信德集團
SHUN TAK HOLDINGS
Stock Code 股份代號：242

Sustainability Report
可持續發展報告
2025



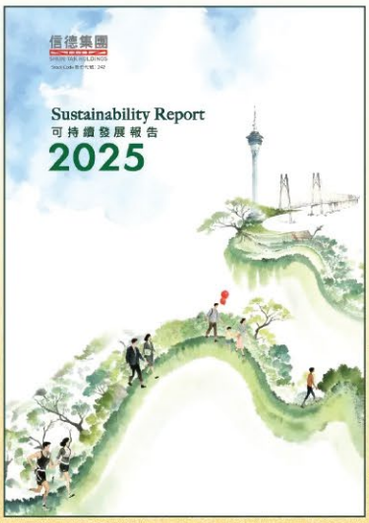
Green Brick Road | Cultural Inclusivity

The cover unfolds through a continuous palette of vibrant ink-wash artistry, expressing the spirit of breakthrough innovation and a harmonious dialogue between tradition and modernity. This evocative visual language echoes the Group's cultural tourism heritage - a space where history and creativity naturally converge.

At its core, the signature Green Brick Road weaves together the Guia Fortress and the Macau Tower, forming a symbolic journey between legacy and transformation. It reflects our steady progress under a shared green mission - moving forward with purpose while honoring the foundations that shape us. Along this path, a diversity of figures brings the scene to life, representing inclusion, plurality, and the warmth embedded in our service ethos.

The interplay between the fluid resilience of ink-wash textures and the vitality of green tones transforms abstract sustainability ideals into a vivid visual narrative. Through this composition, the design translates the values of green development, the coexistence of old and new, and diversity and inclusion into an intuitive and compelling visual language.

Complementing the cover, the section divider design further reinforces the core value of "Integrity and Virtue." Closely aligned with the ESG pillars, it underscores the solid foundation upon which the Group's long-term sustainable development continues to advance.



綠磚路 | 共融文旅

封面以連貫流動的彩色水墨為主調，展現「破格創新」的精神，以及「新舊共融」的和諧對話。這種富有張力的視覺語言，呼應集團深植於文化旅遊領域的底蘊，呈現歷史與創意自然交匯的美學意境。

設計核心的「綠磚路」串聯東望洋炮台與澳門旅遊塔，構成一段介乎傳承與蛻變之間的象徵旅程。它象徵集團在共同的綠色使命引領下，穩步向前 — 既堅守塑造我們的歷史根基，同時以清晰方向邁向未來。沿途呈現的多元角色，為畫面注入生命力，體現「多元包容」的價值，以及蘊藏於服務之中的人文溫度。

水墨的柔韌力量與綠色的鮮活生命力相互交織，將抽象的可持續發展理念轉化為鮮明而動人的視覺敘事。整體設計以直觀而富感染力的方式，詮釋「綠色發展」、「新舊共生」及「多元共融」的核心可持續價值。

與封面相呼應的分隔頁設計，進一步彰顯「誠信德行」這一核心理念，並與ESG支柱緊密扣連，突顯集團可持續發展得以長遠推進的堅實基礎。

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Message from 管理層寄語 the Management

China's economy is entering a new phase of high-quality development driven by new productive forces, and the culture and tourism industry is also accelerating its shift from scale expansion to a stage centered on technological innovation and experience enhancement. 2025 is a pivotal year that links the past and future in the sustainable development journey: it marks the 10th anniversary of the Paris Agreement, the 5th anniversary of China's dual carbon goals, and the 20th anniversary of the vision that "Lucid waters and lush mountains are invaluable assets." It also falls at a historic juncture when China is concluding the 14th Five-Year Plan and embarking on the 15th Five-Year Plan, heralding a new stage for green transformation.

Amid rapidly evolving policy directions, technological innovation, supply chain optimization and shifting consumer preferences, the Group upholds its "Tourism+" growth strategy and the business principle of "Integrity and Virtue," and regards sustainable development as an opportunity. We take governance as the guide, innovation as the driving force, and verifiable performance as the foundation to strengthen market trust.

The Group is progressively embedding sustainable development fully into its daily operations. Based on the double materiality assessment, we have further formulated 17 sustainable development goals spanning environmental, social and governance (ESG) dimensions with a roadmap to 2030, covering a broader and more comprehensive range of key ESG issues. To intensify our green transformation efforts, we continue to refine the data collection and calculation methodologies for Scope 3 greenhouse gas emissions, extend ESG management across the entire value chain, and strengthen collaboration with key stakeholders. While driving emission reduction along the value chain, we further enhance the resilience of our long-term strategy and uphold our commitment to responsible business conduct.

We leverage intelligent management and technological innovation to empower green transformation through science and technology: Artyzen Grand Lapa Macau has become the first hotel in Macao to be awarded the LEED Gold certification under the Operations and Maintenance: Existing Buildings category. Artyzen Habitat Hengqin Zhuhai was awarded the China Green Hotel Five-Leaf Certification, demonstrating our leading practices in environmental management.



中國經濟正邁向新質生產力驅動的高質量發展階段，文旅產業亦加速由規模擴張，轉向以科技創新與體驗升級為核心的發展階段。2025年是可持續發展進程中承先啟後的一年，是《巴黎協定》簽署10周年、「雙碳」目標提出5周年與「綠水青山就是金山銀山」理念提出20周年，亦是國家處於「十四五」收官與「十五五」啟程的歷史節點，綠色轉型將進入新階段。

面對政策導向、技術革新、供應鏈優化與消費者偏好加速演進，集團秉持「旅遊+」發展策略及「誠信德行」的營商宗旨，將可持續發展視為機遇：以治理為牽引，以創新為驅動，以可驗證績效以鞏固市場信任。

集團逐步將可持續發展全面落實到營運當中。基於雙重重要性評估，進一步制定了覆蓋環境、社會及管治共17項直至2030年的可持續發展目標，涵蓋更廣泛、更全面的關鍵ESG議題。此外，為加强綠色轉型的力度，我們亦持續完善範圍三溫室氣體排放數據收集及計算方法，將ESG管理延伸至價值鏈，加強與重要持份者的協作。我們在推動價值鏈減排的同時，進一步強化長期策略韌性，堅守對負責任營商的承諾。

The Group deeply practices the philosophy of "Investing in People," advances its commitment to social investment, values close engagement with employees, customers and communities, and promotes the all-round development of individuals and social progress. Our efforts in building a diverse, inclusive and equitable workplace have been recognized by the industry, with the Group winning seven accolades at the 2025 Hong Kong Human Resources Excellence Awards. We believe that talent is the cornerstone of the Group's development. In this reporting year, we invested more than one-third of the training on employees' professional development for the mutual growth of talent and the Group.

Robust systems, transparent management and continuous oversight are keys to ensuring steady and far-reaching progress along our Green Brick Road. This year, we fully deployed an intelligent data system to enable smarter, more accurate and real-time performance monitoring and analysis. We enhanced the completeness of ESG data collection and improved data quality, launched performance tracking with 2024 as the baseline year, and standardized indicators and data processes. These efforts advances our ESG management from commitment to quantifiability, trackability and verifiability, elevating the Group's risk management and decision-making quality.

Green transformation cannot be achieved overnight, and sustainable development requires persistent and consistent efforts. Looking ahead, we will forge ahead with resolve amid changes, pursue pragmatic and continuous innovation, and remain steadfast on this Green Brick Road. The Group has always operated in an environmentally responsible way, and continues to create economic and social value in the regions where we operate. While upgrading operational quality and core competitiveness, we will uphold high standards of social responsibility, strive to be a force for good that grows together with society, and march steadily towards high-quality development.

Pansy Ho
Group Executive Chairman and Managing Director
Chairman of Sustainability Steering Committee
Shun Tak Holdings Limited
30 March 2026

我們運用智能化管理與技術創新，以科技賦能推動綠色變革：澳門雅辰酒店成為澳門首家獲得LEED金級認證（建築營運與維護類別）的酒店。珠海橫琴雅辰悅居酒店榮獲中國綠色飯店的五葉級認證，展現我們在環境管理上的領先實踐。

集團深入踐行「投資於人」的理念，深化社會投資承諾，重視與員工、顧客和社區的緊密聯繫，推動人的全面發展和社會進步。在多元、共融與平等職場實踐方面，集團獲業界肯定，榮獲「2025香港人力資源卓越大獎」七項殊榮。我們相信人才是集團發展的基石，在本報告年度，超過三分之一的培訓是投資於員工的專業發展，成就人才與企業雙向成長。

完善的制度、透明的管理與持續的監督，是確保「綠磚路」行穩致遠的關鍵。本年度，我們全面部署智能數據系統，提供更智能、準確且即時的績效監測與分析，完善ESG數據收集的系統性及提升數據質量，並以2024年為基準年啟動績效追蹤，統一指標與數據流程，推動ESG管理由「承諾」邁向「可量化、可追蹤、可驗證」，提升集團風險管控與決策質量。

綠色轉型非一日之功，可持續發展需久久為功。展望未來，我們將在變局中堅定前行，於務實中持續創新，穩步走好這條「綠磚路」。集團一直以對環境負責任的方式經營，持續為所進駐的地區創造經濟與社會價值，在提升經營品質與核心競爭力的同時，以高標準履行社會責任，致力成為與社會共同成長的向善力量，朝向高質量發展穩步邁進。

何超瓊
信德集團有限公司集團行政主席兼董事總經理
可持續發展督導委員會主席
二零二六年三月三十日

About this Report 關於本報告

This is the twelfth publication of the Sustainability Report (the "Report") for Shun Tak Holdings Limited (the "Company", or together with its subsidiaries, the "Group"). The Report outlines the Group's steadfast dedication to sustainability by transparently disclosing its sustainability initiatives and performance throughout the year.

本報告乃信德集團有限公司(「本公司」或連同其附屬公司統稱為「集團」)發表的第十二份可持續發展報告(「本報告」)。本報告通過清晰披露集團過去一年於可持續發展方面的舉措及表現,概述集團對可持續發展的堅定承諾。

Reporting Boundary

The Report provides an overview of the Group's sustainability strategy, initiatives, and performance for the period from 1 January to 31 December 2025. Our reporting boundary covers entities and joint ventures where the Group holds significant operational control, spanning Hong Kong SAR, Macao SAR, Chinese Mainland, and Singapore. This includes our Hong Kong headquarters, Macao offices, and selected properties[1], hotels[2] managed by Artyzen Hospitality Group ("AHG"), TurboJET[3], Artyzen Club, and Retail Matters. In line with the Group's ongoing growth, this year's reporting boundary continues to align with our evolving corporate structure and operational materiality[4], enhancing clarity and coherence in presenting our sustainability endeavors, while reinforcing our commitment to driving innovation while honoring the Group's longstanding heritage and values.

For further information about the Group's corporate governance and financial performance, please refer to our Annual Report 2025, available on our corporate website at www.shuntakgroup.com.

報告範圍

本報告概述集團於2025年1月1日至12月31日期間,有關可持續發展的策略、舉措及表現。本報告涵蓋範圍包括集團擁有主要營運控制權的實體及合營企業,業務遍及香港特別行政區、澳門特別行政區、中國內地及新加坡。其中包括集團位於香港的總部辦公室、澳門辦事處、特定物業[1]、雅辰酒店集團營運及管理的酒店[2]、噴射飛航[3]、雅辰會及經營零售業務的信活東西有限公司。今年,集團已根據公司架構及營運的重要性[4],提升清晰度與連貫性以便更清晰體現可持續發展成果,同時鞏固我們在推動創新之際,亦恪守集團悠久傳統與價值觀的承諾。

如欲了解更多有關企業管治和經濟表現的詳細資訊,請到本公司網站:www.shuntakgroup.com查閱我們的2025年年報。

1. Properties include 111 Somerset, Chatham Place, liberté place, Macau Tower Convention & Entertainment Centre ("Macau Tower"), NEW BUND 31, NOVA MALL, Shun Tak Centre, Shun Tak House, Shun Tak Tower Beijing, and The Westwood.
   物業包括索美塞路 111 號、昇御商場、昇悅商場、澳門旅遊塔會展娛樂中心 (「澳門旅遊塔」) 、前灘31、星皓廣場、信德中心、信德堡、信德京滙中心(北京)及西寶城。
2. Hotels include Artyzen Grand Lapa Macau, Artyzen Habitat Dongzhimen Beijing, Artyzen Habitat Hengqin Zhuhai, Artyzen Habitat Hongqiao Shanghai, Artyzen NEW BUND 31, Artyzen Singapore, Grand Coloane Resort, and YaTi by Artyzen Hongqiao Shanghai.
   酒店包括澳門雅辰酒店、北京東直門雅辰悅居酒店、珠海橫琴雅辰悅居酒店、上海虹橋雅辰悅居酒店、上海前灘31雅辰酒店、新加坡雅辰酒店、鷺環海天度假酒店及上海虹橋雅辰緹酒店。
3. Under our operational control approach, TurboJET's emissions fall outside our Scope 1 and 2 boundaries and are reported as Scope 3 (Category 15 – Investments).
   根據我們的營運控制方針,噴射飛航相關排放並不在我們的範圍一與範圍二邊界內,而歸類為範圍三(第15類—投資)。
4. We are progressively expanding the reporting boundary according to the business maturity of new entities.
   我們正按新經營項目的業務成熟程度逐步擴大報告範圍。

Reporting Standards

This Report is prepared in accordance with the Global Reporting Initiative ("GRI") Standards 2021 and complies with the ESG Reporting Code set out in Appendix C2 of the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange ("HKEX").

報告準則

本報告遵循全球報告倡議組織(「GRI」)標準2021以及香港聯合交易所有限公司(「香港交易所」)證券上市規則附錄C2《環境、社會及管治報告守則》概述的披露規定。



The Group continues to endorse and support the United Nations Sustainable Development Goals ("SDGs"), which serve as a framework for addressing critical global environmental and social challenges. We have identified 13 specific SDGs that align with our sustainability efforts and we aim to contribute to global progress through focusing on these goals in our operations and initiatives.

集團持續支持聯合國可持續發展目標。該等目標為應對全球重大環境和社會問題提供了框架,而當中有十三項與我們可持續發展的承諾和發展方針的具體目標吻合。我們期望透過我們的業務和倡議舉措,為全球的可持續發展進程作出貢獻。

Third-party Assurance

Recognizing the importance of data accuracy and reliability, the Group engaged a third-party to conduct an independent assurance on the information presented in this Report. This external validation provides additional confidence to our stakeholders. For more detailed information on the validation, please refer to the "Assurance Statement" section of the Report.

第三方驗證

集團重視公開披露信息的數據準確度和可靠性,並委托了獨立第三方核實本報告內容,從而進一步確保公開數據的可信度及準確性。有關驗證細節,請參閱本報告的「驗證聲明」章節。

Contact Us

We highly value your input and believe that valuable comments and suggestions play a crucial role in enhancing our sustainability efforts. We encourage you to share your feedback with us by contacting sustainability@shuntakgroup.com. We appreciate your engagement and look forward to receiving your feedback as we strive to continuously improve our sustainability performance.

聯絡我們

您的寶貴意見和建議對我們完善可持續發展工作至關重要。我們期待通過sustainability@shuntakgroup.com收到您的反饋。同時,我們亦會不斷努力,提升可持續發展方面的表現。

About Shun Tak 信德集團概況 Holdings

Since its establishment in 1972, Shun Tak Holdings Limited has become a leading integrated cultural tourism conglomerate with operations in Hong Kong SAR, Macao SAR, Chinese Mainland, and Singapore and the Company has been listed on the Hong Kong Stock Exchange (HK Stock Code: 242) since 1973.

The Group is a forerunner in Macao and Hong Kong's tourism and transportation scene, and has established a sizeable portfolio of infrastructure investments and integrated developments spanning major economic zones across China, including the Pearl River Delta, Yangtze River Delta, and Beijing-Tianjin-Hebei Region. It is also expanding its presence in the Singapore real estate market through the acquisition of premium properties and land parcels in downtown locations. With a growth strategy centered on "Tourism+," the Group strives to leverage its cross-sectoral experience in property, transportation, infrastructure, integrated commercial projects, hospitality and leisure, and investments to deliver economic value to the regions where it operates and contribute to the country's national development blueprint.

自1972年成立以來，信德集團有限公司已成為活躍於香港特別行政區、澳門特別行政區、中國內地及新加坡具領導地位的綜合文化旅遊企業，本公司於1973年在香港聯合交易所(香港股份代號：242)上市。

集團在澳門及香港的旅遊與運輸領域處於領先地位，並在珠江三角洲、長江三角洲及京津冀等中國主要經濟區建立了廣泛的基礎設施投資和綜合發展項目。同時，集團透過收購新加坡市中心的優質房產和地塊，積極拓展其在當地房地產市場的影響力。以「旅遊+」作為發展策略，集團致力結合其在地產、運輸、基礎設施、綜合商業項目、酒店及消閒及投資等跨領域的經驗，為其營運所在地創造經濟價值，並為國家的整體發展藍圖作出貢獻。

Property 地產

The Group embodies the vision and innovation of a forerunner, prioritizing people and fostering sustainable living environments. The Group identifies city potential and growth trajectories, establishes long-term public-private-people partnerships with governments and communities, invests in community resources, and develops a diverse range of properties. The Group aims to address the complex and evolving needs of end-users across generations to create a harmonious future.

集團憑著先行者的遠見及創新精神，以人為本，打造可持續的宜居環境。集團持續發掘城市的發展潛力及增長軌跡，與政府及社區建立長期的合作夥伴關係，投入社區資源，並開發多樣化的物業項目，以滿足跨世代用戶複雜且不斷演變的需求，創建和諧未來。

Hospitality and Leisure 酒店及消閒

By adopting the "Tourism+" philosophy, the Group leads in promoting collaboration across sectors, disciplines, and industries. Our expanding portfolio includes a variety of services, including hotels managed by our hospitality branch, Artyzen Hospitality Group, event-hosting venues, entertainment attractions, and retail operations. This approach creates synergistic value that transcends individual elements, resulting in "1+1>2" benefits. By leveraging integrated hospitality and tourism opportunities, we are committed to fostering an inclusive environment that welcomes everyone.

集團秉持「旅遊+」發展理念，成為推動跨產業、跨領域、跨行業合作模式的先驅。我們不斷擴展的業務版圖涵蓋多元服務，包括由集團旗下雅辰酒店集團營運及管理的酒店、提供活動場地、管理娛樂景點和經營零售業務等。我們突破單一業務的框架，締造「1+1>2」的協同效益。藉著結合酒店及消閒的綜合機遇，我們致力建構能關顧每個社群成員的共融環境，讓人人都感到賓至如歸。



Transportation 運輸

The Group plays a key role in pioneering and developing a multimodal transportation network in the Greater Bay Area. With over 60 years of experience, its flagship TurboJET ferry services operate one of the world's largest high-speed ferry fleets and have transported over 500 million passengers between Hong Kong and Macao. In recent years, the Group has strategically focused on diversifying its transportation offerings, expanding its presence in the Greater Bay Area through cross-border coach and limousine services, leveraging the region's growing transportation infrastructure.

集團致力創建及投進大灣區無縫的多模式交通網絡。擁逾60年跨境客運經驗，旗艦品牌噴射飛航是世上最強大的高速客運船隊之一，單計港澳航線，歷年客運量超過5億人次。近年，為把握區內交通基建發展蓬勃所帶來的機遇，集團積極豐富其交通業務板塊，透過參與投進跨境巴士、轎車等服務，業務網絡覆蓋至大灣區更廣泛地區。



Investment 投資

The Group oversees a multi-dimensional portfolio of investments, encompassing gaming concessions, cruise terminal operations, and arts and cultural exchange. Positioned at the heart of the rapidly growing Greater Bay Area, we strive to meaningfully contribute to the region's tourism sector in line with our "Tourism+" growth strategy.

集團管理的投資組合多元化，涵蓋博彩經營權、郵輪碼頭營運以及藝術文化交流等範疇。立足於迅速發展的大灣區核心地帶，我們以「旅遊+」發展策略，積極為區內旅遊業作出重要貢獻。透過積極投身於這些領域，集團旨在為整個區域帶來積極影響，以促進可持續發展。



Managing 可持續發展管理 Sustainability

Our steadfast commitment to ESG initiatives has been integral to our sustainable business growth and development. Building on last year's successes, we achieved new ESG recognition breakthroughs in 2025 across our four pillars and our governance focus area, with key highlights summarized below.

我們對可持續發展舉措的堅定承諾，一直是推動業務可持續增長與發展的重要基石。承接去年的成果，我們於2025年圍繞四大支柱及管治重點領域，取得了廣受認可的可持續發展新突破，主要亮點概述如下。

2025 Sustainability Performance Highlights
2025年可持續發展表現概覽

管治 GOVERNANCE

Target-driven, Enabling Innovation and Verifiable Performance
目標為本，驅動創新與可驗證績效

- Formulated 17 ESG targets with a 2030 roadmap, underpinned by a double materiality assessment and disclosed in the Sustainability Report 2025
- Established three new governance-related targets, strengthening oversight, accountability, and decision-making across the Group
- Fully deployed intelligent ESG data systems, enabling standardized, real-time, and verifiable performance tracking
- Initiated Group-wide ESG performance tracking with 2024 as the baseline year, supported by standardized indicators and data governance processes
- Enhanced board diversity, achieving 44% female representation among Directors
- Outstanding Award - Cross-border Corporate Category at Standard Chartered Corporate Achievement Awards 2025
- Hong Kong ESG Award presented by The Chinese Manufacturers' Association of Hong Kong

- 以雙重重要性評估為基礎，制定17項 ESG目標及 2030 年路線圖，並已於《2025年可持續發展報告》中披露
- 新增三項管治相關目標，進一步強化集團在監督、問責及決策層面的管治能力
- 全面部署智能 ESG 數據系統，實現標準化、即時及可驗證的績效追蹤
- 以2024年作為基準年，正式啟動集團層面的ESG績效追蹤，並配合標準化指標及數據管治流程
- 持續提升董事會多元化，女性董事會成員比例達 44%
- 跨境企業類別卓越大獎 — 2025年渣打企業成就獎
- 香港ESG大獎 — 香港中華廠商聯合會

自然諧和 ENVIRONMENTAL HARMONY

Connecting the Value Chain to Support Synergies between Ecology and Development
聯動價值鏈，支持生態與發展協同效益

- Established five new environmental-related targets, with most metrics directly linked to financial performance
- Achieved 14 major green building certifications, including two newly obtained recognitions:
  - LEED Gold (O+M) by Artyzen Grand Lapa Macau, the first hotel in Macao to receive this certification
  - Five-Leaf, the highest rating, under China Green Hotel by Artyzen Habitat Hengqin Zhuhai
- Completed a Scope 3 greenhouse gas emissions pilot assessment across multiple business sectors in 2025, translating findings into economically viable and actionable decarbonization measures

- 新設五項環境相關目標，其中多項指標與財務表現直接掛鈎
- 累計取得14項主要綠色建築認證，包括以下兩項新增認證：
  - LEED 金級（營運與維護）— 澳門雅辰酒店，為澳門首間獲此認證的酒店
  - 中國綠色飯店的五葉級認證（最高等級）— 珠海橫琴雅辰悅居酒店
- 完成涵蓋多個業務板塊的範圍三溫室氣體排放試點評估，並將評估結果轉化為兼具商業價值與環境效益的可行措施

商社共榮
COMMUNAL CONNECTIVITY
NURTURING YOUTH AND EMPOWERING A SUSTAINABLE FUTURE FOR CULTURAL TOURISM
培育青年力量，賦能文化旅遊可持續未來

- Established two new community-related targets, reinforcing structured community investment
- Continued investment was made in culture, arts, environment, and wellness under the B.L.I.S.S. community framework. Total charitable contributions, including cash and in-kind donations, amounted to HK$12,829,677, alongside 7,737 hours of community service, benefiting 109,234 person-times
- Flagship community program "T+ Exploration" nurtured 100 Youth Ambassadors, engaged 70 professionals and partnered with 20 organizations, followed by the expanded " T+ Exploration 2.0" program
- Supported 15,000 youths in national education for nurturing a sense of national identity

- 新設兩項社區相關目標，進一步強化社區投資的結構化及成效導向管理
- 透過B.L.I.S.S.社區框架持續投入資源，涵蓋文化、藝術、環境及身心健康範疇。慈善捐款及實物捐贈總額達12,829,677港元，社區服務總時數為7,737小時，惠及109,234人次
- 旗艦社區項目「T+研學遊」培育 100 名青年大使、凝聚 70 位專業人士及 20 個合作機構，並進一步推出升級版「T+研學遊 2.0」
- 透過國民教育相關項目，培養15,000 名青年國家認同感

協作共融
COLLABORATIVE INCLUSIVITY
FOSTERING A DIVERSE AND INCLUSIVE WORKPLACE FOR MUTUAL GROWTH OF TALENT AND THE GROUP
營造多元共融環境，成就人才與企業雙向成長

- Established four new employee-related targets, reinforcing long-term workforce sustainability
- Honored two Gold and five Silver awards at the Hong Kong HR Excellence Awards 2025, covering ESG strategy, DEI, change leadership, employer branding, talent acquisition and employee development
- Achieved 56.25% female representation in senior management at Group headquarters, with a gender pay ratio of 1:1.18 (female to male), maintaining industry benchmark performance
- Invested more than one-third of the training on employees' professional development

- 新設四項員工相關目標，進一步鞏固長遠人力資本及人才韌性
- 於2025年香港人力資源卓越大獎中榮獲兩項金獎及五項銀獎，涵蓋ESG策略、多元、平等與共融(DEI)、變革領導力、僱主品牌、人才招募及員工培訓發展
- 集團總部高級管理層女性比例達56.25%，男女薪酬比率為1:1.18(女性薪酬相對於男性)，持續保持行業標桿地位
- 超過三分之一的培訓投資於員工的專業發展

匠心摯誠
BESPOKE SINCERITY
SHAPING EXPERIENCES THROUGH TRUST AND CARE TO MEET ASPIRATIONS FOR SUSTAINABLE LIVING
誠信與關懷塑造體驗，回應顧客對可持續生活嚮往

- Established three new customer-related targets, strengthening service quality and long-term customer relationships
- Achieved customer satisfaction scores exceeding 90% consistently across the Property Management, and Leisure and Hospitality business
- Launched the new high-speed ferry service connecting Shenzhen Airport and Macau Outer Harbour Ferry Terminal, supporting GBA connectivity
- Artyzen Singapore honored with One MICHELIN Key in MICHELIN Guide Global Hotel Selection as one of only seven hotels in Singapore to achieve this distinction
- Property management's teams honored with The HKIFM Excellence in FM Award and HIREA Awards of Excellence 2025

- 訂立三項客戶相關目標，進一步提升服務質素及長期客戶連繫
- 物業管理及休閒與酒店業務板塊的客戶滿意度持續維持於 90% 以上
- 推出連接深圳機場與澳門外港客運碼頭的高速渡輪服務，支持大灣區互聯互通
- 新加坡雅辰酒店榮獲《米芝蓮指南》全球星鑰酒店評選中「一星鑰」殊榮，為新加坡僅七間獲此殊榮的酒店之一
- 物業管理旗下團隊榮獲香港設施管理學會卓越設施管理獎及香港地產行政師學會卓越大獎

Stakeholder Engagement

Active stakeholder engagement is fundamental to our success, offering valuable insights that guide our sustainability strategy and risk management. Through continuous dialogue, we identify material sustainability issues and ensure the business remains agile and responsive to evolving stakeholder expectations. For more details on our stakeholder engagement and materiality assessment, please refer to "Managing Sustainability, Stakeholder Engagement" section on our website.

持份者參與

積極與持份者溝通是我們取得成功的基礎，這些互動為我們的可持續發展策略和風險管理提供了寶貴見解。透過持續對話，我們識別了重要的可持續發展議題，並確保業務保持靈活，及時回應持份者不斷變化的期望。欲深入了解我們的有關持份者參與及重要性評估，請參閱本公司網站上「可持續發展管理 — 持份者參與」章節。

Materiality Assessment

We have conducted double materiality assessment to evaluate sustainability topics in terms of both financial and impact materiality. In our assessment process tabulated below, an enhanced approach is adopted for gauging double materiality, reaffirming our steadfast commitment to better understand the evolving expectations of our stakeholders.

重要議題評估

我們已進行雙重重要性評估，從財務重要性及影響重要性兩個角度評估可持續發展議題。在下表所示的評估過程中，我們採用了升級的方法來評估議題的雙重重要性，並以此彰顯我們對更深入了解持份者不斷變化之期望的承諾。

Stage 1: Identification 第一階段: 識別

23 sustainability topics relevant to the Group were identified and organized into three pillars: Environmental, Social, and Governance ("ESG").

我們識別出23個與集團相關的可持續發展議題，並將其歸納為環境、社會及管治(「ESG」)三大範疇。

Stage 2: Prioritization 第二階段: 排序

With the balance of Financial Materiality and Impact Materiality, sustainability topics were prioritized and categorized into three tiers with Tier 1 representing the most material issues with the highest potential impact on business sustainability.

Financial Materiality – investors, analysts, financiers and our senior management provided feedback on the financial materiality of the sustainability topics.

Impact Materiality – 372 valid survey responses on the impact materiality were received from our stakeholders across different stakeholder groups.

我們同時考慮財務重要性及影響重要性，對可持續發展議題進行優先排序，並將其劃分為三個層級。其中，第一層級代表對業務可持續性具有最大潛在影響的重要議題。

財務重要性：投資者、分析員、金融界人士及集團高層管理人員就可持續發展議題的財務重要性提供了反饋意見。

影響重要性：我們從不同持份者組別收集到372份有效問卷回覆，以了解議題的影響重要性。

Stage 3: Validation 第三階段: 核實

The findings of the materiality assessment were reviewed and validated by the Group's Sustainability Steering Committee and Executive Committee.

可持續發展督導委員會及執行委員會對重要性評估的結果進行了審查和核實。

Stage 4: Integration 第四階段: 整合

Validated sustainability topics will be integrated into the Group's sustainable business strategy, which is to be gradually implemented by individual business units in their respective operations from 2025 onwards.

經核實的可持續發展議題將被納入集團的可持續業務策略。自 2025 年起，各業務部門開始在其營運中逐步落實該策略。

The summary table below outlines our top two tiers of material topics, their relevance to our business operations, and the corresponding chapters that provide further details.

下表概述了我們優先級別最高的兩個層級之重大議題、它們與業務運營的相關性，以及報告中對各項議題進行詳細闡述的對應章節。

Tier 層級	Material Topic 重大議題	Activations 相關舉措	Relevant Chapter 相關章節
Tier 1 第一層級	Regulatory compliance 遵守法規	Ensure compliance with all legal and regulatory obligations 確保遵守所有法律及監管義務	Governance 管治
	Anti-corruption and ethical business conduct 反貪污及商業道德	Prevent and resolve issues such as bribery and conflicts of interest 預防及解決賄賂、利益衝突等問題	
	Occupational health and safety 職業健康與安全	Ensure a safe working environment and minimize workplace accidents 確保安全的工作環境，減少工作場所事故	Collaborative Inclusivity 協作共融
	Employee training and education 員工培訓和教育	Support employees in adapting to evolving industry demands and promote career advancement 支持員工適應不斷變化的行業需求，促進職業發展	
	Customer privacy 顧客私隱	Safeguard customers' personal information and ensure strict compliance with privacy regulations 保護客戶的個人資料，並確保嚴格遵守私隱法規	Bespoke Sincerity 匠心摯誠
	Customer health and safety 顧客健康與安全	Identify and mitigate potential risks to customers in products and operations 識別並降低產品及營運中對客戶的潛在風險	
Tier 2 第二層級	Cybersecurity and data privacy 網絡安全與數據私隱	Safeguard customer data through robust privacy policies and cybersecurity measures to prevent breaches and attacks 通過嚴格的私隱政策及網絡安全措施保護客户數據，防範數據泄露與攻擊	Governance 管治
	Sustainable buildings 可持續建築	Develop or upgrade properties to meet standards for green, healthy, smart, and climate-resilient buildings 開發或升級物業，使其符合綠色、健康、智能及氣候韌性建築的標準	Environmental Harmony 自然諧和
	Materials and waste 物料與廢物	Use sustainable materials and reduce waste disposal in construction and operations 在建築及運營中使用可持續物料及減少廢物棄置	
	Climate change 氣候變化	Prepare for extreme weather events and the impacts of global warming 為極端天氣事件及全球暖化影響做好準備	
	Energy consumption 能源消耗	Reduce fossil fuel use, enhance energy efficiency, and explore renewable energy alternatives 減少化石燃料使用、提升能源效率，並探索可再生能源替代方案	
	Nature 自然生態	Promote biodiversity awareness while minimizing harm to natural habitats, reducing water consumption, and enhancing water recycling efforts 提升生物多樣性意識，減少對天然棲息地的破壞，降低用水量並加强水資源重用	
	Promoting art and culture 文化藝術發展	Integrate cultural heritage into operations to enhance business synergy 將文化遺產元素融入業務運營，以增強商業協同效應	Communal Connectivity 商社共榮
	Youth development 青年發展	Support youth initiatives to foster talent development, and build future leaders in the industry 支持青年計劃，以培育人才發展，並培養行業未來領袖	
	Labor-management relations 勞資關係	Improve employee satisfaction and position the Group as an employer of choice 提升員工滿意度，樹立集團作為理想僱主的形象	Collaborative Inclusivity 協作共融
	Diversity, equity and inclusion 多元、平等與共融	Ensure fair hiring and rewards regardless of gender, age, or background; foster an inclusive, respectful, and harmonious workplace 確保招聘與獎勵制度的公平性，不受性別、年齡或背景影響；營造包容、尊重、和諧的工作環境	
	Changing consumer preferences toward sustainability 消費者對可持續發展的喜好轉變	Adapt sustainable practices to meet the growing preferences of environmentally conscious consumers 調整可持續實踐，以滿足日益增長的環保意識消費者偏好	Bespoke Sincerity 匠心摯誠

Launching New Sustainability Targets

This year, we have established new sustainability targets to guide our performance across key sustainability-related material topics. These commitments are supported by clear baselines, timelines, and metrics to ensure accountability and drive continuous improvement across Governance, and our ESG Pillars: Environmental Harmony, Communal Connectivity, Collaborative Inclusivity and Bespoke Sincerity. These targets are also reviewed and approved by our Sustainability Steering Committee, confirming alignment with our Group's strategic objectives.

推出全新可持續發展目標

今年，我們制定了新的可持續發展目標，以指導集團在關鍵可持續發展相關重大議題方面的表現。這些承諾設定了明確的基準、時間表和衡量指標，旨在提升問責性，並在「管治」以及我們的ESG四大支柱－「自然諧和」、「商社共榮」、「協作共融」及「匠心摯誠」－持續推動改進。這些目標亦經過我們可持續發展督導委員會的審閱與核准，確認其與本集團的策略目標保持一致。

自然諧和 Environmental Harmony

- 15% reduction in Scope 1 and 2 greenhouse gas emissions intensity per HK$ million revenue (vs. FY2024 baseline) by FY2030
- 10% reduction in electricity consumption intensity per HK$ million revenue (vs. FY2024 baseline) by FY2030
- Maintain over 60% waste diverted from landfills yearly
- 6% reduction in water consumption intensity per HK$ million revenue (vs. FY2024 baseline) by FY2030
- Achieve certification as sustainable buildings for 70% of Gross Floor Area (GFA) across properties and 70% of guest rooms across hotels by FY2030

- 於2030財政年度，每百萬港元收益之範圍一和二溫室氣體強度較2024財政年度基準水平降低15%
- 於2030財政年度，每百萬港元收益的用電強度較2024財政年度基準水平降低10%
- 維持每年分流多於60%的廢物免被送往堆填區
- 於2030財政年度，每百萬港元收益的用水強度較2024財政年度基準水平降低6%
- 實現70%物業樓面面積(GFA)以及70%酒店客房獲得可持續建築認證

管治 Governance

- 100% employees involved in digital information received cybersecurity training by FY2030
- 0 case of non-compliance related to anti-corruption and ethical business conduct per year
- 0 case of non-compliance related to legal compliance per year

- 於2030財政年度，100%接觸數碼資訊的員工接受網絡安全培訓
- 每年發生0宗與反貪污及商業道德行為相關的違規個案
- 每年發生0宗與法律合規相關的違規個案

商社共榮 Communal Connectivity

- Support or organize 200 initiatives of arts and culture yearly
- Empower 300 future talents yearly to lead the industry forward

- 每年組織或支持200項藝術與文化活動
- 每年培育300名未來領袖人才，引領行業持續向前邁進

匠心摯誠
Bespoke Sincerity

- Accelerate customer connection by bespoke sustainability engagement initiatives
- 0 case of customer health and safety non-compliance annually
- 0 data breach annually

- 透過量身定制的可持續發展參與計劃，加深與顧客的連結
- 每年發生0宗顧客健康與安全相關違規個案
- 每年發生0宗數據洩露事件

協作共融
Collaborative Inclusivity

- Drive impactful DEI initiatives to ignite a culture where DEI is boldly embraced and visibly lived
- Elevate employee satisfaction through well-designed engagement programs that foster belonging and motivation
- Maintain Lost Time Incident Rate (LTIR) 1 or below for non-hotel operations and achieve 2 or below for hotel operations by FY2030
- Reach 12 annual training hours per employee for non-hotel operations by FY2030; and maintain 36 annual training hours per head for hotel operations

- 推動具影響力的多元、平等和共融(DEI)計劃，營造積極實踐DEI的文化
- 透過精心設計的員工參與計劃，提升員工滿意度，培養歸屬感與積極動力
- 於2030財政年度，非酒店業務的損失工時事故率(LTIR)維持1或以下，酒店業務達到2或以下
- 於2030財政年度，非酒店業務達到人均每年培訓12小時；酒店業務維持人均每年培訓36小時

Looking ahead, we will adapt our sustainability efforts dynamically to meet emerging challenges and opportunities in Chinese Mainland, Hong Kong SAR, Macao SAR, and beyond. As with the setting of our targets, progress of our targets' achievements will be overseen and monitored by our Sustainability Steering Committee annually, with rigorous assessments to determine if revisions are required to ensure ongoing strategic alignment and effectiveness. As part of this journey, we will continuously strengthen the measurement and quality of our sustainability-related data to ensure our progress is tracked with accuracy and integrity. These ongoing enhancements to data collection, verification, and analysis will enable us to refine our targets and maintain meaningful alignment with evolving industry practices. Progress on these targets will be rigorously tracked through internal key performance indicators and integrated into business processes, with full transparency provided in annual sustainability reports and stakeholder updates to demonstrate ongoing alignment with strategic priorities and foster long-term stakeholder trust.

展望未來，我們將靈活調整我們的可持續發展策略，以迎接中國內地、香港特別行政區、澳門特別行政區及其他地區的新挑戰與機遇。如同目標設定，目標的達成進度亦將由我們的可持續發展督導委員會每年進行監督與監察，並透過嚴格的評估來決定是否需要修訂，確保持續的策略一致性及成效。在此過程中，我們將持續提升可持續發展相關數據的精準度與質素，確保以準確和誠信的方式追蹤進度。這些在數據收集、驗證和分析方面的持續改進，將使我們得以優化目標，並跟上不斷演進的業界實踐。我們將透過內部關鍵績效指標嚴格追蹤各項目標的進度，並將其融入業務流程中，同時在年度可持續發展報告及持份者通訊中保持充分透明度，以展示集團與發展策略的一致性，並鞏固持份者的長期信任。

Managing Sustainability
可持續發展管理

管治 GOVERNANCE

The Group maintains a strong governance framework to ensure responsible and sustainable business practices. Our integrated approach is adopted across business ethics, cybersecurity, and supply chain management, supported by comprehensive policies and strict oversight. Through continuous assessments, regular employee training, and proactive monitoring, we enhance governance effectiveness, address emerging risks, and foster long term resilience and stakeholder trust. For more details on our governance framework, please refer to "Managing Sustainability" section on our website, where we disclose our management on risk governance, business ethics, climate change, cybersecurity, and supply chain.

本集團秉持完善的管治框架，以確保負責任及可持續的業務實踐。我們在商業道德、網絡安全及供應鏈管理方面採取綜合方針，並以全面的政策及嚴格的監督作為支持。通過持續評估、定期員工培訓及積極監測，我們不斷提升管治成效，應對新興風險，並鞏固長期韌性與持份者的信任。有關我們的管治框架詳情，請瀏覽公司網站上的「可持續發展管理」章節，當中亦披露了我們對風險治理、商業道德、氣候變化、網絡安全及供應鏈的管理。

Launching New Governance-related Targets
推出全新管治相關目標

Our new governance targets reflect our commitment to ensure ethical business practices, cybersecurity resilience and compliance across our operations:

我們新的管治目標彰顯了集團致力在整體營運中確保商業道德實踐、提升網絡安全韌性以及全面遵守法規的承諾。具體目標如下：



100% employees involved in digital information received cybersecurity training by FY2030

於2030財政年度，100% 接觸數碼資訊的員工接受網絡安全培訓



0 case of non-compliance related to anti-corruption and ethical business conduct per year

每年發生0宗與反貪污及商業道德行為相關的違規個案



0 case of non-compliance related to legal compliance per year

每年發生0宗與法律合規相關的違規個案

Corporate Governance
企業管治

The Board of Directors (the "Board"), as the Group's highest governing body, is responsible for overseeing the Group's strategic development, risk management, sustainable growth, and financial and operational performance. The Board is assisted by four board committees on its sustainability management including the Executive Committee, Remuneration Committee, Nomination Committee, and the Audit and Risk Management Committee.

董事會作為集團的最高管治機構，負責監督集團的戰略發展、風險管理、可持續增長，以及財務與營運表現。董事會下設四個董事委員會協助其進行管理，包括：執行委員會、薪酬委員會、提名委員會，以及審核及風險管理委員會。

Board Independence **董事會獨立性**	Board Diversity **董事會多元性**
44%	44%
Independent Non-Executive Directors **獨立非執行董事比例**	Female Directors **女性董事比例**

Sustainability Governance

As part of corporate governance, the Board holds overall responsibility for overseeing the Group's ESG and climate-related matters. To strengthen its competencies, the Board undertakes regular training on emerging ESG topics, including regulatory climate disclosures, anti-corruption, cybersecurity, and data privacy. These sessions offer the Group opportunities to engage with sustainability experts, helping identify areas for improvement and future development. Through this commitment, the Board remains well-equipped to provide effective oversight and to guide the Group's ESG initiatives in a dynamic and evolving landscape.

可持續發展管治

作為企業管治的一部分，董事會亦對監督集團的ESG及氣候相關事宜承擔總體責任。為強化相關能力，董事會定期就新興ESG議題（包括監管機構的氣候披露要求、反貪污、網絡安全及數據私隱）接受培訓。這些培訓為集團提供了與可持續發展專家交流的機會，有助於識別待改進及未來發展的領域。透過此項承諾，董事會得以持續保持能力，在動態變化的環境中提供有效監督，並指引集團的ESG舉措。

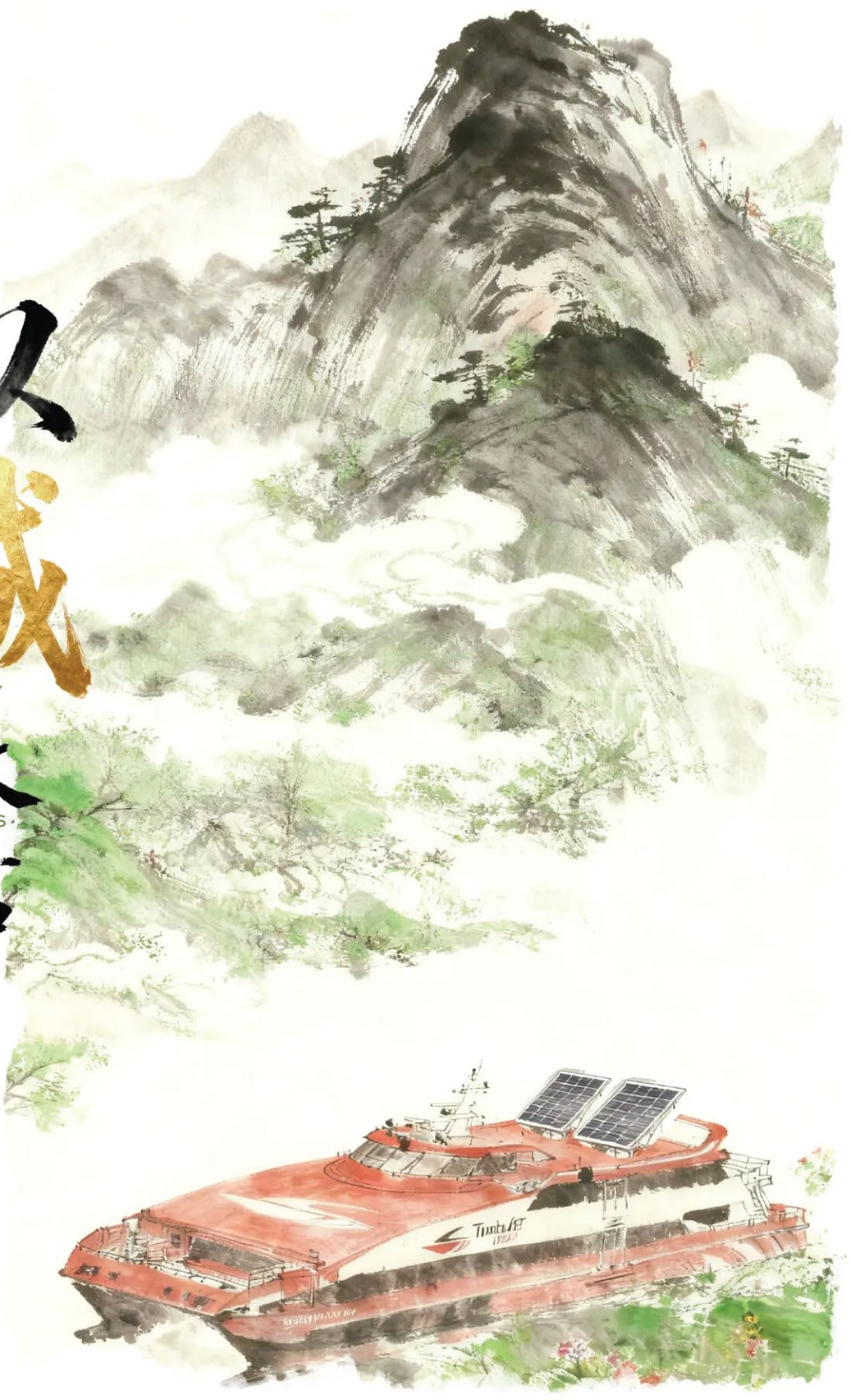
Oversee 監督

Report 報告

Board of Directors 董事會	Directs the Group's sustainability governance practices and strategic development. 領導集團的可持續發展管治實踐與發展策略。
Executive Committee 執行委員會	Oversees the activities of the Sustainability Steering Committee ("SSC") and reports to the Board regularly on the latest developments of sustainability matters. 監督可持續發展督導委員會的工作，並定期向董事會匯報可持續發展事宜的最新進展。
Sustainability Steering Committee 可持續發展督導委員會	Under the leadership of the Group Executive Chairman and Managing Director, the SSC comprises representatives from the Executive Committee and key business units and operations. The SSC is tasked with defining the Group's sustainability vision, strategy, and policies, while also monitoring and evaluating performance to ensure progress against objectives. 在集團行政主席兼董事總經理的領導下，可持續發展督導委員會由執行委員會及主要業務與營運單位的代表組成。其職責是制定集團的可持續發展願景、策略及政策，並監察與評估表現，以確保按目標取得進展。
Sustainability Taskforce Team 可持續發展工作組	Under the supervision of the SSC, the Taskforce leads the Group's sustainability initiatives across key areas including the environment, employees, customers, supply chain, and community investment. The Taskforce is supported by individual business units, which integrate sustainability practices into their daily operations and develop tailored management strategies to advance the Group's overall objectives. 在可持續發展督導委員會的監督下，工作組領導集團在環境、員工、客戶、供應鏈及社區投資等關鍵領域的可持續發展舉措。各業務單位為工作組提供支持，將可持續發展實踐融入日常營運，並制定針對性的管理策略以推進集團的整體目標。
Business Unit Sustainability Taskforce Team 業務部門可持續發展工作小組	The Taskforce advances sustainability development under the guidance of the Group level Sustainability Taskforce Team. This structure ensures a consistent strategy across the Group while allowing each business unit to align sustainability priorities with its specific operational context. 在集團層面工作組的指導下，推進業務單位的可持續發展工作。此架構確保了全集團策略的一致性，同時允許各業務單位根據其具體的營運環境，對可持續發展重點進行調整。

以誠啟信

SINCERITY INITIATES TRUST



自然諧和
ENVIRONMENTAL HARMONY

Pioneering Green Hospitality: Artyzen Grand Lapa Macau Achieves LEED Gold (Building Operations and Maintenance (O+M))
引領綠色酒店業：澳門雅辰酒店榮獲LEED金級認證（建築營運與維護類別）

Artyzen Grand Lapa Macau, our upscale urban resort hotel in Macao, has set a new benchmark in the region's hotel industry. It successfully secured LEED Gold (Building Operations and Maintenance (O+M)), becoming the first hotel in Macao to earn this certification and adding a pivotal achievement to our sustainability portfolio.

The hotel embodies our philosophy of staying rooted in tradition while innovating for the future. In 1984, our Group introduced the Mandarin Oriental brand to Macao at the current site of Artyzen Grand Lapa Macau, marking the city's first international hotel brand and setting a new benchmark for hospitality excellence. Over the decades, the hotel has continued to evolve, emerging as a pioneer of sustainable leadership guided by Artyzen Hospitality Group's "3Cs" philosophy – Connect, Care, and Celebrate.

澳門雅辰酒店作為集團位於澳門的高端城市度假酒店，為當地酒店業樹立了新的標杆。酒店成功獲得了LEED金級認證（建築營運與維護類別），成為澳門首家獲得此認證的酒店，並為集團的可持續發展進程增添一項具代表性的成果。

酒店體現了我們在傳承中不斷創新的理念。早於1984年，集團於澳門雅辰酒店現址將文華東方品牌引入澳門，成為澳門首個國際酒店品牌，為卓越的款待服務設立了新的標準。數十年來，酒店持續成長，並在「雅辰3C」理念—聯結、關懷、慶祝的引領下，逐步建立可持續營運的實踐，成為業界的先驅。



ESG Pillars
ESG 支柱

The hotel's LEED Gold Certification not only recognizes its long-standing commitment to green operations but also stands as a strong testament to the effective implementation of our sustainability strategy across our hotel business. To reduce carbon emissions and improve operational efficiency, the hotel has switched from diesel oil to clean natural gas to reduce emissions, installing an advanced air-duct filtration system and high-efficiency magnetic bearing chillers for improved indoor air quality and energy efficiency. A greywater recycling system has also been installed to reduce water consumption on the property and increase usage of recycled reusable water. Supported by a robust Environmental Management System (EMS), the hotel promotes responsible sourcing and waste reduction through initiatives such as on-site premium water filtration, participation in a global coffee capsule upcycling program, adherence to a "shark fin-free" policy, and procurement of sustainably sourced seafood and cage-free eggs. Sustainability is also integrated into guest experiences, including the upcycled Christmas Art Tree featuring recycled photo frames from hotel rooms and local artwork, introduction of a "Green Menu" highlighting healthier, planet-conscious dining options, with the goal of converting at least 30% of restaurant menus to plant-based dishes by 2026, allowing guests to participate in a more eco-friendly lifestyle during their stay.

As a member of the Low Carbon Green Hotel Development Alliance, Artyzen Grand Lapa Macau is dedicated to sharing its green experience with the industry, where the hotel has worked with over 30 hotel peers, exploring low-carbon transformation for the industry. Building on the commitment to advance sustainability beyond its own operations, the hotel has also deepened academic and community collaborations through the launching of the Sustainable Business Lab and the signing of a Memorandum of Understanding (MoU) with the Faculty of Business and Law at the University of Saint Joseph. The lab builds on the University's Sustainable Business Series, featuring public lectures, industry discussions, executive training, and research aligned with the United Nations Sustainable Development Goals, reinforcing the hotel's role as a catalyst for sustainability knowledge sharing and responsible business development in Macao.

Looking ahead, Artyzen Grand Lapa Macau will continue to explore opportunities for green transformation, including the feasibility of solar panel installations at sites already identified, and relocation of cooling towers to podium roof to reduce the pumping energy cost. Building on our brand heritage and commitment to green development, we will continue to deliver innovative and sustainable operating solutions for the cultural tourism and hospitality industry, aiming to open a new chapter of high-quality growth that creates long-term value for our stakeholders and the communities we serve.



酒店獲得LEED金級認證，不僅肯定了其對綠色營運的長期承諾，也印證了集團可持續發展策略在酒店業務中的有效實踐。為降低碳排放並提升營運效率，酒店已逐步將燃料從柴油轉換為清潔的天然氣以減少排放、安裝先進的風管過濾系統及高效磁懸浮製冷機，以提升室內空氣品質和能源效益。此外，酒店還安裝了中水回收系統以減少物業用水消耗，並增加可回收再利用水的使用量。在一個穩健的環境管理體系支持下，酒店通過多項舉措推廣負責任的採購及廢物減量，例如現場提供高端過濾水以減少即棄瓶裝水使用、參與全球咖啡膠囊升級再造計劃、堅守「無魚翅」政策，以及採購可持續來源的海鮮和非籠養雞蛋。可持續理念亦延伸至賓客體驗，包括使用從酒店客房回收的相框結合本地藝術品製作升級再造聖誕藝術樹、推出強調健康與環境考量的「綠色菜單」，以及持續推動素食 — 目標在2026年前將至少30%的餐廳菜單轉換為植物性選項，讓賓客在旅途中也能參與更環境友善的生活方式。

作為「低碳綠色酒店發展聯盟」的成員，澳門雅辰酒店致力與行業分享其綠色經驗，並已與超過30家酒店同業合作，共同探索行業的低碳轉型進程。基於推動可持續發展超越自身營運的承諾，酒店進一步深化學術與社區合作，啟動「可持續商業實驗室」，並與聖若瑟大學工商法律學院簽署合作備忘錄。實驗室以大學的「可持續商業系列」為基礎，透過舉辦公開講座、業界對談、高管培訓，以及與聯合國可持續發展目標相應的研究，從而加强酒店作為澳門可持續發展知識分享及負責任商業發展催化劑的角色。

展望未來，澳門雅辰酒店將繼續探索更多綠色轉型的機會，包括在特定地點安裝太陽能板的可行性，以及將冷卻塔遷移至裙樓屋頂以降低泵送能源成本。集團將在品牌傳承與綠色發展承諾的基礎上，持續為文化旅遊及酒店業提供創新且可持續的營運解決方案，推動高質量增長，並為持份者與社區創造長期價值。

自然諧和
ENVIRONMENTAL HARMONY

As a diversified conglomerate spanning hospitality, property, transportation, and tourism, we are dedicated to continuously strengthening climate resilience and delivering long-term value for our stakeholders. Building on this commitment, environmental governance is fully embedded in the Group's sustainability framework, with the Sustainability Steering Committee, chaired by the Group Executive Chairman, providing strategic direction and oversight while the dedicated Sustainability Taskforce Team drives implementation, progress monitoring, and stakeholder engagement to foster operational excellence and innovation.

In 2025, we advanced this commitment by launching five measurable environmental targets aligned with our five key material topics (Sustainable Buildings, Materials and Waste, Climate Change, Energy Consumption, Nature), while achieving landmark green building certifications and implementing targeted operational initiatives across our portfolio.

作為一家業務涵蓋酒店、地產、運輸及旅遊的多元化綜合企業，我們致力持續提升氣候韌性，並為持份者創造長期價值。基於此承諾，環境管治已全面融入集團的可持續發展框架中：由集團行政主席領導的可持續發展督導委員會負責提供策略方向與監督，而專責的可持續發展工作組則負責推動落實、進度監察及持份者參與，以促進卓越營運與創新。

2025年，我們進一步推進相關工作，針對五項關鍵重大議題（可持續建築、物料與廢物、氣候變化、能源消耗、自然生態），制定了五項相對應的可量化環境目標。同時，我們在綠色建築認證方面取得關鍵成果，並在集團各項業務組合中實施了具針對性的營運舉措。

Launching New Environmental Targets
啓動全新環境相關目標

Our new environmental targets reflect our ongoing commitment to sustainability and strategic goals for achieving meaningful emissions reductions, resource efficiency, and sustainable building operations across our portfolio.

我們新制定的環境目標，體現了集團對可持續發展的持續承諾，並為整個業務組合推動實質性減排、資源高效利用和可持續建築營運的戰略目標。



15% reduction in Scope 1 and 2 greenhouse gas emissions intensity per HK$ million revenue (vs. FY2024 baseline) by FY2030

於2030財政年度，每百萬港元收益之範圍一和二溫室氣體強度較2024財政年度基準水平降低15%



10% reduction in electricity consumption intensity per HK$ million revenue (vs. FY2024 baseline) by FY2030

於2030財政年度，每百萬港元收益的用電強度較2024財政年度基準水平降低10%



Maintain over 60% waste diverted from landfills yearly

維持每年分流多於60%的廢物免被送往堆填區



Achieve certification as sustainable buildings for 70% of Gross Floor Area (GFA) across properties and 70% of guest rooms across hotels by FY2030

於2030財政年度，實現70%物業樓面面積(GFA)以及70%酒店客房獲得可持續建築認證



6% reduction in water consumption intensity per HK$ million revenue (vs. FY2024 baseline) by FY2030

於2030財政年度，每百萬港元收益的用水強度較2024財政年度基準水平降低6%

ESG Pillars
ESG 支柱

Discover our Efforts on Driving Key Environmental Topics
了解我們在推動環境相關重要議題上的努力

Topic
議題

Sustainable Buildings 可持續建築 | Materials and Waste 物料與廢物 | Climate Change 氣候變化 | Energy Consumption 能源消耗 | Nature 自然生態

Accessing our Climate Risks and Opportunities
評估我們的氣候風險和機遇

Sustainable Buildings - Advancing High Quality Green Development
可持續建築 — 推動綠色高質量發展

Environmentally Friendly Initiatives in Operations
營運中的環保舉措

Environmental Prudence
慎待環保

Accessing our Climate Risks and Opportunities

The Group has conducted a comprehensive climate risk and opportunity assessment across our property portfolio and wider business operations, covering both physical risks and transition risks and opportunities. The portfolio-level physical risk assessment spans our hotels, investment properties, and maritime infrastructure in Hong Kong, Macao, Zhuhai, Shanghai, Beijing, and Singapore, using The Intergovernmental Panel on Climate Change (IPCC)-recommended climate scenarios across near, mid, and long-term horizons to evaluate acute and chronic hazards, financial impacts, and resilience measures such as enhanced building design and asset management. Complementing this, our transition risk and opportunity analysis utilizes Network for Greening the Financial System (NGFS) Scenarios to assess policy, market, technology, and consumer trends impacting our property, hospitality, and transportation sectors, identifying strategic responses including green building upgrades and low-carbon technologies. We have also completed climate scenario analysis to quantify potential financial impacts and inform our strategy, risk management, and long-term value creation. For details of our climate-related risks and opportunities assessment, and transition analysis, please refer to our Climate Action Report 2024, available on our corporate website.



評估我們的氣候風險和機遇

集團已在旗下物業組合及更廣泛的業務營運範圍內，進行了全面的氣候相關風險與機遇評估，涵蓋實體風險以及轉型風險與機遇兩大範疇。此次在物業組合層面上進行的實體風險評估，涵蓋了集團位於香港、澳門、珠海、上海、北京及新加坡的酒店、投資物業及海事基礎設施。評估採用了政府氣候變化專門委員會(IPCC)建議的氣候情景，分析短期、中期及長期時段內的急性與慢性氣候危害、潛在財務影響，並提出相應的韌性措施，例如強化建築設計及資產管理。作為補充，我們的轉型風險與機遇分析採用了綠色金融系統網絡(NGFS)的情景，評估了政策、市場、技術及消費者趨勢對我們物業、酒店及運輸業務領域的影響，並識別出相應的戰略對策，包括綠色建築升級及低碳技術的應用。此外，我們亦完成了氣候情景分析，量化潛在的財務影響，為我們的策略制定、風險管理及長期價值創造提供依據。有關我們的氣候相關風險與機遇評估及轉型分析的詳細內容，請參閱我們於公司網站上發布的《氣候行動報告2024》。



Green Hotel: Artyzen Habitat Hengqin Zhuhai
綠色酒店：珠海橫琴雅辰悅居酒店

Sustainable Buildings - Advancing High Quality Green Development

In May 2025, Artyzen Habitat Hengqin Zhuhai was awarded the China Green Hotel Five-Leaf Certification — the highest rating under the national GB/T 21084-2007 standard, jointly initiated by six ministries, including the Ministry of Commerce and National Development and Reform Commission. This milestone, validated through a rigorous on-site assessment by the National Green Hotel Working Committee, underscores our leadership in integrating technology with sustainable operations and sets a benchmark for green hospitality in the Greater Bay Area.

With the installation of new energy management system and integration of IoT sensors, the hotel achieved a new level of operational efficiency and sustainability. This holistic approach not only reduces environmental impact but also drives cost savings and enhances guest satisfaction.

The hotel also sources local ingredients to reduce transport emissions and runs a “Clean Plate Campaign” to promote mindful consumption. All guest rooms feature eco-friendly toiletries and linen change policies that minimize waste. To drive behavioral change, the hotel has organized staff training and promoted guest education initiatives related to sustainability awareness.

Guided by the Group's top-down commitment to ESG, we have embedded innovative practices across all phases of construction and operations. Moving forward, we will continue integrating technology and sustainable practices to deliver exceptional low-carbon experiences and drive industry-wide sustainability.



可持續建築 – 推動綠色高質量發展

2025年5月，珠海橫琴雅辰悅居酒店成功榮獲中國綠色飯店的五葉級認證 — 此為國家標準GB/T21084-2007下的最高評級，由商務部、國家發展和改革委員會在內的六個部委共同發起。該項認證通過全國綠色飯店工作委員會的嚴格現場評審，彰顯了我們在融合科技與可持續營運方面的領導地位，並為大灣區的綠色酒店業樹立了新標杆。

透過安裝新型能源管理系統並整合物聯網（IoT）感測器，酒店實現了營運效率與可持續性的全新水平。這種整體性做法不僅大幅減少了對環境的影響，還帶來顯著的成本節約，同時提升了顧客滿意度。

為減少運輸排放，酒店優先採購本地食材，並推動「光盤行動」以倡導理性消費。客房內提供環保洗護用品，並執行減少布草更換頻次的措施，以最大限度地減少浪費。為促進日常行為轉變，我們為員工提供培訓，並開展了與可持續發展意識相關的顧客教育活動。

在集團由上而下的ESG承諾帶動下，我們將創新實踐融入建築與營運的各個環節。展望未來，我們將繼續結合科技與可持續實踐，提供卓越的低碳體驗，並推動行業整體的可持續發展。

ESG Pillars
ESG 支柱

		Property and Hotel 物業及酒店	Green Building Certificates Achieved 綠色建築認證
CHINA 中國		NEW BUND 31, Shanghai 上海前灘 31	LEED Gold Certification (Building Design and Construction (BD+C)) 能源與環境設計先鋒評級(LEED)金級認證(建築設計與施工類別) Three-star, the highest rating, under the China Green Building Design Label 中國綠色建築設計標識的三星級(最高等級)
		Hengqin Integrated Development 橫琴綜合發展項目	Three-star, the highest rating, under the China Green Building Design Label 中國綠色建築設計標識三星級(最高等級)
		Shanghai Suhe Bay Area Mixed-use Development 上海蘇河灣綜合發展項目	LEED Platinum Certification (Building Design and Construction (BD+C)) 能源與環境設計先鋒評級(LEED)鉑金級認證(建築設計與施工類別) Two-star under the China Green Building Design Label 中國綠色建築設計標識二星級
		Tianjin South HSR Integrated Development 天津南高鐵站綜合發展項目	Two-star under the China Green Building Design Label 中國綠色建築設計標識二星級 WELL Pre-certification under the WELL Building Standard™ WELL建築標準™WELL預認證
		Beijing Tongzhou Integrated Development 北京通州綜合發展項目	LEED Gold Pre-certification (Plot 14-1 & 14-2) 能源與環境設計先鋒評級 (LEED)金級預認證(14-1和14-2地塊)
		One Central Macau 澳門壹號廣場	WELL Core V.2 Platinum Pre-certification under the WELL Building Standard™ WELL建築標準™Core V.2 鉑金級預認證
		Kunming South HSR Integrated Development 昆明南高鐵站綜合發展項目	WELL Pre-certification under the WELL Building Standard™ (Plot A2 Block 5, 7, 8) WELL建築標準™WELL 預認證(A2地塊 5、7、8座)
		Artyzen Grand Lapa Macau 澳門雅辰酒店	LEED Gold Certification (Building Operations and Maintenance (O+M)) 能源與環境設計先鋒評級(LEED)金級認證(建築營運與維護類別)
		Artyzen Habitat Hengqin Zhuhai 珠海橫琴雅辰悅居酒店	Five-Leaf, the highest rating, under China Green Hotel 中國綠色飯店五葉級認證(最高等級)
SINGAPORE 新加坡		Park Nova 柏皓	BCA Green Mark GoldPlus Certificate 建設局綠色建築標章超金獎
		Les Maisons Nassim 蘭心居	BCA Green Mark Certificate 建設局綠色建築標章

Sustainable Place Maker: Shun Tak Centre Revamp

Nestled in Hong Kong's central business district, Shun Tak Centre – the Group's headquarters and a city landmark – has centered its revamp on the core concept of sustainability.

A series of targeted upgrades has been implemented: daylight sensors were installed at the skylights and shopping mall entrances to maximize the use of natural light, and light colored finishes were adopted to reduce dependence on artificial lighting; outdated facilities were replaced with energy-efficient alternatives; high-performance air filtration systems were installed to improve indoor air quality; and greenery throughout the mall was increased to promote biodiversity and cooling. These measures have significantly improved energy efficiency while reducing pollution and carbon emissions, aligning with our green development goals.

Beyond physical upgrades, we have partnered with the government, social organizations, and tenants to cultivate a high-quality, low-carbon community ecosystem. This includes comprehensive recycling programs strengthened by newly introduced smart scales and a food waste decomposer - Food TranSmarter - in the reporting year to optimize waste management, alongside the Group's 360-degree Waste-Free Program featuring smart bins, food donation machines, and circular-resource recovery partnerships.

Looking ahead, we will continue advancing sustainability at Shun Tak Centre through targeted initiatives, including plans to install additional EV charging stations in 2026 to promote green mobility. These holistic efforts underscore how the revamp of Shun Tak Centre integrates sustainability into every detail, setting a benchmark for the renewal of urban landmark.

可持續社區締造者：信德中心煥新升級

座落於香港核心商業區的信德中心，既是集團總部，亦是城市地標。其翻新工程以可持續發展為核心理念。

多項針對性的升級措施已陸續完成：包括於天窗及商場入口附近安裝日光感應器以最大限度利用自然光，同時選用淺色裝修物料，減少對人工照明的依賴；以高能效設備取代過時設施；加裝高效能空氣過濾系統以提升室內空氣質素；並於商場各處增添綠化，以提升生物多樣性及降溫效果。這些措施有效提升了能源效益，同時減少了污染及碳排放，契合集團綠色發展目標。

除了硬件升級，我們亦與政府、社會組織及租戶協作，共同構建高質量的低碳社區生態系統。這包括全面的回收計劃，並於本報告年度內引入智能磅及「廚餘再生俠」廚餘機，以優化廢物管理；同時，集團的360度全方位零廢計劃亦涵蓋智能回收桶、食物捐贈機，以及多項循環再造合作項目。

展望未來，我們將繼續透過針對性舉措推動信德中心的可持續發展，包括計劃於2026年增設更多電動車充電站，以推廣綠色交通。這些全方位的努力展示了信德中心翻新工程如何在每個細節中融入可持續理念，為城市地標更新樹立新標竿。







Facilitating a Wider Collaboration with Ecosystem Partners

During this reporting period, the Group deepened our engagement and collaboration with the broader sustainability ecosystem. Through active participation in forums, knowledge-sharing platforms, and cross-regional exchanges, we contribute our practical experience in green buildings and property management while learning from global best practices to co-create sustainable cities and communities.

促進與生態系統夥伴的廣泛協作

在本報告期內，集團進一步深化與可持續發展生態系統的互動協作。通過積極參與行業論壇、知識共享平台及跨區域交流，分享集團在綠色建築及物業管理領域的實踐經驗，同時借鑒全球最佳實踐，共同創建可持續的城市與社區。

Hong Kong Green Week: Championing LEED and Green Design

As part of Hong Kong Green Week, the Group took part in ReThink Hong Kong 2025, joining a panel co-hosted with the U.S. Green Building Council on "Building Better: How LEED Enables Enterprises to Generate Sustainable Value in North Asia." We shared experiences incorporating green initiatives across our portfolio, using NEW BUND 31 in Shanghai, Artyzen Singapore, and Artyzen Grand Lapa Macau as case studies to showcase, green building practices such as sustainable architecture and vertical greenery.

We also presented our sustainability blueprint for the upcoming Ocean Park "Adventure Zone," which will redefine eco-conscious cultural tourism through innovative design and immersive experiences. Through these initiatives, our "Green Brick Road" philosophy emphasizes collaboration - linking technology, partners, and communities - as essential to advancing regional green building practices.

Complementing these efforts, we supported the photography exhibition "The Beauty of Green Buildings Through the Lens of Architects," hosted by LEED North Asia and Hong Kong Green Building Council, as part of the Hong Kong Green Week. As Award Sponsor, our hospitality arm Artyzen Hospitality Group offered the awarded photographers with a complimentary stay at Artyzen Singapore or Artyzen NEW BUND 31 Shanghai, two properties that embody our commitment to sustainable hospitality and Asian-rooted philosophy. Through this collaboration, we underscore our steadfast support for aesthetic and functional excellence of LEED and BEAM Plus certified buildings, reinforcing our commitment to impactful sustainable development.

香港綠色周 ： 倡導能源與環境先鋒設計與綠色設計

作為香港綠色周的一部分，集團參與了「ReThink Hong Kong 2025」活動，並與美國綠色建築委員會聯合主持題為「建設更美好：LEED如何協助企業在北亞創造可持續價值」的專題討論。會上以前灘31、新加坡雅辰酒店及澳門雅辰酒店作為案例，分享了將綠色舉措融入旗下物業組合的經驗，展示可持續建築、垂直綠化等綠色建築實踐。

我們亦闡述了即將開展的海洋公園「歷險主題區」可持續發展藍圖，結合創新設計與沉浸式體驗，重新定義以環境保護為核心的文化旅遊地標。透過這些舉措，我們的「綠磚路」理念強調了協作的重要性—連結科技、合作夥伴與社區—以此作為推進區域綠色建築實踐的關鍵。

此外，我們亦支持了香港綠色周另一活動 — 由能源與環境設計先鋒評級(LEED)北亞辦事處及香港綠色建築議會合辦的「The Beauty of Green Buildings Through the Lens of Architects」建築師攝影展。作為獎項贊助方，旗下雅辰酒店集團為獲獎攝影師送贈新加坡雅辰酒店或上海前灘31雅辰酒店的住宿禮遇，這兩處物業正是我們對可持續酒店業及植根亞洲的款待理念的實踐典範。透過此次合作，我們彰顯了對LEED及BEAM Plus認證建築在美學與功能上追求卓越的堅定支持，並進一步鞏固了我們對創造具影響力之可持續發展的承諾。



Sharing Sustainable Property Management Expertise Across the Greater Bay Area

At the "How to Enhance the Quality of Property and Facility Management – Innovation, Technology and Care" forum organized by the Hong Kong Property and Facility Management Association of the Greater Bay Area, we shared our experience managing large mixed-use developments in Hong Kong and Macao.

Using Shun Tak Centre as our headquarters and innovation testbed, we showcased sustainability upgrades including enhanced natural lighting, energy-efficient equipment, advanced air filtration, recycling partnerships and responsible procurement. In Macao, we highlighted One Central, the peninsula's first integrated luxury retail, hotel and residential complex, which has achieved WELL Core V2 Platinum Pre-certification and won four PropertyGuru Asia Property Awards, including Best Green Commercial Development and ESG and Sustainable Construction awards. The project is also pursuing BEAM Plus Interiors and EDGE (Retail) certifications. We also presented Nova Mall, Macao's first large-scale community lifestyle mall, where smart data systems drive energy efficiency and resilience, while fostering healthy living and community well-being through local partnerships.

These exchanges underscored our collaboration with government, industry and community partners to advance sustainable property and facilities management across the Greater Bay Area.

分享大灣區可持續物業管理專長

在香港及大灣區物業設施管理協會舉辦的「如何提升物業及設施管理質素－創新、科技與關懷」論壇上，我們分享了管理香港及澳門大型綜合發展項目的經驗。

我們以集團總部兼創新試驗基地的信德中心為例，介紹多項可持續升級措施包括提升自然採光、採用節能設備、先進的空氣過濾系統、回收合作夥伴關係以及負責任的採購。同時，我們亦重點展示澳門壹號廣場－澳門首個集高端零售、酒店及住宅於一體的綜合項目，已取得WELL核心體V2鉑金級預認證並榮獲四項PropertyGuru亞洲不動產大獎，現正進一步爭取BEAM Plus室內建築及EDGE（零售）認證。此外，我們亦介紹澳門首個大型社區生活購物中心－星皓廣場，透過智能系統提升能源效益與韌性，並促進社區健康與福祉。

是次交流彰顯了我們與政府、業界及社區夥伴攜手推動大灣區可持續物業及設施管理發展的承諾。



Sweden Delegation for Exchange on Sustainable City Development

In November 2025, we welcomed a delegation from the Consulate-General of Sweden in Hong Kong and Macau and Business Sweden for an in-depth exchange on urban sustainable development. During the meeting, the Group presented its sustainability roadmap and highlighted key flagship projects, including Hong Kong Ocean Park "Adventure Zone" and our Singapore properties, which embody sustainable design principles and operational efficiency as core values.

The Swedish delegation also showcased cutting-edge technologies shaping the future of sustainable living, opening up new opportunities for co-developing solutions that can further enhance the environmental performance of our projects and the communities in which we operate. This exchange strengthened cross-industry and cross-regional collaboration, fostering mutual learning and innovation in sustainable urban design.

與瑞典代表團交流可持續城市發展

2025年11月，集團接待了瑞典駐香港及澳門總領事館以及瑞典貿易投資委員會代表團，到訪進行深入的城市可持續發展交流。會面中，集團分享了企業可持續發展藍圖，並重點分享多個標誌性項目，例如海洋公園「歷險主題區」和新加坡的物業，展示其在可持續設計理念與營運效率上的核心價值。

此外，瑞典代表團展示了在塑造未來可持續生活方式方面的前沿技術，並為雙方在共同開發提升項目及營運社區環境績效的解決方案方面開啟更多合作機會。此次交流加強了跨行業及跨區域的協作，促進可持續城市設計的互相學習與創新。



ESG Pillars
ESG 支柱

Environmentally Friendly Initiatives in Operations

We continued to advance our environmental initiatives across our operations during the reporting year, with a focus on climate change, energy efficiency, circularity, and nature conservation. Through a series of environmental initiatives, we have significantly reduced energy, water, and material consumption. At the same time, we also increased our efforts to protect the blue economy, aiming to better align our business with the surrounding environment and further lower our overall environmental footprint.

營運中的環保舉措

於報告年度內，我們持續推進各項營運中的環保舉措，重點關注氣候變化、能源效益、循環利用及自然保育。透過一系列環保倡議，我們已顯著降低了能源、水資源及物料消耗。同時，我們亦加強了保護藍色經濟的努力，旨在使我們的業務與周邊環境更協調，並進一步降低整體環境足跡。

Climate Change Mitigation and Resilience

In the reporting year, we collaborated with a consultant to conduct a practical Scope 3 pilot study. We selected a representative case from each business sector for data collection and trial calculations, focusing on the categories identified as material based on market intelligence. This approach allowed us to allocate resources efficiently and maximize outcomes, making the management more economically viable.

氣候變化減緩與韌性

在本報告年度，我們與顧問合作開展了一個實務性的範圍三試點研究。我們從各業務部門中挑選具代表性的個案進行數據收集與試算，重點聚焦於依據市場資訊判定為具重要性的類別。此方法讓我們能有效分配資源並最大化產出，使有關管理更具成本效益。

			Property Investment 物業投資	Property Development 物業發展	Hospitality 酒店	Corporate Office 企業辦公室
Upstream Categories 上游類別	1	Purchased goods and services 購買的商品與服務	✓	✓	✓	✓
	2	Capital goods 資本商品	✓	✓	✓	✓
	3	Fuel and energy-related activities (not included in Scope 1 or Scope 2) 燃料與能源相關活動（未納入範圍一或二）	✓	✓	✓	
	4	Upstream transportation and distribution 上游運輸與配送		✓	✓	✓
	5	Waste generated in operations 營運過程產生的廢棄物	✓	✓	✓	✓
	6	Business travel 商務旅行	✓		✓	✓
	7	Employee commuting 員工通勤	✓	✓	✓	✓
	8	Upstream leased assets 上游租賃資產				✓
Downstream Categories 下游類別	9	Downstream transportation and distribution 下游運輸與配送				
	10	Processing of sold products 已售產品的加工				
	11	Use of sold products 已售產品的使用階段				
	12	End-of-Life treatment of sold products 已售產品的生命週期終結處理				
	13	Downstream leased assets 下游租賃資產	✓		✓	
	14	Franchises 特許經營				
	15	Investments 投資活動				

Assessment completed - Relevant and material
已完成評估 — 具相關性及重要性

Plan in later stage - Relevant but not in top priority by considering the materiality and returns
於稍後階段計劃 — 在考慮其重要性及回報後，這些類別被視為相關，但並非優先

Category 13 (Downstream leased assets) for property investment is classified as material, but further information and engagement with tenants are required to collect the emissions data
類別13（下游租賃資產）在物業投資中屬於重要類別，但仍需進一步與相戶溝通以獲取排放數據

Our Approach on Scope 3 Assessment for Environmental and Business Value Creation
我們為創造環境與商業價值而採取的範圍三評估方法

Step 1 : Selection of relevant and material categories
步驟一：選擇相關且具重要性之類別

Our Scope 3 greenhouse gas ("GHG") emissions pilot study began with a peer benchmarking and market analysis assessment to identify the most relevant categories aligned with our business operations and value chain. These categories selected draws focus on areas with the greatest potential for emissions reduction and disclosure impact.

我們的範圍三排放試點研究，首先透過同業基準比對及市場分析評估，識別出與我們業務運營及價值鏈最相關的排放類別，而所選取的類別集中於具最大減排潛力及披露影響的範疇。

Step 2 : Trial
步驟二：試點

A representative entity is selected from each business sector for the Scope 3 calculation trial. These business sectors include Property Investment, Property Development, Hospitality and Corporate Office. The entities selected are representative of majority of the emissions within the business sector, ensuring robust testing of calculation methodologies while capturing diverse Scope 3 profiles across our operations, providing a solid foundation for scalable implementation.

從每個業務中選取一個代表性實體，進行範圍三排放計算試點。這些業務包括物業投資、物業發展、酒店及企業辦公室。選取的實體代表了各業務大部分排放，確保計算方法得到穩健測試，同時捕捉營運中多樣化的範圍三特徵，為可擴展實施奠定堅實基礎。

Step 3 : Scope 3 emissions hotspots identification and recommendations
步驟三：識別範圍三排放熱點並提出建議

Analysis of trial data revealed key Scope 3 emissions hotspots by activity category. Recommendations and actionable steps are developed and shared with trial entities to reduce emissions. Additional business values from Scope 3 emission reductions are also shared with the trial entities to encourage reduction plans.

試點數據分析揭示了按活動類別劃分的範圍三排放關鍵熱點。已制定建議及可行步驟，並分享予試點實體以減低排放。範圍三減排帶來的額外業務價值亦與試點實體分享，以鼓勵制定減排計劃。

Step 4 : Preparation for scope expansion
步驟四：為擴大範圍做好準備

Learning from positive feedbacks and experiences from trial entities, these Scope 3 assessment findings are shared with the rest of their respective business sectors. Building on our pilot assessment, we are also preparing for phased expansion of our Scope 3 calculations to encompass more categories and broader scope. This lays the foundation for a mature Scope 3 disclosure while embedding emissions management into core business decision-making for sustained impact.

從試點實體獲得的正面回饋及經驗教訓，促使我們將範圍三評估成果分享至各自業務的其他實體。基於試點評估，我們正準備分階段擴展範圍三計算，涵蓋更多類別及更廣泛範圍。此舉為範圍三披露奠定基礎，同時將排放管理融入核心業務決策，實現持續影響。

ESG Pillars
ESG 支柱

Optimizing Energy Use

During this reporting period, the Group has significantly improved energy efficiency across our operations, particularly by reducing energy use in air conditioning, ventilation, chillers, and lighting. These efforts demonstrate significant progress in reducing overall energy consumption and supporting a sustainable future.

優化能源使用

在本報告期內，集團在營運中的能源效益顯著提升，尤其在降低空調、通風、製冷及照明系統的能耗方面。這些努力展現了我們在減少整體能源消耗、支持可持續未來方面取得的重大進展。

Reduction in Energy Use in Air Conditioning

The adoption of energy-saving practices and optimization in air conditioning usage and heating systems enabled a reduction of electricity usage in various properties.

空調節能

通過採納節能實踐及對空調與供暖系統進行調節，成功降低了多項物業的用電量。

NEW BUND 31 前灘31

In 2025, variable-frequency drive retrofits were implemented for kitchen exhaust fans, with projected annual energy savings of 150,000 kWh. In addition, we have initiated a retrofit project for a high-efficiency cooling plant, which is expected to be completed and commissioned in the first half of 2026. Through broader energy-efficiency improvements, this will further reduce overall energy consumption.

2025年，我們完成對廚房抽氣扇的變頻驅動改造，預計每年可節省150,000千瓦時的電力。此外，我們展開了高效冷源機房的改造工程，並預期2026年上半年內完工投入運行，以更廣泛的能效提升，進一步減少整體能耗。





TurboJET 噴射飛航

Variable-speed drive chillers using an environmentally friendly refrigerant have been procured for the Ocean Shipyard, with installation targeted for completion in 2026. Once fully commissioned, the new system is expected to reduce the shipyard's annual electricity consumption by approximately 20%. In addition, staff are encouraged to adopt lighter work attire, reducing reliance on air conditioning and further supporting energy conservation.

已為海洋船廠採購使用環保冷媒的變速驅動製冷機，安裝工作目標在2026年完成。在新系統全面投入運行後，預計可使船廠的每年用電量減少約 20%。此外，公司鼓勵員工穿著更輕便的工作服，以減少對空調的依賴，進一步支持節能。

Reduction in Energy Use for Lighting 降低照明系統能耗

Through optimization of lighting systems and implementation of LED lights, energy use in lighting is reduced in various properties, including 111 Somerset, NEW BUND 31, Macau Tower, and more.

透過優化照明系統及實施LED燈具改造，成功降低了多項物業的照明能耗，包括索美塞路 111 號、前灘31及澳門旅遊塔等。



Advancing Circularity and Waste Reduction

推進循環利用與廢物減量

Circularity in Operations

We promote circularity in our operations by increasing the use of recycled and upcycled materials. For example, we incorporate upcycled sandbags and A4 paper certified under the Singapore Green Label and Programme for the Endorsement of Forest Certification (PEFC) into our daily operations at Shun Tak Centre. Additionally, our renovation works at Shun Tak Tower Beijing also use recycled materials to minimize waste generation.

營運中的循環實踐

我們透過增加使用再生及升級再造物料，推動營運中的循環經濟。例如在信德中心的日常營運中，我們採用了升級再造沙包及獲得新加坡綠色標籤及森林認證體系認可計劃認證的A4紙。此外，信德京滙中心(北京)的翻新工程也使用了再生材料，以盡量減少廢物產生。

Value Chain Engagement in Textile and E-Waste

紡織品與電子廢物的價值鏈參與活動

Textile Recycling

The Group promotes circular fashion and responsible consumption by offering convenient textile recycling options across our properties. At Shun Tak Centre and The Westwood, we support "Get Redressed Month 2025" by placing collection bins in the malls and sponsoring promotions, which helped collect 740 kg of second-hand clothing in one month. At 111 Somerset, a textile recycling bin is available on-site, to collect and recycle clothing, bags, shoes, accessories, toys, pillows, and linens, making it easier for tenants and visitors to support circular economy.

紡織品回收

集團於旗下物業提供便捷的紡織品回收選項，以推廣循環時尚與負責任消費。在信德中心及西寶城，透過在商場設置回收箱及贊助推廣活動，支持Redress「2025衣物再生月」，在一個月內共回收了740公斤衣物。在索美塞路 111 號，物業場內設有衣物回收箱，收集範圍涵蓋衣物、包袋、鞋類、配飾、玩具、枕頭和床上用品，便於租戶和訪客支持循環經濟。





Electronics Waste Recycling

The Group promotes responsible consumption by encouraging tenants and visitors to recycle electronic waste across our properties. At Shun Tak Centre, we organized "Waste Electrical and Electronic Equipment (WEEE) Recycling Day" campaigns, placing collection boxes in the mall to make it convenient to drop off unwanted appliances and devices. At 111 Somerset, we provide dedicated e-waste bins that accept items such as batteries and light bulbs. We also participated in the first e-waste collection drive in Singapore's Orchard Road precinct, offering convenient doorstep collection with no minimum volume requirement to make e-waste recycling simple and accessible for our tenants.

電子廢物回收

為促進負責任消費，集團於多個物業推動電子廢物回收。信德中心舉辦了「廢電器電子產品回收日」活動，並在商場設置回收箱，方便棄置不需要的電器及設備。索美塞路111號設有專用的電子廢物回收箱，接受電池、燈泡等物品棄置。我們亦參與了新加坡烏節路地段的首個電子廢物收集活動，提供無最低數量門檻的上門收集服務，協助租戶簡化電子廢物回收流程。

ESG Pillars
ESG 支柱

Protecting Ecosystems and Resources

Harmonizing Marine Environment and Business

Our operations at Grand Coloane Resort and TurboJET, are closely connected to marine environments, and therefore integrate nature-friendly practices to safeguard marine ecosystems and coastal biodiversity. Grand Coloane Resort adopts a low-impact operating model characterized by extensive greenery, reduced artificial lighting to minimize light pollution, natural landscape management, and on-site sewage treatment to prevent water pollution. TurboJET complements these efforts through wastewater treatment at its dockyard prior to discharge, the use of non-toxic anti-fouling coatings on vessels, low-sulfur marine diesel while berthed in Macao, regular anti-oil pollution drills, and coastal clean-up activities that remove beach waste while raising staff awareness of pollution.



Treasuring Water Resources

Efficient water management systems are implemented across our operations, such as water-saving faucets at 111 Somerset, optimization of auto-flushing systems at NEW BUND 31, water-saving controls at Shun Tak Tower Beijing and ultrasonic water meters at Shun Tak Centre.



保護生態系統與資源優化能源使用



協和海洋環境與業務

鷺環海天度假酒店及噴射飛航的業務與海洋環境緊密相連，因此，集團融入自然友好的實踐以保護海洋生態系統和沿海生物多樣性。鷺環海天度假酒店採用低影響營運模式，涵蓋大面積綠化、減少人造光以遏制光污染、自然景觀管理，以及現場污水處理以防止水體污染。噴射飛航則透過多項措施支持環境保育，包括船廠廢水在排放前進行處理、於船隻採用無毒防污塗料、在澳門停泊時使用低硫船用柴油、定期進行防油污演習，以及舉辦海岸清潔活動以清理海灘垃圾並提升員工對污染問題的關注。



珍惜水資源

在我們的所有營運中實施高效的水資源管理系統，以盡量減少消耗並實現精準的資源監測，例如在索美塞路111號安裝節水龍頭、在前灘31升級自動沖水系統、在信德京滙中心(北京)實施節水控制，以及在信德中心使用超聲波水錶。

Environmental Prudence

The Group places a strong emphasis on environmental compliance, ensuring all operations align with the latest regulations and standards across our operating regions. Guided by a comprehensive environmental management system, we have established a robust framework to continuously monitor, assess, and enhance our environmental performance. Through close collaboration with industry experts and local communities, we regularly refine our management approaches and engage qualified partners to handle hazardous materials safely and responsibly, reinforcing both the professionalism and rigor of our environmental management.

Beyond compliance, we encourage our partners to adopt a proactive approach toward environmental excellence. Incorporating best practices in ecological protection and pollution prevention, we strive to minimize environmental and community impacts at every stage of our operations. In our property and construction projects, internationally recognized sustainable building certifications such as LEED and WELL guide our practices. We conduct systematic site inspections throughout the project lifecycle to identify and manage hazardous materials such as asbestos and lead while promoting the use of low-Volatile Organic Compound building materials to reduce air pollutants from the source.

Our property management team has fully implemented the ISO 14001 Environmental Management System across all managed projects, ensuring standardized and effective environmental practices. Green procurement principles are integrated into our operations, giving priority to eco-certified cleaning and pest control products to minimize chemical impacts. At Artyzen Hospitality Group, in addition to internal monitoring of kitchen exhaust fume purification, we also have a hotel collaborating with local community to carry out remote monitoring, thereby strengthening environmental governance.

During the reporting period, the operations of property services recorded one minor non-compliance concerning outdoor environment cleanliness issue. We have strengthened control to prevent recurrence.

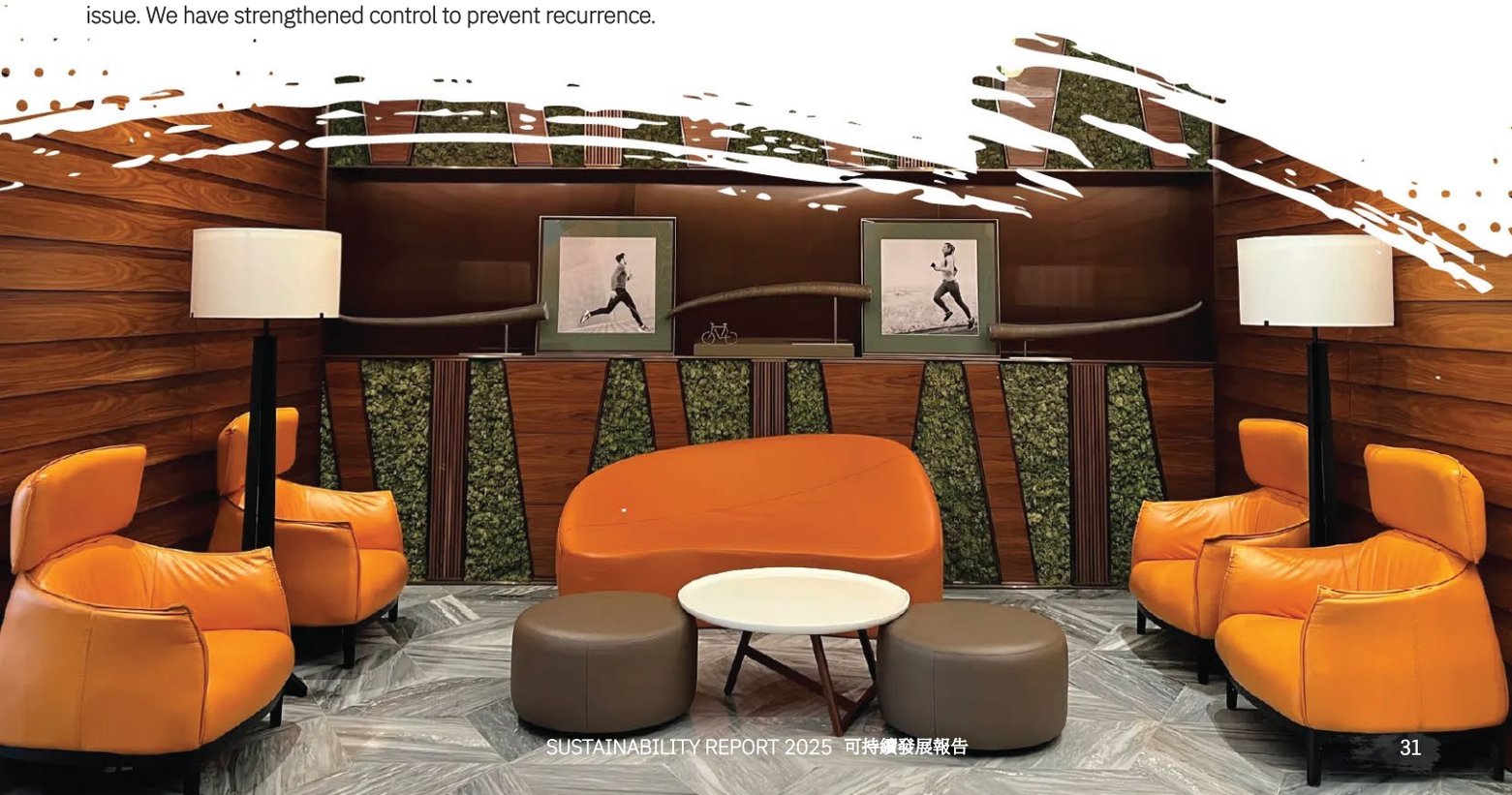
慎待環保

集團高度重視環境合規，確保所有營運均符合我們所在區域的最新法規與標準。在全面的環境管理系統指引下，我們已建立一個穩健的框架，用於持續監測、評估及提升我們的環境績效。通過與行業專家及當地社區的緊密協作，我們定期優化管理方法，並委聘合格的合作夥伴安全且負責任地處理危險物料，從而強化我們環境管理的專業性與嚴謹度。

我們鼓勵合作夥伴採取前瞻性的態度追求環境卓越，並將生態保護和污染預防的最佳實踐融入營運，力求在每個階段盡量減少對環境及社區的影響。我們在物業及建築項目發展上遵從國際認可的可持續建築認證（例如LEED和WELL）的相關指引，在項目的全生命周期內進行系統化的現場巡查，以識別及管理石棉、鉛等危險物料，同時推廣使用低揮發性有機化合物建築材料，從源頭減少空氣污染物。

我們的物業管理團隊已在所有管理項目中全面推行ISO 14001 環境管理系統，確保環境實踐的標準化與高效性。我們將綠色採購原則融入營運當中，優先選用獲得生態認證的清潔及防蟲產品，以盡量減低化學影響。在雅辰酒店集團，除了內部監測油煙淨化，亦有酒店與當地社區協作，進行遠程監控，以加強環境管治。

報告期內，物業服務營運曾錄得一宗輕微不合規事項，涉及戶外環境清潔問題。我們已加強相關管控措施，以防止再次發生。





以信立德

TRUST CULTIVATES VIRTUE

商社共榮
COMMUNAL CONNECTIVITY

Empowering Youth Growth, Co-building the Future of the Industry
賦能青年成長，共建行業未來

Shun Tak Group is dedicated to nurturing the next generation by providing hands-on platforms that help young people understand the cultural and tourism industries, broaden their career perspectives, and contribute fresh talent. In 2024, we launched "T+ Exploration," our flagship community investment program that aligns with the Group's "Tourism +" strategy and ESG pillar of "Communal Connectivity." Leveraging our extensive business portfolio in multimodal transport, MICE facilities, and hospitality, the program delivers immersive learning experiences covering cultural awareness, career planning, and community engagement, inspiring teenagers and tertiary elites to build a systematic understanding of the cultural tourism industry.

信德集團致力於培育下一代，透過提供實踐平台，協助年輕人了解文化旅遊產業、拓闊職涯視野，為行業注入新動力。2024年，集團推出了旗艦社區投資項目「T+研學遊」，緊扣集團「旅遊+」發展策略及「商社共榮」ESG支柱。憑藉集團在多模式運輸、會展設施及酒店的多元業務組合，項目為參加者提供沉浸式學習體驗，涵蓋文化認知、職業規劃和社區參與，並建立對文化旅遊產業的系統性理解。



ESG Pillars
ESG 支柱



The program has achieved remarkable milestones. In its inaugural year, "T+ Exploration" nurtured over 100 youth ambassadors and engaged some 70 professionals across diverse disciplines, together with over 20 supporting units – including think tanks, schools, chambers, and businesses – to provide behind-the-scenes exposure. Launched in summer 2024, the program featured a one-day trip in Macao for around 20 students from Hong Kong's Lingnan Secondary School, featuring visits to TurboJET ferries, Macau Tower MICE and adventure facilities, Artyzen Grand Lapa Macau, and on board Macau Cruise for heritage appreciation. Throughout 2025, the initiative continued to demonstrate strong impact, attracting participation from additional schools and fostering new collaborations with supportive partners, further enriching program content.

Building on these successes, the upgraded "T+ Exploration 2.0" launching in 2026 as a three-day, two-night journey themed "Skyline Stories – From the Lens of Youth," connecting iconic Greater Bay Area (GBA) landmarks including Macau Tower, Canton Tower, and Shenzhen Ping An Finance Centre Free Sky, through collaboration with The Great Towers Alliance of the GBA. Participants gain insights into the operations of cultural and tourism industries, spanning transportation hub management, hospitality services, cultural tourism branding, and commercial district revitalization. The enhanced program will also expand its reach from Hong Kong secondary students to include local and overseas tertiary students, underscoring our commitment to fostering youth exchange and talent development across the Greater Bay Area through cultural and tourism initiatives.

These initiatives earned the Silver Award – Excellence in Employer Branding at the HR Excellence Awards Hong Kong 2025 and Hong Kong ESG Award by The Chinese Manufacturers' Association of Hong Kong. Looking ahead to 2026 and beyond, the Group will deepen collaborations with partners to expand youth exchanges, empower holistic growth, and cultivate talent seizing cultural tourism opportunities in the Greater Bay Area.



該項目自推出以來已取得顯著成果。首年，「T+研學遊」成功培育了超過100名青年大使，並匯聚70多位跨領域專業人士，同時聯動包括智庫、學校、商會及企業在內的20多個協作單位，提供行業參訪機會。於2024年夏季啟動的活動，為來自香港嶺南中學約20名學生組織的一天澳門研學行程，包括參觀噴射飛航渡輪、澳門旅遊塔的會展及探險設施、澳門雅辰酒店，並搭乘澳門海上遊以欣賞文化遺產。於2025年，計劃成效持續提升，吸引更多學校參與，同時成功建立新的合作夥伴關係，進一步豐富活動內容。

基於這些成功經驗，集團於2026年推出升級版的「T+研學遊2.0」，以「青年視界下的天際線」為主題，展開三天兩夜的大灣區深度研學。通過與粵港澳大灣區高塔聯盟合作，旅程串聯了澳門旅遊塔、廣州塔及深圳平安金融中心雲際觀光層在內的標誌性地標。參加者親身體驗文化旅遊產業營運，實地考察交通樞紐管理、酒店服務、文化旅遊品牌塑造，以及商業區活化等範疇。在升級版計劃中，參與者亦由香港中學生擴展至來自本地及海外的大專院校學生，體現集團以文旅為橋樑促進大灣區青年交流的規劃。

「T+研學遊」獲業界認可，於「香港人力資源卓越大獎2025」中榮獲「僱主品牌卓越獎」銀獎，並在香港中華廠商聯合會獲得「香港ESG獎」。2026年，集團將深化與合作夥伴的協作，拓展青年交流平台、賦能青年全面成長，為大灣區文旅產業培養前瞻型人才。

商社共榮
COMMUNAL CONNECTIVITY

Guided by our principles of "Integrity and Virtue," we focus on investing in community engagement through financial and volunteer efforts, with employees contributing thousands of hours to drive meaningful change and shared values.

Rooted in patriotism and dedicated to the prosperity of Hong Kong and Macao, we champion Chinese culture through our "BLISS" theme – Belonging, Legacy, Inclusivity, Sincerity, and Sustainability – structuring initiatives around #cultureBLISS, #artBLISS, #greenBLISS, and #wellnessBLISS. For more details on the BLISS framework, please refer to "ESG Pillars" section on our website.

Our community efforts celebrate heritage, foster creativity, promote sustainability, and enhance well-being by integrating Chinese traditions to cultivate cultural pride, national connection, and lasting happiness across communities. This year, we have contributed to the local community through the efforts below:

在「誠信德行」原則的指引下，我們專注於透過資金與志願服務投入社區參與，員工貢獻了數千小時以推動有意義的改變和共享價值。

集團秉承愛國愛港愛澳精神，致力推動港澳繁榮發展，並以「BLISS」為核心主題—歸屬、傳承、共融、誠摯、可持續—以弘揚中華文化，並圍繞此理念構建涵蓋#樂在文化、#樂在藝術、#樂在綠色及#樂在健康的一系列倡議。有關BLISS框架的更多詳情，請參閱本公司網站上的「ESG支柱」章節。

我們的社區工作弘揚文化傳承、培養創造力、推動可持續發展並提升社區福祉，通過融入中華傳統元素，在社區中培育文化自豪感、民族聯繫與持久的幸福感。今年，我們主要通過以下行動回饋社會：



Donation (cash & in-kind)[5]
捐贈（現金及實物）[5]

HK$ 12,829,677



Service Hours
服務時數

7,737 Hours 小時



Beneficiaries
受惠人士

109,234 Person-times 人次

Our Group is also dedicated to empowering youth growth. This year, we have contributed to youth development through the efforts below:

本集團亦致力於賦能青年發展。今年，我們通過以下努力，為青年發展作出貢獻：



21
Initiatives for Youth
青年發展項目



16,127
Youth Supported
受惠青年

5. Including the commitment announced by the Group, together with the Group's Management Ms. Pansy Ho, Ms. Daisy Ho and Ms. Maisy Ho, to jointly donate HK$10 million to the Support Fund for Wang Fuk Court in Tai Po established by the HKSAR Government.
包括集團及其管理層何超瓊女士、何超鳳女士及何超蕙女士，宣佈合共捐出港幣一千萬元予香港特區政府的「大埔宏福苑援助基金」之承諾。

ESG Pillars
ESG 支柱

Launching New Community-related Targets
啓動全新社區相關目標

Our new community-related targets reflect our ongoing commitment to cultural enrichment and strategic goals for art and culture, as well as youth development across Hong Kong and Macao communities.

新的社區相關目標體現了我們對豐富文化內涵、支持藝術文化發展，以及促進香港和澳門青年發展的持續承諾與目標。



Support or organize 200 initiatives of arts and culture yearly
每年組織或支持 200 項藝術與文化活動



Empower 300 future talents yearly to lead the industry forward
每年培育 300 名未來領袖人才，引領行業持續向前邁進

Discover our Efforts on Driving Key Community Topics
了解我們在推動社區相關重要議題上的努力

Topic 議題	
Promoting Art and Culture 文化藝術發展	Youth Development 青年發展
#cultureBLISS #樂在文化	#greenBLISS #樂在綠色
#artBLISS #樂在藝術	#wellnessBLISS #樂在健康



Empowering Youth Futures

The Group is committed to nurturing the next generation by creating diverse pathways for young people to learn, explore careers and grow with confidence. Through mentorship schemes, pitching competitions, internships, study tours and skills carnivals across our businesses, we open our doors for real-world exposure, connect youth with inspiring role models and help them build practical capabilities for the future. By empowering students across Chinese Mainland, Hong Kong and Macao, and promoting national pride and digital readiness, we aim to cultivate a resilient talent pipeline that will contribute to the long-term prosperity of the Greater Bay Area and beyond.

賦能青年未來

集團致力於培育下一代，為年輕人創造多元途徑以學習、探索職業生涯並自信成長。透過在各業務中開展的師友計劃、商業計劃比賽、實習機會、研學之旅及技能嘉年華等活動，我們敞開大門為年輕人提供真實世界的體驗，讓青年接觸行業典範，積累面向未來的實踐能力。集團持續助力中國內地、香港及澳門的學生提升民族自豪感與數碼適應力，為粵港澳大灣區及更廣區域的長遠發展儲備具有韌性的人才力量。

Shaping Tomorrow's Leaders

We nurture future leaders by offering a wide range of mentorship, real-world exposure and cross border learning opportunities that connect young people with experienced professionals across our businesses.

The Group supports the HKSAR Government's "She Inspires" Mentorship Programme, where Ms. Pansy Ho is the mentor of two female university elites. Our senior female management also shared valuable career advice with these mentees, empowering them to build confidence, broaden their horizons, and form meaningful networks for their future careers.

塑造明日領袖

我們透過提供多元的師友指導、實務體驗及跨境學習機會，連結青年與集團內各業務領域的資深專業人士，從而培育未來領袖。

集團積極支持香港特別行政區政府的「友妳啟導」友師計劃，其中何超瓊女士擔任兩位女性大學精英的導師。集團女性管理層亦與學員分享寶貴的職涯建議，賦能她們建立自信、拓闊視野，並為她們未來的職業生涯建立具價值的人際網絡。







We also served as Corporate Sponsor and judge of the 4th Hong Kong General Chamber of Commerce Pitch Perfect Programme, engaging over 140 students through training, mentorship, company visits and business pitching. The program culminated in a competitive finale, with the overall champion emerging from a finalist who pitched a business proposal on Shun Tak Group, reflecting participants' deep engagement with our brand and businesses. Through our "T+ Exploration" initiative, we further broadened students' perspectives by leading university participants on visits to our Macao operations - including TurboJET, Macau Tower, Artyzen Grand Lapa Macau and One Central Macau - and arranging immersive site visits for outstanding contestants. These initiatives enhanced students' understanding of cultural tourism development and career pathways across the Greater Bay Area, underscoring our commitment to nurturing future talent.



我們亦擔任香港總商會第四屆「完美求職計劃」的企業贊助商及評審，透過培訓、指導、企業參訪及商業提案比賽，吸引了超過140名學生參與。透過「T+研學遊」計劃，我們帶領大學生前往澳門的多個業務單位參訪—包括噴射飛航、澳門旅遊塔、澳門雅辰酒店及澳門壹號廣場，並為優秀參賽者安排沉浸式實地考察，拓展他們的視野，加深對大灣區文化旅遊業發展路徑的理解。



ESG Pillars
ESG 支柱

Nurturing Industry Talent

Cultivating Creative Trailblazers

We are building a new generation of cultural innovators by deepening partnerships across the arts and cultural-tourism ecosystem, including our flagship NEW BUND 31 development and the Shanghai Theatre Academy. Through this collaboration, we are launching the "NEW BUND 31 Young Creator Program" and co-creating seminars, workshops and cultural events to nurture emerging artists, explore new forms of digital artistic expression and bring creativity into the heart of urban life.

At the same time, we also support the Chinese General Chamber of Commerce's Shanghai Internship Programme, hosting Hong Kong university students for internships at NEW BUND 31, where students had the chance to participate in developing innovative proposals, cross-departmental projects and site visit to one of our projects – the Suhe Bay Area Mixed-use Development Project. The internship sharpens students' practical skills, expand their professional networks and give them a clearer career compass in the fast-growing cultural-tourism sector, reinforcing our role in building long-term talent momentum for the industry.



Charting Maritime Careers

The Group actively supports the HKSAR Government's "Strive and Rise Programme" and the Education Bureau's Business-School Partnership Programme. These maritime professional development programs by TurboJET welcome secondary students and mentors into live shipyard maintenance areas, the HK-Macau Ferry Terminal's Operations Control Centre, and engineering workshops. Participants join deck and engine crews on actual voyages, gaining hands-on experience in navigation, maritime signals, and rope-work, while engineers and cadet officers explain vessel structures, safety protocols, and daily operations - bridging classroom theory with real-world maritime careers from frontline crew to shore-based management.

Turning exploration into professional pathways, TurboJET's vocational training programs build a sustainable pipeline of skilled professionals to address seafarer shortages. The "Cadet Program" provides intensive practical training for young people aspiring to join the shipping industry, equipping them with practical nautical skills and the essential professional qualifications required for a long-term maritime career. Similarly, the "Junior Crew Program" offers students internship and industry exposure opportunities, enabling young people to gain a more concrete understanding of the professionalism and career prospects in shipping work, while supporting their career development within the maritime industry.

培育產業人才

培養創意先鋒

集團致力培育新一代文化創新者，透過深化與藝術與文旅生態系統的夥伴關係，包括旗艦項目前灘31掛牌成為「上海戲劇學院教學實踐基地」，聯合上海戲劇學院落實「31青年創藝計劃」，透過共同舉辦講座、工作坊及文化活動，扶持新銳藝術家成長，探索數碼藝術表達的新形式，並將創意帶入城市生活的核心。



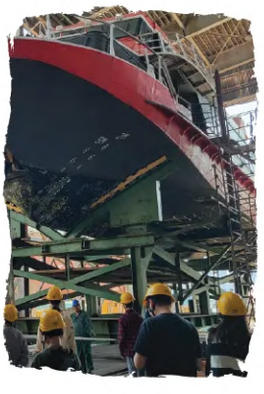
與此同時，我們亦支持香港中華總商會的「青年滬動．香港青年上海實習計劃」，安排香港大學生在前灘31進行實習。學生有機會參與制定創新提案、跨部門項目，並實地考察集團旗下蘇河灣綜合發展項目。這實習機會磨礪了學生的實踐技能，擴展了他們的專業網絡，並為他們在快速增長的文旅產業中提供了更清晰的職業方向，體現了集團為行業建立長期人才動能方面的角色。

開拓海事職涯



集團積極支持香港特別行政區政府的「共創明『Teen』計劃」以及教育局的商校合作計劃。透過噴射飛航的海事人才培育計劃，中學生及導師可深入船廠維修區、港澳客輪碼頭的營運控制中心及工程工場實地參觀。參與者更可登上實際航班的甲板和機艙，親身體驗導航、海事信號及繩纜作業，而工程師及見習伙長則會講解船舶結構、安全規程及日常營運，從前線船務到岸上管理，將課堂理論與真實的海事職業生涯連結起來。

為將探索轉化為可持續的人才的管道，噴射飛航設立系統化職業培訓計劃，應對船員短缺問題。「見習伙長計劃」為表現優異的學員提供密集的實務訓練，使他們掌握實用的航海技能及長期海上職業生涯所需的必要專業資格。同樣地，「初級船員計劃」為學生提供實習及行業體驗機會，讓年輕人更具體地理解航運工作的專業性與發展前景，並支持他們在海事行業內的職業發展。



Shaping Future Property Talents

We empower students with practical skills and confidence to shape the region's built environment. Supporting the study tours of Macau Institute of Management and Wuyi University at Macau Tower, and Project WeCan's Career Exploration Day "Job Interview Essentials" workshop by our property management team collectively build technical expertise, promote inclusivity, and enhance employability, helping to nurture tomorrow's facility management leaders.

塑造未來地產人才

我們透過實務導向的學習體驗，助力學生掌握專業技能、建立自信，以塑造區域的建造環境。透過澳門旅遊塔支持澳門管理學院及五邑大學的研學之旅，以及物業管理團隊支持「學校起動計劃」的生涯規劃日「求職面試精要」工作坊，共同建立技術專業知識、推動職場共融，並提升就業競爭力，為設施管理領域培養具潛力的新一代領袖。



Opening Doors to Hospitality

Across our hospitality and leisure portfolio in Macao, we create entry points for youth to explore careers in hospitality and events. By participating in 13 career and recruitment fairs and offering internships to students from the Macau University of Tourism and the Macau University of Science and Technology, we provide practical exposure, career guidance and on the job learning that help young people transition from classroom to industry.

開啟酒店業之門

集團憑藉在澳門的酒店及休閒業務資源，為青年創造探索酒店及活動管理職業的入門點。透過參與13場職業及招聘博覽會，並為澳門旅遊大學及澳門科技大學的學生提供實習機會，我們提供實習、職業指導和在職學習，幫助年輕人從課堂過渡到業界。



Next Generation with National Pride

We champion national pride and a strong sense of identity in youth through national education and cultural insight, exemplified by our support for the "One Corporate, One School: Setting Sail Together" initiative led by Ta Kung Wen Wei Media Group to advance national education in secondary schools. From September 2025 to August 2026, we sponsor teaching resources for 30 schools across Hong Kong and Macao, reaching an estimated 15,000 students and teaching staff, underscoring our commitment to youth empowerment.



培育具國家自豪感的下一代

我們透過國民教育及文化薰陶，培育青年對國家的自豪感及身份認同，例如支持大公文匯傳媒集團的「一企一校，攜手啟航」計劃，深化中學國民教育。2025年9月至2026年8月期間，我們為港澳共30所學校提供教學資源贊助，預計惠及約15,000名學生及教職員，彰顯我們對賦能青年的承諾。

ESG Pillars
ESG 支柱

#artBLISS and #cultureBLISS

#artBLISS and #cultureBLISS celebrate the richness of Chinese heritage and the transformative power of art, fostering innovation, community connection, and cultural pride across generations.

As key components of our BLISS framework, they celebrate renowned legacies – from literary icons and lively festivals to contemporary cultural tourism – while connecting tradition with modernity through exhibitions, workshops, collaborative projects, and music exchanges that ensure "Art for All" is accessible to everyone.

By creating platforms for expression and unity, these initiatives inspire deeper connections to heritage, artistic creativity, and a shared sense of pride that resonates across communities.

#樂在文化與#樂在藝術

#樂在文化與#樂在藝術致力弘揚中華文化的深厚底蘊，以及藝術的啟迪力量，促進創新、社區連繫及跨世代的文化自豪感。

作為BLISS框架的核心組成部分，它們弘揚豐富的文化傳承—從文學巨匠、節慶民俗到當代文化旅遊—同時透過展覽、工作坊、協作項目及音樂交流等，將傳統與現代連結，實踐「藝術共享」的理念。

透過創建表達與凝聚的平台，這些倡議激發公眾與文化遺產、藝術創作建立更深的聯繫，並在社區中喚起共鳴，培養共享的自豪感。

Leadership's Commitment to Arts and Culture



Under our leaderships' guidance, the Group champions arts and culture as core ESG priorities. In November 2025, Ms. Pansy Ho received an Honorary Doctorate in Arts from Renmin University of China, recognizing her cultural contributions. Additionally, we were named "Guardian of Asian Cultural Heritage" and elected Vice Chairman of Culture and Tourism Industry Committee of the China Council for the Promotion of International Trade's Cultural Tourism Industry Committee this year. These honors reflect our commitment to preserving heritage and fostering sustainable arts and cultural development.

領導層對藝術與文化的承諾

在集團領導層的指引下，藝術與文化已成為我們ESG核心範疇。2025年11月，何超瓊女士獲授中國人民大學藝術學名譽博士學位，以表揚其文化貢獻。此外，集團今年亦獲授「亞洲文化遺產守護者」稱號，並當選中國國際商會文旅委副主席單位，反映了我們在文化傳承與可持續藝術發展方面的長期投入。

Strengthening Cultural Partnerships in the Greater Bay Area



The Group also fosters strategic cultural partnerships across the Greater Bay Area to promote heritage preservation and sustainable tourism development. The Group hosted a delegation visit to Macao for executives from Our Hong Kong Foundation. The itinerary showcased Macao's unique blend of Eastern and Western heritage through an immersive cultural tourism experience, beginning with the iconic TurboJET ferry journey from Hong Kong and featuring curated highlights of our "Tourism+" strategy. This collaboration underscores our leadership in driving cross-border cultural exchange, knowledge sharing, and integrated regional development that celebrates shared heritage while supporting sustainable growth.

強化大灣區文化夥伴關係

集團亦積極在大灣區拓展戰略性文化夥伴關係，以促進文化遺產保護及可持續旅遊發展。為團結香港基金代表團安排了澳門考察活動，以噴射飛航從香港出發的航程為起點，精選展示「旅遊+」策略的亮點，透過沉浸式文旅體驗，展現澳門中西文化薈萃的獨特底蘊。此類協作彰顯了我們在推動跨境文化交流、知識共享及融合區域發展方面的領導作用，促進區域協同發展。

Property – Shaping the Community with Arts and Culture

地產業務 — 以藝術與文化塑造社區

NEW BUND 31: Shanghai's Vibrant Cultural Hub

前灘31：上海活力文化樞紐

NEW BUND 31 in Shanghai's Pudong New Area has become a vibrant arts and culture hub. At the heart of the development, the landmark BOCOM Performing Arts Center serves as a major cultural venue featuring a 2,500-seat Grand Theatre and a versatile Black Box Art Space equipped with state-of-the-art lighting, sound systems, and flexible seating. These spaces host a range of events, including concerts, plays, fashion shows, and art exhibitions, as part of the larger NEW BUND 31 complex's cultural offerings.



The complex offers dynamic outdoor and public spaces that bring the community together. In 2025, our outdoor spaces at NEW BUND 31 hosted four open-air film screenings in collaboration with Shanghai Film Group, along with art installations, live performances, and community gatherings. Spacious plazas, green spaces, and a curated tenant mix of high-end retail tenants including record store, art gallery, alongside diverse dining and entertainment options across NEW BUND 31, engaging visitors of all tastes.



The Group promotes inclusivity and cultural participation through standout public programs at NEW BUND 31. The "JZ Festival" celebrates Shanghai's vibrant jazz culture with world-class musicians across multiple stages, drawing diverse crowds for an immersive musical experience. Complementing this, the "Taiyin Lifestyle Festival" blends art exhibitions, live music, folk performances, and lifestyle markets during the National Day Golden Week, fostering community connection and relaxation in NEW BUND 31's dynamic outdoor spaces.



Additionally, arts and culture are also promoted inclusively. The Performing Arts Center is designed to be a barrier-free environment, such as through accessible parking spaces, ramps and more. In addition, all employees receive accessibility training, highlighted by sessions led by trainers with disabilities, equipping staff to deliver respectful, attentive, and inclusive service for customers with disabilities. The Center also hosts dedicated programs such as the "Snail's Story" writing and theatre workshop for children and teenager with hearing impairments, alongside charity performance "My Dream" by the China Disabled Persons' Performing Arts Troupe in May 2025, attracted over 4,000 visitors. Through these initiatives, NEW BUND 31 blends tradition with modernity to inspire creativity, cultural pride, and inclusivity, positioning it as a model for sustainable cultural destinations that enrich communities and foster lasting social impact.



位於上海浦東新區的前灘31已發展為一個充滿活力的藝術文化樞紐。項目核心為交通銀行前灘31演藝中心，設有2,500個座位的大劇院，及配備先進的燈光、音響系統及靈活座位的黑盒子展演空間，並作爲前灘31大型綜合體的一部分，我們在這些空間舉辦一系列活動，包括音樂會、戲劇、時裝秀及藝術展覽。

該綜合體提供充滿活力的戶外及公共空間以凝聚社區。2025年，我們於前灘31的戶外空間與上海電影集團合作舉辦了四場露天電影放映會，同時設有藝術裝置、現場表演及社區聚會。寬闊的廣場、綠化空間，以及精心策劃的租戶組合，包括唱片店、藝廊等高端零售，結合特色餐飲及娛樂選擇，滿足各類訪客需求。

集團透過前灘31的標誌性公共項目，推動文化共融與社區參與。「爵士上海音樂節」匯聚世界級音樂家，於多個舞台呈現上海充滿活力的爵士文化，並吸引多元群眾沉浸於音樂體驗。「太陰生活節」在國慶黃金周期間，融合藝術展覽、現場音樂、民俗表演及生活市集，在前灘31充滿活力的戶外空間中，營造兼具社區連繫與休閒氛圍的聚點。

此外，我們亦以共融方式推廣藝術與文化。我們的演藝中心採用無障礙環境設計，例如提供無障礙停車位及坡道等。同時，所有員工均需接受無障礙服務培訓，包括由殘疾人士培訓師主導的課程，使員工能為殘疾客戶提供尊重、細心且包容的服務。該中心亦不時舉辦專屬活動，例如為聽障兒童及青少年舉辦「蝸牛郵局」寫作與戲劇工作坊。其中，中國殘疾人藝術團在2025年5月帶來的慈善演出「我的夢」，共吸引了超過4,000名觀眾參與。通過這些舉措，前灘31將傳統與現代融合，激發創意、文化自信及共融，打造兼顧社區連結與社會影響的可持續文化地標。

ESG Pillars
ESG 支柱

JAM OFF 2025: Driving Tourism+ Innovation

As a key pillar of the Group's "Tourism+" growth strategy, "JAM OFF" showcases our commitment to curating distinctive cultural tourism experiences that transcend traditional boundaries. Blending Hong Kong artistry with Asian entertainment, this proprietary event returned on 27-28 September 2025 during the Grand Prix Season Singapore (GPSS), uniting top regional artistes for vibrant, immersive performances that energize the city.



Supported by the Singapore Tourism Board, "JAM OFF" complements GPSS with race-themed festivities bursting with dynamic sights, sounds, and flavors. More than an event, it exemplifies our "Tourism+" vision, leveraging cross-sector synergies between entertainment, sports, and hospitality to unlock new revenue streams while promoting Greater Bay Area creativity on global stages. Through such initiatives, we create sustainable value connecting communities, cultures, and commerce.

JAM OFF 2025：推動「旅遊+」創新

作為集團「旅遊+」發展策略的關鍵支柱，「JAM OFF」致力打造跨越傳統範疇的獨特文旅體驗。2025年9月27日至28日，活動於新加坡大獎賽賽季期間再度舉辦，融合香港藝術與亞洲娛樂特色，匯聚區域頂尖藝人，帶來充滿活力、沉浸式的表演，為城市注入能量。

在新加坡旅遊局的支持下，「JAM OFF」以賽車主題結合多元感官體驗，豐富大獎賽期間的節慶氛圍它不僅是一項活動，更是我們「旅遊+」願景的體現，利用娛樂、體育及酒店業之間的跨領域協同效應，開拓新的收入來源，同時將大灣區的創意推向國際舞台，創造連接社區、文化與商業的可持續價值。

NOVA Mall - Bringing Arts to the Neighborhood

NOVA Mall serves as a vibrant platform for local arts and community engagement in Macao. We fully supported the Macao Illustrators Association in organizing "The 9th China Illustration Biennale Winning Works (CIB9 Macau Station)" alongside "The Greater Bay Joint Illustration Invitational Exhibition", showcasing exceptional works from talented artists through engaging weekend workshops and a merchandise sales area with a portion of proceeds donated to Orbis Macau to support community causes while promoting creativity and regional collaboration.



星皓廣場 — 將藝術帶入社區

星皓廣場是澳門本地藝術及社區參與的活力平台。我們全力支持澳門插畫師協會主辦的「第九屆全國插畫雙年展獲獎作品展覽（CIB9澳門站）」及「灣區插畫共創作品邀請展」，透過週末工作坊及文創銷售區（部分收益捐贈予澳門奧比斯以支持社區公益），展示才華洋溢的藝術家的優秀作品，同時推廣創意及區域協作。

Hospitality and Transportation: Connecting the Tourists to Local Arts & Culture

酒店與運輸：連接旅客與本地藝術文化

Embodying "Artyzen 3C" - Connect, Care and Celebrate

Artyzen Hospitality Group weaves arts and culture into guest experiences across our hotels. Initiatives like Artyzen Habitat Hengqin Zhuhai's "Celebration Night" with Doumen's traditional bamboo weaving workshops and art by autistic artists in partnership with Zhuhai Autism Society, plus Artyzen Habitat Qiantan Shanghai's "Artyzen Studio" paper-cutting event with master Wang Jianzhong, embodying our "Artyzen 3C" philosophy of connecting communities, showing care, and celebrating culture.

At Artyzen Grand Lapa Macau, Amagao Gallery hosted diverse exhibitions complemented by designs featuring a replica Window of Tomar and curated works by Macanese artisans that celebrate Macao's heritage.



體現「雅辰 3C」理念 — 聯結、關懷、慶祝



雅辰酒店集團將藝術與文化融入旗下酒店的賓客體驗中。例如，珠海橫琴雅辰悅居酒店與珠海市自閉症協會合作舉辦的「慶典之夜」，融合了斗門傳統竹編工作坊及自閉症藝術家的作品；以及上海前灘雅辰悅居酒店與剪紙大師王建中合作的「雅辰工作室」剪紙活動，都體現了我們「雅辰3C」理念 — 聯結社區、展現關懷及慶祝文化。

在澳門雅辰酒店，Amagao藝廊誠舉辦了多樣化的展覽，並輔以融入複製托馬爾之窗等設計元素，以及精選的澳門本地工匠作品，以此宣揚澳門的文化遺產。

TurboJET: Enriching Cultural Tourism Journey

TurboJET enhances cultural tourism with the launch of Macau Cruise's new "Outer Harbour - Barra Pier" route, delivering sea-and-land experiences that spotlight scenic and cultural attractions. It seamlessly connects major transportation hubs for convenient sightseeing and mobility while covering landmarks from Outer Harbour to Barra Pier and Coloane. Through this initiative, we aim to broaden Macao's tourism landscape with a diverse range of immersive, high-quality cultural and travel experiences.



噴射飛航：豐富文化旅遊旅程



噴射飛航透過推出澳門航運「外港 — 媽閣」新航線，提升文化旅遊體驗，提供突顯景觀及文化景點的海陸聯動體驗。它無縫連接主要交通樞紐，方便觀光與出行，航線覆蓋從外港到內港及路環的地標。透過此舉措，我們旨在以多元化的沉浸式高品質文化與旅遊體驗，拓展澳門的旅遊格局。

#greenBLISS

#greenBLISS embodies the Group's dedication to integrating environmental sustainability into community involvement and everyday activities. This focus area encourages eco-friendly living via practical workshops and volunteer programs that promote circular economy ideas and climate consciousness across all ages. Through collaborations with local groups to support mindful decision-making, #greenBLISS nurtures a shared sense of responsibility for the environment, building a legacy that advantages both communities and the earth.

Co-creating a Greener Community

During this reporting period, we partnered with community organizations to deliver engaging green workshops that bring tangible environmental benefits while fostering sustainable lifestyles among children, families, and elderly residents. These hands-on collaborations not only promote low-carbon living and circular practices but also build social cohesion and shared environmental responsibility.

Building on this approach, our "Coffee Ground Upcycling Workshop" with Friends of the Earth (HK) encouraged colleagues to transform used coffee grounds into natural, handmade soaps, which were donated to community partners for distribution and charity sales to support local beneficiaries. Participants gained practical insights into resource circularity, waste reduction, and low-carbon living by repurposing everyday waste into valuable products.

Similarly, our "Fabric Reborn to Upcycled Art Creation" workshop with Project House @1QRW in Sheung Wan embodied principles of the circular economy and brought together elderly residents and colleagues to transform textile waste into meaningful handcrafted items inspired by the traditional "Bai Jia Bu" practice. This intergenerational activity highlighted community unity and sustainable fashion through on-site clothing alterations that extended garment lifespans and by sharing creations with families and neighborhoods.

To promote green education among younger generations, we co-organized a "Low-Carbon Lifestyle Building Workshop" with the Boys' and Girls' Clubs Association of Hong Kong at HK Electric's Smart Power Gallery. Children explored interactive exhibits, STEAM games, and climate-focused activities, with guidance from volunteers to apply zero-carbon electricity and energy management practices in their daily lives.

Complementing these workshops, our colleagues at Artyzen Singapore volunteered at Willing Hearts, assisting with food preparation for underprivileged groups to support community wellness. Through #greenBLISS, these interconnected programs amplify environmental impact, enrich colleagues' awareness, and unite communities in co-creating a sustainable future.









#樂在綠色

#樂在綠色體現了集團將環境可持續性融入社區參與和日常實踐的承諾。這個領域透過實踐工作坊和義工計劃，鼓勵各個年齡層實踐環保生活、推廣循環經濟和氣候意識。透過與本地團體協作以支持具環境責任的決策，#樂在綠色培育社會共同承擔生態責任的文化，建構惠及社區與地球的長遠價值。

共創綠色社區

在本報告期內，我們與社區組織合作舉辦一系列綠色工作坊，為兒童、家庭及長者提供具實質環境效益的互動體驗，推動可持續生活習慣。這些實踐協作不僅推廣低碳生活方式與循環實踐，更增強了社會凝聚力及環境共責意識。

其中，我們與香港地球之友合辦「咖啡渣升級再造工作坊」，鼓勵同事將使用過的咖啡渣轉化為天然的手工皂，並捐贈予社區合作夥伴進行分發及慈善義賣，以支持本地受惠者。參與者透過將日常廢物轉化為有價值的產品，深入理解資源循環、廢物減量及低碳生活的關聯。

同樣地，我們與上環壹合 Project House@1QRW合辦「布料重生升級再造藝術創作」工作坊，以傳統「百家布」為靈感，匯聚長者居民與同事，將紡織廢料轉化為富有意義的手工藝品。這項跨代活動透過現場衣物修改以延長衣物壽命，並將創作成果與家庭和鄰里分享，體現跨代共融與可持續時尚理念。

為向年輕一代推廣綠色教育，我們與香港小童群益會合作，於港燈「智惜用電生活廊」舉辦了「低碳生活建設工作坊」。孩子們在義工的指導下探索互動展品、STEAM遊戲及以氣候主題活動，學習在日常生活中實踐零碳電力與能源管理方法，培養日常節能習慣。

新加坡雅辰酒店的同事於「願之心」擔任義工，協助為弱勢社群準備餐食，以支持社區福祉。透過 #樂在綠色，這些相互關聯的項目擴展了環境影響力，豐富了同事的環保意識，並團結社區共同創造可持續的未來。

From Work to Life - Think Green Live Green

The Group promotes environmental awareness and sustainable living through initiatives that connect our workplaces with the wider community. Guided by the belief that sustainability should flow naturally from work to life, we create programs that make green living both practical and rewarding. Through the "Shun Tak Love Reward Scheme" and the "Green Summer Series 2025," we invite colleagues and communities to participate in environmental events, walking challenges, and resource-sharing activities that inspire a culture of low-carbon, healthy living beyond the workplace. We complement these with hands-on experiences such as organic farm tours, visits to the Mil Mill Pulp Mill & Education Center, and engaging activities like the "Zero Food Waste Prize Quiz," equipping participants with the knowledge and motivation to integrate sustainability into their daily routines.

To drive carbon reduction, we translate this mindset into operational and behavioral changes within our workplaces. Programs like Biz Green Dress Day, the "Dress Light in Summer" campaign, and tree-planting activities foster low-carbon habits among our employees while reinforcing our operational efficiency goals. We also collaborate with external partners and local organizations in supporting territory-wide energy-saving campaigns, including "Earth Hour" and "Macau Energy Conservation Week," which strengthen our joint commitment to a more sustainable built environment. Through these partnerships, we demonstrate how collective efforts between business, community, and government can amplify the impact of climate action.

Resource conservation remains central to our environmental agenda. Through resource sharing bazaars, educational visits to recycling facilities, and seasonal recycling drives, such as the collection of red packets and mooncake boxes, we encourage everyone across our properties to participate in circular practices. These efforts transform sustainability from a corporate policy into a lived habit, empowering our people and communities to think green at work and live green in every aspect of life.











從工作到生活 – 綠色生活·我思我行

集團致力將環保意識與可持續生活理念，從工作場所延伸至更廣泛的社區。秉持著可持續發展應從工作自然延伸至生活的信念，我們設計一系列具實踐意義的綠色項目，包括「信德愛滿分計劃」及「2025綠色夏日系列」，我們邀請同事及社區參與環保活動、步行挑戰及資源共享活動，建立一種超越工作場所的低碳、健康生活文化。我們亦提供親身體驗，如有機農場遊覽、喵坊 Mil Mill與教育中心參觀，以及如「零廚餘問答賽」等互動活動，為參與者提供知識與動力，將可持續性融入日常生活。

為推動減碳，我們將這種思維轉化為工作場所內的營運與行為模式改變，例如「輕·型上班日」、「夏日輕裝」活動及植樹活動等項目，推動員工養成低碳習慣，同時提升營運效率目標。我們亦與外部夥伴及本地組織協作，支持地區性的節能運動，包括「地球一小時」及「澳門節能週」，加強對建設可持續環境的共同承諾，展示企業、社區與政府集體努力推動氣候行動的影響力。

節約資源是我們環境議程的核心。透過資源共享市集、參觀回收設施的教育活動，以及季節性回收活動（例如收集利是封及月餅盒），我們鼓勵轄下物業內所有人員參與循環實踐。這些努力將可持續性從企業政策轉化為生活習慣，助力員工與社區在工作中踐行綠色思維，於生活中落實環保行動。

#wellnessBLISS

#wellnessBLISS is dedicated to enhancing the physical and mental well-being of individuals and communities. In 2025, we advance holistic health through initiatives ranging from Chinese cultural workshops that promote relaxation and vitality to large-scale fitness events such as charity walks and tower runs that build endurance and community spirit. We also champion wellness and inclusivity for diverse communities by supporting people with disabilities and children with special needs, and by creating cross-generational bonds through arts, charity, and outreach. By nurturing both individual growth and collective care, #wellnessBLISS cultivates a compassionate, resilient society where everyone thrives in body and mind.







Healthy Community - Promoting Physical Health and Mental Wellbeing

We foster physical health and mental well-being across communities through cultural appreciation, health education, and volunteer engagement. By equipping our volunteers with essential skills to engage beneficiaries empathetically, we aim to improve community health while nurturing compassion and mindfulness among our people.

In 2025, 40 colleagues joined the Chinese Culture Inheritance Workshop - Handcraft Floral-Scented Sachet, celebrating Hong Kong's intangible cultural heritage. We crafted calming sachets for elderly residents to promote mental relaxation through soothing scents and fostering intergenerational comfort. Building on this, over 30 colleagues participated in a wellness workshop guided by a registered Chinese medicine practitioner, where they learned to create massage oils using natural Chinese herbs and practiced traditional facial massage techniques. The session deepened participants' appreciation of Chinese culture while promoting holistic wellness and self-care rooted in traditional Chinese medicine philosophy.

Macau Tower promoted community fitness through public events such as the Oxfam TowerRun 2025, where over 400 participants climbed 1,298 steps, and the Chinese New Year Charity Walk 2025. Furthermore, our team supported various charity initiatives such as Community Chest's "Walk for Million 2025," encouraging healthy living while contributing to meaningful community causes.



#樂在健康

#樂在健康致力於提升個人與社區的身心福祉。2025年，我們透過一系列倡議推進全人健康，範圍從促進放鬆與活力的中華文化工作坊，到建立耐力及社區精神的大型健身活動，例如慈善步行及登塔賽。我們亦支持殘疾人士及有特殊需要的兒童，並透過藝術、慈善及外展活動創造跨代聯繫，倡導多元社區的健康與共融。通過培養個人成長與集體關懷，#樂在健康培育一個富有同理心、具韌性的社會，讓每個人在身心層面皆能茁壯成長。



健康社區 — 促進身體健康與心理健康

我們透過文化欣賞、健康教育及義工參與，推動社區身心福祉。我們為義工與受惠者裝備同理溝通的關鍵技能，旨在提升社區健康水平，同時培養員工的同理心與正念。

2025年，40名同事參與「中國文化傳承工作坊 – 花香香囊製作」，傳承香港的非物質文化遺產。我們為長者居民製作安神香包，透過舒緩的香氣促進精神放鬆，並培養跨代關懷。其後，超過30名同事參加由註冊中醫師指導的健康工作坊，學習使用天然中藥材製作按摩油，並練習傳統面部按摩技巧。該活動加深了參與者對中華文化的欣賞，同時推廣植根於中醫哲學的全人健康與自我保健。

澳門旅遊塔透過公眾活動推廣社區健康，包括逾400名參與者攀登 1,298級階梯的「樂施競跑旅遊塔2025」，以及「步步高陞慈善登塔日」。此外，我們亦支持了多項慈善活動，例如「公益金百萬行2025」，鼓勵健康生活同時，為有意義的社區公益作出貢獻。

Inclusive Communities: Bonding through Care

We actively promote social cohesion across diverse communities through diversity, equity, and inclusion initiatives. To assist individuals with disabilities, programs like NOVA Mall's "Convention on the Rights of Persons with Disabilities" Four-Panel Comic Coloring Contest Awards & Exhibition help raise awareness and showcase talent. In Macao, we also support the "Happy Recruit" scheme by the Macao Labour Affairs Bureau to encourage inclusive employment for people with mental and physical disabilities. Moreover, we participate in charity events such as the "Oxfam Rice Event 2025," "Orbis Raffle 2025," "Orbis Mid-Autumn Charity Sales 2025," and "Orbis Action for Sight 2025."

Meanwhile, TurboJET partnered with the Association of Parents of People with Intellectual Disabilities of Macau for a special Hong Kong Disneyland day trip in October 2025, welcoming 85 individuals and families with staff as caring tour leaders.

Furthermore, we empower children with special needs through Shun Tak Tower Beijing's collaboration with Beijing Stars and Rain Teaching Institute on the "Guardians of Star Children" autism awareness art exhibition and charity sale, benefiting over 100 children. Similarly, Macau Tower hosted Autism Awareness Day, featuring skywalks, free Observation Deck visits for Macau Autism Association families, and the annual "Light Up in Blue" to promote awareness for people with special needs.

To foster cross-generational harmony, our Knit for Charity program, which has been ongoing since 2014, has engaged over 470 colleagues to craft gifts for more than 700 disadvantaged individuals, uniting teams through purpose-driven collaboration. In 2025, this included creating floral hanging ornaments for elderly individuals living alone, delivered during the "Blissful Dongzhi, Winter Solstice Community Visit," and organizing a "Mid-Autumn Elderly Heartwarming Activity" at Asilo Vila Madalena, featuring games and gifts.

These connected efforts strengthen community bonds, promoting mental well-being through inclusion and physical health through our colleagues' active participation.









共融社區：以關懷建立聯繫

我們透過多元、平等與共融倡議，積極促進社會凝聚力。為協助殘疾人士，星皓廣場舉辦的「《殘疾人權利公約》四格漫畫填色創作比賽頒獎展覽」，提升公眾認知並展示才華。在澳門，我們亦支持勞工事務局的「喜見。樂聘」計劃，鼓勵為身心障礙人士提供共融就業機會。此外，我們亦積極參與「樂施米義賣大行動2025」、「奧比斯慈善獎券2025」、「奧比斯中秋義賣」及奧比斯「愛眼行動2025」等慈善活動。

同時，噴射飛航與澳門弱智人士家長協進會合作，於2025年10月舉辦特別的香港迪士尼樂園一日遊，共接待85名人士及家庭參與，並由員工擔任愛心領隊。

此外，我們透過信德京滙中心(北京)與北京星星雨教育研究所合作舉辦「守護星星的孩子」自閉症認知藝術展及慈善義賣，賦能有特殊需要的兒童，惠及超過100名兒童。澳門旅遊塔亦舉辦了「自閉症認知日」，其中特色活動包括空中漫步，為澳門自閉症協會家庭提供免費觀光層參觀，以及年度「點亮藍燈」活動，以提升對有特殊需要人士的認知。

為促進跨代和諧，我們自2014年起持續進行愛心編織班計劃，累計動員超過470名同事為逾700名弱勢人士製作禮物，透過具使命感的合作凝聚團隊力量。2025年，計劃包括於「暖心冬至社區探訪」送贈為獨居長者製作花卉掛飾，以及在瑪大肋納安老院舉辦設有遊戲及禮物環節的「中秋長者暖心活動」。

這些相互連結的活動，透過同事的積極參與，有效促進社區共融，並促進心理和身體健康，從而加強社區聯繫。



以德 VIRTUE
導 GUIDES
行 PRACTICE

協作共融 COLLABORATIVE INCLUSIVITY

Championing Diversity and Family Values: Our Leadership in DEI
倡導多元與家庭價值觀 — 我們的多元、平等與共融領導力

Diversity, Equity, and Inclusion (DEI) are not only the cornerstone of our values but also deeply embedded in talent cultivation, family building, and community development. Rooted in the core concept of the traditional Chinese "family" culture, we believe that inclusion and growth begin at home. By supporting women, honoring diverse family roles and addressing individualized needs, we are committed to cultivating an inclusive workplace where individuals thrive personally and professionally in their careers. This steadfast commitment has received industry recognition - we were honored with Gold and Silver Awards at the HR Excellence Awards Hong Kong 2025, validating our dedication. Central to our people strategy is the Chinese familial philosophy, which we bring to life through initiatives such as Staff Family Days, children's scholarships, and work-life balance programs. These efforts promote core family values, strengthen social bonds and foster intergenerational inclusion and harmony.

Beyond leading the Group's DEI initiatives, Ms. Pansy Ho, Group Executive Chairman and Managing Director; Ms. Daisy Ho, Deputy Managing Director and Chief Financial Officer; and Ms. Maisy Ho, Executive Director, are actively involved in charitable and community affairs. Through advocacy and policy recommendations, they make significant contributions to advancing diversity, equity, and inclusion across society, as well as upholding and promoting family values.

Ms. Pansy Ho stands as a global advocate for women's empowerment and family harmony. Through her actions and initiatives, she helps build consensus and contributes to a diverse, inclusive society where all individuals can enjoy equality and respect in different areas of life. As a Standing Committee Member of the All-China Women's Federation, Chairperson of the Hong Kong Federation of Women, a Standing Committee Member of the Beijing Women's Federation and Chairman of Beijing Women's Association for Hong Kong, Macao & Taiwan Compatriots and Overseas Chinese, she unites women across sectors to champion women's empowerment and holistic development. She is committed to advancing women's well-being and rights, supporting their pursuit of balanced growth in both career and family, and encouraging young women to embrace leadership roles and contribute their wisdom amid growing opportunities in education and the economy. Through her participation in global platforms and activities - including the Global Leaders' Meeting on Women, 2025 Forum on Women in Sci-Tech Innovation at the 2025 Zhongguancun Forum, the sub-forum themed on women of the 17th Straits Forum,

多元、平等與共融不僅是我們價值觀的基石，更深深植根於人才培育、家庭建設與社區發展。我們立足中華「家」文化的核心理念，深信共融與成長的起點在於家庭，透過支持女性發展、尊重多元家庭角色與個性化需求，致力營造個人與職業雙向茁壯的共融職場。這一堅定實踐獲得業界認可，我們在「2025香港人力資源卓越大獎」中榮獲金獎及銀獎，印證了我們的承諾。我們將中華「家」的概念深度融入人才發展策略，通過員工家庭日、子女獎學金、工作生活平衡計劃等舉措，弘揚家庭核心價值、加強社會連結，同時推動跨代共融與和諧。



集團行政主席兼董事總經理何超瓊女士、副董事總經理兼首席財務官何超鳳女士及執行董事何超蕙女士，除了領導集團的多元、平等與共融工作外，更積極投身慈善公益事務，通過正向宣傳凝聚社會共識、為相關政策建言獻策，在推動社會層面的多元、平等、共融發展，以及傳承弘揚家庭價值作出重要貢獻。

何超瓊女士是全球女性賦能及家庭和諧的積極倡導者，她以行動和倡議凝聚社會共識，助力打造多元共融的社會。作為全國婦聯常委、香港各界婦女聯合協進會主席、北京市婦聯常委、北京港澳台僑婦女聯誼會會長，她廣泛凝聚各界女性力量，積極倡導女性賦能，推動婦女全面發展，同時致力促進婦女的福祉和權益，全力支援女性在事業與家庭中平衡發展，鼓勵年輕女性把握教育與經濟領域的發展機遇，為社會進步貢獻巾幗智慧。透過參與全球婦女峰會、2025中關村論壇年會科技女性創新論壇、第十七屆海峽論壇·海峽婦女論壇、2025年家庭主題中外婦女交流暨粵港澳大灣區婦女融合協同發展活動等多個女性領袖對話平台和活動，她將影響力延伸至更廣泛層面和地區，積極為「她力量」發聲，推動海峽兩岸、港澳及中外婦女思想交融、資源共享，匯聚各方合力，助力加速婦女全面發展新進程。

and 2025 International Women's Exchange on the Family & Coordinated Development of Women in the Guangdong-Hong Kong-Macao Greater Bay Area - she extends her influence across regions and borders. Actively amplifying the power of "her voice" she fosters exchange and resource-sharing among women across the Taiwan Strait, Hong Kong, Macao, and beyond, uniting efforts to accelerate women's comprehensive development worldwide.

Ms. Daisy Ho advances diversity, equity, and inclusion through her leadership in social integration, education and cultural development. She connects social welfare, education, and the arts to foster resilient community development. As a founding member and Steering Committee member of the Hong Kong Red Cross "EmpowerHer Network" and Chairman of its Local Service Sub-Committee, she organized initiatives such as "Bonds of Support: Yum Cha with People affected by the Tai Po Fire," fostering care and support within affected communities to aid personal recovery and community rebuilding. Through scholarship programs at the University of Toronto (Hong Kong) Foundation and HKU SPACE Po Leung Kuk Stanley Ho Community College, she encourages students to pursue academic excellence and enhance diversified capabilities, empowering youth for their futures. As Chairman of the Hong Kong Ballet, she connects communities through the arts, promoting initiatives like "Silver Ballet Camp" which invites participants aged 55 and above - with no prior dance experience required - to engage in ballet. The program enriches the lives of the silver-haired while highlighting art as a bridge to foster intergenerational harmony.

Ms. Maisy Ho is dedicated to various charitable and community welfare affairs, fostering diverse platforms for social inclusion and Chinese cultural heritage. As a member of the Advisory Board of Tung Wah Group of Hospitals, she has long supported its charitable services and social initiatives wholeheartedly, making annual donations to support the "Tung Wah Charity Gala," benefiting women, children, the elderly and other vulnerable communities. Through the Hong Kong Federation of Liaoning Associations Limited, she continues to organize "2025 Liaoning-Hong Kong-Youth Exchange Tour" to deepen mutual understanding and patriotism among young people. In addition, she supports the "Lifeline Express Charity Run/Walk" to bring sight to underprivileged patients with eye diseases, as well as the "Law Enforcement Torch Run for Special Olympics Hong Kong" to advance inclusive sports. Furthermore, she has dedicated to promoting Tai Chi and martial arts culture for many years. By supporting the "Guangdong-Hong Kong-Macao Greater Bay Area Martial Arts Scholar Championships," she helps preserve intangible cultural heritage and strengthen intergenerational bonds between youth and the elderly, embodying the values of cultural inclusion and intergenerational equality.

Our female leaders exemplify the Group's steadfast commitment to diversity, equity, inclusion, and family values. Through their extensive external engagement in advancing women's empowerment and promoting work-family balance, they align their personal advocacy with meaningful social impact. Furthermore, as pioneers, they lead the enterprise toward excellence.



何超鳳女士積極推動社會共融、教育發展與文化傳播，致力連結社會公益慈善、教育與藝術各界，為社區可持續發展貢獻力量。她作為香港紅十字會「EmpowerHer Network」創始成員及督導委員會成員與轄下「本地服務委員會」主席，曾舉辦「Bonds of Support：與大埔火災受影響人士飲茶交流」等活動，讓受影響社群感受關懷和支持，助力其開展生活復原與社區重建。在教育方面，她透過多倫多大學（香港）基金會、港大保良何鴻燊社區書院，向優秀學生頒發獎學金，鼓勵學生追求卓越、提升多元實力，為青年成長築基賦能。此外，作為香港芭蕾舞團主席，她以藝術連結社區，推出「銀髮芭蕾尋夢園」等特色計劃，讓55歲或以上樂齡人士毋須舞蹈基礎亦可感受芭蕾舞樂趣，既豐富銀髮一族生活、促進身心健康，更以藝術為橋樑推動跨代共融。



何超薳女士長期投身慈善與社群公益事務，致力搭建多元交流平台，促進社會共融與中華文化傳承。作為東華三院顧問局成員，她全力支持該院的慈善服務與社會工作，每年為「歡樂滿東華」活動捐款，惠及婦女、兒童、長者及其他弱勢社群，以實際行動踐行社會責任。她亦透過香港遼寧社團總會，持續組織「遼港青少年交流團2025」，培養香港青少年的愛國情懷，同時助力兩地青少年增進了解，厚植包容共融的情懷。在公益活動方面，她積極支持「健康快車慈善跑步行」，為貧困眼疾患者送上光明希望；透過支持「香港特殊奧林匹克(特奧)執法人員火炬跑」，助力智障人士體育運動發展，弘揚共融文化。此外，她積極推廣太極與武術文化，鼎力支持「粵港澳大灣區武狀元大賽」，既傳承非物質文化遺產，亦以武術為紐帶，促進青年與長者的代際交流，體現文化同根與跨代共融的理念。

集團的女性領導充分體現了我們對多元、平等、共融及家庭價值的堅定承諾。她們積極參與各類社會事務，致力推動女性賦能與工作家庭平衡，將個人理念與倡導轉化為深遠的社會影響力，更以領航者的姿態引領企業邁向卓越。

協作共融
COLLABORATIVE INCLUSIVITY

At Shun Tak Group, our people are the driving force behind our success and sustained growth, and we are committed to fostering a workplace that is safe, healthy, and inclusive. This dedication earned significant recognition in 2025, with our Hong Kong headquarters, Macao offices, and Artyzen Hospitality Group collectively receiving two Gold and five Silver awards at the HR Excellence Awards Hong Kong 2025. The accolades spanned key categories such as ESG strategy, diversity, equity and inclusion, change leadership, employer branding, talent acquisition, and employee development.

在信德集團，人才是推動企業成功與持續成長的核心動力。集團致力於營造一個安全、健康且共融的工作場所。這份承諾亦於2025年獲得肯定— 集團香港總部、澳門辦事處及雅辰酒店集團於「香港人力資源卓越大獎2025」中合共奪得兩項金獎及五項銀獎，涵蓋ESG策略、多元、平等與共融(DEI)、變革領導力、僱主品牌、人才招募及員工培訓發展等多個範疇。







These honors reflect our commitment in upholding transparent expectations, open communication channels, and rigorous health and safety standards, while ensuring fair career advancement opportunities and comprehensive training programs that strengthen skills and competencies. By cultivating a culture of respect, diversity, and equity, we recognize the contributions of our employees, enhance productivity, and nurture a strong sense of belonging that supports both individual development and the long-term sustainability of our business.

這些榮譽反映了我們堅守透明、開放溝通渠道及嚴格的健康與安全標準，同時為同事提供平等的職業發展機會及全面的培訓計劃，以強化技能與能力。通過塑造尊重、多元與平等的工作文化，我們重視每位同事的貢獻，在提升生產力的同時，凝聚歸屬感與向心力，為員工個人成長與企業長遠發展奠定堅實基礎。



ESG Pillars
ESG 支柱

信德集團 SHUN TAK HOLDINGS

Effective property management demands robust communication skills, meticulous attention to detail, comprehensive knowledge of property regulations, and swift resolution of tenant concerns. By nurturing strong tenant relationships, upholding property maintenance standards, and complying with legal obligations, our employees enhance the value and performance of the Group's real estate portfolio.

有效的物業管理需要卓越的溝通技巧、嚴謹的細節關注、對物業法規的全面知識，以及迅速解決租戶關切的能力。通過建立穩固的租戶關係、堅持物業維護標準並遵守法律義務，我們的員工持續提升集團房地產組合的價值與營運表現。

信德集團 SHUN TAK HOLDINGS

Essential skills for successful property development include project management, financial acumen, stakeholder coordination, and knowledge of construction regulations throughout planning, design, and construction stages. By managing the full development process, employees help shape communities, create sustainable environments, and deliver properties that meet the needs of end-users and investors.

成功的物業發展所需的核心技能包括項目管理、財務洞察力、持份者協調，以及對規劃、設計和施工各階段建築法規的了解。通過管理整個開發過程，員工積極參與塑造社區、創建可持續的環境，並交付滿足最終用戶及投資者需求的物業。

Together with celebrating the beauty of traditions, the heritage of the locations, the people in the communities, and the artful design, the sincere service provided by the employees completes Artyzen Hospitality Group's unique Asian-rooted philosophy of "emotional wisdom", crafting bespoke hospitality and leisure experiences for guests.

通過頌揚傳統之美、致敬地方文化風韻、關注社區人群、以及優雅的設計外，更要加上員工為旅客獻上真誠真摯的互動，這些元素構築了雅辰酒店集團獨特的亞洲根源哲學—「情感智慧」，為旅客提供定制的酒店及消閒體驗。

TURBOJET 噴射飛航

A safe and reliable ferry service requires solid knowledge of maritime regulations, technical expertise, operational efficiency, and a strong commitment to safety. By ensuring safe and punctual ferry operations, employees can guide the Group's long-term success and sustainability in transportation.

安全可靠的渡輪服務，建基於對海事法規的紮實知識、專業技術能力、營運效率以及對安全的高度承諾。透過確保渡輪運作安全且準時，員工能引領集團在運輸業務上取得長期的成功與可持續發展。

Preparing our employees for success in an advancing and evolving commercial landscape is rooted in our commitment to providing a safe, healthy, and supportive workplace. In this welcoming environment, we deliver training and career development opportunities that enhance skills and competencies, while fostering a culture of respect, inclusion, and fairness. By embracing the diversity and uniqueness of our workforce, we ensure that every employee is valued, treated equitably, and empowered to thrive.

In 2025, we advanced our commitment to our employees by launching four targets aligned with our four key material topics.

為使員工在不斷發展變化的商業環境中取得成功，我們致力於提供一個安全、健康且具支持性的工作場所。在這個友善的環境中，我們提供培訓及職業發展機會，以提升技能與能力，同時塑造尊重、共融與平等的工作文化。通過接納員工的多元性與獨特性，我們確保每位員工都受到重視、得到平等對待，並賦能他們茁壯成長。

2025年，集團進一步履行對員工的承諾，圍繞四大關鍵議題制定四項相應目標。

Launching New Employee-related Targets
啓動全新員工相關目標

Our new employee-related targets reflect our ongoing commitment to our employees' safety, well-being, and development.
全新的員工相關目標，體現了我們對員工安全、福祉與發展的持續承諾。



Drive impactful DEI initiatives to ignite a culture where DEI is boldly embraced and visibly lived
推動具影響力的多元、平等和共融(DEI)計劃，營造積極實踐DEI的文化



Elevate employee satisfaction through well-designed engagement programs that foster belonging and motivation
透過精心設計的員工參與計劃，提升員工滿意度，培養歸屬感與積極動力



Maintain Lost Time Incident Rate (LTIR) 1 or below for non-hotel operations and 2 or below for hotel operations by FY2030
於2030財政年度，非酒店業務的損失工時事故率(LTIR)維持1或以下，酒店業務達到2或以下



Reach 12 annual training hours per employee for non-hotel operations by FY2030; and maintain 36 annual training hours per head for hotel operations
於2030財政年度，非酒店業務達到人均每年培訓12小時；酒店業務維持人均每年培訓36小時

Discover our Efforts in Driving Key People Topics
了解我們在推動人才相關重要議題上的努力

Topic 議題			
Labor-management Relations 勞資關係	Employee Training and Education 員工培訓和教育	Occupational Health and Safety 職業健康與安全	Diversity, Equity and Inclusion 多元、平等與共融

Labor Management Relations
勞資關係管理

Safeguarding the Occupational Health and Safety of Employees
保障員工職業健康與安全

Employee Skill Development and Capacity Building
員工技能發展與能力建設

Championing a Diverse and Inclusive Corporate Culture
倡導多元共融的企業文化

Upholding Employee Rights
維護員工權益









Labor Management Relations

Valuing the Voice of Employees

The Group places strong emphasis on open communication and meaningful employee engagement, fostering a workplace where every voice matters. Through dedicated platforms, we encourage colleagues to share their ideas and suggestions, facilitating a collaborative process that translates feedback into actionable improvements. This approach not only strengthens trust but also nurtures a supportive and inclusive culture across the Group.

At Artyzen Hospitality Group (AHG), we have conducted annual Employee Satisfaction Survey for the past five years to capture the perspectives of our employees. We believe that employee feedback is essential to shaping a better working environment and driving sustainable business growth. Survey results are carefully analyzed, and targeted actions are implemented to address key issues, ensuring that our employees feel heard, valued, and supported in their professional journey.

勞資關係管理

重視員工的心聲

集團高度重視與員工的開放溝通及實質參與，營造一個每個人意見都至關重要的工作場所。通過專用平台，我們鼓勵同事分享想法與建議，並協作將反饋轉化為具體的改進。這種方法不僅增強相互信任，更在集團培育了一種共融的文化。

在雅辰酒店集團，過去五年持續進行年度僱員滿意度問卷調查，以了解員工的觀點。我們相信員工的反饋對於塑造更好的工作環境及推動可持續業務增長至關重要。我們仔細分析調查結果，並實施針對性措施以解決關鍵問題，確保我們的員工在職業旅程中感到被聆聽、重視及支持。



Honoring Frontline Staff

We deeply appreciate our frontline staff, recognizing that happy teams create exceptional guest experiences. At AHG, we celebrate International Security Officers' Day, Receptionist Week, and Housekeeping Week in different months. Our property management and transportation businesses honor our team members' hard work and dedication in different ways and during festivals, fostering a positive, supportive work environment where everyone feels valued and motivated.

表揚前線員工

我們深知快樂的團隊才能創造卓越的賓客體驗。雅辰酒店集團於不同月份慶祝「國際保安從業員日」、「接待員週」及「國際房務週」，以衷心感謝前線員工的付出。物業管理及運輸等業務亦會透過各種形式與節日安排，感謝團隊成員辛勤工作與奉獻的承諾，營造一個積極、支持的工作環境，讓每個人都感到被重視並充滿動力。



Enhancing Internal Cohesion

提升內部凝聚力

We place great emphasis on enhancing internal cohesion through a variety of annual staff engagement activities, including the Annual Dinner cum Long Service Award, Spring Festival celebrations, parties, outings, and birthday parties. We also honor long-serving employees including those with six decades of service to the Group, with heartfelt farewell lunches. These farewell lunches are attended by Ms Pansy Ho, Ms Daisy Ho, and Ms Maisy Ho, demonstrating our senior management's deep appreciation for their dedication.



我們極為重視通過各類年度員工活動以增強內部凝聚力，包括周年晚宴暨長期服務獎頒獎典禮、新春慶祝活動、聚餐、戶外活動和生日會等。我們亦設宴歡送服務多年的員工，當中包括在集團服務長達六十年的資深員工，以表達誠摯謝意。集團高級管理層，包括何超瓊女士、何超鳳女士及何超蕸女士，均親臨歡送午宴，以示對他們多年貢獻的深切感謝。

These events strengthen team members' bonds, foster a warm and supportive work environment, and create a strong sense of community and belonging. By prioritizing such initiatives, we build a united and motivated team.

這些活動不僅鞏固了團隊成員之間的情誼，亦營造了溫馨互助的工作氛圍，建立深厚的歸屬感。通過持續舉辦相關活動，我們致力建打造團結協作、充滿幹勁的專業團隊。



Safeguarding the Occupational Health and Safety of Employees

保障員工職業健康與安全

Occupational Health and Safety (OHS) is a core commitment in safeguarding our most valuable asset - our employees. We are dedicated to providing a safe and healthy work environment that not only meets but, where possible, exceeds regulatory requirements through robust safety protocols and management systems. By implementing a strong safety culture and continuously improving performance, we aim to minimize workplace incidents and move steadily toward our long term vision of zero work injuries across all operations.



職業健康與安全是我們保障員工的核心承諾。我們致力提供一個安全健康的工作環境，不僅滿足監管要求，更通過完善的安全規程與管理體系，在可行情況下超越相關標準。透過建立穩健的安全文化並持續改善表現，我們的目標是最大限度地減少工作事故，穩步邁向實現所有業務「零工傷」的長遠願景。

ESG Pillars
ESG 支柱

Our OHS approach combines rigorous standards, proactive risk management, and ongoing improvement initiatives to ensure that every employee can perform their duties with confidence and security. This commitment goes beyond compliance with local laws and industry requirements, reinforcing organizational resilience and supporting sustainable business growth. To address the diverse needs of our business units, we maintain comprehensive OHS programs that extend beyond statutory obligations and are tailored to specific operational risks, ensuring safety remains embedded in every aspect of our work.

To uphold compliance with OHS regulations, we conduct both internal and external audits, supplemented by administrative and engineering controls, to identify potential OHS risks and hazards at an early stage. This proactive approach enables us to rectify unsafe conditions, facilities and work practices before they cause harm. For every OHS-related incident, we undertake a thorough investigation, supported by proper documentation of root causes, corrective actions and preventive measures, to protect the health and safety of our employees and contractors and to avoid recurrence.

我們的職業健康與安全方針融合了嚴謹標準、主動風險管理及持續改進舉措，以確保每位員工都能在安心與安全的環境中履行職責。這項承諾超越了對當地法規及行業要求的合規遵循，旨在強化組織韌性，支持業務的可持續增長。為應對各業務單位的不同需求，我們制定了全面的職業健康與安全計劃，這些計劃不僅延伸至法定義務之外，更針對特定的運營風險進行了定制化設計，確保安全理念深植於我們工作的每個環節。

為確保遵守職業健康與安全法規，我們會進行內部與外部審核，並輔以行政及工程控制措施，從而及早識別潛在的職業健康與安全風險及危害。這種前瞻性方法使我們能夠在有害狀況、設施及工作慣例造成傷害之前予以糾正。對於每一單與職業健康與安全相關的事故，我們都會進行徹底調查，並對根本原因、糾正行動及預防措施進行妥善記錄，以保護我們的員工及承包商的健康與安全，並避免事故再次發生。

Our Administrative Controls for OHS
我們的職業健康與安全行政控制措施



Risk assessments 風險評估
Site inspections 現場巡查
Safety review meetings 安全檢討會議
Toolbox talks 工具箱安全會議
Performance evaluations 績效評估
Monitoring of near-miss reports 監察險失事故報告
Incident rate assessments 事故率評估

We maintain a set of administrative controls to manage occupational health and safety risks across our operations systematically. These measures help us identify hazards early, strengthen preventive actions, and continuously improve our safety performance.

我們建立系統化的行政控制措施，以全面管理各營運中的職業健康與安全風險。這些措施幫助我們及早識別危害、強化預防行動，並持續改善我們的安全績效。

Industry-specific Training

- Hotel and catering safety
- Occupational safety in property management
- The International Convention for the Safety of Life at Sea (SOLAS)
- Sea survival
- Construction site safety
- Kitchenware handling

行業特定培訓

- 酒店及餐飲安全
- 物業管理職業安全
- 《國際海上人命安全公約》
- 海上求生
- 建築工地安全
- 廚具操作

General Training

- Emergency preparedness and response
- Personal protective equipment (PE)
- Chemical & electrical safety
- Working at height
- First-aid
- Manual work injury prevention
- Equipment operation
- Heavy rainfall and typhoon
- Heat stroke

通用培訓

- 應急準備與處理
- 個人防護裝備
- 化學品及用電安全
- 高處工作
- 急救
- 預防體力勞動損傷
- 設備操作
- 暴雨及颱風應對
- 中暑預防



Our Property Management team has launched a new digital initiative to support frontline staff during extreme heat weather. The team created a set of WhatsApp stickers that convey care and encouragement, reminding colleagues to take regular rest breaks and stay hydrated when working in extreme heat.





物業管理團隊為進一步支援前線員工應對極端高溫，推出了一項關懷舉措。團隊設計了一套WhatsApp貼圖，用以傳達關懷與鼓勵，提醒同事在酷熱天氣下工作時要定時休息並補充水分。



Promoting Physical and Mental Health

促進身心健康









We promote our employees' physical and mental well-being through a holistic approach that encourages active lifestyles, builds social connections, and supports long-term health. Our efforts were recognized by the Occupational Safety and Health Council where we were awarded the Merit Award in the "Occupational Health Award" 2025-26 under Joyful @ Healthy Workplace Best Practices Award (Enterprise / Organization Category), which commends organizations with outstanding achievements in promoting "Healthy Eating," "Physical Activity" and "Mental Health." Across the Group, initiatives such as "Yoga for Pain Relief Workshop," the "Green Summer" program, and the Dragon Boat Team provide colleagues with opportunities to stay active, relieve stress, and strengthen team spirit. For instance, the "Green Summer" program in our Macao offices promote fitness through a day of pickleball experiences and step-reward initiatives, encouraging employees to adopt healthier routines. Meanwhile, our Dragon Boat Team offers regular training and competitions to employees that enhance both physical endurance and camaraderie.

我們全方位推動員工身心健康，支持並鼓勵積極的生活方式、建立社會聯繫並支持長期身心健康發展。相關努力獲得了職業安全健康局的認可，榮獲2025-26年度「職業健康大獎」中的「好心情@健康工作間大獎(企業/機構組)」良好機構大獎，表揚集團在工作場所推廣「健康飲食」、「體能活動」及「精神健康」的成果。我們不時舉辦如「改善痛症瑜珈工作坊」、「綠色夏日」計劃以及龍舟隊等活動，為同事提供機會保持活力、緩解壓力並強化團隊精神。其中，澳門辦事處的「綠色夏日」計劃透過匹克球體驗日及步數獎勵活動，鼓勵員工養成更健康的生活習慣。與此同時，龍舟隊為員工提供定期訓練及比賽，既增強體能耐力，也培養同事情誼。

ESG Pillars
ESG 支柱



To build capacity for healthier lifestyles, we provide learning opportunities that equip employees with practical knowledge and tools to prevent common health issues. Our Chinese Medicine Dietetic Strategies Workshop introduces seasonal health preservation and dietary approaches that support recovery from common illnesses. Promotion sessions led by registered practitioners offer hands-on experiences such as herbal oil blending and facial massage to enhance vitality and balance. Complementary initiatives, including bone density measurement events and Lunch and Learn workshops on healthy lifestyle challenges, further empower employees to understand their own health status and adopt more sustainable daily habits.

We also place strong emphasis on mental and emotional wellness, reinforced by our recognition under the "Mental Health Workplace Charter." Creative and restorative programs, such as music therapy through singing bowl workshops, handicraft sessions, mosaic lamp-making, and doll painting, provide outlets for relaxation, focus, and stress relief. Social initiatives like "Taste of Sweetness," which include fruit giveaways, dessert workshops, and seasonal events, create moments of enjoyment and interaction that enrich the everyday work experience. At Artyzen Hospitality Group, the Virtual Health Garden extends this commitment into the digital space, offering mindfulness exercises, wellness tips, and self-care resources that employees can access at their own pace.

Employee Skill Development and Capacity Building

We sustain our competitive advantage by prioritizing continuous learning and professional development. We invest strategically in upskilling and reskilling programs that strengthen core competencies across all levels of operations. Through departmental nominations for specialized industry training, we ensure our people remain equipped with emerging market insights and critical sector knowledge. For example, employees undertake tourism and hospitality upskilling through trainings such as International Convention Specialist (CISC) course, certified wine "Masterclass" series, customer service and complaint resolving training, and more. Beyond technical expertise, we also build organizational and business development skills through training in commercial strategy, proposal writing, and financial competence for non finance professionals. To nurture leadership, the Group emphasizes training on problem solving, team collaboration, and regular coaching, ensuring our workforce remains agile and ready to embrace new areas of growth such as digital readiness and sustainability.

Building on this foundation, we strengthened our efforts to future proof our workforce by expanding training in artificial intelligence (AI) to strengthen digital readiness across the Group. Employees participated in programs on AI applications and digital avatar training, complemented by modules on cybersecurity and livestreaming operational skills. These initiatives equip employees to adopt emerging technologies safely and effectively, enhancing both day-to-day operations and customer engagement.

為培養更健康生活方式的能力，我們提供學習機會，讓員工掌握實用知識與工具以預防常見健康問題。「中醫食療策略工作坊」介紹了季節性養生及飲食方法以助康復；註冊醫師主導的推廣活動則提供如草藥精油調配、面部按摩等親身體驗，有助提升活力與身心平衡。此外，骨質密度檢測活動、關於健康生活挑戰的「午間學習坊」等活動，進一步賦能員工了解自身健康狀況，養成可持續的生活習慣。



我們亦高度重視心理健康與情緒健康，並透過獲得「精神健康職場約章」的認可而進一步鞏固我們的承諾。頌缽音樂治療、手工藝工作坊、馬賽克燈製作及娃娃彩繪等創意舒壓活動，為放鬆、專注及紓壓提供了渠道。而水果贈送、甜品工作坊及季節性活動等舉措，創造了愉悅與互動的時刻，豐富了日常工作體驗。雅辰酒店集團更設立「虛擬健康園地」，將這份承諾延伸至數碼空間，提供正念練習、健康貼士及自我關懷資源，讓員工可按自己的節奏使用。

員工技能發展與能力建設

我們通過優先重視持續學習與專業發展，以保持競爭優勢。我們策略性地投資於技能提升與再培訓計劃，以強化各級營運的核心能力。通過部門提名參與特定行業培訓，我們確保員工能掌握新興市場洞察與關鍵行業知識。例如，員工通過參與國際會議專家課程、葡萄酒大師培訓、客戶服務與投訴處理培訓等，以提升旅遊及酒店業的專業技能。除技術專長外，我們也通過商業策略、計劃書撰寫及針對非財務專業人士的財務能力等培訓，以建立組織及業務拓展技能。為培育領導才能，集團着重問題解決、團隊協作及定期指導等培訓，確保我們的員工隊伍保持敏捷，能隨時迎接如數碼化和可持續發展等新的增長領域。



在此基礎上，我們進一步開展人工智能培訓，以提升集團整體的數碼化預備。員工參與了關於人工智能應用和數碼分身培訓的課程，並輔以網絡安全及直播營運技能的課程，讓同事能安全有效地運用新興科技，從而優化日常營運並提升顧客互動體驗。

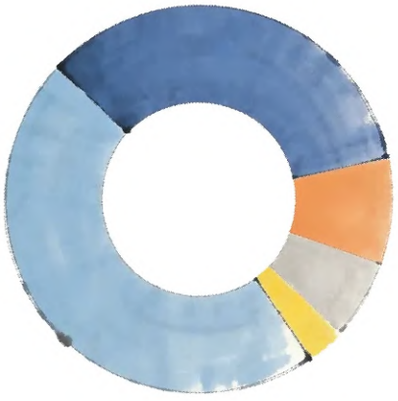
At the same time, we have deepened our sustainability capabilities to ensure our business model remains resilient and responsive to evolving stakeholder expectations. Training covered our sustainability reporting system, sustainable MICE (meetings, incentives, conferences, and exhibitions), sustainable property management, and green building standards such as LEED. Through these programs, employees are empowered to integrate sustainability considerations into planning, operations, and asset management, reinforcing our long-term commitment to responsible growth.

與此同時，我們深化可持續發展能力建設，以確保我們的業務模式保持韌性，並能回應持份者不斷變化的期望。培訓涵蓋我們的可持續發展報告系統、可持續會展（包括會議、獎勵旅遊、大型會議及展覽）、可持續物業管理及領先能源與環境設計等綠色建築標準。通過這些培訓計劃，員工有能力將可持續發展考量融入規劃、營運及資產管理中，從而鞏固我們對負責任增長的長期承諾。

Employee Training and Development Performance
員工培訓及發展表現

Total Training Hours
培訓總時數
41,061 Hours 小時

Training Investment
培訓投資
HKD 687,000 (22% ↑)



34%
Professional Development
專業發展

9%
Occupational Health and Safety
職業健康與安全

7%
Future Skills
未來技能

3%
Sustainability
可持續發展

47%
Others[6]
其他[6]

Championing a Diverse and Inclusive Corporate Culture

倡導多元共融的企業文化

Embracing Chinese Familial Values to Honor Employees' Family Life

弘揚中華家庭價值觀，關注員工家庭生活

The Group recognizes the importance of balancing work and family life and actively cultivates a people-centric culture that respects the central role of family in Chinese society. We design engagement activities that allow colleagues to spend quality time with loved ones while strengthening their sense of belonging to the Group. These initiatives also provide informal communication channels, helping us better understand employees' needs and expectations.

Starting from 2024, the Group hosted a "Family Day", inviting staff and their families to spend an enjoyable and heartwarming afternoon together. The event featured a wide range of engaging activities, including game booths, creative workshops, and a dedicated food corner. Guests enjoyed authentic Italian gelato from the Group's brand, Stecco Natura Gelaterie. The children performed on the stage to showcase their talents. We also conducted a special office tour for the children, deepening their understanding of their parents' profession and work environment.

集團深知平衡工作與家庭生活的重要性，積極培養以人為本的文化，尊重家庭在華人社會中的核心意義。我們設計的員工參與活動，讓同事能與摯愛共度寶貴時光，同時增強他們對集團的歸屬感。這些舉措也提供了非正式的溝通渠道，幫助我們更深入地了解員工的需求與期望。



集團自2024年起舉辦「家庭同樂日」，邀請員工攜同家人參與，共度愉快溫馨的午後時光。活動設有多個遊戲攤位、創意工作坊及美食區，當中包括集團經營品牌Stecco Natura Gelaterie的意式雪糕。員工子女更走到舞台上進行「天才表演」。我們並特別安排員工子女參觀辦公室，加深他們對父母職業及工作環境的了解。

6. Including: Cybersecurity, Business Ethics, Career Advancement, and Operations
包括：網絡安全、商業道德操守、職涯發展、及日常運作

ESG Pillars
ESG 支柱

In Macao, we provide Employees' Children Education Award to encourage the youth striving for excellence in learning.

Additionally, we hosted a Staff Family Day in the backyard of Artyzen Club, inviting employees and their families to participate in interactive activities that introduced and reinforced ESG principles in an accessible way. Through these family-oriented initiatives, we aim to honor our cultural values, support employees' work-life balance, and foster a caring, inclusive, and sustainable workplace.

在澳門，我們為員工子女提供學業優異獎，鼓勵青少年爭取優異的學習成績。

此外，我們在雅辰會的後院舉辦了「員工家庭日」，邀請員工及其家人參與互動活動，以容易理解的方式介紹並強化ESG原則。透過這些以家庭為導向的倡議，旨在弘揚我們的文化價值觀，支持員工的工作與生活平衡，並營造一個關懷、共融且可持續的工作場所。





We continue to promote the implementation of diversity, equity and inclusion (DE&I), maintaining our position as an industry benchmark.
我們持續促進多元、平等與共融的落實，維持作為行業標桿。

Senior Management in Group Headquarters
集團總部高級管理層

Female Representation
女性比例
56.25%

Pay Ratio (Female to Male)
薪酬比率 (女性比男性)
1:1.18

Upholding Employee Rights

We are dedicated to conducting our business with a strong commitment to human rights, recognizing it as a cornerstone of sustainable development. Guided by the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, we are steadfast in safeguarding the rights of our staff and workers throughout our supply chain, including:

- Ensure equal opportunities for employees and job applicants, with labor practices free from discrimination, harassment, and victimization.
- Maintain zero tolerance for child labor or any form of forced or compulsory labor, and prohibit any human trafficking or other illegal employment practices.
- Provide a healthy and safe working environment for employees.
- Honor employees' rights to association, collective bargaining and union participation as allowed by law.

In addition to these efforts, we have introduced new initiatives to support employee well-being, including mental health programs and flexible work arrangements. Our updated Grievance Policy provides efficient, accessible channels for voicing concerns about working conditions, policies, or personal matters, fostering transparent labor-management dialogue and reinforcing our commitment to human rights.

維護員工權益

我們致力於在業務營運中堅守對人權的承諾，視其為可持續發展的基石。以《國際人權法案》、《聯合國商業和人權指導原則》以及國際勞工組織《工作中的基本原則和權利宣言》為指引，我們堅定不移地保障員工及供應鏈內所有工作者的權利，包括：

- 確保員工與潛在員工享有平等機會，並杜絕歧視、騷擾及報復行為。
- 對童工或任何形式的強迫勞動或強制勞動採取零容忍態度，並禁止任何人口販運或其他非法僱用行為。
- 為員工提供健康、安全的工作環境。
- 尊重員工依法結社、集體談判以及參與工會的權力。

除上述工作外，我們推出了支持員工福祉的新舉措，包括心理健康計劃及彈性工作安排。更新的申訴政策為員工提供高效、便捷的反映渠道，讓員工可就工作條件、政策或個人事務提出關注，促進勞資雙方的透明對話，進一步落實我們對人權的承諾。

案例研究
Case Study

Championing Diversity, Equity and Inclusion

We are committed to fostering a workplace that upholds diversity, equity, and inclusion as fundamental principles of our culture. We believe our employees are integral to our long term success, and we strive to create an environment free from discrimination, harassment, and vilification on any grounds. Guided by our Code of Conduct and in compliance with the Employment Ordinance (Cap.57), we ensure fair and respectful treatment in every aspect of employment, from recruitment and promotion to training, compensation, and career development

Our commitment to DEI was recognized at the HR Excellence Awards Hong Kong 2025, where we earned two of the top three awards in the Diversity, Equity and Inclusion category, with Artyzen Hospitality Group receiving the Gold Award while Shun Tak Holdings received the Silver Award, reflecting our Group-wide commitment to inclusive and equitable workplace practices. We actively create inclusive employment opportunities for marginalized groups, including retirees and seniors aged 60 and above, by offering flexible work arrangements that leverage their experience. We also design tailored roles and workplace accommodations to ensure accessibility and inclusion for people with disabilities. Through collaboration with "Daughters of Tomorrow," Artyzen Singapore provides part-time and flexible roles for mothers re-entering the workforce, translating our DEI principles into concrete hiring pathways and career opportunities. The contributions of working fathers are often regarded by society as a given, nevertheless, guided by the principle of equity, we accord them the same level of respect. For instance, Grand Coloane Resort extends appreciation to colleagues on Father's Day.



倡導多元、平等與共融

我們致力於營造以多元、平等與共融為核心文化的工作場所，並視員工為長期成功的關鍵，堅決杜絕任何形式的歧視、騷擾及誹謗的環境。在行為守則和《僱傭條例》(第57章)的指引下，我們確保從招聘、晉升、培訓、薪酬及職業發展的各個層面上，均秉持平等和尊重的原則對待員工。

我們對多元、平等與共融的承諾在「2025香港人力資源卓越大獎」中獲得認可，並在多元、平等與共融類別中贏得了前三名中的兩項大獎。雅辰酒店集團憑藉在多元、平等與共融方面的卓越表現榮獲金獎，而信德集團則獲得銀獎，反映了集團對共融與平等職場實踐的全面投入。我們積極為弱勢群體創造共融就業機會，包括為60歲及以上的退休人士和長者提供彈性工作安排，以善用他們的豐富經驗。我們亦設計定制的職位及無障礙工作配套，以確保殘疾人士能夠融入工作。新加坡雅辰酒店透過與Daughters of Tomorrow的合作，為重返職場的母親提供兼職和彈性職位，將多元、平等與共融原則轉化為具體的招聘途徑和職業機會。在職父親的付出往往被社會視為理所當然，但在平等的理念下我們予以同樣尊重，如鷺環海天度假酒店會於父親節向同事致意。



以行證誠

ACTION VALIDATES SINCERITY



匠心摯誠
BESPOKE SINCERITY

Bridging the Bay: TurboJET's High-Speed Link to Enhance Greater Bay Area Integration

貫通灣區：噴射飛航深化灣區融合

TurboJET has reached a key milestone in regional integration with the official launch of a new high-speed ferry service connecting Shenzhen Airport Ferry Terminal and Macau Outer Harbour Ferry Terminal. Established through a strategic partnership with Shenzhen Airport Group, this route introduces an essential maritime corridor that strengthens the region's interconnected transport network, supporting seamless travel between Shenzhen's aviation and logistics hub and Macao's world-class tourism destination.

Complementing this new sea connection, the Group has introduced cross-border limousine services between Hong Kong's Sheung Wan and Macao's Outer Harbour, as well as land transfers within Macao for enhanced convenience. These initiatives reflect our commitment to synergistic partnerships and operational excellence in meeting regional connectivity needs. Through these new services, we bridge Shenzhen's role as an international aviation and logistics hub with Macao's status as a premier tourism and leisure destination, while supporting national strategies for a modern, comprehensive transportation system and world-class airport cluster.

This enhanced connectivity exemplifies our approach to facilitating efficient people's movement and socio- economic integration, driving the Greater Bay Area's (GBA) high-quality development. Looking ahead, TurboJET will leverage its expertise in maritime passenger transport and cultural tourism to pursue further integrated services, supporting the GBA as a world-class region for living, working, and traveling while delivering sustainable value to stakeholders.

噴射飛航於區域融合中達成關鍵里程碑 — 深圳機場碼頭至澳門外港客運碼頭的高速客輪航線正式啟航。此航線基於與深圳機場集團建立的戰略合作夥伴關係，構建了一條重要的海上走廊，強化了區域的互聯交通網絡，實現深圳航空物流樞紐與澳門世界級旅遊目的地之間的無縫銜接。

為完善整體出行體驗，集團亦推出了香港上環至澳門外港的跨境豪華轎車服務，以及澳門境內的陸路接駁服務，進一步提升行程便利性。這些舉措體現了我們通過協同合作與卓越營運，積極回應區域聯通需求。新服務將深圳作為國際航空與物流樞紐的角色，與澳門作為頂級旅遊休閒目的地的地位緊密連結，並支持國家構建現代化綜合交通體系及世界級機場樞紐的佈局。

增強灣區城市間的連通性，彰顯我們在促進人員高效流動與社會經濟融合、驅動粵港澳大灣區高質量發展的積極作用。展望未來，噴射飛航將持續發揮在海上客運及文化旅遊領域的專業能力，進一步拓展綜合服務，助力大灣區建設成為世界級的宜居、宜業、宜遊區域，同時為持份者創造可持續價值。



ESG Pillars
ESG 支柱

匠心摯誠
BESPOKE SINCERITY

The Group places the highest priority on safeguarding the health, safety, and privacy of our customers. Through proactive engagement, we gain valuable insights into their needs and perspectives, ensuring that their input directly informs our strategies and decision-making. Operating across diverse channels including physical touchpoints, digital platforms, and dedicated feedback mechanisms, we ensure customer insights directly inform our decision-making while protecting their data through stringent cybersecurity protocols and secure transaction environments. This holistic approach creates safe, trustworthy experiences aligned with our sustainability objectives.

Our structured systems drive continuous improvement across business units, including ISO 9001-certified quality management of our property management operations, tracking feedback through daily case logs and Duty Manager Reports in hospitality operations, complemented by employee training in service excellence, complaint handling, and cybersecurity awareness to maintain high standards across security, privacy, and customer interfaces.

These integrated efforts deliver measurable results, where our customer-facing business units receive consistently positive responses, while safeguarding customer trust through proactive cybersecurity measures and quality benchmarking. By translating customer voices into process enhancements and maintaining resilient digital protections, we exceed expectations, build enduring relationships, and advance our shared sustainability vision across the portfolio.

集團將保障客戶的健康、安全與私隱置於首位。透過積極互動深入了解客戶的需求與觀點，確保他們的意見融入我們的策略與決策。我們在實體接觸點、數碼平台及專屬渠道設置反饋機制，確保客戶的洞察能直接指導我們的決策，同時透過嚴格的網絡安全協議及安全的交易防護措施，保障客戶數據安全，打造與可持續發展目標一致的可信體驗。

我們以系統化的體系驅動各業務單位的持續改進，包括物業管理團隊的ISO 9001質量管理，以及酒店業務透過每日個案記錄及值班經理報告等，輔以員工在卓越服務、投訴處理及網絡安全意識方面的培訓，確保在安全、私隱及客戶接觸層面維持高標準。

這些舉措已取得顯著成效，各面向顧客的業務單位持續獲得正面回饋。同時，我們透過前瞻性的網絡安全措施與質量基準比對，守護客戶對集團的信任。通過將客戶的聲音轉化為流程優化動力，並保持穩健的數碼防護機制，超越客戶期望，建立長遠關係，並在整個業務組合中共同推進可持續發展願景。

Launching New Customer-related Targets
啓動全新客戶相關目標

Our new customer-related targets reflect our ongoing commitment to elevating service excellence and fostering sustainable engagement across our operations.
全新的客戶相關目標，體現了我們對提升卓越服務品質及在營運中促進可持續參與度的長期承諾。



Accelerate customer connection by bespoke sustainability engagement initiatives
透過量身定制的可持續發展參與計劃，加深與客戶的連結



0 case of customer health and safety non-compliance annually
每年發生0宗顧客健康與安全相關違規個案



0 data breach annually
每年發生0宗數據洩露事件

Customer Satisfaction
顧客滿意度

Artyzen Hospitality Group
雅辰酒店集團
94.6%

Macau Tower
澳門旅遊塔
91.6%

Property Management
物業管理團隊
98.4%

Discover our Efforts in Driving Key Customer Topics
了解我們在推動顧客相關重要議題上的努力

Topic 議題

- Changing Consumer Preferences toward Sustainability 消費者對可持續發展的喜好轉變
- Customer Health and Safety 顧客健康與安全
- Customer Privacy 顧客私隱

Realizing Customer Aspirations for Sustainable Living
實現顧客對可持續生活嚮往

Customer Health and Safety as Top Priority
顧客健康與安全為首要任務

Protecting Customer Privacy in the Digital Era – Cybersecurity and Data Privacy
在數碼時代保護客戶私隱 — 網路安全與資料私隱

Realizing Customer Aspirations for Sustainable Living

Customers across the Group's portfolio are placing greater importance on sustainability, guided by growing environmental, health, and social consciousness. These evolving priorities shape the way we innovate in hospitality, property, leisure, and tourism, ensuring our operations reflect stakeholder expectations for responsible consumption and enhanced well-being.

實現顧客對可持續生活嚮往

隨著環保、健康與社會意識的提升，集團旗下業務的顧客日益重視可持續發展。這些演變中的需求，正引領我們在酒店、物業、休閒及旅遊業務中的創新方向，確保我們的營運能反映持份者對負責任消費及提升福祉的期望。

ESG Pillars
ESG 支柱

Greener Choices: Pioneering Eco-Innovations

Responding to the growing demand for responsible practices, we have introduced a range of initiatives that embed eco consciousness into our hospitality operations. At Artyzen Hospitality Group (AHG), we are promoting plant-based dining and aim to transform 30% of menus by 2026 across three hotels in Macao and Hengqin. Artyzen Grand Lapa Macau also promotes circular economy principles through its "From Pulp to Planet, Love Recycled" campaign, which featured a Green Walkathon, documentary on recycling, tree-planting, and a fashion show. To empower guests to make greener choices, the hotel has eliminated single-use plastics, introduced reusable glass-bottled drinking water in guestrooms, and launched "Green Menus" with plant-based options. Guests are encouraged to participate in eco-friendly practices such as reduced linen changes, while creative recycling initiatives such as collaborating with the supplier to recycle and repurpose coffee capsules into pens and upcycling festive decorations reinforce the hotel's commitment to sustainability.



At Artyzen Club, the "Urban Oasis" program provides a vibrant green hub. In collaboration with the social enterprise Green Skies, hydroponic and aquaponics gardens have been established to offer farm-to-table experiences. Through the "Green Membership" program, digital e-payment solutions, recycling initiatives, and environmental workshops are also promoted.

Across our property portfolio, we continue to drive sustainability through diverse initiatives. At Shun Tak Centre and 111 Somerset, "Green Reward" programs encourage responsible practices by incentivizing energy conservation through Earth Hour, reducing waste via textile and electronics recycling, and promoting water stewardship during World Water Day.

Compassionate Connections: Building Social Bonds

AHG's BEAGLE Bless Cafe with Leo Ni raises awareness for experimental beagle dogs, donating 10% of coffee sales to "Beagle Commune," a Shanghai-based organization dedicated to rescuing and rehoming beagles used in laboratory research. In addition, our "Furry Animals Summer Camp" summer campaign at The Westwood, liberté place, and Chatham Place featured pet photo booths, play zones, "Healing Paws" therapy, and "Furry Adventure" animal adoption days, which aim to foster animal harmony and community compassion.

更綠色的選擇：開創生態創新

為回應對負責任實踐日益增長的需求，我們推出一系列將環保意識融入酒店營運的舉措。雅辰酒店集團積極推廣植物性餐飲，目標是在2026年前於澳門及橫琴的三家酒店將30%的菜單轉為植物性選項。澳門雅辰酒店亦透過「綠色循環 · 紙愛地球」活動推廣循環經濟原則，活動內容包括綠色步行、回收紀錄片放映、植樹及時裝表演。酒店亦已全面停用一次性塑膠製品，在客房引入可重複使用的玻璃瓶裝飲用水，並推出包含植物性選項的「綠色菜單」，同時鼓勵賓客參與減少布草更換等環保實踐；而與供應商合作回收咖啡膠囊將其轉化成原子筆、以及升級再造節日裝飾等創意活動，則強化了酒店對可持續發展的承諾。

在雅辰會，「城市綠洲」項目提供了一個充滿活力的綠色樞紐，透過與社會企業綠悠天合作，設立水耕及魚菜共生花園，提供「農場到餐桌」體驗，並藉由「綠色會籍」推行數碼電子支付、回收活動及環保工作坊。



在物業組合方面，我們持續透過多元化舉措推動可持續發展。信德中心和索美塞路111號透過「綠色獎賞」計劃，引導負責任行為，例如藉由「地球一小時」推廣節能、透過紡織品和電子廢物回收減少廢物，並在「世界水日」期間倡導水資源管理。

關懷連繫：建立社會紐帶



雅辰酒店集團與藝術家倪傳婧合作的「BEAGLE Bless Cafe」，旨在提高大眾對實驗用比格犬的認知，並將咖啡銷售額的10%捐贈予致力於救助和安置實驗室研究用比格犬的上海機構「比格公社」。此外，於西寶城、昇悅商場及昇御商場舉辦的「毛毛夏令營」夏日活動，設有寵物照相亭、遊玩區、「療癒爪爪」動物輔助治療分享，以及「毛毛奇遇記」動物領養日，促進動物和諧與社區關懷。

Wellness in Motion: Activating Health Horizons

動感健康：拓展健康視野

Ms Pansy Ho and Ms Daisy Ho set a powerful example in championing community wellness at a national level by serving as torchbearers in the National Games relay, symbolizing their commitment to health, active lifestyles, and the well-being of communities across the Greater Bay Area.

Building on this leadership, health-focused preferences are driving AHG's expansion into sports tourism, delivering immersive wellness experiences supported by high-profile sporting events.

As the Official Partner of the 2025 Buick LPGA Shanghai Championships, Artyzen Habitat Hongqiao Shanghai contributed to the event's wellness-forward hospitality offerings, while our Group's support for the Hengqin Marathon helped promote active living across the Guangdong – Macao zone. Artyzen Grand Lapa Macau further advanced wellness engagement by hosting its 7th International Yoga Day, bringing together over 120 participants under the theme "Yoga for One Earth, One Health." The hotel also launched the "Stay at Artyzen • Feel the National Games" initiative, supporting the 15th National Games of China through themed resort activities, curated experiences, and exclusive room offers.







何超瓊女士與何超鳳女士以全國運動會火炬手的身份領航，展現了集團高級管理層在全國層面推動全民健康與積極生活方式的承擔與榜樣力量，亦象徵著她們對大灣區健康文化與社區福祉的深切承諾。

在此領導精神的帶動下，雅辰酒店集團積極拓展體育旅遊版圖，以健康為導向的市場趨勢為基礎，並藉由各大優質體育盛事，為旅客帶來沉浸式的身心療癒體驗。

作為「2025別克LPGA上海錦標賽」官方合作夥伴，上海虹橋雅辰悅居酒店為賽事提供支持；同時，集團亦透過支持橫琴馬拉松在粵澳區域推廣積極生活。澳門雅辰酒店透過舉辦第七屆「國際瑜伽日」，以「瑜伽促進地球一體、健康同源」為主題，吸引了超過120名參與者；其「動感全運．盡在雅辰」倡議則透過主題度假活動、精選體驗及客房優惠，推廣第十五屆全國運動會。

集團旗下物業亦協同推動健康生活。信德京滙中心(北京)提供傳統的「三伏貼」諮詢以助保健；索美塞路111號則透過為期12週的「Get Fit!挑戰」支持新加坡政府的「Healthy 365」健康計劃，該挑戰賽包括InBody身體檢查、教練指導、每週健身課程以促進工作生活平衡，以及「Game Changers」挑戰以維持健康習慣；星皓廣場與市政處合辦的「2025食安動起來同樂日」，結合運動主題遊戲與食品安全知識，助家庭作出更健康選擇。

The Group's properties jointly promote healthy living. Shun Tak Tower Beijing offered traditional "Sanfu Patches" consultations for preventive wellness, 111 Somerset supported the Healthy 365 initiative by the Singaporean Government through the 12-week "Get Fit! Challenge" featuring InBody scans, coaching, weekly fitness sessions for work-life balance, and Game Changers challenges to sustain healthy habits. Moreover, NOVA Mall has also combined sports with practical education in its "Food Safety in Action Fun Day 2025" with The Municipal Affairs Bureau of Macao, an interactive event combining sports-themed activities with vital food safety knowledge to empower shoppers and families to make healthier daily choices.

ESG Pillars
ESG 支柱

Customer Health and Safety as Top Priority

We prioritize safety and well-being of our customers in every decision and strategic initiative, committing not only to full regulatory compliance but also to exceeding standards through a pervasive safety-first culture. Guided by a comprehensive human-centric health and safety management system, we conduct regular safety drills, risk assessments and incident responses exercises to ensure that preventive measures and safety protocols are effectively implemented in all our operations. Mandatory training and refresher courses equip employees with essential safety knowledge and emergency handling skills, fostering a culture of accountability and care. In our retail and dining outlets, we uphold stringent hygiene and food safety standards under certified supervision, supported by regular product testing and continuous audits, while enhancing customer trust and operational resilience.

Technology-enabled Safety



We integrate advanced technologies to proactively enhance customer health and safety across our properties. At Shun Tak Centre, filters with advanced sonic technology have been installed in Pre-cooling Air Units (PAUs) and Air Handling Units (AHUs), together with C-Polar systems, to improve indoor air quality. These measures are complemented by a smart IoT platform that enables intelligent operations, including fall-detection alarms and hygiene sensors for smart toilets. At NEW BUND 31, a building automation system has been installed to monitor PM2.5, PM10, and CO_2 levels to support optimal ventilation. NOVA Mall is also dedicated to air quality management beyond regulatory compliance, creating a healthier shopping environment for visitors.

Venue Resilience and Climate Preparedness

We enhance venue infrastructure and climate readiness to ensure customer safety and operational continuity. During Super Typhoon Ragasa, our Property Management teams fortified coastal properties with impact-resistant windows and reinforced envelopes, supported by OHS Committee oversight, daily inspections, and typhoon-specific staff training. This integrated approach safeguards customers and assets, exemplifying our proactive resilience in extreme conditions.

顧客健康與安全為首要任務



在每項決策和戰略舉措中，我們均優先考慮顧客的安全與福祉，不僅承諾完全符合法規要求，更致力於透過緊守「安全第一」文化超越標準。在一個全面、以人為本的健康與安全管理體系指引下，我們定期進行安全演習、風險評估及事故應變演練，以確保預防措施及安全規程在所有營運中有效實施。強制性培訓及複訓課程，使員工具備必要的安全知識及緊急處理技能，培養了問責與關懷的文化。在零售及餐飲店鋪，我們在認證監督下維持嚴格的衛生及食品安全標準，並透過定期產品檢測與持續審核，以提升顧客信任與營運韌性。

以科技提升安全

我們運用先進科技，主動提升旗下物業內顧客的健康與安全水平。信德中心於預冷空氣處理機及空氣處理機組安裝先進的聲波過濾器，並配置C-Polar空氣過濾系統，以有效改善室內空氣質素。相關措施亦配合智能物聯網平台，實現智能化營運，包括跌倒檢測警報及智能洗手間的衛生傳感器。在前灘31，我們安裝了樓宇自動化系統，用以監測 PM2.5、PM10 及二氧化碳濃度，以支援最佳通風效能。星皓廣場亦致力於超越法規要求的空氣質素管理，為訪客營造更健康的購物環境。

場地韌性與氣候準備



我們加強場地基礎設施與氣候變化準備，以確保顧客安全與營運持續性。在超強颱風樺加沙襲港期間，我們的物業管理團隊為沿海物業加裝抗衝擊窗戶及加固外牆結構，並輔以職業健康安全委員會的監督、每日巡查及針對颱風的員工培訓。這些綜合工作，保護了顧客與資產，體現了我們在極端條件下的主動應變韌性。

Protecting Customer Privacy in the Digital Era – Cybersecurity and Data Privacy

在數碼時代保護客戶私隱 – 網路安全與資料私隱

In today's digital landscape, protecting customer data remains our top priority across our operations, from hospitality, property management, transportation to the retail sector. We have implemented robust strategies to safeguard information, ensure regulatory compliance, and uphold the highest privacy standards.

在當今的數碼環境中，保護客戶資料是我們在酒店、物業管理、運輸及零售等所有營運領域的首要任務。我們已實施全面的策略來保障信息安全、確保合規，並堅守最高的私隱標準。

Stringent IT Controls

- Authorizing access strictly on a "need-to-know" basis
- Restricting sensitive data access to trained and authorized personnel, including employees and contractors
- Implementing encryption measures to prevent unauthorized access to customer data
- Using secure storage solutions such as password-protected shared drives and physical storage, including box files
- Deploying advanced technological safeguards, such as upgrading our Microsoft 365 systems to leverage enhanced security features, including multi-factor authentication, data loss prevention protocols, and advanced threat protection

嚴格的資訊技術控制

- 以「需要知道」原則設定存取權限
- 僅容許受專業培訓的授權人員（包括僱員及外判人員）接觸敏感資料
- 實施加密措施，防止未經授權存取客戶資料
- 使用安全的儲存解決方案，如密碼保護的資料存取裝置及實體儲存（包括檔案盒）
- 部署先進的技術保障措施，例如升級 Microsoft 365 系統，以運用增強的安全功能，包括多重驗證、數據防丟失協議及高級威脅防護

Guiding Principles

Laws and regulations

- Local laws and regulations in all our operating regions
- EU General Data Protection Regulation

Best practices

- Standards of protecting credit card information as set by the PCI Security Standards Council
- Proactive threat mitigation, including alerting users via email reminders when spoofed or phishing emails are detected to prevent potential breaches

Internal policies and guidelines

- Data Privacy Policy
- Business unit-specific SOPs

指導原則

法律和法規

- 業務所在地區的本地法例
- 歐盟《通用數據保護條例》

最佳實踐

- 支付卡產業安全標準委員會訂立的信用卡資料保護準則
- 主動威脅緩解，包括在偵測到偽冒或釣魚電郵時，透過電郵提醒用戶，以防潛在數據洩漏

內部政策和指引

- 資料私隱政策
- 各業務單位的專屬標準作業程序



Audits and Compliance

- Regular internal audits against the compliance of laws, regulations, internal policies, and procedures
- External validation through annual audits conducted by independent third parties, ensuring our cybersecurity and data privacy frameworks meet rigorous professional standards

審計與合規監察

- 定期進行內部審計，確保遵守法律、法規、內部政策及程序
- 透過年度外部審計進行獨立驗證，確保我們的網絡安全與資料私隱框架符合嚴格的專業標準

Competence Building

- Training staff in data privacy obligations and the procedures for handling customer information
- Reinforcing compliance and readiness through regular refresher courses and training records
- Conducting targeted cybersecurity initiatives to help equip employees with the knowledge to identify potential cyber threats

能力建設

- 對員工進行資料私隱義務及處理客戶資料程序的培訓
- 透過定期複訓及培訓記錄強化合規與應對能力
- 展開針對性的網絡安全活動，幫助員工掌握識別潛在網絡威脅的知識

Major Recognitions, Awards, 主要嘉許、獎項、約章及會籍 Charters & Memberships

In 2025, the Group received multiple accolades from all sectors of society for our significant endeavors in different areas of sustainability. We are honored to announce that we have received the following accolades and acknowledgments.

在2025年，集團在可持續發展的各方面成就獲得社會各界的多項讚譽。我們很榮幸能夠獲得以下的榮譽和認可。

Governance
企業管治

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
ESG Pledge ESG約章	The Chinese Manufacturers' Association of Hong Kong 香港中華廠商聯合會	STHL; STPL - Shun Tak Centre 信德集團有限公司; 信德置業管理有限公司 — 信德中心
Greater Bay Area ESG Sustainable Development Enterprise Award of the New Quality Productive Forces Award 新質生產力獎項之大灣區ESG可持續發展企業大獎	Greater-China Association of Branding Industry 大中華名牌企業聯會暨ESG可持續聯盟	STPML - The Westwood 信德物業管理有限公司 — 西寶城
Hong Kong ESG Award 香港ESG獎	The Chinese Manufacturers' Association of Hong Kong 香港中華廠商聯合會	STHL 信德集團有限公司
Quam IR Awards: Main Board Category 華富卓越投資者關係大獎: 主板類別	Quam Plus International Financial Limited 華富建業國際金融有限公司	STHL 信德集團有限公司
Standard Chartered Corporate Achievement Awards 2025 - Outstanding Award (Cross-border Corporate Category) 2025年渣打企業成就獎 — 卓越大獎(跨境企業類別)	Standard Chartered 渣打銀行	STHL 信德集團有限公司
TVB ESG Awards 2025 - ESG Special Recognition Award TVB環境、社會及管治大獎2025 — ESG特別嘉許獎	TVB 電視廣播有限公司	STHL 信德集團有限公司

Environmental Protection
環境保護

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
2025 Business Awards of Macau - Gold Award for Environmental Performance 2025年澳門商務大獎 — 環境績效大獎金獎	Business Award in Macau 澳門商務大獎	Artyzen Grand Lapa Macau 澳門雅辰酒店
4T Charter 4T 約章	Electrical and Mechanical Services Department 機電工程署	STPL - Shun Tak Centre; STPML - Chatham Place, liberté place, The Westwood 信德置業管理有限公司 — 信德中心; 信德物業管理有限公司 — 昇御商場、昇悅商場、西寶城
BOCHK Corporate Low-Carbon Environmental Leadership Awards 中銀香港企業低碳環保領先大獎	Federation of Hong Kong Industries 香港工業總商會	Shun Tak Property Management Limited 信德物業管理有限公司
Carbon Neutrality (Waste Reduction) Charter 碳中和 (減廢) 約章	Environmental Protection Department 環境保護署	STPL - Shun Tak Centre; STPML - The Westwood 信德置業管理有限公司 — 信德中心; 信德物業管理有限公司 — 西寶城
Charter on External Lighting 戶外燈光約章	The Environment and Ecology Bureau 環境及生態局	STPML - The Westwood 信德物業管理有限公司 — 西寶城
Energy Saving Charter 節能約章	Electrical and Mechanical Services Department 機電工程署	Artyzen Club; STHL; STPL - Shun Tak Centre; STPML - Chatham Place, liberté place, The Westwood 雅辰會; 信德集團有限公司; 信德置業管理有限公司 — 信德中心; 信德物業管理有限公司 — 昇御商場、昇悅商場、西寶城
Food Wise Charter 惜食約章	The Environment and Ecology Bureau 環境及生態局	STPL - Shun Tak Centre; STPML - Chatham Place, The Westwood 信德置業管理有限公司 — 信德中心; 信德物業管理有限公司 — 昇御商場、西寶城
Green Office Award Labelling Scheme – Green Office Label 綠色辦公室獎勵計劃 — 綠色辦公室標誌	World Green Organisation 世界綠色組織	STPL - Shun Tak Centre 信德置業管理有限公司 — 信德中心
Gold Pioneer for Contribution to Enhancing Building Energy Efficiency 推動樓宇能源效益優化貢獻先鋒金章	HKQAA 香港品質保證局	STPL - Shun Tak Centre 信德置業管理有限公司 — 信德中心
Hong Kong Green Awards - SME Bronze Sustained Performance 11 years 香港綠色企業大獎 — 超卓環保安全健康獎(中小型企業)連續獲獎機構(11年或以上)	Green Council 環保促進會	Shun Tak Property Management Limited 信德物業管理有限公司

Major Recognitions, Awards, Charters & Memberships
主要嘉許、獎項、約章及會籍

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
Hong Kong Green Organisation Certificate **香港綠色機構認證**	Environmental Campaign Committee **環境運動委員會**	AHG; STDL; STHL; STPL; STREL; MMCL **雅辰酒店集團;信德發展有限公司;信德集團有限公司;信德置業管理有限公司;信德地產有限公司;澳門東西有限公司**
Hong Kong Green Organisation Certification Energywi$e Certificate - Good Level **香港綠色機構認證節能證書 — 良好級別**	Environmental Campaign Committee **環境運動委員會**	AHG; STHL; STDL; STPL; STREL **雅辰酒店集團;信德集團有限公司;信德發展有限公司;信德置業管理有限公司;信德地產有限公司**
Hong Kong Green Organisation Certification Energywi$e Certificate - Basic Level **香港綠色機構認證節能證書 — 基礎級別**	Environmental Campaign Committee **環境運動委員會**	MMCL; TurboJET **澳門東西有限公司;噴射飛航**
Hong Kong Green Organisation Certification IAQwi$e Certificate - Excellent Level **香港綠色機構認證清新室內空氣證書 — 卓越級別**	Environmental Campaign Committee **環境運動委員會**	STHL **信德集團有限公司**
Hong Kong Green Organisation Certification Wastewi$e Certificate - Excellent Level **香港綠色機構認證減廢證書 — 卓越級別**	Environmental Campaign Committee **環境運動委員會**	AHG; MMCL; STDL; STHL; STPL; TurboJET **雅辰酒店集團;澳門東西有限公司;信德發展有限公司;信德集團有限公司;信德置業管理有限公司;噴射飛航**
Hong Kong Green Organisation Certification Wastesi$e Certificate - Good Level **香港綠色機構認證減廢證書 — 良好級別**	Environmental Campaign Committee **環境運動委員會**	STREL **信德地產有限公司**
Indoor Air Quality Certificate - Good Class **室內空氣質素檢定證書 — 良好級別**	Environmental Protection Department **環境保護署**	STPL - Shun Tak Centre; STPML - The Westwood (Mall and Management Office) **信德置業管理有限公司 — 信德中心;信德物業管理有限公司 — 西寶城 (商場及管理辦公室)**
Indoor Air Quality Certificate **室內空氣質素檢定證書**	Business Environment Council **商界環保協會**	STHL **信德集團有限公司**
iRecycle Sustainability Award **愛回收可持續發展大獎**	iRecycle Charity Foundation **愛回收慈善基金**	STPL - Shun Tak Centre **信德置業管理有限公司 — 信德中心**
Macao Green Hotel Award - Silver Award **澳門環保酒店獎 — 銀獎**	Macao Environmental Protection Bureau **澳門環境保護局**	Artyzen Grand Lapa Macau; Grand Coloane Resort **澳門雅辰酒店;鷺環海天度假酒店**
Source Separation of Commercial and Industrial Waste **工商業廢物源頭分類計畫**	Environmental Protection Department **環境保護署**	STPL - Shun Tak Centre; STPML - The Westwood **信德置業管理有限公司 — 信德中心;信德物業管理有限公司 — 西寶城**

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
The 20th PropertyGuru Asia Property Awards - Asia Grand Award - Best Green Commercial Development Award (Asia) - Best Green Commercial Development Award (Hong Kong and Macau) - The ESG Developer Awards - Sustainable Construction Award - The ESG Developer Awards - Sustainable Design Award **第十屆亞洲不動產獎** **— 亞洲不動產獎總決賽 — 年度綠色商業項目大獎(亞洲)** **— 年度綠色建築項目(香港及澳門)** **— ESG開發商類獎項 — 年度永續建設獎** **— ESG開發商類獎項 — 年度永續設計獎**	PropertyGuru Asia Property Awards Mainland China, Hong Kong, Macau **亞洲不動產獎**	STDL **信德發展有限公司**

Labor
僱員

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
Equal Opportunity Employer Recognition Scheme - Equal Opportunity Employer - Racial Equality and Inclusion **平等機會嘉許計劃 — 平等機會僱主 — 種族多元共融**	Equal Opportunities Commission **平等機會委員會**	STPML **信德物業管理有限公司**
Good Employer Charter **《好僱主約章》**	Labour Department, Workplace Consultation Promotion Division **勞工處勞資協商促進科**	IMCL; IM(HK)CL; MMCL; STCMSL; STDL; STHL; STPL; STPML; STREL; STTIHL; TurboJET **冰點東西有限公司;冰點東西 (香港) 有限公司;澳門東西有限公司;信德會所管理服務有限公司;信德發展有限公司;信德集團有限公司;信德置業管理有限公司;信德物業管理有限公司;信德地產有限公司;信德旅遊投資控股有限公司;噴射飛航**

Major Recognitions, Awards, Charters & Memberships
主要嘉許、獎項、約章及會籍

Recognition / Award / Charter **嘉許/獎項/約章**	Issuing Body **頒發機構**	Business Unit[1] **業務單位[1]**
Human Resources Excellence Awards 2025 - Excellence in Change Leadership Strategy - Silver Award - Excellence in Diversity, Equity & Inclusion - Gold Award - Excellence in Diversity, Equity & Inclusion - Silver Award - Excellence in Employer Branding - Silver Award - Excellence in ESG Strategy - Gold Award - Excellence in Employee Development Silver Award - Excellence in Talent Acquisition - Silver Award **人力資源卓越大獎 2025** **— 卓越變革領導策略獎 — 銀獎** **— 卓越多元、平等與共融獎 — 金獎** **— 卓越多元、平等與共融獎 — 銀獎** **— 卓越僱主品牌獎 — 銀獎** **— 卓越 ESG 策略獎 — 金獎** **— 卓越員工發展獎 — 銀獎** **— 卓越人才招聘獎 — 銀獎**	Human Resources Online (只有英文名稱)	STHL AHG STH(M)L STHL STHL AHG STH(M)L **信德集團有限公司** **雅辰酒店集團** **信德集團控股(澳門)有限公司** **信德集團有限公司** **信德集團有限公司** **雅辰酒店集團** **信德集團控股(澳門)有限公司**
Harmony@Workplace Organisation 2025-26 **融洽職場機構 2025-26**	Occupational Safety and Health Council **職業安全健康局**	STHL; STPL **信德集團有限公司;信德置業管理有限公司**
Heart Caring Charter **護心約章**	Occupational Safety and Health Council **職業安全健康局**	STPML - The Westwood; STPL - Shun Tak Centre **德物業管理有限公司 — 西寶城;** **信德置業管理有限公司 — 信德中心**
HK OSH Award - Safety Performance Award - Outstanding Award **香港職安健大獎** **— 安全表現大獎 — 傑出獎**	Occupational Safety & Health Council **職業安全健康局**	STPML **信德物業管理有限公司**
HKIHRM HR Excellence Awards 2025/2026 - Learning & Development Award - Elite **香港人力資源管理學會卓越人力資源獎2025/2026 — 學習及發展獎 — 銀獎**	Hong Kong Institute of Human Resource Management **香港人力資源管理學會**	TurboJET **噴射飛航**
Happiness at Work Promotional Scheme - Happy Company **開心工作間 — 開心企業**	Promoting Happiness Index Foundation **香港提升快樂指數基金**	STHL **信德集團有限公司**

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
HR Excellence Awards 2024/2025 - Grand Award of ESG Initiatives - Merit - Green Achievement Award - Merit - Community Caring Award - Merit 卓越人力資源獎 2024/2025 — ESG 措施大獎 — 銅獎 — 環保成就獎 — 銅獎 — 社區關懷獎 — 銅獎	Hong Kong Institute of Human Resource Management 香港人力資源管理學會	STHL 信德集團有限公司
Joyful@Healthy Workplace Best Practices Award - Enterprise/ Organisation Category - Merit Award 「好心情@健康工作間大獎 (企業/機構組)」良好機構大獎	Occupational Safety and Health Council, Labour Department, Department of Health, Pneumoconiosis Compensation Fund Board and Occupational Deafness Compensation Board 職業安全健康局, 勞工處, 衞生處, 肺塵埃沉着病補償基金委員會和職業性失聰補償管理局	STHL 信德集團有限公司
Joyful@Healthy Workplace Charter 好心情@健康工作間約章	Department of Health, Labour Department and the Occupational Safety and Health Council 衞生署、勞工處及職業安全健康局	STHL; STPML - Chatham Place, liberté place, The Westwood; STPL - Shun Tak Centre 信德集團有限公司; 信德物業管理有限公司 — 昇御商場、昇悅商場、西寶城 信德置業管理有限公司 — 信德中心
Manpower Developer Award Scheme - Super MD Manpower Developer Logo (2025-30) 「人才企業嘉許計劃」Super MD 人才企業標誌 (2025-30)	Employees Retraining Board 僱員再培訓局	TurboJET 噴射飛航
Manpower Developer Award (Since 2013) 人才企業嘉許計劃 (自2013年起)	Employees Retraining Board 僱員再培訓局	TurboJET 噴射飛航
Outstanding Disabled Employees and Talent Recognizing Employers Award Program 2025 2025優秀殘障僱員暨識才僱主嘉許計劃	Labour Affairs Bureau and Social Welfare Bureau 勞工事務局及社會工作局	CL(M)L; STMSL 白洋舍(澳門)有限公司;信德澳門服務有限公司
Partner Employer Award 5 years+ (5-Years Excellence Award) 友商友良嘉許計劃 2025 (5年或以上卓越企業)	Hong Kong General Chamber of Small & Medium Business 香港中小型企業總商會	STHL 信德集團有限公司

Major Recognitions, Awards, Charters & Memberships
主要嘉許、獎項、約章及會籍

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
Singapore HR Awards - Excellence in People Policy & Design - Gold Award - Excellence in Employee Experience and Well Being Award - Bronze Award **新加坡人力資源獎** **— 卓越人力資源政策與設計大獎 — 金獎** **— 卓越員工體驗及福祉大獎 — 銅獎**	Singapore Human Resources Institution **新加坡人力資源學會**	Artyzen Singapore **新加坡雅辰酒店**
The Racial Diversity & Inclusion Charter for Employers **種族多元共融僱主約章**	Equal Opportunities Commission **平等機會委員會**	STHL; STPML **信德集團有限公司;信德物業管理有限公司**

Business-related
業務相關

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
2025 Agoda Gold Circle Award **2025年金環獎**	Agoda (只有英文名稱)	YaTi by Artyzen Hongqiao Shanghai **上海虹橋雅辰緹酒店**
2025 Scenic Hotel **美景酒店榜**	Ctrip **攜程**	Grand Coloane Resort **鷺環海天度假酒店**
2025 Traveler's Choice Award - Best of the Best 2025 Traveler's Choice Award **2025年旅行者之選：最風雲大獎得主** **2025年旅行者之選**	Tripadvisor (只有英文名稱)	Artyzen Grand Lapa Macau Grand Coloane Resort **澳門雅辰酒店** **鷺環海天度假酒店**
3rd Outstanding Practitioners Election 2025 - Best Security Personnel **第三屆優秀從業員選舉2025 — 優秀保安員**	Hong Kong Property Service Alliance **香港物業服務聯盟**	STPL - Shun Tak Centre **信德置業管理有限公司 — 信德中心**
Best Design Hotel **最佳設計酒店**	China Best Hotel Awards **中國最佳酒店大獎**	Artyzen NEW BUND 31 Shanghai **上海前灘31雅辰酒店**
Best New Culinary Experience Destination **最佳美食新場景**	Publicity Department of the CPC Shanghai Pudong New Area Committee (Culture, Sports and Tourism Bureau) **上海浦東新區區委宣傳部文體旅遊局**	Artyzen NEW BUND 31 Shanghai **上海前灘31雅辰酒店**

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
Disabled - Friendly Dining Venue of Choice 殘疾人士友善餐飲場所	2025 International Day of Persons with Disabilities Event Preparation Team 2025年國際康復日活動籌備小組	Artyzen Grand Lapa Macau 澳門雅辰酒店
Excellence in Facility Management Award 卓越設施管理獎	The Hong Kong Institute of Facility Management 香港設施管理學會	STPL - Shun Tak Centre; STPML - The Westwood 信德置業管理有限公司 — 信德中心; 信德物業管理有限公司 — 西寶城
Favourite Hotel by Dian Ping Awards 2025 2025年大眾點評「必住榜」	Dian Ping 大眾點評	Artyzen Grand Lapa Macau 澳門雅辰酒店
HIREA Awards of Excellence 2025 卓越大獎	The Hong Kong Institute of Real Estate Administrators 香港地產行政師學會	STPL - Shun Tak Centre 信德置業管理有限公司 — 信德中心
International Travelers' Choice 2025 (Macau) 2025年國際旅客之選(澳門)	Expedia 智遊網	Artyzen Grand Lapa Macau 澳門雅辰酒店
Lifestyle Hotel of the Year 年度最佳生活方式酒店	China Hotel Awards 中國酒店大獎	Artyzen NEW BUND 31 Shanghai 上海前灘31雅辰酒店
MICHELIN Guide Global Hotel Selection Michelin Key Hotel - One MICHELIN Key 《米芝蓮指南》全球星鑰酒店評選 — 一星鑰	MICHELIN Guide 米芝蓮指南	Artyzen Singapore 新加坡雅辰酒店
Tatler Best Awards 2025 - 100 Best Hotels in Asia-Pacific 2025年度Tatler Best Awards — 亞太區百大最佳酒店	Tatler Asia (只有英文名稱)	Artyzen Singapore 新加坡雅辰酒店
The 10th International BIM Awards - Best BIM Applications in Commercial Development - Platinum Award - Best BIM Applications in Design - Gold Award 第十屆國際 BIM 大獎 — 最佳商業項目BIM應用大獎 — 鉑金獎 — 最佳BIM設計應用獎 — 金獎	IDTM 型建香港	STDL 信德發展有限公司
The Best City Landmark Hotel 城市地標價值酒店	CHBA China Hospitality Brand Value Award 中國飯店業CHBA大獎	Artyzen NEW BUND 31 Shanghai 上海前灘31雅辰酒店

Major Recognitions, Awards, Charters & Memberships
主要嘉許、獎項、約章及會籍

Community
社區

Recognition / Award / Charter 嘉許/獎項/約章	Issuing Body 頒發機構	Business Unit[1] 業務單位[1]
15 Years Plus Caring Company Logo Certificate 十五年Plus「商界展關懷」標誌	Hong Kong Council of Social Service 香港社會服務聯會	STHL; TurboJET 信德集團有限公司; 噴射飛航
20 Years Plus Caring Company Logo Certificate 二十年Plus「商界展關懷」標誌	Hong Kong Council of Social Service 香港社會服務聯會	STPML 信德物業管理有限公司
Pudong Top 10 High-Growth Cultural Enterprises 浦東十大成長性文化企業	Publicity Department of the CPC Shanghai Pudong New Area Committee (Culture, Sports and Tourism Bureau) 上海浦東新區區委宣傳部 文體旅遊局	NEW BUND 31 前灘31
Company of Good - 2 Hearts 善企計劃 — 二心認可	National Volunteer and Philanthropy Centre 新加坡國家志願服務與慈善中心	Artyzen Singapore 新加坡雅辰酒店
Universal Design Award Scheme 2024/2025 通用設計嘉許計劃 2024/2025	Equal Opportunities Commission 平等機會委員會	STPL - Shun Tak Centre; STPML - The Westwood 信德置業管理有限公司 — 信德中心; 信德物業管理有限公司 — 西寶城

During 2025, we actively participated as members of the following organizations and institutions. We firmly believe that our alignment in values can contribute to ongoing enhancements and guide us towards a more sustainable future for the Group.

於2025年期間，我們擁有下列組織及機構的會員資格。我們堅信與我們價值觀一致的夥伴有助我們持續改進，並引導集團邁向更可持續的未來。

Institution 機構	Business Unit[1] 業務單位[1]	Class of Membership 會籍級別
Agency for Volunteer Service 義務工作發展局	STHL 信德集團有限公司	Corporate Member 企業會員
Austrian Chamber of Commerce Hong Kong & Macau 奧地利駐港澳總領事館	Grand Coloane Resort 鷺環海天度假酒店	Member 會員
Association of Macao Laundry Merchants 澳門洗衣業商會	CL(M)L 白洋舍 (澳門) 有限公司	Member 會員
Business Environment Council 商界環保協會	STHL 信德集團有限公司	Corporate Member 企業會員
Business Network International (只有英文版)	Macau Tower 澳門旅遊塔	Corporate Member 企業會員
Canadian Chamber of Commerce in Macao 澳門加拿大商會	Artyzen Grand Lapa Macau 澳門雅辰酒店	Member 會員

Institution 機構	Business Unit[1] 業務單位[1]	Class of Membership 會籍級別
Employers' Federation of Hong Kong 香港僱主聯合會	STHL 信德集團有限公司	Corporate Member 企業會員
Equal Opportunities Commission 平等機會委員會	STHL 信德集團有限公司	EO Club Corporate Member 平等機會之友會企業會員
Federation of Hong Kong Industries 香港工業總會	TurboJET 噴射飛航	Corporate Member 企業會員
France Macau Chamber of Commerce 法國澳門工商會	Artyzen Grand Lapa Macau; Grand Coloane Resort; Macau Tower 澳門雅辰酒店；鷺環海天度假酒店；澳門旅遊塔	Corporate Member 企業會員
Hong Kong Brand Development Council 香港品牌發展局	TurboJET 噴射飛航	Corporate Member 企業會員
Hong Kong Business Accountants Association 香港商界會計師協會	STHL 信德集團有限公司	Corporate Member 企業會員
Hong Kong Chinese Importers' & Exporters' Association 香港中華出入口商會	IMCL; MMCL 冰點東西有限公司；澳門東西有限公司	Corporate Member 企業會員
Hong Kong College of Technology (HKCT) 香港專業進修學校 (港專)	STHL 信德集團有限公司	Member, Employers Consultative Committees 僱主顧問委員會委員
Hong Kong General Chamber of Commerce 香港總商會	AHG; STHL; STCMSL; TurboJET 雅辰酒店集團；信德集團有限公司；信德會所管理服務有限公司；噴射飛航	Corporate Member 企業會員
Hong Kong Green Building Council 香港綠色建築議會	STPL - Shun Tak Centre; STPML - Chatham Place, liberté place, The Westwood 信德置業管理有限公司 — 信德中心；信德物業管理有限公司 — 昇御商場、昇悅商場、西寶城	Hong Kong Green Shop Alliance Member 香港綠建商舖聯盟成員
Hong Kong Institute of Human Resource Management 香港人力資源管理學會	STHL 信德集團有限公司	Corporate Member 企業會員
Industrial Association of Macau 澳門廠商聯合會	CL(M)L 白洋舍 (澳門) 有限公司	Corporate Member 企業會員
Lantau Development Alliance 大嶼山發展聯盟	TurboJET 噴射飛航	Founding Member 創會成員

Major Recognitions, Awards, Charters & Memberships
主要嘉許、獎項、約章及會籍

Institution 機構	Business Unit[1] 業務單位[1]	Class of Membership 會籍級別
Macau Chamber of Commerce **澳門中華總商會**	CL(M)L; MMCL; STH(M)L; STPFML **白洋舍 (澳門) 有限公司;澳門東西有限公司;信德集團控股 (澳門) 有限公司;信德物業及設施管理有限公司**	Corporate Member **企業會員**
Macau Convention & Exhibition Association **澳門會議展覽業協會**	Macau Tower **澳門旅遊塔**	Member **會員**
Macau Fair & Trade Association **澳門展貿協會**	Macau Tower **澳門旅遊塔**	Member **會員**
Macau Hotel Association **澳門酒店協會**	Artyzen Grand Lapa Macau **澳門雅辰酒店**	Member **會員**
	Macau Tower **澳門旅遊塔**	Associate Member **非正式會員**
Macau Management Association **澳門管理專業協會**	STHL **信德集團有限公司**	Charter Member **特邀會員**
Macau Retail and Management Association **澳門零售管理協會**	MMCL **澳門東西有限公司**	Corporate Member **企業會員**
Pacific Asia Travel Association **亞太旅遊協會**	Artyzen Grand Lapa Macau; Macau Tower **澳門雅辰酒店;澳門旅遊塔**	Member **會員**
	TurboJET **噴射飛航**	Corporate Member **企業會員**
Property Management Business Association Macao **澳門物業管理業商會**	STPFML **信德物業及設施管理有限公司**	Corporate Member **企業會員**
Skål International (只有英文版)	AHG **雅辰酒店集團**	Member **會員**
The British Business Association of Macao **澳門英國商會**	AHG **雅辰酒店集團**	Corporate Member **企業會員**
The Chartered Institute of Logistics & Transport in Hong Kong **香港運輸物流學會**	TurboJET **噴射飛航**	Corporate Member **企業會員**

Institution 機構	Business Unit[1] 業務單位[1]	Class of Membership 會籍級別
The Chinese General Chamber of Commerce, Hong Kong 香港中華總商會	STTIHL; STHL; STPL 信德旅遊投資控股有限公司; 信德集團有限公司; 信德置業管理有限公司	Corporate Member 企業會員
The Dry Cleaning & Laundry Institute 乾洗及洗衣學會	CL(M)L 白洋舍 (澳門) 有限公司	Professional Member 專業會員
The Federation of Environmental And Hygienic Services 中港澳環衛總商會	STPML 信德物業管理有限公司	Member 會員
The Great Towers Alliance of Guangdong - Hong Kong - Macao Greater Bay Area 粵港澳大灣區高塔聯盟	Macau Tower 澳門旅遊塔	Member 會員
The Hong Kong Association of Property Management Companies 香港物業管理公司協會	STPML 信德物業管理有限公司	Corporate Member 企業會員
The Hong Kong Management Association 香港管理專業協會	STPML 信德物業管理有限公司	Corporate Member 企業會員
The Macau Human Resources Management Association 澳門人力資源管理協會	STH(M)L 信德集團控股(澳門)有限公司	Corporate Member 企業會員
The Real Estate Developers Association of Hong Kong 香港地產建設商會	STDL; STHL; STPML 信德發展有限公司;信德集團有限公司; 信德物業管理有限公司	Corporate Member 企業會員
World Federation of Great Towers 世界高塔聯盟	Macau Tower 澳門旅遊塔	Member 會員

1 The full names corresponding to the Group's business units are: AHG: Artyzen Hospitality Group; CL(M)L: Clean Living (Macau) Limited; IMCL: Icy Matters Company Limited; IM(HK)CL: Icy Matters (Hong Kong) Company Limited; MMCL: Macau Matters Company Limited; STCMSL: Shun Tak Club Management Services Limited; STDL: Shun Tak Development Limited; STHL: Shun Tak Holdings Limited; STH(M)L: Shun Tak Holdings (Macau) Limited; STMSL: Shun Tak Macau Services Limited; STPFML: Shun Tak Property and Facility Management Limited; STPL: Shun Tak Properties Limited; STPML: Shun Tak Property ManagementLimited; STREL: Shun Tak Real Estate Limited; STTIHL: Shun Tak Tourism Investment Holdings Limited.

Performance Data Summary
表現數據摘要

Environmental Performance[1]
環境表現[1]

Energy Use [2] 能源使用 [2]	Unit 單位	2025	2024
Total energy use 能源使用總量	'000 kWh 千個千瓦時	132,172.95	131,605.69
Electricity 電		105,967.49	106,062.58
Electricity intensity [3] 耗電強度 [3]	'000 kWh/HK$ million revenue 千個千瓦時/百萬港元收益	0.071	0.074
Electricity intensity for property sector 物業業務的耗電強度	'000 kWh/m² 千個千瓦時/平方米	0.095	0.094
Electricity intensity for hospitality sector 酒店業務的耗電強度	'000 kWh/guest night 千個千瓦時/賓客入住晚數	0.050	0.059
Town gas 煤氣	'000 kWh 千個千瓦時	598.32	608.86
Diesel 柴油		10,948.94	12,963.55
Unleaded petrol 無鉛汽油		202.06	207.49
Liquefied petroleum gas 液化石油氣		3,037.56	2,676.68
Piped natural gas 管道天然氣		5,981.09	3,326.64

Greenhouse Gas ("GHG") Emissions 溫室氣體排放	Unit 單位	2025	2024
GHG emissions for Scope 1 [4] 溫室氣體排放量 (範圍一) [4]	metric tons CO_2e 公噸二氧化碳當量	5,229.16	5,989.16
GHG emissions for Scope 2 [5] 溫室氣體排放量 (範圍二) [5]		60,824.63	62,605.82
GHG emissions for Scope 1 and 2 [5] 溫室氣體排放量 (範圍一和二) [5]		66,053.79	68,594.97
GHG emissions for Scope 3 [6] 溫室氣體排放量 (範圍三) [6]		120,878.93	123,148.46
Scope 1 and 2 GHG emissions intensity [3] 範圍一和範圍二溫室氣體排放強度 [3]	metric tons CO_2e / HK$ million revenue 公噸二氧化碳當量/百萬港元收益	0.045	0.048
GHG intensity for property sector 物業業務的碳強度	metric tons CO_2e/m^2 公噸二氧化碳當量/平方米	0.054	0.057
GHG intensity for hospitality sector 酒店業務的碳強度	metric tons CO_2e/guest night 公噸二氧化碳當量/賓客入住晚數	0.032	0.039

Other Air Emissions [7] 其他氣體排放 [7]	Unit 單位	2025	2024
NOx emission [8] 氮氧化物排放量 [8]	kg 公斤	237.36	245.18
SOx emission [9] 硫氧化物排放量 [9]		0.49	18.27

Resource Use [10] 資源使用 [10]	Unit 單位	2025	2024
Paper 紙	metric tons 公噸	674.29	799.22
Total water use 總用水量	cubic meter 立方米	994,128.68	940,936.75
Water intensity [3] 耗水強度 [3]	cubic meter / HK$ million revenue 立方米/百萬港元收益	0.671	0.654
Water intensity for property sector 物業業務的耗水強度	cubic meter/m² 立方米/平方米	0.500	0.462
Water intensity for hospitality sector 酒店業務的耗水強度	cubic meter/guest night 立方米/賓客入住晚數	0.646	0.732

1 To enhance data comparability, we have restated our historical figures. Following a boundary review, TurboJET is now treated as an investment, resulting in the reclassification of its Scope 1 and 2 emissions into our Scope 3 data. Additionally, having successfully collected two full years of data, we have now included NEW BUND 31, Artyzen Habitat Hengqin Zhuhai, Artyzen NEW BUND 31, and Artyzen Singapore in our formal disclosures. These restatements ensure a consistent year-on-year comparison across all reported entities.
為提升數據的可比性，我們已重報歷史數據。經報告範疇審查後，噴射飛航現被視為一項投資，其範圍 1 和 2 的排放量已重新歸類至範圍 3 數據。此外，隨著前灘 31、珠海橫琴雅辰悅居酒店、上海前灘 31 雅辰酒店及新加坡雅辰酒店進入業務成熟期，在成功收集兩年的完整數據後，我們已正式將上述項目納入披露範圍，並重報比較數字，以確保所有報告實體的年度數據維持一致性。

2 Energy Use calculations used the conversion factors provided by the HKEX Reporting Guidance on Environmental KPIs and the Energy Statistics Manual from the International Energy Agency.
能源計算採用「HKEX 環境關鍵績效指標匯報指引」及國際能源署的《能源統計手冊》轉換系數。

3 Although environmental data includes the property sector, sales of properties is excluded from revenue in the intensity calculation to avoid distortion caused by fluctuations in property sales.
雖然環境數據涵蓋地產業務，但為避免因物業銷售波動導致數據失真，物業銷售額並不會被納入強度計算。

4 GHG emission factors for stationary and mobile combustion are based on the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purpose) in Hong Kong issued by the EPD and EMSD in February 2010; the emission factor for piped natural gas in China is sourced from GHG Protocol tool for Energy Consumption in China (version 2.1).
來自香港的固定源及流動源的溫室氣體排放系數基於由環境保護署及機電工程署於2010年2月刊發的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的審計和報告指引》計算；中國地區管道天然氣的排放系數是根據溫室氣體核算體系發佈的《能源消耗引起的溫室氣體排放計算工具指南(2.1版)》作統一計算。

5 GHG emissions are calculated using the location-based method. Emissions associated with the electricity purchased in Hong Kong and Macao are provided by the relevant providers of electricity. These specific emission factors for electricity are available from the sustainability reports of the local utility companies, including CLP's sustainability report 2024, Hong Kong Electric's sustainability report 2024 and Companhia de Electricidade de Macau's sustainability report 2024. For electricity purchased from China, reference is made to the National Baseline Grid Emission Factor in China 2022 issued by the Ministry of Ecology and Environment of the PRC. The greenhouse gas emission factor for Singapore's grid electricity reflects the 2024 Singapore National Average Grid Emission Factor. For gas purchased from Towngas, the emission factor is available in the Towngas sustainability report 2024.
溫室氣體排放是基於位置方法計算的。香港和澳門購買的電力相關的溫室氣體排放系數由相關電力供應商提供。這些有關電力的排放系數可從本地公用事業機構的可持續發展報告獲得，包括中華電力有限公司的2024年可持續發展報告、香港電燈有限公司的2024年可持續發展報告及澳門電力股份有限公司的2024年可持續發展報告。中國電力的溫室氣體排放系數為國家發改委發佈的2022年全國電網平均排放因子。新加坡電力的溫室氣體排放系數為2024年新加坡平均電力排放因子。而由香港中華煤氣有限公司供應的煤氣，溫室氣體排放系數刊載於煤氣公司2024年可持續發展報告中。

6 Scope 3 emissions refer to other indirect emissions from our operations. These emissions have been calculated based on GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. During this reporting period, Scope 3 emissions covers emissions associated with TurboJET's operations.
範圍三排放指我們業務產生的其他間接排放，而此類排放依據《GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard》計算。在本報告期內，範圍三排放涵蓋噴射飛航業務相關的排放。

7 Emissions from particulate matter, persistent organic pollutants, volatile organic compounds and hazardous air pollutants are regarded as insignificant compared to emissions from NOx and SOx.
集團的懸浮粒子、持久性有機污染物、揮發性有機化合物、有害空氣污染物排放量相較於氮氧化物及硫氧化物排放量並不顯著。

8 NOx emissions include the Group's emissions from vehicular sources, town gas consumption and LPG consumption. The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs published by the HKEX.
氮氧化物排放量僅限於集團的車輛排放、煤氣消耗量和液化石油氣消耗量。計算基於香港交易所編制的附錄二：環境關鍵績效指標匯報指引。

9 SOx emissions include the Group's emissions from vehicular sources, town gas consumption and LPG consumption. The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs published by the HKEX.
硫氧化物排放量僅限於集團的車輛排放、煤氣消耗量和液化石油氣消耗量。計算基於香港交易所編制的附錄二：環境關鍵績效指標匯報指引。

10 The use of packaging materials is not applicable to the Group due to the nature of its business operations.
基於集團業務性質，包裝材料的使用並不適用於集團。

Performance Data Summary
表現數據摘要

Waste Disposal & Recycling 廢物棄置及回收	Unit 單位	2025	2024
Non-hazardous Waste 非有害廢棄物			
General waste to landfill[11] 一般廢棄物 (堆填) [11]	metric tons 公噸	2,050.37	8,870.28
General waste to incineration 一般廢棄物 (焚化)	metric tons 公噸	3,839.45	3,501.55
Food waste recycled 回收廚餘	metric tons 公噸	490.03	795.02
Glass recycled 回收玻璃	metric tons 公噸	4.50	/
Paper recycled 回收紙	metric tons 公噸	674.29	799.22
Plastics recycled 回收塑膠	metric tons 公噸	42.08	50.30
Metals recycled 回收金屬	metric tons 公噸	24.26	14.78
Used clothes recycled 回收舊衣物	metric tons 公噸	17.17	22.72
Percentage of general waste diverted from landfill 一般廢棄物分流量百分比	%	71%	37%
Hazardous Waste[12] 有害廢棄物[12]			
Fluorescent lamps 光管	metric tons 公噸	0.42	209.06
Batteries 電池	metric tons 公噸	0.09	0.06
Toner cartridges 碳粉匣	pieces 件	158	341
Waste electrical and electronic equipment 廢棄電子電器設備	pieces 件	124	411
Waste oil 廢油	liters 公升	10,082.17	8,756.11

11 General waste to landfill showed significant reduction from 2024 to 2025 partly due to refined measurement method with higher accuracy.
一般廢棄物送往堆填區的數量從2024年到2025年顯著減少，部分原因在於採用了更精確的測量方法。

12 Contractors are retained to collect hazardous waste.
安排承建商收集有害廢棄物。

Social Performance[1] 社會表現[1]

Total workforce 總員工數	Unit 單位	2025	2024
By location 按地區劃分			
Hong Kong 香港	No. 人數 (%)	633 (24%)	631 (23%)
Macao 澳門		1,395 (53%)	1,459 (54%)
Chinese Mainland 中國內地		468 (18%)	474 (18%)
Singapore 新加坡		126 (5%)	138 (5%)
By gender 按性別劃分			
Female 女性	No. 人數 (%)	1,329 (51%)	1,330 (49%)
Male 男性		1,293 (49%)	1,372 (51%)
By age group 按年齡組別劃分			
Under 30 years old 30 歲以下	No. 人數 (%)	353 (13%)	391 (14%)
30 – 50 years old 30 至 50 歲		1,392 (53%)	1,485 (55%)
Above 50 years old 50 歲 以上		877 (33%)	826 (31%)

Diversity 多元化	Unit 單位	2025	2024
Female in senior level positions 擔任高層職位的女性	No. 人數 (%)	49 (41%)	/
Female in middle level positions 擔任中層職位的女性		197 (46%)	/
Female in entry level positions 擔任普通職位的女性		1,047 (51%)	/
Senior level 高層員工			
Under 30 years old 30 歲以下	No. 人數 (%)	0 (0%)	/
30-50 years old 30至50歲		54 (45%)	/
Above 50 years old 50 歲以上		66 (55%)	/
Middle level 中層員工			
Under 30 years old 30 歲以下	No. 人數 (%)	10 (2%)	/
30-50 years old 30至50歲		298 (69%)	/
Above 50 years old 50 歲以上		124 (29%)	/
Entry level 普通員工			
Under 30 years old 30 歲以下	No. 人數 (%)	343 (17%)	/
30-50 years old 30至50歲		1,040 (50%)	/
Above 50 years old 50 歲以上		687 (33%)	/
By employee type 按勞僱類型劃分			
Full-time 全職	No. 人數 (%)	2,494 (95%)	2,567 (95%)
Part-time 兼職		128 (5%)	135 (5%)

Performance Data Summary
表現數據摘要

New Hire 新進員工	Unit 單位	2025		2024	
Overall new hire of Group [13] 新進員工總數 [13]	No. 人數 (%)	611	(23%)	727	(27%)
By location 按地區劃分					
Hong Kong 香港	No. 人數 (%)	189	(7%)	209	(8%)
Macao 澳門		198	(8%)	256	(9%)
Chinese Mainland 中國內地		191	(7%)	197	(7%)
Singapore 新加坡		33	(1%)	65	(2%)
By gender 按性別劃分					
Female 女性	No. 人數 (%)	298	(11%)	345	(13%)
Male 男性		313	(12%)	382	(14%)
By age group 按年齡組別劃分					
Under 30 years old 30 歲以下	No. 人數 (%)	203	(8%)	240	(9%)
30 – 50 years old 30 至 50 歲		271	(10%)	350	(13%)
Above 50 years old 50 歲 以上		137	(5%)	135	(5%)
By employment category 按職級劃分					
Senior level 高層員工	No. 人數 (%)	24	(1%)	19	(1%)
Middle level 中層員工		73	(3%)	91	(3%)
Entry level 普通員工		514	(20%)	617	(23%)

13 New hire rate = Total number of employees that joined / Total workforce x 100%
新進員工比率 = 新進員工人數 ÷ 員工總數 ×100%

Employee Turnover 離職員工	Unit 單位	2025		2024	
Overall employee turnover of Group [14] 離職員工總數 [14]	No. 人數 (%)	676	(26%)	686	(25%)
By location 按地區劃分					
Hong Kong 香港	No. 人數 (%)	162	(6%)	159	(6%)
Macao 澳門		235	(9%)	277	(10%)
Chinese Mainland 中國內地		238	(9%)	205	(8%)
Singapore 新加坡		41	(2%)	45	(2%)
By gender 按性別劃分					
Female 女性	No. 人數 (%)	343	(13%)	390	(14%)
Male 男性		333	(13%)	296	(11%)
By age group 按年齡組別劃分					
Under 30 years old 30 歲以下	No. 人數 (%)	193	(7%)	175	(6%)
30 – 50 years old 30 至 50 歲		311	(12%)	354	(13%)
Above 50 years old 50 歲 以上		172	(7%)	157	(6%)
By employment category 按職級劃分					
Senior level 高層員工	No. 人數 (%)	43	(2%)	49	(2%)
Middle level 中層員工		103	(4%)	108	(4%)
Entry level 普通員工		530	(20%)	529	(20%)

Parental Leave by Gender 按性別劃分的育嬰假	Unit 單位	2025	2024
Return to work rate [15] 重返工作崗位比率 [15]			
Group overall 集團整體	%	93%	/
Retention rate [16] 留任率 [16]			
Group overall 集團整體	%	80%	/

14 Turnover rate = Total number of employees that left / Total workforce x 100%
離職員工比率 = 離職員工人數 ÷ 員工總數 × 100%

15 Return to work rate = Total number of employees that did return to work after parental leave / Total number of employees due to return to work after taking parental leave × 100%
重返工作崗位比率 = 產假結束後實際復工員工總數 ÷ 應復工員工總數 × 100%

16 Retention rate = Total number of employees that returned to work after parental leave ended that were still employed as of 31 December of the respective year / Total number of employees returning from parental leave in the prior reporting period × 100%
留任率 = 育嬰假後已重返工作崗位並於該年度十二月三十一日仍然受僱的僱員總數 ÷ 上個報告期內從育嬰假返回工作的員工總數 × 100%

Performance Data Summary
表現數據摘要

Occupational Health and Safety 職業健康及安全數據	Unit 單位	2025	2024
Injury rate[17] 工傷比率[17]	Per 100 employees 每100個員工	1.66	/
No. of injuries 工傷宗數	No. of cases 宗數	62	54
No. of high-consequence injuries (excluding fatalities) 嚴重工傷宗數 (不包括死亡)	No. 人數	0	0
High-consequence injury rate[18] (excluding fatalities) 嚴重工傷比率[18] (不包括死亡)	Per 100 employees 每100個員工	0	0
Lost time injury rate ("LTIR")[19] 工傷引致損失工時比率[19]			
Group Overall 集團整體		1.42	/
Hotel operations 酒店業務		3.75	/
Non-hotel operations 非酒店業務		0.61	/
Absentee rate[20] 缺勤比率[20]	%	1.08%	/
Lost day rate[21] 損失工作日比率[21]	%	0.13%	/
No. of occupational diseases 職業病宗數	No. 人數	0	0
No. of fatalities[22] 致命工傷宗數[22]	No. 人數	0	0
Fatality rate 死亡率	Per 100 employees 每100個員工	0	0

17 Injury rate = Total recordable number of injuries × 200,000 / Total number of hours worked × 100%. Starting in 2025, the calculation methodology has been updated for higher accuracy and is currently applied only to 2025 data.
工傷比率 = 總可記錄工傷宗數 × 200,000 ÷ 員工總工作日數 × 100%。自2025年起，計算方法已進行更新以提升精確度，而更新後的計算方法目前僅適用於2025年的數據。

18 High-consequence injury rate = Total number of high-consequence injuries (excluding number of fatalities) x 200,000 / Total number of hours worked × 100%. The calculation methodology has been updated for higher accuracy and is applied to both 2024 and 2025 data.
嚴重工傷比率 = (嚴重工傷宗數(排除死亡人數) × 200,000) ÷ 員工總工作日數 × 100% 。計算方法已進行更新以提升精準度，而更新后的計算方法均適用於2024和2025年的數據。

19 LTIR refers to the number of lost-time injuries per 200,000 hours worked, it is calculated using formula: LTIR = number of lost-time injuries / total actual hours worked in reporting year x 200,000.
工傷引致損失工時比率是指每200,000工作時數每年發生工傷事故的次數。該比率是將工傷引致損失工時事故總計 ÷ 工作總時數 × 200,000計算得出。

20 Absentee rate = Absentee days × 8 hours / Total number of hours worked × 100%. Starting in 2025, the calculation methodology has been updated for higher accuracy and is currently applied only to 2025 data.
缺勤比率 = 缺席日數 × 8小時 ÷ 員工總工作時數 × 100%。自2025年起，計算方法已進行更新以提升精確度，而更新後的計算方法目前僅適用於2025年的數據。

21 Lost day rate = Number of days lost × 8 hours / Total number of hours worked × 100%. Starting in 2025, the calculation methodology has been updated for higher accuracy and is currently applied only to 2025 data.
損失工作日比率 = 因工作相關損失工作日數 × 8小時 ÷ 員工總工作時數 × 100%。自2025年起，計算方法已進行更新以提升精確度，而更新後的計算方法目前僅適用於2025年的數據。

22 The number of fatalities remained zero since year 2018.
自2018年起，死亡人數維持0人。

Employee Training 員工培訓	Unit 單位	2025	2024
Average hours of training received per employee 每名員工平均培訓時數			
Group Overall 集團整體	hours 小時	15.7	16.8
Hotel operations 酒店業務		35.9	37.7
Non-hotel operations 非酒店業務		5.4	5.6
Average hours of training per employee by gender 按性別劃分的每名員工平均培訓時數			
Female 女性	hours 小時	14.3	/
Male 男性		17.0	/
Average hours of training per employee by employment category 按職級劃分的每名員工平均培訓時數			
Senior level 高層員工	hours 小時	22.8	/
Middle level 中層員工		17.0	/
Entry level 普通員工		15.0	/
Percentage of employees trained by gender 按性別劃分的受培訓員工百分比			
Female 女性	%	64%	/
Male 男性		74%	/
Percentage of employees trained by employment category 按職級劃分的受培訓員工百分比			
Senior level 高層員工	%	88%	/
Middle level 中層員工		75%	/
Entry level 普通員工		67%	/

Suppliers by Geographical Region [23] 各地區供應商 [23]	Unit 單位	2025	2024
Hong Kong 香港	No. 個	644	/
Macao 澳門		833	/
Chinese Mainland 中國內地		585	/
Singapore 新加坡		322	/
Other regions 其他地區		13	/

23 From 2025 onwards, only major suppliers will be reported.
從2025年起，供應商數目只包含主要供應商。

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Shun Tak Holdings Sustainability Report 2025 is prepared in accordance with the latest GRI Standards 2021, and the ESG Reporting Code under Appendix C2 to the Rules Governing the Listing of Securities on HKEX. The following table provides with either cross-references of the relevant chapters or explanation.

《信德集團可持續發展報告2025》是按照最新的全球報告倡議組織標準2021，以及香港聯合交易所有限公司的證券上市規則附錄C2《環境、社會及管治報告守則》編制。下表提供了相關章節或說明的互相參照。

GRI Standard 全球報告倡議組織標準	HKEX ESG Code 香港交易所ESG守則	Description 描述	Section Reference / Remarks 互相參照 / 註釋	Page No. 頁數
GRI 1: Foundation 2021 基礎 2021				
GRI 2: General Disclosures 2021 一般揭露 2021				
2 - 1	Not Applicable 不適用	Organizational details 組織詳細資訊	About This Report 關於本報告 About Shun Tak Holdings 信德集團概況 Annual Report 2025 - Review of Operations 2025 年年報 —「業務回顧」	P. 4-5 P. 6-7
2 - 2		Entities included in the organization's sustainability reporting 組織可持續報導中包含的實體	About This Report 關於本報告 Annual Report 2025 - Notes to the Financial Statements 2025年年報 —「財務報表附註」	P. 4-5
2 - 3		Reporting period, frequency and contact point 報告期、頻率及聯絡人	About This Report 關於本報告	P. 4-5
2 - 4	Part B Reporting Boundary B部分：匯報範圍	Restatements of information 資訊重編	To enhance data comparability, we have restated our historical figures. Following a boundary review, TurboJET is now treated as an investment, resulting in the reclassification of its Scope 1 and 2 emissions into our Scope 3 data. Additionally, having successfully collected two full years of data, we have now included NEW BUND 31, Artyzen Habitat Hengqin Zhuhai, Artyzen NEW BUND 31, and Artyzen Singapore in our formal disclosures. These restatements ensure a consistent year-on-year comparison across all reported entities 為提升數據的可比性，我們已重報歷史數據。經報告範疇審查後，噴射飛航現被視為一項投資，其範圍 1 和 2 的排放量已重新歸類至範圍 3 數據。此外，隨著前灘 31、珠海橫琴雅辰悅居酒店、上海前灘 31 雅辰酒店及新加坡雅辰酒店進入業務成熟期，在成功收集兩年的完整數據後，我們已正式將上述項目納入披露範圍，並重報比較數字，以確保所有報告實體的年度數據維持一致性。	
2 - 5	Not Applicable 不適用	External assurance 外部驗證	About This Report 關於本報告 Assurance Statement 驗證聲明	P. 4- 5 P. 114-117

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2 - 6	KPI B5.1	Activities, value chain and other business relationships 活動、價值鏈和其他商業關係	About Shun Tak Holdings 信德集團概況 Collaborative Inclusivity 協作共融 Bespoke Sincerity 匠心摯誠 2025 Sustainability Performance Highlights 2025年可持續發展表現概覽 Annual Report 2025 - Review of Operations 2025年年報 —「業務回顧」	P. 6-7 P. 52-65 P. 66-73 P. 8-9
2 - 7	KPI B1.1	Employees 員工	2025 Sustainability Performance Highlights 2025年可持續發展表現概覽 Collaborative Inclusivity 協作共融	P. 8-9 P. 52-65
2 - 8	Not Applicable 不適用	Workers who are not employees 非員工的工作者	Confidentiality constraint. The Group has privacy agreements with contractors under which we are not allowed to disclose any data deemed confidential. 保密規定限制。本集團與承包商簽訂了私隱協議，根據該協議，我們不得披露任何被視為機密的數據。	
2 - 9	Not Applicable 不適用	Governance structure and composition 治理結構及組成	Governance 管治 Annual Report 2025 - Management Profile, and Corporate Governance Report 2025 年年報 —「管理層簡介」和「企業管治報告」	P. 14-15
2 - 10		Nomination and selection of the highest governance body 最高治理單位的提名與遴選	Annual Report 2025 - Nomination Committee Report 2025 年年報 —「提名委員會報告」	
2 - 11		Chair of the highest governance body 最高治理單位的主席	Annual Report 2025 - Management Profile 2025 年年報 —「管理層簡介」	
2 - 12		Role of the highest governance body in overseeing the management of impacts 最高治理單位於監督衝擊管理的角色	About This Report 關於本報告 Annual Report 2025 - Management Profile, and Corporate Governance Report 2025年年報 —「管理層簡介」和「企業管治報告」	P. 4-5
2 - 13	Part B Governance Structure B部分：管治架構	Delegation of responsibility for managing impacts 衝擊管理的負責人	Governance 管治 Annual Report 2025 - Corporate Governance Report 2025 年年報 —「企業管治報告」	
2 - 14		Role of the highest governance body in sustainability reporting 最高治理單位於可持續報導的角色	Governance 管治	P. 14-15
2 - 15	Not Applicable 不適用	Conflicts of interest 利益衝突	Annual Report 2025 - Corporate Governance Report 2025 年年報 —「企業管治報告」	
2 - 16		Communication of critical concerns 溝通關鍵重大事件	Annual Report 2025 - Corporate Governance Report, and Audit and Risk Management Committee Report 2025 年年報 —「企業管治報告」和「審核及風險管理委員會報告」	
2 - 17	Part D Governance 19 (a) D部分：管治 19(a)	Collective knowledge of the highest governance body 最高治理單位的群體智識	Annual Report 2025 - Corporate Governance Report 2025 年年報 —「企業管治報告」	

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2 - 18		Evaluation of the performance of the highest governance body 最高治理單位的績效評估	Annual Report 2025 - Corporate Governance Report 2025 年年報 —「企業管治報告」	
2 - 19	Not Applicable 不適用	Remuneration policies 薪酬政策	Annual Report 2025 - Remuneration Committee Report 2025年年報—「薪酬委員會報告」	
2 - 20		Process to determine remuneration 薪酬決定流程		
2 - 21	Not Applicable 不適用	Annual total compensation ratio 年度總薪酬比率	Confidentiality constraint. Prior consent from each employee would be required since this disclosure is beyond the requirements of any applicable laws and regulations. 保密規定限制。由於此披露已超出任何適用法律和法規的要求，因此需事先取得每位員工的同意才能作出披露。	
2 - 22	Part B Governance Structure B部分：管治架構	Statement on sustainable development strategy 可持續發展策略的聲明	Message from the Management 管理層寄語 Governance 管治	P. 2-3 P. 14-15
2 - 23	Part A Complementing ESG discussions in the Business Review Section of the Directors' Report 12 (i) A部分：配合董事報告「業務審視」部分中有關環境、社會及管治事宜討論的規定 12(i)	Policy commitments 政策承諾	About This Report 關於本報告 Governance 管治	P. 4-5 P. 14-15
2 - 24		Embedding policy commitments 納入政策承諾	Governance 管治 Environmental Harmony 自然諧和	P. 14-15 P. 16-31
2 - 25	Not Applicable 不適用	Processes to remediate negative impacts 補救負面衝擊的程序	Governance 管治	P. 14-15
2 - 26		Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制		
2 - 27	Part A Complementing ESG discussions in the Business Review Section of the Directors' Report 12 (ii) A部分：配合董事報告「業務審視」部分中有關環境、社會及管治事宜討論的規定 12(ii)	Compliance with laws and regulations 法規遵循	Governance 管治 During the reporting period, the operations of property services recorded one minor non-compliance concerning outdoor environment cleanliness issue, with a total fine of 600 MOP. We have strengthened control to prevent the recurrence. 報告期內，物業服務營運曾錄得一宗輕微不合規事項，涉及戶外環境清潔問題，總罰款為600澳門幣。我們已加強相關管控措施，以防止再次發生。 Major Recognitions, Awards, Charters & Memberships 主要嘉許、獎項、約章及會籍	P. 14-15 P. 74-85

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2 - 28	Not Applicable 不適用	Membership associations 協會會籍	Major Recognitions, Awards, Charters & Memberships 主要嘉許、獎項、約章及會籍	P. 74-85
2 - 29	Part B Reporting Principles B部分：匯報原則	Approach to stakeholder engagement 持份者參與方針	Stakeholder Engagement 持份者參與	P. 10-11
2 - 30	Not Applicable 不適用	Collective bargaining agreements 團體協約	No employee is covered by collective bargaining agreements during the reporting period. Working conditions and terms of employment are based on legal requirements and individual performance and experience. 暫時沒有與僱員訂立集體談判協議。工作條件和僱用條款基於法律要求，以及個人表現和經驗。	
GRI 3: Material Topics 2021 重大主題 2021				
3 - 1	Part B Reporting Principles B部分：匯報原則	Process to determine material topics 決定重大主題的流程	Stakeholder Engagement 持份者參與	P. 10-11
3 - 2		List of material topics 重大主題列表		
GRI 201: Economic Performance 2016 經濟績效 2016				
3 - 3	Aspect B7: General Disclosure 層面B7：一般披露	Management of material topics 重大主題管理	Annual Report 2025 - Group Financial Review 2025年年報 —「集團財務回顧」	
201-1	Not Applicable 不適用	Direct economic value generated and distributed 直接產生和分配的經濟價值		
GRI 205: Anti-corruption 2016 反貪腐 2016				
3 - 3	Aspect B7: General Disclosure 層面B7：一般披露	Management of material topics 重大主題管理	Governance 管治 There were no incidents of non-compliance concerning laws and regulations during the reporting period. 報告期內，本集團沒有發生違反相關法規的事件。	P. 14-15
205-1	KPI B7.1 關鍵績效指標B7.1	Operations assessed for risks related to corruption 已進行貪腐風險評估的營運據點		
205-2	KPI B7.3 關鍵績效指標B7.3	Communication and training about anti-corruption policies and procedures 有關反貪腐政策和程序的溝通及訓練		

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205-3	KPI B7.1 關鍵績效指標B7.1	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	Governance 管治 There were no incidents of non-compliance concerning laws and regulations during the reporting period. 報告期內，本集團沒有發生違反相關法規的事件。	P. 14-15
	KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法		
GRI 301: Materials 2016 物料 2016				
3 - 3	Aspect A2: General Disclosure 層面 A2: 一般披露	Management of material topics 重大主題管理	Governance 管治 Environmental Harmony 自然諧和	P. 14-15 P. 16-31
301-1	KPI A2.5 關鍵績效指標 A2.5	Materials used by weight or volume 所用物料的重量或體積	The Group's operations do not consist of production and packaging. 集團的業務不涉及生產與包裝。	
301-2	Not Applicable 不適用	Recycled input materials used 使用回收再利用的物料		
301-3		Reclaimed products and their packaging materials 回收產品及其包裝材料		
GRI 302: Energy 2016 能源 2016				
3 - 3	Aspect A2: General Disclosure 層面 A2: 一般披露	Management of material topics 重大主題管理	Governance 管治 Environmental Harmony 自然諧和	P. 14-15 P. 16-31
302-1		Energy consumption within the organization 組織內部的能源消耗量	Performance Data Summary 表現數據摘要	P. 86-93
302-2	KPI A2.1 關鍵績效指標A2.1	Energy consumption outside of the organization 組織外部的能源消耗量	The Group has privacy agreements with upstream and downstream stakeholders under which we are not allowed to disclose any data deemed confidential. 本集團與上下游的持份者簽訂了保密協議，根據該協議，我們不得披露任何被視為機密的數據。	
302-3		Energy intensity 能源密集度	Performance Data Summary 表現數據摘要	P. 86-93

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302-4	Not Applicable 不適用	Reduction of energy consumption 減少能源消耗	2025 Sustainability Performance Highlights 2025年可持續發展表現概覽	P. 8-9
302-5		Reductions in energy requirements of products and services 降低產品和服務的能源需求	Environmental Harmony 自然諧和	P. 16-31
GRI 305: Emissions 2016 排放 2016				
3 - 3	Aspect A1: General Disclosure 層面A1:一般披露	Management of material topics 重大主題管理	Governance 管治 Environmental Harmony 自然諧和 During the reporting period, the operations of property services recorded one minor non-compliance concerning outdoor environment cleanliness issue,with a total fine of 600 MOP. We have strengthened control to prevent the recurrence. 報告期內，物業服務營運曾錄得一宗輕微不合規事項，涉及戶外環境清潔問題，總罰款為600澳門幣。我們已加強相關管控措施，以防止再次發生。	P. 14-15 P. 16-31
3 - 3	Aspect A3: General Disclosure 層面A3:一般披露	Management of material topics 重大主題管理	Governance 管治 Environmental Harmony 自然諧和	P. 14-15 P. 16-31
305-1	Part D Metrics and Targets 28 (a) D部分：指標和目標28(a)	Direct (Scope 1) GHG emissions 直接 (範疇一) 溫室氣體排放	Performance Data Summary 表現數據摘要	P. 86-93
305-2	Part D Metrics and Targets 28 (b) D部分：指標和目標28(b)	Energy indirect (Scope 2) GHG emissions 能源間接 (範疇二) 溫室氣體排放		
305-3	Part D Metrics and Targets 28 (c) D部分：指標和目標28(c)	Other indirect (Scope 3) GHG emissions 其它間接 (範疇三) 溫室氣體排放	During the reporting year, we have disclosed identified upstream and downstream activities along the value chain relevant to the Group's business sectors and initiated a Scope 3 data collection and calculation trial for these categories to prepare for further disclosure. 報告期內，我們已確定價值鏈上與集團各業務板塊相關的上游和下游活動，並試行收集及計算相關類別的範圍三數據，為未來披露作準備。	
305-4	KPI A1.2 關鍵績效指標 A1.2	GHG emissions intensity 溫室氣體排放強度	Performance Data Summary 表現數據摘要	P. 86-93

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305-5	KPI A1.5 關鍵績效指標 A1.5	Reduction of GHG emissions 溫室氣體排放減量	During the reporting year, we have established new GHG emissions targets. 報告期內，我們制定了新的溫室氣體排放目標。	
305-6	KPI A1.1 關鍵績效指標 A1.1	Emissions of ozone-depleting substances (ODS) 臭氧層破壞物質 (ODS) 的排放	The Group's operations do not involve the production, import or export of ODS. 集團的業務不涉及消耗臭氧層物質的生產及進出口。	
305-7	KPI A1.2 關鍵績效指標 A1.2	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions 氮氧化物 (NO_x)、硫氧化物 (SO_x)，及其它顯著的氣體排放	Performance Data Summary 表現數據摘要 Emissions from PM, POP, VOC and HAP are regarded as insignificant compared to emissions from NOx and SOx. 集團的懸浮粒子、持久性有機污染物、揮發性有機化合物和有害空氣污染物排放量相較於氮氧化物及硫氧化物排放量並不顯著。	P. 86-93
GRI 402: Labour / Management Relations 2016 勞 / 資關係 2016				
3 - 3	Aspect B1: General Disclosure 層面 B1：一般披露	Management of material topics 重大主題管理	Governance 管治 Collaborative Inclusivity 協作共融 There are no laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 報告期內，本集團並無有關薪酬及解僱、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法律法規的不合規案例。	P. 14-15 P. 52-65
402 -1	Not Applicable 不適用	Minimum notice periods regarding operational changes 關於營運變化的最短預告期	Depending on the circumstances, there is no fixed minimum notice period regarding operational change. However, to the extent possible, we do inform our colleagues well in advance the intention and details of the change. Prior to such changes, we will conduct a briefing for employees to collect their feedback and try to put relevant notice within a month's time. 視乎情況而定，我們沒有設定業務運作改變的最短通知期，但我們會盡可能通過內部簡報會事先向有關員工解釋詳情及收集意見。此等運作改動內容會在實施前一個月通知員工。	
GRI 403: Occupational Health and Safety 2018 職業健康與安全 2018				
3 - 3	Aspect B2: General Disclosure 層面B2: 一般披露	Management of material topics 重大主題管理	Collaborative Inclusivity 協作共融 During the reporting period, there were no cases of non-compliance within the Group with respect to laws and regulations regarding the provision of a safe working environment and the protection of employees from occupational hazards. 報告期內，集團並無有關提供安全工作環境及保障僱員避免職業性危害法律法規的不合規案例。	P. 52-65

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403-1		Occupational health and safety management system 職業健康與安全管理系統		
403-2	KPI B2.3 關鍵績效指標 B2.3	Hazard identification, risk assessment, and incident investigation 危害辨識、風險評估及事故調查	Collaborative Inclusivity 協作共融	P. 52-65
403-3		Occupational health services 職業健康服務		
403-4		Worker participation, consultation, and communication on occupational health and safety 有關職業健康與安全之工作者參與、諮詢與溝通	Collaborative Inclusivity 協作共融	P. 52-65
403-5		Worker training on occupational health and safety 有關職業健康與安全之工作者訓練		
403-6		Promotion of worker health 工作者健康促進		
403-7	KPI B2.3 關鍵績效指標 B2.3	Workers covered by an occupational health and safety management system 職業健康與安全管理系統所涵蓋之工作者	Workers who are not employees are excluded as the Group has privacy agreements with contractors under which we are not allowed to disclose any data deemed confidential. 由於本集團與承包商簽訂了保密協議，根據該協議，我們不得披露任何被視為機密的數據，所以非員工的工作者被排除在披露外。	
403-8		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關聯之職業健康與安全的衝擊	Collaborative Inclusivity 協作共融	P. 52-65
403-9	KPI B2.1 關鍵績效指標 B2.1 KPI B2.2 關鍵績效指標 B2.2 KPI B2.3 關鍵績效指標 B2.3	Work-related injuries 職業傷害	Collaborative Inclusivity 協作共融 Performance Data Summary 表現數據摘要 Major types of injuries are limited to minor slips, cuts, and burns. Workers who are not employees are excluded as the Group has privacy agreements with contractors under which we are not allowed to disclose any data deemed confidential. 主要類型的工傷僅限於輕微的滑倒、割傷和燙傷。由於本集團與承包商簽訂了保密協議，根據該協議，我們不得披露任何被視為機密的數據，所以非員工的工作者被排除在披露外。	P. 52-65 P. 86-93

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			Collaborative Inclusivity 協作共融 Performance Data Summary 表現數據摘要	P. 52-65 P. 86-93
403-10	Not Applicable 不適用	Work-related ill health 職業病	Major types of ill health are limited to muscle strains in an office setting. Workers who are not employees are excluded as the Group has privacy agreements with contractors under which we are not allowed to disclose any data deemed confidential. 主要類型的疾病僅限於辦公室環境中的肌肉拉傷。由於本集團與承包商簽訂了保密協議，根據該協議，我們不得披露任何被視為機密的數據，所以非員工的工作者被排除在披露外。	
GRI 404: Training and Education 2016 訓練與教育 2016				
3 - 3	Aspect B3: General Disclosure 層面B3:一般披露	Management of material topics 重大主題管理	Collaborative Inclusivity 協作共融	P. 52-65
404-1	KPI B3.1 關鍵績效指標B3.1 KPI B3.2 關鍵績效指標B3.2	Average hours of training per year per employee 每名員工每年接受訓練的平均時數	Collaborative Inclusivity 協作共融 Performance Data Summary 表現數據摘要	P. 52-65 P. 86-93
404-2	Not Applicable 不適用	Programs for upgrading employee skills and transition assistance programs 提升員工職能及過渡協助方案	Collaborative Inclusivity 協作共融	P. 52-65
404-3		Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比	Performance Data Summary 表現數據摘要	P. 86-93
GRI 405: Diversity and Equal Opportunity 2016 員工多元化與平等機會 2016				
3 - 3	Aspect B1: General Disclosure 層面B1: 一般披露	Management of material topics 重大主題管理	Collaborative Inclusivity 協作共融	P. 52-65
405-1	KPI B1.1	Diversity of governance bodies and employees 治理單位與員工的多元化	Collaborative Inclusivity 協作共融 2025 Sustainability Performance Highlights 2025年可持續發展表現概覽 Annual Report 2025 - Corporate Governance Report 2025年年報—「企業管治報告」	P. 52-65 P. 8-9
405-2	Not Applicable 不適用	Ratio of basic salary and remuneration of women to men 女性對男性基本薪資與薪酬的比率	2025 Sustainability Performance Highlights 2025年可持續發展表現概覽 Collaborative Inclusivity 協作共融	P. 8-9 P. 52-65

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GRI 413: Local Communities 2016 當地社區 2016				
3 - 3	Aspect B8: General Disclosure 層面B8: 一般披露	Management of material topics 重大主題管理	Communal Connectivity 商社共榮	P. 32-51
413-1	KPI B8.1 關鍵績效指標B8.1 KPI B8.2 關鍵績效指標B8.2	Operations with local community engagement, impact assessments, and development programs 經當地社區議合、衝擊評估和發展計畫的營運活動	2025 Sustainability Performance Highlights 2025年可持續發展表現概覽 Communal Connectivity 商社共榮	P. 8-9 P. 32-51
GRI 413: Local Communities 2016 當地社區 2016				
413-2	Not Applicable 不適用	Operations with significant actual and potential negative impacts on local communities 對當地社區具有顯著實際或潛在負面衝擊的營運活動	The Group's operations do not contain significant actual and potential negative impacts on local communities. 集團營運不包含對當地社區的重大實際和潛在負面影響。	
GRI 416: Customer Health and Safety 2016 顧客健康與安全 2016				
3 - 3	Not Applicable 不適用	Management of material topics 重大主題管理	Bespoke Sincerity 匠心摯誠	P. 66-73
416-1	Aspect B6: General Disclosure 層面B6: 一般披露	Assessment of the health and safety impacts of product and service categories 評估產品和服務類別對健康和安全的衝擊	The Group remains compliant with all relevant design guidelines and safety codes applicable to our operations. 本集團始終遵守所有適用於我們營運的相關設計指南和安全規範。	
416-2	Not Applicable 不適用	Incidents of non-compliance concerning the health and safety impacts of products and services 違反有關產品與服務的健康和安全法規之事件	There were no reported incidents of non-compliance concerning the health and safety of our products and services reported during the reporting period. 報告期內，本集團沒有發生違反有關產品和服務健康與安全影響法規的事件。	
GRI 418: Customer Privacy 2016 客戶隱私 2016				
3 - 3	KPI B6.5 關鍵績效指標B6.5	Management of material topics 重大主題管理	About This Report 關於本報告 Bespoke Sincerity 匠心摯誠	P. 4-5 P. 66-73
418-1	KPI B6.2 關鍵績效指標B6.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data 經證實侵犯客戶私隱或遺失客戶資料的投訴	There were no substantiated complaints identified in relation to customer privacy and losses of customer data during the reporting period. 報告期內，本集團沒有經證實的侵犯客戶私隱及遺失客戶資料的投訴。	

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Not Material or Not Applicable Topics 非重大或不適用主題				
Not Applicable 不適用	Aspect A4: General Disclosure 層面 A4: 一般披露		Governance 管治 Environmental Harmony 自然諧和	P. 14-15 P. 16-31
	KPI A4.1 關鍵績效指標 A 4.1		Performance Data Summary 表現數據摘要	P. 86-93
	KPI B1.2 關鍵績效指標 B 1.2			
Not Material 非重大	KPI B1.3 關鍵績效指標 B 1.3		Performance Data Summary 表現數據摘要	P. 86-93
	KPI B1.4 關鍵績效指標 B 1.4			
	KPI B1.6 關鍵績效指標 B 1.6		Environmental Harmony 自然諧和	P. 16-31
Not Material 非重大	Aspect A2: General Disclosure 層面 A2: 一般披露			
	KPI A2.2 關鍵績效指標 A2.2		Performance Data Summary 表現數據摘要	P. 86-93
	KPI A2.4 關鍵績效指標 A2.4		Governance 管治 Environmental Harmony 自然諧和	P. 14-15 P. 16-31
	Aspect A3: General Disclosure 層面 A3: 一般披露			
	KPI A3.1 關鍵績效指標 A 3.1			
	Aspect B4: General Disclosure 層面B4: 一般披露		Collaborative Inclusivity 協作共融 During the reporting period, there were no cases of non-compliance with laws and regulations that have a significant impact on the Group relating to preventing child and forced labor. 報告期內，集團並無有關防止童工或強制勞工法律法規的不合規案例。	P. 52-65
	KPI B4.1 關鍵績效指標 B 4.1		Collaborative Inclusivity 協作共融	P. 52-65
	KPI B4.2 關鍵績效指標 B 4.2			

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Not Material or Not Applicable Topics 非重大或不適用主題				
Not Material 非重大	Aspect B5: General Disclosure 層面B5: 一般披露			
	KPI B5.2 關鍵績效指標 B 5.2		Governance 管治 Environmental Harmony 自然諧和 Bespoke Sincerity 匠心摯誠	P. 14-15 P. 16-31 P. 66-73
	KPI B5.3 關鍵績效指標 B 5.3			
	KPI B5.4 關鍵績效指標 B 5.4			
	Aspect B6: General Disclosure 層面B6: 一般披露		Bespoke Sincerity 匠心摯誠 During the reporting period, there were no cases of non-compliance in the Group regarding health and safety, advertising, labelling, privacy matters related to the provided products and services, and methods of redress. 報告期內，集團並無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法律法規不合規案例。	P. 66-73
	KPI B6.1 關鍵績效指標 B6.1		During the reporting period, there were no substantiated recalls of sold or shipped products for safety and health reasons that have a significant impact on the Group. 報告期內，集團沒有對自身構成重大影響的因安全與健康理由而須回收產品的事件。	
	KPI B6.2 關鍵績效指標 B6.2		During the reporting period, there were no substantiated complaints received and confirmed relating to the products and services that have a significant impact on the Group. 報告期內，集團未接獲對自身構成重大影響的關於產品及服務之確實申訴。	
	KPI B6.3 關鍵績效指標 B6.3		Governance 管治	P. 14-15
	KPI B6.4 關鍵績效指標 B6.4		There were no reported incidents of non-compliance concerning the health and safety of our products and services reported during the reporting period. 報告期內，集團沒有發生違反有關產品和服務健康與安全影響法規的事件。	

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Climate-related Disclosures 氣候相關披露			
(I) Governance 管治			
19 (a)	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate related risks and opportunities. 負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人的資訊。	Governance 管治	P. 14-15
19(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities. 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程 序中的角色。		
(II) Strategy 策略			
Climate-related risks and opportunities 氣候相關風險和機遇			
20	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. 發行人須披露其資訊,以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。	Environmental Harmony 自然諧和 Corporate website - Climate Action Report 2024 公司網站 — 氣候行動報告2024	P. 16-31
Business model and value chain 業務模式和價值鏈			
21	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. 發行人須披露讓人瞭解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。	Environmental Harmony 自然諧和 Corporate website - Climate Action Report 2024 公司網站 — 氣候行動報告2024	P. 16-31
Strategy and decision-making 策略和決策			
22	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. 發行人須披露讓人瞭解氣候相關風險和機遇對其策略和決策的影響的資訊。	Environmental Harmony 自然諧和 Corporate website - Climate Action Report 2024 公司網站 — 氣候行動報告2024 The Group has undergone climate-related strategy and risk assessment and have launched new climate-related targets in this reporting year. 本集團已完成氣候相關策略與風險評估,並於本報告年度推出新的氣候相關目標。	P. 16-31
23	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a). 發行人須披露先前各匯報期內按照第22(a)段所披露計劃的進度。	Managing Sustainability 可持續發展管理	P. 8-15

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Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量			
Current financial effect 當前財務影響			
24	An issuer shall disclose qualitative and quantitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. 發行人須披露以下定性和量化資料： (a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及 (b) 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關于第24(a)段中識別的氣候相關風險和機遇的資訊。	Managing Sustainability 可持續發展管理 Corporate website - Climate Action Report 2024 公司網站 — 氣候行動報告2024 Based on current analysis, the Group does not anticipate any significant adjustments to the carrying amounts of assets or liabilities within the next annual reporting period as a result of climate-related factors. The Group has qualitatively assessed the current financial impacts of physical and transition risks and climate-related opportunities and will continue to enhance the quantification of its current financial effects. 根據現分析，本集團預期下年度報告期內，資產或負債的賬面價值不會因氣候相關因素而出現重大調整。本集團已對物理風險、轉型風險及氣候相關機遇的當前財務影響進行定性評估，並會持續強化當前財務影響的量化評估。	P. 8-15
Anticipated financial effect 預期財務影響			
25	The issuer shall provide qualitative and quantitative disclosures about: (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans; and (ii) its planned sources of funding to implement its strategy; and (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. 發行人須披露以下定性和量化資料： (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化： (i) 其投資及處置計劃；及 (ii) 其為實施策略所需的計劃資金來源；及 (b) 基于發行人管理氣候相關風險和機遇的策略，其預計財務業績及現金流量在短期、中期及長期的變化。	Managing Sustainability 可持續發展管理 Corporate website - Climate Action Report 2024 公司網站 — 氣候行動報告2024 The Group has qualitatively assessed the anticipated financial impacts of physical and transition risks and climate related opportunities, and have also quantified financial effects of physical risks including typhoons and heat stress. Looking forward, the Group will continue to enhance the quantification of its anticipated financial effects. 本集團已對實體風險、轉型風險及氣候相關機遇的預期財務影響進行定性評估，並量化了實體風險（包括颱風及高溫壓力）的財務影響。展望未來，本集團將持續強化預期財務影響的量化工作。	P. 8-15

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Climate resilience 氣候韌性			
26	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. 在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人瞭解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。	Environmental Harmony 自然諧和 Corporate website - Climate Action Report 2024 公司網站 — 氣候行動報告2024	P. 16-31
(III) Risk Management 風險管理			
27	An issuer shall disclose information about: (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks; and (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. 發行人須披露以下資訊： (a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策； (b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及 (c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。	Managing Sustainability 可持續發展管理 Corporate website - Climate Action Report 2024 公司網站 — 氣候行動報告2024	P. 8-15
(IV) Metrics and Targets 指標及目標			
Greenhouse gas emissions 溫室氣體排放			
28	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions. 發行人須披露匯報期內的溫室氣體絕對總排放量（以公噸二氧化碳當量表示），並分爲： (a) 範圍1溫室氣體排放； (b) 範圍2溫室氣體排放；及 (c) 範圍3溫室氣體排放。	2025 Sustainability Performance Highlights 2025年可持續發展表現概覽 Environmental Harmony 自然諧和	P. 8-9 P. 16-31

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Climate resilience 氣候韌性			
29	An issuer shall: (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; (b) disclose the approach it uses to measure its greenhouse gas emissions; (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). 發行人須： (a) 除非管轄機關或發行人上市之另一交易所有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004年）》計量 其溫室氣體排放； (b) 披露其用於計量溫室氣體排放的方法； (c) 就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域爲基準的範圍2溫室氣體排放，並提供有助于瞭解該排放的任何所需合約文書的資訊；及 (d) 就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準（2011年）》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。	Environmental Harmony 自然諧和	P. 16-31
Climate-related transition risks 氣候相關轉型風險			
30	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	The Group is currently assessing the practicality of this potential disclosure and utilizes available capability relief for aspects of climate-related financial quantification where data or modeling constraints currently exist. We will enhance our quantification methodologies and reduce reliance on such relief in future disclosures. 本集團正在探索這一潛在披露的可能性並在當前數據或模型分析受限的氣候相關財務量化方面，運用了可用的能力寬免。我們致力於完善量化方法，並將在未來的披露中減少對此類寬免的依賴。	

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Climate-related physical risks 氣候相關物理風險			
31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	The Group is currently assessing the practicality of this potential disclosure and utilizes available capability relief for aspects of climate-related financial quantification where data or modeling constraints currently exist. We will enhance our quantification methodologies and reduce reliance on such relief in future disclosures. 本集團正在探索這一潛在披露的可能性並在當前數據或模型分析受限的氣候相關財務量化方面，運用了可用的能力寬免。我們致力於完善量化方法，並將在未來的披露中減少對此類寬免的依賴。	
Climate-related opportunities 氣候相關機遇			
32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	The Group is currently assessing the practicality of this potential disclosure and utilizes available capability relief for aspects of climate-related financial quantification where data or modeling constraints currently exist. We will enhance our quantification methodologies and reduce reliance on such relief in future disclosures. 本集團正在探索這一潛在披露的可能性並在當前數據或模型分析受限的氣候相關財務量化方面，運用了可用的能力寬免。我們致力於完善量化方法，並將在未來的披露中減少對此類寬免的依賴。	
Capital deployment 資本運用			
33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	The Group is currently assessing the practicality of this potential disclosure and utilizes available capability relief for aspects of climate-related financial quantification where data or modeling constraints currently exist. We will enhance our quantification methodologies and reduce reliance on such relief in future disclosures. 本集團正在探索這一潛在披露的可能性並在當前數據或模型分析受限的氣候相關財務量化方面，運用了可用的能力寬免。我們致力於完善量化方法，並將在未來的披露中減少對此類寬免的依賴。	

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Internal carbon prices 內部碳定價			
34	An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. 發行人須披露如下： (a) 闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）；及 (b) 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；或適當的否定聲明，確認發行人沒有在決策中應用碳定價。	At present, the Group has not implemented internal carbon pricing. 目前，本集團尚未實施內部碳定價。	
Remuneration 薪酬			
35	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv). 發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第19(a)(iv)段作出的披露的一部分。	Currently, the Group has not yet linked the remuneration policy with climate-related factors, and we will explore the potential for adoption in the coming years. 目前，本集團尚未將薪酬政策與氣候相關議題挂鈎，我們將適時探討實施的可行性。	
Industry-based metrics 行業指標			
36	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks. 本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。	This Report is prepared in accordance with the Global Reporting Initiative ("GRI") Standards 2021 and complies with the ESG Reporting Code set out in Appendix C2 of the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange ("HKEX"). 本報告遵循全球報告倡議組織（「GRI」）標準2021以及香港聯合交易所有限公司（「香港交易所」）證券上市規則附錄C2《環境、社會及管治報告守則》概述的披露規定。	

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Climate-related targets 氣候相關目標			
37	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose: (a) the metric used to set the target; (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); (d) the period over which the target applies; (e) the base period from which progress is measured; (f) milestones or interim targets (if any); (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. **發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標;及(b)法律或法規要求發行人達到的任何目標,包括任何溫室氣體排放目標。發行人須就每個目標逐一披露:** **(a) 用以設定目標的指標;** **(b) 目標的目的(例如減緩、適應或以科學為基礎的舉措);** **(c) 目標的適用範圍(例如目標是適用於發行人整個集團還是部分(如僅適用於某個業務單位或地理區域));** **(d) 目標的適用期間;** **(e) 衡量進度的基準期間;** **(f) 階段性目標或中期目標(如有);** **(g) 如屬量化目標,其屬絕對目標還是強度目標;及** **(h) 最新氣候變化國際協議(包括該協議產生的司法承諾)如何幫助發行人設定目標。**	Environmental Harmony **自然諧和**	P. 16-31
38	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: (a) whether the target and the methodology for setting the target has been validated by a third party; (b) the issuer's processes for reviewing the target; (c) the metrics used to monitor progress towards reaching the target; and (d) any revisions to the target and an explanation for those revisions. **發行人須披露其設定及審核每項目標的方法,以及其如何監察達標進度,包括:** **(a) 目標本身及設定目標的方法是否經第三方驗證;** **(b) 發行人審核目標的程序;** **(c) 用於監察達標進度的指標;及** **(d) 任何修訂目標的內容及原因。**	Assurance Statement **驗證聲明**	P. 112-117
39	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance. **發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。**	Environmental Harmony **自然諧和** Performance Data Summary **表現數據摘要**	P. 16-31 P. 86-93

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40	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose: (a) which greenhouse gases are covered by the target; (b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; (c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; (d) whether the target was derived using a sectoral decarbonisation approach; and (e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose: (i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits; (ii) which third-party scheme(s) will verify or certify the carbon credits; (iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and (iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the perma nence of the carbon offset). **就按第37至39段披露的每一項溫室氣體排放目標，發行人須披露：** **(a) 目標涵蓋哪些溫室氣體；** **(b) 目標是否涵蓋範圍1、範圍2或範圍3溫室氣體排放；** **(c) 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；** **(d) 目標是否是采用行業脫碳方法得出的；及** **(e) 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。關於使用碳信用的計劃，發行人須披露：** **(i) 依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式；** **(ii) 該碳信用將由哪些第三方計劃驗證或認證；** **(iii) 碳信用的類型，包括相關抵消是否是基于自然還是基于科技的碳消除，以及相關抵消是通過減碳還是碳消除實現；及** **(iv) 爲讓人瞭解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素（例如，對碳抵消效果的假設）。**	Environmental Harmony **自然諧和** The Group is currently focused on emission reduction through internal improvements such as energy efficiency improvements and low-carbon developments, rather than through the purchase of carbon credits. **本集團目前專注於透過內部改善措施（例如提升能源效率及推動低碳發展）來減少排放，而非透過購買碳信用來達成此目標。**	P. 16-31
Applicability of cross-industry metrics and industry-based metrics 跨行業指標及行業指標的適用性			
41	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36). **在編制披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標（見第28至35段）及(ii)行業指標（見第36段）並考慮其是否適用。**	In compliance with the requirements of paragraphs 21 to 26 and 37 to 38, the Group has referred to and considered the applicability of both cross-industry metrics (paragraphs 28 to 35) and industry-based metrics (paragraph 36) in preparing the relevant disclosures. **在準備符合第21至26段以及第37至38段要求的披露時，本集團已參考並考慮了跨行業指標（見第28至35段）以及基于行業的指標（見第36段）的適用性。**	

ASSURANCE STATEMENT

SGS HONG KONG LTD'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE SHUN TAK HOLDINGS LIMITED SUSTAINABILITY REPORT 2025

NATURE OF THE ASSURANCE

SGS Hong Kong Limited (hereinafter referred to as SGS) was commissioned by the Shun Tak Holdings Limited (hereinafter referred to as Shun Tak) to conduct an independent assurance of the contents of the *Sustainability Report 2025 of Shun Tak* (hereinafter referred to as the Report) presented from 1 January 2025 to 31 December 2025.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Shun Tak's Stakeholders.

RESPONSIBILITIES

The information in the Report and its presentation are the responsibility of the directors or governing body (as applicable) and the management of Shun Tak. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance with the intention to inform all Shun Tak's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

SGS performs the engagement based on internationally recognised assurance guidance and standards. The Assurance engagement has been conducted according to the following Assurance Standards.

Assurance Standard	Level of Assurance
ISAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information	Limited

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance data and information included the text and data in accompanying tables contained in the Report. Data and information were included in this assurance process during the period from 1 January 2025 to 31 December 2025.

Reporting Criteria	
1	Appendix C2 Environmental, Social and Governance Reporting Code ("Appendix C2 ESG Code") in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
2	Global Reporting Initiative ("GRI") Sustainability Reporting Standards 2021 (In Accordance with)

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, data sampling, documentation and record review, calculating and reporting the specified performance data and information. Raw data and supporting evidence of the selected samples were also examined during the verification process. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance

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engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Shun Tak, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors of ISO 37001 & ISO 26000, nominated tutor of GRI Standards and experience of the SRA assurance service provisions.

ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance data and information and the reporting content included in the scope of assurance is not fairly stated and prepared, in all material respects, with reference to the above mentioned reporting criteria.

We believe that Shun Tak has chosen an appropriate level of assurance for this stage in their reporting.

Signed:
For and on behalf of SGS Hong Kong Limited



Miranda Kwan
Director
Business Assurance
23 March 2026

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SGS

驗證聲明

香港通用檢測認證有限公司對信德集團有限公司 於2025年可持續發展報告中可持續發展活動的報告

驗證的性質
香港通用檢測認證有限公司（以下簡稱 SGS）獲信德集團有限公司(以下簡稱「信德」)委託，對《信德集團有限公司可持續發展報告 2025》(以下簡稱「報告」) 於 2025 年 1 月 1 日至 2025 年 12 月 31 日有關可持續發展的內容進行獨立驗證。

本驗證的使用者
本驗證聲明旨在告知信德的所有持份者。

職責
報告中的資訊及匯報由信德的董事或管治機構(如適用)及其管理層負責。SGS 並未參與其報告任何材料的準備工作。

我們的責任是對驗證範圍內的文本、數據、圖表和聲明表達意見，旨在告知信德的所有持份者。

驗證標準、類型和等級
SGS 依據國際認可之驗證指引和標準為執行驗證工作的基礎。 本報告的驗證根據以下的驗證標準執行。

驗證標準	驗證等級
國際鑒證業務標準 (ISAE) 3000 修訂版，歷史財務資訊審計或審查以外的鑒證業務	有限

驗證範圍和報告準則
驗證範圍包括特定績效數據和資訊的質量、準確性和可靠性的評估，以及報告內附表格中的文字和數據。本報告的驗證範圍包括2025年1月1日至2025年12月31日期間的數據和資訊。

報告準則	
1	香港聯合交易所有限公司證券上市規則 附錄 C2《環境、社會及管治報告守則》
2	《全球報告倡議組織可持續發展報告標準 2021》(依循)

驗證方法
驗證包括驗證活動前調研、數據抽樣、文件和紀錄的審查，特定績效數據和資訊的計算和報告。在驗證過程中也檢查了所選擇的原始數據和支持證據。有限驗證業務所執行的程序在性質和時間上與合理驗證業務有所不同，並且範圍較小。因此，有限驗證業務中所獲得的驗證級別比執行合理驗證業務低。

使用限制和緩減
獨立審計的財務帳目中的財務數據，並未作為本驗證過程的組成部份與來源資訊進行核對。

獨立性和能力聲明
SGS集團是全球領先的檢驗、測試和驗證機構，在超過140多個國家營運和提供服務，服務包括管理體系和服務認證；質量、環境、社會和道德審核和培訓，以及環境、社會和可持續發展報告驗證。SGS申明我們獨立於信德和其持份者，我們之間沒有偏見和利益衝突。

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驗證團隊之組成基於成員對於此驗證的知識、經驗和資歷，團隊包括ISO 37001 和ISO 26000審核員、GRI標準委任培訓導師及具備可持續發展報告驗證服務經驗的人員。

驗證意見
基於上述的驗證方法和已執行的驗證工作，我們沒有注意到任何事情使我們相信驗證範圍中包含的特定績效數據和資訊及報告內容未作出中肯的陳述和編製，而且在所有重大方面已參考以上的報告準則。

驗證團隊認為渠務署已為此報告選擇了適當的驗證等級。

簽署：
代表香港通用檢測認證有限公司



關靜儀
總監
管理與保證

2026 年 3 月 23 日

www.sgs.com

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Website 網頁

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Weibo 微博

信德集團
SHUN TAK HOLDINGS

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www. shuntakgroup.com

Sustainability Report PDF version
可持續發展報告PDF版本

