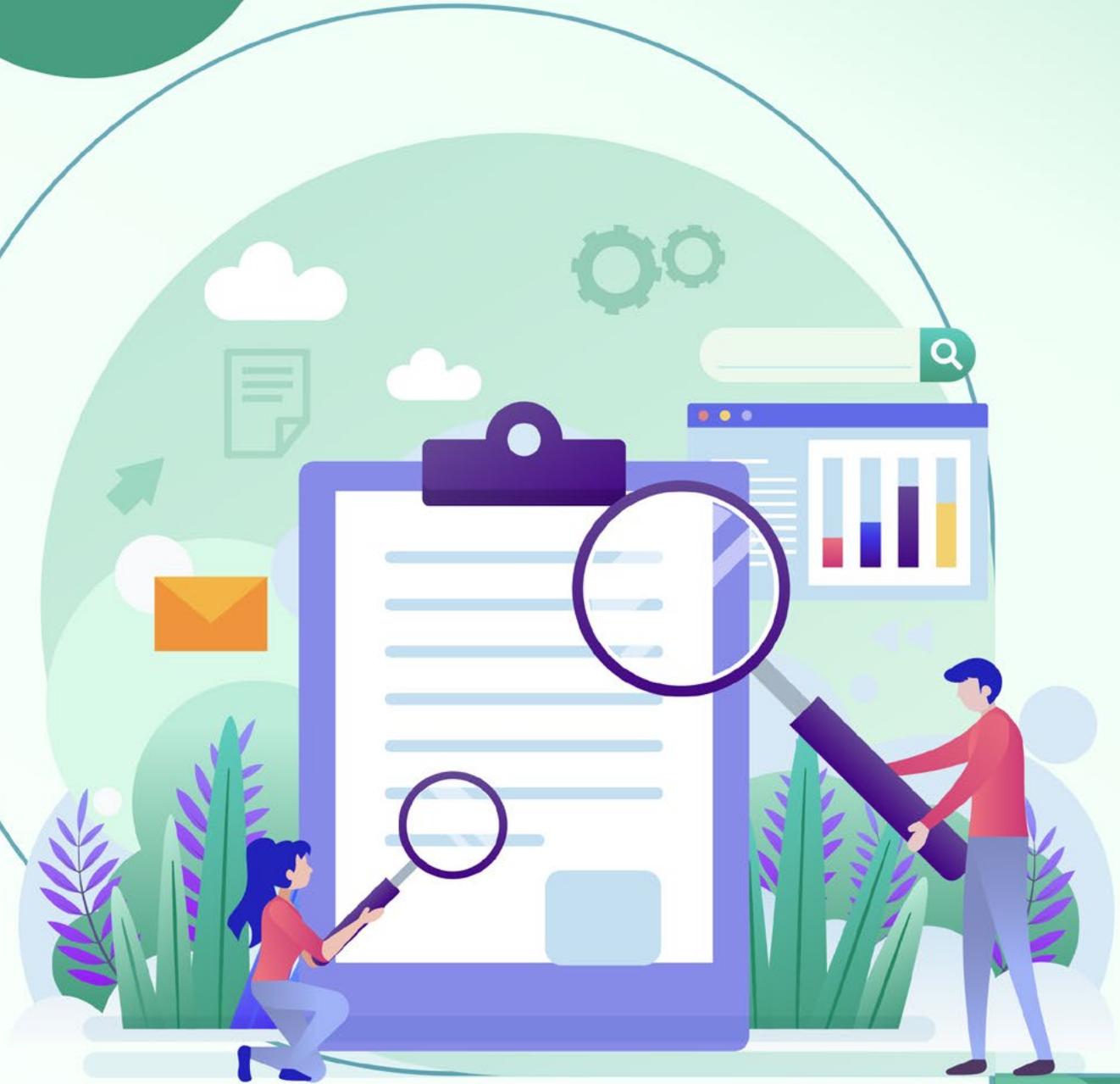




01

● ESG REPORT 2024/2025 ●



前言

INTRODUCTION

序言

在過去一年，東華三院在可持續發展方面穩步前行，成果豐碩且深具意義。本院榮獲多項 ESG 殊榮，涵蓋綠色環保、社會參與與創新科技等範疇，充分體現本院在環境、社會及管治三大領域的卓越實踐。

本院制定了清晰的減碳路徑圖，以 2023/2024 年為基準年設立具體、可量度的碳減目標，積極支持香港特區政府 2050 年碳中和願景。本院持續發展綠色建築項目，其中綠色旗艦項目「東華三院環保村」更榮獲「香港建築師學會主題獎—可持續建築」獎項；積極推動廚餘回收「廚餘再生俠」項目；營運「綠在天后」為本港市民提供環保教育和回收支援服務實踐源頭減廢；參與「全民減碳月」倡議；積極倡導「綠色祭祀」文化，將低碳文化融入日常運作。截至報告期，本院每平方米樓面面積的淨碳排放量較 2023/2024 基準年下降 8.17%，展現出實質減排成效。

Preface

Over the past year, Tung Wah Group of Hospitals (“TWGHs” or “the Group”) has made steady progress in sustainability, achieving meaningful and significant results. The Group has been honoured with multiple awards. These honours span areas such as environmental protection, community engagement, and innovative technology, demonstrating TWGHs’ outstanding practices across all three pillars of Environmental, Social, and Governance (“ESG”).

The Group has established a clear carbon reduction roadmap taking 2023/2024 as the base year, setting specific and measurable emission reduction targets to actively support the HKSAR Government’s vision of carbon neutrality before 2050. Continuing to advance green building initiatives, our flagship green project “TWGHs E-Co Village” has been recognised with the “The HKIA Special Award - Sustainable Architecture” from the Hong Kong Institute of Architects. The Group has also advanced food waste recycling through the “Food TranSmarter” initiative and operates “GREEN@TIN HAU” to provide environmental education and recycling support to the public, promoting waste reduction at source. By participating in the “Carbon Reduction Action” campaign and advocating for “Green Rituals and Burials” practices, the Group is integrating low-carbon values into everyday operations. As of the reporting period, our net carbon emissions per square meter of floor area have decreased by 8.17% compared to the 2023/2024 base year, reflecting tangible progress in emissions reduction.



本院榮獲香港中華廠商聯合會頒發「ESG 大獎」
TWGHs was honoured with the “ESG Grand Award” by the Chinese Manufacturers’ Association of Hong Kong



本院獲電視廣播有限公司主辦的「環境、社會及管治大獎 2024」頒發「ESG 環境創新科技大獎」及「ESG 社會創新科技大獎」。
TWGHs was honoured with the “ESG Environmental Innovation Technology Award” and the “ESG Social Innovation Technology Award” at the “Environmental, Social, and Governance Awards 2024” organised by Television Broadcasts Limited.



土瓜灣社區客廳開幕典禮
Opening Ceremony of To Kwa Wan Community Living Room

東華三院致力回應民生需求，發展過渡性房屋項目、精準扶貧、長者友善社區及傷健共融服務，促進社會共融與平等機會。本院亦推動一系列跨界別創新項目和活動，包括融合藝術、環保與共融元素的「共融共生藝術祭」、提升醫療質素的「智慧醫院」項目，以及促進長者融入數碼生活的「數碼耆跡 2.0」，以環保、科技與人文並重的方式擴大社會影響力。本院營運「土瓜灣社區客廳」並設立「土膳巷」食物銀行，提供基本生活支援與社區關懷，提升基層家庭的生活質素；統籌「共創明『Teen』校友會」，為校友提供持續培訓、生涯規劃輔導與就業支援，協助青少年建立自信與技能，開拓發展路徑；屬校積極推行 STEAM 教育與德育課程，並拓展「一帶一路」新疆參訪等國際交流項目，讓學生拓寬視野，培育創科人才。

在文化保育方面，東華三院廣福祠獲古物諮詢委員會評定為一級歷史建築，標誌著本院對傳統文化、地方歷史與集體記憶的重視與傳承，亦體現機構在城市發展中堅持守護文化根脈的使命。



東華三院廣福祠
TWGHs Kwong Fook Tsz

TWGHs is committed to address community needs by developing services in transitional housing, targeted poverty alleviation, elderly-friendly communities, and disability inclusion, fostering greater social equity and integration. The Group has launched a series of cross-sector initiatives, including the “Smart Hospital” project to enhance healthcare quality and “I Can Tech 2.0” to help the elderly embrace digital living, amplifying our social impact through a balanced focus on environment, technology, and humanity. The operation of the “To Kwa Wan Community Living Room” and establishment of the “To Kwa Wan Food Drive” food bank provide essential living support and community care, improving the quality of life for underprivileged families. As the alumni coordinator of “Strive and Rise Alumni Club”, we offer ongoing training, career planning guidance, and employment support to help youth build confidence and skills for future development. TWGHs schools actively promote STEAM education and moral development curricula, and have expanded international exchange opportunities, such as study tours to Xinjiang under the Belt and Road Initiative, broadening students’ horizons and nurturing a new generation equipped with technological capabilities.

In cultural preservation, TWGHs Kwong Fook Tsz has been designated as a Grade 1 historic building by the Antiquities Advisory Board — a recognition that reflects the Group’s deep respect for traditional culture, local history, and collective memory, and underscores its mission to safeguard cultural heritage amid urban development.

東華三院於人力資源管理方面屢獲殊榮，先後榮獲「亞洲最理想工作公司（香港）大獎」白金獎，「卓越僱主大獎」，以及「開心機構10+」標誌等多項認可，充分展現本院對員工福祉、職場文化、多元共融等承諾，致力打造關愛、尊重與有歸屬感的工作環境。

在管治方面，本院以《機構管治守則》為基礎，強化風險管理、合規審計與資訊科技安全，並透過「重要性評估」識別關鍵 ESG 議題，確保策略與持份者期望相符。資訊保安管理系統已取得 ISO/IEC 27001:2022 認證，每月服務可用性達 99% 以上，保障數據安全與服務穩定。

本年度，本院邀請各科及辦公室管理層、員工、捐款者、供應商、合作夥伴等持份者參與深入訪談，聆聽各方對我們 ESG 工作的期望與建議，並納入本年度報告的編制考量與未來改善方向。此外，本院的「五年策略計劃」亦融入了多項 ESG 元素，涵蓋可持續發展服務、社會責任及企業管治文化等層面，確保可持續發展理念與機構的長遠目標緊密結合，繼續為市民大眾構建更美好的社會。

展望未來，ESG 報告將繼續記錄東華三院的 ESG 表現，並作為與持份者溝通的重要橋樑。本院誠邀各界繼續與我們攜手同行，共同締造一個更包容及可持續未來。

In human resource management, TWGHs has received wide recognition, including the Platinum Harmonia Award in the “HR Asia Best Companies to Work for in Asia (Hong Kong Edition) Award”, the “Employer of Choice Award”, and the “Happy Organisation 10 years +” accreditation. These honours reflect our steadfast commitment to employee well-being, workplace culture, diversity, and inclusion, as we strive to create a caring, respectful, and inclusive work environment where everyone feels they belong.

In governance, the Group upholds the “Code of Corporate Governance” as its foundation, strengthening risk management, compliance auditing, and information technology security. Through a materiality assessment, the Group identified key ESG issues to ensure its strategies align with stakeholder expectations. The Group’s Information Security Management System has achieved ISO/IEC 27001:2022 certification, with monthly service availability exceeding 99%, ensuring data security and operational stability.

This year, the Group conducted in-depth interviews with its division and office management, staff, donors, suppliers, and partners to listen to their expectations and suggestions regarding the Group’s ESG efforts, incorporating these insights into this report and the Group’s future improvement plans. Furthermore, the five-year strategic plan of the Group has integrated multiple ESG elements across sustainable services, social responsibility, and governance culture, ensuring that sustainability is closely aligned with its long-term goals as the Group continues to build a better society and deliver improved services for the public.

Looking ahead, ESG report will continue to document ESG performance of the Group and serve as a vital bridge for communication with stakeholders. TWGHs sincerely invite all sectors of society to join us on this journey, working hand in hand to build a more resilient, inclusive, and sustainable future.



「生活與工作平衡月 2024」開展儀式
“Work-Life Balance Month 2024”. Kick-off Ceremony

關於本報告

東華三院發表 2024/2025 年度 ESG 報告，匯報本院在可持續發展方面的成效及對社會的影響。本報告涵蓋本院屬下 392 個服務單位、上環行政總部及 20 個出租物業於 2024 年 4 月 1 日至 2025 年 3 月 31 日期間（「報告期」）的表現。而本院的教育相關服務單位及社會服務涵蓋的幼兒園則根據學年提供環境數據，即 2024 年 9 月 1 日至 2025 年 8 月 31 日。

本院集合各科、辦公室、組及員工的努力，依據現有數據與資訊，審慎評估對社會及環境的影響，為機構可持續發展的長遠策略提供清晰方向，並向持份者公開相關資訊。

本報告乃參考全球報告倡議組織（「GRI」）準則及相關的聯合國可持續發展目標編制，有序地闡述本院的可持續發展的工作，並根據 GRI 準則中的 8 項報告原則全面審視本院在 ESG 方面的做法。

About this Report

TWGHs publishes the ESG Report for the Year 2024/2025, which covers the Group's achievements in sustainability and its influence on society. This Report includes the performance of TWGHs' 392 service units, the Headquarters located in Sheung Wan, and 20 rental properties from April 1, 2024 to March 31, 2025 (the "Reporting Period"). The education-related service units of TWGHs and the nursery schools under Community Services provide environmental data based on the academic year, which runs from September 1, 2024 to August 31, 2025.

Through the concerted efforts of all TWGHs divisions, offices, sections, and staff, the Group diligently evaluates its impact on society and the environment based on available data and insights. This process informs the Group's long-term sustainability strategies and ensures transparent disclosure of pertinent information to stakeholders.

By preparing this Report with reference to the Global Reporting Initiative ("GRI") Sustainability Reporting Standards and the relevant UNSDGs, TWGHs systematically presents its work in sustainability and takes a comprehensive review of its ESG approach with the 8 GRI Standards reporting principles.



準確性
Accuracy



平衡性
Balance



清晰性
Clarity



可比較性
Comparability



完整性
Completeness



時效性
Timeliness



可驗證性
Verifiability



可持續性脈絡
Sustainability Context

意見反饋

東華三院歡迎您就本報告提出反饋和諮詢。非常感謝您對本院可持續發展表現和進展所提出的寶貴意見。您的寶貴意見對本院繼續改善可持續發展的工作非常重要。

如果您有任何問題或需要進一步資訊，請隨時與我們聯絡：esg-info@tungwah.org.hk。

Feedback

TWGHs welcomes your feedback and inquiries regarding this Report. Thank you for your valuable feedback on the Group's sustainability performance and progress. Your valuable comments are important to the Group's ongoing improvement in sustainable development.

Should you have any questions or require further information, please contact us at: esg-info@tungwah.org.hk.

東華三院簡介

東華三院自 1870 年創立，經過百多年努力，現已成為香港最大的慈善機構。本院始終堅守創立初衷，同時靈活回應社會不斷變化的需求。

Introduction of TWGHs

After over a hundred years of effort since 1870, TWGHs has become the largest charity organisation in Hong Kong. The Group remains adapting to societal needs with unwavering commitment.

各種類型服務應對社會需求

東華三院運營 392 個服務單位，涵蓋醫療、教育、社區服務、公共服務及文化保育各個範疇，應對社會不同需求。

Variety Services Addressing Societal Needs

TWGHs operates 392 service units, delivering impactful solutions across medical, educational, community services, traditional services, and cultural conservation to meet evolving societal demands.

257 個

社會服務單位

Community Service Units

>453,000

社會服務使用者

Community Service Users

43 個

醫療衛生服務單位

Medical and Health Service Units

>1,000,000

醫療衛生服務使用者

Medical and Health Service Users

60 個

教育服務單位

Education Service Units

>27,000

學生及教育服務使用者

Students and Education Service Users

25 個

公共服務單位及項目

Traditional Service Units and Projects

>1,400,000

人次到訪廟宇

Temple Visitors

>18000 宗

殯葬及海葬服務

Funeral and Sea Burial Cases

2 個

歷史文化保育單位

Cultural Heritage and Preservation Units

>111,000

參與歷史文化活動

人次

Participants in Historical and Cultural Activities

3 個

過渡性房屋計劃 - 「東寓」

Transitional Housing Projects - "T-Loft"

1 個

回收便利點

Recycling Store

1 個

地理空間實驗室 (營運伙伴)

Geospatial Lab (Operational Partner)

5 個

法定古蹟

Declared Monuments

- 東華三院文物館
Tung Wah Museum
- 東華三院文武廟
TWGHs Man Mo Temple
- 馬場先難友紀念碑
Race Course Fire Memorial
- 東華義莊
Tung Wah Coffin Home
- 油麻地天后廟建築群
Tin Hau Temple Compound in Yaumatei

2024/2025 年度可持續發展重點

本院在屬下學校、服務單位及物業實施多項可持續發展試點項目，透過其廣泛的服務網絡，建立了有效的可持續發展訊息交流平台，讓員工、服務使用者和合作夥伴能夠從項目中學習並體驗可持續生活的價值。

Sustainability Highlights 2024/2025

The Group has implemented numerous sustainable pilot projects across its affiliated schools, service units, and properties. Through TWGHs' extensive service network, the Group has established effective sustainability communication platforms, enabling staff, service users, and partners to learn from and experience the value of sustainable living through these projects.



環境 Environmental



↓ 8.17%

較 2023/24，每平方米樓面面積的淨碳排放量
Compared to 2023/2024, the net carbon emissions per square meter of floor area

↓ ~ 17%

食水用量 (立方米)
Fresh water consumption (m³)



社會貢獻 Community Contribution

54 百萬 Million

免費醫療服務
Free medical services

>60 個

獎學金及獎項
Scholarships and awards

90,000 人次 People

土瓜灣社區客廳預計每年可服務
Expected people served by To Kwa Wan Community Living Room annually

>65 次 Times

中華傳統文化推廣活動
Promotional activities for Chinese traditional culture



管治 Governance



>99%

資訊保管理系統的每月服務可用性
Monthly service availability of the Information Security Management System

11

2024/2025 年度內完成的稽核項目
Number of audit assignments completed in 2024/2025

東華三院減碳路徑圖

本院多年來推行多項節能減排措施，並倡導節能文化，有效降低整體能源消耗及溫室氣體排放。

TWGHs's Carbon Reduction Roadmap

The Group has implemented a range of energy efficiency and emission reduction initiatives over the years while advocating an energy-saving culture, effectively lowering overall energy consumption and GHG emissions.



>100 個

服務單位參與「全民減碳大行動」
Service units participated in the "Carbon Reduction Action"

>100 個

服務單位簽署「節能約章 2024」
Service units signed the "Energy Saving Charter 2024"

24 個

本院的物業獲得綠建環評認證
Properties of the Group are BEAM Plus Certified

15 個

東華三院住宅處所及過渡性房屋項目簽署「減廢回收約章」
Residential premises and transitional housing sites under the Group have signed the "Waste Reduction and Recycling Charter"



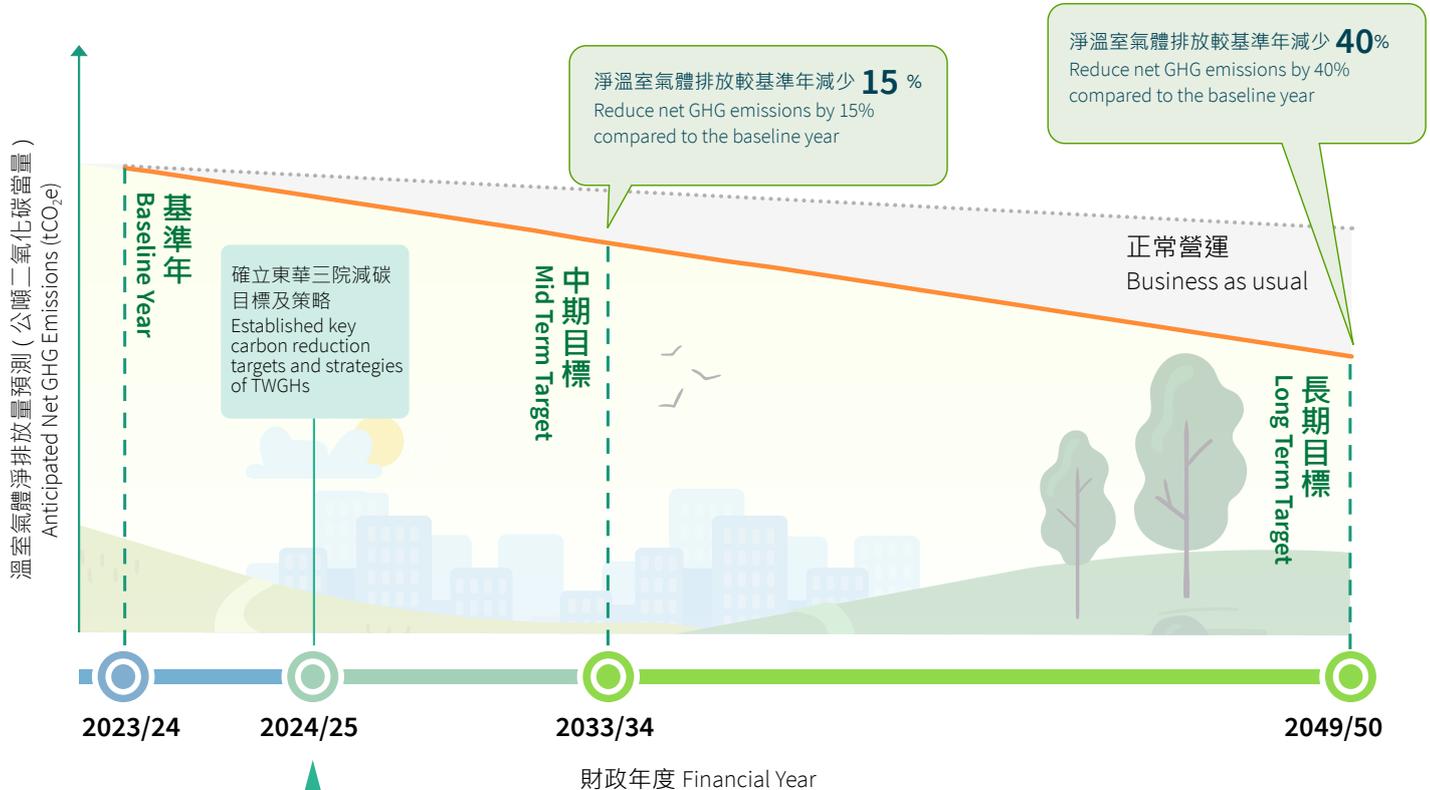
於 2024/2025 年度，本院正式制定明確的減碳路徑圖，並訂立具體、可量度且可行的減碳目標，以支持香港特區政府爭取於 2050 年前實現碳中和的願景。本院依據過往多年的碳審計數據為基礎，配合預測未來的服務營運覆蓋率趨勢，制定減碳目標及多項關鍵減碳策略，涵蓋能源效益提升、可再生能源應用、綠色建築管理、低碳採購政策及員工行為倡導等範疇，務求在社會服務與環境責任之間取得平衡，為社區締造長遠的可持續價值。該目標已通過環境督導委員會的審閱及確認，並正式向外界公佈。

In 2024/2025, TWGHs formally developed a clear carbon reduction roadmap and established specific, measurable, and achievable carbon reduction targets to support the Hong Kong SAR Government's aspiration to achieve carbon neutrality by 2050. Building upon years of historical carbon audit data and projected future service coverage, the Group formulated the target and multiple key decarbonisation strategies spanning energy efficiency enhancement, renewable energy adoption, green building management, low-carbon procurement policies, and staff behavioral engagement initiatives. These efforts aim to strike a balance between delivering social services and fulfilling environmental responsibilities, thereby creating long-term sustainable value for the community. These targets have been reviewed and endorsed by the Environmental Steering Committee and officially disclosed to the public.



東華三院減碳路徑圖

Tung Wah Group of Hospitals' Carbon Reduction Roadmap



主要減碳策略 Key Decarbonisation Strategies		實施時期 Implementation Period
策略一 Strategy 1	推廣能源實踐教育至全東華三院持份者 Promote practical energy education to all TWGHs stakeholders	持續執行 Continuously implement
策略二 Strategy 2	在不削弱或影響到現有核心服務的質素及覆蓋程度下，實施各種節能減碳改造工程 Implement various energy-saving and carbon-reduction retrofitting projects without compromising or affecting the quality and coverage of existing core services	短至中期 Short to mid term
其他輔助性策略 Other supporting strategies	貫徹執行七大環境策略，包括綠色管治、環保建築、採用綠色能源、資源保育、綠色採購、減少污染及環保教育 Implement the seven environmental strategies, including green governance, green building, go green on energy, conservation of resources, green procurement, pollution reduction, and green education	持續執行 Continuously implement

東華三院已持續 11 年對屬下所有服務單位進行年度碳審計¹，監測和量化其環保表現。有關本院環境表現的數據，詳情可參閱附錄 I。本院於 2024/25 年度碳排放表現如下：

For eleven consecutive years, TWGHs has conducted annual carbon audits¹ across all service units to monitor and quantify their environmental performance. For details regarding the environmental performance, please refer to Appendix I. The Group's carbon emissions in 2024/25 are as follows:

範圍一

直接排放

Direct Emissions(Scope 1)

18.15%



範圍二

能源間接排放

Energy Indirect Emissions(Scope 2)

77.90%



範圍三

其他間接排放

Other Indirect Emissions(Scope 3)

3.94%



2024/25 溫室氣體淨排放總量

Total Net GHG Emissions in 2024/25

43,141.16

公噸二氧化碳當量
tCO₂e

2024/25 進展，相較基準年排放
2024/25 Progress, Compared to Baseline
Year Emissions

整體溫室氣體排放
Total Net GHG Emission

↓ ~0.609%

溫室氣體淨排放密度
Net GHG Emission Intensity

↓ 8.17%

¹東華三院的碳審計參考由環境保護署及機電工程署所編製及發佈的《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》與由香港大學及香港城市大學發佈的《香港中小企業碳審計工具箱》進行。

TWGHs' carbon audits are carried out in accordance with the Guidelines for Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, published by the Environmental Protection Department and the Electrical and Mechanical Services Department, as well as the Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong, developed by The University of Hong Kong and the City University of Hong Kong.

獎項及殊榮

多年來，東華三院不斷推動綠色項目發展，矢志履行社會企業責任，ESG 領域成績斐然。

Awards and Honours

Over the years, TWGHs has continuously promoted the development of green projects, upholding its commitment to corporate social responsibility, and achieving commendable outcomes in the realm of ESG.

獎項 Awards	頒發機構 Issuing Organisations	獲獎單位 Awarding Units
ESG 獎項 ESG Awards		
2024 香港 ESG 獎 - ESG 大獎 2024 Hong Kong ESG Award - ESG Grand Award	香港中華廠商聯合會 Chinese Manufacturers' Association of Hong Kong	東華三院 Tung Wah Group of Hospitals
灼見名家 × 恒生大學 ESG 大獎 2024 Master Insight x Hang Seng University of Hong Kong ESG Award 2024 <ul style="list-style-type: none"> 綠色環保獎 Environmental Green Award 社會參與獎 Social Engagement Award 	灼見名家 × 恒生大學 Master Insight x Hang Seng University of Hong Kong	東華三院 Tung Wah Group of Hospitals
環境、社會及管治大獎 2024 Environmental, Social, and Governance Awards 2024 <ul style="list-style-type: none"> ESG 環境創新科技大獎 ESG Environmental Innovation Technology Award ESG 社會創新科技大獎 ESG Social Innovation Technology Award 	電視廣播有限公司 Television Broadcasts Limited	東華三院 Tung Wah Group of Hospitals
「企業理財教育及 ESG 領袖 2024」金獎 Gold Award of the "Corporate Financial Education and ESG Leadership 2024"	香港財務策劃師學會 Institute of Financial Planners of Hong Kong	東華三院健康理財家庭輔導中心 TWGHs Healthy Budgeting Family Debt Counselling Centre

獎項 Awards	頒發機構 Issuing Organisations	獲獎單位 Awarding Units
環境 Environment		
香港建築師學會主題獎 - 可持續建築 HKIA Special Award - Sustainable Architecture	香港建築師學會 The Hong Kong Institute of Architects	東華三院環保村 TWGHs E-Co Village
中電創新節能企業大獎 2024 – 齊心節能大獎 CLP Smart Energy Award 2024 - Joint Energy Saving Award	中華電力有限公司 CLP Power Hong Kong Limited	東華三院 Tung Wah Group of Hospitals
香港綠色機構認證 Hong Kong Green Organisation <ul style="list-style-type: none"> 減廢證書 (良好 - 卓越級別) Wastewi\$e Certificate (Good - Excellence Level) 節能證書 (卓越級別) Energywi\$e Certificate (Excellence Level) 減碳證書 Carbon Reduction Certificate 	環境運動委員會、環境保護署及 9 間機構聯合頒授 Environmental Campaign Committee, the Environmental Protection Department and 9 other organisations	東華三院行政總部及東華三院屬下醫院、學校、社會服務單位 TWGHs Administration Headquarters and TWGHs hospitals, schools, community service unit
傑出可持續發展設施貢獻大獎 (幼兒教育) Outstanding Award for Contribution to Sustainable Facility (Preschool Education)	香港品質保證局「香港綠色可持續貢獻大獎 2024」 Hong Kong Quality Assurance Agency “Hong Kong Green and Sustainability Contribution Awards 2024”	東華三院 Tung Wah Group of Hospitals
「香港綠色和可持續貢獻大獎」- 可持續發展設施貢獻金章 Hong Kong Green and Sustainability Contribution Awards 2024 - Gold Seal for Contribution to sustainable facility <ul style="list-style-type: none"> 推動衛生健康 Promote Health and Hygiene 推動綠色環保 Promote Environmental Protection 	香港品質保證局「香港綠色可持續貢獻大獎 2024」 Hong Kong Quality Assurance Agency “Hong Kong Green and Sustainability Contribution Awards 2024”	18 所東華三院幼稚園* 18 TWGHs Kindergartens*
「傑出可持續發展設施貢獻大獎 (幼兒教育)」 Outstanding Award Contribution to Sustainable Facility (Preschool Education)	香港品質保證局「香港綠色可持續貢獻大獎 2024」 Hong Kong Quality Assurance Agency “Hong Kong Green and Sustainability Contribution Awards 2024”	

獎項 Awards	頒發機構 Issuing Organisations	獲獎單位 Awarding Units
社會 Social		
第十八屆香港藝術發展獎 - 學校藝術教育獎 18 th Hong Kong Arts Development Awards - Award for Arts Education in Schools	香港藝術發展局 Hong Kong Arts Development Council	東華三院徐展堂學校 TWGHs Tsui Tsin Tong School 東華三院群芳啟智學校 TWGHs Kwan Fong Kai Chi School 東華三院包玉星學校 TWGHs Chi-Li Pao School
「第十二屆亞太區創新老年照護項目大獎」 「年度最佳創新獎 — 樂齡活動」總選名單 Finalist of “Innovation of the Year-Active Ageing Empowerment Programme” for the “12 th Asia Pacific Eldercare Innovation Awards”	亞洲養老產業聯盟 Ageing Asia	東華三院圓滿人生服務 TWGHs Endless Care Services
管治 Governance		
「開心機構 10+」標誌 Logo of “Happy Organisation 10 years+”	香港提升快樂指數基金與 香港中華廠商聯合會 Promoting Happiness Index Foundation and the Chinese Manufacturers’ Association of Hong Kong	東華三院 Tung Wah Group of Hospitals
亞洲最理想工作公司 (香港) 大獎 - 白金獎 HR Asia Best Companies to Work for in Asia (Hong Kong Edition) Award - Platinum Harmonia Awards	《HR Asia 雜誌》 HR Asia Magazine	東華三院 Tung Wah Group of Hospitals
卓越僱主大獎 2024 - 卓越僱主大獎 Employer of Choice Award 2024 - Employer of Choice Award	《JobMarket 求職廣場》 JobMarket	東華三院 Tung Wah Group of Hospitals

*18 所東華三院幼稚園分別為廖恩德紀念幼稚園、高德根紀念幼稚園、洪王家琪幼稚園、馬陳景霞幼稚園、呂馮鳳紀念幼稚園、李黃慶祥紀念幼稚園、徐展堂幼稚園、黃朱惠芬幼稚園、力勤幼稚園、黃士心幼稚園、田灣 (一九九六至一九九七總理) 幼稚園、王胡麗明幼稚園、香港華都獅子會幼稚園、何藍瓊縷幼稚園、馬陳家歡幼稚園、譚錦球伉儷幼稚園、文穎怡幼稚園、韋祥智紀念幼稚園。

*The 18 Kindergartens are Liu Yan Tak Memorial Kindergarten, Ko Teck Kin Memorial Kindergarten, Hung Wong Kar Gee Kindergarten, Chan King Har Kindergarten, Lui Fung Faung Memorial Kindergarten, Lee Wong Hing Cheung Memorial Kindergarten, Tsui Tsin Tong Kindergarten, Wong Chu Wai Fun Kindergarten, Nickon Kindergarten, Wong See Sum Kindergarten, Tin Wan (1996-1997 Directors) Kindergarten, Wong Wu Lai Ming Kindergarten, Lions Club of Metropolitan Hong Kong Kindergarten, Lucina Laam Ho Kindergarten, Katherine Ma Kindergarten, Mr. & Mrs. Tam Kam Kau Kindergarten, Ginny Man Kindergarten, Wai Cheung Chi Memorial Kindergarten, respectively.