東瀛遊控股有限公司
EGL Holdings Company Limited
(於開曼群島註冊成立的有限公司)
(Incorporated in the Cayman Islands with limited liability)
股份代號 Stock Code：6882



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

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ABOUT THE REPORT

旅遊行業為數百萬人提供生計，讓數十億人能夠體驗自身和不同的文化，領略大自然的風採。作為香港旅遊業的知名品牌之一，東瀛遊控股有限公司（「本公司」，連同其附屬公司統稱為「本集團」或「我們」）已經服務三十餘年。

Tourism provides livelihoods for millions of people and allows billions more to appreciate their own and different cultures, as well as the natural world. As one of Hong Kong's prominent brands in the travel industry, EGL Holdings Company Limited (the "Company", together with its subsidiaries, hereinafter referred as the "Group", "We" or "Us") have been serving for more than 30 years.

本集團長期致力於開發、設計和提供多元化的旅遊產品和服務，為客人帶來與眾不同的愉悅旅行體驗和難忘的歡樂時光。本集團在日常營運中將重大環境、社會和管治（統稱為「ESG」）事項與其財務收入一併考慮，並從本質上將企業的長期成功與企業ESG管理及可持續發展的成效緊密聯繫。

The Group has long been committed to the advancement, design and provision of diversified travel products and services to its customers and bringing its customers unique and pleasurable travel experience with unforgettable moments of joy. The Group takes into consideration the material environmental, social and governance (collectively referred to as "ESG") matters together with its financial income in its daily operations and inherently links its long-term success to the effectiveness of its corporate ESG management and sustainable development.

具體而言，為響應可持續旅遊業發展指引，本集團將合理地利用支撐旅遊業發展的自然資源，尊重旅遊地點的社會文化和其僱員與客戶的福祉，以及確保其商業模式切實可行，並為所有持份者創造社會經濟價值。

In response to sustainable tourism development guidelines, specifically, the Group keeps making optimal use of natural resources that constitute the essence of tourism development, respecting the socio-cultural authenticity of travel destinations and the well-being of both its employees and clients and ensuring a viably lucrative business model that can create socioeconomic value to all stakeholders.

報告期

本集團欣然提呈環境、社會及管治報告（「本報告」），以闡述我們於2025年1月1日至2025年12月31日（「報告期」或「2025財政年度」）期間的ESG管理及企業可持續發展的方式及表現。

REPORTING PERIOD

The Group is pleased to present the ESG report (the "Report"), demonstrating the Group's approaches and performances in terms of its ESG management and corporate sustainable development from 1 January 2025 to 31 December 2025 (the "Reporting Period" or "FY2025").

報告邊界

本報告根據營運控制方法，主要涵蓋本集團業務範圍內的環境及社會表現，包括(i)本集團位於香港、澳門、中華人民共和國內地地區（「中國內地」）及日本的旅遊及與旅遊相關的服務及業務，及(ii)本集團於日本的酒店營運業務。本年度的報告範圍與去年（「2024財政年度」）相同。

REPORTING BOUNDARY

In accordance with the operational control approach, this Report primarily covers the environmental and social performance within the operational boundaries of the Group that includes the (i) Group's travel and travel related services business in the business premises situated in Hong Kong, Macau, the mainland region of the People's Republic of China (the "PRC") and Japan, and (ii) the Group's hotel operation business in Japan. The Reporting Scope is the same as last year ("FY2024").

若特定內容涵蓋的範疇及範圍不同，已在本報告的相關部分特別註明。有關更多資料，請參閱本集團截至2025年12月31日止年度報告中的「企業管治報告」部分。

If the aspects and scope covered in specific content are different, they have been specifically noted in the relevant sections of the Report. Please also refer to the "Corporate Governance Report" Section in the Group's Annual Report for the year ended 31 December 2025 for more information.

報告準則

本報告根據載於香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2《環境、社會及管治報告守則》(「《ESG守則》」)編製。本報告遵守《ESG守則》所載的所有「不遵守就解釋」規定,並以其載列的四項匯報原則—重要性、量化、平衡及一致性,作為本報告的撰寫基礎。此外,就《ESG守則》D部分而言,本集團披露了合理預期可能影響其短期、中期或長期現金流量、融資渠道和資本成本的氣候相關風險和機遇。

審閱及批准

本公司董事(「董事」)會(「董事會」)確認其有責任確保本報告的完整性,且就其所深知,本報告闡述了所有相關重要議題,並公平呈列本公司的ESG表現。本報告經董事會於2026年3月27日審議通過。

信息及反饋

本集團追求卓越,積極歡迎其持份者提供反饋意見。歡迎讀者透過以下方式與本集團分享其有關ESG事宜的看法:

郵件: 香港九龍觀塘鴻圖道83號東瀛遊廣場15樓
電子郵件: egl_enquiry@egltours.com

REPORTING PRINCIPLES

The Report is prepared in accordance with the ESG Reporting Code (the "ESG Code") as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Stock Exchange"). It complies with all "comply or explain" provisions in the ESG Code and strictly adheres to the four reporting principles – materiality, quantitative, balance and consistency. Moreover, for the purpose of Part D of the ESG Code, the Group discloses information about climate-related risks and opportunities that could reasonably be expected to affect its cash flows, its access to finance or cost of capital over the short-, medium-or long-term.

REVIEW AND APPROVAL

The board (the "Board") of directors (the "Directors") of the Company acknowledges its responsibility for ensuring the integrity of the ESG Report and to the best of their knowledge, this Report addresses all relevant material issues and fairly presents the ESG performances of the Company. The Report was reviewed and approved by the Board on 27 March 2026.

INFORMATION AND FEEDBACK

As the Group strives for excellence, the Group welcomes feedback from its stakeholders. Readers are welcomed to share their views on the ESG matters with the Group via:

Mail: 15/F, EGL Tower, 83 Hung To Road, Kwun Tong, Kowloon, Hong Kong
Email: egl_enquiry@egltours.com

董事會聲明
BOARD STATEMENT

尊敬的持份者：

我謹代表董事會，向　閣下提呈本報告，介紹本集團於截至2025年12月31日止年度中企業可持續性的方法、表現與承諾。

本集團對可持續性的關注是我們業務策略的基石，而這亦是我們自成立以來，面對各種起伏卻能始終保持堅定態度和韌性的根基。我們可持續發展願景的核心是創造獨特而愉快的體驗，包括品嘗當地佳餚、探索當地風景以及與當地居民開展互動。本集團致力於建立更具韌性的業務模式，創造可持續未來。秉承初衷，我們將繼續通過推出更多全新服務和旅行團，為客戶提供更優質的旅行體驗。

報告期間，我們緊貼市場需求，持續推動產品創新，積極拓展熱門旅遊目的地、深度挖掘潮流景點，並精選各地特色美食，引進並打造多元化的旅遊體驗，包括多款以地道美食及當地特色體驗為主要賣點的廣東省中短線旅行團、以「用心帶你遊中國」為理念打造的特色中國長線旅遊產品及全新打造的《寵愛阿爸阿媽系列》旅行團。本集團亦積極舉辦和參與大型展銷活動，包括「東瀛遊39週年感謝祭」旅遊展及為期四日之「香港旅遊博覽會2025」，透過展會與顧客展開互動。此外，本集團一直致力於憑藉堅定的信念及穩健的經營能力，利用創新方法創造價值，包括在我們的業務營運內推廣綠色辦公室及節能科技。

本集團把可持續業務發展放在首位，並將氣候相關議題和ESG元素融入長期業務規劃當中。作為本集團最為重要的領導層，董事會全權負責監督及直接管理集團的ESG議題和進展。報告期間，我們在社會責任、員工發展及職場健康等領域投入大量資源，力求為社區及員工創造更優質的環境。未來，我們將持續推進相關工作，以促進可持續發展，並為社會貢獻更大價值。

Dear valued stakeholders,

On behalf of the Board, I hereby present to you the Report, detailing the Group's approach, performance and commitment regarding the corporate sustainability for the year ended 31 December 2025.

At the Group, our focus on sustainability is fundamental to our business strategy, which upholds our tenacity and resilience to experience any ups and downs since our establishment. Integral to our sustainability vision is to bring uniquely and consistently pleasant experiences, including the taste of local delicacy and the exploration of local landscapes to local dwellers. The Group is dedicated to building a more resilient business model and create a sustainable future. We will continue to uphold our original aspirations, and offer our customers great travel experiences with more newly launched services and package tours.

During the Reporting Period, we closely aligned with market demand and continued to drive product innovation. We actively explore popular travel destinations, delved deep into trending scenic spots, and carefully curated local specialty cuisines across various regions, while introducing and developing a diverse range of travel experiences. These include a variety of short and medium-haul tour packages in Guangdong Province spotlighting authentic local food and unique local experiences, signature long-haul products in China crafting under the philosophy of "Travelling China with Heartfelt Care", and the brand-new "Pamper Mom & Dad Series" package. The Group also actively hosted and participated in major trade exhibitions, including the "EGL Tours 39th Anniversary Celebration" tourism exhibition and the four-day "Hong Kong Holiday and Travel Expo 2025", and engaged in direct interactions with customers through these events. Moreover, the Group has been committed to leveraging its strong belief and operated robustness to harness innovative measures to create value, including the promotion of green office and energy-saving technologies in our business operations.

The Group puts sustainable business development as priority and incorporates climate-related issues and ESG elements into its long-term business strategic planning. As the most important leading role of the Group, the Board has the sole responsibility to oversee and directly manage the Group's ESG issues and progress. During the Reporting Period, the Group allocated substantial resources across social responsibility, employee development, and workplace health initiatives, striving to create a better environment for both communities and employees. Moving forward, we will remain committed to advancing these efforts to drive sustainable development and deliver greater value to society.

董事會聲明
BOARD STATEMENT

為應對氣候變化，本集團訂立清晰明確的短期及長期可持續發展願景目標，跟著各地政府要求以朝著減排的願景不斷邁進，並設立相關減排目標和相應的策略，將可持續發展因素納入本集團的策略規劃、業務模式及其他決策過程。董事會定期監察及檢討管理方法的有效性，包括檢討本集團ESG表現並調整相應的行動計劃。有效的ESG政策實施有賴於不同部門的合作。因此，本集團設立了由董事會成員和高層管理人員組成的ESG委員會以及跨部門ESG工作小組。ESG委員會負責領導ESG工作小組並監督ESG（包括氣候相關）事宜，而ESG工作小組則負責協調不同部門以促進彼此之間的合作，務求達到一致並合乎持份者期望的工作表現，為實現可持續發展目標及創造可持續未來而共同努力。

In response to climate change, the Group has set clear short-term and long-term sustainable development vision and goals to achieve ongoing emission reduction according to government requirements of different countries and regions progressively, established relevant emission reduction targets and corresponding strategies, and incorporated sustainable development factors into the Group's strategic planning, business model and other decision-making processes. The Board regularly monitors and reviews the effectiveness of management approaches, including reviewing the Group's ESG performances and adjusting corresponding action plans. Effective implementation of ESG policies relies on the collaboration of different departments. Therefore, the Group has established an ESG Committee, composed of Board members and senior management, and an inter-departmental ESG Working Group. The ESG Committee is responsible for leading the ESG Working Group and overseeing ESG (including climate-related) matters, while the ESG Working Group is responsible for coordinating with different departments and enhance their mutual co-operation. This ensures that the Group's work performances remain consistent and align with stakeholders' expectations. By working together, we strive to achieve our sustainable development goals and create a sustainable future.

在報告期內，我們在ESG工作方面進一步取得顯著進展。我們完善了由ESG委員會和ESG工作小組組成的ESG管治架構，以提升其策略監督和運作成效。我們亦已安排設定溫室氣體減排目標的工作，並將參考科學碳目標倡議(SBTi)進行設定。此外，我們已完成氣候風險評估，以識別和評估氣候相關風險與機遇，以及評估我們在不同的氣候情景下和在短期、中期和長期的氣候韌性。同時，我們加強了ESG資訊披露，以提高透明度。我們強化了與氣候相關的資訊披露，並配合數據收集系統優化，開始披露範圍三溫室氣體排放數據。

During the Reporting Period, we have further made significant progress in our ESG efforts. We have refined our ESG governance structure, which comprises the ESG Committee and ESG Working Group, to enhance its strategic oversight and operational effectiveness. We have also scheduled greenhouse gases ("GHG") reduction target setting work, which will be conducted with reference to the Science Based Targets initiative (SBTi). In addition, we have completed a climate risk assessment that identifies and evaluates climate-related risks and opportunities, as well as assesses our climate resilience across short-, medium-and long-term time horizons under different climate scenarios. Furthermore, we have strengthened our ESG disclosures to promote transparency. We enhanced climate-related information disclosure and, in conjunction with data collection system optimisation, began disclosing Scope 3 GHG emissions data.

本集團竭力確保建立合適而有效的風險管理及內部控制系統，以監督ESG和氣候相關風險及機遇的識別與評估，以及應對不同時期的挑戰及影響。

The Group strives to ensure the establishment of appropriate and effective risk management and internal control systems not only for supervising the identification and assessment of ESG and climate-related risks and opportunities, but also for responding to the challenges and impacts of different times.

展望將來，董事會將持續檢討及監察本集團的ESG表現，並提供重要、可靠、一致和具可比性的ESG資料予持份者，攜手為創造更美好的環境作出貢獻。最後，我藉此向我們的持份者、客戶和業務合作夥伴、管理團隊和全體員工致謝，感激他們一直以來對本集團的支持和貢獻。

Looking ahead, the Board will continue to review and monitor the ESG performances of the Group and provide material, reliable, consistent and comparable environmental, social and corporate governance information to its stakeholders for contributing to the creation of a better environment. Last but not least, I would like express my gratitude to our stakeholders, customers and business partners, as well as the management team and all our staffs for their support and contribution towards the Group's success throughout these years.

禤國全
主席兼執行董事

香港，2026年3月27日

Huen Kwok Chuen
Chairman and Executive Director

Hong Kong, 27 March 2026

環境、社會及管治架構
ENVIRONMENT, SOCIAL AND GOVERNANCE STRUCTURE

本集團致力於將包括氣候相關因素在內的ESG因素融入營運之中，為持份者締造可持續價值，實現作為企業公民的責任。本集團ESG管理策略的核心是通過政策實施、持續監控和不斷改進，以創新、包容和以結果為導向的方式實現可持續發展目標。為了識別、評估、優先處理並監督整個組織內的ESG政策實施，本集團定期針對相關ESG主題開展重要性評估，並建立了一系列指標追蹤其表現。管理層就這幾方面的風險和內部監控系統的成效作檢討，並向董事會作出確認。有關本集團在環境和社會方面管理方法的詳情，可參照本報告的不同章節。

The Group is committed to integrating ESG factors, including climate-related factors, into its operations, creating sustainable value for stakeholders and fulfilling its responsibilities as a corporate citizen. Central to the Group's ESG management strategy is delivering on the sustainable development goals by being innovative, inclusive and results-oriented through policy implementation, ongoing monitoring and continuous improvement. To identify, assess, prioritise and monitor the ESG policy implementation throughout the organisation, the Group performs materiality assessment with respect to relevant ESG topics regularly, and has built a series of metrics tracking its performances. The management reviews the risks and effectiveness of the internal control system in this regard and provides confirmation to the Board. Details of the Group's management approaches in both the environmental and social aspects can be found throughout different sections of the Report.



董事會

在系統的ESG管理框架下，董事會負責領導、監督和批准本集團內的ESG政策執行，包括氣候相關政策。董事會承擔本報告及包括氣候相關風險在內的ESG風險內部監控的最終責任。董事會亦會監察ESG委員會識別及評估ESG相關及氣候相關風險和機遇。董事會會根據市場變化，以及在定期舉行的董事會會議上向董事提供的各項資料，例如氣候議題相關信息、集團在氣候相關和ESG方面的進展及表現等，作出知情決策。同時，董事會全面負責督導及監督本集團的ESG議題和進度，定期監察及檢討管理方法的有效性，包括檢討本集團在ESG方面的落實情況、進展及表現，包括氣候相關表現，並根據檢討結果調整相應的行動計劃，以確保我們的氣候議題進展順利且表現合規。報告期內，本集團邀請了第三方顧問為董事提供ESG（包括氣候相關）及反貪污培訓。董事會透過培訓，及時掌握氣候變化的最新趨勢與發展，並了解有關氣候相關監管趨勢的更新。這不僅加強了董事會監督旨在應對相關風險與機遇的氣候相關策略的技能及能力，亦支持將有效的氣候管治整合至本集團的整個營運過程中。

THE BOARD

Under a systematic ESG management approach, the Board is responsible for leading, supervising, and approving the implementation of the Group's ESG policies, including climate-related policies. The Board bears ultimate responsibility for this report and for internal monitoring of ESG risks, including climate-related risks. It also oversees the ESG Committee's identification and assessment of ESG-related and climate-related risks and opportunities. The Board makes informed decisions based on market changes and the information provided to the Directors at the regularly held board meetings, such as climate-related information, the Group's climate and ESG-related progress and performance. Meanwhile, the Board is fully responsible for supervising and monitoring the Group's ESG issues and progress, regularly monitoring and reviewing the effectiveness of its management approach, including reviewing the Group's implementation, progress, and performance in ESG, including climate-related performance, and adjusting corresponding action plans based on the review results to ensure smooth progress and compliance in our climate initiatives. During the Reporting Period, the Group invited third-party consultants to provide ESG (include climate-related) and anti-corruption trainings for the Directors. Through the trainings, the Board stays abreast of the latest trends and developments in climate change and understands updates on relevant climate-related regulatory trends. This not only strengthens the Board's skills and competencies to oversee climate-related strategies designed to address both risks and opportunities, but also supports the integration of effective climate governance across the Group's operations.

董事會層面之委員會

董事會在應對氣候變化方面得到兩個董事會層面委員會的支持。審核委員會負責確保本集團高質量、及時的包括氣候相關披露在內的ESG披露，確保遵從各項新規條例、維持合規狀態，並跟進各項不合規事宜，同時定期向董事會匯報相關工作情況。風險管理委員會則主要負責監管本集團業務營運過程中的各項風險，將包括氣候相關風險在內的ESG風險全面融入企業風險管理框架中，並定期向董事會報告相關監管及實施進展。

BOARD-LEVEL COMMITTEES

The Board receives support from two board-level committees in addressing climate change, each providing support in different areas. The Audit Committee is responsible for ensuring the Group's high-quality and timely ESG disclosures, including climate-related ones, ensuring compliance with new regulations and maintaining compliance status, and following up on any non-compliance issues. It also reports regularly to the Board on related works. The Risk Management Committee is primarily responsible for overseeing various risks in the Group's business operations, fully integrating ESG risks, including climate-related ones, into the corporate risk management framework, and reporting regularly to the Board on relevant regulatory and implementation progress.

管理層面

管理層負責傳遞明確的訊息，指引建立企業可持續發展目標和指標，監督和指導相關政策的實施，並定期通過電子郵件和會議向董事會報告目標的進展和政策執行的有效性。與此同時，本集團已在管理層層面設立ESG委員會，成員包括董事會成員和不同業務職能的集團高層管理人員，負責領導和監督ESG工作小組，並定期及在需要時向董事會報告包括氣候相關事宜在內的ESG事宜，例如政策執行的有效性及目標的進展。ESG委員會亦制定並檢討氣候相關和ESG相關的策略及管理方法、監察和指導包括氣候相關政策在內的ESG政策的制定和執行、審查氣候相關及其他ESG目標、績效進度和有效性。此外，ESG委員會亦會監管包括氣候相關議題在內的ESG議題，包括識別及評估相關的風險及機遇，以及檢討風險和內部監控系統的成效，並向董事會作出確認。

執行層面

本集團成立了ESG工作小組（「**工作小組**」），由本集團不同部門的核心成員組成，負責與外聘顧問溝通並收集氣候相關及其他ESG相關資料和數據。同時，工作小組亦會定期以及在需要時向ESG委員會匯報業務單位有關氣候相關方面及其他ESG方面的事宜，包括措施的實施情況及其績效表現。此外，工作小組負責協調不同部門，以促進彼此之間的合作，確保包括氣候相關工作在內的ESG相關工作順利和有效執行，從而推動達成ESG目標。工作小組會持續與持份者保持溝通，以及時了解並回應其關注與期望。

MANAGEMENT LEVEL

With a clear message instructing the building of corporate sustainability goals and metrics, the management of the Group oversees and supervises the implementation of relevant policies, and reports the progress of targets and the effectiveness of the execution to the Board through emails and meetings on a regular basis. Meanwhile, the Group has established an ESG Committee at the management level, composed of both Board members and senior management from different business functions. It leads and oversees the ESG Working Group and report regularly and as needed to the Board on ESG matters, including climate-related issues, such as the effectiveness of policy implementation and the progress of goals. The ESG Committee also develops and reviews climate-related and ESG-related strategies and management methods, monitors and guides the development and implementation of ESG policies, including climate-related policies, and reviews climate-related and other ESG goals, performance progress, and effectiveness. Furthermore, the ESG Committee also oversees ESG issues, including climate-related issues, including identifying and assessing related risks and opportunities, reviewing the effectiveness of risk and internal control systems, and providing confirmation to the Board.

EXECUTION LEVEL

The Group has established an ESG Working Group (the "**Working Group**"), composed of core members from different departments of the Group. It is responsible for communicating with external consultants and collecting climate-related and other ESG-related information and data. Meanwhile, the Working Group also reports regularly and as needed to the ESG Committee on climate-related and other ESG matters, including the implementation status and performance of measures. Furthermore, the Working Group coordinates different departments to promote cooperation and ensures smooth and effective implementation of ESG-related works, including climate-related ones, thereby driving the achievement of ESG objectives. The Working Group will maintain continuous communication with stakeholders to understand and respond to their concerns and expectations in a timely manner.

持份者參與
STAKEHOLDER ENGAGEMENT

持分者的反饋是本集團可持續發展和成功的根基。本集團與其持份者保持著良好的關係，並努力了解其關切的重點，以加深對風險和機遇將如何影響本集團業務發展的認識。因此，本集團致力於透過各種渠道回應持分者的提問，如下表所示：

Stakeholders' opinions are the solid foundation for the Group's sustainable development and success. The Group maintains a sound relationship with its stakeholders and has been working hard on identifying how the risks and opportunities would affect its business development from the concerns of its stakeholders. As such, the Group is committed to addressing the problems that stakeholders raised via various channels, which are listed in the table below.

持份者 **Stakeholders**	**主要期望及關注** **Expectations and Concerns**	**溝通渠道** **Communication Channels**
政府和監管機構 Government and Regulatory Authorities	– 遵守法例及規例 Compliance with laws and regulations – 反貪污政策 Anti-corruption policies – 支持當地經濟發展 Contribution to the local economy	– 監督遵守當地法規的情況 Supervision on the compliance with local laws and regulations – 年度報告、中期報告、ESG報告及其他公眾資訊 Annual reports, interim reports, ESG reports and other public information – 常規報告及納稅 Routine reports and tax payments
股東 Shareholders	– 投資回報 Return on investments – 企業管治 Corporate governance – 商業道德 Business ethics	– 年度報告、中期報告、ESG報告及其他公眾資訊 Annual reports, interim reports, ESG reports and other public information – 新聞稿／公告 Press releases/announcements – 公司的股東週年大會及其他與股東的會議 Company's annual general meetings and other general meetings of shareholders – 本集團的官方網站 Official website of the Group
僱員 Employees	– 僱員的薪酬和福利 Employees' remuneration and benefits – 內部培訓和發展機遇 Internal training and development opportunities – 工作場所的健康和安全 Health and safety in the workplace	– 績效評估 Performance appraisals – 定期會議與培訓 Regular meetings and trainings – 郵件、通知、熱線及與管理層的團隊建立活動 Emails, notice boards, hotline, and team building activities with the management
客戶 Customers	– 保證產品及服務的質素 Product and service quality assurance – 保障客戶的隱私和權利 Protection of customers' privacy and rights – 持續向客戶推出可靠的產品／服務 Continuous promotion of reliable products/services to customers	– 客戶滿意度調查 Customers' satisfaction surveys – 面談會議和現場調研 Face-to-face meetings and onsite visits – 服務熱線與郵件 Customer service hotline and emails

持份者參與
STAKEHOLDER ENGAGEMENT

持份者 Stakeholders	主要期望及關注 Expectations and Concerns	溝通渠道 Communication Channels
供應商 Suppliers	– 公平公開的採購 Fair and open procurement – 與合作夥伴的雙贏合作 Win-win cooperation	– 公開招標 Open tender – 合同與協議 Contracts and agreements – 供應商的滿意度調查 Suppliers' satisfaction assessment – 電話討論 Telephone discussions
公眾 General Public	– 社區參與 Involvement in communities – 行為準則 Code of conduct – 環境保護意識 Environmental protection awareness	– 媒體會議及回應查詢 Media conferences and responses to enquiries – 公益活動 Public welfare activities – 公司網站 Corporate website – 查詢郵件 Enquiry mailbox

重要性評估
MATERIALITY ASSESSMENT

作為重要性評估流程的一環，本集團於編製本ESG報告時直接與不同持份者溝通，以識別在本報告中董事會認為對本集團之業務及其持份者具重大影響的議題，並加以排序。同時，氣候相關風險和機遇也是關鍵議題，並可合理預期它們將在短期、中期或長期影響集團的資本和財務表現。

When preparing the ESG Report, the Group directly engaged with various stakeholders as part of the materiality assessment process to identify and prioritise the issues to be included in the ESG Report which the Board believes would have significant impact on the Group's business and its stakeholders. Moreover, climate-related risks and opportunities are also critical issues which could reasonably be expected to affect the Group's capital and financial performance over the short, medium or long term.

流程 PROCESS

階段1 - 識別 Stage 1 – Identification

從各種來源（包括上市規則規定、行業趨勢及內部政策）選出本集團及其持份者可能合理認為屬重要的ESG議題。我們已識別出38個議題。

A selection of ESG issues that may reasonably be considered important for the Group and its stakeholders from various sources, including listing rules requirement, industry trends and internal policies. 38 ESG issues were identified.

階段2 - 排序 Stage 2 – Prioritisation

進行線上意見調查，從持份者及本集團的角度對每個議題的重要性進行評分，評分範圍為1至5分。

根據意見調查的分數建立重要性矩陣，設定重要性的閾值（即平均值），並對可持續議題排序。

Conducted online surveys to rate the importance of each issue from the perspective of a stakeholder and the Group using a scale of 1 to 5.

Developed the materiality matrix based on the scores of the surveys, set the threshold for materiality (i.e. at a score of average) and prioritised a list of sustainability issues.

階段3 - 審驗 Stage 3 – Validation

管理層審閱重要性矩陣及重要性閾值。從持份者及本集團的角度出發，分數為平均分或以上的ESG議題被列為本集團需作處理及就此作出匯報的最重要可持續議題。

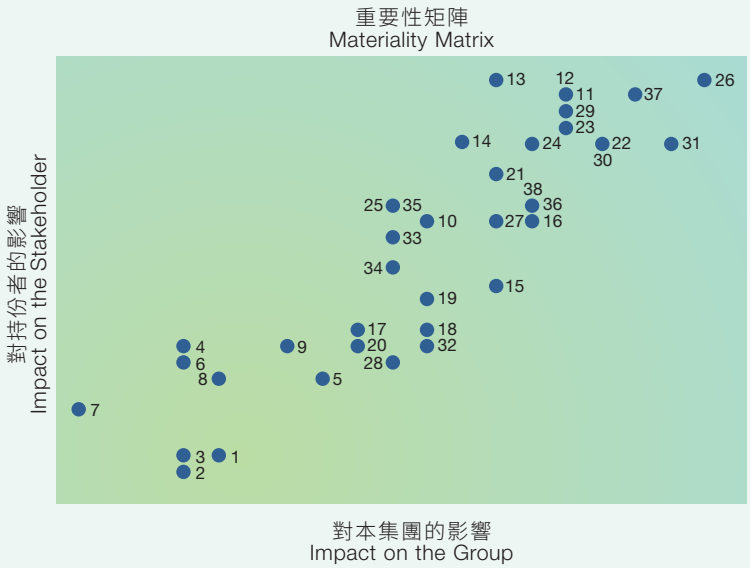
Management reviewed the materiality matrix and the threshold for materiality. ESG issues, with a score of average or above from the perspective of a stakeholder and the Group, were prioritised as the most important sustainability issues for the Group to address and report on.

重要性矩陣

基於重要性評估，董事會認為對本集團和其持份者最為相關且重要的可持續議題包括以下各項：

MATERIALITY MATRIX

Based on the materiality assessment, the Board believes that the most pertinent sustainability issues which are material to both the Group and its stakeholders include the following:



在2025財政年度，我們識別出的重要性議題如下：

In FY2025, the identified material topics are as follows:

高度重要議題
Topics of high importance

11 僱員薪酬條件和福利
Employee remuneration and benefits
12 職業健康與安全
Occupational health and safety
13 僱員發展與培訓
Employee development and training
14 防止僱傭童工和強制勞動
Preventing child and forced labour
16 與供應商的良好溝通及關係
Smooth communication and sound relationship with supplier
21 產品／服務健康和安全
Health and safety relating to products/services
22 顧客滿意度 (福利)
Customer satisfaction (welfare)
23 營銷和推廣
Marketing and promotion
24 遵守和保護知識產權
Observing and protecting intellectual property rights
26 顧客信息和私隱保護
Protection of customer information and privacy
27 與產品／服務相關的標籤問題
Labelling relating to products/services
29 公司涉及到有關賄賂、勒索、欺詐和洗黑錢的案件數量
Number of legal cases filed against the company about bribery, extortion, fraud and money laundering
30 反貪污政策及舉報流程
Anti-corruption polices and whistle-blowing procedure
31 董事和員工的反貪培訓
Anti-corruption training provided to directors and staff
36 法律監管環境變化的應對和管理 (法律合規管理)
Management of the legal & regulatory environment (regulation-compliance management)
37 應急事件風險應對能力
Critical incident risk responsiveness
38 系統性風險管理
Systemic risk management

中度重要議題
Topics of medium importance

5 能源使用
Energy use
9 氣候變化風險
Climate-related risk
10 員工多元化
Diversity of employee
15 選擇當地供應商
Selection of local supplier
17 供應商的環境風險 (如環境污染)
Environmental risks (e.g. pollutions) of the suppliers
18 供應商的社會風險 (如壟斷)
Social risk (e.g. monopoly) of the suppliers
19 採購措施
Procurement practices
20 採購產品和服務的環境友好性
Environmentally preferable products and services
25 產品質量保證和召回率
Products quality assurance and recall percentage
28 產品設計和生命週期管理
Product design & lifecycle management
32 與當地社區的交流和聯繫
Community engagement
33 公益慈善活動的參與及支持
Participation in charitable activities and support
34 促進當地就業
Cultivation of local employment
35 商業模式對環境、社會、政治和經濟風險和機遇的適應性和恢復力
Business model adaptation and resilience to environmental, social, political and economic risks and opportunities

較低重要議題
Topics of lower importance

1 大氣污染物和溫室氣體的排放
Air and greenhouse gas ("GHG") emissions
2 污水管理
Sewage treatment
3 土地的使用、污染和恢復
Land Use, pollution and restoration
4 固體廢棄物管理
Solid waste treatment
6 水資源使用
Water use
7 原材料／包裝物料使用
Use of other raw/packaging materials
8 保護環境和天然資源的措施
Mitigation measures to protect environment and natural resources

環境層面
ENVIRONMENTAL ASPECTS

為尋求環境和經營所在社區的可持續性，本集團致力於發掘更多創新領域，以建立綠色辦公室管理機制，並在其業務營運中加快落實節能措施。

To seek sustainability of the environment and the community where it operates, the Group endeavours to discover more creative areas for establishing a green office managing mechanism and stepping up its implementation of energy-saving measures in its business operations.

在報告期內，本集團遵守於其營運之所在國家／地區制定的相關地方環境法例及規例，包括但不限於香港法例第311章《空氣污染管制條例》、香港法例第354章《廢物處置條例》、香港法例第358章《水污染管制條例》、香港法例第400章《噪音管制條例》)和《廢物管理與公共清潔法》(日本)等法律法規的要求，對廢氣、污水及固體廢物進行處理，確保達標排放。

During the Reporting Period, the Group abided by relevant environmental laws and regulations as set out in the country/region where the Group operates, including but not limited to Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong), Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong), Water Pollution Control Ordinance (Chapter 358 of the Laws of Hong Kong), Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong), the Waste Management and Public Cleansing Law (Japan) and other laws and regulations. Moreover, air emissions, wastewater and solid waste are treated in accordance with the relevant discharge standards.

此外，本集團提倡節能減碳，致力於達致可持續經營。為此，我們已訂立明確的減排目標，致力於每年把排放、廢棄物及污水排放、能源使用及資源使用減少5%。本集團將每年為目標作出檢討，以確保其與戰略目標的相關性及一致性。我們的長期目標與香港政府的可持續發展目標一致，努力於在2050年前達成碳中和目標。本集團亦會於資源回收方面投入更多資源，促進循環經濟的發展。

In addition, the Group advocates energy saving and carbon reduction, and is committed to achieving sustainable operations. To this end, we have set clear emission reduction targets, aiming to reduce emissions, waste and wastewater, energy consumption and resources consumption by 5% annually. The Group conducts an annual review of its targets to ensure the relevance and consistency with its strategic objectives. Regarding our long-term goal, it aligns with the sustainability goals of the Hong Kong Government, and is committed to achieving carbon neutrality before 2050. Moreover, the Group has invested more resources in recycling to help the development of a circular economy.

以下章節主要披露有關本集團於報告期內的排放物、資源使用、環境及天然資源的政策、慣例及量化數據。

The below sections primarily disclose the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources in the Reporting Period.

排放物

報告期內，本集團已遵守適用的法例及規例，並無嚴重違反與大氣污染物排放、溫室氣體排放、污水排放及土地排污以及產生有害及無害廢棄物有關的法規及規例。截至2025年12月31日止年度，本集團確認報告期內並無收到任何有關溫室氣體排放、大氣污染物排放或空氣污染、水污染、廢棄物或噪音滋擾的罰款、投訴或警告。

EMISSIONS

During the Reporting Period, the Group was in compliance with applicable laws and regulations, and was not aware of significant non-compliance issues concerning air emissions, GHG emissions, sewage discharge, land pollution, and generation of hazardous and non-hazardous waste. For the year ended 31 December 2025, the Group confirmed that it did not receive any fines, complaints or warnings concerning GHG emissions, gas emissions or air pollution, water pollution, waste disposal or noise nuisance in the Reporting Period.

本集團不斷通過低碳技術升級設備，旨在最大程度地減少對環境造成的負面影響，並致力於推出有效的減排措施。鑑於本集團的業務性質，廢氣排放物主要來自旅遊巴士運行過程中的燃料燃燒。

The Group keeps upgrading its equipment with low-carbon technologies, with a strong ambition to minimise its negative impact on the environment and commits to putting forward effective measures for emission control. Given the Group's business nature, the primary source of air emissions is the fuel combustion associated with the operations of travel buses.

空氣排放物種類及排放數據

鑑於本集團的業務性質，廢氣排放物主要來自旅遊巴士運行過程中的燃料燃燒。報告期內，氮氧化物（「NO_x」）、硫氧化物（「SO_x」）和顆粒物（「PM」）的排放分別達到約1,697.48千克、6.86千克和35.57千克。由於在2025財政年度的車輛使用量減少，導致空氣排放物量相較於2024財政年度有所下降。

報告期內，本集團排放物種類及排放數據如下表所示：

Types of Air Emissions and Emissions Data

Considering the Group's business nature, the air emissions mainly come from fuel combustion associated with the operations of travel buses. During the Reporting Period, the air emissions of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and particulate matter ("PM") amounted to 1,697.48 kg, 6.86 kg and 35.57 kg respectively. With the reduction in vehicle usage in FY2025, a decrease in air emissions was observed as compared to that of FY2024.

During the Reporting Period, the types of emissions and emissions data of the Group are listed as below:

空氣排放物[1,2] Air Emissions[1,2]	單位 Unit	2025	2024[3]
氮氧化物(NO_x) Nitrogen Oxides (NO_x)	千克 kilograms	1,697.48	1,962.67
硫氧化物(SOx) Sulphur Oxides (SO_x)	千克 kilograms	6.86	7.92
顆粒物(PM) Particulate Matter (PM)	千克 kilograms	35.57	41.47

廢棄物數據及管理

本集團的固體廢物主要來自辦公室及酒店營運產生的生活及商業廢物。為持續推進「綠色辦公室管理」理念，本集團致力於減少固體廢物產生，並透過遵循垃圾分類政策，充分利用即將丟棄的材料。報告期內，本集團唯一識別的有害廢棄物類別為用於一般辦公室印表機的碳粉匣及墨水匣，總量約為0.23公噸（密度：0.00015公噸／百萬港元收入[4]），並已全部由供應商收集和回收，沒有產生任何對環境的損害。此外，本集團已在2023財政年度更換了其影印機並採用更環保的碳粉，並同時安排回收已用完的碳粉匣，藉此為環境保護盡一分力。

Waste Data and Management

The solid wastes generated by the Group were mainly domestic and commercial wastes from offices and hotel operations. Embracing the idea of "Green Office Management", the Group has strictly adhered to the waste classification policy, and spared no effort in diminishing the generation of solid waste and maximizing the utilization of materials before disposal. During the Reporting Period, the only types of hazardous waste identified by the Group were toner cartridges and ink cartridges used for general office printers, amounting to approximately 0.23 tonnes (Intensity: 0.00015 tonnes/million HKD revenue[4]). All of them were collected and recycled by suppliers and did not cause any negative impact to the environment. To further enhance its environmental contributions, in FY2023, the Group replaced its photocopiers with new and more environmentally friendly toners and recycled the used toner cartridges.

1 數據基於四捨五入原則披露，總計未必為所示數字的準確總和。

2 數據涵蓋本集團於香港、澳門及日本所產生的排放。相應的空氣排放物評估數字的計算方法及用於計算的排放因子根據聯交所發布之《附錄二：環境關鍵績效指標匯報指引》、《煤氣公司ESG報告2024》、日本環境省發布之《國家溫室氣體清冊報告》以及日本汽車研究所發布之《汽車廢氣排放的相關對策手冊》估算得出。

3 由於收集的數據有所更新，2024財政年度的數據已重列。

4 本集團於2024財政年度及2025財政年度的總收入分別約1,632.532百萬港元及約1,511.904百萬港元。

1 Totals may not be the exact sum of numbers shown here due to rounding.

2 The data covers the Group's emissions generated in Hong Kong, Macau and Japan. The calculation method of the corresponding air emission assessment figures and the emission factors used in the calculation are based on "Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange of Hong Kong, "Towngas ESG Report 2024", "National Greenhouse Gas Inventory Report of Japan" published by Ministry of the Environment, Japan and "Handbook on Measures to Address Automobile Exhaust Emissions" published by Japan Automobile Research Institute.

3 Due to updates of data collected, the FY2024 figures have been restated.

4 The total revenue of the Group in FY2024 and FY2025 were approximately HK$1,632.532 million and approximately HK$1,511.904 million respectively.

本集團辦公室所產生的都市固體廢物，通過分類後通常由大廈的物業管理人員處理。除實施垃圾分類外，本集團亦十分重視對員工的教育，以及對「3R」原則（即減少、重用和回收）的學習與應用。為達致源頭減廢，本集團積極避免使用任何一次性產品，同時主張對辦公文具的重複使用。本集團管理的酒店已在廢物管理中採取多種有效的政策及措施。同時，內部分揀是本集團的慣例，以確保將所有可回收廢物（包括金屬罐、PET瓶、碎紙和紙袋）與其他廢物分類處理。為方便員工進行回收，東瀛遊廣場已於大堂設置了回收箱，收集可回收金屬、塑膠、廢紙、充電池及墨盒，進一步提升員工對環境保護及減廢意識。本集團亦與認證機構合作，對回收材料進行處理。

The sorted municipal solid wastes from the offices are handled by the property management of the buildings. In addition to the implementation of the waste classification system, the Group has also attached great importance to the education of its employees in the learning and execution of the "3R" principles (i.e. reduce, reuse and recycle). To minimise the waste at source, the Group actively avoids the use of any one-off products, while advocates the reuse of office stationeries. The hotels under the management of the Group have implemented multiple effective policies and measures on waste management. Meanwhile, in-house sorting is a common practice of the Group to ensure that all recyclable wastes including metal cans, PET bottles, shredded paper and paper bags can be separated from other wastes. To facilitate recycling for employees, recycling bins are placed at EGL Tower's lobby for collecting recyclable metals, plastics, waste paper, rechargeable batteries and ink cartridges, further enhancing employees' self-awareness towards environmental protection and waste reduction. The Group has also collaborated with certified organisations for the processing of recycled materials.

隨著2025財政年度集團酒店業務錄得理想增長，酒店平均入住率有所上升，因此由酒店營運所產生的生活及商業垃圾相應增加，導致報告期內的無害廢棄物產生量較2024財政年度略有上升。本集團於報告期內的無害廢棄物數據如下表所示：

With the satisfactory growth in the Group's hotel businesses in FY2025, the average hotel occupancy rate increased. Consequently, the volume of domestic and commercial waste generated from hotel operations rose accordingly, resulting in a slight increase in total non-hazardous waste generation was observed during the Reporting Period compared to FY2024. During the Reporting Period, the Group's non-hazardous waste data are listed as below:

廢棄物類別[5] **Types of Waste[5]**	**單位** **Unit**	**2025**	**2024[6]**
無害廢棄物總量[7] Total Non-hazardous Wastes[7]	公噸 tonnes	135.70	128.27
無害廢棄物密度 Non-hazardous Wastes Intensity	公噸／百萬港元收入[8] tonnes/million HKD revenue[8]	0.09	0.08

5 數據基於四捨五入原則披露，總計未必為所示數字的準確總和。

6 2024財政年度的數據已重列，剔除了香港和澳門辦公室的數據，以確保與2025財政年度的數據收集方法一致。

7 數據涵蓋日本酒店及旅遊相關業務所產生的生活垃圾及辦公室垃圾的數據。由於香港和澳門辦公室產生的無害廢棄物由樓宇清潔承辦商處理，因此我們獲取來自這些場所的廢棄物數據的途徑有限。

8 本集團於2024財政年度及2025財政年度的總收入分別約1,632.532百萬港元及約1,511.904百萬港元。

5 Totals may not be the exact sum of numbers shown here due to rounding.

6 The FY2024 data has been restated to exclude data from the Hong Kong and Macau offices to ensure consistency with the data collection methodology used in FY2025.

7 The figure covered domestic waste and office waste generated from hotels and travel related business in Japan. As the non-hazardous waste generated from the Hong Kong and Macau offices were handling by the building cleaning contractor, our access to the waste data from these locations is limited.

8 The total revenue of the Group in FY2024 and FY2025 were approximately HK$1,632.532 million and approximately HK$1,511.904 million respectively.

污水排放數據及管理

本集團通過明確的指示，鼓勵所有附屬公司節約用水，以及在日常營運中強調有關用水控制和對合理減少並再利用水資源的教育。本集團產生的污水直接排入市政排水網絡。由於污水量在很大程度上取決於所消耗的淡水量，本集團因而採取了相關措施，以減少辦公室和酒店的耗水量。具體措施將在「水資源消耗及密度」章節中作進一步說明。本集團已制定了全面的水資源管理計劃作為其環境政策的一部分，並將持續提出更多創新及先進的辦法，減少污水排放。

報告期內，本集團產生的污水排放量[9,10,11]為78,050立方米。本集團的污水主要來自辦公室員工及酒店客戶所產生的商業及生活污水。由於集團酒店業務增長導致用水量錄得上升，因此2025財政年度的污水排放量亦較2024財政年度相應增加。另外，報告期內亦有產生來自本集團的溫泉酒店業務的溫泉水排放。

本集團於報告期內的污水排放數據見下表：

Wastewater Discharge Data and Management

With a clear message from the Group that encourages all subsidiaries to save water, water consumption control measures and the education of reducing and reusing water resources in an appropriate way have been emphasised in the Group's daily operations. The wastewater generated from the Group was directly discharged into the municipal drainage network. Since the amount of wastewater highly depends on the amount of freshwater used, the Group has taken specific measures, further described in the section headed "Water Consumption and Intensity", to reduce its water consumption in the offices and hotels. The Group has developed comprehensive water management plans as part of its environmental policies and will continue to put forward more innovative and advanced approaches to reduce wastewater discharge.

During the Reporting Period, the Group discharged 78,050 m^3 of wastewater[9,10,11]. The wastewater discharged from the Group was mainly commercial and domestic wastewater from employees at offices and guests in the hotels. Due to the growth in the Group's hotel businesses this year which led to an increase in water consumption, the wastewater discharge increased correspondingly in FY2025 compared to FY2024. Moreover, there was hot spring water discharge during the Reporting Period from the Group's hot spring hotel business.

During the Reporting Period, the Group's wastewater discharge data are listed as below:

污水排放[9,10,11] Wastewater Discharge[9,10,11]	單位 Unit	2025	2024
污水排放量 Wastewater Discharge	立方米 m^3	78,050	74,338
污水排放量密度 Wastewater Discharge Intensity	立方米／百萬港元收入[12] m^3/million HKD revenue[12]	51.62	45.54

9 數據基於四捨五入原則披露，總計未必為所示數字的準確總和。

10 數據主要涵蓋本集團日本酒店及旅遊相關業務的污水量。由於香港和澳門辦公室產生的污水排放由物業管理公司處理，因此我們獲取來自這些場所的污水排放數據的途徑有限。

11 我們位於沖繩的酒店於2024財政年度及2025財政年度的溫泉水排放量分別為16,494立方米及19,603立方米。這些數據並未納入在上述的污水排放數據。2025財政年度的溫泉水排放量較2024財政年度有所增加，主要原因是因應溫泉水中有機物含量顯著上升而進行的營運調整。為維持水質，溫泉系統的循環速率有所提高，導致2025財政年度的溫泉水排放量增加。

12 本集團於2024財政年度及2025財政年度的總收入分別約1,632.532百萬港元及約1,511.904百萬港元。

9 Totals may not be the exact sum of numbers shown here due to rounding.

10 The figure mainly covered wastewater discharged from hotel and travel related businesses in Japan. As wastewater discharged from the Hong Kong and Macau offices is managed by the property management company, the Group has limited access to the wastewater discharge data from these locations.

11 16,494 m^3 and 19,603 m^3 of hot spring water was discharged from our hotel in Okinawa in FY2024 and FY2025 respectively. These data were not included in the wastewater discharge data presented above. The increase in hot spring water discharged in FY2025 compared to FY2024 is primarily attributed to operational adjustments made in response to a significant rise in organic matter observed in the hot spring water. The circulation rate of the hot spring system was enhanced to maintain water quality, leading to an increase in hot spring water discharged in FY2025.

12 The total revenue of the Group in FY2024 and FY2025 were approximately HK$1,632.532 million and approximately HK$1,511.904 million respectively.

資源使用

報告期內，本集團主要的資源消耗為電力、水、汽油、柴油、都市瓦斯及辦公室紙張。作為一家對環境負責的企業，本集團致力於提高資源使用效率，以減少在業務運作中的浪費，避免過度使用寶貴資源。

USE OF RESOURCES

During the Reporting Period, the main resources consumed by the Group were electricity, water, gasoline, diesel, city gas and office paper. As an environmentally friendly enterprise, the Group is committed to improving its efficiency of the use of resources, in order to reduce wastage in its operations and avoid overuse of valuable resources.

能源消耗及密度

報告期內，本集團按種類劃分的能源總消耗數據如下表所示：

Energy Consumption and Intensity

During the Reporting Period, the data on the Group's total energy consumption by category are listed below:

能源消耗[13,14,15] Energy Consumption[13,14,15]	單位 Unit	2025	2024[16]
直接能源消耗 Direct Energy Consumption	兆瓦時 MWh	3,437.72	3,626.80
汽油 Gasoline	公升 litres	3,290.07	3,333.84
柴油 Diesel	公升 litres	150,425.67	177,129.00
都市瓦斯 City Gas	立方米 m^3	163,997.00	155,232.00
間接能源消耗 Indirect Energy Consumption	兆瓦時 MWh	2,209.81	2,262.36
電力 Electricity	兆瓦時 MWh	2,209.81	2,262.36
總能源消耗 Total Energy Consumption	兆瓦時 MWh	5,647.53	5,889.17
能源消耗密度 Energy Consumption Intensity	兆瓦時／百萬港元收入[17] MWh/million HKD revenue[17]	3.74	3.61

13 數據基於四捨五入原則披露，總計未必為所示數字的準確總和。
14 數據涵蓋本集團位於香港、澳門及中國內地的辦公室，以及於日本的酒店及旅遊相關業務的能源消耗。
15 相應的能源消耗數字的計算方法及用於計算的排放因子根據聯交所發布之《附錄二：環境關鍵績效指標匯報指引》、國際能源總署發布之《石油資訊：資料庫文檔》及日本環境省發布之《國家溫室氣體清冊報告》估算得出。
16 由於收集的數據有所更新，2024財政年度的數據已重列。
17 本集團於2024財政年度及2025財政年度的總收入分別約1,632.532百萬港元及約1,511.904百萬港元。

13 Totals may not be the exact sum of numbers shown here due to rounding.
14 The figure mainly covered the energy consumption of the Group's Hong Kong, Macau and PRC offices, as well as hotels and travel related business in Japan.
15 The calculation method of the corresponding energy consumption figures and the emission factors used in the calculation are based on "Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, "Oil information: database documentation" published by the International Energy Agency ("IEA") and "National Greenhouse Gas Inventory Report of Japan" published by Ministry of the Environment, Japan.
16 Due to the updates in data collected, the FY2024 figures have been restated.
17 The total revenue of the Group in FY2024 and FY2025 were approximately HK$1,632.532 million and approximately HK$1,511.904 million respectively.

資源政策

電力

在本集團節電政策的引領下，本集團一直致力於不斷降低辦公室和酒店的用電量，並將減少對能源和自然資源的依賴作為其業務發展的重要戰略目標之一。尤其是，本集團要求員工下班後不要將辦公設備處於待機模式，以及應選擇帶有機電工程署一級能源標籤的電器（例如冰箱、空調等）。具體而言，本集團的酒店皆經過專門設計及改造，採用了可持續的節能元素，包括：

- 定期對鍋爐進行維修保養，確保對建築物內供暖系統的良好控制；
- 避免同時使用供暖和製冷系統，並考慮採用智能建築管理系統；及
- 在大堂和客房內使用低能耗照明燈具（自2017年起，所有照明設施已被更換為LED燈）。

我們積極安裝節能控制設備，並於辦公室和酒店推行各項節能措施，導致報告期內的電力消耗量與2024財政年度相比略有下降，充分展現我們在推動業務發展的同時，有效提升能源效率的成果。

其他能源資源

報告期內，本集團的其他能源消耗主要為汽油、柴油及都市瓦斯。為降低對化石燃料的消耗，本集團嚴格遵守其內部政策，有效管理旅遊巴士和商務車輛的使用。例如，本集團要求所有駕駛員在觀光地點等候時必須關閉旅遊巴士的引擎。另外，本集團持續維護和升級其過時的設備，以確保所有設備均能有效運行。此外，本集團位於沖繩和大阪的酒店業務，以及一家位於日本的附屬公司已採用了從天然氣生產的都市瓦斯作為潔淨能源，有效地減低其碳排放。此戰略措施符合本集團以環保意識經營的承諾，同時亦確保我們的業務持續運作。

本集團旅遊業務於2025財政年度的車輛使用量有所減少，因此於報告期內的柴油和汽油消耗量與2024財政年度相比呈下降趨勢。另一方面，由於報告期內酒店客房入住率較高，導致都市瓦斯消耗量較2024財政年度有所增加。儘管如此，我們將繼續監測和管理都市瓦斯及其他能源的使用情況。我們也將根據需要升級節能設備和實施節能措施。

Resources Policies

Electricity

Under the guidance of the Group's electricity conservation policy, the Group has been committed to persistently lowering its electricity consumption in the offices and hotels, and setting the alleviation of pressure on energy and natural resources as one of its important strategic targets in business development. In particular, the Group has required employees not to leave the office equipment on standby mode after work and choose electrical appliances with EMSD Grade 1 energy label (such as refrigerator, air conditioner, etc.). The hotels of the Group have been specifically designed and retrofitted with sustainable elements in electricity conservation, including:

- Service the boilers regularly and ensure good control of the heating system in the building;
- Avoid operating the heating and cooling systems simultaneously and consider the adoption of smart building management system; and
- Use low-energy lighting fixture in the lobby and guest rooms (all lighting facilities have already been replaced with LED lights since 2017).

We actively installed energy-saving control devices and adopted various energy-efficient measures in our offices and hotels, resulting in a slight decrease in electricity consumption during the Reporting Period compared to FY2024. This demonstrates our achievements to effectively improve energy efficiency while driving business development.

Other Energy Resources

During the Reporting Period, the other major energy resources consumed by the Group were gasoline, diesel and city gas. Dedicated to lowering the consumption of fossil fuels, the Group strictly follows its internal policies in the efficient management of travel buses and vehicle use for business affairs. For instance, the Group has required all drivers to turn off the bus engines while waiting at sightseeing spots. Moreover, the Group has kept maintaining and upgrading its outmoded equipment and ensured that all equipment can consistently operate in an efficient manner. Meanwhile, city gas which is produced from natural gas has been adopted by the Group as a cleaner energy source in its hotel in Okinawa and Osaka, as well as a subsidiary located in Japan, effectively reducing its carbon emissions. This strategic initiative aligns with the Group's commitment to operating in an environmentally conscious manner while ensuring seamless continuity of its business operations.

The Group's tourism business recorded a decrease in vehicle usage in FY2025, leading to a reduction in diesel and gasoline fuel consumption during the Reporting Period as compared to FY2024. On the other hand, higher hotel room occupancy rates during the Reporting Period led to an increase in city gas consumption compared to FY2024. Nevertheless, we will continue to monitor and manage the use of city gas and other energy sources. We will also upgrade energy-saving equipment and implement energy-saving measures as needed.

水資源消耗及密度

報告期內，本集團在求取適用水源上並無任何問題。本集團在水資源的消耗和重用過程中實行嚴格的可持續水管理政策，並鼓勵全體員工節約用水。具體而言，本集團在營運過程中鼓勵員工採用以下做法：

- 在當眼位置張貼「節約用水」海報，以鼓勵節約用水；
- 在辦公室和酒店用水設備中採用節水措施；及
- 透過商業夥伴為酒店員工提供培訓計劃，主題為如何通過降低資源消耗以節省成本。

隨著集團酒店業務增長，本年度的總用水量相較於2024財政年度有所增加。儘管如此，本集團將持續專注於對其日本酒店業務的用水效率進行監控、基準化分析和改善，同時採用更多創新方法以管理其生活用水，並開展廢水回收計劃。

報告期內，本集團的用水總消耗概況如下表所示：

Water Resources Consumption and Intensity

During the Reporting Period, the Group did not face any issue in sourcing water that is fit for purpose. The Group has carried out sustainable water stewardship with a strict policy on the consumption and reuse of water, and encouraged all employees to conserve water resources. Specifically, the Group recommends the following practices to employees during its operations:

- Place "Save Water" posters in prominent places to encourage water conservation;
- Adopt water-saving measures in water facilities in the offices and hotels; and
- Provide training programmes for hotel staff through business partners about how to achieve cost-savings by lowering resource consumption.

The total water consumption during the Reporting Period has increased as compared to that of FY2024 due to growth in the Group's hotel businesses. Nevertheless, the Group continues to put its focus on monitoring, benchmarking and improving the water efficiency of its hotel business in Japan, while adopting more innovative approaches to manage its domestic water use and launching wastewater recycling programmes.

The Group's water consumption during the Reporting Period is listed as below:

水資源[18] Water Resources[18]	單位 Unit	2025	2024
用水量 Water Consumption	立方米 m^3	78,205.00	74,538.05
用水量密度 Water Consumption Intensity	立方米／百萬港元收入[19] m^3/million HKD revenue[19]	51.73	45.66

18 數據主要涵蓋本集團在中國內地的辦公室，以及在日本的酒店及旅遊相關業務的用水量。由於香港及澳門辦公室的用水量並未從大廈總用水量中獨立計量，因此我們獲取來自這些場所的用水量數據的途徑有限。

19 本集團於2024財政年度及2025財政年度的總收入分別約1,632.532百萬港元及約1,511.904百萬港元。

18 The figure mainly covered water consumption of the Group's PRC office, as well as hotels and travel related business in Japan. As water consumption of the Hong Kong and Macau offices is not separately metered from the total water consumption of the buildings, the Group has limited access to the water consumption data from these locations.

19 The total revenue of the Group in FY2024 and FY2025 were approximately HK$1,632.532 million and approximately HK$1,511.904 million respectively.

用紙量

紙張主要用於本集團辦公室行政工作及在旅遊業務中的市場營銷用途。為轉型至「無紙化辦公」，本集團加大力度以減少辦公用紙量，並制定了有效政策，包括採購帶有環保認證的複印紙、採用雙面列印、回收單面紙以作重用，以及應用電腦技術進行數據傳輸。為減少信息交流中所消耗的紙張，本集團要求其旅行社透過電子郵件和在線預訂系統發送預訂信息。此外，本集團推出了「低碳旅遊」，把以往向旅客派發的紙質文件透過線上形式發放。報告期內，本集團共回收了4,786.00千克紙張。

報告期內，紙張消耗主要來自香港、澳門、中國內地和日本的業務營運。

報告期內本集團的用紙量如下：

Paper Consumption

Paper is mainly used for administrative purpose in the offices of the Group and marketing purpose in the tourism business. Aiming for the transition towards "Paperless Office", the Group has stepped up its efforts in lowering the paper consumption in the offices and formulated effective policies including the procurement of copy paper with environmental certificates, double-printing, collection of single-sided paper for reuse and application of computer technology for data transmission. To reduce the paper consumption for information exchange, the Group requires its travel agencies to send booking information via emails and through the online booking system. Furthermore, the Group has implemented the concept of "Low Carbon Travelling", in which previously printed documents are distributed to customers through online channels. During the Reporting Period, the Group recycled a total of 4,786.00 kg of paper.

During the Reporting Period, paper consumption came from the business operations in Hong Kong, Macau, the PRC and Japan.

The Group's paper consumption in the Reporting Period is listed as below:

	單位 Unit	2025	2024
用紙量 Paper Consumption	千克 kilograms	16,666.64	16,458.48

包裝材料

報告期內，本集團的包裝材料消耗主要集中於在日本的業務營運，與2024財政年度的趨勢一致。

為展現我們對可持續發展作出的堅定承諾，我們一直積極追求使用環保及可回收的包裝材料。此承諾不僅符合了我們對可持續發展方面的核心理念，同時證明了我們對負責任商業實踐的堅定信念。

Packaging Material

During the Reporting Period, the Group's packaging material consumption was concentrated in the business operation in Japan, which consistent with the trend observed in FY2024.

As part of our unwavering commitment to sustainable development, we have been actively pursuing the utilisation of environmentally friendly and recyclable packaging materials. This commitment not only aligns with our core philosophy of sustainable development but also serves as a testament to our unwavering dedication to responsible business practices.

報告期內，本集團按包裝材料種類劃分的材料總消耗概況如下：

During the Reporting Period, the Group's packaging material consumptions by type are listed as below:

包裝材料 Packaging Materials	單位 Unit	2025	2024
紙張 Paper	公噸 tonnes	0.60	0.70
塑膠 Plastic	公噸 tonnes	0.07	0.08

環境及自然資源

作為行業中的領先企業，本集團致力於降低碳足跡、提高資源效率並保護自然資源，從而最大程度地減少對環境的負面影響。本集團亦倡導「生態旅遊」的理念，這不僅符合本集團業務的利益，同時與旅遊業的未來發展方向相契合。

本集團持續識別、評估和解決其面臨的環境風險。透過分析本集團業務的影響，包括旅行團服務和酒店營運，本集團認為其車輛運作和外購電力所產生的溫室氣體排放仍是其首要的環境問題。

面對水資源短缺等全球環境挑戰，本集團一直致力於通過制定指標和實施嚴格監控以降低其資源消耗。作為我們可持續發展工作的一部分，我們承諾制訂溫室氣體減排目標，相關詳情於「溫室氣體減排目標」章節闡述。

本集團致力於探索可行的技術，以減輕其對環境的影響，並進一步加強其行動，確保全方位的業務發展和生態保護。同時，我們制定了一套完整可行的政策及適當的可持續發展目標，轉變其多樣化且精心設計的旅遊相關活動和營運，以應對氣候變化。

THE ENVIRONMENT AND NATURAL RESOURCES

As a leading enterprise in the industry, the Group places emphasis on lowering its carbon footprint, improving resource efficiency and preserving natural resources, thereby minimizing negative environmental impacts. The Group also embraces the idea of "Ecotourism", which is both in the interest of the Group's businesses as well as the future of the travel and tourism industry.

The Group has been identifying, evaluating and addressing its exposures to environmental risks on a continuous basis. By breaking down the impacts of the Group's businesses including the provision of package tours and hotel operations, the Group believes that GHG emissions from vehicle operations and the purchase of electricity remain to be their top priority environmental concerns.

Facing the global environmental challenges such as the scarcity of water resources, the Group has been committed to lowering its consumption of resources by building metrics and implementing strict monitoring. As part of our sustainability efforts, we are committed to establishing GHG emissions reduction targets, which will be detailed in the "Greenhouse Gas Emissions Reduction Target" section.

The Group has dedicated itself to exploring the feasible technologies that alleviate its environmental impacts, reinforcing its actions to ensure the inclusive business development and ecological preservation, and developing an integral set of practicable policies and appropriate sustainability targets to transform its diversified and well-designed travel related activities and operations for climate action.

應對氣候變化
ACTION ON CLIMATE CHANGE

氣候變化是現今社會所面臨的最大全球挑戰之一。為應對這個迫切議題，我們必須攜手合作，保護地球和我們的社區。我們積極管理氣候相關風險，並於可持續發展的轉型進程中把握機遇。我們對氣候行動的承諾不僅是對全球氣候危機的重要回應，更是對我們業務長遠發展與增長的投資。展望未來，我們期待在推動低碳和可持續發展的過程中，深化與各持份者及社區的夥伴關係。

管治

應對氣候變化的行動已納入本集團的業務策略，並體現於管治及管理流程中。我們已建立健全的ESG管治架構，以監督所有ESG事項，包括識別、管理和監督與氣候相關的風險和機遇。詳情請參閱「環境、社會及管治架構」部分。

策略與風險管理[20]

應對氣候相關的風險和機遇是我們業務策略的關鍵。本集團以包括情景分析、風險評級和綜合風險管理流程在內的評估方法全面地了解、評估及管理這些氣候相關影響。以下概述了我們為提升氣候韌性與應對氣候相關影響所採取的措施和程序。

了解和應對我們的氣候相關風險和機遇[21]

本集團已進行氣候風險評估，包括氣候相關情景分析，以識別我們面臨的氣候相關風險和機遇。評估也分析氣候風險對本集團當前／近期、短期（2030年）、中期（2050年）和長期（2080年）資產、營運、價值鏈和定性財務表現的潛在影響。評估範圍涵蓋風險集中的領域，例如日本的酒店和旅遊業務，以及香港、澳門和深圳的旅遊業務。本集團將持續完善其在氣候風險評估中界定價值鏈範圍的方法。關於所進行的氣候相關情景分析的詳情，請參閱「氣候韌性」部分。

Climate change is one of the biggest global challenges faced by society. To address this pressing issue, we must work together to safeguard the planet and our communities. We are actively managing climate-related risks and seizing opportunities in the transition to sustainability. Our climate action commitments are not only a vital response to the global crisis but also an investment in our long-term business viability and growth. We look forward to deepening partnerships with our stakeholders and communities as we advance our low-carbon and sustainable development journey.

GOVERNANCE

Action on responding to climate change is embedded in the Group business strategy and reflected in the governance and management processes. We have established a robust ESG governance structure to oversee all ESG matters, including the identification, management and oversight of climate-related risks and opportunities. For details, please refer to the "Environmental, Social and Governance Structure" section.

STRATEGY AND RISK MANAGEMENT[20]

Addressing climate-related risks and opportunities is essential to our business strategy. The Group employs a comprehensive approach to understanding, assessing, and managing these climate-related impacts, including scenario analysis, risk rating, and integrated risk management processes. The following outlines the measures and procedures we take to enhance climate resilience and address climate-related impacts.

Understanding and Managing Our Climate-Related Risks and Opportunities[21]

The Group has conducted a climate risk assessment, including climate-related scenario analysis, to identify our climate-related risks and opportunities. This assessment also evaluates the potential impacts on the Group's assets, operations, value chains, and qualitative financial performance in the present/near-term, short-term (2030), medium-term (2050), and long-term (2080). The scope of the assessment includes areas where our risks are concentrated, such as hotel and travel operation in Japan, as well as travel business operations in Hong Kong, Macau, and Shenzhen. The Group will keep refining its method in determining the scope of value chain in its climate risk assessment. For details on the climate-related scenario analysis conducted, please refer to the "Climate Resilience" section.

20 本集團沒有與氣候相關的轉型計劃。

21 自本報告期起，本集團開始根據《ESG守則》D部分的規定，披露應對氣候相關風險與機遇的措施及相關計劃。因此，有關上一報告期所披露應對氣候相關風險與機遇計劃進展的資料並不適用。

20 The Group does not have a climate-related transition plan.

21 Since we began disclosing our responses to and plans for addressing climate-related risks and opportunities in accordance with Part D of the ESG Code starting this Reporting Period, information regarding the progress of plans of addressing climate-related risks and opportunities that are disclosed in previous reporting periods is not applicable.

應對氣候變化
ACTION ON CLIMATE CHANGE

我們透過檢視本集團的業務性質、資產所在地、評估範圍內的營運以及其他相關特徵，並結合本集團的內部措施和政策，對每項已識別的氣候相關風險和機遇進行評級。在評估氣候相關的物理風險時，我們亦考慮了其危害程度、暴露程度和脆弱性，而氣候相關的轉型風險評級也會考慮其影響程度和發生的可能性。

By reviewing the nature of the Group's business, locations of assets, operations within the scope, and other relevant characteristics, along with our internal measures and policies, a rating was assigned to each identified climate-related risks and opportunities. We also consider the level of hazard, exposure and vulnerability when assessing climate-related physical risks, while the risk ratings for climate-related transition risks also factor in their impact and likelihood of occurrence.

與上一報告期相比，本集團的整體風險管理流程並無重大改變。本集團每年進行風險評估，我們會把已識別之氣候相關風險與機遇融入業務策略中，並把評估及其結果整合至整體企業風險管理的框架當中，持續並定時更新、識別、評估及管理各種風險。其中，氣候相關風險會與其他企業風險（例如營運風險、財務風險和聲譽風險）一併審閱，並在集團的整體風險等級結構中進行排序，以確保有效的風險管理。我們的ESG委員會定期評估集團的氣候韌性以及氣候風險評估的結果，並定期向董事會匯報，以確保評估結果的相關性和時效性。這些評估也提供關於氣候相關風險對其策略和商業模式影響的最新見解。必要時，集團將調整其策略規劃，以在氣候變化下保持韌性和競爭力。

The Group's overall risk management processes remain unchanged compared with the previous reporting period. Risk assessments are conducted annually. We have incorporated the identified climate-related risks and opportunities into our business strategy, integrating the assessment and its outcomes into our overall business risk management framework. We remain dedicated to continuously and regularly updating, identifying, assessing and managing various risks. Climate-related risks are reviewed alongside other enterprise-wide risks (e.g. operational, financial and reputational risks) and prioritised within the Group's overall risk hierarchy to ensure effective risk management. Our ESG Committee regularly evaluates and reports to the Board on the Group's climate resilience and the results of climate risk assessments to ensure the relevance and timeliness of assessment results. These evaluations also provide updated insights into the impacts of climate-related risks on its strategies and business model. Where necessary, the Group will dynamically adjust its strategic planning to maintain resilience and competitiveness in the face of climate change.

近年來，在氣候變化下，愈趨強烈和頻繁的極端天氣事件，例如熱帶氣旋、強風、暴雨、潮汐及洪水等，備受廣泛關注。這些急性物理風險對我們的營運構成威脅，影響範圍涵蓋近期、短期、中期和長期，可能擾亂我們的物流和供應鏈、對關鍵資產（包括建築物、倉庫和現場設施）造成嚴重損壞、打亂旅客的行程計劃並阻礙我們提供服務，最終導致重大經濟損失。除了急性物理風險外，由氣候模式長期改變帶來的慢性物理風險，同樣對我們長遠的營運構成威脅。這些風險可能包括海平面逐漸上升和氣溫升高。這些都可能隨著時間逐步影響旅遊市場需求結構和削弱營運的長期可行性。本集團已制定一系列措施以加強其業務可靠性，包括極端天氣或緊急情況的應變計劃。作為集團層面措施的一部分，我們已對氣候預測規劃進行了初步研究，以修訂本集團的緊急應變計劃中有關極端天氣的部分，從而識別出相關物理風險及需作改善的範疇，例如升級現行設施的管理模式，以便更有效地應對極端風力及洪水事件。於未來數年，在ESG委員會的監督下，我們的ESG工作小組將計劃作進一步探討並針對業務營運進行氣候相關研究。

Under climate change, the increasing intensity and frequency of extreme weather events, such as tropical cyclones, strong winds and heavy rainfall, as well as tides and floods, have become the focus in recent years. These acute physical risks pose tangible threats to our operations over the near-, short-, medium-and long-term as they can disrupt our logistics and supply chains, cause severe damage to key assets (including buildings, warehouses, and on-site facilities), derail travellers' plans, and hinder service delivery, ultimately resulting in substantial financial losses. In addition to acute physical risks, chronic physical risks, which refer to the long-term shifts in climate patterns, also threaten our operations. These may include gradual sea-level rise and elevated temperature, which can impact the tourism demand patterns and long-term operational viability over time. The Group already has set up a range of measures in place to enhance the reliance of its operations, including contingency plan for extreme weather or emergency. As part of the group-level measures, we have conducted preliminary study on climate forecast planning to revise the extreme weather section of the Group's emergency contingency plan to identify relevant physical risks and areas for improvement, for instance upgrading the current facility management model to more effectively prepared for extreme wind and flood events. In the coming years, our ESG Working Group, under the oversight of our ESG Committee, will plan to further explore and conduct climate-related studies on business operations.

應對氣候變化
ACTION ON CLIMATE CHANGE

香港政府為回應《巴黎協定》，發表了《香港氣候行動藍圖》，制定各項計劃和行動，訂下推展「零碳排放 • 綠色宜居 • 持續發展」的願景，當中更銳意增訂更進取的中期目標，在2035年前把香港的碳排放總量由2005年水平減半，將致力於爭取在2050年前實現碳中和，而中國內地則爭取在2060年前實現碳中和。在全球處於過渡至低碳經濟情況下，本集團亦識別了與我們營運所在地相關的監管、技術、市場及聲譽等潛在轉型風險。這些風險包括在中長期需遵守較嚴格的環境監管要求、採用新型低碳技術、以及需適應客戶對我們的可持續發展實踐不斷變化的期望。若未能有效應對這些風險，可能導致本集團中長期的營運成本和法律風險增加、市場佔有率流失及聲譽受損。本集團已識別相關風險，並會持續監察市場動態及政策變更，確保及時調整應對策略。

In response to the Paris Agreement, the Hong Kong Government issued the "Hong Kong's Climate Action Plan", and formulated various plans and actions, setting out the vision of "Zero-carbon Emissions, Liveable City, Sustainable Development". The government has determined to set medium-term goal as halving Hong Kong's total carbon emissions from 2005 levels before 2035, and committed to achieving carbon neutrality by 2050, and the PRC will strive to achieve carbon neutrality by 2060. In the context of the global transition to a low-carbon economy, the Group has also identified potential transition risks associated with regulatory, technological, market and reputational aspects specific to the locations where we operate. These include the necessity for compliance with stringier environmental regulations, adopting to new low carbon technology and the need to adapt to evolving customer expectations for our sustainable practices in medium-to long-term. Failure to effectively address these risks could lead to increase in the Group's operational cost and legal risks, market share loss and reputational damage in medium-to long-term. The Group has identified the relevant risks and will continuously monitor market dynamics and policy changes to ensure timely adjustments to response strategies.

本集團已為其價值鏈採取一系列措施，協助本公司應對極端氣候事件。考慮了其資產類型、位置及相關性，我們採取了因地制宜的針對性措施，如下表所示：

A series of measures have been adopted to put in place along the Group's value chain, helping the Company to prepare for extreme weather events. These measures are deployed for the different geographies, considering the asset type, location and relevance as summarised in below table:

價值鏈的相關部分 **Relevant Part of The Value Chain**	**相關措施** **Relevant measures**
供應鏈 Supply chain	• 分散供應商來源，如不同國家和地區 Diversify material supply from various supplier sources, such as different countries and regions • 考慮已採取全面的氣候相關措施且更具氣候適應能力的供應商 Consider suppliers with comprehensive adoption of climate-related measures and with better climate resilience
營運 Operation	• 制定各業務範疇的緊急管理程序及應對計劃，並進行定期檢討 Develop emergency management procedures and response plans for all areas of business, and conduct regular reviews • 制定極端天氣應對程序及協調機制，如極端天氣下的工作安排等，並進行定期檢討 Develop response procedure and coordination mechanisms for extreme weather, such as work arrangements under extreme weather, and conduct regular reviews • 提升客戶服務的通信能力，尤其是事故後與客戶通信的能力 Enhance the communication capacity of customer services, in particular post-incident customer communication

為應對這些挑戰並把握機遇，我們已積極將可持續發展融入營運中，同時增強氣候韌性。我們利用氣候相關機遇拓展業務，加快轉型，使本集團變得更智能和環保，同時為員工提供更安全的工作環境，例如透過使用更多網上會議電子平台以減低交通運輸所產生的碳排放，以及參與「世界自然基金會」舉辦的「地球1小時」活動，鼓勵員工關上不必要的電燈及耗電產品1小時，藉此提倡節能，同時提高員工對環境保護和氣候變化的意識。這些行動不但使我們的設施更具可持續性，更兌現了我們對資源管理和環境保護的承諾。

To address these challenges and seize opportunities, we have proactively integrated sustainability into our operations while enhancing climate resilience. We make use of the climate-related opportunities to expand our business, accelerate the transformation, making the Group smarter and more environmentally friendly, while providing a safer working environment for our employees. For instance, we have utilised digital platforms for online conference to reduce carbon footprint in transportation, and participated in the "Earth Hour" campaign organised by the "World Wide Fund for Nature", encouraging our staffs to turn off non-essential lights and power-consuming products for an hour to promote energy saving and at the same time raising awareness of our staffs towards environmental protection and climate change. These measures not only made our facilities more sustainable but also demonstrated our commitment to resource management and environmental protection.

氣候韌性

為評估氣候相關影響並增強氣候韌性，我們已聘請第三方顧問在報告期間進行氣候相關情景分析，旨在了解我們在不同的氣候相關科學情景下可能面臨的潛在風險、影響和不確定性，以及這些情景可能如何影響我們的業績，從而幫助我們增強應對氣候變化的韌性和靈活性。

Climate Resilience

To assess climate-related impacts and enhance climate resilience, we have engaged a third-party consultant to conduct a climate-related scenario analysis during the Reporting Period. This analysis aims to understand the potential risks, impacts and uncertainties we may face under different climate-related scientific scenarios, as well as how such scenarios could impact our performance, thereby helping to build greater resilience and flexibility in response to climate change.

為確保分析具有針對性，並與我們的業務情況和策略目標保持一致，我們為這項分析設定了明確的參數，包括涵蓋的業務範疇、所採用的情景、用於分析的時間範圍、分析的相關性以及關鍵假設。

To ensure the analysis is targeted and aligned with our business context and strategic objectives, we have defined clear parameters for this analysis. These include the scope of operations covered, scenarios adopted, time horizon for analysis, relevance of the analysis and key assumptions.

情景分析範圍
Scope of Scenario Analysis

- 集團位於香港的總部，以及在香港、澳門和深圳的分公司
  The Group's head office in Hong Kong, as well as branch office in Hong Kong, Macau and Shenzhen
- 集團位於日本的酒店業務
  The Group's hotel operation business in Japan
- 集團的旅遊相關業務，包括旅遊巴士業務
  The Group's travel related services businesses, including tourism coach business

採用的情景
Scenarios Adopted

物理風險 Physical Risks	聯合國政府間氣候變化專門委員會（統稱為「IPCC」）第六次評估報告「SSP 1-2.6」、「SSP 2-4.5」、「SSP 3-7.0」 Intergovernmental Panel on Climate Change ("IPCC") Sixth Assessment Report ("AR6") SSP 1-2.6, SSP 2-4.5, SSP 3-7.0
轉型風險 Transition Risks	央行與監管機構綠色金融網絡（統稱為「NGFS」）「延遲轉型」、「2°C以下」、「政策維持現狀」 Network for Greening the Financial System ("NGFS") Delayed Transition, Below 2°C, Current Policies
理由 Rationale	• 所制定的情景參考了IPCC（物理風險）及NGFS（轉型風險） The scenarios developed take reference from IPCC (physical risks) and NGFS (transition risks) • 所選資料來源提供的時間範圍與我們策略規劃的時間範圍一致，且符合《巴黎協定》 The sources selected provide timeframes that align with strategic planning time horizon and the Paris Agreement

時間範圍
Time Horizon

短期 Short-term	2030年 2030
中期 Medium-term	2050年 2050
長期 Long-term	2080年 2080

相關性及假設
Relevance & Assumptions

- 於2025年進行分析，預計資產位置所在地將在上述時間範圍內保持不變
  Analysis was conducted in 2025. It was expected that the asset locations will remain the same over the time horizon (as stated above)
- 減緩措施將維持不變
  Mitigation measures will remain the same
- 物理風險：評估與氣候相關的天氣事件如何可能影響公司的資產和業務
  Physical risk: Assessed how climate-related weather events can possibly impact Company's asset and businesses
- 轉型風險：考慮碳價格、能源組合、電力容量、二氧化碳排放量等因素，以確定集團面臨的轉型風險
  Transition risk: Considered carbon price, energy mix, electricity capacity, CO_2 emission, etc. to determine the transition risk possess to the Group

此分析採用定性方法，旨在捕捉集團的細微特徵，深入洞察其策略、願景和企業文化。此分析方法能夠全面理解我們的營運和策略動態，從而更深入地探討其潛在的氣候相關風險和機遇。以下列出了不同氣候相關情景與時間範圍下，我們可能面臨的氣候相關風險和機遇的預期定性影響。風險與機遇等級均按照影響程度分為四個等級。

Qualitative analysis is adopted to captures the nuanced characteristics of the Group, offering insights into its strategy, vision and corporate culture. This analysis delivers a holistic understanding of our operational and strategic dynamics, enabling a more in-depth exploration of its potential climate-related risks and opportunities. The following outlines the estimated qualitative impact of the climate-related risks and opportunities we potentially face under different climate-related scenarios and timeframes. Both risks and opportunities are classified into four levels based on their degree of impact.

圖例 **Legend**

風險 Risk

- 極高 Extreme
- 高 High
- 中 Medium
- 低 Low

機遇 Opportunity

- 極高 Extreme
- 高 High
- 中 Medium
- 低 Low
- 不適用 Not applicable

物理風險評級 ***Physical Risk Rating***

物理風險 Physical Risk		SSP 1-2.6			SSP 2-4.5			SSP 3-7.0		
風險類別 Type of Risks	風險驅動因素 Risk Drivers	2030	2050	2080	2030	2050	2080	2030	2050	2080
急性物理風險 Acute Physical Risk	城市洪水 Urban flood	低	中	中	中	中	中	中	高	高
	沿海洪水 Coastal flood	低	中	中	中	中	中	中	高	高
	河流洪水 River flood	低	中	中	中	中	高	中	高	高
	山泥傾瀉 Landslide	低	中	中	中	中	中	中	高	高
	海嘯 Tsunami	中	高	高	高	高	高	高	極高	極高
	熱帶氣旋 Tropical Cyclone	低	中	中	中	中	高	中	高	高
	野火 Wildfire	低	中	中	中	中	中	中	高	高
	熱浪 Heat Waves	低	中	中	中	中	中	中	高	高
慢性物理風險 Chronic Physical Risk	海平面上升 Sea Level Rise	低	中	中	中	中	中	中	高	高
	熱壓力 Heat Stress	低	中	中	中	中	中	中	高	高
	乾旱 Drought	低	低	低	低	低	低	中	高	高
	水壓力 Water Stress	低	低	低	低	低	低	低	中	中
	降水量增加 Increased Precipitation	低	中	中	中	中	中	中	高	高
	水資源枯竭 Water Depletion	低	低	低	低	低	低	低	中	中

轉型風險評級 *Transitional Risk Rating*

轉型風險 Transition Risk		延遲轉型 Delayed Transition			2°C以下 Below 2°C			政策維持現狀 Current Policies		
風險類別 Type of Risks	風險驅動因素 Risk Drivers	2030	2050	2080	2030	2050	2080	2030	2050	2080
監管變化風險 Regulatory Change Risk	貿易限制和監管 Trade Restrictions and Regulation									
	政府監管 Government Regulation									
碳定價風險 Carbon Pricing Risk	限額與交易制度 Cap-and-trade System (one of the carbon pricing mechanism)									
擱淺資產風險 Stranded Assets Risk	資產擱淺 Asset Stranding									
市場混亂風險 Market Disruption Risk	動盪的市場結構 Volatile Market Structures									
	不斷變化的消費者偏好和行為 Changing Consumer Preferences and Behaviour									
融資風險 Financing Risks	現金流和融資能力 Cash Flow and Financing Availability									
技術變革風險 Technological Change Risk	技術過時 Technology Obsolescence									
	可持續能源整合挑戰 Sustainable Energy Integration Challenges									
供應鏈中斷風險 Supply Chain Disruption Risk	供應鏈復原力 Supply Chain Resilience									
勞動力轉型風險 Workforce Transition Risk	勞動力技能差距 Workforce Skill Gaps									

可考量機遇之評級 *Suggested Opportunity Rating*

風險驅動因素 Risk Drivers	可能的機遇 Possible Opportunities	機遇 Opportunities SSP 1-2.6	SSP 2-4.5	SSP 3-7.0	延遲轉型 Delayed Transition	2°C以下 Below 2°C	政策維持現狀 Current Policies
物理風險Physical Risk							
熱帶氣旋 Tropical Cyclone	– 投資可抵禦極端天氣事件的韌性基礎設施，例如雨水花園、透水鋪面、綠化屋頂等，以更好地管理雨水徑流，降低洪水風險 Invest in resilient infrastructure which can withstand extreme weather events e.g. rain gardens, permeable pavers, green roofs etc. to better manage stormwater runoff and reduce flooding risk						
熱壓力 Heat Stress	– 優化工作環境，提供遮陽區、適當的通風、補給站，以提高生產力 Optimise working envirnment, with shaded areas, proper ventilation, hydration station, so as to boost productivity – 利用遮陽裝置減少太陽熱能滲入室內，以降低冷負荷 Utilise shading device to reduce the solar heat penetration into the indoor areas to reduce cooling load – 使用空調改善室內熱舒適度時，應選擇高效能空調（如高效能系數），以降低能源使用量 When comes into usage of air conditioning to improve indoor thermal comfort, select high efficiency air conditioners (e.g. high coefficient of performance) to reduce energy use						
降水量增加 Increasing Precipitation	– 投資綠色基礎設施，將增加的降水量用於灌溉或補充地下水源等用途 Invest in green infrastructure facilities that utilise increased precipitation for purposes like irrigation, cooling systems, or replenishing groundwater sources						
轉型風險 Transition Risk							
限額與交易制度 Cap-and-Trade System	– 通過投資碳抵消項目創造新收入來源 Create new revenue streams by investing in carbon offset projects						
可持續能源整合挑戰 Sustainable Energy Integration	– 增加可再生能源的採用 Increasing adoption of renewable energy						
政府監管 Government Regulation	– 創造一個方向明確、目標清晰、穩定且可預測的市場環境 Create a stable and predictable market environment with clear direction and targets						
公司聲譽 Company Reputation	– 隨著可持續發展日益成為重要議題，那些無法轉型至可持續商業模式的公司，可能成為投資者關注氣候相關風險時加強審查和施壓的對象。投資者在制定投資決策和投資組合管理策略時，越來越傾向於將環境表現和減排目標納入考量。當公司更有能力向低碳經濟轉型，可能有助於提升其聲譽並吸引更多投資者 As sustainability becomes increasingly priority, company that are unable to transition towards more sustainable business practices and significantly lower their greenhouse gas emissions may become the target of heightened scrutiny and activism from investors concerned about climate-related risks. Investors are increasingly factoring in environmental performance and emissions reduction targets into their investment decisions and portfolio management strategies. The ability of better transitioning into low-carbon economy may boost company's reputation and attract more investments.						

根據分析，我們目前的業務和可持續發展策略能管理已識別的風險，並能在向低碳經濟轉型過程中把握已識別的機遇。以下列出了高風險氣候相關物理風險和轉型風險對我們的具體影響和重要性，以及我們為應對這些風險所採取的應對措施。此外，以下還說明氣候相關機遇與我們的關係及其重要性。

Based on the analysis, our current business and sustainability strategies will allow us to manage the identified risks and capture the identified opportunities during the transition to a low-carbon economy. The following presents the specific impact and significance of the high-risk climate-related physical and transition risks to us, alongside the response measures we have put in place to address them. Additionally, the following explains how the climate-related opportunities are relevant and their importance to us.

氣候相關物理風險
Climate-related Physical Risks

風險類型 **Type of Risks**	**風險因素** **Risk Drivers**
急性 Acute	海嘯 Tsunami

對集團的影響及重要性：
Impacts and Significance to the Group:

雖然海嘯並非氣候變化的直接結果，但氣候變化導致的海平面上升會推高基準海平面，從而加劇海嘯的衝擊高度和淹沒範圍。鑑於集團擁有大量位處沿海地區以及海嘯易發地區的業務（例如在日本的酒店業務），此項風險對集團而言尤其重要。

Although tsunamis are not a direct result of climate change, the phenomenon of climate change-induced sea level rise increases baseline ocean levels, which can amplify the height and inundation range of tsunami surges. This is particularly significant for the Group, given that the Group has a significant number of businesses located in coastal areas and regions prone to tsunamis, such as the hotel operations in Japan.

氣候變化加劇海嘯的嚴重程度，為集團帶來多項風險，包括財產損失、業務和電力中斷、營運受限、供應鏈中斷以及員工人身安全風險。此類事件可能導致大量資本支出用於修復、重建或更換受損的沿海資產，而長期的營運中斷則可能導致顯著的收入損失。由於海嘯可能引發災難性的連鎖反應，因此該風險對集團而言尤其高。這些潛在影響凸顯落實完善的風險管理及緩解策略的重要性，以保障本集團的營運及員工安全。

Climate change exacerbating the severity of tsunamis poses several risks to the Group, including property damage, business and power interruptions, restricted access to operations, supply chain disruptions, and personal risks to employees. Such events could lead to substantial capital expenditure for the repair, reconstruction or replacement of damaged coastal assets, while prolonged business interruption may result in significant revenue loss. Given that tsunamis can trigger catastrophic and cascading impacts, this risk is deemed particularly high for the Group. These potential impacts highlight the importance of robust risk management and mitigation strategies to safeguard our operations and workforce.

我們的應對措施：
Our Responses:

我們已制定緊急應變計畫，並定期進行演練，同時優化現行設施管理模式，以確保應變計劃能順利並有效執行。這增強了集團應對此類事件的準備能力，最大程度地減少對集團的潛在影響，降低財產損失和員工人身安全風險。

We have established an emergency contingency plan, and conducted regular drills and performed upgrade in current facility management model to ensure smooth execution and effectiveness of the contingency plan. This enhances the Group's preparedness for such climate-change-amplifying events to minimise potential impact on the Group, reducing the risk of property damage and employee personal safety.

此外，我們購買了辦公室和車輛保險，以減少集團因財產損毀帶來的財務損失。辦公室保險主要包括僱員補償保險及固定資產保險。透過上述措施及保險安排，本集團得以有效抵禦財產損毀及員工人身安全相關風險。

Office and vehicle insurances have also been purchased to reduce the Group's financial loss from property damage. Office insurance mainly consists of employees' compensation and fixed asset insurance. The above measures and insurances protect the Group from property damage and employee personal risk.

氣候相關物理風險
Climate-related Physical Risks

風險類型 **Type of Risks**	**風險因素** **Risk Drivers**
急性 Acute	熱帶氣旋 Tropical Cyclone

對集團的影響及重要性：
Impacts and Significance to the Group:

熱帶氣旋可能帶來劇烈狂風、暴雨、巨浪，部分情況下更會引發具破壞性的風暴潮及沿海水浸。氣候模型預測顯示，受熱帶氣旋強度與頻率持續上升的影響，預計此類天氣事件每年造成的損失規模將顯著地持續加劇。
Tropical cyclones could bring very violent winds, torrential rain, high waves and, in some cases, very destructive storm surges and coastal flooding. Climate projections indicate that the magnitude of annual expected damage from tropical cyclones will continue to amplify significantly over time, driven by the increasing intensity and frequency of such events.

本集團位於沖繩的酒店曾因熱帶氣旋而發生電力中斷，部分旅行團亦曾受熱帶氣旋影響而延遲出發。隨著熱帶氣旋預計造成的破壞加劇，本集團的酒店及旅遊業務營運將會受直接干擾，包括酒店可能暫時停業，以及旅遊行程延誤，這可能導致入住率下降、預訂取消，引致收入下降。此外，本集團或需投入額外資本開支，用於修復受風暴破壞的資產。
The Group's hotel in Okinawa has previously experienced power interruptions due to tropical cyclones, and some of our tour groups have also been impacted by tropical cyclones, resulting in delayed departures. While damages brought by tropical cyclones are expected to intensify, this would directly disrupt the Group's hotel and travel operations. Such disruptions include potential temporary closures of the hotel, and delays in tour operations, which may lead to revenue drop from reduced occupancy rates and cancelled bookings. Additionally, the Group may need extra capital expenditure for repairing storm-damaged property.

我們的應對措施：
Our Responses:

當熱帶氣旋等極端天氣事件發生時，本集團會持續監測氣象資訊，並及時跟進政府發布的相關公告。
When extreme weather events such as tropical cyclone occur, the Group continuously monitors the meteorological information, following the Government announcements in a timely manner.

本集團已啟動天氣預報及交通狀況監測機制，一旦預計有熱帶氣旋來襲，將立即通知相關團隊擬定彈性替代行程及應變計劃。同時，本集團會與當地地接分享應變計劃，釐清極端天氣事件期間的溝通渠道、職責分工，以及客戶住宿安排。此外，本集團目前正積極開發具氣候變化適應力的旅遊產品，致力於設計更多對天氣敏感度較低或依賴度較少的旅遊項目。
The Group has initiated weather forecast and traffic condition monitoring, and would notify relevant teams to prepare alternative flexible itineraries and contingency plans in case of tropical cyclone. The Group would share contingency plans with local ground handlers, clarifying communication channels, responsibilities and client accommodation arrangements during extreme weather events. The Group is currently developing climate-adaptive tourism products and striving to design more weather-insensitive or less weather-dependent tourism offerings.

日本酒店的營運團隊已落實緊急應變程序，並定期舉行演練，以提升應對極端天氣事件的能力。酒店已制定《停電應對手冊》，確保業務持續運作及住客安全。同時，酒店備有緊急發電設備，可於停電時投入使用。
The Japan hotel operation team has implemented emergency response procedure and conducts regular drills to combat extreme weather events. The hotels have developed a power failure response manual to ensure business continuity and hotel guests' safety. Emergency power generation equipment is also available for use in the event of a power cut.

氣候相關物理風險
Climate-related Physical Risks

風險類型 **Type of Risks**	**風險因素** **Risk Drivers**
急性 Acute	河流洪水 River flood

對集團的影響及重要性：
Impacts and Significance to the Group:

河流洪水是指河流水位超過其承載能力，導致河水泛濫至周邊土地的現象，可能對河流沿線造成重大損失。氣候模型預測顯示，情景分析涵蓋的區域河流洪水的發生頻率及嚴重程度將會增加。河流洪水帶來的影響包括財產損失、業務中斷、停電、交通受阻、供應商中斷、員工人身安全風險。這或會影響我們的財務表現，包括財產修復及重建費用、緊急應變成本以及保險費用增加、因業務長期中斷造成的收入損失、以及供應商中斷帶來的額外支出。

River flooding occurs when the water level in a river exceeds its capacity, causing it to overflow onto surrounding land. It can result in significant damage along the river's path. Climate model predictions indicate that the frequency and severity of river flooding will increase in the regions covered by the scenario analysis. The impacts of river flooding include property damage, business interruption, power outages, transportation disruptions, supplier disruptions, and risks to employee safety. This may affect our financial performance, including increase in property repair and reconstruction costs, emergency response costs and insurance premiums, revenue lost due to prolonged business disruptions, and additional expenses due to supplier disruptions.

我們的應對措施：
Our Responses:

本集團已制定相關應對措施，以提升營運韌性，並在遭遇洪水等惡劣天氣時最大限度地減少財產損失。當極端天氣事件發生時，本集團會持續監測氣象資訊，並及時跟進政府發布的相關公告。同時，本集團亦制定了應對極端天氣或緊急情況的緊急應變計劃。此外，我們已建立跨區域的供應鏈網絡，以便在有需要時部署替代安排，降低供應鏈中斷帶來的影響。

The Group has set up measures in place to enhance the resilience of its operations and minimise physical damage to its property in the event of adverse weather conditions such as flooding. When extreme weather events occur, the Group will continuously monitor the meteorological information and follow the Government announcements in a timely manner. The Group also implements contingency plans for extreme weather or emergency conditions. We also establish multi-regional supply networks so as to deploy alternative arrangements if necessary, reducing the impacts of supply chain disruption.

氣候相關轉型風險
Climate-related Transition Risks

風險類型 **Type of Risks**	**風險因素** **Risk Drivers**
監管變化風險 Regulatory Change Risk	貿易限制與監管 及 政府監管 Trade Restrictions and Regulation & Government Regulation

對集團的影響及重要性：
Impacts and Significance to the Group:

全球向低碳經濟轉型可能推動地方監管政策的調整，進而影響企業。在缺乏切實可行的低碳替代方案的情況下，碳定價機制的改變，例如提高碳稅或引入更嚴格的排放交易機制，可能導致監管政策的調整。氣候相關政策預測表明，在全球減碳目標的推動下，此類監管政策的調整將逐漸變得更為嚴格，為旅遊及酒店業企業帶來更大的合規壓力，並增加監管不明朗因素。

The global transition towards a low carbon economy can drive local regulatory shifts that may impact companies. Climate-related policy projections indicate that such regulatory changes will become increasingly strict over time, driven by global decarbonisation goals, leading to greater compliance pressure and regulatory uncertainty for companies in the tourism and hospitality sector.

本集團的核心業務包括酒店、旅遊車隊營運和旅遊服務，均涉及能源消耗及碳排放，因此，集團將可能受到這些政策調整的影響。從長遠來看，集團或需面對更嚴格的車輛廢氣排放標準、徵收碳稅，以及新增的可持續營運合規要求。碳定價、為滿足新標準而進行的營運調整，都可能推高營運成本，導致成本增加，造成收入下降。此外，本集團或需投入額外資本性開支進行設施升級，例如為酒店開展節能改造、將旅遊車隊更換為電動車輛等，以符合不斷變化的低碳監管規定。

The Group's core businesses include hotels, tour fleet operations and tourism services, all of which involve energy consumption and carbon emissions. Therefore, the Group will be potentially affected by these policy adjustments. The Group may face stricter emissions standards for its vehicles, carbon tax, and new compliance requirements for sustainable operations in the long term. This may rise the operational costs from carbon pricing and the need for operational adjustments to meet new standards, which may in turn lead to revenue reduction from increased costs. Additionally, the Group may need extra capital expenditure to upgrade facilities, such as hotel energy-saving renovations, transitioning to electric tour vehicles, to comply with evolving low-carbon regulations.

我們的應對措施：
Our Responses:

本集團致力於轉型為低碳營運模式，已採取多項措施降低電力消耗，例如在辦公室安裝節能照明設備，以及將辦公室的定頻空調更換為變頻空調。集團已在其酒店和業務營運採用更潔淨的都市瓦斯，有效降低營運過程中的碳排放。此外，集團計劃未來投入更多資源採購電動車輛，以逐步取代現有的燃油汽車。

Striving to transform itself into a low carbon operation, the Group has implemented various measures to reduce electricity consumption, such as installing energy-efficient lighting in offices and replacing fixed-frequency air conditioners in offices with inverter air conditioners. City gas has been adopted by the Group as a cleaner energy source in its hotels and business operations, effectively reducing carbon emissions. The Group is also planning to invest more resources in purchasing electric vehicles to replace the old fossil fuel vehicles in the future.

本集團設有完善的ESG管治架構，負責監督集團內部ESG政策的執行、指導各項ESG措施落實，並定期向董事會匯報可持續發展目標的進展。本集團將可持續業務發展列為優先事項，並將氣候相關議題及ESG元素納入長期業務策略規劃。

The Group has a robust ESG governance structure to oversee the execution of ESG policies within the Group, supervise the implementation of ESG measures and report the progress of sustainability targets to the Board. The Group puts sustainable business development as priority and incorporates climate-related issues and ESG elements into its long-term business strategic planning.

氣候相關轉型風險
Climate-related Transition Risks

風險類型
Type of Risks
市場混亂風險
Market Disruption Risk

風險因素
Risk Drivers
不斷變化的消費者偏好和行為
Changing Consumer Preferences and Behaviour

對集團的影響及重要性：
Impacts and Significance to the Group:
隨著大眾對可持續發展意識的提升，消費者愈發重視環保保護，並將可持續發展理念融入其消費選擇。長遠而言，消費者對旅遊、酒店行業的可持續產品與服務需求持續上升，例如綠色住宿、生態旅遊和低碳旅遊，將推動旅遊市場向低碳轉型。如果未能及時響應這些消費者偏好與市場需求的變化，將削弱我們在旅遊行業的競爭力，並可能導致收入減少。
With increasing public awareness of sustainable development, consumers are placing greater emphasis on environmental protection and integrating sustainable development concepts into their consumption choices. In the long term, consumer demand for sustainable products and services in the tourism and hospitality industries will continue to rise, such as green accommodation, ecotourism, and low-carbon tourism, driving the tourism market towards a low-carbon transformation. Failure to respond promptly to these changes in consumer preferences and market demands will weaken our competitiveness in the tourism industry and may lead to reduced revenue.

我們的應對措施：
Our Responses:
集團已在其酒店和業務營運採用更潔淨的都市瓦斯能源，有效降低碳排放。同時，本集團積極開發多元化旅遊產品，藉此向更可持續的供應商採購，推動低碳轉型。我們亦繼續推動並開發「綠色旅遊」產品，例如推出春季賞櫻、秋季賞楓主題的「彈性日期」產品，以及推廣以鐵路為主幹或鄰近地區的旅遊路線，藉此減少碳排放。我們將繼續投入資源推動可持續營運，加強與環保供應商的合作，並密切監察市場趨勢，以確保我們的產品和服務符合不斷變化的消費者偏好，同時為推動旅遊業的可持續發展貢獻力量。
The Group has adopted city gas as a cleaner energy source in its hotels and operations, effectively reducing its carbon emissions. The Group has developed diversified tourism products, thereby allowing the Group to source from more sustainable suppliers and promote low carbon transitioning. We also continue to promote and develop "green tourism" products, such as launching "flexible date" products themed around cherry blossom viewing in spring and maple viewing in autumn, as well as promoting tourism routes based on railways or nearby areas, thereby reducing carbon emissions. We will continue to invest resources in sustainable operations, enhance our partnerships with eco-friendly suppliers, and closely monitor market trends to ensure that our offerings align with evolving consumer preferences and contribute to a more sustainable tourism industry.

氣候相關轉型風險
Climate-related Transition Risks

風險類型
Type of Risks
供應鏈中斷風險
Supply Chain Disruption Risk

風險因素
Risk Drivers
供應鏈韌性
Supply Chain Resilience

對集團的影響及重要性：
Impacts and Significance to the Group:
全球向低碳能源結構轉型會影響供應鏈，並影響關鍵物料及部件的成本及供應。供應鏈瓶頸、價格波動以及特定產品和服務的短缺，例如依賴可持續航空燃料的航空運輸服務，都可能干擾我們的營運，推高生產成本，並導致收入減少。
The global transition to a low-carbon energy mix impacts supply chains, affecting the cost and availability of critical materials and components. Supply chain bottlenecks, price volatility, and shortages of specific products and services, such as air transportation services reliant on sustainable aviation fuel, can disrupt our operations, raise our production costs and lead to diminished revenue.

低碳轉型也對集團的供應鏈韌性構成挑戰。為實現可持續發展目標，集團長遠而言需要採用全新的可持續採購流程，並與低碳供應商建立合作關係。這種轉變可能導致供應鏈暫時中斷，並帶來交付不可靠、品質不達標以及新供應商產能不足的風險。這些問題可能會阻礙日常運營，並導致收入下降。
The low-carbon transition also challenges the Group's supply chain resilience. To meet sustainability goals, the Group will need to adopt new sustainable procurement processes and partner with low-carbon suppliers in the long term. This shift may cause temporary supply chain disruptions, and introduces risks of unreliable deliveries, substandard quality and insufficient capacity from new suppliers. These issues could hinder daily operations and result in revenue reduction.

我們的應對措施：
Our Responses:
本集團已將氣候韌性納入供應商評估標準，並開發了多元化的旅遊產品，以降低供應鏈中斷風險。我們亦為供應商進行年度評估，將氣候韌性納入供應商評估準則，包括考慮其是否備有業務連續性計劃、強健環境管理系統（如獲得綠色認證的酒店、採用環保車輛的地接）。我們將優先與具備更強氣候韌性的供應商建立長期合作關係。
The Group has incorporated climate resilience into supplier assessment criteria and developed diversified tourism products to mitigate disruption risks within the supply chain. We also conduct annual assessments of our suppliers, incorporating climate resilience into supplier assessment criteria, for instance considering whether they have business continuity plans, robust environmental management systems (such as hotels with green certifications or local tour operators using environmentally friendly vehicles). We will prioritise establishing long-term partnerships with suppliers that demonstrate stronger climate resilience.

氣候相關機遇
Climate-related Opportunities

機遇類型
Type of Opportunities
作好應對物理風險的準備
Be Prepared for Addressing Physical Risks

對集團的影響及重要性：
Impacts and Significance to the Group:
如上文所述，氣候變化導致熱帶氣旋和高溫等極端天氣事件增多，不僅對集團的營運構成潛在威脅，也帶來相應的氣候相關機遇。透過有針對性的措施積極應對這些自然風險，有助於集團提升營運韌性，創造多重價值。
As stated in the above sections, climate change has led to an increase in extreme weather events such as tropical cyclones and heat stress, which not only pose potential threats to the Group's operations but also bring corresponding climate-related opportunities. Proactively responding to these physical risks through targeted measures can help the Group enhance operational resilience and create multiple values.

這些措施可降低極端天氣導致的營運中斷風險，改善員工福祉及生產力。在財務方面，可降低災害維修及保養成本、減少能源支出，並提升整體營運效率，透過確保業務營運穩定性，帶動潛在的收入增長。
They reduce the risk of operational disruptions caused by extreme weather and improve employee well-being and productivity. Financially, they lower disaster repair and maintenance costs, reduce energy expenditure, and improve overall operational efficiency, which in turn can drive potential revenue growth by ensuring stable business operations.

機遇類型
Type of Opportunities
可持續能源整合
Sustainable Energy Integration

對集團的影響及重要性：
Impacts and Significance to the Group:
在全球低碳轉型及節能減排愈趨受到重視下，可持續能源整合已成為本集團應對氣候變化的關鍵機遇，與本集團的長期營運穩定性、成本控制及可持續發展目標息息相關。
Against the backdrop of global low-carbon transition and increasing emphasis on energy conservation and emission reduction, sustainable energy integration has become a key climate-related opportunity for the Group, which is closely linked to the Group's long-term operational stability, cost control and sustainable development goals.

整合不僅符合全球低碳發展趨勢，亦回應了本集團營運所在地區的能源結構調整政策，為本集團的合規營運及品牌形象建設奠定堅實基礎。儘管可再生能源設備及改造可能需要初始投資，但可持續能源穩定且低成本的特點，能有效降低本集團的長期能源支出，提升成本控制能力及財務韌性。
This integration not only aligns with the global trend of low-carbon development but also responds to the energy structure adjustment policies of the regions where the Group operates, laying a solid foundation for the Group's compliance operation and brand image building. Although there may be initial investment in renewable energy equipment and transformation, the stable and low-cost characteristics of sustainable energy can effectively reduce the Group's long-term energy expenditure, improve cost control capabilities and financial resilience.

氣候相關機遇
Climate-related Opportunities

機遇類型
Type of Opportunities
遵循政府法規
Government Regulation Compliance

對集團的影響及重要性：
Impacts and Significance to the Group:
隨著全球各國政府加強與氣候相關的法規，將本集團的氣候相關策略與國家或地區策略保持一致，並積極回應法規變動，已成為緩解法律及訴訟風險、實現可持續發展的重要機遇。
As governments around the world strengthen climate-related regulations, aligning the Group's climate-related strategies with national or regional strategies and proactively responding to regulatory changes have become important opportunities to mitigate legal and litigation risks and achieve sustainable development.

持續關注本集團營運所在地政府發布的最新法規，並制定相應的應對措施，可幫助本集團規避因不合規而產生的訴訟、罰款及營運中斷等風險。主動遵循法規要求亦有助於本集團平穩推進低碳轉型，適應日益嚴緊的監管環境。此可降低法律及合規風險，使本集團建立更具韌性且可持續的營運體系。透過規避潛在罰款及營運中斷，本集團可防範財務損失，從而確保財務業績的穩定性。
Continuously paying attention to the latest regulations issued by the governments where the Group operates and establishing corresponding response measures can help the Group avoid risks such as litigation, fines, and operational interruptions caused by non-compliance. Proactively aligning with regulatory requirements also helps the Group smoothly promote low-carbon transformation and adapt to the increasingly tight regulatory environment. This approach reduces legal and compliance risks, enabling the Group to establish a more resilient and sustainable operational system. By avoiding potential fines and operational interruptions, the Group can safeguard against financial losses, thereby ensuring the stability of its financial performance.

機遇類型
Type of Opportunities
透過低碳轉型提升聲譽
Reputation Enhancement Through Low-Carbon Transformation

對集團的影響及重要性：
Impacts and Significance to the Group:
隨著全球消費者環保意識的提升，越來越多消費者傾向選擇低碳、環保的產品與服務，使得與氣候行動相關的企業聲譽成為重要的競爭優勢。
With the rising awareness of environmental protection among global consumers, more consumers tend to choose low-carbon and environmentally friendly products and services, making corporate reputation related to climate action an important competitive advantage.

積極應對氣候變化、推動低碳轉型，有助於本集團塑造負責任的企業形象，增強客戶對品牌的信任與認同，鞏固長期競爭力及集團聲譽。透過推出符合市場需求的綠色產品及服務，本集團可更好地迎合低碳導向客戶的消費偏好，在競爭激烈的市場中脫穎而出。這有望帶動銷售增長，提升整體財務韌性，吸引潛在業務合作夥伴，擴大客戶基礎，推動業務持續增長，最終提升本集團的利潤。
Proactively responding to climate change and promoting low-carbon transformation help the Group build a responsible corporate image, enhance customer trust and recognition in the brand, and consolidate its long-term competitiveness and reputation. By launching green products and services that meet market demand, the Group can better cater to the consumption preferences of low-carbon-oriented customers and stand out in the competitive market. This is likely to drive sales growth, enhance overall financial resilience, attract potential business partnerships, broaden customer bases, and contribute to continuous business growth, ultimately increasing the Group's profits.

氣候相關財務披露[22,23]

本集團已於本報告期內撥付財務資源用於ESG諮詢服務和購買保險，重點強化氣候相關風險與機遇的識別、評估及管理能力，有效提升了集團氣候策略制定的專業性與前瞻性，並支持集團積極應對氣候相關影響。另外，受颱風及惡劣天氣影響，報告期內的少部分行程須作出調整或取消。我們亦已將此類事件識別為氣候相關風險之一，並已制定相應的應對措施，以持續提升業務營運的氣候韌性。詳情請參閱「了解和應對我們的氣候相關風險和機遇」及「氣候韌性」章節。

本集團正在制定氣候相關行動工作計劃，預計資本部署將隨著策略規劃的進展而逐步優化和增加。本集團將參考第三方顧問的氣候風險評估結果，並與本集團ESG委員會進行討論，深入探討了本集團可採取的氣候風險減緩措施，以及如何把握低碳轉型帶來的市場機遇。本集團其後將根據顧問的建議和本集團的業務發展需求，逐步規劃並實施相關措施和部署所需的資源，以不斷增強其氣候韌性。在短期、中期和長期內，我們具備足夠的能力來調整我們的策略和商業模式，包括充足的財務資源、人力和知識，以應對氣候變化所帶來的風險和機遇。

Climate-related Financial Disclosure[22,23]

During the Reporting Period, the Group has allocated financial resources to ESG advisory services and insurance purchases, focusing on enhancing its capabilities to identify, assess and manage climate-related risks and opportunities. This has effectively elevated the professionalism and forward-looking nature of the Group's climate strategy formulation and supported the Group in proactively addressing climate-related impacts. Additionally, due to typhoons and severe weather, a small portion of our tours during the Reporting Period had to be adjusted or cancelled. We have identified these events as one of the climate-related risks and implemented corresponding mitigation measures to continuously strengthen the climate resilience of our operations. For more details, please refer to the sections "Understanding and Managing Our Climate-Related Risks and Opportunities" and "Climate Resilience".

The Group is developing a work plan for its climate-related action, and anticipated capital deployment will be progressively optimised and increased as the strategic planning advances. The Group will refer to the climate risk assessment results of third-party consultant and discuss with the Group's ESG Committee to explore in depth the climate risk mitigation measures that the Group can take and how to seize market opportunities brought about by the low-carbon transition. The Group will subsequently plan and implement relevant measures and deploy the necessary resources gradually based on the consultant's recommendations and the Group's business development needs to continuously enhance its climate resilience. In the short-, medium-, and long-term, we have sufficient capacity to adjust our strategies and business models, including adequate financial resources, human resources and knowledge, to address the risks and opportunities brought about by climate change.

22 本報告已披露與氣候相關的定性財務影響。關於量化預期財務影響披露，本集團採用能力寬免和財務影響寬免。本集團尚未披露與氣候相關的量化財務影響。本集團將於未來考慮進一步完善我們的披露。關於當前財務影響的量化資料，基於保密限制，暫未披露。

23 針對已識別的氣候相關風險與機遇，本集團預期在下一個年度報告期內，不會對相關財務報表中列報的資產及負債賬面金額作出重大調整。

22 Qualitative financial effect information is disclosed in this Report. Capabilities Relief and Financial Effects Relief are adopted for the quantification of anticipated financial effects. The Group has yet to disclose the climate-related anticipated financial effects quantitatively. We will consider enhancing our disclosures in the future. Regarding quantitative information of current financial effect, it is not disclosed due to confidentiality constraints.

23 There is no material adjustment to the carrying amounts of assets and liabilities reported in the related financial statements is anticipated within the next annual reporting period for the climate-related risks and opportunities identified.

指標及目標[24,25,26]

本集團的氣候相關指標及目標，具策略性地植根於旗下旅遊及酒店業務中推進低碳發展的堅定不移的承諾，同時與全球氣候行動框架保持一致，並配合各地不斷更新的法規要求。

溫室氣體排放數據

我們的溫室氣體排放計量方法遵循國際標準和指引。我們每年審查和更新溫室氣體排放的計量方法，包括排放因子和計算公式。與上一年相比，溫室氣體排放計量所使用的方法、輸入資料或假設沒有重大變更。

METRICS AND TARGETS[24,25,26]

The Group's climate-related metrics and targets are strategically anchored in its unwavering commitment to advancing low-carbon development across its travel and hotel operations, while aligning with global climate action frameworks and evolving local regulatory requirements.

Greenhouse Gas Emissions Data

Our GHG emissions calculation methodology adheres to international standards and guidelines. The GHG emissions quantification approach, such as the emission factors and calculation formula, is reviewed and updated annually. Compared to the previous year, there have been no significant changes to the methodologies, input data or assumptions employed in GHG emission calculations.

所使用的標準 **Standards Used**	《溫室氣體核算體系：企業核算與報告標準》 GHG Protocol Corporate Accounting and Reporting Standard 《溫室氣體核算體系：範圍2技術指引》 GHG Protocol: Scope 2 Guidance 《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準》 GHG Protocol Value Chain (Scope 3) Accounting and Reporting Standard
計量方法 **Consolidation Approach**	營運控制權 Operational control
輸入資料 **Inputs**	透過查閱營運資料及數據 Reviewing operational data and information
營運邊界 **Operational Boundary**	與本報告的報告邊界一致 Consistent with the reporting boundaries of this report

24 在報告期間，本集團尚未用在決策過程中採用碳定價、尚未將氣候相關考慮因素納入薪酬政策、尚未使用或計劃使用碳信用。本集團在報告期間所披露的資訊中尚未包含行業指標。

25 關於氣候相關轉型風險、氣候相關物理風險、氣候相關機遇之跨行業指標，本集團在報告期內採用合理資料寬免。本集團正在審視氣候相關的財務影響，並將在未來提供可量化的資料，包括面臨風險的資產或業務活動的金額及百分比。

26 本報告「氣候相關財務披露」部分概述了目前用於應對氣候相關風險和機會的資本配置。基於保密限制，量化資料暫未披露。

24 The Group has yet to apply a carbon price in decision-making, factor climate-related considerations into remuneration policy, and use or plan to use carbon credits during the Reporting Period. The Group has yet to include industry-based metrics in our disclosure of the Reporting Period.

25 Regarding cross-industry metrics on physical risks, transition risks and opportunities, the Group adopted Reasonable Information Relief during the Reporting Period. The Group is reviewing the climate-related financial impacts and will provide quantifiable information in the future, including the amount and percentage of assets or business activities at risk.

26 The capital deployment towards climate-related risks and opportunities are outlined in the "Climate-related Financial Disclosure" section in this Report. Quantifiable information is not disclosed due to confidentiality constraints.

本集團的直接溫室氣體排放(範圍一)主要產生自交通運輸過程中化石燃料的消耗,而間接溫室氣體排放(範圍二)則主要來自辦公室、酒店和其他工作場所的電力使用。於報告期間,我們優化了溫室氣體排放披露,納入範圍三的溫室氣體排放[27],相關的範圍三排放類別詳列如下。

The Group's direct GHG emissions (Scope 1) were mainly from fossil fuel consumption in transportation. Indirect GHG emissions (Scope 2) were mainly from electricity consumption in our offices, hotels and other working premises of the Group. During the Reporting Period, we enhanced our GHG emissions disclosure to include Scope 3 GHG emissions[27]. The relevant Scope 3 emission categories are detailed below.

範圍三類別 Scope 3 Categories	適用性 Applicability	與本集團的相關性 Relevance to the Group
類別一:購買的商品和服務 Category 1: Purchased Goods and Services	是 Yes	本集團所採購的商品和服務(例如用於旅遊及酒店營運的產品及服務、辦公用品)的提取、生產及運輸相關的排放量 Emissions associated with the extraction, production, and transportation of goods and services purchased by the Group, such as products and services for our travel and hotel operation, and office supplies
類別二:資本貨品 Category 2: Capital Goods	是 Yes	本集團所採購資本貨品(例如公司車輛、機械、電腦系統及設備)的提取、生產及運輸相關的排放量 Emissions associated with the extraction, production, and transportation of capital goods purchased by the Group, such as company vehicles, machinery, computer systems and equipment
類別三:燃料和能源相關活動(未納入範圍一及範圍二) Category 3: Fuel-and Energy-related Activities (not included in scope 1 or scope 2)	是 Yes	本集團所購買的燃料及能源之未納入範圍一及範圍二的開採、生產及運輸相關排放量,包括所採購燃料及電力的上游排放量 Emissions associated with the extraction, production, and transportation of fuels and energy purchased by the Group not accounted for in Scope 1 and 2, including upstream emissions of purchased fuels and electricity

27 本集團已披露範圍三類別一至七的溫室氣體排放數據,其餘類別因數據收集限制暫未披露。本集團在報告期內採用合理資料寬免。本集團將持續優化其數據收集系統,並加強與價值鏈夥伴溝通,以提升數據收集的完整性。另外,由於集團業務不涉及將中間產品出售予其他公司進行進一步加工以製成可供消費者使用的最終產品,亦未有出租公司資產給其他實體 (未納入在範圍一或二溫室氣體的計算中),因此範圍三類別十「銷售產品的加工」及類別十三「下游租賃資產」並不適用於本集團。

27 The Group has disclosed Scope 3 emissions comprising categories 1 to 7, and the remaining Scope 3 categories were not disclosed in the Reporting Period due to data collection difficulties. The Group adopted Reasonable Information Relief during the Reporting Period. The Group will continue to refine its data collection system and communication with its value chain stakeholders to enhance its data collection. Furthermore, since the Group's business does not involve selling intermediate products to other companies for further processing into final products available for consumer use, nor does it lease company assets to other entities (which are not included in the calculation of greenhouse gases in Scope 1 or 2), Scope 3, Category 10 "Processing of Products for Sale" and Category 13 "Downstream Leased Assets" are not applicable to the Group.

範圍三類別 Scope 3 Categories	適用性 Applicability	與本集團的相關性 Relevance to the Group
類別四：上游運輸和配送 Category 4: Upstream Transportation and Distribution	是 Yes	本集團所採購的商品和服務之上游運輸及分銷的部分排放量可根據可用資料進行記錄。剩餘排放量已納入類別一的排放量。此外，本集團沒有製造業務，因此沒有採購用於分銷自產貨品的運輸服務 Emissions associated with the transportation and distribution of products purchased by the Group can be partially recorded with available data. Remaining emissions from the upstream transportation and distribution of purchased goods are included in Category 1. Additionally, the Group has no manufacturing operations and therefore does not purchase transportation services for distributing self-produced goods
類別五：營運中產生的廢棄物 Category 5: Waste Generated in Operations	是 Yes	第三方處置及處理本集團在營運過程中產生的廢棄物（包括有害廢棄物、生活廢棄物及污水在內）的相關的排放量 Emissions associated with the third-party disposal and treatment of waste generated from our operations, including hazardous waste, domestic waste and wastewater
類別六：商務差旅 Category 6: Business Travel	是 Yes	員工商務活動所涉及的交通運輸相關的排放量 Emissions associated with transportation of employees for business-related activities
類別七：員工通勤 Category 7: Employee Commuting	是 Yes	員工使用並非由本集團擁有或營運的交通工具通勤（即從住所來往工作地點）相關的排放量 Emissions associated with transportation of employee commuting between their homes and their worksites in modes of transportation not owned or operated by the Group

本集團於報告期內的溫室氣體總排放量和排放密度如下表所示：

During the Reporting Period, the total GHG emissions and emission intensity are listed as below:

溫室氣體排放[28,29] GHG Emissions[28,29]	單位 Unit	2025	2024[30]	百分比變動 % of Change
範圍一和範圍二 **Scope 1 and Scope 2**				
範圍一[31] Scope 1[31]	公噸二氧化碳當量 tonnes CO_2-equivalent	739.49	792.66	–6.7%
範圍二[32] Scope 2[32]	公噸二氧化碳當量 tonnes CO_2-equivalent	913.35	959.43	–4.8%
範圍一和範圍二排放 Scope 1 and Scope 2 Emissions	公噸二氧化碳當量 tonnes CO_2-equivalent	1,652.84	1,752.09	–5.7%
範圍一和範圍二排放密度 Scope 1 and Scope 2 Emission Intensity	公噸二氧化碳當量／百萬港元收入[33] tonnes CO_2-equivalent/million HKD revenue[33]	1.09	1.07	+1.9%

28 數據基於四捨五入原則披露，總計未必為所示數字的準確總和。

29 數據涵蓋本集團於香港、澳門、中國內地及日本業務場所的直接和間接溫室氣體排放。

30 由於收集的數據有所更新，2024財政年度的數據已重列。

31 範圍一：由本集團擁有或控制的業務營運直接產生的排放，包括固定源及移動源燃料中產生的排放，以及釋出的逃逸性氣體。相應排放量的計算方法和計算中使用的排放因子參考聯交所發布之《附錄二：環境關鍵績效指標匯報指引》、國際能源總署發布的《石油資訊：資料庫文件》、政府間氣候變遷專門委員會(IPCC)發布的《第六次評估報告(AR6)》、日本汽車研究所發布之《汽車廢氣排放的相關對策手冊》以及日本環境省發布之《國家溫室氣體清冊報告》。

32 範圍二：由本集團內部消耗外購電力所引致的「間接能源」排放。排放量採用地域為基準方法計算。相應排放量的計算方法和計算中使用的排放因子參考《中華電力可持續發展報告2024》、《澳電可持續發展報告2024》、日本經濟產業省資源能源廳發布的排放係數以及中華人民共和國生態環境部發布之《2022年電力二氧化碳排放因子》。

33 本集團於2024財政年度及2025財政年度的總收入分別約1,632.532百萬港元及約1,511.904百萬港元。

28 Totals may not be the exact sum of numbers shown here due to rounding.

29 The data covers direct and indirect greenhouse gas emissions primarily from the Group's premises in Hong Kong, Macau, the PRC and Japan.

30 Due to updates of data collected, the FY2024 figures have been restated.

31 Scope 1: The direct emission from the business operations owned or controlled by the Group, including stationary combustion sources and mobile combustion sources, as well as fugitive emission. The calculation method of the corresponding emission figures and the emission factors used in the calculation are estimated based on "Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, "Oil information: database documentation" published by the IEA, "The Sixth Assessment Report (AR6)" published by the Intergovernmental Panel on Climate Change ("IPCC"), "Handbook on Measures to Address Automobile Exhaust Emissions" published by Japan Automobile Research Institute and "National Greenhouse Gas Inventory Report of Japan" issued by Ministry of the Environment, Japan.

32 Scope 2: The "indirect energy" emissions from the internal consumption of purchased electricity by the Group. The emissions are calculated using location-based method. The calculation method of the corresponding emission figures and the emission factors used in the calculation are estimated based on the "CLP Sustainability Report 2024", "CEM Sustainability Report 2024", the emission coefficient published by the Agency for Natural Resources and Energy of the Ministry of Economy, Trade and Industry of Japan and the "2022 Carbon Dioxide Emission Factor for Electricity" issued by Ministry of Ecology and Environment of People's Republic of China.

33 The total revenue of the Group in FY2024 and FY2025 were approximately HK$1,632.532 million and approximately HK$1,511.904 million respectively.

溫室氣體排放[28,29] GHG Emissions[28,29]	單位 Unit	2025	2024[30]	百分比變動 % of Change
範圍三[34] **Scope 3[34]**				
類別一：購買的商品和服務 Category 1: Purchased Goods and Services	公噸二氧化碳當量 tonnes CO_2-equivalent	48,277.41	—	—
類別二：資本貨品 Category 2: Capital Goods	公噸二氧化碳當量 tonnes CO_2-equivalent	74.25	—	—
類別三：燃料和能源相關活動（未納入範圍一及範圍二） Category 3: Fuel-and Energy-related Activities (not included in scope 1 or scope 2)	公噸二氧化碳當量 tonnes CO_2-equivalent	445.60	—	—
類別四：上游運輸和配送 Category 4: Upstream transportation and distribution	公噸二氧化碳當量 tonnes CO_2-equivalent	3.94	—	—
類別五：營運中產生的廢棄物 Category 5: Waste Generated in Operations	公噸二氧化碳當量 tonnes CO_2-equivalent	17.35	—	—
類別六：商務差旅 Category 6: Business Travel	公噸二氧化碳當量 tonnes CO_2-equivalent	32.91	—	—
類別七：員工通勤 Category 7: Employee Commuting	公噸二氧化碳當量 tonnes CO_2-equivalent	155.43	—	—
範圍三排放 Scope 3 Emissions	公噸二氧化碳當量 tonnes CO_2-equivalent	49,006.88	—	—
範圍三排放密度 Scope 3 Emission Intensity	公噸二氧化碳當量/百萬港元收入[33] tonnes CO_2-equivalent/million HKD revenue[33]	32.41	—	—
總溫室氣體排放 **Total GHG Emissions**				
總溫室氣體排放 Total GHG Emissions	公噸二氧化碳當量 tonnes CO_2-equivalent	50,659.72	1,752.09	—[35]
溫室氣體排放密度 Total GHG Emission Intensity	公噸二氧化碳當量／百萬港元收入[33] tonnes CO_2-equivalent/million HKD revenue[33]	33.51	1.07	—[35]

34 範圍三：由本集團上游價值鏈產生的間接溫室氣體排放。本集團由本報告期起開始披露範圍三類別一至七的排放。相應排放量的計算方法和計算中使用的排放因子參考《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準》及《溫室氣體核算體系：計算範圍3排放量的技術指南》。

35 由於本集團在2025年新增披露範圍三溫室氣體排放數據，2025年的總溫室氣體排放量較2024年大幅上升。相關的百分比變動會在2026年的報告中披露以確保其全面性及可比性。

34 Scope 3: The indirect GHG emissions from the upstream value chain of the Group. Emissions data for categories 1 to 7 of Scope 3 were disclosed starting from this Reporting Period. The calculation method of the corresponding emission figures and the emission factors used in the calculation are estimated based on the GHG Protocol Value Chain (Scope 3) Accounting and Reporting Standard and GHG Protocol Technical Guidance for Calculating Scope 3 Emissions.

35 As the Group began disclosing Scope 3 GHG emissions data starting from 2025, the total GHG emissions for 2025 have increased significantly compared to 2024. The percentage change of corresponding data will be disclosed in the 2026 Report to ensure completeness and comparability.

應對氣候變化
ACTION ON CLIMATE CHANGE

本集團於報告期內共產生約50,659.72公噸二氧化碳當量溫室氣體(溫室氣體排放密度為33.51噸二氧化碳當量／百萬元港幣)，其中範圍一的排放量約佔739.49公噸二氧化碳量，而範圍二的排放量則佔約913.35公噸二氧化碳量。報告期內的範圍一和範圍二溫室氣體排放量相較於2024財政年度有所下降，該下跌主要是由於報告期內本集團的車輛使用量減少和電力效率提高所致。為提升環境表現披露的全面性及透明度，我們在報告期間內首次披露範圍三類別一至七的排放。範圍三排放佔本集團溫室氣體排放的最大比重。本集團將逐步優化數據收集系統，擴大範圍三排放的披露範圍，以提升數據收集的完整性。同時，我們亦將與價值鏈合作夥伴攜手合作，減少範圍三的排放量，進一步履行我們對可持續發展的承諾。

During the Reporting Period, the Group generated a total of 50,659.72 tonnes CO2-equivalent of GHG (GHG Emission Intensity: 33.51 tonnes CO2-equivalent/million HKD revenue), in which the emissions from Scope 1 and Scope 2 accounted for around 739.49 and 913.35 tonnes CO2-equivalent respectively. During the Reporting Period, a decrease in the Scope 1 and Scope 2 GHG emission was observed as compared to that of FY2024. This reduction was primarily attributed to decreased vehicle usage and improved electricity efficiency during the Reporting Period. To enhance the comprehensiveness and transparency of our environmental performance disclosures, we disclosed Categories 1-7 of Scope 3 emissions for the first time during the Reporting Period. Scope 3 emissions account for the largest share of the Group's GHG emissions. We will progressively optimise our data collection systems and expand our Scope 3 disclosure to improve data completeness. Meanwhile, we will collaborate closely with our value chain partners to reduce Scope 3 emissions, further advancing our commitment to sustainable development.

本集團致力於追求「綠色復甦」，並持續努力建立一個環境友好的商業模式。為進一步控制排放，本集團堅持優化車輛管理，並為其旅遊巴士選擇優質燃油。同時，本集團在採購過程中考慮車輛的環保性能，優先選擇高效能巴士和混合動力汽車，以最大程度地減少碳足跡。

The Group is dedicated to pursue a "green recovery" and continuously striving for an eco-friendly business model. To further control its emissions, the Group perseveres in optimising the vehicle management and opts for high quality fuel for the travel buses. Meanwhile, the Group has actively considered the environmental performances of vehicles during procurement, giving priority to energy-efficient buses and hybrid cars to minimise its carbon footprint.

為優化其營運模式，實現可持續經營，本集團已制定了更多內部政策。有關本集團的減排節能措施，將在本報告的「資源使用」中作進一步討論。

To improve its operational model thereby moving towards a sustainable business, more internal policies have been set up. The Group's measures for emissions reduction and energy conservation will be discussed further in "Use of Resources" of this Report.

溫室氣體減排目標

本集團積極響應各地政府的各項倡議，並計劃跟隨各地政府的減排要求。我們致力於不斷提高能源使用效率，運用專業知識改善現場效率，並維持有效的管理支援。

我們致力於2050年實現碳中和，與《巴黎協定》及香港政府設定的目標一致。目前，我們正積極與第三方顧問合作，參考科學碳目標倡議(SBTi)制定溫室氣體總量及絕對減排目標，作為我們減少溫室氣體排放的路線圖。為確保溫室氣體減排工作的一致性與可比性，目標的範圍將與我們的報告邊界保持一致。目標設定工作預計於2026年啟動。我們將全面評估當前的溫室氣體排放來源，識別關鍵改善領域，並實施針對性策略以實現可衡量、可行的減排方案。完成目標制訂後，ESG委員會將定期審視目標與減排表現，評估是否需要修訂。就已訂立的目標，我們將每年報告其最新情況，包括目標的進展、所作出的任何修訂及其理據。透過這些努力，我們旨在為社區和地球帶來正面影響，從而展現我們對建構可持續未來的堅定承諾。

Greenhouse Gas Emissions Reduction Target

The Group actively responds to local government initiatives and plans to follow local governments' emission reduction requirements. We are committed to continuously improving our energy efficiency, applying professional knowledge to improve on-site efficiency and maintaining efficient management support.

We are committed to achieving carbon neutrality by 2050, aligning with both the Paris Agreement and the target set by the Hong Kong Government. Currently, we are actively collaborating with third-party experts to develop GHG emission gross and absolute reduction targets with reference to the Science Based Targets initiative (SBTi) as a roadmap of our GHG reduction journey. To ensure consistency and comparability of our GHG emission reduction efforts, the scope of the target will align with our reporting scope. The target setting process is planned to be commenced in 2026. Our approach encompasses conducting a comprehensive assessment of our current GHG emissions sources, identifying priority areas for improvement, and rolling out targeted and actionable strategies to drive measurable GHG emissions reductions. Following the establishment of our targets, the ESG Committee will regularly review the target and our performance to determine if any revisions are necessary. We will also report annually on the status of the established targets, including progress, any revisions made, and the rationale behind them. Through these efforts, we aim to deliver positive impacts for our communities and the planet, thereby demonstrating our unwavering commitment to building a sustainable future.

社會層面
SOCIAL ASPECTS

僱傭及勞工常規

僱傭

本集團視其員工為最寶貴的資產，並根據內部僱傭政策，致力於為他們提供適合其職業發展的平台和工作環境。此外，本集團亦繼續推廣良好的人力資源管理文化，並採用最新、以員工為本及有效的人力資源管理措施，旨在創造和諧的工作關係與環境。截至2025年12月31日，本集團有441名僱員，本集團按種類劃分的僱員人數資料及流失數字概況如下：

EMPLOYMENT AND LABOUR PRACTICES

Employment

The Group values its employees as its greatest asset and strives to provide them with a suitable platform and working environment for their professional development in accordance with internal employment policies. Moreover, the Group keeps promoting a decent human resource management culture within the Group and to adopt up-to-date, employee-oriented and effective human resource management measures, aiming to build a harmonious relationship in the workplace. As at 31 December 2025, the Group had a total of 441 employees, the data of Group's number of employees and turnover by category are listed as below:

		僱員人數 Employee Number	流失人數（流失比率[36]） Turnover number (Turnover rate[36])
總數	**TOTAL NUMBER**	**441**	**74 (17%)**
按性別	**BY GENDER**		
男	MALE	211	36 (17%)
女	FEMALE	230	38 (17%)
按年齡組別	**BY AGE GROUP**		
30歲以下	BELOW 30	57	13 (23%)
30-50歲	30-50	266	47 (18%)
50歲以上	ABOVE 50	118	14 (12%)
按職級	**BY LEVEL**		
高級管理層	TOP MANAGEMENT	26	1 (4%)
中級管理層	MIDDLE MANAGEMENT	44	2 (5%)
一般員工	GENERAL STAFF	363	65 (18%)
其他	OTHERS	8	6 (75%)
按僱傭類型	**BY EMPLOYMENT TYPE**		
全職	FULL-TIME	428	68 (16%)
兼職	PART-TIME	13	6 (46%)
按地理區域	**BY GEOGRAPHICAL REGION**		
中國內地	PRC	2	0 (0%)
香港	HONG KONG	384	73 (19%)
澳門	MACAU	36	1 (3%)
日本	JAPAN	19	0 (0%)

[36] 流失比率=報告期內特定類別的離職人數／報告期完結時特定類別的員工人數。

[36] Turnover rate = Number of employees in the specified category leaving employment during the Reporting Period/Number of employees in the specified category at the end of the Reporting Period.

法例及合規

本集團已嚴格遵守於其營運之所在國家及地區制定的最新法例及規例，包括但不只限於《僱傭條例》(香港法例第57章)、《強制性公積金計劃條例》(香港法例第485章)和《勞動關係法》(澳門)、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《中華人民共和國就業促進法》等法律及法規。報告期內，本集團於僱傭方面並無發現任何重大不合規或違反相關法律及規例的事項。

Law and Compliance

The Group has abided by the latest national and local laws and regulations in the regions where the Group operates, including but not limited the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong), Labour Relations Law (Macau), Labour Contract Law of the People's Republic of China, Social Insurance Law of the People's Republic of China, Employment Promotion Law of the People's Republic of China and other laws and regulations. During the Reporting Period, the Group was not aware of any significant non-compliance case and violation of laws and regulations in this regard.

招聘及晉升

本集團實施了一系列有效的招聘政策。自2009年起，本集團推出了「旅遊專才培訓計劃」，以招募合適的大學畢業生，同時與非政府組織開展合作，從2016年開始實施「青年向上流動嚮導計劃」，旨在招募合適的香港中學文憑考試畢業生。此外，集團與教育機構保持緊密合作，為旅遊及酒店專業的學生提供實習機會。我們積極參與職業博覽會和行業分享活動，豐富學生對旅遊業的了解，同時為他們提供就業機會。秉持多元包容的原則，我們積極招募已達退休年齡的人員，使他們能重投就業市場並展示其豐富經驗。另外，我們與僱員再培訓局指定的培訓機構合作，擔任學校就業介紹及資訊分享會的客席講者，並提供即場面試機會。

Recruitment and Promotion

The Group implements a set of effective policies for recruitment. The Group has launched the "Talent Development Scheme" since 2009 to recruit suitable graduates from universities and collaborated with non-governmental organisations (NGOs) in the implementation of "Youth Upward Mobility Mentorship Program" (YUM) since 2016, aiming to recruit suitable Hong Kong Diploma of Secondary Education Examination graduates. Moreover, the Group maintains close partnership with educational institutions, offering internship opportunities for student specializing in tourism and hospitality. Our active involvement in career expos and industry sharing events enriches students' understanding of tourism industry and at the same time provides them with employment opportunities. In a commitment to inclusivity, we actively recruit individuals who have reached retirement age, enabling them to re-enter the job market and showcase their wealth of experience. Additionally, we collaborate with training institutions appointed by the Employees Retraining Board, serving as guest speakers for employment introduction and information sharing sessions at school, and offering on-the-spot interview opportunities.

本集團就應聘者的教育背景、個人能力、工作經驗和職業志向提供公平且具有競爭性的薪酬和福利。本集團亦參考與員工晉升有關的市場標準，為在其職位上有著卓越表現和潛力的合適僱員提供晉升及發展機會。

The Group offers fair and competitive remuneration and benefits with respect to the applicants' educational backgrounds, personal attributes, job experiences and career aspirations in recruitment. The Group also references to market benchmarks in relation to staff promotion and provides opportunities for promotion and development for eligible employees who have shown outstanding performance and potential in their positions.

薪酬及紀律處分

依照《僱員手冊》，本集團通常每年檢討其薪酬待遇，並對其員工進行績效評估，根據員工的表現、企業績效和市場因素對其薪酬待遇進行全面評估和調整。本集團嚴格禁止任何形式不公平或不正當的解僱，並制定嚴格的政策以規範解僱程序。

Compensation and Disciplinary Actions

Following the "Employee Handbook", the Group normally reviews its compensation packages and performs appraisals on its employees annually, in which a comprehensive evaluation and adjustment of salary packages is conducted according to the performance of employees, corporate performance and market factors. The Group strictly prohibits any kind of unfair or illegitimate dismissal and brings in draconian policies regulating the procedures of employee dismissal.

工作時數及假期

本集團根據當地就業法制定了其內部政策，以作為判斷員工合理工作時數和假期的有力工具。根據相關法律法規及內部政策，本集團除了向員工提供基本的年假及法定假日外，亦提供其他休假福利，包括額外婚假、額外產假、額外侍產假、喪假及生日假等。另外，本集團亦推行了彈性上班時間，讓員工可按照個人需要以兼顧其工作與家庭。

Working Hours and Rest Periods

The Group's internal policies based on local employment laws serve as powerful tools to determine appropriate working hours and rest periods for its employees. In accordance with relevant laws and regulations and its internal policies, the Group provides basic annual leave and statutory holidays to employees and other leave benefits including extra marriage leave, extra maternity leave, extra paternity leave, compassionate leave and birthday leave. Moreover, the Group implemented flexible working hours to enable staffs to strike a balance between work and family based on their individual needs.

平等機會及反歧視

本集團一直致力於通過在其所有人力資源和就業決定中促進反歧視和平等機會，從而營造一個公平競爭、相互尊重且多元化的工作環境。按照本集團的《道德守則》，培訓和晉升機會、解僱和退休政策，並非以僱員的年齡、性別、婚姻狀況、懷孕、家庭狀況、殘疾、種族、膚色、血統、民族或族裔、國籍、宗教信仰或任何其他非工作相關因素為依據。本集團遵守相關法例及規例，並確保在本集團內嚴禁任何工作場所的歧視、騷擾或誹謗行為。員工可以向本集團人才資源發展部報告任何涉及歧視的事件。事件經核實後，本集團將對負責人展開調查並採取任何必要的紀律處分。

Equal Opportunity and Anti-Discrimination

The Group is committed to creating a fair, respectful and diverse working environment by promoting anti-discrimination and equal opportunity in all its human resources and employment decisions. As stipulated in the Group's "Ethical Guidelines", trainings and promotion opportunities, dismissals and retirement policies are based on factors irrespective of the employees' age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion or any other non-job-related elements. The Group abides by relevant laws and regulations and ensures that any workplace discrimination, harassment or vilification is strictly prohibited within the Group. Employees can report any incidents involving discrimination to the Human Resource Development of the Group. The Group will make investigations and take any necessary disciplinary actions on the responsible individuals once the case is substantiated.

本集團於報告期內已遵守對本集團有重大影響的薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及福利及其他待遇方面的相關法律及規例。

The Group was in compliance with relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group during the Reporting Period.

健康與安全

本集團的業務營運嚴格遵守其營運地區的勞工相關法律及法規，包括但不只限於《職業安全及健康條例》(香港法例第509章)、《中華人民共和國勞動法》、《中華人民共和國職業病防治法》、《中華人民共和國消防法》等法律及法規。本集團制定並實施內部政策，以確保其員工在工作場所的健康和安全得到保障。

Health and Safety

In strict compliance with applicable laws and regulations in the regions where the Group operates, including but not limited to the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong), Labour Law of the People's Republic of China, Law of the People's Republic of China on Prevention and Treatment of Occupational Diseases, Fire Control Law of the People's Republic of China and other laws and regulations. The Group has formulated and implemented its internal policies, ensuring its employees' health and safety in the workplace.

促進員工身心健康

我們相信，優先關懷員工對於提升員工福祉、增強工作動力和激發創造力至關重要。本集團關心員工的福祉，並遵守本集團營運區域的相關法例及規例。我們重視員工的身心健康，致力於通過舉辦各類富有意義、趣味性強且具參與感的活動，為我們的員工營造歸屬感。

為此，本集團積極推行職場健康計劃，通過專家講座提升員工的壓力管理能力及心理健康意識。報告期內，本集團亦舉辦了各種興趣小組活動，其中DIY手作活動深受員工歡迎。透過動手創作，員工能夠放鬆身心，緩解工作壓力，亦有效促進工作與生活的平衡。於六月，本集團邀請「綠在觀塘」團隊進行回收知識分享，並安排天然香水製作體驗，獲得員工積極回響。在這次香水製作體驗中，「綠在觀塘」團隊指導參與員工親自動手製作天然香水，讓他們享受創作的樂趣和過程。活動成功融合環保教育與互動手作體驗，不僅讓員工深入了解回收和環境保護的重要性，也為他們提供一個放鬆身心的機會。

此外，本集團積極參與員工服務諮詢公司提供的員工援助計劃，為應對工作、個人生活中及情感壓力的員工提供支援。本集團亦關注員工的財務規劃，特邀專業人士分享理財知識，幫助員工建立穩健的財務管理觀念，為退休生活保障作好準備。

職安健管理

在健康、衞生和安全方面，本集團致力於了解並運用最佳實踐，為員工提供健康和安全培訓。同時，我們亦為僱員提供工傷保險，旨在採取一切必要措施，確保員工的安全得到保護。為了在日常營運中實現零事故，本集團確保內部政策的有效執行，將營運過程中的潛在職業危害降至最低。

Promoting Employee Well-being

We believe that prioritising care for employees are vital for promoting their well-being, enhancing work motivation and fostering creativity. The Group cares about the wellbeing of its employees and complies with relevant national laws and regulations where the Group operates. We value the physical and mental well-being of our employees and are committed to bringing a sense of belonging to our employees through a wide variety of meaningful, entertaining and engaging activities.

To this end, the Group actively implements workplace health programs, including expert-led seminars to enhance stress management skills and mental health awareness among employees. During the Reporting Period, the Group also organised various interest group activities, among which DIY craft activities were particularly popular with employees. Through hands-on creation, employees were able to relax, relieve work stress, and effectively promote work-life balance. In June, the Group invited the "GREEN@KWUN TONG" team to share recycling knowledge and arranged a natural perfume-making experience, which received a positive response from employees. In this perfume-making experience, the "GREEN@KWUN TONG" team guided participating employees to make natural perfume with their own hands, allowing them to enjoy the joy and process of creation. This activity successfully integrated environmental education with engaging and hands-on experience. It not only enabled employees to deeply understand the importance of recycling and environmental protection, but also provided them with an opportunity to relax.

Additionally, the Group actively participates in the Employee Assistance Programme offered by the Employee Service Consultancy, extending our support to employees navigating stress and emotional complexities in their work and personal lives. Furthermore, the Group also cares about employees' financial planning and has invited professionals to share financial management knowledge, helping employees establish sound financial management concepts and make adequate preparations for their retirement security.

Occupational Health and Safety Management

In matters concerning health, hygiene and safety, the Group is committed to being cognisant of and applying the best practices to provide health and safety training for its employees. At the same time, we also provide employment injury insurance, aiming to make all necessary efforts to ensure employees' safety is not compromised. Striving for zero accidents in its daily operations, the Group ensures the effective implementation of internal policies to minimise potential occupational hazards during operations.

除了安排應急演習、安全檢查、內部空調系統的維護以及提供例如急救箱等充足的醫療用品等基本措施外，本集團亦強調對旅遊期間常見事故的應急管理，如冰上滑倒及在旅遊巴士上講解時摔倒，並特別推行相關措施，例如根據職業安全健康局的《旅遊業領隊及導遊的職業安全及健康》課程，為領隊及導遊安排職業健康及安全培訓。本集團要求所有導遊及領隊同事嚴格遵守其《旅遊車安全守則》。此守則定明瞭相關行車安全指引，包括(1)在旅遊車行駛時如需站立、走動及講解，必須確定路面情況安全及遠離梯級位置，緊握扶手以保持平衡；(2)當旅遊車在高速公路行駛時，同事必須坐下及佩帶好安全帶，並須提醒其他乘客佩帶好安全帶及注意安全。如非必要，不要安排客人坐在第一行座位。所有相關員工均須簽署確認明白、同意及接受此守則。同時，本集團的人才資源發展部會向員工發送內部通告，提醒他們注意安全，例如在帶團乘坐飛機時，緊記佩帶好安全帶，以及在執勤時應注意路面安全和保持警覺，避免意外發生。另外，本集團會向工作人員在出團前提供培訓，內容重點簡介了相關安全指引及措施。

In addition to the basic measures including emergency response drills, safety inspections, maintenance of internal air conditioning system and sufficient medical supplies such as first-aid kits, the Group has put its focus on the emergency management of common incidents during tours such as slipping over on the ice and falling over on the travel bus while giving talks, and particularly taken measures, for instance arranging occupational health and safety training programmes for tour escort and tour guide according to the course of "Occupational Safety and Health for Tour Escort and Tour Guide" from Occupational Safety and Health Council. The Group mandates all tour guides and leaders to strictly adhere to its "Tour Bus Safety Guideline". This Guideline outlines pertinent driving safety protocols, including: (1) Ensuring road safety and maintaining a safe distance from staircases, and tightly holding the handrails for balancing when standing, walking or providing briefing during bus tours; (2) While the tour bus is on the highway, staffs must remain seated, fasten their seat belts, remind other passengers to buckle up and prioritise safety. Unless unnecessary, staffs shall avoid arranging guests to sit in the first row. All relevant staffs are required to sign and acknowledge their understanding, agreement and acceptance of this Guideline. Furthermore, the Group's Human Resources Department issues internal notices to employees, reminding them to prioritise safety. For instance, emphasizing the importance of fastening seat belts during flights and staying vigilant against road safety to prevent accidents. Additionally, the Group provides pre-departure briefing sessions for staffs, focusing on safety guidelines and measures.

為保障所有酒店員工的健康，本集團提供年度健康檢查，並在必要時為有壓力的員工安排專業的心理諮詢。報告期內，本集團的酒店業務於營運中遵循一般安全工作指南。同時，本集團酒店與諸如SARAYA之類的專業組織合作，不時進行各種衛生和安全檢查。總務部負責管理、監督和監控所有職業健康和安全措施的有效實施。

To take care of the health and well-being of all hotel staffs, annual health check is provided by the Group, while professional psychological counselling is arranged when necessary for employees under stress. During the Reporting Period, the Group's hotel business followed the General Safety Working Guideline in its operation. Meanwhile, professional organisations such as SARAYA are in partnership with the Group's hotels to take various sanitation and safety inspections from time to time. The General Affairs Department is responsible for managing, supervising and monitoring the effective implementation of all occupational health and safety measures.

報告期內，本集團並無發生任何與工作相關的死亡事故。然而，報告期內錄得4名員工受工傷，造成325天工作日損失，其中包括了1宗2024年發生並因而持續休假至2025年的工傷事故。本集團過去三個報告年度因工傷亡的數據概況如下表所示。

During the Reporting Period, no work-related fatalities occurred in the Group, while there were 4 work-related injuries causing 325 workday losses. This includes one injury case that occurred in 2024 and continued to take leave in 2025. The data of the Group's work-related injuries and fatalities of the past three reporting years are listed as below.

		2025	2024	2023
因工亡故人數	Number of Work-related Fatalities	0	0	0
因工亡故比率	Rate of Work-related Fatalities	0%	0%	0%
因工受傷人數	Number of Work Injuries	4	11	1
因工傷損失工作日數	Lost Days Due to Work Injury	325	215	16

報告期內，本集團已遵守有關提供安全的工作環境及保護僱員免受職業危害而可能對本集團產生重大影響的相關法律及法規。

The Group was in compliance with the relevant laws and regulations in relation to providing a safe working environment and protecting the employees from occupational hazards that may have a significant impact on the Group during the Reporting Period.

發展及培訓

本集團致力於為員工提供多元化的專業進修機會，確保其在各自領域能夠與時俱進。本集團的培訓中心位於香港東瀛遊廣場，學習與發展部於培訓中心為員工安排各種內部培訓課程以提升他們的專業技能，例如入職培訓和票務預訂系統培訓。本集團定期邀請外部組織和專家為其員工提供相關培訓，亦大力鼓勵其僱員參加外部培訓課程和專業資格考試。關於反貪污的培訓，請參閱「反貪污」的部分。本集團重視一般僱員的職業規劃及專業發展。具高潛力的員工將通過結構化計劃接受重點培育及發展，為出任管理職位作好準備。此外，本集團會對期望成為日本導遊的員工先進行評估，並酌情為其提供到日本出國學習的機會。

Development and Training

The Group is committed to providing diversified professional development opportunities to ensure its staff stay at the forefront of their respective fields. The training centre at EGL Tower in Hong Kong is where the Learning and Development Section of the Group organises various in-house training programmes for its employees to enhance their professional skills, such as orientation and ticketing reservation system trainings. The Group regularly invites external organisations and experts to provide relevant training to its employees and highly encourages its employees to attend external training courses and to take professional qualification examinations. For training regarding anti-corruption, please refer to the section "Anti-corruption". The Group pays attention to the career development and professional growth of its general employees. High potential staff will be groomed and developed intensively through a structured plan to prepare them for management roles. Furthermore, employees who have passion for being a tour guide in Japan are evaluated first and offered the opportunities to study abroad in Japan by the Group with discretion.

於報告期內，本集團舉辦多項培訓課程，涵蓋工作所需的專業技能、行業知識及個人發展等範疇，以幫助員工提升綜合能力，緊貼行業發展趨勢，更好地適應市場變化。本集團亦舉辦了一系列的培訓活動以提升員工士氣，優化溝通。同時，本集團邀請市場上不同領域的專業人士開設特色興趣與技能課程，例如旅遊保險課程、手機拍攝技巧課程、傳統婚嫁禮儀培訓等，使員工在提升專業質素的同時，拓展和豐富其知識範疇，增添工作樂趣。我們正積極籌劃更多元化的培訓課程及形式，藉此協助員工提升專業能力，讓他們在工作中盡展所長。

During the Reporting Period, the Group conducted multiple training programs covering professional skills, industry knowledge, and work-essential personal development that are designed to enhance employees' comprehensive competencies, stay abreast of industry trends, and adapt better to market changes. The Group also organised a series of training activities to boost staff morale and optimise communication. Meanwhile, the Group invited professionals across various industries to offer interest-based and skills-based specialised courses, such as travel insurance courses, mobile photography courses, and traditional wedding etiquette training, enabling employees to expand and enrich their knowledge while improving their professional competence and adding enjoyment to their work. We are actively developing a wider variety of training courses and formats to help employees enhance their professional capabilities and fully utilise their strengths at work.

報告期內，有關本集團培訓的數據如下表所示：

During the Reporting Period, the data related to training in the Group are listed as below:

		培訓人數及百分比[37] Number of Trained Employee and percentage[37]	平均培訓時數（小時／員工）[38] Average Training Hours (hour/employee)[38]
整體	**OVERALL**	**258 (59%)**	**4.01**
按性別	**BY GENDER**		
男	MALE	146 (69%)	5.09
女	FEMALE	112 (49%)	3.02
按職級	**BY LEVEL**		
高級管理層	TOP MANAGEMENT	9 (35%)	1.33
中級管理層	MIDDLE MANAGEMENT	20 (45%)	1.72
一般員工	GENERAL STAFF	229 (63%)	4.57
其他	OTHER	0 (0%)	0.00

勞工準則

本集團已嚴格遵守於其營運之所在國家及地區制定的勞工法律及法規，包括但不只限於本報告「僱傭」章節內列明之法律法規，以及《中華人民共和國未成年人保護法》、附屬於香港法例第57章《僱傭條例》的《僱用兒童規例》等，以禁止僱用任何童工或強制勞工。為打擊童工、未成年工人和強制勞工有關的非法就業，本集團的人才資源發展部要求所有求職者提供有效的身份證明文件，以確保應徵者在確認任何工作前可合法受僱。人才資源發展部亦有責任監督和確保企業政策和實踐遵守符合禁止童工及強制勞工相關的法例及規例，消除非法招聘的風險。一旦本集團發現任何違反有關勞工法例、規例或標準的事件，本集團將予以認真處理，並立即採取堅決措施，例如解除相關人士的僱傭合同並對負責人進行懲處。

Labour Standards

The Group strictly abides by the national and local labour laws and regulations in the regions where the Group operates, including but not limited to those listed in the "Employment" section of the Report, and Law of the PRC on the Protection of Minors, Employment of Children Regulation in Hong Kong's Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and other laws and regulations, to prohibit any child and forced labour employment. To combat illegal employment on child labour, underage workers and forced labour, the Group's Human Resource Department requires all job applicants to provide valid identity documents to ensure that they are lawfully employable prior to the confirmation of any employment. The Human Resource Department is responsible for monitoring and ensuring the compliance of corporate policies and practice with the latest laws that prohibit child labour and forced labour, eliminating the risk of illegal recruitment. In the case of any violation of relevant labour laws, regulations or standards identified by the Group, diligent and firm measures will be taken immediately, including the termination of the employment contract and the disciplinary actions on the responsible staff.

報告期內，本集團並無發現任何重大不合規或違反禁止僱用童工和強制勞工相關法律及規例的事項。

During the Reporting Period, the Group was not aware of any significant non-compliance or violations of the relevant laws and regulations, in relation to the prevention of child and forced labour.

37 培訓人數百分比=報告期內接受培訓的特定類別員工人數/報告期完結時特定類別的員工人數。

38 平均培訓時數=報告期內特定類別員工的培訓總時數/報告期完結時特定類別的員工人數。

37 Percentage of trained employee = Number of employees in the specified category received training during the Reporting period/Number of employees in the specified category at the end of the Reporting Period.

38 Average Training Hours = Total training hours of employees in the specified category during the Reporting Period/Number of employees in the specified category at the end of the Reporting Period.

營運慣例

供應鏈管理

本集團擁有有力的供應基礎，多年來通過有效的溝通和參與，與供應商保持了良好的合作關係。作為一家對社會和環境負責任的企業，本集團致力於優化其採購慣例以控制社會風險，並在其供應鏈管理中將環保理念納入考量範圍。

社會風險管理

本集團旅遊相關業務的主要供應商或供應商服務包括旅行團的地接營運商、航空公司及酒店、餐廳、觀光服務及獨立自由旅客（「自由行」）的國際酒店預訂平台、鐵路公司、汽車供應商和主題樂園。在選擇供應商和業務合作夥伴時，本集團會對候選人的業務背景進行在線調查和評估，包括其市場聲譽和公司穩定性、服務／產品質素、交付、營業記錄、相關證書、許可證的有效性、保險保障以及合規性。在簽署合作協議之前，本集團通常會對酒店進行實地考察，以進行更全面的評估。本集團亦已制定了備選計劃，與至少兩家合資格供應商建立合作夥伴關係，如在客房設施和備選旅行目的地的方面，以確保及時供貨和交付。本集團高度重視客戶的反饋意見，並將其作為評估供應商產品／服務質量的有效方式。例如，在旅行中，本集團會通過「領隊監控完團報告書」，評估當地供應商提供的服務質素，包括行程合理性、餐點多樣性、旅遊巴士是否安全及準時、酒店舒適度，以及客戶對於整體旅行體驗的建議等。

環境風險管理

本集團致力於提高其供應鏈管理中的環境表現，並通過制定政策推動其供應商採取更好的環境實踐。本集團倡導「綠色採購」，不僅在招標中將本地供應商放在優先位置，且視致力於以環保節能的方式提供環境友好產品的供應商作為其合作的首選。例如，本集團在大阪酒店中提供的牙刷等備品類含有可回收物料。本集團辦公室中的辦公用品、照明設備、複印機和冰箱的選擇均充分考慮其在能源效益或取得相關環境認證方面的表現。本集團亦在採購中優先考慮易於回收且包裝設計較為簡單的貨品、補充裝產品代替原裝產品以及耐用產品，以減少對環境的影響。

OPERATING PRACTICES

Supply Chain Management

The Group has a robust supply base and has maintained a sound partnership with its suppliers through efficient communication and effective engagement in years, such as regular meetings. As a socially and environmentally responsible enterprise, the Group has been committed to optimising its procurement practice to control the social risks and taking into consideration the concept of environmental protection in its supply chain management.

Social Risk Management

Land operators, airlines and hotels for tours, restaurants, sightseeing services, international hotel aggregators, rail companies, car vendors and theme parks for free independent travellers ("FIT") are the main suppliers or suppliers' services of the travel related businesses of the Group. During the selection of suppliers and business partners, the Group carries out online investigation and evaluation of the candidates' business background, including market reputation and company stability, service/product quality, delivery, business records, validity of relevant certificates, licences, insurance coverage and regulatory compliance. The Group normally conducts onsite visit to the hotels for more comprehensive evaluation before entering into the agreement for collaboration. The Group has also established backup plans to ensure the timely delivery of supplies, such as room amenities and alternative travel destinations, by incorporating at least two qualified supplies in partnership. Customers' feedback is highly valued by the Group and taken as an efficient way to evaluate the quality of products/services from suppliers. In the tour, for instance, through the "Post-tour Tour Guide Monitoring Report", the Group evaluates the quality of services that local suppliers provide, including itinerary appropriateness, meal diversity, safety and timeliness of travel buses, level of comfort of hotels and the customers' suggestions with regard to their overall travelling experience.

Environmental Risk Management

The Group endeavours to achieve improved environmental performance in its supply chain management and has developed its policy that promotes its suppliers to practise their environmental responsibilities. Promoting "Green Procurement", the Group not only prioritises local suppliers in the tender but also selects suppliers that have demonstrated strong environmental commitment with the provision of eco-friendly products in an energy-efficient delivery manner as the top choice in collaboration. For instance, the supplies provided by the Group's hotel in Osaka, such as toothbrushes, contain recyclable materials. Office supplies, lighting fixtures, photocopiers and refrigerators in the offices of the Group are all selected with due considerations of their performance in energy efficiency or relevant environmental certification. The Group also gives priority to supplies with simple packaging design, supplement over original products and durable products that can be easily recycled in the procurement, aiming to lower its environmental impacts.

本集團與其供應商保持有效且持續的溝通及合作，我們的供應商提供的服務主要為交通、住宿、餐飲、中介服務、接待及機票、酒店及景點節目預訂等。此外，供應商亦提供自駕遊服務、包車及接送服務等。報告期內，總共有5,434家供應商，其中5,284家來自日本，150家來自其他地區。

The Group has maintained efficient and ongoing communication and engagement with its suppliers. The services provided by the suppliers for the Group's travel businesses include transportation, accommodation, catering, intermediary services, reception, and reservation services for airline tickets, hotel rooms and sightseeing programs. In addition, the suppliers offer self-driving tour services, chartered car rentals, and pick-up and drop-off services etc. There were in total 5,434 suppliers during the Reporting Period, of which 5,284 were from Japan and 150 from other regions.

產品責任

就本集團產品及服務的健康與安全、廣告、標籤和私隱事項，本集團已制定了《道德守則》。本集團已遵守香港、中國內地、澳門、日本和其他營運地區所適用的條例、規例和標準，包括但不限於：

- 《旅行業條例》(香港法例第634章)；
- 《商品說明條例》(香港法例第362章)；
- 《個人資料(私隱)條例》(香港法例第486章)；
- 《消費者委員會條例》(香港法例第216章)；及
- 澳門政府旅遊局及日本國家旅遊局的其他旅遊相關要求。

本集團於報告期內並無發現任何重大不合規或違反相關法律及規例的事項。鑒於本集團的業務性質，知識產權事宜未被識別為對本集團有重大影響，故在本報告中並未對此進行討論。

Product Responsibility

Regarding the Group's health and safety, advertising, labelling and privacy matters of its products and services, the Group has formulated the "Ethical Guidelines". The Group complied with the applicable rules, regulations and standards in Hong Kong, the PRC, Macau, Japan and other operating regions, including but not limited to the:

- Travel Industry Ordinance (Chapter 634 of the Laws of Hong Kong);
- Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong);
- Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong);
- Consumer Council Ordinance (Chapter 216 of the Laws of Hong Kong); and
- Other travel related requirements under the Macau Government Tourism Office, and Japan National Tourism Organisation.

The Group was not aware of any significant non-compliance or violation of relevant laws and regulations during the Reporting Period. Given the Group's business nature, the issue of intellectual property is not identified as having significant impact on the Group and thus not discussed in the Report.

產品／服務質素

本集團致力於通過為客戶提供安全、滿意和充實的旅行服務，提高其體驗式服務質素。例如，本集團日本的酒店業務始終遵循其發展理念，並從客戶對住宿服務的喜好變化及發展創新服務中不斷學習，例如擴大酒店物業及提供溫泉設施等。

Product/Service Quality

The Group is committed to enhancing the experiential service quality by providing a safe, satisfying and fulfilling travel service for its clients. The hotel business in Japan, for instance, has followed its development philosophy and learnt from the changing preference of customers in accommodation services and developing innovative services such as expanding its hotel property and providing hot springs.

產品退回政策、售後服務及投訴處理

於旅遊相關業務方面，本集團已設立不同渠道（包括在線即時對話、電話熱線、電郵等方式）接收查詢及投訴，為顧客提供方便的反饋途徑，同時亦有助於疏導大量查詢及投訴以提高處理效率。我們設有專責部門專門負責處理及記錄顧客查詢，並將查詢分類及轉介予相關部門跟進處理。每宗被判斷為有需要進一步跟進處理的投訴個案，均會由客戶服務部行動組員工、部門經理及品質監控部高級主管負責展開調查。報告期內，颱風和惡劣天氣導致行程取消及修改，以致部分旅遊產品因而被召回。

Product's Recall Policy, After-sales Service and Complaint Handling

Regarding our tourism-related business, the Group has set up different channels (including online live chat, telephone hotline, email, etc.) to receive inquiries and complaints, so as to provide customers with a convenient way for feedback. They also help to ease a large number of inquiries and complaints and thereby improving the processing efficiency. We have a dedicated department responsible for handling and recording customer inquiries, classifying and referring inquiries to relevant departments for follow-up processing. Each complaint case that is deemed to require further follow-up processing will be investigated by the staff of the Action Team of the Customer Service Department, and the department manager and senior supervisor of the Quality Control Department. During the Reporting Period, typhoons and severe weather conditions led to the cancellation and modification of itineraries, leading to the recall of certain travel products.

健康與安全

本集團重視提升領隊的資格和能力，提高客戶滿意度，同時確保旅客的健康和安全得到保障。在旅行過程中，領隊會向所有客戶分發「安全小錦囊」，指導其在參加危險活動之前採取基本的安全防範措施。領隊亦將事先評估遊客是否適合參加特定活動。為確保與旅行相關服務的可靠性和安全性，本集團已與當地旅遊營運商簽訂合同並建立嚴格的監控系統，要求當地旅遊營運商須遵守相關的安全標準和本集團的政策。本集團對所有領隊進行全面的培訓，同時已建立應急計劃並制定指導方針，以對災難及意外事故做出合理應對。

Health and Safety

The Group has put emphasis on improving the competency and capability of its tour escorts, increasing the satisfaction level of customers while ensuring that the health and safety of travellers. During travel, tour escorts distribute safety tips packs to all clients and guide them to undergo basic security precautionary measures before participating in dangerous activities. Tour escorts also perform an assessment on the travellers' suitability for certain activities in advance. To ensure the travel related services are reliable and safe, the Group has signed contracts and established strict monitoring system with local tour operators who are obliged to abide by relevant safety standards and the Group's policies. The Group has conducted comprehensive training on all tour escorts and has also compiled contingency plans and formulated guidelines indicating the suitable responses in cases of mishap/accident.

產品及營銷

本集團全面執行包括但不限於《廣告管制規例》和《商品說明條例》等政策，規定其廣告須符合營運地區的法例及規例。本集團已制定內部政策以確保公眾在購買旅遊產品之前獲得清晰準確的資料並保障消費者免受虛假商品說明、具誤導性的信息及對商品與服務錯誤陳述的影響。倘若本集團在其廣告中發現任何不明確和／或誤導性信息，本集團將立即採取糾正措施。

Product and Marketing

The Group fully implements its policies including but not limited to the Advertisement Control Regulations and Trade Descriptions Ordinance, regulating its advertising practices to ensure that they are in compliance with the laws in the operating regions. The Group has established internal policies to ensure that the public receives clear, accurate information before purchasing travel products, and to protect consumers from false trade descriptions, misleading information, and misstatements on goods and services. Corrective action will be taken immediately if there is any unclarity and/or misleading information identified in the Group's advertising materials.

客戶資料保護及私隱

本集團制定了《道德守則》嚴禁在未經客戶授權的情況下將機密信息洩露予任何第三方。本集團從客戶收集的資料僅用於收集資料的目的。守則列明客戶有權審查和修改其個人資料，包括選擇退出任何直接營銷活動。所有收集到的個人數據均作保密處理，並已進行加密，且僅經過管理層批准的特定人員才有權查閱。報告期內，本集團並無收到有關違反客戶私隱及客戶資料遺失的實質投訴。

報告期內，本集團已遵守對本集團重要的有關其產品及服務之健康與安全、廣告、知識產權、標籤和私隱事項的相關法例及規例。

反貪污

為維持公平、合乎道德及高效的工作環境，本集團恪守當地有關反貪污及防止賄賂的法律及規例，包括但不限於《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)，《防止賄賂條例》(香港法例第201章)及香港旅遊業議會會員一般作業守則。本集團已制定並嚴格執行《僱員手冊》和《道德守則》中規定的反腐敗政策，以管理本集團內的任何欺詐行為。本集團禁止一切形式的賄賂和腐敗，並要求所有僱員遵守職業道德守則。本集團期望所有僱員誠實地履行其職責，並不會參與賄賂或任何違法活動。集團與廉政公署社區關係處合作，約每兩個月邀請其代表為集團新員工舉辦一次反貪講座。除了講解有關條例的內容外，更會針對行業的特性作個案分享，提高員工的反貪意識，慎防員工誤墜法網。報告期內，本集團為董事及員工提供反貪污培訓。內容與商業道德和上市公司的反貪污意識有關，並講解香港《防止賄賂條例》的相關條文，配合行業相關例子個案及影片分享作教學用途。

截至2025年12月31日止年度，並沒有對本集團或員工提出並已審結的貪污訴訟案件。

Customer's Data Protection and Privacy

The Group has formulated the "Ethical Guidelines" to prohibit the leak of confidential information to any third party without the authorisation of its customers. It is stipulated that information collected from customers by the Group would only be used for the purpose for which it has been collected and customers can review and revise their personal data, including opting out of any direct marketing activities at any time. All collected personal data is treated confidentially and is encrypted, which only specific staff with the approval of the management can access. During the Reporting Period, there was no substantiated complaint received by the Group concerning the breach of customer privacy and the loss of customer data.

During the Reporting Period, the Group was in compliance with the relevant laws and regulations regarding health and safety, advertising, intellectual property, labelling and privacy matters of its products and services that are material to the Group.

Anti-corruption

To maintain a fair, ethical and efficient working environment, the Group abided by the local laws and regulations relating to anti-corruption and bribery, including but not limited to the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong), the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) and General Code of Conduct for TIC Members in Hong Kong. The Group has formulated and strictly implemented its anti-corruption policies as stipulated in its "Employee Handbook" and "Ethical Guidelines" to manage any fraudulent practices within the organisation. The Group prohibits all forms of bribery and corruption and requires all employees to conform to the codes of professional ethics. All employees are expected to discharge their duties with integrity and abstain from engaging in bribery activities or any illegal activities. The Group collaborates with the Community Relations Department of the Independent Commission Against Corruption, inviting their representatives to conduct anti-corruption seminars for our new employees approximately once every two months. These seminars go beyond regulation explanation, incorporating industry-specific case studies to raise awareness of employees, preventing inadvertent legal violations. During the Reporting Period, anti-corruption trainings were provided to the Group's Board of Directors and employees. The contents were related to business ethics and anti-corruption awareness of listed companies, as well as the relevant provisions of the Hong Kong Prevention of Bribery Ordinance, with relevant industry case studies and video sharing for educational purposes.

For the year ended 31 December 2025, no concluded legal case regarding corrupt practices was brought against the Group or its employees.

如《道德守則》所表明，舉報者可透過書面向本集團審核委員會主席報告任何可疑的不當行為，並提供證據。對於任何可疑的非法行為，本集團將進行仔細調查和評估，並對違法員工進行相應的紀律處分，以保護集團的利益。本集團已建立健全的申訴機制，以確保相關事件可以得到有效匯報，並保護舉報者免遭不公平的解僱或傷害。報告期內，本集團已遵守對本集團有重大影響的防止賄賂、勒索、欺詐及洗黑錢方面的相關法例及規例。

As stipulated in the "Ethical Guidelines", whistle-blowers can report in writing to the chairman of the Audit Committee of the Group for any suspected misconduct with evidence. Any suspicious illegal behaviour would be investigated and evaluated carefully, and the employee with illegal practices would be disciplined accordingly to protect the Group's interests. The sound grievance mechanism has been established in the Group to ensure effective reporting on relevant cases and to protect the whistle-blowers from unfair dismissal or victimisation. During the Reporting Period, the Group was in compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

社區

社區投資

作為企業公民，本集團積極推動員工的廣泛參與、優化資源分配並傾聽當地社區團體意見，以推動可持續發展。本集團成立了「EGL社會關愛組」，以舉辦和組織慈善活動，通過我們在旅遊業的知識和資源整合能力，促進當地社區的和諧發展。自成立以來，本集團認真貫徹履行其社會責任，特別著重於促進社區教育、社會福祉及環境保護等方面的投入。

COMMUNITY

Community Investment

As a corporate citizen, the Group has led the way in promoting sustainable development across social care by facilitating the extensive engagement by employees, optimising the allocation of resources and listening to the comments from local community groups. The "EGL Caring Society Team" has been formed by the Group to host and organise charitable events that rely on its knowledge in the tourism industry and capability of resource integration to promote the harmonious development of local communities. The Group has earnestly fulfilled its social responsibilities since its inception, in particular focusing its efforts on the promotion of community education, social wellbeing and environmental protection.

我們致力於建立關愛文化，鼓勵員工積極參與社區活動和義工計劃，發揮所長，為我們生活和工作的社區增添色彩。本集團會安排員工參與義工服務，旨在讓員工親身投入社會服務，從中領悟企業的公益理念。本集團與多個社會福利機構合作，提供多種形式的義工活動，在履行社會責任的同時，使員工建立更緊密的社區聯繫。

We are committed to fostering a caring culture, encouraging employees to actively participate in community activities and volunteer programmes, utilise their expertise, and enrich the communities where we live and work. Employees are arranged to participate in volunteer services, enabling them to personally engage in community service and embrace our corporate's philanthropic values. Through collaborations with multiple social welfare organisations, the Group offers diverse volunteer activities. This approach not only fulfils social responsibilities but also helps our employees establish stronger community bonds.

其中，我們特別關注長者社群福祉，於報告期內聯同社會福利機構「城市睦福」合辦「長者開心一天遊」戶外活動，旨在協助獨居及雙老長者走出日常居所，拓展社交空間，促進鄰里互動。此活動靈感源自去年中秋節長者家訪中，管理層察覺許多長者因行動不便，日常活動範圍往往局限於屋苑範圍，故希望運用本集團作為專業旅行社的專長，為長者策劃一段充滿驚喜與溫馨的旅程。活動全程獲得本集團全力支持，除全額資助外，更派出員工義工團隊，細心照顧長者。活動深受長者歡迎，參與長者樂在其中，並對員工義工的貼心安排表示讚賞。此次活動不僅為長者帶來難忘體驗，亦讓參與員工累積寶貴的社區服務經驗，充分體現我們的關愛精神與社會共融理念。

In particular, we place a specific focus on the well-being of the elderly community. During the Reporting Period, we co-organised the "Joyful Day Out for Seniors" outdoor activity with the social welfare organisation "Urban Peacemaker". The initiative aimed to help elderly individuals living alone or in pairs step out of their daily residences, expand their social horizons, and foster neighbourhood interactions. Conceived during our elderly home visits last year Mid-Autumn Festival, the activity was inspired by the management's observation that many elderly people, due to mobility challenges, are often confined to their residential estates. Leveraging our expertise as a professional travel agency, we sought to curate a journey filled with surprises and warmth for them. The event received full support from the Group. In addition to providing complete funding, we deployed a team of employee volunteers to take meticulous care of the elderly participants throughout the day. The activity was warmly received by the elderly, who thoroughly enjoyed the experience and commended the employee volunteers for their thoughtful arrangements. This initiative not only created unforgettable memories for the elderly but also allowed participating employees to gain valuable community service experience, fully embodying our spirit of care and commitment to social inclusion.

此外，我們的員工參與了由樂善堂舉辦的「樂善之友－樂善共迎中秋日」活動，與來自不同企業的約530位義工齊聚一堂，探訪黃大仙區及深水埗區共2,300戶長者，親身傳遞節日溫暖與關懷。本集團亦定期組織員工前往「智活記憶及認知訓練中心」，透過簡易遊戲、數字訓練及手工藝創作等互動活動，與認知障礙症患者進行交流。這些活動為不僅參與患者提供陪伴和支援，同時亦從中培養員工的同理心與耐心。我們亦參與了由聖雅各福群會及銀杏館等機構在冬至及聖誕節期間舉辦的慈善活動，以關懷和支援課後缺乏照顧的基層學童、需援助長者及經濟困難家庭。

Furthermore, our employees participated in the "Lok Sin Friends – LST Mid-Autumn Festival" activity organised by Lok Sin Tong. The event brought together around 530 volunteers from various companies to visit a total of 2,300 elderly households in the Wong Tai Sin and Sham Shui Po districts, personally conveying the warmth and care of the festive season. The Group also regularly organises employees to visit the "Mind Delight Memory and Cognitive Training Centre", where they engage with dementia patients through simple interactive activities such as games, number exercises, and handicraft creation. These sessions not only provide companionship and support to the participating patients but also help cultivate empathy and patience among our employees. Additionally, we took part in charitable events held by organisations including St. James' Settlement and Ginkgo House during the Winter Solstice and Christmas, extending our care and support to multiple vulnerable groups in the community, such as underprivileged children lacking after-school care, elderly individuals in need of assistance, and economically disadvantaged families.

為及時支援宏福苑火災的受害者及其家屬，本集團捐贈100萬港元，以表達關懷，旨在為受災社區提供及時、實質的支援，協助流離失所或受災居民重建家園，並盡快平穩地重返正常生活。

In a timely and compassionate response to support the victims and their families impacted by the fire incident at Wang Fuk Court, the Group made a donation of HK$1,000,000. This donation was made with the aim of providing timely and practical supports to the affected community, helping those displaced or harmed by the fire rebuild their homes, and return to a state of normalcy as quickly and smoothly as possible.

社會層面
SOCIAL ASPECTS

本集團秉持關愛文化，關注海外的自然災害，將關愛文化延伸至本地以外社區。每當海外發生重大自然災害時，本集團均會立即採取行動，向災區提供緊急捐款，並呼籲員工共同響應。早前，緬甸中部發生地震，本集團迅速捐贈50萬港元支援災民，其後更號召員工參與捐款。

The Group upholds our caring culture and remains attentive to natural disasters overseas, extending this ethos of care beyond local communities. Whenever a major natural disaster occurs abroad, the Group takes immediate action by providing emergency donations to affected areas and calling on employees to join in the effort. Earlier, when an earthquake hit central Myanmar, the Group promptly responded with a HK$500,000 donation to support victims, subsequently organising an employee donation drive.

展望未來，本集團將視與社區的合作為實現可持續發展的更廣泛規劃中不可或缺的一部分，並堅定不移地運用自身力量醞釀構想，以幫助有需要人士，為社會帶來正面的影響。

Looking forward, the Group sees the collaboration with the community as an indispensable part of its broader plan to achieve sustainable development, and will unswervingly leverage its strength to incubate more great ideas to help the people in need and bring a positive impact on the society.

東瀛遊控股有限公司
EGL Holdings Company Limited

(於開曼群島註冊成立的有限公司)
(Incorporated in the Cayman Islands with limited liability)

股份代號 Stock Code：6882



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