



建業建榮控股有限公司*

CHINNEY KIN WING HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

Stock code: 1556



Environmental, Social and Governance Report 2022

* For identification purpose only

Contents

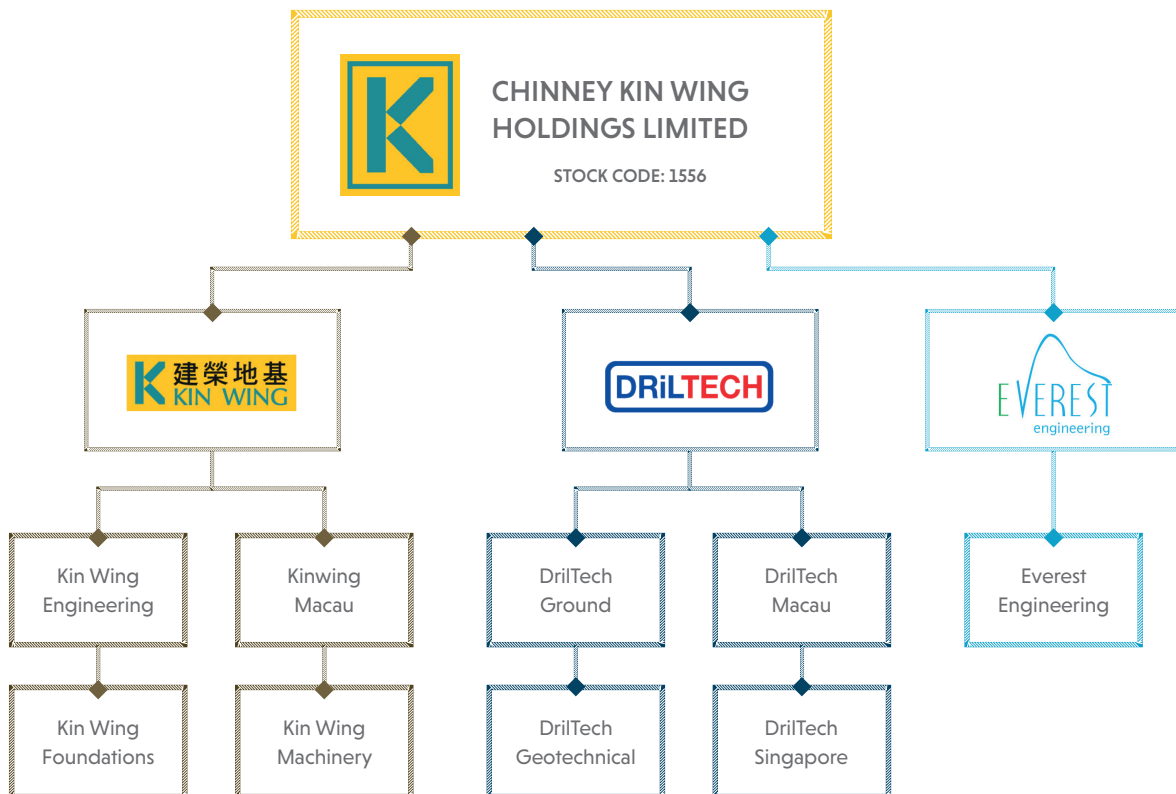
1	Company review	03
1.1	Reporting year and scope	04
1.2	Reporting framework	04
1.3	Contact details	05
2	Chairman's statement	06
3	Awards & recognition	08
4	Stakeholder engagement and materiality assessment	09
5	Building a resilient team	12
5.1	Providing a safe and healthy workplace	12
5.2	Safeguarding against COVID-19	15
5.3	Nurturing a capable team	17
5.4	Upholding workplace ethics	18
6	Delivering quality foundation services	20
6.1	Managing supply chain	20
6.2	Assuring quality and responsible services	21
7	Promoting sustainable operations	22
7.1	Energy consumption	25
7.2	Greenhouse gas (GHG) emission and air pollution	28
7.3	Water consumption and wastewater management	30
7.4	Waste management	31
7.5	Noise management	32
7.6	Climate risk management	33
8	Contributing to the community	37
9	Looking forward	37
10	Performance table	38
11	ESG content index	42

1 Company review

Chinney Kin Wing Holdings Limited (along with its subsidiaries hereinafter called “the Group” or “Kin Wing”) was formed in 1994 and accredited by the Buildings Department, Works Branch of Development Bureau, and Housing Authority as a listed contractor that deliver high quality foundation work consistently. Since 2015, Chinney Kin Wing Holdings Limited has been listed on the Main Board of The Stock Exchange of Hong Kong Limited (“the Stock Exchange”) (Stock Code: 1556).

With operations spanning in Hong Kong and Macau, the Group has distinguished itself as the premier engineering firm with competence in foundation construction. We are comprised of nine major subsidiary companies that perform a variety of foundation services including:

- (i) piling construction and related ancillary services;
- (ii) socketed H-piling, mini-piling;
- (iii) drilling and site investigations;
- (iv) site formation and basement construction.



1.1 Reporting year and scope

This Environmental, Social and Governance (“ESG”) Report (the “Report”) covers the Group’s ESG-related information and activities during the financial Reporting Year from 1 January 2022 to 31 December 2022 (“the Reporting Year”).

The reporting scope covers the Group’s operations in Hong Kong which includes piling construction and other ancillary services, and drilling and site investigation. The subsidiaries in Macau have been excluded from this report due to their minimal and insignificant impact on the overall environmental and social aspects.

1.2 Reporting framework

The Report is prepared in accordance with the Appendix 27 - Environmental, Social and Governance Reporting Guide (“ESG Guide”) of the Rules Governing the Listing of Securities on the Stock Exchange (“the Listing Rules”). The Group adheres to the four core reporting principles of materiality, quantitative, balance and consistency as stated in the ESG Guide when preparing this Report. Details are illustrated as follows.

Materiality

Kin Wing identifies the material ESG issues, covering environmental and social aspects that are significant to investors and other stakeholders.

Quantitative

This report discloses the ESG key performance indicators (“KPIs”) in quantitative terms whenever feasible.

Balance

This Report provides an unbiased picture of Kin Wing’s performance, avoids selections, omissions, or presentation formats that may inappropriately influence a decision or judgement by the report readers.

Consistency

Kin Wing adopts consistent methodologies to allow for meaningful year-on-year comparisons of ESG data over time.

According to the principles and guidelines of the Corporate Governance Code as outlined in Appendix 14 of the Listing Rules, information about corporate governance is covered in the Group's 2022 annual report.

A content index is provided at the end of this report to direct readers to specific topics that relate to the ESG Guide.

1.3 Contact details

The Group values every stakeholder's opinion in assisting us to improve our sustainability management and performance. If you have any comments or suggestions regarding the Report, please contact us as set forth below:

Chinney Kin Wing Holdings Limited
Room 2308, 23/F, Wing On Centre
111 Connaught Road Central
Hong Kong

Tel : (852) 2877 3307

Email : enquiry@chinneykinwing.com.hk


To all stakeholders,

On behalf of the Board of Directors of Chinney Kin Wing Holdings Limited, I am delighted to present our 2022 ESG Report, which details all actions and initiatives we have carried out to advance sustainability throughout 2022.

As Hong Kong continues to navigate through waves of the COVID-19 pandemic, we are beginning to see signs of an economic recovery. The Group continues to strategically integrate sustainability into our operations to build business resilience. The Board oversees the Group's ESG management and performance and has overall responsibility in reviewing and approving the Group's ESG report, policies and targets. The Board also acknowledges its responsibilities in reviewing the Group's material ESG issues, assessing climate-related risks and developing ESG management strategies. During the Reporting Year, we have reviewed our ESG governance structure to effectively incorporate the sustainable practices into our business operations and reassure the responsibilities of the Board and the senior managements on ESG matters. To better understand and manage the material ESG-related issues of the Group, we reviewed the sustainability trends and industry trends as well as conducted a peer benchmarking exercise to update our material ESG issue list this year.

The Group is committed to protecting the environment by minimising the environmental impact of our business operations. All our projects are carried out following the requirements and standards of the ISO14001 Environmental Management Systems and ISO50001 Energy Management System. We continued to receive the Energywi\$e and Wastewi\$e certification for multiple projects from The Hong Kong Green Organisation Certification in recognition of our efforts in energy conservation and waste management. In response to climate change, we have drafted a Climate Change Policy which details our adaptation and mitigation strategies to manage climate change risks and its associated impacts across our business operations.

As an engineering company specialising in foundation building, we stress the importance of creating a safe and healthy working environment for our employees. To ensure a safe and healthy work environment, the Group implements an occupational health and safety management system in accordance with the standards and requirements of the ISO 45001 Occupational Health and



Safety Management Systems. We attained the IAQ certificate under the IAQ Certification Scheme for our efforts in promoting good indoor air quality practices. We have also implemented measures to safeguard employees in the workplace from COVID-19, including flexible working arrangements, body temperature monitoring and frequent disinfection.

To contribute to the betterment of society, we have drafted a Community Investment Policy that outlines our commitments in creating positive change in communities where we operate.

On behalf of the Board, I would like to express my sincere gratitude to our team for their contributions in promoting the sustainable development of the Group. Going forward, we will continue to refine our sustainability policies and measures to improve long-term sustainability in our business operations.

Yuen-Keung Chan
Chairman

3

Awards & recognition

During the Reporting Year, Kin Wing has received the following awards and honours for recognising our efforts in sustainability and ESG performance.



Certification / Award	Organisation
 Joyful@Healthy Workplace Best Practices Merit Award (Enterprise / Organization Category) <ul style="list-style-type: none"> • Kin Wing Foundations Limited • Proposed Resident Development at TKOTL70RP, Package 13, Lohas park, Tseung Kwan O 	Occupational Safety & Health Council
 Construction Industry Safety Award Scheme 2021/2022 Minor Renovation and Maintenance Works Gold Prize <ul style="list-style-type: none"> • DrilTech Ground Engineering Ltd. • GE/2019/16 Ground Investigation – New Territories East 	Labour Department
 Construction Industry Safety Award Scheme 2021/2022 Minor Renovation and Maintenance Works Outstanding Performance in Work-at-height Safety Award <ul style="list-style-type: none"> • DrilTech Ground Engineering Ltd. • GE/2019/16 Ground Investigation – New Territories East 	Labour Department
 Construction Industry Safety Award Scheme 2021/2022 Building Sites – Sub-contractors Meritorious Prize <ul style="list-style-type: none"> • DrilTech Ground Engineering Ltd. • Construction of a 36-Classroom Primary School at Area 9, Tai Po 	Labour Department
 MTR Property Project Department Safety Contractor Award 2021 <ul style="list-style-type: none"> • Kin Wing Foundations Limited • West Rail Kam Sheung Road Station Package 1 Property Development 	MTR Corporation Limited
 Considerate Contractors Site Award Meritorious Prize <ul style="list-style-type: none"> • DrilTech Ground Engineering Ltd. • 17/WSD/19 Relocation of Diamond Hill Fresh Water and Salt Water Service Reservoirs to Caverns - Ground Investigation 	Development Bureau & Construction Industry Council
 Considerate Contractors Site Award Meritorious Prize <ul style="list-style-type: none"> • Kin Wing Engineering Company Limited • Foundation, ELS and Pile Cap Works for Proposed Subsidized Sale Flats Development at Anderson Road Quarry Site R2-2 	Development Bureau & Construction Industry Council
 Outstanding Environmental Management & Performance Award Meritorious Prize <ul style="list-style-type: none"> • Kin Wing Engineering Company Limited • Foundation, ELS and Pile Cap Works for Proposed Subsidized Sale Flats Development at Anderson Road Quarry Site R2-2 	Development Bureau & Construction Industry Council

4

Stakeholder engagement and materiality assessment

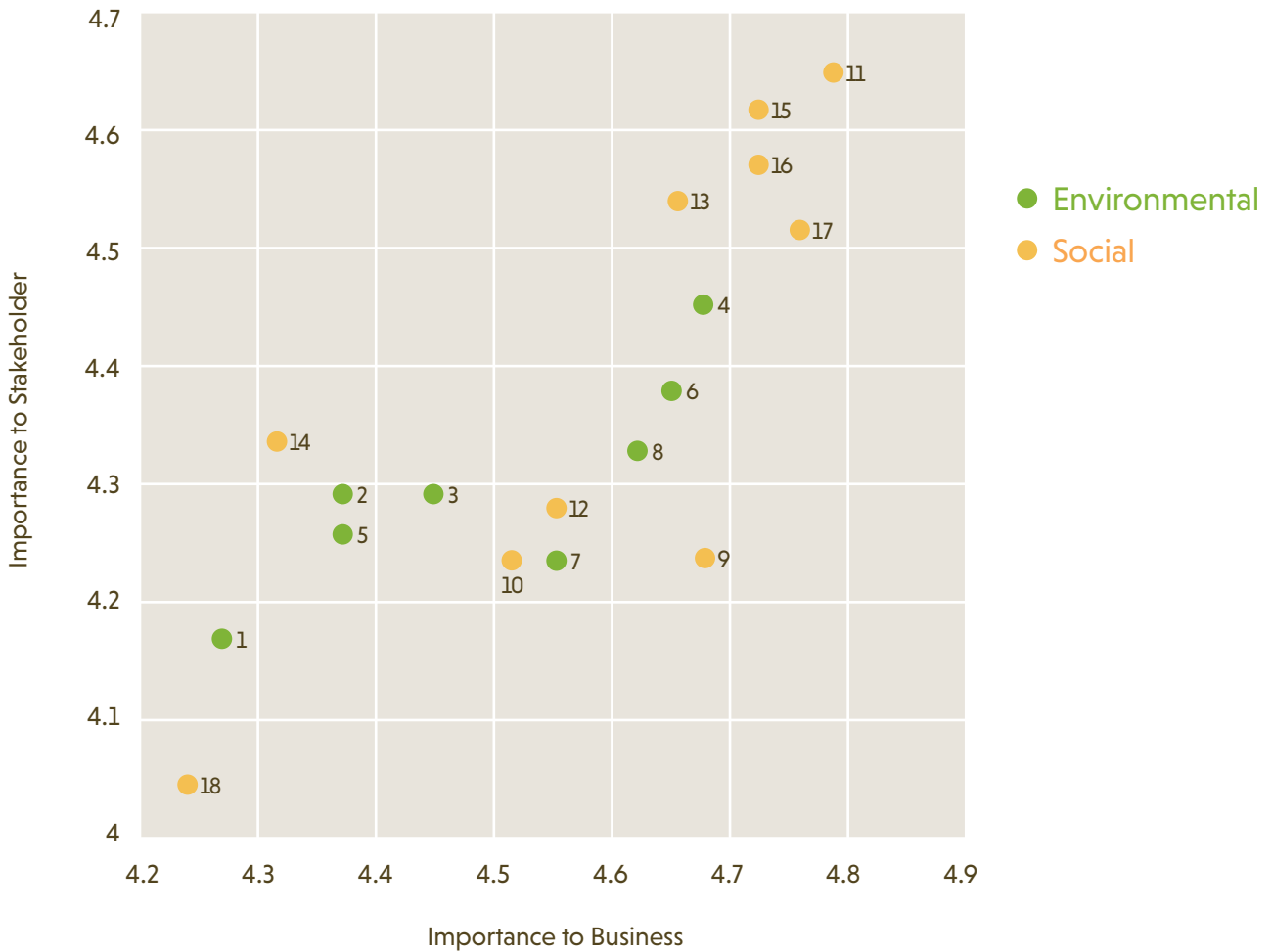
In Kin Wing, we value stakeholders' feedback on our business operations, therefore we actively communicate with stakeholders through a variety of channels to gain a better understanding of their concerns:

Stakeholder Group	Communication Channels
 Community	<ul style="list-style-type: none"> • Community activities
 Industry Association	<ul style="list-style-type: none"> • Interviews • Seminars
 Social media	<ul style="list-style-type: none"> • Interviews • Group's website
 Suppliers and sub-contractors	<ul style="list-style-type: none"> • Site visits • Evaluations and assessments • Direct communication • ESG survey
 Clients	<ul style="list-style-type: none"> • Direct communication • Group's website • Social media
 Employees	<ul style="list-style-type: none"> • Continuous communication • Performance appraisals • Meetings • Trainings and workshops • ESG survey
 Investors	<ul style="list-style-type: none"> • Face-to-face meeting and teleconference • Continuous communication • Group's website • Annual Report, Financial Reports and announcements • Investor briefing

Stakeholder Group	Communication Channels
 Shareholders	<ul style="list-style-type: none"> • General meeting • Annual Report, Financial Reports and announcements • Direct communication • Investor briefing • Group's website
 Government	<ul style="list-style-type: none"> • Public consultation • Continuous communication

The Group conducted a stakeholder survey with employees, sub-contractors and material suppliers in 2019 to rate the importance of the environmental and social topics outlined by the Board in order to better understand and manage Kin Wing's material ESG issues. During the Reporting Year, the Group has reviewed the material ESG issues by benchmarking against the peers and sustainability trend in the industry, and updated our materiality matrix to showcase the material issues which are both important to business and stakeholders. After our review this year, a new and more comprehensive material issue "Waste Management" was added to cover both "General waste recycling and management" and "Construction waste management" issues. The Group also took a step further to include "anti-discrimination" into the existing material issue "Diversity and equal opportunity". Therefore, the issue was amended to "Anti-discrimination, diversity and equal opportunity". Furthermore, while the Group acknowledged that, compliance with relevant environmental and socioeconomic laws and regulations is undoubtedly mandatory and important, the two material issues "Compliance with relevant socioeconomic laws and regulations" and "Compliance with relevant environmental laws and regulations" were removed. The materiality matrix has been examined and confirmed by the Board for the current Reporting Year.

The materiality matrix, as shown below, has the most significant issues located in the top right-hand corner. This Report will further expound on these material topics.



Environmental	
1	Raw material management and selection
2	Energy usage and conservation
3	Greenhouse gas emission
4	Air quality control
5	Water consumption and conservation
6	Wastewater management
7	Construction noise
8	Waste management

Social	
9	Employment
10	Anti-discrimination, diversity and equal opportunity
11	Occupational health and safety
12	Development and training
13	Labour standard
14	Supply chain management
15	Anti-corruption practices
16	Quality assurance
17	Customer privacy
18	Community involvement

5

Building a resilient team


Human resources are the most valuable asset for the success of our business. The Group is committed to promote a safe and healthy workplace as well as offering career advancement opportunities and professional growth to our employees. We implement a people-oriented approach to secure employee safety and ensure operational efficiency. Meanwhile, we strictly comply with all the applicable laws and regulations in Hong Kong. During the Reporting Year, there were no instances of non-compliance with employment laws and regulations.

5.1 Providing a safe and healthy workplace

Occupational Health and Safety was rated as one of the most material topics to our business operations. Kin Wing promotes the motto "Work Happily and Return Home Safely" to all employees, stressing the importance of establishing a safe and healthy workplace.

The Group has established safety goals of zero occupational deaths and less than 22 occupational incidents per 1,000 employees per year. To achieve the target, the Group has put in place an Occupational Health and Safety Management System which is accredited to ISO 45001:2018 and there were no fatal accidents recorded in the past four years. We are able to lower organisational and individual safety risks under the System due to the stringent internal and external audits. By identifying and controlling the hazards as required by the System, we can reduce the likelihood of accidents and injuries. We recorded zero occupational deaths and 3.27 occupational incidents per 1,000 employees this year.

During the Reporting Year, there were no non-compliance cases with relevant laws and regulations that occurred in Hong Kong regarding occupational health and safety. However, the Group paid a fine for a non-compliance incident that occurred previously. The incident happened at the project site at the Prince Edward Road West in 2019, whereby our subsidiary company, DrillTech Geotechnical Engineering Limited, failed to provide and maintain system of work for the operation of excavator in disposing of soils, and failed to provide necessary instruction, training and supervision to ensure the health and safety at work of the workers. A total amount of HK\$100,000 was imposed after being found guilty in May 2022 for violation of the Factories and Industrial Undertakings Ordinance, Cap 59.



Since then, the Group has learnt a lesson from the incident and committed to enhancing safety measures and providing the best to our employees. To raise the safety knowledge in the Group, a Safety Manual is given to all our frontline site workers and supervision staffs. Registered safety inspectors from diverse projects undertake regular cross-site inspections regularly, while members of the Execution Panel also performed routine safety audits for each construction site. In each project, we have established a Site Safety Committee that meets monthly to discuss potential health and safety issues. In addition, the Group has implemented the following measures to enhance site safety:

1. Evaluate occupational risks and adopt required precautions to reduce these risks;
2. Introduce "toolbox talks" and "safety suggestion box" in construction sites and workplaces for workers to raise their opinions, concerns, and to recommend improvement to the workplace;
3. Offer workers with proper Personal Protective Equipment; and
4. Practise emergency drills to improve awareness and readiness.

In 2021, the Group has also held the Safety Seminar to raise the safety awareness of our frontline site workers and supervision staffs in the construction site. Awards were presented to the staffs who has demonstrated outstanding safety performance at their projects to promote the importance of site safety.

In addition to ensuring safety on construction sites, we prioritise the health and well-being of its personnel. The Group delivers fresh fruits every week to office personnel to promote a healthy lifestyle and balanced diet. The Group also organises various employee events to improve the health and relationships of our employees. For instance, we organised timber upcycling workshop, photo taking competition, and Christmas Party & Long Service Award Ceremony 2022 to show our care and appreciation of our employees' efforts. Our outstanding achievements in promoting healthy eating, physical activity and mental health was being recognised. The Group was awarded the Joyful@Healthy Workplace Best Practices Merit Award (Enterprise / Organizational Category) 2021-22 and Construction Industry Safety Award Scheme 2021/2022 Minor Renovation and Maintenance Works Outstanding Performance in Work-at-height Safety Award. Due to the COVID-19 epidemic, we suspended our corporate vacations. We will continue to constantly evaluate the situation and consider organising further staff events in the future.

Employee activity examples



Timber upcycling workshop



Badminton team building event

Award



Christmas Party & Long Service Award Ceremony 2022



Competition



Photo taking competition 2022



Weekly fruit distribution

5.2 Safeguarding against COVID-19

To demonstrate our business resilience during the COVID-19 pandemic, we continued to adopt a range of steps to protect the health of our employees and workers, including, but not limited to:



- Carrying out more regular disinfection cleanings in our office and workplaces, particularly in common areas and places such as door handles, card readers, toilet facilities and meeting rooms



- Providing on-site protection and disinfection supplies, such as fast rapid test kit, face masks in meeting rooms and rubbing alcohol at the site entry



- Installing air purifiers with virus-killing capabilities at meeting rooms and ensuring good ventilation through exhaust fans



- Monitoring body temperature upon entering the office; anyone with a temperature equal to or greater than 37.5 degrees will be denied entry



Adopting alternative work arrangements, including work-from-home policies, flexible working hours and lunch hours to limit the likelihood of transmission



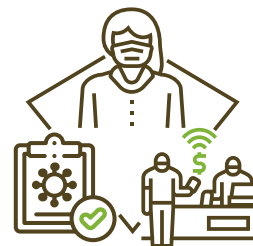
Adopting new communication technologies and/or utilizing existing digital infrastructure to provide seamless communication in support of business continuity



Appointing key personnel from the same sector to alternative rooms to prevent infection-related operation disruptions



Monitoring and updating employees on the latest COVID-19 information while educating them on hygiene practices

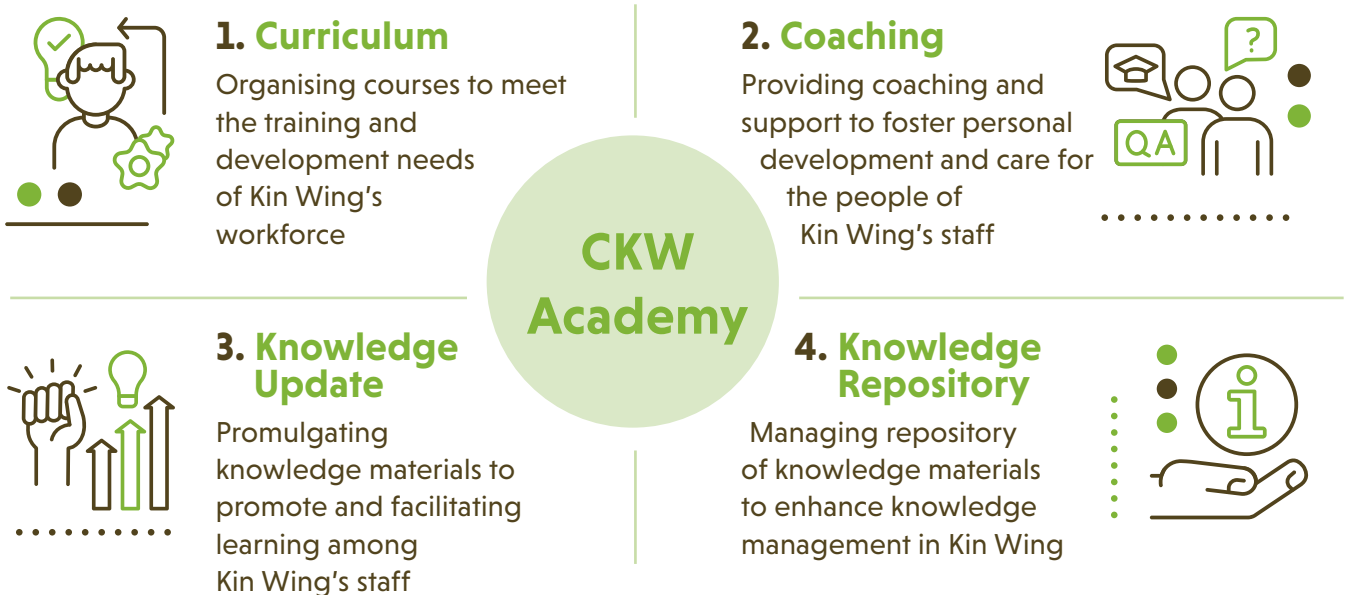


Supporting and fully enabling government-backed coronavirus employment retention programs for furloughed employees

5.3 Nurturing a capable team

The Group values the personal growth of our employees and a competent workforce to achieve long-term commercial success. The Human Resources (HR) Department manages and implements employee training programs based on employees' needs and requests. New employees undergo orientation and induction training to acquaint them with the Group's operations and their duties. The Group has also provided senior staff with job-specific training to enhance their operational and managerial abilities. In order to encourage our employees to seek further training and development, the Group subsidises the external training courses fees. During the Reporting Year, the Group has made greater investments in staff development and provided all employees with 14,895 hours of training in total, increased 70% compared to last year.

The Group has always invested in staff training and development. This has helped the Group maintain its leadership position in the foundation and allied construction industries. We constantly endeavour to improve our business and operations. The Group is determined to expand our effort in employee competency development by creating the CKW Academy ("Academy") in July 2022, anticipating the growing demand for competent and skilled personnel. The Academy's vision is to assist our staff to realise their full potential and develop alongside the Group in its foundation construction services. The Academy's mission is to act as a hub for competence development and knowledge management, with the goal of increasing the Group's talent pool and strengthening the Group's competitiveness. Our specialised training centre, "CKW Academy Hub," also opened this year for events organised by the Academy. In line with the vision and mission, the Academy provides four main areas of service:



Regular Core Management Meetings were held to cultivate a competent management team and establish an effective communication channel throughout the Group. Every four months, the Core Management Meeting was convened for the top management, managerial, and supervisory personnel from various departments to share their operational and managerial experience, therefore increasing the Group's cooperation and communication. It aims to integrate the Group as a team and facilitate efficient operations via the sharing of information and experience. The Core Management Meeting is also a chance for employees to have a deeper understanding of the Group's goals and their future career advancement.

5.4 Upholding workplace ethics

In our business activities, we demonstrate a high level of professionalism and business ethics by adhering to the following three fundamental values:

Freedom

The Group has zero tolerance to human rights violations and strictly prohibits the use of child and forced labour. Prior to formal employment, the HR Department is responsible for validating the identification and age of all applicants. If child labour is observed, the Group will immediately terminate the contract and conduct further investigation. The underage employee will be sent to the hospital for a health examination. If forced labour is discovered, the HR Department must act to end infringement and offer appropriate compensation. All verified instances must be recorded in a written report to avoid recurrence.

There were no instances of non-compliance of laws and regulations relating to child and forced labour in this Reporting Year.

Fairness

The Group endeavours to promote equality and diversity in the workplace by treating its workers without discrimination. According to the Staff Handbook, all kinds of discrimination are prohibited by the Group. During the recruiting and staff assessment processes, management assesses applicants and employees exclusively based on their ability, experience, and qualifications, regardless of gender, colour, nationality, religion, or any other non-job-related traits.

Truth

The Group promotes "Truth" and corporate ethics in its group operations by developing rules and standards to safeguard its customers' privacy. Employees must adhere to the Staff Handbook while handling private customer information to prevent data breaches and conflicts of interest. The Group has zero tolerance for unethical conduct. The Group has established the Code of Conduct and anti-corruption policy in accordance with the concept of integrity. Employees are required to disclose their affiliations and benefits received from work-related parties in order to prevent conflicts of interest and preserve the fairness of corporate choices. In 2022, the Group continued to participate in Integrity Charter organised by ICAC, and sign the commitment to uphold integrity. In order to prevent corruption, we have also devised a procedure to encourage staff to report any suspected instances of misconduct. The Group will investigate all such complaints and take disciplinary action depending on the findings of the inquiry. Our anti-corruption training is provided on a regular basis. The Group has provided anti-corruption training for all directors and employees, including the ICAC Seminar on Managing Staff Integrity for Managerial and Supervisory Staff in 2022 as well.

During the Reporting Year, there were no non-compliance cases in relation to bribery, extortion, fraud and money laundering in Hong Kong. There were no legal cases regarding corrupt practices brought against the Group or its employees during the Reporting Year.



Certificate of Integrity Charter issued by ICAC

6

Delivering quality foundation services

6.1 Managing supply chain

Raw materials

Kin Wing maintains its position as one of the market leaders in the piling construction sector with a broad network of suppliers for both services and raw materials including concrete and steel. Our suppliers, contractors, and subcontractors are essential in helping us to develop a sustainable business. To preserve the quality of supply chain, the Group has put stringent supply chain assessment policies and procedures in place. To maintain the quality of raw materials, the Procurement Department and the Health & Safety Department are assigned to ensure that procured materials meet all pertinent safety and construction regulations. The Procurement Department shall immediately stop using such materials if they do not meet the standard and switch to qualified material replacements.

The Procurement Department considers ESG factors during the procurement process in addition to material quality, pricing, and on-time delivery. The Group has created an internal procurement policy based on the BEAM Plus New Buildings Assessment Tool in order to promote local economic growth and reduce emissions caused by transportation. Prior to the start of the project, at least 30% of raw materials should be procured within 800 km of the suppliers' manufacturing facility. 543 local suppliers have supplied Kin Wing throughout the Reporting Year, making up around 97% of the total number of suppliers of Kin Wing.

Equipment

The Group has also established a set of standards for acquiring Quality Powered Mechanical Equipment (QPME) in addition to the raw materials procurement. To mitigate potential environmental impacts including noise pollution, the Procurement Department makes sure that equipment complies with relevant requirements as stated by the Electrical and Mechanical Service Department as well as the Environmental Protection Department of The Government of the Hong Kong Special Administrative Region ("HKSAR"). The Procurement Department is also required to submit all pertinent certifications for procured items to the Quality Assurance Department for verification as part of internal due diligence.

6.2 Assuring quality and responsible services

The foundation construction services that Kin Wing provides to its clients are of the highest quality. As stipulated in our internal quality policy, the Group is committed to providing high quality services by implementing an effective Quality Management System in accordance with the requirements and standards of the ISO 9001:2015 Quality Management System.

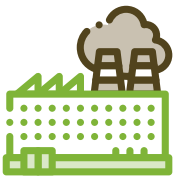
When tender is accepted by client, the Group will designate project managers to allocate the relevant resources. We will also appoint engineers to supervise the execution of technical tasks. The procurement of qualified goods and materials will fall within the purview of the Procurement Department. The Quality Assurance Department will make sure materials and works are up to internal standards. We strive to establish clear and timely communication with contractors and clients. We will handle customer complaints in a proactive manner and take appropriate actions when needed. During the Reporting Year, we have received no complaints against our products and services.

Our construction sites have participated in several assessments or certification schemes, including Wastewi\$e and Energywi\$e. During the Reporting Year, multiple of our construction sites have achieved "Excellent" or "Good" level in Wastewi\$e or Energywi\$e certificates from The Hong Kong Green Organisation Certification by Environmental Campaign Committee.

7

Promoting sustainable operations

The Group is highly aware that greenhouse gas emission, air pollution, water consumption, waste disposal and noise pollution are some of the material environmental consequences caused by its construction works and other daily operations. Hence, the Group actively takes action in mitigating our environmental footprint through establishing an organised environmental management system and obtaining the ISO 14001:2015 certification this year. Under the well-structured and efficient management system, we devoted our efforts in carrying out various sustainability policies, such as the Environmental Policy and Energy Policy. During the Reporting Year, we have also implemented a new Energy Reduction Policy containing comprehensive mitigation measures as guidelines for our employees and workers to follow. The Group is also committed to operating in strict compliance with relevant environmental laws and regulations, which include but not limited to:



**Air Pollution
Control Ordinance
(Cap.311)**



**Waste Disposal
Ordinance
(Cap.354)**



**Water Pollution
Control Ordinance
(Cap.358)**



**Noise Control
Ordinance
(Cap.400)**

During the Reporting Year, there were no non-compliance cases in relation to greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste in Hong Kong.



Appoint an environmental officer/supervisor to review the forthcoming construction activities. Corresponding mitigation measures/procedures shall be provided to minimise environmental impacts to the adjoining stakeholders and the environment.



Adequate resources shall be provided to supervise and ensure that operations are conducted in compliance to environmental laws and regulations.



Routine inspection and site audits focus on construction processes – enhance efficiency in energy and material consumption.



With the use of the "5R" principles (Reduce, Reuse, Recycle, Refuse and Repair) to lower resource consumption and waste generation as far as possible.



Provide relevant training regularly to site management, frontline staff and sub-contractors with our goal to raise their environmental awareness in environmental conservation.



Ensure employees and workers are aware of the importance of complying to environmental laws and regulations



Energy Reduction Policy

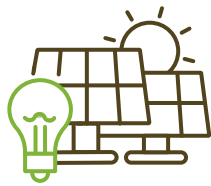


Regular environmental training for site management, frontline staff and sub-contractors in construction sites

The Group have set up environmental targets to enhance our environmental management performance. This year, the Group continuously strive for achieving our environmental targets and we regularly review the progress.

Energy

Reduce energy consumption intensity (per meter bored pile) by 26% by year 2030 against year 2020



Reduced **15.43%** in 2022 as compared to 2020

GHG Emission

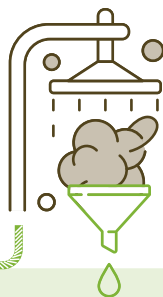
Reduce carbon intensity (per meter bored pile) by 26% by year 2030 against year 2020



Reduced **12.67%** in 2022 as compared to 2020

Water

Reduce water consumption intensity (per meter bored pile) by 18% by year 2030 against year 2020



Reduced **3.85%** in 2022 as compared to 2020

Waste

Improve the reuse and recycling rate of construction and demolition materials



In 2022, most of the projects are in the beginning stage with a few large-scale excavations, resulting in the relatively low reuse and recycling rate of construction and demolition materials.



7.1 Energy consumption

Energy consumption is one of the most significant environmental issues to the Group. We adopted ISO 50001:2018 Energy Management System to manage our energy consumption efficiently and implemented a wide range of mitigation measures to save energy and progress towards our energy target.

With the implementation of the Energy Reduction Policy, we have adopted a variety of initiatives in our offices and construction sites to reduce energy consumption and enhance the efficiency of energy use. The policy provides the flexibility for each construction site to implement measures which is most relevant to its nature and endorse a tailor-made policy for each site.

For office premises:

- 1 Switch off all idle machines and unnecessary powered equipment to conserve energy.
- 2 Uphold green procurement with the introduction of "Site Green Procurement Policy" and "Office Green Procurement Policy".
Prioritise procurement of equipment and appliances that are certified with energy efficiency labels.
- 3 Maintain indoor temperature at 24-26 Celsius degree or 60%-80% intensity during summer between June and September. Adjusting the temperature of air-conditioner can save up to 9% of electricity use.

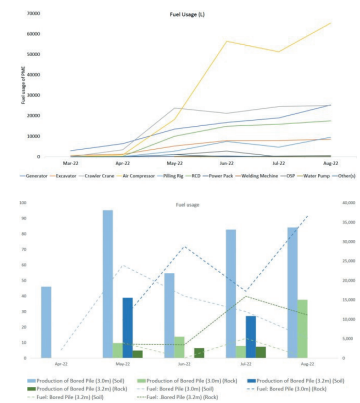


類別編號	產品類別	細項類別	細項編號	
A	廢物回收設施	環狀三色回收箱	001	
	廢物回收設施	化學廢物貯存箱	002	
B	清潔衛生用品	廁紙	001	
		清潔衛生用品	002	
	清潔劑	清潔劑	001	
		清潔劑	002	
C	電器	燈具	001	
		電器	冷氣	002
		電器	燈具	003

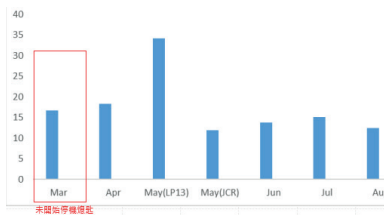


For construction sites:

- 1 Closely monitor and record the energy usage from electricity and fuel consumption for checking irregularities. In case of any abnormality, site supervision staff are responsible to report to the environmental officers and implement corrective measures instantly.

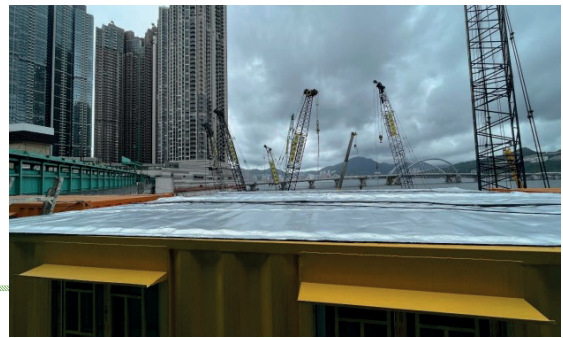


K 建築工程有限公司 KING HING ENGINEERING CO., LTD.		層樓機手每日工作記錄表		K 建築地產有限公司 KING HING REAL ESTATE COMPANY LIMITED	
編號	日期	工程編號	吊機編號	吊機編號	車牌編號
1750-000	吊 / 年				
1800-000	吊 / 年				
1900-000	吊 / 年				
2000-000	吊 / 年				
2100-000	吊 / 年				
2200-000	吊 / 年				
2300-000	吊 / 年				
2400-000	吊 / 年				
2500-000	吊 / 年				
2600-000	吊 / 年				
2700-000	吊 / 年				
2800-000	吊 / 年				
2900-000	吊 / 年				
3000-000	吊 / 年				



- 2 Stop engine when idling campaign to reduce fuel consumption on machinery that is expected to idle for more than 20 minutes.

- 3 Install reflective heat insulation film on the windows and on top of the containers to avoid direct sunlight and reduce heat absorption of the container, hence lessen the demand for cooling. On-site measurements show it can save 10% of energy consumption.



- 4 Replace traditional "exit" signs with LED "exit" signs and streetlights. Replace traditional lighting fixtures (such as tungsten bulbs, T12, T18, etc.) with energy-efficient lighting such as LED lights to save energy and extend bulb life.

To recognise our efforts in conserving energy, multiple projects have obtained the Energywi\$e certificate of The Hong Kong Green Organisation Certification by the Environmental Campaign Committee in 2022.

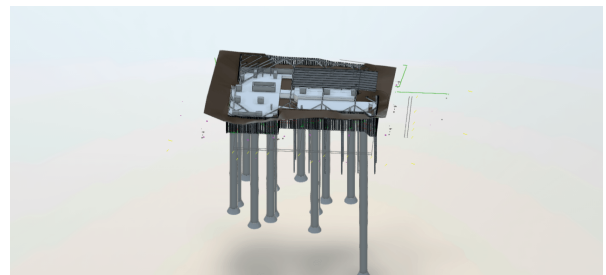
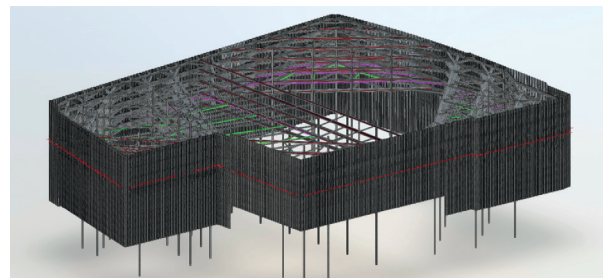
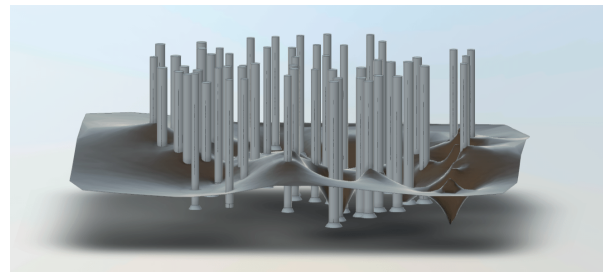


Energywi\$e certificate of The Hong Kong Green Organisation Certification

Case Study:

Building Information Modelling (BIM) to promote sustainable construction

In a number of projects, the Group implemented innovative technologies, such as Building Information Modelling (BIM) technology, to improve energy efficiency and promote sustainable construction. BIM enables the Group to visualize projects at the planning phase, hence streamlining the entire project from the planning through the design and construction phases. This improves our planning so that we can deploy resources more efficiently and reduce the number of failed projects.





7.2 Greenhouse gas (GHG) emission and air pollution

During the daily operations of the Group, we have consumed fuel and electricity, which contributes to the emission of GHGs and other air pollutants, including nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matter ("PM"). The Group annually reviewed our performance in GHG emissions, and put effort in achieving our GHG emissions target.

In 2022, to reduce our GHG emission and air pollution, we have become more reliant on B5 Biodiesel, increasing our usage by 46% and decreasing our usage on Petrol and Ultra-low Sulphur Diesel by 1% and 37% respectively. Furthermore, we have also maintained a 97% distribution of local suppliers as compared to last year and are also aware of the location of manufacturers in order to reduce the carbon footprint during transportation.

To minimise the carbon footprints and the emitted air pollutants in construction sites, various mitigation measures were carried out:

- Increase the proportion of cleaner and lower carbon fuel such as biodiesel in fuel consumption mix
- Suppress and control dust emissions by conducting water spraying, adding dust control curtains and using low-dust equipment
- Conduct environmental monitoring and audit ("EM&A") to ensure air emission levels during construction works meet regulatory limits
- Install photovoltaic lighting in 60% of construction site office area to help reduce electricity usage and carbon emission



Dust control measures in construction sites

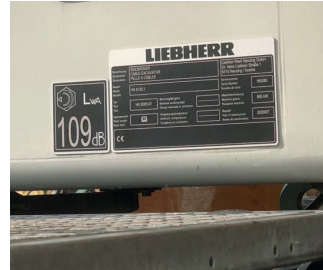


PV light in construction sites

Case Study:



Green procurement of the crawler crane with less emission



The Group has presented the first modern mobile crane which complies with EU standards in Hong Kong, the HS 8130.1 duty cycle crawler crane by Liebherr, and it has been used in our foundation project for West Rail Kam Sheung Road Station in Yuen Long, New Territories. This mobile crane has several environmentally beneficial features:

1. Eco-friendly silent mode:

It reduces engine speed to a predetermined level with no effect on operating output, which can significantly reduce diesel consumption and noise generation in silent mode. The Sound power level is 109dB(A), which is 9dB(A) lower than previous generations.

2. Auto shutdown function:

The engine is equipped with an automated stop control. After assessing many machine factors, this function automatically shuts down the engine when there is a long standstill period (approximately 20 minutes). This makes it easier to save fuel and safeguard the environment.

3. Complies with Euro 5 emission standards (Stage V or TIER 4f/570kW):

Significantly reduce levels of NOx and PM

4. Equipped with V8 engine:

Reduced diesel consumption, reduced noise generation

5. System of post-exhaust treatment:

Installed urea tank for use with "Eco Diesel Urea", reduction of nitrogen oxides in exhaust gases, the urea is mixed with the burnt exhaust gas in the urea mixer and converted into ammonia (NH₃) by the incandescent exhaust gas. The ammonia is converted into nitrogen and water in the catalytic converter by chemical reduction of NOx in the exhaust gas.

6. Improves energy efficiency with 25%t less diesel consumption:

Maintains strong output while consuming less diesel.



7.3 Water consumption and wastewater management

Wastewater management is another material environmental issue important to our business. The Group strictly comply with standards from the Environmental Protection Department (EPD) and avoid water pollution through conducting regular water discharge quality inspection. In addition, we optimise water resources in our construction sites to reduce water usage. Installing the on-site treatment facilities such as sedimentation tanks facilitate us to recycle the wastewater generated from washing off in construction sites. The treated water can be re-utilised for suppressing dust emission from the construction activities and washing on-site machinery and vehicles. For the surplus treated water, it is discharged to designated public stormwater drainage system with conditions stipulated in the EPD's approved discharge license.



Water undergoes preliminary sedimentation in sedimentation tanks

In addition, the Group have implemented different measures to enhance the efficiency of water consumption. For instance, we have installed water efficient throttle and water taps that acquired water efficiency labels in our construction sites.





7.4 Waste management

Kin Wing acknowledges most of the waste generated from our daily operations include construction and demolition (C&D) waste, general waste, and lubricant oil, which non-hazardous waste consist mainly C&D waste. To enhance the utilisation of resources and reduce waste, the Group has initiated various waste management measures for construction workers in accordance with ISO 14001:2015 Environmental Management System. With reference to BEAM Plus New Buildings Assessment Tool, the Group established a target to recycle at least 30% of waste per project site. This reflects the Group's commitment in optimising resources use and minimising waste generation.

To minimise the paper consumption and wastes as well as to enhance efficient communication in daily operation, the Group has implemented the digitalisation of documentation system such as Digital Works Supervision System ("DWSS") for employees and workers in construction site, Human Resources department, and procurement department. The Group will propose a Waste Management Plan ("Plan") which list out of different types of waste generated, areas and facilities assigned for waste sorting, and procedures for handling waste. The Group will also assign site environmental officers to oversee the Plan's implementation and record the amount of waste to evaluate the Plan's effectiveness.



Examples of designated areas for recycling in construction sites (left: safety helmets, right: inert C&D waste)

#	RISC Code	Location	RISC Form submission date	Work Type	Work After Inspection	Date	Inspection comment	Sign Off Date	Sign Off Date	Remark	Requested By	Consultant	Status	Inspection/Survey check results	Receipt Date From Contractor	Action
P3720/BP03/007																
	P3720/BP03/007	Bored Pile:BP03	2022-06-08 09:00:00	09	10. Final Air-Installation of lifting / Steel Cages - Measurement of Pile Base Level	2022-06-09 16:00					Kong Fu Leung, Carson		Sent			
P3720/BP06/001																
	P3720/BP06/001	Bored Pile:BP06	2022-04-12 14:54	01. Setting Out-	02. Excavation	2022-04-13 13:00		Janice Cheung	2022-04-14 14:56		Wong Chun Ho, Janice Cheung		Completed	P3720/BP3/008.0 By Kong Fu Leung, Carson @ 2022-06-10 08:00 Bored Pile:BP3 Work: @ 2022-06-11 16:45		
P3720/BP07/001																
	P3720/BP07/001	Bored Pile:BP07	2022-04-12 13:44	01. Setting Out-	02. Excavation	2022-04-13 11:45					Wong Chun Ho, Janice Cheung		Sent			
P3720/BP10/001																
	P3720/BP10/001	Bored Pile:BP10	2022-04-19 13:43	01. Setting Out-	02. Excavation	2022-04-20 11:45		Wong Ka Lok	2022-04-21 14:02		Wong Chun Ho, Wong Ka Lok		Completed	P3720/BP38/003.0 By Kong Fu Leung, Carson @ 2022-06-09 08:00 Bored Pile:BP38 Work: @ 2022-06-10 15:00		
P3720/BP10/003																
	P3720/BP10/003	Bored Pile:BP10	2022-04-12 09:00	03. RHL Inspection-	04. FL Inspection	2022-04-19 09:00					Wong Chun Ho, Janice Cheung		Started			
P3720/BP11/001																
	P3720/BP11/001	Bored Pile:BP11	2022-05-14 08:00	01. Setting Out-	02. Rockhead Inspection	2022-05-16 16:00	Setting out Level inspection was held on 16 May 2022 at				Kong Fu Leung, Carson, Eric Yeung		Finished	P3720/HP04/007.0 By Li Wing Chung @ 2022-06-09 08:00 Socketed H-Pile:HP04 Work: @ 2022-06-10 09:00		
P3720/HP37/004.0																
	P3720/HP37/004.0	Socketed H-Pile:HP37														

Use of DWSS



Wastewi\$e certificate of The Hong Kong Green Organisation Certification



7.5 Noise management

The Group understands the disturbance and noise pollution may be caused by piling construction and drilling from foundation services to nearby community and the environment. The Group followed guidelines and regulations of EPD to conduct all noise sensitive activities within permitted hours and implement noise assessment and monitoring regularly to ensure all sites complied with relevant laws and regulations. Noise barriers were also set up at all sites to minimise the noise level from the construction works.



Noise barriers on-site



7.6 Climate risk management

All industries and business activities are facing immense challenges as a result of climate change. The Group are committed to developing a climate policy and reducing GHG emissions as an environmentally responsible and sustainable business to combat the impacts of climate change. During the Reporting Year, we have drafted a Climate Change Policy to identify and manage climate risks in an effective and strategic manner. The Climate Change Policy outlines the practices and commitments we incorporate in the aspects of mitigation, adaptation, monitoring, and reporting into our business, thus contributing to a low-carbon economy.

In order to identify, analyse, and evaluate the potential climate-related risks that are pertinent to Kin Wing's business, we performed a climate risk identification exercise in 2021. Understanding the Group's related climate risks helps us to align our sustainable growth with the climate change agenda in Hong Kong and worldwide standards. We first reviewed our group strategy and conducted desktop research on the most recent market developments, government policies, and environmental dangers.

The assessment was conducted for our Hong Kong-based business operations. We recognised that the extreme weather brought on by climate change poses a physical risk to the Group and may have a variety of negative impacts. The two prioritised physical risks are extreme wind/typhoon and flooding.

For transition risks, it is anticipated that the Government of HKSAR will implement stricter policies and regulations to limit GHG emissions and improve climate risk disclosure despite a "business-as-usual" scenario to meet the plans and targets outlined in the Hong Kong's Climate Action Plan 2050, and HKEX's Guidance on Climate Disclosures. Our approach to managing GHG emissions and hazards associated to climate change will be affected by these tightening rules and standards.

We will continually examine the climate-related risks in our operations to fully understand their impacts to increase our resilience and preparedness in response to the associated dangers. Furthermore, we will take climate-related factors into account while managing risks and making decisions. For addressing the transition risks, we will also actively monitor market and regulatory changes.

Category	Risk	Specific Time Range	Possible Impact
Acute physical risks	Extreme Wind/ Typhoon	<ul style="list-style-type: none"> Hong Kong's typhoon season spans from May to November, peaking during the summer months of June, July, and August 	<ul style="list-style-type: none"> Construction site / equipment / material / products damage and challenge Construction timelines extended or disrupted resulting in increased costs Unsafe working conditions pose a risk to workers' safety May lead to breach of contract, compensation and legal liability due to interruptions, etc.
	Flooding	<ul style="list-style-type: none"> Flooding at low-lying coastal areas may occur when there is exceptionally high tide level caused by storm surge during the passage of a typhoon 	<ul style="list-style-type: none"> Increased risk of flooding for facilities / equipment located in low-lying areas Construction site / equipment / material / products damage and challenge Construction timelines extended or disrupted Unsafe working conditions pose a risk to workers' safety May lead to higher logistics and transportation costs and reduced production capacities (e.g. delayed works, supply chain interruptions).
Chronic physical risks	Temperature change	<ul style="list-style-type: none"> Temperatures in Hong Kong often exceed 31 °C in summer afternoon Has on average 10 very hot days in a year (maximum temperature reaching over 33 °C) 	<ul style="list-style-type: none"> Increase in operating cost arising from higher demand for air-conditioning and hence energy consumption. Increased risk of worker safety, including heat stroke and heat-related death, or the need to interrupt/delay work, and result in lower productivity on-site. Increase in the health cost of employees
	Water stress	N/A	<ul style="list-style-type: none"> Disrupt construction and operation timeline Increase in water consumption cost

The Group is committed to enhance the climate resilience and minimise the impacts of climate change to our operations. In face of the potential impacts caused by typhoons and flooding, the Group implemented various precautionary measures before the arrival of typhoon:

- Ensuring the stability of temporary structure, and lowering the jib of mobile crane
- Moving the machines at flooding plain and low elevation spot to a higher elevation spot
- Ensuring water storage tank and wastewater storage tank have adequate space for rainwater storage
- Ensuring the site drainage system are functional and backed up with water pumps

Case Study:

Extreme temperature

In July 2022, Hong Kong had a record-breaking maximum temperature of 36.1 degrees, while Sheng Sui recorded a maximum temperature of 39 degrees. There were a total of 15 days where the daily maximum temperatures recorded by the Hong Kong Observatory was equivalent or higher than 35.0 degrees as well as 52 Very Hot Days warning issued in 2022.

Working under the direct sunlight in the open space, foundation contractors also had to wear face masks and were exposed to the high ambient temperature. This transpired to labourers having a difficult time breathing and have a higher risk of getting a heat stroke. Moreover, there were also higher maintenance demand and fire hazard as the plants could also get affected by the intense heat during the very hot days.



Case Study:

Extreme temperature

In order to minimise the impact of extreme temperature to our workers, our company have been taking the following measures:

1. Regular water breaks and maintaining water access within 50m of the workplace;
2. Distribution of electrolyte drinks, salts and watermelon regularly;
3. Distribution of new breathable uniform;
4. Regular water spraying, shelters and blowers provision at site to lower the ground temperature;
5. Anti-heat stroke funding for labours to purchase personal fans;
6. AED training to ensure site staff could handle emergency situation;
7. Routine machinery checking in higher frequency to spot any abnormality at the earliest.



8

Contributing to the community

Kin Wing endeavours to give back to the community in a variety of ways, including through investing money and performing voluntary work to better the community. Despite the COVID-19 pandemic poses a threat to the society, the Group remains proactive in interacting with the charitable community. We drafted the Community Investment Policy to reinforce our commitments to create a positive, better future in all locations where we operate our business in. It guides our resources allocation to different focus areas of contribution. In 2022, we organised Timber Upcycling Workshop activity for our employees by using the fallen trees from one of our construction sites in Jockey Club Road and turned them into useful products as well as to raise the environmental awareness among general public.

Kin Wing was awarded the 5 Years Plus Caring Company award by The Hong Kong Council of Social Service in 2022 again.



5 Years Plus Caring Company award

9

Looking forward

Utilising cutting-edge technologies in its construction projects, the Group continues its commitment to enhance environmental and social performance. The Group will continuously evaluate and enhance the corresponding policies and efforts across its supply chain to establish a sustainable city. The Group will also make an effort to engage with stakeholders and give back to the community to demonstrate the Group's value and concern for community issues. The Group is dedicated to disclosing more thorough and detailed targets in the next report, aiming to bring the measures related to ESG issues into action and make a positive impact.

10 Performance table

Environmental Performance	Unit	2022	2021
Greenhouse Gas (GHG) Emissions			
Scope 1: Direct emission ⁽¹⁾	tonnes of CO ₂ equivalent ("tCO ₂ e")	25,465	27,383
Scope 2: Indirect emission ^{(2) (4)}	tCO ₂ e	216	451
Total GHG emissions	tCO ₂ e	25,681	27,834
Total GHG intensity	tCO ₂ e / M' Revenue (HKD)	14.22	13.63
	tCO ₂ e / production of bored piles (m) ⁽³⁾	3.14	3.12
Energy Usage			
Electricity ⁽⁴⁾	MWh	497	1,118
Petrol	Litre ("L")	33,929	34,299
	MWh	326	330
Ultra-Low Sulphur Diesel	L	4,159,517	6,628,939
	MWh	45,588	72,653
B5 Biodiesel	L	5,486,019	3,746,434
	MWh	53,336	36,423
Total energy consumption	MWh	99,747	110,524
Total energy intensity	MWh / M' Revenue (HKD)	55.23	54.12
	MWh / production of bored piles (m) ⁽³⁾	12.18	12.40

Environmental Performance	Unit	2022	2021
Water Consumption			
Total water consumption	m ³	175,072	207,320
Total water consumption intensity	m ³ / M' Revenue (HKD)	96.94	101.51
	m ³ / production of bored piles (m) ⁽³⁾	21.37	23.26
Non-hazardous Waste			
Construction and demolition waste (sent to Land Fill / Sorting Facilities)	tonnes	245,501	195,808
Construction and demolition waste (sent to Recycling Facilities / other Construction Sites for reusing) ⁽⁵⁾	tonnes	56,972	522,234
Recycled metal ⁽⁶⁾	tonnes	545	1,557
General refuse	tonnes	899	1,606
Total non-hazardous waste intensity	tonnes / M' Revenue (HKD)	168.28	353
	tonnes / production of bored piles (m) ⁽³⁾	37.10	80.90
Hazardous Waste			
Total hazardous waste disposed	tonnes	9.7	9.2
Total hazardous waste intensity	tonnes / M' Revenue (HKD)	0.005	0.005
	tonnes / production of bored piles (m) ⁽³⁾	0.001	0.001

Note (1): Scope 1 GHG emissions refer to direct emission of GHG from sources owned or controlled by the Group, which include (i) transportation and (ii) machinery usage.

Note (2): Scope 2 GHG emissions refer to indirect GHG emissions resulting from the consumption of the electricity which the Group purchased.

Note (3): The production of bored piles in 2021 was 8,915m and 2022 was 8,191m.

Note (4): Since most of the projects are in the beginning stage and the connection to the electricity grid have not been established, the electricity usage in 2022 is relatively low.

Note (5): Recycling of C&D waste is subject to the construction stage and scale of the project. In 2021, a few relatively large-scaled projects were in the excavation and lateral support (ELS) stage, with a lot of soil excavation that might be recycled. In 2022, most of the projects are in the beginning stage, hence there are fewer large-scale soil excavations.

Note (6): The majority of metal debris typically occurs during the ELS stage, which involves extensive welding. Considering most of the projects are in the beginning stage, there was little metal waste, resulting in relatively low volume of recycled metal.

Social Performance		Unit	2022	2021
Workforce Profile				
Total workforce		No. of people	612	581
By gender	Male	No. of people	519	489
	Female	No. of people	93	92
By age group	< 31	No. of people	78	102
	31-50	No. of people	335	299
	> 50	No. of people	199	180
By employment type	Full-time employee	No. of people	609	580
	Part-time employee	No. of people	3	1
By employment category	Senior Management	No. of people	14	10
	Management	No. of people	28	27
	Frontline and general staff	No. of people	570	544
By geographical region	Hong Kong	No. of people	612	581
Employee turnover rate				
By gender	Male	%	30.0	46.0
	Female	%	50.5	51.1
By age group	< 31	%	64.1	59.8
	31-50	%	28.4	42.5
	> 50	%	29.6	46.7
By employment category	Senior Management	%	7.1	10
	Management	%	7.1	29.6
	Frontline and general staff	%	35.3	48.3
By geographical region	Hong Kong	%	33.3	46.80

Social Performance		Unit	2022	2021
Percentage of employees trained				
By gender	Male	%	85	84
	Female	%	15	16
By employment category	Senior Management	%	2	2
	Management	%	4	4
	Frontline and general staff	%	94	94
Average training hours completed by employee				
By gender	Male	Hours	26.31	15.23
	Female	Hours	13.33	14.49
By employment category	Senior Management	Hours	30.04	17.00
	Management	Hours	24.89	15.11
	Frontline and general staff	Hours	24.17	15.08
Occupational Health and Safety				
Lost days due to injuries		Days	348	881
Rate of injuries per 1,000 employees		%	3.27	10.33
Number of fatalities		No. of people	0	0
Rate of fatalities		%	0	0
Number of suppliers				
Hong Kong		suppliers	543	519
China (including Macau)		suppliers	15	2
Other		suppliers	1	10

A: Environmental

Aspects	Description	Sessions in the report / Remarks	Page No.
A1: Emissions			
General Disclosure	Information on: (a) the policies; and (b) 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.	(a) Promoting sustainable operations (b) Promoting sustainable operations	22
KPI A1.1	The types of emissions and respective emissions data.	Performance table	38
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Performance table	38
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Performance table	38
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Performance table	38
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Greenhouse gas (GHG) emission and air pollution	28
KPI 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	31
A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Promoting sustainable operations	22
KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Performance table	38
KPI A2.2	Water consumption in total and intensity.	Performance table	38
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy consumption	25
KPI 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 and wastewater management	30
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable	-

Aspects	Description	Sessions in the report / Remarks	Page No.
A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Promoting sustainable operations	22
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Promoting sustainable operations	22
A4: Climate Change			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate risk management	33
KPI 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 risk management	33

B: Social

Aspects	Description	Sessions in the report / Remarks	Page No.
Employment and Labour Practices			
B1: Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	(a) Building a resilient team (b) The Group has complied with all laws and regulations relating to employment	12
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Performance table	38
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance table	38

Aspects	Description	Sessions in the report / Remarks	Page No.
B2: Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	(a) Providing a safe and healthy workplace (b) Providing a safe and healthy workplace	12
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Year.	Performance table	38
KPI B2.2	Lost days due to work injury.	Performance table	38
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Providing a safe and healthy workplace	12
B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Building a resilient team	12
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Performance table	38
KPI B3.2	The average training hours completed per employee by gender and employee category.	Performance table	38
B4: Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	(a) Upholding workplace ethics (b) The Group has complied with all laws and regulations relating to labour standard	18
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Upholding workplace ethics	18
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Upholding workplace ethics	18

Aspects	Description	Sessions in the report / Remarks	Page No.
Operating Practices			
B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Managing supply chain / Climate risk management	20/33
KPI B5.1	Number of suppliers by geographical region.	Performance table	38
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Managing supply chain	20
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Managing supply chain / Climate risk management	20/33
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Managing supply chain	20
B6: Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	(a) Assuring quality and responsible services (b) The Group has complied with all laws and regulations relating to product responsibility	21
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	During the Reporting Year, there were no products sold or shipped subject to recalls for safety and health reasons	-
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Assuring quality and responsible services	21
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property right is not a material topic to the Group	-
KPI B6.4	Description of quality assurance process and recall procedures.	Assuring quality and responsible services	21
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Upholding workplace ethics	18

Aspects	Description	Sessions in the report / Remarks	Page No.
B7: Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	(a) Upholding workplace ethics (b) The Group has complied with all laws and regulations relating to anti-corruption	18
KPI 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.	During the Reporting Year, the Group did not have any concluded legal cases regarding corrupt practices	-
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Upholding workplace ethics	18
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Upholding workplace ethics	18
Community			
B8: Community Investment			
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.	Contributing to the community	37
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Contributing to the community	37
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Contributing to the community	37