英皇國際集團有限公司
Emperor International Holdings Limited

於百慕達註冊成立之有限公司
Incorporated in Bermuda with limited liability
(股份代號 Stock Code：163)





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1 ABOUT THIS REPORT
關於本報告

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

英皇國際集團有限公司(「本公司」)及其附屬公司(統稱為「本集團」)主要從事物業投資及物業發展業務。本集團深明有效的環境、社會及管治舉措在經營層面的重要性。通過於業務營運實施環境和社會舉措,本集團可提升其成本效益及風險管理,並透過與本集團利益持份者溝通以作出明智決策。此外,本集團致力優先考慮環境、社會及管治披露,並透過持續披露其環境、社會及管治常規及表現,提高其透明度及問責性,展示其對可持續及負責任經營慣例的承諾。

1.1 REPORTING BOUNDARY 匯報範圍

This report primarily provides an overview of the Group's operations in Hong Kong and Mainland China for the financial year ended 31 March 2025 ("Year"), and describes the ESG values and initiatives of the Group. As Emperor Entertainment Hotel Limited ("Emperor E Hotel") has ceased to become a subsidiary of the Group during the Year, the qualitative and quantitative information of Emperor E Hotel are no longer included in this report.

本報告主要概述本集團於截至2025年3月31日止財政年度(「本年度」)於香港及中國內地的營運,以及闡述本集團的環境、社會及管治價值及措施。由於英皇娛樂酒店有限公司(「英皇娛樂酒店」)於本年度已不再為本集團的附屬公司,英皇娛樂酒店的定性與量化資料並不再包含在本報告內。

This report sets out the Group's compliance with the mandatory disclosure requirements and its report on the "comply or explain" provisions of the ESG Reporting Guide ("ESG Reporting Guide") as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Stock Exchange"). It is recommended that this report is read in conjunction with the Company's 2024/2025 Annual Report, in particular the Directors' Report and Corporate Governance Report sections therein.

本報告闡述了本集團遵守香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)的強制披露要求以及對「不遵守就解釋」條文作匯報。建議　閣下將本報告與本公司2024/2025年年報一併閱讀,尤其是其中的董事會報告及企業管治報告部分。

1.2 REPORTING PRINCIPLES
匯報原則

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

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

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

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

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

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



1.3 BOARD STATEMENT
董事會聲明

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

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

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

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

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

ESG Committee

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

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

Executive Committee

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

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

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

環境、社會及管治委員會及執行委員會的角色和職能如下：

環境、社會及管治委員會

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

環境、社會及管治委員會向執行委員會匯報上述執行計劃的進展情況。

執行委員會

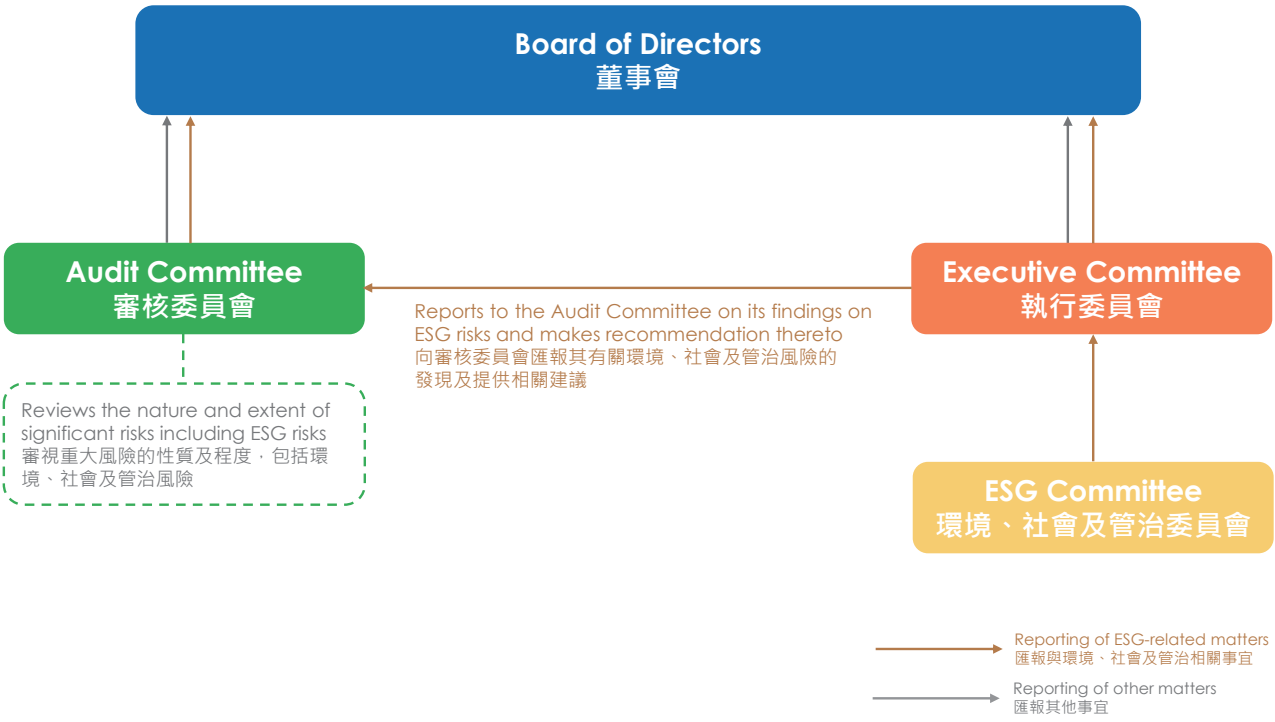
- 基於本集團的業務、管理方式及策略，就制定環境、社會及管治相關目標向董事會提出建議
- 監督由環境、社會及管治委員會制定及實施的執行計劃
- 監測和評估執行計劃在達致與本集團業務在環境、社會及管治相關目標方面的有效性，包括關鍵績效指標
- 檢視環境、社會及管治相關的風險管理和內部監控系統的有效性，並向本公司審核委員會報告，供其審閱及與董事會進行討論

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

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

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

以下是本公司可持續性的環境、社會及管治之功能框架。



1.4 ESG RISK MANAGEMENT
環境、社會及管治風險管理

The Group has adopted an effective risk management mechanism to identify, assess, review and manage ESG risks of the Group. By actively managing and mitigating the identified ESG risks, the Group demonstrates its commitment to sustainable and responsible business practices. The major ESG risks relating to the business of the Group are listed below.

本集團採納了有效的風險管理機制，以識別、評估、審查和管理本集團的環境、社會及管治風險。通過積極管理和降低已識別的環境、社會及管治風險，本集團展示了其對可持續和負責任的經營方式的承諾。與本集團業務有關的環境、社會及管治主要風險已於下面列出。

Risk Identification and Management Approach

The Group has identified the following ESG risks. By addressing these risks, the Group aims to contribute to a more sustainable future and a more equitable and inclusive society, while ensuring long-term success.

風險識別與管理方法

本集團已辨識下列環境、社會及管治風險。通過應對這些風險，本集團旨在為更加可持續的未來及建設一個更公平及包容的社會作出貢獻，同時確保長遠的成功。

(i) Environmental

Risk

- Construction involves extensive use of natural resources such as wood, metal, and other raw materials, and results in significant energy consumption and greenhouse gas emissions
- Commercial buildings consume energy for lighting, heating, cooling, and other operational activities, which can lead to significant carbon footprints
- Various types of waste including paper, plastic bottles, aluminium, fluorescent tubes and computer equipment is generated in the Group's business operations; improper disposal of the waste can lead to environmental contamination and resource depletion
- More stringent environmental policies may be implemented by the government or regulatory bodies

(i) 環境

風險

- 建築需要大量使用自然資源，如木材、金屬及其他原材料，導致大量的能源消耗及溫室氣體排放
- 商業大廈的照明、供熱、製冷及其他營運活動都需要消耗能源，這可能會產生大量的碳足跡
- 本集團的業務營運會產生各種類型的廢物，包括紙張、塑膠瓶、鋁、光管以及電腦設備等，該等廢物處理不當會導致環境污染和資源耗盡
- 政府或監管機構可能會實施更嚴格的環保政策

Approach

- Using recycled or sustainable materials
- Implementing energy-efficient practices and technologies to reduce energy consumption
- Adopting a waste reduction and recycling programme spanning the Group's operations
- Closely monitoring existing and emerging trends, and working with the Group's suppliers and service providers to explore ways to manage waste and reduce carbon emissions in its operations

方法

- 使用可回收或可持續材料
- 實施節能措施及技術以減少能源消耗
- 在營運中實施減少廢物和回收計劃
- 密切關注現有的和新趨勢，並與本集團的供應商和服務提供者合作，探討如何在營運中管理廢物及減少碳排放

(ii) Social

Risk

- Failure in recruiting or retaining key personnel may result in the Group lacking key talent in critical positions
- Issues such as human rights violations, child labour, and poor working conditions in the supply chain can pose significant social risks
- Intense competition within the property sector, especially in the face of a volatile economy
- Substandard property quality may lead to customer dissatisfaction; negative events may arise during day-to-day operations, which damage the brand name and reputation, hence impacting the Group's business performance
- Any serious safety-related incident in its construction sites will jeopardise the Group's image and brand
- Changes of social or political environments, or occurrence of any natural disaster may adversely affect the Group's business and operations

(ii) 社會

風險

- 未能招聘或保留重要人才可能導致本集團在關鍵崗位上缺乏重要人才
- 供應鏈中的侵犯人權行為、童工及惡劣工作環境等問題會帶來重大社會風險
- 房地產行業競爭劇烈，尤其是在波動的經濟環境下
- 不符合標準的物業質素可能會導致顧客的不滿；日常營運中可能出現負面事件損害品牌和聲譽，從而影響本集團的經營業績
- 任何在其建築工地的嚴重安全事故將損害本集團形象及品牌
- 社會或政治環境變動，以及任何自然災害的發生可能對本集團業務及營運造成不利影響

Approach

- Implementing talent management strategies and ensuring competitiveness of the Group's reward and incentive systems with reference to market benchmarks
- Implementing ethical sourcing and supply chain management practices and avoid engaging partners involved in unethical labour practices
- Enlarging and expanding the Group's footprint for property buyers; and striving to provide the best personalised service to guests
- Maintaining high standards of service and product quality by various means, such as regular customer service training to maximise frontline staff service standards
- Maintaining close communications with contractors to ensure the safety of construction sites
- Staying alert to the changes in social and political environments and adjusting strategic business plans to ensure the Group can cope with changes

方法

- 實施人才管理策略，並參照市場基準，確保本集團獎勵及激勵制度的競爭力
- 實施道德採購及和供應鏈管理常規，避免與涉及不道德勞工行為的夥伴合作
- 擴大及拓展本集團物色物業買家的範圍，並致力於向顧客提供最佳的個人化服務
- 透過各種方式維持服務及產品質素如定期舉辦顧客服務培訓以提高前線員工的服務水平
- 與承建商保持緊密溝通以確保建築工地的安全
- 對社會及政治環境變動保持警覺並調整業務策略計劃以確保本集團能應對該等變動

(iii) Governance

Risk

- Weak corporate governance may lead to issues such as conflicts of interest, mismanagement, and lack of oversight; failure to comply with regulations governing the Group's operations may lead to legal and compliance breaches, and in turn to legal and financial penalties, as well as reputational damage
- Weak risk management practices may expose the business to unexpected challenges and liabilities
- Customers may attempt money laundering via purchasing property
- Failure to protect customer data can lead to data breaches, cyberattacks, and regulatory penalties

(iii) 管治

風險

- 薄弱的企業管治可能會導致利益衝突、管理不善及缺乏監督等問題；不遵守監管本集團營運的法規可能會導致違反法律及規例，從而受到法律及財務處罰，以及聲譽受損
- 薄弱的風險管理實踐可能會使企業面臨不能預料的挑戰及責任
- 顧客可能透過於購買物業進行洗錢
- 未能保護顧客資料會導致資料洩露、網絡攻擊及監管處罰

Approach

- Implementing corporate governance practices to ensure accountability and build up a transparent and responsible management team, and closely monitor compliance with all applicable laws and regulations
- Implementing risk management and internal control systems, and striving to establish clear lines of responsibility, proper segregation of duties and effective internal reporting, as well as strengthening supervision and management accountability in business operations, in order to promote a culture of integrity
- Continuously reviewing the Group's anti-money laundering compliance policy and procedures, and providing sufficient regular training to staff in this regard
- Handling the collection and maintenance of customer data with appropriate data privacy and security measures

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

For further details on risk management and identified significant risks, please refer to the Risk Management and Internal Control section in the Corporate Governance Report of the Company's 2024/2025 Annual Report.

方法

- 實施企業管治常規以確保問責制及建立透明和負責任的管理團隊，並密切監察所有適用法律及法規的遵守情況
- 實施風險管理及內部監控系統，以及致力於建立明確的責任分工、適當的隔離職責及有效的內部報告，並於業務營運中加強監督及管理問責，以提倡誠信文化
- 持續審閱本集團打擊洗錢合規政策及程序，並就這方面定期為員工提供充分的培訓
- 在處理顧客資料的收集和儲存時，採取適當的資料隱私及安全措施

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

有關風險管理及已識別的重大風險之進一步詳情，請參閱本公司2024/2025年年報內之企業管治報告中的風險管理及內部監控部份。

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

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

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

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

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

1.5.1 Major Communication Channels

Customers 顧客

- Onsite communications 現場溝通
- Social media 社交媒體
- Emails 電郵
- Customer service hotlines 顧客服務熱線

Business Partners and Suppliers 商業夥伴及供應商

- Daily communications 日常交流
- Assessments 評估
- Meetings 會議

Employees 員工

- Performance appraisal interviews 績效評估訪談
- Employee engagement surveys 員工參與度調查問卷
- Staff activities 員工活動
- Daily communications 日常交流

Community 社區

- Community services 社區服務
- Corporate websites 企業網站
- Social media 社交媒體

Shareholders and Investors 股東及投資者

- General meetings 股東大會
- Corporate websites 企業網站
- Meetings and conference calls 會議及電話會議
- Corporate communication documents 公司通訊文件

Government and Regulatory Bodies 政府及監營機構

- Regular dialogues 定期對話
- Meetings and enquiries 會議及查詢
- Forums 論壇

1.5.1 主要溝通渠道

1.5.2 Materiality Assessment

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

1.5.2 重要性評估

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

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

1.5.3 Material Topics

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

Environment 環境

- Green procurement 綠色採購
- Energy management 能源管理
- Waste management 廢物管理
- Paper reduction 減少用紙
- Water conservation 節約用水

Workplace 工作場所

- Employment and labour practices 僱傭及勞工慣例
- Diversity and equal opportunities 多元共融和平等機會
- Employee training and development 員工培訓和發展
- Occupational health and safety 職業健康與安全
- Work-life balance 工作與生活平衡

Operating Practices 經營常規

- Supply chain management 供應鏈管理
- Products and services quality 產品及服務質素
- Customer privacy protection 客戶私隱保護
- Anti-corruption/Anti-money laundering 反貪污／反洗錢
- Compliance with laws and regulations 遵守法律及規例

Community 社區

- Employee volunteering 員工志願服務
- Community fundraising 社區籌款

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

1.5.3 重要議題

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



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

2 ENVIRONMENTAL PROTECTION
環境保護



2.1 ENVIRONMENTAL POLICIES
環境政策

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

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

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

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

2.2 GREEN CONSTRUCTION
綠色建築

The Group is committed to achieving a sustainable future through green building practices. Deepening its commitment to building a green living environment, the Group aims to achieve certification through relevant green building assessment schemes. As a Silver Patron Member of the Hong Kong Green Building Council Limited, the Group's new developments have adopted Building Environmental Assessment Method ("BEAM") Plus standards recognised and certified by the Hong Kong Green Building Council Limited. The Group has also incorporated a range of environmental friendly designs and systems in its projects.

本集團致力透過綠色建築常規以締造可持續的未來。為履行營造綠色生活環境的承諾，本集團致力爭取相關綠色建築評估計劃之認證。作為香港綠色建築議會有限公司的白銀贊助會員，本集團之新發展項目均遵照香港綠色建築議會有限公司認可並認證之建築環境評估法（「綠建環評」）之標準。本集團亦於項目中採用一系列環保設計及系統。

In recent years, several major properties of the Group earned green buildings certification which are listed in the table below.

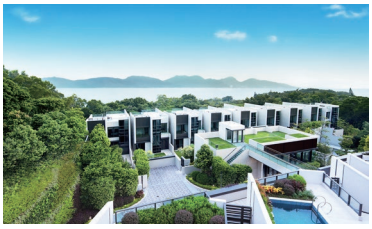
近年來，本集團若干主要物業已獲得綠色建築認證，其已列載於下表。

	Project 項目	Rating 評級
Residential Property Development 住宅物業發展	***The Amused*** ***喜遇***	Gold, BEAM Plus (New Buildings) 綠建環評（新建建築）金級
	Peak Castle ***珀居***	Bronze, BEAM Plus (New Buildings) 綠建環評（新建建築）銅級
	Seaside Castle ***畔海***	Silver, BEAM Plus (New Buildings) 綠建環評（新建建築）銀級
	No. 15, Shouson Hill ***壽臣山15號***	Bronze, BEAM Plus (New Buildings) 綠建環評（新建建築）銅級
Leasing Property 租賃物業	***GF Tower*** ***廣發大廈***	Bronze, BEAM Plus (New Buildings) 綠建環評（新建建築）銅級
	Emperor Group Centre Beijing ("EGCBJ") ***北京英皇集團中心***	Platinum certification under LEED v4.1 Operations and Maintenance (Existing Buildings) standards 能源與環境設計先鋒v4.1運營與維護（既有建築）標準下的鉑金級認證











2.3 EMISSIONS AND ENERGY CONSUMPTION
排放物及能源消耗

The Group's greenhouse gas ("GHG") emissions mainly arise from indirect emissions resulting from the use of purchased electricity. To ensure the emission management goals are achieved, the Group has adopted the following measures in its Hong Kong office at 26th Floor, Emperor Group Centre, 288 Hennessy Road, Wan Chai, Hong Kong ("Hong Kong Office") and investment properties, to reduce energy consumption and improve overall energy efficiency.

本集團的溫室氣體排放主要來自於使用外購電力所產生的間接排放。為確保實現排放管理目標，本集團已於其位於香港灣仔軒尼詩道288號英皇集團中心26樓的香港辦公室(「香港辦公室」)及投資物業採取以下措施，以降低能源消耗及提升整體能源效率。

Hong Kong Office

- Minimised use of chiller units during night-time
- Using LED lamps
- Higher priority given to purchasing electrical appliances with high energy efficiency grades
- Applying energy-saving modes by default for all electrical appliances
- Switching off lights and air-conditioning in respective zones after work
- Maintaining constant room temperatures with thermostats in the air-conditioning system
- Switching off some passenger lifts after office hours

香港辦公室

- 在夜間減少使用製冷機組
- 使用LED燈
- 優先選購高能源效益級別的電器
- 所有電器被預設以電力節省模式運作
- 下班後需關閉各自區域的燈光及空調
- 透過冷氣系統的恆溫器維持穩定室溫
- 下班後關閉部分乘客升降機

Investment Properties

- Adopted energy-saving appliances with energy labels
- Installed high efficiency LED lighting
- Shutting off lighting in certain areas during non-peak hours
- Reducing electricity consumption through energy efficient air-conditioning systems
- Several carparks are equipped with charging facilities for electric vehicles

投資物業

- 使用附有能效標籤的節能電器
- 安裝高效能LED照明設備
- 在非繁忙時間關閉部份區域的照明設備
- 使用附有能效標籤的節能電器
- 部分停車場配備了電動汽車充電設施



During the Year, ***EGCBJ*** purchased green electricity through the National Energy Administration Power Exchange Centre, achieving 100% green electricity coverage in the building and obtaining a Green Electricity Certificate. The Group actively supports the Chinese government's dual carbon targets, and accelerates the transition to a cleaner and lower-carbon environment.

於本年度，***北京英皇集團中心***通過國家能源局電力交易中心購買綠色電力，在該樓宇實現綠色電力百分百覆蓋，並獲得可再生能源綠色電力證書。本集團積極支持中國政府雙碳目標，並加快向清潔低碳環境轉型的步伐。



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

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

2.4 WASTE REDUCTION AND MANAGEMENT
減少及管理廢物

The Group engages employees in their waste behaviours and encourages recycling practices in the workplace in order to minimise the environmental impacts arising from waste disposal. Besides, emails are sent from time to time, to remind employees to reduce waste at source, and to put "reduce, reuse and recycle" into practice.

本集團讓員工參與廢物處理，並鼓勵他們在工作場所進行回收，以減低棄置廢物對環境所產生的影響。此外，不時透過電郵提醒同事從源頭減廢，共同實踐減廢、重用及回收。

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

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

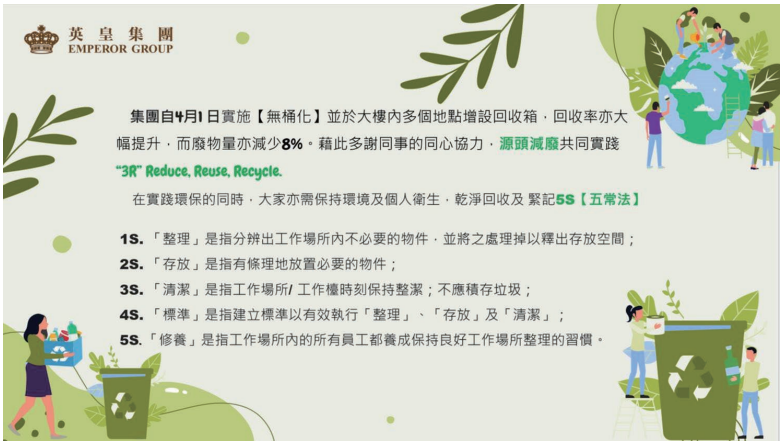
The Group also joins hands with tenants to maximise recycling efforts by providing waste separation facilities in various commercial complexes under the Group including ***China Huarong Tower*** and ***Emperor Group Centre*** in Hong Kong, as well as ***EGCBJ*** in Mainland China.

本集團亦於旗下多個商業大樓提供垃圾分類設施，包括於香港的***中國華融大廈***及***英皇集團中心***，以及於中國內地的***北京英皇集團中心***，與租戶聯手加強回收工作。

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

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





2.5 REDUCTION OF PAPER USE
減少用紙

Apart from electricity, paper is another major resource that is consumed in the Group's Hong Kong Office.

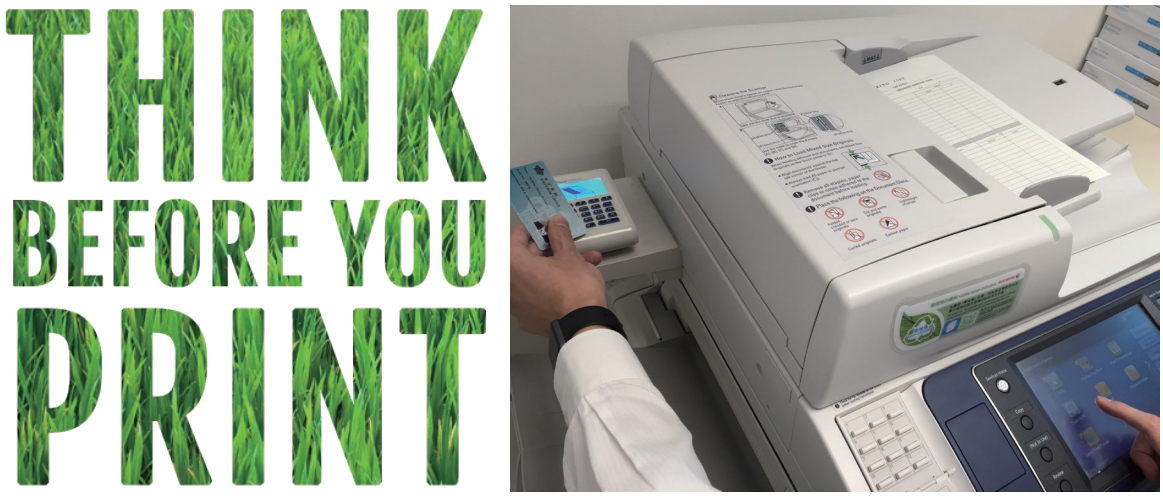
In the Hong Kong Office, the Group continues to encourage a paperless working environment which not only reduces environmental damage but also fits commercial goals, as it can save physical space, facilitate information sharing via IT networks, and reduce complicated documentation procedures. In recent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

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

除電力外，紙張是本集團在其香港辦公室消耗的另一主要資源。

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

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



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

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

2.6 WATER CONSERVATION 節約用水

The Group endeavours to conserve water and implements various measures for enhancing efficient use of water and advocating responsible consumption behaviour. The Group has adopted water-efficient equipment to engage employees, tenants, shoppers and guests in promoting responsible water consumption practices.

本集團致力保護水源，並實施多項措施以提升水資源利用率及提倡負責任的用水行為。本集團已採用節水設備，讓員工、租戶、購物者及訪客參與推行負責任的用水習慣。

At ***EGCBJ***, water from sinks is collected and recycled for irrigating garden plants through a recycling system, thereby reducing fresh water consumption.

在***北京英皇集團中心***，循環回收系統收集及重用來自洗滌槽的廢水用於灌溉園林植物，從而減少使用清水。





2.7 CLIMATE CHANGE IMPACT
氣候變化影響

The world's climate has changed significantly in the past decades – global temperatures have increased and extreme weather events are becoming more frequent and severe, which may cause disruptions to business operations globally, and in turn poses adverse effects to the macro economy.

世界氣候在過去數十年發生了重大變化－全球氣溫上升，極端天氣事件越趨頻繁及嚴重，這可能擾亂全球業務營運，從而對宏觀經濟構成不利影響。

The Group mainly engages in the property investment and property development businesses, and does not operate any manufacturing facilities. With global warming and climate change becoming one of the major environmental concerns in every part of the world, the Group has conducted a preliminary climate risk analysis in order to better comprehend climate change's impact on its operations and development. The Group has accordingly devised preventive and emergency measures, as well as initiated various measures to reduce its carbon footprint, including enhancing energy efficiency and minimising waste.

本集團主要從事物業投資及物業發展業務，且並無經營任何生產設施。隨著全球暖化及氣候變化成為全球各地的主要環境議題之一，本集團已進行初步氣候風險分析，以更好地了解氣候變化對其營運及發展的影響。本集團已制定相應預防及緊急措施，並開始採取多項舉措減少碳足跡，包括提升能源效率及盡量減少廢物。

2.7.1 Physical Risks

Physical risks represents potential hazards that might disrupt the Group's business operations. For example, the Group relies heavily on a stable power supply for its commercial buildings and in the course of residential building construction; extreme weather conditions might interrupt power supplies, and supply chains may be disrupted due to damaged infrastructure and delayed transportation, which might affect its operations. Global warming could also result in increased energy consumption in the Group's commercial buildings and offices. In this regard, the Group has implemented various measures, such as contingency plans for extreme weather or emergencies, to enhance its operational resilience to such risks.

2.7.1 實體風險

實體風險是可能擾亂本集團業務營運的潛在危險。例如，本集團的商業大廈及在建築住宅大樓過程中十分依賴穩定的電力供應；極端天氣情況可能會中斷電力供應，以及供應鏈可能由於基礎設施受損和運輸延誤而受到干擾，這可能會影響其營運。全球暖化亦可能導致本集團商業大廈及辦公室的能源消耗增加。在這方面，本集團已實施極端天氣或突發事件之應急計劃等多項措施，以增強抵禦有關風險的營運韌性。

2.7.2 Transition Risks

Transition risks refer to challenges associated with the shift to a low carbon economy, potentially requiring substantial policy, legal, technological, and market changes to address climate change mitigation and adaptation requirements.

With the aim of meeting carbon neutrality targets and achieving a low carbon economy, the government or regulatory bodies may implement more stringent environmental policies, codes and standards. There may also be increasing expectations and demands from tenants and property buyers for green, energy efficient properties. Accordingly, the Group may require its contractors to increase the use of low carbon construction materials and adopt new technologies for construction works, and may be required to implement rigorous energy management in its operations, which will inevitably increase procurement, operating and investment costs. Besides, regulatory bodies may enforce stricter ESG disclosure requirements which require the Group to carry out more comprehensive reporting.

In view of the above, the Group will closely monitor existing and emerging trends, as well as climate-related policies and regulations so that it can promptly react as appropriate. Preference will be given to suppliers which use environmentally friendly materials and demonstrate environmental commitment. The Group is committed to increasing its employees' awareness of climate change issues and will mobilise them to work together to enhance the Group's ESG performance, and continue enhancing the reporting principles and transparency of communication with stakeholders. The Group will strive to adapt to changes and explore ways to counter challenges in order to mitigate risks.

2.7.2 轉型風險

轉型風險指與向低碳經濟轉型相關的挑戰，可能需要重大政策、法律、技術及市場變化以應對減緩及適應氣候變化的需求。

為達致碳中和及實現低碳經濟，政府或監管機構可能會實施更嚴格的環保政策、守則及標準。租戶及物業買家亦可能對綠色、高效能物業的期望和要求不斷提高。相應地，本集團可能會要求承建商在施工時增加使用低碳建築材料及採用新技術，並可能需要在其營運中實施嚴格的能源管理，這將無可避免地增加採購、營運及投資成本。此外，監管機構可能會執行更嚴格的環境、社會及管治的披露要求，這將需要本集團作出更全面的報告。

有見及上述情況，本集團將密切關注現有的和新趨勢，以及與氣候相關的政策和法規，以便在適當的時候迅速作出反應。使用環保物料及履行環保責任的供應商將獲優先考慮。本集團致力提高其員工對氣候變化議題的意識，並將推動他們齊心協力提升本集團的環境、社會及管治表現，並就與持份者溝通繼續提升報告原則及透明度。本集團將致力適應變化，探索應對挑戰的方法以降低風險。

2.8 ENVIRONMENTAL PERFORMANCE SUMMARY
環境保護績效概要

To demonstrate a commitment to greater transparency of reporting, and more comprehensively reflect the Group's sustainability performance, quantitative data was collected from its Hong Kong Office, ***China Huarong Tower***, ***GF Tower*** and ***the pulse*** in Hong Kong, as well as ***EGCBJ*** in Beijing during the Year. The aggregate gross floor area of the scope of data collection during the year was approximately 286,200 (2024: 286,200) square metres. The related data are listed in the table below.

為展示對提高報告透明度的承擔及更全面地展示本集團的可持續發展表現，本集團於本年度從其位於香港之香港辦公室、***中國華融大廈***、***廣發大廈***及***the pulse***，以及位於中國內地之***北京英皇集團中心***收集量化數據。本年度數據收集範圍之總建築面積合共為約286,200(2024年：286,200)平方米。相關數據已列載於下表。

Indicator 指標	Financial Year 財政年度	
	2023/2024	2024/2025
GHG Emissions 溫室氣體排放		
Scope 1 GHG emissions ($kgCO_2e$) 範疇1溫室氣體排放（每公斤二氧化碳當量排放）	N/A 不適用	N/A 不適用
Scope 2 GHG emissions ($kgCO_2e$) 範疇2溫室氣體排放（每公斤二氧化碳當量排放）	5,835,754	5,080,391
Scope 3 GHG emissions ($kgCO_2e$) 範疇3溫室氣體排放（每公斤二氧化碳當量排放） Category 5: Waste generated in operations 類別5：營運中產生的廢物 Category 13: Downstream Leased Assets 類別13：下游租賃資產	 14,986 3,901,965	 14,127 4,114,032
Total (Scope 1, 2 & 3) GHG emissions ($kgCO_2e$) 合共（範疇1,2及3)之溫室氣體排放（每公斤二氧化碳當量排放）	9,752,705	9,208,550
GHG emissions intensity (kg/m^2) 溫室氣體排放強度（公斤/平方米）	34.1	32.2
Energy Consumption 能源消耗		
Direct energy consumption (GJ) 直接能源消耗（千兆焦耳）	N/A 不適用	N/A 不適用
Indirect energy consumption (GJ) 間接能源消耗（千兆焦耳）	32,894	30,152
Total energy consumption (GJ) 總能源消耗（千兆焦耳）	32,894	30,152
Energy consumption intensity (GJ/m^2) 能源消耗強度（千兆焦耳/平方米）	0.1	0.1

Indicator 指標	Financial Year 財政年度	
	2023/2024	2024/2025
Waste Management 廢物處理		
General refuse disposed to landfills (kg) 棄置於堆填區的一般廢物（公斤）	226,584	220,311
General refuse intensity (kg/m^2) 一般廢物密度（公斤/平方米）	0.8	0.8
Total recycled waste (kg) 總回收廢物（公斤）	8,409	13,374
Recycled waste intensity (kg/m^2) 回收廢物密度（公斤/平方米）	0.03	0.05
Water Consumption 耗水量		
Water consumption (m^3) 耗水量（立方米）	48,003	56,514
Water consumption intensity (m^3/m^2) 耗水量密度（立方米/平方米）	0.2	0.2

The Group has set a target to reduce energy consumption by 5% based on the pre-unit consumption by FY2026/2027 or before, with FY2021/2022 as the baseline.

本集團已訂立了目標，以2021/2022年度為基準，於2026/2027年度或之前基於每個單位消耗量減少能源消耗5%。

3 WORKPLACE QUALITY 工作場所質素

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

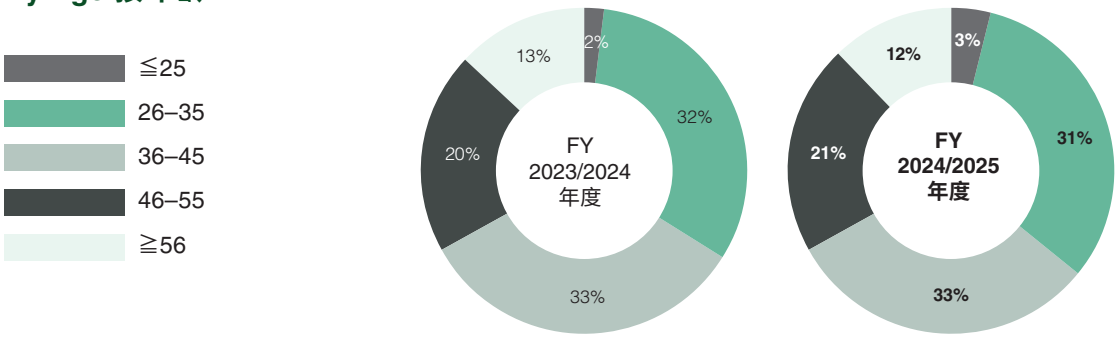
The Group believes that a motivated and balanced workforce is crucial for building a sustainable business model and delivering long-term returns. The Group is firmly committed to diligently fostering a nurturing and all-encompassing work environment that encourages and empowers its employees to flourish,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

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

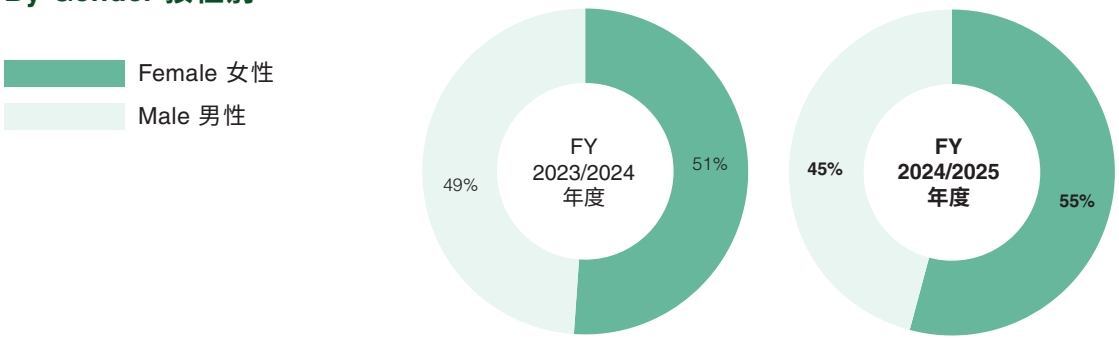
As at 31 March 2025, the number of employees of the Group was 291 (2024: 322). The demographics of the Group's workforce as at 31 March 2025 are summarised below.

於2025年3月31日，本集團之僱員數目為291（2024年：322）名。於2025年3月31日，本集團之員工分佈資料概述如下。

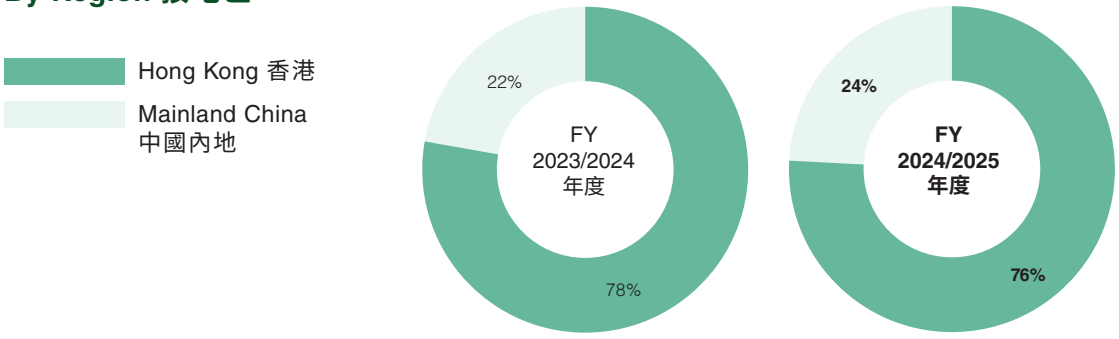
By Age 按年齡



By Gender 按性別



By Region 按地區



The Group has a diverse workforce in terms of gender and age, providing a variety of ideas and levels of competencies that contribute to the Group's success. The Group is firmly committed to gender equality at both managerial and operational levels.

本集團的員工團隊來自不同年齡層及性別，提供多元化的觀點及各種程度的技能，為本集團的成功作出貢獻。本集團在管理及營運層面均一直堅守兩性平等原則。

The management believes that employees are important assets of the Group, and remains committed to attracting and retaining talent with diverse backgrounds for achieving sustainable growth and maintaining a stable turnover rate. As at 31 March 2025, 40% (2024: 37%) of the staff has worked for the Group for five years or more. Staff turnover rate among managerial positions is relatively low, reflecting a high level of employee satisfaction and engagement with the Group. The turnover rates of the Group's workforce during the Year are listed in the tables below.

管理層相信，員工乃本集團之重要資產，並致力吸引並挽留不同背景的人才，以達致可持續增長及維持穩定的流失率。於2025年3月31日，40%(2024年：37%)員工於本集團任職達5年或以上。管理職位的員工流失率相對較低，反映出員工對本集團的滿意度及歸屬感處於高水平。於本年度，本集團之員工流失率已列載於下表。

By Age 按年齡

≤25	50%
26–35	29%
36–45	20%
46–55	24%
≥56	20%



By Gender 按性別

Female 女性	24%
Male 男性	27%



By Region 按地區

Hong Kong 香港	27%
Mainland China 中國內地	19%



3.2 EMPLOYMENT PRACTICE
僱傭常規

The Group strictly complies with the Employment Ordinance (Cap. 57, Laws of Hong Kong), Minimum Wage Ordinance (Cap. 608, Laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480, Laws of Hong Kong) and other statutory requirements regarding employment and labour practices.

本集團嚴格遵守《僱傭條例》(香港法例第57章)、《最低工資條例》(香港法例第608章)、《性別歧視條例》(香港法例第480章)及其他有關僱傭及勞工慣例的法定規定。

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

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

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

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

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

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

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

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

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

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

3.3 WELFARE AND BENEFITS 福利及津貼

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

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

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

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

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

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

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

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



3.4 OCCUPATIONAL HEALTH AND SAFETY
職業健康及安全

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

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

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

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

3.4.1 Contractor OHS Management

At the project sites, safety officers are assigned to supervise, monitor and manage the contractors to ensure compliance with the requirements. The workers are given safety training sessions to reinforce safety measures and practices. Regular site inspections are conducted to ensure the required safety standard are met. The contractor is also requested to submit the Site Safety Plan and the Supervision Plan for the Works in accordance with the requirements under the Technical Memorandum for Supervision Plans 2009 and shall comply with such throughout the construction period.

3.4.1 承建商職安健之管理

在項目工地，安全主任獲派負責監督、監察和管理承建商，以確保符合要求。工人會獲提供安全培訓，以加強安全措施和做法。定期進行工地檢查以確保符合所要求的安全標準。承建商亦應按照「2009年監工計劃書的技術備忘錄」的要求提交「工地安全計劃」和「監工計劃書」，並在整個施工期間遵守上述計劃。

3.4.2 OHS in Workplace

The Group proactively identifies potential occupational hazards, to reduce staff exposure to accidents. Employees assigned to work on construction sites are required to observe additional safety guidelines.

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



3.4.2 工作場所之職安健

本集團積極地識別潛在的職業性風險，以減低員工發生意外的機會。獲指派於建築地盤工作的僱員須遵守額外的安全指引。

本集團提升應急準備能力及確保其辦公室及商業大廈內配備充足的急救箱，以於員工在工作期間受傷時能保障員工的健康及安全。自動體外心臟去顫器已放置在辦公大樓，以在需要時救助心臟驟停的患者。此外，本集安排了已獲認可急救證書之員工於需要時在香港辦公室為其他員工提供緊急救援。

First Aid Training, August 2024
急救知識培訓，2024年8月

The Group invited a professional instructor from the Red Cross Society of China Beijing Branch to give a talk on first aid knowledge and skills, including cardiopulmonary resuscitation, the use of AED, haemostasis and bandaging, etc., to the staff of the Mainland China office, and conduct an on-site demonstration enabling participants to master basic first aid knowledge through the learning experience.

本集團邀請了北京市紅十字協會專業講師為國內辦公室的員工講解急救知識及技能，包括心肺復蘇、AED的使用、止血包紮等，並於現場進行示範，讓參與者通過這次學習體驗掌握基本的急救知識。

Health Seminar, January 2025
健康講座，2025年1月

The Group is highly concerned about the physical and mental health of its colleagues. During the Year, the Group and the Labour Department jointly organised a seminar on occupational health to help colleagues understand the importance of regular exercise, and to integrate exercise into the workplace to promote their physical and mental health.

本集團十分關注同事的身心健康發展。於本年度，本集團與勞工處合辦健康工作講座，讓同事了解恆常運動的重要性，將運動融入工作場所，促進同事的身心健康。



Training on Body Shaping in the Workplace, February 2025
職場塑形培訓，2025年2月

The Group invited a professional to conduct a training session on body shaping in the workplace for colleagues in the Mainland China office, to help them solve the problems of stiff neck, waist and abdominal pain as a result of a sedentary work environment.

本集團邀請了專業人員為國內辦公室的同事進行職場塑形培訓，幫助大家解決辦公室久坐帶來的頸部僵硬、腰腹酸痛、鬆弛等問題。

Healthy Peers Programme – Guide to Self-help for People with Allergies, March 2025
健康同行計劃－過敏星人自救指南，2025年3月

During the Year, the Group launched the Healthy Peers Programme, in which medical practitioners were invited to give talks on healthcare to colleagues in the Mainland China office on a regular basis throughout the year. In March 2025, the Group organised its first seminar – Guide to Self-help for People with Allergies, in which a doctor explained the types of allergens and the treatment and prevention of various allergies. After the seminar, the Group arranged for a doctor to conduct one-on-one consultations and give professional advice, to help colleagues combat allergies.

於本年度，本集團開啟了「健康同行計劃」，全年定期邀請執業醫生為國內辦公室的同事講解健康保健知識。於2025年3月，本集團舉辦了首次講座–「過敏星人自救指南」，由醫生為同事講解過敏源類型以及各種過敏源治療與預防。講座過後，本集團安排了醫生進行一對一面診及給予專業建議，幫助同事解決過敏的問題。

Every case of injury, if any, is required to be reported to the Human Resources Department and be individually assessed under the internal guideline procedures. During the Year, the number of lost days due to work injuries was 22 (2024: 0), while the numbers and rate of work-related fatalities during the past three years are listed in the table below.

一旦發生工傷事故（如有），必須通報人力資源部，並根據內部指引程序進行獨立評估。於本年度，因工傷損失工作日數為22(2024年：0)天，而過去3年因工亡故的人數及比率已列載於下表。

Item 項目	FY2022/2023 年度	FY2023/2024 年度	FY2024/2025 年度
Number of work-related fatalities 因工亡故的人數	0	0	0
Rate of work-related fatalities 因工亡故的比率	0	0	0

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

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


Indoor Air Quality Certificate
室內空氣質素檢定證書
Good Class 良好級
Valid period 有效日期 : 17 May 2024 to 到 16 May 2025
I hereby certify that the indoor air quality of the following location(s) has fully complied with the Good Class of the Indoor Air Quality Objectives.
本人證明下列地點的室內空氣質素完全符合「良好級」室內空氣質素指標。
Name of building 建築物名稱 : Emperor Group Centre 英皇集團中心
Address 地址 : 288 Hennessy Road, Wanchai 灣仔軒尼詩道 288 號
Certified location(s) 已檢定地點 : Room 603 on 6/F, Room 802 on 8/F, Room 901-902 on 9/F and Office on 11/F, 20/F & 23/F to 29/F
Name of competent examiner 合資格檢驗師姓名 : KO Wai Shan, Susan
IAQ Certificate Issuing Body 室內空氣質素證書簽發機構 : CMA Industrial Development Foundation Limited
Signature 簽署 :
Date of issue 簽發日期 : 20 May 2024
Certificate No. 證書編號 : 9466106620240S(2022)
Organisation Chop 機構印鑑
Indoor Air Quality Certification Scheme for Offices and Public Places
辦公室及公眾場所室內空氣質素檢定計劃
Indoor Air Quality Information Centre 室內空氣質素資訊中心
環境保護署 Environmental Protection Department



3.5 DEVELOPMENT AND TRAINING
發展及培訓

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

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

Staff enrols in training programs organised by professional institutions such as the Hong Kong Institute of Architects, the Hong Kong Institute of Surveyors, the Chartered Institute of Building and the Royal Institution of Chartered Surveyors, to enhance their professionalism in architecture and surveying.

員工參加由專業機構如香港建築師學會、香港測量師學會、英國特許建造學會及英國皇家特許測量師學會所舉辦的培訓課程，以提高彼等之建築及測量方面的專業水平。

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

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

By investing in the continuous learning and development of its employees, the Group aims to enhance their capabilities and foster their professional growth. The number of training hours of the employees of the Group is listed in the table below.

透過投資員工的持續學習和發展，本集團旨在提高其能力並促進其專業發展。本集團僱員培訓時數已列載於下表。

Item 項目	FY2023/2024 年度	FY2024/2025 年度
Total training hours 總培訓時數	643	510
Average training hours per employee 每名員工平均培訓時數	2.0	2.4

During the Year, the percentage of employees trained are listed in the tables below.

於本年度，受訓僱員百分比已列載於下表。

By Gender 按性別	
Female 女性	66%
Male 男性	34%

By Employee Category 按僱員類別	
General staff 一般員工	53%
Managerial grade or above 經理級別或以上	47%

3.6 EMPLOYEE ACTIVITIES
員工活動

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

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

Bouldering Activity, April 2024
攀岩活動，2024年4月

The Group organised a rock climbing activity for colleagues to challenge themselves while enhancing hand-foot co-ordination, body balance and rhythm control.

本集團舉辦了攀岩活動，讓同事們挑戰自己的同時，改善他們的手腳協調、身體平衡及節奏控制。





Weight Loss Competition, May 2024
瘦身減脂大賽，2024年5月

The Group organised a weight loss competition, to motivate colleagues to lose weight for better physical and mental health, as well as to enhance work efficiency.

本集團舉辦瘦身減脂大賽，激勵同事們減重，令身心更健康的同時，也有助提高工作效率。





"Dear Mama" Floral Workshop, May 2024
「Dear Mama」花藝工作坊，2024年5月

The Group organised a floral workshop for Mother's Day, enabling colleagues to create unique flower baskets for their mothers. Colleagues decorated the baskets with a variety of flowers, with stems and flower stickers. Apart from sharing the fun of making handicrafts together, colleagues could also express their love and gratitude to their mothers.

本集團為母親節舉辦了花藝工作坊，讓同事們製作獨一無二的花籃送給母親。同事將不同種類的花與花莖和花黏貼等裝飾花籃。除了能一起分享製作手工藝品的樂趣，同事們更可以表達他們對母親的關愛和感激之情。





Dragon Boat Paddling Fun, May 2024
咚撐！咚撐！龍舟初體驗，2024年5月

The Group organised a Dragon Boat paddling fun activity, for colleagues to learn and experience this traditional Chinese cultural activity together on the Shing Mun River in Shatin. Experienced instructors guided colleagues regarding the proper paddle grip, seating position and paddling movements, and taught them the traditional paddling and foot-stepping techniques. In just a few hours, the colleagues progressed from inconsistent movements and gradually mastered the rhythm, giving enthusiastic shouts as they did so, giving full play to the spirit of teamwork and tacit understanding.

本集團舉辦了龍舟體驗活動，讓同事在沙田城門河上一起學習及體驗這項中華傳統文化活動。經驗豐富的教練指導了同事正確的握槳、坐姿和划槳的動作，並教授了傳統划法及蹬腳技巧。同事們僅在短短數小時由開初動作不一致，及後逐漸地掌握節奏，在過程中發出熱情奮戰的叫喊聲，充分發揮團隊合作精神及默契。





Singing Bowl Experiential Workshop, June 2024
頌缽體驗工作坊，2024年6月

During this workshop, colleagues learned how to use different types and sizes of singing bowls. Under the guidance of an instructor, colleagues struck the singing bowl in different rhythms, and experienced the resonance and soft sounds they produced. Colleagues also struck the singing bowls by each other's ears, enjoying the healing effect it brought. The instructor also guided them in deep breathing and meditation, so that they could immerse themselves in the gentle sound of the singing bowls and feel inner peace and balance.

在工作坊中，同事們學習了不同類型和大小頌缽的使用方法。在導師的引導下，同事以不同的節奏敲打頌缽，感受到它們所產生的共鳴和柔和的聲音。同事們還互相在彼此的耳邊敲打頌缽，一同享受到了它帶來的療癒效果。導師也引導大家進行深呼吸和冥想，讓大家能夠沉浸在頌缽悠揚的聲音之中，感受到內心的寧靜與平衡。





Head, Neck & Shoulder Massage, June and September 2024
頭肩頸按摩服務，2024年6月及9月

In view of the long working hours of colleagues in the office, the Group invited masseurs to provide head, shoulder and neck massage services for colleagues, to help improve blood circulation and promote a healthy lifestyle, and alleviate work pressures for its staff.

考慮到同事平日在辦公室內長時間工作，本集團安排了按摩員，為同事提供頭肩頸按摩服務，有助於改善血液循環及促進健康的生活方式，並為員工舒緩工作壓力。







Happy Ice Cream Day, July 2024
快樂雪糕天，2024年7月

The Group set up an ice cream machine in its Hong Kong Office, helping colleagues to beat the summer heat, and bring a slight coolness to a sultry afternoon.

本集團於香港辦公室設置了一台雪糕機，讓同事在炎炎夏日消暑，並為悶熱的下午帶來一點清涼。





Cool Summer Delicacies, July 2024
夏日送清凉活動，2024年7月

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

本集團為國內辦公室的員工準備了雪條及冰凍飲品，讓他們於炎炎夏日享受一個冰涼的下午。

Hand-kneaded Ceramic Plate Experience Class, July 2024
陶瓷手捏碟體驗班，2024年7月

The Group organised a hand-kneaded ceramic plate experience class, in which instructors taught colleagues to design plates of various shapes by hand kneading. Guided by the instructors, colleagues learned the basic techniques of ceramics production and created their own personalised patterns, such as cute cartoon characters, lifelike animals and plants, and mouth-watering food, resulting in unique finished products. An Emperor Entertainment Group artiste, Tang Siu Hau, also joined the event and experienced the fun of ceramics with the colleagues. Upon completing the ceramic works, the colleagues admired and shared their creations in a lively atmosphere.

本集團舉辦了陶瓷手捏碟體驗班，由導師教導同事以手捏的方式，設計出多種形狀的碟子。在導師們的指導下，同事們學會基本的陶藝製作技巧並設計了具個人風格的圖案如可愛的卡通人物、栩栩如生的動植物、令人垂涎的精緻食物等，成為獨一無二的製成品。英皇娛樂藝人鄧小巧並一同參與，與同事一起體驗陶藝的樂趣。完成製作作品後，同事們一起欣賞和分享自己的作品，氣氛十分熱鬧。







Happy Friday Happy Hour, August 2024
星期五歡樂時光，2024年8月

To celebrate International Beer day, the Group organised a Friday happy hour, when beer was specially provided for colleagues to have a drink and enjoy watching Olympic events together.

為慶祝國際啤酒日，本集團舉辦了星期五歡樂時光，特別為同事們提供啤酒，讓同事暢飲一番，同時一同欣賞奧運比賽項目。





Parent-Child Pizza Workshop, September 2024
Pizza親子工作坊，2024年9月

The Group organised a parent-child pizza workshop for staff and their children, which aimed at cultivating children's interest in cooking and teach them to treasure food, while creating good memories for parents and children. Guided by the instructors, they started by spreading the sauce, then added their favourite ingredients to make their own pizzas. Apart from making the pizzas, there was also a question and answer session to enhance their knowledge of pizzas, making the event fun and educational.

本集團為員工及其子女們舉辦了Pizza親子工作坊，旨在培養小朋友對烹飪的興趣及教導他們珍惜食物，同時為父母及子女創造美好回憶。在導師的指導下，他們從塗抹醬料開始，再加入自己喜愛的材料，合作完成屬於自己的薄餅。除了親手製作，活動還設有問答環節，增進大家對薄餅的知識，使活動既有趣又富有教育意義。







Mid-Autumn Festival Delicacies, September 2024
佳餚美饌賀中秋，2024年9月

As a token of appreciation, the Group prepared mooncake gift boxes from The Emperor Hotel for the staff in the Hong Kong Office. In addition, the Group organised a ring toss game for the staff in the Mainland China office, in which all participating staff were given a small gift. All of them had a joyful Mid-Autumn Festival.

為表達心意，本集團為香港辦公室的員工準備了英皇駿景酒店的月餅禮盒。此外，本集團為國內辦公室的員工舉辦了套月餅活動，參與的員工均能獲得一份小禮物，渡過了一個愉快的中秋節。

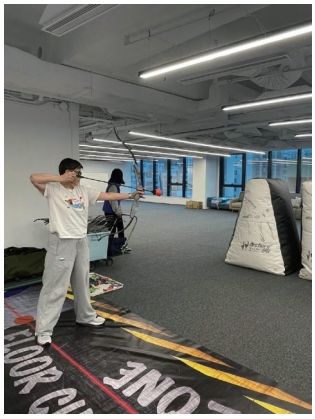


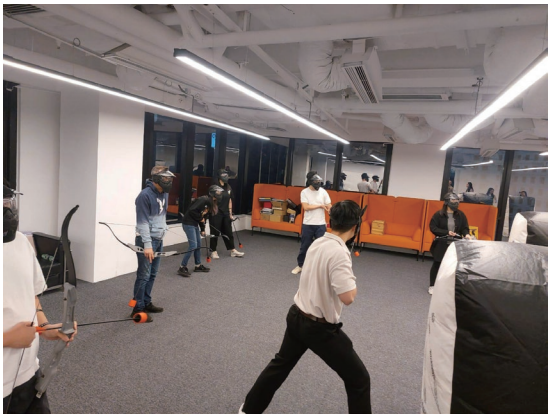
Archery Tag, November 2024
攻防箭活動，2024年11月

The Group organised an archery activity in its Hong Kong Office, allowing colleagues to stretch their bodies and minds, build up their physical fitness and endurance, as well as promote teamwork and communication skills.

本集團於香港辦公室舉辦了一項射箭活動，讓同事們舒展身心、鍛鍊體能及耐力，同時促進團隊合作及溝通能力。







Zentangle Stress Relief Workshop, November 2024
禪繞畫減壓工作坊，2024年11月

The Group organised a Zentangle stress relief workshop for its staff, helping them express their creativity and heal their minds. During the workshop, participants learned the basic concepts and techniques of Zentangle painting, and freely expressed their inner feelings through using paintbrushes, enjoying a relaxing and healing time, thus achieving harmony between mind, body and spirit. Participants also utilised the techniques they learned to design unique eco-bags, displaying their own personal style.

本集團為員工舉辦禪繞畫減壓工作坊，讓他們發揮創意，療癒心靈。在工作坊中，參加者學習禪繞畫的基本理念和技巧，透過使用畫筆自由表達內心的感受，享受放鬆且治癒的時光，從而達到身心靈的和諧。參加者還利用學到的技巧設計了獨一無二的環保袋，展現了各自的個人風格。







Christmas Celebration, December 2024
聖誕節慶祝活動，2024年12月

The Group decorated a large Christmas tree in its Mainland office and organised an egg-shaped capsule activity, in which employees received different goody bags with food according to the paper slip inside the capsule they received. The Group also organised a baking activity for colleagues, filling the office with a joyful festive atmosphere.

本集團在其國內辦公室佈置了大棵聖誕樹，並組織了有趣的扭蛋活動，員工可以根據扭蛋內的紙條獲得不同的食品福袋。本集團還為同事舉辦了烘焙活動，整個辦公室充滿了歡欣的節日氣氛。

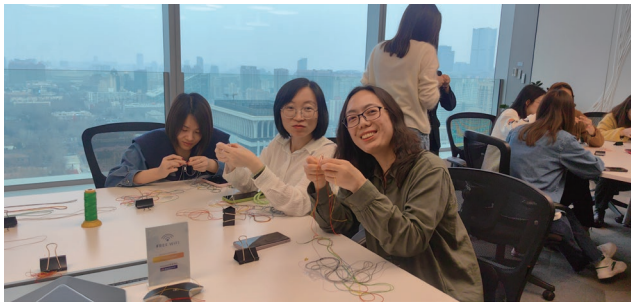




International Women's Day Knitting Workshop, March 2025
國際婦女節編織工作坊，2025年3月

The Group prepared a blind box surprise gift for each female colleague in the Mainland China office on International Women's Day. In addition, a knitting workshop was arranged, to teach colleagues how to knit coloured strings, to create romance and beauty together.

本集團於國際婦女節當天為國內辦公室的每一位女同事準備了盲盒小驚喜。此外，更安排了編織工作坊，教授同事彩繩的編織方法，共同編織浪漫與美好。







Afternoon Tea Delicacies
下午茶活動

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

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

4 OPERATING PRACTICE
經營常規

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

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



4.1 SUPPLY CHAIN MANAGEMENT
供應鏈管理

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

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

The Group has adopted a strict process for selecting suppliers by tenders. During the tendering procedure, tenderers are requested to submit their environmental plan, quality control plan and safety plan as key factors for consideration. In the outsourcing process, company history, industry reputation and past job references are taken into consideration before choosing reliable suppliers, with preference given to suppliers demonstrating strong sustainability commitments. The Group may request certifications from vendors if necessary. The supplier selection process is reviewed by the Internal Audit Department, to ensure fair and objective procedures for all suppliers.

本集團在透過投標選擇供應商方面遵從嚴格流程。在招標過程中，投標者需要提交彼等的環保計劃、品質控制計劃及安全計劃作為主要考慮因素。在外判過程中，於選擇可靠的供應商之前，會考慮公司歷史、業界聲譽及過往工作的參考，並會優先考慮具堅定持續發展承諾的供應商。如需要，本集團可能要求供應商提供認證。供應商之篩選過程乃經內部審計部門審視，確保對所有供應商執行公正及客觀的程序。



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

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

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

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

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

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

During the Year, the Group engaged over 100 contractors and suppliers engaged in its property projects in Hong Kong.

於本年度，本集團於其香港的物業項目聘用逾100個承建商及供應商。

4.2 PRODUCT RESPONSIBILITY AND CUSTOMER SERVICES
產品責任及客戶服務

The Group's strong commitment to quality is underscored by its professional team, which spans a wide array of expertise including project management, leasing services, interior design, etc.

本集團擁有涵蓋項目管理、租賃服務、室內設計多個專業領域的專業團隊，以履行本集團提供高質素的堅定承諾。

Understanding customer needs is critical to the Group's success. The Group closely interacts with its diverse customer base, which spans tenants, residents, shoppers and home buyers.

了解客戶需求是本集團成功的關鍵。本集團與其廣泛的客戶基礎（包括租戶、住戶、購物人士及置業人士）緊密聯繫。

4.2.1 Professional Property Management

With proven expertise in property management, the Group provides tenant-focused facility management and generates refreshing visitors' experience across its office and retail portfolio.

To better engage with its tenants, Group staff make occasional courtesy calls and visits, and conduct customer satisfaction surveys in order to understand their service needs.

To demonstrate the Group's commitment to quality and safety, it strives to obtain and implement ISO certifications in its investment properties – including ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 50001 Energy Management System, and ISO 45001 OSH Management System. Besides, water tests are regularly conducted for applications for renewal of "Quality Water Supply Scheme for Buildings" accreditation from the Water Supplies Department, to ensure the water quality of its investment properties.

4.2.1 專業之物業管理

憑藉在物業管理方面的成熟專業知識，本集團提供以租戶為中心的設施管理，並在其辦公室和零售組合中創造令人耳目一新的感覺。

為了加強與租戶之溝通，本集團員工會不時禮貌地致電及拜訪，以及進行顧客滿意度調查，以了解其服務需求。

為證明本集團對品質和安全的承諾，其致力為其投資物業取得並實施國際標準組織（「ISO」）認證，包括ISO 9001品質管理系統、ISO 14001環境管理系統、ISO 50001能源管理系統及ISO 45001職安健管理系統。此外，為申請重續水務署之「大廈優質供水認可計劃」，會定期進行水質檢測以確保其投資物業的水質。

The Grade-A multi-functional tower *EGCBJ* presents a new office style and adheres to international office standards. Oriented towards lifestyle and environmental protection, the tower also offers collaborative opportunities for all enterprises, thereby creating a new business landscape for the Beijing Central Business District. It was awarded the honour of "6-Star Super A-level Building" by Beijing Central Business District Administration Committee, recognising its standing in China's real estate market.

甲級多功能大樓*北京英皇集團中心*展現嶄新的辦公室風格並遵從辦公室國際標準。作為一座講究生活及環保的建築，大廈為各企業創造更多合作空間，全面為北京核心商務區締造新的商務景象。其獲北京商務中心區管理委員會頒發「六星超甲級樓宇」之殊榮體現了其在中國房地產市場的認受性。



4.2.2 Impeccable Standards of Residential Properties

The Group is dedicated to providing homebuyers with a superior experience before, during and after product delivery.

Each of the Group's developments is thoughtfully designed and built with attention to detail to create family-friendly homes. To ensure the quality and building requirements are met, the Quality Control Team periodically makes site visits and monitors the progress of developments. Professional consultants, such as architects and engineers, are also hired to inspect sites on request, and provide specific professional advice.

To help prospective purchasers make informed decisions, the Group provides timely and accurate information about its residential properties. The Group also ensures its sales and marketing of residential properties strictly comply with "Residential Properties (First-hand Sales) Ordinance" (Cap. 621, Laws of Hong Kong).

During the handover, a dedicated customer service team follows thorough procedures to ensure that the units delivered to the homebuyers are in satisfactory condition. Additionally, the Group offers a warranty of six months, to underpin homebuyers' confidence in the Group's properties. During the Year, none of the sold products was recalled for safety and health reasons.

During the Year, the Group's received a total of 1 customer complaint, which was immediately dealt with, and corrective actions were taken.

4.2.2 無與倫比的住宅物業質素

本集團致力於在產品交付之前、期間及之後為置業人士提供卓越的體驗。

本集團的每一項發展項目都經過精心設計和建造，注重細節，營造家庭友善的家園。為確保達到質素及建築要求，質量控制團隊定期進行實地考察並監督開發進度。本集團亦聘用專業顧問，如建築師和工程師，根據要求檢查現場，並提供具體的專業建議。

為幫助準買家作出明智的決定，本集團提供有關其住宅物業的及時和準確訊息。本集團亦確保其住宅物業之銷售及推廣嚴格遵守《一手住宅物業銷售條例》（香港法例第621章）。

在交樓過程中，專門的客戶服務團隊全面遵循程序，以確保交付予置業人士的單位狀況良好。此外，本集團提供六個月保修，以鞏固置業人士對本集團物業的信心。於本年度，並沒有已售的產品因安全與健康理由而須回收。

於本年度，本集團收到共1宗顧客投訴，該事件已即時處理，並採取了糾正措施。

4.3 DATA PROTECTION
資料保護

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

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

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

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

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

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

4.4 PROTECTION OF INTELLECTUAL PROPERTY
保護知識產權

The Group attaches great importance to the protection of intellectual property and is committed to complying with relevant laws, regulations and international standards. The Group protects its intellectual property rights by prolonged use and registration of domain names and various trademarks including without limitation to *Emperor*, 英皇 and . The Group has registered trademarks in various classes in Hong Kong and Mainland China. The Group's trademarks and domain names are constantly monitored and renewed prior to their expiration.

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

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

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

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

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

The Group will continue improving and updating its intellectual property protection policies and measures to ensure that its business operations comply with the latest legal and regulatory requirements and protect the legitimate rights and interests of intellectual property. During the Year, the Group has not been involved in any significant legal disputes or claims related to the intellectual property.

本集團將持續改善並更新知識產權保護政策和措施，以確保其業務營運符合最新法律法規要求，並保護知識產權的合法權益。於本年度，本集團並無涉及任何與知識產權相關的重大法律糾紛或索償。

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

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

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

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

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

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

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

The Group has long adopted an Anti-Money Laundering and Counter-Terrorist Financing Policy and Procedure ("AML Policy"). The AML Policy establishes the general framework for combating potential money laundering and financing of terrorism, and provides guidelines for preventing the Group's employees from being misused for money laundering, terrorist financing or other financial crimes. The AML Policy indicates part of potentially suspicious transactions or activities that employees should look out for.

本集團多年來一直採納打擊洗錢及恐怖分子資金籌集政策及程序（「打擊洗錢政策」）。打擊洗錢政策確立了打擊潛在洗錢及恐怖主義資金籌集罪行的一般框架，並提供指引防止本集團的員工被濫用於洗錢、資助恐怖主義或其他金融罪行。打擊洗錢政策已列出部分潛在可疑交易或活動的指標，供員工參考。

Anti-money laundering is one of the areas of high concern in the industry, the Group mandates full due diligence verification for all potential candidates prior to employment contract execution. Furthermore, Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615, Laws of Hong Kong) is introduced to new staff during the orientation by the Human Resources Department, and subsequent trainings and updated information are provided to its staff regularly. Also, relevant information is shared through the e-learning platform. Besides, frontline staff are regularly assessed by the Group, to ensure they have sufficient understanding of anti-money laundering.

反洗錢是行業高度關注的範疇之一，在簽訂僱傭合約前，本集團要求對所有潛在人選進行全面的盡職調查驗證。此外，在新員工入職培訓時，人力資源部會向他們介紹《打擊洗錢及恐怖分子資金籌集條例》（香港法例第615章），並於隨後定期向員工提供培訓和最新資訊，且通過電子學習平台分享相關資訊。此外，本集團定期對前線員工進行審視，以確保他們對打擊洗錢有充分的了解。

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

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

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

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

During the Year, no legal case regarding corrupt practices was brought against the Group or its employees. Also, no whistle-blowing concerning a criminal offence or misconduct was reported.

於本年度，本集團或其員工並無面對任何有關貪污行為之法律起訴案件。同時，亦無涉及刑事罪行或不當行為之個案被舉報。



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

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

- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615, Laws of Hong Kong)
- Companies Ordinance (Cap. 622, Laws of Hong Kong)
- Competition Ordinance (Cap. 619, Laws of Hong Kong)
- Conveyancing and Property Ordinance (Cap. 219, Laws of Hong Kong)
- Employment Ordinance (Cap. 57, Laws of Hong Kong)
- Personal Data (Privacy) Ordinance (Cap. 486, Laws of Hong Kong)
- Prevention of Bribery Ordinance (Cap. 201, Laws of Hong Kong)
- Residential Properties (First-hand Sales) Ordinance (Cap. 621, Laws of Hong Kong)

Details on the work of the Corporate Governance Committee are shown in the Corporate Governance Report, which can be found on page 48 of the Company's 2024/2025 Annual Report.

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

- 《打擊洗錢及恐怖分子資金籌集條例》（香港法例第615章）
- 《公司條例》（香港法例第622章）
- 《競爭條例》（香港法例第619章）
- 《物業轉易及財產條例》（香港法例第219章）
- 《僱傭條例》（香港法例第57章）
- 《個人資料（私隱）條例》（香港法例第486章）
- 《防止賄賂條例》（香港法例第201章）
- 《一手住宅物業銷售條例》（香港法例第621章）

企業管治委員會之工作詳情載於本公司2024/2025年年報第48頁中之企業管治報告內。

The Group holds relevant licences required for provision of services such as Estate Agent Licence (for property agency services), and the management must ensure that the conduct of business conforms with the applicable laws and regulations.

本集團持有提供服務所需之相關牌照，例如地產代理牌照（物業代理服務），而管理層須確保所從事業務乃符合適用之法律及法規。

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

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

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

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

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

於本年度，董事會並不知悉本集團有違反法律及法規的情況。

5 COMMUNITY INVOLVEMENT 參與社區活動

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

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

The Group has been awarded the 20 Years Plus Caring Company Logo by the Hong Kong Council of Social Service, recognising its ongoing commitment to fulfilling its corporate social responsibilities.

本集團獲香港社會服務聯會頒發20年或以上「商界展關懷」標誌殊榮，表揚其履行企業社會責任的持久承諾。



5.1 VOLUNTARY SERVICES
義工服務

The Group continues its partnerships with non-governmental organisations and charitable organisations, to reach and support needy communities.

本集團持續與非政府組織和慈善組織保持夥伴關係，以伸出援手支持有需要幫助的社群。

Summer Movie Day for Families, July 2024
親子同賞夏日好戲，2024年7月

The Group and Midland Realty hosted the "Summer Movie Day for Families" at Emperor Cinemas in Tsuen Wan, bringing nearly 100 underprivileged children and their parents to enjoy the movie *Inside Out 2*. The Group's volunteers, alongside representatives from Against Child Abuse, helped distribute supplies and joined the children in watching the film, creating a meaningful and memorable summer experience for these families.

本集團與美聯物業於荃灣英皇戲院合辦「親子同賞夏日好戲」活動，邀請近百名基層兒童及其家長一同欣賞電影《玩轉腦朋友2》。本集團的義工聯同防止虐待兒童會的代表協助分發物資，並與小朋友們一同觀賞電影，為這些家庭帶來了一個充滿意義且難忘的夏日體驗。





5.2 CHARITABLE SPONSORSHIP AND DONATIONS
慈善贊助及捐贈

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

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

"Food Wanted, Not Wasted" Campaign, May 2024
「共餉樂享」惜食行活動，2024年5月

To promote food sustainability, Emperor Foundation and Tesla Owners Club Hong Kong has been partnering with Feeding Hong Kong for the "Food Wanted, Not Wasted" Campaign since 2023, in this, the Group's staff volunteer to sort and repackage surplus food, and distribute it to those in need. In May 2025, a mobile food station was set up in Chuk Yuen South Estate, Wong Tai Sin, providing over 3,300 meals to senior citizens and low-income families. This campaign effectively promoted the concept of cherishing food and provided valuable support to the community, while raising awareness about the importance of reducing food waste.

為提倡惜食減廢，自2023年開始，英皇慈善基金與Tesla香港官方車主會攜手樂餉社舉辦「共餉樂享」惜食行動。於此活動，本集團義工協助分類和重新包裝剩餘食物，並分發予有需要人士。於2025年5月，該活動於黃大仙竹園南邨設立流動食物車，為長者及低收入家庭提供超過3,300餐膳食。該活動成功推廣惜食理念並支援社區，同時提高人們對減少食物浪費重要性的意識。



Mooncake Donation Campaign, September 2024
愛心月餅募捐大行動，2024年9月

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

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





Blood Donation, September 2024
捐血行動，2024年9月

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

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



Dress Casual Day, October 2024
公益金便服日，2024年10月

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

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





Charity Sale of Red Packets, November 2024
利是封慈善義賣，2024年11月

The Group's staff supported Emperor Group's charity sale of red packets by purchasing the red packet, continuing last year's meaningful tradition. The funds raised in the charity sale were all donated to a youth charity in Hong Kong, KELY Support Group, through Emperor Group Foundation, in order to support their mental health programmes for youth and raise public awareness and empathy for mental health issues among young people. This meaningful event embodied the spirit of generosity and care, sending heartfelt New Year blessings to underprivileged communities and supporting the well-being of youth in Hong Kong.

本集團員工透過購買利是封，支持英皇集團利是封慈善義賣活動，延續去年的良好傳統。慈善義賣所籌得款項由英皇慈善基金全數捐予香港青年慈善機構啟勵扶青會，以支持其青年人精神健康項目，並提高大眾對青年人精神健康問題的關注及同理心。此次活動別具意義，凝聚愛心力量，為社會弱勢社群送上誠摯的新春祝福，竭力支持香港青年人的福祉。



Skip Lunch Day, March 2025
公益行善折食日，2025年3月

By making a donation of HK$38 or more, each donor would receive a Skip Lunch Day coupon as a token of appreciation. Coupon holder could redeem designated items at any Hung Fook Tong outlets in Hong Kong in a specified period. The donation were used to support The Community Chest and its member agencies, to improve the lives of street sleepers, and people living in cage homes and cubicles. The Group's staff actively supported for this good cause.

凡捐款港幣38元或以上，每位捐款者即可獲得「折」食日愛心券一張。持券者可於指定期間於全港鴻福堂門市換領指定產品。捐款用以支持公益金及其轄下會員機構，幫助露宿者、籠屋及板間房居民改善生活。本集團員工積極支持此善舉。



5.3 ENVIRONMENTAL CONSERVATION
環境保護

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

本集團致力通過綠色教育宣揚環保意識。於本年度，主要環境保護活動包括：

Green Plant Environmental Activity, April 2024
綠植環保活動，2024年4月

The Group's staff and some tenants of ***EGCBJ*** formed a volunteer team to participate in the environmental activity "Spring Flowers, Protecting Greenery – A Date with Emperor Group Centre in Spring", encouraging everyone to cherish the natural resources, embrace green living and contribute to the protection of the environment. During the event, the environmental lecturer led the volunteer team to embark on a journey of Green Plant Lecture, which they learnt about different types of plants through observation and touching. The environmental lecturer also explained in detail the maintenance of different tree species, including the irrigation cycle, pest control measures, etc. After the visit, the volunteers carried out "Tree Pitting" for the plants by turning the soil, piling it up and compacting it at the roots of the trees, and then watering them. Each participating volunteer was given a potted plant to keep in the office, as a reminder to keep up the green habit every day.

本集團員工連同***北京英皇集團中心***部分租戶組成義工團隊，共同參與「繁花鬧春，守護綠意－與英皇集團中心的春天有個約會」環保活動，鼓勵大家珍惜自然資源，擁抱綠色生活，為保護環境作出貢獻。活動中，環保講師帶領義工團隊開啟「綠植小課堂」之旅，透過觀賞及觸摸方式認識不同植物品類。環保講師還詳細講解了不同樹種的養護知識，包括灌溉週期及防蟲措施等。參觀後，義工們為植物進行「培樹坑」，在樹木根部進行翻土、堆平、壓實等工作，然後以水澆灌。每位參與的義工獲派發一盆盆栽放在辦公室，提醒大家每天保持環保習慣。









Green Low Carbon Day, June 2024
綠色低碳日，2024年6月

In support of The Community Chest Green Low Carbon Day, Emperor Foundation encouraged staff donations and participation in sustainable initiatives, including food recycling and eco-friendly projects. The Group's staff has actively supported this event.

為響應公益金綠色低碳日，英皇慈善基金鼓勵員工捐款及參與食物回收及環保項目等可持續發展計劃。本集團員工積極支持該活動。



Earth Hour, March 2025
地球一小時，2025年3月

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

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



承諾支持世界自然基金會地球一小時
IS COMMITTED TO WWF'S EARTH HOUR

5.4 EVENT SPACE SPONSORSHIP
活動場地贊助

To strengthen the connections with community, the Group has offered to non-profit organisations to use ***Fitfort*** as venue for their fundraising events, benefiting the local community and people in needs.

為加強與社區的聯繫，本集團為非牟利組織提供***健威坊***作為他們的籌款活動場地，使本地社區及有需要的人士受惠。

June 2024

The Nature Conservancy – Awareness Programme

2024年6月

大自然保護協會 – 推廣計劃

August 2024

Save the Children Hong Kong – Awareness Programme

2024年8月

香港救助兒童會 – 推廣計劃

September 2024

WWF-Hong Kong – Discovering Biodiversity

2024年9月

世界自然基金會香港分會 – 探索生物多樣性

October 2024

The Nature Conservancy – Awareness Programme

2024年10月

大自然保護協會 – 推廣計劃

March 2025

Save the Children Hong Kong – Awareness Programme

2025年3月

香港救助兒童會 – 推廣計劃







6 APPENDIX: HKEX ESG REPORTING GUIDE CONTENT INDEX
附錄：港交所環境、社會及管治報告指引內容索引

Subject areas 主要範疇	Description 描述	Section 章節
A. Environmental 環境		
Aspect A1: Emissions **層面A1: 排放物**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air 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。	2.1
KPI A1.1 指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	2.8
KPI A1.2 指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及（如適用）密度（如以每產量單位、每項設施計算）。	2.8
KPI A1.3 指標A1.3	Total hazardous waste produced and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量及（如適用）密度（如以每產量單位、每項設施計算）。	Not applicable *In view of its business nature, the Group does not directly generate any hazardous waste.* 不適用 *基於其業務性質，本集團不會直接產生大量有害廢棄物。*
KPI A1.4 指標A1.4	Total non-hazardous waste produced and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量及（如適用）密度（如以每產量單位、每項設施計算）。	2.8
KPI A1.5 指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	2.3, 2.8
KPI A1.6 指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	2.4, 2.5

Subject areas 主要範疇	Description 描述	Section 章節
Aspect A2: Use of Resources **層面A2: 資源使用**		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	2.1-2.6
KPI A2.1 指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total 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)總耗量及密度(如以每產量單位、每項設施計算)。	2.8
KPI A2.2 指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	2.8
KPI A2.3 指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	2.3, 2.8
KPI A2.4 指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題,以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	2.6
KPI A2.5 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)每生產單位佔量。	2.2
Aspect A3: The Environment and Natural Resources **層面A3: 環境及天然資源**		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	2.1-2.6
KPI A3.1 指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	2.2-2.6
Aspect A4: Climate Change **層面A4: 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。	2.7
KPI A4.1 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。	2.7

Subject areas 主要範疇	Description 描述	Section 章節
B. Social 社會		
Employment and Labour Practices **僱傭及勞工常規**		
Aspect B1: Employment **層面B1: 僱傭**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	3.2, 3.3
KPI B1.1 指標B1.1	Total workforce by gender, employment type, 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。	3.1
KPI B1.2 指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	3.1
Aspect B2: Health and Safety **層面B2: 健康與安全**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	3.4
KPI B2.1 指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	3.4
KPI B2.2 指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	3.4
KPI B2.3 指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	3.4

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B3: Development and Training **層面B3: 發展及培訓**		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	3.5
KPI B3.1 指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	3.5
KPI B3.2 指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分,每名僱員完成受訓的平均時數。	3.5
Aspect B4: Labour Standards **層面B4: 勞工準則**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的: (a) 政策;及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	3.2
KPI B4.1 指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	3.2
KPI B4.2 指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	3.2, 4.1
Operating Practices **營運慣例**		
Aspect B5: Supply Chain Management **層面B5: 供應鏈管理**		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	4.1
KPI B5.1 指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	4.1
KPI B5.2 指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例,向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	4.1

Subject areas 主要範疇	Description 描述	Section 章節
KPI B5.3 指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	4.1
KPI B5.4 指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	4.1
Aspect B6: Product Responsibility **層面B6: 產品責任**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	4.2
KPI B6.1 指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	4.2
KPI B6.2 指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	4.2
KPI B6.3 指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	4.4
KPI B6.4 指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	4.2
KPI B6.5 指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	4.3

Subject areas 主要範疇	Description 描述	Section 章節
Aspect B7: Anti-Corruption **層面B7: 反貪污**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	4.5
KPI B7.1 指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	4.5
KPI B7.2 指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	4.5
KPI B7.3 指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	4.5
Community **社區**		
Aspect B8: Community Investment **層面B8: 社區投資**		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	5
KPI B8.1 指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	5
KPI B8.2 指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	5