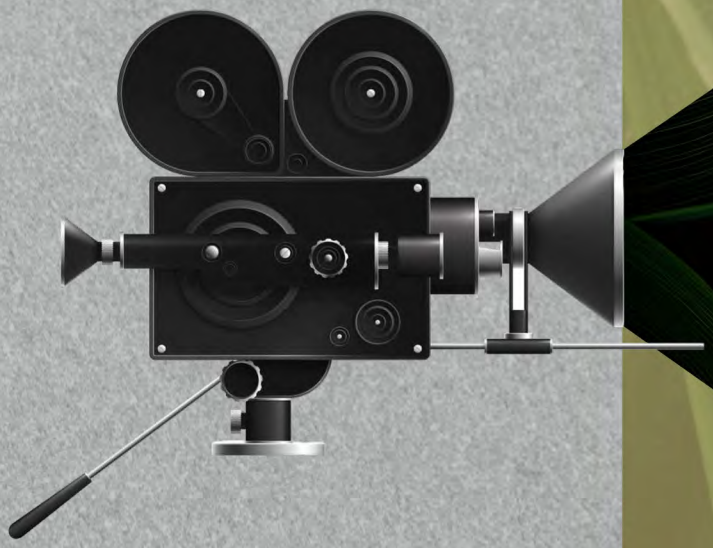
英皇文化產業集團有限公司
Emperor Culture Group Limited

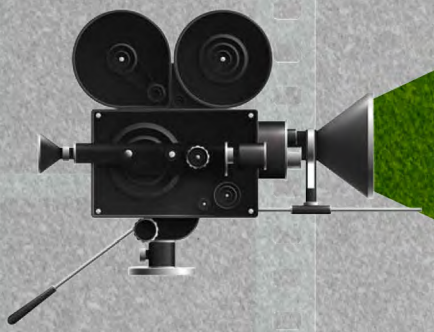
於百慕達註冊成立之有限公司
Incorporated in Bermuda with limited liability
（股份代號 Stock Code：491）



環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2025/2026



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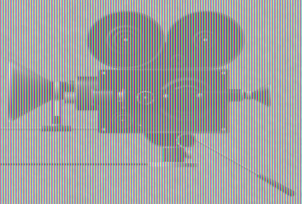
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01



ABOUT THIS REPORT

關於本報告

Emperor Culture Group Limited ("Company") and its subsidiaries (collectively referred to as "Group") principally engages in entertainment, media and cultural development businesses, which mainly include the operation of cinemas under ***Emperor Cinemas Group***. The Group acknowledges the significance of effective environmental, social and governance ("ESG") initiatives at operational level. By adopting environmental and social initiatives into its business operation, the Group can enhance its cost efficiency and risk management, and make informed decisions by engaging with the stakeholders of the Group. Besides, the Group is dedicated to prioritising ESG disclosure, and is committed to improving its transparency and accountability by consistently disclosing its ESG practices and performance, showcasing its commitment to sustainable and responsible business practices.

For its endeavours to actively promote corporate social responsibility and sustainable development, the Group garnered the Dun & Bradstreet ("D&B") ESG Registered™ badge during the Year. D&B ESG assessment topics align with the six major international sustainability standards – Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), Task Force on Climate-Related Financial Disclosures (TCFD), Sustainable Development Goals (SDGs) of United Nations, Principles for Responsible Investment (PRI) supported by the United Nations, and CDP, enabling corporations to demonstrate transparency in disclosing their environmental, social, and governance data and initiatives.

英皇文化產業集團有限公司(「本公司」)及其附屬公司(統稱為「本集團」)主要從事娛樂、媒體及文化發展業務,其中主要包括***英皇影院集團***旗下之戲院營運。本集團深明有效的環境、社會及管治舉措在經營層面的重要性。通過於業務營運實施環境和社會舉措,本集團可提升其成本效益及風險管理,並透過與本集團利益持份者溝通以作出明智決策。此外,本集團致力優先考慮環境、社會及管治披露,並透過持續披露其環境、社會及管治常規及表現,提高其透明度及問責性,展示其對可持續及負責任經營慣例的承諾。

憑藉本集團積極推動企業社會責任及可持續發展,其於本年度獲得鄧白氏ESG永續標章認證。鄧白氏的ESG自評主題符合國際六大永續準則－永續會計準則委員會(SASB)、全球報告倡議組織(GRI)、氣候相關財務披露工作小組(TCFD)、聯合國之可持續發展目標(SDGs)、由聯合國支持之責任投資原則(PRI)及CDP,能展示企業於披露其環境、社會及管治數據和倡議行動的透明度。

1.1 REPORTING BOUNDARY
匯報範圍

This report primarily provides an overview of the Group's operations in Hong Kong, Chinese Mainland and Macau for the financial year ended 30 June 2026 ("Year"), and describes the ESG values and initiatives of the Group.

本報告主要概述本集團於截至2026年6月30日止財政年度(「本年度」)於香港、中國內地及澳門的營運,以及闡述本集團的環境、社會及管治價值及措施。

As at 30 June 2026, the Group had a total of 23 cinemas in the above-mentioned areas under the ***Emperor Cinemas*** and ***Emperor Cinemas Plus+*** brands, offering a total of 165 houses with approximately 24,000 seats.

於2026年6月30日,本集團於上述提及的地方以***英皇電影城***、***英皇戲院***和***Emperor Cinemas Plus+***品牌共擁有23間戲院,合共提供165間放映院及約24,000個座位。

This report sets out the Group's compliance with the mandatory disclosure requirements and its report on the "comply or explain" provisions of the Environmental, Social and Governance Reporting Code ("ESG Reporting Code") as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Stock Exchange"). It is recommended that this report is read in conjunction with the Company's 2025/2026 Annual Report, in particular the Directors' Report and Corporate Governance Report sections therein.

本報告闡述了本集團遵守香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載《環境、社會及管治報告守則》(「環境、社會及管治報告守則」)的強制披露規定以及對「不遵守就解釋」條文作匯報。建議　閣下將本報告與本公司2025/2026年年報一併閱讀,尤其是其中的董事會報告及企業管治報告部分。

1.2 REPORTING PRINCIPLES
匯報原則

This report is based on the four reporting principles outlined in the ESG Reporting Code – materiality, consistency, quantitative, and balance.

本報告基於環境、社會及管治報告守則中概述的四項報告原則－重要性、一致性、量化和平衡。

- Materiality: The Group collects and compiles information based on the materiality principle, focusing on key ESG issues that are relevant to the Group and its stakeholders
- Consistency: The Group maintains consistency in its ESG reporting by following the ESG Reporting Code, ensuring that the information is consistently disclosed over time
- Quantitative: The Group includes quantitative data in its ESG report, providing a measurable and objective assessment of its performance in areas such as emissions, consumption of resources, and waste management
- Balance: The Group strives to achieve a balanced ESG report, which provides an overview of the Group's sustainability initiatives spanning areas including governance, talent development, compliance, environmental responsibility, and community investment

- 重要性:本集團根據重要性原則收集和彙編資訊,其主要關注與本集團及其持份者有關的環境、社會及管治議題
- 一致性:本集團遵循環境、社會及管治報告守則,保持其環境、社會及管治報告的一致性,確保了資訊於日後披露的一致性
- 量化:本集團在其環境、社會及管治報告中納入了可予計量的數據,為本集團在排放、資源消耗及廢物處理等領域的表現提供了可量度的客觀評估
- 平衡:本集團致力實現環境、社會及管治報告的平衡,以提供本集團在可持續發展舉措的概述,涵蓋的領域包括治理、人才發展、合規、環境責任及社區投資

This report is available on the website of the Company (https://www.EmpCulture.com) and the news website of Hong Kong Exchanges and Clearing Limited ("HKEX") (https://www.hkexnews.hk).

本報告可於本公司的網站(https://www.EmpCulture.com)及香港交易及結算所有限公司(「港交所」)的披露易網站(https://www.hkexnews.hk)查閱。

1.3 BOARD STATEMENT
董事會聲明

The board of directors of the Company ("Board") recognises that sustainable practices are essential for the success and resilience of the Group, which enable the Group to operate its businesses in a responsible and sustainable manner. By prioritising ESG practices and upholding responsible governance, the Group aims to establish trust, build credibility, and make positive contributions to the community and environment in which the Group operates.

本公司董事會(「董事會」)認同可持續發展的實踐對於本集團的成功和抗逆力十分重要，以讓本集團以負責任及可持續的方式營運其業務。通過優先考慮環境、社會及管治實踐以及堅持負責任的治理，本集團旨在建立信任、樹立信譽，並為本集團在其營運的社區和環境作出正面的貢獻。

The Group's ESG processes and procedures focus on non-financial indicators that outline the Company's approach towards sustainability and has taken into account ESG-related issues covering different aspects including operations, legal and compliance, internal control, human resources, as well as marketing and communications. The Board has overall responsibility for the Company's ESG strategy and reporting. To reinforce the Board's ESG management approach and strategy as well as further enhance ESG governance, the Board has adopted an ESG Policy whereby the ESG Committee (comprising representatives from operations and supporting departments and the Executive Committee of the Company ("Executive Committee")) is delegated the power and authority to handle all ESG-related matters.

本集團的環境、社會及管治流程和程序專注於非財務指標，概述了本公司就可持續發展的方法，並已考慮與環境、社會及管治相關議題，涵蓋多個方面，包括營運、法律合規、內部監控、人力資源以及營銷和通訊。董事會全面負責本公司的環境、社會及管治策略和匯報工作。為加強董事會的環境、社會及管治管理方針及策略，並進一步提升對環境、社會及管治的管治，董事會採納了環境、社會及管治政策，據此授予環境、社會及管治委員會(由營運及支援部門及本公司執行委員會(「執行委員會」)的代表組成)權力及權限處理所有與環境、社會及管治相關的事宜。

The roles and functions of the ESG Committee and the Executive Committee are as follows:

環境、社會及管治委員會及執行委員會的角色和職能如下：

ESG Committee

- Works through the key performance indicators ("KPIs") and the right tools and resources to handle the ESG issues
- Formulates and executes action plans and ensures execution by respective teams so as to achieve the ESG-related goals and targets set by the Board

The ESG Committee reports to the Executive Committee on the progress of the above action plans.

環境、社會及管治委員會

- 通過關鍵績效指標及正確的工具和資源來處理環境、社會及管治事宜
- 制定及實施執行計劃，並確保各團隊的執行以達致董事會制定的環境、社會及管治相關目標

環境、社會及管治委員會向執行委員會匯報上述執行計劃的進展情況。

Executive Committee

- Provides recommendations to the Board on setting ESG-related goals and targets in line with the Group's businesses as well as management approach and strategy
- Oversees formulation and implementation of action plans by the ESG Committee
- Monitors and evaluates effectiveness of action plans in achieving ESG-related goals and targets relating to the Group's businesses including the KPIs
- Reviews effectiveness of ESG-related risk management and internal control systems ("Risk Control Systems"), and reports to the Audit Committee of the Company ("Audit Committee") for its review and discussion with the Board

The Executive Committee reports at least once a year to the Board on the implementation and the progress made towards achieving ESG objectives.

Based on the recommendations from the Executive Committee, the Board reviewed the progress made towards achieving the ESG-related goals and targets as well as effectiveness of the management approach and strategy.

Set out below is the functional framework on ESG sustainability of the Company.

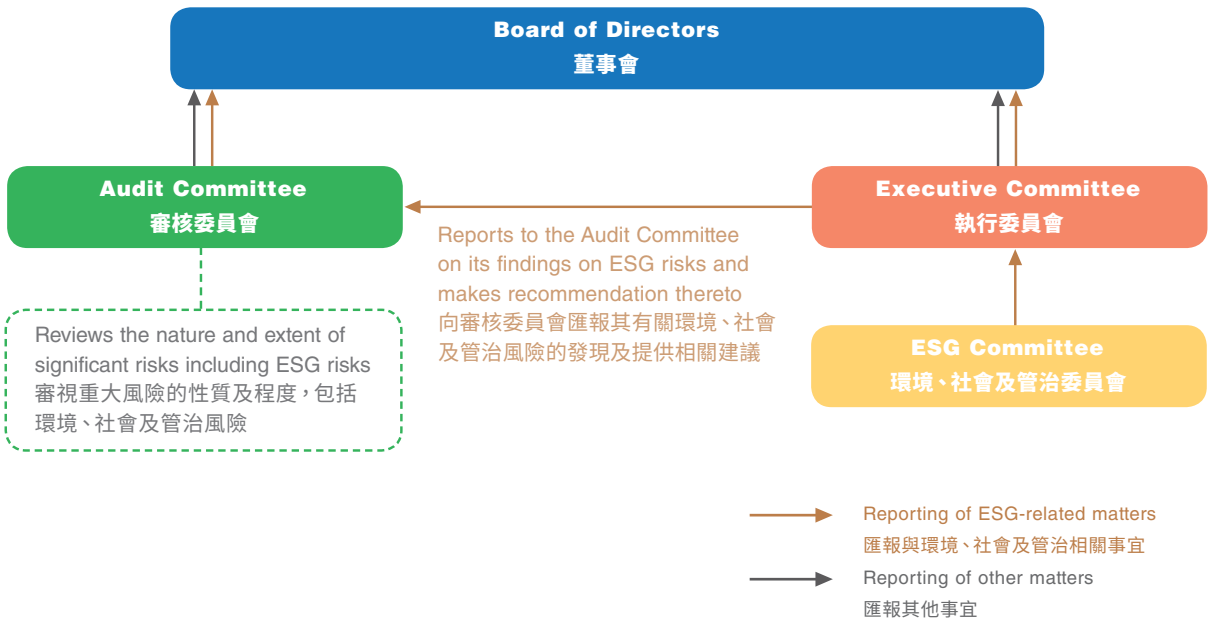
執行委員會

- 基於本集團的業務、管理方式及策略，就制定環境、社會及管治相關目標向董事會提出建議
- 監督由環境、社會及管治委員會制定及實施的執行計劃
- 監測和評估執行計劃在達致與本集團業務在環境、社會及管治相關目標方面的有效性，包括關鍵績效指標
- 檢視環境、社會及管治相關的風險管理和內部監控系統(「風險監控系統」)的有效性，並向本公司之審核委員會(「審核委員會」)報告，供其審閱及與董事會進行討論

執行委員會至少每年向董事會匯報一次就達致環境、社會及管治目標的執行及進展情況。

根據執行委員會的建議，董事會已檢視在達致環境、社會及管治相關目標方面取得的進展，以及管理方法及策略的有效性。

以下是本公司環境、社會及管治可持續性方面之功能框架。



1.4 ESG RISK MANAGEMENT
環境、社會及管治風險管理

The Group has adopted an effective risk management mechanism to identify, assess, review and manage ESG risks related to the Group's business. By actively managing and mitigating the identified ESG risks as outlined below, the Group demonstrates its commitment to sustainable and responsible business practices, aiming to contribute to a more equitable and inclusive society, while ensuring long-term success.

本集團採納了有效的風險管理機制，以識別、評估、審查和管理與本集團業務相關的環境、社會及管治風險。通過積極管理和降低已識別下面所列出的環境、社會及管治風險，本集團展示了其對可持續和負責任的經營方式的承諾，旨在為建設一個更公平及包容的社會作出貢獻，同時確保長遠的成功。

(i) Environmental

Risk

- Cinema operations consume energy, such as for lighting and air-conditioning, which can lead to significant carbon footprints
- Waste is generated through the provision of food and beverages in cinemas, and improper handling of this waste can lead to environmental contamination

Approach

- Implementing energy-efficient practices and technologies to reduce energy consumption
- Using recycled or sustainable materials for food and beverage containers

(ii) Social

Risk

- Failure in recruiting or retaining key personnel may result in the Group lacking key talent in critical positions; failure in recruiting frontline staff may affect its cinema operations
- Issues such as human rights violations, child labour, and poor working conditions in the supply chain can pose significant social risks
- Negative events may arise during day-to-day operations, which damage the brand name and reputation, hence impacting the Group's business performance
- Any safety-related incident affecting its staff and customers in its cinemas will jeopardise the image of the Group and the brand
- False or misleading publicity may damage the reputation of the Group and its brand

(i) 環境

風險

- 戲院營運會消耗如照明及空調等能源，這可能會產生大量的碳足跡
- 戲院內的飲食供應會產生廢物，不當處理該等廢物會導致環境污染

方法

- 實施節能措施及技術以減少能源消耗
- 就食物和飲品的器皿，使用可回收或可持續材料

(ii) 社會

風險

- 未能招聘或保留重要人才可能導致本集團在關鍵崗位上缺乏重要人才；未能招聘前線員工可能會影響其戲院營運
- 供應鏈中的侵犯人權行為、童工及惡劣工作環境等問題會帶來重大社會風險
- 日常營運中可能出現負面事件損害品牌和聲譽，從而影響本集團的經營業績
- 在戲院任何影響其員工及顧客的安全事故將對本集團及品牌形象構成損害
- 虛假或具誤導性的宣傳可能會損害本集團及其品牌的聲譽

Approach

- Implementing talent management strategies and ensuring competitiveness of the Group's reward and incentive systems with reference to market benchmarks
- Implementing ethical sourcing and supply chain management practices and avoiding engaging partners involved in unethical labour practices
- Conducting regular customer service training to ensure frontline staff service standards
- Striving to ensure the safety of the facilities in its cinemas, to safeguard staff and customers
- Developing responsible marketing and advertising practices, while ensuring they are not making misleading claims

方法

- 實施人才管理策略，並參照市場基準，確保本集團獎勵及激勵制度的競爭力
- 實施道德採購及和供應鏈管理常規，避免與涉及不道德勞工行為的夥伴合作
- 定期舉辦顧客服務培訓，以確保前線員工的服務水平
- 致力確保戲院設施的安全性以保障員工及顧客的安全
- 制定負責任的推廣及廣告常規，確保其不會作出誤導性聲明

(iii) Governance

Risk

- Weak corporate governance can lead to issues like conflicts of interest, mismanagement, and lack of oversight; failure to comply with regulations governing cinema operations can lead to legal and financial penalties, as well as reputational damage
- Unethical practices, such as bribery, false trade descriptions or misleading marketing, can result in legal consequences and reputational damage
- Failure to protect customer data can lead to data breaches, cyberattacks, and regulatory penalties
- Weak risk management practices can expose the business to unexpected challenges and liabilities

Approach

- Implementing corporate governance practices to build up a transparent and responsible management team; closely monitoring compliance with all applicable laws and regulations
- Fostering a culture of ethical business conduct and upholding ethical business practices
- Handling the collection and maintenance of customer data with appropriate data privacy and security measures
- Implementing the Risk Control Systems, and striving to strengthen supervision and management accountability in business operations, in order to promote a culture of integrity

(iii) 管治

風險

- 薄弱的企業管治會導致利益衝突、管理不善及缺乏監督等問題；不遵守監管戲院營運的法規會導致法律及財務處罰，以及聲譽受損
- 賄賂、虛假商品說明或誤導性行銷等不道德行為會導致法律後果及聲譽受損
- 未能保護顧客資料會導致資料洩露、網絡攻擊及監管處罰
- 薄弱的風險管理實踐會使企業面臨未能預料的挑戰及責任

方法

- 實施企業管治常規以建立透明和負責任的管理團隊；密切監察所有適用法律及法規的遵守情況
- 培養商業道德文化及堅持商業道德實踐
- 在處理顧客資料的收集和儲存時，採取適當的資料隱私及安全措施
- 實施風險監控系統及致力於業務營運中加強監督及管理問責，以提倡誠信文化

Through ongoing monitoring, evaluation, and improvement of its risk management strategies, the Group strives to ensure the long term resilience and success of its operations while minimising potential negative impacts on its business, stakeholders, and the environment. Should risk events arise, the Group will handle it according to the measures and procedures in a timely manner.

通過對風險管理策略的持續監察、檢討和改善，本集團致力於確保其營運的長期抗逆力及成功，同時減少對其業務、持份者和環境的潛在負面影響。一旦發生風險事故，本集團將根據措施和流程及時處理。

For further details on risk management and identified significant risks, please refer to the Risk Management and Internal Control section in the Corporate Governance Report on pages 40 to 48 of the Company's 2025/2026 Annual Report.

有關風險管理及已識別的重大風險之進一步詳情，請參閱本公司2025/2026年年報第40至48頁之企業管治報告中的風險管理及內部監控部份。



1.5 STAKEHOLDER ENGAGEMENT AND TRANSPARENCY 持份者之參與及透明性

Lack of transparency and stakeholder engagement can lead to conflicts and reputational risks. Effective communication and engagement with key stakeholders, such as shareholders, employees, and the local community, are important for building trust and maintaining a positive reputation.

缺乏透明度及持份者的參與會導致衝突及聲譽風險。與股東、員工及當地社區等主要持份者進行有效溝通和接觸，對於建立信任及保持良好聲譽非常重要。

Stakeholder engagement plays a key role in the Group's continuous improvement and development. The Group is committed to making proactive efforts to continuously interact with key stakeholder groups through various communication channels, to better understand their needs and concerns, and develop strategies and measures to address these issues. Through ongoing dialogues, the Group endeavours to strengthen relationships with stakeholders and improve its operations and practices, thereby creating value for stakeholders.

持份者的參與對本集團的持續改進和發展擔當很重要的角色。本集團致力於通過各種溝通渠道，積極主動地與主要持份者群組進行持續互動，更好地瞭解其需要及關注點，從而制定解決這些問題的策略和措施。通過持續對話，本集團致力加強與持份者的關係，改善其營運和實踐，從而為持份者創造價值。

1.5.1 Major Communication Channels 1.5.1 主要溝通渠道

 Customers 顧客	■ Onsite communications 現場溝通 ■ Social media 社交媒體 ■ Emails 電郵 ■ Customer service hotlines 顧客服務熱線
 Employees 員工	■ Performance appraisal interviews 績效評估訪談 ■ Employee engagement surveys 員工參與度調查問卷 ■ Staff activities 員工活動 ■ Daily communications 日常交流
 Shareholders and Investors 股東及投資者	■ General meetings 股東大會 ■ Corporate websites 企業網站 ■ Meetings and conference calls 會議及電話會議 ■ Corporate communication documents 公司通訊文件
 Business Partners and Suppliers 商業夥伴及供應商	■ Daily communications 日常交流 ■ Assessments 評估 ■ Meetings 會議
 Community 社區	■ Community services 社區服務 ■ Corporate websites 企業網站 ■ Social media 社交媒體
 Government and Regulatory Bodies 政府及監營機構	■ Regular dialogues 定期對話 ■ Meetings and enquiries 會議及查詢 ■ Forums 論壇

1.5.2 Materiality Assessment

During the Year, the Group invited senior management to participate in identifying crucial issue, thus aiding in the development of effective sustainability strategies and policies. The results as below with 1 being the most important and 7 being relatively less important.

1.5.2 重要性評估

於本年度，本集團邀請高級管理層參與識別重要議題，以協助制定有效的可持續發展策略和措施。結果如下，1表示最重要，7表示重要性相對較低。

	Environment 環境	Social 社會	Governance 管治
1	Energy consumption 能源消耗	Customer service 顧客服務	Anti-corruption 反貪污
2	Waste management 廢物管理	Product assurance and quality 產品保證及質量	Compliance with laws and regulations 遵守法律與規例
3	Green procurement 綠色採購	Employment practices 僱傭常規	Corporate governance practices 企業管治常規
4	Greenhouse gas emissions 溫室氣體排放	Employee development and training 僱員發展及培訓	Data protection and privacy 資料保護及私隱
5	Water consumption 耗水量	Supply chain management 供應鏈管理	Intellectual property rights management 知識產權管理
6	Climate change 氣候變化	Occupational health and safety 職業健康及安全	Business expansion 業務擴展
7	Packaging material consumption 包裝材料消耗	Community investment 社區投資	Economic performance 經濟表現

1.5.3 Material Topics

Based on the management team's assessment and stakeholders' feedback, the material issues were identified as follows. The Group's performances regarding these issues are discussed in this report.

Environment

- Energy conservation
- Waste management
- Waste recycling
- Paper reduction
- Water conservation

Workplace

- Employment and labour practices
- Diversity and equal opportunities
- Training and development
- Occupational health and safety
- Work-life balance

Operating Practices

- Supply chain management
- Products and services quality
- Customer privacy protection
- Anti-corruption/Anti-money laundering
- Compliance with laws and regulations

Community

- Employee volunteering
- Community fundraising

The Group will continue improving its stakeholder communication mechanisms, and broaden the range of stakeholders for identifying material issues, in order to conduct more thorough assessments and analyses.

1.5.3 重要議題

根據管理層的評估及持份者的意見，以下為已識別之重要議題。本集團就該等議題的表現將於本報告內討論。

環境

- 能源節約
- 廢物管理
- 廢物循環利用
- 減少用紙
- 節約用水

工作場所

- 僱傭及勞工慣例
- 多元共融和平等機會
- 培訓和發展
- 職業健康與安全
- 工作與生活平衡

經營常規

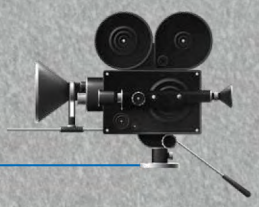
- 供應鏈管理
- 產品及服務質素
- 顧客私隱保護
- 反貪污／反洗錢
- 遵守法例及法規

社區

- 員工志願服務
- 社區籌款

本集團將繼續改善與持份者的溝通機制，擴大持份者的範圍以識別重要議題，從而進行更全面的評估和分析。

02



ENVIRONMENTAL PROTECTION

環境保護

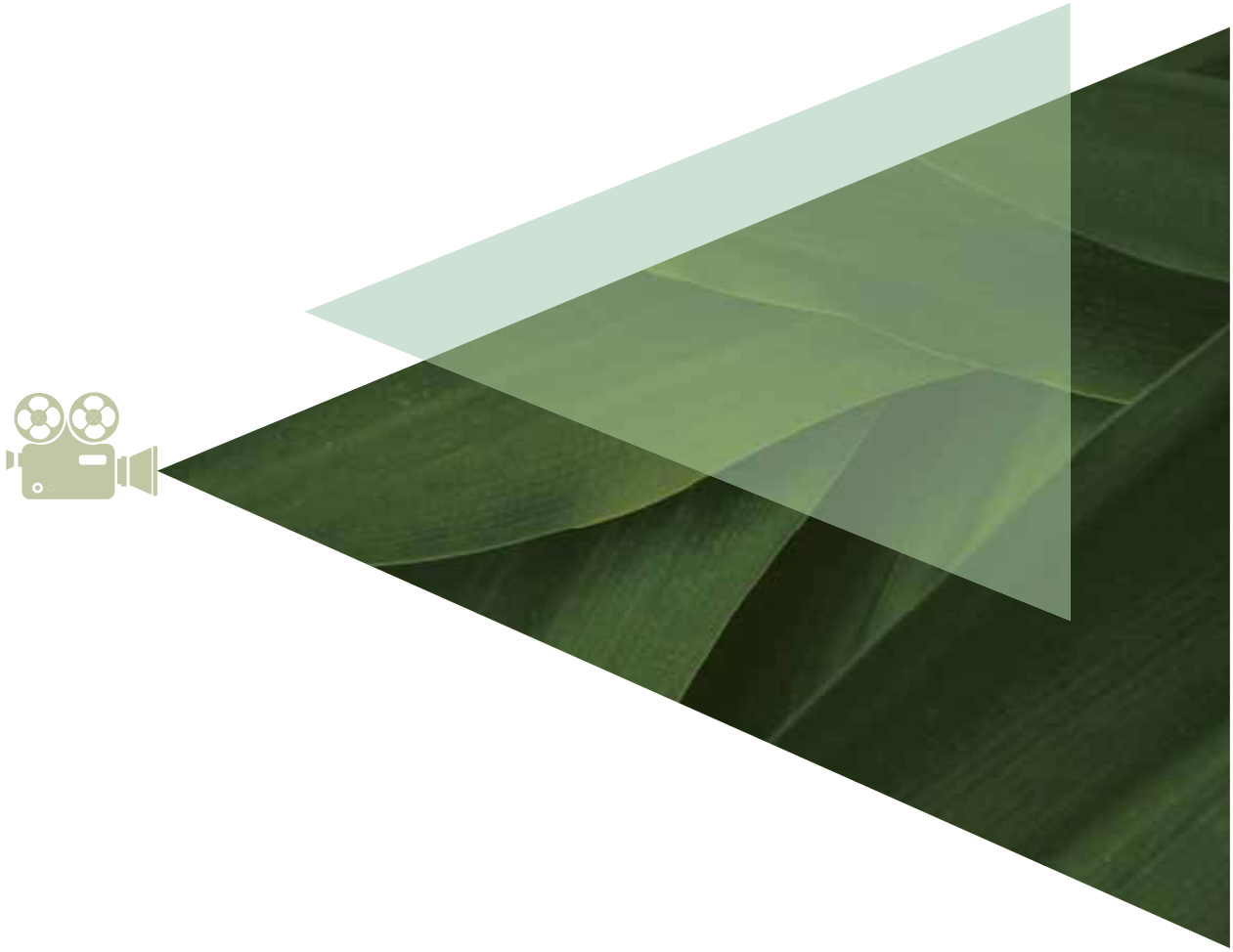
2.1 ENVIRONMENTAL POLICIES
環境政策

The Group attaches great importance to the sustainability of the environment. Although the Group does not operate any manufacturing facilities and is not a major source of environmental pollution given its operations do not generate material air, noise, wastewater, physical waste or other types of pollutants, the Group is committed to making every effort to protect the environment in its business activities and workplaces.

本集團高度重視環境的可持續性。儘管本集團沒有經營任何生產設施，且鑒於其營運不會產生重大空氣、噪音、廢水、實體廢物或其他類型的污染物，並非環境污染的主要來源，但本集團仍致力竭盡全力於其業務活動及工作場所保護環境。

The Group seeks to identify and manage environmental impacts attributable to its operations, in order to minimise these impacts if possible. The Group has adopted various measures to reduce energy and other resource use, minimise waste and increase recycling, and promote environmental protection in its supply chain and marketplace. The Group also educates its employees, to increase their awareness of promoting a green environment.

本集團努力辨識及管理其業務對環境造成之影響，務求將該等影響盡可能減至最低。本集團已採取多項措施以降低能源及其他資源使用、減廢及增加循環再用，並在其供應鏈及市場中推行環保。本集團亦教育其僱員，以提升他們對綠色環境的意識。



2.2 USE OF RESOURCES
資源使用

2.2.1 Emissions and Energy Consumption

The Group's greenhouse gas ("GHG") emissions mainly arise from indirect emissions resulting from the use of purchased electricity. To ensure the emission management goals are achieved, the Group has adopted the following measures in its Hong Kong office at 20th Floor, Emperor Group Centre, 288 Hennessy Road, Wan Chai, Hong Kong and cinemas. In addition, the Group has participated in the Energy Saving Charter 2026 organised by the Environment and Ecology Bureau, in order to promote energy efficiency and energy saving, and continuously reduce carbon emissions.

2.2.1 排放物及能源消耗

本集團的溫室氣體排放主要來自於使用外購電力所產生的間接排放。為確保實現排放管理目標，本集團已於其位於香港灣仔軒尼詩道288號英皇集團中心20樓的香港辦公室及戲院採取以下措施。此外，本集團參與了由環境及生態局舉辦的節能約章計劃2026，以推動能源效益及節約能源，並持續減少碳排放。



Hong Kong office

- Using LED tubes
- Higher priority given to purchasing electrical appliances with high energy efficiency grades
- Applying energy-saving modes by default for all electrical appliances
- Switching off lights and air-conditioning in respective zones after work
- Maintaining constant room temperatures with thermostats in the air-conditioning system
- Advocating use of teleconference or video conference tools instead of travelling for face-to-face meetings
- Sharing tips on reducing energy consumption or environmental protection with colleagues

香港辦公室

- 使用LED光管
- 優先選購高能源效益級別的電器
- 所有電器被預設以電力節省模式運作
- 下班後需關閉各自區域的燈光及空調
- 透過冷氣系統的恆溫器維持穩定室溫
- 提倡使用電話會議或視訊會議工具，而不是出差參加面對面的會議
- 與同事分享減少能源消耗或環境保護的建議





Cinemas

- Using LED lamps
- Setting light switch on/off times and energy-saving modes of different brightness levels according to prime and non-prime business hours of the cinemas, to minimise energy use
- Adjusting the number and duration of use of air-conditioners in the cinemas, and the temperature of chilled water for air-conditioners, according to the weather and onsite conditions
- Deploying theatre management systems to ensure that movies will not be shown during non-screening sessions
- Checking houses before cinemas close every day, to ensure that the equipment has been properly shut down
- Regularly maintaining projection equipment to prevent unnecessary wear and tear
- Conducting energy saving training for the Group's staff on a regular basis, to raise their awareness of the need for energy saving

戲院

- 使用LED光管
- 按戲院的黃金和非黃金營業時段制定燈光開關時間及不同亮度的節能模式，以嚴格監管耗電量
- 根據天氣及現場情況調節戲院的空調使用數量及時間，以及空調冷凍水的溫度
- 採用影院管理系統以確保電影不會在非放映場次播放
- 每天戲院關門前檢查放映院以確保設備已妥善關閉
- 定期維護放映設備以避免不必要的耗損
- 定期為員工進行節能培訓，以提高他們的節能意識

Through consistently measuring, setting targets for and monitoring GHG emissions, the Group can effectively assess and manage the risks associated with increased energy consumption, reduce its impact on the environment, and realise cost savings.

透過持續量度、設定溫室氣體排放目標及監測排放，本集團可有效評估及管理能源消耗增加之相關風險，減少其對環境的影響，並實現成本節約。

2.2.2 Waste Reduction and Management

2.2.2 減少及管理廢物

The Group engages employees in their waste behaviours and encourages recycling practices in the workplace in order to minimise the environmental impacts arising from waste disposal. Besides, the Group also shares tips on waste management with colleagues from time to time.

本集團讓員工參與廢物處理，並鼓勵他們在工作場所進行回收，以減低棄置廢物對環境所產生的影響。此外，本集團亦不時與同事分享廢物管理的建議。





The waste generated by the Group in its Hong Kong office is mainly household waste. In the office building, the building's property management company has appointed recycling contractor to collect and recycle used papers, plastic bottles, aluminium, fluorescent tubes and computer equipment. Recycled bags are also put in the Hong Kong office to collect waste papers for recycling. In addition, waste sorting containers are placed in the Hong Kong office to improve waste management.



本集團於其香港辦公室所產生的廢物主要為生活垃圾。在辦公大樓，大廈之物業管理公司已委聘回收承包商收集及回收使用過的紙張、塑膠瓶、鋁、光管以及電腦設備。香港辦公室並放置了回收袋以收集廢紙作循環利用。此外，在香港辦公室放置了廢物分類箱以改善廢物管理。

Waste segregation is implemented in most of the Group's cinemas, with hazardous and non-hazardous waste handled separately, and recyclable waste collected for recycling. Also, eco-friendly straws instead of plastic straws are provided to customers, who are also encouraged to use reusable cups, to reduce damage to the environment.

本集團大部份戲院已進行垃圾分類，有害及無廢物分開處理，並將可循環再用之垃圾進行回收。此外，戲院向顧客提供環保飲管而非塑料飲管，並鼓勵顧客使用可循環使用的杯子，以減少對環境的破壞。

The Group's business involves minimal use of packaging materials. Given the relatively low overall importance of these materials, they will not be extensively discussed in this report.

本集團的業務極少涉及使用包裝材料。鑒於該等材料的整體重要性相對較低，故並未於本報告內詳細討論。

2.2.3 Reduction of Paper Use

Apart from electricity, paper is another major resource that is consumed in the Group's operations as well as Hong Kong office.

In an effort to reduce the use of paper, admission by QR code scanning has been adopted in all of the Group's cinemas in Hong Kong. A QR code is provided for each online ticketing transaction, and customers may present the QR code at the entrance for admission without the need to print the tickets.

The Group continues to encourage a paperless working environment which not only reduces environmental damage but also fits commercial goals, as it can save physical space, facilitate information sharing via IT networks, and reduce complicated documentation procedures. The Group has implemented paperless internal operating processing such as claims applications, payrolls, leave applications, surveys, performance appraisals and many more. From time to time, the Group shares tips on paper reduction with colleagues – such as utilising used envelopes for internal correspondence, and using laptops or tablets instead of paper for meetings. Besides, electronic channels or devices are widely used for the Group's advertisements and promotional activities.

2.2.3 減少用紙

除電力外，紙張是本集團在其營運及香港辦公室消耗的另一主要資源。

為了減少紙張的使用，二維碼掃瞄入場已在本集團於香港的全部戲院採用。每項網上票務交易均提供二維碼，顧客在入場處出示二維碼即可入場，無需打印戲票。

本集團繼續鼓勵無紙化的工作環境，不僅可減少對環境的破壞，亦具有多重商業裨益，包括節省空間、促進資訊科技網絡信息共享及減省繁複的文書程序等。本集團已實行內部營運無紙化流程，例如費用申報、糧單、假期申請、意見調查及表現評估等。本集團不時與同事分享減少用紙的建議，例如利用已使用的信封作內部文件往來及使用平板或手提電腦代替紙張開會等。此外，本集團的廣告及宣傳活動大多透過電子渠道或應用電子器材。



Partnering with its printing solutions provider, the Group has adopted "Follow You" print solution in the Hong Kong office, helping the Group becoming more cost efficient through smarter printing. The print solution enables the Group to achieve environmental objectives by reducing unclaimed printing, as printing is released only upon presentation of a staff card from that particular staff who gives the printing instruction. Moreover, duplex printing and copying have become the norm within the Group, greatly reducing paper consumption and saving costs. Usage data of office printing machines is regularly collected and assessed for monitoring the efficiency of the paperless environment. To reduce environmental impacts, the Group strives to use papers certified by the Forest Stewardship Council (FSC) in the Hong Kong office.

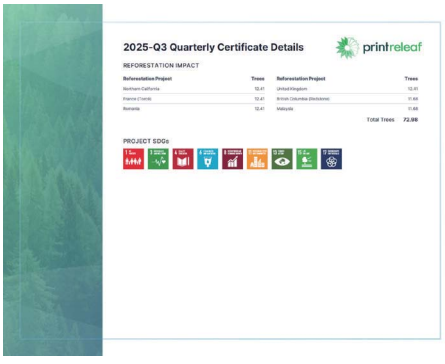
本集團與其列印方案供應商合作，在香港辦公室處採用「Follow You」列印方案，透過智能列印有助本集團達致更佳的成本效益。由於作出列印指示的指定員工於打印時需要出示員工證方能進行打印，因此可減少無人認領列印的情況，從而使本集團達到環保目的。另外，雙面列印及複印已成為本集團內部慣例，大幅減少紙張消耗及節省成本。本集團定期收集及評估辦公室打印機使用數據，以監控無紙化環境之成效。為減少對環境所造成之影響，本集團致力於香港辦公室使用經森林管理委員會(FSC)認證的紙張。



During the Year, the Group participated in the PrintReleaf programme, which enabled the Group to offset its environmental impact through certified reforestation and carbon offset projects. Through this programme, data on the Group's paper consumption was analysed, to calculate how many trees were harvested and how much GHG was emitted for the paper consumed. PrintReleaf then planted trees in certified reforestation and carbon offset projects to offset the carbon emissions associated with the paper consumption.

於本年度，本集團參與了PrintReleaf計劃，透過認證的重新造林及碳抵銷項目，抵銷其對環境造成的影響。透過該計劃對本集團的紙張消耗數據進行分析，以計算出消耗紙張所涉及的伐木數量及溫室氣體排放量。隨後，PrintReleaf在認證的重新造林及碳抵銷項目中植樹，以抵銷與紙張消耗所產生的碳排放。





In compliance with the "Proposals to Expand the Paperless Listing Regime and Other Rule Amendments" issued by the Stock Exchange taking effect on 31 December 2023, the Company electronically disseminates its corporate communications including financial reports, and strongly recommends shareholders to access its corporate communications through the websites of the HKEX and the Company, instead of receiving printed form. The Group believes this paperless practice can help to protect the environment, as well as save costs for stationery, printing and administrative charges, etc.

根據聯交所頒佈於2023年12月31日生效之關於《擴大無紙化上市機制及其他上市規則修訂建議》，本公司通過電子方式發佈公司通訊（包括財務報告），並極力推薦股東利用港交所及本公司網站獲取公司通訊而非收取印刷文件。本集團認為此無紙化的做法既可保護環境，亦可節約文儀用品、印刷及行政費用等。

2.3 CLIMATE-RELATED DISCLOSURE 氣候相關披露

Climate change is one of the most overarching challenges of our time, posing threats to human beings and causing impacts to ecosystems, economic development, and social stability. To combat the adverse effects arising from climate change, nations and businesses worldwide have been joining forces to advance various initiatives and drive towards a low carbon economy.

氣候變化是現今最重大的挑戰之一，不僅對人類構成威脅，更對生態系統、經濟發展及社會穩定造成影響。為應對氣候變化帶來的不利影響，全球各國及企業攜手合作，推進各項倡議，並推動向低碳經濟轉型。

The Group is committed to minimising its carbon footprint across its operations, in order to manage and mitigate climate change risks and contribute to a sustainable environment and resilient future.

本集團致力於在營運過程中盡可能減少碳足跡，以管理及減緩氣候變化風險，並為可持續環境及具韌性的未來作出貢獻。

2.3.1 Governance

The Board acknowledges the importance of sustainable practices and is dedicated to ensuring that the Group operates in a responsible and sustainable manner. The Board assumes overall responsibility for the Company's ESG strategy and reporting, and maintains close oversight of the Group's ESG issues – including those which are climate-related, via the Executive Committee and the ESG Committee. The ESG Committee reports to the Executive Committee on progress with action plans, while the Executive Committee reports to the Board on implementation of and progress with measures aimed at achieving ESG objectives. The Board then reviews the progress made as well as effectiveness of the management approach and strategies.

2.3.1 管治

董事會深明可持續實踐的重要性，並致力確保本集團以負責且可持續的方式營運。董事會對本公司的環境、社會及管治策略及匯報承擔總體責任，並透過執行委員會及環境、社會及管治委員會，維持密切監察本集團的環境、社會及管治事宜（包括與氣候相關的事宜）。環境、社會及管治委員會向執行委員會匯報行動計劃的進度，而執行委員會則向董事會匯報為實現環境、社會及管治目標所採取措施的實施情況及進度。董事會隨後審視所取得的進展，以及管理方針及策略的成效。

The Board has adopted an ESG Policy whereby the ESG Committee is delegated the authority to handle all ESG-related matters. Day-to-day climate-related matters are managed by executive management and the operations team. ESG risk assessments are regularly conducted, to identify potential climate-related threats to the Group's business. The Group evaluates the effectiveness of the related measures, and strives to adapt to changes and explore ways to counter challenges in order to mitigate risks. The Audit Committee reports to the Board on the climate-related risks at least once a year.

董事會已採納一項環境、社會及管治政策，授權環境、社會及管治委員會處理所有與環境、社會及管治相關的事宜。日常與氣候相關的事宜由行政管理團隊及營運團隊負責處理。本集團定期進行環境、社會及管治風險評估，識別本集團業務可能面臨的潛在氣候相關威脅。本集團評估有關措施的成效，致力適應變化及探索應對挑戰的方法，從而有效減緩風險。審核委員會至少每年一次向董事會匯報與氣候相關的風險。

Through this established governance structure, the Board can monitor sustainability risks and opportunities that may influence the Group's long-term development, and hence formulate and adjust strategies. For details of the Executive Committee and ESG Committee, please refer to pages 5 to 6 of this report.

透過此已建立好的管治架構，董事會可監察可能影響本集團長遠發展的可持續發展風險及機遇，從而制定及調整策略。有關執行委員會及環境、社會及管治委員會之詳情，請參閱本報告第5至6頁。

2.3.2 Strategy

2.3.2 策略

The Group principally engages in cinema operation. The Group's strategy emphasises asset resilience, operational continuity and long-term value preservation.

本集團主要從事戲院營運。本集團的策略著重於資產韌性、營運持續性及長遠價值的保存。

Extreme weather events can disrupt value chains through physical impacts – such as by damaging power supply, thus disrupting business operation, hence financial losses. Although the Group has not suffered significant losses due to extreme weather previously, it has formulated strategies along each stage of the value chain, as well as contingency plans for extreme weather or emergencies, to develop climate resilience and operational resilience to such risks.

極端天氣事件可透過物理影響擾亂價值鏈－如破壞電力供應，從而擾亂業務營運，進而造成財務損失。縱使本集團過往並未因極端天氣而蒙受重大損失，其已針對價值鏈的各個環節制定應對策略，並就極端天氣或突發事件制定應變計劃，以建立抵禦該等風險的氣候韌性及營運韌性。

Regarding transition risks which are challenges associated with the shift to a low carbon economy, may potentially require substantial policy, legal, technological, and market changes to address climate change mitigation and adaptation requirements. In this regard, the Group will also devise strategies so that it can promptly respond as appropriate.

就轉型風險(即向低碳經濟轉型所伴隨的挑戰)而言，可能需要在政策、法律、技術及市場層面進行潛在重大變革，以滿足氣候變化的緩解與適應要求。對此，本集團亦將制定策略，以便適時採取相應措施。

The Group has identified various physical risks – with potential adverse impacts including to power supplies and energy consumption, as well as transition risks that mainly entail policy changes. These are elaborated on in the following paragraphs.

本集團已識別多項具潛在不利影響的物理風險(包括電力供應及能源消耗)及轉型風險(主要涉及政策變動)。相關詳情將於下文闡述。

Power Supply

The Group relies heavily on stable power supplies for its cinema operations, as electricity is necessary for operating the projection equipment. Extreme weather conditions might interrupt power supplies, and in turn hinder or halt cinema operations, which may impact the revenue from ticketing, and food and beverage sales.

電力供應

本集團的戲院營運高度依賴穩定的電力供應，因為放映設備的運作必須有電力支持。極端天氣狀況可能會導致供電中斷，進而阻礙或中斷戲院營運，這可能影響票務及餐飲的收入。

Energy Consumption

Global warming could result in increased energy consumption in the Group's office and cinemas – particularly the increase in electricity consumption for air conditioning as average temperatures rise. In this regard, the Group has implemented various measures to reduce energy consumption in the above-mentioned locations, such as requiring its staff to switch off lights and air-conditioning in their respective zones after work, maintaining constant room temperatures with thermostats in the air-conditioning system and adopting energy-efficient LED light bulbs. To encourage staff to effectively work together, the Group has established guidelines, and shared tips from time to time for staff to follow. The Group has also devised other energy consumption and waste management plans to reduce carbon emissions, which will help alleviate the impacts of global warming. By so doing, the Group can reduce carbon footprints and thereby achieve cost savings of its cinema operations. For details, please refer to pages 15 to 19 of this report.

能源消耗

全球暖化可能導致本集團辦公室及戲院的能源消耗增加，尤其隨著平均氣溫上升，空調之耗電量將隨之攀升。就此而言，本集團已實施多項措施減少上述地點的能源消耗，例如要求員工在下班後關閉各自區域的照明及空調、透過空調系統的恆溫器保持室內恆定溫度，以及採用較具能源效益的LED燈泡。為鼓勵員工有效協作，本集團已制定指引，並不時分享貼士，供員工參照執行。本集團亦已制定其他能源消耗及廢物管理計劃，以減少碳排放，此舉將有助於緩解全球暖化的影響。透過此舉，本集團得以減少碳足跡，從而節省其戲院營運的成本。詳情請參閱本報告第15至19頁。

Adopting higher energy-efficiency equipment and enhancing energy efficiency in the Group's daily operations helps reduce its operating costs.

本集團透過採用更高能源效益的設備，並提升日常營運的能源效率，有助於降低其營運成本。

Policy Change

With the aim of meeting carbon neutrality targets and achieving a low carbon economy, the governments or regulatory bodies may implement more stringent environmental policies. Accordingly, the Group may be required to implement rigorous energy management in its operations, which will inevitably increase procurement, operating and investment costs. Plus, regulatory bodies may enforce stricter ESG disclosure requirements which require the Group to carry out more comprehensive reporting. Hence, the Group will closely monitor the existing and emerging trends, as well as climate-related policies and regulations, so that it can respond to changing circumstances in a timely manner while controlling the related expenses. The Group is committed to increasing its employees' awareness of climate change issues and mobilising them to work together to enhance the Group's ESG performance, and continue enhancing the reporting principles and strengthening transparency of communications with stakeholders.

政策變動

為達致碳中和目標及實現低碳經濟，政府或監管機構可能會實施更嚴格的環保政策。相應地，本集團可能需要在其營運中實施嚴格的能源管理，這將無可避免地增加採購、營運及投資成本。此外，監管機構可能會執行更嚴格的環境、社會及管治披露要求，本集團因而須作出更全面的報告。因此，本集團將密切關注現有及新興趨勢，以及氣候相關政策及法規，以便能及時應對不斷變化的情況，同時控制相關開支。本集團致力於提高員工對氣候變化議題的認知，並將推動彼等齊心協力提升本集團的環境、社會及管治表現，同時持續優化匯報原則及加強與持份者溝通的透明度。

In the meantime, there may be increasing expectations and demand from customers for environmentally friendly products. In this regard, the Group will closely monitor the consumption trends and consumer preferences, and adjust its operation and marketing strategies accordingly. Meeting the increasing customer expectations and demand also provides opportunities for the Group to expand its customer base and business opportunities.

與此同時，顧客對環保產品的期望及要求亦可能日益提高。就此而言，本集團將密切關注消費趨勢及消費者偏好，並據此調整其經營及營銷策略。滿足顧客日益提高的期望及要求，亦為本集團拓展顧客群及開拓商機提供了契機。

Financial Impacts

To date, the Group has not suffered significant losses due to natural hazards. Nevertheless, it is possible that there may be adverse effects on the Group's financials in the short, medium or long term, given increasing climate risks that may cause physical impacts which hinder the Group's business activities. For instance, extreme weather may lead to disruptions in operations and losses of revenue and assets. Although currently lacking the capabilities and resources to prepare disclosures on climate-related scenario analyses and anticipated financial effects, the Group will attempt to integrate sustainability considerations into its business operations and financial planning, and endeavour to enhance its climate risk management framework by incorporating financial impact assessments in future.

財務影響

截至目前，本集團並未因自然災害而蒙受重大損失。然而，鑑於日益加劇的氣候風險可能造成實質影響，進而阻礙本集團的業務活動，本集團的財務狀況在短期、中期或長期內仍有可能受到不利影響。例如，極端天氣可能導致營運中斷，以及收入與資產損失。儘管目前缺乏就氣候相關情景分析及預期財務影響編製披露資料所需的能力及資源，本集團將嘗試就可持續發展考慮因素融入其業務營運及財務規劃，並於未來透過納入財務影響評估，積極強化氣候風險管理架構。

2.3.3 Risk Management

In an endeavour to build climate and operational resilience to cope with climate risks, an ESG Policy and risk management procedures are in place for the Group's staff to follow. Through the Executive Committee and the ESG Committee, the Group conducts ongoing qualitative and quantitative assessments of its business activities and environmental performance data, as well as climate risk analyses, in order to identify and monitor the impacts of climate change on its operations and development. Risks are prioritised based on their nature, potential impacts and likelihood of occurrence. The results of risk assessments are periodically reviewed, allowing the Group to evaluate the effectiveness of its current measures and identify areas for improvement, and update the mitigation measures where necessary. The Group then implements climate-related strategies across its operations, including the reduction of energy and water consumption, increasing energy efficiency, strengthening waste management, and active communications with suppliers.

2.3.3 風險管理

為建構氣候及營運韌性以應對氣候風險，本集團已制定環境、社會及管治政策及風險管理程序供員工遵循。本集團透過執行委員會及環境、社會及管治委員會，持續對業務活動及環境表現數據進行定性及定量化評估，並進行氣候風險分析，藉以識別及監察氣候變化對其營運及發展的影響。風險是根據其性質、潛在影響及發生可能性進行排序。本集團會定期檢視風險評估結果，藉此評估現行措施的成效、找出可改進之處，並在必要時更新緩解措施。隨後，本集團於其營運實施氣候相關策略，包括減少能源與水資源消耗、提升能源效益、強化廢物管理，以及與供應商保持積極溝通。

For details of the Group's ESG risk management, please refer to pages 7 to 9 of this report. Regarding other significant risks, please refer to Significant Risks and Strategies sub-section in the Corporate Governance Report, on pages 45 to 48 of the Company's 2025/2026 Annual Report.

有關本集團環境、社會及管治風險管理的詳情，請參閱本報告第7至9頁。關於其他重大風險，請參閱本公司2025/2026年年報第45至48頁企業管治報告中的重大風險及策略小節。

2.3.4 Metrics and Targets

The Group measured its GHG emissions based on the ESG Reporting Code as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange, as well as Appendix 2: Reporting Guidance on Environmental KPIs of How to prepare an ESG Report issued by the HKEX.

Data were collected from operational or administrative staff, who mainly gathered the figures from utility bills or stock-taking database in the course of operations. Please refer to the tables in section 6.1.1 on pages 65 to 66 of this report for the detailed environmental performance, and page 25 of this report for the environmental performance target. Half-yearly data were collected in order to better comprehend the Group's energy consumption and progress with improvement measures. The Group also maintained ongoing communications with its operational staff, in order to ensure the targets set were reasonable and achievable.

As at the publication date of this report, the Group did not have sufficient information for preparing disclosures on the amounts and percentages of assets or business activities that are vulnerable to climate-related physical and transition risks, as well as the amounts and percentages of assets or business activities that align with climate-related opportunities, and undue cost and effort may occur to obtain such information. The Group will continue to attempt to gather the related information without undue cost or effort, and disclose the progress in future reports as appropriate.

While the Group does not have any financing deployed towards climate-related risks and opportunities at present, it will closely monitor the situation and adopt flexible financial management.

Investments concerning climate-related risks and opportunities are assessed based on cost, return and feasibility, and are being considered in the Group's business planning and asset management, with the aim of enhancing overall energy efficiency and environmental performance. Currently, the Group has deployed an insignificant amount of capital expenditure and investment in relation to the climate-related risks and opportunities mentioned under section 2.3.2 on pages 21 to 23 of this report; it will continue to evaluate the capital deployment and make adjustments as appropriate.

2.3.4 指標與目標

本集團根據聯交所證券上市規則附錄C2所載之環境、社會及管治報告守則，以及聯交所發佈的《如何編製環境、社會及管治報告》「附錄二：環境關鍵績效指標匯報指引」，量度其溫室氣體排放量。

數據由營運或行政人員收集，該等人員主要於營運過程中從水電費單據或庫存記錄資料庫收集相關數據。詳細的環境績效請參閱本報告第65至66頁第6.1.1章節的表格，環境績效目標請參閱本報告第25頁。為更精準掌握本集團能源消耗情況及改善措施的進度，本集團採集半年期數據。本集團亦與營運人員保持持續溝通，確保所設定的目標合理且可達成。

截至本報告發佈日期，本集團沒有足夠資料就容易受氣候相關物理及轉型風險影響的資產或業務活動的金額及百分比，以及涉及氣候相關機遇的資產或業務活動的金額及百分比進行披露，而獲取該等資料可能需要付出不必要成本或努力。本集團將繼續嘗試在不需付出不必要成本或努力的情況下收集有關資料，並適時於日後報告中披露進度。

縱使本集團目前沒有任何用於氣候相關風險和機遇的融資金額；其將密切監察情況及採取靈活的財務管理措施。

氣候相關風險與機遇的投資，均依據成本、回報及可行性進行評估，並已納入本集團的業務規劃及資產管理作考慮，旨在提升整體能源效率及環境表現。在本報告第21至23頁第2.3.2章節內所提及，本集團目前已用於在氣候相關風險和機遇的資本開支及投資金額較低；其將繼續評估資本運用並適時作出調整。

To date, the Group has not applied a carbon price and carbon credits in its decision making. The Group will evaluate the feasibility of doing so, and will disclose any such implementation in future reports as appropriate.

截至目前，本集團尚未在決策過程中應用碳定價及碳信用。本集團將評估此舉的可行性，並將適時於日後報告中披露任何相關實施情況。

An Employees and Remuneration Policy is in place, which determines employees' remuneration in accordance with factors such as employees' responsibilities, competence and skills, and performances. The management will evaluate how to factor climate-related considerations into the Employees and Remuneration Policy in future, and further information will be disclosed in future reports as appropriate.

本集團已制定僱員及薪酬政策，根據僱員職責、能力、技能及表現等因素釐定僱員薪酬。管理層將評估日後如何將氣候相關因素納入僱員及薪酬政策，進一步資料將適時於日後報告中披露。

2.4 ENVIRONMENTAL PERFORMANCE SUMMARY
環境保護績效概要

To illustrate the Group's sustainability performance, quantitative data was collected from all its cinemas in Hong Kong and Chinese Mainland during the Year.

為展示本集團的可持續表現，本集團於本年度從其於香港及中國內地的全部戲院收集量化數據。

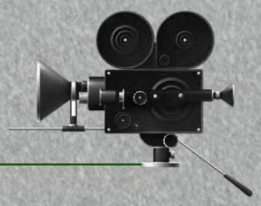
During the Year, over 90% of the Group's revenue was derived from these cinemas. The related quantitative data are listed in the tables in section 6.1.1 on pages 65 to 66 of this report.

於本年度，本集團收入逾90%來自該些戲院。相關量化數據已列載於本報告第65至66頁第6.1.1章節的表格內。

The Group has set a target to reduce energy consumption by 5% based on the per-unit consumption by FY2026/2027 or before, with FY2022/2023 as the baseline.

本集團已訂立了目標，以2022/2023年度為基準，於2026/2027年度或之前基於每個單位消耗量減少能源消耗5%。

03



WORKPLACE QUALITY

工作場所質素

3.1 WORKFORCE DISTRIBUTION AND DIVERSITY
員工分佈及職場多元化

The Group believes that a motivated and balanced workforce is crucial for building a sustainable business model and delivering long-term returns. The Group is firmly committed to diligently fostering a nurturing and all-encompassing work environment that encourages and empowers its employees to flourish, thereby enabling them to make utmost valuable contributions towards the Group's continued prosperity and advancement.

本集團深信，積極主動且具均衡比例之員工團隊，是建立可持續經營模式及帶來長遠回報的關鍵元素。本集團堅定致力營造一個具培育及包容性的工作環境，鼓勵並賦權員工蓬勃發展，從而使他們能夠為本集團的持續繁榮及進步作出極具價值的貢獻。

The Group has a diverse workforce in terms of gender and age, providing a variety of ideas and levels of competencies that contribute to the Group's success. The Group is firmly committed to gender equality at both managerial and operational levels. The total number of the employees of the Group and the demographics of the workforce as at 31 March 2026 are listed in the table in section 6.1.2 on page 67 of this report.

本集團的員工團隊來自不同年齡層及性別，提供多元化的觀點及各種程度的技能，為本集團的成功作出貢獻。本集團在管理及營運層面均一直堅守兩性平等原則。本集團於2026年3月31日的僱員數目及員工分佈已列載於本報告第67頁第6.1.2章節的表格內。

The management believes that employees are important assets of the Group, and remains committed to attracting and retaining talent with diverse backgrounds for achieving sustainable growth and maintaining a stable turnover rate. The turnover rates of the Group's workforce during the Year are listed in the table in section 6.1.2 on page 67 of this report.

管理層相信，員工乃本集團之重要資產，並致力吸引並挽留不同背景的人才，以達致可持續增長及維持穩定的流失率。本集團於本年度之員工流失率已列載於本報告第67頁第6.1.2章節的表格內。

3.2 EMPLOYMENT PRACTICE
僱傭常規

The Group strictly complies with 中華人民共和國勞動合同法, Employment Ordinance (Cap. 57, Laws of Hong Kong), Minimum Wage Ordinance (Cap. 608, Laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480, Laws of Hong Kong), Labour Relations Law (Law No. 7/2008 amended by Law No. 8/2020, Laws of Macau) and other statutory requirements regarding employment and labour practices.

本集團嚴格遵守中華人民共和國勞動合同法、《僱傭條例》(香港法例第57章)、《最低工資條例》(香港法例第608章)、《性別歧視條例》(香港法例第480章)、《勞動關係法》(澳門法律第8/2020號法律修改的第7/2008號)及其他有關僱傭及勞工慣例的法定規定。

To ensure staff clearly understand their rights and obligations, the employee handbook and other policies and guidelines are in place covering the areas of compensation and dismissal, recruitment, working hours, rest periods, equal opportunity, anti-discrimination and other fringe benefits, etc. The Group reviews its related policies from time to time to ensure compliance with the latest statutory requirements.

為確保員工清楚了解自己的權利和義務，已制定員工手冊及其他政策及指引，涵蓋薪酬及解僱、招聘、工作時間、休息時間、平等機會、反歧視以及其他額外福利等範疇。本集團不時檢討其相關政策，以確保符合最新法定要求。

The Group firmly believes that a fair and just working environment can significantly boost employee morale and productivity, and is therefore dedicated to providing equal opportunities in all aspects of employment and ensuring the workplace is free from discrimination. The Group ensures employees receive fair and competitive remuneration packages in accordance with their experience, qualifications, performance and market rates, and are being reviewed on a regular basis. Performance evaluations are conducted by department supervisors at the end of probationary periods, and during promotions, salary adjustments and annual assessments. These evaluations help assess employees' past performances, and set goals for their future development. The Group encourages employees to provide feedback during performance evaluations, to guide their career growth. The completed performance evaluation forms are kept in employees' personal files for record-keeping purposes.

本集團堅信公平公正的工作環境可大幅提高員工士氣和工作效率，因此其致力於在就業的各方面提供平等機會，並確保工作場所不存在歧視。本集團確保僱員基於其經驗、資歷、表現及市場工資水平獲得公平及具競爭力的薪酬待遇，並定期檢討有關待遇。績效評估由部門主管於試用期結束，以及晉升、薪酬調整及年度考核期間進行。該等評估有助評核員工的過往表現，並為他們的未來發展設定目標。本集團鼓勵員工於績效評估時提供反饋，以指導其職業發展。所填妥之績效評估表存在員工個人檔案中以作記錄保存。

A set of grievance procedures is in place, to provide staff with a channel to confidentially escalate complaints and concerns to the Human Resources Department. The management will continue listening to the voices of employees, to ensure that their concerns and needs are appropriately addressed and resolved.

本集團已制定申訴程序，為員工提供渠道，使員工可以保密方式向人力資源部提出投訴和關注事項。管理層將繼續聆聽員工聲音，確保他們的關注和需求得到適當關注及解決。

The Group fully complies with relevant laws and regulations in related regions concerning prevention of child and forced labour including the Protection of Children and Juveniles Ordinance (Cap. 213, Laws of Hong Kong). In the recruitment process, the Group implements appropriate procedures to ensure that employment adheres to minimum age provisions of applicable laws. The Group also prohibits any form of forced labour. The ages and identities of its employees are verified, and employment contracts are entered into with all employees.

本集團嚴格遵守在相關地區有關防止童工及強制勞工的法律及法規，包括《保護兒童及少年條例》(香港法例第213章)。在招聘過程中，本集團實施適當程序以確保受僱員工符合適用法律的最低年齡規定。本集團亦禁止任何形式的強制勞工。其僱員的年齡和身份均得到核實，並與所有僱員簽訂了僱傭合同。

During the Year, the Group was not aware of any cases of non-compliance with employment and labour regulations. If a violation is confirmed during the regular monitoring process or upon receipt of an application, the Group will handle the case in accordance with internal policies and regulations, such as by terminating the employment contract or reporting the violation to law enforcement agencies.

於本年度，本集團並不知悉任何違反僱傭及勞工法規的個案。倘於定期監控過程中或收到申請後確認有違規行為，本集團將根據內部政策及規例處理個案，如終止僱傭合約或向執法機關舉報違規行為。

3.3 WELFARE AND BENEFITS
福利及津貼

The Group places a strong emphasis on the well-being and benefits of its employees, recognising their vital role in the overall success and sustained growth of the Group. To ensure a supportive and nurturing work environment, the Group implements various measures to prioritise the welfare of its employees.

本集團極為重視員工的福祉及福利，並認同他們對本集團的整體成功及持續發展至關重要。為確保一個具支持性及培養性的工作環境，本集團採取多項措施優先考慮員工福利。

One key aspect of employee welfare is the timely and full payment of salaries. The management understands the importance of financial stability and ensures that employees receive their salaries on time and in full, providing them with a sense of security and satisfaction. Additionally, the Group offers a comprehensive range of leave entitlements, including statutory holidays as well as additional leave such as annual leave, sick leave, maternity leave, paternity leave, compensatory leave, marriage leave, jury leave and condolence leave. Each Hong Kong employee is also entitled to one day of birthday leave or a birthday gift. These leave options allow employees to fulfil personal and family commitments, thus attaining work-life balance.

員工福利的一個重要方面是及時全額支付薪資。管理層深明財務穩定的重要性，確保員工按時全額領取薪資，讓員工有安全感和滿足感。此外，本集團提供全面的休假權利，包括法定假期以及額外假期如年假、病假、產假、侍產假、補休假、婚假、陪審員假及喪假。每名香港員工並可享有一天生日假期或生日禮物。這些休假選擇讓員工履行個人和家庭承擔，從而實現工作與生活平衡。

Besides, comprehensive benefits are provided by the Group, such as employer's voluntary mandatory provident fund contributions, medical coverage and life insurance. To safeguard the health of its staff, the Group offers health assessment plans and dental care schemes to its staff and their families at preferential rates, helping them to evaluate health conditions, prevent diseases, and aim for healthier lifestyles. During the Year, a seasonal flu vaccination discount programme was offered to staff to enable them to have better protection from seasonal flus. By providing these welfare benefits, the Group ensures that employees have access to necessary healthcare services and financial security.

此外，本集團提供全面的福利，例如僱主的自願性強積金供款、醫療保險及人壽保險。為了保障員工的健康，本集團以優惠價格向員工及其家屬提供健康評估計劃及牙科保健計劃，使他們能夠評估健康狀況及預防疾病，以達致健康的生活方式。於本年度，本集團為員工提供了季節性流感疫苗接種優惠計劃，使他們能夠更好地預防季節性流感。通過提供這些福利，本集團確保員工能夠獲得必要的醫療保健服務和經濟保障。

The Group values workplace wellness practices that support employees' health and well-being. The Group encourages breastfeeding and provides a designated private space in the office building to support breastfeeding female employees to express breastmilk according to their schedule during working hours. These "Breastfeeding Friendly Workplace" measures demonstrate the Group's commitment to the wellbeing of its employees and their families.

本集團注重實踐健康的工作場所，使員工體魄強健。本集團鼓勵母乳餵哺，並於辦公大樓提供特定的私人空間，以支援女性員工在工作時間內按照其時間表擠母乳。該等「母乳餵哺友善工作間」措施兌現本集團維護員工及其家庭成員福祉的承諾。

3.4 OCCUPATIONAL HEALTH AND SAFETY
職業健康及安全

The Group prides itself on providing a safe, effective and congenial work environment for its staff. To ensure the highest standards of health and safety, the Group adheres to all relevant regulations and implements comprehensive safety measures throughout its operations.

本集團致力為員工提供安全、高效及舒適之工作環境，並引以為豪。為確保最高的健康和安全標準，本集團遵守所有相關法規，並於整個營運過程中實施全面的安全措施。

Occupational health and safety ("OHS") measures are regularly reviewed by the Group to ensure their effectiveness. An Environmental, Health and Safety Policy is available on the Group's intranet, which enables staff to understand the Group's sustainability practices and health standards, promoting a culture of environmental responsibility. A dedicated team has also been established to deal with OHS matters, and to react promptly if there are issues, to ensure a healthy and safe work environment. Workshops and seminars on different topics are regularly held, to present the latest information and raise awareness of OHS issues for employees working in offices and cinemas. Regular fire drills are arranged by the building management office in which the Group's staff has participated.

本集團定期審查職業健康及安全(「職安健」)措施，以確保其有效性。環境、健康及安全政策已放置在本集團內聯網，讓員工瞭解本集團的可持續性實踐及健康標準，推廣對環境負責的文化。同時成立了一個專門小組處理職安健事宜，以便在問題出現時迅速作出反應，確保一個健康和安全的工作環境。本集團定期舉辦不同主題的學習工作坊及研討會，以呈列最新資訊，及加強在辦公室及戲院工作之僱員對職安健方面的意識。大廈管理處定期安排消防演習，本集團員工均有參與。

The Group enhances emergency preparedness and ensures there are well-stocked first-aid kits in its offices and cinemas to protect the health and safety of employees and customers in the event that they are injured. An automated external defibrillator ("AED") has been placed in the office building to rescue cardiac arrest patient when needed. Besides, the Group has arranged staff who is certified first aider to provide emergency assistance to other colleagues in the Hong Kong office whenever needed.

本集團提升應急準備能力及確保其辦公室及戲院內配備充足的急救箱，以於員工及顧客受傷時能保障他們的健康及安全。自動體外心臟去顫器(「AED」)已放置在辦公大樓，以在需要時救助心臟驟停的患者。此外，本集團安排了已獲認可急救證書之員工於需要時在香港辦公室為其他同事提供緊急救援。



During the Year, the Group's Hong Kong office, along with many other units of Emperor Group Centre, were awarded an "Indoor Air Quality Certification – Good Class" by the Environmental Protection Department, under its voluntary Indoor Air Quality Certification Scheme for Offices and Public Places.

於本年度，環境保護署根據其自願性辦公室及公眾場所室內空氣質素檢定計劃向本集團的香港辦公室連同英皇集團中心內其他眾多單位頒發「室內空氣質素檢定證書－良好級」。





Summer First Aid Training, July 2025
夏季急救培訓，**2025**年**7**月

The Group invited professional instructors from the Red Cross to conduct a specialised training session on practical summer first aid for Chinese Mainland employees. The training focused on safety risks that are particularly prevalent during the summer. The instructor covered common summer emergencies, key points for preventing heatstroke, and scientifically sound methods for cooling down. Additionally, the session addressed safety precautions during thunderstorms, as well as self-rescue techniques to prevent drowning and standard rescue procedures, enabling employees to acquire practical first-aid skills and enhance their ability to respond to and manage summer emergencies.

本集團邀請了紅十字會專業講師為中國內地員工進行夏季急救實戰專題培訓。該培訓重點在於夏季特別常見的安全風險，由講師圍繞夏季常見緊急事件、預防中暑的關鍵要點、科學有效降溫方法等進行講解。此外，培訓還涵蓋了雷暴天氣下的安全避險常識，以及防止溺水的自救技巧及規範救援程序，讓員工掌握實用的急救技能，提升夏季緊急事件應對處置能力。



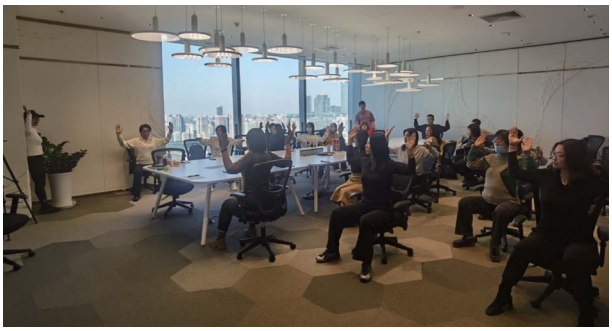


Healthy Peers Programme – A Scientific Approach to Weight Loss: A "Light" Guide to Healthy Body Shaping, August 2025
健康同行計劃－「科學甩肉，『輕』鬆指南」健康塑形，**2025**年**8**月

As part of the Group's Healthy Peers Programme, the Group invited a professional fitness instructor to conduct workplace fitness training for Chinese Mainland employees, covering scientific exercise principles and breaking down the key points of fat loss and body sculpting. The instructor also shared tips on dietary combinations, balancing diet and exercise, adjusting dietary habits, and effectively managing body composition, helping employees shed the flab caused by sedentary lifestyles, build leaner physiques, and embrace healthy lifestyles.

作為本集團健康同行計劃的一部份，本集團邀請了專業體能健康講師為中國內地員工進行職場塑形實操培訓，涵蓋科學運動原理及拆解減脂塑形的關鍵要點。講師也分享了飲食搭配，平衡飲食及運動、調整飲食習慣以及有效管理體態等，協助員工擺脫久坐生活方式所造成的贅肉，塑造輕盈體魄，擁抱健康生活方式。





Health Seminar – Falling into Dietary traps, September 2025
健康講座－墮入飲食陷阱，**2025**年**9**月

To help colleagues maintain healthy eating habits, the Group invited nutritionists to provide Hong Kong employees with insights into common lifestyle diseases, breakfast "calorie traps", and tips for fat reduction.

為了讓同事保持健康的飲食習慣，本集團邀請了營養學家為香港員工講解常見都市病、早餐熱量陷阱及減脂等小貼士。



Health Seminar – First Aid Knowledge for the Workplace, November 2025
健康講座－工作間急救常識，**2025**年**11**月

The Group arranged a seminar related to first aid for Hong Kong employees, introducing basic first aid knowledge and enabling them to assist injured colleagues in the event of workplace accidents.

本集團為香港員工安排了有關急救的講座，介紹基本的急救常識，讓他們在工作間遇到意外事故時協助傷患同事。



Healthy Peers Programme – Shoulder and Neck Care and Chinese Medicine Free Consultation, November 2025
健康同行計劃－肩頸養護及中醫義診，**2025**年**11**月

As part of the Group's Healthy Peers Programme, the Group invited a team of Chinese medicine practitioners to provide Chinese Mainland employees with shoulder and neck relief massages, which effectively relaxed muscles, unblocked meridians, and alleviated strain. The Chinese medicine practitioners also provided free consultations for the employees, offering professional treatment advices and daily self-care guidance to address common workplace ailments such as issues arising from prolonged sitting, stiff shoulders and neck, lower back pain, and chronic strain, thereby effectively alleviating physical and mental fatigue in the workplace.

作為本集團健康同行計劃的一部份，本集團邀請了中醫團隊為中國內地員工提供肩頸舒緩按摩，有效放鬆肌肉、疏通經絡、舒緩勞損。中醫團隊同時為員工提供義診，針對上班族的通病，例如由久坐不動、肩頸僵硬、腰背酸痛、慢性勞損等引起的症狀，提供中醫調理、日常養護專業建議，有效緩解職場身心疲憊。





Health Seminar – The Complete Guide to Probiotics, January 2026
健康講座－益生菌健康大解構，**2026**年**1**月

The Group organised a seminar on probiotics for Hong Kong employees, enabling them to understand the relationship between specific probiotics and the stress hormone cortisol, and how to choose suitable probiotics. The seminar aimed at helping employees cope with daily stress and thereby improve their sleep quality.

本集團為香港員工安排了有關益生菌的講座，讓他們瞭解特定的益生菌與壓力荷爾蒙皮質醇之間的關係，以及如何選擇合適的益生菌。該講座旨在協助員工應對生活壓力，從而改善睡眠質素。



Fire Drill and Talk, March 2026
消防演習及講座，**2026**年**3**月

The Group organised a fire drill and talk for Hong Kong employees, ensuring they know about evacuation routes and assembly points, thus reducing panic in the event of actual emergencies. The drill also identified potential bottlenecks, tested the alarm systems, and clarified specific roles, ensuring employees can exit the building safely and efficiently in case of fire.

本集團為香港員工舉辦了消防演習及講座，確保他們熟悉疏散路線及集合點，以降低實際緊急情況發生時的恐慌情緒。該演習亦識別潛在的瓶頸、測試警報系統，並釐清各人的具體職責，確保員工在發生火災時能安全且有效地撤離大樓。





First Aid Training, April 2026
急救技能培訓，**2026**年**4**月

The Group invited a professional first aid instructor to conduct an AED and cardiopulmonary resuscitation ("CPR") training session for its Chinese Mainland employees. The training focused on three core topics: CPR procedures, AED usage, and the Heimlich Manoeuvre. The instructor explained key principles of first aid, and gave detailed illustrations of the procedures for handling emergency situations. During the training, employees practised using manikins, with the instructor correcting their mistakes individually to ensure they mastered the first aid techniques, effectively enhancing their self-rescue and mutual aid capabilities in the event of an emergency.

本集團邀請了專業急救講師為其中國內地員工進行AED及心肺復甦法培訓。培訓專注於心肺復甦操作、AED使用及謙烈治急救法三大核心內容。講師講解了急救的關鍵原則，並詳細說明處理緊急情況的程序。在培訓中，員工們利用人體模型進行實習，並由講師逐一糾正錯誤，讓員工能掌握急救技巧，有效提升員工應對突發意外的自救與互救能力。







Seminar on Work-related Stress, April 2026
工作壓力講座，**2026**年**4**月

Employees inevitably face varying degrees of stress in the workplace. This seminar was designed to share with Hong Kong employees the symptoms of work-related stress and its impact on employee health, and to explain general methods for managing stress through simulated case studies.

員工在工作上難免會遇到不同程度的壓力，此講座主要與香港員工分享與工作有關的壓力徵狀及其對僱員健康的影響，並透過模擬個案講解管理壓力的一般方法。

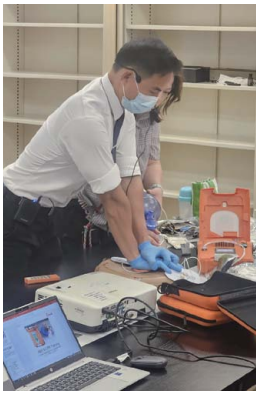


Seminar on AED Training, June 2026
AED培訓講座，**2026**年**6**月

The Group organised a seminar on AED training for its Hong Kong employees, during which they learned about AED, cardiac arrest, life-threatening arrhythmias, first aid procedures (including CPR and AED procedures), and how to handle emergencies.

本集團為其香港員工安排AED培訓講座，讓他們認識AED、心臟驟停、致命心律不正、急救程序(包括認識CPR及AED操作)以及緊急狀況處理方法。





Every case of injury, if any, is required to be reported to the Human Resources Department and be individually assessed under the internal guideline procedures. The number and rate of work-related fatalities, and the number of lost days due to work injuries, are listed in the table in section 6.1.2 on page 68 of this report.

一旦發生工傷事故(如有)，必須通報人力資源部，並根據內部指引程序進行獨立評估。因工亡故的人數及和比率以及因工傷損失工作日數已列載於本報告第68頁第6.1.2章節的表格內。

3.5 DEVELOPMENT AND TRAINING
發展及培訓

Recognising the importance of skilled and professionally trained employees, the Group offers comprehensive training to enhance the knowledge, skills and work capability of its staff, enabling them to excel in their roles. The Group encourages and provides subsidies to employees at all levels to pursue educational or training opportunities that achieve personal growth and professional development. A policy on External Training Subsidy is in place, allowing every staff member to develop and maintain job-related skills for full performance.

本集團明白技能熟練及經專業培訓的員工之重要性，因此提供全面的培訓以提升員工的知識、技能及工作能力，讓他們能在其崗位發揮所長。本集團鼓勵並資助各級員工進修或參與培訓，以實現其個人成長及專業發展。本集團設外間進修資助政策，讓每個員工能發展及維持工作技能，發揮最佳表現。

Cinema Attachment
戲院實習體驗

The Group arranged for its back-office staff to participate in an internship experience workshop in cinemas, enabling them to gain an in-depth understanding of cinema operations through several days of hands-on experience in the cinemas, with the aim of enabling them to better cater to the needs of frontline staff.

本集團安排其後勤員工在戲院參加實習體驗，讓他們透過其在戲院數天的親身體驗，深入瞭解戲院的營運，旨在讓他們更好地配合前線員工的需要。

Mystery Shopper Programme
神秘顧客服務評核計劃

Through a third-party professional organisation, the Group arranged for mystery shoppers to assess the service quality of its staff in the cinemas, and subsequently reviewed and revised the training contents and service pledges, etc, to further improve and enhance the overall service standard of its cinemas.

本集團透過第三方專業機構，於戲院安排神秘顧客評核員工的服務質素，及後就培訓內容及服務承諾等作檢討及修訂，進一步改善及提高戲院整體服務水平。

Team Building Workshop
團隊建立工作坊

The workshop aimed to strengthen communications between the management team, department heads and frontline management, to build up mutual trust and enhance the sense of mission, in order to prepare for the business challenges ahead.

此工作坊旨在加強管理團隊、部門主管及前線管理人員的溝通，從而建立互信及提升使命感，為未來的業務挑戰作好準備。

In its cinema operations, the Group has arranged for new frontline staff members to participate in employee induction training, which mainly covers product knowledge and customer service. The Group has also arranged membership sales training for its frontline staff, to teach colleagues the skills to attract customers to join the membership programme. In addition, the Group has introduced the Service Award and the Cinemas of the Year Award, to encourage and enhance the service level of staff and provide them with suggestions for improvement.

於其戲院營運，本集團安排新入職之前線員工參加入職培訓，內容主要涵蓋產品知識及顧客服務。本集團還為前線員工安排了會籍銷售培訓，教授同事吸引顧客參加會籍計劃的技巧。此外，本集團推出了服務之星獎和年度戲院獎，以鼓勵及提升員工的服務水平，並為他們提供改善建議。

During the Year, the Group arranged training for staff responsible for recruitment, mainly covering recruitment channels, procedures and interviewing skills, with a view to upskilling the interviewers in the selection process and enhancing the efficiency of the recruitment process. In addition, the Group organised workshops on key KPI setting methodology and performance appraisal skills, to enhance management skills of employees of managerial and pre-managerial grades.

於本年度，本集團並為負責招聘之員工安排培訓，內容主要包括招聘渠道、流程及面試技巧，以提升面試員的甄選技巧及提高招聘過程的效率。此外，本集團舉行了關鍵績效指標制定方法及績效考核技巧工作坊，以提升經理及準經理級別員工的管理技巧。

By investing in the continuous learning and development of its employees, the Group aims to enhance their capabilities and foster their professional growth.

透過投資員工的持續學習和發展，本集團旨在提高其能力並促進其專業發展。

The number of training hours of the staff of the Group, and the percentage of employees trained are listed in the table in section 6.1.2 on page 68 of this report.

本集團員工培訓時數以及受訓僱員百分比已列載於本報告第68第6.1.2章節的表格內。

3.6 EMPLOYEE ACTIVITIES
員工活動

The Group believes that maintaining work-life balance is essential for sustainability and a sound body and mind for every employee. To support employees in maintaining work-life balance and creating team spirit, the Group organised staff activities from time to time that helped strengthen relationships between employees, boosted their morale and promoted a harmonious working environment.

本集團相信，維持工作與生活的平衡對每位員工的可持續發展及身心健康至為重要。為支持員工維持工作與生活的平衡及培養團隊神，本集團不時舉辦員工活動，這有助鞏固員工之間的關係、加強員工士氣，並締造和諧的工作環境。

Family Fun Day, July 2025
家庭日活動，2025年7月

The Group organised a Family Fun Day for Chinese Mainland employees, inviting them to bring their families to their workplace so that family members could learn about the Group's corporate culture and daily work environment. Through interactive games and movie screenings, the Group aimed to bridge the gap between the company and employees' families, and help children gain a deeper understanding of their parents' daily work routines, thereby promoting mutual understanding and tolerance.

本集團為中國內地員工舉辦了家庭日活動，邀請員工帶同家人走進他們的工作場所，讓家人們瞭解本集團的企業文化及日常工作環境。本集團旨在透過互動遊戲及觀影，拉近公司與員工家庭之間的距離，讓孩子們深入瞭解父母的工作日常，增進理解與包容。





Cool Summer Delicacies, July 2025
夏日送清涼活動，2025年7月

The Group prepared ice lollies and iced drinks for Chinese Mainland employees, enabling them to enjoy a cooling afternoon during the burning hot summer.

本集團為中國內地員工準備了雪條及冰凍飲品，讓他們於炎炎夏日享受一個冰涼的下午。



Mid-Autumn Festival Delicacies, September 2025
佳餚美饌賀中秋，2025年9月

As a token of appreciation, the Group prepared mooncake gift boxes from The Emperor Hotel for the staff in the Hong Kong office. In addition, the Group organised a riddles activity for Chinese Mainland employees; colleagues proactively participated, and all had a joyful Mid-Autumn Festival.

為表達心意，本集團為香港辦公室的員工準備了英皇駿景酒店的月餅禮盒。此外，本集團為中國內地員工舉辦了猜燈謎活動，同事們積極踴躍參與，一同渡過了一個愉快的中秋節。







Eight-Form Tai Chi – Mind and Body Wellness Class, November 2025
身心健康班－八式太極拳，2025年11月

The Group arranged an Eight-Form Tai Chi class to enable Hong Kong employees to practice this mind-body exercise during their non-working hours. Eight-form Tai Chi promotes cardiovascular health, unblocks meridians, harmonises energy and blood flows, enhances physical balance and muscle strength, while also reducing stress and anxiety, and helping prevent dementia. All these can comprehensively improve employees' physical and mental well-being.

本集團安排了八式太極拳班，以讓香港員工在工餘時間進行這種結合身心的運動。八式太極拳能促進心血管健康、疏通經絡、調和氣血、增強身體平衡與肌肉力量，同時也能減輕壓力與焦慮，並可預防認知障礙症。這些都能全面提升員工的身心健康。





Christmas Celebration, December 2025
聖誕節慶祝活動，2025年12月

The Group decorated a large Christmas tree in its Chinese Mainland office, and organised a baking activity and Christmas gifts for Chinese Mainland employees, filling the office with a joyful festive atmosphere.

本集團在其中國內地辦公室佈置了大棵聖誕樹，並為中國內地員工安排了烘焙活動及聖誕禮物，整個辦公室充滿了歡欣的節日氣氛。





Coffee Painting Workshop, January 2026
咖啡山水畫體驗工作坊，2026年1月

This workshop combined coffee making with landscape painting, offering a unique artistic experience designed to help Hong Kong employees unwind. The activity aimed to blend the aroma of coffee with the poetic atmosphere of landscape painting, allowing colleagues to enjoy moments of calm and focus during the creative process, thereby helping to relieve stress.

該工作坊結合了咖啡製作與山水畫創作，透過獨特的藝術體驗，幫助香港員工放鬆心情。該活動旨在結合咖啡的香氣與山水畫的意境，讓員工在創作過程中享受平靜與專注的時刻，同時幫助紓緩壓力。



International Women's Day Song Brocade Pearl Painting Workshop, March 2026
國際婦女節宋錦珍珠畫工作坊，2026年3月

To celebrate the International Women's Day, the Group organised a Song Brocade Pearl Painting Workshop for its Chinese Mainland female colleagues, allowing them to engage in mindful creativity and cultivate their artistic sensibilities under the guidance of an instructor, while releasing stress and relaxing both body and mind through this experience.

為慶祝國際婦女節，本集團為其中國內地女性同事舉辦了宋錦珍珠畫工作坊，讓她們在導師的指導下靜心創作及培養藝術感悟，並透過這種體驗釋放壓力、放鬆身心。





Dragon Boat Festival Activity, June 2026
端午節活動，2026年6月

As the Dragon Boat Festival approached, the Group prepared festival benefits and thoughtful gifts for its Chinese Mainland employees. The Group also organised a fun-filled rice dumplings beanbag tossing activity, to create a lively and harmonious festive atmosphere. This not only helped relieve the stress of daily work but also further enhanced the sense of well-being and belonging among the employees.

端午佳節來臨之際，本集團為其中國內地員工準備端午節日福利與暖窩心禮品。本集團並舉辦了趣味十足的糭子沙包投擲活動，營造熱鬧、融洽的節日氣氛。這不僅有助舒緩日常工作壓力，亦進一步增強員工的幸福感與歸屬感。







Afternoon Tea Delicacies
下午茶活動

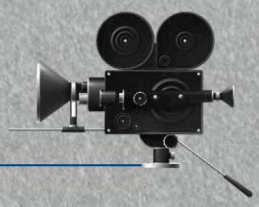
Once a month, the Group prepared afternoon tea with different themes for the staff in the Chinese Mainland office, enabling them to enjoy a relaxing afternoon, which also helped strengthen relationships between employees.

本集團為其中國內地辦公室的員工每個月準備一次不同主題的下午茶，以讓他們享受輕鬆的下午，同時有助鞏固員工之間的關係。





04

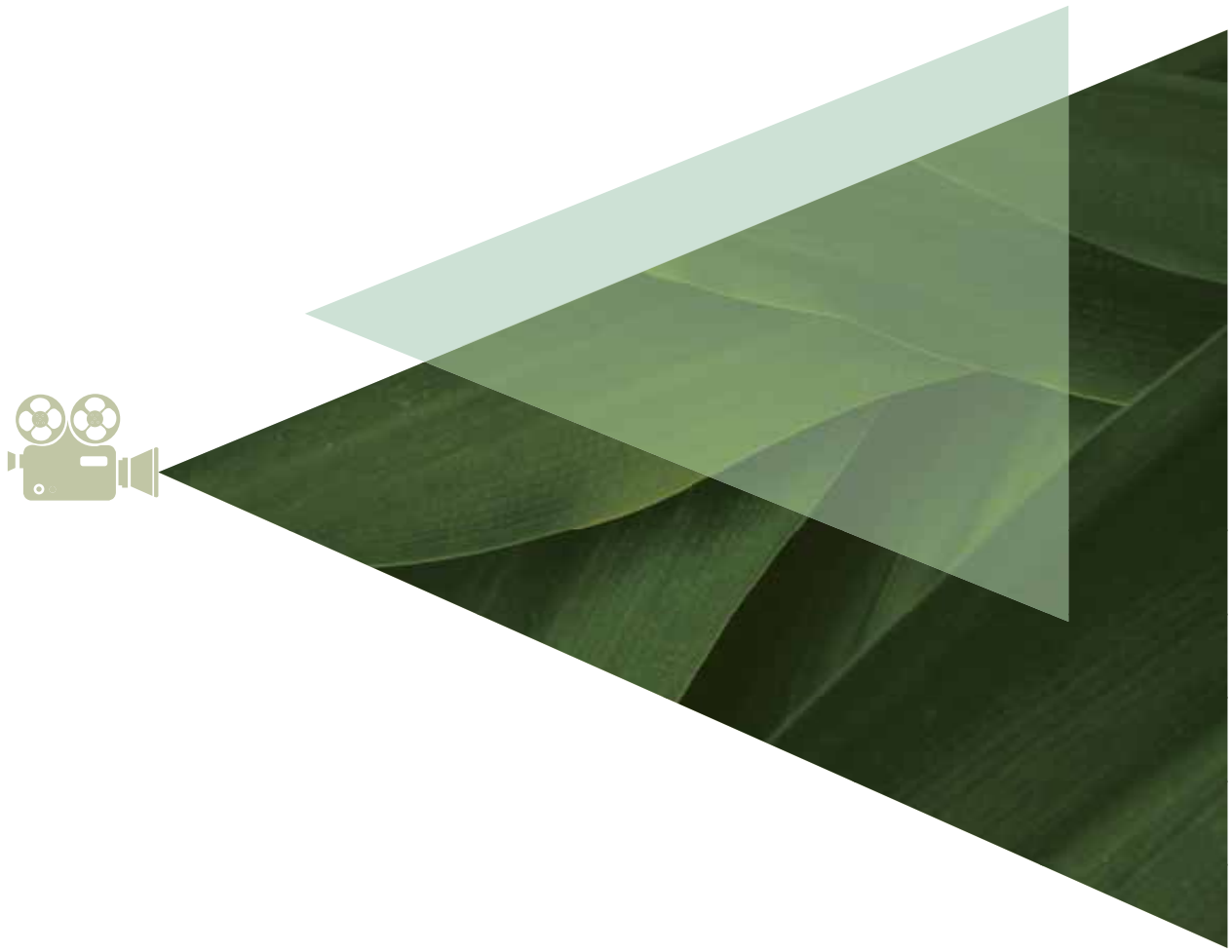


OPERATING PRACTICES

經營常規

The Group places a strong emphasis on compliance and considers it a core value in all aspects of its operations. The Group is committed to upholding ethical business practices and complying with relevant laws, regulations, and industry standards. Compliance is not only a legal obligation to the Group, but a fundamental principle that guides its decision-making and ensures that the Group operates with integrity and transparency. The Group has implemented robust compliance frameworks and internal controls to mitigate risks and ensure that its actions align with the Group's values. By prioritising compliance, the Group aims to foster trust, maintain the confidence of its stakeholders, and contribute to a sustainable and responsible business environment.

本集團高度重視合規，並將其視為營運各方面的核心價值。本集團致力維護道德商業慣例，遵守相關法律、法規及行業標準。合規不僅為本集團的法律義務，亦為指導其決策、確保本集團誠信、透明經營的基本原則。本集團實施了穩健的合規框架及內部控制，以降低風險並確保其行動符合本集團的價值觀。透過優先考慮合規，本集團旨在培養信任，維持持份者信心，並為可持續及負責任的營商環境作出貢獻。



4.1 SUPPLY CHAIN MANAGEMENT
供應鏈管理

The Group acknowledges the substantial benefit of robust and transparent supply chain management for its business operations. The Group strives to deliver the highest possible quality of products for its customers, and also expects the same quality from its selected suppliers, in order to maintain its high reputation and the high levels of customer satisfaction regarding the Group's services and products. Hence, the Group has set rules and policies for selecting suppliers, and has instituted a thorough and stringent supply chain management system, including mechanisms to monitor the performance and compliance of its suppliers.

本集團認同穩健、透明的供應鏈管理對其業務營運有重大的好處。本集團致力提供最高質量的產品予顧客，且預期選定的供應商也能提供同樣質量的產品，使本集團的服務及產品持續享有良好聲譽及高顧客滿意度。因此，本集團已在選擇供應商方面制定規則及政策，並建立了一套全面且嚴格的供應鏈管理體系，包括監察供應商的表現及合規性的機制。

The Group has established solid relationships with a number of cinema exhibition equipment and services providers in Hong Kong and Chinese Mainland who maintain high levels of quality control and service standards.

本集團與多家維持嚴謹品質監控及高服務水平的香港和中國內地電影院展示設備商及服務商建立穩固的合作關係。

The Group has internal control authorisations and procedures for the selection of suppliers as well as introducing new suppliers. The selection of suppliers is based on criteria such as quality, price, delivery timeliness, supplier's capability and experience. The Group has stringent requirements for suppliers especially in respect of environmental protection, such as ensuring a supplier can provide a production safety licence or it meets the national environmental protection requirements. The Group examines certificates provided by suppliers and checks whether their products have already complied with the environmental protection requirements. The Group has also implemented a stringent goods inspection process, to assess whether the goods conform to the specifications. Preference is given to suppliers who demonstrate their environmental commitment.

本集團設有內部監控授權及程序甄選供應商及引入新的供應商。供應商之甄選乃根據其質素、價格、送貨時效、實力及經驗等準則進行。本集團對供應商尤其在環境保護方面有嚴格的要求，例如供應商能否提供安全生產許可證、或是否符合國家規定的環境保護要求等。本集團將審核供應商提供的證書，以及檢視其產品是否已符合環境保護要求。本集團並實施嚴謹的驗貨流程，嚴格檢驗每項貨物是否符合規範。若能履行環保責任的供應商可獲優先考慮。

The Group maintains a zero-tolerance policy against any form of child or forced labour. Any violations of these standards result in immediate contract termination and reporting to the appropriate authorities, ensuring full compliance with ethical business practices throughout the Group's supply chain.

本集團對任何形式的童工或強制勞工採取零容忍政策。任何違反該等標準的行為均會引致立即終止合約並向相關部門舉報，以確保本集團整個供應鏈均完全符合商業道德操守。

The Group requires relevant team members to maintain internal records of previous appointments and evaluations of the suppliers' work quality, which serves as a basis for supplier quality oversight. The Group also maintains an active suppliers monitoring program through regular site visits.

本集團要求相關團隊成員保存先前委任及供應商工作質素評估的內部記錄，以作為供應商質量監管的基準。本集團亦會透過定期現場巡視積極維持供應商監察計劃。

The Group will be alert as to whether there is unfavourable news regarding its engaged suppliers on the environmental aspect. In the event of such news, the Group will verify the news and internally discuss the need to change the supplier if needed.

本集團會留意其使用的供應商在環境保護方面有否出現不利新聞。如有發現，本集團會核實新聞，並進行內部討論以決定是否需要更換供應商。

The numbers of service providers engaged by the Group's operations during the Year are listed in the table in section 6.1.2 on page 68 of this report.

本集團於本年度所聘用之服務供應商數目已列載於本報告第68頁第6.1.2章節的表格內。



4.2 PRODUCT RESPONSIBILITY AND CUSTOMER SERVICES 產品責任及顧客服務

The state-of-the-art cinemas under the Group offer premium viewing experience for audiences. The theatres are designed to provide an unparalleled and luxurious visual, audio and sensory experience, resulting in enhanced customer satisfaction. Some of its cinemas possess various advanced technologies and facilities such as Laser IMAX projection system, CINITY projection system, Ultra 4DX or MX4D motion system, Screen X, and Dolby Vision and Atmos screening system.

本集團旗下先進的戲院為觀眾提供高品質的觀賞體驗。電影廳提供無與倫比及奢華的視覺、聽覺及感觀之體驗，顧客滿意度因而獲提升。其部分戲院配備不同領先的科技及設施，如Laser IMAX放映系統、CINITY放映系統、Ultra 4DX或MX4D動感系統、Screen X及杜比視界全景聲放映系統。

In terms of food safety, upon receipt of food products, cinema staff conduct inspections to ensure they meet the required standards. Products are then stored according to internal guidelines. The staff also conduct regular inspections to ensure that the food products have not expired or do not have mould problems. If there are any packaging defects or other quality problems, the cinema staff promptly contact the supplier for recall and return or replacement of the products. Further internal inspections are then conducted, to ensure that there are no issues with the storage of the products, to avoid any recurrence of the problem.

食品安全方面，戲院同事在收到食品後進行檢查以確保其符合檢驗標準，然後根據內部指引儲存食品。員工並進行定期檢查以確保食品不會存在過期、發黴等問題。如發現包裝瑕疵或其他品質問題時，戲院同事將迅速聯絡供應商以回收及辦理退貨或換貨，並會進行內部檢查以確保產品儲存沒有出現問題，避免問題重複發生。

The Group believes in recognising the support and loyalty of its customers. To appreciate these valuable relationships, the Group has established an exclusive loyalty program for rewarding loyal customers with unmatched privileges and special offers. The Group has also enhanced customer engagement by increasing the use of social media and launching more promotional activities.

本集團對一直給予支持及忠誠的顧客心存感謝。為了感謝彼此重要的關係，本集團已設立尊貴的忠誠會籍計劃，以特別的禮遇及優惠回饋忠誠顧客。本集團並通過增加社交媒體的使用和推出更多的推廣活動增強顧客參與度。

The numbers of sold or shipped products recalled for safety and health reasons and the numbers of customer complaints lodged with the Consumer Council or relevant regulatory bodies during the Year are listed in the table in section 6.1.2 on page 68 of this report. All complaints from the customers are independently investigated and handled according to its internal guidelines.

於本年度因安全與健康理由而須回收的已售或已運送的產品數目以及所接獲向消費者委員會或相關監管機構作出之顧客投訴已列載於本報告第68頁第6.1.2章節的表格內。所有顧客投訴均按照內部指引作獨立調查及處理。



4.3 DATA PROTECTION
資料保護

The Group places the utmost importance on protecting the privacy of its customers, partners and staff in the collection, handling, safekeeping, use and retention of their personal data. The Group adheres to the applicable data protection regulations and ensures appropriate technical measures are in place to protect personal data against unauthorised disclosure, use or access. The Group also ensures that customers' personal data is securely stored, and used only for the purpose for which it has been collected and such other purposes as expressly consented by customers. Currently, the privacy policy is displayed in the website of the Group for customers' reading at any time.

本集團在收集、處理、保管、使用及保存顧客、合作夥伴及員工的個人資料過程中，對保障彼等的私隱給予最高度的重視。本集團嚴格依循適用的資料保護法例並確保設立適當之技術措施，保障個人資料免被未經授權披露、挪用或存取。本集團亦確保顧客個人資料獲安全妥善地儲存，並只會按收集時指定的用途及經顧客明確同意的其他用途使用。目前，私隱政策已於本集團之網站展示，供顧客隨時閱讀。

In addition, relevant staff are provided with guidelines in compliance with applicable laws on data privacy protection, to strengthen their awareness and to protect personal data against loss, unauthorised access, use, modification or disclosure. In this regard, the Group arranges regular cybersecurity awareness training sessions for its staff, covering topics such as up-to-date internet safety and phishing awareness, as well as providing corporate guidance on safe remote working practices. To minimise risks of data leakage, access to customer database is limited to authorised staff. The Group does not share any personal data with third parties unless in accordance with law. To reduce the risk of identity theft, the Group takes appropriate measures to dispose of documents that contain customer information.

此外，本集團根據資料私隱保護適用法律向相關員工提供指引，以加強彼等的意識及保障個人資料，防止遺失、未經授權查閱、使用、修改或披露。在這方面，本集團定期為其員工安排網絡安全意識培訓課程，內容包括最新的互聯網安全和網絡釣魚意識，並提供有關安全遠端工作實踐的企業指引。為降低資料外洩風險，顧客資料庫只容許經授權員工查閱。除非根據法律規定，否則本集團不會與第三方分享任何個人資料。為減低身份盜竊的風險，本集團於處置含有顧客資料的文件方面採取適當措施。

All these measures aim to ensure the Group's business activities adhere to the highest personal data protection standards. The Group regularly reviews and updates its policies and measures to align with the latest laws, regulations, and technology changes, ensuring the implementation of a continued and high degree of personal data protection.

所有該等措施旨在確保本集團業務活動符合最高的個人資料保護標準。本集團定期審閱及更新其政策和措施，以符合最新法律、法規及技術變動，確保持續及高度的個人資料保護得以實施。

4.4 PROTECTION OF INTELLECTUAL PROPERTY
保護知識產權

The Group attaches great importance to the protection of intellectual property and is committed to complying with relevant laws, regulations and international standards. The Group protects its intellectual property rights by prolonged use and registration of domain names and various trademarks. The Group has registered trademarks in various classes in Hong Kong, Macau and Chinese Mainland. The Group's trademarks and domain names are constantly monitored and renewed prior to their expiration.

本集團高度重視知識產權保護，並致力遵守相關法律、法規及國際標準。本集團透過持續使用及註冊域名與各類商標保障其知識產權。本集團已在香港、澳門及中國內地註冊多個類別的商標。本集團商標及域名會獲持續監控及於屆滿前續期。

The Group signs contracts with suppliers and partners that clearly define the ownership and usage rights of intellectual property to ensure the legal use of others' intellectual property. Besides, the Group takes prompt action against any infringement of the Group's intellectual property rights.

本集團與供應商及合作夥伴簽訂合約，明確列明知識產權的所有權及使用權，確保合法使用他人之知識產權。此外，本集團會針對任何對本集團之知識產權作出的侵犯採取迅速行動。

The Group provides regular trainings on intellectual property protection to employees, covering overviews on the latest intellectual property laws and guidelines on the use of trademarks, so as to enhance employees' awareness on the latest development of relevant laws and the best practice for the protection of the Group's intellectual properties. In addition, the Group takes active steps to collect and retain detailed records and evidence of its use of trademarks, and constantly monitors and conducts periodical reviews on such use to protect them from potential cancellation.

本集團定期為員工提供知識產權保護培訓，其內容涵蓋最新的知識產權法概述及商標使用的指引，以提升員工對相關法例之最新發展以及保護本集團知識產權的最佳實踐方法的認知。此外，本集團採取積極措施收集及保存有關商標使用的詳盡紀錄及證據、時刻監察並定期就商標使用進行檢討，以免除潛在撤銷風險。

The Group will continue improving and updating its intellectual property protection policies and measures to ensure that its business operations comply with the latest legal and regulatory requirements and protect the legitimate rights and interests of intellectual property.

本集團將持續改善並更新知識產權保護政策和措施，以確保其業務營運符合最新法律法規要求，並保護知識產權的合法權益。

4.5 ANTI-CORRUPTION/ANTI-MONEY LAUNDERING
反貪污／反洗錢

The Group believes that fair, transparent, and ethical business practices are key to corporate success and sustainable development. In order to enhance ethical corporate culture and practices, the Group has established policies and procedures for anti-corruption, anti-money laundering and counter-terrorist financing.

本集團堅信公平、透明和道德的商業行為是企業成功及可持續發展的關鍵。為提升企業道德文化及常規，本集團已建立反貪污、打擊洗錢及恐怖分子資金籌集之政策及程序。

The Group maintains stringent protocols for handling customer personal information, ensuring the highest standards of data protection and confidentiality; the Group cooperates with regulatory bodies during case investigation when required, ensuring strict adherence to compliance.

本集團在處理顧客個人資料方面制定了嚴格的程序，以確保資料保護及保密達到最高標準；本集團在必要時配合監管機構進行案件調查，以確保嚴格遵守合規規定。

The Group adopts a zero-tolerance approach to all forms of corruption and bribery. It is essential for the Group's employees to have a deep understanding of bribery, extortion, corruption and related acts, in order to maintain compliance and integrity in business operations. Strictly adhering to the Prevention of Bribery Ordinance (Cap. 201, Laws of Hong Kong), an Anti-Corruption Policy and Procedures has been established, in which a set of guidelines in giving and receiving gifts, or offer in the form of meals, accommodation and entertainment, as well as interacting with business partners and government officials, was established to outline acceptable and unacceptable conduct in employees' daily business activities. This is also clearly stipulated in all employees' contracts. These policies are explained during induction training, and are freely accessible on the Group's intranet. The Group aims to ensure every employee adheres to applicable legal requirements and makes ethical business decisions. Besides, special care must additionally be taken to ensure that all business dealings with business partners and government officials are conducted in a context that is free from any form of corrupt practices.

本集團對一切形式的貪污和賄賂採取零容忍的態度。本集團之員工必須對賄賂、勒索、貪污及相關行為有深入的瞭解，以維持業務營運合規及誠信。本集團嚴格遵守《防止賄賂條例》(香港法例第201章)，且已制定反貪污政策及程序，其中本集團已就贈送及收受禮物、提供用餐、住宿及娛樂，以及與商業夥伴和政府官員交往制訂一套指引，列明員工日常業務活動中可接受及不可接受的行為。上述指引均已在所有僱傭合同中清晰訂明。這些政策已在入職培訓時作出解釋，並可在本集團內聯網上自由查閱。本集團旨在確保每位員工遵從適用的法律規定及作出合乎道德之商業決定。此外，還必須特別注意確保所有與商業夥伴和政府官員進行的所有業務往來在不涉及任何形式的舞弊行為的情況下進行。

The Group has long adopted an Anti-Money Laundering and Counter-Terrorist Financing Policy and Procedure ("AML Policy"). The AML Policy establishes the general framework for combating potential money laundering and financing of terrorism, and provides guidelines for preventing the Group's employees from being misused for money laundering, terrorist financing or other financial crimes. The AML Policy indicates part of potentially suspicious transactions or activities that employees should look out for. The Group mandates full due diligence verification for all potential candidates prior to employment contract execution. Furthermore, Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615, Laws of Hong Kong) is introduced to new staff during the orientation by the Human Resources Department, and subsequent trainings and updated information are provided to its staff regularly. Also, relevant information is shared through the e-learning platform. Besides, frontline staff are regularly assessed by the Group, to ensure they have sufficient understanding of anti-money laundering.

本集團多年來一直採納打擊洗錢及恐怖分子資金籌集政策及程序(「打擊洗錢政策」)。打擊洗錢政策確立了打擊潛在洗錢及恐怖主義資金籌集罪行的一般框架,並提供指引防止本集團的員工被濫用於洗錢、資助恐怖主義或其他金融罪行。打擊洗錢政策已列出部分潛在可疑交易或活動的指標,供員工參考。本集團要求對所有潛在人選進行全面的盡職調查驗證。此外,在新員工入職培訓時,人力資源部會向他們介紹《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章),並於隨後定期向員工提供培訓和最新資訊,且通過電子學習平臺分享相關資訊。此外,本集團定期對前線員工進行審視,以確保他們對打擊洗錢有充分的瞭解。

The Group has also adopted a whistle-blowing policy and procedures for all levels and operations under the Group, so staff can raise concerns, in confidence, about possible improprieties (such as misconduct and malpractice) in any matter related to the Group. The Group's whistle-blowing policy encourages all staff to report any actual or suspected improper conduct, in confidence, to their immediate supervisor or department head. The Group guarantees confidentiality of the whistle-blowers' identities and protection from harassment, even if disclosure is required for legal proceedings. Moreover, the Group regularly assigns employees to review their department's compliance performance, formulate measures to address potential or existing issues, and identify and manage potential compliance risks in advance. This ensures that compliance standards are continually strengthened and improved. These policies and procedures together with the code of conduct can be found in the employee handbook.

本集團亦採納一套舉報政策及程序,讓本集團各層面及業務之員工可在保密的情況下就任何可能影響本集團之不當事宜(如不當及不法行為)進行舉報。本集團的檢舉政策鼓勵所有員工在保密的情況下向其直屬上司或部門主管舉報任何實際或疑似的不當行為。即使法律程序要求披露,本集團亦保證舉報人身份的保密性並防止騷擾。此外,本集團定期委派員工審查其部門的合規表現,制定解決潛在或現有問題的措施,及提前識別及管理潛在合規風險。這確保不斷加強及完善合規標準。該等政策及程序連同行為守則可於員工手冊內查閱。

In addition to these measures, the Group puts a strong emphasis on training and education. Employees are provided with regular training on anti-corruption practices, such as talks or seminars on business ethics, delivered by the Independent Commission Against Corruption (ICAC) of Hong Kong from time to time, equipping them with the knowledge and skills necessary to maintain a clean and ethical business environment. During the Year, an ICAC anticorruption e-learning course was arranged for the Group's staff, to refresh their knowledge.

除該等措施外,本集團亦非常重視培訓及教育。員工獲定期提供有關反貪污守則的培訓,如由香港廉政公署不時舉辦的商業道德講座或研討會,令他們具備維持廉潔及道德營商環境所需的知識和技能。於本年度,本集團員工獲安排香港廉政公署的反貪污網上培訓,以更新他們的知識。

The numbers of legal cases regarding corrupt practices and whistle-blowing cases concerning a criminal offence or misconduct during the Year are listed in the table in section 6.1.2 on page 68 of this report.

本年度有關貪污行為之法律起訴案件及涉及刑事罪行或不當行為舉報個案之數目已列載於本報告第68頁第6.1.2章節的表格內。

4.6 COMPLIANCE WITH RELEVANT LAWS AND REGULATIONS
遵守相關法律及法規

The Corporate Governance Committee is delegated by the Board to review and monitor the policies and practices on compliance with relevant legal and regulatory requirements, including but not limited to the following laws and regulations which have significant impact on the Group:

董事會委派企業管治委員會檢視及監察有關法例及法規要求之政策及慣例，包括但不限於以下對本集團有重大影響的法例：

People's Republic of China

- 《電影管理條例》
- 《中華人民共和國電影產業促進法》
- 《外商投資電影院暫行規定》及補充規定
- 《數字電影發行放映管理辦法(試行)》
- 《電影院建築設計規範》
- 《食品經營許可和備案管理辦法》
- 《公共場所衛生管理條例》及其實施細則
- 《中華人民共和國消防法》
- 《中華人民共和國勞動合同法》及其實施條例
- 《中華人民共和國環境保護法》
- 《中華人民共和國環境影響評價法》
- 《中華人民共和國反不正當競爭法》
- 《中華人民共和國食品安全法》
- 《中華人民共和國外商投資法》及其實施條例
- 《中華人民共和國民法典》
- 《中華人民共和國個人信息保護法》
- 《中華人民共和國數據安全法》
- 《中華人民共和國招標投標法》及其實施條例
- 《中華人民共和國著作權法》

中華人民共和國

- 《電影管理條例》
- 《中華人民共和國電影產業促進法》
- 《外商投資電影院暫行規定》及補充規定
- 《數字電影發行放映管理辦法(試行)》
- 《電影院建築設計規範》
- 《食品經營許可和備案管理辦法》
- 《公共場所衛生管理條例》及其實施細則
- 《中華人民共和國消防法》
- 《中華人民共和國勞動合同法》及其實施條例
- 《中華人民共和國環境保護法》
- 《中華人民共和國環境影響評價法》
- 《中華人民共和國反不正當競爭法》
- 《中華人民共和國食品安全法》
- 《中華人民共和國外商投資法》及其實施條例
- 《中華人民共和國民法典》
- 《中華人民共和國個人信息保護法》
- 《中華人民共和國數據安全法》
- 《中華人民共和國招標投標法》及其實施條例
- 《中華人民共和國著作權法》

Hong Kong Special Administrative Region

- Amusement Rides (Safety) Ordinance (Cap. 449, Laws of Hong Kong)
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615, Laws of Hong Kong)
- Companies Ordinance (Cap. 622, Laws of Hong Kong)
- Competition Ordinance (Cap. 619, Laws of Hong Kong)
- Copyright Ordinance (Cap. 528, Laws of Hong Kong)
- Employment Ordinance (Cap. 57, Laws of Hong Kong)
- Film Censorship Ordinance (Cap. 392, Laws of Hong Kong)
- Fire Services (Installations and Equipment) Regulation (Cap. 95B, Laws of Hong Kong)
- Inland Revenue Ordinance (Cap. 112, Laws of Hong Kong)
- Occupational Safety and Health Ordinance (Cap. 509, Laws of Hong Kong)
- Personal Data (Privacy) Ordinance (Cap. 486, Laws of Hong Kong)
- Places of Public Entertainment Ordinance (Cap. 172, Laws of Hong Kong)
- Prevention and Control of Disease Ordinance (Cap. 599, Laws of Hong Kong)
- Prevention of Bribery Ordinance (Cap. 201, Laws of Hong Kong)
- Product Eco-responsibility Ordinance, including Product Eco-responsibility (Amendment) Ordinance 2023 (Cap. 603, Laws of Hong Kong)
- Public Health and Municipal Services Ordinance (Cap 132, Laws of Hong Kong)
- Waste Disposal Ordinance, including The Waste Disposal (Charging for Municipal Solid Waste) (Amendment) Ordinance 2021 (Cap. 354, Laws of Hong Kong)

香港特別行政區

- 《機動遊戲機(安全)條例》(香港法例第449章)
- 《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)
- 《公司條例》(香港法例第622章)
- 《競爭條例》(香港法例第619章)
- 《版權條例》(香港法例第528章)
- 《僱傭條例》(香港法例第57章)
- 《電影檢查條例》(香港法例第392章)
- 《消防(裝置及設備)規例》(香港法例第95B章)
- 《稅務條例》(香港法例第112章)
- 《職業安全及健康條例》(香港法例第509章)
- 《個人資料(私隱)條例》(香港法例第486章)
- 《公眾娛樂場所條例》(香港法例第172章)
- 《預防及控制疾病條例》(香港法例第599章)
- 《防止賄賂條例》(香港法例第201章)
- 《產品環保責任條例》,包括《2023年產品環保責任(修訂)條例》(香港法例第603章)
- 《公眾衞生及市政條例》(香港法例第132章)
- 《廢物處置條例》,包括《2021年廢物處置(都市固體廢物收費)(修訂)條例》(香港法例第354章)

Macao Special Administrative Region

- 《民法典》(澳門法例第39/99/M 號法令)
- 《商法典》(澳門法例第40/99/M 號法令)
- 《合約的一般條款》(澳門法例第17/92/M 號法律)
- 《個人資料保護法》(澳門法例第8/2005號法律)
- 《營業稅》(澳門法例第15/77/M 號法律)
- 《勞動關係法》(澳門法律第8/2020號法律,修改第7/2008號法律)
- 《商業場所、辦事處場所及勞務場所之工作衛生與安全總規章》(澳門法例第37/89/M 號法令)
- 《樓宇及場地防火安全的法律制度》(澳門法例第15/2021號法律)
- 《食品安全法》(澳門法例第5/2013號法令)
- 《關於色情及猥褻物品的公開販賣、陳列及展出》(澳門法例第10/78/M 號法令)

澳門特別行政區

- 《民法典》(澳門法例第39/99/M號法令)
- 《商法典》(澳門法例第40/99/M號法令)
- 《合約的一般條款》(澳門法例第17/92/M號法律)
- 《個人資料保護法》(澳門法例第8/2005號法律)
- 《營業稅》(澳門法例第15/77/M號法律)
- 《勞動關係法》(澳門法律第8/2020號法律,修改第7/2008號法律)
- 《商業場所、辦事處場所及勞務場所之工作衛生與安全總規章》(澳門法例第37/89/M號法令)
- 《樓宇及場地防火安全的法律制度》(澳門法例第15/2021號法律)
- 《食品安全法》(澳門法例第5/2013號法令)
- 《關於色情及猥褻物品的公開販賣、陳列及展出》(澳門法例第10/78/M號法令)

Details on the work of the Corporate Governance Committee are shown in the Corporate Governance Report, which can be found on pages 37 to 38 of the Company's 2025/2026 Annual Report.

企業管治委員會之工作詳情載於本公司2025/2026年年報第37至38頁中之企業管治報告內。

The Legal Department works to provide an in-house legal and compliance service that effectively supports various operation units in their duties and day-to-day operation to comply with all applicable laws, rules and regulations.

本集團法律部旨在提供內部法務及合規服務，有效支援多個營運單位於其職責及日常營運方面遵守所有適用法律、規則及法規。

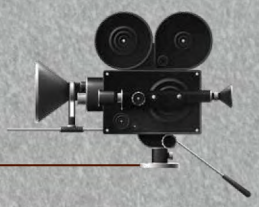
Updates to the relevant applicable laws, rules and regulations are brought to the attention of relevant employees and relevant operation units from time to time. The management must ensure that business is conducted in accordance with the relevant applicable laws and regulations.

相關員工及相關經營單位不時獲悉之相關適用法律、規則及法規之更新資訊。管理層須確保所從事業務乃符合適用之法律及法規。

The Board is not aware of any issues within the Group during the Year that are in violation of any laws and regulations.

於本年度，董事會並不知悉本集團有違反法律及法規的情況。

05



COMMUNITY INVOLVEMENT

參與社區活動

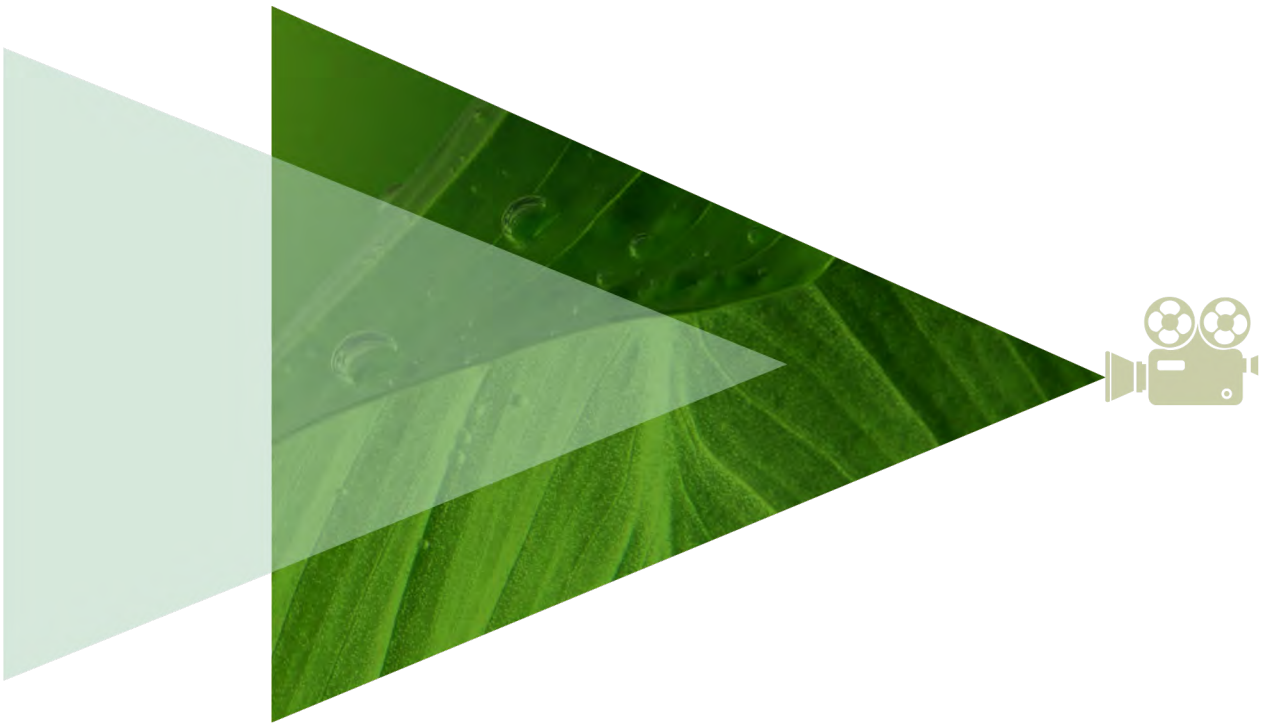
The Group highly recognises its role in social responsibility, and is committed to giving back to the communities. Embracing the mission "From the Community, To the Community", the Group actively promotes diverse community campaigns spanning elderly welfare, underprivileged communities and environmental conservation initiatives. The Group's management team also plays an important role in mobilising staff to join all these activities, which are held in tandem with its commitment to sustainable development. The Group is dedicated to making a positive impact on society through community investment and engagement initiatives.

本集團高度重視其社會責任，致力回饋社群。以「取諸社會，用諸社會」為使命，本集團積極推廣多種社區活動，涵蓋長者福利、弱勢社群及環保行動。該等活動與本集團可持續發展之承諾相輔相承，而本集團管理層團隊在動員參與該等活動方面亦擔任重要角色。本集團致力透過社區投資及參與，對社會作出正面影響。

The Group has been awarded the Caring Company Logo by the Hong Kong Council of Social Service, recognising its ongoing commitment to fulfilling its corporate social responsibilities.

本集團獲香港社會服務聯會頒發「商界展關懷」標誌殊榮，表揚其履行企業社會責任的持久承諾。

商界展關懷
caringcompany®



5.1 VOLUNTARY SERVICES
義工服務

The Group continues its partnership with non-governmental organisations and charitable organisations, to reach and support needy communities. Major voluntary service events during the Year include:

本集團持續與非政府組織和慈善組織保持夥伴關係，以伸出援手支持有需要幫助的社群。於本年度，主要義工服務活動包括：

Green Youth Workshops, July 2025
綠色青年工作坊，2025年7月

In preparation for the "Green Generation Games", a fun and interactive sports event organised by the Emperor Foundation in August 2025, youth volunteers from the event partner, the Neighbourhood Advice-Action Council, by arranging Green Youth Workshops to guide volunteers to craft sports props from upcycled materials. The Group's volunteers proactively joined the workshops, in which they helped refine the props and conducted trial runs to ensure a safe and enjoyable experience for senior citizens on the event day.

為籌備由英皇慈善基金於2025年8月舉辦的一個有趣及互動的體育活動「綠世代運動會」，來自活動合作方鄰舍輔導會的多位青年透過綠色青年工作坊，帶領義工利用升級再造材料製作運動道具。本集團義工積極參與此工作坊，共同協助製作道具並進行試玩，以確保長者在活動當天能享有安全且愉快的體驗。





Green Generation Games, August 2025
綠世代運動會，2025年8月

Embracing the spirit of "Play for the Dreams in GBA of the 15th National Games", Emperor Foundation specially joined forces with Emperor Entertainment Group, Emperor Entertainment Group 0 e:ffect and the Neighbourhood Advice-Action Council to host the Green Generation Games at the Youth Outreach "Hangout", inviting senior citizens and youth volunteers to team up for fun competitions. The youth volunteers creatively designed and produced sports equipment using recycled materials in pre-event workshops, injecting innovative eco-friendly elements. The Group's volunteers, together with other youth volunteers and 50 senior citizens, formed nine volunteer teams to participate in this meaningful community sports event.

為響應第15屆全運會「激情全運會活力大灣區」的精神，英皇慈善基金特別聯同合作伙伴英皇娛樂、英皇娛樂0 e:ffect及鄰舍輔導會，假協青社「蒲吧Hangout」舉辦「綠世代運動會」，邀請長者與青年義工組隊參與趣味競技。青年義工更於賽前工作坊利用再生資源，創意設計及製作運動用具，為運動會注入嶄新環保元素。本集團義工連同一眾青年義工及50位長者，共同組成九支義工隊伍攜手參與這場富有意義的社區運動盛事。









5.2 CHARITABLE SPONSORSHIP AND DONATIONS
慈善贊助及捐贈

The Group mobilises its staff to participate in fundraising campaigns to help underprivileged people in the community. Major charity donation and fundraising campaigns during the Year include:

本集團推動員工參與籌款活動，幫助社區弱勢群體。於本年度，主要慈善捐贈及籌款活動包括：

Blood Donation, July 2025
捐血行動，2025年7月

The Group's employees actively joined the blood donation event jointly organised by Emperor Group in conjunction with the Red Cross, in order to help people in need.

本集團員工積極參加由英皇集團及紅十字會聯合舉辦的捐血行動，以幫助有需要的人。



Summer Movie Day for Families, August 2025
親子同賞夏日好戲，2025年8月

Emperor Foundation and Midland Realty and Midland Elite Club jointly organised the "Summer Movie Day for Families" event for the second consecutive year. Through Against Child Abuse, nearly 100 underprivileged children and their parents were invited to enjoy the hit summer animation Elio. The Group once again offered ***Emperor Cinemas*** as the venue for the film screening, and provided soft drinks and popcorn, creating a warm and unforgettable summer experience for everyone involved.

英皇慈善基金聯同美聯物業及美聯精英會連續第二年合辦「親子同賞夏日好戲」活動，透過防止虐待兒童會邀請近百位基層兒童及其家長共賞暑期大熱動畫《外星奇遇記》。本集團再次提供***英皇戲院***作為電影放映場地，並安排汽水及爆谷，為每一位參與人士帶來溫馨及難忘的夏日體驗。





Security Bureau Youth Uniformed Groups Leaders Forum 2024–2025 Training Programme, August 2025

保安局青少年制服團隊領袖論壇2024-2025培訓計劃，2025年8月

Emperor Cinemas supported the Security Bureau Youth Uniformed Groups Leaders Forum 2024-2025 Training Programme, by hosting members of the Youth Leaders Forum from institutions in Hong Kong and Shenzhen to participate in training activities organised by Emperor Group. Participants included students from City University of Hong Kong, The Hong Kong University of Science and Technology, Saint Francis University, and Shenzhen University, with academic backgrounds spanning biomedical engineering, life sciences, applied social sciences, English language and literature, design, and digital media.

英皇戲院支持保安局青少年制服團隊領袖論壇2024-2025培訓計劃，接待來自香港及深圳院校的青年領袖論壇成員參與由英皇集團舉辦的培訓活動。出席者涵蓋香港城市大學、香港科技大學、聖方濟各大學及深圳大學學生，背景包括生物醫學工程、生命科學、應用社會科學、英語語言文學、設計及數碼媒體等學科。

Through company visits and exchanges, this programme enabled the students to gain insights into the day-to-day operations of cinemas as well as the cultural and entertainment industries, while fostering cross-regional and interdisciplinary interaction among students. This initiative also demonstrated the Group's ongoing commitment to youth development, community engagement, and talent cultivation. By providing opportunities for learning and exchange, it supported the students in broadening their horizons, developing leadership skills, and exploring career paths.

此活動透過企業參訪及交流，讓學生深刻了解戲院日常營運與及文化和娛樂的產業，並促進跨地域、跨學科之學生互動。此活動並體現了本集團對青年發展、社區連繫及人才培育的持續承諾，透過提供學習與交流機會，支持學生拓闊視野、建立領導能力及探索職業發展方向。







Mooncake Donation Campaign, September 2025
愛心月餅募捐大行動，2025年9月

During the Mid-Autumn Festival, excess mooncakes were collected by the Group from staff and donated to a subsidiary of Pok Oi Hospital. The mooncakes were then given to the underprivileged groups in Tin Shui Wai, to share the joy and celebrate the Mid-Autumn Festival with them.

於中秋節期間，本集團向同事們收集過剩月餅，捐贈至博愛醫院屬下機構，然後轉贈天水圍的弱勢社群，與他們分享喜悅，共度中秋佳節。



Dress Casual Day, October 2025
公益金便服日，2025年10月

This year's theme for the annual Dress Casual Day was "Wear To Care". Participating staff members each donated HK$70 or more to The Community Chest of Hong Kong, and put on casual wear to support the event.

一年一度的便服日於本年的主題為「Wear To Care」，每位參與同事均捐出70港元或以上予香港公益金，並穿上便服以支持該活動。



The King of Kings **Movie Treat, December 2025**
《萬王之王》請你睇好戲，**2025年12月**

Emperor Cinemas partnered with the Autism Life Building and Development Society to host *The King of Kings* Movie Treat for families of persons with special educational needs ("SEN").

This movie screening event was held at the ***Emperor Cinemas*** at Citywalk, Tsuen Wan. A total of 119 participants from 44 SEN families gathered and watched *The King of Kings* together, enjoying the film and cultural entertainment experience. The Group has always been committed to promoting social inclusion and community engagement. By organising this complimentary movie screening event, the Group supported SEN families in participating in cultural and recreational activities, thereby fostering a more caring and inclusive environment in the community.

英皇戲院與「自閉兒生命建立發展社」合作，為有特殊教育需要(「SEN」)人士的家庭舉辦「《萬王之王》請你睇好戲」。

此電影欣賞活動於荃灣荃新天地之***英皇戲院***舉行，來自44個SEN家庭、合共119名參加者一同觀賞《萬王之王》，享受電影及文化娛樂體驗。本集團一直致力推動社會共融及社區參與，透過舉行此免費觀賞電影活動，本集團支持SEN家庭參與文化及休閒活動，為社區締造更關愛及包容的環境。





5.3 ENVIRONMENTAL CONSERVATION
環境保護

The Group is dedicated to promoting environmental awareness through green education. Major environmental conservation events during the Year include:

本集團致力通過綠色教育宣揚環保意識。於本年度，主要環境保護活動包括：

Red Packets and Candy Boxes Recycling Campaign, February to March 2026
利是封及糖果盒回收活動，2026年2月至3月

The Group encouraged its staff to participate in the red packets recycling campaign, in order to support waste reduction and promote an environmentally friendly lifestyle. All red packets collected were sent to recycling organisations for further processing and reuse, contributing to sustainable development and waste minimisation.

本集團鼓勵其員工參與利是封回收活動，以支持減少廢物及推廣環保的生活方式。所有收集的利是封將轉交至回收機構進行進一步處理及循環再用，為可持續發展和減廢工作作出貢獻。



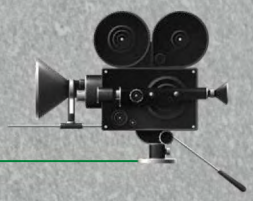
Earth Hour, March 2026
地球一小時，2026年3月

The Group's Hong Kong office joined the millions of people around the globe and turned off its office lights in support of WWF's Earth Hour, an annual event to raise awareness of climate change.

為響應世界自然基金會一年一度的「地球一小時」活動，本集團香港辦公室與全球數百萬人一同參與關閉辦公室照明燈。活動旨在提高人們對氣候變化的意識。



06



APPENDIX

附錄

6.1 ESG PERFORMANCE DATA
環境、社會及管治表現數據

6.1.1 Environmental 環境

Indicators 指標	Unit of Measurement 計量單位	FY2023/2024 年度[1]	FY2024/2025 年度 [1]	FY2025/2026 年度 [1]	HKEX Aspect 港交所層面
Gross floor area 總建築面積	Square metres 平方米	84,925	100,123	93,528	–
GHG Emissions 溫室氣體排放					
Scope 1 範疇1	$kgCO_2e$ 公斤二氧化碳當量	N/A 不適用	N/A 不適用	N/A 不適用	A1.1
Scope 2 範疇2	$kgCO_2e$ 公斤二氧化碳當量	6,284,587	6,478,304	6,212,871	A1.1
Scope 3 範疇3					
Category 5: Waste generated in operations 類別5：營運中產生的廢物	$kgCO_2e$ 公斤二氧化碳當量	223,635[2]	310,230[2]	285,469	A1.1
Total GHG emissions (Scope 1, 2 & 3) 溫室氣體排放總量(範疇1,2及3)	$kgCO_2e$ 公斤二氧化碳當量	6,508,222	6,788,534	6,498,340	A1.1
GHG emissions intensity 溫室氣體排放強度	kg/m^2 公斤/平方米	76.6	67.8	69.5	A1.1
Energy Consumption 能源消耗					
Direct energy consumption 直接能源消耗	GJ 千兆焦耳	N/A 不適用	N/A 不適用	N/A 不適用	A2.1
Indirect energy consumption 間接能源消耗	GJ 千兆焦耳	39,554	40,863	39,906	A2.1
Total energy consumption 能源消耗總量	GJ 千兆焦耳	39,554	40,863	39,906	A2.1
Energy consumption intensity 能源消耗強度	GJ/m^2 千兆焦耳／平方米	0.5	0.4	0.4	A2.1
Water Consumption 耗水量					
Water consumption 耗水量	m^3 立方米	27,750	31,765	31,385	A2.2
Water consumption intensity 耗水量密度	m^3/m^2 立方米／平方米	0.3	0.3	0.3	A2.2
Waste Management 廢物處理					
General refuse disposed to landfills 棄置於堆填區的一般廢物	kg 公斤	385,542	534,832	492,114	A1.4
General refuse disposed to landfills intensity 棄置於堆填區的一般廢物密度	kg/m^2 公斤／平方米	4.5	5.3	5.3	A1.4
Total recycled waste 回收廢物總量	kg 公斤	998	1,348	2,134	–
Recycled waste intensity 回收廢物密度	kg/m^2 公斤／平方米	0.01	0.01	0.02	–
Packaging Material Consumption 包裝物料消耗					
Total packaging material used for food and beverages 食物及飲品用的包裝材料總量	kg 公斤	27,594	31,197	38,168	A2.5

[1] Comprised ***Emperor Cinemas*** located at the following locations:

- Hong Kong
  - (1) Entertainment Building, Central
  - (2) Times Square, Causeway Bay
  - (3) iSquare, Tsim Sha Tsui
  - (4) The LOHAS, Tseung Kwan O
  - (5) Citywalk, Tsuen Wan
  - (6) New Town Commercial Arcade, Tuen Mun
- Chinese Mainland
  - (7) Emperor Group Centre, Beijing
  - (8) Taikoo Li, Sanlitun, Beijing*
  - (9) East Pacific Shopping Mall, Shenzhen
  - (10) PAFC Mall, Shenzhen
  - (11) UpperHills, Shenzhen
  - (12) IFS Mall, Chengdu*
  - (13) U Fun, Chengdu
  - (14) Wenjiang Shin Kong Place, Chengdu
  - (15) IFS Mall, Chongqing*
  - (16) Shin Kong Place, Chongqing
  - (17) IFS Mall, Changsha
  - (18) The MixC, Hefei
  - (19) NOVA, Foshan
  - (20) Shanshan Outlet Plaza, Ganzhou

* Only including the data for FY2024/2025 and FY2025/2026

[2] Figures recalculated based on the GHG emission factors available in the website of the United States Environmental Protection Agency.

[1] 包含位於下列地點之***英皇戲院***或***英皇電影城***：

- 香港
  - (1) 中環娛樂行
  - (2) 銅鑼灣時代廣場
  - (3) 尖沙咀iSquare
  - (4) 將軍澳The LOHAS康城
  - (5) 荃灣荃新天地
  - (6) 屯門新都商場
- 中國內地
  - (7) 北京英皇集團中心
  - (8) 北京三里屯太古里*
  - (9) 深圳東海繽紛天地
  - (10) 深圳平安金融中心
  - (11) 深圳深業上城
  - (12) 成都國金中心商場*
  - (13) 成都悠方
  - (14) 成都溫江新光天地
  - (15) 重慶國金中心商場*
  - (16) 重慶新光天地
  - (17) 長沙國金中心商場
  - (18) 合肥萬象城
  - (19) 佛山嶺南站
  - (20) 贛州杉杉奧特萊斯廣場

* 僅包括2024/2025年度及2025/2026年度之數據

[2] 根據美國國家環境保護局網站所提供的溫室氣體排放系數重新計算的數值。

6.1.2 Social 社會

Indicators 指標	Unit 單位	FY2023/2024 年度	FY2024/2025 年度	FY2025/2026 年度	HKEX Aspect 港交所層面
Number of Staff 員工數目					
Total number 總數	Number of persons 人數	708	585	571	B1.1
By gender 按性別					
Female 女性	Number of persons 人數	372	273	265	B1.1
Male 男性	Number of persons 人數	336	312	306	B1.1
By age group 按年齡組別					
<25	Number of persons 人數	242	200	193	B1.1
26-35	Number of persons 人數	298	227	216	B1.1
>36	Number of persons 人數	168	158	162	B1.1
By geographical region 按地區					
Chinese Mainland 中國內地	Number of persons 人數	408	310	323	
Hong Kong 香港	Number of persons 人數	275	254	228	B1.1
Macau 澳門	Number of persons 人數	25	21	20	B1.1
By employment type 按僱傭種類					
Full time 全職	Number of persons 人數	445	367	351	B1.1
Part time 兼職	Number of persons 人數	263	218	220	B1.1
No. of staff worked for 5 years or more 工作超過5年或以上的員工數目	Percentage 百分比	14%	18%	22%	–
Staff Turnover 員工流失					
Overall 整體	Percentage 百分比	76%	72%	53%	B1.2
By gender 按性別					
Female 女性	Percentage 百分比	71%	73%	49%	B1.2
Male 男性	Percentage 百分比	82%	71%	55%	B1.2
By age group 按年齡組別					
<25	Percentage 百分比	140%	113%	91%	B1.2
26-35	Percentage 百分比	51%	62%	39%	B1.2
>36	Percentage 百分比	27%	37%	25%	B1.2
By geographical region 按地區					
Hong Kong 香港	Percentage 百分比	68%	51%	44%	B1.2
Chinese Mainland 中國內地	Percentage 百分比	77%	86%	57%	
Macau 澳門	Percentage 百分比	108%	110%	85%	B1.2

Indicators 指標	Unit 單位	FY2023/2024 年度	FY2024/2025 年度	FY2025/2026 年度	HKEX Aspect 港交所層面
Occupational Health & Safety 職業健康與安全					
Number of work-related fatalities 因工亡故的人數	Number of persons 人數	0	0	0	B2.1
Rate of work-related fatalities 因工亡故的比率	Percentage 百分比	0%	0%	0%	B2.1
Lost days due to work injury 因工傷損失工作日數	Number of days 日數	37	3	38	B2.2
Development and Training 發展及培訓					
Percentage of employees trained 受訓僱員百分比					
By Gender 按性別					
Female 女性	Percentage 百分比	53%	48%	45%	B3.1
Male 男性	Percentage 百分比	47%	52%	55%	B3.1
By employee category 按僱員類別					
General staff 一般員工	Percentage 百分比	91%	94%	93%	B3.1
Managerial grade or above 經理級別或以上	Percentage 百分比	9%	6%	7%	B3.1
Training hours completed by employee 僱員完成受訓時數					
Total training hours 總培訓時數	Number of hours 小時	22,867	10,547	12,443	B3.2
Average training hours per employee 每名員工平均培訓時數	Number of hours 小時	32	18	22	B3.2
Supply Chain Management 供應鏈管理					
Total number of suppliers in supply chain 供應鏈中的供應商總數					
Hong Kong and Macau 香港及澳門	Number 數目	150	152	145	B5.1
Chinese Mainland 中國內地	Number 數目	54	44	51	B5.1
Product Responsibility 產品責任					
Percentage of products sold subject to recalls for safety and health reasons 已售產品中因安全與健康理由而須回收之百分比	Percentage 百分比	0%	0%	0%	B6.1
Number of customer complaints lodged with the Consumer Council or relevant regulatory bodies 由顧客向消費者委員會或相關監管機構作出之投訴數目	Number 數目	0	1	15	B6.2
Number of significant legal disputes or claims related to the intellectual property 與知識產權相關的重大法律糾紛或索償之數目	Number 數目	0	0	0	–
Anti-Corruption 反貪污					
Number of legal cases regarding corrupt practices 有關貪污行為之法律起訴案件之數目	Number 數目	0	0	0	B7.1
Number of whistle-blowing cases concerning a criminal offence or misconduct 涉及刑事罪行或不當行為個案之數目	Number 數目	0	0	0	B7.2

6.2 HKEX ESG REPORTING CODE CONTENT INDEX
港交所環境、社會及管治報告守則內容索引

Subject areas 主要範疇	Description 描述	Section 章節
A. Environmental **A. 環境**		
Aspect A1: Emissions **層面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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	2.1
KPI A1.1 指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	6.1
KPI A1.3 指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Not applicable *In view of its business nature, the Group does not directly generate any hazardous waste.* 不適用 *基於其業務性質，本集團不會直接產生任何有害廢棄物。*
KPI A1.4 指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	6.1
KPI A1.5 指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	2.2, 2.4

Subject areas 主要範疇	Description 描述	Section 章節
KPI A1.6 指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	2.2
Aspect A2: Use of Resources **層面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。	2.1, 2.2
KPI A2.1 指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	6.1
KPI A2.2 指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	6.1
KPI A2.3 指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	2.2, 2.4
KPI A2.4 指標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。	Not applicable *The Group did not encounter any problems in sourcing water for its daily operations.* 不適用 *本集團在日常營運中，在覓水源方面並無遇到任何問題。*
KPI A2.5 指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	2.2, 6.1
Aspect A3: The Environment and Natural Resources **層面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。	2.1, 2.2
KPI A3.1 指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	2.1, 2.2

Subject areas 主要範疇	Description 描述	Section 章節
B. Social **B.社會**		
Employment and Labour Practices **僱傭及勞工常規**		
Aspect B1: Employment **層面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。	3.2, 3.3
KPI B1.1 指標B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	6.1
KPI B1.2 指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	6.1
Aspect B2: Health and Safety **層面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。	3.4
KPI B2.1 指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	6.1
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	6.1
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	3.4

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B3: Development and Training **層面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。	3.5
KPI B3.1 指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	6.1
KPI B3.2 指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	6.1
Aspect B4: Labour Standards **層面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。	3.2
KPI B4.1 指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	3.2
KPI B4.2 指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	3.2, 4.1
Operating Practices **營運慣例**		
Aspect B5: Supply Chain Management **層面B5：供應鏈管理**		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	4.1
KPI B5.1 指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	6.1
KPI B5.2 指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	4.1

Subject areas 主要範疇	Description 描述	Section 章節
KPI B5.3 指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	4.1
KPI B5.4 指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	4.1
Aspect B6: Product Responsibility 層面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。	4.2
KPI B6.1 指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	6.1
KPI B6.2 指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	4.2, 6.1
KPI B6.3 指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	4.4
KPI B6.4 指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	4.2
KPI B6.5 指標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。	4.3

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B7: Anti-Corruption **層面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。	4.5
KPI B7.1 指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	6.1
KPI B7.2 指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	4.5
KPI B7.3 指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	4.5
Community **社區**		
Aspect B8: Community Investment **層面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。	5
KPI B8.1 指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	5
KPI B8.2 指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	5