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2025

LegendStrategy 枏濬國際

Legend Strategy International Holdings Group Company Limited
枏濬國際集團控股有限公司

(a company 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 1355

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

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

ABOUT THIS REPORT

Legend Strategy International Holdings Group Company Limited (the "**Company**" together with its subsidiaries, the "**Group**") is pleased to present this Environmental, Social and Governance ("**ESG**") Report (the "**Report**") for the year ended 31 December 2025 (the "**Reporting Period**"), in compliance with the requirements outlined in the Environmental, Social and Governance Reporting Code (the "**ESG Reporting Code**") as set out in Appendix C2 to the Rules (the "**Listing Rules**") Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited. The Report provides a comprehensive overview of the Group's environmental and social performance across its core business operations in the People's Republic of China (the "**PRC**" or "**China**") during the Reporting Period. The Report highlights our commitment to transparency, sustainability, and responsible business practices, aligning with the ESG Reporting Code to ensure accountability and stakeholder engagement.

We are delighted to present the Report, which underscores our commitment to sustainable development and responsible business practices. The Report provides a comprehensive overview of the Group's ESG management approaches, practices, and performance during the Reporting Period. It should be read in conjunction with the annual report of the Company for the year ended 31 December 2025 (the "**2025 Annual Report**"), which offers a detailed review of our financial performance and corporate governance practices. Together, the Report and the 2025 Annual Report demonstrate our dedication to transparency, accountability, and long-term sustainability.

The board (the "**Board**") of directors of the Company is responsible for assessing and determining the ESG risks (including climate-related risks and opportunities) faced by the Group. The Board ensures that robust risk management and internal control systems are established and functioning effectively to mitigate these risks. This oversight role is crucial in aligning ESG considerations with the Group's overall strategy and ensuring compliance with regulatory requirements. By maintaining effective ESG risk management and internal controls, the Board supports the long-term sustainability and resilience of the Group.

關於本報告

枌濬國際集團控股有限公司(「**本公司**」,連同其附屬公司「**本集團**」)欣然呈報截至二零二五年十二月三十一日止年度(「**報告期間**」)之環境、社會及管治(「**ESG**」)報告(「**本報告**」),以符合香港聯合交易所有限公司證券上市規則(「**上市規則**」)附錄C2所載《環境、社會及管治報告守則》(「**ESG報告守則**」)所概述之要求。本報告全面概述本集團於報告期間在中華人民共和國(「**中國**」)核心業務營運之環境及社會表現,強調我們對透明度、可持續發展及負責任商業行為的承諾,並與ESG報告守則一致,以確保問責性及持份者參與。

我們欣然呈報本報告,以強調對可持續發展及負責任商業實踐的承諾。本報告全面概述本集團於報告期間的ESG管理方法、實務及表現。本報告應與本公司截至二零二五年十二月三十一日止年度之年報(「**二零二五年報**」)一併閱讀,該年報詳細回顧了我們的財務表現及企業管治實踐。本報告與二零二五年報共同體現了我們對透明度、問責性及長期可持續發展的貢獻。

本公司董事會(「**董事會**」)負責評估及釐定本集團面對的ESG風險(包括氣候相關風險和機遇)。董事會確保穩健的風險管理和內部控制系統得以建立並有效運作,以緩解這些風險。該監督職能對於將ESG考量與本集團整體策略保持一致,確保遵守監管要求至關重要。透過維持有效的ESG風險管理及內部控制,董事會支持本集團的長期可持續發展及韌性。

ESG GOVERNANCE

The Group adopts a top-down management approach to address its ESG issues and climate-related risks and opportunities. The Board assumes full responsibility for the Group's ESG strategy and reporting, ensuring that ESG considerations are integrated into all aspects of our operations. This includes formulating ESG management strategies, priorities, and objectives; reviewing and approving ESG risks and opportunities identified by senior management; and establishing appropriate and effective ESG management policies. The Board ensures that robust ESG risk management and internal control systems are in place to suit our specific business context. We regularly review the Group's ESG performance against established objectives and approve the disclosures presented in the Report, demonstrating our commitment to transparency and accountability.

The remuneration committee of the Company has noted the requirements of ESG Reporting Code to disclose whether and how climate-related considerations would be factored into our remuneration policy and evaluate the effectiveness of our remuneration policy from time to time.

ESG management approach and strategy for material ESG related issues

To deepen our understanding of stakeholder opinions and expectations regarding ESG issues, we conduct an annual materiality assessment. This process involves utilizing various communication platforms and channels to engage with our key stakeholders, ensuring we listen to and respond to their concerns effectively. Through these interactions, we gather valuable feedback that informs our decision-making and enhances our ability to assess and manage the impacts of our business decisions.

Our materiality assessment follows a structured approach:

1. Identification of ESG Issues: We identify a comprehensive set of environmental, social, and governance issues that could impact our operations and stakeholders.

2. Prioritization with stakeholder engagement: We engage with stakeholders to prioritize key ESG areas, ensuring that their perspectives are integrated into our decision-making process.

3. Validation and determination of material issues: Based on stakeholder feedback, we validate and determine which ESG issues are most material to our business and stakeholders.

ESG管治

本集團採用自上而下的管理方式處理ESG議題以及氣候相關風險和機遇。董事會全面負責本集團的ESG策略和報告，確保ESG考量融入我們營運的所有方面。這包括制定ESG管理策略、優先順序及目標；審閱及批准高級管理層識別的ESG風險與機遇；以及制定適當有效的ESG管理政策。董事會確保建立切合我們特定的業務環境的穩健的ESG風險管理及內部控制系統。我們根據既定目標定期審閱本集團的ESG表現，並批准本報告中呈現的披露內容，以展現我們對透明度及問責性的承諾。

本公司薪酬委員會已留意ESG報告守則有關披露是否及如何將氣候相關考量納入本集團薪酬政策，並會不時評估薪酬政策有效性的規定。

重大ESG相關議題的ESG管理方法與策略

為深入了解持份者對ESG議題的意見及期望，我們每年進行重要性評估。這個過程包括利用各種溝通平台和管道與我們的主要持份者互動，確保我們有效聆聽並回應其關注事項。透過這些互動，我們收集寶貴回饋，為我們的決策提供資訊，並我們提升評估及管理業務決策影響的能力。

我們的重要性評估採用結構化方法：

1. 識別ESG議題：我們識別出一整套可能影響我們的營運及持份者的環境、社會和管治議題。

2. 持份者參與的優先順序：我們與持份者合作，為主要的ESG領域訂定優先順序，確保將他們的觀點融入我們的決策過程中。

3. 重大議題的驗證與決定：根據持份者的回饋，我們驗證並決定哪些ESG議題對我們的業務和持份者而言最重要。

By following these steps, we gain a deeper understanding of our stakeholders' expectations and concerns regarding various ESG issues. This insight enables our Board to develop a sustainable development strategy that addresses material ESG-related issues and aligns with our long-term goals.

透過執行這些步驟，我們更深入了解持份者對各項ESG議題的期望及關注，這種洞察力使我們的董事會能夠制定可持續發展策略，以應對重大ESG相關議題，並與我們的長期目標保持一致。

Progress review made against ESG-related goals and targets

The Group has established ESG-related goals and targets to provide a strategic direction for our business operations. These objectives are regularly reviewed to ensure alignment with our sustainability strategy and to assess progress against set targets. If progress falls short of expectations or if there are changes in business operations, adjustments to these goals may be necessary to maintain relevance and effectiveness.

Our sustainability targets enable us to develop a realistic roadmap, focusing on tangible outcomes. The sustainability performance and progress made against these goals are reported to the Board for review at least annually. This process ensures that our ESG strategy remains aligned with our overall business objectives and supports long-term sustainability and resilience.

針對ESG相關目標與目的所做的進度審查

本集團已制定ESG相關目標與目的，為我們的業務營運提供策略方向。這些目標會定期審查，確保與我們的可持續發展策略保持一致，並評估達成既定目標的進度。若進度未達預期或業務營運發生變化，可能需要調整這些目標以維持相關性及有效性。

我們的可持續發展目標使我們能夠制定切實可行的路線圖，並專注於實際成果。針對這些目標所取得的可持續發展表現和進展至少每年向董事會報告一次，以供審閱。此流程可確保我們的ESG策略與我們的整體業務目標保持一致，並支持長期的可持續發展及韌性。

REPORTING PRINCIPLES

This Report has been prepared in accordance with the ESG Reporting Code. It complies with the "Mandatory Disclosure Requirements", the "comply or explain" provisions and disclosure requirements regarding climate-related risks and opportunities, as well as the reporting principles established in the ESG Reporting Code.

匯報原則

本報告乃根據ESG報告守則編製。本報告符合「強制性披露要求」、「不遵守就解釋」條文及有關氣候相關風險和機遇的資料，以及ESG報告守則所確立的匯報原則。

Materiality

Materiality serves as a foundational principle guiding our ESG management by prioritizing the most significant topics for the Group and its stakeholders. To implement this principle effectively, we conducted a comprehensive materiality assessment. This assessment analyzed the outcomes of stakeholder engagement and peer benchmarking, ensuring that our ESG strategy addresses the issues of greatest relevance and impact. For a detailed overview of our stakeholder engagement and materiality assessment processes, please refer to the respective sections titled "Stakeholder Engagement" and "Materiality Assessment".

Quantitative

In preparing the quantitative information presented in the Report, we have applied relevant standards, methodologies, and assumptions, which are disclosed as necessary to ensure transparency and clarity. Quantitative data is accompanied by narrative explanations to provide context and understanding. Where possible, we include comparative figures to facilitate year-on-year analysis and highlight trends in our performance.

Consistency

To ensure the accuracy and comparability of our ESG data, we employ consistent methodologies in preparing and presenting this information in the Report, unless otherwise noted. This approach enables meaningful comparisons to be made, both within the current report and across reporting periods, providing stakeholders with a clear understanding of our ESG performance and progress over time.

Balance

We present information in a transparent manner, ensuring that all data and findings are reported without inappropriate selections, omissions, or manipulations. This commitment to transparency ensures that stakeholders have access to accurate and comprehensive information, enabling them to make informed decisions and judgments about our ESG performance and strategies.

重要性

重要性是指對本集團及其持份者而言最重要的議題的優先順序，是指導我們ESG管理的基本原則。為了有效落實這項原則，我們進行了全面的重要性評估。這項評估分析了持份者參與和同業基準的結果，以確保我們的ESG策略能解決最相關、影響最大的議題。有關我們的持份者參與和重要性評估程序的詳細概述，請參閱標題為「持份者參與」和「重要性評估」的相關章節。

量化

在編製本報告所呈現的量化資訊時，我們採用了相關標準、方法和假設，並在必要時予以披露，以確保透明度和清晰度。定量資料附有敘述說明，以提供背景和理解。在可能的情況下，我們會加入比較數字，以便進行年度對比分析，並強調我們的績效趨勢。

一致性

為確保ESG數據的準確性及可比性，除另有說明外，我們在編製及呈列本報告資料時採用一致方法。該方法允許在本報告內及各報告期間進行有意義的比較，讓持份者清楚了解我們的ESG表現及隨時間推移的進展。

平衡

我們以透明的方式呈現資訊，確保報告的所有資料和發現都沒有不當的選擇、遺漏或操縱。對於透明度的承諾，可確保持份者能取得正確且全面的資訊，讓他們能對我們的ESG表現與策略做出明智的決策與判斷。

REPORTING BOUNDARY

The Group is primarily engaged in (i) accommodation operations, providing consultation services, and managing property facilities, along with other related businesses; and (ii) healthcare and beauty business in PRC. During the Reporting Period, the Group operated four leased accommodation branches located in Baoan District in Shenzhen, Huizhou city, Chengdu city, and Wuhan city in the PRC (the "**Branches**"). The Group has terminated the operation of the branch in Nanshan during the Reporting Period. The Group continues to develop the healthcare and beauty business by investing in research and development of bioregenerative, collagen and anti-aging skincare products.

The Report covers the environmental and social performance of the Branches and the health and beauty business, including key performance indicators ("**KPIs**") that highlight our progress in these areas.

匯報範疇

本集團主要從事(i)住宿業務、提供諮詢服務、物業設施管理及其他相關業務；及(ii)於中國的醫療保健及美容業務。於報告期間，本集團在中國深圳市寶安區、惠州市、成都市及武漢市經營四間租賃住宿分店(「**分店**」)。本集團已於報告期間終止南山分店的營運。本集團持續透過投資生物再生、膠原蛋白及抗衰老護膚產品的研發，以拓展醫療保健及美容業務。

本報告涵蓋分店的環境及社會表現以及醫療保健及美容業務，包括彰顯我們在這些領域進展的關鍵績效指標(「**KPIs**」)。

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is essential for the sustainability of the Group. We recognize the importance of establishing both online and offline communication channels to provide stakeholders with timely updates on our strategic planning and performance. This ongoing communication mechanism allows us to maintain a continuous dialogue with our stakeholders, ensuring their voices are heard.

In addition to regular updates, we actively consult stakeholders for their recommendations and insights, which helps us align our business practices with their expectations. Through consistent engagement with key stakeholders—including shareholders, government bodies, employees, customers, suppliers, and the broader community—we can identify major concerns and formulate appropriate responses.

Our engagement efforts utilize various channels to gather feedback and understand stakeholder expectations effectively. These interactions not only enhance our decision-making processes but also strengthen our relationships with all parties involved, ultimately contributing to the Group's long-term sustainability objectives.

持份者參與

持份者的參與對本集團的可持續發展至關重要。我們意識到建立線上及線下溝通渠道的重要性，以便向持份者及時提供有關我們策略規劃及表現的最新資訊。這種持續的溝通機制讓我們能與持份者保持持續對話，確保能聽到他們的聲音。

除定期更新外，我們積極徵詢持份者的建議及見解，這有助於我們的商業行為符合他們的期望。透過與主要持份者(包括股東、政府機構、員工、客戶、供應商及廣大社區)持續互動，我們可識別主要關注點並制定適當回應措施。

我們的參與工作利用各種管道收集回饋，有效了解持份者期望。這些互動不僅能強化我們的決策過程，也能鞏固我們與所有相關各方的持份者的關係，最終有助於本集團的長期可持續發展目標。

Stakeholders 持份者	Expectations and concerns 期望與關注	Communication Channels 溝通渠道
Management 管理層	• R&D progress 研發進度 • Compliance operation 合規經營 • Financial performance 財務表現 • Risk management mechanism 風險管理機制 • Stakeholder communication 持份者溝通	• Company website 公司網站 • Social media 社交媒體 • Training and seminars 訓練及研討會 • Industrial seminars 工業研討會 • Meetings 會議
Investors and Shareholders 投資者和股東	• Investor communications 投資者溝通 • Investment returns 投資回報 • Risk management mechanism 風險管理機制 • Financial performance 財務表現 • Business innovation 業務創新 • R&D progress 研發進度 • Anti-corruption 反貪污 • Compliance operation 合規經營	• Annual general meetings 股東週年大會 • Financial reports 財務報告 • ESG report ESG報告 • Press releases and announcements 新聞稿與公告 • Company website 公司網站 • Telephone hotline and email 電話熱線與電子郵件
Employees 員工	• Employee compensation and benefits 員工薪酬與福利 • Equal employment opportunities 平等就業機會 • Occupational health and safety 職業健康與安全 • Employee development & training 員工發展與訓練	• Company activities and events 公司活動與事件 • Frequent meetings 經常會議 • Employee grievance 員工申訴 • Employee opinion collection box 員工意見收集箱 • Employee training interaction 員工訓練互動 • Regular performance appraisals 定期績效評估

Stakeholders 持份者	Expectations and concerns 期望與關注	Communication Channels 溝通渠道
Government 政府	• Compliance with laws and regulations 遵守法律法規 • Environmental protection 環境保護 • Industrial/Production safety 工業／生產安全 • Quality and safety of products/services 產品／服務的品質與安全 • Equal employment opportunities 平等就業機會 • Protection of IP rights and services 保護知識產權及服務 • Sustainable development 可持續發展 • Proper tax payment 妥善繳稅	• Responsive to government policies 回應政府政策 • Communication with ministries 與各部門溝通 • Company website 公司網站 • Written/electronic correspondences 書面／電子通訊 • Routine inspections 例行檢查 • Regular reports and taxes paid 定期報告和支付稅項
Customers 客戶	• High quality products and services 高品質的產品與服務 • Protect customers rights and privacy 保障客戶權利和隱私 • Quality and safety of products/services 產品／服務的品質與安全 • Customer satisfaction 客戶滿意度 • Customer complaint handled promptly 迅速處理客戶投訴 • Protection of animal rights 保護動物權益 • Protection of IP rights 保護知識產權 • Business integrity and ethics 商業誠信與道德 • Responsible marketing and labelling 負責任的行銷與標籤	• Regular customers survey 定期客戶調查 • Email feedback 電子郵件回饋 • Meeting with customers 客戶會面 • Company website 公司網站 • Social media 社交媒體 • Direct feedback from front-line staff 前線人員的直接回饋

Stakeholders 持份者	Expectations and concerns 期望與關注	Communication Channels 溝通渠道
Suppliers 供應商	• On-time payment 準時付款 • Fair and open procurement 公平公開的採購 • Stable business relationship 穩定的業務關係 • Close communication 密切溝通 • Order/contract execution 訂單／合約執行	• Supplier management meetings 供應商管理會議 • Product/service promote events 產品／服務推廣活動 • Tendering process 招標程序 • Routine communications 例行溝通 • Company website 公司網站 • Social media 社交媒體 • Corporate contribution 企業貢獻 • Product quality display activities 產品品質展示活動 • Environment responsibility lecture 環境責任講座 • Site visits and evaluation 現場參觀與評估 • Annual appraisals 年度評估
Communities and the public 社區及公眾	• Environmental protection 環境保護 • Social and public welfare 社會和公共福利 • Timely and adequate information share 及時與充分的資訊分享 • Industry development 產業發展 • Protection of animal rights 保護動物權益	• Company website 公司網站 • Social media 社交媒體 • ESG report ESG報告 • Press releases and announcement 新聞稿與公告 • Community activities 社區活動

MATERIALITY ASSESSMENT

The Group has integrated the principle of materiality into its ESG reporting framework by pinpointing critical ESG issues that significantly impact its operations. In alignment with the ESG Reporting Code, all essential ESG issues and KPIs are comprehensively reported.

The Group recognizes that robust ESG performance is indispensable for its sustainable growth and the well-being of the broader community. It is committed to safeguarding and enhancing the ecological environment and societal welfare while minimising the environmental footprint of its activities. Throughout the materiality assessment process, the ESG committee of the Company has provided strategic support to the Board in reviewing operational practices, identifying key ESG issues, and evaluating their significance to both the Group's business and its stakeholders.

The Group's policy advocates for environmentally responsible operations, aiming to achieve harmonious development among the Group, the environment, and society. Identifying material ESG issues is a crucial precursor to establishing the framework for the ESG report and formulating effective ESG management strategies.

To identify potential material topics for disclosure in the Report, the Group referenced the ESG Reporting Code and established relevant topics for assessment. All material ESG issues identified have been thoroughly disclosed in the Report, ensuring transparency and accountability in our ESG practices.

重要性評估

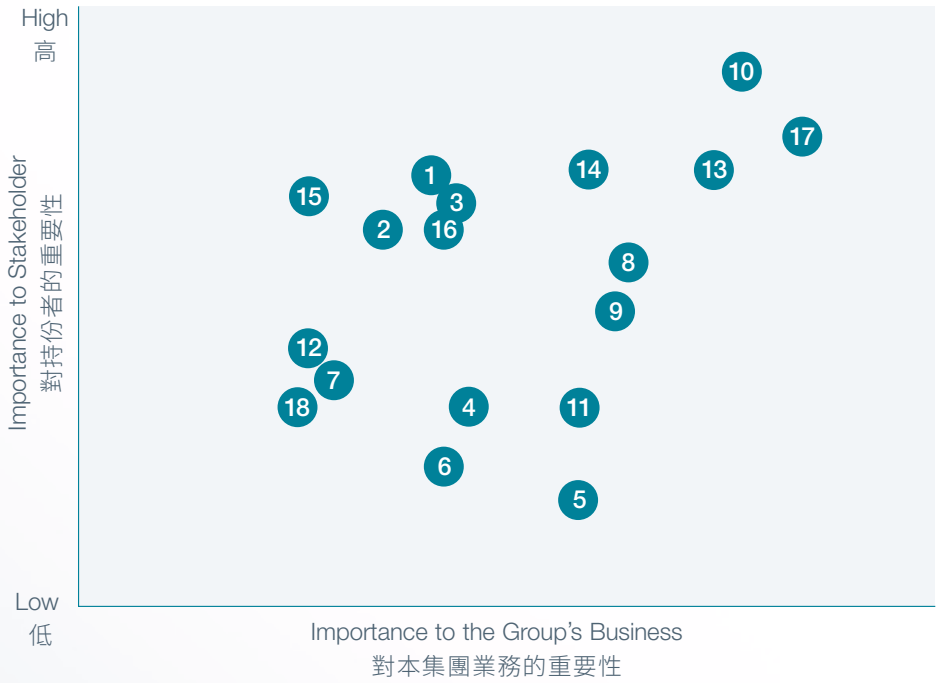
本集團已將重要性原則納入其ESG報告架構中，找出對其營運有重大影響的關鍵ESG議題。與ESG報告守則一致，所有重要的ESG議題和KPIs都會全面報告。

本集團深知，穩健的ESG表現對其可持續發展和廣大社區的福祉不可或缺。本集團致力於保護和提升生態環境和社區福祉，同時盡量減少其活動的環境足跡。在整個重要性評估過程中，本公司ESG委員會為董事會提供策略性支援，以檢討營運實務、識別主要ESG議題，並評估其對本集團業務及其持份者的重要性。

本集團的政策倡導對環境負責的經營，旨在實現本集團、環境和社會的和諧發展。識別重要的ESG議題是建立ESG報告框架和制定有效ESG管理策略的重要前提。

為識別本報告中可能披露的重大主題，本集團參考了ESG報告守則並確立了相關的評估主題。所有已識別的重大ESG議題均已在本報告中徹底披露，以確保我們在ESG實踐中的透明度和問責性。

Materiality Matrix
重要性矩陣



Items 項目	Environmental 環境	Employment 僱傭	Operation 營運
ESG Issues ESG議題	1 Energy management and Greenhouse gases emissions 能源管理及溫室氣體排放 2 Waste management 廢棄物管理 3 Use of water resources 水資源的使用 4 Responding actions to climate risks 應對氣候風險的行動	5 Employment practices and labor standard 僱傭實務與勞工標準 6 Employee compensation and benefits 員工薪酬與福利 7 Diversity, equity and inclusion 多元化、公平與共融 8 Training and career development 培訓與職業發展 9 Occupational health and safety 職業健康與安全	10 Quality and safety of products and services 產品和服務的品質與安全 11 R&D and innovation 研發與創新 12 Protection of intellectual property rights 保護知識產權 13 Privacy and information security 隱私與資訊安全

Items 項目	Supply Chain 供應鏈	Corporate Governance 企業管治	Community 社區
ESG Issues ESG議題	14 Consistency and sustainability of supply chain 供應鏈的一致性和可持續性 15 Supply chain environmental and social risk management 供應鏈環境與社會風險管理	16 Anti-corruption 反貪污 17 Critical incident risk management 重大事故風險管理	18 Community investment and relationships 社區投資和關係

A. ENVIRONMENTAL

As a provider of accommodation operations, consultation services, property facilities management, as well as healthcare and beauty business, our environmental footprint is relatively low. During the Reporting Period, our operations generated minimal emissions into the air, greenhouse gas ("**GHG**") emissions, and discharges into water and land. Additionally, the production of hazardous waste was minimal. This reflects our focus on maintaining environmentally responsible practices across our core business activities.

1. Quantify Emissions: Consider providing specific data on GHG emissions and other environmental impacts, even if they are minimal, to demonstrate transparency and accountability.

2. Sustainability Initiatives: Discuss any initiatives or strategies implemented to further reduce environmental impacts, such as energy-efficient lighting or water conservation measures.

3. Future Goals: Outline any future targets or goals related to reducing environmental impacts, such as increasing the use of renewable energy sources or implementing recycling programs.

4. Stakeholder Engagement: Highlight how stakeholder feedback influences environmental strategies and decision-making processes within the Group.

A. 環境

作為住宿業務、諮詢服務、物業設施管理以及醫療保健及美容業務的供應商，我們的環境足跡相對較少。在報告期間，我們的營運產生了極少的空氣排放、溫室氣體（「**溫室氣體**」）排放以及污水排放入水和土地中。此外，有害廢棄物的產生量也極少。這反映出我們專注於在核心業務活動中維持對環境負責任的做法。

1. 量化排放量：考慮提供溫室氣體排放和其他環境影響的具體數據，即使這些影響微乎其微，也要展示透明度和問責性。

2. 可持續發展措施：討論任何為進一步降低環境影響而實施的措施或策略，例如節能照明或節水措施。

3. 未來目標：概述與減少環境影響有關的任何未來目標或目的，例如增加使用可再生能源或實施回收計劃。

4. 持份者參與：強調持份者的回饋如何影響本集團內的環境策略和決策流程。

During the Reporting Period, the primary sources of GHG emissions from the Branches were electricity consumption and waste paper disposal at landfills. To minimize energy consumption and waste paper, we have implemented various sustainable development measures within our standard operating procedures. These initiatives include:

1. Energy Efficiency: We have installed compact fluorescent lamps throughout the Branches to reduce energy consumption. Additionally, we have fitted corridors with switch-on and off sensors to optimize lighting usage.

2. Resource Conservation: Staff are encouraged to turn off electronic devices, lights, and air-conditioners when not in use, such as during lunch hours or after room occupancy. We have also replaced inefficient or malfunctioning air-conditioners and positioned refrigerators to minimize exposure to direct sunlight.

3. Waste Reduction: To reduce paper waste, we encourage staff to print only when necessary and prioritize the use of recycled paper for printing purposes.

During the Reporting Period, the Group did not generate any significant air pollutants, including nitrogen oxides ("**NO_x**"), sulphur oxides ("**SO_x**"), and particulate matter ("**PM**"), as it did not own any motor vehicles.

在報告期間，分店的溫室氣體排放主要來自耗電量及堆填區的廢紙處理。為了盡量減少能源消耗和廢紙，我們在標準作業程序中實施了各種可持續發展措施。這些措施包括：

1. 能源效率：我們在分店安裝了緊湊型螢光燈，以減少能源消耗。此外，我們還在走廊安裝了開關感應器，以優化照明使用。

2. 資源節約：我們鼓勵員工在不使用電子設備、電燈和空調時，例如在午餐時間或房間使用後關閉。我們也更換了效率低或故障的空調，並將冰箱放置在陽光直射不到的地方。

3. 減少浪費：為了減少紙張浪費，我們鼓勵員工只在必要時才列印，並優先使用再生紙列印。

於報告期間，本集團並未產生任何重大空氣污染物，包括氮氧化物（「**NO_x**」）、硫氧化物（「**SO_x**」）和微粒物質（「**PM**」），因為本集團不擁有任何機動車輛。

Air Pollutant Emission (Use of Motor Vehicles)

空氣污染物排放（使用機動車輛）

Type of air pollutants 空氣污染物類型	Unit 單位	2025 二零二五年	2024 二零二四年
NO_x	kg 公斤	–	2.10
SO_x	kg 公斤	–	0.05
PM	kg 公斤	–	0.15

Note: The emission factors used to calculate the NO_x, SO_x and PM are sourced from: the Hong Kong Environmental Protection Department's ("**EPD**") EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's Vehicle Emission Modeling Software – MOBILE 6.1; and the assumptions of 80% relative humidity, a temperature of 25 degrees Celsius, an average speed of 30kmh, and include running exhaust emissions only.

註： 用於計算NO_x、SO_x和PM的排放因子來自：香港環境保護署（「**環保署**」）的EMFAC-HK車輛排放計算模型和美國環境保護署的車輛排放模型軟件－MOBILE 6.1；以及相對濕度為80%、溫度為攝氏25度、平均車速為每小時30公里的假設，並僅包括行駛中的廢氣排放。

GHG Emissions 溫室氣體排放

Type of emission 排放類型	Unit 單位	2025 二零二五年	2024 二零二四年
Scope 1	tCO_2e	**–**	8.8
範圍1	tCO_2e		
Scope 2	tCO_2e	**762.2**	1,224.3
範圍2	tCO_2e		
Scope 3	tCO_2e	**–**	35.0
範圍3	tCO_2e		
Total GHG emissions	tCO_2e	**762.2**	1,268.1
溫室氣體排放總量	tCO_2e		
Branch gross floor area	M^2	**30,168**	36,853
分店總樓面面積	平方米		
GHG emissions intensity	tCO_2e/M^2	**0.0253**	0.0344
溫室氣體排放強度	tCO_2e／平方米		

Notes: The emission factor of electricity consumed is sourced from the China Southern Power Grid in 2021. The figures are calculated in accordance with the "Reporting Guidance on Environmental KPIs".

註： 耗電量的排放因子來自二零二一年中國南方電網。數字根據《環境KPIs報告指南》計算。

Scope 1: It represents mainly the gasoline and diesel oil consumed by motor vehicles.

範圍1： 主要代表機動車輛所消耗的汽油和柴油。

Scope 2: It represents mainly the electricity purchased from power suppliers in China.

範圍2： 主要代表從中國供電商購買的電力。

Scope 3: We are taking initial steps to initiate a comprehensive analysis for Scope 3 emissions to enhance our Scope 3 emissions reporting according to the requirements of ESG Reporting Code. Hence, reasonable information relief is applied as the Scope 3 emission cannot currently be obtained without undue cost or effort.

範圍3： 我們正在採取初步步驟全面分析範圍3排放，以根據ESG報告守則的要求強化範圍3排放報告。因此，鑒於目前無法在不付出過多成本或努力的情況下取得範圍3排放量，故適用合理資料寬免。

Hazardous and Non-hazardous Wastes

During the Reporting Period, our Group generates no material hazardous waste. Non-hazardous waste from the Branches and healthcare and beauty business primarily consists of office and room consumables. To promote sustainability, staff actively separate waste, such as cartons and plastic bottles, which are collected by designated recycling suppliers. Additionally, the building management offices of our landlords assist in segregating recyclable materials like cans and used plastic water bottles for recycling purposes.

We recognize the importance of balancing operational demands with environmental responsibilities and are committed to exploring strategies to mitigate these impacts.

Quantify Waste Reduction: Consider providing specific data on the amount of waste reduced or recycled to demonstrate the effectiveness of waste management practices.

Future Goals: Outline any future targets or strategies for reducing energy consumption and GHG emissions, such as implementing energy-efficient technologies or renewable energy sources.

Stakeholder Engagement: Highlight how stakeholder feedback influences environmental strategies and decision-making processes within the Group.

Innovative Technologies: Explore the potential for adopting advanced technologies like IoT or AI to enhance energy efficiency and reduce wastage further.

Achievement of Targets: During the Reporting Period, the Group successfully met its waste management targets and will continue to maintain or reduce waste levels moving forward.

有害及無害廢棄物

在報告期間，本集團並無產生重大有害廢棄物。分店和醫療保健及美容業務產生的無害廢棄物主要包括辦公室和房間的消耗品。為促進可持續發展，員工積極進行廢棄物分類，如紙箱和塑料瓶，由指定的回收供應商回收。此外，我們業主的樓宇管理處也會協助分類易拉罐和用過的塑膠水瓶等可回收物資，以便回收再利用。

我們意識到平衡營運需求與環境責任的重要性，並致力於探索減輕這些影響的策略。

量化減少的廢棄物：考慮提供減少或回收廢棄物的具體數據，以證明廢棄物管理措施的有效性。

未來目標：概述任何減少能源消耗和溫室氣體排放的未來目標或策略，例如實施節能技術或可再生能源。

持份者參與：強調持份者的回饋如何影響本集團內的環境策略和決策流程。

創新技術：探索採用先進技術（如物聯網或人工智能）的潛力，以提高能源效率並進一步減少浪費。

實現目標：於報告期間，本集團成功達成廢棄物管理目標，並將繼續維持或減少廢棄物水平。

Type of waste 廢棄物類型	Unit 單位	2025 二零二五年	2024 二零二四年
Non-hazardous waste 無害廢棄物	tonnes 公噸	**57**	120
Non-hazardous waste intensity 無害廢棄物強度	tonnes/m^2 公噸／平方米	**0.002**	0.003

During the Reporting Period, the Group was not aware of any instances of non-compliance with the Environmental Protection Law of the PRC or other applicable laws and regulations related to air and GHG emissions, discharges into water and land, or the generation of hazardous and non-hazardous waste. We have not received any fines or non-monetary sanctions for non-compliance with relevant environmental laws and regulations during the Reporting Period.

於報告期間，本集團並無發現任何違反《中華人民共和國環境保護法》或其他適用法律及法規有關空氣及溫室氣體排放、向水及土地排放或產生有害及無害廢棄物的情況。於報告期間，我們未因違反相關環境法律法規而收到任何罰款或非金錢制裁。

Our commitment to environmental compliance is aligned with China's regulatory framework, which emphasizes the importance of obtaining pollutant discharge permits and adhering to national standards for emissions and waste management. We continue to monitor our environmental performance and ensure that our operations are conducted in accordance with all relevant legal requirements.

我們對環境合規的承諾與中國的監管框架一致，中國的監管框架強調取得污染物排放許可證以及遵守國家排放和廢棄物管理標準的重要性。我們持續監控我們的環保表現，確保我們的營運符合所有相關法律要求。

1. Regulatory Framework Overview: Consider providing a brief overview of the key environmental regulations in China that apply to the Group's operations, such as the Environmental Protection Law and the Regulation on the Administration of Pollutant Discharge Permits.

1. 法規框架概述：考慮提供適用於本集團營運的中國主要環境法規的簡要概述，如《環境保護法》和《排污許可證管理條例》。

2. Compliance Mechanisms: Describe any internal mechanisms or processes in place to ensure ongoing compliance with environmental laws and regulations, such as regular audits or monitoring systems.

2. 合規機制：說明任何確保持續遵守環境法律法規的內部機制或程序，例如定期稽核或監控系統。

3. Stakeholder Engagement: Highlight how stakeholder feedback influences compliance strategies and decision-making processes within the Group.

3. 持份者參與：強調持份者的回饋如何影響本集團內的合規策略和決策流程。

4. Future Compliance Goals: Outline any future targets or strategies for enhancing compliance with environmental regulations, such as adopting new technologies to reduce emissions or improve waste management practices.

4. 未來的合規目標：概述任何加強遵守環境法規的未來目標或策略，例如採用新技術以減少排放量或改善廢棄物管理做法。

USE OF RESOURCES

The Group's primary resource usage is comprised of electricity, water, and paper consumed at our offices.

Energy

Electricity consumption is a significant component of our daily business operations, encompassing the use of indoor lighting, air-conditioning, and the functioning of office equipment, as well as equipment related to repair and maintenance. The specific amounts of electricity consumed are detailed in the table below.

Key Areas of Resource Consumption:

Electricity Usage: This includes lighting, air-conditioning, and office equipment such as computers and printers. Electricity is a major contributor to our operational energy footprint.

Water Consumption: Although not as significant as electricity, water usage is still an important aspect of our office operations, primarily for general office needs.

Paper Consumption: Paper is used extensively for office documents, printing, and administrative purposes. Reducing paper usage is a key strategy for minimizing waste and environmental impact.

資源運用

本集團的主要資源使用量由我們辦公室所消耗的電力、水和紙張組成。

能源

電力消耗是我們日常業務運作的重要組成部分，包括室內照明、空調的使用、辦公設備的運作以及與維修和保養相關的設備。用電的具體數量詳見下表。

資源消耗的主要領域：

用電量：這包括照明、空調以及電腦和印表機等辦公室設備。電力是我們營運能源足跡的主要來源。

用水量：用水量雖然不如用電那麼重要，但仍是我們辦公室運作的重要一環，主要用於一般辦公室需求。

紙張消耗量：紙張廣泛用於辦公室文件、列印及行政用途。減少紙張使用量是降低廢棄物和環境影響的重要策略。

Type of energy **能源類型**	**Unit** **單位**	**2025** **二零二五年**	**2024** **二零二四年**
Electricity consumption 耗電量	kWh kWh	**1,446,028**	1,919,230
Fuel consumption 耗油量	kWh kWh	**–**	32,300
Total energy emissions 總能源消耗	kWh kWh	**1,446,028**	1,951,530
Energy consumption intensity 能源消耗強度	kWh/m^2 kWh／平方米	**47.9**	53.0

In order to enhance the environment protection and save energy consumption, the Group has established energy saving measures:

The primary source of the Group's energy consumption is electricity purchases. The Group encourages employees to use electricity wisely in order to minimize resource wastage and lower power usage. Given the limited availability of energy, several energy-saving measures have been implemented, including:

- Educating employees to raise awareness about electricity conservation.
- Utilizing LED bulbs whenever feasible to enhance energy efficiency.
- Turning off electronic devices that are not in use or before leaving the office.
- Conducting regular inspections of energy usage by each department to explore various methods for reducing energy consumption.
- Setting the air conditioning system to operate at a temperature of 25.5°C.
- Switching equipment to energy-saving mode whenever possible during operation.
- Adjusting computer settings to automatically power down displays after 15 minutes of inactivity.
- Continuously reviewing the production process to enhance efficiency and decrease energy usage.

為加強環保及節約能源消耗，本集團已制定節能措施：

本集團能源消耗的主要來源是電力採購。本集團鼓勵員工合理用電，以盡量減少資源浪費和降低用電量。鑑於能源供應有限，本集團已實施多項節能措施，包括：

- 教育員工提高節約用電的意識。
- 在可行的情況下使用LED燈泡，以提高能源效率。
- 關閉不使用的電子設備或在離開辦公室之前。
- 定期對各部門的能源使用情況進行檢查，探索各種降低能源消耗的方法。
- 設定空調系統在25.5°C的溫度下運作。
- 在運行過程中，盡可能將設備切換到節能模式。
- 調整電腦設定，使顯示器在15分鐘未使用後自動關機。
- 持續檢討生產流程，以提高效率並降低能源使用量。

Water

The Group is committed to improving water resource management, enhancing water use efficiency, and implementing concrete measures to protect this vital resource. To achieve these objectives, we implement technical upgrades to equipment, optimizing water utilization and minimizing unnecessary consumption across all operations.

Additionally, we actively promote water conservation among employees, emphasizing the importance of responsible water use in areas such as laboratory testing, cleaning, and office activities. By fostering awareness and encouraging sustainable water practices, we aim to establish a culture of water conservation within our workforce.

During the Reporting Period, the Group's water consumption is detailed below:

水

本集團致力於改善水資源管理，提高用水效率，並實施具體措施保護這一重要資源。為了實現這些目標，我們對設備實施技術升級，優化水的利用率，並在所有營運中盡量減少不必要的消耗。

此外，我們積極向員工推廣節約用水，強調在實驗室測試、清潔和辦公活動等領域負責任用水的重要性。透過培養意識和鼓勵可持續的用水方式，我們的目標是在員工中建立一種節約用水的文化。

於報告期間，本集團的用水量詳列如下：

Type of resource 資源類型	Unit 單位	2025 二零二五年	2024 二零二四年
Water consumption 總用水量	M^3 立方米	**19,087**	67,784
Water consumption intensity 耗水強度	M^3/m^2 立方米／平方米	**0.6**	1.8

ENVIRONMENT AND NATURAL RESOURCES

The Group consistently promotes energy-saving awareness among the staff of the Branches, reminding them to switch off all lighting and electronic devices after use. On the other hand, guests are reminded of the importance of energy reduction through the display of energy-saving tips in the lobbies of each branch and written reminders placed in guest rooms.

The impact on the environment and natural resources from the accommodation operations of the Group in the PRC is minimal in the Reporting Period.

In terms of reducing environmental impact, we have primarily focused on reducing vehicle emissions and implemented the aforementioned measures to protect the environment.

環境與天然資源

本集團持續向分店的員工推廣節能意識，提醒他們在使用完所有照明設備和電子設備後關掉它們。另一方面，透過在各分店大堂展示節能小貼士，以及在客房內放置書面提醒，提醒賓客節能的重要性。

本年度，本集團在中國的住宿業務對環境及天然資源的影響甚微。

在降低環境衝擊方面，我們主要著重於減少車輛廢氣排放，並實施上述保護環境的措施。

Projects 專案	**Targets, steps taken and results achieved** 目標、採取的步驟和取得的成果
LED and compact fluorescent lamps LED及緊湊型螢光燈	Number of LED lamps have been installed in our Branches in order to save electricity and have saved up much electricity as compared with using incandescent light lamps. For Chengdu Branch, aisle lightings on floors are turned off when no guests are staying and restored when the floors are occupied. 為節省電力，分店均安裝了LED燈，與使用白熾燈相比，節省了大量電力。成都分店的樓層走道燈在沒有客人入住時會關閉，當有客人入住時會恢復。
Shower heads 節水蓮蓬頭	Using water savings shower heads in the bathroom of the Branches, relevant consumption of water is saved after installation. 在分店的浴室中使用節水蓮蓬頭，安裝後可節省相關的用水量。
Robotic window cleaners 擦窗機器人	Using robotic window cleaners in rooms of Baoan Branch, in order to save electricity and have reduced water consumption for cleaning and increased cleaning efficiency. 在寶安分店房間使用機器人擦窗機器人，節省電力，減少清潔用水量，提高清潔效率。
Air-source heat pumps 空氣源熱泵	Air-source heat pumps have been installed in Baoan Branch to generate daily hot water supply in order to reduce electricity consumption and thus reduce emissions. The consumption of electricity is reduced in the Baoan Branch for water heating. 在寶安分店安裝了空氣源熱泵，用來產生日常的熱水供應，以減少用電，從而減少排放。寶安分店減少了用於熱水供應的電力消耗。

Projects 專案	Targets, steps taken and results achieved 目標、採取的步驟和取得的成果
Air-conditioners 空調	Energy saving signs are displayed to remind staff to turn off air-conditioners after use to promote energy saving in our Branches. Moreover, in Chengdu Branch, since independent air-conditioners are installed in all guest rooms, the aisle air-conditioners on each floor are controlled and switched automatically according to the temperature. 分店張貼節能標識，提醒員工使用完空調後關閉空調以推廣節能。此外，成都分店所有客房均安裝獨立空調，各樓層走道空調可根據溫度自動控制及開關。
Non-Hazardous waste 無害廢棄物	Non-hazardous waste produced by our Branches include packaging materials of guest rooms supplies, paper for office use and kitchen waste from restaurants. Each branch made its best effort to minimize the impact on the environment by using biodegradable material for packaging materials of guest rooms supplies. All Branches promoted separation of waste such as cartons and plastic bottles, which are placed in certain areas assigned to recycled suppliers for collection. 分店產生的無害廢棄物包括客房用品包裝材料、辦公室用紙及餐廳廚房廢棄物。各分店盡最大努力使用可生物降解的材料作為客房用品的包裝材料，以盡量減少對環境的影響。分店推廣廢物分類，例如紙箱和塑膠瓶，並將其放置在指定給回收供應商收集的特定區域。

CLIMATE CHANGE

The increasing frequency and severity of extreme weather events, such as extreme cold, heat, storms, rainstorms, and typhoons, pose significant risks, including power shortages, disruptions to the operational chain, and damage to the Group's assets. In light of the potential for business interruption due to these extreme weather events, the Group remains vigilant regarding significant policy changes. We are committed to reducing our environmental impact to mitigate the effects of any potential tightening of environmental regulations on our business operations.

In line with the reporting framework developed by the Task Force on Climate-related Financial Disclosures, there are two major categories of climate-related risks: physical risks and transitional risks, both of which may impact the business. Physical risks are associated with the direct impacts of climate change, such as floods and typhoons (acute risks) or long-term shifts in climate patterns like sustained high temperatures and sea level rise (chronic risks). Transitional risks relate to the shift towards a lower-carbon economy, involving policy, legal, technological, and market changes to address climate change mitigation and adaptation.

The Group continuously monitors changes in the regulatory, technological, and market landscape related to climate change, including the tightening of national policies and listing rules. We are implementing comprehensive measures to effectively address these evolving challenges.

The Group identifies and manages climate-related matters within its operations. The following summarizes climate-related risks, their potential consequences for the Group's business, and how we manage these potential business impacts.

氣候變化

極端天氣事件(如極寒、極熱、暴風、暴雨及颱風)日趨頻繁及嚴重,構成重大風險,包括電力短缺、營運鏈中斷及本集團資產受損。鑒於這些極端天氣事件可能導致業務中斷,本集團對重大政策變更保持警覺。我們致力於減少對環境的影響,以減輕任何可能收緊的環保法規對我們業務運作的影響。

根據氣候相關財務披露工作小組所制定的報告框架,氣候相關風險可分為兩大類:物理風險和過渡風險,兩者都可能對業務造成影響。物理風險與氣候變化的直接影響有關,例如洪水和颱風(急性風險)或氣候模式的長期變化,例如持續高溫和海平面上升(慢性風險)。過渡風險與邁向低碳經濟有關,涉及政策、法律、技術及市場變革,以應對氣候變遷的緩解及適應。

本集團持續監控與氣候變化相關的監管、技術和市場環境的變化,包括國家政策和上市規則的收緊。我們正在實施全面的措施,以有效應對這些不斷變化的挑戰。

本集團在營運中識別及管理氣候相關事項。下列概述氣候相關風險、其對本集團業務的潛在影響以及我們如何管理這些潛在業務影響。

Climate-related risks/ opportunities 氣候相關風險／機遇 Physical risks: 物理風險：	Timeframe 時間範圍	Potential impacts (Note) 可能影響(註)	The Group's responses 本集團的應對措施
Acute risks *急性風險*			
1) Typhoons China's coastal regions are frequently hit by typhoons. 颱風 中國沿海地區經常受颱風影響。	Short-term 短期	• Typhoons or heavy rains or floods may increase the potential for damage to the assets of the Group, resulting in asset impairment 颱風、暴雨或水澇可能增加本集團資產受損的可能性，導致資產減值	• Implement protective measures before typhoon and heavy rains to safeguard the Group's assets to reduce the damage and protect safety of customers and employees 於颱風及暴雨來臨前實施防護措施，保障集團資產以減少損害並保護客戶及員工安全
2) Flooding Extreme rains may trigger flooding, caused by overflowing rivers and streams. 水澇 極端降雨可能引致河流及溪流泛濫而引發水澇。	Short-term 短期	• Increased operational and insurance costs 營運及保險成本上升 • Increased frequency and severity of the business disruption and delay in supply chain, resulting in revenue losses 業務中斷及供應鏈延誤的頻率和嚴重程度增加，導致收益損失	• Closely monitor weather forecasts and warnings from the National Meteorological Center, and suspend outdoor operations to ensure customers and employees are in safe shelter 密切關注國家氣象中心的天氣預報及預警，暫停戶外營運以確保客戶及員工處於安全場所
Chronic risks *慢性風險*			
Changes in rainfall and weather patterns, rising average temperatures, and sea level rise. 降雨及天氣規律的改變、平均氣溫上升及海平面上升。	Long-term 長期	• Decreased labour productivity resulting in increased labour costs 員工生產力下降導致勞工成本上升 • Increased health and safety risk to the workforce 員工健康與安全風險增加 • Shortened equipment lifespan resulting in higher repair and maintenance costs 設備使用壽命縮短導致維修及維護成本上升	• Closely monitor weather forecasts and warnings from the National Meteorological Center, and adjust work arrangement to ensure the health and safety of the employees 密切關注國家氣象中心的天氣預報及預警，調整工作安排以確保員工的健康與安全

Climate-related risks/ opportunities 氣候相關風險／機遇	**Timeframe 時間範圍**	**Potential impacts (Note) 可能影響(註)**	**The Group's responses 本集團的應對措施**
Transition risks/opportunities: 轉型風險／機遇 ：			
Policy and Regulatory 政策及法規			
Environmental laws and regulations are becoming increasingly comprehensive. The Stock Exchange is raising its requirements on climate-related disclosures. 環境法律及法規日趨完備，聯交所亦不斷提高氣候相關披露要求	Short-to-medium term 中短期	• Increased compliance costs to meet the stricter energy efficiency standards for hotels and service apartments in China 為符合中國更嚴格的酒店及服務式公寓節能標準，合規成本將會增加 • Failure to meet stakeholder expectations could negatively impact our reputation 未能達到持份者期望可能對本集團聲譽造成負面影響	• Regularly review our practices and internal processes to ensure alignment with emerging requirements, strengthen the accuracy and transparency of climate-related data 定期審查我們的實踐及內部程序，確保與新要求保持一致，提升氣候相關數據的準確性及透明度 • Explore the feasibility of implementing internal carbon pricing. During the Reporting Period, the Group did not apply carbon pricing in its decision making processes 探討實施內部碳定價的可行性；於報告期間，本集團並未於決策過程中應用碳定價
Technology 科技			
Market shift toward higher-efficiency, low-emission alternatives to existing products and services 市場傾向以更高效、低排放的替代方案取代現有產品及服務	Medium-to-long term 中長期	• Invest additional capital expenditures in installation of high-efficiency heat pumps, air conditioners, LED lighting, etc 須投入額外資本開支以安裝高效能熱泵、空調、LED照明系統等	• Closely monitor shifts in market demand and promptly adjust the retrofitting for our Branches and service direction 密切關注市場需求的變化，及時調整分店翻新計劃及服務方向

Climate-related risks/ opportunities 氣候相關風險／機遇	Timeframe 時間範圍	Potential impacts (Note) 可能影響(註)	The Group's responses 本集團的應對措施
Transition risks/opportunities: **轉型風險／機遇 ：**			
Market risk/opportunity *市場風險／機遇*			
Changing market demand for low-carbon services/ solutions 不斷變化的市場需求低碳服務／解決方案	Medium-to-long term 中長期	• Potential revenue loss if the Group fails to meet customer preference 若本集團未能迎合客戶偏好，可能面臨收益損失 • Shift in consumer preference also creates opportunities to gain a competitive edge by meeting market demand 消費者偏好的改變亦會帶來機遇，可迎合市場需求建立競爭優勢	• Proactively expanded and developed low carbon solutions to capture market opportunities and respond to changing consumer appetite 主動拓展及發展低碳解決方案，以把握市場機遇並應付消費者需求變化

Notes: (1) The Group has applied Financial Effects Relief as permitted by the Stock Exchange, by providing qualitative assessments of climate impacts and quantitative financial data is currently omitted.

(2) As for scenario analysis, we are currently in initial stages of exploring disclosure matters for future reporting and applied reasonable information relief as the information cannot currently be obtained without undue cost or effort.

註： (1)本集團已按聯交所許可申請財務影響寬免，僅提供氣候影響之質性評估，暫不提供量化財務數據。

(2)至於情境分析，我們目前正處於探討未來報告中的披露事項的初步階段，並適用合理資訊寬免，因為目前若不付出過度的成本或努力，則無法取得該等資訊。

B. SOCIAL

EMPLOYMENT

The Group places significant emphasis on developing human capital and offers competitive remuneration and welfare packages. Promotion opportunities and salary adjustments are based on individual performance. Employees are entitled to various benefits, including annual leave, sick leave, maternity leave, marriage leave, funeral leave, and medical coverage, all provided in accordance with local regulations.

To maintain a pleasant, healthy, safe, and productive working environment, we have established comprehensive procedures and policies that encompass all facets of the Group's business operations, as outlined in our employee handbook ("**Employee Handbook**") and human resources policy. The Group is committed to providing a supportive office environment aimed at fostering a healthy work-life balance.

Our Employee Handbook comprehensively details the Group's overarching procedures and practices related to employment, compensation, and benefits. The terms, including compensation, dismissal, working hours, rest periods, and other benefits, are explicitly defined in our employment contracts. Additionally, we have established a formal reporting mechanism that allows employees to raise concerns in good faith. We ensure that all concerns are addressed fairly and transparently, without fear of reprisal or negative repercussions. During the Reporting Period, no instances of non-compliance with relevant employment laws and regulations were identified.

B. 社會

僱傭

本集團非常重視人力資本的發展，並提供具有競爭力的薪酬和福利待遇。晉升機會及薪酬調整均以個人表現為基礎。員工享有各種福利，包括年假、病假、產假、婚假、喪假及醫療保險，均依當地法規提供。

為了維持一個愉快、健康、安全且具生產力的工作環境，我們制定了全面的程序和政策，涵蓋本集團業務運作的各個層面，詳情請參閱員工手冊（「**《員工手冊》**」）和人力資源政策。本集團致力於提供一個支持性的辦公環境，旨在培養健康的工作與生活平衡。

我們的《員工手冊》全面詳述了本集團與雇用、報酬和福利相關的總體程序和慣例。包括報酬、解僱、工作時間、休息時間及其他福利等條款，都在我們的僱傭合約中有明確的規定。此外，我們也建立了正式的報告機制，讓員工可以善意地提出疑慮。我們確保公平、透明地處理所有疑慮，而無需擔心報復或負面影響。在報告期間，未發現任何違反相關就業法律法規的情況。

We acknowledge that the foundation to our success is our employees. As at 31 December 2025, the Group had a total of 94 employees. The analysis of these employees by gender, age groups, employment type, and geographical region are depicted below:

我們深知，員工是我們成功的基石。於2025年12月31日，本集團共有94名員工。以下為按性別、年齡層、僱用類別及地理區域劃分的員工分析：

Employee by type **員工類型**	**2025** **二零二五年**	2024 二零二四年
By gender **依性別**		
Female 女性	**58**	55
Male 男性	**36**	25
By age group **依年齡層**		
Below 30 低於30	**16**	29
31 to 50 30至50	**59**	31
Over 51 51歲以上	**19**	20
By geographical region **依地理區域**		
China 中國	**94**	80
By employment type **依就業類型**		
Full-time 全職	**94**	80
Part-time 兼職	**0**	0
By employee category **依員工類別**		
Senior management 高級管理層	**5**	3
Middle management 中層管理人員	**26**	26
General staff 一般員工	**63**	51

Employee turnover rate **員工流失率**	**2025** **二零二五年**	2024 二零二四年
By gender **依性別**		
Female 女性	**24.5%**	48.8%
Male 男性	**17.0%**	23.8%
By age group **依年齡層**		
Below 30 低於30	**16.0%**	27.5%
31 to 50 30至50	**20.2%**	40.0%
Over 51 51歲以上	**5.3%**	5.0%
By geographical region **依地理區域**		
China 中國	**41.5%**	72.5%

HEALTH & SAFETY

The Group is committed to non-discriminatory employment practices and ensures a safe and healthy work environment. All employees are required to adhere strictly to established operating procedures, which include, but are not limited to:(i) staying alert for any hazardous work conditions and reporting them to a supervisor immediately.(ii) using both hands when handling carts.(iii) utilizing a ladder or chair to reach items at height or seeking assistance from colleagues.(iv) promptly cleaning up any slippery or oily areas to prevent falls.(v) avoiding the use of damaged machinery or appliances to prevent accidents.(vi) keeping a variety of tools and safety equipment well-maintained.(vii) rigorously complying with industry standards and professional practices. Designated personnel are assigned to oversee the adherence to these procedures.

Smoking is strictly prohibited in all indoor areas across the four Branches. Regular training sessions for first aid, fire safety, evacuation, and emergency response are conducted. The fire drills are held regularly in our Branches.

For electrical tasks, the Branches either employ licensed electrical technicians or outsource to qualified external professionals who hold valid licenses issued by the appropriate government authorities.

健康與安全

本集團致力於實行非歧視僱傭措施，並確保工作環境安全健康。所有員工均須嚴格遵守既定的作業程序，其中包括但不限於：(i)對任何危險的工作環境保持警覺，並立即向主管報告。(ii)在處理推車時使用雙手。(iii)使用梯子或椅子拿取高處的物品，或向同事尋求協助。(iv)及時清理任何濕滑或油膩的地方，以防跌倒。(v)避免使用損壞的機器或設備，以防意外發生。(vi)妥善保養各種工具和安全設備。指定人員負責監督這些程序的遵守情況。

四間分店的所有室內區域均嚴禁吸煙。定期舉辦急救、消防安全、疏散和緊急應變訓練課程。各分店定期舉行了消防演習。

對於電氣工作，分店會僱用持有執照的電氣技術人員，或外包給合格的外部專業人員，這些人員均持有相關政府機關頒發的有效執照。

The table below presents work-related fatalities and recordable injuries for the Reporting Period.

下表為報告期間工傷死亡事故和可記錄工傷事故。

Type of resource **類型**	**2025** **二零二五年**	2024 二零二四年
Number of work-related injury 與工作相關的受傷人數	**0**	1
Lost days due to work injury 工傷損失天數	**0**	13
Work-related fatalities 工傷死亡	**0**	0 (2023: 0) (二零二三年：0)

DEVELOPMENT AND TRAINING

The Group is dedicated to providing on-the-job training to its employees to enhance their skills and knowledge. Employees are encouraged to seize every opportunity for skill development, allowing them to perform their current roles more effectively and prepare for potential career advancement. Throughout the Reporting Period, quarterly training sessions were offered, covering various topics such as customer check-in and check-out procedures, room service techniques, disinfection methods for guest rooms, fire safety, customer complaint resolution, and the handling of items left behind by guests. Employee participation in these training sessions was enthusiastic. For certain external training programs recommended by the Group, a portion of the costs is covered by the Group, in line with the reimbursement guidelines outlined in the Employee Handbook.

發展及培訓

本集團致力於為員工提供在職培訓，以提升他們的技能和知識。我們鼓勵員工把握每個技能發展的機會，讓他們更有效地履行現有職責，並為潛在的職業晉升做好準備。在報告期間，每季都會舉辦訓練課程，內容涵蓋各種主題，例如顧客入住及退房程序、客房服務技巧、客房消毒方法、消防安全、顧客投訴解決方法，以及處理顧客遺留物品等。員工踴躍參加這些訓練課程。對於本集團推薦的某些外部培訓課程，本集團會根據員工手冊中列出的報銷指引支付部分費用。

During the Reporting Period, the training participation rate for employees is as follows:

於報告期間，員工的訓練參與率如下：

	2025 **二零二五年**	2024 二零二四年
Percentage of employees trained: **員工受訓百分比：**		
By gender **按性別**		
Female 女性	**50%**	69%
Male 男性	**22%**	31%
By employee category **按員工類別**		
Senior management 高級管理層	**4%**	3%
Middle management 中層管理人員	**18%**	29%
General staff 一般員工	**50%**	68%
Average training hours of employees: **員工平均受訓時數：**		
By gender **按性別**		
Female 女性	**24.8 hours** **(時)**	21.7 hours (時)
Male 男性	**20.0 hours** **(時)**	21.9 hours (時)
By employee category **按員工類別**		
Senior management 高級管理層	**38.4 hours** **(時)**	16.6 hours (時)
Middle management 中層管理人員	**24.0 hours** **(時)**	19.1 hours (時)
General staff 一般員工	**22.1 hours** **(時)**	23.4 hours (時)

LABOUR STANDARDS

The recruitment process strictly prohibits child and forced labor, in accordance with applicable laws and regulations. The Group is dedicated to fully complying with local legislation and does not permit the employment of child or forced labor. The human resources and administration department is tasked with overseeing compliance with current laws and regulations regarding child and forced labor. This includes thorough verification of identity documents. Should any violations occur, appropriate actions will be taken based on the specific circumstances.

The Group conducts interviews with shortlisted candidates to gain insight into their backgrounds and motivations for wanting to join the organization. For employment registration, all new hires must provide valid documents and copies, including: (i) an identity card, academic credentials such as diplomas or degrees, title certificates, vocational qualifications, and English proficiency certificates; (ii) a social security card; (iii) a medical or health certificate; (iv) recent photographs; and (v) any other relevant information or documents as required by the Group. These procedures ensure that no child or forced labor is utilized in the accommodation operations.

All employees are entitled to sick leave, injury leave, and maternity leave with appropriate medical documentation, in accordance with the Labour Law of the PRC. Typically, employees work an 8-hour day and are not encouraged to work overtime. However, if overtime is necessary, it must be mutually agreed upon in writing by the relevant employees and their supervisors. Compensation for overtime work will be in line with the provisions established by the Labour Law of the PRC.

勞工標準

根據適用的法律法規，招聘過程嚴格禁止使用童工和強迫勞動。本集團致力於完全遵守當地法律，不允許僱用童工或強迫勞工。人力資源和行政部門負責監督有關童工和強迫勞動的現行法律法規的遵守情況。這包括徹底核實身份證明文件。如果發生任何違法行為，將根據具體情況採取適當的行動。

本集團對入圍候選人進行面試，以深入了解其背景和希望加入本組織的動機。在進行就業登記時，所有新聘人員必須提供有效證件及副本，包括：(i)身份證、學歷證書（如文憑或學位、職稱證書、職業資格證書及英語能力證書）；(ii)社保卡；(iii)醫療或健康證明；(iv)近照；及(v)集團要求的任何其他相關資訊或文件。這些程序可確保住宿作業不會使用童工或強迫勞工。

根據《中華人民共和國勞動法》的規定，所有員工都有權享有病假、工傷假以及有適當醫療證明的產假。通常情況下，員工每天工作8小時，不鼓勵加班。但是，如果有必要加班，則必須經過相關員工及其主管的雙方書面同意。超時工作的補償將符合《中華人民共和國勞動法》的規定。

The Group strictly complies with all applicable labor laws and regulations in Hong Kong. Management is committed to ensuring that all human resource management practices adhere to the Group's policies in all material aspects. These policies include, but are not limited to, the following:

- All applicants must provide valid identification.
- All employees must be at least 18 years old.
- A background check for criminal records is required.
- Appropriate work visas or permits are necessary for employment in Hong Kong.
- Verification of information is mandatory.

During the Reporting Period, the Group was not aware of any significant violations of laws and regulations concerning child and forced labor that could adversely affect the organization. These laws and regulations include, but are not limited to, the Employment Ordinance (Chapter 57 of Hong Kong laws). The Group is committed to complying with all relevant laws and regulations, including the Labour Law of the PRC (《中華人民共和國勞動法》), the Employment Contracts Law of the PRC (《中華人民共和國勞動合同法》), and other pertinent labor legislation.

SUPPLY CHAIN MANAGEMENT

The Group has established a rigorous supply chain management system to guarantee high-quality service for customers. Special attention is given to promoting safe and health-conscious consumables and services across our Branches and healthcare and beauty business.

本集團嚴格遵守香港所有適用的勞工法例及規例。管理層致力於確保所有人力資源管理實務在所有重要方面均遵守本集團的政策。這些政策包括但不限於以下各項：

- 所有申請人必須提供有效的身份證明。
- 所有員工必須年滿18歲。
- 需要進行犯罪記錄背景調查。
- 在香港工作必須持有適當的工作簽證或許可證。
- 必須驗證資訊。

於報告期間，本集團並無發現任何重大違反有關童工及強迫勞工的法律及法規，以致對本組織造成不利影響。該等法律法規包括(但不限於)《僱傭條例》(香港法例第57章)。本集團承諾遵守所有相關法律法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他相關勞工法例。

供應鏈管理

本集團已建立嚴格的供應鏈管理系統，以保證為客戶提供優質服務。特別注重在我們的分店及醫療保健及美容業務推廣安全、注重健康的消費品和服務。

Committed to transparency and integrity, the Group strives to minimize environmental and social risks within its supply chain management. When selecting suppliers, the Group considers various factors, including the quality of services and products, historical performance, reputation, and the suppliers' commitment to environmental and social responsibility. Approval procedures are in place to ensure that all supplier engagements are monitored and authorized by the appropriate management level. The Group expects its key suppliers to adhere to the same environmental, social, health and safety, and governance standards that it upholds.

本集團致力於透明度和誠信，在其供應鏈管理中努力將環境和社會風險降至最低。在選擇供應商的時候，集團會考慮多方面的因素，包括服務和產品的質量、過往表現、聲譽以及供應商對環境和社會責任的承諾。本集團設有審批程序，以確保所有供應商的聘用均受到適當管理層的監察及授權。本集團期望其主要供應商遵守與本集團相同的環境、社會、健康與安全及管治標準。

We routinely assess and evaluate our suppliers to ensure that the quality of our products and quality control processes align with the Group's standards and meet customer expectations. Moving forward, we intend to integrate sustainability factors into our sourcing practices, including the procurement of office equipment. Additionally, we will collaborate with suppliers to discuss their environmental and social responsibilities, aiming to identify opportunities for enhancing their current practices.

我們會對供應商進行例行評估和評價，以確保產品品質和品質控制流程符合集團標準，並滿足客戶期望。展望未來，我們打算將可持續發展因素融入採購實務，包括辦公室設備的採購。此外，我們將與供應商合作，討論他們在環境和社會方面的責任，目的是找出提升他們現有做法的機會。

To ensure compliance with these standards, the Group regularly performs random checks on the qualifications and products of its engaged suppliers. During the Reporting Period, all suppliers have undergone the supplier engagement and review procedures.

為了確保符合這些標準，本集團定期抽查所聘用供應商的資格和產品。於報告期間，所有供應商均已完成供應商參與及審查程序。

Suppliers by geographical region **按地理區域劃分的供應商**	**2025** **二零二五年**	2024 二零二四年
PRC 中國	**38**	43

PRODUCT RESPONSIBILITY

Employees are required to adhere to applicable governmental and regulatory laws, rules, codes, and regulations. A top priority for the Group is to ensure customer satisfaction regarding products and services. We make diligent efforts to comply with relevant laws and regulations related to health and safety, advertising, labeling, and privacy in all jurisdictions where we operate. Employees are expected to adhere to applicable government laws, rules, codes, and regulations.

Smoking is prohibited in all indoor areas of the Branches. We conduct regular first aid, fire safety, evacuation, leak response, and escape drills. Daily cleaning services for guest rooms and periodic hygiene inspections are consistently maintained. If a customer expresses dissatisfaction with their assigned room, frontline staff will promptly arrange an alternative room to ensure customer satisfaction. During the Reporting Period, no complaints were reported at the Branches and healthcare and beauty business.

Customer Feedback and Handling

The Group values feedback and suggestions from customers. We offer various communication channels, including social media, membership platforms, a phone hotline, emails, and our website. Regular feedback systems are established to collect information on customer satisfaction and recommendations for improvement.

The Group consolidates and thoroughly analyzes customer feedback to monitor satisfaction levels within its operations. Follow-up actions will be implemented to address identified issues, including internal evaluations, adjustments to employee training programs, the development of improvement plans, and refinement of current management procedures. Customers will receive timely responses regarding their feedback.

During the Reporting Period, there were no cases of complaints received against the Group's products and services due to health and safety issues. There was no product returned or recalled for safety and health reason.

產品責任

員工必須遵守適用的政府和監管法律、規則、守則和法規。本集團的首要任務是確保客戶對產品和服務的滿意度。我們努力遵守所有營運地區與健康和安全、廣告、標籤和隱私相關的法律和法規。我們期望員工遵守適用的政府法律、規則、守則和法規。

分店的所有室內區域均禁止吸煙。我們定期進行急救、消防安全、疏散、洩漏應變和逃生演習。每天對客房進行清潔服務，並持續定期進行衛生檢查。如果顧客對指定的房間表示不滿，前線員工會迅速安排其他房間，以確保顧客滿意。於報告期間，分店及醫療保健及美容業務未接到任何投訴報告。

客戶回饋與處理

本集團重視客戶的回饋與建議。我們提供各種溝通管道，包括社交媒體、會員平台、電話熱線、電子郵件和我們的網站。我們建立了定期的回饋系統，以收集有關客戶滿意度的資訊和改進建議。

本集團整合並徹底分析客戶回饋，以監控其營運內部的滿意度。針對已發現的問題，將採取後續行動，包括內部評估、調整員工訓練計劃、制定改善計劃以及完善現行管理程序。客戶將及時收到有關其回饋的回應。

於報告期間，本集團並無接獲任何因健康及安全問題而對本集團產品及服務作出投訴的個案。沒有產品因安全和健康原因而退回或召回。

Data Privacy and Intellectual Property Rights Protection

The Group handles a significant amount of private and confidential information belonging to its customers. To address this, we have implemented strict conduct guidelines for employees. Additionally, employees are expected to employ all reasonable measures to protect both the Group's and customers' information, as outlined in the employee handbook and work practices.

The Group is committed to adhering to relevant laws and regulations concerning intellectual property rights ("**IP rights**") by valuing and safeguarding its intellectual properties through the renewal of patents and trademarks. To ensure the protection of customers' IP rights during outsourcing to suppliers, a confidentiality agreement related to IP rights must be signed prior to engagement. Furthermore, the Group uses standard employment contracts with employees that include clauses on IP rights and confidentiality.

資料隱私與知識產權保護

本集團處理大量屬於客戶的私人機密資訊。為此，我們對員工實施嚴格的行為準則。此外，根據員工手冊和工作實務的規定，員工應採取一切合理措施保護本集團和客戶的資訊。

本集團致力遵守有關知識產權（「**知識產權**」）的相關法律和法規，通過更新專利和商標來珍惜和保護其知識產權。為確保外包給供應商的過程中能夠保護客戶的知識產權，在委託之前必須簽訂與知識產權相關的保密協議。此外，本集團與員工簽訂的標準僱傭合約中，亦包括有關知識產權及保密的條款。

Compliance with relevant laws and regulations

The Group is not aware of any significant non-compliance with the Patent Law of the PRC or other applicable laws and regulations that would have a substantial impact on health and safety, advertising, labeling, or privacy issues related to the products and services provided, as well as methods of redress during the Reporting Period.

No significant fines were reported throughout the Reporting Period.

遵守相關法律法規

本集團於報告期間並無知悉任何重大違反中國專利法或其他適用法律及法規之情況，以致對所提供產品及服務之相關健康及安全、廣告、標籤或私隱問題，以及補救方法造成重大影響。

報告期間無重大罰款的報告。

ANTI-CORRUPTION

The Group maintains the highest standards of transparency, integrity, and accountability in all operations. We expect every employee to uphold exceptional ethical, personal, and professional conduct. Activities such as corruption, bribery, extortion, money laundering, and other fraudulent practices are strictly forbidden in any aspect of our operations. Our commitment to ethical business practices ensures compliance with relevant laws and regulations, fostering a culture of trust and responsibility among our stakeholders.

Our organization has a zero-tolerance policy toward corruption, bribery, extortion, fraud, and money laundering in any form. Our anti-corruption policies set forth strict standards of conduct that all employees must follow, promoting an environment of integrity and transparency. Employees are prohibited from offering or accepting any advantages, including but not limited to monetary benefits, gifts, loans, rewards, contracts, services, or entertainment, under the guise of work-related activities or authority granted by the organization. This commitment reinforces our dedication to ethical business practices and compliance with applicable laws and regulations.

During the Reporting Period, the Group was not aware of any violations of laws and regulations related to bribery, extortion, fraud, or money laundering. Additionally, there were no legal cases related to corrupt practices brought against the Group or its employees. The Group remains committed to upholding the highest standards of transparency and integrity, ensuring a robust compliance framework that supports ethical business practices.

反貪污

本集團在所有營運活動中均維持最高標準的透明度、誠信和責任感。我們期望每位員工都能秉持卓越的道德、個人及專業操守。貪污、賄賂、勒索、洗黑錢及其他詐騙行為等活動在我們營運的任何方面都是嚴格禁止的。我們對道德業務實務的承諾，可確保遵守相關法律法規，在所有持份者之間培養信任與負責任的文化。

我們的組織對於任何形式的貪污、賄賂、勒索、欺詐和洗錢行為採取零容忍政策。我們的反貪污政策規定了所有員工必須遵守的嚴格行為標準，以促進誠信和透明的環境。員工不得假借工作相關活動或組織賦予的權力，提供或接受任何利益，包括但不限於金錢利益、禮物、貸款、獎勵、合約、服務或娛樂。此承諾強化了我們對商業道德實務和遵守適用法律法規的貢獻。

於報告期間，本集團未發現任何違反賄賂、勒索、欺詐或洗錢相關法律法規的情況。此外，本集團或其僱員並無涉及貪腐行為的法律案件。本集團仍致力於維護最高標準的透明度和誠信，確保健全的合規框架，以支持合乎道德的商業行為。

Compliance with relevant laws and regulations

The Group is not aware of any significant non-compliance with the Anti-Unfair Competition Law of the PRC or other applicable laws and regulations that would have a substantial impact on the Group regarding bribery, extortion, fraud, or money laundering during the Reporting Period.

Additionally, no legal cases related to corruption were brought against the Group or its employees throughout the Reporting Period.

COMMUNITY INVESTMENT

The Group is dedicated to fostering sustainable prosperity that delivers long-term social and economic benefits for all stakeholders, with a particular focus on maintaining relationships with relevant interest groups. This commitment begins with addressing the needs of employees and extends to providing care and services to their families and the surrounding community.

While the Group has not formally established a specific community policy, social responsibility is deeply embedded in our corporate culture. Employees are encouraged to engage in various charitable activities and community service initiatives.

During the Dragon Boat Festival, the Huizhou Branch organized a rice dumpling-making event. Employees of the Huizhou Branch were supplied with the necessary materials and tools to participate in this hands-on activity, which not only allowed them to experience Chinese culture but also promoted interaction among colleagues. The finished rice dumplings were then distributed to the local community, fostering a shared celebration of the traditional holiday and enhancing the bond between employees and the community.

遵守相關法律法規

本集團於報告期間並無知悉任何重大違反中國反不公平競爭法或其他適用法律及法規而會對本集團造成重大影響的有關賄賂、勒索、欺詐或洗黑錢的情況。

此外，本集團或其員工於報告期間並無涉及貪污的法律案件。

社區投資

本集團致力於促進可持續的繁榮，為所有持份者帶來長期的社會和經濟利益，並特別注重與相關利益團體保持關係。這項承諾從滿足員工的需求開始，延伸至為他們的家人和周遭社區提供關懷和服務。

儘管本集團並未正式制定特定的社區政策，但社會責任已深深植根於我們的企業文化中。員工受鼓勵參與各種慈善活動和社區服務計劃。

端午節期間，惠州分店舉辦了包粽子活動。惠州分店為員工提供了所需的材料和工具，讓他們親自參與此次活動，不僅體驗了中國文化，還促進了同事之間的互動。包好的粽子分發給當地社區，共同慶祝傳統節日的同時，也增進了員工與社區之間的感情。

ESG REPORTING INDEX 環境、社會及管治報告索引

ESG Indicator 環境、社會及管治指標	Description 描述	Section 章節
ENVIRONMENT **環境**		
Aspect A1: Emissions **層面A1：排放物**		
General Disclosures 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Environmental 環境 • *Air Pollutant Emission* *空氣污染物排放* • *GHG Emissions* 溫室氣體排放 • *Hazardous and Non-hazardous Wastes* *有害及無害廢棄物*
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental 環境 • *Air Pollutant Emission* 空氣污染物排放 • *GHG Emissions* *溫室氣體排放*
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	During the Reporting Period, the Group does not produce any material hazardous waste from its operations. 於報告期間，本集團並無於其營運中產生任何重大有害廢棄物。

ESG Indicator 環境、社會及管治指標	Description 描述	Section 章節
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental 環境 • *Hazardous and Non-hazardous Wastes* *有害及無害廢棄物*
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environmental 環境 • *GHG Emissions* *溫室氣體排放*
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environmental 環境 • *Hazardous and Non-hazardous Wastes* *有害及無害廢棄物*

ESG Indicator 環境、社會及管治指標	Description 描述	Section 章節
Aspect A2: Use of Resources **層面A2：資源使用**		
General Disclosures 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	Use of Resources 資源使用 • *Energy* *能源* • *Water* *水*
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	Use of Resources 資源使用 • *Energy* *能源*
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。	Use of Resources 資源使用 • *Water* *水*
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用 • *Energy* *能源*
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue insourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	During the Reporting Period, there was no issue in sourcing water for our operations. 於報告期間，營運所需的水源供應並無任何問題。
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	The issue of packaging materials is considered not material in our operations. 包裝材料的問題對我們的營運而言並不重大。

ESG Indicator 環境、社會及管治指標	Description 描述	Section 章節
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosures 一般披露	Policies on minimising the issuers' significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment and Natural Resources 環境及天然資源
SOCIAL 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
General Disclosures 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full or part-time), age group and geographical region. 按性別、僱傭類型 (如全職或兼職)、年齡組別及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

ESG Indicator 環境、社會及 管治指標	Description 描述	Section 章節
Aspect B2: Health and Safety **層面B2：健康與安全**		
General Disclosures 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全

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

ESG Indicator 環境、社會及 管治指標	Description 描述	Section 章節
Operating Practices **營運慣例**		
Aspect B5: Supply Chain Management **層面B5：供應鏈管理**		
General Disclosures 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

ESG Indicator 環境、社會及管治指標	Description 描述	Section 章節
Aspect B6: Product Responsibility **層面B6：產品責任**		
General Disclosures 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	During the Reporting Period, there were no products sold or shipped subject to recalls for safety and health reasons. 於報告期間，並無已售或已運送產品因安全與健康理由而須回收。
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任 • *Customer Feedback and Handling* *客戶回饋與處理*
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility 產品責任 • *Data Privacy and Intellectual Property Rights Protection* *資料隱私與知識產權保護*

ESG Indicator 環境、社會及管治指標	Description 描述	Section 章節
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任 • *Data Privacy and Intellectual Rights Protection* *資料隱私與知識產權保護*
Aspect B7: Anti-corruption **層面B7：反貪污**		
General Disclosures 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	During the Reporting Period, there was no concluded legal case regarding corrupt practices brought against the Group or its employees. 於報告期間，本集團或其僱員並無涉及已審結的貪污訴訟案件。
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污

ESG Indicator 環境、社會及管治指標	Description 描述	Section 章節
Community **社區**		
Aspect B8: Community Investment **層面B8：社區投資**		
General Disclosures 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	Community Investment 社區投資

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