



# C-MER EYE CARE HOLDINGS LIMITED 希瑪眼科醫療控股有限公司

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

Stock Code 股份代號：3309



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

# 2023

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### SCOPE AND BOUNDARY

C-MER Eye Care Holdings Limited (the “Company”, together with its subsidiaries, collectively as the “C-MER”, “Group”, “we”, or “us”) is pleased to present our Environmental, Social and Governance (the “ESG”) Report (the “ESG Report”). The ESG Report aims to provide an overview of our practices on environmental protection, social involvement, engagement with stakeholders and sustainable development, which remain our priority as vital structural drivers of our growth. Relevant figures are recorded and collected from our offices, clinics, centres, and hospitals with respect to our services provided in Hong Kong (including five day surgery centres and eight satellite clinics for our ophthalmic services, six dental clinics, seven optometry centres, three general practice clinics, one oncology centre and a one-stop centre for medical aesthetics, dental and ophthalmic services), ten eye hospitals in Shenzhen (Futian and Baoan), Beijing, Shanghai, Guangzhou, Zhuhai, Kunming, Huizhou, Jieyang, and Foshan, our two eye centres in Fuzhou (ceased operation in August 2023) and Shenzhen (Nanshan) and our three satellite eye clinics in Shanghai, and a dental hospital and 12 dental clinics in Shenzhen, and the dental service of the Shenzhen C-MER Aikangjian Group Co., Ltd (formerly known as Shenzhen Aikangjian Group Co., Ltd) and its subsidiaries (the “Shenzhen CKJ Group”) from 1 January 2023 to 31 December 2023 (the “Reporting Period”). During the Reporting Period, the Group provides the services of ophthalmic, dental, general practitioner (GP), medical aesthetics, oncology service and clinical research, and sales of vision aid products and medical consumables in Hong Kong and the People’s Republic of China (the “Mainland China”). During the Reporting Period, the Group’s business in different aspects are all covered in the scope<sup>1</sup> of the ESG Report this year.

<sup>1</sup> During the Reporting Period, the Group expanded its business and added an eye hospital in Foshan. In addition, the Group closed its eye centre in Fuzhou during the second half of the Reporting Period based on its business strategy. As a result, the Group’s ESG figures would have changed relatively significantly compared to the last reporting period.

### 範疇及界限

希瑪眼科醫療控股有限公司(「本公司」, 連同其附屬公司統稱「希瑪」、「本集團」或「我們」)欣然提呈環境、社會及管治(「環境、社會及管治」)報告(「環境、社會及管治報告」)。環境、社會及管治報告旨在概述我們有關環保、社會參與、持份者參與及可持續發展的常規。作為我們增長的主要結構驅動因素, 這些常規仍是我們的首要任務。有關數據乃就我們於2023年1月1日至2023年12月31日(「報告期間」)在我們位於香港(包括五間日間手術中心、八間提供眼科服務的衛星診所、六間牙科診所、七間眼科視光中心、三間全科診所、一間腫瘤科中心及一間一站式醫學美容、牙科及眼科服務中心)、於深圳(福田及寶安)、北京、上海、廣州、珠海、昆明、惠州、揭陽及佛山的九間眼科醫院, 我們於福州(2023年8月終止營運)及深圳(南山)的兩間眼科中心以及於上海的三間衛星眼科診所, 以及於深圳的一間牙科醫院及12間牙科診所提供服務的辦事處、診所、中心及醫院以及提供牙科服務的深圳希瑪愛康健口腔集團有限公司(前稱深圳市愛康健齒科集團股份有限公司)及其附屬公司(「深圳愛康健集團」)收集並記錄。於報告期間, 本集團提供眼科、牙科、全科、醫療美容、腫瘤科服務及臨床研究服務以及於香港及中華人民共和國(「中國內地」)銷售視力輔助產品及醫療耗材。於報告期間, 本集團各個範疇的業務全部包括在本年度環境、社會及管治報告的範疇<sup>1</sup>之內。

<sup>1</sup> 於報告期間, 本集團擴充業務, 並在佛山增加一間眼科醫院。此外, 本集團基於業務策略在報告期間下半年關閉其位於福州的眼科中心。因此, 本集團的環境、社會及管治數字與上個報告期間比較出現相對大幅的變動。



## REPORTING STANDARDS

The content of this ESG Report is prepared in compliance with the applicable disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “Guide”) under Appendix C2 of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The ESG Report complies with all provisions of “mandatory disclosure” or “comply or explain”, as well as the reporting principles listed below:

**Materiality:** The materiality assessment serves as a crucial tool in this ESG Report, allowing us to identify the significant ESG issues within the Reporting Period. We have provided comprehensive descriptions of our essential stakeholders and transparently disclosed the specific processes through which they have been engaged and participated. The application of materiality is detailed in the subsection headed “Materiality Analysis”.

**Quantitative:** This ESG Report employs quantitative information to disclose the key performance indicators (the “KPIs”) relevant to our operations’ environmental and social aspects. Each KPI is accompanied by a detailed explanation of the measurement standards, methods, hypotheses, and/or calculation tools utilised. In addition, we provide transparent insights into the source of conversion coefficients used for the KPIs, ensuring clarity and accuracy in our reporting.

**Balance:** This ESG Report presents a comprehensive and objective view of the Group’s performance during the Reporting Period by providing a balanced disclosure of both positive and negative information. This approach ensures that the report’s contents offer an unbiased and transparent depiction of our ESG performance.

**Consistency:** This ESG Report adheres to a consistent disclosure approach using standardised scales for comparable indicators. By employing this approach, we aim to provide additional reference points for performance disclosure. This ESG Report has adopted the international standards and emission factors specified in the guidance materials on ESG issued by the Stock Exchange for computing the relevant KPIs. There has been no change to the methods or KPIs used or any other relevant factors affecting a meaningful comparison of the ESG Report with the Group’s 2022 ESG report.

## 報告準則

本環境、社會及管治報告的內容乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄C2環境、社會及管治報告指引（「指引」）的適用披露規定編製。

環境、社會及管治報告遵守「強制披露」或「不遵守就解釋」的一切條文，以及下文所列的申報原則：

**重要性：**重要性評估是本環境、社會及管治報告的重要工具，使我們能夠識別報告期間的重大環境、社會及管治問題。我們對主要利益相關者作出全面描述，並透明地披露彼等參與的具體過程。重要性的應用詳情見「重要性分析」分節。

**量化：**本環境、社會及管治報告採用量化資料披露我們的營運在環境及社會方面的相關關鍵績效指標（「關鍵績效指標」）。每項關鍵績效指標均附有對所使用的衡量標準、方法、假設及／或計算工具的詳細解釋。此外，我們還對關鍵績效指標所使用的換算係數來源提供透明的說明，確保報告清晰準確。

**平衡：**本環境、社會及管治報告通過均衡地披露正面及負面資訊，全面客觀地反映本集團在報告期間的表現。該方法可確保報告內容就我們的環境、社會及管治表現作出公正透明的描述。

**一致性：**本環境、社會及管治報告採取一致的披露方法，就可比較指標使用統一的量表。我們採用該方法是希望為績效披露提供更多參考點。本環境、社會及管治報告在計算相關關鍵績效指標時，已採用聯交所發佈的環境、社會及管治指導材料中規定的國際標準和排放因數。所採用的方法或關鍵績效指標或任何其他相關因素未有改變，以致影響本環境、社會及管治報告與本集團2022年環境、社會及管治報告進行有意義的比較。

### FEEDBACK AND OPINIONS

We sincerely welcome your feedback on our ESG Report and our sustainability performance. Please contact us by any of the following means to share your opinions with us:

#### Address:

Suite 1515, Central Building  
1–3 Pedder Street, Central, Hong Kong  
Phone: (852) 3997 3266  
Fax: (852) 3996 8212  
Email: info@hkcmer.com

### COMPANY PROFILE

C-MER (Stock code: 3309) is one of the leading healthcare service providers in Hong Kong and Mainland China established under the brand of “C-MER Dennis Lam (希瑪林順潮)”.

Our Group is an ophthalmic, dental and other medical service provider in Hong Kong and Mainland China. Our ophthalmologists/physicians specialise in the fields of cataracts, glaucoma, strabismus refractive surgeries, and external eye diseases. Our dentists have expertise and qualifications across a wide range of speciality areas, covering general dentistry, orthodontics and implantology. Our other medical services in Hong Kong include general practitioner (GP) service, medical aesthetics service, oncology service and clinical research.

### GOVERNANCE STRUCTURE

As responsible corporate citizens, we value the concept of sustainability and have been actively fulfilling our corporate social responsibilities. This ESG Report summarises the strategy, practice, and vision of our Group with respect to the issues related to ESG. It conveys a clear message of our Group's devotion to sustainability. To enhance our resilience and adaptive capacity to potential ESG-related risks and opportunities, all potential ESG issues are covered and evaluated in the annual assessment.

### 反饋及意見

我們誠摯歡迎閣下對我們的環境、社會及管治報告及可持續發展表現作出反饋，請透過以下任何方式聯繫我們，與我們分享閣下的意見：

#### 地址：

香港中環畢打街1–3號  
中建大廈1515室  
電話：(852) 3997 3266  
傳真：(852) 3996 8212  
電郵：info@hkcmer.com

### 公司概况

希瑪(股份代號：3309)是香港及中國內地領先的醫療服務提供商之一，其以「希瑪林順潮」品牌成立。

本集團為香港及中國內地的眼科、牙科及其他醫療服務供應商。我們的眼科醫生／醫生專攻白內障、青光眼、斜視及屈光手術及眼表疾病領域。我們的牙醫具備多種專業領域的專識和資格，涵蓋普通牙科、正畸科及種植科。我們在香港的其他醫療服務包括全科服務、醫療美容服務、腫瘤科服務及臨床研究。

### 管治架構

身為負責任的企業公民，我們重視可持續發展概念及一直積極履行企業社會責任。本環境、社會及管治概述本集團對環境、社會及管治相關議題的策略、常規及願景，傳達本集團全力投放可持續發展的清晰訊息。為加強對潛在環境、社會及管治相關風險及機遇的韌性及適應力，所有潛在環境、社會及管治議題獲年度評估涵蓋及評估。

The Group has established a governance structure to facilitate an effective management of the ESG issues. The board of directors (the “Board”) has overall responsibility for overseeing the Group’s ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets of the Group, including setting KPIs for environmental-related issues and setting higher standards of energy efficient measures and waste treatment, reviewing the Group’s performance annually against the ESG-related targets, revising the ESG-related strategies as appropriate if significant variance from the ESG-related target is identified, and ensuring the ESG-related issues identified are properly reported and addressed. The Group has set up an ESG working group (the “ESG Working Group”), which includes senior management, to support the Board in implementing ESG-related strategies and targets and promoting the implementation of measures in relation to the identified ESG issues.

Based on the set goals and targets, the Board will continue to review the Group’s progress in relation to ESG goals and targets to build a more sustainable business and bring more excellent benefits to society.

本集團已建立管治架構，以促進有效管理環境、社會及管治議題。董事會（「董事會」）承擔整體責任，監督本集團的環境、社會及管治相關風險及機遇、建立及採取本集團的環境、社會及管治相關策略及目標（包括為環境相關議題訂立關鍵績效指標及為能源效益措施及廢物處理訂立較高標準）、每年檢討本集團對環境、社會及管治相關目標的表現，於發現大幅偏離環境、社會及管治相關目標時修訂環境、社會及管治相關策略（如適用）及確保妥善報告和解決所發現的 ESG 相關問題。本集團已成立環境、社會及管治工作小組（「環境、社會及管治工作小組」），成員包括高級管理層，以支援董事會實施環境、社會及管治相關策略及目標，以及就已發現環境、社會及管治議題促進措施執行。

根據既定目的及目標，董事會將繼續檢討本集團有關環境、社會及管治目的及目標的進度，以建設更可持續的業務及為社會帶來更大裨益。

#### Board 董事會

- The Board is responsible for the overall decision-making process and overseeing the formulation, administration, and assessment of the ESG system.  
董事會負責整體決策過程及監督環境、社會及管治系統的制定、管理及評估。

#### ESG Working Group 環境、社會及管治工作小組

- The ESG Working Group is responsible for assisting the Board in managing and monitoring the ESG matters on a daily basis.  
環境、社會及管治工作小組負責協助董事會日常管理及監察環境、社會及管治事宜。

#### Functional Departments 職能部門

- Functional departments are responsible for the execution of measures to achieve the preset ESG-related strategies and targets.  
職能部門負責執行措施以達成既定環境、社會及管治相關策略及目標。

The Board is dedicated to improving and developing the ESG strategy, which is acting in the best interests of our stakeholders. Under the section “Stakeholders’ Engagement”, the mechanism and the idea of stakeholders’ involvement in developing our ESG strategy are clearly stated.

This ESG Report was approved by the Board of the Company on 26 March 2024. For details of the company’s corporate governance, please refer to the “Corporate Governance Report” of the company’s annual report for the year ended 31 December 2023.

董事會致力於改進及制定以持份者最佳利益為依歸的環境、社會及管治策略。「持份者參與」一節當中清晰闡明持份者參與制定環境、社會及管治策略的機制及理念。

本環境、社會及管治報告已於2024年3月26日由本公司董事會批准。有關本公司的企業管治詳情，請參閱本公司截至2023年12月31日止年度的年報的「企業管治報告」。

### STAKEHOLDERS' ENGAGEMENT

To identify the critical environmental and social issues that hold significance for our Group, we actively engage with a broad spectrum of stakeholders, including but not limited to the Stock Exchange, government, investors, media & public, suppliers, customers, employees, and community. Through ongoing and meaningful communication, we place great importance on listening attentively to the concerns and expectations voiced by each stakeholder. Our objective is to align our ESG strategy with the expectations and concerns of our stakeholders while also carefully balancing the interests of both the Group and our stakeholders. By fostering transparent and collaborative relationships, we strive to ensure that our ESG initiatives effectively address the most relevant and impactful issues, ultimately contributing to sustainable and responsible business practices that benefit all stakeholders involved.

### 持份者參與

為了識別對本集團具有重要意義的關鍵環境及社會問題，我們積極與廣泛的利益相關者進行溝通，包括但不限於證券交易所、政府、投資者、媒體及公眾、供應商、客戶、員工及社區。通過持續而有意義的溝通，我們非常重視傾聽各利益相關者所表達的關切及期望。我們的目標是使我們的環境、社會及管治策略與利益相關者的期望及關切保持一致，同時謹慎平衡本集團與利益相關者的利益。我們加強透明及協作關係，致力確保我們的環境、社會及管治措施能夠有效解決最相關及影響最大的問題，最終促進可持續及負責任的商業實踐，使所有利益相關者受益。

Stakeholders 持份者	Probable Points of Concern 可能關注點	Communication and Responses 溝通及應對
<b>Stock Exchange</b> 聯交所	<ul style="list-style-type: none"> <li>Compliance with Listing Rules 上市規則合規情況</li> <li>Timely and accurate announcements 適時準確的公告</li> </ul>	<ul style="list-style-type: none"> <li>Meetings 會議</li> <li>Training 培訓</li> <li>Workshops 研討會</li> <li>Programs 項目</li> <li>Website updates 網站更新</li> <li>Announcements 公告</li> </ul>
<b>Government</b> 政府	<ul style="list-style-type: none"> <li>Compliance with laws and regulations 法律及法規的合規情況</li> <li>Preventing tax evasion 防止偷稅漏稅</li> <li>Social welfare 社會福利</li> </ul>	<ul style="list-style-type: none"> <li>Interaction and visits 互動及訪問</li> <li>Government inspections 政府視察</li> <li>Tax returns and other information 報稅表及其他資料</li> </ul>
<b>Investors</b> 投資者	<ul style="list-style-type: none"> <li>Transparency 透明度</li> <li>Corporate governance 企業管治</li> <li>Business strategies and performance 業務策略及表現</li> <li>Sustainable profitability 持續盈利能力</li> <li>Investment returns 投資回報</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meeting 股東大會</li> <li>Issue financial reports or operation reports for investors and timely disclosure 為投資者刊發財務報告或經營報告及適時披露</li> </ul>

Stakeholders 持份者	Probable Points of Concern 可能關注點	Communication and Responses 溝通及應對
<b>Media &amp; Public</b> 媒體及公眾	<ul style="list-style-type: none"> <li>Corporate governance 企業管治</li> <li>Environmental protection 環保</li> <li>Human rights 人權</li> </ul>	<ul style="list-style-type: none"> <li>Issue of newsletters on the Company's website 於本公司網站發佈新聞稿</li> </ul>
<b>Suppliers</b> 供應商	<ul style="list-style-type: none"> <li>Payment schedule 付款時間表</li> <li>Stable demand 穩定需求</li> </ul>	<ul style="list-style-type: none"> <li>Supplier selection mechanism 供應商甄選機制</li> <li>On-time payment 按時付款</li> </ul>
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Service quality 服務質量</li> <li>Reasonable prices 合理價格</li> <li>Commercial credibility 商業信譽</li> </ul>	<ul style="list-style-type: none"> <li>After-sales services 售後服務</li> <li>Client's enquiries handling mechanism 客戶查詢處理機制</li> <li>Client's privacy policies 客戶私隱政策</li> <li>Qualified service provider 資格服務提供商</li> </ul>
<b>Employees</b> 僱員	<ul style="list-style-type: none"> <li>Employees' rights and benefit 僱員權利及福利</li> <li>Compensations 薪酬</li> <li>Training and development 培訓及發展</li> <li>Working environment 工作環境</li> </ul>	<ul style="list-style-type: none"> <li>Union activities 工會活動</li> <li>Training 培訓</li> <li>Interviews with employees 與僱員進行面談</li> <li>Employee suggestion boxes 僱員意見箱</li> </ul>
<b>Community</b> 社區	<ul style="list-style-type: none"> <li>Community environment 社區環境</li> <li>Employment opportunities 就業機會</li> <li>Community development 社區發展</li> <li>Social welfare 社會福利</li> </ul>	<ul style="list-style-type: none"> <li>Development of community activities 開展社區活動</li> <li>Employee voluntary activities 僱員義工活動</li> <li>Community welfare subsidies 社區福利補貼</li> </ul>



## MATERIALITY ANALYSIS

During the annual assessment of our ESG strategy and development, the Board and management engage in comprehensive discussions and reviews. These deliberations focus on areas of utmost importance to our stakeholders, enabling us to meet potential growth and proactively address future challenges. Through a meticulous process, the Board and management have identified ESG issues that possess the potential to impact our sustainable development significantly. This identification process draws from various sources, including the Group's previous ESG reports, internal policies, industry trends, and the Materiality Map of the Sustainability Accounting Standards Board (the "SASB").

To better understand the concerns and interests of its stakeholders, the Group reviewed its materiality assessment result in the last reporting year and conducted a thorough analysis of these ESG issues which considered multiple factors, such as the Group's overarching strategy, development trajectory, and established goals and targets. This assessment rates the identified issues based on their significance and the respective levels of impact they may have. This rigorous approach ensures our commitment to addressing the most pertinent and impactful ESG considerations within our operations and stakeholder engagements. After analysing the results, the Group concluded that there have been no significant changes in the main concerns of stakeholders and that the priority of ESG matters remains consistent with the previous year.

### Vital

Health and safety of services  
Clients' privacy and data protection  
Anti-corruption practices  
Hazardous waste management  
Safe working environment  
Labour standard

### Essential

Occupational health and safety  
Uses of natural resources  
Environmental protection  
Employment welfare

### Important

Geographic distribution of suppliers  
Intellectual property rights  
Community investment

## 重要性分析

對環境、社會及管治策略及發展作年度評估的過程中，董事會及管理層進行全面討論及檢討。該等審議重點關注對我們利益相關者至關重要的領域，有助我們滿足潛在增長需求，並積極應對未來挑戰。董事會及管理層已通過謹慎的程序，識別出可能對我們的可持續發展產生重大影響的環境、社會及管治問題。該識別程序參考了多種資料，包括本集團過往的環境、社會及管治報告、內部政策、行業趨勢以及可持續發展會計準則委員會（「可持續發展會計準則委員會」）的「重要性地圖」。

為更好地了解利益相關者的關切及利益，本集團已回顧上個報告年度的重要性評估結果，並對該等環境、社會及管治問題進行透徹的分析，其中考慮了多種因素，如本集團的整體策略、發展軌跡以及既定目標及指標。該評估根據已識別問題的重要性及其可能產生的影響程度對其進行評級。該嚴格的方法確保我們在營運及與利益相關者溝通的過程中，致力解決最相關及影響最大的環境、社會及管治問題。本集團分析該等結果後認為，利益相關者的主要關切未有發生重大變化，而且環境、社會及管治問題的優先次序與去年保持一致。

### 至關重要

健康與服務安全  
客戶私隱及資料保護  
反貪污的實踐  
危險廢物管理  
安全工作環境  
勞工準則

### 必要

職業健康與安全  
自然資源的運用  
環境保護  
僱傭福利

### 重要

供應商的地域分佈  
知識產權  
社區投資

## SUSTAINABILITY APPROACH

We endeavour to incorporate materiality, quantitative, balance and consistency in the presentation of the information, as required by the Stock Exchange. In the long run, we are committed to enriching our ESG information disclosure to enhance the transparency in our sustainability performance.

We take sustainability as our development principle to foster the growth of the Group. To uphold sustainability in our daily operations, we are committed to maintaining a high environmental standard and incorporating relevant requirements under applicable laws and ordinances into our daily practices.

### A. ENVIRONMENTAL

#### Environmental Compliance

We comply with all relevant laws and regulations that are related to environmental protection (including air and greenhouse gas emissions discharges into water and land, and generation of hazardous and non-hazardous wastes) in Hong Kong and Mainland China, which have a significant impact on us, including but not limited to “Waste Disposal Ordinance” of Hong Kong and “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)”, “Measures for Medical Wastes Management of Medical and Health Institutions (醫療衛生機構醫療廢物管理辦法)”, “Regulation on Urban Drainage and Sewage Treatment (城鎮排水與污水處理條例)” and “Water Pollution Prevention and Control Law (水污染防治法)” of the Mainland China. During the Reporting Period, no confirmed non-compliance incidents or grievances were noted by the Group in relation to environmental issues.

#### Types of Emissions

As the Group’s core business is the provision of healthcare services, no significant air pollutants are produced during our daily operations. The Group hold a fleet of vehicles for serving its management team members, in which air pollutants are generated from fuel combustion. The primary air pollutants emitted from vehicles include nitrogen oxides (NOx), sulphur oxides (SOx), and particulate matter (PM). All vehicles are under regular maintenance checks to facilitate fuel consumption efficiency, which ensures road safety and keeps air emissions at their minimum.

## 可持續發展方針

我們按照聯交所規定，努力在呈列資料時結合重要性、定量性、均衡性及一致性。從長遠而言，我們致力於充實環境、社會及管治資料披露以提高可持續性發展績效的透明度。

我們視可持續性發展為促進本集團增長的發展原則。為於日常營運中貫徹可持續性發展，我們致力於維持高環境標準和將適用法律及條例項下的相關規定融入日常慣例中。

### A. 環境

#### 環境合規

我們遵守與香港及中國內地環境保護（包括空氣及溫室氣體排放，向水源及土地排放，以及有害及無害廢物的產生）有關的所有相關法律及規例，該等法律及規例對我們有重大影響，包括但不限於香港的《廢物處置條例》及中國的《醫療廢物管理條例》、《醫療衛生機構醫療廢物管理辦法》、《城鎮排水與污水處理條例》及《水污染防治法》。於報告期間，本集團未發現有關環境問題的可已確認不合規事件或申訴。

#### 排放物類型

由於本集團的核心業務為提供醫療服務，故於我們的日常營運中不會產生大量空氣污染物。本集團擁有一支車隊，用於服務管理層團隊成員，當中燃燒燃料產生空氣污染物。汽車排放的主要空氣污染物包括氮氧化物、硫氧化物及懸浮粒子。我們為所有汽車進行定期保養檢查，以改善燃油消耗效能，保障道路安全，並將廢氣排放量維持於最低水平。

The following shows the statistics of exhausted gas emissions recorded during the Reporting Period:

下表列示於報告期間錄得的廢氣及排放量統計數字：

Types of Emissions <sup>2</sup> 排放物類型 <sup>2</sup>	Unit 單位	Year ended 31 December 2023 截至2023年 12月31日止年度	Year ended 31 December 2022 截至2022年 12月31日止年度
		Total 總計	Total 總計
Nitrogen oxides (NOx) 氮氧化物	kg 千克	176.91	170.54
Sulphur oxides (SOx) 硫氧化物	kg 千克	0.33	0.39
Particulate matter (PM) 懸浮粒子	kg 千克	17.01	16.06

In alignment with the principles of sustainable development, the Group remains steadfast in its commitment to reducing and sustaining exhaust gas emissions within a range of 90% to 120% during the Reporting Period. Looking forward, we aim to maintain the target of reducing and sustaining exhaust gas emissions within a range of 90% to 120% levels compared to this Reporting Period. By setting this target, we aim to manage and minimise our environmental impact proactively, ensuring that our operations align with sustainable practices and contribute to a greener future.

本著可持續發展原則，本集團在本報告期間繼續堅定不移地致力減少廢氣排放，並將其控制在90%至120%的範圍內。展望未來，與本報告期間相比，我們希望將廢氣排放量維持在90%至120%的範圍內。通過設定該目標，我們旨在積極管理並盡量減少對環境的影響，確保我們的營運符合可持續發展的做法，並為更綠色的未來做出貢獻。

We have implemented robust measures to efficiently reduce exhaust gas emissions and achieve our exhaust gas emission reduction target. These measures encompass regular vehicle inspections to optimise fuel consumption efficiency. In addition, we strictly adhere to using our vehicles solely for business purposes, minimising unnecessary emissions. By prioritising fuel efficiency and maintaining a steadfast commitment to reducing exhaust gas emissions, we actively contribute to mitigating our environmental impact and successfully attaining our emission reduction objectives.

我們已採取有力措施，有效減少廢氣排放，實現廢氣減排目標。該等措施包括定期檢查車輛，以優化燃料消耗效率。此外，我們嚴格遵守車輛僅用於業務目的的規定，盡量減少不必要的廢氣排放。我們優先提高燃油效率及堅持減少廢氣排放，積極減輕對環境的影響並成功實現減排目標。

<sup>2</sup> The air emissions for the Reporting Period are disclosed in accordance with "Appendix 2: Reporting guidance on Environment KPIs" issued by the Stock Exchange.

<sup>2</sup> 報告期間的廢氣排放根據聯交所發佈的「附錄2：環境關鍵績效指標匯報指引」披露。

## Greenhouse Gas Emissions

During the Reporting Period, greenhouse gas emissions are mainly from the combustion of fuels by vehicles under scope 1, consumption of purchased electricity under scope 2, and the disposal of wastepaper at landfills and business air travel under scope 3 of the Guidance.

As mentioned above, vehicles serve the Group's management team members for transportation purposes. Electricity is used to support the daily operations of our offices and clinics, such as the air-conditioning system, lighting system, steam autoclaving system, and other electronic equipment. The consumption of purchased electricity leads to indirect greenhouse gas emissions. Besides, other indirect emissions generated are mainly greenhouse gases emitted from the disposal of wastepaper at landfills and business air travel by our employees.

During the Reporting Period, the Group produced 4,467.03 tonnes of carbon dioxide equivalent (the "CO<sub>2</sub>e") (2022: 3,924.45 tonnes of CO<sub>2</sub>e) and 0.0023 tonnes of CO<sub>2</sub>e per HK\$'000 revenue (2022: 0.0023 tonnes of CO<sub>2</sub>e per HK\$'000 revenue<sup>3</sup>). The increase of business operations due to the easing of the coronavirus pandemic ("the COVID-19") contributed to the increase in greenhouse gas emissions. The Group has a higher electricity consumption, paper usage and number of business trips, which led to an overall increase in greenhouse gases in the Reporting Period compared to the previous year. Regarding a larger service scale in the Reporting Period, the energy consumed in respective clinics and hospital areas has primarily increased. Although the Group's overall greenhouse gas emissions increased slightly, it achieved its goal last year of maintaining emissions intensity between 90% and 120%. Looking ahead, the Group is committed to reducing and maintaining the total greenhouse gas emissions intensity between 90% to 120% of the level of the baseline year ended 31 December 2023 in the next reporting period.

To reduce the generation of greenhouse gases, we educate our employees on the concept of energy efficiency. Please refer to the "Use of Energy" section for the details of energy-efficient practices.

<sup>3</sup> To enhance report consistency and facilitate meaningful comparisons of ESG data over time, the Group will begin using per HK\$'000 revenue for all intensity calculations from this Reporting Period forward.

## 溫室氣體排放

於報告期間，溫室氣體排放主要產生自指引範圍1項下汽車燃燒燃料、範圍2項下對所購電力的消耗及範圍3項下於堆填區棄置廢紙及商務空中差旅。

誠如上文所述，汽車用於服務本集團管理層團隊成員，作交通運輸用途。電力用於支持我們辦公室及診所的日常運營，如空調系統、照明系統、蒸汽高壓滅菌系統及其他電子設備。消耗所購買的電力產生間接溫室氣體排放。此外，其他間接產生的排放物主要為於堆填區棄置廢紙及員工商務空中差旅而排放出的溫室氣體。

於報告期間，本集團產生4,467.03噸二氧化碳當量（「二氧化碳當量」）（2022年：3,924.45噸二氧化碳當量）及每千港元收益0.0023噸二氧化碳當量（2022年：每千港元收益0.0023<sup>3</sup>噸二氧化碳當量）。由於COVID-19疫情（「COVID-19」）放緩而增加商業營運，導致溫室氣體排放量增加。本集團的用電量、用紙量及出差次數均有所增加，令報告期間的整體溫室氣體排放量較去年增加。由於報告期間的服務規模擴大，各診所及醫院範圍所消耗的能源大幅增加。雖然本集團整體溫室氣體排放量略有增加，但去年成功將排放密度維持在90%至120%之間的目標。展望未來，本集團致力於下一個報告期間將溫室氣體總排放量密度減低至及維持於截至2023年12月31日止年度基準水平的90%至120%。

為減少溫室氣體的產生，我們教育員工了解能源效率的概念。有關節能措施的詳情，請參閱「能源使用」一節。

<sup>3</sup> 為提高報告一致性及促進對不同期間的環境、社會及管治數據作有意義的比較，本集團將在本報告期間起開始採用每千港元收益於所有密度計算。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The following shows the statistics of greenhouse gas emissions recorded during the Reporting Period:

於報告期間錄得的溫室氣體排放統計數據列示如下：

Scope of Greenhouse Gas Emissions <sup>4</sup> 溫室氣體排放範圍 <sup>4</sup>	Emission Sources 排放源	Year ended 31 December 2023 截至2023年12月31日止年度	Year ended 31 December 2022 截至2022年12月31日止年度
		Emissions (in tonnes of CO <sub>2</sub> e) 排放量 (二氧化碳當量噸數)	Emissions (in tonnes of CO <sub>2</sub> e) 排放量 (二氧化碳當量噸數)
Scope 1 範圍1			
Direct emission 直接排放	Vehicles 汽車	60.37	70.70
Scope 2 範圍2			
Indirect emission 間接排放	Purchased electricity 所購買電力	4,314.10	3,782.94
Scope 3 範圍3			
Other indirect emissions 其他間接排放	Business air travel 商務空中差旅	20.52	8.07
	Paper consumption 紙張消耗	72.09	62.74
Carbon removal 除碳量	Newly planted tree 新種樹木	(0.05)	N/A 不適用
<b>Total greenhouse gas emissions (tonnes of CO<sub>2</sub>e) 溫室氣體總排放量(噸二氧化碳當量)</b>		<b>4,467.03</b>	<b>3,924.45</b>
<b>Total greenhouse gas emissions intensity (tonnes of CO<sub>2</sub>e per HK\$'000 revenue) 溫室氣體總排放量密度 (噸二氧化碳當量/千港元收益)</b>		<b>0.0023</b>	<b>0.0023</b>

<sup>4</sup> Greenhouse Gas Emissions data are presented in terms of carbon dioxide equivalent and are based on, including but not limited 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, the global warming potential values from the "Sixth Assessment Report" issued by the Intergovernmental Panel on Climate Change, the "Notice on the Reporting and Verification of Greenhouse Gas Emissions of Enterprises in Selected Key Industries for 2023-2025" issued by the Ministry of Ecology and Environment of the Mainland China, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "Sustainability Report 2022" issued by the HK Electric Investments Limited, the "2022 Sustainability Report" issued by the CLP Holdings Limited, and the "Environmental, Social and Governance Report 2022" issued by The Hong Kong and China Gas Company Limited.

<sup>4</sup> 溫室氣體排放數據以二氧化碳當量列示，並基於(包括但不限於)世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、政府間氣候變化專門委員會發佈的《第六次評估報告》中的全球升溫潛能值、中國內地生態環境部發佈的《關於開展2023–2025年部分重點行業企業溫室氣體排放申報核查工作的通知》、聯交所發佈的《如何編製環境、社會及管治報告—附錄2：環境關鍵績效指標匯報指引》、港燈電力投資有限公司發佈的《2022年可持續發展報告》、中電控股有限公司發佈的《2022年可持續發展報告》及香港中華煤氣有限公司發佈的《2022年環境、社會及管治報告》。



## Hazardous Waste Management

We comply with all relevant laws and regulations in relation to hazardous waste management that have a significant impact on us, including but not limited to the “Waste Disposal Ordinance” of Hong Kong and “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)” and “Law on the Prevention and Treatment of Infectious Diseases (傳染病防治法)” of the Mainland China. We noted no confirmed material non-compliance incidents or grievances in relation to hazardous waste management.

During the Reporting Period, the Group produced 86.42 tonnes of clinical waste (2022: 55.04<sup>5</sup> tonnes of clinical waste) and 0.000045 tonnes per HK\$'000 revenue (2022: 0.000032 tonnes per HK\$'000 revenue). The consumption of hazardous waste has increased due to the increment in the number of surgeries performed during the Reporting Period as COVID-19 eased and the recovery of the Group's business. Hence, the Group was unable to carry out the target set in the previous year for hazardous waste. To effectively control its discharge of hazardous waste, the Group has re-examined the root causes of its hazardous waste generation and the averaging of its data performance. The Group is targeted to reduce or maintain the intensity of clinical waste generated between 90% to 130% of the level of baseline year ended 31 December 2023 in the next reporting period.

The primary hazardous wastes produced in our operations are clinical wastes. The following shows the statistics of clinical waste recorded during the Reporting Period:

Discharge of Hazardous Waste 危險廢物排放量	Unit 單位	Year ended 31 December 2023 截至2023年 12月31日止年度	Year ended 31 December 2022 截至2022年 12月31日止年度
		Clinical waste generated 所產生醫療廢物	tonnes 噸
Total Hazardous waste intensity 危險廢物總密度	tonnes per HK\$'000 revenue 每千港元收益的噸數	0.000045	0.000032

<sup>5</sup> This figure has been restated for a more accurate representation of the hazardous waste generated by the Group in 2022.

## 危險廢物管理

我們遵守與危險廢物管理有關的所有相關法律及規例，該等法律及規例對我們有重大影響，包括但不限於香港的《廢物處置條例》以及中國內地的《醫療廢物管理條例》及《傳染病防治法》。我們並未發現有關危險廢物管理的，已確認發生的重大不合規事件或申訴。

於報告期間，本集團產生86.42噸醫療廢物（2022年：55.04<sup>5</sup>噸醫療廢物），每千港元收益0.000045噸（2022年：每千港元收益0.000032噸）。於報告期間，隨著COVID-19放緩，手術量增加以及本集團業務復甦，危險廢物的消耗量有所增加。因此，本集團未能完成上一年度制定的危險廢物目標。為有效控制危險廢物排放，本集團重新檢視產生危險廢物的根本原因及數據平均值。本集團計劃在下一個報告期間，將所產生醫療廢物密度減低或維持在截至2023年12月31日止年度基準水平的90%至130%。

我們營運過程中產生的危險廢物主要是醫療廢物。於報告期間錄得的醫療廢物統計數據列示如下：

<sup>5</sup> 該數字已獲重列以更準確呈列本集團於2022年產生的危險廢物。

In handling hazardous wastes, “Waste Disposal Guidelines” are formulated to describe the standard operating procedures for adequately dealing with hazardous wastes. Some of the guidelines on hazardous waste disposal are extracted below:

1. Containers of clinical waste should not be filled above the warning line, indicating between 70% and 80% of their maximum volumes before sealing.
2. The packaging and sealing should be conducted with care to ensure that no clinical waste adheres to the external surface of the containers.
3. Every clinical waste container must bear a label that must be securely affixed or pre-printed on a prominent position of the container, allowing the information on the label to be read easily.

According to the “Waste Disposal Ordinance” of Hong Kong and “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)” of Mainland China, licensed waste collectors are appointed for the collection treatment and disposal of the hazardous wastes to safeguard community health and the environment. Even though the generation of clinical waste is inevitable in our ordinary course of business, we strive to reduce its generation by implementing various measures, including but not limited to providing training to our employees on proper clinical waste disposal and reusing equipment and instruments that could be safely and legally reused with proper disinfection and sterilisation performed.

### Non-hazardous Waste Management

The significant non-hazardous waste is produced from paper consumption for administrative work. During the Reporting Period, the Group produced 15.02 tonnes of paper consumption (2022: 13.07 tonnes of paper consumption), and the intensity is 0.000008 tonnes per HK\$’000 revenue (2022: 0.000008 tonnes per HK\$’000 revenue). The increase of business operations due to the easing of COVID-19 contributed to a slight increase in the total non-hazardous waste. The Group has a higher usage of paper, which led to an overall increase in non-hazardous waste in the Reporting Period compared to the previous year.

在處理危險廢物方面，制定《廢物處置指引》以描述如何充份處理危險廢物的標準操作程序。部分有關危險廢物處理的指引摘錄如下：

1. 醫療廢物容器於密封前，不應超過顯示其最大容量70%至80%間的警示線。
2. 包裝及密封時應小心進行，以確保無醫療廢物粘附於容器的外面。
3. 每個醫療廢物容器均須附有標籤，並須穩妥地貼在或提前印在容器的顯眼位置，以方便閱讀標籤上的資料。

根據香港《廢物處置條例》及中國內地《醫療廢物管理條例》，委任持牌廢物收集商收集、處理及棄置危險廢物以保障社區健康及環境。儘管在我們的日常業務過程中，醫療廢物的產生乃不可避免，但我們通過採取各種措施致力減少其產生，包括但不限於為員工提供正確處理醫療廢物的培訓；及重用經過適當消毒及殺菌處理後可安全及合法重用的設備及儀器。

### 非危險廢物管理

非危險廢物主要產生自行政工作的紙張消耗。於報告期間，本集團產生15.02噸紙張消耗（2022年：13.07噸紙張消耗）及密度為每千港元收益0.000008噸（2022年：每千港元收益0.000008噸）。我們因COVID-19放緩而增加商業營運，使非危險廢物總量輕微增加。本集團用紙量增加，導致報告期間的非危險廢物整體較上一年度增加。

The following shows the statistics of paper consumption during the Reporting Period:

於報告期間紙張消耗的統計數據列示如下：

Discharge of Non-hazardous Waste 非危險廢物排放量	Unit 單位	Year ended 31 December 2023 截至2023年 12月31日止年度	Year ended 31 December 2022 截至2022年 12月31日止年度
		Paper consumption 紙張消耗	tonnes 噸
Total Non-hazardous waste intensity 非危險廢物總密度	tonnes per HK\$'000 revenue 每千港元收益的噸數	0.000008	0.000008

Our Group strives to cultivate a paperless working environment among its employees to reduce the use of paper. Considering this, to adapt to the needs of the hospital's development, advocate the concept of low-carbon offices, reduce office costs, and minimise the consumption of disposable office supplies, the Group has formulated the "Paperless Office Management Approach for Functional Departments (職能部門無紙化辦公室管理辦法)". Our employees are encouraged to use electronic copies instead of hard copies to avoid unnecessary wastage and promote the effective use of paper. If printing is necessary, we encourage the use of double-sided printing. Any papers that have been used for single-sided printing should be reused when there is no confidential information on the printed side of the paper. Other default settings, such as adopting economic mode, black and white colour output, and selecting bypass for using recycled paper, are also encouraged. The Group has shown dedication to maintaining its non-hazardous waste intensity between 90% and 120% during the Reporting Period. Looking ahead, the Group is targeted to reduce or maintain the intensity of paper consumption between 90% and 120% of the baseline year ended 31 December 2023 in the next reporting period.

本集團致力培養員工無紙化的工作環境，以減少紙張的使用。有見及此，為適應醫院發展的需要，提倡低碳辦公室的理念，降低辦公室成本，盡量減少一次性辦公室用品的消耗，本集團已制定《職能部門無紙化辦公室管理辦法》。我們鼓勵員工使用電子文本代替列印文本，以避免不必要的浪費，並促進紙張的有效利用。如果需要列印，我們鼓勵使用雙面列印。如果紙張的印刷面沒有機密資料，則應重用單面印刷的紙張。我們亦鼓勵使用其他默認設置，例如採用經濟模式、黑白彩色輸出，以及選擇手送紙盤使用循環再用的紙張。在報告期間，本集團致力將無害廢物密度維持在90%至120%之間。展望未來，本集團希望在下一個報告期間，將紙張消耗密度減低或維持在截至2023年12月31日止年度基準水平的90%至120%。

### Use of Resources

The Group emphasises the importance of environmental protection and actively promotes environmental awareness among its employees. In addition, the Group is dedicated to implementing efficient resource management practices, encompassing energy, water, and other natural resources, aiming to mitigate adverse effects on the natural environment. The Group strives to minimise its ecological footprint while helping to preserve the planet's delicate ecosystems by prioritising sustainable practices.

### Use of Energy

During the Reporting Period, the Group's energy consumption includes fuel consumed by vehicles, natural gas consumption by cooking stoves for direct energy consumption, and electricity purchased for indirect energy consumption. The total energy consumption intensity of the Group during the Reporting Period totalled 4.09 kWh per HK\$'000 revenue (2022: 4.00 kWh per HK\$'000 revenue).

The following shows the statistics of direct and indirect energy consumption recorded during the Reporting Period:

Types of Energy Consumption 能源消耗類別	Unit 單位	Year ended 31 December 2023 截至2023年 12月31日止年度	Year ended 31 December 2022 截至2022年 12月31日止年度
		<b>Direct energy consumption<sup>6</sup></b> 直接能源消耗 <sup>6</sup>	
Fuel consumption (Petrol) 燃料消耗(石油)	kWh 千瓦時	<b>219,339.44</b>	257,612.00
Natural gas consumption 天然氣消耗	kWh 千瓦時	<b>23,900.65</b>	N/A 不適用

<sup>6</sup> The Group will disclose its natural gas for cooking stoves starting from the Reporting Period.

### 資源使用

本集團強調環保的重要性，並積極提高員工的環保意識。此外，本集團還致力實施有效的資源管理措施，包括能源、水及其他自然資源，旨在減輕對自然環境的不利影響。本集團努力將生態足跡減至最低，同時通過優先考慮可持續發展的做法，幫助保護地球脆弱的生態系統。

### 能源使用

於報告期間，本集團的能源消耗包括直接能源消耗中的車輛燃料消耗、煮食爐天然氣消耗及間接能源消耗中的外購電力消耗。於報告期間，本集團能源消耗總密度合共為每千港元收益4.09千瓦時（2022年：每千港元收益4.00千瓦時）。

下表列示於報告期間錄得的直接及間接能源消耗統計數字：

<sup>6</sup> 本集團於報告期起將披露其用於爐灶的天然氣。

Types of Energy Consumption 能源消耗類別	Unit 單位	Year ended 31 December 2023 截至2023年 12月31日止年度	Year ended 31 December 2022 截至2022年 12月31日止年度
		<b>Indirect energy consumption</b> 間接能源消耗	
Purchased electricity consumption 外購電力消耗	kWh 千瓦時	<b>7,617,846.49</b>	6,665,748.43
<b>Total energy consumption</b> 總能源消耗	<b>kWh</b> 千瓦時	<b>7,861,086.58</b>	6,923,360.43
<b>Total energy consumption intensity</b> 總能源消耗密度	<b>kWh per HK\$'000 revenue</b> 每千瓦時／千港元收益	<b>4.09</b>	4.00

As aforementioned, the increase of business operations due to the easing of COVID-19 contributed to a slight increase in total energy consumption. The Group has a higher usage of purchased electricity, which led to an overall increase in energy consumption in the Reporting Period compared to the previous year. Although the Group's overall energy consumption slightly increased, it has achieved its goal set last year of maintaining a total energy consumption intensity (per HK\$'000 revenue) level between 90% and 120%. The Group will continuously work towards the target of maintaining or reducing the energy consumption per HK\$'000 revenue between 90% to 130% of the baseline year ended 31 December 2023 in the next reporting period.

如上文所述，我們因COVID-19放緩而增加商業營運，導致總能源消耗輕微增加。本集團外購電力用量增加，導致報告期間的能源消耗整體較上一年度增加。雖然本集團整體能源消耗略有增加，但已實現去年制定的目標，將總能源消耗密度（每千港元收益）維持在90%至120%之間。本集團將繼續努力，爭取在下一個報告期間將每千港元收益能源消耗維持或減低在截至2023年12月31日止年度基準水平的90%至130%。



Concerning the scarcity of natural resources, the Group encourages better use of electricity with energy-efficiency measures and established energy-efficiency measures to encourage our staff to use electricity wisely:

- Considering power consumption as one of the evaluation criteria for purchasing office electronic devices and selecting electronic devices that consume less electricity;
  - Turning off air conditioners and lights when not in use;
  - Using blinds to insulate the heat from outside to protect the medical equipment and reduce the power consumption of the air conditioning system;
  - Educating employees on energy saving and efficient use of resources;
  - Carrying out regular maintenance of vehicles, office, and medical equipment to ensure efficient operation;
  - Avoiding use of the Group's vehicles for non-business purposes; and
  - Setting the printing machines in the office in energy-saving mode by default to reduce unnecessary energy consumption.
- 考慮到自然資源的匱乏，本集團通過具能源效益的措施鼓勵善用電力並制定節能措施，以鼓勵員工明智地使用電力：
- 將耗電量作為購買辦公電子設備的一個評估標準，並挑選耗電較低的電子設備；
  - 關閉閒置空調及照明；
  - 使用百葉窗隔離外部熱量以保護醫療設備及降低空調系統的電力消耗；
  - 教育僱員節能及有效使用資源；
  - 定期維護汽車、辦公室及醫療設備以確保其有效運作；
  - 避免使用本集團汽車作非業務用途；及
  - 將辦公室的打印機預設為節能模式，以減少不必要的能源消耗。

### Use of Water

Water resources primarily serve the needs of offices and daily operations within clinics, centres, and hospitals. The Group has no issue or concerns regarding sourcing water, as the current water supply adequately fulfils our daily operational requirements.

The following shows the statistics of water consumption recorded during the Reporting Period:

Water Consumption 耗水量	Unit 單位	Year ended 31 December 2023 截至2023年 12月31日止年度	Year ended 31 December 2022 截至2022年 12月31日止年度
		Total water consumption 總耗水量	m <sup>3</sup> 立方米
Total water consumption intensity 總耗水量密度	m <sup>3</sup> per HK\$'000 revenue 每立方米／千港元收益	<b>0.04</b>	0.04

With all the effort exerted by the Group, the Group's water consumption during the reporting period was slightly reduced compared to the previous year, maintaining the water consumption per HK\$'000 revenue between 90% and 130%. Looking ahead, the Group will continuously maintain or reduce the water consumption per HK\$'000 revenue between 90% to 130% of the baseline year ended 31 December 2023 in the next reporting period.

### 用水

水資源主要滿足診所、中心及醫院內的辦公室及日常運作需要。由於目前的供水能夠充分滿足我們的日常業務需求，本集團在獲得水資源方面並無問題或隱憂。

下表列示於報告期間記錄的耗水量統計數字：

經過本集團全體努力，本集團於報告期間的用水量較上一年度略為減少，每千港元收益用水量保持在90%至130%之間。展望未來，本集團在下一個報告期間會繼續將每千港元收益用水量維持或減低至截至2023年12月31日止年度基準水平的90%至130%。

We have implemented a range of proactive measures to manage water consumption effectively and foster a culture of water conservation among our employees. Regular inspections carried out by maintenance personnel ensure the integrity of our water pipes and taps, minimising the risk of leaks and unnecessary water wastage. In addition, prominently placed reminders give our staff gentle prompts to turn off taps when they are not actively used conscientiously. By prioritising these water-saving practices, we aim to instil a sense of responsibility and promote sustainable water usage throughout our Group.

### **Environmental and Natural Resources**

The Group's daily operations do not impose significant impacts on the environment or natural resources. The Group consistently upholds the principle of protecting the environment and natural resources throughout its operations. It diligently adheres to ESG policies and procedures, implements energy-saving policies and green measures, and effectively manages waste during the Reporting Period. By doing so, the Group endeavours to prevent significant environmental impacts and the excessive depletion of natural resources.

我們已採取一系列積極措施，有效管理用水量，並培養員工節約用水的文化。維修人員定期進行檢查，確保我們的水管及水龍頭完好無缺，盡量降低漏水風險及不必要的水資源浪費。此外，我們亦在當眼處張貼提示，提醒員工在不使用水龍頭時馬上關閉。我們優先落實該等節約用水的措施，希望向集團上下灌輸責任意識，促進可持續用水。

### **環境及天然資源**

本集團日常營運不會對環境或自然資源造成重大影響。本集團在整個營運過程中始終堅持保護環境及自然資源的原則。於報告期間，本集團嚴格遵守環境、社會及管治政策及程序，實施節能政策及綠色措施，並有效管理廢物。通過該等措施，本集團努力避免造成重大環境影響及過度消耗自然資源。

## Climate Change

The Group conducts an annual review and risk assessment to identify climate-related risks. In line with the Task Force on Climate-related Financial Disclosure (TCFD) recommendations, we carefully consider potential climate-related risks. These risks encompass both physical risks, such as acute extreme weather conditions and chronic sustained high temperatures, as well as transition risks, including regulatory changes regarding environmental matters. The summary of potential climate-related risks is provided below:

## 氣候變化

本集團進行年度審查及風險評估，以識別與氣候相關的風險。我們根據氣候相關財務披露工作組的建議，仔細考慮潛在氣候相關風險。該等風險包括物理風險，如急性極端天氣狀況及長期持續高溫，以及過渡風險，包括有關環境問題的監管變化。潛在氣候相關風險概述如下：

Risk Type 風險類別	Risks 風險	Potential Financial Impact 潛在財務影響	Short (Reporting Period) 短期(報告期間)	Medium (one to three years) 中期(一至三年)	Long (four to ten years) 長期(四至十年)	Mitigation Strategy 緩減策略
Physical Risks 物理風險	<ul style="list-style-type: none"> <li>• Extreme weather conditions such as flooding and typhoon</li> <li>• Sustained elevated temperature</li> <li>• 極端天氣情況，如氾濫及颱風</li> <li>• 持續高溫</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced revenue from business and supply chain disruptions</li> <li>• 業務及供應鏈中斷導致收益減少</li> </ul>	✓	✓		<ul style="list-style-type: none"> <li>• Established adverse weather condition policy</li> <li>• Adopted energy conservation measures</li> <li>• 制定惡劣天氣狀況政策</li> <li>• 採取節能措施</li> </ul>
Transition Risks 過渡風險	<ul style="list-style-type: none"> <li>• Changes in environmental regulations</li> <li>• Emerging technologies</li> <li>• 環境規例變化</li> <li>• 新興技術</li> </ul>	<ul style="list-style-type: none"> <li>• Higher operating costs to adopt new practices or technologies</li> <li>• Decreased competitiveness and impact on revenues</li> <li>• 採取新常規或技術使營運成本上升</li> <li>• 競爭力減低及影響收益</li> </ul>		✓	✓	<ul style="list-style-type: none"> <li>• Continues to monitor the regulatory environment to ensure that the Group meets the expectations of regulatory authority and complies with the environmental law and regulation</li> <li>• Encourages our employees to attend conferences and training to keep abreast with the latest developments in healthcare technologies</li> <li>• 持續監察監管環境以確保本集團符合監管機構的期望及遵守環境相關法律及規例</li> <li>• 鼓勵僱員出席會議及培訓以緊貼醫療技術的最新發展</li> </ul>

By identifying and understanding these climate-related risks, the Group is better equipped to develop appropriate strategies and action plans to mitigate their potential impacts. We recognise the importance of proactive measures to address climate change and are committed to transparency and disclosure in line with industry best practices. Through ongoing monitoring, evaluation, and collaboration with stakeholders, we aim to effectively manage and minimise the risks associated with climate change while maximising opportunities for sustainable growth.

On the contrary, given the potential risks associated with transitioning, it is noteworthy that our Group primarily generates revenue through the provision of medical services, with a significant emphasis on ophthalmic services. Laser eye surgery, recognised as a more ecologically sustainable alternative to contact lenses, positions us favourably in capturing a myriad of business opportunities. This alignment with environmental consciousness enhances our market competitiveness and underscores our commitment to sustainable practices. By offering a greener solution, we stand to attract environmentally conscious consumers and capitalise on emerging trends in the healthcare sector that prioritise eco-friendly options.

本集團通過識別及了解該等氣候相關風險，能夠更好地制定適當的策略及行動計劃，以減輕其潛在影響。我們明白採取積極措施應對氣候變化的重要性，並致力按照行業最佳做法提高透明度及披露資訊。通過持續監察、評估以及與利益相關方合作，我們旨在有效管理並盡量降低與氣候變化相關的風險，同時盡量把握可持續發展的機遇。

相反，鑒於過渡相關潛在風險，值得注意的是，本集團主要通過提供醫療保健服務產生收益，其中以眼科服務為重點。激光眼科手術被認為是更具生態可持續性的隱形眼鏡的替代品，有利我們捕捉大量商機。與環保意識的結合增強我們的市場競爭力，亦彰顯我們對可持續發展實踐的承諾。通過提供更環保的解決方案，我們能夠吸引具有環保意識的消費者，並抓住醫療行業優先考慮環保選擇的新趨勢。

Opportunities 機會	Potential Financial Impact 潛在財務影響	Short (Reporting Period) 短期(報告期間)	Medium (one to three years) 中期(一至三年)	Long (four to ten years) 長期(四至十年)	Current response measures 目前的應對措施
<ul style="list-style-type: none"> <li>• More low-emission energy sources available</li> <li>• Higher awareness of businesses' extent of environmental friendliness</li> <li>• 有更多低排放能源可供使用</li> <li>• 企業的環保意識增強</li> </ul>	<ul style="list-style-type: none"> <li>• Decrease in cost of energy</li> <li>• Decrease in cost of finance</li> <li>• Shift of consumer preference to more environmentally friendly options when comes to decision making</li> <li>• 降低能源成本</li> <li>• 降低財務成本</li> <li>• 作出決定時消費者喜好轉移至更環保的選項</li> </ul>		✓	✓	<ul style="list-style-type: none"> <li>• Explore the possibilities of applying renewable or clean energy in offices, clinics and hospitals</li> <li>• Adopt carbon reduction measures</li> <li>• 研究於辦公室、診所及醫院應用可再生或清潔能源的可能性</li> <li>• 採用減碳措施</li> </ul>



## B. SOCIAL

### Employment

We comply with all relevant laws and regulations in relation to employment (including compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare) in Hong Kong and Mainland China which have a significant impact on us, including but not limited to the "Employment Ordinance", the "Minimum Wage Ordinance" and the "Employees' Compensation Ordinance" of Hong Kong, the "Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法)" and "Labour Law of the People's Republic of China (中華人民共和國勞動法)". As of 31 December 2023, the Group employed a total of 3,273 employees (2022: 2,115 employees).

The breakdowns of the Group's workforce by gender, age group, geographical region, and employment type are as follows:

## B. 社會

### 僱傭

我們遵守香港及中國內地所有有關僱傭（包括補償及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視以及其他福利及待遇）的法律及規例，該等法律及規例對我們有重大影響，包括但不限於香港的《僱傭條例》、《最低工資條例》及《僱員補償條例》以及《中華人民共和國勞動合同法》及《中華人民共和國勞動法》。於2023年12月31日，本集團合共僱用3,273名僱員（2022年：2,115名僱員）。

本集團勞動力按性別、年齡組別、地區及僱傭類別劃分的明細如下：

	Unit 單位	2023 2023年	2022 2022年
<b>Employees by Gender</b> 按性別劃分的僱員			
Male 男性	person 人	1,126	610
Female 女性	person 人	2,147	1,505
<b>Employees by Age Group</b> 按年齡組別劃分的僱員			
<25 25歲以下	person 人	631	354
25-29 25-29歲	person 人	957	565
30-39 30-39歲	person 人	990	711
40-49 40-49歲	person 人	397	288
≥50 50歲以上	person 人	298	197

	Unit 單位	2023 2023年	2022 2022年
<b>Employees by Geographical Region</b> 按地區劃分的僱員			
Hong Kong 香港	person 人	<b>273</b>	266
Mainland China 中國內地	person 人	<b>3,000</b>	1,849
<b>Employees by Employment Type</b> 按僱傭類別劃分的僱員			
Full Time 全職	person 人	<b>3,192</b>	2,021
Part Time 兼職	person 人	<b>81</b>	94

The Group aims to recruit the most talented and qualified persons from the job market to bring immense value to the business and build trust in its customers. The process of recruitment is standardised and subject to further selection mechanisms conducted based on merit to avoid discrimination. In addition, background checks are performed to ensure candidates have good attributes, and the subjective judgement of interviewers will not affect the selection process. Employee contracts covering matters such as general terms, wages, bonuses, employee benefits, workplace safety, confidentiality obligations, non-competition obligations, and grounds for termination are entered into with our employees.

Our employees are the cornerstone of the Group's business operational development. Thus, we adopt a people-oriented approach to respond actively to their needs. As stipulated in the "Employee Handbook", "Excerpts from the attendance and leave system (出勤和休假制度摘錄)", we have related policy regarding compensation, dismissal, and holidays. We would compensate the efforts of our employees on their over-time work with compensated leave. Staff employed for over three months are entitled to statutory holidays, mandatory provident funds, basic social insurance, and various paid annual leave in accordance with the relevant laws and regulations. We have implemented a fair promotion and awarding system to enhance employee performance. There is an annual appraisal of the work performance of our employees. Outstanding employees may be eligible for promotions, rewards, and discretionary bonuses.

本集團旨在從就業市場上招聘最具才幹及資歷的人士，以為業務帶來重大價值，並在客戶中建立信任。招聘過程統一，以擇優錄取原則按機制作進一步遴選，以免造成歧視。此外，我們亦進行背景調查，確保候選人品格良好，而面試官的主觀判斷不會影響遴選過程。與僱員訂立的僱員合約涵蓋一般條款、工資、花紅、僱員福利、工作場所安全、保密責任、不競爭義務及終止僱用理由等事項。

僱員乃本集團業務經營發展的基石。因此，我們運用人為本的方式積極回應其需求。正如《僱員手冊》、《出勤和休假制度摘錄》中規定，我們設有有關賠償、解僱及假期的政策。我們將以補休形式對僱員的加班工作進行補償。就獲僱用三個月以上的員工，根據相關法律及規例，彼等有權享有法定假期、強制性公積金、基本社會保險及各類型的帶薪年假。我們實施公正的擢升及獎勵制度，以提升僱員表現。我們每年會評核僱員的工作表現。表現卓越的僱員有機會被晉升，以及獲得獎勵和酌情花紅。

Pursuant to the “Code of Practice on Employment” under the “Disability Discrimination Ordinance” and “Sex Discrimination Ordinance” of Hong Kong, we promise to provide equal opportunities for all candidates without consideration of race, religion, skin colour, national origin, marital status, age, sex, disability, political preference, sexual orientation or philosophical belief in the recruitment and promotion processes. Instead, we hire employees based on their skills and capabilities in a fair manner.

We take our employer-employee relations seriously and do not take dismissal actions lightly. Except in cases where they have violated the law or our code of conduct, all employees who are susceptible to dismissal shall be given the proper notice or compensation.

The breakdowns of the Group’s employee turnover rate by gender, age group, and geographical region are as follows:

根據香港《殘疾歧視條例》及《性別歧視條例》項下的《僱傭實務守則》，我們承諾於招聘及晉升流程上為所有候選人提供平等機會，而概不考慮種族、宗教、膚色、國籍、婚姻狀況、年齡、性別、傷殘、政治傾向、性取向或哲學信仰，而是基於其技能及能力公平地招聘僱員。

我們重視僱傭關係，不會輕易採取開除行動。除非彼等違法或違反操守指引，所有可能遭辭退的僱員會獲恰當通知或賠償。

本集團按性別、年齡組別及地區劃分的僱員流失率明細如下：

	Unit 單位	2023 2023年	2022 2022年
<b>Employee Turnover Rate<sup>6</sup></b> <b>僱員流失率<sup>6</sup></b>			
Total employee turnover rate 總僱員流失率	%	24	34
<b>Employees Turnover Rate by Gender</b> <b>按性別劃分的僱員流失率</b>			
Male 男性	%	30	27
Female 女性	%	20	37

<sup>6</sup> Employee turnover rate by category = Total number of employees leaving employment by category during the financial year / Total number of employees by category at the end of the financial year \*100%.

<sup>6</sup> 按類別劃分的僱員流失率=財政年度按類別劃分的離職僱員總數/財政年度末按類別劃分的僱員總數\*100%。

	Unit 單位	2023 2023年	2022 2022年
<b>Employees Turnover Rate by Age Group</b>			
按年齡組別劃分的僱員流失率			
<25	%	33	45
25歲以下			
25–29	%	21	48
25–29歲			
30–39	%	21	25
30–39歲			
40–49	%	22	19
40–49歲			
>50	%	23	28
50歲以上			
<b>Employees Turnover Rate by Geographical Region</b>			
按地區劃分的僱員流失率			
Hong Kong	%	75	46
香港			
Mainland China	%	19	32
中國內地			

### Health and Safety

We comply with all relevant laws and regulations in relation to occupational health and safety that significantly impact us, including but not limited to the “Occupational Safety and Health Ordinance” of Hong Kong. During the Reporting Period, there were 3 work-related injuries and 12 days lost due to work injuries. The Group recorded no work-related fatalities and relevant lost days in the past three years, including the Reporting Period. The work-related injuries encompass various physical accidents such as falls, bruises, and traffic incidents. The Group has reimbursed employees’ medical expenses in accordance with the work-related injury regulations. In addition, supervisors have verbally reminded employees of the importance of safety to employees and have planned to organise related safety training sessions for the staff.

### 健康與安全

我們遵守所有對我們有重大影響的職業健康與安全相關法律及規例，包括但不限於香港的《職業安全及健康條例》。於報告期間，共發生三宗工傷，並因工傷損失12天工作日。本集團於過去三年（包括報告期間）並無錄得與工作有關的傷亡事故及有關損失日數。工傷包括摔傷、擦傷及交通事故等各種身體意外。本集團已按照工傷條例為員工報銷醫療費用。此外，主管還口頭提醒僱員安全對僱員的重要性，並計劃為員工組織相關的安全培訓課程。

We strive to offer a healthy and safe work environment for our employees. To ensure proper implementation and monitoring of occupational health and safety measures, we have established a work cycle which includes the following:

- Conduct risk assessments of potential hazards;
- Develop operation policies and procedures;
- Provide employee training and education;
- Conduct regular inspections and audits and
- Adopt employee feedback and continuous improvement.

We have incorporated the bulletins published by the Occupational Safety & Health Council as our internal policies that are applicable to all employees, with a view to ensuring strict compliance with such requirements, which primarily include the following measures:

- Staff should wear appropriate work shoes according to the nature of work and environment;
- All chemicals, disinfectants and bactericides should be appropriately labelled and stored in the designated area;
- Staff must wear protective clothing such as masks, goggles, or gloves when they come into contact with the patient's blood or body fluid;
- After removing clothing such as robes, uniforms or gloves, staff should wash their hands immediately with hand sanitisers; and
- Used syringes must be placed in the sharp box with care to prevent acupuncture accidents which may cause blood infection.

我們致力為僱員提供健康安全的工作環境。為了確保職業健康與安全措施得到適當的實施和監察，我們設立工作週期，包括以下各項：

- 進行潛在危險風險評估；
- 制訂操作政策和程序；
- 提供員工培訓和教育；
- 進行定期檢查和審核；及
- 採納員工反饋意見和持續改進。

我們已將職業安全健康局刊發的公告納入我們的內部政策，其適用於全體員工，旨在確保嚴格遵守有關要求，其中主要包括以下措施：

- 員工應根據工作性質及環境穿著適當的工作鞋；
- 所有化學品、消毒劑及殺菌劑應貼上適當標籤並存放於指定區域；
- 員工接觸患者的血液或體液時，必須穿戴防護服，如口罩、護目鏡或手套；
- 員工於脫下長袍、制服或手套等衣物後，應立即用洗手液洗手；及
- 使用過的注射器必須小心放置於利器收集箱內，以防止發生針刺事故而可能導致血液感染。

A “Fire Safety Policy” is published to ensure a safe working environment. As stipulated in the policy, all fire extinguishing systems must be checked regularly with the date of inspection, and relevant information should be marked on the extinguishers and fire extinguishing systems. Fire extinguishers should be placed in prominent areas without blockage by any obstructions. Staff is trained with fire safety knowledge, such as evacuation routes and the use of fire extinguishers.

Although the spread of COVID-19 has returned to an average level, the Group still recognises the importance of being vigilant and prepared for any potential future challenges that may arise. By prioritising ongoing health and safety measures, staying informed about emerging developments, and implementing effective contingency plans, the Group ensures a resilient and proactive approach to navigating the post-pandemic landscape. As a result, throughout the Reporting Period, the Group has continuously implemented several pandemic prevention measures to safeguard the health and safety of employees and patients at all levels. These measures put into practice include but are not limited to:

- Recommend employees to conduct body temperature checks and wear masks whenever necessary;
- Conduct regular disinfection; and
- Purchase pandemic prevention supplies such as protective masks, disinfectants, and thermometers.

The Group will continuously monitor any potential public health issues and regularly review the relevant countermeasures in accordance with the local government regulations to ensure the effectiveness of the measures.

我們已公布《消防安全政策》以確保安全的工作環境。根據政策規定，所有滅火系統必須於檢查日期定期檢查，滅火器及滅火系統亦應標明相關信息。滅火器應放置於顯眼區域，不得有任何障礙物阻擋。員工已接受消防安全知識的培訓，如疏散路線及滅火器的使用。

雖然 COVID-19 的傳播已回復到正常水平，但本集團深知保持警惕並為未來可能出現的任何潛在挑戰做好準備的重要性。通過優先採取持續健康及安全措施，時刻了解新事態發展，並實施有效應急計劃，本集團確保靈活積極地應對後疫情時代。因此，於整個報告期間本集團一直實施多項防控措施，從多方面保障員工及病人的健康和 safety。具體措施包括但不限於：

- 建議員工在有需要時需接受體溫檢測及佩戴口罩；
- 定期消毒；及
- 購置防護口罩、消毒用品、紅外線測溫設備等防護用品。

本集團將持續監察任何公眾健康事宜，並根據當地政府的規定定期審查相關對策，確保措施行之有效。





## Development and Training

Upon joining the Group, we provide induction training for nurses and other medical health staff to help them familiarise themselves with our service standards, policies, and procedures. Regular performance review is conducted to evaluate the skills and competencies of our staff. We also provide mentoring to our newly joined physicians and nurses so that they can learn techniques from and perform procedures under the supervision of our experienced physicians and nurses. Our administrative and management staff also receive regular training in management skills and business operations.

In Hong Kong, monthly training and regular workshops are provided to our clinical staff to keep abreast of the relevant and latest medical standards, procedures and technology adopted in the centres/hospitals. In Mainland China, our physicians and other medical staff regularly receive technical training on the operation of medical devices, treatment procedures and the latest technologies or developments in their relevant fields.

## 發展及培訓

護士及其他醫療輔助人員加入本集團後，我們會提供入職培訓，幫助彼等熟悉我們的服務標準、政策及程序。我們會定期進行績效評估以評估員工的技能及能力。我們亦為新加入的醫生及護士提供指導，以便彼等可在我們經驗豐富的醫生及護士的監督下學習技術並執行程序。我們的行政管理人員亦會定期接受管理技能及業務運營方面的培訓。

在香港，我們會每個月為臨床醫務人員提供培訓及定期工作坊，以便彼等及時了解眼科中心／醫院採用的相關及最新醫療標準、程序及技術。在中國內地，我們的醫生及其他醫務人員定期接受有關醫療器械操作、治療程序及其相關領域內最新技術或發展的技能培訓。

During the Reporting Period, the Group has provided 28,317.41 hours of training to 1,127 employees. 34%<sup>7</sup> of employees being trained. The average training hours per employee is 8.65 hours<sup>8</sup>. The training details of the Group during the Reporting Period are as follows:

於報告期間，本集團已為1,127名僱員提供28,317.41個小時的培訓。34%<sup>7</sup>僱員已接受培訓。每名僱員的平均培訓時數為8.65個小時<sup>8</sup>。本集團於報告期間的培訓詳情如下：

	Unit 單位	2023 2023年	2022 2022年
<b>Percentage of Trained Employees</b>			
已培訓僱員百分比			
Total 總計	%	34	55
<b>Percentage of Employees Trained by Gender<sup>9</sup></b>			
按性別劃分的已培訓僱員百分比 <sup>9</sup>			
Male 男性	%	22	23*
Female 女性	%	78	77
<b>Percentage of Employees Trained by Employment Category</b>			
按員工類別劃分的已培訓僱員百分比			
Junior Staff 初級職員	%	73	68
Senior Staff 高級職員	%	16	24
Management 管理層	%	11	8

<sup>7</sup> Total percentage of employees trained = Total number of employees trained during the financial year/Total number of employees at the end of the financial year\*100%.

<sup>7</sup> 已培訓僱員總百分比=財政年度已培訓僱員總數/財政年度末僱員總數\*100%。

<sup>8</sup> Average training hours completed per employee = Total number of training hours completed during the financial year/Total number of employees at the end of the financial year.

<sup>8</sup> 每名僱員完成的平均培訓時數=財政年度完成的總培訓時數/財政年度末僱員總數。

<sup>9</sup> Percentage of employees trained among employees participated in training = Number of employees trained by category during the financial year/Total number of employees trained during the financial year\*100%.

<sup>9</sup> 已培訓僱員佔參加培訓僱員百分比=財政年度按類別劃分的已培訓僱員人數/財政年度已培訓僱員總數\*100%。

\* This figure has been restated for a more accurate representation of the percentage of employees trained by gender by the Group in 2022.

\* 該數字已獲重列以更準確呈列本集團於2022年按性別劃分的已培訓僱員百分比。

	Unit 單位	2023 2023年	2022 2022年
<b>Average Training Hours</b>			
平均培訓時數			
Per employees 每名僱員	hours/person 小時／每人	<b>8.65</b>	6.87
<b>Average Training Hours by Gender<sup>10</sup></b>			
按性別劃分的平均培訓時數 <sup>10</sup>			
Male 男性	hours/person 小時／每人	<b>6.27</b>	8.11
Female 女性	hours/person 小時／每人	<b>9.90</b>	3.79
<b>Average Training Hours by Employment Category</b>			
按員工類別劃分的平均培訓時數			
Junior Staff 初級職員	hours/person 小時／每人	<b>7.66</b>	6.38
Senior Staff 高級職員	hours/person 小時／每人	<b>13.92</b>	7.63
Management 管理層	hours/person 小時／每人	<b>9.60</b>	10.66

### Scientific Research and Innovation

C-MER is a professional medical group founded and operated by Dr. LAM Shun Chiu Dennis, and it recognises the importance of research and innovation in improving the quality of medical services. It is committed to bringing new hope to patients through innovative treatments. The Group strives to enhance its competitiveness in China's ophthalmic industry by investing heavily in research and development, partnering with universities to nurture expertise, and building a platform for international academic collaboration to promote industry, academia, and research.

The Group's pursuit of quality medical services is embodied in the "C-MER" brand logo, where the "R" stands for "Pioneering Research". We are committed to realising the Group's vision of establishing C-MER as a national brand for quality Hong Kong-style medical services in four areas: clinical services, management, education, and research.

<sup>10</sup> Average training hours = Number of training hours completed by category during the financial year/Number of employees by category at the end of the financial year.

### 科研創新

希瑪眼科為林順潮醫生創辦及經營管理的專業醫療集團，深明科研創新對提升醫療服務質素之重要性，致力利用嶄新療法為病人帶來新希望。本集團透過大力投資強化科研實力、與大學戰略合作培育專才、並搭建國際學術合作平台，推動產學研融合發展，全方位提升希瑪在中國內地眼科醫療行業的競爭力。

本集團對優質醫療水平的追求，體現於希瑪「C-MER」的品牌標誌，其中「R」代表開創性科研(Pioneering Research)。我們致力從臨床、管理、教學、科研四大方面，實踐本集團的願景，將希瑪打造成全國性的優質港式醫療服務品牌。

<sup>10</sup> 平均培訓時數=財政年度按類別完成的培訓時數／財政年度末按類別劃分的僱員人數。

### **Medical Innovation**

During the Reporting Period, the Group fully responded to the National Eye Health Plan (2021–2025) of China's 14th Five-Year Plan to strengthen eye health research and invest substantial resources to enhance innovation in clinical diagnosis and treatment technology, applied research as well as talent training.

### **Health Hope Pharma – Pioneering Home-Based Chemotherapy**

Founded in 2023 by the Group and Dr. Dennis LAM, "Health Hope Pharma", is a company committed to developing innovative oral anticancer drugs. Our goal is to make home-based chemotherapy a reality. We currently operate research centres in the United States and Hong Kong.

In July 2023, through a US bankruptcy auction, the "Health Hope Pharma" acquired its core technology platform for oral anticancer drugs, the "Orascovery platform". These drugs have the potential to treat metastatic breast cancer, and, in the future, we hope to expand their use to treat a variety of different cancer types.

### **醫療創新**

於報告期間，本集團全力響應國家《「十四五」全國眼健康規劃（2021–2025年）》強化眼健康科研建設，投入大量資源，加強臨床診療技術創新、應用研究與人才培訓。

### **希華醫藥 – 創先河的家居化療**

「希華醫藥」於2023年由本集團及林順潮醫生創立，是一家致力於開發創新口服抗癌藥物的公司。我們的目標是實現家居化療。目前在美國及香港設有研究中心。

2023年7月，通過美國破產拍賣，「希華醫藥」收購其口服抗癌藥物核心技術平台「Orascovery平台」。該等藥物具有治療轉移性乳腺癌的潛力，我們未來希望將其應用擴大到治療各種不同類型的癌症。



**Use of innovative drugs and treatments under “The Measure of Allowing Designated Healthcare Institutions Operating in the GBA to Use Drugs and Medical Devices That Are Registered And Being Used in Hong Kong And Macau But Are Not Yet Registered by National Medical Products Administration (港澳藥械通)” (the “Measure”) in Guangdong Province**

Shenzhen Futian C-MER Dennis Lam Eye Hospital, Guangzhou C-MER Dennis Lam Eye Hospital and Zhuhai C-MER Dennis Lam Eye Hospital are designated medical institutions of the Measure. In July 2023, it hosted the clinical application conference for innovative ophthalmic medical devices under the Measure and the launch ceremony for the first administration of “Brolucizumab Beovu” in Shenzhen. Through the Measure, the Group is bringing new hope to numerous patients who are unsatisfied with existing treatments by integrating more innovative drugs and treatments.

**在廣東省透過「港澳藥械通」使用創新藥物及治療**

深圳希瑪林順潮眼科醫院，廣州希瑪林順潮眼科醫院及珠海希瑪林順潮眼科醫院是「港澳藥械通」指定醫療機構。2023年7月，主辦「港澳藥械通」創新眼科醫療設備臨床應用會議，並在深圳舉行「布羅魯珠單抗Beovu」首次用藥啟動儀式。本集團正透過「港澳藥械通」政策，整合更多創新藥物及治療方法，為眾多不滿足現有治療方案的患者帶來新希望。



*Innovation Drug and Medical Device R&D Transformation Platform*

During the Reporting Period, the Group engaged in in-depth dialogues with several pharmaceutical manufacturers and innovative companies and planning to conduct numerous clinical studies on drugs and medical devices over the coming years. This includes 4 trials for ophthalmic devices, 1 new ophthalmic drug trial, and 3 drug trials for breast cancer. All clinical studies will commence in 2024 in Hong Kong. The creation of the Innovative Drug and Medical Device R&D Transformation Platform is aimed at bringing these global latest top-quality medical products to the Mainland China thereby offering patients improved treatment choices.

*Dr. Dennis LAM's Team's Research Recognised Among 2022 Top Ten Academic Progress in Traditional Chinese Medicine*

The "2022 Top Ten Academic Progress in Traditional Chinese Medicine (2022 年度中醫藥十大學術進展)", hosted by the Chinese Medical Association (中華醫學會), was announced in Beijing, Mainland China on 25 February, 2023. The pioneering work of Dr. Dennis LAM's team in treating COVID-19 using traditional Chinese remedies like Jinhua Qing Gan Granule, Shu Feng Jie Du Capsule, and Jingyin Gubiao Prescription, garnered the top spot.

The team, in a joint effort with Dr. Dennis LAM's team from the Beijing Hospital of Traditional Chinese Medicine affiliated with Capital Medical University, the University of Karachi in Pakistan, and Hong Kong Baptist University, conducted a multi-centre, randomised, double-blind, placebo-controlled clinical study in Pakistan. Their findings confirmed that Jinhua Qing Gan Granule can significantly increase clinical effectiveness, reduce the risk of severe symptoms, and shorten the relief time for individual symptoms in the treatment of COVID-19. The research was published in *Frontiers in Medicine* in 2022.

*創新藥物及醫療器械研發轉型平台*

於報告期間，本集團與多家製藥廠商及創新企業進行深入對話，計劃在未來數年內進行多項藥物及醫療器械的臨床研究。其中包括4項眼科器械試驗、1項眼科專用新藥試驗和3項乳癌藥物試驗。所有臨床研究將於2024年在香港開展。創新藥物及醫療器械研發轉型平台創立旨在將全球最新的頂級醫療產品引入中國內地，從而為患者提供更好的治療選擇。

*林順潮醫生團隊研究獲列入2022年度中醫藥十大學術進展*

由中華醫學會主辦的「2022年度中醫藥十大學術進展」於2023年2月25日在中國北京發布。林順潮醫生團隊採用金花清感顆粒、疏風解毒膠囊和金銀固表方等中藥療法治療新冠病毒，此項研究開創先河，高踞首位。

團隊與首都醫科大學附屬北京中醫醫院的林順潮醫生團隊、巴基斯坦卡拉奇大學及香港浸會大學合作，在巴基斯坦進行了一項多中心、隨機分配和雙盲的安慰劑對照臨床研究。研究結果證實，在治療新冠病毒時，金花清感顆粒能顯著提高臨床療效，減低重症風險，並縮短個別症狀減輕的時間。該研究在2022年的《醫學前沿》期刊 (*Frontiers in Medicine*)發表。



In March 2022, during the peak of the fifth wave of the pandemic in Hong Kong, Dr. Dennis LAM's took the initiative to establish the "Hong Kong Alliance of Integrated Medicine Against COVID (香港中西醫結合抗疫聯盟)". This initiative received widespread support from key figures in the Western medicine community, Chinese medicine community, politics, associations, and various sectors.

Dr. Dennis LAM's strongly advocates for the synergy of Chinese and Western medicine in treating COVID-19, believing that the combination is greater than the sum of its parts. In collaboration with local universities in Hong Kong, the team continues to conduct a series of research related to treating COVID-19.

2022年3月，香港正值第五波疫情高峰期，林順潮醫生發起成立「香港中西醫結合抗疫聯盟」。此項倡議得到西醫界、中醫藥界、政界、社團聯會、社會各界知名人士的廣泛支持。

林順潮醫生大力提倡中西醫結合治療新冠病毒，認為並行治療能達至整體大於總和的效果。團隊與香港本地大學合作，繼續開展一系列與治療新冠病毒有關的研究。



### Labour Standards

We comply with all relevant laws and regulations that have a significant impact on us relating to forced and child labour, including but not limited to the “Employment Ordinance” of Hong Kong and “Provisions on the Prohibition of Using Child Labour (禁止使用童工規定)” and “Labour Law of the People’s Republic of China (中華人民共和國勞動法)” of the Mainland China.

The Group guarantees that no employee is made to work against his/her will, work as forced labour, or be subject to coercion related to work. To avoid child labour, the Human Resources and Administration Department performs detailed interview screening procedures on each candidate. A thorough background check is conducted to verify personal data stated on the application form by examining the applicant’s original identity card and making detailed inquiries to ensure that we do not employ child labour. To avoid forced labour, the Group has set out the relevant working hours and rest time entitlements of employees in the “Employee Handbook”.

If any irregularities are found to be involved, such as the provision of false personal data and unauthorised forced labour, we would immediately investigate the incident and take disciplinary actions against related parties once the incident has been confirmed.

In addition, employees can voice out the injustice they face through the whistleblowing channels. Our management will investigate any reported cases immediately and take further follow-up actions if necessary. During the Reporting Period, the Group has complied with all applicable labour laws and regulations.

### 勞工準則

我們遵守所有對我們有重大影響的強制勞工及童工相關法律及規例，包括但不限於香港的《僱傭條例》以及中國內地的《禁止使用童工規定》及《中華人民共和國勞動法》。

本集團保證絕不逼使任何員工違背自身意願接受工作、強迫勞動，又或受到與工作有關的脅迫。為避免出現童工事件，人力資源及行政部門對每名求職者執行詳細的面試篩選程序。我們通過檢查應聘者的身份證正本並仔細詢問其情況，進行徹底的背景調查，以核實申請表格上聲明的個人信息，從而確保我們不會僱用童工。為避免出現強迫勞動，本集團在《員工手冊》中規定了員工的相關工時和應有的休息時間。

如發現任何違規行為，例如提供虛假個人資料及未經授權而強迫勞動，我們會即時調查事件，一經證實，便會對相關人士作出紀律處分。

此外，員工亦可通過舉報渠道反映所面臨的不公平待遇。如有任何舉報個案，我們的管理層會即時展開調查，並在必要時採取進一步跟進行動。於報告期間，本集團一直遵守所有適用的勞工法律及規例。

## Supply Chain Management

Our suppliers primarily include distributors of pharmaceuticals, medical consumables, and intraocular lenses. We strive to engage our suppliers and actively work with them to achieve the Group's standards on business ethics, environment, and health and safety. We have formulated "Supply Chain Management Risk Prevention (供應鏈管理的風險防範)", which develops a mechanism for coordinating all suppliers, manufacturers, dealers, and other resources in the supply chain to provide qualified products or services to the Group at the lowest possible cost.

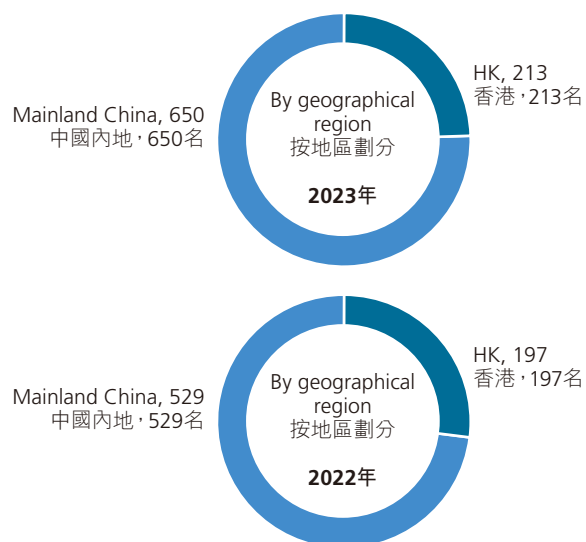
In selecting suppliers, we conduct rigorous assessments based on several criteria via the "Supplier Appraisal Record Form (供應商考核記錄表)" and "Supplier Evaluation and Selection Principle (供應商評估及挑選原則)", including product quality and source, service status, price, reputation in the industry and delivery time, allowing us to classify suppliers into different grades and determine whether to purchase products from them. Environmentally friendly drugs with high-quality standards would be more favourable. Generally, we will check whether the potential suppliers obtained licenses and permits to operate their business, such as business licenses, GMP and/or GSP Certificates. Suppliers that our Clinic Manager approved would be shortlisted in our "Drug Vendor List". These measures ensure that our clients are treated with quality medical consumables. In addition, the Group has established a stringent and standardised procurement system and supplier selection process, and has implemented relevant practices relating to engaging suppliers to all suppliers within the reporting scope.

## 供應鏈管理

我們的供應商主要包括藥品、醫療耗材及人工晶體的分銷商。我們致力與供應商進行溝通並與彼等積極合作，以達到本集團在商業道德、環境、健康與安全方面的標準。我們制定了「供應鏈管理的風險防範」，建立機制協調供應鏈上的所有供應商、製造商、經銷商及其他資源，以盡可能低的成本為本集團提供優質產品或服務。

在甄選供應商時，我們參考《供應商考核記錄表》和《供應商評估及挑選原則》，根據多項準則進行嚴謹的評估，包括品質及來源、服務狀況、價格、業內評價和交貨時間，從而我們可把供應商分為不同等級，決定是否向其採購產品。高品質且不造成環境污染的藥品會更受到我們的青睞。一般情況下，我們將檢查潛在供應商是否已獲得業務經營的牌照及許可，例如營業執照、GMP及／或GSP證書。經門診經理核准的供應商將被列入我們的「藥品供應商名單」。該等措施確保我們的客戶獲得優質的醫療耗材。此外，本集團亦建立了有嚴格規範的採購制度及供應商甄選流程，並對報告範圍內的所有供應商採取如同聘用供應商的做法。

As of 31 December 2023, there are approximately 863 (2022: 726) approved suppliers, with the following showing the corresponding number of suppliers by geographical region. The increase in the number of suppliers is attributed to the Group's expansion of business units and operational services in the Reporting Period. The breakdown of the number of suppliers by geographical region is as follows:



於2023年12月31日，約有863家（2022年：726家）經核准供應商，下圖展示了按地理區域劃分的相應供應商數目。供應商數目增加由於本集團於報告期間拓展業務單位及營運服務。按地區劃分的供應商的數目明細如下：

### Product and Service Responsibility

We comply with all relevant laws and regulations relating to health and safety, products and services provided, and methods of redress in Hong Kong and Mainland China, which significantly impact us.

We are principally engaged in the provision of medical services in Hong Kong and Mainland China, including but not limited to the service of ophthalmic, dental, general practitioner (GP), medical aesthetics, oncology and clinical research, and the sales of vision-aid products and medical consumables. Our ophthalmic services are outpatient or day-care procedures, performed under local anaesthesia. Our physicians specialise in cataracts, glaucoma, strabismus refractive surgeries, and other eye diseases, including corneal and vitreoretinal diseases. Our dentists have expertise and qualifications across a wide range of speciality areas, covering general dentistry, orthodontics and implantology. As for other medical services, our physicians and dentists are also experts with related professional qualifications. During the Reporting Period, the Group has not been involved in instigating and/or carrying out any product recall for safety and health reasons.

### 產品及服務責任

在香港和中國內地，我們遵守所有對我們有重大影響且提供產品和服務的健康和安全以及補救方法的相關法律和法規。

我們主要從事在香港及中國內地提供醫療服務包括但不限於眼科、牙科、全科、醫療美容、腫瘤科及臨床研究服務以及銷售視力輔助產品及醫療耗材。我們的眼科服務為門診或日間護理流程，實行局部麻醉。我們的醫師專攻白內障、青光眼、斜視及屈光手術及角膜、玻璃體視網膜疾病等其他眼科疾病。我們的牙醫具備多種專業領域的專識和資格，涵蓋普通牙科、正畸科及種植科。就其他醫療服務而言，我們的醫生及牙醫亦擁有相關專業資格的專業知識。於報告期間，本集團並無就安全及健康理由發起及／或進行任何產品回收行動。

## Advertising and Labelling

We comply with all relevant laws and regulations that have significant impacts on us relating to advertising, including but not limited to Mainland China's "Measures for the Administration of Medical Advertisements (醫療廣告管理辦法)" and Hong Kong's "Undesirable Medical Advertisements Ordinance" to prevent the public suffering from health issues through the prohibition and restriction on advertisements which are likely to induce the seeking of improper handling of certain health conditions.

According to the "Pharmacy and Poisons Ordinance", we strictly monitor the sale and labelling of products which are classified as pharmaceutical products and medicines. The "Pharmacy and Poisons Ordinance" also requires all pharmacists in Hong Kong to be registered with the "Pharmacy and Poisons Board" and shall not practice without a valid practising certificate.

## Complaint Handling

We care about the feedback and comments received from our clients, especially regarding the services we provide. Through establishing a comprehensive medical dispute handling procedure, we listen attentively to our clients to continuously enhance our services in a timely manner.

Eye centres/hospitals in Mainland China have set up a "Medical Complaint/Dispute/Accident Handling Procedures (醫療投訴／糾紛／事故處理流程)" for relevant staff to follow when medical disputes are received from patients. For any disputes forwarded to the department head, the department head would record the details of the complaints onto the "Hospital Complaint Registration Form (醫院投訴登記表)" for follow-ups and documentation. We have formulated a "Medical Dispute/Accident Mediation Leadership Team (醫療糾紛／事故調解領導小組)" for further investigating and handling the disputes that cannot be resolved by the "Medical Department (醫務科)" and the "Nursing Department (護理部)". We hope all parties will voluntarily reach a mediation consensus based on fair negotiation to resolve the medical disputes.

## 廣告及標籤

我們遵守所有對我們有重大影響的廣告相關法律及規例，包括但不限於中國內地的《醫療廣告管理辦法》和香港的《不良廣告(醫藥)條例》，透過禁止及限制可能引導市民就若干病況尋求不當治理方法的廣告，從而避免公眾健康受到影響。

根據《藥劑業及毒藥條例》，我們嚴格監察藥劑製品及藥物類產品的銷售和標籤。《藥劑業及毒藥條例》亦規定香港所有的藥劑師須向「藥劑業及毒藥管理局」註冊且無有效執業證明書者不得從業。

## 投訴處理

我們重視客戶的反饋及意見，尤其是關於我們所提供服務的反饋及意見。透過建立全面的醫療糾紛處理流程，我們專心傾聽客戶的反饋及意見，以及時並持續地提升服務。

中國內地的眼科中心／醫院已設立《醫療投訴／糾紛／事故處理流程》，於患者發生醫療糾紛時供相關員工遵循。就轉交部門主管處理的任何糾紛，部門主管會將投訴詳情記錄在「醫院投訴登記表」上，以便追蹤及歸檔。我們已成立「醫療糾紛／事故調解領導小組」，進一步調查及處理「醫務科」及「護理部」無法解決的糾紛。我們希望各方在平等協商基礎上自願通過調解達成共識，解決醫療糾紛。

In Hong Kong, we have established a “Handling Client Enquiries and Complaints” procedure to formulate the complaint handling procedures. Our clinic managers are responsible for handling complaints from our clients, and all complaints received will be recorded in writing and submitted to Dr. Dennis LAM and Dr. Vincent LEE for review and follow-up recommendations. All documents and reports will be kept appropriately, and we aim to resolve all complaints, other than those involving medical incidents or alleged negligence, within one month from the date of the relevant complaint. When the complaint is handled and resolved, a follow-up response will also be communicated to the relevant client.

During the Reporting Period, there were 15 complaints brought by patients of our Shenzhen Xinan C-MER Dennis Lam Eye Hospital, Shanghai C-MER Vision Eye Hospital and Shenzhen CKJ Group. The Group have engaged lawyers to resolve the medical dispute, and the majority of the complaints have been resolved through coordination, while two remain in the process of communication and under consideration.

### **Service Quality Assurance**

According to the “Medical Registration Ordinance”, all practising medical practitioners (the “Registered Medical Practitioners”) in Hong Kong are registered with the Medical Council of Hong Kong and shall not practice medicine, surgery or midwifery in Hong Kong or any branches of medicine or surgery in Hong Kong, without a valid practising certificate. Similarly, in accordance with the “Dentists Registration Ordinance”, all dentists in Hong Kong are registered with the Dental Council of Hong Kong and shall not practice dentistry without a valid practising certificate. In addition, all of our nurses and other allied health professionals have to comply with the code of professional conduct or discipline as applicable to them.

Our professional medical team in Mainland China comprises overseas ophthalmologists, physicians, anaesthetists, dentists, nurses, and other supporting health professionals registered per the relevant healthcare administrative authorities in Mainland China.

於香港，我們已設立《處理客戶查詢及投訴》，以制定投訴處理流程。我們的門診經理負責處理客戶投訴，且所有的投訴均會以書面記錄並上報林順潮醫生及李佑榮醫生，供彼等審查及提供後續意見。所有文件及報告將妥善保存，且我們旨在於相關投訴日期起一個月內解決所有投訴，涉及醫療事故或指稱疏忽的投訴除外。投訴得到適當處理及解決後，我們亦會將後續回應告知相關客戶。

於報告期間，深圳新安希瑪林順潮眼科醫院、上海希瑪瑞視眼科醫院及深圳愛康健集團的病人提出15宗投訴。本集團已聘請律師處理該醫療糾紛，大部分投訴均已透過調解解決，其餘兩宗仍在溝通考量中。

### **服務質量保證**

根據《醫生註冊條例》，所有香港執業醫生（「註冊醫生」）均須向香港醫務委員會註冊，且除非持有有效的執業證明書，否則不得在香港從事內科、外科或助產科執業或在香港從事內科或外科的任何分科的執業。同樣，根據《牙醫註冊條例》，香港所有牙醫均於香港牙醫管理委員會註冊，欠缺有效的執業牌照，不得從事牙醫工作。此外，我們的所有護士及其他輔助醫療專業人士須遵守適用的專業行為守則或紀律。

我們於中國內地的專業醫療團隊包括海外眼科醫生、醫師、麻醉師、牙醫、護士及其他輔助醫療專業人士，彼等均於中國內地相關醫療管理部門註冊。



The Group places great emphasis on its medical services. During the Reporting Period, we conducted a satisfaction questionnaire to receive customers' feedback and received an overall rating of over 9.04 out of 10. This is conducive to enhancing our services based on the customers' experience.

We regularly check the medical service systems and equipment to maintain functionality and efficiency, ensuring the equipment is operated normally. The temperature and humidity of the operating rooms are maintained in a standard range to guarantee the work environment is up to standard.

### Data Protection and Privacy

We comply with all relevant laws and regulations that significantly impact us regarding privacy.

Our "Client Privacy Policies" is to comply with "Personal Data (Privacy) Ordinance" of Hong Kong and "Personal Information Protection Law" (個人信息保護法) of Mainland China. The policy is also to comply with all relevant codes of practice and guidelines issued by the Privacy Commissioner to ensure that the information is collected for specific purposes and that only designed staff has access to it.

As stipulated in our "Client Privacy Policies", we have put in place standard procedures to collect personal data in a legal and fair manner with the purposes clearly explained to the patients. We take reasonable steps to protect personal data and medical records from unauthorised access, handling, deletion, or use. Access controls are in place in the workstations to prevent unauthorised access to confidential information. Important information is regularly backed up to prevent data loss, whilst operating systems and software are regularly updated to prevent hackers from accessing and exploiting stored data. In addition, the "Handling Client Enquiries and Complaints" guides our staff on how to protect patients' confidential information when they receive enquiries from different means. Within the "Employee Handbook", all employees are required to protect the sensitive information and patients' personal information obtained when performing the job duties. Information should not be disclosed to any third parties unless and to the extent that it is necessary to make such disclosure. If there is any leakage of the Group's confidential information, the Group may impose fines, administrative penalties or pursue legal liabilities against the parties concerned to protect the best interest of the Group and its clients.

本集團重視其醫療服務。於報告期間，我們進行滿意度問卷調查，以聽取客戶的反饋，並取得在10分中9.04分的整體評級。此舉有利於我們根據客戶體驗提高我們的服務。

我們定期檢查醫療服務系統及設備，以維持其性能及效率並確保有關設備正常運行。手術室的溫度及濕度維持在標準的範圍內，保證工作環境符合標準。

### 資料保護及私隱

我們遵守所有對我們有重大影響的私隱相關法律及法規。

我們的《客戶私隱政策》須符合香港的《個人資料(私隱)條例》及中國內地的《個人信息保護法》。政策亦旨在遵守私隱專員頒佈的所有相關實務守則及指引，確保收集的資料作特定用途，且僅可由指定人士查閱。

根據《客戶私隱政策》的規定，我們已制定標準程序，合法及公平地收集個人資料，並向患者清楚闡明收集目的。我們採取合理措施保障個人資料及病歷檔案，杜絕未經授權查閱、處理、刪除或使用的情況。工作站設有存取控制，以防未經授權查閱機密資料。重要資料會定期備份以免數據丟失，同時操作系統及軟件會定期更新，以防黑客存取及利用存儲數據。此外，《處理客戶查詢及投訴》指引員工在接受不同形式的查詢時如何保障患者的保密資料。根據《僱員手冊》，所有僱員於履行工作職責時須保障所獲取的敏感資料及患者個人資料。除非有必要作出披露，否則不得向任何第三方披露有關資料。倘出現任何本集團機密資料洩漏的情況，本集團可能會對涉事人士提出罰款、行政處罰或追究法律責任，以維護本集團及其客戶的最佳利益。

### Intellectual Property Rights

We have registered trademarks which are important to our business. We regularly monitor whether our trademarks are being infringed. We are committed to protecting intellectual property rights which we handle with great care during our daily operations.

### Anti-corruption

We comply with all relevant laws and regulations with regard to bribery, extortion, fraud and money laundering in Hong Kong and Mainland China, which have significant impacts on us, including but not limited to the “Prevention of Bribery Ordinance” of Hong Kong, “Criminal Law of the People’s Republic of China (中華人民共和國刑法)” and “Anti-Money Laundering Law of the People’s Republic of China (中華人民共和國反洗錢法)”.

We uphold business philosophies of probity and integrity as our core values, and we deliver our values through the formulation of the “Anti-bribery Policy”. All directors and employees must strictly follow the Group’s policy to prevent potential bribery, extortion, fraud and money laundering.

To create a law-abiding, honest, clean, self-disciplined, quality service as our core philosophy, we distributed an “Employee Handbook” to each of our staff before the commencement of work. It reminds our employees not to use any information obtained from work to solicit or be solicited any benefits from other third parties. The Group has also formulated the “Anti-bribery and Anti-corruption Regulations (反賄賂、反貪污管理規定)”, which require hospital executives, purchasing personnel, marketing personnel and financial officers to refrain from offering, soliciting, and accepting bribes. Otherwise, legal action will be taken against any staff member who conducts corrupt practices. In addition, the Group will conduct an annual audit and evaluation of relevant personnel for anti-corruption and anti-bribery purposes in order to identify the reasons and hidden dangers that may occur and create commercial bribery.

### 知識產權

我們的註冊商標對我們的業務至關重要。我們會定期監控我們的商標是否遭到侵權。我們致力於保護知識產權並於日常運營中格外謹慎地處理知識產權。

### 反貪污

我們遵守香港及中國內地對我們有重大影響的所有賄賂、勒索、欺詐及洗黑錢相關的法律及規例，包括但不限於香港的《防止賄賂條例》、《中華人民共和國刑法》及《中華人民共和國反洗錢法》。

我們堅持誠信及正直的商業理念作為我們的核心價值觀，並通過制訂《反賄賂政策》以實現我們的價值觀。全體董事及僱員都必須嚴格遵守本集團的政策，以防潛在的賄賂、勒索、欺詐及洗錢。

為締造遵紀守法、誠信廉潔、紀律嚴明、服務高質的核心理念，我們於入職前向每位員工發放《僱員手冊》，以提醒僱員不要利用從工作中獲得的任何信息來向其他第三方謀取任何利益或為他人向其他第三方謀取任何利益。本集團亦制定《反賄賂、反貪污管理規定》，要求醫院管理人員、採購人員、營銷人員及財務人員不得行賄、索賄及受賄。否則，任何有貪污行為的員工都會被訴諸法律。此外，本集團每年都會對相關人員進行一次反貪污、反賄賂的審計及評估，以識別可能導致及發生商業賄賂的原因及隱患。

The Group also provides several whistleblowing channels, including a dedicated post box, hotline, and email address, which encourage employees to raise concerns and report any suspected corruption-related complaints. Employees will be protected from punishments or unfair treatment for disclosing concerns in good faith in accordance with these procedures. In return, the respective channels enable management to be informed at an early stage about acts of misconduct.

With the above anti-corruption mechanisms, we aim to develop a culture of openness, accountability and integrity among all directors and employees. During the Reporting Period, no concluded legal cases regarding corrupt practices were brought against the Group or our employees. All Directors of the Company have received corporate governance training provided by the Group before listing or upon their appointment so that the Directors clearly understand their responsibility and exercise their fiduciary duties. The Group offers new employee induction training, which includes training in relation to basic employee ethics, such as anti-corruption. The Group will closely monitor the regulatory development and arrange relevant anticorruption training for our employees and directors, where necessary.

### Community Investment

We recognise the importance of giving back to the society. Therefore, we encourage our staff to participate in various activities primarily related to the medical field for their contribution to our local communities. By participating in social services, we are better connected with the community and understand its needs and concerns.

The Group invested in establishing sustainable communities in places where the Group operates. During the Reporting Period, the Group organised and participated in a total of 595 volunteering activities in Mainland China, with our employees' contribution of about 3,468.50 volunteer hours<sup>11</sup>.

<sup>11</sup> To better illustrate and present our employees' contribution in the participation of volunteer activities for the pursuit of community investment, the number of total volunteer hours disclosed during the Reporting Period has been presented in the aggregate hours of charitable activities contributed by each of our participating employee.

本集團亦提供多個舉報渠道，包括專用的郵箱、熱線及電子郵件地址，鼓勵僱員提出疑慮並報告任何涉嫌貪污的投訴。根據該等程序，員工將受到保護，避免因善意披露疑慮而受到懲罰或不公平待遇。相應的渠道亦使管理層能夠於早期階段了解不當行為。

通過上述反貪污機制，我們旨在為所有董事及僱員孕育坦誠開放、具責任感及正直的文化。於報告期間，本集團或我們的僱員概無牽涉有關貪污行為的已結案法律案件。本公司全體董事於上市前或獲委任後均接受本集團提供的企業管治培訓，以便董事清楚了解自己的責任並行使其受託責任。本集團為新員工提供入職培訓，其中包括與員工基本道德規範有關的培訓，如反貪污。本集團將密切關注監管動態，必要時為員工及董事安排相關的反貪污培訓。

### 社區投資

我們理解回饋社會的重要性。因此，我們鼓勵員工參與各種活動，主要是醫療領域相關活動，貢獻本地社區。通過參與社會服務，我們可以更好地與社區建立聯繫，並了解其需求及關注的事宜。

本集團投放資源在業務所在地區建設可持續發展社區。於報告期間，本集團在內地舉辦及參與合共595項義工活動，員工貢獻義工服務時數約3,468.50小時<sup>11</sup>。

<sup>11</sup> 為更好地闡述及展示員工於參與義工活動的貢獻，以實行社區投資，報告期間披露的義工服務總時數以每名參與員工所貢獻的慈善活動合計時數表示。

### ***Pandemic Prevention and Control***

C-MER is dedicated to safeguarding public health. Our medical team is deeply involved in and supportive of the fight against the COVID-19 pandemic in Hong Kong and Mainland China, contributing to the well-being of our society.

#### ***Rapid test kits given away***

In mid-2023, the Group supported two legislator-organised Mid-Autumn Festival events and the National Day Afternoon Tea for the Elderly, where rapid test kits were given to the public as a reminder to protect against viruses, and as a “gatekeeper” in the community to safeguard the health and safety of the community.

#### ***“Regional Influenza Vaccination Outreach Initiative (地區流感疫苗外展接種計劃)”***

In December 2023, Hong Kong teamed up with the South District Community Health Centre, achieving a successful round of influenza vaccinations for 200 community members. The enthusiastic response from locals to the flu shot was a significant boost to public health safety.

#### ***“Bright Eyes & Shiny Teeth” Cross-Border Care | C-MER Offers Flu Vaccinations for Cross-Border Students at Fung Kai No.1 Primary School***

In March 2023, the Group coordinated a “Bright Eyes & Shiny Teeth” cross-border care event at the Fung Kai No.1 Primary School in Sheung Shui, Hong Kong. The event began with the vaccination team administering flu vaccinations to over 180 cross-border students. Through this initiative, the Group aims to embark on a comprehensive health journey with these students, focusing on “eyes + mouth”.

### ***支援疫情防控工作***

希瑪眼科守護市民健康，我們醫療團隊在香港和內地深度參與和支持抗擊新冠疫情的工作，為促進社會安康貢獻力量。

#### ***派發快速檢測試劑盒***

於2023年中，本集團支持兩項由立法會議員舉辦的中秋節活動及國慶長者下午茶聚，向市民派發快速檢測試劑盒，提醒市民預防病毒，並在社區擔當「守門員」，保障市民的健康和安全。

#### ***「地區流感疫苗外展接種計劃」***

於2023年12月，香港與南區地區康健中心合作，成功為200名社區居民接種了流感疫苗。當地居民對流感疫苗的熱烈反應極大地促進了公共衛生安全。

#### ***「明眸皓齒」跨境關愛 | 希瑪眼科為鳳溪第一小學跨境學童接種流感疫苗***

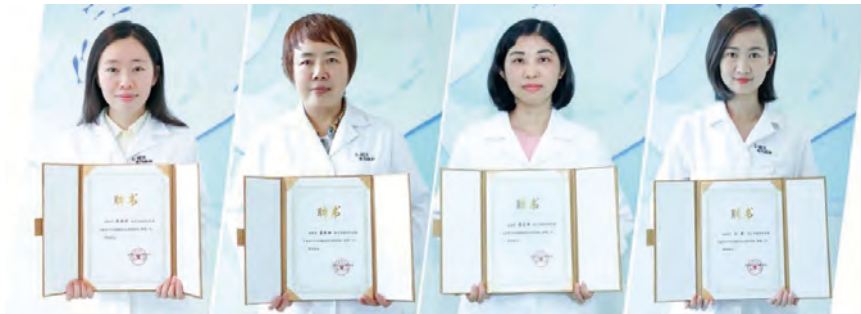
於2023年3月，本集團於香港上水鳳溪第一小學舉辦「明眸皓齒」跨境關愛活動。活動伊始，疫苗接種團隊為超過180名跨境學童注射流感疫苗。通過這一舉措，本集團期望與跨境學童一起，踏上「眼+口」全方位為健康旅程。

*C-MER (Shenzhen)'s Four Doctors Named "First Batch Lecturers for Myopia Prevention and Control Outreach Team for Children and Youth in Futian District"*

To effectively manage the prevention and control of myopia in children and adolescents in Shenzhen and lower the myopia rate, the Futian District Education Bureau recently hosted the "2023 Shenzhen Children and Youth Comprehensive Myopia Prevention and Control Work Promotion Meeting". At this meeting, four doctors from Shanghai C-MER Vision Eye Hospital Co., Ltd – Yuan Jianhong, Yang Yuzhu, Chen Lizhen, and Jiang Ying – were named as "First Batch Lecturers for Myopia Prevention and Control Outreach Team for Children and Youth in Futian District".

*深圳希瑪四名醫生獲任命為「福田區首批兒童青少年近視防控宣講團講師」*

為有效管理深圳兒童及青少年近視防控工作及減低近視率，福田區教育局近期舉辦了「2023年深圳市兒童青少年綜合近視防控工作推進會」。會議上，上海希瑪瑞視眼科醫院有限公司四名醫生（袁劍虹、楊玉珠、陳麗珍、江英）獲任命為「福田區首批兒童青少年近視防控宣講團講師」。





*Renowned Enterprises Health Tour | C-MER & Shenzhen CKJ Group join hands to protect Vivo employees' "Bright Eyes & Shiny Teeth"*

To raise the general public's awareness of oral and eye care, on 1 August 2023, Shenzhen C-MER Dennis Lam Eye Hospital and Shenzhen Xinan C-MER Dennis Lam Eye Hospital, together with Shenzhen CKJ Group, carried out the theme of "Bright Eyes & Shiny Teeth, Renowned Enterprises Health Tour" for more than 3,000 employees of Vivo Holding Limited (vivo) Futian and Baoan branches to help guard the employees' "eyes + mouth" health. Due to the fast pace of life and high work pressure, employees in the workplace are prone to suffer from some unique eye and oral diseases, while some of them have no time to seek medical treatment, which can easily delay the condition and jeopardize their health. To solve this situation, the Group sends health messages to the enterprises, popularises the knowledge of "eyes + mouth" health, provides examination and advocates a healthy lifestyle, to enhance the happiness index of everyone.

*名企健康行|希瑪眼科攜手深圳愛康健集團為Vivo員工送去「明眸皓齒」*

為提高公眾對口腔和眼睛保健的意識，於2023年8月1日，深圳希瑪林順潮眼科醫院及深圳新安希瑪林順潮眼科醫院連同深圳愛康健集團為維沃控股有限公司(vivo)福田及寶安區分處的3,000多名員工舉辦主題為「明眸皓齒，名企健康行」的活動，保障員工的「眼+口」健康。由於生活節奏快，工作壓力巨大，職場員工較容易患上若干特有的眼疾和口腔疾病，而部分員工又無暇就醫，容易耽誤病情，危害健康。針對這種情況，本集團向企業提供健康建議，科普「眼+口」健康的知識，提供檢查及倡導健康的生活方式，提升大家的幸福指數。





*Renowned Enterprises Health Tour | C-MER Enter Shenzhen MTC Co., Ltd., (the "Shenzhen MTC) Safeguarding Bright Eyes & Shiny Teeth*

To enhance the awareness of dental and eye health among the public, on 23 November 2023, Shenzhen C-MER Dennis Lam Eye Hospital and Shenzhen CKJ Group were invited to Shenzhen MTC Co., Ltd. (002429), a listed company in Small and Medium Enterprise Board (the "SME") of Shenzhen Stock Exchange (the "SZSE"), to carry out the "Bright Eyes & Shiny Teeth, Renowned Enterprises Health Tour" themed event. With the original intention of healthcare professionals, they aim to assist in safeguarding the eye and oral health of employees of Shenzhen MTC and their families.



*名企健康行|希瑪眼科走進深圳市兆馳股份有限公司(「兆馳股份」),員工收獲明眸皓齒*

為提高公眾對牙齒及眼睛健康的意識，於2023年11月23日，深圳希瑪林順潮眼科醫院及深圳愛康健集團受邀到深圳市兆馳股份有限公司(002429)(一間於深圳證券交易所(「深交所」)中小企業板(「中小板」)上市的公司)，舉辦主題為「明眸皓齒名企健康行」的活動。專業醫護團隊堅守初衷，志在協助保障兆馳股份員工及其家人的眼睛及口腔健康。



*The "Charity Brightness Campaign in Eastern Guangdong – Bringing Brightness to the Beneficiaries in Jieyang City" event was launched at C-MER (Jieyang)*

The "Charity Brightness Campaign in Eastern Guangdong – Bringing Brightness to the Beneficiaries in Jieyang City" event was launched at Jieyang C-MER Dennis Lam Eye Hospital. This initiative aims to provide high-quality eye health examinations and treatment services to disadvantaged beneficiaries throughout the city, thereby further enhancing the societal support for the military. It actively guides social forces to show care and support for retired servicemen and other beneficiaries, ultimately contributing to our city's efforts to become a national model city.

*揭陽希瑪啟動「粵東慈善光明行—為揭陽市優撫對象送光明」活動*

揭陽希瑪林順潮眼科醫院啟動「粵東慈善光明行—為揭陽市優撫對象送光明」活動。此舉旨在為全市各地困難優撫對象提供高品質眼部健康檢查和治療服務，進一步豐富社會化擁軍內涵，積極引導社會力量關心關愛退役軍人和其他優撫對象，助推我市創建全國雙擁模範城。



#### **Awards and Commendation**

The various awards won by C-MER in 2023, ranging from corporate accolades, and brand strengths to social responsibility, are a testament to the high level of recognition the Group has received from the community in different aspects of its business operations.

#### **Asia-Pacific Journal of Ophthalmology Ranked 7th among Global Ophthalmology Academic Journals**

Asia-Pacific Journal of Ophthalmology (APJO), founded and edited by Dr. LAM Shun Chiu Dennis, made its debut in the top ten global ophthalmology journals in the 2023 Journal Citation Reports with an impact factor of 4.4. Its latest ranking is 1st in Asia, 1st in the Asia-Pacific region, and 7th globally.

#### **獎項及嘉許**

希瑪眼科於2023榮獲眾多獎項，範疇由企業榮譽、品牌優勢以至社會責任，印證了本集團在業務營運的不同層面，廣受社會各界的高度認同。

#### **《亞太眼科雜誌》眼科學術期刊全球排名第7**

林順潮醫生創辦和主編的《亞太眼科雜誌》(Asia-Pacific Journal of Ophthalmology, APJO)，在2023年發布的《期刊引證報告》(Journal Citation Reports)眼科類別中，APJO以「4.4的影響因子」首次進入全球眼科期刊十大，最新排名為亞洲第1、亞太第1、全球第7。

**Asia Pacific Journal of  
Ophthalmology**

**Impact Factor  
4.4\***

\*2022 Journal Impact Factor, Journal Citation Reports (Clarivate Analytics, 2023)

**Dr. Dennis LAM Tops the Asia-Pacific Eye 100 – Most Influential Ophthalmologists 2022 List**

The 38th Asia-Pacific Academy of Ophthalmology (APAO) Annual Meeting was grandly held in Kuala Lumpur, Malaysia. Thousands of ophthalmic colleagues from the Asia-Pacific region and around the world gathered to deeply discuss the prevention and treatment of eye diseases and to share the latest clinical and basic research achievements in the field of ophthalmology. The highlight of this year's annual meeting was the announcement on 23 February of the results of the selection of the Asia-Pacific Eye 100 – Most Influential Ophthalmologists 2022 (the "Asia-Pacific Eye 100") organized by the Asia-Pacific Journal of Ophthalmology (APJO). The Asia-Pacific Eye 100 aims to recognise and encourage 100 of the most influential ophthalmologists in the Asia-Pacific region and globally who have made outstanding and important contributions to ophthalmology. A total of 176 ophthalmic experts from 17 countries in the Asia-Pacific region were nominated for this selection. The evaluation was conducted in two rounds, with the first round selecting the top 100 ophthalmologists, and the second round selecting the winners from first to tenth place. Dr. Dennis LAM from the Hong Kong Special Administrative Region of China topped the list. Dr. Dennis LAM has been on the list for six consecutive terms, making him the Chinese ophthalmologist with the most honours.

**林順潮醫生榮登2022亞太最具影響力眼科醫師100強榜首**

第38屆亞太眼科學會(APAO)年會在馬來西亞吉隆坡隆重舉行，來自亞太地區以至世界各地的數千名眼科同仁共襄盛會，深入研討眼病防治，分享眼科領域的最前沿臨床與基礎研究成果。在今年的年會上，最令人矚目的是在2月23日，公佈由《亞太眼科雜誌》(APJO)舉辦的“2022亞太最具影響力眼科醫生100強”(Asia-Pacific Eye 100 – Most Influential Ophthalmologists 2022；以下簡稱「亞太眼科100強」)的評選結果。「亞太眼科100強」由APJO籌辦，旨在表彰及鼓勵為亞太地區以至全球的眼科做出傑出和重要貢獻的100位亞太地區最具影響力的眼科醫生。此次共有來自亞太地區17個國家的176位眼科專家獲得提名，評審分兩輪進行，第一輪選出眼科100強，而第二輪則選出第1至第10名的得獎者。中國香港特別行政區的林順潮醫生榮登榜首。林順潮醫生連續6屆上榜，成獲此殊榮最多的中國眼科醫生。



**“Project Vision” Launched in Aohan Banner**

The opening ceremony of C-MER’s “Project Vision” was held at the Aohan Banner Hospital of Traditional Chinese and Mongolian Medicine in December 2023. The launching of the project will result in the establishment of the “Project Vision” Inner Mongolia Aohan Ophthalmology Centre, the “Project Vision” Cataract Surgery Training Base, and the “Project Vision” Telemedicine Difficult Disease Consultation Point, which will effectively improve the overall level of ophthalmology diagnosis and treatment in Aohan Banner, gradually cultivate a specialised ophthalmology medical team, and provide better services and medical care for the people, making Aohan Banner’s path to rural revitalization and high-quality development more solid and of higher quality. It is hoped that the Aohan Banner Hospital of Traditional Chinese and Mongolian Medicine will make good use of advanced medical equipment, have a thorough understanding of advanced diagnostic and treatment techniques, continuously improve the professional quality of medical staff, and better serve and secure the health of the people of the entire banner.

**「亮睛工程」落地敖漢旗**

希瑪「亮睛工程」2023年12月落地敖漢旗開幕儀式在旗中醫蒙醫醫院舉行。此次落地將建成「亮睛工程」內蒙古敖漢眼科中心、「亮睛工程」白內障手術培訓基地、「亮睛工程」遠程醫療疑難病會診點，這將切實提升敖漢旗眼科診療整體水平，逐步培養形成專門眼科醫療團隊，為人民群眾提供更好的服務和診療，使敖漢旗在鄉村振興和高質量發展的道路上走的更實，更有質量。希望旗中蒙醫院用好用足先進醫療設備，學深學透先進診療技術，不斷提高醫務人員專業素質，更好地服務和保障全旗人民群眾身體健康。



**C-MER Received Multiple Recognitions by Actively Practicing ESG Principles**

The first China Fortune “Golden Lion” High-Quality Development Excellent Practice Case Collection Activity initiated by www.cfbond.com in November has successfully concluded. C-MER was selected as an excellent case in “Golden Lion” Rural Revitalization. Ms. LI Xiaoting, Executive Director of the Group, was awarded the title of “Golden Lion” ESG Leading Entrepreneur. C-MER was also awarded the “Most Investor-Focused Award” in the 2023 by the Valuable Capital Community.

**積極踐行 ESG 理念，希瑪眼科獲多項認可**

11月由中國財富網發起的第一屆中國財富「金獅」高品質發展優秀實踐案例徵集活動圓滿結束。希瑪眼科入選「金獅」鄉村振興優秀案例，執行董事李肖婷女士榮獲「金獅」ESG領軍企業家稱號，並榮獲華盛社區2023年度評選「最受投資者關注獎」。





HKEX ESG REPORTING GUIDE CONTENT INDEX

香港交易所《環境、社會及管治報告指引》內容索引

Part A: Environmental

A部：環境

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>A1. Emissions</b> A1. 排放物		
Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Compliance 環境合規	
KPI A1.1 The types of emissions and respective emissions data. 關鍵績效指標A1.1 排放物種類及相關排放資料。	Types of Emissions 排放物種類	
KPI A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emission in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A1.2 直接(範圍1)及能源間接(範圍2)溫室氣體排放總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Greenhouse Gas Emission 溫室氣體排放	
KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A1.3 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)。	Hazardous Waste Management 危險廢物管理	
KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A1.4 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)。	Non-hazardous Waste Management 非危險廢物管理	
KPI A1.5 Description of emissions target(s) set and steps taken to achieve them. 關鍵績效指標A1.5 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。	Types of Emissions; Greenhouse Gas Emission 排放物種類; 溫室氣體 排放	
KPI 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. 關鍵績效指標A1.6 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。	Hazardous Waste Management; Non-hazardous Waste Management 危險廢物管理; 非危險 廢物管理	





ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>A2. Use of Resources</b>		
<b>A2. 資源使用</b>		
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。	Use of Resources 資源使用	
KPI 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). 關鍵績效指標A2.1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)。	Use of Energy 能源使用	
KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility). 關鍵績效指標A2.2總耗水量及密度(如以每產量單位、每項設施計算)。	Use of Water 用水	
KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 關鍵績效指標A2.3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。	Use of Energy 能源使用	
KPI 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. 關鍵績效指標A2.4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。	Use of Water 用水	
KPI A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 關鍵績效指標A2.5製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	N/A 不適用	No packaging material was used during the course of the Group's operations. 在本集團的經營過程中並無使用任何包裝材料。

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>A3. The Environmental and Natural Resources</b>		
<b>A3. 環境及天然資源</b>		
Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environmental and Natural Resources 環境及天然資源	
KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 關鍵績效指標A3.1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。	Environmental and Natural Resources 環境及天然資源	
<b>A4. Climate Change</b>		
<b>A4. 氣候變化</b>		
Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化	
KPI A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 關鍵績效指標A4.1描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化	



Part B. Social

B 部。社會

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B1. Employment</b>		
<b>B1. 僱傭</b>		
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭	
KPI B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 關鍵績效指標B1.1 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。	Employment 僱傭	
KPI B1.2 Employment turnover rate by gender, age group and geographical region. 關鍵績效指標B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭	
<b>B2. Health and Safety</b>		
<b>B2. 健康與安全</b>		
Information on the policies and compliance with 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以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全	
KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 關鍵績效指標B2.1 過去三年（包括報告年度）每年因工亡故的人數及比率。	Health and Safety 健康與安全	
KPI B2.2 Lost days due to work injury. 關鍵績效指標B2.2 因工傷損失工作日數。	Health and Safety 健康與安全	
KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 關鍵績效指標B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全	

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B3. Development and Training</b> B3. 發展及培訓		
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。	Development and Training 發展及培訓	
KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 關鍵績效指標B3.1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。	Development and Training 發展及培訓	
KPI B3.2 The average training hours completed per employee by gender and employee category. 關鍵績效指標B3.2按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓	
<b>B4. Labour Standards</b> B4. 勞工準則		
Information on the policies and 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政策及遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則	
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour. 關鍵績效指標B4.1描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則	
KPI B4.2 Description of steps taken to eliminate such practices when discovered. 關鍵績效指標B4.2描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則	



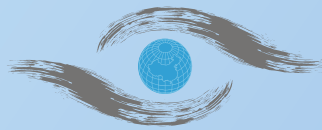
ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B5. Supply Chain Management</b>		
<b>B5. 供應鏈管理</b>		
Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	
KPI B5.1 Number of suppliers by geographical region. 關鍵績效指標 B5.1 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理	
KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 關鍵績效指標 B5.2 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。	Supply Chain Management 供應鏈管理	
KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 關鍵績效指標 B5.3 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。	Supply Chain Management 供應鏈管理	
KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 關鍵績效指標 B5.4 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。	Supply Chain Management 供應鏈管理	

ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B6. Product Responsibility</b> B6. 產品責任		
Information on the policies and 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 method 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政策及遵守對發行人有重大影響的相關法律及規例的資料。	Product and Service Responsibility 產品及服務責任	
KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. 關鍵績效指標B6.1已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product and Service Responsibility 產品及服務責任	
KPI B6.2 Number of products and service-related complaints received and how they are dealt with. 關鍵績效指標B6.2接獲關於產品及服務的投訴數目以及應對方法。	Product and Service Responsibility – Complaints Handling 產品及服務責任－投訴處理	
KPI B6.3 Description of practices relating to observing and protecting intellectual property rights. 關鍵績效指標B6.3描述與維護及保障知識產權有關的慣例。	Product and Service Responsibility – Intellectual Property Rights 產品及服務責任－知識產權	
KPI B6.4 Description of quality assurance process and recall procedures. 關鍵績效指標B6.4描述質量檢定過程及產品回收程序。	Product and Service Responsibility -Service Quality Assurance 產品及服務責任－服務質量保證	
KPI B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored. 關鍵績效指標B6.5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。	Product and Service Responsibility – Data Protection and Privacy 產品及服務責任－資料保護及私隱	





ESG Aspects 環境、社會及管治層面	Related Section(s) 相關章節	Remarks 備註
<b>B7. Anti-corruption</b> B7. 反貪污		
Information on the policies and 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、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污	
KPI 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. 關鍵績效指標B7.1於報告期間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。	Anti-corruption 反貪污	
KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 關鍵績效指標B7.2描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污	
KPI B7.3 Description of anti-corruption training provided to directors and staff. 關鍵績效指標B7.3描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污	
<b>B8. Community investment</b> B8. 社區投資		
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure that its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資	
KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 關鍵績效指標B8.1專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資	
KPI B8.2 Resources contributed (e.g. money or time) to the focus area. 關鍵績效指標B8.2在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資	



C-MER 希瑪

