KPa-BM Holdings Limited
應力控股有限公司*

(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

Stock code 股份代號：2663

2026年度

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Chairman's Statement

Over the past year, the global economic landscape has continued to undergo adjustment, while the construction industry has been progressively transitioning from scale expansion towards quality enhancement. During this process, Environmental, Social and Governance requirements have increasingly attracted attention from all sectors and have become an important consideration for the stable development of enterprises.

As a listed construction enterprise, the Group has progressively integrated ESG requirements into its corporate strategic planning. While deepening its core business operations, the Group has earnestly fulfilled its environmental responsibilities, practised its social commitments, and strengthened its corporate governance, thereby responding to the trust and expectations of its stakeholders through practical actions.

In terms of environment, with a focus on environmentally friendly operations, we strictly comply with relevant environmental protection laws and regulations and project requirements in our daily operations and construction activities. We attach great importance to the standardised management of environmental impacts, optimise resource utilisation efficiency, and implement waste disposal measures, continuously enhancing our environmental management standards.

In terms of society, with a focus on a more comprehensive approach to responsibility, we give due regard to the reasonable expectations of various stakeholders. In areas including employee care, customer service, supply chain collaboration and community engagement, we uphold our responsibility baseline, actively convey positive corporate values, and strive to achieve a balance between business development and responsibility fulfilment.

In terms of governance, with the objective of establishing more credible governance capability, we strictly comply with the Listing Rules and relevant laws and regulations, continuously improve our corporate governance structure, and strengthen compliance management and risk control. This ensures compliant and stable operations while safeguarding the interests of shareholders and all stakeholders.

Upholding a long-term perspective and a steadfast commitment to responsibility, we will continue to focus on all aspects of Environmental, Social and Governance. Looking ahead, we will steadily advance the implementation of related initiatives and move towards long-term sustainable development with a pragmatic and prudent approach, in order to live up to the expectations of all stakeholders.

About This Report

KPa-BM Holdings Limited (the "Company", together with its subsidiaries, collectively referred to as the "Group" or "KPa-BM") is pleased to publish its Environmental, Social and Governance Report for the year 2026. This report aims to disclose to all stakeholders the Group's policies, measures and latest developments in relation to environmental, social and governance matters.

Reporting Standards

This report has been prepared in accordance with Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited—the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code").

The purpose of this report is to present an objective, fair and balanced account of the Group's performance in environmental, social and governance aspects. During the preparation process, the principles of materiality, quantitative, balance and consistency have been strictly observed.

Materiality	The Group has conducted a materiality assessment in accordance with the guidance of the ESG Reporting Code, and reports on relevant ESG issues based on the results of the assessment.
Quantitative	This report complies with the requirements of the ESG Reporting Code and, with reference to applicable quantitative standards and practices, adopts quantitative methods to measure and disclose key performance indicators.
Balance	This report adheres to an objective principle, disclosing both positive and negative information in a comprehensive manner to ensure an unbiased reflection of the Group's ESG performance during the reporting period.
Consistency	The preparation approach of this year's report remains consistent with that of previous years. Where any changes occur that may affect meaningful comparison with previous reports, the Group has clearly explained such changes in the relevant sections.

Reporting Scope

This report covers the Group's overall environmental, social and governance development for the period from 1 April 2025 to 31 March 2026 (the "Reporting Period"), and discloses in a transparent manner the policies, guidelines, actions and performance undertaken by KPa-BM in relation to sustainable development over the past year.

The report discloses policies and measures relating to core and material business operations, namely all major operations in Hong Kong, the PRC office, and the PRC manufacturing plant producing building materials for the Hong Kong business (including warehouses and staff dormitories). The reporting scope is determined with reference to the significance of each operating segment to the Group's overall business and its impact on sustainable development.

Unless otherwise stated, the scope of this report is consistent with that of the annual report, and remains unchanged compared with the ESG report of previous years.

The overview of operations within the reporting scope is as follows:

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

Data Sources and Reliability

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

Feedback

We welcome your feedback on this report, so as to enhance our sustainability performance and value creation. You may contact us via email at cosec@kpa.com.hk

About Us

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

Our core business principally comprises the provision of structural engineering works services, supply and installation of building materials, and trading of building materials, mainly engaged in: (i) provision of structural engineering works in Hong Kong, with a focus on design and construction projects; (ii) supply of building materials in Hong Kong and installation services for such products and trading of building materials primarily in Hong Kong. The Group’s business operations remained materially unchanged as compared with 2025.

01

Sustainability Management

The Group continues to pay close attention to sustainability-related matters and integrates ESG factors into its business operations and management, thereby promoting the Group's steady development and value enhancement, while continuously improving its relevant management systems.

Board Statement

Dear Stakeholders,

In the past year, while continuing to advance its business development, the Group has also strengthened its management and practices in environmental, social and governance matters. We firmly believe that robust ESG management helps enhance corporate resilience and lays a solid foundation for long-term development.

The Board of the Group assumes overall oversight responsibility for ESG matters and ensures that the relevant governance framework and measures operate effectively. The Board regularly reviews the Group's ESG policies, performance and related risks, and obtains updates on key ESG issues through management reporting, thereby guiding the implementation of relevant initiatives to ensure alignment with the Group's business strategy.

The Group has established mechanisms for identifying, assessing and prioritising material ESG issues, and regularly reviews the relevant assessment results while overseeing management's implementation of response measures, in order to strengthen ESG risk management.

The Board also oversees the formulation and implementation of ESG targets, regularly reviews progress and effectiveness, and continuously evaluates and refines relevant strategies and objectives in response to business development and changes in the external environment, so as to promote the Group's long-term sustainable development.

Looking ahead, the Group will continue to enhance its ESG governance framework and further integrate the concept of sustainable development into its daily operations and business decision-making processes. While maintaining steady development, the Group will actively fulfil its corporate social responsibilities and create long-term value for stakeholders and society.

ESG Governance Structure

To ensure effective coordination and implementation of ESG-related work, the Group has established a governance structure comprising the Board of Directors, the ESG Working Group and various operational departments.

The Board of Directors bears overall supervisory responsibility for the Group' s ESG matters. It is responsible for reviewing the overall ESG strategic direction, objectives and implementation status, and ensuring that relevant work remains aligned with the Group' s business development. The Board continuously monitors the identification and management of ESG-related risks and opportunities, and incorporates ESG factors into major business decision-making to promote the achievement of sustainable development objectives. Where there is a material gap between ESG performance and established targets, the Board will review and adjust relevant strategies as and when necessary.

The ESG Working Group was established in 2016 and comprises the Chief Financial Officer and heads of key operational departments. It is responsible for assisting the Board in implementing ESG strategies. The ESG Working Group plays a coordinating role in overall ESG management by providing recommendations to the Board on ESG-related strategies, monitoring the implementation of sustainability initiatives, and continuously assessing the effectiveness of existing practices to support ongoing improvement of the governance framework. In addition, the ESG Working Group is responsible for stakeholder engagement and materiality assessment, assisting in the formulation and monitoring of key performance indicators, and consolidating relevant ESG data and information to support decision-making by management and the Board.

At the operational level, each business unit is responsible for implementing ESG-related policies and measures in daily operations, thereby integrating sustainability principles into operational processes. During implementation, departments identify and assess ESG risks and opportunities within their respective business scope and manage and mitigate them through internal control mechanisms. They also regularly collect and compile relevant data and report to the ESG Working Group, thereby supporting overall ESG governance and continuous improvement.

The Board

- ESG goals, strategies, and policy formulation
- Overseeing ESG development and performance

ESG Working Group

Integrate ESG matters into all business development and planning, and clarify sustainable development goals and actions

Operational Department

- Implement ESG policies and actions
- Identify ESG risks and opportunities and specify control measures
- Report on sustainable development performance

Stakeholders

Engage stakeholders to understand their needs and concerns regarding sustainable development

ESG Governance Structure

Stakeholder Engagement

The Group attaches great importance to continuous communication with various stakeholders, with a view to gaining a more comprehensive understanding of their concerns and expectations, and using such insights as an important reference for the optimisation of its operations and ESG management.

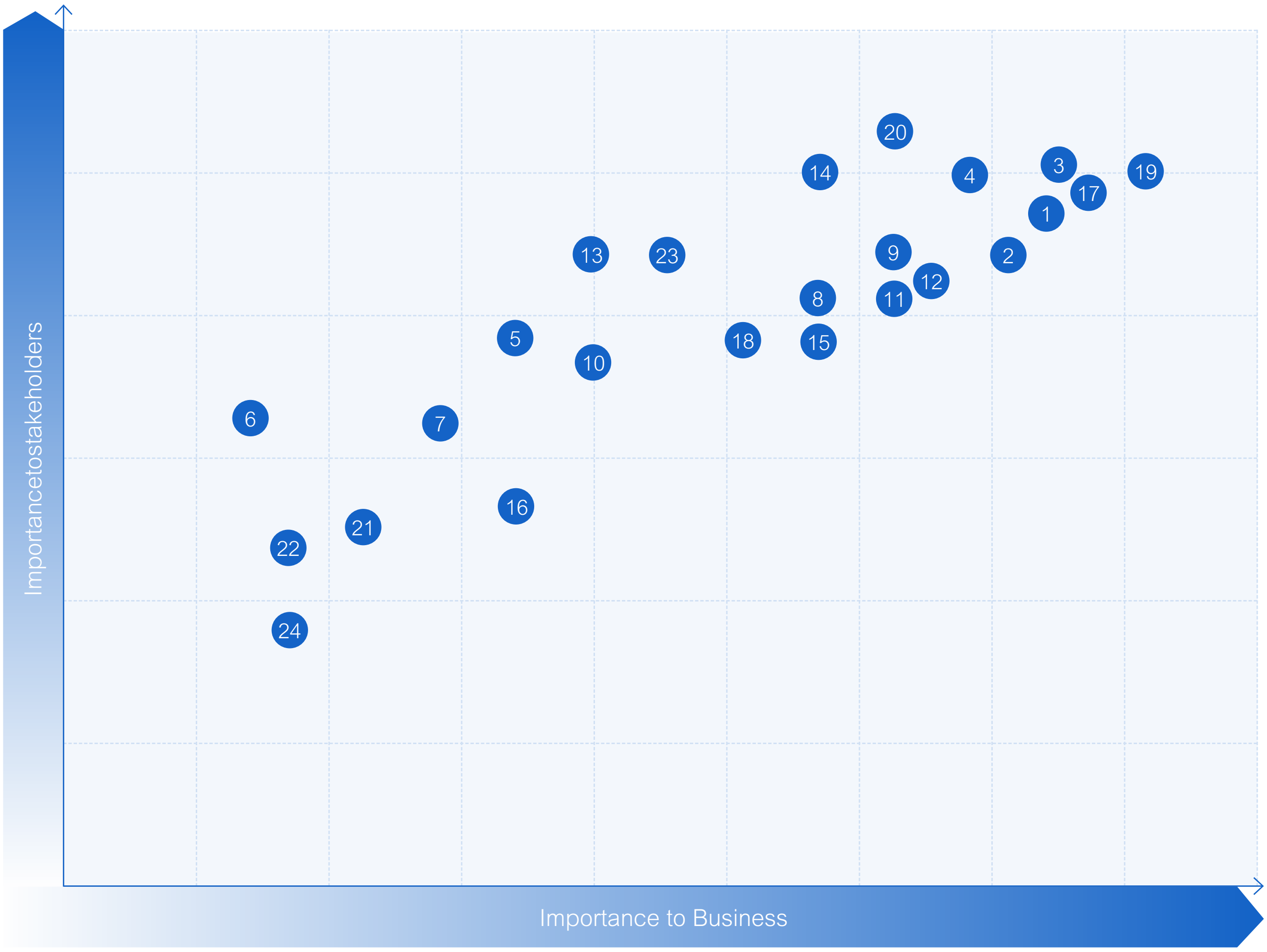
At present, the Group's key stakeholders include shareholders and investors, government and regulatory authorities, customers, suppliers and subcontractors, the community, the media, and employees. The Group maintains ongoing interaction and engagement with these stakeholders through various channels, including day-to-day business communications and meetings.

Such communication enables the Group to better understand stakeholders' focus on ESG-related issues and provides a reference for the formulation and implementation of relevant policies, thereby continuously enhancing its overall management and responsiveness.

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

Materiality Assessment

The Group has established an analytical process covering issue identification, materiality assessment and prioritisation. Based on two dimensions, namely "importance to the business" and "importance to stakeholders", 24 key issues have been identified and selected as key focus areas of ESG management. The materiality levels of each issue are set out in the materiality matrix.



Materiality Matrix

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

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Environment: Greener Operations

Green operations are not only an external expectation but also an inherent requirement for the Group's long-term development. While pursuing business growth, the Group aims to minimise its environmental impact as far as practicable, thereby enhancing development resilience. Focusing on key areas including climate change response, environmental management, emissions control and resource utilisation, the Group continues to implement relevant initiatives and strives to integrate green principles into its daily operations.

Response to Climate Change

The impacts of climate change on the economy and society are becoming increasingly significant, and also impose higher requirements on business operations. The Group continues to monitor climate-related risks and opportunities, and progressively integrates the concept of low-carbon development into its business planning and management, while continuously enhancing its climate-related governance framework and response mechanisms.

Climate Governance

The Group has established a climate governance structure centred on the Board of Directors. The Board is responsible for formulating climate strategies and related targets, ensuring that climate considerations are incorporated into the Group's decision-making process, and authorising the ESG Working Group to coordinate the implementation of relevant initiatives. The ESG Working Group is responsible for identifying climate-related risks and opportunities, formulating response measures, and monitoring progress against targets, and reports to the Board on a regular basis. At the operational level, each business unit implements specific energy-saving and carbon-reduction measures at the project level, and supports the collection and submission of relevant data, thereby forming a closed-loop management system from decision-making to execution.

Climate Governance Structure

Climate Strategy

The Group aligns its climate strategy with its business development direction and industry trends, integrating low-carbon transition into its medium- to long-term development planning. The Group promotes the coordinated implementation of climate-related targets and its overall development strategy, thereby enhancing its sustainable development capability.

Climate-related Risks and Opportunities

Climate change has a multifaceted impact on the construction industry, bringing both operational challenges and opportunities for industry transformation. The Group has identified and categorised climate-related physical risks, transition risks and potential opportunities, and has formulated corresponding response measures as set out below:

Category		Description of Risk/Opportunity	Time Horizon	Response Measures
Physical risk	acute risk	More frequent extreme weather events (such as heavy rain and typhoons) may affect outdoor construction arrangements and project progress, increasing uncertainty in project execution.	Short to medium-long term	Adjust overall construction management and emergency arrangements, strengthen site protection and drainage measures to mitigate the impact of weather conditions on construction and site operations.
		High temperatures and climate variability may affect occupational safety of outdoor workers, equipment operation, and energy efficiency.	Short to medium-long term	Strengthen safety management to ensure workforce safety, enhance equipment maintenance to maintain stable operation, and optimise energy management and efficiency to improve overall energy performance.
	chronic risk	Sea level rise and long-term climate change may have potential impacts on construction projects in coastal and low-lying areas.	Long term	Incorporate environmental and geographical risk considerations into project planning to enhance long-term adaptability.
Transition risk	policy and compliance risk	Increasing climate-related regulatory and disclosure requirements may raise compliance and reporting obligations for enterprises.	Short to medium-long term	Continuously monitor regulatory developments and update internal management and disclosure arrangements in a timely manner.
	market risk	Rising demand for green buildings and low-carbon materials drives industry transition towards low-carbon practices, creating adjustment pressure on traditional construction and materials models.	Medium to long term	Align with market trends and progressively enhance green construction capabilities and application levels.
	reputational risk	Increasing stakeholder expectations on ESG performance and transparency may affect market recognition and external evaluation of the Company's environmental performance.	Medium to long term	Strengthen ESG disclosure and external communication to enhance corporate transparency.
Climate-related opportunities		Climate change and related policies accelerate the industry's transition towards low-carbon and sustainable development, driving sustained demand for green buildings and related construction services.	Medium to long term	Actively monitor market and industry trends, and continuously enhance construction capabilities and service quality to capture opportunities in the green building market.

Climate Scenario Analysis

To better assess climate-related risks, the Group refers to internationally recognised climate scenarios and selects representative scenarios for analysis to understand potential implications under different climate pathways.

Physical Risks

For physical risk analysis, the Group adopts the SSP1-2.6 low-emission scenario and the SSP5-8.5 high-emission scenario, which respectively represent a global low-carbon transition pathway and a high-emission development pathway, in order to assess potential differences in physical risks under different climate conditions.

Under the high-emission scenario (SSP5-8.5), global carbon emissions continue to rise with limited progress in mitigation efforts. The frequency and intensity of extreme weather events increase. For the Group, adverse weather conditions such as heavy rain, typhoons and extreme heat may further intensify their impact on construction schedules, site safety and workforce health. Consequently, project uncertainty and protection-related costs may increase.

Under the low-emission scenario (SSP1-2.6), global economies jointly advance low-carbon transition and mitigation policies are effectively implemented. The deterioration of extreme weather is partially mitigated, and physical climate risks are relatively reduced. Under this scenario, overall climate-related uncertainty decreases, helping to alleviate potential impacts on project execution.

Transition Risks

For transition risk analysis, the Group refers to the NGFS scenario framework and selects the Net Zero 2050 scenario and the Current Policies scenario, which respectively reflect an accelerated global decarbonisation pathway and a status-quo policy pathway, in order to assess transition risk levels under different policy intensities.

Under the NGFS Net Zero 2050 scenario, the world strives to achieve net-zero emissions by 2050, with energy systems rapidly transitioning towards low-carbon structures. As a carbon-intensive sector, the construction industry faces significant transition pressure, including stricter emissions regulations, wider adoption of green building materials, and more detailed disclosure requirements. The Group needs to continuously monitor policy developments and adjust its business practices accordingly to align with the low-carbon transition trend.

Under the Current Policies scenario, global mitigation efforts progress slowly and climate governance advances at a relatively limited pace. Although transition pressure is relatively moderate, climate-related uncertainties may still affect the operating environment. The Group therefore needs to maintain flexibility and responsiveness in its daily operations.

Through the above scenario analysis, the Group has enhanced its understanding of risk exposure under different climate pathways and continues to incorporate such insights into its strategic planning and risk management framework.

Climate Risk Management

In response to potential physical and transition risks arising from climate change, the Group has integrated relevant factors into its overall risk management framework. Through identification, assessment and categorisation, the Group continuously monitors and analyses potential impacts. On this basis, the Group regularly reviews changes in climate-related risks in light of actual business conditions, so as to enhance its ability to anticipate and respond flexibly to climate-related uncertainties.

Climate Indicators and Targets

The Group has progressively developed a set of climate-related indicators aligned with its business operations to monitor environmental performance and related changes during operations, and conducts regular data consolidation and analysis. Through continuous tracking of indicator outcomes, the Group identifies areas for improvement and optimises relevant management measures accordingly. In addition, the Group is progressively refining its climate target management mechanism in line with its overall development direction to support the long-term decarbonisation pathway.

During the reporting year, the Group reviewed its greenhouse gas emissions. The details are set out below:

Greenhouse gas emissions[1]

Indicator	Unit	2025	2026
Scope 1	tonnes of CO2 equivalent	29.90	169.80
Scope 2	tonnes of CO2 equivalent	268.42	225.11
Total greenhouse gas emissions	tonnes of CO2 equivalent	298.33	394.90
Greenhouse gas emission intensity[2]	tonnes of CO2 equivalent per employee	1.68	2.20

The Group's Scope 1 emissions increased in the current year, mainly due to changes in vehicle usage and updates to the reporting boundary. In 2025, two diesel trucks were disposed of, resulting in a relatively lower Scope 1 emissions base in that year. In the current year, three vehicles were newly added, including two petrol vehicles and one electric vehicle, which led to an increase in emissions from mobile sources. In addition, emissions from stationary fuel sources were newly included within the reporting boundary during the current year, resulting in more comprehensive coverage of Scope 1 emissions and an overall increase in the reported figure.

Scope 2 emissions decreased compared with the previous year, mainly due to a reduction in purchased electricity consumption, which led to a corresponding decrease in indirect emissions.

As a result of the above factors, the Group's total greenhouse gas emissions and emission intensity increased compared with the previous year. Looking ahead, the Group will continue to optimise its fleet structure. The Group will also continue to focus on energy efficiency and carbon emission management, and further advance its emission reduction initiatives.

[1]Greenhouse gas emissions mainly comprise direct emissions from stationary combustion sources and fuel combustion from vehicles, as well as indirect emissions from purchased electricity. The relevant emission factors are derived from How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs, the Notice on the Release of the 2023 Carbon Dioxide Emission Factor for Electricity, and the 2025 CLP Sustainability Report.

[2]TGreenhouse gas emission intensity is calculated as total greenhouse gas emissions (covering Scope 1 and Scope 2 emissions only) divided by the average number of employees of the Group's Hong Kong operations and Mainland China manufacturing plant operations.

Environmental Management

The Group pays close attention to the potential environmental impacts arising from its operations and, in light of its business characteristics, continues to enhance its arrangements in areas such as emissions management and resource utilisation, with a view to taking environmental considerations into account in its daily operations.

Environmental Management Approach

Compliance with applicable environmental laws and regulations is a fundamental requirement for the Group’s operations in both Hong Kong and Mainland China.

The Group’s construction site operations in Hong Kong are conducted in accordance with the Air Pollution Control Ordinance, Noise Control Ordinance, Public Health and Municipal Services Ordinance and Waste Disposal Ordinance, among others. The Group’s manufacturing operations in Mainland China are carried out in compliance with the Environmental Protection Law of the People’s Republic of China, the Law on the Prevention and Control of Atmospheric Pollution of the People’s Republic of China, the Law on the Prevention and Control of Water Pollution of the People’s Republic of China, the Law on the Prevention and Control of Environmental Pollution by Solid Waste of the People’s Republic of China and the Energy Conservation Law of the People’s Republic of China.

On this basis, the Group’s relevant operations in Hong Kong also reference ISO 14001:2015 Environmental Management Systems to support a systematic approach to environmental management and continuous improvement. During project execution, project teams carry out day-to-day environmental management in accordance with applicable guidelines and, where practicable, integrate environmental considerations into overall operational arrangements. In addition, the Group encourages its suppliers and subcontractors to comply with relevant environmental requirements in order to reduce the overall environmental impact.

Emissions Management

The Group's emissions during its operations mainly comprise exhaust gas and general waste, and relevant handling arrangements are implemented in accordance with actual operational needs.

Exhaust gas generated by the Group primarily arises from the use of vehicles. To reduce emissions, the Group conducts regular inspection and maintenance of its vehicles, and optimises transportation arrangements where appropriate to minimise unnecessary mileage and fuel consumption. The Group also plans to gradually replace conventional fuel-powered vehicles with electric vehicles in order to reduce associated emissions.

In respect of waste, the Group mainly generates non-hazardous waste, which arises from manufacturing operations in Mainland China, packaging materials used in the Group's building materials business in Hong Kong, and general waste generated from office and living areas in both regions (such as waste paper, office supplies, and domestic waste generated from factory dormitories). Such waste is disposed of through engagement of relevant licensed service providers based on actual operational needs.

Resource Use

Resource management is an ongoing process. The Group has formulated a Green Office Charter and continuously monitors the efficiency of energy and water usage, promoting energy-saving measures in its daily operations to reduce the environmental impact associated with resource consumption.

In terms of energy management, the Group has installed energy-efficient LED lighting in offices, manufacturing plants and staff dormitories in Mainland China. Each room and office area is equipped with an independent air-conditioning temperature control system, allowing employees to adjust the temperature according to their needs. During summer, air-conditioning is generally set between 24°C and 26°C, balancing comfort and energy efficiency. Air-conditioning units are switched off promptly or set to energy-saving mode when not in use. The Group also conducts regular cleaning and maintenance of production equipment, ensures equipment is switched off after work completion to avoid unnecessary energy consumption, and encourages employees to proactively turn off air-conditioning, computers, printers, photocopiers and lighting when leaving the office for extended periods.

In terms of water resource management, the Group's water consumption is primarily concentrated in its Mainland China manufacturing plant and staff dormitories, mainly for production, product cleaning and site cleaning purposes, while water consumption in offices is relatively minimal. Water-saving notices are displayed in relevant premises to encourage employees to develop water conservation habits. For construction sites, the main contractors are responsible for supplying water for construction purposes, and the Group does not maintain relevant water consumption records. Water supply and drainage facilities are managed by local property management companies and water authorities, and no issues relating to water sourcing have been encountered in the Group's operations.

Environmental Targets and Progress

To promote continuous improvement in environmental management, the Group has established environmental targets for key areas such as greenhouse gas emissions and regularly tracks progress. The specific targets and progress in 2026 are set out below:

Improvement Area	2024 Baseline	2027 Target	2026 Progress
Greenhouse gas emissions intensity	2.17 tonnes of CO2 equivalent per employee	10% reduction to 1.95 tonnes of CO2 equivalent per employee	2.20 tonnes of CO2 equivalent per employee
Energy consumption intensity	4.96 thousand kWh per employee	10% reduction to 4.46 thousand kWh per employee	6.09 thousand kWh per employee
Water consumption intensity	23.99m^3 per employee	10% reduction to 21.59 m^3 per employee	23.21 m^3 per employee
Non-hazardous waste intensity	0.87 kg per HK$1,000 revenue	5% reduction to 0.83 kg per HK$1,000 revenue	1.52 kg per HK$1,000 revenue

From the performance of each indicator, greenhouse gas emissions intensity, energy consumption intensity and non-hazardous waste intensity have increased compared with the baseline level, while water consumption intensity has improved. However, there remains room for optimisation relative to the 2027 targets.

It should be noted that the reporting boundary was optimised during the reporting year, with emissions and energy consumption from stationary sources included in the calculation for the first time. This has resulted in a more complete coverage of the relevant indicators and is the main reason for the increase in greenhouse gas emissions intensity and energy consumption intensity.

Looking ahead, the Group will continue to implement improvement measures across various environmental management areas. In terms of energy management and greenhouse gas reduction, the Group will continue to focus on improving equipment operating efficiency, implementing energy-saving measures such as switching off equipment when not in use, and promoting the use of online meetings to reduce unnecessary business travel. In water management, the Group will strengthen water conservation awareness and regularly inspect and repair leaks in water supply pipelines. In waste management, the Group will promote packaging reduction and gradually implement the sorting and recycling of recyclable materials. In addition, the Group will continue to carry out environmental awareness initiatives in office areas and project sites, encourage employees to propose energy-saving improvement suggestions, and progressively integrate green operation requirements into daily management and construction processes.

03

Social: More Comprehensive Responsibility Practices

While maintaining stable operations, the Group actively extends the boundaries of its social responsibilities, focusing on social value creation across the entire operational chain. From internal talent care and project quality management to external customer service, supply chain collaboration and community engagement, the Group implements multi-dimensional social responsibility initiatives, balances the interests and expectations of different stakeholders, and contributes to society through pragmatic actions, thereby continuously strengthening the social foundation for sustainable development.

Employment Rights and Development

Focusing on workplace fairness, rights protection, career development, as well as occupational health and safety, the Group continues to enhance its internal management framework and strives to foster a stable, orderly and respectful working environment.

Employment Management Approach

The Group strictly complies with relevant labour laws and regulations in Hong Kong and Mainland China, including the Employment Ordinance and the Labour Law of the People's Republic of China, and has formulated the internal Employee Employment Code. In its employment management practices, the Group explicitly prohibits the use of child labour and any form of forced labour, ensuring that all employment is undertaken on a voluntary basis. The Group has also established and continuously improved its management mechanisms covering recruitment, promotion and termination processes, ensuring that all employees are treated fairly before, during and after employment. The Group opposes any form of discrimination and adheres to the principle of equal opportunity, with a view to establishing a healthy and stable employment relationship.

Remuneration and Benefits

A fair remuneration system and a comprehensive benefit package form the foundation for employees to work with confidence. The Group sets remuneration standards based on industry benchmarks and job characteristics, and provides corresponding benefit arrangements.

In terms of remuneration management, the Group adopts a performance-based reward principle, offering annual bonuses, salary adjustments and promotion opportunities to employees with outstanding performance. Performance appraisals are conducted every six months, during which employees and supervisors jointly discuss performance outcomes. The Human Resources Department and senior management jointly review and calibrate the assessment results, and high-performing employees are provided with enhanced development opportunities.

In terms of benefits, the Group provides a range of welfare arrangements, including medical coverage, travel insurance, Mandatory Provident Fund retirement scheme, annual leave and an employee share option scheme. Specifically: (i) employees are entitled to 10 days of paid annual leave, with an additional one day of paid leave in their birthday month; (ii) in the event of disruptions to public transportation services, employees may be allowed to leave work early, and early dismissal arrangements may also be granted during certain major festive periods; (iii) employees may engage in part-time work and take unpaid leave arrangements, subject to the condition that their primary job responsibilities are not affected, in order to foster a more flexible and comfortable working environment.

The Group also pays attention to employees' work-life balance. For overtime work, compensatory leave is granted based on actual working hours: half-day leave is provided for overtime exceeding 3 to 4.5 hours, and one-day leave is provided for overtime exceeding 4.5 to 8.5 hours, subject to the relevant overtime date.

In addition, the Group provides well-equipped office facilities, including lactation rooms and employee rest areas. The Group also regularly organises diversified employee activities, including war games, sea fishing experiences, yacht trips, cooking classes, barbecue gatherings and company trip, with a view to strengthening team cohesion, promoting work-life balance, and enhancing employees' sense of belonging and satisfaction.

Employee Activities

Training and Development

Employee development is closely linked to the long-term growth of the Group. The Group places strong emphasis on the continuous enhancement of employees' professional capabilities and overall competencies, and supports their career progression through internal training, external learning and job rotation programmes.

In terms of promotion mechanisms, the Group has established a transparent promotion process and upholds the principles of fairness and impartiality, with priority given to internal promotion. Employees are selected based on their job performance, development potential and overall competencies. Regular performance appraisals are conducted, and employees with outstanding performance are provided with greater promotion opportunities, together with corresponding increases in remuneration and job grade.

In terms of training, the Group encourages employees to participate in courses organised by external professional institutions and provides education subsidies to support such initiatives. In addition, the Group regularly organises professional seminars and technical sharing sessions, including those conducted by brands such as HILTI and FISCHER, to help employees stay informed of industry-leading technologies and product applications.

Occupational Health and Safety

Occupational health and safety management is not only related to employees' well-being, but also directly affects the Group's operational stability. The Group has established relevant management arrangements and developed an Integrated Management System Manual (Quality, Environment and Occupational Health and Safety), covering responsibilities allocation, risk assessment and control, operational management, emergency preparedness, monitoring and measurement, incident investigation and continuous improvement. The Group has also formulated occupational health and safety guidelines covering compliance with local regulations, continuous improvement of safety policies, workplace hazard identification and risk assessment, enhancement of employee health management, and organisation of safety training.

For its structural engineering operations in Hong Kong, the Group implements management in accordance with ISO 45001:2018 Occupational Health and Safety Management Systems and complies with the Occupational Safety and Health Ordinance, the Factories and Industrial Undertakings Ordinance and the Construction Sites (Safety) Regulations. Each construction project appoints a safety officer responsible for regular inspections, and employees and subcontractors are required to participate in safety training. Project managers and site foremen supervise subcontractors' safety performance and conduct regular evaluations, issuing warnings to those who fail to meet required standards.

For manufacturing operations in Mainland China, the Group manages operations in accordance with the Work Safety Law of the People's Republic of China and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and implements relevant safety measures, including maintaining clean and orderly workplaces, ensuring unobstructed passageways, conducting regular equipment inspections, mandating the use of personal protective equipment, and providing emergency escape routes. Employees are also trained on manual handling of heavy loads and safe operating procedures.

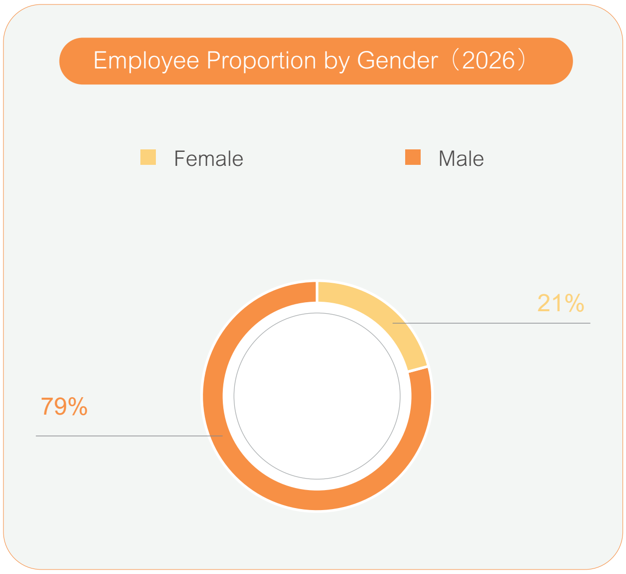
In office areas, the Group enforces a non-smoking policy and conducts regular inspections of fire safety facilities and firefighting equipment to ensure adequate emergency escape routes and fire evacuation conditions are in place.

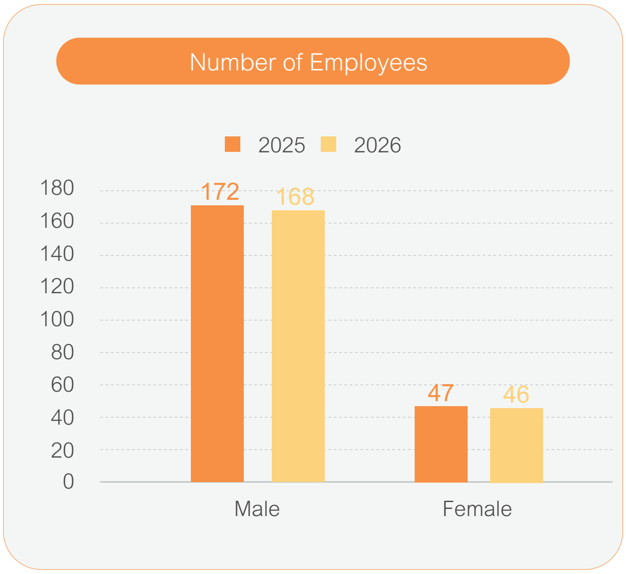
In addition, upon onboarding, site workers are provided with personal protective equipment, including safety helmets, fall arresters, reflective vests, safety shoes, gloves, and double-tail safety harnesses with shock-absorbing lanyards. Prior to undertaking platform work, scaffolding and lifting operations, relevant personnel are required to undergo safety training. Employees are also encouraged to participate in safety briefings organised by main contractors where available.

Over the past three years, the Group recorded no work-related fatalities. However, during the reporting year, there were 157 lost workdays due to work-related injuries. In response, the Group will continue to strengthen occupational health and safety management and further enhance preventive and control measures to reduce the risk of workplace injuries.

Employment Performance

The Group conducts regular reviews of its workforce structure and employee turnover to assess its overall employment management performance, and to serve as a reference for the ongoing optimisation of human resources management measures. Relevant data are set out below.





Project Quality Management

Quality management is a core element of construction projects and a key area of focus for the Group. The Group continues to optimise its project quality management system, strengthen process supervision and accountability implementation, and promote the standardisation and normalisation of quality management, thereby maintaining orderly overall control and management.

Quality Management Approach

The Group is committed to providing high-quality, safe and reliable engineering services and products, ensuring that all business activities comply with applicable international standards and regulatory requirements. At the same time, the Group places strong emphasis on environmental protection requirements and takes environmental standards into consideration throughout the quality management process. Through continuous improvement and technical optimisation, the Group seeks to enhance its overall quality management capability.

Quality Control Measures

In accordance with the ISO 9001:2015 quality management system, the Group's management system covers the entire process from project planning, design and manufacturing to delivery and after-sales services. Prior to the commencement of each project, design proposals are subject to detailed review and, where necessary, submitted to customers and regulatory authorities for approval, with project managers overseeing the process throughout.

In respect of materials management, the Group collaborates with reputable building materials suppliers. All materials must be approved by customers through sample confirmation prior to use and are subject to stringent testing and safety assessments.

During the construction stage, the Group conducts regular quality inspections, with project managers and quality teams closely monitoring the entire process and promptly rectifying any non-compliant items identified. Upon project completion, comprehensive inspections are carried out and the results are submitted to customers for verification, with project managers confirming the outcomes with customers on an item-by-item basis.

For after-sales services, the Group provides a one-year defect liability warranty period and actively follows up on quality-related issues. Upon identification of any irregularities, corrective measures are promptly implemented to ensure that customers' normal usage is not affected.

Customer Relationship Management

The Group is committed to building sustainable cooperative relationships founded on integrity and centred on customers. Through systematic service management and regular communication mechanisms, the Group continuously monitors changes in customer needs and feedback on service experience, thereby strengthening customer trust and fostering long-term mutual trust and shared development with customers.

Customer Relationship Management Approach

The Group believes that customer experience, trust and satisfaction are essential to the sustainable development of its business. Upholding a service philosophy based on integrity, the Group continues to enhance its customer service management system. Through effective communication channels, the Group responds promptly to customer needs, strictly fulfils contractual obligations, and continuously strengthens its professional service capabilities, thereby enhancing customer confidence through stable and reliable service quality and promoting long-term and stable cooperative relationships.

At the same time, the Group places great importance on the protection of customer information and data and complies with applicable laws, regulations and industry standards to ensure that customer information is handled securely and properly.

Customer Service Management

Given that the Group's operations are principally project-based, customer service is primarily delivered through communication and support throughout project execution. The Group regularly provides customer service-related training to employees and updates their industry and professional knowledge in order to enhance service responsiveness and improve problem-solving efficiency.

In respect of customer feedback and complaints, the Group has established corresponding handling mechanisms to ensure that significant matters are followed up and resolved promptly and appropriately. The Group also reviews and improves its service processes to enhance overall service quality and reduce the likelihood of similar issues recurring.

In addition, the Group conducts regular customer satisfaction follow-ups and surveys to collect customer opinions and suggestions, and continuously optimises its service procedures and management practices based on such feedback in order to further enhance customer experience.

In terms of customer communication, the Group maintains ongoing communication with customers through various channels, including telephone calls, emails and on-site meetings, so as to obtain timely feedback and improvement suggestions.

During the Reporting Period, the Group did not receive any material customer complaints.

Supply Chain Responsibility

The Group recognises that the robustness and sustainability of supply chain management have a significant impact on its operations. The Group is committed to establishing cooperative relationships with suppliers and subcontractors based on compliance, mutual trust and shared development, and progressively integrating ESG requirements into the entire procurement and project management process in order to enhance the overall level of supply chain responsibility performance.

Supply Chain Management Approach

Upholding the principles of sustainable development, the Group continues to improve its supply chain management system and encourages suppliers and subcontractors to incorporate ESG principles into their daily operations and management practices.

In the supplier selection process, the Group gives priority to business partners possessing relevant certifications in areas such as quality management, environmental management, and occupational health and safety. The Group also encourages the use of products and materials that comply with sustainable development principles or are recyclable.

Through the establishment of long-term, stable and responsible supply chain partnerships, the Group strives to reduce related risks and enhance the overall sustainability performance of its supply chain.

Supply Chain Management Measures

The Group adopts a management approach covering the selection, assessment and ongoing management of suppliers and subcontractors to ensure compliance with relevant requirements.

With respect to supplier and subcontractor selection, all newly engaged business partners are subject to background assessments covering areas such as reputation, technical capability, product quality, pricing, and compliance performance in relation to ethics, environmental protection and safety. Their quality assurance systems are also reviewed and tested to ensure that their services and products meet the Group's requirements.

During daily management processes, the engineering department conducts ongoing evaluations of suppliers and pays attention to their ESG performance during operations. For key suppliers, the Group may conduct on-site inspections where appropriate and request the provision of relevant compliance certification documents.

For suppliers and subcontractors participating in construction projects, the Group requires compliance with applicable occupational health and safety requirements and environmental protection laws and regulations. Where suppliers fail to meet quality standards or breach relevant legal and regulatory requirements, the Group will take corresponding actions, including adjusting cooperation arrangements or removing them from the approved supplier list.

Community Investment

The Group firmly believes that its long-term development is closely linked to the prosperity and stability of the communities in which it operates. As a member of the community, the Group remains committed to promoting overall social well-being while pursuing business development, and strives to integrate social responsibility into its daily operations. Through practical actions, the Group seeks to give back to society and share the fruits of development with the community.

Community Investment Approach

The Group carries out charitable and community activities based on the principles of practical participation and acting within its capabilities, while paying attention to the fundamental needs of the community and the development of social welfare initiatives.

At the same time, the Group encourages employees to participate in voluntary services during their spare time and advocates demonstrating care for the community through practical actions, with a view to fostering the image of a responsible corporate citizen.

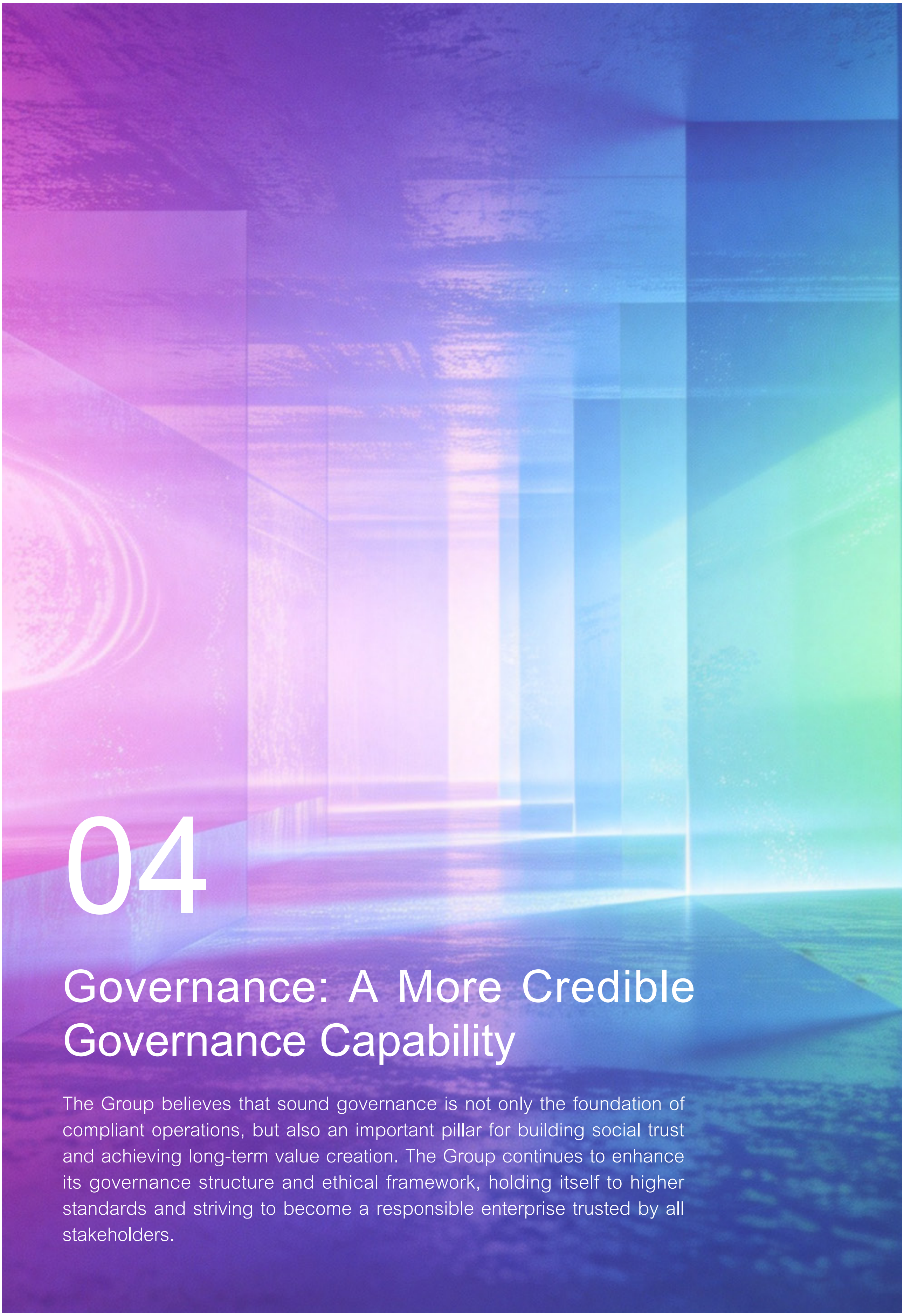
Charitable and Community Activities

During the Reporting Period, the Group participated in various charitable and community activities. These included organising or participating in community food distribution activities to provide basic food support to people in need within the community and help alleviate daily living difficulties.

The Group also participated in the Médecins Sans Frontières Orienteering Competition in support of international medical humanitarian relief initiatives, while enhancing employees' awareness of public welfare and strengthening team collaboration.

In addition, the Group actively participated in charitable donations. During the Reporting Period, the Group and its employees made cumulative donations amounting to HK$43,160 in support of relevant charitable organisations and community service programmes.

Charitable Activities



04

Governance: A More Credible Governance Capability

The Group believes that sound governance is not only the foundation of compliant operations, but also an important pillar for building social trust and achieving long-term value creation. The Group continues to enhance its governance structure and ethical framework, holding itself to higher standards and striving to become a responsible enterprise trusted by all stakeholders.

Governance Approach

The Group adheres to business ethics and compliance standards, and upholds prudent and disciplined governance principles. It places strong emphasis on internal control systems and behavioural standards, and promotes a culture of integrity, honesty and ethical business conduct.

The Group respects market rules and commercial order, safeguards the legitimate interests of all stakeholders, and maintains a stable and well-regulated governance approach to support sound business operations.

Corporate Governance

The Group strictly complies with applicable laws, regulations and regulatory requirements, and continues to optimise its internal governance structure by clearly defining the roles and responsibilities of the Board of Directors and management to ensure sound decision-making, effective implementation and proper oversight.

The Group regularly reviews its governance processes to identify and mitigate potential operational risks, and continuously strengthens its internal control systems accordingly. The Group also upholds integrity in business operations and tax compliance, and maintains effective communication with shareholders, investors and regulatory authorities to safeguard the legitimate rights and interests of all parties, thereby supporting long-term sustainable development through robust governance capability.

Anti-corruption

The Group firmly believes that sound business ethics form the cornerstone of corporate sustainability, and that anti-corruption and anti-bribery measures are essential components of its ethical framework. The Group adopts a zero-tolerance approach towards any form of corruption or fraudulent behaviour in order to maintain a fair, transparent and clean business environment.

At the policy level, the Group complies with the Prevention of Bribery Ordinance and other relevant laws and regulations, and has established a Code of Conduct to regulate employees' behaviour in relation to conflicts of interest, business dealings and conduct in the course of duties, ensuring that all business activities are carried out in accordance with integrity and compliance principles.

To strengthen oversight and prevention, the Group encourages employees and relevant stakeholders to report any suspected or improper conduct. All whistleblowing reports are handled with confidentiality, and the identity of whistleblowers is protected. All reported cases are subject to independent investigation, and appropriate disciplinary actions and follow-up measures will be taken where violations are confirmed.

Meanwhile, the Group regularly conducts anti-corruption and business ethics training and awareness programmes, and participates in seminars organised by the Independent Commission Against Corruption (ICAC) to enhance employees' understanding of integrity, compliance and professional conduct, thereby strengthening the overall compliance culture.

Intellectual Property Protection

The Group strictly complies with intellectual property-related laws and regulations to ensure that its business activities do not infringe upon the legitimate rights and interests of others, thereby maintaining a fair and regulated business environment.

At the same time, the Group places importance on the protection of its own intellectual property and business confidentiality, and implements appropriate internal measures to safeguard sensitive business information.

The Group requires employees to use genuine software and properly licensed systems and tools in the course of their work to comply with relevant copyright and usage requirements and reduce intellectual property risks.

In addition, the Group enhances employees' awareness of intellectual property protection and compliant software usage through internal training and compliance communications, thereby strengthening good operational practices in daily work and ensuring effective implementation of relevant requirements across all business activities.

Key Performance Table

Indicators	Unit	2025	2026
Environmental			
Nitrogen Oxides(NOx)	kg	55.42	326.48[3]
Sulphur Oxides (SOx)	kg	0.17	0.56
Particulate Matter (PM)	kg	5.05	31.89
Greenhouse Gas Emissions (Scope 1)	tonnes of CO2 equivalent	29.90	169.80
Greenhouse Gas Emissions (Scope 2)	tonnes of CO2 equivalent	268.42	225.11
Total Greenhouse Gas Emissions	tonnes of CO2 equivalent	298.33	394.90
Greenhouse Gas Emissions Intensity	tonnes of CO2 equivalent / employee	1.68	2.20
Non-hazardous Waste Disposal (PRC Factory Operations)	tonnes	22.00	27.85
Non-hazardous Waste Intensity (PRC Factory Operations)	kg / HK$' 000 factory revenue[4]	0.70	1.62
Non-hazardous Waste Disposal (Hong Kong Materials Trading Operations)	Tonnes	28.00	18.46
Non-hazardous Waste Intensity (Hong Kong Materials Trading Operations)	kg / HK$' 000 trading revenue[5]	1.65	1.39
Total Non-hazardous Waste	tonnes	50.00	46.31
Total Non-hazardous Waste Intensity	kg / HK$' 000 combined factory processing and trading revenue[6]	1.03	1.52

Indicators	Unit	2025	2026
Total Electricity Consumption	thousand kWh	506.32	463.57
Fuel Consumption[7]	thousand kWh	105.06	628.73
Total Energy Consumption	thousand kWh	611.38	1092.30
Total Energy Consumption Intensity[8]	thousand kWh / employee	3.44	6.09
Water Consumption	m^3	6,526.00	4,167.00
Water Consumption Intensity[9]	m^3 / employee	36.77	23.21
Total Packaging Materials Used for Finished Products	kg	3,207.00	4,981.20
Packaging Materials Intensity for Finished Products	kg / HK$ million factory revenue[10]	102.15	290.28
Social			
Total Number of Employees	persons	219	214
Male Employees	persons	172	168
Female Employees	persons	47	46
Employees under 30	persons	39	34
Employees aged 30—50	persons	138	138
Employees over 50	persons	42	42
Employees in Mainland China	persons	127	143
Employees in Hong Kong	persons	92	71
Full-time Employees	persons	218	213
Part-time Employees	persons	1	1
Overall Employee Turnover Rate[11]	%	25.76	29.10
Male Employee Turnover Rate	%	29.51	31.18
Female Employee Turnover Rate	%	7.84	21.51

Indicators	Unit	2025	2026
Employee Turnover Rate (Under 30)	%	26.42	32.88
Employee Turnover Rate (Aged 30—50)	%	29.59	28.99
Employee Turnover Rate (Over 50)	%	8.70	26.19
Employee Turnover Rate (Mainland China)	%	32.09	27.41
Employee Turnover Rate (Hong Kong)	%	14.81	31.90
Number of Work-related Fatalities	persons	0	0
Work-related Fatality Rate	%	0.00	0.00
Lost Days Due to Work-related Injury	days	0	157
Percentage of Employees Trained (Overall)	%	35.16	27.10
Percentage of Male Employees Trained	%	88.31	84.48
Percentage of Female Employees Trained	%	11.69	15.52
Percentage of Directors and Management Trained	%	6.49	17.24
Percentage of General Employees Trained	%	93.51	82.76
Average Training Hours per Employee	hours	11.23	3.71

Indicators	Unit	2025	2026
Average Training Hours for Male Employees	hours	11.27	3.80
Average Training Hours for Female Employees	hours	10.94	3.22
Average Training Hours for Directors and Management	hours	10.40	1.50
Average Training Hours for General Employee	hours	11.29	4.17
Total Number of Suppliers	numbers	284	234
Number of Suppliers by Region	numbers	Hong Kong: 205 Mainland China: 65 Europe: 8 Other Regions: 6	Hong Kong: 123 Mainland China: 109 Europe: 2 Other Regions: 0
Percentage of Products Sold or Shipped Subject to Recalls for Health and Safety Reasons	%	0.00	0.00
Number of Complaints	cases	0	0
Charitable Donations	HKD	14,220.00	43,160.00
Governance			
Number of corruption litigation cases	Cases	0	0

[3]Emissions of nitrogen oxides (NOx), sulphur oxides (SOx) and particulate matter generated by the Group are primarily attributable to vehicle operations. In the current year, three vehicles were newly acquired, including two petrol vehicles. In addition, two diesel trucks were disposed of in the previous year, resulting in a relatively lower emissions base in that year. As a result, emissions from vehicle operations, including NOx, SOx and particulate matter, increased in the current year compared with the previous year.

[4]Intensity is calculated based on processing revenue from the PRC factory operations.

[5]Intensity is calculated based on revenue from Hong Kong materials trading operations.

[6]Intensity is calculated based on the total revenue from PRC factory processing operations and Hong Kong materials trading operations.

[7]Fuel includes fuels used in both stationary and mobile sources.

[8]Energy consumption intensity is calculated based on the average number of employees in the Hong Kong operations and the PRC factory operations.

[9]Intensity is calculated based on the average number of employees in the Hong Kong operations and the PRC factory operations.

[10]Intensity is calculated based on processing revenue from PRC factory operations.

[11]Employee turnover rate is calculated as the number of employees who left within the year for each specified category divided by the average number of employees in that category.

HKEX ESG Reporting Code Index

Environmental, Social and Governance Reporting Code		Location/Explanation
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Response to Climate Change, Environmental Management
KPI A1.1	The types of emissions and respective emissions data.	Key Performance Table
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Not applicable
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Key Performance Table
KPI A1.5	Description of emissions target (s) set and steps taken to achieve them.	Environmental Targets and Progress
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target (s) set and steps taken to achieve them.	Emissions Management, Environmental Targets and Progress
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Resource Use
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).	Key Performance Table
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Key Performance Table
KPI A2.3	Description of energy use efficiency target (s) set and steps taken to achieve them.	Environmental Targets and Progress
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target (s) set and steps taken to achieve them.	Resource Use, Environmental Targets and Progress
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Key Performance Table
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Not applicable
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		

Environmental, Social and Governance Reporting Code		Location/Explanation
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment Rights and Development
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Key Performance Table
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Key Performance Table
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Employment Rights and Development
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Key Performance Table
KPI B2.2	Lost days due to work injury.	Key Performance Table
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employment Rights and Development
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.	Employment Rights and Development

Environmental, Social and Governance Reporting Code		Location/Explanation
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	Key Performance Table
KPI B3.2	The average training hours completed per employee by gender and employee category.	Key Performance Table
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employment Rights and Development
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employment Rights and Development
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employment Rights and Development
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Key Performance Table
KPI B5.1	Number of suppliers by geographical region.	Key Performance Table
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.	Supply Chain Responsibility
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Responsibility

Environmental, Social and Governance Reporting Code		Location/Explanation
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Responsibility
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Project Quality Management
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Project Quality Management
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Project Quality Management
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Protection
KPI B6.4	Description of quality assurance process and recall procedures.	Project Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Project Quality Management
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption

Environmental, Social and Governance Reporting Code		Location/Explanation
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.	Key Performance Table
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	Key Performance Table
Part D: Climate-related Disclosures		
Governance	(a) the governance body (s) (which can include a board, committee or equivalent body charged with governance) or individual (s) responsible for oversight of climate-related risks and opportunities.	Response to Climate Change
	(b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Response to Climate Change

Environmental, Social and Governance Reporting Code		Location/Explanation
Strategy	Climate-related risks and opportunities	Response to Climate Change
	Business model and value chain	Response to Climate Change
	Strategy and decision-making	Response to Climate Change
	Financial position, financial performance and cash flows	Implement capability relief for quantifying current and expected financial impacts.
	Climate resilience	Implement capability relief for quantifying climate scenario analysis.
Risk Management	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.	Response to Climate Change
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities)	Response to Climate Change
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer’s overall risk management process.	Response to Climate Change

Environmental, Social and Governance Reporting Code		Location/Explanation
Metrics and Targets	Greenhouse gas emissions	Implement reasonable information relief for the disclosure of Scope 3 greenhouse gas emissions.
	Climate-related transition risks	Implement reasonable information relief.
	Climate-related physical risks	Implement reasonable information relief.
	Climate-related opportunities	Implement reasonable information relief.
	Capital deployment	No relevant arrangements at present.
	Internal carbon prices	Not been implemented yet, but the Group will continue to closely monitor relevant industry developments.
	Remuneration	Not been implemented yet, but the Group will continue to closely monitor relevant industry developments.
	Industry-based metrics	Not applicable.
	Climate-related targets	Response to Climate Change