唐宮
Tang Palace
HONG KONG TANG PALACE FOOD & BEVERAGE GROUP 香港唐宮飲食集團

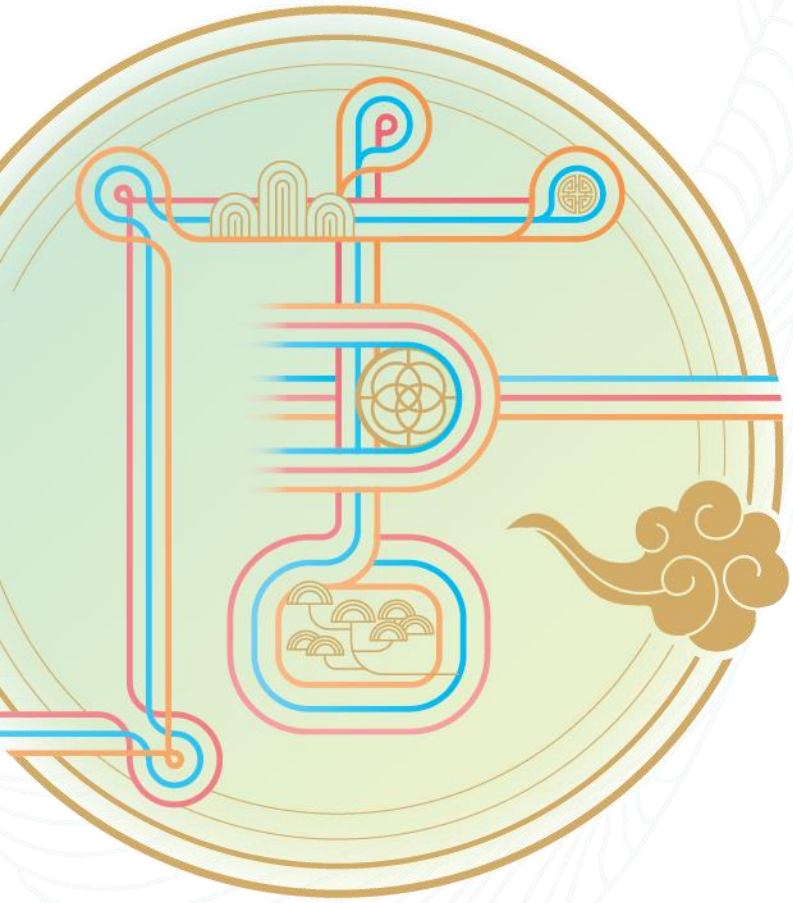
唐宮(中國)控股有限公司
TANG PALACE (CHINA) HOLDINGS LIMITED

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

Stock Code 股份代號 : 1181

2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

For identification purposes only 僅供參考



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Introduction

Happy Culture, Centennial Vision

Since establishment, Tang Palace Group has undergone exploration, innovation, accumulation, and transformation, gradually forming a corporate culture of "Conveying Happiness through Catering." With the mission of "bringing happiness to our employees and warmth to our customers," we uphold the values of "Safety, Kindness, Consideration and Generosity" in our operations and decision-making. We are dedicated to create a happy life for our employees and a joyful experience for our customers, and are firmly moving towards our vision of "Creating an international centennial brand filled with blessings."

Three Scopes for Sustainable Happiness

The sustainable development of the company is the core path to realize Tang Palace's vision. This year, continuing to take our corporate culture as the cornerstone, we are fulfilling our ESG commitments across the following three scopes:

- **Happy Environment · Green Partnership** – Collaborating closely with stakeholders to actively promote environmental protection and resource efficiency across all aspects of our operations.
- **Happy Operation · Prudent Progress** – In the face of market uncertainties, we pursue progress while maintaining stability, consolidating a path of high-quality development to create long-term sustainable value.
- **Happy Society · People Centered** – Starting with employee happiness, we foster a resonant cycle of happiness that extends to families, customers, and society as a whole.



Move together for Co-creating Happiness

We firmly believe that only by consistently fulfilling our environmental, social, and governance responsibilities can we achieve the goal of creating long-term value and realize a true centennial brand of happiness.

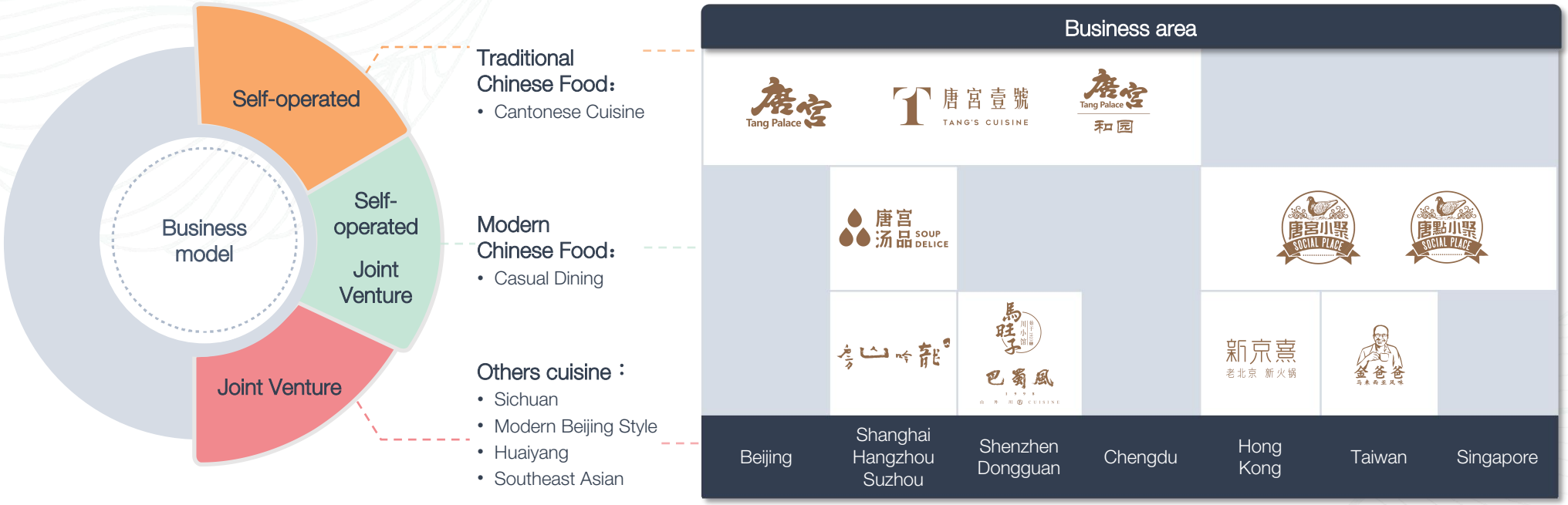
We extend our heartfelt gratitude to the management and all employees for their contributions, as well as our sincere appreciation to all suppliers, business partners, government agencies, customers, and shareholders. Moving forward, we will continue to work hand in hand, jointly fulfilling the duties and responsibilities of catering professionals in the ESG field, and creating sustained happiness and value for our employees, customers, shareholders, society, and the environment.

1. About Tang Palace Group

1.1 Group Profile

We are a chain food and beverage group mainly operated in China. Since 1992, the Group has insisted on conveying happiness to customers through healthy and delicious cuisine, professional and touching services, with the vision of enabling the Company to have a healthy and sustainable development and become an international centennial enterprise.

The Group was listed on the Main Board of the Stock Exchange of Hong Kong Limited ("Stock Exchange") on 2011 (stock code: 1181). The Group operates multi brands through self-operation and joint venture which aim to cater needs of different consumption markets, providing customers with a variety of high-quality Cantonese, Sichuan, modern Beijing, Huaiyang, Taiwanese and Southeast Asian cuisine, with outstanding service for every customer. As at the end of 31 December 2025, the Group operates 30 restaurants, and owns 12 restaurants under joint ventures. The Group's restaurants are located in Beijing, Shanghai, Shenzhen, Chengdu, Hangzhou, Suzhou, Dongguan, Hong Kong, Taiwan and Singapore with a food factory set up in Shanghai.



1.2 The Group's Major Development Stages

The Group entered the Chinese mainland food and beverage industry in the 1990s, beginning in 1992. Focusing on first-tier cities, we subsequently opened restaurants in Shenzhen, Beijing, and Shanghai. Through years of dedicated effort, we have earned recognition from both local diners and the industry, building a strong reputation alongside a growing restaurant network.

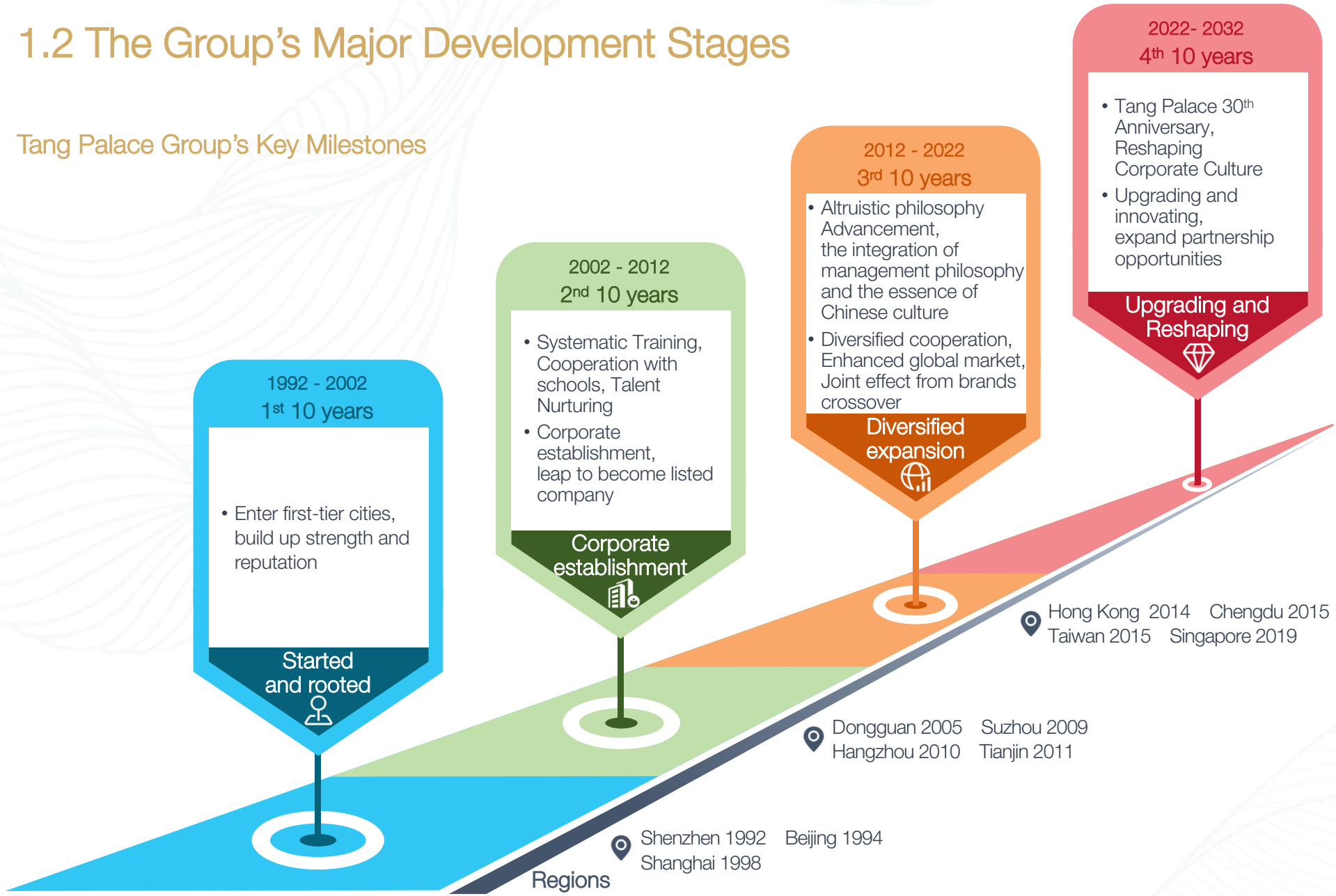
In its second decade, the Group gradually expanded into second-tier cities, opening restaurants in Dongguan, Suzhou, and Hangzhou. Meanwhile, the Group recognized that employees are a key driver of sustainable development and therefore established a talent development system with Tang Palace's distinctive characteristics, rooted in a culture of care. In 2008, the Group advanced its corporate development by opening a food factory in Shanghai. Since 2010, the Group has introduced a variety of cuisines to broaden its business portfolio, while strengthening its internal management systems and organizational structure. As a result, the Group was successfully listed on the Stock Exchange in 2011, marking a significant milestone in its second decade of development.

In its third decade, in response to a changing market environment, the Group recognized the importance of diversification for sustainable growth. Guided by management philosophies and the essence of traditional Chinese culture, we have built a diverse team comprising both internal and external talent. At the same time, the Group has diversified across various areas, including expanding its restaurant network, developing new brands, upgrading existing brands, collaborating with partners, and broadening its business scope and marketing channels, thereby progressing in a more stable and strategic manner.

As social development accelerates, the food and beverage industry is evolving at an increasingly rapid and dynamic pace. In this context, restaurant operators bear significant responsibilities in environmental, social and governance matters, which align closely with the Group's original mission of "creating a happy food and beverage enterprise." Sustainability has therefore become a core business strategy. We remain committed to promote, share and pass on the concept of sustainable development, from generation to generation.

1.2 The Group's Major Development Stages

Tang Palace Group's Key Milestones



1.3 Group Culture and Values

We firmly believe that the core of a food and beverage company's culture lies in "creating happiness." Just like preparing a warm dinner for family, we have always believed that happiness can be conveyed through delicious food. Guided by the principle of "conveying happiness through catering," we regard "creating happiness for employees" as our key corporate mission. We firmly believe that only a truly happy team can deliver genuine warmth and quality service to every customer.

In our operations and management, we put into practice the four core values of "Safety, Kindness, Consideration and Generosity," and systematically promote our corporate culture through the four mechanisms of "Care, Connection, Praise, and Growth." Built upon this foundation, and guided by the culture of "filial piety and gratitude, altruism, and refinement," we continue to create a stage where employees can fully realize their potential, enhancing their personal sense of happiness and belonging.

Through the corporate practice of "learning together, growing together, and creating happiness together," we are committed to achieving a sustainable win-win future for our employees, the company, and our customers.



1.4 Awards and Accolades

Tang Palace is committed to promoting the development of the food and beverage industry, endeavor to improving the professional level of restaurant environment, products and services, cultivating catering talents, fulfilling social responsibilities, and gaining recognition from authoritative organizations, industry associations, customers and partners. Tang Palace has received various awards in 2025 and some are listed below.

About
Happy Operation



Tang Palace (China) Holdings Limited
2024 Top 100 Chinese Catering Enterprises
China Cuisine Association, awarded in June 2025
Awarded for 15 consecutive years since 2010

1.4 Awards and Accolades

About Happy Operation (Continued)



14 stores were award for the “2024 Top 500 Chinese Restaurant”

China Cuisine Association, awarded in June 2025

10th year Awarded since 2014

1.4 Awards and Accolades

About Happy Operation (Continued)



唐宫金奖乳鸽

中国民族美食 一店一品

— 名菜 —



唐宫烧鹅皇

中国民族美食 一店一品

— 名菜 —



黑松露脆皮鸡

中国民族美食 一店一品

— 名菜 —



招牌炖响螺汤

中国民族美食 一店一品

— 名菜 —



沙姜去骨猪手

中国民族美食 一店一品

— 名小吃 —



盐焗凤爪

中国民族美食 一店一品

— 名小吃 —



唐宫虾饺皇

中国民族美食 一店一品

— 名点 —



葱油饼

中国民族美食 一店一品

— 名点 —



飘香榴莲酥

中国民族美食 一店一品

— 名点 —



黑毛猪叉烧酥

中国民族美食 一店一品

— 名点 —



黄桥烧饼

中国民族美食 一店一品

— 名点 —



生磨蛋白杏仁茶

中国民族美食 一店一品

— 名点 —

12 Tang Palace Dishes were award for the

China Ethnic Cuisine One Signature Product Per Restaurant “Signature Dish / Signature Dim Sum / Signature cold dishes”

China Ethnic Cuisine One Signature Product Per Restaurant Committee, awarded in October 2025

1.4 Awards and Accolades

About Happy Operation (Continued)



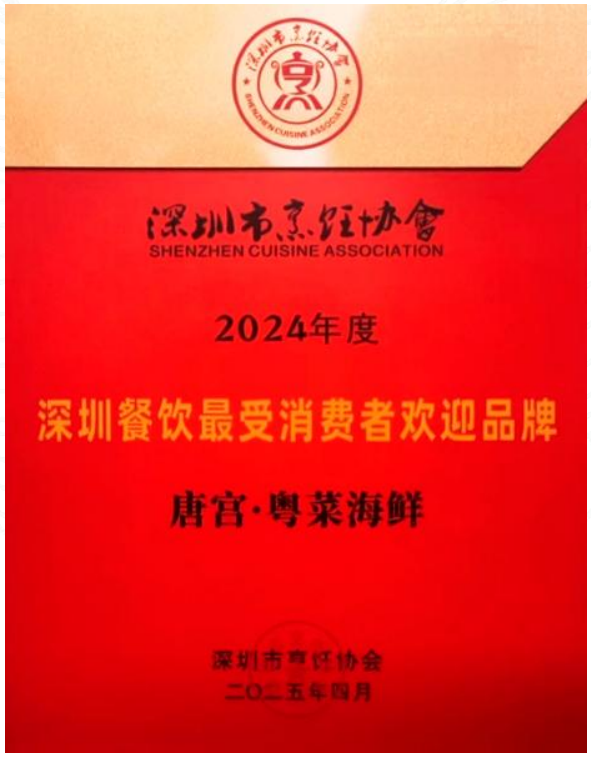
Tang Palace
Meituan Official Live Streaming 【TOP】 Brand
Meituan, awarded in January 2025



Tang Palace
2025 Meituan Takeout Must-Order List
Meituan, awarded in April 2025

1.4 Awards and Accolades

About Happy Operation (Continued)



Tang Palace · Cantonese Seafood
2024 Shenzhen F&B Consumers' Favorite Brand
Shenzhen Cuisine Association,
awarded in April 2025



Tang Palace · Cantonese Seafood
2024 Shenzhen F&B Most Influential Brand
Shenzhen Cuisine Association,
awarded in April 2025



Tang Palace
Shenzhen Top 10 Time-Honored Restaurants Beloved by Hong Kong People
ShenzhenTime-Honored Brands Association,
GBA Industry and Commerce Federation in Hong Kong, awarded in July 2025
First awarded Shenzhen Time-Honored Brand in 2015

1.4 Awards and Accolades

About Happy Operation (Continued)





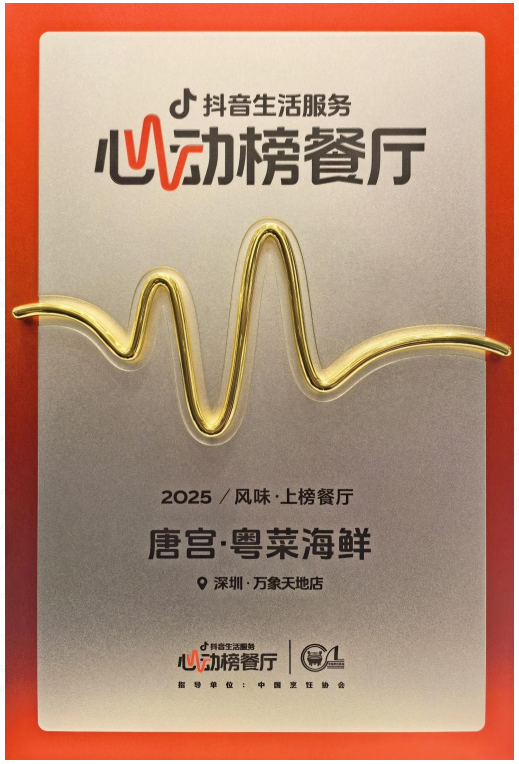
Tang Palace (Crowne Plaza Beijing Lido, Beijing)
2024 Beijing National Diamond Restaurant Jingzhi Awards
Beijing Food and Beverage Industry Association,
awarded in April 2025



Tang Palace (Hilton, Beijing)
Shortlisted Restaurants for the
2024 Beijing National Diamond Restaurant Jingzhi Awards
Beijing Food and Beverage Industry Association,
awarded in April 2025

1.4 Awards and Accolades

About Happy Operation (Continued)



Tang Palace (Mixc World, Shenzhen)
Douyin Life Services "Heartbeat List" 2025
Flavor Award Restaurant
Douyin, guided by China Cuisine Association,
awarded in April 2025



Tang Palace (Co-Innovation and Cooperation Center, Chengdu)
2025 Chengdu Artisan Chinese New Year's Eve Dinner
Recommended Restaurants to Experience
Chengdu Catering Industry Association, awarded in December 2025
Awarded for 3 consecutive years from 2022 to 2024,
Taste in Chengdu Recommended Restaurants to Experience



Tang's Cuisine (Xiangmihu, Shenzhen)
2026 Greater Bay Area's Culinary Guide
One Star Restaurant
Shenzhen Cuisine Association,
awarded in December 2025

1.4 Awards and Accolades

About Happy Operation (Continued)



Mr. Chen Zhixiong (third from right), CEO of Tang Palace Group
Shenzhen Catering Industry 30-Year Outstanding Contribution Award
Shenzhen Cuisine Association, awarded in April 2025

1.4 Awards and Accolades

About Happy Operation (Continued)





Hong Kong Tang Palace Food & Beverage Group (Tang Palace Institute)
2025 China Culinary Service Skills Competition – Gold Award
China Cuisine Association, awarded in October 2025

1.4 Awards and Accolades

About Happy Environment



Tang Palace (Metropark, Shanghai)
Outstanding Organization Award for the Implementation of Green Restaurant Management Standards
Shanghai Restaurants Cuisine Association, awarded in April 2025
First awarded the Green Restaurant Honor and
the Outstanding Organization Award for Green Restaurant Activities in 2015



Tang Palace (Metropark, Shanghai)
Changning District 2024 Model Unit for Combating Food Wastage
Shanghai Changning District Food Safety Committee Office,
awarded in January 2025

1.4 Awards and Accolades

About Happy Society







Tang Palace (China) Holdings Limited
2024 Special Thanks
China Social Welfare Foundation, awarded in May 2025

Since 2021, we have donated an accumulated total of over RMB 560,000 to the "Free Lunch for Children Foundation" in four consecutive years through the "Tang Palace Full Moon Project" , providing warm, free lunches to children in rural areas and supporting their healthy growth.

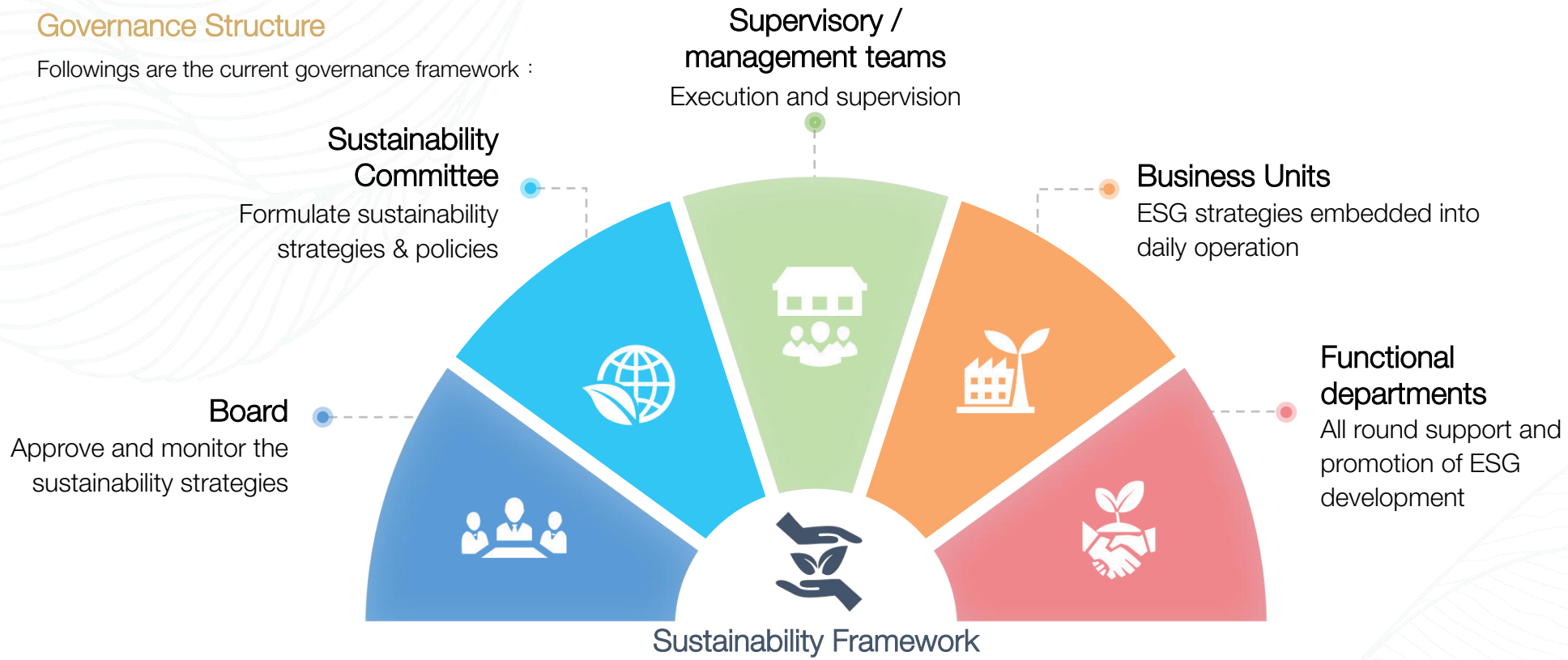
2. Sustainability in Tang Palace Group

2.1 Sustainable Development and Risk Management

The Group is committed to enhancing its sustainable development. The Sustainability Committee (the "Sustainability Committee"), led by the Chairman of the Board (the "Board"), is responsible for formulating the Group's sustainability direction and strategies. Implementation is carried out by various supervisory and management teams, with initiatives further cascaded and executed across business units and functional departments. The Board is responsible for approving sustainability policies and overseeing the implementation of the overall framework. The Sustainability Committee is closely integrated with the existing management system to ensure that ESG strategies are effectively embedded into daily operations.

Governance Structure

Followings are the current governance framework：



2.1 Sustainable Development and Risk Management

Board Declaration

The Board is responsible for the Group's environmental, social and governance strategy and reporting, ensuring alignment with the Group's long-term development strategy, corporate culture, target and values, and overseeing their implementation in day-to-day operations. To incorporate relevant elements of the environment, society, and governance into the strategy-setting process, the board collaborates with the "Sustainable Committee" and the "ESG team". Under the guidance of external expert consultants, the Group oversees matters related to environmental, social, and governance affairs. The Sustainability Committee convenes at least two meetings annually, during which they review the ESG team's reports and seek input from external experts. This allows them to stay informed about the latest industry trends related to ESG key issues and report significant decisions to the board.

In addition, during the process of collecting and reviewing relevant data, the ESG Team engages in communication and discussions with various operational departments and oversee management teams, such as the Risk Management and Internal Control Committees, as well as the ERS Mechanism Management Committee. In addition to identifying ESG-related risks through abnormal operating situations, the ESG Team also identifies opportunities to enhance management efficiency. This supports the Sustainability Committee in prioritizing and managing initiatives in line with the Group's business direction and strategy. At the same time, the ESG Team conducts interviews with internal and external stakeholders and seeks input from expert consultants to better understand the status and opportunities associated with various ESG key issues within the Company. Based on these insights, the ESG Team establishes priorities for relevant projects and works with different management departments to set measurable objectives. These efforts facilitate ongoing management oversight during routine meetings.

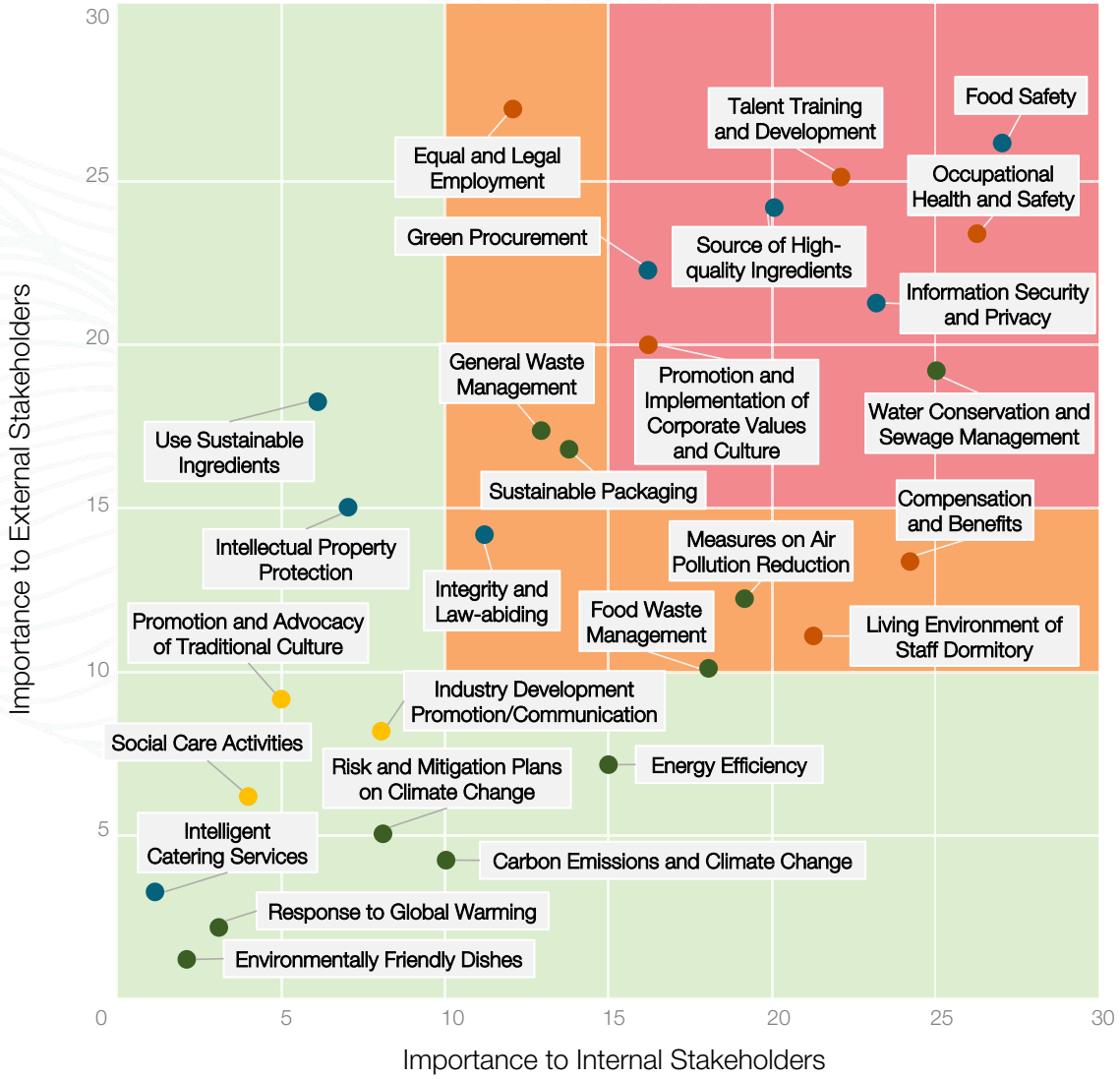
2.2 Stakeholders Communications

The Group places importance on establishing and maintaining ongoing, transparent and two- way communication with its stakeholders, and seeks to understand their concerns and expectations through various channels for continuous improvements in operational performance and sustainability management . The Group's key stakeholders include government and regulatory authorities, investors, customers, employees, suppliers and business partners, as well as community groups. The Group tailors its communication approaches and response measures according to the specific interests of each stakeholder group, ensuring that information dissemination and feedback mechanisms operate effectively.

Stakeholders	Concerns & expectations	Our responses & actions	Communication mediums
Government and regulatory authorities	• Compliance management • Risk management and control • Regulatory compliance	• The Group continuously reviews its internal control and compliance mechanisms to ensure that operations comply with applicable laws and regulations.	• Statutory meetings • Regulatory documents • Public disclosure
Investors	• Robust business performance and long-term growth • Information transparency	• The Group enhances transparency and responds to investors' concerns through regular disclosure and communication.	• Announcement • AGM • Investor presentation
Customers	• Food safety and quality • Services experience • Diversified products	• The Group continuously improves its products and services to enhance customer satisfaction.	• Customer feedback • Social Media
Employees	• Occupational Health and Safety • Competitive compensation and benefits • Working environment	• The Group provides a safe, healthy and supportive working environment and promotes talent development.	• Internal policies • Regular employee training • Meeting • Employee appraisal
Suppliers/ business partners	• Equitable procurement • Faithful performance of contracts • Product quality and supply stability	• Strengthen supplier management and collaborative communication to promote responsible procurement.	• Cooperation agreement • Procurement assessment • Integrity statement
Community groups	• Community engagement • Environment protection • Corporate social responsibility	• Actively engage in community activities to promote sustainable and environmental initiatives.	• Volunteer activities • Charitable collaboration

The Group regularly reviews its stakeholder communication mediums to ensure that these channels effectively support risk management, decision-making, and the implementation of sustainability strategies.

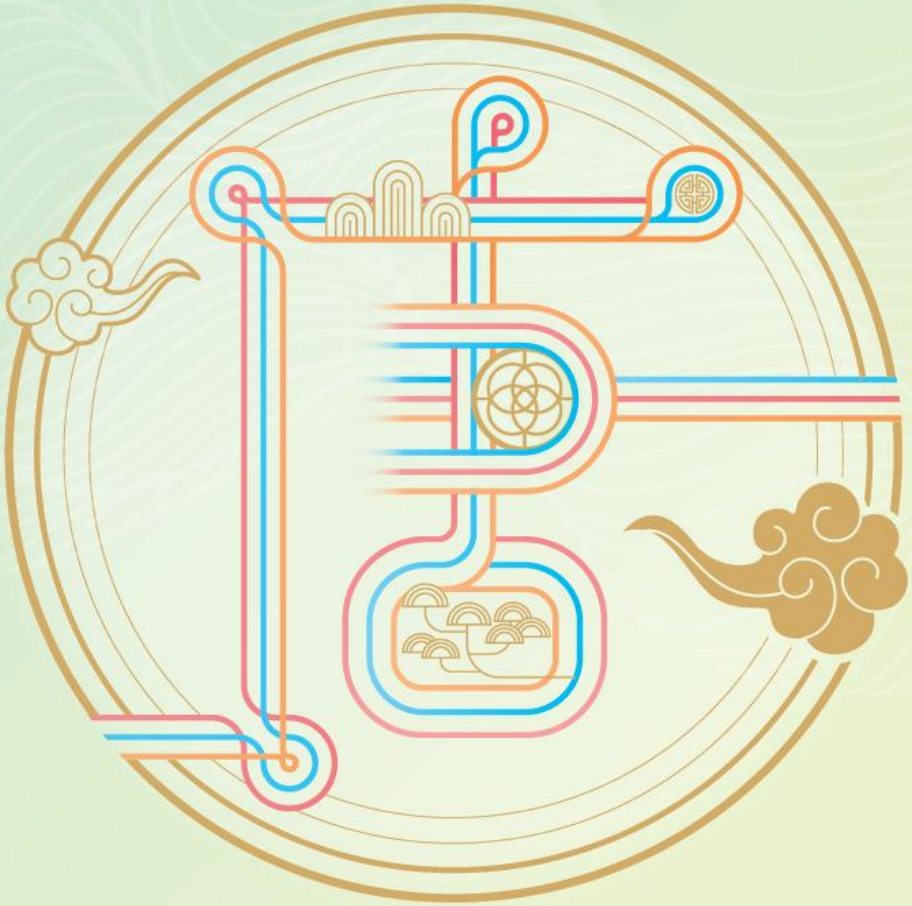
2.3 Materiality Analysis of Various Issues



We conducted an online survey among key stakeholders identified, both internal and external, to understand their key concerns. A total of 243 questionnaires were distributed and 101 were returned, representing a return rate of 41.6%. The majority of respondents are internal employees, suppliers and other cooperation partners, the percentages of which are 48%, 21% and 12% respectively. The left chart is the relevant result analysis:

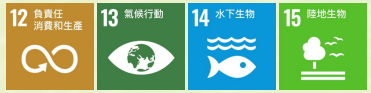
	Tier 1 Topics	Category
1	Food Safety	Customers
2	Information Security and Privacy	Customers
3	Source of High-quality Ingredients	Customers
4	Green Procurement	Customers
5	Occupational Health and Safety	Employment
6	Talent Training and Development	Employment
7	Promotion and Implementation of Corporate Values and Culture	Employment
8	Water Conservation and Sewage Management	Enviroment

Happy Environment
Green Partnership



- Relevant Data for Carbon Emission
- Water Footprint Statistics
- Waste Management
- Other Carbon Emission Reduction Action

Relevant Sustainable Development Goals



3. Happy Environment

Climate Change: Effects and Adaptation

According to the publication of “State of the Global Climate 2025” released by the World Meteorological Organization (WMO), the global average temperature in 2025 rose by 1.44℃ above pre-industrial levels, making it the third warmest year on record. Simultaneously, the increasing frequency of extreme heatwaves, heavy precipitation, typhoons, droughts, and other anomalous weather events indicates that the impact of climate change on the natural environment, social operations, and corporate activities continues to intensify. As the international community accelerates the transition to a low-carbon economy and capital markets raise the requirements for sustainability performance and climate-related disclosures, climate issues are no longer confined to the realm of environmental responsibility. Instead, they have become core management issues directly linked to long-term corporate competitiveness, risk management, and resource allocation.

Furthermore, regulatory requirements and disclosure standards in Hong Kong and Chinese Mainland are continuously evolving. Enterprises are now required to identify and disclose climate risks in a more specific and quantified manner, gradually extending the scope from their own operations to the upstream and downstream value chain. Extreme rainfall, typhoons, and high temperatures may disrupt office operations, logistics arrangements, and employee safety. These events could also adversely impact raw material supply, production scheduling, and cross-border transportation.

In response to these challenges, the Group conducts comprehensive value chain analysis to continuously review the environmental impact of various business segments, including energy and resource consumption, greenhouse gas emissions, and waste generation. We consistently optimize relevant management measures to enhance our operational resilience and capacity for sustainable development.

Climate change presents multi-dimensional challenges to the Group’s business operations. We categorize climate-related risks into "Physical Risks" and "Transition Risks" to comprehensively assess their potential impacts.

3. Happy Environment

Physical Risks

The primary threats the Group facing include acute risks (such as operational disruptions caused by typhoons and extreme precipitation), as well as chronic risks (including the pressure on supply chain stability and raw material costs resulting from droughts and rising temperatures).

Scope	Food quality	Customer Experience	Employee Safety	Environmental Protection
Potential Impacts of Relevant Physical Risks (Typhoons, extreme precipitation, droughts, extreme temperature)	• Livestock Sector Climate change can adversely affect livestock growth, as warming environments become more conducive to bacterial growth. This increases the risk of infectious disease outbreaks and mortality rates, leading to significant fluctuations in supply and pricing. • Crop Production Extreme weather may lead to crop failures or a shortened shelf life for produce, resulting in volatility in supply volume and pricing. • Seafood Rising ocean temperatures can lead to inconsistent quality in wild-caught fish, resulting in fluctuations in supply and market pricing.	• Service Accessibility Extreme weather events, such as typhoons or extreme precipitation, may prompt more customers to opt for delivery or online ordering, potentially leading to a decrease in physical store traffic. • Environmental Comfort Overburdened air conditioning systems may result in inconsistent temperature distribution across the stores, compromising the overall indoor environmental quality and customer experience.	• Extreme weather events, such as typhoons or extreme precipitation, may increase transportation and safety risks for employees during their commute, while also impacting store opening schedules and emergency evacuation arrangements. • Accumulated surface water and damp kitchen conditions may increase the risk of slips, trips, and falls for employees, particularly at entrances, back-of-house areas, and within the kitchen areas.	• Rising temperature may increase energy consumption from air conditioning and colling equipment in stores and food factory.
Our responses	• Actively developing muti-sourced supply channels to reduce dependency on single-point suppliers. • Strictly control of storage and production process to ensure raw material quality.	• Actively expanding non-dining revenue. (e.g. retail products) • Expanding menu variety to provide more options for customers.	• Implement flexible store operating hours during extreme weather events to reduce risks for employees. • Establish work guidelines for extreme weather conditions.	• Introduce “Cool Kitchens” in new stores to make kitchens cooler, cleaner, more hygienic, safer, energy-efficient and environmental friendly.

3. Happy Environment

Transition Risks

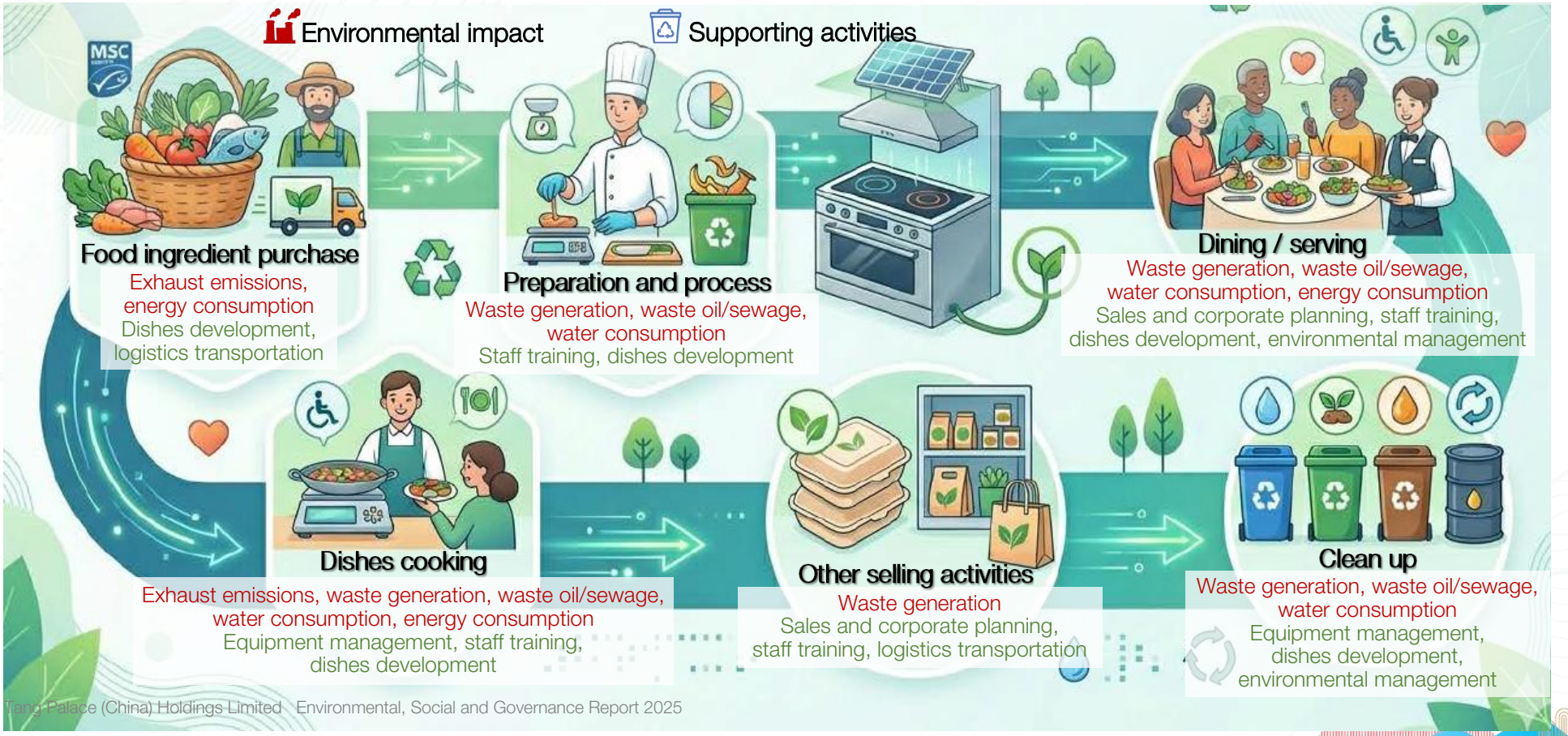
The Group also closely monitors transition risks arising from climate change. Key challenges primarily include increasingly stringent regulatory requirements, the stability of sustainable ingredient sourcing, and the shift in consumer preference toward healthy, low-carbon diets. We recognise that failing to promptly optimize energy management, strengthen supply chain resilience, and promote low-carbon operations could adversely impact our operating costs, brand reputation, and long-term market competitiveness.

Transition Risks	Potential effects	Our responses
Increasingly stringent regulatory requirements	• Increased compliance costs and administrative burdens. • Additional resources required to update internal policies, enhance monitoring, and improve disclosure standards.	• The Group will closely monitor the regulatory changes and proactively refine internal policies, strengthen staff training, optimize the documentation and disclosure processes and conduct regular internal reviews to ensure compliance with all applicable laws and regulations.
The stability of sustainable ingredient sourcing	• Potential supply chain disruptions or ingredient shortages if sustainable ingredients become unstable. • Volatility in ingredient supply may drive up procurement costs and operational pressure.	• Establish diversify procurement channels to reduce dependency on single supplier. • Enhance supplier management by prioritizing suppliers who demonstrate stability and long-term sustainability.
The shift in consumer preference toward healthy, low-carbon diets	• Lead to a decline in demand for traditional high-meat and high-carbon dishes. • Require additional resources to develop new dishes, adjust procurement, and update operational processes which increase the operating costs.	• Continuously optimize the menus with healthy, low-carbon options, such as plant-based dishes, reduced-meat meals, and portion-controlled choices. • Prioritize local, seasonal and sustainable ingredients to minimize transport carbon emissions and improve supply stability.

3. Happy Environment

Climate Change: Effects and Adaptation (Continued)

Beyond the aforementioned climate-related risks, environmental regulations and emission reduction policies implemented by governments worldwide may impose additional compliance and operational costs on the Group's activities. For instance, the Chinese Mainland is consistently advancing legislation related to climate change and refining its institutional frameworks. In Hong Kong, although the implementation of the Municipal Solid Waste Charging scheme has been suspended, the Government continues to actively promote waste reduction, recycling initiatives, and public education. The Group will remain vigilant regarding the announcement of relevant laws and explore feasible mitigation measures. Furthermore, we will increasingly integrate natural environmental sustainability into our management framework. By optimizing existing operational processes through appropriate strategies, we strive to minimize our environmental footprint and promote a harmonious coexistence between our business and nature.



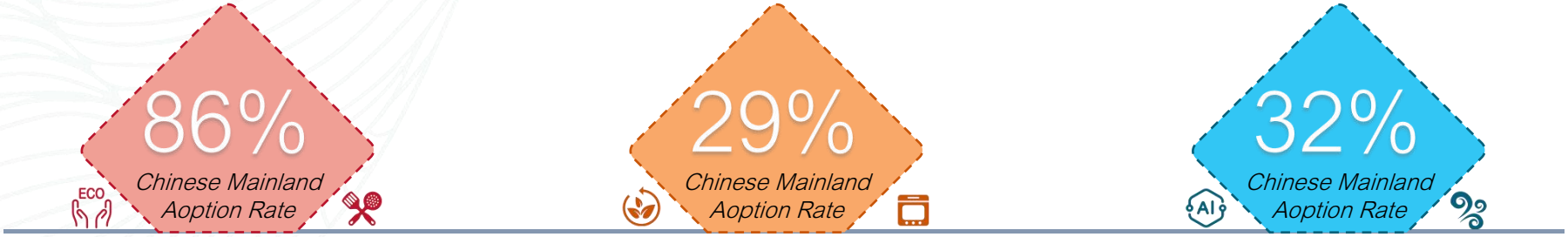
3.1 Relevant Data for Carbon Emission

Managing Energy and Emissions

To strengthen the Group's overall energy management, we have established specific energy-saving measures across key operational areas, including lighting, air-conditioning, ventilation, refrigeration equipment, cooking equipment (including steam ovens, stoves), and dishwashers. These measures aim to enhance energy efficiency and reduce energy consumption across all business operations.

Energy-saving measures for stores

In our Chinese Mainland operations, we have implemented a series of energy-saving strategies to improve energy efficiency. Where operationally feasible, we install various energy-efficient equipments in most of the new outlets and during major renovations, including intelligent ventilation systems, eco-stoves, energy-efficient dishwashers, eco-friendly steam ovens, and heat energy recovery systems.



Eco-stoves

We continue to progressively replace traditional stoves in our Chinese Mainland stores to reduce energy consumption while improving the overall working environment. Our target is to maintain an adoption rate of over 85% by 2030 (2024: 82%).

Energy-efficient dishwasher

The energy-efficient dishwashers are equipped with heat recovery functions, reducing power consumption from 44 kW/h to 36.5 kW/h. During the Reporting Period, a total of eight stores were using these dishwashers (with no new additions during the Period), with an estimated annual electricity saving of approximately 280,000 kWh.

Intelligent ventilation systems

The combined electricity savings from all equipments amounted to 1,175,000 kWh, representing a slight increase from 1,173,000 kWh in the previous reporting year. As of 31 December 2025, a total of nine stores were using intelligent ventilation systems. Total electricity savings are expected to remain at a similar level in 2026.

In addition to the above energy-saving equipments, as at the end of the Reporting Period, all stores in Chinese Mainland had fully adopted LED lighting. Zonal lighting controls are implemented based on the needs of different areas (such as dining and kitchen areas), including switching off certain lights during non-peak hours. Compared with traditional lighting, LED lighting significantly enhances energy efficiency. Additionally, air-conditioning is also one of the major sources of electricity consumption in our stores. We maintain indoor temperature settings between 25℃ and 27 ℃, which effectively reduces energy consumption.

3.1 Relevant Data for Carbon Emission

Energy emission and Greenhouse Gas (GHG) emission targets and performance

Using the Year of 2024 as the baseline, we aim to reduce GHG emissions intensity and energy consumption intensity by 5% by 2030, with continuous tracking of emission reduction progress. The environmental data for the Reporting Period is as follows:

Greenhouse Gas (GHG) Emission and Intensity

Greenhouse gas emissions
Tonnes Carbon Dioxide Equivalent

	Sources of Emission	2025	2024
Scope 1	Direct Emission Fossil fuel consumption by equipment and vehicles owned or controlled by the Group, and the Exhaust emissions of refrigerants (mainly used in refrigerators)	7,368 Note 1	7,531
Scope 2	Indirect Emission from Energy Purchased electricity and heating powers	8,401 Note 2	9,135
Scope 3	Other indirect emission Commercial flights Note 3	135	216
Total		15,904	16,882
GHG Emissions Intensity =Tonnes Carbon Dioxide Equivalent / RMB1,000 Revenue		0.020	0.019

Taking into account its core business operations and data availability, the Group has included "Category 1: Purchased Goods and Services" and "Category 4: Upstream Transportation and Distribution" in the calculation boundary of its Scope 3 greenhouse gas emissions.

Greenhouse gas emissions
Tonnes Carbon Dioxide Equivalent

		2025
Scope 3	Category 1 Purchased Goods and Services	50,525 Note 4
	Category 4 Upstream Transportation and Distribution	2,884 Note 4
Total		53,409
GHG Emissions Intensity =Tonnes Carbon Dioxide Equivalent / RMB1,000 Revenu		0.068

Note:
1. References for calculation methods include, but are not limited to, People's Republic of China domestic trade industry standards "Hotel Industry Greenhouse Gas Emission Standard", "Greenhouse Gas Accounting Tool for Chinese Cities (Pilot Version 1.0)", "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong", and the "How to Prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs" issued by the HKEX;
2. Indirect emissions come from indirect greenhouse gas emissions generated during the production process of the restaurants' purchased electricity and Beijing district restaurants' purchased heat. References for calculation methods include, but are not limited to, People's Republic of China domestic trade industry standards "Hotel Industry Greenhouse Gas Emission Standard", and The 2023 annual average national power grid emission factor (kgCO2 / kWh) published by the Ministry of Ecology and Environment of the People's Republic of China in 2025.（Northern China：0.6361；Southwest China：0.2472；Eastern China：0.5500；Southern China：0.4042）
3. To ensure the comparability of year-on-year data and consistency with our targets, we have included "Category 1" and "Category 4" in the scope of our Scope 3 greenhouse gas emissions reporting for the first time this year, with the relevant data presented in the chart on the right.
4. The calculation methodology for Scope 3 greenhouse gas emissions refers to, among others, the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard published by Hong Kong Exchanges and Clearing Limited.

3.1 Relevant Data for Carbon Emission

Energy emission and Greenhouse Gas (GHG) emission targets and performance

Using the Year of 2024 as the baseline, we aim to reduce GHG emissions intensity and energy consumption intensity by 5% by 2030, with continuous tracking of emission reduction progress. The environmental data for the Reporting Period is as follows:

Energy Consumption Intensity

Energy Consumption by Type
mWh Equivalent

	Sources of Emission	2025	2024
Direct Energy	Gasoline	299	331
	Diesel	152	156
	Natural gas	32,229	33,623
Indirect Energy	Purchased heating power	312	332
	Purchased electricity	17,099	18,405
Total		50,091	52,847
Energy Consumption Intensity ＝mWh / RMB1,000 Revenue		0.063	0.060

3.2 Water Footprint Statistics

Water Resource Management

Although we did not encounter any issues in sourcing water during the Reporting Period, water shortages remain a common challenge worldwide. Additionally, potable water supply and wastewater treatment place pressure on environmental ecosystems and carbon emissions. Therefore, we will continue our efforts in daily water conservation management.

Water-saving mesaures for stores

In our Chinese Mainland operations, we have implemented a series of water-saving strategies to improve water consumption efficiency. During the Reporting Period, eight stores pioneered the establishment of a dishwasher water recycling system, where wastewater from dishwashing is reused for pre-rinsing heavily soiled tableware, achieving tiered water utilization. Additionally, some stores introduced infrared sensor taps and water-saving devices, while regularly inspecting water flow rates to ensure that water-use equipment operates at optimal efficiency. To further enhance employees' awareness of water conservation, signage promoting water-saving practices has been placed in key water-use areas within stores.



Energy-efficient dishwasher

Water consumption target and performance

Taking the 2024 financial year as a baseline, we have set a target to keep our water consumption intensity below 0.50 cubic meters per 1,000 RMB of revenue by 2030. Although water consumption for the Period is slightly above our target, management remains committed to closely monitoring water usage and will implement the progressive rollout of dishwasher water recycling systems across our stores as part of our daily management measures.

The environmental data for the Reporting Period is as follows:

Water Consumption Intensity

Water Consumption
cubic meter

	Business-related water usage	2025	2024
Water consumption	Cleaning processes, dish and beverage preparation and restroom facilities	414,220	417,364
Water Consumption Intensity ＝cubic meter / RMB 1,000 Revenue		0.524	0.471

3.3 Waste Management

Air Emission Management and Reduction measures

In our major operations in Chinese Mainland, including food preparation, ingredients procurement and transportation, as well as employee business travel and travel for family visits, greenhouse gas emissions are unavoidable to varying degrees. To reduce these emissions more effectively, we have implemented a series of emission reduction measures across our business operations, actively promoting low-carbon development and contributing to the achievement of our carbon reduction targets.

Utilize electronic device

Utilizing electronic communication and conferencing facilities for cross districts meetings to reduce unnecessary vehicle or flight arrangements. During the Reporting Period, total carbon dioxide emissions from business travel and family-related transportation amounted to 134.8 tonnes, representing a 37.4% decrease compared to prior year's 215.5 tonnes.



Eco-stoves adopted

Reducing natural gas consumption and associated air emissions during the cooking process.

Regular examination

Regular examination and cleaning for hydro-washing hood and related facilities to ensure the grease purification is functioning as normal.

Respective emissions data

Environmental data[Note 1] related to fuel-powered vehicles and cooking equipment for the Reporting Period are as follows:

KG		2025	2024
Exhaust gases	Nitrogen oxide	3,749.8	3,952.7
	Oxysulphide	2.3	2.4
	Particulate matters	343.7	362.3

Note：

1. References to calculation methods include, but are not limited to, "The First National Pollution Source Census Manual on Urban Living Sources and Discharge Coefficients" and the "How to Prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange

3.3 Waste Management

Waste and Packaging materials Management

For waste management, the Group is committed to reducing the environmental impact of its daily operations. Through a systematic monitoring mechanism, we comprehensively track waste generation across all stores and back-of-house functions, and continuously optimize resource efficiency to reduce waste generation. The Group strictly complies with relevant environmental laws and regulations in the People's Republic of China, as well as applicable international standards, and classifies, collects, stores and disposes of hazardous and non-hazardous waste to ensure that handling processes meet local regulatory requirements. At the same time, the Group has established a comprehensive waste data tracking and analysis system to assess the amount of waste generated and the disposal methods adopted by each unit, and formulates specific improvement measures based on the analysis results to enhance both operational efficiency and environmental performance, supporting the Group's overall sustainable development and low-carbon objectives.

Hazardous and non-hazarhous waste

Within our Chinese Mainland operations, hazardous waste mainly consists of containers of chemical-based cleaning agents and pesticides. During the Reporting Period, our Chinese Mainland operations generated a total of 16.21 tonnes of hazardous waste.

During the Reporting Period, a total of 25 tonnes waste oil had been recycled in our Chinese Mainland operations. We worked with qualified waste oil recycling providers to ensure proper disposal. Additionally, to reduce waste oil generation, our stores use high-quality, more durable cooking oil and implement portion control measures to regulate oil usage in food preparation.

Non-hazardous waste—including kitchen waste, general waste, recyclable materials, and used oil—is primarily produced in business activities such as ingredient processing, food preparation waste, leftover meals, and discarded paper products. Kitchen waste accounts for approximately 68% of our total non-hazardous waste. As a result, we have implemented various measures to effectively reduce kitchen waste.

1. Waste Reduction at Source



- Procurement of pre-processed ingredients
- Reduction of food processing waste

2. Internal circulation



- Upcycling food scraps
- Providing nutritious staff meals

3. Demand-side management



- Training staff on professional order-taking skills
- Reduction of plate waste

Target and performance

Using the Year of 2024 as the baseline, we aim to reduce the non-hazardous waste intensity to below 4.5Kg per RMB 1,000 in revenue by 2030, while lowering the hazardous waste intensity by 10%.

The environmental data for the Reporting Period is as follows:

Tonnes		2025	2024
Non-hazardous waste	Food waste	2,747	2,899
	Other waste	940	921
	Recyclable waste	315	332
	Waste oil	25	28
Non-hazardous waste intensity ＝Kg / RMB 1,000 Revenue		5.098	4.716
Hazardous waste		16.21	23.76
Hazardous waste intensity ＝Kg / RMB 1,000 Revenue		0.021	0.027

3.3 Waste Management

Reduce single-use plastic and overpackinging

For restaurant operations involving takeaway products, retail items, and seasonal goods, we are committed to reducing single-use plastics in our packaging. We are progressively adopting more eco-friendly materials for suitable products, such as using sustainable cardboard for gift boxes and replacing plastic bags with felt, cloth, or PU leather bags. Furthermore, we use reusable thermal bags for packaging Poon Choi and Chinese New Year dishes. In our Chinese Mainland stores, we have long implemented a recycling scheme for takeaway clay pots, offering cash vouchers to encourage participation. Additionally, we are gradually replacing traditional plastic takeaway containers with those made from biodegradable materials, such as corn starch and other compostable alternatives. During this Reporting Period, our Hong Kong operations continued to use sugarcane fiber takeaway containers and discontinued the proactive provision of single-use plastic cutlery and gloves, further encouraging the reduction of plastic waste.

During the Period, the total weight of packaging materials used for finished products of the business in Chinese Mainland is as follows:

Tonnes	Sources	2025	2024
Packaging materials	Sauces for internal use	7.2	5.5
	Product takeaway	198.4	176.4
	Seasonal product Note 1	54.3	72.7
Packaging materials Intensity ＝Kg / RMB 1,000 Revenue		0.329	0.287

Driven by the growth in our takeaway business, the consumption of takeaway packaging materials increased significantly during the Period; however, we remain committed to prioritizing the use of eco-friendly packaging. Taking the 2024 financial year as a baseline, we have set a target to reduce packaging material intensity by 5% by 2030.

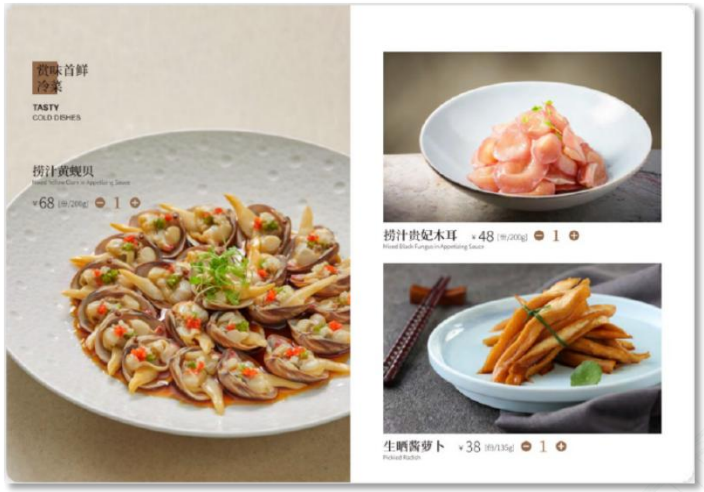
Note:

1. Seasonal products includes rice cakes, sticky rice dumplings and mooncakes

Promoting Digitization and Paper Recycling

Since 2020, we have partnered with charitable organizations to implement a receipt paper recycling scheme across our Guangdong stores, achieving a total collection of approximately 1,385 catties during this Reporting Period. Furthermore, we are progressively digitizing our operational processes to reduce the use of printed materials; this includes displaying promotional materials via electronic screens, as well as implementing mobile ordering systems, digital membership programs, and electronic receipts. By the end of the Period, our North China stores also began adopting digital menus to reduce the consumption of paper-based menus. Leveraging advancements in technology, we utilize various online office systems to improve operational efficiency while reducing paper consumption and the carbon emissions associated with cross-regional business travel. The Group has adopted online training and conferencing systems since 2019 and 2020, respectively. In 2025, online training courses accounted for approximately 14.2% of our total training hours, representing an increase of 6.2% compared to the previous year.

Through these initiatives, we have gradually cultivated a habit among our customers and employees of consistently utilizing digital services.





3.4 Other Carbon Emission Reduction Action

Internal environmental protection information sharing platform

We have a dedicated environmental protection section on its internal communication platform, and regularly shares environmental protection information with all employees.

Internal 5S management training

The Group's 5S management program incorporates environmental protection and energy-saving topics into regular courses and assessments, making energy and waste reduction management a daily work skill.




回味唐宫2025“地球一小时”｜共护地球，点亮希望

原创 唐宫|行政部 唐宫人 2025年4月1日 14:25
广东 听全文

唐宫绿色环保纪事

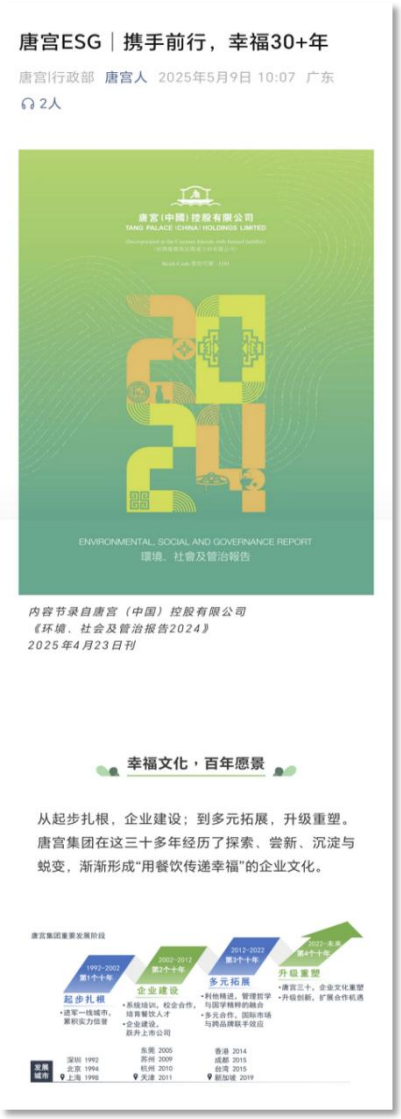
威谢大家与唐宫携手
支持2025地球一小时
于3月22日晚上8:30
关上灯，点亮希望
为地球献出一小时
共筑自然向好的、碳中和的未来

让我们一起回味当晚
“熄灭灯光，点亮希望”的感动

60
地球一小时

唐宫怀抱“创百年国际幸福品牌”的愿景，在员工幸福、顾客幸福、社会幸福、环境幸福四大范畴上尽己所能，力行用餐饮传递幸福。在环境幸福方面，我们在日常营运管理和宿舍生活中提倡“节能减碳，爱护环境；珍惜粮食，光盘行动”；又设有绿色素食菜单，为顾客提供更多色香味俱全的绿色餐饮选择。

自2019年起，唐宫每年响应世界自然基金会（WWF）发起的“地球一小时”活


唐宫ESG｜携手前行，幸福30+年

唐宫|行政部 唐宫人 2025年5月9日 10:07 广东
2人

唐宫（中国）控股有限公司
TANG PALACE (CHINA) HOLDINGS LIMITED
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
环境、社会及管治報告

内容节录自唐宫（中国）控股有限公司
《环境、社会及管治报告2024》
2025年4月23日刊

幸福文化，百年愿景

从起步扎根，企业建设；到多元拓展，升级重塑。唐宫集团在这三十多年经历了探索、尝新、沉淀与蜕变，渐渐形成“用餐饮传递幸福”的企业文化。


绿色荣耀|唐宫荣膺“2024 年绿色餐厅管理规范实施优秀组织奖”

唐宫|行政部 唐宫人 2025年4月28日 09:43 广东
1人

唐宫 Tang Palace
专注粤菜海鲜30°年
好食材，真鲜味

授予2024年绿色餐厅管理规范实施优秀组织奖获奖企业

2025 年 4 月 18 日，上海餐饮业创建绿色餐厅动员大会成功举行，**唐宫**与其他12家杰出企业在此次大会上凭借在绿色餐厅创建方面的出色表现，荣获 **“2024 年绿色餐厅管理规范实施优秀组织奖”**。这不仅是对我们过往绿色实践成果的肯定，更是对我们持续践行绿色发展理念的一种鼓励。

DB 31/T1398-2023
上海长宁唐宫海鲜酒有限公司
绿色餐厅管理规范实施
优秀组织奖
上海市餐饮烹饪行业协会
2025年4月

本次会议汇聚来自上海众多知名餐饮企业代表约 100 余名，以及相关政府部门领导和行业协会主要领导，共同探讨行业当下与未来。当下餐饮业虽面临诸多挑战，如消费降级、内需不足等，但全行业已凝聚起“向管理要效益，向质量要市场”的坚定共识。大会倡议创建绿色餐厅与光盘行动示范店，也是我们唐宫一直以来深耕的方向。

3.4 Other Carbon Emission Reduction Action

Continuously responding to environmental-protection public welfare activities

Tsingshan Public Welfare Fund:

Since 2018, the Group has continuously participated in the Tsingshan Public Welfare activities initiated by Meituan (美團外賣). For every completed takeaway order, the Group donates RMB 0.01-0.02 to the "Tsingshan Public Welfare Fund" (established in 2017 by Meituan (美團外賣) in collaboration with the China Environmental Protection Foundation, formerly known as the "Tsingshan Project Special Fund"). The fund's donations are used to support environmental public welfare projects such as the high-quality protection and development of natural protected areas, addressing climate change, ecological conservation and poverty alleviation, and environmental advocacy etc.

Earth Hour:

Since 2019, the Group has participated in the “Earth Hour” campaign initiated by the World Wide Fund for Nature (WWF) for seven consecutive years. Continuing this tradition, we once again invited our customers to join and share in this initiative on 22 March 2025 at 8:30 p.m. We also integrated the “Clear Your Plate” campaign, which focuses on reducing food waste, to promote the significance of cherishing the Earth’s resources.

Consideration of Environmental and Health Elements in Menu Development:

Beyond considering the proportion of vegetarian dishes in our main menu design, we incorporate healthy, innovative, and unique plant-based elements into our seasonal and promotional offerings to provide a wider variety of green dining choices. We actively promote plant-based consumption during traditional festivals, such as offering vegetarian puddings (e.g., Ginger Jujube and Aged Mandarin Peel variation with red bean) for the Lunar New Year, Qingtuan for the Ching Ming Festival, various vegetarian rice dumplings (e.g., Red Quinoa Mixed Grain and Kumquat Red Bean Paste) for the Dragon Boat Festival, and special vegetarian mooncakes (e.g., Coconut Flakes & Coconut Shreds and Low-Sugar Red Bean with Aged Mandarin Peel) for the Mid-Autumn Festival. Furthermore, we provide dedicated green vegetarian menus to offer customers diverse and healthy plant-based dining options on an ongoing basis.

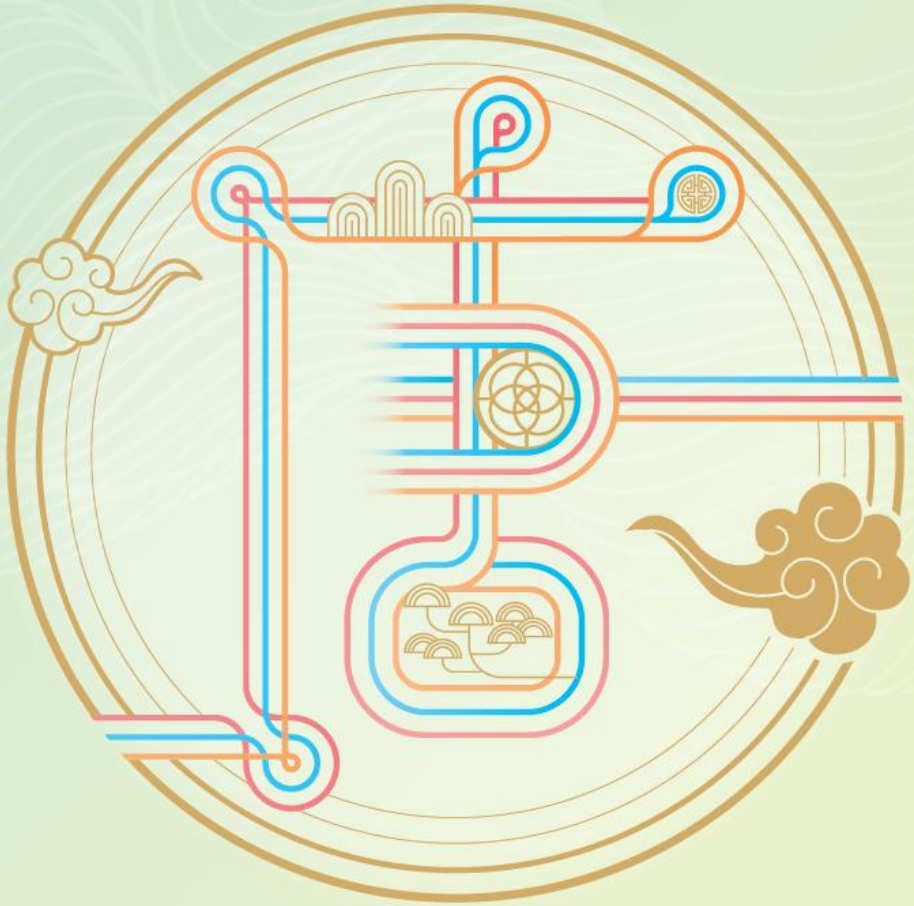








Happy Operation
Prudent Progress



- Supply Chain Management
- Food Safety
- Environmental Safety and Health
- Sales and Services
- Rights and Interests Protection
- Integrity and Trust

Relevant Sustainable Development Goals

4. Happy Operation

We believe that a company's core values and service philosophy are best embodied in the daily work of every employee. We are firmly convinced that only when each team member genuinely experiences happiness and a sense of belonging in the workplace can they fully devote themselves to turning every detail into a warm and meaningful expression. From the careful selection of ingredients, stringent control of the production process, and the craftsmanship reflected in culinary techniques, to the artistry of elegant plating, smile service, and attentive care, every step is delicately interwoven like fine threads. Together, they convey this warmth from within to each customer's heart without reservation.

The sincere recognition and continued support of our customers are the precious nourishment that sustains our employees' sense of happiness, enabling everyone to grow continuously and shine. In turn, this creates a beautiful virtuous cycle:

Employee happiness → exceptional service quality → deep customer satisfaction → collective team growth.

This is not only our operating philosophy, but also our commitment to every team member and customer.



The summary of the major management issues in different aspects of operations are as below:

Main management issues	Food ingredients purchase	Preparation and process	Dishes cooking	Dinning / Serving	other selling activities	Clean up
Supply chain management	●	●				
Food safety	●	●	●	●	●	●
Environmental Safety and Health		●	●	●		●
Sales and Service				●	●	
Protection of interests				●	●	
Probity and integrity	●		●	●	●	●

4.1 Supply Chain Management

We highly values the sustainability, safty and quality of the supply chain, and abided all relevant laws and regulations.

Targets

- Continue to seek for food ingredient suppliers with stable quality, quantity and price
- Insist to cooperate with suppliers with probity, compliance and integrity
- Ensure uninterrupted store supplies with good logistic management
- Obtain cost-effective ingredients
- Seek for suppliers with sustainable agricultural and livestock ingredients

Main strategies

- The introduction of suppliers is uniformly approved at Group level, and periodic market inquiries and price approvals are carried out. During the Reporting Period, we reviewed and further improved relevant processes and policies. Supplier contracts now explicitly include the terms of honesty and integrity
- Centralized purchase by the Group for the main ingredients (such as pigeon and high value seafood) to ensure quality and cost control
- Clear main aspects for the on-site supplier inspection: such as environmental sanitation, health protection awareness of staff, equipment status and health and safety policies and rules, and record the inspection results in a designated form
- The quality and quantity of food ingredients purchased are jointly checked by various relevant departments at stores
- Support local procurement and reduce transportation needs (reduce costs, vehicle carbon emissions and other uncertainties)







Key relevant regulations

- The Food Safety Law of the PRC
- Food Safety Ordinance (Cap. 612)

Key risks

- There was no material risk incidents related to suppliers during the period
- In the current supplier management and assessment, there is still insufficient focus on environmental aspects or limitations on business low-carbon transformation

Responses

- We will continue to engage stakeholder communication with our key suppliers to enhance mutual understanding of each other's readiness and collaborative needs in the low-carbon transition mega-trend
- We will maintain good communication and interaction with professional consultants to stay updated on the latest market concerns and reporting requirements

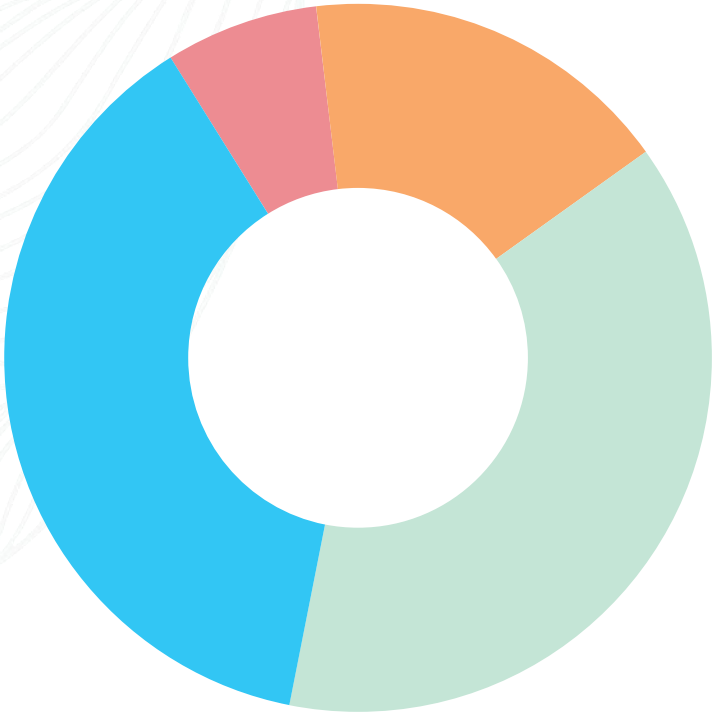
Updates during the Period

Seafood is one of the Group's key ingredients, and the Group continues to seek for suppliers that can help reduce carbon emissions. During the Reporting Period, the Group collaborated with a nationally certified organic hairy crab farm, whose farming practices help reduce soil and water pollution and maintain the natural ecological balance of land and water resources. The Group purchases organically farmed hairy crabs from this farm, all of which carry traceable organic certification identification codes. At the same time, the Group continues to identify other high- quality, eco- friendly ingredient suppliers and gradually expands the sources of sustainably sourced ingredients.

4.1 Supply Chain Management

Number of food suppliers by geographic region

During the Reporting Period, the Group had a total of 450 suppliers, which are distributed by regions as follows:



Western region（Sichuan / Chengdu）

7%

Southern region (Guangdong / Shenzhen)

38%

Northern region (Beijing)

17%

Eastern region (Shanghai / Hangzhou / Suzhou)

38%

During the Reporting Period, our food factory commissioned qualified food safety inspectors to conduct sampling tests on seasonal products, with no recalls required due to food safety or health concerns. The factory has comprehensively implemented all necessary environmental hygiene and disease prevention measures, with no instances of non-compliance recorded. Furthermore, the factory has successfully obtained the Hazard Analysis and Critical Control Points (HACCP) certification, further strengthening our food safety management system. Our stores also strictly adhere to all legal quarantine requirements for food procurement and actively cooperate with inspections by local regulatory authorities, all of which were successfully passed or met through the required remedial actions.

4.2 Food Safety

Targets

- Provide customers with safe, high-quality and healthy dishes
- Enhance employee awareness and prevent all food safety incidents

Main strategies

- emphasizes the importance of supply chain management, the Group is strictly controlling the introduction of suppliers, establish filing systems for source trace
- Our food factory undergo centralized testing for critical food ingredients (such as imported frozen food)
- each region has established a quality control department to implement monthly and quarterly regional inspection mechanisms, as well as annual group assessments. This ensures the cleanliness of production equipment and environmental hygiene
- The person in charge of 5S management conducts regular store training, updates and reminds store operators of the food safety requirements
- customer comments and patrol of government are seriously reviewed and effective reporting system for incidents

Key relevant regulations

- The Food Safety Law of the PRC
- Food Safety Ordinance (Cap. 612)

Key risks

- Risk of food ingredients infection
- The health and well-being of operation staff
- Hygiene management of all areas
- Guidelines for additives, food and beverage industry should comply, manage and cooperate

Responses

- source trace: establish food supply files, recording the details of suppliers to ensure they are complied with the law, and band ingredients of those failing
- food ingredients sample testing: The Group has established a dedicated testing team to conduct recorded sampling of frozen ingredients and sauces, ensuring food safety
- In the context of kitchen cleanliness and equipment requirements, the 5S management approach plays a crucial role
- The group has clear requirements regarding the attire and hygiene of food factory employees. These requirements cover several aspects (staff hygiene pass management, morning assessment for production employees, self-hygiene protocol)
- Regular internal audits of 5S implementation will be conducted at the store and regional levels to assess and evaluate the adherence to 5S standards
- Additives Contral Management (additives to be locked with assigned personnel to safeguard and record)
- Standard Dish Production Sheet: Ensuring consistency of outputs
- Incident Response Mechanism: Timely Investigation, follow-up, and review of Incidents

Updates during the Period

During the Reporting Period, each region organized cross-departmental quality inspection teams, which included representatives from the Operations Management Department, Product Quality Department, Training Department, and representatives from back office of the respective regions. Based on the inspection priorities jointly established with senior management, quality inspection forms were developed for store performance assessment. Food safety was the primary area of inspection, and it was further divided into different production departments, including all production departments, for meticulous follow-up.

4.3 Environmental Safety and Health

Targets

- Effective management and reduction of various safety accidents
- Enhance employees' awareness in health and safety in respect of environment, business operations and fire safety

Main strategies

- Ensure the current environmental and safety policies comply with regulations and market conditions
- Review and prevent potential safety hazards in the work environment
- Enhance the safety awareness of employees through regular training

Key relevant regulations

- The Production Safety Law of the PRC
- The Law of PRC on Prevention and Control of Occupational Diseases
- The Fire Control Law of the PRC
- Occupational Safety and Health Ordinance (Cap. 509)
- Fire Services Ordinance (Cap. 95)
- Prevention and Control of Disease (Requirements and Directions) (Business and Premises) Regulation (Cap 599F)

Key risks

- Regularization of security policy measures

Responses

- Understand the latest regulatory requirements and actively cooperate with regular inspections, maintaining good communication with regional regulatory authorities
- Regularly implement regional and group inspection mechanisms, assess safety hazards in the work environment, and take preventive measures; strengthen management mechanisms for reporting, analyzing, recording, and summarizing various types of incidents (such as workplace injuries)
- Regular training (including new employee onboard training), sharing safety knowledge through case studies, and participating in exercises; pre-operation meetings emphasize safe production and reinforce on-site safety operating procedures and inspections

Updates during the Period

Occupational safety and health training and inspections are held continuously at the store level to reinforce employees' awareness of safety precautions from multiple perspectives. The Group and regional 5S managers also receive comprehensive training in occupational safety, fire safety, and emergency response, further strengthening employee safety awareness and preparedness.

During the Reporting Period and the past two years, there were no work-related fatalities. During the Period, 17 employees were involved in work-related accidents, resulting in a total of 908.5 lost working days. All reportable industrial accidents were submitted to the relevant government labor authorities in accordance with applicable laws and regulations, and the regional operational management departments recorded the root-cause analysis and remedial measures using the Group's standardized reporting form, which serves as internal reference material for accident prevention and continuous improvement.

4.4 Sales and Services





Targets

- Continue to strengthen and promote the group's vision, mission, and values among foundation staffs
- Through professional and touching service, customers feel blessed during the dining process
- Continuous improvement and upgrades of products and service
- Promoting traditional Chinese culture to the public

Main strategies

- Regular online and offline training, letting employees master the service standards and maintain a good attitude
- In line with the Group's recent goal of providing personalized services, we have engaged a third-party service consultant to comprehensively establish new service standards and conduct regular objective evaluations
- Systematic follow-up of the customers' comments from different channels, adopting various motivational scheme praise and recognize employees with outstanding performance
- The designated department to examine the wording used in the menu and promotional materials, actively cooperates with law enforcement departments for any rectify requirements and shares cases to avoid misleading to the consumers

Key relevant regulations

- Law of the PRC on Protection of the Consumers Rights and Interests
- Advertising Law of the PRC
- Trade Descriptions Ordinance (Cap. 362)
- The Supply of Services (Implied Terms) Ordinance (Cap. 457)

Updates during the Period

In recent years, the Group has continuously enhanced the level of personalized service. During the Reporting Period, to support the annual banquet marketing strategy, the Group has revamped professional service standards, procedures and related workflows. The Group also engaged a professional consultant to design a "Banquet Designer" training programme, selecting employees who meet hosting criteria and providing them with professional training. From etiquette and attire, to venue layout and hosting techniques, the programme comprehensively strengthens the capabilities of specialist banquet experts. This enables "Banquet Designers" to master the characteristics of different types of banquets and the cultural traditions associated with China's seasonal festivals, turning each banquet into a memorable experience for guests. During the Period, a total of 157 employees successfully passed the assessment and became Tang Palace "Banquet Designers". In parallel, the Group evaluates banquet performance by establishing a dedicated banquet customer database and conducting post - event follow-up surveys. This enables continuous monitoring, maintenance and improvement of service standards.

The Group has established a designated department to review customer feedback from various channels (e.g. company mailbox, Openrice, Facebook, Dianping.com, etc.) and provide timely responses. The relevant departments will contact the customer, conduct an internal investigation, and respond within a reasonable time. In addition, the relevant department will summarize the improvement points relating to products/services in the comments and prompt the relevant persons in charge (including district general managers/managers, restaurant in charge and head chefs, etc.) in the monthly service review meetings, which will be attended by the Chairman of the Board and the Chief Executive Officer.

In addition, to match the Group's direction of restaurant brand upgrade, the inter-departmental quality inspection team has also formulated a specific quality inspection form (for restaurant environment and service experience) so as to, on top of high-quality products, provide customers with an all-rounded pleasant and impressive dining experience.

4.5 Rights and Interest Protection

Targets

- Good maintenance for our own registered trademarks, respect the rights and interests as well as privacy of third parties

Main strategies

- Effective trademark registration and maintenance mechanism to protect our own trademarks and respect other's
- Regularly understands the various departments ' needs on different office software, maintain good communication with copyrighted software suppliers, formulate appropriate corporate plans, and prohibit employees from downloading pirated software
- Do not ask for unnecessary customer information excessively, handle it with care and only allow relevant employees to access relevant information
- The membership system registration process will display the Company's privacy policy and allow customers to choose whether to accept the information provided for future promotional purposes
- Require system providers to perform data encryption processing, and prohibit the unintended use or disclosure of customer information to third parties

Key relevant regulations

- Trademark Law of the PRC
- Copyright Law of the PRC
- Personal Information Protection Law of the PRC
- Trade Marks Ordinance (Cap. 559)
- Copyright Ordinance (Cap. 528)
- Personal Data (Privacy) Ordinance (Cap. 486)

Updates during the Period

In order to protect intellectual property rights and the consumers, the Group, with the assistance of trademark consultants and lawyers, carried out the following trademark maintenance work from different aspects:

Measures	Frequency	Description	Update for the Period
Trademark registration	As needed	To register trademarks for new brands in Chinese mainland and for brands with potential for development in areas where overseas expansion is possible	During the period, 6 registered trademarks was successfully extended in Chinese mainland, and the key trademarks were successfully registered in Thailand and New Zealand
Monitoring similar trademark registration	Monthly	system program to conduct website search for similar trademark registrations that have entered the preliminary approval stage of the China National Intellectual Property Administration (for 43 or other food related categories of catering, the registered name has the word Tanggong "唐宮"), preventing likelihood of public confusion	During the period, 4 trademarks were found under constant surveillance and judged to be potentially infringing. Opposition application was submitted to the Trademark Office to proactively prevent trademarks that could potentially cause public confusion from being registered and used in physical stores
Actions against actual stores with very similar trademarks	As needed	If usage of a relatively similar trademark by a third party was found (with a physical store/similar cuisine), to avoid market confusion, corresponding actions will be taken accordingly, including complaints to the industry and commerce department, legal action, or application for invalidation to China National Intellectual Property Administration (if registered by that third party)	During the period, 2 cases (restaurant or online shop) were suspected of infringement were identified. After consulting with legal advisors, it was determined that protective actions should be taken. Legal measures were implemented during this time, including filing opposition or invalidation applications with the Trademark Office based on different infringement scenarios.
Dianping (大眾點評) checks in major cities	Quarterly	Designated person will search the Dianping (大眾點評) in the major cities that the Group mainly operates (such as Beijing / Shenzhen / Shanghai / Chengdu / Hangzhou etc.), if trade name similar to "Tang Gong (唐宮)" was found, will report to the platform for rights protection	During the period, 7 restaurants with similar trademarks were successfully reported to online platform, and all issues have been corrected.

4.6 Integrity and Trust

Targets

- Create a fair business environment and improve employees' professional ethics and awareness of misconduct

Main strategies

- The employee code of conduct clearly prohibits any behavior that will breach the integrity and harm the Company's interests
- Effective segregation of duties and process management (e.g. contract clauses including the rejection of illegal rebate)
- Regular cultural training to enhance the personal integrity of employees
- Establish an internal whistleblowing mechanism, contents will be kept confidential with designated internal audit department to follow reported cases
- Maintain good communication with anti-corruption departments to understand latest information and training resources

Key relevant regulations

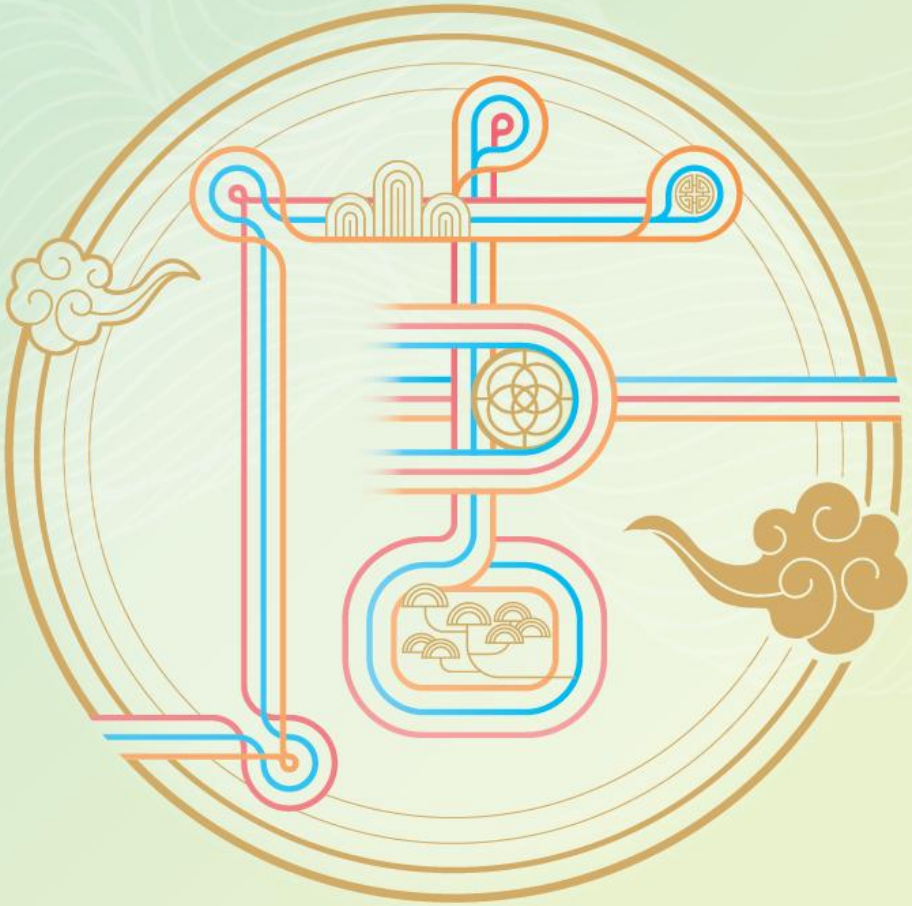
- The Anti-Corruption and Bribery Law of the PRC
- Anti-Unfair Competition Law of the PRC
- Criminal Law of the PRC
- Prevention of Bribery Ordinance (Cap. 201)

Updates during the Period

During the Reporting Period, there were no concluded legal cases of corruption against the group or its employees, and there were no internal reports on whistleblowing matters that need to be reported to the board of directors. We regularly provide updates on knowledge of integrity and honesty to the board of directors, ensuring that they stay informed about the latest corporate governance regulations and information. This helps the board in formulating strategies related to integrity, honesty, and other aspects of corporate governance for the group.

Additionally, we continuously offer courses incorporating elements of traditional virtues in new employee training programs and online self-learning system, fostering a culture where employees maintain personal ethical conduct.

Happy Society
People Centered



- Employment Situation
- Training and Development
- Community Contribution

Relevant Sustainable Development Goals

5.1 Employment Situation

Tang Palace Group Team Profile（as of 31 December 2025）

The Group has a total workforce of approximately 2,300 employees. Below is an employment analysis based on various dimensions, including gender, age group, regional distribution, job level, and employment type, along with turnover rates categorized by specific groups

		Size of workforce %	Annual Turnover rate Note 1
By gender	Male	60.1%	25.6%
	Female	39.9%	21.6%
By age group	30 years old or below	40.4%	31.0%
	31-50 years old	38.8%	14.8%
	51 years old or above	20.8%	19.0%
By region	Northern China	26.3%	22.0%
	Chengdu	13.5%	21.7%
	Eastern China	30.6%	27.5%
	Guangdong	23.3%	14.9%
	Hong Kong	6.3%	50.3%

		Size of workforce %
By job level	Basic level	83.5%
	Middle management	11.5%
	Senior management	5.0%
By employment type	Contract labour	77.6%
	Part-time	14.2%
	Interns	8.2%

Note:

1. Annual turnover rate refers to the total number of employees who left within each employee group during the Reporting Period, divided by the total number of employees in that group at the beginning of the year plus new hires throughout the Period.

5.1 Employment Situation

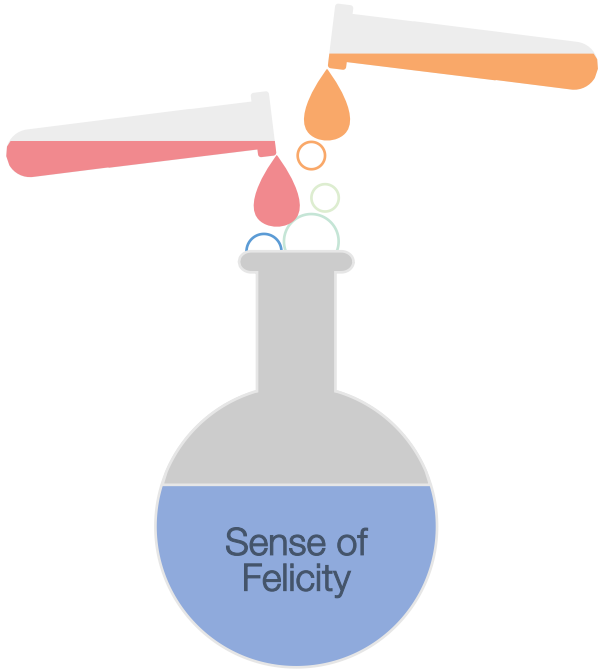
As an enterprise that values employees' well-being, in addition to respecting employees' basic legal rights [Note 1], we also continue to use various measures to make employees feel recognized, cared for and valued, so that they can personally experience this and share this Sense of Felicity with working partners, customers and relatives and friends This happiness.

Effective Management

To ensure compliance with employment regulations, we implement systematic management and strictly enforce standardized onboarding and exit procedures. Additionally, we have established a comprehensive reporting mechanism to fundamentally eliminate violations such as child labor and forced labor. At the same time, we maintain close communication with local labor regulatory authorities, continuously monitor legal developments, and promptly update human resource policies and labor contract terms. This ensures full compliance with the latest laws and regulations, safeguarding the legal rights and interests of both the company and its employees.

Connection and Care

We value employee relations and corporate culture development, fostering trust and collaboration through diverse team-building activities and experience-sharing sessions. For new employees, we have designed a comprehensive onboarding program and care mechanisms to help them quickly understand and integrate into the company culture. Additionally, we extend our care and support to employees' families, offering welfare benefits such as consolation fund for golden age elderlies, thanksgiving gifts for outstanding staff, and holiday presents. On special occasions, we provide birthday meal vouchers and organize heartwarming celebrations for Mother's Day, Father's Day, and other appreciation events, demonstrating our genuine care for employees and their loved ones.



Promotion and Development

We are committed to talent development and growth, implementing diverse training programs to enhance employees' professional skills, which offers cross-department rotation training, on-the-job mentoring, and courses on cultural literacy and management skills. Additionally, we have established a transparent promotion system to help employees clearly plan their career paths. Furthermore, we encourage employee participation in various management projects, providing hands-on experience and diverse learning opportunities to foster holistic growth and development.

Positive Vibe

The regional general manager hosts cross-department sharing sessions each month, fostering interactive exchanges that help employees identify each other's strengths, strengthen team cohesion, and cultivate a positive and dynamic workplace culture. Additionally, we have innovatively integrated the recognition of outstanding employees with pre-shift meetings, celebrating exceptional performance in an engaging and lively format. This approach effectively boosts team enthusiasm and motivation, creating a work environment filled with positive energy.

Note:

1. The main employment regulations include (but are not limited to) China's "Labor Law", "Labor Contract Law" and "Social Insurance Law" etc.; Hong Kong SAR's "Employment Ordinance", "Minimum Wage Ordinance" and "Mandatory Provident Fund Scheme Ordinance" etc. In addition, the Group Human Resources Department will also pay attention to the employment situation related to equal opportunities, employment diversity and anti-discrimination in the workplace, and will seriously handle related reports.

5.2 Training and Development

Fostering Talent Growth

Talent is the driving force behind business progress and innovation, and fostering talent growth is essential for both individual value realization and corporate competitiveness. Through diverse training opportunities and an inclusive development environment, we strive to support employees in thriving within their respective fields.

During the Reporting Period, we provided a range of training courses, including professional, management, and cultural training to different employee groups, helping them advance in their careers. To align with the Group's corporate culture of "Conveying Happiness Through Catering", the Training Department, in collaboration with production and operations leaders, organized on-site training programs focused on professional quality, workplace ethics, service standards, product knowledge, and menu recommendation techniques. These initiatives were designed to enhance the team's expertise.

During the Reporting Period, a total of 3,900 training hours were completed, with 85.8% conducted as in-person sessions and the remainder delivered online. Below is the data on talent development and training during the Period:

		Trained employee %	Average training hours per employee (hours)	Professional (Includes servics training) (hours)	Management (Includes 5S and work safety training) (hours)	Cultural (Includes life-enhancement coaching) (hours)
By gender	Male	94.7	14	8	4	3
	Female	92.2	31	19	8	5
By job level	Basic level	94.4	16	10	3	3
	Middle management	94.7	37	22	9	7
	Senior management	79.3	73	30	37	6



Besides, to provide more job opportunities for young people, Group has been cooperating with various school since 2006, and has established Hong Kong Tang Palace Hotel Management College with the Guangdong Industry Polytechnic University (Formerly known as Guangdong Industry Polytechnic), and being honored as "Demonstrative off-campus base of practical teaching for colleague students" in 2020. During the Reporting Period, the Group cooperated with 16 schools and provided 298 internship positions.

5.3 Community Contribution

Tang Palace Group, rooted in its "humanistic touch" and "family culture," has built a team brimming with a sense of happiness and belonging. This care and warmth, nurtured within the organization, are further extended to employees' families, customers, partners, and the wider community. Through diverse initiatives and touchpoints, we bring to life our corporate culture of "Conveying Happiness Through Catering," actively giving back to society, fostering the flow of love, and ensuring the continuous legacy of happiness.







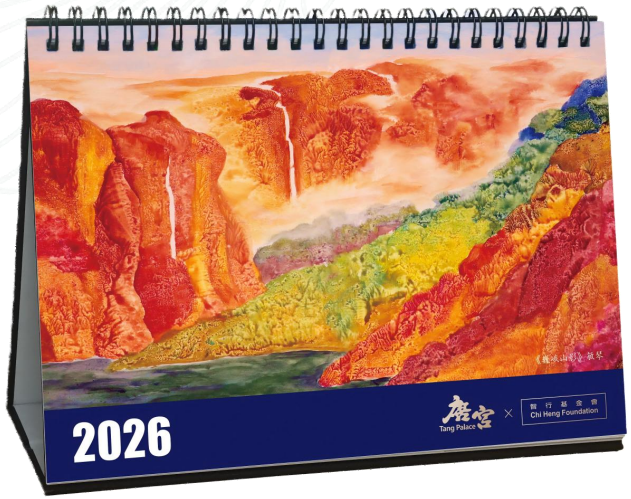
5.3 Community Contribution

employ-ees | Employees Families | Custom-ers | Business teammates | the Public

Tang Palace x the Chi Heng Foundation ♥ Charity Calendar painted with beautiful colors

Since 2020, the Group partnered with the Chi Heng Foundation in Hong Kong for seven consecutive years to produce beautiful calendars from paintings by beneficiary children and teenagers of the Foundation, the calendars are promoted and distributed in all of our restaurants, aiming to arouse the public's attention to vulnerable groups, so as to participate in charity and spread positivity, strive to create a more harmonious, equitable, and healthy society.

The Chi Heng Foundation is a registered charity organization in Hong Kong which focuses on providing services such as education assistance and psychological development in Chinese Mainland. The beneficiaries primarily include students from families affected by AIDS, including students suffering from poverty, disease and discrimination.















5.3 Community Contribution



Lunar New Year Humanistic Care ♥ Gratitude, Care, and Blessings

Happiness is reflected in the warmth of everyday actions. Rooted in the spirit of "gratitude and filial piety," Tang Palace Group regards "employee happiness" as a sincere expression of respect and care for all its team members and the more than 2,000 families behind them. As the Lunar New Year approaches, Tang Palace has launched a series of humanistic care initiatives, including the "Koi New Year Gift," the "Outstanding Employee Appreciation Gift," and the "Golden Elderly Care Grant." Through these concrete actions, we convey gratitude and filial devotion, bringing warmth directly to our employees and their elders.

Koi New Year Gift

Since 2008, the Group has meticulously prepared "Koi New Year Gifts" and greeting cards for all employees each year before the Lunar New Year. Every year, thousands of New Year gifts are shipped to nearly 30 cities across the country, delivering the Group's festive blessings to employees' families and extending a heartfelt thank-you to the parents of every Tang Palace team member who remains dedicated to their duties.

Outstanding Employee Appreciation Gift

Since 2016, the Group has integrated the recognition of outstanding employees with the culture of filial piety by presenting an "Appreciation Gift" (including a monetary award and a recognition letter) to the parents of those honored. This initiative reflects the Group's commitment to filial piety, acknowledges employee contributions, and expresses respect for their families. We are grateful for our team members' dedication and role-model leadership, and we encourage them to care for their parents, deepen family bonds, and strengthen the foundation of happiness.

Golden Elderly Care Grant

Since 2018, the Group has provided a "Golden Elderly Care Grant" to families of employees who have completed at least five years of service and whose parents are aged 70 or above. Through this tangible gesture, we express our gratitude to the elders for their quiet support and devotion, making filial piety and love the warmest values underpinning our corporate culture.



5.3 Community Contribution



Humanistic Care on Mother's Day and Father's Day ♥ Gratitude and Filial Piety



Showing Love to Parents at the "Happiness Restaurant"

Tang Palace Group has curated a series of gratitude activities for Mother's Day and Father's Day, infusing the warmth of family bonds into its catering services. These initiatives have transformed the "Happiness Restaurant" into a meaningful venue where customers can express their respect for their parents and embody the value of filial piety.

These gratitude activities include: presenting gifts to visiting parents, encouraging children to personally write and fill out greeting cards to convey their thanks, taking family photos, and offering special filial piety set meals along with various dining promotions.

Tang Palace Internal Filial Piety Celebrations

Prior to Mother's Day and Father's Day, greeting cards are distributed to employees, encouraging them to express gratitude and blessings to their parents through handwritten notes on the actual day of the celebration.

The Happiness Culture Team organizes "Cherish Mom" and "Proud of Dad" happiness parties on Mother's Day and Father's Day respectively, inviting all mothers and fathers from our stores, head office, and branches to participate. Through these initiatives, we pass down the culture of filial piety, foster happy families, and let love flow with creativity.









5.3 Community Contribution

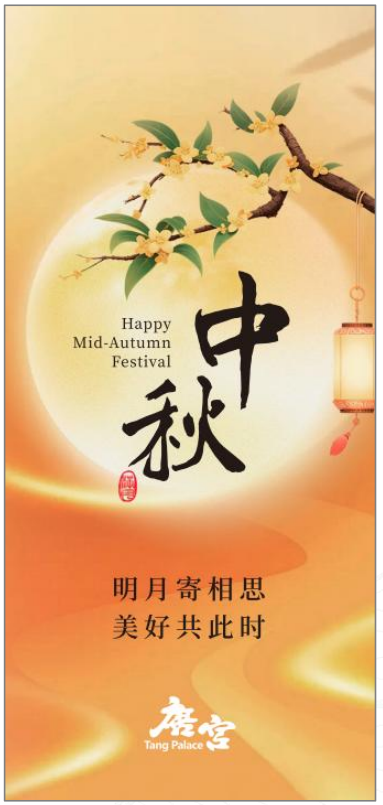
employ-ees | Employees Families | Custom-ers | Business teammates | the Public

Mid-Autumn Humanistic Care ♥ Spread Love with Mooncakes AfarFood

During festive holidays, hospitality professionals remain dedicated to their roles, ensuring countless families experience warmth, togetherness, and joyous gatherings. To express gratitude for our employees' commitment and appreciate the unwavering support from their families, the Tang Palace Group presents "Family Reunion Mooncake Gift Boxes" to employees' families during the Mid-Autumn Festival—tokens of appreciation and heartfelt blessings.







5.3 Community Contribution

employ-ees | Employees Families | Custom-ers | Business teammates | the Public

Open Communication Platform ♥ Supporting Industry Growth

The Group actively promotes knowledge-sharing and collaboration within the industry, encouraging mutual learning and growth through open exchanges and site visits.

Happiness-Driven Business Study: Tang Palace Banquet Experience Day

Date: October 13–14, 2025

Venue: Tang Palace, Beijing

Number of Participants: 29

Program Content:

- Presentation on Tang Palace Corporate Culture
- Operational Practice Sharing of Tang Palace Banquet from Store Level
- Tang Palace Banquet – Banquet Design and Tasting Session (On-Site Experience)
- Strategic Deconstruction of Tang Palace Banquet settings
- Presentation on Tang Palace Talent Development Practices
- Tang Palace Banquet – Tasting Session (On-Site Experience), etc.



5.3 Community Contribution

Tang's Happy Story ♥ Beautiness, Kindness and Love

Since June 2022, the Group has implemented the "Happy Stories, Happiness Credit Points" programme, encouraging employees to share moments of kindness, positivity, and beauty from their daily work and life. This program fosters a culture of appreciation, encouragement, and teamwork.

As of December 2025, the team has collectively shared over 0.66 million (665,940) happiness stories. To celebrate and amplify these meaningful experiences, 224 selected stories have been filmed and presented during bi-monthly "Happiness Story Sharing Sessions", reaching all employees and further extended to stakeholders via the WeChat platform.



employ-ees | Employees Families | Custom-ers | Business teammates | the Public

破局求变
上海时代唐宫团队



镜头背后的追光者
成都区视频小团队



明档烟火气 应对新变局
深圳万象天地唐宫团队



以专业之心成美好之宴
北京朝阳团队



6. Outlook

We will continue to enhance our performance across environmental, social and governance aspects, and actively respond to the Hong Kong Stock Exchange's latest guidance on sustainability reporting disclosure. We will further refine our data collection, calculation methodologies and disclosure framework to improve transparency and comparability. Looking ahead, as investors and the public pay increasing attention to sustainability, and global awareness of environmental protection continues to grow alongside the gradual improvement of regulatory requirements, management of environmental, social and governance matters will become more deeply integrated into corporate long- term strategies and daily operations. We will take this as an opportunity to strengthen collaboration with suppliers and business partners, and progressively advance appropriate low- carbon transformation, improved resource efficiency and social inclusion in line with the Group's business models. In doing so, sustainability will become a core pillar of the Group's long term competitiveness and brand value.



7. About This Report

7.1 Reporting Year, Regulatory Requirements Related to the Report, Scope of the Report

This report is the ninth sustainability report of Tang Palace (China) Holdings Limited (the "Company") and its subsidiaries (the "Group," "we," or "Tang Palace"). Unless otherwise stated, the report primarily covers data from 1 January 2025 to 31 December 2025 (the "Reporting Period", "the Period") and focuses on the Group's traditional Chinese restaurant operations, involving 29 self-operated stores located across different regions: the Northern region (Beijing), the Eastern region (Shanghai, Hangzhou, and Suzhou), the Southern region (Shenzhen and Dongguan), and the Western region (Chengdu). These stores account for over 80% of the Group's revenue. The Group's production and operations are primarily based in Chinese Mainland, with catering businesses also operating independently or through joint ventures in Hong Kong SAR, Taiwan, and Singapore. This report has been prepared in accordance with Appendix C2 of the Hong Kong Stock Exchange's Listing Rules, following the Environmental, Social, and Governance (ESG) Reporting Guide, ensuring compliance with relevant guidelines and corporate governance standards. Additionally, the Board of Directors assumes overall responsibility for the Group's ESG strategy and reporting. We have established effective mechanisms and processes to assess and identify key ESG factors and related risks, referred to as "key ESG issues."

All information in this Report are derived from the official documents and statistical report of the Company. During the Reporting Period, the Company engaged Hong Kong Productivity Council to perform a carbon assessment to quantify the emission of greenhouse gas generated by its operations. The process of quantification (using the operational control method to collect data) has made reference to (including but not limited to) the "Guidelines for Accounting Method and Reporting of Greenhouse Gas Emissions from Food, Tobacco, Alcohol, Beverages and Purified Tea Manufacturing Enterprises" (《食品、煙草及酒、飲料和精製茶企業溫室氣體排放核算方法與報告指南》), People's Republic of China domestic trade industry standards "Hotel Industry Greenhouse Gas Emission Standard" (中華人民共和國國內貿易行業標準《飯店業碳排放管理規範》), the "Guidelines for Accounting Method and Reporting of Greenhouse Gas Emissions from Other Industrial Enterprises" (《工業其他行業企業溫室氣體排放核算方法與報告指南》) as promulgated by National Development and Reform Commission of the People's Republic of China (中華人民共和國國家發展和改革委員會), and also the International Standard ISO14064-1, so as to ensure the accuracy of the environmental key performance indicator information.

7.2 Reporting Standards and Principles

The Group has strictly adhered to the four reporting principles outlined in the Hong Kong Stock Exchange ESG Reporting Guidelines during the preparation of this report:

Reporting principles	Importance	Quantitative	Balance	Consistency
Principle Requirements	When the Board of Directors determines that the environmental, social and governance will have an important impact on investors and other stakeholders, the issuer should report.	Key Performance Indicators related to historical data must be measurable. The issuer should set targets to reduce individual impact (actual figures, directional or forward-looking statements).	The ESG report should report the issuer's performance impartially, avoiding choices, omissions, or reporting formats that may inappropriately affect the decision or judgment of report readers.	The issuers should use consistent statistical and disclosure methods so that environmental, social and governance data can be compared meaningfully in the future.
Report Application	The Board of Directors had established a management structure and process to assess and sort out various ESG Key Issues according to the business and management strategies, which serve as the basis of communication with stakeholders. The Group has identified key ESG issues related to our operations and conducted an online survey with important internal and external stakeholders. For details and results, please refer to Section 2.2 "Stakeholders Communications" of this report.	The ESG Team is responsible for systematic collection of the required data for the Report from various business and functional departments in designated forms, reviewing and then submitting to professional consulting firm (the Hong Kong Productivity Council) for carbon emission calculation according to Chinese and internationally recognized guidelines / standards. Where applicable, the Group will include quantifiable targets in this Report, and disclose the calculation methods used in such statements.	This Report tries to describe the Group's performance during the Period as objectively as possible, and submits it to a professional consulting firm for review, avoiding any possible misleading to the Report users.	The Group uses consistent report disclosure methods and statistical methods for comparative analysis and continuous review of the Group's sustainable development status.

8. ESG Index

General Disclosure and KPIs		Page
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	23-36
KPI A1.1	The types of emissions and respective emissions data.	29-30
KPI A1.2	Repealed on 1 January 2025	-
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	33
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	33
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	29-30
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	33-34

8. ESG Index

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Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	31
KPI A2.1	Direct and / or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	29-30
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	31
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	31
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	31
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	34
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	24-27
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	27-36

8. ESG Index

General Disclosure and KPIs		Page
A. Environmental		
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	25-26
KPI A4.1	Description of the significant climate-related issues which have impacted and those which may impact, the issuer and the actions taken to manage them.	25-27
B. Social		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	48
KPI B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	47
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	47

8. ESG Index

General Disclosure and KPIs		Page
B. Social		
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	42
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period.	42
KPI B2.2	Lost days due to work injury.	42
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	42
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	35, 42, 49
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle Management).	49
KPI B3.2	The average training hours completed per employee by gender and employee category.	49

8. ESG Index

General Disclosure and KPIs		Page
B. Social		
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	48
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	48
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	48
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	39
KPI B5.1	Number of suppliers by geographical region.	40
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	39
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	39
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	34, 39

8. ESG Index

General Disclosure and KPIs		Page
B. Social		
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	41, 43
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	40, 43
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	43
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Thank you & Opinion

Thank you for reading the “Environmental, Social and Governance Report of Tang Palace”, for the Report to be more all-rounded and provide stakeholders with more valuable information, so as to enhance our level in fulfilling the corporate social responsibility, your opinions (through email or mailing) to the Report are most welcomed.

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Access to the Report

The electronic version of this Report is available on the Company’s website (http://www.tanggong.cn) and the website of The Stock Exchange (http://www.hkexnews.hk). This Report is published in both Chinese and English versions. In case of any inconsistency, the Chinese version shall prevail.

唐宮(中國)控股有限公司
TANG PALACE (CHINA) HOLDINGS LIMITED

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

Stock Code 股份代號 : 1181



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