米／千件產品<br>$m^3$/thousand products |

本集團已製作內部環境保護指引並正計劃向僱員提供減廢及廢物回收指引，透過內部通訊向僱員推廣環保訊息。此外，本集團於香港之化妝品零售店舖在本年度繼續參與了中國銀行(香港)有限公司推出的「商戶無付款存根計劃」，共同實踐綠色消費。這項計劃旨在減少紙張的使用，提倡數位化收據，從而減少對自然資源的消耗。通過這些舉措，我們致力於在內部和外部推廣環保意識，並積極參與可持續發展的實踐。

The Group has developed its internal guidelines on environmental protection and has been planning to set out a set of guidelines on waste reduction and recycling for its employees with an aim to promote environmental awareness among staff members via internal communication. In addition, the Group's cosmetics retail stores in Hong Kong continued to participate in the "Merchant Payment Without Paper Receipt Programme" launched by Bank of China (Hong Kong) Limited during the Year, jointly practicing green consumption. This programme aims to reduce the consumption of natural resources by minimising the use of paper and promoting digital receipts. Through these initiatives, we strive to promote environmental awareness both internally and externally, and actively participate in sustainable practices.

# Protecting the Environment 環境保護

## 廢棄物排放

本集團營運點所產生的生活垃圾均為無害廢棄物，並無產生有害廢棄物。無害廢棄物交由相關市政部門清運。本年度，營運點共生產了14.61公噸無害廢棄物，主要來自生活及生產垃圾包括紙樣、截片修邊和布碎線頭等衣物相關物。

## Waste Emissions

All domestic wastes produced from the Group's Operation Points are non-hazardous waste, with no hazardous waste generated. The non-hazardous wastes are collected by the relevant municipal authorities for disposal. During the Year, a total of 14.61 tonnes of non-hazardous wastes were generated at the Operation Points, which mainly are domestic waste and production waste, including clothing-related materials like paper patterns, segments, trimmings, cloth scraps and threads.

| 指標<br>**Index** | 2025年<br>**Year 2025** | 2024年<br>**Year 2024** | 單位<br>**Unit** |
|---|---|---|---|
| 無害廢棄物總量<br>Total non-hazardous waste | **14.61** | 17.22 | 公噸<br>tonne |
| 無害廢棄物密度<br>Non-hazardous waste intensity | **0.02** | 0.03 | 公噸／千件產品<br>tonne/thousand products |

展望未來，本集團將致力減少廢物的產生並最大限度地減少其營運送往垃圾堆填區的廢棄物，旨在促進再利用和回收，探索提高回收率的方法。

Looking ahead, the Group is committed to reducing waste generation and minimising the waste sent from its operations to landfills, with the aim of promoting reuse and recycle and exploring ways to improve recycling rate.

# Protecting the Environment 環境保護

| 類別<br>Category | 與資源使用有關的措施<br>Measures in relation to use of resources |
|---|---|
| 能源<br>Energy | 電腦<br>Computer<br><br>• 更改電腦設置，若長時間無操作電腦，電腦將啟動待命或休眠等省電模式<br>Change computer settings. Computer will enter an energy saving mode such as the standby or sleep mode if left unused for a long period of time<br><br>• 在午飯時或離開工作地方時關掉電腦顯示屏<br>Turn off monitor displays of computers during lunch time or when leaving the work place<br><br>• 在非辦公時間關掉電腦及非必要的伺服器<br>Switch off computers and non-essential servers during non-office hours<br><br>• 調節顯示屏至合適的亮度<br>Tune the brightness of monitor displays properly<br><br>• 伺服器設有獨立空調，保持伺服器有關設備附近的空氣流通，並監察伺服器室的溫度（例如使用恆溫器），以免將溫度調得過低<br>A separate air conditioning system is installed in server room to keep air circulating around the server-related equipment and monitor the temperature in the server room (e.g. use a thermostat) to avoid turning the temperature down too low |

# Protecting the Environment 環境保護

| 類別<br>Category | 與資源使用有關的措施<br>Measures in relation to use of resources |
|---|---|
| 能源<br>Energy | 空調<br>Air-conditioning<br><br>• 於非辦公時間關掉部分空調裝置<br>Turn off some of the air conditioners during non-office hours<br><br>• 會議室在有人使用時才開動空調，不得提早開動；在離開會議室時隨即關掉空調<br>Turn on the air conditioning only when the meeting room is occupied and no prior turning on is allowed; turning off the air conditioning when leaving the meeting room<br><br>• 把生產廠房的空調溫度設定為攝氏24-26度<br>Set the air conditioning temperature in the production plants to 24-26 degrees Celsius<br><br>• 於生產廠房利用風扇配合空調使用，增強清涼效果<br>In the production plants, fans are used in conjunction with air conditioners to enhance the cooling effect<br><br>• 於生產廠房放下百葉簾或窗簾，減少陽光直接照射生產廠房內<br>Lower the venetian blinds or draw the curtains in the production plants to reduce direct sunlight shining into the plants<br><br>• 定期清洗隔塵網及盤管式風機，並定期維修空調系統，確保高效運作<br>Clean the dust filters and fan coil units regularly and maintaining the air conditioning system regularly to ensure efficient operation |

# Protecting the Environment 環境保護

| 類別<br>Category | 與資源使用有關的措施<br>Measures in relation to use of resources |
|---|---|
| 能源<br>Energy | 照明<br>Lighting<br><br>• 安裝具能源效益的照明系統<br>Install energy-efficient lighting systems<br><br>• 安排最後離開的僱員關閉所有照明裝置<br>Make arrangement for the last employee who leaves the office to turn off all lighting devices<br><br>• 在燈掣附近貼上「節約能源」標貼以作提示<br>Place "Conserve Energy" labels next to light switches as a reminder<br><br>• 劃分區域，靈活控制個別照明系統<br>Establish zoning for the flexibility in the control of individual lighting systems<br><br>• 當日光足夠照亮生產廠房的室內地方時，關掉部分照明<br>Turn off some of the lights when there is sufficient daylight to illuminate the interior of the production plants<br><br>• 辦公室牆身及天花採用淺色，以減少燈光需要<br>Use light colors for office walls and ceilings to reduce the need for lighting |
| 用水<br>Water | • 定期檢查水管及水龍頭，如發現出現漏水情況，將安排及時維修<br>Inspect water pipes and faucets regularly and arrange for timely repairs if water leakages are found<br><br>• 監測生產及日常用水量，減少浪費用水的機會<br>Monitor production and daily water consumption to reduce water waste<br><br>• 為提醒同事們節約用水，在水龍頭旁邊張貼了珍惜用水的提示<br>A reminder is posted next to the water faucets to remind our staff to conserve water |

# Protecting the Environment 環境保護

| 類別<br>Category | 與資源使用有關的措施<br>Measures in relation to use of resources |
|---|---|
| 紙張<br>Paper | • 適用較薄的紙張<br>Use thinner paper<br>• 鼓勵採用雙面印刷，並將影印機預設為雙面打印模式<br>Preset printers and photocopiers to double-sided printing mode<br>• 使用紙張未用過的一面，作草擬、列印及接收傳真用途<br>Use the clean side of paper for drafting, printing and print-out of incoming fax<br>• 循環使用信封和檔案夾，發送內部文件及書信<br>Recycle envelopes and folders for internal mail and correspondence<br>• 採用電子通訊及電子存檔作日常工作溝通<br>Adopt electronic communications and electronic filing for daily working communication<br>• 推動無須列印實體付款存根的電子消費，推動綠色消費<br>Promote electronic consumption without printing physical payment receipts to encourage green consumption |

## 環境合規

本集團全面遵守所有適用的環境法例及規例。於本年度內，本集團未有收到任何違規報告。

## Environmental Compliance

The Group has been fully in compliance with all applicable laws and regulations in environmental protection. During the Year, the Group did not receive any report on non-compliance.

# Looking Forward 展望未來

為配合全球氣候變化議題的最新發展，回應持份者的期望及監管機構的要求，本集團承諾定期檢視報告匯報水平，並與各方緊密協作，適時制訂措施以有效管理氣候風險。我們將嚴格遵從國際及國家標準，同時積極推動創新以提升生產效率，致力將能源消耗及環境污染的影響降至最低。

In order to keep pace with the latest developments of the global climate change issue and response to stakeholders' expectations and regulatory requirements, the Group is committed to regularly reviewing the level of reporting disclosure, and will continue to work closely with all parties to develop measures in a timely manner, to effectively manage climate risks. We will strictly comply with international and national standards, while actively promoting innovation to improve production efficiency and strive to minimise the impact of energy consumption and environmental pollution.

閣下的意見均有助本集團制訂各項未來業務發展計劃及可持續發展策略，以提升可持續發展績效。如　閣下對本報告有任何疑問或建議，歡迎電郵至contact@veeko.com.hk。

The Group welcomes feedbacks from all parties, which are conducive for formulating its future business development plans and sustainability strategies, with an aim to enhance the performance on sustainable development. Should you have any questions or suggestions regarding the Report, please feel free to contact us through e-mail at contact@veeko.com.hk.

# KPIs Summary 關鍵績效指標一覽

## 環境績效指標

## Environmental KPIs

### 污染物排放

### Pollutant Emissions

| 年份<br>Year | 2025 | 2024 | 單位<br>Unit |
|---|---|---|---|
| 氮氧化物(NOx)<br>Nitrogen oxides (NOx) | **400.09** | 411.57 | 千克<br>kg |
| 硫氧化物(SOx)<br>Sulphur oxides (SOx) | **0.54** | 0.60 | 千克<br>kg |
| 懸浮粒子(PMs)<br>Particulate matter (PMs) | **39.56** | 40.72 | 千克<br>kg |

### 溫室氣體排放[7,8]

### Greenhouse Gas Emissions[7,8]

| 年份<br>Year | 2025 | 2024 | 單位<br>Unit |
|---|---|---|---|
| 範圍1：直接溫室氣體排放<br>Scope 1: Direct greenhouse gas emissions | **78.57** | 86.09 | 公噸二氧化碳當量<br>Tonne of $CO_2$ equivalent |
| 範圍2：間接溫室氣體排放<br>Scope 2: Indirect greenhouse gas emissions | **2,059.61** | 2,210.73 | 公噸二氧化碳當量<br>Tonne of $CO_2$ equivalent |
| 範圍3：其他間接溫室氣體排放<br>Scope 3: Other indirect greenhouse gas emissions | **52.33** | 59.92 | 公噸二氧化碳當量<br>Tonne of $CO_2$ equivalent |
| 溫室氣體排放總量<br>Greenhouse gas emissions in total | **2,190.50** | 2,356.74 | 公噸二氧化碳當量<br>Tonne of $CO_2$ equivalent |
| 溫室氣體密度－香港及澳門(以營業額計算)<br>Intensity of greenhouse gas emissions – Hong Kong and Macau (in turnover) | **3.05** | 2.70 | 公噸二氧化碳當量／百萬港元營業額<br>Tonne of $CO_2$ equivalent/ million HK$ turnover |
| 溫室氣體密度－汕頭生產廠房(以生產量計算)<br>Intensity of greenhouse gas emissions – Shantou production plants (in production volume) | **1.20** | 1.36 | 公噸二氧化碳當量／千件產品<br>Tonne of $CO_2$ equivalent/ thousand products |

7 範圍1—直接溫室氣體排放，包括本集團設備及系統運作時溫室氣體的排放。範圍2—間接溫室氣體排放，包括本集團外購電力消耗的排放。範圍3—其他溫室氣體排放，包括來自堆填區處理的廢紙、政府部門處理淡水和污水所用電力及商務航空差旅所產生之排放。

8 量化的過程參考《公共建築運營企業溫室氣體排放核算方法和報告指南(試行)》，以及參考國際標準如ISO14064-1及溫室氣體盤查議定書。

7 Scope 1 – direct GHG emissions included GHG emissions from the Group's equipment and systems in operation. Scope 2 – indirect GHG emissions included emissions resulting from the Group's consumption of purchased electricity. Scope 3 – other GHG emissions included emissions from waste paper disposed at landfills, electricity used by government departments for water and sewage treatment and business travels by air.

8 The quantitative process was based on the Guidelines for Accounting and Reporting Greenhouse Gas Emissions – China Public Building Operation Units (Enterprises) (Trial) and with reference to international standards such as ISO14064-1 and the Greenhouse Gas Protocol.



Veeko wanko colourmix MORIMOR

# KPIs Summary 關鍵績效指標一覽

## 環境績效指標(續) Environmental KPIs *(Continued)*

### 有害及無害廢棄物產生量 Hazardous and Non-hazardous Waste Produced

| 年份 Year | 2025 | 2024 | 單位 Unit |
|---|---|---|---|
| 所產生有害廢棄物總量 Total hazardous waste produced | – | – | 公噸 Tonne |
| 有害廢棄物密度－汕頭生產廠房(以生產量計算) Intensity of hazardous waste produced – Shantou production plants (in production volume) | – | – | 公噸／千件產品 Tonne/thousand products |
| 所產生無害廢棄物總量 Total non-hazardous waste produced | **14.61** | 17.22 | 公噸 Tonne |
| 無害廢棄物密度－汕頭生產廠房(以生產量計算) Intensity of non-hazardous waste produced – Shantou production plants (in production volume) | **0.02** | 0.03 | 公噸／千件產品 Tonne/thousand products |

### 能源耗量 Energy Consumption

| 年份 Year | 2025 | 2024 | 單位 Unit |
|---|---|---|---|
| 直接能源總用量 Total direct energy consumption | **303.09** | 329.02 | 兆瓦時 MWh |
| 汽油 Petrol | **46.79** | 43.19 | 兆瓦時 MWh |
| 柴油 Diesel | **256.30** | 285.83 | 兆瓦時 MWh |
| 間接能源總用量 Total indirect energy consumption | **4,547.85** | 4,691.26 | 兆瓦時 MWh |
| 電力 Electricity | **4,547.85** | 4,691.26 | 兆瓦時 MWh |
| 能源總耗量 Total energy consumption | **4,850.94** | 5,020.28 | 兆瓦時 MWh |
| 能源密度－香港及澳門(以營業額計算) Intensity of energy consumption – Hong Kong and Macau (in turnover) | **7.33** | 6.34 | 兆瓦時／百萬港元營業額 MWh/million HK$ turnover |
| 能源密度－汕頭生產廠房(以生產量計算) Intensity of energy consumption – Shantou production plants (in production volume) | **2.19** | 2.29 | 兆瓦時／千件產品 MWh/thousand products |

# KPIs Summary 關鍵績效指標一覽

## 環境績效指標(續) Environmental KPIs *(Continued)*

### 耗水量 Water Consumption

| 年份<br>**Year** | **2025** | **2024** | **單位**<br>**Unit** |
|---|---|---|---|
| 耗水總量<br>Total water consumption | **14,282** | 15,285 | 立方米<br>$m^3$ |
| 耗水密度－香港及澳門(以面積計算)<br>Intensity of water consumption – Hong Kong and Macau (in area) | **31.80** | 27.17 | 立方米／千平方呎面積<br>$m^3$/thousand sq.ft. area |
| 耗水密度－汕頭生產廠房(以生產量計算)<br>Intensity of water consumption – Shantou production plants (in production volume) | **14.98** | 17.62 | 立方米／千件產品<br>$m^3$/thousand products |

### 包裝材料用量 Packaging Materials Consumption

| 年份<br>**Year** | **2025** | **2024** | **單位**<br>**Unit** |
|---|---|---|---|
| 包裝材料總量<br>Total packaging materials | **42.03** | 47.24 | 公噸<br>Tonne |
| 包裝材料的每生產單位佔量－香港及澳門(以營業額計算)<br>Packaging materials per unit produced – Hong Kong and Macau (in turnover) | **0.03** | 0.04 | 公噸／百萬港元營業額<br>Tonne/million HK$ turnover |
| 包裝材料的每生產單位佔量－汕頭生產廠房(以生產量計算)<br>Packaging materials per unit produced – Shantou production plants (in production volume) | **0.04** | 0.05 | 公噸／千件產品<br>Tonne/thousand products |

# KPIs Summary 關鍵績效指標一覽

## 社會績效指標

## Social KPIs

### 員工人數

### Number of Employees

| | | 2025年 Year 2025 | | 2024年 Year 2024 | |
|---|---|---|---|---|---|
| | | 人數 Number | 總人數 Total Number | 人數 Number | 總人數 Total Number |
| 按僱傭類別 By employment type | 全職 Full-time | **657** | **853** | 682 | 866 |
| | 兼職 Part-time | **196** | | 184 | |
| 按性別劃分 By gender | 男性 Male | **112** | | 118 | |
| | 女性 Female | **741** | | 748 | |
| 按年齡組別劃分 By age group | 30歲以下 Aged below 30 | **51** | | 53 | |
| | 31-50歲 Aged 31-50 | **491** | | 499 | |
| | 50歲以上 Aged above 50 | **311** | | 314 | |
| 按地區劃分 By region | 香港及澳門 Hong Kong and Macau | **564** | | 556 | |
| | 中國內地 Mainland China | **289** | | 310 | |

# KPIs Summary 關鍵績效指標一覽

## 社會績效指標*(續)*

## 新入職員工人數及比率[9]

## Social KPIs *(Continued)*

## Number and Rate of Newly-Joined Employees[9]

| | | 2025年 Year 2025 | | | | 2024年 Year 2024 | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | 新入職員工人數及比率 Number and Rate of Newly-Joined Employees | | 新入職員工總人數及比率 Total Number and Rate of Newly-Joined Employees | | 新入職員工人數及比率 Number and Rate of Newly-Joined Employees | | 新入職員工總人數及比率 Total Number and Rate of Newly-Joined Employees | |
| 按性別劃分 By gender | 男性 Male | **12** | **10.7%** | **467** | **54.7%** | 21 | 17.8% | 412 | 47.6% |
| | 女性 Female | **455** | **61.4%** | | | 391 | 52.3% | | |
| 按年齡組別劃分 By age group | 30歲以下 Aged below 30 | **99** | **194.1%** | | | 93 | 175.5% | | |
| | 31-50歲 Aged 31-50 | **276** | **56.2%** | | | 231 | 46.3% | | |
| | 50歲以上 Aged above 50 | **92** | **29.6%** | | | 88 | 28.0% | | |
| 按地區劃分 By region | 香港及澳門 Hong Kong and Macau | **447** | **79.3%** | | | 393 | 70.7% | | |
| | 中國內地 Mainland China | **20** | **6.9%** | | | 19 | 6.1% | | |

[9] 新入職員工比率 = 新入職員工人數/年末員工人數

[9] Rate of newly-joined employees = number of newly-joined employees/number of employees as at the end of the Year

# KPIs Summary 關鍵績效指標一覽

## 社會績效指標(續)

## Social KPIs *(Continued)*

### 流失員工人數及比率[10]

### Number of Turnover Employees and Turnover Rate[10]

| | | 2025年 Year 2025 | | | | 2024年 Year 2024 | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | 全職流失員工人數及比率 Number of Full-time Turnover Employees and Turnover Rate | | 兼職流失員工人數及比率 Number of Part-time Turnover Employees and Turnover Rate | | 全職流失員工人數及比率 Number of Full-time Turnover Employees and Turnover Rate | | 兼職流失員工人數及比率 Number of Part-time Turnover Employees and Turnover Rate | |
| 按性別劃分 By gender | 男性 Male | **12** | **9.5%** | **2** | **1.6%** | 28 | 19.0% | 1 | 0.7% |
| | 女性 Female | **216** | **18.3%** | **221** | **16.8%** | 207 | 17.5% | 225 | 19.1% |
| 按年齡組別劃分 By age group | 30歲以下 Aged below 30 | **33** | **23.6%** | **56** | **40.0%** | 48 | 30.2% | 58 | 36.5% |
| | 31-50歲 Aged 31-50 | **142** | **18.6%** | **131** | **17.1%** | 133 | 17.6% | 122 | 16.2% |
| | 50歲以上 Aged above 50 | **53** | **13.3%** | **36** | **9.0%** | 54 | 13.0% | 46 | 11.1% |
| 按地區劃分 By region | 香港及澳門 Hong Kong and Macau | **214** | **21.4%** | **223** | **22.3%** | 202 | 20.6% | 221 | 22.6% |
| | 中國內地 Mainland China | **14** | **4.6%** | **0** | **0.0%** | 33 | 9.5% | 5 | 1.4% |

10 特定類別僱員流失員工比率=特定類別員工流失人數/特定類別員工總人數+特定類別流失總人數

10 Turnover rate of employees of specified type = number of turnover employee of specified type/total number of employee of specified type + total number of turnover employee of specified type

# KPIs Summary 關鍵績效指標一覽

## 社會績效指標(續)

## Social KPIs *(Continued)*

### 受訓員工人數及比率[11]

### Number and Rate of Trained Employees[11]

| | | 2025年 Year 2025 | | | | 2024年 Year 2024 | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | 人數及百分比 Number and Percentage | | 總人數及百分比 Total Number and Percentage | | 人數及百分比 Number and Percentage | | 總人數及百分比 Total Number and Percentage | |
| 按性別劃分 By gender | 男性 Male | **28** | **25.0%** | **312** | **36.6%** | 30 | 25.4% | 373 | 43.1% |
| | 女性 Female | **284** | **38.3%** | | | 343 | 45.9% | | |
| 按職級劃分 By rank | 高級管理人員 Senior management | **2** | **100.0%** | | | 3 | 71.4% | | |
| | 管理人員 Management | **3** | **6.8%** | | | 3 | 3.1% | | |
| | 一般員工 General staff | **307** | **38.0%** | | | 367 | 44.4% | | |

### 受訓員工平均培訓時數[12]

### Average Training Hours of Trained Employees[12]

| | | 2025年 Year 2025 | | 2024年 Year 2024 | |
|---|---|---|---|---|---|
| | | 平均培訓時數 Average Training Hours | 總培訓時數 Total Training Hours | 平均培訓時數 Average Training Hours | 總培訓時數 Total Training Hours |
| 按性別劃分 By gender | 男性 Male | **2.5** | **4,902** | 2.4 | 3,558 |
| | 女性 Female | **17.0** | | 10.2 | |
| 按職級劃分 By rank | 高級管理人員 Senior management | **30.0** | | 22.3 | |
| | 管理人員 Management | **2.0** | | 4.3 | |
| | 一般員工 General staff | **15.8** | | 9.5 | |
| 每名員工平均培訓時數 Average training hours per employee | | **5.7** | | 4.1 | |

11 受訓員工比率＝相關類別參加培訓的員工／相關類別員工人數

12 受訓員工平均培訓時數＝相關類別員工培訓時間總數/相關類別員工總數

11 Rate of trained employees = number of trained employees of specified type/number of employees of specified type

12 Average training hours of trained employees = total number of training hours of employees of specified type/total number of employees of specified type



Veeko® wanko® colourmix® MORIMOR

# KPIs Summary 關鍵績效指標一覽

## 社會績效指標(續)

## Social KPIs *(Continued)*

### 供應商數目

### Number of Suppliers

| | | 2025年<br>Year 2025 | 2024年<br>Year 2024 |
|---|---|---|---|
| 按地區劃分<br>By region | 香港及澳門<br>Hong Kong and Macau | **176** | 148 |
| | 中國內地<br>Mainland China | **46** | 55 |
| | 亞洲地區<br>(不包括香港、澳門及中國內地)<br>Asia (excluding Hong Kong, Macau and Mainland China) | **61** | 51 |
| | 其他地區<br>Other regions | **18** | 18 |
| | 總數<br>Total | **301** | 272 |
| | 執行供應商篩選慣例的比例<br>Proportion of suppliers subject to supplier screening practices | **76.1%** | 69.1% |

# Content Index to the ESG Reporting Guide
# 《環境、社會及管治報告指引》內容索引

| 主要範疇<br>**Subject areas** | 內容<br>**Content** | 頁碼索引<br>**Page** |
|---|---|---|
| **A. 環境**<br>**A. Environmental** | | |
| **A1 排放物**<br>**A1 Emissions** | | |
| 一般披露<br>General Disclosure | 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：<br>Information on:<br><br>(a) 政策；及<br>the policies; and<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料<br>compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. | 12-14, 32-43 |
| A1.1 | 排放物種類及相關排放數據。<br>The types of emissions and respective emissions data. | 35 |
| A1.2 | 直接(範圍1)及能源間接(範圍2)溫室氣體總排放量及(如適用)密度。<br>Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. | 35 |
| A1.3 | 所產生有害廢棄物總量(公噸)及(如適用)密度。<br>Total hazardous waste produced (in tonnes), and where appropriate, intensity. | 39 |
| A1.4 | 所產生無害廢棄物總量(公噸)及(如適用)密度。<br>Total non-hazardous waste produced (in tonnes), and where appropriate, intensity. | 39 |
| 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。<br>Description of emissions target(s) set and steps taken to achieve them. | 36 |
| 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。<br>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. | 36, 39 |

# Content Index to the ESG Reporting Guide
# 《環境、社會及管治報告指引》內容索引

| 主要範疇<br>**Subject areas** | 內容<br>**Content** | 頁碼索引<br>**Page** |
|---|---|---|
| **A2 資源使用**<br>**A2 Use of Resources** | | |
| 一般披露<br>General Disclosure | 有效使用資源(包括能源、水及其他原材料)的政策<br>Policies on the efficient use of resources, including energy, water and other raw materials. | 37-38 |
| A2.1 | 按類型劃分的直接及／或間接能源總耗量及密度。<br>Direct and/or indirect energy consumption by type in total and intensity. | 37 |
| A2.2 | 總耗水量及密度。<br>Water consumption in total and intensity. | 38 |
| 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。<br>Description of energy use efficiency target(s) set and steps taken to achieve them. | 38, 40-43 |
| 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。<br>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. | 38 |
| A2.5 | 製成品所用包裝材料的總量及(如適用)每生產單位佔量。<br>Total packaging material used for finished products and, if applicable, with reference to per unit produced. | 47 |
| **A3 環境及天然資源**<br>**A3 The Environment and Natural Resources** | | |
| 一般披露<br>General Disclosure | 減低發行人對環境及天然資源造成重大影響的政策。<br>Policies on minimising the issuer's significant impact on the environment and natural resources. | 32-34 |
| 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。<br>Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | 32-34 |
| **A4 氣候變化**<br>**A4 Climate Change** | | |
| 一般披露<br>General Disclosure | 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。<br>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. | 32-33 |
| 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。<br>Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. | 32-33 |

# Content Index to the ESG Reporting Guide
# 《環境、社會及管治報告指引》內容索引

| 主要範疇<br>Subject areas | 內容<br>Content | 頁碼索引<br>Page |
|---|---|---|
| **B. 社會**<br>**B. Social** | | |
| **B1 僱傭**<br>**B1 Employment** | | |
| 一般披露<br>General Disclosure | 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：<br>Information on:<br><br>(a) 政策；及<br>the policies; and<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料<br>compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | 12-14,<br>22-24 |
| B1.1 | 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。<br>Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. | 25 |
| B1.2 | 按性別、年齡組別及地區劃分的僱員流失比率。<br>Employee turnover rate by gender, age group and geographical region. | 26 |
| **B2 健康與安全**<br>**B2 Health and Safety** | | |
| 一般披露<br>General Disclosure | 有關提供安全工作環境及保障僱員避免職業性危害的：<br>Information on:<br><br>(a) 政策；及<br>the policies; and<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料<br>compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to providing a safe working environment and protecting employees from occupational hazards. | 12-14, 27 |
| B2.1 | 過去3年(包括匯報年度)每年因工亡故的人數及比率。<br>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | 29 |



Veeko® wanko® colourmix® MORIMOR®

# Content Index to the ESG Reporting Guide
# 《環境、社會及管治報告指引》內容索引

| 主要範疇<br>**Subject areas** | 內容<br>**Content** | 頁碼索引<br>**Page** |
|---|---|---|
| B2.2 | 因工傷損失工作日數。<br>Lost days due to work injury. | 29 |
| 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。<br>Description of occupational health and safety measures adopted, and how they are implemented and monitored. | 27 |
| **B3 發展及培訓**<br>**B3 Development and Training** | | |
| 一般披露<br>General Disclosure | 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。<br>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. | 29 |
| B3.1 | 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。<br>The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | 30 |
| 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。<br>The average training hours completed per employee by gender and employee category. | 30 |
| **B4 勞工準則**<br>**B4 Labour Standards** | | |
| 一般披露<br>General Disclosure | 有關防止童工或強制勞工的：<br>Information on:<br><br>(a) 政策；及<br>the policies; and<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料<br>compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to preventing child and forced labour. | 12-14, 23 |
| B4.1 | 描述檢討招聘慣例的措施以避免童工及強制勞工。<br>Description of measures to review employment practices to avoid child and forced labour. | 23 |
| B4.2 | 描述在發現違規情況時消除有關情況所採取的步驟。<br>Description of steps taken to eliminate such practices when discovered. | 23 |

# Content Index to the ESG Reporting Guide
# 《環境、社會及管治報告指引》內容索引

| 主要範疇<br>**Subject areas** | 內容<br>**Content** | 頁碼索引<br>**Page** |
|---|---|---|
| **B5 供應鏈管理**<br>**B5 Supply Chain Management** | | |
| 一般披露<br>General Disclosure | 管理供應鏈的環境及社會風險政策。<br>Policies on managing environmental and social risks of the supply chain. | 15-16 |
| B5.1 | 按地區劃分的供應商數目。<br>Number of suppliers by geographical region. | 16 |
| B5.2 | 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。<br>Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. | 15-16 |
| 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。<br>Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | 15-16 |
| 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。<br>Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | 15-17 |
| **B6 產品責任**<br>**B6 Product Responsibility** | | |
| 一般披露<br>General Disclosure | 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：<br>Information on:<br><br>(a) 政策；及<br>the policies; and<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料<br>compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. | 12-14,<br>16-20 |
| 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。<br>Percentage of total products sold or shipped subject to recalls for safety and health reasons. | 19 |
| B6.2 | 接獲關於產品及服務的投訴數目以及應對方法。<br>Number of products and service related complaints received and how they are dealt with. | 18-19 |
| B6.3 | 描述與維護及保障知識產權有關的慣例。<br>Description of practices relating to observing and protecting intellectual property rights. | 16, 18 |

# Content Index to the ESG Reporting Guide
# 《環境、社會及管治報告指引》內容索引

| 主要範疇<br>**Subject areas** | 內容<br>**Content** | 頁碼索引<br>**Page** |
|---|---|---|
| B6.4 | 描述質量檢定過程及產品回收程序。<br>Description of quality assurance process and recall procedures. | 17 |
| B6.5 | 描述消費者資料保障及私隱政策，以及相關執行及監察方法。<br>Description of consumer data protection and privacy policies, and how they are implemented and monitored. | 18 |
| **B7 反貪污**<br>**B7 Anti-corruption** | | |
| 一般披露<br>General Disclosure | 有關防止賄賂、勒索、欺詐及洗黑錢的：<br>Information on:<br><br>(a) 政策；及<br>the policies; and<br><br>(b) 遵守對發行人有重大影響的相關法律及規例的資料<br>compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to bribery, extortion, fraud and money laundering. | 12-14,<br>20-21 |
| B7.1 | 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。<br>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. | 21 |
| B7.2 | 描述防範措施及舉報程序，以及相關執行及監察方法。<br>Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | 21 |
| B7.3 | 描述向董事及員工提供的反貪污培訓。<br>Description of anti-corruption training provided to directors and staff. | 21 |
| **B8 社區投資**<br>**B8 Community** | | |
| 一般披露<br>General Disclosure | 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。<br>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. | 31 |
| 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)。<br>Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). | 31 |
| B8.2 | 在專注範疇所動用資源(如金錢或時間)。<br>Resources contributed (e.g. money or time) to the focus area. | 31 |

Veeko®

**Veeko International Holdings Limited**

**威高國際控股有限公司**

10/F., Wyler Centre Phase II, 192-200 Tai Lin Pai Road, Kwai Chung, N.T., Hong Kong. 香港新界葵涌大連排道192-200號偉倫中心二期十樓

Tel 電話:(852)2887 0888 Fax 傳真:(852)2310 9017 Websites 網址: www.veeko.com.hk www.irasia.com/listco/hk/veeko/index.htm

Listed on The Main Board of The Stock Exchange of Hong Kong Limited 香港聯合交易所有限公司主板上市公司 Stock Code 股份代號 : 1173