

星島新聞集團

星島新聞集團有限公司
SING TAO NEWS CORPORATION LIMITED

(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

(Stock Code 股份代號: 1105)



2025

Environmental, Social and
Governance Report

環境、社會及管治報告

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INSIDE OUR IMPACT

星島影響，共赴未來

Our approach to sustainability is embedded in a structured, top-down governance framework. This system ensures the systematic identification, assessment, and monitoring of environmental and social risks, aligning risk management with our core corporate responsibilities. We are committed not only to full compliance with all relevant regulations but also to being an active leader in shaping industry standards. This dual focus guarantees that our operations consistently adhere to best practices, enabling us to advance sustainable development and generate lasting social value.

We forge our path to a sustainable future through shared purpose. By collaborating with stakeholders, we advance innovation and progress, ensuring the lasting prosperity of our communities and our business. Stakeholder feedback is integral to our operational evolution. It directly shapes our ability to identify material issues, navigate challenges, and seize strategic opportunities, ensuring the Group's ongoing adaptability and success.

我們的可持續發展方針植根於結構化的自上而下管治框架，該體系確保系統性地識別、評估與監測環境及社會風險，使風險管理與企業核心責任緊密結合。我們不僅致力於全面遵守所有相關法規，而且積極引領行業標準的制定。這種雙重聚焦保證了我們的營運始終遵循最佳實踐，從而推動可持續發展並創造持久的社會價值。

我們以共同使命開拓可持續未來之路。透過與持份者協作，我們促進創新與進步，確保社區與企業的長遠繁榮。持份者的反饋是我們營運發展的重要基石，其直接影響我們識別重要議題、應對挑戰與把握戰略機遇的能力，從而確保本集團持續的適應力與成功。



ABOUT SING TAO

關於星島

Sing Tao News Corporation Limited ("Sing Tao" or the "Company") is a cross-media company listed on the Stock Exchange of Hong Kong Limited (the "Stock Exchange") (stock code: 1105) with the vision of becoming a leading content and service provider for the global Chinese community, with the spirit of "Innovation for change, professionalism unchanged!", it delivers comprehensive, professional and objective reporting and services. The Company and its subsidiaries (the "Group" or "We") primarily operate across traditional media (such as *Sing Tao Daily*, *Headline Daily*, *The Standard*, magazines, and parenting platforms) and digital platforms (including "*Sing Tao Headline*" app and "*Sing Tao Headline*" website). With Hong Kong as its core market, the Group's distribution network spans over 100 cities worldwide, covering Mainland China, North America, Europe, and other regions. Since its founding in 1938, Sing Tao has remained a credible and enduring media institution, connecting Hong Kong with global Chinese communities through its seasoned team's commitment to objectivity and impartiality.

星島新聞集團有限公司(「星島」或「本公司」)(股份代號：1105)是一家於香港聯合交易所有限公司(「聯交所」)上市的跨媒體企業，以成為全球華人社區領先的內容及服務供應商為目標，秉持「創新求變，專業不變！」的精神，提供全面、專業且客觀的報道與服務。本公司及其附屬公司(「本集團」或「我們」)主要業務涵蓋傳統媒體(如《星島日報》、《頭條日報》、《英文虎報》、雜誌及親子平台)與數碼平台(包括《星島頭條》應用程式及「星島頭條網」)，並以香港為核心市場，發行網絡遍及全球超過100個城市，業務涵蓋中國內地、美加及歐洲等地。自1938年創立以來，星島憑藉資深團隊堅守客觀公正的原則，持續連接香港與全球華人社區，成為具公信力且歷久彌新的媒體機構。



While developing its business, the Group always recognises the support and trust given by society. As a socially responsible enterprise, the Group is dedicated to bringing positive impact and creating shared value for the communities, as well as contributing to education and nurturing the next generation. In 1976, the “Sing Tao Charitable Foundation” was established to provide financial support to those in need in the community, including scholarships and grants in education, and assistance to individuals’ families affected by accidents or disasters. Additionally, the Group organises the “Sing Tao Inter-School Debating Competition” and the “Hong Kong-Macau Secondary School Debating Championship” regularly to train students’ bilingual abilities, debating skills, analytical thinking, and organisational capabilities. Since 1994, the Group has also organised the “Leader of the Year” award annually to commend outstanding leaders and encourage the younger generation to emulate award-winning leaders and contribute to the development of Hong Kong. The Group remains committed to nurturing the next generation. In 2024, we launched the “Praise Quest-Most Commendable Student Reward Programme”, designed to encourage students who demonstrate excellence in holistic development. Through this initiative, the Group seeks to promote well-rounded growth in academics, character, and diverse talents, reinforcing our dedication to youth development and education.

Moreover, we remain committed to integrating Environmental, Social and Governance (“ESG”) principles into our operations, from reducing carbon emissions and conserving resources to promoting fair labour practices and social inclusion. Every decision reflects our dedication to sustainability, strengthening both business resilience and our positive impact on society. We will continue to uphold the principle of objective and impartial news reporting. By adhering to the spirit of pragmatism and innovation, and telling Hong Kong’s story in a vivid and positive way, Sing Tao will continue to reinforce its global recognition as a leading media company.

本集團在拓展業務的同時，亦時刻銘記着社會所給予的支持與信賴。作為一家肩負社會責任的企業，星島致力為社區帶來正面影響及創造共同價值，並為教育及培育下一代做出貢獻。「星島慈善基金」於1976年成立，為社會上有需要人士提供財務上的支援，包括在教育方面提供助學金及獎學金，以及在突發事故或災難情況為不幸人士的家庭提供援助。另外，本集團定期舉辦「星島全港校際辯論比賽」及「港澳中學辯論錦標賽」，旨在訓練學生的雙語能力、辯才、分析思維和組織能力。本集團更自1994年起，每年舉辦「傑出領袖選舉」表揚傑出領袖及鼓勵年輕一代以獲獎領袖為榜樣，為香港發展作出貢獻。至今，本集團持續致力於培育下一代。於2024年，本集團旗下推出「我要讚佢－最值得表揚學生獎勵計劃」，旨在鼓勵在全人發展方面表現卓越的學生，藉此推動青少年在學術、品格及多元才能上的全面成長。

此外，我們持續將環境、社會及管治(「ESG」)理念納入業務，從減碳、節能到推動公平勞動與社會共融，每項決策均展現對可持續發展的承諾。這不僅提升業務韌性，也為社會帶來正面影響。我們將繼續秉持公平公正的新聞報道理念，恪守務實創新精神，以生動積極的方式陳述好香港故事，星島將繼續鞏固其作為全球領先媒體的地位。

CORPORATE MILESTONES

企業里程碑



1938

Sing Tao Daily was launched in Hong Kong on 1 August 1938 by overseas Chinese entrepreneur Mr. Aw Boon-haw
1938年8月1日《星島日報》由華僑商人胡文虎先生在香港創辦



1949

The English-language newspaper *Hong Kong Standard* was initiated in Hong Kong on 1 March 1949
1949年3月1日《英文虎報》在香港創刊



1958

In 1958, Sing Tao initiated professional journalism training, established journalism departments in colleges and universities, and awarded annual scholarships
1958年開始培訓專業新聞人才，並於多間大專院校開辦新聞系科，按年頒發獎學金



1964

The Group's first overseas office was established in San Francisco in 1964 for the issuance of the *Sing Tao Daily* "airmail" edition
1964年於三藩市成立首個海外辦事處，發行《星島日報》航空版



1965

Sing Tao officially relocated to 635 King's Road in 1965 and *Sing Tao Daily's* New York edition was inaugurated in the same year
1965年星島正式遷往當時的英皇道635號；同年創辦《星島日報》紐約版



1972

Sing Tao Newspaper Co., Ltd. was officially listed in 1972
1972年星島報業有限公司正式上市



1989

Hong Kong's first Chinese-language school paper *Sunny Campus* was launched in 1989
1989年推出全港首份中文學生報《陽光校園》



1986

Sing Tao Limited was officially listed in 1986
1986年星島有限公司正式上市



1984

"The 1st Sing Tao Inter-School Debating Competition" was held in 1984
1984年舉辦「星島第一屆全港校際辯論比賽」



1982

To encourage journalism, the Sing Tao Communication Centre donated fund to build education at Hong Kong Baptist University in 1982
1982年為推動新聞學教育，捐款於香港浸會大學興建「星島傳理中心」



1978

The New York, Los Angeles and Toronto offices were established in 1978
1978年成立紐約、洛杉磯及多倫多辦事處



1976

The Sing Tao Charitable Foundation was established in 1976 to effectively give out donation to provide relief to those in need
1976年成立「星島慈善基金」，妥善將善款用於救濟有需要人士



1975

The San Francisco office published the locally-produced *Sing Tao Daily's* U.S. Western edition in 1975. In the same year, the London office was set up and started *Sing Tao Daily's* European edition
1975年三藩市辦事處正式創辦當地印行的《星島日報》美西版。同年設立倫敦辦事處並創辦《星島日報》歐洲版



1994

The “Leader of the Year” was inaugurated in 1994
1994年首辦「傑出領袖選舉」



1995

Sing Tao Daily's e-paper, the pioneering electronic newspaper in Hong Kong, was introduced in 1995
1995年《星島日報》正式上網，推出全港首份電子日報



2002

The Group's Magazine division was set up in 2002 with the acquisition of *East TOUCH*
2002年收購《東Touch》並成立雜誌部門



2005

Headline Daily was brought to the market in 2005 and became the No. 1 free newspaper in Hong Kong
2005年創辦《頭條日報》，成為全港第一的免費報章



2007

The Standard was re-introduced as a free newspaper in 2007, becoming the first English-language free daily in Hong Kong. In the same year, the Group built a brand-new printing factory in Tseung Kwan O equipped with state-of-the-art newspaper printing machinery
2007年《英文虎報》轉型為免費報章，為香港首份免費英文日報。本集團同年於將軍澳興建全新印刷廠房及配置先進印刷機器



2008

Sing Tao published the memorial book *Sichuan Earthquake* and sold it for charity to raise funds for children affected by the earthquake that struck Sichuan province in China in 2008. In the same year, the Sing Tao Charity Foundation collaborated with Sowers Action to construct a total of 7 schools, facilitating the return to education for out-of-school children in the earthquake-stricken regions of Sichuan
2008年星島出版《四川大地震》紀念冊義賣，為四川受災兒童籌款。同年，星島慈善基金與苗圃行動合作共建七所學校，幫助四川地震災區失學兒童重返校園



2011

The printing factory was expanded in 2011 to become Hong Kong's leading newspaper printing plant and the first in Asia to be awarded several ISO certifications
2011年增設全新生產線，印刷產能為全港之冠，更成為全亞洲首間獲得多項ISO認證的報章印刷廠房



2025

In 2025, ArtCan hosted for the first time the major cultural event, the “ArtCan Cultural Forum and Awards Ceremony”
2025年，「藝文薈」首次舉辦文化藝術盛事「ArtCan藝術文化論壇暨頒獎禮」



2024

The “Praise Quest” project was launched in March 2024 with the aim of recognising acts of kindness and spreading positivity throughout Hong Kong
「我要讚佢」項目於2024年3月推出，旨在表揚社會上好人好事，為香港發放更多正能量



2023

In 2023, we launched an “ESG Certification Programme” in cooperation with the The Polytechnic University to jointly promote the concept of ESG and enhance the awareness across all sectors of society. In the same year, Sing Tao Volunteer Team was established
2023年與香港理工大學合作推出「ESG認證計劃」，共同推廣ESG概念，並提升社會各界對ESG的關注。同年，星島義工隊成立



2022

The mobile application “*Sing Tao Headline*” was launched in January 2022 providing a comprehensive platform that integrates news, videos, personalised functions and practical daily-living tools
2022年1月推出「星島頭條」流動應用程式，提供一個集合新聞資訊、視頻、個性化功能及生活實用小工具的綜合平台



2021

The Group appointed new Board of Directors and Management in June 2021. At the Annual General Meeting, the Group's Chairman introduced the new focus on mobile digital media development
2021年6月本集團委任新董事會及管理層。本集團主席於股東周年大會上表示將重點發展流動數碼媒體



2017

The Group's headquarters were moved to Tseung Kwan O Industrial Estate in 2017
2017年本集團遷址至將軍澳工業邨星島新聞集團大廈



2015

Ohpama.com, an online platform designed for parents and children, was launched in 2015
2015年成立「Oh!爸媽」親子線上平台



ANNUAL PERFORMANCE

年度業績表現

Inside our impact 星島影響，共赴未來	Maintaining trust 行穩致遠，成就信任	People oriented 以人為本，共長共進	Advancing green action 向綠而行，邁向低碳	Combatting climate change 星島同行，氣候共應	Ties with society 星島連結，共振脈動
0 violation cases in any relevant laws and regulations 0宗違反相關法律法規案件數量	295 hours of anti-corruption training to Directors and employees 295小時對董事和員工的反貪污相關的培訓	32,079 hours of training sessions and seminars 32,079小時員工總培訓時長	↓ 16% of the total water consumption amount ↓ 16%水資源使用總量	↓ 11% of the total carbon emission amount (Scope 1 and 2) ↓ 11%碳排放總量(範圍一及二)	Approximately HK\$723,000 donations of Sing Tao Charitable Foundation from readers 約723,000港元善心捐款來自星島慈善基金讀者
170 stakeholders engaged for the annual materiality assessment 170位持份者參與年度重要性評估	0 non-compliance complaints related to products and services 0宗有關產品或服務的違規投訴	0% work-related fatalities rate 0%因工亡故率	↓ 10% of newsprint used amount ↓ 10%白報紙消耗量	↓ 10% of the total carbon emission amount (Scope 1,2 and 3) ↓ 10%碳排放總量(範圍一、二及三)	Nearly 4,000 people participated in "Sing Tao Tour" event 近4,000人參與「探『星』之旅計劃」



MAJOR AWARDS AND CERTIFICATES

主要獎項與認證



The Group received numerous accolades for its outstanding performance in the ESG field, reflecting our continued dedication to operational transparency, reporting quality, and sustainable development. These awards not only affirm our past achievements but also represent a strong recognition for our commitment to fulfilling social responsibilities and advancing our ESG goals. They serve as a motivation for us to continue striving for excellence and innovation in the future. The Group's relevant awards received this year are set forth below:

本集團在ESG領域的卓越表現獲得多項殊榮，這反映了我們在營運透明度、報告質量及可持續發展方面的持續投入。這些獎項不僅是對過往成績的肯定，更是對我們履行社會責任、推進ESG目標的高度認可，激勵我們在未來繼續追求卓越與創新。本年度本集團獲得的相關獎項列示如下：



Honoured with numerous awards and certificates
榮獲多項獎項與證書

- **Hong Kong News Awards 2025**
- **Best News Writing (Chinese)**
 - ✦ Winner: Sing Tao Daily
 - ✦ 1st Runner-up: Sing Tao Daily
 - ✦ 2nd Runner-up: Headline Daily
- **Best Young Reporter**
 - ✦ Winner: Sing Tao Daily
- **Best Photograph (Sports)**
 - ✦ 1st Runner-up: Headline Daily
 - ✦ 2nd Runner-up: Sing Tao Daily
- **Best Arts and Culture News Reporting**
 - ✦ 2nd Runner-up: Sing Tao Daily
- **Best Headline (English)**
 - ✦ 2nd Runner-up: The Standard
- **Best News Reporting**
 - ✦ Merit: Sing Tao Daily
- **Best Photograph (News)**
 - ✦ Merit: Headline Daily
- **Best Photograph (Features)**
 - ✦ Merit: Sing Tao Daily
- **The 25th Consumer Rights Reporting Awards**
 - ✦ Video Reporting Award (Short Clip): Silver Award
 - ✦ Feature Writing Award: Silver Award
 - ✦ Topical Reporting Award: Top Five Finalists
 - ✦ News Photography Award: Top Five Finalists
- **2025年香港最佳新聞獎**
- **最佳新聞寫作 (中文組)**
 - ✦ 冠軍：《星島日報》
 - ✦ 亞軍：《星島日報》
 - ✦ 季軍：《頭條日報》
- **最佳新人**
 - ✦ 冠軍：《星島日報》
- **最佳圖片 (體育組)**
 - ✦ 亞軍：《頭條日報》
 - ✦ 季軍：《星島日報》
- **最佳文化藝術新聞報道**
 - ✦ 季軍：《星島日報》
- **最佳標題 (英文組)**
 - ✦ 季軍：《英文虎報》
- **最佳新聞報道**
 - ✦ 優異：《星島日報》
- **最佳圖片 (新聞組)**
 - ✦ 優異：《頭條日報》
- **最佳圖片 (特寫組)**
 - ✦ 優異：《星島日報》
- **第二十五屆消費權益新聞報道獎**
 - ✦ 新聞影片獎 (短片)：銀獎
 - ✦ 專題特寫獎：銀獎
 - ✦ 年度主題大獎：最後五強
 - ✦ 新聞攝影：最後五強

Honoured with numerous awards and certificates
榮獲多項獎項與證書

- The 10th Media Convergence Awards**
 - ✦ Top Ten Outstanding Media
 - ✦ Newspaper (APP): Gold Award and Silver Award
 - ✦ Newspaper (Overall): Silver Award
 - ✦ Newspaper (Website): Bronze Award
 - ✦ English Media (Overall): Bronze Award
 - ✦ English Media (Website): Bronze Award
 - ✦ English Media (Social Media): Bronze Award
 - ✦ English Media (APP): Bronze Award
 - ✦ Parenting Information (Overall): Grand Award
 - ✦ Education and Career Information (Overall): Grand Award
 - ✦ Magazine (Website): Bronze Award
 - ✦ Magazine (Social Media): Bronze Award
- 第十屆「傳媒轉型大獎」**
 - ✦ 十大傑出傳媒
 - ✦ 報章（應用程式）：金獎及銀獎
 - ✦ 報章（整體）：銀獎
 - ✦ 報章（網站）：銅獎
 - ✦ 英文媒體（整體）：銅獎
 - ✦ 英文媒體（網站）：銅獎
 - ✦ 英文媒體（社交媒體）：銅獎
 - ✦ 英文媒體（應用程式）：銅獎
 - ✦ 整體親子資訊（整體）：大獎
 - ✦ 整體教育及職涯資訊（整體）：大獎
 - ✦ 雜誌（網站）：銅獎
 - ✦ 雜誌（社交媒體）：銅獎
- The 9th HKIM Market Leadership in Arts and Cultural Media**
 - ✦ Market Leadership in Print Media
 - ✦ Market Leadership in Arts & Culture Media
- 第九屆「香港市務學會市場領袖大獎」**
 - ✦ 「印刷媒體市場領袖」大獎
 - ✦ 藝文媒體市場領袖
- Spark Awards 2025**
 - ✦ Best Media Campaign – Public Awareness: Gold Award
 - ✦ Best Media Campaign – Corporate Social Responsibility: Bronze Award
 - ✦ Best Original Content: Bronze Award
- 2025香港卓越傳媒大獎**
 - ✦ 最佳媒體活動－公共關注：金獎
 - ✦ 最佳媒體活動－企業社會責任：銅獎
 - ✦ 最佳原創內容：銅獎

2024-2025 BRONZE 銅獎

數碼無障礙
嘉許計劃 Digital Accessibility Recognition Scheme



WEBSITE • 網頁



Honoured with numerous awards and certificates
榮獲多項獎項與證書

- **Digital Accessibility Recognition Scheme 2024-2025**
 - ◇ Website Bronze Award
 - ◇ Friendly Website
 - ◇ Friendly Mobile APP
- **2024-2025數碼無障礙嘉許計劃**
 - ◇ 網站銅獎級別
 - ◇ 友善網站
 - ◇ 友善流動應用程式
- **Caring Company Scheme 2024/2025**
 - ◇ Advanced Performance
- **2024/2025「商界展關懷」標誌**
 - ◇ 進階表現
- **Privacy-Friendly Awards 2025**
 - ◇ Gold Award
- **2025年私隱之友嘉許獎**
 - ◇ 金獎
- **Reader's Digest Hong Kong Trusted Brands 2025**
 - ◇ Free Newspaper: Platinum Award
- **《讀者文摘》香港信譽品牌2025**
 - ◇ 免費報紙：白金獎
- **39th Annual Celebration of the World's Best Annual Report**
 - ◇ Honours: Interior Design: Environmental, Social & Governance Report: Other Countries
- **第三十九屆全球最佳年報慶典**
 - ◇ 獎項：內頁設計：環境、社會及管治報告：其他國家





ABOUT THE REPORT


關於本報告

This is the Group's 10th ESG Report (the "Report"), outlining its commitments, management approaches, and performances in ESG matters.

The Report is prepared in Chinese and English, and is available on the respective websites of the Stock Exchange and the Group (<https://www.singtaonewscorp.com>).

此報告為本集團發佈的第10份ESG報告（「本報告」），旨在披露其在ESG方面的承諾、管理方針及績效表現。

本報告以中英雙語編制，並已上載至聯交所及本集團網站 (<https://www.singtaonewscorp.com>) 以供查閱。



REPORTING SCOPE AND BOUNDARY

報告範圍及界限

The Report focuses on the Group's core business operations in Hong Kong, including newspaper and magazine publishing and related digital media operations, which constitute its primary revenue and cash flow sources. It covers the Group's ESG performance for the period from 1 January 2025 to 31 December 2025 (the "Year" or "2025").

本報告集中披露位於香港的核心業務營運，包括報章及雜誌出版及相關的電子媒體營運，該等業務為本集團主要收入及現金流量來源。其涵蓋本集團在2025年1月1日至2025年12月31日期間（「報告期」或「2025年」）的ESG表現。

REPORTING PRINCIPLES

匯報原則

The Report complies with the mandatory disclosure requirements and "comply or explain" provisions of the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") outlined in Appendix C2 of the Rules Governing the Listing of Securities (the "Listing Rules") on the Stock Exchange. It is prepared in alignment with the four reporting principles in the ESG Reporting Code, namely Materiality, Quantitative, Balance and Consistency.

本報告遵循聯交所上市規則（「上市規則」）附錄C2所載之《環境、社會及管治報告守則》（「ESG報告守則」）的強制披露要求及「不遵守就解釋」條文，並按ESG報告守則中的四項匯報原則編制，包括重要性、量化、平衡及一致性。



CONFIRMATION AND APPROVAL

確認及批准

The Group has implemented an internal data collection and review process to ensure the accuracy and reliability of the information presented in the Report. The Report was confirmed and approved by the Board (the "Board") of Directors (the "Directors") on 25 March 2026.

本集團已建立內部數據收集及審閱程序，以確保本報告所呈現的資訊均準確且可靠。本報告已於2026年3月25日獲本集團董事（「董事」）會（「董事會」）確認及批准。

FEEDBACK

反饋

We welcome your feedback on our ESG performance and reporting. If you have any comments or questions, please contact us via email at info@singtaonewscorp.com.

我們歡迎閣下就我們的ESG表現及報告內容提出反饋和意見。如有任何反饋或疑問，歡迎發送電郵至info@singtaonewscorp.com與我們聯繫。

Reporting Principles 匯報原則



MATERIALITY
重要性



QUANTITATIVE
量化



BALANCE
平衡



CONSISTENCY
一致性

Definition 定義

The ESG issues identified by the Group are sufficiently important to its stakeholders for disclosure in the reported.
由本集團釐定的ESG議題應對持份者具重要性，並於報告中披露。

Key performance indicators ("KPIs") and their data should be measurable and comparable where appropriate, enabling evaluation of the effectiveness of ESG policies and management systems.
關鍵績效指標及其數據在適當情況下應可予計量且具有可比性，從而評估ESG政策和管理系統的效益。

The Report should provide an unbiased picture of the Group's ESG performance, allowing stakeholders to objectively evaluate it.
本報告應不偏不倚地匯報本集團的ESG表現，讓持份者客觀地作出評估。

Statistical methodologies should be consistent and historical data should be provided where feasible to allow for meaningful comparisons of ESG performance over time.
統計方法應保持一致，並在可行的情況下提供歷史數據，以便就ESG表現進行具意義的比較。

The Group's Responses 本集團的回應

The Group identifies material ESG issues through stakeholder engagement and materiality assessment, ensuring that these issues are comprehensively addressed in the Report.
本集團透過與持份者溝通和進行重要性評估，識別對持份者而言重要的ESG議題，並確保相關議題在本報告中全面披露。

Where feasible, quantitative KPIs are disclosed along with the methodologies and/or assumptions used for calculation. To ensure the accuracy of environmental KPIs, the Group has engaged an independent consultancy to conduct a carbon assessment.
在可行的情況下，本集團披露量化關鍵績效指標及說明所用計算方法及／或假設。為確保環境關鍵績效指標的準確性，本集團已委託獨立顧問進行碳評估。


Information is disclosed objectively and to the extent practicable, providing an impartial overview of the Group's ESG performance.
盡可能以客觀的方式披露資訊，如實闡述本集團在ESG方面的整體表現。

Unless otherwise specified, the Group applies consistent methodologies to ensure meaningful disclosures. Relevant data for the year ended 31 December 2024 ("2024") and the year ended 31 December 2023 ("2023") are also provided for comparison.
除另有說明，本集團採用一致的統計方法為基礎，提供具意義的披露。截至2024年12月31日（「2024年」）和截至2023年12月31日（「2023年」）的相關數據亦一同披露以作比較之用。

BOARD STATEMENT

董事會聲明





Carbon neutrality and net-zero targets have been widely adopted by governments, cities, and corporations in response to escalating climate risks. These commitments are driving energy restructuring, efficiency improvements, and renewable energy expansion. At the same time, enterprises are integrating carbon reduction into strategic planning and innovation, with the collective aim of limiting global temperature rise to within the 1.5°C above pre-industrial levels. Aligned with this global vision, we are committed to reducing its environmental impact and creating long-term benefits for both the environment and society. To enhance the understanding of potential climate-related impacts on the Group, we have undertaken a scenario analysis referencing international standards. This assessment systematically identifies and quantifies the potential consequences of climate risks across two distinct scenarios: a low-risk scenario and a high-risk scenario, enabling the Group to forecast and measure potential impacts arising from the climate risks. Based on these insights, we are able to implement timely mitigation measures to address different climate challenges. Furthermore, the Group is dedicated to contributing to global carbon reduction efforts by proactively aligning its actions with global climate goals. Through these initiatives, we aim to continuously strengthen our resilience, enhance sustainability performance, and support the transition toward a low-carbon future.

碳中和與淨零排放目標已成為各國政府、城市及企業應對氣候風險升級的廣泛共識。這些承諾正推動能源結構轉型、能效提升與可再生能源擴展。同時，企業紛紛將碳減排納入戰略規劃與創新進程，共同致力於將全球氣溫升幅控制在工業化前水平的1.5°C以內。順應此全球願景，我們致力於降低環境影響，為環境及社會創造長期效益。為深入理解氣候變化對本集團的潛在影響，我們已參照國際標準開展情景分析。此評估透過低風險與高風險兩種不同情境，系統性辨識與量化氣候風險可能帶來的結果，使本集團得以預見並衡量潛在影響。基於分析成果，我們能及時制定緩解措施以應對各類氣候挑戰。此外，本集團積極調整行動以對齊全球氣候目標，為全球減碳行動作出貢獻。透過這些舉措，我們旨在持續增強韌性、提升可持續發展表現，並助力邁向低碳未來。



The Board is responsible for integrating sustainability into the Group's overall strategy and operations, ensuring that ESG risks are properly identified, assessed, and managed through sound governance and risk control systems. To reinforce this commitment, the ESG Sub-Committee was established under the Corporate Governance Committee in 2020, acting as the key driver of sustainable development across the Company as we continue to pursue shared value for society and the environment. Moving forward, the Board will refine sustainability objectives, strengthen management practices, and oversee progress against defined environmental targets, including air emissions, waste reduction, energy consumption, and water consumption.

The Group has achieved outstanding accomplishments over the past year. We proudly received the Gold Award at the "Privacy-Friendly Awards 2025" organised by the Office of the Privacy Commissioner for Personal Data, highlighting our dedication to advancing privacy-friendly innovation and contributing to a more secure digital environment. Additionally, we were honoured with the Bronze Award in the "Corporate Social Responsibility" category at the "Spark Awards 2025", organised by Marketing Interactive, for its efforts in the "2024 Hong Kong Lotus Exhibition cum Greater Bay Area Lotus Exhibition and Suzhou-Hong Kong Lotus Exhibition", indicating the recognition of the Group's proactive efforts in promoting inclusivity, cultural appreciation, and regional collaboration. Furthermore, the Group was recognised with major honours at the "Hong Kong Institute of Marketing – Market Leadership Awards 2024/2025", where *Headline Daily* received the title of "Market Leadership in Print Media", acknowledging of our achievements in driving innovation and leadership within the industry. Moreover, we were also honoured to receive the Bronze Award and the Friendly Award at the "Digital Accessibility Recognition Scheme", recognising the Group's exceptional efforts in promoting digital inclusion. The Group remains committed to applying its brand influence and innovation to deepen community engagement, carrying out initiatives that contribute to social advancement and long-term sustainable growth.

董事會承擔將可持續發展理念納入本集團整體戰略與業務的責任，確保通過健全的治理與風險控制體系，妥善識別、評估及管理ESG相關風險。為強化此承諾，我們於2020年成立了ESG附屬委員會，隸屬於本公司企業管治委員會，作為推動全公司可持續發展的核心執行機制，持續為社會與環境創造共同價值。展望未來，董事會將進一步完善可持續發展目標，強化管理實踐，並監督包括空氣排放物、減少廢棄物、能源使用及水資源使用等各項環境目標的進程。

本集團在過去一年取得了卓越成就。我們榮獲香港個人資料私隱專員公署主辦的「2025私隱之友嘉許獎」金獎，彰顯了我們在推動私隱友善創新及構建更安全數字環境方面的貢獻。此外，本集團憑藉「2024香港荷花展暨大灣區荷花展及蘇港荷花展」中的積極投入，於Marketing Interactive主辦的「2025卓越傳媒大獎」中榮獲「企業社會責任」類別銅獎，這標誌著本集團在推動包容發展、文化共融及區域協作方面的努力獲得認可。同時，本集團在「香港市務學會－市場領袖大獎2024/2025」中屢獲殊榮，其中《頭條日報》獲頒「印刷媒體市場領袖」稱號，印證了我們在行業創新與領導力方面的成就。此外，我們亦榮獲「數碼無障礙嘉許計劃」銅獎及友善級別獎，肯定本集團在促進數碼共融方面的傑出表現。本集團將持續運用品牌影響力與創新力，深化社區參與，推動各項促進社會進步與長遠可持續發展的舉措。



The Group is firmly committed to ESG principles, with a focus on building a sustainable future and maintaining responsible business practices. We will continue to advance sustainability, enhance corporate governance, reduce our environmental footprint, and strengthen community engagement as part of our corporate social responsibilities. By leveraging the reach of our media platforms, we aim to foster social progress and positive development. Looking ahead, we will deepen our involvement in the media industry, embrace transformation opportunities, address challenges, and drive innovation. At the same time, we are pursuing sustainable pathways that support a low-carbon transition and contribute to economic and social advancement. ESG factors are integrated into our decision-making, and our greenhouse gas (“GHG”) reduction plans are aligned with national and local climate strategies to continuously improve sustainability performance and secure long-term, steady growth.

本集團堅定秉持ESG原則，致力於構建可持續的未來並實踐負責任的業務營運模式。我們將持續推進可持續發展進程，以完善企業管治、降低環境影響、加強社區參與作為我們的企業社會責任。依托媒體平台的廣泛影響力，我們助力推動社會進步與正向發展。展望未來，我們將深化媒體行業參與，把握轉型機遇，應對挑戰並驅動創新。同時，我們積極探索支持低碳轉型、促進經濟與社會發展的可持續路徑。ESG因素已融入我們的業務決策中，溫室氣體減排計劃亦與國家及地區氣候策略相銜接，以持續提升可持續發展表現，實現長期穩健增長。



STRENGTHENING GOVERNANCE

强化管治



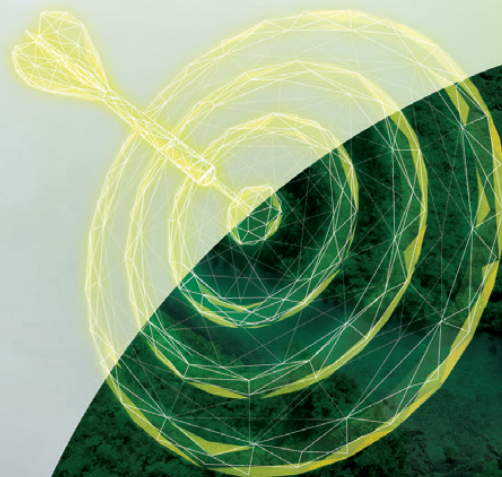


ESG GOVERNANCE STRUCTURE

Sustainability is a key driver of the business's long-term success. A comprehensive and effective sustainability governance framework forms the foundation for the Group's ESG performance and sustained growth. Our sustainability governance starts with the Board, which oversees major decisions related to ESG issues, including strategy, management approaches, performance, target setting, and reporting. The Board is also responsible for regularly reviewing progress toward achieving the Group's targets. The ESG Sub-Committee meets at least twice a year to assess and monitor the implementation and effectiveness of ESG initiatives. With clearly defined roles, we aim to integrate ESG considerations into our business decision-making and operations, ensuring that the Group progresses on a steady path toward sustainable development. Moving forward, we remain committed to continuously reviewing and enhancing our sustainability governance, including the development of more comprehensive strategies and target-setting initiatives.

ESG管治架構

可持續發展是企業取得長遠成功的關鍵因素之一。健全有效的可持續發展管治體系將為本集團的ESG表現和持續增長奠定基礎。我們的可持續發展管治始於董事會，由董事會負責監督與ESG議題相關的重大決策，包括策略、管理方針、績效表現、目標設定和報告。董事亦定期審查本集團實現目標的進展情況。ESG附屬委員會每年至少召開兩次會議，以檢討及監督ESG相關工作的實施及成效。通過明確分工，我們致力將ESG考量納入業務決策和營運中，確保本集團在可持續發展的道路穩步邁進。展望未來，我們將持續審視和提升自身的可持續發展管治，包括擬定更全面的策略和目標設定。





THE BOARD 董事會

- Oversee major decisions related the Group's ESG issues;
- Evaluate ESG-related performance, risks and opportunities;
- Align with the expectations and requirements of investors and regulators;
- Enforce a materiality assessment and reporting process to ensure that actions are effectively implemented; and
- Foster a top-down culture that integrates ESG considerations into the business decision-making process.

- 監督與本集團ESG議題相關的重大決策；
- 評估與ESG相關的表現及風險和機遇；
- 確保與投資者及監管機構的期望和要求保持一致；
- 加強重要性評估及匯報流程以確保各項行動切實執行；及
- 促進由上而下文化，將ESG考量納入業務決策流程的一部分。

CORPORATE GOVERNANCE COMMITTEE 企業管治委員會

- Develop and review policies and practices; and
- Provide recommendations to the Board.

- 制訂及檢視政策和措施；及
- 向董事會提出建議。



ESG SUB-COMMITTEE ESG附屬委員會

- Review the Group's policies, measure and target-setting;
- Monitor the implementation of measures;
- Identify significant ESG matters;
- Set quantitative ESG targets; and
- Organise regular ESG meetings.

- 檢視本集團的政策、措施及目標設定；
- 監督措施的執行情況；
- 識別重要ESG事項；
- 設定ESG量化目標；及
- 定期組織ESG會議。



BUSINESS FUNCTIONS AND DIVISIONS 業務功能及部門

- Support the operation of the ESG Sub-Committee.
- 支援ESG附屬委員會的運作。



RISK MANAGEMENT

Robust and effective risk management is an essential component of our corporate governance framework. The Board is responsible for assessing and determining the nature and extent of the risks the Group is willing to undertake in the pursuit of its strategic objectives, while also overseeing and maintaining appropriate and effective risk management and internal control systems.

We are committed to continuously enhancing our risk management system. All levels of the Group, including the Board, the Audit Committee and the operation management, work together to ensure that the risk management and internal control systems are adequate and effective in monitoring, controlling and reporting risks. At the same time, the Internal Audit Department independently reviews these systems on a regular basis.

The Group takes proactive measures to identify, evaluate and manage significant risks, including ESG-related risks, arising from our operations and the ever-changing business environment. We adopt both top-down and bottom-up approaches to risk management, combining strategic reviews with operational-level risk assessment to identify, evaluate and manage key risks effectively.

For details of the Group's risk management and internal controls, please refer to the "Corporate Governance Report" of our Annual Report 2025.

風險管理

穩健有效的風險管理是我們企業管治方針中不可或缺的一部分。董事會負責評估並釐定本集團為其策略目標所願意承擔風險性質和程度，同時監督並維護適當有效的風險管理和內部監管系統的有效性。

我們致力不斷完善風險管理系統，通過本集團各階層，包括董事會、審計委員會和管理層協同合作，確保風險管理和內部監管系統能適當有效地執行監測、控制和報告等工作。同時，內部審核部門會定期獨立檢視相關系統。

本集團積極從不同層面識別、評估和管理在業務及不斷變化的商業環境中所產生的重大風險(包括ESG相關風險)。我們採用由上而下與由下而上的雙軌風險管理方式，結合策略審查與營運層面的風險評估，有效識別、評估和應對重大風險。

有關本集團風險管理和內部監管的詳情，請參閱我們2025年年度報告中的「企業管治報告」。

COMPLIANCE MANAGEMENT

The Group fully recognises that non-compliance with applicable laws and regulations can result in fines, litigation, and other adverse consequences that may significantly impact business operations, financial stability, and reputation. Therefore, we remain steadfast in our commitment to conducting business with the highest ethical standards and in full compliance with all relevant laws and regulations. The Board is responsible for overseeing and maintaining a strong corporate governance framework to ensure that the Group operates in an environmentally, socially and economically responsible manner. Clear guidelines have been established for Directors, management and employees to ensure the effective implementation of relevant principles and practices.

合規管理

本集團深知違反法律法規能導致罰款、訴訟及其他不利後果，並可能將對業務營運、財務狀況和聲譽產生重大影響。因此，我們承諾按照最高道德標準營運，並嚴格遵守所有適用的法律法規。董事會負責監督及維持企業管治架構和實踐的穩健，確保本集團以對環境、社會和經濟負責的方式營運。我們已為董事、管理層和員工制定明確指引，確保相關原則和規範得以有效實施。

Aspects 層面	Laws and regulations that have a significant impact on the Group 對本集團有重大影響的法律法規	Compliance 合規表現
 <p data-bbox="279 1041 375 1086">Emissions 排放物</p>	<ul style="list-style-type: none"> • Air Pollution Control (Fuel Restriction) Regulations (Cap. 311I of the Laws of Hong Kong) • Air Pollution Control (Volatile Organic Compounds) Regulation (Cap. 311W of the Laws of Hong Kong) • Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354C of the Laws of Hong Kong) • 《空氣污染管制(燃料限制)規例》(香港法例第311I章) • 《空氣污染管制(揮發性有機化合物)規例》(香港法例第311W章) • 《廢物處置(化學廢物)(一般)規例》(香港法例第354C章) 	<p data-bbox="1157 840 1428 996">No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.</p> <p data-bbox="1157 1030 1428 1120">於報告期內，並無違反對本集團有重大影響的相關法律法規。</p>
 <p data-bbox="247 1512 406 1601">Employment and labour standards 僱傭及勞工常規</p>	<ul style="list-style-type: none"> • Companies Ordinance (Cap. 622 of the Laws of Hong Kong) • Employment Ordinance (Cap. 57 of the Laws of Hong Kong) • Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) • Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) • Minimum Wages Ordinance (Cap. 608 of the Laws of Hong Kong) • Sex Discrimination Ordinance (Cap. 480 of the Law of Hong Kong) • Disability Discrimination Ordinance (Cap. 487 of the Law of Hong Kong) • Family Status Discrimination Ordinance (Cap. 527 of the Law of Hong Kong) • Race Discrimination Ordinance (Cap. 602 of the Law of Hong Kong) • 《公司條例》(香港法例第622章) • 《僱傭條例》(香港法例第57章) • 《僱員補償條例》(香港法例第282章) • 《個人資料(私隱)條例》(香港法例第486章) • 《最低工資條例》(香港法例第608章) • 《性別歧視條例》(香港法例第480章) • 《殘疾歧視條例》(香港法例第487章) • 《家庭崗位歧視條例》(香港法例第527章) • 《種族歧視條例》(香港法例第602章) 	<p data-bbox="1157 1310 1428 1467">No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.</p> <p data-bbox="1157 1500 1428 1590">於報告期內，並無違反對本集團有重大影響的相關法律法規。</p>

Aspects
層面

Laws and regulations that have a significant impact
on the Group
對本集團有重大影響的法律法規

Compliance
合規表現



Health and safety
健康與安全

- Fire Services Ordinance (Cap. 95 of the Laws of Hong Kong)
- Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong)
- Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong)
- Factories and Industrial Undertakings (Safety Management) Regulation (Cap. 59AF of the Laws of Hong Kong)
- 《消防條例》(香港法例第95章)
- 《職業安全及健康條例》(香港法例第509章)
- 《工廠及工業經營條例》(香港法例第59章)
- 《工廠及工業經營(安全管理)規例》(香港法例第59AF章)

No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.

於報告期內，並無違反對本集團有重大影響的相關法律法規。



Product responsibility
產品責任

- Copyright Ordinance (Cap. 528 of the Laws of Hong Kong)
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong)
- Trade Descriptions Ordinance (Cap. 362 of the Laws of Hong Kong)
- 《版權條例》(香港法例第528章)
- 《個人資料(私隱)條例》(香港法例第486章)
- 《商品說明條例》(香港法例第362章)

No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.

於報告期內，並無違反對本集團有重大影響的相關法律法規。



Anti-corruption
反貪污

- Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong)
- 《防止賄賂條例》(香港法例第201章)


No violation of relevant laws and regulations with a material impact on the Group occurred during the Year.

於報告期內，並無違反對本集團有重大影響的相關法律法規。

ENGAGING OUR STAKEHOLDERS

持份者參與





Maintaining strong communication and relationships with stakeholders is foundational to business development. To understand their needs and expectations, we actively engage with various stakeholder groups through diverse communication channels and regular interactions, ensuring continuous and effective dialogue. This approach enables us to identify key ESG-related issues, opportunities, and challenges, providing valuable insights to support strategic planning and the ongoing evaluation of our ESG performance.

與持份者保持良好的溝通和關係是業務發展的基礎。為了解我們的持份者的需求和期望，我們積極通過多元化的溝通渠道接觸不同的持份者組別，並定期進行互動，確保具連續性和有效率的意見交流。此舉有助我們識別重要的ESG相關議題、機遇和挑戰，從而推進策略規劃和持續檢視ESG表現。

Stakeholder Groups
持份者組別

Communication Channels
溝通渠道

 <p>The Board 董事會</p>	<ul style="list-style-type: none"> Group newsletters Annual and interim reports ESG report Emails 	<ul style="list-style-type: none"> 集團通訊 年度及中期報告 ESG報告 電子郵件
 <p>Employees 員工</p>	<ul style="list-style-type: none"> Group newsletters Annual and interim reports ESG report Questionnaires and surveys Emails Intranet Staff opinion system Appraisals Employee handbook Social media platforms 	<ul style="list-style-type: none"> 集團通訊 年度及中期報告 ESG報告 問卷調查 電子郵件 內聯網 員工意見系統 績效評估 員工手冊 社交媒體平台
 <p>Readers and online users 讀者及網上用戶</p>	<ul style="list-style-type: none"> Group newsletters Annual and interim reports ESG report Questionnaires and surveys Emails Social media platforms 	<ul style="list-style-type: none"> 集團通訊 年度及中期報告 ESG報告 問卷調查 電子郵件 社交媒體平台
 <p>Business partners 業務夥伴</p>	<ul style="list-style-type: none"> Group newsletters Questionnaires and surveys Emails Social media platforms 	<ul style="list-style-type: none"> 集團通訊 問卷調查 電子郵件 社交媒體平台
 <p>Customers 客戶</p>	<ul style="list-style-type: none"> Group newsletters Annual and interim reports ESG report Questionnaires and surveys Emails Social media platforms 	<ul style="list-style-type: none"> 集團通訊 年度及中期報告 ESG報告 問卷調查 電子郵件 社交媒體平台
 <p>Suppliers 供應商</p>	<ul style="list-style-type: none"> Group newsletters Questionnaires and surveys Site visits Regular meetings Social media platforms 	<ul style="list-style-type: none"> 集團通訊 問卷調查 實地考察 定期會議 社交媒體平台
 <p>Shareholders and investors 股東和投資者</p>	<ul style="list-style-type: none"> Annual meeting Group newsletters Annual and interim reports ESG report Questionnaires and surveys Emails Social media platforms 	<ul style="list-style-type: none"> 年度會議 集團通訊 年度及中期報告 ESG報告 問卷調查 電子郵件 社交媒體平台

MATERIALITY ASSESSMENT

The Group recognises the growing concern among stakeholders regarding ESG-related risks. During the Year, we conducted an annual materiality assessment to identify ESG issues that are most significant to our stakeholders and business, along with their impacts. Any newly identified ESG risks and opportunities arising from this process are integrated into our risk assessment and business planning for further consideration.

重要性評估

本集團深明持份者漸趨關注ESG相關風險，我們於報告期內進行了年度重要性評估，以釐定對其持份者和業務具有重要性的ESG議題及其影響。在檢視過程中所發現的新ESG風險和機遇將會納入風險審查和業務規劃流程中加以考慮。

<p>1. Identify relevant ESG issues 識別相關ESG議題</p>	<ul style="list-style-type: none"> A review of the ESG Reporting Code identified 15 relevant ESG issues, covering "Environment", "Employment and Labor Practices", "Operating Practices" and "Community". 	<ul style="list-style-type: none"> 根據ESG報告守則，識別15項相關的ESG議題，涵蓋「環境」、「僱傭和勞工常規」、「營運慣例」和「社區」四大範疇。
<p>2. Collect stakeholders' feedback 收集持份者意見</p>	<ul style="list-style-type: none"> Questionnaires were distributed to and collected from a total of 170 internal and external stakeholders for analysis. 	<ul style="list-style-type: none"> 共收集170份內部及外部持份者問卷作分析。
<p>3. Determine material ESG issues 識別重要的ESG議題</p>	<ul style="list-style-type: none"> 4 issues, including labour standards, anti-corruption, climate change, and product responsibility were prioritised as material issues. 	<ul style="list-style-type: none"> 4項議題包括勞工準則、反貪污、氣候變化及產品責任被列為重要議題。
<p>4. Validation 確認結果</p>	<ul style="list-style-type: none"> The Board and management reviewed and validated the results of the materiality assessment, confirming the material issues identified for the Group to address and report. 	<ul style="list-style-type: none"> 董事會及管理層審閱和確認重要性評估的結果及所識別的重要議題，有關議題將於本報告中披露及回應。



Material Issues
(Ranked by Descending Order of Materiality)
重要議題（按重要性降序排列）

- Labour standards
- Anti-corruption
- Climate change
- Product responsibility
- 勞工準則
- 反貪污
- 氣候變化
- 產品責任


Other Issues
其他議題

- Employee development and training
- Wastes
- Air emissions
- GHG emissions
- Employment
- Occupational health and safety
- Energy consumption
- Water consumption
- Supply chain management
- Other raw materials consumption
- Community investment
- 員工發展及培訓
- 廢棄物
- 空氣排放物
- 溫室氣體排放
- 僱傭
- 職業健康與安全
- 能源使用
- 水資源使用
- 供應鏈管理
- 其他原材料使用
- 社區投資



MAINTAINING TRUST

行穩致遠，成就信任



Our ethical business approach is built on the understanding that principled operations are a strategic driver of sustainable success. We believe that integrity strengthens stakeholder trust, fosters a resilient corporate culture, and enables responsible, long-term growth that creates lasting value for the Group and society. We remain firmly committed to transparency, accountability, and strict adherence to all relevant regulations, reinforcing our reputation and ensuring enduring business sustainability.

我們的道德商業理念基於對恪守原則的營運是推動可持續成功的戰略引擎的理解。我們堅信誠信鞏固持份者的信任、培育具有韌性的企業文化，並促成負責任的長遠成長，為本集團與社會創造持續價值。我們始終堅定恪守透明化、問責制、及嚴格遵守所有相關法規的承諾，以強化企業聲譽，確保業務永續經營。



ANTI-CORRUPTION

The Group maintains a zero-tolerance policy towards all forms of corruption, including bribery, extortion, fraud and money laundering, and is firmly committed to operating with integrity and transparency. In line with this commitment, all Directors, management and employees are required to comply with local laws and regulations, as well as the Code of Conduct outlined in the *Employee Handbook*. New hires must thoroughly review and acknowledge the “Company Policy Acknowledgement Form”, which includes the “Guideline on Application of the Anti-Bribery” section, providing practical guidance on prohibiting employees from soliciting any benefits from relevant parties (such as suppliers, agents, customers or companies with business relations or dealings with the Group). This ensures that employees fully understand and comply with relevant regulations. Additionally, to mitigate any potential conflicts of interest, employees are required to promptly report any situations where such conflicts may arise. Offering or accepting advantages related to the Group’s affairs and business is strictly prohibited. Employees are strongly encouraged to report any suspicious activity or misconduct to the Human Resources Department via our whistleblowing mechanism to maintain corporate integrity and ensure compliant business operations.

反貪污

本集團對任何形式的貪污行為，包括賄賂、勒索、欺詐和洗錢，採取零容忍態度，並致力於誠信透明地經營業務。有鑒於此，所有董事、管理層和員工均須遵守本地法律法規和《員工手冊》中規定的行為守則。新入職員工須仔細閱讀及簽署「公司政策確認書」，其中包括「防止賄賂指引」，該指引為員工提供實用指南，明確禁止向相關方（如供應商、代理商、客戶或與本集團有業務往來的公司）索取任何利益，以確保員工充分理解並遵守相關規定。此外，為減少任何潛在的利益衝突，我們要求員工盡快申報可能出現利益衝突的情況，並嚴禁其提供或接受與本集團事務和業務相關的利益。我們強烈鼓勵員工通過舉報機制向人力資源部報告任何可疑活動或不當行為，以維護企業廉潔與合規經營。

Furthermore, we enforce the *Whistleblowing Policy* to encourage all stakeholders of the Group to report any actual or suspected misconduct related to the Group through a confidential reporting channel. We ensure that all reported cases are handled with strict confidentiality and are committed to protecting the identities of whistleblowers under the “no-detriment principle”. The Group conducts annual anti-corruption training and education sessions for both Directors and employees to enhance their awareness and understanding of anti-corruption measures. Related training initiatives are also provided to newly hired individuals to ensure that all employees are equipped with the necessary knowledge to prevent corruption. Throughout the Year, the Group provided a total of approximately 295 hours of anti-corruption training to Directors and employees, including seminars and workshops covering topics on ethics, compliance and anti-bribery policies, and conducted a review of relevant policies and procedures. These sessions help Directors and employees gain a comprehensive understanding of relevant guidelines, laws, and regulations related to bribery, extortion, fraud and money laundering.

PRODUCT RESPONSIBILITY

The Group aspires to position itself as one of the leading media organisations in Hong Kong. Renowned for offering a wide range of high-quality products and services, including new media, newspapers, magazines, recruitment media, and other publications, we also provide advertising, promotional events, printing and publishing services. In line with our commitment to sustainability, we have created a dedicated ESG webpage on the “*Sing Tao Headline*” website, focusing on sustainable development. This webpage features news reports, in-depth analyses, and articles related to sustainable development, in order to address users’ growing interest in ESG-related topics.

The Group’s core operations, which include newspaper publishing and digital news portals, have fully demonstrated its crucial role in monitoring society and safeguarding the public’s right to information. As a result, we place strong emphasis on journalistic accuracy, considering it as the core of our media responsibilities. The Group is dedicated to ensuring the highest standards of reliability and accuracy of our news content to maintain journalistic integrity, and further solidify our reputation and credibility as a trusted media organisation.

此外，我們實施《舉報政策》，鼓勵本集團的所有持份者通過保密的舉報渠道，舉報任何與本集團相關實際或可疑不當行為。我們會確保舉報的案件受到嚴格保密，並承諾以「無損害原則」保護舉報人的身份。為提高反貪污意識，本集團每年為董事和員工提供反貪污相關的培訓和教育，並特別為新入職員工安排相關培訓，確保所有員工都充分了解如何預防貪污。於報告期內，本集團為董事和員工提供了合共約295小時的反貪污培訓，其內容涵蓋道德、合規和反賄賂政策等多個重要議題，形式包括研討會和工作坊。這些培訓課程旨在協助董事及員工全面了解與賄賂、勒索、詐欺及洗錢行為相關的指引、法律與法規。

產品責任

本集團致力成為香港領先的媒體機構之一，提供多元化且高質素的產品，包括新媒體、報紙、雜誌、招聘媒體及其他出版物，同時提供廣告、宣傳、印刷及出版服務。為履行我們對可持續發展的承諾，我們在「*星島頭條網*」特別設立了ESG專頁，發佈與可持續發展相關的新聞、深度分析及專題文章，以滿足用戶對ESG相關議題日益增長的關注及需求。

本集團的核心業務包括報刊出版和數碼新聞平台，充分體現我們在監督社會和保障公眾知情權方面擔當重要的角色。因此，我們深知新聞真實性的重要性，並將其視為我們媒體責任的核心。本集團致力於確保新聞內容的高度可靠性和準確性，以維護新聞的完整性，進一步鞏固我們作為可信媒體機構的聲譽與公信力。





Let's Go Green! ESG X AI Application Workshop LET'S GO GREEN! ESG X AI應用工作坊

The Group has collaborated with PolyU to host the “Outstanding ESG Enterprises Recognition Scheme” since 2023. The programme aims to recognise outstanding companies that adhere to ESG principles, promote ESG awareness, and strengthen societal focus on sustainability. The “Outstanding ESG Enterprises Recognition Ceremony and Sustainable Development Forum 2025” was held in October 2025. Following last year’s introduction of the “ESG Innovation Technology Application Awards”, two new award categories were introduced this year: the “ESG SME Pioneer Awards” and the “ESG Excellence Model Awards”.

自2023年起，本集團與香港理工大學合作舉辦「ESG認證嘉許計劃」，旨在表揚恪守ESG原則、推動ESG認知並增強社會對可持續發展關注的優秀企業。「ESG認證嘉許暨永續發展論壇2025」於2025年10月順利舉行。繼去年設立「ESG傑出創科獎」後，今年新增「ESG中小企先鋒獎」及「ESG領航典範獎」兩大獎項類別。



The forum guests discussed and shared their valuable experiences in ESG practices
論壇嘉賓共同討論和分享他們在ESG實踐方面的寶貴經驗



ESG Certification Awards and Sustainable Development Forum 2025
ESG認證嘉許暨永續發展論壇2025

作為「ESG認證嘉許計劃2025」的重要組成部分，「Let's Go Green! ESG X AI應用工作坊」(「工作坊」)於同年4月圓滿舉辦。此次工作坊邀請業界領先專家，分享綠色轉型的見解及人工智能在ESG數據分析中的應用，匯聚ESG專業人士交流實務經驗，並探討政策與創新在推動可持續發展中的作用。活動展示了支持性框架與AI驅動的解決方案如何助力企業提升ESG表現。通過與學術及權威機構協作，本集團期望鼓勵更多企業將ESG原則融入日常營運，共同為可持續發展作出貢獻，推動社會進步。

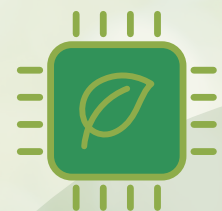
The “Let's Go Green! ESG X AI Application Workshop” (the “Workshop”) was successfully held in April as part of the “Outstanding ESG Enterprises Recognition Scheme 2025”, featuring insights from industry-leading experts on green transformation and the application of AI in ESG data analysis. The Workshop brought together ESG specialists to share valuable experiences in ESG practices and explore the role of policy and innovation in advancing sustainability. It showcased how supportive frameworks and AI-driven solutions empower enterprises to enhance ESG performance. Through collaboration with academic and authoritative institutions, the Group seeks to encourage more companies to integrate ESG principles into their daily operations, fostering collective contributions to sustainable development and driving social progress.



The workshop guest shared his valuable experiences in ESG practices
工作坊嘉賓分享其於ESG實踐領域的寶貴經驗

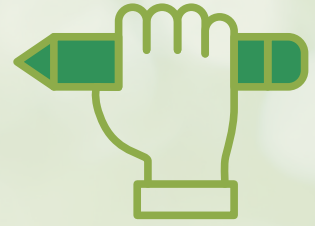


Let's Go Green! ESG X AI Application Workshop
Let's Go Green! ESG X AI 應用工作坊



CASE
SHARING
案例分享

“Sing Tao PROBE” Complaint Platform 申訴平台「星島申訴王」



The Group launched the “Sing Tao PROBE” Complaint Platform in 2023 with the goal of providing an efficient channel for citizens to advocate their concerns and resolve disputes. The Group is committed to addressing grievances from various sectors of society and seeking redress for the public, while also promoting community good needs. Within the year, “Sing Tao PROBE” expanded its case handling scope and optimised response efficiency, garnering widespread recognition for its credibility. A key highlight of the “Praise Quest” project is that the platform encourages and recognises the virtues of good people and good deeds. This programme has received strong support from various government departments and the education sector, further reinforcing its positive impact.

本集團於2023年推出的「星島申訴王」投訴平台，致力為市民提供一個高效的渠道，以表達訴求及解決爭議。本集團亦致力確保社會各界的申訴得到妥善處理，為公眾爭取權益，同時促進社區善行。年內「星島申訴王」擴大個案處理範圍並優化回應效率，公信力獲廣泛認可。其中「我要讚佢」項目亮點在於平台讚揚善行，以表揚好人好事的美德。該計劃獲得多個政府部門及教育界大力支持，進一步彰顯其積極影響力。

Focusing on hot topics in Mainland China and Hong Kong, we have achieved remarkable success in 2025, earning prestigious recognitions at the Consumer Council’s “25th Consumer Rights Reporting Awards”. Among them, “Sing Tao PROBE” won the Silver Award in the Video Reporting Award (Short Clip) category for its exclusive undercover investigation, “Tracking Concert ‘Fake Ticket Scammers’: Exposing the Fraudsters’ True Faces”. It also received the Silver Award in the Feature Writing Award category for its series “Multiple Consumer Traps in Cross-Border Grocery Shopping” and advanced to the top five for the Grand Award. These accolades not only affirm our commitment to delivering high-quality news content but also highlight the Group’s dedication to fostering an inclusive and participatory media environment, focusing on and presenting diverse perspectives and voices within society.

憑著對中港兩地熱門議題的緊貼關注，我們在2025年度取得卓越成就，於消費者委員會「第25屆消費權益新聞報道獎」榮獲殊榮。其中，「星島申訴王」憑藉獨家臥底調查《放蛇追蹤演唱會「假飛黨」騙徒被踢曝露真面目》榮獲新聞影片銀獎（短片）。其系列報道《跨境買鏗多重消費陷阱》亦榮獲專題寫作類銀獎，並晉身大獎五強。這些殊榮不僅肯定我們提供優質新聞內容的承諾，更彰顯本集團致力營造包容參與的媒體環境，聚焦並呈現社會多元觀點與聲音。



CASE
SHARING
案例分享

ArtCan Awarded "Market Leadership in Arts and Cultural Media"

「藝文薈」獲文化藝術媒體市場領導大獎

In 2025, the 2nd "ArtCan Art and Cultural Forum and Awards Ceremony" was held, continuing its mission to promote the development of Hong Kong's arts and culture. By showcasing the city's creative talent and cultural heritage, the forum reinforced the Group's commitment to fostering cultural exchange and supporting the local arts ecosystem.

2025年，第二屆「ArtCan藝術文化論壇暨頒獎禮」隆重舉行，延續推動香港藝術文化發展的使命。通過展示本地創意人才與文化遺產，論壇彰顯了本集團促進文化交流、支持本地藝術生態系統的堅定承諾。



ArtCan Cultural Forum and
Awards Ceremony 2025
ArtCan藝術文化論壇暨頒獎禮2025



The Group's subsidiary publication, *ArtCan*, earned the "Market Leadership Award in Arts and Cultural Media" from the Hong Kong Institute of Marketing for the first time. This recognition affirms *ArtCan*'s market influence and highlights its contribution to supporting the development and popularisation of local cultural and artistic initiatives through its media platforms. *ArtCan* employs innovative thinking, professional design, and leading editorial practices to collaborate with major arts organisations, large enterprises, and various sectors to promote cultural and artistic activities and performances in Hong Kong. Its ultimate goal is to enhance the cultural atmosphere of the city and foster the community appreciation and engagement with the arts.

本集團旗下刊物《藝文薈》首次榮獲香港市務學會頒發的「文化藝術媒體市場領導大獎」。此讚賞肯定了「藝文薈」的市場影響力，並彰顯其透過媒體平台支持本地文化藝術項目發展與普及的貢獻。《藝文薈》以創新思維、專業設計及前瞻性編輯方針，與各大藝術機構、企業及各界協作，積極推動香港文化藝術活動與展演，致力提升城市文化氛圍，促進社會對藝術的欣賞與參與。



Since its launch, *ArtCan* has attracted widespread attention from diverse communities and become an important platform connecting the arts and cultural sector. Through partnerships with various organisations, *ArtCan* has successfully promoted a wide range of cultural and artistic events, enabling more people to engage with and experience the charm of culture and the arts. Looking ahead, *ArtCan* will continue to uphold its core mission of blending innovation and professionalism, constantly exploring the infinite possibilities of arts. Through collaboration with various sectors, we aim to promote the diverse development of cultural and arts, ensuring that Hong Kong, as an international metropolis, shines even brighter through the brilliance of culture and arts.

自推出以來，《藝文薈》已獲得各界廣泛關注，成為連繫文化藝術領域的重要平台。透過與不同機構的合作，《藝文薈》成功推廣多元文化藝術項目，讓更多人有機會接觸並感受文化藝術的魅力。展望未來，《藝文薈》將持續堅守創新與專業並重的核心使命，不斷探索文化藝術的無限可能，攜手各界推動文化藝術多元發展，讓香港作為國際大都會在文化藝術的光彩中更加璀璨。

As one of the leading media groups, we are committed to upholding ethical standards and legal obligations in all aspects of our operations to maintain trust and integrity within our industry and community. To ensure sustainable growth for our business, we have implemented a range of internal policies, including but not limited to those outlined in the *Employee Handbook* and the *IT Policy*. These policies cover key areas such as customer health and safety, advertising standards, labelling requirements, intellectual property rights, and privacy matters concerning our products and services. In response to the rapid advancement of artificial intelligence, we are in the process of formulating the *Artificial Intelligence Usage Policy*, which will provide clear guidelines for employees using AI tools or platforms in their work. This policy ensures that AI applications comply with ethical standards, regulatory requirements, and corporate responsibilities while safeguarding data privacy and information security. Additionally, all information and content undergo thorough review and evaluation before publication to ensure the authenticity of advertisements and articles, preventing any violations of relevant regulations. We are also committed to safeguarding the intellectual property rights of the Group and its stakeholders by strictly adhering to copyright laws and ensuring that content such as computer software, books, newspapers, and audiovisual content, can only be used with proper authorisation from the copyright owner. In the event of any intellectual property infringement or dissemination of disinformation, we will conduct a prompt investigation and take immediate corresponding action to resolve the issue, protecting our legitimate rights and ensuring the authenticity of information.

To enhance data security, all computers within the Group are equipped with anti-virus software and virus-checking programmes, which are subject to routine monitoring by the IT Department to mitigate the risk of data leakage. Personal information will only be collected from customers upon their explicit consent and is stored securely on the server, with an opt-out mechanism provided. Any unauthorised disclosure, whether written or verbal, of customer information to the media or to any individual within or outside the Group is strictly prohibited. Individuals who violate this policy will be subject to disciplinary action in accordance with applicable laws and regulations.

The Group has established channels, including hotlines and email, for readers and clients to provide feedback or lodge complaints regarding product quality or services. Throughout the Year, the Group did not receive any serious non-compliance complaints related to products and services, nor did it encounter any cases requiring product recalls due to health and safety concerns. In the event of a complaint about the Group's products or services, a thorough investigation will be conducted, and necessary improvement measures will be promptly implemented.

The Group recognises the influential role we play in shaping public opinion and driving positive change. As such, we are dedicated to integrating ESG principles into our operations, promoting ESG concepts to the public, raising awareness, and encouraging individuals and businesses to take action toward a more sustainable and socially responsible future.

作為具影響力的媒體集團之一，我們致力於業務營運的各個層面遵守道德標準和法律規範，以維持業界和社會對我們的信任和誠信。我們已制定《員工手冊》及《資訊科技政策》等內部規範，以有效管理與產品和服務相關的客戶健康與安全、廣告、標籤、知識產權和私隱事宜，確保從而實現業務的可持續增長。在當前人工智能迅速發展的大趨勢下，我們正在制定《人工智能使用政策》，為員工在工作中使用人工智能工具或平台提供清晰指引，確保相關應用符合道德標準、法規要求以及企業責任，並保障數據私隱和資訊安全。此外，所有資訊和內容在發佈前均經相關人士進行審批，確保廣告和文章的原創性，避免違規。我們亦致力保護本集團和其持份者的知識產權，嚴格遵循版權法規，並確保僅在獲得版權持有人授權後方可使用相關作品，包括電腦軟件、書籍、報章及影音內容等。如發現侵犯知識產權或虛假信息，我們將立即展開調查並採取相應行動，以維護合法權益及信息真實性。

本集團在所有電腦設備上均已安裝了防病毒及檢測軟件，並由資訊科技部門進行常態化監控，以防止資料外洩，確保數據安全。我們僅在獲得客戶明確同意的情況下收集客戶的個人資料，並將其保存在何服务器的安全位置，同時設有撤回同意機制。本集團嚴格禁止任何未經授權，以書面或口頭，向新聞界、本集團內部或內外人士提供或發佈客戶資料的行為。違者將依法依規面臨紀律處分。

本集團設立了熱線電話及電郵等渠道，供讀者及客戶就本集團的產品質量或服務提出反饋意見或投訴。於報告期內，本集團未有知悉有關產品或服務的嚴重違規投訴；並未遇到因健康和安全原因而要回收產品的案例。若有任何有關本集團產品或服務的投訴，本集團將進行徹底調查，並採取適當的改進措施。

本集團深知負責任的商業行為的重要性，亦明白自身在塑造公眾輿論和推動積極變革中的影響力。因此我們致力於將ESG原則融入業務營運中，向普羅大眾推廣ESG概念，提升公眾意識，並鼓勵個人或企業攜手行動，邁向更加可持續發展和對社會更負責任的未來。

SUPPLY CHAIN MANAGEMENT

The Group adheres to the highest ethical and professional standards when engaging with suppliers, service providers, collaborators, contractors, and sub-contractors (collectively, the "Suppliers"). To effectively minimise and manage external and internal risks across the supply chain, including environmental and social considerations, we have developed the *Supply Chain Management Policy* and the *Supplier Code of Conduct* (the "Code"). We actively enforce compliance with these guidelines among our business units and Suppliers, promoting the integration of sustainability practices into their operations to uphold business stability. To further strengthen compliance oversight mechanisms, the Group will update its guidelines as appropriate. The Group reserves the right to conduct Supplier audits upon reasonable notice, verifying their adherence to this Code. Suppliers may also be required to certify that their workforce has read, understood and acknowledged compliance. Any violation of this Code is considered a material breach of the contract or order by the Supplier.

To ensure environmental responsibility throughout our supply chain, we evaluate Suppliers' ESG performance in the following areas during the procurement process, where appropriate. The relevant requirements of the Group will be outlined in tender and contract agreements with the Suppliers.

供應鏈管理

在與供應商、服務提供商、合作夥伴、承包商和分包商(統稱為「供應商」)開展合作時，本集團始終遵循最高的道德和專業標準。為有效管理整個供應鏈的內外部風險，包括環境和社會因素在內，我們制定了《*供應鏈管理政策*》及《*供應商行為準則*》(本「準則」)，並要求各業務部門和供應商遵守這些準則的合規要求，促進將可持續發展融入營運中，以維護業務的穩定性。為進一步強化合規監管機制，本集團會適時更新準則。本集團保留在合理通知前提下對供應商進行審核的權利，以核實其對本準則的遵循情況。供應商亦可能須確認其全體員工已閱讀、理解並承諾遵守本準則。任何違反本準則的行為均被視為供應商對合約或訂單的實質性違約。

為確保整個供應鏈的環境責任，我們在採購過程中會適當評估供應商在以下各方面的ESG表現，並將相關要求在招標書及供應商合約中明確列出。

ENVIRONMENTAL 環境	SOCIAL 社會	GOVERNANCE 管治
<ul style="list-style-type: none"> Minimise environmental impacts to the extent practicable. 在可行的範圍內減少環境影響。 	<ul style="list-style-type: none"> Provide staff with a safe and healthy work environment, free from discrimination and sexual harassment. Prohibit and prevent the use of child and forced labour. Establish employment systems that ensure employees are informed about employment arrangements. 為員工提供安全健康的工作環境，使其免受歧視和性騷擾。 禁止和防止使用童工和強制勞動。 建立僱傭制度，以確保員工了解就業安排。 	<ul style="list-style-type: none"> Comply with all applicable laws, regulations and standards related to the business nature. Prohibit and prevent any forms of corruption, bribery, extortion, fraud, and money laundering. 遵守與業務性質相關的所有適用法律、法規和標準。 禁止和防止任何形式的貪污、賄賂、勒索、欺詐和洗黑錢。

The Group selects, engages and reviews the Suppliers according to guidelines and procedures outlined in the *Purchasing Policy and Procedures*. We conduct due diligence and select Suppliers through a fair and impartial process, considering not only pricing but also their adoption of green practices and past transaction experiences. To ensure alignment with the Group's requirements, we regularly review the list of major Suppliers and assess their performance. Suppliers with subpar performance may have their contracts terminated and be removed from the vendor list. During the Year, all of our Suppliers were qualified and met the Group's standards in the regular evaluation process.

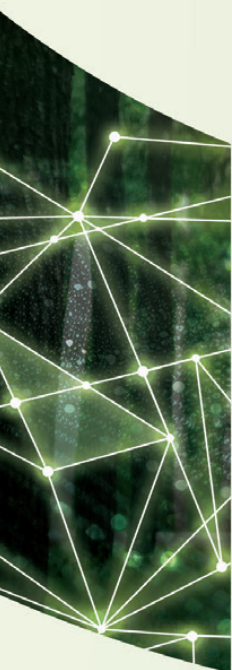
During the Year, the Group has more than 1,100 Suppliers, of which more than 80% of our major Suppliers are based in Hong Kong, and the rest are based in Asia, North America and Europe providing services and products.

本集團根據《*採購政策和程序*》中的規定篩選、聘用和審查供應商。我們進行盡職調查並通過公平公正的程序進行甄選供應商，除了考量價格，還注重其綠色實踐與過往交易經驗。為確保供應商符合標準，本集團會定期檢討主要供應商名單並對其表現進行評估。對於表現未達要求的供應商，我們將會與其終止合作並將其移出名單。於報告期內的定期評估過程中，我們所有的供應商均符合本集團的標準。

於報告期內，本集團共有超過1,100家主要供應商為其提供服務及產品，當中超過80%位於香港，其餘位於亞洲、北美洲及歐洲等。

PEOPLE ORIENTED

以人為本，共長共進



Our Group's core philosophy is our commitment to people centered values. We invest in our human capital by prioritising the holistic well-being of every employee, to ensure both their physical and mental health through robust occupational safety measures and a supportive, positive work environment. We are also dedicated to fostering professional growth and continuous development, empowering our staff to achieve their potential, which in turn drives our overall success.

本集團理念的核心是秉持以人為本的承諾。我們通過重視每一位員工的全方位福祉來投資人力資本，藉由健全的職業安全措施及積極正向的工作環境，確保他們的身心健康。我們同樣致力於促進專業成長與持續發展，賦能員工發揮潛能，從而推動我們整體的成功。

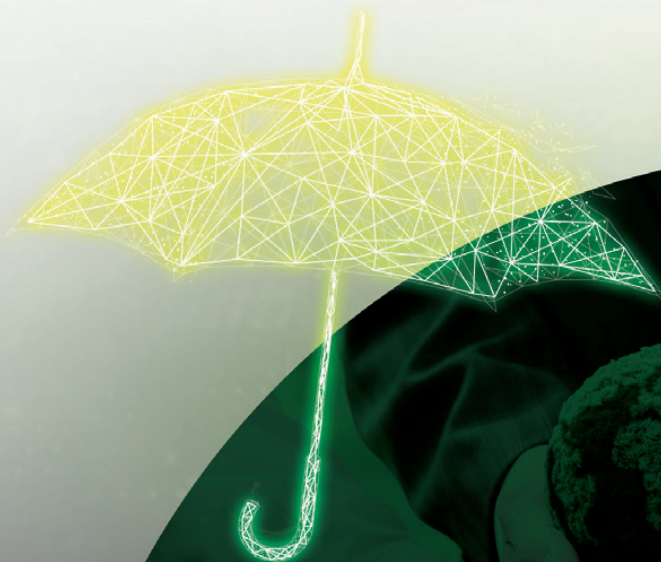


OCCUPATIONAL HEALTH AND SAFETY

The Group prioritises the health and safety of its employees as its foremost concern. As a responsible employer, we are committed not only to preventing occupational hazards but also to maintaining a safe, healthy and comfortable work environment for all. We have implemented a *Policy on Work Safety* and an Occupational Health and Safety Management System, ensuring the well-being of our employees and suppliers working on the Group premises. We strictly adhere to relevant regulatory requirements and continuously optimise our safety management performance to achieve the objective of zero incidents. To further strengthen safety management, the Group has established a Safety Management Committee responsible for overseeing and promoting the implementation of safety policies. Through systematic procedures, regulatory compliance, targeted training, and regular evaluations followed by necessary corrective actions, we remain dedicated to minimising occupational risks and safeguarding the well-being of our employees.

職業健康與安全

本集團將員工健康與安全的保障置於首位。作為負責任的僱主，我們不僅致力預防職業危害，並積極為所有員工提供一個安全、健康及舒適的工作環境。為此，我們已制定《職業安全政策》和建立職業健康安全管理系統，確保所有在本集團場所工作的員工和供應商人員的健康與安全得到全面保障。我們嚴格遵守相關法規要求，並持續優化安全管理表現，以實現零事故的目標。為進一步加強安全管理，本集團成立了安全管理委員會，負責監督和推動安全政策的實施。透過制定系統、遵守法規、提供適當的培訓，以及定期審查和採取跟進措施，我們致力於減少職業風險，並保護員工福祉。



Recognise
識別

- Recognise the importance of occupational health and safety in the workplace;
 - Strive for continuous improvement in safety performance; and
 - Provide and maintain a safe working environment for all personnel within our premises.
- 識別職業健康和安全性的重要性；
 - 致力持續提升安全績效；及
 - 為場所內工作的所有員工提供並維持安全的工作環境。

Manage
管理

- Comply with relevant laws and regulations;
 - Establish and develop occupational health and safety management structure and system;
 - Provide employees with training to effectively implement the occupational health and safety management system; and
 - Ensure adherence to internal policies and the occupational health and safety management system.
- 遵守相關法律法規；
 - 確定及建立職業健康與安全管理架構和系統；
 - 為員工提供培訓以有效實施職業健康與安全管理系統；及
 - 確保遵守內部政策和職業健康與安全管理系統。

Review
檢視

- Regularly review the occupational health and safety management system to enhance performance; and
 - Implement appropriate follow-up actions to drive continual improvement.
- 定期檢討職業健康與安全管理系統以提升其績效；及
 - 實施合適的跟進行動以實現持續改進。

Our printing facility adheres to rigorous safety management principles, strictly following established protocols and guidelines while conducting regular comprehensive workplace inspections. Detailed operational manuals provide clear safety directives and standardised procedures for both routine tasks and high-risk activities.

To enhance staff safety awareness and emergency response capabilities, we provide comprehensive training programmes covering emergency protocols and the proper use of safety equipment such as first aid kits, automated external defibrillators (“AED”), fire sprinklers, extinguishers, and emergency exit floor plans. To further strengthen employees’ knowledge and alertness in dealing with emergencies, we regularly conduct fire evacuation drills, safety training sessions, and routine inspections of emergency exits. Additionally, prioritising employee health and safety, we also provide a “working outside” form for employees to complete, ensuring their well-being while performing duties off-site. Furthermore, we offer required insurance coverage, further safeguarding their safety and health.

我們所屬印刷工廠秉持高標準的安全管理理念，嚴格遵循既定的規範和指引，定期執行全面工作環境檢查。我們透過制定詳細的操作手冊，為日常工作及高風險活動提供清晰的安全指導及標準化程序。

為強化員工安全意識與應變能力，我們提供全面的教育訓練，包括緊急情況下的應對流程以及安全設備的正確使用方法，如急救箱、自動體外心臟除顫器（「AED」）、消防灑水裝置、滅火器和緊急出口平面圖等。為提升員工具備應對突發事件的知識及警覺性，我們定期舉辦消防疏散演習和安全講座，並對緊急出口進行定期檢查。此外，我們高度重視員工的健康與安全，並提供「外勤工作」表格以便員工填寫，確保他們在工作過程中的福祉得到保障。同時，我們還為員工提供保險計劃，進一步保障他們的安全和健康。

CASE
SHARING
案例分享

One-on-one safety training 一對一安全培訓

We implement a one-to-one mentoring scheme for safety training among printing plant personnel, whereby experienced safety officers guide new recruits to thoroughly master occupational safety knowledge and machinery operation techniques. Through personalised and practical instruction, we ensure all staff receive comprehensive training while cultivating their awareness and capability to prioritise safety in their work.

我們為印刷廠員工實施「一對一導師制」安全培訓，由經驗豐富的安全主任指導新入職員工，協助他們深入掌握職業安全知識及機器操作技巧。通過提供個人化和實用性的指導，我們確保所有員工接受全面的培訓，並培養其於工作中優先考慮安全的意識和能力。



During the Year, a total of 6 work-related injury cases were recorded, all of which were properly addressed. The affected employees have fully resumed their duties, resulting in a total of 170 lost workdays. These incidents were managed in accordance with relevant laws and internal policies. We actively identified and implemented improvement measures to prevent similar occurrences in the future. Notably, no work-related fatalities have been recorded in the past three years (including the current Year), maintaining a work-related fatality rate of 0%.

EMPLOYMENT POLICIES AND LABOUR STANDARDS

The Group firmly believes that a team of talented employees is crucial to its long-term success and sustainability. To attract and retain top talent, we are committed to creating a desirable workplace with an inclusive and fair employment system that safeguards the interests of our employees.

Workplace inclusivity and diversity are key areas of focus for us. We are committed to establishing diverse recruitment channels and processes to attract applicants from a wide range of backgrounds. Our employment procedures and practices are guided by comprehensive policies and guidelines, including but not limited to the *Employment Policy*, the *Employee Handbook*, the *Prevention of Discrimination Policy* and the *No Child Labour and No Forced Labour Policy*. These measures ensure that every employee can realise their potential in a fair and respectful environment.

於報告期內，本集團共發生6宗因工受傷個案，均已妥善處理，相關人員亦已全面復工。因工受傷而損失的工作日數累計共170天。所有案件均嚴格按照法律法規和內部政策處理。為防止發生相同或類似的個案，我們積極探索並實施改善措施。本集團於過去三年（包括報告期）未有發生因工死亡的個案，因此因工亡故率為0%。

僱傭政策與勞工準則

本集團深信，擁有一支精英團隊對於企業的長遠發展至關重要。為吸引及挽留優秀人才，我們致力於創造理想的工作環境，並通過包容及公平的僱傭制度保障員工的權益。

我們高度重視工作場所的包容性和多樣性，並優先考慮建立多元化的招聘渠道和流程，以吸引來自不同背景的申請者。我們的僱傭相關程序及安排均遵循一系列的政策和指引，包括但不限於《僱傭政策》、《員工手冊》、《反歧視政策》及《不僱傭童工及不強迫勞動政策》。確保每一位員工都能在公平、尊重的環境中發揮潛能。

In line with the *No Child Labour and No Forced Labour Policy*, the Group's Human Resources Department is responsible for verifying the identity and eligibility of applicants during the recruitment process, ensuring that all successful candidates have reached the legal working age. If child labour is identified during the recruitment process, the application will be immediately halted, and the case will be addressed in accordance with relevant regulations or policies. Furthermore, no employee is forced to work against their will or subjected to any form of involuntary labour. We also refrain from engaging with suppliers who employ child labour or forced labour in their operations. All forms of involuntary labour, including threats, fraud and coercion, are strictly prohibited. Details regarding working hours and overtime arrangements are clearly outlined in the work time shift schedule and *Employee Handbook*. In cases of policy violations, the relevant employees will face penalties as stipulated by the policies.

Implementing a Breastfeeding-friendly Workplace

The Group has established a dedicated lactation room at Sing Tao building, featuring private spaces for milk expression and refrigeration facilities for breast milk storage. This provides comprehensive support for nursing employees, offering a comfortable, hygienic and supportive environment that allows them to continue breastfeeding effectively after returning to work while balancing their professional and family needs.

按照《不僱傭童工及不強迫勞動政策》，本集團人力資源部負責在招聘過程中核實應聘者的身份和工作資格，確保所有成功申請者均達到法定工作年齡的要求。如果發現違規使用童工的情況，我們將立即中止該申請，並根據相關法例法規或政策處理。此外，任何員工都不會被迫違背自己的意願從事工作，亦不會被強迫勞動。本集團亦不會與在業務中使用童工或強迫勞動的供應商合作。同時，我們嚴禁任何形式的非自願勞動，包括威脅、欺詐和脅迫行為。關於工作時間及加班安排資訊已在《員工手冊》中明確列出。如發現任何違反政策的行為，相關員工將根據面臨政策規定的處罰。

實施母乳餵哺友善工作間

本集團已於星島大樓設立專用授乳室，配備獨立授乳空間及母乳冷藏設備，為授乳員工提供全面支持，打造舒適、衛生且友善的環境，讓她們重返工作崗位後能有效持續授乳，同時平衡工作與家庭需求。



Refrigeration and cleaning facilities
冷藏及清潔設施



An independent and private space equipped with seating, a table, and power outlets
獨立且私隱的空間，配備座椅、桌子和電插座

Recruitment Events/Seminars

The Group actively organises and participates in various recruitment events and seminars to connect with talented individuals and provide opportunities for their professional growth. These events serve as platforms for networking and knowledge sharing, while also showcasing our values and career opportunities. They provide potential candidates with a unique opportunity to gain a deeper understanding of the Group's culture, vision and potential.

招聘活動／研討會

本集團積極組織和參與各種招聘活動和研討會，致力於與優秀人才建立聯繫，為他們提供職業發展機會。這些活動不僅是建立聯繫、分享知識的平台，也展示我們的價值觀和職業機會，讓應聘者有機會深入了解本集團的文化、願景及發展潛力。



Recruitment and dismissal
招聘和解僱

- All applicants are recruited through legal channels and undergo a fair and equal review process by the Human Resources Department to ensure objectivity in recruitment. Employees will be dismissed in accordance with legal procedures if their performance falls below the Group's expectations and standards, or if their behaviour significantly disrupts operations.
- 所有應聘者均通過合法途徑受聘，人力資源部將遵循公平公正的原則進行審核，確保招聘過程的客觀性。如果員工的表現未達本集團的期望和標準，或其行為嚴重影響了營運，將依法解僱。



Compensation and benefits
薪酬及福利

- The Group offers a range of benefits to employees in recognition of their hard work, including annual leave, birthday leave, maternity leave, paternity leave, marriage leave, compassionate leave, examination leave, compensation leave, and other holidays.
- The Group cares about employees' health by offering medical insurance, business travel insurance scheme and other related benefits.
- To attract, retain and motivate high-performing employees, the Group offers incentive payments, including allowances, performance-based commissions and bonuses, discretionary year-end bonuses and share option schemes.
- 本集團為員工提供各種福利，包括年假、生日假、產假、陪產假、婚假、恩恤假、考試假、補償假、其他假期等，以表彰員工的辛勤工作。
- 本集團關心員工健康，為其提供醫療保險、商務出差保險計劃及其他相關計劃。
- 為吸引、挽留及激勵表現優異的員工，本集團提供津貼、表現佣金及花紅、年終酌情花紅及購股權計劃等獎勵。



Promotion and retention
晉升和人才挽留

- Through regular performance appraisals, employees have the opportunity of salary adjustments and promotions based on their performance.
- To retain talent, salaries and compensation are periodically reviewed to align with market trends, with corresponding incentive payments offered.
- 通過定期的績效考核，員工可根據表現獲得薪酬調整及晉升的機會。
- 為挽留人才，本集團會根據市場變化定期對薪資進行調整，並提供相應獎勵。



Diversity, equal opportunity
and anti-discrimination
多元化、平等機會和反歧視

- Employees are protected under the Group's *Prevention of Discrimination Policy* and the *Employee Handbook*, ensuring equal opportunities for recruitment, promotion and compensation, regardless of their age, gender, marital status, family status, disability, race, nationality, religion or other factors. Decisions are based solely on working ability, performance, aptitude and relevant factors. The Group welcomes individuals from diverse backgrounds, races and nationalities.
- The Group maintains a zero-tolerance attitude towards discrimination, harassment, defamation and victimisation. If employees experience unlawful treatment, they are encouraged to report the issue immediately to ensure timely resolution and the implementation of corrective actions.
- 員工受到本集團的《反歧視政策》和《員工手冊》的保護，在招聘、晉升和薪酬方面，不受年齡、性別、婚姻狀況、家庭狀況、殘疾、種族、國籍、宗教或其他因素的影響，均享有平等的機會。招聘決定完全基於工作能力、表現、資質和相關因素作出決策。本集團歡迎不同背景、種族、國籍等人士加入。
- 本集團對歧視、騷擾、誹謗和迫害採取零容忍態度。如果員工受到非法對待，應立即申報以助解決問題並實施改進措施。

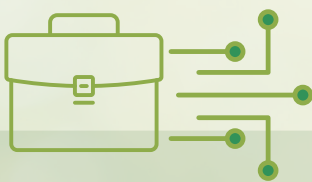
CASE
SHARING
案例分享

Organise and participate in multiple job fairs 舉辦及參與多項人才招聘會

The Group's recruitment platform *JobMarket* hosted and participated in numerous recruitment fairs in 2025 to offer new opportunities for potential employees, reaching out to university campuses, the Hong Kong Productivity Council, major shopping malls, and AsiaWorld Expo. In addition to targeting local job seekers, *JobMarket* also addresses the evolving demographics of the workforce, focusing on the employment needs of highly skilled individuals and graduates from Mainland China who are studying in Hong Kong (IANG). Job seekers can instantly upload their resumes via the WeChat app "Hong Kong Job Talent Guide", where an AI system will automatically match employers with suitable candidates. This event also features career consulting mentors familiar with the workplace cultures of both Hong Kong and Mainland China, offering CV review and diagnostics services, and career planning advice to help local job seekers and new talents from Mainland China find the most suitable career development opportunities in a rapidly changing job market. This participation underscores the Group's commitment to talent acquisition and highlights our active support for Hong Kong's economic development.



本集團旗下招聘平台《JobMarket求職廣場》於2025年主辦及參與多場大型招聘會，涵蓋大學校園、香港生產力促進局、主要商場及亞洲國際博覽館等場所，為人才拓展提供全新機遇。除面向本地求職者外，《JobMarket求職廣場》亦針對持續變化的勞動力結構，重點關注高技能人才及在港就讀的內地畢業生(IANG簽證持有者)的就業需求。求職者可透過微信小程序「港職人才指南」即時上傳履歷，由AI系統自動匹配合適僱主。活動更設有熟悉香港與內地職場文化的職業諮詢導師，提供履歷診斷與職業規劃指導，協助本地求職者及內地新來港人才在快速變化的就業市場中找到最適合的職業發展機會。此次參與突顯了本集團對人才招募的重視，並體現我們對香港經濟發展的積極支持。



CASE
SHARING
案例分享

Internship Programme 實習生計劃

We believe in nurturing young talent and promoting a culture of lifelong learning. Our internship programme provides interns with the opportunity to collaborate with the department heads or Editor-in-Chief in a mentorship and coaching relationship that fosters mutual growth. Through this programme, interns not only gain valuable job skills and industry knowledge but also deepen their understanding of the Group's operations and receive personalised guidance from the department heads or Editor-in-Chief. This mentorship programme encourages interns to ask questions, seek advice, and develop professionally. More importantly, the mentorship is a two-way experience, with the department heads or Editor-in-Chief also benefiting from the interns' fresh perspectives and innovative ideas, thereby creating a mutually enriching learning experience.

我們致力於培養年輕人才，並營造終身學習的文化氣氛。我們的實習計劃為實習生提供了與各部門主管或總編輯合作的機會，建立了一種鼓勵共同成長的指導和輔導關係。透過該計劃，實習生不僅能獲得寶貴的工作技能及行業知識，還能深入了解本集團的營運情況。在實習過程中，部門主管或總編輯為實習生提供個人化指導，鼓勵他們發問、尋求建議並獲得專業發展。更重要的是，這並不是單向的指導，部門主管和總編輯也會從實習生的新觀點和創新想法中獲益，從而創造一種相互促進的學習環境。



The editorial department held a group discussion with interns
編輯部與實習生進行小組討論



Intern reporters conducted interview
實習生記者進行採訪



Labour Relations Management

We fully recognise the importance of strong labour relations to business success and are committed to establishing and maintaining positive relationships with our employees while fostering a harmonious working environment. When employees feel valued and respected, they are more likely to be fully engaged in their work, which boosts overall productivity and creativity, while further strengthening team cohesion and a sense of belonging.

Long Service Award

As our business continues to grow and diversify, our ability to pursue excellence relies on the dedication and hard work of our employees. To sincerely thank them for their long-standing contributions, the Group held its annual "Long Service Awards Presentation Ceremony" in August 2025, where a total of 44 local and overseas employees were honoured, recognising their loyalty and commitment to the Group over the years.

勞資關係管理

我們深知良好的勞資關係是業務成功的重要性，因此致力於建立和維護與員工之間的良好關係，促進和諧的工作環境。當員工感受到被重視和尊重時，他們更有可能全心投入工作，從而提升整體生產力和創造力，並進一步增強團隊凝聚力和歸屬感。

長期服務獎

隨著本集團業務持續發展及多元化，我們能不斷追求卓越，全賴員工的付出與努力。為衷心感謝他們長期的貢獻，本集團於2025年8月舉辦了年度「長期服務獎頒獎典禮」，共有44位來自本地及海外的員工於典禮上獲表揚，以肯定他們多年來對集團的忠誠與投入。



All award-winning employees took a group photo with the management team
所有獲獎員工與管理層合照



Address by Mr. Choi Karson Ka Tsan, Co-Chairman
聯席主席蔡加讚先生致辭

Employee Engagement and Wellness Programmes

The Group regularly organises festive celebrations throughout the year to express gratitude for employees' hard work and strengthen team cohesion. These celebrations take place during Chinese New Year, Easter, Mid-Autumn Festival and Christmas, featuring festive distributions, pop-up coffee and tea shops, a beauty product event, and the sharing of charity cookies. In addition, the Group maintains a range of wellness initiatives, including health assessment workshops and office yoga classes in partnership with professional organisations, as well as a hearing screening test programme in collaboration with a health products company, helping employees manage their health and maintain work-life balance. These initiatives demonstrate the Group's commitment to employee welfare, which in turn supports talent retention, productivity and long-term business sustainability.

員工參與及健康促進計劃

本集團在節慶期間經常舉辦各類慶祝活動，以答謝員工的辛勞及增進團隊凝聚力。節慶活動涵蓋農曆新年、復活節、中秋節及聖誕節，包括節日分享、咖啡及茶飲快閃店、美容產品活動，以及派發慈善曲奇。此外，本集團全年推行多項健康計劃，包括與專業機構合辦的健康評估工作坊及辦公室瑜伽課程，以及與保健產品公司合作的聽力檢測計劃，協助員工管理健康及維持工作生活平衡。以上措施體現集團對員工福祉的重視，支持人才留任、生產力及長期業務可持續發展。

The Group continues to promote workplace wellness by partnering with yoga centre to host health assessment workshops and office yoga classes, helping employees understand their health status and maintain work-life balance. During Christmas, the Group organised activities to strengthen camaraderie and foster a sense of belonging. We prepared over a hundred boxes of charity cookies, sharing festive blessings with staff. The popular "Food Fun Day" featured a wide range of snacks, facilitating enjoyable moments for relaxation and connection. These initiatives demonstrated the Group's profound care and appreciation, ensuring employees experienced a warm and joyful festive season filled with laughter, treats, and togetherness.

本集團持續與瑜伽中心合作舉辦健康評估工作坊及辦公室瑜伽課程，推動職場健康發展，協助員工掌握自身健康狀況並維持工作與生活的平衡。聖誕期間，本集團籌辦多項活動以增進團隊凝聚力及歸屬感。我們準備了逾百盒慈善曲奇，與員工共享佳節祝福。廣受歡迎的「美食同樂日」亦帶來豐富點心，營造輕鬆交流的歡愉時光。這些舉措彰顯本集團的深切關懷與謝意，確保員工度過充滿歡笑、美食與團聚的溫暖佳節。



Easter eggs were distributed in the staff canteen
復活節彩蛋在員工餐廳分發



Yoga classes
瑜伽課程

In 2025, the Sing Tao Dragon Boat Team was formally established and participated in its inaugural race at the "Sha Tin Dragon Boat Races 2025 – Early Light International Dragon Boat Race", organised by the Sha Tin Sports Association. The team achieved an impressive Bronze Award, marking a strong debut on the competitive stage. Comprising media professionals, the crew successfully transformed the focus and collaborative spirit cultivated in journalism into powerful synergy on the water. This accomplishment not only brought recognition to the team but also embodied the Group's enduring ethos of "relentless perseverance", showcasing resilience, unity, and commitment in both professional and sporting arenas.

2025年，本集團正式成立星島龍舟隊，並於首次出戰沙田體育會主辦的「沙田龍舟競賽2025 – 旭日國際盃邀請賽」中，即憑藉出色發揮勇奪季軍。這支由媒體人組成的隊伍，成功將新聞工作中淬煉出的極致專注與高效協作，轉化為水道上的澎湃動能，不僅在賽場上贏得殊榮，更以行動完美詮釋了本集團「拼搏不止」的深厚文化底蘊。



Sing Tao received the Bronze Award at the "Sha Tin Dragon Boat Races 2025 – Early Light International Dragon Boat Race"
星島獲得「沙田龍舟競賽2025 – 旭日國際盃邀請賽」季軍



The Sing Tao Dragon Boat Team was sprinting with full effort
星島龍舟隊奮力衝刺

As of 31 December 2025, the Group employed a total of 839 employees in Hong Kong, with a workforce comprising 450 males and 389 females. During the reporting period, the Group's voluntary resignation rate was maintained at a stable 17.6%.

This retention level reflects the Group's competitive position within the media industry, which is traditionally characterised by high talent mobility and project-based employment cycles. The Group remains committed to fostering a stable and engaging work environment, with a focus on long-term career development and employee well-being, to ensure a sustainable talent pipeline for its digital and creative operations. For detailed statistics, please refer to the "Performance Overview" section.

截至2025年12月31日，本集團在香港共聘用839名員工，其中包括450名男性及389名女性。於報告期內，本集團的自願離職率維持在17.6%的穩健水平。

該留任水平反映了本集團在媒體行業中的競爭優勢。媒體產業普遍具有人才流動性高及項目導向的特點，而本集團透過持續優化工作環境、關注員工福祉及提供長期職業發展機會，確保了核心團隊的穩定。我們將繼續致力構建可持續的人才梯隊，以支持集團的數碼化與創意業務發展。有關詳細統計數據，請參閱「績效指標概覽」章節。

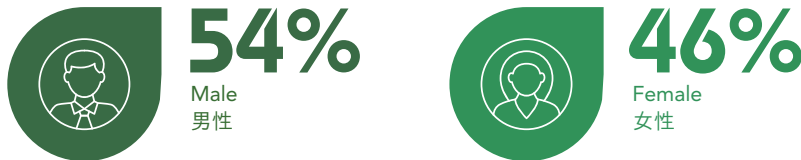
Number of employees by employment level

按職級劃分的員工人數



Number of employees by gender

按性別劃分的員工人數



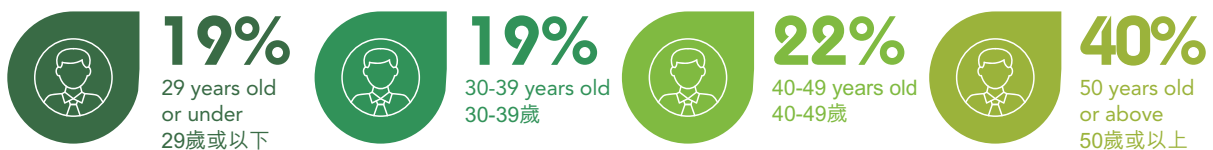
Number of employees by employment category

按僱傭類型劃分的員工人數



Number of employees by age group

按年齡組別劃分的員工人數



EMPLOYEE DEVELOPMENT AND TRAINING

Outstanding talent is the cornerstone of a company's success. We firmly believe that providing training and development opportunities empowers employees to thrive in their careers. Our policy is dedicated to promoting sustainable development and offering continuous learning opportunities for our workforce. We regularly assess training needs and use a variety of methods, including workshops and seminars, to deliver effective training. We also maintain comprehensive training records to track progress. The policy underscores our commitment to fostering a culture of continuous learning and supporting the professional growth of our employees.

As outlined in the *Employee Handbook*, regular performance reviews will be conducted with employees, and the results will serve as the basis for salary adjustments and promotions. The Group organised a variety of training programmes and other learning and development activities tailored to the employees' positions, aimed at enhancing their professional skills and increasing engagement. To maintain and improve the quality of our training programmes, employees who have completed training will be invited to participate in a questionnaire to evaluate their performance, learning experience, and the content of the training activities. This feedback process allows us to continuously improve and refine our training initiatives in the future.

員工發展與培訓

優秀人才是企業成功的核心支柱。我們堅信，為員工提供培訓和發展機會，能幫助他們在職業生涯中茁壯成長。我們的政策致力於促進員工的可持續發展和提供持續學習的機會。我們定期評估培訓需求，並採用研討會和講座等多種方式提供有效的培訓。此外，我們保留全面的培訓記錄，以便追蹤員工的學習進度。這一政策體現了我們致力於培養持續學習文化的重視，並全力支持員工的職業成長與發展。

根據《員工手冊》的規定，我們定期對員工進行績效考核，並將考核結果作為薪酬調整和晉升的依據。為了提升員工的專業能力與參與度，本集團根據員工的崗位特點，組織了多樣化的培訓項目和學習與發展活動。為了保持和提升培訓項目的質量，我們會邀請受訓員工參與問卷調查，對他們的表現、學習經驗和活動內容進行評估。這一反饋過程有助我們不斷改進及優化未來培訓規劃。



AdmanGo AI Platform Training
AdmanGo AI平台培訓

Training 培訓種類	Target audience 目標對象	Objective 目的
Induction training 入職培訓	New hires 新入職員工	The aim is to help newly hired employees understand the Group's expectations, foster open communication, and increase their commitment to the Group. 幫助新入職員工了解本集團期望，促進溝通及提高歸屬感。
Management training 管理培訓	Management 管理層	The aim is to empower individuals with the knowledge, skills and tools essential for efficiently leading and managing teams, departments, or the entire organisation. 使員工掌握必要的知識、技能和工具，有效地領導和管理團隊、部門或整個組織。
Job-related training courses 在職培訓	General employees 一般員工	The aim is to provide staff with the necessary skills and knowledge through training, covering the latest industry trends, relevant knowledge, work skills, and occupational health and safety. 通過培訓為員工提供必要技能和知識，包括最新的行業趨勢、相關知識和工作技能、職業健康與安全。
ICAC corruption prevention training 廉政公署防貪培訓	All employees 所有員工	The aim is to strengthen employees' anti-corruption awareness, protect corporate profits, safeguard the interests of stakeholders, uphold the company's reputation, and support the long-term sustainable development of the Group. 加強員工的防貪意識，保障企業盈利、各持份者的利益和公司聲譽，實現本集團的長遠可持續發展。
ESG training ESG培訓	All employees 所有員工	The aim is to introduce ESG-related topics and emerging themes aligned with the Group's corporate strategies, thereby creating sustainable value for the Group in the long run. 介紹與本集團企業策略相符的ESG相關主題和新興專題，從而為本集團創造長遠的可持續價值。

In addition to providing on-the-job training, mentoring, job shadowing, and secondment opportunities, we actively promote the development of new competencies among our employees that contribute to value creation for both their professional careers and the Group. Employees are encouraged to attend external workshops, industry events, and seminars, which not only expand work-related knowledge and skills but also help them stay updated on the latest industry trends and developments. To support continuous learning, education subsidies and examination leaves are available for application when participating in designated courses approved by the Group. For detailed statistics, please refer to the "Performance Overview" section.

除了提供在職培訓、指導、見習和借調機會外，我們還積極協助員工發展新技能，為他們的職業生涯以及本集團創造更大價值。我們鼓勵員工參加外部工作坊、行業活動和研討會，這些活動不僅有助發展與工作相關的知識和技能，還能幫助員工掌握行業最新動向及趨勢。為支持員工持續學習，本集團提供教育補貼和考試假，供員工在參加經本集團認可的指定課程時申請。詳細的統計數據可參閱「績效指標概覽」章節。





ADVANCING GREEN ACTION

向綠而行，邁向低碳

The Group is committed to leading the green transition by embedding sustainability into our core operations and policy planning. Our approach focuses on driving systemic carbon reduction through the adoption of energy-saving technologies and the continuous optimisation of our processes. By prioritising high-impact initiatives, such as emissions reduction, water conservation, and responsible waste management. We minimise our environmental footprint while enhancing resource efficiency. This integration of green innovation ensures that we remain a pioneering, sustainable enterprise dedicated to long-term environmental stewardship.

本集團致力引領綠色轉型，將可持續發展深植於核心營運與政策規劃。我們通過採用節能技術及持續優化流程，推動系統性減碳，聚焦於減排、節水及負責任的廢棄物管理等高效能舉措，以降低環境影響並提升資源效益。這項綠色創新的深度融合，確保我們持續成為一家致力於長期環境管理的先驅型可持續企業。

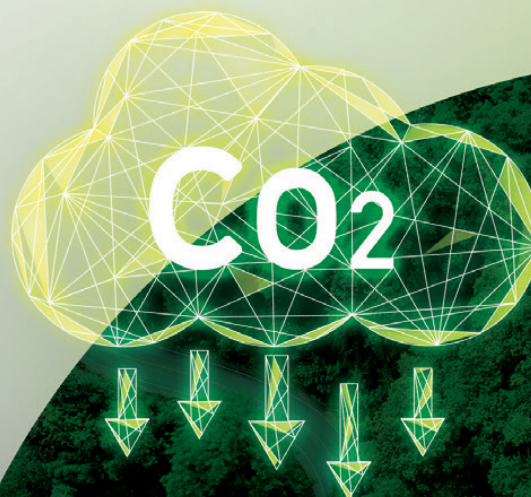


FULFILLING ENVIRONMENTAL RESPONSIBILITY

The Group is committed to addressing environmental crises, including climate change and resource depletion, by identifying and minimising the environmental impacts associated with its daily operations. Through our *Environmental Policy*, *Emissions Policy*, *Policy on Efficient Use of Resources*, and *Environmental and Natural Resources Policy*, we have clearly outlined and adopted various mitigation measures, reflecting our strong commitment to environmental protection. We encourage our stakeholders, including our employees, business partners, customers and suppliers, to integrate environmental considerations into their daily operations wherever feasible. This collaborative approach highlights our shared responsibility in contributing to environmental sustainability.

履行環境責任

本集團積極應對環境挑戰，包括氣候變化和資源枯竭，並致力於識別和減少日常營運對環境的影響。我們通過《環境政策》、《排放物政策》、《資源有效利用政策》及《環境和自然資源政策》，明確制定各項緩解措施，體現了我們對環境保護的堅定承諾。此外，我們鼓勵員工、業務合作夥伴、客戶及供應商等持份者，將環境考量融入其日常營運中。這種協作方式充分體現了我們共同推動環境可持續發展的責任與決心。



ENVIRONMENTAL TARGETS

During the Year, the Group has set relevant targets for the environmental aspects to better manage its material topics and sustainability performance. The table below summarises the Group’s environmental targets and its progress towards the targets:

環境目標

於報告期內，本集團制定了環境相關的目標，以更好地管理其重要議題和可持續發展績效。下表概述了本集團的環境目標及實現目標的進展情況：

Aspects 層面	Environmental Targets 環境目標	Progress 進展情況
 <p>Air emissions 空氣排放物</p>	<p>To reduce the Group’s GHG emissions amount (Scope 1 and 2) by 35% by the year ended 31 December 2028 (“2028”), using the year ended 31 December 2018 (“2018”) as the baseline year. 以2018年12月31日(「2018年」)為基準年，在截至2028年12月31日止年度(「2028年」)之前降低本集團溫室氣體排放(範圍一及二)總量35%。</p>	 <p>In progress 進行中</p>
 <p>Wastes 廢棄物</p>	<p>To reduce the Group’s hazardous wastes amount by 25%; non-hazardous wastes amount by 35% by 2028, using 2018 as the baseline year. 以2018年為基準年，於2028年降低本集團的有害廢棄物總量25%；無害廢棄物總量35%。</p>	 <p>In progress 進行中</p>
 <p>Energy consumption 能源使用</p>	<p>To reduce the Group’s energy consumption amount by 35% by 2028, using 2018 as the baseline year. 以2018年為基準年，於2028年降低本集團的能源消耗總量35%。</p>	 <p>In progress 進行中</p>
 <p>Water consumption 水資源使用</p>	<p>To reduce the Group’s water consumption amount by 35% by 2028, using 2018 as the baseline year. 以2018年為基準年，於2028年降低本集團的耗水總量35%。</p>	 <p>In progress 進行中</p>

MANAGING EMISSIONS

Air emissions

To mitigate and monitor all forms of air pollutants and carbon (or GHG) emissions, the Group adopts a set of measures to reduce emissions and the use of resources, in order to achieve its relevant environmental targets.

排放物管理

空氣排放物

為有效降低及監測各種形式的空氣污染物和碳(或溫室氣體)排放，本集團已採取一系列措施來減少排放物和使用資源，以此達到相關的環境目標。

Focus areas 重點範疇	Measures 措施
Optimising resource use efficiency and reducing resource consumption 提升資源使用效率和減少資源消耗	<ul style="list-style-type: none"> • Replace traditional lamps with LED spotlights and T5 fluorescent tubes to enhance energy efficiency. • Install timers and automatic shut-off for the outdoor lighting to minimise energy consumption. • Implement thermostats for all air conditioning units to enable smarter control of room temperature, promoting energy conservation. • Ensure regular maintenance and repairs of equipment to optimise their efficiency and lifespan. • Assign specific staff members to inspect the on-off status of general office equipment before and after office hours, promoting energy savings. • Install water-saving taps to reduce water consumption and contribute to water conservation efforts. • Use equipment with water-saving labels to optimise water efficiency in daily operations. • Conduct regular inspections of drainage systems to prevent water leakage or plumbing faults, ensuring effective water management and conservation. • 使用LED燈及T5節能光管取代傳統光管，以提高能源效率。 • 為室外照明系統安裝定時器及自動關閉功能，以減少能源消耗。 • 為所有空調設備安裝恆溫器，更智能地控制室溫，進一步提升節能效果。 • 確保定期保養及維修設備，以確保優化其效率並延長使用壽命。 • 指派專人在辦公時間前後檢查辦公設備的開關狀況，促進節能管理。 • 安裝節水龍頭，以降低用水量並推動節水措施。 • 使用具備節水標籤的設備，提升日常運作的用水效率。 • 定期檢查排水系統，防止漏水或管道故障，確保用水管理得以有效進行。
Mitigating carbon and air emissions 減少碳排放和廢氣排放	<ul style="list-style-type: none"> • Use video conferencing equipment to minimise the need for local and overseas business travel, thereby reducing the carbon footprint associated with transportation. • Prioritise the procurement of green products, such as paper certified by the Forest Stewardship Council ("FSC") to support sustainable development and environmentally responsible sourcing practices. • 使用視像會議設備，減少本地及海外出差需求，從而降低與運輸相關的碳足跡。 • 優先採購綠色產品，例如經森林管理委員會（「FSC」）認證的紙張，支持可持續發展及對環保負責的採購實踐。
Measuring, monitoring, and reporting environmental performances 統計、監控和匯報環境績效	<ul style="list-style-type: none"> • Collect, measure and review environmental KPIs to identify opportunities for improvement and gauge progress in sustainability efforts. • 收集、統計和檢視環境績效指標，識別改進機會並衡量可持續發展工作的進展。
Promoting environmental awareness at work 提升工作環境的環保意識	<ul style="list-style-type: none"> • Encourage employees to switch the lights off after using the offices and conference rooms, during lunch hours, and before leaving for an extended period to promote energy conservation. • Display posters highlighting water-saving practices to raise awareness among employees. • Encourage employees to prioritise the use of electronic supporting mediums over paper or printed materials to reduce paper consumption and the need for printing. • Set double-sided printing as the default option to minimise paper consumption and promote sustainable printing practices. • Place recycling bins or boxes in designated collection areas to promote proper waste separation and recycling initiatives. • 鼓勵員工在離開辦公室或會議室後、午膳時間及在長時間不使用時關閉照明設備，以節約能源。 • 張貼節水措施宣傳海報，提高員工的節水意識。 • 鼓勵員工優先使用電子媒介代替紙張或印刷，減少紙張及印刷需求。 • 設定雙面打印為預設模式，盡量減少紙張用量，推廣可持續打印做法，盡量減少紙張消耗。 • 在指定收集區放置回收桶或回收箱，推動正確的廢物分類和回收行動。

During the Year, the Group's use of company vehicles, including onsite interview vehicles and management vehicles, resulted in emissions of 24.6 kg of nitrogen oxides ("NO_x"), 0.6 kg of sulphur oxides ("SO_x") and 1.9 kg of respiratory suspended particles ("RSP"). Emissions of NO_x, SO_x and RSP decreased by approximately 23.9%, 14.3% and 24.0% respectively.

於報告期內，本集團因使用公司車輛包括採訪車及管理層用車而分別排放24.6公斤氮氧化物、0.6公斤硫氧化物及1.9公斤可吸入懸浮粒子。氮氧化物、硫氧化物和可吸入懸浮粒子的排放量分別減少約23.9%、14.3%和24.0%。

Air Pollutants Emissions¹
空氣污染物排放¹



Note:

1. Calculated with reference to "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

備註：

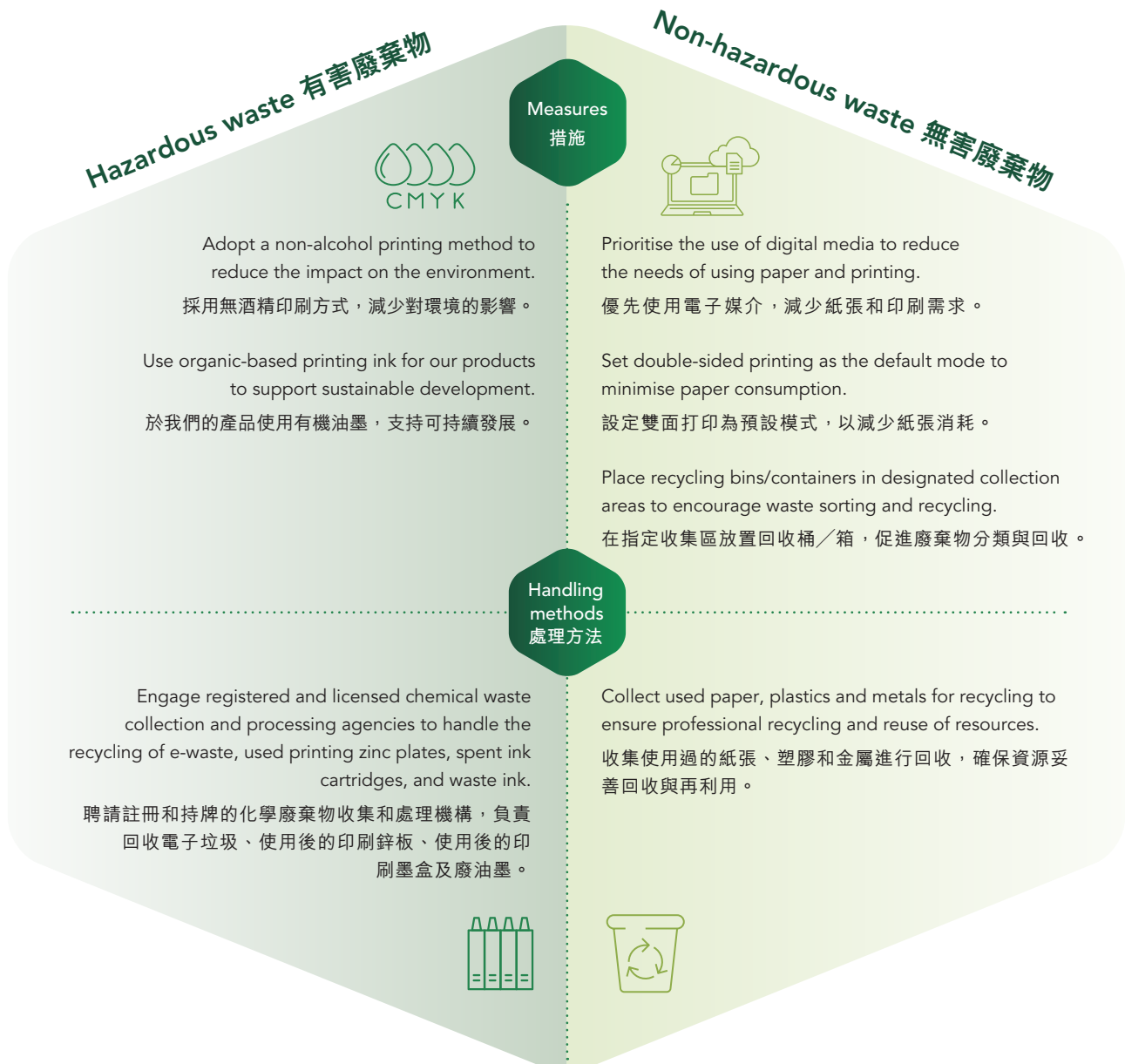
1. 參考聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》計算。

Wastes

To reduce waste at source, the Group integrates the 4R principles (Reduce, Reuse, Replace and Recycle) into daily operations. We comprehensively manage the generation, collection and disposal processes for both hazardous and non-hazardous waste, continuously minimising our environmental impact while ensuring compliance with all relevant laws and regulations.

廢棄物

為從源頭減廢，本集團將4R原則(減少耗用、重覆使用、替代使用及循環再用)融入日常營運，全面管理有害及無害棄置廢物的產生、收集及處理流程，持續降低營運對環境的影響，確保遵守相關法律法規。



The Group is committed to the proper management of both hazardous and non-hazardous waste. Management regularly issues internal circulars reminding staff to adhere to environmentally conscious disposal procedures, thereby enhancing the overall effectiveness of waste management. Additionally, the Group actively implements measures to achieve its waste and pollution reduction goals. For example, special meal arrangements in the staff canteen are offered to encourage employees to value food and minimise food waste. The staff canteen also uses electric cookers to reduce carbon emissions, and reusable tableware has been fully adopted to significantly reduce single-use waste. These proactive measures align with the Group's commitment to sustainable practices and promote a more environmentally friendly operational model.

During the Year, the Group generated a total of 62.6 tonnes of hazardous waste, including spent developer, spent ink and script zinc plates. From the second half of 2025, the Group commenced using rinse-free zinc plates. This technology eliminates the need for developer chemicals, significantly reducing associated waste streams and consequently decreasing the volume of spent developer consumed. Hazardous waste generation decreased by approximately 13% compared to 2024. Regarding non-hazardous waste, the total volume in 2025 was 9,722.2 tonnes, which mainly included a total of 9,691.3 tonnes of newsprint used and 30.9 tonnes of food waste from the staff canteen. The total non-hazardous waste decreased by approximately 10%, as the Group continues to promote digital media transition, the volume of printed newspapers has declined, leading to a corresponding decrease in newsprint used.

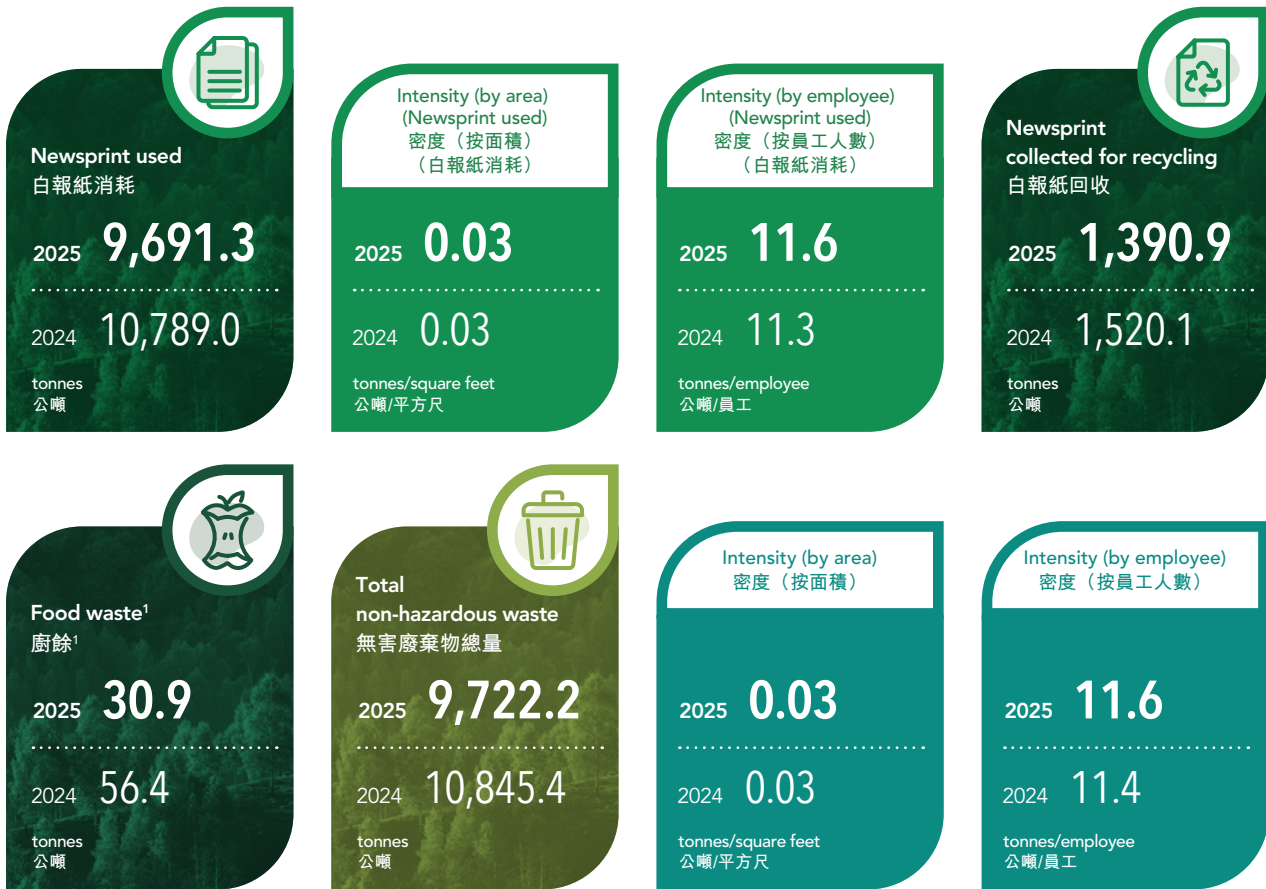
本集團致力於有害及無害廢棄物的妥善管理，管理層定期透過內部通告，提醒員工遵循且具環保意識的處理程序，強化整體廢棄物管理效能。此外，本集團積極推行具體措施，以實現其減少浪費及污染的目標。例如，在員工餐廳提供特別膳食安排，鼓勵員工珍惜食物，從而減少食物浪費。同時，員工餐廳主要採用電爐烹調，以減少碳排放。此外，員工餐廳全面使用可重覆使用的餐具，進一步減少一次性廢棄物的產生。這些積極措施充分體現了本集團對可持續發展的承諾，並促進更環保的營運模式。

於報告期內，本集團共產生62.6公噸有害廢棄物，包括使用過的顯影劑、廢油墨及使用過的印刷鋅板。2025年度下半年開始使用免沖洗的鋅板，該技術無需使用顯影劑，使相關廢棄物顯著減少，故使用過的顯影劑數量亦減少。有害廢棄物產生量較2024年減少約13%。無害廢棄物方面，本年度總量為9,722.2公噸，其主要包括9,691.3公噸白報紙使用量，以及30.9公噸廚餘（員工餐廳）。隨著本集團持續推行數碼化業務，印刷報紙數量下降，白報紙用量相應下降，無害廢棄物總量較去年減少約10%。

Hazardous waste 有害廢棄物



Non-hazardous waste
無害廢棄物



Note:

- Assuming the weight of food waste is 463 pounds per cubic yard, with reference to EPA's "Volume-to-Weight Conversion Factors".

備註：

- 廚餘重量參考美國國家環境保護局的「體積重量轉換因子」定為每立方碼463磅。

Other raw materials consumption

Paper and ink

Given the nature of the Group's operations, paper and ink are indispensable resources in our daily activities. To minimise the impact on forests, we actively encourage the use of environmentally friendly products, such as paper from the FSC. Collaborating closely with recycling companies, we collect newspapers for recycling and remanufacturing in the printing process, thereby promoting resource circulation. Moreover, stringent supervision and control measures are implemented in our printing operation to ensure the efficient use of newsprint. These measures include regular maintenance of printing machines to prevent multiple starts and stops, thereby reducing start-up waste. The Group has also optimised layout designs to reduce paper usage and enhanced quality control to minimise wastepaper loss from incorrect proofs. Furthermore, all ink used is supplied by manufacturers who comply with ISO 14000 and ISO 14001 Environmental Management System Standards, along with ISO 9000 and ISO 9001 Quality Management System Standards. The Group also employs organic-based printing ink for its products, further demonstrating its commitment to environmental protection and sustainable development.

其他原材料使用

紙張和油墨

基於本集團的業務性質，紙張與油墨為日常營運中不可或缺的資源。為減少對森林資源的影響，我們積極鼓勵使用環保產品，例如經FSC認證的紙張。我們與回收公司緊密合作，在印刷過程中回收報紙以供再造，促進資源循環。此外，我們的印刷業務中實施了嚴格的監督和控制，以確保新聞紙的高效利用，包括印刷機器進行定期保養，以減少因頻繁啟動與暫停帶來的廢料。本集團亦優化了版面設計，以減少紙張的使用，並加強質量控制，最大限度降低因樣本錯誤造成的紙張浪費。此外，所有使用的油墨均由符合ISO 14000及ISO 14001環境管理體系標準，以及ISO 9000及ISO 9001質量管理體系標準的製造商。我們亦積極採用有機油墨，進一步體現本集團對環保和可持續發展的承諾。

Looking ahead, the Group remains committed to regularly reviewing its environmental impacts and the use of natural resources, implementing additional management measures when necessary to enhance sustainable development practices. We will continue to seek innovative approaches to reduce our environmental footprint and integrate more eco-friendly initiatives into our business operations, fostering long-term sustainability.

Conserving natural resources

Recognising the resource scarcity, the Group is unwavering in its commitment to utilising and allocating resources efficiently. We prioritise optimising energy, water and resource use efficiency in daily operations, actively working to reduce the consumption of energy, water and natural resources. At the same time, we prioritise the environmental impact of material selection, favouring eco-friendly and sustainable materials throughout the newspaper printing process to minimise adverse environmental effects.

On top of that, our "Sing Tao Headline" app serves as a comprehensive digital platform, offering users access to real-time news, video broadcasts, personalisation functions, and practical daily-living tools. This strategic move reflects our transition to the digital media market. Through these platforms, users can conveniently access trending news, featured videos and diverse live programmes anytime and anywhere, eliminating the need for physical delivery and subsequently reducing carbon emissions effectively. This application not only reduces paper consumption, lowers energy and water usage, and minimises waste generation, but also promotes sustainable content sharing, thereby playing a positive role in advancing environmental sustainability.

Energy consumption

During the Year, the Group consumed a total of 9,050.0 MWh energy. The Group completed the sale of 8 vehicles in 2025, downsizing the fleet and consequently reducing gasoline consumption. As a result, total energy consumption decreased by approximately 7%. To assess and optimise energy usage, the Group conducted a Walkthrough Energy Audit by CLP. The audit report indicated that the main building of the Group was energy efficient.

展望未來，本集團將繼續積極檢視其對環境及天然資源的影響，並在必要時繼續採取進一步的管理措施，以提升可持續發展實踐。我們將不斷尋求創新方法，以減少環境足跡，並確保在各項業務運營中融入更多的環保措施，促進長遠的可持續發展。

保護天然資源

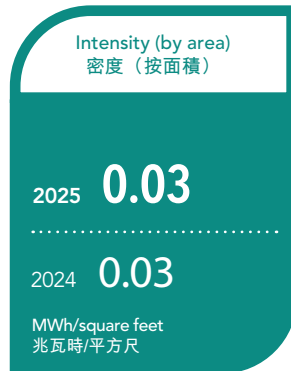
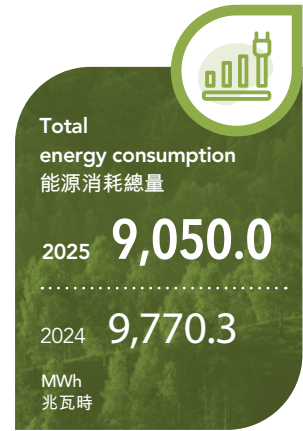
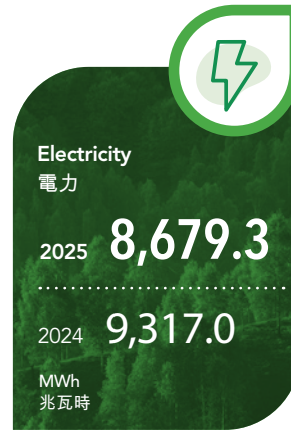
鑑於資源的稀缺性，本集團堅定不移地致力於有效利用和分配資源。在日常營運中，我們優先考慮優化能源、水資源和其他資源的使用效率，並積極致力於減少能源、水和自然資源的消耗。同時，我們重視物料選擇對環境的影響，於報章印刷過程中優先選用環保和永續性的物料，以減少對環境的負面影響。

與此同時，《星島頭條》應用程式作為一個綜合數碼平台，為用戶提供即時新聞、視頻廣播、個人化功能和實用的日常工具。這一戰略舉措標誌著向數碼媒體市場的轉型。透過此平台，用戶可以隨時隨地瀏覽熱門新聞、精選視頻和各種直播節目，無需依賴實體傳播，從而有效降低碳排放。該應用程式不僅減少紙張消耗、降低能源和水的消耗、減少廢物的產生，並促進可持續的內容共享，為推動環境可持續發展發揮積極作用。

能源使用

於報告期內，本集團共消耗9,050.0兆瓦時能源。本集團於2025年度共完成出售8輛車輛，縮減車隊規模，汽油的消耗量隨之減少，能源消耗總量亦因此而減少約7%。本集團聘用中電進行能源審核，審核報告顯示本集團的主樓均符合能源效益。

Energy consumption
能源使用



Note:

- The unit conversion calculation is based on the conversion factors in "Energy Statistics Manual" issued by the International Energy Agency.

備註：

- 單位轉換是根據國際能源總署發佈的《能源統計手冊》的轉換因子計算。

Water consumption

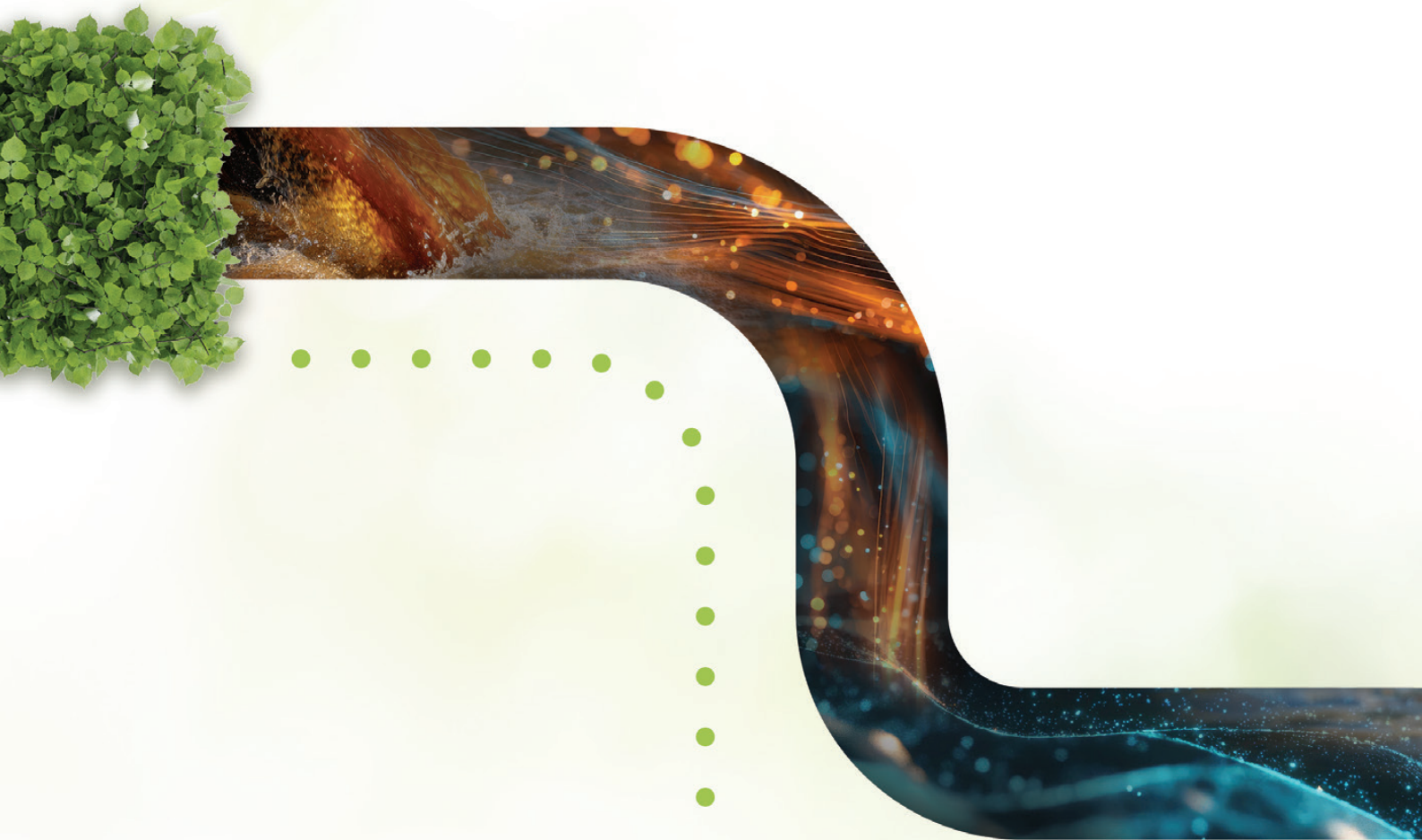
Considering the adverse impacts of climate change, water-related natural disasters such as droughts and heavy rain will occur with increasing frequency. The Group is committed to establishing a comprehensive water resources management system to address these future challenges. Through proactive resource planning and efficient water management, the Group aims to better mitigate the pressure on water resources, reduce environmental impact, and promote sustainable development.

During the Year, the Group consumed 21,859 cubic metres of water, reflecting a decrease of approximately 16% of total water consumption as compared with 2024. The decrease in water consumption in 2025 was primarily attributable to the sustained implementation of multiple water-saving measures. On the one hand, water conservation initiatives continued in staff canteens, with quarterly campaigns promoting water-saving awareness among all employees. On the other hand, certain chiller units of the printing plant were temporarily out of service for repair and maintenance during the Reporting Period, leading to decrease in water usage at the printing plant. This factor, together with the water-saving measures implemented in the staff canteen, collectively contributed to the overall reduction in annual water consumption.

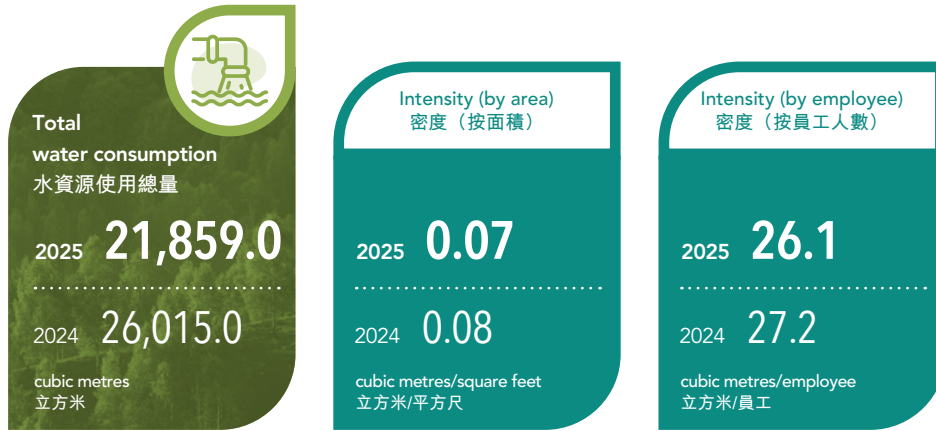
水資源使用

隨著氣候變化的影響，旱災和暴雨等與水資源相關的自然災害將變得更加頻繁。為應對這些挑戰，本集團致力於建立完善的水資源管理體系，通過積極的資源規劃和高效的用水管理，確保在未來能夠更好地應對水資源的壓力，減少對環境的影響，並促進可持續發展。

於報告期內，本集團共消耗21,859立方米水資源，較2024年的消耗量減少約16%。2025年耗水量的減少主要是由於多項節水措施持續推行：一方面，員工食堂持續推行節水措施，每季度均向全體員工推廣節約用水理念。另一方面，印刷廠空調部分水機組於報告期內因維修而暫停使用，導致印刷廠用水量下降。以上因素與員工食堂節水措施相結合，共同促成年度總用水量的減少。



Water consumption 水資源使用



Wastewater

All domestic wastewater generated during operations is discharged via the sewerage network to the local sewage treatment plant for processing in accordance with relevant regulatory requirements. This ensures compliance with environmental standards and minimises the environmental impacts.

廢水

於營運過程中所產生的生活污水，我們均已依照相關的監管規定，通過污水管道網絡排放至本地的污水處理廠進行處理，確保符合環保標準並減少對環境的影響。



COMBATTING CLIMATE CHANGE

星島同行，氣候共應



Climate change is widely recognised as one of the most pressing environmental crises of our time, acting as a catalyst for other environmental issues. Among the many contributing factors, human activities are undeniably key drivers of climate change. The impacts of climate change will continue to affect communities and businesses worldwide. The Group acknowledges the urgent need for collective action to address this global challenge. We firmly believe that identifying and proactively managing climate-related risks and opportunities are crucial steps in building resilience to climate change and advancing a sustainable low-carbon economy.

氣候變化被廣泛認為是當今全球影響最具挑戰性的環境危機之一，也是導致其他環境問題的根本原因。在眾多驅動因素中，人類活動無疑是造成氣候變化的主要成因，後果將持續對社區和企業產生深遠影響。本集團充分認識到，為應對這一全球性挑戰，我們迫切需要採取集體行動。我們堅信，識別和積極管理與氣候相關的風險和機遇，是加強應對氣候變化能力的關鍵，並有助於推動可持續低碳經濟。



GOVERNANCE

Climate-related governance processes are embedded throughout all levels of our business operations. The Board oversees the Group's management of climate-related risks and opportunities, ensuring that they are addressed appropriately.

The ESG Sub-Committee is responsible for identifying, assessing, and managing climate change-related risks, as well as developing deployment plans and monitoring the progress of climate-related goals. The Sub-Committee reports to the Board at least twice a year. Each business function and department supports the operations of the ESG Sub-Committee to ensure effective climate change management across all aspects of the business.

管治

氣候相關的管治流程貫穿於我們業務運營的各個層面。董事會負責全面監督本集團對氣候相關風險與機遇的管理工作，確保其得到妥善處理。

ESG附屬委員會則負責識別、評估和管理與氣候變化相關風險，並制定相應的部署計劃，同時監察氣候相關目標的實施進展，該委員會至少每年至少兩次向董事會報告相關工作進度。各業務功能及部門則負責支援ESG附屬委員會的運作，確保氣候變化管理在整體業務運營中得以有效執行。



STRATEGY

The Group has instituted a *Climate Change Policy* that outlines our commitment and approach to addressing climate change. We are dedicated to taking proactive steps to enhance our resilience to climate change, including, but not limited to, promoting the use of energy-efficient and low- or zero-carbon products and services in our procurement processes. We also encourage our stakeholders to support carbon reductions in their daily operations wherever practicable. Rigorous assessments of climate risks and opportunities, along with their impacts on our operations, are integral to our approach, ensuring the development of practical and effective response strategies.

To better understand the resilience of our climate strategy and business model to climate change, we continue to enhance our climate risk assessment with scenario analysis. We refer to the climate scenarios of “Shared Socio-economic Pathways” from the Intergovernmental Panel on Climate Change (“IPCC”) and “NGFS Climate Scenarios” from the Network of Central Banks and Supervisors for Greening the Financial System (“NGFS”). Additionally, we have considered the characteristics of our industry and the region’s sensitivity to climate-related disasters to gain a more comprehensive understanding of potential climate risks in the future.

策略

本集團制定的《氣候變化政策》清晰闡明了我們的承諾和應對措施。我們致力於採取積極行動，提升應對氣候變化的能力，這些措施包括但不限於在採購過程中優先選擇節能、低碳或零碳的產品和服務。我們亦鼓勵持份者在可行的情況下，將減少碳排放融入其日常營運中。我們通過對氣候風險和機遇及其對本集團營運的影響的嚴格評估，確保能夠制定切實有效的應對策略。

為進一步理解本集團氣候策略與營運模式對應對氣候變化的韌性，我們持續透過情景分析強化氣候風險評估。參考框架包括聯合國政府間氣候變化專門委員會(IPCC)的「共享社會經濟路徑」情景，以及綠色金融體系網絡(NGFS)的「NGFS氣候情景」。同時，我們考慮到我們的行業特性與區域對氣候相關災害的敏感度，以更全面掌握未來潛在的氣候風險。

Climate Risk Scenario for Physical Risk 氣候實體風險情景



Climate scenario 氣候情景	Low risk scenario 低風險情景 SSP 1-1.9	High risk scenario 高風險情景 SSP 5-8.5
Scenario description 情景描述	<ul style="list-style-type: none"> Rapid global phase-out of fossil fuels. Net-zero global carbon dioxide emissions by around 2050. Renewable energy becomes dominant, with widespread electrification. Large-scale afforestation. Rapid development and implementation of low-carbon technologies, including energy storage, hydrogen, and carbon capture and storage. Extensive global cooperation, stringent and effective climate policies, and consumer behaviour shifting towards low-carbon alternatives. 全球快速淘汰化石燃料，約2050年實現二氧化碳淨零排放。可再生能源為主導，電力普及化廣泛推進。 大規模植樹、造林。 低碳技術（如儲能、氫能、碳捕獲與封存）迅速發展與應用。 全球高度協作，氣候政策嚴格有效，消費行為轉向低碳選擇。 	<ul style="list-style-type: none"> Reliance on abundant, globally connected fossil fuel resources. Active technological innovation, but primarily focused on energy extraction and consumption efficiency rather than low-carbon alternatives. No effective global carbon pricing or stringent international climate agreements. Global income disparities narrow and investment in human capital increases. 依賴豐富且全球互聯的化石燃料資源。 技術創新活躍，但主要聚焦能源開採與消耗效率，而非低碳替代方案。 缺乏有效的全球碳定價或嚴格的國際氣候協議。 全球收入差距縮小，人力資本投資增加。
Expected temperature rise 預期溫度升幅	With a temperature rise of less than 2°C in 2100. 2100年氣溫升幅低於2°C。	With a temperature rise of 4.4°C in 2100. 2100年氣溫升幅達4.4°C。

Meanwhile, the Group has identified potential climate-related risks within its operations and has implemented corresponding response measures. A summary of these measures is listed below:

與此同時，本集團已識別業務中潛在的氣候相關風險，並已採取相應的應對措施。具體總結如下：

Type of climate-related physical risks 氣候相關實體風險類型	Acute Risks: • Extreme heat • Extreme precipitation 急性風險 • 極端高溫 • 極端降水		Chronic Risks: • Warming trend • Wet trend 慢性風險 • 持續升溫趨勢 • 持續濕潤化趨勢	
Description 風險情景	<ul style="list-style-type: none"> Extreme weather events, such as typhoons and heavy rainfall, pose potential adverse effects on the Group, including power shortages, asset damage, and increased maintenance costs. Extreme weather conditions (such as typhoons and extreme heat) may hinder employees' ability to commute to work or pose health and safety threats during work, potentially leading to injuries or fatalities. This not only creates legal and financial liabilities but, if mishandled, could also undermine the Group's reputation. 極端天氣事件，如颱風和暴雨，可能對本集團產生潛在的不利影響，包括電力中斷、資產損壞及維護成本的上升。 極端天氣情況（如颱風和極端高溫等）可能會妨礙員工的正常上班，或在工作中對員工的健康和安全構成威脅，導致傷亡。這不僅會引發法律和財務責任，若處理不當，更可能對本集團的聲譽造成損害。 		<ul style="list-style-type: none"> The severity and frequency of extreme weather events are expected to increase, which may lead to damage to the Group's operating facilities, ultimately resulting in higher insurance premiums. Adverse weather conditions may disrupt the production and distribution of physical newspapers in Hong Kong, affecting the timely delivery of newspapers and posing challenges to business operations. 預計極端天氣事件的嚴重程度和頻率增加，這可能導致本集團的營運設施受到損害，進而增加保險費用。 在香港，惡劣天氣可能會增加生產和分銷報紙的成本，並影響實體報紙的配送，從而對業務運營造成不利影響。 	
Risk level 風險等級	SSP 1-1.9	2030 (Short-term) ¹ 2030年 (短期) ¹	Medium 中等	Medium 中等
		2050 (Medium-term to Long-term) ¹ 2050年 (中長期) ¹	Medium 中等	Medium-Low 中低
	SSP 5-8.5	2030 (Short-term) ¹ 2030年 (短期) ¹	Medium-High 中高	Medium 中等
		2050 (Medium-term to Long-term) ¹ 2050年 (中長期) ¹	Medium-High 中高	Medium 中等
Measures taken by the Group 本集團已採取之應對措施	<p>To address these climate change-related risks, the Group has implemented the following operational measures, including:</p> <ul style="list-style-type: none"> Offer remote work options to mitigate the impact of climate change on employee's commuting and ensure business continuity; Establish guidelines for on-site interviews to ensure business activities can proceed smoothly, even under adverse weather conditions; Proactively monitor the Hong Kong Observatory and government emergency management departments for extreme weather warnings, adjusting business activities based on the latest information; and Secured relevant insurance coverage to mitigate potential financial impacts from climate-related risks. <p>為應對氣候變化相關風險，本集團已實施以下營運措施，包括：</p> <ul style="list-style-type: none"> 實施遠程工作方式，以減少極端天氣對員工出行及業務運作的影響； 制訂現場採訪指南，確保在不利天氣條件下的業務活動仍能順利進行； 密切關注香港天文台和政府應急管理部門發出的極端天氣預警，根據預警信息調整業務活動；及 為在外工作員工及本集團的資產購買相關保險，減輕極端天氣對經營場所可能造成的財產損失。 			

Note:

1. The time horizon is defined by the impact period that climate-related physical risk may cause to the operation of the Group. Short-term is for 1 to 3 years, medium-term is for 3 to 5 years and long-term is for 5 to 10 years.

備註：

1. 時間範圍根據氣候相關實體風險可能對本集團營運造成影響的時段而定義：短期為1至3年，中期為3至5年，長期為5至10年。

While addressing immediate physical risks, the Group is concurrently attentive to the potential impacts arising from the global transition to a low-carbon economy. These transition risks, which include increasingly stringent regulatory policies and shifts in market preferences, may also have potential implications for our operating costs and business model.

在應對即時實體風險的同時，本集團同樣密切關注由全球低碳轉型引發的潛在影響。這些轉型風險（包括監管政策趨嚴以及市場偏好的轉變），亦可能對我們的運營成本以及商業模式構成潛在影響。

Climate Scenario for Transition Risk 氣候轉型風險情景		
Climate scenario 氣候情景	Low risk scenario 低風險情景	High risk scenario 高風險情景
	Net Zero 2050 2050淨零排放	Current Policies 現行政策
Scenario description 情景描述	<ul style="list-style-type: none"> Implement stringent climate policies immediately, with global carbon dioxide emissions reaching net zero around 2050. Carbon prices reached elevated levels as early as 2020 (approximately US\$100/tCO₂e) and continued to rise rapidly. Thus increased the costs of carbon-intensive goods and services, transforming consumption and production patterns. Carbon Dioxide Removal (“CDR”) technologies are deployed to accelerate decarbonisation, though their scale is constrained by sustainability limitations. 立即實施嚴格的氣候政策，全球二氧化碳排放約於2050年實現淨零。 碳價於2020年前後已達較高水平（約100美元／噸二氧化碳當量），並持續快速上升，從而推高碳密集型商品與服務成本，驅動消費與生產模式轉型。 部署碳移除技術以加速脫碳，但其規模受到可持續性限制。 	<ul style="list-style-type: none"> Currently implemented policies are preserved without adding any new emission reduction commitments or measures. Slow change to technology, fossil fuels remain dominant in the energy system and renewable energy is growing but insufficient to disrupt the existing system. Carbon pricing is low, failing to effectively promote deep decarbonisation. 維持目前已實施政策，未新增減排承諾或措施。 技術變革緩慢，化石燃料在能源體系中仍佔主導地位，可再生能源增長不足顛覆現有體系。 碳定價水平偏低，未能有效推動深度脫碳。
Expected temperature rise 預期溫度升幅	Global warming limited to below 1.5°C (50% probability) in 2100. 2100年全球暖化控制在1.5°C以下（50%概率）。	With a temperature rise of more than 3°C in 2080. 2080年氣溫升幅超過3°C。

Transition Risk 轉型風險	Risk Type 風險類型	Reputation Risk 聲譽風險		Policy and Legal Risk 政策與法律風險		
	Potential Impact 潛在影響	<ul style="list-style-type: none"> Customers are increasingly concerned about environmental issues and climate change. Failure to provide relevant information (such as news content or commentary) or the continued use of printed materials that do not meet environmental standards could result in a decline in sales and loss of customers. 現今客戶對環保、氣候變化相關議題日益重視，倘若公司未能提供相應資訊（如：新聞內容、社評）或產品（紙質印刷品）被定義為不符合環保標準，則有可能面臨銷量下降和客戶流失的風險。 		<ul style="list-style-type: none"> The development of international policies, laws, and regulations on climate change, coupled with the evolving commitments made by the Hong Kong Government to reduce carbon emissions, presents potential operational risks and may lead to increased compliance costs. Non-compliance with climate change regulations could expose the Group to risks of compensation claims and litigation, potentially damaging its corporate reputation. 國際氣候變化政策、法律和法規的發展，與香港政府對減少碳排放所做的持續承諾，可能帶來潛在的營運風險，並可能導致合規成本增加。 若未遵守氣候變化相關法規，本集團可能面臨賠償和訴訟風險，並可能對企業聲譽造成損害。 		
	Risk Level 風險等級	Net Zero 2050 2050淨零排放	Medium 中		Medium 中	
		Current policies 現行政策	High 高		High 高	
	Time Horizon ¹ 時間範圍 ¹	Medium-term 中期			Long-term 長期	
Mitigation Strategy 緩解策略	<ul style="list-style-type: none"> As part of our commitment, we have set a goal to reduce our carbon emissions and implement energy-efficient practices across our operations. We prioritise the use of low-carbon and locally sourced materials in our procurement processes. 作為承諾的一部分，我們已設定減少碳排放和在營運中採用節能措施的目標。 在採購過程中，我們盡量使用低碳和來自本地的材料。 			<ul style="list-style-type: none"> The Group is well prepared to manage significant impacts arising from changes in climate-related regulations and policies. Departments within the Group will continuously and vigilantly monitor existing and emerging climate-related trends, policies and regulations. Furthermore, ongoing assessments of the effectiveness of our actions in addressing these challenges will be conducted. 本集團已做好充分準備，以應對與氣候變化相關的法規和政策調整所帶來的重大影響。 本集團的各個部門將保持警惕，持續監測現有和新出現的與氣候相關的趨勢、政策和法規，並定期評估我們應對這些挑戰的行動效果。 		

Note:

- The time horizon is defined by the impact period that climate-related transition risk may cause to the operation of the Group. Short-term is for 1 to 3 years, medium-term is for 3 to 5 years and long-term is for 5 to 10 years.

備註：

- 時間範圍根據氣候相關轉型風險可能對集團營運造成影響的時段而定義：短期為1至3年，中期為3至5年，長期為5至10年。

As the global transition to a low-carbon economy accelerates, the Group anticipates evolving demands from multiple key stakeholders, including regulators, industry peers, and value chain partners. Addressing these diverse expectations presents a dual landscape with risks associated with capital expenditures and technological adaptation, while at the same time offering significant opportunities to innovate business models and enhance brand value through market-driven initiatives.

隨著全球向低碳經濟轉型的加速，本集團預期來自監管機構、行業同儕及價值鏈合作夥伴等多方關鍵持份者的要求將持續演變。應對這些多元期望，形成了一個兼具挑戰與機遇的雙重局面：一方面面臨資本支出與技術適應相關的風險，另一方面亦透過市場導向的舉措，為創新商業模式及提升品牌價值帶來重要機遇。

Type of Climate-related Opportunity 氣候相關機遇類型	Potential Opportunity 潛在機遇	Measure taken by the Group 本集團已採取之措施
 <p>Resources Efficiency 資源效率</p>	<ul style="list-style-type: none"> Promoting digital publishing reduces reliance on paper, ink, and printing equipment, effectively lowering material costs. Additionally, it helps reduce carbon emissions associated with raw materials transportation and the printing process. This initiative not only minimises our environmental footprint but also supports the sustainable development of our business. 推動數碼化發行，從而減少對紙張、油墨及印刷設備的依賴，這不僅能降低材料成本，還能有效減少在配送原材料及印刷過程中的碳排放，從而有助於降低我們的環境足跡並推動業務的可持續發展。 	<ul style="list-style-type: none"> By transitioning to digital media, we can deliver news content in a timely and sustainable manner, reducing waste paper disposal issues associated with print media, lowering energy consumption, and effectively cutting operational costs. This transition also helps mitigate environmental impact, reinforcing our commitment to sustainable development. 通過向數碼媒體轉型，我們能夠以可持續的方式及時提供相關的新聞內容，從而減少紙媒所帶來的廢紙棄置問題，降低能源消耗，並有效降低運營成本。同時，這也有助於減少對環境的負面影響，符合我們對可持續發展的承諾。
 <p>Market 市場</p>	<ul style="list-style-type: none"> As public awareness of the carbon footprint associated with physical newspapers increases, consumer preferences may gradually shift toward digital news consumption. This trend presents a valuable opportunity for the Group to expand its presence in the digital media market, enhancing the reach of our digital platforms while meeting the growing demand for environmentally friendly solutions. 隨著公眾對實體報紙碳足跡的關注增長，消費者偏好可能會逐步轉向數碼新聞消費。這一趨勢為本集團在數碼媒體市場的發展提供了重要機遇，使我們能夠進一步擴展數碼平台的影響力，並滿足日益增長的環保需求。 	<ul style="list-style-type: none"> Accelerating the transition to digital newspapers helps reduce costs associated with paper printing and logistics, improving operational efficiency and ultimately enhancing profitability. Utilising digital platforms not only helps address environmental concerns but also adapts to evolving audience preferences, providing a more immediate and flexible news experience. 加速向數碼轉型，有助於降低紙質印刷和物流成本，提升運營效率，從而帶來更高的利潤。 使用數碼平台不僅能夠解決環境問題，減少資源消耗，還能迎合受眾不斷變化的偏好，提供更即時且靈活的新聞體驗。



Products and Services
產品及服務

- Increasing the publication of feature articles and in-depth analyses on climate change, sustainable lifestyles, and other related topics to meet the growing public demand for climate knowledge. This initiative also enhances brand value and establishes a responsible and forward-thinking media organisation.
- 增加專題報道與深度分析，聚焦應對氣候變化、可持續生活方式等議題，不僅能滿足大眾對氣候知識的需求，還能提升品牌價值，樹立負責任和前瞻性的企業形象。
- Establishing a dedicated ESG-specific webpage on “*Sing Tao Headline*” website, serving as a comprehensive platform for users to access and engage with ESG-related topics conveniently.
- Collaborating with environmental experts, consulting firms, scholars, and government officials to contribute columns or participate in interviews, offering in-depth discussions regarding the impacts of climate change on the economy, society, and daily life.
- 於「星島頭條網」開設ESG專屬頁面，提供一站式資訊平台，讓用戶輕鬆了解並參與ESG相關話題。
- 邀請環保專家、顧問公司、學者及政府官員撰寫專欄或參與訪談，深入探討氣候變化對經濟、社會及日常生活的影響，提升大眾對可持續發展議題的認識和參與。

Looking ahead, the Group remains committed to continuously reviewing and refining its approach to identifying, preparing for, and responding to climate-related risks and opportunities that are relevant and material to business development. This strategic focus not only enables us to adapt to evolving market dynamics but also strengthens our contribution to environmental sustainability and generates positive impacts on society.

展望未來，本集團持續審視並強化管理方針，以識別並應對業務發展中重要的氣候相關風險及機遇。我們的策略重點不僅助力適應不斷變化的市場環境，更加強我們對環境的可持續發展的貢獻，為社會帶來積極影響。

RISK MANAGEMENT

The Group focuses on addressing the major environmental, legal and market changes induced by climate change, viewing this as a core commitment to fulfilling our responsibilities and adapting to the evolving climate-related challenges. In response to the escalating threats posed by climate change, we have conducted a comprehensive review of potential risks associated with our business operations. Our determination to address climate change risks extends beyond internal measures, as we remain vigilant in promoting the overall sustainability and adaptability of our business, ensuring resilience in the face of climate change challenges.

The Group has established a risk management system and proactively deployed countermeasures in key climate-related links to effectively control and manage climate risks and opportunities and enhance the Group's ability to develop steadily in a complex environment, as described below:

風險管理

本集團專注於應對氣候變化所引發的重大環境、法律及市場變革，並將此視為履行責任與適應氣候相關挑戰的核心承諾。為回應氣候變化帶來的日益嚴峻威脅，我們已對業務運營相關的潛在風險進行全面審視。我們應對氣候變化風險的決心不僅限於內部措施，更持續積極推動業務的整體可持續性與適應力，以確保在氣候挑戰面前保持韌性。

本集團已建立風險管理體系，並在關鍵氣候相關環節主動部署應對措施，以有效管控氣候風險與機遇，提升集團在複雜環境中穩健發展的能力，具體如下：



METRICS AND TARGETS

GHG emissions

For GHG emissions, during the Year, the scope 1, 2 and 3 emissions amounted to 123.0 tonnes of carbon dioxide equivalent (“tCO₂e”), 3,211.3 tCO₂e and 46,553.9 tCO₂e respectively, resulting in the total amounted to 49,888.2 tCO₂e. The GHG intensity of Scope 1 and 2 amounted to 0.01 tCO₂e/square feet and 4.0 tCO₂e/employee, which remained relatively stable compared with 2024.

指標和目標

溫室氣體排放

對於溫室氣體排放，在報告年度內，本集團範圍一、範圍二及範圍三的溫室氣體排放量分別為123.0公噸二氧化碳當量、3,211.3公噸二氧化碳當量及46,553.9公噸二氧化碳當量，排放總量合計為49,888.2公噸二氧化碳當量。範圍一與範圍二的排放密度分別為0.01公噸二氧化碳當量／平方英尺及4.0噸二氧化碳／員工，與2024年相比保持相對穩定。

GHG emissions¹ 溫室氣體排放¹



As a media group, Sing Tao's value chain is deeply interconnected with partners across the supply chain, from content creators and paper suppliers to distribution networks and digital service providers. Consequently, Scope 3 emissions are anticipated to represent the largest portion of our total carbon footprint, reflecting our reliance on external goods, services, and logistics.

Based on our operations, Scope 3 emissions arise primarily from upstream and downstream activities, including but not limited to:

- Purchased goods and services (Category 1)
- Capital goods (Category 2)
- Upstream and downstream transportation and distribution (Categories 4 & 9)
- Waste generated in operations (Category 5)
- Business travel (Category 6)
- Employee commuting (Category 7)

We are actively enhancing our data collection for several material categories central to our operations, including purchased goods and services (Category 1), capital goods (Category 2), upstream transportation and distribution (Category 4), employee commuting (Category 7) and downstream transportation and distribution (Category 9). The results for these categories will be disclosed once the data is available and the methodology is finalised. Progress continues alongside this effort. We have already disclosed emissions from waste generated in operations (Category 5) and business travel (Category 6), and we are evaluating other relevant categories to ensure our reporting reflects our full value chain impact.

The Group has set clear and measurable quantitative targets across four key areas, including GHG emissions, waste management, energy consumption, and water resource usage. We regularly monitor and disclose these climate-related KPIs, reporting progress annually to ensure transparency and comparability. Additionally, we evaluate the effectiveness of the climate initiatives using scientific data, providing a strong foundation for future strategic adjustments and driving sustainable development. For climate-related targets (GHG reduction targets), please refer to "Environmental Targets" section. A summary of our performance in each area from 2018 to the reporting period is as follows:

Notes:

1. GHG emission data is presented in terms of carbon dioxide equivalent and calculated with reference to "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the "Sustainability Report 2023" published by the CLP Power Hong Kong Limited ("CLP").
2. Includes direct emissions from company-owned vehicles and CO₂ extinguisher.
3. Includes energy indirect emissions from electricity purchased from power companies.
4. Includes other indirect emissions from waste generated in disposal of paper waste, freshwater processing, sewage processing of 46,532.6 tCO₂e (Category 5) and the business air travel of the Group's employees of 21.3 tCO₂e (Category 6).

作為一家媒體集團，星島的價值鏈與供應鏈夥伴緊密相連，涵蓋內容創作者、紙張供應商、發行網絡以至數碼服務供應商等環節。因此，範圍三排放預計佔我們碳足跡的最大比重，反映我們對外部商品、服務與物流的依賴。

根據我們的營運特點，範圍三排放主要產生於上下游活動，包括但不限於：

- 採購的商品與服務(類別1)
- 資本貨品(類別2)
- 上下游運輸與配送(類別4及類別9)
- 營運產生的廢棄物(類別5)
- 商務差旅(類別6)
- 員工通勤(類別7)

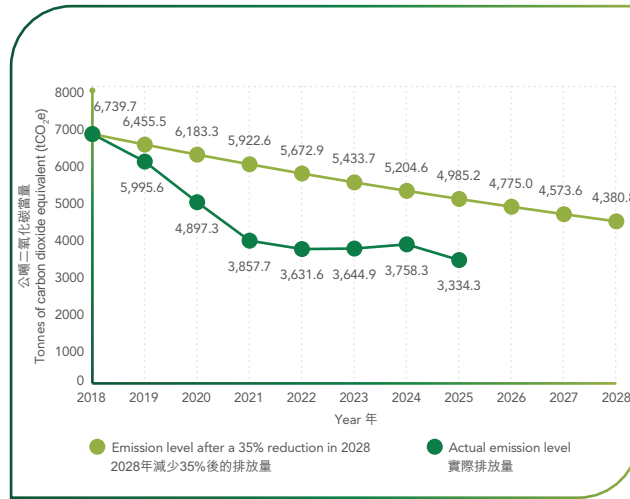
我們正積極加強多個關鍵營運類別的數據收集工作，包括採購的商品與服務(類別1)、資本貨品(類別2)、上游運輸與配送(類別4)、員工通勤(類別7)以及下游運輸與配送(類別9)。相關類別的排放結果將在數據齊備及方法論確定後予以披露。在此過程中，相關工作持續推進。我們已披露營運廢棄物(類別5)和商務差旅(類別6)的排放數據，並正在評估其他相關類別，以確保報告全面反映價值鏈影響。

本集團制定了明確且可量化的目標，涵蓋了溫室氣體排放、廢棄物管理、能源使用及水資源管理使用四大範圍。我們定期監測和披露上述氣候相關的關鍵績效指標，並每年於本報告披露進展，以確保透明度與可比性。此外，我們透過科學數據評估氣候目標的實施成效，為未來策略調整提供堅實依據，推動可持續發展進程。氣候相關目標(溫室氣體減排目標)詳見「環境目標」章節。各範圍由2018年至報告期內的表現總結如下：

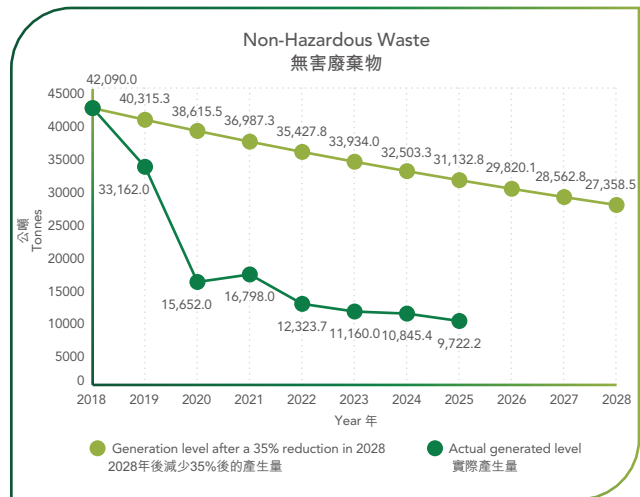
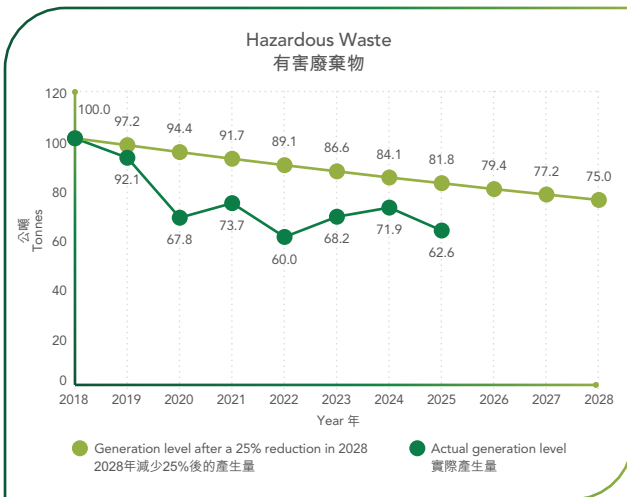
備註：

1. 溫室氣體排放數據以二氧化碳當量呈現，並參照世界資源研究所與世界可持續發展工商理事會發佈的《溫室氣體盤查議定書：企業會計與報告準則》、香港聯合交易所有限公司發佈的《如何準備ESG報告—附錄二：環境關鍵績效指標匯報指引》以及中電控股有限公司發佈的《2023年可持續發展報告》進行計算。
2. 包括本集團自有車輛及二氧化碳滅火器產生的直接排放。
3. 包括從電力公司購買電力所產生的能源間接排放。
4. 包括處置紙張廢棄物、淡水處理、污水處理所產生的46,532.6公噸二氧化碳當量(類別5)，以及本集團員工商務航空旅行所產生的21.3公噸二氧化碳當量(類別6)等其他間接排放。

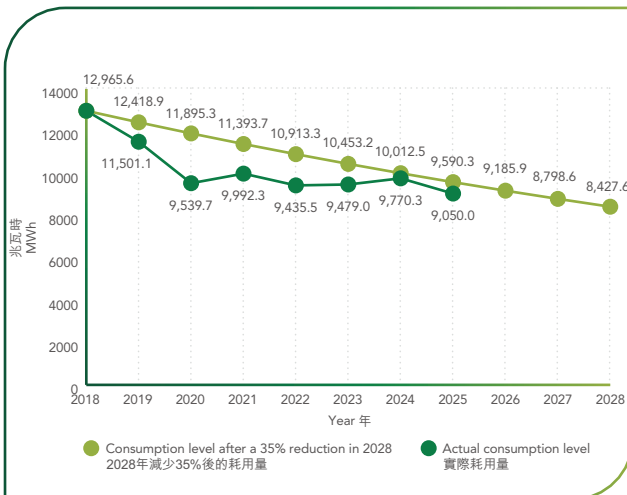
GHG Emissions (Scope 1 & 2) 溫室氣體排放(範圍一及二)



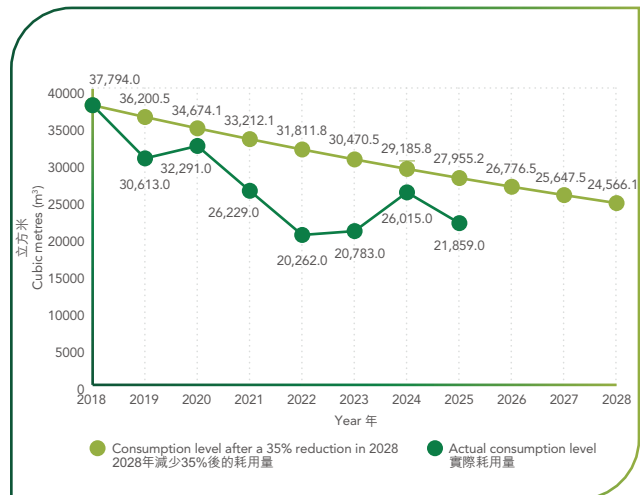
Hazardous and Non-hazardous Waste 有害及無害廢棄物



Energy Consumption 能源使用



Water Consumption 水資源使用





TIES WITH SOCIETY

星島連結，共振脈動

The Group operates with the core belief that corporate success is inseparable from societal well-being. We adopt a proactive approach to community investment, actively engaging with local stakeholders to identify and respond to their needs with purposeful action. By leveraging our resources to support impactful initiatives and charitable donations, we seize every opportunity to give back and foster resilience. Our strategy focuses on infusing positive energy into the community, ensuring that our growth contributes to a more inclusive and thriving society.

本集團秉持「企業成功與社會福祉密不可分」的核心信念，以主動積極的態度投入社區參與，並透過與在地持份者的緊密互動，識別其需求並以實際行動回應。我們善用自身資源，支持具影響力的公益項目與慈善捐贈，把握每一個回饋社會、增強社會韌性的機會。我們的策略聚焦於為社區注入正向能量，確保我們的發展能促進一個更包容更繁榮的社會。



COMMUNITY INVESTMENT

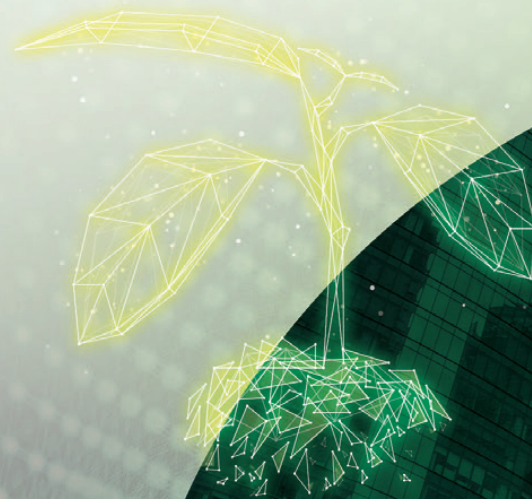
While driving business development, we remain ever mindful of the support and trust bestowed upon us by society. The Group upholds journalistic professionalism, striving to deliver high-quality news coverage and leverage the positive influence of advertising media to ensure robust business growth.

Guided by our *Community Investment Policy*, we continually deepen our understanding of community needs and actively explore suitable investment opportunities that align with both their priorities and our business objectives. We value the impact our daily operations have on the community. Where appropriate, we establish partnerships with organisations or communities, fully leveraging our professional capabilities and resources to drive positive change on social issues. Through such concrete actions, we not only fulfil our commitment to social responsibility but also embody our long-term vision of promoting community wellbeing and sustainable development.

社區投資

在推動業務發展的同時，我們時刻銘記社會給予的支持與信賴。本集團堅守新聞專業精神，致力提供高品質的新聞報道並發揮廣告媒介的正面影響力，以確保業務穩健發展。

我們秉持《社區投資政策》的指引，持續深入了解社區的需求，積極探索符合社區需求優先事項與我們的業務目標一致的合適投資機會。我們重視日常營運對社區帶來的影響，在適當的情況下與機構或社區建立夥伴關係，充分運用自身的專業能力及資源，推動社會議題方面的正向變革。透過這種具體行動，我們不僅落實對社會責任的承諾，也體現了促進社區福祉和可持續發展的長遠願景。





Explore "Sing Tao" Tour 探「星」之旅



Upholding our commitment to education and youth development, the Group strives to cultivate students' interest in journalism and deepen their understanding of cross-media operations. The Group regularly organises the "Explore Sing Tao" programme for schools and non-profit organisations, and has actively participated in the Education Bureau's Business-School Partnership Programme for 20 consecutive years, earning the Silver Award as a "20-Year Partner Organisation".

By the end of 2025, nearly 4,000 participants had joined these initiatives, engaging directly with professionals from the Group's editorial, art and production, printing, and new media. Through guided tours, demonstrations, and interactive exchanges, students gained valuable insights into industry practices while broadening their media perspectives. These immersive and interactive career exploration activities not only inspire interest in media work but also strengthen students' understanding of the sector. The Group remains committed to advancing educational initiatives, fostering greater awareness of the media industry among the younger generation, and contributing to the sustainable development of the profession.

At the same time, the month-long "Oh! Challenge" programme organised by *Ohpama.com* has concluded successfully, offering teenagers a valuable opportunity to explore career interests, develop professional skills, and gain practical experience through a range of workplace activities and workshops.



秉承培育下一代的承諾，本集團致力推動學生了解新聞及跨媒體機構的運作，並激發他們對媒體工作的興趣。本集團定期舉辦「探「星」之旅計劃」予學校及非牟利團體，至今已連續二十年參與教育局「商校合作計劃」，並榮獲「二十年合作伙伴機構」銀獎。

截至2025年底，活動吸引近4,000名學生參加，透過與編輯、美術及製作、印刷及新媒體等專業團隊交流，深入認識行業運作。這些互動性強的職業探索活動拓寬了學生的傳媒視野，啟發他們的興趣。本集團將持續推動教育活動，加深年輕一代對傳媒的了解，促進行業發展。

與此同時，「Oh!爸媽」舉行為期約一個月的「Oh! 職場GOAL」計劃。計劃旨在透過多元化的職場體驗及實用工作坊，協助青少年探索職業興趣、培養專業技能，並提供寶貴的實踐機會。



We are deeply committed to corporate social responsibility and actively engage in various public welfare activities, including monetary or in-kind donations, sponsorships, volunteer services, partnerships with organisations, and knowledge sharing. Through these efforts, we aspire to sow the seeds of care throughout society, spreading warmth and hope. The Group's Sing Tao Volunteer Team ("Volunteer Team") continues to encourage employees to participate in charitable and community activities, working together to translate goodwill into tangible action and further strengthening our positive impact. We believe that integrating social care into daily operations not only enhances corporate image but also fosters social harmony. By working hand in hand with the people of Hong Kong and partners from various sectors, we strive to promote a more caring and inclusive society, contributing to long-term sustainable development.

我們一直積極投入社區建設，透過各類公益活動履行企業責任，包括金錢與物資捐贈、項目贊助、義工服務、跨界合作及知識共享等，期望在社會中播下關懷的種子，傳遞溫暖與希望。本集團的星島義工隊（「義工隊」）亦持續鼓勵員工身體力行參與各類慈善與社區活動，攜手將善意化為行動，進一步深化本集團的社會影響力。我們相信，將社會關懷融入日常營運，不僅有助提升企業形象，更能促進社會的和諧發展。通過與香港市民及各界夥伴攜手合作，我們希望共同推動社會向更具關愛與包容的方向邁進，為實現可持續發展貢獻我們的一份力量。

CASE
SHARING
案例分享

Participation in Hong Kong Society for the Prevention of Cruelty to Animals ("SPCA") volunteer activities and fundraising
參與愛護動物協會(「愛協」)義工活動及籌款



The Group not only values the well-being of the society but also extends its care to pets in need of adoption. We collaborated with the SPCA to organise a series of activities aimed at enhancing the Volunteer Team's understanding of basic pet care while raising funds to support the SPCA's daily operations and mission.

This summer, the Volunteer Team participated in the "Pet Toy Workshop" organised by the SPCA. During the workshop, participants used recycled materials to craft pet toys, including pet beds, toy ropes, and cat scratchers, which were then donated to the SPCA. Following the workshop, team members had the opportunity to interact closely with the pets awaiting adoption under the professional guidance of SPCA's staff, experiencing the pet's endearing charm and innocence personally. Through this initiative, we aim not only to support animals in need but also to foster deeper emotional bonding between humans and animals, allowing each participant to experience the power of love and care.



本集團不僅關注社會福祉，還愛護一群待領養的寵物。我們與愛協一同舉辦多項活動，旨在提升星島義工隊對寵物照護的認識，並透過活動籌集善款，支持愛協的日常工作及使命。

今年暑假，星島義工隊參與了由愛協舉辦的「寵物玩具工作坊」。活動中義工們利用回收材料精心製作了寵物窩、玩具繩結及貓抓板等寵物用品，並將這些作品捐贈予愛協。隨後，在愛協職員的專業指導下，義工們與正等待領養的小動物進行近距離互動，感受牠們的可愛與純真。透過這次活動，我們希望不僅能夠為需要幫助的動物提供實際支持，更希望在過程中促進人與動物之間的情感聯繫，讓每位參與者都能體會關懷與愛的力量。





In addition, the Group is proud to be ranked second place in "Top Corporate Fundraiser" for "SPCA Charity Raffle", and was invited as one of the Prize Draw Guests at the "2025 SPCA Raffle Prize Draw Ceremony" held in November 2025. As a long-term media partner with "SPCA Charity Raffle", we leverage our platform to raise awareness and encourage participation to the activity. At the same time, we also motivate our colleagues to actively participate in the event and contribute to promoting animal adoption, further reinforcing our commitment to animal welfare.

Beyond participating in the raffle, the Group also supports SPCA through various aspects, including charity calendar sales and newspaper donations for the Cat Colony Care Programme ("CCCP") – a humane initiative that captures, sterilises, vaccinates, and returns stray cats to their habitats, with a total donation of HK\$13,600.



此外，本集團榮獲「愛護動物協會慈善獎券」之「最高籌款機構」第二名，並獲邀作為2025年11月舉行的「2025年度愛護動物協會獎券抽獎典禮」的抽獎嘉賓之一。作為該慈善獎券的長期媒體合作夥伴，我們運用自身平台提升公眾對活動的關注與參與度；同時我們亦積極鼓勵員工參與此項活動，共同支持推廣動物領養，進一步彰顯我們對動物福祉的承諾。

除參與慈善抽獎外，本集團亦透過銷售慈善月曆及為「貓隻領域護理計劃」捐贈報紙等多方面支持香港愛護動物協會。該計劃是一項人道措施，旨在捕捉、絕育、防疫後將流浪貓隻送回原棲息地，相關捐助總額為13,600港元。



CASE
SHARING
案例分享

Sing Tao Supports World Vision's Charity Run and Fundraising Activities

星島支持宣明會慈善跑及籌款活動



As the media sponsor of World Vision Hong Kong's inaugural "Global 6K for Water" International Charity Run for the second consecutive year, the Group not only leveraged our media influence to promote the initiative but also took an active role by sending runners to participate in various races. Additionally, the Volunteer Team contributed by providing on-site volunteer services, further supporting this meaningful cause. This event carries three profound meanings. First, every stride taken by the runners is for children living in remote areas without access to clean drinking water. Second, each race number represents a child running alongside, forging companionship and shared purpose across geographical boundaries on the racecourse. The third meaning extends to the local community—this year's event also serves as a charitable platform to support residents affected by the Tai Po fire. For every dollar of participant entry fees received, World Vision Hong Kong will match that amount to further assist those impacted by the incident. We hope to raise society's awareness of the global water crisis, and make a tangible improvement in our community.



本集團連續第二年擔任宣明會「Global 6K for Water」國際慈善跑的媒體贊助商，不僅運用媒體影響力協助推廣活動，還派出跑步健兒參與各項賽事。星島義工隊亦積極參與現場義工服務，以實踐行動支持公益。此次活動蘊含三層深遠意義。首先，跑手每一步皆為身處偏遠、缺乏潔淨飲用水的兒童而跑。其次，每位跑手的參賽號碼代表一名與其並肩同行的兒童，在賽道上建立跨越地區的陪伴與共鳴。最後一層意義，則延伸本地社區—本年度活動同時成為援助大埔火災受影響居民的公益平台，宣明會將部分捐款用於支援受大埔火災影響的居民，並承諾按參賽者報名費以等額配對捐款，進一步協助受事件影響的人士。我們期望藉此提升社會對全球水危機的關注，並在我們身處的社區中帶來實質的改善。



CASE
SHARING
案例分享

Sing Tao partners with the Hong Kong Poverty Alleviation Association Limited to raise funds for Wang Fuk Court
星島聯同香港各界扶貧促進會為宏福苑大火籌款



Sing Tao, collaborated with the Hong Kong Poverty Alleviation Association Limited to raise funds to provide timely assistance to victims of the Wang Fuk Court fire who tragically lost their homes and loved ones. The donations will be used to supply emergency daily necessities and short- to medium-term financial aid, support for victims in rebuilding their homes, psychological counselling, and emotional support services. At the same time, Sing Tao leveraged its media influence to consolidate and publicise the various relief measures initiated across society in response to the Wang Fuk Court fire. These measures encompassed support from corporations, charitable organisations, and government departments. The initiatives included fundraising campaigns, provision of emergency supplies, financial aid and tax waivers for owners and residents. By amplifying these collective efforts, Sing Tao not only helped channel resources to those in need but also underscored the importance of cross-sector collaboration in rebuilding lives and strengthening community resilience.



星島與香港各界扶貧促進會合作，為宏福苑火災中痛失家園及親人的受災居民籌募善款，以提供及時援助。善款將用於提供緊急生活物資、中短期經濟援助，協助災民重建家園，並提供心理輔導及情緒支援服務。與此同時，本集團充分發揮媒體影響力，系統性整合並廣泛報導社會各界針對宏福苑火災發起的各項救災措施。相關支援涵蓋企業、慈善機構及政府部門，包括籌款活動、緊急物資供應、對業主與住戶的經濟援助及稅務減免等。透過擴大這些集體力量，星島不僅協助將資源導向有需要人士，更彰顯了跨領域協作在災後重建、恢復民生及增強社區韌性方面的關鍵作用。



EDUCATION 教育

Projects of the Year 年度項目

Sing Tao Charitable Foundation Scholarships 星島慈善基金獎學金

- The Group takes pride in supporting the education and development of future journalists and media professionals by awarding one-time scholarships to outstanding students pursuing journalism and communication at The Chinese University of Hong Kong.
- In the 2024/2025 academic year, the Group granted scholarships totalling approximately HK\$40,000 to 8 deserving students, reaffirming our commitment to fostering excellence in journalism and communication education.
- 本集團向香港中文大學新聞與傳播系的優秀學生頒發一次性獎學金，以支持未來新聞工作者和新聞行業人才的教育和發展。
- 在2024/2025學年，本集團共向8名優秀學生頒發約40,000港元的獎學金，實踐我們在新聞與傳播教育領域追求卓越的承諾。

Sing Tao Charitable Foundation Students' Loan Fund 星島慈善基金貸款助學金

- The Group is committed to supporting students facing financial difficulties by providing assistance to those nominated by their educational institutions.
- We offer financial aid through loans to students enrolled in the 8 University Grants Committee-funded universities and Hong Kong Shue Yan University. Additionally, emergency loans are available to students in the aforementioned 9 universities, selected tertiary institutions, and secondary schools recognised by the Education Bureau.
- In the 2024/2025 academic year, the Group provided loans totalling approximately HK\$920,000 to 49 students, underscoring our dedication to alleviating financial barriers to education and promoting equal opportunities for students in need.
- 本集團致力於支持面臨經濟困難的學生，向所屬教育機構提名的學生提供援助。
- 我們向受大學教育資助委員會資助的8間院校及香港樹仁大學提供助學貸款。此外，上述9所大學、若干其他大專院校和教育局認可中學的學生也可獲得緊急援助貸款。
- 在2024/2025學年，本集團共為49名學生提供了總額約920,000港元的貸款，彰顯了我們致力為有需要的學生減輕教育經濟負擔和促進平等機會的決心。

EDUCATION 教育

Projects of the Year 年度項目

The Standard/Sing Tao "Fat Choy" Drive Medical Students Loan Fund
虎報／星島「發財」醫科生助學金

- The Group actively supports students facing financial challenges, particularly those pursuing Medicine, Nursing, and Chinese Medicine at The University of Hong Kong.
- To ease financial burdens and support their academic journey, we provide interest-free loans to eligible students.
- In the 2024/2025 academic year, the Group approved loans totalling approximately HK\$100,000 to 6 students in these fields, reaffirming our commitment to making education in critical healthcare disciplines more accessible.
- 本集團積極支持面臨經濟困難的學生，尤其是香港大學醫學系、護理學院及中藥學院的學生。
- 我們向合資格的學生提供免息貸款，以減輕他們的經濟負擔，幫助他們順利完成學業。
- 在2024/2025學年，本集團共向6名上述專業的學生批出總值約100,000港元的貸款，彰顯了本集團在提供經濟援助及促進關鍵醫療學科教育普及化方面的承諾。

2024 Leader of the Year
2024傑出領袖選舉



- The Group is dedicated to recognising leaders who have made significant contributions to Hong Kong, serving as role models for the younger generation and supporting the city's development. On June 20 2025, Sing Tao held the "2024 Leader of the Year" ceremony, honouring distinguished individuals across five distinct categories with the "Leader of the Year".
- As of 2025, we have presented a total of 156 awards to individuals and organisations for their outstanding leadership contributions to Hong Kong's progress. This initiative underscores our commitment to fostering a culture of excellence and leadership within the community.
- 本集團致力表彰對香港有極大貢獻的領袖，為年輕一代豎立榜樣，對推動香港發展作出貢獻。2025年6月20日，星島舉辦「2024傑出領袖選舉」頒獎典禮，向五個不同界別的卓越人士頒發「年度領袖」。
- 截至2025年，我們已向對香港作出卓越領導貢獻的個人和機構頒發了總計156個獎項。此舉彰顯了我們致力於在社區內培育卓越及領袖文化的承諾。

EDUCATION 教育

Projects of the Year 年度項目

The 40th Sing Tao Inter-School Debating Competition 星島第四十屆全港校際辯論比賽



- “The 40th Sing Tao Inter-School Debating Competition” provided a valuable platform for students to enhance their language proficiency, debating skills, analytical thinking, and organisational abilities.
- To mark the 40th anniversary of the competition, the “Sing Tao Debate Outstanding Honour Award – 40 Years” was introduced to recognise the school with the highest number of championship titles.
- 「星島第四十屆全港校際辯論比賽」為學生提供一個鍛煉語言運用能力、辯論技巧、分析思維和組織能力的平台。
- 為慶祝比賽40周年，大會特別設立「星島辯論傑出榮譽大獎 – 40周年」，以表彰累計奪冠次數最多的學校。

The 3rd Sing Tao Chinese Quiz Competition 星島第三屆全港華文雙語菁英問答比賽



- Our initiative seeks to enhance public interest in the Chinese language, encouraging participants to explore its origins while gaining a deeper understanding of the differences between Cantonese and Mandarin.
- We also promote the concept of “parent-child learning”, fostering stronger family bonds through this enriching educational experience.
- 我們的活動旨在提高公眾對中文的興趣，鼓勵參與者深入探討中國語文的起源，同時了解粵語和普通話的區別。
- 我們提倡「親子共學」的概念，通過這種豐富的教育體驗，增進父母與子女之間的關係。

EDUCATION 教育

Projects of the Year 年度項目

2025 Hong Kong-Macau Secondary School Debating Championships 2025港澳中學辯論錦標賽



The 3rd Shenzhen – Hong Kong – Macau Youth Creative Design Competition 第三屆深港澳青少年創意設計大賽



Contributions 回饋活動

- Sing Tao News Corporation, in collaboration with the Macau Debating Society, co-organised the “2025 Hong Kong-Macau Secondary School Debating Championship” to enhance students’ debating skills and critical thinking and strengthen cultural exchange between Hong Kong and Macau.
- 星島新聞集團與澳門演辯學會合辦「2025港澳中學辯論錦標賽」，旨在促進兩地學生的辯論能力和批判性思維，並加強港澳之間的文化交流。

- Providing a platform for youth from Shenzhen, Hong Kong, and Macau to interact, collaborate, and freely express their creativity.
- With the increasing integration of the Greater Bay Area, student exchanges, educational collaborations, and social interactions among Shenzhen, Hong Kong, and Macau have become more frequent. Against this backdrop, the competition has received an overwhelmingly positive response across the region, with strong participation from schools in Hong Kong. It has played a significant role in enhancing social engagement, particularly in promoting cultural and creative education among young people, offering them an excellent opportunity to showcase their talents.
- 為深港澳三地的青少年提供了一個互相交流、發揮他們自由創意的平台。
- 隨著大灣區的融合日益加深，深港澳三地的學生交流、教育交流和社會互動愈頻繁。在此背景下，該比賽在整個粵港澳大灣區社會中獲得熱烈回響，尤其在香港的學校參與度非常高。比賽在促進社會互動方面發揮了重要作用，尤其推動青少年的文化創意教育，為他們提供了一個展示才華的優秀平台。

EDUCATION 教育

Projects of the Year 年度項目

“Sing Tao Probe” Inaugural Season of the “Praise Quest – The Most Commendable Student Reward Program”

「星島申訴王」首屆「我要讚佢——最值得表揚學生獎勵計劃嘉許禮」



Contributions 回饋活動

- The programme aims to recognise students who have demonstrated outstanding achievements in holistic development.
- Each awardee has written a thank-you letter to express their appreciation for someone or something they admire, fostering a culture of gratitude and praise.
- A total of 120 schools participated, with each school recommending 2 students for commendation by the principal, resulting in 240 awardees.
- This programme is also supported by the Henderson Warmth Foundation Limited, which provides scholarships to the selected students.

- 此計劃旨在表彰全面發展方面展現卓越成就的學生。
- 每位獲獎學生均撰寫了一封感謝信，表達對其敬佩的人或事物的感激之情，培養感恩與讚美的文化氛圍。
- 共有120所學校參與，每所學校由校長推薦2名學生接受嘉許，共計240名獲獎者。
- 此計劃亦獲恒基溫暖工程基金有限公司支持，為獲選學生提供獎學金。

The 12th Hong Kong Children Age – Group Painting Competition
第十二屆全港兒童繪畫分齡比賽



- The competition features Western painting and Chinese painting categories, with participants aged from 4 to 11 years old.
- The event aims to provide a platform for children to unleash their creative potential and cultivate diverse learning interests.

- 比賽設有西洋畫及中國畫組別，參加者年齡為4至11歲。
- 活動旨在提供平台予兒童發揮創造潛能，培養多元學習興趣。

EDUCATION 教育

Projects of the Year 年度項目

The Chinese Calligraphy Competition: Moral Character 2025 由名字開始 – 毛筆書法比賽2025



- The event aims to encourage students to develop an interest in Chinese brush calligraphy by starting with writing their names, improving their writing skills, and enhancing their artistic literacy.
- This year's competition received an enthusiastic response, attracting 4,300 student participants and showcasing the younger generation's strong interest in traditional calligraphy.
- 活動旨在鼓勵學生從寫好自己的名字開始，培養對毛筆書法的興趣，提升寫字技巧和藝術修養。
- 本屆比賽反應熱烈，共吸引4,300名學生參與，展現了年輕一代對傳統書法的濃厚興趣。

"Graduate Recruitment Award 2025" Presentation Ceremony 「優秀企業畢業生招聘大獎2025」頒獎典禮



- The event aims to recognise and celebrate the efforts of enterprises in recruiting and nurturing graduates.
- The award-winning enterprises span diverse industries, highlighting the Hong Kong business community's strong emphasis on youth talent development.
- 活動旨在表揚企業在招聘及栽培畢業生方面所付出的努力並予以肯定。
- 獲獎企業橫跨多元行業領域，彰顯香港企業界對青年人才發展的高度重視。

EDUCATION 教育

Projects of the Year 年度項目

Hong Kong Education Fair 2025 香港教育博覽會2025



- The fair was supported by the Education Bureau of the Hong Kong Government as a supporting organisation and guided by the Shenzhen Municipal Education Bureau, introducing high-quality educational resources from Hong Kong to Mainland students.
- Representatives from more than 50 international schools, educational institutions in the Greater Bay Area, and Hong Kong primary and secondary schools provided study-in-Hong Kong consultation services for students and parents.
- It featured a live webcast through the brand-new Mainland China Education Channel, allowing students to interact online with representatives from various institutions.

- 展會獲香港特區政府教育局作為支持機構，並由深圳市教育局指導，旨在將香港優質教育資源介紹給內地學生。
- 超過50間國際學校、大灣區教育機構及香港中小學的代表，為學生及家長提供來港升學諮詢服務。
- 展會通過全新的內地教育頻道進行直播，讓學生能與各機構代表在線互動。

Other Education Expos 其他教育覽會



- Sing Tao's various platforms hosted Education Expos, including *The Standard's* "International Schools Fair" and "Tseung Kwan O Education Expo", as well as *Ohpama.com's* "Early Childhood Education Learning and Teaching Expo 2025" and the "UK Education Expo".
- Local international schools and educational institutions were invited to send representatives to hold educational forums, providing valuable insights on admission information, education, and parenting topics.

- 星島各平台舉辦教育博覽會，分別有《英文虎報》的「國際學校教育展」和「將軍澳教育展覽會」，以及《Oh!爸媽》的「幼小教育『學與教』博覽2025」及「英國升學展」。
- 邀請本地國際學校和教育機構派員到場舉行教育論壇，就入學資訊、教育及育兒議題提出寶貴意見。

Sing Tao Real Estate Development Trends Forum 2025 星島房地產發展動向論壇2025



- The forum, themed "Comprehensive Deployment of Housing Policies: Discussing Opportunities in the Northern Metropolis Development", featured in-depth discussions on planning and development of the new "Northern Metropolis" area and the future direction of Hong Kong's property market.
- It also offered recommendations for the Government's housing policies and the city's real estate development.

- 以「房屋政策全面部署：探討北部都會區發展機遇」為本次論壇的主題，深入探討新「北部都會區」的規劃發展及香港樓市未來走向。
- 亦為政府的房屋政策及本港房地產發展提供建議。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

Hong Kong Red Cross Blood Transfusion Service “Blood Donation Day” 香港紅十字會輸血服務中心「捐血日」



Donation to the Hong Kong Society for the Blind 捐款至香港盲人輔導會



Contributions 回饋活動

- The Group organised two blood donation drives in collaboration with the Hong Kong Red Cross Blood Transfusion Service in 2025.
- These activities aimed to address the urgent need for blood supply in society, increase the local blood supply and assist patients in need of blood transfusions.
- 於2025年本集團與香港紅十字會輸血服務中心合作舉辦了兩次捐血日活動。
- 活動旨在響應社會對血液供應的迫切需求，增加本地血庫的庫存量，為需要輸血的病患者提供及時幫助。

- The Global China Circulation & Distribution Limited (“GCCD”), in collaboration with Sing Tao Publishing and Dynamic Book City, organised a charity event at this year’s Hong Kong Book Fair. GCCD donated HK\$1 for every book sold to the Hong Kong Society for the Blind, raising a total of HK\$13,000.
- A staff charity book fair was organised, generating donation amount of HK\$12,000.
- 泛華發行代理有限公司(「泛華」)聯同星島出版及動書城於本年度香港書展舉辦慈善活動，每賣出一本書，泛華就捐款1港元給香港盲人輔導會，共募集善款13,000港元。
- 舉辦員工慈善書展，活動共籌得捐款約12,000港元。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

Sing Tao Charitable Foundation – Reader Donations

星島慈善基金－讀者捐款



Adversity Support Scheme with Yan Oi Tong 仁間有愛應急錢計劃



Contributions 回饋活動

- The Sing Tao Charitable Foundation aims at helping individuals and families in need get through difficult times with the support of our readers and various sectors of society.
- In 2025, approximately HK\$723,000 was generously donated by readers, assisting with 15 cases.
- 星島慈善基金透過與讀者及社會各界的共同努力，致力幫助有需要的人士及家庭渡過艱難時期。
- 2025年獲得讀者善心捐款約723,000港元，並成功協助15宗個案。

- The Group has been actively serving those in need in collaboration with Yan Oi Tong since 2009, striving to help them overcome life's challenges.
- In 2025, we assisted with 6 cases, providing financial support totalling over HK\$120,000.
- 本集團自2009年起與仁愛堂合作，積極為有需要的人士提供服務，致力幫助他們渡過生活難關。
- 2025年，我們共協助了6宗個案，提供的經濟援助總額超過120,000港元。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

The Community Chest Rainbow Fund 公益金及時雨基金



維修技工觸電亡 遺兩年幼子女

9月12日，維修技工張先生在粉嶺一間小學進行維修工作期間，懷疑觸電昏迷，送院搶救後不治，遺下太太及年僅6歲的女兒和4歲的兒子。

張先生一直是家庭的經濟支柱，太太為家庭主婦，家庭生活開支全靠張先生一人負擔。丈夫驟然離世，張太太悲痛欲絕，既要面對殮葬費用的壓力，生活開銷亦頓失依靠。

公益金及時雨基金聞訊，馬上撥款港幣八萬五千元，協助張家紓解燃眉之急，盼望他們能夠早日走出傷痛。

(讀者如欲捐款幫助張家，請聯絡「香港公益金及時雨基金」，電話2599 6111，電郵chest@commchest.org)

Contributions 回饋活動

- The Group collaborated with the Community Chest Rainbow Fund, leveraging its media influence to highlight successful cases of assistance and rally public and support for individuals in urgent need.
- In 2025, the Community Chest Rainbow Fund has successfully aided 9 cases, providing support amounting to nearly HK\$600,000.
- 本集團與公益金及時雨基金合作，透過媒體力量，將成功受助的案例進行報道，喚起社會對迫切需要幫助的人士的關注支持。
- 2025年，公益金及時雨基金已成功援助9宗個案，資助金額近600,000港元。

East Week Hong Kong Service Awards 2025 《東周刊》香港服務大獎2025



- In 2025, *East Week* presented the "Charitable Organisation Award" to Hong Kong Red Cross, recognising its contributions to society in safeguarding human rights and respecting human dignity.
- At the same time, we awarded the "Celebrity Charity Award" to artist Mr. Hubert Hu, in recognition of his consistent enthusiasm for public welfare and his active support for charitable activities.
- 2025年，《東周刊》頒發「慈善機構大獎」予香港紅十字會，表揚其在維護人權及尊重人類尊嚴方面對社會的貢獻。
- 同時，我們頒發「慈善之星大獎」給藝人胡鴻鈞先生，表揚他一直熱心公益，並身體力行支持慈善活動。

CHARITY AND COMMUNITY CARE 慈善與社區關懷

Projects of the Year 年度項目

The Shaw Foundation Emergency Support Fund 邵氏基金會緊急支援基金



Contributions 回饋活動

- The Group collaborated with The Shaw Foundation to establish the “Shaw Foundation Emergency Support Fund” since 2025, aiming to provide immediate financial assistance to grassroots families facing emergencies, helping them to overcome their difficulties.
- A memorandum signing ceremony was held on January 2025 at the Sing Tao Building.
- 本集團與邵氏基金會合作，自2025年起設立「邵氏基金會緊急支援基金」，旨在為面臨突發情況的基層家庭提供即時經濟援助，助其渡過難關。
- 2025年1月雙方在星島大樓舉行合作備忘錄簽署儀式。

PERFORMANCE OVERVIEW

績效指標概覽

ENVIRONMENTAL KPIs 環境關鍵績效指標

Environmental KPIs 環境關鍵績效指標	Unit 單位	2025年	2024年	2023年	
Air pollutants emissions 空氣污染物排放量 					
NO _x	氮氧化物	kg 公斤	24.6	32.3	32.0
SO _x	硫氧化物	kg 公斤	0.6	0.7	0.7
RSP	可吸入懸浮粒子	kg 公斤	1.9	2.5	2.4
GHG emissions 溫室氣體排放總量 					
Scope 1	範圍一	tCO ₂ e 公噸二氧化碳當量	123.0	124.8	123.0
Scope 2	範圍二	tCO ₂ e 公噸二氧化碳當量	3,211.3	3,633.6	3,521.9
Total GHG emissions (Scope 1 and 2)	溫室氣體排放總量 (範圍一及二)	tCO₂e 公噸二氧化碳當量	3,334.3	3,758.4	3,644.9
Intensity (by area) (Scope 1 and 2)	密度(按面積) (範圍一及二)	tCO ₂ e/square feet 公噸二氧化碳當量/平方尺	0.01	0.01	0.01
Intensity (by employee) (Scope 1 and 2)	密度(按員工人數) (範圍一及二)	tCO ₂ e/employee 公噸二氧化碳當量/員工	4.0	3.9	3.8
Scope 3	範圍三	tCO ₂ e 公噸二氧化碳當量	46,553.9	51,817.1	53,268.0
Total GHG emissions (Scope 1, 2 and 3)	溫室氣體排放總量 (範圍一、二及三)	tCO₂e 公噸二氧化碳當量	49,888.2	55,575.5	56,912.9
Intensity (by area) (Scope 1, 2 and 3)	密度(按面積) (範圍一、二及三)	tCO ₂ e/square feet 公噸二氧化碳當量/平方尺	0.2	0.2	0.2
Intensity (by employee) (Scope 1, 2 and 3)	密度(按員工人數) (範圍一、二及三)	tCO ₂ e/employee 公噸二氧化碳當量/員工	59.5	58.2	58.7









Environmental KPIs 環境關鍵績效指標		Unit 單位	2025年	2024年	2023年
Hazardous waste 有害廢棄物					
Spent developer	使用過的顯影劑	tonnes 公噸	2.8	8.4	11.0
Spent ink	廢油墨	tonnes 公噸	1.2	0.8	1.4
Script zinc plates	使用過的印刷鋅板	tonnes 公噸	58.6	62.7	55.8
Total hazardous waste	有害廢棄物總量	tonnes 公噸	62.6	71.9	68.2
Intensity (by area)	密度(按面積)	tonnes/square feet 公噸/平方尺	0.0002	0.0002	0.0002
Intensity (by employee)	密度(按員工人數)	tonnes/employee 公噸/員工	0.07	0.08	0.07
Non-hazardous waste 無害廢棄物					
Newsprint used	白報紙消耗	tonnes 公噸	9,691.3	10,789.0	11,092.0
Intensity (by area) (Newsprint used)	密度(按面積) (白報紙消耗)	tonnes/square feet 公噸/平方尺	0.03	0.03	0.03
Intensity (by employee) (Newsprint used)	密度(按員工人數) (白報紙消耗)	tonnes/employee 公噸/員工	11.6	11.3	11.4
Newsprint collected for recycling	白報紙回收	tonnes 公噸	1,390.9	1,520.1	1,421.5
Food waste	廚餘	tonnes 公噸	30.9	56.4	68.0
Total non-hazardous waste	無害廢棄物總量	tonnes 公噸	9,722.2	10,845.4	11,160.0
Intensity (by area)	密度(按面積)	tonnes/square feet 公噸/平方尺	0.03	0.03	0.04
Intensity (by employee)	密度(按員工人數)	tonnes/employee 公噸/員工	11.6	11.4	11.5

Environmental KPIs 環境關鍵績效指標		Unit 單位	2025年	2024年	2023年
Energy consumption 能源使用					
Diesel	柴油	MWh 兆瓦時	3.0	4.2	5.7
Gasoline	汽油	MWh 兆瓦時	367.7	449.1	442.7
Electricity	電力	MWh 兆瓦時	8,679.3	9,317.0	9,030.6
Total energy consumption	能源使用總量	MWh 兆瓦時	9,050.0	9,770.3	9,479.0
Intensity (by area)	密度(按面積)	MWh/square feet 兆瓦時/平方尺	0.03	0.03	0.03
Intensity (by employee)	密度(按員工人數)	MWh/employee 兆瓦時/員工	10.8	10.2	9.8
Water consumption 水資源使用					
Total water consumption	水資源使用總量	cubic metres 立方米	21,859.0	26,015.0	20,783.0
Intensity (by area)	密度(按面積)	cubic metres/square feet 立方米/平方尺	0.07	0.08	0.07
Intensity (by employee)	密度(按員工人數)	cubic metres/employee 立方米/員工	26.1	27.2	21.4
Packaging materials ¹ 包裝材料 ¹					
Total packaging materials used	包裝材料使用總量	kg 公斤	2,684.2	2,752.4	2,972.8
Intensity (by area)	密度(按面積)	kg/square feet 公斤/平方尺	0.008	0.009	0.009
Intensity (by employee)	密度(按員工人數)	kg/employee 公斤/員工	3.2	2.9	3.1



SOCIAL KPIs 社會關鍵績效指標

Social KPIs 社會關鍵績效指標		2025年	2024年	2023年
Number of employees ² 員工人數 ²				
Gender 性別				
Male	男性	450	513	531
Female	女性	389	442	439
Age group 年齡組別				
29 years old or under	29歲或以下	159	201	207
30-39 years old	30-39歲	162	164	172
40-49 years old	40-49歲	181	211	213
50 years old or above	50歲或以上	337	379	378
Employment category 僱傭類型				
Full-time	全職	786	878	885
Part-time	兼職	53	77	85
Employment level 職級				
General employees	一般員工	809	920	935
Middle management	中級管理層	19	25	25
Board and senior management	董事及高級管理層	11	10	10
Total	總數	839	955	970
Employee turnover rate ³ 員工流失率 ³				
Gender 性別				
Male	男性	32.7%	28.5%	29.2%
Female	女性	49.9%	37.3%	46.5%
Age group 年齡組別				
29 years old or under	29歲或以下	76.7%	70.2%	80.7%
30-39 years old	30-39歲	34.0%	35.4%	34.3%
40-49 years old	40-49歲	25.4%	9.5%	26.3%
50 years old or above	50歲或以上	35.0%	24.3%	20.4%
Total	總數	40.6%	32.6%	37.0%

Social KPIs 社會關鍵績效指標

2025年

2024年

2023年

Number of new hired⁴ 新入職員工人數⁴

Gender 性別



Male	男性	78	103	162
Female	女性	131	117	214

Age group 年齡組別



29 years old or under	29歲或以下	105	105	199
30-39 years old	30-39歲	35	33	75
40-49 years old	40-49歲	25	24	42
50 years old or above	50歲或以上	44	58	60
Total	總數	209	220	376

Health and Safety 健康與安全



Number of work-related injuries	因工受傷數量	6	4	6
Lost days due to work injuries	因工傷損失工作日數	170	182	420
Number of work-related fatalities	因工死亡人數	0	0	0

Percentage of employees trained⁵ 受培訓員工百分比⁵

Gender 性別



Male	男性	93.8%	88.3%	80.6%
Female	女性	93.6%	96.4%	95.0%

Employment level 職級



General employees	一般員工	94.2%	82.4%	77.1%
Middle management	中級管理層	78.9%	100%	100%
Board and senior management	董事及高級管理層	81.8%	100%	100%
Total	總數	93.7%	92.0%	87.1%

Social KPIs 社會關鍵績效指標

2025年

2024年

2023年

Average training hours⁶ 平均培訓時數⁶

Gender 性別



Male	男性	44.2	36.6	28.3
Female	女性	31.4	31.0	34.7

Employment level 職級



General employees	一般員工	38.8	26.5	27.4
Middle management	中級管理層	27.5	32.1	183.2
Board and senior management	董事及高級管理層	18.4	4.2	6.5
Average training hours	平均培訓時數	38.2	34.0	31.2

Anti-corruption training 反貪污培訓

Total training hours 總培訓時數



Board and employees	董事及員工	295	435	121
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Notes:

- Includes the use of paper box, meal box, cup and cutleries at staff canteen.
- Total workforce in Hong Kong operations at the end of the corresponding year.
- Employee turnover rate (including resignations and departures due to other reasons) = number of employees leaving service/total workforce at the end of the corresponding year x 100%.
- New hired refers to the number of new employees.
- Percentage of employees trained = number of employees trained of the category during the corresponding year/total workforce of the category at the end of the corresponding year x 100%.
- Average training hours = total hours of training received by employees of the category during the corresponding year/total workforce of the category at the end of the corresponding year.

備註：

- 包括在員工餐廳使用的紙盒、餐盒、杯子和餐具。
- 報告期末香港業務的員工總人數。
- 員工流失率(包括辭職及其他原因離職)=離職員工人數/報告期末員工總人數×100%。
- 新受聘員工=新入職員工人數。
- 受訓員工百分比=該類別受訓員工人數/報告期末該類別員工總人數×100%。
- 平均培訓時數=該類別員工接受培訓的總時數/報告期末該類別員工總人數。



ESG

REPORTING CODE CONTENT INDEX

環境、社會及管治報告守則 內容索引

Subject Areas, Aspects,
General Disclosures and KPIs
主要範疇、層面、一般披露
及關鍵績效指標

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Aspect A1: Emissions
層面A1：排放物



General Disclosure
一般披露

Information on:

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- a) the policies; and
 - b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
- 一般披露有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：
- a) 政策；及
 - b) 遵守對發行人有重大影響的相關法律及規例的資料。

KPI A1.1
關鍵績效指標A1.1

The types of emissions and respective emissions data.
排放物種類及相關排放數據。

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KPI A1.3
關鍵績效指標A1.3

Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。

58, 95

KPI A1.4
關鍵績效指標A1.4

Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。

59, 95

KPI A1.5
關鍵績效指標A1.5

Description of emissions target(s) set and steps taken to achieve them.
描述所訂立的排放量目標及為達到這些目標所採取的步驟。

54-55

KPI A1.6
關鍵績效指標A1.6

Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.
描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。

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Subject Areas, Aspects,
General Disclosures and KPIs
主要範疇、層面、一般披露
及關鍵績效指標

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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。	53
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	61, 96
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	62, 96
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	54-55
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	54-55, 62
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Aspect A3: The Environment and Natural Resources
層面A3：環境及天然資源



General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	53
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	53-63

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 內容	Page/ Remark 頁碼/備註
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KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or parttime), 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。	48, 97
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	48, 97
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General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	23, 39
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	41, 98
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	41, 98
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Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 內容	Page/ Remark 頁碼/備註
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。	49-51
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	98
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	51, 99
Aspect B4: Labour Standards 層面B4：勞工準則 		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour 有關防止童工或強制勞工的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	22, 41
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	42
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	42
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。	37
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	37
KPI B5.2 關鍵績效指標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。	37
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	37
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	37

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 內容	Page/ Remark 頁碼/備註
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	23, 32
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	36
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	36
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	36
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	36
KPI B6.5 關鍵績效指標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。	36

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 內容	Page/ Remark 頁碼／備註
Aspect B7: Anti-corruption 層面B7：反貪污 		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	23, 31-32
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	23
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	31-32
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	32, 99
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。	77
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	78-93
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	78-93

CLIMATE-RELATED DISCLOSURE CONTENT INDEX

氣候相關披露指引

ESG Aspects 氣候部分	Related Section(s) 對應章節
Governance 管治	
<p>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:</p>	<p>Strengthening Governance 強化管治 Combatting Climate Change – Governance</p>
<p>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：</p>	<p>星島同行，氣候共應 – 管治</p>
<p>(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;</p>	<p>Strengthening Governance 強化管治 Combatting Climate Change – Governance</p>
<p>(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：</p>	<p>星島同行，氣候共應 – 管治</p>
<p>(ii) how and how often the body(s) or individual(s) is informed about climate related risks and opportunities;</p>	<p>Strengthening Governance 強化管治</p>
<p>(ii) 該機構或個人獲悉氣候相關風險和機遇的方式和頻率：</p>	<p>Combatting Climate Change – Governance 星島同行，氣候共應 – 管治</p>
<p>(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;</p>	<p>Strengthening Governance 強化管治 Combatting Climate Change – Governance</p>
<p>(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：</p>	<p>星島同行，氣候共應 – 管治</p>
<p>(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</p>	<p>Strengthening Governance 強化管治 Combatting Climate Change – Governance</p>
<p>(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</p>	<p>星島同行，氣候共應 – 管治</p>
<p>(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:</p>	<p>Strengthening Governance 強化管治 Combatting Climate Change – Governance</p>
<p>(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：</p>	<p>星島同行，氣候共應 – 管治</p>
<p>(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</p>	<p>Strengthening Governance 強化管治</p>
<p>(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</p>	<p>Combatting Climate Change – Governance 星島同行，氣候共應 – 管治</p>
<p>(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.</p>	<p>Strengthening Governance 強化管治 Combatting Climate Change – Governance</p>
<p>(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。</p>	<p>星島同行，氣候共應 – 管治</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
Strategy 策略	
<p>Climate-related risks and opportunities 氣候相關風險和機遇</p>	
<p>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：</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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；</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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；</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. (d) 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>Business model and value chain 商業模式和價值鏈</p>	
<p>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：</p>	
<p>(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</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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）。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
Strategy and decision-making 策略與決策	
<p>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策略和決策的影響的資訊。具體而言，發行人須披露：</p>	
<p>(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：</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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：</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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）：</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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：</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a). 發行人須披露先前各匯報期內按照第22(a)段所披露計劃的進度。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
Financial position, financial performance and cash flows 財務狀況、財務表現及現金流量	
<p>Current financial effect 當前財務影響</p> <p>An issuer shall disclose qualitative and quantitative information about: 發行人須披露以下定性和量化資料：</p> <ul style="list-style-type: none"> (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及 (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. 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。 	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p><i>Considering the level of measurement uncertainty involved in estimating those effects is so high that the resulting quantitative information would not be useful, qualitative information is provided instead of quantitative information.</i> 考慮到估算這些影響所涉及的測量具有極高的不確定度，導致所得的定量資訊不具有實用性，因此改以定性信息取代定量信息。</p>
<p>Anticipated financial effect 預期財務影響</p> <ul style="list-style-type: none"> (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: 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： 	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p><i>Considering the level of measurement uncertainty involved in estimating those effects is so high that the resulting quantitative information would not be useful, qualitative information is provided instead of quantitative information.</i> 考慮到估算這些影響所涉及的測量具有極高的不確定度，導致所得的定量資訊不具有實用性，因此改以定性信息取代定量信息。</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>(i) its investment and disposal plans; and (i) 其投資及處置計劃；及</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p><i>Considering the level of measurement uncertainty involved in estimating those effects is so high that the resulting quantitative information would not be useful, qualitative information is provided instead of quantitative information.</i> 考慮到估算這些影響所涉及的測量具有極高的不確定度，導致所得的定量資訊不具有實用性，因此改以定性信息取代定量信息。</p>
<p>(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</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p><i>Considering the level of measurement uncertainty involved in estimating those effects is so high that the resulting quantitative information would not be useful, qualitative information is provided instead of quantitative information.</i> 考慮到估算這些影響所涉及的測量具有極高的不確定度，導致所得的定量資訊不具有實用性，因此改以定性信息取代定量信息。</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>(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.</p> <p>(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。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p><i>Considering the level of measurement uncertainty involved in estimating those effects is so high that the resulting quantitative information would not be useful, qualitative information is provided instead of quantitative information.</i> 考慮到估算這些影響所涉及的測量具有極高的不確定度，導致所得的定量資訊不具有實用性，因此改以定性信息取代定量信息。</p>

Climate resilience
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：

<p>(a) the issuer’s assessment of its climate resilience as at the reporting date, which shall enable an understanding of:</p> <p>(a) 發行人截至匯報日對其氣候韌性的評估，其有助於了解：</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(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;</p> <p>(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；</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(ii) the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience; and</p> <p>(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</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>
<p>(iii) the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;</p> <p>(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；</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
(b) how and when the climate-related scenario analysis was carried out, including: (b) 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：	Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略
(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	Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略
(iii) the reporting period 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。	Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>Risk management 風險管理</p>	
<p>An issuer shall disclose information about: 發行人須披露以下資訊：</p>	
<p>(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：</p>	<p>Combatting Climate Change – Risk Management 星島同行，氣候共應 – 風險管理</p>
<p>(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）：</p>	
<p>(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：</p>	
<p>(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）：</p>	
<p>(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：</p>	
<p>(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</p>	
<p>(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period; (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：</p>	
<p>(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</p>	<p>Combatting Climate Change – Risk Management 星島同行，氣候共應 – 風險管理</p>
<p>(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。</p>	<p>Combatting Climate Change – Risk Management 星島同行，氣候共應 – 風險管理</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
Metrics and targets 指標及目標	
<p>Greenhouse gas emissions 溫室氣體排放</p>	
<p>An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO₂ 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：</p> <ul style="list-style-type: none"> (a) Scope 1 greenhouse gas emissions; (a) 範圍一溫室氣體排放； (b) Scope 2 greenhouse gas emissions; and (b) 範圍二溫室氣體排放；及 (c) Scope 3 greenhouse gas emissions. (c) 範圍三溫室氣體排放。 	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標 Performance Overview 績效指標概覽</p>
<p>An issuer shall: 發行人須：</p>	
<ul style="list-style-type: none"> (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； 	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標 Performance Overview 績效指標概覽</p>
<ul style="list-style-type: none"> (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： <ul style="list-style-type: none"> (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 reporting period 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； 	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標 Performance Overview 績效指標概覽</p>
<ul style="list-style-type: none"> (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)段披露的範圍二溫室氣體排放，披露其以地域為基準的範圍二溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及 	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標 Performance Overview 績效指標概覽</p>
<ul style="list-style-type: none"> (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)段披露的範圍三溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍三）核算與報告標準（2011年）》所述的範圍三類別披露發行人計量範圍三溫室氣體排放中包含的類別。 	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標 Performance Overview 績效指標概覽</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>Climate-related transition risks 氣候相關轉型風險</p> <p>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。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p>Our current study covers selected assets and businesses, we will explore the feasibility of expanding the scope in the future. 我們目前的研究涵蓋選定的資產和業務，我們將在未來探討擴大範圍的可行性。</p>
<p>Climate-related physical risks 氣候相關物理風險</p> <p>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。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p>Our current study covers selected assets and businesses, we will explore the feasibility of expanding the scope in the future. 我們目前的研究涵蓋選定的資產和業務，我們將在未來探討擴大範圍的可行性。</p>
<p>Climate-related opportunities 氣候相關機遇</p> <p>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。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p>Our current study covers selected assets and businesses, we will explore the feasibility of expanding the scope in the future. 我們目前的研究涵蓋選定的資產和業務，我們將在未來探討擴大範圍的可行性。</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>Capital deployment 資本運用</p> <p>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。</p>	<p>Combatting Climate Change – Strategy 星島同行，氣候共應 – 策略</p> <p>Considering the level of measurement uncertainty involved in estimating those effects is so high that the resulting quantitative information would not be useful, qualitative information is provided instead of quantitative information. 考慮到估算該等影響所涉及的計量不確定性程度極高，以致由此得出的量化資料將不具實用價值，故以定性資料取代量化資料。</p>
<p>Internal carbon prices 內部碳定價</p> <p>An issuer shall disclose: 發行人須披露如下：</p> <ul style="list-style-type: none">(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;(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格； <p>or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. 或適當的否定聲明，確認發行人沒有在決策中應用碳定價。</p>	<p><i>We have not applied a carbon price in decision-making.</i> 我們在決策過程中並未採用碳定價機制。</p>
<p>Remuneration 薪酬</p> <p>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。</p>	<p>We have not incorporated climate-related consideration into remuneration policy. 我們尚未將氣候相關考量納入薪酬政策。</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>Industry-based metrics 行業指標</p> <p>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.</p> <p>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。</p>	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理</p> <p>Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>Climate-related targets 氣候相關目標</p> <p>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:</p> <p>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：</p> <p>(a) the metric used to set the target; (a) 用以設定目標的指標；</p> <p>(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）；</p> <p>(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集團還是部分（如僅適用於某個業務單位或地理區域））；</p> <p>(d) the period over which the target applies; (d) 目標的適用期間；</p>	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理</p> <p>Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p> <p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理</p> <p>Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p> <p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理</p> <p>Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p> <p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理</p> <p>Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>(e) the base period from which progress is measured; (e) 衡量進度的基準期間；</p> <p>(f) milestones or interim targets (if any); (f) 階段性目標或中期目標（如有）；</p>	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p> <p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>(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</p>	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>(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。</p>	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>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：</p> <p>(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；</p> <p>(b) the issuer’s processes for reviewing the target; (b) 發行人審核目標的程序；</p> <p>(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</p> <p>(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。</p>	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>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。</p>	<p>Advancing Green Action – Managing Emissions 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>

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<p>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：</p>	
<p>(a) which greenhouse gases are covered by the target; (a) 目標涵蓋哪些溫室氣體；</p>	<p>Advancing Green Action – Managing Emissions; 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; (b) 目標是否涵蓋範圍一、範圍二或範圍三溫室氣體排放；</p>	<p>Advancing Green Action – Managing Emissions; 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>(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；</p>	<p>Advancing Green Action – Managing Emissions; 向綠而行，邁向低碳 – 排放物管理 Combatting Climate Change – Metrics and Targets 星島同行，氣候共應 – 指標與目標</p>
<p>(d) whether the target was derived using a sectoral decarbonisation approach; and (d) 目標是否是採用行業脫碳方法得出的；及</p>	<p><i>Currently, our established target is not derived using a sectoral decarbonization approach.</i> 我們的既定目標並非採用行業脫碳方法得出。</p>
<p>(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：</p> <p>(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；</p> <p>(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；</p> <p>(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</p> <p>(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）。</p>	<p><i>Currently, we do not have the plan to implement carbon credits in our operation.</i> 我們尚未在運營過程中使用碳信用相關的計劃。</p>

ESG Aspects 氣候部分	Related Section(s) 對應章節
<p>Applicability of cross-industry metrics and industry-based metrics 跨行業指標及行業指標的適用性</p> <p>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).</p> <p>在編制披露內容以符合第21至26及37至38段的規定時，發行人須參考(i)跨行業指標（見第28至35段）及(ii)行業指標（見第36段）並考慮其是否適用。</p>	<p><i>In preparing disclosures on industry-based metrics, where direct quantitative data was not reasonably available, the Group has referred to potential industry benchmarks and internal estimates, consistent with reasonable information relief provisions. The Group will enhance data collection processes to improve accuracy in future reporting periods.</i></p> <p>在編製基於行業指標的披露資料時，因無法合理取得直接量化之數據，本集團已參照潛在行業基準及內部估算，此舉符合合理資訊豁免條款。本集團將強化數據收集流程，以提升未來數據的準確性。</p>



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