

CBK Holdings Limited 漢諾佳池控股有限公司

(Formerly known as "CBK Holdings Limited" 前稱「國茂控股有限公司」)

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

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2025

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

Environmental, Social and Governance Report

環境、社會及管治報告

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ABOUT THIS REPORT

CBK Holdings Limited (the “**Company**”) together with its subsidiaries (the “**Group**”) are pleased to present the annual Environmental, Social and Governance (“**ESG**”) report (the “**ESG Report**”) for the year ended 31 March 2025 (the “**Reporting Period**”).

The general disclosure and compliance issues contained in this ESG Report mainly cover the principal operation and core business of the Group, being the provision of food catering service through a chain of restaurants in Hong Kong for the Reporting Period. Unless otherwise stated, there is no significant change in the reporting scope of this Report.

The preparation and presentation of related information in this ESG Report has been prepared with reference to the Environmental, Social and Governance Reporting Code (the “**ESG Reporting Code**”) as set out in Appendix C2 to the Rules (the “**GEM Listing Rules**”) Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Company has prepared this ESG Report to meet the “**Comply or Explain**” provisions, of which mandatory Key Performance Indicators (KPIs) are disclosed.

The ESG Report has been prepared based on the four reporting principles, including materiality, balance, quantitative and consistency. The ESG report covers the material ESG factors that are sufficiently important and material to different stakeholders. With reference to the ESG Code, this ESG Report presents relevant aspects and key performance indicators (“**KPI**”) considered relevant and material to the Group’s operations. The ESG Report must provide an unbiased picture of the ESG performance of the Company. It should avoid selecting, omitting, or presenting formats that may inappropriately influence the decision or judgement of the readers. Methodologies and key performance indicators are used and calculated in a consistent approach. If there are any changes in consistency that may affect a meaningful comparison detail would be disclosed.

關於本報告

關於本報告國茂控股有限公司(「**本公司**」)連同其附屬公司(統稱為「**本集團**」)欣然提呈截至2025年3月31日止年度(「**報告期間**」)的年度環境、社會及管治(「**環境、社會及管治**」)報告(「**環境、社會及管治報告**」)。

本環境、社會及管治報告所載一般披露資料及合規事宜主要涵蓋本集團於報告期間的主營及核心業務在香港透過連鎖餐廳提供餐飲服務。除非文義另有所指，否則本報告的報告範圍並無重大變動。

本環境、社會及管治報告中相關資料的擬備及呈列乃根據香港聯合交易所有限公司(「**聯交所**」)GEM證券上市規則(「**GEM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**」)編製而成。本公司編製本環境、社會及管治報告以符合「**不遵守就解釋**」條文，當中已對強制性關鍵績效指標作出披露。

本環境、社會及管治報告乃根據四個報告原則(包括重要性、平衡、量化及一致性)編製。環境、社會及管治報告涵蓋了對不同持份者而言屬足夠重要及重大的主要環境、社會及管治因素。經參考環境、社會及管治守則後，本環境、社會及管治報告呈列被視為與本集團業務相關且對本集團業務屬重大的相關範疇及關鍵績效指標(「**關鍵績效指標**」)。環境、社會及管治報告須公正地呈報本公司在環境、社會及管治方面的表現。應避免選擇、遺漏或按不當格式呈報從而可能誤導讀者的決策或判斷。統計方法及關鍵績效指標按一致性方法使用及計算。倘一致性出現任何可能影響有意義的比較的變動，本公司將作出詳細披露。

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For any additional details in relation to the Group's corporate governance and financial performance, please refer to the annual report of the Company for the Reporting Period. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

ESG GOVERNANCE

An effective ESG governance helps companies develop and implement sustainability strategies, manage the reporting processes, set possible goals and formulate action plans. The board (the “**Board**”) of directors (the “**Directors**”) has overall responsibility for the Group's ESG-related strategy management, performance and reporting with the support of the management. The Board is responsible for evaluating and determining the Group's ESG-related risks, and ensuring that appropriate and effective ESG risk management and internal control systems are in place. The Board leads and provides direction to management by instituting ESG policies and initiatives, supervising their implementation and monitoring ESG performance. The Board continues to explore ways to further strengthen the ESG governance of the Group.

On an operational level, the Group has set up an ESG working group, composed of management team from different departments. The ESG working group has delegated the responsibility of coordinating the implementation of the Group's environment, employment and service quality assurance policies. The ESG working group has been assigned to collect the data relevant to ESG and compile the ESG Report. The ESG working group reviews the ESG performance of the Group, including environmental, labour practices, and other ESG aspects. The ESG working group would periodically report the ESG performances to the Board for review and recommendation and assisting in the assessment and identification of risk management of the Group on ESG aspects.

Stakeholder participation helps the Group review potential risks and business opportunities and also facilitates the mitigation of these risks as well as the identification of opportunities. Understanding stakeholders' views allows the Group to better fulfil their needs and expectations with its business practice and manage different stakeholders' opinions.

有關本集團企業管治及財務表現的其他詳情，請參閱報告期間本公司之年報。中、英文版本如有任何歧義，概以英文版本為準。

環境、社會及管治治理

一個有效的環境、社會及管治治理有助於公司制定和實施可持續發展戰略、管理報告程序、設定可能的目標並制定行動計劃。在管理層的支持下，董事（「**董事**」）會（「**董事會**」）全面負責本集團的環境、社會及管治相關戰略管理、表現及報告。董事會負責評估和確定本集團的環境、社會及管治相關風險，並確保建立適當及有效的環境、社會及管治風險管理和內部控制體系。董事會透過制定環境、社會及管治政策及措施、監督其實施以及監察在環境、社會及管治方面的表現，領導管理層並提供指導。董事會繼續探索方法以進一步提升本集團在環境、社會及管治方面的管治。

在運營層面，本集團已成立環境、社會及管治工作小組，由來自不同部門的管理團隊組成。環境、社會及管治工作小組已獲委派負責協調本集團環境、僱傭及服務品質保證政策的實施。環境、社會及管治工作小組已獲指派收集與環境、社會及管治相關的數據，並編製環境、社會及管治報告。環境、社會及管治工作小組檢討本集團的環境、社會及管治表現，包括環境、勞工常規及其他環境、社會及管治層面。環境、社會及管治工作小組將定期向董事會報告環境、社會及管治表現，以供審查及提出推薦建議，並協助評估及識別本集團在環境、社會及管治方面的風險管理。

持份者參與有助於本集團檢討潛在風險及業務機遇，亦有助於降低該等風險以及識別機遇。了解持份者看法亦使本集團能通過其業務常規更好地滿足彼等之需求及期望並處理不同持份者的意見。

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Identifying the material ESG issues that matter the most to the Group is a prerequisite for setting the framework for the ESG Report and formulation of ESG management strategies. As such, the Group regularly conducts internal materiality assessments to determine the sustainability issues that matter the most to the Group, which will become the main focus of our sustainability strategy and facilitate the implementation of relevant initiatives.

確定對本集團最重要的重大環境、社會及管治事宜是制定環境、社會及管治報告框架和制定環境、社會及管治管理策略的前提。因此，本集團定期進行內部重要性評估，以確定對本集團而言最重要的可持續發展事宜，該等事宜將成為我們可持續發展戰略的主要焦點，並促進相關舉措的實施。

Material topics are defined as any issues in which the Group's businesses have the most impact and influence on the operations and stakeholders. The Group has been able to prioritise several issues from the environmental and social aspects specified in the ESG Reporting Code to be the material focus of this ESG Report. The material issues are listed below.

重大議題被定義為本集團業務對運營及持份者具有最大影響的任何事宜。本集團已自環境、社會及管治報告守則中訂明的環境及社會方面中優先選擇了若干個議題作為本環境、社會及管治報告的重點。該等重要事宜載列於下文。

Aspects 層面	Material ESG Issues 重大環境、社會及管治事宜
A. Environmental Aspect	
A. 環境層面	
A1. Emissions A1. 排放物	• Air emissions • 廢氣排放 • Greenhouse gas emissions • 溫室氣體排放 • Water pollution • 水污染 • Waste management • 廢棄物管理
A2. Use of Resources A2. 資源使用	• Energy consumption • 能源消耗 • Energy efficiency • 能源效率 • Water consumption • 水源消耗 • Efficient use of raw materials • 原材料的有效使用 • Use of packaging materials • 包裝材料的使用

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Aspects 層面	Material ESG Issues 重大環境、社會及管治事宜
B. Social Aspect	
B. 社會層面	
B1. Employment B1. 僱傭	- Employee welfare - 僱員福利 - Inclusion and equal opportunities - 包容及平等機會 - Talent attraction and retention - 吸引及挽留人才
B2. Health and Safety B2. 健康與安全	- Occupational health and safety - 職業健康與安全 - Safe working environment - 安全的工作環境
B4. Labour Standards B4. 勞工準則	- Prevention of child and forced labour - 防止童工及強迫勞工
B5. Supply Chain Management B5. 供應鏈管理	- Supply chain management - 供應鏈管理
B6. Product Responsibility B6. 產品責任	- Quality assurance - 質量保證 - Customer satisfaction - 客戶滿意度 - Protection of intellectual property rights - 保護知識產權 - Protection of customer privacy - 保護客戶隱私
B7. Anti-corruption B7. 反貪污	- Corporate governance - 企業管治 - Anti-corruption - 反貪污

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In order to better govern the material ESG issues of the Group and the Group's performance in these aspects, the Group has set environmental targets for greenhouse gas emissions, energy consumption and water management. The Group will continue to strive towards achieving these targets. The Group's management will review the progress of these targets and take measures to achieve them and report on the progress to the Board at least annually. If the progress falls short of expectations or changes in business operations, it may be necessary to make changes and communicate the goals and targets with key stakeholders such as employees, customers and suppliers.

ENVIRONMENTAL ASPECTS

Emissions

The Group values and places much emphasis on the notion of sustainable development in the course of its business operations. Aiming to reduce energy consumption and carbon emissions, the Group has implemented internal rules and regulations for sound and effective management of its energy consumption, greenhouse gas emissions, as well as discharge of kitchen wastes, kitchen sewage and other pollutants. As a catering enterprise in Hong Kong, the Group continues to abide by the local environmental protection laws and regulations.

During the Reporting Period, the Group did not receive any case of non-compliance with the Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong).

The Group will continue to observe the relevant environmental laws and regulations relating to air and GHG emissions, discharge into water and land, and generation of hazardous and non-hazardous waste. The environmental laws and regulations include but not limited to Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong), Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong), Water Pollution Control Ordinance (Chapter 358 of the Laws of Hong Kong) and Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong).

為更好地規管本集團的重大環境、社會及管治事宜及本集團於該等方面的表現，本集團已就溫室氣體排放、能源消耗及水管理設定環保目標。本集團將繼續努力實現該等目標。本集團管理層將檢討該等目標的進度及採取措施以達致該等目標，並至少每年向董事會匯報進度。倘進展未達預期或業務營運出現變化，其可能需作出更改，並與僱員、客戶及供應商等關鍵持份者溝通目標及指標。

環境方面

排放

本集團重視並非常關注業務營運過程中的可持續發展理念。本集團以減低能源消耗和碳排放為目標，實行內部規則及規例，確保有效地管理其能源消耗、溫室氣體排放以及廚餘、廚房污水及其他污染物的排放。作為香港餐飲企業，本集團會繼續遵守當地環境保護法律和法規。

於報告期間，本集團並無收到任何違反香港法例第311章《空氣污染管制條例》的案件。

本集團將繼續遵守有關廢氣及溫室氣體排放、水及土地的排污，以及產生有害及無害廢棄物的相關環境法律及法規。環境法律及法規包括但不限於香港法例第311章《空氣污染管制條例》、香港法例第354章《廢物處置條例》、香港法例第358章《水污染管制條例》及香港法例第400章《噪音管制條例》。

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Air Emissions

Due to its business nature, the Group does not directly generate a significant amount of exhaust gas emissions during its operation. Air pollutants, such as Nitrogen oxides (NO_x) and Sulphur oxides (SO_x), are emitted from the use of gas in restaurants and food processing.

In the course of its daily operation and office administration, the Group generates greenhouse gas emissions from gas consumption directly and electricity consumption indirectly. To effectively manage its air and greenhouse gas emissions, the Group is committed to reducing the use of electricity and saving energy by adopting the following measures:

- Turning the lighting and ventilation systems of certain rooms in the workplace off when those rooms are not in use;
- Encouraging employees to switch off IT devices, such as computers and monitors, when they are not in use;
- Installing LED lighting system in the Group's restaurants and office;
- Maintaining the room temperature in the Group's office at 25 degrees Celsius during the summer season;
- Placing "green" reminders on office equipment to raise employees' environmental awareness;
- Using modern telecommunications systems to replace unnecessary travel arrangements; and
- Encouraging employees to adopt the aforesaid energy-saving practices.

The Group strives to reduce its air emission and greenhouse emissions in the future as far as possible for lowering its environmental impact from its operation. The Group will continue to implement the practices and actively keep track of its performance for allowing formulation of better management plans, strategies and reduction targets for further improvement.

廢氣排放

基於業務性質使然，本集團於營運期間並無直接產生龐大的廢氣排放。空氣污染物，如氮氧化物(NO_x)及硫氧化物(SO_x)乃源自餐廳及食品加工過程中使用燃氣的排放。

在日常營運和辦公室行政過程中，本集團燃氣消耗直接產生溫室氣體排放及電力消耗間接產生溫室氣體排放。為有效管理其廢氣及溫室氣體排放，本集團致力於通過採取以下措施減少用電及節能：

- 如工作場所所有部分房間空置，關閉該等房間的照明及通風系統；
- 鼓勵僱員在不使用時關閉IT設備，例如電腦及顯示器；
- 於本集團的餐廳及辦公室安裝LED照明系統；
- 夏季時，維持本集團的辦公室室內溫度於攝氏25度；
- 在辦公室設備上設置「綠色訊息」告示貼，提高僱員的環境意識；
- 利用現代通訊系統取代不必要的差旅安排；及
- 鼓勵僱員採取上述節能慣例。

本集團努力在未來盡可能地減少其廢氣及溫室氣體排放，以降低其運營對環境的影響。本集團將繼續執行該等措施並積極跟進其表現，以便制定更好的管理計劃、策略和減排目標，以作出進一步改進。

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The types of emissions and respective emissions data:

排放物種類及相關排放數據：

Air Emissions 廢氣排放	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Nitrogen Oxides (NO _x) 氮氧化物(NO _x)	7.59	2.79	Kg 千克
Sulphur Oxides (SO _x) 硫氧化物(SO _x)	0.04	0.01	Kg 千克

Hazardous and Non-hazardous Waste

The Group fully understands the importance of waste management and is committed to implementing proper management and disposal of all waste generated during its operations. During the Reporting Period, the Group adopted the 4R principle (“**reduce, reuse, replace and recycle**”) in its offices and restaurants.

On account of its business nature, the Group does not directly produce hazardous waste during its business operations. The Group operates a catering business; accordingly, it generally produces non-hazardous waste, namely, kitchen waste, which includes food waste, used cooking oils and grease traps waste. Such waste is properly separated and collected by the Group’s authorised waste collection and recycling contractors.

In order to manage the amount of waste generated, the Group has policies in place to reduce its waste generation through the implementation of certain control over its supply sources. The Group had utilized a central purchasing mechanism to implement cost control to achieve better control of its food purchases. The Group uses a just-in time inventory method by closely monitoring the consumption of food ingredients for each restaurant and adjusting its procurement volume for food ingredients where necessary. The measures help avoid surplus and residuals. In addition to being a responsible restaurant operator, the Group also advocates low-carbon dining, waste recycling as well as reducing the use of disposable tableware.

有害及無害廢棄物

本集團深知廢棄物管理的重要性，並致力於妥善地管理和處置營運期間產生的所有廢棄物。於報告期間，本集團在其辦公室和餐廳採取4R原則（「**減少使用、重複利用、回收再用和循環使用**」）。

基於業務性質使然，本集團的業務活動並無直接產生有害廢棄物。本集團經營餐飲業務；因此，其產生的無害廢棄物主要是廚餘，包括廚餘、已用的食用油和隔油池廢棄物。該等廢棄物經妥善分隔，並由本集團的授權廢棄物收集及回收承包商收取。

為管理所產生的廢棄物數量，本集團已通過監控若干供應來源，實施減少廢棄物產生的政策。本集團已採用集中採購機制進行成本控制，以更好地控制食物採購。本集團使用準時庫存法，密切監控每間餐廳的食物原料消耗，並於必要時調整食物原料採購量。此等措施有助避免出現食物過剩及剩餘的情況。除作為負責任的餐廳營運商外，本集團亦提倡低碳餐飲、廢棄物回收和減少使用即棄餐具。

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In the future, the Group would plan to implement a comprehensive data collection mechanism in respect of the non-hazardous waste disposed of in order to enhance waste management. The Group will also establish a reduction target in non-hazardous waste generation after the development of the data collection mechanism.

Wastewater Management

In relation to the Group's wastewater management, the Group carries out oil separation and pre-treatment of wastewater before discharging wastewater. The Group also contracts a sewage service to properly handle its domestic sewage. During the Reporting Period, the Group was in compliance with the Water Pollution Control Ordinance ("WPCO") (Chapter 358 of the Laws of Hong Kong).

Use of Resources

The Group considers the conservation of natural resources to be an indispensable component to promoting a sustainable business. Through the active adoption of a variety of environmentally friendly measures, the Group is able to facilitate the efficient use of its resources, including but not limited to, energy, paper, water and other raw materials. Furthermore, the Group has implemented policies to raise its employees' awareness in relation to the conservation of electricity and has adopted energy-saving measures in its daily operations.

Energy Consumption

The Group is committed to raising its employees' awareness of resource conservation and environmental protection. Furthermore, the Group seeks business partners sharing its similar commitments to preserve the environment and operate in compliance with the applicable environmental laws and regulations. The Directors believe that such initiatives can reflect the Group's overall commitment and dedication to offering the best quality of service to its customers while simultaneously reducing its adverse impacts on the environment.

日後，本集團計劃將就已處理無害廢棄物執行全面數據收集機制，以改善廢棄物管理。本集團亦將於建立數據收集機制後，制定減少無害廢棄物產生的目標。

廢水管理

在本集團廢水管理方面，本集團在廢水排放前進行隔油和預先處理。本集團亦簽訂了污水處理服務，以妥善處理生活污水。於報告期間，本集團已遵守香港法例第358章《水污染管制條例》(「《水污染管制條例》」)。

資源使用

本集團認為保護自然資源是推廣可持續業務不可或缺的組成部分。本集團可通過積極採取各項環保措施，促進有效利用資源，包括但不限於能源、紙張、水及其他原材料。此外，本集團已推行提高僱員省電意識的政策，並在日常業務中採取節能措施。

能源消耗

本集團致力提高僱員的資源保護及環保意識。此外，本集團尋求擁有保護環境和遵守適用環境法律及法規經營業務等類似承諾的商業夥伴。董事相信，這些舉措可反映出本集團的整體承諾，並致力為客戶提供最優質的服務，同時減少對環境的不利影響。

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The Group is targeted to actively implement the energy-saving measures mentioned in the "Emissions" section aiming to raise the overall efficiency in energy consumption and avoid unnecessary energy wastage. Additionally, the Group will also strive to better keep track of its performance for developing more specific quantitative environmental goals and corresponding measures to keep up with the pace of energy conservation.

本集團的目標是積極實施「排放」章節提到的節能措施，以提高能源消耗的整體效率及避免不必要的能源浪費。此外，本集團還將努力更好地跟進其表現，以制定更具體的環境量化目標和相應措施，緊跟節能的步伐。

Direct and/or indirect energy consumption by type:

按類型劃分的直接及／或間接能源消耗：

Use of resources 資源使用	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Direct energy consumption 直接能源消耗	1,897.9	695.1	GJ 吉焦
Indirect energy consumption 間接能源消耗	1,969.5	1,943.9	GJ 吉焦
Total energy consumption 能源消耗總值	3,867.4	2,639.1	GJ 吉焦
Intensity (by revenue) ¹ 密度(按收益計) ¹	125.6	104.0	GJ/million HKD revenue 吉焦／百萬港元收益

Water Consumption

In relation to water conservation, several restaurants of the Group are equipped with multi-functional food washers to minimise the use of water and wash dishes and cutlery more efficiently. By various means, the Group encourages its employees and customers to develop a habit of consciously conserving water. In addition, the Group also promotes the management of water through environmental messages posted in the pantry and washrooms of the Group's office and restaurants to remind employees of the importance and urgency of water conservation.

水源消耗

在節水方面，本集團若干餐廳均設有多功能食物清洗機以減少用水，並更有效地清洗碗和餐具。本集團採用多種方法，鼓勵僱員和顧客培養自覺節水的習慣。此外，本集團亦通過在辦公室和餐廳的茶水間及洗手間張貼環境訊息，推廣管理用水，提醒僱員節約用水的重要性和緊迫性。

¹ The intensity figures throughout this report are calculated using the Group's total revenue as the denominator (FY2025: HK\$30.8 million; FY2024: HK\$25.4 million).

¹ 本報告中的密度數據均以本集團的總收益作為分母計算(2025財年：30.8百萬港元；2024財年：25.4百萬港元)。

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Besides educating its employees, the Group also engages in regular assessments of its utility services. In particular, the Group regularly checks for water seepage or leaking pipelines. In case such problems are identified, the Group will ensure that the defective parts causing the water seepage or leakage are replaced and repaired on a timely basis. During the Reporting Period, the Group had no issue with sourcing water that is fit for its business operations.

In the future, the Group will continue to actively implement the above-mentioned water-saving initiatives.

除教育僱員外，本集團亦會定期評估其公用設施服務。尤其是，本集團定期檢查出現漏水或破裂的水管。倘發現有關問題，本集團將確保及時更換和維修出現漏水或破裂的缺陷部分。於報告期間，本集團並無有關採購適用於其業務營運之水源的問題。

未來，本集團將繼續積極實施上述節水措施。

Water consumption in total and intensity:

總耗水量及密度：

Water consumption 水源消耗	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Total water consumption 總耗水量	13,134.0	6,516.0	m ³ 立方米
Intensity (by revenue) 密度(按收益計)	426.4	256.9	m ³ /million HKD revenue 立方米／百萬港元收益

Packaging Materials

As an advocate of sustainable living, the Group is committed to adopting a paperless approach in its day-to-day operations. The Group actively encourages all its employees to reduce their use of paper by engaging in duplex printing, paper recycling and electronic forms of communication for sharing information or retaining internal administrative documents. The Group also aims to reduce the use of disposable paper products, such as paper cups, paper plates and paper towels, by providing them only when requested by its customers and encourages the recycling of reusable paper products, such as manila folders, envelopes and files, as far as practicable.

Due to the nature of the Group's business, the packaging materials during its operation mainly include the use of plastic bags and plastic containers for takeaways.

包裝材料

作為可持續生活的倡導者，本集團致力於日常中無紙經營。本集團積極鼓勵全體僱員通過使用雙面列印、紙張回收和以電子通訊方式作共享資料或保留內部行政文件，以減少用紙。本集團亦僅於顧客要求時方會提供紙杯、紙碟及紙巾等即棄紙製品，旨在減少使用該等紙製品，並鼓勵在切實可行情況下循環使用可反復使用的紙製品(如馬尼拉文件夾、信封及公文袋)。

基於本集團業務性質，其營運過程中的包裝材料主要包括外賣所使用的塑料袋及塑料容器。

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Packaging material used for finished products:

製成品所用包裝材料：

Packaging Material 包裝材料	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Total packaging material used 所用包裝材料總量	150.2	115.5	Kg 立方米
Intensity (by revenue) 密度(按收益計)	4.9	4.6	Kg/million HKD revenue 立方米／百萬港元收益

The Environment and Natural Resources

As discussed above and in our previous ESG reports, the Group's activities and operation do not generate any environmental hazards or use much of the natural resources, but as a responsible corporation, we have introduced and implemented eco-friendly practices to reduce and conserve energy, fresh water and other natural resources, and to minimize the impact on the environment directly or indirectly. We have not polluted any air, water and land, and have complied with all the environmental laws and regulations of Hong Kong and the PRC.

We cooperate with local government agencies and support environmental organizations' activities to build a "green" society. We also comply with international sourcing and United Nations standards and strictly enforce not to source any raw materials from any conflict/war zones and/or areas restricted by the United Nations that practice slave, child labour or forced labour. The Group also strives to take steps to minimise the negative environmental impact of the Group's operations.

In the course of complying with the relevant environmental laws and regulations to preserve the natural environment, the Group has also integrated the concept of environmental protection into its internal management and daily operations, with the ultimate goal to achieve environmental sustainability in the long term. In addition to strategic waste management and the conservation of resources, the Group aims to procure food that has been sourced from socially and environmentally considerate suppliers.

In the future, the Group will endeavour to continue its commitment to environmental protection and strive to build a greener and healthier environment to fulfil its responsibilities as a member of society.

環境及自然資源

誠如上文及過往的環境、社會及管治報告所述，本集團的業務及經營活動並無產生任何環境危害，亦不會使用大量的自然資源，但作為一家負責任的企業，我們已採納及實施環保慣例，以減少使用及節約能源、淡水及其他自然資源，及盡量減少對環境的直接或間接影響。我們並無對任何大氣、水及土地造成污染，並已遵守香港及中國的所有環境法律及法規。

我們與地方政府機構合作並支持環保組織的活動，建設「綠色」社會。我們亦遵守國際採購及聯合國準則，並嚴格落實不向任何受聯合國限制的衝突／戰爭地區及／或存在奴役、童工或強制勞工的地區採購任何原材料。本集團亦致力採取措施以盡量減少營運對環境的負面影響。

在遵守相關環境法律及法規以保護自然環境時，本集團亦已將環保概念與內部管理及日常業務結合起來，最終目標是實現環境長遠可持續性。除了有策略地進行廢棄物管理及節約資源外，本集團旨在採購源自關愛社會及環境的供應商的食物。

本集團日後將會繼續遵守環保承諾，努力建立一個更綠色健康的環境，履行作為社會一分子的責任。

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Climate Change

Aligned with Hong Kong's Climate Action Plan 2050 and IFRS S2 standards, our Hong Kong restaurant chain addresses climate change challenges impacting our operations, costs, and revenue. We report on climate-related risks and opportunities (CRRO) under four key areas: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Board of Directors oversees CRRO, integrating climate considerations into strategic decisions with support from members trained in climate expertise. The ESG Working Group, reporting annually to the Board, assesses CRRO, proposes mitigation measures, and integrates climate risks into our enterprise risk management system.

Strategy

Climate considerations are embedded in our business model to ensure sustainable growth. Physical risks like typhoons and heavy rains disrupt restaurant operations, causing closures and supply chain delays. Transition risks, such as carbon pricing and shifting customer preferences, increase costs. Opportunities include adopting energy-efficient equipment and offering sustainable menu options.

In a 1.5°C low-emission scenario, carbon taxes raise costs, but energy-efficient technologies and organic ingredients reduce expenses and meet customer demand. In a 4°C high-emission scenario, frequent typhoons increase closures and spoilage costs, but resilient operations and diversified suppliers ensure continuity. Strategies include adopting sustainable technologies, diversifying logistics, and introducing greener menus to support long-term growth.

氣候變化

為配合《香港氣候行動藍圖2050》及國際財務報告準則S2號的要求，我們的香港餐廳連鎖業務應對氣候變化挑戰，該等挑戰對我們的營運、成本及收益造成影響。我們從以下四個關鍵範疇匯報氣候相關風險與機遇(CRRO)：管治、策略、風險管理及指標與目標。

管治

董事會監督氣候相關風險與機遇，並在具備氣候專業知識的成員支持下，將氣候考慮因素融入策略決策中。環境、社會及管治工作小組每年向董事會匯報、評估氣候相關風險與機遇、提出緩解措施，並將氣候風險納入我們的企業風險管理體系。

策略

考慮因素被併入業務模式之中，以確保可持續增長。颱風、暴雨等物理風險會干擾餐廳營運，導致暫停營業及供應鏈延誤。碳定價、客戶偏好轉變等轉型風險則會增加成本。相關機遇包括採用節能設備及提供可持續菜單選項。

在1.5°C的低排放情景下，碳稅雖然會推高成本，但節能技術及有機食材可降低費用並滿足客戶需求。在4°C的高排放情景下，頻繁的颱風會增加暫停營業次數及損壞成本，但具韌性的營運及多元化供應商可確保持續性。相關策略包括採用可持續技術、分散物流渠道及引入更環保的菜單，從而支持長期增長。

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Risk Management

The ESG Working Group integrates CRRO into our risk management framework, aligned with TCFD and SEHK guidelines. Annual assessments evaluate risks over short-term (1 year), medium-term (3 years), and long-term (5+ years) horizons:

Physical Risks: Typhoons cause revenue loss from closures (short-term); heavy rains increase costs from spoilage and delays (medium-term). Strategies include emergency plans, securing properties, and diversifying suppliers.

Transition Risks: Carbon regulations raise compliance costs (medium-term); technology upgrades and shifting customer preferences toward organic options impact costs and revenue (long-term). Strategies include adopting energy-efficient equipment, researching customer preferences, and engaging stakeholders.

Metrics and Targets

The primary sources of the Group's greenhouse gas emissions are direct emissions from town gas used in restaurants and food processing (Scope 1), indirect emissions from purchased electricity (Scope 2), and other indirect emissions from wastewater processing (Scope 3). Moving forward, we will continue to review our value chain and progressively enhance our Scope 3 disclosures.

風險管理

環境、社會及管治工作小組已將氣候相關風險與機遇納入我們的風險管理框架，並遵循氣候相關財務信息披露工作組及香港聯交所的指引。年度評估按以下時間範圍評估風險：短期(1年)、中期(3年)及長期(5年以上)：

物理風險：颱風會造成因暫停營業而產生的收益損失(短期)；暴雨增加食材損壞及延誤所帶來的成本(中期)。策略包括應急計劃、加固物業及供應商多元化。

轉型風險：碳法規提高合規成本(中期)；技術升級及客戶偏好轉向有機選擇，會影響成本及收益(長期)。策略包括採用節能設備、研究客戶偏好及持份者參與。

指標與目標

本集團溫室氣體排放的主要來源為餐廳及食品加工過程中使用的煤氣所產生的直接排放(範圍1)、購買電力所產生的間接排放(範圍2)及污水處理所產生的其他間接排放(範圍3)。展望未來，我們將繼續審閱我們的價值鏈，並逐步提升範圍3的披露內容。

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Greenhouse gas emissions in total and intensity:

溫室氣體排放總量及密度：

GHG Emissions ² 溫室氣體排放 ²	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Scope 1 emissions 範圍1排放	100.9	37.0	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 emissions ³ 範圍2排放 ³	328.3	367.2	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 3 emissions ⁴ 範圍3排放 ⁴	2.9	1.4	Tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	432.1	405.6	Tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by revenue) 密度(按收益計)	14.0	16.0	Tonnes CO ₂ -e/million HKD revenue 噸二氧化碳當量／百萬港元收益

We track energy consumption and Scope 1, 2, and select Scope 3 emissions per the GHG Protocol and Stock Exchange rules. Our 2023-baseline targets, reviewed regularly, include:

我們根據《溫室氣體盤查議定書》及聯交所的規則，追蹤能源消耗及範圍1、範圍2及部分範圍3的排放。我們定期審閱以2023年為基準年而訂立的目標，包括：

- Reduce GHG emission intensity by 3% by 2028.
- Reduce water consumption intensity by 3% by 2028.
- Reduce energy consumption intensity by 3% by 2028.

- 到2028年溫室氣體排放密度降低3%。
- 到2028年用水密度降低3%。
- 到2028年能源消耗密度降低3%。

These efforts ensure transparency, resilience, and sustainable growth in our restaurant operations.

該等努力確保我們餐廳業務透明、具韌性及可持續增長。

² GHG emissions data is presented in terms of tonnes of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, and the "Global Warming Potential Values" from the IPCC Sixth Assessment Report (AR6).

³ For electricity emissions in Hong Kong, the grid emission factor from the 2024 Sustainability Report published by Hongkong Electric Investment Co., Limited is adopted.

⁴ Scope 3 emissions from sewage processing are calculated using the latest emission factor published by the Drainage Services Department (DSD), assuming 100% of fresh water consumed is discharged as wastewater.

² 溫室氣體排放數據以噸二氧化碳當量呈列，並基於(但不限於)世界資源研究所及世界可持續發展工商理事會頒佈的《溫室氣體盤查議定書：企業會計與報告標準》、香港聯交所頒佈的《如何編備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》，以及政府間氣候變化專門委員會第六次評估報告(AR6)的「全球升溫潛能值」。

³ 就香港的電力排放而言，已採用港燈電力投資有限公司刊發的《2024年可持續發展報告》的電網排放系數。

⁴ 來自污水處理的範圍3排放乃採用渠務署最新公佈的排放系數計算，並假設所消耗的淡水100%以廢水的形式排放。

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SOCIAL ASPECTS

Employment and Labour Practices

Employment

The Group is fully aware that the growth and development of its catering business are largely driven by the quality services provided by its experienced and knowledgeable management team and other key employees. The Group has placed itself in a good position to maintain a robust business performance and facilitate stable growth for its employees.

The Group strives to uphold an open, fair, just and reasonable human resource policy. To facilitate this, the Group has tailored its recruitment policy to ensure that its recruitment is in line with the notions of equal opportunity, diversity and anti-discrimination.

Total workforce:

社會層面

僱傭及勞工常規

僱傭

本集團完全明白，其餐飲業務的增長及發展主要受經驗豐富且知識淵博的管理團隊及其他主要僱員提供的優質服務所推動。本集團已為自身設定一個良好的定位，以為其僱員維持穩健的業務績效及促進穩定增長。

本集團致力秉持公開、公平、公正及合理的人力資源政策。為實現此目標，本集團已專門制定招聘政策，確保其招聘符合平等機會、多元化及反歧視理念。

僱員總數：

Employment 僱傭		2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Total number of employees 僱員總數		117	160	Employee 名僱員
By Gender 按性別劃分	Male 男性	70	97	Employee 名僱員
	Female 女性	47	63	Employee 名僱員
By employment type 按僱傭類型劃分	Full-time 全職	72	64	Employee 名僱員
	Part-time 兼職	45	96	Employee 名僱員
By age group 按年齡組別劃分	Under 30 years old 30歲以下	35	48	Employee 名僱員
	30-50 years old 30至50歲	60	82	Employee 名僱員
	Over 50 years old 50歲以上	22	30	Employee 名僱員
By employee category 按僱員類型劃分	Senior level 高層	11	15	Employee 名僱員
	Middle level 中層	1	2	Employee 名僱員
	Entry level 初級	105	143	Employee 名僱員
By geographical region 按地區劃分	Hong Kong 香港	117	160	Employee 名僱員

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Employee turnover rate:

僱員流失比率：

Employment 僱傭		2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Total employee turnover rate 總僱員流失比率		69	71	%
By Gender 按性別劃分	Male 男性	72	70	%
	Female 女性	68	73	%
By employment type 按僱傭類型劃分	Full-time 全職	49	53	%
	Part-time 兼職	85	83	%
By age group 按年齡組別劃分	Under 30 years old 30歲以下	80	79	%
	30-50 years old 30至50歲	75	77	%
	Over 50 years old 50歲以上	35	43	%
By employee category 按僱員類型劃分	Senior level 高層	29	33	%
	Middle level 中層	350	400	%
	Entry level 初級	70	71	%
By geographical region 按地區劃分	Hong Kong 香港	69	71	%

Recruitment and Promotion

We adopt a robust, transparent and fair recruitment processes based on merit selection against the job criteria, and recruit individuals based on their suitability for the position and their potential to fulfil the Group's current and future needs. The Group attracts talents through open recruitment, and candidates are subjected to assessments prior to employment. Employment decision will be made based on the results of the assessment, work experience and overall ability of the candidate.

招聘及晉升

我們採用穩健、透明及公平的招聘流程，根據職位標準擇優錄取，且根據個人是否適合該職位及其滿足本集團當前及未來需求的潛力招聘個人。本集團通過公開招聘的方式吸引人才，於僱傭前對候選人進行考核。僱傭決定將根據考核結果、工經驗及候選人的綜合能力而作出。

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The Group provides opportunities for internal transfers under employees' request, provided that there is an opening in the transferee department. It is also subject to appraisal evaluation of the employee's qualification and approval by the head of the transferor and transferee department. Annual performance appraisal serves as an effective tool for department heads to evaluate employees' capabilities, work performances and contribution to the Group in accordance with the Group's policies and procedures, setting the basis for any salary adjustment and internal promotion. Whenever possible, promotion opportunities will first be offered to talented employees before posting job vacancies publicly. Employees are also encouraged to discuss their career development with their respective department head or the Human Resources Department.

Compensation and Dismissal

The Group has formulated standardised procedures for dismissal. The dismissal process will only proceed on a reasonable basis, and the Group forbids unreasonable dismissal under any circumstances. The Group will ensure sufficient communication has been conducted on the problems prior to official dismissal. Both employee and employer are required to fill in the Resignation Notice. Employees are required to return all company property to the Human Resources Department upon leaving the Company.

Equal Opportunity and Diversity

The Group is committed to creating and maintaining an inclusive and collaborative workplace culture. We are dedicated to providing equal opportunities in all aspects of employment and maintaining workplace that is free from discrimination and physical or verbal harassment against any individual on the basis of race, religion, colour, gender, physical or mental disability, age, place of origin, marital status and sexual orientation. With the aim of ensuring fair and equal protection for all employees, we have zero tolerance for sexual harassment or abuse in the workplace in any form. During the Reporting Period, the Group did not have any material non-compliance on the anti-discrimination laws and regulations, such as the Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong) and Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong), etc.

本集團會應僱員要求提供內部調職機會，前提是調入部門須有職位空缺。有關調職亦須經調出及調入部門主管對僱員資質作出評估及批准後，方可作實。根據本集團的政策及程序，年度績效考核為部門主管評估僱員能力、工作表現及對本集團所作貢獻的有效工具，當中訂明調薪及內部晉升的基準。在可能情況下，本集團會在公開發佈職務空缺信息前優先向有才能僱員提供晉升機會。本集團亦歡迎僱員與其各自部門主管或人力資源部討論其職業發展。

補償及解僱

本集團已制定標準的解僱程序。解僱程序僅會依據合理基準進行，本集團禁止任何不合理的解僱。本集團將確保在正式解僱前就有關問題進行充分溝通。僱員及僱主均必須填寫離職通知書。僱員離職本公司後，須將所有公司財產歸還人力資源部。

平等機會及多元化

本集團致力於創造及維護一個包容及協作的工作場所文化。我們致力在僱傭各方面提供平等機會，並確保任何人士在工作場所內均不會因種族、宗教、膚色、性別、身體或精神殘疾、年齡、出生地、婚姻狀況及性取向而遭受歧視以及身體或言語上的騷擾。為確保對所有僱員的公平及平等保護，我們對工作場所內任何形式的性騷擾或欺凌採取零容忍態度。於報告期間，本集團並無任何嚴重違反香港法例第487章《殘疾歧視條例》及香港法例第480章《性別歧視條例》等反歧視法律及法規的情況。

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Working Hours and Rest Periods

Apart from their entitlement to national statutory festivals and holidays, the Group's employees are also entitled to paid annual leave, sick leave, maternity leave, paternity leave, marriage leave, etc. The rest days will be arranged by the manager and the employees according to the actual operation of the store. The store manager/department supervisor shall properly arrange the relevant rest days assigned by the colleagues/subordinates of his/her department.

Other benefits and welfare

The Directors believe that having a sense of belonging will help raise employee morale and is one of the key drivers to facilitate the Group's healthy and prosperous growth. The Group attempts to cultivate this sense of belonging through the gifting of festive food to its employees, such as mooncakes for the Mid-Autumn Festival, in recognition of their dedication, hard work and contribution to the Group. During the Reporting Period, the Group also organised regular gatherings to nurture a culture of harmony and unity among its employees of different levels and positions.

The Group strives to enrich this type of corporate culture and working environment and believes that the improvement in its employee morale resulting from such affirmative action will in turn achieve a synergistic effect to reduce employee turnover and enhance productivity.

The Group will continue to strictly observe the applicable laws and regulations and follow its employment policies relating to recruitment and promotion, dismissal and compensation, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare. Furthermore, the Group also aims to improve the morale of its employees by providing competitive remuneration packages, internal promotion opportunities and performance-based bonuses.

工時及休息時間

本集團僱員除享有國家法定節假日外，亦享有帶薪年假、病假、產假、陪产假、婚假等。休息日由經理及僱員根據店舖的實際運營安排。店舖經理／部門主管應妥善安排本部門同事／下屬分配的相關休息日。

其他待遇及福利

董事深信，歸屬感將有助提升僱員士氣，並為促進本集團穩健繁榮增長的主要動力之一。本集團透過向僱員贈送節日食品（例如在中秋節送月餅等），藉以致謝他們對本集團的奉獻精神、辛勤工作及貢獻，嘗試培養出這種歸屬感。本集團亦於報告期間定期舉辦聚會，在不同階層及崗位的僱員之間培養出和諧統一的文化。

本集團致力於豐富此類企業文化及工作環境，並相信這種肯定僱員的行動可提升僱員士氣，繼而產生協同效應，以減少僱員流失及提高生產力。

本集團將繼續嚴格遵守適用法例及規例，並恪守其與招聘及晉升、解僱及補償、工時、休息時間、平等機會、多元化、反歧視以及其他待遇及福利有關的僱傭政策。此外，本集團亦旨在提升僱員士氣，方式為提供具競爭力的薪酬待遇、內部晉升機會及績效獎金。

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During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in respect of its employment and human resources, including the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) through its participation in the Mandatory Provident Fund retirement benefits scheme (the “**MPF Scheme**”) for its eligible employees. In addition, the Group was also in compliance with the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong), the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and the Employees’ Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) through the offering of competitive wages, medical insurance, disability and invalidity coverage, maternity leave and other forms of compensation to its employees.

Health and Safety

Employees’ health and safety are of paramount concern to the Group and is vital to the operation of the Group’s restaurants. As such, the Group has accordingly devised a series of personnel management policies to provide employees with a healthy, safe, positive and motivated working atmosphere.

The Group’s risk management system involves the identification, prevention, management, adaptation and mitigation of risks and hazards throughout the Group’s office and restaurants as well as strict follow-up procedures for accidents or personal injuries that have occurred in the course of the operation. The Group has taken the following health and safety measures to protect its employees:

- Installing air purifiers in relatively crowded areas, such as meeting rooms;
- Prohibiting smoking and abuse of alcohol and drugs in the workplace;

於報告期間，本集團並未發現任何違反有關僱傭及人力資源的法例及法規的重大事宜，包括香港法例第485章《強制性公積金計劃條例》，為合資格僱員參與強制性公積金退休福利計劃（「**強積金計劃**」）。此外，本集團亦已遵守香港法例第608章《最低工資條例》、香港法例第57章《僱傭條例》及香港法例第282章《僱員補償條例》，向其僱員提供具競爭力的薪金、醫療保險、傷疾保險、產假及其他補償。

健康與安全

僱員的健康與安全是本集團最關注的問題，且對本集團餐廳的運營至關重要。因此，本集團相應制定了一系列人事管理政策，為員工提供健康、安全、陽光和向上的工作氛圍。

本集團的風險管理制度包括識別、預防、管理、適應以及減低本集團整個辦公室及餐廳的風險及危害，以及於營運期間發生的事故或人身傷害的嚴格跟進程序。本集團已採取以下健康與安全措施以保護其僱員：

- 於會議室等相對擁擠的區域安裝空氣淨化機；
- 工作場所禁止吸煙及濫用酒精與藥物；

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- | | |
|---|---|
| <ul style="list-style-type: none"> – Maintaining clean and tidy rest areas, such as corridors and pantries; | <ul style="list-style-type: none"> – 維持乾淨整潔的休及茶水間； |
| <ul style="list-style-type: none"> – Ensuring sufficient ventilation and lighting systems in the workplace; | <ul style="list-style-type: none"> – 確保工作場所有充足的通風及照明系統； |
| <ul style="list-style-type: none"> – Providing adjustable chairs and monitors for eye protection; | <ul style="list-style-type: none"> – 提供可調節的椅子及顯示屏以保護眼睛； |
| <ul style="list-style-type: none"> – Maintaining adequate first aid supplies in the operating sites and designating a person in charge to take care of them; | <ul style="list-style-type: none"> – 於作業場所維持充足的急救用品，並指定專人負責看管； |
| <ul style="list-style-type: none"> – Uploading posters of proper working postures and lifting methods accessible to the intranet and setting them up at appropriate locations in the offices; | <ul style="list-style-type: none"> – 向內聯網上載正確工作姿勢及搬運重物方式的海報，並張貼於辦公室適當位置； |
| <ul style="list-style-type: none"> – Arranging employees to perform daily cleaning procedures and engaging external cleaning companies to provide services, such as pest control, garbage collection, carpet cleaning, aquarium cleaning and grease tank cleaning, on a regular basis; and | <ul style="list-style-type: none"> – 安排僱員進行日常清潔程序，並委聘外部清潔公司定期提供滅蟲、垃圾收集、地毯清洗、魚缸清洗及油箱清洗等服務；及 |
| <ul style="list-style-type: none"> – Conducting fire drills to raise employees' awareness of fire prevention policies and procedures and improving the evacuation plans in emergency cases by providing first aid kits and fire extinguishers in the workplace. | <ul style="list-style-type: none"> – 進行消防演習以提高僱員對防火政策及程序的意識，並通過在工作場所設置急救箱及滅火器改進緊急情況下的疏散計劃。 |

The Group maintains internal records and reporting procedures in relation to work injuries to ensure that the work injury cases are properly addressed and handled by the Group's management.

本集團維持有關工傷的內部記錄和報告程序，以確保工作受傷案件得到本集團管理層的妥善解決和處理。

During the Reporting Period, the Group did not have any material non-compliance with the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong). The Group did not record any accidents that resulted in death or serious physical injury during the past three years, including the Reporting Period. No material non-compliance with laws and regulations relevant to the health and safety of employees was identified. The following table shows the details of the Group's work-related fatalities and injuries that had occurred in the workplace during the past two years:

於報告期間，本集團並無任何嚴重違反香港法例第509章《職業安全及健康條例》及香港法例第282章《僱員補償條例》的情況。本集團於過去三年（包括報告期間）並無錄得任何導致死亡或嚴重肢體受傷的意外事件，亦未發現任何違反僱員健康與安全相關的法例及法規的重大事宜。下表顯示本集團於過去兩年在在工作場所發生的工作相關傷亡事故詳情：

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Health and Safety:

健康與安全：

Health and Safety 健康與安全	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Number of work-related fatalities 工作相關死亡數目	0	0	No. 人
Rate of work-related fatalities 工作相關死亡比率	0	0	%
Lost days due to work injury 因工傷損失日數	0	0	No. 日

Development and Training

To a catering service provider, quality customer service is imperative and one of the key elements of a successful business. To promote quality customer service, the Group offers comprehensive training to its restaurant staff to ensure that they possess the appropriate qualities and adequate skill-sets when serving the Group's customers.

Induction training and on-the-job training, briefings and seminars will be provided to the employees to ensure that the employees are equipped with appropriate skill-sets and techniques. Such qualities and skill-sets may include thorough knowledge of their work, good etiquette and manners, effective communication, welcoming personality and willingness to serve. The training offered focuses on different areas, including development of specific service skill sets, corporate culture, health and safety, business ethics and corruption prevention. The Directors believe that such training not only fosters the sustainable development of the Group but also facilitates the career prospects of each of the employees.

發展及培訓

作為餐飲服務供應商，優質的客戶服務對成功的業務而言乃至關重要，亦是主要元素之一。為推廣優質的客戶服務，本集團為餐廳員工提供全面的培訓，以確保他們具備服務本集團顧客的適當質素及充足技能。

本集團將為僱員提供入職培訓及在職培訓、簡報會及研討會，以確保僱員具備適當的技能及技術。有關質素及技能可能包括徹底認識彼等的工作、優良的禮儀及禮節、有效的溝通能力、有親和力的個性及服務意願。所提供的培訓專注於不同範疇，包括特定服務技能發展、企業文化、健康與安全、商業道德及預防貪污等。董事相信，該等培訓不僅促進了本集團的可持續發展，亦有利於各僱員獲得晉升機會。

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Percentage of trained employees:

受訓僱員百分比：

Development and Training 發展及培訓		2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Percentage of trained employees 受訓僱員百分比		10	8	%
By Gender 按性別劃分	Male 男性	14	11	%
	Female 女性	3	3	%
By employee category 按僱員類型劃分	Senior level 高層	75	73	%
	Middle level 中層	3	0	%
	Entry level 初級	2	1	%

Average training hours completed:

完成受訓的平均時數：

Development and Training 發展及培訓		2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Average training hours per employee 每名僱員受訓的平均時數		0.3	0.2	Hour/employee 小時／僱員
By Gender 按性別劃分	Male 男性	0.3	0.2	Hour/employee 小時／僱員
	Female 女性	0.3	0.1	Hour/employee 小時／僱員
By employee category 按僱員類型劃分	Senior level 高層	1	1.2	Hour/employee 小時／僱員
	Middle level 中層	0.3	0	Hour/employee 小時／僱員
	Entry level 初級	0	0.1	Hour/employee 小時／僱員

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Labour Standards

The Group condemns any form of child exploitation or forced labour and is aware that these practices violate human rights and international labour conventions. In this regard, the Group strictly prohibits the employment of any child labour and forced labour. During the Reporting Period, no child labour, illegal labour or forced labour was reported. The Group was not aware of any case of material non-compliance with child labour and forced labour-related laws and regulations in Hong Kong, including the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and Immigration Ordinance (Chapter 115 of the Laws of Hong Kong), in relation to unauthorised entrants to Hong Kong and employment of illegal labour.

To prevent the aforesaid, the Group explicitly states the age requirement of its employees in its recruitment advertisements and new employees are required to declare on their documents that they have provided true and accurate personal data when they join the Group. The Group's recruiters are also required to strictly screen and review the supporting documents of the Group's employees, including medical examination certificates, academic certificates and identity cards. If there are any cases of forced labour, child labour and illegal immigrant labour on staff, employment with all these candidates will be immediately terminated. The Group would also take responsibility for the investigation.

OPERATING PRACTICES AND SOCIAL INVESTMENT

The Group believes that as an accountable enterprise, it bears the responsibility of spreading the concept of sustainability. As such, the Group aims to instil this concept in its business operations, beginning from its supply chain and products.

勞工準則

本集團譴責任何形式的童工剝削或強制勞工，並意識到該等做法違反人權及國際勞工公約。就此而言，本集團嚴格禁止僱用任何童工及強制勞工。於報告期間，概無報告有關童工、非法勞工或強制勞工的情況。本集團並不知悉任何嚴重違反香港童工及強制勞工相關法律及法規的情況，包括香港法例第57章《僱傭條例》及香港法例第115章《入境條例》，涉及非法入港及僱用非法勞工。

為防止上述事件發生，本集團在招聘廣告上明確規定僱員的年齡要求，並要求新僱員入職時聲明彼等已提供真實準確的個人資料文件。本集團的招聘人員亦須嚴格檢查及審查本集團僱員的體檢證明、學歷證明及身份證等證明文件。倘員工中有任何強制勞工、童工及非法移民勞工的情況，所有該等候選人將立即被終止僱用。本集團亦將負責調查。

營運慣例及社會投資

本集團相信，作為一間負責任的企業，我們肩負著傳揚可持續性概念的責任。因此，本集團旨在將此概念由供應鏈及產品開始，逐步向業務營運灌輸。

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Supply Chain Management

Supply chain management has always been one of the key aspects of the Group's operation. The Group encourages all its business partners to adopt thorough sustainability practices during their operations to facilitate sustainable development.

To ensure provision of quality food, the Group has established a rigorous and regulated system of food procurement and processing. The criteria of the Group's selection of suppliers largely emphasizes product quality and environmental and social risk control. The Procurement Department will request the potential suppliers for quotation information, business registration certificates, food source certificates and other documents. After receiving the supplier information, the Procurement Department is required to fill in the "New Supplier Application Form" ("新供應商申請書") which is reviewed by the Board. The Board selects the supplies based on the following criteria:

- The capabilities and business operations of the potential suppliers and the products offered;
- The quality and stability of the supply of the products offered by the potential suppliers;
- The reputation of the potential supplier;
- The compliance status of the environmental and social laws and regulations;
- Quotations for products or services from potential suppliers; and
- General terms and conditions of supply, such as minimum order quantities, payment terms, delivery schedules and discounts offered.

供應鏈管理

供應鏈管理一直為本集團營運的其中一項主要範疇。本集團鼓勵其所有商業夥伴在其營運中採納全面的可持續發展常規，促進可持續發展。

為確保提供優質的食品，本集團已就食品採購及加工設立嚴謹監管系統。本集團挑選供應商的準則大多偏重產品質素以及環境及社會風險的控制。採購部將向潛在供應商索取報價資料、商業登記證、食品來源證及其他文件。採購部於收到供應商資料後，須填寫「新供應商申請書」，其由董事會審核。董事會根據以下標準甄選供應物品：

- 潛在供應商的能力及業務運營以及所提供的產品；
- 潛在供應商所提供產品供應的質量及穩定性；
- 潛在供應商的聲譽；
- 環境及社會法律法規的合規情況；
- 潛在供應商的產品或服務報價；及
- 一般供應條款及條件，如最低訂購數量、付款條件、交貨時間表及提供的折扣。

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The Group regularly evaluates the performance of its suppliers, strengthens the management of environmental and social risks and promotes the sustainable development of the enterprise. Our quality control team conducts on-site inspections and assessments of key suppliers on their food handling procedures, storage facilities and hygiene. We also comply with international sourcing and United Nations standards and strictly enforce not to source any raw materials from any conflict or war zones restricted by the United Nations, or areas that practice slave, child or forced labour.

The supply chain management team conducts an annual evaluation of the Group’s approved suppliers to ensure that they meet the Group’s criteria. The regular assessment includes on-site inspections of the hygiene condition of the suppliers’ workplaces, the production control and the implementation of its quality control system. With more than 15 years of operation, the Group has maintained good relationships with its suppliers, with an emphasis on a steady supply of fresh and quality food ingredients.

The Group gives priority to local suppliers when developing businesses in order to create employment opportunities for local communities and fulfil corporate social responsibility. During the Reporting Period, the Group had a total of 47 suppliers located in Hong Kong.

Supply Chain Management:

Supply Chain Management		2024/25	2023/24	Unit
供應鏈管理		2024/25年	2023/24年	單位
Number of suppliers by geographical region		47	74	Supplier
按地區劃分的供應商數目				
Total number of suppliers				
供應商總數				名供應商
By geographical region	Hong Kong	47	74	Supplier
按地區劃分	香港			名供應商

本集團定期評估供應商表現，加強環境及社會風險管理，促進企業的可持續發展。我們的質量控制團隊對主要供應商的食物處理程序、儲存設施及衛生進行現場檢查及評估。我們亦遵守國際採購及聯合國標準，並嚴格執行不得自任何聯合國限制衝突或戰區或存在奴隸、童工或強迫勞動的地區採購任何原材料。

供應鏈管理團隊對本集團獲認可供應商進行年度評估，確保其符合本集團的標準。定期評估包括對供應商的工作場所衛生情況、生產控制及質量控制系統的實施進行現場檢查。經過逾15年的經營，本集團已與供應商維持良好關係，並側重於穩定提供新鮮優質的食品原料。

本集團在發展業務時優先考慮當地供應商，為當地社區創造就業機會，履行企業社會責任。於報告期間，本集團於香港共有47家供應商。

供應鏈管理：

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Product Responsibility

In discharging its responsibility to provide quality food and service, the Group ensures that the food ingredients are safe, fresh and of good quality upon delivery, in storage and during processing. The Group purchases ingredients that are suitable for cuisine and strictly maintains a high procurement standard to select diversified quality ingredients for its customers.

Product Responsibility:

Product Responsibility 產品責任	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Percentage of total products sold or shipped subject to recalls 已售或已運送產品總數中須回收的百分比	0	0	%
Number of products and service-related complaints received 接獲關於產品及服務的投訴數目	0	0	No. 宗

The Group did not have any non-compliance with applicable laws and regulations regarding health and safety, advertising, labelling and privacy matters related to services offered for the Reporting Period. These laws include but not limited to: Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong), Trade Marks Ordinance (Chapter 559 of the Laws of Hong Kong), Patents Ordinance (Chapter 514 of the Laws of Hong Kong) and Copyright Ordinance (Chapter 528 of the Laws of Hong Kong).

Quality Assurance

In order to ensure food and service quality in each store, the Group established the Production Department and Operation Department to formulate a comprehensive product management and service management system for each store and the Group as whole. The Product Quality Standard as listed below:

產品責任

在履行提供優質食品及服務的責任方面，本集團確保在食品原料在運輸、儲存及加工過程中為安全、新鮮及優質。本集團購買適合用作料理的食品原料，並嚴格維持高度的採購標準，為客戶挑選不同種類的優質食品原料。

產品責任：

本集團於報告期間並無發生任何違反與提供的服務有關的健康與安全、廣告、標籤及私隱問題的適用法律及規例的事件。該等法律包括但不限於：香港法例第486章《個人資料(私隱)條例》、香港法例第559章《商標條例》、香港法例第514章《專利條例》及香港法例第528章《版權條例》。

質量保證

為確保每家門店的食品及服務質量，本集團已設立生產部及運營部，為每家門店及本集團整體制定完善的產品管理及服務管理體系。產品質量標準如下：

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Overall Quality Management 整體質量管理	Participation of all members, supervision of the whole process and all-round control 全員參與，全程監督，全方位管控
Inventory Management 庫存管理	Inspection of incoming goods, inventory control, shipment management and inventory management 進貨檢驗、庫存控制、出貨管理及庫存管理
Standard Control 標準控制	Focus on quality, hygiene, safety, flavour and appearance to ensure quality assurance during the production process 注重質量、衛生、安全、口味及外觀，確保生產過程中的質量保證
Procurement Management 採購管理	- Quality assurance of raw materials 原材料的質量保證 - Establishment of verification and monitoring system 建立核查及監控體系

Hygiene Control

As a responsible catering service provider, the Group adopts standardised hygiene control procedures in the restaurants. The executive Director will be responsible for leading the implementation of the Group's Environment, Resource and Safety ("ERS") and Hygiene Monitoring System Certification ("HCS"). All employees are responsible for ERS and HCS to ensure enhancement of environmental resources, occupational safety and food safety. The Group has also formulated a detailed ERS and HCS Manual and each store has at least one copy of the Manual for the store manager's reference and arranges management at all levels.

Complaint Management

The Group has set up various complaint and feedback channels, including guest comment cards, a telephone hotline, social media channels, emails and food critic websites, to collect opinions and suggestions from the customers of the Group. The customer feedback is compiled daily in the branches and further reviewed by the relevant personnel. The Management of the Group will look for areas of improvement based on the customers' comments and discuss with the Directors during meetings.

衛生控制

作為負責任的餐飲服務供應商，本集團在餐廳採用標準化衛生控制程序。執行董事將負責領導執行本集團的環境資源與安全（「ERS」）及衛生監測體系認證（「HCS」）。所有員工均對ERS及HCS負責，以確保加強環境資源、職業安全及食品安全。本集團亦制定詳細的ERS及HCS手冊，且每家門店至少備有一份手冊供門店經理參考，並安排各級管理工作。

投訴管理

本集團已設立多種投訴及反饋渠道，包括客人評論卡、電話熱線、社交媒體渠道、電子郵件及美食評論網站，以收集本集團客戶意見及提議。每天將在各分支機構收集客戶的反饋，並由相關人員進一步審閱。本集團管理層將根據客戶的意見尋找改進的領域，並在會議期間與董事討論。

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During the Reporting Period, the Group did not receive any material complaints and no material claims were made against the Group's food, nor were the Group's restaurants subject to any investigations in relation to food hygiene by any government authorities or relevant customer protection organisations.

Protection of Intellectual Property Rights

Directors and employees are not allowed to disclose any proprietary information to third parties without the Group's approval. This information includes the Group's operating materials such as investment strategies, sales and marketing plans, new products, financial forecasts, patent applications, customer databases, copyrighted materials, etc.

Every director and employee who holds such proprietary information is responsible for safeguarding this information against misuse, including but not limited to monetary compensation for providing information, information for personal gain, and the disclosure of information that may undermine the interests of the Group.

Protection of Data Privacy

In the course of its operations, the Group is engaged in developing and strengthening its data mining and analytical capabilities to enhance the catering experience of its customers. In this regard, the Group has collected and retained its customers' information.

The Group undertakes to strictly adhere to the relevant laws and regulations in relation to privacy to ensure that all the data in relation to its customers is securely kept in the Group's internal system with access control. The Group also sets out data privacy requirements in its corporate policies, under which customer data would be used exclusively for matters relating to the operations of the Group. The Group strives to ensure that all collected data is free of unauthorized or accidental access, processing, deletion or other use.

於報告期間，本集團並無收到任何關於我們食品的任何重大投訴及重大索賠，我們的餐廳亦無受到任何政府當局或相關消費者保護組織的任何食品衛生調查。

保護知識產權

未經本集團批准，董事及僱員不得向第三方披露任何專有資料。該等資料包括本集團的經營資料，如投資策略、銷售及營銷計劃、新產品、財務預測、專利申請、客戶數據庫、版權資料等。

持有此類專有資料的每位董事及僱員均有責任保護此資料不被濫用，包括但不限於提供資料以獲取金錢補償、為牟取個人利益提供資料及披露可能會損害本集團利益的資料。

保護數據私隱

於營運過程中，本集團致力發展及加強數據挖掘及分析能力，以提升客戶餐飲體驗。就此而言，本集團曾收集及持有客戶的資料。

本集團承諾嚴格恪守關乎私隱的相關法例及法規，確保一切與客戶有關的數據均安全地存放於本集團設置存取控制的內部系統內。本集團亦於企業政策列明資料私隱規定，據此，客戶資料僅用於與本集團營運有關的事宜。本集團致力確保所收集的一切資料不會在未經許可或意外的情況下遭取用、處理、刪減或作其他用途。

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Advertising and Labelling

During the Reporting Period, the Group did not have material non-compliance with the relevant laws and regulations relating to advertising, such as the Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong), by ensuring that there are no false and misleading messages in its advertisements and promotional activities.

廣告及標籤

於報告期間，本集團藉著確保其廣告及推廣活動並無虛假及誤導訊息，並無嚴重違反與廣告有關的相關法例及法規，例如香港法例第362章《商品說明條例》。

Anti-corruption

The Group encourages honesty, integrity and fairness in all aspects of its business, upholds a high standard of business ethics and prohibits any form of bribery and corruption. As a result, the Group has developed a series of anti-fraud and anti-bribery policies. During the Reporting Period, the Group had complied with the relevant laws and regulations such as the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong).

反貪污

本集團在業務各方面鼓勵真誠、誠信、公平的經營理念，堅持高標準的商業道德規範，並禁止任何形式的賄賂及貪污。因此，本集團已制定一系列反詐騙及反賄賂政策。於報告期間，本集團已遵守相關法例及規例，例如香港法例第201章《防止賄賂條例》。

Anti-Corruption:

反貪污：

Anti-Corruption 反貪污	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Number of concluded legal cases regarding corruption 已審結的貪污訴訟案件的數目	0	0	Case 宗案件

The Group conducts regular assessments on systematic fraud risks, continues to monitor the effectiveness of risk control while addressing any deficiencies and enforces its fraud mitigation policies through collaboration with external parties. Apart from the anti-bribery and anti-corruption policies, the Group also encourages all its employees and business partners, including customers and suppliers, to proactively report any suspected misconducts to the Group. A whistle-blowing mechanism has been formulated providing a confidential channel to file complaints regarding fraudulent and unethical acts. A comprehensive and independent investigation will be conducted for each reasonably established report. All whistle-blowers who report in good faith are protected from retaliation or adverse consequence of their employment regardless of whether the allegation is substantiated.

本集團進行定期系統化詐騙風險評估，通過與外部各方合作，繼續監督風險控制措施是否有效，同時處理任何缺陷並透過與外部人士合作強化其緩減詐騙政策。除了反賄賂及反貪污政策外，本集團亦鼓勵所有僱員及業務合作夥伴（包括顧客及供應商）積極向本集團匯報任何可疑的不當行為。本集團已制定舉報機制，為投訴欺詐及不道德行為提供保密渠道。我們將對每份合理確定的報告進行全面及獨立的調查。所有善意舉報的舉報人均受到保護，無論指控是否屬實，都不會遭到報復或對其本身的受僱產生不利後果。

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The Group also provides internal anti-corruption training to Directors and Employees. The Group took reference to the anti-corruption guide, A Practical Guide to the Corruption Prevention System of Listed Companies (《上市公司防貪系統實務指南》), for the establishment of the internal corruption risk management framework. The data collection mechanism for anti-corruption training is under development and will disclose relevant information when ready.

During the Reporting Period, the Group did not have material non-compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering, as well as the corporate policies on anti-corruption, including but not limited to the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong). During the Reporting Period, no cases of corruption had been reported.

Community Investment

The Group considers itself a social cell that needs to continue growing and changing along with the tides of social development. To facilitate this movement, the Group has set up various complaints and feedback channels to understand the needs of the community in which the Group operates and to ensure that its activities take into consideration the community's interests. Furthermore, the Group is actively committed to advancing society through its active involvement in the community.

The Group uses its best endeavour to help local communities and those in need through voluntary work, donation programmes and social enterprise support systems. The Group actively cooperates with charitable organisations to organise social activities to support public welfare and charitable projects so as to establish a good corporate image while fulfilling social responsibilities.

本集團亦為董事及僱員提供內部反貪污培訓。本集團參照反貪污指南《上市公司防貪系統實務指南》，建立內部腐敗風險管理框架。反貪污培訓的數據收集機制正在制定中，準備就緒後將披露相關資料。

於報告期間，本集團並無嚴重違反有關賄賂、敲詐、詐騙及洗錢的相關法例及法規以及反貪污企業政策，包括但不限於香港法例第201章《防止賄賂條例》。於報告期間，概無報告貪污的個案。

社區投資

本集團視其為社會的細胞，需要隨著社會發展趨勢而持續成長及改變。為配合改變，本集團已設立多個投訴及回饋渠道，以了解本集團業務所在的社區需要，並確保其活動已兼顧到社區利益。再者，本集團透過積極參與社區活動，積極致力建設更美好的社會。

本集團透過志願工作、捐助計劃及社會企業支援系統，盡力幫助本地社區及有需要人士。本集團積極與慈善組織合作，舉辦社區活動，支援公共福利及慈善項目，以履行社會責任，同時建立良好企業形象。

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Community Investment:

社區投資：

Community Investment 社區投資	2024/25 2024/25年	2023/24 2023/24年	Unit 單位
Resources contributed to focus area 在專注範疇所動用資源			
Total amount of donation in cash 現金捐贈總額	0	0	HKD 港元

In the future, the Group will continue to emphasise the importance of engaging in the community through participation in community services and encourage its staff to actively participate in voluntary services. The Group will collaborate in spreading the charitable spirit to the community in which the Group operates. The Group believes that its employees are able to develop a stronger connection to the Group's corporate motto through their participation in such charitable activities.

未來，本集團將透過參與社區服務繼續強調社區參與的重要性，也會鼓勵員工積極參與志願服務。本集團將攜手合作，傳播本集團賴以運作的慈善精神。本集團相信，僱員透過親身參與慈善活動，可讓彼等與本集團企業座右銘建立更強的聯繫。

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HKEX ESG REPORTING CODE CONTENT INDEX

港交所環境、社會及管治報告守則 內容索引

This report has been prepared in line with the ESG Code contained in Appendix C2 to The Rules Governing the Listing of Securities on the Stock Exchange.

本報告乃按照《香港聯合交易所有限公司證券上市規則》附錄C2所載之《環境、社會及管治守則》編製。

Part B: Mandatory Disclosure Requirements B部分：強制披露規定	Location/Remarks 章節／備註
Governance Structure 管治架構 A statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容： (i) a disclosure of the board's oversight of ESG issues; 披露董事會對環境、社會及管治事宜的監管； (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程； (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。	ESG Governance 環境、社會及管治治理
Reporting Principles 匯報原則 A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report. 描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則(重要性、量化、一致性)。	About this Report 關於本報告
Reporting Boundary 匯報範圍 A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	About this Report 關於本報告

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Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文			Location/Remarks 章節／備註
A. Environmental			
A. 環境			
Aspect A1: Emissions 層面A1：排放物	General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放
	KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放
	KPI 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）。	Waste Management 廢棄物管理
	KPI 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）。	Waste Management 廢棄物管理
	KPI A1.5	Description of emission 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。	Emissions 排放
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management 廢棄物管理

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Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文			Location/Remarks 章節／備註
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。	Energy Consumption 能源消耗
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 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)。	Energy Consumption 能源消耗
	KPI 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)。	Water Consumption 水源消耗
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy Consumption 能源消耗
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 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。	Water Consumption 水源消耗
	KPI 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。	Packaging Materials 包裝材料

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Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文			Location/Remarks 章節／備註
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 impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Natural Resources 環境及自然資源
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment and Natural Resources 環境及自然資源

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: 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) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
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Aspect B2: Health and Safety 層面B2：健康與安全	KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Employment 僱傭
	KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭
	General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康與安全
	KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全

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Aspect 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。	Development and Training 發展及培訓
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training 發展及培訓
	KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓
Aspect B4: Labour Standards 層面B4：勞工準則	General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 遵守對發行人有重大影響的相關法律及規例的資料。	Labour standards 勞工準則
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour standards 勞工準則
	KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour standards 勞工準則

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Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文			Location/Remarks 章節／備註
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。	Supply chain management 供應鏈管理
	KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply chain management 供應鏈管理
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply chain management 供應鏈管理
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply chain management 供應鏈管理
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply chain management 供應鏈管理

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Aspect B6: Product Responsibility 層面B6：產品責任	General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
	KPI B6.1	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。	Product Responsibility 產品責任
	KPI B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility 產品責任
	KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任

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Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文			Location/Remarks 章節／備註
Aspect B7: Anti-corruption 層面B7：反貪污	General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
	KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污

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Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文			Location/Remarks 章節／備註
Community			
社區			
Aspect B8: Community Investment 層面B8：社區投資	General Disclosure	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.	Community investment 社區投資
	一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community investment 社區投資
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community investment 社區投資

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Part D: Climate-related Disclosures D部分：氣候相關披露			Location/Remarks 章節／備註
(I) Governance (I) 管治	(a)	the governance body(s) or individual(s) responsible for oversight of climate related risks and opportunities; and	Climate Change 氣候變化
	(a)	負責監督氣候相關風險和機遇的治理機構或個人的資訊；及	
	(b)	management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	
	(b)	管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。	
(II) Strategy (II) 策略	Climate-related risks and opportunities 氣候相關風險和機遇	(a)	Climate Change 氣候變化
		(a)	
		(a)	
		(b)	
		(b)	
		(b)	
		(b)	

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Part D: Climate-related Disclosures D部分：氣候相關披露		Location/Remarks 章節／備註
	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and (c) 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍(短期、中期或長期)；及 (d) explain how the issuer defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. (d) 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。	
Business model and value chain 業務模式和價值鏈	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain; and (a) 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及 (b) a description of where in the issuer’s business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). (b) 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方(例如，地理區域、設施及資產類型)。	Climate Change 氣候變化

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Part D: Climate-related Disclosures D部分：氣候相關披露		Location/Remarks 章節／備註
Strategy and decision-making 策略和決策	(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation; and (a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標；及 (b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). (b) 有關發行人當前及將來計劃如何為根據第22(a)段披露的行動提供資源。	Climate Change 氣候變化

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Part D: Climate-related Disclosures D部分：氣候相關披露		Location/Remarks 章節／備註
Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量		
Current financial effect 當前財務影響	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及 (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. (b) 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。	Climate Change 氣候變化
Anticipated financial effect 預期財務影響	(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration; and (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化；及 (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. (b) 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。	Climate Change 氣候變化

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Part D: Climate-related Disclosures D部分：氣候相關披露			Location/Remarks 章節／備註
(III) Risk Management (III) 風險管理	Climate resilience 氣候韌性	(a) the issuer's assessment of its climate resilience as at the reporting date; and (a) 發行人截至匯報日對其氣候韌性的評估；及 (b) how and when the climate-related scenario analysis. (b) 如何及何時進行氣候相關情景分析。	In future reports, we will conduct climate-related scenario analysis and disclose the relevant findings. 在日後的報告，我們將進行氣候相關情景分析及披露其相關發現。
		(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks; and (a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊；及 (b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程(包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊)；及 (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. (c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。	Climate Change 氣候變化

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Part D: Climate-related Disclosures D部分：氣候相關披露		Location/Remarks 章節／備註
(IV) Metrics and Targets (IV) 指標及目標	Greenhouse gas emissions 溫室氣體排放	Climate Change 氣候變化
	Climate-related transition risks 氣候相關轉型風險	
	Climate-related physical risks 氣候相關物理風險	
	Climate-related opportunities 氣候相關機遇	
	Capital deployment 資本運用	
	Internal carbon prices 內部碳定價	
	Remuneration 薪酬	We currently do not incorporate internal carbon prices into our decision making process. We will explore the use of internal carbon prices in the future. 我們目前的決策過程中並無計入內部碳定價。我們將在日後探討使用內部碳定價。 We will explore the feasibility of enhancing our remuneration policies by incorporating climate related metrics into senior management remuneration. 我們將探討透過將氣候相關指標納入高級管理層薪酬，以提升薪酬政策的可行性。

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Part D: Climate-related Disclosures D部分：氣候相關披露		Location/Remarks 章節／備註
	Industry-based metrics 行業指標	We will review the internal information and disclose the KPIs as appropriate to ensure transparency and compliance. 我們將審閱內部資訊，並酌情披露關鍵績效指標(KPI)，以確保透明度及合規性。
	Climate-related targets 氣候相關目標	Climate Change 氣候變化
	Applicability of cross-industry metrics and industry-based metrics 跨行業指標及行業指標的適用性	Not applicable 不適用