WINSON HOLDINGS HONG KONG LIMITED

永順控股香港有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 6812

環境、社會及管治報告
Environmental, Social and Governance Report 2026





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BOARD STATEMENT
董事會聲明

Dear Stakeholders,

We are delighted to present the Environmental, Social and Governance ("ESG") Report ("ESG Report") of Winson Holdings Hong Kong Limited ("Company", together with its subsidiaries, "Group") for the financial year of 2025/26.

The Group understands the importance of ESG issues for its business and recognises that sound ESG governance and strategies could steadily enhance its investment values and bring long-term returns to stakeholders. This ESG report aims to provide detailed insights into our ESG governance, stakeholders engagement, ESG performance, environmental commitments, and our response to climate change-related risks.

OUR SUSTAINABLE GOVERNANCE

The Board of Directors of the Group (the "Board") is committed to promoting sustainable development. To effectively integrate ESG policies and objectives into our business operations, we have established an ESG governance framework, composed of the Board, the ESG working group and our business units and departments. Our ESG working group comprises the senior management of the Group who collaborate to ensure compliance with applicable ESG requirements and policies.

ENGAGING STAKEHOLDERS IN SUSTAINABLE POLICIES SETTING

In order to face ESG challenges, the Group has been proactively established various communication channels to understand stakeholders' needs and expectation. This enables us to customise ESG policies that can address diverse stakeholders' needs and align with our business development. We also engage consultants to assist in collecting ESG data, conducting internal and external materiality assessments and preparing ESG reports.

致持份者：

我們很高興向　閣下呈上永順控股香港有限公司「本公司」，連同其附屬公司，統稱「本集團」）刊發的2025/26財政年度的環境、社會及管治（「ESG」）報告（「ESG報告」）。

本集團深知ESG問題對其業務的重要性，並認識到健全的ESG治理和策略可以穩健地增強其投資價值，並為持份者帶來長期回報。本ESG報告旨在提供有關我們的ESG治理、持份者參與、ESG績效、環境承諾以及應對與氣候變化相關風險的詳細見解。

我們的可持續治理

本集團董事會（「董事會」）致力於促進可持續發展。為了有效地將ESG政策和目標融入業務運營中，我們建立了一個ESG治理框架，由董事會、ESG工作小組以及我們的業務部門組成。我們的ESG工作小組是由集團的高級管理人員組成，並共同確保遵守適用的ESG要求和政策。

與持份者參與可持續政策制定

為了應對ESG帶來的挑戰，集團積極建立了各種溝通渠道，以了解持份者的需求和期望。這令我們能在定制ESG政策時，考慮到如何滿足不同持份者的需求並與我們的業務發展相一致。我們還聘請顧問協助收集ESG數據，進行內部和外部的實質性評估以及準備ESG報告。

OUR BUSINESS CONTRIBUTION TO THE ENVIRONMENT

For almost four decades, we have provided professional environmental hygiene and pest control services. We prioritise client needs by offering tailor-made services and value-added functions. We consider ourself as a responsible enterprise committed to preserving the environment and enhancing overall living quality.

Our aim is to become a respected leader in integrated facilities services and maintain our position as a environmental hygiene management leader by investing in excellence, efficiency and technology to deliver superior services and products tailored to customer needs. We strive to bring our teams closer to customer, operating as one team through rewarding the right behaviours and aligning incentives with our strategy execution.

PROMISE TO THE ENVIRONMENT

In line with Hong Kong's goal of achieving carbon neutrality by 2050, the government has introduced number of challenging measures. In recent years, we have set targets, and this year we are setting the target to reduce GHG emissions, sustain high standard of hazardous waste, and non-hazardous waste management, and continue enhancing energy and water management. To achieve these goals, the Group follows a structured ESG project progress schedule, actively implementing targeted paperless digitization initiatives and green material transitions across all operations. This fosters accountability within the organization, as we aim to drive all employees to act towards these ESG goals and continuously measure progress against predetermined benchmarks.

我們的企業對環境的貢獻

過去近四十年來，我們一直提供專業的環境衛生和害蟲防治服務。我們會優先考慮客戶的需求而提供定制的服務和增值功能。我們視自己為一家負責任的企業，致力於保護環境並提高整體生活品質。

我們的目標是成為綜合設施服務領域中受尊敬的領導者，通過投資於卓越、效率和技術來維護我們於環境衛生管理行業的領先地位，提供符合客戶需求的優質服務和產品。我們努力拉進團隊與客戶之間的距離，通過獎勵正確的行為並使激勵措施與策略執行相一致。

對環境的承諾

為了配合香港於2050年實現碳中和的目標，政府已推出數項具有挑戰性的措施。近年來，我們制定了各項目標，而今年集團的目標是減少溫室氣體排放、維持高標準的有害廢物及無害廢物管理，並持續優化能源和水資源管理。為實現該等目標，本集團遵循結構化的ESG項目進度表，在所有營運中積極落實具針對性的無紙化數碼舉措及綠色物料轉型。我們旨在鼓勵所有員工積極參與這些ESG目標，並持續對進展情況進行與預設基準的比較，以於組織內建立問責制。

1. ABOUT THE REPORT
關於本報告

The ESG Report published by the Group presents the efforts and achievements made in sustainability and social responsibility by the Group. The ESG Report details the performance of the Group in carrying out the environmental and social policies and fulfilling the principle of sustainable development.

本集團刊發的ESG報告體現了本集團於可持續發展及社會責任方面所作出的努力及成果。ESG報告詳述本集團於實施環境及社會政策及落實可持續發展原則方面的表現。

1.1 SCOPE OF THE REPORT

The ESG Report covers the environmental and social performance of the Group's business for the period from 1 April 2025 to 31 March 2026 ("Year" or "2025/26"). The environmental key performance indicators ("KPIs") as disclosed in the ESG Report are based on the performance of the principal office, the warehouse and the fleet vehicles of the Group for the Year, which cover the major environmental impact caused by the Group's business operations. For details of corporate governance, please refer to the corporate governance report on pages 16 to 44 of the annual report of the Company for the year ended 31 March 2026.

1.1 報告範圍

ESG報告涵蓋本集團於2025年4月1日至2026年3月31日期間(「本年度」或「2025/26年度」)業務的環境及社會表現。於ESG報告中披露的環境關鍵績效指標(「KPI」)乃基於本集團本年度主要辦事處、貨倉及車隊車輛的表現,涵蓋本集團業務營運所導致的主要環境影響。有關企業管治的詳情,請參閱本公司刊發截至2026年3月31日止年度的年報第16至44頁的企業管治報告。

1.2 REPORTING STANDARD

The ESG Report was prepared in accordance with the "Environmental, Social and Governance Reporting Code" ("ESG Reporting Code") under Appendix C2 to the Rules Governing the Listing of Securities ("Listing Rules") on The Stock Exchange of Hong Kong Limited ("Stock Exchange") and has complied with the mandatory disclosure requirements and the "comply or explain" provisions of the ESG Reporting Guide. This ESG Report has been published to the website of the Stock Exchange and Company's website at www.winsongrouphk.com.

1.2 報告準則

ESG報告乃根據香港聯合交易所有限公司(「聯交所」)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」)編製而成,並符合ESG報告指引的強制披露規定及「不遵守就解釋」之條文。本ESG報告已於聯交所網站及本公司網站www.winsongrouphk.com上刊登。

1.3 REPORTING PRINCIPLES

In preparing this report, we meet the three reporting principles stipulated in the ESG Reporting Guide – "materiality", "quantitative" and "consistency".

Materiality

The content of the ESG Report is determined through stakeholder engagement and materiality assessment process, which includes identifying ESG-related issues, collecting and reviewing the management and stakeholders' opinions, assessing the relevance and materiality of the issues, as well as preparing and validating the information reported. The ESG Report comprehensively covers all material issues that are concerned by different stakeholders.

Quantitative

Quantitative environmental and social KPIs are disclosed in the ESG Report so that stakeholders are able to have a comprehensive understanding of the Group's ESG performance. Information of the standards, methodologies, references and source of key emission and conversion factors used on these KPIs are stated wherever appropriate.

Consistency

To enhance and maintain the comparability of the ESG Report between years, the Group adopts consistent reporting and calculation methodologies as far as practicable. In case of any changes in methodologies and specific standards, explanation has been provided in corresponding sections to facilitate information interpretation.

1.4 INFORMATION AND FEEDBACKS

Your opinions are highly valued. If you have any queries or suggestions, please feel free to contact the Company:

Email: ir@winsongrouphk.com
Address: Unit 26, 19/F, Global Plaza,
1 Sha Tsui Road, Tsuen Wan,
New Territories, Hong Kong

1.3 報告原則

於編製本報告時，我們符合ESG報告指引中規定的三項報告原則 一「重要性」、「量化」及「一致性」。

重要性

ESG報告的內容乃透過持份者參與及重要性評估程序釐定，當中包括識別ESG相關議題、收集及審閱管理層及持份者意見、評估議題的相關性及重要性，以及編製和驗證所呈報的資料。ESG報告全面涵蓋不同持份者關注的所有重大議題。

量化

ESG報告中披露經量化的環境及社會關鍵績效指標，讓持份者全面了解本集團的ESG表現。有關主要排放標準、方法、參考數據及來源的資料，以及該等關鍵績效指標所用的轉換因子，將於適當位置列示。

一致性

為加強及保持比較不同年度之ESG報告，本集團已在合理可行情況下盡量採用一致的報告及計算方法。如方法及具體標準有所變更，本集團亦會於相應的章節中詳細說明，以便解讀資訊。

1.4 資料及反饋

本集團高度重視　閣下的意見。倘　閣下有任何疑問或建議，歡迎隨時聯繫本公司：

電郵： ir@winsongrouphk.com
地址： 香港新界
荃灣沙咀道1號
環貿廣場19樓26室

2. ESG SUSTAINABILITY GOVERNANCE
ESG可持續發展管治

The Board is inherently diverse, bringing together a balanced mix of genders, educational backgrounds, and professional expertise to ensure a comprehensive and objective evaluation of ESG risks. The Board oversees the Group's ESG performance while the authority of ESG management and execution has been delegated to an ESG working group comprising the senior management of the Group with well-defined duties and responsibilities.

董事會具備多元化背景，匯聚了不同性別、教育背景及專業知識的成員，以確保對ESG風險進行全面且客觀的評估。董事會透過授權ESG管理權力及執行工作予由本集團高級管理層組成的ESG工作小組監督本集團的ESG表現，並賦予其明確職責。



The ESG working group is responsible for reviewing the execution of ESG management and strategies as well as reporting to the Board on the Group's compliance status of ESG-related issues and the latest ESG-related market trends through annual Board meeting. Also, the content and quality of the ESG report is reviewed and discussed by the Board to ensure its content is aligned with the Board's requirements and the Group's strategies.

ESG工作小組負責審閱ESG管理及策略的執行，並透過年度董事會會議向董事會匯報有關本集團於ESG相關議題的合規情況及ESG相關的最新市場趨勢。另外，ESG報告的內容及質素由董事會審閱及討論，以確保其內容符合董事會要求及本集團策略。

2. ESG SUSTAINABILITY GOVERNANCE
ESG可持續發展管治

Overall, with the assistance of the ESG working group, the Board has taken the monitoring role on managing the Group's ESG-related tasks. This includes overseeing the Group's ESG performance, corporate visions, long-term strategies, ESG-related risk management, external ESG-related factors, and stakeholder expectation management, monitoring the ESG working group's evaluation and management of the Group's material ESG issues, and monitoring the progress made against ESG-related goals and targets.

總體而言，在ESG工作小組的協助下，董事會承擔了管理本集團ESG相關任務方面發揮監察作用，包括監察本集團的ESG表現、企業願景、長期策略、ESG相關風險管理、外部ESG相關因素及持份者預期管理），監察ESG工作小組對本集團重要ESG議題的評估及管理，以及監察ESG相關目的及目標的完成進度。

The Group attaches great importance to the opinions from different stakeholders for the management of ESG-related issues. The Group has established various communication channels to communicate with different stakeholders effectively. The Board has also entrusted a third-party consulting firm to conduct a stakeholder engagement for identifying the potential ESG-related issues that may influence the Group's business and our stakeholders. After conducting the materiality assessment, the material issues of the Group would be identified by reviewing and prioritising those potential issues. The ESG taskforce would review the material ESG issues regularly and ensure appropriate ESG management and policies are in place so as to manage the ESG-related risks effectively.

就管理ESG相關議題方面，本集團十分重視不同持份者提供的意見。本集團已設立多種溝通渠道以有效與不同持份者溝通。董事會亦已委託第三方顧問公司進行持份者參與工作，以識別可能影響本集團業務及持份者的潛在ESG相關議題。進行重要性評估後，本集團透過審閱及優先排序潛在議題，以識別本集團的重要議題。ESG工作小組會定期審閱重要ESG議題，並確保已設有合適ESG管理工作及政策，從而有效管理ESG相關風險。

Based on the goals formulated by the Group, the ESG working group shall review relevant work plans and performance, as well as monitor the coordination between different departments.

ESG工作小組將根據本集團制定的目標審閱相關工作計劃及表現，以及監察不同部門之間的合作。

3. STAKEHOLDER ENGAGEMENT
持份者參與

The Group attaches great importance to the opinions from different stakeholders for the management of ESG-related issues. The Group values the communication with stakeholders and takes their opinions as the basis for its formulation and implementation of short- term and long-term sustainability strategies. During the Year, stakeholder engagement and materiality assessment have been carried out, enabling us to understand the expectations of stakeholders and identify our material ESG topics.

就管理ESG相關議題方面，本集團十分重視不同持份者提供的意見。本集團重視與持份者溝通，並以彼等的意見為基礎制定及執行短期及長期可持續發展策略。於本年度，本集團已進行持份者參與及重要性評估，從而了解持份者期望及識別重要ESG議題。

Based on the goals formulated by the Group, the ESG working group shall review relevant work plans and performance, as well as monitor the coordination between different departments.

ESG工作小組將根據本集團制定的目標審閱相關工作計劃及表現，以及監察不同部門之間的合作。

3.1 COMMUNICATION WITH STAKEHOLDERS

The Group has established various communication channels to understand and take corresponding measures in meeting stakeholders' requirements and expectations, in order to improve our ESG performance and strategies. The following table sets out our key stakeholders, their expectations on the Group's ESG performance, and the corresponding response and communication channels:

3.1 與持份者的溝通

本集團已設立多種溝通渠道以了解持份者要求及期望，並為達成有關要求及期望採取相應措施，從而提升ESG表現及策略。下表載列主要持份者、彼等對本集團ESG表現的期望以及相應回應及溝通渠道：

Stakeholders 持份者	Requirements and Expectations 要求及期望	Communication Channels and Responses 溝通渠道及回應
Government and Regulators 政府及監管機構	• Compliance with national policies, laws and regulation 遵守國家政策、法律及法規 • Support for local economic growth 促進地方經濟發展 • Contribution in local employment 帶動本地就業 • Tax Payment in full and on time 按時足額納稅	• Regular Information reporting 定期資料呈報 • Dedicated reports 專門報告 • Examination and inspection 檢查督查
Shareholders 股東	• Returns 回報 • Compliance operation 合規經營 • Rise in company value 公司價值提升 • Transparency and effective communication 透明度及有效溝通	• General meetings 股東大會 • Announcements 公告 • Effective communication 有效溝通 • Dedicated reports 專門報告

3. STAKEHOLDER ENGAGEMENT
持份者參與

Stakeholders 持份者	Requirements and Expectations 要求及期望	Communication Channels and Responses 溝通渠道及回應
Business Partners 業務夥伴	• Operation with integrity 誠信經營 • Fair Competition 公平競爭 • Fulfillment of contracts 履行合約 • Mutual benefits 互利共贏	• Review and appraisal meetings 審查與評估會 • Business communication 業務溝通 • Discussion and exchange of opinions 交流研討 • Engagement and cooperation 參與及合作
Customers 客戶	• Outstanding products and services 優秀產品及服務 • Health and safety 健康及安全 • Fulfillment of contracts 履行合約	• Customer satisfaction survey 客戶滿意度調查 • Meetings with customer 與客戶會面 • Social Media 社交媒體 • Collection of feedback 收集反饋
Environment 環境	• Compliance with emission regulations 遵守排放規例 • Energy saving and emission reduction 節能減排 • Environmental protection 環境保護	• Reporting 匯報

3. STAKEHOLDER ENGAGEMENT
持份者參與

Stakeholders 持份者	Requirements and Expectations 要求及期望	Communication Channels and Responses 溝通渠道及回應
Industry 行業	• Establishment of industry standards 制定行業標準 • Enhancement of industry development 促進行業發展	• Participation in industry forums 參與行業論壇
Employees 僱員	• Protection of rights 保障權利 • Occupational health 職業健康 • Remunerations and benefits 薪酬及福利 • Career development 職業發展 • Humanistic cares 人文關懷	• Meetings with employees 與僱員會面 • House journal and intranet 內部日誌及內聯網 • Employee mailbox 僱員信箱 • Training and workshop 培訓及工作坊 • Employee activities 僱員活動
Community and the Public 社區及公眾	• Enhancement of community environment 改善社區環境 • Participation in charity 慈善參與 • Transparency 透明度	• Company website 公司網站 • Announcements 公告 • Interview with media 接受傳媒訪問 • Social media 社交媒體

3.2 MATERIALITY ASSESSMENT

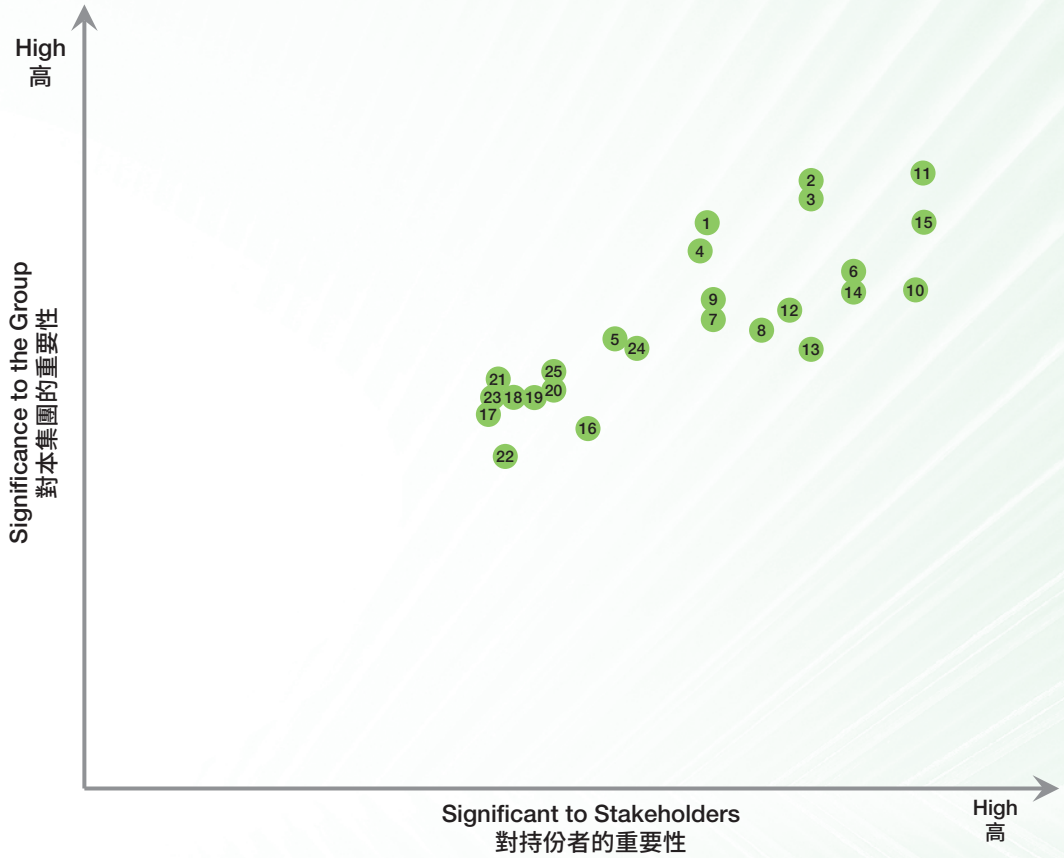
In order to identify ESG issues that are material to the Group's business and its stakeholders thoroughly, the Group has commissioned third-party ESG professionals to conduct a materiality assessment via online survey at which our stakeholders assessed and ranked a total of 25 ESG topics. The Group has gathered, analysed and prioritised stakeholders' views from questionnaires. The summary of questionnaires toward these topics is outlined at the Materiality Matrix as follows:

3.2 重要性評估

為了徹底識別對本集團業務及其持份者重要的ESG議題，集團委託第三方ESG專業人員通過在線調查進行重要性評估，其中我們的各持份者對總共25個ESG主題進行評估並排名。本集團從問卷中收集、分析和優先考慮了持份者們的觀點。這些主題的問卷摘要如下所示：

Materiality Matrix

重要性矩陣



3. STAKEHOLDER ENGAGEMENT
持份者參與

No. 序號	ESG Issues ESG議題	No. 序號	ESG Issues ESG議題
1	Product and/or Service Quality 產品及／或服務質素	14	Prohibit Child Labour and Forced Labour 禁止童工及強制勞工
2	Secure Customers' Safety 保障客戶安全	15	Compliance employment 遵守勞工法例
3	Customer Data and Privacy Protection 客户資料及私隱保護	16	Community Charity and Investment 社區公益及投資
4	Optimise Cooperation with Supplier 與供應商合作關係最佳化	17	Response to Climate Change Risk 應對氣候變化風險
5	Supply chain ESG management 供應鏈環境、社會及管治管理	18	Greenhouse Gas Emission Reduction 溫室氣體減排
6	Operate in a Credible and Compliant Manner 誠信及合規經營	19	Waste (Hazardous and Non-Hazardous Waste) Reduction 減少廢棄物（有害及無害）
7	Corporate Governance and Risk Management 企業管治及風險管理	20	Energy Consumption Reduction 減少能源消耗
8	Anti-Corruption Policy and Whistleblower Procedures 反貪污政策及舉報程序	21	Water Consumption Reduction 減少耗水量
9	Intellectual Property Rights Protection 知識產權保護	22	Packaging Materials Consumption Reduction 減少包裝材料耗用
10	Protect Employee's Rights and Interests 保障員工權益	23	Environmentally Friendly Products 使用環保產品
11	Occupational Health and Safety 職業健康與安全	24	Environmental Compliance 遵守環境法例
12	Staff Training and Employment Development 員工培訓及職涯發展	25	Air pollutant emission management and reduction 空氣污染物排放管理及減少
13	Equal Opportunity, Diversity and Anti-Discrimination 平等機會、多元化及反歧視		

3. STAKEHOLDER ENGAGEMENT
持份者參與

According to the Materiality Metric, the Group has priorities in the top 3 material ESG issues in respect of environment, employment and labour practices and operating practices which are outlined as follows:

根據重要性矩陣，本集團在環境、僱傭及勞工常規及經營常規層面優先考慮了前三個重要的ESG議題，具體如下所示：

ESG Aspects ESG 層面	Top 3 Material ESG Issues (From highest to lowest) 首三個重要ESG議題（由高至低）
Environment 環境	24 Environmental Compliance 24 環境合規 25 Air pollutant emission management and reduction 25 空氣污染物排放管理及減少 20 Energy Consumption Reduction 20 減少能源消耗
Employment and Labour Practices 僱傭及勞工常規	11 Occupational Health and Safety 11 職業健康與安全 15 Compliance employment 15 合規僱傭 10 Protect Employee's Rights and Interests 10 保障員工權益
Operating Practices 經營常規	2 Secure Customers' Safety 2 保障客戶安全 3 Customer Data and Privacy Protection 3 客户資料及私隱保護 6 Operate in a Credible and Compliant Manner 6 誠信及合規經營

4. OVERVIEW OF ESG TARGETS
ESG目標概覽

The following table summarizes the important work highlights of each area of responsibility in Year, covering multiple areas such as environmental protection, sustainable development, occupational health and safety, employee benefits and social services. The committees worked together to promote the Group's sustainable development goals, demonstrating their determination and achievements in actively fulfilling their environmental, social and governance (ESG) responsibilities.

下表匯總了各負責範圍在本年度的重要工作亮點，涵蓋環境保護、可持續發展、職業健康安全、員工福利及社會服務等多個領域。各委員會協同推動集團可持續發展目標，展現出積極履行環境、社會及管治(ESG)責任的決心與成果。

Responsible Scope 負責範圍	2025/26 Key Highlight 2025/26年重點
Waste Management **廢物管理**	*Used toner cartridges are collected by suppliers for recycling* *廢碳粉盒由供應商收集並回收*
	Double-sided printing policy *雙面列印政策*
	Provide employees with recycling bins *提供員工回收箱*
	Deploy e-Patrol and HR One corporate systems to drive digital workflow transformation and minimize paper consumption at source *部署e-Patrol及HR One企業系統以推動數碼化流程，並從源頭減少紙張消耗*
Wastewater Treatment **廢水處理**	*Complied with Water Pollution Control and Waterworks Ordinance* *遵守水污染管制及水務設施條例*
	Annual review of standard water pollution control procedures and records *標準水污染控制程序和記錄的年度審查*
	Wastewater dilution before discharge *廢水排放前稀釋*
Exhaust Emission Control **廢氣排放控制**	*Compliance with Air Pollution Control Ordinance* *遵守空氣污染管制條例*
	Replace conventional diesel fleets with electric vehicles *將傳統柴油車隊更換為電動車輛*

4. OVERVIEW OF ESG TARGETS
ESG目標概覽

Responsible Scope 負責範圍	2025/26 Key Highlight 2025/26年重點
GHG Emission Control 溫室氣體排放控制	*Minimise the use of first-class and business-class flights* *盡量減少搭乘頭等艙和商務艙*
	Encourage employees to use public transport *鼓勵員工使用大眾運輸*
	Accredited to ISO 14001 *獲得ISO 14001認證*
Chemical Usage & Storage 化學品的使用和儲存	*Each site monitors and manages chemical storage according to guidelines* *每個站點都根據指南監控和管理化學品儲存*
	Advocate the use of detergent with lower level of harmful chemicals *提倡使用有害化學物質含量較低的洗滌劑*
Energy Management 能源管理	*Use of energy-efficient appliances* *使用節能電器*
	Require temperature to be maintained at an energy-efficient level of 25.5℃ *要求將溫度維持在節能的25.5℃水平*
Logistics 物流	*Submit mileage usage reports regularly to monitor routes* *定期提交里程使用報告以監控路線*
	Regular maintenance and check-ups of fleet vehicles *車隊車輛的定期維護和檢查*
	Optimise route planning by adopting GPS enabled route planning *採用全球定位系統路線規劃優化路線規劃*
	Submit mileage usage reports regularly to monitor routes *定期提交里程使用報告以監控路線*

4. OVERVIEW OF ESG TARGETS
ESG目標概覽

Responsible Scope 負責範圍	2025/26 Key Highlight 2025/26年重點
Supply Chain Management 供應鏈管理	*Compliance with ISO 9001* *符合ISO 9001標準*
	Strengthen supply chain monitoring standard *加強供應鏈監控標準*
	Minimise risk by evaluating suppliers metrics: service quality, reliability, environmental performance, timeliness *透過評估供應商指標來降低風險：服務品質、可靠性、環境績效、及時性*
	Prioritise suppliers with ISO 14001 or other accreditation *優先考慮獲得ISO 14001或其他認證的供應商*
	Require suppliers to sign an environmental protection commitment *要求供應商簽署環保承諾*
	Anti-corruption rules and gift restrictions integrated into Work Purchase Orders for all external contractors *反貪腐規則及接受禮物限制已納入所有外部承包商的標準工作採購單中*
Green Procurement 綠色採購	*Purchase eco-friendly office supplies* *購買環保辦公用品*
Green Workplace 綠色工作場所	*Provide annual ESG/industry-related environmental awareness training* *提供年度ESG／產業相關環境意識培訓*
Occupational Safety 職業安全	*Conduct extreme weather response training* *開展極端天氣應對訓練*
	Regular SOP equipment training *定期進行標準作業流程設備培訓*
	Accredited to ISO 45001 *獲得ISO 45001認證*
Employee 員工	*Conduct annual employee performance review process* *執行年度員工績效評估*
Diversity, Equity and Inclusion 多元化、公平和包容	*Refined the process of evaluating job openings to attract diverse candidates* *完善職缺評估流程，以吸引多元化的候選人*
	Supporting for disabled employment *支持殘疾人就業*
Corporate Social Responsibility 企業社會責任	*Collaborate with local charities to provide volunteer opportunities* *與當地慈善機構合作提供義工機會*
	Sponsorships for the young generation *為年輕一代提供贊助*

5. GREEN MANAGEMENT
綠色管理

5.1 ENVIRONMENTAL TARGETS

As climate change increasingly threatens the environment and society, all sectors are recognizing the importance of environmental protection. The Group places great emphasis on sustainable development and integrates it into its business model, thereby reducing its environmental footprint.

To effectively implement a sustainable business model, the Group has established several environmental targets aligned with its overall direction and strategic approach. It consistently monitors and reviews its performance to make necessary adjustments, ensuring it remains on track to achieve its environmental goals. During the Year, the Group has set the further detailed targets as follows:

5.1 環境目標

隨著氣候變化對環境和社會造成日益嚴重的威脅，各個行業都意識到環保的重要性。集團非常重視可持續發展，將其融入業務模式中，從而降低其環境足跡。

為有效實施可持續的業務模式，集團制定了幾項與其整體方向和戰略方法相一致的環境目標。它持續監控和審查其表現，以做出必要的調整，確保其朝著實現環境目標的目標不斷前進。於本年度，集團已設立了以下進一步的詳細目標：

Aspect 層面	Environmental Targets 環境目標
GHG Emissions 溫室氣體排放	The Group will actively align with national targets for carbon emissions, aiming to peak by 2030 and achieve carbon neutrality by 2060. The Group commits to reaching our own carbon emissions peak and reduction targets by 2030. Moreover, the Group will improve the efficiency of vehicles' fuel and energy by gradually upgrading its vehicles to Euro VI standard or acquiring electric vehicles. 本集團會積極配合「2030年前碳達峰、2060年前碳中和」的國家目標。本集團力爭於2030年前完成自身碳達峰及減排任務。而且，本集團亦會逐步將車輛升級至歐盟六期標準或購入電動車，提高車輛的燃料與能源效益。
Hazardous Waste 有害廢棄物	The Group will properly dispose of all hazardous solid waste generated from the Group's operations in a harmless manner. 集團將以無害化方式妥善處理所有由集團營運中產生的危險固體廢棄物。
Non-hazardous Waste 無害廢棄物	The Group will raise awareness of waste reduction and recycling among employees annually and will reduce its total non-hazardous waste disposal intensity. 本集團將會提高僱員的減廢及回收意識及降低無害廢棄物處理總量密度。
Energy Management 能源管理	The Group will raise awareness of energy-saving among employees, reduce its energy consumption intensity and review progress annually to realign our efforts with the sustainability goals. 本集團每年將會提高僱員的節能意識，降低能源消耗量密度及每年作出進度檢討以確保我們的努力與可持續發展目標相一致。
Water Management 用水管理	Classified as a lower tier topic under the latest materiality assessment , the Group will raise awareness of water-saving among employees, reduce its water usage intensity and review progress annually to realign our efforts with the sustainability goals. Notices will post near office sinks to remind staff to prevent resource wastage. 於最新重要性評估中歸類為較低級別議題，儘管如此，本集團將提高員工節水意識，降低用水強度，並每年審閱進展以確保我們的努力，與可持續發展目標保持一致。辦公室洗手盆附近均已張貼標語，提醒員工防止資源浪費。

5. GREEN MANAGEMENT
綠色管理

As a business providing environmental hygiene and related services, it is the Group's target to keep the city clean and green. The Group is aware of the impacts on the natural environment caused by its businesses so we strive to protect our environment during our operation and service provision. We are dedicated to adopting an effective environmental management system, as well as carrying out an assortment of measures with respect to emission control, waste management and resources conservation in an effort to help shape a green city.

本集團從事提供環境衛生及相關服務業務，其目標是維持城市清潔及綠化。本集團意識到其業務對自然環境造成的影響，因此我們努力於營運及提供服務過程中保護環境。我們致力採納有效的環境管理系統，以及採取有關排放控制、廢物管理及資源節約的一系列措施，努力建設綠色城市。

5.2 ENVIRONMENTAL MANAGEMENT SYSTEM

5.2 環境管理系統

To achieve green management, the Group has adopted an environmental management system and is accredited to ISO 14001. The Environmental Protection Committee ("EPC"), which serves to oversee the environmental management of the Group and maintain close collaborations with green groups and chambers of commerce, continues to ensure that the management system operates effectively while promoting sustainable development within the Group. Under the guidance of EPC, potential negative environmental impacts during operation are continuously assessed so that corresponding solutions can be implemented.

為實現綠色管理，本集團已採納環境管理系統並獲得ISO 14001認證。環境保護委員會(「環境保護委員會」)擔負著監督本集團環境管理及與綠色環保組織及商會保持密切合作的責任，以繼續確保管理系統順暢運作以及促進本集團內部的可持續發展。在環境保護委員會的指導下，營運過程中的潛在負面環境影響持續得到評估，令相應解決方案得以實施。

The Group fully understands that the provision of environmental hygiene and related services has direct impacts to the environment, thus the environmental management system was designed to minimise possible impacts arisen from air emission, water discharge and waste disposal. We are also able to implement environmentally-friendly measures for cutting down emission and resources consumption with the environmental management system. The system also helps to minimise impacts of our services which allow our clients, when using our services, to reduce their environmental impacts. For instance, we advocate the use of cleaning procedures and equipment with lower level of harmful chemicals in detergent and pesticides to avoid detrimental impacts on the environment, and we also carry out waste sorting for our clients for recycling.

本集團充分了解提供環境衛生及相關服務對環境的直接影響，故環境管理系統的設計理念在於盡量降低氣體排放、水排放及廢物處理可能帶來的影響。我們亦能夠通過環境管理系統實施環保措施，減少排放及資源消耗。該系統亦有助盡量降低我們的服務對環境的影響，以便客戶在使用我們服務時減少其對環境的影響。例如，我們提倡使用有害化學物質水平較低的洗滌劑及除害劑以避免對環境產生有害影響。我們亦為客戶進行廢物分類作回收利用。

As part of the comprehensive management system, training sessions such as introduction to environmental ordinances pertained to wastewater discharge and energy saving measures for office, as well as courses for ISO 14001 Environmental Management System (EMS) and training on related law and regulation updates were provided to our employees during the Year.

作為全面管理系統的一部分，我們於本年度向僱員提供了培訓課程，內容涉及介紹與污水排放及辦公室節能措施有關的環境條例，以及ISO 14001環境管理系統(EMS)的課程及相關法律法規的更新情況。

5. GREEN MANAGEMENT
綠色管理

To foster long-term sustainable business development it is the third year of the Group's participation in the ESG Pledge Scheme, organized by the Chinese Manufacturers' Association of Hong Kong ("CMA"). By taking part in the program, the Group can gain insight from other participants' experiences in developing and executing sustainable development solutions. Additionally, it enables the Group to access support from the CMA, including promotion programs, training, and advanced technical advice to further reduce our environmental and corporate footprints.

為促進長期可持續的業務發展，本集團已連續第三年參與由香港中華廠商聯合會(「CMA」)組織的ESG約章計劃。參與該計劃為集團提供了一個平台，以學習其他參與者在規劃和實施可持續發展解決方案方面的經驗。此外，它使集團能夠獲得CMA的支持，包括推廣計劃、培訓和先進的技術諮詢，以進一步減少我們的環境及企業足跡。



The Group has participated in the ESG Pledge Scheme this year, organized by the CMA, and committed to implementing specific and substantial action plans in aspects of environmental, social, and corporate governance.
本集團於本年度參與香港中華廠商聯合會(CMA)舉辦的ESG約章計劃，承諾在環境、社會及公司治理方面落實具體實質性的行動計劃。

5. GREEN MANAGEMENT
綠色管理

During the Year, the Group received the 2025 Hong Kong ESG Award organized by CMA, the EcoPartner Award in the Corporate Low-Carbon Environmental Leadership Awards organized by the Bank of China Hong Kong (BOCHK), and a certificate of participation for the Hong Kong Awards for Environmental Excellence, recognizing our efforts in implementing environmental projects to further reduce our environmental footprint.

於本年度，本集團榮獲香港中華廠商聯合會頒發的2025香港ESG獎、中國銀行(香港)頒發的企業低碳環保領先大獎中的環保傑出夥伴獎項，以及香港環境卓越大獎參與證書，以表彰我們在執行環保項目以進一步減少環境足跡方面所作出的努力。


香港工業總會
Federation of Hong Kong Industries
中銀香港企業低碳環保領先大獎2024
BOCHK Corporate Low-Carbon Environmental Leadership Awards 2024
This certificate is presented to
永順控股香港有限公司
Winson Holdings Hong Kong Limited
and received below Environmental Recognition
Mr Jude Chow
Dr Daniel Yip
Co-Chairman of Awards Judging Panel

The Group received the award in August 2025 with recognition on promoting active participation in environmentally conscious practices among the manufacturing, services and property management enterprises in Hong Kong and the Pan-PRD Region to further reduce environmental footprints in these communities.
本集團於2025年8月獲得該獎項，表彰其推動香港及泛珠三角地區製造業、服務業及物業管理企業積極參與環保實踐，進一步減少這些社區的環境足跡。

5.3 WASTEWATER AND AIR EMISSION

Detergents are frequently used during the provision of our hygiene services, which are therefore the major source of wastewater discharge of the Group. By complying with local laws and regulations such as Water Pollution Control Ordinance and Waterworks Ordinance, wastewater generated by our services is discharged into the municipal sewage system. Our on-site employees are required to follow standard water pollution control procedures such as the dilution of wastewater before discharge in a bid to minimise relevant environmental impacts.

In regard to air emission, our fleet vehicles, which include trucks and private cars owned by the Group to support its environmental hygiene and related services, are the main source of air emission of the Group. The Group strictly complies with relevant laws and regulations such as Air Pollution Control Ordinance and Ozone Layer Protection Ordinance for proper emission management.

Air pollutants emission (for the years ended 31 March 2026 and 31 March 2025):

5.3 廢水及廢氣排放

我們於提供衛生服務過程中經常使用洗滌劑，因此洗滌劑是本集團廢水排放的主要來源。透過遵守《水污染管制條例》及《水務設施條例》等本地法律及法規，我們服務產生的廢水排放至城市污水系統。我們的現場僱員須遵守標準水污染控制程序，如在排放前稀釋廢水，以盡量降低相關環境影響。

廢氣排放方面，我們的車隊車輛（包括本集團為支持其環境衛生及相關服務而擁有的貨車及私家車）為本集團廢氣排放的主要來源。為進行適當的排放管理，本集團嚴格遵守有關法律及法規，如《空氣污染管制條例》及《保護臭氧層條例》。

空氣污染物排放量（截至2026年3月31日及2025年3月31日止年度）：

Types (Note i)	類型（附註i）	2026 2026年	2025 (Note iii) 2025年 （附註iii）
Nitrogen oxides (NO_x) (kg)	氮氧化物(NO_x)（千克）	**731**	658
Sulphur oxides (SO_x) (kg) (Note II)	硫氧化物(SO_x)（千克）（附註II）	**1.42**	0.96
Particulate matter (PM) (kg)	懸浮微粒(PM)（千克）	**47**	46

Notes:

(i) The fleet vehicle emissions' calculation method and conversion factors used are based on "How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange ("Appendix 2").

(ii) The data is rounded to 2 decimal places for better comparisons.

(iii) The data for FY2025 was restated for comparison purposes.

附註：

(i) 車隊車輛排放量所用的計算方法及轉換系數乃基於聯交所刊發的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》（「附錄二」）。

(ii) 為更好地比較，數據約整至兩個小數位。

(iii) 為更好地比較，2025財年數據已經重列。

5. GREEN MANAGEMENT
綠色管理

Apart from air pollutants, greenhouse gas is another major type of air emission of the Group. Our fleet vehicles release not only pollutants, but also greenhouse gases such as carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O). Besides, the operation of our offices will also directly and indirectly emit greenhouse gases through the use of purchased electricity, disposal of paper to landfills and electricity used for water and sewage treatment.

除空氣污染物外，溫室氣體為本集團廢氣排放的另一主要種類。我們的車隊車輛不僅排放污染物，亦排放如二氧化碳(CO_2)、甲烷(CH_4)及氧化亞氮(N_2O)等溫室氣體。此外，我們辦事處的營運亦會透過外購電力使用，廢紙堆填及水及污水處理所用電力而直接地及間接地排放溫室氣體。

Greenhouse gas emission (for the year ended 31 March 2026 and 31 March 2025):

溫室氣體排放量（截至2026年3月31日及2025年3月31日止年度）：

Indicators	指標	2026 2026年	2025 2025年
Total greenhouse gas emissions (tonnes CO_2e)	溫室氣體排放總量（噸二氧化碳當量）	**271**	197
Direct emissions (Scope 1) (Note i)	直接排放（範圍1）（附註i）	**241**	164
Energy indirect emissions (Scope 2) (Note ii)	能源間接排放（範圍2）（附註ii）	**28**	27
Other indirect emissions (Scope 3) (Note iii)	其他間接排放（範圍3）（附註iii）	**2**	6
Total greenhouse gas emission per revenue (tonnes CO_2e/million Hong Kong dollars of revenue)	每收益溫室氣體排放總量（噸二氧化碳當量／收益百萬港元）	**0.53**	0.41

Notes:

(i) Data includes greenhouse gas emission derived from fuel combustion of the Group's vehicles. The calculation method and emission factor are based on the Appendix 2.

(ii) Data includes greenhouse gas emission derived from the use of purchased electricity in the Group's principal office and warehouse. The calculation method and conversion factors used are from the published HK electric emission factor for 2024.

(iii) Data includes greenhouse gas emission derived from disposal of paper to landfills and electricity used for water and sewage treatment. The emission from disposal of paper to landfills is calculated based on Appendix 2 published by the Hong Kong Stock Exchange, while the emission factor used for calculating emission from electricity used for water and sewage treatment is provided by the Water Supplies Department and Drainage Services Department of Hong Kong.

附註：

(i) 數據包括本集團車輛燃料燃燒產生的溫室氣體排放。計算方法及排放系數乃基於附錄二。

(ii) 數據包括本集團主要辦事處及貨倉使用外購電力所產生的溫室氣體排放。所用的計算方法及轉換系數均來自刊發的2024年港燈排放系數。

(iii) 數據包括處理廢紙堆填及水及污水處理所用電力產生的溫室氣體排放。處理廢紙堆填的排放量乃根據香港聯交所刊發的附錄二計算，而計算水及污水處理所用電力的排放量所用排放系數乃由香港水務署及渠務署提供。

The Group actively monitors its carbon footprint across Scope 1, Scope 2, and Scope 3 emissions. To minimise the environmental impact of our operations and vehicles, we utilise Zoom online meetings to avoid physical visits to overseas sites, have stopped using all light goods vehicles (LGVs) under 2.5 tonnes and are actively replacing conventional diesel vehicles with electric alternatives to ensure higher fuel efficiency and lower emissions as part of our green transition. Concurrently, we are upgrading our existing vehicles to the EURO VI standard to further curb tailpipe emissions. To build long-term operational resilience, the Group has launched the e-attendance system and further upgrade on HR One digital systems, we have streamlined inter-departmental workflows and significantly minimized documentation travel. This data-driven transformation has allowed the Group to accurately quantify its operational emissions, successfully reduce indirect carbon trails within the upstream Scope 3 category of waste generated in operations, and systematically realign our fleet electrification with Hong Kong's carbon neutrality goals. Furthermore, to proactively mitigate evolving climate policy risks, we explore and utilize carbon offsets to neutralize our residual emissions and further drive our decarbonization progress.

本集團積極監察其在範圍1、範圍2及範圍3中的碳足跡排放。作為綠色轉型的一部分，為了將公司營運及車隊對環境的影響降至最低，我們利用Zoom線上會議以減少親身前往海外據點、已全面停止使用總重量2.5噸以下的輕型貨車(LGVs)，並積極以電動車取代傳統柴油車，以確保更高的能源效益及更低的排放。同時，我們正將現有車輛升級至歐盟六期標準，以進一步減少尾氣排放。為建立長遠的營運韌性，本集團透過策略性部署電子考勤系統及進一步升級HR One數位系統，簡化了部門間的工作流程，並顯著減少了因處理實體文件而產生的差旅。這項數據驅動的轉型使本集團能夠精準量化其營運排放，成功降低在上游範圍3(營運產生的廢棄物)類別中的間接碳足跡，並系統性地調整我們的車隊電動化進程，以與香港的碳中和目標保持高度一致。此外，為積極緩解不斷發展的氣候政策風險，我們探索並利用碳抵銷以中和我們的剩餘排放，從而進一步推進我們的減碳進程。

Moreover, the Group has been committed to controlling its carbon footprint through a number of measures including the reduction of paper consumption and energy conservation (For details, please refer to the paragraphs headed "Waste Management" and "Energy and Water Conservation" below). associated with packaging was generated during the Year.

另外，本集團一直致力透過大量措施(包括減少紙張消耗及節能)控制其碳足跡(詳情請參閱下文「廢物管理」及「節約能源及水資源」各段)。於本年度，本集團並無產生與包裝相關的廢物。

5. GREEN MANAGEMENT
綠色管理

5.4 WASTE MANAGEMENT

In addition to wastewater and air emission, proper waste management is also a core part of our green management. Office operation is always essential in supporting the main business of the Group, which will generate both hazardous and non-hazardous waste. During the Year, the non-hazardous waste as disposed of from our principal office and warehouse consisted mainly of daily garbage discarded by staff, while hazardous waste included toner cartridges. Due to the business nature, the Group was not involved in product manufacturing and processing, no packaging materials were used and no relevant wastes are generated.

Non-hazardous waste disposal (for the years ended 31 March 2026 and 31 March 2025):

Indicators	指標	2026 2026年	2025 2025年
Total non-hazardous waste (tonnes) (Note i)	無害廢物總量(噸)(附註i)	**18.98**	17.7
Non-hazardous waste per office staff (tonnes/person)	每名辦公室員工產生的無害廢物(噸／每人)	**0.38**	0.38

Notes:

(i) Emission data relating to non-hazardous waste was based on the daily estimated volume of general waste in office and the volume-to-weight conversion factors provided by the United States Environmental Protection Agency.

Hazardous waste disposal (for the years ended 31 March 2026 and 31 March 2025):

Indicators	指標	2026 (Note iii) 2026年 (附註iii)	2025 (Note iii) 2025年 (附註iii)
Total hazardous waste (kg) (Note i)	有害廢物總量(千克)(附註i)	**24.91**	20.21
Hazardous waste per office staff (kg/person)	每名辦公室員工產生的有害廢物(千克／每人)	**0.50**	0.44

Notes:

(i) Emission data relating to hazardous waste was based on the actual weight of used toner cartridges and the e-waste.

(ii) The 2025 figure in total hazardous waste increased due to the comprehensive tracking and inclusion of e-waste data.

5.4 廢物管理

除廢水及廢氣排放外，適當的廢物管理亦是我們綠色管理的核心部分。辦事處營運對支持本集團的主要業務至關重要，當中會產生有害及無害廢物。於本年度，我們主要辦事處及貨倉棄置的無害廢物主要包括員工丟棄的日常垃圾，而有害廢物包括墨盒。由於本集團的業務性質，我們不涉及產品製造及加工。因此，並無使用任何包裝物料，亦無產生相關廢棄物。

無害廢物棄置(截至2026年3月31日及2025年3月31日止年度)：

附註：

(i) 與無害廢物有關的排放數據乃根據美國國家環境保護局提供的辦公室一般廢棄物每日估計量及體積與重量轉換系數計算。

有害廢物棄置(截至2026年3月31日及2025年3月31日止年度)：

附註：

(i) 與有害廢物有關的排放數據是基於已使用的墨盒及電子廢物之實際重量計算。

(ii) 由於全面追蹤並納入了電子廢物數據，2025年的有害廢棄物總量數值有所增加。

5. GREEN MANAGEMENT
綠色管理

To actively mitigate waste at its source, the Group deployed the e-Patrol and HR One corporate systems to drive digital transformation during the Year. From an environmental perspective, these platforms streamlined our document handling and replaced physical archiving with digital desktop monitoring and cloud-based data analysis. This shift significantly minimized paper consumption and eliminated unnecessary transport for physical files, reducing our operational waste footprint while optimizing workflows to prevent administrative bottlenecks.

為積極從源頭減廢，本集團於本年度內部署了e-Patrol及HR One企業系統以推動數碼轉型。從環境角度而言，這些平台簡化了我們的文件處理，並以數碼化桌面監控及雲端數據分析取代實體檔案歸檔。此轉變顯著減少了紙張消耗，並消除了實體文件運送的非必要差旅，在降低營運廢物足跡的同時，亦優化了工作流程以防止行政瓶頸。

To properly handle the waste generated, the Group strictly conforms to the laws and regulations regarding waste management such as the "Waste Disposal Ordinance", and works with a qualified waste collection company so as to ensure both the non-hazardous and hazardous waste are treated properly. During the Year, all hazardous and non-hazardous waste generated by the Group were disposed of in a compliant manner. The Group will continue to place greater emphasis on foresight and environmental targets in the future. Also, to proactively mitigate policy transition risk, the Group has set a target to promote waste reduction at source and waste recycling in the workplace. We strive to replace single-use office items with reusable versions. To this end, we encourage our office staff to use reusable and recyclable appliances such as bottles, cups, chinaware, rechargeable batteries and other equipment. Besides, we advocate the use of environmentally–friendly materials where appropriate, for instance, to print internal documents with recycled papers. For toner cartridges, all used cartridges are collected independently by the suppliers for recycling to avoid harmful impacts and at the same time reduce waste.

為恰當處置已產生的廢物，本集團嚴格遵守有關廢物管理的法律及法規，如《廢物處置條例》，及與合資格廢物收集公司合作，以確保無害及有害廢物獲妥善處理。於本年度，本集團產生的全部有害及無害廢物均以合規方式處理。本集團日後將繼續更加側重前瞻性及環境目標。另外，為積極緩解政策轉型風險，本集團亦設定目標，推廣從源頭減廢及在工作場所進行廢物回收。我們致力以可重複使用的辦公用品取代一次性用品。為此，我們鼓勵辦公室員工使用可重複使用及可回收利用的用品，如瓶子、杯子、瓷器、充電電池及其他設備。此外，我們提倡在適合的情況下使用環保材料，如使用再回收紙張打印內部文件。就墨盒而言，所有用過的墨盒由供應商獨立收集以回收利用，避免產生有害影響並同時減少廢物。

Paper saving and recycling plays a vital role not only in waste reduction, but also in the alleviation of global warming. The Group implements the policy of double-sided printing and copying and disseminates information by electronic means whenever possible to reduce the consumption of paper. Recycling bins are also available for staff to recycle used papers and paper products. We aim to lower the amount of waste discarded to landfill and hence reduce carbon emission.

節約及回收利用紙張不僅對減少廢物發揮重要作用，亦對緩解全球暖化起關鍵作用。本集團執行雙面打印及複印的政策，並盡可能以電子方式傳達信息以減少用紙。我們亦為員工配備回收桶以回收用過的紙張及紙製品。我們旨在降低棄置於垃圾堆填區的廢物數量，從而減少碳排放量。

5. GREEN MANAGEMENT
綠色管理

5.5 ENERGY AND WATER CONSERVATION

Energy and water conservation is a key element of our environmental management system as the use of energy and water is unavoidable in office operation. During the Year, the burning of fuels for vehicles and the use of electricity were the major sources of direct and indirect energy consumption of the Group respectively. While the Group's policy on fleet route monitoring enhanced fleet efficiency, the total energy consumption increased due to higher diesel usage by light goods vehicles (with a gross vehicle weight between 3.5 and 5.5 tonnes). We will gradually implement the full switch to electric vehicles, conduct regular surveys on energy consumption and review the measures we have taken to ensure our targets are met.

Total energy consumption and energy consumption by type (for the year ended 31 March 2026 and 31 March 2025):

5.5 節約能源及水資源

辦事處營運不可避免會使用能源及水資源，因此節約能源及水資源是我們環境管理系統的關鍵環節。於本年度，車輛燃料消耗及電力使用分別為本集團直接及間接能源消耗的主要來源。雖然本集團推行車隊路線監控以提升車隊使用效能，但由於車輛總重介乎3.5噸至5.5噸的輕型貨車之柴油消耗量，導致整體的能源消耗總量有所上升。此外，我們將陸續實施全面改用電動車輛，定期就能源消耗量進行調查，亦會檢討已採取的措施以確保符合目標。

能源消耗總量及按類型劃分的能源消耗（截至2026年3月31日及2025年3月31日止年度）：

Indicators	指標	2026 2026年	2025 (Note ii) 2025年 (附註ii)
Electricity usage (MWh) (Note i)	電力使用量(兆瓦時)(附註i)	**72**	72
Diesel consumption (MWh) (Note i)	柴油消耗量(兆瓦時)(附註i)	**852**	551
Petrol consumption (MWh) (Note i)	汽油消耗量(兆瓦時)(附註i)	**37**	48
Total Energy Consumption (MWh) (Note i)	能源消耗總量(兆瓦時)(附註i)	**961**	671
Energy Consumption Intensity (MWh/million Hong Kong dollars of revenue)	能源消耗密度(兆瓦時／收益百萬港元)	**1.86**	1.40

Notes:

(i) The conversion factors used for the calculation of energy consumption by use of vehicles are based on the Appendix 2 and International Energy Agency Energy Statistics Manual p.181, and the electricity energy consumption is calculated based on the actual amount of purchased electricity.

附註：

(i) 計算車輛使用的能源消耗所用的轉換系數乃基於附錄二及國際能源署能源統計手冊第181頁，而電力能源消耗乃基於實際外購電力量計算。

In consideration of the potential impacts of energy consumption to the environment, the Group has shouldered the burden of energy conservation and has set an energy target that its intensity of energy consumption will be stabilised in the next few years and then will be reduced as far as practicable in the long run by implementing different energy-saving measures. As part of our many energy-saving initiatives, we require the temperature of our office to be maintained at an energy-efficient level, which is set at 25.5℃ where applicable, and the lights and computers to be switched off when rooms are not in use. Meanwhile, the Group is devoted to reduce fleet emissions and optimise the efficiency of fuel consumption for vehicles. To this end, we optimise route planning by adopting GPS-enabled route planning, while checkups and maintenance are regularly performed in an attempt to maintain the optimal condition of our vehicles. By practically improving energy efficiency and reducing consumption, we strive to minimise our carbon footprint in office operation.

考慮到能源消耗對環境的潛在影響，本集團已承擔節能重任並制定節能目標於未來數年穩定其能源消耗密度，長遠而言在實際可行情況下透過實施各種節能措施降低能源消耗密度。作為多項節能措施的一部分，我們要求將辦公室溫度維持於節能水平（即攝氏25.5度（如適用）），並於房間不在使用時關上燈光及電腦。同時，本集團致力減少車隊排放及優化車輛燃料消耗效能。為此，我們透過採用配備全球定位系統(GPS)的路線規劃以優化路線規劃，並定期進行車輛檢查及維護，以確保車輛處於最佳狀態。通過切實提高能源效率及降低消耗，我們致力減少辦事處營運的碳足跡。

As water is a precious natural resource, the Group believes that everyone shares the responsibility to adopt a sustainable use of water resources. Therefore, our goal is to enhance the employees' awareness of water conservation. We encourage our office staff to use water only when justified., We also remind employees to turn off the faucet tightly and fixing dripping taps immediately once discovered. The Group does not have any issue in sourcing water that is fit for purpose.

由於水是一項珍貴的自然資源，本集團相信，促進水資源的可持續使用，人人有責。因此，我們以提升僱員的節水意識為目標。我們鼓勵辦公室僱員僅於必要時用水。我們亦會提醒僱員關緊水龍頭及於發現水龍頭漏水時馬上修理。本集團在獲得適用水源方面並無遇上任何問題。

Indicators	指標	2026 2026年	2025 2025年
Total water consumption (m^3) (Note i)	用水總量（立方米）（附註i）	**29**	24
Water consumption per office staff (m^3/person)	每名辦公室員工的用水量（立方米／每人）	**0.58**	0.52

Notes:

(i) The total water consumption is calculated based on the actual usage of water from water bills.

附註：

(i) 用水總量乃根據水費單的實際用水量計算。

To further promote green office operation and create a healthier workplace for everyone, the Group encourages our staff to place potted plants at office for greening the environment as well as improving indoor air quality.

為了進一步推動綠色辦公室運作及為大家創造一個更健康的工作場所，本集團鼓勵員工在辦公室擺放盆栽，以便綠化環境及改善室內空氣質素。

6. CLIMATE CHANGE
氣候變化

6.1 GOVERNANCE

In close alignment with the Board's overarching sustainability oversight and the risk management executed by the ESG Working Group the Group recognizes that climate risk encompasses a broad spectrum, including physical, policy and reputational risks. To ensure effective governance of climate-related risks, the Board attended specialized training focusing on climate change regulations, enabling directors to develop and oversee the climate-related strategies. Climate risks are formally discussed during Board meetings, and the Board conducts annual reviews of the Group's established ESG goals. To maintain robust oversight, any major investments or procurements regarding ESG items, such as recent evaluations regarding the transition from diesel vehicles to electric vehicles during the Year, must strictly follow the company's standard purchasing procedures. Currently, there is no consideration or integration of a remuneration policy tied to ESG performance.

To systematically manage these challenges within our evolving governance framework and in strict alignment with emerging climate change issues, governance framework, the Group is arranging for the future restructuring of its Sustainability Committee ("SC"), which will be tasked to monitor the ESG working group, identify and assess material climate-related risks and opportunities, maintain the climate risk register, and track progress against emission reduction targets. Once fully developed, the SC will report directly to the Board at least quarterly. Currently, the ESG working group manages day-to-day climate responsibilities on an operation level, overseeing climate risk ratings and monitoring monthly climate-related KPIs (such as greenhouse gas emissions). To ensure seamless alignment across all corporate levels, the ESG working group reports on a daily operational basis to the Chief Executive Officer or a designated Executive Director.

6.1 管治

緊密配合董事會整體的可持續發展監督及ESG工作小組執行的風險管理，本集團深知氣候風險涵蓋廣泛範疇，包括實體、政策及聲譽風險。為確保對氣候相關風險實施有效管治，董事會參加了專門針對氣候變化法規的專業培訓，以賦能董事制定及監督氣候相關策略。董事會會議已將氣候風險納入正式議程進行審議，且董事會每年均會對本集團既定之ESG目標進行年度檢視。為維持穩健的監督機制，凡涉及ESG項目之重大投資或採購，例如於本年度內針對柴油車換為電動車之轉型評估，均須嚴格遵守本公司之標準採購程序。目前，本集團尚未將薪酬政策與ESG績效進行連結或整合。

為了在我們逐步完善的管治架構內系統性地管理該等挑戰，並緊密配合氣候變化議題的發展，本集團正安排於未來重組可持續發展委員會(「SC」)。該委員會未來將負責監察 ESG 工作小組、識別及評估重大的氣候相關風險與機遇、維護氣候風險登記冊，並追蹤減排目標的進度。待其架構發展成熟後，SC將至少每季度直接向董事會匯報。目前，ESG工作小組在營運層面上管理日常氣候職責，監督氣候風險評級並監察每月的氣候相關關鍵績效指標(如溫室氣體排放)。為確保公司各個層面保持無縫一致，該ESG工作小組在日常營運層面向行政總裁或指定的執行董事匯報。

6.2 STRATEGY

According to the International Energy Agency (IEA) and the World Meteorological Organization (WMO), the global average temperature continued to rise during the 2023 to 2025 period, with the temperature in 2025 placing approximately 1.43ºC to 1.47ºC above pre-industrial levels, and current policy trajectories indicating a global warming pathway heading towards 2.5ºC to 3.0ºC. Climate Change has become a highly concerned topic worldwide, and its associated risks and impacts are closely related to all businesses.

During the Year, the Group continued to mature its management of climate-related issues through a structured review of risks and opportunities. To ensure a robust governance and risk assessment approach, the Group plans to formally integrate climate scenario analysis into its future risk management framework. For the Year, the Group adopts the regulatory exemption due to undue cost or effort regarding full quantitative modeling. In the interim, the Group relies on qualitative assessments to evaluate how climate developments affect operations, strategic planning, and long-term resilience.

Consequently, the Group evaluates identified climate-related risks and opportunities across three distinct time horizons, which are highly material given our reliance on outdoor operations, vehicle fleets, and environmental service contracts. The short term (1-4 years) focuses on near-term operational planning, immediate risk mitigation, and executing ongoing action plans. The medium term (5-10 years) guides strategic capital allocation, technology adoption, and fleet transitions, ensuring the Group's mid-term milestones directly align with Hong Kong's broader regulatory target of achieving carbon neutrality by 2050. Concurrently, the long term (10+ years) encompasses longer term of climate developments and business model adaptations, serving as the strategic foundation for our long-term GHG emission targets, which are designed to support the macroeconomic objectives to peak carbon emissions by 2030 and achieve carbon neutrality by 2060.

To ensure operational precision within these horizons, apart from localized office footprint management, our evaluation specifically centers on our direct emissions from vehicle fleets (Scope 1) and value chain impacts (Scope 3), such as the procurement of pest control chemicals and environmental hygiene supplies from upstream suppliers. The table below details our targets and action plans.

6.2 戰略

根據國際能源署(IEA)和世界氣象組織(WMO)的數據，全球平均氣溫在2023年至2025年期間持續上升，其中2025年的氣溫比工業化前水平高出約1.43°C至1.47°C，而現行的政策軌跡表明全球升溫路徑正走向2.5°C至3.0°C。氣候變化已成為全球高度關注的課題，其相關風險及影響與所有企業息息相關。

於本年度，本集團透過對風險與機遇的結構化檢視，持續完善其對氣候相關議題的管理。為確保穩健的管治與風險評估方法，本集團計劃在未來的風險管理架構中正式納入氣候情景分析。鑑於全面定量模擬的執行成本過高，本集團於本年度採用監管豁免。於此過渡期間，本集團依賴定性評估來衡量氣候發展對營運、策略規劃及長期韌性的影響。

因此，鑑於本集團對戶外營運、車隊及環境服務合約的依賴，我們將已識別的氣候相關風險與機遇納入三個不同的時間範圍進行高度實質性的評估。短期(1至4年)聚焦於近期營運規劃、即時風險緩解及執行現行行動計劃。中期(5至10年)則指導策略性資本配置、技術採用及車隊轉型，以確保集團的中期里程碑與香港在2050年前實現碳中和的宏觀監管目標完全一致。與此同時，長期(10年以上)涵蓋了更長遠的氣候發展及商業模式轉型，為我們的長期溫室氣體減排目標奠定策略基石，旨在支持2030年前實現碳排放達峰、2060年前實現碳中和的宏觀經濟目標。

為確保在該等時間範圍內的營運精準度，除本地化辦公室足跡管理外，我們的評估特別集中於車隊的直接排放(範圍1)以及價值鏈影響(範圍3)，例如向上游供應商採購蟲害防治化學品及環境衛生用品。下表詳述我們的目標及行動計劃。

6. CLIMATE CHANGE
氣候變化

Risks/Opportunities 風險／機遇 Description 說明	Impact 影響	Time Horizon and Progression 時間範圍及進度	Target (Short/Medium/Long Term) 目標（短／中／長期）
Physical Risks (acute) 實體風險（急性） Acute physical risks, including super typhoons, high-level rainstorms, and extreme heat signals, that present operational exposures to our environmental hygiene and pest control services. 急性實體風險，包括超強颱風、暴雨及極端酷熱天氣警告，對本集團的環境衛生及蟲害控制服務帶來營運風險。	– High-level rainstorms cause immediate, widespread drainage failures across client properties, requiring the rapid redirection of manpower from standard service paths to urgent onsite incident handling 暴雨警告信號觸發客戶物業內即時且廣泛的排水系統故障，致使本集團必須迅速調配人手，將前線人員由常規服務崗位抽調至現場進行緊急事故處理。 – Lead to the physical damage of vehicles directly impacting current operating budgets through immediate and unplanned repair or enhanced maintenance expenses. 導致車輛發生損壞，因需進行即時且未經規劃的維修，或投入更高昂的保養開支，進而直接加重現行營運預算的負擔。 – Long-term financial forecasting must account for structural increases in insurance premiums for worker compensation and operational liability as acute severe weather events escalate in frequency. 鑑於急劇性極端天氣事件的發生頻率持續上升，長期財務預測必須將僱員補償保險及營運責任保險保費的結構性增長納入考量。	Medium term (In the design stage) 中期（計劃中） Short Term (In progress) 短期（進行中）	– Establish a specialized logistical framework to provide reliable transportation support to essential frontline staff during high-level rainstorms and super typhoons to ensure safe transit and operational continuity. 建立專門的後勤機制，在暴雨及超強颱風期間為值班的核心前線員工提供可靠的交通支援，以確保通勤安全及營運連續性。 – Conduct extreme weather scenario drills focusing on working safety, appliance use, and emergency response measures annually. 每年進行極端天氣情境演練，重點在於工作安全、設備使用和緊急應變措施。

6. CLIMATE CHANGE
氣候變化

Risks/Opportunities 風險／機遇 Description 說明	Impact 影響	Time Horizon and Progression 時間範圍及進度	Target (Short/Medium/Long Term) 目標(短／中／長期)
Physical Risks (chronic) 實體風險(慢性) Chronic physical risks driven by long-term shifts in climate patterns, including persistent extreme heat, a sustained rise in average temperatures, and altered weather baselines as highlighted by the WMO. 由長期氣候模式轉變所驅動的慢性物理風險，包括世界氣象組織(WMO)所強調的持續極端高溫、平均氣溫上升以及天氣基線的改變。	– Persistent periods of extreme heat reduce daily field operational efficiency for outdoor cleaning, waste handling, and facade maintenance teams. 持續的極端酷熱天氣導致戶外清潔、廢物處理及外牆維護團隊的日常前線營運效率有所下降。 – Reduced frontline labour productivity during sustained extreme heat hours requires extra staff rotations or extended hours to fulfill baseline service quotas, driving up core operating costs. 在持續極端酷熱時段內，前線勞工生產力下降，致使本集團須安排額外的人手輪換或延長工作時間，以滿足基準服務指標，進而推高核心營運成本。 – Long-term warming trends drive up future costs to ensure safe working conditions, such as mandatory rest breaks, rescheduled work hours, and temporary heat-related suspensions. 長期氣候暖化趨勢將推高未來保障安全工作環境的成本，例如推行強制休息時間、調整工作時間及因高溫天氣而實施暫停工作等措施。	Short term (In the design stage) 短期(計劃中)	– Distribute personal climate-protection and sun-safety equipment (including but not limited to UV-protection cooling sleeves and portable fans) to all outdoor frontline teams during extreme hot weather signals. 於極端酷熱天氣警告信號生效期間，針對所有戶外前線團隊分發個人防暑降溫及防曬裝備(包括但不限於抗UV防曬冰袖及便攜式風扇)。

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Transition Risks **過渡風險**			
Policy Risks 政策風險 With anticipated policy shifts toward a low-carbon economy, stricter climate-related regulations are expected to emerge, potentially leading to asset devaluation and exposing reputational and legal risks for non-compliance. Consequently, the Group is proactively enhancing compliance with the latest climate-related regulations and bolstering resilience by improving resource efficiency. The Group will keep track of the local policies and regulatory updates to identify, assess and manage potential climate-related risks. 隨著政策轉向低碳經濟的預期，更嚴格的與氣候相關的法規可能會出現，可能導致資產價值下跌，並暴露無法適應變化的聲譽和法律風險。因此，集團積極加強遵守最新的與氣候相關的法規，並通過提高資源效率來增強抗風險能力。本集團將緊貼本地政策及最新監管資訊，以識別、評估及管理潛在氣候相關風險。	– Strict green compliance forces changes in upstream procurement criteria, limiting vendor options to those providing reusable office products and upcycled or recyclable materials. 嚴格的綠色合規要求促使上游採購標準發生轉變，從而將供應商的選擇局限於能提供可重複使用辦公用品，以及升級再造或可回收材料的商家。 – Anticipated transitions to a low-carbon economy necessitate a structural shift toward paperless administrative operations and the integration of circular economy principles into standard waste management contracts. 預期向低碳經濟的轉型，促使本集團必須在結構上轉向無紙化行政營運，並將循環經濟原則融入常規廢物管理合約之中。 – Upgrading the active corporate vehicle fleet to meet EURO VI standards and transitioning to energy-efficient equipment directly escalates current capital expenditures (CapEx). 全面升級現行的企業車隊以符合歐盟六期標準，並轉用節能設備，將直接推高本集團當期的資本支出。	Medium term (In progress) 中期（進行中） Medium term (In progress) 中期（進行中）	– Explore circular economy initiatives by partnering with companies that engage in upcycling/recycling. 通過與從事升級再造／回收利用的公司合作，推行循環經濟措施。 – Evaluate and implement energy-efficient equipment and tools to reduce overall energy consumption in future operations. 評估並實施高效的設備和工具，以減少未來運營中的整體能耗。

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Risks/Opportunities 風險／機遇 Description 說明	Impact 影響	Time Horizon and Progression 時間範圍及進度	Target (Short/Medium/Long Term) 目標 (短／中／長期)
Reputational Risks 聲譽風險 As climate change receives increased attention and its impacts become more apparent, policy-makers and the public are demanding greater transparency and action on climate-related issues. In response, the Group is enhancing its ESG-related disclosure, monitoring ESG-related risks and opportunities, and developing crisis management plans through consultation with professional entities. 由於對氣候變化及其影響越來越受到關注，政策制定者和公眾要求在氣候相關問題上提高透明度和採取行動。作為回應，集團正在通過與專業機構協商，加強其與ESG相關的披露，監控ESG相關的風險和機遇，並制定危機管理計劃。	– Slower or lower-quality ESG disclosure weakens our position when bidding for green-focused contracts with key clients (e.g., residential estates and government authorities). ESG披露進度落後或質量欠佳，將削弱本集團在競投核心客戶（如住宅屋苑及政府機構）偏重綠色發展的合約時的競爭優勢。 – Elevating transparency and developing crisis management plans drives up current operating costs for hiring external ESG and professional consultants. 提升透明度及制定危機管理方案，將因聘用外部環境、社會及管治(ESG)與專業顧問，進而推高當期的營運成本。 – If the Group's ESG disclosure quality were to fall behind market expectations, then restricted access to sustainability-linked banking options could hypothetically raise future financing costs. 若本集團的ESG披露質量未能達到市場預期，則可能會限制獲得可持續發展掛鉤銀行融資的渠道，從而假設性地推高未來的融資成本。	Long term (In the design stage) 長期 (計劃中) Short term (In progress) 短期 (進行中) Long Term (In the design stage) 長期 (計劃中)	– Expand the GHG emissions data collection program to include logistics, supply chain and services related data. 擴展溫室氣體排放數據收集計劃，涵蓋物流、供應鏈及服務相關數據。 – Enhance community outreach initiatives to encourage greater volunteer participation and foster a culture of giving back. 加強社區外展計劃，以鼓勵更多的志願者參與並培養回饋社會的文化。 – Set measurable Diversity, Equity, and Inclusion (DEI) goals and track progress. 設定可量化的多元、公平與共融(DEI)目標並追蹤進度。

All operational risk targets from the previous fiscal year are on track. In-progress items include the annual chemical usage reviews, warehouse inventory controls, supplier audits, proper disposal tracking, and annual internal audits.

上一財政年度提及的所有營運風險目標均在按計劃推進。正在進行的項目包括：年度化學品使用有效期審查、倉庫庫存控制程序、供應商審計、妥善處置追蹤以及年度內部審計。

6. CLIMATE CHANGE
氣候變化

The Group currently adopts a qualitative approach and has not linked ESG performance to executive remuneration. Moving forward, we will continue monitoring climate factors to optimize resource allocation. By strengthening internal management processes, we aim to explore the feasibility of formulating a climate transition plan as appropriate, while gradually enhancing our disclosures in future reporting periods.

本集團目前採用定性方法，尚未將ESG表現與高級管理層薪酬掛鉤。展望未來，我們將繼續監察氣候因素，以優化資源配置。透過強化內部管理流程，本集團旨在在適當情況下探索制定氣候轉型計劃的可行性，並逐步提升未來報告期間的披露水平。

6.3 RISK MANAGEMENT

The Group follows a structured four-step process to identify, assess, manage and monitor climate-related risks, which are integrated into its risk management framework and occupational safety protocols. To evaluate the nature, likelihood, and magnitude of these impacts, the Group utilizes empirical meteorological data from the Hong Kong Observatory as its primary parameter and input source, enabling management to assess the vulnerability of field staff to chronic heat stress during outdoor cleaning operations. Furthermore, the Group utilizes reviews of historical extreme weather events and qualitative assessments to evaluate the potential disruptions caused by acute environmental shocks. Based on these evaluations, management has comprehensively amended the Staff Handbook to formalize standardized operational arrangements and resumption protocols for extreme weather events, including typhoon signals and black rainstorm warnings. For real-time operational risk exposure, the Group applies qualitative factors and operational flexibility, managing localized impacts through immediate, ad-hoc shift modifications as severe weather anomalies arise.

6.3 風險管理

本集團遵循結構化的四步流程來識別、評估、管理及監察氣候相關風險，並將其納入風險管理框架及職業安全守則。為評估該等影響的性質、可能性及程度，本集團以香港天文台的實證氣象數據作為主要參數及輸入來源，使管理層能夠評估外勤員工在進行戶外清潔營運時，對慢性熱壓力的脆弱性。此外，本集團運用氣候情景分析來評估由急性環境衝擊所引起的潛在業務中斷。基於該等評估，管理層已全面修訂《員工手冊》，將極端天氣事件（包括颱風信號及黑色暴雨警告）下的標準營運安排及復工守則正式化。針對實時的營運風險敞口，本集團則運用定性因素及營運彈性，在出現惡劣異常天氣時，透過即時且靈活的臨時班次調整來管理局部地區的影響。

Supported by Finance and Investor Relations representatives as well as business unit ESG coordinators, the ESG working group evaluates climate hazards and aligns them with corporate strategies. These climate-specific workflows are seamlessly embedded into the Group's overall risk management mechanisms. For instance, physical workplace hazards and employee tracking are channelled into the broader corporate safety monitoring governed by the Safety Committee. While not dedicated exclusively to climate change, the Safety Committee maintains a fixed monitoring schedule to track overall corporate targets, benchmark quarterly work injury data against historical metrics and market standards and review ongoing safety promotion themes and occupational health training modules to safeguard daily operational continuity.

在財務與投資者關係代表以及業務單位ESG協調員的支持下，ESG工作小組負責評估氣候危害並將其與公司策略保持銜接。此等針對氣候的特定工作流程已無縫嵌入集團的整體風險管理機制中。例如，實體工作場所的危害及員工追蹤數據，均已納入由安全委員會管轄的更廣泛的公司安全監察體系。儘管安全委員會並非專為氣候變化而設，但該委員會維持固定的監察日程以追蹤整體公司目標、將每季工傷數據與歷史指標及市場標準進行基準參照，並審視推行中的安全推廣主題及職業健康培訓模組，以保障日常業務的連續性。

Compared with the previous reporting period, the Group further enhanced its risk management processes through the strategic deployment of the e-Patrol and HR One digital systems. This transformation modernizes its operational oversight by transitioning from manual on-site monitoring to data-driven remote analytics. These enhancements structurally optimize the Group's workflows by minimizing documentation travel and paper consumption, streamlining inter-departmental communication and mitigating deadline-driven overtime pressures to elevate employee satisfaction, and institutionalizing a KPI-driven approach for more accurate risk quantification and performance forecasting.

與上一報告期相比，本集團透過策略性部署e-Patrol及HR One數位系統，進一步強化了風險管理流程。此項轉型推動了營運監察的現代化，實現了從手動現場監控向數據驅動遠端分析的轉變。該等提升從結構上優化了本集團的工作流程，包括：減少文件往來及紙張消耗；簡化部門間的溝通；緩解因截稿期限帶來的加班壓力以提升員工滿意度；以及將KPI驅動機制制度化，以實現更準確的風險量化與績效預測。

6.4 METRICS AND TARGETS

The Group utilizes all reasonable and supportable information available at the reporting date without undue cost or effort to assess its climate-related financial metrics. Based on this continuous assessment, the amount and percentage of assets or business activities vulnerable to both climate-related transition risks and acute physical risks including any climate-related risks that carry a significant risk of a material adjustment to the carrying amounts of assets and liabilities within the next annual reporting period, are considered immaterial, falling below the quantitative threshold required for standalone financial disclosure. Conversely, to capture climate-related opportunities and mitigate potential operational risks, the Group strategically allocated capital expenditure and investments towards green procurement and technological upgrades during the reporting period. This deployed capital supported the sourcing of eco-friendly and green detergents, the procurement of green vehicles for fleet electrification, and ongoing investments in advanced robotic tools, operational machinery, and smart digital systems to drive long-term environmental efficiency.

6.4 指標和目標

本集團在匯報之日已使用一切合理且有依據的資料，且無需付出不必要成本或努力，以評估其氣候相關財務指標。基於此項持續評估，本集團容易受氣候相關轉型風險及急性物理風險，包括在下一會計年度內可能對資產和負債的賬面價值產生重大調整風險的氣候相關風險影響的資產或業務活動的金額及百分比均屬不重大，低於獨立財務披露所需的量化門檻。相反，為把握氣候相關機遇並緩解潛在營運風險，本集團於匯報期內策略性地調配資本開支及投資，以推進綠色採購及技術升級。該等投入的資本支持了環保及綠色清潔劑的採購、用於車隊電動化的綠色車輛購置，以及對先進機器人工具、營運機械和智能數位系統的持續投資，以驅動長期的環境效益。

In terms of climate-related governance and quantitative evaluation metrics, the Group confirms that it did not apply or integrate internal carbon pricing into its commercial decision-making, financial planning, or investment evaluation processes during the Year. For a more comprehensive overview of the Group's quantitative environmental footprint, detailed metrics regarding greenhouse gas (GHG) emissions, resource consumption rates, and related environmental performance targets are fully disclosed under Section 5.1 (Targets) and Section 5.3 (Environmental Performance Metrics) of this report.

在氣候相關管治與量化評估指標方面，本集團確認於本年度，並未在商業決策、財務規劃或投資評估流程中應用或納入內部碳定價。如欲進一步全面了解本集團的量化環境足跡，有關溫室氣體(GHG)排放量、資源消耗率及相關環境表現目標的詳細指標，已全數披露於本報告「第5.1節（目標）」及「第5.3節（環境表現指標）」。

7. OUR PEOPLE
我們的員工

Human resources are the most valuable asset of the Group, thus building a reliable, efficient and productive team is of paramount importance. We have established a comprehensive human resources policy, taking care of the employment, remuneration, development as well as the rights and welfare of our employees. During the Year, the Group has awarded 15 Years plus Caring Company and 5 Years plus Caring Company logos by the Hong Kong Council of Social Service (HKCSS) in recognising the Group's corporate social responsibilities.

人力資源是本集團最為寶貴的資產。故此，建立一支可信賴、有效及高效的團隊乃重中之重。我們已制定全面的人力資源政策，顧及僱員的僱傭、薪酬、發展以及權利及福利。於本年度，本集團獲得了由香港社會服務聯會(HKCSS)頒發的15年Plus「商界展關懷」及5年Plus「商界展關懷」標誌，以表彰集團的企業社會責任。

7.1 EMPLOYMENT

The Group highly focuses on recruiting talents as it is our conviction that employing suitable persons is of ultimate importance to the business's thriving development. We strictly abide by local labour laws and regulations regarding compensation, benefits, dismissal, working hours and rest period, such as the Employment Ordinance and Employees' Compensation Ordinance. Throughout the whole recruitment process, a non-discrimination approach is put in place that the Group also employs people with disabilities without any discrimination (For details, please refer to the chapter headed "Contribution to the Community" below).

Besides, the Group stringently prohibits the employment of child labour through identity and age verification such as ID card check. To avoid forced labour, employees are required to enter into the labour contract clearly stating their duties and responsibilities before the official commencement of work. Overtime work is on a voluntary basis to further prevent forced labour and overtime pay will be made in accordance with relevant laws and regulations. The Group would immediately stop his/her work and look into the reasons once discovering any employment of child labour. Meanwhile, we would review the current practices and policies to avoid the occurrence of similar cases of child and forced labour.

7.1 僱傭

由於本集團深信僱用適當人選對於實現業務蓬勃發展而言至關重要，因此本集團高度重視招募人才。我們嚴格遵守有關薪酬、福利、解僱、工作時間及假期的本地勞工法律及法規，如《僱傭條例》及《僱員補償條例》。於整個招聘過程中，本集團採取非歧視的方針，亦僱用殘疾人士，絕不歧視（有關詳情請參閱下文「回饋社區」一章）。

此外，本集團透過檢查身份證等身份驗證及年齡核實程序嚴格禁止僱用童工。為避免強制勞工，僱員須在正式開始工作前簽訂勞動合同，當中清楚列明其職責及責任。為進一步防止強制勞工，我們將加班定為自願性質，且會根據相關法律及法規支付加班費。一旦發現僱用童工的情況，本集團將立即停止其工作並調查原因。同時，我們將審查目前的做法及政策，以避免發生類似童工及強迫勞動的事件。

7. OUR PEOPLE
我們的員工

As at 31 March 2026, the Group has employed in total 2,096 employees. The total workforce (for the years ended 31 March 2026 and 31 March 2025) is summarised below:

截至2026年3月31日，本集團聘用合共2,096名僱員。截至2026年3月31日及2025年3月31日止年度的僱員總人數概述如下：

Indicators	指標	2026 2026年	2025 2025年
Total Number of Employees and Percentage (%)	僱員總人數及百分比(%)		
By Gender	按性別劃分		
Male	男性	**570 (27%)**	494 (26%)
Female	女性	**1,526 (73%)**	1,379 (74%)
By Age Group	按年齡組別劃分		
Below 30	30歲以下	**36 (2%)**	35 (2%)
30-50	30-50歲	**452 (21%)**	392 (21%)
Above 50	50歲以上	**1,608 (77%)**	1,446 (77%)
By Employment Type	按僱傭類型劃分		
Permanent	長期	**1,995 (95%)**	1,787 (95%)
Temporary	臨時	**101 (5%)**	86 (5%)
By Geographical Region	按地區劃分		
Hong Kong	香港	**2,096 (100%)**	1,873 (100%)

Indicators	指標	2026 2026年	2025 2025年
Total Number of Employee Turnover and Total Turnover Rate (%) (Note i)	僱員流失總人數及總流失率(%) (附註i)		
By Gender	按性別劃分		
Male	男性	**257 (31%)**	293 (37%)
Female	女性	**638 (30%)**	628 (31%)
By Age Group	按年齡組別劃分		
Below 30	30歲以下	**33 (48%)**	30 (46%)
30-50	30-50歲	**222 (33%)**	225 (37%)
Above 50	50歲以上	**640 (29%)**	666 (32%)
By Geographical Region	按地區劃分		
Hong Kong (Note ii)	香港 (附註ii)	**895 (100%)**	921 (100%)

Notes:

(i) Turnover rate (%) = Total number of employee turnover in the category/ (Total number of employee in the category at the end of the reporting period + Total number of employee turnover in the category) x 100%

(ii) Turnover rate by geographical region (%) = Total number of employee turnover in the category of geographical region/ (total number of female employee turnover + total number of male employee turnover) x 100%

附註：

(i) 流失率(%) = 該類別的僱員流失總人數／(於報告期末該類別僱員總人數 + 該類別僱員流失總人數) x 100%

(ii) 按地理區域劃分的流失率 (%) = 該地理區域的僱員流失總人數／(女性僱員流失總人數 + 男性僱員流失總人數) x 100%

7. OUR PEOPLE
我們的員工

7.2 WELFARE AND BENEFITS

The Group is responsible to assure all our staff of the statutory rights and welfare and is pleased to provide employees with extra benefits so that they can achieve maximum satisfaction from working in the Group. We offer our employees a competitive remuneration package that discretionary bonus is provided based on individual performance and the Group's financial performance. Apart from statutory holidays, our employees can also enjoy different types of leave, including annual leave, sick leave, casual leave, compassionate leave and maternity leave. As an appreciation for the contribution and dedication of long-serving employees, long service award will be presented.

The Group believes that two-way communication is essential to employee engagement, which brings higher job satisfaction, higher productivity, and lower turnover rate. The Staff Welfare Committee was thereby set up to provide proper channels for quality communication between employees and management. Furthermore, the introduction of casual wear day every Friday and birthday leave also represents the consistent endeavour by the committee in providing a friendly workplace.

7.3 CAREER DEVELOPMENT

In order to maintain the competitiveness of our employees and establish an excellent team, we review our employees' performance regularly and provide recommendations on their training needs and career development during performance appraisals. Promotion opportunities are provided so that employees can find their career paths within the Group. Promotion within the Group is executed on a fair and open basis that employees' character, ability and KPI performance at work are taken into consideration, while any form of discrimination on grounds of gender, race, skin colour, age, religion and nationality are intolerable.

7.2 福利及待遇

本集團有責任保障全體員工可獲法定權利及福利並願意為僱員提供額外福利，以使彼等能夠在為本集團服務之同時能稱心滿意。我們為僱員提供具競爭力的薪酬待遇，乃根據個人表現及本集團財務表現提供酌情花紅。除法定假期外，僱員亦可享有各種假期，包括年假、病假、事假、恩恤假及產假。本集團亦將頒發長期服務獎作為對長期服務僱員所作出貢獻及奉獻的感謝。

本集團認為，雙向溝通對僱員參與極為重要，其可帶來更高工作滿意度、更高生產率及更低員工流失率。因此本集團已設立員工福利委員會以為僱員及管理層間的良好溝通提供適當渠道。此外，本公司將每個週五設為便服日，並設立生日假期，此舉亦體現委員會提供友好工作環境的貫徹努力。

7.3 職業發展

為維持僱員的競爭力及建設優秀的團隊，我們會定期檢討僱員表現並於績效評估時對其培訓需求及職業發展提供意見。我們亦提供晉升機會讓僱員於本集團覓得自身之職業道路。本集團的晉升過程乃公平公開，當中會考慮僱員性格、能力及關鍵績效指標表現，同時，本集團絕不容忍任何形式的性別、種族、膚色、年齡、宗教及國籍歧視。

7.4 NURTURING TALENT AND SUCCESSION PLANNING

To enrich our employees' experience and industry knowledge, the Group provides orientation and internal training to employees in a targeted, systematic and forward-looking approach. During the Year, new employees received orientation training while other employees received regular general business operation training. Furthermore, the Group provided internal and external workshops on occupational health and safety, information technology, ESG, and ISO implementation to employees across different departments as well as online talks specifically tailored for management-level employees. Employees are also subsidised and encouraged to join external training, talks, and seminars to enrich their knowledge in discharging their duties.

Following the restoration of our operations to the usual scale, frontline staff have had to handle higher workloads and increased work pressure. To cope with these operational demands, the Group strategically streamlined its program by suspending non-essential refresher courses and focusing resources on critical, high-priority areas. We placed a paramount focus on reinforcing workplace safety to robustly protect our workforce. Through fully physical, hands-on training sessions, we significantly increased our training hours to ensure frontline staff thoroughly master essential safety knowledge. This included intensive training on chemical handling precautions, manual handling guidelines for wheelie bins, and the correct application of Personal Protective Equipment (PPE). Additionally, recognizing the growing climate-related physical risks, we provided heat-stress prevention training for all outdoor workers to safeguard their physical well-being under high-temperature environments.

7.4 培育人才及繼任計劃

為豐富僱員經驗及行業知識，本集團以具針對性、系統性及前瞻性的方法為僱員提供入職及內部培訓。於本年度，新員工接受了入職培訓，而其他員工則接受了常規的一般業務營運培訓。此外，本集團亦為不同部門的員工舉辦了由內部及外部機構主持的工作坊，涵蓋職業健康與安全、資訊科技、環境、社會及管治(ESG)以及ISO標準執行等主題，並特別為管理層員工舉辦了線上講座。同時，我們亦資助並鼓勵員工參加外部培訓、講座及研討會，以豐富其履行職責所需的知識。

隨着我們的業務營運恢復至正常規模，前線員工需要應對更高工作量及面臨更大的工作壓力。為配合有關營運需求，本集團策略性地精簡培訓計劃，暫停了非必要的溫故知新（複修）課程，並將資源集中於關鍵及高優先級別的範疇。我們將加強工作場所安全視為重中之重，以切實保障員工。透過全面實體及實作的培訓課程，我們顯著增加了培訓時數，以確保前線員工徹底掌握必要的安全知識。當中包括針對化學物品注意事項、推垃圾桶工作指引，以及正確使用個人防護裝備(PPE)的密集培訓。此外，考慮到日益增加的氣候相關實體風險，我們亦為所有戶外員工提供防暑培訓，以保障彼等在高溫環境下的身體健康。

7. OUR PEOPLE
我們的員工

Moving forward, the Group plans to introduce additional training programs, including standardized operational procedure (SOP) practical workshops and HR-related courses, to further enhance employees' core competencies and occupational safety awareness. Driven by these targeted safety initiatives, our total training hours increased this Year. During the year, a total of 935 employees received training. The detailed percentage of employees trained and the average training hours completed per employee are listed below:

展望未來，本集團計劃引入更多培訓項目，包括標準作業程序(SOP)實務工作坊及人力資源相關課程，以進一步提升員工的核心能力及職業安全意識。在上述針對性安全舉措的推動下，本年度我們的總培訓時數有所增加。於本年度，共有935名員工接受培訓。受訓員工總百分比及每名員工完成的平均培訓時數詳列如下：

Indicators 指標	The percentage of employees trained (Note 1) 僱員受訓百分比（附註1）		The average training hours completed per employee (Note 3) 每僱員的平均培訓時數（附註3）	
	2026 (Note 2) 2026年（附註2）	2025 (Note 2) 2025年（附註2）	**2026 2026年**	2025 2025年
By Gender 按性別劃分				
Male 男性	**78%**	74%	**0.99**	0.71
Female 女性	**32%**	36%	**0.34**	0.15
By Employment Category 按僱員類別劃分				
Office staff 辦公室員工	**100%**	100%	**3.15**	1.83
Frontline staff 前線員工	**35%**	39%	**0.45**	0.24

1 Percentage of employees trained = Total number of employees in the category who took part in training/Total number of employees in the category x 100%

2 The training figures represented core and specialized training programs, and do not include regular employee orientation or onboarding sessions.

3 Average training hours = Total number of training hours for employees in the category/Total number of employees in the category

1 受訓僱員百分比 = 已參與培訓的該類別僱員總人數／該類別僱員總人數 x 100%

2 培訓數據反映了核心及專業培訓課程，並不包括常規的員工入職培訓或迎新活動。

3 平均培訓時數 = 該類別僱員培訓總時數／該類別僱員總人數

8. OCCUPATIONAL HEALTH AND SAFETY
職業健康及安全

Health and safety issues in the workplace are risks that could hinder the development of a business. On the contrary, a safe and healthy workplace not only protects the well-being of employees, it also enhances productivity and competitiveness. Thus, the Group sees occupational safety and employees' health as an integral part of its sustainable development and always puts priority on the protection for employees' health and safety.

工作場所的健康與安全事故等風險有可能阻礙業務發展。相反，安全健康的工作環境不僅能夠保障僱員的福祉，亦可提升生產力及競爭力。因此，本集團將職業安全及僱員健康視為其可持續發展之重要組成部分並始終把保障僱員健康及安全放在首位。

8.1 SAFETY MANAGEMENT SYSTEM

A comprehensive work safety management and supervision system is vital for enhancing safety performance. We strictly comply with local laws and regulations regarding occupational health and safety, such as the Occupational Safety and Health Ordinance, and Factories and Industrial Undertakings (Dangerous Substances) Regulations, when implementing our safety management. Our safety management system is accredited to ISO 45001, which is internationally-recognised standards regarding occupational health and safety systems within organisations. To drive active risk management, the Group operate a structured Safety Committee, which oversees the safety management of the whole Group, is involved in promoting occupational health and workplace safety to our employees and conducting periodic review on workplace safety and occupational health measures. Functioning as a strategic dual-way channel, the Committee actively solicits frontline feedback to ensure comprehensive employee involvement in safety policy-making.

8.1 安全管理體系

一個全面的工作安全管理及監督制度對提升安全表現至關重要。於實施我們的安全管理時，我們嚴格遵守有關職業健康及安全的本地法律及法規，如《職業安全及健康條例》及《工廠及工業經營(危險物質)條例》。我們的安全管理系統經ISO 45001認證，該認證為企業內部職業健康及安全系統之國際認可標準。為推動積極的風險管理，本集團設有架構完善的安全委員會以監察本集團的整體安全管理，並積極向僱員宣傳職業健康及工作場所安全，並對工作場所安全及職業健康措施進行定期檢討。作為一個策略性的雙向渠道，該委員會積極徵詢前線員工的意見，以確保員工全面參與安全方針的制訂。

8. OCCUPATIONAL HEALTH AND SAFETY
職業健康及安全

8.2 SAFE AND HEALTHY WORKPLACE

The Group has formulated a full set of guidelines and procedures for safety training, operation inspection and risk assessment. We provide personal protective equipment to our employees whenever necessary, and at the same time offer safety briefing and training to raise their awareness of workplace safety and health. Workplace safety inspection is conducted regularly to identify the hazards associated with activities of different working procedures and to evaluate the risks associated with the hazards identified. In response to the risk evaluation result, preventive and protective measures are implemented. In order to minimise the occupational health and safety risk, some employees are required to obtain relevant certificates through completing courses such as work at height safety training course so that they are knowledgeable about the job-related protective measures. Furthermore, in response to climate change and potential physical risks, we have formulated special work arrangements under typhoons, heavy rainstorms, and extreme weather conditions to ensure the safety of our employees. To protect our workforce from heat-related risks, we also adjust duty rotation, rest periods, and work schedules, while reducing heavy-load tasks during periods of high heat.

8.2 安全及健康的工作場所

本集團已制定完整的安全培訓、營運監督及風險評估指引及程序。我們向僱員提供必要的個人防護裝備，同時提供安全簡介會及培訓，以提高彼等對工作場所安全及健康的意識。我們定期進行工作場所安全檢查，以識別不同工作程序中的相關危害，並評估所識別危害的相關風險。我們將根據風險評估結果實施預防及保護措施。為盡量減輕與職業健康及安全有關的風險，部分僱員須完成高空安全培訓等課程並獲取相關證書，以確保僱員熟悉與其工作相關的保護措施。此外，為應對氣候變化及潛在的實體風險，我們已制定颱風、暴雨及極端天氣條件下的特殊工作安排，以確保僱員的安全。為保護我們的員工免受與熱相關的風險，我們亦會在高溫期間調整輪班、休息時間及工作時間表，並減少重體力勞動任務。

8.3 ACCIDENT HANDLING SCHEME

Our employees are subject to work-related accidents and injuries given the nature of our service despite protective measures being implemented. The Group has formulated a detailed accident analysis and investigation procedures. In case there is work-related accident, employees should report to their supervisors immediately. We would then conduct a detailed analysis for the cause of injuries and implement measures to improve or rectify the issues. We continuously monitor the improvement and preventive measures to minimise the possibility of accidents. In the past three years, the Group did not identify any work-related fatalities.

8.3 意外處理制度

儘管已實施保護措施，但鑒於我們服務的性質，我們的僱員較易遭受工作相關的意外及傷害。本集團已制定詳細的事故分析及調查程序。若發生與工作相關事故，僱員應立即向其主管報告。我們其後會對受傷緣由進行詳細分析，並採取措施改進或糾正問題。我們將持續監測改進及預防措施，以盡量減少事故發生的可能性。於過去三年，本集團並未識別任何因工亡故事件。

8. OCCUPATIONAL HEALTH AND SAFETY
職業健康及安全

During the Year, over half of work-related injuries were caused by slips and falls, mostly resulting in minor injuries. Although there was an increase in accumulated sick leave, we prioritised employee safety and encouraged injured employees to take plenty of rest until fully recovered. We enhanced communication and safety inspections to raise awareness among frontline staff. Given the nature of our business in environmental hygiene services, which inherently carries a higher risk of accidents, we are committed to paying higher premiums for employees' compensation insurance. The amounts of work injuries and of lost working workings resulted are listed below:

於本年度，超過一半的工傷與滑倒和跌倒有關，大部分工傷都是輕微的。儘管累積的病假日數有所增加，但我們將員工的安全放在首位，鼓勵受傷員工休息至完全康復。我們加強了溝通和安全檢查，以提高前線員工的安全意識。鑒於我們提供環境衛生服務的業務性質，這業務本身就存在較高的事故風險，我們願意支付較高的員工補償保險費用。所發生的工傷和因工傷而失去的工作時間的數量如下列出：

Indicators	指標	2026 2026年	2025 2025年
Number of work injuries (cases)	工傷事件數目（宗）	**33**	36
Number of working days lost due to work-related injuries (days)	損失工作日數數目（日數）	**1,267**	3,287

9. OUTSTANDING OPERATION
優秀運營

As a high-end service provider, the quality, reliability and safety of our service are the keys to our success. The Group never spares itself in the pursuit of excellence in its operations and service through the management of its supply chain, service quality and the provision of customer services.

作為高端服務提供商，服務質量、可靠性及安全乃我們成功的關鍵。本集團致力透過管理其供應鏈、服務質量及提供客戶服務，追求卓越的運營及服務。

9.1 SUPPLY CHAIN MANAGEMENT

The Group pays careful attention to the management of the entire supply chain by sticking to the commitment of sustainable development. During supplier and sub-contractor selection, a balanced judgment is made by considering a plenty of factors, including their environmental performance. Emphasis is laid especially on the aspects of environmental protection, quality as well as health and safety, where suppliers with certification of ISO 14001, ISO 9001, ISO 45001 or other accreditation will be given preference during selection. Furthermore, to strictly safeguard public health and the environment during chemical procurement, the Group verifies that all chemical and pest-control suppliers fully comply with the Pesticides Regulations, ensuring only legally registered and approved substances are sourced.

After supplier selection, we conduct annual supplier evaluation to continuously evaluate our suppliers and sub-contractors in regard to raw materials and service quality, reliability, environmental performance and occupational health and safety as well as timely delivery to minimise the relevant risk. Training are provided to employees responsible for supply chain management to ensure they have adequate knowledge to accurate audit and evaluate the suppliers. We also require our suppliers to sign an environmental protection commitment to ensure the raw materials suppliers meet the requirements of environmental laws and regulations, and trainings regarding environmental protection are given to suppliers if required. To ensure occupational health and safety are up to the Group's standards, training on occupational safety are given to suppliers. The Group also continuously monitor the health and safety performance of its suppliers by reviewing their staff's safety training files and program records, and conducting site visits.

9.1 供應鏈管理

本集團透過堅守可持續發展承諾嚴謹地管理整個供應鏈。在甄選供應商及分包商時，我們會在考慮包括環境表現等眾多因素後作出均衡的判斷。環境保護、質量以及健康及安全乃本集團尤其重視的方面，而持有ISO 14001、ISO 9001、ISO 45001證書或其他認證的供應商將於甄選時獲優先考慮。此外，為在採購化學品時切實保障公眾健康與環境，本集團會核實所有化學品及蟲害防治供應商必須完全符合《除害劑規例》，以確保僅採購合法註冊及經核准的物質。

在甄選供應商後，我們會展開供應商年度評估，從原材料及服務質量、可靠度、環境表現、職業健康及安全以及按時交付方面對我們的供應商及分包商進行持續評估，以盡量減輕相關風險。我們培訓負責供應鏈管理的僱員以確保彼等全面掌握如何準確審核及評估供應商。我們亦要求我們的供應商簽署環境保護承諾書，以確保原材料供應商遵守環境保護法律法規，及視乎需要向其提供環境保護培訓。為確保供應商的職業健康及安全達到本集團的標準，我們會向其提供職業安全培訓。本集團亦通過審閱供應商僱員的安全培訓文件及項目記錄以及進行實地訪問，持續監督供應商的健康及安全表現。

The Group is also committed to green procurement practices. Green purchasing principles are taken into consideration in the form of purchasing eco-friendly office supplies such as refillable stationary and eco-friendly paper. The usage of material and product purchase time are constantly evaluated and utilised accordingly to avoid overstocking and prevent wastage from products expiring. Local suppliers that are geographically closer and more accessible to the Group are given priority during the selection phase to reduce the Group's carbon footprint.

During the Year, the Group has a total of 87 suppliers (total of 70 suppliers in 2024/25). All suppliers come from Hong Kong and governed by the abovementioned supplier management procedures.

本集團亦致力於貫徹綠色採購慣例。我們以採購環保辦公設備(如可填充文具及環保紙張)的形式考慮綠色採購原則。我們會持續評估材料使用及產品採購時間，並據以應用以避免庫存過多及預防產品過期造成資源浪費。我們於甄選供應商時優先考慮與本集團距離更近更便利的當地供應商，以減少本集團的碳足跡。

於本年度，本集團合共有87名供應商(2024/25年共有70名供應商)。所有供應商均來自香港並受到上述供應商管理程序規管。

9.2 SERVICE QUALITY

Service quality is one of our major concerns as we aim at providing the best quality service to our clients. The Group places great emphasis on quality control and our quality management system has been certified to ISO 9001. We have set formal procedures for quality checks where employees are sent to check the quality of service performed on-site regularly, including services delivered by both the Group's employees and third-party service providers. We also visit our clients to conduct client reviews and to record occasions of substandard performance for follow-up actions.

The Group is also committed to protecting the health and safety of our clients. For example, Winson Professional Pest Control Company Limited, a subsidiary of the Company which provides pest management services, is required to use pesticides registered under the Pesticides Ordinance. This is to eradicate harmful pests while taking into account the basic principles of public health and environmental protection. During the Year, the Group has strived to provide preferential appointment to enterprises which implemented effective safety management system and follow Occupational Safety and Health Council's stringent safety requirements when choosing third-party service providers.

9.2 服務質量

我們旨在向客戶提供最優質的服務，因此服務質量是我們關注重點之一。本集團十分重視質量控制，而我們的質量管理系統已取得ISO 9001認證。我們已制定正式質量檢查程序，派遣僱員定期實地檢查服務質量(包括由本集團僱員及第三方服務供應商提供的服務)。我們亦會拜訪客戶，進行客戶審查並記錄任何不合格的情況，以便跟進。

本集團亦致力於保護客戶的健康及安全。例如本公司一間專門提供蟲害控制服務的附屬公司－威信專業滅蟲有限公司，須使用根據《除害劑條例》登記的除害劑。此乃經考慮公眾健康及環境保護的基本原則後進行害蟲消滅。於本年度，在選擇第三方服務供應商時，本集團致力優先委任實施有效安全管理體系及遵守職業安全健康局嚴格安全規定的企業。

9. OUTSTANDING OPERATION
優秀運營

9.3 CLIENT SERVICES

The Group is devoted to achieving the highest customer satisfaction by providing professional and client-oriented services. To understand clients' needs, we conduct site assessment and communicate with clients before service provision. Our management will hold regular meetings with on-site employees to review operations in various aspects so as to ensure that clients' expectations can be met. Clients' feedback on service quality, environmental and workplace safety performance and application of material and tools is also collected as a source for making corresponding improvement. In response to client complaints, we will investigate the root cause and carry out remedial and preventive actions promptly according to the client complaint handling procedures set by the Group. The client complaint handling procedures has been regularly reviewed by the Group. During the Year, we did not receive any material complaints about our services. Also, due to the nature of the business the Group is involved with, there are no products recalled during the Year.

9.3 客戶服務

本集團致力提供專業及以客戶為本的服務，務求令客戶稱心滿意。為了解客戶的需求，我們在提供服務之前會進行實地評估及與客戶溝通。管理層將定期與現場員工舉行會議，以審閱營運的各個方面，確保服務達到客戶期望。我們亦收集客戶對服務質量、環境及工作場所安全表現以及材料及工具應用的反饋，以此作為作出相應改進的根據。為回應客戶投訴，我們將根據本集團制定的客戶投訴處理流程調查導致投訴緣由，並及時執行補救及採取預防措施。本集團亦會定期審查此客戶投訴處理流程及客戶投訴處理流程。於本年度，我們並未收到任何有關我們的服務的重大投訴，且由於本集團業務的性質，於年內並無召回產品。

9.4 ADVERTISING AND INFORMATION SECURITY

With regard to advertising, the Group has designated specialised employees to monitor notices, news and information in the media in connection with tenders relating to environmental hygiene and related services and airline catering support services. We strive to ensure relevant local laws and regulations are strictly conformed with.

The Group highly values the confidential data of our clients. We strictly comply with local laws and regulations regarding privacy matter, such as the Personal Data (Privacy) Ordinance. We are committed to maintaining transparency, legitimacy, relevance and accuracy when we handle the confidential data of our clients. Our office staff is required to enter into a confidentiality agreement which forbids him/her to disclose confidential or proprietary information outside the Group, either during or after employment, without the Group's authorisation. Besides, we endeavour to protect the IT system from virus contamination, cyber attack and leakage of confidential information by implementing the IT security policy that specifies the roles of different parties within the Group and regulates the access and protection of information. Training relating to cyber security and relevant risk management would be provided to our employees from time to time to enhance their awareness of cyber security.

9.4 廣告及資訊安全

於廣告方面，本集團已指派專員監察關於環境衛生及相關服務及航空餐飲支援服務招標的通知、新聞及媒體消息。我們致力確保嚴格遵守有關本地法律及法規。

本集團高度重視客戶機密資料。我們嚴格遵守有關私隱事宜的本地法律及法規，例如《個人資料（私隱）條例》。在處理客戶的機密資料時，我們致力維持透明度、合法性、相關性及準確性。辦公室員工均須簽訂保密協議，當中禁止其在未經本集團授權的情況下於僱傭期間或其後向本集團外部披露機密或專有資料。此外，為致力保護資訊科技系統免受病毒感染、網絡攻擊及機密資料洩露，我們實施資訊科技保全政策，訂明本集團內各方的職責，並規管資訊權限與保護。我們亦不時向僱員提供有關網絡安全及相關風險管理的培訓，以增強彼等的網絡安全意識。

9.5 PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

The Group places great importance on the protection of intellectual property rights and endeavours to prevent any related infringement. The Group shall require employees to apply for software installation to avoid infringement of others' intellectual property rights. In addition, the Group has developed a guideline of the correct use of the Group's trademark to protect its intellectual property rights.

9.5 保護知識產權

本集團高度重視保護知識產權，並致力防止任何相關侵權情況。本集團將要求僱員申請軟件安裝，以避免侵犯他人知識產權。此外，本集團已就正確使用本集團的商標制定指引以保護其知識產權。

9.6 ANTI-CORRUPTION

In order to maintain the Group's integrity and justice, we strictly comply with the laws and regulations regarding bribery, extortion, fraud and money laundering, such as the Prevention of Bribery Ordinance. To maintain high standards of corporate governance, we fulfil our commitment through abiding by anti-corruption policies and guidelines, such as those related to acceptance of gifts and conflicts of interest. Related procedures and guidelines are available in the employee handbook. Furthermore, these strict anti-corruption rules and gift-acceptance restrictions are integrated into our standard Work Purchase Order for all external contractors.

The Group is committed to achieving and maintaining the highest standards of openness, probity and accountability, and has established a whistleblowing policy and system for employees and clients to raise concerns about possible improprieties in any matter related to the Group. The Group has delegated such responsibilities to the Audit Committee of the Group for dedicated monitoring and handling of such matters. Employees and clients are encouraged to raise concerns, with whistle-blowers being assured of protection against intimidation, reprisal, and retaliation. The Group is committed to treat all disclosures in a confidential and sensitive manner. Any legitimate malpractice concerns can be reported directly to the chairman of the Audit Committee through mailing a written complaint sealed in a sealed envelope. All complaints received will be discussed in a meeting to decide whether or what investigation is necessary. All complaints will be dealt with and replies will be given within 7 business days after receipt of complaints. The use and effectiveness of the whistleblowing policy are reviewed regularly by the Audit Committee.

The Group is not aware of any breach of laws and regulations that have a significant impact on the Group in relation to any kinds of corrupt practices during the Year. The Group has provided anti-corruption training for the Board and management-level staffs, but we will try to manage anti-corruption training or seminars via online channels for our staff to raise their awareness of integrity and anti-corruption in the future.

9.6 反貪污

為維護本集團的誠信及公正，我們嚴格遵守有關賄賂、勒索、欺詐及洗黑錢的法律及法規，例如《防止賄賂條例》。為保持高水平的企業管治，我們透過遵守反貪污政策及指引（如有關收受禮品及利益衝突方面）履行我們的承擔。相關程序及指引已載入員工手冊。此外，該等嚴格的反貪腐規則及接受禮物限制已納入適用於所有外部承包商的標準工作採購單條款及細則。

本集團致力於達致及維持最高標準的公開、誠信及問責性，為僱員及客戶設有舉報政策及機制，以供其提出與本集團有關的潛在不當問題。本集團已賦予本集團審核委員會相關責任，以專門監督及處理相關事宜。我們鼓勵僱員及客戶提出問題，舉報人得以獲保障確保其不會面臨恐嚇、打擊報復困擾。本集團致力於將所有披露按機密敏感資料處理。任何正當的瀆職問題可通過郵寄套有密封信函的舉報函直接報告至審核委員會主席。收到的所有舉報將於會上討論以釐定是否需調查或需採取何種形式調查。所有舉報將於收到後七個營業日內回覆及處理。舉報政策的使用及有效性由審核委員會定期檢討。

於本年度，本集團並不知悉任何構成違反法律及法規並對本集團造成重大影響的任何形式的貪污行為。本集團已向董事及管理層員工提供反貪污培訓，但我們將嘗試透過網上渠道，為僱員舉辦反貪污培訓或研討會，以提升彼等的誠信及反貪污意識。

10. CONTRIBUTION TO THE COMMUNITY
回饋社區

The Group has long been putting great effort in creating a harmonious and inclusive community through various ways. While community investment is not identified as a material ESG issue during the Reporting Period based on our materiality assessment, we have still continued to provide employment opportunities for people with disabilities to help them integrate into the community. Based on the disability and expertise, we made appropriate arrangements of work for the disabled employees. Appropriate types of support, such as targeted training and emotional counselling, were always available when required. In order to promote disabled employees' integration into the community and foster social integration of able-bodied and disabled persons, out-of-work gatherings and counselling sessions are organised in their spare time and working time.

本集團長期通過各種方式努力創造和諧、包容的社區環境。基於重要性評估,雖然社區投資未被確認為報告年內的重要環境、社區及管治議題,但本集團仍繼續向殘疾人士提供就業機會,幫助其融入社區。我們根據殘疾僱員的殘疾情況及專業知識為其作出適當工作安排。如有需要,我們會隨時提供適當形式的支持,如針對性的培訓及心理輔導。為推動殘疾僱員融入社區及實現健全人士及殘疾人士的社會融合,我們在僱員業餘時間及工作時間組織工作外聚會及輔導活動。

In particular, the Group made great efforts in education. As a key initiative, we partnered with and sponsored the International Facility Management Association (IFMA) in hosting the "World Workplace Asia Pacific 2026, student competition sponsorship". This event aims to empower participants by showcasing real-world facility management innovations, building professional confidence, and accelerating their career pathways within the industry. Additionally, the Group's ongoing dedication to local youth development was formally recognized through the receipt of the HKCT Letter of Appreciation 2025 from the Hong Kong College of Technology.

特別是在教育領域,集團投入了巨大努力。作為一項關鍵舉措,我們與國際設施管理協會(IFMA)合作贊助舉辦「World Workplace Asia Pacific 2026, student competition sponsorship」活動。該項目旨在透過展示真實世界中的設施管理創新、建立專業信心,並加速他們在行業內的職業發展路徑,從而為參與者賦能。此外,本集團對本地青年發展的持續奉獻亦獲得了正式認可,年內榮獲了香港專業進修學校頒發的「港專感謝狀2025」。



The Group was the Silver Sponsor of the award "Outstanding Trainee Award Presentation Ceremony 2025" with aims to Help individuals forge new career paths amid economic transformation and technological shifts, while channeling their skills to serve and uplift the community.
本集團是香港專業進修學校「傑出學員頒獎禮2025」的銀級贊助商,旨在協助個人在經濟轉型與科技浪潮中開拓事業新路向,並將所學技能轉化為服務及回饋社會的力量。

10. CONTRIBUTION TO THE COMMUNITY
回饋社區

In order to promote the mental recovery community, the Group provided corporate sponsorship to the Mental Health Association of Hong Kong ("MHAHK") during the Year. The purpose of this campaign is to provide financial support to MHAHK's ongoing community operations, helping persons in mental recovery rebuild their independence and accelerate their integration back into society.

為了促進精神康復人士社群的福祉，本集團於本年度向香港心理衛生會(「MHAHK」)提供企業贊助。本次活動是為MHAHK的日常社區營運提供財政支持，協助精神康復人士重建獨立生活能力，並加速他們重新融入社會。

Looking into the future, the Group will continue with its efforts in supporting and empowering the community. It is hoped that long-term values can be created for society so that the Group can grow together with society and the people.

展望未來，本集團將繼續致力支持及推動社區發展，期望為社會創造長遠價值，從而使本集團與社會及人民共同成長。

APPENDIX: KPI REPORTING GUIDE
附錄：關鍵績效指標報告指引

KPI 關鍵績效指標	Description 描述	Chapters 章節	Page No. 頁次
Environment **環境** **A1 Emissions** **A1 排放物**			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Wastewater and Air Emission; Waste Management; Energy and Water Conservation 廢水及廢氣排放；廢物管理；節約能源及水資源	21-23 24-25 26-27
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Water and Air Emission 廢水及廢氣排放	21-22
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及（如適用）密度。	Water and Air Emission 廢水及廢氣排放	22
A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及（如適用）密度。	Waste Management 廢物管理	24
A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及（如適用）密度。	Waste Management 廢物管理	24
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。	Waste Management; Energy and Water Conservation 廢物管理；節約能源及水資源	24-27
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。	Waste Management 廢物管理	24-25

KPI 關鍵績效指標	Description 描述	Chapters 章節	Page No. 頁次
A2 Use of Resources **A2 資源使用**			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Energy and Water Conservation 節約能源及水資源	26-27
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Energy and Water Conservation 節約能源及水資源	26
A2.2	Water consumption in total and intensity. 總耗水量及密度。	Energy and Water Conservation 節約能源及水資源	27
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。	Energy and Water Conservation 節約能源及水資源	27
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Energy and Water Conservation 節約能源及水資源	27
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及（如適用）每生產單位佔量。	Not an applicable material issue. The Group provides services instead of selling products. 並非適用重大議題。本集團提供服務而非銷售產品。	24

APPENDIX: KPI REPORTING GUIDE
附錄：關鍵績效指標報告指引

KPI 關鍵績效指標	Description 描述	Chapters 章節	Page No. 頁次
A3 The Environment and Natural Resources **A3 環境及天然資源**			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact 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。	Environmental Management System; Wastewater and Air Emission; Waste Management; Energy and Water Conservation 環境管理系統；廢水及廢氣排放；廢物管理；節約能源及水資源	18-20, 25
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。	Environmental Management System; Wastewater and Air Emission; Waste Management; Energy and Water Conservation 環境管理系統；廢水及廢氣排放；廢物管理；節約能源及水資源	18-20, 25

KPI 關鍵績效指標	Description 描述	Chapters 章節	Page No. 頁次
Social **社會**			
B1 Employment **B1 僱傭**			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment; Welfare and Benefits; Career Development 僱傭； 福利及待遇； 職業發展	36-38
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment 僱傭	37
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	37

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B2 Health and Safety **B2 健康與安全**			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Safety Management System; Safe and Healthy Workplace; Accident Handling Scheme 安全管理體系； 安全及健康的工作場所； 意外處理制度	41-42
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。	Accident Handling Scheme 意外處理制度	42
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Accident Handling Scheme 意外處理制度	43
B2.3	Description of occupational health and safety measures adopted, 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。	Safety Management System; Safe and Healthy Workplace; Accident Handling Scheme 安全管理體系； 安全及健康的工作場所； 意外處理制度	41-43

KPI 關鍵績效指標	Description 描述	Chapters 章節	Page No. 頁次
B3 Development and Training **B3 發展及培訓**			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Nurturing Talent and Succession Planning 培育人才及繼任計劃	39-40
B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Nurturing Talent and Succession Planning 培育人才及繼任計劃	40
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。	Nurturing Talent and Succession Planning 培育人才及繼任計劃	40
B4 Labour Standards **B4 勞工準則**			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭	36
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。	Employment 僱傭	36
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。	Employment 僱傭	36

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B5 Supply Chain Management **B5 供應鏈管理**			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	44-45
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	45
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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	45
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	44-45
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	44-45

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B6 Product Responsibility **B6 產品責任**			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Service Quality; Client Services; Advertising and Information Security; Protection of Intellectual Property Rights 服務質量； 客戶服務； 廣告及資訊安全； 保護知識產權	45-47
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。	Not an applicable material issue. The Group provides services instead of selling products. 並非適用重大議題。本集團提供服務而非銷售產品。	46
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。	Client Services 客戶服務	46
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。	Protection of Intellectual Property Rights 保護知識產權	47
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。	Service Quality Product recall procedure is not an applicable material issue as the Group provides services instead of selling 服務質量 由於本集團提供服務而非銷售產品，故產品回收程序並非適用重大議題	46
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Advertising and Information Security 廣告及資訊安全	46

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B7 Anti-corruption **B7 反貪污**			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污	47
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。	Anti-corruption 反貪污	47
B7.2	Description of preventive measures and whistle-blowing procedures, 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	47
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	47
B8 Community Investment **B8 社區投資**			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保 其業務活動會考慮社區利益的政策。	Contribution to the Community 回饋社區	48-49
B8.1	Focus areas of contribution. 專注貢獻範疇。	Contribution to the Community 回饋社區	48-49
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Contribution to the Community 回饋社區	48-49

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D Climate Change **D 氣候變化**			
D1 Governance **D1 管治**	Information on: (a) the body responsible for overseeing climate-related governance (such as a board of directors, committee, or equivalent); 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) 負責監督氣候相關的治理單位（如董事會、委員會或同等機構）；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Climate Change Governance 氣候變化管治	6-7, 28
D1.1	How and how often the Board is informed about climate-related risks and opportunities. 董事會獲悉氣候相關風險和機遇的方式和頻率。	Climate Change Governance 氣候變化管治	28
D1.2	How to oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities, including whether and how related performance metrics are included in remuneration policies. 如何監督有關氣候相關風險和機遇的目標制定並監察達標進度，包括是否將相關績效指標納入薪酬政策以及如何納入。	Climate Change Governance 氣候變化管治	28
D1.3	Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee. 監察角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督。	Climate Change Governance 氣候變化管治	28

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D2 Strategy **D2 戰略**			
D2.1	The time horizons that selected to assess climate-related risks and opportunities. 選定評估氣候相關風險和機遇的時間範圍。	Climate Change Strategy 氣候變化戰略	29
D2.2	Information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. 讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。	Climate Change Strategy 氣候變化戰略	30-33
D2.3	Qualitative information about: a. How climate-related risks and opportunities have affected its current financial effect; and b. how climate-related risks and opportunities have affected its anticipated financial effect over short, medium or long term. 定性資料： a. 氣候相關風險和機遇如何影響短期、中期或長期的當前財務；及 b. 氣候相關風險和機遇如何影響短期、中期或長期的預期財務。	Climate Change Strategy 氣候變化戰略	30-33
D2.4	Information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. 已識別的氣候相關風險和機遇後,披露使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性資訊。	Climate Change Strategy 氣候變化戰略	29-33

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D3 Risk Management **D3 風險管理**			
D3.1	The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks. 用於識別、評估、優先排序及監察氣候相關風險的流程及相關政策。	Risk Management 風險管理	34
D3.2	The processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities). 發行人用於識別、評估、優先排序及監察氣候相關機遇的流程(包括關於發行人是否以及如何利用氣候相關情景分析，以為其識別氣候相關機遇提供依據的資訊)。	Risk Management 風險管理	34
D3.3	The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. 識別、評估、優先排序及監察氣候相關風險及機遇的流程，在何種程度上以及如何納入發行人的整體風險管理流程並為其提供依據。	Risk Management 風險管理	34
D4 Metric and target **D4 指標及目標**			
D4.1	Greenhouse gas emissions. 溫室氣體排放。	Environment 環境	17
D4.2	The amount and percentage of spending on climate-related transition risks. 用於應對氣候相關轉型風險的開支金額及百分比。	Metric and Targets 指標和目標	35
D4.3	the amount and percentage of spending on climate-related physical risks. 用於應對氣候相關實體風險的開支金額及百分比。	Metric and Target 指標和目標	35

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D4.4	The amount and percentage of assets or business activities aligned with climate-related opportunities. 與氣候相關機遇相符的資產或業務活動的金額及百分比。	Metric and Target 指標和目標	35
D4.5	The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 用於應對氣候相關風險及機遇的資本開支、融資或投資的金額。	Metric and Target 指標和目標	35
D4.6	Whether the issuer is applying internal carbon prices. 發行人是否正在應用內部碳定價。	Metric and Target 指標和目標	35
D4.7	Whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. 氣候相關考量是否以及如何納入薪酬政策，或作出適當的反面聲明。	Climate Change Governance 氣候變化管治	28



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