



Deson Development International Holdings Limited

迪臣發展國際集團有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號：262)

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

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Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE REPORT

Deson Development International Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “We”) are pleased to present the Environmental, Social and Governance (“ESG”) Report (the “ESG Report”), which comprehensively illustrates the ESG strategy and commitment of the Group in fulfilling corporate social responsibility and achieving sustainable development. For further details about the Group’s corporate governance frameworks and practices, please refer to the corporate governance report which has been included as part of the Group’s Annual Report for the year ended 31 March 2025 (“Annual Report”).

Scope of the Report

The ESG Report focuses primarily on the environmental and social performance of the Group’s core businesses in Hong Kong and the People’s Republic of China (the “PRC”), including (i) the property development and investment; (ii) the trading of medical equipment and home security and automation products; and (iii) the operation of hotels. The ESG Report covers the period from 1 April 2024 to 31 March 2025 (the “Year”). The disclosure of environmental Key Performance Indicators (“KPIs”) covered all office operations and hotel operations of the Group in Hong Kong and the PRC, unless otherwise specified. The Group is committed to continuously seeking and developing strategies to improve its environmental performance and effectively address the sustainability concerns of its stakeholders. For details on corporate governance, please refer to the Corporate Governance Report on pages 58 to 92 of the Annual Report.

Reporting Framework

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (“ESG Guide”) contained in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange” or “HKEX”) and has complied with the mandatory disclosure requirements and the “comply or explain” provisions of the ESG Guide.

有關本報告

迪臣發展國際集團有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)欣然提呈環境、社會及管治(「ESG」)報告(「ESG報告」)。ESG報告全面闡述本集團在履行企業社會責任及實現可持續發展方面的ESG策略及承諾。有關本集團企業管治框架及實踐的更多詳細資料，請參閱本集團截至二零二五年三月三十一日止年度的年報(「年報」)內的企業管治報告。

報告範圍

ESG報告主要集中於本集團核心業務在香港及中華人民共和國(「中國」)的環境及社會表現，包括(i)物業發展及投資；(ii)買賣醫療設備及家居保安及自動化產品；及(iii)酒店營運。ESG報告涵蓋自二零二四年四月一日至二零二五年三月三十一日止(「本年度」)期間。除另有說明外，環境關鍵績效指標(「關鍵績效指標」)涵蓋所有本集團於香港及中國的辦公室營運及酒店營運。本集團致力於不斷尋求及制定策略以提高其在環境方面的表現，並披露相關資料以釋除其持份者對可持續性的憂慮。有關公司管治詳細報告，請參閱年報第58至92頁的企業管治報告。

報告框架

ESG報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載《環境、社會及管治報告指引》(「ESG指引」)所編製，並已遵守ESG指引之強制披露規定及「不遵守就解釋」條文。

Reporting Principles

The ESG Report adheres to the ESG Reporting Principles set out in the ESG Guide, including materiality, quantitative, balance and consistency. Details are illustrated as follows:

Materiality

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

Quantitative

The disclosure of ESG KPIs in the ESG report is supported by quantitative data and measurable standards. All applicable statistics, calculation tools, methodologies, reference materials and sources of conversion factor used are disclosed when presenting the emission data.

Balance

The ESG Report is designed to offer a comprehensive and balanced perspective through the disclosure of information across all material ESG dimensions. It not only showcases the Group's positive accomplishments but also transparently addresses areas needing enhancement.

Consistency

In order to enhance and maintain meaningful comparability of ESG performances between years, the Group has strived and will continue to adopt consistent reporting and calculation methodologies as far as reasonably practicable. For any changes in methodologies or relevant KPIs used, the Group has presented and explained in detail in the corresponding sections.

Information and Feedback

Your opinions on the Group's ESG Report and sustainability performance are highly valued. Should you have any queries, comments or suggestions, please contact us at deson@deson.com.

報告原則

ESG報告依照ESG指引中所載的ESG報告原則，包括重要性、量化、平衡性及一致性。有關詳情闡述如下：

重要性

本ESG報告內容乃通過持份者參與及重要性評估所制定，其中包括識別ESG相關議題、收集並審閱管理層及持份者意見、評估議題的相關性及重要性，以及準備及核實所匯報的資料。本報告已涵蓋不同持份者所關注的重要議題。

量化

ESG報告中披露的ESG關鍵績效指標獲量化數據及可衡量的準則支持。所使用的一切適用統計數據、計算工具、方法、參考資料，以及轉換系數來源均在呈列排放數據時予以披露。

平衡性

ESG報告旨在通過披露所有重大ESG維度的資訊來提供全面和平衡的觀點。它不僅展示了本集團的積極成就，還透明地闡述了需要改進的領域。

一致性

為提高並保持ESG表現的年度可比性，本集團致力並將持續在合理可行的情況下採用一致的匯報及計算方法。就所使用的方法或相關關鍵績效指標的任何變更，本集團會在相應章節中詳述並解釋。

資訊及反饋

本集團十分重視閣下對本集團ESG報告及可持續發展表現的意見。若閣下有任何疑問、意見或建議，請透過deson@deson.com聯絡我們。

ESG RESPONSIBILITY MANAGEMENT

ESG Governance

The Group recognises the importance of good ESG governance in fostering sustainable growth of enterprises. As such, the Board of Directors of the Group (the “**Board**”) has well-defined duties and responsibilities to oversee the Group’s execution of ESG-related matters. The Board has clearly defined duties and responsibilities, including formulating the Group’s short-term and long-term ESG strategies, continuously monitoring and reviewing the implementation of ESG policies, and evaluating the Group’s ESG performance. These efforts aim to strengthen the Group’s ESG system and minimise related risks. The Board has delegated the authority to implement sustainable development measures and ensure compliance with the relevant laws and regulations.

To promote effective collaboration and adherence to the Group’s ESG initiatives, the Board has established communication channels among its internal business divisions. It monitors the effectiveness of these channels to ensure smooth operations and practices aligned with the Group’s ESG initiatives. Additionally, the Board regularly convenes meetings to discuss the latest ESG international trends and developments. Besides, the Board also reviews the content of the ESG Report and understands the annual ESG highlights and risks of the Group.

The Board is responsible for prioritising ESG issues through stakeholder engagement. It has developed engagement channels to facilitate effective communication between the Group and its stakeholders. In order to facilitate the prioritisation of ESG issues, the Board has engaged third-party ESG consultants to conduct a materiality assessment using internal stakeholder surveys. The issues are those likely to influence our stakeholders and the business are regarded as material issues. The Board is well-informed about the assessment results and makes informed decisions regarding the material ESG issues. The Board regularly reviews the engagement channels and stays abreast of stakeholders’ expectations.

ESG責任管理

ESG管治

本集團深知良好的ESG管治對企業可持續發展的重要性。因此，本集團董事會（「**董事會**」）有明確的職責和監督本集團執行ESG相關事宜的責任。董事會有明確的職責和責任，包括制定本集團短期與長期ESG策略的主要職責，並持續監察及檢討ESG政策的實施情況及評估ESG表現，以加強本集團的ESG體系並降低相關風險。董事會已授權推行可持續發展措施並確保遵守相關法律及法規。

為促進有效協作及遵守本集團的ESG措施，董事會已制定其內部業務部門的溝通渠道，以監督他們是否有效地相互合作，確保營運和實踐符合本集團的ESG倡議。此外，董事會定期召開會議討論最新的ESG國際趨勢和發展。董事會亦審閱ESG報告內容，了解本集團的年度ESG重點和風險。

董事會通過持份者的參與，負責為ESG議題進行優次排序。董事會已制定參與渠道，以促進本集團及持份者之間的有效溝通。為了便於ESG議題的優次排序，董事會已任命第三方ESG顧問通過內部持份者調查進行重要性評估。可能影響我們的持份者及業務的議題被視為重大議題。董事會充分了解結果並總結重大ESG議題。董事會將定期檢討參與渠道並及時了解持份者的期望。

Furthermore, the Board is committed to seeking opportunities or enhancing the Group's ESG performance. It sets and reviews goals based on the Group's material issues identified. The Board ensures that stakeholders are informed about the Group's annual ESG achievements and tracks progress towards meeting targets through the ESG Report.

In order to facilitate the Group's achievements in ESG matters, the Group has established the committee of the Board of Directors of the Group (the "**Board Committee**"). The main objective of the Board Committee is to enhance the Board's engagement in ESG issues. The Board Committee is delegated with full authority by the Board to develop strategic plans for ESG and implement policies related to ESG matters. The Board Committee is responsible for actively monitoring and staying updated on the latest developments in ESG performance. It is also tasked with taking necessary actions to ensure that the Group not only fulfils its obligations under the new mandatory disclosure requirement but also strives to continuously improve its ESG performance.

Stakeholder Engagement

The Group recognises the significance of maintaining close connections and effective communication with our stakeholders. Therefore, we have actively engaged with our stakeholders through various channels throughout the Year. This inclusive approach has allowed the Group to assess our current environmental and social management practices and strengthen our sustainability strategies for future growth. To gain a deeper understanding of our stakeholders' expectations regarding the Group's ESG performance, we have implemented diverse communication channels and platforms, enabling us to promptly address their concerns and provide timely feedback.

此外，董事會將致力尋找機會或提升本集團 ESG 表現，並參考本集團已確定重大議題而設定和檢討目標。董事會確保持份者了解本集團的年度 ESG 成就，並透過 ESG 報告追蹤實現目標的進展。

為促進本集團在 ESG 事宜上取得成果，本集團成立了本集團董事會委員會（「**董事會委員會**」）。董事會委員會主要目標在加強董事會對 ESG 議題的參與。董事會委員會獲董事會授予的全部權力，以制定 ESG 戰略規劃，以實施有關 ESG 議題的政策。董事會委員主動監察和了解 ESG 績效的最新發展，不僅採取必要的行動以確保本集團履行其在新強制性披露要求下的義務，還致力不斷提高其 ESG 績效。

持份者參與

本集團深明與持份者保持密切聯繫及有效溝通的重要性。因此，我們於本年度已通過各種的渠道與持份者接觸。這種包容性方法使本集團能夠評估我們當前的環境和社會管理實踐，並加強我們未來發展的可持續發展策略。為了更深入了解持份者對本集團 ESG 表現的期望，我們建立了多元化的溝通管道和平台，使我們能夠及時解決他們的關切並及時提供適時回饋。

Environmental, Social and Governance Report

環境、社會及管治報告

Stakeholders 持份者	Expectations and Requirements 期望與要求	Means of Communication and Response 溝通及回應方式
Government and Regulators 政府及監管機構	- Compliance with national policies, laws and regulations 遵守國家政策、法律及法規 - Tax payment in full and on time 按時足額納稅 - Safe construction projects 安全建造項目	- Regular submission of reports 定期提交報告 - Regular meetings with regulators 定期與監管機構會面 - Examination and inspection 審查與檢驗
Shareholders 股東	- Returns 收益回報 - Operational compliance 合規營運 - Growth in corporate value 企業價值提升 - Information transparency and effective communication 資訊透明及有效溝通	- General meetings 股東大會 - Announcements, annual reports and circulars 公告、年報和通函 - Email, telephone communication and company website 電郵、電話溝通及公司網站
Business Partners 業務夥伴	- Operation with integrity 誠信經營 - Fair competition 公平競爭 - Performance of contracts 依法履約 - Mutual benefits 互惠互利	- Business communication 業務溝通 - Engagement and cooperation 參與和合作
Customers 客戶	- Quality products and services 優質產品與服務 - Health and safety 健康與安全 - Performance of contracts 依法履約 - Operation with integrity 誠信經營	- Customer service centre and hotlines 客戶服務中心和熱線 - Customer feedback surveys 客戶反饋調查 - Customer communication meetings 客戶溝通會議 - Social media platforms 社交平台

Stakeholders 持份者	Expectations and Requirements 期望與要求	Means of Communication and Response 溝通及回應方式
Environmental Regulatory Authorities 環境監管機構	Energy conservation and emission reduction 節能減排	Encouraging and sponsoring employees to participate in environmental-related charity events 鼓勵並贊助員工參與環境相關的公益活動
Employees 僱員	- Protection of rights and interests 維護權益 - Occupational health and safety 職業健康與安全 - Remunerations and benefits 薪酬福利 - Career development 事業發展 - Care for employees 關懷員工	- Employee mailbox 員工信箱 - Training and workshops 培訓與工作坊 - Employee activities 員工活動
Communities and the Public 社區與公眾	- Improvement in the community environment 改善社區環境 - Participation in charity 參與公益事業 - Information transparency 資訊公開透明	- Company website 公司網站 - Announcements, annual reports and circulars 公告、年報和通函 - Interview with media 傳媒訪問 - Social media platforms 社交平台 - Participation in and provision of sponsorship for charity events 參與及贊助公益活動

Materiality Assessment

Further to the communication channels established to collect stakeholders' opinions and expectations, the Group has extended its understanding of a wide range of ESG-related issues through diverse stakeholder engagement methods. The management's perspectives on ESG-related matters were also collected through questionnaires. To enhance our understanding further, the information collected was carefully analysed. We combined this analysis with materiality maps provided by reputable external institutions¹ and sought professional opinions from third-party experts. This comprehensive approach enabled the Group to identify and prioritise ESG issues that are of concern to stakeholders and closely aligned with the Group's business.

重要性評估

除建立溝通渠道收集持份者的意見及期望外，本集團亦廣泛通過向不同的持份者收集各種意見，擴大其對一系列ESG相關議題的了解。管理層對ESG相關議題的看法亦通過問卷調查收集。為了進一步加深我們的理解，我們將此分析連同知名外部機構提供的重要性圖譜¹結合，並徵求第三方專家提供的專業意見。這種全面的方法使本集團能識別持份者所關注且與本集團業務密切相關的ESG議題並釐定其優先次序。

Aspects 範疇	Material Issues 重要議題
Environment 環境	- Environmental Compliance 環境合規 - Prevention and Handling of Environmental Incidents 環境事故預防及處理 - Responding to Climate Change 應對氣候變化
Labour Practices 勞工常規	- Employment Compliance 僱傭合規 - Remuneration and Benefits 薪酬及福利 - Working Hours and Rest Periods 工作時數及假期 - Diversity and Equal Opportunity 多元化與平等機會 - Occupational Health and Safety 職業健康與安全 - Prevention of Child Labour and Forced Labour 防止童工和強制勞動
Operation Practices 營運慣例	- Operational Compliance 營運合規 - Responsible Sales and Marketing 負責任的營銷及推廣 - Customer Service Management 客戶服務管理 - Anti-corruption 反貪污

¹ The materiality maps referenced in the materiality assessment include the ESG Industry Materiality Map and the Sustainability Accounting Standards Board (SASB) Materiality Map produced respectively by Morgan Stanley Capital International and the SASB.

¹ 重要性評估所參考的重要性圖譜分別包括由摩根士丹利資本國際公司提供的ESG行業重要性圖譜及由永續會計準則委員會(SASB)提供的SASB重要性圖譜。

PROTECTING OUR ENVIRONMENT

Environmental Principles

The Group places significant importance on reducing environmental impact and is dedicated to integrating corporate social responsibility into its business operations. In order to ensure environmental compliance and the effective implementation of environmental protection measures in our property development projects, the Group has implemented strict requirements for its contractors to adhere to laws and regulations related to environmental protection. These regulations include but are not limited to, the Atmospheric Pollution Prevention and Control Law of the PRC, the Water Pollution Prevention and Control Law of the PRC and the Law of the PRC on Prevention and Control of Environmental Pollution by Solid Waste. Additionally, the Group places great importance on environmental protection and requires contractors to comply with all the rules and regulations set forth by the Group and relevant authorities, such as the Safety Production Management System and Construction Personnel Safety Education Manual. These regulations outline specific requirements for green construction practices. For instance, to prevent pollution, contractors are prohibited from indiscriminately discharging wastewater, exhaust gas, waste residue, and other pollutants. They must also refrain from littering household garbage. To minimise pollution in the urban environment, construction vehicles must be thoroughly cleaned before leaving the construction site. Furthermore, contractors are required to control the environmental hazards posed by dust, exhaust gases, solid waste, and noise during the construction process. The Group continuously review the environmental and site hygiene issues related to the management system and on-site performance in order to effectively control and minimise the environmental impacts resulting from the Group's operations. In addition to complying with relevant laws and regulations, the Group's hotel business operations have obtained necessary approvals from government authorities. These approvals include the Food Operation License, Hygiene License and Special Trade Permit. It is worth noting that the Group's hotel operation business in Kaifeng, the PRC, has achieved "Level One Certification" of the InterContinental Hotels Group (IHG) Green Engage™ system which has been awarded by the IHG Corporate Responsibility Team. This certification demonstrates our commitment to sustainable practices and environmental stewardship. We will continue to set targets and make ongoing efforts to reduce our environmental impacts and operate in a sustainable manner.

環境保護

環境原則

本集團十分重視減少對環境影響並致力把企業社會責任納入其業務的營運中。為確保符合環保要求及環境保護措施在我們的物業發展項目中妥善執行，本集團要求其承建商嚴格遵守與環境保護有關的法例及法規，包括但不限於《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》。此外，本集團高度重視環境保護，要求承建商遵守本集團及相關部門所製定的所有規章制度，如《安全生產管理制度》、《施工人員安全教育手冊》等。這些法規概述了綠建築實踐的具體要求。例如，為防止污染，禁止承建商亂排放廢水、廢氣、廢渣等污染物。他們還必須避免亂丟生活垃圾。為盡量減少對城市環境的污染，施工車輛在離開施工現場前必須徹底清潔。此外，承建商被要求在施工過程中控制揚塵、廢氣、固體廢棄物和噪音等環境危害。本集團亦持續審視與管理系統相關的環境及地盤衛生問題和地盤工作表現，以有效控制及盡量減少本集團營運對環境造成的影響。除遵守相關法律法規外，本集團的酒店業務經營已獲得政府部門的必要批准。這些批准包括食品經營許可證、衛生許可證及特種行業許可證。值得注意的是，本集團位於中國開封市的酒店營運業務已獲得洲際酒店集團企業責任小組頒發的洲際綠色參與系統「一級認證」。此認證證明了我們對持續實踐和環境管理的承諾。我們將繼續訂立目標並不斷努力減少對環境的影響並以可持續的方式營運。

Environmental, Social and Governance Report

環境、社會及管治報告

The environmental objectives of the Year and target are summarised as the following: 本年度環境目標概括如下：

Environmental Objectives 環境範疇	Strategic Goals 策略性目標	Target 數據性目標
Greenhouse Gas (GHG) Emissions 溫室氣體排放	- To promote a low-carbon lifestyle in the workplace; 於工作場所提倡低碳生活方式； - Provide training on energy conservation and emission reduction 提供節能減排培訓	Achieve ~3% decrease in intensity (by number of employees) of greenhouse gas emissions, electricity and water consumption by the year ended 31 March 2030 (2023/24 baseline) 以2023/24為基準，於截至二零三零年三月三十一日，每名員工的溫室氣體排放、電力及水消耗強度減少約3%
Energy 能源	- Enhance employees' awareness towards energy conservation in the workplace; 於工作場所提升僱員對節約能源的意識； - Purchases equipment with energy efficiency labels 購買貼有能效標識的電器	Achieve 100% solid waste processing rate by the year ended 31 March 2030 於截至二零三零年三月三十一日止年度，達到100%固體廢棄物處理率
Water 用水	Enhance employees' awareness towards water conservation in the workplace 於工作場所提升僱員對節約用水的意識	
Waste 廢棄物	- Enhance employees' awareness towards waste reduction at source; 於工作場所提升僱員對源頭減廢的意識； - Encourage the procurement of recyclable or reusable products in the workplace 鼓勵採購可回收或可重用的產品	

During the Year, the Group was not aware of any non-compliance with environment-related laws and regulations.

本年度，本集團並未知悉任何違反環境相關之法律及法規的行為。

Emission Treatment *Air Emission Control*

The Group is dedicated to effectively managing and controlling the air emissions resulting from the operations. The primary source of air pollutants within the Group stems from vehicle usage. Therefore, our focus lies in reducing air pollutant emissions derived from the operation of our company fleet. In order to minimise emissions from our vehicle fleet, the Group has implemented several measures. Firstly, we place great emphasis on regular vehicle inspections and maintenance to ensure optimal performance and efficiency, further reducing emissions. Furthermore, the Group has implemented a strict policy to discourage engine idling. We actively promote and enforce the practice of turning off engines when vehicles are not in use, such as during loading or waiting periods. Notably, the Group has replaced one of its corporate vehicles with electric vehicles compared to the previous year, which further demonstrates the Company's commitment to reducing greenhouse gas emissions. These measures significantly reduce unnecessary emissions and contribute to our overall emission reduction objectives.

Additionally, the Group acknowledges that the generation of dust at construction sites during operations is inevitable, and may cause severe impacts on the environment and the community nearby, as well as the health of construction workers. Therefore, the Group strictly require contractors to comply with relevant laws and regulations to mitigate the impacts on air quality at construction sites. For example, construction sites are covered with mesh safety nets in order to prevent the emission of fugitive dust. Through these measures and practices, the Group is committed to reducing air pollutant emissions, and promoting environmentally friendly operations in both our construction sites and hotel business.

排放物處理 *空氣排放管控*

本集團致力於有效管理及控制營運過程中所產生的廢氣排放。本集團內空氣污染物的主要來源來自車輛的使用。因此，我們的重點是減少公司車隊營運產生的空氣污染物排放。為了最大限度地減少車隊的排放，本集團採取了多項措施。首先，我們非常重視定期車輛檢查和維護，以確保最佳性能和效率，進一步減少排放。此外，本集團實施了嚴格的政策來阻止引擎空轉。我們積極提倡並強制執行在車輛不使用時（例如在裝載或等待期間）關閉引擎的做法。尤其是，與去年度比較，本集團已將一部公務車更換為電動車，進一步彰顯公司對減少溫室氣體排放的承諾。這項措施大大減少了不必要的排放，並有助於實現我們的整體減排目標。

此外，本集團承認建築工地在作業過程中不可避免地會產生粉塵，可能對環境和附近社區以及建築工人的健康造成嚴重影響。因此，本集團嚴格要求承建商遵守相關法規，以減輕對施工現場空氣質量的影響。例如，建築工地覆蓋網狀安全網，以防止揚塵排放。透過這些措施和實踐，本集團致力於減少空氣污染物排放，並在建築工地和酒店業務中推廣環保營運。

GHG Emission Control

The Group aims to achieve greenhouse gas emissions reduction by promoting a low-carbon lifestyle in the workplace. During the Year, the Group has set the target of reducing GHG to achieve the Group's objective, the Group has implemented measures to manage energy consumption patterns in its business operations. In addition to direct emissions from vehicle fuels and stationary combustion equipment, the Group also considers indirect emissions from purchased electricity and other indirect emissions related to paper disposal, water and sewage treatment, and business air travel. Employees are encouraged to use public transit, participate in ride-sharing, and minimise unnecessary business air travel through the use of video conference meetings. In cases where business travel is unavoidable, the Group prioritises direct flights to reduce additional GHG emissions associated with transit flights. Additionally, employees are encouraged to plant green plants in the office area to further offset the carbon footprints. The Group also utilises natural gas-powered equipment to minimise air pollutants and GHG emissions. The Group's hotel has obtained the necessary Registration for Pollution Discharge for Fixed Pollution Sources from the Environmental Protection Bureau of Kaifeng City for the construction project of its natural gas-powered equipment expansion.

溫室氣體排放控制

本集團旨在透過在工作場所倡導，低碳生活方式，實現溫室氣體減排。本年度為了達成本集團的溫室氣體減排目標，本集團已採取措施管理其業務營運中的能源消耗模式。除了車輛燃料和固定燃燒設備的直接排放外，本集團還考慮外購電力的間接排放以及與紙張處理、水和污水處理以及商務航空旅行相關的其他間接排放。本集團鼓勵員工使用公共交通、參與共乘，並透過使用視訊會議來減少不必要的商務航空旅行。在商務旅行不可避免的情況下，本集團優先考慮直飛航班，以減少轉機的額外溫室氣體排放。此外，本集團鼓勵員工在辦公室區域種植綠色植物，進一步抵消碳足跡。本集團還利用天然氣驅動設備來最大限度地減少空氣污染物和溫室氣體排放。本集團酒店天然氣動力設備擴建建設項目已取得中國開封市環保署發出的《固定污染源排污登記證》。

Waste Management

The Group effectively manages waste generated from office operations, distinguishing between non-hazardous and hazardous waste. Non-hazardous waste primarily consists of general refuse, while hazardous waste mainly includes waste toner cartridges, waste light tubes and waste light bulbs. The Group aims to reduce both non-hazardous and hazardous waste by enhancing employees' awareness towards waste reduction at source and encouraging the procurement of recyclable or reusable products in the workplace. In general, recyclable materials are regularly sorted and transferred to recycling companies as part of our waste management practices. Staff members are encouraged to reuse office supplies including stationery, envelopes and folders, to greatly minimise wasting of materials and the generation of waste. Also, employees are encouraged to purchase green products, such as rechargeable batteries and recyclable toner cartridges, instead of disposable products. To further enhance employees' awareness of waste reduction, the Group has posted environmentally friendly and resource-saving reminders in the offices to encourage the use of reusable dishware and cutlery instead of disposable ones. In our hotel management, the Group focuses on conserving consumables. We hold regular meetings to evaluate the suitability of consumables in hotel rooms and appoint a dedicated person for consumables control. Our aim is to reduce consumption while meeting customer needs and recycle and reuse guest supplies without compromising service quality. We conduct random inspections of guest supplies usage to ensure efficiency. Cost accounting meetings help us monitor expenses and prevent waste. We provide regular training to raise cost-saving awareness among staff members, emphasising the importance of avoiding wasteful practices. Through these measures, the Group promotes sustainable consumption, waste reduction, and cost savings while ensuring a positive guest experience. As for site operation, contractors are required to handle different types of waste according to the requirements imposed by the laws and regulations in relation to waste handling. For example, both construction waste and daily operation waste should be sorted before storing in semi-sealed garbage stations and cleared out regularly. To reduce construction waste at source, contractors are encouraged to reuse materials to the greatest extent.

廢棄物管理

本集團有效管理辦公室運作產生的廢棄物，區分無害廢棄物和有害廢棄物。無害廢棄物主要包括一般垃圾，而有害廢棄物主要包括廢墨盒、廢光管及廢燈泡。本集團旨在透過提高員工從源頭減少廢物的意識以及鼓勵在工作場所採購可回收或可重複使用的產品來減少無害和有害廢棄物。一般來說，作為我們廢棄物管理實踐的一部分，可回收材料會定期分類並轉移到回收公司。我們亦鼓勵員工重複使用辦公用品，包括文具、信封和文件夾，以最大程度地減少材料浪費和廢棄物產生。此外，我們還鼓勵員工購買綠色產品，例如可充電電池和可回收碳粉匣，而不是一次性產品。為進一步提高員工減廢意識，本集團在辦公室張貼環保及節約資源提示，鼓勵使用可重複使用的餐具，而非一次性餐具。在我們的酒店管理中，本集團著重節約消耗品。我們定期召開會議，評估酒店客房耗材的適用性，並指定專人負責耗材控制。我們的目標是在滿足客戶需求的同時減少消耗，並在不影響服務品質的情況下回收和再利用賓客用品。我們對賓客用品的使用進行抽查，以確保效率。成本會計會議幫助我們監控費用並防止浪費。我們定期提供培訓，以提高員工的成本節約意識，並強調避免浪費行為的重要性。透過這些措施，本集團促進可持續消費、減少浪費和節省成本，同時確保積極的賓客體驗。就地盤作業而言，承建商須根據有關廢棄物處置的法例及法規所實施的規定來處理不同種類的廢棄物。例如，我們會將建築垃圾和一般垃圾進行分類，才儲存到半密封垃圾站，並定期清理。為從源頭減少建築廢棄物，我們鼓勵承建商盡可能重用材料。

Resources Conservation

The Group is committed to promoting sustainable development by implementing various measures to reduce resource consumption and raise environmental awareness among employees, encouraging them to participate in environmental protection efforts. The Group's major resource consumption during its operations includes paper, energy and water. To reduce paper usage, employees are encouraged to minimise the number of photocopies by utilising electronic means and adopting double-sided printing whenever possible. The Group has also implemented a "pull printing" system, which allows documents to be printed only when the staff authenticates themselves at the device, reducing paper waste. Waste paper collection boxes are placed in the office for the collection of non-reusable paper, which is then recycled.

節約資源

本集團致力透過採納多項措施減少資源耗用，以及提高僱員環保意識及鼓勵僱員參與環境保護來推動可持續發展。本集團經營過程中消耗的主要資源包括紙張、能源和水。為減少紙張使用量，我們鼓勵員工利用電子方式並盡可能採用雙面列印，以盡量減少紙張用量。本集團也實施了「截取打印」系統，只有員工在設備上驗證身分後才能列印文件，減少紙張浪費。辦公室內設置廢紙收集箱，收集不可重複使用的紙張作回收之用。

Energy Conservation

Energy-saving measures include selecting energy-efficient printer models and encouraging employees to turn off lighting and air conditioning when not in use to avoid energy wastage and reduce carbon emissions. Lighting systems in the offices are designed with dedicated light switches for different areas, and regular maintenance and cleaning are conducted to ensure high efficiency of lighting. Additionally, the Group allows employees to wear casual clothes in the office to reduce the need for air conditioning. During the Year, our hotel has taken progressive steps to enhance its environmental performance and hence secured relevant certification endorsements. In the hotel operation, the Group has implemented advanced management systems to achieve better energy efficiency. In the Group's hotel operation business, environmentally friendly practices among employees and guests are actively promoted through energy-saving initiatives. We set energy goals for the hotel and summarised a list of energy conservation measures, providing energy-saving training for employees, and incorporating energy conservation and emission reduction into employee performance evaluations. Additionally, energy-saving tips and reminders, such as turning off electronics when not in use and adjusting the air-conditioners to the optimal temperature for thermal comfort, are posted in the hotel lobbies and the guestrooms to reduce energy consumption as well as GHG emissions. Multi-zone lighting controls with automatic induction devices have been installed to meet real-time demand and reduce unnecessary lighting. LED lights are used extensively in guest rooms, lobbies and corridors to enhance operational efficiency and save energy in the Group's hotel. The management system also considers water chillers and air conditioning, connected with a hotel equipment start-up schedule. Comprehensive implementation plans have been developed for each piece of equipment, and staff members are assigned to ensure the system's smooth operation. Regular inspections and maintenance are conducted on valves and pipes to prevent the leakage of natural gases and water. Energy control and consumption reduction have been included in the appraisal assessment for hotel staff in Kaifeng, the PRC, to encourage environmentally friendly behaviour.

節能

節能措施包括選擇高能源效益的打印機型號、並鼓勵員工關掉不使用的照明及空調，以避免能源浪費和減少碳排放。辦公室的照明系統針對不同區域設計了專用的照明開關，並定期進行維護和清潔，以確保高照明效率。此外，本集團允許員工在辦公室穿著休閒服，以減少對空調的需求。本年度，我們的酒店已採取循序漸進的方式來提升環境表現，並因此獲得相關認證認可。在酒店營運中，本集團實施了先進的管理系統，以實現更佳的能源效率。在本集團的酒店營運業務中，透過節能措施，積極向員工及賓客推廣環保行為。我們為酒店制定能源目標，總結節能措施清單，為員工提供節能培訓，並將節能減排納入員工績效評估。此外，於酒店大堂張貼包括關閉不使用的電子設備及將空調調校至舒適的理想溫度等的節能小貼士及提示，以減少能源消耗和溫室氣體排放。我們已在多區照明控制器安裝了自動感應裝置，以滿足即時需求並減少不必要的照明。本集團酒店的客房、大廳及走廊廣泛採用LED燈，以提高營運效率並節省能源。管理系統還包括對冷水機和空調的考量，並與酒店設備啟動時間表連接。每台設備都制定了全面的實施方案，並指派專人負責確保系統的順利運作。定期對閥門和管道進行檢查和維護，以防止天然氣和水的洩漏。節能減耗已納入中國開封市酒店員工考核評價，以鼓勵環保行為。

Water Conservation

The water consumption of the Group is primarily attributed to general office use, site operations and hotel operations. In the Group's offices, domestic sewage is directly discharged to the municipal drainage system. Water conservation efforts include reducing tap water pressure to practical levels and reminding employees to turn off faucets tightly after use. The Group will continue to improve water usage efficiency to consume resources responsibly and meet the set targets. Contractors involved in site operations are responsible for conducting proper wastewater treatment to mitigate adverse water quality impacts, as required by relevant laws and regulations. For instance, wastewater from site operation is collected in a wastewater collection well at the construction site and allowed to settle before being discharged to the city sewage system to prevent the discharge of sand and large particles into the drain when significant water pollution is anticipated. The Group also conducts regular tests for water pipe leakage in different sections and performs maintenance work to prevent water wastage due to leaks. In the hotel operations business, the Group acknowledges that wastewater is produced throughout its operations, including sewage from cooking and food waste. To minimise the Group's environmental impact on water sources, on-site preliminary treatment facilities have been installed to process kitchen sewage before it is discharged into the municipal drainage system. Meanwhile, guests are also encouraged to participate in the bed linen reuse program, where linen is changed only upon request to conserve resources, particularly water used for cleaning and washing hotel equipment.

During the Year, the Group did not encounter any issues in sourcing water fit for purpose.

Packaging Materials

Due to the nature of the Group's property development and investment business, no packaging materials are used during our operations. For the trading of medical equipment and home security and automation products business, suppliers generally use recyclable carton boxes for packaging, minimising additional usage of packaging materials.

節約用水

本集團的用水需求主要來自一般辦公室用途、地盤作業及酒店經營。本集團辦公室的生活污水直接排入市政排水系統。節約用水的措施包括將自來水壓力降低至實際水平，並提醒員工在使用後關緊水龍頭。本集團將持續提升水的使用效益，以負責任的方式消耗資源並實現既定目標。參與地盤作業的承建商有責任依照相關法律法規的要求進行適當的廢水處理，以減少對水質的有害影響。例如，施工污水必須先經施工現場內之集水井沉澱後，方可排到城市污水系統，以避免排放沙礫及大顆粒至排水管，從而出現嚴重的水污染問題。本集團亦定期對不同路段的水管進行洩漏測試並進行維修工作，以防止因洩漏而造成水資源浪費。在酒店經營業務中，本集團承認整個營運過程中都會產生廢水，包括煮食及食物殘餘產生的污水。為盡量減少本集團對水源的環境影響，本集團已安裝現場初步處理設施，對廚房污水處理後方排入市政排水系統。同時，我們也鼓勵賓客參與床單重用計劃，床單僅會在賓客的要求下才會更換，以節省資源消耗，特別是清潔及洗滌酒店設備的用水。

於本年度，本集團並沒有在求取適用水源上遇到任何問題。

包裝材料

由於本集團物業發展及投資業務的性質，我們在營運上並不涉及使用包裝材料。至於買賣醫療設備及家居保安及自動化產品業務，供應商一般使用可回收紙箱包裝，盡量減少包裝材料的額外使用。

Responding to Climate Change

The Group recognises the significant global challenge of climate change in the 21st century. We are committed to enhancing the resilience of the Group's business against potential climate-related risks and developing effective strategies to mitigate negative impacts on our operations. In response to the increasing frequency and intensity of extreme weather events, the Group has established natural disaster emergency plans in compliance with relevant PRC laws and regulations, such as the Emergency Response Law of the PRC, Flood Control Law of the PRC, and Law of the PRC on Protecting Against and Mitigating Earthquake Disasters. To strengthen climate risk management, the Group has implemented various management measures and required management personnel to set an example for employees, with the aim of safeguarding employee safety and reducing financial and physical losses.

Furthermore, we acknowledge that climate change may create new business opportunities driven by evolving customer preferences for environmentally friendly products and services. These changes may lead to shifts in demand for goods and services, as well as adjustments in revenue sources and structures. The Group is committed to seizing these opportunities while maintaining market competitiveness and supporting global climate mitigation efforts.

In addressing climate change, we closely monitor international trends and the goal of carbon neutrality. In the future, the Group will actively support relevant initiatives and programs launched by local government authorities to combat climate change. We recognise the importance of aligning our practices with global climate goals and will strive to contribute to a sustainable, low-carbon future.

CARING ABOUT OUR EMPLOYEES Employment and Welfare

The Group places a strong emphasis on the well-being and rights of our employees, recognising them as valuable and indispensable assets in our pursuit of success. We are committed to protecting their rights and interests in accordance with applicable laws and regulations, including the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), the Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong), the Labour Law of the PRC, and the Labour Contract Law of the PRC.

應對氣候變化

本集團深明氣候變化在21世紀帶來的重大全球挑戰。我們致力提高本集團在應對潛在氣候相關風險的業務彈性，並制定有效的策略來減輕對我們營運時帶來的負面影響。應對極端天氣事件發生頻率和強度的增加，本集團根據《中華人民共和國突發事件應對法》、《中華人民共和國防洪法》、《中華人民共和國防震減災法》等國家相關法律及法規，制定了自然災害緊急應變計畫。為加強氣候風險管理，本集團實施了多項管理措施，並要求管理層成員為僱員樹立榜樣，以保障僱員安全，減少財務和物質損失。

此外，我們了解到，由於客戶對環保商品和服務的偏好不斷變化，氣候變遷可能會創造新的商機。這些轉變可能會導致對商品和服務需求的變化，以及收入來源和結構的變化。本集團致力於抓住這些機遇，同時保持市場競爭力並支援全球氣候減緩工作。

在應對氣候變化的過程中，我們密切關注國際趨勢和實現碳中和的目標。未來，本集團將積極支持地方政府部門推出的應對氣候變遷的相關計畫和措施。我們了解使我們的實踐與全球氣候目標保持一致的重要性，並將努力為可持續和低碳的未來做出貢獻。

關愛僱員 僱傭及福利

本集團高度重視員工的福祉和權利，將其視為我們追求成功的寶貴且不可或缺的資產。我們致力於依據適用的法律及法規，包括香港法例第57章《僱傭條例》、香港法例第282章《僱員補償條例》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》來保障僱員的權益。

The Group's recruitment system ensures fair and transparent hiring practices aligned with the work requirements of each department. The Group provides equal consideration for employment to candidates regardless of their nationality, gender, age, race, religious belief, or disability. We strictly comply with the Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong) and the Provisions on the Prohibition of Using Child Labour of the PRC to prevent child labour. The identification documents of candidates are thoroughly examined to ensure compliance. We also clearly state the duties and responsibilities of each position in the employment contract to prevent forced labour and protect the rights of employees. Working hours and rest periods are in accordance with relevant employment laws and regulations, as outlined in the employment contract. In cases where labour incidents are discovered, the Group promptly investigates and takes appropriate action, including dismissal. During the Year, no child or forced labour was employed.

Upon joining the Group, employees are offered competitive remuneration packages, which are determined, reviewed and adjusted based on their performance, the Group and market conditions and practices. Promotions are provided to employees with outstanding performance, fostering the long-term development of employees within the Group.

We prioritise the well-being and work-life balance of our employees. The Group has provided various benefits to employees, including employee compensation insurance, medical insurance and personal accident insurance for our Hong Kong employees. We make monthly contributions to Mandatory Provident Fund Schemes under the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) and Occupational Retirement Schemes under the Occupational Retirement Schemes Ordinance (Cap. 426 of the Laws of Hong Kong) for employees in Hong Kong, as well as Five Social Insurances and One Housing Fund for employees in the PRC. Besides, employees are entitled to annual leave, wedding leave, compassionate leave, maternity leave, paternity leave, and statutory holidays.

During the Year, the Group organised employee leisure activities such as Winter Solstice lunch and Christmas lunch to promote physical and mental well-being and foster a strong sense of belonging among team members.

本集團的招聘制度確保公平、透明的招募實務符合各部門的工作要求。本集團對求職者提供平等的就業考慮，無論其國籍、性別、年齡、種族、宗教信仰或殘疾情況如何。我們嚴格遵守香港法例第57B章《僱用兒童規例》和《中華人民共和國禁止使用童工的規定》以防止僱用童工。求職者的身份證明文件經過仔細核實，以確保合規。我們也在僱傭合約中明確規定了各職位的職責和責任，防止強迫勞工，保障員工權益。工作時數和休息時間均遵循相關僱傭法律及法規並於僱傭合約清楚列明。一旦發現有關童工及強制勞工的勞動事件，本集團會立即調查並採取適當行動，包括解僱。本年度，並無聘用童工或強制勞工。

僱員加入本集團後，將獲得具競爭力的薪酬待遇，該薪酬待遇根據僱員的表現、本集團以及市場狀況及慣例而釐定、檢討及調整。本集團為表現突出的員工提供晉升機會，促進員工在本集團內的長期發展。

我們優先考慮僱員的福祉和工作與生活的平衡。本集團為香港僱員提供多項福利，包括僱員補償保險、醫療保險及人身意外保險。我們根據香港法例第485章《強制公積金計劃條例》下之強積金計劃和香港法例第426章《職業退休計劃條例》下之職業退休計劃為香港僱員每月供款，同時向於中國工作的僱員提供「五險一金」。此外，員工可享有年假、婚假、恩恤假、產假、待產假及法定假日。

在本報告期內，本集團為員工舉辦冬至、聖誕午餐等休閒活動，促進僱員身心健康，增強對本集團的歸屬感。

Upon an employee's resignation, outstanding wages are paid in accordance with the requirements of the relevant laws and regulations.

Health and Safety

The Group places a high priority on the occupational health and safety of our employees, adopting a people-oriented approach and actively promoting safety measures in the workplace. To enhance employee awareness of health and safety, the Group displays occupational health and safety posters issued by the Occupational Safety & Health Council of Hong Kong in prominent areas of our offices. These posters provide tips for stress management, guidelines for proper computer use, and stretching exercises. Additionally, the Group has also equipped our offices with metal step ladders to reduce the risk of injuries for our employees.

Ensuring health and safety on site remains one of the Group's top priorities. As a responsible property developer, we consider on-site health and safety to be of utmost importance to the Group. During the tendering process, contractors are required to process valid safety production licenses. The Group maintains a strong focus on the health and safety of our site workers, and contractors are mandated to strictly comply with relevant laws and regulations, such as the Law of the PRC on the Prevention and Control of Occupational Diseases and the Work Safety Law of the PRC.

In addition, Contractors are required to provide safety training to site workers, aiming to enhance their safety knowledge and maintain a high standard of safety awareness at all times. Before commencing work, new employees receive comprehensive safety training, covering guidelines on the use of personal protective equipment, fire drills, proper manual handling procedures, and safe machinery operation. These measures are in place to ensure that employees fully understand health and safety practices and comply with the relevant laws and regulations.

僱員辭職後，本集團依照有關法律、法規的規定支付未結算薪資。

健康與安全

本集團高度重視員工的職業健康與安全，堅守以人為本的方針，並積極推行職場安全措施。為提高員工健康和意識，本集團在辦公室的當眼位置張貼由香港職業安全健康局印發有關職業健康及安全海報。這些海報提供了壓力管理的技巧、正確使用電腦的指南以及伸展運動。此外，本集團也為辦公室配備了金屬梯子，以降低僱員受傷的風險。

確保地盤工作人員健康和仍然是本集團的首要任務之一。作為負責任的物業發展商，我們認為地盤工作人員的健康與安全對本集團而言至為重要。招標過程中，承建商須持有效的安全生產牌照。本集團亦相當關注地盤工人的健康與安全，承建商須嚴格遵守健康及安全相關的法例及法規，如《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》。

此外，承建商須向地盤工人提供安全培訓，以加強工人的安全知識，並時刻保持高水平的安全意識。在入職前，新僱員會接受全面的安全培訓，包括個人保護設備的使用、消防演習、正確的人手操作程序及安全機器操作的指引。採取這些措施是為確保新入職工人充分了解健康安全慣例及遵守相關法律及法規。

To ensure a healthy and safe workplace, contractors are obligated to establish clear safety policies and contingency plans for managing and reporting emergencies, accidents and occupational diseases. Our safety officers conduct regular safety inspections in collaboration with the site workers to promptly identify and address safety hazards. The safety department, engine department, and project team managers are required to conduct at least two comprehensive inspections and assessments each month. If any safety hazards are identified, contractors must take remedial actions to prevent accidents. They are also responsible for providing appropriate personal protective equipment to site workers and holding regular meetings with relevant parties to monitor the implementation and enforcement of health and safety policies. The Group has engaged an external supervision company to oversee the construction progress and on-site safety. Any non-compliance identified during the inspection by the supervision company is communicated to contractors, and mitigation measures are implemented upon request.

During the Year, the Group was not aware of any violations of safety laws and regulations and no work injuries or lost days due to work injuries were recorded. Additionally, no work-related fatalities have been reported to the Group in the past three years, including the Year.

Training and Development

Driven by the Group's belief in the profound importance of continuing education to enhance service quality, the Group strongly encourages employees to pursue further education and attend external seminars to continuously improve their technical capabilities and personal development. To support this, the Group provides sponsorship for employees pursuing undergraduate programmes, reflecting our commitment to talent development.

During the Year, the hotel has organised and conducted several training sessions. Focusing on various subjects within different departments. The training topics cover environmental responsibility, fire prevention and maintenance management, hot work permits, engineering department warehouse operation, material and spare parts procurement procedures, overall safety regulations, mechanical work safety, and the use of passenger elevators.

為了確保健康和安全的工作環境，承建商有義務制定明確的政策和應對計劃來處理和報告緊急情況、事故和職業病。我們的安全主任與現場工作人員合作定期進行安全檢查，及時發現並解決安全隱患。要求安全部門、工程部門、項目團隊經理每月至少進行兩次全面檢查和評估。如果發現任何安全隱患，承建商必須採取補救措施，以防止事故發生。他們還負責為地盤工人提供合適的個人防護裝備，並定期與相關方舉行會議，以監督健康和安全的實施和執行情況。本集團已聘請外部監理公司對施工進度及現場安全進行監督。監理公司在檢查過程中發現的任何不合規情況都會傳達給承建商，並根據要求採取緩解措施。

於本年度，本集團未發現任何違反安全法律及法規的情況，未發生工傷及因工傷損失工作日的情況。此外，過去三年（包括本年度），本集團未錄得因工亡事件。

培訓與發展

本集團堅信持續進修對提升服務質素極為重要，因此本集團鼓勵僱員繼續進修及參加外部研討會，以不斷提高其技術能力及個人發展。同時，本集團為就讀學士課程的員工提供資助，體現了我們對人才發展的重視。

於本年度，酒店多次安排並舉辦培訓課程。不同的部門專注於不同的主題。培訓內容涵蓋環境責任、防火及維修管理、熱工序許可證、工程部倉庫作業、材料及零件採購程序、整體安全規程、機械作業安全及乘客電梯使用等。

Additionally, to ensure business compliance, improve operational efficiency, and keep employees abreast of evolving market demands, the Group actively supports participation in external training, such as SAP service call training and Work Injury Rehabilitation.

Our commitment to continuous education and training underscores our dedication to providing the highest level of service quality, maintaining a safe working environment, and fostering the professional growth of our employees.

OPERATING PRACTICES Supply Chain Management

The Group is committed to maintaining high standards of quality in the products and services by conducting thorough selections and evaluations of suppliers and contractors. In the property development business, the Group employs a range of selection criteria for both existing and potential contractors. These criteria include the quantity of certifications, qualifications, and licences relating to safety production. Before construction, the Group signs contracts with the contractors, which stipulate the contractors' responsibilities for project warranty, quality assurance, and fire safety. Prior to establishing official business relationships with our suppliers for the trading of medical equipment and home security and automation products, the Group conducts meticulous examination of their certifications and product test reports. Suppliers or contractors who have obtained ISO quality management certifications or other relevant quality-related certificates are given priority. Specifically, all Class-II medical products and supplies used in the Medical Device Administrative Control System must obtain ISO 13485:2016. The Group's goal is to minimise risks associated with the supply chain and minimise any negative impact on the quality of our products and services.

此外，為保持本集團業務的合規性、提高營運效率，並讓員工跟上不斷變化的市場需求，本集團積極地鼓勵員工參加外部培訓課程，當中包括SAP服務呼叫培訓和工傷復健。

我們對持續教育和培訓的承諾強調了我們致力於提供最高水準的服務品質、維護安全的工作環境以及促進員工的專業成長。

營運慣例 供應鏈管理

本集團致力於透過對供應商和承建商進行謹慎評估、篩選及評價來維持產品和服務的高品質標準。在物業發展業務中，本集團對現有和潛在承建商採用一系列篩選標準。這些標準包括所取得的證書數量、資格及相關安全生產牌照。施工前，本集團與承建商簽訂合同，約定承建商的工程保固、品質保證、消防安全責任。在與買賣醫療設備及家居保安及自動化產品供應商建立正式業務關係之前，本集團會對其認證及產品測試報告進行仔細審查。優先考慮已取得ISO質量管理認證或其他與質量相關證書的供應商或承包商。具體而言，所有適用於醫療儀器行政管理制度的二級醫療產品和供應均須獲得ISO13485：2016認證。本集團的目標是盡量減少與供應鏈相關的風險，並對我們產品及服務質素的負面影響降至最低。

Additionally, the Group conducts regular performance reviews of its suppliers and contractors, assessing factors such as price, product and service quality, work progress and employee cooperation. Environmental, health and safety performance are also crucial considerations. The results of these performance reviews directly impact the qualification of the supplier or contractors. Those who fail to meet the cooperation standards will be removed from the list of qualified suppliers. In the procurement of food and ingredients, various measures are implemented to ensure the certification of suppliers for sustainability, cost-effectiveness, and the well-being of our hotel guests. For instance, food suppliers are required to provide ingredient lists along with supporting documents for the delivery of ready-made food products, ensuring product quality and compliance with government regulations. In the Group's hotel operations, local sourcing is incorporated into procurement strategies for perishable products. Employees strictly adhere to receiving guidelines and reject any food ingredients that do not meet the necessary quality standards to ensure food safety. Moreover, the Group prioritises local suppliers who are geographically closer and more accessible to reduce carbon footprint. During the Year, all suppliers of the Group are governed by these supply chain management procedures.

Quality Assurance

For the property development business, the Group recognises the utmost importance of quality control. We have implemented stringent measures for contractors to ensure compliance with relevant laws and regulations, such as the Construction Law of the PRC. The Group's quality management systems have obtained the standards ISO 13485:2016, which proves our ability to provide medical devices and related services that consistently meet customer and applicable regulatory requirements. Additionally, contractors are required to establish comprehensive quality control procedures and conduct regular inspections throughout the project implementation stage. These inspections help us monitor project progress and verify compliance with our guidelines. Additionally, we hold regular meetings to promptly address any issues related to material quality and ensure that sufficient resources are allocated for timely project completion.

此外，本集團定期對其供應商及承建商進行績效評估，就價格、產品及服務質量、工作進度及員工合作的表現進行評估。環境、健康和安全管理也是重要的考量。這些績效評審的結果直接影響供應商或承建商的資格。那些不符合標準的供應商或承建商，將被從合資格供應商名單中剔除。在食品和原材料的採購中，我們採取了各種措施，以確保供應商可持續供應、具成本效益和對酒店賓客福祉有所裨益。例如，食品供應商在交付已製成的食品時均需提供材料清單及證明文件，以確保產品質量以及符合政府法規。在本集團的酒店業務中，本地採購已納入易腐產品的採購策略。僱員嚴格遵守收貨準則，拒絕任何不符合必要品質標準的食品成分，以確保食品安全。此外，本集團優先考慮在地理位置上較接近的本地供應商，以減少碳足跡。於本年度，本集團所有供應商均受上述供應鏈管理程序所規管。

品質保證

就物業發展業務而言，本集團深知質量控制的重要性。我們對承建商採取了嚴格的措施以確保遵守與質量管理有關的相關法例及法規，如《中華人民共和國建築法》。於本集團的品質管理系統已獲得ISO 13485：2016標準，證明我們有能力提供始終滿足客戶和適用監管要求的醫療器材和相關服務。此外，承建商還必須建立全面的品質控管程序，並在整個項目施工階段定期進行檢查。這些檢查有助於我們監控項目進度並驗證是否符合我們的準則。此外，我們定期舉行會議，及時解決重大質量問題，並確保分配足夠的資源以按時完成項目。

In the hotel operation business, the Group has prioritised maintaining exceptional service quality and providing a pleasant experience for our guests. We understand that guest security is paramount, and therefore, we have provided our employees with thorough training on guest check-in procedures. This training specifically addresses the prevention of criminals attempting to gain access to the guestroom by impersonating the guests. By equipping our employees with the necessary knowledge and skills, we ensure the safety and security of our guests.

Regarding our trading of medical equipment and home security and automation products, the Group is committed to delivering superior products, particularly in the field of medical equipment to our customers. We obtain testing reports, safety test reports, and certificates (Visonic ISO 9001) of conformity from our suppliers as proof of quality. Some of our medical equipment is listed on the Medical Device Administrative Control System under the Department of Health of Hong Kong, enabling the public to access detailed information about the equipment online. Upon installation, we conduct thorough functionality checks to ensure proper operation. Furthermore, we provide a warranty period of 12 months for medical equipment and home security and automation products, and we guarantee timely delivery to our clients. During the Year, the Group did not receive any requests for product recalls for health and safety reasons.

To enhance customer loyalty and satisfaction, we maintain open communication channels with our customers. The Group keeps them informed about project status and actively seeks their feedback on our products and services. Any complaints received are promptly and thoroughly investigated. We take appropriate follow-up and remedial actions based on customers' comments, which serve as valuable input for our continuous improvement efforts. For example, in the Group's hotel operation business, we have set up an online customer feedback platform for collecting opinions on our services. By carefully reviewing satisfaction surveys, our hotel management group gains a deeper understanding of our guests' needs, allowing us to enhance the overall quality of hotel services and facilities. All concerns and comments received are attentively handled and responded to by our management team. During the Year, the Group did not receive any complaints pertaining to our products and service quality.

在酒店經營業務方面，本集團始終注重維持卓越的服務質量，為賓客提供愉悅的體驗。我們知道賓客的安全至關重要，因此，我們為員工提供了有關賓客入住程序的全面培訓。該培訓專門針對防止犯罪分子試圖透過冒充賓客進入客房的情況。透過為我們員工配備必要的知識和技能，以確保賓客的安全。

在醫療設備及家居保安及自動化產品業務方面，本集團致力於提供客戶優質產品，尤其是醫療設備領域的產品。我們從供應商取得測試報告、安全測試報告和證書 (Visonic ISO 9001) 作為品質證明。我們的部分醫療設備已載列於香港衛生署下的醫療儀器行政管理制內，讓公眾可以在線上查閱有關設備的詳細資訊。安裝後，我們會進行徹底的功能檢查，以確保正常運作。此外，我們為醫療設備和家居保安及自動化產品提供12個月的保修期，並保證及時交付給客戶。於本年度內，本集團並無接獲任何因健康及安全原因而需回收產品的請求。

為提高客戶忠誠度和滿意度，我們與客戶保持開放的溝通管道。本集團隨時向他們通報項目狀態，並積極尋求他們對我們的產品和服務的意見。收到的任何投訴都會得到及時、徹底的調查。我們根據客戶的意見採取適當的跟進和補救措施，這為我們持續改進工作提供了寶貴的意見。例如，在本集團的酒店營運業務中，我們設立了線上客戶反饋平台，收集他們對我們服務的意見。透過仔細檢視滿意度調查，我們的酒店管理團隊可以更深入地了解賓客的需求，從而提高酒店服務和設施的整體質量。所有關注的問題及意見均由我們的管理團隊認真處理及作出回應。於本年度內，本集團並無接獲任何有關我們的產品及服務品質的投訴。

When it comes to advertising and labelling, we strictly adhere to relevant laws and regulations to safeguard our customers from misleading or incomplete information during the sales process. Our products carry visible labels that provide essential information, including model, reference serial numbers and manufacture origin. This ensures that accurate information about the product sold is readily available to our customers.

Information and Intellectual Property Rights Protection

Integrity has always been the core value of the Group. We are fully committed to protecting the personal information of our employees and customers by strictly adhering to relevant laws and regulations, such as the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong). The Group handles personal data responsibility in a non-discriminatory manner, ensuring that it is collected and used only for the purposes stated in the legal documents. The confidentiality of our customers' information is of utmost importance, and we store it securely, prohibiting any improper use without the permission of senior management.

The Group places great importance on information protection, recognizing that any leakage of business information can have detrimental effects. Given that the Group's hotel operation business involves the frequent collection and retention of customers' personal information, we have implemented a comprehensive set of privacy policies to safeguard our customers' privacy. As a responsible hotel operator, we have specific guidelines that instruct employees on the proper handling of documents containing sensitive guest information, such as emergency reports, audit packs and computer backup tapes. Access to different levels of personal data is granted only to authorised staff members based on their positions and job duties. Recognizing the risk of personal data leakage through improper disposal of documents, we ensure that sensitive information is either shredded in-house or managed by reputable third-party document management companies to maintain the privacy and security of personal information.

就廣告及標籤而言，我們嚴格遵守相關法例及法規，以保障客戶於銷售過程中免受任何誤導或不完整信息影響。本集團在產品上保留可見的產品標籤，包括產品的基本信息如型號、參考編號以及製造來源，以確保我們的客戶可以輕鬆獲得有關所售產品的準確資訊。

信息及知識產權保護

誠信一直是本集團的核心價值。我們保障員工及客戶的個人資料，我們嚴格遵守相關法律及法規，如香港法例第486章《個人資料(私隱)條例》。本集團以非歧視的方式處理個人資料責任，確保其收集和使用僅限於法律文件所載用途。客戶資訊的保密性至關重要，我們將客戶的所有機密資料妥善存放，且不得不得正當使用及在未得到高級管理層批准的情況下使用。

本集團非常重視信息保護，並意識到任何業務資訊的外洩都會產生不利影響。鑑於本集團的酒店經營業務涉及頻繁收集及保留客戶的個人資料，我們實施了一套全面的隱私權政策，以保障客戶的隱私。作為負責任的酒店營運商，我們制定了具體準則，指導僱員正確處理包含敏感賓客資料的文件，例如應變報告、審核指南和電腦備份磁帶。只有獲授權的僱員方能根據其職位及工作職責取得不同級別的個人資料。我們認識到因文件處置不當而導致個人資料外洩的風險，我們確保敏感資料在內部銷毀或由信譽良好的第三方文件管理公司處理，以保障個人資料的隱私和安全。

Furthermore, the Group is dedicated to protecting intellectual property rights and strictly adheres to relevant laws and regulations in Hong Kong and the PRC. The Group has provided guidance to employees regarding the proper procedures for software installation, ensuring that we avoid any infringement of others' intellectual property rights. The Group also takes various measures to ensure that all software installed in the Group's computers is legitimate and has obtained the necessary license agreement.

During the Year, the Group did not receive any complaints regarding breaches of customer privacy or loss of personal data.

Anti-corruption

Unethical behaviour poses significant risks that can damage the reputation and stability of an enterprise. To mitigate these risks, the Group maintains strict compliance with major commercial laws and regulations relating to anti-corruption, including the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), the Anti-Unfair Competition Law of the PRC and the Criminal Law of the PRC, and regulations against extortion and money laundering. The Group is committed to upholding high standards of corporate governance practices and business ethics to foster trust among shareholders, investors, employees, creditors and business partners, and to support the growth of our business.

此外，本集團致力維護知識產權並嚴格遵守香港及中國的相關法律及法規。本集團就僱員申請可安裝的軟件發出指引，以免侵犯他人的知識產權。同時，本集團亦採取各種措施，確保本集團電腦中安裝的所有軟件均取得相關的許可協議。

於本年度，本集團並無接獲任何有關客戶私隱或個人資料的投訴。

反貪污

不道德行為會帶來重大風險，從而損害企業的聲譽和穩定性。為降低該等風險，本集團嚴格遵守與反貪污相關的主要商業法律及法規，包括香港法例第201章《防止賄賂條例》、《中華人民共和國反不正當競爭法》及《中華人民共和國刑法》，以及與反勒索及反洗黑錢相關的法律及法規。本集團致力於維持高標準的企業管治常規和商業道德，以增進股東、投資者、員工、債權人和業務合作夥伴之間的信任，以支持我們的業務成長。

To ensure proper conduct throughout our business operations, the Group have established an Anti-Corruption Policy that outlines expectations and guidelines for all employees. This policy prohibits employees from soliciting or accepting any form of advantage, including money, gifts, loans, commissions, offices, contracts, services or favours, without the Group's permission. Additionally, the Group actively encourages employees to report any suspicious business practices or improprieties through our corruption reporting systems and channels. We have implemented a Whistleblowing Policy that enables employees and other stakeholders of the Group to raise concerns confidentially, promoting and supporting compliance with anti-corruption laws and regulations. The identity of whistleblowers and the information they provide are treated with the strictest confidence. The Whistleblowing Policy is reviewed annually by the audit committee to ensure its effectiveness, and appropriate revisions are recommended to the Board for consideration and approval. In addition to internal measures, the Group places great emphasis on the ethical conduct of its contractors. For example, during the tendering process in the PRC, the Group complies with the Law of the PRC on Tenders and Bids. We require tenders to provide the record issued by The Supreme People's Procuratorate of the PRC regarding bribery and criminal activities.

During the Year, there were no cases of corruption, extortion, fraud or money laundering occurred within the Group. Meanwhile, anti-corruption training was provided by circulating the anti-corruption policy and whistleblowing policy through email.

CONTRIBUTING TO OUR COMMUNITY

As a responsible member of the community, the Group recognises the importance of engaging with the community and prioritising the well-being of employees. We believe that these elements are essential to our business success. In addition to our focus on business growth, the Group is dedicated to making charitable commitments and creating meaningful influences in the community.

To demonstrate our commitment, we actively encourage our employees to participate in various charitable activities that support local communities.

為了確保我們整個業務運營的合規，本集團制定了反貪污政策，概述了對所有員工的期望和準則。本政策禁止僱員未經本集團許可索取或接受任何形式的利益，包括金錢、禮物、貸款、佣金、辦公室、合約、服務或優惠。此外，本集團積極鼓勵員工透過我們的貪污舉報系統和渠道舉報任何可疑的商業行為或不當行為。我們實施了舉報政策，使本集團員工和其他持份者可暗中提出其對任何可能的不當事宜的關注，促進和支持遵守反貪污法例法規。舉報人的身分及其提供的資訊將受到最嚴格的保密處理。審核委員會每年對舉報政策進行審核，以確保其有效性，並建議適當的修訂，供董事會審議和批准。除了內部措施外，本集團也非常重視承建商的道德行為。例如，於中國招標過程中，本集團遵守《中華人民共和國招標投標法》。我們要求投標者提供中國最高人民檢察院所發出的有關賄賂和犯罪活動的記錄。

本年度，本集團概無發生任何貪污、勒索、欺詐及洗黑錢的案件。同時，本集團已透過電子郵件方式傳閱反貪污政策和舉報政策以提供反貪污培訓。

貢獻社區

作為社區負責任的成員，本集團認識到參與社區並優先考慮員工福祉的重要性。我們相信這些要素對於我們的業務成功至關重要。除了專注於業務成長外，本集團還致力於做出慈善承諾並在社區中產生有意義的影響。

為了體現我們的承諾，我們積極鼓勵員工參與支持當地社區的各種慈善活動。

During the year, the Group enthusiastically engaged in and sponsored a range of charitable activities in Hong Kong. It is worth noting that one of our Group's Executive Directors, Ms. Tse Hoi Ying ("Ms. Tse"), serves on the Advisory Panel of ReMIX. Organised by the Industrial Designers Society of Hong Kong (IDSHK), the ReMIX Creative Business Partnership Program serves not only as a collaborative bridge connecting local professional designers with high-quality brands but also as an engine driving the upgrading of Hong Kong's creative market image through cross-industry collaboration and brand influence. It strengthens public recognition of the value of creative services, products, and industrial design, injecting momentum into the sustainable development of the industry. Through fostering deep collaboration between designers and brands, the program has enabled 17 design teams to join forces with 21 brands to create 96 innovative products, successfully expanding into Hong Kong and overseas markets.

The Group believes in actively contributing to the betterment of society and will continue to increase our efforts in community contributions. This includes participating in, donating to, and sponsoring charitable events that have a positive impact on diverse areas of the local community. Through these activities, the Group aims to share our success and create mutual benefits for our business and the community as a whole.

本年度，本集團熱心參與及贊助香港多項慈善活動。值得注意的是，本集團其中一位執行董事謝海英女士（「謝女士」）擔任 ReMIX 的顧問小組。ReMIX 創意商業夥伴計畫由香港工業設計師協會(IDSHK)主辦，不僅是連接本地專業設計師與優質品牌的協作橋樑，也是通過跨行業合作及品牌影響力推動香港創意市場形像升級的引擎。它加強了公眾對創意服務、產品和工業設計價值的認可，為行業的可持續發展注入了動力。透過促進設計師與品牌之間的深度合作，該計劃使17支設計團隊與21個品牌攜手創造出96款創新產品，成功拓展香港及海外市場。

本集團堅信積極為社會進步作出貢獻，並將持續加強對社區的貢獻。這包括參與、捐贈和贊助對當地社區各個領域產生正面影響的慈善活動。透過這些活動，本集團旨在分享我們的成功，為我們的企業和整個社會創造互惠互利。



ReMIX第三屆：評審顧問團及品牌諮詢顧問團 / The 3rd Edition of ReMIX: Advisors of Assessment & Brand Advisory Panels

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Ms. Tse was elected as President of Rotary Club of Hong Kong (ROCHK) for 2023/2024, awarded "President with Platinum Distinction" which is the highest level of Rotary international rotary citation and among the Platinum Distinction, she is also being recognized as one of the Top President in District 3450.

謝女士當選香港扶輪社2023–2024年度主席，獲頒「白金級主席」殊榮，這是國際扶輪社的最高榮譽。除此以外，她還被公認為3450區最傑出的會長之一。

ROCHK 93rd Anniversary Gala Fundraising Event

香港扶輪社93周年慶典暨籌款活動



Provide physical examinations for participants in National Security Education Day cum AMS Open Day

全民國家安全教育日暨醫療輔助隊開放日為到場人士進行體檢

Certificate of appreciation for Community Elderly Service Day

社區長者服務日感謝狀





Dashun Foundation 13th Anniversary,
BARGDA 8th Anniversary and Dashun Youth Division
1st Anniversary Dinner

大舜基金13周年、帶路聯8周年及大舜青之林成立1周年晚宴



Diabetic Foot Community Care
Program

糖尿病足社區關懷計劃



THE ONE Humanitarian Award
Fundraising Gala Dinner & Ceremony
THE ONE人道主義獎慈善晚宴暨頒獎典禮

"Jockey Club InspireAbility Project"
kick-off ceremony
「賽馬會智啟潛能學習計劃」啟動儀式



Hong Kong Christian Service Pui Oi School 60th Anniversary
培愛學校60周年鑽禧校慶典禮

KEY PERFORMANCE INDICATORS

During the Year, the details of environmental KPIs are as follows:

關鍵績效指標

本年度，有關環境的關鍵績效指標的詳情如下：

Environmental KPIs	環境關鍵績效指標	2024/25	2023/24
Emission from Vehicles¹	汽車排放¹		
Nitrogen Oxides (kg)	氮氧化物(千克)	0.54	1.44
Sulphur Oxides (kg)	硫氧化物(千克)	0.02	0.05
Particulate Matter (kg)	顆粒物(千克)	0.04	0.11
GHGs²	溫室氣體²		
Total Greenhouse Gas Emissions (tonnes CO ₂ e)	溫室氣體排放總量 (公噸二氧化碳當量)	976	738
Direct Emissions (Scope 1) (tonnes CO ₂ e) ³	直接排放(範圍1) (公噸二氧化碳當量) ³	210	218
Energy Indirect Emissions (Scope 2) (tonnes CO ₂ e) ^{4, 8}	能源間接排放(範圍2) (公噸二氧化碳當量) ^{4, 8}	725	493
Other Indirect Emissions (Scope 3) (tonnes CO ₂ e) ⁵	其他間接排放(範圍3) (公噸二氧化碳當量) ⁵	41	27
Greenhouse Gas Emissions Intensity (tonnes CO ₂ e/employee)	溫室氣體排放密度 (公噸二氧化碳當量/僱員)	6.18	5.43
Waste⁶	廢棄物⁶		
Total Non-hazardous Waste (kg) ⁷	無害廢棄物總量(千克) ⁷	3,645	3,406
Non-hazardous Waste Intensity (kg/employee)	無害廢棄物密度(千克/僱員)	84.77	69.50
Total Hazardous Waste (kg)	有害廢棄物總量(千克)	53	42
Hazardous Waste Intensity (kg/employee)	有害廢棄物密度(千克/僱員)	1.23	0.86
Use of Resources	資源利用		
Total Energy Consumption (MWh)	總能耗(兆瓦時)	2,411	2,026
Energy Consumption Intensity (MWh/employee)	能耗密度(兆瓦時/僱員)	15.26	14.89
Indirect Energy Consumption from Purchased Electricity (MWh) ⁸	外購電力能耗(兆瓦時) ⁸	1,367	947
Direct Energy Consumption from Fossil Fuel (MWh)	化石燃料能耗(兆瓦時)	1,044	1,079
Total Water Consumption (m ³) ⁹	總耗水量(立方米) ⁹	21,069	15,938
Water Consumption Intensity (m ³ /employee)	耗水量密度(立方米/僱員)	133.35	117.19

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Notes:

- 1 The calculation of air pollutants takes reference from emission factors in "Reporting Guidance on Environmental KPIs" issued by HKEX.
- 2 The Group's GHG inventory includes carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. For the ease of reading and understanding, the greenhouse gas emissions data is presented in carbon dioxide equivalent ("CO₂e").
- 3 The data includes GHG emissions from the combustion of fuels in stationary combustion sources and vehicles, and is calculated based on the emission factors in the "Public Building Operators — Guidelines on Greenhouse Gas Emission Accounting and Reporting (Trial)" issued by the National Development and Reform Commission ("NDRC") of the PRC, the "Reporting Guidance on Environmental KPIs" issued by HKEX and the "Land Transport Enterprises — Guidelines for Accounting and Reporting of Greenhouse Gas Emissions (Trial)" issued by the NDRC of the PRC.
- 4 The data includes GHG emissions from the use of purchased electricity and is calculated based on the emission factors provided by the NDRC of the PRC and local utility companies in Hong Kong.
- 5 The data includes GHG emissions from the electricity used for water and sewage treatment, business trips by employees and disposal of waste paper to landfills. The greenhouse gas emissions from business trips are calculated based on the International Civil Aviation Organisation Carbon Emissions Calculator. Besides, the emission factor used for calculating greenhouse gas emissions of paper waste disposal to landfills are sourced from "Reporting Guidance on Environmental KPIs" issued by HKEX, while that for calculating greenhouse gas emissions of water and sewage treatment are provided by the Hong Kong Water Suppliers Department, the Hong Kong Drainage Services Department, and the studies regarding the energy consumption in urban water supply and sewage systems published by Tsinghua University and National Urban Water and Drainage Engineering Technology Research Centre in the PRC.
- 6 The calculation of waste generation covered only the data from the operation in Hong Kong, including the amount of waste generated, as well as the number of employees used for intensity calculation.
- 7 Non-hazardous waste data is based on the daily estimated volume of general waste in offices and the volume-to-weight conversion factors provided by the U.S. Environmental Protection Agency.
- 8 During the Year, the increase in purchased electricity consumption is mainly due to the expansion of the Group's hotel business.
- 9 During the Year, the increase in water consumption is mainly due to the expansion of the Group's hotel business.

附註：

- 1 空氣污染物乃經參考聯交所發佈的《環境關鍵績效指標報告指引》的排放因子後計算得出。
- 2 本集團的溫室氣體包括二氧化碳、甲烷及氮氧化物、氫氟碳化物、全氟化碳和六氟化硫。為方便閱讀和理解，溫室氣體排放數據以二氧化碳當量（「二氧化碳當量」）表示。
- 3 數據包括燃燒固定設備及車輛燃料所產生的溫室氣體排放。數據根據中國國家發展 and 改革委員會（「國家發改委」）發佈的《公共建築運營企業 — 溫室氣體排放核算方法與報告指南（試行）》、聯交所發佈的《環境關鍵績效指標匯報指引》及國家發改委發佈的《陸上交通運輸企業 — 溫室氣體排放核算方法與報告指南（試行）》中的排放因子計算。
- 4 數據包括使用外購電力的溫室氣體排放，並根據國家發改委及香港本地公用事業公司提供的排放因子計算。
- 5 數據包括用於水和污水處理的電力，員工的商務差旅以及將廢紙運往垃圾填埋場的溫室氣體排放量。商務差旅的溫室氣體排放量是根據國際民航組織碳排放計算器計算的。此外，計算廢紙運往垃圾填埋場的溫室氣體排放量的排放因子來自聯交所發佈的《環境關鍵績效指標報告指引》，而計算水和污水處理溫室氣體排放量的排放因子來自香港水務處、香港渠務處以及清華大學和國家城市給水排水工程技術研究中心發布的關於城市供水及污水系統能耗的研究。
- 6 廢物產生量的計算僅涵蓋香港業務的數據，包括產生的廢物量以及用於密度計算的員工人數。
- 7 無害廢棄物數據是根據美國國家環境保護局提供的辦公室一般廢棄物的每日估計量及體積與重量的換算系數得出。
- 8 本年度外購電力能耗增加主要由於本年度因擴張集團的酒店業務。
- 9 本年度耗水量增加主要由於年內因擴張集團的酒店業務。

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環境、社會及管治報告

During the Year, the details of social KPIs are as follows:

本年度，有關社會的關鍵績效指標的詳情如下：

Social KPIs	社會關鍵績效指標	2024/25	2023/24
Employment¹	僱傭¹		
Total Number of Employees	僱員總數目	159	136
By Gender	按性別劃分		
Male	男性	57	61
Female	女性	102	75
By Age Group	按年齡組別劃分		
Below 30 Years Old	三十歲以下	21	14
30–50 Years Old	三十歲至五十歲	100	89
Above 50 Years Old	五十歲以上	38	33
By Type of Employment	按僱傭類別劃分		
Full-time	全職	156	131
Part-time	兼職	3	5
By Geographical Location	按地區劃分		
Mainland China	中國大陸	116	87
Hong Kong	香港	43	49
Turnover Rate	僱員流失比率		
Total Employee Turnover Rate (%)	總僱員流失比率(%)	39	24
By Gender	按性別劃分		
Male	男性	39	23
Female	女性	40	25
By Age Group	按年齡組別劃分		
Below 30 Years Old	三十歲以下	63	40
30–50 Years Old	三十歲至五十歲	46	24
Above 50 Years Old	五十歲以上	11	18
By Geographical Location	按地區劃分		
Mainland China	中國大陸	45	33
Hong Kong	香港	26	8
Training	培訓		
Total Percentage of Employees Trained (%)	受訓僱員百分比總額(%)	66	63
By Gender	按性別劃分		
Male	男性	58	64
Female	女性	71	61
By Employee Category	按僱員類別劃分		
Senior	高級	100	100
Middle	中級	59	47
Junior	初級	65	64

Social KPIs	社會關鍵績效指標	2024/25	2023/24
Average Training Hours Completed	受訓平均時數	9.2	13.5
By Gender	按性別劃分		
Male	男性	11.5	23.7
Female	女性	7.9	5.3
By Employee Category	按僱員類別劃分		
Senior	高級	21.4	29.4
Middle	中級	9.7	18.7
Junior	初級	7.9	10.4
Suppliers	供應商		
Total Number of Suppliers	供應商總數目	62	75
By Geographical Region	按地區劃分		
Northern China	華北	3	4
Eastern China	華東	12	6
Central China	華中	13	33
Southern China	華南	14	1
Overseas ²	海外 ²	20	31

Notes:

附註：

- The data of employment for 2024/25 is as of 31 March 2025.
- The category includes suppliers from the United States, the Netherlands, Austria, Canada, Estonia, Denmark, Italy, Poland, Singapore, Sweden, the United Kingdom, Germany, France, Israel, New Zealand and South Korea.

- 2024/25之僱傭數據為截至二零二五年三月三十一日止。
- 該類別包括來自美國、荷蘭、奧地利、加拿大、愛沙尼亞、丹麥、義大利、波蘭、新加坡、瑞典、英國、德國、法國、以色列、新西蘭和韓國的供應商。

**APPENDIX 1: CONTENT INDEX OF
ENVIRONMENTAL, SOCIAL AND GOVERNANCE
REPORTING GUIDE**

**附錄一：環境、社會及管治報告指引
內容索引**

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
A. Environment 環境			
A1: Emissions 排放物			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Protecting Our Environment — Environmental Principle; Emission Treatment; Waste Management 環境保護 — 環境原則；排放物處理；廢棄物管理	9–10 11–12 13
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Key Performance Indicators 關鍵績效指標	30–33
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及密度。	Key Performance Indicators 關鍵績效指標	30–33

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Key Performance Indicators 關鍵績效指標	30–33
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Key Performance Indicators 關鍵績效指標	30–33
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Protecting Our Environment — Environmental Principle; Emission Treatment 環境保護 — 環境原則； 排放物處理	9–10 11–12
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Protecting Our Environment — Environmental Principle; Waste Management 環境保護 — 環境原則； 廢棄物管理	9–10 13
A2: Use of Resources 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。	Protecting Our Environment — Environmental Principle; Resources Conservation 環境保護 — 環境原則； 節約資源	9–10 14
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Key Performance Indicators 關鍵績效指標	30–33
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Key Performance Indicators 關鍵績效指標	30–33

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Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取步驟。	Protecting Our Environment — Environmental Principle; Resources Conservation 環境保護 — 環境原則； 節約資源	9–10 14
KPI A2.4 關鍵績效指標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。	Protecting Our Environment — Environmental Principle; Resources Conservation 環境保護 — 環境原則； 節約資源	9–10 14
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位估量。	The Group's business does not involve the use of packaging material. 本集團業務不涉及使用包裝材料。	N/A

A3: The Environment and Natural Resources

環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Protecting Our Environment — Environmental Principle; Emission Treatment; Waste Management; Resources Conservation 環境保護 — 環境原則； 排放物處理； 廢棄物管理； 節約資源	9–10 11–12 13 14
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Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Protecting Our Environment — Environmental Principle; Emission Treatment; Waste Management; Resources Conservation 環境保護 — 環境原則; 排放物處理; 廢棄物管理; 節約資源	9–10 11–12 13 14
A4: Climate Change 氣候變化			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Protecting Our Environment — Responding to Climate Change 環境保護 — 應對氣候變化	17
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Protecting Our Environment — Responding to Climate Change 環境保護 — 應對氣候變化	17

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
B. Social 社會			
Employment and Labour Practices 僱傭及勞工常規			
B1: Employment 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。	Caring About Our Employees — Employment and Welfare 關愛僱員 — 僱傭及福利	17–19
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Key Performance Indicators 關鍵績效指標	30–33
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Key Performance Indicators 關鍵績效指標	30–33

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
B2: Health and Safety 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。	Caring About Our Employees — Health and Safety 關愛僱員 — 健康與安全	19–20
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Caring About Our Employees — Health and Safety 關愛僱員 — 健康與安全	19–20
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Caring About Our Employees — Health and Safety 關愛僱員 — 健康與安全	19–20
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Caring About Our Employees — Health and Safety 關愛僱員 — 健康與安全	19–20

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
B3: Development and Training 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。	Caring About Our Employees — Training and Development 關愛僱員 — 培訓與發展	20–21
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Key Performance Indicators 關鍵績效指標	30–33
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Key Performance Indicators 關鍵績效指標	30–33
B4: Labour Standards 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。	Caring About Our Employees — Employment and Welfare 關愛僱員 — 僱傭及福利	17–19

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Caring About Our Employees — Employment and Welfare 關愛僱員 — 僱傭及福利	17–19
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Caring About Our Employees — Employment and Welfare 關愛僱員 — 僱傭及福利	17–19
Operating Practices 營運慣例			
B5: Supply Chain Management 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。	Operating Practice — Supply Chain Management 營運慣例 — 供應鏈管理	21–22
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Key Performance Indicators 關鍵績效指標	30–33
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例、向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Operating Practice — Supply Chain Management 營運慣例 — 供應鏈管理	21–22
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Operating Practice — Supply Chain Management 營運慣例 — 供應鏈管理	21–22

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Operating Practice — Supply Chain Management 營運慣例 — 供應鏈管理	21–22
B6: Product Responsibility 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。	Operating Practice — Quality Assurance; Information Protection and Intellectual Property Rights Protection 營運慣例 — 品質保證； 信息及知識產權保護	22–24 24–25
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Operating Practice — Quality Assurance 營運慣例 — 品質保證	22–24
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Operating Practice — Quality Assurance 營運慣例 — 品質保證	22–24

Aspects 層面	Summaries 概述	Reporting Chapters 報告章節	Page No. 頁碼
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Operating Practice — Information Protection and Intellectual Property Rights Protection 營運慣例 — 信息及知識產權保護	24–25
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Operating Practice — Quality Assurance 營運慣例 — 品質保證	22–24
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Operating Practice — Information Protection and Intellectual Property Rights Protection 營運慣例 — 信息及知識產權保護	24–25
B7: Anti-corruption 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。	Operating Practice — Anti-corruption 營運慣例 — 反貪污	25–26

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KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Operating Practice — Anti-corruption 營運慣例 — 反貪污	25–26
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Operating Practice — Anti-corruption 營運慣例 — 反貪污	25–26
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及僱員提供的反貪污培訓。	Operating Practice — Anti-corruption 營運慣例 — 反貪污	25–26
Community 社區			
B8: Community Investment 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的需要和確保其業務活動會考慮社區利益的政策。	Contributing to Our Community 貢獻社區	26–27
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	Contributing to Our Community 貢獻社區	26–27
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Contributing to Our Community 貢獻社區	26–27

