華營建築集團控股有限公司
CR CONSTRUCTION GROUP HOLDINGS LIMITED

Stock Code 股份代號：1582

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)



Environmental, Social and Governance Report
環境、社會及管治報告
2025

Environmental, Social and Governance Report
環境、社會及管治報告

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About this Report

CR Construction Group Holdings Limited (the "**Company**" together with its subsidiaries, hereinafter referred to as the "**Group**", "**CR**" or we or us) is delighted to publish the seventh Environmental, Social and Governance Report (the "**Report**") to summarise the Group's policies, measures, and performance on the key environmental, social and governance ("**ESG**") issues.

Reporting Period

The Report illustrates the overall performance of the Group regarding the environmental and social aspects annually from 1 January 2025 to 31 December 2025 (the "**Reporting Period**").

Reporting Scope and Boundary

The Report discloses related policies and initiatives for the core and material businesses namely provision of (i) building construction services; and (ii) repair, maintenance, alteration, and addition ("**RMAA**") works and services in Hong Kong, the United Kingdom and Malaysia and Environmental Operation for PRC.

The Report discloses key performance indicators ("**KPIs**") of the corporate office ("**Office**") and the representative project(s) ("**Project(s)**"), which contributed over 80% of the Group's total annual revenue. With regard to the reporting scope, disclosure of environmental data only covers operations in Hong Kong. While the Report does not cover all the Group's operations, the Group aims to improve its internal data collection mechanism and gradually expand the scope of the disclosure.

Reporting Basis and Principles

The Report is prepared with reference to Global Reporting Initiative ("**GRI**") Standards, recommended disclosures of the Task Force on Climate-Related Financial Disclosures ("**TCFD**") and the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures ("**IFRS S1 & S2**") on climate-related issues, Sustainability Development Goals ("**SDG**"s) and in accordance with the ESG Reporting Code (the "**ESG Code**") as set out in Appendix C2 to the Listing Rules, based on the four reporting principles – materiality, quantitative, balance and consistency:

- **"Materiality" Principle:**
  The Group determines material ESG issues by stakeholder engagement and materiality assessment. Details are explained in the section headed "Materiality Assessment". For the purposes of Part D, the Group provides disclosures regarding climate-related risks and opportunities that may reasonably be expected to influence its cash flows, access to finance, or cost of capital across the short, medium and long term.

關於本報告

華營建築集團控股有限公司(「**本公司**」,連同其附屬公司統稱「**本集團**」、「**華營**」、或我們)欣然發表第七份環境、社會及管治(「**ESG**」)報告(「**本報告**」),旨在概述本集團在環境、社會及管治方面的政策、措施及表現。

報告期間

本報告涵蓋本集團於二零二五年一月一日至二零二五年十二月三十一日期間(「**報告期間**」)在環境及社會方面的整體年度表現。

報告範圍及界限

本報告披露各項核心及重要業務的相關政策及措施,包括在香港、英國及馬來西亞提供的(i)樓宇建築服務及(ii)維修、保養、改建及加建(「**RMAA**」)工程及服務,以及在中國提供的環境服務。

本報告披露企業辦公室(「**辦公室**」)及主要項目(「**項目**」,佔本集團年度總收益逾80%)的關鍵績效指標(「**KPI**」)。就報告範圍而言,環境數據的披露僅涵蓋香港的營運。儘管本報告並未涵蓋集團的所有業務,惟本集團致力優化內部數據收集機制,並逐步擴大披露範圍。

報告基準及原則

本報告已參考全球報告倡議組織(「**GRI**」)標準、氣候相關財務披露工作小組(「**TCFD**」)和國際財務報告準則第S1號「可持續相關財務資料披露之一般規定」及國際財務報告準則第S2號「氣候相關披露」(「**IFRS S1及S2**」)的氣候相關的披露建議,以及可持續發展目標(「**SDGs**」),並符合香港聯交所上市規則附錄C2所載環境、社會及管治報告守則(「**ESG守則**」),按「重要性」、「量化」、「平衡」及「一致性」四大報告原則編製。

- **「重要性」原則:**
  本集團透過持份者參與及重要性評估釐定重要ESG議題。有關詳情載於「重要性評估」一節。就D部分而言,本集團披露合理預期可能在短、中、長期內會影響其現金流、融資渠道或資金成本的氣候相關風險及機遇。

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- **"Quantitative" Principle:**
  Information is presented with quantitative measure, whenever feasible, including information on the standards, methodologies, assumptions used and provision of comparative data.

- **"Balance" Principle:**
  The Report identifies the achievements and challenges faced by the Group.

- **"Consistency" Principle:**
  The Report is the seventh ESG Report of the Group. The Report will use consistent methodologies for meaningful comparisons in the following years unless improvements in methodology are identified.

- **「量化」原則：**
  關鍵績效數據必須可量化，並在適當情況下可進行比較。

- **「平衡」原則：**
  本報告說明本集團所達致的成果和面對的挑戰。

- **「一致性」原則：**
  本報告是本集團的第七份ESG報告。除非發現可改進方法之處，本報告將於往後年度沿用一致的方法以便進行有意義的比較。

The Report has complied with all "comply or explain" provisions and reported on selected recommended disclosures outlined in the ESG Reporting Code. A full content index mapping against the ESG Reporting Code is attached in the "Environmental, Social and Governance Reporting Code Index" section of this Report for ease of reference.

本報告已遵守ESG守則所載的所有「不遵守就解釋」規定，並披露部分建議披露事項。本報告「環境、社會及管治報告守則索引」一節附有完整的內容索引，列出與ESG守則對應的內容，以便查閱。

The information contained herein is sourced from internal documents and statistics of the Group, as well as the combined control, management and operations information provided by the subsidiaries in accordance with the Group's internal management systems. A complete content index is appended to the last section hereof for quick reference. The Report is prepared and published in both Chinese and English at the Stock Exchange's website (www.hkexnews.hk) and the Company's website (www.cr-construction.com.hk). In the event of contradiction or inconsistency between the Chinese version and the English version, the English version shall prevail.

本報告所載資料源於本集團的內部文件及統計數據，以及各附屬公司按照本集團內部管理系統所提供的綜合監控、管理及營運資料。本報告最後一節附有完整內容索引，以供快速查閱。本報告以中英文編製，刊載於聯交所網站(www.hkexnews.hk)及本公司網站(www.cr-construction.com.hk)。倘中英文版本之間出現任何歧異或不一致之處，概以英文版本為準。

Review and Approval

The board (the "**Board**") of directors of the Company (the "**Directors**") acknowledges its responsibility for ensuring the integrity of the ESG Report and to the best of their knowledge, this Report addresses all relevant material issues and topics and fairly presents the ESG performance of the Group. The Board confirms that it has reviewed and approved the Report on March 26, 2026.

審閱及批准

本公司董事(「**董事**」)會(「**董事會**」)確認其對ESG報告之完整性負責，並確認就其所深知，本報告已涵蓋所有重大相關事宜及範疇，並公平呈列本集團的ESG表現。董事會確認已於二零二六年三月二十六日審閱及批准本報告。

Feedback

The Group respects your view on the Report. Should you have any opinions or suggestions, you are welcome to share with the Group at info@czcgl.com.hk.

意見回饋

本集團歡迎　閣下對本報告提供意見。如有任何意見或建議，歡迎透過電郵info@czcgl.com.hk與本集團聯繫。

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Board Statement

Dear Stakeholders,

We are pleased to present our ESG Report of the financial year 2025 ("**FY2025**").

We recognise that sustainability is increasingly important for business as the world today faces challenging issues, including but not limited to climate change, shortage of natural resources and undermining of human rights. Expectations for companies to take the initiative on sustainability becomes more demanding.

We believe an effective governance structure and comprehensive ESG reporting are fundamental to sustainable development. The Board of Directors bears full responsibility for the ESG strategy and oversight, including climate-related matters, while the management is responsible for the day-to-day management of ESG practices. To ensure the effective implementation, we have established an ESG Working Group comprising relevant department heads to coordinate and advance ESG and climate-related projects, and regularly report progress to management and governance bodies.

The Group has identified climate-related risks and opportunities relevant to its business, as well as their potential financial impacts, and conducted climate-related scenario analysis. We have established clear short-term emission reduction targets and long-term sustainable development goals to drive ongoing progress in emission control according to the government requirements.

To achieve and maintain the highest standards in all aspects of our business activities, the Group has established social responsibility system with reference to ISO 26000:2010 Guidance on social responsibility to oversee ESG issues that are relevant to the Group. The Group's Corporate Social Responsibility ("**CSR**") Policy was established to formalise our sustainability practices regarding business ethics, workplace health and safety, environment, community engagement and stakeholder communication channels. We have set clear short-term and long-term sustainable development vision and goods to achieve ongoing emission reduction programs according to government requirements.

董事會聲明

各位持份者：

我們欣然呈報二零二五財政年度(「**二零二五財政年度**」)的ESG報告。

隨著當今世界面對多種挑戰，包括但不限於氣候變化、自然資源短缺及人權受損等問題，我們深明可持續發展對企業而言日益重要。社會對企業在可持續發展方面主動作為的期望亦愈趨殷切。

我們相信有效的管治架構及全面的ESG報告是推動可持續發展的基礎。董事會對ESG策略及監督(包括氣候相關事宜)承擔全部責任，而管理層則負責ESG實務的日常管理。為確保有效執行相關措施，我們已成立由相關部門主管組成的ESG工作小組，負責協調及推進ESG及氣候相關項目，並定期向管理層及管治機構匯報進展。

本集團已識別與其業務相關的氣候相關風險及機遇，以及其可能帶來的潛在財務影響，並進行氣候相關情景分析。我們已制定明確的短期減排目標及長期可持續發展目標，以按照政府要求持續推動減排工作。

為於各項業務活動中達致並維持最高標準，本集團參照ISO 26000:2010「社會責任指引」建立社會責任體系，以監督與本集團相關的ESG事宜。本集團亦制定企業社會責任(「**CSR**」)政策，以規範我們在商業道德、職業健康與安全、環境、社區參與及持份者溝通方面的可持續發展實踐。我們已制定明確的短期及長期可持續發展願景及目標，以按照政府要求推行持續減排計劃。

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The Group implements a risk management framework guided by ISO 31000:2009 Risk Management to identify and manage any risks to our business. The Group is committed to ensuring risks are considered in decision making, understood and managed, with transparency in decision-making and ongoing risk management processes. We have also approved and overseen the selection and identification of material ESG topics by the management, and the integration of climate-related issues and other material ESG topics into the Group's long-term strategic planning and risk management framework. The Board of Directors regularly monitors and reviews the effectiveness of management, including reviewing the Group's ESG performance and adjusting corresponding action plans.

Based on our core business, we have developed various management systems to deliver our key performance in areas such as craftsmanship, health and safety stewardship, environmental and social responsibility, etc. These management systems have been accredited and under constant review according to relevant International Standards ISO 9001, ISO 45001, ISO 14001, ISO 26000 and ISO 31000 to keep abreast of the market. We have also installed solar panels in our Project sites as an alternative energy source to reduce the reliance of non-renewable energy source.

As we continue our sustainability journey, performance indicators and targets that are material to our business will be progressively added, providing even more insights in our future reports. We will continue to strengthen our engagement with key stakeholders and improve our sustainability efforts and practices, to forge a long-term sustainable business.

Yours faithfully,
For and on behalf of the Board

Mr. Zhang Guanhua
Chairman and Executive Director
26 March 2026, Hong Kong

本集團參照ISO 31000:2009「風險管理」建立風險管理框架，以識別及管理業務相關的各類風險。本集團致力確保在決策過程中充分考慮風險，並掌握和管理相關風險，以及在決策和持續的風險管理過程中保持透明度。我們亦已批准並監督管理層對重要ESG議題的篩選及識別，並將氣候相關議題及其他重要ESG議題納入本集團的長期策略規劃及風險管理框架。董事會定期監察及檢討管理層的工作成效，包括檢視本集團的ESG表現，並相應調整行動計劃。

我們已基於本集團的核心業務建立多項管理體系，以推進我們在工藝、健康與安全管理、環境及社會責任等方面的關鍵表現。該等管理體系已取得相關國際標準ISO 9001、ISO 45001、ISO 14001、ISO 26000及ISO 31000認證，並會持續檢討，以緊貼市場發展。我們亦已於項目工地安裝太陽能板作為替代能源，以減少對不可再生能源的依賴。

在我們不斷推進可持續發展的進程中，將逐步納入對本集團業務具有重要性的績效指標及目標，以在未來報告中提供更深入的資訊。我們將繼續加強與主要持份者的溝通，提升在可持續發展方面的工作及實踐，以建立長遠可持續的業務發展。

此致
代表董事會

張觀華先生
主席兼執行董事
香港，二零二六年三月二十六日

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About Us

CR Construction Group Holdings Limited (the "**Company**" together with its subsidiaries, hereinafter referred to as the "**Group**", "**CR**" or we or us) was listed on the Mainboard of the Hong Kong Exchanges and Clearing Limited ("**HKEx**") in October 2019 and is one of Hong Kong's largest building contractors, falling within the Construction[1] sector in terms of our industry nature in Hong Kong.

We primarily act as a main contractor for building construction and RMAA projects in Hong Kong's public and private sectors. We also serve as a main contractor in building construction projects in Malaysia and the United Kingdom.

As a main contractor, we are responsible for (i) overall project management; (ii) developing work plans; (iii) engaging and supervising subcontractors; (iv) sourcing construction materials; (v) communication and coordination with our customers and their consultant teams; and (vi) ensuring compliance with safety, environmental, and other contractual requirements.

With a building experience tracing back to 1967, we have spent over 55 years in the Hong Kong market, allowing us to build a reputation and consistently produce high-quality, challenging projects for our clients.

關於我們

華營建築集團控股有限公司(「**本公司**」，連同其附屬公司統稱「**本集團**」、「**華營**」或「**我們**」)於二零一九年十月在香港交易及結算所有限公司(「**香港交易所**」)主板上市。按本集團在香港的業務性質劃分，我們屬於建造業界別，是香港最大的樓宇建造承建商之一。

我們主要於香港的公營及私營項目擔任樓宇建造及RMAA工程項目的總承建商。我們亦於馬來西亞及英國的樓宇建造項目中擔任總承建商。

作為總承建商，我們肩負多重責任，包括(i)全面的項目管理；(ii)制定及執行有效的施工計劃；(iii)選擇及監督分包商的表現；(iv)採購建築材料；(v)促進與客戶及其專業顧問團隊的有效溝通及協調；及(vi)確保所有工作符合安全、環保及其他合約要求。

本集團的建築經驗可追溯至一九六七年，而我們已在香港市場深耕逾55年，聲譽超卓，持續為客戶交付高質量及具挑戰性的項目。

[1] The industry sector of the Group was determined based on the "International Standard Industrial Classification of All Economic Activities ("**ISIC**"), Rev.4.

[1] 本集團的行業分類乃根據《所有經濟活動的國際標準行業分類》(「**ISIC**」)修訂本第4版釐定。

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Governance Structure

To ensure the effective implementation of ESG principles, we have established an ESG governance framework. The Board is ultimately responsible for the Group's ESG strategy and reporting, with the assistance of the ESG Working Group. The Board comprehensively and rigorously oversees all ESG matters and ensure their effective execution, including climate-related issues, within the Group. Key responsibilities include: (i) overseeing the overall planning and regular reporting of ESG direction and strategy, (ii) accurately identifying ESG-related risks and developing corresponding mitigation measures, (iii) formulating and obtaining Board approval for the Group's ESG policies and long-term goals, (iv) ensuring that ESG factors are fully integrated into all business decisions to promote sustainable development, (v) monitoring and regularly assessing ESG performance to ensure it meets expected outcomes, and (vi) adjusting the ESG strategy in a timely manner and reporting to the Board if significant deviations from established goals are identified.

The Board regularly examines and evaluates the Group's ESG performance, and the annual ESG report is assessed and approved by the Board. Board meetings continue to be held annually to review and approve the Group's ESG objectives, initiatives, as well as relevant ESG policies and frameworks. Furthermore, the Board will undertake semi-annual reviews in coming years to monitor and oversee progress against goals and targets for tackling climate challenges.

The role of the ESG Working Group is to provide advice to the Board on ESG issues, oversee the implementation of ESG initiatives, review related policies and practices, assess the Group's ESG performance, and gather employee feedback on the Group's ESG visions and strategies, then report the results to the Board. The Board will be informed of the Group's environmental performance, including its environmental impact, once a year, while social performance will be reported on a monthly basis.

管治架構

為確保ESG原則的有效執行，我們建立了ESG管治架構。董事會在ESG工作小組的協助下，對本集團的ESG策略與報告負起最終責任。董事會全面及嚴格監督本集團的所有ESG事宜，確保其有效執行，包括氣候相關議題。主要職責包括：(i)監督ESG方向及策略的整體規劃及定期匯報；(ii)準確識別ESG相關風險，並制定相應的緩解措施；(iii)制定本集團的ESG政策及長期目標，並就此尋求董事會批准；(iv)確保ESG因素充分融入所有業務決策，以促進可持續發展；(v)監控並定期評估ESG表現，以其符合預期結果；及(vi)如發現所訂目標出現重大偏差，及時調整ESG策略並向董事會匯報。

董事會定期檢視及評估本集團的ESG表現，而年度ESG報告須經董事會審閱及批准。董事會會議繼續每年舉行，以審視及批准本集團的ESG目標、措施，以及相關ESG政策及框架。此外，董事會將於未來年度每半年進行檢討，以監察及監督應對氣候挑戰的各項目標及指標的進展。

ESG工作小組的職責是就ESG事宜向董事會提供建議、監督ESG措施的執行情況、檢討相關政策及實務、評估本集團的ESG表現，並收集僱員對本集團ESG願景及策略的意見，然後向董事會匯報結果。本集團的環境表現（包括其環境影響）會每年向董事會匯報，而社會表現則按月匯報。

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To ensure the effective implementation of ESG policies and related measures, departmental heads are responsible for executing these policies and measures within their respective areas, ensuring that the ESG philosophy permeates all levels of the Group's operations.

為了確保ESG政策及相關措施的有效執行，各部門主管負責在各自的主管範圍內執行這些政策及措施，確保ESG理念滲透到本集團營運的各個層面。



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United Nations' Sustainable Development Goals (UN SDGs)

To effectively fulfil the Group's responsibilities regarding environmental, social, and governance matters, the Group firmly support the United Nations' Sustainable Development Goals ("**SDGs**") which aims to tackle climate change and addresses a range of social needs.

We believe that 15 of the SDGs are relevant to our business operations and corporate policies, including:

聯合國可持續發展目標

為了有效履行本集團在環境、社會及管治方面的責任，我們堅定支持聯合國可持續發展目標(「**SDG**」)。該等目標旨在應對氣候變化和一系列社會需要。

我們相信有15個SDG與我們的業務運作和企業政策息息相關，包括：



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Stakeholder Engagement

Stakeholders' opinions are the solid foundation for the Group's sustainable development and success. Stakeholder engagement helps the Group develop a business strategy that meets the needs and expectations of stakeholders, enhances the ability to identify risk and strengthens important relationships. The Board reviews the effectiveness of the Group's processes on stakeholder engagements and the outcomes of these processes annually. The Group communicates with different stakeholders through various channels, as shown below.

持份者參與

持份者的意見是本集團可持續發展及成功的重要基礎。持份者參與有助本集團制定符合持份者需要及期望的業務策略、提升識別風險的能力，並鞏固與重要持份者的關係。董事會每年檢討本集團持份者參與措施的成效及結果。本集團透過下述多種渠道與不同持份者溝通。

Stakeholder 持份者	Communication Channel 溝通渠道
Government and regulatory agency **政府及監管機構**	• Annual reports, interim reports, ESG reports and other public information 年報、中期報告、ESG報告及其他公開資料 • Supervision and inspection 監督及檢查 • Official correspondence 官方通訊 • Policy implementation 政策實施
Shareholder and investor **股東及投資者**	• Annual general meetings and other general meetings of shareholders 股東週年大會及其他股東大會 • Company website 公司網站 • Press releases/announcements 新聞稿／公告 • Annual reports, interim reports, ESG reports and other public information 年報、中期報告、ESG報告及其他公開資料
Employee **僱員**	• Training 培訓 • Meetings 會議 • Performance evaluation 績效評估 • Survey 意見調查 • Staff engagement and voluntary activities 員工參與及義工活動 • Internal portal 內聯網

Stakeholder 持份者	Communication Channel 溝通渠道
Customer **客戶**	• Fax, email and telephone 傳真、電郵及電話通訊 • Meetings 會議
Supplier/Subcontractor/ Business Partner **供應商／分包商／業務夥伴**	• Meetings 會議 • Site visit 實地視察 • Survey 意見調查 • Communication and Training 通訊及培訓 • Supplier evaluations 供應商評估
Community and NGOs **社區及非政府組織**	• CSR programmes and voluntary activities 企業社會責任項目及義工活動 • Sponsorship and donation 贊助及捐贈 • ESG Reports ESG報告
Media **傳媒**	• Social media platforms e.g. Facebook page and LinkedIn page 社交媒體平台，如Facebook及LinkedIn專頁 • Enquiry mailbox 查詢電郵 • Industry forums 行業論壇 • Exchange visits 訪問交流

Materiality Assessment

In preparing our ESG Report, we directly engaged with the above stakeholder groups as part of the materiality assessment process to identify and prioritise the issues which have significant impacts on the business and stakeholders to be covered in this Report. The issues located in the upper right quadrant of the matrix are considered the highest priority. In addition, climate-related risks and opportunities represent critical matters that may reasonably be expected to influence the Group's capital and financial performance across the short, medium and long term. In this report, we will explore each of these issues in detail.

重要性評估

在編製ESG報告的過程中，我們直接與以上持份者組別進行交流，作為重要性評估程序的一部分，以識別對本集團業務及持份者具有重大影響的議題，加以優先排序，並納入本報告之中。位於矩陣右上方的議題被視為最優先。此外，氣候相關風險及機遇亦屬關鍵議題，合理預期可能在短、中、長期內影響本集團的資本及財務表現。在本報告中，我們將對這些議題逐一進行詳細探討。

Process

Stage 1 第1階段 Identification 識別議題

A selection of ESG issues that may reasonably be considered important for the Group and its stake holders from various sources, including listing rules requirement, industry trends and internal policies. 28 issues were identified and grouped into 4 categories: Environment, Employment and Labour Practices, Operating Practices and Community.
從上市規則規定、行業趨勢及內部政策等不同來源篩選出對本集團及其持份者可能合理地視為重要的ESG議題。共識別出28個議題，分為4個類別：環境、僱傭及勞工常規、營運慣例及社區。

Stage 2 第2階段 Prioritisation 優先排序

Conduct online surveys to rate the importance of each issue from the perspective of stakeholders and the Group using a scale of 1 to 5
進行線上調查，邀請持份者及本集團成員從各自角度對每個議題的重要性給予1至5分的評分。
Developed the materiality matrix based on the scores of the surveys, set the threshold for materiality (i.e. at a score of 50th percentile) and prioritised a list of sustainability issues.
根據問卷調查的評分編製重要性矩陣，設定重要性門檻(即第50百分位的評分)，並就可持續發展議題列表進行優先排序。

Stage 3 第3階段 Validation 核實議題

Management reviewed the materiality matrix and the threshold for materiality. ESG issues, with a score of 50th percentile or above from the perspective of stakeholders and the Group, were prioritised as the most important sustainability issues for the Group to address and report on.
管理層已檢視重要性矩陣及重要性門檻。從持份者及本集團的角度而言，評分達第50百分位或以上的ESG議題被列為優先處理及披露的最重要可持續發展議題。

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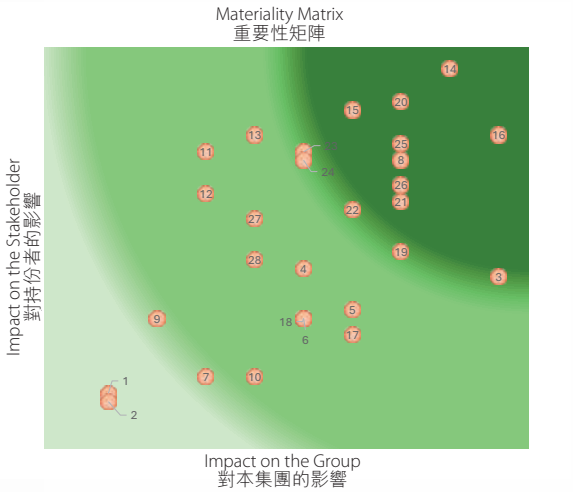
Materiality Matrix

Based on the materiality assessment results, we believe the most pertinent sustainability issues include the following:

重要性矩陣

根據重要性評估結果，我們相信最重要的可持續發展議題包括：





Materiality Matrix
重要性矩陣

1	Air Emissions 廢氣排放
2	Greenhouse gas ("**GHG**") Emissions 溫室氣體(「**GHG**」)排放
3	Effluents management 污水管理
4	Waste management 廢物管理
5	Energy efficiency 能源效率
6	Water efficiency 用水效率
7	Use of raw and packaging materials 原材料及包裝材料的使用
8	Environmental regulations compliance 遵守環境法規
9	Land use, pollution and restoration 土地使用、污染及恢復
10	Climate change 氣候變化
11	Employment practices 招聘慣例
12	Diversity and equal opportunities 多元化及平等機會
13	Anti-discrimination 反歧視
14	Staff occupational health and safety 員工職業健康與安全
15	Staff development and training 員工發展及培訓
16	Prohibition of child labour and forced labour 禁止童工及強制勞工
17	Responsible supply chain management 負責任的供應鏈管理
18	Environmental friendliness on products or service purchased 採購產品或服務的環境友好性
19	Compliance with regulations on marketing, product and service labelling 遵守市場推廣、產品和服務標籤的法規
20	Customers' privacy and confidentiality 客戶私隱及保密性
21	Customer satisfaction 客戶滿意度
22	Intellectual property 知識產權
23	Safety of projects/services 項目／服務安全性
24	Quality of projects/services 項目／服務品質
25	Business ethics 商業道德
26	Anti-corruption training for management and employees 為管理層及僱員提供反貪污培訓
27	Contributions to the society 社會貢獻
28	Communication and connection with local community 與當地社區溝通及聯繫

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Our Environment

The Group recognises the construction industry generates significant environmental impacts and uses a huge amount of resources. We aim to reduce environmental impacts to the nature, as well as to play our part in mitigating global warming. We also adapt and remain resilient to climate change and impacts with respect to inevitable increases in extreme weather events.

We, therefore, do our best to engage our stakeholders and the communities together with our colleagues via many different approaches, such as education, training and green volunteer services. Through holding classes on environment, participating actively in local community events, conducting environmental-related emergency drills, visiting advanced green technology, installing new environmental devices, etc., green concept of our colleagues are strengthened and know-how in regulations compliance, energy savings both in workplace and at home, waste reduction and separation, green shopping, enhancing awareness in caring the community or public and helping in sustainable development are acquired.

In order to achieving and securing a sustainable future, the Group also advocates carbon reduction, and is committed to achieving sustainable operations. We have set clear emission reduction targets compared with the 2020 baseline year and strive to achieve the following targets:

- Reduction of air emission per thousand man-hours by 3% in 2025, 8% in 2030 and 12% in 2035;
- Reduction of energy consumption per ten thousand man-hours by 3% in 2025, 8% in 2030 and 12% in 2035;
- Reduce water consumption per thousand man-hours by 2% in 2025, 6% in 2030 and 10% in 2035; and
- Reduce waste disposal per thousand man-hours by 5% in 2025, 10% in 2030 and 15% in 2035.

Compared to the 2020 baseline, the Group has achieved the targets by reducing air emissions by 50% in kg per thousand man-hours, reducing energy consumption by 13% in terajoules per ten thousand man-hours, and reducing waste disposal by 11% in tonnes per thousand man-hours by the end of the Reporting Period. For the water consumption, the Group recorded a 72% increase in m3 per thousand man-hours, mainly due to increased water spraying to prevent dust from kicking up. We will continue refining measures and evaluate the related results achieved if applicable. The base year has been updated to 2020 in order to standardise the baseline for all environmental targets, and this is also the earliest year for disclosed man-hours density.

我們的環境

本集團認識到建造業會對環境造成重大影響，並消耗大量資源。我們致力減少對自然環境的影響，同時為緩解全球暖化作出貢獻。我們亦會積極適應氣候變化，並在極端天氣事件日益增加的情況下提升應對能力及韌性。

因此，我們致力透過多種方式與持份者、社區及同事積極互動，例如推行教育、培訓及綠色義工服務。我們透過舉辦環保課程、積極參與地方社區活動、進行與環境相關的應急演練、參觀先進綠色技術、安裝新的環保設備等，加強同事的綠色理念，並提升其在法規遵從、工作場所及家庭節能、減廢及廢物分類、綠色消費、關懷社區及公眾，以及推動可持續發展等方面的認知。

為實現並確保可持續的未來，本集團亦倡導減碳，並致力推動可持續營運。我們以二零二零年為基準年制定明確的減排目標，致力實現以下目標：

- 二零二五年每千工時廢氣排放減少3%、二零三零年減少8%及二零三五年減少12%；
- 二零二五年每萬工時的能源消耗減少3%、二零三零年減少8%及二零三五年減少12%；
- 二零二五年每千工時的用水量減少2%、二零三零年減少6%及二零三五年減少10%；及
- 二零二五年每千工時的廢物處置量減少5%、二零三零年減少10%及二零三五年減少15%。

與二零二零年的基準相比，本集團已達成各項目標：截至報告期末，每千工時千克數的廢氣排放減少50%，每萬工時兆焦耳數的能源消耗減少13%，每千工時噸數的廢物處置量減少11%。就用水量而言，本集團每千工時立方米數的用水量增加72%，主要原因在於為防止揚塵而增加灑水。我們將繼續完善相關措施，並在適用情況下評估其成效。為統一所有環境目標的基準，基準年已更新為二零二零年，此亦為已披露工時密度數據的最早年度。

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Policies

- **Environmental Policy**

  Our Environmental Policy sets out our commitment to controlling and maintaining a high standard of environmental protection. Our goal is to support environmental protection and to prevent pollution in balance with socio-economic needs as well as to address the needs of a broad range of interested parties.

- **Waste Management Policy**

  Our Waste Management Policy sets out our commitment in reducing our impact on the environment by managing waste efficiently and sustainably.

- **Greenhouse Gas Management Policy**

  Our Greenhouse Gas Management Policy outlines our management approaches in reducing carbon dioxides and other greenhouse gas emissions. The policy is aimed at reducing waste, increasing efficiency and identifying savings whilst embedding good environmental management into all of our activities.

- **Climate Change Policy**

  Our Climate Change Policy outlines mitigation measures to minimise climate-related impacts, so as to enhance our business operations and development strategy to adapt to climate change.

- **Energy Management Policy**

  Our Energy Management Policy outlines our dedication in improving energy saving performance by creating a customer-focused and continual improvement corporate culture through the adoption and implementation of an Energy Management System. We have also installed solar panels in our Project sites as an alternative energy source to reduce the reliance of non-renewable energy source.

- **Environmental-related Management Systems**

  Our Environmental Management System, Energy Management System and Verification of Greenhouse Gas ("**GHG**") Emissions have been independently certified against ISO 14001:2015, ISO 50001:2018 and ISO 14064:2018 respectively.

政策

- **環保政策**

  本集團的環保政策訂明我們致力控制及維持高度環境保護水平。我們的目標是在兼顧社會及經濟需要的同時，支持環境保護及防止污染，並回應廣泛持份者的需要。

- **廢物管理政策**

  本集團的廢物管理政策訂明我們致力以有效及可持續方式管理廢物，以減少對環境影響。

- **溫室氣體管理政策**

  本集團的溫室氣體管理政策概列我們在減少二氧化碳及其他溫室氣體排放方面的管理方針。該政策旨在減少廢物、提升效率及識別節約機會，同時將良好的環境管理融入我們的所有業務活動之中。

- **氣候變化政策**

  本集團的氣候變化政策概列減緩措施，以盡量減少氣候相關影響，從而提升我們的業務營運及發展策略，以適應氣候變化。

- **能源管理政策**

  本集團的能源管理政策訂明我們積極透過採納及推行能源管理系統，建立以客戶為本並持續改進的企業文化，從而以提升節能表現。我們亦已於項目工地安裝太陽能板作為替代能源來源，以減少對不可再生能源的依賴。

- **環保相關管理政策**

  本集團的環境管理系統、能源管理系統及溫室氣體(「**GHG**」)排放核證已分別通過ISO 14001:2015、ISO 50001:2018及ISO 14064:2018的獨立認證。

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By integrating environmental protection and resource conservation into our business development strategy, our environmental policy aligns with the SDG 6, SDG 7, SDG 12 and SDG 13 which seeks to ensure availability and sustainable management of water, responsible consumption and production as well as taking urgent actions to combat climate change.

本集團的環保政策將環境保護及資源節約融入我們的業務發展策略，符合SDG第6項、第7項、第12項及第13項，旨在確保水資源可取得及可持續管理、促進負責任的消耗及生產，以及採取緊急行動以應對氣候變化。





Environmental Compliance

Our Projects are subject to certain environmental requirements pursuant to the laws and regulations in Hong Kong, including but not limited to:

- Air Pollution Control (Construction Dust) Regulation;
- Air Pollution Control (Fuel Restriction) (Amendment) Regulation;
- Air Pollution Control (Open Burning) Regulation;
- Air Pollution Control (Non-Road Mobile Machinery) (Emission) Regulation;
- Air Pollution Control Ordinance (Cap. 311);
- Building Ordinance (Application to the New Territories) Ordinance (Cap. 121);
- Building Ordinance (Cap. 123);
- Dumping at Sea Ordinance (Cap. 466);
- Environmental Impact Assessment Ordinance (Cap. 499);
- Factories and Industrial Undertaking Ordinance (Cap. 59);
- Merchant Shipping (Prevention of Oil Pollution) Regulations;
- Noise Control Ordinance (Cap. 400);
- Public Cleansing and Prevention of Nuisances (Regional Council) By-Laws (Cap. 132);
- Public Cleansing and Prevention of Nuisances (Urban Council) By-Laws (Cap. 132BK);
- Public Health and Municipal Services Ordinance (Cap. 132);

遵守環保法規

本集團的項目須遵守香港法律及法規的若干環境規定，包括但不限於：

- 《空氣污染管制（建造工程塵埃）規例》；
- 《空氣污染管制（燃料限制）（修訂）規例》；
- 《空氣污染管制（露天焚燒）規例》；
- 《空氣污染管制（非道路移動機械）（排放）規例》；
- 《空氣污染管制條例》（第311章）；
- 《建築物條例（適用於新界）條例》（第121章）；
- 《建築物條例》（第123章）；
- 《海上傾倒物料條例》（第466章）；
- 《環境影響評估條例》（第499章）；
- 《工廠及工業經營條例》（第59章）；
- 《商船（防止油類污染）規例》；
- 《噪音管制條例》（第400章）；
- 《公眾潔淨及防止妨擾（區域市政局）附例》（第132章）；
- 《公眾潔淨及防止妨擾（市政局）附例》（第132BK章）；
- 《公眾衞生及市政條例》（第132章）；

- Summary Offences Ordinance (Cap. 228);
- Waste Disposal (Charges for Disposal of Construction Waste) Regulation;
- Waste Disposal (Chemical Waste) (General) Regulation;
- Waste Disposal Ordinance (Cap. 354); and
- Water Pollution Control Ordinance (Cap. 358).

During the Reporting Period, to the best of our Directors' knowledge, there were two confirmed conviction cases of non-compliance issues under the Public Health and Municipal Services Ordinance (Cap. 132), related to the presence of mosquito larvae at construction sites, resulting in a total of conviction fine amounted to HK$26,000. The fines were promptly settled, and a comprehensive review of the incidents was conducted. We have since implemented a series of corrective measures to prevent any recurrence. In the previous reporting period, there were two convictions under the Public Health and Municipal Services Ordinance, with a total conviction fine of HK$21,000. Looking ahead, the Group will continue to closely monitor the compliance situation of the relevant environmental laws and regulations.

Environmental Impacts from Our Operations and Mitigation Measures

The Group places great importance on managing environmental impact, integrating environmental principles throughout each project's entire lifecycle. During the early stages of new project development, we conduct a detailed environmental impact assessment during site selection and planning, carefully reviewing potential environmental concerns. This allows us to formulate appropriate measures before project implementation to minimise any adverse impacts on the environment.

Throughout its execution phase, due to the wide variety of our Projects, each Project is required to develop a Project-specific Environmental Management Plan ("**EMP**"), overseen by the Project environmental management team. EMP details the mitigation measures to manage and control different on-site environmental impacts, including but not limited to air emission, noise, spillage or leakage, energy and material uses and wastes.

In addition, the Group actively promotes green building practices, rigorously adhering to high environmental compliance standards, and integrating sustainable development principles throughout the design, construction, and operational phases of building projects. Some of our Projects follow the requirements of the Building Environmental Assessment Method (BEAM Plus) for New Building, which is a green building initiative introduced by the Hong Kong Green Building Council, as well as requirements of Leadership in Energy and Environmental Design (LEED).

- 《簡易程序治罪條例》(第228章);
- 《廢物處置(建築廢物處置收費)規例》;
- 《廢物處置(化學廢物)(一般)規例》;
- 《廢物處置條例》(第354章);及
- 《水污染管制條例》(第358章)。

於報告期間內,就董事所深知,本集團有兩宗已確認因不遵守《公眾衞生及市政條例》(第132章)而被定罪的個案,涉及建築工地出現幼蚊的情況,合共被判罰款26,000港元。本集團已即時繳付有關罰款,並對事件進行全面檢討,其後亦已實施一系列糾正措施,以防止類似事件再次發生。於上一個報告期間,本集團有兩宗根據《公眾衞生及市政條例》被定罪的個案,合共被判罰款21,000港元。展望未來,本集團將繼續密切監察相關環境法律及法規的合規情況。

我們營運產生的環境影響及緩解措施

本集團非常重視環境影響管理,並將環境保護理念融入每個項目的整個生命周期。在新項目開發的初期階段,我們於選址及規劃期間進行詳細的環境影響評估,審慎檢視潛在的環境問題,以便在項目實施前制定適當措施,盡量減少對環境造成的不利影響。

在項目執行階段,由於本集團的項目種類繁多,各項目均須制定項目專屬的環境管理計劃(「**EMP**」),並由項目的環境管理團隊監督執行。EMP詳細訂明管理及控制工地不同環境影響的緩解措施,包括但不限於廢氣排放、噪音、溢漏或洩漏、能源及物料使用以及廢物。

此外,本集團積極推動綠色建築實務,嚴格遵守高水平的環境合規標準,並在建築項目的設計、施工及營運階段全面融入可持續發展理念。本集團部分項目遵循香港綠色建築議會推出的「綠建環評新建建築」(BEAM Plus)的相關要求,以及「領先能源與環境設計(LEED)」的相關要求。

Environmental, Social and Governance Report
環境、社會及管治報告

During the Reporting Period, Hong Kong Quality Assurance Agency ("**HKQAA**") has conducted regular surveillance checking and have confirmed that the Environmental Management System continues to fulfil the certification requirement of ISO 14001:2015.

於報告期間內，香港品質保證局進行定期審核檢查，並確認本集團的環境管理系統持續符合ISO 14001:2015的認證要求。

The Group is actively promoting the sense of environmental protection and have adopted BEAM Plus and LEED to some of our Projects, which contributes to the SDG 9 on industry, innovation and infrastructure.

本集團積極推動環保意識，並於部分項目採用BEAM Plus及LEED規範，有助實現SDG第9項（工業、創新及基礎設施）。





Air Emissions

Dust is generated from construction activities and material transportation, while dark smoke is emitted from equipment and vehicles. The Group places great emphasis on air emissions and recognises the importance of controlling them. We implement various mitigation measures to control dust generated from Projects and dark smoke from equipment or vehicles.

廢氣排放

建築活動及物料運輸會產生塵埃，而設備及車輛則會排放黑煙。本集團非常重視廢氣排放，並認識到控制廢氣排放的重要性。我們已採取多項緩解措施，以控制項目所產生的塵埃以及設備或車輛排放的黑煙。

Dust Control for Projects

項目塵埃控制

Activities 活動	**Key Control Measures** 主要控制措施
Demolition of Building **建築物拆卸**	• Spray water or dust suppression chemicals around the demolition works area 在拆卸工程範圍灑水或使用塵埃抑制劑 • Enclose the structure being demolished with impervious dust screens or sheeting 使用防塵網圍住正在拆卸的建築物 • During the removal, wet the stockpile and its remaining dusty materials with water and clear them away from roads and streets 在清拆期間，以水弄濕堆料及其餘多塵材料，並將其從道路及街道清理移走
Scaffolding **棚架**	• Provide dust screens, sheeting or netting to enclose the scaffolding from the ground floor level of the building up to the highest level of the building 由建築物地面至最高樓層的棚架設置防塵屏障、防塵布或防塵網作圍封
Open Burning **露天焚燒**	• Strictly prohibit open burning of wastes, tyres, and other refuse on the site 嚴禁在工地露天焚燒廢物、輪胎及其他垃圾

Activities 活動	Key Control Measures 主要控制措施
Excavation or Resurfacing Work **挖掘或重鋪工程**	• Cover excavated or stockpile dusty materials with impervious sheeting or spray them with water 用防水布覆蓋挖掘或堆放的多塵材料，或噴水抑塵 • Remove, backfill or reinstate all dusty material within 24 hours after the excavation or unloading 在挖掘或卸載後24小時內清除、回填或復原所有多塵材料
Site Entrance and Boundary **地盤入口及邊界**	• Provide manual or automatic vehicle washing facilities at each designated vehicle exit point 於每個指定車輛出口設置人手或自動車輛清洗設施 • Pave the road from washing facility to exit point with concrete, bituminous or hard paving materials 由清洗設施至出口的道路均以混凝土、瀝青或硬質鋪面物料鋪設 • Hoarding shall be erected along sites boundary 沿工地邊界豎設圍板
Drilling, Cutting &Polishing **鑽挖、切割及打磨**	• Spray water or dust suppression chemicals during these processes 作業期間持續施用水霧或塵埃抑制劑
Vehicles **車輛**	• Before leaving a construction site, every vehicle shall be immediately washed to remove any dusty materials from its body and wheels 每輛汽車在離開施工地盤前均須立即清洗，以清除車身及輪胎的多塵材料 • If a vehicle leaving a construction site is carrying a load of dusty materials, the load shall be covered entirely by clean impervious sheeting to ensure that the dusty materials do not leak from the vehicle 倘若離開施工地盤的車輛盛載多塵材料，有關材料須以清潔防水布完全覆蓋，確保不會從車上滲漏

Dark Smoke Control for Equipment and Vehicles

The Group conducts proper and scheduled maintenance for the equipment and vehicles to ensure they are in good condition and no excessive emission of dark smoke. Additionally, equipment and vehicles which generate excessive dark smoke shall be prohibited to use and be repaired immediately. Engines of idling machines shall be switched off to prevent exhaust air emission. We also strictly control the use of equipment and vehicles at the construction site, monitoring and recording their emissions to prevent the release of excessive air pollutants. Meanwhile, we conduct regular dust impact monitoring and audit during the construction period for specific Projects.

設備及車輛的黑煙控制

本集團對設備及車輛進行妥善及定期維修保養，以確保其處於良好狀況，避免排放過量黑煙。此外，對於產生過量黑煙的設備及車輛，將禁止使用並須即時維修。為防止排放廢氣，閒置機器的引擎須予關閉。我們亦嚴格控制建築工地內設備及車輛的使用情況，並監察及記錄其排放，以防止釋放過量空氣污染物。同時，我們亦就特定項目於施工期間定期進行塵埃影響監測及審核。

The use of mobile vehicles is another major source of air emission, the air pollutant emissions from mobile vehicles are as follows:

移動車輛的使用亦是廢氣排放的主要來源之一。移動車輛所產生的空氣污染物排放如下：

Air Pollutants[2] 空氣污染物[2]	Unit 單位	2023 二零二三年	2024 二零二四年	2025 二零二五年
Nitrogen oxides (NO_X) 氮氧化物(NO_x)	kg 千克	113.04	163.91	**121.52**
Sulphur oxides (SO_X) 硫氧化物(SO_x)	kg 千克	0.76	0.70	**0.46**
Particulate matter (PM) 顆粒物(PM)	kg 千克	8.88	13.72	**9.79**
Total **總計**	kg 千克	122.68	178.33	**131.77**
Intensity **密度**	kg per thousand man-hours[3] 每千工時的千克數[3]	0.01	0.02	**0.01**
Intensity **密度**	kg per million HK$ revenue[4] 每百萬港元收益的千克數[4]	0.02	0.03	**0.02**

The Group's air pollutant emissions have decreased compared to the previous year, partly due to the implementation of various measures and a reduction in the usage of the Group's vehicles. Moving forward, the Group will strengthen management measures and actively optimise driving routes to reduce air pollutant emissions.

本集團的空氣污染物排放較上一年度有所減少，部分原因為已實施多項措施，以及本集團車輛使用量減少。展望未來，本集團將加強管理措施，並積極優化行車路線，以減少空氣污染物排放。

2 The data covers emissions from petrol and diesel mobile consumption from mobile vehicles only. It is estimated based on "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange of Hong Kong, "EMEP/EEA air pollutant emission inventory guidebook 2023 – Part B Chapter 1.A.4 Non road mobile machinery" published by the European Environment Agency, and "Oil information database documentation" published by the International Energy Agency.

3 The Group's total amount of man-hours for Projects included in the Reporting Scope were approximately 17,200,800 hours in 2025, 10,517,952 hours in 2024 and 10,062,320 hours in 2023.

4 The Group's annual revenue was approximately HK$8,572 million in 2025, HK$6,066 million in 2024 and HK$5,446 million in 2023.

2 數據僅涵蓋汽油及柴油移動車輛所產生的排放量，乃根據香港聯合交易所發佈的《如何準備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》、歐洲環境署刊發的《EMEP/EEA air pollutant emission inventory guidebook 2023 - Part B Chapter 1.A.4 Non road mobile machinery》以及國際能源署刊發的《Oil information database documentation》估算。

3 本集團納入報告範圍的項目總工時於二零二五年約為17,200,800小時、於二零二四年為10,517,952小時、於二零二三年為10,062,320小時。

4 本集團的年度收益於二零二五年約為8,572百萬港元、於二零二四年約為6,066百萬港元、於二零二三年約為5,446百萬港元。

Waste Management

The Group acknowledges possible environmental impacts of waste generated during operations such as site clearance, excavation works, construction, demolition, foundation and fitting out works. The Group is committed to reducing the environmental impacts by an efficient and sustainable manner as stated in the Waste Management Policy. Each member of the Group, as well as subcontractors, should take reasonable steps to avoid any waste generation by well planning of the works. The following hierarchy of options should be considered in waste management:

- Reduce – Avoid generation of waste and discard materials in general;
- Re-use – Pass on waste materials and equipment to others for consideration of reusage before disposal;
- Recycle – Segregate waste for recycling from the waste on-site; and
- Disposal – Dispose of waste in compliance with statutory and regulatory regulations.

At the management level, we have established a comprehensive waste management system to ensure the policies and measures are effectively implemented across all staff, subcontractors, and suppliers. We have set specific waste reduction targets and conduct regular evaluations of policy implementation to ensure its continuity, adaptability, and effectiveness. In addition to policy implementation, the Group also invests necessary resources, upgrades facilities, and adopts advanced technologies to support efficient waste treatment and reduction efforts.

In practice, we carefully plan the construction process to reduce material waste at the source and promote the reuse and recycling of building materials. For instance, the inert construction wastes are Recycle or Reused, then disposed via the public fill and sorting facilities operated by Hong Kong Government. We also enhance environmental awareness among employees by regularly conducting waste reduction training and requiring project teams to develop detailed waste management plans, which are closely monitored to ensure proper implementation.

Our waste management helps contribute to the SDG 15 on protecting life on land by implementing effective waste management measures to mitigate the impact of operations to the surroundings.



廢物管理

本集團知悉在營運過程中，如工地清理、挖掘工程、建築、拆卸、地基及裝修工程等活動所產生的廢物，可能對環境造成影響。本集團致力按照廢物管理政策所述，以高效及可持續的方式減少對環境造成的影響。本集團各成員以及分包商均應透過妥善規劃工程，採取合理措施以避免產生任何廢物。廢物管理應考慮以下層級：

- 減少－整體避免產生廢物及棄置物料；
- 再用－在處置廢棄物料及設備前先考慮轉交他人另作他用；
- 回收－在工地將可回收物料與其他廢物分開，以便回收；及
- 處置－按照法定及監管規定處置廢物。

在管理層面，本集團已建立完善的廢物管理系統，以確保所有員工、分包商及供應商有效執行相關政策及措施。我們已設定具體的減廢目標，並定期評估政策的執行情況，以確保其延續性、適應性及有效性。除推行相關政策外，本集團亦投入所需資源、升級設施並採用先進技術，以支持高效的廢物處理及減廢工作。

在實務工作方面，我們透過審慎規劃施工流程，從源頭減少物料浪費，並推動建築物料的再用及回收。例如，惰性建築廢物會被回收或再用，其後透過香港政府營運的公眾填料及分類設施進行處置。我們亦透過定期進行減廢培訓，加強僱員的環保意識，並要求項目團隊制定詳細的廢物管理計劃，並密切監察其執行情況，以確保妥善落實。

我們的廢物管理透過實施有效的廢物管理措施，減輕營運對周邊環境的影響，從而有助實現SDG第15項（保護陸地生態）。



Wastes generation from our operations are as follows:

本集團營運所產生的廢物如下：

Waste 廢物	Handling Method 處理方法	Unit 單位	2023 二零二三年	2024 二零二四年	2025 二零二五年
General refuse 一般垃圾	Landfill 堆填	tonnes 噸	11,217.94	13,617.98	**30,228.58**
Inert construction wastes 惰性建築廢料	Recycle or Reused, then disposed 回收或循環再用，然後棄置	tonnes 噸	73,069.16	40,687.24	**39,223.28**
Non-inert construction wastes 非惰性建築廢料	Recycled 回收	tonnes 噸	4,598.62	2,159.99	**23,479.05**
Paper[5] 紙張[5]	Recycled 回收	tonnes 噸	11.21	26.74	**2.93**
Total **總計**		tonnes 噸	88,896.93	56,491.94	**92,933.84**
Intensity **密度**		tonnes per thousand man-hours[3] 每千工時的噸數[3]	8.83	5.37	**5.40**
Intensity **密度**		tonnes per million HK$ revenue[4] 每百萬港元收益的噸數[4]	16.32	9.31	**10.84**

To the best of our Directors' knowledge, no significant amount of hazardous wastes was generated in our Projects and offices. Total waste increased significantly by approximately 65% by the end of the Reporting Period compared to FY2024. This increase was mainly driven by intensified construction activity and peak operational levels across most sites during the Reporting Period. As the growth in the amount of waste was closely aligned with the increase in construction man-hours, waste generation intensity per thousand man-hours remained relatively stable, rising slightly from 5.37 tonnes in FY2024 to 5.40 tonnes in FY2025.

就董事所深知，本集團於項目及辦公室並無產生任何重大數量的有害廢物。與二零二四財政年度相比，於報告期間末的廢物總量顯著增加約65%。該增加主要由於報告期間內大部分工地的建造活動增加及作業水平達至高峰所致。由於廢物產生量的增長與建造工時的增加大體一致，每千工時的廢物產生密度相對保持穩定，由二零二四財政年度的5.37噸輕微上升至二零二五財政年度的5.40噸。

[5] Paper consumption data in 2023 and 2024 includes the London Head Office, while the 2025 data does not.

[5] 二零二三年及二零二四年的數據包括倫敦總辦事處的紙張消耗量，而二零二五年的數據則不包括。

The Group has appropriate goals and objectives set throughout the organisation and will seek continuous improvement in waste management performance by refining our waste reduction measures and initiatives. Adequate resources and appropriate facilities are provided to reduce waste arising from its operations and to implement good waste management practices, for instance the implementation of trip ticket system according to the Waste Management Plan of individual Projects is in place for the collection and monitoring of waste-related data of the Projects.

本集團已在整個組織內設定適當的目標及指標，並將透過完善減廢措施及相關計劃，持續提升廢物管理表現。我們已提供充足資源及合適設施，以減少營運過程中產生的廢物並推行良好的廢物管理實務，例如按照各項目的廢物管理計劃實施運載記錄制度，以收集及監察項目的相關廢物數據。

We will continue in implementing well planning of works to prevent defects or removals, improved site tidiness to avoid damage of construction materials as well as reusing construction materials as much as possible and promote awareness of waste reduction to all levels of employees. The Group is committed to enhancing our waste management measures and will disclose progress in a timely manner to ensure the achievement of long-term sustainable waste management goals.

我們將繼續透過妥善規劃工程，以防止出現缺陷或需要拆除的情況，並改善工地整潔度以避免建築材料受損，同時盡量重用建築材料，並向各級僱員推廣減廢意識。本集團致力加強廢物管理措施，並將適時披露相關進展，以確保實現長遠的可持續廢物管理目標。

Wastewater Treatment

Wastewater is generated from surface runoff and construction activities, such as boring, drilling, concreting, plastering, cleaning works and vehicles. The Group takes appropriate measures to avoid contamination and blockage of public drains and sewers. To control the surface runoff, we implement the following mitigation measures:

- Channels, earth bunds or sandbags are installed on-site to collect and direct the wastewater to silt removal facilities properly;
- Perimeter channels around the site boundary are constructed to collect or intercept the storm to prevent the water with sand runoff from the site to outside area;
- The exposed soil as well as stockpile are covered (e.g. by tarpaulin) to prevent run-off; and
- Manholes are covered properly or temporary sealed to avoid silt, construction materials or debris running into the drainage system.

To control the generation of wastewater, we tend to minimise our water consumption whenever possible and reuse wastewater after sedimentation. Wastewater is pumped out to designated collection through sedimentation. To comply with the regulatory requirements, wastewater treatment facilities, such as sedimentation tanks or silt traps, are installed to handle general construction wastewater, while aerobic treatment tank or mobile toilets are installed for other sewage.

廢水處理

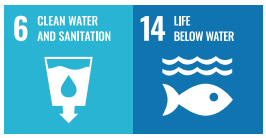
污水主要來自地表徑流及建築活動，例如鑽孔、鑽探、混凝土澆築、批盪、清潔工程及車輛等。本集團採取適當措施，以避免污染及阻塞公共排水渠及污水渠。為控制地表徑流，我們實施以下緩解措施：

- 在工地設置渠道、土堤或沙包，以收集並適當引導污水至除泥設施；
- 於工地邊界周圍設置周邊渠道，以收集或截流雨水，防止夾帶泥沙的水流由工地流出至外部區域；
- 覆蓋外露泥土及堆料（例如以帆布覆蓋），以防止徑流；及
- 妥善覆蓋或臨時封閉沙井，以避免泥沙、建築物料或碎屑流入排水系統。

為控制污水的產生，本集團在可行情況下盡量減少用水，並在沉澱後重用污水。污水經沉澱處理後會被抽送至指定收集設施。為符合監管要求，我們設置污水處理設施處理一般建築污水，例如沉澱池或隔泥設施，並設施好氧處理缸或流動廁所處理其他污水。

Wastewater monitoring and audit is carried out regularly, wastewater is sampled and tested by the international accredited testing laboratory to ensure the parameters comply with the requirements stipulated in the wastewater discharge license. Our wastewater treatment helps contribute to the SDG 6 on clean water and sanitation as well as SDG 14 on conservation of marine and life below water by mitigating the impact of operations to the marine environment.

我們亦定期進行污水監測及審核，由具國際認可資格的測試實驗室對污水樣本進行採樣及測試，以確保各項參數符合污水排放牌照所訂的要求。我們的污水處理措施有助減輕營運對海洋環境的影響，從而促進實現SDG第6項（清潔用水及衛生）及SDG第14項（保育海洋及水下生命）。





Noise Control

Noise is emanated from various construction activities, including but not limited to formwork erection, concreting, steel handling works, breaking works and operation of construction plant and equipment. Mitigating noise impact is also an important part of environmental management since most of our Projects are in urban areas. It may cause impacts and nuisances to the nearby communities. We implement the following noise mitigation measures in our Projects:

- Noisy works can only be carried out during normal permitted hours (07:00 to 19:00) and not on General Holiday or Sunday according to Noise Control Ordinance unless construction noise permit is granted by the Environmental Protection Department;
- Quieter plant and equipment are used to carry out related construction operations, such as the use of hand-held electric breaker, instead of using pneumatic breaker; and
- Movable noise barrier or enclosure are provided to screen off the direct noise from the source.

We conduct noise monitoring at designated spot to review and monitor the noise level to ensure the permissible Noise Level under each respective situation will not be exceeded. Besides, we establish complaint handling system and liaise with nearby communities closely in order to respond to any special needs or complaints from them immediately.

噪音控制

噪音主要來自各類建築活動，包括但不限於模板搭建、混凝土澆築、鋼材處理工程、破碎工程以及建築機械及設備的運作。由於本集團大部分項目位於市區，減低噪音影響亦是環境管理的重要部分，否則可能對附近社區造成影響及滋擾。我們在項目中實施以下噪音緩解措施：

- 根據《噪音管制條例》，除非已獲環境保護署簽發建築噪音許可證，否則產生噪音的工程只可於一般許可時間（07:00至19:00）內進行，並不得於公眾假期或星期日進行；
- 使用較低噪音的機械及設備進行相關建築作業，例如使用手提電動破碎機取代氣動破碎機；及
- 設置可移動式隔音屏障或圍封設施，以阻隔來自噪音源的直接噪音。

本集團於指定地點進行噪音監測，以檢視及監控噪音水平，確保在各種相關情況下均不會超出允許的噪音水平。此外，本集團已建立投訴處理機制，並與附近社區保持緊密聯繫，以便即時回應其任何特殊需要或投訴。

Energy Use and Efficiency

Energy utilisation and management are of critical importance to the Group. The Group is committed to the continuous enhancement of energy efficiency, guided by its Energy Management Policy and in compliance with the ISO 50001:2018 Energy Management System. To achieve our energy reduction targets, the Group implements comprehensive energy usage monitoring and improvement measures across both offices and projects as follows:

能源使用及效率

能源的使用及管理對本集團至為重要。本集團在能源管理政策的指引下，並遵循ISO 50001:2018能源管理系統，致力持續提升能源效率。為實現節能目標，本集團於辦公室及項目層面推行全面的能源使用監察及改進措施，包括以下各項：

Key Control Measures 主要控制措施	Description 說明
Use energy-efficient equipment **應用節能設備**	Prioritising the use of high-performance, energy-efficient equipment, both at project sites and office locations, to reduce energy consumption from the outset. 在項目地盤及辦公地點優先使用高效能的節能設備，從一開始就降低能源消耗。
Conduct energy monitoring and analysis **能源監控與分析**	Implementing real-time energy monitoring and data analysis to identify anomalies in consumption and make swift adjustments, ensuring energy use remains at optimal levels. 實施實時能源監控與資料分析，以找出能源消耗的異常現象，並迅速作出調整，確保能源使用維持在最佳水平。
Conduct equipment **設備檢查及保養**	Conducting regular inspections and maintenance of equipment to inspection and maintenance ensure efficient operation and prevent energy waste caused by equipment malfunction. 定期檢查及保養設備，以確保高效運行，防止設備故障造成能源浪費。
Manage office energy Use **管理辦公室的能源使用**	Automatically switching lighting and air conditioning systems meticulously, ensuring they are managed only outside of working hours to further reduce energy consumption. 對辦公室照明及空調系統進行精細自動化控制，確保僅於非辦公時間進行人手操作，進一步降低能源消耗。
Switch off idle equipment **關閉閒置設備**	Ensuring that idle equipment is switched off during non-working hours to avoid unnecessary energy waste and improve energy efficiency. 確保於非辦公時間關閉閒置設備，以避免不必要的能源浪費，並提高能源效率。
Procure energy-saving equipment **採購節能產品**	Prioritising energy-efficient products when purchasing equipment and project equipment to reduce long-term energy demand. 於採購辦公室及地盤設備時，優先選用節能產品，以減少長期能源需求。
Set and review energy targets **設定及檢討能源目標**	Setting specific energy consumption targets and regularly reviewing and adjusting them to ensure the continuous improvement and optimisation of energy use. 設定具體的能源消耗目標，並定期檢討及調整，以確保能源使用的持續改善及優化。
Provide training and advocacy **培訓及宣導**	Raising energy-saving awareness among employees and subcontractors through regular training and advocacy activities, fostering a culture of energy efficiency within the organisation. 透過定期的培訓及宣導活動，提高僱員及分包商的節能意識，在組織內部培養節能文化。
Communicate via virtual meetings **虛擬會議溝通**	Promoting virtual meetings to reduce the need for motor vehicle travel, thereby lowering associated petrol and diesel consumption. 鼓勵採用虛擬會議，減少汽車往返的需要，從而減少相關汽油及柴油用量。

The energy efficiency approach contributes to SDG 7 and SDG 12, which aims to ensure availability and sustainable management of energy, as well as promote sustainable consumption and production patterns.

有關能源效率措施有助促進實現SDG第7項及SDG第12項，旨在確保能源的可取得及可持續管理，以及推動可持續的消耗及生產模式。





During Reporting Period, diesel was the major source of our total energy consumption, while the rest of them were electricity and petroleum. Energy consumption from our operations are as follows:

於報告期間，柴油為本集團能源消耗的主要來源，其餘則為電力及汽油。本集團營運所產生的能源消耗如下：

Energy Type[6] 能源類型[6]	Unit 單位	2023 二零二三年	2024 二零二四年	2025 二零二五年
Diesel 柴油	Terajoules 兆焦耳	50.01	32.76	**99.24**
Petroleum 汽油	Terajoules 兆焦耳	1.38	1.10	**0.68**
Electricity 電力	Terajoules 兆焦耳	14.02	18.39	**23.08**
Total **總計**	Terajoules 兆焦耳	65.41	52.25	**122.99**
Intensity **密度**	Terajoules per ten thousand man-hours[3] 每萬工時的兆焦耳數[3]	0.07	0.05	**0.07**
Intensity **密度**	Terajoules per million HK$ revenue[4] 每百萬港元收益的兆焦耳數[4]	0.01	0.01	**0.01**
Diesel 柴油	MWh 兆瓦時	N/A 不適用	N/A 不適用	**27,565.92**
Petroleum 汽油	MWh 兆瓦時	N/A 不適用	N/A 不適用	**188.84**
Electricity 電力	MWh 兆瓦時	N/A 不適用	N/A 不適用	**6,410.11**
Total **總計**	MWh 兆瓦時	N/A 不適用	N/A 不適用	**34,164.87**
Intensity **密度**	MWh per ten thousand man-hours[3] 每萬工時的兆瓦時數[3]	N/A 不適用	N/A 不適用	**19.86**
Intensity **密度**	MWh per million HK$ revenue[4] 每百萬港元收益的兆瓦時數[4]	N/A 不適用	N/A 不適用	**3.99**

[6] The data covers energy consumption from generators, mobile vehicles and electricity. The calculation of electricity consumption does not include construction sites where electricity is supplied by the owner. It is estimated based on "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange of Hong Kong, and "Oil Information database documentation" published by the International Energy Agency. The Group began disclosing energy consumption in MWh starting in 2025. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

[6] 數據僅涵蓋發電機、移動車輛、以及電力所消耗的能源。用電量計算不包括由業主提供電力的地盤。該等數據乃根據香港聯合交易所發佈的《如何準備環境、社會及管治報告附錄二：環境關鍵績效指標匯報指引》以及國際能源署刊發的《Oil Information database documentation》估算。本集團自二零二五年新增以兆瓦時為單位的能源消耗量披露。所列總計數字與各項數字之總和可能因四捨五入而存在差異。

Total energy consumption and diesel consumption increased significantly by approximately 135% and 203% by the end of the Reporting Period compared to FY2024, primarily due to most construction sites were at peak construction activity during the Reporting Period. On the other hand, the energy consumption intensity per thousand man-hours remained relatively stable, rising from 0.05 tonnes in FY2024 to 0.07 tonnes in FY2025. We will continue to enhance our energy management policy and measures to improve energy efficiency.

與二零二四財政年度相比，於報告期間末的總能源消耗及柴油消耗分別顯著增加約135%及203%，主要由於報告期間內大部分建築工地的建造活動處於高峰所致。另一方面，每千工時的能源消耗密度相對保持穩定，由二零二四財政年度的0.05噸上升至二零二五財政年度的0.07噸。我們將繼續完善能源管理政策及相關措施，以提升能源效率。

Water Use and Efficiency

Water is a precious resource and irreplaceable natural resource. To effectively reduce water consumption, we have established a water resource management strategy that focuses on water usage management at both construction sites and office locations, while actively promoting water conservation. To minimise the use of freshwater, the Group encourages reusing and recycling wastewater at site Projects and Offices. We reuse wastewater at projects for water spraying or wheel washing when practicable. We ensure there are no leaking faucets and report for repair if problems are found. Water is supplied by the Water Suppliers Department, therefore, there is no issue in sourcing water.

水資源使用及效率

水資源珍貴且不可替代。為有效減少用水量，本集團已制定水資源管理策略，重點加強對建築工地及辦公室用水的管理，同時積極推動節約用水。為盡量減少使用淡水，本集團鼓勵於項目工地及辦公室重用及循環使用污水。在可行情況下，我們會於項目工地重用污水作灑水或車輪清洗用途。我們亦確保水龍頭沒有漏水情況，如發現問題會即時報告並安排維修。水源由水務署供應，因此不存在水源供應問題。

Water Consumption[7] 耗水量[7]	Unit 單位	2023 二零二三年	2024 二零二四年	2025 二零二五年
Total **總計**	m^3 立方米	113,449.64	120,473.52	**190,904.51**
Intensity **密度**	m^3 per thousand man-hours[3] 每千工時的立方米數[3]	11.27	11.45	**11.10**
Intensity **密度**	m^3 per million HK$ revenue[4] 每百萬港元收益的立方米數[4]	20.83	19.86	**22.27**

There was a 58% increase in water consumption by the end of the Reporting Period compared to FY2024, as intensified construction activity and peak operational levels across most sites required more water spraying to prevent dust from kicking up and more wheel washing took place during the Reporting Period. Looking ahead, the Group will continue refining measures and evaluate the related results achieved if applicable.

與二零二四財政年度相比，於報告期間末的用水量增加58%，主要由於報告期間內大部分工地的建造活動增加及作業水平達至高峰，需要進行更多灑水抑塵及車輪清洗所致。展望未來，本集團將繼續完善相關措施，並在適用情況下評估其成效。

The water conservation approach contributes to SDG 6 and SDG 12, which seeks to ensure availability and sustainable management of water and ensure sustainable consumption and production pattern.

節約用水措施有助促進實現SDG第6項及SDG第12項，旨在確保水資源的可取得及可持續管理，以及推動可持續的消耗及生產模式。





7 The calculation of water consumption does not include construction sites where water is supplied by the owner.

6 耗水量計算不包括由業主提供用水的地盤。

Material Consumption

To mitigate the environmental impacts of material consumption, we implement the following practices in site Projects and Office:

- Where possible, environmental friendly construction technology such as metal washing formwork/scaffolding, precast components are adopted to avoid waste generation;
- Strictly control the use and order of material, such as concrete, steel, solvent and paint to avoid surplus waste;
- Use of double-sided photocopying and email to reduce the consumption of paper; and
- Used printer cartridges, electrical equipment (e.g. computer and printer), where possible, are returned to an authorised collector for reuse.

Trees and Shrub Protection

During our construction process, vegetation nearby may be damaged. We develop practices for trees and shrub protection as follows:

- Installation of protective fencing to the trees and shrub within the construction site with the instruction of architect or contract requirements;
- Trees and shrub that may be damaged by mechanical equipment are fenced with appropriate material, such as timber pallet, to protect the trunk;
- Chemical, grease and petroleum are kept away from the root spread area and stored properly to prevent damage from accident spillage; and
- Tree crowns located at dusty area are cleaned with shower periodically to allow normal plant's metabolism.

Our effort in recovery of vegetation and shrub protection helps contribute to the SDG 15 on protecting life on land.



物料消耗

為減輕物料消耗對環境造成的影響，本集團於項目工地及辦公室實施以下措施：

- 在可行情況下採用環保建造技術，例如金屬清洗模板／棚架及預製組件，以避免產生廢物；
- 嚴格控制物料的使用及訂購，例如混凝土、鋼材、溶劑及油漆，以避免出現剩餘廢料；
- 採用雙面影印及電子郵件，以減少紙張消耗；及
- 已使用的打印機墨盒及電氣設備（例如電腦及打印機）在可行情況下交回獲授權回收商作再用。

樹木及灌木保護

在本集團施工過程中，附近植被可能受到損害。為此，我們制定以下樹木及灌木保護措施：

- 按照建築師的指示或合約要求，在施工工地內為樹木及灌木設置保護圍欄；
- 對可能因機械設備而受損的樹木及灌木，以適當物料（例如木托盤）設置圍護，以保護樹幹；
- 化學品、潤滑脂及石油產品遠離樹根延伸範圍並妥善存放，以防止因意外溢漏而造成損害；及
- 對位於多塵區域的樹冠定期以灑水方式清洗，以維持植物正常的新陳代謝。

我們在植被復育及灌木保護方面的努力，有助促進實現SDG第15項（保護陸地生態）。



Environmental, Social and Governance Report
環境、社會及管治報告

Climate Change

Climate Change is one of the biggest global challenges faced by the society nowadays, and we must act now for our climate and our communities. There are many new challenges this year, but it has not changed our commitment to climate action. The pace of change has expedited around the world, underscoring the importance for us to accelerate our transition to a low-carbon economy.

Climate change represents a shared global challenge. As the world's largest developing economy, the PRC recognises the importance of addressing to climate change and has implemented decisive policies and actions. In 2020, it announced two major strategic goals: striving to achieve carbon peaking before 2030 and carbon neutrality before 2060. The Paris Agreement aims to limit the increase in global average temperature this century to within 2°C above pre-industrial levels, with efforts to restrict the increase to 1.5°C. In response to this goal, the Hong Kong Government issued the "Hong Kong's Climate Action Plan", and formulated various plans and actions, setting out the vision of "Zero-carbon Emissions, Liveable City, Sustainable Development". The government was determined to set medium-term goal as halving Hong Kong's total carbon emissions from 2005 levels before 2035. The Government promulgated the Hong Kong's Climate Action Plan 2050 in 2021, with the target of attaining carbon neutrality before 2050. In alignment with the national and local policies, enterprises have increasingly stepped up their response to climate change. The Group understands that climate change may have significant impacts on our operations. As of the Reporting Period, the Group has supported the initiatives of the Hong Kong Government and complied with relevant national and local targets.

Action on climate change is embedded in the Group's business strategy and reflected in its governance and management processes. The Group has been responding to climate issues annually. With reference to the recommendations of the TCFD and IFRS S1 & S2, the index table below outlines where to find the core elements of how the Group responds to the climate change disclosure requirements in this section.

氣候變化

氣候變化是當今社會面對的最大全球性挑戰之一，我們必須立即採取行動，以保護氣候及我們的社區。今年出現了許多新的挑戰，但並未改變我們對氣候行動的承諾。全球變化的步伐正在加快，突顯我們需要加速向低碳經濟轉型的重要性。

氣候變化是全球共同面對的挑戰。作為全球最大的發展中經濟體，中國認識到應對氣候變化的重要性，並已實施果斷的政策及行動。中國於二零二零年提出兩項重大戰略目標：力爭於二零三零年前實現碳達峰，並於二零六零年前實現碳中和。《巴黎協定》的目標是將本世紀全球平均氣溫的升幅限制在較工業化前水平高2°C以內，並努力將升幅限制在1.5°C以內。為響應此目標，香港政府公佈了《香港氣候行動藍圖》，規劃一系列措施及行動，明確提出對「零碳排放，綠色宜居，持續發展」的願景。政府亦積極制定中期目標，於二零三五年之前把香港的碳排放總量從二零零五年的水平減少一半。政府於二零二一年公布《香港氣候行動藍圖2050》，目標是在二零五零年前實現碳中和。隨著國家及本地政策的推進，企業亦逐步加強應對氣候變化的行動。本集團明白氣候變化可能對我們的營運帶來重大影響。於報告期間，本集團積極支持香港政府的相關倡議，並遵守國家及本地的相關目標。

應對氣候變化的行動已融入本集團的業務策略，並體現在其管治及管理流程中。本集團每年均就氣候議題作出回應。參考TCFD及IFRS S1及S2的建議，下表概列本集團在本節中如何回應氣候相關披露要求及其核心內容的所在位置。

Core element 核心內容	The Group's response 本集團之回應
Governance **管治**	• Setup ESG Working Group and regular meeting to report to the board on the progress of assessing and managing climate-related issues 設立ESG工作小組並定期召開會議，向董事會匯報評估及管理氣候相關議題的進展 • Integrate ESG topics (including climate-related issues) in corporate decision making 將ESG議題（包括氣候相關議題）納入企業決策過程
Strategy **策略**	• Understanding climate risks and identify risks and opportunities in low-carbon transition 了解氣候風險，並識別低碳轉型中的風險及機遇 • Assess the impact of climate-related risks on the business model and value chain 評估氣候相關風險對業務模式及價值鏈的影響 • Conduct climate-related scenario analysis 進行氣候相關情景分析
Risk Management **風險管理**	• Compliance Department leading the Group to discuss about ESG risks 由合規部門帶領本集團就ESG風險進行討論 • Preparing for the transition to a low-carbon economy 為向低碳經濟轉型作好準備 • Preparing and setup measures to combat physical climate risks 制定並設立措施以應對氣候相關的物理風險
Metrics and Targets **指標及目標**	• Disclose Scope 1 and Scope 2 emissions, and commence disclosure of Scope 3 Category 1, 3 and 4 emissions from the current reporting period 披露範圍1及範圍2排放，並由本報告期間開始涵蓋披露範圍3第1類、第3類及第4類排放 • Investing in transition enablers 投資於支持轉型的措施 • Creating value in the low-carbon transition 在低碳轉型中創造價值

Environmental, Social and Governance Report
環境、社會及管治報告

Governance

The Group has established a climate change governance framework centred around the Board of Directors, which has delegated authority to the ESG Working Group to oversee related matters.

管治

本集團已建立以董事會為中心的氣候變化管治框架，而董事會已授權ESG工作小組監督相關事宜。

Governance Framework for Addressing Climate Change
為應對氣候變化而制定的管治框架

Board of Directors **董事會**	• Authorises the ESG Working Group to comprehensively supervise all climate-related affairs, including (but not limited to) the management and control of climate risks and opportunities, the achievement of greenhouse gas emissions reduction targets, the realisation of resource conservation objectives, and the annual progress overview. 授權ESG工作小組全面監督所有氣候相關事務，包括（但不限於）氣候風險及機遇的管理及控制、溫室氣體減排目標的達成、資源節約目標的實現，以及年度進度總覽。 • Ensures that environmental, social, and governance issues (including climate-related topics) are integrated into corporate decision-making. 確保將環境、社會及管治議題（包括氣候相關議題）納入企業決策。
ESG Working Group **ESG工作小組**	• Responsible for coordinating the management of climate-related risks and opportunities, including (but not limited to) identifying and assessing climate-related risks and opportunities, developing climate response strategies, and implementing mitigation measures. 負責協調管理氣候相關風險及機遇，包括（但不限於）識別及評估氣候相關風險及機遇，制定氣候應對策略，並實施緩解措施。 • Seeks new business opportunities, establishes climate-related goals, and sets indicators to regularly monitor progress towards these objectives. 尋找新商機，建立氣候相關目標，並設定指標以定期監控這些目標的達成進度。 • Reports regularly to the Board on the assessment and management of climate-related issues. 定期向董事會匯報有關氣候相關議題的評估及管理情況。
Each Business Department **各業務部門**	• Responsible for implementing energy-saving and carbon-reduction measures in projects, including the selection of environmentally friendly building materials and optimisation of construction processes to enhance energy efficiency and reduce greenhouse gas emissions. 負責在項目中實施節能減碳措施，包括選擇環保建築材料及優化施工程序，以提高能源效率及減少溫室氣體排放。 • Works in alignment with the guidance of the ESG Working Group to ensure that the department's activities are consistent with the Company's overall sustainable construction strategy and climate response objectives. 配合ESG工作小組的指引展開工程，確保部門活動符合公司整體的可持續建築策略及氣候應對目標。

To keep our Board informed about the latest developments concerning climate-related risks and opportunities, and to enhance their skillset and understanding of climate-related matters for effective oversight of strategies designed to address such risks and opportunities, Board members, relevant management, and executives are required to participate in regular training on ESG topics to stay abreast of trends and acquire specialised knowledge in this area. The Board and senior management are periodically informed of the latest climate-related developments and material matters, facilitating climate-related management within the Group. As the global market is paying more attention to sustainability and its governance, the Group will continue to arrange trainings to our board members to advance the collective knowledge, skills, and experience on sustainable development in future. For details, please refer to the section headed "Governance Structure" and "Staff Development and Training".

為使董事會了解氣候相關風險及機遇的最新情況，並提升其在氣候相關事宜方面的技能及理解，以便有效監督應對相關風險及機遇的策略，董事會成員、相關管理層及高級管理人員須定期參與ESG相關培訓，以緊貼最新趨勢並獲取相關專業知識。董事會及高級管理層亦會定期獲通報氣候相關的最新發展及重大事項，以促進本集團在氣候相關議題方面的管理。隨著全球市場愈加重視可持續發展及其管治，本集團未來將繼續為董事會成員安排相關培訓，以提升其在可持續發展方面的整體知識、技能及經驗。詳情請參閱「管治架構」及「員工發展及培訓」章節。

Strategy

The Group has integrated climate change response into its core strategic framework. To ensure the long-term robustness of our business and environmental sustainability, we are actively implementing a series of concrete measures. To this end, we have identified climate-related risks and opportunities and conducted scenario analysis to effectively manage climate risks, seize transition opportunities, and progress towards low-carbon and efficient development goals.

策略

本集團已將應對氣候變化納入其核心策略框架。為確保業務的長期穩健發展及環境的可持續發展，我們正積極採取一系列具體措施。為此，我們已識別出與氣候相關的風險及機遇，並進行情景分析，以有效管理氣候風險，把握轉型機會，向低碳高效的發展目標邁進。

Climate-related Risks and Opportunities

To achieve sustainable development, the Group must adapt to and mitigate climate change impacts on its operations, and prepare to respond to climate-related risks and opportunities. Climate risks are primarily categorised into two main types: physical risks and transition risks. Physical risks result from extreme weather events and the rise in global average temperatures, including acute risks (such as flood and tropical cyclone) and chronic risks (such as sea level rise and heat stress). On the other hand, transition risks arise from the global shift towards a low-carbon and climate-resilient economy, encompassing various risks related to policy and legislation, technology, market dynamics, and reputation.

氣候相關風險與機遇

為實現可持續發展，本集團須適應並減緩氣候變化對其營運帶來的影響，並為應對氣候相關風險及機遇作好準備。氣候風險主要分為兩大類：物理風險及轉型風險。物理風險源於極端天氣事件及全球平均氣溫上升，包括急性風險（例如洪水及熱帶氣旋）及慢性風險（例如海平面上升及熱壓力）。另一方面，轉型風險則源於全球邁向低碳及具氣候韌性的經濟轉型，涵蓋與政策及法規、技術、市場動態及聲譽相關的各類風險。

The Group engaged a third-party consultant to conduct climate-related scenario analysis and we have engaged in extensive discussions with various business units and consultant to analyse the likelihood of different risks and opportunities and their potential impacts. Through climate risk assessments, including scenario analysis, the Group has identified key climate-related risks (e.g., urban flood, landslide, tropical cyclone, wildfire, heat wave, regulatory change, cap-and-trade system, asset stranding) and opportunities (e.g., climate resilience, resource/energy efficiency, market growth, legal compliance). These are relevant to the Group's assets and operations, with potential impacts on its business strategy, operations and financial performance across the current/near-term, 2030 (short-term), 2050 (medium-term) and 2080 (long-term) time horizons.

本集團委聘第三方顧問進行氣候相關情景分析，並與各業務單位及顧問進行廣泛討論，以分析不同風險及機遇發生的可能性及其潛在影響。透過氣候風險評估（包括情景分析），本集團已識別多項主要氣候相關風險（例如城市洪水、山泥傾瀉、熱帶氣旋、山火、熱浪、監管變動、總量管制與交易制度以及資產擱淺）及機遇（例如氣候韌性、資源／能源效率、市場增長及法律合規）。上述風險及機遇與本集團的資產及營運相關，並可能在目前／近期、二零三零年（短期）、二零五零年（中期）及二零八零年（長期）的時間範圍內對其業務策略、營運及財務表現產生影響。

The Group has evaluated the effects (including financial impacts) of these risks and opportunities in line with its strategic planning, and formulates response measures based on economic benefits and acceptable risk levels. Climate risk assessments also consider key characteristics such as geography, time horizons, uncertainty, complex risk relationships and systemic effects.

本集團已按照其策略規劃評估該等風險及機遇的影響(包括財務影響),並根據經濟效益及可接受的風險水平制定應對措施。氣候風險評估亦會考慮多項關鍵特徵,包括地理位置、時間範圍、不確定性、複雜的風險關係及系統性影響。

Given the evolving nature of climate impacts and the Group's ongoing enhancement of adaptation and mitigation measures, climate risk assessment results are reviewed annually to ensure alignment with the latest situation, with strategic planning adjusted as necessary.

鑑於氣候影響持續演變,以及本集團不斷加強適應及減緩措施,氣候風險評估結果會每年進行檢討,以確保緊貼最新情況,並在需要時調整策略規劃。

Additionally, the impact levels of climate-related risks and opportunities for each time horizon are detailed in the "Climate-related Scenario Analysis" section, while "Extreme"-rated physical and transition risks, and key opportunity types, are discussed in the table below.

此外,不同時間範圍內氣候相關風險及機遇的影響程度已於「氣候相關情景分析」一節中詳述,而被評為「極高」級別的實體及轉型風險以及主要機遇類型將在以下表格進一步說明。

Climate-related Risk 氣候相關風險			
Risk Category **風險類別**	**Effects on business model and value chain** **對業務模式及價值鏈的影響**	**Response Strategy** **應對策略**	**Time Frame** **時間範圍**
Physical Risks **物理風險**			
Acute Risk: Tropical Cyclone **急性風險：熱帶氣旋**	– The Group's corporate office and the representative project are mainly located in Hong Kong, where risk of tropical cyclone is high. According to the Tropical Cyclones IRIS Model by GRI Risk Viewer, the tropical cyclone maximum wind speeds (in m/s) in 2050 will be increased to approximately 9% compared to 2025. 本集團的企業辦公室及代表性項目主要位於香港,而香港面臨較高的熱帶氣旋風險。根據GRI Risk Viewer的Tropical Cyclones IRIS Model,熱帶氣旋的最高風速(米/秒)於二零五零年將較二零二五年增加約9%。 – Impacts of tropical cyclone mainly involve property damage, business interruption, supply chain interruption and employee personal risk. 熱帶氣旋的影響主要包括財產損失、業務中斷、供應鏈中斷及僱員人身風險。	– Formulate contingency plans and rearrange manpower for extreme weather or emergency conditions. 制定極端天氣或緊急情況的應變計劃,並重新調配人手。 – Continuously monitor meteorological information and implement corresponding contingency plans, and follow Government announcement in a timely manner. 持續監察氣象資訊並實施相應的應變計劃,同時及時跟進政府公布。 – Invest in climate resilient green infrastructure, such as permeable pavers and green roofs to enhance the stormwater runoff management. 投資具氣候韌性的綠色基建,例如透水鋪面及綠化屋頂,以加強雨水徑流管理。	Short to Long-term 短至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
	– Insurance companies may refuse to provide insurance coverage for infrastructures in areas with high exposure to tropical cyclone, or insurance premiums may be greater than expected, which increases the operational cost. 保險公司可能拒絕為熱帶氣旋高風險地區的基建提供保險保障，或收取高於預期的保費，從而增加營運成本。	– Set up a business continuity management framework which includes risk assessment, emergency procedure, post-disaster recovery, etc. 設立業務持續管理框架，當中包括風險評估、緊急應變程序及災後復原等。 – Provide training on tropical cyclone protection measures, including fixing loose objects, and reinforcing buildings. 提供有關熱帶氣旋防護措施的培訓，包括固定鬆動物件及加固建築物。 – Property insurance has been purchased in order to reduce the Group's financial liabilities while ensuring all assets are insured. 已購買財產保險，以確保所有資產均獲保障，同時減低本集團的財務責任。	

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Acute Risk: Heat Waves 急性風險：熱浪	– Heat wave refers to prolonged extreme hot weather, usually characterised by high temperatures and often accompanied by high humidity. Heat waves may be caused by a combination of atmospheric conditions and can lead to health hazards such as heat exhaustion, heatstroke and dehydration. 熱浪是指持續一段時間的極端炎熱天氣，通常以高溫為特徵，並常伴隨高濕度。熱浪可能由多種大氣條件共同引致，並可能導致熱衰竭、中暑及脫水等健康風險。 – According to the Climate-ADAPT Model by European Environment Agency, the annual maximum daily temperature will be increased up to 0.4°C and by 2050 and 0.7°C by 2080 respectively compared to 2025. 根據歐洲環境署的Climate-ADAPT模型，與二零二五年相比，年度每日最高氣溫於二零五零年將上升最多約0.4°C，至二零八零年將上升約0.7°C。	– Provide cooling facilities and sufficient water supply to reduce health risks such as heat exhaustion, heatstroke and dehydration for workers. 提供降溫設施及充足的飲用水供應，以減低工人出現熱衰竭、中暑及脫水等健康風險。 – Implement urban greening at operational sites, including tree planting and green roof gardens, to help reduce atmospheric carbon dioxide, alleviate the greenhouse effect and provide cooling effects. 於營運地點推行城市綠化措施，包括植樹及設置綠化屋頂花園，以協助減少大氣中的二氧化碳、緩解溫室效應並提供降溫效果。 – Ensure stable electricity supply to avoid power outages caused by excessive grid load during heat waves. 確保電力供應穩定，以避免在熱浪期間因電網負荷過高而導致停電。	Short to Long-term 短至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Chronic Risk: Heat Stress 慢性風險：熱壓力	– Heat stress refers to occupational illnesses and injuries that may result from exposure to extremely high temperatures. Heat stress can lead to heatstroke, heat exhaustion, heat cramps or heat rash. High temperatures may also increase the risk of injuries for workers as they can cause sweaty palms, fogged safety eyewear and dizziness. 熱壓力是指因暴露於極高氣溫環境而可能導致的職業病及傷害。熱壓力可引致中暑、熱衰竭、熱痙攣或熱疹。高溫亦可能增加工人受傷的風險，例如因手掌出汗、防護眼鏡起霧及出現頭暈等情況所致。 – According to the Climate-ADAPT Model by European Environment Agency, the labour productivity loss due to heat stress will be increased up to 9% and 12% by 2050 and by 2080 respectively compared to 2025. 根據歐洲環境署的Climate-ADAPT模型，與二零二五年相比，因熱壓力造成的勞動生產力損失於二零五零年及二零八零年分別可能增加至約9%及12%。	– Adjust working hours appropriately to safeguard employee safety, considering the frequency and intensity of extreme heat. 因應極端高溫的頻率及強度，適當調整工作時間，以保障僱員安全。 – Mitigate the impact of extreme heat on machinery and equipment by parking in shaded areas, installing heat-insulating window films and sun visors, and reducing exposure to high temperatures. 透過將機械及設備停放於陰涼處、安裝隔熱窗膜及遮陽板，以及減少暴露於高溫環境，減輕極端高溫對機械及設備的影響。 – Implement cooling practices including pre-operation ventilation, optimal use of circulation fans, and activating equipment overheating protection functions where available. 採取降溫措施，包括於作業前進行通風、適當使用循環風扇，以及於具備相關功能的設備啟動過熱保護裝置。	Medium to Long-term 中至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Transition Risks 轉型風險			
Regulatory Change Risk: Trade Restrictions and Regulation & Government Regulation 監管變動風險：貿易限制與監管及政府監管	– The global transition towards a low-carbon economy can drive local regulatory shifts that introduce trade restrictions, taxation and stricter compliance requirements, potentially increasing the operational cost. 全球向低碳經濟轉型可能帶動本地監管環境的轉變，引入貿易限制、税項及更嚴格的合規要求，從而可能增加營運成本。 – As countries implement policies to support decarbonisation, there may be revised regulations and standards on the adoption of sustainable energy sources and new energy vehicles (such as electric vehicles). Increase in expenditure in new technology investment and equipment upgrade may be encountered. 隨著各國推行支持減碳的政策，關於採用可持續能源及新能源車輛(例如電動車)的法規及標準可能會作出修訂，從而可能需要增加新技術投資及設備升級的支出。 – Additional capital investment may be needed to comply with new regulations. 為符合新的監管規定，可能需要額外的資本投資。 – Early retirement of existing assets due to policy changes may result in asset stranding, leading to reduced valuations, and potential losses for the Group. 由於政策變動導致現有資產需要提前退役，可能出現資產擱淺的情況，從而導致資產估值下降，並可能為本集團帶來損失。	– Stay updated on the latest ESG regulatory framework in our framework in our operating regions, especially those related to ESG reporting requirement and emission regulations. 持續關注本集團營運地區最新的ESG監管框架，尤其是與ESG匯報要求及排放法規相關的規定。 – Review the Group's policies regularly to include more stringent ESG regulatory updates to ensure compliance. 定期檢討本集團的政策，以納入更嚴格的ESG監管更新，確保符合相關規定。 – Plan to adopt electric vehicles (EVs) as an alternative to fuel-based vehicle fleets. 計劃採用電動車取代燃油車隊。 – Continue to source renewable energy sources and purchase Renewable Energy Certificates (I-RECs) to certify the renewable origin of electricity. 持續採購可再生能源，並購買可再生能源證書(I-RECs)，以證明所使用電力的可再生能源來源。	Medium to Long-term 中至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Carbon Pricing Risk 碳定價風險	– With the implementation of carbon pricing mechanisms, such as national carbon tax policies or emission trading schemes, it is anticipated that there may be an increase in operating costs, while elevation in overall energy prices may affect the Group's profitability as energy expenditure rises. 隨著碳定價機制的實施，例如國家碳稅政策或排放交易制度，預期營運成本可能上升，而整體能源價格上升亦可能令本集團能源開支增加而影響盈利能力。 – Cap-and-trade system may be influenced by policy changes and market conditions. The Group may face unpredictable costs related to trading/purchasing emission permits due to price volatility in the trading market. 總量管制與交易制度可能受政策變動及市場情況影響。由於交易市場價格波動，本集團在交易或購買排放配額時或需承擔不可預測的成本。 – According to the REMIND-MAgPIE 3.3-4.8 model under NGFS Below 2°C Scenario, the Carbon price of China will be around 133 and 260 USD/tCO_2 in 2050 and 2080 respectively. 根據NGFS「低於2°C情景」下的REMIND-MAgPIE 3.3-4.8模型，中國的碳價格預計於二零五零年及二零八零年分別約達133美元及260美元／噸二氧化碳。	– Analyse the elevating trend in carbon price and the potential increase in carbon pricing risk. 分析碳價格上升趨勢及碳定價風險可能增加的情況。 – Develop an emission reduction strategy, monitor and manage emissions, and stay informed with government's policies. 制定減排策略，監察及管理排放情況，並密切留意政府相關政策。 – Consider developing a plan regarding cap-and-trade system to address the carbon pricing risk, and if possible, consider setting internal carbon price within the Group for a better decision-making process. 考慮制定有關總量管制與交易制度的應對計劃，以管理碳定價風險，並在可行情況下考慮於本集團內部設定內部碳價格，以促進更有效的決策過程。	Medium to Long-term 中至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Market Disruption Risk: Changing Consumer Preferences and Behaviour 市場中斷風險：消費者偏好及行為轉變	– Growing public and customer awareness of low-carbon practices has intensified focus on green operations. Failure to meet customer demands in this area could significantly impact our market competitiveness and reputation. 隨著公眾及客戶對低碳實踐的認知不斷提升，對綠色營運的關注亦日益增加。倘未能滿足客戶在此方面的需求，可能對本集團的市場競爭力及聲譽造成重大影響。	– Actively explore green and low-carbon potential across all aspects of the corporate value chain. 積極在企業價值鏈各個環節探索綠色及低碳發展潛力。 – Strengthen engagement with the public to enhance corporate image, and establish effective communication mechanisms to convey our green culture while actively listening to public feedback. 加強與公眾互動，以提升企業形象，並建立有效的溝通機制，傳達本集團的綠色文化，同時積極聆聽公眾意見。	Medium to Long-term 中至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Financing Risks: Cash Flow and Financing Availability 融資風險：現金流及融資可得性	– As the transition to a low-carbon economy accelerates, investment in clean energy technologies and infrastructure can affect transition financing risks. 隨著低碳經濟轉型步伐加快，對清潔能源技術及相關基礎設施的投資可能影響轉型過程中的融資風險。 – The rapid shift towards a more sustainable energy system may present challenges in accessing sufficient capital. 快速轉向更可持續能源體系時，可能難以取得充足資本。 – Without adequate access to capital, entities may struggle to scale up its operations, deploy new solutions, or maintain competitiveness in the evolving low-carbon marketplace. 倘未能獲得充足資本，企業可能難以擴大業務規模、部署新方案，或在不斷演變的低碳市場中維持競爭力。	– Integrate climate-related risks and opportunities into the Group's overall financial planning, treasury management and cash flow forecasting processes. 將氣候相關風險及機遇納入本集團整體財務規劃、庫務管理及現金流預測流程。 – Strengthen budget management and cost optimisation measures to enhance cash flow stability and mitigate financial pressure arising from climate-related events. 加強預算管理及成本優化措施，以提升現金流穩定性，並減輕氣候相關事件所帶來的財務壓力。	Medium to Long-term 中至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Technological Change Risk: Technology Obsolescence & Sustainable Energy Integration Challenges 技術變革風險：技術淘汰及可持續能源整合挑戰	– The shift towards the usage of sustainable and low-carbon fuels may disrupt existing business models, posing challenges in integrating renewable energy sources and potentially increasing expenditures in technology investment. 增加採用可持續及低碳燃料，可能對現有業務模式造成衝擊，並在整合可再生能源方面帶來挑戰，並可能增加技術投資開支。 – As fossil fuels are slowly phased out, more investments are needed to maintain energy stability and reliability, potentially increasing the Group's expenditure on vehicle/equipment upgrade, and new practices and process development or adoption. 隨著化石燃料逐步被淘汰，有需要作出更多投資以維持能源供應的穩定性及可靠性，從而可能增加本集團在車輛／設備升級以及發展或採用新作業方式或流程方面的開支。 – Early retirement of existing assets due to the transition to lower emission technology may result in asset stranding, leading to reduced valuations, and potential losses for the Group. 因轉向低排放技術而使現有資產提前退役，可能導致資產擱淺的情況，從而令資產估值下降，並可能為本集團帶來損失。	– Start to consider life cycle of equipment and enhance/maximise equipment efficiency through upgrade and retro-commissioning. 開始考慮設備的生命周期，並透過升級及重新校驗提升／盡量加強設備效率。 – Establish an energy management process to analyse and monitor energy usage regularly 設立能源管理流程，定期分析及監察能源使用情況。 – Install environmentally friendly appliances (e.g. photovoltaic solar panels, energy management and metering system) and adopt electric vehicles (EVs) as an alternative to replace current fuel-based vehicle fleets. 安裝環保設備（例如光伏太陽能板、能源管理及計量系統），並採用電動取代現有燃油車隊。 – Purchase Renewable Energy Certificates (I-RECs) to certify the renewable origin of electricity. 購買可再生能源證書(I-RECs)，以證明所使用電力的可再生能源來源。	Medium to Long-term 中至長期

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Supply Chain Disruption Risk: Supply Chain Resilience 供應鏈中斷風險：供應鏈韌性	– Shifts in energy capacity can have significant impacts on the associated supply chains, affecting factors such as cost and availability of critical materials and components. 能源產能的變化可能對相關供應鏈產生重大影響，從而影響關鍵材料及組件的成本及供應情況等因素。	– Incorporate sustainable procurement in the Group's practices, prioritising high efficiency and performance equipment. 將可持續採購納入本集團的採購實務，並優先選用高效率及高性能設備。	Medium to Long-term 中至長期
	– Supply chain bottlenecks, geopolitical tensions, and production challenges for the materials required to build new energy infrastructure and capacity can lead to price volatility in the supply chain and supply shortages. 供應鏈瓶頸、地緣政治緊張局勢，以及建設新能源基礎設施和產能所需材料方面所面臨的生產挑戰，都可能導致供應鏈價格波動和供應短缺。	– Diversify supply sources and establish alternative supplier networks, particularly for critical raw materials and components. Prioritise collaborating with suppliers that demonstrate strong climate resilience and low-carbon practices. 採用多元化供應來源，並建立替代供應商網絡，尤其是針對關鍵原材料及組件。優先與具備良好氣候韌性及低碳實踐的供應商合作。	
	– Disruptions to the construction and deployment of new energy projects, such as renewable energy facilities, grid upgrades, and energy storage systems, may pose challenges to supply chain resilience and affect the Company's operations. 可再生能源設施、電網升級及能源儲存系統等新能源項目的建設與部署若受阻，可能對供應鏈韌性構成挑戰，並影響本公司的營運。	– Enhance transportation and logistics resilience by identifying and developing alternative transportation routes and avoiding climate-high-risk areas. 識別及發展替代運輸路線，並避免氣候高風險地區，以提升運輸及物流的韌性。	

Climate-related Risk 氣候相關風險			
Risk Category 風險類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Workforce Transition Risk: Workforce Skill Gaps 勞動力轉型風險：勞動力技能缺口	– Transitioning to a low-carbon economy will require significant investment in training and resources for employees to upskill and adapt to the new energy technologies and business models. 向低碳經濟轉型將需要在僱員培訓及資源方面作出重大投資，以提升技能並適應新的能源技術及業務模式。 – The existing workforce will need to acquire new knowledge and skills to effectively operate and maintain these innovative technologies. 現有員工需要掌握新的知識及技能，以有效操作及維護該等創新技術。 – This workforce transition is crucial for ensuring the efficiency and Company success of the shift towards a low-carbon economy. 此勞動力轉型對確保向低碳經濟轉型過程的效率及本公司的成功至關重要。	– Conduct comprehensive workforce skill gap assessments to identify current and future skill needs related to low-carbon transition and climate resilience. 進行全面的勞動力技能差距評估，以識別與低碳轉型及氣候韌性相關的現時及未來技能需求。 – Develop tailored training and upskilling programs to bridge identified skill gaps, focusing on low-carbon operations, climate risk assessment, and sustainable technology usage. 制定專門的培訓及技能提升計劃，以彌補已識別的技能差距，重點涵蓋低碳營運、氣候風險評估及可持續技術的應用。 – Implement reskilling initiatives for employees in roles most affected by the low-carbon transition (e.g., roles related to high-emission operations). 為受低碳轉型影響較大的職位（例如涉及高排放營運的職位）推行再培訓計劃。	Medium to Long-term 中至長期

Climate-related Opportunities 氣候相關機遇			
Opportunities Category 機遇類別	**Effects on business model and value chain 對業務模式及價值鏈的影響**	**Response Strategy 應對策略**	**Time Frame 時間範圍**
Low-Carbon Products and Services for Handling the Physical Risks 應對物理風險的低碳產品及服務	– The green building market is thriving, presenting significant business opportunities. Companies with relevant expertise can stand out in this trend, gaining customer trust and opening up more new projects. 綠色建築市場蓬勃發展，帶來重大的商機。具備相關專業能力的公司可在此趨勢中脱穎而出，贏得客戶信任，並開拓更多新項目。	– Focus on sustainable design principles and environmentally friendly materials to enhance the sustainability and market competitiveness of building projects. 著重採用可持續設計原則及環保建築材料，以提升建築項目的可持續性及市場競爭力。	Medium to Long-term 中至長期
Reputation for Handling the Transition Risks 應對轉型風險的聲譽	– Increasing consumer awareness of environmental protection provides an opportunity to build an environmentally friendly corporate image, potentially gaining recognition and support from users committed to sustainable development. 消費者對環境保護的意識日益提高，為建立環保企業形象提供機遇，並有望獲得致力於可持續發展的用戶的認可及支持。	– Uphold principles of green development, implement green operations, and create a brand image that reflects responsibility towards environmental protection. 秉持綠色發展理念，推行綠色營運，並建立能體現環保責任的品牌形象。	Medium to Long-term 中至長期

Climate-related physical risks have the potential to damage the integrity of the Group's assets or interrupt and delay our product delivery to customers directly, which may negatively affect the Group's income. Considering the pace of change in countering climate change has expedited around the world, transition risks have the potential to increase the operational cost. As climate change has increasingly become a global concern, the potential change in governmental policies and regulations, and failure in meeting market needs as well as stakeholders' expectations, may create additional challenges to the Group. As such, investment decisions might be affected, resulting in financial loss. The Group has already identified the relevant risks and will keep monitoring market and policy updates. For climate risks and opportunities that could reasonably be expected to affect the Group's cash flows, access to finance or cost of capital over the current, short, medium or long term, their impacts to the Group's financial performance and cash flows for the Reporting Period as well as anticipated impact on its financial performance and cash flows are not disclosed due to confidentiality constraints.

氣候相關物理風險可能對本集團資產造成損害，或直接干擾及延誤我們向客戶交付產品，從而可能對本集團的收入造成不利影響。鑑於全球應對氣候變化的步伐正不斷加快，轉型風險亦可能增加營運成本。隨著氣候變化日益備受全球關注，政府政策及法規的潛在變動，以及未能滿足市場需求及持份者期望，均可能為本集團帶來額外挑戰。因此，投資決策可能受到影響，從而可能導致財務損失。本集團已識別相關風險，並將持續監察市場及政策的最新發展。至於合理預期可能在當前、短期、中期或長期影響本集團現金流、融資可得性或資本成本的氣候風險及機遇，基於保密考量，本集團未披露其對本報告期間的財務表現及現金流的影響，以及對財務表現及現金流的預期影響。

In light of the future challenges and opportunities, we will intensify our investment in the research and development of green technologies, enhancing the resilience and safety of buildings to improve market competitiveness and meet the growing demand for sustainable construction. Additionally, the Group will continually enhance its resilience to extreme weather by developing risk management plans to mitigate impacts for future construction and operations. We will also gradually increase our use of renewable energy, installing solar panels at project sites in Hong Kong and transitioning our Company vehicles to electric models, while upgrading machinery and equipment to more energy-efficient alternatives to reduce energy consumption and carbon emissions, thereby fully steering the Group towards green and sustainable development in the construction sector.

鑑於未來所面臨的挑戰及機遇，我們將加大對綠色技術研發的投資，提升建築物的韌性及安全性，以提高市場競爭力並滿足對可持續建築與日俱增的需求。此外，為提升應對極端天氣的韌性，本集團將制定風險管理計劃，減輕未來建築及營運所受影響。我們亦會逐步增加使用可再生能源，在香港項目工地安裝太陽能板、將公司車輛逐步轉換為電動車，同時把機械及設備升級為更具能源效率的型號，以減少能源消耗及碳排放，從而全面推動本集團在建造業邁向綠色及可持續發展。

Over the short, medium, and long term, we have established sufficient capacity to adjust our strategy and business model in response to climate change. This preparedness includes securing adequate financial resources, manpower, knowledge and a robust framework of policies to effectively manage and adapt to the evolving risks and opportunities posed by climate change.

在短期、中期及長期內，我們已建立充足能力以因應氣候變化調整策略及業務模式。相關準備包括確保具備充足的財務資源、人力資源及專業知識，並建立穩健的政策框架，以有效管理及適應氣候變化所帶來不斷演變的風險及機遇。

The Group is currently unable to quantify the anticipated financial impacts arising from such risks and opportunities due to uncertainties. The Group will consider exploring ways to enhance the capability in quantitative assessment of climate-related financial effects, including the capital deployment and financial resources allocations.

由於相關不確定性，本集團目前未能量化該等風險及機遇所帶來的預期財務影響。本集團將考慮物色方法提升對氣候相關財務影響進行量化評估的能力，包括資本配置及財務資源分配等方面。

Climate-related Scenario Analysis

The Group actively refers to the scenario pathways provided by the IPCC and NGFS, taking into account the Group's industry characteristics and the impact of climate change in the short, medium and long term, ensuring a comprehensive and in-depth assessment of the various risks climate change poses to the Group. By utilising these scenario analyses, the Group can more effectively assess the current levels of physical and transition risks, thereby providing solid support for future strategic planning and decision-making, and enabling the Group to make more precise and forward-looking decisions in responding to climate change. The Group engaged a third-party consultant to conduct climate-related scenario analysis to assess the climate-related physical and transition risks, as well as the climate-related opportunities. We also recognise that uncertainties in external changes may significantly affect the scenario assumptions. Moving forward, we will continuously review and adjust these assumptions to ensure we can effectively assess and respond to the challenges posed by climate change. More details of climate-related scenario analysis are as follows:

氣候相關情景分析

本集團積極參考IPCC及NGFS所提供的情景路徑，並結合本集團的行業特性以及氣候變化在短期、中期及長期所帶來的影響，確保能對氣候變化為本集團帶來的各項風險進行全面而深入的評估。透過運用該等情景分析，本集團能更有效評估目前所面對的物理風險及轉型風險水平，從而為未來的策略規劃及決策提供有力支持，並使本集團在應對氣候變化時能作出更精準及具前瞻性的決策。本集團已委聘第三方顧問進行氣候相關情景分析，以評估氣候相關物理風險及轉型風險，以及氣候相關機遇。我們亦認識到外部環境變化所帶來的不確定性可能對情景假設造成重大影響。展望未來，我們將持續檢討及調整該等假設，以確保能有效評估並應對氣候變化所帶來的挑戰。有關氣候相關情景分析的詳情如下：

Approach of Scenario Analysis ***情景分析方法***

Scope of Scenario Analysis 情景分析範圍	
The Group owns and manages assets in Hong Kong, including corporate office and the representative project, which contributed over 80% of the Group's total annual revenue 本集團在香港擁有及管理資產，包括企業辦公室及主要項目，而該等項目合共貢獻本集團年度總收益逾80%	
Scenarios Adopted 採納情景	
Physical Risks **物理風險**	Intergovernmental Panel on Climate Change ("**IPCC**") AR6 SSP 1-2.6, SSP 2-4.5, SSP 3-7.0[8] 政府間氣候變化專門委員會(「**IPCC**」) AR6 SSP 1-2.6, SSP 2-4.5, SSP 3-7.0[8]
Transition Risks **轉型風險**	Central Banks and Supervisors Network for Greening the Financial System ("**NGFS**"): Delayed Transition, Below 2°C, Current Policies 央行和監管機構綠色金融體系網絡(「**NGFS**」)：延遲轉型情景、低於2°C情景、現行政策情景
Rationale **理由**	• The scenarios developed take reference from IPCC (physical risks) and NGFS (transition risks) 所制定的情景參考IPCC(物理風險)及NGFS(轉型風險) • The sources selected provide timeframes that align with strategic planning time horizon and the Paris Agreement 所選用的資料來源提供與策略規劃時間範圍及《巴黎協定》一致的時間框架 • The scenarios chosen can potentially help the Company assess the level of exposure from physical and transition risks, and support its future strategic planning (e.g. relocate assets) 所選情景有助本公司評估其面對物理風險及轉型風險的程度，並支持其未來策略規劃(例如重新配置資產)

[8] With reference to Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report Shared Socioeconomic Pathways.

[8] 參考政府間氣候變化專門委員會(IPCC)第六次評估報告的共享社會經濟路徑。

Time Horizon 時間範圍	
Short-term **短期**	2030 二零三零年
Medium-term **中期**	2050 二零五零年
Long-term **長期**	2080 二零八零年

Relevance & Assumptions
相關性及假設

- Analysis was conducted in FY2025. It was expected that the asset locations will remain the same over the time horizon (as stated above)
  已於二零二五財政年度進行分析，預期於有關時間範圍內資產所在地將維持不變（如上所述）
- Mitigation measures will remain the same
  緩解措施將維持不變
- Physical risk: Assessed how climate-related weather events can possibly impact Company's asset and businesses
  物理風險：已評估氣候相關天氣事件可能對本公司的資產及業務造成的影響
- Transition risk: Considered carbon price, energy mix, energy investment, electricity capacity, population and GDP, CO_2 emission, final energy demand etc. to determine the transition risk that the Company exposes to
  轉型風險：已考慮碳價格、能源結構、能源投資、電力容量、人口及國內生產總值、二氧化碳排放量、最終能源需求等因素，以釐定本公司所面對的轉型風險

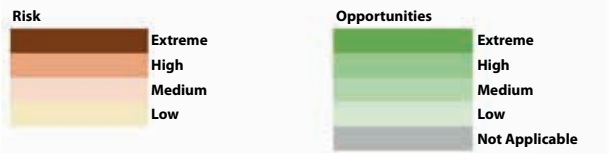
Qualitative Analysis

The following analysis outlines the risk ratings under various climate-related scenarios and across different time horizons. Risk levels are classified into four categories: Extreme, High, Medium and Low. Potential climate-related opportunities identified by the Company are also presented below, with corresponding ratings assigned under different climate-related scenarios. Please refer to the legend and summary analysis tables below.

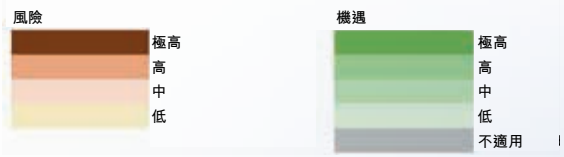
定性分析

以下分析概述在不同氣候相關情景及不同時間範圍下的風險評級。風險水平分為四個類別：極高、高、中及低。本公司識別的潛在氣候相關機遇亦於下文列示，並在不同氣候相關情景下給予相應評級。詳情請參閱下文的圖例及分析摘要表。

Legend



圖例



Physical Risk Rating

物理風險評級

Physical Risk 物理風險		SSP 1-2.6 SSP1-2.6情景			SSP 2-4.5 SSP2-4.5情景			SSP 3-7.0 SSP3-7.0情景		
Type of Risks 風險類別	Risk Drivers 風險驅動因素	2030 二零三零年	2050 二零五零年	2080 二零八零年	2030 二零三零年	2050 二零五零年	2080 二零八零年	2030 二零三零年	2050 二零五零年	2080 二零八零年
Acute Physical Risk 急性物理風險	Urban flood 城市洪水									
	Coastal flood 沿海洪水									
	River flood 河道洪水									
	Landslide 山泥傾瀉									
	Tsunami 海嘯									
	Tropical cyclone 熱帶氣旋									
	Wildfire 山火									
	Heat waves 熱浪									
Chronic Physical Risk 慢性物理風險	Sea level rise 海平面上升									
	Heat stress 熱壓力									
	Drought 乾旱									
	Water stress 水資源壓力									
	Increased precipitation 降雨量增加									
	Water depletion 水資源枯竭									

Transition Risk Rating ***轉型風險評級***

Transition Risk 轉型風險		Delayed Transition 延遲轉型情景			Below 2°C 低於2°C情景			Current Policies 現行政策情景		
Type of Risks 風險類別	**Risk Drivers 風險驅動因素**	2030 二零三零年	2050 二零五零年	2080 二零八零年	2030 二零三零年	2050 二零五零年	2080 二零八零年	2030 二零三零年	2050 二零五零年	2080 二零八零年
Regulatory Change Risk 監管變動風險	Trade Restrictions and Regulation 貿易限制及監管									
	Government Regulation 政府監管									
Carbon Pricing Risk 碳定價風險	Cap-and-trade System (one of the carbon pricing mechanisms) 總量管制與交易制度（其中一種碳定價機制）									
Stranded Assets Risk 資產擱淺風險	Asset Stranding 資產擱淺									
Market Disruption Risk 市場中斷風險	Volatile Market Structures 市場結構波動									
	Changing Consumer Preferences and Behavior 消費者偏好及行為轉變									
Financing Risks 融資風險	Cash Flow and Financing Availability 現金流及融資可得性									
Technological Change Risk 技術變革風險	Technology Obsolescence 技術淘汰									
	Sustainable Energy Integration Challenges 可持續能源整合挑戰									
Supply Chain Disruption Risk 供應鏈中斷風險	Supply Chain Resilience 供應鏈韌性									
Workforce Transition Risk 勞動力轉型風險	Workforce Skill Gaps 勞動技能缺口									

Suggested Opportunities Rating ***建議機遇評級***

		Opportunities 機遇					
Risk Drivers 風險驅動因素	**Possible Opportunities 潛在機遇**	SSP 1-2.6 SSP1-2.6情景	SSP 2-4.5 SSP2-4.5情景	SSP 3-7.0 SSP3-7.0情景	Delayed Transition 延遲轉型情景	Below 2°C 低於2°C情景	Current Policies 現行政策情景
Physical Risk 物理風險							
Tropical Cyclone 熱帶氣旋	– Invest in resilient infrastructure which can withstand extreme weather events e.g. rain gardens, permeable pavers, green roofs etc. to better manage stormwater runoff and reduce flooding risk 投資可抵禦極端天氣事件的具韌性基建設施，例如雨水花園、透水鋪面及綠化屋頂等，以更有效管理雨水徑流並減低水浸風險						
Heat Stress 熱壓力	– Optimize working environment, with shaded areas, proper ventilation, hydration station, so as to boost productivity 優化工作環境，例如設置遮蔭區域、保持適當通風及提供補水站，以提升生產效率 – Utilize shading device to reduce the solar heat penetration into the indoor areas to reduce cooling load 使用遮陽裝置以減少太陽熱量進入室內，從而降低冷卻負荷 – When comes into usage of air conditioning improve indoor thermal comfort, select high efficiency air conditioners (e.g. high coefficient of performance) to reduce energy use 在使用空調改善室內氣溫舒適度時，選用高效率空調設備（例如高性能係數設備），以減少能源消耗						
Increasing Precipitation 降雨量增加	– Invest in green infrastructure facilities that utilize increased precipitation for purposes like irrigation, cooling systems, or replenishing groundwater sources 投資綠色基建設施，利用增加的降雨量作灌溉、冷卻系統或補充地下水等用途						
Transition Risk 轉型風險							
Cap-and Trade System 總量管制與交易制度	– Create new revenue streams by investing in carbon offset projects 透過投資碳抵銷項目創造新的收入來源						
Sustainable Energy Integration 可持續能源整合	– Increasing adoption of renewable energy 增加採用可再生能源						
Government Regulation 政府監管	– Create a stable and predictable market environment with clear direction and targets 建立具明確方向及目標的穩定可預測的市場環境						

The results of this scenario analysis indicate a stark contrast in the long-term future development trends of the construction industry under different scenarios. In the SSP 3-7.0 scenario and Delayed Transition scenario, rising global temperatures and increasing frequency of extreme weather events will pose considerable challenges, particularly through construction delays. Conversely, in the SSP 1-2.6 scenario and Below 2°C scenario, heightened environmental awareness and the widespread application of green technologies will drive the construction industry towards sustainable development, with new buildings generally meeting high environmental standards, presenting opportunities for stable growth.

情景分析結果顯示，在不同情景下，建造業的長遠發展趨勢將出現顯著差異。在SSP3-7.0情景及延遲轉型情景下，全球氣溫上升及極端天氣事件日益頻繁，將帶來重大挑戰，尤其可能導致工程延誤。相反，在SSP1-2.6情景及低於2°C情景下，隨著環保意識提升及綠色技術廣泛應用，建造業將朝可持續發展方向邁進，新建建築物普遍符合較高的環境標準，為行業帶來穩定增長的機遇。

Risk Management

The Group has integrated climate risk management into its risk assessment and control system, establishing a comprehensive and efficient risk management process. This robust process enhances our ability to identify, quantify, and respond to climate risks, providing a solid foundation for achieving sustainable development in the context of climate change.

風險管理

本集團已將氣候風險管理納入其風險評估及控制體系，建立全面而高效的風險管理流程。此穩健的流程提升了我們識別、量化及應對氣候風險的能力，為在氣候變化背景下實現可持續發展奠定穩固基礎。

Process 流程	Risk Management Measures 風險管理措施
Identification of Climate-related Risks and Opportunities **識別氣候相關風險及機遇**	• Actively collect and analyse existing and emerging regulatory requirements related to climate-related risks and opportunities, covering the regulations in areas where the Group operates, while closely monitoring changes in customer demand for low-carbon products. 積極收集並分析涉及氣候相關風險及機遇的現有及新出台監管法規，包括本集團營運所在地區的法規，同時密切關注客戶對低碳產品需求的變化。 • Conduct systematic analyses of the potential impacts of climate change on industry trends, study competitors' response strategies, and benchmark against market leaders' practices in addressing climate change, while broadly gathering opinions and information from ESG rating agencies, investors, and non-governmental organisations. 有系統地分析氣候變化對行業趨勢的潛在影響，研究競爭對手的應對策略，並以市場領導者應對氣候變化的做法為標桿，同時廣泛收集ESG評級機構、投資者及非政府組織的意見及資訊。

Process 流程	Risk Management Measures 風險管理措施
Risk Assessment and Quantification **風險評估及量化**	• Adopt climate-related scenario analysis to identify climate-related risks and opportunities. Using reliable data sources, we assess risk levels based on operational scope, nature of risk, likelihood, and the magnitude of impacts. 採用氣候相關情景分析以識別氣候相關風險及機遇。我們利用可靠的數據來源，根據營運範圍、風險性質、發生可能性及影響程度評估風險水平。 • Rigorously assess the likelihood of risks occurring and their potential impacts on both financial and non-financial aspects, incorporating climate change and other ESG risks into the overall risk map. 嚴格評估風險發生的可能性及對財務及非財務方面的潛在影響，將氣候變化及其他ESG風險納入整體風險矩陣。
Risk Prioritisation and Response Measures **風險優先排序及應變措施**	• For identified key risks and opportunities, management will develop relevant response strategies based on the significance of the risks and opportunities, the complexity of response plans, and the resources required, ensuring effective implementation. 對於已識別的關鍵風險及機遇，管理層將根據風險及機遇的重要性、應對計劃的複雜性、以及所需資源，制定相關的應對策略，以確保策略得到有效實施。 • The climate-related risks and opportunities in climate-related scenario analysis are then prioritised according to their assessed risk levels, and the Group will determine how to monitor and manage such risks starting from those with the highest risk level. 氣候相關情景分析中識別的氣候相關風險及機遇會按所評估的風險水平加以優先排序，而本集團將由風險水平最高者開始，釐定如何監察及管理該等風險。 • Conduct comprehensive evaluations of the effectiveness of established risk response measures to continuously optimise the risk management strategy. 對既有的風險應對措施的成效進行全面評估，以持續優化風險管理策略。

Our risk management approaches include risk control, risk transfer, and risk mitigation. We implement measures to control exposures to climate-related risks and reduce the likelihood of their occurrence. The Group conducts detailed environmental impact assessments during site selection and planning, and carefully reviews potential environmental concerns at the early stages of every new project development. We transfer risk from the Group to third parties by purchasing insurance to cover potential losses from extreme weather events, thereby shifting part of the potential financial impact to insurance providers. We also implement measures to mitigate the impact of climate-related risks. These measures are deployed for different geographies, taking into account the asset types, locations and relevancy. They are summarised in the table below:

我們的風險管理方法包括風險控制、風險轉移及風險緩解。我們採取措施以控制受到氣候相關風險影響的程度，並降低其發生的可能性。本集團在選址及規劃階段會進行詳細的環境影響評估，並在每個新項目開發的早期階段審慎檢視潛在的環境問題。我們亦透過購買保險，將極端天氣事件可能造成的潛在損失轉移予第三方，從而把部分潛在財務影響轉移至保險機構。此外，我們亦實施多項措施以減輕氣候相關風險所帶來的影響。該等措施因應不同地區而制定，並考慮資產類型、所在地點及相關性等因素。相關措施概述於下表：

Relevant part of the value chain 價值鏈相關部分	Relevant measures 相關措施
Supply chain **供應鏈**	Diversify materials supplies from multiple suppliers, sources and countries 從多個供應商、來源地及國家分散採購物料
Operation **營運**	Monitor and inspect assets regularly 定期監察及檢查資產： – Maintenance of a Contingency Plan for all Project sites' facilities 為所有項目工地設施維持應變計劃 To address extreme heat and increased temperature: 為應對極端高溫及氣溫上升： – Maintain cooling equipment in good conditions 維持冷卻設備處於良好狀況 – Review working hours of workers and provide better working environment to negotiate for lower insurance rates 檢討工人的工作時間並提供更佳的工作環境，以爭取較低的保險費率 – Increase drinking fountains for employees and workers 為僱員及工人增加飲水設施 To address the risk of water shortage and drought: 為應對水資源短缺及乾旱風險： – To maintain water tank(s) in facilities if possible 盡可能在設施內設置水箱 – Purchase drinking water with sufficient storage 購買飲用水並保持充足儲備

Relevant part of the value chain 價值鏈相關部分	Relevant measures 相關措施
	To address flooding risks: 為應對水浸風險： – Build protection walls for facilities and run-off water storage if possible 在可行情況下，為設施建造防護牆及徑流儲存設施 – Deploy anti-flooding measures suitable for the assets, including drainage systems, flood gates and flood barriers, if necessary 按需要為資產設置合適的防洪措施，包括排水系統、防洪閘及防洪屏障 – Put in place additional coverage with tarps, grass planting and drainage works to avoid soil erosion if possible 在可行情況下，鋪設防水布、種植草皮及進行排水工程，以避免土壤侵蝕 – For assets that are downstream of dams, we have flood extractors in place to prevent flooding in case of flood water entering the Project sites, we will continually control and monitor river rate flow, and maintain regular communication with the local authority on its flood discharge schedule and flowrate if necessary 對於位於水壩下游的資產，我們已設置抽水設備，以防洪水進入項目工地時造成水浸；如有需要，我們會持續監控河道流速，並與當地主管部門保持定期溝通，了解其洩洪安排及流量 To enhance business continuity: 為加強業務持續性： – Establish a typhoon response protocol and coordinating system, and conduct regular drills and post-typhoon reviews to ensure smooth execution of contingency plans 設立颱風應對程序及協調系統，並定期進行演練及颱風後檢討，確保應變計劃可順利執行 – Utilise the emergency restoration system, enabling rapid construction of temporary masts that can shorten the restoration of power supply 使用緊急復電系統，可快速建設臨時電桿，縮短恢復供電的時間 – Enhance the communication capacity of customer services, in particular post-incident customer and stakeholder communication 加強客戶服務的溝通能力，特別是事故後與客戶及持份者的溝通 – Continue implementing certified ISO management system 持續實施經認證的ISO管理系統

The Board and management understand the concepts of climate change, the unique characteristics of climate-related risks and opportunities, and their potential impacts, including varying effects across geographies and activities, as well as longer time horizons and long-lasting consequences. The Group has engaged external experts to conduct climate risk scenario assessments, whose findings are reviewed and presented to the Board and management annually. Recognising that climate-related risks act as drivers or amplifiers of existing risks, the Group has aligned its risk inventories and mapped climate-related risks against established operational, financial, and strategic risks, incorporating them into the risk management framework. This integrated system includes periodic risk assessment and monitoring cycles to evaluate relevant risks and assess the need to refresh the Group's risk appetite. The Group has evaluated how climate-related risks and opportunities may affect its existing strategic planning and risk acceptance levels, acknowledging that their integration may require adjustments to its risk appetite. Climate change adaptation and mitigation policies are also embedded within key risk categories, including supply chain, raw material availability, business continuity, competition, and changing customer preferences. As a result, climate-related risks and opportunities are fully embedded within the Group's integrated risk management system.

董事會及管理層明白氣候變化的概念、氣候相關風險及機遇的獨特性及其潛在影響，包括不同地區及業務活動所面對的不同影響，以及較長時間範圍及其長遠影響。本集團已委聘外部專家進行情候風險情景評估，相關結果每年均會提交董事會及管理層審閱。鑑於氣候相關風險可成為現有風險的驅動或放大因素，本集團已將氣候相關風險與既有的營運、財務及策略風險對照，並納入其風險管理框架。該綜合風險管理系統包括定期的風險評估及監察周期，以評估相關風險並檢視是否需要更新本集團的風險承受程度。本集團亦已評估氣候相關風險及機遇如何影響其現有策略規劃及風險承受水平，並明白納入該等因素後可能需要調整其風險承受程度。此外，氣候變化適應及緩解政策亦已納入主要風險類別，包括供應鏈、原材料供應、業務持續性、競爭及客戶偏好變化。因此，氣候相關風險及機遇已全面納入本集團的綜合風險管理系統。

Metrics and Targets

Greenhouse Gas (GHG) Emissions

In response to the community's gradual concern on GHG emissions, climate changes and other related issues, the Group is committed to implementing and maintaining a high standard of GHG management. The implementation of ISO 14064:2018 GHG Accounting and Verification strengthens the Group's GHG emissions monitoring system.

The Group recognises the potential physical and financial consequences of climate change in its business, including rising energy costs and disruptions to supply chains caused by more frequent extreme weather events. To mitigate GHG emissions, the Group is committed to reduce energy use in its operations. Details of the energy-saving measures are set out in the "Energy Use and Efficiency" section of this Report.

指標及目標

溫室氣體排放

為回應社會對溫室氣體排放、氣候變化及其他相關議題日益關注，本集團致力推行並維持高水平的溫室氣體管理，透過實施ISO 14064:2018溫室氣體核算及查證標準加強本集團的溫室氣體排放監察系統。

本集團認識到氣候變化可能為其業務帶來潛在的實體及財務影響，包括能源成本上升以及因極端天氣事件日益頻繁而影響供應鏈。為減少溫室氣體排放，本集團致力於在其營運過程中降低能源使用。節能措施的詳情載於本報告「能源使用及效益」一節。

The GHG emissions are as follows:

溫室氣體排放情況如下：

GHG Emission[9] Scope 溫室氣體排放[9]範圍	Unit 單位	2023 二零二三年	2024 二零二四年	2025 二零二五年	% change from 2024 to 2025 二零二四年至二零二五年變動百分率
Scope 1[10] 範圍1[10]	tonnes CO_2-equivalent 噸二氧化碳當量	3,501.69	2,399.10	**6,797.68**	**+183%**
Scope 2 (location-based)[11] 範圍2(地域為基準)[11]	tonnes CO_2-equivalent 噸二氧化碳當量	1,526.89	1,990.89	**2,435.84**	**+22%**
Total Scope 1 & 2 範圍1及2總計	tonnes CO_2-equivalent 噸二氧化碳當量	5,028.58	4,389.99	**9,233.53**	**+110%**
Intensity 密度	tonnes CO_2-equivalent per thousand man-hours[3] 每千工時的噸二氧化碳當量[3]	0.50	0.42	**0.54**	**+29%**
Intensity 密度	tonnes CO_2-equivalent per million HK$ revenue[4] 每百萬港元收益的噸二氧化碳當量[4]	0.92	0.72	**1.08**	**+50%**
Scope 3[12] 範圍3[12]	tonnes CO_2-equivalent 噸二氧化碳當量	N/A 不適用	N/A 不適用	**70,387.03**	**N/A 不適用**
Category 1: Purchased goods and services 類別1：購買的商品及服務	tonnes CO_2-equivalent 噸二氧化碳當量	N/A 不適用	N/A 不適用	**65,859.03**	**N/A 不適用**
Category 3: Fuel-and energy-related activities 類別3：燃料及能源相關活動	tonnes CO_2-equivalent 噸二氧化碳當量	N/A 不適用	N/A 不適用	**2,680.10**	**N/A 不適用**
Category 4: Upstream transportation and distribution 類別4：上游運輸及分銷	tonnes CO_2-equivalent 噸二氧化碳當量	N/A 不適用	N/A 不適用	**1,847.90**	**N/A 不適用**
Total Scope 1, 2, 3 範圍1、2、3總計	tonnes CO_2-equivalent 噸二氧化碳當量	N/A 不適用	N/A 不適用	**79,620.55**	**N/A 不適用**
Intensity 密度	tonnes CO_2-equivalent per thousand man-hours[3] 每千工時的噸二氧化碳當量[3]	N/A 不適用	N/A 不適用	**4.63**	**N/A 不適用**
Intensity 密度	tonnes CO_2-equivalent per million HK$ revenue[4] 每百萬港元收益的噸二氧化碳當量[4]	N/A 不適用	N/A 不適用	**9.29**	**N/A 不適用**

9 The calculation of GHG emissions is made reference to the "Guidelines to Account for and Report on GHG Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Environmental Protection Department and the Electrical and Mechanical Services Department, the Sustainability Report published by the CLP Power Hong Kong Limited, international and national standards including "GHG Protocol Corporate Accounting and Reporting Standard" issued by the World Resources Institute and World Business Council for Sustainable Development, and "IPCC Sixth Assessment Report on Climate Change". Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

10 Scope 1: The direct emission from the business operations owned or controlled by the Group, including the emissions from diesel and petroleum burnt on site and the Group's vehicle fleet.

11 Scope 2: The indirect energy emissions from the internal purchased electricity consumption by the Group. It is calculated using the location-based method.

12 Scope 3: Other indirect emissions which are consequence of the activities of the Group, but occur from sources not owned or controlled by the Group. The Group began disclosing Scope 3 emissions in 2025. Category 1 and Category 4 emissions were calculated and compiled across all projects of the Group in Hong Kong.

9 溫室氣體排放量的計算，乃參考環境保護署及機電工程署刊發的《香港建築物(商業、住宅或公共用途)溫室氣體排放及減除的核算和報告指引》、中華電力有限公司刊發的《可持續發展報告》，以及世界資源研究所及世界可持續發展工商理事會發佈的《溫室氣體核算體系：企業會計與報告標準》和《政府間氣候變化專門委員會第六次評估報告》等國際及國家標準。所列總計數字與各項數字之總和可能因四捨五入而存在差異。

10 範圍1：本集團擁有或控制的業務營運所產生的直接排放，包括於工地燃燒柴油及石油產品以及本集團車隊所產生的排放。

11 範圍2：本集團內部消耗所購電力而產生的間接能源排放，按地域為基準計算。

12 範圍3：其他間接排放，乃由本集團活動所產生，但來自並非由本集團擁有或控制的來源。本集團自二零二五年開始披露範圍3排放。類別1及類別4排放乃按本集團在香港的所有項目計算及匯總。

Scope 1 emission arising from diesel and petroleum consumption in our Projects contributed to around 74% of our total Scope 1 and Scope 2 emissions. Scope 1 emission increased significantly by approximately 183% by the end of the Reporting Period compared to FY2024, primarily due to most construction sites were at peak construction activity during the Reporting Period. The total Scope 1 and Scope 2 GHG emission had an increase of around 4,843.54 tonnes CO_2-equivalent. We will continue to enhance our energy management policy and measures to improve energy efficiency.

Details of our calculation approach and Scope 3 related information are shown in the tables as below:

範圍1排放主要來自本集團項目中柴油及石油產品的消耗，約佔本集團範圍1及範圍2排放總量的74%。與二零二四財政年度相比，於報告期間末的範圍1排放顯著增加約183%，主要由於報告期間內大部分工地的建造活動處於高峰階段。範圍1及範圍2溫室氣體排放總量增加約4,843.54噸二氧化碳當量。本集團將繼續加強能源管理政策及相關措施，以提升能源效率。

有關本集團的計算方法及範圍3相關資料的詳情載列於下表。

Our Approach 本集團的計算方法	
Standard Used **所用標準**	GHG Protocol Corporate Accounting and Reporting Standard 《溫室氣體核算體系：企業會計與報告標準》 GHG Protocol Value Chain (Scope 3) Accounting and Reporting 《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準》 For details, please refer to footnote 8 有關詳情，請參閱附註8
Consolidation Approach **綜合方法**	Operational control due to the access to operational data 營運控制法，基於可取得的營運數據
Operational Boundary **營運邊界**	Corporate office and the representative project, which contributed over 80% of the Group's total annual revenue 企業辦公室及貢獻佔本集團年度總收益超過80%的代表性項目

Scope 3 Categories[13] 範圍3類別[13]	Basis for Selection 選擇基準	Disclosure 披露
Category 1: Purchased Goods and Services **類別1：購買的商品及服務**	Emissions associated with extraction, production, and transportation of goods and services purchased by the Group, including office supplies, operation support, raw materials and R&D-related 與本集團所購買商品及服務的開採、生產及運輸相關的排放，包括辦公用品、營運支援、原材料及與研發相關的項目	✓
Category 3: Fuel- and Energy-related Activities **類別3：燃料及能源相關活動**	Emissions associated with extraction, production, and transportation of fuels and energy purchased by the Group not accounted for in Scope 1 and 2, including upstream emissions of purchased fuels and electricity 與本集團所購買但未計入範圍1及範圍2的燃料及能源的開採、生產及運輸相關的排放，包括所購買燃料及電力的上游排放	✓
Category 4: Upstream Transportation and Distribution **類別4：上游運輸及分銷**	Emissions associated with purchased third-party transportation and distribution services, and transportation and distribution of products purchased by the Group 與所購買的第三方運輸及分銷服務，以及本集團所購買產品的運輸及分銷相關的排放	✓

The Group will continue to assess and disclose GHG emissions data annually. We will continue to refine the data collection system and develop reduction strategy if appropriate, based on the projection of data in the coming years.

本集團將繼續每年評估及披露溫室氣體排放數據。我們亦將持續改進數據收集系統，並在適當情況下根據未來數年的數據預測制定減排策略。

Sustainability Targets

The Group essentially plans to respond to local government initiatives and follow local governments' emission reduction requirements. We aim to reduce GHG emissions by around 3% by 2025, 8% by 2030 and 12% by 2035 and ensure the Group's GHG emissions will comply with the local requirements in or before 2030. Our target is to achieve carbon neutrality by 2050 in Hong Kong region and by 2060 in PRC. We are committed to continuously improving our energy efficiency, applying professional knowledge to improve on-site efficacy and maintain efficient management support, in order to safeguard the Group's reputation. Our business strategy aligns with SDG 13 by combating climate change.

可持續發展目標

本集團積極因應地方政府的措施及減排要求進行規劃。我們擬於二零二五年將溫室氣體排放量減少約3%、於二零三零年減少約8%，及於二零三五年減少約12%，並確保本集團的溫室氣體排放於二零三零年或之前達致當地相關要求。我們的目標是於二零五零年在香港地區實現碳中和，並於二零六零年在中國實現碳中和。本集團致力持續提升能源效率，運用專業知識提升工地運作效率，並維持高效的管理支援，以保障本集團的聲譽。本集團的業務策略亦配合SDG第13項，以應對氣候變化。





[13] The remaining Scope 3 categories were not disclosed in the Reporting Period due to data collection difficulties. The Group will continue to refine its data collection system and communication with its value chain stakeholders to enhance its data collection.

[13] 於報告期間的其他範圍3類別排放不作披露，乃因難以收集相關數據。本集團會繼續改進其數據收集系統及與價值鏈持份者的溝通，以加強數據收集。

To ensure continual improvement on our environmental performance and our management on climate-related risks is in line with our strategy and risk management process, the Group has selected the most relevant performance metrics to address and assess climate-related risks and opportunities, including the followings:

- Total energy consumed, broken down by energy type;
- Total energy intensity by revenue and man-hours of work;
- Scope 1 and 2 GHG emissions; and
- GHG emissions intensity based on revenue and man-hours of work.

The Group is actively exploring and developing emission reduction strategies and targets for Scope 3 emissions. We are committed to continuously reducing GHG emissions and optimising resource utilisation by applying professional expertise to enhance on-site efficiency and maintaining effective management practices.

為確保本集團在環境表現方面持續改進，以及確保本集團的氣候相關風險管理與我們的策略及風險管理流程保持一致，本集團已選取最相關的績效指標，以應對及評估氣候相關風險及機遇，包括以下各項：

- 按能源種類劃分的能源消耗總量；
- 按收益及工時計算的能源密度；
- 範圍1及範圍2溫室氣體排放；及
- 按收益及工時計算的溫室氣體排放密度。

本集團正積極探索及制定範圍3排放的減排策略及目標。我們致力透過運用專業知識提升工地運作效率及維持有效的管理措施，持續減少溫室氣體排放並優化資源運用。

Target Information 目標資料	
GHG Covered **所涉溫室氣體**	CO_2, CH_4, N_2O 二氧化碳、甲烷、一氧化二氮
Target Set **目標設定**	Defining 2020 as the baseline year, the Group is committed to reducing GHG emissions by around 3% by 2025, 8% by 2030 and 12% by 2035 and ensure the Group's GHG emissions will comply with the local requirements in or before 2030. Our target is to achieve carbon neutrality by 2050 in Hong Kong region and by 2060 in PRC. 以二零二零年為基準年，本集團致力於二零二五年將溫室氣體排放量減少約3%、於二零三零年減少約8%，以及於二零三五年減少約12%，並確保本集團的溫室氣體排放於二零三零年或之前達致當地相關要求。我們的目標是於二零五零年在香港地區實現碳中和，並於二零六零年在中國實現碳中和
Target Type **目標類型**	Gross intensity (tonnes CO_2-equivalent per thousand man-hours) 總密度（每千工時的噸二氧化碳當量）
Objective of Target **目標宗旨**	To align with the national and local targets 與國家及地方目標保持一致
Monitoring Progress **進度監察**	The Board and ESG Working Group review the target and performance on GHG Scope 1 & 2 emissions once a year, and assess whether a revision on the target is required. 董事會及ESG工作小組每年檢討範圍1及範圍2溫室氣體排放的目標及表現，並評估是否需要修訂相關目標
Scope of Target **目標範圍**	Covers corporate office and the representative project, which contributed over 80% of the Group's total annual revenue 涵蓋企業辦公室及貢獻佔本集團年度總收益超過80%的代表性項目

In terms of gross intensity, total GHG emissions for Scope 1 and Scope 2 has a significant decrease of 27%, from the 2020 baseline of 0.74 tonnes CO_2-equivalent per thousand man-hours to 0.54 tonnes CO_2-equivalent per thousand man-hours by 2025. The base year has been updated to 2020 in order to standardise the baseline for all environmental targets, and this is also the earliest year for disclosed man-hours density. The Group has implemented various GHG reduction initiatives, including the adoption of renewable energy and energy monitoring system to reduce its gross GHG emissions. Over the years, we have been grasping different opportunities to expand our business, accelerate the transformation and make the Group smarter, more environmentally friendly, and safer for employees and users, such as automation, and utilising digital platforms for online conference to reduce carbon footprint in transportation. These measures have made our facilities become more sustainable and fulfil our commitment to resource management and environmental protection. Looking ahead, the Group is committed to continuously taking efforts on establishing and implementing its detailed action plans and corresponding strategies to actively manage the environmental footprint, striving to achieve a low-carbon economy.

以總密度計，範圍1及範圍2溫室氣體總排放量較二零二零年基準的每千工時0.74噸二氧化碳當量顯著下降27%至二零二五年的每千工時0.54噸二氧化碳當量。為統一所有環境目標的基準，基準年已更新為二零二零年，此亦為已披露工時密度數據的最早年度。本集團已推行多項溫室氣體減排措施，包括採用可再生能源及能源監測系統，以減少溫室氣體排放總量。多年來，我們一直把握不同機遇拓展業務，加快轉型步伐，並透過自動化及利用數碼平台進行線上會議以減少交通所產生的碳足跡，使本集團變得更智能、更環保，並為僱員及使用者提供更安全的環境。該等措施令我們的設施更具可持續性，履行本集團在資源管理及環境保護方面的承諾。展望未來，本集團將持續致力制定及落實具體行動計劃及相應策略，積極管理環境足跡，邁向低碳經濟。

Environmental, Social and Governance Report
環境、社會及管治報告

Our People

Talents are one of the critical success factors in our vision and ambition to hold a leading and reputable position in the industry and society. The quality of our staff is a determining factor for our success, and this holds true for both technical and support staff of all levels.

We consider human resources the most important asset and we put staff development on top of the list while fulfilling our Company's sustainability journey. To meet the needs of our sustainable growth and business development, we regularly assess our colleague's developmental needs to ensure everyone, including the top management, have sufficient support to achieve their top potential and self-actualisation.

Policies

Our Employee Handbook sets out the details on remuneration, benefits, welfare, compensation, dismissal, recruitment, promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination.

Our human resources policies contribute to SDG 5 which achieves gender equality, SDG 8 which protects labour rights, SDG 10 which reduces inequality and SDG 11 which promotes inclusive communities.



Employment Management

Recruitment and Dismissal

The Group generally recruits our employees from the open market and by referrals. We intend to use our best effort to attract and retain appropriate and suitable personnel to work with us. We assess the availability of human resources continuously and will determine whether additional personnel are required to cope with our business development. We also conduct exit interviews to employees who are about to leave the Group, to understand what the Group can improve on its employment practices or other aspects. The dismissal or voluntary termination of employees' contracts are enforced in accordance with the employment laws and regulations in Hong Kong, Mainland China, Malaysia and the United Kingdom.

我們的員工

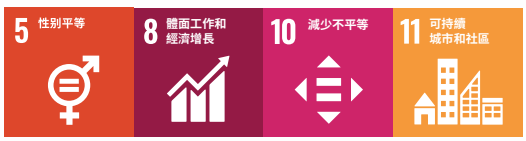
人才是本集團實現願景及抱負、在業界及社會中保持領先及良好聲譽的重要成功因素之一。我們員工的質素是本集團成功的關鍵，對所有級別的技術人員和支援人員皆然。

我們視人力資源為最重要的資產，在推進本公司可持續發展進程的同時，一直把員工發展置於首位。為配合本集團的可持續增長及業務發展需要，我們定期評估員工的發展需要，確保每名同事(包括高級管理層)均獲得充分支援，以發揮最大潛能並實現自我價值。

政策

本集團的僱員手冊載列有關薪酬、福利、福祉、補償、解僱、招聘、晉升、工作時間、休息時間、平等機會、多元共融及反歧視等方面的詳細政策。

本集團的人力資源政策有助實現SDG第5項(性別平等)、SDG第8項(保障勞工權益)、SDG第10項(減少不平等)及SDG第11項(促進共融社區)。



僱傭管理

招聘與解僱

本集團一般透過公開市場招聘及推薦方式聘用僱員。我們致力吸引及挽留合適及合資格的人才加入本集團。我們持續評估人力資源的供應情況，並按業務發展需要決定是否需要增聘人手。我們亦會為即將離職的僱員進行離職面談，以了解本集團在僱傭實務或其他方面可作出的改善。僱員的解僱或自願終止僱傭合約，均按照香港、中國內地、馬來西亞及英國的相關僱傭法律及法規執行。

Promotion

The Group recognises the importance of development and growth of employees. The promotion of employees is based on their performance. Performance appraisal is conducted regularly to evaluate employees' performance regarding safety, work attitude, technical skills, interpersonal skills, etc. For details, please refer to the section headed "Staff Development and Training".

晉升

本集團重視僱員的發展及成長。僱員的晉升乃根據其工作表現而定。本集團定期進行績效評核，以評估僱員在安全意識、工作態度、技術能力及人際溝通等方面的表現。有關詳情請參閱「員工發展及培訓」一節。

Equal Opportunity, Diversity and Anti-discrimination

The Group is committed to providing a fair and equal working environment for all employees, ensure employees are treated equally in every aspect of their jobs. We are committed to providing a discrimination-free working environment. We will never tolerate any form of discrimination or harassment.

平等機會、多元化及反歧視

本集團致力為所有僱員提供公平及平等的工作環境，確保僱員在工作各方面均獲得平等對待。我們致力建立一個沒有歧視的工作環境，概不容忍任何形式的歧視或騷擾。

The Group recognises and embraces the benefits of having a diversified Board and workforce to enhance the quality of its performance. Board Diversity Policy is developed, and diversity is the value incorporated in the recruitment practices. During the reporting period, our Board of Directors in Hong Kong is comprised of 89% of male members and 11% of female members with 22% of them at the age of 30-50 years old and 78% at the age over 50 years old. The age composition was observed to be skewed towards more senior members. To address this, the Group has set board diversity targets across three time horizons, aimed at fostering diversity and inclusiveness across gender, age, and professional expertise.

本集團深明董事會及員工具備多元背景的裨益，有助提升整體表現質素。本集團已制定董事會多元化政策，並將多元化理念納入招聘實務。於報告期間，本集團在香港的董事會成員中，男性佔89%、女性佔11%；其中22%的成員年齡介乎30至50歲，而78%的成員年齡為50歲以上。有鑑於董事會的年齡結構偏向資深成員，本集團已就董事會多元化設定三個不同時間範圍的目標，以促進在性別、年齡及專業背景方面的多元與共融。

Short-term target(s) **短期目標**	• The Board consists of at least one female board member. 董事會有至少一名女性成員。 • Average age of board members do not exceed 60. 董事會成員平均年齡不超過60歲。
Medium-term target(s) **中期目標**	• Introduce at least one non-construction related board members 引入至少一名非建築專業背景的董事會成員
Long-term target(s) **長期目標**	• Introduce at least two non-construction related board members 引入至少兩名非建築專業背景的董事會成員

We never tolerate any discrimination or harassment based on gender, physical fitness, intelligence, race, age, sexual orientation, nationality, religion, family status, etc. It applies to all aspects in employments, including but not limited to recruitment, promotion, transfer, job assignment, rewards and benefits, training and development, suspension, etc.

本集團概不容忍任何基於性別、身體狀況、智力、種族、年齡、性取向、國籍、宗教或家庭狀況等因素的歧視或騷擾。此原則適用於僱傭的各個方面，包括但不限於招聘、晉升、調職、工作分配、獎勵及福利、培訓及發展以及停職等。

Employment Profile

As at 31 December 2025, there were a total of 931 employees. Details of employment statistics are as follows:

僱傭情況

於二零二五年十二月三十一日，本集團共有931名僱員。僱傭統計詳情如下：

Workforce As at 31 December[14] in head count	員工人數 於十二月三十一日[14]之人數	2023 二零二三年	2024 二零二四年	2025 二零二五年
By Gender	**按性別**			
Male	男性	642 (71%)	731 (72%)	**676 (73%)**
Female	女性	264 (29%)	284 (28%)	**255 (27%)**
By Age Group	**按年齡組別**			
Below 30	30歲以下	212 (23%)	233 (23%)	**226 (24%)**
30 – 50	30至50歲	504 (56%)	568 (56%)	**560 (60%)**
Over 50	50歲以上	190 (21%)	214 (21%)	**145 (16%)**
By Employment Type	**按僱傭類型**			
Permanent	全職	743	972	**796**
Contract	合約	163	43	**135**
Expatriate	外聘	0	0	**0**
By Geographical Region	**按地域**			
Hong Kong	香港	665	768	**702**
The Mainland China	中國內地	126	130	**126**
Malaysia	馬來西亞	80	72	**67**
The United Kingdom	英國	35	45	**36**
Total	**總計**	911	1,015	**931**

During the Reporting Period, there were a total of 277 new employees hired, which accounted for approximately 30% of the total number of employees as at the end of the Reporting Period.

於報告期間，本集團共招聘277名僱員，佔報告期間末僱員總數約30%。

The Group strictly abides by related laws and regulations, including but not limited to:

本集團嚴格遵守相關法律及法規，包括但不限於：

- Employment Ordinance (Cap. 57);
- 《僱傭條例》(第57章)；
- Employees' Compensation Ordinance (Cap. 282);
- 《僱員補償條例》(第282章)；
- Mandatory Provident Fund Schemes Ordinance (Cap. 485);
- 《強制性公積金計劃條例》(第485章)；
- Sex Discrimination Ordinance (Cap. 480);
- 《性別歧視條例》(第480章)；
- Family Status Discrimination Ordinance (Cap. 527);
- 《家庭崗位歧視條例》(第527章)；
- Race Discrimination Ordinance (Cap. 602);
- 《種族歧視條例》(第602章)；

[14] It includes the employees of the Group only. Workers of the subcontractors are not included.

[14] 僅包括本集團僱員，並不包括分包商工人。

- Disability Discrimination Ordinance (Cap. 487);
- Minimum Wage Ordinance (Cap. 608);
- The Employee's Provident Fund Act (the EPF Act) of Malaysia;
- The Employment Act 1955 ("**Employment Act**") of Malaysia;
- National Wages Consultative Council Act 2011 (Act 372), Minimum Wages Order 2020 of Malaysia;
- The Employment Act 2008 of the United Kingdom;
- The National Minimum Wage Regulations 2015;
- Regulations on Payment of Wages;
- Labour Law of the People's Republic of China;
- Labour Contract Law of the People's Republic of China; and
- Special rules on the Labour Protection of Female Employees.

During the Reporting Period, to the best of our Directors' knowledge, the Group was not aware of any significant non-compliance case in this regard. For any harassment or discrimination cases discovered, the same complaint handling channel and procedure will take place as mentioned in "Complaint Handling" under the "Project and Service Quality" section.

- 《殘疾歧視條例》(第487章);
- 《最低工資條例》(第608章);
- 馬來西亞《僱員公積金法》;
- 馬來西亞《一九五五年僱傭法》(「**僱傭法**」);
- 馬來西亞《二零一一年國家工資諮詢委員會法》及《二零二零年最低工資規定》;
- 英國《二零零八年僱傭法》;
- 《二零一五年國家最低工資規例》;
- 《員工工資支付條例》;
- 《中華人民共和國勞動法》;
- 《中華人民共和國勞動合同法》;及
- 《女職工勞動保護特別規定》。

於報告期間,據董事所深知,本集團並不知悉在此方面有任何重大違規個案。倘發現任何騷擾或歧視個案,將按照「項目及服務質素」一節中「投訴處理」所述的投訴處理渠道及程序處理。

Employee Retention

Welfare, Remuneration and Compensation

The Group is dedicated to establishing a fair, motivating, and competitive remuneration and benefits system to enhance employee loyalty and satisfaction. Our remuneration structure is based on job grade, professional background, work performance, and market trends, ensuring fairness and competitiveness in salary levels. The annual salary adjustment mechanism incorporates company performance and individual contributions, with provisions for double pay, performance bonuses, and overtime allowances to ensure employees are appropriately rewarded for their efforts. We maintain transparent salary disbursement processes to guarantee accuracy and timeliness.

To attract and retain talents, the Group offers competitive remuneration package with a variety of benefits, including performance-based bonus, retirement provisions such as Mandatory Provident Fund Schemes or Employee Provident Fund Schemes, medical insurance including life insurance and health care, disability and invalidity coverage, special consolation payments, education subsidies, maternity allowance, parental leave and staff care benefits for our eligible full-time employees. The Group also provides parental leave and retirement provisions for temporary or part-time employees. No stock ownership is granted to full-time, temporary and part-time employees.

The chairperson of the Group's remuneration committee is an independent director and the committee is composed mostly by independent directors to ensure fairness and equality when designing the Group's remuneration policies.

Rest Period and Working Hours

All employees are entitled to Public or Statutory Holidays as announced in The Government of Hong Kong Special Administrative Region, Order of the People's Republic of China State Council, the Government of Malaysia Gazette and the United Kingdom's bank holidays each year, as well as reasonable working hours and rest periods. In addition to those Holidays, employees are entitled to annual leave, sick leave, compensation leave, maternity/paternity leave, marriage leave, compassionate leave, birthday leave, etc.

Our Employee Handbook and internal policies clearly outline employees' rights and obligations, including work schedules, rest days, and overtime arrangements, to avoid excessive working hours. Moreover, to further enhance work-life balance, the Group has introduced a five-day workweek arrangement starting 1 April 2024, with work hours and allowance policies adjusted based on departmental needs. We will monitor the implementation of this new arrangement closely and make timely adjustments based on employee feedback.

僱員留任

福利、薪酬及補償

本集團致力建立公平、具激勵性及競爭力的薪酬及福利制度，以提升僱員的忠誠度及滿意度。本集團的薪酬架構乃根據職級、專業背景、工作表現及市場趨勢而釐定，確保薪酬水平具備公平性及競爭力。年度薪酬調整機制會綜合考慮公司表現及個人貢獻，並設有雙糧、績效花紅及加班津貼等安排，以確保僱員的付出獲得適當回報。我們維持透明的薪酬發放流程，以確保發放準確和及時。

為吸引及挽留人才，本集團為合資格全職僱員提供具競爭力的薪酬待遇及多種福利，包括按績效發放的花紅、退休保障例如強制性公積金計劃或僱員公積金計劃、醫療保險包括人壽保險及醫療保障、傷殘及喪失工作能力保障、特別慰問金、教育津貼、生育津貼、育兒假及員工關懷福利。本集團亦為臨時或兼職僱員提供育兒假及退休保障。本集團並無向全職、臨時及兼職僱員授予任何股份。

本集團薪酬委員會主席為獨立董事，而委員會大多數成員亦為獨立董事，以確保在制定本集團薪酬政策時具備公平性及公正性。

休息時間及工作時數

所有僱員均享有由香港特別行政區政府、中華人民共和國國務院令、馬來西亞政府憲報及英國銀行假期每年公布的公眾假期或法定假日，以及合理的工作時數及休息時間。除該等假期外，僱員亦享有年假、病假、補假、產假／侍產假、婚假、恩恤假、生日假等。

本集團的僱員手冊及內部政策清楚列明僱員的權利及義務，包括工作時間安排、休息日及加班安排，以避免工時過長。此外，為進一步提升工作與生活平衡，本集團自二零二四年四月一日起推行五天工作週安排，並按各部門需要調整工作時間及相關津貼政策。我們將密切監察該安排的實施情況，並根據僱員的反饋適時作出調整。

The total number of employees that were entitled to maternity leave was 255 and paternity leave was 676; whilst 5 and 13 employees have taken their maternity and paternity leave respectively during the Reporting Period. There were 5 and 13 employees that returned to work during the Reporting Period after their maternity and paternity leave respectively, and there were 5 and 12 employees that returned to work after maternity and paternity leave respectively that were still employed 12 months after their return to work. The Return to Work Rate[15] and Retention Rates[16] of employees that took maternity and paternity leave were 100% and 94% respectively.

Employee Activities

To create a friendly and caring working environment to our employees, the Group has launched different staff activities to cultivate self-confidence, sense of belongings and cohesion of employees. Our employee activities are mainly categorised into caring, recreational, sports and welfare programmes. The Group regularly organises team-building activities, corporate family days, sports competitions, and festive celebrations, providing employees with opportunities to relax, socialise, and strengthen relationships. Some activities are also open to employees' families to promote work– life balance and strengthen family relationships. Departmental gatherings and events are also encouraged.

During the Reporting Period, a total of 6,391 participations in our employee activities were recorded. These activities included sports events such as running, football, hiking, bowling, badminton and basketball. In addition, welfare benefits such as movie tickets, ice cream and drinks were provided to participants. All employee activities were conducted face-to-face during the Reporting Period.

於報告期間內，符合資格享有產假的僱員總數為255人，而符合資格享有侍產假的僱員總數為676人；其中分別有5名及13名僱員於報告期間內休取產假及侍產假。於報告期間內，分別有5名及13名僱員於休取產假及侍產假後復職，而復職並留任滿12個月的僱員分別為5名及12名。因此，休取產假及侍產假的僱員復職率[15]及留任率[16]分別為100%及94%。

員工活動

為向僱員營造友善及關愛的工作環境，本集團推出了多項員工活動，以培養僱員的自信心、歸屬感及凝聚力。本集團的員工活動主要分為關愛、康樂、體育及福利四大類別。本集團定期舉辦團隊建設活動、企業家庭日、體育比賽及節日慶祝活動，為僱員提供放鬆、社交及增進彼此關係的機會。部分活動亦開放予僱員家屬參與，以促進工作與生活平衡，並增進家庭關係。本集團亦鼓勵各部門舉辦聚會及相關活動。

於報告期間，本集團的僱員活動合共錄得6,391人次參與。該等活動包括跑步、足球、遠足、保齡球、羽毛球及籃球等體育活動。此外，活動參與者亦獲提供電影門票、雪糕及飲品等福利。於報告期間，所有僱員活動均以實體形式進行。

15 Return to work rate = (Total number of employees that did return to work after maternity or paternity leave/Total number of employees expected to return to work after taking maternity or paternity leave) × 100%.

16 Retention rate = (Total number of employees retained 12 months after returning to work following a period of maternity or paternity leave/Total number of employees returning from maternity or paternity leave in the prior Reporting Period) × 100%.

15 復職率 =（休取產假或侍產假後實際復職的僱員總數÷休取產假或侍產假後預計復職的僱員總數）× 100%。

16 留任率 =（休取產假或侍產假後復職並留任12個月的僱員總數 ÷ 於上個報告期間休取產假或侍產假後復職的僱員總數）× 100%。



Construction Industry Happy Run 2025
建造業開心跑2025



HKICM National Day Cup
Basketball Invitation Tournament 2025
香港營造師學會國慶盃
籃球邀請賽2025



Movie Night
電影之夜



Celebrating International Women's Day
慶祝國際婦女節



Labour Day Care Programme 2025
二零二五年勞動節關懷活動



Providing Ice-cream and Drinks in Hot Summer
盛夏中提供雪糕及飲品



Goodman Magic Mile 2025



Construction Industry Bowling Family Fun Day
建造業保齡球家庭同樂日

Employee Turnover ***僱員流失***

Turnover Rate[17]	流失率[17]	2023 二零二三年	2024 二零二四年	2025 二零二五年
By Gender	**按性別**			
Male	男性	258 (28.7%)	201 (21.6%)	**258 (27.6%)**
Female	女性	66 (20.0%)	66 (18.9%)	**103 (28.8%)**
By Age Group	**按年齡組別**			
Below 30	30歲以下	80 (27.4%)	42 (15.3%)	**76 (25.2%)**
30 – 50	30至50歲	189 (27.3%)	162 (22.2%)	**174 (23.7%)**
Over 50	50歲以上	55 (22.4%)	63 (22.7%)	**111 (43.4%)**
By Geographical Region	**按地域**			
Hong Kong	香港	244 (26.8%)	184 (19.3%)	**268 (27.6%)**
The Mainland China	中國內地	10 (7.4%)	12 (8.5%)	**17 (11.9%)**
Malaysia	馬來西亞	53 (39.8%)	51 (41.5%)	**53 (44.2%)**
The United Kingdom	英國	17 (32.7%)	20 (30.8%)	**23 (39.0%)**
Overall	**總計**	324 (26.3%)	267 (20.8%)	**361 (27.9%)**

Among the fluctuations in the number of employees during the reporting period, the Group notes that turnover within the age group of over 50 was relatively high. As the Group has strictly enforced and fully implemented the retirement policy, which mandates retirement at age 60, several employees who reached retirement age in recent years collectively retired during FY2025.

於報告期間的僱員人數波動中，本集團注意到50歲以上年齡組別的流失率相對較高。由於本集團嚴格執行並全面落實規定60歲退休的退休政策，多名於近年達到退休年齡的僱員於二零二五財政年度集體退休。

In 2023, the Group has established targets for lowering the employee turnover rate.

於二零二三年，本集團訂立了有關降低僱員流失率的目標：

Turnover Rate Target	流失率目標	Short-term KPI 短期KPI	Medium-term KPI 中期KPI	Long-term KPI 長期KPI
By Employment Category	**按僱傭類別**			
Senior management	高級管理層	13%	12%	10%
Middle management	中級管理層	22%	20%	19%
General staff	基層員工	30%	29%	28%
Total	總計	28%	26%	25%

[17] Turnover rate = Number of employees left the Group during the Reporting Period/(Number of employees left the Group during the Reporting Period + Number of employees as at the end of the Reporting Period). The Group had a total of 287 employee turnover during the Reporting Period.

[17] 流失率＝報告期間內本集團離職僱員人數 ÷（報告期間內本集團離職僱員人數＋報告期間末僱員人數）。於報告期間內，本集團共流失287名僱員。

To enable effective comparison with the turnover rate target with respect to employment category, turnover rate by employment category during the Reporting Period is disclosed as follows:

為方便有效比較各僱傭類別的流失率目標，於報告期間內各僱傭類別的流失率披露如下：

Turnover Rate	流失率	2023 二零二三年	2024 二零二四年	2025 二零二五年
By Employment Category	**按僱傭類別**			
Senior management	高級管理層	17.8%	23.9%	**23.9%**
Middle management	中級管理層	25.7%	25.9%	**25.6%**
General staff	基層員工	28.13%	18.1%	**29.0%**
Total	**總計**	26.3%	20.8%	**27.9%**

Although the overall turnover rate during the Reporting Period increased to 27.9% from 20.8% in the previous reporting period, it remained within the Group's short-term. However, the Group has not yet achieved the short-term target for turnover rates in respect of both senior management and middle management, with the turnover rates approximately double and slightly above the target respectively.

雖然整體流失率由上個報告期間的20.8%上升至本報告期間的27.9%，惟仍符合本集團的短期目標。然而，本集團在高級管理層和中級管理層的流失率方面仍未達到短期目標，相關流失率分別較目標高出一倍及略為超過。

Despite intense competition for talents, particularly senior management personnel in the market, which presents significant challenges to manpower planning, the Group will strive to enhance its industry competitiveness by strengthening employee retention initiatives. Moving forward, the Group will continue to strengthen employee welfare and career development opportunities, as well as enhance the work environment and enhancing employee cohesion. Through these measures, the Group aims to reduce turnover and maintain a stable management team.

儘管市場上對人才(尤其是高級管理人員)競爭激烈，對人手規劃帶來重大挑戰，本集團將透過加強僱員留任措施，致力提升其在行業內的競爭力。展望未來，本集團將持續加強僱員福利及事業發展機會，並提升工作環境和僱員凝聚力。本集團旨在透過上述措施降低僱員流失率，維持穩定的管理團隊。

Health and Safety

Health care of employees is always the top priority and one of the core values of the Group. We hold a series of online and face-to-face training as well as promotional activities on health and safety issues to increase the flexibility of learning. Keen participation in these activities from our staff creates an encouraging environment to inspire top management from our business partners to constantly review safety measures and to improve job site safety.

健康與安全

僱員的健康一直是本集團的首要關注事項，亦是本集團的核心價值之一。本集團舉辦一系列有關健康與安全的線上及面對面培訓以及宣傳活動，以提高學習的靈活性。僱員積極參與該等活動，營造了良好的氛圍，促使業務夥伴的高級管理層持續檢視安全措施，從而提升工地安全水平。

In addition, we provide employees with a comprehensive wellness program to promote and maintain health both in body and soul such as arranging educational videos promoting hygiene and sharing safety information in the site induction training. We also developed our own mobile application to provide a platform for safety information sharing between Project sites.

此外，本集團為僱員提供全面的健康計劃，以推動及維持身心健康，例如安排推廣衛生知識的教育影片，以及於工地入職培訓中分享安全資訊。本集團亦自行開發流動應用程式，為各項目工地之間提供安全資訊交流的平台。

Furthermore, we care deeply about employees' mental well-being. Through mental health seminars and counselling services, we support employees in finding balance in their fast-paced work environments, enabling more effective self-management.

同時，本集團亦十分關注僱員的心理健康。本集團透過心理健康講座及輔導服務，協助僱員在節奏急促的工作環境中取得平衡，從而提升自我管理能力。

Environmental, Social and Governance Report
環境、社會及管治報告

To enhance our image in the industry as well as bringing improvement into a broader perspective, we support respective governmental departments, trade unions and institutions by joining occupational health and safety promotion campaigns and participate in various kinds of safety competitions amongst other business counterparts. Our health and safety management aligns with the SDG 3: Good Health and Well-being, SDG 8: Decent Work and Economic Growth and SDG 11: Sustainable Cities and Communities.



Policies

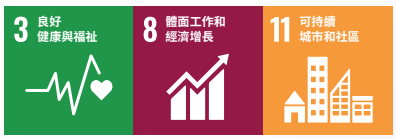
The Group has established internal policies to monitor, audit and review over safety and health performance.

1. ***Safety and Health Policy***
   Safety and Health (S&H) at work is the Group's most important goal to achieve. Our Safety and Health Policy sets out our commitments and our safety performance goal. The policy also proposes a target of achieving zero fatal accidents and accident frequency rate not exceeding 8.0 per 1,000 workers per year. During the Reporting Period, the Group recorded 1 fatal accidents and accident frequency rate of 7.95 per 1,000 workers. To achieve the targeted safety performance, we will continue to strengthen our health and safety management.

2. ***Occupational Health and Safety Management System***
   Our Occupational Health and Safety Management System has been independently certified against ISO 45001:2018 and the Group strives to pursue high health and safety standards to all employees and any parties who are affected by our operations.

3. ***Site Incident Reporting Procedure***
   The Group has established the Site Incident Reporting Procedure as guidance for frontline staff to respond to any site incidents occurred. Under the procedure, site incidents are categorised into safety incidents and incidents causing work-injuries and responsible personnels, such as frontline management staff, designated site emergency contact persons, Safety Officers, Project Managers, Project Directors are involved in the reporting process of the incidents occurred depending on the severity of the incidents.

此外，為提升本集團於行業內的形象，並從更廣闊的層面推動持續改善，本集團支持相關政府部門、工會及機構舉辦的職業健康與安全推廣活動，並參與其他企業共同舉辦的各類安全比賽。本集團的健康與安全管理符合SDG 3（良好健康與福祉）、SDG 8（體面工作和經濟增長）以及SDG 11（可持續城市和社區）。



政策

本集團已制定內部政策，以監察、審核及檢討安全與健康表現。

1. ***安全與健康政策***
   工作場所的安全與健康是本集團致力達成的最重要目標。本集團的安全與健康政策列明我們的承諾及安全表現目標。該政策亦提出實現零致命意外，以及每年每千名工人的意外頻率不超過8.0的目標。於報告期間，本集團錄得1宗致命意外，而每千名工人的意外頻率為7.95。本集團會繼續加強健康與安全管理，以達致目標安全表現。

2. ***職業健康安全管理體系***
   本集團的職業健康安全管理體系已獲得ISO 45001:2018獨立認證。本集團致力為所有僱員及任何受我們營運影響的各方追求高水平的健康與安全標準。

3. ***工地事故報告程序***
   本集團已制定工地事故報告程序，為前線人員應對工地事故提供指引。根據該程序，工地事故分為安全事故及導致工傷的事故。視乎所發生事故的嚴重程度，相關負責人員（如前線管理人員、指定工地緊急聯絡人、安全主任、項目經理及項目總監）將參與事故匯報過程。

4. ***Emergency Response Management Policy***
The Group has formulated the Emergency Response Management Policy to provide guidance and define responsibilities of different responsible parties when emergency situations occur. When an emergency situation occurs, frontline staff should report to the Emergency Response Unit and the unit will conduct investigation at site where the incident occurred, Site Supervisor then report to the Project Manager. Evacuation of workers takes place in case if the work situation is considered to have immediate danger.

Occupational Measures

Owing to the wide variety of our Projects, each Project is required to develop the Project-specific Safety Plan to identify and mitigate work-related hazards, overseen by the Project environmental management team. It outlines the approaches to coordinate, manage and control the works in order to protect the safety, health and welfare of all workers, employees and the public engaged on the Project or affected by the operations. This is established to ensure that all statutory and contractual requirements are observed. In addition, Compliance Department will organise monthly safety meeting to discuss safety incidents occurred and determine if any corrective actions and improvement have to be implemented to prevent similar cases from happening in future.

Our Progress

1. ***Enhancing our safety management system***
In order to improve the Group's safety management level, enhance the safety management system and meet the safety needs of customers and related parties, we standardise safety management activities and promote the awareness of production safety to ensure the safety of employees and workers by striving to avoid any accidents from happening. We have implemented the original safety management system by taking actions, in accordance with the ISO 45001:2018 standard, as well as other applicable laws, regulations and requirements. In addition, we review the document records, arrangements and implementation of the Site Safety Management System under our internal "Site Safety Management Evaluation System". During the Reporting Period, the Group has reviewed and updated the Civilized Construction Management Manual. We educate the frontline foremen and ensure they have understood their safety responsibilities in accordance with the Safety Management Operation Manual. On the other hand, the Group has established safety performance targets and pursued zero work-related fatalities. The management of the Group had conducted safety and environmental protection inspections to identify potential hazards, so as to achieve the project safety production and environmental protection indicators.

4. ***緊急應變管理政策***
本集團已制定緊急應變管理政策，作為發生緊急情況時的指引，界定不同負責方的職責。當發生緊急情況時，前線人員應向緊急應變小組報告，該小組將在發生事故的工地進行調查，隨後工地主管會向項目經理報告。如認為工作環境存在即時危險，則會疏散工人。

職業安全措施

鑒於本集團各項目類型多樣，每個項目均須制定特定的安全計劃，以識別及減低與工作相關的風險，並由項目環境管理團隊負責監督。該安全計劃概述協調、管理及控制工程的相關措施，以保障所有參與項目或受其運作影響的工人、僱員及公眾的安全、健康及福祉，並確保所有法定及合約規定均獲遵守。此外，合規部門將每月舉行安全會議，討論曾發生的安全事故，並釐定是否需要採取任何糾正措施及改進措施，以防止日後再次發生類似事件。

我們的進展

1. ***提升安全管理體系***
為提升本集團的安全管理水平、完善安全管理體系，並滿足客戶及相關方的安全需求，本集團通過規範安全管理活動及推動安全生產意識，致力避免發生事故，以確保僱員及工人的安全。本集團已按照ISO 45001:2018標準以及其他適用法律、法規及相關要求採取行動，落實既有的安全管理體系。此外，本集團透過內部「工地安全管理評估制度」審視工地安全管理體系的文件記錄、安排及執行情況。於報告期間，本集團已檢討及更新文明施工管理手冊。本集團亦教育前線領班員，確保其了解安全管理操作手冊下的相關安全責任。另一方面，本集團亦訂立安全表現目標，致力實現零因工死亡事故。本集團管理層亦已進行安全及環保巡查，以識別潛在風險，從而確保達成項目安全生產及環境保護指標。

2. *Safety promotion activities*

During the Reporting Period, we proactively invite 11 of our Projects to conform and sign the "Production Safety and Fire-fighting Target Management Responsibility Agreement of 2025" (《2025年度安全生產和消防工作目標管理責任書》). Compliance Department has arranged a series of safety training and review safety inspection records.

3. *Strengthening on-site inspections*

The Group conducted recurring regular inspections, in particular on working procedures identified with high potential occupational safety hazards and kept monitoring the safety performance of each Project site. During the Reporting Period, our staff in the Compliance Department have conducted 1,678 times of safety inspections, such as equipment and facilities used for work at height. We also conducted 80 times of safety inspection with our management to facilitate communication between our frontline staff and management on safety issues and identify any improvement areas on safety performance.

4. *Emergency response*

In response to the increasingly frequent extreme weather condition, the Compliance Department has strengthened our measures on several kinds of emergency drills at our Projects sites such as fire drill, typhoon and rainstorm drill. We have established emergency response unit at each of our Projects and implemented more stringent cessation of work standards than the local government requirement to ensure our workers are protected under adverse weather condition. The Group has updated the Fire Prevention Procedure, setting out stringent guidelines and checklist for fire safety inspection, as well as new measures to prevent fire at construction sites.

5. *Safety training and education*

We offered safety training and encouraged our employees to participate in various activities relating to health and safety. Our employees participated in the "Safety Promotion Consultation Day" (安全宣傳諮詢日) which provided a platform for safety information and case sharing to enhance their safety awareness and knowledge. We provide various VR safety trainings through "Smart Site Safety System (4S)", which simulates scenarios such as hoisting, confined space operations, and bamboo scaffolding construction, providing safety operation practice and assessments. Results are directly uploaded to the central platform for management review, significantly enhancing workers' safety awareness and operational standards.

2. *安全推廣活動*

於報告期間，本集團主動邀請轄下11個項目參與並簽署《2025年度安全生產和消防工作目標管理責任書》。合規部門亦安排了一系列安全培訓，並審閱安全檢查記錄。

3. *加強工地巡查*

本集團定期進行巡查，特別針對被識別為具有較高職業安全風險的工作程序，並持續監察各項目工地的安全表現。於報告期間，合規部門人員共進行1,678次安全檢查，例如針對高空作業設備及設施的檢查。本集團管理層亦進行了80次安全巡查，以促進前線員工與管理層就安全事宜的溝通，並識別安全表現方面的改進空間。

4. *緊急應變*

為應對日益頻繁的極端天氣情況，合規部門加強了各項目工地的緊急演習，包括消防演習、颱風演習及暴雨演習。本集團於各項目設立緊急應變小組，並實施較地方政府要求更嚴格的停工標準，確保工人在惡劣天氣情況下獲得充分保障。本集團亦已更新防火程序，訂明更嚴格的消防安全檢查指引及檢查清單，並制定新的建築工地防火措施。

5. *安全培訓與教育*

本集團提供安全培訓，並鼓勵僱員參與各類與健康及安全相關的活動。本集團僱員參與「安全宣傳諮詢日」。該活動為安全資訊及個案分享提供平台，以提升僱員的安全意識及相關知識。本集團亦透過「智慧工地安全系統(4S)」提供多項VR安全培訓，包括吊運、密閉空間作業、竹棚架的搭建等模擬場景，為工人提供安全操作練習及評估。相關結果會直接上傳至中央平台供管理層檢視，大幅提升工人的安全意識及作業水平。

6. ***Making use of technology***
To enhance our communication with employees, we make use of the online social platform. We frequently communicate various safety activities and message through instant messaging software. We continue to utilise our safety mobile applications of CR Construction for real time monitoring of our Project sites and sending corrective instructions to our sub-contractors on any safety issues for remediation purposes. We have self-developed "Smart Site Safety System (4S)", which integrates a central management platform, digital equipment tracking, high-risk work permits, control of access to hazardous areas, smart equipment operation alerts, intelligent monitoring of frontline workers, AI safety monitoring, confined space monitoring, and VR safety training.

7. ***Health care for workers***
We highly concern about the safety and health of our frontline workers. The Group provides medical insurance or health insurance to all employees who passed their probation period assessment and have been employed for over 3 months. All workers can get healthcare information in induction training and from Safety Officer.

Safety Performance

Our Projects are subject to certain safety and health requirements pursuant to the laws in Hong Kong, Mainland China, Malaysia and the United Kingdom, including but not limited to:

- The Factories and Industrial Undertakings Ordinance (Cap. 59);
- The Dangerous Goods Ordinance (Section 6) (Cap. 295);
- The Occupational Safety and Health Ordinance (Cap. 509);
- The Occupational Safety and Health Act 1994;
- The Factories and Machinery Act 1967 of Malaysia;
- Health and Safety at Work etc. Act 1974 of the United Kingdom;
- Labour Law of the People Republic of China; and
- Regulations on Industrial Injury Insurance of China.

During the Reporting Period, there were five confirmed cases of non-compliance with the regulations under the Factories and Industrial Undertakings Ordinance (Cap. 59). We will continue our efforts to raise safety awareness amongst our stakeholders and to ensure that we learn from these incidents to prevent reoccurrences.

6. ***應用科技***
為加強與僱員的溝通，本集團利用線上社交平台，並經常透過即時通訊軟件發放各類安全活動及資訊。本集團持續使用華營建築的安全流動應用程式，即時監察各項目工地的情況，並就安全問題向分包商發出整改指示。本集團亦自主研發「智慧工地安全系統(4S)」，該系統整合中央管理平台、設備數碼追蹤、高風險作業許可、危險區域出入管控、智能設備操作警示、前線工人智能監測、AI安全監察、密閉空間監測以及VR安全培訓等功能。

7. ***工人健康保障***
本集團高度重視前線工人的安全及健康，為所有通過試用期評核並受聘滿三個月的僱員提供醫療保險或健康保險。所有工人亦可在入職培訓及向安全主任了解健康護理相關資訊。

安全表現

本集團的各項目須遵守香港、中國內地、馬來西亞及英國相關法律訂明的若干安全及健康規定，包括但不限於：

- 《工廠及工業經營條例》(第59章)；
- 《危險品條例》(第6條)(第295章)；
- 《職業安全及健康條例》(第509章)；
- 《一九九四年職業安全與健康法》；
- 馬來西亞《一九六七年工廠及機械法》；
- 英國《一九七四年工作健康與安全等法》；
- 《中華人民共和國勞動法》；及
- 中國《工傷保險條例》。

於報告期間，根據《工廠及工業經營條例》(第59章)，共有五宗經確認的不合規個案。本集團將繼續致力提升持份者的安全意識，並確保從該等事件中汲取經驗，以防止類似情況再次發生。

The details regarding our performance on health and safety across all projects in Hong Kong are as follows:

本集團於香港所有項目在健康與安全方面的表現詳情如下：

		2023 二零二三年	2024 二零二四年	2025 二零二五年
Number of recordable accidents	可記錄事故數量	25	26	**38**
Rate of recordable work-related injuries per 200,000 hours worked[18]	每200,000工作時數可記錄工傷率[18]	0.42	0.42[19]	**0.44**
Number of fatalities	死亡人數	1	0	**1**
Fatalities rate per 1,000 employee and workers[20]	每千僱員及工人因工致死比率[20]	0.25	0	**0.21**
Rate of fatalities as a result of work-related injury per 200,000 hours worked[21]	每200,000工作時數因工致死比率[21]	0.02	0	**0.01**
Number of high-consequence work-related injuries (excluding fatalities)	嚴重工傷個案（不包括死亡個案）	8	2	**4**
Rate of high-consequence work-related injuries (excluding fatalities)[22]	嚴重工傷率（不包括死亡個案）[22]	0.13	0.03[19]	**0.05**
Lost days due to injuries	因工傷損失工作日數	3,922	3,660	**5,419**

The main type of work-related injury was striking against a fixed or stationary object. The total number of hours worked were around 17,200,800 during the Reporting Period.

工傷事故的主要類型為碰撞到固定或靜止物件。於報告期間，總工作時數約為17,200,800小時。

With regard to the one fatality case in the Reporting Period, which involved a fall from height, Safety Procedures for Demolition of Lateral Support Structures have been formulated and implemented to prevent the re-occurrence of similar accidents, focusing on the prevention of object or personnel from falling off. The construction method statement for the demolition of lateral support structures must be approved by the consultant/supervisor after considering all factors in the risk assessment. Works shall be carried out in accordance with the approved method statement, following the specified sequence and locations for cutting and removing lateral supports.

因應報告期間發生的一宗涉及高處墜下的致命事故，本集團已制定並實施橫向支撐結構拆除安全程序，重點防範物件或人員墜落，以防止類似事故再次發生。橫向支撐結構拆除工程的施工方法說明書，須經顧問／主管在充分考慮風險評估各項因素後作出批准。相關工程須按照已批准的方法說明書進行，依照所訂明的切割及拆除橫向支撐的次序及位置施工。

18 Rate of recordable work-related injuries per 200,000 hours worked = (Number of recordable work-related injuries/Number of hours worked) × 200,000. The Group's total number of hours worked across all projects were approximately 17,200,800 hours in 2025, 12,340,800 hours in 2024 and 11,893,182 hours in 2023.

19 These data have been restated, with the total number of hours worked across all projects revised to 12,340,800 hours.

20 Fatality rate per 1,000 employees and workers = (Number of fatality/Daily average employees and workers) × 1,000.

21 Rate of fatalities as a result of work-related injury per 200,000 hours worked = (Number of fatalities as a result of work-related injury/Number of hours worked) × 200,000.

22 Rate of high-consequence work-related injuries (excluding fatalities) per 200,000 hours worked = (Number of high-consequence work-related injuries (excluding fatalities))/Number of hours worked × 200,000.

18 每200,000工作時數的可記錄工傷率＝（可記錄工傷數目÷工作時數）×200,000。本集團所有項目的總工作時數於二零二五年約為17,200,800小時、二零二四年約為12,340,800小時，而二零二三年約為11,893,182小時。

19 有關數據已重列，所有項目的總工作時數修訂為12,340,800小時。

20 每千僱員及工人因工致死比率＝（死亡人數÷僱員及工人每日平均人數）× 1,000。

21 每200,000工作時數因工致死比率＝（因工致死人數÷工作時數）×200,000。

22 每200,000工作時數的嚴重工傷率（不包括死亡個案）＝（嚴重工傷個案數目（不包括死亡個案）÷工作時數）×200,000。

Looking ahead, we strive to improve our safety management system. Our plans are as follows:

1. Continue to review our Safety and Health Policy and our safety targets regularly;
2. Continue to strengthen the Safety Incentive Scheme and enhance the safety requirements for frontline management and workers;
3. Remediation and follow-up actions for the safety issues identified and enhance our onsite management and site planning;
4. Launch a safety working experience scheme to invite frontline staff to participate in safety works to enhance the communication and understanding among departments;
5. Strengthen cross-departmental collaboration mechanisms and the integration between operational planning and on-site audits;
6. Establish an internal safety monitoring committee to ensure the effective implementation of corrective measures;
7. For all high-risk work, we will conduct pre-work training and strengthen risk assessments as well as our inspection during the work;
8. Implementing of "Permit to Work" system;
9. Safety Alerts are made with citations of real occupational accident cases together with safety precautionary measures and are distributed to frontline staff or stuck on the safety bulletin board to raise the safety awareness of our frontline staff; and
10. Encourage more colleagues to participate in safety competition and other activities as well as using more vivid ways to raise the employees' safety awareness.

The Group has set up targets regarding performance on occupational health and safety.

展望未來，本集團將致力進一步完善安全管理體系，相關計劃如下

1. 持續定期檢討本集團的安全與健康政策以及安全目標；
2. 持續加強安全獎勵計劃，並加強對前線管理人員及工人的安全規定；
3. 就已識別的安全問題採取整改及跟進措施，並加強工地管理及工地規劃；
4. 推出安全工作體驗計劃，邀請前線員工參與安全工作，加強各部門之間的溝通及理解；
5. 加強跨部門協作機制，以及作業規劃與工地審核之間的整合；
6. 設立內部安全監察委員會，以確保各項糾正措施得到有效落實；
7. 就所有高風險作業進行施工前培訓，加強風險評估，並在施工期間加強巡查；
8. 實施「工作許可證」制度；
9. 編製安全警示，引用真實職業事故案例及安全預防措施，並向前線員工發放或張貼於安全公告板上，以提升前線員工的安全意識；及
10. 鼓勵更多同事參與安全比賽及其他相關活動，並以更生動的方式提升僱員的安全意識。

本集團已就職業健康與安全表現制定相關目標。

		Short-term KPI 短期KPI	Medium-term KPI 中期KPI	Long-term KPI 長期KPI
Number of fatalities	因工致死人數	0	0	0
Number of recordable accidents	可記錄事故數量	-5%	-10%	-20%
Lost days due to work injuries	因工傷損失工作日數	-5%	-10%	-20%

During the reporting period, the Group has not yet achieved the safety targets in respect of maintaining zero work-related fatalities, reducing lost workdays due to workplace injuries, and lowering the number of recordable accidents. There remains room for improvement in managing the number of recordable incidents and reducing the injury rate.

於報告期間，本集團在保持無因工致死人數、減少因工傷損失工作日數及降低可記錄事故數量方面仍未達致安全目標，在控制可記錄事故數量及減少工傷率方面仍有改進空間。

Staff Development and Training

The Group actively engages in staff development, supporting employees' professional growth and career advancement through the establishment of a fair and transparent promotion and development mechanism, alongside a comprehensive training system.

員工發展及培訓

本集團積極進行員工培訓，通過建立公平及透明的晉升及發展機制，配合完善的培訓體系，支持僱員的專業成長及職涯發展。

Promotion and Development

We adhere to a policy of prioritizing internal promotions, ensuring that all employees have equal opportunities for advancement. This policy assesses employees based on their educational background, work experience, and actual performance, comprehensively evaluating their professional capabilities and role suitability to ensure transparency and fairness in promotion decisions.

晉升及發展

我們恪守內部晉升優先的政策，確保所有僱員享有平等的晉升機會。此政策以僱員的教育背景、工作經驗及實際績效為基礎，全面評估僱員的專業能力及工作適配度，以確保晉升決策的透明度及公平性。

To achieve fair performance management and a diverse incentive system, the Group conducts biannual performance evaluations of employees, which serve as a key basis for promotion assessments, salary adjustments, and annual bonus determinations. During the evaluation process, supervisors and employees jointly establish clear work objectives and development plans, incorporating both self-assessment and supervisor evaluations, to comprehensively review work performance. The results are then reviewed by senior management. In cases where there are significant discrepancies or low ratings, a grievance mechanism is in place to ensure fairness and transparency in the evaluation process while encouraging excellence and continuously enhancing employee competitiveness.

為了實現公平的績效管理及多元化的獎勵制度，本集團每半年對僱員進行一次績效評估，作為晉升考核、薪酬調整及年度獎金確定的重要依據。評估過程中，主管與員工共同制定明確的工作目標及發展計劃，結合自我評估與主管評估，對工作表現進行全面檢討，並由高層管理覆核結果。在評估結果出現明顯差異或評價偏低的情況下，我們設有申訴機制，以確保評估過程公平及透明，並同時鼓勵僱員積極求進，持續提升競爭力。

To meet the needs of our sustainable growth and business development, we regularly assess our colleagues' developmental needs to ensure everyone, including the top management, have sufficient support to achieve their top potential and self-actualisation.

為配合本集團可持續增長及業務發展的需要，本集團定期評估同事的發展需要，確保每名同事(包括高級管理層)均獲得充分支援，以發揮最大潛能並實現自我價值。

Below are the details of employees who received a regular performance and career development review during the Reporting Period.

以下為於報告期間接受定期績效及職涯發展檢討的僱員詳情。

Percentage of Employees who received a regular performance and career development review[23]	接受定期績效及職涯發展檢視的僱員百分比[23]	2023 二零二三年	2024 二零二四年	2025 二零二五年
By Gender	**按性別**			
Male	男性	82.4%	72.2%	**84.2%**
Female	女性	75.0%	75.0%	**78.8%**
By Employment Category	**按僱傭類別**			
Manager or above	經理或以上	74.5%	47.2%	**48.1%**
Supervisor or above	主任或以上	88.8%	79.9%	**97.2%**
Operator/Support Level	操作員／後勤支援	76.9%	74.6%	**83.8%**
Overall	**整體**	80.2%	73.0%	**82.7%**

We establish individual labour contracts with each of our employees in accordance with the applicable labour laws. The remuneration package which we offer to employees includes salary, bonus and other cash subsidies.

本集團按照適用的勞工法例與各僱員訂立個別勞動合約。我們向僱員提供的薪酬待遇包括薪金、花紅及其他現金津貼。

The performance of our employees is reviewed twice a year for numerous purposes such as promotion appraisals, salary adjustments and determination of annual bonus. We intend to maintain our remuneration packages competitive to attract talented labour in the construction industry and retain existing staff members.

本集團每年為僱員進行兩次績效評估，以作晉升評核、薪酬調整及釐定年度花紅等不同用途。本集團有意維持具競爭力的薪酬待遇，以吸引建造業的人才並吸引現有員工留任。

Learning and Development

The Group has always regarded talent as valuable asset for business development and is committed to building a comprehensive and systematic learning and training system. In order to allow our new employees to familiarise with their respective job requirements and the relevant regulations and rules, they are required to attend orientation workshop upon job commencement. Also, our new employees are subject to a probation period of three months. Upon completion of the probation period, relevant supervisors will decide if permanent employment status will be granted to the new employees based on their performance. Besides the above core technical skills, focused training and support scheme for graduates with related industry background, the Group provides new employees with a series of activities such as site visits, one-on-one mentorship, bonding activities and training to help facilitate their adaptation to the Group's working environment and culture.

學習及發展

本集團一直視人才為企業發展的寶貴資產，致力建立全面及系統化的學習及培訓體系。為使新入職僱員熟悉其職務要求以及相關法規和制度，新僱員在入職時須參加入職培訓。此外，新僱員一般須接受為期三個月的試用期。試用期結束後，相關主管將根據其工作表現決定是否向新僱員授予正式聘用資格。除上述核心技術技能培訓及為具相關行業背景的畢業生提供的特定培訓及支援計劃外，本集團亦為新僱員安排一系列活動，例如工地參觀、一對一導師指導、聯誼活動及培訓，以協助其更快適應本集團的工作環境及企業文化。

[23] Percentage of employees who received a regular performance and career development review = Total number of employees who received a regular performance and career development review during the Reporting Period/Total number of employees.

[23] 接受定期績效及職涯發展檢視的僱員百分比＝於報告期間接受定期績效及職涯發展檢視的僱員總數÷僱員總數。

The Group have held in-house training hosted by senior members of staff and guest speakers to deliver technical seminars tailored to suit our needs. We introduce an online training platform to our departments for them to share their training programme resources, such as videos and online guest talks. Staff can attend the training at anytime and anywhere, while the Group can keep monitoring the learning process and progress. We believe that the provision of opportunities to continuous learning and advanced training can both increase our staff member's competence and work efficiency; as well as enhance their job satisfaction and loyalty.

本集團亦舉辦由資深員工及嘉賓講者主持的內部培訓，提供切合本集團需要的技術研討會。本集團同時引入線上培訓平台，供各部門分享培訓資源，例如培訓影片及線上講座。僱員可隨時隨地參與相關培訓，而本集團亦可持續監察其學習過程及進度。本集團相信，提供持續學習及進階培訓的機會，不僅能提升僱員的專業能力及工作效率，亦有助提高其工作滿意度及對本集團的忠誠度。

Meanwhile, we organise training with external teaching and professional institutions on technical and managerial skills, as well as pave career paths for the long-term professional development of staff through implementing the following trainings to various levels and disciplines of staff:

同時，本集團亦與外部教育及專業機構合作，舉辦有關技術及管理技能的培訓，並透過推行以下培訓計劃，為不同職級及專業範疇的僱員規劃長遠職涯發展路徑：

- Project-based mentor scheme;
- Graduate Development Programme;
- Professional skills training and workshops; and
- Latest construction technologies.

- 項目導師計劃；
- 畢業生發展計劃；
- 專業技能培訓及工作坊；及
- 最新建築技術培訓。

Furthermore, the Group has designed targeted development plans for employees at different stages of their careers, such as development programs for fresh graduates, leadership development courses for high-potential young talents, and advanced leadership and strategic management training for mid-to-senior level management, aimed at cultivating a multi-level talent pool of both professionals and managers. The training methods are diverse, including in-person classes, workshops, site visits, and online courses, complemented by evaluation and feedback mechanisms to ensure effectiveness.

此外，本集團針對不同職業階段的僱員，設計針對性的發展計劃，例如針對應屆畢業生而設的發展課程、針對高潛質青年人才而設的領導力發展課程、以及針對中高層管理人員而設的高級領導力及策略管理培訓等，旨在培養橫跨不同層級的專業人才及管理人才梯隊，並利用多元化的培訓方式，包括面授課程、工作坊、實地考察、線上課程等，輔以評估及回應機制，以確保培訓效果。

We continuously review our existing training programmes and determine whether additional personnel are required to support our business development and emerging construction trends. To keep our employees abreast of new knowledge and skills, we organise training programmes for our employees, the programmes including technical skills training such as BIM, safety and quality management, as well as soft skills such as leadership, communication, presentation and crisis management training, etc. In addition, we also prioritise employees' professional development and personal growth through initiatives such as professional skill competitions, knowledge seminars, and cultural exchange programmes, encouraging employees to broaden their horizons and enhance their capabilities beyond work.

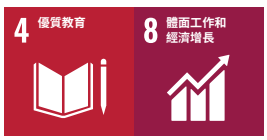
本集團持續檢討現有培訓計劃，並評估是否需要增聘人員以配合業務發展及新興建築趨勢。為使僱員掌握最新知識及技能，本集團為僱員安排多項培訓計劃，包括建築信息模型(BIM)）等技術技能培訓、安全及品質管理培訓，以及領導力、溝通技巧、演講技巧及危機管理等軟技能培訓。此外，本集團亦透過舉辦專業技能比賽、知識研討會及文化交流活動等方式，促進僱員的專業發展及個人成長，鼓勵僱員拓闊視野，並在工作以外持續提升自身能力。

Environmental, Social and Governance Report
環境、社會及管治報告

The Group attach great importance to the quality of our construction management and sustainable development, we are also determined to develop our young talents. Our commitment to SDG 4 on quality education and SDG 8 on decent work and economic growth is demonstrated through our promotion in development-oriented policies that support productive activities and employee training.

本集團高度重視建築管理質素及可持續發展，並致力培育年輕人才。本集團透過推行以發展為導向的政策，支持具生產力的業務活動及僱員培訓，以體現就SDG 4（優質教育）及SDG 8（體面工作和經濟增長）方面的承諾。





During the Reporting Period, the Group continued to implement a comprehensive range of staff development and training initiatives to support employee growth and professional advancement. Key development schemes for students and graduates included the Internship Scheme, the 2025 Graduate Development Programme supporting 30 graduates, the HKIE Scheme "A" Training with 13 trainees, and the HKIS APC Scheme for Assistant Quantity Surveyors. For ongoing professional development, the Group delivered targeted technical training, such as the Foreman Technical Training Module 1 to Module 6 classes, and the CPE Construction Measurement and Quantification Training with 13 participants. Employees also had access to the Dingtalk e-learning platform, and could apply for the external training subsidy, and membership fee sponsorship were maintained to further support continuous learning and career progression. A personnel portrait analysis was also conducted by all staff to inform and refine the Group's talent development strategies.

於報告期間，本集團持續推行一系列全面的員工發展及培訓計劃，以支持僱員成長及專業發展。為學生及畢業生而設的主要發展計劃包括實習計劃、支持30名畢業生參與的二零二五年畢業生發展計劃、香港工程師學會「經學會評審的課程及培訓界別」培訓（共有13名受訓人員），以及為助理工料測量師而設的香港測量師學會專業評核試計劃。在持續專業發展方面，本集團亦提供具針對性的技術培訓，例如領班員技術培訓課程第1至6模組，以及共有13名參與者的CPE建造工程測量及計量培訓。僱員亦可使用釘釘線上學習平台，並可申請外部培訓資助，亦設有會員費資助，以進一步支持持續學習及職涯發展。此外，本集團亦為全體員工進行人才畫像分析，以為本集團的人才發展策略提供依據並加以完善。

In addition, the Group places great emphasis on ESG related training, with the aim to continuously enhance employees' awareness and capabilities in the ESG field. During the Reporting Period, employees received an average of 1.68 hours of ESG training[24]. Compared to the 0.94 hours per employee of ESG training in 2024, this represents a significant increase reflecting the Group's growing commitment and investment in ESG training.

此外，本集團亦高度重視與ESG相關的培訓，旨在持續提升僱員在ESG領域的認識及能力。於報告期間，僱員平均接受1.68小時的ESG培訓[24]。相比二零二四年每名僱員平均接受0.94小時的ESG培訓，該數字顯著上升，反映本集團在ESG培訓方面持續增加投入並日益重視相關發展。

[24] Average ESG training hours = Total hours of employees received ESG training during the Reporting Period/Total number of employees. In 2025, the Group provided ESG related training covering areas such as ESG reporting, environmental management, green building, ISO standards, compliance, anti-corruption, and quality control, with a total of 1,564.15 hours. In the future, the Group will consider incorporating ESG training into its scope of verification and may engage third party institutions for professional assessments to further enhance the quality and effectiveness of the training.

[24] 平均ESG培訓時數 = 報告期間僱員接受ESG培訓總時數 ÷ 僱員總數。於二零二五年，本集團提供合共1,564.15小時的ESG相關培訓，內容涵蓋ESG報告、環境管理、綠色建築、ISO標準、合規、反貪污及品質控制等領域。未來，本集團將考慮把ESG培訓納入審驗範圍，並聘用第三方機構進行專業評估，以進一步提升培訓質素及效果。

As at 31 December 2025, the Group had a total of 807 employees received training and offered a total of 8,448.98 training hours. The details are as follows:

於二零二五年十二月三十一日，本集團共有807名僱員接受培訓，合共提供的培訓時數為8,448.98小時。詳情如下：

Percentage of Trained employees[25]	受訓僱員百分比[25]	2023 二零二三年	2024 二零二四年	2025 二零二五年
By Gender	**按性別**			
Male	男性	77.4%	85.6%	**90.4%**
Female	女性	67.4%	81.0%	**76.9%**
By Employment Category	**按僱傭類別**			
Manager or above	經理或以上	73.8%	82.4%	**79.6%**
Supervisor or above	主任或以上	71.9%	85.8%	**86.8%**
Operator/Support Level	操作員／後勤支援	76.3%	84.1%	**87.9%**
Overall	**整體**	74.5%	84.3%	**86.7%**

Composition of Employees Received Training within Trained Employees Population in Percentage[26]	受訓僱員總數中接受培訓的僱員的組成百分比[26]	2023 二零二三年	2024 二零二四年	2025 二零二五年
By Gender	**按性別**			
Male	男性	73.6%	73.1%	**75.7%**
Female	女性	26.4%	26.9%	**24.3%**
By Employment Category	**按僱傭類別**			
Manager or above	經理或以上	16.3%	10.4%	**10.7%**
Supervisor or above	主任或以上	30.4%	25.5%	**22.8%**
Operator/Support Level	操作員／後勤支援	53.3%	64.1%	**66.5%**
Overall	**整體**	100.0%	100.0%	**100.0%**

Average Training Hours[27]	平均培訓時數[27]	2023 二零二三年 Hours/ employee （僱員人均小時）	2024 二零二四年 Hours/ employee （僱員人均小時）	2025 二零二五年 Hours/ employee （僱員人均小時）
By Gender	**按性別**			
Male	男性	9.7	18.3	**9.7**
Female	女性	8.6	21.2	**7.3**
By Employment Category	**按僱傭類別**			
Manager or above	經理或以上	5.3	12.8	**7.2**
Supervisor or above	主任或以上	7.3	11.2	**8.9**
Operator/Support Level	操作員／後勤支援	11.9	23.3	**9.5**
Overall	整體	9.4	19.1	**9.1**

25 Percentage of trained employees = Total number of employees received training during the Reporting Period/Total number of employees.

26 Composition of employees received training within trained employees population in percentage = Total number of employees received training during the Reporting Period by types/Total population of employees trained.

27 Average training hours = Total training hours during the Reporting Period/Total number of employees.

25 受訓僱員百分比＝報告期內受訓僱員總數 ÷ 僱員總數。

26 受訓僱員總數中接受培訓的僱員的組成百分比＝報告期內按類型劃分的受訓僱員總數 ÷ 受訓僱員總數。

27 平均受訓時數＝報告期內受訓總時數 ÷ 僱員總數。

The Group established specific targets for employee training to maintain high standards of training effectiveness and performance, enhancing employees' professional skills and career competencies. Through quantifiable goals, we aim to regularly assess training outcomes and make necessary adjustments to support employees in achieving their career development objectives.

本集團針對僱員培訓訂定具體目標，以維持高水平的培訓效果及績效，提升僱員的專業技能及職業能力。透過制定可量化的目標，我們計劃定期評估培訓成果，並作出必要的調整，以支援僱員實現其職涯發展目標。

		Short-term KPI 短期KPI	Medium-term KPI 中期KPI	Long-term KPI 長期KPI
Percentage of employees trained	受訓僱員百分比	60%	67%	74%
Average training hours	平均培訓時數	11 hours 小時	13 hours 小時	15 hours 小時

The percentage of employees trained during the Reporting Year was satisfactory and exceeded the training targets. However, the average training hours have not yet achieved the short-term target. Moving forward, we will continue to launch more training programmes and enhance encouragement for employee participation.

報告年度的受訓僱員百分比超過培訓目標，令人滿意。然而，平均培訓時數仍未達致短期目標。展望未來，本集團會繼續推出更多培訓課程，並加強鼓勵僱員參與。

Prohibition of Child and Forced Labour

The Group prohibits any form of discrimination and forced labour as stated in our CSR Policy. Human Resources and Administrative Officers inspect the original of a candidate's Hong Kong identity card and/or other documentary evidence showing that the candidate is lawfully employable in Hong Kong, Mainland China, Malaysia or the United Kingdom. The Group reviews its employment practices regularly to avoid child and forced labour.

禁止童工及強制勞工

本集團的CSR政策訂明本集團嚴格禁止任何形式的歧視或強制勞工。本集團的人力資源及行政人員會檢視求職者的香港身份證及／或其他證明其在香港、中國內地、馬來西亞或英國可合法受聘的文件。本集團定期檢討僱傭實務，以免聘用童工及強制勞工。

Despite that the Group has already established a set of procedures to mitigate the risks of employing child labour or forced labour, we are also committed to establishing contingency measures to counter any cases of child labour or forced labour if such cases arise. Human Resources and Administration Department will report to the management if any child or forced labour cases are discovered, department head or responsible staff of the Project will carry out investigation to identify the reasons of the cases. Disciplinary actions will be taken according to the Group's policy if anyone is found to be responsible for the cases.

儘管本集團已建立程序減低僱用童工或強制勞工的風險，本集團亦致力制定應變措施，以應對一旦出現童工或強制勞工個案的情況。倘發現任何童工或強制勞工個案，人力資源及行政部將向管理層匯報，而相關部門主管或項目負責人員將進行調查，以查明有關個案的起因。如發現任何人士需對該等個案負責，將根據本集團政策採取紀律處分。

The Group strictly abides by the Employment Ordinance, Provisions on the Prohibition of Using Child Labour of the People's Republic of China, the Employment Act 1955 of Malaysia and the Employment Act 2008 of the United Kingdom. During the Reporting Period, to the best of Directors' knowledge, the Group was not aware of any significant non-compliance case relating to child labour and forced labour.

本集團嚴格遵守《僱傭條例》、中華人民共和國《禁止使用童工規定》、馬來西亞《一九五五年僱傭法》及英國《二零零八年僱傭法》。於報告期間，就董事所深知，本集團並不知悉任何與童工或強制勞工有關的重大不合規個案。

Our Supply Chain

Responsible Supply Chain Management

Building a sustainable supply chain is at the core of our supply chain management strategy. The Group is committed to building lasting and constructive relationships with partners in its supply chain. The Group's Procurement Management Manual alongside with Employee Handbook and other internal guidelines specify our dedication to a fair, ethical, eco-conscious, transparent and competitive procurement process which requires all employees to observe the highest standards of business integrity and to comply with relevant laws and regulations. Through stringent selection, regular reviews, and transparent cooperation, we foster the long-term and stable development of each link in the supply chain. As a responsible corporate citizen, one of our missions is to integrate sustainability into our core business, which aligns with the SDG 12: Responsible Consumption and Production.



Building a Sustainable Supply Chain

Building a sustainable supply chain is at the core of our supply chain management strategy. We uphold the principles of fairness, transparency, and ethics when selecting suppliers and subcontractors who can provide high-quality products and services, while also considering their performance in environmental protection, social responsibility, and business integrity.

我們的供應鏈

負責任供應鏈管理

建立可持續的供應鏈是我們供應鏈管理策略的核心。本集團致力與供應鏈合作夥伴建立長期及具建設性的合作關係。本集團的採購管理手冊和僱員手冊及其他內部指引訂明本集團致力於建立公平、合乎道德、具環保意識、透明及具競爭力的採購流程，並要求所有僱員遵守最高水平的商業誠信標準及符合相關法律及法規。本集團透過嚴謹的甄選、定期評估及透明合作，促進供應鏈各環節夥伴的長遠及穩定發展。作為負責任的企業公民，本集團其中一項使命是將可持續發展融入核心業務，符合SDG 12（負責任消費與生產）。



建立可持續的供應鏈

建立可持續的供應鏈是我們供應鏈管理策略的核心。我們秉持公平、透明及合乎道德的原則，選擇能提供優質產品及服務的供應商及分包商，同時亦考慮彼等在環境保護、社會責任及商業誠信方面的表現。

Throughout the sustainable supply chain management process, we consistently adhere to the following key principles:

在整個可持續供應鏈管理過程中，我們始終堅持以下主要原則：

Key Principles 主要原則	Description 說明
Quality and Compliance **品質及合規**	The materials and services procured must comply with international standards or industry certifications and ensure the smooth progress of the project. 所採購的材料及服務必須符合國際標準或業界認證，並能有助項目順利進行。
Environmental and Social Responsibility **環境及社會責任**	We prioritize suppliers and subcontractors with environmental management certifications (e.g., ISO 14001), sustainable development strategies, and a strong track record of social responsibility. 我們優先選擇具有環境管理認證（如ISO 14001）、可持續發展策略以及良好社會責任往績的供應商及分包商。
Safety Management **安全管理**	We conduct rigorous reviews of suppliers and subcontractors' safety management systems to ensure compliance with industry safety standards, safeguarding both employees and project sites. 我們對供應商及分包商的安全管理系統進行嚴格審查，以確保符合行業安全標準，保障僱員及項目工地的安全。
Business Integrity and Ethical Standards **商業誠信與道德標準**	We require all partners to adhere to the highest standards of business ethics, maintaining integrity and transparency in transactions and preventing any form of corruption or unethical behaviour. 我們要求所有合作夥伴遵守最高標準的商業道德，維持交易的誠信及透明度，並防止任何形式的貪污或不道德行為。

Supplier and Subcontractor Engagement

We implement a thorough selection and monitoring mechanism to ensure that suppliers and subcontractors meet high standards, thereby safeguarding project quality, safety, and progress. All new partners must undergo a detailed evaluation, including submitting relevant credentials (such as business registration certificates, ISO certifications, etc.), past performance records, and technical capabilities. Only those who are approved by the procurement department or project managers will be included on the approved list.

- ***Supplier***

  The suppliers of the Group mainly include (i) construction materials; (ii) machinery rental service; and (iii) other construction site services. The construction materials we purchased mainly included concrete and steel reinforcement bars. We conduct supplier evaluation for our new suppliers. Both potential and approved suppliers are shortlisted and reviewed from time to time with reference to criteria including, among others, (i) material conformance to specification; (ii) quality consistency on machinery or services provided; (iii) punctuality in delivery; (iv) reputation; (v) environmental management, such as environmentally friendly preferably materials/products supply and (vi) safety management.

供應商及分包商的委任

我們實施全面的篩選及監察機制，以確保供應商及分包商符合高標準，從而保障項目品質、安全及進度。所有新的合作夥伴均必須經過徹底的評估，包括提交相關的憑證（如商業登記證、ISO認證等）、過去的績效記錄及技術能力。只有經過採購部門或項目經理核准的合作夥伴，才會被列入核准名單。

- ***供應商***

  本集團的供應商主要包括(i)建築材料；(ii)機械租賃服務；及(iii)其他工地服務。本集團所採購的建築材料主要包括混凝土及鋼筋。本集團會對新供應商進行評估，並不時根據多項準則對潛在及已核准供應商進行篩選及檢討，準則包括(i)材料是否符合規格要求；(ii)所提供機械或服務的品質穩定性；(iii)交付準時性；(iv)聲譽；(v)環境管理（例如優先選用環保材料／產品）；及(vi)安全管理。

- ***Subcontractor***

  We subcontract our on-site works to nominated subcontractors or our domestic subcontractors and are responsible for the site supervision, management of subcontractors and overall Project management. In relation to building construction works, we engage subcontractors by contract basis, or by trades of work in the Projects such that normally each subcontractor is only responsible for one trade of work and can decide if further subcontracting is necessary. Thus, we have not engaged any long-term agreements with our subcontractors. We review and shortlist subcontractors from time to time with reference to factors such as (i) recent performance of the subcontractor; (ii) resources and skills of the subcontractor; (iii) standard and certification of quality assurance systems implemented by the subcontractor; and (iv) cooperativeness and scale of participation on promotion of safety and environmental protection activities. It is our general practice to select and engage subcontractors from the internally approved list of subcontractors with reference to factors including specific requirements for the Project and price quotations.

Supplier and Subcontractor Control and Monitoring

We monitor and review the performance of suppliers and subcontractors on our approved list on an ongoing basis through site inspection and risk assessment. During the collaboration process, we regularly conduct performance evaluations for our approved suppliers and subcontractors, focusing on key indicators such as on-time delivery, quality control, and safety and environmental management.

If a partner's performance does not meet expectations, we engage in communication and develop corrective action plans, setting an observation period. If improvements are not made, we will initiate the replacement or termination of the partnership. For higher-risk or unstable partners, we will conduct risk assessments and adjust the terms of cooperation accordingly.

To ensure long-term and stable relationships, we continuously monitor and promote improvements in quality and safety management with our partners, using each evaluation's results as a crucial reference for future selection and management decisions.

- ***分包商***

  本集團將工地工程分判予指定分包商或內部分包商，並負責工地監督、分包商管理及整體項目管理。就建築工程而言，本集團按合約基礎或按項目工種分判工程，通常每名分包商僅負責一個工種，並可自行決定是否需要進一步分判。因此，本集團並無與分包商訂立任何長期協議。本集團不時根據多項因素對分包商進行檢討及篩選，包括(i)分包商的近期表現；(ii)分包商的資源及技術能力；(iii)分包商所實施的品質保證體系標準及認證；及(iv)其在推動安全及環保措施方面的配合程度及參與規模。本集團一般根據項目的具體要求及報價等因素，從內部核准的分包商名單中甄選及聘用分包商。

供應商及分包商控制及監督

本集團透過工地巡查及風險評估，持續監察及檢討名列核准名單的供應商及分包商的表現。在合作過程中，本集團會定期對核准供應商及分包商進行表現評估，重點關注準時交付、品質控制以及安全及環境管理等關鍵指標。

倘合作夥伴的表現未達預期，本集團將與其溝通和制定糾正行動計劃，並設定觀察期。如未能作出改善，本集團將啟動更換或終止合作安排。對於風險較高或表現不穩定的合作夥伴，本集團會進行風險評估，並相應調整合作條款。

為確保建立長期及穩定的合作關係，本集團持續與合作夥伴監察並推動其在品質及安全管理方面的改進，並以各次評估結果作為未來甄選及管理決策的重要參考。

Supplier and Subcontractor Profile

As at 31 December 2025, we have a total of 1,114 suppliers and 4,027 subcontractors. They are mainly from Mainland China, Hong Kong, Malaysia and the United Kingdom. The number of suppliers and subcontractors as stated are under our supply chain management practices as disclosed in this section.

供應商及分包商概況

於二零二五年十二月三十一日，本集團共有1,114名供應商及4,027名分包商，主要來自中國內地、香港、馬來西亞及英國。上述供應商及分包商數目乃根據本節所披露的供應鏈管理實務統計。

	Number of Suppliers 供應商數量	Number of Subcontractors 分包商數量
Mainland China 中國內地	618	0
Malaysia 馬來西亞	160	169
Hong Kong 香港	366	3,629
The United Kingdom 英國	The UK office's subcontractors' also serve as the suppliers of the office. Number of suppliers was not available. 英國公司的分包商亦為其供應商。並無供應商數量資料。	229
Total 總計	**1,144**	**4,027**

During the reporting period, the proportion of suppliers and subcontractors meeting the Group's supplier and subcontractor management requirements was 100%.

於報告期間，符合本集團供應商及分包商管理要求的供應商及分包商比例為100%。

Our Customer

Project and Service Quality

Quality Policy

Our Quality Policy sets out our commitment in implementing and maintaining a high-level quality management system with full compliance of applicable statutory requirements and contractual obligations as the minimum standards in each Project, ensuring that the specific requirements, objectives and contractual needs of the Projects are complied.

Our quality management approach is comprehensive, involving strict quality target setting, clear responsibility allocation, and meticulous management of suppliers and subcontractors. Each project is required to develop a Project Quality Plan (PQP), tailored to specific needs, which details resource allocation, construction schedules, quality control processes, and risk management strategies. Project managers are responsible for establishing quality objectives based on project requirements, ensuring that all employees and relevant parties understand and implement these objectives, thus ensuring effective quality control and continuous improvement.

我們的客戶

項目及服務質素

品質政策

本集團的品質政策訂明，我們致力實施及維持高水平的品質管理體系，並以全面遵守適用的法定規定及合約責任作為各項目的最低標準，確保符合項目的特定要求、目標及合約需要。

本集團採取全面的品質管理方針，包括訂立嚴格品質目標、清晰劃分責任，以及對供應商及分包商進行嚴謹管理。每個項目均須制定項目品質計劃(PQP)，按項目具體需要訂立，涵蓋資源配置、施工進度、品質控制流程及風險管理策略。項目經理須根據項目要求訂立品質目標，並確保所有僱員及相關方理解及落實該等目標，以達致有效的品質控制及持續改進。

Furthermore, the Group's quality management places a strong emphasis on collaboration with all stakeholders, promoting cooperation among project teams, subcontractors, and suppliers to ensure that all participants strive towards achieving high-quality outcomes. Quality risk management, process control, and the implementation of quality inspection plans demonstrate the Group's attention to every detail, ensuring that the quality standards for each project phase are fully met.

此外，本集團的品質管理十分注重與各持份者的協作，促進項目團隊、分包商及供應商之間的合作，確保所有參與方共同致力達致高品質成果。透過品質風險管理、過程控制及品質檢驗計劃的實施，本集團對每一細節均加以重視，確保全面達成各項目階段的品質標準。

For non-conforming materials and construction defects, we have established a comprehensive handling process to strictly monitor any non-conformance during materials procurement or construction. Non-conforming materials are immediately stopped from use upon detection by the construction department, and the procurement team contacts the supplier for replacement. Subcontractors assist in rectification, with acceptance carried out by the supervising consultant or project owner's representative. No conformance during construction is recorded by the site manager and rectified immediately or escalated for further correction, ensuring that all processes ultimately meet the required standards. Any non-conforming items are recorded and processed according to established procedures, with necessary corrective and preventive actions taken to prevent recurrence. Regular internal audits and quality assessments also contribute to the continuous enhancement of project quality.

對於不合規的材料及施工缺陷，本集團已建立完善的處理機制，對採購及施工過程中的任何不合規情況進行嚴格監控。一旦發現不合規的材料，施工部門會即時停止使用，而採購團隊會聯絡供應商要求更換。分包商則負責進行整改，並由監督顧問或項目業主代表進行驗收。施工過程中的不合規情況由工地經理記錄，並即時整改或上報以作進一步處理，確保所有程序最終符合規定標準。所有不合規事項均會按照既定程序記錄及處理，並採取必要的糾正及預防措施，以防止再次發生。定期內部審核及品質評估亦有助持續提升項目品質。

As a reputed main contractor in Hong Kong with over 55 years of experience, the Group pays significant attention on construction quality and has been complying with relevant regulations related to construction work as well as construction material procurement. The Group obtains certifications on the quality of certain construction materials from external testing agencies, to assure the quality of construction materials. In case of any suspected non-compliance, the Group would investigate in the matter thoroughly and cooperate with relevant government authority's investigation if necessary.

作為於香港擁有超過55年經驗的知名總承建商，本集團高度重視工程品質，並一直遵守與建築工程及建築材料採購相關的法規。本集團亦會透過外部檢測機構取得若干建築材料的品質認證，以確保材料品質。如出現任何懷疑不合規情況，本集團將作出全面調查，並在需要時配合相關政府部門的調查。

Quality Management System

To maintain consistent quality and safety of services for customers, the Group has established a formal quality management system which is certified to be in compliance with the requirements of ISO 9001:2015.

品質管理體系

為確保向客戶提供穩定的服務品質及安全水平，本集團已建立正式的品質管理體系，並已獲認證符合ISO 9001:2015標準的要求。

Our Project Managers bear the responsibility to monitor the overall progress and quality of works undertaken by us and our subcontractors in light of the contract works delegated to them. It is the routine of our site supervisors to discuss quality issues with our subcontractors and give instructions to remedy any defects identified in their works. If any of our subcontractors cannot comply with our quality handbook or instructions to our satisfaction, we may issue a warning to them through site memo or even remove them from our approved list of subcontractors.

本集團的項目經理負責根據所分配的合約工程，監督本集團及其分包商所承接工程的整體進度及品質。本集團的工地主管亦會定期與分包商討論品質問題，並就其工程中發現的任何缺陷發出整改指示。如任何分包商未能符合本集團品質手冊或相關指示的要求，本集團可透過工地備忘錄向其發出警告，甚至將其從核准分包商名單中剔除。

In addition, we also value the involvement of our customers in the quality control process. Prior to making payments, our customers inspect the quality of our works and our Project management team take note of their feedback and suggestions for improvements, hence, we can meet or exceed their expectations and requirements in future Projects.

此外，本集團亦重視客戶參與品質控制過程。客戶在付款前，會對本集團的工程品質進行檢查，而本集團的項目管理團隊會記錄其意見及提出改進建議，從而使本集團能於未來的項目達致或超越其期望及要求。

Complaint Handling

Client satisfaction is the foundation of long-term business development. The Group is committed to delivering high-quality products and services that meet client needs, aiming to create a positive client experience. We welcome client feedback and provide a variety of solutions to address their concerns.

投訴處理

客戶滿意度是本集團長遠業務發展的基礎。本集團致力提供符合客戶需要的高品質產品及服務，締造良好的客戶體驗。本集團歡迎客戶反饋，並提供不同方案以回應其關注。

In terms of client service and complaint handling, the Group has established our standard complaint handling procedures in place to provide guidelines for our employees on complaint handling. The Group has established Complaint Committee to monitor the follow-up actions of the complaints received. Our complaint committee meetings are held quarterly and the meeting minutes and details of the complaint cases are circulated to all Independent Executive Directors. The Group's corporate communications team registers all enquiries and complaints immediately and notifies the relevant managers or departments for resolution. All complaints are followed up by dedicated personnel, with regular progress updates provided. Where necessary, concise responses are given to clients. Our primary communication channel is telephone, and we continually review and optimise our processes to enhance service quality and ensure that client issues are resolved appropriately.

在客戶服務及投訴處理方面，本集團已制定標準投訴處理程序，為僱員提供處理投訴的指引。本集團亦設立投訴委員會，以監督所接獲投訴的跟進工作。投訴委員會每季度舉行會議，並將會議紀錄及投訴個案詳情分發予全體獨立執行董事。本集團企業傳訊團隊會即時登記所有查詢及投訴，並通知相關管理人員或部門作出處理。所有投訴均由專責人員跟進，並定期提供進度更新。如有必要，亦會向客戶作出簡明回覆。本集團主要透過電話作為溝通渠道，並持續檢討及優化相關流程，以提升服務質素及確保客戶問題得到妥善處理。

During the Reporting Period, there were 9 complaints received, which generally includes accident follow up, staff's personal conduct, as well as payment progress from subcontractors. Our team responded to the complaints and follow-up actions were taken promptly such as arranging Project Managers and frontline staff to communicate with the complainant directly and take actions as required if the cases are found to be justified. The Group has investigated and responded to all cases and have taken actions and necessary measures to prevent reoccurrence of similar cases in future.

於報告期間，本集團共接獲9宗投訴，主要涉及事故跟進、員工個人行為以及分包商付款進度等事項。本集團團隊已迅速回應相關投訴並採取跟進行動，例如安排項目經理及前線人員直接與投訴人溝通，並在個案屬實的情況下採取相應措施。本集團已就所有個案完成調查及回應，並已採取行動及必要措施，以防止類似情況再次發生。

The Group has not received any enquiries from external non-governmental organisation, raising concern on the construction material quality. The Group emphasised in its statement that its construction works have been complying with relevant regulations and the Group always cooperate with government authority's supervision and inspection.

於報告期間，本集團並未接獲任何來自外部非政府組織就建築材料品質提出關注的查詢。本集團強調，其建築工程一直符合相關法規，並一直配合政府部門的監督及檢查。

Intellectual Property, Marketing and Labelling

The Group's business does not involve research and development, product packaging and labelling activities. Besides, the Group does not rely heavily on marketing and advertising. To the best of Directors' knowledge, the Group was not aware of any significant impact relating to intellectual property, advertising and labelling on its operations. We will closely monitor the business environment to identify any significant risks in this area.

知識產權、市場推廣及標籤

本集團的業務並不涉及研發、產品包裝及標籤活動。此外，本集團並不依重市場推廣及廣告。就董事所深知，本集團並不知悉任何與知識產權、廣告及標籤相關而對其營運造成重大影響的情況。本集團將密切監察業務環境，以識別該範疇內的任何重大風險。

Customer Privacy and Corporate Information Protection

The Group strives to protect the privacy of its customers, business partners and staff in the collection, processing and use of their business or personal data. The Group ensures Company policies strictly follow Personal Data (Privacy) Ordinance (Cap.486), Personal Data Protection Act 2010 and Data Protection Act 2018.

- **Employee Profile**

  The Employee Handbook has outlined the details of data collection and the uses of data. The employee file is property of the Group and should be used only when deemed necessary by the Human Resources and Administration Department. Only authorised personnel are permitted to access to the specific employee profile. We implement stringent internal controls, including data encryption, access management, and regular internal audits. In addition, all employees are required to undergo privacy protection policy training and are strictly bound by confidentiality obligations.

- **Company Information**

  Protection of confidential business information and trade secrets is of paramount importance to the Group's interests and success. The Group requires all employees to maintain the confidentiality of company information. For all documents and information belonging to the Group, every employee undertakes to return to the Group upon termination of employment with the Group.

Failure by any employee to comply with any confidentiality obligation may lead to disciplinary action, and in serious cases will be treated as gross misconduct. Special care should also be taken in the use of any personal data, including employees and customers' data.

During the Reporting Period, to the best of our Directors' knowledge, the Group was not aware of any significant non-compliance cases in this regard.

客戶私隱及企業資料保障

本集團致力於在收集、處理及使用客戶、業務夥伴及僱員的業務或個人資料時保障其私隱。本集團確保公司政策嚴格遵守《個人資料（私隱）條例》（第486章）、《二零一零年個人資料保護法》及《二零一八年資料保護法》。

- **僱員資料**

  僱員手冊已列明資料收集的詳情及用途。僱員檔案屬本集團所有，並僅在人力資源及行政部認為有需要時使用。只有獲授權人員方可查閱特定僱員資料。本集團已實施嚴格的內部控制措施，包括數據加密、存取管理及定期內部審核。此外，所有僱員均須接受私隱保護政策培訓，並須嚴格遵守保密責任。

- **公司資料**

  保護機密業務資料及商業秘密對本集團的利益及成功至關重要。本集團要求所有僱員對公司資料予以保密。所有僱員均承諾於終止與本集團的僱傭關係時向本集團交還所有屬於本集團的文件及資料。

任何僱員如未有遵守任何保密責任，可能會遭受紀律處分，而在嚴重情況下將被視為嚴重失當行為。於使用任何個人資料（包括僱員及客戶資料）時，亦須格外謹慎。

於報告期間，就董事所深知，本集團並不知悉任何與上述事項相關的重大不合規個案。

Cybersecurity

The Group has adopted the ISO/IEC 20000-1:2018 Information Technology Service Management System and the ISO/IEC 27001:2013 Information Security Management System to ensure the confidentiality, integrity, and availability of data, and to effectively prevent theft, misuse, and other damages to information systems. Our service management and security management systems are fully integrated, forming a collaborative and comprehensive management framework.

In terms of information security, we have enhanced our network infrastructure and established stringent internal security standards and information protection measures to effectively mitigate various security threats. At the same time, we continuously provide information security training for employees, promoting best practices and raising awareness of data protection across the organisation.

To ensure business continuity, we have established multi-layered emergency mechanisms for critical systems and services to ensure rapid restoration of normal operations in the event of unforeseen incidents, minimising potential losses. Additionally, the Group regularly reviews and updates its IT service solutions to ensure stable operations and further safeguard the sustainable development of the business.

Business Ethics

The Group fully recognises the importance of business ethics in long-term business development. In order to ensure that our operations align with ethical business practices, we have implemented several rigorous policy frameworks, including policies to prevent collusion, fraud, anti-bribery, and integrity management, ensuring that all business activities are conducted in compliance with legal and ethical standards.

The Group is committed to conducting its business with honesty and integrity as well as applying the highest standards and establishment of a corporate governance framework that will continue to disclose information openly and transparently beyond legal requirements which helps contribute to the SDG 16: Peace, Justice and Strong Institutions.



網絡安全

本集團已採納ISO/IEC 20000-1:2018資訊科技服務管理系統及ISO/IEC 27001:2013資訊安全管理系統，以確保資料的機密性、完整性及可用性，並有效防止資訊系統被盜用、濫用及遭受其他破壞。我們的服務管理系統與安全管理系統已完全整合，形成一個協同運作的全面管理框架。

在資訊安全方面，我們已加強網絡基礎建設，制定嚴格的內部安全標準及資訊保護措施，以有效降低各種安全威脅。同時，我們持續為僱員提供資訊安全培訓，推廣最佳作業模式，提高整個機構的資料保護意識。

為確保業務的延續性，我們已為關鍵系統及服務建立多層次的應急機制，以確保於發生不可預見的事故時能迅速恢復正常運作，將潛在損失減至最低。此外，本集團定期檢討及更新其資訊科技服務解決方案，以確保穩定運作，進一步保障業務的可持續發展。

商業道德

本集團完全認同商業道德對長期業務發展的重要性。為了確保我們的營運符合商業道德規範，我們實施了多項嚴格的政策框架，當中包含防止串謀、欺詐、反賄賂及誠信管理等政策，以確保所有商業活動符合法律及道德標準。

本集團致力以誠信經營業務，並秉持最高標準，建立完善的企業管治架構，持續作出超越法定要求的公開及透明的信息披露，從而有助推動SDG 16（和平、正義及健全制度）。



Environmental, Social and Governance Report
環境、社會及管治報告

Policies and Preventative Measures

Our commitments and values are guided by the Employee Handbook and supplemented by different policies and procedures, such as Anti-Collusion Policy, Anti-Fraud Policy, Anti-Bribery Policy and Integrity Management Policy. These policies and procedures are regularly reviewed and updated to ensure appropriate ethical business practices and behaviour as well as compliance with corporate and regulatory requirements.

- **Employee Handbook**

  Our Employee Handbook sets out principles for acting responsibly in the daily operation, including issues related to business ethics, conflicts of interest, bribery, environment, health and safety, and respect in the workplace.

- **Conflict of Interest Procedure**

  It is established to prevent, detect or deter inappropriate activity. Also, it regulates the Company's business activities and the professional behaviour of serving employees, safeguarding the interests of the Group and customers, and to maintain a good professional image and professional ethics.

- **Anti-Fraud and Grievance Procedure**

  It is established to encourage the employees to express their concerns or suspicions that the Group has or may be involved in any misconduct, fraud or irregularity. It is circulated to every employees and outsider of the Group.

- **Whistleblowing Policy**

  It is established to provide reporting channels and guidance on reporting any possible misconduct, malpractice and irregularity within the Group. The policy also assures whistleblowers that the Group will offer protection against unfair disciplinary action or victimisation for any genuine reports made.

The Group has established an anti-bribery management system in accordance with the ISO 37001:2016 standard, with anti-corruption systems and disciplinary requirements clearly outlined in the employee handbook. We actively combat any money laundering activities involving the use of public or private bank accounts, ensuring that there are no acts of corruption or bribery within the Group. In terms of anti-competitive behaviour, we strictly prohibiting any form of collusion, price manipulation, or market division. Additionally, we have established a whistleblowing mechanism that provides employees with a safe and confidential channel to report any suspected fraudulent activities, improper conduct, conflicts of interest, or illegal financial activities. Employees who wish to report any suspected corruption cases may do so via telephone, email, or written correspondence to the relevant management department.

政策及預防措施

本集團的承諾及價值觀以僱員手冊為指引，並由多項政策及程序加以補充，包括反合謀政策、反欺詐政策、反賄賂政策及誠信管理政策。該等政策及程序會定期檢討及更新，以確保符合適當的商業道德操守及行為準則和企業及監管規定。

- **僱員手冊**

  僱員手冊訂明日常營運中應遵循的負責任行為原則，涵蓋商業道德、利益衝突、賄賂、環境、健康與安全以及職場尊重等範疇。

- **利益衝突程序**

  該程序旨在預防、識別及遏止不當行為，並規範本公司的業務活動及在職僱員的專業操守，以保障本集團及客戶的利益，並維持良好的專業形象及職業道德。

- **反欺詐及申訴程序**

  該程序旨在鼓勵僱員就本集團涉及或可能涉及任何不當行為、欺詐或違規情況表達關注或提出懷疑。有關程序已分發予本集團所有僱員及外部人士參閱。

- **舉報政策**

  該政策旨在提供舉報渠道及相關指引，以報告本集團內可能存在的任何不當行為、失當行為及違規情況，並確保本集團對作出真誠舉報的舉報人提供保障，免受不公平紀律處分或打擊報復。

本集團已根據ISO 37001:2016標準建立反賄賂管理系統，並於僱員手冊中清晰列明反貪污制度及紀律要求。本集團積極防範任何涉及使用公營或私人銀行賬戶的洗錢活動，確保本集團內不存在任何貪污或賄賂行為。在反競爭行為方面，本集團嚴格禁止任何形式的合謀、操控價格或市場分割行為。此外，本集團已建立舉報機制，為僱員提供安全而保密的渠道，以舉報任何涉嫌欺詐活動、不當行為、利益衝突或非法財務活動。僱員可透過電話、電郵或書面方式向相關管理部門舉報任何涉嫌貪污個案。

To prevent conflicts of interest, clear guidelines for declaring interests are stipulated in the Conflict of Interest Policy, Holiday Gifts and Hospitality Handling Guidelines, and Code of Conduct. Employees are required to adhere to principles of integrity in all transactions and are prohibited from using their positions or sensitive information gained in the course of their duties for personal gain. Employees must ensure there are no conflicts between their personal interests and responsibilities, and must report any potential or actual conflicts of interest with related parties. To promote the awareness of prevention on conflict of interest amongst the Group and in compliance with the listing rules, the Chairman of the Board and the affiliated board members will be required to abstain from voting if conflict of interests are detected.

為防止利益衝突，本集團於利益衝突政策、節日禮品及款待處理指引及行為守則中訂明清晰的申報指引。僱員須於所有交易中遵守誠信原則，並不得利用其職位或於履行職務過程中獲得的敏感資料謀取個人利益。僱員須確保其個人利益與其職責之間不存在衝突，並須申報任何與關聯方之潛在或實際利益衝突。為提升本集團內對利益衝突防範的意識及符合上市規則的要求，如出現利益衝突情況，董事會主席及相關董事須就有關事項放棄投票。

Moreover, in order to remain vigilant against corruption risks, the Group arranges anti-corruption training for its directors and employees. During the Reporting Period, the Group has arranged anti-corruption training for employees, reinforcing the anti-corruption awareness and compliance behaviour of all employees. A total of 132 employees attended the anti-corruption seminar for construction industry personnel. We will continue to raise employees' awareness of potential corruption temptations in their daily work and strengthen their understanding of anti-corruption laws.

此外，為持續防範貪污風險，本集團為董事及僱員安排反貪污培訓。於報告期間，本集團已為僱員安排反貪污培訓，以加強全體僱員的反貪污意識及合規行為。共有132名僱員參與建造業反貪污研討會。本集團將繼續提升僱員對日常工作中潛在貪污誘惑的警覺性，並加強其對反貪污法規的理解。

The Group strictly abides by the laws and regulations relating to bribery, extortion, fraud and money laundering in Hong Kong, Mainland China, Malaysia and the United Kingdom, including the Prevention of Bribery Ordinance (Cap. 201), the Competition Ordinance (Cap. 619), Anti-Money Laundering Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, the Malaysian Anti-Corruption Commission (Amendment) Act 2018 and the Bribery Act 2010. During the Reporting Period, to the best of our Directors' knowledge, the Group was not aware of any significant non-compliance cases or corruption related litigation cases in this regard.

本集團嚴格遵守香港、中國內地、馬來西亞及英國有關賄賂、勒索、欺詐及洗錢的法律及法規，包括《防止賄賂條例》(第201章)、《競爭條例》(第619章)、中華人民共和國《反洗錢法》、中華人民共和國《反不正當競爭法》、馬來西亞《二零一八年反貪污委員會(修訂)法》及英國《二零一零年反賄賂法》。於報告期間，就董事所深知，本集團並不知悉任何重大不合規個案或與貪污相關的訴訟案件。

Our Society

Community Investment

The Group is committed to active participation and support of initiatives that benefit the communities we are involved as stated in our CSR policy. The Group has been developing rapidly in recent years, and we feel the urge to take greater social responsibility.

Proactive community engagement

We actively support the communities in which we operate directly through our volunteer team. Our motto and spirit in volunteerism is – "It is more blessed to give than to receive". Our volunteer team aims at promoting social relationship and cohesion within the community, and to encourage the participation of individuals to help address community challenges and bring love and care to the needy. We encourage our employees and their family members, as well as working partners, to participate in volunteering services and contribute together.

我們的社會

社區投資

誠如本集團的CSR政策所述，本集團致力積極參與及支持有利於我們所屬社區的各項活動。隨著本集團近年持續快速發展，我們深感有需要承擔更大的社會責任。

積極參與社區

本集團透過義工團隊，積極支持我們業務所在的社區。我們的義工服務宗旨為「施比受更有福」，致力促進社區內的社會聯繫及凝聚力，並鼓勵個人參與，共同應對社區挑戰，向有需要人士傳遞關愛。我們鼓勵僱員及其家屬以及業務夥伴一同參與義工服務，攜手作出貢獻。

Since the inception of the volunteer team, we have participated in a wide variety of volunteering services such as health-related charities, providing assistance to the elderly and those with disabilities, blood donation, organised activities with NGOs, and more. These services receive tremendous support from our colleagues and members of their families. By organising and participating in these volunteering services, we learnt, benefited from and achieved the following:

- demonstrate good corporate citizenship;
- contribute to a caring community;
- care for the socially vulnerable groups;
- increase employees' morale;
- cultivate team spirit;
- respect others dignity; and
- enhance family harmony.

The Group contributes to the SDG 1: No poverty, SDG 3: Good health and well-being and SDG 11: Sustainable cities and communities by having diverse community involvement.



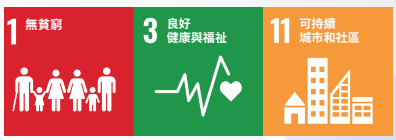
Our contribution

During the Reporting Period, the Group has contributed a total of HK$1,200,000 in various areas, mainly on the concern of community needs.

自義工團隊成立以來，本集團已參與多項不同類型的義工服務，包括與健康相關的慈善活動、協助長者及殘疾人士、捐血活動、與非政府組織合辦活動等，並獲得同事及其家屬的廣泛支持。透過籌辦及參與該等義工服務，本集團在下列方面有所進步、裨益和成就：

- 展現良好的企業公民責任；
- 促進關愛社區；
- 關懷社會弱勢社群；
- 提升僱員士氣；
- 培養團隊精神；
- 尊重他人尊嚴；及
- 促進家庭和諧。

本集團透過多元化的社區參與，為SDG 1(無貧窮)、SDG 3(良好健康與福祉)及SDG 11(可持續城市和社區)作出貢獻。



我們的捐款

於報告期間，本集團在不同領域作出捐款共1,200,000港元，主要用於關顧社區需要。

		2023 二零二三年	2024 二零二四年	2025 二零二五年
Total volunteering hours (hours)	義工總時數(小時)	1,820.5	2,284	**2,520**
Total donation amount (HK$)	捐贈金額(港元)	286,000	200,000	**1,200,000**
Total number of staff volunteers	員工義工總數	662	571	**611**

Through practical actions, the Group aims to deliver care and warmth, and to let those affected feel the support of the community. The Group donated HK$1,000,000 to provide timely support and assistance to residents and families affected by the serious fire at Tai Po Wang Fuk Court, helping them overcome difficulties and rebuild their homes. In addition, 16% of employee participation supported construction workers, 68% benefited socially disadvantaged groups, and 17% was allocated to blood donation activities to help individuals in need.

本集團透過實際行動傳遞關懷與溫暖，讓受影響人士感受到來自社會的支持。本集團向大埔宏福苑嚴重火災中受影響的居民及家庭捐贈1,000,000港元，為彼等提供及時支援與援助，助其渡過難關及重建家園。此外，僱員參與的義工服務中，約16%是為支援建造業工人，約68%惠及社會弱勢社群，另有約17%乃參與捐血活動，以幫助有需要人士。



Walk to Support: Safety Walk 2025
漫步職安路2025步行籌款



Spring Banquet in the Year of the Snake
靈蛇迎春坊宴聚



Blood Donation Day
捐血日



Construction Industry Country Parks Hiking and Planting Day 2025
建造業郊野公園遠足植樹日2025



Construction Industry
Lo Pan Rice Campaign 2025
建造業魯班飯行動2025



Construction Industry Countryside and Shoreline Clean-up Campaign 2025
建造業愛山惜灘行動2025



Warm Hearts at Dragon Boat Festival Care for the Elderly Living Alone Service Scheme 2025
端陽暖萬心關懷獨居長者服務計劃2025



The Hong Kong Society for Rehabilitation
Hong Kong Island Flag Day 2025
香港復康會港島區賣旗日2025

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Awards and Recognitions

During the Reporting Period, the Group's efforts were recognised with several awards. The following are some of the representative awards the Group has received this year:

Health and Safety

- **The 25th Construction Safety Award** – *Hong Kong Occupational Safety and Health Council*
  - Best Safety Culture Site
  - Best Refurbishment and Maintenance Contractor in Occupational Safety and Health
  - Outstanding Metal Scaffolder, Outstanding Electrician, and Outstanding Power Operated Elevating Platform Worker in Occupational Safety and Health
- **The 24th Hong Kong Occupational Safety and Health Award** – *Hong Kong Occupational Safety and Health Council*
  - Safety Management System Award (Construction Industry)
  - Occupational Rehabilitation Award
  - Best Program for Work Safety & Health in Hot Weather Award (Construction Industry)
  - Safety Performance Award (Construction Industry) – Outstanding
- **HKCA Construction Safety Award 2024** – *Hong Kong Construction Association*
  - HKCA Proactive Safety Contractor Award for the Year 2024
  - HKCA Safety Merit Award, HKCA Safe Supervisor Award, and HKCA Safe Person-in-Charge Award for the Year 2024
- **Heart Caring Charter** – *Hong Kong Occupational Safety and Health Council*
  - Heart Caring Company
- **Worker– Friendly Construction Site** – *Construction Industry Council*

獎項及嘉許

於報告期間，本集團的努力獲得多個獎項的肯定。以下是本集團於本年度獲得的部分主要獎項

健康與安全

- **第25屆建造業安全大獎**－*香港職業安全健康局*
  - 最佳安全文化地盤
  - 最佳職安健維修及保養承建商
  - 職安健模範金屬棚架工、模範電工及模範動力操作升降台操作員
- **第24屆香港職業安全健康大獎**－*香港職業安全健康局*
  - 安全管理制度大獎(建造業組別)
  - 職業康復大獎
  - 最佳酷熱天氣下職安健計劃大獎(建造業組別)
  - 安全表現新晉獎(建造業組) — 傑出
- **香港建造商會建造業安全獎勵計劃2024**－*香港建造商會*
  - 2024年度香港建造商會積極推動安全承建商獎
  - 2024年度香港建造商會安全優異獎、安全監工獎及安全負責人獎
- **護心約章**－*香港職業安全健康局*
  - 機構同護心
- **友心工地**－*建造業議會*

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Environmental Protection

- **The HKQAA Hong Kong Green and Sustainability Contribution Awards 2024** – *Hong Kong Quality Assurance Agency*
  - Gold Seal for Contribution to Livable City Construction (Main Contractor) – Promote Eco-friendly Construction, Promote Eco-friendly Construction, Promote High-productivity Construction Software Application, and Promote High-productivity Construction Carbon Footprints Disclosure
  - Outstanding Award for Excellent Contribution to Livable City Construction (Main Contractor) – Promote High-productivity Construction Adoption, and Promote Eco-friendly Construction
  - Outstanding Pioneer Award Excellence for Sustainable Design Contribution (Construction Industry)
  - Gold Pioneer for ESG Connect – ESG Connect (Environmental)
  - Gold Seal for Contribution to Carbon Verification
  - Gold Pioneer for Sustainable Design Contribution – Promote Low-carbon Practice
- **HKCA Benchmark Service of ESG Recognition Scheme 2024** – *Hong Kong Construction Association*
  - Out-Performer Award and Participation Certificate
- **HKCA Hong Kong Construction Environmental Award 2024** – *Hong Kong Construction Association*
  - Environmental Merit Award
- **ESG Charter for SMEs 2024** – *Hong Kong Small and Medium Enterprises Association & Dah Sing Bank*
  - Certificate of Appreciation
- **iRecycle ESG Award 2025** – *iRecycle Charity Foundation*
  - i-Recycle Sustainability Award
- **Hong Kong Green Day** – *Green Council*
  - Bronze Sponsor

Quality & Management

- **Certificate of Five Stars Residency for The Year 2024** – *Hong Kong Professional Building Inspection Academy*
  - Being the Main Contractor of the "Five Stars Residency for The Year 2024 – Montego Bay"
- **Hubexo Asia Awards Hong Kong 2025** – *BCI Asia*
  - Top 10 Contractor Awards 2025
- **Best Cash Management Award** – *Industrial and Commercial Bank of China (Asia)*
- **Industry Exemplar Star Awards 2025** – *Hong Kong Federation of Trade Unions*
  - Industry Excellence Star

環境保護

- **香港品質保證局香港綠色和可持續發展貢獻大獎2024**—*香港品質保證局*
  - 宜居城市建設貢獻金章(承建商)—推動環保施工、推動高效建築軟件應用及推動高效建築碳足跡披露
  - 傑出宜居城市建築超卓貢獻大獎(承建商)—推動高效建築應用及推動環保施工
  - 可持續設計貢獻先鋒卓越獎(建築業)
  - ESG Connect 先鋒金章(環境)
  - 動碳核查貢獻金章
  - 可持續設計貢獻先鋒金章—推動綠色低碳
- **香港建造商會可持續發展嘉許計劃2024**—*香港建造商會*
  - 表現卓越獎及參與證書
- **香港建造商會香港建築環保大獎2024**—*香港建造商會*
  - 環保優異獎
- **SME ESG約章2024**—*香港中小型企業聯合會及大新銀行*
  - 感謝狀
- **愛回收環境、社會及管治大獎2025**—*愛回收慈善基金*
  - 愛回收可持續發展大獎
- **香港綠色日**—*環保促進會*
  - 銅級贊助商

品質及管理

- **2024年度五星級屋苑證書**—*香港專業驗樓學會*
  - 為「2024年度五星級屋苑—蔚藍東岸」之總承建商
- **Hubexo Asia Awards Hong Kong 2025**—*BCI亞洲*
  - 「香港十大建築承建商」大獎2025
- **最佳現金管理獎**—*中國工商銀行(亞洲)*
- **行業模範之星評選2025**—*香港工會聯合會*
  - 行業優秀之星

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Corporate Social Responsibility

- **Construction Industry Volunteer Award Scheme 2025** – *Construction Industry Council*
  - Annual CISVP Corporate Award for Activeness – "Entrepreneur" Group 2 – Gold Award
  - Excellence in Construction Industry Volunteering Collaboration – Merit Award
  - Excellence in Construction Industry Volunteering Individuals – Merit Award
- **Happiness at Work Promotional Scheme 2025** – *Promoting Happiness Index Foundation*
  - Happy Company 5 Years Plus
- **HKIHRM Excellence Awards 24/25** – *Hong Kong Institute of Human Resource Management*
  - Excellence Employee of The Year
  - Gen Z Attraction Award – Excellent
  - Employee Benefits Award – Elite
  - Community Caring Award – Elite
  - Grand Award of Employee Wellness – Elite
  - Employee Happiness Award – Merit
- **Barrier Busters 2024** – *The Hong Kong Society for Rehabilitation*
  - Certificate of Appreciation
- **Sponsor of the Hong Kong Construction Association Young Members Society**
  - 2025 Platinum Sponsor – Certificate of Appreciation
- **2025 Annual Dinner cum CICES Awards** – *Chartered Institution of Civil Engineering Surveyors (Hong Kong Region)*
  - Platinum Sponsorship – Appreciation
- **Pass-it-on Campaign 2024** – *Hong Kong Red Cross*
  - Caring Enterprise Award
- **Warm Hearts at Dragon Boat Festival – Care for the Elderly Living Alone Service Scheme 2025** – *Yang Memorial Methodist Social Service Choi Hung Community Centre for Senior Citizens*
  - Certificate of Commendation
- **Employers Appreciation Ceremony 2025** – *Hong Kong Institute of Construction*
  - Active Support Sponsoring Organisation – Certificate of Appreciation
- **Young Lo Pan Award Selection 2025** – *Hong Kong Lo Pan Kwong Yuet Tong*
  - Silver Sponsor
- **Happy Mid-autumn Festival 2025** – *Hong Kong Professional Building Inspection Academy*
  - Certificate of Commendation
- **Love 'Inclusion' Joy Charity Walk 2025** – *Hong Kong Federation of Handicapped Youth*
  - Certificate of Appreciation

企業社會責任

- **2025年度建造業運動及義工計劃**－*建造業議會*
  - 全年最積極企業大獎企業組(組別二)－金獎
  - 優秀社福機構協作－優異獎
  - 卓越建造業義工－優異獎
- **開心工作間推廣計劃2025**－*香港提升快樂指數基金*
  - 開心企業5+
- **HKIHRM 2024/25年度卓越人力資源獎**－*香港人力資源管理學會*
  - 年度卓越僱員
  - Gen Z吸引獎－卓越獎
  - 僱員福利獎－精英獎
  - 社區關懷獎－精英獎
  - 員工福祉大獎－精英獎
  - 員工快樂獎－優異獎
- **「無障行者2024」**－*香港復康會*
  - 感謝狀
- **香港建造商會青年會贊助商**
  - 2025白金贊助商－感謝狀
- **2025年CICES周年晚宴暨頒獎典禮**－*英國特許土木工程測量師學會(香港分會)*
  - 白金贊助商－感謝狀
- **愛心相連大行動2024**－*香港紅十字會*
  - 愛心企業獎
- **端陽暖萬心－關懷獨居長者服務計劃2025**－*循道衛理楊震社會服務處彩虹長者綜合服務中心*
  - 嘉許狀
- **僱主嘉許禮2025**－*香港建造學院*
  - 積極支持之贊助機構－感謝狀
- **2025青年魯班獎選舉**－*香港魯班廣悅堂*
  - 銀贊助商
- **同心關懷賀中秋2025**－*香港專業驗樓學會*
  - 嘉許狀
- **愛。共融「健障行」慈善步行樂2025**－*香港傷殘青年協會*
  - 感謝狀

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Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文 Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及KPI		Section/Statement 章節／說明
A. Environmental **A. 環境**		
Aspect A1 Emissions **層面A1 排放物**		
General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air, discharges into water and land, and generation of hazardous and non-hazardous waste.	Our Environment – Policies, Environmental Compliance
一般披露	有關廢氣排放、向水及土地的排污、有害及無害廢物的產生等的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	我們的環境－政策、遵守環保法規
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures – Air Emissions 我們的環境－本集團業務對環境的影響及緩解措施－廢氣排放
KPI A1.2	Repealed 1 January 2025 於二零二五年一月一日廢除	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	No significant hazardous waste produced 並無產生重大有害廢物
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures – Waste Management 我們的環境－本集團業務對環境的影響及緩解措施－廢物管理
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Our Environment 我們的環境
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. 描述處理有害及無害廢物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures – Waste Management 我們的環境－本集團業務對環境的影響及緩解措施－廢物管理

Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文 Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及KPI		Section/Statement 章節／說明
Aspect A2 Uses of Resources **層面A2：資源使用**		
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials.	Our Environment – Policies
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	我們的環境－政策
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).	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures – Energy Use and Efficiency
	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	我們的環境－本集團業務對環境的影響及緩解措施－能源使用及效率
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures – Water Use and Efficiency
	總耗水量及密度（如以每產量單位、每項設施計算）。	我們的環境－本集團業務對環境的影響及緩解措施－水資源使用及效率
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures – Energy Use and Efficiency
	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	我們的環境－本集團業務對環境的影響及緩解措施－能源使用及效率
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.	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures – Water Use and Efficiency
	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	我們的環境－本集團業務對環境的影響及緩解措施－水資源使用及效率
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	It is not relevant to the Group's business.
	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	與本集團業務不相關。

Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文 Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及KPI		Section/Statement 章節／說明
Aspect A3 The Environment and Natural Resources **層面A3：環境及天然資源**		
General Disclosure **一般披露**	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Our Environment – Policies 我們的環境－政策
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Our Environment – Environmental Impacts from Our Operations and Mitigation Measures 我們的環境－本集團業務對環境的影響及緩解措施
Aspect A4 Climate Change **層面A4 氣候變化**		
General Disclosure **一般披露**	Repealed 1 January 2025 於二零二五年一月一日廢除	
KPI A4.1	Repealed 1 January 2025 於二零二五年一月一日廢除	
B. Social **B. 社會**		
Employment and Labour Practices **僱傭及勞工常規**		
Aspect B1 Employment **層面B1：僱傭**		
General Disclosure **一般披露**	Information on: the policies; and 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. 有關薪酬及解僱、招聘及晉升、工作時數、假期平等機會、多元化、反歧視以及其他待遇及福利的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	Our People – Policies, Employment Management, Employee Retention 我們的員工－政策、僱傭管理、僱員留任
KPI B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Our People – Employment Management 我們的員工－僱傭管理
KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Our People – Employee Retention 我們的員工－僱員留任

Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文 Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及KPI		Section/Statement 章節／說明
Aspect B2 Health and Safety **層面B2：健康與安全**		
General Disclosure	Information on: the policies; and 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.	Our People – Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	我們的員工－健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Our People – Health and Safety 我們的員工－健康與安全
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Our People – Health and Safety 我們的員工－健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Our People – Health and Safety 我們的員工－健康與安全
Aspect B3 Development and Training **層面B3：發展及培訓**		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Our People – Staff Development and Training
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	我們的員工－員工發展及培訓
KPI B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Our People – Staff Development and Training 我們的員工－員工發展及培訓
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Our People – Staff Development and Training 我們的員工－員工發展及培訓

Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文 Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及KPI		Section/Statement 章節／說明
Aspect B4 Labour Standards **層面B4：勞工準則**		
General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Our People –
一般披露	有關防止童工或強制勞工的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	我們的員工－
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Our People – Prohibition of Child and Forced Labour 我們的員工－禁止童工及強制勞工
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	No case discovered. 並無發現個案。
Operating Practices **營運常規**		
Aspect B5 Supply Chain Management **層面B5：供應鏈管理**		
General Disclosure	Policies on managing environmental and social risks of supply chain.	Our Supply Chain – Responsible Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	我們的供應鏈－負責任供應鏈管理
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Our Supply Chain – Responsible Supply Chain Management 我們的供應鏈－負責任供應鏈管理
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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Our Supply Chain – Responsible Supply Chain Management 我們的供應鏈－負責任供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Our Supply Chain – Responsible Supply Chain Management 我們的供應鏈－負責任供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Our Supply Chain – Responsible Supply Chain Management 我們的供應鏈－負責任供應鏈管理

Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文 Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及KPI		Section/Statement 章節／說明
Aspect B6 Product Responsibility **層面B6：產品責任**		
General Disclosure	Information on: the policies; and 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.	Our Customer – Project and Service Quality
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	我們的客戶－項目及服務質素
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not relevant to the Group's business 與本集團業務不相關
KPI B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Our Customer – Project and Service Quality – Complaint Handling 我們的客戶－項目及服務質素－投訴處理
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Not material to the Group's business 對本集團業務不重大
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Our Customer – Project and Service Quality 我們的客戶－項目及服務質素
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Our Customer – Customer Privacy and Corporate Information Protection 我們的客戶－客戶私隱及企業資料保障

Part C: "Comply or explain" Provisions C部分：「不遵守就解釋」條文 Subject Areas, Aspects, General Disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及KPI		Section/Statement 章節／說明
Aspect B7 Anti-corruption **層面B7：反貪污**		
General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的政策；及遵守對發行人有重大影響的相關法律及規例的資料。	商業道德
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	No concluded case
	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	並無已審結案件
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics
	描述防範措施及舉報程序，以及相關執行及監察方法。	商業道德
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics
	描述向董事及員工提供的反貪污培訓。	商業道德
Community **社區**		
Aspect B8 Community Investment **層面B8：社區投資**		
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.	Our Society – Community Investment
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	我們的社會－社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Our Society – Community Investment
	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	我們的社會－社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Our Society – Community Investment
	在專注範疇所動用資源（如金錢或時間）。	我們的社會－社區投資

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
(I) Governance **(I) 管治**		
19(a)	An issuer shall disclose information about: the governance body(ies) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(ies) or individual(s) and disclose information about: 發行人須披露有關以下方面的資料： 負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人的資訊。具體而言，發行人須指出有關機構或個人及披露以下資訊：	
19(a)(i)	How the body(ies) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities. 該機構或個人如何釐定當前或將來是否有適當的技能和勝任能力來監督應對氣候相關風險和機遇的策略。	Governance Structure Climate Change – Governance 管治架構 氣候變化－管治
19(a)(ii)	How and how often the body(ies) or individual(s) is informed about climate-related risks and opportunities. 該機構或個人獲悉氣候相關風險和機遇的方式和頻率。	Governance Structure Climate Change – Governance 管治架構 氣候變化－管治
19(a)(iii)	How the body(ies) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(ies) or individual(s) has considered trade-offs associated with those risks and opportunities. 該機構或個人在監督發行人的策略、重大交易決策和風險管理程序及相關政策的過程中，如何考慮氣候相關風險和機遇，包括該機構或個人是否有考慮與該等氣候相關風險和機遇相關的權衡評估。	Governance Structure Climate Change – Governance 管治架構 氣候變化－管治
19(a)(iv)	How the body(ies) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35). 該機構或個人如何監督有關氣候相關風險和機遇的目標制定並監察達標進度（見第37段至第40段），包括是否將相關績效指標納入薪酬政策以及如何納入（見第35段）。	Governance Structure Climate Change – Governance 管治架構 氣候變化－管治

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
19(b)	An issuer shall disclose information about management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: 發行人須披露有關管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色，包括以下資訊：	
19(b)(i)	Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee. 該角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督。	Governance Structure Climate Change – Governance 管治架構 氣候變化－管治
19(b)(ii)	Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. 管理層可有使用監控措施及程序協助監督氣候相關風險和機遇；如有，這些監控措施及程序如何與其他內部職能部門進行整合。	Governance Structure Climate Change – Governance 管治架構 氣候變化－管治
(II) Strategy **(II) 策略**		
Climate-related risks and opportunities **氣候相關風險和機遇**		
20	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall: 發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須：	
20(a)	Describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇。	Climate Change – Climate-related Risks and Opportunities 氣候變化－ 氣候相關風險與機遇
20(b)	Explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk. 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險。	Climate Change – Climate-related Risks and Opportunities 氣候變化－ 氣候相關風險與機遇
20(c)	Specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur. 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍（短期、中期或長期）。	Climate Change – Climate-related Risks and Opportunities Climate Change – Climate-related Scenario Analysis 氣候變化－ 氣候相關風險與機遇 氣候變化－ 氣候相關情景分析

Part D: Climate-related Disclosures D部分：氣候相關披露		
Climate-related Disclosures **氣候相關披露**		**Section/Statement** **章節／說明**
20(d)	Explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鈎。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
Business model and value chain **業務模式和價值鏈**		
21	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: 發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露：	
21(a)	A description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響。	Climate Change – Climate-related Risks and Opportunities Reasonable Information Relief is adopted. 氣候變化－氣候相關風險與機遇 已採用合理資料寬免。
21(b)	A description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
Strategy and decision-making **策略和決策**		
22	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: 發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：	
22(a)	Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about: 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。具體而言，發行人須披露以下資訊：	Refer to the below 參閱下文

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
22(a)(i)	Current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities. 因應氣候相關風險和機遇而在當前及預期將來對發行人業務模式（包括資源配置）作出的變動。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
22(a)(ii)	Current and anticipated adaptation and mitigation efforts (whether direct or indirect). 已經或預期將進行的任何適應或減緩工作（直接或間接）。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
22(a)(iii)	Any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan. 發行人任何與氣候相關轉型計劃（包括制定轉型計劃時使用的主要假設的資訊，以及該計劃所依賴的因素），或若發行人並未有這樣的計劃，則作適當的否定聲明。	The Group does not have a climate-related transition plan 本集團並無氣候相關轉型計劃
22(a)(iv)	How the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40. 發行人計劃如何實現第37至40段所述的任何氣候相關目標（包括任何溫室氣體排放目標（如有））。	Metrics and Targets 指標及目標
22(b)	Information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). 有關發行人當前及將來計劃如何為根據第22(a)段披露的行動提供資源。	Governance Structure Climate Change – Governance 管治架構 氣候變化－管治
23	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a). 發行人須披露先前各匯報期內按照第22(a)段所披露計劃的進度。	N/A 不適用

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
Financial position, financial performance and cash flows **財務狀況、財務表現及現金流量**		
Current financial effect **當前財務影響**		
24	An issuer shall disclose qualitative and quantitative information about: 發行人須披露以下定性和量化資料：	
24(a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period. 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量。	Climate Change – Climate-related Risks and Opportunities Financial Effects Relief is adopted. Current financial effect cannot be counted separately. Qualitative financial effect information is disclosed in this report 氣候變化－氣候相關風險與機遇 已採用合理資料寬免。無法獨立計量當期財務影響。財務影響的定性資料已於本報告披露。
24(b)	The climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. 當存在將導致下一匯報年度相關財務報表中的資產和負債帳面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。	No significant risk of material adjustment 並無重大調整風險
Anticipated financial effect **預期財務影響**		
25	The issuer shall provide qualitative and quantitative disclosures about: 發行人須披露以下定性和量化資料：	
25(a)	How the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans; and (ii) its planned sources of funding to implement its strategy. 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化： (i) 其投資及處置計劃；及 (ii) 其為實施策略所需的資金的計劃資金來源。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
25(b)	How the issuer expects its financial performance and cash flow to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。	Climate Change – Climate-related Risks and Opportunities Capabilities Relief is adopted. Qualitative financial effect information is disclosed in this report 氣候變化－氣候相關風險與機遇 已採用合理資料寬免。財務影響的定性資料已於本報告披露。

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
Climate resilience **氣候韌性**		
26	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose: 在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：	
26(a)	The issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of: 發行人截至匯報日對其氣候韌性的評估，其有助於了解：	
26(a)(i)	The implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis. 發行人的分析結果對其策略和業務模式的影響（如有），包括發行人需要如何應對氣候相關情景分析中確定的影響。	Climate Change – Climate-related Risks and Opportunities Climate Change – Climate-related Scenario Analysis 氣候變化－氣候相關風險與機遇 氣候變化－氣候相關情景分析
26(a)(ii)	The significant areas of uncertainty considered in the issuer's assessment of its climate resilience. 發行人對氣候韌性的評估中考慮的重大不確定因素的範疇。	
26(a)(iii)	The issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term. 發行人根據氣候發展調整其短期、中期和長期策略和業務模式的能力。	
26(b)	How and when the climate-related scenario analysis was carried out, including: 如何及何時進行氣候相關情景分析，包括：	
26(b)(i)	Information about the inputs used, including: 使用的輸入數據，包括：	
26(b)(i)(1)	Which climate-related scenarios the issuer used for the analysis and the sources of such scenarios. 發行人在分析中使用的氣候相關情景及其來源。	Climate Change – Climate-related Risks and Opportunities Climate Change – Climate-related Scenario Analysis 氣候變化－氣候相關風險與機遇 氣候變化－氣候相關情景分析
26(b)(i)(2)	Whether the analysis included a diverse range of climate-related scenarios. 分析是否涵蓋多種不同的氣候相關情景。	
26(b)(i)(3)	Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks. 分析所使用的氣候相關情景是否與氣候相關轉型風險或氣候相關物理風險有關。	

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
26(b)(i)(4)	Whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change. 發行人在其情景中是否使用了與最新氣候變化國際協議相一致的情景。	Climate Change – Climate-related Risks and Opportunities Climate Change – Climate-related Scenario Analysis 氣候變化－氣候相關風險與機遇 氣候變化－氣候相關情景分析
26(b)(i)(5)	Why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties. 發行人為何認為所選擇的氣候相關情景與評估其氣候相關變化、發展或不確定性的韌性相關。	
26(b)(i)(6)	Time horizons the issuer used in the analysis. 發行人在分析中所使用的時間範圍。	
26(b)(i)(7)	What scope of operations the issuer used in the analysis (for example, the operation locations and business units used in the analysis). 發行人分析所涵蓋的營運範圍（例如分析所涵蓋的營運地點及業務單位）。	
26(b)(ii)	The key assumptions the issuer made in the analysis. 發行人在分析中所作的關鍵假設。	
26(b)(iii)	The reporting period in which the climate-related scenario analysis was carried out. 進行氣候相關情景分析的匯報期。	
(III) Risk Management **(III) 風險管理**		
27	An issuer shall disclose information about: 發行人須披露以下資訊：	
27(a)	The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about: 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊：	Refer to the below 參閱下文
27(a)(i)	The inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes). 發行人使用的輸入資料及參數（例如資料來源及程序所涵蓋的業務範圍）。	Climate Change – Climate-related Scenario Analysis 氣候變化－氣候相關情景分析
27(a)(ii)	Whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks. 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險。	Climate Change – Climate-related Scenario Analysis 氣候變化－氣候相關情景分析
27(a)(iii)	How the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria). 發行人如何評估有關風險的影響的性質、可能性及程度（例如發行人可有考慮定性因素、量化門檻或其他所用標準）。	Climate Change – Climate-related Scenario Analysis 氣候變化－氣候相關情景分析

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
27(a)(iv)	Whether and how the issuer prioritises climate-related risks relative to other types of risks. 發行人可有及如何就氣候相關風險相對於其他類型風險的優次排列。	Climate Change – Climate-related Scenario Analysis 氣候變化－氣候相關情景分析
27(a)(v)	How the issuer monitors climate-related risks. 發行人如何監察其氣候相關風險。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
27(a)(vi)	Whether and how the issuer has changed the processes it uses compared with the previous reporting period. 與上一個匯報期相比，發行人可有及如何改變其使用的流程。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
27(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). 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）。	Climate Change – Governance 氣候變化－管治
27(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. 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。	Climate Change – Climate-related Risks and Opportunities 氣候變化－氣候相關風險與機遇
(IV) Metrics and Targets **(IV) 指標及目標**		
Greenhouse gas emissions **溫室氣體排放**		
28	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as: 發行人須披露匯報期內的溫室氣體絕對總排放量（以公噸二氧化碳當量表示），並分為：	
28(a)	Scope 1 greenhouse gas emissions. 範圍1溫室氣體排放。	Climate Change – Metrics and Targets 氣候變化 – 指標及目標
28(b)	Scope 2 greenhouse gas emissions. 範圍2溫室氣體排放。	
28(c)	Scope 3 greenhouse gas emissions. 範圍3溫室氣體排放。	

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
29	An issuer shall: 發行人須：	
29(a)	Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions. 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004年）》計量其溫室氣體排放。	Climate Change – Metrics and Targets 氣候變化－指標及目標
29(b)	Disclose the approach it uses to measure its greenhouse gas emissions including: 披露其用於計量溫室氣體排放的方法，包括：	
29(b)(i)	The measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions. 發行人用於計量其溫室氣體排放的計量方法、輸入資料及假設。	Climate Change – Metrics and Targets 氣候變化－指標及目標
29(b)(ii)	The reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions. 發行人為何選擇該計量方法、輸入資料及假設計量溫室氣體排放。	
29(b)(iii)	Any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes. 發行人在匯報期對計量方法、輸入資料及假設進行的任何變更以及變更原因。	
29(c)	For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions. 就根據第28(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊。	
29(d)	For Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). 就根據第28(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準（2011年）》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。	

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
Climate-related transition risks **氣候相關轉型風險**		
30	An issuer shall disclose the amount and percentage assets or business activities vulnerable to climate-related transition risks. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	Reasonable information relief is adopted. The Group will keep refining the quantitative method of financial effect information in the future. 已採用合理資料寬免。本集團將於未來持續完善財務影響資料的量化方法。
Climate-related physical risks **氣候相關物理風險**		
31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	Reasonable information relief is adopted. The Group will keep refining the quantitative method of financial effect information in the future. 已採用合理資料寬免。本集團將於未來持續完善財務影響資料的量化方法。
Climate-related opportunities **氣候相關機遇**		
32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	Reasonable information relief is adopted. The Group will keep refining the quantitative method of financial effect information in the future. 已採用合理資料寬免。本集團將於未來持續完善財務影響資料的量化方法。
Capital deployment **資本運用**		
33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	Due to confidentiality constraints, the relevant quantitative data have not been disclosed. 基於保密考量，相關定量數據尚未披露。
Internal carbon prices **內部碳定價**		
34	An issuer shall disclose: 發行人須披露如下：	
34 (a)	An explanation of whether and how the issuer applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis). 闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）。	The Group does not apply a carbon price in decision-making 本集團並無在決策中應用碳定價
34 (b)	The price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions. 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價。	

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
34	Or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. 或適當的否定聲明，確認發行人沒有在決策中應用碳定價。	The Group does not apply a carbon price in decision-making 本集團並無在決策中應用碳定價
Remuneration **薪酬**		
35	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv). 發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第19(a)(iv)段作出的披露的一部分。	No climate-related considerations are factored into remuneration policy 氣候相關因素並未納入薪酬政策。
Industry-based metrics **行業指標**		
36	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks. 本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。	Disclosure of industry-based metrics has yet to be included 並未納入行業基準指標
Climate-related targets **氣候相關目標**		
37	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose: 發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。發行人須就每個目標逐一披露：	
37(a)	The metric used to set the target. 用以設定目標的指標。	Climate Change – Metrics and Targets 氣候變化－指標及目標

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
37(b)	The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives). 目標的目的（例如減緩、適應或以科學為基礎的舉措）。	Climate Change – Metrics and Targets 氣候變化－指標及目標
37(c)	The part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region). 目標的適用範圍（例如目標是適用於發行人整個集團還是部分（如僅適用於某個業務單位或地理區域））。	
37(d)	The period over which the target applies; 目標的適用期間。	
37(e)	The base period from which progress is measured; 衡量進度的基準期間。	
37(f)	Milestones or interim targets (if any); 階段性目標或中期目標（如有）。	
37(g)	If the target is quantitative, whether the target is an absolute target or an intensity target. 如屬量化目標，其屬絕對目標還是強度目標。	
37(h)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. 最新氣候變化國際協議（包括該協議產生的司法承諾）如何幫助發行人設定目標。	
38	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including: 發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括：	
38(a)	Whether the target and the methodology for setting the target has been validated by a third party. 目標本身及設定目標的方法是否經第三方驗證。	The target has not been validated by a third party 該目標並未獲第三方驗證
38(b)	The issuer's processes for reviewing the target. 發行人審核目標的程序。	Climate Change – Metrics and Targets 氣候變化－指標及目標
38(c)	The metrics used to monitor progress towards reaching the target. 用於監察達標進度的指標。	Climate Change – Metrics and Targets 氣候變化－指標及目標
38(d)	Any revisions to the target and an explanation for those revisions. 任何修訂目標的內容及原因。	No revisions to the target 該目標並無作出修訂
39	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance. 發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。	Climate Change – Metrics and Targets 氣候變化－指標及目標

Part D: Climate-related Disclosures D部分：氣候相關披露 Climate-related Disclosures 氣候相關披露		Section/Statement 章節／說明
40	For each greenhouse gas emission targets disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose: 就按第37至39段披露的每一項溫室氣體排放目標，發行人須披露：	
40(a)	Which greenhouse gases are covered by the target. 目標涵蓋哪些溫室氣體。	Climate Change – Metrics and Targets 氣候變化－指標及目標
40(b)	Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target. 目標是否涵蓋範圍1、範圍2或範圍3溫室氣體排放。	Climate Change – Metrics and Targets 氣候變化－指標及目標
40(c)	Whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target. 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標。	Climate Change – Metrics and Targets 氣候變化－指標及目標
40(d)	Whether the target was derived using a sectoral decarbonisation approach. 目標是否是採用行業脱碳方法得出的。	Sectoral decarbonisation approach was not used 並無採用行業減碳方法
40(e)	The issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose: 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。關於使用碳信用的計劃，發行人須披露：	The Group did not use carbon credits in the Reporting Period 本集團在報告期間並無使用碳信用。
40(e)(i)	The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits. 依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式。	
40(e)(ii)	Which third-party scheme(s) will verify or certify the carbon credits. 該碳信用將由哪些第三方計劃驗證或認證。	
40(e)(iii)	The type of carbon credit, including whether the underlying offset will be nature-based or based on technology carbon removals, and whether the underlying offset is achieved through carbon reduction or removal. 碳信用的類型，包括相關抵消是否是基於自然還是基於科技的碳消除，以及相關抵消是通過減碳還是碳消除實現。	
40(e)(iv)	Any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset). 為讓人了解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素（例如，對碳抵消效果的假設）。	

GRI Content Index　　GRI內容索引

Statement of use 使用聲明	CR Construction Group Holdings Limited has reported the information cited in this GRI content index for the period starting from 1st January 2025 to 31st December 2025 with reference to the GRI Standards. 華營建築集團控股有限公司已就二零二五年一月一日至二零二五年十二月三十一日期間，依據GRI準則報告本GRI內容索引所載資料。
GRI 1 used 採用的GRI 1	GRI 1: Foundation 2021 GRI 1：基礎2021

GRI Disclosure GRI披露		Notes 附註
GRI 1: General Disclosures 2021 **GRI 1: 一般披露2021**		
Reporting Principles **報告原則**	Accuracy 準確性	The qualitative information is reported according to the available evidence of the Group, the bases for calculations are adequately described which allow replicate measurements and calculations with similar results 定性資料乃根據本集團可獲得的證據作出報告，並已充分說明計算基準，以便進行可重複的計量及計算並得出相近結果
	Balance 平衡性	Positive impacts are not overemphasised and information concerning negative impacts are not omitted 報告並無過度強調正面影響，亦未有遺漏有關負面影響的資料
	Clarity 清晰性	The Report is presented in both English and Chinese with different sections 本報告以中英文編製，並分為不同章節 Tables of content and consolidated data tables are used which enable most readers to gain easy access to specify sections of the Report 本報告設有目錄及綜合數據表，讓大部分讀者可輕易查閱指定章節
	Comparability 可比性	The Report has presented information for the current Reporting Period and two previous periods with accepted international metrics in consistent manner of calculation and presentation of the information Restatements have been disclosed accordingly, where applicable 本報告已就本報告期間及過往兩個期間呈列資料，並採用國際通行的指標，以一致的計算方法及呈列方式作出披露如適用，已相應披露重列資料
	Completeness 完整性	The Report has presented all its activities and impacts in accordance with the Reporting Scope as stated in this Report 本報告已按照本報告所載之報告範圍，呈列本集團的所有活動及其影響
	Sustainability context 可持續發展背景	The Report has adopted objective information and authoritative measures on sustainable development to report information about its impacts and report relevant information in relation to sustainable development goals 本報告採用客觀資料及具權威性的可持續發展指標，披露其影響及與可持續發展目標相關的資料
	Timeliness 及時性	Consistent Reporting Period is used 本報告採用一致的報告期間 The information available is collected after the Reporting Period in a timely manner and meets the requirements under the ESG Code as set out in Appendix C2 to the Listing Rules of Hong Kong Stock Exchange 相關資料已於報告期間結束後及時收集，並符合香港聯交所上市規則附錄C2所載《環境、社會及管治報告守則》的要求
	Verifiability 可驗證性	The decision-making process underlying the Group's sustainability reporting which enables the examination of the key decision processes and reliable sources to support calculations have been properly disclosed 本集團就可持續發展報告的決策過程已作適當披露，使關鍵決策過程可供檢視，並以可靠資料來源支持相關計算

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GRI Disclosure GRI披露	Notes 附註
Applicable GRI Sector Standard(s) **適用GRI章節標準**	N/A 不適用

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
GRI 2: General Disclosures 2021 **GRI 2：一般披露2021**			
The Organization and its reporting practices **組織及其報告做法**	2-1	Organisational details 組織詳細情況	Annual Report, About Us 年報、關於我們
	2-2	Entities included in the organisation's sustainability reporting 納入組織可持續發展報告的實體	About this Report, Annual Report, Notes to Financial Statements 關於本報告、年報、財務報表附註
	2-3	Reporting period, frequency and contact point 報告期間、報告頻率和聯繫	About this Report 關於本報告
	2-4	Restatements of information 重列資料	No data has been restated. 並無重列數據。
	2-5	External assurance 外部審驗	Assurance Statement; The Group conducted external assurance for the ESG report. 審驗聲明；本集團已對環境、社會及管治報告進行外部審驗。
Activities and workers **活動和工作者**	2-6	Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	Annual Report, About Us, Responsible Supply Chain Management, Our Customer, The Group has 54 ongoing projects during the Reporting Period 年報、關於我們、負責任供應鏈管理、我們的客戶、本集團於報告期間有54個項目正在進行
	2-7	Employees 僱員	Employment Management, Employment Retention 僱傭管理、僱員留任
	2-8	Workers who are not employees 僱員之外的工作	Not applicable 不適用
Governance **管治**	2-9	Governance structure and composition 管治架構和組成	Annual Report, Directors and Senior Management, Corporate Governance Report 年報、董事及高級管理層、企業管治報告
Governance structure **管治架構**	2-10	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	Corporate Governance Report 企業管治報告
	2-11	Chair of the highest governance body 最高管治機構的主席	Business Ethics, Corporate Governance Report 商業道德、企業管治報告
	2-12	Role of the highest governance body in overseeing the management of impacts 在管理影響方面，最高管治機構的監督作用	Governance Structure, Stakeholder Engagement, Materiality Assessment 管治架構、持份者參與、重要性評估
	2-13	Delegation of responsibility for managing impacts 為管理影響的責任授權	Governance Structure 管治架構

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
	2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的作用	About this Report 關於本報告
	2-15	Conflict of interest 利益衝突	Business Ethics, The Group is not aware of any conflict of interest issues during the Reporting Period. 商業道德、本集團並不知悉於報告期間有任何利益衝突問題。
	2-16	Communication of critical concerns 重要關切問題的溝通	Project and Service Quality, Business Ethics 項目及服務質素、商業道德
	2-17	Collective knowledge of the highest governance body 最高管治機構的共同知識	Staff Development and Training 員工發展及培訓
	2-18	Evaluation of the performance of the highest governance body 對最高管治機構的績效評估	Not applicable 不適用
	2-19	Remuneration policies 薪酬政策	Management Discussion and Analysis (General policy established without sign-on bonuses or recruitment incentive payments, termination payments, clawback of Directors), Employee Retention 管理層討論及分析（既定政策並無向董事提供簽約獎金或招聘激勵付款、離職補償或追索機制）、僱員留任
	2-20	Process to determine remuneration 確定薪酬的程序	Report of the Directors, Employee Retention 董事會報告、僱員留任
	2-21	Annual total compensation ratio 年度總薪酬比率	Annual total compensation geographical region: 按地區劃分的年度總薪酬比率如下： Hong Kong: 10.0 香港：10.0 Mainland: 7.8 中國內地：7.8 Malaysia: 11.9 馬來西亞：11.9 United Kingdom: 2.4 英國：2.4

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GRI Disclosure GRI披露			Location/Explanation 章節／解釋
Strategy, policies and practices **策略、政策和實踐**	2-22	Statement on sustainable development strategy	Board Statement, Environmental Impacts from Our Operations and Mitigation Measures, Community Investment, Awards and Recognitions
		關於可持續發展策略的聲明	董事會聲明、本集團業務對環境的影響及緩解措施、社區投資、獎項及嘉許
	2-23	Policy commitments	Stakeholder Engagement, Business Ethics, Our People
		政策承諾	持份者參與、商業道德、我們的員工
	2-24	Embedding policy commitments	The policies of the Group are circulated to all employees and related third parties. To facilitate transparency of our business, we have made policies available on our official website
		融合政策承諾	本集團的政策已傳閱予所有僱員及關聯第三方。為了加強業務透明度，我們已把政策上載於我們的官方網站
	2-25	Processes to remediate negative impacts	Our Customer, Business Ethics
		補救負面影響的程序	我們的客戶、商業道德
	2-26	Mechanisms for seeking advice and raising concerns	Our Customer, Business Ethics
		尋求建議和提出關切的機制	我們的客戶、商業道德
	2-27	Compliance with laws and regulations	Environmental Compliance, Our People, Our Customer, Business Ethics
		遵守法律法規	遵守環保法規、我們的員工、我們的客戶、商業道德
	2-28	Membership associations	Not applicable
		協會的成員資格	不適用
Stakeholder engagement **利益相關方參與**	2-29	Approach to stakeholder engagement	Stakeholder Engagement
		持份者參與的方法	持份者參與
	2-30	Collective bargaining agreements	Not applicable
		集體談判協議	不適用
Material Topics **實質性議題**			
GRI 3: Material Topics 2021 **GRI 3：實質性議題2021**	3-1	Process to determine material topics	Materiality Assessment; Issues with high materiality as reflected in Materiality Assessment are selected as material topics to be further disclosed, since high materiality issues are issues which both stakeholders and the Group are concerned of.
		確定實質性議題的過程	重要性評估；在重要性評估中被評定為高重要性的議題已選定為需進一步披露的重要議題，因該等高重要性議題同時為持份者及本集團所關注。
	3-2	List of material topics	Materiality Assessment
		實質性議題清單	重要性評估
	3-3	Management of material topics	Throughout the entire report
		實質性議題的管理	整份報告

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
GRI 200 Economic topics **GRI 200經濟議題**			
Anti-corruption 反貪污			
GRI 205: Anti-corruption 2016 **GRI 205：反貪污2016**	205-1	Operations assessed for risks related to corruption 已進行貪污風險評估的業務	The Group has engaged external third party to conduct risks assessment which covered corruption risks for the Reporting Period with the scope coverage of the whole Group, no significant corruption risks identified 本集團已委聘外部第三方進行風險評估，評估範圍涵蓋整個本集團於報告期間的貪污風險，並無發現重大貪污風險
	205-2	Communication and training about anti-corruption policies and procedures 反貪污政策和程序的傳達及培訓	Business Ethics 商業道德
	205-3	Confirmed incidents of corruption and actions taken 經確認的貪污事件和採取的行動	Business Ethics 商業道德
GRI 300 Environmental topics **GRI 300環保議題**			
Energy 能源			
GRI 302: Energy 2016 **GRI 302：能源2016**	302-1	Energy consumption within the organization 組織內部的能源消耗量	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
	302-2	Energy intensity 能源強度	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
	302-3	Reduction of Performance 降低能源消耗量	Advancing Environmental Protection – Use of Resources 推動環保－資源使用
Biodiversity 生物多樣性			
GRI 304: Biodiversity 2016 **GRI 304：生物多樣性2016**	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 組織在位於或鄰近保護區和保護區外的生物多樣性豐富區域擁有、租賃、管理的營運點	To the best of our Directors' knowledge, the Group has no operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas during the Reporting Period. 據董事所知，本集團於報告期間並無在保護區及保護區以外生物多樣性價值高的地區或毗鄰地區擁有、租賃、管理任何營運點。

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
	304-2	Significant impacts of activities, products and services on biodiversity	Trees and Shrub Protection; To the best of our Directors' knowledge, the Group has no significant direct and indirect impacts on biodiversity with reference to construction or use of transport infrastructure, pollution and habitat conversion during the Reporting Period
		活動、產品和服務對生物多樣性的重大影響	樹木及灌木保護； 據董事所知，本集團於報告期間在建造或使用運輸基礎設施、污染及改變棲息地用途方面，並無對生物多樣性造成重大的直接或間接影響
	304-3	Habitats protected or restored	Trees and Shrub Protection, To the best of our Directors' knowledge, the Group has no project that requires restoration and was approved by independent external professionals during the Reporting Period
		受保護或經修復的棲息地	樹木及灌木保護、 據董事所知，本集團於報告期間並無需要對項目進行修復，並獲獨立外部專家認可
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	To the best of our Directors' knowledge, there was no IUCN Red List species and national conservation list species with habitats in areas affected by our operations during the Reporting Period
		受運營影響的棲息地中已被列入世界自然保護聯盟(IUCN)紅色名錄及國家保護名冊的物種	據董事所知，於報告期間受我們營運影響的地區的棲息地並無IUCN紅色名錄物種及國家保護名冊物種

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
Emissions **排放**			
GRI 305: Emissions 2016 **GRI 305：排放2016**	305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas (GHG) Emissions; breakdown of the data not available, however the sources contributed to Direct GHG emissions have been disclosed
		直接（範圍1）溫室氣體排放	溫室氣體排放；並無分項數據，但已披露溫室氣體排放的直接來源
	305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas (GHG) Emissions
		能源間接（範圍2）溫室氣體排放	溫室氣體排放
	305-3	Other indirect (Scope 3) GHG emissions	Data not available
		其他間接（範圍3）溫室氣體排放	並無數據
	305-4	GHG emissions intensity	Greenhouse Gas (GHG) Emissions
		溫室氣體排放強度	溫室氣體排放
	305-5	Reduction of GHG emissions	Greenhouse Gas (GHG) Emissions
		溫室氣體減排量	溫室氣體排放
	305-6	Emissions of ozone-depleting substances (ODS)	Data not available
		臭氧消耗物質(ODS)的排放	並無數據
	305-7	Nitrogen oxides (NO_x), Sulphur oxides (SO_x), and other significant air emissions	Air Emissions; data on persistent organic pollutants, volatile organic compounds, other hazardous air pollutants not available
		氮氧化物(NOx)、硫氧化物(SOx)和其他重大氣體排放	廢氣排放；並無有關持久性有機污染物、揮發性有機化合物及其他有害空氣污染物的數據

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
Waste **廢物**			
GRI 306: Waste 2020 **GRI 306：廢棄物2020**	306-1	Waste generation and significant waste-related impacts	Waste Management; To the best of our Directors' knowledge, there was no significant waste generated from the upstream and downstream of our operations which could lead to potential waste-related impacts
		廢物的產生及廢物相關重大影響	廢物管理； 據董事所知，本集團業務上游及下游均無產生可導致廢物相關重大影響的重大廢物
	306-2	Management of significant waste-related impacts 廢物相關重大影響的管理	Management of significant waste-related impacts 廢物管理
	306-3	Waste generated 產生的廢物	Waste Management 廢物管理
	306-4	Waste diverted from disposal	To the best of our Directors' knowledge, there was no significant hazardous waste generated during the Reporting Period; Waste Management
		不予廢棄的廢物	據董事所知，於報告期間並無產生重大有害廢物； 廢物管理
	306-5	Waste directed to disposal 將予廢棄的廢物	Waste Management 廢物管理
Supplier Environmental Assessment **供應商環境評估**			
GRI 308: Supplier Environmental Assessment 2016 **GRI 308：供應商環境評估2016**	308-1	New suppliers that were screened using environmental criteria 使用環境評價維度篩選的新供應商	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
	308-2	Negative environmental impacts in the supply chain and actions taken 供應鏈的負面環境影響以及採取的行動	Enhancing Quality Assurance – Supply Chain Management 提升品質保證－供應鏈管理
GRI 400 Social topics **GRI 400社會議題**			
Employment **僱傭**			
GRI 401: Employment 2016 **GRI 401：僱傭2016**	401-1	New employee hires and employee turnover 新進員工僱傭率和員工流動率	Employee Retention 僱員留任
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包括臨時或兼職員工)的福利	Employee Retention, Health and Safety 僱員留任、健康與安全
	401-3	Parental leave 育兒假	Employee Retention 僱員留任

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
Occupational Health and Safety **職業健康與安全**			
GRI 403: Occupational Health and Safety 2018 **GRI 403：職業健康與安全 2018**	403-1	Occupational health and safety management system 職業健康安全管理體系	Health and Safety 健康與安全
	403-2	Hazard identification, risk assessment and incident investigation 危害識別、風險評估和事故調查	Health and Safety 健康與安全
	403-3	Occupational health services 職業健康服務	Health and Safety 健康與安全
	403-4	Worker participation, consultation, and communication on occupational health and safety 職業健康安全事務：工作者的參與、意見徵詢和溝通	Health and Safety 健康與安全
	403-5	Worker training on occupational health and safety 工作者職業健康安全培訓	Health and Safety 健康與安全
	403-6	Promotion of worker health 促進工作者健康	The Group provides medical insurance or health insurance to all employees who passed their probation period assessment and have been employed for over 3 months. All workers can get healthcare information in induction training and from Safety Officer. 本集團為所有已通過試用期考核並受僱滿三個月的僱員提供醫療保險或健康保險。所有工人均可於入職培訓及透過安全主任獲取健康護理資訊
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關的職業健康安全影響	Not applicable 不適用
	403-8	Workers covered by an occupational health and safety management system 職業健康安全管理體系覆蓋的工作者	Health and Safety, the Group has no workers who are not employees but whose work and/or workplace is controlled by the Group, who are covered by our occupational health and safety system 健康與安全、本集團並無任何非僱員但其工作及／或工作場所受本集團控制，且納入本集團職業健康與安全體系範圍內的工人
	403-9	Work-related injuries 工傷	Health and Safety 健康與安全
	403-10	Work-related ill health 工作相關的健康問	To the best of Directors' knowledge, there was no work-related fatalities due to work-related ill health during the Reporting Period 就董事所知，於報告期間內並無因與工作相關的健康問題而導致的因工致死個案

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
Training and Education **培訓與教育**			
GRI 404: Training and Education 2016 **GRI 404：培訓與教育2016**	404-1	Average hours of training per year per employee 每名員工每年接受培訓的平均小時數	Staff Development and Training 員工發展及培訓
	404-2	Programs for upgrading employee skills and transition assistance programs 員工技能提升方案和過渡援助方案	Staff Development and Training 員工發展及培訓
	404-3	Percentage of employees receiving regular performance and career development reviews 接受定期績效和職業發展考核的員工百分比	Staff Development and Training 員工發展及培訓
Diversity and Equal Opportunity **多元化與平等機會**			
GRI 405: Diversity and Equal Opportunity 2016 **GRI 405：多元化與平等機會2016**	405-1	Diversity of governance bodies and employees 管治機構與員工的多元化	Corporate Governance Report, Employment Management 企業管治報告、僱傭管理
	405-2	Ratio of basic salary and remuneration of women to men 男女基本工資和報酬的比例	No data available 並無數據
Non-discrimination **反歧視**			
GRI 406: Non-discrimination 2016 **GRI 406：反歧視 2016**	406-1	Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	To the best of our Directors' knowledge, the Group has no discrimination cases noted during the Reporting Period 據董事所知，本集團於報告期間並無歧視個案
Child Labour **童工**			
GRI 408: Child Labour 2016 **GRI 408：童工2016**	408-1	Operations and suppliers at significant risk for incidents of child labour 具有重大童工事件風險的業務和供應商	Prohibition of Child and Forced Labour, Responsible Supply Chain Management; To the best of Directors' knowledge, the Group was not aware of any significant non-compliance case relating to child labour on both ours and our suppliers' operations during the Reporting Period 禁止童工及強制勞工、負責任供應鏈管理；據董事所知，本集團於報告期間並無在我們及我們供應商的營運中發現任何與童工有關的重大違規個案

GRI Disclosure GRI披露			Location/Explanation 章節／解釋
Forced or Compulsory Labour **強迫或強制勞工**			
GRI 409: Forced or Compulsory Labour 2016 **GRI 409：強迫或強制勞工2016**	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具有強迫或強制勞動事件重大風險的業務和供應商	Prohibition of Child and Forced Labour, Responsible Supply Chain Management; to the best of Directors' knowledge, the Group was not aware of any significant non-compliance case relating to forced labour on both ours and our suppliers' operations during the Reporting Period 禁止童工及強制勞工、負責任供應鏈管理；據董事所知，本集團於報告期間並無在我們及我們供應商的營運中發現任何與強迫勞工有關的重大違規個案
Customer Privacy **客戶私隱**			
GRI 418: Customer Privacy 2016 **GRI 418：客戶私隱2016**	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 涉及侵犯客戶私隱和丟失客戶資料的經證實的投訴	To the best of Directors' knowledge, the Group was not aware of any substantiated complaints concerning breaches of customer privacy and losses of customer data during the Reporting Period 據董事所知，本集團於報告期間並無任何侵犯客戶私隱和丟失客戶資料的經證實的投訴

Note: Any sections of omission in the GRI standards are either considered as not material to the Group and stakeholders or they are not relevant to the Group's business.

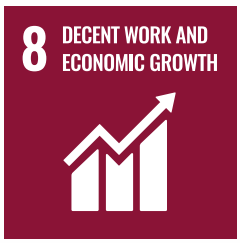
附註： 任何未作披露的GRI準則項目乃被視為對本集團及持份者不重要，或與本集團業務不相關。

SDGs Content Index　　SDG內容索引

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
No Poverty **零貧困** 	End poverty in all its forms everywhere 在世界各地消除一切形式的貧窮	We aim to achieve and maintain the following objectives in serving our community, a. demonstrate good corporate citizenship; b. contribute to a caring community; c. care for the social vulnerable groups 本集團在服務社區方面致力達致及維持以下目標： a. 展現良好的企業公民責任； b. 促進關愛社區； c. 關懷社會弱勢社群	The CR Construction motto and spirit in volunteerism is – "It is more blessed to give than to receive". Our volunteer team aims at promoting social relationship and cohesion within the community, and to encourage the participation of individuals in helping community problems and improving the quality of community life. Since the inception of volunteer team, we have participated in a number of volunteering services including health-related charities, organised fund raising activities, etc. As a socially responsible employer, we have been accredited and under constant review according to International Standard of ISO 26000 with respect to social responsibility. 本集團的義工服務宗旨為「施比受更有福」，致力促進社區內的社會聯繫及凝聚力，並鼓勵個人參與，協助解決社區問題及提升社區生活質素。自義工團隊成立以來，本集團已參與多項義工服務，包括與健康相關的慈善活動及籌款活動等。作為關注社會責任的僱主，本集團已按照ISO 26000國際社會責任標準獲得認可，並持續接受相關評估。
Good health and well-being **良好健康與福祉** 	Ensure healthy lives and promote well-being for all at all ages 確保各年齡層人士的健康生活並促進其福祉	Continue to uphold and promote the awareness of health and safety not just amongst ourselves, but also our business counterparts 持續提升及推廣健康與安全意識，不僅限於本集團內部，亦涵蓋業務夥伴	In order to enhance our image in the industry as well as bringing improvement into a broader perspective, we support respective governmental departments, trade unions and institutions in joining occupational health and safety promotion campaigns and participates various kinds of safety competitions amongst other business counterparts. Also, our Occupational Health and Safety Management System has been accredited and under constant review according to International Standards ISO 45001 to keep abreast of the market. 為提升本集團於行業內的形象，並從更廣闊的層面推動持續改善，本集團支持相關政府部門、工會及機構參與職業健康與安全推廣活動，並與其他業務夥伴一同參與各類安全比賽。此外，本集團的職業健康與安全管理體系已通過ISO 45001國際標準認證，並持續進行檢討，以與市場發展保持同步。

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
Quality education **優質教育** 	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 確保包容和公平的優質教育，並促進全民終身學習機會	Offering sufficient training support to employees in fulfilling their job duties 為僱員提供充足的培訓支援，以履行其工作職責	The Group attaches great importance to its training offered to employees, as we believe that only well-trained employees can fulfil their job duties in a quality, efficient and safe manner. Please refer to the section headed "Staff Development and Training" for details. We organise training with external teaching and professional institutions on technical and managerial skills, and implement the project-based mentor scheme, Graduate Development Programme, Professional skills training and workshops; and Latest construction technologies to various levels and disciplines of staff. 本集團高度重視為僱員提供培訓，因為我們相信，只有經過良好培訓的僱員，方能以優質、高效及安全的方式履行其工作職責。有關詳情請參閱「僱員發展及培訓」一節。本集團與外部教學及專業機構合作，為不同層級及不同職能的僱員提供技術及管理技能培訓，並推行項目導師計劃、畢業生發展計劃、專業技能培訓及工作坊，以及最新建築技術培訓。
Gender equality **性別平等** 	Achieve gender equality and empower all women and girls 實現性別平等並賦予所有婦女及女童權能	Continue to uphold and maintain zero tolerance to gender discrimination 持續恪守並維持對性別歧視零容忍的原則	Our Employee Handbook stated that discrimination in any form is strictly prohibited in our employment management practices. We have achieved no gender discrimination cases during the Reporting Period. 本集團的僱員手冊訂明，在人力資源管理實務中嚴禁任何形式的歧視。於報告期間，本集團並無錄得任何性別歧視個案。

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
Clean water and sanitation **清潔用水及衛生** 	Ensure availability and sustainable management of water and sanitation for all 確保所有人均可獲得水和衛生設施，並予可持續管理	Ensure wastewater is properly treated before discharge and pursue zero non-compliance cases on laws and regulations relating to wastewater management 確保廢水在排放前得到妥善處理，並致力於實現有關廢水管理法律及法規的零違規個案	Our Environmental Policy stated that we are committed to complying with all relevant environmental regulatory and statutory requirements. We have complied with the requirements of the Water Pollution Control Ordinance ("**WPCO**") license to ensure proper treatment of wastewater before any discharge is carried out. Also, we have wastewater treatment facilities in place to handle wastewater, wastewater monitoring and sample tests are carried out regularly. We have achieved zero non-compliance cases on laws and regulations relating to wastewater management during the Reporting Period. Our Environmental Management System has been accredited and under constant review according to International Standards ISO 14001 to keep abreast of the market. 本集團的環境政策訂明，本集團致力遵守所有相關環境法規及法定要求。本集團已遵守《水污染管制條例》(「**水污染條例**」)牌照的相關規定，確保所有廢水於排放前均經妥善處理。此外，本集團已設置廢水處理設施以處理廢水，並定期進行廢水監測及取樣測試。於報告期間內，本集團已實現有關廢水管理法律及法規的零違規個案。本集團的環境管理體系已通過ISO 14001國際標準認證，並持續進行檢討，以與市場發展保持同步。
Affordable and clean energy **可負擔的潔淨能源** 	Ensure access to affordable, reliable, sustainable and modern energy for all 確保所有人均可獲得可負擔、可靠、可持續及現代化的能源	Utilise renewable energy as much as possible in our operation 在營運中盡可能使用可再生能源	Our Project sites are currently installed with solar panels and we will seek to gradually increase the proportion of the utilisation of renewable energy in our operation in future, if possible. 本集團目前於項目工地安裝太陽能板，並將在可行情況下，逐步提升於營運中使用可再生能源的比例。

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
Decent work and economic growth **體面工作和經濟增長** 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 促進持續、包容及可持續的經濟增長、全面及具生產力的就業，以及人人享有體面工作	Pursue zero occupational fatalities and achieve an accident rate not exceeding 8.0 per 1,000 workers per year (equivalent to 0.22 reportable accidents per 100,000 man-hours worked) 致力實現零職業死亡事故，並將事故率控制在每年每1,000名工人不超過8.0宗（相當於每100,000工時0.22宗須呈報事故）	We have established policies and a series of occupational health and safety measures are in place to provide sufficient support and guidance to maintain good occupational health and safety workplace. Also, our Occupational Health and Safety Management System and Risk Management System have been accredited and under constant review according to International Standards ISO 45001 and ISO 31000 to keep abreast of the market. 本集團已制定相關政策，並實施一系列職業健康與安全措施，為維持良好的職業健康與安全工作環境提供充分支援及指引。此外，本集團的職業健康與安全管理體系及風險管理體系已通過ISO 45001及ISO 31000國際標準認證，並持續進行檢討，以與市場發展保持同步。
Industry, innovation and infrastructure **產業、創新及基礎設施** 	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation 建設具韌性的基礎設施，促進包容及可持續的工業化，並推動創新	Adopt innovative construction technologies and to promote Projects with application of BEAM Plus and LEED in future 採用創新建築技術，並於未來推動在項目中應用BEAM Plus及LEED	We will seek to increase the application of BEAM Plus and LEED in future to our Projects. We have achieved Green Building Certification for our Projects. 本集團將致力於未來增加於項目中應用BEAM Plus及LEED的比例。本集團的項目已取得綠色建築認證。
Reduced inequalities **減少不平等** 	Reduce inequality within and among countries 減少國家內部及國家之間的不平等	Ensure candidates from disadvantage groups have equal employment opportunities and maintain zero tolerance to any forms of discrimination 確保弱勢群體的求職者享有平等的就業機會，並對任何形式的歧視維持零容忍	We have established a series of human resources management policies to define our employment practices, equality is one of the key aspects that we attach with great importance in terms of recruitment and promotion. As a socially responsible employer, we have been accredited and under constant review according to International Standard of ISO 26000 with respect to social responsibility. 本集團已制定一系列人力資源管理政策，以規範僱傭實務，其中平等乃本集團於招聘及晉升方面高度重視的核心原則之一。作為負責任的僱主，本集團已按照ISO 26000國際社會責任標準獲得認可，並持續接受相關評估。

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
Sustainable cities and communities **可持續城市和社區** 	Make cities and human settlements inclusive, safe, resilient and sustainable 建設包容、安全、具韌性及可持續的城市及人類居住區	Ensure sustainable living conditions by gradually cutting down the proportion of waste amount generated from Projects and to mitigate the impacts caused to the environment 透過逐步減少項目產生的廢物比例及減低對環境造成的影響，以確保可持續的生活環境	CR Construction has embraced sustainability as the fundamental of its business strategy to enhance the value of the Company and its business. Our management systems have been accredited and under constant review according to relevant International Standards ISO 45000, ISO 14001 and ISO 26000 to keep abreast of the market. Also, we have established waste management policies to provide guidance and standards on waste handling and reducing the amount of waste at source. In addition, we have implemented a series of measures to mitigate the impact of our operations to the surroundings. Please refer to the section headed "Environmental Impacts from Our Operations and Mitigation Measures" for details. 本集團已將可持續發展納入其業務策略的核心，以提升公司及其業務的價值。本集團的管理體系已按照相關國際標準ISO 45000、ISO 14001及ISO 26000取得認證，並持續進行檢討，以與市場發展保持同步。 此外，本集團已制定廢物管理政策，為廢物處理及從源頭減廢提供指引及標準。本集團亦已實施一系列措施，以減低其營運對周邊環境的影響。有關詳情請參閱「本集團業務對環境的影響及緩解措施」一節。
Responsible Consumption and Production **負責任消費與生產** 	Ensure sustainable consumption and production patterns 確保可持續的消費和生產模式	Gradually increase the proportion of environmentally friendly materials purchased 逐步提高採購環保材料的比例	We have set stringent requirements for our suppliers and subcontractors to comply with when delivering products to our clients. Eco-consciousness is one of the key criteria when considering the selection of suppliers, subcontractors as well as materials purchasing. Please refer to the section headed "Responsible Supply Chain Management" for details. 本集團已就供應商及分包商向客戶交付產品時須遵守的要求訂立嚴格標準。在甄選供應商、分包商以及採購材料時，環保意識為其中一項重要考量準則。有關詳情請參閱「負責任供應鏈管理」一節。

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
Climate action **氣候行動** 	Take urgent action to combat climate change and its impacts 採取緊急行動應對氣候變化及其影響	We are committed to the followings when combating climate change and its impacts: a. Minimise greenhouse gas emissions; b. identify opportunities to reduce carbon emissions by making our activities more efficient, greener and cleaner 本集團在應對氣候變化及其影響方面致力於以下措施： a. 減少溫室氣體排放； b. 物色機會使業務更具效率、更環保及更潔淨，以減少碳排放	To help us getting a clear progress on combating climate change, we assess our carbon footprint annually and to review relevant targets and policy on a regular basis. Also, through the application of Building Information Modelling (BIM) managed by our In-house BIM Team, significant achievements have been noted on improved performance, enhanced efficiency on our services which we also consider as contribution to climate action. We will look at options to offset our unavoidable emissions using sustainable offsetting technologies in future. Also, our Environmental Management System has been accredited and under constant review according to International Standards ISO 14001 to keep abreast of the market. Please refer to the section headed "Climate Change" for more actions we have taken and plan to take to combat climate change and its impacts. 為更清晰掌握應對氣候變化的進展，本集團每年評估碳足跡，並定期檢討相關目標及政策。此外，透過由內部的建築信息模擬（BIM）團隊管理的BIM應用，本集團在提升服務表現及效率方面取得顯著成效，亦視為對氣候行動的貢獻。 未來，本集團將研究採用可持續的抵銷技術，以抵銷不可避免的排放。此外，本集團的環境管理體系已通過ISO 14001國際標準認證，並持續進行檢討，以與市場發展保持同步。 有關本集團已採取及計劃採取的更多應對氣候變化措施，請參閱「氣候變化」一節。

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
Life below water 水下生命 	Conserve and sustainably use the oceans, seas and marine resources for sustainable development 保護和可持續利用海洋和海洋資源，以促進可持續發展	Avoid water pollution caused by our operations to help preserving the natural habitat of the ocean 避免因本集團營運而造成水污染，以協助保護海洋自然棲息地	Our Environmental Policy stated that we are committed to prevent environmental pollution including water resources. We have complied with the requirements of the Water Pollution Control Ordinance ("**WPCO**") license which we consider as making contribution to protect the marine life by minimising the impact of wastewater to the ocean. Also, our Environmental Management System has been accredited and under constant review according to International Standards ISO 14001 to keep abreast of the market. Please refer to the section headed "Wastewater Treatment" for measures and actions we have implemented to mitigate the impact and risk of water pollution caused by our operations. 本集團的環境政策訂明，本集團致力防止環境污染，包括水資源污染。本集團已遵守《水污染管制條例》(「**水污染條例**」)牌照的相關規定，透過減低廢水對海洋的影響，從而為保護海洋生態作出貢獻。 此外，本集團的環境管理體系已通過ISO 14001國際標準認證，並持續進行檢討，以與市場發展保持同步。 有關本集團為減低營運對水污染所造成的影響及風險而採取的措施及行動，請參閱「廢水處理」一節。

SDGs 可持續發展目標	SDG Target SDG目標	CR's Objectives 華營的目標	CR's Actions and Progress 華營的行動及進展
Life on land **陸地生態** 	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss 保護、恢復及促進陸地生態系統的可持續利用，實現可持續森林管理，防治荒漠化，遏止及扭轉土地退化，並制止生物多樣性流失	Avoid land pollution caused by our operations to preserve natural habitat 避免因本集團營運而造成土地污染，以保護自然棲息地	Our Environmental Policy has stated that we are committed to prevent environmental pollution including waste management and noise pollution. We pay extra care in our operation in avoiding generation of hazardous waste and minimise our noise as well as the generation of non-hazardous waste by implementing a series of measures and initiatives. Also, our Environmental Management System has been accredited and under constant review according to International Standards ISO 14001 to keep abreast of the market. Please refer to the section headed "Noise Control", "Waste Management" and "Trees and Shrub Protection" for measures and actions we have implemented to mitigate the impact and risk of noise and land pollution caused by our operations as well as measures and actions we have taken to restore the growth of plants and vegetations areas affected by our operations respectively. 本集團的環境政策訂明，本集團致力防止環境污染，包括廢物管理及噪音污染。本集團於營運中格外審慎，以避免產生有害廢物，並透過實施一系列措施及方案，減低噪音以及減少無害廢物的產生。此外，本集團的環境管理體系已通過ISO 14001國際標準認證，並持續進行檢討，以與市場發展保持同步。 有關本集團為減低營運所引致的噪音及土地污染影響及風險而採取的措施及行動，以及就恢復受營運影響地區植物及植被生長所採取的措施及行動，請參閱「噪音控制」、「廢物管理」及「樹木及灌木保護」各節。
Peace, justice and strong institutions **和平、正義及健全制度** 	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels 促進和平及包容的社會以推動可持續發展，為所有人提供司法機會，並建立有效、負責任及具包容性的各級機構	Promote the sense of anti-corruption in terms of personal conduct as well as business practices and pursue zero occurrence of corruption cases 在個人操守及業務實務方面推廣反貪污意識，並致力實現零貪污個案	We have established stringent policies on anti-corruption by providing definitions of corruption behaviours to enhance the awareness and knowledge of our employees to understand the nature of corruption and to mitigate the risk of any unintentional offence. Please refer to the section headed "Business Ethics" for details. 本集團已制定嚴格的反貪污政策，清晰界定貪污行為，以提升僱員對貪污性質的認識及了解，並減低任何無意觸犯相關規定的風險。有關詳情請參閱「商業道德」一節。

Environmental, Social and Governance Report
環境、社會及管治報告

Independent Practitioner's Assurance Report

To the board of directors of CR Construction Group Holdings Limited

Terms of Engagement

Riskory Consultancy Limited ("**we**") was commissioned by CR Construction Group Holdings Limited (the "**Company**") to provide independent assurance of selected sustainability information within the Company's Environmental, Social and Governance Report for the year ended 31 December 2025, against the assurance criteria below to a limited level of assurance, in accordance with International Standard on Assurance Engagements ("**ISAE**") 3000 (Revised).

Our assurance engagement covered the evaluation of the accuracy and reliability of data for selected environmental indicators (the "**Selected Sustainability Information**") listed below:

i. Indirect energy consumption; and

ii. Water consumption.

Our assurance engagement excluded the other data and information mentioned in the report. Our assurance was with respect to the year ended 31 December 2025 information only and we have not performed any procedures with respect to earlier periods and therefore, do not express any conclusion thereon.

The Company's Responsibility for the Selected Sustainability Information

The Company is responsible for the preparation of the Selected Sustainability Information in accordance with the criteria stated above. The responsibility includes the design, implementation, and maintenance of internal control relevant to the preparation of the information that is free from material misstatement, whether due to fraud or error.

Inherent Limitations

The absence of a major body of established practice from which to evaluate and measure non-financial information allows for distinct, but acceptable measures and measurement techniques and can impact comparability between entities. In addition, greenhouse gas quantification is subject to inherent ambiguity due to incomplete scientific knowledge utilized to derive emission factors and the values required to combine emissions of different gases.

獨立執業人員審驗報告

致華營建築集團控股有限公司董事會

委聘條款

Riskory Consultancy Limited(「**我們**」)獲華營建築集團控股有限公司(「**貴公司**」)委聘,根據《國際審驗業務準則》(「**ISAE**」)3000(經修訂),就貴公司截至二零二五年十二月三十一日止年度之《環境、社會及管治報告》內若干可持續發展相關資料,按照下述審驗準則提供獨立有限審驗。

我們的審驗工作涵蓋評估下列選定環境指標(「**選定可持續發展資料**」)之數據準確性及可靠性:

i. 間接能源消耗;及

ii. 用水量。

本審驗工作不包括報告內其他數據及資料。我們的審驗僅針對截至二零二五年十二月三十一日止年度的資料,並未就過往期間執行任何程序,因此並不就該等期間發表任何結論。

貴公司對選定可持續發展資料的責任

貴公司有責任按照上述準則編製選定可持續發展資料。此責任包括就編製有關資料設計、實施及維持相關內部監控,以確保該等資料不存在因欺詐或錯誤而導致的重大錯誤陳述。

固有限制

由於尚未確立用作評估及計量非財務資料的既定常規,現存各種不同但可接受的計量方法及技術,可能影響不同實體之間的可比性。此外,由於用作推導排放系數及合併不同氣體排放量的科學知識尚未完全完善,溫室氣體的量化亦存在固有不確定性。

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence, due care, confidentiality, and professional behaviour.

Our firm applies International Standard on Quality Control 1 ("**ISQC 1**") and accordingly maintains a comprehensive system of quality control including, documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our role was to reach a limited conclusion regarding the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with ISAE3000 (Revised). The standard requires that we plan and perform this engagement to acquire limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A limited assurance engagement entails assessing the suitability of the Company's use of the criteria stated above as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding as necessary to the assessed risks, and evaluating the overall presentation of the Identified Sustainability Information. The scope of a limited assurance engagement is significantly narrower than that of a reasonable assurance engagement in terms of both the risk assessment procedures, including an understanding of internal control, and the actions executed in response to the assessed risks.

Our performed procedures were based on our professional judgment and included inquiries, observation of processes performed, document inspection, analytical procedures, evaluating the suitability of quantification methods, and agreement or reconciliation with underlying records.

我們的獨立性及質量控制

我們已遵守國際會計師道德準則委員會頒佈的《專業會計師道德守則》中的獨立性及其他道德要求，該守則建基於誠信、客觀、專業能力及應有審慎、保密性及專業行為等基本原則。

本行已採用《國際質量控制準則第1號》(「**ISQC 1**」)，並據此維持一套全面的質素控制制度，包括有關遵守道德要求、專業準則及適用法律及法規的書面政策及程序。

我們的責任

我們的責任是根據已執行的程序及取得的證據，就所識別的可持續發展資料作出有限結論。我們已按照ISAE 3000(經修訂)進行有限審驗工作。該準則要求我們策劃及執行審驗工作，以就所識別的可持續發展資料是否不存在重大錯誤陳述達致有限審驗。

有限審驗工作包括評估貴公司採用上述準則編製所識別可持續發展資料的適當性、評估所識別可持續發展資料是否存在因欺詐或錯誤而導致重大錯誤陳述的風險、就已識別風險採取適當應對措施，以及評估所識別可持續發展資料的整體呈列。就風險評估程序(包括對內部監控的了解)及就已識別風險採取應對措施而言，有限審驗工作的範圍遠小於合理審驗工作。

我們所執行的程序乃基於我們的專業判斷，包括查詢、觀察已執行的流程、文件檢查、分析程序、評估量化方法的適當性，以及與相關記錄進行核對或對賬。

The following procedures were undertaken as part of the evidence-gathering process for this assurance engagement:

- Interviewed the key persons responsible for the Selected Sustainability Information;
- Understood the process for collecting and reporting the Selected Sustainability Information;
- Sampled datasets and traced activity data back to aggregated levels; and
- Considered the disclosure and presentation of the Selected Sustainability Information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Sustainability Information has been prepared, in all material respects, in accordance with the criteria above.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Selected Sustainability Information for the year ended 31 December 2025 is not prepared, in all material aspects, in accordance with the criteria stated above.

Our report has been prepared for and only for the board of directors of CR Construction Group Holdings Limited and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the content of this report.



Oswald Au
Certified Carbon Auditor | Trader on Carbon Emissions | ICPA

Managing Director
Riskory Consultancy Limited
Room 403, 4/F., Office Plus @ Sheung Wan
No. 93-103 Wing Lok Street, Sheung Wan, Hong Kong

13 April 2026

我們在本審驗工作的蒐集證據過程中執行了以下程序：

- 訪談負責選定可持續發展資料的主要人員；
- 了解收集及呈報選定可持續發展資料的流程；
- 對數據樣本進行抽樣，並追溯活動數據至匯總層級；及
- 審閱選定可持續發展資料的披露及呈列方式。

有限審驗工作的程序在性質及時間上均有別於合理審驗工作，且範圍較為有限。因此，有限審驗工作所取得的審驗程度顯著低於合理審驗工作可取得的審驗程度。據此，我們並不就貴公司所識別的可持續發展資料是否在所有重大方面按照上述準則編製發表合理審驗意見。

有限審驗結論

基於我們已執行的程序及取得的證據，我們並無發現任何事項令我們相信貴公司截至二零二五年十二月三十一日止年度的選定可持續發展資料未有在所有重大方面按照上述準則編製。

本報告僅為華營建築集團控股有限公司董事會編製，並不擬作其他用途。我們概不就本報告內容對任何其他人士承擔或接受任何責任。



Oswald Au
認可碳審計員 | 碳排放交易員 | 國際註冊會計師
董事總經理
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二零二六年四月十三日