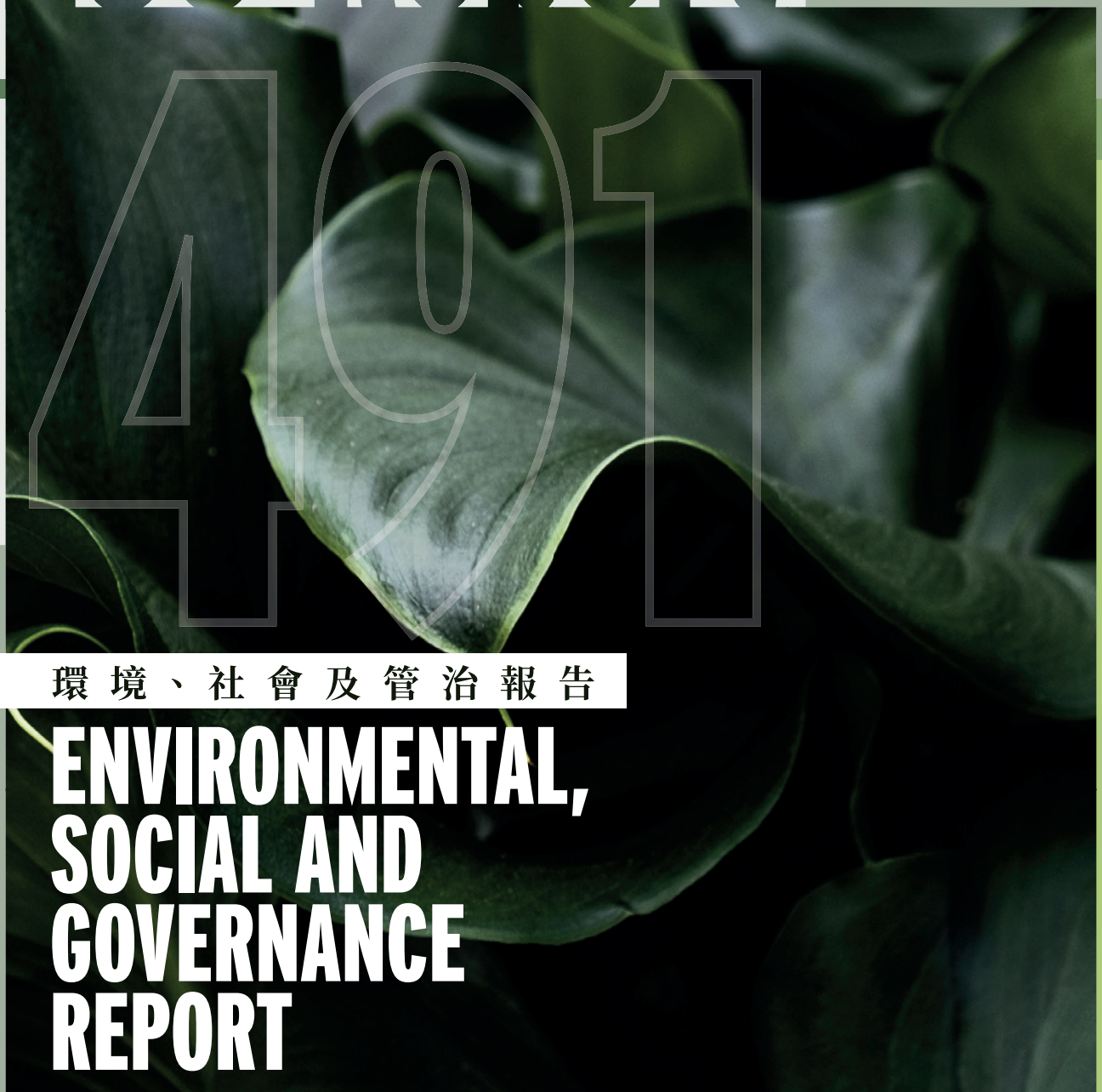
英皇文化產業集團有限公司
Emperor Culture Group Limited

於百慕達註冊成立之有限公司
Incorporated in Bermuda with limited liability
（股份代號 Stock Code：491）

ESG Report

491



環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2024/2025



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ABOUT THIS REPORT
關於本報告

1

Emperor Culture Group Limited ("Company") and its subsidiaries (collectively referred to as "Group") principally engages in entertainment, media and cultural development businesses. The Group acknowledges the significance of effective environmental, social and governance ("ESG") initiatives at operational level. By adopting environmental and social initiatives into its business operations, the Group can enhance its cost efficiency and risk management, and make informed decisions by engaging with the stakeholders of the Group. Besides, the Group is dedicated to prioritising ESG disclosure, and is committed to improving its transparency and accountability by consistently disclosing its ESG practices and performance, showcasing its commitment to sustainable and responsible business practices.

英皇文化產業集團有限公司(「本公司」)及其附屬公司(統稱為「本集團」)主要從事娛樂、媒體及文化發展業務。本集團深明有效的環境、社會及管治舉措在經營層面的重要性。通過於業務營運實施環境和社會舉措,本集團將可提升其成本效益及風險管理,並透過與本集團利益持份者溝通以作出明智決策。此外,本集團致力優先考慮環境、社會及管治披露,並透過持續披露其環境、社會及管治常規及表現,提高其透明度及問責性,展示其對可持續及負責任經營慣例的承諾。



1.1 REPORTING BOUNDARY
匯報範圍

This report primarily provides an overview of the Group's operations in Hong Kong, Macau and Chinese Mainland for the financial year ended 30 June 2025 ("Year"), and describes the ESG values and initiatives of the Group.

本報告主要概述本集團於截至2025年6月30日止財政年度(「本年度」)於香港、澳門及中國內地的營運,以及闡述本集團的環境、社會及管治價值及措施。

This report sets out the Group's compliance with the mandatory disclosure requirements and its report on the "comply or explain" provisions of the ESG Reporting Guide ("ESG Reporting Guide") as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Stock Exchange"). It is recommended that this report is read in conjunction with the Company's 2024/2025 Annual Report, in particular the Directors' Report and Corporate Governance Report sections therein.

本報告闡述了本集團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所載《環境、社會及管治報告指引》的強制披露要求以及對「不遵守就解釋」條文作匯報。建議　閣下將本報告與本公司2024/2025年年報一併閱讀,尤其是其中的董事會報告及企業管治報告部分。

1.2 REPORTING PRINCIPLES
匯報原則

This report is based on the four reporting principles outlined in the ESG Reporting Guide – materiality, consistency, quantitative, and balance.

本報告基於環境、社會及管治報告指引中概述的四項報告原則－重要性、一致性、量化和平衡。

- Materiality: The Group collects and compiles information based on the materiality principle, focusing on key ESG issues that are relevant to the Group and its stakeholders
- Consistency: The Group maintains consistency in its ESG reporting by following the ESG Reporting Guide, ensuring that the information is consistently disclosed over time
- Quantitative: The Group includes quantitative data in its ESG report, providing a measurable and objective assessment of its performance in areas such as emissions, consumption of resources, and waste management
- Balance: The Group strives to achieve a balanced ESG report, which provides an overview of the Group's sustainability initiatives spanning areas including governance, talent development, compliance, environmental responsibility, and community investment

- 重要性：本集團根據重要性原則收集和彙編資訊,主要關注與本集團及其持份者有關的環境、社會及管治議題
- 一致性：本集團遵循環境、社會及管治報告指引,保持其環境、社會及管治報告的一致性,確保了資訊於日後披露的一致性
- 量化：本集團在其環境、社會及管治報告中納入了可予計量的數據,為本集團在排放、資源消耗及廢物處理等領域的表現提供了可量度的客觀評估
- 平衡：本集團致力實現環境、社會及管治報告的平衡,以提供本集團在可持續發展舉措的概述,涵蓋的領域包括治理、人才發展、合規、環境責任及社區投資

This report is available on the website of the Company (https://www.EmpCulture.com) and the news website of Hong Kong Exchanges and Clearing Limited ("HKEX") (https://www.hkexnews.hk).

本報告可於本公司的網站(https://www.EmpCulture.com)及香港交易及結算所有限公司(「港交所」)的披露易網站(https://www.hkexnews.hk)查閱。

1.3 BOARD STATEMENT
董事會聲明

The board of directors of the Company ("Board") recognises that sustainable practices are essential for the success and resilience of the Group, which enable the Group to operate its businesses in a responsible and sustainable manner. By prioritising ESG practices and upholding responsible governance, the Group aims to establish trust, build credibility, and make positive contributions to the community and environment in which the Group operates.

本公司董事會(「董事會」)認同可持續發展的實踐對於本集團的成功和抗逆力十分重要，以讓本集團以負責任及可持續的方式營運其業務。通過優先考慮環境、社會及管治實踐以及堅持負責任的治理，本集團旨在建立信任、樹立信譽，並為本集團在其營運的社區和環境作出正面的貢獻。

The Group's ESG processes and procedures focus on non-financial indicators that outline the Company's approach towards sustainability and has taken into account ESG-related issues covering different aspects including operations, legal and compliance, internal control, human resources, as well as marketing and communications. The Board has overall responsibility for the Company's ESG strategy and reporting. To reinforce the Board's ESG management approach and strategy as well as further enhance ESG governance, the Board has adopted an ESG Policy whereby the ESG Committee (comprising representatives from operations and supporting departments and the Executive Committee of the Company ("Executive Committee")) is delegated the power and authority to handle all ESG-related matters.

本集團的環境、社會及管治流程和程序專注於非財務指標，概述了本公司就可持續發展的方法，並已考慮與環境、社會及管治相關議題，涵蓋多個方面，包括營運、法律合規、內部監控、人力資源以及營銷和通訊。董事會全面負責本公司的環境、社會及管治策略和匯報工作。為加強董事會的環境、社會及管治管理方針及策略，並進一步提升對環境、社會及管治的管治，董事會採納了環境、社會及管治政策，按授予環境、社會及管治委員會(由營運及支援部門及本公司執行委員會(「執行委員會」的代表組成)權力及權限處理所有與環境、社會及管治相關的事宜。

The roles and functions of the ESG Committee and the Executive Committee are as follows:

環境、社會及管治委員會及執行委員會的角色和職能如下：

ESG Committee

環境、社會及管治委員會

- Works through the key performance indicators ("KPIs") and the right tools and resources to handle the ESG issues
- 通過關鍵績效指標及正確的工具和資源來處理環境、社會及管治事宜

- Formulates and executes action plans and ensures execution by respective teams so as to achieve the ESG-related goals and targets set by the Board
- 制定及實施執行計劃，並確保各團隊的執行以達致董事會制定的環境、社會及管治相關目標

The ESG Committee reports to the Executive Committee on the progress of the above action plans.

環境、社會及管治委員會向執行委員會匯報上述執行計劃的進展情況。

Executive Committee

- Provides recommendations to the Board on setting ESG-related goals and targets in line with the Group's businesses as well as management approach and strategy
- Oversees formulation and implementation of action plans by the ESG Committee
- Monitors and evaluates effectiveness of action plans in achieving ESG-related goals and targets relating to the Group's businesses including the KPIs
- Reviews effectiveness of ESG-related risk management and internal control systems, and reports to the Audit Committee of the Company for its review and discussion with the Board

The Executive Committee reports at least once a year to the Board on the implementation and the progress made towards achieving ESG objectives.

Based on the recommendations from the Executive Committee, the Board reviewed the progress made towards achieving the ESG-related goals and targets as well as effectiveness of the management approach and strategy.

Set out below is the functional framework on ESG sustainability of the Company.

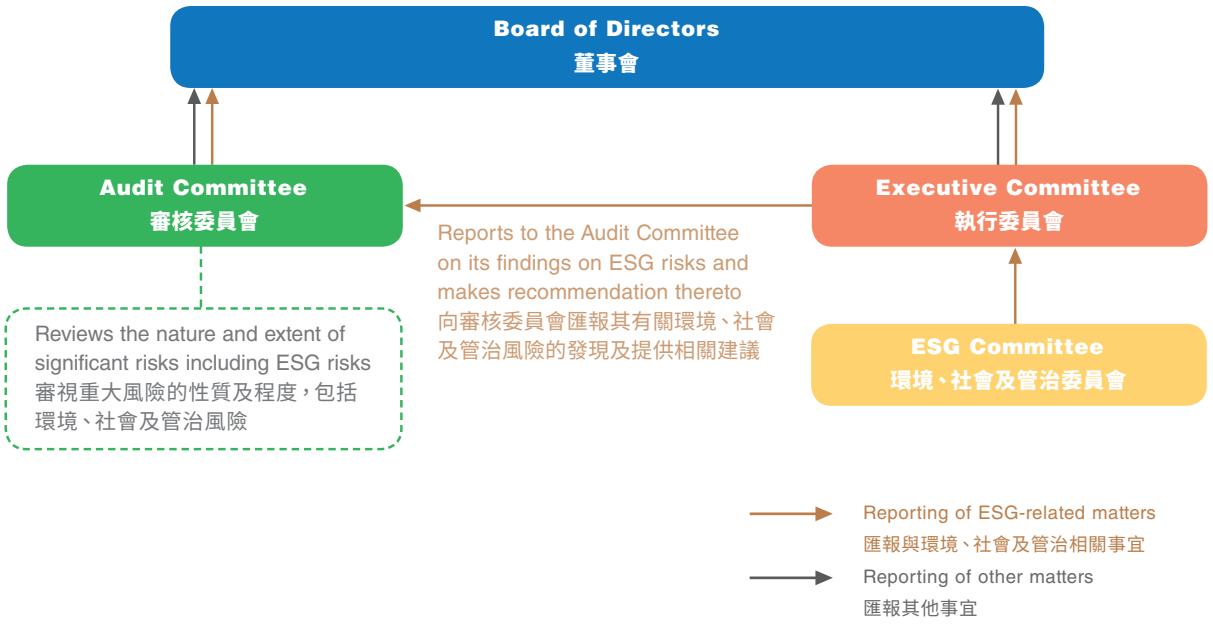
執行委員會

- 基於本集團的業務、管理方式及策略，就制定環境、社會及管治相關目標向董事會提出建議
- 監督由環境、社會及管治委員會制定及實施的執行計劃
- 監測和評估執行計劃在達致與本集團業務在環境、社會及管治相關目標方面的有效性，包括關鍵績效指標
- 檢視環境、社會及管治相關的風險管理和內部監控系統的有效性，並向本公司審核委員會報告，供其審閱及與董事會進行討論

執行委員會將至少每年向董事會匯報一次就達致環境、社會及管治目標的執行及進展情況。

根據執行委員會的建議，董事會已檢視在達致環境、社會及管治相關目標方面取得的進展，以及管理方法及策略的有效性。

以下是本公司可持續性的環境、社會及管治之功能框架。



1.4 ESG RISK MANAGEMENT
環境、社會及管治風險管理

The Group has adopted an effective risk management mechanism to identify, assess, review and manage ESG risks of the Group. By actively managing and mitigating the identified ESG risks, the Group demonstrates its commitment to sustainable and responsible business practices. The major ESG risks relating to the business of the Group are listed below.

本集團採納了有效的風險管理機制，以識別、評估、審查和管理本集團的環境、社會及管治風險。通過積極管理和降低已識別的環境、社會及管治風險，本集團展示了其對可持續和負責任的經營方式的承諾。與本集團業務有關的環境、社會及管治風險已於下面列出。

Risk Identification and Management Approach

風險識別與管理方法

The Group has identified the following ESG risks. By addressing these risks, the Group aims to contribute to a more sustainable future and a more equitable and inclusive society, and ensure long-term success.

本集團已辨識下列環境、社會及管治風險。通過應對這些風險，本集團旨在為更加可持續的未來及建設一個更公平及包容的社會作出貢獻，以及確保長遠的成功。

(i) Environmental

Risk

- Cinema operations consume energy, such as for lighting and air-conditioning, which can lead to significant carbon footprints
- Waste is generated through the provision of food and beverages in cinemas, and improper handling of this waste can lead to environmental contamination

Approach

- Implementing energy-efficient practices and technologies to reduce energy consumption
- Using recycled or sustainable materials for food and beverage containers

(i) 環境

風險

- 戲院營運會消耗如照明及空調等能源，這可能會產生大量的碳足跡
- 戲院內的飲食供應會產生廢物，不當處理該等廢物會導致環境污染

方法

- 實施節能措施及技術以減少能源消耗
- 就食物和飲品的器皿，使用可回收或可持續材料

(ii) Social

Risk

- Failure in recruiting or retaining key personnel may result in the Group lacking key talent in critical positions
- Issues such as human rights violations, child labour, and poor working conditions in the supply chain can pose significant social risks
- Any safety-related incident affecting its staff and customers in its cinemas will jeopardise the image of the Group and the brand
- False or misleading publicity may damage the reputation of the Group and its brand

(ii) 社會

風險

- 未能招聘或保留重要人才可能導致本集團在關鍵崗位上缺乏重要人才
- 供應鏈中的侵犯人權行為、童工及惡劣工作環境等問題會帶來重大社會風險
- 在戲院任何影響其員工及顧客的安全事故將對本集團及品牌形象構成損害
- 虛假或具誤導性的宣傳可能會損害本集團及其品牌的聲譽

Approach

- Implementing talent management strategies and ensuring competitiveness of the Group's reward and incentive systems with reference to market benchmarks
- Implementing ethical sourcing and supply chain management practices and avoid engaging partners involved in unethical labour practices
- Striving to ensure the safety of the facilities in its cinemas, to safeguard staff and customers
- Developing responsible marketing and advertising practices, while ensuring they are not making misleading claims

方法

- 實施人才管理策略，並參照市場基準，確保本集團獎勵及激勵制度的競爭力
- 實施道德採購及和供應鏈管理常規，避免與涉及不道德勞工行為的夥伴合作
- 致力確保戲院設施的安全性以保障員工及顧客的安全
- 制定負責任的推廣及廣告常規，確保其不會作出誤導性聲明

(iii) Governance

(iii) 管治

Risk

- Weak corporate governance can lead to issues like conflicts of interest, mismanagement, and lack of oversight; failure to comply with regulations governing cinema operations can lead to legal and financial penalties, as well as reputational damage
- Unethical practices, such as bribery, false trade descriptions or misleading marketing, can result in legal consequences and reputational damage
- Failure to protect customer data can lead to data breaches, cyberattacks, and regulatory penalties
- Weak risk management practices can expose the business to unexpected challenges and liabilities

風險

- 薄弱的企業管治會導致利益衝突、管理不善及缺乏監督等問題；不遵守監管戲院營運的法規會導致法律及財務處罰，以及聲譽受損
- 賄賂、虛假商品說明或誤導性行銷等不道德行為會導致法律後果及聲譽受損
- 未能保護顧客資料會導致資料洩露、網絡攻擊及監管處罰
- 薄弱的風險管理實踐會使企業面臨未能預料的挑戰及責任

Approach

- Implementing corporate governance practices to build up a transparent and responsible management team; closely monitoring compliance with all applicable laws and regulations
- Fostering a culture of ethical business conduct and upholding ethical business practices
- Handling the collection and maintenance of customer data with appropriate data privacy and security measures
- Implementing risk management and internal control systems, and striving to strengthen supervision and management accountability in business operations, in order to promote a culture of integrity

方法

- 實施企業管治常規以確保問責制及建立透明和負責任的管理團隊；密切監察所有適用法律及法規的遵守情況
- 培養商業道德文化及堅持商業道德實踐
- 在處理顧客資料的收集和儲存時，採取適當的資料隱私及安全措施
- 實施風險管理及內部監控系統及致力於業務營運中加強監督及管理問責，以提倡誠信文化

Through ongoing monitoring, evaluation, and improvement of its risk management strategies, the Group strives to ensure the long term resilience and success of its operations while minimising potential negative impacts on its business, stakeholders, and the environment. Should risk events arise, the Group will handle it according to the measures and procedures in a timely manner.

通過對風險管理策略的持續監察、檢討和改善，本集團致力於確保其營運的長期抗逆力及成功，同時減少對其業務、持份者和環境的潛在負面影響。一旦發生風險事故，本集團將根據措施和流程及時處理。

For further details on risk management and identified significant risks, please refer to the Risk Management and Internal Control section in the Corporate Governance Report of the Company's 2024/2025 Annual Report.

有關風險管理及已識別的重大風險之進一步詳情，請參閱本公司2024/2025年年報內之企業管治報告中的風險管理及內部監控部份。



1.5 STAKEHOLDERS ENGAGEMENT AND TRANSPARENCY 持份者之參與及透明性

Lack of transparency and stakeholder engagement can lead to conflicts and reputational risks. Effective communication and engagement with key stakeholders, such as shareholders, employees, and the local community, are important for building trust and maintaining a positive reputation.

缺乏透明度及持份者的參與會導致衝突及聲譽風險。與股東、員工及當地社區等主要持份者進行有效溝通和接觸，對於建立信任及保持良好聲譽非常重要。

Stakeholder engagement plays a key role in the Group's continuous improvement and development. The Group is committed to making proactive efforts to continuously interact with key stakeholder groups through various communication channels, to better understand their needs and concerns, and develop strategies and measures to address these issues. Through ongoing dialogues, the Group endeavours to strengthen relationships with stakeholders and improve its operations and practices, thereby creating value for stakeholders.

持份者的參與對本集團的持續改進和發展擔當很重要的角色。本集團致力於通過各種溝通渠道，積極主動地與主要持份者群組進行持續互動，更好地了解其需要及關注點，從而制定解決這些問題的策略和措施。通過持續對話，本集團致力加強與持份者的關係，改善其營運和實踐，從而為持份者創造價值。

1.5.1 Major Communication Channels 1.5.1 主要溝通渠道

 Customers 顧客	■ Onsite communications 現場溝通 ■ Social media 社交媒體 ■ Emails 電郵 ■ Customer service hotlines 顧客服務熱線
 Employees 員工	■ Performance appraisal interviews 績效評估訪談 ■ Employee engagement surveys 員工參與度調查問卷 ■ Staff activities 員工活動 ■ Daily communications 日常交流
 Shareholders and Investors 股東及投資者	■ General meetings 股東大會 ■ Corporate websites 企業網站 ■ Meetings and conference calls 會議及電話會議 ■ Corporate communication documents 公司通訊文件
 Business Partners and Suppliers 商業夥伴及供應商	■ Daily communications 日常交流 ■ Assessments 評估 ■ Meetings 會議
 Community 社區	■ Community services 社區服務 ■ Corporate websites 企業網站 ■ Social media 社交媒體
 Government and regulatory bodies 政府及監營機構	■ Regular dialogues 定期對話 ■ Meetings and enquiries 會議及查詢 ■ Forums 論壇

1.5.2 Materiality Assessment

During the Year, the Group invited senior management to participate in identifying crucial issue, thus aiding in the development of effective sustainability strategies and policies. The results as below with 1 being the most important and 7 being relatively less important.

1.5.2 重要性評估

於本年度，本集團邀請高級管理層參與識別重要議題，以協助制定有效的可持續發展策略和措施。結果如下，1表示最重要，7表示重要性相對較低。

	Environment 環境	Social 社會	Governance 管治
1	Energy consumption 能源消耗	Customer service 顧客服務	Anti-corruption 反貪污
2	Waste management 廢物管理	Product assurance and quality 產品保證及質量	Compliance with laws and regulations 遵守法律與規例
3	Green procurement 綠色採購	Employment practices 僱傭常規	Corporate governance practices 企業管治常規
4	Greenhouse gas emissions 溫室氣體排放	Employee development and training 僱員發展及培訓	Data protection and privacy 資料保護及私隱
5	Water consumption 耗水量	Supply chain management 供應鏈管理	Intellectual property rights management 知識產權管理
6	Climate change 氣候變化	Occupational health and safety 職業健康及安全	Business expansion 業務擴展
7	Packaging material consumption 包裝材料消耗	Community investment 社區投資	Economic performance 經濟表現

1.5.3 Material Topics

Based on the management team's assessment and stakeholders' feedback, the material issues were identified as follows. The Group's performances regarding these issues are discussed in this report.

Environment
環境

- Energy conservation 能源節約
- Waste management 廢物管理
- Waste recycling 廢物循環利用
- Paper reduction 減少用紙
- Water conservation 節約用水

Workplace
工作場所

- Employment and labour practices 僱傭及勞工慣例
- Diversity and equal opportunities 多元共融和平等機會
- Training and development 培訓和發展
- Occupational health and safety 職業健康與安全
- Work-life balance 工作與生活平衡

Operating Practices
經營常規

- Supply chain management 供應鏈管理
- Products and services quality 產品及服務質素
- Customer privacy protection 顧客私隱保護
- Anti-corruption/Anti-money laundering 反貪污／反洗錢
- Compliance with laws and regulations 遵守法例及法規

Community
社區

- Employee volunteering 員工志願服務
- Community fundraising 社區籌款

The Group will continue improving its stakeholder communication mechanisms, and broaden the range of stakeholders for identifying material issues, in order to conduct more thorough assessments and analyses.

1.5.3 重要議題

根據管理層的評估及持份者的意見，以下為已識別之重要議題。本集團就該等議題的表現將於本報告內討論。

本集團將繼續改善與持份者的溝通機制，擴大持份者的範圍以識別重要議題，從而進行更全面的評估和分析。



ENVIRONMENTAL PROTECTION

環境保護

2

2.1 ENVIRONMENTAL POLICIES
環境政策

The Group attaches great importance to the sustainability of the environment. Although the Group does not operate any manufacturing facilities and is not a major source of environmental pollution given its operations do not generate material air, noise, water, physical waste or other types of pollutants, the Group is committed to making every effort to protect the environment in its business activities and workplaces.

本集團高度重視環境的可持續性。儘管本集團沒有經營任何生產設施，且鑒於其營運不會產生重大空氣、噪音、水、實體廢物或其他類型的污染物，並非環境污染的主要來源，但本集團仍致力竭盡全力於其業務活動及工作場所保護環境。

The Group seeks to identify and manage environmental impacts attributable to its operations, in order to minimise these impacts if possible. The Group has adopted various measures to reduce energy and other resource use, minimise waste and increase recycling, and promote environmental protection in its supply chain and marketplace. The Group also educates its employees, to increase their awareness of promoting a green environment.

本集團努力辨識及管理其業務對環境造成之影響，務求將該等影響盡可能減至最低。本集團已採取多項措施以降低能源及其他資源使用、減廢及增加循環再用，並在其供應鏈及市場中推行環保。本集團亦教育其僱員，以提升他們對綠色環境的意識。



2.2 USE OF RESOURCES
資源使用

2.2.1 Emissions and Energy Consumption

The Group's greenhouse gas ("GHG") emissions mainly arise from indirect emissions resulting from the use of purchased electricity. To ensure the emission management goals are achieved, the Group has adopted the following measures in its Hong Kong office at 20th Floor, Emperor Group Centre, 288 Hennessy Road, Wan Chai, Hong Kong and cinemas, to reduce energy consumption and improve overall energy efficiency.

Hong Kong office

- Using LED tubes
- Higher priority given to purchasing electrical appliances with high energy efficiency grades
- Applying energy-saving modes by default for all electrical appliances
- Switching off lights and air-conditioning in respective zones after work
- Maintaining constant room temperatures with thermostats in the air-conditioning system
- Sharing tips on reducing energy consumption or environmental protection with colleagues

Cinemas

- Using LED lamps
- Setting light switch on/off times and energy-saving modes of different brightness levels according to prime and non-prime business hours of the cinemas, to minimise energy use
- Adjusting the number and duration of use of air-conditioners in the cinemas, and the temperature of chilled water for air-conditioners, according to the weather and onsite conditions
- Deploying theatre management systems to ensure that movies will not be shown during non-screening sessions
- Checking houses before cinemas close every day, to ensure that the equipment has been properly shut down
- Regularly maintaining projection equipment
- Posting "Save Water" signs in the washrooms, reminding staff and customers to conserve water
- Utilising water saving devices in the washrooms
- Conducting energy saving training for the Group's staff on a regular basis, to raise their awareness of the need for energy saving

Through consistently measuring, setting targets for and monitoring GHG emissions, the Group can effectively assess and manage the risks associated with increased energy consumption, reduce its impact on the environment, and realise cost savings.

2.2.1 排放物及能源消耗

本集團的溫室氣體排放主要來自於使用外購電力所產生的間接排放。為確保實現排放管理目標，本集團已於其位於香港灣仔軒尼詩道288號英皇集團中心20樓的香港辦公室及戲院採取以下措施，以降低能源消耗及提升整體能源效率。

香港辦公室

- 使用LED光管
- 優先選購高能源效益級別的電器
- 所有電器被預設以電力節省模式運作
- 下班後需關閉各自區域的燈光及空調
- 透過冷氣系統的恆溫器維持穩定室溫
- 與同事分享減少能源消耗或環境保護的建議

戲院

- 使用LED光管
- 按戲院的黃金和非黃金營業時段制定燈光開關時間及不同亮度的節能模式，以嚴格監管耗電量
- 根據天氣及現場情況調節戲院的空調使用數量及時間，以及空調冷凍水的溫度
- 採用影院管理系統以確保電影不會在非放映場次播放
- 每天戲院關門前檢查放映院以確保設備已妥善關閉
- 定期維護放映設備
- 在洗手間貼有「節約用水」標識，提醒員工及顧客節約用水
- 在洗手間安裝節水裝置
- 定期為員工進行節能培訓，以提高他們的節能意識

透過持續量度、設定溫室氣體排放目標及監測排放，本集團可有效評估及管理能源消耗增加之相關風險，減少其對環境的影響，並實現成本節約。

2.2.2 Waste Reduction and Management

The Group engages employees in their waste behaviours and encourages recycling practices in the workplace in order to minimise the environmental impacts arising from waste disposal. Besides, emails are sent from time to time, to remind employees to reduce waste at source, and to put "reduce, reuse and recycle" into practice.

The waste generated by the Group in its Hong Kong office is mainly household waste. In the office building, the building's property management company has appointed recycling contractor to collect and recycle used papers, plastic bottles, aluminium, fluorescent tubes and computer equipment. Recycled bags are also put in the Hong Kong office to collect waste papers for recycling. In addition, waste sorting containers are placed in the Hong Kong office to improve waste management.

本集團於其香港辦公室所產生的廢物主要為生活垃圾。在辦公大樓，大廈之物業管理公司已委聘回收承包商收集及回收使用過的紙張、塑膠瓶、鋁、光管以及電腦設備。香港辦公室並放置了回收袋以收集廢紙作循環利用。此外，在香港辦公室放置了廢物分類箱以改善廢物管理。

The Group has implemented in phases a "3R Waste Reduction at Source" policy in its Hong Kong office, encouraging its staff to reduce waste in order to achieve 3Rs – Reduce, Reuse and Recycle. Individual garbage bins are no longer provided to staff, and recycle bags/bins for different purposes are provided at specific locations for collecting recyclable items. The Group also shares tips on waste management with colleagues from time to time.

2.2.2 減少及管理廢物

本集團讓員工參與廢物處理，並鼓勵他們在工作場所進行回收，以減低棄置廢物對環境所產生的影響。此外，不時透過電郵提醒同事從源頭減廢，共同實踐減廢、重用及回收。



本集團已在其香港辦公室推行「3R源頭減廢」政策，鼓勵員工減少廢物，以達致「3R」，即減少、重用及回收。本集團不再為員工提供個人垃圾桶，並在特定地點提供不同用途的回收袋／箱，以收集可回收物品。本集團亦不時與同事分享廢物管理的建議。



Waste segregation is implemented in most of the Group's cinemas, with hazardous and non-hazardous waste handled separately, and recyclable waste collected for recycling. Also, eco-friendly straws instead of plastic straws are provided to customers, who are also encouraged to use reusable cups, to reduce damage to the environment.

本集團大部份戲院已進行垃圾分類，有害及無廢物分開處理，並將可循環再用之垃圾進行回收。此外，戲院向顧客提供環保飲管而非塑料飲管，並鼓勵顧客使用可循環使用的杯子，以減少對環境的破壞。

2.2.3 Reduction of Paper Use

Apart from electricity, paper is another major resource that is consumed in the Group's operation as well as Hong Kong office.

In an effort to reduce the use of paper, admission by QR code scanning has been adopted in all of the Group's cinemas in Hong Kong. A QR code is provided for each online ticketing transaction, and customers may present the QR code at the entrance for admission without the need to print the tickets.

The Group continues to encourage a paperless working environment which not only reduces environmental damage but also fits commercial goals, as it can save physical space, facilitate information sharing via IT networks, and reduce complicated documentation procedures. The Group has implemented paperless internal operating processing such as claims applications, payrolls, leave applications, surveys, performance appraisals and many more. From time to time, the Group shares tips on paper reduction with colleagues – such as utilising used envelopes for internal correspondences, and using laptops or tablets instead of paper for meetings. Besides, electronic channels or devices are widely used for the Group's advertisements and promotional activities.

2.2.3 減少用紙

除電力外，紙張是本集團在其營運及香港辦公室消耗的另一主要資源。

為了減少紙張的使用，二維碼掃瞄入場已在本集團於香港的全部戲院採用。每項網上票務交易均提供二維碼，顧客在入場處出示二維碼即可入場，無需打印戲票。

本集團繼續鼓勵無紙化的工作環境，不僅可減少對環境的破壞，亦具有多重商業裨益，包括節省空間、促進資訊科技網絡信息共享及減省繁複的文書程序等。本集團已實行內部營運無紙化流程，例如費用申報、糧單、假期申請、意見調查及表現評估等。本集團不時與同事分享減少用紙的建議，例如利用已使用的信封作內部文件往來及使用平板或手提電腦代替紙張開會等。此外，本集團的廣告及宣傳活動大多透過電子渠道或應用電子器材。

Partnering with its printing solutions provider, the Group has adopted "Follow You" print solution in the Hong Kong office, helping the Group becoming more cost efficient through smarter printing. The print solution enables the Group to achieve environmental objectives by reducing unclaimed printing, as printing is released only upon presentation of a staff card from that particular staff who gives the printing instruction. Moreover, duplex printing and copying have become the norm within the Group, greatly reducing paper consumption and saving costs. Usage data of office printing machines is regularly collected and assessed for monitoring the efficiency of the paperless environment. To reduce the related impact, the Group strives to use papers certified by the Forest Stewardship Council (FSC) in the Hong Kong office.

本集團與其列印方案供應商合作，在香港辦公室處採用「Follow You」列印方案，透過智能列印有助本集團達致更佳的成本效益。由於作出列印指示的指定員工於打印時需要出示員工證方能進行打印，因此可減少無人認領列印的情況，從而使本集團達到環保目的。另外，雙面列印及複印已成為本集團內部慣例，大幅減少紙張消耗及節省成本。本集團定期收集及評估辦公室打印機使用數據，以監控無紙化環境之成效。為減少相關影響，本集團致力於香港辦公室使用經森林管理委員會(FSC)認證的紙張。





In compliance with the "Proposals to Expand the Paperless Listing Regime and Other Rule Amendments" issued by the Stock Exchange taking effect on 31 December 2023, the Company electronically disseminates its corporate communications including financial reports, and strongly recommends shareholders to access its corporate communications through the websites of the HKEX and the Company, instead of receiving printed form. The Group believes this paperless practice can help to protect the environment, as well as save costs for stationery, printing and administrative charges, etc.

根據聯交所頒佈於2023年12月31日生效之關於《擴大無紙化上市機制及其他上市規則修訂建議》，本公司通過電子方式發佈公司通訊（包括財務報告），並極力推薦股東利用港交所及本公司網站獲取公司通訊而非收取印刷文件。本集團認為此無紙化的做法既可保護環境，亦可節約文儀用品、印刷及行政費用等。

2.3 CLIMATE CHANGE IMPACT
氣候變化影響

The world's climate has changed significantly in the past decades – global temperatures have increased and extreme weather events are becoming more frequent and severe, which may cause disruptions to business operations globally, and in turn poses adverse effects to the macro economy.

世界氣候在過去數十年發生了重大變化－全球氣溫上升，極端天氣事件越趨頻繁及嚴重，這可能擾亂全球業務營運，從而對宏觀經濟構成不利影響。

The Group mainly engages in entertainment, media and cultural development businesses, and does not operate any manufacturing facilities. With global warming and climate change becoming one of the major environmental concerns in every part of the world, the Group has conducted a preliminary climate risk analysis in order to better comprehend climate change's impact on its operations and development. The Group has accordingly devised preventive and emergency measures, as well as initiated various measures to reduce its carbon footprint, including enhancing energy efficiency and minimising waste.

本集團主要從事娛樂、媒體及文化發展業務，且並無經營任何生產設施。隨著全球暖化及氣候變化成為全球各地的主要環境議題之一，本集團已進行初步氣候風險分析，以更好地了解氣候變化對其營運及發展的影響。本集團已相應制定預防及緊急措施，並開始採取多項舉措減少碳足跡，包括提升能源效率及盡量減少廢物。

2.3.1 Physical Risks

Physical risks encompass potential hazards that might disrupt the Group's business operations. For example, the Group relies heavily on a stable power supply for its cinemas operations; extreme conditions might interrupt power supplies, and supply chains may be disrupted due to damaged infrastructure and delayed transportation, which might affect customers visiting its cinemas. Global warming could also result in increased energy consumption in the Group's cinemas and offices. In this regard, the Group has implemented various measures, such as contingency plans for extreme conditions or emergencies, to enhance its operational resilience to such risks.

2.3.1 實體風險

實體風險包括可能擾亂本集團業務營運的潛在危險。例如，本集團的戲院營運十分依賴穩定的電力供應；極端情況可能會中斷電力供應，以及供應鏈可能由於基礎設施受損和運輸延誤而受到干擾，這可能會影響顧客前往其戲院。全球暖化亦可能導致本集團戲院及辦公室的能源消耗增加。在這方面，本集團已實施極端情況或突發事件之應急計劃等多項措施，以增強抵禦有關風險的營運韌性。

2.3.2 Transition Risks

Transition risks refer to challenges associated with the shift to a low carbon economy, potentially requiring substantial policy, legal, technological, and market changes to address climate change mitigation and adaptation requirements.

2.3.2 轉型風險

轉型風險指與向低碳經濟轉型相關的挑戰，可能需要重大政策、法律、技術及市場變化以應對減緩及適應氣候變化的需要。

With the aim of meeting carbon neutrality targets and achieving a low carbon economy, the government or regulatory bodies may implement more stringent environmental policies. There may also be increasing expectations and demands from customers for environmentally friendly products. Accordingly, the Group may be required to implement stringent energy management in its operations, which will inevitably increase procurement, operating and investment costs. Besides, regulatory bodies may enforce stricter ESG disclosure requirements which require the Group to carry out more comprehensive reporting.

為達致碳中和及實現低碳經濟，政府或監管機構可能會實施更嚴格的環保政策。顧客亦可能對環保產品的期望和要求不斷提高。相應地，本集團可能需要在其營運中實施嚴格的能源管理，這將無可避免地增加採購、營運及投資成本。此外，監管機構可能會執行更嚴格的環境、社會及管治的披露要求，這將需要本集團作出更全面的報告。

In view of the above, the Group will closely monitor existing and emerging trends, as well as climate-related policies and regulations so that it can promptly react as appropriate. Preference will be given to suppliers which use environmentally friendly materials and demonstrate environmental commitment. The Group is committed to increasing its employees' awareness of climate change issues and will mobilise them to work together to enhance the Group's ESG performance, and continue enhancing the reporting principles and transparency of communication with stakeholders. The Group will strive to adapt to changes and explore ways to counter challenges in order to mitigate risks.

有見及上述情況，本集團將密切關注現有的和新趨勢，以及與氣候相關的政策和法規，以便在適當的時候迅速作出反應。使用環保物料及履行環保責任的供應商將獲優先考慮。本集團致力提高其員工對氣候變化議題的意識，並將推動他們齊心協力提升本集團的環境、社會及管治表現，並就與持份者溝通繼續提升報告原則及透明度。本集團將致力適應變化，探索應對挑戰的方法以降低風險。

2.4 ENVIRONMENTAL PERFORMANCE SUMMARY 環境保護績效概要

To demonstrate a commitment to greater transparency of reporting and more comprehensively reflect the Group's sustainability performance, quantitative data was collected from all its cinemas in Hong Kong and Chinese Mainland during the Year.

為展示對提高報告透明度的承擔及更全面地展示本集團的可持續發展表現，本集團於本年度從其於香港及中國內地的全部戲院收集量化數據。

As at 30 June 2025, the aggregate gross floor area of the above-mentioned cinemas was approximately 102,300 (2024: 91,100) square metres. During the Year, over 90% of the Group's revenue was derived from these cinemas. The related data are listed in the table below.

於2025年6月30日，上述戲院的總建築面積合共為約102,300（2024年：91,100)平方米。於本年度，本集團收入逾90%來自該些戲院。相關數據已列載於下表。

Indicators 指標	FY2023/2024年度[1]	FY2024/2025年度[1]
GHG Emissions 溫室氣體排放		
Scope 1 GHG emissions ($kgCO_2e$) 範疇1溫室氣體排放(每公斤二氧化碳當量排放)	N/A 不適用	N/A 不適用
Scope 2 GHG emissions ($kgCO_2e$) 範疇2溫室氣體排放(每公斤二氧化碳當量排放)	6,606,759	6,478,304
Scope 3 GHG emissions ($kgCO_2e$) 範疇3溫室氣體排放(每公斤二氧化碳當量排放)	10,295	11,656
Total (Scope 1, 2 & 3) GHG emissions ($kgCO_2e$) 溫室氣體排放總量(範疇1, 2及3) (每公斤二氧化碳當量排放)	6,617,054	6,489,960
GHG emissions intensity (kg/m^2) 溫室氣體排放強度(公斤／平方米)	72.6	63.4
Energy Consumption 能源消耗		
Direct energy consumption (GJ) 直接能源消耗(千兆焦耳)	N/A 不適用	N/A 不適用
Indirect energy consumption (GJ) 間接能源消耗(千兆焦耳)	41,954	40,863
Total energy consumption (GJ) 能源消耗總量(千兆焦耳)	41,954	40,863
Energy consumption intensity (GJ/m^2) 能源消耗強度(千兆焦耳／平方米)	0.5	0.4
Waste Management 廢物處理		
General refuse disposed to landfills (kg) 棄置於堆填區的一般廢物(公斤)	402,220	536,367
General refuse disposed to landfills intensity (kg/m^2) 一般廢物密度(公斤／平方米)	4.4	5.2
Recycled waste (kg) 回收廢物總量(公斤)	1,061	1,387
Recycled waste intensity (kg/m^2) 回收廢物密度(公斤／平方米)	0.01	0.01
Water Consumption 耗水量		
Water consumption (m^3) 耗水量(立方米)	29,014	32,291
Water consumption intensity (m^3/m^2) 耗水量密度(立方米／平方米)	0.3	0.3
Packaging Material Consumption 包裝物料消耗		
Total packaging material used for food and beverages (kg) 食物及飲品用的包裝材料總量(公斤)	30,083	33,096

[1] Comprised ***Emperor Cinemas*** located at the following locations:

- Hong Kong
  - (1) Entertainment Building, Central
  - (2) Times Square, Causeway Bay
  - (3) iSQUARE, Tsim Sha Tsui
  - (4) The LOHAS, Tseung Kwan O
  - (5) Citywalk, Tsuen Wan
  - (6) New Town Commercial Arcade, Tuen Mun
  - (7) MOSTown, Ma On Shan
- Chinese Mainland
  - (8) Emperor Group Centre, Beijing
  - (9) Taikoo Li, Sanlitun, Beijing (data included for FY2024/2025 only)
  - (10) East Pacific Shopping Mall, Shenzhen
  - (11) PAFC Mall, Shenzhen
  - (12) UpperHills, Shenzhen
  - (13) IFS Mall, Chengdu (data included for FY2024/2025 only)
  - (14) U Fun, Chengdu
  - (15) Wenjiang Shin Kong Place, Chengdu
  - (16) IFS Mall, Chongqing (data included for FY2024/2025 only)
  - (17) Shin Kong Place, Chongqing
  - (18) IFS Mall, Changsha
  - (19) The MixC, Hefei
  - (20) NOVA, Foshan
  - (21) Shanshan Outlet Plaza, Ganzhou
  - (22) Shengjing Long City, Shenyang (operated until October 2024, hence the data was included for FY2023/2024 only)

The Group has set a target to reduce energy consumption by 5% based on the pre-unit consumption by FY2026/27 or before, with FY2022/23 as the baseline.

[1] 包含位於下列地點之***英皇戲院***或***英皇電影城***：

- 香港
  - (1) 中環娛樂行
  - (2) 銅鑼灣時代廣場
  - (3) 尖沙咀iSQUARE
  - (4) 將軍澳The LOHAS康城
  - (5) 荃灣荃新天地
  - (6) 屯門新都商場
  - (7) 馬鞍山新港城中心
- 中國內地
  - (8) 北京英皇集團中心
  - (9) 北京三里屯太古里(數據僅包含於2024/2025年度)
  - (10) 深圳東海繽紛天地
  - (11) 深圳平安金融中心
  - (12) 深圳深業上城
  - (13) 成都國金中心商場(數據僅包含於2024/2025年度)
  - (14) 成都悠方
  - (15) 成都溫江新光天地
  - (16) 重慶國金中心商場(數據僅包含於2024/2025年度)
  - (17) 重慶新光天地
  - (18) 長沙國金中心商場
  - (19) 合肥萬象城
  - (20) 佛山嶺南站
  - (21) 贛州杉杉奧特萊斯廣場
  - (22) 瀋陽盛京龍城(營運至2024年10月，因此數據只包含於2023/2024年度)

本集團已訂立了目標，以2022/23年度為基準，於2026/27年度或之前基於每個單位消耗量減少能源消耗5%。



WORKPLACE QUALITY
工作場所質素
3

3.1 WORKFORCE DISTRIBUTION AND DIVERSITY
員工分佈及職場多元化

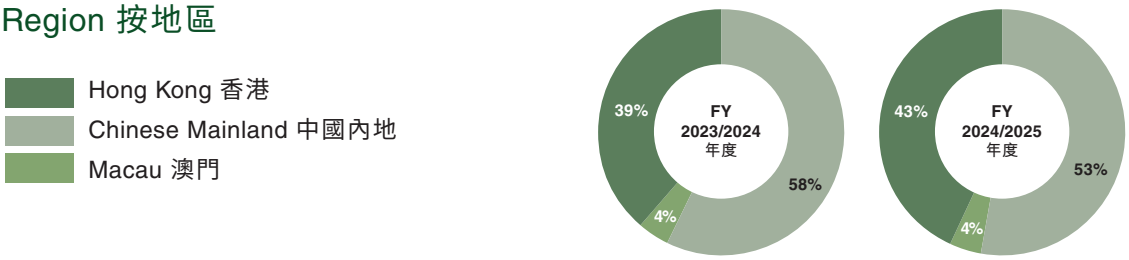
The Group believes that a motivated and balanced workforce is crucial for building a sustainable business model and delivering long-term returns. The Group is firmly committed to diligently fostering a nurturing and all-encompassing work environment that encourages and empowers its employees to flourish, thereby enabling them to make utmost valuable contributions towards the Group's continued prosperity and advancement.

本集團深信，積極主動且具均衡比例之員工團隊，是建立可持續經營模式及帶來長遠回報的關鍵元素。本集團堅定致力營造一個具培育及包容性的工作環境，鼓勵並賦權員工蓬勃發展，從而使他們能夠為本集團的持續繁榮及進步作出極具價值的貢獻。

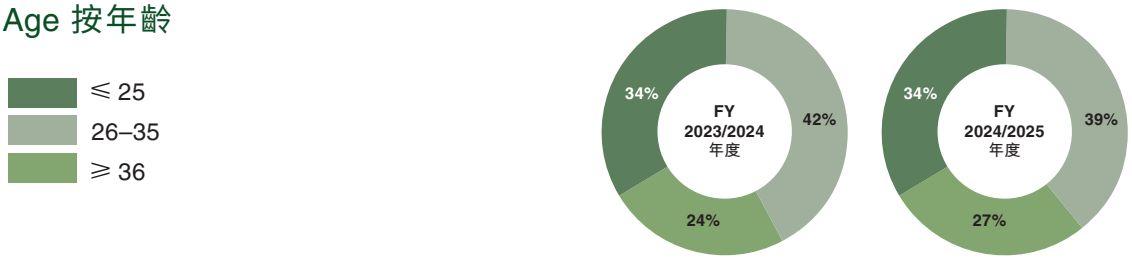
As at 30 June 2025, the employees of the Group totalled 585 (2024: 708*), working in Hong Kong, Chinese Mainland and Macau. The demographics of the Group's workforce as at 30 June 2025 are summarised below.

於2025年6月30日，本集團合共僱有585(2024年：708*)名僱員，於香港、中國內地及澳門任職。於2025年6月30日，本集團之員工分佈資料概述如下。

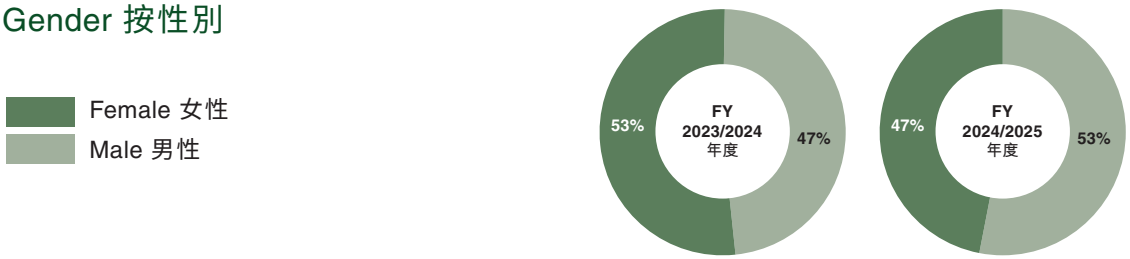
By Region 按地區



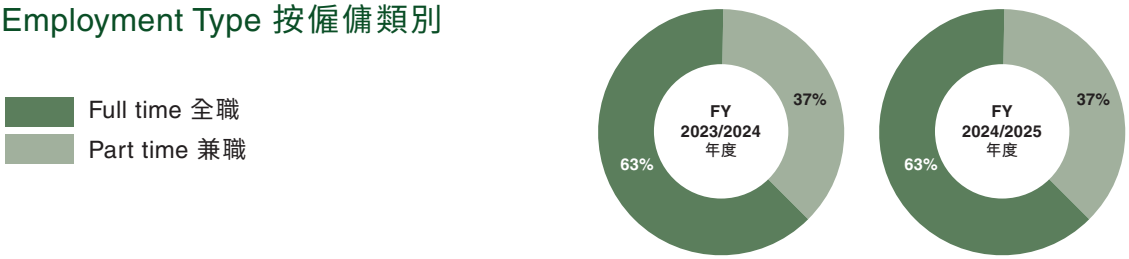
By Age 按年齡



By Gender 按性別



By Employment Type 按僱傭類別



* In respect of the employment data set out in section 3, the figures of FY2023/2024 have been revised to exclude the staff from ***Emperor Cinemas Plus+***, which are operated by the Group via its joint venture

* 關於第3章所載的僱員數據中，2023/2024年度的數據已修改為不包括本集團透過其合營公司經營之***Emperor Cinemas Plus+***之員工

The Group has a diverse workforce in terms of gender and age, providing a variety of ideas and levels of competencies that contribute to the Group's success. The Group is firmly committed to gender equality at both managerial and operational levels.

本集團的員工團隊來自不同年齡層及性別，提供多元化的觀點及各種程度的技能，為本集團的成功作出貢獻。本集團在管理及營運層面均一直堅守兩性平等原則。

The management believes that employees are important assets of the Group, and remains committed to attracting and retaining talent with diverse backgrounds for achieving sustainable growth and maintaining a stable turnover rate. The turnover rates of the Group's workforce during the Year are listed in the tables below.

管理層相信，員工乃本集團之重要資產，並致力吸引並挽留不同背景的人才，以達致可持續增長及維持穩定的流失率。於本年度，本集團之員工流失率已列載於下表。

By Region 按地區

Hong Kong 香港	51%
Chinese Mainland 中國內地	86%
Macau 澳門	110%



By Age 按年齡

≤ 25	113%
26–35	62%
≥ 36	37%



By Gender 按性別

Female 女性	73%
Male 男性	71%





3.2 EMPLOYMENT PRACTICE 僱傭常規

The Group strictly complies with 中華人民共和國勞動合同法, Employment Ordinance (Cap. 57, Laws of Hong Kong), Minimum Wage Ordinance (Cap. 608, Laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480, Laws of Hong Kong), Labour Relations Law (Law No. 7/2008 amended by Law No. 8/2020, Laws of Macau) and other statutory requirements regarding employment and labour practices.

本集團嚴格遵守中華人民共和國勞動合同法、《僱傭條例》(香港法例第57章)、《最低工資條例》(香港法例第608章)、《性別歧視條例》(香港法例第480章)、《勞動關係法》(澳門法律第8/2020號法律修改的第7/2008號)及其他有關僱傭及勞工慣例的法定規定。

To ensure staff clearly understand their rights and obligations, the employee handbook and other policies and guidelines are in place covering the areas of compensation and dismissal, recruitment, working hours, rest periods, equal opportunity, anti-discrimination and other fringe benefits, etc. The Group reviews its related policies from time to time to ensure compliance with the latest statutory requirements.

為確保員工清楚了解自己的權利和義務，已制定員工手冊及其他政策及指引，涵蓋薪酬及解僱、招聘、工作時間、休息時間、平等機會、反歧視以及其他額外福利等範疇。本集團不時檢討其相關政策，以確保符合最新法定要求。

The Group firmly believes that a fair and just working environment can significantly boost employee morale and productivity, and is therefore dedicated to providing equal opportunities in all aspects of employment and ensuring the workplace is free from discrimination. The Group ensures employees receive fair and competitive remuneration packages in accordance with their experience, qualifications, performance and market rates, and are reviewed on a regular basis. Performance evaluations are conducted by department supervisors at the end of probationary periods, and during promotions, salary adjustments and annual assessments. These evaluations help assess employees' past performances, and set goals for their future development. The Group welcomes employees to provide feedback during performance evaluations, to guide their career growth. The completed performance evaluation forms are kept in employees' personal files for record-keeping purposes.

本集團堅信公平公正的工作環境可大幅提高員工士氣和工作效率響，因此其致力於在就業的各方面提供平等機會，並確保工作場所不存在歧視。本集團確保僱員基於其經驗、資歷、表現及市場工資水平獲得公平及具競爭力的薪酬待遇，並定期檢討有關待遇。績效評估由部門主管於試用期結束，以及晉升、薪酬調整及年度考核期間進行。該等評估有助評核員工的過往表現，並為他們的未來發展設定目標。本集團鼓勵員工於績效評估時提供反饋，以指導其職業發展。所填妥之績效評估表存在員工個人檔案中以作記錄保存。

A set of grievance procedures is in place, to provide staff with a channel to confidentially escalate complaints and concerns to the Human Resources Department. The management will continue listening to the voices of employees, to ensure that their concerns and needs are appropriately addressed and resolved.

本集團已制定申訴程序，為員工提供渠道，使員工可以保密方式向人力資源部提出投訴和關注事項。管理層將繼續傾聽員工聲音，確保他們的關注和需求得到適當關注及解決。

The Group fully complies with relevant laws and regulations in related regions concerning prevention of forced or child labour including the Protection of Children and Juveniles Ordinance (Cap. 213, Laws of Hong Kong). In the recruitment process, the Group implements appropriate procedures to ensure that employment adheres to minimum age provisions of applicable laws. The Group also prohibits any form of forced labour. The ages and identities of its employees are verified, and employment contracts are entered into with all employees.

本集團嚴格遵守在相關地區有關防止強迫勞動或童工的法律及法規，包括《保護兒童及少年條例》(香港法例第213章)。在招聘過程中，本集團實施適當程序以確保受僱員工符合適用法律的最低年齡規定。本集團亦禁止任何形式的強迫勞動。其僱員的年齡和身份均得到核實，並與所有僱員簽訂了僱傭合同。

During the Year, the Group was not aware of any cases of non-compliance with employment and labour regulations. If a violation is confirmed during the regular monitoring process or upon receipt of an application, the Group will handle the case in accordance with internal policies and regulations, such as by terminating the employment contract or reporting the violation to law enforcement agencies.

於本年度，本集團並不知悉任何違反僱傭及勞工法規的個案。倘於定期監控過程中或收到申請後確認有違規行為，本集團將根據內部政策及規例處理個案，如終止僱傭合約或向執法機關舉報違規行為。

3.3 WELFARE AND BENEFITS
福利及津貼

The Group places a strong emphasis on the well-being and benefits of its employees, recognising their vital role in the overall success and sustained growth of the Group. To ensure a supportive and nurturing work environment, the Group implements various measures to prioritise the welfare of its employees.

本集團極為重視員工的福祉及福利，並認同他們對本集團的整體成功及持續發展至關重要。為確保一個具支持性及培養性的工作環境，本集團採取多項措施優先考慮員工福利。

One key aspect of employee welfare is the timely and full payment of salaries. The management understands the importance of financial stability and ensures that employees receive their salaries on time and in full, providing them with a sense of security and satisfaction. Additionally, the Group offers a comprehensive range of leave entitlements, including statutory holidays as well as additional leave such as annual leave, sick leave, maternity leave, paternity leave, compensatory leave, marriage leave, jury leave and condolence leave. Each Hong Kong employee is also entitled to birthday leave or a birthday gift for their birthdays. These leave options allow employees to fulfil personal and family commitments, thus attaining work-life balance.

員工福利的一個重要方面是及時全額支付薪資。管理層深明財務穩定的重要性，確保員工按時全額領取薪資，讓員工有安全感和滿足感。此外，本集團提供全面的休假權利，包括法定假期以及年假、病假、產假、侍產假、補休假、婚假、陪審員假及喪假等額外假期。每名香港員工並可就生日享有生日假期或獲贈生日禮物。這些休假選擇讓員工履行個人和家庭承擔，從而實現工作與生活平衡。

Besides, comprehensive benefits are provided by the Group, such as employer's voluntary mandatory provident fund contributions, medical coverage and life insurance. To safeguard the health of its staff, the Group offers health assessment plans and dental care schemes to staff and their families at preferential rates, helping them to evaluate health conditions, prevent diseases, and aim for healthier lifestyles. During the Year, a seasonal flu vaccination discount programme was offered to staff to enable them to have better protection from seasonal flus. By providing these welfare benefits, the Group ensures that employees have access to necessary healthcare services and financial security.

此外，本集團提供全面的福利，例如僱主的自願性強積金供款、醫療保險及人壽保險。為了保障員工的健康，本集團以優惠價格向員工及其家屬提供健康評估計劃及牙科保健計劃，使他們能夠評估健康狀況及預防疾病，以達致健康的生活方式。於本年度，本集團為員工提供了季節性流感疫苗接種優惠計劃，使他們能夠更好地預防季節性流感。通過提供這些福利，本集團確保員工能夠獲得必要的醫療保健服務和經濟保障。

The Group values workplace wellness practices that support employees' health and well-being. The Group encourages breastfeeding and provides a designated private space in the office building to support breastfeeding female employees to express breastmilk according to their schedule during working hours. These "Breastfeeding Friendly Workplace" measures demonstrate the Group's commitment to the well-being of its employees and their families.

本集團注重實踐健康的工作場所，使員工體魄強健。本集團鼓勵母乳餵哺，並於辦公大樓提供特定的私人空間，以支援女性員工在工作時間內按照其時間表擠母乳。該等「母乳餵哺友善工作間」措施兌現本集團維護員工及其家庭成員福祉的承諾。

3.4 OCCUPATIONAL HEALTH AND SAFETY
職業健康及安全

The Group prides itself on providing a safe, effective and congenial work environment for its staff. To ensure the highest standards of health and safety, the Group adheres to all relevant regulations and implements comprehensive safety measures throughout its operations.

Occupational health and safety ("OHS") measures are regularly reviewed by the Group to ensure their effectiveness. An Environmental, Health and Safety Policy is available on the Group's intranet, which enables staff to understand the Group's sustainability practices and health standards, promoting a culture of environmental responsibility. A dedicated team has also been established to deal with OHS matters, and to react promptly if there are issues, to ensure a healthy and safe work environment. Workshops and seminars on different topics are regularly held, to present the latest information and raise awareness of OHS issues for employees working in offices and cinemas.

The Group enhances emergency preparedness and ensures there are well-stocked first-aid kits in its offices and cinemas to protect the health and safety of employees and customers in the event that they are injured. An automated external defibrillator (AED) has been placed in the office building to rescue cardiac arrest patient when needed. Besides, the Group has arranged staff who is certified first aider to provide emergency assistance to other colleagues in the Hong Kong office whenever needed.

本集團提升應急準備能力及確保其辦公室及戲院內配備充足的急救箱，以於員工及顧客受傷時能保障他們的健康及安全。自動體外心臟去顫器已放置在辦公大樓，以在需要時救助心臟驟停的患者。此外，本集團安排了已獲認可急救證書之員工於需要時在香港辦公室為其他同事提供緊急救援。

本集團致力為員工提供安全、高效及舒適之工作環境，並引以為豪。為確保最高的健康和安全標準，本集團遵守所有相關法規，並於整個營運過程中實施全面的安全措施。

本集團定期審查職業健康及安全(「職安健」)措施，以確保其有效性。環境、健康及安全政策已放置在本集團內聯網，讓員工了解本集團的可持續性實踐及健康標準，推廣對環境負責的文化。同時成立了一個專門小組處理職安健事宜，以便在問題出現時迅速作出反應，確保一個健康和安全的工作環境。本集團定期舉辦不同主題的學習工作坊及研討會，以呈列最新資訊及加強在辦公室及戲院工作之僱員對職安健方面的意識。



First Aid Training, August 2024
急救知識培訓，2024年8月

The Group invited a professional instructor from the Red Cross Society of China Beijing Branch to give a talk on first aid knowledge and skills, including cardiopulmonary resuscitation, the use of AED, haemostasis and bandaging, etc., to the staff of the Chinese Mainland office, and conduct an on-site demonstration enabling participants to master basic first aid knowledge through the learning experience.

本集團邀請了中國北京市紅十字協會專業講師為國內辦公室的員工講解急救知識及技能，包括心肺復蘇、AED的使用、止血包紮等，並於現場進行示範，讓參與者通過這次學習體驗掌握基本的急救知識。



Pop-up Yoga in the Office, September 2024
快閃辦公室瑜伽，2024年9月

The Group arranged yoga instructors to teach office appropriate yoga stretching postures for staff during office hours, which helped to relieve colleagues' fatigue, lift their spirits and enhance their work efficiency. This not only relaxed the bodies of colleagues, but also created a joyful working atmosphere.

本集團安排了瑜伽教練為員工於辦公時間教授適合辦公室的瑜伽伸展動作，有助同事們緩解疲勞、提升精神，並提高工作效率。這不僅令同事們的身體得到放鬆，工作氣氛也變得愉快。



World Mental Health Day, October 2024
世界精神衛生日，2024年10月

In order to raise awareness of mental health issues and to support people's mental health worldwide, the World Federation for Mental Health has designated 10 October each year as the World Mental Health Day. This year's theme was "Mental Health at Work". The Group helped to promote this message and provided tips to ensure that colleagues prevent mental health risks at work, and protect and support mental health in the workplace.

為提高世界各地對精健康議題的關注及支持人們的精神健康，世界心理衛生聯盟把每年的10月10日定為世界精神衛生日。今年的主題是「職場精神健康」，本集團協助宣傳此訊息，並提供一些溫馨小提示，確保同事在工作中預防精神健康風險，保護和支持工作場所精神健康。



Health Seminar, January 2025
健康講座，2025年1月

The Group is highly concerned about the physical and mental health of its colleagues. During the Year, the Group and the Labour Department jointly organised a seminar on occupational health to help colleagues understand the importance of regular exercise, and to integrate exercise into the workplace to promote their physical and mental health.

本集團十分關注同事的身心健康發展。於本年度，本集團與勞工處合辦健康工作講座，讓同事了解恆常運動的重要性，將運動融入工作場所，促進同事的身心健康。



Healthy Peers Programme – Guide to Self-help for People with Allergies, March 2025
健康同行計劃－過敏星人自救指南，2025年3月

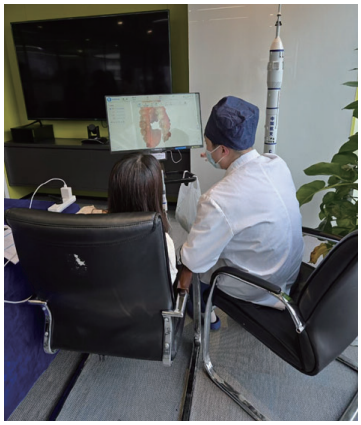
During the Year, the Group launched the Healthy Peers Programme, in which medical practitioners were invited to give talks on healthcare to colleagues in the Chinese Mainland office on a regular basis throughout the year. In March 2025, the Group organised its first seminar – Guide to Self-help for People with Allergies, in which a doctor explained the types of allergens and the treatment and prevention of various allergies to colleagues. After the seminar, the Group arranged for a doctor to conduct one-on-one consultations and give professional advice, to help colleagues combat allergies.

於本年度，本集團開啟了「健康同行計劃」，全年定期邀請註冊醫生為國內辦公室的同事講解健康保健知識。於2025年3月，本集團舉辦了首次講座–「過敏星人自救指南」，由醫生為同事講解過敏源類型以及各種過敏源治療與預防。講座過後，本集團安排了醫生進行一對一面診及給予專業建議，幫助同事解決過敏的問題。

Healthy Peers Programme – Health Together, Start with Your Teeth, May 2025
健康同行計劃－健康同行，從齒開始，2025年5月

The Group invited a dental specialist to its Chinese Mainland office to conduct simple oral examinations for colleagues, whilst also providing professional consultations and small gifts. This initiative safeguarded colleagues' confident smiles, fostering positive energy for health.

本集團邀請了牙科專家到其國內辦公室為同事們進行簡單的口腔檢查，同時還提供專業的咨詢及小禮物，守護同事們自信的微笑，為健康賦予正面的力量。





Healthy Peers Programme – Cherish Your Eyes, Shine in Your Workplace, June 2025
健康同行計劃－愛眼護眼，晴彩職場，2025年6月

The Group invited an ophthalmic specialist to equip colleagues with new eye care skills, including distinguishing between dry eye syndrome and visual fatigue, alongside first-aid techniques suitable for working environment, empowering everyone to become eye care experts. Additionally, a guide to selecting artificial tears was provided, helping staff gain a deeper understanding of eye care knowledge.

本集團邀請了眼科專家，為同事解鎖護眼新技能，包括區分乾眼症和視覺疲勞，以及能於工作環境進行的急救招式，讓大家都成為護眼專家。同時還提供了人工淚液挑選指南，幫助員工瞭解更多的護眼知識。





Fire Drill
火警演習

The Group organised fire drills for its staff from time to time. Fire blanket and fire extinguishers, etc. were used during the drill to ensure relevant staff know how to use the equipment correctly in case of fire.

本集團定期為員工組織火警演習。演習中使用了滅火毯和滅火器等，以確保相關員工在發生火災時懂得如何正確使用這些設備。

Every case of injury, if any, is required to be reported to the Human Resources Department and be individually assessed under the internal guideline procedures. During the Year, the number of lost days due to work injuries was 3 (2024: 37), while the numbers and rate of work-related fatalities during the past three years are listed in the table below.

一旦發生工傷事故(如有)，必須通報人力資源部，並根據內部指引程序進行獨立評估。於本年度，因工傷損失工作日數為3(2024年：37)天，而過去3年因工亡故的人數及比率已列載於下表。

Item 項目	FY2022/2023年度	FY2023/2024年度	FY2024/2025年度
Number of work-related fatalities 因工亡故的人數	0	0	0
Rate of work-related fatalities 因工亡故的比率	0	0	0

During the Year, the Group's Hong Kong office, along with many other units of Emperor Group Centre, were awarded an "Indoor Air Quality Certification – Good Class" by the Environmental Protection Department, under its voluntary Indoor Air Quality Certification Scheme for Offices and Public Places.

於本年度，環境保護署根據其自願性辦公室及公眾場所室內空氣質素檢定計劃向本集團的香港辦公室連同英皇集團中心內其他眾多單位頒發「室內空氣質素檢定證書－良好級」。



3.5 DEVELOPMENT AND TRAINING 發展及培訓

Recognising the importance of skilled and professionally trained employees, the Group offers comprehensive training to enhance the knowledge, skills and work capability of its staff, enabling them to excel in their roles. The Group encourages and provides subsidies to employees at all levels to pursue educational or training opportunities that achieve personal growth and professional development. A policy on External Training Subsidy is in place, allowing every staff member to develop and maintain job-related skills for full performance.

本集團明白技能熟練及經專業培訓的員工之重要性，因此提供全面的培訓以提升員工的知識、技能及工作能力，他們能在其崗位發揮所長。本集團鼓勵並資助各級員工進修或參與培訓，以實現其個人成長及專業發展。本集團設外間進修資助政策，讓每個員工能發展及維持工作技能，發揮最佳表現。

Cinema Attachment
戲院實習體驗

The Group arranged for its back-office staff to participate in an internship experience workshop in cinemas, enabling them to gain an in-depth understanding of cinema operations through several days of hands-on experience in the cinemas, with the aim of enabling them to better cater to the needs of frontline staff.

本集團安排其後勤員工在戲院參加實習體驗，讓他們透過其在戲院數天的親身體驗，深入了解戲院的營運，旨在讓他們更好地配合前線員工的需要。

Mystery Shopper Program
神秘顧客服務評核計劃

Through a third-party professional organisation, the Group arranged for mystery shoppers to assess the service quality of its staff in the cinemas, and subsequently reviewed and revised the training contents and service pledges, etc, to further improve and enhance the overall service standard of its cinemas.

本集團透過第三方專業機構，於戲院安排神秘顧客評核員工的服務質素，及後就培訓內容及服務承諾等作檢討及修訂，進一步改善及提高戲院整體服務水平。

Team Building Workshop and Dinner
團隊建立工作坊及晚宴

The workshop aimed to strengthen communications between the management team, department heads and frontline management, to build up mutual trust and enhance the sense of mission, in order to prepare for the business challenges ahead. A team dinner was organised after the workshop, to reward the team for their contributions and efforts and to enhance the team cohesion.

此工作坊旨在加強管理團隊、部門主管及前線管理人員的溝通，從而建立互信及提升使命感，為未來的業務挑戰作好準備。工作坊後更安排了團隊晚宴，以回饋團隊的貢獻及努力，提升凝聚力。

In its cinema operations, the Group has arranged for new frontline staff members to participate in employee induction training, which mainly covers product knowledge and customer service. The Group has also arranged membership sales training for its frontline staff, to teach colleagues the skills to attract customers to join the membership programme. In addition, the Group has introduced the Service Award and the Cinemas of the Year Award, to encourage and enhance the service level of staff and provide them with suggestions for improvement.

於其戲院營運，本集團安排新入職之前線員工參加入職培訓，內容主要涵蓋產品知識及客戶服務。本集團還為前線員工安排了會籍銷售培訓，教授同事吸引顧客參加會籍計劃的技巧。此外，本集團推出了服務之星獎和年度戲院獎，以鼓勵及提升員工的服務水平，並為他們提供改善建議。

During the Year, the Group arranged training for staff responsible for recruitment, mainly covering recruitment channels, procedures and interviewing skills, with a view to upskilling the interviewers in the selection process and enhancing the efficiency of the recruitment process. In addition, the Group organised workshops on KPIs setting methodology and performance appraisal skills, to enhance management skills of employees of managerial and pre-managerial grades.

於本年度，本集團為負責招聘之員工安排培訓，內容主要包括招聘渠道、流程及面試技巧，以提升面試員的甄選技巧及提高招聘過程的效率。此外，本集團舉行了關鍵績效指標制定方法及績效考核技巧工作坊，以提升經理及準經理級別員工的管理技巧。

By investing in the continuous learning and development of its employees, the Group aims to enhance their capabilities and foster their professional growth. The number of training hours of the staff of the Group is listed in the table below.

透過投資員工的持續學習和發展，本集團旨在提高其能力並促進其專業發展。本集團員工培訓時數已列載於下表。

Item 項目	FY2023/2024年度	FY2024/2025年度
Total training hours 總培訓時數	27,393	10,547
Average training hours per employee 每名員工平均培訓時數	35	18

During the Year, the percentage of employees trained are listed in the tables below.

於本年度，受訓僱員百分比已列載於下表。

By Gender 按性別	Percentage 百分比
Female 女性	48%
Male 男性	52%

By Employee Category 按僱員類別	Percentage 百分比
Managerial grade or above 經理級別或以上	6%
General staff 一般員工	94%

3.6 EMPLOYEE ACTIVITIES
員工活動

The Group believes that maintaining work-life balance is essential for sustainability and a sound body and mind for every employee. To support employees in maintaining work-life balance and creating team spirit, the Group organised staff activities from time to time that helped strengthen relationships between employees, boosted their morale and promoted a harmonious working environment.

本集團相信，維持工作與生活的平衡對每位員工的可持續發展及身心健康至為重要。為支持員工維持工作與生活的平衡及培養團隊精神，本集團不時舉辦員工活動，這有助鞏固員工之間的關係、加強員工士氣，並締造和諧的工作環境。

Hand-kneaded Ceramic Plate Experience Class, July 2024
陶瓷手捏碟體驗班，2024年7月

The Group organised a hand-kneaded ceramic plate experience class, in which instructors taught colleagues to design plates of various shapes by hand kneading. Guided by the instructors, colleagues learned the basic techniques of ceramics production and created their own personalised patterns, such as cute cartoon characters, lifelike animals and plants, and mouth-watering food, resulting in unique finished products. An Emperor Entertainment Group artiste, Tang Siu Hau, also joined the event and experienced the fun of ceramics with the colleagues. Upon completing the ceramic works, the colleagues admired and shared their creations in a lively atmosphere.

本集團舉辦了陶瓷手捏碟體驗班，由導師教導同事以手捏的方式，設計出多種形狀的碟子。在導師們的指導下，同事們學會基本的陶藝製作技巧並設計了具個人風格的圖案如可愛的卡通人物、栩栩如生的動植物、令人垂涎的精緻食物等，成為獨一無二的製成品。英皇娛樂藝人鄧小巧並一同參與，與同事一起體驗陶藝的樂趣。完成製作作品後，同事們一起欣賞和分享自己的作品，氣氛十分熱鬧。







Cool Summer Delicacies, July 2024
夏日送清涼活動，2024年7月

The Group prepared ice lollies and iced drinks for staff in the Chinese Mainland office, enabling them to enjoy a cooling afternoon during the burning hot summer.

本集團為國內辦公室的員工準備了雪條及冰凍飲品，讓他們於炎炎夏日享受一個冰涼的下午。





Head, Neck & Shoulder Massage, September 2024
頭肩頸按摩服務，2024年9月

In view of the long working hours of colleagues in the office, the Group invited masseurs to provide head, shoulder and neck massage services for colleagues, to help improve blood circulation and promote a healthy lifestyle, and alleviate work pressures for its staff.

考慮到同事平日在辦公室內長時間工作，本集團安排了按摩員，為同事提供頭肩頸按摩服務，有助於改善血液循環及促進健康的生活方式，並為員工舒緩工作壓力。





Parent-Child Pizza Workshop, September 2024
Pizza親子工作坊，2024年9月

The Group organised a parent-child pizza workshop for staff and their children, which aimed at cultivating children's interest in cooking and teach them to treasure food, while creating good memories for parents and children. Guided by the instructors, they started by spreading the sauce, then added their favourite ingredients to make their own pizzas. Apart from making the pizzas, there was also a question and answer session to enhance their knowledge of pizzas, making the event fun and educational.

本集團為員工及其子女們舉辦了Pizza親子工作坊，旨在培養小朋友對烹飪的興趣及教導他們珍惜食物，同時為父母及子女創造美好回憶。在導師的指導下，他們從塗抹醬料開始，再加入自己喜愛的材料，合作完成屬於自己的薄餅。除了親手製作，活動還設有問答環節，增進大家對薄餅的知識，使活動既有趣又富有教育意義。





Mid-Autumn Festival Delicacies, September 2024
佳餚美饌賀中秋，2024年9月

As a token of appreciation, the Group prepared mooncake gift boxes from The Emperor Hotel for the staff in the Hong Kong office. In addition, the Group organised a mooncake ring toss game for the staff in the Chinese Mainland office, in which all participating staff were given a small gift. All of them had a joyful Mid-Autumn Festival.

為表達心意，本集團為香港辦公室的員工準備了英皇駿景酒店的月餅禮盒。此外，本集團為國內辦公室的員工舉辦了套月餅活動，參與的員工均能獲得一份小禮物，渡過了一個愉快的中秋節。







Zentangle Stress Relief Workshop, November 2024
禪繞畫減壓工作坊，2024年11月

The Group organised a Zentangle stress relief workshop for its staff, helping them express their creativity and heal their minds. During the workshop, participants learned the basic concepts and techniques of Zentangle painting, and freely expressed their inner feelings through using paintbrushes, enjoying a relaxing and healing time, thus achieving harmony between mind, body and spirit. Participants also utilised the techniques they learned to design unique ecobags, displaying their own personal style.

本集團為員工舉辦禪繞畫減壓工作坊，讓他們發揮創意，療癒心靈。在工作坊中，參加者學習禪繞畫的基本理念和技巧，透過使用畫筆自由表達內心的感受，享受放鬆且治癒的時光，從而達到身心靈的和諧。參加者還利用學到的技巧設計了獨一無二的環保袋，展現了各自的個人風格。







Christmas Celebration, December 2024
聖誕節慶祝活動，2024年12月

The Group decorated a large Christmas tree in its Chinese Mainland office and organised an egg-shaped capsule activity, in which employees received different goody bags with food according to the paper slip inside the capsule they received. The Group also organised a baking activity for colleagues, filling the office with a joyful festive atmosphere.

本集團在其國內辦公室佈置了大棵聖誕樹，並組織了有趣的扭蛋活動，員工可以根據扭蛋內的紙條獲得不同的食品福袋。本集團還為同事舉辦了烘焙活動，整個辦公室充滿了歡欣的節日氣氛。

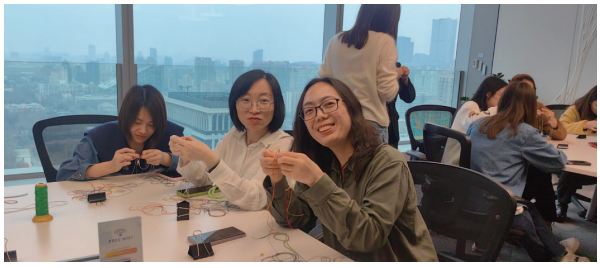




International Women's Day Knitting Workshop, March 2025
國際婦女節編織工作坊，2025年3月

The Group prepared a blind box surprise gift for each female colleague in the Chinese Mainland office on International Women's Day. In addition, a knitting workshop was arranged, to teach colleagues how to knit coloured strings, to create romance and beauty together.

本集團於國際婦女節當天為國內辦公室的每一位女同事準備了盲盒小驚喜。此外，更安排了編織工作坊，教授同事彩繩的編織方法，共同編織浪漫與美好。


Dragon Boat Festival Delicacies, May 2025
端午節美饌，2025年5月

The Group prepared rice dumplings plus games for staff in Chinese Mainland, enabling them to celebrate the Dragon Boat Festival together.

本集團為國內員工準備了粽子禮包及遊戲，讓他們一同歡渡端午節。




Afternoon Tea Delicacies
下午茶活動

Once a month, the Group prepared afternoon tea with different themes for the staff in the Chinese Mainland office, enabling them to enjoy a relaxing afternoon, which also helped strengthen relationships between employees.

本集團為國內辦公室員工每個月準備一次不同主題的下午茶，以讓他們享受輕鬆的下午，同時有助鞏固員工之間的關係。

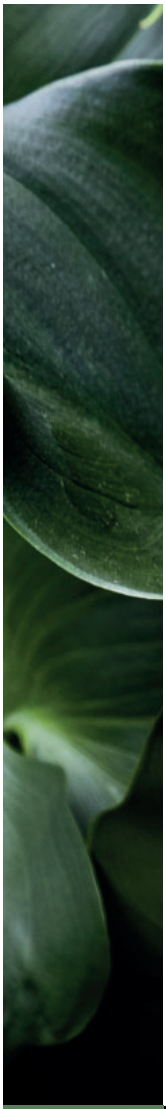


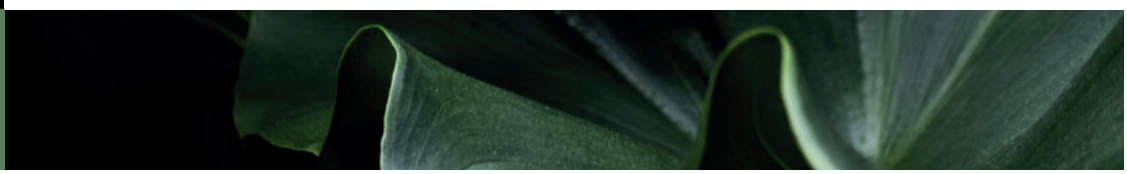
OPERATING PRACTICE
經營常規

4

The Group places a strong emphasis on compliance and considers it a core value in all aspects of its operations. The Group is committed to upholding ethical business practices and complying with relevant laws, regulations, and industry standards. Compliance is not only a legal obligation to the Group, but a fundamental principle that guides its decision-making and ensures that the Group operates with integrity and transparency. The Group has implemented robust compliance frameworks and internal controls to mitigate risks and ensure that its actions align with the Group's values. By prioritising compliance, the Group aims to foster trust, maintain the confidence of its stakeholders, and contribute to a sustainable and responsible business environment.

本集團高度重視合規，並將其視為營運各方面的核心價值。本集團致力維護道德商業慣例，遵守相關法律、法規及行業標準。合規不僅為本集團的法律義務，亦為指導其決策、確保本集團誠信、透明經營的基本原則。本集團實施了穩健的合規框架及內部控制，以降低風險並確保其行動符合本集團的價值觀。透過優先考慮合規，本集團旨在培養信任，維持持份者信心，並為可持續及負責任的營商環境作出貢獻。





4.1 SUPPLY CHAIN MANAGEMENT
供應鏈管理

The Group acknowledges the substantial benefit of robust and transparent supply chain management for its business operations. The Group strives to deliver the highest possible quality of products for its customers, and also expects the same quality from its selected suppliers, in order to maintain its high reputation and the high levels of customer satisfaction regarding the Group's services and products. Hence, the Group has set rules and policies for selecting suppliers, and has instituted a thorough and stringent supply chain management system, including mechanisms to monitor the performance and compliance of its suppliers.

本集團認同穩健、透明的供應鏈管理對其業務營運有重大的好處。本集團致力提供最高質量的產品予客戶，且預期選定的供應商也能提供同樣質量的產品，使本集團的服務及產品持續享有良好聲譽及高客戶滿意度。因此，本集團已在選擇供應商方面制定規則及政策，並建立了一套全面且嚴格的供應鏈管理體系，包括監察供應商的表現及合規性的機制。

The Group has established solid relationships with a number of cinema exhibition equipment and services providers in Hong Kong and Chinese Mainland who maintain high levels of quality control and service standards.

本集團與多家維持嚴謹品質監控及高服務水平的香港和中國內地電影院展示設備商及服務商建立穩固的合作關係。

The Group has internal control authorisations and procedures for the selection of suppliers as well as introducing new suppliers. The selection of suppliers is based on criteria such as quality, price, delivery timeliness, supplier's capability and experience. The Group has stringent requirements for suppliers especially in respect of environmental protection, such as ensuring a supplier can provide a production safety licence or it meets the national environmental protection requirements. The Group examines certificates provided by suppliers and checks whether their products have already complied with the environmental protection requirements. The Group has also implemented a stringent goods inspection process, to assess whether the goods conform to the specifications. Preference is given to suppliers who demonstrate their environmental commitment.

本集團設有內部監控授權及程序甄選供應商及引入新的供應商。供應商之甄選乃根據其質素、價格、送貨時效、實力及經驗等準則進行。本集團對供應商尤其在環境保護方面有嚴格的要求，例如供應商能否提供安全生產許可證、或是否符合國家規定的環境保護要求等。本集團將審核供應商提供的證書，以及檢視其產品是否已符合環境保護要求。本集團並實施嚴謹的驗貨流程，嚴格檢驗每項貨物是否符合規範。若能履行環保責任的供應商可獲優先考慮。

The Group maintains a zero-tolerance policy against any form of child or forced labour. Any violations of these standards result in immediate contract termination and reporting to the appropriate authorities, ensuring full compliance with ethical business practices throughout the Group's supply chain.

本集團對任何形式的童工或強迫勞動採取零容忍政策。任何違反該等標準的行為均會引致立即終止合約並向相關部門舉報，以確保本集團整個供應鏈均完全符合商業道德操守。

The Group requires relevant team members to maintain internal records of previous appointments and evaluations of the suppliers' work quality, which serves as a basis for supplier quality oversight. The Group also maintains an active suppliers monitoring program through regular site visits.

本集團要求相關團隊成員保存先前委任及供應商工作質素評估的內部記錄，以作為供應商質量監管的基準。本集團亦會透過定期現場巡視積極維持供應商監察計劃。

The Group will also be alert as to whether there is unfavourable news regarding its engaged suppliers on the environmental aspect. In the event of such news, the Group will verify the news and internally discuss the need to change the supplier.

本集團會留意其使用的供應商在環境保護方面有否出現不利新聞。如有發現，本集團會核實新聞，如需要，本集團將進行內部討論，以決定是否需要更換供應商。

During the Year, the numbers of suppliers engaged by the Group's operations were as follows.

於本年度，本集團供應鏈之供應商數目已列載於下表。

Region 地區	Number of Suppliers 供應商數目
Hong Kong and Macau 香港及澳門	115
Chinese Mainland 中國內地	44

4.2 PRODUCT RESPONSIBILITY AND CUSTOMER SERVICES 產品責任及客戶服務

The state-of-the-art cinemas under the Group offer premium viewing experience for audiences. The theatres are designed to provide an unparalleled and luxurious visual, audio and sensory experience, resulting in enhanced customer satisfaction. Some of its cinemas possess various advanced technologies and facilities such as IMAX® and CINITY theatre systems, Screen X, 4DX or MX4D motion systems, D-Box seats and Dolby Atmos sound systems.

本集團旗下先進的戲院為觀眾提供高品質的觀賞體驗。電影廳提供無與倫比及奢華的視覺、聽覺及感觀之體驗，顧客滿意度因而獲提升。其部分戲院配備不同領先的科技及設施，如IMAX®及CINITY影院系統、Screen X、4DX或MX4D動感系統、D-Box動感座椅及杜比全景聲音效系統。

In terms of food safety, upon receipt of food products, cinema staff conduct inspections to ensure they meet the required standards. Products are then stored according to internal guidelines. The staff also conduct regular inspections to ensure that the food products have not expired or do not have mould problems. If there are any packaging defects or other quality problems, the cinema staff promptly contact the supplier for recall and return or replacement of the products. Further internal inspections are then conducted, to ensure that there are no issues with the storage of the products, to avoid any recurrence of the problem.

食品安全方面，戲院同事在收到食品後進行檢查以確保其符合檢驗標準，然後根據內部指引儲存食品。員工並進行定期檢查以確保食品不會存在過期、發霉等問題。如發現包裝瑕疵或其他品質問題時，戲院同事將迅速聯絡供應商以回收及辦理退貨或換貨，並會進行內部檢查以確保產品儲存沒有出現問題，避免問題重複發生。

The Group believes in recognising the support and loyalty of its customers. To appreciate these valuable relationships, the Group has established an exclusive loyalty program for rewarding loyal customers with unmatched privileges and special offers. The Group has also enhanced customer engagement by increasing the use of social media and launching more promotional activities.

本集團對一直給予支持及忠誠的顧客心存感謝。為了感謝彼此重要的關係，本集團已設立尊貴的忠誠會籍計劃，以特別的禮遇及優惠回饋忠誠顧客。本集團並通過增加社交媒體的使用和推出更多的推廣活動增強客戶參與度。

The Group is not aware of any product recall due to safety and health reasons during the Year. All complaints from the customers are independently investigated and handled according to its internal guidelines. During the Year, the Group received 1 (2024: 57) customer complaints lodged with the Consumer Council or relevant regulatory bodies which were diligently assessed and addressed in a timely manner.

本集團概不知悉於本年度有任何產品因安全及健康理由而需要回收。所有顧客投訴均按照內部指引作獨立調查及處理。於本年度，本集團接獲1(2024年：57)宗向消費者委員會或相關監管機構作出之顧客投訴，並已仔細評估及即時處理有關投訴。

During the Year, the Group's ***Emperor Cinemas*** at iSQUARE, Tsim Sha Tsui, Hong Kong received the "2024-2025 IMAX Excellence Awards – Best Performing IMAX Theatre 2025", which was a testament to the Group's dedication to provide exceptional cinemas facilities and excellent services to its customers.

於本年度，本集團旗下位於香港尖沙咀iSQUARE的***英皇戲院***榮獲「2024-2025年度IMAX卓越獎－最佳票房表現獎」，印證了本集團致力為其客戶提供頂級戲院設施及卓越的服務。



4.3 DATA PROTECTION 資料保護

The Group places the utmost importance on protecting the privacy of its customers, partners and staff in the collection, handling, safekeeping, use and retention of their personal data. The Group adheres to the applicable data protection regulations and ensures appropriate technical measures are in place to protect personal data against unauthorised disclosure, use or access. The Group also ensures that customers' personal data is securely stored, and used only for the purpose for which it has been collected and such other purposes as expressly consented by customers. Currently, the privacy policy is displayed on the website of the Group for customers' reading at any time.

本集團在收集、處理、保管、使用及保存顧客、合作夥伴及員工的個人資料過程中，對保障彼等的私隱給予最高度的重視。本集團嚴格依循適用的資料保護法例並確保設立適當之技術措施，保障個人資料免被未經授權披露、挪用或存取。本集團亦確保顧客個人資料獲安全妥善地儲存，並只會按收集時指定的用途及經顧客明確同意的其他用途使用。目前，私隱政策已於本集團之網站展示，供顧客隨時閱讀。

In addition, relevant staff are provided with guidelines in compliance with applicable laws on data privacy protection, to strengthen their awareness and to protect personal data against loss, unauthorised access, use, modification or disclosure. In this regard, the Group arranges regular cybersecurity awareness training sessions for its staff, covering topics such as up-to-date internet safety and phishing awareness, as well as providing corporate guidance on safe remote working practices. To minimise risks of data leakage, access to customer database is limited to authorised staff. The Group does not share any personal data with third parties unless in accordance with law. To reduce the risk of identity theft, the Group takes appropriate measures to dispose of documents that contain customer information.

此外，本集團根據資料私隱保護適用法律向相關員工提供指引，以加強彼等的意識及保障個人資料，防止遺失、未經授權查閱、使用、修改或披露。在這方面，本集團定期為其員工安排網絡安全意識培訓課程，內容包括最新的互聯網安全和網絡釣魚意識，並提供有關安全遠端工作實踐的企業指引。為降低資料外洩風險，顧客資料庫只容許經授權員工查閱。除非根據法律規定，否則本集團不會與第三方分享任何個人資料。為減低身份盜竊的風險，本集團於處置含有顧客資料的文件方面採取適當措施。

All these measures aim to ensure the Group's business activities adhere to the highest personal data protection standards. The Group regularly reviews and updates its policies and measures to align with the latest laws, regulations, and technology changes, ensuring the implementation of a continued and high degree of personal data protection.

所有該等措施旨在確保本集團業務活動符合最高的個人資料保護標準。本集團定期審閱及更新其政策和措施，以符合最新法律、法規及技術變動，確保持續及高度的個人資料保護得以實施。

4.4 PROTECTION OF INTELLECTUAL PROPERTY 保護知識產權

The Group attaches great importance to the protection of intellectual property and is committed to complying with relevant laws, regulations and international standards. The Group protects its intellectual property rights by prolonged use and registration of domain names and various trademarks. The Group has registered trademarks in various classes in Hong Kong, Macau and Chinese Mainland. The Group's trademarks and domain names are constantly monitored and renewed prior to their expiration.

本集團高度重視知識產權保護，並致力遵守相關法律、法規及國際標準。本集團透過持續使用及註冊域名與各類商標保障其知識產權。本集團已在香港、澳門及中國內地註冊多個類別的商標。本集團商標及域名會獲持續監控及於屆滿前續期。

The Group signs contracts with suppliers and partners that clearly define the ownership and usage rights of intellectual property to ensure the legal use of others' intellectual property. Besides, the Group takes prompt action against any infringement of the Group's intellectual property rights.

本集團與供應商及合作夥伴簽訂合約，明確列明知識產權的所有權及使用權，確保合法使用他人之知識產權。此外，本集團會針對任何對本集團之知識產權作出的侵犯採取即時行動。

The Group provides regular trainings on intellectual property protection to employees, covering overviews on the latest intellectual property laws and guidelines on the use of trademarks, so as to enhance employees' awareness on the latest development of relevant laws and the best practice for the protection of the Group's intellectual properties. In addition, the Group takes active steps to collect and retain detailed records and evidence of its use of trademarks, and constantly monitors and conducts periodical reviews to avoid the risks of potential cancellation.

本集團定期為員工提供知識產權保護培訓，其內容涵蓋最新的知識產權法概述及商標使用的指引，以提升員工對相關法例之最新發展以及保護本集團知識產權的最佳實踐方法的認知。此外，本集團採取積極措施收集及保存有關商標使用的詳盡紀錄及證據、時刻監察並定期就商標使用進行檢討，以免除潛在撤銷風險。

The Group will continue improving and updating its intellectual property protection policies and measures to ensure that its business operations comply with the latest legal and regulatory requirements and protect the legitimate rights and interests of intellectual property. During the Year, the Group has not been involved in any significant legal disputes or claims related to the intellectual property.

本集團將持續改善並更新知識產權保護政策和措施，以確保其業務營運符合最新法律法規要求，並保護知識產權的合法權益。於本年度，本集團並無涉及任何與知識產權相關的重大法律糾紛或索償。



4.5 ANTI-CORRUPTION/ANTI-MONEY LAUNDERING 反貪污／反洗錢

The Group believes that fair, transparent, and ethical business practices are key to corporate success and sustainable development. In order to enhance ethical corporate culture and practices, the Group has established policies and procedures for anti-corruption, anti-money laundering and counter-terrorist financing.

本集團堅信公平、透明和道德的商業行為是企業成功及可持續發展的關鍵。為提升企業道德文化及常規，本集團已建立反貪污、打擊洗錢及恐怖分子資金籌集之政策及程序。

The Group adopts a zero-tolerance approach to all forms of corruption and bribery. It is essential for the Group's employees to have a deep understanding of bribery, extortion, corruption and related acts, in order to maintain compliance and integrity in business operations. Strictly adhering to the Prevention of Bribery Ordinance (Cap. 201, Laws of Hong Kong), an Anti-Corruption Policy and Procedures has been established, in which a set of guidelines in giving and receiving gifts, or offer in the form of meals, accommodation and entertainment, as well as interacting with business partners and government officials, was established to outline acceptable and unacceptable conduct in employees' daily business activities. This is also clearly stipulated in all employees' contracts. These policies are explained during induction training, and are freely accessible on the Group's intranet. The Group aims to ensure every employee adheres to applicable legal requirements and makes ethical business decisions. Besides, special care must additionally be taken to ensure that all business dealings with business partners and government officials are conducted in a context that is free from any form of corruption practices.

本集團對一切形式的貪污和賄賂採取零容忍的態度。本集團之員工必須對賄賂、勒索、貪污及相關行為有深入的了解，以維持業務營運合規及誠信。本集團嚴格遵守《防止賄賂條例》(香港法例第201章)，且已制定反貪污政策及程序，其中本集團已就贈送及收受禮物、提供用餐、住宿及娛樂，以及與商業夥伴和政府官員交往制訂一套指引，列明員工日常業務活動中可接受及不可接受的行為。上述指引均已在所有僱傭合同中清晰訂明。這些政策已在入職培訓時作出解釋，並可在本集團內聯網上自由查閱。本集團旨在確保每位員工遵從適用的法律規定及作出合乎道德之商業決定。此外，還必須特別注意確保所有與商業夥伴和政府官員進行的所有業務往來在不涉及任何形式的舞弊行為的情況下進行。

The Group has long adopted an Anti-Money Laundering and Counter-Terrorist Financing Policy and Procedure ("AML Policy"). The AML Policy establishes the general framework for combating potential money laundering and financing of terrorism, and provides guidelines for preventing the Group's employees from being misused for money laundering, terrorist financing or other financial crimes. The AML Policy indicates part of potentially suspicious transactions or activities that employees should look out for. Furthermore, Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615, Laws of Hong Kong) is introduced to new staff during the orientation by the Human Resources Department, and subsequent trainings and updated information are provided to its staff regularly. Also, relevant information is shared through the e-learning platform.

本集團多年來一直採納打擊洗錢及恐怖分子資金籌集政策及程序(「打擊洗錢政策」)。打擊洗錢政策確立了打擊潛在洗錢及恐怖主義資金籌集罪行的一般框架,並提供指引防止本集團的員工被濫用於洗錢、資助恐怖主義或其他金融罪行。打擊洗錢政策已列出部分潛在可疑交易或活動的指標,供員工參考。此外,在新員工入職培訓時,人力資源部會向他們介紹《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章),並於隨後定期向員工提供培訓和最新資訊,且通過電子學習平台分享相關資訊。

The Group has also adopted a whistle-blowing policy and procedures for all levels and operations under the Group, so staff can raise concerns, in confidence, about possible improprieties (such as misconduct and malpractice) in any matter related to the Group. The Group's whistle-blowing policy encourages all staff to report any actual or suspected improper conduct, in confidence, to their immediate supervisor or department head. The Group ensures confidentiality of the whistle-blowers' identities and protection from harassment, even if disclosure is required for legal proceedings. Moreover, the Group regularly assigns employees to review their department's compliance performance, formulate measures to address potential or existing issues, and identify and manage potential compliance risks in advance. This ensures that compliance standards are continually strengthened and improved. These policies and procedures together with the code of conduct can be found in the employee handbook.

本集團亦採納一套舉報政策及程序,讓本集團各層面及業務之員工可在保密的情況下就任何可能影響本集團之不當事宜(如不當及不法行為)進行舉報。本集團的檢舉政策鼓勵所有員工在保密的情況下向其直屬上司或部門主管舉報任何實際或可疑的不當行為。即使法律程序要求披露,本集團亦確保舉報人身份的保密性並防止騷擾。此外,本集團定期委派員工審查其部門的合規表現,制定解決潛在或現有問題的措施,及提前識別及管理潛在合規風險。這確保不斷加強及完善合規標準。該等政策及程序連同行為守則可於員工手冊內查閱。

In addition to these measures, the Group puts a strong emphasis on training and education. Employees are provided with regular training on anti-corruption practices, such as talks or seminars on business ethics, delivered by the Independent Commission Against Corruption (ICAC) of Hong Kong from time to time, equipping them with the knowledge and skills necessary to maintain a clean and ethical business environment. During the Year, ICAC integrity e-learning course was arranged for its staff, to refresh their relevant knowledge.

除該等措施外,本集團亦非常重視培訓及教育。員工獲定期提供反貪污常規培訓,如由香港廉政公署不時舉辦的商業道德講座或研討會,令他們具備維持廉潔及道德營商環境所需的知識和技能。於本年度,為員工安排了香港廉政公署的誠信網上培訓,以更新他們的相關知識。

During the Year, no legal case regarding corrupt practices was brought against the Group or its employees. Also, no whistle-blowing concerning a criminal offence or misconduct was reported.

於本年度,本集團或其員工並無面對任何有關貪污行為之法律起訴案件。同時,亦無涉及刑事罪行或不當行為之個案被舉報。

4.6 COMPLIANCE WITH RELEVANT LAWS AND REGULATIONS
遵守相關法律及法規

The Corporate Governance Committee is delegated by the Board to review and monitor the policies and practices on compliance with relevant legal and regulatory requirements, including but not limited to the following laws and regulations which have significant impact on the Group:

董事會委派企業管治委員會檢視及監察有關法例及法規要求之政策及慣例，包括但不限於以下對本集團有重大影響的法例：

People's Republic of China

- 《電影管理條例》
- 《中華人民共和國電影產業促進法》
- 《外商投資電影院暫行規定》及補充規定
- 《數字電影發行放映管理辦法(試行)》
- 《電影院建築設計規範》
- 《食品經營許可和備案管理辦法》
- 《公共場所衛生管理條例》及其實施細則
- 《中華人民共和國消防法》
- 《中華人民共和國勞動合同法》及其實施條例
- 《中華人民共和國環境保護法》
- 《中華人民共和國環境影響評價法》
- 《中華人民共和國反不正當競爭法》
- 《中華人民共和國食品安全法》
- 《中華人民共和國外商投資法》及其實施條例
- 《中華人民共和國民法典》
- 《中華人民共和國個人信息保護法》
- 《中華人民共和國數據安全法》
- 《中華人民共和國招標投標法》及其實施條例
- 《中華人民共和國著作權法》

中華人民共和國

- 《電影管理條例》
- 《中華人民共和國電影產業促進法》
- 《外商投資電影院暫行規定》及補充規定
- 《數字電影發行放映管理辦法(試行)》
- 《電影院建築設計規範》
- 《食品經營許可和備案管理辦法》
- 《公共場所衛生管理條例》及其實施細則
- 《中華人民共和國消防法》
- 《中華人民共和國勞動合同法》及其實施條例
- 《中華人民共和國環境保護法》
- 《中華人民共和國環境影響評價法》
- 《中華人民共和國反不正當競爭法》
- 《中華人民共和國食品安全法》
- 《中華人民共和國外商投資法》及其實施條例
- 《中華人民共和國民法典》
- 《中華人民共和國個人信息保護法》
- 《中華人民共和國數據安全法》
- 《中華人民共和國招標投標法》及其實施條例
- 《中華人民共和國著作權法》

Hong Kong Special Administrative Region

- Amusement Rides (Safety) Ordinance (Cap. 449, Laws of Hong Kong)
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615, Laws of Hong Kong)
- Companies Ordinance (Cap. 622, Laws of Hong Kong)
- Competition Ordinance (Cap. 619, Laws of Hong Kong)
- Copyright Ordinance (Cap. 528, Laws of Hong Kong)
- Employment Ordinance (Cap. 57, Laws of Hong Kong)
- Film Censorship Ordinance (Cap. 392, Laws of Hong Kong)
- Fire Services (Installations and Equipment) Regulation (Cap. 95B, Laws of Hong Kong)
- Inland Revenue Ordinance (Cap. 112, Laws of Hong Kong)
- Occupational Safety and Healthy Ordinance (Cap. 509, Laws of Hong Kong)
- Personal Data (Privacy) Ordinance (Cap. 486, Laws of Hong Kong)
- Places of Public Entertainment Ordinance (Cap. 172, Laws of Hong Kong)
- Prevention and Control of Disease Ordinance (Cap. 599, Laws of Hong Kong)
- Prevention of Bribery Ordinance (Cap. 201, Laws of Hong Kong)
- Product Eco-responsibility Ordinance, including Product Eco-responsibility (Amendment) Ordinance 2023 (Cap. 603, Laws of Hong Kong)
- Public Health and Municipal Services Ordinance (Cap 132, Laws of Hong Kong)
- Waste Disposal Ordinance, including The Waste Disposal (Charging for Municipal Solid Waste) (Amendment) Ordinance 2021 (Cap. 354, Laws of Hong Kong)

Macao Special Administrative Region

- 《民法典》(澳門法例第39/99/M號法令)
- 《商法典》(澳門法例第40/99/M號法令)
- 《合約的一般條款》(澳門法例第17/92/M號法律)
- 《個人資料保護法》(澳門法例第8/2005號法律)
- 《營業稅》(澳門法例第15/77/M號法律)
- 《勞動關係法》(澳門法律第8/2020號法律，修改第7/2008號法律)
- 《商業場所、辦事處場所及勞務場所之工作衛生與安全總規章》(澳門法例第37/89/M號法令)
- 《樓宇及場地防火安全的法律制度》(澳門法例第15/2021號法律)
- 《食品安全法》(澳門法例第5/2013號法令)
- 《關於色情及猥褻物品的公開販賣、陳列及展出》(澳門法例第10/78/M號法令)

香港特別行政區

- 《機動遊戲機(安全)條例》(香港法例第449章)
- 《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)
- 《公司條例》(香港法例第622章)
- 《競爭條例》(香港法例第619章)
- 《版權條例》(香港法例第528章)
- 《僱傭條例》(香港法例第57章)
- 《電影檢查條例》(香港法例第392章)
- 《消防(裝置及設備)規例》(香港法例第95B章)
- 《稅務條例》(香港法例第112章)
- 《職業安全及健康條例》(香港法例第509章)
- 《個人資料(私隱)條例》(香港法例第486章)
- 《公眾娛樂場所條例》(香港法例第172章)
- 《預防及控制疾病條例》(香港法例第599章)
- 《防止賄賂條例》(香港法例第201章)
- 《產品環保責任條例》，包括《2023年產品環保責任(修訂)條例》(香港法例第603章)
- 《公眾衞生及市政條例》(香港法例第132章)
- 《廢物處置條例》，包括《2021年廢物處置(都市固體廢物收費)(修訂)條例》(香港法例第354章)

澳門特別行政區

- 《民法典》(澳門法例第39/99/M號法令)
- 《商法典》(澳門法例第40/99/M號法令)
- 《合約的一般條款》(澳門法例第17/92/M號法律)
- 《個人資料保護法》(澳門法例第8/2005號法律)
- 《營業稅》(澳門法例第15/77/M號法律)
- 《勞動關係法》(澳門法律第8/2020號法律，修改第7/2008號法律)
- 《商業場所、辦事處場所及勞務場所之工作衛生與安全總規章》(澳門法例第37/89/M號法令)
- 《樓宇及場地防火安全的法律制度》(澳門法例第15/2021號法律)
- 《食品安全法》(澳門法例第5/2013號法令)
- 《關於色情及猥褻物品的公開販賣、陳列及展出》(澳門法例第10/78/M號法令)

Details on the work of the Corporate Governance Committee are shown in the Corporate Governance Report, which can be found on page 34 of the Company's 2024/2025 Annual Report.

企業管治委員會之工作詳情載於本公司2024/2025年度報告第34頁中之企業管治報告內。

The Legal Department works to provide an in-house legal and compliance service that effectively supports various operation units in their duties and day-to-day operation to comply with all applicable laws, rules and regulations.

本集團法律部旨在提供內部法務及合規服務，有效支援多個營運單位於其職責及日常營運方面遵守所有適用法律、規則及法規。

Updates to the relevant applicable laws, rules and regulations are brought to the attention of relevant employees and relevant operation units from time to time. The management must ensure that business is conducted in accordance with the relevant applicable laws and regulations.

相關員工及相關經營單位不時獲悉之相關適用法律、規則及法規之更新資訊。管理層須確保所從事業務乃符合適用之法律及法規。

The Board is not aware of any issues within the Group during the Year that are in violation of any laws and regulations.

於本年度，董事會並不知悉本集團有違反法律及法規的情況。





COMMUNITY INVOLVEMENT
參與社區活動

5

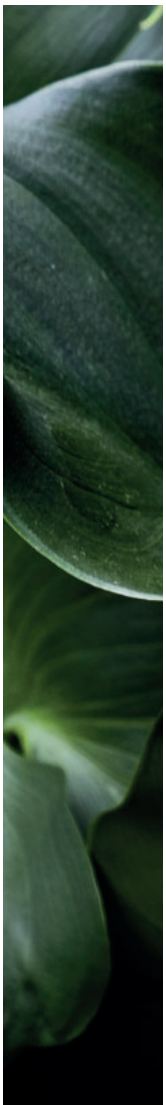
The Group highly recognises its role in social responsibility, and is committed to giving back to the communities. Embracing the mission "From the Community, To the Community", the Group actively promotes diverse community campaigns spanning elderly welfare, underprivileged communities and environmental conservation initiatives. The Group's management team also plays an important role in mobilising staff to join all these activities, which are held in tandem with its commitment to sustainable development. The Group is dedicated to making a positive impact on society through community investment and engagement initiatives.

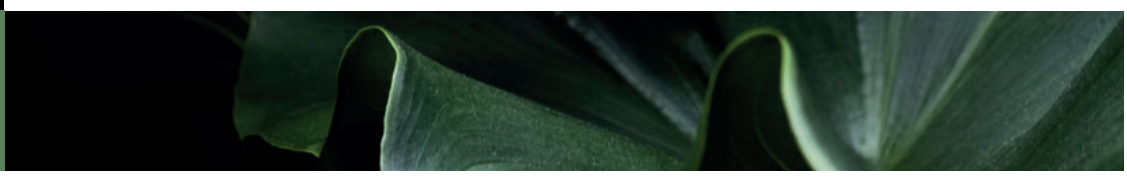
本集團高度重視其社會責任，致力回饋社群。以「取諸社會，用諸社會」為使命，本集團積極推廣多種社區活動，涵蓋長者福利、弱勢社群及環保行動。該等活動與本集團可持續發展之承諾相輔相承，而本集團管理層團隊在動員參與該等活動方面亦擔任重要角色。本集團致力透過社區投資及參與，對社會作出正面影響。

The Group has been awarded the Caring Company Logo by the Hong Kong Council of Social Service, recognising its ongoing commitment to fulfilling its corporate social responsibilities.

本集團獲香港社會服務聯會頒發「商界展關懷」標誌殊榮，表揚其履行企業社會責任的持久承諾。

商界展關懷 caringcompany® 2020-24
Awarded by The Hong Kong Council of Social Service
香港社會服務聯會頒發





5.1 CHARITABLE SPONSORSHIP AND DONATIONS
慈善贊助及捐贈

The Group mobilises its staff to participate in fundraising campaigns to help underprivileged people in the community. Major charity donation and fundraising campaigns during the Year include:

本集團推動員工參與籌款活動，幫助社區弱勢群體。於本年度，主要慈善捐贈及籌款活動包括：

Complimentary Movie Screening Experience for Seniors and Students, July 2024
長者學生免費體驗場，2024年7月

Emperor Cinemas offered complimentary film screenings for senior citizens and students residing in the Aberdeen and Wong Chuk Hang districts at ***Emperor Cinemas Plus+***, THE SOUTHSIDE, Wong Chuk Hang, on designated dates. This initiative not only allowed senior citizens to experience the new cinemas, but also conveyed society's care for them. Simultaneously, it helped students alleviate their study pressures, and achieve balanced lifestyles.

英皇戲院為居於香港仔及黃竹坑區內之長者及學生於特定日子在黃竹坑THE SOUTHSIDE***英皇戲院Plus+***提供免費電影放映場。該活動除了讓長者感受全新戲院外，亦讓他們得到社會的關懷。同時，活動讓學生們從學習壓力得到放鬆，為他們平衡生活。





Mooncake Donation Campaign, September 2024
愛心月餅募捐大行動，2024年9月

During the Mid-Autumn Festival, excess mooncakes were collected by the Group from staff and donated to a subsidiary of Pok Oi Hospital. The mooncakes were then given to ethnic minorities in Tin Shui Wai, to share the joy and celebrate the Mid-Autumn Festival with them.

於中秋節期間，本集團向同事們收集過剩月餅，捐贈至博愛醫院屬下機構，然後轉贈天水圍的弱勢社群，與他們分享喜悅，共度中秋佳節。





Blood Donation, September 2024
捐血行動，2024年9月

The Group's employees actively joined the blood donation event jointly organised by Emperor Group in conjunction with the Red Cross, in order to help people in need.

本集團員工積極參加由英皇集團及紅十字會聯合舉辦的捐血行動，以幫助有需要的人。



Dress Casual Day, October 2024
公益金便服日，2024年10月

This year's theme for the annual Dress Casual Day was "Wear To Care". Participating staff members each donated HK$70 or more to The Community Chest of Hong Kong, and put on casual wear to support the event.

一年一度的便服日於本年的主題為「Wear To Care」，每位參與同事均捐出70港元或以上予香港公益金，並穿上便服以支持該活動。



The Last Dance Tung Wah Group of Hospitals Charity Premiere, October 2024
《破・地獄》東華三院慈善首映禮，2024年10月

The film *The Last Dance* was screened for the Tung Wah Group of Hospitals Charity Premiere at ***Emperor Cinemas***, iSQUARE, Tsim Sha Tsui. All proceeds from the event were donated to Tung Wah Group of Hospitals to support its Health Promotion Programme for Ageing Persons with Disabilities. This initiative organises sports and arts activities to help elderly persons with disabilities combat ageing and enhance their quality of life.

電影《破・地獄》於尖沙咀iSQUARE***英皇戲院***舉行東華三院慈善首映禮。該活動所得善款全數捐予東華三院，用於支持殘疾人士老齡化健康促進計劃。該計劃透過舉辦運動及藝術活動，幫助殘疾長者對抗老齡化，提升生活質素。



"Seeing the World through Children's Eyes – World Children's Day" Charity Screening Event, November 2024
「童心看世界－世界兒童日」慈善放映活動，2024年11月

To mark the World Children's Day, UNICEF Hong Kong supported the charity screening event 'Seeing the World through Children's Eyes – World Children's Day', organised by ***Emperor Cinemas***, during which eight films related to the Convention on the Rights of the Child were selected for screening, to promote children's rights. For every ticket purchased for a designated donation screening, ***Emperor Cinemas*** donated one child screening ticket to a child from the disadvantaged community.



為慶祝世界兒童日，聯合國兒童基金會(香港)支持由***英皇戲院***主辦的「童心看世界－世界兒童日」慈善放映活動，挑選了8部《兒童權利公約》相關的電影放映，以宣揚兒童權利。觀眾每購買「捐助場次」戲票一張，***英皇戲院***便會捐贈一張「童心場次」戲票予弱勢社群之兒童。

Charity Sale of Red Packets, November 2024
利是封慈善義賣，2024年11月

The Group's staff supported Emperor Group's charity sale of red packets by purchasing the red packet, continuing last year's meaningful tradition. The funds raised in the charity sale were all donated to a youth charity in Hong Kong, KELY Support Group, through Emperor Group Foundation, in order to support their mental health programmes for youth and raise public awareness and empathy for mental health issues among young people. This meaningful event embodied the spirit of generosity and care, sending heartfelt New Year blessings to underprivileged communities and supporting the well-being of youth in Hong Kong.

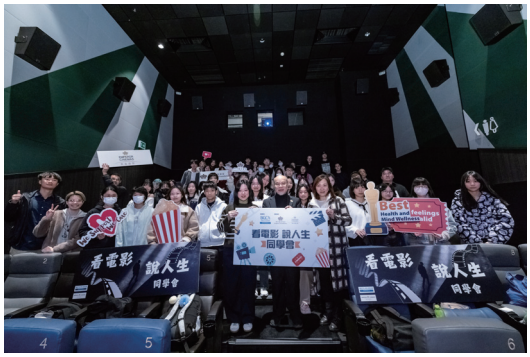


本集團員工透過購買利是封，支持英皇集團利是封慈善義賣活動，延續去年的良好傳統。慈善義賣所籌得款項由英皇慈善基金全數捐予香港青年慈善機構啟勵扶青會，以支持其青年人精神健康項目，並提高大眾對青年人精神健康問題的關注及同理心。此次活動別具意義，凝聚愛心力量，為社會弱勢社群送上誠摯的新春祝福，竭力支持香港青年人的福祉。

Film Viewing to Foster Positive Thinking, February 2025
看電影說人生觀映活動，2025年2月

Sponsored by ***Emperor Cinemas*** and Emperor Foundation, the Film Viewing to Foster Positive Thinking organised by The Boys' & Girls' Clubs Association of Hong Kong, invited students from 22 secondary schools in Hong Kong to enjoy a complimentary viewing of the film *The Last Dance*. Using movie as a medium, the event explored life's values and engaged students in discussions about confronting inner challenges, thereby enhancing mental wellbeing and fostering positive thinking. During the event, students actively engaged in discussions and drew inspiration from the guest speakers' sharing, fostering peer interactions and mutual understanding. Through this initiative, the Group assisted students in releasing stress, embracing challenges, and spreading positive energy.

由***英皇戲院***及英皇慈善基金贊助，香港小童群益會主辦的看電影說人生觀映活動邀請了香港22間中學的學生免費欣賞電影《破 • 地獄》。活動以電影為媒介，探討生命價值，並與學生交流如何面對內心挑戰，以提升心理健康及正向思維。於活動中，學生積極參與討論，並從嘉賓講者的分享中獲得啟發，促進朋輩互動與理解。透過此活動，本隻團幫助學生們釋放壓力，迎接挑戰，傳遞正能量。





Skip Lunch Day, March 2025
公益行善折食日，2025年3月

By making a donation of HK$38 or more, each donor would receive a Skip Lunch Day coupon as a token of appreciation. Coupon holder could redeem designated items at any Hung Fook Tong outlets in Hong Kong in a specified period. The donation were used to support The Community Chest and its member agencies, to improve the lives of street sleepers, and people living in cage homes and cubicles. The Group's staff actively supported for this good cause.

凡捐款港幣38元或以上，每位捐款者即可獲得「折」食日愛心券一張。持券者可於指定期間於全港鴻福堂門市換領指定產品。捐款用以支持公益金及其轄下會員機構，幫助露宿者、籠屋及板間房居民改善生活。本集團員工積極支持此善舉。



5.2 ENVIRONMENTAL CONSERVATION
環境保護

The Group is dedicated to promoting environmental awareness through green education. Major environmental conservation events during the Year include:

本集團致力通過綠色教育宣揚環保意識。於本年度，主要環境保護活動包括：

Love The Planet! BYOC Buy-1-Get-1-Free Promotion, June to August 2024
愛惜地球!自備容器買一送一推廣，2024年6至8月

Emperor Cinemas is dedicated to supporting environmental conservation. To encourage its customers to reduce plastic waste, the ***Emperor Cinemas Plus+*** at THE SOUTHSIDE, Wong Chuk Hang, launched the Bring Your Own Cup Buy-1-Get-1-Free promotion to encourage customers to bring their own containers.

英皇戲院致力於為環境保護出一分力。為鼓勵其顧客齊齊「走塑」，位於黃竹坑THE SOUTHSIDE的***英皇戲院Plus+***推出自備容器買一送一優惠，鼓勵顧客自備容器。







Earth Hour, March 2025
地球一小時，2025年3月

The Group's Hong Kong office joined the millions of people around the globe and turned off its office lights in support of WWF's Earth Hour, an annual event to raise awareness of climate change.

為響應世界自然基金會一年一度的「地球一小時」活動，本集團香港辦公室與全球數百萬人一同參與關閉辦公室照明燈。活動旨在提高人們對氣候變化的意識。



承諾支持世界自然基金會地球一小時
IS COMMITTED TO WWF'S EARTH HOUR

APPENDIX: HKEX ESG REPORTING GUIDE CONTENT INDEX

附錄：港交所環境、社會及管治報告指引內容索引

6

Subject areas 主要範疇	Description 描述	Section 章節
A. Environmental **A. 環境**		
Aspect A1: Emissions **層面A1：排放物**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	2.1
KPI A1.1 指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	2.4
KPI A1.2 指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	2.4
KPI A1.3 指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Not applicable *In view of its business nature, the Group does not directly generate any hazardous waste.* 不適用 *基於其業務性質，本集團不會直接產生大量有害廢棄物。*
KPI A1.4 指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	2.4
KPI A1.5 指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	2.2, 2.4

Subject areas 主要範疇	Description 描述	Section 章節
KPI A1.6 指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	2.2, 2.4
Aspect A2: Use of Resources **層面A2：資源使用**		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	2.1, 2.2
KPI A2.1 指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	2.4
KPI A2.2 指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	2.4
KPI A2.3 指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	2.2, 2.4
KPI A2.4 指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Not applicable *The Group did not encounter any problems in sourcing water for its daily operations.* 不適用 *本集團在日常營運中，在覓水源方面並無遇到任何問題。*
KPI A2.5 指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	2.4

Subject areas 主要範疇	Description 描述	Section 章節
Aspect A3: The Environment and Natural Resources **層面A3：環境及天然資源**		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	2.1, 2.2
KPI A3.1 指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	2.2
Aspect A4: Climate Change **層面A4：氣候變化**		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	2.3
KPI A4.1 指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	2.3
B. Social **B.社會**		
Employment and Labour Practices **僱傭及勞工常規**		
Aspect B1: Employment **層面B1：僱傭**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	3.2, 3.3
KPI B1.1 指標B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	3.1

Subject areas 主要範疇	Description 描述	Section 章節
KPI B1.2 指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	3.1
Aspect B2: Health and Safety **層面B2：健康與安全**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	3.4
KPI B2.1 指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	3.4
KPI B2.2 指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	3.4
KPI B2.3 指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	3.4
Aspect B3: Development and Training **層面B3：發展及培訓**		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	3.5
KPI B3.1 指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	3.5
KPI B3.2 指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	3.5

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B4: Labour Standards **層面B4：勞工準則**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	3.2
KPI B4.1 指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	3.2
KPI B4.2 指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	3.2, 4.1
Operating Practices **營運慣例**		
Aspect B5: Supply Chain Management **層面B5：供應鏈管理**		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	4.1
KPI B5.1 指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	4.1
KPI B5.2 指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	4.1
KPI B5.3 指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	4.1
KPI B5.4 指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 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。	4.1

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B6: Product Responsibility **層面B6：產品責任**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	4.2
KPI B6.1 指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	4.2
KPI B6.2 指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	4.2
KPI B6.3 指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	4.4
KPI B6.4 指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	4.2
KPI B6.5 指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	4.3
Aspect B7: Anti-Corruption **層面B7：反貪污**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	4.5
KPI B7.1 指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	4.5

Subject areas 主要範疇	Description 描述	Section 章節
KPI B7.2 指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	4.5
KPI B7.3 指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	4.5
Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人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。	5
KPI B8.1 指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	5
KPI B8.2 指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	5