

INSIDE THIS
ISSUE
今期內容

INVESTING IN JAPAN'S
KANSAI REGION
投資日本關西地區

SURVEY: GBA YOUTH
EMPLOYMENT SCHEME
大灣區青年就業計劃調查

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May 2023

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Addressing the Talent Shortage

Hong Kong must keep up the momentum in attracting skilled professionals while chasing economic recovery



應對人才短缺

香港在推動經濟復蘇的同時，亦要繼續努力吸納技術專才

香港已恢復對外開放，不過自疫情在三年前爆發以來，人才荒持續困擾各行各業。人才外流現象已造成難以逆轉的影響：隔離檢疫限制長時間實施，促使逾 20 萬人在 2020 年中至去年夏季期間遷離香港。

隨着今年經濟開始呈現復蘇跡象，受疫情打擊的行業漸見起色，香港應加緊解決各行各業人手嚴重不足的問題，並着力填補高技術人才的缺口。我們必須妥善處理這兩大問題，才能推動增長和維持長遠競爭力。總商會一直敦促政府處理這些難題。我們於年初就 2023-24 年度《財政預算案》向財政司司長陳茂波提呈建議書，強調除了招攬海外頂尖人才，亦要遏止本地人才外流，尤其是中級管理層和前線人員。

我們最近就政府的人才清單發表政策聲明，針對香港亟需專才的專業提呈會員意見，並強調為金融服務、航空及資訊科技等重点行業延攬專才，對促進經濟復蘇至關重要。

醫療保健亦是本港的重要產業，解決業界人手不足問題刻不容緩。就此，相關工作已取得正面進展，例如有 83 名廣東省醫護人員於 4 月來港參與交流計劃。與此同時，政府早前在英國舉辦招聘活動，成功招攬 20 多名醫生和醫科生加入本地公營醫療機構。

為應對人才外流問題和人口連續三年下跌的趨勢，政府正積極羅致人才，並已開始看到成效。在 12 月推出的「高端人才通行證計劃」向全球百強大學畢業生提供兩年工作簽證，過去數月已接獲逾 14,000 份申請，其中 95% 獲批個案為內地專才。

最近一項調查顯示，港企的招聘速度位居世界前列，預料這一趨勢將會持續，人才短缺將持久困擾香港。當香港正為恢復至疫情前的增長水平而努力之際，世界各地亦正全力推動經濟復蘇，因此我們面對的一大挑戰，是要繼續吸引和挽留人才，同時在競爭中保持領先。

While Hong Kong has thrown open its doors to the world once again, the city is still reckoning with the talent crunch that crept in when the pandemic started three years ago. The impact has been hard to reverse: more than 200,000 people permanently left our shores between mid-2020 and summer last year due to prolonged Covid-19 quarantine restrictions.

As the economy begins to show signs of a rebound this year and flagging industries regain steam, Hong Kong has to resolve the acute labour shortage across various sectors and also work to bridge the gaps for highly skilled persons. These are the two key priority areas that we need to resolve if we are to boost growth and maintain our competitiveness in the long run.

The Chamber has been working hard to lobby the Government on tackling these issues. In our submission for Financial Secretary Paul Chan's Budget 2023-24, we highlighted the need to focus not only on attracting top talent from overseas, but also to stem the loss of local talent, especially among middle managers and frontline workers.

In a recently submitted policy statement on the Government's Talent List, which included our members' suggestions and input on the professionals Hong Kong needs the most, we underlined the importance of acquiring specialists in sectors that are crucial to economic revival. These include financial services, aviation, and information technology, among others.

Healthcare is also an important sector in which the scarcity of

manpower needs to be actively addressed. There are some positive steps underway, such as the 83 medical professionals arriving on an exchange programme from Guangdong in April. At the same time, over 20 doctors and medical students from the United Kingdom will join our public health sector after a successful recruitment drive.

Meanwhile, the Government has had some success in wooing talent to combat the brain drain as well as our declining population, which dropped for a third straight year. The Top Talent Pass Scheme, which was launched in December, offers applicants from the world's top 100 universities a two-year visa to work in Hong Kong. It is heartening to see that over 14,000 applications were received in the past few months, with 95% of the approvals given to professionals from the Mainland.

According to a recent study, Hong Kong companies are currently among the fastest hiring companies in the world. The trend is expected to stay, indicating that the manpower shortage will persist in the long term. As Hong Kong works to return to pre-pandemic levels of growth, I believe one of our biggest challenges is to keep up the momentum in attracting and retaining talent, while staying ahead in the race as the rest of the world also chases economic recovery.

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CONTENT WHAT'S HOT IN THIS ISSUE

PURSUING HIGH-QUALITY GROWTH 邁向高質量發展



INVESTING IN JAPAN'S
KANSAI REGION
投資日本關西地區 20

SURVEY: GBA YOUTH
EMPLOYMENT SCHEME
大灣區青年就業計劃調查 36

CHAMBER'S MISSION
TO NANSHA
總商會南沙考察團 40



Hong Kong General Chamber of Commerce
香港總商會 1861

The Voice of Business 商界之聲

The Hong Kong General Chamber of Commerce has been representing and safeguarding the interests of business in Hong Kong since 1861. 自1861年起，香港總商會一直代表香港商界，致力捍衛企業的權益。



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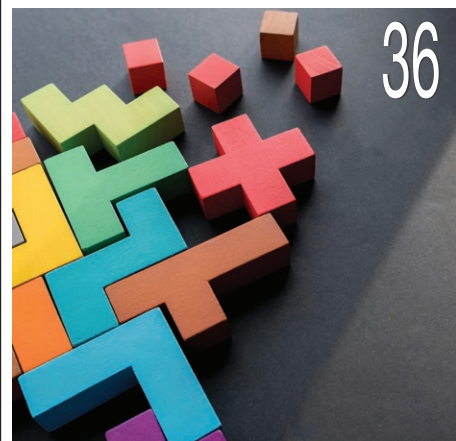
Talking Points 議論縱橫

- 01 Addressing the Talent Shortage
應對人才短缺
- 04 Consolidate Strengths to Seize Opportunities
鞏固優勢 迎接機遇
- 06 Full Steam Ahead in 2023
2023年全力以赴



Thoughts from the Legal Front 法律前線

- 28 Changes to Data Privacy Law
資料私隱法例修訂



China in Focus 中國焦點

- 36 Impact of the GBA Youth Employment Scheme
大灣區青年就業計劃的成效
- 40 Mission to Nansha
南沙考察團



Special Report 專題報導

- 20 Investing in Japan
投資日本



Member Profile 會員專訪

- 32 Pioneering Green Pathways
領導綠色潮流



Chamber in Review 活動重溫

- 54 Welcome, New Members!
歡迎新會員!
- 56 Connecting Italy and Hong Kong
F&B Firms
連繫意大利與香港餐飲企業
- 58 Staff Trip to Coastal Defence Museum
海防博物館一日遊
- 60 Gearing Up for the Pitching Contest
為決賽做足準備

Economic Insights 經濟透視

- 24 Ray of Light for Asia and Hong Kong
RCEP為區域貿易開啟新機遇

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《工商月刊》以環保信封寄發。這款信封以植物原料製成，成分包括大豆、小麥和粟米等。因此，新包裝除了可重用和防水，更為百分百可分解，符合嚴格的最新歐盟標準。總商會一直致力減少對環境的影響，感謝各位會員一如既往的支持。



Consolidate Strengths to Seize Opportunities

Hong Kong is well equipped to become a leading hub for family offices, whose assets will have a multiplier effect on the economy



鞏固優勢 迎接機遇

家族辦公室的資產規模巨大，可為經濟帶來乘數效應，香港已為發展成為領先的家族辦公室樞紐做好準備

社會經濟發展離不開投資及人才，香港成為領先的家族辦公室樞紐不僅可吸引資金及人才落戶，更可促進資產及財富管理業增長。

為此，特區政府於3月發表《有關香港發展家族辦公室業務的政策宣言》，當中提出八大措施，包括引入新的資本投資者入境計劃；為單一家族辦公室在香港管理的家族投資控權工具提供利得稅豁免；成立財富傳承學院；改善成為獲豁免繳稅慈善團體的申請程序，發展香港成為慈善業務中心；擴大投資推廣署 FamilyOfficeHK 專責團隊職能，為家族辦公室來港設立及擴展業務提供度身訂造的服務等。

香港作為全球領先的國際金融中心，擁有健全的法律制度、簡單低稅制、資金進出自由，還有一應俱全的金融產品及大量金融人才。我們的銀行體系、證券及資本市場、資產及財富管理等服務都表現出色，

可為家族辦公室提供多元選擇和可靠的服務。

特首李家超近期曾出訪中東及泰國，而泰國之行我亦有隨團。泰國以至中東當地不少家族辦公室及企業都有興趣來港，正是因為香港的法制和稅制都有優勢，加上看好大灣區發展前景。

香港的優勢在於背靠祖國、聯通國際，一直是連結中國與世界的橋樑。事實上，從政府舉辦的「裕澤香江」家族辦公室峰會有逾百名來自內地、亞洲、中東、歐美等世界各地的家族辦公室決策人及他們的專業團隊出席，就可見香港的獨特之處確實具有一定吸引力。

長遠而言，家族辦公室資產規模巨大，可發揮乘數效應，為香港金融服務、資產及財富管理行業創造更多商機，令整體經濟受惠。然而，打鐵還需自身硬，香港必須鞏固好自身優勢，做好準備，才能迎來機遇及豐碩成果。

Social and economic development is not possible without investment and talent. As such, developing Hong Kong into a leading family office hub is not only conducive to attracting capital and talent from around the world, but also the growth of the asset and wealth management sector.

To this end, the Government issued a Policy Statement on Developing Family Office Businesses in Hong Kong in March, setting out eight policy measures. These include introducing a new Capital Investment Entrant Scheme; providing profits tax exemption to family-owned investment holding vehicles (FIHVs) managed by single family offices in Hong Kong; setting up the Hong Kong Academy for Wealth Legacy; enhancing the application procedures for recognition of tax exemption status of charities with a view to developing Hong Kong into a philanthropic centre; and expanding the role of the dedicated FamilyOfficeHK team in InvestHK to offer tailor-made services to family offices that want to set up and expand their business in Hong Kong, etc.

As a leading international financial hub, Hong Kong boasts a sound legal system, simple and low tax regime, free flow of capital, a full range of financial products, and a large pool of financial talent. With our robust banking system, strong securities and capital markets, and professional asset and wealth management services, we are well equipped to provide diverse and reliable services to family offices.

Chief Executive John Lee recently visited the Middle East and Thailand, and I was part of the latter delegation. Eyeing Hong Kong's legal and tax advantages as well as the rosy prospects of the Greater Bay Area, many family offices and businesses in Thailand and the Middle East expressed an interest in establishing a presence in Hong Kong.

Hong Kong's strength lies in leveraging on the Mainland while engaging with the international community, with the city continuing to serve as a bridge between China and the world. Indeed, our unique strengths have proven to be appealing, as can be seen by the success of the Wealth for Good in Hong Kong Summit hosted by the Government: the event was attended by more than 100 decision makers from global family offices and their professional teams from the Mainland, Asia, the Middle East, Europe and the Americas.

In the long term, the sizeable assets of family offices will have a multiplier effect on the overall economy by creating more business opportunities for sectors such as financial services, and asset and wealth management. However, as the Chinese saying goes, "It takes a good blacksmith to forge good steel." To seize the opportunities ahead and achieve fruitful results, Hong Kong must consolidate and enhance its advantages.

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Full Steam Ahead in 2023

From the Hong Kong Business Summit to various overseas missions, the Chamber is running a packed events schedule this year



2023年全力以赴

總商會今年的活動密鑼緊鼓，包括本月的香港商業高峰會，以及即將舉辦的多個海外考察團

隨着香港全面恢復對外開放，國際盛事接二連三來港舉行，總商會亦馬不停蹄，為會員籌辦各式各樣的活動。

我們很高興能在下半年為各位呈獻豐富多樣的活動，包括於5月10日舉行的兩年一度「第23屆香港商業高峰會」。高峰會一直是總商會的旗艦活動之一，停辦五年後終於回歸，屆時城中政商領袖將聚首一堂，就多項與商業環境息息相關的議題集思廣益。今年的會議以「香港邁進新紀元」為主題，集中探討香港作為國際金融中心，應如何應對地緣政治環境變化，以及怎樣推進傳統支柱行業升級轉型，成為驅動經濟增長的新引擎。

行政長官李家超和財政司長陳茂波將發表主題演講，剖析香港在中國兩會後的新角色和定位，以及商界應如何做好準備。此外，陣容鼎盛的專家講者將進行專題討論，探討「香港作為國際商業和金融中心的未來發展」，另一場專題討論則以「香港經濟的傳統支柱與新興動力」為題，討論如何推動經濟多元發展。

總商會在3月底率團赴廣州南沙考察，是自疫情在三年前爆發以來首次舉辦的外訪活動。南沙現正迅速增長，各行各業投資潛力龐大，為港企帶來巨大商機（詳情載於第40頁）。

為協助青年把握大灣區機遇，本會再度與獨立智庫MWYO青年辦公室合作進行研究，評估特區

政府推出「大灣區青年就業計劃」的成效（請參閱第36頁）。再把目光放遠一點，繼早前總商會成功與日本貿易振興機構合辦投資日本網上研討會，介紹大阪、奈良及和歌山的投資機遇，我們計劃舉辦日本關西考察團。

總商會將在本月舉行周年會員大會，為兩年來首次以實體形式召開。我們還會為新舊會員舉辦簡介會，介紹本會提供的各項服務和會員優惠。

我們將於5月31日舉行歐洲駐港總領事招待酒會，讓會員有機會與歐洲多國官員建立聯繫，了解歐洲的最新發展，探索商機。我們亦計劃為亞洲駐港總領事籌辦交流酒會。

此外，「好市民獎」今年踏入50周年，該獎勵計劃自1973年成立至今，一直由總商會全力贊助，我們將於稍後舉行慶祝晚宴。最近一次的頒獎典禮於2月舉行，合共表揚了80位協助維護香港法紀的熱心市民。

總商會大受歡迎的「完美求職計劃2023」亦進行得如火如荼，一眾參賽大學生各出奇謀，爭取殊榮（詳見第60頁）。

除了上述活動，我們每月均會就廣泛議題安排研討會和培訓課程。總商會一如既往，正全力支持商界和我們的會員。面對充滿挑戰的營商環境，我鼓勵各位會員踴躍參與本會的活動，把握機會推動業務向前，保持領先。

With Hong Kong fully reopening to the world and hosting a slew of international events, the Chamber has been busy drafting its 2023 calendar.

I am happy to say we have plenty of useful events lined up for the rest of the year. We are proud to be organizing the 23rd Hong Kong Business Summit on 10 May, which returns after a five-year hiatus. Ever the highlight of the Chamber's events list, the biennial summit features high-profile leaders who will share their views on issues affecting the business environment.

This year's Summit, under the theme is "Hong Kong – A New Era," will focus on how Hong Kong as an international financial centre can adapt to the changing geopolitical environment, and how traditional pillar industries can be reinvented as new engines of economic growth.

Chief Executive John Lee and Financial Secretary Paul Chan will deliver keynote speeches on Hong Kong's new role and positioning after China's Two Sessions, and how the business sector should prepare for it. A panel of distinguished speakers will address "Hong Kong's Future as an International Business and Financial Hub," while in the second panel, titled "Traditional and New Drivers of Hong Kong's Economy," business leaders in Hong Kong will discuss the diversification of the economy.

In late March, the Chamber went on a mission to Nansha, our first trip out of Hong Kong since the pandemic began three years ago. Nansha is experiencing rapid growth, and offers Hong Kong companies investment potential in a diverse range of sectors (read the report on page 40).

To help young people capture opportunities in the GBA, the Chamber again partnered with independent think tank MWYO on a research study about the HKSAR Government's GBA Youth Employment Scheme (see findings on page 36). Further afield, we hope to send a mission

to Kansai, Japan, following the success of our HKGCC X JETRO Invest Japan Webinar to introduce investment opportunities in Osaka, Nara and Wakayama.

This month brings up the Chamber's Annual General Meeting, which will be held in-person for the first time in two years. We are also hosting special receptions for our current members and new ones, who will be introduced to the Chamber's services and membership benefits.

On May 31, we will host a Cocktail Reception with European Consuls General in Hong Kong, an exclusive event that affords members a unique chance to expand connections with dignitaries while learning about what is happening in Europe and exploring business opportunities. We also have plans to organize a similar reception for Asian Consuls General in Hong Kong.

Later in the year, we will host a celebratory dinner to mark the 50th anniversary of the historic Good Citizens Award (GCA), of which the Chamber has been the sole sponsor since 1973. At the last awards ceremony in February, 80 citizens were honoured for helping maintain law and order in the city.

Our Pitch Perfect Programme 2023 is also in full swing, with local university students bringing their best game to the popular business competition (updates on page 60).

Besides all these events, there will also be seminars and workshops on various topics every month. As always, your Chamber is leaving no stone unturned to support the business community and our valued members. I encourage you to sign up for our events and make the most of the opportunities to enhance your business and stay ahead of the curve in these challenging times.

George Leung
梁兆基
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Pursuing High-quality Growth 邁向高質量發展

Hong Kong is embarking on a bold new chapter of development and innovation, in line with President Xi's vision as laid out at the Two Sessions 2023
香港正開啟發展和創新的新篇章，實現習主席於2023年兩會提出的願景

With President Xi Jinping's unprecedented emphasis on the importance of Hong Kong's prosperity to China's overall progress at the Two Sessions 2023 in March, Hong Kong is stepping ambitiously into the next phase of economic development: high-quality growth and innovation.

The city already has all the attributes needed to enhance its role as a competitive centre for financial services, digitalization, Web3, and innovation and technology in the region, especially with the full support of the Mainland.

Hong Kong should continue to do what it does best – leverage its strength as a super connector and an international financial centre, further developing and strengthening the national financial ecosystem by supporting trade and investment flows, said Agnes Chan, the Chamber's Deputy Chairman, who attended the Two Sessions meetings in her role as a member of the Chinese People's Political Consultative Conference (CPPCC).

"The 14th Five-Year Plan supports the development of Hong Kong in eight key areas," she explained. "Hong Kong's geographic position provides us with a unique opportunity to drive and benefit from high-quality growth by actively integrating into national development and connecting China and the rest of the world."

The point was reiterated by HKSAR Chief Executive John Lee at the Digital Economy Summit in April, where he promised to work to boost business and investment opportunities in the city as Hong Kong develops its digital economy.

Web3

Financial Secretary Paul Chan is ensuring that the city is at the forefront of Web3, an internet system built using decentralized blockchains. The finance chief is actively promoting Web3, and in his 2023-24 Budget allocated HK\$50 million to the Cyberport business park to accelerate the internet service.







“Hong Kong’s geographic position provides us with a unique opportunity to drive high-quality growth by actively integrating into national development and connecting China and the rest of the world.”

「香港的地理位置帶來得天獨厚的機遇，我們應積極融入國家發展，並為中國與世界各地搭建橋樑，藉以推動高質量發展，從中獲益。」

— Agnes Chan,
Chamber Deputy Chairman
—— 陳瑞娟 總商會常務副主席

“The recent instability of the virtual assets market and the collapse of some virtual asset exchanges have cast doubts on the future of Web3, but we believe this is the best time to promote development,” he recently wrote on his blog. The Government will also introduce a licensing regime for virtual asset service providers

in June to ensure supervision and reduce risks in of Web3 development.

Elsa Wong, Chairman of the Chamber’s Digital, Information and Telecommunications (DIT) Committee, is of the opinion that two factors need to be considered for Web3 deployment: enforceable regulations that increase the trust

of the public, and when the cost of blockchain implementation will drop. “It could be the right time if we have a project which can utilize the technology to address the needs of all the parties involved at a reasonable cost, such as supply chain monitoring for some specific high valued products or helping the vulnerable to get their reasonable returns,” she explained.

Since Web3 is decentralized, content creators can profit more directly from their works, which will often be paid for in cryptocurrencies and whose ownership will be verified on a blockchain. “Web3 can be useful in many ways, such as in architecture, culture, art and music, etc, where designers and artists can earn profits directly and effectively,” she said. “It can also benefit enterprises through tokenization, helping optimize business processes

and enable new platforms with suppliers or partners across different industries.”

Innovation & Technology

In December, the Innovation, Technology and Industry Bureau revealed ambitious goals in its Innovation & Technology Development Blueprint, which plans to double the number of talent, start-ups and unicorn enterprises in the city over the next 10 years.

The targets reflect the Bureau’s four broader policy goals: boosting growth through a larger talent

pool, enhancing the I&T ecosystem, developing Hong Kong into a smart city, and integration to align with national development.

“The blueprint goals leverage on Hong Kong as a gateway between the Mainland and the rest of the world,” explained Fred Sheu, DIT Committee Vice Chairman. “The city has a strong network of business partners and world-class infrastructure, and doubles as a lucrative platform for collaboration and co-innovation with different stakeholders in the international innovation and technology ecosystem.”

Meanwhile, the city has been flexing its I&T capabilities via timely fairs, including the Hong Kong Trade Development Council’s InnoEX exhibition, the Hong Kong Electronics Fair and Hong Kong International Lighting Fair.

According to Sophia Chong, HKTDC Deputy Executive Director, the three fairs welcomed a total of nearly 3,000 exhibitors across 20 countries and regions, playing a major role in the innotech ecosystem of Guangdong, Hong Kong and Macao. The success of these events reflects Hong Kong’s determination to develop at full speed into an

2022年版權(修訂)條例 「《修訂條例》」 Copyright (Amendment) Ordinance 2022 ("Amendment Ordinance")

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Effective from 1 May 2023, the Amendment Ordinance introduces:

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A new technology-neutral exclusive communication right for copyright owners and corresponding criminal sanctions
- ◆ 多項新增和獲擴闊的版權豁免
Several new and expanded copyright exceptions
- ◆ 新增「安全港」制度
New "safe harbour" regime



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Intellectual Property Department

詳情請瀏覽
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international centre for innovation and technology, she said.

Financial Services

In its role as an international finance hub, Hong Kong enjoys close financial integration with the Mainland and extensive networks with the world, besides a sound legal system, a competitive tax regime, free flow of capital, and diverse financial products. In 2021, the sector employed 7.6% of the city's working population and contributed to about a quarter of the GDP.

For further growth, Jack Chan, Vice Chairman of the Financial and Treasury Services Committee, suggests accelerating the development of new financial products and services and fostering a culture of innovation. "Hong Kong has a track record of offering innovative, high-quality financial services. We can build on this by exploring new technologies and approaches that enhance efficiency, reduce costs and increase transparency. For example, sustainable finance and digital finance are the two areas in which we should put more efforts."

A new listing regime for specialist technology companies, announced by the finance chief and already in effect, is being heralded as a positive step towards development. "Prior to the implementation of the new listing regime, specialist technology companies faced difficulties listing here because they often could not meet the financial eligibility requirements of the Main Board listing," Chan explained. "Since

technology firms have been a mainstay of IPO activity in recent years and are believed to continue to lead listings by volume globally, we expect the new regime will improve the attractiveness of Hong Kong as a listing venue for new economy companies and drive growth in talent and investment in the region and beyond."

One area of potential growth is more collaboration with the Mainland to expand mutual market access, enhancement arrangements, etc. "We could work together to develop training and exchange programmes that allow financial professionals in both markets to share knowledge and expertise," said Chan, as it would also build a stronger pool of talent in the financial services industry. "The same idea applies to information exchange. Sharing data and information on market trends and regulatory developments would help promote greater understanding and cooperation."

Retail

The retail industry is another significant contributor to the economy, representing a fifth of the city's GDP in 2022. Hong Kong boasts a pivotal position within Asia, offering international and Chinese companies multiple opportunities to launch their products, build their brands and expand their product range. In its pursuit of high-quality development and better national integration, Hong Kong can continue playing a vital role as the bridge between the Mainland and the global market.



"Hong Kong's dynamic retail market and the opportunities makes it a key destination for launching or expanding brands in Asia," explained PC Yu, General Committee member and CPPCC member. "As an international city and tourist destination, Hong Kong connects businesses from all over the world. Its cosmopolitan population gives retailers opportunities to strengthen sales and become more visible in a region ready for new products and services. Besides, Hong Kong attracts a diverse pool of visitors from across the globe who favour retailers that promote their products and services using Hong Kong as a shop window."



With half of the world's population living within five hours' flying time of Hong Kong and the city being well-connected to over 220 destinations, Hong Kong has huge advantages, especially to promote high-quality Chinese products and brands globally, said Yu. "We can help enhance Mainland products and brands to the standard of international level by better utilizing the city's international outlook, business-friendly environment and free trade port," he added.

Challenges of the Future

While HK\$500 million has been earmarked to launch a Digital

Transformation Support Pilot Programme to assist SMEs in applying ready-to-use basic digital solutions, local businesses continue to face some challenges, such as a lack of knowledge and resources.

Sheu believes that with the advancement of mobile computing, AI and cloud technologies, some digital solutions can be easily adopted and deployed. "For example, SaaS-based online e-business platforms, mobile payments and productivity tools are examples of ready-to-use basic digital solutions that can benefit SMEs," he explained.

According to Timothy Tam, DIT Committee Vice Chairman, clear frameworks and digital roadmaps will also facilitate better adoption, as evidenced by the examples of the Open AI for the banking sector and the Faster Payment System (FPS), where firms were quick to buy in and adopt once a clear direction was set.

Tam said there is also room to better support SMEs in talent development and cross-sectoral collaboration models and frameworks. "There are gaps in the suitability and availability of talent specialised in product innovation and sales and marketing, as well as talent who can bring in unique perspectives with a combination of these core competencies," he said. "These gaps reinforce the need for the private and public sectors to work together to assess the competencies in demand, groom local STEM talent, and attract talent from overseas."

Then there is the challenge of beating out the competition: in the 2023 edition of the IMD Smart City Index, Hong Kong ranked 19th, 12 places below Singapore.

"Hong Kong has all the elements including capital, access to international markets and global talent from around the world, etc. to pursue innovation and quality development," said Wong. "We should be able to stay ahead of competitors with the commitment of the Government and the support of the China."

But to achieve this, the Government has to state more clearly how they would adopt and deploy the

technology while providing clear vision and targets for industries, said Wong. "Every industry is trying to innovate to address labour shortages, increase efficiency and increase capital. The Government should define a clear statement for each critical issue of the city to be solved, explaining what it wants to achieve in the short and long term."

Tam agrees that, despite the challenges, corporates and SMEs are continuing to invest and partner in digital initiatives for long-term impact, and integrating digital solutions and initiatives into daily operations and a customer-centric

experience. "The Government's supportive measures, such as funding and talent schemes, and holistic, long-term talent planning, are expected to catalyse the city's digitization," he said.

As Hong Kong sets out on its digital transformation journey, David Lie, former General Committee member and Member of the CPPCC, noted that pursuing these targets go hand-in-hand with the need to disseminate positive stories about Hong Kong to the world. "How the international community perceives us at this time, as we emerge in the post-

pandemic era, is crucial, and that is part of the battle," he said. "While telling good stories about our city, we also have to engage with those who have doubts, and demonstrate to them our strengths and capabilities."

After the pandemic-induced challenges of the past few years, we are on our way to economic recovery while working towards quality growth and better national integration, stated Agnes Chan, adding that the only direction to go is up: "To quote Premier Li Qiang, Hong Kong can only become better and stronger."



2023年兩會在3月召開期間，國家主席習近平強調香港的繁榮對中國整體發展至關重要。為此，香港正進入經濟發展新階段，全力推動創新和高質量發展。

香港已具備所有必要的條件，在內地的全力支持下，可提升作為區內金融服務、數碼轉型、Web3及創科中心的競爭力，發揮更大作用。

總商會常務副主席陳瑞娟早前以全國政協委員的身份出席兩會，她表示香港應繼續發揮所長，善用作為超級聯繫人和

國際金融中心的優勢，促進貿易投資，助力國家進一步發展和加強金融生態系統。

她解釋：「『十四五』規劃支持香港發展八個重點領域。本港的地理位置帶來得天獨厚的機遇，我們應積極融入國家發展，並為中國與世界各地搭建橋樑，藉以推動高質量發展，從中獲益。」

香港特區行政長官李家超在4月舉行的數字經濟峰會上重申這一點，他承諾將着力推動香港發展數碼經濟，開創商業和投資機遇。

第三代互聯網

第三代互聯網（Web3）是以去中心化區塊鏈為基礎的互聯網系統，財政司司長陳茂波正積極推動Web3發展，務求令香港走在最前，並已在2023-24年度《財政預算案》中撥款港幣5,000萬元予數碼港，以加速本港Web3生態圈的發展。

他最近在網誌表示：「過去一段時間虛擬資產市場大幅波動，最近也有虛擬資產交易所倒閉，讓社會上一些人對Web3的前景感到懷疑。然而，我們認

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“Web3 can benefit enterprises through tokenization, helping optimize business processes and enable new platforms with suppliers or partners across different industries.”

「Web3可通過代幣化協助企業優化業務流程，以及與各行各業的供應商或合作夥伴建立新平台。」

— Elsa Wong,

Chairman, Digital, Information and Telecommunications Committee

—— 黃玉娟 數碼、資訊及電訊委員會主席

為這正是推動Web3發展的最好時機。」此外，虛擬資產交易平台發牌制度將於6月生效，以加強監管及減低Web3發展帶來的風險。

總商會數碼、資訊及電訊委員會主席黃玉娟認為，應用Web3時宜考慮兩個因素：制定切實可行的規管以提升公眾信心，以及使用區塊鏈的成本何時下降。她解釋：「若然有項目能以合理的成本應用科技來滿足各方的需要，例如監察特定高價值產品的供應鏈，或協助弱勢社群獲取合理回報等，則不失為一個良機。」

基於Web 3.0去中心化的特點，內容創作者可更直接透過作品獲利，當中不少交易會以加密貨幣進行，其所有權將經由區塊鏈認證。她說：「Web3用途甚廣，例如可用於建築、文化、藝術及音樂等領域，讓設計師和藝術家可直接高效地賺取利潤。代幣化亦有助企業優化業務流程，以及與各行各業的供應商或合作夥伴建立新平台。」

創新科技

創新科技及工業局在12月公布的《香港創新科技發展藍圖》提出了進取的目標，計劃在未來十年內實現本地人才、初創企業和獨角獸企業數目翻倍增長。

這些目標反映了當局的四大政策方向：「壯大創科人才庫，增強發展動能」、「完善創科生態圈」、「建設智慧香港」及「積極融入國家發展大局」。

數碼、資訊及電訊委員會副主席許遵發解釋：「藍圖的目標正好發揮香港作為聯繫內地與世界各地的門戶角色。香港坐擁強大的商業網絡和世界級基建，亦為國際創科生態圈的不同持份者提供良好的協作和共同創新平台。」

與此同時，香港透過舉辦多個展覽會，包括由香港貿易發展局（貿發局）主辦的「香港國際創科展」、「香港電子產品展」及「香港國際燈

飾展」，提升創新科技實力，可謂正合時宜。

貿發局副總裁張淑芬表示，三個展會合共吸引來自20個國家和地區近3,000家參展商，這些企業在粵港澳三地的創科生態系統發揮着重要作用。她補充，這些活動圓滿成功，反映了香港全速建成國際創科中心的決心。

金融服務

香港作為國際金融中心，除了有健全的法律制度、具競爭力的稅制、資金自由流動和多元化的金融產品，在金融方面亦與內地市場高度一體化，並擁有廣泛的全球網絡。金融業於2021年聘用本港7.6%的就業人口，佔本地生產總值近四分之一。

要進一步推動增長，金融及財資服務委員會副主席陳凱建議加快開發新的金融產品和服務，並建立創新文化。他說：「香港一直以來提供創新、優質的金融服務，我們可在這基礎上探索新技術和方法，藉以提升效率、降低成本和增加透明度。舉例說，我們應加大力度發展可持續金融和數碼金融。」

香港交易所公布的新特專科技公司上市機制現已生效，被視為向前邁出的積極一步。陳凱解釋：「在實施新上市機制前，特專科技公司往往未能符合在主板上市的財務要求，難以在香港上市。近年，科技企業是首次公開招股的中流砥柱，相信未來這類企業在全球上市的數量也將繼續領先，故我們預料新機制能增加香港作為新經濟企業上市目的地的吸引力，從而帶動區內以至其他地區的人才和投資增長。」

其中一個潛在發展領域，是與內地加強協作，例如擴大市場互聯互通和完善安排。「我們可合作推出培訓和交

流計劃，讓兩地金融專才分享專業知識，同時為金融服務業建立更強大的人才庫。」他續道：「資訊交流同樣重要，就市場趨勢和規管發展分享數據和資訊，將有助增進了解和合

零售業

零售業作為香港經濟的另一重要支柱，佔2022年本地生產總值的五分之一。香港在亞洲扮演舉足輕重的角

色，為國際和內地企業提供平台，以推出產品、建立品牌和擴展產品種類。香港在邁向高質量發展和進一步融入國家發展大局的過程中，可繼續充當內地與全球市場之間的重要橋樑。

總商會理事及全國政協委員余鵬春表示：「零售市場充滿活力，機遇處處，使香港成為品牌進駐或擴展亞洲市場的首選地點。」他解釋：「香港作為國際都會和旅遊城市，與世界各

地企業對接，而本地的多元人口亦為零售商增加營銷機會，並提升知名度，以便為市場引入新產品和服務。此外，香港是廣受全球各地歡迎的旅遊熱點，零售商可利用香港作為櫥窗，推廣店鋪的產品和服務。」

余鵬春指出，香港與世界半數人口相隔不到五小時的飛行距離，連接全球超過220個航點，盡享地利之便，尤其是向國際市場推廣優質中國產品和品牌方面。他續道：「我們可善用香

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港的國際視野、便利的營商環境和自由貿易港等優勢，幫助內地產品和品牌形象提升至國際水平，與世界接軌。」

未來挑戰

政府已預留五億元推行「數碼轉型支援先導計劃」，協助中小企應用現成

的基礎數碼方案配套，不過本地企業仍面對不少挑戰，例如認識和資源不足。

許遵發認為，隨著流動運算、人工智能和雲端技術不斷進步，部分數碼化方案能輕易部署應用。他解釋：「以『軟件即服務』（SaaS）為基礎的網上商務平台、流動支付和生產力工具

等，都是助益中小企的現成基礎數碼方案例子。」

數碼、資訊及電訊委員會副主席譚雨川表示，清晰的框架和數碼化路線圖亦可促進企業應用數碼方案，例如銀行業和轉數快面對Open AI崛起，在制定明確的路線後，隨即採用這種嶄新技術作為輔助。

譚雨川指出，在人才發展和跨界別協作的模式和框架方面，當局仍有支援中小企的空間。他說：「中小企缺乏足夠和合適的人才，以專門從事產品創新、銷售和市場推廣，並且運用這些核心技能為公司帶來獨到見解。這些不足反映公私營機構有必要合作，評估業界所需的技能、培養本地STEM人才，以及吸納海外人才。」

要在競爭中脫穎而出，亦是一大挑戰：香港在2023年IMD全球智慧城市指數中排行第19，比新加坡落後12名。

黃玉娟表示：「香港具備邁向創新和高質量發展的一切要素，包括資本、

“Hong Kong has a track record of offering innovative, high-quality financial services. We can build on this by exploring new technologies and approaches that enhance efficiency and reduce costs.”

「香港一直以來提供創新、優質的金融服務，我們可在這基礎上探索新技術和方法，藉以提升效率、降低成本。」

— Jack Chan,
Vice Chairman, Financial and Treasure Services Committee
—— 陳凱 金融及財資服務委員會副主席

與國際市場及全球人才連通等，我們在政府努力和中央支持下，有能力領先其他對手。」

但她強調，要做到這一點，政府需要清楚說明如何採用和推行新技術，並向業界提供清晰的願景和目標。她說：「各行各業正嘗試以創新方法應對人手不足問題、提升工作效率和增加收入。政府應闡明本港有待解決的各項重要議題，並解釋當局希望達到的短期和長期成果。」

譚雨川對此表示贊同，認為大企業和中小企雖然面對重重困難，但仍繼續投放資源，參與推動長遠數碼發展，又在日常營運中融入數碼方案，創造以客為先的體驗。他說：「政府透過資助、人才計劃及全面、長期的人才規劃等支援措施，都有助加速數碼轉型的進程。」

總商會前理事及全國政協委員李大壯認為，隨着香港走向數碼轉型，除了要為這些目標而努力，亦要向世界說

好香港故事。他說：「踏入後疫情時代，國際社會如何看待我們極其重要，就此我們必須加倍努力，在說好香港故事之餘，還要向一些對我們仍有保留的朋友展示香港的實力和優勢。」

陳瑞娟表示，經歷了過去數年疫情帶來的挑戰，本港經濟現正邁向復蘇，同時全力推動高質量發展，更好融入國家發展大局。她又表示香港未來的發展方向只有一個：「引用總理李強的說法，香港未來只會更好更強。」

風雨安排早溝通 返工放工更輕鬆

Make prior work arrangements in times of typhoons and rainstorms
Benefit employers and employees



僱主應盡早與僱員訂明有關惡劣天氣下的工作安排，包括上班、下班、復工及在家工作等。僱主應體諒僱員情況和顧及其安全，並作情理兼備及彈性的處理。



Employers should work out with employees as early as possible the work arrangements in times of adverse weather conditions, including reporting for duty, release from work, resumption of work and work from home, etc. Employers should be considerate and flexible with regard to the needs and safety of employees.



颱風及暴雨情況下工作守則 Code of Practice in Times of Typhoons and Rainstorms



中文版
Chinese version



英文版
English version



例如熱帶氣旋、暴雨警告或超強颱風後的「極端情況」等。在「極端情況」存在期間，除已協定上班的必要人員外，僱員在八號熱帶氣旋警告信號取消後的兩小時應留在原來地點，而非啟程上班，並留意政府的公布。

such as tropical cyclone, rainstorm warnings or "extreme conditions" after Super Typhoons, etc. When "extreme conditions" exist, except for essential staff with agreement to be on duty, employees are advised to stay in the place they are currently in for two hours after cancellation of Tropical Cyclone Warning Signal No. 8 instead of heading for work and stay alert to Government announcement.



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The country's Kansai region is teeming with business potential and opportunities in a wide range of sectors from manufacturing to tourism
關西地區的製造和旅遊等廣泛行業潛力龐大、商機處處

Hong Kong was the leading source globally of foreign investment in Japan in 2021, with investments surging 533% to 1.3 trillion yen – an astonishing fact revealed by Chamber Chairman Betty Yuen at the “HKGCC X JETRO Invest Japan Webinar” held on 29 March. At the event, co-organized by the Chamber with the Osaka, Nara and Wakayama governments and the Japan External Trade Organization (JETRO), experts and Japanese government officials updated members on the latest economic developments in Kansai and also introduced businesses opportunities in each prefecture.

In his keynote presentation, Yasuyuki Murahashi, Director General of JETRO Osaka (for Kansai and Hokuriku regions), said while the gradual recovery from the Covid-19 impact continues, Japan's real economic growth rate was around 1.7% in 2022 due to the impact of global energy and food price hikes. "This year, the economy is expected to grow by around 1.5%, led by private demand, as investment in growth sectors driven by public-private partnerships as well as 'investment in people,' as promoted under government initiatives," he explained.

In 2021, foreign direct investment in Japan totalled over 3,600 billion yen, with a significant increase in equity capital, which represents a trend of new investments and capital increases in Japan. Looking

at FDI flow by region that year, Asia was the largest at 2,368.6 billion yen, with Hong Kong's FDI flows rising to 539.4% over the previous year to 1,329.9 billion yen – a 36.9% share that makes it Japan's biggest investor by country/region.

With a population of over 21 million, Kansai represents a significant market – it is Japan's second-largest economy after Tokyo, and has a high concentration of world-class manufacturing facilities, universities, research institutions and traditional high-skilled craftsmanship in various fields. Kansai is also known for technology innovation, especially in the green and life science sectors. And as the birthplace of many traditional Japanese performing arts, Kansai boasts several World Heritage sites, besides constantly topping international tourism destination lists.

The region's concentration of industries offers myriad business opportunities. Some of the biggest industrial clusters include life science, namely pharmaceuticals, medical equipment, and green energy, such as rechargeable batteries and hydrogen/fuel cells. Higashi Osaka is known as Japan's manufacturing heart, and its tagline "We can make anything" is no idle boast – it is home to over 6,000 factories producing everything from toothbrushes to airplanes.

Kansai is also famous for its research institutes, among them the Kansai Cultural and Academic



Research City, Kobe Biomedical Innovation Cluster, and Harima Science Garden City. No less than 24% of industry-university joint research in Japan is conducted in Kansai; notably, the amount of funds received per research project in Kansai is higher than the national average.

Murahashi pointed out that Kansai has excellent connectivity, offering ease of access to Japan's metropolises, from Tokyo to

Investing in Japan 投資日本



Sapporo, by air, road and rail, while doubling as a gateway to other Asian cities. The region also regularly tops international tourism rankings – Osaka and Kyoto were named second and third best cities respectively by Conde Nast Traveller in 2021 (Japan ranked first in the Travel and Tourism Development Index that year). Beyond the usual tried-and-tested attractions in these cities, Kansai boasts a trove of spectacular sites, from the San'in

Coast to Kii Peninsula and Tamba. In the panel discussion that followed, Yuko Sakata from Osaka City Government's Economic Strategy Bureau discussed Osaka's upcoming urban development projects, including plans to convert the popular Midosuji Street into a people-friendly zone. Construction along the avenue will include several commercial buildings, due to be completed between 2023 and 2027. Also significant is

the Nakanoshima Project, which will house an "International Hub for Healthcare Innovation," and a railroad station that will be operational in 2031.

Osaka is also Japan's start-up hotspot with abundant business collaboration opportunities, and is significantly cheaper than Tokyo, allowing businesses to save nearly 35% on office rent, according to Kosuke Kimura, Deputy Director of International Business and

Investment Division Department of Commerce, Industry and Labor, Osaka Prefecture Government.

Sharing on Nara's potential, Mikiko Kigawa, Chief Director of JETRO Nara, said the city is famous for its rich history of sake production, besides being an idyllic tourist destination, while Marina Tsuda of the Nara Visitors Bureau introduced potential opportunities for hotel investment.

Presenting on Wakayama, Seizo Tsuji, Director of the Service Industry Investment Promotion Office, Wakayama Prefecture Government, said the city – known for its beautiful landscapes, hot springs and wildlife – enjoys close proximity to Osaka, making it ideal for a two-city break.

Also joining the panel discussion were Hong Kong business leaders Oscar Chow, Non-executive Director of Chevalier International Holdings, and Lim Kiah Meng, Director of SIS Hospitality Holdings Limited, who shared their decades of experience in conducting business and investing in Japan.

Murahashi also revealed details of Expo 2025 Osaka, which will be held under the theme "Designing a Future Society for our Lives." Scheduled to run from 13 April to 13 October 2025 in Yumeshima, the Expo is expected to attract over 28 million visitors and will showcase 150 countries and 25 international organizations.



香港和日本經貿關係密切，總商會主席阮蘇少涓於3月29日出席「投資日本網上研討會」時表示，香港是日本主要的外資來源地，2021年的在日投資額按年激增533%，達到1.3萬億日圓。研討會由總商會聯同大阪、奈良及和歌山政府與日本貿易振興機構（JETRO）合辦，邀得多位專家和日本政府官員向會員分享關西的最新經濟發展，並介紹各縣市的商機。

JETRO大阪本部（關西和北陸地區）本部長村橋靖之致辭時表示，日本逐漸從疫情恢復過來，惟受到全球能源和食品價格飆升的影響，2022年的實質經濟增長約為1.7%。他解釋：「預料今年經濟增長約1.5%，主要由私人需求帶動，原因是政府積極推動公私營合作和『投資人才』計劃，有助促進增長行業的投資。」

流入日本的外國直接投資在2021年超過3.6萬億日圓，當中權益資本大幅增長，反映該國出現新投資和資本增加的趨勢。以地區劃分，亞洲為外來直接投資的最大來源地，投資流入達

23,686億日圓，其中來自香港的直接投資較前一年增加539.4%至13,299億日圓，佔流入總額的36.9%，成為日本最大的外來投資來源地。

關西人口超過2,100萬，其經濟規模僅次於東京，位居全國第二，為企業提供龐大的市場。區內亦匯聚世界級製造設施、大學和研究機構，以及各行各業的傳統精湛工藝。關西同時以科技創新見稱，尤其是綠色和生命科學領域。此外，該區作為多項傳統日本表演藝術的發源地，坐擁多項世界遺產，一直是享譽國際的熱門旅遊勝地。

當地高度集中的產業帶來無限商機，規模最大的產業集群包括連繫製藥和醫療設備企業的生命科學集群，以及由充電電池和氫燃料電池公司形成的綠色能源集群。東大阪市為日本製造業中心，「任何產品都能製造出來」不只是一句口號——當地設有6,000多家工廠，產品從牙刷到飛機等，可謂包羅萬有。

關西的研究機構同樣享負盛名，包括關西文化學術研究都市、神戶醫療產業都



市及播磨科學公園城等。日本有24%以上產學合作研究於關西進行；值得一提的是，在關西每個研究項目獲得的資金均高於全國平均水平。

村橋靖之指出，關西擁有完善的交通網絡，可以航空、道路和鐵路直達東京、札幌等日本各大城市，亦是通往其他亞洲城市的門戶。此外，關西地區一直在國際旅遊排名高踞前列——大阪和京都於2021年分別榮獲旅遊雜誌《Conde Nast Traveller》最佳旅遊城市的第二和第三位，而日本於同年的「旅遊與觀光發展指數」位居榜首。除了位於這些城市的熱門景點，關西各地均擁有壯麗景色，包括山陰海岸、紀伊半島和丹波市等。

在隨後的小組討論環節，大阪市經濟戰略局投資交流促進部投資促進課長坂田祐子介紹大阪即將進行的城市發展項目，包括計劃將繁華熱鬧的御堂筋街道改劃為行人專用區，並沿路興建多座商業大廈，預料將於2023年至2027年期間落成。另一重點為中之島項目，包括「未來醫療國際據點」及將於2031年投入服務的新鐵路車站。

大阪府商工勞動部國際商業副課長木村浩介指出，大阪是日本的初創企業熱點，提供大量商業合作機遇，而且營運成本遠低於東京，企業可節省近35%的辦公室租金。

JETRO奈良所長木川美樹子分享奈良市的潛力，她表示該市除了是風景優美的旅遊勝地，亦以釀造清酒的悠久歷史聞名；奈良旅遊局酒店投資主管津田真理奈則介紹了酒店投資的潛在機遇。

和歌山縣服務產業引進辦公室室長辻誠造表示，和歌山市擁有優美景致、天然溫泉和野生動植物，而且毗鄰大阪市，適合安排一程兩站旅遊。

香港商界領袖——其士國際集團非執行董事周維正及新龍國際集團有限公司董事林家名參與小組討論，分享過去數十年來在日本經商投資的經驗。

村橋靖之亦講解2025大阪世界博覽會的詳情，博覽會以「構建未來社會，想像明日生活」為主題，將於2025年4月13日至10月13日於夢洲舉行，共有150個國家和25個國際組織參展，預計將吸引超過2,800萬名訪客。

Ray of Light for Asia and Hong Kong

RCEP為區域貿易開啟新機遇

Hong Kong's entry into the Regional Comprehensive Economic Partnership will drive greater investment while bringing benefits for businesses in the GBA, writes Frank Fang

香港加入《區域全面經濟伙伴關係協定》將帶動區內投資活動，而大灣區企業亦能受惠其中 方嘯

The year that has passed since the Regional Comprehensive Economic Partnership (RCEP) entered into force has been marred by disruptions in global supply chains. During this rocky period for international trade, RCEP has been a rare bright spot – which bodes well for the region as well as for economies looking to join the pact.

RCEP is the world's largest free trade agreement (FTA), bringing together China, Japan, South Korea, the 10 ASEAN members, Australia and New Zealand, creating a trade bloc that accounts for 30% of world population and 30% of global GDP.

RCEP aims to liberalize trade in goods among its members, making it easier for companies in the region to do business with one another. And do business they have: In the first 11 months of 2022, China's trade with other RCEP members grew by 7.9% year-on-year, while Thailand's grew by 7.1% for the full year.

Asia sits at the heart of the global supply-chain network. Because of

its centrality, it is also particularly sensitive to global shocks. In its recent forecast, the World Trade Organization anticipates a slowdown in trade growth for 2023.

While RCEP is far from a cure-all, its trade-liberalization measures, especially its generous rules-of-origin provisions, go some way to counter the headwinds.

RCEP stipulates that only 40% of a product's content must be sourced from within RCEP to qualify for trade preferences, a low threshold compared to other FTAs – and this facilitation of Asian supply chains for Asian trade is of particular interest to corporates in the region. According to a recent HSBC survey, Asia corporates are looking to base more than half (53%) of their supply network in Asia, up by nearly 6% from 2020.

In its first year, RCEP has galvanized regional supply chains, laying a solid foundation for further trade integration in the region. Its second year looks set to bring forth even greater



benefits. Under the terms of the agreement, any customs territory can join RCEP 18 months after it enters into force, and Hong Kong – which submitted its application to become a member in February last year – is likely to be the first.

The special administrative region already carries out 70% of its goods trade with RCEP members, and before the pandemic RCEP members accounted for over 50% of Hong Kong's foreign direct investment outflows. Hong Kong's entry into RCEP will drive greater investment by Hong Kong companies into other members. Opportunities abound for Hong



REGIONAL COMPREHENSIVE ECONOMIC PARTNERSHIP

RCEP



Kong's logistics sector to handle the burgeoning intra-RCEP trade.

The potential benefits are tremendous for businesses in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) as well. RCEP is intensifying cooperation between China and Southeast Asia, and the addition of Hong Kong will tighten the connectivity of these two behemoth economies, providing a fillip to the going-out activities of GBA companies.

But it is not only Asia that stands to benefit. Foreign companies also see RCEP as an opportunity to boost business with the region. According to another HSBC

survey – this time of nearly 1,500 companies mostly headquartered in North America and Europe – more than half intend to leverage RCEP to expand in China, while nearly 40% plan to use it to grow in Japan. South Korea and Singapore (both 28%) round out the top four. RCEP is helping to standardize trade within a region that is already seeing strong growth. In the past, businesses had to navigate numerous bilateral agreements with varying trade preferences and different rules-of-origin frameworks. Under RCEP, this process is being streamlined, giving companies increased sourcing

options and helping them move closer to their customers. As quarantine-free travel resumes, RCEP's entry into force, as well as its potential expansion, offers a ray of light for businesses in the region. With economists estimating that that RCEP's share of global exports will amount to 34% in 2040 – well ahead of the share of exports from the European Union – companies that can position their supply chains to capitalize on the comparative advantages offered by RCEP will not only thrive in difficult times, but future-proof themselves for success in the years to come.

《區域全面經濟伙伴關係協定》

(RCEP) 生效已超過一年，儘管期間國際貿易動盪，全球供應鏈穩定性受到影響，但 RCEP 成功推進區內貿易發展，為亞洲多個地區乃至有意加入協定的經濟體開啟新機遇。

RCEP 由中國、日本、韓國、澳洲、新西蘭，加上東盟十國簽署，是全球規模最大的自由貿易協議，所成立的貿易區約佔世界總人口和生產總值的 30%。

RCEP 旨在開放成員國之間的商品買賣，促進區內企業貿易往來，過去一

年多亦取得實際成果。2022 年首 11 個月，中國與其他 RCEP 其他成員國之間的貿易額按年增長 7.9%，而泰國與其他成員國的貿易往來則全年上升 7.1%。

亞洲位處全球供應鏈網絡的中心，特別容易受到世界性因素影響。世界貿易組織曾發表預測，今年的貿易增長會有所放緩。

儘管 RCEP 不足以解決所有問題，但當中包含的貿易開放措施，特別是有關原產地的寬鬆規定，有助區內應對外貿局面。

RCEP 規定，產品的原產地價值成分只需有 40% 來自協定內的成員國，即可享有貿易優惠，門檻低於其他自由貿易協議，故此備受區內企業青睞，更有助推動亞洲貿易考慮運用亞洲供應鏈。滙豐最新調查顯示，亞洲企業銳意提升設於亞洲的供應網絡，並希望將超過一半 (53%) 的供應鏈布局於亞洲，較 2020 年擴大近六個百分點。

RCEP 實施首年，已成功提升亞洲區多個供應鏈，為區內進一步的貿易融合奠定穩固基礎，踏入第二年更有望帶來更大裨益。根據協定的條款，任何關稅區

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可於 RCEP 生效 18 個月後提出加入協定。香港早於去年 2 月正式申請加入 RCEP，大有可能成為首個新加入成員。

香港有 70% 的商品貿易與 RCEP 的成員國進行，而早於疫情之前，RCEP 成員國佔香港出口外來直接投資逾 50%。香港如能加入 RCEP，將帶動本地企業增加對其他成員國的投資，並締造全新機遇，讓本港物流業在 RCEP 區內蓬勃的貿易發展中分一杯羹。

粵港澳大灣區的企業同樣將充分受惠其中。RCEP 正加強中國與東南亞的合作，隨着香港有望加入為新成員，將進

一步鞏固兩個龐大經濟體之間的聯繫，幫助大灣區企業實現業務「走出去」。

亞洲以外的公司亦可視 RCEP 為機遇，藉此促進亞洲地區業務。根據滙豐另一項調查報告，縱觀現時近 1,500 家主要以北美及歐洲為總部的公司，逾半數有意借助 RCEP 在中國內地大展拳腳，同時近 40% 的企業計劃藉 RCEP 在日本拓展業務，其次是南韓及新加坡（兩者均佔 28%）。

亞洲作為貿易增長理想的地區，RCEP 將有助統一區內貿易標準。企業過往

必須處理不同雙邊協議內各自的貿易優惠及原產地規則。RCEP 則可以簡化相關過程，為企業提供更多採購選擇，以迎合顧客的需求。

隨着各地恢復免檢疫通關，加上 RCEP 生效且有望持續擴大協定範圍，亞太區內企業迎來新發展機遇。有經濟學家估計，及至 2040 年，RCEP 將佔全球出口 34%，遠超歐盟的出口總量。企業如能好好部署供應鏈，把握 RCEP 所帶來的貿易優勢，定能在迎難而上，締造未來的增長機遇。

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Changes to Data Privacy Law

New requirements have been proposed for data privacy legislation in Hong Kong, from strengthening of sanctions to compulsory reporting of data breaches

Businesses should start preparing for a major strengthening of Hong Kong's data privacy legislation, likely to take effect within the next year or so.

The changes were foreshadowed in a discussion paper presented by the Government to LegCo in January 2020. Just over three years later, the Privacy Commissioner for Personal Data ("Privacy Commissioner") announced on 20 February this year that she, along with the Government, are intending to publish, and consult LegCo on, specific legislative proposals in the second quarter of this year, i.e. by the end of June.

What are these proposed changes? Those likely to be of most concern to Hong Kong businesses are:

- A significant strengthening of the sanctions for contravening the Personal Data (Privacy) Ordinance ("PDPO").
- Compulsory reporting of significant data breaches to the Privacy Commissioner.
- A new requirement on businesses to specify retention periods for different classes of personal data, and to publish the business's data retention policy.
- Direct requirements on third party data processors to comply with the PDPO (at present businesses holding personal data – "data users" – are responsible for the actions of third party contractors to whom they entrust the handling of personal data – these contractors are not themselves liable).

This article looks at each of these proposed changes in turn.

Strengthening of Sanctions

Currently, the Privacy Commissioner cannot directly impose penalties on businesses that contravene the PDPO. The Commissioner must first issue an enforcement notice on the business, directing it to remedy the contravention. Only if the enforcement notice is breached can the Commissioner then ask the court to impose a penalty on the business concerned.

Moreover, the maximum level of penalty for breaching an enforcement notice is relatively modest: \$50,000.

The Government is proposing to change the law in two major respects. First, by giving the Commissioner the right to impose penalties directly, without the need to issue an enforcement notice, and without the need to go to the court asking for a penalty to be imposed if the enforcement notice is breached. Secondly, by increasing the maximum level of penalty. The Government is proposing to link the maximum level of penalty to the turnover of the business concerned. But what the maximum level will be is not yet clear.

Compulsory Reporting of Significant Data Breaches

The Government is proposing to introduce a new requirement on businesses whose personal data is leaked – whether accidentally or deliberately (a so-called "data breach") – to report the data breach to the Privacy Commissioner. Currently

there is no requirement to do so: the business is free to decide whether or not to report the data breach. The Government has suggested compulsory notification within five days of the data breach, but there is a possibility that the business may be allowed an initial period to investigate the circumstances of the breach before the five day period starts ticking.


Not all data breaches would require to be reported – only those where there is "a real risk of significant harm" to the individuals concerned. The Government has indicated that some guidance will be offered on the factors that will be taken into account in assessing whether there is a real risk of significant harm.

資料私隱法例修訂

政府擬就香港的資料私隱法引入新規定，包括加重罰則和設立強制性資料外洩通報機制

Data Retention Policies

Currently, the PDPO provides that data users shall take all practicable steps to ensure that personal data is not kept any longer than is necessary for the purpose for which it is to be used. It does not specify any particular periods for retention.



Under the new proposals, however, data users will be required to set specific retention periods for particular categories of personal data, depending on the purposes for which it is to be used (such as for compliance with taxation or employment law).

In addition, data users would be required specifically to include a data

retention policy in the personal data policy that they are already required to publish.

Direct Liability of Third Party Processors

Businesses often have to transfer the personal data they hold to third party contractors, and entrust them with the handling of the personal data. These contractors (or, to use the Ordinance's terminology, "processors") could, for example, be storage companies (where the company does not have sufficient physical capacity to store the data); debt collection agencies; or companies with which they are engaging in joint promotional campaigns to customers.

Currently, the PDPO requires data users who engage such third party processors to use contractual or other means to ensure that these processors ensure the security of the personal data, and do not keep it for longer than is necessary. If the data user fails to do this, or if the measures it has put in place fail, it is the data user that is potentially liable for contravention of the PDPO, not the third party processor.

Given the increasing use of third party processors, the Government is proposing to impose direct liability on them, if they fail to ensure the security of personal data, or keep it for longer than is necessary.

Third party processors will clearly need to make extra-sure that they

have systems in place to comply with these new requirements, if they become law. For data users, it is not yet clear whether their existing requirement, to have contractual or other means to ensure the processors' compliance, will continue to apply. In other words, it is not clear whether the data user could be held liable for a breach of the PDPO, as well as the processor, if there is a data breach, or if data is kept longer than is necessary.

Conclusions

So far, only limited details of the Government's proposals have been published, and several issues have not yet been clarified. These issues include the maximum level of penalty, what will constitute a "real risk of significant harm" such as to trigger mandatory notification of a data breach to the Commissioner, and the respective liabilities of the data user and data processor if the latter is responsible for a data breach. So the "devil will be in the detail" of the specific proposals that the Government presents to LegCo. As noted above, it is intending to do so in the second quarter of this year.

Businesses would be well-advised to monitor these developments closely. This is especially the case, as the proposals thus far seem to have enjoyed considerable support amongst LegCo members, and the proposals may therefore be expected to proceed swiftly through the legislative process.

香港即將大幅加強資料私隱條例的效力，預料於明年正式生效，企業應為此做好準備。

政府曾於 2020 年 1 月向立法會提交的討論文件中提及有關變動。經過三年後，個人資料私隱專員（私隱專員）於今年 2 月 20 日宣布，政府及個人資料私隱專員公署有意在第二季（即 6 月底前）公布具體的修例建議，並諮詢立法會意見。

建議修訂內容為何？香港企業最關注的變動包括：

- 大幅加重違反《個人資料（私隱）條例》（條例）的罰則。

- 規定必須向私隱專員通報重大資料外洩事故。

- 新規定要求企業就不同類別的個人資料設定保留期限，並公開其資料保留政策。

- 直接要求第三方資料處理者遵守條例（目前「資料使用者」，即持有個人資料的企業，須就其委託處理個人資料的第三方承辦商的行為負責，承辦商本身並無責任）。

本文將逐一探討這些擬議修訂。

加重罰則

現時，私隱專員不得直接向違反條例的企業施加罰則。專員必須先發出「執行通知」，指令有關企業糾正其違規行為。只有在違反執行通知的情況下，專員方可尋求法庭作出懲處。

此外，違反執行通知的罰款水平相對較輕，最高罰款為 5 萬元。

政府提出的修例建議分為兩大方向。首先是賦權私隱專員直接判處懲罰，無須事先發出執行通知，而倘違反執行通知，私隱專員亦無須請求法院處以罰則；其次為上調最高罰款

額，政府建議將最高罰款額與涉事企業的營業額掛鉤，惟最高罰款額有待明確。

強制通報重大資料外洩事故

政府建議引入新規定，企業不論意外或蓄意洩露個人資料（又稱「資料外洩」），都須向私隱專員通報資料外洩事故。

現行法例並無相關要求，企業可自行決定是否通報資料外洩事故。根據政府建議，企業必須於發生資料外洩後五天內作出通報，但企業可能獲准先就違規情況展開初步調查，然後才開始計算五天通報期。

這項要求並不適用於所有資料外洩事故——倘事故涉及對當事人造成「重大損害的實際風險」，則必須作出通報。政府已表明會提供指引，列明評估事故是否涉及造成重大損害的實際風險時的考慮因素。

資料保留政策

現時，條例規定資料使用者須採取所有切實可行的步驟，確保個人資料不會保留超過達致使用目的所需的時間，惟未有訂明保留有關資料的期限。

不過，新建議要求資料使用者須就特定類別的個人資料訂立具體的保留期限，期限視乎有關資料的使用目的而定（例如遵守稅務或僱傭法例）。

此外，資料使用者目前須公開個人資料政策，其內容將包括資料保留政策。

第三方處理者的直接責任

企業不時要把其持有的個人資料轉移予第三方承辦商，並委託其處理有關的個人資料。這些承辦商（條例稱之

為「處理者」）包括儲存公司（公司未必具備充足的數據儲存能力）、債務追收代理，或合辦客戶推廣活動的公司等。

根據現行法例，資料使用者須以合約方式或其他方法，確保其委託的第三方處理者保障個人資料的安全，以及保留個人資料的時間不會超過實際所需。倘資料使用者未能遵守規定，或其採取的措施失效，則資料使用者有可能違反條例，而非由第三方處理者承擔責任。

隨着委託第三方處理個人資料的做法日益普及，政府建議倘第三方處理者未能確保個人資料的安全，或保留個人資料超過所需的時間，亦應為此負上直接責任。

為了在新規定生效後符合要求，第三方處理者顯然需要設立資料保障制度。另一方面，資料使用者是否須繼續遵從現行要求，以合約或其他方式確保處理者合規，則仍有待確定。換言之，倘發生違例、資料外洩事故，或資料保存時間超過實際所需的情況，資料使用者和處理者是否須就此承擔責任，仍屬未知之數。

結論

到目前為止，政府就建議公布的細節有限，若干議題仍有待釐清，包括最高刑罰、構成「重大損害的實際風險」而必須向專員通報資料外洩事故的要素，以及一旦資料處理者分別須承擔的責任。如上所述，政府計劃於今年第二季向立法會提交具體建議，屆時可能會出現「魔鬼細節」。

有關提案至今獲立法會議員廣泛支持，預料立法程序將可在短期內完成，故企業宜密切監察條例的進展。



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Pioneering Green Pathways

領導綠色潮流



Hong Kong innovator Greentins Technology supplies state-of-the-art solutions to help organizations achieve their carbon neutrality goals

香港創科公司金田科技提供尖端科技方案，協助企業達成碳中和目標

With the global transition towards an environmentally-friendly economy, there are plenty of opportunities in commercializing low-carbon solutions. Founded in 2005, Greentins® is a pioneering innovator in the environmental protection industry, specializing in the research, development, and innovation of environmentally friendly solutions and products.

“Currently, we carry two locally researched and developed products: GT-Microalgae® Reactor System and G-Moss®. We are the only company in Hong Kong that provides a CO2 reduction system which purifies and instantly reduces CO2 levels in ambient air, thus improving indoor air quality,” said Founder Thomas Tin.

In recent years, as people pay much more attention to

environmental issues and sustainable development, the HKSAR Government has provided various supports to the industry. “Apart from this, we are also happy that organizations from different sectors are supporting each other,” said Tin.

For instance, Greentins has collaborated with CMA Testing & Certification Laboratories since 2021 to contribute to the realization

of carbon neutrality in Hong Kong.

“Through the use of our GT-Microalgae® Reactor System, the indoor air quality will be greatly improved with the reduction of the carbon dioxide content in the air – by up to as much as 5,500kg per year, hence reducing carbon emissions effectively,” Tin explained.

To attract and encourage companies to invest more resources to participate in achieving carbon emission reduction, CMA Testing & Certification Laboratories will issue a Carbon Reduction for Environmentally Friendly Enterprises Certification to organizations that have installed the GT-Microalgae® Reactor System. Tin added that Green Carbon Token and Voluntary Carbon Credit verified by CMA Testing & Certification Laboratories will also be accorded to those companies.

“In recent years, as people pay much more attention to environmental issues and sustainable development, the HKSAR Government has provided various support to the industry.”

– Thomas Tin,
Founder of Greentins Technology Limited





「近年，市民愈來愈留意環境議題和可持續發展，特區政府已為業界提供各種支援。」

——田承輝
金田科技國際有限公司創辦人

隨着全球經濟向環保轉型，低碳方案商機湧現。環保創新先鋒金田科技國際有限公司於 2005 年創立，專門研發創新的環保方案和產品。

公司創辦人田承輝表示：「我們現時擁有兩項本地研發的產品：GT-Microalgae® 微藻反應器和 G-Moss®，而我們提供的減碳系統，是全港唯一能淨化和即時減少周邊空氣二氧化碳含量，從而改善室內空氣質素的技術。」

近年，市民愈來愈留意環境議題和可持續發展，特區政府已為業界提供各種支援。田承輝說：「除此之外，我們亦很高興來自不同行業的組織能互相扶持。」

其中一個例子是金田科技自 2021 年起與 CMA 檢定中心合作，為香港邁向碳中和出力。

田承輝解釋：「我們的 GT-Microalgae® 微藻反應器每年能減少室內空氣中多達 5,500 公斤的二氧化碳含量，既可大大改善空氣質素，亦能有效減少碳排放。」

為吸引和鼓勵企業投放更多資源參與減碳行動，CMA 檢定中心將

向安裝 GT-Microalgae® 微藻反應器的機構頒發「減碳環保企業認證」。田承輝續道，有關機構亦會獲得 CMA 檢定中心認可的綠色減碳標籤和自願減碳信用額。

金田科技的成功之路並非一帆風順，期間曾經歷不少挑戰，包括營運成本上升、供應鏈不穩及技術人才短缺等。不過憑着毅力、信念和生活態度，公司終能克服重重難關。田承輝說：「這些特質相輔相成，帶領我們走向成功。世事本無好壞，只是觀點不同。」

展望將來，金田科技會繼續研發創新的負碳排方案，幫助企業實現《香港氣候行動藍圖 2050》訂下的目標。田承輝指出：「要建設更潔淨、可持續的未來，我們致力在當前高密度的市區環境中，創造一個經濟實惠、寧靜、健康的空間，在未來繼續提升生活質素。」

他又補充，公司加入總商會的其中一個原因，是希望為本港商界提供負碳排方案，共同對抗氣候變化。

It has not all been smooth sailing on the journey to success. The company has faced several challenges over the years, such as rising operating costs, supply chain and skilled labour shortages, etc. However, with perseverance, faith and "perception of life," Tin said the company has managed to overcome the difficulties. "These abilities feed each other in a continuous loop that will inevitably lead you to success. There is nothing good or bad, it is only how we perceive them," Tin said.

Looking ahead, Greentins® will continue to innovate and supply carbon-

negative solutions to help organizations achieve their goals for 2050 Hong Kong Climate Action Plans. "With our vision of building a cleaner and more sustainable future, we aim to create an affordable, serene and healthy space in today's high-density urban environment that will continue to enhance the quality of life in the future," he explained.

Tin added that one of the reasons the company joined HKGCC was to bring the carbon-negative solutions to the rest of Hong Kong's business community, which shares the same values in combating climate change.

Company : Greentins Technology Ltd

公司名稱：金田科技國際有限公司

HKGCC Membership No. 總商會會員編號：HKG0659

Established 創辦年份：2005

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Impact of the GBA Youth Employment Scheme

大灣區青年就業計劃的成效

An MWYO study on the effectiveness of the Government's GBA youth employment scheme found that evaluations by employers and employees are consistently positive
MWYO青年辦公室就政府的「大灣區青年就業計劃」成效進行調查，發現僱主和僱員對計劃的評價正面

To encourage young people to seize opportunities in the Greater Bay Area, the Chamber partnered with independent think tank MWYO on the HKSAR Government's GBA Youth Employment Scheme. The research survey revealed that evaluations by both employers and employees towards the Scheme were consistently positive, with 90% of employees saying it allowed them to "understand more about the GBA" and "gain more work experience."

Introduced by the HKSAR Government in early 2021, the Scheme encourages companies operating in both Hong Kong and the GBA to hire local university and tertiary institution graduates to work in the GBA's Mainland cities. As of late 2022 and early 2023, employees were nearing the completion of the pilot Scheme, while some had already completed it. To assess the impact, MWYO launched the study in four phases.

The online surveys were held from November to December 2022 for Phase 3. The Chamber sent the

online employer questionnaire to its members, who distributed it to their employees. The Chamber also arranged in-depth interviews with the employers, and received responses from 88 employees and 28 employers. The number of employee responses is estimated to be 13% of all employees hired and still working under the Scheme (around 700). The survey findings were based on 70 employees who had returned the questionnaires both in Phase 2 and Phase 3, and 13 employers who reported that they had hired successfully under the Scheme.

Findings

A 'USEFUL' SCHEME

As the employee respondents found the Scheme useful, nearly 70% (68.1%) said they would introduce their friends to join. The vast majority of employee respondents agreed that the Scheme allowed them to "understand more about GBA Mainland cities" (92.8%) and "gain more work experience" (89.9%). Nearly all employee

respondents said they could adapt to the daily life arrangements (98.5%).

SEEKING DESIRABLE JOBS

Interestingly, even though most employee respondents thought they had competitive advantages over their Mainland counterparts, those not planning to stay in their current job did not feel confident about finding a desirable job in GBA Mainland cities in the short run, likely due to the fact that some of them might lack relevant professional and adaptability skills compared to their Mainland counterparts. Also, if the employee respondents were unfamiliar with the tax and subsidy arrangement in GBA Mainland cities, they expected to encounter difficulties when seeking a job. It was also not easy for them to find employment that could meet their expected salary, as the average salary for most jobs in GBA Mainland cities is lower than that in Hong Kong.



NEW EMPLOYMENT ARRANGEMENT

More than 90% of the companies agreed that the Scheme met their expectations. A vast majority of the companies reported having a new employment arrangement with their employees, with many of them retaining all employees. Some of the companies gave employees hired under the Scheme permanent contracts from the beginning. Most importantly, nearly all of the companies were willing to offer a salary of more than HK\$18,000 plus other allowances, which showed the Scheme could be beneficial to the company's long-term HR strategy. However, according to the employee survey results, just under 40% got

new employment contracts, lower than reported by the companies, showing a lack of communication between companies and employees that needs to be resolved.

Recommendations

UPGRADE TO GBA TALENTS SCHEME

The monthly salary allowance should be increased in order to attract more young people. The Government should increase the allowance for different educational attainment while holding employers' contribution constant at HK\$8,000 each. If employers are able to hire more experienced employees, they should offer a higher salary. For example, HK\$20,000 for experienced employees with a bachelor's degree (the allowance from the Government being HK\$12,000/month), and HK\$23,000 for those with a master's degree (the allowance from the Government being HK\$15,000/month).

EXPAND ELIGIBILITY REQUIREMENT

The Government should allow people who have graduated within the past five years to apply for the Scheme instead of the current three, thus allowing more youths to join. This also gives employers a better chance of hiring suitable employees.

PROVIDE SERVICES TO EMPLOYEES DIRECTLY

Based on current support services provided by different government

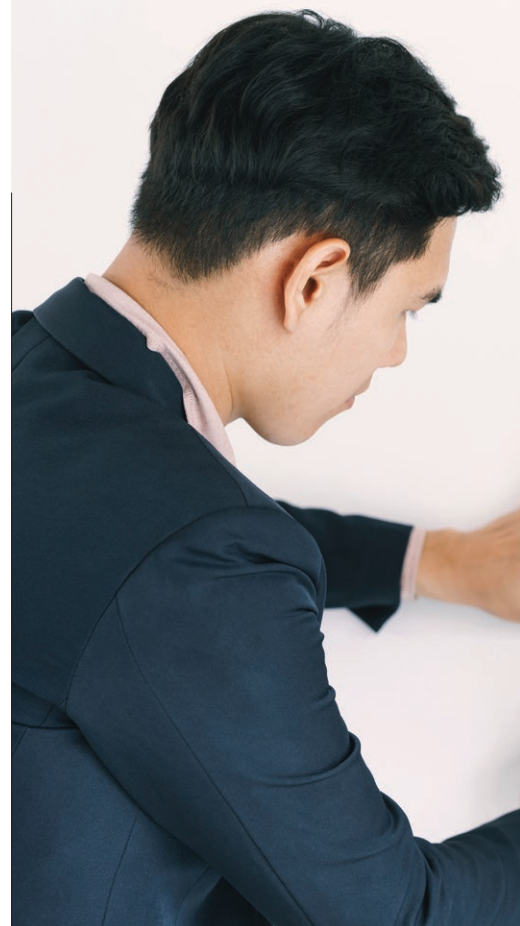
departments and institutions, the Government should consider delegating suitable institutions to provide support to employees to help them adapt to life on the Mainland.

Dr Law Cheung-Kwok, Special Advisor at MWYO, said: "The Phase 3 report provides a more complete picture of the effectiveness of the Scheme. We believe that it has been quite successful overall. The Scheme was conducted during the COVID-19 peak and stringent measures, and it is remarkable that the majority of employees were able to complete the Scheme and received offers of continual employment."

He added that both evaluations by employers and employees were consistently positive. Employees claim to have gained a better understanding of GBA Mainland cities, and were more willing to continue working or studying in the Mainland.

"What is even more encouraging is that most employers are satisfied with the performance of their employees and will continue to participate in the regularised Scheme, which proves that both employers and employees can benefit from the Scheme," he said.

Phase 4 of the study was conducted in April 2023, about three months after the conclusion of the pilot Scheme, to evaluate its effectiveness on employees' career development and for better understanding of the arrangement of employees after completion of the pilot Scheme.



為鼓勵青年把握大灣區機遇，總商會與獨立智庫MWYO青年辦公室聯手展開研究，對香港特區政府推出的「大灣區青年就業計劃」（計劃）進行評估。調查結果顯示，僱主及僱員對計劃成效感到正面，當中九成受訪僱員表示，計劃讓他們更了解大灣區內地城市，並吸收更多工作經驗。

計劃於2021年初開始試行，鼓勵在香港及大灣區均有業務的企業，聘請香港的大學或大專畢業生，並派駐他們到大灣區內地城市工作。截至2022年底、2023年初，不少僱員已完成或接近完成先導計劃。為探討計劃的成效，MWYO青年辦公室分四個階段進行研究。

第三階段網上問卷調查於2022年11月至12月進行。香港總商會透過會員將問卷分發予在計劃下受聘的僱員，又與僱主進行深入訪談。一共有88位僱



員和28位僱主回覆，估計有關僱員佔仍在計劃下任職的人數（約700人）的13%。研究集中分析70位曾填寫第二和第三階段問卷的僱員，以及13位透過計劃成功聘請僱員的僱主。

研究結果

計劃有助事業發展

受訪僱員指計劃有助職涯發展。調查顯示，近七成（68.1%）僱員表示會推薦朋友參加計劃，而絕大部分僱員均同意計劃讓他們更了解大灣區內地城市（92.8%）及獲得更多工作經驗（89.9%），幾乎所有僱員都能適應當地日常生活（98.5%）。

尋找心儀工作

值得注意的是，僱員大致認為自己相對內地大學畢業青年更有競爭優勢，但大

部分不會繼續留任的僱員卻沒有信心能在短期內於大灣區內地城市找到心儀的工作，原因是他們相對缺乏專業技能和適應能力，以及不熟悉內地的稅務及資助等安排。兩地薪金水平差異亦是求職的障礙之一，大灣區內地城市的平均工資普遍低於香港，僱員不容易找到滿意的工作。

續聘僱員

逾九成僱主認同計劃符合預期，大多數公司有續聘安排，當中不少會續聘全數僱員，更有公司一開始已與參與計劃的員工簽署長期僱用合約。更重要的是，近乎所有公司均給予僱員港幣18,000元以上的薪資及其他津貼，反映計劃對公司長遠的人力資源發展策略有利。不過，僱員調查顯示只有不足四成僱員獲續聘，低於公司匯報的比例，反映僱備雙方缺乏溝通，有待改進。

建議

升級為大灣區人才庫計劃

為吸引更多青年參與計劃，當局應按僱員學歷調高薪金補貼，而僱主則只需像目前一樣給予港幣8,000元薪金。如果僱主成功招聘更有經驗的僱員，薪金亦應相應提高。例如有經驗的學士學位僱員薪金定為港幣20,000元（政府每月補貼港幣12,000元），而碩士學位僱員則定為港幣23,000元（政府每月補貼港幣15,000元）。

擴大申請資格

現時計劃容許三年內畢業的學士或碩士生申請，政府應將期限放寬至五年，以吸引更多青年參與，同時有助僱主物色合適的人才。

向僱員直接提供服務

內地各市政府部門和機構一直為參與計劃的僱員提供不同支援，政府應考慮委託合適的機構，協助有關僱員適應內地生活。

MWYO青年辦公室特別顧問羅祥國博士表示：「第三階段調查更全面地檢視計劃的成效，我們認為計劃整體頗為成功。計劃推出時正值新冠疫情高峰，各市採取嚴格防疫措施，但大部分僱員均能完成計劃並獲續聘，實屬難能可貴。」

他補充，僱員和僱主對計劃的評價一直保持正面，僱員對大灣區內地城市認識加深，更願意繼續留在內地工作或進修。

羅祥國說：「更令人鼓舞的是，大部分僱主都滿意僱員的表現，並且會繼續參加恆常化的計劃，可見不論是僱主或是僱員，都能從中獲益。」

第四階段研究在先導計劃完結後三個月，即2023年4月進行，旨在了解計劃對僱員職涯發展的影響，以及他們往後的安排和去向。



Mission to Nansha

南沙考察團

The Chamber's first trip to the GBA since the border with the Mainland reopened revealed a wealth of investment potential and opportunities for further collaboration

總商會於香港與內地恢復通關後首次率團訪問大灣區，發掘潛在投資機遇，推動兩地進一步合作

For the Chamber's first outbound mission since the pandemic began three years ago, a delegation of 35 members visited Nansha on 30-31 March, led by China Committee Chairman Eric Fok, GBA Working Group Convenor Petrina Tam, and YEC Chairman Olivia Kung.

Located in the heart of the Greater Bay Area (GBA) and the Pearl River Delta, Nansha is an administrative district in Guangzhou that lies within 100km of nine cities and five

international airports within the Pearl River Delta. By high-speed rail, Nansha's Qingsheng Station is just a 35-minute journey from West Kowloon Station in Hong Kong. Once the Guangzhou-Zhongshan-Zhuhai-Macao high-speed railway becomes operational, Nansha will enjoy direct access to Hong Kong and Macao.

According to Tam, Nansha promises rapid growth in scientific research and economy. "For example, Pony.ai

Guangzhou has been testing autonomous vehicles in Nansha, while the district is also home to the largest chip fabrication plant in China. I am sure Nansha has a bright future," she said, adding that it is ideal for Hong Kong businesses looking to expand, while also helping develop the district into an international destination.

Leveraging on its foundation in scientific research and development, Nansha will

Left: Delegates visit the Nansha Mingzhuwan Guihua Exhibition Hall.

左：團員參觀南沙明珠灣規劃館。

Right and below: Chamber members call on Lu Yixian, Secretary of Nansha District.

右及下：代表團會見南沙區區委書記盧一先。



enhance cooperation between Guangdong, Hong Kong and Macao in technology and innovation, establish a major technology and innovation platform, as well as promote the development of the high-tech sector, according to the Nansha Plan announced by the State Council in June 2022.

To support the development of high-tech industries and to attract talent from Hong Kong and Macao,

the Nansha Government plans to implement corresponding financial policies. For example, enterprises engaged in certain sectors in the pilot area will enjoy a reduced enterprise income tax rate of 15%, while Hong Kong and Macao residents working in Nansha will be exempt from paying individual income tax in excess of their corresponding tax burden in Hong Kong and Macao.

While experiencing robust economic growth, Nansha is seeking to collaborate with GBA cities to create a "quality living circle" for living, working and travelling. During a visit to the Nansha Bay project site, Fok introduced to members the overall development plan of Nansha Bay and the history of Nansha Marina, of which he is a representative.

Nansha Marina is an integral part of Nansha Bay's development, said

Fok, explaining that the project could help train more medal-winning Chinese windsurfers while strengthening Nansha's central role as a connector for Guangzhou, Hong Kong and Macao.

To encourage more Hong Kong professionals to live and work in the GBA, Nansha has been proactively building a Hong Kong community with an array of projects featuring Hong Kong investment. Among them is a TOD integrated complex at the Qingsheng transport hub by Sun Hung Kai Properties. The megastructure is

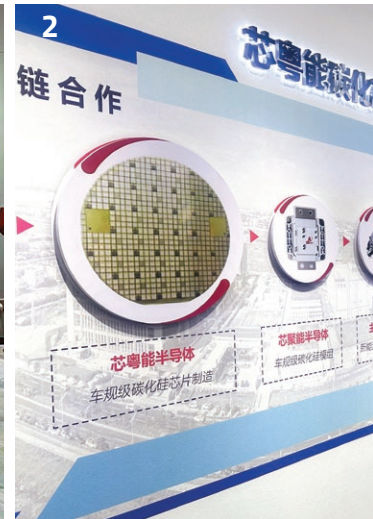
the first Guangdong-Hong Kong joint construction project, as well as the first pilot programme that adopts a Hong Kong-style construction management model.

Chamber members also visited Gold General Outpatient Clinic, the first wholly Hong Kong-owned medical institution in Nansha. Felix Lee, one of the Chamber delegates and Co-CEO of the GBA Healthcare Group, said the aim is to nurture more healthcare professionals so that GBA residents can have access to the same quality of primary healthcare services that Hong Kong enjoys.

This, he said, would help realise the integration of healthcare systems in Hong Kong and the Mainland in the long term.

Other destinations the delegation visited included Minxin Hong Kong School, which provides children of Hong Kong residents with quality "through-train" education and boarding services, and Kingbridge Sun Kuong Law Firm, the first Guangdong-Hong Kong-Macao law firm operating in the form of a partnership association in Guangzhou.

Stanley Chan, a partner of the law firm who was among the visiting



總商會一行 35 人代表團於 3 月 30 及 31 日展開自疫情在三年前爆發以來首次舉辦的外訪活動，前赴廣州南沙考察，在中國委員會主席霍啟山、大灣區工作小組召集人譚唐毓麗及卓青社主席龔海欣率領下，團員探索區內商機。

南沙位處粵港澳大灣區核心及珠三角中心，周邊 100 公里範圍內覆蓋珠三角九大城市和五大國際機場。從南沙慶盛站乘高鐵，35 分鐘可到達香港西九龍站。待廣中珠澳高鐵建成後，南沙更可同時直達香港和澳門。

譚唐毓麗表示：「南沙的科研經濟發展急速，例如廣州小馬智行科技有限公司已於南沙開始試行無人駕駛汽車，而全國最大芯片廠亦坐落該區，未來南沙的發展無可限量。」她鼓勵港商前往當地發展，合力把南沙打造成國際城市。

南沙具有科研發展的基礎和優勢，國務院在 2022 年 6 月發布的《南沙方案》中指出，南沙將強化粵港澳科技聯合創新、建造重大科技創新平台，以及培育發展高新技術產業。

為支持高新產業發展和匯集港澳人才，

南沙政府提出相應的財政政策，例如對先行啟動區鼓勵類產業企業減按 15% 稅率徵收企業所得稅，以及對在南沙工作的港澳居民免徵其個人所得稅稅負超過港澳稅負的部分。

在經濟蓬勃發展的同時，南沙區積極與大灣區城市共同建設宜居宜業宜遊的優質生活圈。考察團參觀了南沙灣項目，霍啟山向團員介紹南沙灣的總體規劃及南沙遊艇會的發展歷程。

作為南沙遊艇會負責人，霍啟山解釋遊艇會是南沙灣發展的重要項目，有助培

delegates, said he hoped to offer GBA citizens with top legal services and to create a one-stop cross-boundary legal services platform in GBA.

During the trip, delegates also took part in two networking events – a luncheon with local entrepreneurs hosted by Liu Zewu, Deputy Director of CCPIT Guangzhou, Ma Jiehong, Deputy District Mayor of the Nansha District Government, and Qiu Haibin, Director of CCPIT Nansha; and a seminar on Guangzhou-Hong Kong business cooperation, co-hosted

by Yu Jianchun, Vice Chairman of Guangzhou Federation of Industry and Commerce, and Ruan Xiaohong, a member of the Standing Committee of Nansha District.

The mission included excursions to Pony.ai Guangzhou, Nansha Mingzhuwan Guihua Exhibition Hall, Guangzhou CanSemi Technology Inc., Guangdong Medical Valley, New Youth Talent Apartment in Hong Kong and Macao, Consultative Committee on Guangdong-Hong Kong Co-operation (Guangzhou Nansha) Display Hall and Service Center, and Innovation Bay.

1 The Chamber delegation met with Liu Zewu, Deputy Director of CCPIT Guangzhou, and Ma Jiehong, Deputy District Mayor of the Nansha District Government.

與廣州市貿促會副主任劉澤武及南沙區政府副區長馬潔紅座談交流。

2 Members go on a tour of Guangzhou CanSemi Technology Inc.

考察團一行到訪廣東芯能半導體有限公司。

3 The group pays a visit to Minxin Hong Kong School.

參觀民心港人子弟學校。



訓更多中國金牌帆船運動員之餘，亦能加強南沙連接港澳經濟的核心地位。

為鼓勵更多香港專才到大灣區發展，南沙區積極建設成港式社區，內有多個港商投資的項目。考察期間，團員便參觀了新鴻基位於慶盛站交通樞紐的 TOD 項目；該項目是首個粵港合作建設，也是首個試行香港工程建設管理模式的試點專案。

考察團亦到訪南沙首個港資獨資的醫療機構——港式全科門診部。代表團成員之一、大灣區醫療集團聯席總裁李家聰表示，未來希望培訓更多金牌醫護，讓

大灣區居民能夠享受與香港同質的基層醫療服務，長遠實現香港與內地醫療體系的深度融合。

其他考察景點包括民心港人子弟學校，為港人子女提供優質的中小學一條龍及寄宿教育服務，以及廣州首家粵港澳聯營律師事務所——金橋司徒廊（南沙）聯營律師事務所。

團員之一、合夥人陳永良表示，該律師行期望為大灣區居民提供優質的法律專業服務，並打造大灣區一站式跨境法律服務平台。

訪問期間，考察團亦出席了兩場交流活動，包括由廣州市貿促會副主任劉澤武、南沙區政府副區長馬潔紅及南沙區貿促會主任丘海斌舉辦的兩地企業家代表交流午宴，以及由廣州市工商副主席余劍春及南沙區常委阮曉紅主持的穗港商協會協作交流座談會，讓兩地企業交流在南沙營商的點滴。

此行還參觀了廣州小馬智行科技有限公司、明珠灣規劃展覽館、廣東芯能半導體有限公司、廣東醫谷、港澳新青寓、廣州南沙粵港合作諮詢委員會展廳及服務中心，以及創享灣。

China Committee 中國委員會

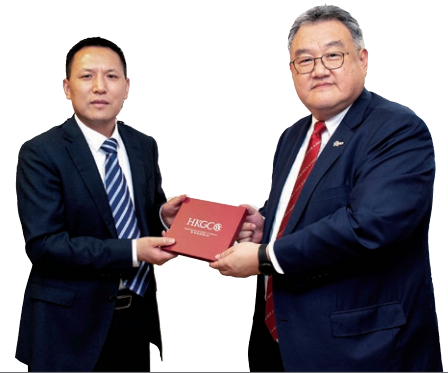


Wang Shiguo, Vice Mayor of Jiangbei District People's Government of Chongqing, visited the Chamber on 28 March, where he was received by Emil Yu, General Committee member. They exchanged views on strengthening cooperation.

重慶市江北區人民政府副區長王世國於3月28日到訪總商會，由理事于健安及多位會員接待，雙方就加強合作交流意見。

Zhang Binhui, Vice Mayor of Tongzhou District People's Government of Nantong, led a delegation to the Chamber on 27 March, where they were received by Petrina Tam, GBA Working Group Convenor. Zhang shared the latest news on Nantong's investment environment and development. The two sides also shared ideas on fostering further cooperation.

南通市通州區人民政府副區長張斌輝於3月27日率團到訪總商會，由大灣區工作小組召集人譚唐毓麗接待。張斌輝分享南通的投資環境及發展動向，雙方亦就進一步合作交換意見。



Yao Ren, Deputy Secretary-general of the Shenzhen Municipal People's Government, visited the Chamber on 29 March, where he was received by Agnes Chan, Chamber Deputy Chairman. The two parties agreed that Hong Kong and Shenzhen, as dynamic and innovative cities, could join hands and work to seize opportunities in the GBA.

深圳市政府副秘書長姚任於3月29日到訪，由總商會常務副主席陳瑞娟接待。雙方同意深港兩地均為活力充沛的創新城市，宜攜手合作把握大灣區機遇。

Edmond Yue, General Committee Member, was one of the officiating guests at the Gansu-Hong Kong Investment Cooperation Promotion Conference on 29 March.

In his speech, John Lee, Chief Executive of the HKSAR, said that Gansu was gradually becoming a gateway between China and the world under the Belt and Road initiative, with a broad spectrum of opportunities for industrial cooperation between two places.

理事余國賢代表總商會於3月29日出席甘肅—香港投資合作推介交流會，並擔任主禮嘉賓。

香港特區行政長官李家超致辭時表示，在「一帶一路」倡議下，甘肅逐步發展成為國家與世界各地之間的門戶，隴港兩地產業合作空間廣闊，大有可為。



Chamber CEO George Leung was among the officiating guests at the Greater Bay Area Youth Employment Scheme Kick-off Ceremony and Briefing Session organized by the Labour Department on 30 March. Chris Sun Yuk-han, Secretary for Labour delivered a speech at the ceremony.

總商會總裁梁兆基於3月30日出席由勞工處主辦的大灣區青年就業計劃啟動禮及簡介會，並擔任主禮嘉賓，勞工及福利局局長孫玉菡於會上致辭。



Edmond Yue, General Committee Member, represented the Chamber at the Taicang Suzhou Investment Seminar on 3 April.

理事余國賢於4月3日代表總商會出席「蘇韻入香江 聚焦港產城」蘇州太倉投資說明會。

Chamber LegCo Representative Jeffery Lam and General Committee member Edmond Yue attended an exchange session hosted by Tan Tieniu, member of the Chinese Academy of Sciences and Party Secretary of Nanjing University, on 12 April.

總商會立法會代表林健鋒及理事余國賢於4月12日出席由中科院院士、南京大學黨委書記譚鐵牛主持的交流會。

Members attended the 2023 Chengdu-Hong Kong Investment Cooperation Promotion Conference, which was co-hosted by the Chengdu Municipal Bureau of Economic and Information Technology and Chengdu New Economic Development Commission, and Chengdu Investment Promotion Bureau, on 12 April.

The theme of the conference was “Sharing New Opportunities for the Development of Chengdu-Chongqing Economic Circle and Jointly Planning for the New Future of Chengdu-Hong Kong Industrial Cooperation.”

多位會員於 4 月 12 日參加 2023 成都—香港投資合作推介會。是次活動由成都市經濟和資訊化局市新經濟發展委員會及成都市投資促進局合辦，主題為「共享成渝發展新機遇 共謀蓉港產業新未來」。

Lu Jiwei, Deputy Director, Department of Commerce, Jilin Province, led a delegation to the Chamber on 13 April. The team was welcomed by China Committee Vice Chairman Edmond Yew and members. Lu said that Hong Kong was the largest source of foreign investment in Jilin, with 28 Hong Kong enterprises having invested in Yanbian Korean Autonomous Prefecture in Jilin Province, near the border with North Korea and Russia. Both parties exchanged views on various aspects such as financial services, healthcare, integrated catering and tourism.



吉林省商務廳副廳長呂繼偉於 4 月 13 日率團到訪總商會，由中國委員會副主席姚逸明接待。呂繼偉表示香港是吉林最大的外資來源地，現有 28 家港資企業在延邊州投資。延邊州是吉林省的朝鮮族自治州，與北韓和俄羅斯邊境接壤。雙方亦就金融服務、醫療、綜合餐飲及旅遊業等範疇交流意見。

Edmond Yew, Vice Chairman of the China Committee, attended the Kunming-Hong Kong Investment Cooperation Promotion Conference organized by the Kunming Municipal People's Government, on 14 April.

中國委員會副主席姚逸明於 4 月 14 日出席由昆明市人民政府主辦的 2023 昆明—香港產業合作推介會。



Chamber Vice Chairman Douglas Woo attended a breakfast meeting hosted by Fang Wei, Vice Governor of the People's Government of Jiangsu Province, to discuss economic and trade cooperation between Jiangsu and Hong Kong on 14 April.

總商會副主席吳宗權於 4 月 14 日出席由江蘇省人民政府副省長方偉主持的商界早餐會，討論蘇港經貿合作。



穗港澳商会协作中心首批成员单位

(排名不分先后)

- 香港总商会
- 香港物流商会
- 澳门工商联会
- 广东省民营经济国际合作商会
- 广州互联网协会
- 广州玩具和礼品行业协会
- 广州物流与供应链协会
- 广州市海味干果行业商会

湾区同心 携手共进
庆祝第133届中国进出口商品交易会开幕宴会
暨粤港澳大湾区大湾区高质量发展高峰论坛



Edmond Yew, Vice Chairman of the China Committee, attended the opening ceremony of the 133rd China Import and Export Fair in Guangzhou. On 15 April, the Chamber joined the Guangzhou-Hong Kong-Macao Collaboration Centre set up by the Guangzhou Federation of Industry and Commerce, and counts among the centre's first batch of 20 members.

中國委員會副主席姚逸明於4月15日赴廣州出席由廣州市工商聯舉辦的廣州市慶祝第133屆中國進出口商品交易會開幕宴會。總商會於當天加入由廣州市工商聯成立的穗港澳協作中心，成為中心的20名創始成員之一。

Xia Baolong, Vice Chairman of the 13th Chinese People's Political Consultative Conference and Director of the State Council's Hong Kong & Macao Affairs Office, met Chamber representatives at a seminar on 17 April. Chamber Deputy Chairman Agnes Chan was also invited to the seminar.

第13屆全國政協副主席、國務院港澳事務辦公室主任夏寶龍於4月17日主持座談會，與多個商會的代表會晤，總商會常務副主席陳瑞娟亦應邀出席。

Edmond Yew, China Committee Vice Chairman, attended the Xuhui Shanghai Investment Forum organized by the People's Government of the Xuhui District of Shanghai Municipality on 21 April and signed an MOU to deepen cooperation.

中國委員會副主席姚逸明於4月21日出席由徐匯區人民政府主辦的上海徐匯投資促進推介會，並代表本會與徐匯區人民政府簽署合作備忘錄，加強雙方合作。

GBA Working Group 大灣區工作小組

GBA Working Group Convenor Petrina Tam hosted a press conference on the MWYO Greater Bay Area Youth Employment Scheme Impact Study Phase 3 Report on 14 April. Phase 4 of the study kicked off in April 2023, about three months after the conclusion of the pilot scheme, to help evaluate the scheme's effectiveness in employees' career development.

MWYO 青年辦公室於4月14日舉行「大灣區青年就業計劃」追蹤性成效評估研究第三階段報告記者招待會，大灣區工作小組召集人譚唐毓麗在會上致辭。在試行計劃完成後約三個月，第四階段研究已於今年4月展開，旨在評估該計劃在促進僱員事業發展方面的成效。



Asia & Africa Committee 亞洲及非洲委員會



Deepening Connections with Kazakhstan

On 20 April, Kuanysh Amantai, General Representative of Kazakh Invest in South-East Asia and China, along with Dauren Zhanseitov, Representative of Kazakh Invest in China and Almas Seitakynov, Consul General of the Republic of Kazakhstan, met with Jonathan Lamport, Chairman of the Asia & Africa Committee and members.

Amantai presented Kazakh Invest's work and discussed potential areas of investment in Kazakhstan. The country is the largest economy in Central Asia and the top recipient of FDI in the region. Over the last decade, the government has invested US\$30 billion in the transport industry, with the goal of developing it into a major transport hub between Asia and Europe. Additionally, the country is blessed with abundant reserves of natural resources, including lead, manganese, iron and copper that have not yet exploited.

Investors can enter the country via the Astana International Financial Centre, as well as the 14 special economic zones and 36 industrial zones, which offer numerous benefits including tax breaks, monetary incentives, state support, and hassle-free visa applications.

與哈薩克斯坦加強聯繫

哈薩克斯坦對華及東南亞投資總代表 Kuanysh Amantai、對華投資代表 Dauren Zhanseitov 及駐港總領事 Almas Seitakynov 於 4 月 20 日到訪，與總商會亞洲及非洲委員會主席林偉全及會員會面。

Amantai 介紹哈薩克斯坦投資推廣機構的工作，並探討當地的潛在投資領域。哈薩克斯坦是中亞最大的經濟體，亦是區內最大的外來直接投資目的地。過去十年，該國政府已投放 300 億美元發展交通運輸，目標是成為亞歐之間的主要交通樞紐。此外，當地蘊藏豐富的天然資源，包括鉛、錳、鐵、銅，有待開發。

哈薩克斯坦設有阿斯塔納國際金融中心、14 個經濟特區及 36 個工業區，為投資者提供各式各樣的市場准入優惠，包括稅務寬免、貨幣措施、國家支援及便捷的簽證申請程序。

Strengthening Ties with Saudi Arabia 加強與沙特阿拉伯聯繫

Asia & Africa Committee Chairman Jonathan Lamport had a constructive meeting with the Deputy Consul General of Saudi Arabia Mohammed Saud H. Alotaibi and Economic Adviser Jamal Chafra on 3 April, and discussed ways to expand business relations between Saudi Arabia, Hong Kong and the Mainland.

Alotaibi said with the relaxation of ownership limits for foreign investors, there were immense investment opportunities in the country for the taking, particularly in sectors such as tourism, culture and entertainment, life sciences, I&T, green energy and water. The Kingdom was actively investing in different projects globally, so on inward investment into Hong Kong and the Mainland, Chafra said Hong Kong as the gateway to the GBA





Stronger ties with Kazakhstan 與哈薩克斯坦建立更緊密連繫

Almas Seitakynov, Consul General of the Republic of Kazakhstan in Hong Kong and Macao, paid a courtesy visit to Jonathan Lamport, Chairman of the Asia & Africa Committee, and Vice Chairmen Edmond Yue and Dewan Saiful Alam on 12 April. Both sides shared their views on topics related to the economic, cultural and political ties between Kazakhstan, Hong Kong and the Mainland, and agreed to foster closer cooperation in areas such as trade, investment, education and tourism.

With flights between Kazakhstan and Hong Kong due to resume in September, Seitakynov said he was looking forward to more exchanges between the two economies, which have enjoyed close ties for a long time. He added that Hong Kong is home to a community of over 400 Kazakhs, including students, professionals and businesspeople, and both places offer various opportunities in sectors like agriculture and food products, green energy, finance and tourism.

Lamport expressed his optimism about cooperation and agreed to explore further collaboration by co-organizing events.

哈薩克斯坦駐港澳總領事 Almas Seitakynov 於 4 月 12 日與亞洲及非洲委員會主席林偉全、副主席余國賢及 Dewan Saiful Alam 作禮節性會面。雙方討論哈薩克斯坦、香港與內地之間的經濟、文化及政治聯繫，並同意加強在貿易、投資、教育及旅遊等領域的合作。

來往哈薩克斯坦與香港的航班將於 9 月重開，Seitakynov 期望兩地加強交流。他解釋，兩地向來聯繫密切，目前有超過 400 名哈薩克斯坦人在香港定居，包括學生、專業人士及商家，而兩地亦在農業及食品、綠色能源、金融和旅遊等行業提供大量的機遇。林偉全看好兩地合作前景，又同意雙方在未來合辦更多活動，探索進一步合作的機會。

take advantage of its unique position and put more resources into raising the visibility of and promoting the advantages of the GBA. He added that developing the Islamic finance market should also be a priority for Hong Kong. The global Islamic funds market has grown by more than 300% over the last decade to nearly US\$200 billion in assets under management.

Both sides agreed to organize cultural and knowledge-sharing events to help connect businesses and foster better understanding between the cultures.

亞洲及非洲委員會主席林偉全於 4 月 3 日與沙特阿拉伯副總領事 Mohammed Saud H. Alotaibi 及經濟顧問 Jamal Chafra 會晤，討論如何拓展沙特阿拉伯、香港與內地的商業合作關係。

Alotaibi 表示，隨着沙特阿拉伯放寬對外國投資者的擁有權限制，當地投資機遇處處，尤其是旅遊、文化娛樂、生命科學、創新科技、綠色能源和水資源等行業。該國正積極投資於全球不同項目，Chafra 指出香港作為大灣區的門戶，應利用其獨特地位，投放更多資源以推廣和發揮大灣區的優勢，為香港和內地吸納外資。他補充，香港應亦加快發展伊斯蘭金融市場，全球伊斯蘭基金市場在過去十年錄得超過三倍增長，所管理的資產接近 2,000 億美元。

雙方同意在未來合辦文化及資訊活動，協助聯繫商企，並促進文化交流。

COMMITTEE CHAIRMEN 委員會主席



Americas Committee
美洲委員會
Mr. Evaristo Trevino Berlanga



Asia & Africa Committee
亞洲及非洲委員會
Mr Jonathan Lamport
林偉全先生



China Committee
中國委員會
Mr Eric Fok
霍啟山先生



HKCSI – Executive Committee
香港服務業聯盟 — 執行委員會
Mr James Tong
唐偉邦先生



Digital, Information & Telecommunications Committee
數碼、資訊及電訊委員會
Ms Elsa Wong
黃玉娟女士



Economic Policy Committee
經濟政策委員會
Mr Jim Taylor
戴樂生先生



Environment & Sustainability Committee
環境及可持續發展委員會
Mr Wilson Kwong
鄺永銓先生



Europe Committee
歐洲委員會
Mr Davide De Rosa
戴偉德先生



Financial & Treasury Services Committee
金融及財資服務委員會
Mr Harrison Ho
何樂生先生



Industry & Technology Committee
工業及科技委員會
Mr. Victor Lam
林凱章先生



Legal Committee
法律委員會
Mr Nick Chan
陳曉峰先生

HKGCC X JETRO Invest Japan Webinar

The Chamber co-organized an "Invest Japan Webinar" on 29 March with the Osaka, Nara and Wakayama governments and JETRO Hong Kong to update members on the latest economic developments in Kansai post Covid-19, and to introduce businesses opportunities in each prefecture. Yasuyuki Murahashi, Director General of JETRO Osaka, gave the keynote speech. The panel discussion featured senior government representatives from Osaka, Nara and Wakayama as well as representatives from Hong Kong companies: Oscar Chow, Non-Executive Director of Chevalier International Holdings Ltd, and Kiah Meng Lim, Director of SIS Hospitality Holdings Limited.

投資日本網上研討會

總商會與大阪、奈良及和歌山政府、日本貿易振興機構 (JETRO) 於 3 月 29 日合辦「投資日本網上研討會」，介紹關西地區在後疫情時代的經濟動態，探索各縣的商機。JETRO 大阪本部部長村橋靖之於會上致辭，專題討論的講者包括大阪、奈良及和歌山政府的高級官員，以及來自香港企業的代表：其士國際集團非執行董事周維正及新龍國際集團有限公司董事林家名。

Digital, Information & Telecommunications Committee

數碼、資訊及電訊委員會



Chamber Deputy Chairman Agnes Chan and DIT Committee Chairman Elsa Wong represented the Chamber at the Opening Session and Chambers Forum at this year's Digital Economy Summit (DES), which was held on 13 April. The Chamber was a co-organizer of the Summit, whose theme was "Emerging with Resilience: Fostering a Smarter Future."

總商會常務副主席陳瑞娟與數碼、資訊及電訊委員會主席黃玉娟於 4 月 13 日代表總商會出席本年度數字經濟峰會的開幕式和商會論壇。今屆峰會主題為「蛻變前行 共創智慧未來」，總商會為合辦機構之一。



Europe Committee

歐洲委員會

Connecting Italian and Hong Kong F&B Firms

The Europe Committee co-organized an online seminar on 18 April with Italian partner, Cassa Depositi e Prestiti (CDP), to update members on the opportunities and trends in the Italian and Hong Kong food and beverage markets post-pandemic. Members were also given the chance to connect with their Italian counterparts in private business matching sessions. Carmelo Ficarra, Consul General of Italy in Hong Kong and Macao, and Europe Committee Chairman David De Rosa expressed hope that the Italian and Hong Kong companies could reconnect to enhance communication and explore business opportunities between the regions.

連繫意大利與香港餐飲企業

歐洲委員會聯同意大利國家經貿推廣機關 Cassa Depositi e Prestiti 於 4 月 18 日合辦網上研討會，向會員介紹意大利和香港餐飲市場在後疫情時代的機遇和趨勢。會後亦設有企業配對環節，讓會員與意大利同行聯繫交流。意大利駐港澳總領事 Carmelo Ficarra 及歐洲委員會主席戴偉德期望意大利與香港企業能恢復往來，加強溝通，共同探索兩地商機。

Encouraging Hong Kong Companies to Set Up in Poland 鼓勵港企拓展波蘭市場



A delegation of Polish finance officials visited the Chamber on 19 April. Stanislaw Kluza, CEO, BOŚ Bank and former Ministry of Finance of Poland, Adam Z. Młodkowski, Chief Financial Officer, and his colleague Michal Zaleski, Director of Business Development, both from the Warsaw Stock Exchange (GPW), were welcomed by Harrison Ho, Chairman of the Chamber's Financial & Treasury Services Committee, Davide De Rosa, Chairman of the Europe Committee, together with Chamber CEO George Leung and members. They discussed ideas for encouraging more Hong Kong companies to set up in Poland, as well as existing challenges hampering companies from expanding into the country.

波蘭金融官員一行於4月19日到訪，代表團成員包括BOŚ銀行行政總裁及波蘭前財政部長Stanislaw Kluza、華沙證券交易所財務總監Adam Z. Młodkowski及商務發展總監Michal Zaleski，由總商會金融及財資服務委員會主席何樂生、歐洲委員會主席戴偉德、總裁梁兆基聯同多位會員接待。期間雙方討論如何鼓勵香港企業到波蘭拓展業務，以及現時窒礙企業落戶當地的因素。

Financial & Treasury Services Committee 金融及財資服務委員會

The Chamber submitted its response to the Securities & Futures Commission's consultation on the "Proposed Regulatory Requirements for Virtual Asset Trading Platform Operators" on 31 March. In its submission, the Chamber welcomed the introduction of a new regulatory framework for licensed VATPs as well as proposals to allow retail investors to access VA products, but advocated the need to balance existing demands in such services with the need to safeguard investor interests and preserve market integrity, in light of the recent VA market turmoil.

總商會於3月31日就證券及期貨事務監察委員會（證監會）發表的「虛擬資產交易平台營運者的建議監管規定」諮詢文件提交回應。本會歡迎證監會為持牌虛擬資產交易平台營運者制定新的監管框架，以及建議容許零售投資者使用平台提供的服務。然而，鑒於近期虛擬資產市場波動，總商會強調有必要在支持虛擬資產服務需求、保障投資者與確保市場健全之間取得平衡。

COMMITTEE CHAIRMEN 委員會主席



Manpower Committee
人力委員會
Mr CK Lee
李志強先生



Membership Committee
會員關係委員會
Ms Agnes Chan
陳瑞娟女士



Real Estate & Infrastructure Committee
地產及基建委員會
Prof Eric Ma
馬紹祥先生



Retail & Tourism Committee
零售及旅遊委員會
Ms Nikki Ng
黃敏華女士



Shipping & Transport Committee
船務及運輸委員會
Mr Mark Slade
司馬文先生



Small & Medium Enterprises Committee
中小型企業委員會
Mr Norman Yeung
楊敏健先生



Taxation Committee
稅務委員會
Mr Wayne Lau
劉穎先生



Taiwan Interest Group
台灣小組
Mr P C Yu
余鵬春先生



Women Executives Club
卓妍社
Ms Tammy Wu
吳丹女士



Young Executives Club
卓青社
Ms Olivia Kung
龔海欣女士

Legal Committee 法律委員會

At a committee meeting on 27 March, Clifford Tavares, Principal Government Counsel (Legal Enhancement and Development Office) at the Department of Justice, briefed members on the Government's ongoing and upcoming initiatives to develop Hong Kong as a leading centre for dispute resolution, particularly with respect to arbitration and mediation. Latest efforts included the promotion of a Greater Bay Area online mediation platform, as well as enhancements to the "Pilot Scheme on Facilitation for Persons Participating in Arbitral Proceedings in Hong Kong," in March 2023.

在3月27日的委員會會議，律政司法治建設辦公室首席政府律師戴思勁向會員介紹政府現正及即將推行的計劃，推動香港發展為領先的爭議解決中心，提供專業的仲裁和調解服務。最新措施包括推廣大灣區網上調解平台，以及於今年3月擴大和延長「為來港參與仲裁程序的人士提供便利先導計劃」。



Manpower Committee 人力委員會

At the Manpower Committee meeting held on 31 March, Stanley Wan, Principal Assistant Secretary for Labour and Welfare (Manpower), shared with committee members the Government's strategic policy measures for talent attraction and retention. Eva Liu, Head of Strategic Development, Health & Benefits, Asia Pacific at Willis Towers Watson, provided insights into the latest trends in inclusive benefits, while Elaine Hwang, Senior Director, Retirement, Hong Kong at Willis Towers Watson and member of the Manpower Committee, presented on the financial implications of long service payment.

勞工及福利局首席助理秘書長（人力）溫錚宇出席委員會於3月31日的會議，分享政府在招攬和挽留人才方面的策略措施；韋萊韜悅亞太區健康福利戰略發展主管 Eva Liu 探討普惠福利的最新趨勢；韋萊韜悅香港區退休事務高級總監及委員會成員 Elaine Hwang 則講解長期服務金為公司帶來的財政影響。



Real Estate & Infrastructure Committee 地產及基建委員會

A submission in response to the Development Bureau's consultation on the proposed measures to update and streamline the Compulsory Sale Regime was made on 29 March. In the submission, the Chamber welcomed and supported the proposals as a move in the right direction to expedite the pace of urban redevelopment and help address Hong Kong's chronic housing shortage, and ventured to suggest that there might be scope for further refining the proposals to ensure that the measures proposed would be sufficient to induce market-driven initiatives for larger-scale and comprehensive redevelopment while taking into account minority owners' interests.

總商會於3月29日就發展局發表的更新及精簡強拍制度的建議措施諮詢文件提交意見，表示歡迎和支持有關方案，認為能加快市區重建步伐，有助解決本港房屋長期短缺的問題。與此同時，本會指出有進一步完善的空間，以確保措施能驅動市場展開全面的大型重建項目，而又能顧及少數業主的利益。

Small & Medium Enterprises Committee 中小型企業委員會

The Cyber Security and Technology Crime Bureau (CSTCB) together with Cyberbay met with Thomas Su, Vice Chairman of the Small & Medium Enterprise Committee, and Elsa Wong, Chairman of the Digital, Information & Technology Committee, on 18 April to introduce their upcoming Bug Hunting Campaign and to understand the cybersecurity needs of SMEs.

Baron Chan, Superintendent of CSTCB, discussed the campaign's goals, while Kok Tin GAN, Co-founder & CEO of Cyberbay, explained how the campaign would run and shared his views on the development of e-commerce and cyber security in Hong Kong. Su and Wong also expressed their thoughts on the campaign and shared their experiences in the field of cybersecurity.

網絡安全及科技罪案調查科和 Cyberbay 代表於4月18日到訪總商會，與中小型企業委員會副主席蘇裕康和數碼、資訊及電訊委員會黃玉娟會面，介紹即將推出的「漏洞獎金計劃」，並了解中小企的網絡保安需求。

網絡安全及科技罪案調查科警司陳純青介紹漏洞獎金計劃的目標，Cyberbay 聯合創辦人及行政總裁顏國定則講解計劃的運作方式，並就香港電子商務和網絡安全發展分享見解。蘇裕康和黃玉娟亦就計劃提出意見，並分享在網絡安全方面的經驗。

Young Executives Club 卓青社

At the PolyU Career Fair held on 29 March, Manfred Lau, Vice Chairman of the Young Executives Club, shared advice with 30 students on how to map a career path and form good life goals.

卓青社副主席劉樺暉於3月29日出席香港理工大學職業博覽，向30名學生分享如何規劃事業發展及訂立人生目標。

Talent Development 人才發展

Excellent Customer Service 卓越客戶服務

Excellent customer service brings great user experience, which in turn helps companies build a positive image and retain clients.

On 18 April, Tony Ngo, Senior Partner of Connect Communication, shared techniques on how to provide excellent professional services. In the workshop, participants acquired useful interactive skills and a clearer understanding of customers' expectations.

卓越客戶服務為用戶帶來良好體驗，有助公司建立正面形象，留住客戶。

Connect Communication高級合夥人吳家騰於4月18日主持工作坊，分享提供卓越專業服務的訣竅，讓參加者掌握實用的互動技巧，同時清楚了解顧客的期望。



Formation and Ongoing Corporate Secretarial Compliance of Companies Limited by Guarantee for Charitable Purpose

成立作慈善用途的擔保有限公司在《公司條例》下應遵守的合規要求

Compared with business companies, the registration processes of forming charitable bodies are more complicated and time-consuming.

To provide members more details about the formation of companies limited for charitable purposes, Christopher Lui, Senior Manager of Corporate Services and Winnie Yuen, Director of Corporate Services of Tricor Services Ltd, led a seminar on 13 April. Besides corporate secretarial compliance, participants also learned about adopting digitalization in meetings and in the execution of documents.

成立慈善機構的註冊程序比一般企業複雜和費時。

為協助會員了解以有限公司形式成立慈善機構的詳情，卓佳集團企業服務高級經理呂穎一及企業服務董事袁穎欣於4月13日主持研討會，講解公司秘書合規事宜，以及介紹數碼技術在會議和文書簽立方面的應用。



YEC and Chiu Chow Chamber of Commerce Happy Hour 卓青社與潮州商會合辦歡樂時光聚會

The Young Executives Club and the Hong Kong Chiu Chow Chamber of Commerce jointly organized a happy hour on 25 April at ZFU Club, Central. More than 40 Chamber members had an enjoyable evening mixing with other young executives over drinks and pizza. The guests joined YEC Chairman Olivia Kung in a toast to stronger ties and collaborative opportunities between the two organizations.

卓青社與香港潮州商會於4月25日假中環富馳薈合辦歡樂時光聚會，40多位會員與其他年青行政人員歡談暢聚，品嚐美酒和薄餅。卓青社主席龔海欣與一眾來賓舉杯祝酒，冀雙方加強聯繫合作。



Welcome, New Members!

歡迎新會員！



The Chamber hosted a cocktail reception for about 100 new members on 27 April. Deputy Chairman Agnes Chan extended a warm welcome to everyone, while CEO George Leung gave a comprehensive overview of the range of services and benefits that members can take advantage of. Members also got to meet the chairmen of various committees. It was an enjoyable evening of networking and making new connections and friends over canapes and drinks.





總商會於4月27日舉行「會員迎新酒會」，約有100位新會員參加。常務副主席陳瑞娟歡迎一眾新會員加入總商會大家庭，總裁梁兆基則詳細介紹各項會員服務和優惠，多位委員會主席亦與會員會面交流。當晚，會員一邊享用美酒小吃，一邊結識新朋好友，樂在其中。



Connecting Italy and Hong Kong F&B Firms

連繫意大利與香港餐飲企業



The Europe Committee organized an online seminar on 18 April with our Italian partner, Cassa Depositi e Prestiti (CDP), to update members on the opportunities and trends in the Italian and Hong Kong food and beverage markets in the post-pandemic era. Members also got to connect with their Italian counterparts via the CDP Business Matching platform.

Riccardo Honorati Bianchi, CDP Business Matching Platform Coordinator, explained how companies could benefit from the platform, whose scope has been expanded to cover eight countries, including India, Japan and China, in its first year of operation with 4,000 companies registered.

Massimiliano Boccardelli, Head of Industrial and Food-Chain Policies and Institutional Relationship at Federalimentare, said Italy is the second healthiest country in the world and remains committed to enhancing food safety, accelerating green initiatives and

driving sustainability in its F&B sector within the EU Food and Feed framework. Boccardelli said he was confident Hong Kong could offer plenty of potential for Italian companies, thanks to the city's openness to international F&B products. His remarks were echoed by Sindy Wong, Head of Tourism and Hospitality at InvestHK, who said the city's dining culture as well as its geographical advantage with Mainland tourists made it an attractive consumer market.

Carmelo Ficarra, Consul General of Italy in Hong Kong and Macao, and Europe Committee Chairman David De Rosa expressed hope that Italian and Hong Kong firms would continue to work to enhance communication and explore business opportunities.

歐洲委員會聯同意大利國家經貿推廣機關 Cassa Depositi e Prestiti (CDP) 於 4 月 18 日合辦網上研討會，向會員介紹意大利和香港餐飲市場在後疫情時代的機遇和趨勢。此外，會員亦透過 CDP 商業配對平台與意大利同行交流。

CDP 商業配對平台協調員 Riccardo Honorati Bianchi 解釋，該平台已拓展至印度、日本和中國等八個國家，投入服務後首年共有 4,000 家企業登記，能為企業帶來眾多好處。

Federalimentare 工業和食物鏈政策及機構關係主管 Massimiliano Boccardelli 表示，意大利在全球最健康國家指數排名第二，一直致力在歐盟食品及飼料框架內提升食品安全、推動綠色項目及餐飲業可持續發展。他認為香港對國際餐飲產品持開放態度，將為意大利企業帶來龐大機遇。投資推廣署旅遊及款待項目主管黃思敏對此表示認同，並指出香港的飲食文化豐富多元，加上便利內地旅客的地理優勢，使本港成為具吸引力的消費者市場。

意大利駐港澳總領事 Carmelo Ficarra 及歐洲委員會主席戴偉德期望意大利與香港企業繼續加強聯繫，共同探索商機。



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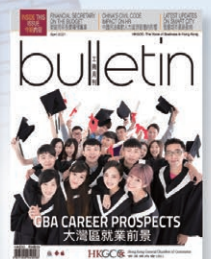
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Staff Trip to Coastal Defence Museum

海防博物館一日遊



Nearly 40 staff members and their family and friends went on an excursion organized by the Chamber to the Hong Kong Museum of Coastal Defence in Shau Kei Wan on 25 March.

Despite grey skies and the threat of rain, the group enjoyed touring the city's only military museum and its grounds, which recently opened after a major refurbishment. The exhibition halls are housed in Lyemun Fort, a former stronghold built by the British in 1887, with spectacular views of the Lei Yue Mun Channel. The museum is also popular for its military-themed walking trail, dotted with cannons, anti-aircraft guns and barrack ruins. The informative

visit was followed by a trip to the New Territories for lunch at Sha Tau Kok Farm – the largest organic farm in Hong Kong – where staff tried their hand at making *caa gwo* (steamed tea cakes) before tucking into a delicious “big bowl feast.” The day ended with a walk around the historical buildings of the centuries-old Yuen Long Old Market in Yuen Long District.



總商會於3月25日率領近40名員工前往位於筲箕灣的香港海防博物館參觀。

儘管當日多雲有雨，仍無阻團員探索博物館和史蹟徑。香港海防博物館是本港唯一以軍事為主題的博物館，最近完成大型翻新工程後已重新開放。展廳由英國於1887年建造的鯉魚門堡壘改建而成，坐擁鯉魚門海峽的壯麗景致。此外，鯉魚門軍事要塞史蹟徑亦是熱門的參觀景點，沿途可見火炮、高射炮和軍營殘蹟等遺蹟。其後，團員前往全港最大的有機農莊——沙頭角農莊共晉午餐，親手炮製茶粿及享用盆菜盛宴。行程結束前，員工還參觀了元朗舊墟的百年歷史建築。



FOR LEASE

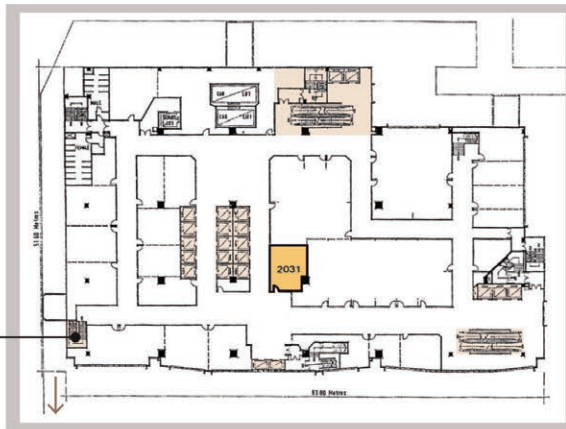
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Hong Kong General Chamber of Commerce
香港總商會 1861

Please contact **Looby Ho** at **2823 1228**

Gearing Up for the Pitching Contest 為決賽做足準備



In the latest round of the Pitch Perfect Programme, students visited sponsor companies to prepare for the next stage of the competition
在「完美求職計劃」的第二階段，學生考察贊助公司，為下一輪比賽作好準備



The Chamber launched the second iteration of its Pitch Perfect Programme in early March. Following two days of training sessions, the students were given the opportunity to visit six of the sponsor companies: Asia Allied Infrastructure Holdings Limited; Bank of China (Hong Kong) Limited; Chevalier Group; MTR Corporation Limited; Sun Hung Kai Properties

Limited and Lan Kwai Fong Group.

The trips were organized to help them get a better understanding of the companies' corporate background and operations. The information the students acquired from each visit will go a long way towards helping them prepare for the next round in the programme: the pitching competition.

To equip students with further pitching skills and help jump-start their careers, a mentor-mentee day was held on 24 April, where 15 mentors met 30 students in small groups to share useful advice and tips. Each group will meet at least twice more before the pitching competition, which will be held in late May. The winner of the Pitch Perfect Programme 2023 will be awarded HK\$18,000, HKGCC student membership for a year, plus exciting prizes.

The Pitch Perfect Programme is open to all Year 1-4 undergraduate students from Hong Kong universities. For more details, visit: www.chamber.org.hk/en/yecppp23



總商會於3月初啟動第二屆「完美求職計劃」，經過兩天的培訓課程後，一眾學生獲安排參觀其中六家贊助企業：亞洲聯合基建控股有限公司、中國銀行（香港）有限公司、其士集團、香港鐵路有限公司、新鴻基地產發展有限公司及蘭桂坊集團，從中了解這些企業的背景和業務運作，期間獲得的經驗將有助學生裝備自己，為下一階段的模擬面試比賽做好準備。

為協助學生精進面試技巧、踏上事業康莊大道，總商會於4月24日舉行師

友交流日，由15位導師以小組形式與30位學生會面，分享實用意見和訣竅。各小組將於5月底進行決賽前再進行兩次會面。「完美求職計劃2023」的優勝者將可獲贈港幣18,000元獎金、總商會學生會籍一年，以及其他豐富的獎品。

本計劃對象為所有就讀本地大學的一至四年級學生。有關計劃詳情，可瀏覽官方網站 <https://www.chamber.org.hk/en/yecppp23>。



WHAT'S ON 最新活動

COMMITTEE MEETINGS

Check with secretariat for details

REAL ESTATE & INFRASTRUCTURE

Discussion on talent challenges, outlook for Hong Kong's construction sector

May 2 4:00 pm

ECONOMIC POLICY

Presentation on PIMCO's Cyclical Outlook on the Global Economy

May 3 3:00 pm

RETAIL & TOURISM

Discussion on promoting Hong Kong Tourism

May 4 3:30 pm

ROUNDTABLE TALK

Visit website for full details and to register



RE-ENGAGING IN 2023: REALITIES OF TRADE AND INVESTMENT WITH THE U.K.

May 3 12:30 - 2:00 pm



SET SAIL FOR BUSINESS GROWTH IN THE GREATER BAY AREA

May 11 12:30 - 1:30 pm

HKGCC
ANNUAL GENERAL MEETING
19 May 2023

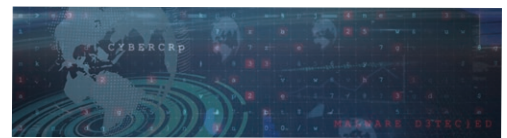
WORKSHOPS & SEMINARS

Visit website for full details and to register



HOW DOES PATENTING HELP IN COMMERCIALIZATION?

May 5 3:00 - 3:45 pm



A NEW MODUS OPERANDI: COUNTERING CROSS-BOUNDARY CRIMES IN THE DIGITAL ERA

May 11 4:00 - 5:00 pm



IMPROVING BOARD CAPABILITIES THROUGH ROBUST BOARD ASSESSMENT

May 10 2:30 - 4:00 pm



BUILDING FOR THE FUTURE: IMPACT OF HONG KONG'S I&T STRATEGY ON THE PROPERTY MARKET

May 17 2:30 - 4:00 pm

NETWORKING

Visit website for full details and to register



HKGCC X ROTARY CLUB NETWORKING HAPPY HOUR

May 8 6:00 - 8:00 pm



AI WILL NOT REPLACE YOU. A PERSON WHO'S USING AI (E.G., CHATGPT) WILL!

May 18 9:30 am - 12:00 pm

HKGCC's Europe Committee presents:
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**European Consuls General
in Hong Kong**
DATE: 31 MAY 2023 (WED) | VENUE: HONG KONG CLUB
TIME: 6:00 PM - 8:00 PM



Organizer: **HKGCC** (Hong Kong General Chamber of Commerce)

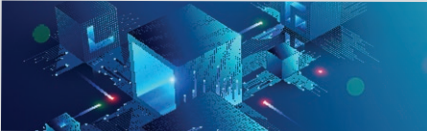










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HKGCC Business Summit 2023:
HONG KONG – A NEW ERA
May 10, 2023

TRAINING

Visit website for full details and to register

 <p>AI & BLOCKCHAIN SERIES 2023: BLOCKCHAIN FOR BEGINNERS May 4 2:00 - 5:00 pm</p>	 <p>MYTH OF PERFORMANCE MANAGEMENT May 5 9:30 - 11:30 am</p>	 <p>AI ESSENTIALS: UNLOCKING THE POWER OF ARTIFICIAL INTELLIGENCE May 11 2:30 - 5:30 pm</p>
 <p>EXCELLENT EMAILS May 12 2:00 - 6:00 pm</p>	 <p>EFFECTIVE NEGOTIATING May 16 9:30 am - 5:30 pm</p>	 <p>EXPERIENCE DESIGN SERIES – CUSTOMER JOURNEY DESIGN (CJD) TO DELIVER BRANDED CUSTOMER EXPERIENCE (CX) May 16 2:30 - 5:30 pm</p>
 <p>AI & BLOCKCHAIN SERIES 2023: CRYPTOCURRENCIES 101 May 17 2:00 - 5:00 pm</p>	 <p>CHANGE MANAGEMENT May 23 9:30 am - 12:30 pm</p>	 <p>AI & BLOCKCHAIN SERIES 2023: METAVERSE & NFTS 101 May 24 9:30 am - 12:30 pm</p>
 <p>HOW DO MANAGERS DEAL WITH HIGHLY CONTROVERSIAL HUMAN RESOURCES MANAGEMENT ISSUES LEGALLY IN ORDER TO AVOID LEGAL LIABILITIES May 25 9:30 am - 5:30 pm</p>	 <p>AI & BLOCKCHAIN SERIES 2023: THE RISE OF AI IN DIGITAL MARKETING May 30 2:00 - 5:00 pm</p>	



TRAINING & DEVELOPMENT

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AI & Blockchain Series 2023: Cryptocurrencies 101

Are you curious about cryptocurrencies and want to learn more? Join our "Cryptocurrencies 101" session and discover the world of digital currencies.

This session will explore blockchain technology, its history and development, and the current state of cryptocurrencies. Participants will learn about the different types of cryptocurrencies, their utility values and how they differ from one another.

In this session, we will be covering:

- Introduction to cryptocurrencies
- How they differ from one another
- Utility values of cryptocurrencies
- Risks and challenges
- Long-term perspective

Learning outcomes:

- A better understanding of how cryptocurrencies work
- Benefits and challenges
- The potential of cryptocurrencies to disrupt traditional financial systems
- The latest developments in the field, such as decentralized finance (DeFi)



17/05/2023 (2:00 – 5:00 p.m.)



English 英語



Member 會員 \$850/
Non-member 非會員 \$1,050

Change Management 應變管理

We have been forced into a VUCA (volatile, uncertain, complex, and ambiguous) world due to the Covid-19 pandemic. In these unprecedented times, how to lead yourself and your team to surf the waves of change is the key to the survival of your business.

Outline:

Participants will learn:

1. Common myths and people's failure in tackling changes
2. Different levels of change management: embracing, managing, leading, and creating change
3. Leader's and manager's role in the process of change
4. Strategies for handling different types of change
5. Tactics to cope with a VUCA world
6. Survivor's mindset to excel in times of change
7. Practical steps to manage change
8. Useful tools and tips

自疫情以來，我們被迫面對一個多變、不確定、複雜而且模糊不清 (VUCA) 的世界。在這個空前的時代，如何幫助自己及帶領團隊應對變化的浪潮，對企業存活至為關鍵。

課程內容：

1. 應對變化時常見的誤解及失敗例子
2. 不同級別的變革管理：接受、管理、領導和創造變革
3. 領導者和管理者在變革過程中扮演的角色
4. 處理不同類型變革的策略
5. 應對VUCA世局的策略
6. 在變革中脫穎而出的生存者思維
7. 管理變革的實際步驟
8. 實用工具和訣竅



Trainer 導師：
Selina Kam 金志穎
Senior Talent Development Consultant
資深人才發展顧問



23/05/2023 (9:30 a.m. – 12:30 p.m.)



Cantonese 廣東話



Member 會員 \$850/
Non-member 非會員 \$1,050



02/06/2023 (9:30 a.m. – 5:30 p.m.)



English 英語



Member 會員 \$1,800 Non-member 非會員 \$2,300

人工智能與區塊鏈系列 2023：加密貨幣101

想掌握更多加密貨幣的知識？參加「加密貨幣101」工作坊，探索數碼貨幣世界。

本工作坊將探討區塊鏈技術、區塊鏈的歷史和發展，以及加密貨幣的現況。參加者將認識不同類型的加密貨幣、實用價值及它們之間的區別。

工作坊內容包括：

- 加密貨幣簡介
- 各種加密貨幣之間的區別
- 加密貨幣的實用價值
- 風險與挑戰
- 長遠發展

學習成效：

- 更了解加密貨幣的運作方式
- 優勢與挑戰
- 加密貨幣擾亂傳統金融體系的潛在可能
- 加密貨幣領域的最新發展，例如去中心化金融 (DeFi)

Trainer 導師：

Vishwas Thakkar
Founder &
Head of Digital Strategy,
Concinnity Limited
創辦人及
數碼營銷策略主管



CASH Selling CASH銷售

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- Exploring common negotiating tactics and how to respond to them

Programme Outline:

- Understanding what people are looking for
- Identifying the "Need Behind the Need"
- Using the powerful "CASH" questioning techniques
- Recognizing and adapting to DiSC communication styles
- Presenting products and services to match customer needs
- Handling difficult customers

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- 採用有系統和有效地策劃及進行談判的步驟
- 透過練習和角色扮演實踐談判技巧
- 了解個人談判風格，並因應情況作出調整
- 探討常見的談判策略與對策

課程內容：

- 了解客戶需要
- 識別「需求背後的需求」
- 運用有效的「CASH」提問技巧
- 認識及應用「DiSC」溝通方式
- 因應客戶需求來介紹產品和服務
- 處理棘手客戶

Trainer 導師：

Raju Sajnani
CEO, EHP Hong Kong Ltd
行政總裁



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