



Tai Kam Holdings Limited **泰錦控股有限公司**

(incorporated in the Cayman Islands with limited liability)

Stock Code: 8321

2026

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

Tai Kam Holdings Limited (the “**Company**”) and its subsidiaries (collectively referred to as the “**Group**” or “**we**”) is pleased to present its Environmental, Social and Governance (“**ESG**”) Report (the “**ESG Report**”) for the year ended 30 April 2026 (the “**Reporting Period**”). This ESG Report provides an annual update on the sustainability performance, accomplishments and challenges faced over the past few years. It has been updated to reflect the interest of various stakeholders.

Reporting Scope and Boundary

This ESG Report details the ESG performance of the Group for the Reporting Period. We apply the concept of materiality in the planning and development of the ESG Report. Unless otherwise indicated, the ESG Report covers the operation of the Group and its subsidiaries.

Reporting Principles

The preparation and presentation of related information in this ESG Report have been prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG Reporting Code**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”). The Company has prepared this Report to meet the applicable “**Comply or Explain**” provisions, of which mandatory Key Performance Indicators (“**KPIs**”) are disclosed. According to the ESG Reporting Code, the following principles are underpinned:

1. **Materiality:** ESG issues that have major impacts on investors and other stakeholders must be set out in this ESG Report. The Group identifies material ESG issues through stakeholder engagement, management assessment and consideration of the nature of its operations, relevant laws and regulations and business risks.
2. **Quantitative:** If the KPIs have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of the quantitative information above.
3. **Balance:** This ESG Report must provide an unbiased picture of the ESG performance of the Group. It should avoid selecting, omitting, or presenting formats that may inappropriately influence the decision or judgment of the readers.
4. **Consistency:** This ESG Report should use consistent and statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

Confirmation

The information documented in this ESG Report is sourced from official documents, statistical data, and management and operation information and collected by the Group in accordance with relevant internal policies. The Group has established internal controls and a formal review process to ensure that any information presented in this ESG Report is as accurate and reliable as possible. This ESG Report shall be uploaded and published both in Chinese and English on the websites of the Company and the Stock Exchange at www.hkexnews.hk. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

Feedback

The Group discloses the latest business information regularly to investors and the public. We also welcome investors and shareholders to express their views to the Board of Directors of the Company by emailing taikam.info@taikamholdings.com.

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ABOUT THE GROUP

The Group is principally engaged in the construction business, mainly specialising in site formation works and renovation works in Hong Kong. Site formation works generally include piling works, preventive measures for landslip and remedial works for improving or maintaining the stability of slopes and/or retaining walls. Renovation works refer to the fitting-out work for premises in Hong Kong. Our competitive strength is the ability to provide timely and reliable products and services to consumers. Over the years, our solid track record and experienced management team have established an excellent reputation in the industry.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGIES

The Group believes that good ESG governance strategies and practices are inseparable from corporate success. As the highest decision-making level of the Group, the board (the “**Board**”) of directors (the “**Directors**”) formulates the Group’s ESG strategies and assumes overall responsibility for ESG strategy, management, performance and reporting through the support of the management. The Board discusses the material ESG issues during the regular Board meetings and reviews the Group’s ESG Report annually. They evaluate the key risks and make relevant recommendations for the coming year. The Board will also seek opportunities to develop clearer ESG objectives and targets for the Group.

To maintain excellent ESG governance, the Board delegates authority to the executive directors and senior management for the formulation and execution of ESG policies and measures. The executive directors and senior management form an ESG Working Group to support the Board on the matters of ESG and oversee the implementation of the ESG initiatives of the Group.

The ESG Working Group is responsible for reviewing and monitoring the Group’s ESG policies and practices, discussing with external professional consultants regularly in order to ensure that the Group complies with relevant legal and regulatory requirements. This ESG Working Group helps to coordinate the day-to-day execution of our ESG strategy and is supervised by members of the senior management. ESG governance matters and ESG-related issues are reviewed at the annual meeting. Thereafter, the ESG Working Group reports the key risks and the execution progress of the recommendations at the regular Board meetings and the Board takes appropriate measures if required.

To develop a realistic sustainability roadmap, the Group has set environmental targets and will continue to strive towards achieving these targets. The progress of ESG target implementation and the ESG performance of the goals and targets are closely reviewed from time to time. Rectification may be needed if the progress falls short of expectation. Effective communication about the goals and target process with key stakeholders is essential, as this enables them to be engaged in the implementation process, and to feel they are part of the change that the Group aspires to achieve.

Regarding the existing business operation and overall environment of the Group, the Board identifies health and safety and quality assurance as the major ESG risks. The Group will take ESG issues into consideration during operations and incorporate them into our existing risk management system. The Group constantly strives to improve the safety of its different business areas in order to provide a safe and healthy work environment to its employees. For further details, please refer to the relevant sections of the ESG Report.

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STAKEHOLDER ENGAGEMENT

As part of the Group's business strategies, the Group communicates with the stakeholders in an open, honest and proactive way. To achieve this objective and improve transparency, we take active measures to promote investor relations and communication. In addition, we have developed the investor relations policy to ensure that investors have fair and timely access to the information of the Group. The Group's major stakeholders are listed below.

Major Stakeholders	Areas of Concern	Communication Channels
Stock Exchange	• Compliance with listing rules	• Announcements on the Stock Exchange website • Discussions and meeting as necessary • Emails and other correspondences
Government and Regulators	• Laws and regulations • Taxation	• Face-to-face meeting • Conference calls • Emails • Letters
Investors and Shareholders	• Return on investment • Information disclosure • Protection on rights and interests of shareholders and fair treatment of shareholders	• Corporate website • Annual, interim and quarterly financial reports • Annual general meeting • Conference calls
Employees	• Salaries and welfares • Protection of Employee's rights and interests • Health and safety • Feedback opportunities	• Training and seminars • Face-to-face meeting • Independent focus groups and interviews • Corporate Social Responsibility ("CSR") and volunteering activities
Customers	• Product safety and quality • Customer satisfaction • After-sales services	• Customer assessments • Monthly progress meeting
Suppliers and Sub-contractors	• Long-term and sustainable business relationship • Fair competition	• Daily work review • Site visiting • Monthly progress meeting • E-mail
Community	• Environmental protection • Contribution to the community	• Industry dinner • CSR activities

MATERIALITY ASSESSMENT

Stakeholder participation facilitates the identification of potential risks as well as business opportunities. Understanding stakeholders' views allows the Group to better fulfil their needs and expectations with business practices and to manage different stakeholders' opinions.

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A materiality assessment was carried out to assess whether the material topics identified continue to be valid and to evaluate the impacts on the business operation of the Group. The Group has prioritised issues from the environmental and social topics specified in the ESG Reporting Code as the material focus of this ESG Report. Among the environmental and social aspects, the issues listed below are identified as material to the Group:

Aspects	Material focuses
Aspect A2: Use of Resources	• Energy consumption and efficiency
Aspect B1: Employment	• Employee welfare • Inclusion and equal opportunities • Talent attraction and retention
Aspect B2: Health and Safety	• Occupational health and safety
Aspect B4: Labour Standards	• Elimination of child and forced labour
Aspect B5: Supply Chain Management	• Supply chain management • Labour standards in supply chain • Environmental and social risks in supply chain
Aspect B6: Product Responsibility	• Quality assurance • Protection of intellectual property rights • Customer satisfaction • Consumer data protection
Aspect B7: Anti-corruption	• Anti-corruption • Corporate governance Aspect
B8: Community Investment	• Community investment

The Group aims to keep close communication with its stakeholders and continue improving its ESG performance and management of ESG-related risks for future business development.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL ASPECTS

A1. Emissions

Climate change and global warming are among the most pressing environmental problems in the world. Many environmental groups are committed to encouraging the reduction of environmental pollution and greenhouse gas emissions. In response, the Group has established policies and measures to minimise greenhouse gas emissions and non-hazardous waste generation. In addition, the Group has established an ISO 14001:2015 accredited environmental management system with a purpose to emphasise our environmental stewardship throughout our business operation.

The Group has implemented efficient controls to minimise emission levels. The Group has also strictly complied with the relevant laws and regulations for emissions, such as the Waste Disposal Ordinance (Cap. 354), Water Pollution Control Ordinance (“**WPCO**”) (Cap. 358) and Noise Control Ordinance (Cap. 400). The Group did not have any record of significant non-compliance relating to the relevant laws and regulations for emissions during the Reporting Period.

During the Reporting Period, the Group undertook revenue-generating construction, site-formation and renovation projects. The Group’s activities may give rise to air emissions, greenhouse gas emissions, waste generation and wastewater discharge, depending on project requirements and the use of plant, machinery, materials and site facilities.

Based on the Group’s environmental records for activities under its direct operational control, the related environmental impacts during the Reporting Period were not material. The Group will continue to monitor fuel consumption, electricity and water use, waste generation and wastewater-management arrangements, and will enhance the collection of project-level environmental data where practicable.

Emissions from Exhaust Gas and Greenhouse Gases

The Group recognises that construction, site-formation and renovation activities may give rise to air emissions and greenhouse gas emissions, depending on the use of plant, machinery, vehicles, generators and other equipment.

Where fuel-consuming equipment is under the Group’s operational control, the Group seeks to minimise unnecessary fuel consumption and associated emissions through practicable measures, including regular equipment maintenance, avoidance of unnecessary idling, appropriate work planning and communication of energy-saving practices to relevant personnel.

According to the materiality assessment, air emission is not a material topic to the Group’s operation.

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Waste Disposal Management

During the Reporting Period, the Group undertook revenue-generating construction in site formation and renovation projects in Hong Kong. Depending on the scope and stage of individual projects, such activities may involve construction waste, packaging materials, used consumables and other non-hazardous waste. Certain activities may also involve hazardous waste, such as chemical containers, used lubricants and other regulated materials.

The Group assessed its waste-reporting boundary with reference to its project arrangements, contractual responsibilities, project records and management information. Based on this assessment, the Group did not generate or control the generation, storage, collection, transportation or disposal of hazardous waste or non-hazardous waste during the Reporting Period. Accordingly, hazardous waste and non-hazardous waste generated within the Group's reporting boundary were both zero tonnes.

Waste-management arrangements at project sites were subject to the applicable project requirements and contractual arrangements. The Group did not maintain waste-disposal records for activities outside its operational control. Such activities were not included in the Group's waste data for the Reporting Period.

Where waste management is under its operational control, the Group's waste-management approach includes, where applicable, the segregation of waste at source, appropriate storage and handling, engagement of licensed waste collectors or disposal facilities where required, and measures to minimise unnecessary material use. The Group will continue to review project arrangements and strengthen the collection of project-level waste information where practicable.

As the Group did not generate or control the generation of waste within its reporting boundary during the Reporting Period, the Group did not establish a quantitative waste-reduction target for FY2025/26. This reflects the absence of a meaningful waste baseline under the Group's operational control and should not be interpreted as a waste-reduction achievement.

The Group will continue to assess the availability and completeness of waste information. When it undertakes activities that generate waste under its operational control, the Group will establish a suitable baseline and consider setting an appropriate waste-reduction or waste-diversion target. Any future target will specify its reporting boundary, baseline year, target period, waste categories, measurement methodology and progress against the target.

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A2. Use of Resources

Energy Saving

During the Reporting Period, the Group undertook revenue-generating construction in site formation and renovation projects in Hong Kong. Depending on the scope and stage of individual projects, such activities may require energy consumption, including fuel for plant, machinery and vehicles, as well as purchased electricity for site operations and office facilities.

The Group assessed its energy-reporting boundary with reference to its project arrangements, contractual responsibilities, available utility bills, fuel-purchase records, project records and management information. Based on this assessment, the Group did not record direct or indirect energy consumption from sources under its operational control during the Reporting Period. Accordingly, the Group's total energy consumption within the reporting boundary was zero kWh.

Energy use associated with certain project-site activities, where applicable, was subject to the relevant project arrangements and contractual responsibilities. The Group did not maintain energy-consumption records for activities outside its operational control; accordingly, such energy use was not included in the Group's reported energy data.

Where energy use is under its operational control, the Group seeks to promote efficient energy use through practicable measures, including the selection and maintenance of energy-efficient equipment, avoidance of unnecessary idling of plant and machinery, switching off electrical equipment when not in use, and communication of energy-saving practices to relevant personnel. The Group will continue to review its project arrangements, reporting boundary and data-collection procedures, and enhance the collection of project-level energy data where practicable.

As the Group did not record energy consumption within its reporting boundary during the Reporting Period, it did not establish a quantitative energy-efficiency or energy-reduction target for FY2025/26. This reflects the absence of a meaningful energy-consumption baseline under the Group's operational control, rather than the achievement of an energy-reduction outcome.

The Group will continue to assess the availability and completeness of energy-consumption information. When it undertakes activities involving energy use under its operational control, the Group will establish an appropriate baseline and consider setting an energy-efficiency or energy-reduction target, with a defined reporting boundary, baseline year, target period, measurement methodology and performance measure.

Water Management

During the Reporting Period, the Group undertook revenue-generating construction in site formation and renovation projects in Hong Kong. Depending on the scope and stage of individual projects, such activities may require water for construction processes, cleaning, dust suppression, site facilities and other operational purposes.

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The Group assessed its water-reporting boundary with reference to its project arrangements, contractual responsibilities, available water bills, project records and management information. Based on this assessment, the Group did not record water consumption from sources under its operational control during the Reporting Period. Accordingly, water consumption within the Group's reporting boundary was zero cubic metres.

Water-supply and water-management arrangements at certain project sites, where applicable, were subject to the relevant project requirements and contractual arrangements. The Group did not maintain water-consumption records for activities outside its operational control; accordingly, such water use was not included in the Group's reported water-consumption data.

The Group did not identify any issue in sourcing water that was fit for purpose during the Reporting Period. Where water consumption is under its operational control, the Group will promote water conservation through practicable measures, including regular inspection of water facilities, timely repair of leakage, avoidance of unnecessary water use, use of water-saving equipment where practicable, and communication of water-conservation practices to relevant personnel. The Group will continue to review its project arrangements, reporting boundary and data-collection procedures, and enhance the collection of project-level water-consumption data where practicable.

As the Group did not record water consumption within its reporting boundary during the Reporting Period, it did not establish a quantitative water-efficiency or water-reduction target for FY2025/26. This reflects the absence of a meaningful water-consumption baseline under the Group's operational control, rather than the achievement of a water-reduction outcome.

The Group will continue to assess the availability and completeness of water-consumption information. When it undertakes activities involving water consumption under its operational control, the Group will establish an appropriate baseline and consider setting a water-efficiency or water-reduction target, with a defined reporting boundary, baseline year, target period, measurement methodology and performance measure.

A3. The Environment and Natural Resources

Environmental damages cannot be eliminated in the construction industry. However, we still do our best in monitoring our business operations to comply with the environmental laws and regulations. The Group has obtained ISO 14001:2015 certification issued by the Hong Kong Quality Assurance Agency ("HKQAA") in recognition of our measures in environmental management systems, which are applicable to the construction of landslip preventive and remedial works to slope and retaining walls. Our environmental management system for the construction of civil engineering works on roads and drainage also complies with the requirement of ISO 14001:2015.

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Noise Control

The locations of our slope works are close to residential areas. Hence, noise pollution control has always been our major concern. Before the commencement of work, we must communicate with affected residents, and inform them about the construction timeline to obtain their understanding. To comply with the Noise Control Ordinance and Environmental Impact Assessment Ordinance, the maximum acceptable noise level is 75 decibels. Sound insulation fabric and boarding are put in required locations to minimise the impact of noise generated.

Natural Resources

We use natural lighting and skylights fully powered by solar energy without any wiring or switches. Skylight roofing has been installed at one of our site offices, to bring natural light in to reduce energy consumption and electricity use.

Green roofing has also been introduced at one of our site offices to keep out direct heat from sunlight, and to reduce indoor temperatures. This is effective in controlling temperatures and providing a better working environment for site staff. It will make good use of energy, while energy conservation is enhanced, helping to protect the environment.

A4. Climate Change

Climate change may present physical and transition risks to the Group's construction-related operations. The Group addresses climate-related risks based on the nature of the risk to our business operations. The Board, as the ultimate responsible body, gives guidance and final decision on risk management, overseeing the Group's policies, programmes, and performance relating to the environment, including climate change. Climate-related issues are discussed at Board meetings based on the regular risk management report prepared by the ESG Working Group.

Acute physical risks, such as more frequent heavy rain and extreme weather events, may affect our normal operating practices and potentially cause damages to facilities. These will have immediate operational impacts to the Group and are treated as operational risks. Therefore, the Group will adopt precautionary measures for climate change, including setting up work arrangements under extreme weather conditions, such as black rainstorm warnings, flooding and typhoon signal No. 8. We regularly perform risk assessments to determine the impacts of climate change on our operations and the likelihood that such impacts would occur. Adverse and extreme weather brought by climate change may hinder the transportation and travelling of our employees commuting to our offices, and the facilities and equipment at our various sites may be damaged. To minimise the impact of climate change, more regular checking and maintenance works are being carried out to prevent and reduce the damage due to extreme weather.

Long-term challenges, such as emerging ESG issues and climate-related risks and opportunities, may be discussed by the Group's ESG Working Group. In order to manage the market and reputational risks, the Group upholds the concept of a sustainable business model to optimise and adjust the energy output of the business operation to suit changes in customer preferences. Thus, the Group sets scientific and realistic goals in terms of energy reduction and prepares for climate change regulatory policies at the national level in advance. In addition, the Group's ESG goals provide a baseline and future direction for annual review of greenhouse gas emission reduction and energy transition progress, in order to reduce the transition cost of promoting a low-carbon energy model.

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PART D – CLIMATE-RELATED DISCLOSURES

Governance

The Board has overall responsibility for the oversight of climate-related risks and opportunities. Climate-related matters are incorporated into the Group's ESG governance framework and are considered by the Board as part of its oversight of ESG strategy, risk management, performance and reporting.

The Board is supported by the ESG Working Group, comprising executive Directors and senior management. The ESG Working Group is responsible for coordinating the implementation of ESG initiatives, monitoring climate-related matters, reviewing relevant policies and practices, and reporting material climate-related risks, opportunities and implementation progress to the Board.

Climate-related matters are considered at least annually in connection with the preparation and review of the ESG Report, and more frequently when a material climate-related issue arises in the course of business operations, project planning or risk management. The Board reviews the adequacy of the Group's climate-related policies, controls and measures, and determines whether further actions or resources are required.

Management and relevant operational personnel are responsible for implementing climate-related measures at project and operational levels. This includes the implementation of site safety arrangements during extreme weather, regular inspection and maintenance of facilities and equipment, and the adoption of practicable energy-saving and environmental measures.

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Strategy

The Group has identified climate-related risks and opportunities that could reasonably be expected to affect its operations over the short, medium and long term. For the purpose of this assessment, the Group generally considers the short term as within one year, the medium term as one to three years and the long term as over three years. These time horizons are reviewed by the Group from time to time, taking into account the duration of its projects, business planning cycle and operating environment.

Climate-related matter	Time horizon	Potential effect on the Group	Management approach
Increased frequency or severity of heavy rainfall, typhoons, flooding and other extreme weather events	Short to medium term	Work suspension, restricted site access, damage to plant and equipment, delays in construction programmes, increased repair and maintenance costs, and potential safety risks to employees and workers	Establish work arrangements for adverse weather conditions; conduct regular site inspection and maintenance; review emergency preparedness; implement site-specific safety measures and communicate relevant arrangements to employees and subcontractors
Landslides, slope instability and related weather impacts	Short to medium term	Potential disruption to site formation and slope-related projects, project delay, increased remediation or preventive-measure requirements and heightened safety risk	Carry out project planning and monitoring in accordance with applicable safety and environmental requirements; maintain communication with relevant stakeholders; implement preventive and remedial measures where appropriate
Changes in climate-related laws, regulations, customer requirements and market expectations	Medium to long term	Higher compliance costs, changes in tender requirements, increased demand for environmental performance information and potential reputational impact	Monitor relevant regulatory and market developments; enhance ESG governance and data collection; consider environmental performance and energy efficiency in operational planning and procurement, where practicable
Availability and cost of fuel, electricity, materials and subcontracted services	Medium term	Increased project costs and pressure on profit margins	Promote efficient use of energy and resources; maintain oversight of procurement and subcontractor performance; evaluate practicable opportunities to reduce unnecessary consumption and waste
Opportunities arising from sustainable construction practices	Medium to long term	Potential enhancement of competitiveness, customer confidence and tendering capability	Continue to maintain environmental-management practices; encourage the use of environmentally preferable and non-hazardous materials where practicable; strengthen relevant ESG and climate-related information management

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The Group's principal climate-related physical risks arise from acute weather events, including heavy rainfall, flooding and typhoons. Such events may affect site conditions, commuting arrangements, the movement of materials and equipment, and the continuity of construction activities. Given the Group's involvement in site formation, landslip preventive measures and remedial works, weather-related conditions are closely connected with project execution and occupational safety.

The Group also recognises transition risks relating to evolving climate-related regulations, customer expectations and tender requirements. These may require further enhancement of emissions data, energy-use information, environmental-management measures and supplier engagement. At the same time, the Group considers that its experience in slope works, preventive measures for landslip and remedial works may enable it to respond to demand for works associated with resilience and adaptation to adverse weather conditions.

The Group has considered the potential effects of the climate-related risks and opportunities described above on its business model, strategy, cash flows, access to finance and cost of capital. The Group has adopted a qualitative assessment during the Reporting Period. It is not in a position to quantify the potential financial effects with sufficient reliability at this stage due to data availability. The Group will continue to review the availability of relevant data and the appropriateness of more detailed assessment in future reporting periods.

Risk Management

Climate-related risks are incorporated into the Group's existing risk-management framework. The ESG Working Group, with input from relevant operational personnel and senior management, identifies and assesses climate-related risks by considering their nature, likelihood of occurrence, potential effect on the Group's operations and the adequacy of existing controls.

Climate-related risks are prioritised with reference to potential impact on employee and worker safety, potential disruption to project execution, construction schedules and site access, potential damage to facilities, plant, equipment and materials, potential compliance, financial and reputational implications, and the Group's ability to prevent, mitigate or respond to the relevant risk.

The Group monitors climate-related risks through regular operational reviews, site inspections, maintenance activities, safety-management procedures and communication with employees, subcontractors, suppliers and relevant stakeholders. Material issues are escalated to senior management and, where appropriate, to the Board for consideration.

The Group will continue to review its approach to climate-related risk identification, assessment, prioritisation and monitoring. As its climate-related reporting capability develops, the Group will consider whether additional quantitative assessment and scenario analysis are appropriate having regard to its business needs, resources and the availability of reliable information.

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Metrics and Targets

The Group monitors relevant environmental indicators, including Scope 1, Scope 2 and Scope 3 GHG emissions, energy consumption, water consumption and waste generation, where applicable to its operations and where reliable data is available. The quantitative environmental data for the Reporting Period is set out in the "Environmental Performance Data" section of this ESG Report.

The Group's current environmental targets include:

- To maintain zero fatal accidents and zero dangerous occurrences in accordance with the Company Safety Policy Statement.
- To encourage the efficient use of energy and reduce unnecessary electricity and fuel consumption through operational controls, regular maintenance and staff awareness.
- To encourage water conservation and reduce unnecessary water wastage.
- To minimise waste generation and promote the use of environmentally preferable and non-hazardous materials where practicable.

The Group has not adopted a Group-wide quantitative climate-related target during the Reporting Period due to the absence of a meaningful operational baseline under its direct operational control. The Group will continue to assess the availability, completeness and comparability of environmental data and the feasibility of setting appropriate quantitative targets in the future.

Where the Group sets climate-related targets in the future, it will disclose, as appropriate, the target period, baseline, scope, methodology, performance against the target and any revisions to the target.

B. SOCIAL ASPECTS

B1. Employment

Employees are valuable to the Group in increasing core competitive advantage and success. We provide a comfortable, attractive and fair working environment for our employees. We advocate a community spirit that thrives on mutual respect and equal opportunity. The Group always values equal opportunity legislation, such as the Sex Discrimination Ordinance, Race Discrimination Ordinance, Disability Discrimination Ordinance and Family Status Discrimination Ordinance. Our selection process is non-discriminatory and solely based on employee performance, experience and skills.

Annual performance reviews are performed for employees, with appropriate salary adjustments and promotions. The Group always encourages employees to discuss their targets in job advancement and career development with their senior management if they have any difficulties or opinions related to their job. The Group is fully committed to complying with laws and regulations relevant to the Ordinances mentioned above and does not engage in any forced or child labour. Our site supervisor normally checks the identities and licensing of all workers, whether internal or with a subcontractor, to ensure full compliance with the relevant laws and regulations. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in respect of employment.

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As at the end of the Reporting Period, we employed a total of 23 staff, including operational office and construction division staff. All our staff members are located in Hong Kong. Due to the nature of our business, there is a relatively high proportion of males within the Group. The total employee turnover rate during the Reporting Period was 3%. The following figures demonstrate the employee distribution by gender and employment category by the end of the Reporting Period.

Total workforce		2025/26	2024/25	Unit
Total number of employees		23	23	Employee
By Gender	Male	15	14	Employee
	Female	8	9	Employee
By employment type	Full-time	23	23	Employee
	Part-time	0	0	Employee
By employee category	Managerial level	6	5	Employee
	Senior level	6	7	Employee
	Middle level	11	11	Employee
	Entry level	0	0	Employee
By function	Executive	6	5	Employee
	Technical	16	16	Employee
	Administrative	1	2	Employee
By geographical region	Hong Kong	23	23	Employee
Employee turnover rate		2025/26	2024/25	Unit
Total employee turnover rate		3	0	%
By Gender	Male	7	0	%
	Female	0	0	%
By geographical region	Hong Kong	3	0	%

B2. Health and Safety

The Group considers that safety and health matters are the prime factors. In hopes of providing a safe working environment, the "Company Safety Policy Statement" has been established to ensure the safety, health and welfare of all employees, workers and persons. Training would be provided to ensure the understanding of the implementation and the maintenance at all levels. A safety manager was appointed and shall be responsible for implementing the safety and health management system unflinching and monitoring the overall performance of the Group's audits.

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To enhance awareness of health and safety, we have set up a health and safety management group and compiled a safety plan, which allows us to provide the highest standards of protection and prevention for all our staff against any unnecessary exposure to occupational hazards. Also, we have strictly complied with Construction Sites (Safety) Regulations from the Occupational Safety and Health Branch of the Labour Department. The Regulations require workers to equip themselves with suitable personal protective equipment, such as safety belts, helmets and shoes, as well as have safety netting in place at any work site which is 2 metres above ground or higher. Safety gear, including ear plugs, dust masks and goggles, must be worn at all times when operating any machinery. Our onsite safety officers perform site inspections regularly and are responsible for oversight of site safety at all times. First-aid kits and equipment for emergency treatments are placed in the operating sites in case of injuries and emergencies.

“Safety Star of the Month” awards have been introduced to encourage workers to work safely. The project manager, site agent and safety officer select the best-suited candidate in consideration of daily safety observation and nomination by the direct supervisor. Every six months, the monthly award winners get the chance to contend for the final award. Awards may include stationery, school bags and textbook allowances.

We are committed to continuous improvement in our health and safety management. The following health and safety targets for the years 2026 and 2027 are set below according to the “Company Safety Policy Statement”.

Health and safety indicator	FY2025/26	FY2024/25	FY2023/24
Number of work-related fatalities	0	0	0
Work-related fatality rate	0%	0%	0%
Lost days due to work injury	0	0	0

Health and Safety Targets for Years 2026 and 2027

1. Zero fatal accident.
2. Zero dangerous occurrences.
3. The incident frequency rate of less than 0.4 and 0.3 reportable accidents per 100,000 man-hours worked.
4. An internal safety audit will be conducted on a half-year basis with result not less than 85% for the year 2027.

During the past three years, including the Reporting Period, the Group did not record any accidents that resulted in death or serious physical injury and did not identify any material non-compliance with laws and regulations relevant to the health and safety of employees.

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B3. Development and Training

The Group recognises that the health, safety and professional development of its employees are important to its sustainable operations. The Group encourages employees to enhance their professional knowledge and skills through relevant external courses and professional development activities. The Group have established a series of internal safety training programmes to ensure all employees have received a sound level of training to reduce the chances of accidents.

We also encourage and incentivise employees to develop their knowledge and skills from external training providers. Subject to approval by a Director or senior management, the Group offers sponsorship to employees who study related construction courses of their job nature, such as the Seminar on Chemical Safety, Occupational Safety and Health Trainer and Safe Working Cycle, which are organised by Occupational Safety & Health Council, and London Chamber of Commerce and Industry (Level 2).

During the Reporting Period, the Group provided workplace briefings and on-the-job guidance as required by operational needs. However, no formalised training records or employee training hours were maintained for the Reporting Period. Accordingly, no employee training hours were recorded in the Group's training records during the Reporting Period.

B4. Labour Standards

The Group is committed to complying with all applicable employment laws including the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and other related labour laws and regulations in Hong Kong, Macau and other operating regions to prohibit any child and forced labour employment. We do not employ any person below the age of eighteen at any of our offices. The Group require all job applicants to provide valid identity documents to ensure that they are lawfully employable prior to confirmation of any employment to combat illegal employment of child labour, underage workers and forced labour. Our onsite supervisor will verify the identities and licensing of all workers and sub-contractors. The Group also monitors closely that no such violations exist in all offices and sales outlets and that all our suppliers are expected to follow the same standard of labour practices when working with us.

During the Reporting Period, the Group was not found in violation of any relevant laws and regulations in relation to the prevention of child and forced labour. For the coming year, we will maintain our zero tolerance for forced and child labour.

If child labour or forced labour is identified, the Group will immediately cease the relevant employment or engagement, investigate the circumstances, escalate the matter to senior management, take appropriate remedial action and notify the relevant authorities where required by law. The Group will also review the effectiveness of its recruitment, contractor-management and supplier-engagement controls.

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OPERATING PRACTICES

B5. Supply Chain Management

Suppliers and sub-contractors are indispensable to our business and operations since their quality and services are crucial in contributing to our success in the pursuit of quality excellence and in enhancing our reputation. We strictly monitor our suppliers' and sub-contractors' selection procedure, evaluating different aspects of their performance, such as competitive pricing, meeting specifications and standards, product and service quality and business ethics.

Our senior management carries out performance reviews on our existing suppliers and sub-contractors regularly. When receiving goods from the suppliers, our quantity surveyor will check the raw materials and conduct evaluation and scoring. The result will be reported to the project manager and management for review. Suppliers and sub-contractors with unsatisfactory performances will be removed from our pre-approved list after the performance reviews.

Aligning to the sustainability principle, the Group proactively works with suppliers that are environmentally and socially responsible. We advocate green procurement to maximise the use of environmentally preferable products in our daily operations whenever possible. All procured materials used were environmentally friendly and non-hazardous, which protect our land and water from being contaminated when disposed.

The Group also focuses on managing the environmental and social risks of its suppliers. The Group focuses on purchasing from suppliers who comply with all labour and environmental regulations of local government and authorities. The Group will conduct a serious assessment of the environmental and social compliance of the suppliers. Regular meetings with the existing suppliers and sub-contractors are also hosted to share experiences in identifying environmental and social risks along the supply chain. The Group also encourages our sub-contractors to adopt environmentally friendly products during procurement.

The Group gives priority to local suppliers when developing businesses in Hong Kong in order to create employment opportunities for local communities and fulfil corporate social responsibility. The Group has established a stable procurement network with 29 sub-contractors and no suppliers based in Hong Kong, all of which are subject to the supplier engagement practice, as at the end of the Reporting Period.

Supply Chain Management		2025/26	2024/25	Unit
Number of suppliers by geographical region				
Total number of suppliers		1	0	Supplier
By geographical region	Hong Kong	0	0	Supplier
	Taiwan	1	0	Supplier

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B6. Product Responsibility

Quality service is the key element influencing our business operations. We are open to our customers presenting any queries and feedback regarding our service. Whistleblowing and complaint hotline facilities have been set up for our staff and customers for reporting fraud or non-compliance issues.

Complaints are received through designated communication channels and recorded for review by the responsible project or management personnel. The Group investigates the matter, communicates with the relevant customer, implements corrective action where appropriate and monitors closure of the complaint.

During the Reporting Period, the Group provided a high standard of quality management and obtained ISO 9001:2015 certification issued by HKQAA in recognition of our success in meeting customer expectations and delivering customer satisfaction.

For the protection of confidential or special information relating to our customers and employees, financial data must be kept in secured and locked areas appropriately. Information is not to be disclosed without their or the Group's authorisation. Our senior management has also signed a confidentiality agreement for protecting the Company's information.

For the Reporting Period, the Group was not aware of any cases of non-compliance with laws and regulations that have a significant impact on the Group in relation to the Personal Data (Privacy) Ordinance.

Product Responsibility	2025/26	2024/25	Unit
Percentage of total products sold or shipped subject to recalls (Note)	N/A	N/A	%
Number of products and service-related complaints received	0	0	No.
Number of products and service-related complaints resolved	0	0	No.

Note: KPI B6.1 "Percentage of total products sold or shipped subject to recalls" is not applicable because the Group principally provides construction and renovation services and does not manufacture, sell or ship finished products subject to safety- or health-related recalls.

The Group recognises the importance of protecting intellectual property rights and is committed to respecting the intellectual property rights of third parties. Employees are required to use software, materials, technical information and other intellectual property in accordance with applicable laws, licence terms and contractual requirements. The Group also adopts internal approval procedures for the procurement and use of relevant software, materials and information, where appropriate.

The Group maintains quality assurance through project planning, onsite supervision and periodic inspections, with the aim of ensuring that its services are delivered in accordance with contractual specifications, applicable standards and customers' requirements. The Group also communicates with customers during project execution to obtain feedback and address any issues identified on a timely basis.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B7. Anti-Corruption

The Group complies strictly with anti-corruption policies and procurement practices. Conflicts of interest, intellectual property rights, privacy and confidentiality of information, prevention of bribery and corruption and equal opportunities are all covered in our Staff Handbook and Internal Control Manual. We have also developed a gift policy, which clearly lays out the procedures required for processing and acceptance of gifts and offers.

We have regularly updated our internal policies to conform to the regulations of the Independent Commission Against Corruption for increasing awareness of changing circumstances of corruption and fraud. The Group also encourages employees to report irregularities, using a confidential platform for employees to report problems they have observed. The Group is committed to addressing the “whistleblowers” concerns in a fair and reasonable manner and to handling the reports with due care and conducting a comprehensive and independent investigation for each reasonably established report. All “whistleblowers” who report in good faith are reasonably protected from retaliation or adverse consequences of their employment regardless of whether the allegation is substantiated.

The Group understands the importance of promoting anti-corruption awareness to the employees. The Group did not find any non-compliance issues concerning corruption-related laws and regulations, such as the Hong Kong Prevention of Bribery Ordinance, against the Group or its employees during the Reporting Period.

During the Reporting Period, the number of concluded legal cases regarding corrupt practices brought against the Group or its employees and the outcomes of the cases and anti-corruption training provided to directors and staff is as follow:

Anti-corruption	2025/26	2024/25	Unit
Number of concluded legal cases regarding corruption	0	0	Case
Anti-corruption training			
Number of anti-corruption training sessions	0	0	No.

Due to resource and scheduling constraints, the Group did not organise dedicated anti-corruption training sessions during the Reporting Period, but continued to communicate the Code of Conduct and whistleblowing procedures through induction training and internal communications. The Group plans to introduce formal anti-corruption training modules for directors and staff in future reporting periods.

B8. Community Investment

We do our best to contribute to the community. We actively seek opportunities to repay society and hope to create a better living environment for the local community by participating in community services and charitable sponsorships.

During the Reporting Period, the Group did not make significant monetary donations and did not record material staff volunteering hours in formal tracking systems. Resources contributed to community engagement activities were therefore not significant in quantitative terms for the Reporting Period

Looking ahead, the Group is committed to strengthening its community engagement and exploring opportunities to support community activities through donations, sponsorships or staff volunteering, with a view to creating a better living environment for the local community.

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HKEX ESG CODE CONTENT INDEX

KPIs	Disclosure Requirements	Sections
A. Environmental Governance Structure		
1 Governance Structure	Disclosure of the board's oversight of ESG issues; Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses) How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Environmental, Social, and Governance Strategies Environmental, Social, and Governance Strategies
Reporting Principles	Description of, or an explanation on, the application of the following Reporting Principles (Materiality, Quantitative, Consistency) in the preparation of the ESG report	Environmental, Social, and Governance Strategies About This Report
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change	About This Report
Aspect A1: Emissions		
A1 General Disclosure	Policies Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions Emissions
A1.1	The types of emissions and respective emissions data.	Emissions
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. (e.g. per unit of production volume, per facility).	Waste Management
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. (e.g. per unit of production volume, per facility).	Waste Management
A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management

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KPIs	Disclosure Requirements	Sections
Aspect A2: Use of Resources		
A2 General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Consumption
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Consumption
A2.2	Water consumption in total and intensity. (e.g. per unit of production volume, per facility).	Water Consumption
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Consumption
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Consumption
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging materials
Aspect A3: The Environment and Natural Resources		
A3 General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environment and Natural Resources
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
Aspect A4: Climate Change		
A4 General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change

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KPIs	Disclosure Requirements	Sections
Part D: Climate-Related Disclosures (Effective from 1 January 2025)		
Governance	Disclosure of board oversight and management's role in climate-related matters	Climate-Related Disclosures – Governance
Strategy	Disclosure of climate-related risks and opportunities, impact on business strategy, financial impact and climate resilience	Climate-Related Disclosures – Strategy
Risk Management	Disclosure of processes for identifying, assessing and managing climate-related risks	Climate-Related Disclosures – Risk Management
Metrics and Targets	Disclosure of climate-related metrics including GHG emissions (Scope 1, 2 and 3) and climate-related targets	Climate-Related Disclosures – Metrics and Targets
B. Social		
Aspect B1: Employment		
B1 General Disclosure	Policies	Employment and Labour Practices
	Compliance with relevant laws and regulations relating to compensation and dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment and Labour Practices
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employment
B1.2	Employee turnover rate by gender, age group and geographical region.	Employment
Aspect B2: Health and Safety		
B2 General Disclosure	Policies	Health and Safety
	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
B2.2	Lost days due to work injury.	Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPIs	Disclosure Requirements	Sections
Aspect B3: Development and Training		
B3 General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
B3.1	The percentage of employees trained by gender and employee category.	Development and Training
B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
Aspect B4: Labour Standards		
B4 General Disclosure	Policies and compliance with relevant laws and regulations that have a significant impact on the issuer	Labour Standards
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
Aspect B5: Supply Chain Management		
B5 General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
B5.1	Number of suppliers by geographical region.	Supply Chain Management
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

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KPIs	Disclosure Requirements	Sections
Aspect B6: Product Responsibility		
B6 General Disclosure	Policies	Product Responsibility
	Compliance with relevant laws and regulations that have a significant impact on the issuer	Product Responsibility
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility
Aspect B7: Anti-corruption		
B7 General Disclosure	Policies	Anti-corruption
	Compliance with relevant laws and regulations.	Anti-corruption
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
Aspect B8: Community Investment		
B8 General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
B8.1	Focus areas of contribution.	Community Investment
B8.2	Resources contributed to the focus area.	Community Investment