



# 太興集團控股有限公司

TAI HING GROUP HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock code 股份代號：6811

## Care at Heart, Sustainability in **Action**

關懷在心，永續 **在行**



# 2025

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

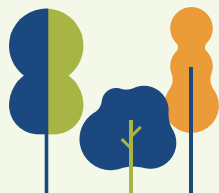


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# About This Report

## 關於本報告

Tai Hing Group Holdings Limited (hereinafter referred to as “Tai Hing Group” or “the Group”) has issued its seventh standalone sustainability report (“this Report”), disclosing management approach and performance data related to environmental, social, and governance (“ESG”) issues. This Report is published in both Chinese and English versions. In case of any discrepancies between the Chinese and English versions, the Chinese version shall prevail. During this fiscal year, there were no significant changes in the organisational structure of the Group, nor was there any significant data that required restatement.

### Reporting Framework

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”), subject to mandatory disclosure requirements and “comply or explain” provisions. The Group is committed to continuously enhancing its sustainable development performance and implementing the United Nations Sustainable Development Goals. For information on the Group’s corporate governance practices, please refer to its annual report, available on its website.

### Reporting Boundary

We have determined the scope of the Report based on operations that are financially significant to the Group (representing over 90% of the Group’s main revenue) and their impact on sustainability issues in relation to environment and the society. This Report covers the sustainability performance of the Hong Kong headquarters, self-operated restaurant operations, and the food factory located in Fo Tan. This Report excludes the food factory in Dongguan, and the “operation of restaurants and sale of food products” in Chinese Mainland and Macau segments. The reporting scope remains unchanged from last year. Unless otherwise stated, this Report covers the fiscal year ended December 31, 2025.

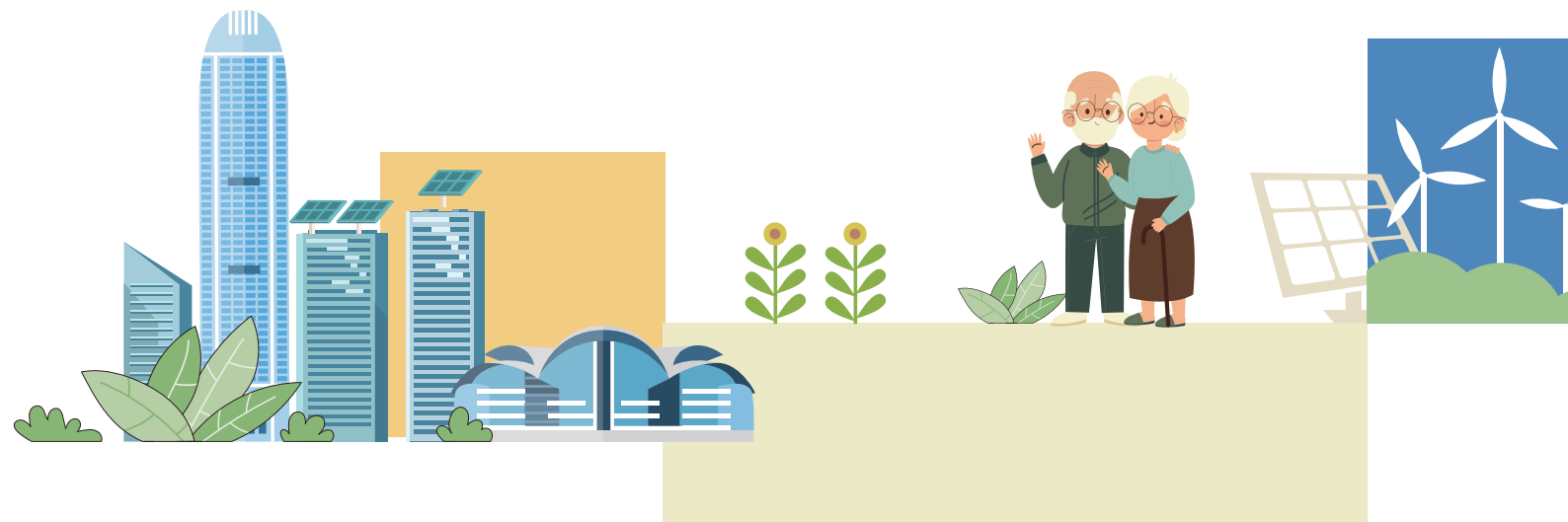
太興集團控股有限公司(下文稱為「太興集團」或「本集團」)發表第七份獨立可持續發展報告(「本報告」),披露於環境、社會及管治(「ESG」)議題方面的管理方法及數據表現。本報告同時刊發中英文版本。如中英文版本有任何衝突,概以中文版本為準。本年度,本集團的組織架構並無重大變動,亦沒有重要數據需要重述。

### 報告框架

本報告已根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載的《環境、社會及管治報告守則》編製,遵循強制披露規定及「不遵守就解釋」條文。本集團致力推動其可持續發展表現,實踐聯合國可持續發展目標(UN Sustainable Development Goals)。有關本集團企業管治工作,請參閱本集團網站刊登的年報。

### 報告範圍

我們按照本集團財務重要性(超過90%的主要收入來源)及可持續發展議題對環境和社會影響的重大程度,釐定報告範圍。本報告涵蓋香港總辦事處、自營餐廳,以及位於火炭的食品廠房在可持續發展方面的表現,未包括位於東莞的食品廠房,以及中國內地與澳門的「餐廳營運及食品銷售」業務相關的分部。本年度報告涵蓋範圍與去年維持不變。除另有註明外,本報告涵蓋截至2025年12月31日止的財年。



## Feedback

We have established an internal system to manage ESG data and information, which is reviewed regularly. We continually strive for comprehensive and accurate ESG data, but recognise that there may be limitations in the reporting process. We will continue to enhance data measurement, management, and disclosure. Your feedback on this Report and our measures and practices for governance of sustainable development is welcome and valued. If you have any questions or comments, please contact us by:

Address: 13/F, Chinachem Exchange Square, 1 Hoi Wan Street, Quarry Bay, Hong Kong

Email: [esginfo@taihing.com](mailto:esginfo@taihing.com)

## 意見反饋

我們設有內部系統管理ESG數據及資料並進行定期檢視。我們持續追求全面準確的ESG數據，但明白報告流程可能有不足之處，將繼續加強資料量度、管理及披露。歡迎閣下就本報告內容及本集團在可持續發展管治措施和實踐提出寶貴意見。如有任何疑問和意見，請透過以下途徑聯絡我們：

地址：香港鰂魚涌海灣街1號華懋交易廣場13樓

電郵：[esginfo@taihing.com](mailto:esginfo@taihing.com)



# About Tai Hing Group

## 關於太興集團

The Group operates multi-brand casual dining restaurants. It has its roots in Hong Kong with a network of more than 220 restaurants in Hong Kong, Chinese Mainland and Macau. In addition to the flagship “Tai Hing” brand, its brand portfolio encompasses “Men Wah Bing Teng”, “TeaWood”, “Asam Chicken Rice”, “Trusty Congee King”, “Phô Lê”, “Dimpot”, “Dumpling City”, “King Fong Bing Teng”, “Tommy Yummy”, “Bingle Bingle”, “Tori Yoichi”, “Sing Kee Seafood Restaurant”, “ManShan Taipei”, “On Kim Pot Rice”, “Bashi Ramen”, “TOKENYO Korean BBQ Cuisine” and “Hing Gor Beef Brisket”. For details of milestones achieved over the years by the Group, please visit the Company’s website and the “Milestones of the Group” section.

The Group operates food factories in both Hong Kong and Chinese Mainland, covering a total area of approximately 440,000 square feet. While the Hong Kong food factory supports our local restaurant business, the factories in Chinese Mainland are mainly responsible for purchasing and producing cured meat, frozen products, canned foods and canned beverages. The Group’s food factories enable it to centralise purchasing of ingredients and other supplies, food processing, quality control of raw materials, semi-processed or processed of food ingredients, as well as packaging, warehousing and distribution functions, to ensure product quality.

### Our Vision, Mission and Core Values

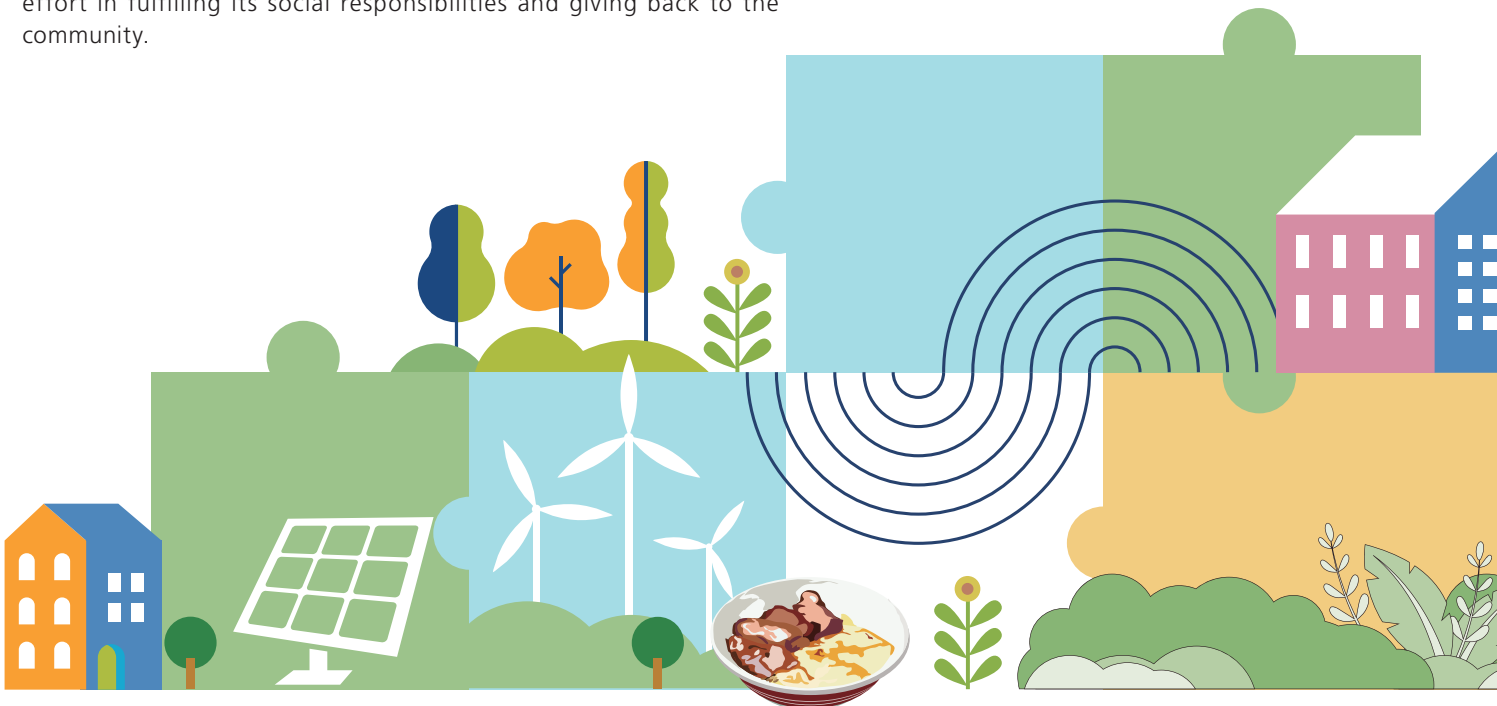
The Group is committed to providing customers with quality food and service and adheres to the governance principles of “Three Excellences and 5-S Management” and the four core values of “People-oriented”, “Customer First”, “Quality Prioritised”, and “Innovation for Development”. We strive to become a catering group highly regarded by customers. While continuously expanding its business footprint, the Group actively seizes the opportunities brought by the growing pursuit of a low-carbon economy, spares no effort in fulfilling its social responsibilities and giving back to the community.

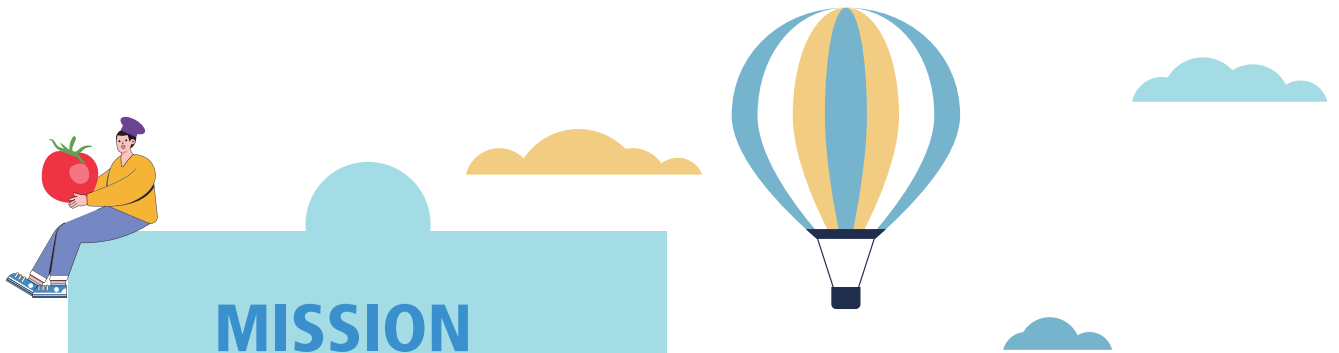
本集團是一間紮根香港的多元品牌休閒餐飲集團，在香港、中國內地及澳門建立了逾220間餐廳的龐大網絡。除旗艦品牌「太興」外，我們的品牌組合包括「敏華冰廳」、「茶木」、「亞參雞飯」、「靠得住」、「錦麗」、「點煲」、「餃子鎮」、「瓊芳冰廳」、「Tommy Yummy」、「Bingle Bingle空中列車烤肉」、「鳥世一」、「星記海鮮飯店」、「滿山•台北」、「安金稻朝鮮拌飯」、「一橋拉麵」、「Tokenyo 韓式烤肉料理」及「興哥清湯腩」。如欲了解本集團歷年年來的重大里程碑，歡迎瀏覽本公司網站及「集團里程碑」章節。

本集團於香港及中國內地均設有食品廠房，共佔地約440,000平方呎。香港的食品工廠主要支援本港的餐廳業務，中國內地的工廠則專注於採購及生產醃製肉類、冷凍產品、罐頭食品及罐裝飲料。有賴設立食品廠房，本集團能夠集中處理食材及其他材料的採購、食品加工、原材料、半加工或加工食材的質量控制，以及包裝、倉儲及配送運作，確保產品品質。

### 集團的願景、使命及核心價值觀

秉承為顧客提供優質食品及服務的承諾，本集團堅守「三優五常」的管治原則，貫徹「以人為本」、「以客為先」、「重視品質」和「創新求變」四大核心理念，致力成為備受顧客信賴與推崇的餐飲集團。在持續擴大業務版圖同時，本集團積極把握低碳經濟所帶來的機遇，不遺餘力地實踐社會責任，回饋社群。





## MISSION 使命

To offer customers diversified choices and pleasant dining experiences

為顧客提供多元化的餐飲選擇及愉快的用餐體驗

## VISION 願景

To attract talents, promote industrial innovation and drive sustainable development

匯聚人才，推動產業創新，持續發展

## CORE VALUES 核心價值觀



Customer First  
以客為先



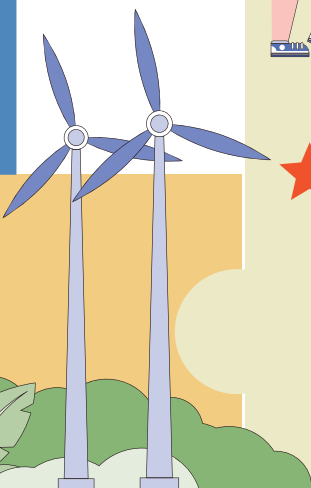
People-oriented  
以人為本



Innovation for Development  
創新求變



Quality Prioritised  
重視品質



# Milestones of the Group

## 集團里程碑

### 1989

#### ESTABLISHMENT OF THE FIRST "TAI HING (太興)" RESTAURANT

Mr. Chan Wing On and Mr. Yuen Chi Ming opened the first restaurant under the "Tai Hing (太興)" brand in Sai Wan Ho, Hong Kong

#### 開設首間「太興」餐廳

陳永安先生及袁志明先生於香港西灣河開設「太興」品牌旗下的首間餐廳

### 2004

#### EXPAND OUR BUSINESS IN CHINESE MAINLAND

Opened the first restaurant under the "Tai Hing (太興)" brand in Chinese Mainland

#### 拓展國內業務

以「太興」品牌在中國內地開設首間餐廳

### 2008

#### ESTABLISH THE HONG KONG FOOD FACTORY

Opened Hong Kong Food Factory in Fo Tan, Hong Kong

#### ACQUIRE A NEW BRAND

Acquired the restaurant under the "Trusty Congee King (靠得住)" brand

#### 開設香港食品廠房

於香港火炭開設香港食品廠房  
發展新品牌  
收購「靠得住」品牌餐廳

### 2009

#### OBTAIN HACCP CERTIFICATION

Obtained HACCP certification for standardised process and quality control system

#### 獲得 HACCP 認證

標準化流程及質量控制體系獲得 HACCP 認證

### 2011

#### INTERNATIONALLY RENOWNED BRAND

The "Trusty Congee King (靠得住)" restaurant in Wan Chai, Hong Kong was first published in the Michelin Hong Kong and Macau Guide (which remains in the Guide for 15 consecutive years till now)

#### 品牌享譽國際

位於香港灣仔的「靠得住」餐廳首度獲刊載於米芝蓮香港及澳門指南（至今連續15年獲選）



### 2012

#### ESTABLISH THE FIRST "TEAWOOD (茶木)" BRAND

Opened the first restaurant under the "Tea Wood (茶木)" brand in Mong Kok, Hong Kong (which has expanded to 24 branches in Hong Kong at present)

#### 成立首間「茶木」

在香港旺角開設「茶木」品牌旗下的首間餐廳（現時於香港已發展至24間分店）

### 2013

#### OBTAIN ISO CERTIFICATION

Hong Kong food Siu Mei Production obtained ISO22000 certification

#### 取得認證

香港食品廠房燒味生產單位取得ISO 22000認證

### 2017

#### ACQUIRE FRANCHISE RIGHT FOR A NEW BRAND

Opened the first Vietnamese restaurant under the "Phô Lê (錦麗)" brand in Kwun Tong, Hong Kong (which has expanded to 10 branches in Hong Kong at present)

#### 取得新品牌加盟權

從越南胡志明市引入「錦麗」品牌，並於香港觀塘開設首間越南餐廳（現時於香港已發展至10間分店）



### 2018

#### ESTABLISH THE FOOD FACTORY IN CHINESE MAINLAND

Opened a food factory in Dongguan, Chinese Mainland

#### 開設中國內地食品廠房

於東莞開設中國內地食品廠房



### 2016

#### EXPAND OUR BRAND PORTFOLIO

Acquired the brand standalone bing sutt (冰室) named "Man Wah Bing Teng (文華冰廳)" which was subsequently rebranded as "Men Wah Bing Teng (敏華冰廳)" (which has expanded to 41 branches in Hong Kong at present)

#### 擴展旗下品牌

收購獨立冰室品牌「文華冰廳」並於其後重塑為「敏華冰廳」（現時於香港已發展至41間分店）

## 2019

### REACH A NEW MILESTONE

Tai Hing Group Holdings Limited was listed on the Main Board of the Stock Exchange on 13 June under the stock code 6811

### EXPAND OUR BUSINESS IN CHINESE MAINLAND

Opened the first restaurant under the brand “Men Wah Bing Teng (敏華冰廳)” in Chinese Mainland (which has expanded to 20 branches today)

### DEVELOP A NEW BRAND

Opened the first Hainanese Chicken Rice Specialist under the “Asam Chicken Rice (亞參雞飯)” brand in Central, Hong Kong  
**邁進新里程**

太興集團控股有限公司於6月13日在聯交所主板上市，股份代號6811

### 拓展中國內地業務

以「敏華冰廳」品牌在中國內地開設首間餐廳(現時於中國內地已發展至20間分店)

### 開拓新品牌

於香港中環以「亞參雞飯」品牌開設首間海南雞飯專門店



## 2020

### DEVELOP A NEW BRAND

Opened the first Dim Sum and clay pot rice restaurant under the brand “Dimpot (點煲)” in Hong Kong

### 開拓新品牌

於香港開設「點煲」品牌旗下的首間點心及煲仔飯專門店

## 2021

### DEVELOP A NEW BRAND

Opened the handmade dumpling restaurant under the brand “Dumpling Station (餃子駅)” in Hong Kong (now renamed as “Dumpling City (餃子鎮)”)

### 開拓新品牌

於香港以「餃子駅」品牌開設手工餃子專門店(現改名為「餃子鎮」)

## 2022

### EXPAND BRAND VARIETY

Developed new brands in Hong Kong with “Tommy Yummy”, “Tori Yoichi (鳥世一)” and rebranded “Sing Kee Seafood Restaurant (星記海鮮飯店)”

### 擴大品牌種類

在香港開發新品牌：「Tommy Yummy」、「鳥世一」及重塑品牌「星記海鮮飯店」

## 2024

### EXPAND BRAND VARIETY

Developed new brands in Hong Kong: “ManShan Taipei (滿山•台北)”, “On Kim Pot Rice (安金稻)” and “Bashi Ramen (一橋拉麵)”

### DIGITAL AND LOW-CARBON LIFESTYLE, PROMOTING GREEN ECONOMY

The “Electronic Staff Card” has been officially launched

Collaborated with “Zero2” APP

### 擴大品牌種類

在香港開發新品牌：「滿山•台北」、「安金稻」及「一橋拉麵」

### 數碼化低碳生活，推動綠色經濟

「電子職員證」正式出台

與「Zero2零活易」手機應用程式合作

## 2025

### DEVELOP NEW BRANDS

Developed new brands in Hong Kong: “TOKENYO Korean BBQ Cuisine (Tokenyo 韓式烤肉料理)” and “Hing Gor Beef Brisket (興哥清湯腩)”

### DIGITAL AND LOW-CARBON LIFESTYLE, PROMOTING GREEN ECONOMY

became one of the participating ESG merchants in the Phase 2 of the “e-HKD” Pilot Programme of the Hong Kong Monetary Authority

### 開拓新品牌

在香港開發新品牌：「Tokenyo 韓式烤肉料理」及「興哥清湯腩」

### 數碼化低碳生活，推動綠色經濟

成為香港金融管理局「數碼港元」先導計劃第二階段參與ESG商戶之一



## 2023

### EMPOWER DIGITAL TECHNOLOGY

Launched the first comprehensive mobile application “Tai Hing Group App (太興集團App)”

Launched the “Staff Self-Service Platform” and “Staff APP”

### DEVELOP A NEW BRAND

Launched a new brand “Bingle Bingle” in Hong Kong

### 數碼化科技

本集團首個綜合流動應用程式「太興集團App」面世

推出「員工自助服務平台」及「員工APP」手機版

### 開拓新品牌

於香港開設新品牌「Bingle Bingle空列車烤肉」

# Annual ESG Overview and Major Awards

## 年度ESG概覽及主要獎項

### Key Data and Practices

#### 關鍵資料與實踐

### Overview

#### 業務概覽



More than **220** restaurants;  
**18** popular brands favored by consumers

營運超過**220**間餐廳；  
擁有**18**個深受消費者  
歡迎的品牌



Approximately **440,000**  
square feet food production  
facility in Hong Kong and  
Dongguan

香港及東莞食品廠房共佔地  
約**440,000**平方呎



Restaurant chain extends across  
**8 cities**, encompassing Hong  
Kong, Macau, Shanghai,  
Guangzhou, Shenzhen, Huizhou,  
Hangzhou and Foshan

餐廳遍佈香港、澳門、上海、  
廣州、深圳、惠州、  
杭州及佛山

**8大城市**



Moved forward towards **2030**  
environmental targets, covering  
greenhouse gas emissions, waste  
discharge, energy consumption and  
water consumption

朝著**2030**年環境目標推進，  
涵蓋溫室氣體排放、廢棄物排  
放、能源消耗及水資源  
消耗方面



Greenhouse gas emission  
intensity decreased by  
**3.7%** year-on-year

溫室氣體排放密度  
按年下降**3.7%**

### Environment

#### 環境

Conducted Climate Change  
Risks and Opportunities  
**Scenario Analysis**

開展氣候風險與機遇  
**情景分析**





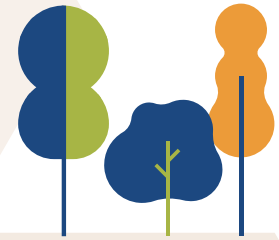
Our key food production units have obtained Hazard Analysis and Critical Control Point (HACCP) and ISO 22000:2005 food safety management system certifications

重要食品生產單位已取得食品安全重點控制(HACCP)及ISO 22000:2005食品安全管理系統認證



Continued to optimise the first cross-brand integrated mobile application launched — “Tai Hing Group APP”, which had over 330,000 members to date

持續優化推出的首個跨品牌綜合流動應用程式 — 「太興集團APP」，至今已突破33萬會員



Approximately 92.5% of full-time of employees received regular performance and career development reviews<sup>2</sup>; Average training hours per employee of 10.1 hours;

0 work-related fatalities

約92.5%的全職員工接受定期績效及職業發展檢視<sup>2</sup>；人均培訓時數10.1小時；

0宗工傷死亡事件

## Operations 營運



Positive feedback received regarding customer satisfaction  
顧客滿意度反饋良好



Collaborated with 23 welfare organisations;

Made donations, charitable and other community support totaling HK\$5,619,000<sup>1</sup>;

Donation of approximately 190,000 Tai Hing food products

與23間福利機構合作；

共計作出價值5,619,000港元<sup>1</sup>的捐款、慈善及其他社區支援；捐贈約190,000份太興食品



Received multiple awards and recognitions, gaining industry recognition

榮獲多個獎項及嘉許，獲得業界肯定

## Society 社會



Sponsored elderly support programmes, including dining discounts and initiatives to develop into swallow-friendly restaurants

支持長者支援項目，包括餐飲優惠及計劃成為吞嚥友善餐廳

<sup>1</sup> 金額包括慈善及其他社區支援例如「愛心食肆賞你惠食」活動所提供之餐飲優惠折扣總額超過4,000,000港元，以及「心施慈善券」活動贊助約1,000,000港元。

<sup>1</sup> The amount includes charitable and other community support such as total catering discounts of over HK\$4,000,000 provided under the “Caring Food Coupon Programme” campaign, and sponsorship of approximately HK\$1,000,000 for the “Heart-to-Heart Charity Coupon” campaign.

<sup>2</sup> 不包括兼職員工

<sup>2</sup> Excluding part-time employees

Annual ESG Overview and Major Awards  
年度ESG概覽及主要獎項

## Environmental Protection 環保

**Green Leadership Award in the Environment and Conservation Fund F&B Industry Carbon Neutral Programme**  
環境及自然保育基金資助餐飲業碳中和計劃  
綠色驅動卓越獎

Hong Kong Federation of Restaurants & Related Trades  
香港餐飲聯業協會



**BOCHK Corporate Low-carbon Environmental Leadership Awards 2024 & Eco Challenger for the 9<sup>th</sup> consecutive year**  
中銀香港企業低碳環保領先大獎2024  
環保優秀企業及連續9年成為環保先驅

Federation of Hong Kong Industries  
香港工業總會



**CLP Smart Energy Award Programme – Best Practice in Electrification Awards**  
「中電創新節能企業大獎」最佳電氣化大獎

CLP Power Hong Kong Limited  
中華電力有限公司

## CSR 企業社會責任



**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



**“Caring Employer” Tier 2 Disability Inclusive Employer**  
「愛心僱主獎」  
第二級殘疾共融僱主

Labour and Welfare Bureau  
勞工及福利局



**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



**“2025 Outstanding QTS Merchant Service Staff Awards” (Supervisory and frontline staff)**  
「2025傑出優質商戶員工服務獎」  
(主管及前線員工)

Quality Tourism Services Association  
The Hong Kong Tourism Board  
優質旅遊服務協會  
香港旅遊發展局



**Recipient of Caring Company logo for 22 consecutive years**  
連續22年獲「商界展關懷」標誌

The Hong Kong Council of Social Service  
香港社會服務聯會



**Received “ERB Manpower Developer Award Scheme” for 16 consecutive years and upgraded to “Super MD” (since 2023)**  
連續16年獲「ERB人才企業嘉許計劃」  
並升級為「Super MD」(自2023年)

**ERB Merit Awards for Employers**  
優異僱主獎

Employees Retraining Board  
僱員再培訓局



### Quam IR Awards 2024 (Main Board Category) 華富卓越投資者關係大獎2024(主板類別)

Quamnet  
華富投資者關係



### Recipient of Consumer Caring Scheme for 4 consecutive years 連續4年獲「貼心企業」嘉許

GS1 Hong Kong  
香港貨品編碼協會



### Quality Food Scheme Plus Diamond Awards 優質食品計劃+鑽石級別

GS1 Hong Kong  
香港貨品編碼協會

### Branding and Marketing 品牌/市場

Marketing Campaign of the Year  
2024/2025 "Preserving flavors of  
the Past by Men Wah Since 1973"  
年度市務營銷大獎  
2024/2025:「留傳舊時風味敏華  
始於1973」

Hong Kong Institute of Marketing  
香港市務學會



Michelin Bib Gourmand award — Trusty  
Congee King (Wan Chai) for the 15th  
consecutive year since 2011  
連續15年(自2011年)米芝蓮必比登推介  
一靠得住(灣仔)

Michelin Bib Gourmand award — Sing  
Kee Seafood Restaurant for the 10th  
consecutive year since 2016  
連續10年(自2016年)米芝蓮必比登推介  
一星記海鮮飯店

MICHELIN Guide 米芝蓮指南



### Sing Tao Service Awards 星鑽服務大獎

Sing Tao Daily  
星島日報

Weekend Weekly Must-eat Restaurant  
Awards 2025 — Must-eat Southeast  
Asian Cuisine: Asam Chicken Rice  
新假期必吃食店大獎2025 —  
必吃東南亞美食:亞參雞飯

Weekend Weekly Must-eat Restaurant  
Awards 2025 — Must-eat Hong Kong  
Restaurant: Tai Hing  
新假期必吃食店大獎2025 —  
必吃香港人食店:太興

Weekend Weekly Must-Eat Restaurant  
Awards 2025 — Must-Eat Taiwanese  
Cuisine: TeaWood  
新假期必吃食店大獎2025 —  
必吃台灣菜:茶木

Weekend Weekly 新假期



Weekend Weekly Must-eat Restaurant Awards 2025 —  
Must-eat Hong Kong Restaurant: Men Wah Bing Teng  
新假期必吃食店大獎2025 —  
必吃香港人食店:敏華冰廳

# PRELIMINARY

## 前言



“在推動業務持續拓展的同時，集團將對環境與社會的責任，植根於企業成長的各個階段之中。我們深信，將可持續發展理念融入業務營運的每一環，有助於促進企業與社會的協同發展，並為持份者創優增值。”

“While driving continuous business expansion, the Group has rooted its environmental and social responsibilities in every stage of corporate growth. We firmly believe that integrating the concept of sustainable development into every aspect of our business operations will help promote the synergistic development of the Company and society, creating further value for stakeholders.”



## Message from the Chairman of the Sustainable Development Steering Committee

Dear Stakeholders:

Looking back at the past year, the Group has continued to make steady progress on its developmental foundation, further strengthening the resilience of the Group's business development while deepening its commitment to sustainable development. In the face of an evolving market environment, we focused on optimising corporate governance and operational management to enhance overall operational efficiency, striving to pursue innovation while maintaining steady business development, proactively responding to the expectations of stakeholders, and supporting the Group's journey towards sustainable long-term growth.

Talent is an important force supporting the Group's evolution, also the core driving force for continuous business success. In 2025, we advanced artificial intelligence training and technology applications, co-organising an AI Business Application Course with the School of Continuing and Professional Studies of the Chinese University of Hong Kong to further enhance team performance and operational efficiency, and gradually introducing digital elements into daily operations. With the cumulative membership of the Group's integrated mobile application "Tai Hing Group App" surpassing 330,000, these results demonstrate the tangible effectiveness of our digitalisation strategy in supporting business development and optimising operational performance. Our continuous investment in talent cultivation and employee development has also brought positive recognition from the society and industry. During the year, we were honoured with the "2024/25 ERB Merit Awards for Employers" by the Employees Retraining Board, in recognition of our efforts in cultivating talent and enhancing overall manpower quality. In addition, the Group has signed the "Racial Diversity and Inclusion Charter for Employers" of the Equal Opportunities Commission, and has built a diverse and inclusive workplace environment in line with the Charter's principles. In the coming year, we plan to collaborate with social welfare organisations to organise a series of health seminars, medical check-ups, and physical and mental relaxation activities for frontline employees, and to provide comprehensive support for our employees' needs through diverse employee initiatives and occupational safety programmes, creating a more caring, cohesive, and friendly workplace.

## 可持續發展督導委員會主席的話

致各位持份者：

回顧過去一年，本集團在發展基礎上持續穩步前行，深化可持續發展方向時，亦進一步加強集團業務發展的韌性。面對不斷演進的市場環境，我們專注於優化企業管治與營運管理，提升整體營運效能，務求在維持業務穩步發展的同時亦追求創新，殷切回應持份者的期望，並支持集團邁向具可持續的長遠成長。

人才是支持集團發展的重要力量，亦是業務持續成功的核心驅動力。於2025年，我們推進人工智能培訓及科技應用，與香港中文大學專業進修學院合辦人工智能商業應用課程，進一步提升團隊效能與營運效率，並逐步將數碼化元素引入日常營運之中。隨着集團綜合流動應用程式「太興集團APP」累積會員數目突破33萬，相關成果亦體現數碼化策略在支持業務發展及優化營運表現方面的實質成效。在人才培育與員工發展方面的持續投入，亦為集團帶來社會業界正面的肯定。年內，我們榮獲僱員再培訓局頒發「2024/25優異僱主獎」，表彰我們在培養人才及提升整體人力質素方面的努力。此外，集團已簽署平等機會委員會的「種族多元共融僱主約章」，並按約章精神建構多元共融的職場環境。來年，我們計劃與社福機構合作，為前線員工舉辦一系列健康講座、健康檢查及身心放鬆活動，並透過多元化的員工活動及職業安全相關項目，全方位支持員工需要，營造更關懷、更具凝聚力的友善工作間。

Preliminary  
前言

The quality food offerings and service experience provided to customers are built upon stable and rigorous food safety and quality management, and also depend on the consistent implementation of service standards by the front-line team. The Group continues to strengthen the overall deployment of food safety and quality within its operational management to ensure the effective implementation of relevant standards across all brands and different operational units, allowing customers to enjoy a safe and reliable dining experience every time they visit Tai Hing's restaurants. During the year, five employees of the Group received the "2025 Outstanding QTS Merchant Service Staff Awards" in the "Supervisor Category" and "Frontline Staff Category", respectively under the "Quality Tourism Services" Scheme of the Hong Kong Tourism Board, highlighting the professional performance of the frontline team in service delivery. To support business development and enhance service standards, the Group is paving a way to establish a Food Safety Committee in 2026, which will be composed of senior management of the Group to review food safety performance, and to strengthen food safety-related indicators and monitoring mechanisms, so as to further consolidate food safety management at the governance and institutional levels.

Upholding the Tai Hing caring spirit, the Group actively participates in community projects, focusing on the needs of different vulnerable groups and giving back to society through concrete actions. The Group continues to deepen its collaboration with the government and various social welfare organisations, investing more resources to benefit the wider community which nurtured mutual rapport. Beyond partnering with The Salvation Army, Ebenezer School & Home for the Visually Impaired, Food Angel, and Po Leung Kuk through festive food donations and Charity Poon Choi Fundraising Campaign, the Group's "Tai Hing" and "Men Wah Bing Teng" participated in the "Caring Food Coupon Programme" campaign to distribute dining coupons in phases to elderly people in the community, providing 160,000 discounted breakfast, lunch, and afternoon tea meals, with total discounts exceeding HK\$4 million. Internally, the Group also strengthened fire evacuation drills and related safety awareness to protect the safety of employees and customers.

With the aim of improving transparency and comparability of climate-related disclosures, the Group has taken active steps to incorporate environmental management into its overall operational considerations. During the year, we launched our first climate scenario analysis to assess the potential risks and opportunities for our business operations under different climate scenarios, serving as an important reference for future environmental management and related decision-making. On this

為顧客提供的優質出品及服務體驗建基於穩定而嚴謹的食品安全與品質管理，亦有賴前線團隊對服務標準的貫徹實踐。本集團持續加強食品安全與品質在營運管理中的整體部署，確保相關標準於各品牌及不同營運場景中有效落實，讓顧客每次到訪太興旗下餐廳時，均可食得安心、放心。年內，本集團旗下五位員工於香港旅遊發展局的「優質旅遊服務」計劃中，分別於「主管組」及「前線員工組」獲得「2025傑出優質商戶員工服務獎」，彰顯前線團隊於服務實踐中的專業表現。為配合業務發展及提升服務水平，本集團擬定於2026年成立食品安全委員會，由集團高管針對食品安全表現作出檢視，並強化食品安全相關指標及監察機制，從治理及制度層面進一步鞏固食品安全管理。

貫徹太興關愛精神，集團積極參與社區項目，關注不同弱勢社群的需要，以具體行動回饋社會。本集團繼續深化與政府及各社福機構的合作，加大力度投入資源回饋與我們建立深厚情誼的廣大社群，除與救世軍、心光盲人院暨學校、惜食堂及保良局攜手，透過節日食品捐贈及慈善盆菜籌募計劃外，集團旗下「太興」及「敏華冰廳」參與「愛心食肆 賞你惠食」活動向社區長者分階段派發餐飲優惠券，提供16萬份優惠早、午、下午茶餐，折扣總額逾400萬港元。對內，集團亦加強火災逃生演習及相關安全意識，保障員工及顧客安全。

為提高對氣候相關披露的透明度和可比性，本集團積極付諸行動，將環境管理納入整體營運考量。年內，我們首次啟動氣候情境分析，評估不同氣候情境對業務營運的潛在風險及機遇，並作為未來環境管理及相關決策的重要參考依據。在此基礎上，本集團循序推動節能減排及提升能源效益的相關工作，並再度獲

basis, the Group has promoted initiatives in relation to energy conservation, emission reduction, and energy efficiency enhancement. We were once again awarded the “BOCHK Corporate Low-carbon Environmental Leadership Awards” by the Federation of Hong Kong Industries, recognised as an “Eco Challenger” for the ninth consecutive year, and received the “Green Leadership Award” in the “F&B Industry Carbon Neutral Programme”. During the year, the Group also signed the “Low-Carbon Living in the Catering Industry” Pledge, committing to further taking concrete carbon reduction measures in daily operations. We are steadily progressing towards our 2030 environmental goals, progressively launching additional eco-friendly initiatives, including upgrading energy-saving stoves, investing in renewable energy applications, and exploring green transportation solutions.

Looking back at the past year, the Group has been actively moving forward on its sustainable journey. Currently, the Group has expanded to 18 brands, including the opening of new restaurants at Kai Tak Sports Park and the Tseung Kwan O commercial district, and the launch of new brands “On Kim Pot Rice” and “Bashi Ramen”, providing customers with diversified dining options that cater to market demands. In addition, the Group’s “Trusty Congee King” congee noodle restaurant is also preparing to become a swallow-friendly restaurant. In collaboration with an ageing-tech social enterprise, a refined soft meal series will be launched to provide more catering options for patients with swallowing difficulties, helping them rediscover the joy of dining out.

Looking beyond, the Group will uphold the principles of sustainability to guide its business forward to be more agile and adaptive. While pursuing corporate growth, we will concurrently fulfil our environmental and social responsibilities. Leveraging the strengths of our multi-brand strategy, we will respond flexibly to market changes and consolidate long-term partnerships with our stakeholders. As we approach the 38th anniversary of the Group’s establishment, we extend our heartfelt gratitude to the Chairman and the Board of Directors of the Group for their leadership, and to our stakeholders for their unwavering support. We will pursue pragmatic business practices to create further value for stakeholders and drive shared progress for both the Company and society.

### **Chan Shuk Fong**

Chairman of the Sustainable Development Steering Committee  
April 2026

香港工業總會頒發「中銀香港企業低碳環保領先大獎」，連續第九年獲評為「環保先驅」，同時於「餐飲業碳中和計劃」中獲頒「綠色驅動卓越獎」。年內，集團亦簽署「餐飲業低碳生活」行動約章，承諾在日常營運中進一步採取具體減碳措施。我們正繼續朝著2030年環境目標穩步前行，循序漸進推出更多環保項目，包括升級節能爐具、投入可再生能源應用、以及探索綠色運輸方案。

總結過去一年，本集團積極推動可持續發展步伐，目前集團已發展至擁有18個品牌，包括我們於啟德體育園及將軍澳商圈開設新店，推出新品牌「安金稻朝鮮拌飯」和「一橋拉麵」，為顧客提供多元化而迎合市場需求的用餐選擇。此外，本集團旗下「靠得住」亦正籌備成為吞嚥友善餐廳，與樂齡社企合作推出精緻軟餐系列，為有吞嚥困難患者提供更多餐飲選擇，重拾外出用膳的樂趣。

展望未來，本集團將秉持可持續發展原則引領業務前行，更加具靈活及適應性，在推動企業成長之時，同步履行環境及社會責任，並依託多元品牌的優勢靈活應對市場變化，鞏固與持份者之間的長遠夥伴關係。邁向集團成立三十八週年之際，我們衷心感謝集團主席和董事局的領導，以及持份者一直以來堅定不移的支持。我們將以務實的經營方式為持份者創優增值，推動企業與社會的共同發展。

### **陳淑芳**

可持續發展督導委員會主席  
2026年4月

# Sustainability Strategy

## 可持續發展方針

The Group is deeply aware that our responsibilities extend beyond providing customers with the highest quality food and enjoyable dining experiences. It is equally imperative to integrate sustainable development principles into our business operations, aligning them with the Group’s vision, mission, and core values. Through a robust governance framework and cooperation between functional departments, we continuously promote transparent and efficient sustainability strategy to ensure that our strategies and practices in environmental, social, and governance fully meet stakeholders’ expectations, thereby laying a solid foundation for achieving long-term value.

### Board Statement

The Group has established a top-down ESG governance structure, with the Board of Directors serving as the highest governance body for ESG matters, comprehensively responsible for overseeing ESG-related matters, including climate-related risks and opportunities. The Board of Directors holds meetings on a regular basis to review progress on ESG-related targets that have a significant impact on the Group’s business and their relevance to the Group’s business.

The Board acknowledges that it has a responsibility to ensure the integrity of the sustainability report and is well aware that this report covers all relevant material issues and presents the Group’s ESG performance in a balanced and unbiased manner. The Board acknowledges that it has reviewed and approved this Report.

本集團深知，所肩負的責任不僅在於為顧客提供最優質的食品及愉快的用餐體驗，更需要在業務營運中實踐可持續發展理念，並與本集團的願景、使命及核心價值觀融合。透過健全的管治架構和多方協作，本集團持續推動透明、高效的可持續發展管理，確保在環境、社會及管治三方面的策略與實踐充分契合持份者期望，為實現長遠價值奠定穩固基石。

### 董事會聲明

本集團建立自上而下的ESG管治架構，由董事會作為ESG事項之最高管治機構，全面負責監督包括氣候相關的風險與機遇在內的ESG相關事宜。董事會定期召開會議，審視對本集團業務有重大影響的ESG相關目標之進展及其與本集團業務的相關性。

董事會確認，其有責任確保可持續發展報告的完整性，且據其所深知，本報告已涵蓋所有相關重要議題，並不偏不倚地闡述本集團的ESG表現。董事會確認已審閱並批准本報告。



## ESG Governance Structure

The Group has established a Sustainable Development Steering Committee chaired by the Group's Vice Chairman to specifically oversee the Group's sustainability performance. The Committee holds meetings not less than twice a year and reports progress in relevant affairs to the Board on a regular basis. Sustainability management extends to all functional departments to continuously monitor sustainability trends, identify relevant risks and opportunities, including those related to climate change, and ensure deep integration of sustainability efforts with business operations.

## The Group's Materiality

The Group maintains continuous engagement with internal and external stakeholders through various channels, including corporate publications, feedback collection and assessment mechanisms, regular meetings, and engagement at the operational level, to listen to the concerns and expectations of

## ESG管治架構

本集團已成立由集團副主席主持的可持續發展督導委員會，專責監督本集團在可持續發展方面的表現。該委員會每年召開不少於兩次會議，定期向董事會匯報相關工作進展。可持續發展管理向下延伸至各職能部門，持續監察可持續發展趨勢，識別包括與氣候變化相關的可持續發展風險和機遇，確保可持續發展工作與業務運營深度協同。

## 集團重要議題

本集團透過多種渠道與內外部持份者保持持續互動，包括公司刊物、意見收集及評估機制、定期會議及營運層面的交流安排，聆聽不同持份者對集團可持續發展方向及相關表現的關注與期望。



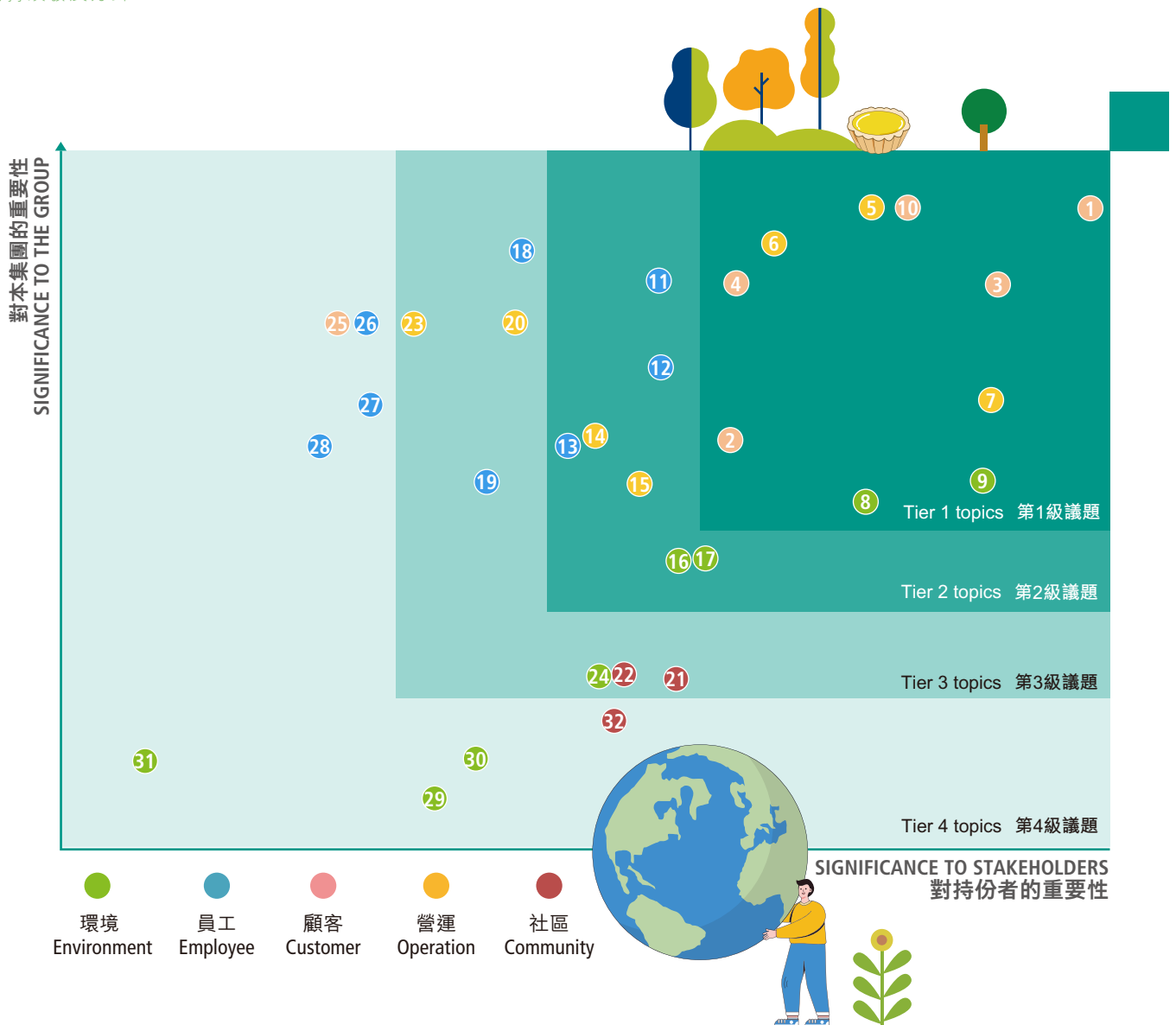
different stakeholders regarding the Group's sustainable development direction and related performance. Such feedback helps the Group gain a more comprehensive understanding of the impact of sustainability issues in actual operations, and serves as an important reference for reviewing and adjusting the medium-to-long-term development strategies.

In terms of the identification of material issues, the Group has established a preliminary list of issues covering 32 sustainability issues by reference to the requirements of the "Environmental, Social and Governance Reporting Code" of The Stock Exchange of Hong Kong Limited, and taking into account the industry-specific issues by the Sustainability Accounting Standards Board (SASB), relevant guidelines of Morgan Stanley Capital International (MSCI), peer practices, and industry trends. The Group subsequently evaluated and prioritized various issues through stakeholder questionnaires and internal analysis to identify material issues that have a high impact on the Group's business operations and sustainable development.

相關意見有助本集團更全面理解可持續發展議題在實際營運中的影響，並作為檢視及調整中長期發展方向的重要參考。

在重要性議題識別方面，本集團參考香港聯合交易所《環境、社會及管治報告守則》的要求，並結合可持續發展會計準則委員會(SASB)行業議題、摩根士丹利資本國際公司(MSCI)相關指引、同業做法及行業趨勢，建立涵蓋32項可持續發展議題的初步議題清單。本集團其後透過持份者問卷調查及內部分析，對各項議題進行評估及排序，以識別對集團業務營運及可持續發展具較高影響的重要議題。

Sustainability Strategy  
可持續發展方針



Tier 1 第1級	Tier 2 第2級	Tier 3 第3級	Tier 4 第4級
<ul style="list-style-type: none"> <li>1 Food quality and safety 食品質量與安全</li> <li>2 Food nutrition and health 食品營養與健康</li> <li>3 Customer experience 顧客體驗</li> <li>4 Customer privacy and data security 顧客隱私與數據安全</li> <li>5 Anti-corruption 反貪污</li> <li>6 Business ethics 商業道德</li> <li>7 Responsible marketing and promotion 負責任營銷及推廣</li> <li>8 Waste management 廢棄物管理</li> <li>9 Packaging material management 包裝材料管理</li> <li>10 Customer satisfaction 顧客滿意度</li> </ul>	<ul style="list-style-type: none"> <li>11 Occupational safety and health 職業安全與健康</li> <li>12 Staff communication 員工溝通</li> <li>13 Diversity and equal opportunities 多元化與平等機會</li> <li>14 Sustainable procurement 可持續採購</li> <li>15 Supplier risk assessment 供應商風險評估</li> <li>16 Energy and water resources management 能源與水資源管理</li> <li>17 Raw material management 原材料管理</li> </ul>	<ul style="list-style-type: none"> <li>18 Labour standards 勞工準則</li> <li>19 Anti-discrimination 反歧視</li> <li>20 Intellectual Property Protection 知識產權保護</li> <li>21 Assisting people in need 幫助有需要人士</li> <li>22 Community engagement 社區參與</li> <li>23 Whistleblowing mechanism 舉報機制</li> <li>24 Air pollutants management 空氣污染物管理</li> </ul>	<ul style="list-style-type: none"> <li>25 Customer well-being 顧客福祉</li> <li>26 Staff compensation and benefits 員工薪酬及福利</li> <li>27 Staff training and development 員工培訓與發展</li> <li>28 Prevention of child labour and forced labour 防止童工及強制勞工</li> <li>29 Carbon emission management 碳排放管理</li> <li>30 Addressing climate change 應對氣候變化</li> <li>31 Use of renewable energy 使用可再生能源</li> <li>32 Participating in charitable activities 參與慈善活動</li> </ul>

Upon review by the Sustainable Development Steering Committee during the year, the Group confirmed that the previously identified material issues remain applicable. The Group will continue to regularly review the appropriateness of relevant issues in response to business development and changes in the external environment to ensure that sustainability efforts remain consistent with actual operations.

經可持續發展督導委員會於年內審視後，本集團確認此前已識別的重要議題仍然適用。本集團將持續因應業務發展及外部環境變化，定期檢視相關議題的適切性，確保可持續發展工作與實際營運保持一致。



## Aligning with the United Nations Sustainable Development Goals

The Group is guided by a clear sustainability framework for its overall strategic direction, revolving around four core pillars: food for quality, operational excellence, people-oriented, and environmental commitment.

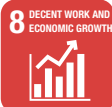





By reference to the United Nations Sustainable Development Goals (UN SDGs) and, by taking into account its business model and the characteristics of its value chain, the Group has identified key goals with high relevance to the Group’s operations, thereby establishing six substantively relevant UN SDGs as reference directions. Through the implementation of specific measures in procurement, operational management, employee development, and environmental performance, the Group is progressively promoting the practical application of these goals within its actual operations. Looking ahead, the Group will continue to review the appropriateness of the aforementioned framework and make adjustments in response to business development and changes in the external environment, striving to achieve steady operations while bringing long-term and concrete positive impacts to sustainability issues.

## 響應聯合國可持續發展目標

本集團以清晰的可持續發展框架指引整體策略方向，圍繞四大核心領域，聚焦於優質食材、卓越營運、以人為本和環境承諾。

本集團參考聯合國可持續發展目標 (UN SDGs)，並結合自身業務模式及價值鏈特點，識別與集團營運關聯度較高的重點目標，從而確立六項具實質相關性的聯合國可持續發展目標作為參考方向。本集團透過在採購、營運管理、員工發展及環境表現等層面落實具體措施，逐步推動相關目標在實際營運中的落地。展望未來，本集團將持續檢視上述框架的適切性，並因應業務發展及外部環境變化作出調整，務求在穩健經營的同時，為可持續發展議題帶來長遠而具體的正面影響。

Pillars 層面	United Nations Sustainable Development Goals 聯合國可持續發展目標	The Group’s Practices 本集團的實踐	Progress during the year 年內的進度
<b>Food for Quality</b> 優質食材	 <p>2.1. End hunger and ensure access to food for all people 2.1.消除飢餓，確保所有人獲得足夠食物</p>	<ul style="list-style-type: none"> <li>Implemented 5-S management approach to ensure food safety and quality</li> <li>Established quality assurance department and quality control procedures</li> <li>Used automated food processing machinery</li> <li>Food donation</li> <li>Set price at a widely accepted level by the general public</li> <li>推行五常法管理方法，確保食品安全與質量</li> <li>設立品質管理部和質量監控程序</li> <li>使用自動化食品處理機器</li> <li>捐贈食品</li> <li>定價為大眾化接受的水平</li> </ul>	In ideal progress 進展理想
	 <p>14.2. Sustainably manage and protect marine and coastal ecosystems 14.2.透過可持續方式管理及保護海洋及沿海生態系統</p>	<ul style="list-style-type: none"> <li>Obtained sustainability certifications for some of the seafood procured, including Best Aquaculture Practices (BAP) certification and Marine Stewardship Council (MSC) Chain of Custody Standards</li> <li>Offered healthy menu</li> <li>為部分採購的海產取得可持續發展認證，包括最佳水產養殖規範(Best Aquaculture Practices, BAP)認證及海洋管理委員會(Marine Stewardship Council, MSC)產銷監管鏈標準</li> <li>提供健康餐單</li> </ul>	In ideal progress 進展理想

Pillars 層面	United Nations Sustainable Development Goals 聯合國可持續發展目標	The Group's Practices 本集團的實踐	Progress during the year 年內的進度
<b>People-oriented</b> 以人為本	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>8 體面工作和經濟增長</p> <p>8.3 Protect labour rights and promote safe and secure working environments for all 8.3 保障勞工權利，為全體員工營造安全和穩妥的工作環境</p>	<ul style="list-style-type: none"> <li>• Launched several health programmes such as Smoking Cessation Programme</li> <li>• Vaccination for Prophylaxis</li> <li>• Introduction of occupational safety and health equipment</li> <li>• Provided subsidies for safety anti-slip shoes for new employees</li> <li>• 推出健康戒煙計劃等多項體健計劃</li> <li>• 提供疫苗接種</li> <li>• 引進職安健設備</li> <li>• 為新入職員工提供安全防滑鞋資助</li> </ul>	<p>In ideal progress 進展理想</p>
<b>Environmental Commitment</b> 環境承諾	 <p>7 AFFORDABLE AND CLEAN ENERGY</p>  <p>7 負擔得起的清潔能源</p> <p>7.2. Increase substantially the share of renewable energy in the global energy mix 7.2. 大幅增加可再生能源佔整體能源組合的比重</p> <p>7.3. Double the global rate of improvement in energy efficiency 7.3. 將總體能源效益增加一倍</p>	<ul style="list-style-type: none"> <li>• Developed an Energy Management Plan</li> <li>• Set target of 20% reduction in energy consumption intensity</li> <li>• 制定能源管理計劃</li> <li>• 設定降低20%能源消耗密度目標</li> </ul>	<p>In good progress 進展良好</p>
	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>12 永續的消費與生產模式</p> <p>12.5. Substantially reduce waste generation through prevention, reduction, recycling, and reuse 12.5. 透過預防、減少、回收和再利用而顯著減少製造垃圾</p>	<ul style="list-style-type: none"> <li>• Set target of 10% reduction in waste emission intensity</li> <li>• Promoted food waste management programmes</li> <li>• Committed to Food Wise Hong Kong campaign</li> <li>• Launched recycling and reuse campaign of Poon Choi container, a total of 3,200 Poon Choi containers were recycled this year, representing approximately 12.5%</li> <li>• Implemented the "Pot Recycling Programme", recycling a total of 1,876 clay pots during the year</li> <li>• Phased out plastic cutlery and utensils such as straws, plastic bags, and takeaway containers</li> <li>• Reduced packaging waste by purchasing in large quantities</li> <li>• Wasted Oil Recycling Programme</li> <li>• Paperless project</li> <li>• Collaborated with eco-friendly mobile app – Zero2</li> <li>• 設定廢棄物排放密度減少10%的目標</li> <li>• 推廣廚餘管理計劃</li> <li>• 參與香港惜食運動</li> <li>• 推行盆菜盆回收再用計劃，本年度合共回收3,200個盆菜盆，約佔12.5%</li> <li>• 推行「原煲拎走回收計劃」，本年度合共回收1,876個瓦煲</li> <li>• 逐步淘汰塑膠餐具和器具，例如飲管、膠袋及外賣盒</li> <li>• 以大批量採購減少包裝浪費</li> <li>• 廢油回收計劃</li> <li>• 無紙化工程</li> <li>• 與環保手機應用程式 – Zero2零活易合作</li> </ul>	<p>In good progress 進展良好</p>

Sustainability Strategy  
可持續發展方針

Pillars 層面	United Nations Sustainable Development Goals 聯合國可持續發展目標	The Group's Practices 本集團的實踐	Progress during the year 年內的進度
<b>Operational Excellence</b> 卓越營運	 <p>16.5. Substantially reduce corruption and bribery in all forms</p> <p>16.5. 顯著防止各種形式的貪污及賄賂</p>	<ul style="list-style-type: none"> <li>• Collaborated with the Independent Commission Against Corruption (ICAC) regularly to review the Group's internal policies and conduct anti-corruption training</li> <li>• Collaborated with the Hong Kong Police Force Crime Prevention Bureau to give employees anti-fraud training</li> <li>• Enhanced fraud alerts in branches to increase public understanding of preventing fraud</li> <li>• Engaged a law firm to provide the Board of Directors with professional training on corporate governance, risk management, and related areas</li> <li>• Invited professionals to give cybersecurity training to the management and employees at different levels</li> <li>• Set out the Group's business ethics principles and requirements in the Staff Handbook</li> <li>• Established a code of conduct for receiving benefits and declaration of conflicts of interest</li> <li>• 定期與廉政公署合作，檢討本集團的內部政策及進行反貪污培訓</li> <li>• 與警務處防止罪案科合作，為員工舉辦防騙講座</li> <li>• 分店加強防騙提示，提高大眾防騙意識</li> <li>• 邀請律師事務所為董事會提供有關企業管治、風險管理等方面的專業培訓</li> <li>• 邀請專業人士為管理層及不同職級的員工提供網絡安全培訓</li> <li>• 在《員工手冊》中訂明本集團的商業道德原則和規定</li> <li>• 制定收受利益及申報利益衝突的行為守則</li> </ul>	In ideal progress 進展理想

# Our ESG Priorities in 2026

## 2026年工作規劃



# Feature Story

## 焦點故事

### Caring for Elderly Well-being and Building a Warm Community

In the daily operations of a community, catering premises are more than just places for dining. For certain elderly individuals, they serve as vital spaces for maintaining daily routines, social connections, and physical and mental well-being. Recognising its corporate social responsibility to address the diverse needs of a wider range of individuals, the Group extends beyond offering varied dining options, experiences, and services. We also focus on enhancing accessibility, affordability, social engagement, emotional support, and community assistance. Therefore, the Group has gradually expanded the reach of its community care initiatives to include the elderly. Leveraging industry strengths and expertise, along with collaborative partnerships across communities, we address the practical needs of diverse stakeholders.

With over three decades of roots in Hong Kong, the Group has consistently partnered with diverse community stakeholders to plan its community engagement initiatives in a more systematic and professional manner through the formulation of the Community Investment Policy and the implementation of the Volunteer Reward Programme. We encourage employees to actively participate in corporate volunteer teams, explore sustainable community support models, and foster a culture of care that takes deep root in our communities. During the year, under the theme of “Care in Heart, Sustainability in Action (關懷在心·永續在行)”, we focused on the elderly community and built a more sustainable culture of care through multiple dimensions, including food and beverage offerings, price support, dining environment, community collaboration, and festive visits.

#### Promoting Elderly-friendly Culture — Integrating Thoughtful Hospitality into Business Operations

By taking initiatives to encourage the elderly to integrate more comfortably into community life, we have, on one hand, continuously advanced technology applications to optimise the functions and user experience of our cross-brand mobile apps; on the other hand, we have also focused on intensifying the training of frontline staff to empower colleagues to patiently assist the elderly in downloading and using the apps, explaining electronic ordering and promotional arrangements, and helping them access services more conveniently.

### 關懷長者福祉 共建溫暖社區

在社區日常運作之中，餐飲場所不只是一用餐的空間，對部分長者而言，更是維繫日常生活、社交連結及身心健康的重要場景。集團肩負起企業社會責任，考慮到照顧更多不同人士的需要，除多元化的飲食選擇、用餐體驗與服務外，亦應該涵蓋生活便利、可負擔性、社交參與、情感關懷及社區支援等多個層面。因此，本集團逐步將社區關懷項目擴大受惠層面並延伸至銀髮一族，透過行業優勢和專業，以及與各社區夥伴的合作關係回應不同持份者的實際需要。

植根香港三十餘載，本集團一直與不同社區持份者攜手，透過制定《社區投資政策》及推行「義工獎勵計劃」，以更體系化、專業的方式規劃社區投入方向，鼓勵員工積極參與企業義工隊，探索可持續的社區支援模式，推動關愛文化在社區長期扎根。本年度，我們圍繞「關懷在心，永續在行」的主題，聚焦長者社群，從餐飲產品、價格支援、用餐環境、社區協作及節慶探訪等多個層面出發，構建更具延續性的關愛文化。

#### 推動樂齡文化 — 將貼心款待融入營運細節

為鼓勵長者更自在地融入社區生活，我們一方面持續推進科技應用，優化跨品牌流動應用程式的功能與使用體驗；另一方面亦著力加強前線員工培訓，讓同事能耐心協助長者下載及使用應用程式，講解電子點餐及優惠安排，協助他們更便捷地享用服務。





In parallel, we continuously review our restaurant environments and service processes with dining safety and comfort in mind, including arranging seating or providing indoor waiting areas as needed for customers queuing outside; reminding colleagues to avoid serving dishes near the elderly during meal delivery to minimise risks such as collisions or scalding; and maintaining spacious corridors and pathways as much as possible to accommodate customers with mobility challenges. In terms of meal arrangements, we assist with portion adjustments, cutting food into smaller pieces, or extending cooking times as needed based on actual circumstances, ensuring the elderly enjoy a more heartwarming service and exceptional dining experience.

同時，我們從用餐安全與舒適度出發，持續檢視門店環境及服務流程，包括在門外排隊等候時因應需要安排座椅或提供室內等候區；送餐流程上提醒同事避免在長者附近上菜，以減少碰撞或燙傷等風險；並盡量保持走廊與動線寬敞，照顧行動不便的顧客的通行需要。在餐點安排方面，我們按實際情況協助處理份量調整、切細剪碎或按需延長烹調時間等需求，讓長者享受更有溫度的服務和卓越的用餐體驗。



Feature Story  
焦點故事Step into the Community and Enjoy Affordable Dining  
走進社區 享受經濟實惠的餐飲

To expand industry influence and bring positive impacts, we continue to participate in elderly support initiatives collaboratively promoted by the government, business sector, and non-governmental organisations. We provide designated-time dining discounts and distribute dining coupons to elderly persons living alone, dual-elder households, and isolated elderly through over 200 elderly centres across Hong Kong, enabling elderly persons in need to enjoy meals at more affordable prices and truly feel the warmth and companionship of society.

At the beginning of the year, our brands "Tai Hing" and "Men Wah Bing Teng" were invited to participate in the "Caring Food Coupon Programme" campaign, sponsoring 100,000 dining coupons for the elderly in need. This initiative continued from October to November with the addition of afternoon tea discounts, sponsoring 60,000 dining coupons to respond to the dining needs of the elderly at different times and further expand the coverage of care. The total value of catering discounts provided through this campaign exceeds HK\$4,000,000.

為擴大業界力量及帶來正面影響，我們持續參與由政府、商界及民間機構協作推動的長者支援項目，提供指定時段優惠，透過全港超過200間長者中心向獨居長者、雙老住戶及隱蔽長者派發餐飲優惠券，讓有需要的長者以更可負擔的方式享用餐點，真正感受到社會的溫暖與陪伴。

年初，旗下品牌「太興」及「敏華冰廳」獲邀參與「愛心食肆 賞你惠食」活動，贊助十萬張餐飲優惠券予有需要的長者。其後於十月至十一月期間延續相關安排，並推出下午茶時段的優惠，贊助六萬張餐飲優惠券，回應長者於不同時段的用膳需要，進一步擴大關懷的覆蓋範圍。此次活動合共提供餐飲優惠折扣總值超過港幣4,000,000元。





During the year, the Group became one of the participating merchants in the “828 JoyYou Fest — JoyYou GO Senior Discount Promotion Scheme (828 樂悠節 — 老友樂悠GO樂遊優惠推廣計劃)” organised by Octopus Cards Limited. Its 16 major restaurant brands provided designated discounts for the elderly spending with JoyYou Cards, enhancing convenience by accommodating payment methods familiar to the elderly. Meanwhile, certain brands introduced exclusive senior discounts for “takeaway self-pickup” services, enabling elderly individuals with mobility challenges or those who prefer dining at home to access suitable dining options more easily.

本年度，本集團成為八達通公司舉辦的「828樂悠節 — 老友樂悠GO樂遊優惠推廣計劃」參與商戶之一，旗下16大品牌餐廳為持樂悠咭消費的長者提供指定優惠，配合長者熟悉的支付方式，提升使用便利性。同時，部分品牌亦就「外賣自取」服務推出長者專屬優惠，讓行動不便或偏好家居用餐的長者亦能更輕鬆地獲得合適的餐飲選擇。



Feature Story  
焦點故事Innovation and Breakthroughs: Living up the Swallowing-friendly and Inclusive Dining Philosophy  
創新與突破 實踐吞嚥友善與共融飲食理念

We firmly believe that dining with family and friends is a precious moment for bonding, while the dining table is where both the body and soul are fed and nourished. With the ageing population, the social demand for swallow-friendly meals has been increasing in recent years. The Group has specifically allocated resources on a plan to launch the “Dining at the Same Table: Swallowing-friendly Feast (同桌同餐吞嚥友善饗宴)” project in collaboration with the ageing-care social enterprise The Project Futurus x Captain Softmeal. By reference to the International Dysphagia Diet Standardisation Initiative (IDDSI), the project aims to develop and curate exquisite soft meal options suitable for individuals with swallowing and chewing difficulties, enabling them to fulfil their wish of sharing meals at the same table with their families and rediscovering the joy of dining out.

我們深信與家人親友共餐是凝聚情感的美好時刻，而餐桌則是滋養身心之處。隨著人口年齡老化，近年社會對吞嚥友善餐膳需求愈來愈大，集團特意投入資源，計劃與樂齡社企 The Project Futurus x 軟餐俠展開「同桌同餐吞嚥友善饗宴」項目，參照國際吞嚥障礙飲食標準 (IDDSI) 研製和設計適合吞嚥及咀嚼困難人士的精緻軟餐選擇，讓他們與家人實現同枱共餐的願望，重拾外出用餐的樂趣。



During the year, the Group was engaged in preliminary preparations for the project, including conducting exchanges and collaborations with social enterprises, dietitians, speech therapists, and nursing professionals, and consulting and collecting customer feedback through market research to refine project design and service scope. Meanwhile, the Group provided fundamental training for its team to enhance awareness of swallowing-friendly meals and hospitality service levels, utilising technology and creativity to reshape signature classic dishes into an exquisite soft meal series that balances safety and flavour. Although the project remains in its development phase, we believe this collaboration can serve as a positive demonstration for the community and the industry, not only promoting catering diversity but also representing a significant step for the industry towards sustainable development and the establishment of a more inclusive dining culture and elderly-friendly environment. Further details of the project will be disclosed in the 2026 ESG Annual Report.

年內，集團正就項目作前期準備，包括與社企、營養師、語言治療師及護理專業人士進行交流合作，並透過市場調查諮詢及收集顧客意見，以完善項目設計及服務範圍。同時，集團亦為團隊提供基礎培訓，提升對吞嚥友善餐膳的認知及款待服務水平，並運用技術與創意，將招牌經典菜色重塑為兼顧安全與滋味的精緻軟餐系列。儘管項目仍在推進階段，我們相信是次合作能為社區及業界帶來積極示範作用，不但推動餐飲多元化，更是業界邁向可持續發展、奠定更具包容性共融飲食文化與建立長者友善環境的重要一步。更多項目詳情將於2026 ESG 年度報告披露。

## Festive Visits: Bringing Hearts Together 節慶探訪 心連心

The Group also extends care and love to the elderly through volunteer services and festive visits. During the year, in response to the charitable activities organised by Lok Sin Tong to celebrate the 76th Anniversary of the Founding of the People's Republic of China and the Mid-Autumn Festival, we dispatched the Tai Hing Volunteer Team. Starting from Lok Sin Tong Wong Chung Ming Secondary School in San Po Kong on 27 September, the team visited the Neighbourhood Elderly Centre, Day Care Centre for the Elderly, and several households of elderly people living alone in Temple Street, Mong Kok, personally delivering care gift packs and festive blessings.

本集團亦透過義工服務及節慶探訪，將關懷及愛心送給到長者身邊。本年度，為響應由樂善堂主辦、慶祝中華人民共和國成立76周年及中秋佳節的慈善活動，我們派出太興義工隊，於9月27日由新蒲崗樂善堂王仲銘中學出發，前往旺角廟街探訪敬老鄰舍中心、長者日間護理中心及多戶獨居長者家庭，親身送上愛心福袋及節日祝福。



Volunteers engaged in face-to-face conversations and companionship, listening to the elderly's concerns and understanding their daily needs, living up the corporate care culture through interactions. These visiting activities not only brought festive warmth to the elderly, but also deepened employees' appreciation for community service, promoting the inheritance of a culture of care.

義工們透過面對面的交流與陪伴，傾聽長者心聲，了解他們的生活需要，將企業關懷轉化為真切的人際互動。這些探訪活動不僅為長者帶來節日溫暖，亦讓員工更深刻體會社區服務的意義，推動關愛文化的傳承。

Looking ahead, the Group will continue to mobilise community strength, maintain close cooperation with various social welfare organisations, and provide more appropriate support according to the actual needs of the community to promote a culture of care. With the accumulation of practical experience, we have gradually recognised that elderly care needs to be addressed through continuous and comprehensive integrated plans rather than single measures. Building on our existing efforts, the Group will continue to strengthen elderly-friendly and community care initiatives. We will review the accessibility and effectiveness of current programmes, and work hand-in-hand with all sectors to build a warm, friendly and inclusive community environment for the senior.

未來，本集團將繼續凝聚社區力量，與不同社福機構保持緊密合作，按社群實際需要提供更適切的支援，推動關愛文化。隨著相關實踐經驗的累積，我們逐步認識到，長者關懷需要透過具延續性、全面性的整體計劃予以回應，而非單一措施所能涵蓋。本集團將在現有基礎上，持續深化長者友善及社區關懷相關工作，檢視現行活動的可及性及成效，與各界攜手共建溫暖友善共融的社區環境。

# ENVIRONMENTAL COMMITMENT

環境承諾



“本集團嚴格依循適用的法例及法規<sup>3</sup>，制定多項內部政策，清晰闡述環境保護相關原則、方針及承諾，並將環保理念全面融入業務營運各個層面，致力以系統化及全面性的管理方式，減低業務活動對環境所造成的影響。本集團持續完善環境管治架構，優化資源使用及分配，積極推動節能減排措施，同時因應業務特性逐步落實應對氣候變化的相關安排。就環境管理表現而言，本集團按既定機制披露環境目標及其進展，以提升相關資訊的透明度，並支持對環境管理工作的持續檢討。此外，本集團積極參與多項環保倡議及活動，與業界攜手推動低碳轉型，朝向碳中和目標及聯合國可持續發展目標穩步邁進。”

“The Group strictly complies with applicable laws and regulations<sup>3</sup> and has formulated multiple internal policies to clearly elaborate on environmental protection principles, strategies, and commitments. By integrating environmental concepts into every aspect of its business operations, the Group is committed to reducing the environmental impact of its business activities through a systematic and comprehensive management approach. The Group continuously improves its environmental governance framework, optimises the use and allocation of resources, and actively promotes energy-saving and emission-reduction measures, while progressively implementing arrangements to address climate change in accordance with its business characteristics. Regarding environmental management performance, the Group discloses environmental targets and their progress through established mechanisms to enhance information transparency and support the continuous review of environmental management efforts. Furthermore, the Group actively participates in several environmental protection initiatives and events, working with the industry to promote a low-carbon transition and moving steadily towards carbon neutrality and the United Nations Sustainable Development Goals.”



### 7.2 – Increase substantially the share of renewable energy in the global energy mix.

We contribute to sustainable development through actions such as installing solar panels and investing in renewable energy.

#### 7.2 — 大幅增加可再生能源佔整體能源組合的比重。

我們通過安裝太陽能板、投資可再生能源等行動，貢獻可持續發展。



### 7.3 – Double the global rate of improvement in energy efficiency.

We continue to improve energy efficiency by optimising equipment efficiency, reducing energy wastage, etc.

#### 7.3 — 將整體能源效益提高一倍。

我們通過優化設備效率、減少能源浪費等措施，不斷提高能源效益。



### 12.5 – Substantially reduce waste generation through prevention, reduction, recycling and reuse.

We are reducing waste generation through the promotion of green kitchen-related initiatives such as the Food Waste Management Programme.

#### 12.5 — 透過預防、減少、回收和再利用而顯著減少製造垃圾。

我們通過推廣廚餘管理計劃等綠色廚房相關行動，減少製造垃圾。



## Climate Action

Recognising the potential impact of climate change on the sound operation and long-term sustainable development of its business, the Group is dedicated to progressively reducing its carbon footprint across the entire value chain and actively addressing climate change. To systematically manage relevant risks and opportunities, the Group continuously benchmarks against the climate-related disclosure requirements outlined in the Environmental, Social and Governance Reporting Code of The Stock Exchange of Hong Kong Limited and IFRS S2 Climate-related Disclosures, focusing on four core areas, namely governance, strategy, risk management, and metrics and targets, to progressively improve climate-related management and disclosure mechanisms.

## 氣候行動

本集團深刻認識氣候變化對業務穩健經營及長期可持續發展的潛在影響，並致力於逐步降低整個價值鏈的碳足跡，積極應對氣候變遷。為系統性管理相關風險與機遇，本集團持續對標香港聯合交易所有限公司《環境、社會及管治報告守則》中的氣候相關披露要求及《國際財務報告準則》第S2號「氣候相關披露」(IFRS S2)，圍繞管治、策略、風險管理及指標與目標四個核心範疇，逐步完善氣候相關管理與披露機制。

<sup>3</sup> For relevant laws and regulations, please refer to the section headed “Laws and Regulations”

<sup>3</sup> 相關法例法規，請參見「法例及法規」章節

## Governance

The Group has established a climate-related governance framework led by the Board, integrating the management of climate-related risks and opportunities into its overall ESG governance system to ensure adequate oversight and effective management of the relevant issues. By regularly reviewing the Board and management's requirements for fulfilling their duties on climate-related issues, the Group assesses whether the Board and Management possess the competencies required to oversee strategies for addressing climate-related risks and opportunities. Such competencies are primarily supported by existing governance structures, management experience, and day-to-day performance arrangements. The Group also receives regular reports from the Sustainable Development Steering Committee on climate-related risks, opportunities, and management progress as part of its internal controls, processes and procedures to support the oversight of climate-related risks and opportunities, which are integrated with relevant internal functions, to continuously enhance its understanding and oversight capabilities regarding climate issues, considers trade-offs associated with climate-related risks and opportunities in its decision-making processes, and ensures timely access to the latest developments concerning climate-related issues.

## 管治

本集團已建立由董事會主導的氣候相關管治架構，將氣候相關風險與機會納入整體ESG管治體系，確保相關議題獲得充分監督與有效管理。本集團透過定期檢視董事會及管理層在其職責方面的履職需要，評估其是否具備監督應對氣候相關風險與機遇的勝任能力，相關能力及日常履職支持，並定期聽取可持續發展委員會就氣候相關風險、機遇及匯報，作為其內部監督程序的一部分，以支持對氣候機遇的監督，該等職能相整合，旨在持續提升對氣候相關議題的理解及監督能力，並在過程中考慮氣候相關風險與機遇的權衡因素，確保能及時掌握事宜的最新情況。

### Board of Directors

#### 董事會

Assuming ultimate oversight responsibility for the Group's climate-related matters. It is responsible for reviewing climate-related strategic directions, management frameworks, and target setting, as well as reviewing the overall progress and effectiveness of climate-related work through regular meetings to ensure that climate considerations have been appropriately integrated into the Group's business decisions and long-term development planning. 對本集團的氣候相關事宜承擔最終監督責任，負責審視氣候相關策略方向、管理框架及目標設定，並透過定期會議檢視氣候相關工作的整體進展與成效，確保氣候考量已適當納入本集團的業務決策及長期發展規劃。

### Sustainable Development Steering Committee

#### 可持續發展督導委員會

Under the authorisation and guidance of the **Board**, it is responsible for centralising and coordinating the specific management and implementation of climate-related work, including identifying and assessing climate-related risks and opportunities, monitoring the implementation of relevant management measures, and reporting regularly to the Board on material matters and work progress. 在**董事會**的授權與指導下，負責統籌及協調氣候相關工作的具體管理與落實，包括識別及評估氣候相關風險與機遇、監察相關管理措施的執行情況，並就重大事項及工作進展定期向董事會作出匯報。

### Relevant Functional Department

#### 相關職能部門

Relevant tasks are disaggregated and assigned to various relevant **functional departments and management**, with clear division of responsibilities to promote cross-departmental collaboration. These departments are responsible for daily management, implementation of measures, and data collection, and shall report the execution status to the Steering Committee in accordance with established mechanisms, so as to form a top-down climate governance system with clearly defined authority and accountability. 相關工作分解並分配至各相關**職能部門及管理層**，明確責任分工，推動跨部門協作，負責日常管理、措施落實及數據收集，並按既定機制向督導委員會匯報執行情況，以形成由上而下、權責清晰的氣候管治體系。



## Strategy

Climate change impacts the Group's business operations and long-term development in multiple ways. Physical risks, such as extreme weather conditions and sea-level rise, may have potential impacts on asset safety, operational stability, and employee well-being. Meanwhile, transition-related risks may bring challenges to business models and cost structures due to changes in policies, laws and regulations, markets, and technologies. On the other hand, climate change also presents opportunities for innovation and business transformation of the Group, particularly in promoting low-carbon technology adoption, enhancing energy efficiency, and developing sustainable solutions.

To effectively manage the aforementioned risks and capitalise on related opportunities, the Group has incorporated climate-related considerations into its strategic planning and major decision-making processes, and assessed the potential impact on its business operations under different climate pathways through scenario analysis. The relevant analysis covers the nature and impact of climate-related risks, scenario assumptions and analytical methodologies, as well as assessment results under different climate scenarios, thereby providing a basis for developing forward-looking response strategies by the Group. During the year, the scope of business covered by the climate-related scenario analysis remained consistent with the reporting boundaries of the ESG report for the reporting period.

## 策略

氣候變化為本集團的業務營運及長遠發展帶來多方面的影響。實體風險(如極端天氣事件及海平面上升)可能對資產安全、營運穩定性及員工健康構成潛在影響；同時，轉型相關風險亦可能因政策、法規、市場及技術變化而對業務模式及成本結構帶來挑戰。另一方面，氣候變化亦為本集團帶來創新及業務轉型的機遇，特別是在推動低碳技術應用、提升能源效率及發展可持續解決方案方面。

為有效管理上述風險並把握相關機遇，本集團已將氣候相關考量納入策略規劃及重大決策過程，並透過情景分析評估不同氣候路徑下對業務的潛在影響。相關分析涵蓋氣候相關風險的性質及影響、情景假設及分析方法，以及在不同氣候情景下的評估結果，從而為本集團制訂具前瞻性的應對策略提供依據。本年度，氣候相關情景分析所涵蓋的業務範圍與本報告期 ESG 報告的匯報範圍保持一致。



## Climate-related Risks

## 氣候相關風險

Type of Risk 風險類型	Climate-related Risks 氣候相關風險	Impact on Business Model 對業務模式的影響	Impact on Value Chain 對價值鏈的影響
<b>Climate-related physical risks</b> 氣候相關的物理風險			
<b>Acute risk</b> 急性風險	Extreme weather conditions 極端天氣事件	<ul style="list-style-type: none"> <li>Restaurants may suspend operations, affecting revenue stability and cash flow.</li> <li>Increased expenses related to emergency management, maintenance and insurance pushes up operating costs.</li> <li>門店可能暫停營運，影響收入穩定性與現金流。</li> <li>應急管理、維修及保險相關支出增加，推高營運成本。</li> </ul>	<ul style="list-style-type: none"> <li>Logistics and distribution disruptions cause ingredient delays or wastage, affecting the stability of supply.</li> <li>Rising facility maintenance requirements increase the costs of collaboration with contractors.</li> <li>物流與配送受阻，食材延誤或報廢，影響供應穩定性。</li> <li>設施維修需求上升，增加與承包商協作成本。</li> </ul>
<b>How we respond</b> 應對方法			
		<ul style="list-style-type: none"> <li>Diversify logistics and food ingredient procurement sources to mitigate disruption risks from single-route dependencies.</li> <li>Establish basic contingency plans for restaurants and central kitchens.</li> <li>Conduct practical workshops on disaster response procedures.</li> <li>分散物流與食材採購來源，降低單一路線中斷風險。</li> <li>建立門店與中央廚房的基本應急預案。</li> <li>開展災害應對實務工作坊。</li> </ul>	
	Extreme hot weather 酷熱天氣	<ul style="list-style-type: none"> <li>Rising energy consumption and refrigeration costs erode operating gross profit margins.</li> <li>Increased health risks for staff leads to higher labour management costs.</li> <li>能源消耗及冷藏成本上升，侵蝕營運毛利。</li> <li>員工健康風險提高，增加人力管理成本。</li> </ul>	<ul style="list-style-type: none"> <li>Increased pressure on food ingredient preservation and the cold chain raises the wastage rate.</li> <li>Cold chain logistics and equipment maintenance costs increase.</li> <li>食材保存與冷鏈壓力增加，提高損耗率。</li> <li>冷鏈物流及設備維修成本上升。</li> </ul>
<b>How we respond</b> 應對方法			
		<ul style="list-style-type: none"> <li>Adjust staff rosters and work arrangements while strengthening heatstroke prevention measures.</li> <li>Strengthen cold chain management and storage standards to minimise food ingredient wastage.</li> <li>調整員工更表及工作安排，加強防暑措施。</li> <li>強化冷鏈管理及儲存標準，減少食材損耗。</li> </ul>	

Type of Risk 風險類型	Climate-related Risks 氣候相關風險	Impact on Business Model 對業務模式的影響	Impact on Value Chain 對價值鏈的影響
<b>Chronic risk</b> 慢性風險	Water resource pressures 水資源壓力	<ul style="list-style-type: none"> <li>• Rising water costs inflate daily operating expenses.</li> <li>• Water-saving equipment and process transformation require additional capital investment.</li> <li>• 用水成本上升，推高日常營運支出。</li> <li>• 節水設備及流程改造需增加資本投入。</li> </ul>	<ul style="list-style-type: none"> <li>• Upstream suppliers are subject to water resource constraints, affecting price and supply stability.</li> <li>• 上游供應商受水資源限制，影響價格與供應穩定性。</li> </ul>
		<p><b>How we respond</b> 應對方法</p> <ul style="list-style-type: none"> <li>• Gradually introduce water-saving equipment and optimise cleaning and food processing procedures.</li> <li>• 逐步引入節水設備，優化清潔及食材處理流程。</li> </ul>	
	Rising sea levels 海平面上升	<ul style="list-style-type: none"> <li>• Low-lying or coastal facilities face risks of asset damage and relocation.</li> <li>• Pressure on long-term capital expenditure and operational layout adjustments is increasing.</li> <li>• 低窪或沿海設施面臨資產受損及搬遷風險。</li> <li>• 長期資本支出及營運布局調整壓力上升。</li> </ul>	<ul style="list-style-type: none"> <li>• Warehousing and logistics nodes require repositioning, affecting distribution efficiency.</li> <li>• 倉儲及物流節點需重新配置，影響配送效率。</li> </ul>
		<p><b>How we respond</b> 應對方法</p> <ul style="list-style-type: none"> <li>• Assess the climate risks of low-lying or coastal facilities and incorporate findings into long-term operational planning.</li> <li>• 評估低窪或沿海設施的氣候風險，納入長期營運規劃。</li> </ul>	
	Increasing average temperature 平均氣溫上升	<ul style="list-style-type: none"> <li>• Increased demand for air-conditioning and refrigeration, leading to higher energy and equipment maintenance costs.</li> <li>• Existing restaurants require design upgrades, increasing renovation expenditures.</li> <li>• 冷氣與冷藏需求增加，能源及設備維護成本上升。</li> <li>• 舊門店需升級設計，增加改造支出。</li> </ul>	<ul style="list-style-type: none"> <li>• Greater pressure on cold chain logistics and warehousing systems, shifting cost structures upwards.</li> <li>• 冷鏈物流與倉儲系統壓力加大，成本結構上移。</li> </ul>
		<p><b>How we respond</b> 應對方法</p> <ul style="list-style-type: none"> <li>• Enhance energy management efficiency to reduce the long-term growth rate of energy consumption.</li> <li>• 提升能源管理效率，降低長期能耗成長幅度。</li> </ul>	

Type of Risk 風險類型	Climate-related Risks 氣候相關風險	Impact on Business Model 對業務模式的影響	Impact on Value Chain 對價值鏈的影響
<b>Climate-related transition risks</b> 氣候相關的轉型風險			
<b>Policy and legal risk</b> 政策及法律風險	Tightening of relevant regulations 相關法規收緊	<ul style="list-style-type: none"> <li>Increased compliance and energy costs, affecting profitability.</li> <li>Non-compliance risks may incur fines or operational restrictions.</li> <li>合規及能源成本上升，影響盈利能力。</li> <li>不合規風險可能帶來罰款或營運限制。</li> </ul>	<ul style="list-style-type: none"> <li>Costs are passed upstream through suppliers, leading to higher procurement prices.</li> <li>成本經由供應商向上游傳導，採購價格上升。</li> </ul>
	Extended supply chain responsibility 供應鏈延伸責任	<ul style="list-style-type: none"> <li>Requirements for supply chain monitoring and management have increased, leading to higher administrative costs.</li> <li>供應鏈監控與管理要求提高，管理成本增加。</li> </ul>	<ul style="list-style-type: none"> <li>More frequent supplier screening and replacement, affecting the stability of supply.</li> <li>供應商篩選與更替頻率上升，影響供應穩定性。</li> </ul>
<b>How we respond</b> 應對方法			
<ul style="list-style-type: none"> <li>Maintain continuous monitoring of regulations related to energy, emissions, and waste, and adjust operational arrangements in a timely manner.</li> <li>持續關注能源、排放及廢棄物相關法規，及早調整營運安排。</li> </ul>			
<b>How we respond</b> 應對方法			
<ul style="list-style-type: none"> <li>Establish basic environmental and compliance requirements for suppliers, and incorporate the same into procurement and contract management.</li> <li>Prioritise cooperation with suppliers demonstrating stable compliance capabilities to reduce the frequency of replacement.</li> <li>建立基本的供應商環境及合規要求，納入採購與合約管理。</li> <li>優先與具穩定合規能力的供應商合作，降低更替頻率。</li> </ul>			

Type of Risk 風險類型	Climate-related Risks 氣候相關風險	Impact on Business Model 對業務模式的影響	Impact on Value Chain 對價值鏈的影響
<b>Technical risk</b> 技術風險	Low-carbon equipment transition 低碳設備轉型	<ul style="list-style-type: none"> <li>• Additional capital expenditure arising from equipment upgrades and obsolescence.</li> <li>• Potential disruption to restaurant operational efficiency during transition periods.</li> <li>• 設備升級及淘汰帶來額外資本支出。</li> <li>• 轉換期間可能影響門店營運效率。</li> </ul>	<ul style="list-style-type: none"> <li>• Increased reliance on suppliers of low-carbon equipment and green transport solutions.</li> <li>• 對低碳設備及綠色運輸供應商依賴提高。</li> </ul>
<b>How we respond</b> 應對方法			
<ul style="list-style-type: none"> <li>• Promote equipment upgrades in a phased manner to balance capital expenditure and operational impact.</li> <li>• Prioritise energy-saving and low-carbon options during equipment renewal.</li> <li>• 以分階段方式推動設備升級，平衡資本支出與營運影響。</li> <li>• 在設備更新時優先考慮節能及低碳選項。</li> </ul>			
<b>Market Risks</b> 市場風險	Shifts in consumer preferences 消費者偏好的變化	<ul style="list-style-type: none"> <li>• Menus and brands require adjustments to maintain competitiveness, increasing research and development and marketing costs.</li> <li>• Failure to transform may lead to a decline in revenue.</li> <li>• 菜單與品牌需調整以維持競爭力，增加研發及營銷成本。</li> <li>• 未能轉型可能導致營收下滑。</li> </ul>	<ul style="list-style-type: none"> <li>• Increased demand for low-carbon ingredients and packaging drives up procurement costs.</li> <li>• 低碳食材與包裝需求增加，推高採購成本。</li> </ul>
<b>How we respond</b> 應對方法			
<ul style="list-style-type: none"> <li>• Gradually adjust menus and packaging to respond to low-carbon and sustainable consumption trends.</li> <li>• Collaborate with suppliers to control the procurement costs of low-carbon ingredients and packaging.</li> <li>• 逐步調整菜單及包裝，回應低碳與可持續消費趨勢。</li> <li>• 與供應商合作，控制低碳食材與包裝的採購成本。</li> </ul>			

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Type of Risk 風險類型	Climate-related Risks 氣候相關風險	Impact on Business Model 對業務模式的影響	Impact on Value Chain 對價值鏈的影響
<b>Reputational risk</b> 聲譽風險	Rising societal expectations for climate action 社會對氣候行動期望上升	<ul style="list-style-type: none"> <li>Sustainability performance affects brand value, customer loyalty and financing capability.</li> <li>可持續表現影響品牌價值、客戶忠誠度及融資能力。</li> </ul>	<ul style="list-style-type: none"> <li>Investors and partners have increased their requirements for the overall ESG performance of the value chain.</li> <li>投資者及合作夥伴對價值鏈整體 ESG 表現要求提高。</li> </ul>
<p><b>How we respond</b> 應對方法</p> <ul style="list-style-type: none"> <li>Promote tangible carbon reduction and energy saving measures to fulfil brand commitments.</li> <li>Maintain communication with investors and partners to address their ESG expectations.</li> <li>推動實際減碳與節能措施，履行品牌承諾。</li> <li>與投資者及合作夥伴保持溝通，回應其 ESG 期望。</li> </ul>			

## Scenario Analysis Setting

## 情景分析設定

Scope of analysis 分析範圍	
The Group and its Subsidiaries 本集團及附屬公司	
Scenarios applied 所用情景	
Physical risks 物理風險	IPCC AR6 SSP1-2.6 Scenario, SSP5-8.5 Scenario IPCC AR6 SSP1-2.6情景、SSP5-8.5情景
Transition risks 轉型風險	IEA Net Zero Emissions by 2050 Scenario, Stated Policies Scenario IEA 淨零排放2050情景、既定政策情景
Reasons 原因	<ul style="list-style-type: none"> <li>In the scenario analysis, the Group assesses physical risks by reference to the climate scenarios proposed by the IPCC, while assessing transition risks by reference to the energy transition scenarios formulated by the IEA.</li> <li>The time span of selected scenarios and associated data is consistent with the Group's strategic planning timeframe and aligns with the global climate goals set out in the Paris Agreement.</li> <li>The scenario settings cover a low-temperature rise scenario (global warming controlled within 2°C) and a high-temperature rise scenario (global warming exceeding 2°C), enabling comparison of key differences in impacts on the Group's financial performance and operating activities under different climate development pathways, so as to assist in identifying the risks and opportunities that climate change presents to the business.</li> <li>本集團於情景分析中，參考IPCC所提出的氣候情景以評估物理風險，並參考IEA所制定的能源轉型情景，以評估轉型風險。</li> <li>所選用情景及相關數據之時間跨度，與本集團的策略規劃時間範圍保持一致，並符合《巴黎協定》所訂立的全球氣候目標。</li> <li>情景設定涵蓋低溫升情景(全球升溫控制於2°C以內)及高溫升情景(全球升溫超過2°C)，以比較不同氣候發展路徑下對本集團財務表現及營運活動的主要影響差異，協助識別氣候變化對業務所帶來的風險與機遇。</li> </ul>

**Time frame**  
時間範圍Short-term  
短期 2025–2028Medium  
中期 2028–2033Long-term  
長期 2033–2044Reasons  
原因

In terms of scenario setting, the Group has made reference to the “Hong Kong’s Climate Action Plan 2050” published by the Government of the Hong Kong Special Administrative Region, with the goal of achieving carbon neutrality by 2050, taking into account the Group’s strategic planning horizons and decision-making cycles in defining the relevant timeframes for scenario analysis and transition milestones.

本集團在情景設定上參考香港特別行政區政府發布的《香港氣候行動藍圖2050》，以於2050年前實現碳中和為目標，並在界定情景分析相關時間範圍及轉型節點時，考慮了本集團的策略規劃期限及決策週期。

**Assessment methodology**  
評估方法

The Group invited top management and department heads to assess, under various climate scenarios, the earliest possible timing of climate-related risks and their potential impact on the Company, evaluating both the magnitude of impact and the timeframe involved. The above assessments and assumptions are developed based on the Group’s business model, operational characteristics and historical experience, with reference to external climate scenarios and industry trends.

本集團邀請高級管理層及部門主管，在不同氣候情景下，就氣候相關風險最早可能發生的時間，以及其對公司所造成的影響，從影響程度及時間跨度兩個層面進行評估。上述評估及相關假設乃基於本集團業務模式、營運特性及過往營運經驗，並參考外部氣候情景及行業發展趨勢作出判斷。

*Scenario Analysis Results**情景分析結果*

<ul style="list-style-type: none"> <li>Low Potential Impact Level 低潛在影響</li> </ul>	<p>Low likelihood of occurrence, with minor expected impact on the Group within the corresponding timeframe. 風險發生可能性低，預計在相應時間範圍內對集團的影響輕微。</p>
<ul style="list-style-type: none"> <li>Moderate Potential Impact Level 中等潛在影響</li> </ul>	<p>Moderate likelihood of occurrence, with moderate expected impact on the Group within the corresponding timeframe. 風險發生可能性中等，預計在相應時間範圍內對集團的影響程度中等。</p>
<ul style="list-style-type: none"> <li>High Potential Impact Level 高潛在影響</li> </ul>	<p>High likelihood of occurrence, with significant expected impact on the Group within the corresponding timeframe. 風險發生可能性高，預計在相應時間範圍內對集團的影響顯著。</p>

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Physical Risks 物理風險	Relevant Assumptions 相關性假設	SSP1-2.6 Scenario of IPCC AR6 IPCC AR6的SSP1-2.6 情景			SSP5-8.5 Scenario of IPCC AR6 IPCC AR6的SSP5-8.5 情景		
		2028	2033	2044	2028	2033	2044
		Extreme weather conditions 極端天氣事件	To assess the exposure of the locations of assets such as restaurants, central kitchens, and warehouses to extreme weather conditions and long-term climate change, as well as their potential impact on operational continuity, supply chain stability, and the value of related assets. 評估極端天氣事件及長期氣候變化對門店、中央廚房及倉儲等資產所在地的暴露程度，以及其對營運連續性、供應鏈穩定性及相關資產價值的潛在影響。	●	●	●	●
Extreme hot weather 酷熱天氣	●	●		●	●	●	●
Water resource pressures 水資源壓力	●	●		●	●	●	●
Rising sea levels 海平面上升	●	●		●	●	●	●
Increasing average temperature 平均氣溫上升	●	●		●	●	●	●

Transition Risks 轉型風險	Relevant Assumptions 相關性假設	IEA's Net Zero Emissions by 2050 Scenario IEA的淨零排放2050 情景			IEA's Stated Policies Scenario IEA的既定政策 情景		
		2028	2033	2044	2028	2033	2044
		Tightening of relevant regulations 相關法規收緊	To assess the potential impact of tightening climate-related policies and regulations, transition to low-carbon technologies, and changes in market expectations on the Group's operating cost structure, capital expenditure requirements, and revenue performance. 評估氣候相關政策與法規收緊、低碳技術轉型及市場預期變化，對本集團營運成本結構、資本支出需求及收入表現可能產生的影響。	●	●	●	●
Extended supply chain responsibility 供應鏈延伸責任	●	●		●	●	●	●
Low-carbon equipment transition 低碳設備轉型	●	●		●	●	●	●
Shifts in consumer preferences 消費者偏好的變化	●	●		●	●	●	●
Rising societal expectations for climate action 社會對氣候行動期望上升	●	●		●	●	●	●

## Climate-related Opportunities

## 氣候相關機遇

Climate-related Opportunities 氣候相關機遇	Impact on Business Model 對業務模式的影響	Impact on Value Chain 對價值鏈的影響	Expected Timeframe 預期出現時間範圍
Promotion of Green Restaurant Concept 綠色餐廳概念推廣	<ul style="list-style-type: none"> <li>Strengthen low-carbon and sustainable brand positioning to enhance market differentiation capabilities</li> <li>Attract environmentally conscious customer groups to support revenue growth</li> <li>強化低碳及可持續品牌定位，提升市場差異化能力</li> <li>吸引環保意識較高的顧客群，支持收入增長</li> </ul>	<ul style="list-style-type: none"> <li>Enhance brand reputation and drive increased demand for products and services</li> <li>提升品牌聲譽，帶動產品與服務需求上升</li> </ul>	Short-term (2025-2028) 短期(2025-2028)
Energy Saving and Cold Chain Optimisation 節能與冷鏈優化	<ul style="list-style-type: none"> <li>Reduce energy consumption and greenhouse gas emissions in a cost-effective manner</li> <li>Mitigate exposure risks to high energy consumption and rising fossil fuel prices</li> <li>以較低成本方式降低能源消耗與溫室氣體排放</li> <li>降低對高能耗及化石燃料價格上升的依賴風險</li> </ul>	<ul style="list-style-type: none"> <li>Improve logistics and cold chain efficiency to reduce food ingredient wastage rate</li> <li>提升物流與冷鏈效率，降低食材損耗率</li> </ul>	Short-term (2025-2028) 短期(2025-2028)
Green Subsidy Support 綠色補貼支持	<ul style="list-style-type: none"> <li>Reduce investment costs for energy saving and carbon reduction to improve capital allocation efficiency</li> <li>Enhance investor confidence in low-carbon business models</li> <li>降低節能及減碳投資成本，改善資本配置效率</li> <li>提高投資人對低碳業務模式的信心</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate synchronous supply chain upgrades to enhance overall sustainability performance</li> <li>促進供應鏈同步升級，提升整體可持續表現</li> </ul>	Short-term (2025-2028) 短期(2025-2028)

## Risk Management

The Group recognises that climate change presents both transition risks and physical risks, which may have an impact on operations, supply chains, and long-term competitiveness. Compared with the previous reporting year, no material adjustments have been made to the Group's overall climate-related risk management process. To effectively address relevant risks, the Group has incorporated climate-related considerations into its corporate risk management framework. The Group's response policy primarily focuses on the following two key strategies:

## 風險管理

本集團深明氣候變化同時帶來轉型風險及實體風險，或會對營運、供應鏈以及長遠競爭力造成影響。與上一報告年度相比，本集團氣候相關風險管理的整體流程未發生重大調整。為有效應對相關風險，本集團已將氣候相關考量納入企業風險管理框架之中。本集團的應對方針主要聚焦於以下兩項關鍵策略：

### Risk adaptation

Adjust business operations, infrastructure and strategies to enhance resilience to climate-related impacts.

### 風險適應

調整業務營運、基礎設施及策略，以提升對氣候相關影響的承受能力。

### Risk mitigation

Take proactive measures to mitigate or prevent the adverse impacts arising from identified risks.

### 風險緩解

採取主動措施，以減低或預防已識別風險所帶來的不利影響。



The Group identifies climate-related risks through structured procedures aligned with its corporate risk management framework. Key steps include:

本集團透過一套與企業風險管理框架相銜接的結構化程序，識別氣候相關風險。主要步驟包括：

<b>Management Engagement</b> 管理層參與	<ul style="list-style-type: none"> <li>Senior management and department heads complete climate risk questionnaires to identify potential physical risks, transition risks, and reputational risks across different timeframes.</li> <li>高級管理層及部門主管填寫氣候風險問卷，以識別不同時間範疇內潛在的實體風險、轉型風險及聲譽風險。</li> </ul>
<b>Scenario Screening</b> 情景篩選	<ul style="list-style-type: none"> <li>Selected climate scenarios (including SSP1-2.6, SSP5-8.5, “Net Zero Emissions by 2050” and “Stated Policies”) are adopted to screen risks under low-emission and high-emission pathways to understand potential impacts.</li> <li>採用選定的氣候情景(包括SSP1-2.6、SSP5-8.5、「2050淨零排放」及「既定政策」)，在低排放及高排放路徑下篩選風險，以掌握潛在影響。</li> </ul>
<b>Value Chain Review</b> 價值鏈審視	<ul style="list-style-type: none"> <li>Identify and map risk distribution along the value chain, covering procurement, logistics, warehousing, distribution, and customer demand</li> <li>沿價值鏈識別及繪製風險分佈，涵蓋採購、物流、倉儲、分銷及客戶需求等環節</li> </ul>
<b>Internal Verification</b> 內部驗證	<ul style="list-style-type: none"> <li>Review the identified risks with relevant departments to ensure the completeness of risk identification and its operational relevance.</li> <li>與相關部門檢視已識別的風險，以確保風險識別的完整性及其營運相關性。</li> </ul>

For the material climate-related risks identified in the risk assessment, the Group has formulated corresponding mitigation measures and incorporates such risks into its overall risk management framework for management based on their relative significance. The identification and assessment of climate-related opportunities also take into account the results of scenario analysis and operational considerations. Due to the further refinement required for relevant models, underlying assumptions, and long-term uncertainties, a reliable quantitative assessment of the relevant impacts on the Group’s financial position is not yet feasible at this stage. In the future, the Group will progressively enhance the degree of quantification in the relevant analysis based on business development and the maturity of its data foundation, and will disclose the corresponding financial impact assessment results when conditions are ripe.

就風險評估中識別出的重大氣候相關風險，本集團已制定相應的緩解措施，並根據風險的重要性納入整體風險管理體系進行管理，氣候相關機遇的識別及評估亦結合情景分析結果及營運實際情況進行。由於相關模型、假設參數及長期不確定性仍有待進一步完善，現階段尚未能就相關影響對本集團財務狀況作出可靠的量化評估。未來，本集團將結合業務發展情況及數據基礎的成熟度，逐步提升相關分析的量化程度，並於條件成熟時披露相應的財務影響評估結果。

## Metrics and Targets 指標及目標

To promote the sustainable green transformation of the Group's business, we have set a target to achieve a 30% reduction in GHG emission intensity by or before 2030 compared to the 2019 baseline (GHG emission intensity in 2019: 13.8 tonnes of CO<sub>2</sub>e/ sales turnover (\$ M)), which is a gross greenhouse gas emissions reduction target. Compared to the 2019 baseline, the Group's GHG emission intensity decreased by 23.9% during the year. The change in the Group's GHG emission intensity primarily reflects variations in operational scale and energy consumption, and its overall performance remains broadly in line with its reduction target trajectory.

為推動本集團業務可持續綠色轉型，我們已設定目標在2030年或之前達成溫室氣體排放密度較2019年基準（2019年溫室氣體排放密度：13.8公噸二氧化碳當量／百萬港元銷售營業額）降低30%，此乃溫室氣體總減排目標。相較於2019年基準，本集團於本年度的溫室氣體排放密度降低23.9%。本集團溫室氣體排放密度的變化主要反映營運規模及能源消耗的變動，其整體表現大致符合減排目標的進度。

During the year, the Group's total GHG emissions amounted to 34,287.2 tonnes of carbon dioxide equivalent, mainly attributable to the purchased electricity in Scope 2 (accounting for approximately 89.0% of the total emissions) and consumption of gas in Scope 1 (accounting for approximately 6.8% of the total emissions). Total greenhouse gas emissions increased by 6.2% year-on-year.

We are continuously improving our comprehensive greenhouse gas accounting system, which will gradually encompass the greenhouse gas emissions from upstream and downstream activities categorised under Scope 3. In view of the availability and accuracy of the data, this Report only presents the carbon emissions accounting for waste generated in operations under Category 5 of Scope 3. The Group's greenhouse gas emissions calculation standards and emission factors are based on the guideline published by the HKEX entitled "How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs", The GHG Protocol Corporate Accounting and Reporting Standard, the Scope 3 categories described in the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011), and the sustainability reports from local utility companies (electricity and gas companies in Hong Kong). Scope 2 greenhouse gas emissions are calculated using a location-based method, and relevant emissions are accounted for using the "activity data × emission factor × global warming potential" methodology. There were no changes to the measurement approach, inputs or assumptions during the reporting period.



Target for 2030:  
2030年目標：

# 30%

Reduction in GHG emissions  
intensity  
溫室氣體排放密度  
降低幅度

本年度，本集團的溫室氣體排放總量為34,287.2公噸二氧化碳當量，主要來自於範圍二之外購電力（佔總排放約89.0%）及範圍一之煤氣消耗（佔總排放約6.8%）。溫室氣體排放總量同比增加6.2%。

我們正持續完善溫室氣體的全面核算系統，並將逐步涵蓋範圍三上下游活動的溫室氣體排放。考慮到數據的可獲取性和準確性，本報告暫僅披露範圍三中類別五之營運產生廢棄物的碳排放核算。本集團的溫室氣體排放計算標準及排放係數基於聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》、《溫室氣體議定書：企業核算與報告準則》、《溫室氣體核算體系：企業價值鏈（範圍三）核算與報告標準（2011年）》所述的範圍三類別以及本地公用事業機構的可持續發展報告（香港的電力及煤氣公司）。範圍二溫室氣體排放量按地域基準方法計算，相關排放量以「活動數據 × 排放係數 × 全球暖化潛勢」的方法進行核算。於匯報期內，計量方法、輸入數據及假設均無變動。

Categories <sup>4</sup> 類別 <sup>4</sup>	Unit 單位	2025	2024	% Change 變化率
Scope 1 <sup>5</sup> 範圍一 <sup>5</sup>	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	2,952.4	2,915.2	1.3%
Scope 2 (location-based) <sup>6</sup> 範圍二(基於位置) <sup>6</sup>	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	30,528.2	28,708.3	6.3%
Scope 3 <sup>7</sup> 範圍三 <sup>7</sup>	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	806.6	667.8	20.8%
Total GHG emissions (Scopes 1, 2 & 3) 溫室氣體排放總量 (範圍一、二及三)	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	34,287.2	32,291.3	6.2%
GHG emissions intensity 溫室氣體排放密度	Tonne of CO <sub>2</sub> e/sales turnover (\$ M) <sup>8</sup> 公噸二氧化碳當量／百萬港元銷售 營業額 <sup>8</sup>	10.5	10.9	-3.7%

## Optimising Resource Utilisation and Low-carbon Operations

To fulfil its corporate responsibility in mitigating environmental impacts and addressing climate change, the Group has established specific targets for its Hong Kong business operations covering four key areas of climate and environmental management, namely water resources, waste, greenhouse gas emissions, and energy use, and continuously monitors the progress and outcomes against these targets on an annual basis. In terms of implementing carbon reduction measures, the Group actively cooperates with low-carbon lifestyle applications to promote sustainable consumption patterns so as to deepen low-carbon actions. Furthermore, through participation in industry promotion activities such as the "F&B Industry Carbon Neutral Programme", the Group enhances industry awareness of the importance of carbon neutrality and facilitates the implementation of relevant measures, having been honoured with the "Green Leadership Award".

## 善用資源 低碳營運

為履行減輕環境影響及應對氣候變化的企業責任，本集團於香港業務範疇訂立涵蓋水資源、廢棄物、溫室氣體排放及能源使用等四大氣候與環境管理重點範疇的具體目標，並持續年度監察各項目標的進展及成效。在實施減碳措施方面，本集團積極與低碳生活應用程式合作，倡導可持續消費模式以深化低碳行動。此外，集團透過參與「餐飲業碳中和計劃」等行業推廣活動，加強業界對碳中和重要性的認識並實踐相關措施，並榮獲「綠色驅動卓越獎」。

<sup>4</sup> The Scope 1 data for 2024 has been revised, with related data updated accordingly.

<sup>5</sup> Scope 1 emissions include combustion of fossil fuels from stationary and mobile sources, and greenhouse gas emissions from the operation of equipment and systems. The relevant data is calculated based on the actual consumption shown in the invoices.

<sup>6</sup> Scope 2 emissions include greenhouse gas (GHG) emissions from purchased electricity and purchased gas. The relevant data is calculated based on the actual consumption shown in the invoices.

<sup>7</sup> Scope 3 emissions include methane generated from wastepaper disposed of at landfills in Hong Kong, greenhouse gas (GHG) emissions due to electricity consumption for treatment of potable water by the Water Supplies Department (WSD), and electricity consumption for treatment of sewage by the Drainage Services Department (DSD). The relevant data is calculated based on the actual consumption shown in the invoices.

<sup>8</sup> The sales turnover for fiscal year 2024 used in the intensity calculation was HK\$2,954.7 million, and the sales turnover for fiscal year 2025 was HK\$3,276.3 million.

<sup>4</sup> 2024年範圍一數據已作修訂，相關數據亦已更新。

<sup>5</sup> 範圍一排放包括固定源和移動源化石燃料燃燒，以及設備和系統運作時的溫室氣體排放。相關數據根據單據所示的實際消耗量進行計算。

<sup>6</sup> 範圍二排放包括外購電力和外購煤氣時的溫室氣體排放。相關數據根據單據所示的實際消耗量進行計算。

<sup>7</sup> 範圍三排放包括廢紙在香港堆填區所產生的甲烷，水務署處理食水時耗用電力，渠務署處理污水時耗用電力所致的溫室氣體排放。相關數據根據單據所示的實際消耗量進行計算。

<sup>8</sup> 用於密度計算的二零二四財年銷售營業額為2,954.7百萬港元，二零二五財年銷售營業額為3,276.3百萬港元。

## Environmental Commitment 環境承諾

In terms of environmental sustainability performance, the Group was once again awarded the “BOCHK Corporate Low-carbon Environmental Leadership Awards” hosted by the Federation of Hong Kong Industries in 2025, and has been recognised as an “Eco Challenger” for nine consecutive years, highlighting the Group’s continuous efforts and achievements in promoting low-carbon operations and a green economy.

In 2025, the Group signed the “Low Carbon Living Action Charter” initiated by the Hong Kong Smart Catering Association, committing to integrating low-carbon concepts into daily operations and working with the industry participants to promote low-carbon living and support sustainable development.

### Water Management and Initiatives

As a catering operator, we fully recognise that water efficiency is closely related to environmental sustainability. Therefore, we are committed to mitigating water resource-related risks and reducing overall water consumption through the formulation of comprehensive water resource management plans and systematic management measures.

The Group strictly complies with the Water Pollution Control Ordinance (Cap. 358) and other relevant legal requirements, enhancing water management across our operating restaurants and facilities. This includes implementing a series of measures to improve water efficiency and recycle water, striving to reduce water consumption and waste during the operational process.

在環境可持續發展表現上，本集團於2025年再度榮獲由香港工業總會主辦的「中銀香港企業低碳環保領先大獎」，並連續九年被認定為「環保先驅」，彰顯集團在推動低碳營運及綠色經濟的持續努力及成效。

2025年，本集團簽署由香港智慧餐飲協會發起的「低碳生活行動約章」，承諾將低碳理念融入日常營運，與業界攜手推動低碳生活及支持可持續發展。

### 水資源管理與倡議

作為餐飲業營運者，我們深明用水效率與環境可持續發展息息相關，因此致力於降低水資源相關風險，並透過制定完善的水資源管理計劃及系統化的管理措施減少整體耗水量。

本集團嚴格遵守《水污染管制條例》(第358章)等相關法例要求，提高各營運餐廳及設施的水資源管理，包括推行提高用水效益、回收及循環再利用等一系列措施，盡力減少營運過程中的耗水及浪費。

In terms of target management, the Group has set clear medium-to-long-term water consumption targets, committing to reduce water consumption intensity by 20% by 2030 or earlier compared to our 2019 baseline (2019 water consumption intensity: 373.1 Cubic metre/sales turnover (\$ M)), and continuously monitoring relevant performance to ensure steady progress towards the targets.

在目標管理方面，本集團已訂立清晰的中長期用水目標，承諾於2030年或之前，將耗水密度較2019年基準水平降低20%（2019年耗水密度：373.1立方米／百萬港元銷售營業額），並持續監察相關表現，以確保目標得以穩步推進。

Target for  
2030:

2030年目標：

**20%**

Reduction in water  
consumption intensity

耗水密度降低幅度





### Restrictions on water consumption

- Measures to avoid wastage of water and detergent in the cooking and cleaning process

#### 限制耗水量

- 採取措施，以避免在烹飪及清潔過程中浪費用水和洗潔精

### Optimisation of water consumption management

- Maintain plumbing facilities for fresh water to prevent wastage due to leakage
- Restrict water flow from taps, including installation of water-saving taps in branches
- Optimise the dishwashers and cleaning cycles in all restaurants
- Introduce water dispensers in some branches to optimise work processes and reduce water consumption

#### 優化用水管理

- 維護食水管道設施，防止因漏水而造成浪費
- 限制水龍頭的水流量，包括在分店安裝節水水龍頭
- 優化所有餐廳的洗碗機及清潔周期
- 部分分店引入啤水機，以優化工序減少耗水



During the year, the Group's total water consumption was 1,106,272.2 m<sup>3</sup>, representing an increase of 13.2% compared to 2024. During the year, the Group did not record any problem in procuring water suitable for its operations.

本年度，本集團總耗水量為1,106,272.2立方米，較2024年增加13.2%。本年度，本集團在採購用於營運的適用水源上並無任何問題。

Categories 類別	Unit 單位	2025	2024	% Change 變化率
Total water consumption <sup>9</sup> 總耗水量 <sup>9</sup>	Cubic metre 立方米	1,106,272.2	977,618.0	13.2%
Water consumption intensity 耗水密度	Cubic metre/sales turnover (\$ M) <sup>10</sup> 立方米／百萬港元銷售營業額 <sup>10</sup>	337.7	330.9	2.1%

### Material Consumption and Recycling

The Group actively responds to the Hong Kong Government's initiative for plastic waste reduction as mentioned in the 2018 Policy Address, and actively promotes management measures for waste reduction and recycling in order to achieve a more environmentally conscious operational model. We believe that effectively managing and reducing the use of packaging materials not only helps lower the environmental burden but also encourages supply chain partners to implement sustainable practices together.

### 材料耗用與循環

本集團積極響應香港政府於《2018年施政報告》提出減少塑膠廢棄物的倡議，積極推動減廢及循環利用的管理措施，以實現更具環保意識的營運模式。我們認為有效管理及減少包裝材料的使用，不僅有助降低環境負荷，也能帶動供應鏈夥伴一同落實可持續實踐。

<sup>9</sup> Total water consumption is calculated based on actual water bills.

<sup>10</sup> The sales turnover for fiscal year 2024 used in the intensity calculation was HK\$2,954.7 million, and the sales turnover for fiscal year 2025 was HK\$3,276.3 million.

<sup>9</sup> 總耗水量根據實際水費單計算。

<sup>10</sup> 用於密度計算的二零二四財年銷售營業額為2,954.7百萬港元，二零二五財年銷售營業額為3,276.3百萬港元。

## Environmental Commitment 環境承諾

In daily operations, the Group reduces the consumption of order paper and disposable packaging materials by optimising the ordering process and implementing a comprehensive paperless ordering system, thereby reducing the generation of packaging waste at source. At the same time, we actively explore and introduce renewable or recyclable environmentally-friendly materials to replace traditional plastic tableware and packaging supplies, and progressively promote these to more restaurants and channels based on actual operational conditions.

### Paperless Project

The Group has introduced multiple digitalisation initiatives in restaurant and back-office management, including the application of Optical Character Recognition (OCR) technology to convert paper documents and invoice images into electronic data, achieving automated extraction and organisation of food order information. The relevant systems effectively streamline document processing workflows and enhance the efficiency of logistics management, document filing, and invoice verification and settlement, while reducing processing time and reliance on manual labour and paper documents. In addition, the Group's branches have fully implemented an electronic ordering system, which not only accelerates the customer ordering process and facilitates customers in selecting customised menus, but also reduces reliance on manual labour and effectively minimises the use of paper order slips, supporting environmentally friendly operations.

In terms of internal management, the Group promotes the digitalisation of administrative processes through the Human Resource Management System (HRMS), providing staff with a one-stop electronic service platform covering functions such as attendance tracking, payroll inquiries, tax information, leave requests, and electronic staff cards. Since 1 April 2025, the Group has further introduced new features to the "Staff App", allowing employees to apply for certificates of employment/income, dependent medical cards, and relationship declarations through the mobile platform, with unified processing timelines and responses provided via the App, further streamlining processes, enhancing convenience, and reducing paper consumption.

In addition, the Group has applied a Warehouse Management System (WMS) to optimise inventory and logistics management processes, and introduced an Office Automation (OA) system to digitalise approval and internal collaboration workflows, further improving operational efficiency and reducing the use of paper-based documentation.



在日常營運中，本集團透過優化點餐流程、推行全面無紙化點餐系統等方法，減少訂單紙張及一次性包裝物料的消耗，從源頭減少包裝廢棄物的產生。同時，我們積極探索及引入可再生或可回收的環保材料，以替代傳統塑膠餐具及包裝用品，並按實際營運情況逐步推廣至更多門店和渠道。

### 無紙化措施

本集團於餐廳及後勤管理中引入多項數碼化措施，包括應用光學字符識別技術(OCR)，將紙本文件及發票影像轉換為電子數據，實現食品訂單資料的自動擷取與整理。相關系統有效簡化文件處理流程，並提升物流管理、文件歸檔及發票核對與結算的效率，同時縮短處理時間及減少對人手及紙本文件的依賴。此外，本集團旗下分店已全面推行電子落單系統，不僅加快顧客點餐流程，亦便利顧客選擇客製化餐單，同時減少對人手的依賴，並有效減少紙本點餐單的使用，支持環保營運。

在內部管理方面，本集團透過人力資源管理系統(HRMS)推動行政流程數碼化，為員工提供一站式電子服務平台，涵蓋考勤管理、薪酬查詢、報稅資料、假期申請及電子僱員證等功能。自2025年4月1日起，集團進一步新增「員工APP」功能，讓員工可透過流動平台申辦工作／入息證明、家屬醫療卡及親屬關係申報，並以統一時限處理及透過APP回覆，進一步簡化流程、提升便利性，同時減少紙張使用。

此外，本集團亦應用倉庫管理系統(WMS)優化庫存及物流管理流程，並引入辦公自動化系統(OA)推動審批及內部協作流程電子化，進一步提升營運效率及減少紙本文件使用。

### Support the “Plastic-Free” Campaign

The Group has managed plastic packaging materials from an effective resource utilisation perspective, and actively supported various campaigns or schemes to reduce plastic use, including the “Control of Disposable Plastic Tableware Scheme”, the “Plastic Shopping Bag Charging Scheme”, and the “No Straw Campaign” organised by the Ocean Park Conservation Foundation Hong Kong, with the aim of further reducing the use of disposable plastic tableware and other disposable items.

In support of the Hong Kong Special Administrative Region Government’s phased implementation of the “Control of Disposable Plastic Products” policy, the Group’s restaurants have completely discontinued the use of designated plastic tableware since 2024, replacing it with environmentally-friendly tableware, in order to further reduce plastic use and promote responsible consumption, thereby minimising the generation of plastic waste at source.

### 支持「走塑」運動

本集團從資源有效利用的角度管理塑膠包裝材料，積極支持多項減少塑膠使用的活動及計劃，包括「管制即棄塑膠餐具計劃」、「塑膠購物袋收費計劃」以及由香港海洋公園保育基金舉辦的「無飲管運動」，以進一步減少即棄塑膠餐具及其他一次性用品的使用。

為配合香港特別行政區政府分階段推行「管制即棄塑膠產品」的政策，本集團旗下餐廳從2024年起已全面停用指定塑膠餐具，並以環保餐具作替代，以進一步減少塑膠使用及推動負責任消費，從源頭減少塑膠垃圾的產生。



Completely stop the use of foam food containers and replace them with reusable or degradable plastic and paper containers;  
全面停用發泡膠餐盒，並改用可重用或可降解塑膠及紙製餐盒；



Gradually phase out non-biodegradable plastic bags with biodegradable materials (e.g., paper bags);  
逐步淘汰不可降解塑膠袋，並以可降解物料(如紙袋)作替代；



Replace plastic utensils (including stirrers, knives, cups, spoons, chopsticks, drinking straws) with wooden or paper alternatives;  
以木製或紙質餐具取代塑膠餐具(包括攪拌棒、餐刀、杯、匙、筷子及飲管等)；



Progressively transition from insulated cups with plastic coatings to those with water-based coatings;  
逐步將含塑膠塗層的熱飲杯更換為採用水性塗層的熱飲杯；



Stop providing disposable utensils (including knives, forks, spoons, drinking straws) for staff lunches.  
停止於員工膳食中提供即棄餐具(包括餐刀、叉、匙及飲管)。

The Group will continue to monitor the progress of the “Control of Disposable Plastic Products” policy, while simultaneously reviewing and optimising relevant management measures to align with government policies and support the establishment of a “plastic-free” culture.

本集團會持續關注「管制即棄塑膠產品」政策進展，並同步檢視及優化相關管理措施，以配合政府政策及支持「走塑」文化的建立。

Environmental Commitment  
環境承諾



### Tableware Recycling and Reuse Campaign

The Group continues to promote the tableware and container recycling and reuse measures, putting resource recycling into practice through concrete actions. The brand “Tai Hing” has launched the “Poon Choi Container Recycling and Reuse Campaign” for six consecutive years since 2020, encouraging customers to return cleaned iron poon choi containers to the Group’s restaurants or designated recycling points. During the year, the Group collected a total of 3,200 poon choi containers, effectively reducing the waste of disposable containers and promoting the recycling of resources. Meanwhile, the Group’s brand “Dimpot” promotes the environmental concept of recycling to customers through the “Pot Recycling Programme”. During the year, a total of 1,876 clay pots were collected, further reducing the use of disposable packaging and tableware.

The packaging materials used by the Group include takeaway packaging and product packaging, as well as other materials such as disposable tableware, posters, tissues and menu. During the year, the Group used 533.6 tonnes of packaging materials for finished products, representing an increase of 4.1% in the amount used as compared to last year.



### 食具回收重用計劃

本集團持續推動餐具及容器回收再用措施，透過具體行動實踐資源循環利用。旗下品牌「太興」自2020年起已連續六年推行「盆菜盆回收重用計劃」，鼓勵顧客將清潔後的鐵製盆菜盆交回本集團門市或指定回收站。本年度，本集團合共回收3,200個盆菜盆，有效減少即棄容器的浪費，並促進資源的循環再用。同時，本集團品牌「點煲」透過「原煲拎走回收計劃」，向顧客推廣循環再用的環保概念。本年度合共回收1,876個瓦煲，進一步減低一次性包裝及餐具的使用。

本集團主要使用的包裝材料包括外賣包裝和產品包裝，以及即棄餐具、海報、紙巾、餐牌等其他材料。本年度，本集團的製成品包裝材料使用量為533.6公噸，其使用量較去年增加4.1%。

Categories 類別	Unit 單位	2025	2024	% Change 變化率
Packing materials used for finished products 製成品包裝材料使用總量	Tonne 公噸	533.6	512.8	4.1%
Intensity of packing materials used for finished products 製成品包裝材料使用密度	Tonne/sales turnover (\$ M) <sup>11</sup> 公噸／百萬港元銷售營業額 <sup>11</sup>	0.16	0.17	-5.9%
Use of other materials <sup>12</sup> 其他材料使用總量 <sup>12</sup>	Tonne 公噸	175.7	215.7	-18.5%

## Energy Management and Initiatives

### 能源管理與倡議

The Group is committed to enhancing energy management practices through such ways as promoting energy-saving projects and increasing the share of clean energy. We have set a target to reduce our energy consumption intensity by 20% by 2030 or earlier, compared to our 2019 baseline (2019 energy consumption intensity: 27.7 MWh/sales turnover (\$ M)).

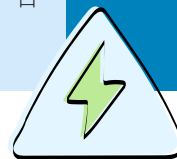
本集團致力於通過推進節能項目和提高清潔能源佔比等方式，提高能源管理水平。我們已設定在2030年或之前達成能源消耗密度較2019年基準（2019年能源消耗密度：27.7兆瓦時／百萬港元銷售營業額）降低20%的目標。

Target for 2030  
2030年目標：

**20%**

Reduction in energy  
consumption intensity

能源消耗密度  
降低幅度



<sup>11</sup> The sales turnover for fiscal year 2024 used in the intensity calculation was HK\$2,954.7 million, and the sales turnover for fiscal year 2025 was HK\$3,276.3 million.

<sup>12</sup> Other materials include disposable tableware, tissues and thermal paper, posters, leaflets, coupons, menu, etc.

<sup>11</sup> 用於密度計算的二零二四財年銷售營業額為2,954.7百萬港元，二零二五財年銷售營業額為3,276.3百萬港元。

<sup>12</sup> 其他材料包括即棄餐具、紙巾和熱感紙、海報、宣傳單張、優惠券、餐牌等。



### Intelligent Devices 智能設備

- Introduction of automated smart woks in kitchens at branches effectively reduces the high temperature generated and lowers the power consumption of air-conditioning equipment
- Energy-saving dishwashers with a heat recovery system are now installed in branches. These dishwashers can save up to 70% of electricity consumption compared to conventional dishwashers, significantly reducing energy consumption levels in kitchens
- As of 2025, the Group has introduced a total of 37 units of various models of energy-saving dishwashers
- 分店引入自動化智能炒鑊，有效降低廚房區域產生的高溫，減少冷氣設備的耗電量
- 分店引入具有熱能回收系統的節能洗碗碟機，較傳統洗碗碟機節省高達70%的電力消耗，大幅降低廚房的能耗水平
- 截至2025年，本集團引入各型號的節能洗碗碟機共計37台



### Lighting Management 照明燈具管理

- Use different lighting patterns during peak and off-peak hours and maximise the use of natural light for lighting purposes
- Regular inspection of over-illuminated areas and implementation of optimised management measures while ensuring adequate lighting and safety
- Replacement of old lighting fixtures with energy-saving light-emitting diode (LED) fixtures
- 在高峰和非高峰時段採用不同的照明模式，並盡量引入自然光作照明
- 定期檢查過度照明區域，在保證照明和安全的情況下實行優化管理措施
- 使用節能發光二極管(LED)燈具替換舊的照明燈具



### Air Conditioning System Management 冷氣系統管理

- Use different cooling modes during peak and off-peak hours and reduce air conditioning power consumption while maintaining the ambient room temperature
- Maximise cooling efficiency through regular maintenance of equipment and optimisation of air-conditioning system design to speed up the air-circulation rate and reduce the load on the refrigeration system
- 在高峰和非高峰時段採用不同的製冷模式，並在保證室內環境溫度的情況下降低冷氣電力消耗
- 透過定期維護設備和優化空調系統設計來加快冷氣循環速度和減少製冷系統負荷，從而盡量提高冷卻效益



### Refrigeration Management 製冷設備管理

- Optimise the location of refrigerators and freezers to prevent external disturbances from increasing the load on the refrigeration system
- 優化放置雪櫃和冷凍櫃的位置，以防外部干擾增加製冷系統負荷

The Group's energy consumption is mainly attributable to consumption of electricity and gas at various operating sites, and consumption of petrol and diesel by vehicles. During the year, the Group's total energy consumption amounted to 84,474.8 MWh, representing an increase of 9.7% as compared with 2024. The majority of the energy consumption for the year was purchased electricity, which accounted for 83.9% of the total energy consumption.

本集團能源消耗主要來源於各營運點的電力消耗、煤氣消耗，以及由車輛行駛產生的汽油與柴油的消耗。本年度，本集團的能源消耗總量為84,474.8兆瓦時，較2024年增加9.7%。本年度的能源消耗大部分源於外購電力產生，佔能源消耗總量83.9%。

Categories 類別	Unit 單位	2025	2024	% Change 變化率
Direct energy consumption 直接能源耗量	MWh 兆瓦時	13,640.6 <sup>13</sup>	12,963.5	5.2%
Indirect energy consumption- Purchased electricity 間接能源耗量 — 外購電力	MWh 兆瓦時	70,834.2	64,034.3	10.6%
Total energy consumption <sup>14</sup> 能源消耗總量 <sup>14</sup>	MWh 兆瓦時	84,474.8	76,997.8	9.7%
Energy consumption intensity 能源消耗密度	MWh/sales turnover (\$ M) <sup>15</sup> 兆瓦時／百萬港元銷售營業額 <sup>15</sup>	25.8	26.1	-1.1%

The Group continues to participate in the local solar Feed-in Tariff Scheme and has installed 33 solar panels on the roof of our Fo Tan factory. The relevant facilities generated a total of 7,085 kWh of electricity during the year, all of which was transmitted to the power grid, supporting the application and development of local renewable energy.

## Emissions Control

### Air Management

In support of the Hong Kong Special Administrative Region Government's air quality improvement targets set out in the "Clean Air Plan for Hong Kong 2035", the Group actively participates in air pollution control measures related to the catering industry, including responding to industry initiatives such as the "Restaurant Fume Control Scheme" to improve air quality in environments surrounding our restaurants. The Group assesses fume and odour conditions at restaurant operating sites based on professional test reports and formulates corresponding improvement measures to enhance air emission management levels, providing a better, safer, and healthier dining environment for customers and staff.

本集團持續參與本地太陽能上網電價計劃，並於火炭廠房天台安裝33塊太陽能光伏發電板。相關設施於年內合共發電7,085千瓦時，所產生的電力全數輸送至電網，支持本地可再生能源的應用及發展。

## 排放控制

### 廢氣管理

為配合香港特別行政區政府於《香港清新空氣藍圖2035》所提出的空氣質素改善目標，本集團積極參與與餐飲業相關的空氣污染控制措施，包括響應「餐廳油煙控制計劃」等行業倡議，以改善餐廳周邊環境的空氣質素。本集團會根據專業的測試報告評估餐廳營運場所的油煙及氣味狀況，並制定相應的改善措施，提升空氣排放管理水平，為顧客及員工提供更優質、安全及健康的用餐環境。

<sup>13</sup> Direct energy consumption consists of gas consumption (12,247.5 MWh), as well as petrol consumption (177.8 MWh) and diesel consumption (1,215.3 MWh) from vehicle operation.

<sup>14</sup> Electricity and gas consumption in energy usage are calculated based on actual bills.

<sup>15</sup> The sales turnover for fiscal year 2024 used in the intensity calculation was HK\$2,954.7 million, and the sales turnover for fiscal year 2025 was HK\$3,276.3 million.

<sup>13</sup> 直接能源消耗包括煤氣消耗(12,247.5兆瓦時)，以及來自車輛的汽油消耗(177.8兆瓦時)以及柴油消耗(1,215.3兆瓦時)。

<sup>14</sup> 能源消耗中的電力消耗和煤氣消耗根據實際賬單計算。

<sup>15</sup> 用於密度計算的二零二四財年銷售營業額為2,954.7百萬港元，二零二五財年銷售營業額為3,276.3百萬港元。

Environmental Commitment  
環境承諾

Air emissions from the Group’s operations consist of nitrogen oxides, sulfur oxides and respirable suspended particles (RSP), which are mainly generated from vehicle emissions in the logistics department and food processing in restaurant kitchens. During the year, the Group generated a total of 2.0 tonnes of nitrogen oxides, 0.003 tonnes of sulfur oxides and 0.18 tonnes of RSP<sup>16</sup>.

本集團營運產生的主要廢氣包括氮氧化物、硫氧化物及可吸入懸浮粒子，主要來源於物流部門車輛排放和餐廳廚房的食品加工過程。本年度，本集團總共產生了2.0公噸氮氧化物，0.003公噸硫氧化物和0.18公噸可吸入懸浮粒子<sup>16</sup>。

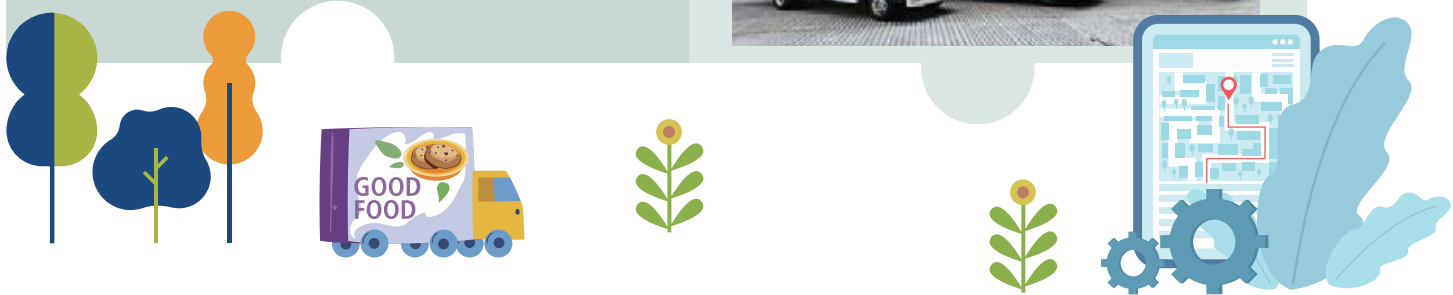
Categories 類別	Unit 單位	2025	2024	% Change 變化率
Nitrogen oxides 氮氧化物	Tonne 公噸	2.0	2.3	-13.0%
Sulfur oxides 硫氧化物	Tonne 公噸	0.003	0.003	-
Respirable suspended particles <sup>17</sup> 可吸入懸浮粒子 <sup>17</sup>	Tonne 公噸	0.18	0.21	-14.3%

**Green Logistics Network**

The Group continues to promote green logistics to reduce the environmental impact of its fleet operations. During the year, the Group replaced 6 management company vehicles with electric vehicles; regarding the logistics fleet, a total of 18 logistics vehicles complied with Euro emission standards. The fleet also uses biodiesel to reduce emissions of sulfur oxides and respirable suspended particles. Meanwhile, the Group has gradually replaced 9-tonne trucks with 14-ton heavy-duty trucks, and has enhanced transportation efficiency and saved fuel by optimising delivery arrangements and shortening driving routes for regional branch deliveries.

**綠色物流網絡**

本集團持續推動綠色物流，以降低車隊營運對環境的影響。年內，本集團更換6部管理層公司車為電動車；物流車隊方面，共有18部物流車符合歐盟廢氣排放標準。車隊亦使用生物柴油，以減少硫氧化物及可吸入懸浮粒子排放。同時，本集團逐步以14噸大型貨車取代9噸貨車，並透過優化配送安排及縮短各區分店行車路線，提升運輸效率及節省燃油。



<sup>16</sup> Air emission data is calculated based on the total diesel and gasoline consumption from vehicles of logistics department, the total distance traveled during the year, and the total Towngas consumption in the food factory and restaurant kitchens during the year. These are then estimated according to the guidelines provided in the “How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs” issued by HKEX.

<sup>17</sup> 2024 figures have been updated due to changes in rounding.

<sup>16</sup> 廢氣排放數據乃根據物流部門車輛於年內所使用的柴油及汽油總量、總行駛距離，以及食品廠房及餐廳廚房於年內的煤氣總使用量計算，並依照聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》所載的方法進行估算。

<sup>17</sup> 由於四捨五入方式調整，2024年相關數據已作更新。

## Wastewater Management

The Group attaches great importance to the environmental impact of wastewater generated during its operations and has established appropriate wastewater pre-treatment arrangements at its food factories and relevant operational facilities to ensure that the quality of treated wastewater complies with relevant laws and regulations and the standards of the Environmental Protection Department. The Group regularly engages qualified third-party environmental protection agencies to conduct testing and assessments of wastewater treatment effectiveness, and continuously improves its internal monitoring mechanisms and operational processes to mitigate wastewater discharge risks and ensure the normal operation and compliance performance of treatment facilities.

The Group will continue to review existing wastewater management measures, explore the introduction of more efficient treatment solutions, and enhance monitoring capabilities, striving to further improve the overall environmental sustainability of its operations while ensuring compliance.

## Waste and Food Waste Management

The Group fully integrates waste reduction considerations into its business operations and procurement processes, incorporates the concept of “circular economy” into its daily management and practices, and establishes a waste and food waste management plan to ensure the proper handling of all waste and food waste, reducing the impact on the environment.

We are dedicated to effective waste management, aiming to minimise the environmental impact of our waste, and have set a waste reduction target to decrease our waste emission intensity by 10% by 2030, compared to our 2019 baseline (2019 waste generation intensity: 1.9 tonne/sales turnover (\$ M)).

我們致力於有效管理我們的廢物處理，減少廢棄物對環境的影響，並設定減廢目標，在2030年或之前達成廢棄物密度較2019年基準降低10%（2019年廢棄物排放密度：1.9公噸／百萬港元銷售營業額）。

## 廢水管理

本集團重視營運過程中產生的廢水對環境的影響，於旗下食品工廠及相關營運設施設置適切的污水預處理安排，確保經處理後的污水水質符合相關法律法規及環境保護署的標準要求。本集團定期委託具資格的第三方環保機構進行污水處理成效的檢測及評估，並持續完善內部監察機制及運作流程，以降低廢水排放風險及確保處理設施的正常運作和合規表現。

本集團將持續檢視現有廢水管理措施，探索引入更高效的處理方案及提升監測能力，致力在確保合規的同時，進一步提升營運對環境的整體可持續性。

## 廢棄物及廚餘管理

本集團在業務營運及採購過程中充分考慮減廢因素，將循環經濟理念融入日常管理及實踐，並制定廢棄物及廚餘管理計劃，確保各類廢棄物及廚餘得到妥善處理，減低對環境的影響。

Target for 2030:  
2030年目標：

**10%**

Reduction in waste  
emissions intensity  
廢棄物排放密度降低幅度



Environmental Commitment  
環境承諾

All waste generated by the Group is only non-hazardous waste, including waste oil, food waste and other domestic waste generated from offices, restaurants and food factories, all of which were collected and treated by third party organisations with relevant qualifications. During this year, the total amount of non-hazardous waste produced by the Group was 5,151.5 tonnes, representing a decrease of 1.9% over 2024.

本集團產生的廢棄物均為無害廢棄物，包括辦公室、餐廳及食品工廠產生的廢油、廚餘及其他生活垃圾，所有廢棄物全部交由有相關資質的第三方機構收集和處理。本年度，本集團產生的無害廢棄物總量為5,151.5公噸，較2024年減少1.9%。

Categories 類別	Unit 單位	2025	2024	% Change 變化率
Total hazardous waste produced 所產生有害廢棄物總量	Tonne 公噸	0	0	–
Intensity of hazardous waste produced 所產生有害廢棄物密度	Tonne/sales turnover (\$ M) 公噸／百萬港元銷售營業額	0	0	–
Total non-hazardous waste produced <sup>18</sup> 所產生無害廢棄物總量 <sup>18</sup>	Tonne 公噸	5,151.5	5,250.4	–1.9%
– Waste oil – 廢油	Tonne 公噸	149.4	144.0	3.8%
– Food waste and other non-hazardous waste – 廚餘及其他無害廢棄物	Tonne 公噸	5,002.1	5,106.4	–2.0%
Intensity of non-hazardous waste produced 所產生無害廢棄物密度	Tonne/sales turnover (\$ M) <sup>19</sup> 公噸／百萬港元銷售營業額 <sup>19</sup>	1.6	1.8	–11.1%

<sup>18</sup> Non-hazardous waste includes waste oil, food waste and other non-hazardous waste. The relevant data is sampled based on the revenue of restaurant branches to estimate the total non-hazardous waste produced by the Group's branches during the year.

<sup>19</sup> The sales turnover for fiscal year 2024 used in the intensity calculation was HK\$2,954.7 million, and the sales turnover for fiscal year 2025 was HK\$3,276.3 million.

<sup>18</sup> 無害廢棄物包括廢油、廚餘及其他無害廢棄物，相關數據乃以餐廳分店收益作為估算基礎，透過抽樣方式推算本集團各分店全年所產生的無害廢棄物總量。

<sup>19</sup> 用於密度計算的二零二四財年銷售營業額為2,954.7百萬港元，二零二五財年銷售營業額為3,276.3百萬港元。



In terms of food waste management, the Group is actively dedicated to reducing food waste generation from the source, minimising unnecessary food waste by accurately estimating ingredient requirements, optimising food preparation and serving processes, and providing flexible options for customers such as “less rice” and “without butter”. Meanwhile, we have also launched light menu series to assist in reducing food waste generation in daily operations through diverse methods.

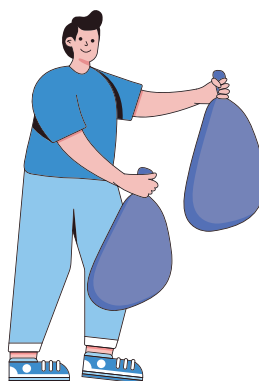
In addition, the Group has established clear operational guidelines to regulate food preparation and handling processes and has strengthened employee training to enhance overall food waste management effectiveness. We also maintain close cooperation with landlords and industry partners to continuously promote food waste recycling programmes, increase recycling rates, and convert some waste oil into bioenergy for use by logistics vehicles, practicing resource recycling and reuse.

In 2025, the Group continued its active participation in various food waste recycling and waste reduction related programmes, continuously optimising management measures to further promote the efficient utilisation of resources.

在廚餘管理方面，本集團積極從源頭減少廚餘產生，透過精準預估食材需求、優化備料及出餐流程，以及向顧客提供「少飯」、「走牛油」等彈性選項，減少不必要的食材浪費。同時，我們亦推出輕盈餐單選擇，以多元方式協助降低日常營運中的廚餘產生量。

此外，本集團制定清晰的操作指引，規範食品準備及處理過程，並加強員工培訓，以提升整體廚餘管理成效。我們亦與業主及業界夥伴保持緊密合作，持續推動廚餘回收計劃，提升回收率，並將部分廢食油轉化為生物能源，供物流車輛使用，實踐資源循環再用。

2025年，本集團繼續積極參與多項廚餘回收及減廢相關計劃，持續優化管理措施，進一步推動資源的有效利用。



## Participation in the “e-HKD” Pilot Programme

### 參與「數碼港元」先導計劃

The Group continues to promote low-carbon actions through convenient lifestyle solutions, encouraging customers to make more environmentally friendly choices during their dining and consumption processes. In 2025, through the partnership with ZERO2 ESG reward platform, the Group became one of the participating ESG merchants in the Phase 2 of the Hong Kong Monetary Authority’s “e-HKD” Pilot Programme, collaborating with DBS Hong Kong and Negawatt Utility Limited to explore practical applications within ESG reward scenarios. In this phase, customers who completed designated ESG actions (such as environmental tasks) could receive digital vouchers issued in the form of “e-HKD” for use at the Group’s designated catering brands; relevant transactions could be redeemed and settled instantly, enhancing reward operational efficiency and process transparency.

本集團持續透過便利生活的方式推動低碳行動，鼓勵顧客在用餐及消費過程中作出更環保的選擇。2025年，本集團透過與ZERO2 ESG獎勵平台合作，成為香港金融管理局「數碼港元」先導計劃第二階段的參與 ESG 商戶之一，並與星展香港(DBS Hong Kong)及庫瓦有限公司(Negawatt Utility Limited)合作，探索於 ESG 獎賞場景中的實際應用。在是次試點中，顧客完成指定 ESG 行動(如環保任務)後，可獲發以「數碼港元」形式發放的數碼代用券，並於本集團旗下指定餐飲品牌使用；相關交易可即時完成兌換及結算，提升獎賞運作效率及流程透明度。



The Group promotes low-carbon actions at the level of daily operations and customer interaction, introducing an audit-based low-carbon data system to quantify and track the actual environmental benefits brought by various actions. In terms of customer engagement, we encourage customers to use reusable cups or participate in recycling actions to earn points through a redemption of milk tea, having carbon reduction behaviour to naturally integrate into the daily consumption experience and enhancing customers’ sense of participation in a low-carbon lifestyle. Through these small changes close to daily life, customers can bring a positive impact to the environment with every choice they make. Since the launch of the low-carbon actions, a record of approximately 30,715 cups of milk tea has been redeemed through points.

本集團於日常營運及顧客互動層面推動低碳行動，並引入具審計基礎的低碳數據系統，量化及追蹤各項行動所帶來的實際環境效益。在顧客參與層面，我們透過積分兌換奶茶的安排，鼓勵顧客以重用杯或參與回收行動換取積分，讓減碳行為自然融入日常消費體驗，提升顧客對低碳生活的參與感。透過這種貼近生活的小改變，顧客可在每一次選擇中為環境帶來正面影響。自低碳行動啟動以來，顧客已透過積分兌換約30,715杯奶茶。

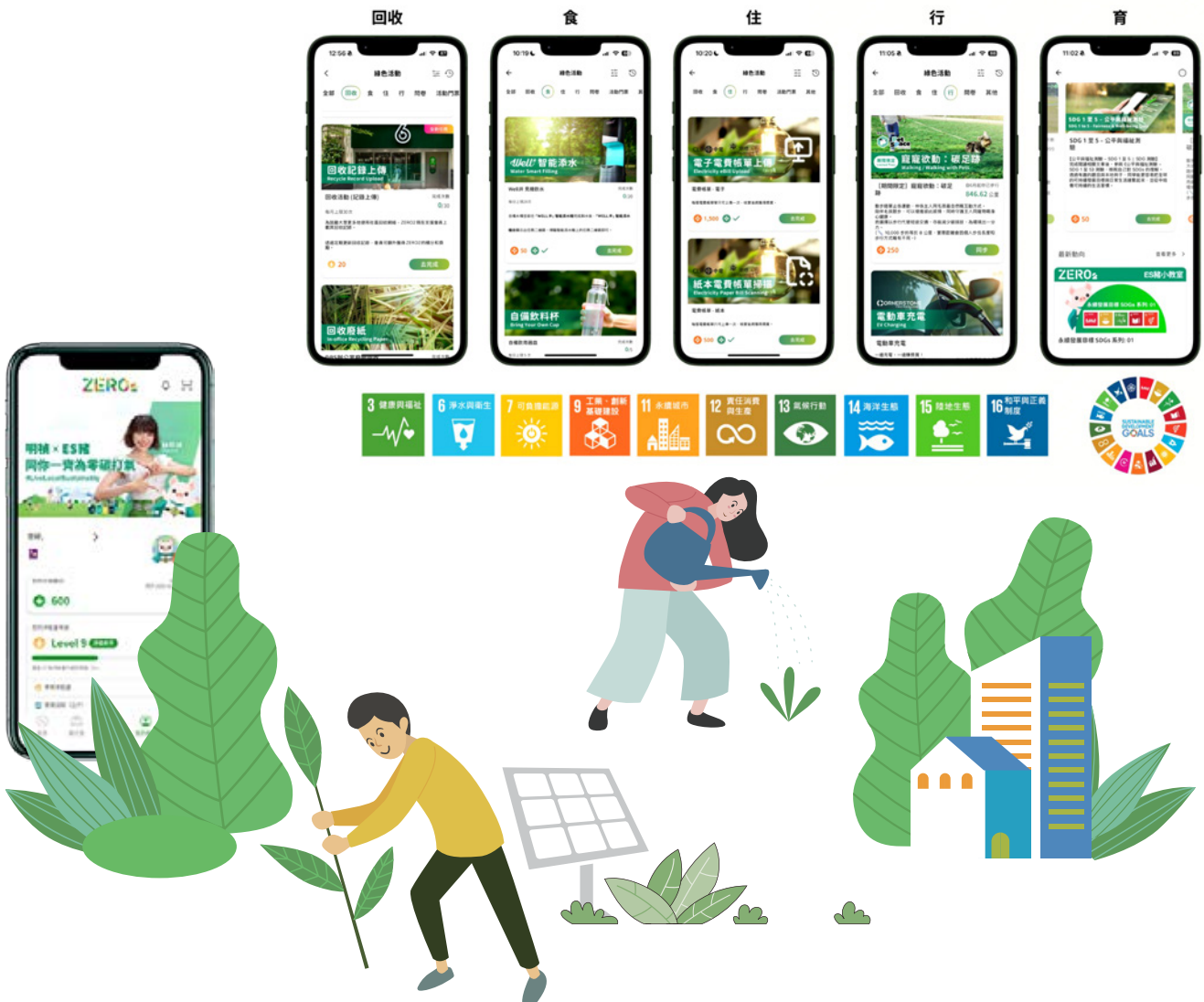
In its daily operations, the Group continues to implement food waste recycling actions and encourages the recycling of paper, metal, and plastic bottles to promote resource recycling and reuse. Relevant recycling actions were conducted a cumulative total of 1,290 times<sup>20</sup> during the year, with a total recycled weight of approximately 234.5 kg<sup>21</sup>, resulting in a carbon reduction of approximately 860.14 kg of CO<sub>2</sub>e.

Since the project was launched, the relevant measures have collectively yielded carbon reduction benefits equivalent to approximately 296,888 kg of CO<sub>2</sub>e, equivalent to planting approximately 12,370 trees. The Group aims to demonstrate the tangible impact that accumulates from “small changes” by transforming every simple choice into measurable environmental benefits, thereby continuously promoting a lifestyle of low-carbon consumption and resource recycling.

於日常營運中，本集團持續推行廚餘回收行動，並鼓勵回收紙張、金屬及膠樽，促進資源循環再用。相關回收行動於年內累計進行1,290次<sup>20</sup>，回收總量約234.5公斤<sup>21</sup>，並帶來約860.14公斤二氧化碳當量的減碳成效。

自項目啟動以來，相關措施合共帶來約296,888公斤二氧化碳當量的減碳成效，相當於種植約12,370棵樹木。本集團希望透過將每一次簡單選擇轉化為可量度的環境效益，展示「小改變」所累積而成的實際影響，並持續推動低碳消費及資源循環的生活方式。

ZERO<sub>2</sub>



<sup>20</sup> Number of food waste recycling collection sessions  
<sup>21</sup> Recycled resources include paper, metals and plastic bottles

<sup>20</sup> 廚餘回收行動次數  
<sup>21</sup> 回收資源包括紙、金屬以及膠樽

# FOOD FOR QUALITY

優質食材



“本集團以「重視品質」為核心價值觀之一，致力為顧客提供安全及高質素的餐飲產品，並持續提升用餐體驗。我們透過完善的食品安全與品質管理體系、統一的衛生標準及常態化監察機制，嚴格把控各營運環節的食品安全風險；同時秉持負責任採購原則，強化供應鏈管理，並在確保食品安全與品質的前提下，持續推動產品創新，以回應顧客多元化需求。”

“With “quality prioritised” as one of our core values, the Group is committed to providing safe and high-quality food and beverage products for customers and continuously improving their dining experience. We rigorously control food safety risks across all operational stages through a comprehensive food safety and quality management system, unified hygiene standards, and regular supervision mechanisms. Meanwhile, we adhere to the principle of responsible sourcing, strengthen supply chain management, and continuously drive product innovation while ensuring food safety and quality to meet the diverse needs of our customers.”



### 2.1 – End hunger and ensure access by all people

We are committed to providing healthy and nutritious food by implementing a number of measures to ensure the quality of our food.



#### 2.1 — 消除飢餓，確保所有人獲得足夠食物

我們通過落實多項措施確保食品品質，致力於提供健康且營養豐富的食物。



### 14.2 – Sustainably manage and protect marine and coastal ecosystems

We are dedicated to sourcing sustainably harvested or cultured seafood whenever feasible to reduce the impact on the health of marine ecosystems.



#### 14.2 — 透過可持續方式管理及保護海洋及沿海生態系統

我們承諾盡可能地採購可持續捕撈或養殖的海產食品，減少對海洋生態系統健康的影響。

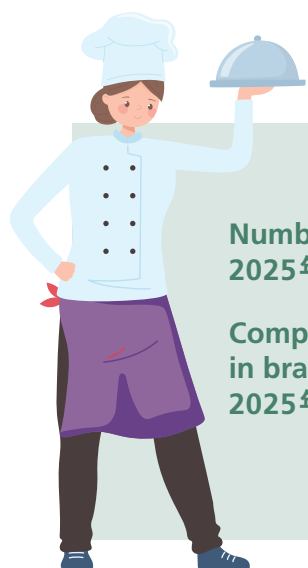
## Food Safety and Quality

The Group strictly controls food quality, and has established a high-standard food safety management system. To ensure food safety, the Group has consistently implemented strict food safety management procedures and cooperated with accredited third-party laboratories to inspect various indicators regularly, including food quality, the hygiene conditions of restaurants and factories, and the personal hygiene of employees. To guarantee food quality, all of our major food processing facilities and siu mei production department in Hong Kong have obtained ISO 22000: 2005 Food Safety Management System and HACCP (Hazard Analysis & Critical Control Points) Certifications.

## 食品安全與質量

本集團嚴格把控食品品質，打造高標準的食品安全管理體系。為保證食品安全，本集團一以貫之地實施嚴格的食品安全管理程序，並與符合標準的第三方實驗室合作，定期對食品品質、餐廳及工廠衛生狀況、員工個人衛生情況等多個指標進行檢測。為確保食品質素，我們位於香港的所有主要食品加工設施及燒味生產單位均已獲得ISO 22000: 2005食品安全管理體系及食品安全重點控制(HACCP)認證。

Food For Quality  
優質食材



Number of 5-S inspection in 2025: 1,473  
2025年的五常巡查次數1,473次

Compliance rate of 5-S inspection  
in branches in 2025: 79.9%  
2025年的五常分店巡查合格率79.9%



### Systems and Governance 制度與治理

- Establish a food safety task force to regularly review food safety management mechanisms
- Implementation of 5S management for over 25 years to ensure consistency in quality and hygiene
- Strengthen restaurant and supplier management to reduce food safety risks
- 成立食品安全小組，定期檢視食品安全管理機制
- 推行五常法管理逾25年，確保品質與衛生一致性
- 強化門店與供應商管理，降低食品安全風險

### Education, Training and Management 教育訓練與管理

- Employ "Black Belt" trainers to provide systematic professional training
- Provide 5-S Management System courses and qualification programmes
- All supervisors at branches are required to possess a "Green Belt" or higher qualifications in the 5-S management approach
- Require newly hired or promoted front-of-house management staff to possess a Hygiene Manager or Hygiene Supervisor Certificate
- For those who do not hold the relevant certificates, supplementary training and qualification attainment will be arranged
- 聘請五常法「黑帶」導師，提供系統化專業訓練
- 提供五常法系統課程與資歷認可課程
- 分店主管須具備五常法「綠帶」或以上資歷
- 要求新聘或晉升之樓面管理層須持有衛生經理或衛生督導員證書
- 未持有相關證書者，將安排補充培訓及取得資格

**On-site Execution and Environmental Monitoring****現場執行與環境監察**

- Establish standards for cleaning, disinfection, and vector control
- Conduct cleaning and disinfection every day, with tableware being washed on the same day and stored properly
- Conduct regular pest control, vector monitoring and restaurant-wide deep cleaning
- Perform self-inspections before serving meals to reduce the risk of foreign objects and vectors
- 訂立清潔、消毒及病媒防治標準
- 每日落實清潔消毒，餐具即日清洗與妥善存放
- 定期滅蟲、病媒監測與全店大掃除
- 出餐前執行自我檢查，降低異物與病媒風險

**Inspection, Assessment and Improvement****巡查、考核與改善**

- Conduct regular 5-S inspections and management assessments
- Designate dedicated personnel to conduct on-site inspections and supervision
- Promote management improvements based on the results of inspections and assessments
- Strengthen food safety awareness through quizzes and activities
- 定期進行五常巡查與管理考核
- 設立專責人員進行現場巡查與督導
- 依巡查與考核結果推動管理改善
- 透過測驗與活動強化食品安全意識

In the fourth quarter of 2025, the average score for internal food safety audits was 93.2 points, which was higher than the passing standard. Regarding issues identified in restaurants concerning equipment, environmental hygiene, food ingredient storage, and operational practices, the Group has taken immediate corrective actions.

**Quality assurance**

The Group implements food handling and production requirements across all operating units through clear operational guidelines and procedural arrangements, ensuring consistent practices in daily operations. We have introduced automated equipment and standardised operational methods in key processes such as raw material handling, food production, and meal service to reduce manual operational differences and enhance overall stability and controllability. For any abnormalities or deviations occurring during operations, the Group has established handling and recall arrangements. Relevant personnel follow established procedures to address incidents, and record and report the incidents as a reference for subsequent review and improvement.

Furthermore, the Group has established corresponding quality control arrangements for various operational stages, including material handling, storage, transportation, and restaurant food preparation, to support the effective management of product quality throughout the entire process.

2025年第四季食品安全內部審核平均評分為93.2分，高於合格標準。針對門店在設備、環境衛生、食材儲存及操作方面的問題，本集團已即時採取糾正措施。

**品質保障**

本集團透過清晰的作業指引及流程安排，將食品處理及製作要求落實於各營運單位，確保日常運作中操作方式一致。本集團於原材料處理、食品製作及出餐等關鍵工序引入自動化設備及標準化操作方式，以減少人為操作差異，提升整體穩定性及可控程度。對於營運過程中出現的異常或偏差情況，本集團設有處理及回收安排，相關人員按程序跟進，並就事件作出記錄及匯報，作為後續檢討及改善的參考。

此外，本集團就物料處理、存放、運送及餐廳食品製作等不同營運階段，設有相應的品質監控安排，以支援產品品質於整個流程中的有效管理。

Food For Quality  
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Materials Handling  
物料處理

- During ingredients incoming, warehousing, processing and production of finished goods, quality assurance officer ensures food safety and quality according to internal sampling procedures and inspection standards. When an unqualified food item is identified, required measures are taken immediately to reprocess or dispose it. Only processed ingredients that pass the laboratory sampling tests are transported to restaurants for use;
- Install software to monitor the pig roasting process;
- Implement temperature monitoring on the pig roasting electric stove to control quality and maintain optimal operating conditions.
- 在食材入庫、加工成品及生產成品這三個階段中，質檢人員將根據內部抽檢程序及檢查標準進行檢測，確保符合食品安全與質量要求。一旦發現不合格食品，立即採取措施予以重新加工或銷毀。只有通過實驗室抽樣檢測的加工食材，方可運送至餐廳使用；
- 安裝軟件監測出豬流程；
- 燒豬電爐上增設溫度監測，控制品質，保持良好運作狀態。



Storage  
存放

- Strictly controls the temperature and humidity at places of food storage;
- The warehouse is cleaned regularly every year to ensure that sanitary conditions are up to standard.
- 嚴格控制食品存放的溫度和濕度；
- 每年定期清洗倉庫，以確保衛生狀況達標。



Transportation  
運送

- Our own and third-party logistics teams are responsible for transportation of raw materials, semi-processed and processed ingredients;
- Strict systems and procedures have been set up to ensure the quality of food during transportation. The delivery status of the fleet is monitored in real time through the Global Positioning System (GPS) and temperature monitoring system, so that relevant issues can be dealt with right away.
- 原材料、半加工食材及加工食材的運送工作，主要由太興自設及第三方的物流團隊負責；
- 設立嚴格的制度及程序，以確保運輸途中的食品質量。我們透過全球定位系統 (GPS) 及溫度監測系統實時監察車隊狀況，以便能即時處理相關問題。



Food in restaurants  
餐廳食品

- The central quality control team conducts on-site testing routinely of our processed food, staff and the surrounding environment;
- A central laboratory tests samples from the branches to test the hygiene of the food ingredients and equipment in the restaurants, which is a core KPI for operations;
- District managers check the operating procedures and quality standards on a regular basis.
- 中央品質監控團隊到現場定期進行食品、人手及四周環境測試；
- 中央化驗室檢驗分店樣本，以檢測餐廳的食材及設備的衛生情況，以此作為重要績效營運指標；
- 區域經理定期視察操作程序及品質標準。

## Nutrition and Innovation

The Group offers a wide variety of dishes in Hong Kong, Chinese Mainland and Macau, introducing specialty delicacies from different countries and regions to respond to consumers' demand for diversified dining experiences. In order to keep pace with industry developments and consumption trends, the Group continuously drives innovation in products and dining models. While developing diversified catering types, we remain committed to developing by-products to bring surprises and freshness to the market while sustaining customer enthusiasm for our brands. In 2025, the Group's brand "Tai Hing" and the Taiwanese leisure restaurant brand "TeaWood", in collaboration with Meadows, debuted a total of four different flavours of potato chips, including Mustard Roasted Pork, Singapore-style Fried Vermicelli, Braised Beef Noodles, and Taiwanese Grilled Sausage flavours. Crafted from premium whole potatoes using a unique V-cut wave process, these new crispy snacks boast double the thickness for enhanced crunch, enriching customer choice.

During the year, the Group's brands "SingKee Seafood Restaurant" and "Trusty Congee King" congee noodle restaurant received the Michelin Bib Gourmand award in the "Michelin Guide Hong Kong & Macau 2025", making their 10th consecutive year and 15th consecutive year for the award, respectively, and further cementing their reputation for exceptional culinary quality and brand influence. In addition, the Group received the "Sing Tao Service Excellence Award" in the "Catering Service" category of Leisure and Lifestyle Services hosted by Sing Tao Daily during the year.

## 營養與創新

本集團於香港、內地及澳門提供多元化菜式，引入不同國家及地區的特色美食，以回應消費者對多樣化餐飲體驗的需求。為緊貼行業發展及消費趨勢，本集團持續推動產品及餐飲模式創新，在發展多元化餐種的基礎上，仍致力研發副產品，為市場帶來驚喜及新鮮感，保持顧客對品牌的熱度。2025年集團旗下品牌太興及茶木•台式休閒餐廳聯乘Meadows首度推出共四款不同口味的薯片，包括芥辣燒肉味、星洲炒米味、紅燒牛肉麵味及台式烤香腸味，嚴選優質原隻馬鈴薯，採用獨特V切波浪工藝，厚度倍增、口感酥脆的新品零食，豐富顧客選擇。

本年度，旗下品牌「星記海鮮飯店」及「靠得住粥麵小館」於《香港澳門米芝蓮指南2025》中獲選為米芝蓮必比登推介美食，並分別連續第10年及第15年獲得該項推介，充分彰顯其卓越的餐飲質素與品牌魅力。此外，本集團於年內獲《星島日報》主辦的「星鑽服務大獎」消閒生活服務類別之「餐飲服務」大獎。



## Food For Quality 優質食材



### Innovative Dining Experience

The Group continued to closely monitor market consumption trends and adopted a value-for-money strategy, creating catering brands that are welcomed by customers, including “On Kim Pot Rice”, which specialises in Korean-style mixed rice dishes, “Bashi Ramen”, which offers high-quality ramen at affordable prices, and the debut of “Hing Gor Beef Brisket”, which features daily on-site braising and strictly selected premium cuts of beef brisket, extending Tai Hing’s great taste to more diverse catering categories. In addition, as part of the Group’s ongoing brand upgrading strategy, “Dumpling City”, with a brand-new image, made its debut at Kai Tak Sports Park in April 2025. With its novel interior space design, new staff uniforms, and a series of new products, “Dumpling City” offered customers a fresh, innovative and cozier dining experience.

### Sustainable Supply Chain

The Group is committed to establishing a robust and sustainable supply chain management model and supports the long-term performance of its catering business in terms of food safety, hygiene management, and service quality through prudent procurement arrangements. The Group formulates procurement criteria based on restaurant operational needs and food quality requirements, maintaining continuous cooperative relationships with suppliers to provide stable support for daily operations and business development.

#### Supplier Selection and Assessment

The Group has formulated the Purchasing Policy, which serves as the basis for supplier introduction, audit, and management. The procurement and relevant functional departments assess the qualifications, product quality, ability to produce environmentally preferable products and services and performance of suppliers in accordance with policy requirements. Based on the performance of suppliers at different stages of cooperation, corresponding management strategies are adopted to support the stability and flexibility of supply chain operations.

### 創新餐飲體驗

本集團繼續緊貼市場消費趨勢，採用高性價比策略，打造受顧客歡迎的餐飲品牌，其中包括主打朝鮮族風味拌飯的「安金稻」，以親民價格提供優質拉麵的「一橋拉麵」，以及每日現場焗煮、嚴選牛腩極品部位的「興哥清湯腩」等新品牌亮相，延續太興好滋味到更多元化的餐種上。此外，本集團貫徹推動品牌升級的策略，於2025年4月以全新形象正式亮相的「餃子鎮」首次進駐啟德體育園，憑藉其新穎的室內空間設計、全新員工制服形象，以及一系列新產品，為顧客提供耳目一新及更舒適的用餐體驗。

### 可持續供應鏈

本集團致力於建立穩健而具可持續性的供應鏈管理模式，並透過審慎的採購安排，支持餐飲業務在食品安全、衛生管理及服務品質方面的長期表現。本集團按餐廳營運需要及食品品質要求制訂採購準則，與供應商保持持續合作關係，為日常營運及業務發展提供穩定支持。

#### 供應商甄選與評估

本集團已制定《採購政策》，作為供應商引入、審核及管理的依據。採購及相關職能部門按政策要求，對供應商的資質、產品品質、生產環保產品及提供環保服務的能力以及履約情況進行評估，並根據供應商於不同合作階段的表現，採取相應的管理方式，以支持供應鏈運作的穩定性及靈活性。



**Suppliers with initial cooperation**

- Conduct a comprehensive evaluation, covering all suppliers with initial cooperation
- Require the suppliers to provide relevant supporting documents to ensure that the quality complies with the highest food standards

**初次合作供應商**

- 全面評估，覆蓋所有初次合作的供應商
- 要求提供相關證明文件以確保品質符合最高級別食品標準

**Make-to-order suppliers**

- Purchasing staff regularly visit the food processing factories of the supplier
- Check the food production process, environmental hygiene, food storage and quality, as well as other key elements

**按訂單生產供應商**

- 採購員定期親身到訪供應商食品加工廠
- 檢查食品生產流程、環境衛生狀況、食品存放及品質等關鍵要素



We continue to evaluate performance of existing suppliers over the year, covering dimensions such as product and service quality, price, supply and delivery stability, food safety, risk management, and complaint handling performance. Suppliers who fail to meet the Group's requirements will be required to make improvements within a designated period; if they fail to meet the relevant requirements within three months, the Group will terminate the cooperation in accordance with internal management arrangements and remove them from the supplier list.

我們全年持續評估現有供應商的表現，涵蓋產品及服務質素、價格、供應和交貨穩定性、食品安全、風險管理以及投訴處理表現等方面。對於未能符合本集團要求的供應商，將要求其於指定期限內作出改善；如於三個月內未能達致相關要求，本集團將按內部管理安排終止合作，並自供應商名錄中移除。

During the year, the Group has established stable relationships with 421 suppliers where the above practices are implemented. Of these, 406 are in Hong Kong, 13 are in Macau, and 2 are in Chinese Mainland. The goods are sourced from all over the world, including Chinese Mainland, Hong Kong, Brazil, the Netherlands, Thailand, Taiwan, Australia and New Zealand, the United States and other countries and regions.

本年度，本集團與421家已執行以上慣例之供應商建立穩定合作關係，當中406間位於香港，13間位於澳門，2間位於中國內地。採購物品來自世界各地，包括內地、香港、巴西、荷蘭、泰國、台灣、澳紐、美國等其他國家和地區。

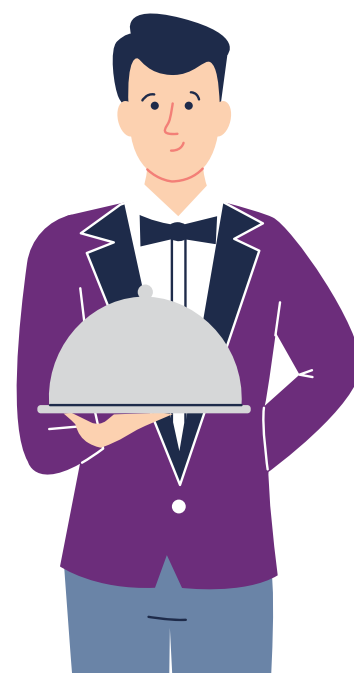
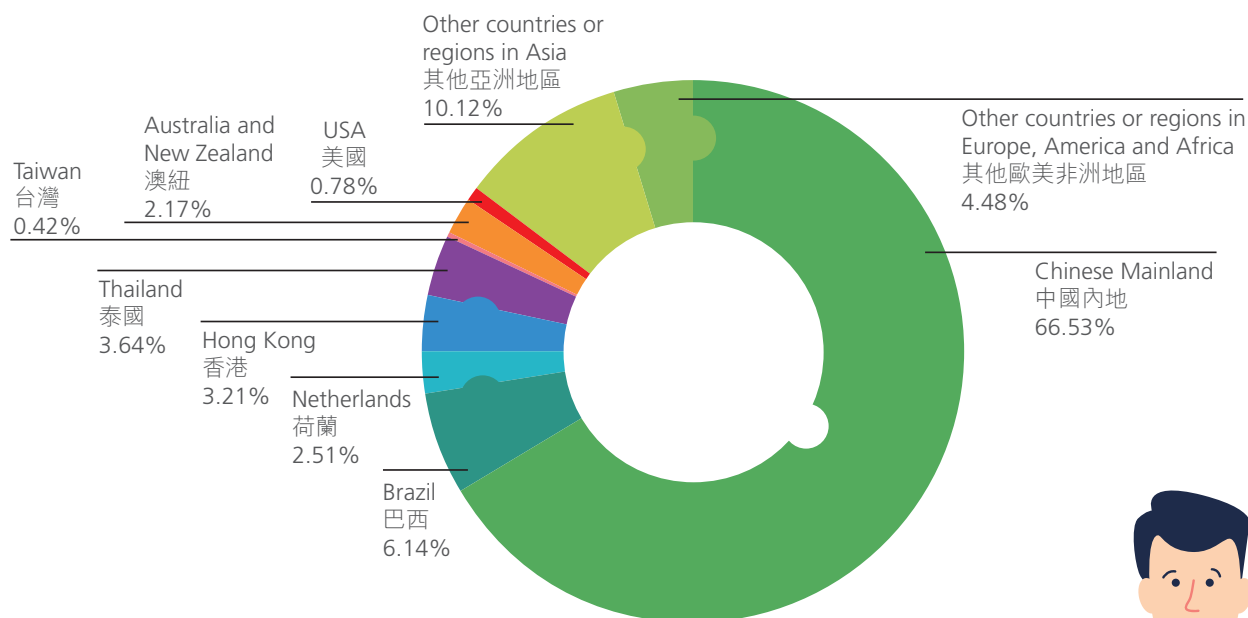


Food For Quality  
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**Food Origin by Geographical Region<sup>22</sup>**  
食材來源地分佈如下<sup>22</sup>

<b>Chinese Mainland</b> 內地	Chilled and frozen pork, beef and mutton, poultry, seafood and basic groceries 冰鮮及冷凍豬牛羊肉類、家禽、海產及糧油雜貨	<b>Taiwan</b> 台灣	Groceries 雜貨
<b>Brazil</b> 巴西	Frozen pork and beef, poultry 冷凍豬牛肉類及家禽	<b>Australia and New Zealand</b> 澳紐	Dairy, meat and seafood 奶類、肉類及海產
<b>Netherlands</b> 荷蘭	Dairy and meat 奶類及肉類	<b>USA</b> 美國	Beef 牛肉類
<b>Hong Kong</b> 香港	Noodle, bread and processed food 粉麵、麵包及加工食品類	<b>Other countries or regions in Asia</b> 其他亞洲地區	Meat, seafood and basic groceries 肉類、海產及糧油雜貨
<b>Thailand</b> 泰國	Rice and groceries 米類及雜貨	<b>Other countries or regions in Europe, America and Africa</b> 其他歐美非洲地區	Meat, seafood and basic groceries 肉類、海產及糧油雜貨



<sup>22</sup> The regional analysis of food ingredient suppliers represents the top 80% of procurement volume up to 31 December 2025.

<sup>22</sup> 截至2025年12月31日採購量佔比為前80%的食材類供應商的地區分析。

## Sustainability Procurement Practices

In its procurement management, the Group supports the continuity of supply arrangements and its operational needs by maintaining stable cooperative relationships with suppliers, and monitors supply risks and ingredient source management during the actual procurement process. With respect to seafood procurement, the Group strives to select farmed or wild-caught products that have obtained relevant sustainable development certifications for certain categories, including the Best Aquaculture Practices (BAP) certification and seafood complying with the Marine Stewardship Council (MSC) standard, to align with the Group's considerations for ingredient quality and environmental impact. Environmental considerations are also taken into account, where applicable, in assessing suppliers' service delivery during supplier selection, and are subject to ongoing monitoring through regular supplier evaluations.

## 可持續採購實踐

本集團於採購管理中，透過與供應商保持穩定合作關係，支持供應安排的持續性及營運需要，並在實際採購過程中留意供應風險及食材來源管理。就海產品採購而言，本集團致力於選用已取得可持續發展相關認證的養殖或捕撈產品，包括最佳水產養殖規範(Best Aquaculture Practices, BAP)認證及符合海洋管理委員會(Marine Stewardship Council, MSC)標準的海產，以配合集團對食材品質及環境影響的考量。有關採購實踐有助本集團在保障食材品質的同時，兼顧對環境影響的管理。在評估供應商的服務選擇時，亦會在適用情況下考慮環境因素，並透過定期供應商評估進行持續監控。

### Ensure the supply chain stability

- Sign quantitative contracts
- Search for alternative materials
- Provide consistently high-quality food

### 確保供應鏈穩定

- 簽署定量合同
- 尋找備選材料
- 提供始終如一的高質量食品

### Conduct risk-oriented due diligence investigation

- Identify and mitigate environmental and social risks
- Encourage suppliers to practice the sustainability in the operation

### 採取風險導向的盡職調查

- 識別及減低環境和社會風險
- 推動供應商在營運中實踐可持續發展理念

### Practice green procurement

- Actively increase the proportion of sustainable supply in accordance with "Green Procurement Principles"
- Comply with the government policy (such as plastic reduction and waste management)

### 實踐綠色採購

- 積極提高符合「綠色採購原則」的可持續供應的比例
- 配合政府政策(如減塑及廢棄物管理)

### Support small and medium-sized enterprises

- Become a supporting organisation of the SME ESG Charter
- Prioritise SME suppliers who meet the ESG criteria in the Charter

### 支持中小企業

- 成為「支援中小企ESG約章」支持機構
- 優先考慮約章內符合ESG標準的中小企業供應商



# OPERATIONAL EXCELLENCE

卓越營運



“本集團於營運過程中秉持誠信經營，並按照適用法律法規<sup>23</sup>及內部管理安排，規範員工於履職期間的行為操守，以支持公平、透明的營運環境。在日常管理中，本集團配合業務需要運用數碼化工具提升營運效率及服務體驗，並同時關注資訊安全、知識產權及客戶資料的保護，減低相關營運風險。於品牌推廣及市場營銷活動方面，本集團按相關法例及行業準則安排宣傳工作，確保對外傳遞的資訊準確、清晰及具一致性，以配合負責任營銷的原則。”

“The Group operates with integrity throughout its business activities and regulates the conduct of its employees during the performance of their duties in accordance with applicable laws and regulations<sup>23</sup> and internal management arrangements, so as to support a fair and transparent operating environment. In its daily management, the Group employs digital tools to enhance operational efficiency and service experience in line with business requirements, while prioritising information security, protection of intellectual property, and customer data to mitigate relevant operational risks. In terms of brand promotion and marketing activities, the Group arranges promotional initiatives in compliance with relevant laws and industry standards to ensure that information delivered externally is accurate, clear, and consistent, thereby upholding the principles of responsible marketing.”



### 16.5 – Substantially reduce corruption and bribery in all forms.

We have established strict codes of ethics and internal control mechanisms and adhere to relevant laws and regulations to promote a sustainable business environment.



### 16.5 — 顯著防止各種形式的貪污及賄賂。

我們建立嚴格的道德準則和內部控制機制，並恪守相關法例法規，促進可持續的商業環境。

## Business Ethics

The Group regards compliant operations and business ethics as important foundations for its operational management. We have established a code of conduct and relevant internal policies to clearly define the behavioural requirements for employees in the course of performing their duties, and have established a whistleblowing mechanism to prevent and address corruption and other misconduct, including bribery, extortion, and fraud, ensuring that business operations are maintained within a fair and transparent framework.

### Promote the business culture of integrity and compliance

To assist the Board in staying abreast of the latest regulations and regulatory developments, and to continuously enhance the standards of corporate governance and compliance management, the Group regularly invites external legal counsel to provide specialised training sessions for the Board. The sessions cover updates to ordinances for listed companies, the latest requirements for independent non-executive directors, matters for attention in reporting and disclosure, and practical insights from cases involving violations of the Listing Rules, thereby strengthening the directors' understanding of regulatory requirements and supporting them in fulfilling their governance and supervisory responsibilities.

## 商業道德

本集團將合規經營及商業道德視為營運管理的重要基礎。我們透過制定行為守則及相關內部政策，清晰界定員工於履職過程中的行為要求，並設立舉報機制，以防範及處理貪污及其他不當行為，包括賄賂、勒索及欺詐等情況，確保業務運作維持於公平及透明的框架之內。

### 推動誠信合規營商文化

為協助董事會掌握最新法規及監管動向，並持續提升企業管治及合規管理水平，本集團定期邀請外部法律顧問為董事會提供專題培訓，內容涵蓋上市公司條例更新、獨立非執行董事的最新要求、報告披露注意事項，以及上市規則違例個案的實務分享，藉此加強董事對監管要求的理解，並支援其履行管治及監督職責。

<sup>23</sup> For relevant laws and regulations, please refer to the “Laws and Regulations”

<sup>23</sup> 相關法例法規，請參見「法例及法規」章節

Operational Excellence  
卓越營運

The Group has also incorporated anti-corruption and disciplinary requirements into its daily operational management through the Staff Handbook, which sets out standards of conduct. Relevant guidelines provide illustrations of high-risk scenarios that may arise during the performance of duties, assisting employees in identifying potential conflicts of interest and risks of misconduct to ensure that business operations comply with regulatory and business ethics requirements.

本集團亦透過《員工手冊》訂明行為規範，將防貪污及紀律要求納入日常營運管理。相關指引就履職過程中可能出現的高風險情境作出說明，協助員工識別潛在利益衝突及不當行為風險，確保業務運作符合合規及商業道德要求。

<p><b>Conflict of Interest</b> 利益衝突</p>	<p>Staff should avoid any situation that can cause a conflict of interest. When an actual or potential conflict of interest occurs, the staff should immediately notify the department head or direct supervisor, and fill in the Conflict of Interest Declaration Form and return it to the Human Resources Department. If any deliberate concealment, falsehood, or omission is confirmed, the Group takes disciplinary action; in serious cases, the Group will refer the matter to the law enforcement authorities, and any losses incurred will be pursued through legal channels.</p> <p>員工應避免任何構成利益衝突的情況。當發生實際或潛在利益衝突時，員工應立即通知部門主管或直屬主管，填妥《利益衝突申報表》，並將其交回人力資源部。如經證實相關員工存在蓄意隱瞞、造假或遺漏等任何行為，本集團將採取紀律處分。對於嚴重事件，本集團將轉交由執法機關處理，所造成的損失會透過法律途徑追討。</p>
<p><b>Receiving Benefits</b> 收受利益</p>	<p>The Group prohibits all employees from soliciting or accepting any benefit for themselves or others, from any individual, enterprise, or institution that has business dealings with the Group or its subordinate institutions. Any discounts or other benefits offered to the employees of the Group by any individual or organisation must be approved by an executive director or a supervisor of a higher position and formally notified to the Human Resources Department.</p> <p>本集團禁止全體員工為自己或為他人而向與本集團有業務往來的任何個人、企業或機構或下屬機構索取或收受任何利益。任何個人或組織向本集團員工提供的折扣或其他利益，必須經執行董事或以上職位的主管人員批准，並正式通知人力資源部。</p>
<p><b>Money Lending</b> 借貸</p>	<p>Regardless of the reason, the Group strictly prohibits staff from borrowing money from each other and receiving loans/benefits from suppliers or any other enterprises, institutions, and firms that have business dealings with the Group.</p> <p>無論出於何種原因，本集團嚴禁員工間互相借款，以及接受供應商或與本集團有業務往來的任何其他企業、機構和商行貸款或好處。</p>
<p><b>Banquet &amp; Congratulatory Gifts</b> 宴會邀請及賀禮</p>	<p>Staff should refuse to accept extravagant or frequent entertainment provided by suppliers or contractors, so as not to violate the Prevention of Bribery Ordinance. If the staff needs to give a gift to maintain a business relationship, they should ensure the gift has the Group's logo. Expenses for business gifts must be approved and recorded properly.</p> <p>員工應拒絕接受供應商或承辦商提供的奢侈或頻密款待，以免違反《防止賄賂條例》。如果員工需要贈送禮物以維持業務關係，應使用附有本集團標誌的禮物。商務禮品的費用必須獲得批准並妥為記錄。</p>

## Whistleblowing mechanism

In order to strengthen the supervision of business ethics and compliance risks, the Group has established a multi-channel whistleblowing mechanism, allowing employees and other stakeholders to report suspected improper or non-compliant behaviours. Whistleblowing channels include an online whistleblowing platform, a dedicated whistleblowing hotline, and email or postal methods specified in the whistleblowing policy. Relevant whistleblowing information is posted on the communication boards and rest areas of each branch, factory, and back-office department to enhance employees' awareness and ease of use of the mechanism.

The scope of whistleblowing includes, but is not limited to, the transfer of benefits, misconduct in office, integrity and ethical issues, fraud, corruption, bribery, extortion, and money laundering. The Group values the protection of whistleblowers' rights and interests. All whistleblowing cases are handled independently and confidentially in accordance with established procedures, and are reviewed and evaluated in a fair manner to prevent whistleblowers from being adversely affected due to good-faith reporting. For reports verified as malicious or untruthful, the Group will take follow-up actions in accordance with established procedures.

## Integrity in work

To ensure consistent anti-corruption standards throughout daily operations, the Group has formulated the Code of Conduct for Preventing Corrupt Practices, which clearly explains the applicable laws and internal requirements that employees must follow when performing their duties, serving as an important reference for daily conduct and decision-making. All new employees are required to acknowledge and comply with the relevant regulations upon joining the Group, and the Group incorporates the integrity performance of employees as one of the considerations for promotion and management assessment.

To continuously strengthen integrity management, the Group regularly collaborates with the Independent Commission Against Corruption (ICAC) to review and optimise internal codes. Based on the needs of different ranks and positions, multi-level anti-corruption training and thematic seminars are arranged for the Board, senior management, middle-level management, and frontline staff, covering anti-corruption laws, conflict of interest management, and common integrity risk scenarios. During the year, more than 140 management personnel and employees completed relevant training both online and offline. In 2025, the Group provided approximately 120 hours and 15 hours of anti-corruption related training to employees and the Board, respectively.

## 舉報機制

為加強對商業道德及合規風險的監督，本集團設立多渠道舉報機制，供員工及其他持份者就涉嫌不當或違規行為作出舉報。舉報渠道包括網上舉報平台、專設舉報熱線，以及按舉報政策訂明的電郵及郵寄方式。相關舉報資訊已於各分店、廠房及後勤部門的通告板及休息間展示，以提升員工對機制的認知及使用便利性。

舉報範圍涵蓋但不限於利益輸送、職務失當、誠信操守問題、欺詐、貪污舞弊，以及賄賂、勒索及洗黑錢等行為。本集團重視舉報人的權益保障，所有舉報個案均按照既定程序進行獨立及保密處理，並以公正方式作出審查及評估，以防止舉報人因善意舉報而受到不利影響。對於經核實屬惡意或失實的舉報，本集團將按程序作出跟進。

## 誠信工作

為在日常營運中貫徹一致的反貪污標準，本集團制定《防止貪污行為守則》，就員工履行職務時須遵循的適用法律及內部要求作出明確說明，作為日常行為及決策的重要參考。所有新入職員工於加入集團時均須確認及遵守相關規定，本集團亦將員工的誠信表現納入晉升及管理評核的考慮因素之一。

為持續加強廉潔管理，本集團定期與廉政公署合作，檢討及優化內部守則，並按不同職級及崗位需要，為董事會、高級管理層、中層主管及前線員工安排多層次的反貪污培訓及專題講座，內容涵蓋反貪污法例、利益衝突管理及常見誠信風險情境。本年度，超過140名管理人員及員工以線上及線下形式完成相關培訓；於2025年，本集團合共為員工及董事會分別提供約120小時及15小時的反貪污相關培訓。

## Protection of Intellectual Property

In the course of its operations, the Group manages the use and protection of intellectual property-related matters in accordance with applicable laws<sup>24</sup> and internal management arrangements, and sets corresponding standards for the use of computer software and copyright-protected content. The Group has established requirements on the installation, use, and copying of software, and restricts such resources to business use only to reduce the risks of infringement or improper use.

Meanwhile, the Group defines the scope of use and handling methods for the use and storage of commercial information, operational results, and other intellectual assets to prevent unauthorised copying, reproduction, or external use, thereby safeguarding the Group's intellectual property rights and related interests.

## Customer Privacy and Cybersecurity

The Group implements confidentiality management for customer privacy and data security, covering industry insider information, business interests, customer and employee personal data, production formulas and other information. The Staff Handbook clearly specifies the behavioural requirements and operational guidelines for employees during the processes of data collection, retention, use and processing, so as to support the proper management of information of customers, employees and business partners. In the event of unauthorised disclosure or improper use, the Group will take follow-up actions according to internal procedures and, if necessary, take further actions.

In its daily operations, the Group also provides reminders and trainings to employees regarding cybersecurity risks, including common scenarios such as phishing messages, fraudulent emails, suspicious links, and QR codes, and prescribes verification arrangements for the handling of sensitive data and payment information, so as to mitigate the risks of data leakage and cyber fraud. Meanwhile, the Group has incorporated content related to information security and privacy protection into management training and internal communications, and in response to technological developments and changes in external risks, issued alerts to employees regarding generative artificial intelligence-related cybercrimes and large-scale phishing attacks to enhance employees' risk identification capabilities in practical operations.

## 知識產權保護

本集團於營運過程中，按適用法例<sup>24</sup>及內部管理安排，管理與知識產權相關的使用及保護事宜，並就電腦軟件及受版權保護內容的使用訂立相應規範。本集團對軟件安裝、使用及複製設有管理要求，並限制相關資源僅用於業務用途，以降低侵權或不當使用的風險。

同時，本集團就商業資料、營運成果及其他知識資產的使用及保存訂明使用範圍及處理方式，避免未經授權的複製、轉載或對外使用，以保障集團的知識產權及相關權益。

## 顧客私隱與網絡安全

本集團就顧客私隱及數據安全事宜，對涉及行業內幕資訊、商業利益、顧客及員工個人資料、產品配方等資訊實施保密管理。《員工手冊》中已列明員工於資料收集、保存、使用及處理過程中的行為要求及操作指引，以支持對顧客、員工及業務合作夥伴資料的妥善管理；如出現未經授權披露或不當使用情況，本集團將按內部程序作出跟進，並在需要時採取進一步行動。

在日常營運中，本集團亦就網絡安全風險向員工作出提示及培訓，包括釣魚訊息、假冒電郵、可疑連結及二維碼等常見情況，並就涉及敏感資料及付款資訊的處理訂明核實安排，以降低資料外洩及網絡詐騙風險。同時，本集團將資訊安全及私隱保護相關內容納入管理人員培訓及內部溝通，並因應科技發展及外部風險變化，向員工發出有關生成式人工智能相關網絡犯罪及大型網絡釣魚攻擊的提示，以支持員工在實務操作中的風險識別能力。

<sup>24</sup> For relevant laws and regulations, please refer to the "Laws and Regulations"

<sup>24</sup> 相關法例法規，請參見「法例及法規」章節



In terms of training and promotion, the Group held several “Workplace Cybersecurity Seminars” during the year, conducted by lecturers from the School of Continuing and Professional Studies of The Chinese University of Hong Kong, attracting over 200 district and branch management personnel to participate. The seminars focused on practical topics such as common network threats, prevention of phishing attacks, and account and password security management, to further enhance the overall network protection level of the Group.

在培訓推廣方面，本集團於年內舉辦多場由香港中文大學專業進修學院講師主持的「工作場所網絡安全講座」，吸引逾200名巡區及分店管理人員參與。講座重點涵蓋常見網絡威脅、防範網絡釣魚攻擊及帳戶與密碼安全管理等實務議題，以進一步提升集團整體網絡防護水平。



## Brand Management and Responsible Marketing

The Group arranges advertisements and promotional work during the brand management and marketing process in accordance with applicable laws<sup>25</sup> and industry standards, ensuring that relevant content is accurate and consistent in terms of design, release, and display, and avoiding false or misleading statements. Each business unit is required to verify the product and service information used before promotional activities to ensure that external information meets compliance requirements.

The Group implements unified management for the labels and related information of self-manufactured products to align with traceability and internal management needs. During the year, the Group continued to optimise its operational and information management processes, strengthening the management and coordination of product information across different operational stages to ensure consistency in brand presentation and information delivery, providing consumers with clear information.

## 品牌管理與責任營銷

本集團於品牌管理及市場推廣過程中，按適用法例<sup>25</sup>及行業規範安排廣告及宣傳工作，確保相關內容在設計、發布及展示方面具備準確性及一致性，並避免出現虛假或誤導性陳述。各業務單位於推廣活動前須對所使用的產品及服務資訊作出核實，對外資訊須符合合規要求。

本集團對自產產品的標籤及相關資料進行統一管理，以配合追溯及內部管理需要。本年度，本集團持續優化營運及資訊管理流程，加強產品資訊在不同營運環節的管理與銜接，確保品牌展示及資訊傳達保持一致，並為消費者提供清晰資訊。

<sup>25</sup> For relevant laws and regulations, please refer to the “Laws and Regulations”

<sup>25</sup> 相關法例法規，請參見「法例及法規」章節

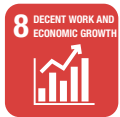
# PEOPLE-ORIENTED

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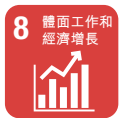
“本集團嚴格依循適用法例<sup>26</sup>及監管要求管理僱傭及勞工事宜，並持續完善人力資源管理及職場支援措施。《員工手冊》載列員工權益、行為操守及工作安排等基本要求，作為日常管理及溝通的依據；同時，本集團向員工提供具市場競爭力的薪酬福利，並按業務需要安排培訓及發展機會，支持員工於不同崗位上的專業成長。於營運過程中，本集團留意職業安全及健康相關風險，透過相應的管理措施及日常監察，減低工傷及相關風險，並將上述管理理念延伸至對客戶的服務之中，透過食品安全管理及服務標準，為顧客提供安全而舒適的用餐體驗。”

“The Group strictly complies with applicable laws<sup>26</sup> and regulatory requirements in managing employment and labour matters, and continuously improves human resources management and workplace support measures. The Staff Handbook sets out basic requirements such as employee rights and interests, codes of conduct and work arrangements, serving as the basis for daily management and communication. Meanwhile, the Group offers employees market-competitive remuneration and benefits, and arranges training and development opportunities according to business needs to support the professional growth of employees across various roles. Throughout its operations, the Group remains mindful of occupational safety and health related risks, and reduces work injuries and related risks through corresponding management measures and daily monitoring. The above management philosophy is extended the services for customers to provide customers with a safe and comfortable dining experience through food safety management and service standards.”



### 8.8 – Protect labour rights and promote safe and secure working environments for all workers.

We respect the basic rights of our employees, regularly assess and optimise our governance strategies and measures, to safeguard workplace safety, and make sure that each employee can work and develop in a secure environment.



### 8.8 — 保障勞工權利，為全體員工營造安全和穩妥的工作環境。

我們尊重員工的基本權利，定期評估及優化我們的管治策略與措施，保障職場安全，確保每位員工都能在穩妥的環境中安心工作和發展。

## Customer Services

“Customer first” is one of the core values of the Group. Centred on such concept, the Group optimises the overall customer service level and dining experience through frontline training, uniform service standards and internal incentive measures. Restaurant staff are required to receive training on service-related knowledge and skills upon joining the Company, and regularly participate in follow-up training. Meanwhile, the Group sets out uniform requirements for restaurant hygiene, food preparation processes and dining environment to ensure that customers can enjoy a stable and consistent dining experience in different restaurants.

During the year, the Group has also allocated HK\$300,000 to launch the “Excellent Dining Experience for Customers” bonus scheme, rewarding branches and employees who receive positive feedback from customers in areas such as service hospitality, product quality and environmental cleanliness, thereby strengthening the service culture of “people-oriented, customer first” and encouraging frontline teams to enhance service performance. In addition, the Group optimises the customer service experience through online channels. Since the launch of the “Tai Hing Group App” in 2023, we have continuously improved its functions and interface design to enhance ease of use and customer interaction.

## 顧客服務

「以客為先」是本集團的核心價值觀之一。圍繞該理念，本集團透過前線培訓、統一服務標準及內部激勵措施，優化整體顧客服務水平及用餐體驗。餐廳員工於入職時須接受服務相關知識及技能培訓，並定期參與後續培訓；同時，本集團就門店衛生、食物製作流程及用餐環境訂立統一要求，確保顧客於不同門店均可享有穩定而一致的用餐體驗。

本年度，本集團更撥款港幣30萬元推出「客人優質用餐體驗」獎金計劃，透過獎勵在服務款待、產品出品質素及環境整潔等方面獲顧客正面回饋的分店及員工，藉此強化「以人為先、以客為先」的服務文化，鼓勵前線團隊提升服務表現。此外，本集團亦透過線上渠道優化顧客服務體驗，自2023年推出「太興集團App」應用程式以來，不斷改善其功能及界面設計，以加強使用便利性及顧客互動。

<sup>26</sup> For relevant laws and regulations, please refer to the “Laws and Regulations”

<sup>26</sup> 相關法例法規，請參見「法例及法規」章節

## People-Oriented 以人為本

Furthermore, the Group actively extends the “customer first” concept to the industry as a whole, and continues to participate in the “Quality Tourism Services” (QTS) Scheme promoted by the Hong Kong Tourism Board. In line with relevant service commitments, we provide customers with high-standard and thoughtful catering services.

### Customer complaint handling

The Group has established a customer complaint handling mechanism to regulate the receipt, follow-up, and response to complaints, with relevant operational and customer service divisions collaborating on their resolution. Upon receipt of a customer complaint, the restaurant manager shall follow up immediately and report to the head of the operational division and the customer service department within the stipulated timeframe, and take corresponding improvement measures as the circumstances may require. Such cases shall also be recorded for subsequent review and service enhancement.

During the year, the Group received a total of 108 customer complaints (2024: 112) involving food quality or frontline services. All cases have been fully followed up and appropriately resolved.

### Customer satisfaction survey

The Group collects customer feedback through regular questionnaires to understand their views on restaurant services and dining experience. During the year, the Group launched the “Customer Satisfaction Questionnaire” initiative and has gradually set up QR codes in its brand branches to facilitate customers in providing feedback on food quality, staff service, dining environment and hygiene through online participation.

During the period from July to August 2025, a total of 708 customers participated in the questionnaire, covering brands such as Tai Hing, Men Wah Bing Teng, Asam Chicken Rice, TeaWood, Trusty Congee King, Phô Lê, Dumpling Station, Dimpot and King Fong. The relevant results are periodically reviewed by the management and serve as a reference for the evaluation and optimisation of our service performance.

此外，本集團積極將「以客為先」理念延伸至業界層面，持續參與由香港旅遊發展局推行的「優質旅遊服務」計劃，配合相關服務承諾，為顧客提供具水準及貼心的餐飲服務。

### 客戶投訴處理

本集團設有客戶投訴處理機制，對投訴的接收、跟進及回應作出規範，並由相關營運及顧客服務單位協作處理。當接獲顧客投訴後，餐廳經理會即時跟進，並按既定時限向營運單位主管及顧客服務部匯報，視情況採取相應改善措施；有關個案亦會作出記錄，用於後續檢討及服務優化。

本年度，本集團共收到108宗（2024年：112宗）涉及食物品質或前線服務的顧客投訴，所有個案均已完成跟進及妥善處理。

### 客戶滿意度調查

本集團透過定期問卷調查收集顧客意見，以了解顧客對餐廳服務及用餐體驗的看法。本年度，本集團推出「顧客滿意度問卷調查」計劃，並逐步於旗下品牌分店設置二維碼，方便顧客透過線上參與的方式就食物質素、員工服務、用餐環境及衛生等方面提供意見。

於二零二五年七月至八月期間，共有708名顧客參與問卷調查，涵蓋太興、敏華冰廳、亞參雞飯、茶木、靠得住、錦麗、餃子鎮、點煲及瓊芳等品牌。相關調查結果由管理層定期檢視，並作為服務表現評估及優化的參考。

Item 項目	Overall Satisfaction 整體滿意度	Food Quality 食品品質	Staff Service 員工服務	Environmental Sanitation 環境衛生	Value for Money 性價比	Perfect Score 滿分
Score 得分	4.4	4.4	4.5	4.5	4.7	5

## People Strategy

### Workforce Overview

#### By gender 僱員性別分佈

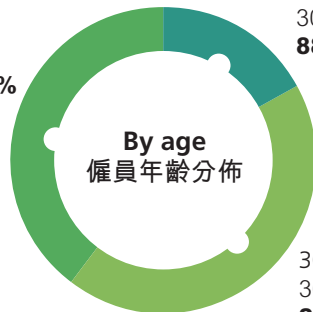


1,541, 29.6%



3,668, 70.4%

Above 50  
50歲以上  
2,058, 39.5%

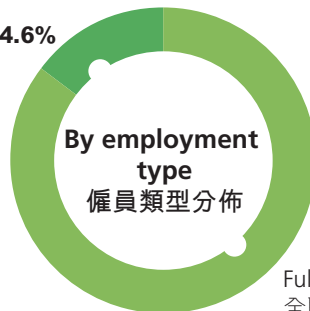


#### By age 僱員年齡分佈

Below 30  
30歲以下  
886, 17.0%

30 to 50  
30-50歲  
2,265, 43.5%

Part time  
兼職  
761, 14.6%



#### By employment type 僱員類型分佈

Full time  
全職  
4,448, 85.4%

## 人才策略

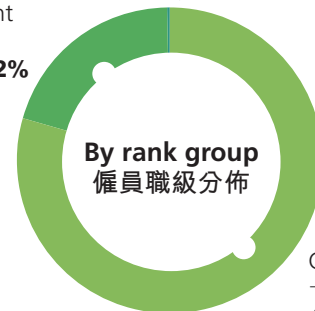
### 員工概覽



#### By region 僱員地區分佈

Hong Kong  
香港  
5,209, 100%

Senior management  
高級管理層  
9, 0.2%



#### By rank group 僱員職級分佈

General staff  
一般員工  
4,146, 79.6%

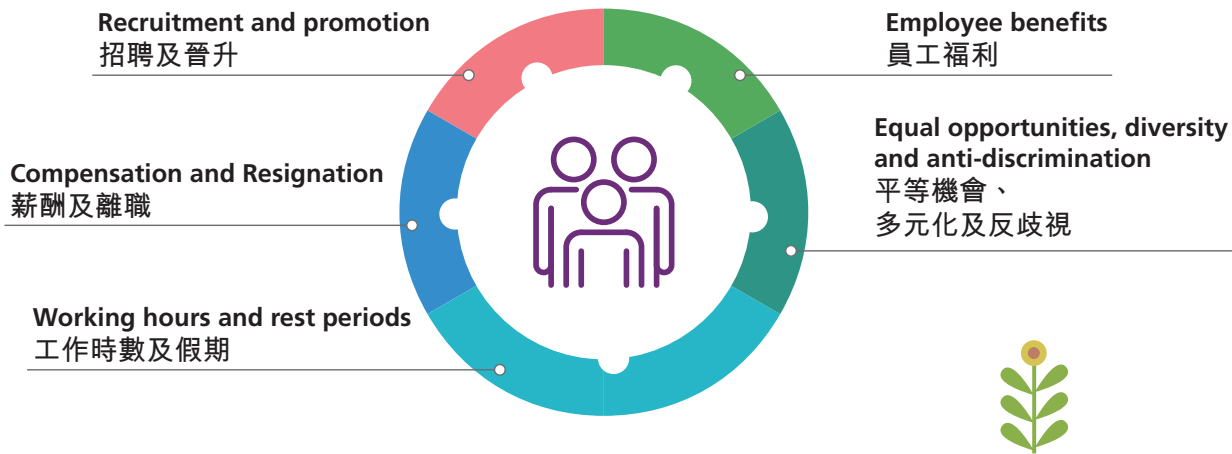
### Employee rights and interests

The Group participates in and signs the "Happiness at Work" promotional scheme advocated by the Hong Kong Promoting Happiness Index Foundation. In line with relevant initiatives, we continuously pay attention to the working experience and workplace atmosphere of our employees, and promote the implementation of a caring culture in our daily operations. Meanwhile, the Group has stipulated relevant policies regarding salary, recruitment and promotion, resignation arrangements, working hours, and holiday benefits in the Staff Handbook, serving as the basis for human resources management and implementation.

### 員工權益

本集團參與並簽署由香港提升快樂指數基金推動的「開心工作間」推廣計劃，配合相關倡議，持續關注員工的工作體驗及職場氛圍，推動關愛文化於日常營運中的落實。與此同時，本集團於《員工手冊》中就薪酬、招聘及晉升、離職安排、工作時數及假期福利等事宜訂明相關政策，作為人力資源管理及執行的依據。

People-Oriented  
以人為本



*Recruitment and Resignation*

The Group conducts personnel selection in accordance with applicable laws and established procedures during recruitment and human resources management, and provides equal employment opportunities for candidates from diverse backgrounds. Recruitment assessments are based on job requirements and individual capabilities, without discrimination on grounds of age, gender, nationality, race, or family status, thereby supporting a diverse and inclusive workplace environment.

Prior to the employment of the disabled, the Human Resources Department of the Group communicates with social workers to arrange pre-service visits, and designs corresponding support measures according to actual work conditions to assist new employees in adapting to the working environment, ensuring that they can perform their duties safely and with peace of mind.

When employees decide to terminate the employment relationship, they must submit a resignation application in accordance with established procedures. The Human Resources Department will arrange a resignation questionnaire to understand resignation reasons and incorporate relevant feedback into human resources management reviews for subsequent optimisation to relevant practices.

*招聘及離職*

本集團於招聘及人力資源管理中，按照適用法例及既定流程進行人員甄選，並為不同背景的應聘者提供平等就業機會。招聘評核以崗位需要及個人能力為基礎，不因年齡、性別、國籍、種族或家庭狀況等因素而有所差異，以支持多元共融的職場環境。

在聘用殘疾人士前，本集團人力資源部會與社工進行溝通，安排職前參觀，並因應實際工作情況設計相應支援措施，協助新入職員工適應工作環境，確保其能夠在安全及安心的情況下履行職務。

當員工決定終止僱傭關係時，需按既定程序提交離職申請；人力資源部會安排離職問卷調查，了解離職原因，並將相關意見納入人力資源管理檢討，用於後續優化相關做法。

### Remuneration and Promotion

The Group offers market-competitive compensation to employees, covering base salary, allowances, and bonuses. We conduct annual reviews and adjustments to remuneration arrangements in a timely manner, taking into account factors such as employees' job performance, the Group's operational status, and market compensation trends, to ensure our compensation system is reasonable and competitive in the market.

The promotion of all employees is based on their job performance. We have established a clear and transparent promotion mechanism, conducting regular evaluations of employees based on factors such as performance, professional capability and relevant knowledge. These evaluations serve as key criteria for advancement within the organisation. Employees who demonstrate outstanding performance and development potential are offered opportunities to participate in internal elite training programmes, obtaining further development and promotion prospects.

### Working Hours and Rest Periods

The Group strictly complies with relevant laws and regulations, and is committed to providing employees with reasonable working hour arrangements and a variety of paid holidays. In addition to statutory holidays, employees are also entitled to family reunion leave, maternity leave, marriage leave, birthday leave, and compassionate leave in accordance with the Company's policies. For employees who work overtime, the Group will make appropriate arrangements and compensation through allowances or time off in lieu, based on relevant regulations and internal systems.

### 薪酬及晉升

本集團向員工提供具市場競爭力的薪酬待遇，涵蓋基本薪資、津貼及獎金等。我們每年綜合考慮員工工作表現、集團經營狀況及市場薪酬走勢等因素，適時檢視及調整薪酬安排，以確保薪酬體系的合理性與市場競爭力。

所有員工的晉升基於其工作表現。我們設有清晰透明的晉升機制，並定期評估員工的業績表現、專業能力及相關知識等，作為晉升的重要依據。表現卓越且具發展潛力的員工，將有機會參與內部拔尖培訓課程，獲得進一步發展及晉升機會。

### Current year 本年度

Approximately **92.5%** of full-time employees received regular performance and career development reviews<sup>27</sup>. 約**92.5%**的全職員工接受定期績效及職業發展檢視<sup>27</sup>。

### 工作時數及假期

本集團嚴格遵守相關法例法規，致力為員工提供合理的工作時數安排，並提供多項帶薪假期。除法定假期外，員工亦可按公司政策享有親聚假、產假、婚假、生日假及恩恤假等。對於超時工作的員工，本集團將根據相關法規及內部制度，透過津貼或補假等方式作出適當安排與補償。



<sup>27</sup> Excluding part-time employees

<sup>27</sup> 不包括兼職員工

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### Employee Benefits

The well-being of employees is closely intertwined with the sustainable development of the enterprise. Based on the actual needs of our employees, the Group provides diversified welfare arrangements. In addition to statutory leave entitlements, these cover family care, daily support, and growth and health-related measures, providing appropriate support for employees at different life stages and in various working environments, and fostering a stable and caring workplace. Furthermore, the Group has established the “Long Service Award”, the “Annual Outstanding Employee Award” and the “Outstanding Progress Award for branches” to commend employees with outstanding performance in the past year.

### 員工福利

員工的福祉與企業的持續發展相互連繫。本集團從員工實際需要出發，提供多元化的福利安排，除福利假期外，亦涵蓋家庭關懷、日常支援以及成長與健康相關措施，為員工在不同人生階段及工作情境中提供適切支持，營造穩定而具關懷的工作環境。此外，本集團設立「長期服務獎」、「年度優秀員工大獎」以及「分店飛躍進步獎」以表彰過去一年表現優異的員工。

## Tai Hing Employee Benefits 太興員工福利

### Leave Entitlements 福利假期



- Paid leave
- Statutory holidays
- 帶薪假期
- 法定假期

### Family Care 家庭關懷



- Children’s education assistance programmes
- Emergency relief fund programme to support employees and their families in need
- 子女教育贊助計劃
- 緊急援助基金計劃，支援有需要員工及其家庭

### Daily Care 日常關懷



- Free meals
- Launch of electronic staff cards to enhance work convenience
- Establishment of recognition awards to acknowledge employees’ contributions
- Team-building activities and festive staff activities to promote communication and cohesion
- 免費膳食
- 推出電子職員證，提升工作便利性
- 設立表彰獎項、肯定員工貢獻
- 團建活動及節慶員工活動，促進交流與凝聚力

### Growth and Health 成長與健康



- Establishment of learning subsidies to encourage continuous learning and professional development
- Occupational safety and health plans
- Medical and life insurance
- 設立學習津貼，鼓勵持續學習與專業發展
- 職業安全與健康計劃
- 醫療及人壽保險





Digital technology applications bring employees better work convenience.

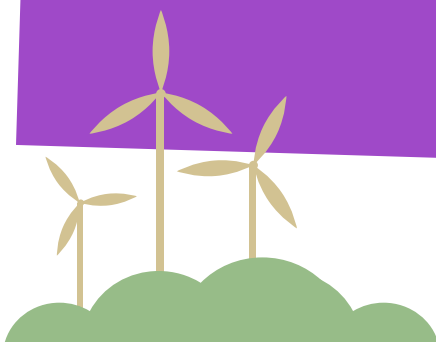
數碼科技的應用為員工帶來工作便利。

The Group has launched “electronic staff cards” to replace traditional physical certificates. New employees only need to download the APP (application programme) to activate the electronic certificate and enjoy various convenient functions, such as employee discounts and the POS system (Point of Sale system), etc. During the year, we upgraded the “dynamic QR code” function.

集團推出「電子職員證」，替代傳統實體證件，新員工只需下載APP（應用程式），即可啟用電子證件，並享受各項便利功能，如員工優惠、POS系統（銷售時點信息系統）等。本年度，我們升級了「動態二維碼」功能。

In March, the Group organised an exclusive screening of “Ne Zha 2” at an IMAX theatre for its employees, inviting colleagues to participate with their families and friends. Such relaxed event fostered interaction, strengthened team cohesion, and deepened understanding of Chinese culture and animation techniques. The event proved immensely popular, with the theatre filled to capacity and over 450 employees and their families in attendance.

集團於3月包場 IMAX 戲院舉辦《哪吒2之魔童鬧海》員工電影觀賞會，邀請同事攜同家人朋友參與，透過輕鬆活動促進交流、凝聚團隊，加深對中國文化及動畫特技的了解。活動反應熱烈，全院滿座，逾450名員工及其家屬參與。



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集團安排員工參與新品牌試菜及體驗活動，包括於「靠得住」山頂廣場新店開業及「興哥清湯腩」沙田連城廣場新店開業前夕，讓不同崗位同事按工作彈性參與，緊貼集團多元品牌策略的最新發展；透過用餐互動提升團隊凝聚力，亦為前線營運團隊做好壓力測試及準備，順利開業，以迎接本地食客及旅客流量。

Staff were invited to participate in new brand tasting and experiential activities, including the pre-launch events for the new “Trusty Congee King” congee noodle restaurant at The Peak Galleria and the new “Hing Gor Beef Brisket” branch at Citylink Plaza, Sha Tin. Colleagues from various departments were invited to participate flexibly according to their work schedules, keeping abreast of the latest developments in the Group’s multi-brand strategy. These dining interactions fostered team cohesion while serving as stress tests for frontline operational teams, ensuring smooth openings to accommodate both local diners and tourist footfall.



People-Oriented  
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To foster team cohesion and cultivate a positive corporate culture, the Group periodically organises staff activities during festive occasions to promote collegial interaction. During the Lunar New Year period, the Group held a New Year gathering at its offices in Fo Tan and Quarry Bay, where senior management presided over the festive Lunar New Year “Lo Hei”, extending blessings to employees and expressing hopes for new vitality in the coming year.

為凝聚團隊並建立正向企業文化，集團不時於節慶日子安排員工活動，促進同事交流。農曆新年期間，集團分別於火炭及鰂魚涌寫字樓舉辦新年聚餐，由高管主持應節新春撈起環節，向員工送上祝福，冀望來年為大家迎來一番新氣象。

On 18 February, the T Factory team hosted the first “Get Moving” recreational activity of 2025, which was a table tennis competition, encouraging colleagues to cultivate exercise habits alongside their work commitments and promoting a healthy lifestyle. The activity has been well received by enthusiastic colleagues who formed teams to compete.

T Factory 團隊於2月18日舉辦2025年首場「動起來」康樂活動——乒乓球比賽，鼓勵同事在工作之餘培養運動習慣，推廣健康生活方式。活動反應熱烈，同事踴躍參與，組隊作賽。



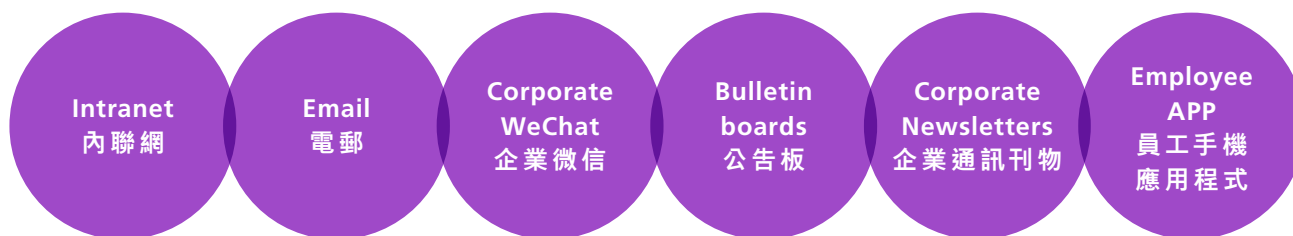
## People-Oriented 以人為本

### Equal Opportunities, Diversity and Anti-Discrimination

The Group adheres to the principle of equality and maintains a firm zero-tolerance attitude towards any form of discrimination and harassment in the workplace. Specifically, in arrangements regarding recruitment, training, promotion, compensation, resignation, working hours, leave, and employee benefits, the Group will not discriminate against employees on the basis of age, gender, marital or family status, pregnancy, disability, race, colour, nationality, religion, or any other factors unrelated to job performance.

### Employee Communication

To ensure that the opinions of employees are fully expressed and to promote good communication, the Group has established diversified communication channels and encourages employees to directly report their opinions and suggestions to their immediate supervisors, regional management, department managers, or the Human Resources Department. We actively listen to the voices of our employees and make improvements based on their feedback.



Communication Channels  
溝通渠道

### Labour Standards

The Group manages employment matters in accordance with applicable labour laws and regulations, and requires employees to provide valid identity documents during the recruitment process to verify that they meet the minimum statutory working age requirements, so as to prevent the occurrence of child labour or forced labour. All labour relationships within the Group voluntary in nature, and labour contracts are entered into and performed in accordance with relevant regulations.

In terms of working hours management, if employees work overtime due to business needs, the Group will address such instances through allowances or time off in lieu in accordance with applicable laws and regulations and established arrangements. In the event that any violation of labour laws, regulations or relevant standards is identified, the Group will follow up and handle the matter in accordance with internal procedures.

### 平等機會、多元化及反歧視

本集團秉持平等原則，對工作場合中任何形式的歧視和騷擾堅決予以零容忍態度。具體而言，在招聘、培訓、晉升、薪酬、離職、工作時數、假期及員工福利等安排上，本集團不會因員工的年齡、性別、婚姻或家庭狀況、懷孕情況、殘疾、種族、膚色、國籍、宗教信仰或其他與工作表現無關的因素而作出差別對待。

### 員工溝通

為確保員工意見得到充分表達並促進良好溝通，本集團已建立多元化的溝通渠道，並鼓勵員工直接向直屬主管、巡區管理層、部門經理或人力資源部反映意見與建議。我們積極聆聽員工聲音並根據其反饋進行改善。

### 勞工準則

本集團按適用勞工法律及法規管理僱傭事宜，並於聘用過程中要求員工提供有效身份證明文件，以核實其符合最低法定工作年齡要求，避免出現童工或強制勞工情況。本集團所有勞動關係均屬自願性質，並按相關法例訂立及履行勞動合約。

就工時管理方面，如員工因工作需要出現超時情況，本集團會依照適用法規及既定安排，透過津貼或補假方式作出相應處理。倘若發現任何違反勞工法律、法規或相關標準的情況，本集團將按內部程序跟進及處理。

## Training and Development

Since its establishment in 2012, the Training Centre of Tai Hing Catering Group has coordinated employee training and development initiatives, and provides diverse training programmes and further education support tailored to different roles and operational requirements, assisting employees in enhancing their professional capabilities to align with their career development needs. During the year, the Group was recognised as a “Super MD” Manpower Developer for the second consecutive year, echoing the Group’s investment in staff cultivation and internal capacity building.

The Group provides induction training for new employees, covering the Group’s corporate culture, values, and code of conduct, as well as relevant job requirements and operational methods, to support employees in integrating into the team and their daily work.



### Orientation induction training 迎新導入培訓

Assist new colleagues in understanding corporate culture, career development prospects, and the Three Excellences and 5-S Management principles, helping them integrate into the Group as soon as possible  
協助新同事掌握公司文化、員工發展前景、三優五常管理，盡快融入團隊

A total of **2,671**  
colleagues completed the training  
共**2,671**位  
同事完成該課程培訓



### New workforce (imported workers) induction training 新力軍(外勞)迎新培訓

Support new imported workers in understanding corporate culture, the Three Excellences and 5-S Management principles, and Hong Kong’s lifestyle, thereby accelerating their adaptation and integration  
支援新力軍同事了解公司文化、三優五常管理及香港生活文化，加快適應與融入

A total of **478** new imported workers  
complete the training  
共**478**位  
新力軍員工完成該課程培訓

## 培訓與發展

本集團自2012年成立太興飲食集團培訓中心，統籌員工培訓及發展相關工作，並按不同崗位及業務需要提供多元化培訓課程及進修支援，協助員工提升專業能力，配合其職涯發展需要。本年度，本集團第二年獲評為人才企業「Super MD」，與本集團在員工培養及內部能力建設方面的投入相呼應。

本集團為新入職員工設有入職導向培訓，內容包括集團企業文化、價值觀及行為準則，以及相關工作要求及營運方式，支持員工融入團隊及日常工作。

People-Oriented  
以人為本

To facilitate the continuous growth of our existing employees, we provide clear development pathways and advanced training through the “Top-notch Training Programme” and the “Qualifications Framework”, assisting employees in enhancing their professional capabilities and skill levels to strengthen their career development. 為幫助在職同事持續成長，我們透過「拔尖培訓計劃」及「資歷架構」提供清晰的發展路徑與進階培訓，助力員工提升專業能力與技能水平，強化職涯發展。

### Top-notch Training Programme

#### 拔尖培訓計劃

- It evaluates the performance of staff through objective criteria and provides a fair and open development platform for them to raise their motivation for work.
- 透過客觀評價指標評估員工表現，為員工提供一個公平、公開的發展平台，激發員工的工作動力。

### Qualifications Framework

#### 資歷架構

- It sets the recognised qualifications for each job level, including academic qualifications, qualifications obtained from training, and skills, knowledge and relevant work experience accumulated in the job position. Staff are divided into different levels according to their qualifications to clearly understand the blueprint of their development.
- 此架構訂明每個工種級別所應具備的認可資格，包括學歷、培訓所得的資歷以及在工作崗位累積的技能、知識和相關工作經驗。我們會按員工的資歷劃分為不同級別，以清晰了解其發展藍圖。



#### Restart elite programmes 重啟拔尖課程

Improve management and leadership level of branches  
提升分店管理及領導水平

A total of **440** floor management staff of branches have completed the training

共**440**位  
分店樓面  
管理人員完成課程培訓

A total of **76** trainees successfully graduated upon passing the examinations

共**76**位  
學員通過考試成功畢業

A total of **31** trainees were awarded the honour of “Outstanding Student”

共**31**位  
學員考獲優異生榮譽



#### Branch production department management training programmes 分店出品部管理培訓課程

Enhance the production management capabilities of the siu mei department  
提升燒味部出品管理能力

A total of **53** branch managers completed the training

共**53**位  
分店主管完成培訓

### Course Training

During the year, we also implemented diverse training and promotional activities focused on compliance, information security, and artificial intelligence, etc., to enhance employees' relevant knowledge and application capabilities.

### 課程培訓

年內，我們亦圍繞合規、資訊安全及人工智能等，推行多元培訓及宣導活動，提升員工相關知識與應用能力。



In line with the new policy of “Abolition of the MPF Offsetting against Long Service Payment/Severance Payment” effective on 1 May, five briefing sessions were organized featuring presentations by representatives from BOCI-Prudential. These sessions covered operational management, with the final session encouraging all staff to register for participation. Each session included a short quiz, with a passing rate of 98%.

為配合5月1日實施的「取消強積金對沖長期服務金／遣散費」新政策，本集團安排五場簡介會，邀請「中銀保誠」代表主講，涵蓋營運管理層並於最後一場鼓勵全體員工報名參與。每場設小測驗，合格率达98%。



本集團於5月底完成首場「人工智能商業應用課程」，由中大專業學院導師主講，四堂共12小時，對象為後勤同事，涵蓋文書、數據分析及圖表／圖像生成等實務應用，並按集團需要度身設計，融入餐飲業的營商特色。

The Group completed its first “Artificial Intelligence Business Application Course” at the end of May. Delivered by instructors from the Chinese University of Hong Kong, the course consisted of four sessions totaling 12 hours and was targeted at back-office colleagues. It covered practical applications such as document processing, data analysis, and chart/image generation. Tailored to the Group's requirements, the course incorporated distinctive business characteristics specific to the catering industry.

People-Oriented  
以人為本



本集團除要求所有出品部新入職同事到店接受三天崗位培訓外，年內茶木品牌特別推行「水吧技能考核認證」，以「鮮製密做」為目標，透過培訓教學及考核，協助樓面及水吧同事加深對崗位運作與產品標準的掌握，提升製作一致性及品質管理水平。計劃覆蓋約200多位同事，完成度超過九成。

In addition to the mandatory three-day on-the-job training for new comers at the restaurants, the Group's TeaWood brand specifically implemented the "Beverage Station Skills Assessment and Certification" during the year. Aimed at achieving "freshly prepared, meticulously crafted", this initiative utilised training sessions and assessments to assist floor and beverage station staff in deepening their understanding of operational procedures and product specifications, enhancing consistency in preparation and elevating quality management standards. The programme covered over 200 colleagues, achieving a completion rate exceeding 90%.



為提升員工對各種災害的危機意識及應變能力，集團於年內舉辦了災害應對實務工作坊及疏散演習，共50位前線和後勤部門同事參與，掌握極端氣候、自然災害、系統故障及公共衛生事件的應變行動、緊急聯絡與通報流程，加強部門之間的協調性。課後意見調查有高達98%認為課程實用及具有裨益，每位參與同事都獲頒由紅十字會授予的證書。

To enhance employees' crisis awareness and response capabilities regarding various disasters, the Group organised disaster response practical workshops and evacuation drills during the year. A total of 50 colleagues from frontline and back-office departments participated, gaining proficiency in emergency procedures for extreme weather, natural disasters, system failures, and public health incidents, alongside emergency contact and reporting procedures, thereby strengthening interdepartmental coordination. Post-workshop feedback surveys indicated that 98% of participants considered the programme practical and beneficial, and each participating colleague received a certificate awarded by the Red Cross.

During the year, a total of 5,661 employees received training, with 10.1 hours for average training per person. For detailed data on each category of training, please refer to "Social KPIs".

本年度，共有5,661名員工接受培訓，人均培訓時數為10.1小時。有關各類別培訓的詳細數據，請參閱「社會關鍵績效指標」。

## Occupational Health and Safety

The Group strictly complies with all applicable laws and regulations<sup>28</sup> related to occupational disease prevention and control, and continues to review and optimise relevant management measures. With reference to the Occupational Safety Charter formulated by the Labour Department and the Occupational Safety & Health Council, the Group has established an “Occupational Safety and Health Team” comprising representatives from various departments to coordinate workplace safety, health risks, and related promotional activities, facilitating the implementation of safety awareness in daily operations.

At the operational level, the Group arranges relevant training for employees at all levels to enhance their capability to fulfil safety responsibilities during work processes, in line with occupational safety and health management requirements. Follow-up and protection arrangements have also been established for work injury cases. The Group has purchased employees’ compensation insurance for all employees in accordance with the Employees’ Compensation Ordinance to provide necessary protection. The Group has also set relevant targets for work-related injury risk management. During the year, the work-related injury accident rate was 1.2%, and 69.4% of the branches recorded zero work-related injuries. In the past three years (including the reporting year), the Group recorded zero work-related fatalities, and the fatality rate was zero.

### Occupational safety and health risk management and practice

The Group has established a comprehensive occupational safety and health risk management process and implemented preventive measures to mitigate potential risks. We regularly review the working environment and operational procedures to identify and address safety hazards in a timely manner, ensuring that employees work in a safe and healthy environment. Since 2013, the Group has promoted a smoke-free lifestyle, with management leading by example to foster a smoke-free culture. We have implemented the “Tai Hing” smoking cessation programme, complemented by annual “Smoking Cessation Ceremonies”, regular follow-ups and guidance from professional medical staff, and smoking cessation support services. Furthermore, an incentive mechanism has been established to encourage employees to quit smoking, working together to create a smoke-free and fresh workplace.

## 職業健康與安全

本集團嚴格遵守所有適用的職業病防治相關法例法規<sup>28</sup>，並持續檢視及優化相關管理措施。本集團參照勞工處及職業安全健康局制定的《職業安全約章》，設立由不同部門代表組成的「職安健小組」，就工作場所安全、健康風險及相關宣傳事宜作出協調，促進安全意識於日常營運中的落實。

在執行層面，本集團配合職安健管理需要，為各級員工安排相關培訓，提升其在工作過程中履行安全責任的能力，並就工傷個案訂立跟進及保障安排。本集團已按《僱員補償條例》為全體員工投購僱員補償保險，以提供所需保障。本集團亦就工傷風險管理訂立相關目標。於本年度，工傷意外率為1.2%，錄得零工傷的分店佔比為69.4%。過去三年（包括匯報年度），本集團並無錄得任何因工亡故個案，因工亡故比率為零。

### 職安健風險管理與實踐

本集團建立完善的職安健風險管理流程，並落實預防措施，以降低潛在風險。我們定期檢視工作環境及操作流程，及時識別並處理安全隱患，確保員工在安全健康的環境下工作。自2013年起，集團推廣無煙生活，管理層以身作則帶頭推動無煙文化，並推行「無煙一身興」戒煙計劃，配合每年舉辦「戒煙誓師大會」、由專業醫護人員定期跟進、提供指導及戒煙支援服務，同時設獎勵機制以鼓勵員工戒煙，攜手打造無煙清新的工作環境。

<sup>28</sup> For relevant laws and regulations, please refer to the “Laws and Regulations”

<sup>28</sup> 相關法例法規，請參見「法例及法規」章節



### Subsidy and Inspection for Safety Shoes

- Full-time staff at each branch will be eligible for one-time subsidy every two years to purchase safety shoes with “anti-slip certification”, all employees in the kitchen department must wear safety shoes according to rules from the first day of employment;
- Daily inspections of safety shoes are conducted by the supervising restaurant managers, and surprise inspections are also conducted by the Group to ensure the implementation of relevant regulations.

#### 安全鞋資助及檢查

- 分店全職員工每兩年可獲一次性購買具備「防滑認證」安全鞋的資助，廚房部員工入職首日須按規定穿著；
- 值班餐廳主管每日檢查安全鞋穿著情況，集團亦會突擊巡查，確保相關規定落實。



### Frontline Operational Safety Measures

- Staff in the roasted meat department are required to wear cut-resistant gloves when working with sharp objects; the management shall strictly enforce this requirement and enhance standardised procedures through online training.
- Appropriate protective equipment must be worn and inspections must be completed prior to operating any machinery. Machinery may only be activated after the shift supervisor has signed the “Monitoring Confirmation Form”.

#### 前線作業安全措施

- 燒味明檔工作時必須佩戴防切割手套，管理層嚴格監督執行，並透過線上教學提升規範操作。
- 使用各類機器前需佩戴適當防護裝備並完成檢查，當更簽署「監控確認表」後方可操作。



### Intelligent device application

- Introduce automated food processing machines;
- Introduce semi-automatic gravity lifts in food factories.

#### 智能設備應用

- 引入自動化食品加工機器；
- 於食品工廠引進半自動重力升降機。



### Promote physical fitness programme

- Cooperate with social organisations to implement occupational safety and health related projects, including FIT “Tai Hing” relaxation and health management programme, smoking cessation programme, health seminars, and hair/scalp and fundus analysis and examinations;
- Provide vaccinations and physical check-ups for employees.

#### 推行體健項目

- 與社會機構合作推行職安健相關項目，包括「FIT興鬆」健康管理計劃、「無煙一生興」戒煙計劃、健康講座及頭髮頭皮及眼底分析檢查等；
- 為員工提供疫苗預防注射、身體檢查。



### Strictly Implement Fire Prevention Measures

- Ensure escape routes remain unobstructed, with fire escape diagrams and evacuation route maps displayed in conspicuous locations;
- Fire extinguishers must be securely positioned in clearly visible areas, and smoke-proof doors in branches kept closed (but not locked);
- Sprinkler systems (including sprinkler heads) must not be obstructed, and fire drills must be conducted regularly.

### 嚴格執行防火措施

- 確保走火通道保持暢通，走火圖及逃生路線圖張貼當眼處；
- 滅火筒固定擺放當眼位置，分店防煙門保持關上(不可上鎖)；
- 灑水系統(花灑頭)不被遮蓋，並定期安排火警演習。



### Occupational Safety and Health Risk Assessment and Communication

- Adopt systematic approaches to identify and assess the occupational safety and health risks;
- Actively communicate with employees and listen to opinions and feedback to uncover potential occupational safety and health issues;
- Arrange for each logistics department to conduct safety monitoring and assessment within the Group on the annual Group Safety Day.

### 職安健風險評估與溝通

- 採用系統性方法識別和評估職業安全與健康風險；
- 積極與員工進行溝通，傾聽意見和反饋，以揭示潛在的職業安全與健康問題；
- 於每年集團安全日安排各後勤部門進行集團安全監測評估。

## Performance of occupational safety and health activities in 2025 2025年職安健表現

### “Tai Hing 5S Occupational Safety and Health Quiz Competition” 舉辦「太興五常職安常識問答比賽」



The Group organised the “Tai Hing 5S Occupational Safety and Health Quiz Competition” during the year, introducing a new “Branch Grassroots Group Competition” to encourage participation from frontline colleagues and foster a collaborative approach to creating a safe working environment. The competition received an enthusiastic response, with a total of 504 colleagues participating, among whom 45 achieved a perfect score of 100 points and were awarded the “Safety Model Employee Award”. Each winner was entitled to a medal and a cash prize.

本集團於本年度舉辦「太興五常職安常識問答比賽」，並新增「分店基層組賽」，鼓勵前線同事參與，攜手建立安全工作環境。比賽反應踴躍，共504位同事參賽，其中45位以滿分100分獲頒「安全模範員工獎」，得獎者可獲獎牌及現金獎以茲鼓勵。

### “AI Hair, Scalp and Fundus Analysis” Examination 「人工智能頭髮頭皮及眼底分析」檢查



The Group, in collaboration with AIA, has introduced health management check-ups for colleagues, including fundus and hair/scalp analysis. Fundus examination employs AI-powered retinal cameras to detect retinopathy, macular degeneration, and glaucoma, whilst assessing risks such as diabetes and cardiovascular and cerebrovascular diseases. Hair/scalp examination utilises specialised equipment to photograph and analyse hair density, thickness, and hair loss indicators. Both examinations feature on-site report interpretation by qualified professionals.

本集團聯同友邦保險為同事推出健康管理檢查，包括眼底及頭髮頭皮分析。眼底檢查透過人工智能視網膜相機，檢測視網膜病變、黃斑病變及青光眼，並評估糖尿病及心腦血管疾病等風險；頭髮頭皮檢查則以專業儀器拍攝，分析髮量、厚度及脫髮指標。兩項檢查均由專業人士即場講解報告。

### “Building a Smoke-Free Hong Kong Together” Interview 「齊建無煙香港」專訪



In March, Mr. Chan Wing On, Ken JP, the esteemed Founder and Chairman Emeritus of the Group, was invited by the Hong Kong Council on Smoking and Health to participate in the filming of an exclusive interview entitled “Building a Smoke-Free Hong Kong Together” with Mr. Henry Tong, Chairman of the Council, and Mr. Wong Ka-wo, President of the Hong Kong Federation of Restaurants & Related Trades, to assist in promoting corporate smoke-free initiatives and sharing the Group’s longstanding efforts in promoting a smoke-free culture and its achievements in supporting tobacco control policies over the years.

三月，本集團創辦人及榮譽主席陳永安先生獲香港吸煙與健康委員會邀請，與委員會主席湯家齊先生及香港餐飲聯業協會會長黃家和先生參與「齊建無煙香港」專訪拍攝並協助宣傳企業無煙訊息，分享集團多年來推動無煙文化及配合控煙政策的工作與成果。

## Performance of occupational safety and health activities in 2025 2025年職安健表現

### FIT “Tai Hing” Relaxation and Health Management Programme — “How Much Do You Know About the Three Highs?” Health Seminar 「FIT興鬆」健康管理計劃－「三高知多少？」健康講座



In collaboration with the Wong Tai Sin District Health Centre, the Group organise the “How Much Do You Know About the Three Highs<sup>29</sup>?” health seminar and health risk assessments for employees. This initiative aimed to raise awareness of the symptoms, risks, and prevention methods associated with the “three highs”. Health risk assessments were also provided to colleagues, including blood pressure measurements and Body Mass Index (BMI) analysis, with health advice provided by professional healthcare personnel, fostering greater attention to both physical and mental wellbeing.

本集團與黃大仙地區康健中心合作，為員工舉辦「三高<sup>29</sup>知多少？」健康講座及健康風險評估，讓大家認識「三高」的症狀及危害，以及預防方法等。同時亦為同事提供健康風險評估，包括量度血壓讀數及身體質量指數(BMI)分析等，並由專業醫護人員提供健康建議，喚醒大家對身心健康的關注。

### FIT “Tai Hing” Relaxation and Health Management Programme — Feedback Survey 「FIT興鬆」健康管理計劃－意見調查



To continually develop diverse health initiatives in both content and format, the Group cordially invites colleagues to complete the FIT “Tai Hing” Relaxation and Health Management Programme Feedback Survey to share their participation in, interest in, and suggestions for existing health activities. Survey findings will serve as an important reference for future health programme planning.

為持續推動不同內容及形式的健康活動，本集團誠邀同事填寫「FIT興鬆」健康管理計劃意見調查問卷，分享對現有健康活動的參與情況、興趣及建議。問卷結果將作為未來健康活動規劃的重要參考。

### Influenza vaccination 流行性感冒疫苗預防注射

The Group has collaborated with United Christian Nethersole Community Health Service to provide full-time colleagues with two free influenza vaccination services during the peak influenza seasons in spring and winter. During the year, we specially arranged two vaccination locations at our Quarry Bay office and Fo Tan training room, with a total of 95 colleagues receiving the vaccination to enhance immunity and strengthen health protection.

本集團與「基督教聯合那打素社康服務中心」合作，於春、冬季流感高峰期為全職同事提供兩次免費流感疫苗接種服務。年內，我們特別安排兩個接種地點，分別設於鰂魚涌寫字樓及火炭培訓室，共有95位同事完成接種，以提升免疫力並加強健康防護。

<sup>29</sup> “Three Highs” refers to high blood pressure (hypertension), high blood sugar (hyperglycaemia), and high blood cholesterol (hyperlipidaemia)

<sup>29</sup> 「三高」指高血壓、高血糖及高血脂

# COMMUNITY CARE

關懷社區



Reflecting on the 36-year evolvement journey, the Group has consistently developed in step with the communities where it operates, recognising community engagement as integral to sustainable development. We integrate the fulfilment of corporate social responsibility into our daily operations and long-term planning. Through continuous engagement in community affairs, we gain insight into the practical needs of diverse groups. When planning and implementing relevant activities, we balance community interests, the well-being of underprivileged groups, and long-term social value, benefiting nearly 200,000 individuals at the grassroots level to date.

The Group has established and continues to implement a Community Investment Policy, focusing on areas such as environmental protection, healthy lifestyles, inclusive development, and social care. Through cross-departmental collaboration, we integrate staff, management and business resources to drive community initiatives. Meanwhile, we have established a "Volunteer Reward Programme" to encourage employees to participate in community services through a structured approach, progressively fostering a cohesive corporate volunteer culture. Employees who reach the highest number of volunteer hours throughout the year will be awarded a certificate of recognition and dining vouchers as a commendation.

回顧三十六年的發展歷程，本集團一直與業務營運所在地同步發展，並將社區連結視為可持續發展的重要一環。我們把履行企業社會責任融入日常營運及長遠規劃之中，透過持續參與社區事務，了解不同社群的實際需要，在策劃及推行相關活動時，兼顧社區利益、弱勢群體福祉及長遠社會價值，累計至今近200,000名基層人士受惠。

本集團已制定並持續執行《社會投資政策》，聚焦環境保護、健康生活、共融發展及社會關懷等範疇，並透過跨部門協作，結合員工、管理層及業務資源推動社區項目。同時，我們設立「義工獎勵計劃」，以制度化方式鼓勵員工參與社區服務，逐步培育具凝聚力的企業義工文化，全年達最高義工時數的同事可獲頒集團嘉許狀及餐飲禮券，以茲表揚。



<sup>30</sup> The amount includes total catering discounts of over HK\$4,000,000 provided under the "Caring Food Coupon Programme" campaign, and sponsorship of approximately HK\$1,000,000 for the "Heart-to-Heart Charity Coupon" campaign.

<sup>30</sup> 金額包括「愛心食肆 賞你惠食」活動所提供之餐飲優惠折扣總額超過4,000,000港元，以及「心施慈善券」活動贊助約1,000,000港元。

Community Care  
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In 2025, the Group continued to focus on “Tai Hing Care” during its community investment. Building upon existing projects, we further expanded our efforts in promoting low-carbon living, fostering a healthy workplace culture, and advancing inclusive co-creation practices, continuing to deliver positive and long-term benefits to the community.

2025年，本集團繼續以「太興關愛」作為社區投資主軸，在延續既有項目的基礎上，進一步拓展低碳生活推廣、健康職場文化及多元共創相關實踐，持續為社區帶來正面的長遠影響。



Protect Our Planet  
愛護地球

### Charity Run held by Ocean Park Conservation Foundation, Hong Kong

The Group dispatched 17 members including staff and their families of Tai Hing Volunteer Team to participate in the OPCFHK Charity Run held by the Ocean Park Conservation Foundation, Hong Kong. Themed on biodiversity conservation, the event deepened participants' understanding of threatened wildlife species and marine ecosystem conservation issues through sporting activities and interactive experiences within the park. Proceeds raised from the event will be used to support wildlife conservation projects locally and across Asia.



### 海洋公園保育基金慈善跑

本集團組織太興義工隊聯同員工家屬共17人，參與由香港海洋公園保育基金舉辦的「生態保衛賽」慈善跑活動。是次活動以生物多樣性保育為主題，透過體育活動及園內互動體驗，加深參加者對受威脅野生物種及海洋生態保育議題的認識。活動所籌得的善款將用於支持本地及亞洲地區的野生生態保育項目。



### Greenfield Organic Farm Experience Day

A volunteer team of 22 members has visited Hok Tau Village in Fanling to participate in the Produce Green Foundation's organic educational farm experience. Volunteers gained insight into organic farming concepts and basic agricultural practices. They engaged in sowing seeds and daily farm tasks, later returning to harvest crops. After few months, the harvested corn was subsequently donated to Harmony House to support women and children in need. This initiative combines environmental education with community care, promoting green living and inclusive values.

### 綠田園有機農莊體驗日

本集團組織義工隊共22名前往粉嶺鶴藪村，參與綠田園基金有機教育農場體驗活動，了解有機耕作理念及基本農務操作。義工隊於活動中參與播種及日常農作安排，並於其後回訪農場收割農作物。相關收成的粟米其後捐贈予和諧之家，支援婦孺需要，將環保教育與社區關懷結合，推動綠色生活及共融價值。



## Industry Exchange and Development 行業交流發展



### Small Changes, Big Contributions: Low-Carbon Living Symposium

The Group continues to participate in industry exchange activities, sharing sustainable operational experiences to promote the green transformation of the catering sector. During the year, Ms. Chan Shuk Fong, Vice Chairman of the Group and Chairman of the Sustainable Development Steering Committee, was invited by the Hong Kong Smart Catering Association to attend the “Small Changes, Big Contributions: Low-Carbon Living Symposium”. She engaged with representatives from industry enterprises, chambers of commerce, and environmental advocates to exchange insights on carbon reduction strategies and environmental management practices in the catering industry, driving collaborative exploration of low-carbon development pathways within the industry.

### 小改變 大貢獻低碳生活座談會

本集團持續參與行業交流活動，分享可持續營運經驗，促進餐飲業綠色轉型。年內，本集團副主席兼可持續發展督導委員會主席陳淑芳女士獲香港智慧餐飲協會邀請出席「小改變•大貢獻：低碳生活座談會」，與業界企業、商會及環保倡導者代表交流餐飲業減碳策略及環境管理實踐，推動行業共同探索低碳發展方向。

### Participation in “Sharing of Business Elites 2025”

The Group sent a team of more than 30 managers and employees from various departments to attend the “Sharing of Business Elites 2025” organised by the Quality Tourism Services Association at the Hong Kong Convention and Exhibition Centre. With the theme of “Understanding Geopolitics: Transforming Crisis into Opportunity”, the event facilitated industry networking and knowledge exchange, enabling participants to grasp the latest trends and management practices within the retail and catering sectors while fostering cross-sector collaboration and learning.

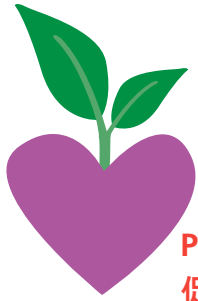


### 參與「翹楚匯2025」經驗分享會

本集團派出逾30名來自不同部門的管理層及員工，出席由優質旅遊服務協會於香港會議展覽中心舉辦的「翹楚匯2025」經驗分享會。是次活動以「了解地緣政治：轉危為機」為主題，透過業界交流及經驗分享，讓參加者了解零售及餐飲行業的最新趨勢及管理實務，促進跨界別交流與學習。



Community Care  
關懷社區



Promote Community Inclusion  
促社區共融

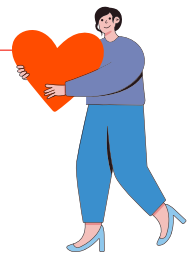
**Blood Donation Day Brings Colleagues Together**

In response to the appeal from the Hong Kong Red Cross, the Group organised a two-day Blood Donation Day at Fo Tan and Quarry Bay to facilitate participation from colleagues across different work locations. Over 50 employees shared the joy of donating blood to help others, the collected eligible blood will support the daily and emergency transfusion needs of Hong Kong’s healthcare system. This initiative has helped raise colleagues’ awareness of the importance of blood donation and medical resources, while encouraging tangible action to address community healthcare needs.



**愛心捐血日匯聚同事力量**

本集團響應香港紅十字會呼籲，於火炭及鯉魚涌舉辦為期兩日的「愛心捐血日」，便利不同工作地點的同事參與。活動期間，逾50名員工參與捐血，所收集的合資格血液將用於支援本港醫療系統的日常及緊急輸血需要。是次活動有助提升同事對血液捐贈及醫療資源重要性的認識，並鼓勵以實際行動回應社區醫療需要。



**支持救世軍慈善晚宴暨永續時裝義賣**

本集團應邀出席由香港救世軍港澳地域舉辦的慈善晚宴，並支持其與職業訓練局青年學院合作推動的閒置衣物再生及永續時裝義賣項目。是次活動透過展示學生以升級再造方式創作的牛仔服飾及配件作品，推動資源再利用理念，並為青年提供實踐及展示平台，結合社區關懷可持續發展元素。

**Supporting The Salvation Army Charity Civic Dinner and Sustainable Fashion Charity Sale**

The Group was invited to attend the charity dinner organised by The Salvation Army Hong Kong and Macau Territory, and supported the unused clothing recycling and sustainable fashion charity sale project promoted in collaboration with the Youth College of the Vocational Training Council. The event showcased denim wears and accessories created by students through upcycling techniques, advancing the concept of resource reuse while providing the youth with a practical platform for creation and exhibition. It seamlessly integrates community care with sustainable development principles.

### Spreading Warmth for Dragon Boat Festival: Festive Food Donation and Visits

During the Dragon Boat Festival, the Group collaborated with social welfare organisations such as Food Angel, The Salvation Army, Ebenezer School & Home for the Visually Impaired, S.K.H. St. Christopher's Home, and The Hong Kong Society for the Deaf to donate its own-brand festive rice dumplings and beverages for distribution to underprivileged families, the elderly, local schoolchildren, and the visually impaired individuals, extending festive care to the community. During the period, the Group's management and volunteer team also participated in the distribution of gift bags, supporting the needs of different communities through practical actions.



#### 端午送暖：節日食品捐贈及探訪

本集團於端午節期間與惜食堂、救世軍、心光盲人院暨學校、聖公會聖基道兒童院及香港聾人福利促進會等社福機構合作，捐贈自家品牌應節粽子及飲品，派發予基層家庭、長者、社區學童及視障人士，向社區送上節慶關懷。期間，集團管理層及義工隊亦參與物資派發工作，透過實際行動支援不同社群的需要。

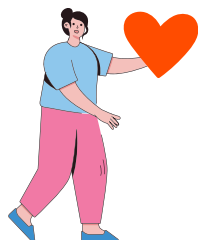
### 1+1 企業配對捐款助養計劃

本集團支持聖公會聖基道兒童院「樂樂」遙遙助養計劃，並於啟動禮引入「1+1」企業配對捐款安排，由管理層帶頭鼓勵員工參與，攜手發揮力量，照亮他人。年內共有10名員工成為助養人，連同公司配對捐款，合共籌得逾港幣兩萬元，用於支援20名學童的成長及學習需要。



### 1+1 Corporate Matching Donation on Child Sponsorship Scheme

The Group supports the "Lok-Lok" and "Yiu-Yiu" Child Sponsorship Scheme of S.K.H. St. Christopher's Home, and introduced a "1+1" corporate matching donation initiative at the launch ceremony to make a bigger impact, with the management leading by example to encourage employee participation. Together, we harness our collective strength to illuminate others' lives. During the year, a total of 10 employees became sponsors. Together with the Company's matching donations, a total of over HK\$20,000 was raised to support the growth and learning needs of 20 schoolchildren.



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### Supporting Po Leung Kuk's "Charity Poon Choi Fundraising Campaign"

The Group has once again cooperated with Po Leung Kuk as the Poon Choi supplier for its 2025-2026 "Charity Poon Choi Fundraising Campaign". The initiative raises development funds for Po Leung Kuk's elderly care services while supporting the soft meals programme for seniors, which addresses the dietary needs of elderly individuals and persons with disabilities experiencing swallowing difficulties. Under the scheme, for every donation of HK\$1,800, donors may sponsor 10 elderly individuals or persons with disabilities experiencing swallowing difficulties to enjoy one festive "Care Food" series or soft-textured meal set. Meanwhile, donors may redeem one poon choi for six persons at any of the Group's 47 designated branches, integrating charitable support with festive goodwill.

#### 支持保良局「慈善盆菜籌募計劃」

本集團再次與保良局合作，擔任其2025-26年度「慈善盆菜籌募計劃」的盆菜供應商，為保良局安老服務籌募發展經費，並支持「流心軟餐」計劃，回應有吞嚥困難的長者及殘疾人士的飲食需要。按計劃安排，善長每捐款港幣1,800元，可贊助10位有吞嚥困難的長者或殘疾人士享用一次節日特色「流心軟餐」系列或軟餐飯盒；同時，善長可於本集團旗下指定47間分店換領一個六人用盆菜，將慈善支持與節慶關懷相結合。



### Fu Hong Society Father's Day Charity Cookie Campaign

The Group's volunteer team collaborated with the Fu Hong Society's Aberdeen Rehabilitation Centre to jointly produce "Love Cookies" ahead Father's Day. These were paired with "Tea Wood Pineapple Cakes" to form gift sets distributed to customers at six designated Tea Wood branches. This initiative supported employment for persons with disabilities through corporate volunteering and product partnerships, while conveying festive goodwill to the community.

#### 扶康會父親節愛心曲奇行動

本集團義工隊與扶康會香港仔庇護工場合作，於父親節前共同製作「愛心曲奇」，並與「茶木鳳梨酥」組成父親節禮品包，於指定6間茶木分店送贈顧客。是次活動透過企業義工參與及產品合作形式，支持殘障人士就業，並向社區傳遞節日關懷。



### 贊助兒童癌病基金聖誕「帽」會 2025

基金會一直致力為香港癌病兒童及其家人提供專業且全面的身心社靈支援服務，今年本集團成為其企業贊助夥伴，於聖誕派對為兒童送上精美的節日禮物，超過500位服務使用者及其家人齊聚一堂，透過舞台表演、攤位遊戲、聖誕老人送禮及大抽獎，度過一個充滿愛與歡笑的下午，為病童燃點希望。

### Sponsoring the Children's Cancer Foundation's Christmas "Hat" Party 2025

The Foundation has always been committed to providing professional and comprehensive physical,

mental, social and spiritual support services for children suffered from cancer in Hong Kong and their families. This year, our Group became its corporate sponsoring partner, presenting exquisite festive gifts to children at the Christmas party. More than 500 service users and their families gathered to spend an afternoon full of love and laughter through stage performances, booth games, Santa Claus gift-giving and a grand prize draw, igniting hope for the children patients.

### Men Wah Bing Teng Supports the "Heart-to-Heart Charity Coupon" Programme

The Group's brand, Men Wah Bing Teng, participated in the "Heart-to-Heart Charity Coupon" fundraising programme organised by the Lutheran Church Hong Kong Synod by offering dining discounts to support the sale of charity coupons. The initiative involved a sponsorship of approximately HK\$1,000,000, contributing to the work of social service organisations in delivering community services.

### Supporting Community Charity Fundraising Initiatives

The Group continues to support the charity voucher subscription arrangements of the HKYWCA and the United Christian Medical Service. By leveraging the extensive branch restaurant network under the Group, we assisted relevant charitable organisations in placing donation boxes across various districts, providing convenient donation channels for the community. During the year, a total of HK\$160,292 was raised to support relevant community and medical services.

### 敏華冰廳支持路德會「心施慈善券」計劃

本集團旗下品牌「敏華冰廳」支持香港路德會舉辦的「心施慈善券」慈善籌款活動，透過提供餐飲優惠支持慈善券銷售。是次活動贊助金額約為港幣1,000,000元，以支持社會服務機構開展公益工作。

### 支援社區慈善籌款活動

本集團持續支持香港基督教女青年會及基督教聯合醫務協會的慈善愛心券認購安排，並透過旗下分店餐廳網絡，協助相關慈善團體於不同地區設置籌款箱，為社區提供便捷的捐款途徑。年內，有關籌款活動合共籌得港幣160,292元，用於支持相關社區及醫療服務。

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Through long-term community involvement and corporate volunteer arrangements, the Group maintains collaborative relationships with various charitable and social service organisations, covering community care, environmental protection, educational support, and services for underprivileged groups. The Group also consistently mobilises employees from different departments to participate in corporate volunteer services, leveraging business resources to respond to community needs.

With years of accumulated experience in community involvement, the Group has been awarded the “Caring Company” logo for 22 consecutive years. We will continue to promote diversified community investment and volunteer participation arrangements, balancing the overall well-being of employees, customers, and the community during our business development. By fostering collaboration with different stakeholders, we aim to continuously create social impact with long-term value.

本集團透過長期的社區參與及企業義工安排，與多間慈善及社會服務機構保持合作關係，涵蓋社區關懷、環境保護、教育支援及弱勢社群服務等範疇。本集團亦持續動員不同部門員工參與企業義工服務，配合業務資源回應社區需要。

憑藉多年累積的社區參與經驗，本集團已連續22年獲得「商界展關懷」嘉許。我們將繼續推動多元化的社區投資及義工參與安排，在業務發展過程中兼顧員工、顧客及社區的整體福祉，並透過與不同持份者的協作，持續創造具長遠價值的社會影響。



# Appendices

## 附錄

### Laws and Regulations

### 法例及法規

Aspect 層面	Applicable Laws and Regulations 適用的法例法規	Compliance 合規情況
Environment  環境	Air Pollution Control Ordinance Waste Disposal Ordinance Noise Control Ordinance Water Pollution Control Ordinance  《空氣污染管制條例》 《廢物處置條例》 《噪音管制條例》 《水污染管制條例》	During the year, the Group had zero instances of non-compliances with relevant laws and regulations that could have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, nor did it have a material impact on the environment and biodiversity. Additionally, the Group had no problems in sourcing suitable water sources. 於本年度內，在廢氣及溫室氣體排放、向水及土地排污、有害及無害廢棄物的產生方面，本集團並無錄得可能對本集團產生重大影響的違反相關法例法規的個案，亦無對環境及生物多樣性造成重大影響。此外，本集團於求取適用水源上未存在任何問題。
Employment and Labour Standards  僱傭及勞工準則	Employment Ordinance Disability Discrimination Ordinance Sex Discrimination Ordinance Race Discrimination Ordinance Minimum Wage Ordinance Mandatory Provident Fund Schemes Ordinance  《僱傭條例》 《殘疾歧視條例》 《性別歧視條例》 《種族歧視條例》 《最低工資條例》 《強制性公積金計劃條例》	During the year, the Group did not record any non-compliance with relevant laws and regulations regarding compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other welfare and benefits, as well as the prevention of child labour and forced labour. 於本年度內，本集團並未錄得任何有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視與其他待遇及福利，以及有關防止童工及強制勞工的法例法規違規情況且對本集團造成重大影響的事宜。
Health and Safety  健康與安全	Occupational Safety and Health Ordinance Employees' Compensation Ordinance Factories and Industrial Undertakings Ordinance Occupational Safety and Health Regulation  《職業安全及健康條例》 《僱員補償條例》 《工廠及工業經營條例》 《職業安全及健康規例》	During the year, the Group did not record any non-compliance with laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards. 於本年度內，本集團未錄得任何違反有關提供安全工作環境及保障僱員免受職業危害且對本集團造成重大影響的法例法規事宜。

Appendices  
附錄

Aspect 層面	Applicable Laws and Regulations 適用的法例法規	Compliance 合規情況
Product Responsibility  產品責任	Food Safety Ordinance Food and Drugs (Composition and Labelling) Regulations Public Health and Municipal Services Ordinance Prevention and Control of Disease (Requirements and Directions) (Business and Premises) Regulation Product Eco-responsibility Ordinance Consumer Goods Safety Ordinance Trade Descriptions Ordinance Copyright Ordinance Trade Marks Ordinance Personal Data (Privacy) Ordinance 《食物安全條例》 《食物及藥物(成分組合及標籤)規例》 《公眾衛生及市政條例》 《預防及控制疾病(規定及指示)(業務及處所)規例》 《產品環保責任條例》 《消費品安全條例》 《商品說明條例》 《版權條例》 《商標條例》 《個人資料(私隱)條例》	During the year, the Group did not record any non-compliance with relevant laws and regulations regarding health and safety, advertising, labelling, and privacy matters, nor any remedies related to the Group's products and services. Additionally, no products were recalled for safety and health reasons.  於本年度內，本集團並未錄得任何有關健康與安全、廣告、標籤及私隱等事宜的法例法規違規情況，也未錄得與本集團產品和服務相關的任何補救措施，亦未因健康和原因召回任何產品。
Anti-corruption  反貪污	Prevention of Bribery Ordinance Anti-Money Laundering and Counter-Terrorist Financing Ordinance Competition Ordinance Securities and Futures Ordinance  《防止賄賂條例》 《打擊洗錢及恐怖分子資金籌集條例》 《競爭條例》 《證券及期貨條例》	During the year, the Group did not record any corruption lawsuits against it or its employees that have been concluded. In terms of bribery, extortion, fraud, and money laundering, the Group did not record any cases that could have a significant impact on the Group and violate relevant laws and regulations.  於本年度內，本集團未錄得針對本集團或員工提出且已結案的貪污訴訟案件。在賄賂、勒索、欺詐和洗黑錢方面，亦無錄得可能對集團產生重大影響且違反相關法例法規的案例。

## Environmental KPIs

## 環境關鍵績效指標

Summary of KPIs <sup>31</sup> 關鍵績效指標總覽 <sup>31</sup>	Unit 單位	2025	2024
<b>Waste air emissions</b> 廢氣排放			
Nitrogen oxides 氮氧化物	Tonne 公噸	2.0	2.3
Sulfur oxides 硫氧化物	Tonne 公噸	0.003	0.003
Respirable suspended particles <sup>32</sup> 可吸入懸浮粒子 <sup>32</sup>	Tonne 公噸	0.18	0.21
<b>Energy consumption</b> 能源耗量			
Direct energy consumption 直接能源耗量	MWh 兆瓦時	13,640.6	12,963.5
Indirect energy consumption 間接能源耗量	MWh 兆瓦時	70,834.2	64,034.3
Total energy consumption 能源消耗總量	MWh 兆瓦時	84,474.8	76,997.8
Energy consumption intensity 能源消耗密度	MWh/sales turnover (\$ M) 兆瓦時／百萬港元銷售營業額	25.8	26.1
<b>Greenhouse gas (GHG) emissions<sup>33</sup></b> 溫室氣體類別 <sup>33</sup>			
Scope 1 範圍一	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	2,952.4	2,915.2
Scope 2 範圍二	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	30,528.2	28,708.3
Scope 3 範圍三	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	806.6	667.8
Total GHG emissions (Scopes 1, 2 & 3) 溫室氣體排放總量(範圍一、二及三)	Tonne of CO <sub>2</sub> e 公噸二氧化碳當量	34,287.2	32,291.3
GHG emissions intensity 溫室氣體排放密度	Tonne of CO <sub>2</sub> e/sales turnover (\$ M) 公噸二氧化碳當量／ 百萬港元銷售營業額	10.5	10.9

<sup>31</sup> The sales turnover for fiscal year 2024 used in the intensity calculation is HK\$2,954.7 million, and the sales turnover for fiscal year 2025 is HK\$3,276.3 million.

<sup>32</sup> 2024 figures have been updated due to changes in rounding.

<sup>33</sup> The Scope 1 data for 2024 has been revised, with related data updated accordingly.

<sup>31</sup> 用於密度計算的二零二四財年銷售營業額為2,954.7百萬港元，二零二五財年銷售營業額為3,276.3百萬港元。

<sup>32</sup> 由於四捨五入方式調整，2024年相關數據已作更新。

<sup>33</sup> 2024年範圍一數據已作修訂，相關數據亦已更新。

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Summary of KPIs 關鍵績效指標總覽	Unit 單位	2025	2024
<b>Waste produced<sup>34</sup></b> 所產生廢棄物量 <sup>34</sup>			
Total hazardous waste produced 所產生有害廢棄物總量	Tonne 公噸	0	0
Intensity of hazardous waste produced 所產生有害廢棄物強度	Tonne/sales turnover (\$ M) 公噸／百萬港元銷售營業額	0	0
Total non-hazardous waste produced 所產生無害廢棄物總量	Tonne 公噸	5,151.5	5,250.4
Intensity of non-hazardous waste produced 所產生無害廢棄物密度	Tonne/sales turnover (\$ M) 公噸／百萬港元銷售營業額	1.6	1.8
<b>Water consumption</b> 耗水量			
Total water consumption 總耗水量	Cubic metre 立方米	1,106,272.2	977,618.0
Intensity of water consumption 耗水密度	Cubic metre/sales turnover (\$ M) 立方米／百萬港元銷售營業額	337.7	330.9
<b>Packaging material used for finished products</b> 製成品所用包裝材料量			
Total amount of packaging material used 包裝材料使用總量	Tonne 公噸	533.6	512.8
Intensity of packaging material used 包裝材料使用密度	Tonne/sales turnover (\$ M) 公噸／百萬港元銷售營業額	0.16	0.17
<b>Use of other materials</b> 其他材料使用總量	Tonne 公噸	175.7	215.7

<sup>34</sup> Non-hazardous waste includes waste oil, food waste and other non-hazardous waste. The relevant data is sampled based on the revenue of restaurant branches to estimate the total waste produced during the year.

<sup>34</sup> 無害廢棄物包括廢油、廚餘及其他無害廢棄物。相關數據是按餐廳分店收益為指標來抽取樣本去估算全年所產生廢棄物總量。

## Social KPIs

## 社會關鍵績效指標

Summary of KPIs 關鍵績效指標總覽	Unit 單位	2025	2024
<b>Overview of workforce 員工概況</b>			
Total 總數	person 人	5,209	4,920
<b>By gender 按性別劃分</b>			
Male 男性	person 人	1,541	1,464
Female 女性	person 人	3,668	3,456
<b>By age group 按年齡組別劃分</b>			
Below 30 30歲以下	person 人	886	857
30-50 30-50歲	person 人	2,265	1,999
Above 50 超過50歲	person 人	2,058	2,064
<b>By rank group 按職級組別劃分</b>			
Senior management 高級管理層	person 人	9	11
Middle management 中級管理層	person 人	1,054	1,024
General staff 一般員工	person 人	4,146	3,885
<b>By employment type 按僱傭類型劃分</b>			
Full time 全職	person 人	4,448	3,951
Part time 兼職	person 人	761	969
Other types of workforce 其他類別的勞動人員	person 人	-	-
<b>By region 按地區劃分</b>			
Hong Kong 香港	person 人	5,209	4,920
Other regions 其他地區	person 人	N/A 不適用	N/A 不適用

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Summary of KPIs 關鍵績效指標總覽		Unit 單位	2025	2024	
<b>Staff turnover rate<sup>35</sup></b> <b>員工流失率<sup>35</sup></b>					
Total 總數	% %		63.2	81.7	
<b>By gender</b> <b>按性別劃分</b>					
Male 男性	% %		87.6	100.5	
Female 女性	% %		53.0	73.8	
<b>By age group</b> <b>按年齡組別劃分</b>					
Below 30 30歲以下	% %		105.9	76.3	
30-50 30-50歲	% %		53.9	73.1	
Above 50 超過50歲	% %		55.0	92.2	
<b>By region</b> <b>按地區劃分</b>					
Hong Kong 香港	% %		63.2	81.7	
Other regions 其他地區	% %		N/A 不適用	N/A 不適用	
<b>Occupational health and safety</b> <b>職業健康與安全</b>					
			2025	2024	2023
Number and rate of work-related fatalities 因工亡故的人數及比率	Person (%) 人(%)		0 (0.00%)	0 (0.00%)	0 (0.00%)
Number of work-related injury cases 工傷個案數目	case 宗		64	95	77
Work-related injury rate 工傷意外率	%		1.23	1.93	1.66
Lost days related to work-related injury 因工傷損失工作日數	day 日		2,086	1,732	1,695

<sup>35</sup> Relevant KPIs are calculated with reference to the methods set out in Appendix 3: "Reporting Guidance on Social KPIs" of How to Prepare an ESG Report  
Employee turnover rate = Total number of employee left during the year ÷ Total number of employees at the year end × 100%  
The turnover rate of employees in each category = the number of employees left in this category during the year ÷ the number of employees in this category at the year end × 100%

<sup>35</sup> 相關指標參照《如何編備環境、社會及管治報告》附錄三「社會關鍵績效指標匯報指引」所載方法進行計算  
員工流失率 = 年內流失員工總人數 ÷ 年末員工總人數 × 100%  
各類別員工流失率 = 該類別年內流失人數 ÷ 該類別年末人數 × 100%

Summary of KPIs 關鍵績效指標總覽	Unit 單位	2025	2024
<b>Development and training<sup>36</sup></b> <b>發展及培訓<sup>36</sup></b>			
Total number and percentage of trained staff 受訓員工總人數及百分比	Person (%) 人(%)	5,661 (108.7%)	4,179 (84.9%)
<b>By gender</b> <b>按性別劃分</b>			
Male 男性	Person (%) 人(%)	2,038 (132.3%)	1,062 (72.5%)
Female 女性	Person (%) 人(%)	3,623 (98.9%)	3,117 (90.2%)
<b>By rank group</b> <b>按職級組別劃分</b>			
Senior management 高級管理層	Person (%) 人(%)	10 (111.1%)	11 (100%)
Middle management 中級管理層	Person (%) 人(%)	1,235 (117.2%)	1,796 (175.4%)
General staff 一般員工	Person (%) 人(%)	4,416 (106.5%)	2,372 (61.1%)
<b>Training hours</b> <b>受訓時數</b>			
Average training hours per staff member 每名員工平均受訓時數	hour/person 小時/人	10.10	9.88
<b>By gender</b> <b>按性別劃分</b>			
Male 男性	hour/person 小時/人	8.70	8.59
Female 女性	hour/person 小時/人	10.90	10.20
<b>By rank group</b> <b>按職級組別劃分</b>			
Senior management 高級管理層	hour/person 小時/人	9.80	10.11
Middle management 中級管理層	hour/person 小時/人	11.20	10.09
General staff 一般員工	hour/person 小時/人	9.80	9.70

<sup>36</sup> Relevant KPIs are calculated with reference to the methods set out in Appendix 3: "Reporting Guidance on Social KPIs" of How to Prepare an ESG Report

Percentage of trained employees = Total number of employees trained during the year ÷ Total number of employees at the year end × 100%

Percentage of trained employees in each category = Number of employees trained in this category ÷ Number of employees in this category at the year end × 100%

Average training hours = Total training hours ÷ Total number of employees at the year end

Average training hours in each category = Training hours in each category ÷ Number of employees in this category at the year end

Training statistics include employees who left during the year

<sup>36</sup> 相關指標參照《如何編備環境、社會及管治報告》附錄三「社會關鍵績效指標匯報指引」所載方法進行計算

受訓員工百分比 = 年內受訓員工總人數 ÷ 年末員工總人數 × 100%

各類別受訓員工百分比 = 該類別受訓員工人數 ÷ 該類別年末員工人數 × 100%

平均培訓時數 = 總培訓時數 ÷ 年末員工總人數

各類別平均培訓時數 = 該類別培訓時數 ÷ 該類別年末員工人數

培訓統計包括年內離職員工

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Summary of KPIs 關鍵績效指標總覽	Unit 單位	2025	2024
<b>Regular performance and career development reviews<sup>37</sup></b> <b>定期表現及職業發展評核<sup>37</sup></b>			
Number and percentage of staff receiving regular performance and career development reviews 接受定期表現及職業發展評核的人數及百分比	Person (%) 人(%)	4,116 (79.0%)	3,358 (68.3%)
<b>By gender</b> <b>按性別劃分</b>			
Male 男性	Person (%) 人(%)	1,194 (77.5%)	1,271 (86.8%)
Female 女性	Person (%) 人(%)	2,922 (79.7%)	2,087 (60.4%)
<b>By rank group</b> <b>按職級組別劃分</b>			
Senior management 高級管理層	Person (%) 人(%)	9 (100.0%)	11 (100.0%)
Middle management 中級管理層	Person (%) 人(%)	1,061 (100.7%)	1,250 (122.1%)
General staff 一般員工	Person (%) 人(%)	3,046 (73.5%)	2,097 (54.0%)

## HKEX ESG Content Index

## 聯交所ESG內容索引

Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>Governance Structure</b> <b>管治架構</b>		
Mandatory Disclosure 強制披露	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 董事會發出的聲明包含以下內容： (i) 披露董事會對環境、社會及管治事宜的監督； (ii) 董事會的環境、社會及管治管理方針及策略，包括用於評估、優先考慮及管理重大環境、社會及管治相關事宜(包括對發行人業務的風險)的流程；及 (iii) 董事會如何根據環境、社會及管治相關目標審查進展，並解釋其與發行人業務的關係。	Board Statement 董事會聲明

<sup>37</sup> Including former staff

<sup>37</sup> 包含已離職員工

Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>Reporting Principles</b> 匯報原則		
Mandatory Disclosure	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>(a) Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>(b) Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>(c) Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	<p>About This Report</p> <p>Stakeholder involvement is undertaken to identify issues related to sustainability that are material to the Group and these are adequately addressed in this report.</p> <p>This report indicates which data have been estimated, and the underlying assumptions and techniques used for the estimation, or where that information can be found.</p> <p>This report and its information can be compared on a year-to-year basis. Any significant variation between reporting periods can be identified and explained. There were no changes to the methods or KPIs used during the year.</p>
強制披露	<p>對以下報告原則在編制環境、社會及管治報告中的應用的描述或解釋：</p> <p>(a) 重要性：環境、社會及管治報告應披露：(i) 識別重大環境、社會及管治因素的過程和選擇標準；(ii) 如果已進行持份者參與，已識別重要的持份者描述及發行人持份者參與的過程和結果。</p> <p>(b) 量化：有關匯報排放量／能源耗用(如適用)的標準、方法、假設和／或計算工具以及所使用的轉換系數來源的信息。</p> <p>(c) 一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更，或任何其他影響有意義比較的相關因素。</p>	<p>關於本報告</p> <p>開展持份者參與，以便發現對本集團至關重要而有關可持續發展的事宜，本報告對該等事宜進行了充分解釋。</p> <p>本報告列明已作估計的數據，以及用於進行估計的基本假設及技巧，或資料來源。</p> <p>本報告及其提供的資訊可按年進行比較。報告期之間的任何重大差異可以確定並解釋。本年度使用的方法和關鍵績效指標沒有變化。</p>
<b>Reporting Boundary</b> 報告範圍		
Mandatory Disclosure	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	Reporting Boundary
強制披露	<p>解釋環境、社會及管治報告的匯報範圍並描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍發生變化，發行人應解釋不同之處及變動原因。</p>	報告範圍

Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>A. Environmental</b> A. 環境		
<b>A1 : Emissions</b>	<b>General Disclosure</b> Information on : (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Commitment, Laws and Regulations
<b>A1 : 排放</b>	<b>一般披露</b> 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	環境承諾、法例及法規
	<b>KPI A1.1</b> The types of emissions and respective emissions data 排放物種類及相關排放數據	Emissions Control, Environmental KPIs 排放控制、環境關鍵績效指標
	<b>關鍵績效指標 A1.1</b> <b>KPI A1.2</b> Repealed on 1 January 2025 於2025年1月1日刪除	
	<b>關鍵績效指標 A1.2</b> <b>KPI A1.3</b> Total hazardous waste produced (in tonnes) and, where appropriate, intensity (eg. per unit of production volume, per facility)	Emissions Control, Environmental KPIs
	<b>關鍵績效指標 A1.3</b> 所產生有害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	排放控制、環境關鍵績效指標
	<b>KPI A1.4</b> Total non-hazardous waste produced (in tonnes) and, where applicable, intensity (eg. per unit of production volume, per facility)	Emissions Control, Environmental KPIs
	<b>關鍵績效指標 A1.4</b> 所產生無害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	排放控制、環境關鍵績效指標
	<b>KPI A1.5</b> Description of emission target(s) set and steps taken to achieve them	Climate Action
	<b>關鍵績效指標 A1.5</b> 描述所訂立的排放量目標及為達到這些目標所採取的步驟	氣候行動
	<b>KPI A1.6</b> Description of how hazardous and non-hazardous wastes are handled, and a description of waste reduction target(s) set and steps taken to achieve them	Emissions Control
	<b>關鍵績效指標 A1.6</b> 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟	排放控制

Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>A2 : Use of Resources</b>	<b>General Disclosure</b> Policies on efficient use of resources, including energy, water and other raw materials.	Optimising Resource Utilisation and Low-carbon Operations, Laws and Regulations 善用資源 低碳營運、法例及法規
<b>A2 : 資源使用</b>	<b>一般披露</b> 有效使用資源(包括能源、水及其他原材料)的政策。	
	<b>KPI A2.1</b> Direct and/or indirect energy consumption by type in total and intensity	Optimising Resource Utilisation and Low-carbon Operations, Environmental KPIs
	<b>關鍵績效指標 A2.1</b> 按類型劃分的直接及／或間接能源總耗量及密度	善用資源 低碳營運、環境關鍵績效指標
	<b>KPI A2.2</b> Water consumption in total and intensity	Optimising Resource Utilisation and Low-carbon Operations, Environmental KPIs
	<b>關鍵績效指標 A2.2</b> 總耗水量及密度	善用資源 低碳營運、環境關鍵績效指標
	<b>KPI A2.3</b> Description of energy use efficiency target(s) set and steps taken to achieve them	Optimising Resource Utilisation and Low-carbon Operations
	<b>關鍵績效指標 A2.3</b> 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟	善用資源 低碳營運
	<b>KPI A2.4</b> Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Optimising Resource Utilisation and Low-carbon Operations, Laws and Regulations
	<b>關鍵績效指標 A2.4</b> 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟	善用資源 低碳營運、法例及法規
	<b>KPI A2.5</b> Total packaging material used for finished products and, if applicable, with reference to per unit produced	Optimising Resource Utilisation and Low-carbon Operations, Environmental KPIs
	<b>關鍵績效指標 A2.5</b> 製成品所用包裝材料的總量及每生產單位佔量	善用資源 低碳營運、環境關鍵績效指標

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Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>A3 : The Environment and Natural Resources</b>	<b>General Disclosure</b> Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Commitment, Laws and Regulations
<b>A3 : 環境及 天然資源</b>	<b>一般披露</b> 減低發行人對環境及天然資源造成重大影響的政策。	環境承諾、法例及法規
	<b>KPI A3.1</b> Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Environmental Commitment
	<b>關鍵績效指標 A3.1</b> 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	環境承諾
<b>B. Social B. 社會</b>		
<b>B1 : Employment</b>	<b>General Disclosure</b> Information on : (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, diversity and other benefits and welfare.	People-oriented
<b>B1 : 僱傭</b>	<b>一般披露</b> 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	以人為本
	<b>KPI B1.1</b> Total workforce by gender, employment type, age group and geographical region	Overview of Workforce, Social KPIs
	<b>關鍵績效指標 B1.1</b> 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	員工概覽、社會關鍵績效指標
	<b>KPI B1.2</b> Employee turnover rate by gender, age group and geographical region	Overview of Workforce, Social KPIs
	<b>關鍵績效指標 B1.2</b> 按性別、年齡組別及地區劃分的僱員流失比率	員工概覽、社會關鍵績效指標

Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>B2 : Health and Safety</b>	<b>General Disclosure</b> Information on : (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
<b>B2 : 健康與安全</b>	<b>一般披露</b> 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	職業健康與安全
	<b>KPI B2.1</b> <b>關鍵績效指標 B2.1</b>	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率
	<b>KPI B2.2</b> <b>關鍵績效指標 B2.2</b>	Lost days due to work injury 因工傷損失工作日數
	<b>KPI B2.3</b> <b>關鍵績效指標 B2.3</b>	Description of occupational health and safety measures adopted and how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法
<b>B3 : Development and Training</b>	<b>General Disclosure</b> Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	People Strategy
<b>B3 : 發展及培訓</b>	<b>一般披露</b> 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	人才策略
	<b>KPI B3.1</b> <b>關鍵績效指標 B3.1</b>	The percentage of employees trained by gender and employee category (such as senior management, middle management, etc.) 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比
	<b>KPI B3.2</b> <b>關鍵績效指標 B3.2</b>	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數

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Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>B4 : Labour Standards</b>	<b>General Disclosure</b> Information on : (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	People Strategy
<b>B4 : 勞工準則</b>	<b>一般披露</b> 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	人才策略
	<b>KPI B4.1</b> Description of measures to review employment practices to avoid child and forced labour	People Strategy
	<b>關鍵績效指標 B4.1</b> 描述檢討招聘慣例的措施以避免童工及強制勞工	人才策略
	<b>KPI B4.2</b> Description of steps taken to eliminate such practices when discovered	People Strategy
	<b>關鍵績效指標 B4.2</b> 描述在發現違規情況時消除有關情況所採取的步驟	人才策略
<b>B5 : Supply Chain Management</b>	<b>General Disclosure</b> Policies on managing environmental and social risks of the supply chain.	Sustainable Supply Chain
<b>B5 : 供應鏈管理</b>	<b>一般披露</b> 管理供應鏈的環境及社會風險政策。	可持續供應鏈
	<b>KPI B5.1</b> Number of suppliers by geographical region	Sustainable Supply Chain, Social KPIs
	<b>關鍵績效指標 B5.1</b> 按地區劃分的供貨商數目	可持續供應鏈、社會關鍵績效指標
	<b>KPI B5.2</b> Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	Sustainable Supply Chain
	<b>關鍵績效指標 B5.2</b> 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例的執行及監察方法	可持續供應鏈
	<b>KPI B5.3</b> Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Sustainable Supply Chain
	<b>關鍵績效指標 B5.3</b> 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法	可持續供應鏈
	<b>KPI B5.4</b> Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Sustainable Supply Chain
	<b>關鍵績效指標 B5.4</b> 描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法	可持續供應鏈

Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>B6 : Product Responsibility</b>	<b>General Disclosure</b> Information on : (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Food Safety and Quality, Customer Privacy and Cybersecurity, Brand Management and Responsible Marketing, Laws and Regulations
<b>B6 : 產品責任</b>	<b>一般披露</b> 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	食品安全與質量、顧客私隱與網絡安全、品牌管理與責任營銷、法例及法規
	<b>KPI B6.1</b>	Percentage of total products sold or shipped subject to recalls for safety and health reasons
	<b>關鍵績效指標 B6.1</b>	Food Safety and Quality
		已售或已運送產品總數中因安全與健康理由而須回收的百分比
	<b>KPI B6.2</b>	Number of products and service related complaints received and how they are dealt with
	<b>關鍵績效指標 B6.2</b>	Customer Services
		接獲關於產品及服務的投訴數目以及應對方法
	<b>KPI B6.3</b>	Description of practices relating to observing and protecting intellectual property rights
	<b>關鍵績效指標 B6.3</b>	Protection of Intellectual Property
		描述與維護及保障知識產權有關的慣例
	<b>KPI B6.4</b>	Description of quality assurance process and recall procedures
	<b>關鍵績效指標 B6.4</b>	Food Safety and Quality
		描述質量檢定過程及產品回收程序
	<b>KPI B6.5</b>	Description of consumer data protection and privacy policies, and how they are implemented and monitored
	<b>關鍵績效指標 B6.5</b>	Customer Privacy and Cybersecurity
		描述消費者數據保障及私隱政策，以及相關執行及監察方法
		顧客私隱與網絡安全

Aspect 層面	Requirements of ESG Reporting Code 《環境、社會及管治報告守則》要求	Section/Remarks 章節／備註
<b>B7 : Anti-corruption</b>	<b>General Disclosure</b> Information on : (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics
<b>B7 : 反貪污</b>	<b>一般披露</b> 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	商業道德
	<b>KPI B7.1</b> Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Business Ethics
	<b>關鍵績效指標 B7.1</b> 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	商業道德
	<b>KPI B7.2</b> Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	Business Ethics
	<b>關鍵績效指標 B7.2</b> 描述防範措施及舉報程序，以及相關執行及監察方法	商業道德
	<b>KPI B7.3</b> Description of anti-corruption training provided to directors and staff	Business Ethics
	<b>關鍵績效指標 B7.3</b> 描述向董事及員工提供的反貪污培訓	商業道德
<b>B8 : Community involvement</b>	<b>General Disclosure</b> Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Care
<b>B8 : 社區投資</b>	<b>一般披露</b> 有關以社區參與來了解運營所在社區需要和確保其業務活動會考慮社區利益的政策。	關懷社區
	<b>KPI B8.1</b> Focus areas of contribution	Community Care
	<b>關鍵績效指標 B8.1</b> 專注貢獻範疇	關懷社區
	<b>KPI B8.2</b> Resources contributed to the focus area	Community Care
	<b>關鍵績效指標 B8.2</b> 在專注範疇所動用資源	關懷社區

## Climate-Related Disclosures Content Index

## 氣候相關披露內容索引

Disclosure Statement 披露說明	Section/Remarks 章節／備註
<b>Governance</b> 管治	
<p>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.</p>	<p>Climate Action – Governance A quantitative mechanism linking climate performance indicators directly to the remuneration of directors or senior management has not yet been established. The Group will further assess the feasibility of establishing such a mechanism in the future.</p>
<p>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。</p>	<p>氣候行動 – 管治 目前尚未建立將氣候績效指標直接與董事或高級管理層薪酬掛鈎的量化機制，集團將於未來進一步評估相關可行性。</p>
<p>Management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.</p>	<p>Climate Action – Governance, Risk Management</p>
<p>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。</p>	<p>氣候行動 – 管治、風險管理</p>

Disclosure Statement 披露說明	Section/Remarks 章節／備註	
<b>Strategy 策略</b>		
Climate-related risks and opportunities	Describe 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.	Climate Action – Strategy The Group has conducted a qualitative analysis of the potential impacts of climate-related risks and opportunities on its operations and cost structure (such as potential reductions in revenue and increases in maintenance costs). However, due to limitations in financial quantification models and the maturity of available data, comprehensive disclosure of the specific quantified financial impacts over the short, medium and long term is not yet available.
氣候相關風險和機遇	描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇。	氣候行動－策略 本集團已就氣候相關風險與機遇對營運及成本結構的潛在影響作出定性分析(如收入減少、維護成本增加等)，惟受限於財務量化模型及數據成熟度，目前尚未就短、中、長期的具體財務影響數值作出全面披露。
	Explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk.  就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理或與氣候相關轉型風險。	Climate Action – Strategy  氣候行動－策略
	Specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur.  就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍(短期、中期或長期)。	Climate Action – Strategy  氣候行動－策略

Disclosure Statement 披露說明	Section/Remarks 章節／備註
	<p>Explain how the issuer defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.</p> <p>解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。</p> <p>Climate Action – Strategy</p> <p>氣候行動 – 策略</p>
<p>Business model and value chain</p> <p>業務模式和價值鏈</p>	<p>A description of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain.</p> <p>描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當期和預期影響。</p> <p>Climate Action – Strategy</p> <p>氣候行動 – 策略</p>
	<p>A description of where in the issuer’s business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).</p> <p>描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。</p> <p>Climate Action – Strategy</p> <p>The report analyses the areas in which climate-related risks and opportunities are concentrated based on the operational characteristics of the catering business (such as restaurant operations, food supply chains and related facilities). Due to considerations of commercial sensitivity and security, a detailed list or geographical coordinates of the specific assets affected have not been disclosed.</p> <p>氣候行動 – 策略</p> <p>本報告已按餐飲業務營運特性（如門店營運、食材供應鏈及相關設施）分析氣候相關風險與機遇的集中領域；基於商業敏感性及安全考量，未披露具體受影響資產的詳細清單或地理坐標。</p>

Disclosure Statement 披露說明		Section/Remarks 章節／備註
<p>Strategy and decision-making</p> <p>策略和決策</p>	<p>Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.</p> <p>有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。</p> <p>Information on how the issuer allocates resources, and plans to allocate resources, to support the actions undertaken to address material climate-related risks and opportunities within its strategy and decision-making.</p> <p>有關發行人當前及將來計劃如何為根據已經及將來計劃在其策略和決策中如何應對氣候重大風險及機遇的行動提供資源。</p>	<p>Climate Action – Strategy, Risk Management, Metrics and Targets</p> <p>The Group disclosed climate-related measures in prior reporting periods. During the year, these measures continued to be implemented, and no material changes were made to their overall direction. Key progress during the year included the completion of climate-related scenario analysis, which provided a structured basis for assessing climate-related risks and opportunities. The Group also further integrated climate considerations into its strategic planning and decision-making processes. These developments represent the Group’s ongoing progress in implementing previously disclosed climate-related measures and strengthening its approach to identifying and managing climate-related risks. Apart from progress against climate-related targets, which is measured using quantitative indicators, the majority of the Group’s climate-related actions are ongoing management measures and strategic initiatives in nature. As such, their progress is primarily reflected through qualitative developments, and no additional quantitative metrics are currently available for disclosure beyond those already reported against the Group’s climate-related targets.</p> <p>The Group has not established a standalone climate-related transition plan at this stage. Transition-related considerations are primarily reflected in its strategic direction and management initiatives. The Group will progressively enhance the completeness and comparability of disclosures on resource allocation in line with project progress and financial planning arrangements.</p> <p>氣候行動－策略、風險管理、指標及目標</p> <p>本集團於過往報告期內，已披露氣候相關措施。在過去一年，這些措施繼續實施，且其整體方向並無重大變動。過去一年，本集團完成氣候相關情景分析，為評估氣候相關風險和機遇提供結構化基礎。本集團亦進一步將氣候考慮納入其戰略規劃和決策過程。這些發展代表本集團在實施先前披露的氣候相關措施和加強其識別和管理氣候相關風險的方法方面取得的進展。除氣候相關目標的進展外，本集團的氣候相關行動主要通過定性發展反映，目前並無額外的定量指標可供披露。本集團的氣候相關行動主要屬於持續性的管理措施和戰略舉措。因此，其進展主要通過定性發展反映，目前並無額外的定量指標可供披露。本集團尚未制定獨立的氣候相關過渡計劃。與過渡相關的考慮主要反映在其戰略方向和管理舉措中。本集團將逐步提高資源分配披露的完整性及可比性。</p>

Disclosure Statement 披露說明		Section/Remarks 章節／備註
<p>Financial position, financial performance and cash flows — Current financial effect</p> <p>財務狀況、財務表現及現金流量 — 當前財務影響</p>	<p>How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.</p> <p>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。</p> <p>The climate-related risks and opportunities identified 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, and information about how such risks and opportunities have affected the issuer's financial position, financial performance and cash flows during the reporting period.</p> <p>當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於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識別的氣候相關風險和機遇的資訊。</p>	<p>The Group has analysed the potential financial impact pathways of major physical and transition risks (for example, operational disruptions, equipment upgrades, changes in energy consumption and compliance costs). These factors are relevant to the Group's cost structure and related expenditure items during the reporting period and have been considered in operational and management decisions. As scenario analysis methodologies, key assumptions and underlying data continue to be refined, the Group will progressively enhance the quantification and disclosure of financial impacts over the short, medium and long term, in order to support the understanding of users of general purpose financial reports.</p> <p>本集團已就主要物理及轉型風險的潛在財務影響方向作出分析(例如營運中斷、設備更新、能耗變化及合規成本等)。該等因素與本集團於報告期內的營運成本結構及相關支出項目具有關聯性，並已在相關營運及管理決策中予以考慮。隨著情景分析方法、關鍵假設與數據基礎持續完善，本集團將逐步提升對短、中、長期財務影響的量化評估與披露，以支持通用目的財務報告使用者的理解。</p>

Disclosure Statement 披露說明		Section/Remarks 章節／備註
Financial position, financial performance and cash flows — Anticipated financial effect  財務狀況、財務表現及現金流量 — 預期財務影響	<p>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 account its investment and disposal plans and the planned sources of funding required to implement its strategy.</p> <p>發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到其投資及處置計劃及為實施策略所需的資金的計劃資金來源，預期其財務表現在短期、中期及長期內將如何變化。</p> <p>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.</p> <p>基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期內將如何變化。</p>	<p>The Group has analysed the potential financial impact pathways of major physical and transition risks (for example, operational disruptions, equipment upgrades, changes in energy consumption and compliance costs). These factors are relevant to the Group's cost structure and related expenditure items during the reporting period and have been considered in operational and management decisions. As scenario analysis methodologies, key assumptions and underlying data continue to be refined, the Group will progressively enhance the quantification and disclosure of financial impacts over the short, medium and long term, in order to support the understanding of users of general purpose financial reports.</p> <p>本集團已就主要物理及轉型風險的潛在財務影響方向作出分析(例如營運中斷、設備更新、能耗變化及合規成本等)。該等因素與本集團於報告期內的營運成本結構及相關支出項目具有關聯性，並已在相關營運及管理決策中予以考慮。隨著情景分析方法、關鍵假設與數據基礎持續完善，本集團將逐步提升對短、中、長期財務影響的量化評估與披露，以支持通用目的財務報告使用者的理解。</p>

Disclosure Statement 披露說明		Section/Remarks 章節／備註
Climate resilience 氣候韌性	<p>The issuer's assessment of its climate resilience as at the reporting date. 發行人截至匯報日對其氣候韌性的評估。</p> <p>How and when the climate-related scenario analysis was carried out. 如何及何時進行氣候相關情景分析。</p>	<p>Climate Action – Strategy The Group conducts scenario analysis using scenarios developed by internationally recognised authorities (such as the IPCC and the IEA), and assesses the potential evolution of climate-related risks and opportunities in consideration of the operational characteristics of the catering business (such as restaurant operations and food supply chains). In conducting the analysis, key uncertainties including policy developments, technological changes and market conditions have been considered, and the Group's ability to adjust its business model and strategies over different time horizons has been assessed. The Group will continue to refine the assumptions and methodologies applied in its scenario analysis in response to changes in policy, technology and market conditions, and will progressively enhance the transparency of the related disclosures.</p> <p>氣候行動 – 策略 本集團採用國際權威機構情景 (IPCC、IEA) 進行情景分析，並結合餐飲業務營運特性 (如門店營運及食材供應鏈) 評估氣候相關風險與機遇的潛在演變。在相關分析中，已考慮政策發展、技術變化及市場環境等不確定因素，並評估本集團在不同時間範圍內調整業務模式及策略以應對氣候相關影響的能力。本集團將隨著政策、技術及市場環境變化，持續優化情景分析假設與方法，並逐步提升相關披露透明度。</p>



Disclosure Statement 披露說明	Section/Remarks 章節／備註
Climate-related transition risks 氣候相關轉型風險	<p>Quantitative disclosure of the amount or proportion of assets or business activities exposed to climate-related physical risks, transition risks and related opportunities is not currently available in this report, and the amount of climate-related capital expenditure is not separately disclosed. To enhance the comparability and consistency of disclosures, the Group will progressively refine the presentation of climate-related capital allocation in alignment with project management and financial classification approaches.</p> <p>本報告未量化披露易受氣候相關物理風險、轉型風險及相關機遇影響的資產或業務活動金額及比例，亦未單獨披露與氣候相關的資本支出金額。為提升披露的可比性與一致性，本集團將配合項目管理與財務分類口徑，逐步完善與氣候相關資本配置的披露呈現。</p>
Climate-related physical risks 氣候相關物理風險	
Climate-related opportunities 氣候相關機遇	
Capital deployment 資本運用	

Disclosure Statement 披露說明	Section/Remarks 章節／備註
Internal carbon prices	<p>The Group has not yet incorporated an internal carbon price into its decision-making processes and continues to monitor developments in carbon markets and related policies, while assessing the feasibility of its application. At the current stage, the Group focuses on the development of its carbon management framework, data governance and the implementation of emission reduction measures. In the future, the Group will prudently assess the applicability of internal carbon pricing or related mechanisms in line with business needs.</p>
內部碳定價	<p>本集團尚未將內部碳定價納入決策過程，並持續關注碳市場及相關政策發展，審慎評估其應用可行性。現階段本集團以碳管理體系建設、數據治理及減排措施推進為重點；未來將結合業務需要審慎評估內部碳定價或相關機制的適用性。</p>
Remuneration	<p>A quantitative mechanism linking climate performance indicators directly to the remuneration of directors or senior management has not yet been established. The feasibility of establishing such a mechanism will be further assessed in the future.</p>
薪酬	<p>目前尚未建立將氣候績效指標直接與董事或高級管理層薪酬掛鈎的量化機制，將於未來進一步評估相關可行性。</p>
Industry-based metrics	<p>In identifying and disclosing climate-related metrics, the Group takes into consideration its business model and operational characteristics, and carefully assesses the applicability and relevance of the metrics under the relevant disclosure topics. Where appropriate, corresponding disclosures will be provided in future report.</p>
行業指標	<p>在識別及披露氣候相關指標時，本集團將結合自身業務模式及營運特性，審慎考慮相關披露主題下指標的適用性及相關性，並在適當情況下於未來報告中作出相應披露。</p>

Disclosure Statement 披露說明	Section/Remarks 章節／備註
Climate-related targets	<p>Climate Action – Metrics and Targets The Group has established a GHG reduction target, with reference made to the global climate goals and decarbonisation direction established under the Paris Agreement in setting the target. The target applies to the Group’s operations within the reporting boundary of this report, is based on 2019 as the baseline year and uses emissions intensity (including major greenhouse gases such as carbon dioxide, methane and nitrous oxide, expressed in carbon dioxide equivalent) as the key metric. It is an intensity-based target covering Scope 1 and Scope 2 emissions arising from the Group’s operations, is not derived from a specific sectoral decarbonisation approach, and does not involve the use of carbon credits to achieve the target. The target was formulated by management with reference to the Group’s operational model and historical emission levels, and progress is tracked through regular monitoring of emissions data and changes in emissions intensity. No revision was made to the target during the reporting period and no third-party involvement or verification was involved.</p>
氣候相關目標	<p>氣候行動 – 指標與目標 本集團已設定溫室氣體減排目標，並在制定過程中參考《巴黎協定》所確立的全球氣候目標及相關減碳方向。該目標適用於本報告披露範圍內的營運，以2019年為基準期間，並以溫室氣體排放密度(包括二氧化碳、甲烷及氧化亞氮等主要溫室氣體，以二氧化碳當量表示)作為主要監測指標，屬強度目標，涵蓋本集團營運所產生的範圍一及範圍二溫室氣體排放，且並非基於特定行業脫碳方法制定，亦未涉及使用碳信用以實現相關目標。該目標由管理層結合營運模式及歷史排放情況制定，並透過定期監察排放數據及排放密度變化跟蹤進展。本年度未對目標作出修訂，亦未涉及第三方參與或驗證。</p>

Disclosure Statement 披露說明	Section/Remarks 章節／備註
<p>Applicability of cross-industry metrics and industry-based metrics</p> <p>跨行業指標及行業指標的適用性</p>	<p>In preparing disclosures relating to climate-related risks and opportunities, as well as the related metrics and targets, the Group takes into consideration its business model, operational characteristics and relevant disclosure topics, and carefully assesses the applicability of cross-industry metrics and industry-based metrics. Relevant disclosures are provided in the report where appropriate.</p> <p>在編制與氣候相關風險與機遇、相關指標及目標的披露內容時，本集團結合自身業務模式、營運特性及相關披露主題，審慎考慮跨行業指標及行業指標的適用性，並在適當情況下於報告中作出相關披露。</p>



太興集團控股有限公司  
TAI HING GROUP HOLDINGS LIMITED

