穎通控股有限公司
Eternal Beauty Holdings Limited

（於開曼群島註冊成立的有限公司）
(Incorporated in the Cayman Islands with limited liability)

股份代號 Stock Code：6883

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
2025/26 環境、社會及管治報告

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ABOUT THIS REPORT

This Environmental, Social and Governance ("ESG") Report represents the 2nd ESG Report published by Eternal Beauty Holdings Limited and its subsidiaries. This Report provides an overview of the Group's sustainability vision, governance approach, ESG strategy, initiatives, and performance for the reporting period from 1 April 2025 to 31 March 2026 (the "reporting period").

The content of this Report, including the identification and assessment of material ESG issues, has been reviewed and approved by the ESG Committee of the Board.

Reporting Scope and Boundary

Unless otherwise stated, the scope of this Report covers the Group's principal operations in Chinese Mainland, Hong Kong and Macao, and is determined with reference to the financial materiality and operational significance of the Group's business activities. The reporting boundary includes the Group's office, retail stores, and warehouse in Chinese Mainland, Hong Kong and Macao.

During the reporting period, there were no material changes to the reporting scope, business operations, or organisational structure that would significantly affect the comparability of disclosures contained in this Report.

Reporting Standards and Principles

This Report has been prepared in accordance with the mandatory disclosure requirements and the "comply or explain" provisions set out in Appendix C2 — Environmental, Social and Governance Reporting Code of the Listing Rules ("ESG Reporting Code").

關於本報告

本環境、社會及管治(「ESG」)報告為穎通控股有限公司及其附屬公司刊發的第二份ESG報告。本報告概述本集團於2025年4月1日至2026年3月31日止報告期間(「報告期」)的可持續發展願景、管治架構、ESG策略、相關措施及績效表現。

本報告內容(包括重大ESG議題的識別及評估結果)已由董事會轄下ESG委員會審閱及批准。

匯報範圍及界限

除另有說明外,本報告涵蓋本集團於中國內地、香港及澳門的主要業務營運,並參考本集團業務活動的財務重要性及營運規模釐定匯報範圍。報告邊界涵蓋中國內地、香港及澳門的辦公室、零售門店及倉庫。

於報告期內,本集團的匯報範圍、業務營運及組織架構並無發生對本報告披露資料可比性構成重大影響的變動。

匯報準則及原則

本報告根據聯交所上市規則附錄C2《環境、社會及管治報告守則》(「ESG報告守則」)所載的強制披露規定及「不遵守就解釋」條文編製。

The preparation of this Report also follows the reporting principles of materiality, quantitative, balance, and consistency as prescribed under the ESG Reporting Code:

- **Materiality:** Material ESG topics were identified and prioritised through stakeholder engagement and materiality assessment processes, taking into consideration the significance of ESG-related impacts on the Group and its stakeholders.

- **Quantitative:** Quantitative environmental and social key performance indicators ("KPIs") are disclosed where appropriate, together with the relevant standards, methodologies, assumptions, and calculation tools used for reporting.

- **Balance:** The Report presents an impartial overview of the Group's ESG performance during the reporting period, covering both achievements and areas for continuous improvement.

- **Consistency:** Consistent reporting methodologies and disclosure approaches have been adopted to facilitate meaningful comparison of ESG performance over time. Where there are material changes to reporting methodologies or reporting scope, appropriate explanations have been provided.

本報告亦遵循ESG報告守則所訂明的重要性、量化、平衡及一致性四項匯報原則：

- **重要性**：本集團透過持份者參與及重要性評估程序，識別及排序重大ESG議題，並綜合考慮相關議題對本集團及持份者的影響程度。

- **量化**：本報告於適用情況下披露環境及社會範疇的量化關鍵績效指標（「KPI」），並説明相關匯報標準、計算方法、假設及所採用的計算工具。

- **平衡**：本報告以客觀、公正的方式呈報本集團於報告期內的ESG表現，涵蓋已取得的成果以及有待持續改善的範疇。

- **一致性**：本集團採用一致的匯報方法及披露方式，以便持份者比較不同年度的ESG表現。如匯報方法或匯報範圍出現重大變動，本集團將作出適當説明。

Accessibility and Feedback

The electronic version of this Report is available on the websites of the Stock Exchange and the Group's corporate website.

The Group highly values stakeholder feedback regarding its sustainability initiatives and ESG reporting practices. Stakeholders are encouraged to share their views and suggestions as the Group continues to advance sustainable growth and long-term value creation. Feedback and enquiries relating to this Report may be submitted through the communication channels provided below.

Address: 22/F, Enterprise Square Two, No. 3 Sheung Yuet Road,
Kowloon, Hong Kong
Phone: (852) 2796 2668
Email: info@eternal.hk

報告獲取及意見反饋

本報告電子版本可於聯交所網站及本集團企業網站查閱。

本集團高度重視持份者對其可持續發展工作及ESG匯報實務的意見。持份者可透過以下聯絡方式就本報告內容提出意見及建議，協助本集團持續推動可持續發展及創造長遠價值。

地址：香港九龍常悦道3號企業廣場二期22樓
電話：(852) 2796 2668
電郵：info@eternal.hk

ABOUT ETERNAL BEAUTY HOLDINGS LIMITED

Eternal Beauty Holdings Limited is the largest perfume group (apart from brand-owner perfume groups) in China (including Hong Kong and Macao) in terms of retail sales in 2023*. It primarily sells and distributes products procured from the third-party brand licensors, and deploys market for these brand licensors, offering such services as brand management, and designing and implementing customized market entry and expansion plans for their brands. The Group boasts large and diversified brand portfolios that include not only perfumes, but also color cosmetics, skincare products, personal care products, eyewear and home fragrances.

As of 31 March 2026, it conducted product distribution and market deployment of a total of 76 external brands, including Hermès, Van Cleef & Arpels, Chopard, Albion and Laura Mercier, with products in different pricing tiers and of versatile features that meet the differentiated demands of consumers in Chinese Mainland, Hong Kong and/or Macao.

Our Vision

To be the leading beauty and perfume group in Asia by continuously curating iconic brands and making them thrive.

Our Mission

To fuel consumers' pursuit and enjoyment of an exquisite and beautiful life.

Our Values

The seven fundamental values of Eternal Group are shared by every member of the Group. These imperatives constitute the pillars of our performance and long-term success. At Eternal Group, we have always embraced and embodied a set of refined values that define our ethos. These values include Enthusiasm, Trust, Efficiency, Responsibility, Nobleness, Authenticity, and Learning. These principles guide our actions, shaping our company culture and driving our commitment to excellence.

關於穎通控股有限公司

穎通控股有限公司是中國(包括香港及澳門)最大的香水集團(除品牌所有者香水集團外,按2023年零售額計*),主要從事銷售及分銷從第三方品牌授權商採購的產品及為該等品牌授權商進行市場部署,例如為其品牌設計及實施定制的市場進入及擴張計劃。穎通控股擁有龐大且多元化的品牌組合,不僅包括香水,還包括彩妝、護膚品、個人護理產品、眼鏡及家居香氛。

截至2026年3月31日,穎通控股為合共76個外部品牌進行產品分銷及市場部署,包括Hermès、Van Cleef & Arpels、Chopard、Albion及Laura Mercier,涵蓋多元化的定價層次及功能,迎合中國內地、香港及或澳門消費者的差異化需求。

我們的願景

成為亞洲領先的美容與香水集團,不斷甄選與打造標誌性品牌,並助力其蓬勃發展。

我們的使命

激發消費者對精緻美好生活的追求與享受。

我們的核心價值觀

穎通集團提出的七項基本價值為本集團每位成員共同秉持。這些核心價值構成了我們業績和長期成功的基石。在穎通集團,我們始終秉持並實踐一套精煉的價值觀,這些價值觀定義了我們的企業精神。這些價值觀包括激情、信任、效率、責任、崇高、誠信和學習。這些原則指導我們的行動,塑造我們的企業文化,並驅動我們追求卓越的承諾。

* Data source: Frost & Sullivan

* 數據來源:弗若斯特沙利文

MESSAGE FROM THE CHAIRPERSON OF THE ESG COMMITTEE

Dear Valued Stakeholders,

On behalf of the Board and the ESG Committee, I am pleased to present the Group's second Environmental, Social and Governance ("ESG") Report, which outlines our continued efforts to integrate sustainability into our business strategy, operations, and stakeholder engagement practices.

As the leader of the fragrance and beauty industry in China, we recognise that sustainable development is increasingly important to our long-term resilience, brand value, and stakeholder trust. During the reporting period, we continued to strengthen our ESG governance framework and advance initiatives that support responsible business growth, environmental stewardship, customer engagement, employee well-being, and community value creation.

A significant milestone during the year was the establishment of the Board-level ESG Committee and ESG Task Force, further strengthening the Group's governance and oversight of ESG-related matters. These committees provide strategic direction and governance support for the Group's sustainability agenda, helping to embed ESG considerations into business decision-making and long-term planning processes.

The Group also established the "Eternal Sustainability Vision 2025-2027", which sets out our medium-term sustainability priorities and strategic direction across environmental management, employee well-being, responsible operations, community engagement, and sustainable value creation. The Vision serves as an important foundation guiding the Group's future ESG initiatives and sustainability development pathway.

One of the highlights of the year was the inaugural "Eternal Wellness Retreat & Gala 2026", which brought together more than 300 colleagues with the generous support of our business partners. Through wellness activities, meaningful companionship, and the celebration of shared achievements, the event reflected the Group's commitment to fostering employee well-being, strengthening team connection, and cultivating a caring, inclusive, and people-oriented corporate culture.

ESG委員會主席的話

尊敬的持份者：

本人謹代表董事會及ESG委員會，欣然提呈本集團第二份環境、社會及管治報告，闡述本集團持續將可持續發展理念融入業務策略、營運管理及持份者參與工作的成果與進展。

作為中國香氛及美容行業的領導企業，本集團深明可持續發展對提升企業長遠韌性、品牌價值及持份者信任的重要性。於報告期內，本集團持續完善ESG管治架構，並推行多項措施，以支持負責任的業務增長、環境管理、顧客參與、員工福祉及社區價值創造。

年內其中一項重要里程碑，是正式成立董事會層面的ESG委員會及ESG專責小組，進一步加強本集團對ESG相關事宜的管治及監督。該等委員會為本集團可持續發展議程提供策略方向及管治支持，推動將ESG因素融入業務決策及長遠規劃過程。

此外，本集團制定了「穎通可持續發展願景2025-2027」，明確訂立中期可持續發展重點及策略方向，涵蓋環境管理、員工福祉、負責任營運、社區參與及可持續價值創造等範疇。該願景為本集團未來ESG工作及可持續發展路徑奠定重要基礎。

本年度另一項亮點為首屆「Eternal Wellness Retreat & Gala 2026」。活動匯聚超過300名同事共同參與。透過健康體驗活動、真摯交流及共同慶祝團隊成果，活動充分展現本集團致力提升員工福祉、促進團隊凝聚力，建立關愛、共融及以人為本企業文化的承諾。

In addition, the Group launched "Green is Eternal" — Hong Kong's first rinse-free recycling programme for fragrance and skincare packaging — in collaboration with community and recycling partners. The initiative represents an important step in advancing circular economy practices within the beauty industry by reducing barriers to recycling and promoting responsible consumption and resource recovery. We believe this pioneering initiative demonstrates the Group's commitment to environmental innovation and sustainable customer engagement.

與此同時，本集團聯同社區及回收合作夥伴推出香港首個香水及護膚品包裝免沖洗回收計劃—「Green is Eternal」。該項目透過降低回收門檻，鼓勵負責任消費及資源循環再利用，為香水美妝行業推動循環經濟發展邁出重要一步。我們相信，此項創新計劃充分體現本集團在環境創新及可持續顧客參與方面的堅定承諾。

Beyond these milestones, the Group continued to strengthen its ESG practices across operations through digital innovation, responsible product stewardship, customer engagement, employee development, and community investment initiatives.

除上述重要里程碑外，本集團亦持續透過數碼創新、產品責任管理、顧客參與、員工發展及社區投資等多方面措施，進一步提升ESG表現。

While we recognise that sustainability is an ongoing journey, we remain committed to continuous improvement and long-term value creation for our stakeholders. Looking ahead, the Group will continue to strengthen ESG governance, review emerging sustainability risks and opportunities, and explore practical initiatives that support responsible growth and positive environmental and social impact.

我們深明可持續發展是一項長期且不斷演進的旅程，將秉持持續改進的精神，為持份者創造長遠價值。展望未來，本集團將進一步強化ESG管治，檢視新興可持續發展風險與機遇，並探索支持負責任增長及創造正面環境與社會影響的具體方案。

On behalf of the ESG Committee, I would like to express my sincere appreciation to our employees, customers, business partners, shareholders, and stakeholders for their continued trust and support as we work together towards a more sustainable future.

本人謹代表ESG委員會，衷心感謝各位員工、顧客、業務夥伴、股東及各持份者一直以來的信任與支持，攜手邁向更可持續的未來。

Lau Wing Yin
Chairperson of the ESG Committee

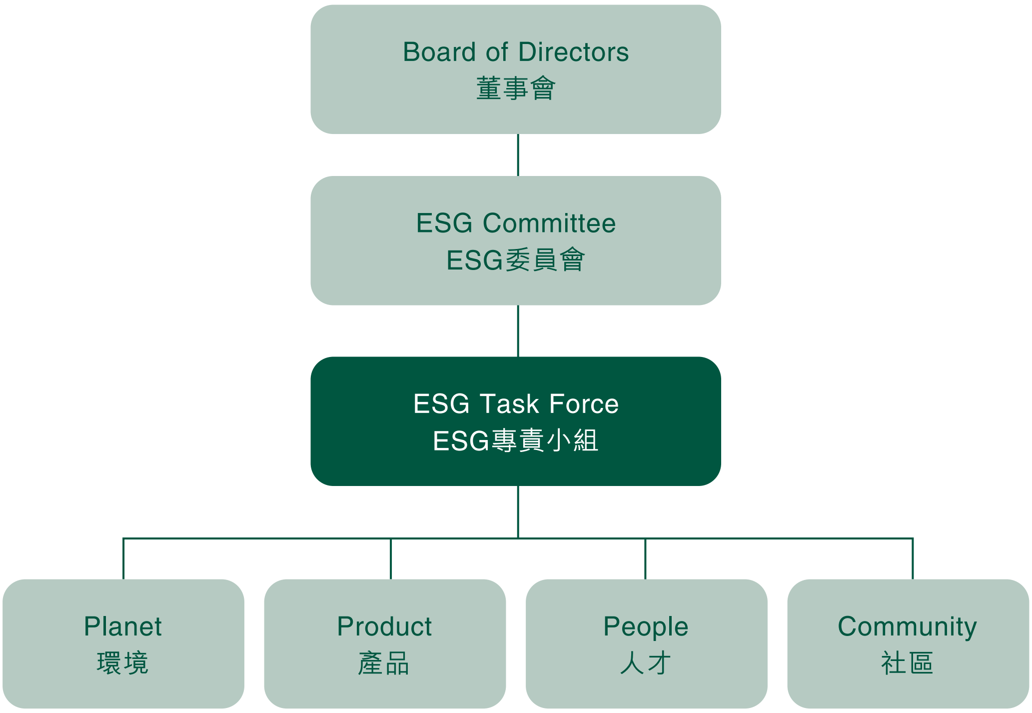
ESG委員會主席
劉潁賢

SUSTAINABILITY GOVERNANCE STRUCTURE

Sustainability is embedded in the Group's overall business strategy through a structured governance framework that places environmental, social and governance considerations at the heart of corporate decision-making. This framework is underpinned by a disciplined approach to risk management and a suite of ESG-related policies that shape day-to-day operations. Our **Eternal Sustainability Vision 2025-2027** serves as a key strategic tool, setting out the pathway towards our sustainability ambitions and informing priority areas for action. Stakeholder engagement and regular materiality assessments play a vital role in refining our focus, ensuring that our initiatives remain aligned with the evolving expectations of our stakeholders.

可持續發展管治架構

本集團透過完善的管治架構，將可持續發展理念全面融入整體業務策略，並將環境、社會及管治因素納入企業決策核心。該架構建基於嚴謹的風險管理機制及一系列ESG相關政策，作為日常營運及管理的重要依據。「**穎通可持續發展願景2025-2027**」作為本集團的重要策略工具，為實現可持續發展目標制定清晰路線圖，並明確界定優先行動範疇。同時，本集團透過持份者參與及定期重要性評估，持續檢視及優化ESG重點工作，確保各項措施與持份者不斷演變的期望保持一致。



Board

The Board has overall responsibility for the Group's ESG strategy and reporting. It is responsible for setting the Group's ESG- and climate-related direction and providing strategic oversight of the ESG framework, including its guiding principles and overarching approach to sustainability management.

Directors are kept informed of emerging ESG themes and regulatory developments through regular briefings, supported by the breadth of professional experience represented on the Board, which includes finance, manufacturing, marketing, advertising and retail.

During the reporting period, the Board met to:

- approve the Group's ESG strategy and the Eternal Sustainability Vision 2025-2027 sustainability framework;
- review compliance with new disclosure requirements;
- evaluate performance against ESG objectives;
- approve the result of the materiality assessment;
- establish the sustainability governance structure – including the Board-level ESG Committee, the ESG Task Force and four Pillar Leads; and
- endorse the Group's ESG disclosures.

Board-level ESG Committee

The ESG Committee (the "Committee") is a board-level committee established during the reporting period to support the Board in overseeing the Company's ESG strategy and performance. It comprises three executive Directors, with a chairperson appointed by the Board. The company secretary acts as its secretary, and detailed minutes are maintained and reported to the Board from time to time.

Empowered by the Board and supported with adequate resources, including access to independent professional advice, the Committee formulates and reviews the Group's ESG vision, objectives, strategies and policies. It assesses ESG trends, risks and opportunities; monitors stakeholder communication and material ESG issues; oversees the setting, implementation and progress of ESG goals; evaluates internal and external ESG impacts and feedback; and ensures the preparation, review and integrity of the ESG Report in accordance with the Listing Rules.

董事會

董事會全面負責本集團的ESG策略及披露工作，並肩負制定ESG及氣候相關發展方向的責任，監督ESG管理框架，包括其指導原則及整體可持續發展管理方針。

董事會透過定期簡報掌握最新ESG趨勢及監管要求，同時憑藉董事會成員於財務、產品製造、市場推廣、廣告及零售等領域的豐富專業經驗，為本集團可持續發展工作提供策略指導。

於報告期內，董事會主要工作包括：

- 通過本集團ESG策略及穎通可持續發展願景2025-2027框架；
- 審閱新披露規定的合規情況；
- 檢討ESG目標達成進度及表現；
- 批准重要性評估結果；
- 建立可持續發展管治架構，包括董事會層面的ESG委員會、ESG專責小組及四大支柱負責人；及
- 批核本集團ESG披露內容。

董事會層面ESG委員會

ESG委員會(「委員會」)於報告期內成立，作為董事會轄下專責委員會，協助董事會監督公司ESG策略及相關表現。委員會由三名董事組成，並由董事會委任主席。公司秘書擔任委員會秘書，負責保存詳細會議紀錄並定期向董事會匯報。

在董事會授權及充足資源支持下(包括獲取獨立專業意見)，委員會負責制定及檢討本集團ESG願景、目標、策略及政策；評估ESG趨勢、風險及機遇；監察持份者溝通及重大ESG議題；監督ESG目標制定、執行及進展；評估內外部ESG影響及回饋；以及確保ESG報告按照上市規則規定編製、審閱及維持其完整性。

Delegated by the Board, the Committee monitors performance against established ESG targets and KPIs, evaluates progress and recommends adjustments to support long-term objectives. It conducts at least annual reviews of the adequacy and effectiveness of ESG and climate-related governance, management and internal controls, considering resilience to evolving operating conditions and the robustness of monitoring and reporting processes. Identified gaps are addressed promptly, with progress reported to the Board at appropriate intervals.

在董事會授權下，委員會負責監察既定ESG目標及關鍵績效指標的達成情況，評估整體進展，並於有需要時提出優化建議，以支持本集團長遠發展目標及承諾。委員會至少每年檢討一次ESG及氣候相關管治、管理制度及內部監控措施的充足性及有效性，並考慮本集團面對營運環境變化的韌性，以及管理層監察及匯報程序的穩健程度。任何識別出的不足或改善空間均會及時跟進，並適時向董事會匯報進展。

It reports regularly to the Board, and the chairperson attends AGMs to respond to ESG-related questions. Terms of Reference are available on the HKEX and Group websites.

委員會定期向董事會匯報重大ESG發展及建議，而委員會主席亦會出席股東週年大會，回應股東及持份者有關ESG事宜的提問。委員會已制定職權範圍，其內容已刊載於香港交易所網站及本集團企業網站。

During the reporting period, the Committee met to review and refine the Group's ESG strategy and the Eternal Sustainability Vision 2025-2027 sustainability framework, review ESG disclosure and the result of materiality assessment.

於報告期內，委員會曾召開會議，審閱及完善本集團ESG策略及「穎通可持續發展願景2025-2027」框架，並審議ESG披露內容及重要性評估結果。

ESG Task Force (formerly known as the ESG Working Group) & Four Pillar Leads

The ESG Task Force, comprising representatives from relevant functional units, is responsible for the day-to-day coordination and implementation of the Group's ESG agenda. It maintains effective channels of communication with key stakeholders, facilitating an ongoing dialogue to understand their expectations and concerns. The ESG Task Force identifies, evaluates and prioritises material ESG issues through structured materiality assessments, and collects and analyses environmental and social key performance indicators to support informed decision-making. It is charged with drafting and executing ESG-related policies, procedures and measures as approved by the Board, ensuring their integration into business operations. On an annual basis, the ESG Task Force reports to the Board-level ESG Committee on the progress and effectiveness of ESG initiatives and leads the preparation of the Group's ESG disclosures. Dedicated Pillar Leads have been appointed to drive and coordinate initiatives within their respective domains, they report on a regular basis to the ESG Task Force, which consolidates performance, identifies cross-functional synergies and emerging risks, and escalates key matters to the relevant governance bodies for review and decision-making.

ESG專責小組（前稱ESG工作小組）及四大支柱領袖

ESG專責小組由來自不同職能部門的代表組成，負責統籌及執行本集團日常ESG工作。ESG專責小組透過建立有效溝通渠道，與主要持份者保持交流，以了解其期望及關注事項。工作小組透過系統化的重要性評估識別、評估及排序重大ESG議題，並收集及分析環境及社會關鍵績效指標，為管理層提供決策依據。ESG專責小組亦負責制定及執行經董事會批准的ESG相關政策、程序及措施，確保相關要求有效融入業務營運。ESG專責小組每年向董事會層面的ESG委員會匯報ESG措施的執行情況及成效，並負責統籌本集團ESG報告及相關披露工作。此外，本集團已委任四大支柱負責人，分別推動及協調其所屬範疇的ESG工作。各支柱負責人定期向ESG專責小組匯報工作進展，由ESG專責小組整合績效表現、識別跨部門協同機遇及新興風險，並將重要事項提交相關管治機構審議及決策。

BUSINESS ETHICS

The Group is committed to conducting business in a lawful, ethical and transparent manner. The Group adopts a zero-tolerance approach towards bribery, extortion, fraud, money laundering and other forms of corruption, and seeks to uphold high standards of integrity and professional conduct across all business operations.

To support ethical business practices and regulatory compliance, the Group has established policies and management measures relating to anti-corruption, anti-money laundering and integrity management, including the Anti-money Laundering and Anti-terrorist Financing Management Policy and the Detailed Implementation Rules for Punishing Integrity Norms. These policies and procedures apply across the Group's operations and provide guidance on ethical conduct, compliance responsibilities and disciplinary measures.

Governance and Risk Management

The Group has established a money laundering risk management framework with defined roles and responsibilities. The Board is responsible for overseeing the Group's risk management and internal control systems, while senior management is responsible for implementing relevant policies and procedures. The internal audit function supports the promotion and monitoring of anti-money laundering measures, and individual business departments are responsible for identifying, communicating and managing relevant compliance risks within their respective operations.

The Group also promotes a work environment based on mutual respect, integrity, impartiality and honesty. Employees are expected to comply with applicable laws, internal policies and standards of professional conduct in the course of their duties. Improper conduct, whether within or outside the workplace, is prohibited.

商業道德

本集團致力以合法、合乎道德及具透明度的方式經營業務，並對賄賂、勒索、欺詐、洗錢及其他形式的貪污行為採取零容忍態度，致力於所有業務營運環節維持高水平的誠信及專業操守。

為支持商業誠信及法規合規，本集團已制定有關反貪污、反洗錢及廉潔管理的政策及管理措施，包括《反洗錢和反恐怖融資管理制度》及《廉潔規範懲處實施細則》等。該等政策及程序適用於本集團各項業務營運，並就道德操守、合規責任及紀律處分提供明確指引。

管治及風險管理

本集團已建立洗錢風險管理框架，明確界定各層級的職責及責任。董事會負責監督本集團的風險管理及內部監控系統，高級管理層則負責落實相關政策及程序。內部審計職能負責支持反洗錢措施的推行及監察，而各業務部門則負責識別、溝通及管理其業務範疇內的相關合規風險。

本集團同時積極營造以互相尊重、誠信、公正及誠實為基礎的工作環境。所有員工均須於履行職務期間遵守適用法律法規、集團內部政策及專業操守標準，並禁止任何於工作場所內外的不當行為。

Training and Employee Awareness

The Group promotes awareness of anti-corruption, integrity and legal compliance requirements through internal communications and training initiatives provided to directors and employees. Relevant personnel are expected to understand and comply with the Group's policies relating to ethical conduct, anti-money laundering and anti-corruption practices.

培訓及員工意識提升

本集團透過內部通訊及培訓活動，持續向董事及員工推廣反貪污、廉潔操守及法律合規意識。相關人員須充分了解並遵守本集團有關商業道德、反洗錢及反貪污的政策及要求，確保於日常營運中恪守誠信原則。

Reporting and Investigation Mechanisms

The Group encourages employees to report suspected misconduct, unethical behaviour or integrity-related violations through designated reporting channels, including anonymous reporting mechanisms where appropriate. The Group seeks to protect whistleblowers' confidentiality and handle reports in accordance with established procedures.

Where potential violations are identified, relevant employees and management personnel are required to cooperate with internal investigations and fact-finding processes. Confirmed violations may result in disciplinary actions in accordance with the Group's internal policies and procedures, including termination of employment where warranted. Cases involving suspected unlawful conduct may also be referred to relevant regulatory or law enforcement authorities for further handling.

舉報及調查機制

本集團鼓勵員工透過指定舉報渠道，就涉嫌不當行為、不道德操守或違反廉潔規範的情況作出舉報，並在適當情況下提供匿名舉報機制。

本集團致力保障舉報人的身份保密，並按照既定程序處理相關個案。當發現潛在違規事件時，相關員工及管理層須配合內部調查及事實查核工作。經確認的違規行為將根據本集團內部政策及程序採取適當紀律處分，包括在適用情況下終止僱傭關係。涉及涉嫌違法行為的個案，亦可能轉介予相關監管機構或執法部門作進一步處理。

Compliance with Laws and Regulations

The Group complies with applicable laws and regulations relating to anti-corruption, anti-money laundering and ethical business conduct in the jurisdictions where it operates, including but not limited to the Company Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Interim Provisions on Prohibition of Commercial Bribery, the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), and the Companies Ordinance (Cap. 622 of the Laws of Hong Kong).

During the reporting period, the Group complied with relevant anti-corruption and anti-money laundering laws and regulations in Chinese Mainland, Hong Kong and Macao in all material respects. There were no concluded legal cases regarding corrupt practices brought against the Group or its employees during the reporting period.

法律及法規遵循

本集團嚴格遵守營運所在地有關反貪污、反洗錢及商業道德的適用法律及法規，包括但不限於《中華人民共和國公司法》、《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》、《關於禁止商業賄賂行為的暫行規定》、香港法例第201章《防止賄賂條例》及 香港法例第622章《公司條例》等。

於報告期內，本集團在所有重大方面均遵守中國內地、香港及澳門有關反貪污及反洗錢的相關法律法規。報告期內，本集團及其員工概無涉及已審結的貪污訴訟案件。

ETERNAL SUSTAINABILITY VISION 2025-2027

Eternal's Sustainability Vision 2025-2027 sets out a clear roadmap for advancing our environmental, social and governance performance. Building on four strategic pillars – Product, People, Planet, and Community – the framework integrates sustainability into our core business decisions and day-to-day operations. Through targeted programmes and measurable initiatives across each pillar, we aim to reduce our environmental footprint, enhance employee wellbeing and development, deliver safe and more sustainable products, and create lasting positive impact in the communities we serve.

穎通可持續發展願景2025-2027

「穎通可持續發展願景2025-2027」為本集團未來ESG表現提升工作制定清晰路線圖。該願景建基於四大策略支柱—「產品」、「人才」、「環境」及「社區」，並將可持續發展理念全面融入核心業務決策及日常營運。透過各支柱下具體而可量化的計劃及措施，本集團致力減少環境足跡、提升員工福祉及發展、提供更安全及更具可持續性的產品，並為所服務的社區創造長遠正面價值。

Product – Elevating quality for an exquisite lifestyle

UNSDGs

9: Industry, innovation and infrastructure
12: Responsible consumption and production
13: Climate action
17: Partnerships for the Goals

We are committed to delivering products that enhance our customers' pursuit of an exquisite life. This means upholding stringent quality, safety and reliability standards of the brands we managed. For our own brands, by integrating sustainability considerations into product development, providing offerings that are not only aesthetically refined and high-performing, but also responsible and future-ready.

產品 – 提升品質，締造精緻生活

對應聯合國可持續發展目標(UNSDGs)

目標9：產業、創新和基礎設施
目標12：負責任消費和生產
目標13：氣候行動
目標17：促進目標實現的夥伴關係

本集團致力提供能提升顧客精緻生活體驗的優質產品，並對所管理品牌維持嚴格的品質、安全及可靠性標準。對於自有品牌，本集團將可持續發展元素融入產品開發過程，務求提供兼具美學價值、卓越性能及可持續特質的產品，以滿足未來市場需求。

People – Building an inclusive and fulfilling workplace

UNSDGs

3: Good health and well-being
4: Quality education
5: Gender equality
8: Decent work and economic growth
10: Reduced inequalities

Our people are central to Eternal's long-term success. We strive to create an inclusive, safe and supportive work environment in which every employee can realise their potential. Through our holistic talent management approach, we seek to cultivate a workplace that is both engaging and fulfilling, enabling our teams to grow alongside the Group.

人才 – 建立共融及充實的工作環境

對應聯合國可持續發展目標(UNSDGs)

目標3：良好健康與福祉
目標4：優質教育
目標5：性別平等
目標8：體面工作和經濟增長
目標10：減少不平等

人才是本集團長遠成功的重要基石。我們致力營造共融、安全及支持性的工作環境，讓每位員工均能充分發揮潛能。本集團透過完善的僱傭制度，打造具吸引力及發展空間的工作環境，促進員工與企業共同成長。

Planet – Addressing climate change through innovation and resource stewardship

UNSDGs

7: Affordable and clean energy
12: Responsible consumption and production
13: Climate action
14: Life below water
15: Life on land

環境 – 以創新及資源管理應對氣候變化

對應聯合國可持續發展目標(UNSDGs)

目標7：可負擔及清潔能源
目標12：負責任消費和生產
目標13：氣候行動
目標14：水下生物
目標15：陸地生態

Protecting the environment and responding to climate change are integral to our sustainability agenda. We focus on minimising waste and environmental impact across our operations and value chain. By embracing innovation – including cleaner technologies, process optimisation and more sustainable materials – we seek to lessen our environmental footprint while enhancing operational resilience.

環境保護及應對氣候變化是本集團可持續發展策略的重要組成部分。我們致力減少營運及價值鏈中所產生的廢棄物及對環境的影響。本集團透過採用創新方案，包括更潔淨技術、流程優化及可持續物料，持續減少環境足跡。

Community – Sharing resources to nurture harmony

UNSDGs

4: Quality education
5: Gender equality
10: Reduced inequalities
17: Partnerships for the Goals

社區 – 共享資源共建和諧社會

對應聯合國可持續發展目標(UNSDGs)

目標4：優質教育
目標5：性別平等
目標10：減少不平等
目標17：促進目標實現的夥伴關係

We recognise our role as a responsible corporate citizen and an active member of the communities in which we operate. We endeavour to foster a harmonious community by sharing our resources, capabilities and networks in ways that address local needs and promote the art of fragrance.

本集團深明作為負責任企業公民及社區一分子的角色與責任。我們致力透過共享資源、專業能力及業務網絡，回應社區需要，同時推廣香氛藝術文化。

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Stakeholder Engagement

The Group places strong emphasis on stakeholder engagement as a core component of its ESG governance framework, and hence established accessible channels to facilitate effective communication with key stakeholder groups.

Engagement is conducted through multiple communication platforms, enabling the Group to capture evolving stakeholder expectations and monitor trends in relation to significant sustainability matters. This ongoing process supports the proactive management of ESG-related risks and issues, and informs continuous enhancement of the Group's ESG strategies, policies and practices in alignment with the requirements of the Stock Exchange of Hong Kong's ESG Reporting Code.

持份者參與及重要性評估

持份者參與

本集團高度重視持份者參與，並將其視為環境、社會及管治(ESG)管治框架的重要組成部分，因此確立系統性及便利的溝通渠道，以促進與各主要持份者的有效交流及互動。

本集團透過多元化溝通平台，以廣泛及深入的方式與持份者保持聯繫，從而掌握持份者不斷轉變的期望及關注重點，並持續監察與可持續發展相關的重要趨勢。此持續參與過程有助本集團主動管理ESG相關風險及議題，並根據香港聯合交易所有限公司《ESG報告守則》的要求，持續完善ESG策略、政策及管理措施。

The Group's major stakeholders and the primary communication channels adopted are set out in the table below.

本集團主要持份者及相關溝通渠道載列如下：

Stakeholder groups 持份者類別	Engagement channels 主要溝通渠道
Shareholders/Investors 股東／投資者	Annual reports, interim reports and announcements General meetings Roadshow/conference call/investor meet-and-greet Media communication mechanism Press conference Phone/email/website consultation 年報、中期報告及公告 股東大會 路演、電話會議及投資者交流會 媒體溝通機制 新聞發佈會 電話、電郵及網站查詢
Employees 員工	Direct communication/Internal newsletter Performance appraisal Training courses Employee consultation Safety management 直接溝通／內部通訊 績效評估 培訓課程 員工諮詢 安全管理
Suppliers 供應商	Order/contract execution Direct communication Supplier management system Supplier questionnaire 訂單及合約執行 直接溝通 供應商管理系統 供應商問卷調查
Brand Partners 品牌伙伴	Direct communication Regular meetings Corporate visits Stakeholder engagement activities Eternal Corporate Magazine "L'IMAGE" 直接溝通 定期會議 企業參觀 持份者參與活動 《L'IMAGE》企業刊物
Customers (End-users) 顧客（終端消費者）	Direct communication with Sales Ambassadors After-sales service Customer satisfaction surveys Social media platforms 銷售顧問直接溝通 售後服務 顧客滿意度調查 社交媒體平台
Distributors 分銷商	Direct communication Regular meetings Stakeholder engagement activities Eternal Corporate Magazine "L'IMAGE" 直接溝通 定期會議 持份者參與活動 《L'IMAGE》企業刊物
Landlord 業主	Stakeholder engagement activities Regular meetings Forum, seminars and workshops Joint promotion campaigns Eternal Corporate Magazine "L'IMAGE" 持份者參與活動 定期會議 論壇、研討會及工作坊 聯合推廣活動 《L'IMAGE》企業刊物

Stakeholder groups 持份者類別	Engagement channels 主要溝通渠道
Government/ Regulatory authority 政府／監管機構	Government visits Government cooperation Information disclosure 政府拜訪 政企合作 資訊披露
Community/NGOs/ General Public 社區／非政府組織／ 公眾人士	Community service Charity activities News/announcements Information disclosure Eternal Corporate Magazine “L’IMAGE” 社區服務 慈善活動 新聞／公告 資訊披露 《L’IMAGE》企業刊物
Media 媒體機構	Press conference and press release Media Interview Senior management access Corporate website Social media platforms 新聞發佈會及新聞稿 媒體訪問 管理層交流 企業網站 社交媒體平台

Materiality Assessment

During the reporting period, the Group continued to strengthen its approach to sustainability governance and materiality assessment by engaging an independent external consultant to conduct a review of the Group’s material ESG topics and the corresponding level of materiality.

The assessment process was undertaken with reference to the Group’s business operations, strategic priorities, stakeholder expectations, applicable regulatory requirements, megatrend, and prevailing industry sustainability trends. The review involved desktop research, meetings and discussions with the Group’s senior management, as well as benchmarking against industry peers and relevant international sustainability reporting frameworks.

Through this process, the Group evaluated ESG topics that may have significant impacts on its business development, operational performance, stakeholders, and long-term sustainability. The material ESG topics identified were subsequently reviewed and validated by management and approved by the ESG Committee. The materiality assessment process comprised the following key stages:

Materiality Assessment Process

1. Identification

With support from an external consultant, the Group identified potential material ESG topics through a review of sustainability trends, regulatory requirements, reporting frameworks, industry developments, peer disclosures, and the Group’s business priorities.

重要性評估

於報告期內，本集團持續完善可持續發展管治及重要性評估工作，並委聘獨立外部顧問就本集團的重大ESG議題及其重要性水平進行檢討。

評估過程參考本集團的業務營運、策略重點、持份者期望、適用監管要求、全球發展趨勢以及行業可持續發展趨勢等因素進行。評估工作包括文件研究、與本集團高級管理層進行會議及討論，以及參考同業基準分析及相關國際可持續發展披露框架。

透過上述程序，本集團評估可能對業務發展、營運表現、持份者及長遠可持續發展產生重大影響的ESG議題。識別出的重大ESG議題其後由管理層審閱及確認，並提交ESG委員會批准。

重要性評估流程

第一階段：議題識別

在外部顧問協助下，本集團透過檢視可持續發展趨勢、監管要求、披露框架、行業發展、同業披露實踐及本集團業務重點，識別潛在重大ESG議題。

2. Assessment and Prioritisation

The identified topics were evaluated based on their significance to the Group and stakeholders, considering factors such as business impact, stakeholder concern, industry relevance, regulatory expectations and strategic alignment. Senior management input was obtained through meetings and discussions.

3. Review and Validation

The materiality assessment results were reviewed and validated by the ESG Committee. The Group will continue to refine the process to enhance ESG management and reporting while responding to evolving stakeholder and regulatory expectations.

The materiality assessment identified a total of 18 ESG topics relevant to the Group's operations and stakeholders. Based on the assessment and prioritisation process, the identified topics were categorised into three tiers according to their level of materiality, comprising 6 material topics, 11 topics of moderate materiality, and 1 monitored topic. The assessment results provide an important basis for the Group's sustainability management, strategy development, and ESG reporting priorities.

第二階段：評估及排序

本集團根據議題對企業及持份者的重要程度進行評估及排序，考慮因素包括業務影響、持份者關注程度、行業相關性、監管要求及策略契合度等。評估過程中亦透過會議及討論收集高級管理層意見。

第三階段：審閱及確認

重要性評估結果由ESG委員會進行審閱及確認。本集團將持續優化評估流程，以提升ESG管理及信息披露水平，同時回應持份者及監管機構不斷演變的期望及要求。

是次重要性評估共識別出18項與本集團業務營運及持份者相關的ESG議題。根據評估及排序結果，相關議題按重要性水平劃分為三個層級，包括6項重大議題、11項中度重要議題及1項持續監察議題。評估結果為本集團可持續發展管理、策略制定及ESG報告披露重點提供重要依據。

Level of materiality 重要性水平	Pillar 範疇	Topics ESG議題
Material 重大議題	Product 產品	Customer experience 顧客體驗
	Product 產品	Product quality and safety 產品品質及安全
	Product 產品	Responsible marketing and labelling 負責任營銷及產品標籤
	Product 產品	Intellectual property right 知識產權保障
	Product 產品	Business ethics 商業道德
	People 人才	Labour standard and practices 勞工準則及僱傭實務
Moderate 中度重要議題	Product 產品	Responsible supply chain management 負責任供應鏈管理
	Product 產品	Service quality and complaints handling 服務質素及顧客投訴管理
	Product 產品	Privacy, data protection and cybersecurity 私隱、數據保護及網絡安全
	People 人才	Diversity, equal opportunity, and inclusion 多元共融及平等機會
	People 人才	Human rights and prevention of child and forced labour 人權保障及防止童工與強迫勞工
	People 人才	Health, safety and well-being 職業健康、安全及福祉
	People 人才	Learning and development 培訓與發展
	Planet 環境	Climate change, greenhouse gas emissions and energy efficiency 氣候變化、溫室氣體排放及能源效益
	Planet 環境	Packaging management 包裝管理
	Planet 環境	Waste management 廢棄物管理
	Community 社區	Community investment 社區投資
Monitored 持續監察議題	Planet 環境	Water management 水資源管理

PRODUCT
產品

Customer Experience

The Group recognises that delivering a quality customer experience is important to maintaining trust, strengthening brand value and supporting sustainable business growth. As a leading perfume group in China (including Hong Kong and Macao), the Group aspires to be the bridge between international brands and consumers in China, serving two key customer groups across its value chain: brand partners and customers. The Group is committed to enhancing engagement with both segments through tailored services, market insights and consistent service quality across its multi-brand and omni-channel operations.

The Group focuses on 6 core categories including perfume, home fragrance, cosmetics, eyewear, skincare and personal care, serving these brands from product registration, product distribution, market deployment, sales support and customer services with tailored approaches to meet the brands' needs and requirements.

The Group works closely with international brand licensors and business partners as a strategic distribution and market development partner. In addition to sales and distribution activities, the Group provides brand management and market deployment support, including the design and implementation of customised market entry and expansion strategies for the Chinese Mainland, Hong Kong and Macao markets.

顧客體驗

本集團深明，提供優質的顧客體驗對維持顧客信任、提升品牌價值及支持業務可持續增長至關重要。作為中國（包括香港及澳門）領先的香水集團，本集團致力成為國際品牌與中國消費者之間的重要橋樑，服務價值鏈上的兩大主要顧客群體，包括品牌伙伴及零售消費者。本集團透過度身訂造的服務、市場洞察及貫徹一致的服務質素，持續提升與不同顧客群體的互動及聯繫，並於多品牌及全渠道營運模式下創造卓越顧客體驗。

本集團專注於六大核心產品類別，包括香水、家居香氛、彩妝產品、眼鏡、護膚產品及個人護理產品，為品牌合作夥伴提供涵蓋產品註冊、產品分銷、市場拓展、銷售支援及顧客服務等全方位解決方案，並根據不同品牌的市場定位及業務需求制定相應策略，以支持品牌長遠發展。

作為國際品牌授權方及業務夥伴的重要策略合作夥伴，本集團與品牌方保持緊密合作。除產品銷售及分銷外，本集團亦提供品牌管理及市場拓展服務，包括為中國內地、香港及澳門市場設計及執行度身訂造的市場進入及擴張策略，協助品牌提升市場滲透率及品牌影響力。

Leveraging its local market expertise and extensive retail network, the Group supports brand-owner customers in understanding consumer preferences, market trends and channel performance. This enables brand partners to optimise product positioning, marketing strategies and distribution planning in a dynamic consumer environment. The Group's role focuses on enabling effective market penetration and long-term brand growth, in alignment with brand owners' strategic objectives.

憑藉深厚的本地市場經驗及廣泛的零售網絡，本集團協助品牌擁有人深入了解消費者偏好、市場趨勢及銷售渠道表現，從而優化產品定位、營銷策略及渠道規劃，以應對瞬息萬變的消費市場環境。本集團在區內市場中擔任品牌的重要合作夥伴，並致力配合品牌方的策略目標，推動業務發展及可持續增長。

The Group connects the international brands through customers with the following 4 key strategies:

本集團主要透過以下四大策略連繫國際品牌與消費者：

1. *Management of online and offline sales channels*

   During the reporting period, the Group managed over 70 international brands from heritage luxury houses to emerging niche labels. We proactively connect with different brand partners and explore new opportunities. 7 new brands were added to our brand portfolio during the reporting period.

   Leveraging our extensive network and long-established relationship with our business partners, we are enabled to open stores for brands in key locations in every city, ensuring the brand essence and the location match well with the appropriate consumer groups. During the reporting period, stores were opened in key locations including K11 Musea in Hong Kong, Xintiandi Dongtaili in Shanghai and Haiya Mega Mall in Shenzhen.

1. *線上及線下銷售渠道管理*

   於報告期間，本集團管理超過70個國際品牌，涵蓋歷史悠久的奢華品牌及新興小眾香氛品牌。我們積極與不同品牌夥伴保持聯繫，持續探索合作機遇，並於報告期間引入7個新品牌，進一步豐富品牌組合，滿足不同消費群體的多元化需求。

   憑藉廣泛的零售網絡及與業務夥伴建立多年的穩固合作關係，穎通集團能夠協助品牌於各城市核心商圈及優質地段開設零售據點，確保品牌形象與目標客群高度契合。報告期間，本集團於香港K11 MUSEA、上海新天地東台里及深圳海雅繽紛城等重點地標開展業務佈局，進一步提升品牌曝光率及市場覆蓋範圍。

Moreover, we have established our own perfume retailer brand Perfume Box which aspires to gather all the exquisite perfume brands in one store for our customers to explore new scents worldwide. Every Perfume Box has its own store design features which blend with the unique local culture. The Perfume Box concept is groundbreaking – featuring a wide variety of fragrance brands, inviting consumers to take on a scentful exploration at one stop. As of 31 March 2026, there are 9 Perfume Box outlets in total in China including major cities such as Shanghai, Nanjing, Shenzhen and more.

此外，本集團創立自有香水零售品牌拾氛氣盒(Perfume Box)，致力匯聚來自世界各地的優質香氛品牌，為顧客打造一站式香氛探索體驗。每一間拾氛氣盒門店均融入當地文化特色及獨特設計元素，營造別具個性的購物環境。拾氛氣盒概念突破傳統香水零售模式，透過多元化品牌組合及沉浸式體驗，讓消費者能夠於單一空間內探索來自全球不同地區的香氛作品。截至2026年3月31日，拾氛氣盒於中國共設有9間門店，覆蓋上海、南京、深圳等主要城市。

We have also established close relationship with the local retailers, leveraging their branches and stores to reach further customer groups. Our seasoned teams bring these international brands into counters and stores, ensuring the alignment of brand guidelines and stable supply of products.

本集團與各地零售商建立緊密合作關係，善用其零售網絡及門店資源，進一步拓展品牌接觸消費者的渠道。我們經驗豐富的團隊協助國際品牌進駐百貨專櫃及零售店舖，確保品牌形象及營運標準符合品牌指引，同時維持穩定的產品供應及提供優質的顧客服務體驗。

Wulixiang – the first concept store fused with Shanghai's Shikumen architecture
屋裡香 — 拾氛氣盒 Perfume Box 首家在地文化概念店

Perfume Box opened its first concept store, "Wulixiang", at Xintiandi Dongtaili, Shanghai, marking a strategic evolution from pop-up curation to an immersive narrative space that authentically celebrates local culture. The name "Wulixiang", inspired by the Shanghai dialect meaning "returning home", embodies a heartfelt sense of belonging, inviting customers to immerse themselves in the warmth of our brand. The design harmonizes with Shanghai's iconic Shikumen architecture, and showcased over 200 fragrances from more than 20 international brands.

拾氛氣盒於上海新天地東台里開設首家概念店「屋裡香」，打造深度敍事的沉浸空間，融合並推廣本土文化。概念店靈感來自滬語中的「屋裡廂」，以「回家」的意涵喚起顧客對品牌的情感歸屬。新店結合上海的石庫門建築文化，展示來自20個國際品牌，超過200款優質香氛。

E-commerce is a key sector in the China fragrance market and we have strong exposure and online sales channels to support our partner brands. Leveraging dominant e-commerce channels including T-mall, JD.com, Tiktok, RedNote (Xiaohongshu) and more, we are able to drive awareness and sales of the brands under our portfolio.

電子商務已成為中國香氛市場的重要增長動力，而本集團亦建立了完善的線上銷售佈局，為合作品牌提供全方位數碼銷售支援。透過天貓、京東、抖音、小紅書等主流電子商務平台，本集團有效提升旗下品牌的市場知名度及消費者觸達率，並推動線上銷售增長，進一步鞏固品牌於中國市場的競爭優勢。

2. Market Deployment and Promotio

To support our brand partners, we maximise their exposure online and offline via pop-up stores, social media, advertisements, events, media publications, outdoor billboards and more, reaching everyone in the city and raise the brand awareness.

2. 市場拓展及推廣

為支持品牌合作夥伴拓展市場影響力，本集團透過線上及線下多元化推廣渠道，全面提升品牌曝光率，包括期間限定店、社交媒體推廣、廣告宣傳、品牌活動、媒體刊物、戶外廣告牌等，廣泛接觸不同消費群體，持續提升品牌知名度及市場影響力。

Billboard and outdoor advertisement
戶外廣告及大型廣告牌

Santa Monica bus advertisement in Hong Kong
Santa Monica於香港巴士車身投放廣告


MCM

Ferragamo

Trudon

Pop-up store
期間限定店

Versace

Coach

Influencer campaign
意見領袖推廣

Albion pop-up store promotion
Albion 期間限定店宣傳

Dolce&Gabbana THE ONE promotion
Dolce&Gabbana The ONE香氛宣傳

Niche Fragrance Street at Lane Crawford in Hong Kong
與香港連卡佛攜手打造小眾香氛殿堂

The Group commenced its first collaboration with Lane Crawford in Hong Kong through the launch of a dedicated niche fragrance zone at its Harbour City flagship store in Tsim Sha Tsui, featuring Atkinsons, Clive Christian, Memo Paris and SOLFÉRINO to elevate the high-end retail experience.

本集團攜手頂級奢侈品百貨公司連卡佛於尖沙咀海港城精心打造小眾香氛限定專區，讓顧客探索Atkinsons、Clive Christian、Memo Paris及 SOLFÉRINO四大國際小眾香氛品牌，提升高端零售環境的體驗，並豐富顧客的香氛選擇。

3. *Campaigns and Collaborations*

Recognising the importance of delivering unique experience to our customers, we leveraged our solid connections with our partners and launched various campaigns, both for single brand and multi-brands, to engage our customers.

3. *品牌活動及合作項目*

本集團深信獨特而具吸引力的品牌體驗對提升顧客參與度至關重要。憑藉與合作夥伴建立的穩固關係，本集團於年內推出多項單一品牌及跨品牌合作活動，持續深化與消費者之間的互動與聯繫。

Santa Monica "Unfold Your Vision" Campaign – showcasing quiet luxury and connection to local culture
Santa Monica「Unfold Your Vision」企劃 — 展現低調奢華美學與本地文化連結

Drawing inspiration from the coast of Hong Kong, Eternal Group's own brand Santa Monica launched the campaign "Unfold Your Vision", showcasing the brand's quiet luxury philosophy through a comprehensive online and offline strategy. The campaign video featured 200 Santa Monica beach umbrellas adorning the coastline of Shek O, and collaborated with local designer to create limited-edition accessories, deepening the brand's connection to local culture.

Santa Monica Club VIP Dinner as the title sponsor, reaching over 150 yacht owners, leaders in the eyewear industry as well as the management of high-end retail stores. The event showcased Santa Monica's eyewear and fragrance collection, generating significant interest among attendees.

靈感源自香港海岸風光，本集團自有品牌Santa Monica於年內推出「Unfold Your Vision」品牌企劃，透過全方位線上及線下推廣策略，詮釋品牌的低調奢華理念。企劃宣傳短片以200把Santa Monica沙灘傘點綴石澳海岸線，又與本地設計師合作推出限量聯乘配飾系列，深化品牌與本地文化的連結。

此外，Santa Monica擔任香港遊艇會貴賓晚宴的冠名贊助商，活動吸引超過150位遊艇擁有者、眼鏡業界領袖及高端零售管理層參與。品牌藉此展示其眼鏡及香氛產品系列，有效提升品牌知名度，並獲得市場的正面迴響。

Eternal X LKF Concepts "Where Spirits Collide" — Promoting Cultural Connection and Community Engagement through Fragrance
穎通集團× 蘭桂坊餐飲概念「當酒精遇上酒精」—以香氛促進文化交流及社區參與

The Group launched the "Where Spirits Collide" Christmas campaign in collaboration with LKF Concepts at Lan Kwai Fong, transforming the district into a multi-sensory cultural experience that combined fragrance, lifestyle, dining, music, and festive community engagement.

本集團於聖誕期間聯同蘭桂坊餐飲概念推出「當酒精遇上酒精」主題企劃，將蘭桂坊打造為融合香氛、生活品味、餐飲、美酒、音樂及節日氛圍的多感官文化體驗空間。

Inspired by the dual meaning of the word "Spirits", representing both fragrance and human connection, the campaign aimed to foster community engagement and cultural exchange through immersive fragrance experiences accessible to both local residents and international visitors during the festive period.

活動以「酒精Spirit」一詞的雙重含義作為靈感，既象徵香氛，亦代表人與人之間的情感交流。透過沉浸式香氛體驗，活動促進本地居民及國際旅客於節日期間的文化交流及社區互動，進一步推動香氛文化的普及與發展。

4. *Market Leadership*

Established for over 40 years, we have been a key driver in shaping the fragrance and beauty industry in China. The Group is committed to advancing the development of the olfactory economy and promoting the cultural and commercial value of fragrance within the broader consumer landscape. As part of this commitment, the Group has been publishing annual white papers on the olfactory economy since 2010, providing insights into industry trends, consumer behaviour, innovation in fragrance development and the evolving role of scent in lifestyle and experiential consumption. This initiative contributes to industry knowledge-sharing and supports the sustainable development of the fragrance sector.

4. *確立市場領袖地位*

憑藉逾四十年的行業深耕經驗，本集團一直是推動中國香水及美妝產業發展的重要力量。作為中國(包括香港及澳門)領先的香氛集團，本集團致力推動「嗅覺經濟」的發展，並提升香氛文化及其商業價值在整體消費市場中的影響力。本集團自2010年起發佈年度《中國香水香氛行業白皮書》，旨在深入剖析行業發展趨勢、消費者行為變化、香氛創新發展，以及香氣於生活方式及體驗式消費中的日益重要角色。透過相關研究及知識分享，本集團致力促進行業交流，推動香氛產業的可持續發展。

NOSE IDEA Olfactory multi-fragrance art exhibition
NOSE IDEA 嗅覺藝術展

Harmay's Shanghai Anfu Road store grandly unveiled the olfactory art exhibition "The Hidden Glory", curated by Eternal Group's IP "NOSE IDEA", built on the concept of a treasury house of rarities, inviting the guests to explore niche fragrance brands in an immersive experience.

本集團旗下藝術IP NOSE IDEA於Harmay上海安福路店隆重呈獻嗅覺藝術展《隱秘的榮光》，以珍奇屋概念為設計靈感，透過沉浸式空間體驗，引領參觀者探索多個小眾香氛品牌的獨特魅力。

The NOSE IDEA Olfactory Art Exhibition was launched at The MixC, Ningbo, bringing together 15 fragrance brands and nearly 100 signature products. The exhibition provides an immersive platform that integrates storytelling, sensory engagement, and product discovery. It enables participating brand owners to enhance visibility, strengthen consumer connection, and accelerate market penetration through curated experiential retail formats.

此外，NOSE IDEA嗅覺藝術展亦於寧波萬象城舉行，匯聚15個國際知名香氛品牌及近100款代表性產品。展覽結合品牌故事、感官互動及產品探索體驗，為品牌方提供高效的展示平台，提升品牌曝光度及消費者互動，同時透過體驗式零售模式加速市場滲透及品牌發展。

Innovative Fragrance Collaborative Experiences
香氛體驗創新聯乘

The Group collaborated with leading luxury brands and hospitality partners to curate immersive fragrance and lifestyle experiences that integrated scent, gastronomy, culture, and premium hospitality.

本集團與多個國際奢侈品牌及酒店合作夥伴攜手，打造融合香氛、美食、文化及高端款待服務的沉浸式生活體驗。

Acca Kappa X Sheraton Hong Kong Sakura Afternoon Tea Set
Acca Kappa × 香港喜來登酒店櫻花主題下午茶

This tea set collaboration was inspired by the new product line of Acca Kappa Sakura, fusing the scent into the delicacies which delivered a multi-sensory experience to the guests.

聯名下午茶以Acca Kappa Sakura系列新品為創作靈感，將櫻花香氣巧妙融入茶點設計之中，為賓客帶來融合香氣與美食的多重感官享受。

Amanyangyun New Year Countdown
上海養雲安縵新年倒數體驗

The Group partnered with Amanyangyun in Shanghai to present an immersive New Year countdown experience themed "Journey of Wishes, Night of Inspiration". Set within the resort's heritage architecture and natural surroundings, the collaboration integrated fragrance, art, and cultural storytelling through curated sensory experiences featuring renowned fragrance brands including Parfums de Marly, Clive Christian, and Atkinsons.

本集團與上海養雲安縵合作舉辦新年倒數活動，活動結合酒店古建築群及自然景觀特色，透過香氛、藝術及文化故事體驗，現場展示包括Parfums de Marly、Clive Christian及Atkinsons等國際知名香氛品牌，為賓客呈獻沉浸式感官旅程。

Albion X ELLE Hong Kong – A Brighter Me, A Real Me Digital Campaign
Albion × ELLE Hong Kong《A Brighter Me, A Real Me》數碼推廣企劃

Albion joined hands with ELLE Hong Kong to launch the campaign "A Brighter Me, A Real Me", inviting citizens to participate and compete to be the spokesperson of the product. The campaign received positive feedback and successfully drew attention for the brand with personal touch of the participants.

Albion與《ELLE Hong Kong》攜手推出《A Brighter Me, A Real Me》品牌推廣活動，邀請公眾參與甄選，競逐成為產品代言人。活動以真實個人故事及自我蛻變為主題，成功引起廣泛共鳴及積極參與，不僅提升品牌曝光度，亦透過參與者的真實分享，加深消費者與品牌之間的情感連結。

Publication of White Papers to Drive Industry Leadership
發佈行業白皮書 鞏固行業領導地位

In collaboration with professional services partners and business chambers, the Group continues to engage stakeholders through structured research initiatives and industry forums, including the release of the China Fragrance Industry White Paper 2025 in Shanghai and the Hong Kong and Macao Fragrance Market Trends White Paper 2025.

本集團持續與專業服務機構及商會組織合作，透過系統性市場研究及行業論壇推動業界交流，包括於上海發佈《2025中國香水香氛行業白皮書》，以及推出《2025港澳香氛市場趨勢白皮書》。

The Group's annual publication of white papers on the fragrance and olfactory economy is a long-standing initiative, first launched in 2010. These publications have become an established reference within the industry, providing data-driven insights into market development, consumer behaviour, category evolution, and the increasing integration of fragrance into lifestyle, wellness and experiential consumption. The white papers aim to contribute to industry transparency, support evidence-based decision-making, and promote the sustainable development of the fragrance sector.

自2010年首次推出以來，本集團每年發佈的香氛及嗅覺經濟白皮書已成為業界具代表性的參考資料，透過數據驅動分析，深入探討市場發展趨勢、消費者行為變化、品類演進，以及香氛在生活方式、身心健康及體驗式消費中的廣泛應用。相關白皮書旨在提升行業透明度、支持循證決策，並促進香氛產業的長遠及可持續發展。

During the reporting period, the Group presented the China Perfume & Fragrance Industry White Paper 2025 at the TFWA World Exhibition & Conference in Cannes, where global industry stakeholders convened to exchange insights on international market development. Under the theme "Unlocking the Scent of China's Future", the launch underscored the Group's role in facilitating dialogue between global fragrance houses and the China market, and reinforced its position as a strategic bridge between international brands and domestic opportunities.

於報告期內，本集團於法國康城舉行的TFWA World Exhibition & Conference發表《2025中國香水香氛行業白皮書》，與來自全球的行業持份者共同探討國際市場發展趨勢。以「解鎖中國香氛未來」為主題，是次發佈活動彰顯本集團促進國際香氛品牌與中國市場交流合作的重要角色，並進一步鞏固其作為連接全球品牌與中國市場機遇策略橋樑的領導地位。

In addition, the Group hosted the "Fragrance Evolution: Trends, Opportunities and Future" forum at the Beauty & Wellness Expo, where it unveiled the publication of the Hong Kong and Macao Fragrance Market Trends White Paper 2025. Based on a survey of 790 consumers, the study highlights the growing integration of fragrance into daily life, increasing emphasis on emotional wellbeing, and rising demand for scent-enhanced environments, reflecting the continued expansion of the olfactory economy.

此外，本集團於美容與健康博覽舉辦「香氣革新：市場趨勢、機遇與未來」論壇，並正式發佈《2025港澳香氛市場發展趨勢白皮書》。研究基於790名消費者的調查結果，顯示香氛正日益融入日常生活，消費者對情緒健康的重視持續提升，並對香氣營造空間體驗的需求日益增加，反映嗅覺經濟持續擴展的發展趨勢。

Key insights across these initiatives indicate a structural shift towards experience-led and wellness-oriented consumption, with fragrance playing an increasingly important role in lifestyle, emotional wellbeing and spatial design. The Group's research also highlights emerging sustainability considerations, including interest in natural ingredients, sustainable packaging and early-stage adoption of AI-enabled personalisation.

相關研究成果顯示，市場正逐步轉向以體驗及身心健康為導向的消費模式，香氛在生活方式塑造、情緒健康及空間設計中的角色日益重要。研究亦指出，消費者對天然成分、可持續包裝及人工智能(AI)個人化體驗等可持續發展議題的關注持續提升。

The Group made a strong presence at the 2025 China Beauty Expo (CBE) and presented over 40 international fragrance brands with 15 new product launches, further reinforcing its leadership position within China's evolving fragrance market.

本集團於2025中國美容博覽會隆重亮相，展示超過40個國際香氛品牌，並發佈15款全新產品，進一步鞏固其於中國香氛市場的領先地位。

At the centre of the Group's exhibition was the NOSE IDEA Art Exhibition, themed "Seasons flow, Scents blossom", guiding visitors through curated spring and summer fragrance narratives that combined artistic expression with olfactory discovery.

展覽焦點之一為NOSE IDEA藝術展，以「四時流韻，萬物生香」為主題，引領參觀者走進春夏香氛故事，將藝術創作與嗅覺探索完美融合，呈現創新的香氛體驗旅程。

Eternal Group Strengthens Market Leadership at China Beauty Expo 2025
穎通亮相2025中國美容博覽會　強化市場領導優勢

2nd International Fragrance Festival 2025
穎通舉辦第二屆國際香水節 2025

The 2nd International Fragrance Festival, a five-day experiential programme, was successfully concluded during the reporting period, bringing together 13 international fragrance houses, artists, and industry partners to promote innovation cross-sector collaboration.

第二屆國際香水節於報告期內圓滿舉行。為期五天的沉浸式體驗活動匯聚13家國際香氛品牌、藝術家及產業合作夥伴，共同推動香氛產業創新發展、創意交流及跨界合作。

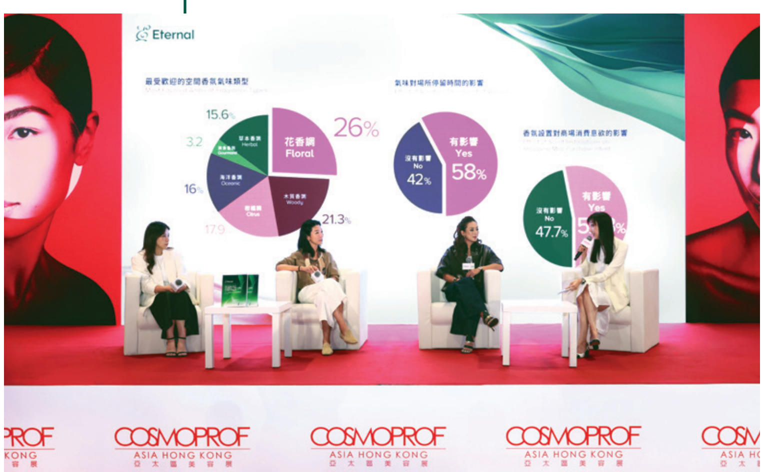
The event recorded over 200,000 digital engagements and welcomed more than 800 guests, further strengthening the Group's position in the luxury fragrance sector in Greater China.

活動錄得超過20萬次線上互動，並吸引逾800名嘉賓參與，進一步鞏固本集團於大中華區高端香氛市場的領導地位。

Innovation in Olfactory Experiences and Lifestyle Integration
香氛體驗創新與生活方式融合

The Group continued to promote innovation in the fragrance industry by co-hosting the symposium "Invisible Aesthetics: When Fragrance Meets Space" with Cosmoprof Asia 2025 at the Hong Kong Convention and Exhibition Centre, bringing together industry and design professionals to explore the role of fragrance in spatial design and evolving consumer preferences.

本集團持續推動香氛產業創新，並於香港會議展覽中心與Cosmoprof Asia 2025聯合舉辦「Invisible Aesthetics: When Fragrance Meets Space」專題論壇。活動匯聚香氛、設計及相關產業專業人士，共同探討香氛於空間設計中的應用及消費者偏好的演變。



Product Quality and Safety

The Group is committed to maintaining high standards of product quality, safety and compliance to ensure that all fragrance, skincare and cosmetic products supplied to customers are safe, authentic and reliable. Through quality management systems, product governance procedures, supplier oversight and ongoing monitoring, the Group safeguards consumer well-being and maintains customer trust.

Beyond compliance, the Group promotes responsible product stewardship, innovation and sustainable consumption, supporting initiatives related to circular economy practices, responsible packaging management and environmentally conscious customer engagement.

These ongoing efforts in operational excellence, digital innovation, responsible brand management, and sustainable business development contributed to the Group being honoured with the "New Quality Productive Forces Enterprise Award 2025" in the Hotel, Food & Beverage, Retail and Marketing Services category during the reporting period. The recognition reflects the Group's continued commitment to integrating sustainability, innovation, and customer-centric practices into its long-term business strategy.

產品品質與安全

本集團致力維持高水平的產品質量、安全及合規管理，確保向顧客提供的香氛、護膚及化妝品均具備安全性、真實性及可靠性。透過完善的品質管理體系、產品管治程序、供應商監督機制及持續監測措施，本集團致力保障消費者福祉及維持顧客信任。

除符合法規要求外，本集團亦積極推動負責任產品管理、產品創新及可持續消費，支持循環經濟實踐、負責任包裝管理及環保消費者參與等可持續發展倡議。

憑藉在卓越營運、數碼創新、負責任品牌管理及可持續業務發展方面的持續努力，本集團於報告期內榮獲「2025新質生產力企業獎(酒店餐飲、零售及市場推廣服務類別)」。該項殊榮充分肯定本集團將可持續發展、創新及以顧客為中心的理念融入長遠業務策略的成果。

Product Quality Management

Building on its product compliance foundation, the Group has established a comprehensive quality control and assurance framework supported by clearly defined policies, internal controls, and continuous monitoring mechanisms to safeguard product quality across the entire value chain. Dedicated quality assurance personnel oversee inspection procedures and maintain detailed quality records, while control measures are embedded throughout key operational stages, including warehousing, distribution, retail operations, and after-sales management. This integrated approach supports product consistency, safety, traceability, and reliability across the supply chain.

產品質量管理

在既有產品合規管理基礎上，本集團建立了全面的品質控制及品質保證框架，並透過明確政策、內部監控機制及持續監察措施，保障產品於整個價值鏈中的質量表現。專責品質保證人員負責監督檢驗程序及維護品質紀錄，而相關控制措施已全面融入倉儲、物流配送、零售營運及售後管理等關鍵營運環節，以確保供應鏈各階段的產品一致性、安全性、可追溯性及可靠性。

To promote transparency and informed consumer use, products are labelled in accordance with applicable regulatory requirements, with relevant information such as usage instructions, precautions, allergens, and storage conditions disclosed where applicable. Through clear product information and labelling, the Group seeks to support customers in making informed and safe product usage decisions. In the event of product quality concerns, including labelling discrepancies, packaging defects, product expiry, or other quality-related issues, the Group seeks to implement corrective measures promptly and coordinate with relevant suppliers where necessary to mitigate potential risks to consumers.

為提升資訊透明度及促進消費者正確使用產品，本集團根據適用法規要求進行產品標示，並於適用情況下披露使用說明、注意事項、致敏原及儲存條件等相關資訊。透過清晰準確的產品資訊及標籤管理，本集團協助消費者作出知情及安全的產品使用決策。如發現產品標示錯誤、包裝缺陷、產品過期或其他產品質量問題，本集團將及時採取糾正措施，並於有需要時與相關供應商協調跟進，以減低對消費者造成的潛在風險。

Regulatory Compliance and Product Governance

The Group has implemented an integrated compliance and safety management system covering the full lifecycle of cosmetics products, from registration and filing to post-market surveillance. All cosmetics marketed and sold by the Group are required to comply with relevant registration and filing requirements imposed by the National Medical Products Administration of the People's Republic of China ("NMPA").

The Group has established procedures to ensure rigorous compliance with registration and filing requirements, including:

- *Conducting enterprise qualification reviews*

  The Group verifies that overseas cosmetics manufacturers possess valid production qualifications issued by competent authorities in their respective countries or regions, including, where applicable, Good Manufacturing Practice ("GMP") certification, to ensure compliance with relevant regulatory requirements and production standards.

- *Undertaking product safety assessments*

  Product safety reviews are conducted covering product formulations, production processes, inspection reports, and relevant safety documentation. The Group also reviews laboratory testing reports issued by accredited institutions where applicable to support compliance with cosmetic safety requirements and minimise potential risks associated with product use.

法規合規及產品管治

本集團建立涵蓋化妝品產品全生命週期的綜合合規及安全管理體系，覆蓋產品註冊及備案、市場投放及上市後監察等各個環節。所有由本集團於市場推廣及銷售的化妝品均須符合中華人民共和國國家藥品監督管理局(「國家藥監局」或「NMPA」)所規定的相關註冊及備案要求。

本集團已制定相關程序，以確保嚴格遵守產品註冊及備案規定，包括：

- *企業資質審核*

  本集團核實海外化妝品生產企業是否持有其所在國家或地區主管機關發出的有效生產資質證明，並於適用情況下審查其良好生產規範(「GMP」)認證，以確保其符合相關監管要求及生產標準。

- *產品安全評估*

  本集團就產品配方、生產工藝、檢驗報告及相關安全文件進行全面安全評估。同時，本集團亦會審閱由認可檢測機構出具的實驗室測試報告(如適用)，以支持產品符合化妝品安全要求，並降低產品使用過程中的潛在風險。

- *Reviewing product efficacy substantiation*

  For products with efficacy claims, the Group requires supporting efficacy evaluation reports and relevant substantiation documentation to ensure that marketing claims are supported, scientifically substantiated, and compliant with applicable regulatory requirements, thereby helping customers make informed purchasing decisions.

Adverse Reaction Monitoring

The Group has established a structured adverse reaction monitoring system integrating domestic data collection with overseas collaboration to support the timely identification, assessment, and management of potential product safety risks. Through coordinated information collection and review mechanisms, the system supports proactive risk control and reinforces the Group's commitment to protecting consumer health, safety, and rights.

Product Recall Management

The Group maintains formalised product recall procedures to support timely and effective response in the event of product quality or safety concerns. The five-step product recall mechanism is designed to facilitate prompt risk assessment, product traceability, stakeholder communication, and implementation of corrective actions where necessary to minimise potential impacts on customers and protect consumer safety.

The principal elements of the Group's recall mechanism include:

- *Problem Identification and Risk Assessment:*

  Potential product issues are identified through multiple channels, including customer complaints, adverse reaction reports, regulatory non-compliance findings, media exposure, internal quality monitoring and notifications from overseas partners. Dedicated task forces conduct comprehensive risk assessments, evaluating the nature of the defect, the scope of impact and the degree of potential harm, in order to determine the appropriate recall classification and response level.

- *功效宣稱審核*

  對於涉及功效宣稱的產品，本集團要求供應商提供相關功效評估報告及佐證文件，以確保市場推廣內容具備充分科學依據、真實可靠，並符合適用法規要求，從而協助消費者作出知情購買決策。

不良反應監測

本集團建立了完善的不良反應監測機制，結合境內數據收集及海外合作夥伴資訊交流，以支援及時識別、評估及管理潛在產品安全風險。透過系統化的信息收集及審查程序，本集團得以及早採取風險控制措施，進一步體現其保障消費者健康、安全及合法權益的承諾。

產品召回管理

本集團設有正式產品召回程序，以確保於出現產品質量或安全問題時能夠迅速及有效作出回應。產品召回機制涵蓋五個主要步驟，包括風險評估、產品追溯、持份者溝通及糾正措施實施等，以盡量降低對顧客及消費者造成的潛在影響。

本集團的產品召回機制如下：

- *問題識別及風險評估*

  潛在產品問題可透過顧客投訴、不良反應報告、監管機構通報、媒體報導、內部品質監測以及海外合作夥伴通知等多個渠道發現。專責工作小組將就問題性質、影響範圍及潛在危害程度進行全面風險評估，以釐定適當的召回級別及應對措施。

- *Initiation of Recall Procedures:*

  Following risk assessment, a dedicated recall working group is established. Based on the findings and recommendations of the task force, management will determine whether a recall is required within 48 hours. Depending on the severity, recall actions are initiated within defined timeframes of 24, 48 or 72 hours.

- *Stakeholder Notification:*

  The recall working group promptly notifies distributors and retailers of the affected products, including details of the recall and required recovery actions. Public announcements are issued via official websites, social media platforms and other appropriate channels, providing consumers with clear information on the products concerned, recall procedures and contact points for enquiries.

- *Execution of Recall:*

  Distributors and retailers cooperate in the removal of affected products from sale, including the withdrawal of items from shelves. Progress of the recall is closely monitored, with regular feedback collected to ensure effectiveness and completeness of the recovery process.

- *Product Handling and Post-Recall Review:*

  Recalled products are sorted and handled in accordance with established protocols. Products with significant defects are securely destroyed with proper documentation. Upon completion of the recall process, the recall working group conducts a comprehensive review to analyse root causes, assess the effectiveness of the response and implement corrective and preventive measures to minimise the risk of recurrence.

One product batch was subject to a recall following identification by the relevant regulatory authority of non-compliance with applicable product registration and labelling requirements. The Group promptly implemented a voluntary recall, suspended distribution of the affected batch and undertook corrective actions to strengthen product compliance controls. No product safety incidents or material adverse health impacts relating to the affected batch were reported. The Group remains committed to upholding high standards of product quality, consumer safety and regulatory compliance. The percentage of products sold or shipped that were subject to recall was approximately 0.1%.

- *啟動召回程序*

  完成風險評估後，本集團將成立專責召回工作小組。管理層將根據評估結果及工作小組建議，於48小時內決定是否啟動召回程序。視乎事件嚴重程度，相關召回措施將於24小時、48小時或72小時內展開。

- *持份者通知*

  召回工作小組將及時通知受影響產品的經銷商及零售商，説明召回事宜及所需回收安排。同時，本集團會透過官方網站、社交媒體平台及其他適當渠道發佈公告，向消費者提供受影響產品資料、召回程序及查詢聯絡方式等資訊。

- *執行召回行動*

  經銷商及零售商將配合下架及停止銷售受影響產品。本集團將持續監察召回進度，並定期收集回收情況反饋，以確保召回行動的有效性及完整性。

- *產品處理及召回後檢討*

  所有召回產品均按照既定程序進行分類及處理。存在重大缺陷的產品將被妥善銷毀並保留完整紀錄；如產品經評估可予修正，則須完成糾正措施及重新檢驗後方可考慮重新投放市場。召回程序完成後，召回工作小組將進行全面檢討，分析根本原因、評估應對措施成效，並制定糾正及預防措施，以減低類似事件再次發生的風險。

於報告期內，一個產品批次經相關監管機構認定未完全符合適用的產品註冊及標籤規定，因而進行產品回收。本集團隨即啟動自願回收程序，暫停受影響批次產品的分銷，並採取糾正措施以加強產品合規管理及監控。就該受影響批次產品而言，報告期內並無接獲任何產品安全事故或對消費者健康造成重大不良影響的報告。本集團將繼續致力維持高水平的產品質量、消費者安全及法規合規標準。報告期內須予回收的已售出或已付運產品佔總產品數量約為0.1%。

Animal Welfare and Alternative Testing

The Group recognises growing stakeholder attention towards animal welfare and alternative testing approaches within the cosmetics industry. Where animal testing is required as part of applicable regulatory approval processes, the Group seeks to work closely with suppliers and relevant business partners to support compliance with applicable requirements while promoting alternatives to animal testing where permissible.

Guided by internationally recognised principles relating to Replacement, Reduction, and Refinement ("3R principles"), the Group continues to monitor industry developments and advancements in alternative testing technologies in support of more responsible and sustainable product development practices.

Compliance Performance

During the reporting period, the Group was not aware of any material non-compliance with relevant laws and regulations relating to product quality and safety that would have a significant impact on the Group. Relevant laws and regulations include the Product Quality Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Consumer Goods Safety Ordinance (Cap. 456), the Sale of Goods Ordinance (Cap. 26), and the Import and Export (Registration) Regulations (Cap. 60E) of Hong Kong. The Group will continue to strengthen its product governance, quality assurance, and safety management practices to safeguard customer health and safety and maintain consumer confidence in the Group's products and services.

動物福利及替代測試

本集團關注持份者對化妝品行業動物福利及替代測試方法的期望與關注。於適用法規要求進行動物測試的情況下，本集團致力與供應商及業務合作夥伴緊密合作，在符合相關法規要求的同時，積極推動及支持可行的替代測試方案。

本集團遵循國際廣泛認可的「替代、減量及優化」三項原則（統稱「3R原則」），持續關注替代測試技術及相關行業發展，以支持更負責任及更具可持續性的產品研發實踐。

合規表現

於報告期內，本集團並不知悉任何嚴重違反有關產品質量及安全的法律法規而對本集團造成重大影響的事件。相關法律法規包括但不限於《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、香港《消費品安全條例》（第456章）、《貨品售賣條例》（第26章）及《進出口（登記）規例》（第60E章）等。未來，本集團將持續完善產品管治、品質保證及安全管理制度，進一步保障顧客健康與安全，並維持消費者對本集團產品及服務的信心。

Service Quality and Complaints Handling

The Group is committed to maintaining a high standard of product and service quality by handling customer feedback and complaints in a timely, fair, and transparent manner. Customer complaints are systematically managed as part of the Group's product responsibility framework, providing valuable insights to enhance operational effectiveness, strengthen customer relationships, and support continuous improvement in product and service quality.

Complaint Handling Mechanism

The Group has established formalised procedures for complaint intake, assessment, escalation, and resolution. Multiple feedback channels are maintained to ensure accessibility and responsiveness, including physical retail outlets, the official website, email, and customer satisfaction surveys. Complaints received are centrally recorded and monitored to facilitate consistent handling, follow-up management, and trend analysis.

Upon receipt of a complaint, the Group promptly collects relevant information, assesses the nature and severity of the issue, and assigns responsibility to the appropriate business function. Where complaints involve regulatory or compliance considerations, the Legal Department may be engaged to provide assessment and guidance. Relevant business units are responsible for liaising with customers and implementing appropriate corrective and remedial actions in a timely manner.

Product and Service Improvement

In cases involving product quality, product safety, or service-related issues, the Group provides appropriate remedies, including returns, exchanges, or refunds in accordance with established policies, with the aim of addressing customer concerns effectively and fairly. Where necessary, corrective measures are implemented to prevent recurrence, including process enhancements, operational improvements, and strengthened quality control measures.

To strengthen governance and oversight, complaint cases are subject to periodic management review to identify recurring issues, potential product or service risks, and opportunities for continuous improvement. Complaints involving significant customer impact, potential regulatory implications, or reputational concerns are escalated to senior management for further review and appropriate action where necessary.

服務品質與顧客投訴處理

本集團致力維持卓越的產品及服務品質，透過及時、公平及透明的方式處理顧客意見及投訴。顧客投訴管理為本集團產品責任管理框架的重要組成部分，不僅有助於提升營運效能及強化顧客關係，亦為持續改善產品及服務品質提供寶貴參考。

投訴處理機制

本集團已建立正式化的投訴受理、評估、升級及處理程序。為確保顧客能便捷地提出意見及反饋，本集團設有多元化溝通渠道，包括實體零售店舖、官方網站、電子郵件及顧客滿意度調查等。所有接獲之投訴均會被統一記錄及監察，以確保處理程序的一致性，並支援後續跟進及趨勢分析工作。

接獲投訴後，本集團迅速收集相關資料，評估事件性質及嚴重程度，並分派予相應業務部門處理。如投訴涉及法規遵循或合規事項，法務部門將參與評估及提供專業意見。相關業務部門則負責與顧客溝通，並及時採取適當之糾正及補救措施。

產品及服務改善

如投訴涉及產品品質、產品安全或服務相關問題，本集團將根據既定政策提供適當補救措施，包括退貨、更換產品或退款，以公平及有效方式回應顧客關注事項。在有需要時，本集團亦會推行預防措施，以避免同類事件再次發生，包括優化營運流程、改善作業程序及加強品質管控措施。

為進一步提升管治及監督效能，投訴個案將定期接受管理層檢討，以識別重複發生的問題、潛在產品或服務風險，以及持續改善機會。涉及重大顧客影響、潛在監管風險或聲譽風險之投訴個案，將上報高級管理層作進一步審閱及採取適當跟進措施。

Compliance and Performance

During the reporting period, the Group did not record any material complaints.

The Group was not aware of any material non-compliance with relevant laws and regulations relating to product and service quality, customer complaints handling, or consumer protection that would have a significant impact on the Group. Relevant laws and regulations include the Consumer Goods Safety Ordinance (Cap. 456) and the Trade Descriptions Ordinance (Cap. 362) of Hong Kong, the Product Quality Law of the People's Republic of China, and the Law of the People's Republic of China on Protection of Consumer Rights and Interests. The Group will continue to strengthen its complaint handling and customer service management practices to support product responsibility and customer satisfaction.

合規表現

於報告期內，本集團並無錄得任何重大顧客投訴個案。

本集團並不知悉任何有關產品及服務品質、顧客投訴處理或消費者保障之重大違法違規事件，且未有對本集團造成重大影響。相關法律法規包括《香港消費品安全條例》（第456章）、《商品説明條例》（第362章）、《中華人民共和國產品質量法》及《中華人民共和國消費者權益保護法》。未來，本集團將持續優化投訴處理及顧客服務管理機制，以進一步提升產品責任管理及顧客滿意度。

Responsible Marketing and Labelling

The Group recognises that responsible marketing, advertising, and product labelling practices are important to maintaining consumer trust, protecting customer rights, and upholding brand reputation. The Group is committed to ensuring that product-related information, promotional materials, and labelling are accurate, transparent, and compliant with applicable laws and regulations in the jurisdictions where it operates.

負責任營銷與產品標籤

本集團深信，負責任的市場推廣、廣告宣傳及產品標籤管理對維護消費者信任、保障顧客權益及維護品牌聲譽的重要性。本集團致力確保產品資訊、推廣材料及標籤內容準確透明，並符合業務營運所在地的適用法律法規要求。

Marketing and Advertising Management

To support compliant marketing practices, the Group has established internal advertising management and review procedures to oversee advertising and promotional activities. Relevant marketing and support functions are responsible for reviewing advertising content prior to publication, with the aim of ensuring that product descriptions, marketing claims, and promotional materials are accurate, appropriately substantiated, and not misleading to consumers.

市場推廣及廣告管理

為確保市場推廣活動符合相關法規要求，本集團已建立內部廣告管理及審核程序，對各類廣告及推廣活動進行監督。相關市場推廣及支援部門須於廣告發佈前審核相關內容，以確保產品描述、營銷聲明及推廣資訊真實準確、具合理依據，且不會對消費者造成誤導。

Product Labelling and Consumer Information

To promote transparency and informed consumer use, products are labelled in accordance with applicable regulatory requirements, with clear disclosure of relevant warning and usage information based on product ingredients, functions, and usage methods.

In the event of label inaccuracies, substandard packaging, product expiry, or other quality-related issues, the Group seeks to implement corrective actions promptly and notify relevant suppliers where necessary in order to mitigate potential risks and safeguard consumer interests.

Monitoring and Compliance Management

The Group conducts periodic reviews of advertising, labelling, and promotional materials and works with relevant internal departments and business partners to strengthen compliance management relating to marketing communications and product claims. Relevant personnel are expected to comply with internal policies and applicable regulatory requirements when preparing and publishing advertising content.

During the reporting period, the Group was not aware of any material non-compliance with relevant laws and regulations relating to advertising, product labelling, and marketing communications that would have a significant impact on the Group. Relevant laws and regulations include the Advertising Law of the People's Republic of China, the Regulations on Control of Advertisement, the Measures for the Administration of Internet Advertising, and the Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong). The Group will continue to strengthen its internal controls, review procedures, and compliance management practices relating to advertising, labelling, and marketing activities in support of responsible business conduct and regulatory compliance.

產品標籤及消費者資訊

為提升資訊透明度及協助消費者正確使用產品，本集團按照適用法規要求進行產品標示，並根據產品成分、功能及使用方式清晰披露相關警示及使用資訊。相關資訊可能包括過敏原標示、使用注意事項及儲存條件警示等（如適用）。

如發現標籤資訊錯誤、包裝品質不符合標準、產品過期或其他品質相關問題，本集團將及時採取糾正措施，並於需要時通知相關供應商，以降低潛在風險及保障消費者權益。

監察、合規與管治

本集團定期檢視廣告、產品標籤及宣傳資料內容，並與相關內部部門及業務夥伴合作，加強市場推廣訊息及產品聲明之合規管理。所有相關人員在編製及發佈廣告內容時，均須遵守內部政策及適用法規要求。

於報告期內，本集團並不知悉任何有關廣告宣傳、產品標籤及市場推廣通訊之重大違法違規事件，且未有對本集團造成重大影響。相關法律法規包括《中華人民共和國廣告法》、《廣告管理條例》、《互聯網廣告管理辦法》及香港法例第362章《商品説明條例》。本集團將持續加強廣告、產品標籤及市場推廣活動相關的內部監控、審核程序及合規管理措施，以支持負責任的商業營運及法規遵循。

Intellectual Property Right

The Group recognises that effective management of intellectual property rights ("IPR") is important to maintaining brand integrity, protecting consumer trust and supporting responsible business operations. Given the Group's role in the sales, distribution and brand management of internationally recognised beauty and fragrance brands, the Group places importance on safeguarding intellectual property assets and ensuring compliance with applicable licensing and regulatory requirements across its operations. The Group has established an intellectual property protection system to support the management and protection of intellectual property assets associated with its operations, products and brands.

Licensed Brand Management

The Group's business primarily involves the sales and distribution of products licensed by third-party brand owners, as well as providing brand management and market deployment support. The Group manages and distributes a diverse portfolio of internationally recognised brands covering perfumes, colour cosmetics, skincare products, personal care products, eyewear and home fragrances. Maintaining the integrity of brand assets and complying with licensing requirements are therefore important operational priorities.

The Group ensures that relevant distribution rights, licences and authorisations granted by brand owners remain valid and properly maintained. Business operations involving trademarks, proprietary branding and product-related intellectual property are supported by corresponding trademark and, where applicable, patent registration procedures. The Group also monitors potential risks relating to counterfeit products, unauthorised sales channels and improper brand usage in order to safeguard brand integrity and consumer trust.

Where suspicious counterfeit products or products distributed through improper channels are identified, the Group will assess the nature and scope of the potential infringement and take appropriate follow-up actions in accordance with established procedures. The Group also cooperates with supply chain partners in relevant investigations and, where necessary, may take measures such as product recalls or legal action, depending on the severity and circumstances of the case, in order to protect consumers, uphold product quality standards and maintain brand reputation.

知識產權

本集團相信有效管理知識產權(「知識產權」)對維護品牌完整性、保障消費者信任及支持負責任業務營運的重要性。作為國際知名美容及香氛品牌的銷售、分銷及品牌管理合作夥伴,本集團高度重視知識產權資產保護,並確保各項業務符合相關授權及監管要求。本集團已建立知識產權保護制度,以支援與業務、產品及品牌相關之知識產權資產管理及保護工作。

授權品牌管理

本集團主要從事第三方品牌授權產品之銷售及分銷業務,同時提供品牌管理及市場拓展支援服務。本集團所管理及分銷的國際品牌涵蓋香水、彩妝、護膚品、個人護理產品、眼鏡及家居香氛等多個類別。因此,維護品牌資產完整性及遵守授權協議要求乃本集團的重要營運管理重點。

本集團確保品牌擁有人授予之分銷權、授權及相關批准持續有效及妥善維護。涉及商標、品牌識別及產品相關知識產權之業務活動,均配合相應商標及(如適用)專利註冊程序。此外,本集團持續監察假冒產品、未經授權銷售渠道及不當品牌使用等風險,以保障品牌聲譽及消費者權益。

當發現疑似假冒產品或非授權渠道流通產品時,本集團將根據既定程序評估侵權風險性質及範圍,並採取適當後續行動。本集團亦會與供應鏈合作夥伴配合調查工作,並視個案嚴重程度採取產品召回或法律行動等措施,以保障消費者權益、維護產品品質標準及品牌聲譽。

Protection of Proprietary Brands

In addition to distributing third-party brands, the Group also develops and manages its own proprietary brands. To safeguard these intellectual property assets, the Group undertakes trademark registration and renewal procedures where appropriate, and implements measures to protect brand names, logos, product designs and marketing materials from unauthorised use or infringement. The Group also monitors market activities and sales channels to identify potential misuse of its proprietary brands and support the protection of brand value and reputation.

自有品牌保護

除代理及分銷第三方品牌外，本集團亦發展及管理自有品牌。為保障相關知識產權資產，本集團適時進行商標註冊及續展工作，並採取措施保護品牌名稱、商標標誌、產品設計及市場推廣素材免受未經授權使用或侵權。本集團亦持續監察市場活動及銷售渠道，以識別潛在侵權風險，維護自有品牌價值及市場聲譽。

Internal Controls and Employee Awareness

Stringent internal controls are applied across the Group. The Group prohibits the unauthorised use, reproduction or distribution of copyrighted or proprietary materials, including software, product images, marketing materials and branded content. Internal controls and operational procedures are established to govern the authorised use of trademarks and other intellectual property assets across sales, marketing and distribution activities. Relevant business and compliance functions are responsible for overseeing adherence to internal procedures and licensing requirements.

Employee awareness of intellectual property protection is promoted through internal policies and operational guidelines. Regular monitoring and compliance reviews are conducted to identify potential infringement risks and support the continuous improvement of intellectual property management practices.

內部監控及員工意識

本集團於各項業務運作中實施嚴格內部監控措施，禁止未經授權使用、複製或散佈受版權或專有權利保護之資料，包括軟件、產品圖片、市場推廣材料及品牌內容。本集團已建立相關內部控制及作業程序，以規範銷售、市場推廣及分銷活動中商標及其他知識產權資產的使用。

同時，本集團透過內部政策及營運指引提升員工對知識產權保護的認識，並定期進行監察及合規檢討，以識別潛在侵權風險及持續優化知識產權管理制度。

Compliance with Laws and Regulations

The Group complies with applicable laws and regulations relating to intellectual property in the jurisdictions where it operates, including but not limited to the Copyright Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Copyright Ordinance (Cap. 528 of the Laws of Hong Kong), the Trade Marks Ordinance (Cap. 559 of the Laws of Hong Kong), and other relevant regulatory requirements as outlined in the "About this Report" section.

During the reporting period, the Group complied with relevant intellectual property laws and regulations in Chinese Mainland, Hong Kong and Macao in all material respects, and was not aware of any material non-compliance that had a significant impact on the Group.

合規與管治

本集團遵守營運所在地有關知識產權之適用法律法規，包括但不限於《中華人民共和國著作權法》、《中華人民共和國商標法》、《中華人民共和國專利法》、香港法例第528章《版權條例》及香港法例第559章《商標條例》等。

於報告期內，本集團在中國內地、香港及澳門均已於所有重大方面遵守相關知識產權法律法規，且並不知悉任何對本集團造成重大影響之違法違規事件。

Strengthening Intellectual Property Strategy for Sustainable Brand Growth
透過強化知識產權策略推動品牌可持續增長

The Group remains committed to leveraging IPR as a strategic driver of long-term value creation and competitive differentiation. During the reporting period, the Group participated in the "IP Passport: Branding Your Way to Go Global" seminar organised by the Hong Kong Productivity Council, reaffirming our dedication to advancing robust IP management practices within the fragrance and beauty sector.

本集團持續將知識產權視為推動長期價值創造及競爭優勢的重要策略工具。於報告期內，本集團參與由香港生產力促進局舉辦的「IP護照在手：品牌全球GO！」研討會，再次彰顯本集團致力於推動香氛及美妝產業知識產權管理最佳實踐的承諾。

Privacy, Data Protection and Cybersecurity

The Group recognises that protecting customer privacy and maintaining effective data protection and cybersecurity practices are essential to sustaining stakeholder trust and supporting responsible business operations. As digital platforms and customer engagement channels continue to evolve, the Group seeks to strengthen its governance and management of personal data and information security in line with operational needs and applicable regulatory requirements.

Customer Privacy and Data Protection

The group membership programmes across its brand portfolio serve approximately 3,000,000 members, and hence recognises its responsibility to safeguard customer information, placing strong emphasis on data privacy and security.

The Group has established policies, procedures and internal controls governing the collection, storage, use, retention and protection of personal data across its membership programmes, digital platforms and customer engagement initiatives. Measures include data access controls, password management protocols, retention procedures and safeguards against unauthorised access, misuse or disclosure of information. Relevant practices are developed with reference to guidance issued by the Office of the Privacy Commissioner for Personal Data. Through ongoing monitoring and responsible data management practices, the Group seeks to maintain customer trust and ensure the secure handling of personal information.

私隱保障、資料保護及網絡安全

本集團深明保障顧客私隱及建立健全的資料保護與網絡安全管理制度，對維持持份者信任及支持負責任營運至關重要。隨著數碼平台及顧客互動渠道持續發展，本集團持續加強個人資料及資訊安全管理，以配合業務發展需要及監管要求。

顧客私隱及資料保護

本集團旗下會員計劃覆蓋約300萬名會員，因此深知保障顧客資料的重要責任，並高度重視資料私隱及資訊安全。

相關措施包括資料存取權限管理、密碼管理機制、資料保存程序，以及防範未經授權存取、濫用或披露資料的保護措施。相關管理措施亦參考個人資料私隱專員公署所發佈之指引制定。透過持續監察及負責任的資料管理，本集團致力維護顧客信任及確保個人資料安全。

Cybersecurity and Information Security

The Group seeks to maintain appropriate administrative and technical safeguards over its digital systems and online platforms to support cybersecurity and information security management. Access to customer information is restricted to authorised personnel where necessary, and employees handling personal data are expected to follow relevant internal procedures and maintain confidentiality in the course of their duties.

The Group also seeks to monitor potential information security risks and review relevant controls on an ongoing basis to support the integrity, confidentiality, and security of its information systems. The Group will continue to review and enhance its data protection and cybersecurity practices in response to evolving operational needs, technological developments, and regulatory expectations.

Compliance and Governance

During the reporting period, the Group was not aware of any material non-compliance with relevant laws and regulations relating to customer privacy, data protection, and cybersecurity that would have a significant impact on the Group. Relevant laws and regulations include the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong), the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, and the Personal Information Protection Law of the People's Republic of China. The Group will continue to strengthen its data governance practices and promote awareness of information security and personal data protection across its operations.

網絡安全及資訊安全

本集團致力於數碼系統及網上平台建立適當的行政及技術保護措施，以支援網絡安全及資訊安全管理。顧客資料僅限獲授權人士於有需要情況下存取，而涉及處理個人資料的員工須遵守相關內部程序，並履行保密責任。

本集團亦持續監察潛在資訊安全風險及定期檢視相關控制措施，以維護資訊系統的完整性、保密性及安全性。未來，本集團將因應業務發展、技術變革及監管要求，持續檢討及提升資料保護與網絡安全管理措施。

合規與管治

於報告期內，本集團並不知悉任何有關顧客私隱、資料保護及網絡安全之重大違法違規事件，且未有對本集團造成重大影響。相關法律法規包括香港法例第486章《個人資料（私隱）條例》、《中華人民共和國網絡安全法》、《中華人民共和國數據安全法》及《中華人民共和國個人信息保護法》。本集團將持續強化資料治理機制，並提升員工對資訊安全及個人資料保護的認識，以支持穩健及負責任的業務營運。

Responsible Supply Chain Management

The Group recognises that responsible supply chain management is important to maintaining product quality, operational stability and sustainable business development. The Group seeks to work collaboratively with suppliers that share its commitment to lawful, ethical and responsible business practices, while continuously strengthening supply chain governance and risk management across procurement activities.

To support effective supplier management, the Group has established Supplier Access Standards and Non-commodity Procurement Management Policies covering different procurement scenarios and operational requirements. The Group conducts regular supplier assessments to evaluate suppliers' performance in areas including product quality, cost competitiveness, delivery reliability and service standards. Environmental and social considerations are incorporated into supplier evaluation and management processes. In addition to environmental management practices, the Group also considers suppliers' compliance with applicable labour standards, occupational health and safety requirements, business ethics and other social responsibility expectations as part of its supplier management approach.

The Group encourages suppliers to adopt environmentally responsible practices, including reducing plastic usage, minimising paper consumption, increasing the use of recycled packaging materials and strengthening environmental management measures where appropriate. Suppliers are also encouraged to comply with applicable laws and regulations and maintain responsible operational practices throughout their business operations.

負責任供應鏈管理

本集團深知，負責任的供應鏈管理對維持產品品質、營運穩定性及推動可持續業務發展的重要性。本集團致力與秉持合法、誠信及負責任營運理念的供應商建立長期合作關係，並持續加強採購活動中的供應鏈管治及風險管理。

為有效管理供應商，本集團已制定《供應商准入標準》及《非商品採購管理制度》，涵蓋不同採購情境及營運需求。專責供應商管理職能部門與相關業務、財務及法務部門緊密協作，於整個採購流程中支援供應商甄選、評估及持續管理工作。本集團定期進行供應商評估，以評核供應商在產品品質、成本競爭力、交付可靠性及服務水平等方面的表現。同時，本集團已將環境及社會因素納入供應商評估及管理流程。除環境管理措施外，本集團亦考慮供應商在勞工準則、職業健康與安全、商業道德及其他社會責任要求方面的合規表現，作為供應商管理的重要考量因素。

本集團鼓勵供應商採納環境友善措施，包括減少塑膠使用、降低紙張消耗、增加再生包裝材料使用比例，以及在適當情況下加強環境管理措施。同時，本集團鼓勵供應商遵守適用法律法規，並於日常營運中維持負責任的經營管理方式。

The Group's supplier management process generally includes the following key stages:

1. *Demand Identification*

   Business departments determine procurement requirements based on operational needs and may propose new suppliers where existing supplier resources are insufficient to meet business demands.

2. *Supplier Selection and Access*

   The Supplier Management Department establishes supplier access standards covering areas such as business qualifications, financial standing, operational capability, management systems, compliance status and potential business risks. ESG-related considerations are incorporated into the supplier screening process, and suppliers are encouraged to provide relevant information relating to their environmental and social management practices.

   Potential suppliers are required to submit supporting documents and qualification materials for review. Relevant personnel conduct preliminary assessments and, where applicable, require suppliers to sign integrity and confidentiality undertakings prior to further engagement.

3. *Qualification Review and Assessment*

   Supplier management personnel review supplier qualifications and supporting documentation, including business licences, certifications and integrity commitment documents. Site visits or on-site assessments may also be conducted where necessary to evaluate operational conditions and compliance status. Suppliers that are deregistered, renamed or otherwise fail to meet the Group's requirements may be removed from the supplier management system.

   The Group also conducts regular supplier performance assessments to evaluate suppliers' compliance, operational performance and service quality. Where material issues or potential non-compliance are identified, the Group may communicate improvement requirements to the relevant suppliers and conduct follow-up reviews or enhanced monitoring where appropriate.

本集團的供應商管理程序一般涵蓋以下主要階段：

1. *採購需求識別*

   各業務部門根據營運需要確定採購需求。如現有供應商資源未能滿足業務需求，相關部門可提出新增供應商建議。

2. *供應商甄選及准入管理*

   供應商管理部門已建立供應商准入標準，涵蓋商業資格、財務狀況、營運能力、管理制度、合規情況及潛在業務風險等範疇。本集團已將ESG相關考量納入供應商篩選程序，並鼓勵供應商提供有關其環境及社會管理措施的相關資料。

   潛在供應商須提交相關證明文件及資質材料供審核。相關人員將進行初步評估，並視乎情況要求供應商於進一步合作前簽署誠信承諾書及保密協議。

3. *資格審查及評估*

   供應商管理人員將審核供應商資格及相關證明文件，包括營業執照、認證證書及誠信承諾文件等。在有需要的情況下，本集團亦可能進行實地考察或現場評估，以了解供應商的營運狀況及合規表現。對於已註銷、改名或未能符合本集團要求的供應商，本集團可將其自供應商管理系統中移除。

   此外，本集團定期進行供應商績效評估，以檢視其合規情況、營運表現及服務質素。若發現重大問題或潛在不合規情況，本集團將向相關供應商提出改善要求，並在適當情況下進行跟進評估或加強監察。

4. *Supplier Information Management*

Approved suppliers are assigned internal supplier records and identification codes for ongoing management purposes. Suppliers are required to provide updated information in a timely manner where there are material changes to their business or operational status, and corresponding updates are maintained within the Group's supplier management system.

4. *供應商資料管理*

獲批准的供應商將獲分配內部供應商檔案及識別編號，以作持續管理用途。供應商如於業務或營運狀況方面出現重大變動，須及時向本集團提供最新資料，而相關更新資訊將納入本集團供應商管理系統中保存及管理。

Through ongoing supplier engagement, assessment and monitoring, the Group seeks to enhance supply chain resilience, strengthen operational risk management and promote responsible procurement practices across its value chain.

透過持續的供應商溝通、評估及監察，本集團致力提升供應鏈韌性、加強營運風險管理，並推動價值鏈中的負責任採購實踐。

Supplier Distribution

The Group's suppliers are primarily located in Chinese Mainland, Hong Kong and overseas markets, depending on business needs, product categories and brand requirements. The Group regularly reviews its supplier portfolio to support stable procurement operations and supply chain diversification.

供應商分佈

本集團供應商主要分佈於中國內地、香港及海外市場，並根據業務需求、產品類別及品牌要求進行採購安排。本集團定期檢視供應商組合，以支持穩定採購運作及促進供應鏈多元化發展。

Geographical Region 地區	Number of Suppliers in FY 2025/26 2025/26財政年度供應商數目	Number of Suppliers in FY 2024/25[1] 2024/25財政年度供應商數目[1]
Total Number of Suppliers 供應商總數	**1,335**	**1,336**
Chinese Mainland 中國內地	855	781
Hong Kong 香港	435	502
Southeast Asia 東南亞	3	6
Europe 歐洲	33	38
Others 其他地區	9	9

Compliance with Laws and Regulations

The Group complies with applicable laws and regulations relating to procurement, supplier management and business conduct in the jurisdictions where it operates. During the reporting period, the Group was not aware of any material non-compliance relating to supply chain management that had a significant impact on the Group.

合規與管治

本集團遵守營運所在地有關採購管理、供應商管理及商業操守的適用法律法規。於報告期內，本集團並不知悉任何與供應鏈管理相關且對本集團造成重大影響的重大違法違規事件。本集團將繼續完善供應鏈管理制度，深化與供應商的合作夥伴關係，並將ESG因素融入供應鏈管理流程，攜手供應商推動負責任及可持續的供應鏈發展。

[1] The Group has continued to strengthen data management practices, and as a result, the FY 2024/25 figures have been revised to reflect these improvements.

[1] 本集團持續優化資料管理，因此已對 FY 2024/25 的數據作出修訂，以反映相關改善。

PEOPLE
人才

The Group places its people at the centre of its sustainability strategy, recognising that responsible employment practices and a supportive work environment are fundamental to long-term value creation. Guided by robust governance and aligned with applicable regulatory requirements, the Group is committed to upholding high standards across all aspects of human capital management, including fair employment practices, learning and development, employee well-being and engagement, occupational health and safety ("OHS"), and the prevention of child and forced labour. Through structured training frameworks, proactive wellness initiatives, open communication channels and comprehensive policy safeguards, the Group fosters a safe, inclusive and empowering workplace where employees are supported to develop, contribute and thrive.

本集團秉持「以人為本」的可持續發展理念，深信負責任的僱傭實務及支持性的工作環境乃實現長遠價值創造的關鍵。秉承健全的企業管治原則，並遵循適用的法律法規要求，本集團致力於在人力資本管理各範疇維持高水平標準，包括公平僱傭實務、人才培育與發展、員工福祉及參與、職業健康與安全（「職安健」）、以及防止童工及強制勞工等方面。透過系統化培訓框架、積極的員工關懷措施、暢通的溝通渠道及全面的政策保障，本集團致力營造安全、共融及賦能的工作環境，支持員工持續成長、發揮所長及實現個人發展。

Management Approach

The Group recognises that its employees are fundamental to long-term value creation and sustainable business performance. The Board retains overall responsibility for overseeing human capital management, including employment practices, employee well-being, labour standards and OHS, while day-to-day implementation is delegated to senior management and the Human Resources function.

Employee-related risks, including labour compliance, workforce stability, employee well-being and OHS, are integrated into the Group's enterprise risk management framework. These are subject to regular monitoring and review to ensure alignment with applicable regulatory requirements and evolving industry standards, as well as to support ongoing effectiveness and continuous improvement.

Implementation is driven by management through established policies, procedures and internal controls. A comprehensive and standardised human resources policy framework, as set out in the employee handbook, governs all aspects of employment. Key areas covered include working hours, remuneration and benefits, performance management, termination, leave entitlements, OHS, disciplinary procedures, anti-bribery and equal opportunity. All relevant policies and practices are regularly reviewed to ensure alignment with regulatory requirements, industry practices, operational needs and evolving stakeholder expectations, and are communicated to employees at all levels to ensure consistent understanding and application.

The Group aligns its employment practices with internationally recognised standards on human rights and labour practices. It is a signatory to the United Nations Global Compact and the Women's Empowerment Principles, and has endorsed the Racial Diversity and Inclusion Charter for Employers issued by the Equal Opportunities Commission in Hong Kong.

管理方針

本集團深明員工乃推動長遠價值創造及可持續業務表現的重要資產。董事會全面負責監督人力資本管理工作，包括僱傭實務、員工福祉、勞工準則及職業健康與安全事宜，而日常執行則由高級管理層及人力資源部門負責。

與員工相關的風險，包括勞工合規、人才穩定性、員工福祉及職安健等，均已納入本集團企業風險管理框架內，並透過定期監察及檢討，確保符合適用法規要求及不斷演變的行業標準，同時推動持續改善及提升管理成效。

本集團透過既定政策、程序及內部監控制度推動相關措施的落實。員工手冊所載之全面及標準化人力資源政策框架涵蓋僱傭管理的各個層面，包括工時管理、薪酬與福利、績效管理、離職管理、假期安排、職業健康與安全、紀律處分程序、反賄賂及平等機會等範疇。所有相關政策及措施均會定期檢討，以確保符合監管要求、行業慣例、營運需要及持份者不斷提升的期望，並向各級員工有效傳達，以確保一致理解及妥善執行。本集團的僱傭實務與國際公認的人權及勞工標準保持一致。

本集團為聯合國全球契約及《婦女賦權原則》簽署機構，並已簽署香港平等機會委員會發佈的《種族多元共融僱主約章》。上述承諾充分體現本集團推動多元共融及負責任僱傭實務的決心。

Human Rights and Prevention of Child and Forced Labour

The Group strictly prohibits child labour and forced labour across its operations. Recruitment procedures verify employees' identity, qualifications and legal working age, while all forms of forced or involuntary labour, including coercion, debt bondage and retention of personal identification documents, are prohibited.

Any suspected violations are subject to immediate corrective action, including termination of employment and reporting to relevant authorities. Whistleblowing channels support confidential reporting and protection against retaliation. Regular training and policy reviews are conducted to strengthen awareness of labour standards and ensure the effectiveness of related controls.

Structured Grievance Management and Ethical Workplace Practices

The Group maintains a well-defined Whistleblowing and Anti-Fraud Policy, supported by robust reporting channels and clear escalation procedures. Employees are able to raise concerns relating to workplace conduct, employment practices or employee relations in a timely, confidential and impartial manner.

Multiple reporting channels are available, with defined escalation pathways to senior management and designated oversight functions where appropriate. All reported cases are systematically documented, reviewed and addressed by designated personnel in accordance with established procedures.

The Group is committed to handling all grievances with fairness, transparency and strict confidentiality, with a target response timeframe. This structured approach reinforces accountability, ethical conduct and effective risk management across the organisation.

人權保障及防止童工與強迫勞工

本集團嚴格禁止於業務營運中聘用童工或涉及任何形式的強迫勞工。招聘程序要求核實應徵者身份、資格及法定工作年齡，並禁止任何形式的強迫或非自願勞動，包括脅迫、債務束縛及扣留個人身份證明文件等行為。

如發現任何涉嫌違規個案，本集團將立即採取糾正措施，包括終止相關僱傭關係及向有關監管機構作出通報。本集團亦設有舉報機制，為舉報人提供保密保障及防止報復措施。此外，本集團定期開展培訓及政策檢討工作，以提升員工對勞工標準的認識，並確保相關控制措施的有效性。

完善申訴管理機制及道德工作環境

本集團已制定完善的《舉報及反欺詐政策》，並設有健全的舉報渠道及清晰的升級處理程序。員工可就工作場所行為、僱傭實務或員工關係等事宜，在毋須擔心遭受報復的情況下，及時、保密及公正地提出關注事項。

本集團設有多元化舉報渠道，並在適當情況下按照既定程序向高級管理層及指定監督職能部門作出匯報。所有舉報個案均按照既定程序由指定人員妥善記錄、審閱及跟進處理。

本集團承諾以公平、透明及嚴格保密的方式處理所有申訴個案，並設定回應時限目標。此制度化管理機制有助提升問責性、促進誠信文化建設，以及加強企業風險管理能力。

Total Workforce and Employee Turnover Rate

員工總數及流失率

Category 類別		Sub-category 分類		Number of Employees 員工人數 FY 2025/26 2025/26	FY 2024/25 2024/25	Employee Turnover Rate[2] 流失率[2] FY 2025/26[3] 2025/26[3]	FY 2024/25 2024/25
Total Workforce	**員工總數**			**1,083**	**1,133**	**49%**	**36%**
By Gender	**按性別劃分**	Male	男性	262	296	82%	45%
		Female	女性	821	837	37%	33%
By Age Group	**按年齡組別劃分**	Below 29	29歲以下	228	256	86%	54%
		30-39	30至39歲	474	502	47%	37%
		40-49	40至49歲	294	277	22%	23%
		Over 50	50歲以上	87	98	43%	23%
By Employment Type	**按僱傭類型劃分**	Full-time	全職	975	1,133	–	–
		Part-time	兼職	108	–	–	–
By Geographical Region	**按地區劃分**	Chinese Mainland	中國內地	769	800	50%	40%
		Hong Kong and Macao	香港及澳門	314	333	45%	28%

Talent Attraction, Development and Retention

The Group adopts a proactive and multi-channel approach to talent acquisition, aimed at securing high-calibre candidates and supporting long-term organisational capability. An Employee Referral Programme further complements external sourcing by encouraging employees to identify suitable candidates, fostering a culture of shared ownership in building high-performing teams.

The Group remains equally committed to talent retention, underpinned by a supportive, performance-driven and people-centric workplace. A merit-based performance management framework forms the cornerstone of this approach, incorporating regular performance appraisals, structured feedback and clear objective setting. This framework ensures fair evaluation of employee performance, while recognising individual contributions and supporting continuous professional development.

人才吸引、發展與留任

本集團採取積極及多元化的人才招聘策略，致力吸引高質素人才，並支持組織長遠發展能力建設。除外部招聘渠道外，本集團亦推行「員工推薦計劃」，鼓勵員工推薦合適人才，藉此建立共同參與及共同承擔的人才文化，打造高效能團隊。

在人才保留方面，本集團致力營造支持性、重視績效及以員工為本的工作環境。透明及以能力為本的績效管理制度是相關策略的重要基石，透過定期績效評估、系統化反饋及明確目標設定，確保員工表現得到公平及一致的評核，同時肯定個人貢獻並促進持續專業發展。此機制進一步強化問責文化、員工投入度及持續改善精神。

[2] The percentage is calculated with reference to the "How to prepare an ESG Report? – Appendix III: Reporting Guidance on Social KPIs" issued by the HKEX, i.e., dividing the number of turnover employees in that category by the average number of employees at beginning and the end of the year in that category.

[2] 員工流失率乃參照香港交易及結算所有限公司(「聯交所」)發佈之《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》計算，即以相關類別於報告期內離職員工人數除以該類別於年初及年末員工人數之平均值計算所得。

[3] The year-on-year increase in turnover was primarily attributable to strategic business adjustments during the reporting period.

[3] 本年度員工流失率按年上升，主要由於報告期間本集團因應業務策略調整而進行組織及營運優化所致。

Career progression is supported through clearly defined development pathways and structured training programmes. Complementary well-being and engagement initiatives, together with established two-way communication channels, further enhance employee satisfaction and organisational cohesion.

本集團透過明確的職涯發展路徑及系統化培訓計劃支持員工成長，晉升機會亦與整體薪酬回報制度緊密結合，確保員工表現、成長及貢獻獲得適當認可及回報。此外，本集團透過員工福祉及參與活動，以及完善的雙向溝通機制，持續提升員工滿意度及組織凝聚力。

The Group is committed to providing a fair, competitive and performance-driven remuneration structure. Compensation packages are regularly benchmarked against market standards to ensure competitiveness and equity. Employee remuneration is determined through a formal annual review process, with rewards linked directly to individual performance and business contribution.

本集團致力提供公平、具市場競爭力及以績效為導向的薪酬制度。薪酬待遇定期與市場基準進行比較，以確保具備競爭力及內部公平性。員工薪酬透過正式年度檢討程序釐定，並與個人績效及業務貢獻直接掛鈎。

Through these integrated measures, the Group aims to attract, develop and retain talent, fostering a resilient, engaged and high-performing workforce that supports sustainable business growth.

透過上述綜合措施，本集團致力吸引、培育及挽留優秀人才，建立具韌性、高參與度及高績效的員工團隊，以支持業務可持續增長。

The Group places strong emphasis on recognising the long-term dedication and contributions of its employees, acknowledging that their commitment and professionalism are fundamental to the Group's sustained growth and success. During the reporting period, over 50 employees were presented with Loyalty and Service Awards in recognition of their valuable contributions.

本集團高度重視員工長期服務及卓越貢獻，深信員工的忠誠投入及專業精神是推動本集團持續發展的重要基礎。於報告期間，共有逾50名員工獲頒發「長期服務獎」，以表彰其多年來對本集團作出的寶貴貢獻。

Employee Communication and Engagement

The Group places strong emphasis on transparent communication and active employee engagement, recognising these as key enablers of organisational alignment, trust and sustainable performance.

A diverse range of communication channels is utilised, including annual performance reviews, employee satisfaction surveys, a staff intranet accessible to all employees, internal newsletters, shop visits and regular engagement activities. Formal feedback mechanisms such as grievance procedures are also established to provide employees with accessible and confidential avenues to express their views. Collectively, these channels facilitate open dialogue, encourage the exchange of ideas and support continuous organisational improvement.

員工溝通與參與

本集團高度重視透明溝通及積極的員工參與，並視其為促進組織協同、建立互信及推動可持續發展的重要基石。

本集團透過多種溝通渠道與員工保持緊密聯繫，包括年度績效評核、員工滿意度調查、全員可使用的員工內聯網、內部通訊刊物、門店探訪及各類員工參與活動等。此外，本集團亦設有正式意見反映及申訴機制，為員工提供便捷且保密的渠道表達意見及關注事項。上述溝通渠道共同促進開放對話、鼓勵意見交流及支持組織持續改善。

Driving Digital Transformation in Human Capital Management
推動人力資本管理數碼轉型

The Group continues to advance its people-centric strategy through digital innovation. During the reporting period, the Group was honoured with the "HR Innovator of the Year" award organised by JobsDB, in recognition of our successful implementation of a new Employee Self-Service ("ESS") system.

本集團持續透過數碼創新推進以人為本的管理策略，提升員工體驗、營運效率及組織靈活性。於報告期間，本集團憑藉成功推行全新「員工自助服務系統」，榮獲由JobsDB頒發的「年度人力資源創新獎」。

The platform serves as a one-stop digital solution, enabling employees to conveniently access corporate communications and manage key human resources functions – strengthening internal communication, improving operational efficiency, and supporting a more transparent workplace.

此平台為一站式數碼解決方案，讓員工可隨時隨地查閱企業資訊及管理各項人力資源事務，促進更透明及具回應力的工作環境。

Diversity, Equal Opportunity, and Inclusion

The Group is committed to fostering a diverse, equitable and inclusive workplace where all employees are treated with dignity, fairness and respect. We uphold a zero-tolerance approach to any form of discrimination, harassment or unequal treatment. The Group is dedicated to ensuring that all employees are treated with dignity and equality, regardless of race, colour, religion, gender, nationality, marital status, age or disability, with diversity, equity and inclusion embedded in its day-to-day operations.

Recognising the diverse needs of its workforce, the Group is committed to providing a supportive and family-friendly work environment. Initiatives include the provision of breastfeeding facilities, staff discounts on company products and the encouragement of employee participation in company activities with their families. These measures are designed to enhance employee well-being, support work-life balance and strengthen a sense of belonging across the organisation.

多元共融及平等機會

本集團致力建立多元、公平及共融的工作環境，確保所有員工均獲得尊重、公平對待及平等發展機會。本集團對任何形式的歧視、騷擾或不公平待遇採取零容忍態度。本集團致力確保所有員工不論種族、膚色、宗教信仰、性別、國籍、婚姻狀況、年齡或身體狀況，均享有平等尊重及發展機會，並將多元、公平及共融理念融入日常營運及管理決策之中。

本集團致力營造家庭友善工作環境，措施包括設置母乳餵哺設施、提供員工產品購物優惠，以及鼓勵員工攜同家屬參與公司活動等，藉此提升員工福祉、促進工作與生活平衡，並增強員工對企業的歸屬感。

Female Representation in our Leadership Team
女性領導力推動企業發展

Female leaders play a pivotal role in shaping business strategy and driving commercial performance, including leading key sales and business development initiatives that contribute to the Group's growth. During the reporting period, the Group continued to make measurable progress in strengthening gender diversity, particularly within leadership and management. Women represented 67.86% of leadership and management positions, reflecting the Group's commitment to inclusive leadership and merit-based advancement.

女性管理人員於制定業務策略及推動商業表現方面發揮關鍵作用，包括領導重要銷售及業務拓展項目，為本集團增長作出積極貢獻。於報告期間，本集團持續推動性別多元化發展，尤其在領導及管理層方面取得顯著進展。女性於領導及管理職位的佔比達67.86%，充分反映本集團推動共融領導及以能力為本晉升制度的承諾。

International Women's Day Initiative – "Her Voice, Her Strength"
國際婦女節活動—「她的聲音•她的力量」

In celebration of International Women's Day 2026, the Group launched the "Her Voice, Her Strength" employee engagement initiative in China to promote awareness of women's health, empowerment and personal growth. The programme featured a management Q&A session highlighting female perspectives and leadership, alongside an interactive employee message campaign encouraging the sharing of supportive messages and experiences. Wellness gift sets were distributed to employees as part of the initiative, reflecting the Group's commitment to fostering an inclusive and caring workplace culture.

為慶祝2026年國際婦女節，本集團於中國內地舉辦「她的聲音•她的力量」員工參與活動，旨在提升員工對女性健康、女性賦權及個人成長的關注與認識。活動內容包括管理層問答交流環節，分享女性觀點及領導經驗，以及互動式員工留言活動，鼓勵員工分享支持訊息及個人成長故事。此外，本集團亦向員工派發健康關懷禮品套裝，以體現企業推動關愛文化及建設共融工作環境的承諾。

Employee Well-being, Engagement and Organisational Culture

The Group is committed to fostering a collaborative, inclusive and people-centric workplace culture that supports employee well-being and engagement. Recognising that a healthy workforce underpins sustainable performance, the Group adopts a holistic approach to enhancing employees' physical, mental and social well-being through awareness-building, knowledge-sharing and engagement initiatives.

During the reporting period, the Group continued to invest in structured wellness and engagement programmes designed to enhance employee health awareness and resilience. In partnership with a fitness brand, a health awareness session was delivered at the Hong Kong office, offering practical tools and insights to support employees' physical well-being. The programme included on-site health assessments, including body composition analysis, alongside guided workstation exercises tailored to accommodate busy working environments. These initiatives form part of the Group's broader strategy to integrate well-being into the everyday employee experience, encouraging proactive self-care and supporting overall workforce resilience.

The Group implements a range of engagement initiatives to strengthen team cohesion, enhance cross-functional collaboration and foster a strong sense of belonging. Regular social and cultural activities, including seasonal celebrations and flagship events such as the Annual Gala Dinner, provide opportunities for employees to connect and celebrate shared achievements.

Through these initiatives, the Group continues to cultivate a positive and engaging work environment that supports employee well-being, satisfaction and retention. By promoting wellness awareness and encouraging continuous learning, the Group aims to build a resilient, motivated and high-performing workforce.

員工福祉、參與及企業文化

本集團致力打造協作共融、以人為本的企業文化，積極提升員工福祉及參與度。鑒於健康的員工團隊是實現可持續業務表現的重要基礎，本集團採取全方位策略，透過提升認知、知識分享及員工參與活動，促進員工身心及社交健康發展。

於報告期間，本集團持續投放資源推行系統化健康及員工參與計劃，以提升員工健康意識及抗逆能力。本集團與健身品牌合作，於香港辦公室舉辦健康推廣活動，向員工提供實用健康知識及建議，以促進身體健康。活動內容包括現場健康評估，例如身體成分分析，鼓勵員工將健康理念融入員工日常工作體驗的重要一環，關注個人健康，並提升整體團隊韌性。

本集團持續舉辦各類員工參與活動，以促進團隊凝聚力、加強跨部門協作及建立歸屬感。定期舉辦的節慶活動及年度盛事（如週年晚宴）均為員工提供交流互動及共同慶祝成果的平台。

透過上述措施，本集團持續營造積極及具吸引力的工作環境，提升員工福祉、滿意度及留任率。藉著推廣健康意識及鼓勵持續學習，本集團致力建立具韌性、高投入度及高績效的人才團隊。

Supporting employees with the Employee Assistance Programme
僱員支援計劃

In partnership with the Hong Kong Family Welfare Society, we launched an Employee Assistance Programme to provide psychological and social support to our staff. A mental health talk was held at our headquarters, where a registered social worker shared practical knowledge on stress management. The programme also offered a dedicated hotline, enabling staff to seek support whenever needed.

本集團與香港家庭福利會合作推出「僱員支援計劃」，為員工提供心理及社會支援服務。計劃期間，本集團於總部舉辦心理健康講座，由註冊社工分享壓力管理及心理健康相關知識，協助員工建立正向心理健康意識。此外，計劃亦設有專屬支援熱線，讓員工可於有需要時獲得專業支援及諮詢服務。

Eternal Wellness Retreat & Gala 2026: Fostering a People-centric Culture
Eternal Wellness Retreat & Gala 2026：實踐以人為本企業文化

The Group organised the two-day "Eternal Wellness Retreat & Gala 2026" in Macao which reflected the Group's people-centric philosophy.

本集團於澳門舉辦為期兩天的「Eternal Wellness Retreat & Gala 2026」，充分體現本集團以人為本的管理理念。

The wellness retreat brought together approximately 300 employees from Chinese Mainland, Hong Kong and Macao, providing colleagues with opportunities to reconnect, recharge and strengthen cross-regional engagement. Designed to promote holistic wellness, the programme combined physical activities, mental wellness initiatives and employee appreciation elements within an immersive and supportive environment.

活動吸引約300名來自中國內地、香港及澳門的員工參與，為跨地區同事提供重新連結、紓壓放鬆及深化交流合作的寶貴機會。為推廣全方位健康理念，活動結合身體鍛鍊、心理健康及員工嘉許元素，於輕鬆及支持性的環境中促進員工全面福祉。

Over 120 man-hours of wellness activities were delivered during the retreat, including outdoor yoga, high-intensity interval training (HIIT), stretching sessions, sound-bath therapy and aromatherapy workshops. These activities were curated to encourage healthy lifestyle habits, stress management and emotional well-being, while fostering stronger interpersonal connections among employees.

活動期間共舉辦超過120小時健康促進活動，包括戶外瑜伽、高強度間歇訓練、伸展運動課程、聲頻療癒及香薰療法工作坊等。相關活動旨在鼓勵健康生活習慣、提升壓力管理能力及促進情緒健康，同時加強員工之間的人際聯繫與團隊合作。

The retreat concluded with the Eternal Gala, with wellness-focused elements incorporated throughout the event experience. Employees received specially curated wellness kits containing practical items such as sports accessories, stretching equipment and personal care products to encourage the adoption of healthy habits beyond the workplace.

活動最後以「Eternal Gala」圓滿結束，並於整體活動設計中融入健康生活元素。每位員工均獲贈精心設計的健康禮品包，內含運動用品、伸展訓練工具及個人護理用品等實用物品，鼓勵員工於工作以外持續培養健康生活習慣。

Learning and Development

The Group recognises human capital as a key driver of sustainable growth, service excellence and long-term competitiveness. The Board retains oversight of talent development and capability building, while implementation is led by human resources function through structured learning and development initiatives.

Training priorities of individuals are determined by training needs assessment during the performance review process, aligned with the Group's business strategy and operational requirements, with a focus on strengthening workforce capabilities, enhancing service quality and supporting organisational resilience. The effectiveness of training programmes is subject to regular review to ensure responsiveness to evolving market conditions and stakeholder expectations.

培訓與發展

本集團相信員工是推動可持續增長、卓越服務及長遠競爭力的重要基石。董事會負責監督人才發展及能力建設相關工作，而具體執行則由人力資源職能部門透過系統化的學習與發展計劃推動落實。

員工的培訓重點乃根據績效評核過程中的培訓需求分析而釐定，並與本集團業務策略及營運需求保持一致，重點提升員工能力、優化服務質素及增強組織韌性。本集團亦定期檢視培訓計劃的成效，以確保其能夠回應不斷變化的市場環境及持份者期望。

Thanksgiving SDGs Sustainability Impact Challenge
「感恩同行，共創永續」2025 SDGs可持續發展影響力挑戰賽

During the reporting period, the Group organised the "Thanksgiving – Together with Eternal, Gratitude in Action" 2025 SDGs Sustainability Impact Challenge to encourage employees to reflect on and review the Group's ESG-related initiatives undertaken throughout the year. The campaign promoted awareness of sustainable development and environmental advocacy through interactive employee engagement activities, with healthy food and beverage rewards distributed to participants across multiple office locations in Chinese Mainland.

於報告期內，本集團舉辦「感恩同行，共創永續」2025 SDGs可持續發展影響力挑戰賽，鼓勵員工回顧及反思本集團於年內推行的各項ESG相關舉措。活動透過互動式員工參與形式，提升員工對可持續發展及環境保護的認識與支持，並向中國內地多個辦公地點的參與員工派發健康食品及飲品作為獎勵。

Structured Learning and Development Framework

The Group has established a comprehensive and structured training framework to support employees across different roles, functions and career stages. This framework encompasses the full employee lifecycle, including structured onboarding programmes, core skills training and specialised technical and operational development tailored to specific job requirements.

Training is delivered through a blended approach, integrating online and face-to-face learning to enhance accessibility, flexibility and learning effectiveness. Core training areas include operational excellence, customer service, legal and regulatory compliance, information security and brand management. Collectively, these programmes are designed to strengthen professional competencies, reinforce corporate values and foster a cohesive organisational culture.

Multi-tier Capability Building Approach

The Group adopts a multi-tiered approach to capability development, combining formal training with practical, experience-based learning. On-the-job training remains a central component, enabling employees to apply knowledge in real work environments and build role-specific expertise.

In parallel, employees are encouraged to take ownership of their professional development through self-directed learning and continuous skills enhancement. A range of learning resources and development opportunities is provided to support individual growth, with training pathways tailored to reflect diverse roles, career stages and learning needs. This approach enhances employee engagement, motivation and retention while strengthening overall organisational capability.

Integration of Well-being and Holistic Development

In line with its people-centric philosophy, the Group integrates well-being and personal development into its learning framework. Training programmes incorporate elements of emotional management, personal resilience and mental well-being, recognising the close interrelationship between employee performance and overall health.

系統化學習與發展框架

本集團已建立全面及系統化的培訓框架，以支援不同職能、崗位及職業發展階段的員工。該框架涵蓋員工整個職涯週期，包括結構化入職培訓、核心技能培訓，以及針對特定職務要求而設計的專業技術及營運發展課程。

培訓採用線上及面授相結合的混合學習模式，以提升培訓的可及性、靈活性及學習成效。核心培訓範疇包括卓越營運、顧客服務、法律及監管合規、資訊安全及品牌管理等。透過上述培訓計劃，本集團致力提升員工專業能力、鞏固企業價值觀，並促進團結一致的企業文化。

多層次能力建設模式

本集團採取多層次的人才能力發展策略，結合正式培訓與實務經驗學習。當中，在職培訓為核心組成部分，使員工能夠於實際工作環境中應用所學知識，並建立與崗位相關的專業技能。

同時，本集團鼓勵員工主動承擔個人職業發展責任，透過自主學習及持續技能提升實現個人成長。本集團提供多元化學習資源及發展機會，並因應不同職務、職涯階段及學習需求制定相應培訓路徑。此舉有助提升員工投入度、工作動力及留任率，同時增強整體組織能力。

融入身心健康與全面發展

秉持以人為本的管理理念，本集團將員工福祉及個人成長納入學習與發展框架之中。培訓內容涵蓋情緒管理、個人抗逆力及心理健康等元素，以回應員工工作表現與整體健康之間的密切關係。

During the reporting period, targeted training initiatives were delivered to support employees in managing stress, enhancing resilience and maintaining a balanced approach to professional and personal responsibilities. This holistic approach contributes to the development of a more engaged, adaptable and resilient workforce.

於報告期內，本集團推行多項針對性培訓活動，協助員工有效管理壓力、提升抗逆能力，以及在工作與個人生活之間維持適當平衡。此全面發展模式有助培育更具投入感、適應力及韌性的員工團隊。

Through its structured, multi-dimensional human capital development framework, the Group continues to cultivate a future-ready workforce, supporting long-term organisational performance and sustainable value creation.

透過系統化及多元化的人力資本發展框架，本集團持續培育具備未來競爭力的人才隊伍，支持長遠業務發展及可持續價值創造。

Percentage of Employees Trained and Average Training Hours 受訓員工百分比及平均培訓時數

Category 類別		Sub-category 分類		Average Training Hours 平均培訓時數 FY 2025/26[5] 2025/26[5]	Average Training Hours 平均培訓時數 FY 2024/25 2024/25	Percentage of employees trained[4] 受訓員工百分比[4] FY 2025/26 2025/26	Percentage of employees trained[4] 受訓員工百分比[4] FY 2024/25 2024/25
Total Workforce	**總計**			**5.91**	**8.63**	**58%**	**56%**
By Gender	**按性別劃分**	Male	男性	3.20	8.95	21%	51%
		Female	女性	6.77	9.22	79%	58%
By Employee Category	**按員工類別劃分**	Senior Management	高級管理層	2.06	10.95	1%	57%
		Middle Management	中級管理層	3.71		14%	
		General Staff	一般員工	6.25	8.61	85%	56%

Note: For the purposes of this table, Senior Management set out herein includes executive Directors.

註： 就本表而言，高級管理層包括執行董事。

Occupational Health and Safety 職業健康、安全及福祉

The Group has established a comprehensive occupational health and safety management framework covering all operational sites, including retail outlets, offices and warehouses. Clear policies and procedures are set out in the employee handbook, detailing workplace environmental controls, hygiene standards and safety protocols to safeguard employees.

本集團已建立全面的職安健管理框架，涵蓋所有營運場所，包括零售門店、辦公室及倉庫。員工手冊已清晰訂明相關政策及程序，涵蓋工作環境控制、衛生標準及安全操作規範，以保障員工健康與安全。

A structured incident reporting and escalation mechanism is in place, requiring employees to promptly report any potential hazards or safety concerns to management. This enables timely intervention and effective risk mitigation. In addition, regular safety inspections and compliance checks are conducted, particularly in relation to renovation and modification works, to ensure adherence to building and fire safety requirements. The Group maintains close collaboration with relevant authorities to facilitate inspections and uphold regulatory compliance.

本集團設有系統化事故通報及升級處理機制，要求員工及時向管理層匯報任何潛在危害或安全隱患，以便及早介入並有效降低風險。此外，本集團定期進行安全巡查及合規檢查，特別針對裝修及改建工程，確保符合建築及消防安全要求。本集團亦與相關監管機構保持緊密合作，配合檢查工作及維持法規遵循。

[4] In the reporting period, the Group has revised the calculation methodology for the percentages of employees trained, which are calculated by dividing the total number of employees who took part in training by the total number of employees, and by dividing the number of employees in a specified category who took part in training by the total number of employees who took part in training. Therefore, the percentages are not directly comparable between the current and previous reporting periods.

[4] 於報告期內，本集團優化了受訓員工百分比的統計方法。相關百分比乃根據參與培訓的員工人數佔員工總數，以及特定類別受訓員工人數佔整體受訓員工人數的比例計算。因此，本報告期與上一報告期的相關數據未必具直接可比性。

[5] The decrease in average training hours is attributed to the optimization of training resources. The focus of training was shifted from quantity to quality, with greater emphasis placed on high-impact and targeted core competency training programs, in order to enhance training effectiveness and improve the efficiency of resource utilization. The Group remains committed to sustainable talent management and will continue to invest in the development of the Group's workforce.

[5] 本年度平均培訓時數有所下降，主要由於本集團優化培訓資源配置，將培訓重點由量轉向質，集中投放於高影響力及針對性的核心能力培訓課程，以提升培訓成效及資源運用效率。展望未來，本集團將繼續秉持可持續人才發展理念，持續投資於員工培訓及能力建設，致力培育具備未來競爭力的人才隊伍，為業務的可持續發展奠定穩固基礎。

Safety Performance and Continuous Improvement

We monitor key health and safety indicators, including workplace incidents, training coverage and employee participation in wellness initiatives, to assess the effectiveness of its OHS management approach.

Over the past three years, including the reporting period, the Group did not record any work-related fatalities. We recorded 43 lost days due to work-related incidents for FY 2025/26.

To further strengthen safety culture, the Group provides regular occupational health and safety training, daily safety briefings and awareness programmes to enhance employees' ability to identify risks and adopt safe working practices. Personal protective equipment ("PPE") is provided to mitigate exposure to workplace hazards when necessary. These initiatives contribute to building a proactive safety culture and reinforcing individual accountability.

安全表現與持續改進

本集團持續監察多項職業健康與安全關鍵指標，包括工作場所事故、培訓覆蓋率及員工參與健康促進活動的情況，以評估職業健康與安全管理措施的成效。

於過去三個年度（包括本報告期）內，本集團並無錄得任何因工死亡事故。截至2025/26財政年度，本集團因工傷事故而損失的工作日數為43日。

為進一步強化安全文化，本集團定期提供職業健康與安全培訓、每日安全簡報及安全意識推廣活動，提升員工識別風險及採取安全工作措施的能力。於有需要時，本集團亦向員工提供個人防護裝備，以降低工作場所危害帶來的風險。上述措施有助建立主動積極的安全文化，並強化員工個人的安全責任意識。

Workplace Environment and Employee Well-being

The Group is dedicated to providing a safe, comfortable and supportive working environment. Offices are equipped with ergonomic furniture, appropriate lighting and maintained indoor air quality to promote employee health and productivity. Guidelines on safe manual handling and proper posture are communicated through training and internal awareness programmes.

Beyond workplace safety, the Group promotes holistic employee well-being through preventive healthcare initiatives and benefits. These include influenza vaccination programmes and preferential access to medical check-ups, supporting employees in maintaining good physical health.

The Group further enhanced its wellness initiatives through collaboration with a local health-focused catering provider, delivering educational sessions on nutrition and healthy eating. Employees participated in interactive workshops led by a professional dietitian, gaining insights into balanced dietary practices and experiencing nutritionally designed meal options. This initiative reflects the Group's commitment to fostering healthier lifestyles and raising awareness of preventive health.

工作環境與員工福祉

本集團致力為員工提供安全、舒適及具支持性的工作環境。辦公場所配備符合人體工學的辦公家具、適當照明設施及良好的室內空氣質素管理，以促進員工健康及提升工作效率。同時，本集團透過培訓及內部宣導活動，向員工推廣安全搬運操作及正確工作姿勢指引。

除工作場所安全外，本集團亦透過預防性醫療保健措施及員工福利計劃，促進員工整體健康，包括流感疫苗接種計劃及優惠健康檢查安排，協助員工維持良好身體狀況。

此外，本集團透過與本地健康餐飲服務供應商合作，進一步加強健康促進工作，舉辦有關營養及健康飲食的教育講座。員工參與由專業營養師主持的互動工作坊，深入了解均衡飲食的重要性，並體驗專為健康需求設計的營養餐單。此項計劃充分體現本集團致力推動健康生活方式及提升預防保健意識的承諾。

PLANET
環境

Although the Group's operations as a perfume retail and brand management business do not involve manufacturing activities and therefore have relatively limited direct environmental impacts, we actively seek to minimise our ecological footprint through responsible resource management, operational efficiency, waste reduction initiatives, and employee engagement.

本集團作為香水零售及品牌管理企業，其業務營運不涉及製造活動，因此直接環境影響相對有限，但本集團仍積極透過負責任的資源管理、提升營運效率、推行減廢措施及加強員工參與，致力減低業務對環境所產生的影響。

Promoting Employee Engagement in Biodiversity Conservation
與員工攜手推廣生物多樣性保育

The Group recognises employee engagement as a key driver in advancing its environmental sustainability agenda, including biodiversity conservation.During the reporting period, we supported the "Run for Survival" charity event organised by the Ocean Park Conservation Foundation Hong Kong, held at Ocean Park Hong Kong.

本集團深信，員工參與是推動環境可持續發展及生物多樣性保育的重要動力。於報告期內，本集團支持由香港海洋公園保育基金舉辦的「生態保衛賽」慈善活動，活動於香港海洋公園舉行。

Through this initiative, employees were able to connect with nature, deepen their understanding of biodiversity issues, and reinforce the importance of environmental stewardship in a practical and meaningful way.

透過參與活動，員工得以親近自然環境，加深對生物多樣性議題的認識，並以實際且具意義的方式體會環境保護及生態保育的重要性。

Climate Change

The Group recognises that addressing climate change and reducing environmental impacts are essential to achieving long-term sustainable development. Sustainability remains a core pillar of the Group's ESG strategy, and we are committed to integrating environmental considerations into our daily operations, decision-making processes, and business development initiatives.

Governance

The Board oversees the Group's environmental and climate-related strategies, risks, and performance, while the ESG Task Force is responsible for coordinating the implementation, monitoring, and review of environmental initiatives across operations. The ESG Task Force regularly reports environmental performance and climate-related matters to the management and the Board to support ongoing oversight and continuous improvement.

Strategy

During the Year, the Group revisited and reviewed the internal climate-related assessments originally conducted in 2024 together with an external consultant to evaluate the potential implications of physical and transition climate-related risks under different climate scenarios and time horizons. The review was conducted to ensure the continued relevance and effectiveness of the Group's climate-related risk assessment approach in light of evolving climate conditions, regulatory developments, and stakeholder expectations.

The climate scenario analysis exercise adopted a structured four-step approach:

1. **Prioritisation –** The Group identified and compiled a broad range of climate-related risks and opportunities relevant to its business operations. The assessment was supported by industry research, market developments, and engagement with internal stakeholders to evaluate and prioritise the most relevant climate-related risks and opportunities.

氣候變化

本集團深明應對氣候變化及減少環境影響對實現長遠可持續發展十分重要。可持續發展一直為本集團ESG策略的重要支柱之一，我們致力將環境考量融入日常營運、決策流程及業務發展之中。

管治

董事會負責監督本集團的環境及氣候相關策略、風險及表現，而ESG專責小組則負責統籌環境措施於各項營運中的推行、監察及檢討工作。ESG專責小組定期向管理層及董事會匯報環境表現及氣候相關事宜，以支持持續監督及不斷改進。

策略

年內，本集團在外部顧問協助下，重新檢視及更新於2024年進行的氣候相關評估，以評估於不同氣候情景及時間範圍下，實體風險及轉型風險可能對業務帶來的潛在影響。是次檢討旨在因應氣候狀況、監管環境及持份者期望的持續變化，確保本集團氣候風險評估方法的持續適切性及有效性。

氣候情景分析採用以下四個步驟進行：

1. **識別及優次排序** — 本集團識別並整理與業務營運相關的廣泛氣候相關風險及機遇，並透過行業研究、市場發展分析及內部持份者參與，評估及確定最具重要性的氣候相關風險及機遇。

2. **Validation –** The prioritised climate-related risks and opportunities were reviewed and validated by the ESG Committee. Periodic reviews are conducted to ensure the ongoing appropriateness and relevance of identified climate-related matters.

3. **Analysis –** Following the prioritisation process, the Group conducted climate scenario analysis to assess the potential operational, strategic, and financial implications of identified climate-related risks and opportunities across different time horizons.

4. **Integration –** The findings from the climate scenario analysis were incorporated into the Group's ESG reporting and risk management considerations to enhance stakeholder understanding of the Group's climate-related exposures and management approach.

The assessment was conducted with reference to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") and considered a range of climate-related scenarios, including both high-emissions ("business-as-usual") and low-emissions ("net zero transition") pathways.

The scenarios were informed by internationally recognised climate frameworks and projections published by the Network of Central Banks and Supervisors for Greening the Financial System ("NGFS") and the Intergovernmental Panel on Climate Change ("IPCC"), including the NGFS Net Zero 2050 scenario, NGFS Current Policies scenario, IPCC Shared Socio-economic Pathway ("SSP") 1-2.6 scenario, and IPCC SSP5-8.5 scenario. These reference scenarios provided a basis for assessing the potential climate-related risks and opportunities facing the Group across short-, medium-, and long-term time horizons.

2. **驗證** — 已識別及排序的氣候相關風險及機遇由ESG委員會進行審閱及確認。本集團亦定期進行檢討，以確保相關氣候議題持續具備適切性及相關性。

3. **分析** — 完成優次排序後，本集團進行氣候情景分析，以評估已識別氣候相關風險及機遇於短期、中期及長期不同時間範圍內對營運、策略及財務層面的潛在影響。

4. **整合** — 氣候情景分析所得結果已納入本集團ESG匯報及風險管理考量之中，以加深持份者對本集團氣候風險敞口及管理方針的理解。

有關評估參考氣候相關財務披露工作小組(Task Force on Climate-related Financial Disclosures，簡稱「TCFD」)的建議進行，並考慮多項氣候情景，包括高排放情景(「維持現狀」)及低排放情景(「淨零轉型」)。

相關情景參考由綠色金融體系網絡(Network of Central Banks and Supervisors for Greening the Financial System，「NGFS」)及政府間氣候變化專門委員會(Intergovernmental Panel on Climate Change，「IPCC」)所發佈的國際認可氣候框架及預測，包括NGFS淨零2050情景(NGFS Net Zero 2050)、NGFS現行政策情景(NGFS Current Policies)、IPCC共享社會經濟路徑1-2.6(SSP1-2.6)及共享社會經濟路徑5-8.5(SSP5-8.5)情景。上述參考情景為評估本集團於短期、中期及長期面對的潛在氣候相關風險及機遇提供基礎。

<table>
<tr><th></th><th>High-Emissions Scenario
(“Business-as-usual”)
高排放情景（維持現狀情景）</th><th>Low-Emissions Scenario
(“Net-zero Transition”)
低排放情景（淨零轉型情景）</th></tr>
<tr><td>Scenario Overview
氣候情景概覽</td><td>This scenario assumes limited climate policy intervention and continued reliance on carbon-intensive economic activities, resulting in more severe climate impacts and heightened exposure to physical climate risks.
此情景假設氣候政策干預有限，經濟活動持續高度依賴高碳排放模式，導致氣候變化影響進一步加劇，並增加企業面臨實體氣候風險的風險敞口。</td><td>This scenario is aligned with the objectives of the Paris Agreement and assumes accelerated global decarbonisation efforts aimed at limiting global temperature increase to 1.5°C through timely and coordinated climate actions.
此情景符合《巴黎協定》的目標，假設全球透過及時且協調一致的氣候行動，加速推動減碳進程，以將全球升溫幅度控制在1.5°C以內。</td></tr>
<tr><td>Reference Scenarios
參考情景</td><td>– IPCC SSP5-8.5 – Represents a high-emissions pathway driven by continued fossil fuel-based economic growth and rising greenhouse gas concentrations.
IPCC SSP5-8.5－代表高排放發展路徑，假設經濟持續依賴化石燃料推動增長，溫室氣體濃度持續上升。
– NGFS Current Policies – Reflects a “hot house world” scenario where only currently implemented climate policies are maintained, leading to more severe physical climate impacts over time.
NGFS現行政策情景 — 反映「高溫世界」情景，即僅維持現行已實施的氣候政策，缺乏進一步氣候行動，導致實體氣候影響隨時間推移而加劇。</td><td>– IPCC SSP1-2.6 – Represents a lower-emissions pathway under which global warming is more effectively controlled, resulting in comparatively lower climate-related disruptions.
IPCC SSP1-2.6－代表較低排放發展路徑，在全球暖化獲得較有效控制的情況下，氣候相關干擾及影響相對較低。
– NGFS Net Zero 2050 – Represents an orderly transition scenario characterised by strong climate policies, technological innovation, and economy-wide decarbonisation measures aimed at achieving net-zero emissions by 2050.
NGFS淨零2050情景 — 代表有序轉型情景，透過強而有力的氣候政策、技術創新及全面經濟減碳措施，於2050年前實現淨零排放目標。</td></tr>
<tr><td>Key Assumptions
主要假設</td><td>– Greenhouse gas emissions continue to rise until approximately 2080, resulting in global warming exceeding 3°C by 2100.
溫室氣體排放量持續增長至約2080年，並導致全球平均氣溫於2100年前上升超過3°C；
– Existing climate policies remain largely unchanged with limited additional intervention.
現行氣候政策大致維持不變，額外政策干預有限；
– Technological development progresses at a moderate pace without significant low-carbon breakthroughs.
技術發展維持中等速度，低碳技術未出現重大突破；
– Physical climate risks, including extreme weather events and rising temperatures, become increasingly significant.
極端天氣事件、持續高溫及其他實體氣候風險的發生頻率及影響程度逐步增加。</td><td>– Strong climate policies and low-carbon initiatives are implemented globally to limit temperature rise to below 1.5°C by 2100.
全球積極推行氣候政策及低碳發展措施，致力於2100年前將全球升溫控制在1.5°C以內；
– Rapid and proactive decarbonisation measures are adopted across industries and economies.
各行業及經濟體系迅速採取積極減碳措施，加快能源轉型進程；
– Greater emphasis is placed on renewable energy, energy efficiency, and low-carbon technological innovation.
再生能源、能源效益提升及低碳技術創新成為主要發展方向；
– Transition risks, including regulatory changes, evolving market expectations, and shifting consumer preferences, become more prominent.
轉型風險逐漸增加，包括監管要求提升、市場期望轉變及消費者偏好改變等因素帶來的影響。</td></tr>
<tr><td>Assessment Time Horizons
評估時間範圍</td><td>– Baseline year: 2024
基準年度：2024年
– Short term: 1-5 years
短期：1至5年
– Medium term: 5-10 years
中期：5至10年
– Long term: More than 10 years
長期：10年以上</td><td>– Baseline year: 2024
基準年度：2024年
– Short term: 1-5 years
短期：1至5年
– Medium term: 5-10 years
中期：5至10年
– Long term: More than 10 years
長期：10年以上</td></tr>
</table>

The climate scenario analysis does not represent a prediction or guarantee of future outcomes for the Group. The assessment is based on a range of assumptions, methodologies, and information available at the time of analysis, which may be subject to change as climate science, regulatory developments, market conditions, and stakeholder expectations continue to evolve. Actual future impacts may differ from the assumptions adopted in the analysis due to factors beyond the Group's control. Accordingly, the climate scenario analysis should be regarded as a forward-looking assessment tool to support the Group's understanding of potential climate-related risks and opportunities rather than a definitive projection of future performance.

Given the nature of the Group's operations as a perfume retail and brand management business, the Group currently considers climate-related risks to have a relatively limited direct operational impact in the short term. Based on the assessment results, the Group identified and prioritised a number of climate-related physical risks and transition risks that may potentially affect its operations and business environment over different time horizons. The Group recognises that climate change may indirectly affect its operations, supply chain, logistics arrangements, consumer preferences, and broader business environment over the medium to long term, and this climate-risk assessment supported the Group in evaluating its resilience and preparedness in responding to evolving climate-related challenges.

We will continue to monitor climate-related developments and periodically review its climate-related risk assessments and response measures to support long-term business resilience and sustainable development.

上述時間範圍有助本集團從不同維度評估氣候變化對業務營運、策略規劃及財務表現可能帶來的潛在影響，並支持制定適當的風險管理及應對措施，以提升業務韌性及長遠可持續發展能力。

氣候情景分析並不構成對本集團未來表現的預測或保證。有關評估乃根據分析時可獲得的資料、假設及方法進行，而相關因素可能因氣候科學發展、監管變化、市場環境及持份者期望的演變而有所調整。由於部分因素超出本集團控制範圍，實際影響或與分析結果存在差異。因此，有關分析應被視為協助本集團了解潛在氣候風險及機遇的前瞻性評估工具，而非對未來表現的確定性預測。

本集團主要從事香水零售及品牌管理業務，氣候相關風險目前對其短期直接營運影響相對有限。根據評估結果，本集團識別並優先考慮若干可能於不同時間範圍內影響其營運及業務環境的實體風險及轉型風險。本集團明白，氣候變化於中長期可能透過供應鏈、物流安排、消費者偏好及整體商業環境等方面對業務帶來間接影響，而是次氣候風險評估有助本集團評估其應對氣候相關挑戰的韌性及準備程度。

未來，本集團將持續關注氣候相關發展，並定期檢討氣候風險評估及應對措施，以提升業務韌性及支持長遠可持續發展。

Physical Risk **急性風險**	**Description of risk** **風險描述**	**Potential impact** **潛在影響**	**Mitigation measures** **應對及緩解措施**
Acute risk (Short term) 急性實體風險 (短期)	Extreme weather events, such as typhoons and flooding, may disrupt supply chain and logistics operations, resulting in delivery delays and potential damage to products, facilities, and retail stores. 颱風、水浸等極端天氣事件可能對供應鏈及物流運作造成干擾,導致貨品運送延誤,並可能對產品、倉庫設施及零售店舖造成損害。	Damage to products and retail stores, as well as disruptions to the supply chain, may result in increased operating costs, business interruption expenses, and higher insurance premiums. 產品及零售店舖受損,以及供應鏈中斷,可能導致營運成本上升、業務中斷相關開支增加及保險成本上升。	– Establish and implement emergency response plans and contingency measures. 制定及落實緊急應變計劃及業務持續營運安排; – Organise regular staff training and emergency preparedness drills. 定期為員工提供應急培訓及進行演練,以提升應變能力; – Closely monitor weather alerts and typhoon warning updates to facilitate timely operational responses. 密切監察天氣預警及颱風資訊,以便及時採取相應營運措施。
Chronic Risks (Long term) 慢性實體風險 (長期)	Rising temperatures may require adjustments to business operations and increase electricity consumption from air-conditioning systems in order to maintain a comfortable indoor environment and consistent room temperature. 氣溫持續上升可能需要調整營運安排,並增加空調系統的使用需求,以維持舒適的室內環境及穩定的儲存條件。	Adjustments to business operations and increased electricity consumption from air-conditioning systems may result in higher operating costs. 營運模式調整及空調系統耗電量增加,可能導致能源消耗及營運成本上升。	– Adapt business practices and operational strategies to address changing climate conditions. 因應氣候變化趨勢,適時調整業務營運模式及管理策略; – Regularly review and update climate-related risk management and contingency plans. 定期檢討及更新氣候相關風險管理措施及應變計劃,以提升業務韌性及適應能力。

Transition Risk **轉型風險**	**Description of risk** **風險描述**	**Potential impact** **潛在影響**	**Mitigation measures** **應對及緩解措施**
Transition Risks Policy and Legal (Short to medium term) 政策及法律風險 (短至中期)	Mandatory emissions disclosure requirements and regulatory changes may affect existing products, services, and business operations. 強制性溫室氣體排放披露要求及氣候相關法規變動,可能對現有產品、服務及業務營運模式產生影響。	Changes in laws and regulations may result in increased compliance costs and the premature retirement or replacement of existing assets. 法律法規變更可能導致合規成本增加,以及現有資產需提前淘汰、更換或升級。	– Regularly review government policies, regulatory requirements, and the latest developments relating to climate change to ensure adequate preparedness and timely response measures. 定期檢視政府政策、監管要求及氣候變化相關最新發展,以確保能及時制定應對措施並提升應變能力; – Encourage employees to enhance their understanding of emerging climate-related disclosure requirements and sustainability regulations. 鼓勵員工持續提升對新興氣候相關披露要求及可持續發展法規的認識和理解。
Transition Risks Market (Short to medium term) 市場風險 (短至中期)	With the growing emphasis on sustainable development, retail consumers may increasingly prefer organic and environmentally friendly perfumes. 隨著市場對可持續發展的重視日益提升,零售消費者可能愈加偏好有機及環保香水產品。	Changes in consumer demand and preferences for different types of products may reduce demand for existing products and lead to inventory build-up. 消費者需求及產品偏好的轉變,可能導致現有產品需求下降及存貨積壓風險增加。	– Monitor market trends and adjust marketing strategies accordingly. 持續監察市場趨勢及消費者偏好變化,適時調整市場推廣及產品策略; – Focus on sustainable products and services to address evolving consumer preferences and expectations. 聚焦發展可持續產品及服務,以回應消費者不斷演變的需求及期望。
Transition Risks Reputation (Short to medium term) 聲譽風險(短至中期)	Loss of customer trust or stakeholder support arising from reputational damage or inadequate management of climate-related issues. 因氣候相關議題管理不足或聲譽受損,導致顧客信任下降或持份者支持減少。	Brand-building initiatives may lead to increased operating costs and higher investment in social responsibility and sustainability initiatives. 為維護及提升品牌形象,可能需要投入更多資源於品牌建設、企業社會責任及可持續發展相關措施,從而增加營運成本。	– Enhance transparency in ESG reporting and stakeholder communications. 提升ESG資訊披露透明度及持份者溝通成效; – Strengthen the Group's brand reputation through sustainable and ethical business practices. 透過推行可持續及符合商業道德的營運實踐,持續鞏固及提升本集團的品牌聲譽。

Risk Management

The Board has delegated authority to the audit committee of the Company (the "Audit Committee") to assist in overseeing the Group's risk management and internal control systems. This includes reviewing and evaluating the nature and extent of ESG and climate-related risks that the Group is willing to accept in pursuing its strategic objectives. The Audit Committee is responsible for monitoring the effectiveness of the Group's risk management and internal control systems and ensuring that appropriate measures are in place to safeguard the Group's assets and support sound corporate governance practices.

The Group will continue to conduct ongoing stakeholder engagement and periodic materiality assessments to review the relevance and significance of ESG and climate-related topics to its operations and stakeholders. The Group also regularly reassesses the risk levels associated with ESG and climate-related matters to support the effective implementation of its sustainability strategy and strengthen its ability to respond to evolving regulatory requirements, stakeholder expectations, and emerging ESG and climate-related risks.

Metrics and Targets

The Group has established environmental objectives centred on resource conservation, operational efficiency, and environmental protection, with the aim of promoting green operations and sustainable development across its business activities. The ESG Task Force is responsible for regularly reviewing the implementation progress and effectiveness of environmental initiatives and targets.

Key environmental focus areas include:

- promoting energy-saving practices and reducing energy consumption across offices, retail stores, and warehouses;
- reducing packaging material usage through improved packaging management and staff awareness;
- promoting waste reduction and recycling initiatives across operations;
- strengthening employee awareness of environmentally responsible practices through ongoing training and communication; and
- enhancing operational efficiency through digitalisation and intelligent management systems.

風險管理

董事會已授權本集團審核委員會協助監督本集團的風險管理及內部監控系統，包括審閱及評估本集團於實現策略目標過程中願意承擔的ESG及氣候相關風險性質及程度。審核委員會負責監察本集團風險管理及內部監控系統的有效性，並確保已建立適當措施保障本集團資產及支持良好的企業管治實踐。

本集團將持續透過持份者參與及定期重要性評估，檢討ESG及氣候相關議題對業務營運及持份者的重要程度。同時，本集團亦會定期重新評估ESG及氣候相關風險水平，以支持可持續發展策略的有效推行，並提升應對監管要求、持份者期望及新興ESG與氣候風險的能力。

指標及目標

本集團已制定以資源節約、營運效率提升及環境保護為核心的環境目標，致力於業務營運中推動綠色營運及可持續發展。ESG專責小組負責定期檢討環境措施及目標的推行情況及成效。

主要環境管理重點包括：

- 推動辦公室、零售店舖及倉庫的節能措施，降低能源消耗；
- 透過優化包裝管理及提升員工意識，減少包裝材料使用；
- 推行減廢及回收措施；
- 透過持續培訓及宣傳，加強員工環保意識；及
- 透過數碼化及智能管理系統提升營運效率。

To further strengthen environmental performance management, the Group will continue to review opportunities to establish more measurable medium- and long-term environmental targets, including targets relating to energy efficiency, packaging reduction, waste recycling, and other climate-related indicators where practicable.

為進一步加強環境績效管理，本集團將持續檢討制定更具量化基礎的中長期環境目標的可行性，包括能源效益、包裝減量、廢棄物回收及其他氣候相關指標。

The Group will also continue to review the materiality of climate-related risks and opportunities on a regular basis, taking into consideration evolving regulatory requirements, stakeholder expectations, operational developments, and market conditions. Subject to the outcome of such assessments and the level of materiality identified, the Group will consider enhancing climate-related metrics, setting additional climate-related targets, and formulating a climate transition plan where appropriate to support long-term business resilience and sustainable development.

本集團亦將定期檢討氣候相關風險及機遇的重要性，並考慮監管要求、持份者期望、營運發展及市場環境等因素。視乎評估結果及重要性水平，本集團將考慮完善氣候相關指標、制定額外氣候目標及適時制訂氣候轉型計劃，以支持長遠業務韌性及可持續發展。

In addition to climate-related targets, the Group also records and monitors relevant environmental performance indicators to assess operational impacts and support future emission reduction and resource efficiency initiatives.

除氣候相關目標外，本集團亦持續記錄及監察相關環境績效指標，以評估營運影響，並為未來減排及提升資源效益措施提供參考。

Greenhouse Gas Emissions and Energy Efficiency

Given the nature of the Group's operations, which primarily comprise retail, online sales and brand management activities without manufacturing operations, the Group generates relatively limited direct greenhouse gas ("GHG") emissions compared with manufacturing-intensive industries. Nevertheless, the Group continues to identify emission sources across its operations and implement practical measures to enhance environmental performance.

溫室氣體排放及能源效益

鑒於本集團的業務主要包括零售、網上銷售及品牌管理活動，且不涉及生產製造工序，與製造業為主的企業相比，本集團產生的直接溫室氣體（「溫室氣體」）排放相對有限。儘管如此，本集團仍持續識別營運過程中的排放源，並推行切實可行的措施，以提升環境績效。

Scope 1 emissions

Scope 1 emissions primarily arise from fuel consumption associated with company-owned vehicles used for operational and community-related purposes. The Group also strengthened vehicle usage management to improve operational efficiency and minimise unnecessary fuel consumption.

範圍一排放

範圍一排放主要來自本集團自有車輛於日常營運及社區活動中所消耗的燃料。本集團亦持續加強車輛使用管理，以提升營運效率及減少不必要的燃料消耗。

Scope 2 emissions

Scope 2 emissions primarily arise from purchased electricity consumed across the Group's offices, retail stores, and warehouses. To improve energy efficiency and reduce electricity consumption, the Group has progressively replaced conventional lighting systems with energy-efficient LED lighting across its operations. The Group will continue to increase the adoption of LED lighting and other energy-efficient equipment where practicable.

範圍二排放

範圍二排放主要來自本集團辦公室、零售店舖及倉庫所使用的外購電力。為提升能源效益及降低用電量，本集團持續於各營運場所逐步以節能LED照明系統取代傳統照明設備。未來，本集團將在可行情況下進一步增加LED照明及其他高能源效益設備的應用。

GHG Emissions [6, 7] 溫室氣體排放量[6,7]	Unit 單位	FY 2025/26 2025/26	FY 2024/25 2024/25
Scope 1 – Direct GHG emission [8] 範圍一 — 直接溫室氣體排放量[8]	Tonnes of CO_2 equivalent (tCO_2e) 噸二氧化碳當量(tCO_2e)	30.44	42.22
Scope 2 – Indirect GHG emissions [9] 範圍二 — 間接溫室氣體排放量[9]	tCO_2e 噸二氧化碳當量(tCO_2e)	634.58	2,371.80
Total GHG Emissions (Scopes 1 and 2) 溫室氣體排放總量(範圍一及範圍二)	tCO_2e 噸二氧化碳當量(tCO_2e)	665.02	2,414.02
Intensity of total GHG emissions (Scope 1 and 2) 溫室氣體排放密度(範圍一及範圍二)	tCO_2e/million RMB Revenue 噸二氧化碳當量／百萬元人民幣收益(tCO_2e／百萬元人民幣收益)	0.31	1.16

6 Our GHG emissions across Scope 1, Scope 2, Scope 3, and in total are measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, the GHG Protocol Scope 2 Guidance, and the GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The Group has chosen the operational control approach as the consolidation method for measuring GHG emissions, as this allows the Group to readily access the necessary operational data. For quantifying gross GHG emissions, activity data was used for Scope 1 and 2 emissions, while spending data was employed for Scope 3 emissions. The emission factors applied are sourced from reputable primary and secondary databases, and, where applicable, the 100-year GWP 100 values published in the IPCC Sixth Assessment Report are adopted. The underlying assumptions in these calculations are that the internal operational data and emission factors utilised are both accurate and dependable. Taking into account the balance between the quality of outcomes and cost efficiency, the Group believes that the calculation methodologies adopted represent the most accurate reflection of our emissions.

6 本集團的範圍一、範圍二、範圍三及溫室氣體排放總量均按照《溫室氣體盤查議定書：企業會計與報告標準》、《GHG Protocol Scope 2 Guidance》及《溫室氣體盤查議定書：企業價值鏈(範圍三)會計與報告標準》進行量度及計算。本集團採用營運控制法作為溫室氣體排放量的合併計算方法，原因為該方法能讓本集團更有效取得所需的營運數據，以進行排放量盤查及分析。在溫室氣體排放量計算方面，範圍一及範圍二排放採用活動數據進行量化，而範圍三排放則採用支出數據進行估算。本集團所採用的排放因子均來自具公信力的主要及次級數據來源，並於適用情況下採納政府間氣候變化專門委員會《第六次評估報告》所發佈的100年全球暖化潛勢值。相關計算基於內部營運數據及所採用排放因子均屬準確及可靠的假設。在兼顧數據質量及成本效益的前提下，本集團認為所採納的計算方法能最準確地反映其溫室氣體排放表現。

7 The environmental data reporting boundary covers significant operations, including all offices, warehouses, and stores under the Group's sustained control. Temporary retail spaces, consignment arrangements, and other less significant operations are excluded from this boundary.

7 本集團的環境數據匯報範圍涵蓋其具重大營運影響的業務單位，包括所有由本集團持續控制的辦公室、倉庫及零售店舖。臨時零售點、寄售業務安排及其他影響相對較低的營運則不包括於本報告範圍內。

8 Scope 1 emissions are calculated with reference to Hong Kong Exchanges and Clearing Limited's ("HKEX") "How to prepare an ESG Report? - Appendix II: Reporting Guidance on Environmental KPIs".

8 範圍一溫室氣體排放量乃參照香港交易及結算所有限公司(「香港交易所」)發佈的《如何編備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》進行計算。

9 Emissions factors applied for the calculation of Scope 2 emissions are based on latest sustainability reports published by local electricity companies and information published by the Ministry of Ecology and Environment of the People's Republic of China. For FY 2025/26, the Scope 2 emissions are calculated using the location-based method, as defined in the GHG Protocol Scope 2 Guidance.

9 範圍二溫室氣體排放量所採用的排放因子，乃根據當地電力公司最新發佈的可持續發展報告，以及中華人民共和國生態環境部發佈的相關資料釐定。於2025/26財政年度，範圍二溫室氣體排放量按照《GHG Protocol Scope 2 Guidance》所界定的地區基準法進行計算。

Additional energy-saving measures implemented during the reporting period included switching off non-essential equipment during non-operating hours, maintaining appropriate temperature settings for air-conditioning systems, and conducting regular inspections and maintenance of electrical equipment to enhance operational efficiency and minimise unnecessary energy consumption.

於報告期內，本集團推行的其他節能措施包括於非營運時段關閉非必要設備、維持空調系統於適當溫度設定，以及定期檢查及保養電力設備，以提升營運效率及減少不必要的能源消耗。

During the reporting period, the Group maintained relatively low levels of energy and resource consumption across its operations. The Group continued to monitor resource utilisation patterns and implement practical measures to improve operational efficiency and reduce environmental impacts. During the reporting period, the Group complied, in all material respects, with applicable laws and regulations relating to greenhouse gas emissions in the regions where it operates, and no incidents of non-compliance were identified.

報告期內，本集團整體能源及資源消耗水平維持於相對穩定及合理水平。本集團持續監察資源使用模式，並推行多項實務措施以提升營運效率及減低環境影響。於報告期內，本集團在所有重大方面均遵守營運所在地有關溫室氣體排放的適用法律及法規，亦未發現任何重大違規事件。

To further strengthen resource efficiency, the Group continued to invest in environmentally preferable products, technologies, and equipment across its offices, retail stores, and warehouses. Relevant initiatives included the installation of automatic water-saving devices, electrical appliances carrying recognised energy efficiency labels, and other energy-saving technologies.

為進一步提升資源使用效益，本集團持續投資於較環保的產品、技術及設備，涵蓋辦公室、零售店舖及倉庫等營運場所。有關措施包括安裝自動節水裝置、採用具備認可能源效益標籤的電器設備，以及引入其他節能技術。

In addition, employees were regularly reminded through internal communications to switch off electronic devices when not in use and to conserve water, paper, and office supplies in daily operations, promoting environmentally responsible workplace practices and resource conservation awareness across the Group.

此外，本集團透過內部溝通渠道定期提醒員工於非使用期間關閉電子設備，並於日常營運中節約用水、用紙及辦公用品，藉此推廣環保工作文化及提升資源保育意識。

Energy consumption [7] **能源消耗量**[7]	**Unit** **單位**	**FY 2025/26** **2025/26**	**FY 2024/25** **2024/25**
Direct energy consumption – Diesel 直接能源消耗 — 柴油	MWh 兆瓦時(MWh)	62.10	60.45
Direct energy consumption – Petrol 直接能源消耗 — 汽油	MWh 兆瓦時(MWh)	52.45	87.82
Indirect energy consumption – Purchased electricity 間接能源消耗 — 外購電力	MWh 兆瓦時(MWh)	1,321.68	4,747.05
Total energy consumption 能源總消耗量	MWh 兆瓦時(MWh)	1,436.23	4,895.32
Intensity of energy consumption 能源消耗密度	MWh/million RMB Revenue 兆瓦時／每百萬元人民幣收益 （MWh／百萬元人民幣收益）	0.67	2.35

Scope 3 emissions

Scope 3 greenhouse gas ("GHG") emissions, as defined under the GHG Protocol, comprise indirect emissions generated across the value chain from activities not directly owned or controlled by the Group. During the reporting period, the Group enhanced its climate-related disclosure practices by commencing the assessment of Scope 3 emissions for the first time, reflecting its ongoing commitment to strengthening carbon management and improving transparency.

With reference to peer benchmarking exercises and sectoral insights from CDP guidance on Scope 3 emissions, the Group identified Category 1 – Purchased Goods and Services as the most material categories relevant to its operations. A spend-based calculation methodology was adopted for the initial assessment, utilising procurement expenditure data together with third-party emission factors to estimate associated emissions.

範圍三排放

根據《溫室氣體盤查議定書》的定義，範圍三溫室氣體排放包括價值鏈中由非本集團直接擁有或控制活動所產生的間接排放。於報告期內，本集團首次開展範圍三排放評估工作，以進一步完善氣候相關披露，體現本集團持續加強碳管理及提升資訊透明度的承諾。

參考同業基準分析及CDP有關範圍三排放的行業指引，本集團識別出「類別一 — 已購買商品及服務」為最具相關性及重要性的排放類別。首次評估採用以支出為基礎的計算方法，利用採購開支數據及第三方排放因子估算相關排放量。

Scope 3 categories 範圍三類別	Description 描述	Methodology 計算方法	FY 2025/26 (tCO_2e)[6] 2025/26(噸二氧化碳當量)[6]
Category 1 (Purchased Goods and Services) 類別1：採購商品及服務	Emissions from the process of trading and transportation of goods and services purchased or acquired. 來自已採購或取得之商品及服務於生產、貿易及運輸過程所產生的溫室氣體排放。	Applied spend-based method that determines emissions from spending on purchased goods and services and applying third-party emission factors. 採用支出基準法，根據採購商品及服務的支出金額，並結合第三方排放因子估算相關溫室氣體排放量。	25.66

The Group will continue to refine its Scope 3 emissions data collection and calculation methodologies over time, with a view to enhancing data accuracy, expanding reporting coverage and strengthening engagement across the value chain to support long-term decarbonisation efforts.

未來，本集團將持續完善範圍三排放數據收集及計算方法，以提升數據準確性、擴大披露範圍，並加強與價值鏈各持份者的合作及參與，共同支持長遠減碳目標的實現。

Water Management

水資源管理

Given the nature of the Group's operations as a perfume retail and brand management business, the Group does not engage in manufacturing activities and therefore does not generate significant wastewater discharge or industrial effluent into water bodies. During the reporting period, the Group complied, in all material respects, with applicable laws and regulations relating to water use and wastewater discharge in the regions where it operates, and no incidents of non-compliance were identified.

本集團主要從事香水零售及品牌管理業務，並不涉及生產製造活動，因此不會產生大量污水排放或工業廢水。於報告期內，本集團在所有重大方面均遵守營運所在地有關用水及污水排放的適用法律及法規，亦未發現任何重大違規事件。

The Group recognises the importance of responsible water management and remains committed to promoting water conservation across its operations. Internal policies and operational guidance were maintained to encourage employees to use water resources responsibly and avoid unnecessary water consumption in offices, retail stores, and warehouses. To improve water efficiency, the Group implemented water-saving devices where appropriate and promoted water conservation awareness among employees. During the reporting period, the Group did not encounter any issues in sourcing water that was fit for purpose for its operations. The Group will continue to monitor water consumption patterns and promote responsible water management practices as part of its broader commitment to environmental sustainability and resource conservation.

本集團明白負責任管理水資源的重要性，並致力於各項營運中推廣節約用水文化。本集團透過內部政策及營運指引，鼓勵員工於辦公室、零售店舖及倉庫合理使用水資源，避免不必要的耗水情況。為提升用水效益，本集團於適當場所安裝節水裝置，並透過宣傳及教育活動提升員工節水意識。報告期內，本集團在取得適用於營運的水資源方面並無遇到任何重大問題。未來，本集團將持續監察用水模式，並推廣負責任的用水管理措施，作為其推動環境可持續發展及資源保育承諾的重要一環。

Water 用水量	Unit 單位	FY 2025/26 2025/26	FY 2024/25 2024/25
Total water consumption 總耗水量	m^3 立方米(m^3)	1,301.91	1,418.96
Intensity of total water consumption 總耗水密度	m^3/million RMB Revenue 立方米/百萬元人民幣收益(m^3/百萬元人民幣收益)	0.60	0.68

World Oceans Day Charity Campaign – "Eternal Moments, Together with Love #520 for Good"
攜手守護海洋生態　共建可持續未來

In support of World Oceans Day and marine conservation efforts, the Group organised the "Eternal Moments, Together with Love #520 for Good" online charity auction campaign in collaboration with Tencent Charity during May and June 2025. Through the dedicated "ETERNAL FAMILY Together We Give" donation platform, employees actively participated in the initiative, while the Group and its skincare brand BABOR sponsored auction items to support fundraising activities for ocean protection projects. Donations raised through the campaign were directed towards Tencent Charity's "Ocean Protection Project", reinforcing the Group's commitment to environmental stewardship, marine conservation awareness, and community engagement.

為響應世界海洋日及支持海洋保育工作，本集團於2025年5月至6月期間攜手騰訊公益舉辦「永恆時刻，與愛同行#520公益行動」線上慈善拍賣活動。透過本集團專屬的「ETERNAL FAMILY Together We Give」公益捐贈平台，員工積極參與各項募捐活動，而本集團及旗下護膚品牌BABOR亦捐贈拍賣物品，以支持海洋保護相關公益項目的籌款工作。是次活動所籌得的善款全數捐贈予騰訊公益「海洋保護計劃」，用以支持海洋生態保育及相關環境保護工作。透過此項目，本集團進一步實踐環境管理承諾，提升公眾對海洋保育議題的關注，同時鼓勵員工及社區持份者共同參與環境保護行動，攜手推動可持續發展。

Waste Management

The fragrance and beauty industry is characterised by the extensive use of packaging materials, including glass bottles, plastic containers and decorative components. The Group therefore recognises the importance of promoting circular economy practices and reducing packaging waste across its operations and value chain. Given the nature of the Group's operations as primarily office-, retail-, and warehouse-based businesses, the waste generated mainly consists of non-hazardous office and packaging waste. The Group does not engage in manufacturing activities and therefore did not generate any significant hazardous waste during the reporting period.

廢棄物管理

香氛及美妝行業廣泛使用玻璃瓶、塑膠容器及裝飾配件等包裝材料，因此本集團深明推動循環經濟及減少包裝廢棄物的重要性。鑒於本集團的業務主要以辦公室、零售店舖及倉庫營運為主，所產生的廢棄物主要為一般辦公室廢棄物及包裝廢棄物等無害廢棄物。本集團並不涉及製造活動，因此於報告期內並無產生重大有害廢棄物。

"Green is Eternal" – Hong Kong's First Rinse-free Recycling Programme for Fragrance and Skincare Packaging Driving Circularity in Packaging
「Green is Eternal」— 香港首個免洗香氛及護膚化妝品回收計劃　推動包裝循環再生

The Group launched "Green is Eternal", Hong Kong's first rinse-free recycling programme for fragrance and skincare packaging. The pioneering initiative represents a major milestone in the Group's circular economy journey and reflects its commitment to addressing one of the industry's most pressing environmental challenges — the recycling of complex cosmetic and fragrance packaging waste.

本集團推出香港首個免沖洗香氛及護膚品包裝回收計劃—「Green is Eternal」，此創新計劃標誌著本集團推進循環經濟的重要里程碑，並展現其積極應對行業其中一項最具挑戰性的環境議題—複合式化妝品及香氛包裝廢棄物回收的承諾。

Developed in partnership with The Loops Hong Kong, the programme enables customers to return used perfume bottles, skincare containers, home fragrance packaging, and cosmetic containers without prior cleaning or disassembly. By removing the need for rinsing and sorting before recycling, the programme significantly lowers participation barriers and enhances convenience for consumers, encouraging broader public participation in responsible recycling practices.

計劃由本集團與The Loops Hong Kong攜手合作推出，讓顧客可直接回收已使用的香水瓶、護膚品容器、家居香氛包裝及化妝品容器，而無須事先清洗或拆解。透過簡化回收流程及消除清潔和分類的要求，計劃大幅降低公眾參與回收的門檻，提高回收便利性，從而鼓勵更多消費者實踐負責任的回收行為。

Perfume Box "Embrace the Scent of Spring" – joining hands with customers to preserve the environment
拾氛氣盒「穿上春天」保育活動—與顧客攜手守護環境

Perfume Box launched the "Embrace the Scent of Spring" campaign, inviting customers to immerse themselves in the vibrant aromas of the season. Adding a personal touch to the initiative, we feature the "Plant & Nurture" program, where we provide customers with seeds to cultivate their own plants and enjoy the joys of planting. A key highlight of this campaign is our commitment to transforming environmentally sustainable ideas into the brand language of our spring displays. Once-discarded candle containers now serve as new homes for green plants.

拾氛氣盒推出「穿上春天」主題活動，邀請顧客沉浸於春日繽紛芬芳的氣息之中。活動特別推出「種植與培育」計劃，向顧客派發植物種子，鼓勵其親身體驗種植樂趣。另一亮點是透過創新的方式將環保概念轉化為品牌體驗，過往被棄置的香薰蠟燭容器經過重新利用後，搖身一變成為綠色植物的培植容器，賦予材料第二生命。

The Group recognises the importance of responsible waste management and remains committed to reducing waste generation through operational controls, recycling initiatives, digitalisation, and employee awareness programmes.

本集團高度重視廢棄物管理，並透過營運管控、回收措施、數碼化轉型及員工意識提升計劃，致力減少廢棄物產生。

During the reporting period, the Group complied, in all material respects, with applicable laws and regulations relating to waste handling, classification, and disposal in the regions where it operates, and no incidents of material non-compliance were identified.

於報告期內，本集團在所有重大方面均遵守營運所在地有關廢棄物處理、分類及棄置的適用法律及法規，且未發現任何重大違規事件。

To minimise waste generation, the Group continued to implement measures including promoting paper reuse, reducing unnecessary consumption of office supplies, and adopting electronic processes to reduce paper usage across operations. The Group also continued to enhance operational efficiency and reduce paper consumption through digitalisation initiatives within warehouse operations. During the reporting period, the Group transformed its shipping process from paper-based documentation to electronic data processing through the implementation of a warehouse digital management system. This transition reduced paper consumption while improving operational efficiency, inventory visibility, and supply chain transparency. The Group also continued to explore intelligent warehouse management technologies to minimise manual processes and unnecessary document printing.

為減少廢棄物產生，本集團持續推行多項措施，包括鼓勵紙張重複使用、減少不必要的辦公用品消耗，以及採用電子化作業流程以降低紙張使用量。本集團亦透過推動倉庫數碼化轉型，提升營運效率及減少紙張消耗。於報告期內，本集團透過導入倉庫數碼管理系統，將原有以紙本文件為主的出貨流程逐步轉型為電子數據處理模式。此舉不僅有效減少紙張使用，亦提升營運效率、庫存可視化管理水平及供應鏈透明度。此外，本集團持續探索智能倉庫管理技術，以減少人手操作程序及不必要的文件列印需求。

The Group will continue to strengthen waste reduction, recycling, and resource recovery initiatives across its operations as part of its commitment to sustainable environmental management and responsible resource utilisation.

未來，本集團將繼續加強減廢、回收及資源再利用措施，以實踐可持續環境管理及負責任資源運用。

Non-hazardous waste[10] 無害廢棄物[10]	Unit 單位	FY 2025/26 2025/26	FY 2024/25[1] 2024/25[1]
Total non-hazardous waste produced 無害廢棄物產生總量	Tonnes 噸	99.82	96.60
Intensity of non-hazardous waste produced 無害廢棄物產生密度	Tonnes/million RMB Revenue 噸／百萬元人民幣收入	0.05	0.05

Packaging Management

As a retailer and brand management operator for fragrance and cosmetic brands, the Group has limited direct influence over the design and manufacturing of product packaging by brand owners and suppliers. Nevertheless, the Group remains committed to addressing the environmental challenges associated with beauty packaging waste through end-of-life packaging recovery and recycling initiatives.

During the reporting period, the Group complied, in all material respects, with applicable laws and regulations relating to excessive packaging and packaging management in Chinese Mainland, Hong Kong and Macao, and no incidents of material non-compliance were identified.

包裝管理

作為香氛及美妝品牌的零售與品牌管理營運商，本集團對品牌擁有人及供應商所設計及生產的產品包裝並無直接控制權。然而，本集團仍致力透過包裝回收及循環再造措施，積極應對美容及香氛產品包裝廢棄物所帶來的環境挑戰。

於報告期內，本集團在所有重大方面均遵守中國內地、香港及澳門有關過度包裝及包裝管理的適用法律及法規，且未發現任何重大違規事件。

[10] For FY 2025/26, non-hazardous waste mainly comprises disposed packaging materials and office waste, calculated using an estimation-based methodology. The Group will continue to explore opportunities to further improve our waste data collection system.

[10] 於2025/26財政年度，本集團產生的無害廢棄物主要包括已棄置包裝材料及辦公室廢棄物，相關數據乃根據估算方法計算得出。本集團將持續檢視及優化廢棄物數據收集機制，並積極探索進一步提升數據完整性及準確性的機會，以加強廢棄物管理及相關環境績效的監察工作。

The Group continued to adopt the principle of "minimum necessary packaging", seeking to minimise packaging material usage while maintaining product protection, transportation safety, and product quality. Internal packaging management measures were also implemented to reduce unnecessary packaging consumption within the Group's own operations.

本集團持續秉持「適度包裝」原則，在確保產品保護、運輸安全及產品品質的前提下，盡可能減少包裝材料使用。同時，本集團亦於自身營運過程中推行內部包裝管理措施，以減少不必要的包裝物料消耗。

Unified management procedures were established for outer carton packaging used within warehouse operations, together with recycling and reuse practices for suitable packaging materials. To further strengthen packaging management, the Group implemented classification and handling procedures for packaging waste to support compliance with environmental protection requirements.

本集團已建立統一的倉庫外箱包裝管理程序，並推行合適包裝材料的回收及重複使用措施。為進一步加強包裝管理，本集團亦制定包裝廢棄物分類及處理程序，以支持符合環境保護相關要求。

The Group also recognises the importance of promoting environmental awareness throughout its value chain. Where practicable, the Group encourages suppliers and business partners to support environmentally responsible packaging practices and resource conservation initiatives.

此外，本集團深信推動價值鏈環保意識的重要性。在可行情況下，本集團鼓勵供應商及業務夥伴共同支持環保包裝實踐及資源保育措施，攜手推動更可持續的供應鏈管理。

Packaging Materials **包裝材料**	**Unit** **單位**	**FY 2025/26** **2025/26**	**FY 2024/25[1]** **2024/25[1]**
Paper boxes 紙盒	Tonnes 噸	71.72	74.69
Stretch wrap films 纏繞包裝膜	Tonnes 噸	3.94	5.19
Tapes 膠帶	Tonnes 噸	4.95	5.45
Wrap pillow 氣墊包裝材料	Tonnes 噸	13.03	11.27
Total consumption of packaging materials 包裝材料總耗用量	Tonnes 噸	93.64	96.60
Intensities of packaging materials 包裝材料耗用強度	Tonnes/million RMB Revenue 噸／百萬元人民幣收入	0.04	0.05

COMMUNITY
社區

Community Investment

The Group is committed to creating positive social value within the communities in which it operates and recognises community investment as an important component of its sustainability strategy. In alignment with its business development direction and core competencies, the Group focuses its community investment efforts on promoting cultural exchange through fragrance, advocating wellbeing and healthy lifestyle, and supporting industry knowledge sharing. The Group also encourages employees to participate in community engagement initiatives where appropriate and seeks opportunities to collaborate with external organisations to maximise social impact and community value creation. In recognition of its continued commitment to corporate citizenship and sustainable development, the Group was honoured with the "Caring Company" recognition by the Hong Kong Council of Social Service for the sixth consecutive year during the reporting period. The recognition reflects the Group's ongoing efforts in environmental protection, social responsibility, employee care, and corporate governance, as well as its commitment to creating positive and lasting value for the community.

Looking ahead, the Group will continue to review community needs and explore opportunities to strengthen its community investment initiatives in areas aligned with its business expertise and sustainability priorities. The Group believes that promoting cultural exchange and supporting industry knowledge development can contribute to a more inclusive, creative, and sustainable community.

社區投資

本集團致力於為營運所在社區創造正面的社會價值，並視社區投資為可持續發展策略的重要組成部分。配合業務發展方向及核心優勢，本集團將社區投資重點聚焦於推廣香氛文化交流、倡導健康生活方式，以及支持行業經驗傳承。本集團亦鼓勵員工在適當情況下參與社區活動，並積極尋求與外部機構合作的機會，以擴大社會影響力及提升社區價值創造。憑藉持續實踐企業公民責任及推動可持續發展的努力，本集團於報告期內連續第六年榮獲香港社會服務聯會頒發「商界展關懷」標誌。此項殊榮充分肯定本集團在環境保護、社會責任、員工關懷及企業管治等方面的持續投入，以及致力為社區創造正面而長遠價值的承諾。

展望未來，本集團將持續檢視社區需要，並積極探索與業務專長及可持續發展重點相契合的社區投資機遇。本集團深信，促進文化交流及支持行業知識發展，有助建構更具包容性、創新力及可持續發展能力的社區。

Promoting Cultural Exchange through Fragrance

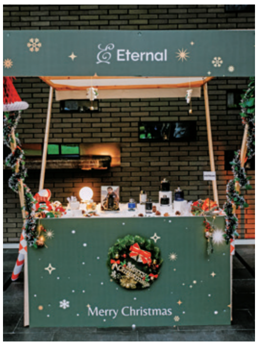
The Group believes that fragrance, art, and cultural experiences can serve as meaningful platforms for community engagement, cultural inclusion, and emotional connection. Through collaborations with business partners, cultural organisations, academic institutions, and community stakeholders, the Group seeks to promote fragrance culture, encourage public participation in cultural activities, and foster creative exchange within the community.

During the reporting period, the Group organised and participated in a range of fragrance-related cultural engagement initiatives, immersive experiential activities, and public events aimed at promoting community interaction and enhancing appreciation of fragrance arts and lifestyle culture. These initiatives included collaborations integrating fragrance experiences with art, music, dining, festive activities, and community events to strengthen cultural vibrancy and social connectivity.

推廣香氛文化交流

本集團相信，香氛、藝術及文化體驗能夠成為促進社區參與、文化共融及情感連結的重要媒介。透過與商業夥伴、文化機構、學術院校及社區持份者合作，本集團積極推廣香氛文化，鼓勵公眾參與文化活動，並促進社區內的創意交流。

於報告期內，本集團策劃及參與多項與香氛相關的文化交流活動、沉浸式體驗及公眾活動，藉此促進社區互動，提升公眾對香氛藝術及生活美學的認識。有關活動涵蓋將香氛體驗與藝術、音樂、餐飲、節慶活動及社區項目相結合的跨界合作，進一步提升文化活力及社會連繫。



Spreading the Spirit of Giving through Fragrance and Cultural Experiences
以香氛與文化體驗傳遞分享精神

During the reporting period, the Group collaborated with Montblanc to participate in a charity Christmas market held at The Upper House Chengdu, combining fragrance experiences, cultural engagement, and charitable giving to support the local community. A portion of the proceeds generated from the event was donated to a local non-governmental organisation to support community projects and assistance programmes for people in need. The collaboration reflected the Group's commitment to promoting social value creation and community care through experiential and culturally engaging initiatives.

於報告期內，本集團與Montblanc攜手參與於成都博舍酒店舉辦的慈善聖誕市集，透過融合香氛體驗、文化互動及公益元素，支持當地社區發展。市集所得收益的一部分捐贈予當地非政府組織，用於支持社區項目及有需要人士援助計劃。是次合作充分體現本集團透過體驗式及文化導向活動推動社會價值創造及關愛社區的承諾。

French Fragrance Art Night in collaboration with the Consulate General of France
與法國駐上海總領事館攜手舉行「法式香氛藝術之夜」

The Group collaborated with the Consulate General of France in Shanghai to host the "French Fragrance Art Night" in Shanghai under the theme "Starry Scents, Hearts and Lights Intertwined". The event reflected the Group's commitment to fostering cultural exchange and creating meaningful lifestyle experiences through the integration of fragrance, art and sensory storytelling.

本集團與法國駐上海總領事館合作舉辦「法式香氛藝術之夜」，以「穎香星願，心光交映」為主題，展現本集團透過融合香氛、藝術與感官敘事推動文化交流及創造優質生活體驗的理念。

Held within the French Consulate General, the immersive event brought together eight internationally renowned fragrance houses, including CARON, HOUBIGANT, Lalique, Les Néréides, Parfums de Marly, SOLFÉRINO, Trudon and Van Cleef & Arpels. Through curated scent experiences and interactive activities, guests were invited to explore fragrance as a form of artistic and emotional expression.

活動於法國駐上海總領事館舉行，匯聚CARON、HOUBIGANT、Lalique、Les Néréides、Parfums de Marly、SOLFÉRINO、Trudon及Van Cleef & Arpels等八個國際知名香氛品牌。透過精心策劃的香氛體驗及互動環節，嘉賓得以探索香氛作為藝術與情感表達媒介的獨特魅力。

Festive Season Book Donation – "Share the Light Through Books"
節慶圖書捐贈活動 —「書香傳愛 點亮希望」

As part of its year-end community engagement initiatives, the Group organised the "Share the Light Through Books" campaign, encouraging employees to donate books to support children's education and reading development. A total of 41 books were collected and donated through Tencent Charity's book donation programme to a primary school in Luoyang, Henan Province. In addition, employees participated in an online fundraising initiative under the "Yangfan Book Donation Reading Programme", demonstrating the Group's ongoing commitment to educational support and community care.

作為年末社區參與計劃的一部分，本集團舉辦「書香傳愛點亮希望」圖書捐贈活動，鼓勵員工捐贈書籍，支持兒童教育及閱讀發展。活動共收集41本圖書，並透過騰訊公益圖書捐贈計劃捐贈予河南省洛陽市一所小學。此外，員工亦積極參與「揚帆捐書閱讀計劃」線上籌款活動，展現本集團持續支持教育發展及關愛社區的承諾。

Advocating Wellness and Healthy Lifestyle

The Group recognises that promoting physical, emotional and social well-being is an important aspect of sustainable development and long-term community resilience. During the reporting period, the Group continued to advocate healthy lifestyles and well-being through a range of community engagement, employee wellness and outdoor sports initiatives across Chinese Mainland. By integrating wellness advocacy, emotional health awareness and active lifestyle promotion into its brand and workplace engagement activities, the Group sought to encourage healthier living, strengthen community connections and foster a more people-oriented and supportive culture for both employees and the wider community.

Promoting Healthy Lifestyles and Well-being through Outdoor Engagement

Ultrasun promoted healthy lifestyles and community well-being through outdoor sports and wellness initiatives across Chinese Mainland. In collaboration with sports organisations and outdoor communities, the brand supported activities such as running, skiing, trail running and outdoor training programmes, while promoting sun protection and preventive health awareness.

During the reporting period, Ultrasun sponsored major sporting events, including the Gran Fondo Cycling Festival, the Qiandao Lake Cycling Race and the Vasaloppet International Ski Festival. Through these initiatives, Ultrasun encouraged active living, community participation and outdoor well-being, reflecting its commitment to public health and social value creation.

倡導健康生活方式

本集團深信，促進身心健康及社會福祉是實現可持續發展及提升社區韌性的重要一環。於報告期內，本集團於中國內地持續推動健康生活方式及身心健康倡議，透過多元化的社區參與、員工關懷及戶外運動項目，鼓勵大眾建立健康生活習慣。本集團將健康倡導、情緒健康關注及積極生活方式推廣融入品牌活動及員工參與計劃之中，藉此促進健康生活、加強社區聯繫，並為員工及社會大眾營造更具關懷及支持性的文化環境。

透過戶外活動推廣健康生活

Ultrasun於中國內地透過戶外運動及健康倡議推廣健康生活方式及社區福祉。品牌與體育機構及戶外運動社群合作，支持跑步、滑雪、越野跑及戶外訓練等活動，同時推廣防曬保護及預防性健康意識。

於報告期內，Ultrasun贊助多項大型體育盛事，包括格蘭芬多自行車嘉年華、千島湖自行車賽及Vasaloppet國際滑雪節。透過上述活動，品牌鼓勵大眾積極參與運動、融入社區及享受戶外健康生活，體現其推動公共健康及創造社會價值的承諾。

Supporting Industry Knowledge Sharing

The Group recognises that knowledge sharing, industry dialogue and academic engagement play an important role in supporting innovation, entrepreneurship and sustainable economic development. During the reporting period, the Group actively participated in professional forums and educational initiatives to share industry insights, market perspectives and business experience with academia, industry practitioners and local SMEs.

支持行業經驗傳承

本集團深信，經驗傳承、產業交流及學術合作對推動創新、創業發展及可持續經濟增長具有重要意義。於報告期內，本集團積極參與專業論壇及教育活動，與學術界、業界人士及本地中小企業分享行業洞察、市場趨勢及營運經驗。

Sharing Industrial and Entrepreneurial Insights with Academia
與學術界分享產業及創業洞察

The Group continued to support industry development and local entrepreneurship through professional knowledge sharing and stakeholder engagement initiatives. During the reporting period, the Group's Chief Executive Officer, Ms. Chole Lam, participated in a closed-door executive seminar hosted by The Hong Kong Polytechnic University titled "Psychology of Luxury Brands". The seminar brought together industry professionals and academic representatives, facilitating cross-sector dialogue between academia and industry participants.

本集團持續透過專業知識分享及持份者交流活動支持行業發展及本地創業生態。於報告期內，本集團首席執行官林莉女士應香港理工大學邀請，出席題為《奢侈品牌心理學》的高層閉門研討會。活動匯聚業界專家及學術代表，促進學術界與產業界之間的跨界交流。

The Group believes that knowledge exchange and industry collaboration play an important role in supporting innovation, entrepreneurship, and sustainable industry development. Through participation in professional forums, educational initiatives, and stakeholder engagement activities, the Group seeks to contribute to the long-term development of the fragrance, luxury, and lifestyle sectors while creating broader social and economic value for the community.

本集團相信，知識交流及產業合作對推動創新、創業發展及可持續產業發展具有重要作用。透過參與專業論壇、教育活動及持份者交流，本集團致力促進香氛、奢侈品及生活方式產業的長遠發展，並為社會創造更廣泛的經濟及社會價值。

ESG REPORTING CODE CONTENTS INDEX 聯交所《ESG守則》索引

Part B: Mandatory Disclosure Requirements B部分：強制披露規定

Paragraph 段落	Description 說明	Corresponding section and remarks 章節與備註
13 Governance Structure 13 管治架構	A statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容： (i) a disclosure of the board's oversight of ESG issues; (i) 披露董事會對環境、社會及管治事宜的監管； (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (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. (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。	Stakeholder Engagement and Materiality Assessment 持份者參與及重要性評估
14 Reporting Principles 14 匯報原則	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: 描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則： Materiality: The ESG report should disclose: 重要性：環境、社會及管治報告應披露： (i) the process to identify and the criteria for the selection of material ESG factors; (i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則； (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. (ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 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. 量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。 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. 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（如有）或任何其他影響有意義比較的相關因素。	About this Report 關於本報告 Stakeholder Engagement and Materiality Assessment 持份者參與及重要性評估
15 Reporting Boundary 15 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	About this Report 關於本報告

Part C: "Comply or explain" Provisions

C 部分：「不遵守就解釋」條文

KPIs 關鍵績效指標	Description 說明	Reference and remarks 章節與備註
A. Environmental A. 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益 Water Management 水資源管理 Waste Management 廢棄物管理 During the reporting period, there were no confirmed incidents of non-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. 於本報告期內，本集團並無發生任何經確認、且就廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等方面對本集團構成重大影響之相關法律及規例的違規事件。
KPI A1.1 A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據。	Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益 Due to the business nature of the Group, air pollutant emissions are not considered to be material topic. 基於本集團業務性質，空氣污染物並不屬於重要議題。
KPI A1.3 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理
KPI A1.4 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理
KPI A1.5 A1.5	Description of emission target(s) set and steps taken to achieve them 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益 Waste Management 廢棄物管理
KPI A1.6 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management 廢棄物管理

KPIs 關鍵績效指標	Description 說明	Reference and remarks 章節與備註
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源（包括能源、水及其他原材料）的政策。	Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益 Water Management 水資源管理 Waste Management 廢棄物管理
KPI A2.1 A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益 Water Management 水資源管理 Waste Management 廢棄物管理
KPI A2.2 A2.2	Water consumption in total and intensity 總耗水量及密度（如以每產量單位、每項設施計算）。	Water Management 水資源管理
KPI A2.3 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Water Management 水資源管理
KPI A2.4 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Management 水資源管理
KPI A2.5 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Packaging Management 包裝管理
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策。	Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益 Water Management 水資源管理 Packaging Management 包裝管理
KPI A3.1 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益 Water Management 水資源管理 Packaging Management 包裝管理

KPIs 關鍵績效指標	Description 說明	Reference and remarks 章節與備註
B. Social B. 社會 — 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Human Rights and Prevention of Child and Forced Labour 人權保障及防止童工與強迫勞工 Talent Attraction, Development and Retention 人才吸引、發展與留任 Diversity, Equal Opportunity, and Inclusion 多元共融及平等機會 During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 於本報告期內，本集團並無發生任何經確認、且薪酬及解僱、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等方面對本集團構成重大影響之相關法律及規例的違規事件。
KPI B1.1 B1.1	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	People 人才
KPI B1.2 B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率。	People 人才
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to providing a safe working environment and protecting employees from occupational hazards	Occupational Health and Safety 職業健康、安全與福祉 During the reporting year, there were no confirmed incidents of non-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. 於本報告期內，本集團並無發生任何經確認、且就提供安全工作環境及保障僱員避免職業性危害等方面對本集團構成重大影響之相關法律及規例的違規事件。

KPIs 關鍵績效指標	Description 說明	Reference and remarks 章節與備註
KPI B2.1 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year 過去三年(包括匯報年度)每年因工亡故的人數及比率。	There were no work-related fatalities occurred in the past three years. 於過去三年(包括本報告期)內，並無發生任何因工亡故的個案。
KPI B2.2 B2.2	Lost days due to work injury 因工傷損失工作日數。	People 人才
KPI B2.3 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Health and Safety 職業健康、安全與福祉
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Learning and Development 培訓與發展
KPI B3.1 B3.1	The percentage of employees trained by gender and employee category 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Learning and Development 培訓與發展
KPI B3.2 B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Learning and Development 培訓與發展
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to preventing child and forced labour	Human Rights and Prevention of Child and Forced Labour 人權保障及防止童工與強迫勞工 During the reporting period, there were no confirmed incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 於本報告期內，本集團並無發生任何經確認、且就防止童工及強制勞工等方面對本集團構成重大影響之相關法律及規例的違規事件。
KPI B4.1 B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工。	Human Rights and Prevention of Child and Forced Labour 人權保障及防止童工與強迫勞工
KPI B4.2 B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟。	Human Rights and Prevention of Child and Forced Labour 人權保障及防止童工與強迫勞工

KPIs 關鍵績效指標	Description 說明	Reference and remarks 章節與備註
B. 社會 — 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策。	Responsible Supply Chain Management 負責任供應鏈管理
KPI B5.1 B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目。	Responsible Supply Chain Management 負責任供應鏈管理
KPI B5.2 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Responsible Supply Chain Management 負責任供應鏈管理
KPI B5.3 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Responsible Supply Chain Management 負責任供應鏈管理
KPI B5.4 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Responsible Supply Chain Management 負責任供應鏈管理
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Product Quality and Safety 產品品質與安全 Responsible Marketing and Labelling 負責任營銷與產品標籤 Intellectual Property Right 知識產權 Privacy, Data Protection and Cybersecurity 私隱保障、資料保護及網絡安全
KPI B6.1 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality and Safety 產品品質與安全
KPI B6.2 B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法。	Service Quality and Complaints Handling 服務品質與顧客投訴處理
KPI B6.3 B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例。	Intellectual Property Right 知識產權
KPI B6.4 B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序。	Product Quality and Safety 產品品質與安全
KPI B6.5 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Privacy, Data Protection and Cybersecurity 私隱保障、資料保護及網絡安全

KPIs 關鍵績效指標	Description 說明	Reference and remarks 章節與備註
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to bribery, extortion, fraud and money laundering	Business Ethics 商業道德 During the reporting period, there were no incidents of non-compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 於本報告期內，本集團或其僱員並無涉及任何與賄賂、勒索、欺詐及洗黑錢相關之法律訴訟或指控。
KPI B7.1 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees During the Year and the outcomes of the cases 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Business Ethics 商業道德 There was no legal case regarding corrupt practices concluded during the reporting period. 於本報告期內，本集團或其僱員並無涉及任何與違反反貪污相關之法律訴訟或罰款，亦無任何反競爭行為之指控。
KPI B7.2 B7.2	Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法。	Business Ethics 商業道德
KPI B7.3 B7.3	Description of anti-corruption training provided to directors and staff 描述向董事及員工提供的反貪污培訓。	Business Ethics 商業道德
B. 社會 – 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 B8.1	Focus areas of contribution 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Community Investment 社區投資
KPI B8.2 B8.2	Resources contributed to the focus area 在專注範疇所動用資源（如金錢或時間）。	Community Investment 社區投資

Part D: Climate-related Disclosures　D 部分：氣候相關披露

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
Governance 管治		
19 IFRS S2 para. 6 19	An issuer shall disclose information about: 發行人須披露有關以下方面的資料：	–
	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about: (a) 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。具體而言，發行人須指出有關機構或個人及披露以下資訊： (i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities; (i) 該機構或個人如何釐定當前或將來是否有適當的技能和勝任能力來監督應對氣候相關風險和機遇的策略； (ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities; (ii) 該機構或個人獲悉氣候相關風險和機遇的方式和頻率； (iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; (iii) 該機構或個人在監督發行人的策略、重大交易決策和風險管理程序及相關政策的過程中，如何考慮氣候相關風險和機遇，包括該機構或個人是否有考慮與該等氣候相關風險和機遇相關的權衡評估； (iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and (iv) 該機構或個人如何監督有關氣候相關風險和機遇的目標制定並監察達標進度（見第37段至第40段），包括是否將相關績效指標納入薪酬政策以及如何納入（見第35段）；及	Sustainability Governance Structure; 可持續發展管治架構 Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: (b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色，包括以下資訊： (i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and (i) 該角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督；及 (ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. (ii) 管理層可有使用監控措施及程序協助監督氣候相關風險和機遇；如有，這些監控措施及程序如何與其他內部職能部門進行整合。	Sustainability Governance Structure 可持續發展管治架構 Climate Change 氣候變化
Strategy 策略		
20 IFRS S2 para. 10 20 氣候相關風險和機遇	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall 發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須：	–
	(a) 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; (a) 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；	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
	(b) 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 (b) 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風險或與氣候相關轉型風險；	Climate Change 氣候變化
	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and (c) 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍（短期、中期或長期）；及	Climate Change 氣候變化
	(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. (d) 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鈎。	Climate Change 氣候變化
21 IFRS S2 para. 13 21 業務模式和價值鏈	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: 發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露：	–
	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and (a) 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及	Climate Change 氣候變化
	(b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). (b) 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
22 IFRS S2 para. 14 22 策略和決策	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: 發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：	–
	(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about: (a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。具體而言，發行人須披露以下資訊： (i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities; (i) 因應氣候相關風險和機遇而在當前及預期將來對發行人業務模式（包括資源配置）作出的變動； (ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect); (ii) 已經或預期將進行的任何適應或減緩工作（直接或間接）； (iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and (iii) 發行人任何與氣候相關轉型計劃（包括制定轉型計劃時使用的主要假設的資訊，以及該計劃所依賴的因素），或若發行人並未有這樣的計劃，則作適當的否定聲明； (iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and (iv) 發行人計劃如何實現第37至40段所述的任何氣候相關目標（包括任何溫室氣體排放目標（如有））；及	Climate Change 氣候變化
	(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). (b) 有關發行人當前及將來計劃如何為根據第22(a)段披露的行動提供資源。	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
23 IFRS S2 para. 14 23 策略和決策	An issuer shall disclose information about the progress of plans disclosed in previous reporting years in accordance with paragraph 22(a). 發行人須披露先前各匯報期內按照第22(a)段所披露計劃的進度。	Climate Change 氣候變化
24 IFRS S2 para. 16 24 財務狀況、財務表現及現金流量 – 當前財務影響	An issuer shall disclose qualitative and quantitative information about: 發行人須披露以下定性和量化資料：	–
	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting year; and (a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及	Climate Change 氣候變化
	(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting year to the carrying amounts of assets and liabilities reported in the related financial statements. (b) 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。	There is minimal risk of a substantial adjustment occurring in the upcoming annual reporting year. 於即將來臨的下一個年度報告期間，發生重大調整的風險極低。
25 IFRS S2 para. 16 25 財務狀況、財務表現及現金流量 – 預期財務影響	The issuer shall provide qualitative and quantitative disclosures about: 發行人須披露以下定性和量化資料：	–
	(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化： (i) its investment and disposal plans; and (i) 其投資及處置計劃；及 (ii) its planned sources of funding to implement its strategy; and (ii) 其為實施策略所需的資金的計劃資金來源；及 (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. (b) 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。	Climate Change 氣候變化 The Group does not currently expect climate-related risks and opportunities to have a material impact on its financial position, financial performance or cash flows over the short, medium or long term. Looking ahead, we will consider the practicality and usefulness of undertaking more detailed quantification of the financial effects of climate-related factors, with a view to incorporating such analysis into future reporting where appropriate. 本集團預期氣候相關風險及機遇於短期、中期及長期內，對其財務狀況、財務表現及現金流量並不會產生重大影響。未來，本集團將評估就上述氣候相關因素之財務影響進行量化評估的可行性，以用於將來報告期間之披露。

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
26 IFRS S2 para. 22 26 氣候韌性	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose: 在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：	–
	(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of: (a) 發行人截至匯報日對其氣候韌性的評估，其有助於了解： (i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis; (i) 發行人的分析結果對其策略和業務模式的影響（如有），包括發行人需要如何應對氣候相關情景分析中確定的影響； (ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and (ii) 發行人對氣候韌性的評估中考慮的重大不確定因素的範疇；及 (iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term; (iii) 發行人根據氣候發展調整其短期、中期和長期策略和業務模式的能力；	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
	(b) how and when the climate-related scenario analysis was carried out, including: (b) 如何及何時進行氣候相關情景分析，包括： (i) information about the inputs used, including: (i) 使用的輸入數據，包括： (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (1) 發行人在分析中使用的氣候相關情景及其來源； (2) whether the analysis included a diverse range of climate-related scenarios; (2) 分析是否涵蓋多種不同的氣候相關情景； (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (3) 分析所使用的氣候相關情景是否與氣候相關轉型風險或氣候相關物理風險有關； (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (4) 發行人在其情景中是否使用了與最新氣候變化國際協議相一致的情景； (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (5) 發行人為何認為所選擇的氣候相關情景與評估其氣候相關變化、發展或不確定性的韌性相關； (6) time horizons the issuer used in the analysis; and (6) 發行人在分析中所使用的時間範圍；及 (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis); (7) 發行人分析所涵蓋的營運範圍（例如分析所涵蓋的營運地點及業務單位）； (ii) the key assumptions the issuer made in the analysis; and (ii) 發行人在分析中所作的關鍵假設；及 (iii) the reporting year in which the climate-related scenario analysis was carried out. (iii) 進行氣候相關情景分析的匯報期。	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
Risk Management 風險管理		
27 IFRS S2 para. 25	An issuer shall disclose information about: 發行人須披露以下資訊：	–
	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about: (a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊： (i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); (i) 發行人使用的輸入資料及參數（例如資料來源及程序所涵蓋的業務範圍）； (ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks; (ii) 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險； (iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria); (iii) 發行人如何評估有關風險的影響的性質、可能性及程度（例如發行人可有考慮定性因素、量化門檻或其他所用標準）； (iv) whether and how the issuer prioritises climate-related risks relative to other types of risks; (iv) 發行人可有及如何就氣候相關風險相對於其他類型風險的優次排列； (v) how the issuer monitors climate-related risks; and (v) 發行人如何監察其氣候相關風險；及 (vi) whether and how the issuer has changed the processes it uses compared with the previous reporting year; (vi) 與上一個匯報期相比，發行人可有及如何改變其使用的流程；	Climate Change 氣候變化
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及	Climate Change 氣候變化
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. (c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
Metrics and Targets 指標及目標		
28 IFRS S2 para. 29 28 溫室氣體排放	An issuer shall disclose its absolute gross greenhouse gas emissions generated During the Year, expressed as metric tons of CO_2 equivalent, classified as: 發行人須披露匯報期內的溫室氣體絕對總排放量（以公噸二氧化碳當量表示），並分為：	–
	(a) Scope 1 greenhouse gas emissions; (a) 範圍1溫室氣體排放； (b) Scope 2 greenhouse gas emissions; and (b) 範圍2溫室氣體排放；及 (c) Scope 3 greenhouse gas emissions. (c) 範圍3溫室氣體排放。	Climate Change 氣候變化 Greenhouse Gas Emissions and Energy Efficiency 溫室氣體排放及能源效益
29 IFRS S2 para. 29 29 溫室氣體排放	An issuer shall: 發行人須：	–
	(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; (a) 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004年）》計量其溫室氣體排放；	Climate Change 氣候變化
	(b) disclose the approach it uses to measure its greenhouse gas emissions including: (b) 披露其用於計量溫室氣體排放的方法，包括： (i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions; (i) 發行人用於計量其溫室氣體排放的計量方法、輸入資料及假設； (ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (ii) 發行人為何選擇該計量方法、輸入資料及假設計量溫室氣體排放；及 (iii) any changes the issuer made to the measurement approach, inputs and assumptions During the Year and the reasons for those changes; (iii) 發行人在匯報期對計量方法、輸入資料及假設進行的任何變更以及變更原因；	Climate Change 氣候變化
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and (c) 就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
	(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). (d) 就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準（2011年）》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。	Climate Change 氣候變化
30 IFRS S2 para. 29 30 氣候相關轉型風險	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	Climate Change 氣候變化 Given the nature of the Group's business, climate change has been assessed as a non-material issue in relation to the Group's direct operations. 鑒於本集團業務性質，氣候變化於本集團之直接營運中被界定為非重要議題。
31 IFRS S2 para. 29 31 氣候相關物理風險	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	Climate Change 氣候變化 Given the nature of the Group's business, climate change has been assessed as a non-material issue in relation to the Group's direct operations. 鑒於本集團業務性質，氣候變化於本集團之直接營運中被界定為非重要議題。
32 IFRS S2 para. 29 32 氣候相關機遇	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	Climate Change 氣候變化 Given the nature of the Group's business, climate change has been assessed as non-material in relation to the Group's direct operations. Accordingly, the proportion of assets and business activities currently aligned with climate-related opportunities is limited and not considered significant. 鑒於本集團業務性質，氣候變化於本集團之直接營運中被界定為非重要議題。與氣候相關機遇相符之資產或業務活動的金額及比例均不大。

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
33 IFRS S2 para. 29 33 資本運用	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	Climate Change 氣候變化 Given the nature of the Group's business, climate change has been assessed as a non-material issue in relation to the Group's direct operations. 鑒於本集團業務性質，氣候變化於本集團之直接營運中被界定為非重要議題。
34 IFRS S2 para. 29 34 內部碳定價	An issuer shall disclose: 發行人須披露如下： (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (a) 闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）；及 (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. (b) 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價； 或適當的否定聲明確認發行人沒有在決策中應用碳定價。	– The Group currently does not apply a carbon price in decision-making. 於本報告期內，本集團於決策過程中並無採用碳價作為考量因素。
35 IFRS S2 para. 29 35 薪酬	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv). 發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第19(a)(iv)段作出的披露的一部分。	The Group currently does not factor climate-related considerations into remuneration policy. We will explore the feasibility of incorporating these considerations into our remuneration policy in future. 本集團目前並無將氣候相關因素納入薪酬政策之考量。本集團將於未來探討把該等因素納入其薪酬政策之可行性。
36 IFRS S2 para. 32 36 行業指標	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks. 本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。	The Group currently does not apply industry-based metrics in disclosure. We will keep assessing the necessity of industry-based metrics application for future reporting periods. 本集團目前於披露中並無採用行業指標。本集團將持續評估於未來報告期間採用行業指標之必要性。

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
37 IFRS S2 para. 33 37 氣候相關目標	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose: 發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。發行人須就每個目標逐一披露：	–
	(a) the metric used to set the target; (a) 用以設定目標的指標；	Climate Change 氣候變化
	(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (b) 目標的目的（例如減緩、適應或以科學為基礎的舉措）；	Climate Change 氣候變化
	(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); (c) 目標的適用範圍（例如目標是適用於發行人整個本集團還是部分（如僅適用於某個業務單位或地理區域））；	Climate Change 氣候變化
	(d) the period over which the target applies; (d) 目標的適用期間；	Climate Change 氣候變化
	(e) the base period from which progress is measured; (e) 衡量進度的基準期間；	Climate Change 氣候變化
	(f) milestones or interim targets (if any); (f) 階段性目標或中期目標（如有）；	Climate Change 氣候變化
	(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and (g) 如屬量化目標，其屬絕對目標還是強度目標；及	Climate Change 氣候變化
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. (h) 最新氣候變化國際協議（包括該協議產生的司法承諾）如何幫助發行人設定目標。	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
38 IFRS S2 para. 34 38 氣候相關目標	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: 發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括：	–
	(a) whether the target and the methodology for setting the target has been validated by a third party; (a) 目標本身及設定目標的方法是否經第三方驗證；	Climate Change 氣候變化 The Group currently does not validate the target and the methodology for setting the target by a third party. We will evaluate the feasibility of third-party validation on targets and methodologies for future reporting periods. 本集團目前並無就其目標及訂立目標之方法論尋求第三方驗證。本集團將評估於未來報告期間就相關目標及方法論引入第三方驗證之可行性。
	(b) the issuer's processes for reviewing the target; (b) 發行人審核目標的程序；	Climate Change 氣候變化
	(c) the metrics used to monitor progress towards reaching the target; and (c) 用於監察達標進度的指標；及	Climate Change 氣候變化
	(d) any revisions to the target and an explanation for those revisions. (d) 任何修訂目標的內容及原因。	No major revisions have been made to climate-related targets during the reporting period. 於本報告期內，本集團並無為任何氣候相關之目標作出重大修改或調整。
39 IFRS S2 para. 35 39 氣候相關目標	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance. 發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。	Climate Change 氣候變化
40 IFRS S2 para. 36 40 氣候相關目標	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose: 就按第37至39段披露的每一項溫室氣體排放目標，發行人須披露：	–
	(a) which greenhouse gases are covered by the target; (a) 目標涵蓋哪些溫室氣體；	Climate Change 氣候變化
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; (b) 目標是否涵蓋範圍1、範圍2或範圍3溫室氣體排放；	Climate Change 氣候變化

Reference Paragraph 段落	Description 說明	Reference and remarks 章節與備註
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; (c) 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；	Climate Change 氣候變化
	(d) whether the target was derived using a sectoral decarbonisation approach; and (d) 目標是否是採用行業脱碳方法得出的；及	Our targets are not derived using a sectoral decarbonization approach. 我們的目標並非採用行業脱碳方法所得出。
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose: (e) 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。關於使用碳信用的計劃，發行人須披露： (i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits; (i) 依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式； (ii) which third-party scheme(s) will verify or certify the carbon credits; (ii) 該碳信用將由哪些第三方計劃驗證或認證； (iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and (iii) 碳信用的類型，包括相關抵消是否是基於自然還是基於科技的碳消除，以及相關抵消是通過減碳還是碳消除實現；及 (iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset). (iv) 為讓人了解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素（例如，對碳抵消效果的假設）	The Group does not currently use carbon credits to offset greenhouse gas emissions. We are committed to optimizing energy efficiency and climate resilience in our business operation and will keep assessing the necessity of purchasing carbon credits in the future. 本集團目前並無使用碳信用抵銷溫室氣體排放。我們承諾將持續優化營運的能源效益及氣候韌性，並評估未來是否需要使用碳信用。
41 IFRS S2 para. 23, 37 41 跨行業指標及行業指標的適用性	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36). 在編製披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標（見第28至35段）及(ii)行業指標（見第36段）並考慮其是否適用。	The Group currently does not apply cross-industry metrics and industry-based metrics in disclosure. We will keep assessing the necessity of cross-industry metrics and industry-based metrics application for future reporting years. 本集團目前於其披露中並無採用跨行業指標及行業基準指標。本集團將持續評估於未來報告期間採用跨行業指標及行業基準指標之必要性。

穎通控股有限公司
Eternal Beauty Holdings Limited