

Corporate Governance Report 企業管治報告

CORPORATE GOVERNANCE PRACTICES AND FUNCTIONS

HKR International Limited (the “Company”) together with its subsidiaries (collectively, the “Group”) is committed to good corporate governance which it believes to be core to the success of its businesses and operations.

The corporate governance functions are undertaken by the Board of Directors of the Company (the “Board”), through the Corporate Governance Committee of the Company as delegated by the Board, as prescribed by code provision A.2.1 of the Principles of Good Corporate Governance, Code Provisions and Recommended Best Practices as set out in Appendix C1, the Corporate Governance Code (the “CG Code”), to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) which are included in the terms of references of the Board and the Corporate Governance Committee.

During the year under review, the Company has applied the principles and fully complied with the code provisions and certain recommended best practices of the CG Code with more details as set out below.

BOARD OF DIRECTORS

COMPANY CULTURE

The Company has a well-established vision, mission and values to drive its strategy with the principal objective to enhance long-term total return for all its stakeholders. The vision, mission and core values of the Company are duly set out in the corporate profile of 2023/2024 annual report and the website of the Company. To better align the corporate culture with the vision, mission and values of the Company, the Board has established Company Culture Policy to set the tone from the top and shape the desired corporate culture with the core purpose to instil

企業管治常規及職能

香港興業國際集團有限公司(「本公司」)及其附屬公司(統稱「集團」)致力達致良好企業管治，並深信此乃令其業務及營運取得成功之核心因素。

企業管治職能由本公司董事會(「董事會」)透過董事會授權的本公司企業管治委員會承擔，有關職能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C1所載的企業管治守則(「企管守則」)的良好企業管治的原則、守則條文及建議最佳常規的守則條文第A.2.1條的規定，並載於董事會及企業管治委員會的職權範圍內。

於回顧年度，本公司已應用企管守則之原則，並全面遵守企管守則之守則條文及若干建議最佳常規，更多詳情於下文載列。

董事會

企業文化

本公司已確立清晰的願景、使命及價值觀以推進其發展策略，主要目的是提高其所有持份者的長遠總回報。本公司的願景、使命及核心價值已載於2023/2024年報的公司簡介及本公司網站內。為使企業文化更符合本公司的願景、使命及價值觀，董事會已訂立企業文化政策，從上而下為企業文化定調，塑造理想的企業文化，核心目標是向集團各階層



Corporate Governance Report

企業管治報告

and continually reinforce across all levels of the Group the values of acting lawfully, ethically, respectfully, diligently, creatively and responsibly. The full text of the Company Culture Policy is available on the website of the Company. Apart from the policy, the Board, led by example, conducted annual board self-evaluation to enhance Directors' accountability and ensure the effectiveness of the Board in monitoring and overseeing the operations and behaviours of the Company. To ensure the desired culture and expected behaviours of the Company are adequately communicated and understood by employees, the relevant company culture elements such as integrity, caring, trust, respect and commitment are incorporated into the annual individual performance assessment. In addition, through biennial employee surveys, employees' comments or opinions in relation to the promotion of desired company culture are collected for enhancement purpose. As an assessment on the effectiveness of the Company's alignment of company culture, indicators including whistleblowing reported cases, identified material breach of code of conduct or regulatory requirement, fraud-related/high risk and employee turnover ratio are set by the Board and to be reviewed by delegated Board Committees on a regular basis with any concern to be further reported to the Board and, if required, for examination.

BOARD COMPOSITION

During the financial year ended 31 March 2024, Ms HO Pak Ching Loretta retired as Independent Non-executive Director ("INED") of the Company with effect from 23 August 2023. As at 31 March 2024, the Board comprised twelve Directors of which five are Executive Directors ("EDs") and seven are Non-executive Directors ("NEDs") of whom four and hence, with one-third of the Board, are INEDs. Each Director possesses skills and experience appropriate to the business of the Group and the biographical details of Directors are duly set out in the section headed "Board of Directors" on pages 40 to 46 of 2023/2024 annual report.

Save for Mr Victor CHA, Mr Johnson CHA and Ms Madeline WONG who are siblings, as well as Mr Benjamin CHA is the son of Mr Victor CHA and nephew of Mr Johnson CHA and Ms Madeline WONG, all other Directors have no family relationship with each other.

BOARD RESPONSIBILITIES

The Board has the responsibility for strategic leadership, control and providing guidance to management to ensure the Company's objectives are achieved.

Upon appointment to the Board, every Director is given comprehensive and formal induction documentation of the business operations of the Group and information for his/her understanding and awareness of his/her responsibilities as Director under the Listing Rules, legal and other regulatory and statutory requirements, and briefings with senior executives and department heads of the Group, if required.

員工灌輸並持續加強秉持合法、合乎道德、尊重、勤勉、富創意及負責任的價值觀的行事宗旨。企業文化政策全文可於本公司網站查閱。除該政策外，董事會亦以身作則，進行年度董事會自我評核以加強各董事的問責性，並確保董事會有效監察及監督本公司的營運及行為操守。為確保僱員充分知悉並了解本公司的理想文化及所期望的行為操守，相關的企業文化元素如誠實、關懷、信任、尊重及承諾等已被納入年度個人表現評估之中。此外，本公司亦透過兩年一度的僱員調查，收集僱員對推行理想企業文化的評價或意見以作改進。為評估本公司遵從企業文化的成效，董事會已制訂相關指標，包括所收到的舉報個案、所發現的嚴重違反操守準則或監管規定的問題、涉及欺詐/高風險的情況及員工流失率，並由獲授權的董事會委員會定期檢討，將任何需關注的事項進一步向董事會匯報，並於需要時進行審查。

董事會組成

截至2024年3月31日止財政年度，何柏貞女士退任本公司之獨立非執行董事（「獨董」），自2023年8月23日起生效。於2024年3月31日，董事會由12名董事組成，其中五名為執行董事（「執董」）及七名為非執行董事（「非執董」），當中四名為獨董，故獨董佔董事會成員三分之一。各董事均具備適合集團業務所需之技能及經驗。各董事之履歷詳情載於2023/2024年報第40頁至第46頁「董事會」一節內。

除查懋成先生、查懋德先生及王查美龍女士為兄弟姊妹，以及查耀中先生為查懋成先生之兒子、查懋德先生及王查美龍女士之姪兒外，所有其他董事彼此之間並無親屬關係。

董事會職責

董事會負責領導策略、監控及給予管理層指引，以確保達到本公司之目標。

每名董事於獲委任加入董事會時會獲派全套有關集團業務營運之正式簡介文件，以及讓彼了解及知悉彼作為董事於上市規則、法律及其他監管及法例要求項下職責之資料，並與集團高級行政人員及部門主管作簡單會面（如需要）。

Each Director ensures that he/she can give sufficient time and attention to the affairs of the Group and has informed the Company in a timely manner for any change, the number and nature of offices held in public companies or organisations and other significant commitments. Details of Directors' other appointments are shown in the section headed "Board of Directors" on pages 40 to 46 of 2023/2024 annual report.

A list of the Directors, their roles and functions and, in particular whether they are INEDs, is maintained on the websites of the Company and the Stock Exchange and is updated as and when required.

BOARD PROCESS

The dates of the regular Board meetings in each year are scheduled ahead to give all Directors adequate time to plan their schedules to attend meetings. There are four regular Board meetings in a year which are held on a quarterly basis and ad hoc Board meetings will also be held as and when required. For the year ended 31 March 2024, six Board meetings were held and attendance records of the Board meetings held during the year are set out in the below paragraph headed "Attendances of General Meetings, Board and Board Committee Meetings".

At least 14 days formal notice would be given before each regular Board meeting and not less than forty-eight hours' advance notice would also be given for other Board meetings. All Directors are consulted as to whether they wish to include any matters in the agenda and the Chairman of the Board would review and approve the agenda before the agenda for each Board meeting is issued.

Agendas and accompanying Board papers are sent to all Directors/Board Committees members at least three days (or such other period as agreed) before meetings. With the assistance of the EDs, the Chairman of the Board seeks to ensure that all Directors are properly briefed on issues arising at Board meetings and receive adequate documents and information about the Group in a timely manner. The Chairman of the Board, or in his absence, the Deputy Chairman or the Managing Director, leads meetings and ensures that all key and appropriate issues are discussed by the Directors in a timely manner. Directors are provided sufficient time for discussion on issues in the meetings and encouraged to express their viewpoints on the Board's affairs and voice their concerns, if any. The Chairman directs discussions in the meetings in reaching a consensus and consolidates discussions with conclusions. Minutes of Board/Board Committees meetings record matters considered and decisions reached. Draft and final signed minutes of Board/Board Committees meetings are properly kept by the Company Secretary or respective committee secretary and sent to all Directors for their comments and records respectively. Directors are entitled to seek independent professional advice, at the Company's expenses, if he/she considers necessary in order to perform his/her duties.

各董事保證彼能對集團事務投入足夠時間及關注，並已就彼於公眾公司或機構所擔任之職位及其他重大承擔之變動、數目及性質適時通知本公司。董事之其他委任詳情載於2023/2024年報第40頁至第46頁「董事會」一節內。

董事名單、彼等之角色及職能，以及尤其彼等是否獨董之資料已存置於本公司及聯交所網站，並於有需要時作出更新。

董事會程序

每年召開之董事會常規會議日期乃預定，使所有董事有充裕時間安排出席會議。每年召開四次董事會常規季度會議，並於有需要時召開董事會特別會議。於截至2024年3月31日止年度內，本公司舉行了六次董事會會議，而年內董事會會議之出席記錄載於下文「股東大會、董事會及董事會委員會會議之出席率」一段。

每次董事會常規會議將於最少14天前發出正式通知，而其他董事會會議亦會於不少於48小時前發出事先通知。每名董事均獲諮詢是否需就議程加入任何事項，而董事會主席將於每次董事會會議議程發出前審閱及批准議程。

議程連同董事會文件於會議至少三天(或其他協定之期間)前送交予所有董事/董事會委員會成員。在執董之協助下，董事會主席致力確保全體董事獲妥善地簡述董事會會議處理之事務，並適時獲取有關集團之充足文件及資料。董事會主席或(倘彼缺席)副主席或董事總經理主持會議及確保董事適時就所有重要及適當之事項進行討論。於會議上，董事獲得充裕時間討論議題，且均獲鼓勵就董事會之事務表達觀點及關注之事宜(如有)。主席於會上帶領討論以達致共識及作出討論總結。董事會/董事會委員會之會議記錄載列所考慮之事項及所作出之決定。草擬及最終經簽署之董事會/董事會委員會會議記錄分別由公司秘書或各自之委員會秘書妥善保存，並發送給全體董事以供彼等給予意見及作存檔。董事有權按其認為就履行職責所需徵求獨立專業意見，費用由本公司承擔。

Corporate Governance Report

企業管治報告

The Chairman of the Board meets at least once annually with the INEDs without the presence of EDs and NEDs. In March 2024, the Chairman of the Board met the INEDs without the presence of EDs and NEDs and all four INEDs attended the same.

Where necessary, INEDs meet privately to discuss matters which are their specific responsibilities. During the year, no such meeting was required to be held.

BOARD ANNUAL EVALUATION

To ensure independent view and input from Directors are available to the Board and to drive continuous improvement in board performance, the Board has adopted the Board Evaluation Framework in 2022 and it will be reviewed by the Corporate Governance Committee on an annual basis to ensure its effectiveness. Led by the Chairman, the Board conducted annual board evaluation in the form of questionnaire and, if required, one-on-one meeting between the Chairman and individual Director. The primary goal of the board evaluation is to assess board culture and dynamics, ensure optimal board composition and improve board practices and enhance effectiveness. Views of individual Director in respect of board organisation and functioning, board structure and composition, shareholders' communication, company culture, director training, conflict of interest and overall board effectiveness are collected and consolidated to be presented to the Board on a no-name basis annually to assess if there are gaps between where the Board strives to be and where the Board currently stands, including the reasons for such gaps, and if considered appropriate, set out an action plan with concrete steps for mitigating the gaps. For the year under review, the Directors considered all aspects of the Board evaluated are overall effectively performed and adequate. In addition, for any addition of director, if required, preferable to be younger, female and independent with expertise on information technology and digitalization, risk management, strategic planning, property development and investment or finance.

CHAIRMAN AND CHIEF EXECUTIVE OFFICER

The CG Code requires that the roles of chairman and chief executive officer should be separated and not be performed by the same individual to ensure there is a clear division of responsibilities between the Board and the executives who run the business.

The role of Chairman and Managing Director have been taken up by two different individuals. Mr Victor CHA is the Chairman and Mr TANG Moon Wah is the Managing Director of the Company. The respective roles and responsibilities of Chairman and Managing Director are clearly separated and set out in writing.

董事會主席每年至少一次於沒有執董及非執董出席之情況下與獨董會面。董事會主席於2024年3月於沒有執董及非執董出席之情況下與獨董會面，全部四名獨董均有出席。

於必要時，獨董會私下會面以討論彼等特定負責之事務。於年內，概無需要舉行有關會議。

董事會年度評核

為確保董事會可取得董事之獨立觀點及意見，並持續推動改進董事會的表現，董事會已於2022年採納董事會評核框架，該框架將由企業管治委員會每年進行檢討以確保其有效性。在主席的帶領下，董事會以問卷調查方式進行董事會年度評核，而主席亦會於有需要時與個別董事進行一對一會面。董事會評核之主要目的為檢視董事會文化及運作、確保最佳之董事會組合，並改善董事會的慣例及提高績效。個別董事就董事會之組織及運作、董事會之架構及組成、其與股東之通訊、公司文化、董事培訓、利益衝突及董事會整體有效性之觀點經收集及整合後，每年將以不記名形式向董事會呈報，以評估董事會之目標與董事會目前之發展狀況之間是否存在落差(包括出現有關落差之原因)，並在認為合適之情況下制訂載有具體措施之行動計劃以縮小差距。於回顧年度內，董事認為就對董事會所有已進行評核之範疇整體而言均有效及充分。此外，若需新增任何董事，將傾向加入較年輕、女性及獨立，以及具有資訊科技和數位化、風險管理、策略規劃、物業發展和投資或金融方面的專業知識的人士。

主席及行政總裁

企管守則規定主席及行政總裁之角色應有所區分，並不應由同一人兼任，以明確區分董事會與負責營運之行政人員之職責。

主席及董事總經理之角色由兩名不同人士擔任。查懋成先生為本公司主席，而鄧滿華先生為本公司董事總經理。主席及董事總經理各自之職務及職責已明確區分並以書面訂明。

The Chairman provides leadership to, and oversees the functioning of, the Board to ensure it acts in the best interests of the Group. With the support of the Company Secretary and Corporate Governance Committee, the Chairman is primarily responsible for establishing good corporate governance practices and procedures of the Company. The Managing Director, assisted by other EDs and executive management team, implements the strategies approved by the Board.

NON-EXECUTIVE DIRECTORS (INCLUDING INDEPENDENT NON-EXECUTIVE DIRECTORS)

NEDs of the Company are appointed with a specific term of three years which is subject to retirement by rotation and re-election of Directors under the Articles of Association of the Company (the "Articles"). Details of the mechanism are set out in below paragraph headed "Appointments, Re-election and Removal".

The roles and responsibilities of NEDs are clearly set out in writing. NEDs are not involved in the day-to-day management of the Group's businesses but participate in Board/Board Committee meetings where they bring independent views and judgment on issues of strategy, policy, performance, accountability, resources, key appointments and standards of conduct.

INEDs, in particular, will oversee the management and the Company implementing the rules, procedures and policies established and help to ensure that the interests of the shareholders as a whole are taken into account by the Board. Each of the INEDs has provided to the Company an annual confirmation of independence pursuant to rule 3.13 of the Listing Rules and the Company considers that all of them continue to be independent with reference to the terms of guidelines set out in the relevant requirements of the Listing Rules.

APPOINTMENTS, RE-ELECTION AND REMOVAL

The Articles stipulate that at each annual general meeting ("AGM"), one-third of the Directors for the time being, or if their number is not three or a multiple of three, then the number nearest to but not less than one-third, shall retire from office by rotation provided that every Director shall be subject to retirement by rotation at least once every three years and any Director appointed by the Directors shall hold office only until the first AGM of the Company after his/her appointment and be eligible to offer himself/herself for re-election. Re-election of each eligible Director is subject to approval by shareholders at the general meeting of the Company.

主席負責領導董事會及監察董事會運作，以確保其行事符合集團最佳利益。主席在公司秘書及企業管治委員會之協助下肩負確立本公司良好企業管治常規及程序之重任。董事總經理則在其他執董及行政管理層之協助下執行經董事會批准之策略。

非執行董事(包括獨立非執行董事)

本公司之非執董均按三年期之特定年期獲委任，並須按本公司組織章程細則(「章程細則」)輪值退任及膺選連任。有關機制詳情載於下文「委任、重選和罷免」一段。

非執董之職務及職責均以書面清晰訂明。非執董並無參與集團業務之日常管理，惟透過參與董事會/董事會委員會會議，就策略、政策、表現、問責性、資源、要員任命及操守準則等事宜提供獨立觀點及判斷。

獨董監察管理層及本公司就已制訂之規則、程序及政策之執行情況，協助確保董事會已考慮股東之整體利益。各獨董已根據上市規則第3.13條向本公司作出年度獨立性確認，而本公司參照上市規則相關規定所載之指引條款認為彼等均繼續保持獨立。

委任、重選和罷免

章程細則規定，於每屆股東週年大會(「股東年會」)上，當時在任之三分之一董事(或倘董事數目並非三或其倍數，則以最接近但不少於三分之一)須輪值退任，惟每名董事均須至少每三年輪值退任一次，而獲董事委任之任何董事任期僅至其上任後之本公司首屆股東年會為止，並符合資格可膺選連任。每名合資格董事之重選須在本公司股東大會經股東批准。

Corporate Governance Report

企業管治報告

DIRECTORS' CONTINUING PROFESSIONAL DEVELOPMENT

Directors are provided with continuous updates on latest changes or material development in laws, the Listing Rules, corporate governance practices relating to the duties and responsibilities of directors and are encouraged to participate in continuous professional development seminars to update their knowledge for discharging directors' responsibilities.

The Directors, who are in office during the year under review and remain at the date of this annual report, have participated in the following various continuous professional development activities in order to develop and refresh their skills and knowledge. Each Director has provided his/her training records for the year under review to the Company with particulars set out as follows:

董事之持續專業發展

董事不時獲得有關董事職務及職責之法例、上市規則、企業管治常規之最新修訂或重大發展之更新資料，彼等亦獲鼓勵參與持續專業發展研討會，以更新彼等履行董事職責之知識。

於回顧年度內及於本年報日期仍然在任之董事已參與下述多個持續專業發展活動以發展其技能並重溫知識。各董事已向本公司提供彼於回顧年度內之培訓記錄，詳情載列如下：

Name of Director	董事姓名	Type of training(s) 培訓類型
Victor CHA	查懋成	A
TANG Moon Wah	鄧滿華	A
CHEUNG Ho Koon	張浩觀	A
Ivan LEE	李泓熙	A
NGAN Man Ying	顏文英	A
Madeline WONG	王查美龍	A
Johnson CHA	查懋德	A, B
Benjamin CHA	查耀中	A
Linus CHEUNG	張永霖	A
Henry FAN	范鴻齡	A
Barbara SHIU	邵蓓蘭	A, B
TANG Kwai Chang	鄧貴彰	A, B

Notes:

A. Reading/viewing materials/articles/commentary/video in relation to directors' duties and responsibilities as well as updates, developments and refreshments on regulatory requirements, government policies, environmental, social and governance ("ESG"), banking, accounting standard, cybersecurity and corporate governance including but not limited to board agenda and board diversity.

B. Attending workshops/seminars/conferences/forum/webinar in relation to the directors' duties and responsibilities as well as updates and developments on statutory and regulatory requirements, accounting standard, China real estate market, artificial intelligence, financial technology, green financing, cybersecurity, digital frauds, digital payments and settlements, banking, tax, sustainability, ESG, global business and economic environments.

附註：

A. 閱讀/觀看有關董事職務及職責，以及監管規定、政府政策、環境、社會及管治（「環境、社會及管治」）、銀行、會計準則、網絡安全和企業管治（包括但不限於董事會會議議程和董事會多元化）之更新、發展及重溫之資料/文章/評論/視頻。

B. 出席有關董事職務及職責，以及法例及監管要求、會計準則、中國內地房地產市場、人工智能、金融科技、綠色金融、網絡安全、數碼詐騙、數位支付及結算、銀行、稅務、可持續發展、環境、社會及管治、全球業務和經濟環境之更新及發展之工作坊/研討會/大會/論壇/網絡研討會。

DELEGATION BY THE BOARD

The Board has delegated and set out levels of authority and expressed terms of references for the Board Committees and reserves the rights to oversee and decide all other non-delegated matters, in particular, major acquisitions or disposals and connected transactions. The Board also delegates certain management and administrative functions to the management as it considers appropriate from time to time, with directions as to the powers of management, including circumstances where management shall report to and obtain prior approval from the Board.

BOARD COMMITTEES

The Board has set up the Remuneration Committee, Audit Committee, Nomination Committee, Corporate Governance Committee and other committees, namely Finance Committee, Investment/Divestment Committee, Buy-back, Reissue and Transfer of Shares Committee, Inside Information Committee and ESG Committee. All committees are entitled to seek independent professional advice, at the Company's expenses, if they consider necessary in order to perform their duties. The Board may also on a need basis set up special committees with clear terms of references to deal with specific transactions or matters of the Company.

NOMINATION COMMITTEE

The Nomination Committee of the Company was established in March 2012 and its terms of reference follow closely the requirements of the CG Code. The full text of the terms of reference of the Nomination Committee is available on the websites of the Company and the Stock Exchange.

The terms of reference of the Nomination Committee require, inter alia, that the Nomination Committee comprises not less than three members with a majority of INEDs and the chairman must be either an INED or the Chairman of the Board. During the year under review, Ms Loretta HO retired and Ms Barbara SHIU was appointed as the member of the Nomination Committee with effect from 23 August 2023. The Nomination Committee currently comprises five members, namely Mr Henry FAN, Mr Victor CHA, Ms Madeline WONG, Mr TANG Kwai Chang and Ms Barbara SHIU with Mr Henry FAN acting as the chairman of the Nomination Committee.

董事會之授權

董事會已向董事會委員會授權及制訂權力級別以及明確職權範圍，並保留監管及決定所有其他未授權事項之權力，尤其是主要收購或出售事項及關連交易。董事會亦不時賦予管理層其認為合適之若干管理及行政職能，就管理層之權力提供指引，包括管理層須向董事會匯報及取得董事會事先批准之情況。

董事會委員會

董事會已設立薪酬委員會、審核委員會、提名委員會、企業管治委員會及其他委員會，分別為財務委員會、投資/撤資委員會、回購、再發行及轉讓股份委員會、內幕消息委員會及環境、社會及管治委員會。所有委員會均有權按其認為就履行職責所需徵求獨立專業意見，費用由本公司承擔。董事會亦可於有需要時成立具有清晰職權範圍之特別委員會，以處理本公司特定交易或事宜。

提名委員會

本公司提名委員會於2012年3月成立，其職權範圍緊隨企管守則之規定。提名委員會職權範圍之全文可於本公司及聯交所網站上閱覽。

提名委員會職權範圍規定(其中包括)提名委員會由不少於三名成員組成，其中大部份成員必須為獨董，而主席須由一名獨董或董事會主席擔任。於回顧年度內，何柏貞女士退任及邵蓓蘭女士獲委任為提名委員會成員，自2023年8月23日起生效。提名委員會現時由五名成員組成，分別為范鴻齡先生、查懋成先生、王查美龍女士、鄧貴彰先生及邵蓓蘭女士。范鴻齡先生為提名委員會主席。

Corporate Governance Report

企業管治報告

The principal role and function of the Nomination Committee is to identify and recommend to the Board suitably qualified persons to become members of the Board, to review the structure, size and composition of the Board on a regular basis, as well as to maintain (i) a policy concerning diversity of Board members (the "Board Diversity Policy") and make recommendation to the Board, if required, for achieving diversity of the Board; and (ii) a policy concerning nomination of Director (the "Director Nomination Policy").

The Board Diversity Policy was adopted by the Board in March 2013 and updated in March 2022. Pursuant to the policy, the Nomination Committee will review the structure, size and composition of the Board and discuss and agree annually measurable objectives, targets, timeline and plans, if any, based on rigorous analysis and benchmarking data for achieving diversity of the Board and recommend them, to the Board for adoption. The Nomination Committee also monitors the progress and its policy implementation for annual reporting in the corporate governance report. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of services. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The policy will be reviewed by the Nomination Committee on an annual basis and when required to ensure its effectiveness.

The Director Nomination Policy was adopted by the Board in November 2018. Pursuant to the policy, the Nomination Committee will discuss and consider the nomination of candidates from various sources for new Directors, examine the qualification of these candidates, and then recommend such candidates to the Board, which has the final authority on determining the selection of such candidate to be appointed as a Director. The major criteria considered by the Nomination Committee are, inter alia, candidates' educational backgrounds, experience and expertise in their chosen industries, their proposed commitment to the Company and the goal, if any, of diversity of the Board. Regarding the nomination of INEDs, the Nomination Committee will also particularly consider the independence of such candidates. The policy will be reviewed by the Nomination Committee on an annual basis and when required to ensure its effectiveness.

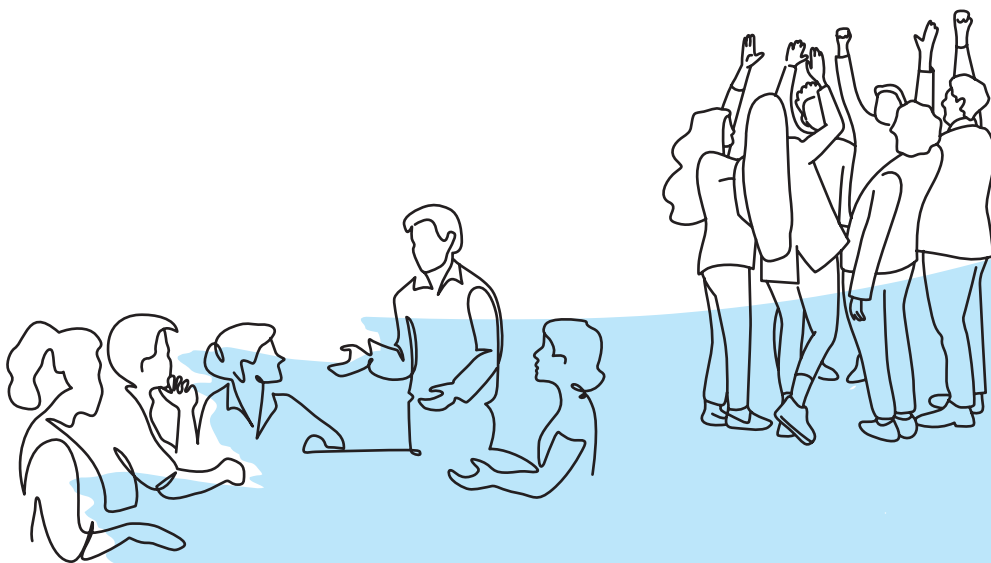
提名委員會主要職務及職能為物色及向董事會推薦具備合適資格成為董事會成員之人士，定期檢討董事會之架構、人數及組成，以及維持(i)董事會成員多元化政策(「董事會多元化政策」)，並於有需要時向董事會提出建議以達致董事會成員多元化；及(ii)董事提名政策(「董事提名政策」)。

董事會多元化政策已於2013年3月獲董事會採納，並於2022年3月更新。根據該政策，提名委員會將檢討董事會之架構、人數及組成，並每年基於嚴謹的分析及基準數據商討及協定達致董事會多元化的(如有)可測計目的、目標、時間表及計劃，並建議董事會將其採納。提名委員會亦會監督有關進度及其政策履行以於企業管治報告內作年度匯報。候選人之選擇基於多方面考慮，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務年期，並基於所選之候選人將可為董事會所帶來之裨益及貢獻而作最終決定。提名委員會將每年及於必要時檢討該政策以確保其有效性。

董事提名政策已於2018年11月獲董事會採納。根據該政策，提名委員會將討論及考慮提名從不同途徑物色的候選人為新任董事、審核有關候選人之資歷，然後向董事會推薦有關人選，董事會則就委任有關候選人為董事擁有最終決定權。提名委員會所考慮之主要準則為(其中包括)候選人之教育背景、其於所從事行業之經驗及專業知識、其擬對本公司投放之時間及董事會成員多元化之目標(如有)。就獨董之提名而言，提名委員會亦將特別考慮有關候選人之獨立性。提名委員會將每年及於必要時檢討該政策以確保其有效性。

During the year, the Nomination Committee in the meeting held in March 2024 has (a) reviewed the retirement of Directors and recommended to the Board the re-election of Mr CHEUNG Ho Koon (ED), Ms NGAN Man Ying (ED), Mr Henry FAN (INED) and Ms Barbara SHIU (INED) at the forthcoming AGM of the Company to be held in August 2024; (b) reviewed, assessed and considered that all INEDs are independent; (c) reviewed, assessed and considered the adequacy and effectiveness of the Board Diversity Policy and Director Nomination Policy; (d) reviewed the benchmarking data and determined the target number of female members to be not less than 25% of the Board remains adequate; and (e) reviewed the structure, size and composition of the Board, in particular on gender diversity, during the financial year of 2023/2024 and considered that the current diversity of the Board, including the proportion of female directors of the Board (with three out of twelve Directors) which still meet the target set, is appropriate and it is not necessary to set out any timeline or plan for enhancing the diversity of the Board for the financial year of 2024/2025. However, taking into account the views of Directors according to the board evaluation results for the year under review, the Nomination Committee will put particular focus on identifying young female and independent candidates with expertise on information technology and digitalization, risk management, strategic planning, property development and investment or finance for joining the Board as when required. The records of the meeting held by the Nomination Committee during the year are set out in the below paragraph headed "Attendances of General Meetings, Board and Board Committee Meetings".

於年內，提名委員會已於2024年3月舉行的會議上(a)審閱董事之退任事宜並就將於2024年8月舉行之本公司應屆股東年會上重選張浩觀先生(執董)、顏文英女士(執董)、范鴻齡先生(獨董)及邵蓓蘭女士(獨董)向董事會作出推薦建議；(b)審閱、評估及認為所有獨董均為獨立人士；(c)審閱、評估及考慮董事會多元化政策及董事提名政策是否屬合適及有效；(d)審閱基準數據，並確定女性成員人數不低於董事會人數25%的目標仍屬足夠；及(e)於2023/2024財政年度內檢討董事會的架構、人數及組成，尤其是性別多元化，並認為目前的董事會成員多元化(包括董事會女性董事之比例，12名董事中有3名女性董事，仍符合所定的目標)乃屬適當，且毋須就提升董事會於2024/2025財政年度的多元化設定任何時間表或計劃。然而，經考慮於回顧年度之董事會評核結果中董事所提出之意見，提名委員會將於有需要時重點關注物色具有資訊科技和數位化、風險管理、策略規劃、物業發展和投資或金融方面的專業知識之年輕女性及獨立候選人加入董事會。年內提名委員會舉行會議之記錄載於下文「股東大會、董事會及董事會委員會會議之出席率」一段。



Corporate Governance Report

企業管治報告

REMUNERATION COMMITTEE

The Remuneration Committee of the Company was established in December 2004 and its terms of reference follow closely the requirements of the CG Code. The full text of the terms of reference of the Remuneration Committee is available on the websites of the Company and the Stock Exchange.

The terms of reference of the Remuneration Committee require, inter alia, that the Remuneration Committee comprises not less than three members with a majority of INEDs. The Remuneration Committee currently comprises three members, namely Mr Linus CHEUNG, Mr Henry FAN and Mr Victor CHA with Mr Linus CHEUNG acting as the chairman of the Remuneration Committee.

The principal role and function of the Remuneration Committee is to exercise the powers of the Board to review and determine the remuneration and packages of individual EDs and senior management, including salaries, bonuses, benefits in kind, share options and other plans. Factors such as remuneration paid for comparable positions, time commitment and responsibilities of the EDs and senior management as well as the Company's remuneration policy will be considered. More information in relation to the Directors' remuneration policy of the Company can refer to the below paragraph headed "Directors' Remuneration".

During the year, no Remuneration Committee meeting was held but the Remuneration Committee reviewed and approved by electronic circulation the proposals of (a) additional bonus payment to EDs for the financial year of 2022/2023 based on the audited account; (b) bonus payment payouts for EDs for the financial year of 2023/2024; (c) salary review for the financial year of 2024/2025, including salary freeze for EDs; (d) employment extension for an ED after his retirement age with housing allowance adjustment; and (e) employment extension for another ED after his retirement age. The records of circulated electronic communication of the Remuneration Committee during the year are duly set out in the below paragraph headed "Attendances of General Meetings, Board and Board Committee Meetings".

薪酬委員會

本公司薪酬委員會於2004年12月成立，其職權範圍緊隨企管守則之規定。薪酬委員會職權範圍之全文可於本公司及聯交所網站上閱覽。

薪酬委員會職權範圍規定(其中包括)薪酬委員會須由不少於三名成員組成，其中大部份成員必須為獨董。薪酬委員會現時由三名成員組成，分別為張永霖先生、范鴻齡先生及查懋成先生，其中張永霖先生為薪酬委員會主席。

薪酬委員會之主要職務及職能為行使董事會權力以檢討及釐定個別執董及高層管理人員之薪酬及待遇，包括薪金、花紅、實物利益、股份期權及其他計劃。薪酬委員會將考慮與執董及高層管理人員可作比較職位所給予之薪酬、所付出之時間及職責，以及本公司之薪酬政策等因素。有關本公司董事薪酬政策之更多資料，請參閱下文「董事薪酬」一段。

於年內，薪酬委員會並無舉行會議，惟薪酬委員會透過電子傳閱方式審閱及批准建議(a)2022/2023財政年度根據經審核賬目向執董發放額外花紅；(b)向執董派發2023/2024財政年度之花紅；(c)2024/2025財政年度包括就執董凍薪之薪酬檢討；(d)在一名執董年屆退休年齡後對其延長聘用並調整其房屋津貼；及(e)在另一名執董年屆退休年齡後對其延長聘用。年內薪酬委員會已傳閱的電子通訊記錄載於下文「股東大會、董事會及董事會委員會會議之出席率」一段。

AUDIT COMMITTEE

The Audit Committee of the Company was established in July 1998 and its terms of reference follow closely the requirements of the CG Code. The full text of the terms of reference of the Audit Committee is available on the websites of the Company and the Stock Exchange.

The terms of reference of the Audit Committee require, inter alia, that the Audit Committee comprises not less than three members who are NEDs and a majority of them must be INEDs of the Company. During the year under review, Ms Loretta HO retired as member of the Audit Committee with effect from 23 August 2023. The Audit Committee currently comprises three members, namely Mr TANG Kwai Chang, Mr Linus CHEUNG and Ms Barbara SHIU with Mr TANG Kwai Chang leading the Audit Committee as the chairman.

The principal role and function of the Audit Committee is to assist the Board in (i) meeting its responsibilities for ensuring an effective system of risk management and internal controls and compliance; (ii) meeting its external financial reporting objectives; and (iii) maintaining the Whistleblowing Policy and Anti-Fraud Policy.

During the year, three Audit Committee meetings were held, of which two meetings were held with the Independent Auditor together with senior management and has (a) reviewed and received the audit strategy memorandums for the audit of the financial statements of the Group for the year ended 31 March 2024; (b) considered the Independent Auditor's projected audit and non-audit services fees; (c) reviewed the independence of the Independent Auditor, the nature and scope of the audit as well as recommended the re-appointment of Independent Auditor after considering the matters set out in the guideline of Financial Reporting Council; (d) reviewed and discussed the interim and final financial statements and the Independent Auditor's review report for the Board's approval; and (e) reviewed Whistleblowing Policy and Anti-Fraud Policy with no amendment be recommended to the Board. In these two meetings, the Audit Committee also met with the head of the Internal Audit Department of the Company to receive their work plan and, review and discuss on their findings and rectification actions taken by the business units. In addition, the Audit Committee had met with senior management in another meeting to review and receive the risk management report in evaluating the effectiveness of the risk management system of the Company for the year ended 31 March 2023. In accordance with new requirement of Code of Ethics for Professional Accountants of Hong Kong Institute of Certified Public Accountants effective in December 2022, the Audit Committee has also approved four non-audit services provided by the Independent Auditor during the year under review by electronic circulation. The records of the meeting held and circulated electronic communications of the Audit Committee during the year are set out in the below paragraph headed "Attendances of General Meetings, Board and Board Committee Meetings".

審核委員會

本公司審核委員會於1998年7月成立，其職權範圍緊隨企管守則之規定。審核委員會職權範圍之全文可於本公司及聯交所網站上閱覽。

審核委員會之職權範圍規定(其中包括)審核委員會須由不少於三名非執董成員組成，其中大部份成員必須為本公司獨董。於回顧年度內，何柏貞女士退任審核委員會成員，自2023年8月23日起生效。審核委員會現時由三名成員組成，分別為鄧貴彰先生、張永霖先生及邵蓓蘭女士，其中鄧貴彰先生擔任主席帶領審核委員會。

審核委員會之主要職務及職能為協助董事會(i)履行其職責以確保風險管理及內部監控系統以及守章制度行之有效；(ii)達致其對外財務匯報之目的；及(iii)維持舉報政策及反欺詐政策。

於年內，審核委員會舉行了三次會議，其中兩次會議與獨立核數師及高層管理人員會面，以及已(a)審閱及省覽有關審核截至2024年3月31日止年度集團財務報表之審核策略備忘錄；(b)考慮獨立核數師之審核及非審核服務之預計費用；(c)審閱獨立核數師之獨立性、審核性質與範圍，以及於考慮財務匯報局之指引所載之事項後，建議重選獨立核數師；(d)審閱及討論中期及全年財務報表，以及獨立核數師之審閱報告以提交董事會批准；及(e)審閱舉報政策及反欺詐政策，並認為沒有須向董事會建議的修改。於該兩次會議上，審核委員會亦與本公司內部審核部門主管會面，以獲取其工作計劃，以及審核並討論其調查結果及各業務部門採取之糾正行動。此外，審核委員會已於另一個會議上與高層管理人員會面，以審核及獲取風險管理報告以供評估截至2023年3月31日止年度本公司風險管理系統之成效。根據香港會計師公會頒佈自2022年12月起生效的專業會計師道德守則的新規定，審核委員會亦已以電子傳閱方式批准獨立核數師於回顧年度內提供的四項非審核服務。年內審核委員會已舉行的會議及已傳閱的電子通訊記錄載於下文「股東大會、董事會及董事會委員會會議之出席率」一段。

Corporate Governance Report

企業管治報告

CORPORATE GOVERNANCE COMMITTEE

The Corporate Governance Committee was established in September 2018 for the purpose of enhancing and ensuring that the Company maintains a high standard of corporate governance. Its terms of reference follow closely the requirements of the CG Code. The full text of the terms of reference of the Corporate Governance Committee is available on the website of the Company.

The terms of reference of the Corporate Governance Committee require, inter alia, comprises not less than three members with majority of them must be NEDs (including INEDs) of the Company. The Corporate Governance Committee currently comprises four members, namely Ms Madeline WONG, Mr Victor CHA, Mr Henry FAN and Mr TANG Kwai Chang with Ms Madeline WONG leading the Corporate Governance Committee as the chairman.

The principal role and function of the Corporate Governance Committee is to assist the Board and the Chairman in developing, reviewing and monitoring the Company's policies and practices on corporate governance to ensure their compliance with legal and regulatory requirements.

During the year, the Corporate Governance Committee held a meeting in March 2024 and through an circulated electronic communication have (a) reviewed the corporate governance report to be incorporated in the annual report of 2022/2023; (b) received and reviewed the training records of all Directors for the financial year of 2022/2023; (c) reviewed all the key Company's policies and practices, among others, the Company Culture Policy, Shareholders' Communication Policy, Board Evaluation Framework, Model Code of the Company, code of conduct for Directors and employees as well as terms of reference of officers and respective Board Committees. The Committee recommended to update the Model Code of the Company for the alignment with Appendix C3 to the Listing Rules "Model Code for Securities Transactions by Directors of Listed Issuer" for the approval of the Board and considered all other policies and practices remain adequate and effective. The records of the meeting held by the Corporate Governance Committee and circulated electronic communication during the year are set out in the below paragraph headed "Attendances of General Meetings, Board and Board Committee Meetings".

企業管治委員會

企業管治委員會於2018年9月成立，旨在提升並確保本公司能維持高水平之企業管治。其職權範圍緊隨企管守則之規定。企業管治委員會的職權範圍全文可於本公司網站上查閱。

企業管治委員會之職權範圍規定(其中包括)須由不少於三名成員組成，其中大部份成員須為本公司之非執董(包括獨董)。企業管治委員會現時由四名成員組成，分別為王查美龍女士、查懋成先生、范鴻齡先生及鄧貴彰先生，其中王查美龍女士擔任主席帶領企業管治委員會。

企業管治委員會之主要職務及職能為協助董事會及主席制訂、檢討及監察本公司企業管治政策及常規以確保其符合法律及監管規定之要求。

於年內，企業管治委員會於2024年3月舉行了一次會議，並透過電子傳閱方式(a)審閱將納入2022/2023年報之企業管治報告；(b)省覽及審閱2022/2023財政年度所有董事之培訓記錄；(c)檢討本公司所有主要的政策及常規，其中包括企業文化政策、股東通訊政策、董事會評核框架、本公司的標準守則、董事及僱員之操守準則，以及高級職員及個別董事會委員會之職權範圍，並建議更新本公司的標準守則以符合上市規則附錄C3所載之上市發行人董事進行證券交易的標準守則，以提交董事會批准。而所有其他政策及常規則認為仍屬充足及有效。年內企業管治委員會舉行會議及已傳閱的電子通訊記錄載於下文「股東大會、董事會及董事會委員會會議之出席率」一段。

ATTENDANCES OF GENERAL MEETINGS, BOARD AND BOARD COMMITTEE MEETINGS

Directors' attendances in the general meetings and the meetings of the Board, Audit Committee, Remuneration Committee, Nomination Committee and Corporate Governance Committee held during the year under review are set out below:

股東大會、董事會及董事會 委員會會議之出席率

於回顧年度內所舉行之股東大會及董事會、審核委員會、薪酬委員會、提名委員會及企業管治委員會會議之董事出席率載列如下：

Name of director	董事姓名	Board Meeting 董事會會議	Audit Committee Meeting/ circulated communication 審核委員會會議/傳閱通訊	Remuneration Committee circulated communication 薪酬委員會傳閱通訊	Nomination Committee Meeting 提名委員會會議	Corporate Governance Committee	AGM held on 23 August 2023 於2023年8月23日 舉行之股東年會
						Meeting/ circulated communication 會議/傳閱通訊	
Victor CHA ^{#@+}	查懋成 ^{#@+}	6/6	-	5/5	1/1	2/2	✓
TANG Moon Wah	鄧滿華	6/6	-	-	-	-	✓
CHEUNG Ho Koon	張浩觀	6/6	-	-	-	-	✓
Ivan LEE	李泓熙	6/6	-	-	-	-	✓
NGAN Man Ying	顏文英	6/6	-	-	-	-	✓
Madeline WONG ^{@+}	王查美龍 ^{@+}	5/6	-	-	1/1	2/2	✓
Johnson CHA	查懋德	6/6	-	-	-	-	✗
Benjamin CHA	查耀中	6/6	-	-	-	-	✓
Linus CHEUNG ^{**}	張永霖 ^{**}	6/6	7/7	5/5	-	-	✓
Henry FAN ^{#@+}	范鴻齡 ^{#@+}	5/6	-	5/5	1/1	2/2	✓
Barbara SHIU ^{*@}	邵蓓蘭 ^{*@}	6/6	7/7	-	1/1	-	✓
TANG Kwai Chang ^{**@+}	鄧貴彰 ^{**@+}	6/6	7/7	-	1/1	2/2	✓

Notes:

- * members of Audit Committee
- # members of Remuneration Committee
- @ members of Nomination Committee
- + members of Corporate Governance Committee

附註：

- * 審核委員會成員
- # 薪酬委員會成員
- @ 提名委員會成員
- + 企業管治委員會成員

Chairman of the Company and chairman of each of the Audit Committee, the Remuneration Committee, the Nomination Committee and the Corporate Governance Committee and representative of Independent Auditor were all present at the 2023 AGM and available to answer questions from shareholders.

本公司主席以及審核委員會、薪酬委員會、提名委員會及企業管治委員會各自的主席及獨立核數師代表均已出席2023股東年會，以回答股東提問。

ACCOUNTABILITY AND AUDIT

The Directors acknowledge that they are responsible for the preparation of accounts for financial year which is required to give a true and fair view of the state of affairs of the Company and the Group, its results and the cash flows for the Group. For preparation of the consolidated financial statements for the year ended 31 March 2024, the Directors selected appropriate accounting policies and applied them consistently, made judgments and estimations that are prudent and reasonable, and prepared accounts on a going concern basis. The statement of the Company's Independent Auditor about their reporting responsibilities on the consolidated financial statements of the Group for the year ended 31 March 2024 is contained in the Independent Auditor's report of 2023/2024 annual report.

RISK MANAGEMENT AND INTERNAL CONTROL

The Board has an overall responsibility for evaluating and providing direction to the Company on the nature and extent of the risks that shall be taken in achieving the Company's strategic objectives, and ensuring that the Company establishes and maintains appropriate and effective systems of risk management and internal controls, which include financial, operational and compliance controls.

The main features of the risk management and internal control systems are to provide a clear governance structure, policies and procedures, as well as a reporting mechanism to facilitate the Group to manage its risks across business operations. Key policies and procedures have been developed, implemented and communicated to staff as well as regularly reviewed to ensure that there are continued relevant and effective risk management and internal control systems and for continuous improvement which include (a) setting core values and beliefs which form the basis of the Group's overall risk philosophy and appetite as well as cultivate a company culture which aligns with the core values and beliefs; (b) having an organisational structure in place with defined lines of responsibility and delegation of authority which holds individuals accountable for their risk management and internal control responsibilities and provides necessary information flow for risk analysis and management decision-making on an on-going basis; (c) imposing budgetary and management accounting controls to efficiently allocate resources and provide timely financial and operational performance indicators to manage business activities and risks; (d) ensuring effective financial reporting control to record complete, accurate and timely accounting and management information; and (e) having structural internal audit function to perform independent appraisal of business units and corporate functions on an on-going and cyclical basis.

問責及審核

董事了解彼等有責任就財政年度編製真實並肯地反映本公司及集團事務狀況、集團業績及現金流量之賬目。於編製截至2024年3月31日止年度之綜合財務報表時，董事已選定合適之會計政策並貫徹應用，作出審慎及合理之判斷和估算，並按持續經營基準編製賬目。本公司之獨立核數師就集團截至2024年3月31日止年度綜合財務報表之申報責任聲明載於2023/2024年報之獨立核數師報告內。

風險管理及內部監控

董事會全權負責為達致本公司策略性目標而需面對的風險之性質及範圍進行評估及向本公司提出方向性指示，並確保本公司建立及維持合適有效之風險管理及內部監控系統，包括財務、營運及合規監控。

風險管理及內部監控系統之主要特點是提供清晰之治理架構、政策及程序，以及匯報機制，以協助集團管理各業務範疇之風險。集團已制訂及落實執行主要政策及程序，並與員工溝通以及定期進行檢討，以確保集團維持恰當及有效的風險管理及內部監控系統並得以持續改善，當中包括(a)制訂構建集團整體風險理念及制約基準之核心價值及信念，並培養與核心價值及信念相符的公司文化；(b)建立明確界定職責及權限之組織架構，使各人均肩負其對風險管理及內部監控之職責，持續為風險分析及管理層決策提供必要的資訊流通；(c)實施預算及管理會計監控，從而有效地分配資源及提供最新財務及營運表現指標，以便管理業務活動及風險；(d)確保財務匯報監控有效地記錄完整、準確及適時之會計及管理資訊；及(e)備有結構性內部審核職能以對業務單位及企業職能部門進行持續及週期性獨立評估。

The Board has delegated responsibility to the Audit Committee for providing oversight in respect of risk management and internal control activities. The Audit Committee discusses the risk management and internal control systems with management for the year under review to ensure that management has performed its duty to have an effective risk management and internal control systems. Discussion covers areas, inter alia, the adequacy of resources, staff qualifications and experience, training programme and budget (collectively, "Resources") of the Company's accounting and financial reporting functions.

To assist the Board and the Audit Committee in overseeing the risk management and internal control systems of the Group, the Internal Audit Department is responsible for performing independent reviews on the adequacy and effectiveness of the Group's systems of internal controls and risk management and reporting audit findings to the Audit Committee and the Board regularly. An Internal Audit Charter, which was adopted in 2008, formulates the processes and procedures of internal audit function for strengthening the control framework. The Audit Committee also separately consults with the Internal Audit Department in respect of the adequacy of Resources of the Company's internal audit function.

RISK MANAGEMENT

The successful management of risks is essential for the long-term growth and sustainability of the Group's business. To ensure risk management of the Group is integrated into the day-to-day operation of the Group and is continuously carried out at all levels of the Group, the Company has established a risk governance and management framework and governance structure which consists of the Board, the Audit Committee, risk management steering group and business lines to facilitate a systematic approach to the management of risks within the Group.

董事會向審核委員會授權，負責監管有關風險管理及內部監控工作。審核委員會與管理層討論回顧年度之風險管理及內部監控系統，以確保管理層已履行其維持有效風險管理及內部監控系統之職責。討論範疇其中包括本公司會計及財務匯報職能方面的資源、員工資歷及經驗，以及培訓課程及預算(統稱「資源」)是否足夠。

為協助董事會及審核委員會監督集團之風險管理及內部監控系統，內部審核部門負責就集團內部監控及風險管理系統是否充分及有效進行獨立檢討，並向審核委員會及董事會定期匯報審核結果。內部審計憲章於2008年獲採納，以制訂內部審核職能之過程及程序，藉此加強監控框架。審核委員會亦就本公司內部審核職能之資源是否足夠另行向內部審核部門作出諮詢。

風險管理

成功管理風險對集團業務之長遠增長及可持續發展至關重要。為確保集團之風險管理能融入集團日常業務中，並於集團所有層面持續執行，本公司已設立風險管治及管理框架及由董事會、審核委員會、風險管理監督小組及職能部門組成的管治架構，以協助集團制訂系統性的風險管理。

Corporate Governance Report

企業管治報告

The following diagram illustrates the Group's risk governance and management framework:

下圖列示集團之風險管治及管理框架：



The Company has also formulated and adopted Risk Management Policy in providing directions in identifying, evaluating and managing significant risks. At least on an annual basis, the risk management steering group, which comprises the heads of all business units and corporate functions, collects and collates risk information from business lines, identifies risks (including ESG-related risks), on a group-wide basis, that would adversely affect the achievement of the Group's objectives, and assesses and prioritises the identified risks according to a set of standard criteria. Risk mitigation plans are established and risk owners are also assigned to closely monitor those risks which are considered to be significant on an on-going basis and implement the mitigation plans. The identified risks which are considered to be significant to the Group, including their changes in nature and extent since the last review, and the relevant mitigation plans for the year under review have been presented and accepted by the Audit Committee and the Board in April and June 2024 respectively.

The Internal Audit Department acts as an independent assessor as another line of defence on risk management system. It conducts independent review and assesses, at least on an annual basis, if all the key risks are properly identified and evaluated in accordance with the Risk Management Policy and whether the existing risk controls are operating effectively. A control self-assessment process was also established which requires risk owners to assess, through questionnaire, the adequacy and effectiveness of risk controls over the areas under their responsibilities. The process and its results were reviewed by the Internal Audit Department and form part of the Audit Committee's annual assessment of control effectiveness.

INTERNAL CONTROLS

In addition to the independent assessment of the risk management system, during the year, the Internal Audit Department also carried out reviews on (a) the operation of the Insurance Department; (b) the operation of the Hong Kong Sales and Marketing Department; (c) the operation of Discovery Bay Recreation Club (ad hoc review); (d) the operation of Procurement Department; (e) the voting mechanism and arrangement in 2023 AGM of the Company; (f) the whistleblowing cases received; and the reviews on the other business units with audit follow-up. With the implementation of follow-up measures after the audits, the areas with irregularities have been gradually improved. Findings on the audits, control weaknesses, if any, and the relevant recommendations have been presented to and accepted by the Audit Committee and the Board in November 2023 and June 2024.

本公司亦已制訂及採納風險管理政策，提供識別、評估及管理重大風險之方針。由各業務單位及企業職能主管組成之風險管理監督小組至少每年在收集及整理從各職能部門所得之風險資料後，識別對達成集團目標造成不利影響之整體性風險(包括有關環境、社會及管治之風險)，並根據一套標準準則評估所識別之風險及釐定其優次，從而對重大風險制訂風險緩解計劃及委派風險監控負責人，以持續緊密監察該等風險並執行緩解計劃。就回顧年度所識別被視為對集團而言屬重大之風險(包括自上次檢討後其性質及範圍之變動)及相關緩解計劃已分別於2024年4月及6月向審核委員會及董事會呈報並獲接納。

內部審核部門作為獨立審核員，為風險管理系統之另一道防線。其至少每年進行獨立檢討及評估，以確定所有主要風險是否已按照風險管理政策妥為識別及評估，以及現有風險監控是否有效運作。自我監控評估程序亦已建立，要求風險監控負責人透過問卷形式對其職責範圍內之風險監控是否充足及有效作自我評估。該程序及其結果由內部審核部門檢討，並構成每年審核委員會對評估監控之有效性的一部份。

內部監控

除就風險管理系統進行獨立評核外，於年內，內部審核部門亦已就(a)保險部門之營運；(b)香港銷售及市場推廣部門之營運；(c)愉景灣康樂會之營運(特別審查事項)(d)採購部門之營運；(e)本公司2023股東年會的投票機制及安排；(f)所接獲的舉報個案進行審核；以及就其他業務單位之審核跟進工作進行檢查。隨著審核後實行跟進措施，不合規之處已逐漸改善。審核結果、監控弱項(如有)及相關建議已於2023年11月及2024年6月向審核委員會及董事會呈報並獲接納。

Corporate Governance Report

企業管治報告

The risk management and internal control systems are designed to manage rather than eliminate the risk of failure to achieve business objectives, and can only provide reasonable and not absolute assurance against material misstatement or loss. The Board, through the works of the Audit Committee, risk management steering group and the Internal Audit Department, has conducted an annual review on the effectiveness of the risk management and internal control systems of the Group for the year ended 31 March 2024 and considers that the Group's risk management and internal control systems for the year were effective and adequate. Management of the Group has also provided confirmation to the Audit Committee and the Board on the effectiveness of such systems for the year under review.

HANDLING OF INSIDE INFORMATION

The Group complies with requirements of Securities and Futures Ordinance ("SFO") and the Listing Rules. A Disclosure of Inside Information Policy has been established by the Company to set out the procedures on reporting the likely inside information to ensure that potential price sensitive or inside information of the Group can be promptly identified, assessed and escalated for disseminating to the public. The Company discloses inside information to the public as soon as reasonably practicable unless the information falls within any of the "Safe Harbours" as provided in the SFO. Before the information is fully disclosed to the public, the Company will ensure that the information is kept strictly confidential. If the Company believes that the necessary degree of confidentiality cannot be maintained or that confidentiality may have been breached, the Company will immediately disclose the information to the public. The Company is committed to ensure that information contained in announcements are not false or misleading as to any material fact, or false or misleading through the omission of any material fact in view of presenting information in a clear and balanced way, which requires equal disclosure of both positive and negative facts.

風險管理及內部監控系統旨在管理而非消除未能達致業務目標之風險，且僅可就避免重大失實陳述或損失提供合理而非絕對之保證。董事會透過審核委員會、風險管理監督小組及內部審核部門之工作，對集團於截至2024年3月31日止年度之風險管理及內部監控系統之成效進行年度檢討，並認為集團本年度之風險管理及內部監控系統屬有效及充足。此外，集團管理層亦已向審核委員會及董事會確認有關系統於回顧年度內之有效性。

處理內幕消息

集團一直遵守證券及期貨條例（「證券條例」）及上市規則之規定。本公司已設立內幕消息披露政策，列出匯報可能是內幕消息之程序，以確保集團可即時辨別、評估及上報對股價可能有影響之資料或內幕消息，以便向公眾發放。本公司在實際合理可行之情況下，會盡快向公眾披露內幕消息，除非有關消息屬於證券條例下任何「安全港」之範圍。本公司在向公眾全面披露有關消息前，會確保該消息絕對保密。倘本公司認為不能維持必要之保密程度或可能違反保密責任，本公司會即時向公眾披露有關消息。本公司致力確保公告中所載有關重大事實之資料不屬虛假或具誤導性，以清晰及持平之方式呈列資料，對正面及負面事實作出相等程度之披露，以確保不會因遺漏重大事實而構成虛假或具誤導性。

DIVIDEND POLICY

The Company strives to maintain a stable dividend to shareholders and has adopted a dividend policy (the "Policy"). Pursuant to the Policy, the declaration or recommendation of dividends is subject to the sole discretion of the Board. The Board shall consider the following factors before declaring or recommending dividends:

- the Company's actual and expected financial performance;
- shareholders' interests;
- the retained earnings and distributable reserves of the Company and each of the members of the Group;
- the level of the Group's debts to equity ratio, return on equity and the relevant financial covenants;
- any restriction on payment of dividends that may be imposed by the Group's lenders;
- the Group's expected working capital requirements and future expansion plan;
- general economic conditions, business cycle of the Group's motion control business or financial performance and position of the Company;
- taxation considerations;
- statutory and regulatory restrictions; and
- any other factors that the Board deems relevant.

The Board, through the Corporate Governance Committee, will continually review the Policy, and reserve the right in its sole absolute discretion to update, amend and/or modify the Policy at any time, and the Policy shall in no way constitute a legally binding commitment by the Company in respect of its future dividend and/or in no way obligate the Company to declare dividend at any time or from time to time.

COMPLIANCE WITH THE ESG REPORTING GUIDE

The Group has complied with the ESG Reporting Guide of the Stock Exchange and has released its standalone [ESG Report](#) for the year ended 31 March 2024 online at the same time with the publication of 2023/2024 annual report, which captures in detail the Group's ESG-related initiatives, policies and performance in Hong Kong, mainland China and Thailand throughout the financial year.

股息政策

本公司致力維持向股東穩定派息，並已採納股息政策（「該政策」）。根據該政策，宣派股息或建議派息由董事會全權酌情決定。在宣派股息或建議派息前，董事會將考慮以下因素：

- 本公司實際及預期之財務表現；
- 股東利益；
- 本公司及集團各成員公司之保留盈利及可分派儲備；
- 集團之債務權益比率水平、股本回報率及相關之財務契諾；
- 集團貸款人可能就股息派付施加之任何限制；
- 集團之預期營運資金需求及未來擴展計劃；
- 整體經濟狀況、集團可控業務之商業週期或本公司之財務表現及狀況；
- 稅務考慮；
- 法例及監管限制；及
- 董事會視作相關之任何其他因素。

董事會將通過企業管治委員會持續檢討該政策，並保留其絕對酌情權以隨時更新、更改及/或修訂該政策，且該政策將不會就未來之股息對本公司構成任何具法律約束力之承諾及/或構成本公司需於任何時間或不時宣派股息之責任。

遵守環境、社會及管治報告指引

集團已遵守聯交所之環境、社會及管治報告指引，並與2023/2024年報同一時間在網上獨立發佈截至2024年3月31日止年度之《[環境、社會及管治報告](#)》，該獨立報告載列集團於整個財政年度在香港、中國內地及泰國實行有關環境、社會及管治之舉措、政策及表現之詳情。

WORKFORCE DIVERSITY

The Company strives to maintain gender-balanced workforce and considers capability is more important than gender. Except for the general staff level which has relatively more male than female due to the nature of works and the workforce availability in the market for transportation industry sector such as crew, technician, engineer and bus captain, the Company maintains a relatively balanced gender ratio across the workforce and it is considered not necessary to set out any plan or measurable objectives for enhancing workforce diversity for the financial year of 2024/2025. Detail of the gender ratio in different level of workforce for the year under review can refer to the [ESG Report](#) published at the same time with the 2023/2024 annual report.

DIRECTORS' REMUNERATION

Directors' remuneration (save for directors' fees which are subject to shareholders' approval at general meeting) is determined with reference to prevailing market situation, their respective duties and responsibilities and the Group's remuneration policy. Under the terms of reference of the Remuneration Committee, the Remuneration Committee should make recommendation to the Board on the remuneration policy and it has the delegated responsibilities to determine the remuneration of the EDs. In general, the EDs under the remuneration policy are entitled to (i) basic salary which will be reviewed on an annual basis by making reference to remuneration survey conducted by independent external consultant on companies operating in similar businesses; (ii) discretionary bonus which are subject to the ED's and the Company's performance; and (iii) contribution to retirement schemes and other fringe benefits.

The Chairman, who is a member of the Remuneration Committee, is involved in recommending proposals on the remuneration of other EDs for due consideration and approval by the Remuneration Committee. However, he abstains from discussion and voting when his remuneration is reviewed and considered by the Remuneration Committee. No Director will participate in the discussion and review of his/her own remuneration under the remuneration policy.

員工多元化

本公司力求維持員工性別比例平衡，並認為能力比性別更為重要。就普通職級的員工而言，鑒於工作性質及運輸行業市場勞動力之供應情況(例如船員、技術人員、工程師及車長)，男性員工相對多於女性，除此以外，本公司維持相對平衡之員工性別比例，並認為就2024/2025財政年度毋須訂立任何有關提高員工多元化水平之計劃或可測計目標。有關回顧年度不同級別員工之性別比例之詳情，可參閱與2023/2024年報同一時間發佈之《[環境、社會及管治報告](#)》。

董事薪酬

董事薪酬(須經股東於股東大會上批准之董事袍金除外)乃參考當前市況、彼等各自之職務及職責，以及集團之薪酬政策而釐定。根據薪酬委員會之職權範圍，薪酬委員會應就薪酬政策向董事會提出建議，並獲授權負責釐定執董之薪酬待遇。一般而言，根據薪酬政策，執董有權收取(i)基本薪酬，其將參考獨立外部顧問對經營類似業務之公司進行之薪酬調查每年作出檢討；(ii)按執董與本公司表現而發放之酌情花紅；及(iii)退休計劃供款及其他附帶福利。

主席(彼同時為薪酬委員會成員)會就其他執董之薪酬待遇提供建議，以供薪酬委員會作適當考慮及批准。然而，於薪酬委員會審閱及考慮其薪酬待遇時，彼則須放棄參與討論及投票。概無董事根據薪酬政策將參與討論及審閱其本身之薪酬。

The remuneration of NEDs is in the form of annual directors' fee. To ensure that NEDs are appropriately remunerated for their time and responsibilities devoted to the Company, the Remuneration Committee will periodically review and consider the factors including fees paid by comparable companies, time commitment, responsibilities in the Company and the prevailing market situation, and make recommendation for the approval of the Board pursuant to the authority given by the shareholders at general meeting from time to time. Currently, a sum of HK\$100,000 per annum being the basic fee for acting as a NED, additional fee of HK\$100,000 per annum will be paid to each member, who is NED, of each of the Remuneration Committee, Nomination Committee and Corporate Governance Committee of the Company and additional fee of HK\$150,000 per annum will be paid to each member, who is NED, of the Audit Committee. An additional fee of HK\$50,000 will also be paid to each INED having a seat in any independent board committee which is required to be set up from time to time under the Listing Rules.

All Directors are also eligible to be granted of share options under the Company's approved share option schemes. Each grant to Directors is subject to the approvals of the Remuneration Committee, INEDs and the Board having regard to their respective role and responsibilities as well as the prevailing market situation.

Remuneration details of the Directors (on individual name basis) for the year ended 31 March 2024 are disclosed in note 12 to the consolidated financial statements on pages 169 to 171 of 2023/2024 annual report.

AUDITOR'S REMUNERATION AND AUDITOR RELATED MATTERS

PricewaterhouseCoopers ("PwC") is the Independent Auditor of the Company. The remuneration for audit services provided by PwC to the Group for the year under review amounted to approximately HK\$8.7 million. In addition to the audit fee, the Company had appointed PwC for the interim results review and the other non-audit advisory services in respect of accounting system migration, major transaction and cyber-attack simulation assessment, remuneration of which amounted to approximately HK\$4.2 million for the year under review. All the non-audit advisory services were approved by the Audit Committee pursuant to the requirement of Code of Ethics for Professional Accountants of Hong Kong Institute of Certified Public Accountants effective in December 2022.

非執董之薪酬為年度董事袍金。為確保非執董就其投入本公司的時間及職責獲得適當薪酬，薪酬委員會將定期檢討及考慮包括可作比較公司所給予之袍金、所付出之時間、於本公司的職責及現行市況等因素，並根據股東不時於股東大會上給予之授權向董事會提出建議以供批准。現時支付予非執董之基本袍金為每年100,000港元，而非執董兼任本公司薪酬委員會、提名委員會及企業管治委員會成員之額外袍金(按每個委員會計)為每年100,000港元，以及非執董兼任審核委員會成員之額外袍金為每年150,000港元。此外，支付予各獨董作為根據上市規則不時須成立之任何獨立董事會委員會成員之額外袍金為50,000港元。

所有董事亦符合資格根據本公司已獲批准之股份期權計劃獲授股份期權。每次向董事授出股份期權須經薪酬委員會、獨董及董事會考慮彼等各自的職務及職責以及現行市況後批准。

截至2024年3月31日止年度之董事酬金詳情(按個人名稱之基準)於2023/2024年報第169頁至第171頁之綜合財務報表附註12內披露。

核數師酬金及核數師相關事宜

羅兵咸永道會計師事務所(「羅兵咸永道」)為本公司之獨立核數師。於回顧年度就羅兵咸永道向集團提供審核服務之酬金約為8.7百萬港元。除審核費用外，本公司於回顧年度委任羅兵咸永道審閱中期業績及提供其他有關轉移會計系統、主要交易及網絡攻擊模擬測試之非審核諮詢服務之酬金約為4.2百萬港元。所有非審核諮詢服務均已根據自2022年12月起生效的香港會計師公會專業會計師道德守則之要求經由審核委員會批准。

Corporate Governance Report

企業管治報告

MODEL CODE FOR SECURITIES TRANSACTIONS BY DIRECTORS

The Company has adopted the Model Code for Securities Transactions by Directors of Listed Issuers set out in Appendix C3 to the Listing Rules (including amendments as effected from time to time) as its own code of conduct to regulate securities transactions by Directors (the "Model Code"). All Directors, who were in office during the financial year ended 31 March 2024 and remain at the date of this annual report, have confirmed, following specific enquiry by the Company, that they have complied with the required standard set out in the Model Code during the year from 1 April 2023 to 31 March 2024 (both days inclusive). The Model Code has been extended to and has become equally applicable to dealings in the securities of the Company by senior management and relevant employees.

COMPANY SECRETARY

The Company Secretary of the Company is an employee of the Company and has day-to-day knowledge of the Company's affair. During the year ended 31 March 2024, she has taken not less than 15 hours of relevant professional training in accordance with rule 3.29 of the Listing Rules and will continue to comply with such requirement for the year ending 31 March 2025 and report regularly.

SHAREHOLDERS' RIGHTS

Pursuant to article 72 of the Articles, extraordinary general meetings shall also be convened by the written requisition of any one or more shareholder(s) of the Company holding together, as at the date of deposit of the requisition, shares representing not less than one-tenth of the voting rights of the Company which carry the right of voting at general meetings of the Company. Shareholders wishing to do so must serve a duly executed written requisition to the Company's principal place of business in Hong Kong at 23/F, China Merchants Tower, Shun Tak Centre, 168-200 Connaught Road Central, Hong Kong (the "Principal Place of Business") specifying the object(s) of the meeting and the resolutions to be added to the meeting agenda. If the Directors do not within 21 days from the date of deposit of the requisition proceed to duly convene the meeting to be held within a further 21 days, such shareholder(s) may convene a physical general meeting at only one location, provided that any meeting so convened shall not be held after the expiration of three months from the date of deposit of the requisition, and all reasonable expenses incurred by such shareholder(s) as a result of the failure of the Directors to convene the meeting shall be reimbursed to them by the Company.

董事進行證券交易的標準守則

本公司已採納上市規則附錄C3所載之上市發行人董事進行證券交易的標準守則(包括不時生效之修訂),作為規管董事進行證券交易之操守準則(「標準守則」)。經本公司作出具體查詢後,全體董事(彼等於截至2024年3月31日止財政年度一直在任及於本年報日期仍然在任)已確認彼等自2023年4月1日至2024年3月31日年度期間(包括首尾兩天)均已遵守標準守則所載之規定標準。標準守則已擴展至同樣適用於高層管理人員及有關僱員所進行之本公司證券交易。

公司秘書

本公司之公司秘書為本公司僱員並熟習本公司日常運作。截至2024年3月31日止年度,彼已根據上市規則第3.29條接受不少於15個小時之相關專業培訓,並將於截至2025年3月31日止年度繼續遵守相關規定及定期作出報告。

股東權利

根據章程細則第72條,股東特別大會亦應按本公司任何一名或多名合共持有在本公司股東大會擁有不少於十分之一投票權(於提交要求之日為準)的股東的書面要求而召開。有意要求召開股東特別大會之股東,須把已簽署之書面要求連同召開會議之具體目的及將添加到會議議程中的決議事項送達本公司香港主要營業地點,地址為香港干諾道中168-200號信德中心招商局大廈23樓(「主要營業地點」)。倘本公司董事未能於要求送達日期起計21天內正式召開在繼後21天內舉行的大會,則該等股東僅可於一個地點召開實體股東大會,惟如此召開的任何大會不得於要求送達日期起計三個月屆滿後舉行,而本公司須向該等股東補償因董事未能召開大會而引致之一切合理費用。

In addition, any shareholder (other than the person to be proposed) may nominate a person to stand for election as Director at the general meeting in accordance with article 120 of the Articles. Any shareholder wishing to do so must serve (a) a written notice of intention to propose such person for election as Director; (b) a notice executed by that person of his/her willingness to be elected; and (c) the information of that person as required to be disclosed under rule 13.51(2) of the Listing Rules to the Principal Place of Business between the period, which shall be at least three days, commencing from the date after the despatch of the notice of the general meeting appointed for such election and ending on (and excluding) the date that is ten clear business days prior to the date of such general meeting. The Company shall issue an announcement and/or a supplementary circular, if applicable, to inform the shareholders the biographical details of the candidate proposed if a valid notice to propose a person to stand for election as Director is received.

INVESTOR RELATIONS AND COMMUNICATION WITH STAKEHOLDERS

The Company is committed to promoting and maintaining effective communication with the shareholders and other stakeholders. A Shareholders' Communication Policy has been adopted by the Board which sets out the Company's policy for maintaining an on-going dialogue with shareholders and investment community. Full text of the Shareholders' Communication Policy is available on the website of the Company and the same is subject to regular review by the Corporate Governance Committee to ensure its effectiveness. In view of the below stakeholders' activities conducted by the Company, the Shareholders' Communication Policy is considered as effectively implemented during the year under review.

The Company's 2023 AGM, for which at least 21 days' prior notice is given, was held on 23 August 2023 and is one of the Company's principal channels of communication with its shareholders for each year. Shareholders have the opportunity to communicate face to face with the Directors if they have any questions on the Company's performance and operations. In addition to the AGM, extensive information on the Company's activities in respect of its financial, business and operations is provided by way of announcements, annual and interim reports, circulars, ESG Report, relevant policies and procedures such as Shareholders' Communication Policy, Whistleblowing Policy and Anti-Fraud Policy, etc., as well as various corporate news and information are sent to shareholders and/or available on the websites of the Company and the Stock Exchange. Investor/analysis briefing, site visit, media interviews, marketing activities for investors are also available from time

此外，根據章程細則第120條，任何股東（將獲提名之人士除外）均可提名一名人士於股東大會上膺選董事。任何有意作出提名之股東必須於指定作該選舉之股東大會通告發出當日起計至少三天後，及不遲於該股東大會舉行日期十個營業日前（不包括會議當天）期間送呈(a)就其提名該人士膺選董事之意向之書面通知；(b)由該人士簽署表示願意膺選之通知書；及(c)根據上市規則第13.51(2)條規定須予披露有關該人士之資料至主要營業地點。倘收到有關提名人士膺選董事之有效通知書，本公司將刊發公告及/或補充函（如適用），以知會股東有關參選人之履歷詳情。

投資者關係及與持份者溝通

本公司致力促進並維持與股東及其他持份者之有效溝通。董事會已採納載列本公司有關維持與股東及投資界持續對話之股東通訊政策。股東通訊政策之全文可於本公司網站上閱覽，而企業管治委員會將定期審閱該政策以確保其有效性。鑒於下文本公司進行之持份者活動，本公司認為股東通訊政策於回顧年度已有效實施。

本公司之2023股東年會（就此發出至少21日之事先通告）於2023年8月23日舉行，為本公司每年與其股東溝通之主要渠道之一。股東可藉此就彼等對本公司表現及營運之任何疑問，與董事進行面對面溝通。除股東年會外，本公司亦透過向股東寄發及/或在本公司及聯交所網站上刊發公告、年度及中期報告、通函、《環境、社會及管治報告》、相關政策及程序（如股東通訊政策、舉報政策及反欺詐政策等），以及不同企業消息及資訊以提供有關本公司財務、業務及營運之詳盡資料。本公司亦不時透過投資者/分析簡介會、實地參觀、傳媒訪問及投資者營銷活動，以促進本公司、股東與投資界之間的溝通。年內，本公司

Corporate Governance Report

企業管治報告

to time in order to facilitate communications between the Company, shareholders and the investment community. During the year, there were over twenty meetings, media interviews and projects' or Company's marketing communications (including social media) for sharing and exchanging views between the Company and various stakeholders.

Shareholders may also send their enquiries and concerns to the Board by addressing them to the Company Secretary. The Company Secretary is responsible for forwarding communications relating to matters within the Board's direct responsibilities to the Board and communications relating to ordinary business matters, such as suggestions, inquiries and customers concerns, to the relevant executive officers of the Company under the direction of the Chairman or Managing Director of the Company. While other investors and stakeholders may send their enquiries to the Company's investor relations officer. During the year, the Company has fully responded to all the legitimate enquiries through the above channels. The contact details of both Company Secretary and investor relations officer of the Company are set out in the Shareholders' Communication Policy.

As one of the important stakeholders, employees' view on the elements in relation to company culture such as working environment, benefits, relations and engagement, training and development, talent retention and management style, etc. is also collected through employee survey conducted biennially. The first employee survey was conducted in 2022. With the valuable feedbacks and opinions from employees, the Company's focus and priority on enhancing employee engagements can be set more precisely for the identified areas.

CONSTITUTIONAL DOCUMENTS

The Memorandum and Articles of Association of the Company is available on the websites of the Company and the Stock Exchange. No change was made to the Company's constitutional documents during the year ended 31 March 2024.

已進行超過二十次會議、傳媒訪問及項目或公司的市場推廣(包括社交媒體)，以與各界持份者分享及交流觀點。

股東亦可將其查詢及關注事項寄送予公司秘書，以便送交董事會。公司秘書負責把有關由董事會直接負責事宜之溝通訊息傳遞予董事會，並按本公司主席或董事總經理之指示把有關日常業務事宜之溝通訊息，如建議、查詢和客戶之關注事項等，傳達予本公司之相關行政人員。其他投資者及持份者可向本公司的投資者關係主任提出查詢。年內，本公司已全面回應所有通過上述渠道提出之正當查詢。本公司之公司秘書及投資者關係主任之聯絡詳情已載於股東通訊政策內。

作為重要持份者之一，僱員對工作環境、福利、關係及參與、培訓及發展、人才挽留及管理風格等企業文化元素之意見亦通過進行每兩年一次之僱員調查予以收集。本公司於2022年進行首次僱員調查。在獲得僱員之寶貴反饋及意見後，本公司可更精準地就提高僱員對公司之歸屬感而釐定應關注之重點及優先處理之事宜，藉以改善已識別之範疇。

憲章文件

本公司組織章程大綱及組織章程細則可於本公司及聯交所網站上查閱。於截至2024年3月31日止年度，本公司之憲章文件並無修改。