KPa-BM Holdings Limited
應力控股有限公司*

(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)
Stock code 股份代號：2663



2025年度

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Message from the Chairman



It is with great sincerity that we present the 2025 Environmental, Social, and Governance (ESG) Report of KPa-BM Holdings Limited. This report provides an in-depth account of our initiatives and accomplishments over the past year in the areas of environmental stewardship, social responsibility, and corporate governance.

In the contemporary global landscape, sustainable development has emerged as a subject of paramount importance, particularly within the construction industry. As a significant contributor to energy consumption and greenhouse gas emissions, the sector' s environmental impact is both substantial and undeniable. Globally, several key trends are shaping the path toward sustainable development. On one hand, enterprises are placing increased emphasis on energy conservation, emissions reduction, and resource recycling to mitigate their ecological footprint. On the other hand, societal expectations of corporate responsibility are intensifying, with growing demands for attention to employee well-being, supply chain accountability, and community engagement. In addition, advancements in technology are introducing innovative solutions to enhance sustainability across the construction industry.

Fully cognisant of these trends, we have proactively embraced them. ESG principles are deeply embedded in our operational framework, enabling us to collaborate effectively with clients and communities to address shared challenges. Our ambitions extend beyond the provision of superior construction services, we strive to harmonise environmental protection, social equity, and economic growth. We have articulated definitive targets for energy efficiency and carbon reduction, and we are committed to employing sustainable materials, advancing green construction practices, and implementing robust resource recycling initiatives to minimise environmental impact.

As we look to the future, we will continue to remain attuned to global and local developments in sustainable practices, refining our strategies to ensure alignment with our environmental, social, and governance objectives. Our commitment to continuous improvement will enable us to deliver exceptional construction solutions while laying a strong foundation for sustainable progress. Simultaneously, we will deepen engagement with all stakeholders, fostering collective efforts to build a greener, more prosperous future.

About This Report

KPa-BM Holdings Limited (the "Group", together with its subsidiaries, collectively referred to as the "Group", "KPa-BM" or the "Company") is pleased to publish its 2025 Environmental, Social and Governance ("ESG") Report. This report aims to disclose to all stakeholders the Group's policies, measures, and the latest developments regarding environmental, social, and governance matters.

Reporting Standard

This report has been prepared in accordance with the requirements set out in Appendix C2 of the Hong Kong Stock Exchange's Listing Rules, specifically the Environmental, Social and Governance Reporting Code (hereinafter referred to as the "ESG Reporting Code").

The purpose of this report is to objectively, fairly, and in a balanced manner present the Company's performance in the areas of environment, social, and governance. During the preparation process, the report strictly adhered to the four core principles of "Materiality," "Quantitative," "Balance," and "Consistency."

Materiality

The Group has conducted a materiality assessment in line with the guidance provided in the ESG Reporting Code. Based on the results of the assessment, relevant ESG matters have been reported.

Quantitative

This report complies with the ESG Reporting Code and follows applicable quantitative standards and practices. It adopts a quantitative approach to measure and disclose key performance indicators.

Balance

The report maintains an objective principle by comprehensively disclosing both positive and negative information, ensuring that the content reflects the Company's ESG performance during the Reporting Period in an unbiased manner.

Consistency

The preparation methodology of this year's report is consistent with previous years. Any changes that could affect meaningful comparisons with past reports have been clearly stated in the relevant sections.

Reporting Scope

This report covers the Group’ s overall environmental, social, and governance (ESG) development for the year from 1 April 2024 to 31 March 2025 (the “Reporting Period”) and discloses, in an open and transparent manner, the various policies, guidelines, actions, and performance of Strain Holdings concerning sustainability issues over the past year.

The report discloses relevant policies and measures related to core and significant businesses, specifically our major operations in Hong Kong, the China office, and the China factory (including warehouses and employee dormitories) where construction materials for the Hong Kong business are produced. The scope of the report depends on the significance of each operational business to the overall Group and its impact on sustainability.

Unless stated otherwise, the scope of disclosure in this report aligns with that covered in the annual report, and no changes have been made to the scope when compared to previous years’ ESG reports.

The following is a summary of the business scope within the report:

Operational Business	Clients	Hong Kong Office	China Factory	China Office
Provision of one-stop structural engineering design and build solutions for podium façade, roof, structural steelwork, and noise barriers	Hong Kong	✓	✓	✓
Supply and installation of building material products	Hong Kong	✓	✓	×
Trading of building material products	Hong Kong and Mainland China	✓	×	×

Data Sources and Reliability

The data and case studies in this report are primarily sourced from the Company's statistical reports and other relevant documents. This report has been reviewed by the Board of Directors and approved for publication.

Feedback

We welcome your feedback on this report to help us enhance our sustainability performance and value. Please feel free to contact us via email at cosec@kpa.com.hk.

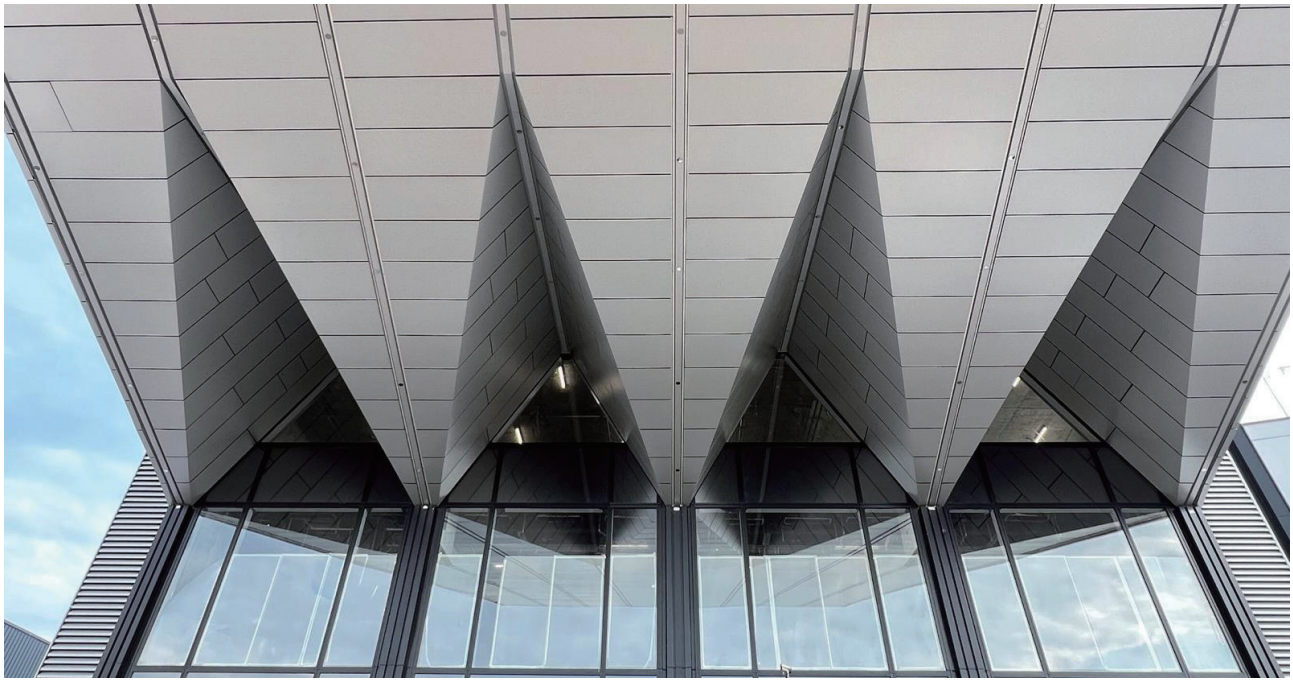
About Us

KPa-BM Holdings Limited (the "Group", together with its subsidiaries, collectively referred to as the "Group", "KPa-BM" or the "Company") was established in 1991 and was listed on the GEM Board and Main Board of The Stock Exchange of Hong Kong Limited (the "HKEX") in 2015 and 2017 respectively.

Our core business primarily provides structural engineering services, supplies and installs construction materials, and engages in the trade of building materials. Specifically, we are involved in: (i) providing structural engineering services in Hong Kong, focusing on design and construction projects, (ii) supplying building materials and providing installation services for such products in Hong Kong, (iii) primarily engaging in the trade of building materials in Hong Kong. The Group's business operations have remained stable with no significant changes compared to 2024.

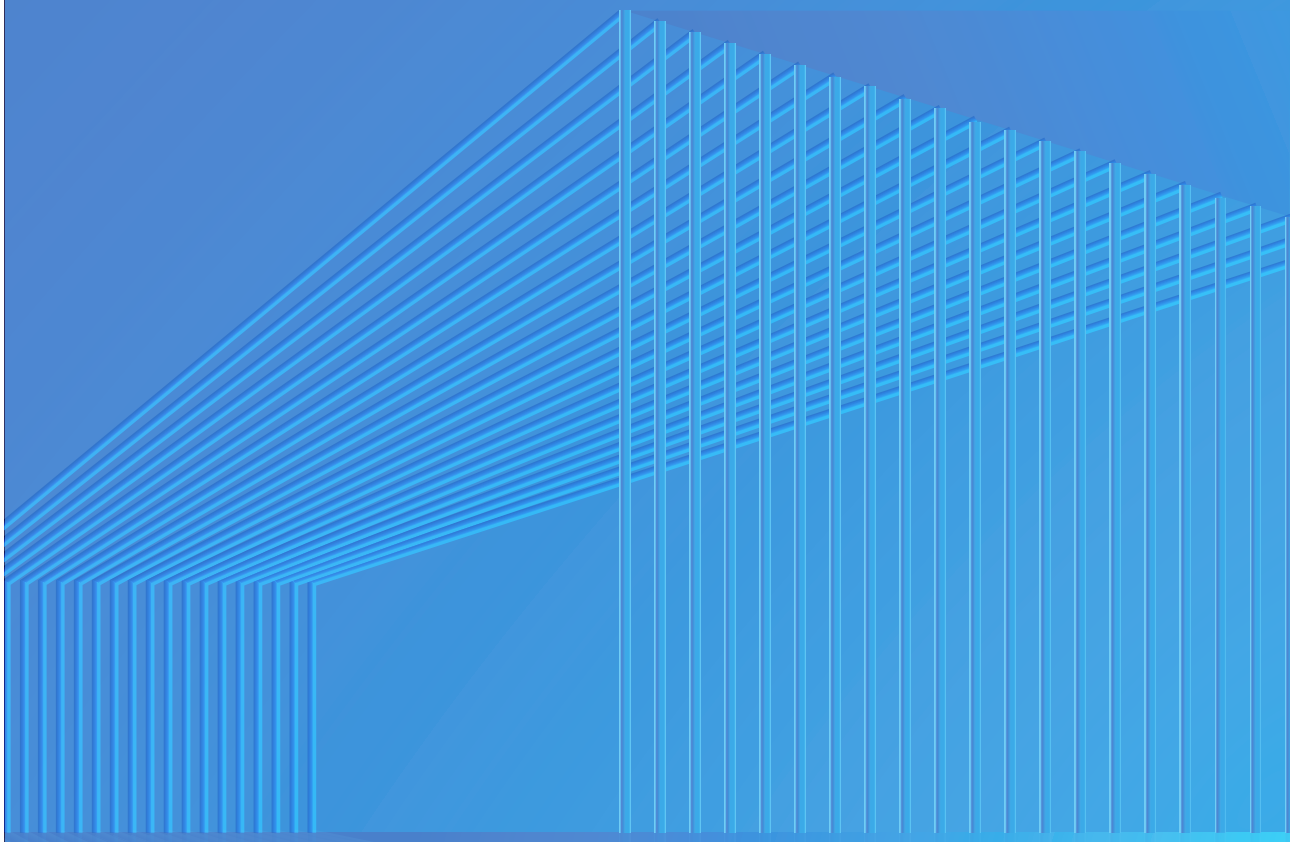
In the past decade, Hong Kong's construction industry has experienced steady growth, primarily driven by a significant increase in demand for residential and commercial buildings, alongside a series of continuous and strong policy supports from the government to increase housing supply and promote infrastructure development. Against this backdrop, the Group has successfully achieved steady expansion through sustained improvement in performance, enhancement of market reputation, and elevation of technical capabilities.

This growth has not only provided us with opportunities to enter higher-end market segments but also enabled us to undertake various kinds of projects from public utilities operators, government agencies, and private developers. These achievements have not only brought substantial economic returns to the Group but also further solidified our leading position in the industry.



01

Sustainability Management



Board Statement

Dear Stakeholders,

We are pleased to announce the publication of the Environmental, Social, and Governance (ESG) Report for the financial year 2025 (the "2025 Fiscal Year").

We acknowledge that, as the global environment faces numerous challenges, including climate change, the depletion of natural resources, and increasingly severe human rights issues, the importance of sustainability to businesses is becoming ever more evident. The public's expectations for companies to actively implement sustainable development measures continue to rise.

In order to ensure that all aspects of our business are carried out to the highest standards, and in accordance with relevant governance requirements, the Group maintains a robust governance framework aimed at effectively managing the sustainable development of our various business operations. The Board of Directors, as the Group's highest governing body, is responsible for overseeing the Group's strategy and direction, including risk management, corporate governance, sustainable development strategies, and the various policies and measures related to climate change. The Board has also delegated the day-to-day management of environmental, social, and governance matters to the Financial Controller and the ESG Working Group, though ultimate responsibility for sustainability remains with the Board.

The Board has clearly established the long-term goals, direction, and overall strategic framework for sustainability within the Group. To ensure that these objectives are successfully achieved, the Board will regularly conduct comprehensive and in-depth reviews and evaluations of the risks, potential opportunities, project progress, and actual outcomes related to sustainable development.

In order to actively respond to and realise our lofty and long-term vision of Building a Better Life while continuously meeting stakeholder expectations, the Board has set sustainability-related objectives and will closely monitor their implementation and progress. We understand that sustainable development is a long-term and complex process, which requires us to adapt and optimise action plans based on changes in circumstances, ensuring that all goals continue to move forward along the right and efficient path.

Throughout this process, we will maintain a high sense of responsibility and mission as we strive to create a better and more sustainable future environment. We believe that through the collective efforts of all our employees and the broad support of society, we will undoubtedly realise our vision and mission, making a meaningful contribution to the prosperity, stability, and sustainable development of Hong Kong.

Sustainability Governance

The environmental, social, and governance (ESG) strategy of KPa-BM Holdings Limited is formulated by the senior management and approved by the Board of Directors. The aim of these strategies is to align the Group' s philosophy with the objective of creating long-term value for stakeholders, while contributing to a better life for society. To achieve this sustainability goal, we have established a stable environmental, social, and governance framework, which primarily includes the Board of Directors, the ESG Working Group, and various operational departments.

With the assistance of the ESG Working Group, the Board of Directors assumes ultimate responsibility for the Group' s ESG strategies and reports. Through the Chief Financial Officer, the Board delegates the day-to-day execution of all environmental, social, and governance-related duties to the ESG Working Group. The ESG Working Group serves as the central point for communication and implementation between the Board, operational departments, and stakeholders.

The Board	ESG goals, strategies, and policy formulation Overseeing ESG development and performance
ESG Working Group	Integrate ESG matters into all business development and planning, and clarify sustainable development goals and actions
Operational Department	Implement ESG policies and actions Identify ESG risks and opportunities and specify control measures Report on sustainable development performance
Stakeholders	Engage stakeholders to understand their needs and concerns regarding sustainable development

ESG Governance Framework

Board of Directors

The Board of Directors is responsible for comprehensively and thoroughly overseeing the Group's ESG-related matters to ensure effective execution. Its primary responsibilities include: (i) establishing the Group's environmental, social, and governance objectives, indicators, and strategies, (ii) supervising and evaluating the overall planning and performance of the Group's ESG goals and strategies, (iii) accurately identifying ESG-related risks and formulating mitigation measures, (iv) ensuring that ESG factors are fully integrated into all business decisions, and ensuring that environmental, social, and governance objectives are embraced by the operational departments to promote sustainable development, (v) providing regular feedback on environmental, social, and governance outcomes and performance, and making adjustments to ESG strategies when significant deviations from established targets are identified.

Although senior management and the ESG working group are authorised to handle the daily management and execution of ESG matters, the Board retains full responsibility for ESG-related risks and performance.

ESG Working Group

Our ESG Working Group was established in 2016 and is currently primarily composed of the Group's Financial Controller and department heads from key operational departments. The Group is dedicated to providing professional advice to the Board on ESG strategy issues, overseeing the implementation of sustainability measures, reviewing the effectiveness of current policies and practices, and optimising the ESG strategy. Its main activities include: (i) actively engaging stakeholders on ESG issues, assessing their importance, and further refining the ESG strategy, (ii) identifying the fundamental values of sustainable development and integrating them into various business areas, (iii) defining key performance indicators, conducting subsequent assessments, and optimising the action plan based on the effectiveness of implementing sustainability policies, (v) monitoring ESG-related activities to ensure continuous improvement and progress.

Operational Departments

To ensure the effective implementation of ESG policies and measures, department heads are responsible for executing these policies within their areas of jurisdiction, ensuring that ESG principles are embedded across all levels of the Group's operations. The operational departments and their staff play a key role in implementing ESG initiatives and achieving the desired outcomes in line with set goals and plans. They are required to: (i) effectively identify and assess environmental, social, and governance risks and opportunities within their scope of work, (ii) maintain an effective internal monitoring system and propose mitigation measures to reduce the impact of identified ESG risks, (iii) collect necessary data and information to report to the ESG Working Group.

Stakeholders

Throughout our business operations, our ESG Working Group and operational departments maintain direct and effective communication with stakeholders to listen to their needs, interests, and concerns regarding our sustainability performance and development.

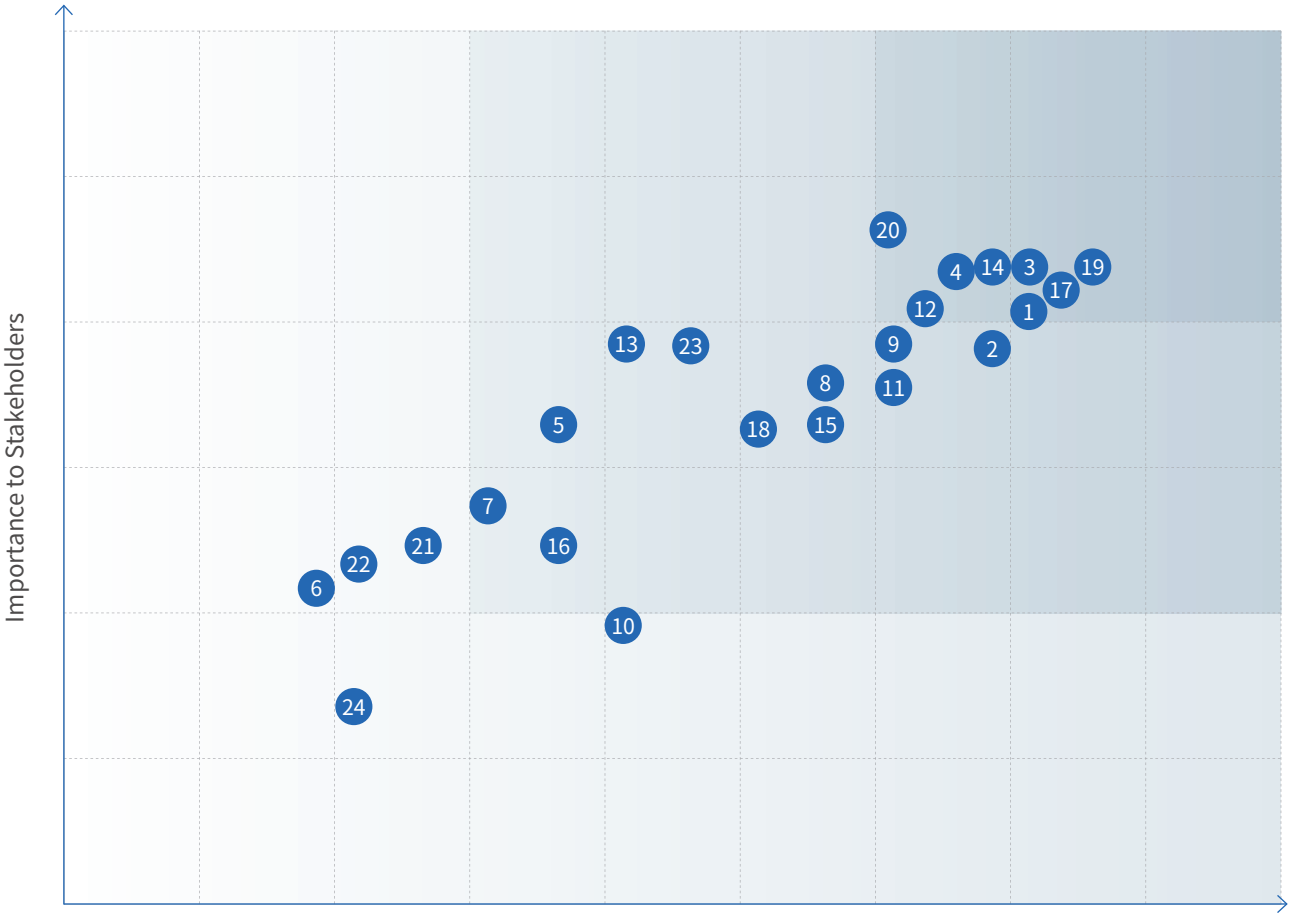
Stakeholder Engagement

The Group's primary stakeholders include government and regulatory bodies, shareholders and investors, customers, subcontractors and suppliers, communities and non-governmental organisations (NGOs), public media, senior management, and general employees. Their opinions are critical to the Group's sustainable development and success. We maintain active engagement with stakeholders to understand their expectations and continually improve the ways in which we communicate and interact with them. This, in turn, helps us identify and balance risks from different perspectives and formulate more appropriate sustainability policies and objectives. Through various communication channels, we are always attentive to and responsive to the expectations of our stakeholders. The following chart illustrates how the Group utilises these channels to maintain open communication with different stakeholders.

Stakeholder	Concerns	Communication Channels
Shareholders and Investors	- Strategic Planning - Business Strategy - Profitability - Information Disclosure - Environmental and Social Responsibility	- Annual General Meeting - Information Disclosure - Press Releases - Company Website - Annual Report - ESG Report
Government and Regulatory Bodies	- Compliance Operations - Policy Implementation - Energy Conservation and Emissions Reduction - Corporate Governance	- Policy Guidelines - Industry Standards - Supervision and Inspections - Official Correspondence - Policy Enforcement - Organisational Investigations
Customers	- Product Quality - Service Quality - After-Sales Support - Privacy Protection	- Satisfaction Surveys - After-Sales Service and Follow-up
Suppliers/Subcontractors/Business Partners	-Compliance Operations -Integrity in Performance -Fairness and Trust -Joint Development	-On-Site Inspections -Feedback Surveys -Supplier Assessments -Supplier Communication and Training -Business Negotiations
Communities and NGOs	-Community/Public Welfare Activities -Community Co-Construction -Community Development	-CSR Projects -Volunteer Activities -Sponsorships and Donations
Public Media and Media	-Brand Strength -Company Influence -Information Disclosure -Reputation	-Press Releases -Industry Forums -Exchange Visits
Senior Management and General Employees	-Occupational Health and Safety -Career Development and Training -Compensation and Benefits -Employment Fairness	-Management Meetings -Democratic Communication Meetings -Company Events -Career Training -Job Performance Assessments -Satisfaction Surveys

Materiality Assessment

The Group has established a foundational procedure for assessing the materiality of sustainability issues, which encompasses three key stages: issue identification, materiality assessment, and prioritisation. We selected 24 critical issues of significant importance to the Group's sustainable development and widely recognised by stakeholders, based on two dimensions: importance to the Group's development and importance to external stakeholders. Through communication with various stakeholders and incorporating insights from internal and external research, we have prioritised ESG issues and developed a materiality matrix for the Group's substantive ESG issues.



Materiality Matrix

The list of issues in the materiality matrix			
1	Air Pollution	13	Diversity and Equal Opportunity
2	Greenhouse Gas Emissions	14	Human Rights and Anti-Discrimination
3	Hazardous and Non-Hazardous Waste	15	Child Labour and Forced Labour
4	Energy Consumption	16	Community Investment
5	Water Resource Consumption	17	Anti-Corruption
6	Packaging Material Usage	18	Anti-Competitive Practices
7	Impact of Business Operations on the Environment and Natural Resources	19	Quality Assurance, Product Health and Safety
8	Impact of Climate Change on the Company	20	Customer Satisfaction
9	Employment Practices, including Recruitment, Promotion, Compensation, Benefits, Working Hours, etc.	21	Information Security
10	Employee Turnover	22	Intellectual Property Infringement
11	Occupational Health and Safety	23	Environmental and Social Responsibility Risks in the Supply Chain
12	Employee Development and Training	24	Biodiversity

02

Environmental Stewardship

The Company remains steadfast in its commitment to green development, incorporating environmental protection and sustainability into its business strategy. We recognise the critical importance of addressing climate change and utilising resources efficiently for the future. As such, we consistently implement effective measures to advance our environmental objectives.

Addressing Climate Change

Climate Governance

The challenges posed by climate change to society and humanity are becoming increasingly severe. As a company deeply engaged in the construction industry, we systematically consider how to integrate low-carbon characteristics into our corporate strategy and product services, committed to being environmentally responsible in our project operations. To this end, we have established a climate change governance framework, led by the Board of Directors, with the implementation of related tasks entrusted to the ESG Working Group.

Climate Change Governance Framework

Management	Role	Key Governance Responsibilities
Board of Directors	Leadership & Decision-Making	- Formulate the Company's climate governance strategy and related objectives. - Ensure that environmental, social, and governance issues (including climate-related matters) are integrated into corporate decision-making. - Authorise the ESG Working Group to fully oversee climate-related matters, including (but not limited to) managing and controlling climate risks and opportunities, achieving greenhouse gas emission reduction targets, meeting resource conservation goals, and reporting on annual progress. - Review the Company's climate governance reports and make strategic adjustments based on the progress of goals and performance.
ESG Working Group	Management & Supervision	- Responsible for coordinating the management of climate risks and opportunities. Key duties include (but are not limited to) identifying and assessing climate-related risks and opportunities, planning climate response strategies and action plans, and implementing mitigation measures. - Identify new business opportunities, set climate-related performance goals, and establish indicators to monitor the achievement of these goals regularly. - Report regularly to the Board of Directors on the progress of assessing and managing climate-related issues. - Optimise governance strategies based on actual business developments.
Operational Departments	Execution	-Responsible for implementing energy-saving and carbon reduction measures in projects, specifically including the development of environmental policies and procedures, as well as the procurement of eco-friendly building materials. - In alignment with the guidance of the ESG Working Group, ensure that the operations department's work is consistent with the Company's overall sustainability strategy and climate goals. - Collect necessary data and information, and report regularly to the ESG Working Group.

Climate Strategy

The Group is well aware that climate change will pose challenges to our long-term development, and we are actively implementing a series of response measures. Our main areas of focus include: (i) reducing the negative environmental impact of projects and products, (ii) strictly complying with climate protection regulations, (iii) lowering carbon intensity and reducing our carbon footprint, (iv) promoting the low-carbon transformation of office and operational models, and (v) advocating for and driving the industry towards a greener, low-carbon direction.

We are dedicated to identifying the risks and opportunities associated with climate change. Through in-depth analysis and research, we aim to accurately assess the potential impacts of climate change on our business and, based on this, develop a series of effective response strategies.

Risk/Opportunity Types			Impact Period	Response Measures
Physical Risks	Acute Risks	Extreme weather (e.g., prolonged abnormal heat, hurricanes, heavy rain) may create adverse conditions for construction operations, hindering regular activities and project progress, potentially causing financial losses.	Short, Medium to Long-term	Allocate additional resources to mitigate the potential negative impacts of extreme weather events. For example, if project delays are caused by extreme weather conditions, we may need to hire more subcontractors to ensure timely delivery to clients.
		Severe weather (e.g., flooding) may negatively affect the storage of building materials, leading to financial losses.	Short, Medium to Long-term	Develop emergency plans for extreme weather in advance, optimise material storage environments, and enhance the waterproof and moisture-proof functions of storage facilities. Regularly inspect storage facilities to ensure materials are not damaged by climate conditions.
		Extreme weather (e.g., extreme heat, floods) may cause wear on company equipment, increasing maintenance and replacement costs.	Short, Medium to Long-term	Regularly inspect equipment protection, develop emergency plans for extreme weather, conduct employee training and drills to enhance preparedness, and strengthen equipment maintenance and upgrades to reduce damage.
		Increased extreme heat days and peak electricity usage may lead to power outages and higher energy costs, continually increasing operational expenses.	Short-term	Continuously promote energy-saving initiatives, optimise energy usage management, and improve energy efficiency.

Risk/Opportunity Types			Impact Period	Response Measures
		Extreme heat may occur more frequently, potentially reducing outdoor work efficiency and increasing health problems for employees due to heat.	Short, Medium to Long-term	Provide employees with the necessary heat protection equipment, ensure regular breaks, reduce health issues caused by high temperatures, and safeguard employee safety.
		Due to the occurrence of extreme weather events and climate changes in certain regions, supply chain disruptions have led to shortages of raw materials and increased costs.	Short, Medium to Long-term	Monitor climate conditions in material-producing regions and supply chain dynamics closely, maintain close communication with key suppliers, establish emergency reserves for critical raw materials, and diversify supplier management to reduce risks from dependency on single suppliers.
	Chronic Risks	Due to the intensification of global warming, which has led to the melting of glaciers and ocean thermal expansion, sea levels are rising, posing a long-term threat to coastal and low-lying areas. Rising sea levels may result in the flooding or damage of coastal infrastructure, thereby affecting construction progress and the structural safety of buildings.	Medium to Long-term	Assess sea level change trends in project locations and strengthen flood and tide prevention measures in high-risk areas to ensure that project sites and storage facilities are not affected by rising sea levels.
Transition Risks	**Policy Risks**	Governments around the world are strengthening climate risk regulations and may further increase disclosure requirements for companies' responses to climate change. Non-compliance with relevant laws and regulations could result in fines.	Short, Medium to Long-term	Strictly comply with all environmental protection and climate requirements, closely monitor new regulations on climate change issued by the government. Ensure climate disclosures are made in full accordance with relevant requirements, and further enhance the Company's disclosure standards through scientific methods.

Risk/Opportunity Types			Impact Period	Response Measures
	Market Risks	The growing market demand for eco-friendly, low-carbon, and sustainable building materials may lead to a decline in the demand for traditional building materials.	Medium to Long-term	Closely monitor market trends, adjust the product line in response to changes in market demand, launch products that meet green and low-carbon standards, actively expand the market share of sustainable building materials, and strengthen communication with customers to enhance the brand's influence in the sustainable building sector.
	Reputation Risks	Society's growing focus on corporate environmental performance means that if the Company fails to adequately demonstrate its efforts in sustainability, carbon reduction, and green building, it may damage its brand image, affect consumer and partner trust, and ultimately impact business development.	Medium to Long-term	Enhance public disclosure of sustainable development efforts, showcase the Company's commitment and achievements in responding to climate change through publicity, reports, and participation in public discussions.
Opportunities	**Market Opportunities**	With the rising demand for green buildings, there are opportunities to expand into new business areas.	Medium to Long-term	Provide more sustainable building products and services, focusing on the design improvements of suppliers and building materials, and engaging in green construction, we can also reduce carbon emissions through the selection of green building materials, thereby meeting customers' demands for green solutions. meet customer expectations for green, low-carbon buildings, and develop new market opportunities.
	Cost Savings	Adopting more efficient construction methods and energy-saving technologies helps reduce energy consumption and operating costs in construction and operations.	Medium to Long-term	Continuously monitor and introduce advanced construction and energy-saving technologies, aiming to reduce energy consumption and operating expenses during construction and daily operations.

To comprehensively assess the potential impacts of climate change on our group, we have selected the Shared Socioeconomic Pathways 5-8.5 (SSP5-8.5) and 1-2.6 (SSP1-2.6) scenarios from the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), as well as the Net Zero 2050 Scenario and the Current Policies Scenario set by the Network for Greening the Financial System (NGFS). These scenarios cover a range of futures, from high emissions to low emissions, and from the absence of effective climate policies to global efforts for aggressive emission reductions. Through scenario analysis, we aim to gain a comprehensive understanding of the climate risks and opportunities we may encounter under different climate policies and market environments, which will help our group effectively respond to climate challenges and opportunities in various contexts.

Scenario		Scenario Description
For Physical Risks	SSP5-8.5 (High Emissions Scenario)	This scenario illustrates a situation where the world fails to effectively address climate change, leading to a sharp rise in carbon emissions. Energy demand increases, extreme weather events occur more frequently, and the ecological and social pressures caused by climate change intensify.
	SSP1-2.6 (Low Emissions Scenario)	In this scenario, the global community actively promotes low-carbon development, implementing stringent emission reduction measures, relying on renewable energy, and improving energy efficiency to curb greenhouse gas emissions. Economic development is centred around environmental sustainability.
For Transition Risks	NGFS 2050 Net-Zero Scenario	This scenario assumes that the world will achieve the net-zero emissions target by 2050, with the energy structure transitioning to a sustainable, low-carbon state. In this scenario, clean energy technologies will be strongly promoted, emissions reduction regulations will be implemented, and the construction industry will face immense pressure for transformation.
	NGFS Current Policies Scenario	This scenario assumes that the global community fails to actively implement emission reduction policies, and climate change issues are not effectively addressed. The policy framework remains unchanged, with frequent climate disasters occurring, though future policy changes are expected to be relatively mild. Consequently, climate change becomes an uncertain factor in the economy.

In the SSP5-8.5 high-emission scenario, the world fails to effectively address climate change, leading to a sharp rise in carbon emissions and a continuous increase in energy demand. Extreme weather events have become increasingly frequent, profoundly impacting both social structures and ecosystems. The construction industry faces more severe physical risks, such as rising material costs, project delays, and risks associated with extreme weather events. This situation could lead to instability in the supply chain for building materials, driving up costs and potentially hindering project progress. However, the intensification of climate change also presents business opportunities for the construction sector. With the increased occurrence of extreme weather events, there is a growing demand for buildings with enhanced disaster resilience—capable of withstanding the challenges posed by extreme climates. Construction companies may capitalise on this demand by innovating in design and selecting high-performance materials to improve the durability and safety of buildings, particularly in terms of water resistance and wind resistance. The growth in such demand could open up new market opportunities.

In contrast, under the SSP1-2.6 low-emission scenario, the world actively implements emission reduction strategies, with governments and businesses working in unison to promote the use of renewable energy, improve energy efficiency, and effectively manage carbon emissions. As greenhouse gas emissions significantly decrease, the frequency and intensity of extreme weather events gradually diminish, and the threats posed by extreme heat, heavy rainfall, and strong winds are alleviated. Consequently, the physical risks faced by the construction industry are also reduced.

Regarding the NGFS 2050 Net-Zero Scenario, the global community will achieve this goal through large-scale reforms and technological innovation. The construction industry will face tremendous transformation pressure, with all building projects required to comply with low-carbon emission standards. If the Company fails to adapt to these policy changes in a timely manner, it will face significant transition risks. However, in the long term, green materials and energy-saving technologies will create new market demand and profit opportunities. If the Company can strategically position itself in the low-carbon construction field and increase investment in green technology and material research and development, it will gain a competitive edge in the future industry transformation.

Under the NGFS Current Policies Scenario, global climate policies have not undergone significant changes, and climate change remains inadequately addressed. Extreme weather events will still occur frequently, impacting the construction industry to varying degrees. However, the Company can take advantage of this relatively relaxed policy environment to conduct market research and business optimization, gradually transitioning to a more sustainable business model. Although market competition is fierce in the short term, this also provides the Company with an opportunity to adjust and optimize in the evolving policy environment.

In the face of climate change’ s profound impact on the construction industry, we fully understand the necessity of taking proactive measures. In the future, we will strengthen risk management, closely monitor market and policy developments, adjust business strategies in a timely manner, and drive the Company’ s sustainable development, thus laying a solid foundation for commercial success.

Climate Risk Management

To effectively monitor and manage climate risks, we have established a climate risk management framework centred around the Board of Directors. Under this framework, the Board is responsible for the review and decision-making of climate change risk strategies. The ESG Working Group follows up on the implementation of these strategies across various departments, ensuring their effective execution. Meanwhile, operational departments are responsible for translating these strategies into concrete actions.

This comprehensive climate risk management framework enables us to better identify and address climate risks, providing practical support for the Company’ s pursuit of sustainable development goals. We will continue to optimise and deepen our climate risk management system, ensuring the ability to adapt flexibly to the evolving climate challenges in the future.

Climate Targets and Metrics

In order to actively address climate change and contribute to global emissions reduction targets, we have established specific climate goals. Using 2024 as the baseline, we plan to reduce greenhouse gas emissions intensity by 10% by 2027, with the target of lowering emissions per employee to 1.95 tonnes of CO2-e. (Please refer to the section Environment Stewardship - Environmental Targets and Progress for details)

In the 2025 fiscal year, we also conducted a review of the effectiveness and progress of our climate and greenhouse gas emissions target management, as outlined below:

Greenhouse Gas Emissions[1]

Indicators	Unit	2024	2025	Change
Scope 1	Tonnes of CO2-e	96.68	29.90	-69.07%
Scope 2	Tonnes of CO2-e	249.77	268.42	7.47%
Total Greenhouse Gas Emissions[2]	Tonnes of CO2-e	346.45	298.33	-13.89%
Greenhouse Gas Emissions Intensity[3]	Tonnes of CO2-e / Employee	2.09	1.68	-19.62%

This year, the Group's greenhouse gas emissions (Scope 1) decreased significantly by 69.07% compared to last year, primarily due to adjustments made to our transportation fleet. We decommissioned two diesel-powered trucks, thereby reducing carbon emissions associated with approximately 15,000 litres of diesel consumption. However, due to an increase in electricity usage, the Group's greenhouse gas emissions (Scope 2) rose by 7.47% compared to the previous year.

The Group's greenhouse gas emissions intensity is 1.68 tonnes of CO2-e per employee, achieving the target set by the Group to reduce emissions intensity to 1.95 tonnes of CO2-e per employee within three years (with 2024 as the baseline). Going forward, we will actively implement a series of emissions reduction measures, including optimising energy usage structures and improving energy efficiency, in order to further reduce greenhouse gas emissions and continue advancing green development.

[1]Greenhouse gas emissions mainly include direct emissions from the combustion of fuel by vehicles and indirect emissions from purchased electricity. The calculation method is based on the Appendix II: Environmental Key Performance Indicators Reporting Guidance in How to Prepare Environmental, Social, and Governance Reports and the 2023 CLP Sustainability Report. In the future, the Group will consider engaging professional third-party carbon verification agencies to conduct more accurate and comprehensive verification of the Group's greenhouse gas emissions.

[2]The total greenhouse gas emissions only include the emissions from Scope 1 and Scope 2.

[3]The calculation of greenhouse gas emissions intensity is based on the average total number of staff of our Hong Kong operations and the PRC factory operations.

Environmental Management

Our Approach

In order to ensure the harmonious advancement of business operations alongside environmental protection, we have always regarded environmental management as a key element of corporate sustainability. We not only closely monitor the potential impacts of environmental changes on the Company but also take proactive measures to focus on and mitigate the various negative environmental effects arising from our operations. Our aim is to achieve business growth while simultaneously fulfilling our environmental protection objectives.

Management and Initiatives

In order to ensure that our business operations comply with environmental requirements while minimizing negative impacts on the environment, we consistently adhere to relevant environmental laws and regulations in both our Hong Kong and Mainland China operations. We have also ingrained the concept of environmental protection into every aspect of our daily operations.

In Hong Kong, our construction site activities strictly comply with local environmental regulations, such as the Air Pollution Control Ordinance, the Noise Control Ordinance, the Public Health and Municipal Services Ordinance, and the Waste Disposal Ordinance, Labelling, and Storage of Chemical Wastes. This ensures that all business and engineering projects are conducted in full compliance with the law, while making every effort to minimise any adverse environmental effects.

In Mainland China, our factory operations follow a series of environmental protection laws, including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Water Pollution Prevention and Control Law of the People's Republic of China, the Law on the Prevention and Control of Environmental Pollution by Solid Waste, and the Energy Conservation Law of the People's Republic of China. We fully undertake and fulfil our corporate environmental responsibilities.

Furthermore, our business activities in Hong Kong consistently adhere to the ISO 14001:2015 Environmental Management System international standard, ensuring the systematic and effective implementation of environmental management. At every stage of our business operations, our project teams rigorously follow relevant policy guidelines, ensuring that environmental protection principles are integrated throughout the entire project implementation process, with comprehensive environmental risk management across all project activities. Simultaneously, we also urge our suppliers and subcontractors to strictly comply with all environmental protection regulations, with the goal of minimising any negative impact on the environment.

Emissions Management

Our Approach

We continuously focus on the management of waste and emissions, including waste gases, actively exploring and implementing environmentally friendly disposal methods. Our commitment is to reduce the various types of emissions generated in our business operations, thereby mitigating the negative impact on the environment. We are dedicated to continuously refining our emission control measures to ensure full compliance with relevant regulatory requirements, while driving the Company towards a more sustainable operational model.

Management and Initiatives

In terms of waste management, our operations do not directly generate hazardous waste. Non-hazardous waste primarily originates from our production facilities in Mainland China, the packaging materials used in Hong Kong's construction materials business, and the waste generated by the daily operations of our Mainland China factories and Hong Kong office, such as paper waste and office supplies.

For building materials produced in our Mainland China factory, we require the use of plastic packaging materials and cardboard boxes to ensure that the products are not damaged during transportation. Nevertheless, we are continuously committed to reducing the amount of packaging materials used, with the aim of minimizing our environmental impact. In addition, we maintain close collaboration with our suppliers to explore feasible solutions for reducing packaging materials usage, while actively promoting the sorting and recycling of product packaging.

In terms of air emissions management, as our project works are typically carried out by subcontractors, our operations do not directly generate air pollutants. Currently, the primary source of the Group's air emissions comes from the use of vehicles for transportation. To effectively reduce the emissions from our fleet, we have implemented a series of measures, specifically: (i) regularly inspecting and maintaining vehicles to ensure fuel efficiency and reduce pollutant emissions, (ii) continuously optimizing transportation routes to shorten travel distances, thereby saving fuel and reducing emissions, (iii) promptly retiring vehicles with high emissions and prioritising the purchase of energy-efficient and environmentally friendly models to reduce the negative environmental impact of emissions.

Annual Progress and Performance

During the Reporting Period, we continued to drive emissions management efforts and made necessary adjustments in reducing waste and air emissions. The specific performance is as follows:

	Unit	2024	2025	Change
Air Emissions				
Nitrogen Oxides (NOx)	kg	224.40	55.42	-75.30%
Sulphur Oxides (SOx)	kg	0.56	0.17	-69.64%
Particulate Matter (PM)	kg	18.58	5.05	-72.82%
Waste Emissions				
Non-hazardous waste generated by Mainland China factory operations	tons	32	22	-31.25%
Non-hazardous waste intensity from Mainland China factory operations	kg/thousand HKD factory processing revenue[4]	0.59	0.70	18.64%
Non-hazardous waste generated by Hong Kong materials trading operations	tons	22	28	27.27%
Non-hazardous waste intensity from Hong Kong materials trading operations	kg/thousand HKD trading revenue[5]	2.85	1.65	-42.11%
Total non-hazardous waste	tons	54	50	-7.41%
Total non-hazardous waste intensity[6]	kg/thousand HKD trading & factory processing revenue	0.87	1.03	18.39%
Packaging Materials				
Packaging material used	kg	4,010	3,207	-20.02%
Packaging material intensity[7]	kg/million HKD factory processing revenue	73.80	102.15	38.41%

Due to the decommissioning of two diesel-powered vehicles, the Group's emissions of air pollutants have significantly decreased this year compared to the previous year. Nitrogen oxides, sulphur oxides, and particulate matter emissions were reduced by 75.30%, 69.64%, and 72.82% respectively. At the same time, both the total amount of non-hazardous waste and the total usage of packaging materials showed a downward trend, indicating that we have made positive progress in reducing our environmental impact.

[4]The intensity calculation is based on the processing revenue of the Mainland China factory.

[5]The intensity calculation is based on the revenues of the Hong Kong trading operations.

[6]The intensity calculation is based on revenues of the Hong Kong trading operations and the factory.

[7]The intensity calculation is based on the processing revenue of the Mainland China factory.

Resource Utilisation

Our Approach

Our group has always been committed to the effective management of resources and energy, focusing on improving resource utilisation efficiency and practising the principles of green operations. To this end, we have implemented a range of energy-saving, resource-reducing, and water-conserving measures.

Management and Initiatives

We have developed and implemented the Green Office Charter, which includes a series of practical energy-saving measures. We have widely installed energy-efficient LED lighting in our offices, factories, and Mainland China employee dormitories. Additionally, each room and office area is equipped with independent air conditioning temperature control systems, allowing employees to adjust the indoor temperature based on actual environmental needs. During the summer, we set the air conditioning temperature between 24 to 26 degrees Celsius, ensuring a comfortable working environment while effectively saving energy. When air conditioning is not in use, we turn it off and activate energy-saving mode to further reduce energy consumption.

We also place great emphasis on the energy efficiency management of production machinery, conducting regular cleaning and maintenance to ensure its efficient and energy-saving operation. After working hours, all machinery and equipment are immediately turned off to avoid unnecessary energy consumption. We encourage our employees to actively turn off air conditioners, computers, printers, photocopiers, and lighting when leaving the office for extended periods, contributing to the creation of a greener and more sustainable office environment.

In terms of water conservation, while our business activities do not consume large amounts of water, we remain committed to promoting water-saving practices. On construction sites, the main contractor is responsible for supplying water to subcontractors for project use. Therefore, we do not directly control water usage or have access to water consumption records.

Currently, the majority of our water usage comes from our Mainland China factories and employee dormitories, primarily for production processes, product cleaning, and factory cleaning. In comparison, the water consumption in our offices is relatively low. To remind employees to conserve water, we have posted water-saving slogans and notices in prominent locations and encourage them to practice water-saving behaviours in their daily work, collectively contributing to the protection of water resources.

Furthermore, as the water supply and drainage facilities in both our Hong Kong and Mainland China business premises are managed by local property management companies and water authorities, we have not encountered any issues related to water resources required for our operations.

Annual Progress and Performance

During the Reporting Period, our energy consumption primarily came from the electricity consumption in the Mainland China factory, with the specific energy and water resource consumption details as follows:

	Unit	2024	2025	Change
Energy Consumption				
Fuel[8]	thousand kWh	375.40	105.06	-72.01%
Electricity	thousand kWh	449.60	506.32	12.62%
Total Energy Consumption	thousand kWh	825.00	611.38	-25.89%
Energy Consumption Intensity	thousand kWh/employee[9]	4.96	3.44	-30.65%
Water Resource Consumption				
Water Consumption	cubic meters	3,995	6,526	63.35%
Water Consumption Intensity	cubic meters/employee	23.99	36.77	53.27%

This year, the Group decommissioned two diesel-powered vehicles, leading to a significant reduction in fuel consumption by 72.01% compared to the previous year. However, electricity consumption increased by 12.62%. Despite this, our energy consumption intensity was 3.44 thousand kWh per employee, achieving the Group's three-year target. On the other hand, the Group's water consumption has significantly increased this year, rising by 63.35% compared to last year. Going forward, we will place greater emphasis on water resource management and consider implementing more targeted policies and water-saving measures.

[8]Fuel refers to direct emissions from the combustion of fuels by construction material transport fleets and gasoline consumption of passenger vehicles.

[9]The intensity calculation is based on the average total number of staff of our Hong Kong operations and the PRC factory operations.

Environmental Targets and Progress

The Group has set short-term goals for the financial year 2026/27, with 2024 as the baseline, and is implementing climate strategies and environmental initiatives in phases. We will regularly review the progress of our sustainability goals and continue to optimise our actions in the areas of ESG, driving both corporate and societal progress towards sustainable development.

Specific targets and progress are as follows:

Areas for Improvement	2024 Baseline	2027 Target	2025 Progress
Greenhouse Gas Emission Intensity	2.17 tonnes CO2-e/employee	Reduce by 10% to 1.95 tonnes CO2-e/employee	1.68 tonnes CO2-e/employee
Energy Consumption Intensity	4.96 thousand kWh/employee	Reduce by 10% to 4.46 thousand kWh/employee	3.44 thousand kWh/employee
Water Consumption Intensity	23.99 cubic meters/employee	Reduce by 10% to 21.59 cubic meters/employee	36.77 cubic meters/employee
Non-hazardous Waste Intensity	0.87 kg/thousand HKD	Reduce by 5% to 0.83 kg/thousand HKD	1.03 kg/thousand HKD

Overall, the Group has made significant progress in greenhouse gas emissions and energy management across the four areas of improvement. This year, the Group's greenhouse gas emissions intensity was 1.68 tons of CO2-e per employee, significantly lower than the 2024 baseline of 2.17 tons of CO2-e per employee, successfully achieving the target of reducing emissions intensity to 1.95 tons of CO2-e per employee. Meanwhile, the energy consumption intensity for the year was 3.44 thousand kWh per employee, also meeting the target of reducing energy consumption intensity to 4.46 thousand kWh per employee by 2027.

However, the Group's water consumption intensity for the year was 36.77 cubic meters per employee, and the non-hazardous waste intensity was 1.03 kg per thousand HKD, both of which did not meet the set targets. For the areas that did not meet the targets, we will strengthen management and measures to ensure that the established sustainability goals are achieved in the future.

To further improve the Group's environmental performance and ensure the achievement of our environmental objectives, we will continue to enhance environmental awareness among all employees, continuously optimise energy management, improve energy efficiency, and strengthen waste management. We plan to take the following actions:

Targets	Our Planned Actions
Reduce Greenhouse Gas Emission Intensity	- Use energy-efficient equipment and conduct regular maintenance to maintain its energy-saving effectiveness. - Encourage energy-saving office and lifestyle practices, such as reducing printing and adopting measures like turning off electricity when not in use to further reduce energy consumption. - Promote online meetings to minimise unnecessary travel and encourage employees to use public transport.
Reduce Energy Consumption Intensity	
Reduce Water Consumption Intensity	- Launch water conservation campaigns to raise employee awareness and promote the use of recycled water. - Regularly maintain water-related equipment and promptly fix any leaks. - Optimise production processes to reduce water usage.
Reduce Non-hazardous Waste Intensity	- Implement packaging simplification to reduce unnecessary packaging materials - Implement sorting and recycling of cardboard packaging, with an emphasis on reuse.

03

Employee Development and Well-being

The growth and well-being of employees are directly linked to the long-term development of the Company. Therefore, we are dedicated to fostering a supportive and inclusive working environment that not only facilitates employees' professional development but also ensures the quality of their work-life balance. To this end, we implement diverse management initiatives and actively cultivate a strong corporate culture, consistently providing growth opportunities while prioritising employees' physical and mental health, ensuring that every individual can realise their full potential within the organisation.

Compliance with Employment Regulations

Our Approach

We adhere strictly to all relevant employment laws and regulations, striving to create a workplace that is free from discrimination, devoid of forced labour, and supportive of diversity among employees. Guided by principles of equality and fairness, we are steadfast in providing equal opportunities for all members of our workforce.

Management and Initiatives

We strictly comply with all applicable laws and regulations governing employment, maintaining a rational and credible human resources system that ensures policies are as transparent and clearly communicated as possible. To safeguard the legal rights and interests of our employees, we adhere rigorously to the following employment-related laws and regulations in Hong Kong and Mainland China:

Hong Kong Legislation	Employment Ordinance
	Employees' Compensation Ordinance
	Minimum Wage Ordinance
	Sex Discrimination Ordinance
	Disability Discrimination Ordinance
	Family Status Discrimination Ordinance
	Race Discrimination Ordinance
	Mandatory Provident Fund Schemes Ordinance
Mainland China Legislation	Labour Law of the People's Republic of China
	Labour Contract Law of the People's Republic of China

We have established the Employee Code of Conduct and implemented a range of management measures, which are based on the following principles: (i) All recruitment and employment activities are conducted in strict accordance with principles of fairness, ensuring no discrimination based on gender, age, race, religion, or other factors. (ii) Explicitly prohibit all forms of forced labor and child labor. (iii) Employee turnover and employment contracts are meticulously managed to ensure all staff enjoy their rightful leave entitlements. (iv) Workplace diversity is highly valued, ensuring that employees from varied backgrounds have equal opportunities for career development. (v) Regular employee satisfaction surveys are conducted, and proactive measures are taken based on the findings to help employees achieve a healthy balance between work and personal life.

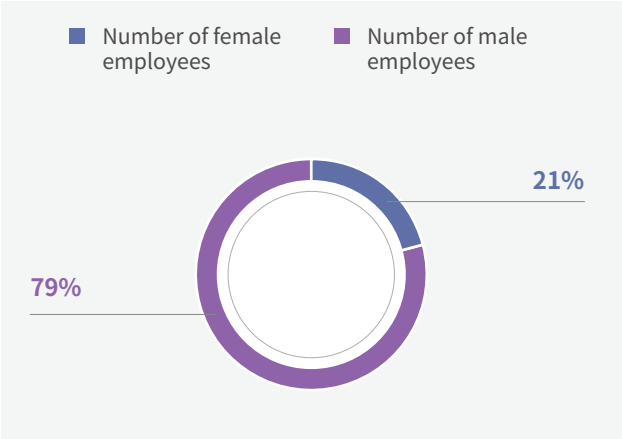
In addition, we have also specified working hours in the employees' employment contracts to ensure that employees are aware of their work schedules and that these comply with relevant labour regulations.

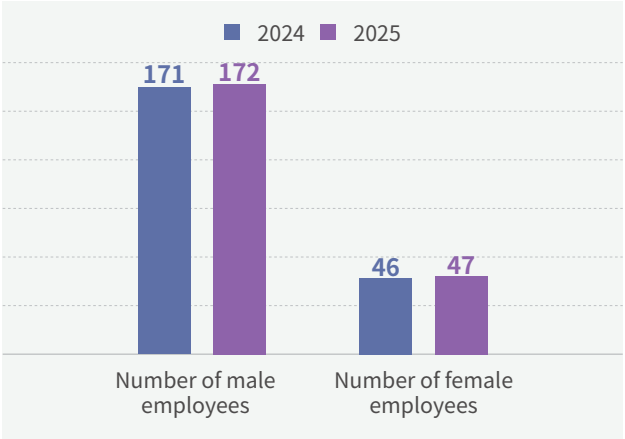
Annual Progress and Performance

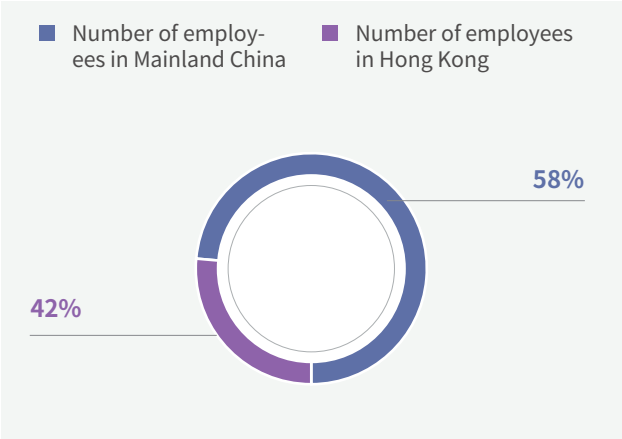
Over the past year, we have further strengthened the management of compliant employment practices. All recruitment processes were conducted in strict accordance with relevant regulations and policies, with no instances of forced labour or child labour identified.

The Group's employment statistics for the year are as follows:

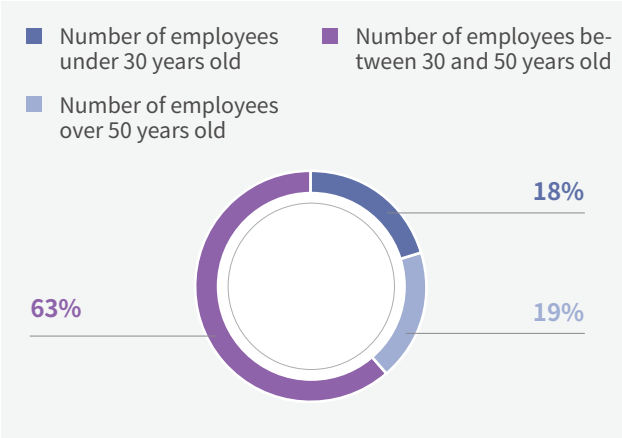
Employment Overview	Unit	2024	2025
Total Workforce	People	217	219
By Gender			
Male Employees	People	171	172
Female Employees	People	46	47
By Age			
Employees under 30	People	52	39
Employees aged 30–50	People	127	138
Employees over 50	People	38	42
By Region			
Mainland China	People	120	127
Hong Kong	People	97	92
By Employment Type			
Full-Time Employees	People	216	218
Part-Time Employees	People	1	1

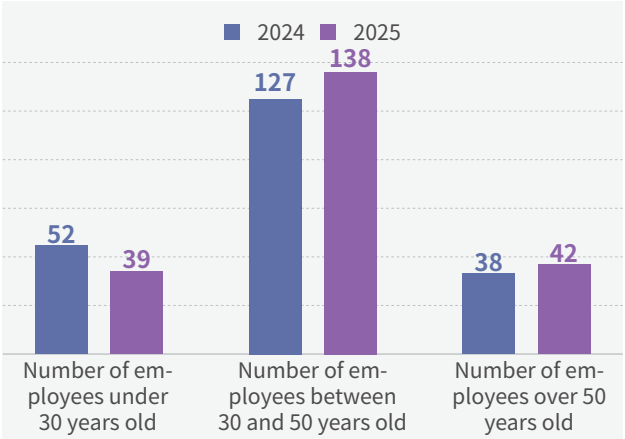

Number of female employees
Number of male employees
21%
79%

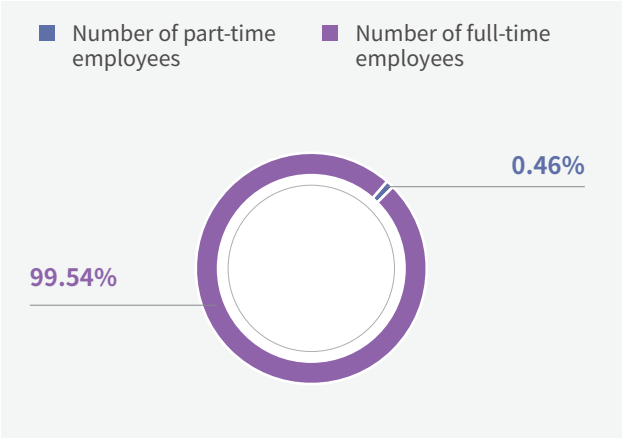

2024
2025
171
172
46
47
Number of male employees
Number of female employees

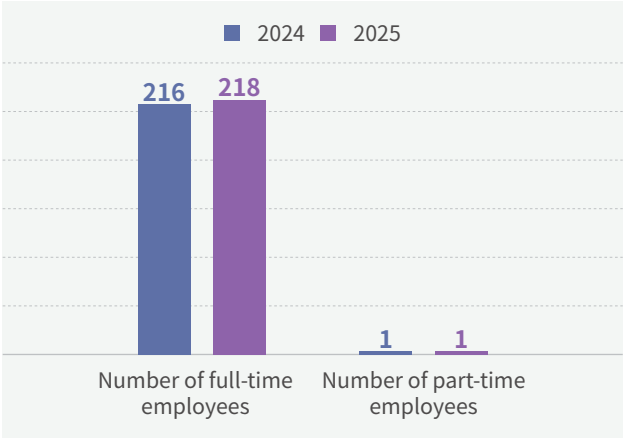

Number of employees in Mainland China
Number of employees in Hong Kong
58%
42%


2024
2025
120
127
97
92
Number of employees in Mainland China
Number of employees in Hong Kong


Number of employees under 30 years old
Number of employees between 30 and 50 years old
Number of employees over 50 years old
18%
63%
19%

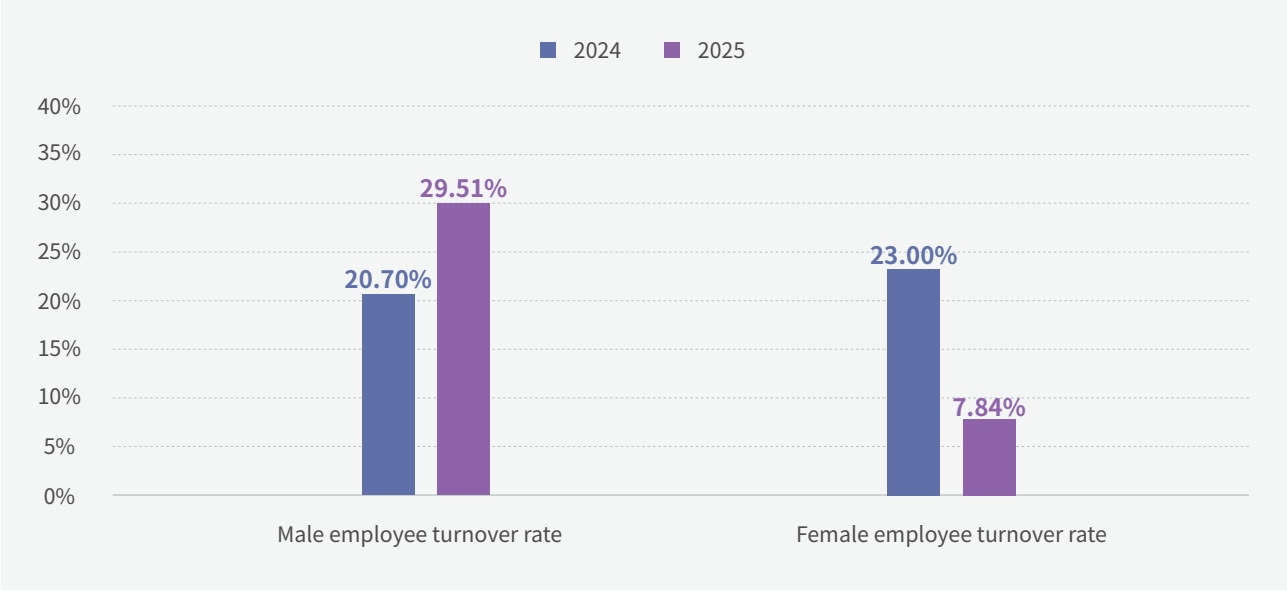

2024
2025
52
39
127
138
38
42
Number of employees under 30 years old
Number of employees between 30 and 50 years old
Number of employees over 50 years old


Number of part-time employees
Number of full-time employees
0.46%
99.54%

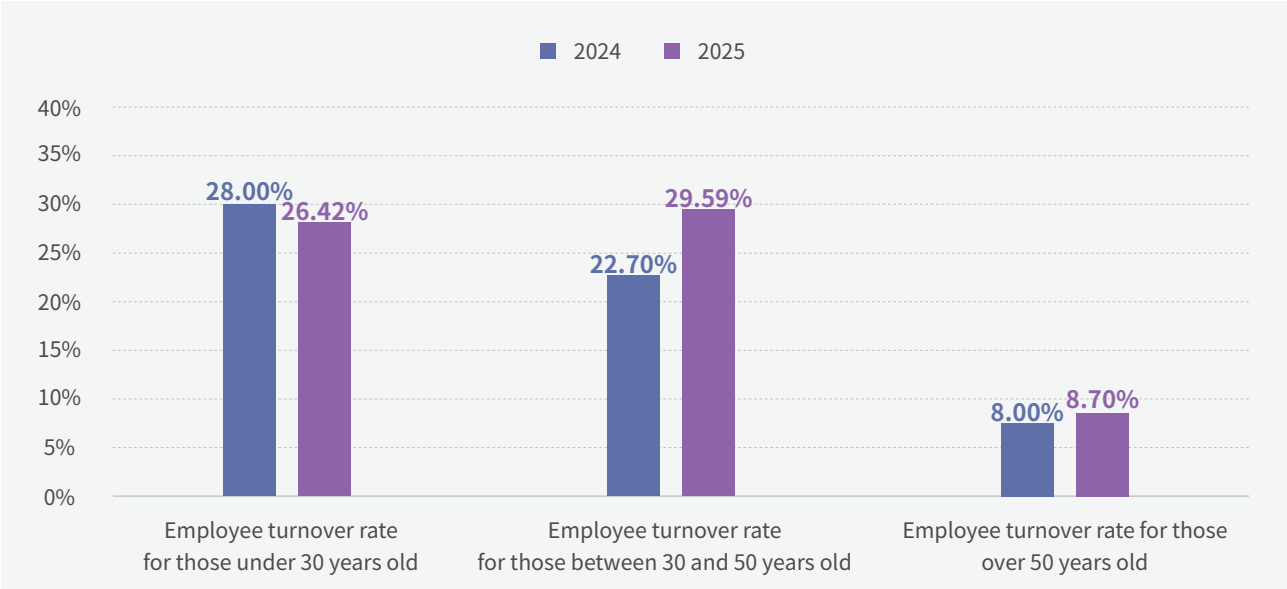

2024
2025
216
218
1
1
Number of full-time employees
Number of part-time employees

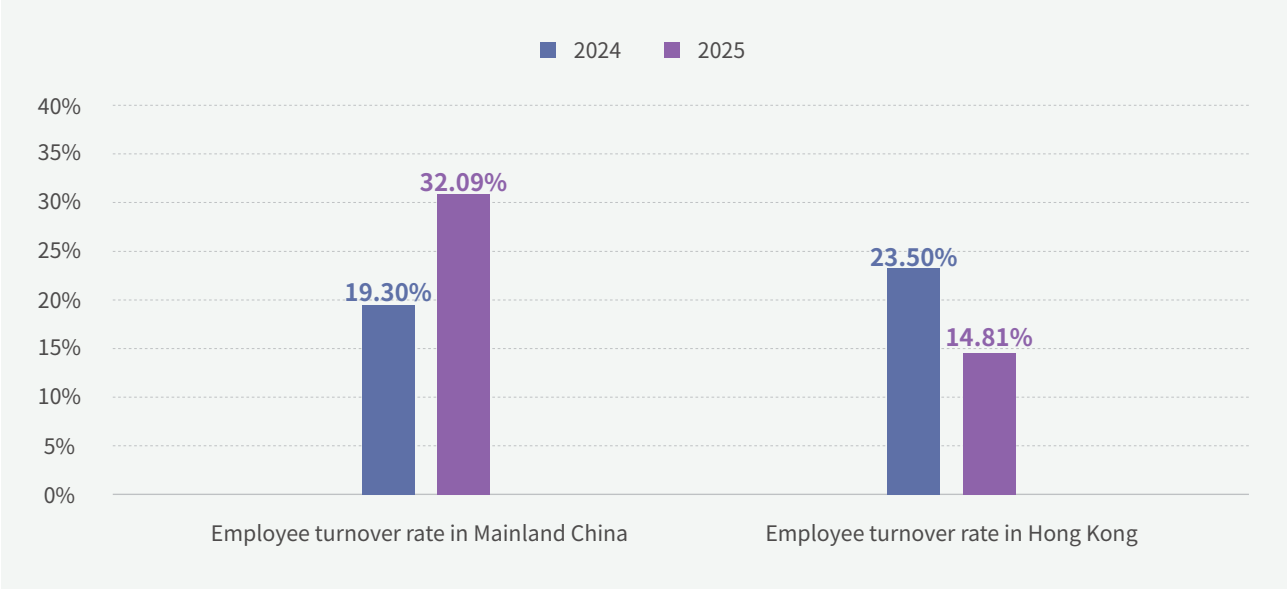
During the year, the Group recorded a total staff turnover of 76 employees, with detailed turnover rates as follows:

Employee Turnover[10]	Unit	2024	2025
Overall Turnover Rate	%	21.20	25.76
By Gender			
Male	%	20.70	29.51
Female	%	23.00	7.84
By Age			
Employees under 30	%	28.00	26.42
Employees aged 30–50	%	22.70	29.59
Employees over 50	%	8.00	8.70
By Region			
Mainland China	%	19.30	32.09
Hong Kong	%	23.50	14.81



[10]The employee turnover rate is calculated by dividing the number of employees who resigned in a specified category during the year by the average number of employees in that category.





Compared to the previous financial year, the Group's overall employee turnover rate has increased, rising from 21.20% to 25.76%. Specifically, the turnover rate for male employees and employees in Mainland China has risen, while the turnover rate for female employees and employees in Hong Kong has decreased. In response to this, the Group plans to implement more effective employee retention and development strategies for the groups with increasing turnover rates, such as improving the working environment and providing career development opportunities. Meanwhile, for the groups with decreasing turnover rates (such as female employees and employees in Hong Kong), we will continue to maintain and strengthen the successful strategies in place, and explore additional measures that can support employees' long-term development.

Compensation, Benefits, and Leave

Our Approach

We have established a fair and reasonable compensation and benefits system for all employees, one that is also highly competitive within the market. We regularly adjust the compensation and benefits package based on market trends and the individual needs of employees, with the aim of attracting and retaining outstanding talent.

Management and Initiatives

We provide employees with compensation and benefits that are competitive in the market, based on their roles, responsibilities, and performance. Our compensation structure is regularly reviewed in accordance with industry standards, and adjustments are made to ensure that employees' remuneration remains aligned with market benchmarks. Our benefits include healthcare, travel insurance, mandatory provident fund retirement plans, annual leave, and employee share options. All benefits are tailored to the region and the needs of employees.

The employee benefits we offer include, but are not limited to: (i) Employees are entitled to 10 days of paid leave, with an additional 1 day of paid leave in their birthday month. (ii) In the event of public transport disruptions, employees may leave work early. (iii) On certain significant holidays, employees may leave work early. (iv) We allow employees to take on part-time work, provided it does not affect their primary duties, and we offer arrangements for unpaid leave. These benefit policies are designed to create a more flexible and comfortable work environment for employees, motivating them to be more focused on their work.

In terms of compensation distribution, we follow a performance-based reward principle, recognising employees who perform exceptionally well with annual bonuses, salary adjustments, and promotion opportunities. Performance evaluations, conducted twice a year, are discussed between employees and their supervisors, and the results are calibrated by the Human Resources department and senior management. Outstanding employees are provided with more development opportunities and higher rewards.

Additionally, we offer well-equipped office facilities, such as lactation rooms and employee rest areas, and regularly organise employee activities to enhance team spirit and work motivation, while promoting a healthy work-life balance.

Annual Progress

We regularly organised staff events, including workshops, to help employees relax and promote interaction and collaboration among them. These initiatives further enhanced employee job satisfaction and team cohesion.

















Staff Events and activities

Career Development and Training

Our Approach

The professional development of employees is of significant importance to both the long-term planning of the Company and the personal growth of employees. As such, we encourage and support our employees in continually enhancing their professional skills, providing them with appropriate training and development platforms to help them achieve both personal and career success.

Management and Initiatives

Equal opportunities for promotion are crucial in enhancing employee job satisfaction and loyalty. Therefore, the Company upholds fairness and impartiality in employee promotions. We prioritise internal promotions, selecting candidates based on their performance, potential, and capabilities, ensuring that all employees have equal opportunities for advancement within the Company.

We conduct regular employee performance evaluations, which serve to assess employees' job performance and development potential. Based on the evaluation results, high-performing employees will receive more promotion opportunities, along with corresponding increases in salary and position. Additionally, the Company has a transparent promotion process, enabling employees to clearly understand how their efforts and contributions can lead to advancement.

To support employees' career development, we offer a variety of training courses to help them enhance the skills and knowledge required for their roles. Our training includes induction programmes for new employees, helping them quickly familiarise themselves with the Company's culture, policies, and work environment, thus enabling them to integrate smoothly and perform their jobs effectively. We also provide a series of professional in-service training courses, covering the latest industry technologies and work skills enhancement, aiming to improve employees' professional capabilities.

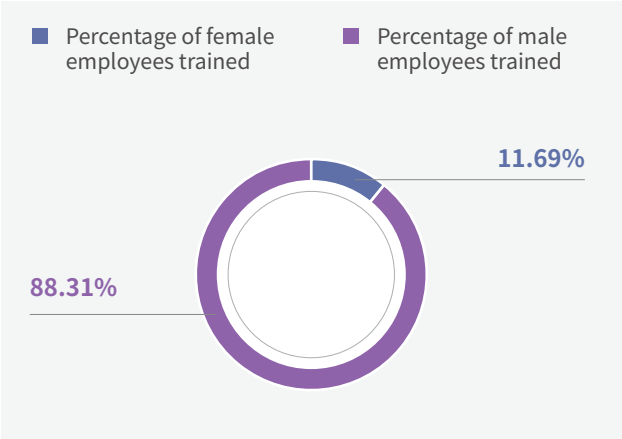
We encourage employees to participate in external training courses, which are typically offered by industry professional bodies or academic institutions and can enhance employees' competitiveness in their careers. To support continuous learning, we provide educational subsidies, helping employees attend various training activities organised by accredited institutions. Employees who complete these courses are eligible for continuous study allowances, further motivating them to engage in learning.

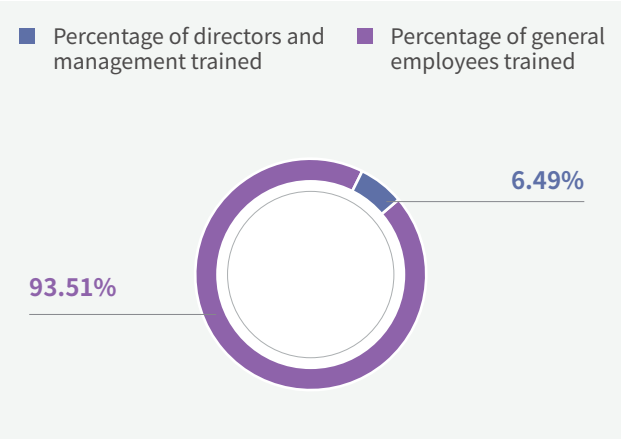
Annual Performance

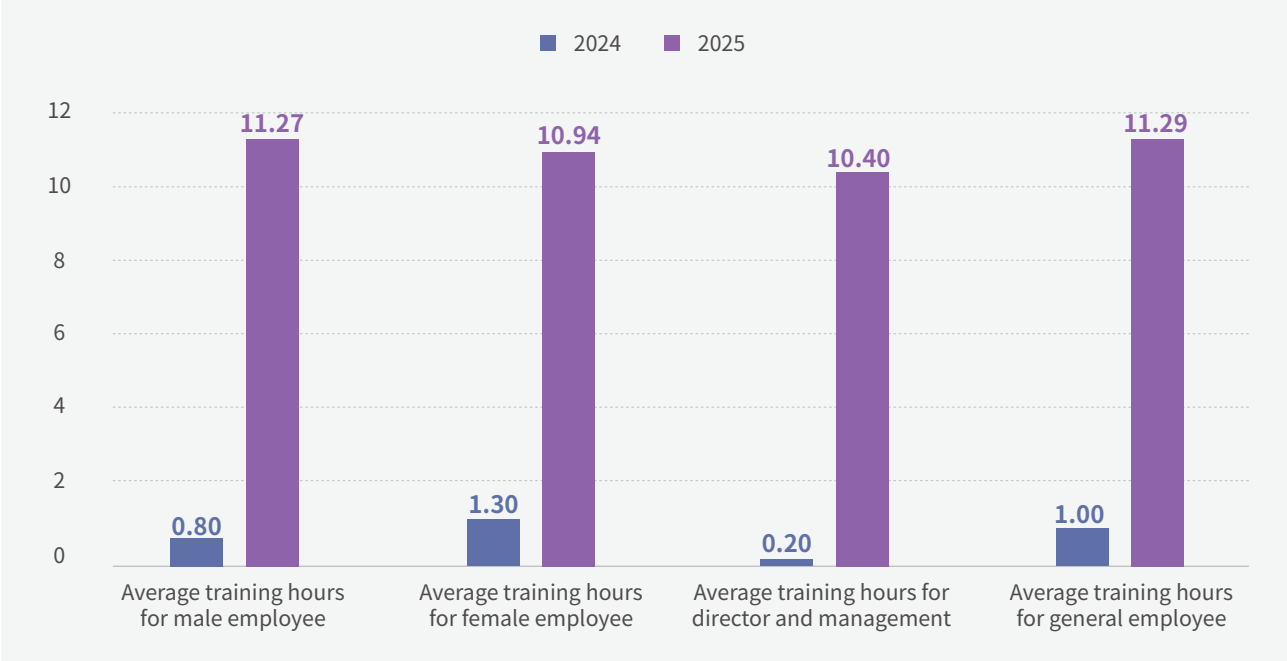
This year, we actively organised various training programmes, with 77 employees participating. The proportion of employees receiving training was 35.15%, which is roughly in line with the 35.50% recorded in the previous financial year. The total number of training hours amounted to 865 hours, representing a significant increase compared to last year. The specific training outcomes are as follows:

Percentage of Trained Employees	Unit	2024	2025
Total Percentage of Trained Employees	%	35.50	35.16
By Gender			
Percentage of Male Employees Trained	%	67.50	88.31
Percentage of Female Employees Trained	%	32.50	11.69
By Staff Level			
Percentage of Directors and Management Trained	%	1.30	6.49
Percentage of General Employees Trained	%	98.70	93.51

Average Training Hours	Unit	2024	2025
Average Training Hours per Employee	Hour	1.00	11.23
By Gender			
Average Training Hours for Male Employees	Hour	0.80	11.27
Average Training Hours for Female Employees	Hour	1.30	10.94
By Staff Level			
Average Training Hours for Directors and Management	Hour	0.20	10.40
Average Training Hours for General Employees	Hour	1.00	11.29







This year, the Group has significantly increased the number of training hours for employees across various groups and job levels. The Group aims to foster employees' professional development and career growth through these training programs, enhancing the overall team's work efficiency. In the future, the Group will continue to promote such training initiatives.

Employee Health and Safety

Our Approach

The safety and health of our employees are core concerns in the operation of our business. We have established relevant policies, procedures, and measures aimed at mitigating potential occupational health and safety risks, ensuring a safe and healthy workplace for all employees.

Management and Initiatives

We adhere to and implement the strictest occupational health and safety standards in the industry, with full support and oversight from our management in ensuring the enforcement of these policies. We have prepared the Integrated Management System Manual (Quality, Environmental and Occupational Health & Safety), which comprehensively covers key areas of occupational health and safety, including procedures for duty allocation, risk assessment and control, operational control, emergency preparedness and response, monitoring and measurement, incident investigation, non-compliance control, and continuous improvement. In addition, we have established occupational health and safety guidelines, emphasising the following aspects: compliance with local laws and regulations, formulation and continuous improvement of safety policies, identification and assessment of workplace risks, enhancement of employee health management, and promotion of employee participation in health and safety education and training.

We regularly identify and assess occupational health and safety risks in the workplace, and take appropriate preventive measures based on the results of these risk assessments. In Hong Kong, we comply with the Occupational Safety and Health Ordinance, the Factories and Industrial Undertakings Ordinance, the Construction Sites (Safety) Regulations, and the Control of Toxic Substances in the Workplace. In China, we manage our operations in accordance with the Work Safety Law and Law of the People's Republic of China on the Prevention and Control of Occupational Diseases.

For our structural engineering business in Hong Kong, we adhere to the ISO 45001:2018 Occupational Health and Safety Management System, which helps us systematically prevent workplace injuries and other occupational risks. A safety supervisor is assigned to each construction project to conduct regular safety inspections, and all employees and subcontractors are required to participate in safety training, ensuring that everyone understands and complies with safety rules and measures. Project managers and site supervisors oversee subcontractors' safety performance and conduct regular safety evaluations. Subcontractors who fail to meet safety requirements are issued warning letters and undergo reassessment, ensuring that only those who meet safety standards remain involved in the project. Annual safety audits are conducted to ensure that the safety management system is effectively implemented at all construction sites.

At our factories in China, we have implemented a series of safety measures to protect employees and prevent potential workplace injuries. These measures include maintaining clean workplaces, ensuring unobstructed passageways, regular inspection and cleaning of equipment, mandatory use of personal protective equipment, and providing emergency escape routes. We also provide employees with professional training in safe lifting techniques and equipment operation to reduce the occurrence of accidents.

In our offices, we strictly enforce a no-smoking policy and conduct regular cleaning to maintain hygiene and cleanliness. We regularly check fire safety equipment and fire extinguishers to ensure that employees can evacuate quickly and safely in the event of an emergency. Furthermore, we ensure that there are sufficient emergency escape routes and maintain fire and evacuation preparedness.

Annual Progress

During the Reporting Period, we organised for employees to enrol in courses such as the Occupational Safety Management Course and the General Occupational Safety and Health Course (Safe Construction Procedures) to ensure that employees acquire the latest safety knowledge and skills. This aims to raise awareness of workplace safety and reduce occupational health and safety risks.

In the past three years, we have not had any fatalities due to work-related causes, nor have our employees experienced any workday losses due to occupational injuries. We will continue to maintain high standards of occupational health and safety management, ensuring the implementation of the relevant guidelines with the commitment of senior management.

04

Comprehensive Operations Oversight

Enhancing responsible operations is a crucial objective in our business operations, which is reflected not only in internal management but also throughout our relationships with suppliers, subcontractors, customers, and products. Good responsible operations play a positive role in the long-term stability and sustainability of the business, strengthening our competitive edge within the industry. To this end, we are committed to continuously optimising supply chain management, enhancing product quality, ensuring excellence in customer service, and being accountable to external stakeholders. Throughout this process, we strictly adhere to relevant regulations and industry standards, ensuring that our business decisions and actions bring positive benefits to society, the environment, and our customers.

Supply Chain Management

Our Approach

Suppliers and subcontractors are core partners in driving the sustainable development of our business. To ensure that our commitments to quality, reliability, and sustainability are fulfilled for our customers, we require suppliers and subcontractors to adhere to the same values in their operations and uphold the highest ethical standards. In addition to meeting quality and reliability requirements, we also place significant emphasis on the integrity, ethics, environmental responsibility, and regulatory compliance of our suppliers and subcontractors, ensuring they comply with relevant laws, environmental standards, and ethical guidelines throughout the procurement and production processes.

Management and Initiatives

In our supply chain management, selecting the right suppliers and subcontractors is key to ensuring the sustainable development of our business. We have established a comprehensive set of policies and procedures, rigorously following sustainable development standards in the selection, evaluation, and long-term relationship building with suppliers and subcontractors. All newly selected suppliers and subcontractors must undergo background checks, including an evaluation of their company's reputation, technical capabilities, product quality, pricing, and compliance with ethical, environmental, and safety regulations. We inspect and test the quality assurance of these suppliers to ensure their products and services meet our requirements.

We prioritise selecting suppliers with comprehensive quality assurance, who must possess certifications in areas such as quality, environmental protection, health, and safety. At the same time, we also give preference to purchasing products and materials sourced from sustainable or recyclable resources. We regularly update our supplier list and conduct evaluations and checks on their compliance.

For suppliers and subcontractors involved in our engineering projects, we require them to comply with relevant occupational health and safety regulations, as well as environmental protection laws. For key suppliers, we conduct regular inspections of factories and workplaces and require them to provide compliance documentation. If a supplier is found to fail to meet quality standards or violate legal regulations, we will immediately remove them from our supplier list.

Annual Progress and Performance

We continue to improve our supply chain management system, encouraging our suppliers and subcontractors to integrate sustainability principles into their operations. This year, we had a total of 284 suppliers and subcontractors, the majority of whom are located in Hong Kong, and all of whom meet our management requirements.

Supplier Numbers	2024	2025
Total Number of Suppliers	295	284
Number of Suppliers by Region	Hong Kong:180 Mainland China:107 Europe:4 Others: 4	Hong Kong:205 Mainland China:65 Europe:8 Others: 6

Project and Product Responsibility

Our Approach

Our mission is to deliver engineering projects and products of excellent quality, safety, and reliability to our clients. We aim to meet international standards and regulatory requirements across all areas of our business, with customer satisfaction as our ultimate goal.

We place great emphasis on environmental protection, striving to provide products and services that balance environmental sustainability with quality, and we respond to changing customer needs through innovation.

Management and Initiatives

We have implemented a comprehensive quality management system that covers all phases of operations, from project planning, design, manufacturing, and delivery to after-sales service. Our practices adhere to the ISO 9001:2015 Quality Management System, ensuring that each project complies with international standards. The following outlines our specific management measures:

Quality Management Measures

Project Planning and Design	Prior to commencing any project, we conduct a detailed review of all design plans, submitting them for client and regulatory approval when required. The project manager oversees quality control throughout the process, ensuring that every design detail meets client requirements and regulatory standards.
Material Selection and Inspection	We collaborate with globally renowned construction material suppliers to procure high-quality materials. Samples of all materials are submitted to clients for approval before use. These materials undergo rigorous testing and safety assessments to ensure they meet required standards.
Manufacturing and Construction Process Control	Throughout the manufacturing and construction processes, we conduct regular quality inspections. Project managers and the quality control team are responsible for continuous monitoring and for taking timely action on any products that do not meet the required standards.
Product Inspection and Client Acceptance	Upon completion, all projects and products undergo comprehensive inspection, with results submitted to clients. Project managers engage in detailed communication with clients to confirm that the delivered products meet their expectations and quality requirements.
After-Sales Service and Quality Assurance	Following project completion, we provide a one-year defect liability period to resolve any quality issues and deliver after-sales services. Should any issues arise, we promptly implement corrective measures to ensure uninterrupted usage by our clients.

Annual Progress and Performance

During the Reporting Period, all projects under our responsibility underwent rigorous quality inspections from design to delivery. We did not receive any significant complaints or major claims from clients concerning our completed projects. Furthermore, no projects required rework due to health and safety concerns.

Customer Responsibility

Our Approach

We believe that customer satisfaction is essential to the success of our business. To this end, we adhere to relevant regulations and industry standards to provide products and services that meet customer needs and expectations. We focus on building lasting and trustworthy relationships, safeguarding customer data, and ensuring they feel secure and satisfied with our services.

Management and Initiatives

We strictly comply with relevant laws and regulations in our marketing activities, ensuring that the promotion of our products and services is truthful, transparent, and aligned with ethical standards. Regular customer service training is provided to our employees, equipping them with updated industry knowledge to address various customer needs effectively and promptly. For significant complaints, we follow a structured complaint handling mechanism to resolve issues efficiently while reflecting on service processes to prevent recurrence. We conduct regular customer satisfaction surveys and follow-ups, using the insights gained to continuously optimise our services. Every piece of customer feedback is regarded as a valuable resource for service improvement.

We place equal importance on customer privacy and data protection. All handling of customer information complies with relevant laws, regulations, and industry standards. Through technological safeguards, we ensure the confidentiality of customer data and transaction records. Additionally, regular training is provided to employees on customer data protection.

Annual Performance

This year, we have strictly complied with the laws and regulations regarding the promotion and marketing of the products and services provided by the Group, and have not received any major complaints related to our products and services. We will continue to monitor changes in customer needs and continually improve and optimise service quality based on their feedback.

05

Adherence to Business Ethics

In today’s business landscape, upholding business ethics has become a cornerstone for achieving long-term sustainable development. We adhere to the highest ethical standards, ensuring compliance with laws and regulations while maintaining principles of integrity and transparency throughout our operations. Whether in corporate governance, anti-corruption measures, or information security, we remain committed to establishing a robust internal control system to safeguard the legality and fairness of all business activities.

Corporate Governance

Our Approach

We firmly believe that excellent corporate governance is the cornerstone of ensuring transparency and compliance in business operations. It is also key to fostering fair competition and strengthening stakeholder trust. To this end, we prioritise compliance management, ensuring that all business activities strictly adhere to local and international laws and regulations while upholding principles of integrity and fairness.

Management and Initiatives

To safeguard the compliance of our operations, we have implemented a range of management measures. These include regular internal audits, continuous updates, and optimisation of our policy framework, alongside the enhancement of internal control mechanisms. For related-party transactions, we enforce strict regulatory management to ensure transparency and fairness, effectively preventing conflicts of interest.

Simultaneously, we actively maintain a fair competitive environment, rigorously enforcing anti-monopoly regulations and strengthening anti-money laundering measures to decisively curb the flow of illegal funds. In the area of intellectual property protection, we strictly prohibit the use of counterfeit materials that infringe on the intellectual property rights of genuine brands.

To ensure the Company operates in compliance, the Board of Directors and senior management hold annual compliance training sessions covering environmental, social, and governance matters, as well as changes to other listing rules and company regulations.

Annual Progress

During the Reporting Period, the Company engaged audit experts to conduct an internal audit and risk assessment. The scope of the internal audit covered three critical areas: procurement and accounts payable management, financial reporting and disclosure, and inventory and cost control. In light of the follow-up actions from previous years, the internal audit experts identified and highlighted two areas for further optimisation. Furthermore, based on the outcomes of the risk assessment, the Company has identified ten areas of concern, each with varying levels of risk.

Anti-Corruption

Our Approach

We are resolute in opposing all forms of corruption and unethical practices. Our goal is to foster a work environment built on integrity and fairness, embedding this principle into all aspects of our business operations.

Management and Initiatives

We strictly adhere to the Prevention of Bribery Ordinance and other relevant laws and regulations, and have implemented the Company Disciplinary Code, which explicitly prohibits any form of corruption and bribery. The Code also sets out detailed behavioural guidelines concerning the acceptance and provision of benefits, hospitality, record and document handling, conflicts of interest, use of authority and information, external part-time employment, and relationships with business partners, all with the aim of ensuring the integrity and transparency of the Company's operations.

To ensure effective implementation of our anti-corruption policies, we have established a series of concrete measures. Regular anti-corruption training sessions are conducted to raise employee awareness of corruption risks, equipping them to identify unethical practices and understand the importance of adhering to anti-corruption regulations.

These training programmes cover topics such as corruption prevention, conflict of interest identification, and compliance with legal and ethical standards, enhancing employees' integrity and enabling them to make sound judgments in various scenarios.

We have established a comprehensive whistleblowing mechanism and ensure that the personal information of whistleblowers is fully protected. Employees can report any misconduct or corrupt activities to the Company without fear of retaliation. All reported information is independently investigated, and appropriate disciplinary actions will be taken for confirmed violations. If necessary, relevant law enforcement agencies will be notified.

Periodic internal audits are conducted to monitor business processes and transactions, identifying potential corruption risks. When risks are detected, immediate adjustments are made to strengthen internal controls. Both management and employees are subject to oversight to ensure compliance with our integrity standards.

Annual Progress and Performance

This year, a total of 27 employees from the Group participated in the specialised training organised by ICAC. During the Reporting Period, we did not experience any lawsuits related to corruption, nor did we receive any complaints or reports of violations concerning significant legal issues such as anti-corruption, extortion, fraud, or money laundering activities.



Anti corruption seminar organized by the ICAC

Cybersecurity

Our Approach

Cybersecurity is a core commitment to our clients, partners, and employees. We are dedicated to protecting all sensitive data and ensuring that information flows within and beyond the Company comply with stringent security standards.

Management and Initiatives

We safeguard business secrets and client data through encryption and robust security protocols. Employees are required to adhere to strict cybersecurity policies, with regular training and audits conducted to ensure the efficacy of these measures. Furthermore, we actively monitor all internal and external data exchanges and implement proactive strategies to address potential cybersecurity threats.

We recognise the importance of cybersecurity in fostering sustainable development. As such, we remain committed to strengthening internal controls and training programmes, ensuring every employee upholds these core values and contributes to the Company’ s long-term growth.

06

Community Engagement

With the increasing awareness of corporate social responsibility, the contribution of businesses to society extends beyond the creation of economic value to include promoting social fairness, enhancing social welfare, and advancing public interests. Social inclusion is not only crucial for sustainable societal development but also forms the foundation for a company's long-term success and the establishment of a positive social image.

Our Approach

We firmly believe that businesses have a responsibility to give back to society and contribute to sustainable development and harmonious inclusion. We are dedicated to supporting underprivileged groups and improving their quality of life through charitable donations, employee volunteer services, and backing social welfare projects. Our goal is to build long-term partnerships with local communities, promote the growth of public welfare, and create a meaningful, lasting impact within the community.

Management and Initiatives

We drive social inclusion through a series of targeted management measures. We regularly donate to support charitable causes within the community, with a focus on vulnerable groups, such as impoverished children and families. These donations address both their material and emotional needs. We also encourage employees to participate in volunteer services and organise various community service activities. This not only enhances team cohesion but also strengthens our connection with the community.

Furthermore, we actively support the development of community sports, providing opportunities for individuals of all ages and backgrounds to engage in physical activities, thereby promoting both physical and mental well-being.

Annual Progress and Performance

During the Reporting Period, we made a total donation of HKD 14,220 (2024: HKD 90,160), primarily to support the Standard Chartered Marathon and the Sower Action. A total of fourteen colleagues from the Company participated in the Sower Action Challenging 12 Hours and eleven colleagues took part in the Standard Chartered Marathon event, actively supporting social welfare causes.



Charity event

Key Performance Indicators

Indicators	Unit	2024	2025
Environmental			
Nitrogen Oxides (NOx)	Kilograms	224.40	55.42
Sulfur Oxides (SOx)	Kilograms	0.56	0.17
Particulate Matter (PM)	Kilograms	18.58	5.05
Greenhouse Gas Emissions (Scope 1)	Tonnes of CO2-e	96.68	29.90
Greenhouse Gas Emissions (Scope 2)	Tonnes of CO2-e	249.77	268.42
Total Greenhouse Gas Emissions	Tonnes of CO2-e	346.45	298.33
Greenhouse Gas Emission Intensity	Tonnes of CO2-e per Employee	2.09	1.68
Non-Hazardous Waste Generated by Mainland China Factory Operations	Tonnes	32	22
Non-Hazardous Waste Intensity from Mainland China Factory Operations	Kilograms per Thousand Hong Kong Dollars of Factory Revenue	0.59	0.70
Non-Hazardous Waste Generated by Hong Kong Materials Trading Operations	Tonnes	22	28
Non-Hazardous Waste Intensity from Hong Kong Materials Trading Operations	Kilograms per Thousand Hong Kong Dollars of Trading Revenue	2.85	1.65
Total Non-Hazardous Waste	Tonnes	54	50
Total Non-Hazardous Waste Intensity	Kilograms per Thousand Hong Kong Dollars of Trading & Factory Revenue	0.87	1.03
Total Electricity Consumption	Thousand Kilowatt-hours	449.60	506.32
Total Fuel Consumption	Thousand Kilowatt-hours	375.40	105.06
Total Energy Consumption	Thousand Kilowatt-hours	825.00	611.38
Total Energy Consumption Intensity	Thousand Kilowatt-hours per Employee	4.96	3.44
Water Consumption	Cubic Meters	3,995	6,526
Water Consumption Intensity	Cubic Meters per Employee	23.99	36.77
Packaging Material Used	Kilograms	4,010	3,207
Packaging Material Intensity	Kilograms per Million Hong Kong Dollars of Factory Revenue	73.80	102.15
Social			
Total Number of Employees	Person	217	219
Number of Male Employees	Person	171	172
Number of Female Employees	Person	46	47
Number of Employees Under 30 Years Old	Person	52	39
Number of Employees Aged 30 - 50 Years Old	Person	127	138
Number of Employees Over 50 Years Old	Person	38	42
Number of Employees in Mainland China	Person	120	127
Number of Employees in Hong Kong	Person	97	92
Number of Full-time Employees	Person	216	218
Number of Part-time Employees	Person	1	1

Indicators	Unit	2024	2025
Overall Employee Turnover Rate	%	21.20	25.76
Male Employee Turnover Rate	%	20.70	29.51
Female Employee Turnover Rate	%	23.00	7.84
Employee Turnover Rate Under 30 Years Old	%	28.00	26.42
Employee Turnover Rate Aged 30 - 50 Years Old	%	22.70	29.59
Employee Turnover Rate Over 50 Years Old	%	8.00	8.70
Employee Turnover Rate in Mainland China	%	19.30	32.09
Employee Turnover Rate in Hong Kong	%	23.50	14.81
Number of Employee Work-related Deaths	Person	0	0
Employee Work-related Death Rate	%	0.00	0.00
Number of Working Days Lost Due to Work-related Injuries	Days	0	0
Overall Percentage of Trained Employees	%	35.50	35.16
Percentage of Trained Male Employees	%	67.50	88.31
Percentage of Trained Female Employees	%	32.50	11.69
Percentage of Trained Directors and Management	%	1.30	6.49
Percentage of Trained General Employees	%	98.70	93.51
Average Training Hours per Employee	Hours	1.00	11.23
Average Training Hours per Male Employee	Hours	0.80	11.27
Average Training Hours per Female Employee	Hours	1.30	10.94
Average Training Hours for Directors and Management	Hours	0.20	10.40
Average Training Hours for General Employees	Hours	1.00	11.29
Total Number of Suppliers	Units	295	284
Number of Suppliers by Region	Units	Hong Kong:180 Mainland China:107 Europe:4 Other regions:4	Hong Kong:205 Mainland China:65 Europe:8 Other regions:6
Percentage of Products Sold or Shipped that Need to be Recalled for Safety and Health Reasons	%	0.00	0.00
Number of Complaints	Times	0	0
Public Welfare Donations	Hong Kong Dollars	90,160	14,220
Governance			
Number of Corruption Litigation Cases	Cases	0	0

Environmental, Social and Governance Reporting Code Index

Environmental, Social and Governance Reporting Code		Location/Explanation
A. Environmental		
Aspect 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.	Environmental Stewardship-Emissions Management
KPI A1.1	The types of emissions and respective emissions data.	Environmental Stewardship-Emissions Management
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Stewardship-Emissions Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Stewardship-Emissions Management
KPI A1.5	Description of emissions target (s) set and steps taken to achieve them.	Environmental Stewardship-Environmental Targets and Progress
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.	Environmental Stewardship-Environmental Targets and Progress
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Stewardship-Emissions Management/ Resource Utilisation
KPI 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).	Environmental Stewardship-Resource Utilisation
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Stewardship-Resource Utilisation
KPI A2.3	Description of energy use efficiency target (s) set and steps taken to achieve them.	Environmental Stewardship-Environmental Targets and Progress
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.	Environmental Stewardship-Environmental Targets and Progress
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Stewardship-Emissions Management
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Stewardship-Environmental Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Not applicable
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		

Environmental, Social and Governance Reporting Code		Location/Explanation
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.	Employee Development and Well-being
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employee Development and Well-being-Compliance with Employment Regulations
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Development and Well-being-Compliance with Employment Regulations
Aspect 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.	Employee Development and Well-being-Employee Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Employee Development and Well-being-Employee Health and Safety
KPI B2.2	Lost days due to work injury.	Employee Development and Well-being-Employee Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employee Development and Well-being-Employee Health and Safety
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Development and Well-being-Career Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employee Development and Well-being-Career Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Employee Development and Well-being-Career Development and Training
Aspect 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.	Employee Development and Well-being-Compliance with Employment Regulations
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employee Development and Well-being-Compliance with Employment Regulations
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employee Development and Well-being-Compliance with Employment Regulations
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Comprehensive Operations Oversight-Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Comprehensive Operations Oversight-Supply Chain Management

Environmental, Social and Governance Reporting Code		Location/Explanation
KPI 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.	Comprehensive Operations Oversight-Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Comprehensive Operations Oversight-Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Comprehensive Operations Oversight-Supply Chain Management
Aspect 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.	Comprehensive Operations Oversight-Project and Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Comprehensive Operations Oversight-Project and Product Responsibility
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Comprehensive Operations Oversight-Project and Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Adherence to Business Ethics-Corporate Governance
KPI B6.4	Description of quality assurance process and recall procedures.	Comprehensive Operations Oversight-Project and Product Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Comprehensive Operations Oversight-Customer Responsibility
Aspect 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.	Adherence to Business Ethics-Anti-Corruption
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.	Adherence to Business Ethics-Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Adherence to Business Ethics-Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Adherence to Business Ethics-Anti-Corruption
Community		
Aspect 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.	Community Engagement
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Engagement
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Engagement
Part D: Climate-related Disclosures		

Environmental, Social and Governance Reporting Code		Location/Explanation
Governance	(a) the governance body (s) (which can include a board, committee or equivalent body charged with governance) or individual (s) responsible for oversight of climate-related risks and opportunities.	Environmental Stewardship -Addressing Climate Change
	(b) management' s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Environmental Stewardship -Addressing Climate Change
Strategy	Climate-related risks and opportunities	Environmental Stewardship -Addressing Climate Change
	Business model and value chain	Environmental Stewardship -Addressing Climate Change
	Strategy and decision-making	Environmental Stewardship -Addressing Climate Change
	Financial position, financial performance and cash flows	Implement capability relief for quantifying current and expected financial impacts.
	Climate resilience	Implement capability relief for quantifying climate scenario analysis.
Risk Management	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.	Environmental Stewardship -Addressing Climate Change
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities)	Environmental Stewardship -Addressing Climate Change
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Environmental Stewardship -Addressing Climate Change
Metrics and Targets	Greenhouse gas emissions	Implement reasonable information relief for the disclosure of Scope 3 greenhouse gas emissions.
	Climate-related transition risks	Implement reasonable information relief.
	Climate-related physical risks	Implement reasonable information relief.
	Climate-related opportunities	Implement reasonable information relief.
	Capital deployment	The amounts involved in the relevant capital expenditures, financing, or investments are relatively small and do not constitute a material impact.
	Internal carbon prices	Not been implemented yet, but the Group will continue to closely monitor relevant industry developments.
	Remuneration	Not been implemented yet, but the Group will continue to closely monitor relevant industry developments.
	Industry-based metrics	Not applicable.
	Climate-related targets	Environmental Stewardship -Addressing Climate Change