

Board of Directors of Tai Hing Group receives Directors Of The Year Award from HKIoD

太興集團董事會榮獲 香港董事學會年度傑出董事獎

Zhang Mengying



▲ Tai Hing Group was listed on the HKEX's Main Board in 2019. Full board members attended the listing ceremony to witness the important moment. 太興集團於2019年在香港聯合交易所主板上市，董事局成員出席上市儀式共證重要時刻。

The Board of Tai Hing Group Holdings Ltd (Tai Hing) has been awarded the Directors Of The Year Award by The Hong Kong Institute of Directors (HKIoD), in recognition of their tireless efforts in sustainability and corporate governance.

The Group's Board of Directors is guided by best practices and is committed to enhancing business sustainability and maintaining good relationships with stakeholders.

Through learning from industry best practices, stringent governance measures and proactive responses to the challenges of the pandemic, Tai Hing has demonstrated outstanding leadership and resilience. In addition, the Group takes its environmental, social and governance (ESG) responsibilities seriously and actively promotes related initiatives.

Founded in 1989 and listed in 2019, Tai Hing Group now operates 200 restaurants under more than 17 brands across mainland China, Hong Kong and Macau.

The Board currently consists of three executive directors, three independent non-executive directors and one non-executive director, with various functional committees under the Board, including a Sustainable Development Committee, said Executive Director Ms JoJo Chan.

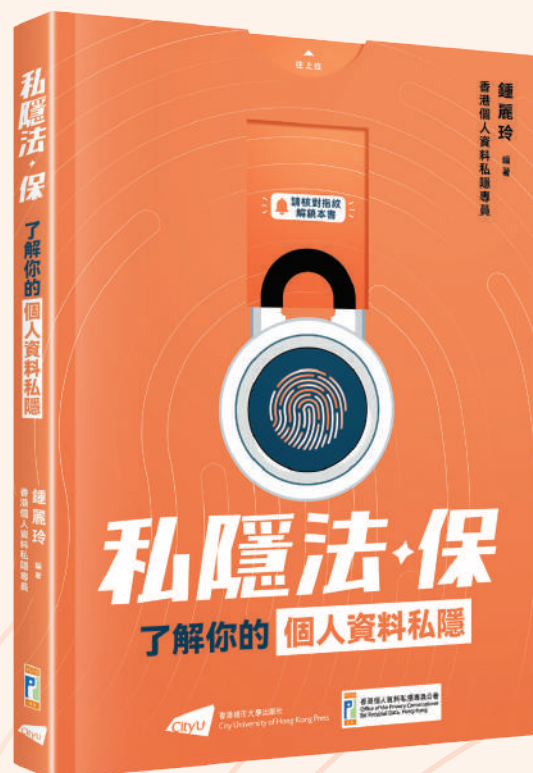
Adopting best practices

The Board of Tai Hing Group emphasizes relationships with all stakeholders and has always adopted an open-minded approach to corporate governance.

**鍾麗玲****Ms Ada CHUNG Lai-ling**

香港個人資料私隱專員 編著

Privacy Commissioner for Personal Data, Hong Kong



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“We participate in industry conferences and absorb the good practices of other practitioners in the hope of enhancing our corporate image and competitiveness,” JoJo said.

The Board is very stringent on governance, with different committees reviewing policies from time to time and discussing ways to minimize operational risks.

In addition, Tai Hing attaches great importance to staff ethics and training and invites different organisations to provide corresponding training for staff every year, to enhance their knowledge and improve corporate governance.

Independent Non-Executive Director Dr Hedy Sat said that when the Board discusses operational policies, she also provides her suggestions and ideas from a professional perspective.

“Tai Hing’s governance is very comprehensive. They are actively concerned about the development of the industry, understand the relevance of compliance and ESG requirements to the industry, and discuss with directors implementation methodologies in a timely manner,” said Dr Sat.

Overcoming pandemic challenges

Over the past three years, “the Group has taken a proactive and pragmatic approach in adjusting its arrangements to meet the challenge of the prolonged social distancing restrictions during the outbreak of the pandemic,” said the Group’s Chairman and Founder Mr Chan Wing On. The company launched an incentive scheme to encourage staff to get vaccinated and the results have been remarkable. The total vaccination rate of staff boosted to

90% within two months, fully protecting the safety and well-being of staff and customers.

During the outbreak, the Board took prompt measures to minimize disruptions to the business, including strengthening delivery and takeaway operations to offset the negative impact on dine-in traffic.

In addition, Tai Hing made great efforts to consolidate its outlet network and carry out renovations. It has also actively introduced digital technology applications by launching the Group’s first integrated mobile application “FanFanStore”.

All these measures encouraged customers to order with their mobile devices, reducing operating costs, maintaining competitiveness and alleviating manpower shortages, while also catering to the post-pandemic consumption patterns of customers.

With the re-opening of the world and an increase in the number of tourists visiting Hong Kong, JoJo emphasized that the Group will seize business opportunities to innovate. “We will make use of our multi-brand

strengths by opening different outlets in key tourist areas, and take advantage of major festivals to attract and reward customers for their continued support with different promotions and a wide range of meal offerings.”

Focus on ESG

With the increased global attention to ESG in recent years, listed companies are paying particular attention to ESG requirements.

“The Group takes into account the latest international ESG standards every year and incorporates them into its business strategies to ensure compliance. A few years ago, we set up a Sustainability Steering Committee with the aim of promoting ESG development through cross-departmental collaboration,” Dr Sat said.

Under the Committee’s review and supervision, Tai Hing can identify issues of potential significance, formulate feasible objectives and plans, enhance the transparency of disclosure, and proactively improve the company’s sustainability governance mechanism.



▲ The Group regularly conducts diverse training, seminars and forum to enhance management team’s competitiveness, uphold a high level of business ethics and corporate governance.

集團定期為董事舉辦多元化培訓課程、研討會及講座，有助提升團隊競爭力，維持高水平的商業道德標準及確立管治文化。



▲ The Group is committed to promoting a smoke-free life to its employees. Co-organising a “Smoking Cessation program” with Kowloon Lok Sin Tong, helped employees become more health conscious and contributed to a clean workplace environment.

集團一直致力向員工推廣無煙生活，透過與九龍樂善堂合辦「無煙一生興」獎勵計劃，鼓勵員工注重健康，打造環境清新的工作間。

In terms of supply chain management, Tai Hing prioritizes the selection of environmentally friendly food products and suppliers on its ESG chartered procurement list to minimize environmental impact and pollution.

“We have also increased safety training for our staff and strictly required frontline staff to wear non-slip shoes when working in restaurant kitchens, which has been effective and resulted in a significant reduction in the number of work-related injuries,” JoJo said.

“We also encourage our staff to quit smoking and lose weight so as to enhance their physical and mental health and maintain their service quality at an optimal level,” Mr Chan added. 🚭

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太興集團董事會榮獲香港董事學會頒發的年度傑出董事獎，這是對他們在可持續發展與企業管治方面不懈努力的認可。

集團董事會以最佳實踐為導向，致力於提升業務的可持續性，並與各利益相關者保持良好關係。通過學習行業最佳實踐、嚴格的治理措施以及積極應對疫情挑戰，太興集團展現出了卓越的領導力和適應力。此外，集團十分重視環境、社會和企業管治（ESG）方面的責任，並積極推進相關倡議。

太興集團成立於1989年，並於2019年上市，現今中、港、澳各地擁有超過18個品牌200間餐廳，集團執行董事陳淑芳女士表示，董事會目前以三位執行董事、三位獨立非執行董事及一位非執行董事組成，董事會下設有不同的功能性委員會，包括可持續發展委員會。

採取最佳實踐

太興集團董事會著重與所有持份者的關係，對於企業管治一向採取虛心學習的態度。

「我們會參與業界會議，觀摩其他行家的優良實踐，希望提升企業形象和競爭力」陳女士說。

董事會對於管治方面非常嚴謹，不同的委員會不時檢討政策，共同商討降低營運風險的方法。此外，太興非常重視員工操守和培訓，每年都邀請不同的機構為員工做相應的培訓，提升員工的知識水平，令企業管治更加完善。

獨立非執行董事薩翠雲博士分享，在董事會討論營運方針時，她也會從專業角度提供自己的建議和想法。

薩博士表示，「太興集團的管治做得相當全面，他們積極關注行業發展，認真了解合規和ESG的要求與行業的相關性，並適時和董事商討執行方法」

積極面對疫情挑戰

過去三年疫情中長期施行的「限聚令」對餐飲業造成巨大衝擊，集團主席及創辦人陳永安先生說，「集團以積極務實的態度調整安排以應對挑戰。」

公司投放資金舉行萬百元大抽獎以鼓勵員工接種新冠疫苗，成效顯著。兩個月內全體員工的總接種率達到九成，全面保障員工和顧客的安全福祉。

疫情期間董事會迅速採取應對措施以減輕疫情對業務的干擾，包括加強外送及外賣業務抵銷堂食客流量的負面影響。此外，太興著力整合分店網絡及進行翻修，積極引入數碼科技應用，推出集團首個綜合流動應用程式「小火伴」及鼓

勵顧客以手機自助落單，致力降低營運成本、保持競爭力及解決餐飲人手短缺問題，迎合顧客疫後的消費新常態。

隨著世界重新開放，訪港遊客增多，陳女士強調，集團會把握商機推陳出新。「在鋪點方面，我們會利用多元品牌的優勢，在旅遊重點區域開設不同店舖，藉著各大節慶以不同的推廣優惠和豐富餐種活動吸引和回饋顧客一直的支持。」

重點關注ESG

隨著近年全球對於ESG關注度的提升，上市公司對ESG方面的要求尤其重視。

薩博士說，「集團每年參考將最新的ESG國際標準並適時納入營運策略，確保合規經營。」

早於幾年前公司已成立可持續發展委員會，旨在通過跨部門的協同努力，共同推動公司ESG的發展水平。」透過委員會的審視與監督，太興可辨識潛在重要性的議題，制訂可行的目標計劃，提升披露的透明度，積極完善公司的可持續治理體系。

在供應鏈管理上，太興在源頭採購上優先選擇環境友善的食品及ESG約章採購名冊上的供應商，減少對環境污染。

陳先生補充，「公司增加對員工的安全培訓，嚴格要求前線員工於餐廳廚房工作時必須穿上防滑鞋，措施行之有效，工傷數字亦量大幅降低。我們亦鼓勵員工戒菸減肥，藉以提升身心健康，以最佳狀態保持服務質素。」

▲ Taking advantages of digital technology to support long-term business growth, the Group has launched its first comprehensive application to provide customers with one-stop services and the latest offers of various brands, catering to the new consumption trend in the post-pandemic era.

集團善用數碼科技支持業務長遠發展，首個綜合流動應用程式「小火伴」為顧客提供一站式服務及各品牌的最新優惠，迎合後疫情時代的消費新常態。

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