

信德集團

SHUN TAK HOLDINGS

Stock Code 股份代號: 242

Sustainability Report Highlights

可持續發展報告亮點

2025



自然諧和

ENVIRONMENTAL HARMONY

CONNECTING THE VALUE CHAIN TO SUPPORT SYNERGIES BETWEEN ECOLOGY AND DEVELOPMENT

聯動價值鏈，支持生態與發展協同效益

- Established five new environmental-related targets, with most metrics directly linked to financial performance
 - Achieved 14 major green building certifications, including two newly obtained recognitions:
 - LEED Gold (O+M) by Artyzen Grand Lapa Macau, the first hotel in Macao to receive this certification
 - Five-Leaf, the highest rating, under China Green Hotel by Artyzen Habitat Hengqin Zhuhai
 - Completed a Scope 3 greenhouse gas emissions pilot assessment across multiple business sectors in 2025, translating findings into economically viable and actionable decarbonization measures
- 新設五項環境相關目標，其中多項指標與財務表現直接掛鉤
 - 累計取得14項主要綠色建築認證，包括以下兩項新增認證：
 - LEED 金級(營運與維護) — 澳門雅辰酒店，為澳門首間獲此認證的酒店
 - 中國綠色飯店的五葉級認證(最高等級) — 珠海橫琴雅辰悅居酒店
 - 完成涵蓋多個業務板塊的範圍三溫室氣體排放試點評估，並將評估結果轉化為兼具商業價值與環境效益的可行措施

商社共榮

COMMUNAL CONNECTIVITY

NURTURING YOUTH AND EMPOWERING A SUSTAINABLE FUTURE FOR CULTURAL TOURISM

培育青年力量，賦能文化旅游可持續未來

- Established two new community-related targets, reinforcing structured community investment
 - Continued investment was made in culture, arts, environment, and wellness under the B.L.I.S.S. community framework. Total charitable contributions, including cash and in-kind donations, amounted to HK\$12,829,677, alongside 7,737 hours of community service, benefiting 109,234 person-times
 - Flagship community program “T+ Exploration” nurtured 100 Youth Ambassadors, engaged 70 professionals and partnered with 20 organizations, followed by the expanded “T+ Exploration 2.0” program
 - Supported 15,000 youths in national education for nurturing a sense of national identity
- 新設兩項社區相關目標，進一步強化社區投資的結構化及成效導向管理
 - 透過B.L.I.S.S.社區框架持續投入資源，涵蓋文化、藝術、環境及身心健康範疇。慈善捐款及實物捐贈總額達12,829,677港元，社區服務總時數為7,737小時，惠及109,234人次
 - 旗艦社區項目「T+研學遊」培育100名青年大使、凝聚70位專業人士及20個合作機構，並進一步推出升級版「T+研學遊2.0」
 - 透過國民教育相關項目，培養15,000名青年國家認同感

管治

GOVERNANCE

TARGET-DRIVEN, ENABLING INNOVATION AND VERIFIABLE PERFORMANCE

目標為本，驅動創新與可驗證績效

Green Brick Road Cultural Harmony

綠磚路
共融文旅

- Formulated 17 ESG targets with a 2030 roadmap, underpinned by a double materiality assessment and disclosed in the Sustainability Report 2025
 - Established three new governance-related targets, strengthening oversight, accountability, and decision-making across the Group
 - Fully deployed intelligent ESG data systems, enabling standardized, real-time, and verifiable performance tracking
 - Initiated Group-wide ESG performance tracking with 2024 as the baseline year, supported by standardized indicators and data governance processes
 - Enhanced board diversity, achieving 44% female representation among Directors
 - Outstanding Award - Cross-border Corporate Category at Standard Chartered Corporate Achievement Awards 2025
 - Hong Kong ESG Award presented by The Chinese Manufacturers' Association of Hong Kong
- 以雙重重要性評估為基礎，制定17項 ESG 目標及 2030年路線圖，並已於《2025年可持續發展報告》中披露
 - 新增三項管治相關目標，進一步強化集團在監督、問責及決策層面的管治能力
 - 全面部署智能 ESG 數據系統，實現標準化、即時及可驗證的績效追蹤
 - 以2024年作為基準年，正式啟動集團層面的ESG績效追蹤，並配合標準化指標及數據管治流程
 - 持續提升董事會多元化，女性董事會成員比例達 44%
 - 跨境企業類別卓越大獎 — 2025年渣打企業成就獎
 - 香港ESG大獎 — 香港中華廠商聯合會

Supporting the United Nations Sustainable Development Goals 支持聯合國可持續發展目標



協作共融

COLLABORATIVE INCLUSIVITY

FOSTERING A DIVERSE AND INCLUSIVE WORKPLACE FOR MUTUAL GROWTH OF TALENT AND THE GROUP

營造多元共融環境，成就人才與企業雙向成長

- Established four new employee-related targets, reinforcing long-term workforce sustainability
 - Honored two Gold and five Silver awards at the Hong Kong HR Excellence Awards 2025, covering ESG strategy, DEI, change leadership, employer branding, talent acquisition and employee development
 - Achieved 56.25% female representation in senior management at Group headquarters, with a gender pay ratio of 1:1.18 (female to male), maintaining industry benchmark performance
 - Invested more than one-third of the training on employees' professional development
- 新設四項員工相關目標，進一步鞏固長遠人力資本及人才韌性
 - 於2025年香港人力資源卓越大獎中榮獲兩項金獎及五項銀獎，涵蓋ESG策略、多元、平等與共融(DEI)、變革領導力、僱主品牌、人才招聘及員工培訓發展
 - 集團總部高級管理層女性比例達56.25%，男女薪酬比率為1:1.18(女性薪酬相對於男性)，持續保持行業標桿地位
 - 超過三分之一的培訓投資於員工的專業發展

匠心摯誠

BESPOKE SINCERITY

SHAPING EXPERIENCES THROUGH TRUST AND CARE TO MEET ASPIRATIONS FOR SUSTAINABLE LIVING

誠信與關懷塑造體驗，回應顧客對可持續生活嚮往

- Established three new customer-related targets, strengthening service quality and long-term customer relationships
 - Achieved customer satisfaction scores exceeding 90% consistently across the Property Management, and Leisure and Hospitality business
 - Launched the new high-speed ferry service connecting Shenzhen Airport and Macau Outer Harbour Ferry Terminal, supporting GBA connectivity
 - Artyzen Singapore honored with One MICHELIN Key in MICHELIN Guide Global Hotel Selection as one of only seven hotels in Singapore to achieve this distinction
 - Property management's teams honored with The HKIFM Excellence in FM Award and HIREA Awards of Excellence 2025
- 訂立三項客戶相關目標，進一步提升服務質素及長期客戶連繫
 - 物業管理及休閒與酒店業務板塊的客戶滿意度持續維持於90%以上
 - 推出連接深圳機場與澳門外港客運碼頭的高速渡輪服務，支持大灣區互聯互通
 - 新加坡雅辰酒店榮獲《米芝蓮指南》全球星鑰酒店評選中「一星鑰」殊榮，為新加坡僅七間獲此殊榮的酒店之一
 - 物業管理旗下團隊榮獲香港設施管理學會卓越設施管理獎及香港地產行政師學會卓越大獎

2030 可持續發展目標 SUSTAINABILITY TARGETS

Governance 管治

- 100% employees involved in digital information received cybersecurity training by FY2030
- 0 case of non-compliance related to anti-corruption and ethical business conduct per year
- 0 case of non-compliance related to legal compliance per year
- 於2030財政年度，100% 接觸數碼資訊的員工接受網絡安全培訓
- 每年發生0宗與反貪污及商業道德行為相關的違規個案
- 每年發生0宗與法律合規相關的違規個案

Community 社區

- Support or organize 200 initiatives of arts and culture yearly
- Empower 300 future talents yearly to lead the industry forward
- 每年組織或支持200項藝術與文化活動
- 每年培育300名未來領袖人才，引領行業持續向前邁進

Employee 員工

- Drive impactful DEI initiatives to ignite a culture where DEI is boldly embraced and visibly lived
- Elevate employee satisfaction through well-designed engagement programs that foster belonging and motivation
- Maintain Lost Time Incident Rate (LTIR) 1 or below for non-hotel operations and achieve 2 or below for hotel operations by FY2030
- Reach 12 annual training hours per employee for non-hotel operations by FY2030; and maintain 36 annual training hours per head for hotel operations
- 推動具影響力的多元、平等和共融 (DEI) 計劃，營造積極實踐DEI的文化
- 透過精心設計的員工參與計劃，提升員工滿意度，培養歸屬感與積極動力
- 於2030財政年度，非酒店業務的損失工時事故率 (LTIR) 維持1或以下，酒店業務達到2或以下
- 於2030財政年度，非酒店業務達到人均每年培訓12小時；酒店業務維持人均每年培訓36小時

Environmental 環境

- 15% reduction in Scope 1 and 2 greenhouse gas emissions intensity per HK\$ million revenue (vs. FY2024 baseline) by FY2030
- 10% reduction in electricity consumption intensity per HK\$ million revenue (vs. FY2024 baseline) by FY2030
- Maintain over 60% waste diverted from landfills yearly
- 6% reduction in water consumption intensity per HK\$ million revenue (vs. FY2024 baseline) by FY2030
- Achieve certification as sustainable buildings for 70% of Gross Floor Area (GFA) across properties and 70% of guest rooms across hotels by FY2030
- 於2030財政年度，每百萬港元收益之範圍一和二溫室氣體強度較2024財政年度基準水平降低15%
- 於2030財政年度，每百萬港元收益的用電強度較2024財政年度基準水平降低10%
- 維持每年分流多於60%的廢物免被送往堆填區
- 於2030財政年度，每百萬港元收益的用水強度較2024財政年度基準水平降低6%
- 實現70%物業樓面面積 (GFA) 以及70%酒店客房獲得可持續建築認證

Customer 顧客

- Accelerate customer connection by bespoke sustainability engagement initiatives
- 0 case of customer health and safety non-compliance annually
- 0 data breach annually
- 透過量身定制的可持續發展參與計劃，加深與顧客的連結
- 每年發生0宗顧客健康與安全相關違規個案
- 每年發生0宗數據洩露事件

Your valuable feedback can be provided to us through below email address: 如有任何寶貴意見，歡迎透過以下電郵地址向我們提出：
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Full Report
完整報告

