

ABOUT THIS REPORT

Reporting Scope

This Environmental, Social and Governance Report 2024 (the “Report”) covers the period from 1 April 2023 to 31 March 2024 (the “Reporting Period”) and focuses on the operations of the Group’s businesses in Greater China, as well as the SEA. These geographical segments contribute significantly to the Group’s activities, encompassing retail and wholesale trading of watches, and watch supply chain management for our house brands during the Reporting Period. The Report provides an overview of the Group’s sustainability commitment, initiatives, progress, and achievements during the Reporting Period.

Reporting Standard

Preparation of this report follows The Stock Exchange of Hong Kong Limited (“SEHK”)’s ESG Reporting Guide under Appendix C2 of the Main Board Listing Rules, satisfies the “comply or explain” provisions and follows the four reporting principles – Materiality, Quantitative, Balance and Consistency as follows:

Materiality: The ESG Report outlines the ESG issues that significantly impact the Group and its stakeholders, including investors. By conducting regular materiality assessments, these material ESG issues are identified and reviewed by the Board.

Quantitative: To complement the quantitative data presented in the ESG Report, supplementary notes are provided to clarify any standards, methodologies, and source of conversion factors used during the calculation of emissions and energy consumption.

Balance: This ESG Report covers unbiased illustration of the Group’s performance during the Reporting Period, to avoid selecting, omitting or presenting formats that may inappropriately influence a decision or judgement by the reader.

Consistency: The methodologies applied to collect and calculate data in the ESG Report are ensured to be consistent with those used in previous ESG Reports, enabling meaningful comparisons over time. Any changes to the methodologies are detailed within the ESG Report.

關於本報告

匯報範圍

本2024年環境、社會及管治(「ESG」)報告(「報告」)覆蓋2023年4月1日至2024年3月31日期間(「報告期間」)，並集中於本集團於大中華以及東南亞的業務。於報告期間，該等地區分部對本集團業務活動作出重大貢獻，包括鐘錶零售及批發貿易，以及我們自家品牌的鐘錶供應鏈管理。本報告概述本集團於報告期間的可持續發展承諾、舉措、進展及成果。

匯報原則

本報告乃根據香港聯合交易所有限公司(「聯交所」)主板上市規則附錄C2《環境、社會及管治報告指引》而編製，符合「不遵守就解釋」條文及遵循以下四項匯報原則—重要性、量化、平衡及一致性：

重要性：ESG報告概述對本集團及其持份者(包括投資者)有重大影響的ESG事宜。通過進行定期重要性評估，董事會已識別並檢討該等重大ESG事宜。

量化：為補充ESG報告中的量化數據，提供補充性附註，澄清在計算排放及能源消耗時所使用的任何標準、計算方法及系數轉換的來源。

平衡：本ESG報告不偏不倚地說明本集團於報告期間的表現，避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。

一致性：ESG報告中用於收集及計算數據的方法確保與過往ESG報告所使用者一致，以便進行有意義的長期比較。方法的任何變動於ESG報告中詳述。

Forward-Looking Statements

This ESG Report contains forward-looking statements based on the current expectations, estimates, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it and its subsidiaries operate. The forward-looking statement is not a guarantee of future performance and is subject to market risk, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ from the assumptions and statements in this ESG Report.

Review and Approval

The Board (the “Board”) of Directors (the “Directors”) of the Company acknowledges its responsibility for ensuring the integrity of the ESG Report. To the best of their knowledge, this ESG Report addresses all relevant material issues and fairly presents the Company’s ESG performance. The ESG Report was reviewed and approved by the Board on 25 June 2024.

Information and Feedback

The Group strives for excellence and actively welcomes feedback from its stakeholders. Please contact us by email via ir@stelux.com.

ABOUT STELUX

Publicly listed in Hong Kong since 1972, Stelux is principally engaged in the retail watch business with “CITY CHAIN”, a leading retailer. The Group also distributes Swiss watch brands “SOLVIL et TITUS” and “CYMA” across Mainland China, Hong Kong, Macau, Singapore, Malaysia and Thailand. Additionally, the Group manages the watch supply chain as the sole wholesale distributor of “GRAND SEIKO” and “CREDOR” watches in Hong Kong and Macau, as well as “SEIKO” watches and clocks in Hong Kong, Macau, Singapore, Brunei and Malaysia.

前瞻性陳述

本ESG報告載有前瞻性陳述，該等陳述乃以本集團對其及其附屬公司經營的業務及市場的當前預期、估計、預測、信念及假設為基礎。前瞻性陳述並非未來表現的保證，受市場風險、不確定性以及非本集團所能控制的因素之影響。因此，實際結果及回報可能有別於本ESG報告中的估計及陳述。

審查及批准

本公司董事（「董事」）會（「董事會」）確認其有責任確保ESG報告的完整性。就彼等所深知，本ESG報告處理所有相關重要性事宜及公平呈報本公司的ESG表現。ESG報告於2024年6月25日經由董事會審查及批准。

資料及反饋

本集團追求卓越，積極歡迎其持份者提供反饋。持份者可以發送電郵至ir@stelux.com聯繫我們。

關於寶光

寶光自1972年起在香港公開上市，主要以「時間廊」（一間居領導地位的零售商）從事零售鐘錶業務。本集團亦在中國內地、香港、澳門、新加坡、馬來西亞及泰國分銷瑞士鐘錶品牌「鐵達時」及「CYMA」。此外，本集團作為「GRAND SEIKO」及「CREDOR」鐘錶於香港及澳門以及「精工」鐘錶於香港、澳門、新加坡、汶萊及馬來西亞的獨家批發經銷商管理鐘錶供應鏈。

Stelux' vision

Our vision is to

- beautify and enrich lives through our products and services.

Stelux' mission

Our mission is to

- provide high quality products and services of best value to Stelux' customers;
- grow, respect and reward our employees as they develop together with Stelux;
- strive to be a part of communities, to serve and contribute by promoting corporate social responsibility; and
- create and safeguard shareholders' value in a sustainable manner.

Stelux' values

Our values are to

- prioritise our customers' and Stelux' interests;
- own our work and be accountable;
- improve ourselves through continuous learning and development; and
- be proactive and determined in our execution.

寶光的願景

我們的願景是

- 通過我們提供的產品和服務，豐富和美化您的生活。

寶光的使命

我們的使命是

- 為顧客提供高品質的產品和高價值的服務；
- 讓與公司一同發展的員工得到成長、受到尊重、獲得應得的獎勵；
- 提升企業社會責任，以努力成為社會的一部分，服務社會，作出貢獻；及
- 持續為股東創造價值、保證股東長期權益。

寶光的價值觀

我們的價值觀是

- 我們以顧客利益為先，以公司利益為重；
- 我們勝任工作，更承擔結果；
- 我們堅持學習，不斷改善、自我提升；及
- 我們善於主動計劃，更會堅決執行。

MESSAGE FROM THE BOARD

We take great pleasure in presenting the ESG Report for the FY2023/2024, which highlights our commitment to sustainability throughout the past year. The Board of Directors oversees Stelux's sustainable development and ensures that sustainability considerations are integrated into every facet of our operations. This is achieved through the active involvement of our employees at all levels, employing a comprehensive approach that encompasses both "top-down" leadership and "bottom-up" participation.

The ESG Working Group bears the responsibility of annually reporting to the Board, providing updates on stakeholder engagement, risk identification in ESG areas, and the progress of ESG targets. We give priority to sustainability in all our new initiatives, aiming to systematically meet the 2029 ESG Target established for this year.

We are dedicated to fostering a corporate culture where respect for individuals is a cornerstone, compensation is equitable, and our work environment is both safe and conducive to optimum productivity. Such environment is fundamental to engaging effectively with our stakeholders and the public at large. The integral role played by our suppliers and business partners cannot be overstressed, as we collaboratively source, produce, and deliver premium quality products to our customers. We uphold procedures to ensure that our partnerships are with vendors and suppliers who share our values and meet our expectations.

Our customers are essential to our success. Their continual support and patronage are the backbone of our ability to offer high-caliber products and services. Lastly, our shareholders expect sustainable performance that aligns with the principles of robust corporate governance, environmental consciousness, and active community involvement.

We believe that synergetic partnerships are vital for creating lasting sustainable impacts. By uniting with our stakeholders, both within and outside of our organization, we pledge to accomplish more. Together, through transparent dialogue and cooperative efforts, we are committed to advancing on our collective path towards a sustainable future.

Board of Directors

董事會寄語

我們欣然呈報2023/2024財政年度的ESG報告，當中凸顯我們在過去一年對可持續發展的承諾。董事會負責監督寶光的可持續發展，並確保可持續發展考慮因素已納入經營的各個範疇。我們透過各級僱員的積極參與，結合「由上而下」的領導及「由下而上」的參與來實現此目標。

ESG工作小組負責每年向董事會報告，提供有關持份者參與、ESG領域風險識別及ESG目標進展的最新情況。我們會在所有新舉措中優先考慮可持續發展，旨在有系統地實現於本年度確立的2029年ESG目標。

我們致力於培養尊重個人是基石、報酬公平，以及工作環境既安全又有利於實現最佳生產力的企業文化。這種環境是我們與持份者及廣大公眾有效合作的基礎。供應商及業務合作夥伴在與我們合作採購、生產及向客戶交付優質產品方面扮演不可或缺的角色，這一點無論怎樣強調都不為過。我們堅持採用各種程序，確保與我們合作的廠商及供應商有共同價值觀，並符合我們的期望。

客戶對我們的成功至關重要。彼等的持續支持及惠顧是我們能夠提供優質產品及服務的支柱。最後，股東期望本集團持續創造佳績，與健全的企業管治、環保意識及積極參與社區活動等原則一致。

我們相信，協同合作對創造持久的可持續影響至關重要。我們與組織內外的持份者團結一心，承諾取得更大成就。通過透明的對話及共同努力，我們致力攜手邁向可持續發展的未來。

董事會

CORPORATE GOVERNANCE

Board Governance

Under Stelux's robust governance structure, the Board oversees all matters related to sustainability to ensure Stelux's steady progress towards its long-term commitments and the creation of values. It also directs the formulation and integration of relevant policies, which are implemented at every staff level, from management and functional units to business departments and individual employees.

The Board reviews 2029 ESG Targets, identifies and manages ESG-related risks, assesses climate resilience, and oversees other key sustainability projects. It advises on the prioritization of ESG tasks, participates in progress reviews and offers strategic recommendations.

ESG Working Group

With its primary responsibility to draft Stelux's sustainability agenda, the ESG Working Group (the "Working Group"), comprising the Group's senior management, meets annually to report and evaluate the sustainability performance of their respective units. Referencing the key performance indicators outlined in the 2029 ESG roadmap, the Working Group is charged with the task of giving detailed consideration to and implementing various initiatives in line with expectations derived from stakeholder engagement and materiality assessments.

While the Working Group serves a vital role in supporting the Board by gathering insights through both internal and external communications with stakeholders on critical sustainability topics, the Board reviews and approves the ESG Report and the progress of other initiatives annually. The ESG Working Group will also be involved in enterprise risk management to assist in assessing and identifying the Group's ESG risks and opportunities.

It has been confirmed by the Board that this ESG Report has been reviewed and approved. To the best of the Board's knowledge, the Report accurately represents the material issues and the Group's approach to ESG.

企業管治

董事會管治

在寶光穩健的管治架構下，董事會監督與可持續發展相關的所有事項，以確保寶光在實踐其長期承諾及創造價值方面穩步前進。董事會亦指導相關政策的制定及整合，在從管理層及職能單位至業務部門及僱員個人的各個層面加以落實。

董事會審查2029年ESG目標、識別及管理ESG相關風險、評估氣候應對能力及監督其他關鍵可持續發展項目。董事會就ESG任務的優先順序提出意見、參與進度審查及提供策略性推薦建議。

ESG工作小組

ESG工作小組（「工作小組」）的主要職責是草擬寶光的可持續發展議程，由本集團高級管理層組成，每年舉行一次會議，以報告及評估彼等各自單位的可持續發展表現。工作小組負責參照2029年ESG路線圖所概述的關鍵績效指標，根據持份者參與及重要性評估得出的期望，詳細考慮及實施各種舉措。

工作小組與持份者就重要可持續發展話題進行內部及外部溝通收集見解，在支持董事會方面發揮重要作用，而董事會每年審查及批准ESG報告及其他舉措的進展。ESG工作小組亦將參與企業風險管理，協助評估及識別本集團的ESG風險及機遇。

董事會確認，本ESG報告已獲審查及批准。據董事所深知，報告準確呈報重要性事宜及本集團的ESG方針。

Risk Management

A well-structured risk management framework supports effective risk management in association with its strategies and business objectives throughout Stelux’s day-to-day operation. More information about our Risk Management and Internal Control governance framework can be found in our Annual Report 2024, from pages 227 to 233.

COMPLIANCE MANAGEMENT

The Group is committed to complying with relevant laws and regulatory requirements and ensures compliance through the formulation of various business ethics policies and Employee Handbook. To reduce operational, reputational, and financial risks, Stelux has identified laws and regulations that are considered material to the Group’s operations and has established policies to ensure compliance. These include, but are not limited to the following laws and regulations:

Aspect 方面	Region 地區	Laws and regulations 法律及法規
Environment 環境	Hong Kong	Air Pollution Control Ordinance Waste Disposal Ordinance Water Pollution Control Ordinance
	香港	《空氣污染管制條例》 《廢物處置條例》 《水污染管制條例》
	Mainland China	Environmental Protection Law of the People’s Republic of China Law of the People’s Republic of China on the Prevention and Control on Environmental Protection by Solid Wastes Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution Law of the People’s Republic of China on Prevention and Control of Water Pollution
	中國內地	《中華人民共和國環境保護法》 《中華人民共和國固體廢物污染環境防治法》 《中華人民共和國大氣污染防治法》 《中華人民共和國水污染防治法》

風險管理

在寶光的日常經營中，結構合理的風險管理框架支持與其策略及業務目標相關的有效風險管理。有關風險管理及內部監控管治框架的更多資料，可查閱2024年年報第227至233頁。

合規管理

本集團致力遵守相關法律及監管規定，通過制定各種商業道德政策及僱員手冊確保合規。為降低運營、聲譽及財務風險，寶光已確定被視為對本集團經營具有重大影響的法律及法規，並已制定政策以確保合規。該等法律及法規包括但不限於以下法律及法規：

Aspect 方面	Region 地區	Laws and regulations 法律及法規
	Macau 澳門	Environmental Act (No. 2/91/M) Law No. 8/2014 第2/91/M號法律《環境綱要法》 第8/2014號法律
	Malaysia 馬來西亞	Environmental Quality Act 1974 Environmental Quality (Clean Air) Regulations 1978 Environmental Quality (Sewage and Industrial Effluents) Regulations 1979 1974年《環境質量法》 1978年《環境質量(清潔空氣)條例》 1979年《環境質量(污水及工業廢水)條例》
	Singapore 新加坡	Environmental Protection and Management Act Environmental Public Health Act Hazardous Waste (Control of Export, Import and Transit) Act Sewage and Drainage Act 《環境保護和管理法》 《環境公共健康法》 《危險廢物(出口、進口和過境管制)法》 《廢水和排水法》
	Thailand 泰國	Enhancement and Conservation of the National Environmental Quality Act, B.E. 2535, enacted in 1992 於1992年制定的《國家環境質量促進和保護法》B.E. 2535
Employment 僱傭	Hong Kong 香港	Occupational Safety and Health Ordinance Fire Safety Ordinance Employment Ordinance Employees' Compensation Ordinance Sex Discrimination Ordinance Disability Discrimination Ordinance Personal Data (Privacy) Ordinance Minimum Wage Ordinance 《職業安全及健康條例》 《消防安全條例》 《僱傭條例》 《僱員補償條例》 《性別歧視條例》 《殘疾歧視條例》 《個人資料(私隱)條例》 《最低工資條例》

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspect 方面	Region 地區	Laws and regulations 法律及法規
	Mainland China	Labour Law of the People's Republic of China Labour Contract Law of the People's Republic of China Social Insurance Law of the People's Republic of China Law of the People's Republic of China on Protection of Minors Production Safety Law of the People's Republic of China Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases Regulation on Work Related Injury Insurances of the People's Republic of China
	中國內地	《中華人民共和國勞動法》 《中華人民共和國勞動合同法》 《中華人民共和國社會保險法》 《中華人民共和國未成年保護法》 《中華人民共和國安全生產法》 《中華人民共和國職業病防治法》 《中華人民共和國工傷保險條例》
	Macau	Law No. 8/2020 "Amendments to Law No. 7/2008 (Labour Relations Law)" Worker's Minimum Wage law (Law No. 5/2020) Maternity Leave Pay Subsidy Measure (Administrative Regulation No.20/2020) Law on Employment of Non-Resident Workers (Law No. 21/2009)
	澳門	第8/2020號法律—《修改第7/2008號法律《勞動關係法》》 第5/2020號法律—《僱員的最低工資》 第20/2020號行政法規—《產假報酬補貼措施》 第21/2009號法律—《聘用外地僱員法》
	Malaysia	Children and Young Persons (Employment) Act 1966 Employment (Amendment) Act 2022 Employees Provident Fund Act 1991 (Amended 2022) P.U.(A) 133/2021 – Income Tax (Deduction for Value of Benefit Given to Employees) (Amendment) Rules 2021
	馬來西亞	1966年《兒童及青年(就業)法》 2022年《勞工法修訂案》 1991年《僱員公積金法》(2022年修訂) P.U. (A) 133/2021—2021年《所得稅(扣除僱員福利價值)(修訂)規則》
	Singapore	Employment Act Employment Regulation Workplace Safety and Health Act Work Injury Compensation Act
	新加坡	《僱傭法令》 《僱傭條例》 《工作場所安全與健康法令》 《工傷賠償法令》

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspect 方面	Region 地區	Laws and regulations 法律及法規
	Thailand 泰國	Labour Protection Act B.E. 2541 (1998) (Amendment B.E. 2562 (2019) and B.E. 2566 (2023)) 1998年《勞動保護法》B.E. 2541 (B.E.2562 (2019年) 及B.E. 2566 (2023年) 修訂)
Products and Service 產品及服務	Hong Kong 香港	Trade Descriptions Ordinance Personal Data (Privacy) Ordinance Consumer Goods Safety Ordinance Copyright Ordinance Trade Marks Ordinance Patents Ordinance Controls of Exemption Clauses Ordinance Sales of Goods Ordinance 《商品說明條例》 《個人資料(私隱)條例》 《消費品安全條例》 《版權條例》 《商標條例》 《專利條例》 《管制免責條款條例》 《貨品售賣條例》
	Mainland China 中國內地	Advertising Law of the People's Republic of China Law of the People's Republic of China on Product Quality Law of the People's Republic of China on Protection of Consumer Rights and Interests Patent Law of the People's Republic of China Trademark Law of the People's Republic of China Cyber Security Law of the People's Republic of China 2016 National Standard of the People's Republic of China-Information Security Technology-Personal Information Security Specification 2020 Data Exit Security Assessment Measures 2022 Data Security Law of the People's Republic of China 2021 Personal Information Protection Law of the People's Republic of China 2021 《中華人民共和國廣告法》 《中華人民共和國產品質量法》 《中華人民共和國消費者權益保護法》 《中華人民共和國專利法》 《中華人民共和國商標法》 2016年《中華人民共和國網絡安全法》 2020年《中華人民共和國國家標準—信息安全技術個人信息安全規範》 2022年《數據出境安全評估辦法》 2021年《中華人民共和國數據安全法》 2021年《中華人民共和國個人信息保護法》

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Aspect 方面	Region 地區	Laws and regulations 法律及法規
	Macau 澳門	Personal Data Protection Law (Law No. 8/2005) Consumer Rights and Interests Protection Law (Law No. 9/2021) 第8/2005號法律—《個人資料保護法》 第9/2021號法律—《消費者權益保護法》
	Malaysia 馬來西亞	Personal Data Protection Act 2010 Consumer Protection (Amendment) Act 2019 Sale of Goods Act (Amendment and Extension) Act 1990 2010年《個人資料保護法令》 2019年《消費者保護法》(修正案) 1990年《貨品銷售法》(修正案及延續)
	Singapore 新加坡	Personal Data Protection (Amendment) Act Cybersecurity Act Consumer Protection (Fair Trading) Act Consumer Protection (Trading Description and Safety Requirements) Act Sale of Goods Act 《個人資料保護修正法》 《網絡安全法》 《消費者保護(公平交易)法》 《消費者保護(交易說明與安全要求)法》 《貨物銷售法》
	Thailand 泰國	Personal Data Protection Act B.E. 2562 (2019) Consumer Protection Act B.E. 2522 (1979) 2019年《個人資料保護法》B.E. 2562 1979年《消費者保護法》B.E. 2522
Business Ethics 商業道德	Hong Kong 香港	Prevention of Bribery Ordinance Anti-Money Laundering and Counter-Terrorist Financing Ordinance 《防止賄賂條例》 《打擊洗錢及恐怖分子資金籌集條例》
	Mainland China 中國內地	Anti-Money Laundering Law of the People's Republic of China Anti-Unfair Competition Law of the People's Republic of China Criminal Law of the People's Republic of China Tendering and Bidding Law of the People's Republic of China 《中華人民共和國反洗錢法》 《中華人民共和國反不正當競爭法》 《中華人民共和國刑法》 《中華人民共和國招標投標法》

Aspect 方面	Region 地區	Laws and regulations 法律及法規
	Macau 澳門	The Commission Against Corruption of Macao 澳門廉政公署
	Malaysia 馬來西亞	Anti-Corruption Commission Act 2009 2009年《反貪污法》
	Singapore 新加坡	Prevention of Corruption Act 《預防貪污法》
	Thailand 泰國	Organic Act on Anti-Corruption B.E 2561. (2018) 2018年《反腐敗組織法》B.E 2561.

During the Reporting Period, the Group was not aware of any material non-compliance with environmental and social laws and regulations. The Group will continue to review the laws and regulations that have a significant impact on the business operations of the Group in different regions, as well as other circumstances that may cause a material impact to the Group.

於報告期間，本集團並不知悉任何嚴重違反環境及社會法律及法規的情況。本集團將繼續審閱對本集團不同地區業務經營有重大影響的法律及法規，以及可能對本集團造成重大影響的其他情況。

STAKEHOLDER ENGAGEMENT

Stakeholders' feedback and expectations form a solid foundation for the Group's formulation of sustainable development strategies and contribute to the Group's overall success. The Group maintains a sound relationship with its stakeholders and strives to identify how risks and opportunities could affect its business development based on the stakeholders' opinions. Hence, the Group engages with its stakeholders through ongoing communication and collects their opinions on the ESG aspects that they consider applicable and significant.

持份者參與

持份者的反饋及期望為本集團制定可持續發展策略奠定堅實基礎，並為本集團的整體成功作出貢獻。本集團與其持份者維持良好關係，並努力根據持份者的意見確定風險及機遇如何影響其業務發展。因此，本集團通過與持份者持續溝通，收集彼等認為對ESG方面屬合適及重大的意見。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In formulating operational and ESG strategies, the Group considers stakeholders' expectations through a diverse range of engagement methods and communication channels, as shown below:

於制定經營及ESG策略時，本集團通過多種參與方式及溝通渠道考慮持份者的期望，具體列示如下：

Stakeholders 持份者	Engagement Channels 參與渠道	Expectations 期望
Employees 僱員	<ul style="list-style-type: none"> Regular performance appraisal Training and workshops Internal announcement 	<ul style="list-style-type: none"> Remuneration and benefits Equal opportunities Career development Occupational health and safety 薪酬及福利 平等機會 職業發展 職業健康與安全
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Annual general meeting Financial reports Announcements and circulars 	<ul style="list-style-type: none"> Financial performance Information transparency Shareholder rights protection Complaint operation 財務表現 信息透明度 股東權利保護 投訴操作
Customers 客戶	<ul style="list-style-type: none"> Customer service hotline and email Company website Customer satisfaction survey 客戶服務熱線及電郵 公司網站 客戶滿意度調查 	<ul style="list-style-type: none"> Customer privacy protection High quality customer services Business ethic and integrity 客戶私隱保護 優質客戶服務 商業道德及誠信
Suppliers and business partners 供應商及業務夥伴	<ul style="list-style-type: none"> Supplier conferences and meetings Supplier performance evaluation 	<ul style="list-style-type: none"> Supply chain management Fair and open procurement Mutual benefit 供應鏈管理 公平及公開採購 共同利益
Government and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> Regular performance and supervision and evaluation Written or electronic correspondences Government press release 定期表現及監督及評估 書面或電子通訊 政府新聞稿 	<ul style="list-style-type: none"> Compliance with laws and regulations Corporate governance 遵守法律及法規 企業管治

Stakeholders 持份者	Engagement Channels 參與渠道	Expectations 期望
Community	<ul style="list-style-type: none"> Community events ESG Reports 	<ul style="list-style-type: none"> Community participation Corporate social responsibility Providing job opportunities Environmental protection
社區	<ul style="list-style-type: none"> 社區活動 ESG報告 	<ul style="list-style-type: none"> 社區參與 企業社會責任 提供就業機會 環境保護

MATERIALITY ASSESSMENT

The Group commissioned an independent sustainability consultancy AMMO Group Corporate Services Limited to carry out a materiality assessment in 2024, which aimed to identify and evaluate the ESG issues that are most material to the Group and its stakeholders, as well as to determine the coverage and structure of the Report. A 3-step approach, as indicated below, has been adopted to assess the materiality of ESG issues.

Identification: We identified and refined the list of sustainability issues related to the Group's economic, environmental, and social impacts and performance based on industry research and peer benchmarking. We grouped 16 ESG topics into 4 key themes:

- Environment
- Employees
- Business Ethics and Quality Services
- Society

Prioritization: We engaged our stakeholders, including employees, shareholders and investors, customers, suppliers, and business partners, government and regulatory authorities, and the community through online surveys on a regular basis. Stakeholders ranked the ESG topics according to their perceived importance to the Group on a scale of 1 to 6, with '1' being not important at all and '6' being very important. The ESG topics were plotted in a matrix that shows their degree of importance to stakeholders relative to the significance of their impact on the Group's business.

重要性評估

本集團於2024年委託獨立可持續發展顧問盈雪集團企業服務有限公司進行重要性評估，旨在識別及評估對本集團及其持份者而言最為重要的ESG事宜，以及釐定報告的覆蓋範圍及結構。如下文所示，我們已就評估ESG事宜的重要性採納三步法：

識別：我們根據行業調查及同業基準調整，識別及完善與本集團經濟、環境及社會影響及表現相關的可持續發展事宜清單。我們將16個ESG議題分為四組關鍵主題：

- 環境
- 僱員
- 商業道德及優質服務
- 社會

優先排序：我們通過線上調查與持份者（包括僱員、股東及投資者、客戶、供應商及業務夥伴、政府及監管機構以及社區）定期溝通。持份者根據ESG議題對本集團的重要性從1至6排序，「1」代表完全不重要，「6」代表非常重要。ESG議題繪製成矩陣，顯示對持份者的重要程度相對於對本集團業務影響的重要性。

Validation: We gathered qualitative feedback from our stakeholder review panel to validate the ranked results. The ESG Working Group, with the assistance of the independent consultant, reviewed and approved the scope, topic boundaries, and completeness of the prioritized material topics.

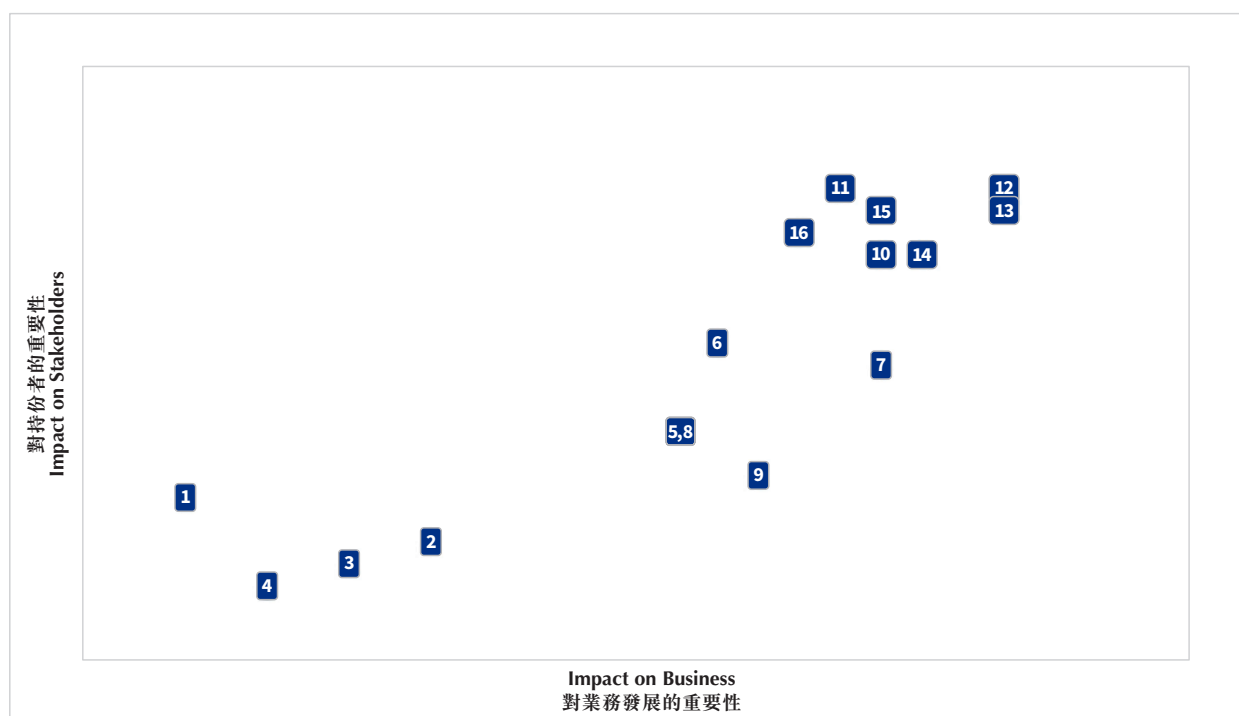
Materiality Matrix

Based on the results of the stakeholder questionnaire survey, we have produced a materiality matrix that ranks sustainability topics according to their importance to stakeholders (Y-axis) and to Stelux (X-axis). Through a comprehensive assessment, we have identified the top 5 sustainability topics, which are addressed and disclosed in this report. These top 5 topics serve as the basis for the Group to formulate its sustainable development strategy and implement relevant action plans.

驗證：我們向持份者審閱小組收集定性反饋，以驗證排序結果。ESG工作小組在獨立顧問的協助下，審查及批准優先重要議題的範圍、議題界限及完整性。

重要性矩陣

我們已基於持份者問卷調查的結果製作重要性矩陣，並按可持續發展議題對持份者的重要性(Y軸)及對寶光的重要性(X軸)進行排序。通過全面評估，我們已識別本報告中應對及披露的五大可持續發展議題。該等五大議題是本集團制定可持續發展策略及實施相關行動計劃的基礎。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Environment 環境	Employees 僱員	Business Ethics and Quality Services 商業道德及優質服務	Society 社會
1. Emission Control 1. 排放控制	5. Diversity and Equal Opportunities 5. 多元化及公平機會	9. Supply Chain Management 9. 供應鏈管理	16. Corporate Social Responsibility 16. 企業社會責任
2. Use of Resources 2. 資源使用	6. Anti-child and anti-forced labour 6. 反童工及反強制勞工	10. Protection of intellectual property rights 10. 保護知識產權	
3. Waste Management 3. 廢棄物管理	7. Occupational Health and Safety Management 7. 職業健康及安全管理	11. Data Privacy and Protection 11. 數據私隱及保護	
4. Climate resilience 4. 氣候應對能力	8. Development and Training 8. 發展及培訓	12. Product Safety 12. 產品安全	
		13. Product Quality and Assurance 13. 產品質量及保證	
		14. Customer Services 14. 客戶服務	
		15. Business Ethics and Anti-corruption 15. 商業道德及反貪污	

The materiality matrix demonstrates a consistent view between stakeholders and the management of the Group regarding the top 5 material topics, indicating that topics of high concern to stakeholders are also important to the Group. Compared to last year, the topics of “Product Safety”, “Product Quality and Assurance”, “Customer Services”, “Business Ethics and Anti-corruption” and “Protection of Intellectual Property Rights” have been added. In terms of ranking, Stelux and its stakeholders show increasing attention to business ethics and quality services.

重要性矩陣表明，持份者與本集團管理層對五大重要議題的看法一致，這表明持份者高度關注的議題對本集團亦同樣重要。與去年相比，新增了「產品安全」、「產品質量及保證」、「客戶服務」、「商業道德及反貪污」及「保護知識產權」的議題。就排名而言，寶光及其持份者越來越重視商業道德及優質服務。

CLIMATE RESILIENCE AND ADAPTATION

Climate change presents significant challenges that affect everyone worldwide. Taking prompt and active action in response to the climate crisis is now a top priority. According to the World Meteorological Organization, 2023 was recorded as the warmest year, with the annual average temperature being approximately 1.45°C above pre-industrial levels. This is alarmingly close to the 1.5°C temperature limit set by the Paris Agreement. Our Group recognizes the importance of identifying and addressing major climate-related issues. We closely monitor the potential impact of climate change on our business operations and are dedicated to managing any climate-related risks that could affect our activities.

Our ESG Working Group consistently oversees issues and risks related to climate change, ensuring our strategies adequately incorporate these essential considerations. Following the recommendations of the Task Force on Climate-related Financial Disclosures, established by the Financial Stability Board, and the relevant guidelines of the SEHK. We are conducting risk assessments that consider the complexity of our business and our extensive geographic presence, which are particularly pertinent to our Group.

應對及適應氣候

氣候變化帶來重大挑戰，影響遍及全球每一個人。迅速採取積極行動應對氣候危機現已成為當務之急。根據世界氣象組織的資料，2023年是有記錄以來最暖的一年，全年平均溫度較工業化前水平高出約1.45°C。這和巴黎協定設定的1.5°C溫度上限相當接近，情況令人震驚。本集團深知識別及應對主要氣候相關事宜的重要性。我們密切關注氣候變化對我們的業務經營的潛在影響，並致力管理任何可能對我們的活動構成影響的氣候相關風險。

ESG工作小組持續監督氣候變化相關事宜及風險，確保我們的策略充分考慮該等重要因素。我們遵循金融穩定委員會成立的氣候相關財務披露工作小組的推薦建議以及聯交所的相關指引。我們正在進行風險評估，當中考慮到我們業務之複雜性、及我們廣泛的地理分佈，尤其是對本集團攸關重要之因素。

Risk Type 風險類型	Potential Impact 潛在影響	Stelux's Strategy 寶光的策略
Physical Risks 實體風險		
Typhoon 颱風	<ul style="list-style-type: none">Reduced revenue due to business disruption, system suspension and fall on footfall or traffic因業務中斷、系統暫停及人流量或客流量下降而導致收益減少	<ul style="list-style-type: none">Regularly assess the risk of natural disasters in every business location, and formulate corresponding emergency plans定期評估各個業務地點的自然災害風險，及制定相應的應急計劃
Heavy rains 暴雨	<ul style="list-style-type: none">Adversely affects employees and exacerbates the spread of various climate-related health impacts (e.g. health, safety, absenteeism) resulting in reduced turnover and increased costs對僱員造成不利影響，加劇各種氣候相關健康影響(例如健康、安全、缺勤)擴大，導致員工流動率降低及成本增加	

Risk Type 風險類型	Potential Impact 潛在影響	Stelux's Strategy 寶光的策略
Transition Risks 過渡風險		
Policy and legal 政策及法律	<ul style="list-style-type: none"> Increased needs to educate employees of the regulatory requirements Increased compliance costs 對僱員進行監管規定教育的需求增加 增加合規成本 	<ul style="list-style-type: none"> Closely monitor policy and regulatory developments in the regions with operations to ensure operational compliance 密切監督經營所在地區的政策及監管發展，以確保經營合規
Technology 技術	<ul style="list-style-type: none"> Investing in new technology or upgrading existing packaging material to less carbon-intensive alternatives can require significant upfront costs 投資新技術或將現有包裝材料升級為低碳密集型替代品可能需要龐大前期成本 	<ul style="list-style-type: none"> Closely monitor the latest less carbon-intensive alternatives 密切監督最新的低碳密集型替代品
Market and Reputation 市場及聲譽	<ul style="list-style-type: none"> Failure to proactively take measures to address climate change will affect ESG evaluation and investors' willingness to invest 如未能積極採取措施應對氣候變化，將影響ESG評估及投資者的投資意願 	<ul style="list-style-type: none"> Actively engage with stakeholders to understand their expectations on key sustainable development areas such as climate change 積極與持份者溝通，以了解彼等對關鍵可持續發展領域(例如氣候變化)的期望

STELUX' SUSTAINABLE 2029 TARGETS

As a responsible company, the Group is dedicated to controlling and reducing the negative effects on the environment. The implementation of measures to prevent pollution, minimise energy and materials consumption and reduce waste at source by "Reduce, Reuse and Recycle (3R)" initiatives. During the Reporting Period, we established the following objectives to minimize the environmental impact of our Group and its operations. Water reduction targets were not established as water is considered immaterial to our operations. To track our environmental performance, the Group regularly reviews the progress of these environmental goals.

寶光2029年可持續發展目標

作為一間負責任的企業，本集團致力於控制及減少對環境造成的負面影響。我們落實措施，以避免污染，盡量減少能源及材料消耗，並通過實施「減量、再利用、循環使用(3R)」舉措從源頭減費。於報告期間，我們制定以下目標，盡量減低本集團及其經營對環境的影響。由於水對我們經營的重要性不大，因此我們並無制定減少耗水量的目標。為追蹤我們的環境表現，本集團會定期審查該等環境目標的進展。

Focus Area 重點領域	2029 Target (Compared to a FY2023/2024 baseline) 2029年目標(與2023/2024財政年度基準線相比較)
GHG Emissions 溫室氣體排放	2% reduction on GHG emissions intensity by 2029 在2029年或之前將溫室氣體排放密度減少2%
Waste 廢棄物	2% reduction on Non-Hazardous Waste intensity by 2029 在2029年或之前將無害廢棄物密度減少2%
Energy 能源	2% reduction on Energy consumption intensity by 2029 在2029年或之前將能源消耗密度減少2%

ENVIRONMENTAL PROTECTION

As environmental pollution has become increasingly serious, governments across the globe have established stricter environmental laws. The Group strictly complies with relevant laws and regulations related to the emissions of exhaust gases and greenhouse gas (“GHG”), pollution discharge to water and land, and the production of hazardous and non-hazardous waste. During the Reporting Period, the Group was not aware of any significant material non-compliance issues with laws and regulations that may have a significant impact on the business operations of the Group in different regions or are related to environmental laws and regulations.

ENVIRONMENTAL MANAGEMENT

Air Emissions

The Group’s air emissions primarily originate from the exhaust of motor vehicles owned by the Company. Even though these air emissions are considered immaterial to the Group, we encourage employees to reduce the usage of these motor vehicles. In response to the above source, the following emission reduction measures are actively adopted:

- Optimizing route planning;
- Conducting regular vehicle maintenance to ensure that the vehicles operate at maximum efficiency;
- Using vehicles with low fuel consumption; and
- Requiring that idling engines be switched off.

環境保護

隨著環境污染日益嚴重，各國政府均已收緊環境法律。本集團嚴格遵守與廢氣及溫室氣體（「溫室氣體」）排放、向水及土地排放污染物以及產生有害及無害廢棄物相關的法律及法規。於報告期間，本集團並不知悉任何嚴重違反法律及法規而可能對本集團在不同地區的業務經營造成重大影響，或與環保法律及法規有關的嚴重違規事項。

環境管理

氣體排放

本集團的廢氣排放主要來自本公司擁有的汽車產生的廢氣。儘管本集團認為該等氣體排放的重要性不大，我們鼓勵僱員減少使用該等車輛。針對上述排放源頭，我們已積極採取以下減排措施：

- 優化路線規劃；
- 定期保養車輛，確保車輛以最高效率運行；
- 使用低油耗車輛；及
- 要求關閉閒置引擎。

Types of Air Emissions 氣體排放類型	Unit 單位	2024 2024年
Nitrogen Oxides (NOx) 氮氧化物 (NOx)	tonnes 噸	0.52
Sulphur Oxides (SOx) 硫氧化物 (SOx)	tonnes 噸	0.001
Particulate Matter (PM) 懸浮粒子 (PM)	tonnes 噸	0.05

Greenhouse Gas (GHG) Management

During the Reporting Period, the GHG emissions generated by the Group were mainly the direct emissions from the Company's motor vehicles ("Scope 1"), the indirect emissions from electricity use ("Scope 2") and the disposal of paper ("Scope 3"). The Group carried out measures to reduce the air and greenhouse gas emissions. In response to the above source, the following emission reduction measures are actively adopted:

Air Conditioning and Ventilation Systems

- After hours, deactivate air conditioning units in sections that are unoccupied;
- Draw blinds or curtains to block direct sun rays and minimize heat in the office during sunny periods; and
- Draw blinds or curtains at day's end to reduce direct sunlight and heat entering the workplace.

Computer Systems

- Encourage turning off computers, monitors, and printers after work or during extended absences; and
- For printers that are rarely used, turn on only if needed.

溫室氣體管理

於報告期間，本集團產生的溫室氣體排放主要來自本公司車輛的直接排放（「範圍1」）、用電的間接排放（「範圍2」）及紙張處置（「範圍3」）。本集團採取措施減少氣體及溫室氣體排放。針對上述排放源頭，我們已積極採取以下減排措施：

空調及通風系統

- 辦公時間結束後，關掉無人區域的空調設備；
- 在陽光充沛時拉上百葉窗或窗簾，阻擋陽光直射，盡量減低辦公室的熱度；及
- 下班時拉上百葉窗或窗簾，減少陽光直射及工作場所的熱度。

電腦系統

- 鼓勵辦公時間結束後或長期缺勤時關閉電腦、顯示器及打印機；及
- 對於很少使用的打印機，僅在有需要時開啟。

Lighting Systems

- Turn off most lights during lunch hour, except in reception areas and corridors; and
- At night, switch off lights in unused sections and reduce lighting in sparsely occupied areas, except for the front desk and main corridors.

The Group will continue to evaluate, record, and disclose annual greenhouse gas emissions, along with other environmental data, to assess the effectiveness of current measures. This will facilitate the formulation of future emission reduction targets.

照明系統

- 午餐時間關閉大部分照明，接待區及走廊除外；及
- 夜間關閉無人區域的照明，減少人員稀少區域的燈光，惟前台及主要走廊除外。

本集團將繼續評估、記錄及披露年度溫室氣體排放量連同其他環境數據，以評估當前措施的有效性。這將有助於制定未來減排目標。

Scope of GHG Emissions¹

溫室氣體排放範圍¹

- Direct Emissions (Scope 1)
直接排放(範圍1)
- Energy Indirect Emissions (Scope 2)
能源間接排放(範圍2)
- Other Indirect Emissions (Scope 3)
其他間接排放(範圍3)

Total GHG Emissions

溫室氣體排放總量

GHG Emissions Intensity²

溫室氣體排放密度²

Unit

單位

2024

2024年

- tCO₂e
噸二氧化碳當量
- tCO₂e
噸二氧化碳當量
- tCO₂e
噸二氧化碳當量
- tCO₂e
噸二氧化碳當量
- tCO₂e
噸二氧化碳當量
- tCO₂e
噸二氧化碳當量
- tCO₂e/employee
噸二氧化碳當量／僱員

1. GHG emission data is presented in terms of carbon dioxide equivalent and is based on, 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, "Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, "Global Warming Potential Values" from the IPCC Sixth Assessment Report, 2021 (AR6), the "Notice on the Management of GHG Emissions Reporting for Power Generation Sector from 2023 to 2025" published by the Ministry of Ecology and Environment of the PRC, the "Sustainability Report 2023" published by CLP Holdings Limited, the "CEM 2022 Sustainability Report" published by Companhia de Electricidade de Macau, the "Sustainability Report 2023" published by Tenaga Nasiona, the "2022 Electricity Grid Emission Factors and Upstream Fugitive Methane Emission Factor" issued by the Energy Market Authority of Singapore, and "Energy Policy and Planning Office (EPPO) 2023" issued by Thai Government Ministry of Energy.

2. As at 31 March 2024, the Group had a total of 825 employees. This data is also utilised for calculating other intensity metrics.

1. 溫室氣體排放數據乃以二氧化碳當量呈列，其依據包括但不限於世界資源研究所與世界可持續發展工商理事會發佈的《溫室氣體核算體系：企業核算與報告標準》、聯交所發佈的《附錄二：環境關鍵績效指標匯報指引》、政府間氣候變化專門委員會(IPCC)於2021年發佈的第六次評估報告《全球升溫潛勢值》(AR6)、中華人民共和國生態環境部發佈的《關於做好2023至2025年發電行業企業溫室氣體排放報告管理有關工作的通知》、中電控股有限公司發佈的《2023年可持續發展報告》、澳門電力股份有限公司發佈的《澳電2022年可持續發展報告》、Tenaga Nasiona發佈的《2023年可持續發展報告》、新加坡能源市場管理局發佈的《2022年電網排放系數及上游逃逸性甲烷排放系數》以及泰國能源部發佈的《能源政策與規劃辦公室(EPPO)2023年》。

2. 於2024年3月31日，本集團共有825名僱員。該數據亦用於計算其他密度指標。

WASTE MANAGEMENT

Hazardous Waste

Due to the nature of its business, the Group did not generate a significant amount of hazardous waste during the Reporting Period. Any minimal hazardous waste produced mainly consisted of inks from office printing operations and disposal of light emitting diode (“LED”).

Hazardous Waste
有害廢棄物

	Unit 單位	2024 2024年
Ink cartridge 油墨盒	pieces 個	67
Toner cartridge 碳粉盒	kg 千克	25.91
Light emitting diode (“LED”) 發光二極管 (「LED」)	pc 個	182

Non-Hazardous Waste

The non-hazardous wastes generated by the Group’s business activities is mainly paper based. To reduce resource consumption during daily operations, we have implemented the following measures:

- Promoting meetings without the use of paper, as demonstrated by our Company’s board meetings, which are conducted paper-free;
- Encouraging the practice of duplex printing to save paper when printing is necessary;
- Promoting the reuse of paper that has been printed on only one side; and
- Centralising the ordering of office stationery, including paper, letterheads, and name cards, to minimize waste and improve monitoring and control.

廢棄物管理

有害廢棄物

於報告期間，本集團因其業務性質，並無產生大量有害廢棄物。產生的極少量有害廢棄物主要包括辦公室印刷作業產生的油墨及處置發光二極管 (「LED」)。

無害廢棄物

本集團業務活動產生的無害廢棄物以紙張為主。為減少日常經營中的資源消耗，我們已推行以下措施：

- 推廣無紙張會議，本公司的董事會會議亦不會使用紙張；
- 鼓勵在有需要列印時使用雙面印刷，以節省紙張；
- 提倡重用單面印刷的紙張；及
- 統一訂購辦公室文具 (包括紙張、信紙及卡片)，以最大限度減少浪費及方便監控。

Non-Hazardous Waste 無害廢棄物	Unit 單位	2024 2024年
Paper 紙張	tonnes 噸	8.07
Non-Hazardous Waste Intensity 無害廢棄物密度	tonnes/employee 噸／僱員	0.01

ENERGY CONSERVATION

The Group has established relevant policies and initiatives on energy conservation to monitor and maximize its energy efficiency. All employees are duly notified of the implementation of these policies and measures. The Group currently has numerous energy efficiency initiatives in place, including the following:

Reuse of Store Fixtures and Fittings:

- Designed for reuse with a life expectancy of 5 to 7 years;
- Reuse percentage ranges between 80% to 90%;
- Mainly utilize natural materials like metal, wood, and glass, which are easier to reuse and recycle, constituting 80% to 90% of store fixtures and fittings; and
- Implementation ensured by Standard Operating Procedures (“SOPs”), strict Capital Expenditure (“CAPEX”) control, and periodic internal audits.

Energy-Efficient Office Practices:

- Office equipment is turned off or set to power saving mode after work hours;
- Air conditioning and lights are turned off when not in use; lights are also switched off during lunch hour; and
- Daily or periodic checks by designated office security or administration personnel.

節約能源

本集團已制定相關節能政策及措施，以監督及最大限度提高能源效率。所有僱員均已獲正式通知該等政策及措施的實施。本集團目前已實施多項節能舉措，包括以下各項：

重用店鋪的裝置和設備：

- 設計時考慮可重用，預期壽命介乎5至7年；
- 重用百分比介乎80%至90%；
- 主要使用金屬、木材及玻璃等天然材料，該等材料較易再利用及循環使用，佔店鋪內裝置和設備的80%至90%；及
- 標準作業程序（「標準作業程序」）、嚴格的資本支出（「資本支出」）控制及定期的內部審計確保政策得以執行。

節能辦公慣例：

- 辦公時間結束後關掉辦公室設備或切換至節能模式；
- 在不使用時關閉空調及照明，在午餐時間亦關閉照明；及
- 指定辦公室保安或行政人員進行日常或定期檢查。

Travel and Meeting Policies:

- Written pre-approval required for all staff for air travel; and
- Encouragement of teleconferencing, video conferencing, and virtual meeting tools such as Zoom, Microsoft Teams, Tencent VooV, WhatsApp and WeChat to minimize travel.

差旅及會議政策：

- 所有員工的商務航空旅程須獲預先書面批准；及
- 鼓勵使用電話會議、視像會議及虛擬會議工具(例如Zoom、Microsoft Teams、騰訊VooV、WhatsApp及微信)，從而減少外遊。

Types of Energy 能源類型	Unit 單位	2024 2024年
Direct energy consumption 直接能源消耗		
• Petrol	MWh	123.11
• 汽油	兆瓦時	123.11
• Diesel	MWh	536.49
• 柴油	兆瓦時	536.49
Indirect energy consumption 間接能源消耗		
• Electricity	MWh	3,238.29
• 電力	兆瓦時	3,238.29
Total Energy Consumption 能源消耗總量	MWh 兆瓦時	3,897.89 3,897.89
Energy Consumption Intensity 能源消耗密度	MWh/employee 兆瓦時／僱員	4.72 4.72

WATER RESOURCES CONSERVATION

The Group conducts its primary business activities within offices and stores. A significant portion of our water usage costs is covered by the rental fees, which only account for a fraction of the total water consumption. The Group's operations are situated in regions where there is no significant issue with accessing water suitable for use. Despite this, we actively strive to reduce water wastage. To promote water-saving practices among our employees, we have placed educational posters about water conservation throughout our workplaces.

節約水資源

本集團的主要業務活動在辦公室及店舖內進行。我們用水成本的一大部分由租金支付，而租金僅佔總耗水量的一小部分。在本集團經營所在地區求取合適水源方面並無重大問題。儘管如此，我們仍積極努力減少浪費水源。為向僱員推廣節水慣例，我們已在各工作場所張貼有關節水的教育海報。

Indicators 指標	Unit 單位	2024 2024年
Water consumption 耗水	m ³ 立方米	1,815.14
Water Consumption intensity 耗水密度	m ³ /employee 立方米／僱員	2.20

Sewage Discharge

Due to the nature of the Group's business, water consumption is minimal. Moreover, water supply and discharge facilities are predominantly managed by the property management team. Consequently, our business activities do not generate a material amount of water discharges.

污水排放

由於本集團的業務性質，本集團的耗水量極少。此外，供水及排水設施主要由物業管理團隊管理。因此，我們的業務活動不會產生大量的污水排放。

USE OF PACKAGING MATERIAL

In the Group's daily business operations, the use of packaging materials is essential for watches packaging, as well as for promotional and advertising purposes. Our dedication to delivering the finest watches is matched only by our unwavering commitment to sustainability and environmental stewardship. Therefore, we place a strong emphasis on the responsible use of packaging materials across all aspects of our daily operations, including sales, promotions, and product dispatch.

使用包裝材料

在本集團的日常業務經營中，使用包裝材料對於鐘錶包裝以及推廣及廣告用途至關重要。我們致力交付最精巧的鐘錶，同時堅定不移地致力於可持續發展及環境管理。因此，我們在日常經營的所有方面(包括銷售、促銷及送貨)，非常重視負責任地使用包裝材料。

Types of Packaging Material 包裝材料類型	Unit 單位	2024 2024年
Boxes 盒子	tonnes 噸	42.87
Bags 手提袋	tonnes 噸	5.44
Tags and Cards 標籤及卡片	tonnes 噸	1.32
Others 其他	tonnes 噸	0.53
Total Packaging Material 包裝材料總量	tonnes 噸	50.16
Packaging Material intensity 包裝材料密度	tonnes/employee 噸／僱員	0.06

EMPLOYMENT AND LABOUR PRACTICES

Talent Attraction and Retention

Our employees are one of the Group's most valuable assets, and fostering harmonious employment relationships is a vital foundation for the Group's stable and forward progression. In recognition of this commitment to fairness, we have established an "Employee Handbook" coupled with comprehensive remuneration frameworks and benefits policies to ensure that all our staff members receive fair and equitable treatment. We comply with all relevant laws and regulations in the jurisdictions in which we operate.

Diversity, Anti-discrimination and Inclusion

The Group is firmly committed to an equal opportunity employment policy. We ensure a non-discriminatory approach toward all job applicants and employees, disregarding gender, age, disabilities, ethnicity, race, religion, national origin, sexual orientation, and gender identity. Discrimination and bias have no place in our recruitment practices or work environment. Only job-relevant qualifications, performance, experience, and competencies are considered for hiring and promotions, with personal circumstances such as marital status or health conditions having no bearing. We hire and promote individuals aligned with our values and work ethics, particularly those showing initiative, responsibility and integrity.

We prioritize our employees' work-life balance as it contributes significantly to their well-being. Our efforts to provide a positive working environment include a discrimination- and harassment-free workplace, equitable opportunities for all staff members, and competitive salary packages. Our remuneration and benefits policies adhere strictly to legal standards and are in line with current industry trends, reflecting an individual's experience and qualifications. Additionally, for certain roles, we implement performance bonuses and commission structures to reward and motivate our employees.

Fair Labour Practices and Employee Benefits

The Group takes care of its staff's future with retirement benefits and employee insurance, governed by regional requirements. Furthermore, we offer an Educational Assistance Program for employees who have served more than two years to enhance their skills and capabilities, as well as medical benefits for all our employees.

僱員及勞工常規

吸引及挽留人才

僱員是本集團最寶貴資產之一，建立和諧的僱傭關係是本集團穩步向前發展的重要基礎。為恪守這一公平承諾，我們已制定僱員手冊以及全面的薪酬框架及福利政策，以確保全體員工獲得公平公正的待遇。我們遵守我們經營所在司法權區的所有相關法律及法規。

多元化、反歧視及包容性

本集團堅決貫徹機會平等的僱傭政策。我們確保對所有求職者及僱員一視同仁，無分性別、年齡、殘疾、民族、種族、宗教、國籍、性取向及性別認同。我們的招聘工作或工作環境中不容許歧視及偏見。在招聘及晉升時，我們只會考慮與工作相關的資格、表現、經驗及能力，而不會考慮婚姻狀況或健康狀況等個人情況。我們聘用及晉升與我們的價值觀及職業道德一致的人員，尤其是表現出主動性、責任感及誠信的僱員。

我們優先考慮僱員的工作與生活平衡，因為這對其健康福祉非常重要。我們努力提供正面的工作環境，包括無歧視、無騷擾的工作環境，為全體員工提供公平的機會，以及具有競爭力的薪酬方案。我們的薪酬及福利政策嚴格遵守法律標準，與當前行業趨勢一致，反映個人的經驗及資格。此外，對於若干職位，我們實施表現花紅及佣金制度，以獎勵及激勵僱員。

公平勞工慣例及僱員福利

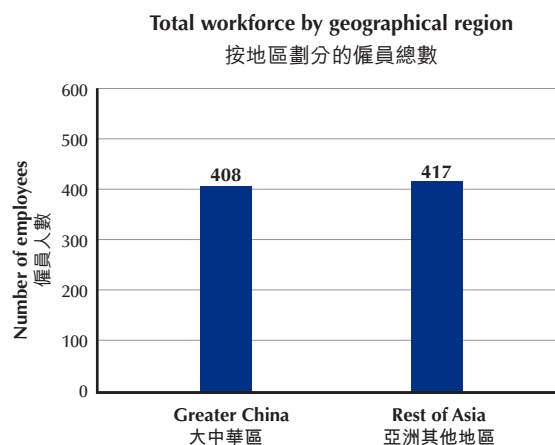
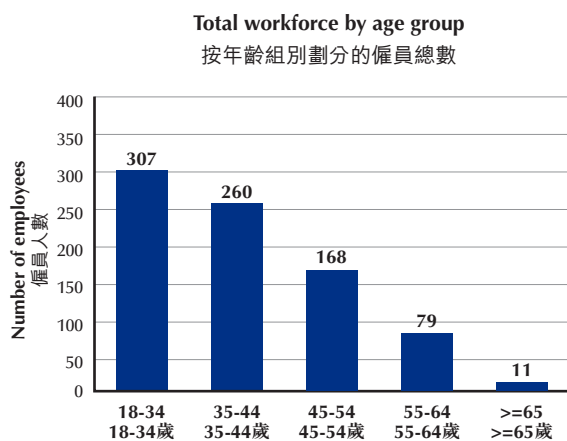
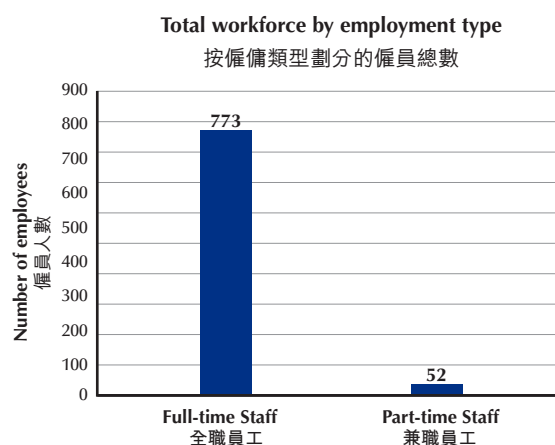
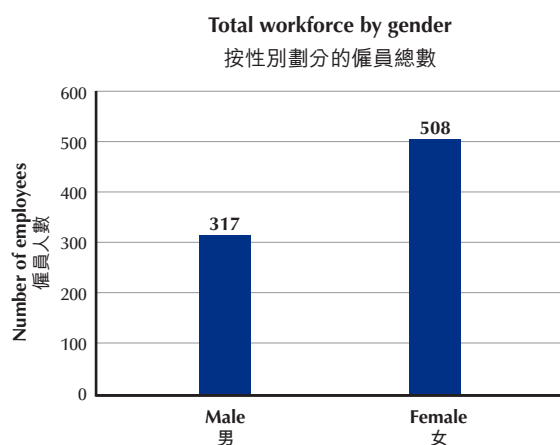
本集團根據地區要求，為員工的未來著想，提供退休福利及僱員保險。此外，我們為服務兩年以上的員工提供教育資助計劃，以提高彼等的技能及能力，以及為全體僱員提供醫療福利。

During the Reporting Period, the Group was not aware of any material non-compliance with employment-related laws and regulation that would have a significant impact on the business operations of the Group in different regions.

As at 31 March 2024, total employees of the Group was 825. The number of employees by gender, employment type, age group and geographical region are as follow:

於報告期間，本集團並不知悉任何嚴重違反僱傭相關法律及法規而可能對本集團在不同地區的業務經營造成重大影響的情況。

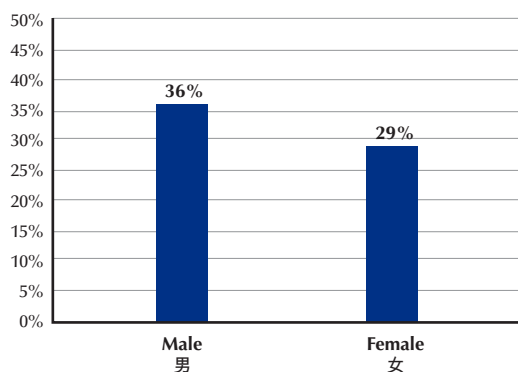
於2024年3月31日，本集團僱員總數為825人。按性別、僱傭類型、年齡組別及地區劃分的僱員人數如下：



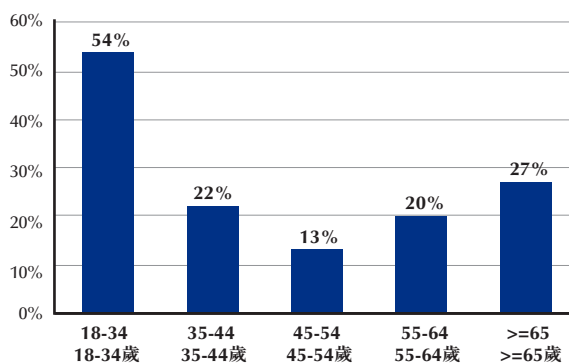
The total turnover rate of the Group's employees in Reporting Period is 32%³. The turnover rate by gender, age group and geographical region are as follows⁴:

於報告期間，本集團僱員的總流失比率為32%³。按性別、年齡組別及地區劃分的流失比率如下⁴：

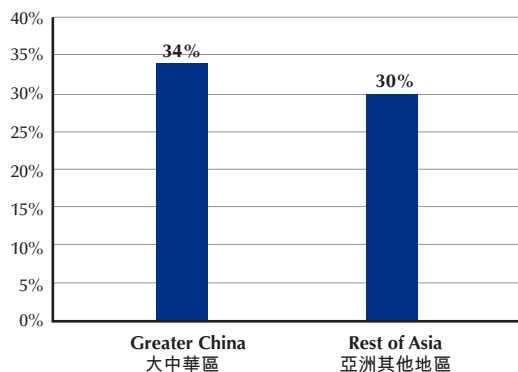
Employee turnover rate by gender
按性別劃分的僱員流失比率



Employee turnover rate by age group
按年齡組別劃分的僱員流失比率



Employee turnover rate by geographical region
按地區劃分的僱員流失比率



3. "Total Turnover Rate" refers to the ratio of the total number of employees who left the company during the Reporting Period to the total number of employees at the end of the Reporting Period.
4. "Turnover Rate for each specific category" refers to the ratio of the total number of employees who left a specific category during the Reporting Period to the total number of employees in that category at the end of the Reporting Period.

3. 「總流失比率」指報告期間離職僱員總數與於報告期間末僱員總數的比率。
4. 「各指定類別的流失比率」指報告期間離開特定類別的僱員總數與於報告期間末該類別的僱員總數的比率。

EMPLOYEES HEALTH AND SAFETY

Ensuring the health and safety of our employees is a top priority for us. We are committed to maintaining a workplace where safety is paramount, and we do this by providing a secure environment and regularly updating our staff with important safety information.

The Group has implemented “Security Policies” that outline workplace safety procedures. These policies and their respective instructions are accessible to all employees via the intranet. The target audience for these policies includes drivers, warehousing employee, office staff who frequently move between locations, retail employees, and electricians. We have adopted the following measures:

- Employees are provided with individual workstations and necessary equipment to perform their duties safely and efficiently;
- Our facilities are smoke-free, well-lit, ventilated, and regularly cleaned, with clear aisles and access to first aid and fire safety equipment;
- Regular maintenance is performed on office furniture and equipment;
- Security measures are implemented to control access to our premises, and we adhere to government safety guidelines; and
- Staff wellbeing is supported through initiatives like free annual flu vaccinations and regular health check-ups for eligible employees.

Over the past two years, we have maintained a safety record. During the Reporting Period, there was an instance where a salesperson sustained an injury to their left knee after a fall while working outdoors, leading to an eight-day absence from their duties. Other than this, there have been no work-related fatalities in the past three years, including the Reporting Period. Furthermore, during the Reporting Period, our company did not face any claims related to significant accidents that involved personal injuries, fatalities, or property damage, nor did we experience any events that adversely affected our business operations, financial health, or operational results.

僱員健康及安全

確保僱員的健康及安全是我們的首要任務。我們致力維護一個安全至上的工作場所，為此我們提供了一個安全的環境，定期向員工提供最新的重要安全資訊。

本集團實施安全政策，該政策概述工作場所的安全程序。全體僱員均可通過內聯網查閱該等政策及相關說明。該等政策的目標受眾包括司機、倉儲僱員、經常在不同地點之間流動的辦公室員工、零售僱員及電工。我們已採取以下措施：

- 為僱員提供個人工作站及必要的設備，以便彼等安全有效地履行職責；
- 我們的設施禁煙、光線充足、通風良好且定期清潔，過道保持暢通，設有急救及消防設備；
- 定期保養辦公室傢俬及設備；
- 實施保安措施，控制可進出辦公場所的人士，並堅守政府安全指引；及
- 每年為合資格僱員免費接種流感疫苗及定期進行身體檢查，為員工的健康提供支持。

過去兩年，我們均能維持安全記錄。於報告期間，一名銷售人員在戶外工作時跌倒，左膝受傷，導致其缺勤八天。除此以外，過去三年（包括報告期間）並無發生任何工傷致命事故。此外，於報告期間，本公司並無面臨任何涉及人身傷害、身故或財產損失的重大事故索償，亦並無經歷任何對本公司業務經營、財務健康或經營業績造成不利影響的事件。

Health and safety 健康及安全	Unit 單位	2022 2022年	2023 2023年	2024 2024年
Work-related fatalities 工傷致命事故	Cases 宗	0	0	0
Work injuries 工傷	Cases 宗	0	0	1
Days lost to work injuries 工傷損失天數	Days 天	0	0	8

The Group was not aware of any material non-compliance with health and safety-related laws and regulations in our business region that would have a significant impact on the Group during the Reporting Period.

TRAINING AND DEVELOPMENT

Our customers value the personal touch we offer during their shopping experience. Recognizing the link between high service standards and well-trained employees, we put strong emphasis on staff development and training. With a comprehensive development plan in place, we aim to equip our staff with the necessary skills to excel in delivering top-notch service.

We promote continuous learning through a variety of courses that enhance not only job-related abilities but also personal growth. Our training programs cover financial literacy, HR management, data privacy, safety, operations, product insights, sales strategies, interpersonal skills, and technology proficiency.

To optimize the impact of our training, we've implemented a Development and Training Policy for oversight and management. The on-the-job training is tailored to individual roles and employees' unique strengths, offering opportunities for comprehensive growth. The Group is committed to employee growth through a detailed training program as below:

- Regular and specialized training for all in-store staff to address current needs;
- Detailed induction and orientation for new hires to establish a solid foundation;

於報告期間，本集團並不知悉任何嚴重違反我們的業務地區的健康及安全相關法律及法規而可能對本集團造成重大影響的情況。

培訓及發展

客戶非常重視我們在其購物體驗中提供的個性化服務。我們深知高水準的服務與訓練有素的僱員息息相關，因此非常重視員工的發展及培訓。我們制定了全面的發展計劃，旨在讓員工掌握必要的技能，以提供一流的服務。

我們通過各種課程促進員工持續學習，該等課程不僅能提高員工的工作能力，還能促進其個人成長。我們的培訓課程涵蓋金融知識、人力資源管理、數據私隱、安全、營運、產品理解、銷售策略、人際技巧及技術能力。

為優化培訓效果，我們已實施發展及培訓政策，以便監督及管理。在職培訓根據員工的個人職責及獨特優勢量身定制，為員工提供全面成長的機會。本集團通過以下詳細的培訓計劃，致力推動僱員成長：

- 向所有店舖內員工提供定期及專門培訓，以滿足當前需求；
- 向新員工提供詳細的入職培訓及指導，為新員工奠定穩健基礎；

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

- Training includes product knowledge, customer service, effective sales techniques, and legal updates, drawing from internal and external resources; and
- Post-training evaluations to assess effectiveness and monitor employee development.

During the Reporting Period, 36.1%⁵ of the Group's employees received training and the average training hours per employee is 5.6⁶ hours. The breakdown of staff members received training and average training hours completed per employee are as follows:

- 利用內部及外部資源提供培訓，內容包括產品知識、客戶服務、有效的銷售技巧以及最新的法律規定；及
- 培訓後評估，以評估效果並監察僱員的發展。

於報告期間，本集團僱員中36.1%⁵已接受培訓及每名僱員的平均培訓時數為5.6個小時⁶。已接受培訓員工及每名僱員完成的平均培訓時數的明細如下：

		Breakdown of Employee Trained ⁷ 已培訓僱員明細 ⁷	Average Training Hours per Employee ⁸ 每名僱員的 平均培訓時數 ⁸
(a) by Employee Level			
	(a) 按僱員層級		
Senior Management	高級管理層	1.4%	1.3
Middle Management	中級管理層	22.8%	10.9
Supervisor	主管	19.1%	7.5
General Employee	普通僱員	56.7%	2.9
(b) by Employee Category			
	(b) 按僱員類別		
Office Staff	辦公室員工	31.2%	4.5
Shop Staff	店舖員工	68.8%	6.0
(c) by Gender			
	(c) 按性別		
Male	男性	40.9%	5.0
Female	女性	59.1%	6.0

5. "Total percentage of employees trained" refers to the ratio of the total number of employees trained during the Reporting Year to the total number of employees at the end of the Reporting Period.
6. "Average training hours" refers to the ratio of the total training hours for employees during the Reporting Year to the total number of employees who participated in training during the Reporting Period.
7. "Breakdown of employees trained" refers to the ratio of the total number of employees in a specific category trained during the Reporting Period to the total number of employees who participated in training during the Reporting Period.
8. "Average Training Hours for each specific category" refers to the ratio of the total training hours of employees in a specific category during the Reporting Period to the average number of employees in that category who participated in training during the Reporting Period.

5. 「已培訓僱員總百分比」指於報告年度已培訓僱員總數與於報告期間末的僱員總數之比率。
6. 「平均培訓時數」指於報告年度僱員的總培訓時數與於報告期間參與培訓的僱員總數之比率。
7. 「已培訓僱員明細」指於報告期間已培訓指定類別的僱員總數與於報告期間參與培訓的僱員總數之比率。
8. 「各指定類別僱員的平均培訓時數」指於報告期間指定類別的僱員總培訓時數與於報告期間參與培訓的該類別僱員平均人數之比率。

LABOR STANDARDS

The Group adopts a merit-based approach, valuing employee competence to build an efficient team. We have clear staff policies and management controls that ensure a fair workplace with equal opportunities, prevention of sexual harassment, prohibition of child and forced labor, grievance mechanisms, anti-corruption measures and personal data confidentiality protection.

HR departments must comply with national and local labor laws, and we have regular compliance checks with HR heads. To prevent child and forced labor, candidates must provide valid identity documents, and we've employed no underage workers. Any violations lead to immediate investigation and termination of contracts.

Our "Employee Handbook" outlines working hours and overtime policies to inform employees of their rights. The HR Department reviews attendance records routinely and takes swift action, including dismissal and legal reporting, on forced labor incidents.

The Group strictly forbids child and forced labor among suppliers and, during the reporting period, has seen no significant non-compliance in our business regions. We avoid suppliers with records of child or forced labor and regularly assess our measures for continued effectiveness.

SUPPLY CHAIN MANAGEMENT

The Group is committed to producing its house brand products by collaborating with suppliers who uphold our values of conducting business in a fair, honest, and responsible manner.

勞工準則

本集團採取任人唯賢的方針，重視僱員能力以打造一個高效團隊。我們制定了明確的員工政策及管理控制措施，以確保工作場所的公平性，包括機會平等、防止性騷擾、禁止童工及強制勞工、申訴機制、反貪污措施及個人資料保密。

人力資源部必須遵守國家及地方的勞動法，我們會定期與人力資源部主管進行合規檢查。為防止童工及強制勞工，應徵者必須提供有效的身份證明文件。我們未曾僱用未成年工人。如有任何違規行為，我們將立即展開調查，並終止合約。

我們的僱員手冊概述了工作時間及加班政策，讓僱員了解自身的權利。人力資源部會定期審查考勤記錄，並對強制勞工事件迅速採取行動，包括解僱及向執法部門舉報。

本集團嚴禁供應商使用童工及強制勞工，於報告期間，我們的業務區域並無發現嚴重違規。我們避免與有使用童工或強制勞工記錄的供應商合作，並會定期評估我們的措施是否持續有效。

供應鏈管理

本集團透過與我們的價值觀一致、秉持公平、誠信及負責任原則營商的供應商合作，致力生產自有品牌產品。

Responsible Procurement

As part of our partnership criteria, we meticulously assess and audit potential and existing suppliers based on a stringent set of guidelines designed to evaluate everything from compliance with international and local standards like RoHS, REACH, and CE, to management support systems such as ISO and ERP. Additionally, our evaluations consider factory conditions including size, cleanliness, and safety features, environmental practices regarding waste treatment and certification, and employee welfare aspects like accommodation and compliance with local labor laws. Any supplier failing to meet these standards is either not selected or not renewed upon contract expiration, emphasizing that these agreements are time-sensitive and contingent upon satisfactory audit outcomes. Relevant policies are reviewed at least annually to ensure their effectiveness. During the Reporting Period, we have a total of 81 suppliers, as detailed below:

Supply Chain by geographical region	按地區劃分的供應鏈	2024 2024年
Greater China	大中華區	38
Rest of Asia	亞洲其他地區	35
Others	其他	8
Total	總計	81

The Group commitment to ethical practices extends to ensuring our suppliers refrain from employing bonded or underage labor and avoid using toxic materials in their products. We also encourage our suppliers to align with our ethical framework by adopting Standards of Engagement, which are integral to their contracts with us. These standards underscore the importance of freedom from forced labor, equality in employment without discrimination, fair compensation, safe and healthy working conditions, embracing sustainability in business decisions, and fostering community involvement. The Group gives priority to environmentally preferable product. Taking transportation cost, environmental risks, social risks, raw material quality, and other relevant factors into consideration, the Group chooses local suppliers and selects the nearest suppliers as well as appropriate transportation means to minimize associated carbon emissions. Through these rigorous practices, the Group strives to maintain its reputation for integrity and responsibility in every aspect of our business operations.

負責任的採購

作為合作標準的一部分，我們採用專為評估是否符合RoHS、REACH及CE等國際及地方標準，以及ISO及ERP等管理支持體系而設計的一套嚴格指引，仔細評估及審計準供應商及現有供應商。此外，我們的評估會考慮廠房條件(包括規模、清潔度及安全設施)、廢棄物處理及認證方面的環保慣例，以及僱員福利(如住宿及遵守地方勞動法)。如任何供應商未能達到該等標準，則不會獲選，或在合約到期後不予續約，同時強調該等協議屬時間敏感性，且取決於令人信納的審查結果。相關政策至少每年審查一次，以確保其有效性。於報告期間，我們共有81家供應商，詳情如下：

本集團對道德慣例的承諾延伸至確保我們的供應商不僱用抵債勞工或未成年勞工，並避免在其產品中使用有毒材料。我們亦鼓勵供應商採用委聘標準，使其與我們的道德框架保持一致，這亦是供應商與我們簽訂合約的重要一環。該等標準強調不得強制勞工、無歧視的平等就業、公平報酬、安全健康的工作條件、在業務決策中納入可持續發展以及促進社區參與的重要性。本集團優先考慮採用環保產品。經考慮運輸成本、環境風險、社會風險、原材料品質以及其他相關因素，本集團選擇當地供應商，並選擇地點最近的供應商及適當的運輸方式，以盡量減少相關碳排放。通過該等嚴格的慣例，本集團努力在業務經營的各個方面保持其誠信及負責任的聲譽。

PRODUCT RESPONSIBILITY

As a provider of high-quality products and services, we are deeply committed to our responsibilities regarding what we deliver. Ensuring customer safety is our top priority, and we diligently monitor our quality control and assurance processes. We strictly avoid any false advertising or labeling. Our products typically include warranties, with clear warranty and exchange policies stated on sales memos. We have standard operating procedures (SOPs) for after-sales service, warranties, and product exchanges. During the Reporting Period, the Group was not aware of any material non-compliance with any laws and regulations about the quality of products and services provided that would have a significant impact on the business operations of the Group in different regions.

Ensuring the Quality of Services

During the Reporting Period, our Customer Services department recorded an average of approximately 2.2 complaints per month, a year-over-year decrease of around 48%. In FY2023/24, we successfully resolved nearly 100% of inquiries and complaints within this timeframe.

- Customers are encouraged to share their feedback on our products and services through various channels such as service hotlines, letters, emails and social media;
- We are committed to addressing customer complaints within three working days, following our standard complaint handling procedures; and
- Our standard resolution process includes reviewing product quality, customer service, and product repairs.

產品責任

作為優質產品及服務的提供商，我們對所交付的產品及服務責任重大。確保客戶安全是我們的首要任務，我們對質量控制及保證流程進行嚴格監控。我們嚴格避免任何虛假廣告或標籤。我們的產品一般提供保養期，而保養及退貨的政策均於銷售收據明確標示。我們已制訂產品售後服務、產品保養及退貨的標準作業程序。於報告期間，本集團並無發現任何嚴重違反有關所提供的產品及服務品質的法律及法規而對本集團在不同地區的業務經營產生重大影響的情況。

確保服務質量

於報告期間，客戶服務部每個月平均錄得約2.2宗投訴，按年減少約48%。於2023/24財政年度，我們在時限內成功解決近100%的查詢及投訴。

- 我們鼓勵客戶通過各種渠道，如服務熱線、信件、電郵及社交媒體，分享彼等對我們的產品及服務的回饋；
- 我們承諾按照標準投訴處理程序，在三個工作日內處理客戶投訴；及
- 我們的標準解決程序包括審查產品品質、客戶服務及產品維修。

Ensuring the Quality of Product

Our Quality Control Department is responsible for quality control and assurance of our house brand products. A quality assurance system and procedures are in place and these are continually monitored and updated. In FY2023/24, none of our sold or shipped products were subject to recalls due to safety or health concerns. Our quality assurance system and procedures include:

- Setting key performance indicators with clear inspection guidelines and procedures for quality management, for example, instructions for inspection of components, reliability tests and procedures for water resistance; and
- Preparing inspection quality reports, reports on reliability tests, statistical monthly quality reports and attending monthly supplier meetings to ensure consistent follow-up on improvement or corrective actions.

Recall procedures for our house brand products:

- Customer Services are responsible for monitoring customer satisfaction levels by collecting customer comments and analysing defective product return rates;
- Customer feedback on product quality and repair service requests are recorded in our after sales service return and repair job management system;
- Customer Services monitors the monthly defective product return rate, analyses the results and regularly reports to our Product Development and Quality Control Departments and other relevant departments for possible product problems or potential quality risks;
- When defective products are found, the Product Development and Quality Control Departments, Customer Services and other relevant departments promptly investigate, to find the possible causes of product defects, discuss the solutions and identify any necessary improvements in product development; and
- To evaluate and determine whether it is necessary to recall the products and take any corrective actions. If products are to be recalled, we will notify customers and offer either a return or exchange of the products.

確保產品質量

我們的質量控制部門負責我們的自有品牌產品的質量控制及保證。我們已實施質量保證體系及程序，並進行持續監控及更新。於2023/24財政年度，我們銷售或付運的產品均並無因安全或健康問題而被召回。我們的質量保證體系及程序包括：

- 設定關鍵績效指標，具有明確的檢查準則及質量控制程序，例如部件的檢查說明、可靠性測試及防水程序；及
- 準備檢查質量報告、可靠性測試報告、統計每月質量報告，並參加每月的供應商會議，以確保持續跟進改進或糾正措施。

我們自有品牌產品的召回程序：

- 客戶服務部負責透過收集客戶意見及分析缺陷產品的退貨率來監控客戶滿意度水平；
- 客戶對產品質量的回饋及維修服務要求均記錄在我們的售後服務退貨及維修工作管理系統中；
- 客戶服務部監控每月缺陷產品的退貨率，分析結果並定期向我們的產品開發及質量控制部以及其他相關部門報告可能存在的產品問題或潛在的質量風險；
- 當發現缺陷產品時，產品開發及質量控制部、客戶服務部及其他相關部門及時進行調查，尋找產品缺陷的可能原因，討論解決方案，並確定產品開發中任何必要的改進需求；及
- 評估及確定是否有必要召回產品，並採取任何糾正措施。倘要召回產品，我們將通知客戶並提供產品退貨或換貨。

Protection of Intellectual Property Rights

We protect and manage our intellectual property rights through registration, maintenance, monitoring, and enforcement. An external watching service, along with our local offices, conducts the monitoring. Copyrights for designs of our house brand products are systematically stored and, where applicable, registered for protection. We respect third-party intellectual property rights and avoid using them without authorization. Before adopting potential brands or sub-brands, we perform trademark searches to ensure availability and prevent infringement of third-party rights. During the Reporting Period, the Group obtained 770 trademarks.

Customer Information Protection

Consumer protection data policies and SOPs are established to ensure compliance with applicable laws. Our PIC statements detail our policies and practices regarding consumer data, explaining the definition of personal data, as well as the principles of its collection, use, retention, and disposal according to local privacy laws. We ask consumers to review the PIC statement and consent to the collection and use of their personal data. Annual audits are carried out to ensure compliance.

The Group prioritises the confidentiality and proper handling of consumer personal data. Employees found breaching these policies or related guidelines may be subject to disciplinary action. During the Reporting Period, the Group did not receive any complaint about leakage of customer data.

保護知識產權

我們透過註冊、維護、監控及強制措施保護及管理本集團的知識產權。監控乃透過外部觀察服務供應商及我們的當地辦事處進行。與本集團自有品牌產品設計有關的版權已按系統化的方式儲存，並於適用情況下，進行版權登記以獲得保護。我們尊重第三方的知識產權，不會故意未經授權使用第三方知識產權。在採用潛在的品牌或子品牌之前，我們會進行商標搜索，以確認是否可以使用，並防止侵犯第三方權利。於報告期間，本集團獲得770項商標。

客戶資料保護

本公司已制訂消費者資料保護政策及標準作業程序，以確保遵從適用法例。個人資料收集聲明詳述我們有關消費者資料的政策及慣例，解釋個人資料的定義，以及依據當地適用私隱法例收集、使用、保留及處置該等資料的一般原則。消費者被要求閱讀個人資料收集聲明並同意收集及使用彼等的個人資料。每年均會進行審核以監督合規情況。

本集團將消費者個人資料的保密及妥善處理放在首位。僱員如違反該等政策或相關指引，或會面臨紀律處分。於報告期間，本集團並無收到任何有關客戶資料洩露的投訴。

ANTI-CORRUPTION

The Group has established anti-corruption policies in our Employee Handbooks and Operations Manuals according to applicable local laws and there are established internal controls and systems to prevent or minimise the occurrence of bribery, extortion and fraud. Integrity is one of the core principles which underpins the way we conduct our businesses. Top management sets the tone and all employees are expected to discharge their duties with integrity and to comply with our policies and the relevant local laws. During the Reporting Period, the Group did not observe nor receive any legal cases regarding corrupt practices, bribery, conflicts of interest, extortion, fraud, money laundering brought against the Group or its employees. The Group was not aware of any material non-compliance with any laws and regulations relating to bribery, extortion, fraud and money laundering that would have a significant impact on the business operations of the Group in different regions.

Whistleblowing Policy

The Group has implemented an effective Whistle-blowing Policy for reporting fraud and corruption with clearly stated reporting procedures set out in Employee Handbook and the Group intranet. We encourage the reporting of suspected business irregularities and provide clear channels specifically for this purpose. When suspected wrongdoings are identified, such as breach of duty, abuse of power, receiving bribes, staff should report to the Group for investigation and verification. The Group will carry out investigation on the reported case and report to the regulator and/or to law enforcement authority when necessary. The Group is determined to protect whistle-blowers against retaliation for reporting incidents in good faith. The Group will also ensure the confidentiality of the identity of whistle-blowers. Related measures will be reviewed regularly by the Group to ensure their effectiveness.

The Group provides annual anti-corruption training to directors and staff, referencing the local Prevention of Bribery Ordinance and Anti-Money Laundering Laws. During the Reporting Period, 31 employees in Hong Kong completed a total of 62 training hours on anti-corruption, while in Malaysia, 41 employees completed 20.5 hours.

反貪污

本集團已根據適用的本地法律在僱員手冊及業務手冊中制定反貪污政策，並制定內部監控及制度以防止或盡量減少賄賂、敲詐及欺詐的發生。誠信是支持我們開展業務的核心原則之一。高級管理層釐定基調及期望全體僱員以誠信履行職責，並遵守我們的政策及本地相關法律。於報告期間，本集團並無發現亦並無收到任何針對本集團或其員工的貪污行為、賄賂、利益衝突、勒索、欺詐、洗錢等法律案件。本集團並不知悉任何嚴重違反有關賄賂、敲詐、欺詐及洗錢的法律及法規而對本集團在不同地區的業務經營造成重大影響的情況。

舉報政策

本集團已就舉報欺詐及貪污實施有效的舉報政策，並在僱員手冊及本集團內聯網上明確規定舉報程序。我們鼓勵舉報可疑的商業違規行為，並為此提供明確的舉報渠道。一旦發現可疑的不當行為，如違反職責、濫用權力、收受賄賂等，員工應向本集團舉報，以便進行調查及核實。本集團將對舉報案件進行調查，並在必要時向監管機構及／或執法機關報告。本集團堅決保護真誠舉報的員工免遭報復。本集團亦將確保舉報人的身份保密。本集團將定期審查相關措施，以確保其有效性。

本集團每年參照當地防止賄賂條例及反洗錢法，為董事及員工提供反貪污培訓。於報告期間，香港有31名僱員完成共計62個小時的反貪污培訓，而馬來西亞則有41名僱員完成20.5個小時的培訓。

COMMUNITY INVESTMENT

The Group is committed to enhancing its community relations, believing firmly that success stems from supporting local communities. This includes aiding vulnerable groups, engaging in volunteer efforts, and backing charitable causes. During the Reporting Period, we proudly contributed HK\$192,500 in donations to various organizations such as Oxfam (Hong Kong & Macau), UNICEF, and Hong Chi Association, among others, and dedicated 11.5 hours to volunteer work.

社區投資

本集團致力於加強社區關係，堅信成功源於對地方社區的支持。這包括幫助弱勢社群、參與義務工作及支持慈善事業。於報告期間，本集團向（其中包括）樂施會（香港及澳門）、聯合國兒童基金及匡智會等機構捐款港幣192,500元，並投入11.5個小時的義務工作。



In recognition of our continuous efforts, we've consistently earned the Caring Company Logo from the Hong Kong Council of Social Service over the years. For Stelux Holdings International Limited, we have earned the Caring Company Logo for over 20 years while for the subsidiaries, City Chain Company Limited and Thong Sia Watch Company Limited, we have earned such logo for over 15 years. These recognitions underscore our commitment to enriching lives and stands as a beacon of our values in action.

為表揚我們的不懈努力，我們連續多年榮獲香港社會服務聯會頒發的「商界展關懷」標誌。寶光實業（國際）有限公司獲得「商界展關懷」標誌逾20年，而附屬公司時間廊鐘錶有限公司及通城鐘錶有限公司亦已獲得該標誌逾15年。該等殊榮彰顯我們對豐富人生的承諾，亦是我們以行動實踐價值觀的明燈。

Through community engagement, the Group aims to:

- show love, to give hope and to support the disadvantaged;
- encourage compassion and empathy in our employees;
- foster a sense of community within Stelux; and
- empower through education.

通過參與社區活動，本集團旨在：

- 表達愛心、給予希望及支持弱勢社群；
- 加強僱員的同情心及同理心；
- 在寶光內部培養社區意識；及
- 通過教育賦權。

With the above objectives in mind, we engage with those within our communities with specific emphasis on:

- the elderly poor;
- the homeless;
- poor immigrant families; and
- children and youth

to provide them with:

- basic sustenance and daily necessities
- social interaction and integration with the wider community; and
- education

Our policies on giving are:

- to partner reliable registered charities. Partnerships are reviewed annually;
- to adopt a “no frills” approach to maximise each dollar donated;
- employee volunteering during work hours are capped at 6 hours per employee for each financial year. There is no cap outside of work hours;
- activities and giving focus on target groups and their identified needs; and
- receipts must be issued by a charity for the donations with a breakdown of costs, where applicable.

Periodic appraisal meetings are held with the charities we support to understand specific needs and to ensure contributions are appropriately disbursed.

本著上述目標，我們幫助社區人士，特別是：

- 貧困老人；
- 無家可歸者；
- 貧困移民家庭；及
- 兒童及青少年

為彼等提供：

- 基本物資及日常用品
- 社會互動及與更廣泛的社區融合；及
- 教育

我們的捐贈政策為：

- 與可靠的註冊慈善機構合作。每年審查合作夥伴關係；
- 善用捐獻，以達至最大效益；
- 於每個財政年度，僱員在工作時間進行義務工作的時數上限為6小時。工作時間以外則並無上限；
- 活動及捐贈重點關注目標群體及其確定的需求；及
- 慈善機構必須發放捐款收據(包括成本的明細(倘適用))。

本集團會定期與慈善團體召開檢討會議，以了解彼等的具體需要，並確定本集團的捐獻被適當地運用。

BRAND OF THE YEAR AWARD

City Chain was awarded with the “Brand of the Year” award (under the national brand for the “watches” category) in the World Branding Awards organized by the World Branding Forum, a global non-profit organization dedicated to advancing branding standards for the good of the branding community as well as consumers.

年度品牌大獎

時間廊在世界品牌論壇舉辦的世界品牌大獎中獲得「年度品牌」殊榮。世界品牌論壇為一個全球性非牟利組織，致力於為品牌社區及消費者的利益提升品牌標準。

