FUJIAN HOLDINGS LIMITED
閩港控股有限公司

(Incorporated in Hong Kong with limited liability)
(於香港註冊成立之有限公司)
Stock Code 股份代號：181

2025 Environmental, Social and Governance Report

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ABOUT THE REPORT

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

This ESG report (the "ESG Report") aims to share our key sustainability performances and outline the milestones achieved in our sustainability journey during the financial year ended 31 December 2025 ("2025" or the "Reporting Period"). The content of the ESG Report has been prepared by the ESG working group (the "ESG Working Group") of the Group and approved by the board (the "Board") of directors (the "Directors") of the Group. The reporting scope of the ESG Report covers the entities under the Group's direct operational control, namely the hotel operations business in mainland China ("Mainland China") and head office in Hong Kong, unless otherwise stated. We endeavor to provide a balanced, honest and transparent account of our performance.

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

Disclaimer

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

緒言

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

本環境、社會及管治報告(「ESG報告」)旨在分享我們在可持續發展方面的主要表現,以及概述我們截至二零二五年十二月三十一日止財政年度(「二零二五年」或「報告期間」)在可持續發展工作上的里程。本環境、社會及管治報告中的內容由本集團環境、社會及管治工作小組(「環境、社會及管治工作小組」)編製並已由本集團董事(「董事」)會(「董事會」)確認。除另有說明外,本環境、社會及管治報告的報告範圍涵蓋本集團直接運營控制下的實體,即中國內地(「中國內地」)酒店業務及香港總部辦公室。我們致力平衡,誠實和透明地說明我們的表現。

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

免責聲明

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

BOARD STATEMENT

The Group is pleased to present the Environmental, Social and Governance Report for the year 2025. In response to the growing global expectations for sustainable development, the Group continues to deepen its ESG philosophy, establishing it as the core driver for the enterprise's long-term development. We proactively translate these considerations into concrete operational directives and business practices. As the highest decision-making body of the Group, the Board assumes the inescapable leadership role of coordinating and overseeing the formulation, execution effectiveness, risk management, and resource allocation of the Group's ESG policies.

Over the past year, the Group has further optimized its risk management and internal control systems, enhancing our sensitivity and assessment mechanisms for ESG and climate change-related risks and opportunities. This elevates our operational resilience in a dynamic environment. Closely aligning with the national "carbon neutrality" pathway, we have not only reaffirmed our sustainable development vision but also materialized our short- and long-term carbon reduction targets, deeply integrating them into our core business models and investment decisions. The Board maintains an assessment mechanism at least annually to strictly monitor preventive measures against ESG-related risks, review the milestone achievements of various targets, and ensure the continuous refinement of our management approach.

We firmly believe that realizing ESG goals requires the collective participation of the entire Group. To this end, the Group continues to empower the "inter-departmental ESG Working Group", comprised of staff from all levels, strengthening cross-departmental communication and collaboration. Serving as a capable assistant to the Board, this Group is responsible not only for the daily supervision and performance evaluation of ESG affairs but also plays a crucial role in driving the implementation of ESG policies. The inter-departmental ESG Working Group strictly executes a meeting system at least once a year to conduct in-depth analyses of the Group's ESG performance, submitting constructive optimization proposals and the reviewed annual ESG report to the Board.

董事會聲明

本集團欣然提呈二零二五年度環境、社會及管治報告。面對全球對可持續發展日益殷切的期望，本集團持續深化ESG理念，將其確立為企業長遠發展的核心驅動力，並積極將相關考量轉化為具體的營運方針與業務實踐。董事會作為集團最高決策機構，責無旁貸地肩負起領導角色，統籌並監督集團ESG政策的制定、執行成效、風險管理及資源配置。

過去一年，本集團進一步優化了風險管理及內部控制體系，強化對ESG與氣候變遷相關風險及機遇的敏銳度與評估機制，以提升企業在多變環境下的營運韌性。緊扣國家的「碳中和」路線，我們不僅重申了可持續發展願景，更將短長期的減碳目標具體化，並深度整合至核心業務模式與投資決策中。董事會維持至少每年一次的審議機制，嚴密把關ESG相關風險的防範措施、檢視各項目標的階段性成果，並確保持續精進我們的管理方針。

我們深信，ESG目標的實現需要全集團的共同參與。為此，本集團持續賦能由各階層員工組成的「跨部門ESG工作小組」，強化部門間的橫向溝通與協作。該小組作為董事會的得力助手，不僅負責日常的ESG事務監督與績效評估，更在推動ESG政策落地方面發揮關鍵作用。跨部門ESG工作小組嚴格執行至少每年一次的會議制度，對本集團的ESG表現進行深度剖析，並向董事會提交具建設性的優化建議及審閱後的年度ESG報告。

Looking ahead, the Board will uphold a transparent and responsible attitude, continually promoting the deepening and implementation of the ESG strategy. We are committed to disclosing substantial, accurate, and highly comparable ESG information to our broad base of stakeholders. The Group will adopt a more proactive stance, joining hands with all partners to jointly contribute to a low-carbon, inclusive, and prosperous future.

展望未來，董事會將秉持透明、負責的態度，持續推動ESG戰略的深化與落實，致力向廣大持份者披露具實質性、準確且具備高度可比性的ESG資訊。本集團將以更積極的姿態，攜手各方夥伴，共同為邁向低碳、包容且繁榮的美好未來貢獻力量。

REPORTING PRINCIPLES

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

- **Materiality:**

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

- **Quantitative:**

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

- **Consistency:**

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

匯報原則

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

- **重要性：**

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

- **量化：**

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

- **一致性：**

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

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

To comprehensively grasp the material environmental and social impacts of the Group's operations, we continue to deepen our two-way dialogue with internal and external stakeholders. Through in-depth communication, we can more precisely understand the direct impacts of sustainability issues on various stakeholders, thereby ensuring our strategic decisions are closely aligned with actual needs and societal expectations.

The Group is committed to building an efficient and inclusive communication network to ensure all voices are valued. When reviewing our sustainability framework and materiality disclosures, we not only proactively respond to stakeholder feedback but also systematically benchmark against industry best practices and the latest domestic and international sustainability standards. This ensures our strategic priorities remain highly relevant and forward-looking.

We firmly believe that normalized, in-depth stakeholder interaction is the cornerstone for uncovering green business opportunities and proactively managing emerging ESG risks. The invaluable insights from our stakeholders not only help us address management blind spots and continuously elevate our ESG performance but also strengthen our operational resilience in a dynamic market. The Group will maintain an open and collaborative approach, translating stakeholder expectations into concrete actions to co-create long-term value.

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

持份者參與及重要性評估

為全面掌握集團營運對環境及社會的實質影響，我們持續深化與內外部持份者的雙向對話。透過深入溝通，我們能更精準地洞察可持續發展議題對各方持份者的切身影響，進而確保集團的戰略決策緊貼實際需求與社會期望。

本集團致力建構高效且包容的溝通網絡，確保各方意見均獲重視。在檢視可持續發展框架與重要性披露時，我們不僅積極回應持份者反饋，更系統性對標同業最佳實踐及最新國內外可持續發展準則，確保集團的優先策略具備高度相關性與前瞻性。

我們堅信，常態化且具深度的持份者互動，是本集團發掘綠色商機、前瞻管理新興ESG風險的關鍵基石。持份者的寶貴見解不僅協助我們補足管理盲點、持續提升ESG表現，更強化了企業在多變市場中的營運韌性。本集團將持續以開放協作的態度，將持份者期望轉化為具體行動，攜手共創長遠價值。

本集團已透過利用下述多元化參與方式及溝通渠道顧及持份者期望：

Stakeholders 持份者	Concerns and Expectations 關注及期望	Communication Channels 溝通渠道
Shareholders and Investors 股東及投資者	• Compliant operation • Risk management • Anti-corruption • Financial performance • Corporate sustainability • 合規營運 • 風險管理 • 反貪污 • 財務表現 • 企業可持續發展	• General meeting and other shareholder meetings • Financial reports • Announcement and circulars • Company websites • 股東大會及其他股東會議 • 財務報告 • 公告及通函 • 公司網站

Stakeholders 持份者	Concerns and Expectations 關注及期望	Communication Channels 溝通渠道
Employees	• Equal opportunities • Employees' health and safety • Employees' development and training • Protection of employees' rights and interests • Working environment	• On-job trainings • Mentoring by direct supervisor • Regular team sharing • Staff notice board • Staff Handbook
僱員	• 平等機會 • 僱員健康及安全 • 僱員發展及培訓 • 保護僱員權利及權益 • 工作環境	• 在職培訓 • 直接主管指導 • 定期團隊共享 • 員工公告欄 • 員工手冊
Hotel Guests	• Protection of guests' interest and privacy • Compliant operation • Complaint handling • Hotel environment and hygienic management	• Customer service manager • The Group's online booking websites, hotline or email • Customer satisfaction survey • On-site enquiry and resolution
酒店房客	• 保護房客利益及隱私 • 合規營運 • 投訴處理 • 酒店環境及衛生管理	• 客戶服務經理 • 本集團在線預訂網站、熱線或電郵 • 客戶滿意度調查 • 實地查詢及解決方案
Suppliers	• Fair and open procurement • Stable business relationship • Sustainable development of supply chain	• Tendering process • Supplier management meetings and events • On-site visits • Supplier evaluation
供應商	• 公平公開採購 • 穩定業務關係 • 供應鏈可持續發展	• 投標程序 • 供應商管理會議及事件 • 實地視察 • 供應商評估
Government Bodies and Regulators	• Compliant operation • Risk management • Payment of tax	• The Group's secretary and in house solicitor • Legal executive
政府機構及監管機構	• 合規營運 • 風險管理 • 稅項支付	• 本集團秘書及內部律師 • 法律行政人員

In order to deeper understand stakeholders' concerns and expectations on the Group's material sustainability issues, we engage an independent third-party consultant to conduct an annual materiality assessment. By inviting key stakeholders to rate the sustainability issues related to the Group, we can effectively identify issues that have a significant impact on the Group's operations and development and incorporate them into our prioritized management and oversight framework.

為更深入了解持份者對本集團重大可持續發展議題的關注與期望，我們每年委託獨立第三方顧問開展重要性評估。通過邀請重點持份者對與集團相關的可持續發展議題進行評分，我們能夠有效識別對集團營運及發展具有重大影響的議題，並將其納入重點監督與管理範疇。

The specific steps of the materiality assessment are as follows:

重要性評估的具體步驟如下：

1. Identification

By referencing to the ESG Reporting Code of the HKEX, and conducting a comparative study on issues of concern to peers, we have identified 16 sustainability issues related to our business.

1. 識別

通過參考聯交所環境、社會及管治報告守則，並對同行關注的問題進行比較研究，我們篩選出16個與業務相關的可持續發展議題。

2. Rating

Stakeholders from various categories were invited to participate in an online questionnaire survey to rate the 16 topics.

2. 評分

邀請各範疇的持份者以網上問卷形式進行調查，就16個議題評分。

3. Prioritization

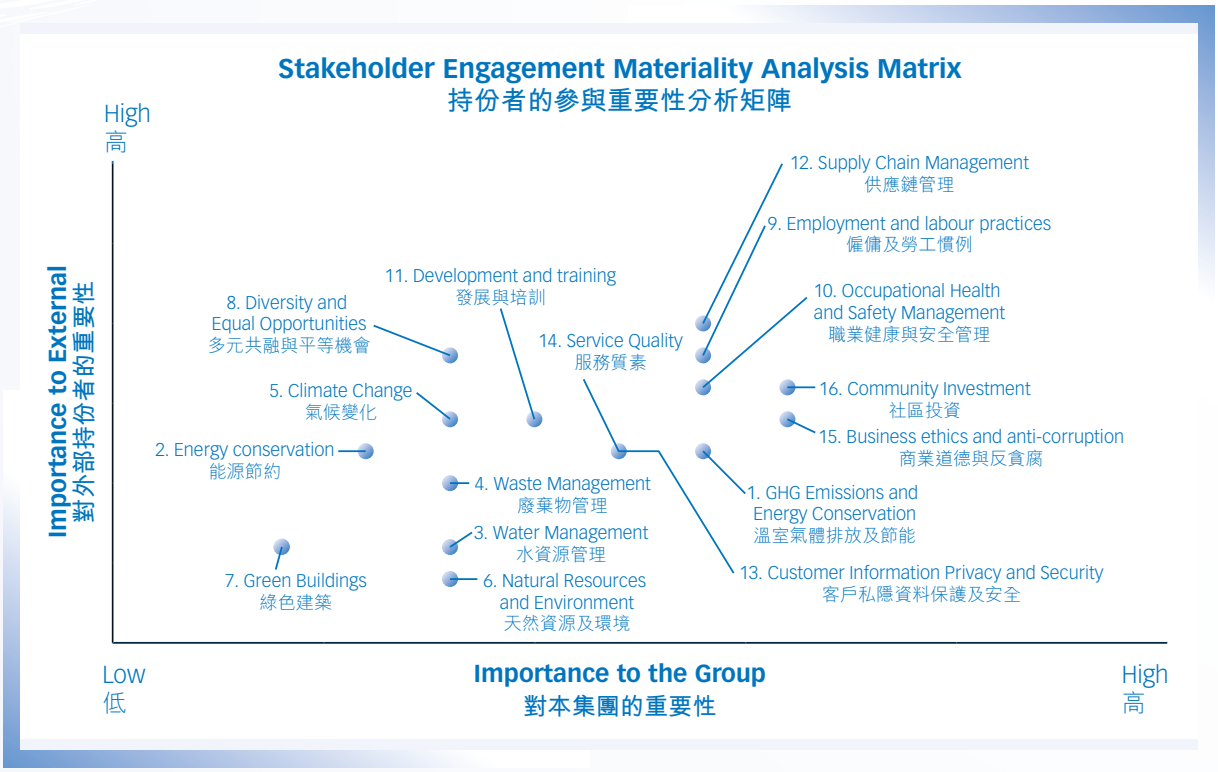
Based on the ratings from each stakeholder group, the 16 topics were prioritized and analysed.

3. 排序

根據各持份者的評分，將16個議題排列優先次序，並加以分析。

The following materiality matrix presents the results of the materiality assessment conducted during the Reporting Period. The six issues located in the top right of the matrix are the material issues identified in this assessment, namely: Supply Chain Management, Employment and labour practices, Occupational Health and Safety Management, Community Investment, Business ethics and anti-corruption, and GHG Emissions and Energy Conservation. This ESG Report will focus on disclosing the management policies and performance of these issues.

以下重要性矩陣展示報告期間重要性評估的結果。矩陣右上方的6項議題為本次評估所識別的重大議題，分別為：供應鏈管理、僱傭及勞工慣例、職業健康與安全管理、社區投資、商業道德與反貪腐以及溫室氣體排放及節能。本環境、社會及管治報告將重點披露這些議題的管理方針與表現。



CREATING A GREENER ENVIRONMENT

The Group is turning its green development vision into real action, ensuring our business growth goes hand-in-hand with environmental protection. We take our social responsibility seriously, making sustainability a core part of our culture while actively encouraging our employees and partners to do the same. By sticking to a green, low-carbon approach, we are focused on improving our energy efficiency. This helps us lower our environmental footprint while keeping our operations highly productive, steadily working toward a win-win for both our business and the planet. We comply with all applicable environmental laws and regulations, including but not limited to the Environmental Protection Law of the People's Republic of China and the Solid Waste Pollution Prevention and Control Law of the People's Republic of China.

營造更綠色的環境

本集團將綠色發展從理念化為實際行動，讓企業營運與環境保護共同成長。我們深知自身的社會責任，不僅將環保深植於企業文化，更積極帶動全體員工與合作夥伴共同參與。我們堅定推行綠色、低碳的營運策略，致力於提升能源使用效率，在降低環境負擔的同時維持高效產出，穩步實現經濟發展與生態平衡的雙贏局面。我們遵守相關環境法律法規以促進綠色環境，包括但不限於《中華人民共和國環境保護法》及《中華人民共和國固體廢物污染環境防治法》。

RESPONDING TO CLIMATE CHANGE

Climate change is one of the most severe challenges facing the world today. The Group deeply understands the profound impact of climate risks on long-term hotel operations. Therefore, we continuously enhance our climate risk management system and actively respond to the national dual carbon targets.

To improve the transparency and quality of our climate-related disclosures, the Group has comprehensively disclosed our latest progress in climate risk management and response measures, with reference to the IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB) and the relevant codes of the Hong Kong Exchanges and Clearing Limited (HKEX).

應對氣候變化

氣候變化是當前全球面臨最嚴峻的挑戰之一。本集團深明氣候風險對酒店長期營運的深遠影響，因此我們持續完善氣候風險管理體系，並積極響應國家的雙碳目標。

為提升氣候資訊披露的透明度與質量，本集團參照國際可持續準則理事會(ISSB)發佈的《國際財務報告可持續披露準則第2號 — — 氣候相關披露》(IFRS S2)，以及香港交易所的相關守則，全面披露本集團在氣候相關風險管理及應對措施的最新進展。

GOVERNANCE

The Group has established a robust and hierarchical climate change governance system to ensure that climate strategies are effectively executed from the top down. As the highest decision-making and supervisory body for ESG matters, the Board of Directors has formally incorporated climate-related risks and opportunities into its overall oversight scope. At the management and execution level, the inter-departmental ESG Working Group takes the lead in implementing carbon reduction initiatives and ensures that carbon management affairs are put into practice across all hotel projects and daily operations. This structure ensures close cross-departmental collaboration and effectively drives the comprehensive execution of the Group's climate strategy.

管治

本集團已建立完善且層級分明的氣候變化治理體系，確保應對氣候變化的策略得以有效自上而下貫徹執行。董事會作為ESG的最高決策與監督機構，已將氣候相關風險與機遇正式納入其整體監管範疇。在管理和執行層面，由跨部門的環境、社會及管治工作小組負責牽頭減碳工作的執行，並確保碳管理相關事務在各酒店項目及日常營運中得以具體落實。此架構確保了跨部門的緊密協作，有效推動集團氣候策略的全面執行。

STRATEGY

Our climate strategy aims to comprehensively enhance the climate resilience of the Group's operations and seize potential opportunities during the transition to a low-carbon economy. Given the extreme weather events and low-carbon transition trends brought about by climate change, these risks may cause substantial financial and operational impacts on the Group's hotel business.

We conduct regular climate risk assessments to deeply analyze the potential impacts of climate change on our business. The Group currently categorizes the assessment time horizons for climate risks into short-term (1–5 years), medium-term (6–10 years), and long-term (over 10 years). To actively respond, we have formulated a climate change measure to systematically identify and assess physical and transition risks, and develop corresponding mitigation plans.

策略

我們的氣候策略旨在全面提升本集團營運的氣候韌性，並在向低碳經濟轉型的過程中把握潛在機遇。隨著氣候變化引發的極端天氣及低碳轉型趨勢，此等風險可能對本集團的酒店業務造成實質性的財務與營運衝擊。

我們定期進行氣候風險評估，深入分析氣候變化對業務的潛在影響。本集團目前將氣候風險的評估時間範圍劃分為短期（1–5年）、中期（6–10年）及長期（10年以上）。為積極應對，我們制定了氣候變化措施，系統性地識別與評估實體風險與轉型風險，並擬定相應的緩解計劃。

RISK MANAGEMENT

The major climate risks identified by the Group and our corresponding response measures are as follows:

風險管理

以下為本集團識別之主要氣候風險及其應對措施：

Risk Type 風險類型	Risk Description 風險描述	Time Horizon 時間範圍	Financial Impact 財務影響	Risk Responses & Mitigations 風險應對
Physical Risk **實體風險**				
Acute	**Extreme weather events (e.g., hurricanes, rainstorms, floods):** • Damage to hotel facilities, increasing repair costs • Disruption of travel, leading to lower occupancy rates and operational interruptions • Threats to the safety of guests and employees	Short/Medium-term	• Increased capital expenditure for repairs • Reduced room and Food & Beverage revenues • Loss of profit due to business interruption	• Regularly inspect and reinforce hotel exteriors and drainage systems • Upgrade hotel protective facilities to ensure human safety
急性風險	**極端天氣事件（如颶風、暴雨、洪水）：** • 酒店設施損毀，增加修繕成本 • 阻礙旅客出行，導致入住率下降及營運中斷 • 威脅賓客與員工安全	短期／中期	• 修繕資本支出增加 • 客房及餐飲收入減少 • 營運中斷的利潤損失	• 定期檢查及加固酒店外牆與排水系統 • 提升酒店防護設施，確保人員安全

Risk Type 風險類型	Risk Description 風險描述	Time Horizon 時間範圍	Financial Impact 財務影響	Risk Responses & Mitigations 風險應對
Chronic	**Long-term shifts in climate patterns (e.g., sustained high temperatures, sea-level rise):** • Hotter weather increases hotel cooling demand • Restricted utilization of outdoor recreational facilities (e.g., pools, gardens)	Medium/Long-term	• Significant rise in energy consumption and water costs	• Upgrade to high-efficiency systems and thermal insulation materials • Adjust employees' outdoor working hours to ensure health and safety
慢性風險	**長期氣候模式改變(如持續高溫、海平面上升):** • 炎熱天氣增加酒店空調製冷需求 • 戶外休閒設施(如泳池、花園)使用率受限	中期／長期	• 空調能耗及水費大幅上升	• 升級高效能空調系統與隔熱建材 • 調整員工戶外作業時間，保障健康安全
Transition Risk **轉型風險**				
Policy & Legal	• Failure to meet compliance standards may result in fines or litigation • Increased compliance costs for ESG data collection and reporting • Negative press may damage the hotel brand's reputation	Short/Medium-term	• Rising compliance and administrative costs • Potential regulatory fines • Loss of customers due to damaged reputation	• Closely monitor climate policy and regulatory trends in operating locations • Improve carbon emission data management to ensure compliance with HKEX requirements • Commit to meeting or exceeding local carbon reduction regulatory standards by 2030
政策與法規風險	• 未達合規標準可能面臨罰款或訴訟 • 增加ESG數據收集及報告的合規成本 • 負面新聞可能損害酒店品牌聲譽	短期／中期	• 合規及行政成本上升 • 潛在的違規罰金 • 聲譽受損導致客源流失	• 密切監控營運地之氣候政策與法規動向 • 完善碳排放數據管理，確保符合聯交所要求 • 承諾於2030年前達到或超越地方減碳法規標準

Risk Type 風險類型	Risk Description 風險描述	Time Horizon 時間範圍	Financial Impact 財務影響	Risk Responses & Mitigations 風險應對
Opportunity **機遇**				
Product & Service Innovation	• Introducing low-carbon guest rooms, sustainable F&B options, or EV charging facilities	Medium/Long-term	• Attract eco-conscious new customer segments, creating new revenue streams • Enhance brand premium and market competitiveness	• Invest in EV charging stations to attract self-driving travelers • Collaborate with eco-friendly suppliers to reduce single-use plastics
產品與服務創新	• 推出低碳客房、餐飲選項、或提供電動車充電設施	中期／長期	• 吸引具有環保意識的新客群，增加收入來源 • 提升品牌溢價與競爭力	• 投資增設電動車充電站，吸引自駕旅客 • 與環保供應商合作，減少一次性塑膠備品

METRICS AND TARGETS

To actively respond to the national dual carbon strategy and reduce the environmental footprint of our operations, the Group has established clear sustainable development targets. This report has detailed the greenhouse gas ("GHG") emission data covering Scope 1, Scope 2, and Scope 3. For further details, please refer to the "GHG Emissions and Energy Conservation" section.

指標和目標

為積極響應國家雙碳戰略並降低營運對環境的影響，本集團制定了明確的可持續發展目標。本報告已詳細披露涵蓋範圍一、二及三的溫室氣體排放數據，詳情請參閱「溫室氣體排放與節約能源」章節。

The Group regularly reviews and tracks the progress against various environmental targets to ensure the effective implementation of green initiatives. The targets across different categories and their progress in 2025 are as follows:

本集團定期檢視並追蹤各項環境目標的達成進度，以確保環保舉措的有效落實。以下為各範疇之目標及二零二五年度進展：

Area 範疇	Sustainable Development Target 可持續發展目標	Time Horizon 時間範圍	Progress 進展
Waste Management 廢棄物管理	To organize at least one waste reduction activity annually 每年至少舉辦一次減廢活動	Long-term 長期	**Continuous:** Actively promoted the reduction of resource waste among employees during daily operations **持續推進：** 已於日常營運中積極向員工宣導減少資源浪費
Energy Efficiency 能源效益	To organize at least one energy-saving activity annually 每年至少組織一次節能活動	Long-term 長期	**Continuous:** Actively promoted the reduction of unnecessary electricity consumption among employees during daily operations **持續推進：** 已於日常營運中積極向員工宣導減少不必要之耗電
Water Management 水資源管理	By 2026, reduce water consumption by 3% compared to the baseline year (2021) 於二零二六年，耗水量較基準年(二零二一年)減少3%	Short-term 短期	**Achieved:** In 2025, overall water consumption was successfully reduced by 4% compared to the baseline year (2021) **已達標：** 二零二五年度整體耗水量已較基準年(二零二一年)減少4%
Compliance 合規	To comply with stricter local environmental regulations by 2030, achieve carbon neutrality by 2050 於二零三零年前符合地方更嚴格之環保法規；並於二零五零年實現碳中和	Long-term 長期	**Steady:** Continuously and closely monitoring and strictly complying with the latest environmental laws and regulations **穩健邁進：** 持續密切監察並全面遵守最新之環境法律法規

EMISSIONS

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

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

排放

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

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

AIR EMISSIONS

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

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

In cases where business travel is unavoidable, we advocate for employees to prioritize the use of public transportation and select nearby destinations. During the Reporting Period, the Group's air emissions decreased by 20% compared to prior years.

廢氣排放

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

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

在不可避免需要出差的情況下，我們倡導員工優先使用公共交通工具，並優先選擇近距離的目的地。通過上述措施，我們持續推動環境保護，為綠色發展貢獻力量。於報告期內，本公司廢氣排放量較往年下降20%。

The following table shows the Group's air emissions:

下表顯示本集團廢氣排放表現：

Air emissions[1] 廢氣排放[1]	Unit 單位	2025 二零二五年	2024 二零二四年
Nitrogen Oxides 氮氧化物	g 克	**636.89**	817.59
Sulphur Oxides 硫氧化物	g 克	**15.45**	20.64
Particulate Matter 顆粒物	g 克	**46.89**	60.20

Note(s):

1. The calculation methodologies and related emission factors for air emissions are in accordance with How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs published by the HKEX on 31 December 2024.

附註：

1. 廢氣排放的計算方法及車輛排放因子參考聯交所於2024年12月31日刊發之《如何準備環境、社會及管治報告》之《附錄二：環境關鍵績效指標彙報指引》。

GHG EMISSIONS AND ENERGY CONSERVATION

The Group is fully aware of the environmental impact of its operational activities and conducts a systematic inventory of its GHG emissions. Our emission sources are primarily categorized into three scopes: Scope 1 (direct emissions) originates from the petrol and diesel consumed by the Group's self-owned vehicles and operational facilities; Scope 2 (energy indirect emissions) primarily stems from purchased electricity used to maintain daily operations; and Scope 3 (other indirect emissions) covers waste treatment (including waste paper and food waste disposed of at landfills), as well as the electricity-related emissions embedded in fresh water processing and sewage treatment. Affected by the complex and volatile macroeconomic environment during the global economic recovery, the pace of the Group's operations slowed down during the Reporting Period, resulting in a corresponding decrease in overall greenhouse gas emissions.

溫室氣體排放與節約能源

本集團深知營運活動對環境的影響，並對溫室氣體排放進行系統性盤查。我們的排放來源主要分為三個範疇：當中，範圍一（直接排放）來自本集團自有車輛及營運設施消耗的汽油與柴油；範圍二（能源間接排放）主要源於維持日常營運所外購的電力；範圍三（其他間接排放）則涵蓋廢棄物處理（包括棄置於堆填區的廢紙與廚餘），以及食水供應與污水處理過程中所隱含的電力排放。受全球經濟復甦步伐複雜多變的宏觀環境影響，本集團於報告期間的營運節奏有所放緩，整體溫室氣體排放量亦因此相應減少。

To actively respond to the local government's carbon reduction targets, the Group regards enhancing energy efficiency as a core operational strategy. Targeting the relatively high proportion of emissions from purchased electricity, we have implemented a series of specific energy-saving and optimization measures to reduce energy consumption at the source. This not only reflects our long-term commitment to resource conservation but also demonstrates our firm attitude toward proactively addressing climate change. In our daily operations, we strictly monitor the consumption efficiency of fuel and electricity, ensuring that various low-carbon policies are effectively implemented in every business process. During the Reporting Period, we have implemented the following energy-saving measures:

- Utilising energy-efficient office equipment and lighting, switched on only when necessary and off post-use;
- Establish multi zone lighting controls;
- Encourage staff to switch off their personal lighting devices when leaving their desks for an extended time;
- Equipping hotel control rooms with air-conditioner timers to maximise energy savings.
- Replace lighting in hotel with light emitting diode ("LED") energy-saving lighting; and
- Require electrical equipment to be shutdown promptly when not in use.

為積極響應地方政府的減碳目標，本集團將提升能源使用效率視為核心營運策略。我們已針對佔比較高的外購電力排放，推行一系列具體的節能優化措施，從源頭降低能源消耗。這不僅體現了我們對資源節約的長期承諾，更展現了企業積極應對氣候變遷的堅定態度。在日常營運中，我們嚴格監控燃料與電力的消耗效率，確保各項低碳政策能切實落實於每一個業務環節。在報告期間內，我們已實施以下節能措施：

- 使用高能效辦公設備和照明，確保僅在需要時才開啟，及於使用後關閉；
- 實施分區照明控制系統；
- 鼓勵員工於離開座位較長時間時關閉個人照明設備；
- 在酒店客房中安裝集中控制的空調定時器，以節省能耗；
- 酒店照明全部更換為發光二極體(「LED」)節能燈具；及
- 確保閒置電器設備能夠及時被關閉。

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

下表顯示我們的溫室氣體排放量和能源使用量表現：

GHG Emissions[2] **溫室氣體排放[2]**	**Unit** **單位**	**2025** **二零二五年**	2024 二零二四年
Scope 1 範圍一	tCO_2e 二氧化碳當量(公噸)	**25.81**	42.30
Scope 2[3] 範圍二[3]	tCO_2e 二氧化碳當量(公噸)	**1,176.72**	1,329.95
Scope 3[4] 範圍三[4]	tCO_2e 二氧化碳當量(公噸)	**35.88**	53.10
Total GHG Emissions **溫室氣體排放總量**	tCO_2e 二氧化碳當量(公噸)	**1,238.41**	1,425.35
Total GHG Emissions Intensity[5] **溫室氣體總密度[5]**	tCO_2e/employee 二氧化碳當量(公噸)／僱員	**11.91**	12.61

Energy Consumption[6] 能源使用[6]	Unit 單位	2025 二零二五年	2024 二零二四年
Direct Energy Consumption ***直接能源***			
– Petrol Consumption －汽油消耗量	MWh 兆瓦時	**10.18**	13.61
– Natural Gas Consumption －天然氣消耗量	MWh 兆瓦時	**113.37**	189.96
Indirect Energy Consumption ***間接能源***			
– Electricity Consumption －電力消耗	MWh 兆瓦時	**2,036.52**	2,330.47
Total Energy Consumption **能源消耗總量**	MWh 兆瓦時	**2,160.07**	2,534.04
Total Energy Consumption Intensity **能源消耗總量密度**	MWh/employee 兆瓦時／僱員	**20.77**	22.43

Note(s):

2. GHG emissions data is presented in terms of tonnes of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, and the "Global Warming Potential Values" from the IPCC Sixth Assessment Report(AR6).

3. For electricity emissions in Mainland China, the national grid emission factor issued by the Ministry of Ecology and Environment of the People's Republic of China is adopted. For electricity emissions in Hong Kong, the grid emission factor from the 2024 Sustainability Report published by Hongkong Electric Investment Co., Limited is adopted.

4. Waste paper disposed of at landfills is calculated using the guidance published by the HKEX in Appendix 2: Reporting Guidance on Environmental KPIs of the ESG Reporting Guide. Greenhouse gas emissions from electricity consumption for water supply and sewage treatment are calculated based on the average electricity consumption of the urban water supply industry in China and the national grid emission factor issued by the Ministry of Ecology and Environment of the People's Republic of China. Emissions from wastewater treatment are calculated using the National Greenhouse Gas Emission Factor Database. Emission factors for food waste are adopted from those published by the UK Department for Environment, Food and Rural Affairs (DEFRA).

5. As at 31 December 2025 and 31 December 2024, the Group had 112 and 30 employees in total respectively. The data is also used for calculating other intensity data.

6. The calculation of unit conversion is based on "Energy Statistics Manual" issued by the International Energy Agency.

附註：

2. 溫室氣體排放數據以二氧化碳當量（公噸）呈列，並基於（但不限於）世界資源研究所及世界可持續發展工商理事會發佈的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、聯合國政府間氣候變化專門委員會發佈《第六次評估報告》(AR6)的「全球變暖潛能值」。

3. 中國地區的電力排放採用中華人民共和國生態環境部發佈的全國電網排放因子計算；香港地區的電力排放採用港燈電力投資有限公司發佈的《2024可持續發展報告》內的電網排放因子計算。

4. 棄置到堆填區的廢紙採用聯交所發佈的《環境、社會及管治報告指引－附錄二：環境關鍵績效指標匯報指引》計算；食水供應及污水處理所耗電力的溫室氣體排放按中國城鎮供水行業平均電耗及生態環境部發佈的全國電網排放因子計算；污水處理排放採用《國家溫室氣體排放因子數據庫》計算；廚餘的排放因子採用英國環境、食品及農村事務部(DEFRA)發佈的因子計算。

5. 截至二零二五年十二月三十一日止年度和二零二四年十二月三十一日止年度，本集團的僱員總數分別為112人和30人。此資料亦會用作計算其他密度資料。

6. 單位換算的計算基於國際能源署發佈的「能源統計手冊」。

WATER MANAGEMENT

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

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

Since the inclusion of water expenses for our Hong Kong head office operations within the office building's maintenance fees, the Group currently cannot determine the exact water usage at the head office. The table below presents the water consumption and sewage data for our hotel operations in mainland China. Owing to the Group's geographic position, there are no difficulties in sourcing water. The Group will persist in monitoring and examining our water use. Due to the slowed operational pace and the decrease in the number of employees, the Group's water intensity during the Reporting Period decreased compared to previous years.

The following table shows the Group's water consumption performance:

水資源管理

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

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

因應我們在香港總部的業務水費已涵蓋在辦公大樓的維修成本之中，我們目前無法準確估計香港總部的實際用水量。下表中展示了我們在中國內地酒店業務運營的耗水和污水數據。由於本集團經營所在的地理位置，在求取適用水源方面並無任何問題。我們將繼續密切監控用水情況，持續關注水資源的使用。因應營運節奏放緩及僱員人數下降，本集團於報告期間內的用水量密度較往年有所減少。

下表顯示本集團水資源使用表現：

Water Consumption **水資源使用**	**Unit** **單位**	**2025** **二零二五年**	2024 二零二四年
Water Consumption 用水量	m^3 立方米	**28,799**	35,708
Water Consumption Intensity **用水量密度**	m^3/employee 立方米／僱員	**276.91**	316.00
Sewage Generation **污水量**	m^3 立方米	**28,799**	35,708

WASTE MANAGEMENT AND REDUCTION

We work diligently in reducing the waste produced from operations by sorting waste, and reusing materials wherever possible. The decrease in non-hazardous waste intensity this year is primarily attributable to the slowed operations and the reduction in headcount. We recognize the importance of waste reduction and waste separation at source for recycling. The Group has also implemented waste reduction measures as below:

- Use electronic means (e.g. email) for communication;
- Print only when necessary and reuse single-sided printed paper and stationeries;
- Collect used paper for recycling;
- Return used toners of laser printers to suppliers for recycling;
- Set up green trays next to photocopiers and LAN printers to facilitate printing on single-side used paper; and
- Collect and recycle leftovers at our restaurants.

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

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

廢物管理及減廢

我們致力透過廢物分類及將物料循環再用，盡可能減少營業中所產生的廢物。本年度無害廢棄物密度下降，主要歸因於營運放緩及僱員人數減少。我們明白減廢及從源頭進行廢物分類作回收的重要性。本集團亦已落實以下減廢措施：

- 通過電子通訊方式（如電郵）減少紙張消耗；
- 僅會於有必要時進行打印，並將單面印刷紙張及文具循環再用；
- 收集用過的紙張循環再用；
- 將已使用的鐳射列印機色碳粉盒，交回供應商循環再用；
- 在影印機及網絡列印機旁設置環保箱，方便利用經單面使用的紙張列印；及
- 收集和回收我們餐廳的剩餘食物。

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

下表顯示本集團無害廢棄物表現：

Type of Non-hazardous Waste 無害廢棄物類型	Unit 單位	2025 二零二五年	2024* 二零二四年*
Food Waste 廚餘	tonnes 公噸	**97.50**	120.50
Paper 紙張	tonnes 公噸	**0.42**	0.42
Total Non-hazardous Waste 無廢棄物總量	tonnes 公噸	**97.92**	120.92
Non-hazardous Waste Intensity 無害廢棄物密度	tonnes/employee 公噸／僱員	**0.94**	1.07

* The data was restated after verification.

* 數據經過核實後已重述。

NATURAL RESOURCES AND ENVIRONMENT

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

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

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

EMPLOYMENT AND LABOR PRACTICES

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

天然資源及環境

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

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

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

僱傭及勞工常規

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

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

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

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

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

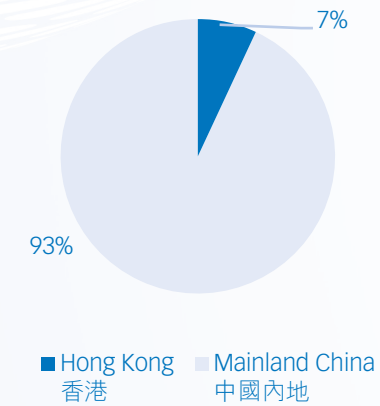
During the Reporting Period, the Group was not aware of any material non- compliance with employment-related laws and regulation, including but not limited to the Hong Kong Employment Ordinance, the Hong Kong Disability Discrimination Ordinance, and the Labor Law of the People's Republic of China that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

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

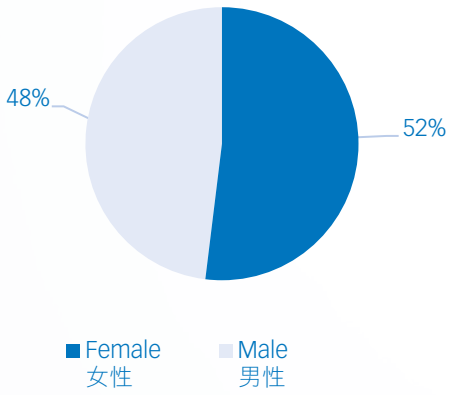
As at 31 December 2025, total employees of the Group are 30 employees. The number of employees by geographical region, gender, age group, and employment type are as follow:

截至二零二五年十二月三十一日，本集團共僱用30名僱員。按地區、性別、年齡組別及僱傭類型劃分的僱員人數如下：

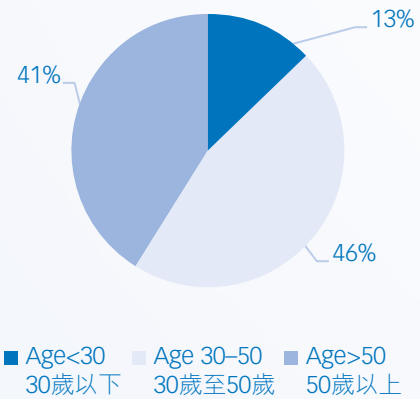
Breakdown by Geographical Region
按地區劃分



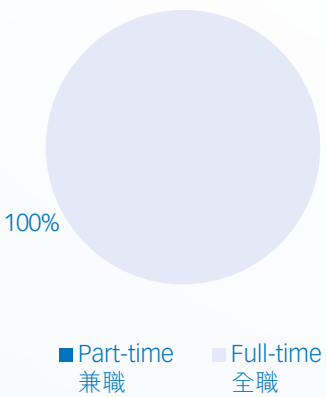
Breakdown by Gender
按性別劃分



Breakdown by Age Group
按年齡組別劃分



Breakdown by Employment Type
按僱傭類型劃分



The total turnover rate of the Group's employees in 2025 is 14.42%[7]. The turnover rate by geographical region, gender and age group are as follows:

二零二五年本集團僱員總流失率為14.42%[7]。按地區、性別及年齡組別劃分的流失率如下：

				Turnover Rate[8] 流失率[8]
(a)	**Breakdown by Geographical Region**	**(a)**	**按地區劃分**	
	Hong Kong		香港	–
	Mainland China		中國內地	15.46%
(b)	**Breakdown by Gender**	**(b)**	**按性別劃分**	
	Female		女性	14.81%
	Male		男性	14.00%
(c)	**Breakdown by Age group**	**(c)**	**按年齡組別劃分**	
	Age < 30		30歲以下	30.77%
	Age 30–50		30歲至50歲	4.17%
	Age > 50		50歲以上	20.93%

Note(s):

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

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

附註：

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

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

OCCUPATIONAL HEALTH AND SAFETY

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

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

職業健康及安全

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

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

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

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

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

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

DEVELOPMENT AND TRAINING

發展及培訓

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

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

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

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

During 2025, there are approximately 94.23%[9] of the Group's employees received training and the average training hours per employee is approximately 5.78[10] hours. The breakdown of staff members received training and average training hours completed per employee are as follows:

二零二五年，本集團約94.23%[9]的僱員接受培訓，每名僱員的平均培訓時間為5.78[10]小時。接受培訓的員工及每名僱員完成的平均培訓時間細分如下：

		Breakdown of Employees Trained[11] 受訓員工細分[11]	Average Training Hours Completed Per Employee[12] 每名僱員已完成平均受訓時數[12]
(a)	**Breakdown by Employee Category** **(a) 按僱員類別劃分**		
	General Staff 一般員工	86.73%	5.80
	Middle Level Employee 中層員工	9.18%	7.44
	Senior Level Employee 高層員工	4.08%	3.43
(b)	**Breakdown by Gender** **(b) 按性別劃分**		
	Male 男性	47.96%	5.90
	Female 女性	52.04%	5.67

Note(s):

9. Total percentage of employees trained = Total number of employees trained during the financial year/Total number of employees at the end of the financial year*100%.

10. The average training hours per employee = Total training hours of employees trained during the financial year/Total number of employees at the end of the financial year.

11. Breakdown of employees trained = Total number of employees trained during the financial year by category/Total number of employees trained during the financial year*100%

12. Average training hours completed per employee = Total training hours completed during the financial year (by category)/Total number of employees at the end of the financial year (by category).

附註：

9. 受訓僱員總百分比=財政年度內受訓僱員總數／財政年度末員工總數*100%。

10. 每名僱員的平均培訓時間=財政年度內受訓僱員的總培訓時數／財政年度末員工總數。

11. 受訓員工細分=財政年度按類別培訓的僱員總數／財政年度培訓的僱員總數*100%。

12. 每名僱員完成的平均培訓時數=財政年度完成的總培訓時數（按類別）／財政年度末僱員總數（按類別）。

LABOR STANDARDS

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

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

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

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

勞工準則

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

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

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

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

GREEN SUPPLY CHAIN MANAGEMENT

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

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

During the Reporting Period, the Group has 75 major suppliers, and all major suppliers are located in Mainland China. All major suppliers are evaluated carefully and are subjected to regular monitoring and assessment. Relevant policies are reviewed at least annually to ensure their effectiveness.

SERVICE RESPONSIBILITY COMMITMENT

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

綠色供應鏈管理

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

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

於報告期間，本集團擁有75名主要供應商，均位於中國內地。所有主要供應商均經過仔細評估，並接受定期監督及評估。相關措施將定期檢討，以確保其有效性。

服務責任承諾

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

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

於報告期間，本集團並不知悉有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法且將會對本集團產生重大影響的任何法律法規相關的重大不合規事件，該等法律法規包括但不限於香港《個人資料(私隱)條例》、《中華人民共和國消費者權益保護法》、《中華人民共和國產品質量法》、《中華人民共和國專利法》及《中華人民共和國廣告法》。

Star-rated hotel operation is the main source of revenue for the Group. Ensuring customers' information privacy and safety are our main priorities under our hotel operations. We have implemented a series of policies and guidelines to regulate the transmission and storage of customers' information, thus ensuring compliance with the Consumer's Rights and Interests Protection Law of the People's Republic of China. We collected personal data that are relevant and required for our business. Dedicated staffs are appointed to maintain customers' personal data. The Group's employees are required to comply with the Privacy Policy in the Employee Handbook, including the disposal of confidential information. Employees who violate the policy will face penalty and can be dismissed immediately. The Group will review the related measures regularly to ensure their effectiveness. During the Reporting Period, the Group did not receive any complaint about leakage of customer data. The Group respects and values the management of intellectual property rights. We assure that the Group's business information is well protected with no misappropriation and are in line with our operation guideline as well as industry best practice.

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

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

此外，本集團亦致力為顧客提供舒適及安全的酒店環境。本集團透過研究及調查客戶的需求和滿意度，建立標準化的服務流程，並設立了與客戶滿意度同步相對的機制，作為提高客戶服務質素的基礎。我們重視客戶在我們酒店的住宿體驗，且要求所有一線員工以專業、耐心及積極的態度提供優質服務並滿足客戶需求。酒店的所有新員工均須接受有關本集團對客戶服務的要求(包括員工態度及行為)的培訓。

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

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

ANTI-CORRUPTION

反貪污

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

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

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

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

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

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

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

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

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

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

COMMUNITY INVESTMENT

社區投資

The Group is committed to aligning our corporate growth with community prosperity. We continuously evaluate and optimize the social impact of our operations on the local areas where we operate. Firmly believing that long-term business success is rooted in sustainable community development, we actively invest resources to support social initiatives that generate tangible and lasting benefits for the community.

本集團致力將企業發展與社區繁榮緊密結合，持續評估並優化營運活動對所在地區的社會影響。我們深信，企業的長遠成功建基於可持續的社區發展，因此我們積極投入資源，支持能為地方帶來實質且長遠利益的社會項目。

To further deepen our commitment to society, the Group not only rigorously implements our social investment policy but also encourages all employees to actively participate in public welfare and volunteer services, extending our care to the underprivileged and vulnerable groups. Meanwhile, the Board maintains close communication with stakeholders to ensure our community investment strategies accurately address genuine social needs, joining hands to build an inclusive and mutually supportive society.

為進一步深化我們對社會的承諾，本集團不僅貫徹執行社會投資政策，更鼓勵全體員工身體力行，參與各類公益與志願服務，將關懷的觸角延伸至社區中的弱勢群體。同時，董事會亦保持與各方持份者的緊密溝通，確保我們的社區投資策略能精準回應社會的真實需求，攜手共創包容且互助的美好社會。

ESG CODE CONTENT INDEX

《環境、社會及管治報告守則》內容索引

This report has been prepared in line with the ESG Code contained in Appendix C2 to The Rules Governing the Listing of Securities on the Stock Exchange.

本報告根據聯交所證券上市規則附錄C2的《環境、社會及管治報告守則》編製。

Part B: Mandatory Disclosure Requirements B部分：強制披露規定	Location/Remarks 位置／註釋
Governance Structure **管治架構**	Board Statement 董事會聲明
Reporting Principles **匯報原則**	Reporting Principles 匯報原則
Reporting Boundary **匯報範圍**	About The Report 緒言

Part C: "Comply or explain" Provisions
C部分：「不遵守就解釋」條文

Aspects 層面		Desciption 描述	Section(s) 章節名稱
A. Environmental **A. 環境**			
Aspect A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Creating a Greener Environment, Emissions
層面A1： 排放物	一般披露	有關廢氣排放、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。	營造更綠色的環境、排放
	KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放

Aspects 層面		Desciption 描述	Section(s) 章節名稱
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management and Reduction
	關鍵績效指標A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	廢物管理及減廢
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management and Reduction
	關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	廢物管理及減廢
	KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Responding to Climate Change, GHG Emissions and Energy Conservation
	關鍵績效指標A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	應對氣候變化、溫室氣體排放與節約能源
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Responding to Climate Change, Waste Management and Reduction
	關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	應對氣候變化、廢物管理及減廢
Aspect A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	GHG Emissions and Energy Conservation, Water Management
層面A2： 資源使用	一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	溫室氣體排放與節約能源、水資源管理

Aspects 層面		Desciption 描述	Section(s) 章節名稱
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	GHG Emissions and Energy Conservation
	關鍵績效指標A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	溫室氣體排放與節約能源
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Management
	關鍵績效指標A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。	水資源管理
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	GHG Emissions and Energy Conservation
	關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	溫室氣體排放與節約能源
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Management
	關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	水資源管理
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The use of such materials is not considered a material issue within the Group's ESG framework.
	關鍵績效指標A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	由於本集團的業務性質，所消耗的包裝材料數量並不重大。

Aspects 層面		Desciption 描述	Section(s) 章節名稱
Aspect A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Natural Resources and Environment
層面A3：環境及天然資源	一般披露	減低發行人對環境及天然資源造成重大影響的政策。	天然資源及環境
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Natural Resources and Environment
	關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	天然資源及環境
B. Social **B. 社會** *Employment and Labour Practices* *僱傭及勞工常規*			
Aspect B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment and Labor Practices
層面B1： 僱傭	一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	僱傭及勞工常規
	KPI B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	Employment and Labor Practices
	關鍵績效指標B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	僱傭及勞工常規

Aspects 層面		Desciption 描述	Section(s) 章節名稱
	KPI B1.2 鍵績效指標 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。	Employment and Labor Practices 僱傭及勞工常規
Aspect B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
層面B2： 健康與安全	一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	職業健康與安全
	KPI B2.1 關鍵績效指標 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。	Occupational Health and Safety 職業健康與安全
	KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康與安全
	KPI B2.3 關鍵績效指標 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。	Occupational Health and Safety 職業健康與安全

Aspects 層面		Desciption 描述	Section(s) 章節名稱
Aspect B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
層面B3：發展及培訓	一般披露	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。	發展及培訓
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
	關鍵績效指標B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	發展及培訓
	KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
	關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	發展及培訓
Aspect B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labor Standards
層面B4：勞工準則	一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	勞工準則
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labor Standards
	關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labor Standards
	關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則

Aspects 層面		Desciption 描述	Section(s) 章節名稱
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。	Green Supply Chain Management 綠色供應鏈管理
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Green Supply Chain Management 綠色供應鏈管理
	KPI B5.2 關鍵績效指標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，以及相關執行及監察方法。	Green Supply Chain Management 綠色供應鏈管理
	KPI B5.3 關鍵績效指標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。	Green Supply Chain Management 綠色供應鏈管理
	KPI B5.4 關鍵績效指標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。	Green Supply Chain Management 綠色供應鏈管理

Aspects 層面		Desciption 描述	Section(s) 章節名稱
Aspect B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Service Responsibility Commitment
層面B6：產品責任	一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	服務責任承諾
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Service Responsibility Commitment
	關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	服務責任承諾
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Service Responsibility Commitment
	關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	服務責任承諾
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Service Responsibility Commitment
	關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	服務責任承諾
	KPI B6.4	Description of quality assurance process and recall procedures.	Service Responsibility Commitment
	關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	服務責任承諾
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Service Responsibility Commitment
	關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	服務責任承諾

Aspects 層面		Desciption 描述	Section(s) 章節名稱
Aspect B7: Anticorruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
層面B7： 反貪污	一般披露	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。	反貪污
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
	關鍵績效指標 B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
	關鍵績效指標 B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
	關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。	反貪污
Community *社區*			
Aspect B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
層面B8： 社區投資	一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區投資

Aspects 層面		Desciption 描述	Section(s) 章節名稱
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
	關鍵績效指標 B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	社區投資
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment
	關鍵績效指標 B8.2	在專注範疇所動用資源（如金錢或時間）。	社區投資

Part D: Climate-related Disclosures
D部分：氣候相關披露

(I) Governance	(a) the governance body(s) or individual(s) responsible for oversight of climate related risks and opportunities; and		Responding to Climate Change – Governance
(I)管治	(a) 負責監督氣候相關風險和機遇的治理機構		應對氣候變化－管治
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.		
	(b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色		
(II) Strategy	Climate-related risks and opportunities	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	Responding to Climate Change – Strategy, Risk Management
(II)策略	氣候相關風險和機遇	(a) 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇；	應對氣候變化－策略、風險管理

Aspects 層面	Desciption 描述	Section(s) 章節名稱
	(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk; (b) 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險； (c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and (c) 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍（短期、中期或長期）；及 (d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. (d) 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鈎。	

Aspects 層面	Desciption 描述	Section(s) 章節名稱
Business model and value chain 業務模式和價值鏈	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and (a) 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及 (b) a description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). (b) 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。	
Strategy and decision-making 策略和決策	(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation; and (a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標；及	

Aspects 層面	Desciption 描述	Section(s) 章節名稱
	(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). (b) 有關發行人當前及將來計劃如何為根據第22(a)段披露的行動提供資源。	
Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量		
Current financial effect 當前財務影響	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及	Responding to Climate Change – Strategy, Risk Management 應對氣候變化－策略、風險管理
	(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. (b) 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。	

Aspects 層面	Desciption 描述	Section(s) 章節名稱
	Anticipated financial effect 預期財務影響	(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration; and (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務表現在短期、中期及長期內將如何變化；及 (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. (b) 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。	
	Climate resilience 氣候韌性	(a) the issuer's assessment of its climate resilience as at the reporting date; and (a) 發行人截至匯報日對其氣候韌性的評估；及 (b) how and when the climate-related scenario analysis. (b) 如何及何時進行氣候相關情景分析。	In future reports, we will conduct climate-related scenario analysis and disclose the relevant findings. 在未來的報告中，我們將進行氣候相關情景分析並披露相關內容。
(III) Risk Management (III) 風險管理	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks; and (a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策；及	Responding to Climate Change – Risk Management 應對氣候變化－風險管理

Aspects 層面	Desciption 描述	Section(s) 章節名稱
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及	
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. (c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。	
(IV) Metrics and Targets (IV)指標及目標	Greenhouse gas emissions 溫室氣體排放	GHG Emissions and Energy Conservation 溫室氣體排放與節約能源
	Climate-related transition risks 氣候相關轉型風險	Responding to Climate Change – Risk Management 應對氣候變化－風險管理
	Climate-related physical risks 氣候相關物理風險	
	Climate-related opportunities 氣候相關機遇	
	Capital deployment 資本運用	
	Internal carbon prices 內部碳定價	We currently do not incorporate internal carbon prices into our decision making process. We will explore the use of internal carbon prices in the future. 我們目前尚未將內部碳定價納入我們的決策過程中。我們將在未來探索使用內部碳定價。

Aspects 層面	Desciption 描述	Section(s) 章節名稱
	Remuneration 薪酬	We will explore the feasibility of enhancing our remuneration policies by incorporating climate related metrics into senior management remuneration. 我們將探討氣候相關指標納入高級管理人員薪酬考慮的可行性。
	Industry-based metrics 行業指標	We will review the internal information and disclose the KPIs as appropriate to ensure transparency and compliance. 我們將審視內部資料，並在適當時機就此關鍵績效指標進行揭露，以確保透明度及合規性。
	Climate-related targets 氣候相關目標	Responding to Climate Change – Metrics and Targets 應對氣候變化－指標及目標
	Applicability of cross-industry metrics and industry-based metrics 跨行業指標及行業指標的適用性	Not applicable 不適用