

BUILT
LOCALLY,
INSPIRED
BEYOND

2024 ESG REPORT





CONTENTS

01

Introduction

- About Us
- Message from Managing Director

02

Highlights

- Key achievements
- Project highlights
- Award highlights

03

About this report

04

ESG Governance

- Management Approach
- Anti-corruption
- Data Privacy and Security
- Intellectual Property Rights Protection

05

Sustainable Development Roadmap

- Sustainability Mission
- Sustainable Development Roadmap and Respond to UNSDGs

06

Stakeholder engagement

- Engagement with stakeholder
- Materiality Assessment

07

Taking Actions for a Sustainable Future

- Environmental Management
- Emissions Management
- Energy Management
- Addressing Climate Change
- Waste Management
- Sustainable Resource Use

08

Caring for People and Social Value

- Occupational Health and Safety
- Human Capital Management
- Labour Standards
- Development and Training
- Community Investment

09

Growing Responsibly and Sustainably

- Quality and Compliance
- Construction Technologies
- Applying Innovation Technologies
- Customer Satisfaction
- Supply Chain Management

10

Appendices

- Appendix 1 : Performance Data Summary
- Appendix 2: HKEX ESG Content Index
- Appendix 3: Certification & Awards

Who we are

TCG Construction Limited was established in 2000. For nearly three decades, TCG has been providing construction and engineering solutions to a combination of local and internationally successful and enduring businesses and institutions.

TCG's expertise covers multiple sectors in Hong Kong, Macau and Taiwan offering pre-construction, fit out, additions & alteration, building services and facades. By working closely with clients and consultants in a creative teamwork way to execute projects, TCG delivers flagship retail stores, world-class laboratories, great workspaces, and hospitality spaces that add value to the community.

Our Values

Communicate with clarity

We value clarity and honesty, and we are transparent and straightforward in our approach. We never shy away from tough conversations.

Create quality

We take pride in the quality of our work and demonstrate respect and care for the wellbeing, health, and safety of our customers and our people.

Learn endlessly

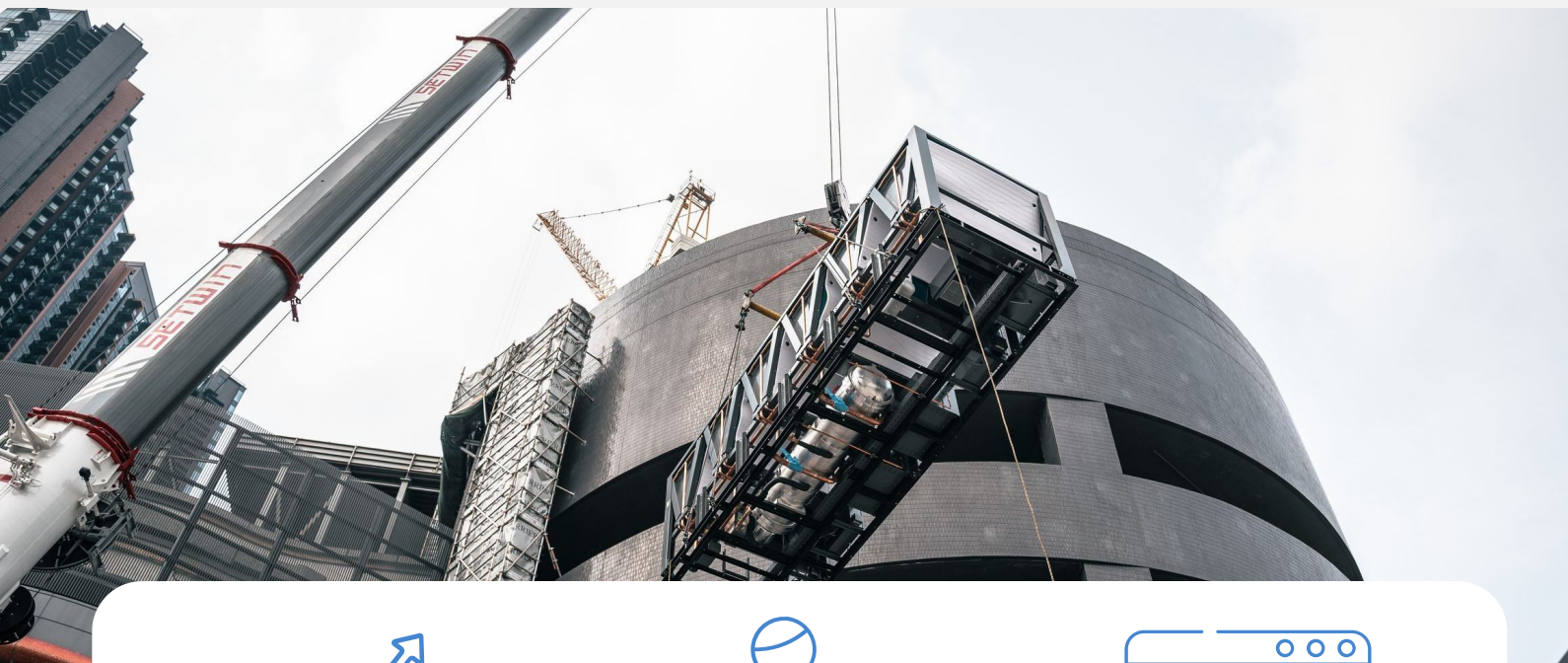
We continuously go all out to improve through creative ideas. We endlessly grow by developing our expertise and experiences. As a team our learning is infinite.

Smart delivery

We continuously think ahead with agility and creativity supported by our technical expertise to implement with optimal efficiency.

TCG builds great with:

- **Teamwork** – Strong cooperation, open communication and clarity are key to our approach.
- **Creativity** – Issues arise in every project. TCG overcomes challenges by thinking ahead, working smart and always learning.
- **Grit** – Rely on TCG to commit to and complete the toughest job with a can-do attitude.



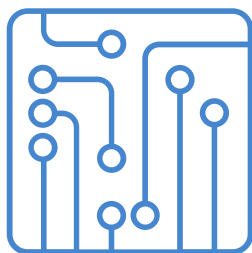
HK\$750 million
turnover in 2024



112 fulltime staff



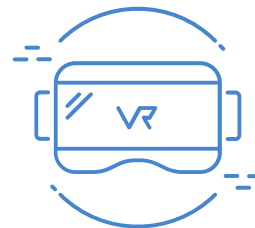
**ISO 9001, 14001,
45001** certified



In-house
Engineering Team



RGBC & EMSD
Registered
Contractor



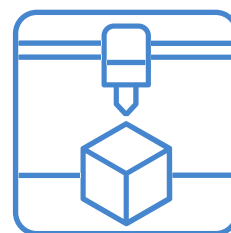
Innovation
Technology **AR/VR**
implementation



Construction
Management Tool
Fieldwire also & Waste
Management App **Oroko**



Sustainability
Management
Software
Oroko



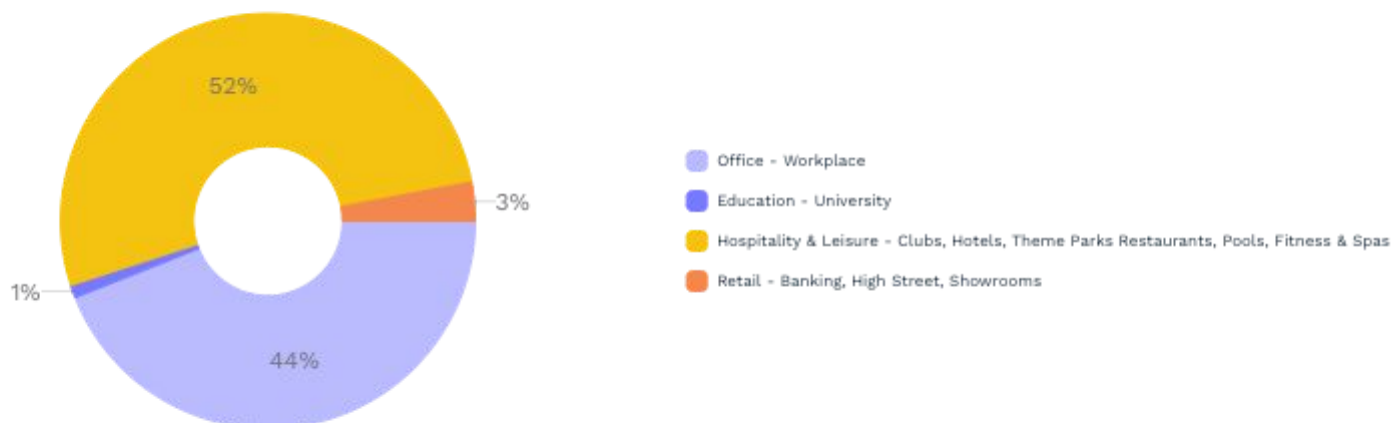
BIM Skills



Total Turnover (HKD\$milions)



The 2024 Turnover by Sector





Message from the Director

As we move forward in our journey of sustainability and governance, I am proud to present TCG's latest Environmental, Social, and Governance (ESG) report. This publication marks another year of steadfast commitment and substantial progress towards integrating sustainable practices across all facets of our operations. Our ongoing mission is to uphold and enhance these efforts, guided by a clear and evolving sustainability strategy.

This Year's Highlights

This past year, TCG has significantly advanced our sustainability goals. We have not only met but also exceeded many of our short-term ESG targets, particularly in reducing waste through the deployment of our self-developed waste management app, OROKO. OROKO has revolutionized the way we manage and minimize construction waste, aligning our operations with environmental best practices and significantly enhancing our recycling efforts. Additionally, a major development this year was the establishment of our new Sustainability Committee. This committee plays a pivotal role in steering our sustainability agenda, ensuring that it aligns with both our corporate objectives and global best practices. The committee is composed of cross-functional leaders who bring diverse perspectives and expertise to our sustainability efforts, driving greater impact across all operations.

Commitment to Our People

Our dedication to the safety, health, and well-being of our employees continues to be a top priority. This year, we are proud to have achieved a record low in safety incidents, thanks to our rigorous safety protocols and employee training programs.

We have also launched new wellness initiatives that support not just the physical but also the mental health of our team members.

Community and Social Engagement

TCG remains steadfast in our commitment to the community. This year, we continued to support our local communities with 472 volunteer hours. Our ongoing initiatives include supporting local charities, engaging in volunteer activities, and caring for ethnic minorities. We are devoted to maintaining our role as a trusted community partner and are committed to positively influencing the well-being and development of the communities around us.

Looking to the Future

As we look to the future, TCG is excited to continue pioneering sustainable construction practices. Our next steps include further reducing our carbon footprint, enhancing stakeholder engagement through transparent communication, and exploring new technologies that promote environmental conservation. We are grateful for the continued support of our stakeholders, whose collaboration is crucial as we strive to achieve our sustainability goals. Together, we are paving the way for a sustainable future, ensuring that our legacy as a responsible business positively impacts generations to come.

In Conclusion

The journey towards sustainability is ongoing and ever-evolving. At TCG, we are committed to continuous improvement, learning, and adaptation. With a forward-looking approach and an unwavering commitment to excellence, we are excited about the opportunities and challenges ahead. We are confident in our ability to make a significant impact and look forward to sharing our progress with you.

Tim Threlkeld

Managing Director

KEY ACHIEVEMENTS



Sustainability Milestone

We formulated our short-term sustainable development roadmap and developed both quantitative and qualitative short-term ESG targets covering environmental, social, and governance areas.



Ethical Excellence

Our unwavering commitment to ethical governance has earned us trust and respect from clients and partners alike.



Innovation Impact

Our innovative solutions have driven positive impacts on the businesses we serve, enhancing their competitiveness.



Customer Satisfaction

Our dedication to customer-centricity has resulted in high satisfaction rates and strengthened relationships with our clients.



Fitout



MEP



A&A



1

The Hong Kong Jockey Club Workplace Shatin SCTC



Scope:

Role: Main Contractor

Programme duration: 5 months

Completion date: July 2024



2

Formica Showroom Wan Chai



Scope:

Role: Main Contractor

Programme duration: 3 months

Completion date: July 2024



3

The Hong Kong Club G/F Shop, L6 & 7 Gym Central

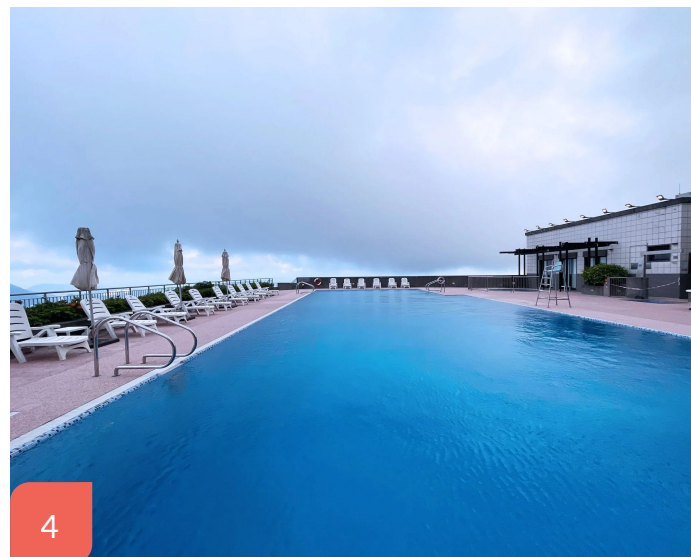


Scope:

Role: Main Contractor

Programme duration: 2 months

Completion date: February 2024



4

HSBC Cloudland Swimming Pool Central



Scope:

Role: Main Contractor

Programme duration: 2 months

Completion date: April 2024

Project Highlights



Fitout

MEP

A&A



5

The Hong Kong Jockey Club, Adrenaline Happy Valley



Scope:

Role: Main Contractor

Programme duration: 11 months

Completion date: August 2024



6

Hong Kong Disneyland, Lion King Theatre Lantau Island



Scope:

Role: Main Contractor

Programme duration: 4 months

Completion date: July 2024



7

HSBC Workspace Central

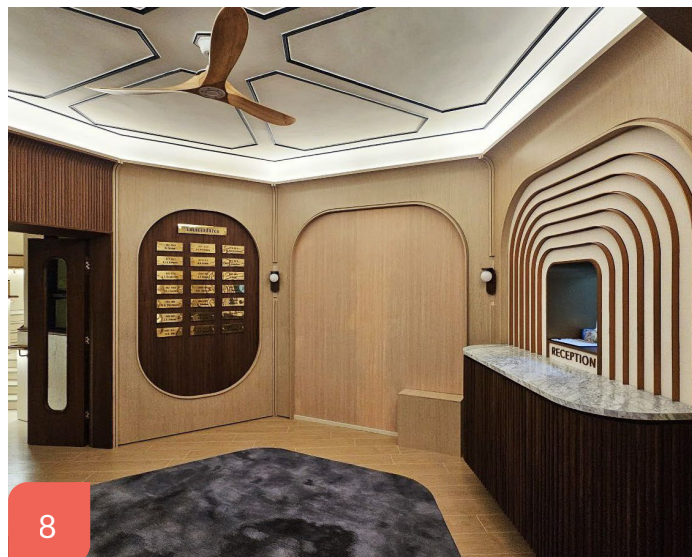


Scope:

Role: Main Contractor

Programme duration: 5 months

Completion date: July 2024



8

The Aberdeen Boat Club Tai Tam



Scope:

Role: Main Contractor

Programme duration: 3.5 months

Completion date: October 2024

Award Highlights



SAFE PROJECT TEAM AWARD 2024

Our HKJC Shatin Clubhouse 2/F A&A and Fitting Out Project won **"Safe Project Team Award 2024"** in a safety competition organized by The Hong Kong Lighthouse Club.

The purpose of this Safety Award is to recognise the Project Team's outstanding safety performance. This safety award is a testament to the hard work of the UOWCHK project team on maintaining high standards of safety performance in challenging site environments. We should all be very proud of this achievement.



2024 SAFETY PERFORMANCE AWARD - OUTSTANDING

TCG has won **"2024 Safety Performance Award – Outstanding"** at 23rd Hong Kong Occupational Safety and Health Awards and earned acclaimed recognition from the industry. The safety competition is organized by Hong Kong Occupational Safety and Health Council together with Labour Department.

The Award is encouraging and important to us as it endorses our safety efforts and reaffirms TCG good safety performance. We will continue the hard work and endeavor to accomplish our safety goals.



CARING COMPANY 2023/2024

We are delighted to be awarded the **Caring Company** in recognition of our commitment in Caring for the Community, Caring for the Employees and Caring for the Environment over the past years.

Award Highlights





Reporting Boundary and Scope

The boundary of the Environmental, Social and Governance Report - ESG Report is the Company's head office in North Point, which provides the company's ESG management approach, efforts, and performance for the period from 1 January 2024 to 31 December 2024 (the "reporting year").

Reporting Framework

This ESG Report is prepared in accordance with the latest requirements of the ESG Reporting Guide, Appendix 27 ("ESG Guide") to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("HKEX"). We followed the reporting principles of Materiality, Quantitative, Balance and Consistency in preparing this report.

This ESG Report also benchmarked against the United Nations Sustainable Development Goals ("UNSDGs") as appropriate.



Feedback

Any recommendations or feedback from stakeholders are valuable to us for further developing our sustainability. We actively take stakeholders' interests into consideration and respond to their concerns in a timely manner. Please feel free to contact us at:



www.tcgconstruction.com



+852 28157338

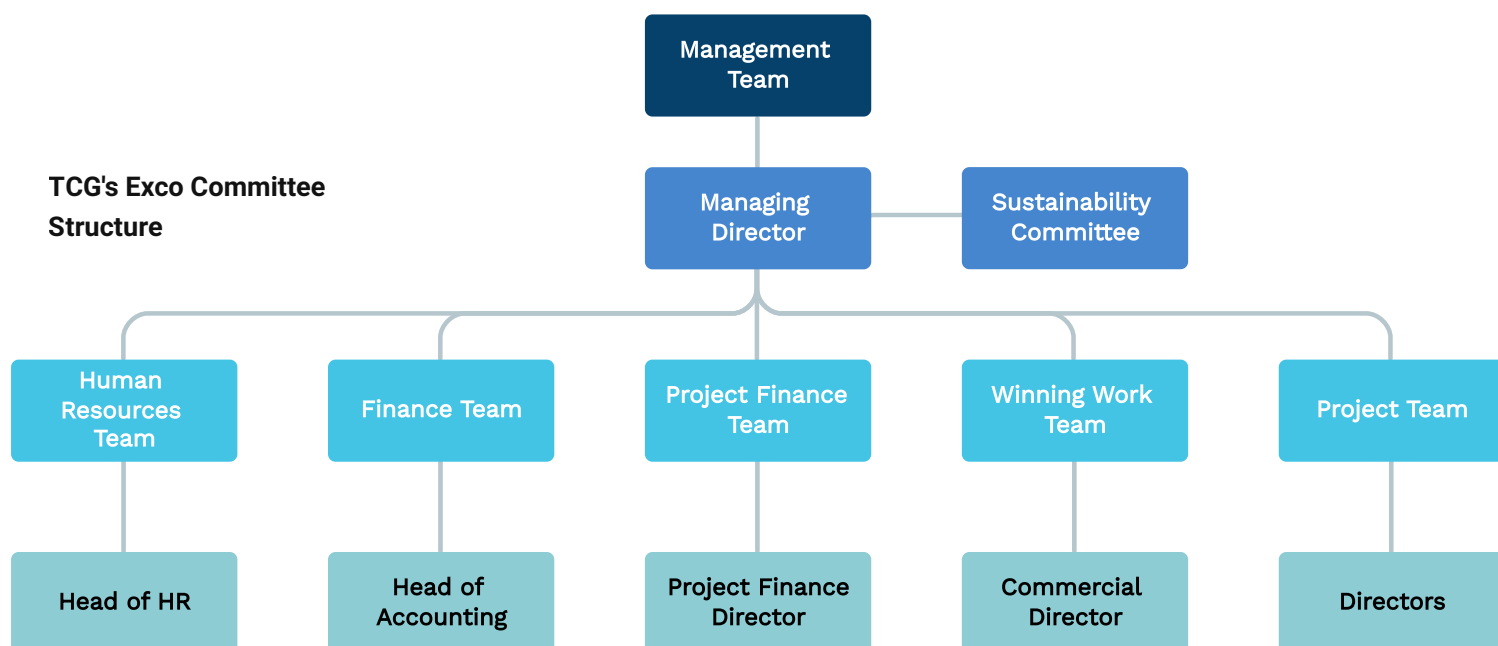


hongkong@tcgconstruction.com

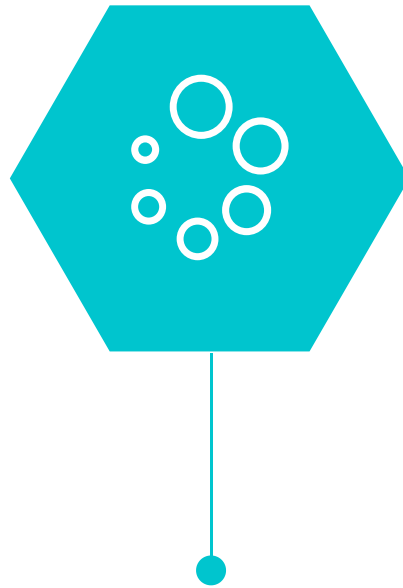


7F Olympia Plaza, 255 King's Road, North Point, HK

TCG's Exco Committee Structure



This year, TCG has significantly advanced our ESG framework by establishing the Sustainability Committee in Q2. Composed of representative of each department and led by the Engineering Director, this committee is now pivotal in overseeing our sustainability initiatives, ensuring the integration of ESG principles into our core operations, and enhancing accountability. It actively monitors our ESG targets and facilitates transparent reporting to stakeholders. Looking ahead, we aim to further embed ESG considerations across all business areas and strengthen our reporting mechanisms to provide more detailed insights into our performance. With the Sustainability Committee in place, TCG is better positioned to manage sustainability issues effectively and remains committed to evolving our governance practices to meet the challenges of sustainable development.



Management Approach

The Company has adopted the ISO Integrated Management System (“IMS”) which complies with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 for our provision of project and construction management services, interior fit-out and refurbishment services, alterations and additions works and the construction of buildings. We strictly follow the IMS Manual to ensure compliance in our operations.

During the reporting year, the Company has engaged with a third party to conduct the IMS Audit to ensure the effective implementation of the Integrated Management System. The audit result shows that all our implementations comply with the requirements of the ISO Integrated Management System.



IMS Certificate



ISO 9001 Certificate



ISO 14001 Certificate



ISO 45001 Certificate



Anti-corruption

The Company has zero tolerance for any forms of bribery and corruption. We are committed to operating and carrying out our business in an open, honest and fair manner. Our Anti-bribery Statement in the Code of Ethics and Business Conduct, together with wider policies on anti-bribery and gifts and hospitality, are in place to prevent the Company from involvement in bribery and corruption. All employees of TCG in the world in any capacity are bound by our policies and we expect all of our agents, suppliers, contractors across the supply chain to act ethically in all their dealings with, or while performing services on behalf of TCG. Anyone who fails to comply with our policies will be treated as a serious disciplinary offence and may result in reprimand, suspension and/or summary dismissal for gross misconduct.

In addition, the reporting procedure for any suspicion of bribery or corruption has been clearly listed in our Anti-Bribery Policy and all related reports are required to be made to the Head of Department and Senior Human Resource Manager by email for their follow-up and to notify the Managing Director. The Company is committed that all reported concerns will be treated in the strictest of confidence. Meanwhile, the Company provides induction training to new joiners and invites the Independent Commission Against Corruption ("ICAC") to provide anti-corruption training to employees regularly.

During the reporting year, the Company had no anti-corruption litigation cases or non-compliance issues with relevant laws and regulations concerning bribery, extortion, fraud, and money laundering. We maintain our unwavering commitment to upholding integrity and ethical practices in all our operations.





Data Privacy and Security

The Company has implemented data privacy and security and established the Data Protection Policy, Cyber Security Incident Response Plan and Acceptable Use and Data Security Policy to ensure the effective management of the issue and provide a framework for the implementation and administration of more specific and detailed data security standards and implementation guides. All Directors and Department Heads are responsible for ensuring regular communication with their teams about policies and guidelines.

The Acceptable Use and Data Security Policy provides the measures that should be taken in different scenarios in detail including protection of personal data, data storage and external file sharing, user access reviews, etc. Additionally, to ensure each employee of Company understands the rules of data privacy and security clearly, the requirements of protecting our confidential information are also stated in the Human Resource Policies and Procedures (HRPP). All employees must not share or disclose the company's confidential information to third parties without authorisation. We are committed to complying with relevant data protection legislation in every jurisdiction where we operate.

Several measures have been undertaken by the Company to protect data:

- Data Protection Policies and procedures
- Auditing existing processes to better understand how we use personal data, where it is stored, how secure it is, who has access to it and what processes are used to send such data internally and to third parties externally
- The development of system changes / data cleansing
- The roll-out of suitable training for our employees, contractors and freelancers
- All the employees are required to sign the IT agreement upon onboarding
- All the Company Desktop, Document and Picture folder are set to synchronize to One drive as the data protection measures.

The Company has Established a Data Protection Committee ("DPC") to oversee the development of our data protection policies and procedures and to protect the rights of individuals. The DPC sits on the Exco Committee to ensure data protection is highly visible within the Company.



Intellectual Property Rights Protection

Intellectual property rights protection is a crucial aspect for our company, and we actively implement measures to address this issue. Our Human Resource Policies and Procedures (“HRPP”) explicitly state that the company’s software is protected by copyright laws and international treaties. Employees are strictly prohibited from installing, using, or operating any unauthorized software or files. Non-compliance with these policies may result in immediate termination, and any liabilities incurred by the company will be transferred to the responsible employees.

During the reporting year, the Company was not aware of any cases related to data privacy and security that have had a great impact on its business operation.



The Company has crafted a structured and strategic plan to achieve our ESG targets, which includes the development of a sustainability mission and a sustainable development roadmap. This roadmap is designed to guide decision-making and promote ESG principles within our operations. It aligns with the United Nations Sustainable Development Goals (UNSDGs) and includes specific ESG target-setting to ensure focused and measurable outcomes in our sustainability efforts.

Sustainability Mission

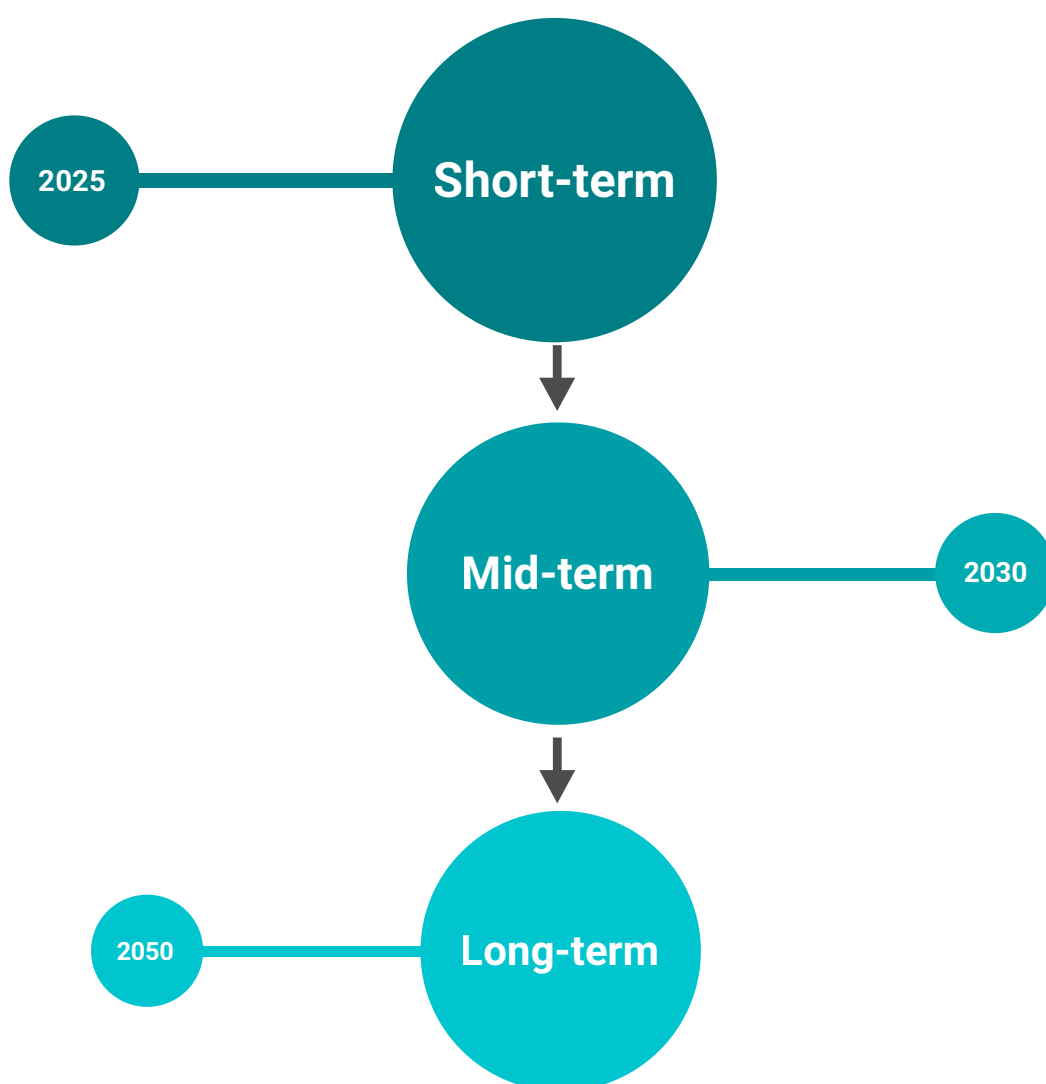
The sustainability mission reflects the three focus areas of the Company's ESG development: Environmental, People, and Value chain. By setting the sustainability mission, the Company aims to establish clear targets that drive efforts towards achieving ESG development.

Tacking Actions for a Sustainable Future



To enhance transparency, drive positive change, and secure a competitive advantage, the Company engaged an independent consultant to review its ESG performance over the past five years. During the reporting year, we established ESG targets that align with the United Nations Sustainable Development Goals (UNSDGs). These targets are designed to provide stakeholders with a clearer and more transparent view of our progress towards sustainability.

In support of the Hong Kong Climate Action Plan 2030+ and the goal of achieving carbon neutrality by 2050, the Company has set specific, time-bound ESG targets. This ESG Report primarily focuses on the disclosure of our short-term targets, which are both quantitative and qualitative and span the three core focus areas of our sustainable development: Environmental, People, and Value Chain. As we continue to monitor and track our progress, this groundwork will inform the development of our mid-term and long-term targets.






The short-term sustainable development roadmap that includes the short-term targets and actions have been approved by the Company's senior management and we committed to monitoring and disclosing the progress toward achieving the ESG targets regularly.



Sustainability Development Roadmap and Respond to UNSDGs

| Mission | Focus Area | UNSDGs | ESG Short -term Target by 2025 | Progress in 2024 | Short -term Action Plans by 2025 |
|---|---------------|--|---|--|--|
| Taking Actions for a Sustainable Future | Environmental |    <ul style="list-style-type: none"> • Goal 11 – Sustainable cities and communities • Goal 13 – Climate actions • Goal 14 – Life below water | <ul style="list-style-type: none"> • 25% reduction in the GHG Scope 1 and Scope 2 emissions intensity (tCO2/m2) by 2025 from the 2019 baseline. • 20% reduction in the energy consumption intensity (MWh/m2) by 2025 from the 2021 baseline. • To achieve a waste recycling and reuse rate of 5% per project by 2024. • All projects' waste will be monitored by the waste management app Oroko by 2024. • Enhance ESG data collection and disclose GHG Scope 3 emissions in coming years. • Keep saving energy and reduce GHG emissions. | <ul style="list-style-type: none"> • On-going monitoring • On-going monitoring. • The recycling rate is at 6.78% • More than 50% of the 2024 project is using waste Oroko. We target to increase the rate to 100% by 2025. • We are Investigating the possibility to promote data collection via Oroko to our vendors to Enhance GHG Scope 3 emissions. • On-going monitoring. | <ul style="list-style-type: none"> • Monitor the progress of achieving targets and disclose the process regularly. • Continue to improve ESG data collection and disclose it regularly. • Start to identify GHG Scope 3 emissions categories and collect related data for disclosure. • Keep saving electricity usage to reduce GHG emissions and energy consumption. • Explore and apply technologies for pursuing ESG development and achieving targets. For example, using the waste management app to monitor app projects' waste. • Establish the ESG governance structure to manage environmental-related issues and other ESG issues. |



Sustainability Development Roadmap and Respond to UNSDGs

| Mission | Focus Area | UNSDGs | ESG Short -term Target by 2025 | Progress in 2024 | Short -term Action Plans by 2025 |
|------------------------------------|------------|--|--|---|---|
| Caring for People and Social Value | People | <div>  <p>3 GOOD HEALTH AND WELL-BEING</p> </div> <div>  <p>4 QUALITY EDUCATION</p> </div> <div>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> </div> <ul style="list-style-type: none"> • Goal 3 – Good health and well-being • Goal 4 – Quality education • Goal 8 – Decent work and economic growth | <ul style="list-style-type: none"> • To maintain the accident rate lower than 10.0 per 1,000 workers in 2024. • To maintain zero fatalities in 2024. • To maintain the average training hours ≥ 8.0 hours per employee in 2024. • To ensure all the employees receive professional training in 2024. • Provide Regular Safety training to all subcontractors/ suppliers/ workers on sites in 2024 with 100% attendance. | <ul style="list-style-type: none"> • Achieved 0 per 1,000 workders in 2024. • Maintained 0 fatality in 2024. • Achieved average training hour ≥ 8.0 hours. • All employee received professional training in 2024. • All employee received professional training in 2024. | <ul style="list-style-type: none"> • Ensure the safety of the working environment. • Support the professional development of employees and workers. • Continue to enhance employees' awareness of ESG and embed it in the Company's daily operations. • Connect closely and contribute to communities where the Company operates. • Continue to have 100% Site Safety Induction training attendance for all workers on site / subcontractor / suppliers. |

Sustainability Development Roadmap and Respond to UNSDGs

| Mission | Focus Area | UNSDGs | ESG Short -term Target by 2025 | Progress in 2024 | Short -term Action Plans by 2025 |
|-------------------------------------|-------------|--|--|---|---|
| Growing Responsibly and Sustainably | Value Chain |   <ul style="list-style-type: none"> • Goal 9 – Industry, innovation and infrastructure • Goal 12 – Responsible consumption and production | <ul style="list-style-type: none"> • To maintain the average customer satisfaction score ≥ 9.0 in 2024. • Reply to all customers with action plans on Customer Satisfaction comments requesting improvements within 1 month. • To engage with suppliers / contractors and customers regularly to promote ESG. | <ul style="list-style-type: none"> • Maintain the average customer satisfaction score ≥ 9.0 in 2024. • All customers with action plans on Customer Satisfaction comments requesting improvements within 1 month. • We joined HSBC's (Customer) ESG conference in 2024. | <ul style="list-style-type: none"> • Engage with suppliers/contractors and customers regularly to promote ESG practices such as sustainable material usage, and promote ESG concepts and products to customers whenever possible. • Choose suppliers/contractors with good ESG performance, and involve ESG as criteria for suppliers/contractors' assessments. • Start to identify and monitor the environmental and social risks among the supply chain. |

The Company values the interests of our stakeholders and provides several engagement channels to communicate with stakeholders and understand their expectations and concerns actively and regularly.

| <div>  </div> <div>Stakeholder Category</div> | <div>  </div> <div>Engagement Channels</div> |
|--|---|
| Employees | <ul style="list-style-type: none"> • Weekly meetings • Activities gathering • Training • Performance reviews • Team dinner • Intranet - #Team TCG |
| Customers | <ul style="list-style-type: none"> • Project meetings and calls • Customer satisfaction survey • Mobile App |
| Suppliers / Contractors | <ul style="list-style-type: none"> • Tendering and procurement processes • Weekly meetings • Project meetings and calls • Safety meetings • Performance evaluation • Mobile App |
| Business Partners | <ul style="list-style-type: none"> • Meetings and calls |
| Construction Sector and Professional Institutions | <ul style="list-style-type: none"> • Meetings and calls |
| Design Team | <ul style="list-style-type: none"> • Project meetings and calls • Mobile App |
| Consultant | <ul style="list-style-type: none"> • Project meetings and calls • Mobile App |
| Local Communities | <ul style="list-style-type: none"> • Press Releases • Volunteer activities • Websites • Social media |

While no new assessment was conducted this year, we continue to rely on insights from the last year's evaluation to guide our ongoing efforts and ensure that our focus remains aligned with our stakeholders' priorities and the most pressing sustainability issues.

Step 01



Identification

- Conducted benchmarking exercise to understand TCG's industry context and reviewed ESG disclosures of TCG's comparable organisations to identify potential material topics.
- Conducted online survey with both internal and external stakeholders to rank the importance of various ESG issues.

Step 02



Prioritisation

- Combined and analysed the results of the benchmarking exercise and online survey to develop a prioritise list of ESG topics with their materiality levels for the Company confirmation.

Step 03

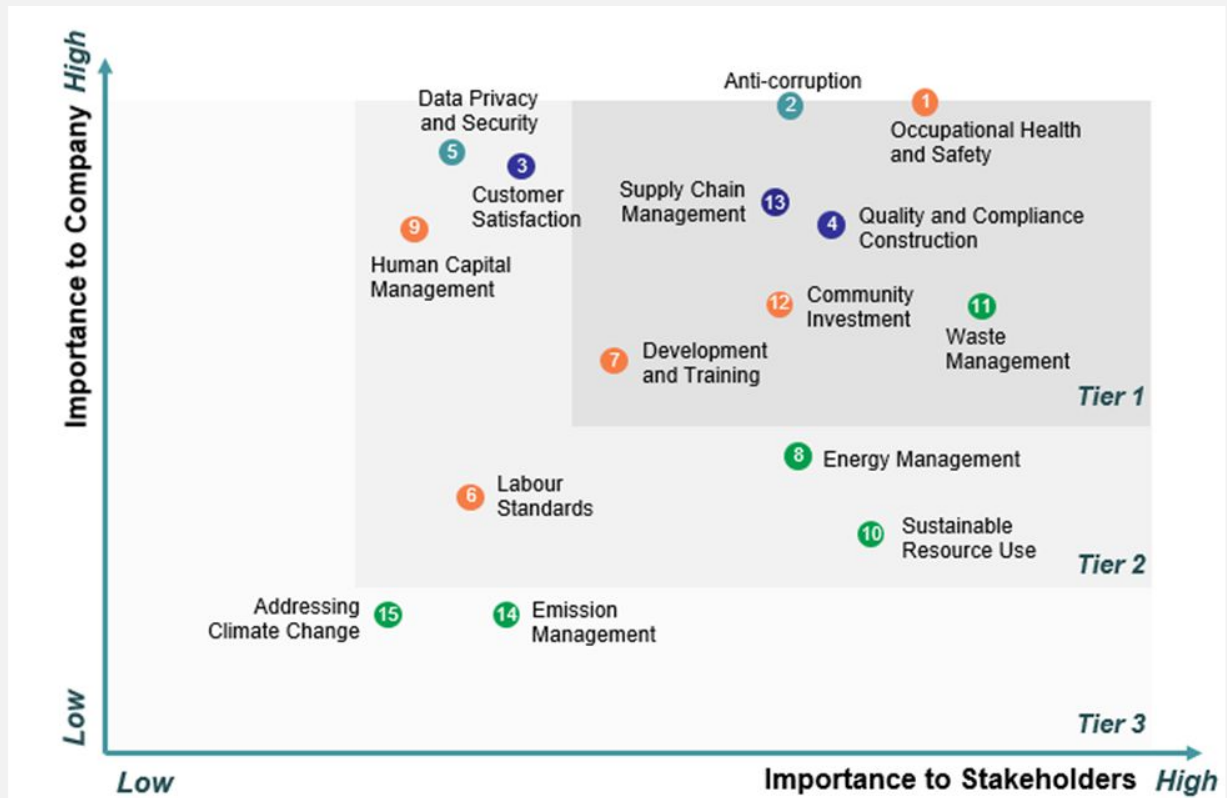


Validation

- The senior management team of the Company convened a meeting with the independent consultancy to confirm a finalised list of material topics for disclosure.
- The result of the materiality assessment has been reviewed by the highest governance body of the Company.

Materiality Assessment

We invited different stakeholders to participate in our materiality assessment online questionnaires. A materiality matrix was generated based on the results of the questionnaires and upon validation with the highest governance body of the company to align with our short-term ESG targets and internal focus areas. This was done to ensure that limited resources are directed towards the focus areas that have the potential for significant impact on the company. Seven topics covering People, Value Chain, and Governance aspects have been identified as the most important material topics. The materiality matrix and the tiers of material topics have been approved by the senior management team. The corresponding responses to each topic have been made in the ESG Report.



Tier 1 The Most Important Material Topics

- 1 Occupational Health and Safety
- 2 Anti-corruption
- 4 Quality and Compliance Construction
- 7 Development and Training
- 11 Waste Management
- 12 Community Investment
- 13 Supply Chain Management

Tier 2 Important Material Topics

- 8 Energy Management
- 9 Human Capital Management
- 10 Sustainable Resource Use
- 3 Customer Satisfaction
- 5 Data Privacy and Security
- 6 Labour Standards

Tier 3 Relatively Less Important Material Topics

- 14 Emission Management
- 15 Addressing Climate Change

Legend

- Environmental Topics (Green)
- Value Chain Topics (Blue)
- People Topics (Orange)
- Governance Topics (Teal)

Environmental Management



Sustainable cities and communities

Goal 11



Climate action

Goal 13



Life below water

Goal 14

Environmental Management

The Company recognizes the crucial importance of environmental protection and is increasingly committed to enhancing sustainability and minimizing our ecological footprint across all operations.

As part of our commitment, TCG has implemented an Environmental Management System that aligns with the ISO 14001:2015 Standard. This system is integral to our operations and extends to all employees and business partners. Our Internal Management System (IMS) Manual details our Environmental Guidelines, which address various environmental aspects including air emissions, noise pollution, and waste management. Additionally, our Environmental Policy and Sustainability Policy, which incorporates environmental considerations, provide a robust framework and guidelines to promote environmental responsibility and sustainable practices within the organization.

We are dedicated to setting and regularly reviewing environmental objectives and targets to assess their effectiveness and to fully integrate sustainability throughout our organization. Our focus areas include biodiversity conservation, pollution prevention, responsible resource use, circular economy initiatives, and climate change mitigation and adaptation. We continually strive to improve our management systems to enhance environmental performance and reduce the impact of our activities.

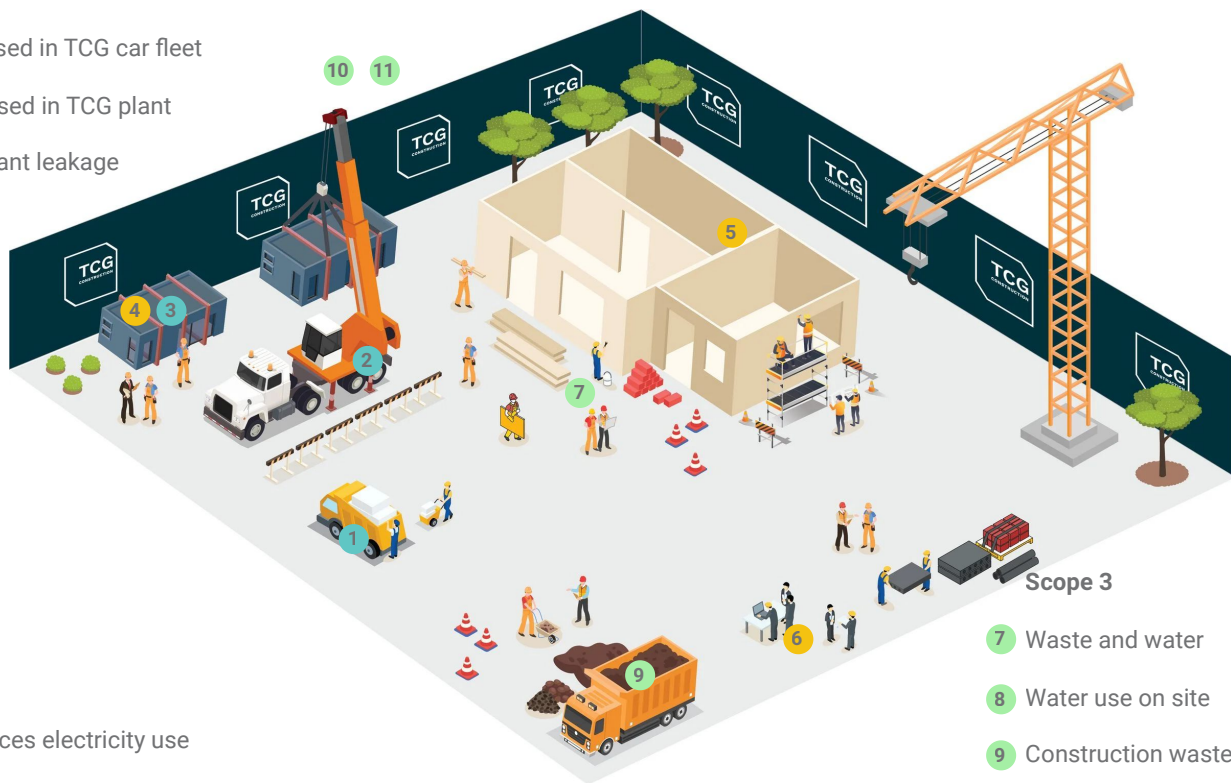
Moreover, in alignment with our sustainability commitments, the Company has joined the Hong Kong Shark Foundation's "Shark-Free Companies" program. Effective from November 2022, our Shark-free Policy, endorsed by our Managing Director, commits us to not promote or support the consumption of shark fin at any company functions, events, or other forms of corporate entertainment.



TCG's carbon footprint mapping

Scope 1

- 1 Petrol used in TCG car fleet
- 2 Diesel used in TCG plant
- 3 Refrigerant leakage

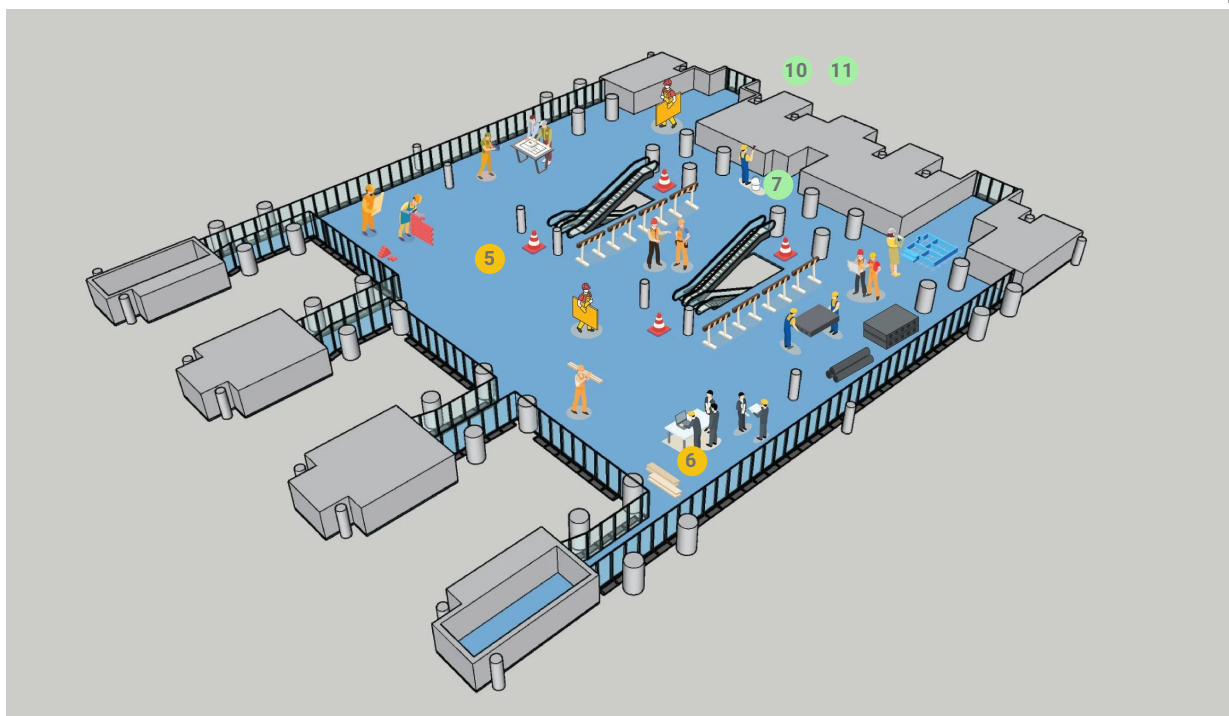


Scope 2

- 4 TCG offices electricity use
- 5 Electricity used on site
- 6 Electricity used in site offices

Scope 3

- 7 Waste and water
- 8 Water use on site
- 9 Construction waste to landfill
- 10 Embodied carbon of purchased goods and services
- 11 Embodied carbon of offsite manufactured components





GHG Emission

Our Commitment:
25% **reduction** in the GHG Scope 1 and Scope 2 emissions intensity (tCO₂/m²) by 2025 from the 2019 baseline.

Acknowledging the critical need to reduce Greenhouse Gas (GHG) emissions, the Company has engaged an independent third-party organization to review our GHG emissions over the past five years. Based on this analysis, we have established short-term GHG emissions reduction targets specifically for the operations at our headquarters office.

In the reporting year, the Company generated Scope 1 direct emissions primarily from the fuel consumption of company-owned vehicles, totaling **4.39** tCO₂e. Our Scope 2 indirect emissions, stemming solely from purchased electricity, amounted to **33.83** tCO₂e. Our company's greenhouse gas (GHG) emissions have increased compared to last year primarily due to the growing demand for remote projects. This has necessitated the purchase of additional company vehicles to support our operations in these areas. While this expansion is essential to meet business needs, it has directly contributed to the rise in GHG emissions. We will provide employee training and monitor overall scope 1 direct emissions closely in 2025.

| GHG Emissions (tCO ₂ e) | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|-------|-------|-------|-------|-------|
| Scope 1 Direct Emissions | 2.59 | 2.93 | 0.23 | 0.78 | 4.39 |
| Scope 2 Indirect Emissions | 39.05 | 38.51 | 36.83 | 34.85 | 33.83 |
| Total GHG Emissions | 41.64 | 41.44 | 37.06 | 35.63 | 38.22 |
| GHG Intensity by Floor Area (tCO ₂ e/m ²) | 0.085 | 0.085 | 0.078 | 0.075 | 0.081 |

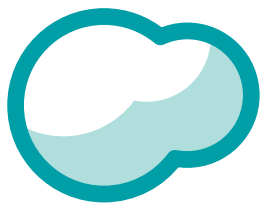
* The GHG emissions in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standing - HKEX Code, Part D

Upon analyzing our GHG Scope 1 and Scope 2 emissions, we discovered that over 90% were attributed to electricity purchased over the past five years. Recognizing this, reducing electricity consumption has become a focal point in our strategy to lower GHG emissions. We have initiated several measures to decrease electricity use and have been actively promoting energy conservation among our employees.

While we acknowledge the significant journey ahead in reducing GHG emissions, we are committed to achieving our short-term targets. Future efforts will involve enhanced actions under the vigilant oversight of our senior management, with regular updates on our progress. Additionally, we are exploring the broader implications of our GHG Scope 3 emissions. Identifying specific categories and gathering the necessary data for Scope 3 will take more time, but we are dedicated to this task and will provide updates as soon as feasible.



- Encouraging single deliveries rather than multiple to reduce fuel consumption of company-owned cars;
- Shutting off lighting, air-conditioning and equipment when not in use in the headquarters office;
- Providing designated charging areas;
- Select energy-efficient plant and equipment, where possible;
- Reduce non-essential electrical load



Air Emission

The Company recognises the potential impact of our activities on air quality and is committed to minimising air emissions. During the reporting year, the air emissions data generated by our business operation are shown in the table as follows. The main source of our air emission was generated by fuel consumption of company-owned vehicles and construction works onsite.

| Air Emissions (kg) | 2023 | 2024 |
|------------------------------------|-------|-------|
| Nitrogen oxides (NO _x) | 0.004 | 0.031 |
| Sulphur oxides (SO _x) | 0.262 | 1.878 |
| Particulate Matter (PM) | 0.019 | 0.138 |

The Air Pollution Control on project site has been incorporated into the IMS Mutual:

- Minimise all air emissions where practicable;
- Compressed air jets shall not be used for cleaning purposes;
- Dusty materials shall be properly stored or covered to minimise dust emissions;
- Effective dust extraction system shall be provided as far as possible during the process of powered drilling, cutting, grinding and polishing.

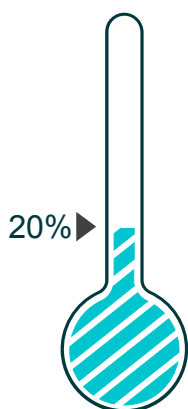


Noise Pollution

To minimise the impact of the noise generated by our business operation on the environment, we strictly comply with laws and regulations, and follow the rules of different customers. The Noise Management Plan will be prepared for the necessary projects and customers' needs. This proactive approach enables us to mitigate noise impacts, minimise disruptions to the surrounding community, and uphold our commitment to responsible construction practices.

For example, to demonstrate compliance with BEAM Plus Interiors Version 1.0 Credit MAN 3 Construction Noise for one of our projects, we have developed a comprehensive Noise Management Plan (the "Plan") that clearly defines the roles and responsibilities of project representatives in our construction operations.

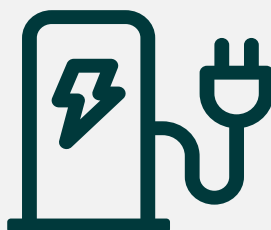
This plan ensures effective management and control of noise levels throughout the project lifecycle. By assigning specific responsibilities to designated individuals, we promote accountability and ensure that noise mitigation measures are implemented consistently. The Project Manager is the responsible person who monitors if the site activities have been carried out in accordance with our Noise Management Plan. Meanwhile, if any work activities do not follow the Plan, the work will be prohibited immediately until any rectification of the procedures is taken.



Energy Management

Our Commitment:

20% **reduction** in the energy consumption intensity (MWh/m²) by 2025 from the 2021 baseline.



The sources of the Company's energy consumption, in the reporting year were the same as the GHG emissions. The fuel consumption of company-owned vehicles was the main source of direct energy consumption, and the purchased electricity was the main source of indirect energy consumption. Most of the total energy consumption was generated from indirect energy consumption.

| Energy Consumption (MWh) | 2023 | 2024 |
|--|-------|-------|
| Direct Energy Consumption | 2.82 | 15.93 |
| Indirect Energy Consumption | 51.26 | 51.25 |
| Total Energy Consumption | 54.07 | 67.18 |
| Energy Consumption Intensity by Floor Area (MWh/m ²) | 0.114 | 0.142 |

The Company has committed in its IMS Policy to monitor and minimise the use of energy from business operations and to support the stakeholders with their energy requirements. Looking ahead, the Company will keep monitoring the energy consumption, and process to achieve our short-term energy-saving target, then disclose it regularly.



Addressing Climate Change

Following our materiality assessment conducted previously, the topic of addressing climate change was identified as less critical compared to other material aspects. Despite this, the Company recognizes the significant global risk posed by climate change and remains committed to enhancing our efforts in this area. As part of this commitment, we are guided by the latest standards set forth in the CDP Climate Change 2023 Questionnaire to shape our disclosures.

This year marks our second year of ESG reporting, and while there are key performance indicators (KPIs) we have yet to fully implement, our dedication to improving our practices and transparency is unwavering. We understand that developing and implementing effective KPIs takes time. Moving forward, we are committed to continual practice and enhancement of our reporting processes.

Governance

The Company's highest governance body has played a pivotal role in the decision-making process related to addressing climate change. Last year, we enlisted the expertise of an independent third-party organization to enhance our sustainability initiatives. This year, we have established a Sustainability Committee to monitor issues related to climate change. Senior Management, including the Managing Director, Directors, and Project Directors, participated in discussions focused on sustainability development and climate change.

Although we faced time constraints this year that prevented us from establishing a comprehensive governance structure or dedicated policy on climate change, our Senior Management is committed to actively seeking expert advice, developing requisite knowledge and skills, and preparing to take decisive action in the future. Responsibility for assessing and managing climate-related risks and opportunities currently lies with both our Environmental, Health, and Safety team and our Sustainability Committee as well as the Executive Committee (Exco).

In 2025, the Sustainability Committee will begin holding regular meetings with the Managing Director and the Exco Committee to provide updates on climate change-related matters. Looking ahead, we aim to fully integrate climate change considerations into our decision-making processes. We are dedicated to actively monitoring, managing, and regularly disclosing metrics and targets related to climate change to ensure transparency and progress in our sustainability efforts.

Strategy

In the aspect of the Strategy, we have identified the climate-related risks and opportunities and the impact accordingly on our business model and value chain. Meanwhile, we have referred to the timeframes for setting our ESG targets to further define the time horizons in climate change disclosure.

| TIME HORIZONS | FROM (YEARS) | TO (YEARS) | DESCRIPTION |
|---------------|--------------|------------|--|
| Short-term | 0 | 5 | The Company defines a short-term time horizon within 0-5 years, allowing the Company can focus on immediate actions and initiatives that can be implemented in the near future to drive progress and achieve tangible results. |
| Medium-term | 6 | 10 | The Company defines a medium-term time horizon in 6-10 years since more time and resources are needed for planning and implementing strategies to achieve more significant milestones. |
| Long-term | 11 | 50 | The Company defines a long-term time horizon in 11-50 years since some risks might happen in beyond 11 years and more time to see and measure its impacts. |

Currently, our identification of climate-related risks and opportunities is limited to the direct operations of our own business. Quantifying the potential financial impacts of these risks and opportunities is challenging and will require additional time to develop robust metrics. Below, we detail the transition risks, physical risks, and opportunities identified, aligned with the requirements of the CDP Climate Change 2023 Questionnaire:

| RISK TYPE | PRIMARY CLIMATE-RELATED RISK DRIVER | POTENTIAL FINANCIAL IMPACT | COMPANY-SPECIFIC DESCRIPTION | TIME HORIZON | LIKELIHOOD | MAGNITUDE OF IMPACT |
|-------------------------|--|--------------------------------------|--|--------------|-------------|---------------------|
| Transition Risks | | | | | | |
| Current regulation | Enhanced emissions-reporting obligations | Increased indirect (operating) costs | <p>In the jurisdiction TCG mainly operates, there are increasing requirements for emissions reporting. For example, the Stock Exchange of Hong Kong Limited (the "HKEX") published a consultation paper to enhance climate-related disclosures in April 2023 and announced in November 2023 that the date of Listing Rules amendments on the enhanced climate-related disclosures will be in January 1, 2025.</p> <p>Although TCG is a non-listed company, we follow the Listing Rules of HKEX for our ESG disclosure since our businesses mainly operate in Hong Kong. Due to our limited knowledge and resources at the beginning of the year, we engaged with a third-party organisation to establish and develop our sustainability, resulting the increased indirect (operating) costs. However, as we are voluntary reporting our ESG information without reporting obligation, the magnitude of impact is identified as medium-low.</p> | Short-term | Very Likely | Medium-low |

Addressing Climate Change

| RISK TYPE | PRIMARY CLIMATE-RELATED RISK DRIVER | POTENTIAL FINANCIAL IMPACT | COMPANY-SPECIFIC DESCRIPTION | TIME HORIZON | LIKELIHOOD | MAGNITUDE OF IMPACT |
|-------------------------|--|---|---|--------------|------------------------|---------------------|
| Transition Risks | | | | | | |
| Emerging regulation | Enhanced emissions-reporting obligations | Increased indirect (operating) costs | <p>In the jurisdiction TCG mainly operates, there are increasing requirements for emissions reporting. For example, the Stock Exchange of Hong Kong Limited (the "HKEX") published a consultation paper with the aim to enhance climate-related disclosures in April 2023 and announced in November 2023 that the date of Listing Rules amendments on the enhanced climate-related disclosures will be in January 1, 2025.</p> <p>Although TCG is a non-listed company, we follow the Listing Rules of HKEX for our ESG disclosure since our business mainly operate in Hong Kong. Due to our limited knowledge and resources at the beginning of the year, we engaged with a third-party organisation to establish and develop our sustainability, resulting the increased indirect (operating) costs.</p> <p>Meanwhile, to align with the emerging regulation, more resources and time might be put into addressing climate-related issues, such as identifying, calculating, and reducing GHG Scope 3 emissions, which will also have a potential financial impact on our company.</p> | Short-term | Very likely | Medium-low |
| Legal | Exposure to litigation | <ul style="list-style-type: none"> Decreased revenues due to reduced demand for products and services; Increased indirect (operating) costs | <p>TCG's exposure to litigation could lead to decreased revenues as it may reduce demand for our products and services. This could make it challenging to attract new business opportunities and retain existing customers. Additionally, litigation proceedings are costly; they necessitate hiring legal representation and incurring various legal expenses, including court fees. These costs are particularly high in Hong Kong, where TCG primarily operates. Consequently, these expenses will indirectly increase our operating costs.</p> | Short-term | About as likely as not | High |

Addressing Climate Change

| RISK TYPE | PRIMARY CLIMATE-RELATED RISK DRIVER | POTENTIAL FINANCIAL IMPACT | COMPANY-SPECIFIC DESCRIPTION | TIME HORIZON | LIKELIHOOD | MAGNITUDE OF IMPACT |
|-------------------------|--|---|---|--------------|----------------------|---------------------|
| Transition Risks | | | | | | |
| Technology | Substitution of existing products and services with lower emissions options | Increased indirect (operating) costs | Replacing TCG's existing products and services with lower emissions options will result in increased indirect (operating) costs. For example, the main source of our GHG Scope 1 emission is the fuel consumption of company-owned cars, it will cost if we switch to electricity vehicles ("EVs"). Also, if our customers decide to apply more sustainable materials or other green products for the project, it will increase the indirect operating costs when procurement. | Medium-term | More likely than not | Medium |
| Market | <ul style="list-style-type: none"> • Changing cost • Increased cost of raw materials | <ul style="list-style-type: none"> • Decreased revenues due to reduced demand for products and services; • Increased indirect (operating) costs | Customer preferences are increasingly shifting towards sustainable products and services. If TCG fails to align with this market trend, we risk losing business opportunities and customers. To counter this, TCG is proactively engaging with stakeholders and delivering sustainable projects, such as those certified under BEAM and LEED, to meet customer demands. However, choosing more sustainable materials may increase raw material costs, thereby raising our operating costs. As the market emphasis on sustainability grows, the risks of not adapting are likely to impact us in the medium term. Failure to keep pace with market trends and customer preferences could result in significant losses of business opportunities as sustainability becomes more integral to our industry. | Medium-term | Likely | Medium |

Addressing Climate Change

| RISK TYPE | PRIMARY CLIMATE-RELATED RISK DRIVER | POTENTIAL FINANCIAL IMPACT | COMPANY-SPECIFIC DESCRIPTION | TIME HORIZON | LIKELIHOOD | MAGNITUDE OF IMPACT |
|-------------------------|--|--|---|--------------|-------------|---------------------|
| Transition Risks | | | | | | |
| Reputation | <ul style="list-style-type: none"> Shifts in consumer preferences Increased stakeholder concern or negative stakeholder feedback | Decreased revenues due to reduced demand for products and services | Shifts in consumer preferences can significantly affect demand for specific types of construction projects and features. Additionally, increased stakeholder concerns or negative feedback could lead to a decline in business opportunities and loss of current customers. Understanding the critical nature of these developments, TCG has proactively established a sustainable development roadmap this year. We are committed to continuing these practices into the future. Failing to address sustainability actively could result in negative feedback from stakeholders, potentially impacting our business financially to a moderate extent. TCG values the input of our stakeholders and recognizes the necessity of integrating their concerns into our sustainability initiatives to maintain and enhance our market position. | Medium-term | Likely | Medium |
| Physical Risks | | | | | | |
| Acute physical | Cyclone, hurricane, typhoon Heat wave | Decreased revenues due to reduced production capacity | In Hong Kong, where TCG operates, cyclones, hurricanes, typhoons, and heatwaves pose significant physical risks, potentially decreasing productivity and causing absenteeism, injuries, or fatalities among employees and site workers. To mitigate these risks, local regulations require that work ceases immediately under such conditions, leading to potential delays and increased costs. TCG prioritizes Occupational Health and Safety (OHS) and has implemented robust measures to protect our workforce from these acute physical risks. Our proactive management of these hazards has resulted in no work-related injuries or fatalities due to extreme weather in the past three years, demonstrating our strong commitment and performance in OHS. | Short-term | Very likely | Medium-high |

Addressing Climate Change

| RISK TYPE | PRIMARY CLIMATE-RELATED RISK DRIVER | POTENTIAL FINANCIAL IMPACT | COMPANY-SPECIFIC DESCRIPTION | TIME HORIZON | LIKELIHOOD | MAGNITUDE OF IMPACT |
|-----------------------|-------------------------------------|---|---|--------------|-------------|---------------------|
| Physical Risks | | | | | | |
| Chronic physical | Heat stress | Decreased revenues due to reduced production capacity | Chronic physical risks such as heat stress pose a significant threat to the health and safety of our employees and site workers at TCG. In the construction industry, exposure to high temperatures can lead to decreased productivity, increased absenteeism, and the potential for injuries or fatalities. Working under conditions of heat stress is particularly challenging for those involved in outdoor tasks, often causing delays and escalating costs. To combat this, TCG has placed a high priority on Occupational Health and Safety (OHS). We are actively implementing measures to safeguard our workforce from these risks. As a result of our proactive approach to OHS, we have maintained an excellent safety record with no work-related injuries or fatalities due to acute physical risks reported in the past three years. | Short-term | Very likely | Medium-high |
| Resource efficiency | Use of recycling | Reduced indirect (operating) costs | TCG's construction projects generate significant waste, including materials like concrete, wood, aluminum, and various packaging. By advancing our recycling practices, we can divert a substantial amount of this waste from landfills, which not only reduces disposal costs but also allows for the reuse of materials. This reuse diminishes our need to procure new materials for each project, thereby saving on raw materials, procurement, and transportation costs. To enhance these efforts, TCG is currently developing a waste management app designed to monitor and manage waste data across all our projects starting in 2025. While the development of this app involves initial costs, we anticipate that it will significantly boost our recycling capabilities, leading to medium-term reductions in our indirect operating costs. | Medium-term | Very likely | Medium-high |

Addressing Climate Change

| RISK TYPE | PRIMARY CLIMATE-RELATED RISK DRIVER | POTENTIAL FINANCIAL IMPACT | COMPANY-SPECIFIC DESCRIPTION | TIME HORIZON | LIKELIHOOD | MAGNITUDE OF IMPACT |
|-----------------------|--|--|--|--------------|-------------|---------------------|
| Physical Risks | | | | | | |
| Product and Service | Ability to diversify business activities | Increased revenues resulting from increased demand for products and services | Diversification enables TCG to offer value-added services to our customers, especially for sustainable-related projects such as BEAM/LEED projects which TCG has already delivered several projects to customers successfully and keeps communicating with our stakeholders to ensure our diversification in sustainable construction or eco-friendly solutions. By staying ahead of market trends and diversifying its offerings accordingly, the company can attract new customers who are seeking innovative and sustainable construction solutions. TCG believes that diversification allows us to adapt to changing market trends and customer preferences. Hence, we see it as an opportunity can increase revenues. | Medium-term | Very likely | Medium-high |

Identifying climate-related risks and opportunities represents our initial step towards addressing climate change. We recognize the need for further development of our strategies to meet the requirements outlined in the CDP Climate Change 2023 Questionnaire. This includes enhancing our climate resilience and understanding the potential impacts on our financial position, performance, and cash flows.

Due to resource limitations, a lack of specialized knowledge, and the time-intensive nature of this task, we have not yet developed a transition plan that aligns with the 1.5°C target. However, we acknowledge the critical urgency of addressing climate change and are committed to dedicating the necessary resources, time, and effort to monitor and establish targets that align with this goal. Transitioning to a sustainable and low-carbon future requires a comprehensive understanding of the challenges and opportunities associated with achieving the 1.5°C target. This process involves evaluating our current operations, identifying areas for improvement, and developing strategies that match the required level of ambition. Although our current approach may not fully meet the immediate demands of a 1.5°C world, we are committed to continuously exploring and developing initiatives that enhance our management approach. As we gain more insights and deepen our understanding, we plan to integrate climate considerations more thoroughly into our decision-making processes, project designs, and operational practices. We remain committed to being responsible stewards of the environment and actively seek opportunities to reduce our carbon footprint and mitigate the impacts of climate change.

Risk Management

After conducting a materiality assessment last year, addressing climate change was identified as a less critical material topic. However, the Company recognizes the significant global risk posed by climate change and remains committed to enhancing our efforts in this area. In our commitment to responsible business practices, we are aligning our actions with the latest standards set by the CDP Climate Change 2023 Questionnaire to ensure our disclosures are transparent and accurate.

We are devoted to continuously refining our practices and improving our reporting mechanisms. Developing and implementing effective Key Performance Indicators (KPIs) will take time, but we are committed to ongoing improvement. We will persist in our efforts to practice and report on these initiatives moving forward.

Metrics and Targets

During the reporting year, the Company has reviewed the GHG emissions data in the past five years to set and disclose the short-term GHG emissions reduction targets, which shows our determination and commitment to address the climate change issue. Our GHG emissions reduction target is 25% reduction in the GHG Scope 1 and Scope 2 emissions intensity (tCO₂/m²) by 2025 from the 2019 baseline. Although the short-term target is not aligned with the Science-based target (“SBT”) now, we will closely monitor and track the progress of achieving the target, and further develop more scientific targets when possible.



oroKO

Building a Greener Future:
Revolutionizing Waste Management in Construction

[Learn more](#)



Efficient Tracking
and Monitoring



Data-Driven
Decision Making



Stand Out from
the Crowd



Waste Management

Our Commitment:

To achieve a waste recycling and **reuse rate of 5%** per project by 2025.

All projects' waste will be monitored by the **waste management app** by 2025.

The Company attaches greater importance to waste management. The Waste Policy has been approved by senior management and established the framework for the Company's waste strategy. During the reporting year, no hazardous waste generated within our reporting boundary – head office in North Point, and a total of 538 kgs of paper was consumed by the Company for the non-hazardous waste in 2024 and all the paper has been collected for recycling. The intensity of non-hazardous waste is 0.00113502 tonnes/m² during the reporting year.

The Company is aware that a significant amount of waste is generated at its construction sites. To address this issue, which has been identified as one of the most important material topics, the Company will embark on comprehensive waste data collection and disclosure practices for our construction sites' waste in the near future. Our aim is to achieve a waste recycling and reuse rate of 5% per project by 2024. To streamline waste management practices, the Company is actively developing a waste management App to monitor and track our waste data. The implementation of this App has already been initiated in select projects during the reporting year and is set to be expanded to additional projects in the near future. This innovative tool will enhance our waste management capabilities, allowing for better data analysis, improved efficiency, and informed decision-making to further optimise our waste reduction and recycling efforts.

Furthermore, several measures are actively taken by the Company to promote waste reduction:

- **Recycling and reusing waste that is generated by the projects;**
- **Collecting plastic bottles and exchanging them for chips;**
- **Reusing furniture and other materials to reduce waste;**
- **Motivating our employees and suppliers/contractors to reduce waste;**
- **Conduct the morning briefing to share waste management information with site workers;**
- **Three recycling trash cans for different waste collections in the headquarters office.**

The Company will closely monitor the waste data generated across our operation and disclose it regularly for transparency, allowing us to meet the requirements of regulations and stakeholders.

Sustainable Resource Use

The Resource Efficiency Policy has been established to enable the Company to maximise the effective utilization of resources while minimising environmental impact. Several commitments we have made in the Resource Efficiency Policy in sustainable resource use aspect are as follows:

- Promoting the reuse of materials and/or those containing a high recycled content;
- Promoting the use of durable materials and products with enhanced lifespan and whole-life costing;
- Encouraging the use of materials with a low embodied energy/carbon impact;
- Promoting “paperless” management procedures.

Meanwhile, the Environmental Guidelines in our IMS Manual specifies the necessary measures to ensure responsible and environmentally friendly practices throughout the material management process. Materials are handled and stored properly to prevent deterioration and wastage, and efficient usage minimizes unnecessary waste. Surplus materials are taken away and reused, while the use of timber from tropical rainforests is avoided. For landscaping, imported plants and soils are prohibited, favoring local options. Additionally, registered pesticides and insecticides are used for safe pest control. These practices promote responsible resource management and minimize environmental impact.



Occupational Health and Safety



Good health and well-being

Goal 3



Quality education

Goal 4



Decent work and economic growth

Goal 8



Occupational Health and Safety

Our Commitment:

- To maintain the accident rate **lower than 10.0 per 1,000** workers in 2025.
- To maintain **zero** fatalities in 2025.
- Provide Regular Safety training to all subcontractors/suppliers/workers on sites in 2025 with **100% attendance**.

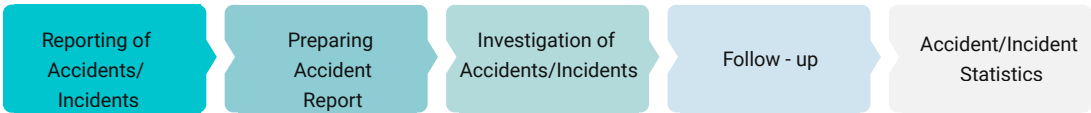
The Company prioritises occupational health and safety ("OHS") to ensure the workplace safety of our employees. We are committed to taking all reasonable measures, to conduct our business activities to ensure the Health, Safety and Welfare of all our employees and all other persons who may be affected by our business activities.

We have successfully obtained the ISO 45001:2018 certification for our Occupational Health and Safety Management System, showcasing our unwavering dedication to ensuring a safe and healthy workplace for all our employees.

Our Health and Safety Policy, together with the IMS Manual and Project Safety Plan, serves as comprehensive guides, outlining the processes and procedures we follow to effectively manage risks related to occupational health and safety. The Company reviews its procedures regularly to ensure they are appropriate to the nature and scale of the OHS risks, and remain relevant and appropriate to the purposes of our business.



Meanwhile, the HSQE Manager and the SO are responsible for reporting accidents/incidents, preparing accident reports and assisting in investigation of accidents/incidents and follow-up actions. The HSQE Manager shall present the statistics to the next Safety Committee meeting.



The Company’s accident rate per 1,000 workers is lower than the Hong Kong Construction Industry Accident Rate in the past three years. Our OHS short-term target is to maintain the accident rate lower than 10.0 per 1,000 workers and zero fatalities in 2025.

| ACCIDENT RATE / YEAR | 2022 | 2023 | 2024 |
|---|------|------|------|
| TCG Accident Rate per 1,000 workers | 8.0 | 5.8 | 0 |
| Hong Kong Construction Industry Accident Rate | 29.1 | 27.6 | N/A |

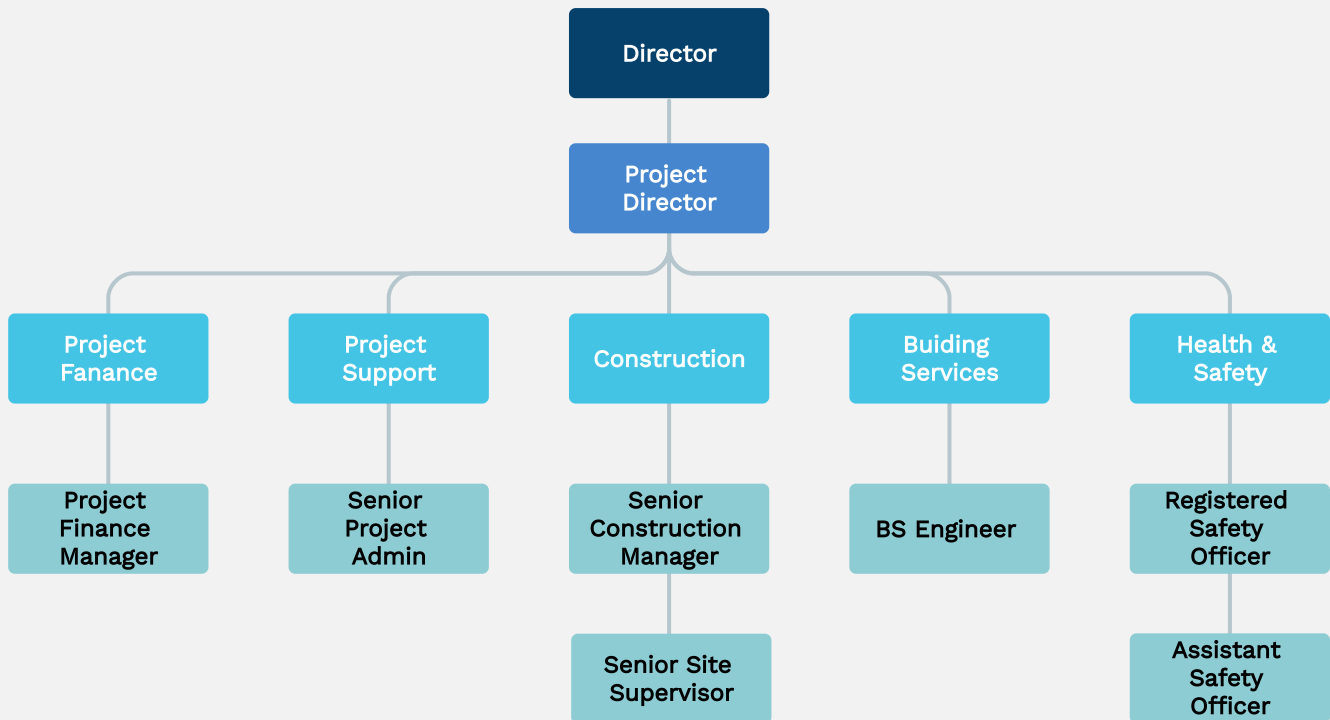
During the reporting year, the Company has reported zero non-compliance of relevant laws and regulations that have a significant impact on the Company relating to safety issues and protecting our employees from occupational hazards. Over the last three years, there were no work-related fatalities.

Safety Management Committee

The Company believes that all levels of management have, as a primary responsibility, the safety and personal well-being of all employees. The Safety Management Committee, under the supervision of our HSQE Director and Directors, Engineering Director and Project Directors, has been established to oversee the development and monitoring of the implementation of the Health and Safety Policy, and the establishment the Site Safety Committee. The Company’s Safety Management Committee conducts meetings at least quarterly to review site safety and any other OHS-related issues.

Site Safety Committee

The Site Safety Committee forms a communication channel between project management, workers and subcontractors' workers. At every project site, a safety plan is in place to establish a well-defined structure for the Site Safety Committee and to clarify the responsibilities of each committee member. Additionally, a safety supervisor is appointed to oversee and handle safety-related issues at the project site, ensuring strict adherence to safety laws and regulations for all activities taking place on site. Furthermore, a safety risk assessment will be conducted including different types of OHS-related risks to ensure safety of the working environment before starting work on-site.



TCG's Project Safety Organisation Chart

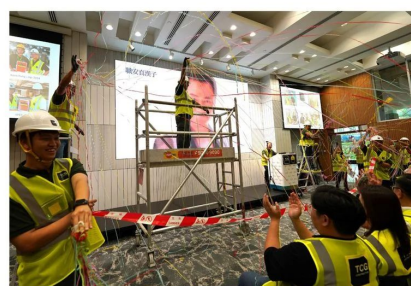
The Project Director is responsible for establishing an on-site safety committee to monitor the implementation of the Company's Health and Safety Policy and the Project Safety Management Plan. The Project Director reports to the Director. More than 50% of representatives, appointed from subcontractors, labour groups, etc., has been required to attend monthly site safety committee meetings. Meanwhile, the Company has actively communicated with employees and workers by WhatsApp or phone contact to ensure site safety.

Safety Training Workshop

Safety training equips employees with the knowledge and skills necessary to understand safe work practices and use proactive equipment effectively. The Site Safety Committee is responsible for identifying the training needs and preparing the training programme for individual trades and workers engaged in specific activities in accordance with the master programme, specific method statements related to the project and Risk-assessment Records. The Site Safety Officer is responsible for preparing the detailed training plan including objectives, syllabus, target attendees, trainer, duration and frequency for each training topic. It is mandatory for all workers to undergo safety training before accessing the project site.

A yearly Health and Safety Charter Workshop has been conducted in the reporting year with the purpose of aligning with all our team members for the high requirements and priority of the health and safety culture. A total of 98 employees and 12 subconstruction representatives joined the workshop.

During the reporting year, a total of **2,800 workers** have participated in safety training and inductions on site with the achievement of around **4,200 safety training hours**.



During the reporting year, the Company has obtained two safety awards to show the efforts we have made in OHS areas. Looking ahead, the Company will keep OHS issues in the first place.

| NAME OF EVENT | NAMEOF AWARD | ISSUED BY | NAME OF PROJECT/DIVISION |
|---|---|--------------------------------------|---|
| Lighthouse Club Hong Kong Contractor Safety Awards 2024 | 2024 Safety Project Team Award | The Lighthouse Club Hong Kong | HKJC Shatin Clubhouse 2/F A&A and Fitting Out Project |
| 23rd Construction Safety Forum and Award | 2024 Safety Performance Award - Outstanding | Occupational Safety & Health Council | TCG Company |



Safety Project Team Award 2024

Our HKJC Shatin Clubhouse 2/F A&A and Fitting Out Project won “**Safe Project Team Award 2024**” in a safety competition organized by The Hong Kong Lighthouse Club.

The purpose of this Safety Award is to recognise the Project Team outstanding safety performance. This safety award is a testament to the hard work of the UOWCHK project team on maintaining high standards of safety performance in challenging site environments. We should all be very proud of this achievement.



2024 Safety Performance Award - Outstanding

TCG has won “**2024 Safety Performance Award – Outstanding**” at 23rd Hong Kong Occupational Safety and Health Awards and earned acclaimed recognition from the industry. The safety competition is organized by Hong Kong Occupational Safety and Health Council together with Labour Department.

The Award is encouraging and important to us as it endorses our safety efforts and reaffirms TCG good safety performance. We will continue the hard work and endeavor to accomplish our safety goals.

Human Capital Management



Employees are one of the most important assets of the Company. TCG has Human Resource Policies and Procedures (“HRPP”) in place to manage human capital-related issues within the organisation. Meanwhile, our Sustainability Policy incorporates a focus on people, aiming to provide an exceptional employment experience by promoting equality and diversity, investing in training, development, and succession planning, attracting and retaining top talent, and ensuring a safe and healthy work environment that prioritizes well-being.



Human Resource Award: Good MPF Employer 10 Years and Manpower Developer

During the reporting year, the Company conducted several activities for our employees:

- Annual Dinner:** Dinner gathering with lucky draw, group game, and long services award;
- Food Angel:** Charity;
- Hiking and Planting Day:** Charity;
- Blood Donation:** Charity;
- Football Tournament:** Charity Fund raising;
- Colour Assessment TCG Internship:** Team Building
- Eye Health Talk:** Team Building;
- GT Progamme:** Team Building;
- Plantation Day:** Team Building;
- Dragon Boat:** Team Building;
- City Build:** Team Building;
- Cooking Classes:** Team Building;
- Go Karting:** Team Building.

Human Capital Management



Annual Dinner

Football
Tournament

Karting

Dragon Boat Trip



- City Build
- Cooking Class

Workforce
Distribution

During the reporting year, the Company has a total of 109 full-time employees. All of them are based in Hong Kong. The distribution of our employees by gender, age group and geographical region are shown as follows.

| | 2023 | 2024 |
|------------------------|------|------|
| Total Employees | 105 | 109 |
| By Gender | | |
| Male | 76 | 78 |
| Female | 29 | 31 |
| By Age Group | | |
| < 30 | 6 | 15 |
| 31-50 | 66 | 67 |
| >50 | 31 | 27 |
| By Geographical Region | | |
| Hong Kong | 105 | 109 |
| Other | 0 | 0 |
| By Employment Type | | |
| Full-time | 105 | 109 |
| Part-time | 0 | 0 |

Human Capital Management

Turnover Rate

For the turnover rate, the total employee turnover rate was **13.81%** during the reporting year. The turnover rate by gender, age group and geographical region are as follows.

| | 2023 | 2024 |
|----------------------------|--------------|---------------|
| Total Turnover Rate | 8.57% | 13.81% |
| By Gender | | |
| Male | 9.21% | 13.8% |
| Female | 6.90% | 0.92% |
| By Age Group | | |
| ≤ 30 | 12.50% | 0% |
| 31-50 | 10.61% | 12.8% |
| >50 | 3.23% | 1.83% |
| By Geographical Region | | |
| Hong Kong | 8.57% | 13.81% |

Equal Opportunity, Diversity, Anti-discrimination

The Equal Opportunity Policy has been included in TCG's Code of Ethics and Business Conduct, which provides clear guidance to foster equal opportunity, diversity and anti-discrimination within the Company. We are committed to eliminating discrimination and encouraging equality and diversity in all our business activities, including the provision of services and employment.

The Company has a diverse workforce with employees from various nationalities, including Australian, British, Singaporean, Indian, and Nepalese. We respect every employee. For example, English is commonly used in the workplace, and efforts are made to ensure inclusivity and effective communication for all employees. Meanwhile, multiple languages of documents are provided to our employees.

All employees will receive an equal opportunity in TCG regardless of gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability (both physical and mental), age, pregnancy or trade union membership, or the fact they are a part-time worker or a fixed-term employee. Any form of direct or indirect discrimination, victimisation or harassment, whether intentional or unintentional will not be tolerated in the Company. Disciplinary action will be taken, which may result in dismissal, if anyone who fails to meet the Equality and Diversity Policy.

Labour Standards

The Company is committed to conducting all aspects of its business in an ethical and transparent manner. In alignment with the Hong Kong Basic Law, the Company ensures that there is no use of child labor, forced labor, human trafficking, or any other forms of modern slavery, which represent some of the gravest violations of human rights, within its operations and supply chain. Furthermore, we require all our suppliers and contractors to uphold the same standards and to avoid knowingly engaging with any third parties involved in such practices.

We value all of our workers and are committed to treating them with dignity and respect. Our Human Resource Department is responsible for background checks when hiring to eliminate the forced-labour and child labour within the Company. During the reporting period, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Company relating to preventing child or forced labour.

Talent Retention, Welfare and Benefits

All the employees are entitled to annual leave, medical and hospitalisation leave, maternity leave, paternity leave, marriage leave, compassionate/bereavement leave, examination and study leave, no paid leave, jury leave and quarantine leave. Meanwhile, the Company provides several benefits for its employees including Life & Accidental Death, Dismemberment Insurance and Medical Insurance, the Mandatory Provident Fund ("MPF"), and the Company retirement benefit.

We recognise the outstanding contribution of our employees and conduct regular performance reviews for promotion, focusing on employees' track records, work results, and attitudes. For those who have left the Company for their career goals, we always keep good relationships with them. Some continue working as freelancers, which supports retention. Others rejoin the Company and perform well in alignment with their new career plans. Looking ahead, the Company will keep improving our welfare and benefits for talent retention.

Apart from talent retention, we aim to attract new talent via summer internship programme and staff referral scheme, we recruit university students to work with our experienced staff. In return, they bring fresh perspectives to our team. The Staff Referral Scheme is a key recruitment channel. Our employees share their positive experiences to attract candidates with similar attitudes and personalities, fostering synergy in our business.





Development and Training

Our Commitment:

- To maintain the average training hours ≥ 8.0 hours per employee in 2024.
- To ensure **all the employees** receive professional training in 2024.

The Company fully supports employees' professional training and career development. We provide training and career development opportunities for our employees, focusing on different areas and professional qualifications.

The Training and Development Policy has been established to ensure that we provide excellent support and continuous improvement opportunities for our employees, enabling them to reach their full potential. For example, we provide all necessary training as appropriate for those company staff, temporary staff, suppliers, sub-contractors, etc. performing activities affecting the "Quality" of our services and the "Environmental and Occupational Health & Safety" performance of our working practices. New staff will receive the effective induction programme provided by the Company.

By providing the budget for employees' training every year, we aim to promote a culture of learning and personal development, encouraging employees to continuously improve their skills and knowledge. During the reporting year, a total of 109 employees received 1228 hours of professional training. All of our senior management and middle management received the professional training in 2024.

| PERCENTAGE OF EMPLOYEES TRAINED (%) | 2023 | 2024 |
|-------------------------------------|---------|---------|
| By Gender | | |
| Male | 100.00% | 100.00% |
| Female | 96.55% | 100.00% |
| By Employee Category | | |
| Senior Management | 100.00% | 100.00% |
| Middle Management | 100.00% | 100.00% |
| General Staff | 98.36% | 100.00% |

109
Employees

1228
hours training received

| AVERAGE TRAINING HOURS OF PER EMPLOYEE (HOURS) | 2023 | 2024 |
|--|-------|------|
| By Gender | | |
| Male | 7.64 | 7.44 |
| Female | 11.04 | 7.44 |
| By Employee Category | | |
| Senior Management | 8.00 | 8.00 |
| Middle Management | 8.83 | 8.00 |
| General Staff | 8.61 | 8.00 |

True Colour Personality Assessment

In our personal and career life, we live in the group of people and cannot avoid communication. If we have good tool to understand each other, you can experience the grace of cooperation and obtain the synergy to make your life better.

True Colour Personality Assessment is an effective personality test based on decades of research by color psychologists around the world. We have already held 8 internal training sessions to let all TCG staff participate in 2024. Our participants enjoyed the training sessions very much and the “Takeaway” from the assessment enrich their people skills indeed.



Community Investment

The Company values community investment. Our Sustainability Policy incorporates a dedicated community aspect, aiming to generate social value through investments and collaborations with community, charity, and supply chain partners local to our project sites and offices. Moreover, our Social Responsibility Policy reinforces our commitment to creating lasting value within these communities.

We encourage and support our employees in utilising their time and skills to make a positive impact in their local communities. By actively engaging with and supporting these communities, we strive to foster enduring relationships and contribute to their well-being.

Volunteer Hours

472

Investment to Community

HKD
313,000

During the reporting year, we have worked with some organisations and conducted several activities to contribute to our community with a total of 472 volunteer hours and HKD 566,359 investment.



TCG Blood Donation Event

The Company organized a blood donation day in July 2024. A mobile donation vehicle was parked nearby our head office and was exclusive to our team members giving blood. 26 employees participated in the campaign. We will continue to organize blood donations in the future.

Community Investment



For More Information:
www.talos-foundation.org

IN COLLABORATION WITH:



Talos Foundation

Talos Foundation brings awareness to neurodiversity and special needs in Hong Kong and Asia Pacific. TCG have supported Talos and Nesbit Centre by providing young special needs adults with an opportunity to gain experience working.

Food Angel

Food Angel is a non-profit organization in Hong Kong that rescues edible surplus food from different sectors of the food industry and redistributes it to those in need. The organization was founded in 2004 by a group of concerned citizens who wanted to address the problem of food waste and hunger in Hong Kong. We regularly organize our team members for volunteer service for their beneficiaries and distribute the meals to the underprivileged communities in Hong Kong.



CDIA's Y-WE Programme

We are thrilled to announce that our company has joined the Child Development Initiative Alliance (CDIA) launched the "Youth Work Explorer" (Y-WE) Programme, furthering our commitment to social responsibility and youth development. By participating in this initiative, we have provided valuable internship positions to youths from deprived background to let them experience a real workplace. These opportunities helped them unlock their full potential, broadened their horizon, and pursue their dreams. We have also mentored them with advice in their career paths.



Community Investment

**Hong Kong Country Parks**

Hiking and Planting Day

CDIA's Y-WE Programme

Our company has joined the Child Development Initiative Alliance (CDIA) launched the "Youth Work Explorer" (Y-WE) Programme, furthering our commitment to social responsibility and youth development. By participating in this initiative, we have provided valuable internship positions to youths from deprived background to let them experience a real workplace. These opportunities helped them unlock their full potential, broadened their horizon, and pursue their dreams. We have also mentored them with advice in their career paths.

**Lapdog Challenge**

Since the inaugural LAPDOG Challenge in 2017, TCG has been a founding member and committee member organising the largest Construction Industry fundraising event of the year with proceeds going to the Lighthouse Benevolent Fund and HKBCF.



Industry, innovation and infrastructure

Goal 9



Responsible consumption and production

Goal 12

Quality and Compliance Construction

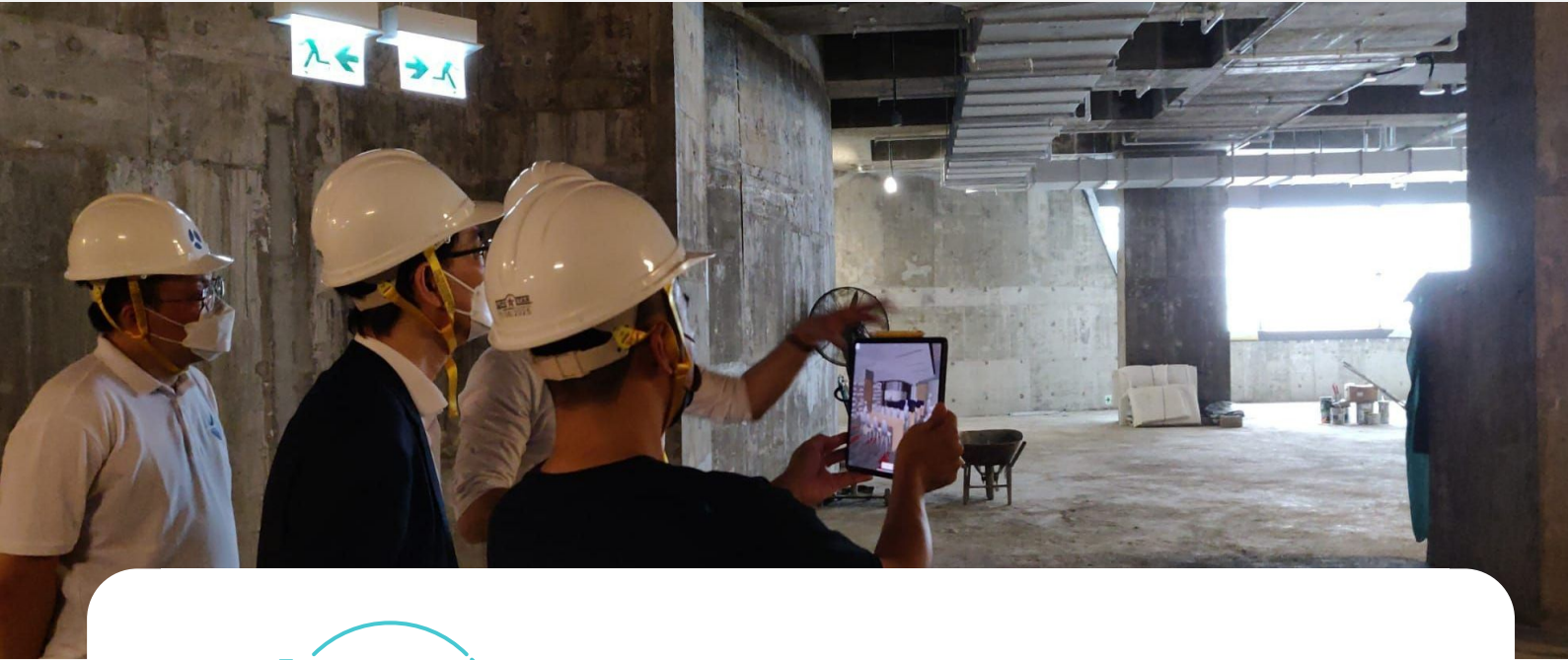
The Company places utmost priority on Quality and Compliance in construction, along with Occupational Health and Safety. Our comprehensive Quality Policy encompasses all aspects of our business operations, ensuring high standards and adherence to specifications. Additionally, we have implemented a rigorous Quality Management Plan for each project to ensure consistent and uniform achievement of the anticipated quality levels.

To ensure the effective implementation of our Policies, we have developed processes and procedures that are contained within IMS which has been certified as meeting the requirements of ISO 9001: 2015 Quality Management System during the reporting year. The Company's policy and management systems are regularly reviewed for continuing suitability and effectiveness.

Our Quality Management Plan (the "Plan") for each project is designed to achieve timely and budget-friendly delivery while upholding the highest quality standards. The Plan outlines our management approaches for the Pre-construction, Construction phase, and Post-construction phase, aligning with ISO requirements. Clear responsibilities are assigned to ensure the quality and compliance of our construction projects.

- The Project Director, who reports to TCG's management committee, will be assigned by the Company to be in charge of administering the contract and ensuring the consistency, implementation and maintenance of the project quality management system.
- The Quality Manager (will be a designated team member specifically for each individual project) as the representative of the project and reports to the Project Director, will be assigned by the Company to take the responsibility of monitoring the quality system on a day-to-day basis to ensure the effective implementation of Quality Management Procedures, and participate in the risk-management exercise and assessment when necessary.
- The responsibility of other staff including the Construction Manager, Project Manager, Site Engineers, Site Supervisors, and Subcontractors has been clearly stated in the Quality Management Procedures.

The Quality Audit of each completed project will be conducted to gauge the overall quality of construction after handover and completion of defects. During the reporting year, the Company was not aware of any cases that have a significant impact on our businesses that related to the quality and compliance construction.



Applying Innovative Technologies

The Company has embraced advanced innovative technologies, such as Augmented Reality (AR) and 3D models, to enhance our customers' understanding of projects and their implementation processes. For instance, we conducted site walks in collaboration with consultant and the client, utilising AR techniques to showcase the future completed environment, providing customers with an immersive and comprehensive experience.



TCG Implement the construction management software (Fieldwire) for Project Control. Fieldwire is designed to help teams collaborate more effectively on job sites. It offers a range of features that streamline project management, Such as Drawings management, Task Management, Scheduling and Reporting etc.

Fieldwire is available on both desktop and mobile devices, allowing team members to access important information and collaborate from anywhere. and it enhanced Collaboration for all team member. It allows team members to communicate and collaborate in real-time, ensuring everyone is on the same page. This reduces misunderstandings and improves overall efficiency. And helps owner, contractors and construction professionals manage their projects more effectively



Customer Satisfaction

Our Commitment:

- To maintain the average customer satisfaction score ≥ 9.3 in 2024.
- Respond to all customers with **action plans** on Customer Satisfaction comments requesting improvements within 1 month.

The Company values its customers greatly. In the Post Construction Stage, the management or the Project Director of the Company will approach its customers to ask for their feedback by interview and invite them to complete our Customer Satisfaction Survey upon completion of a project, which allows us to continuously improve our services and ensure customer satisfaction.

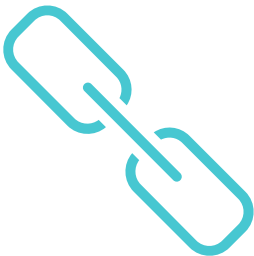
The Management of the Company is not only responsible for circulating the Customer Satisfaction Survey to relevant parties to carry out action plans if required, but also carry on reviewing the results in the management review meeting to see if there are any areas of improvement. The Customer Satisfaction Surveyor will follow a set of established questions and a rating system to distinguish the overall “Net Promoter Score” (“NPS”) and satisfaction score.

In the past five years, TCG has consistently achieved outstanding average customer satisfaction scores, with all scores equal to or greater than 9.0. Furthermore, over half of our customers have remained loyal and continued their partnership with us during the reporting year. The customer satisfaction scores for the past five years are presented below.



During the reporting year, the Company did not receive any complaints from customers. Looking ahead, the Company will keep reviewing our performance of each project and communicate closely with our customers to improve our customer satisfaction score. We have made the commitment to maintain our average customer satisfaction score greater than or equal than 9.3 in 2024.

Supply Chain Management



Establishing strong relationships with suppliers is crucial for maintaining a seamless and dependable supply chain. Although Supply Chain Management was identified as a lower-priority materiality topic by our stakeholders, we recognize its critical importance to our operations and are committed to its effective management. As part of this commitment, we have implemented a Procurement Policy that directs our strategy in this area.

We actively collaborate with our suppliers, using Key Performance Indicators (KPIs) to measure aspects such as quality, planning, health and safety, commercial activities, and tendering. This approach ensures continuous improvement in our supply chain performance.

To manage supply chain risks effectively, we maintain open communication with our suppliers and contractors through regular meetings. We also conduct periodic assessments of suppliers and contractors to ensure they meet our compliance and performance standards.



During the reporting year, the Company has a total of **350 suppliers** and **93 contractors**. All of our suppliers and contractors are based in Hong Kong.

Responsible and Green Procurement

The Company is committed to maintaining a procurement system that is not only generic and standard but also fair, equitable, transparent, competitive, and cost-effective. We meticulously select suppliers and contractors for each project in accordance with the IMS requirements, aiming to foster long-term relationships. This involves actively promoting and educating them about sustainable practices. Initially, suppliers and contractors must undergo a rigorous prequalification process, meeting stringent criteria in legal and social compliance, data protection, health and safety, financial stability, appropriate insurance levels, and commitments to quality and environmental sustainability.

In addition, the Company has embraced green procurement practices. We consistently apply the "Reduce, Reuse, Recycle, and Replace" (4R) principles when making purchasing decisions. Efforts are made to include the Environmental Policy and other relevant environmental documents in tender documents whenever feasible, ensuring that all parties are cognizant of TCG's environmental commitments. Furthermore, tenderers are required to disclose any breaches of environmental regulations or ordinances in Hong Kong over the past three years for the purpose of tender evaluation.

Promotion of Sustainable Practices

The Company is actively communicating with suppliers and contractors to promote sustainable practices. The environmental guidance, under our Environmental Management System which is in accordance with the ISO 14001 Standard and adhere to our Environment Policy, has been established to provide guidelines for our suppliers and contractors to minimise the adverse impacts of activities on the environment.

We require our suppliers and contractors to follow the Environmental Guidance Note:

- Comply with all applicable legal and other requirements to which your company subscribes;
- Control the use of materials and resources (e.g., electricity, fuel, chemicals, paper, etc.) to minimise consumption and wastage. Use environmentally friendly alternatives where possible during daily operations. Reuse and recycle wherever possible;
- Store and properly handle all materials/chemicals to prevent any spillage and leakage;
- Ensure all solid waste is properly handled, stored and disposed of to avoid any spillage. All chemical waste should be handled, stored and disposed of in accordance with legal requirements;
- Use legal fuel and regularly maintain all vehicles used for the purpose of conducting business with TCG;
- Construction Limited, and ensure that noise and air emissions are controlled;
- Minimise noise generated and light and air emissions where practicable;
- Wastewater should be discharged into foul sewers; and
- Use registered pesticides/insecticides for pest control.

The detailed Site Management Guidelines for Works Contractors covering resources conservation, electricity, water, other materials and different kinds of emissions are also provided to our suppliers and contractors.

Performance Data Summary

| SUMMARY OF KPI | UNIT | 2023 | 2024 |
|--|-----------------------------------|---------|---------|
| Air Emissions | | | |
| Nitrogen oxides (NO _x) | Kg | 0.004 | 0.024 |
| Sulphur oxides (SO _x) | Kg | 0.262 | 1.116 |
| Particulate Matter (PM) | Kg | 0.019 | 0.082 |
| Greenhouse Gas (GHG) Emissions | | | |
| Scope 1 | tCO ₂ e | 0.78 | 4.39 |
| Scope 2 | tCO ₂ e | 34.85 | 33.83 |
| Total GHG emissions (Scope 1 & 2) | tCO ₂ e | 35.63 | 38.22 |
| Intensity of GHG emissions | tCO ₂ e/m ² | 0.075 | 0.081 |
| Waste | | | |
| Total hazardous waste generated | Kg | 0 | 0 |
| Intensity of hazardous waste generated | Kg/m ² | 0 | 0 |
| Total non-hazardous waste generated | Tonnes | 2616.90 | 2291.18 |
| Intensity of non-hazardous waste generated | Tonnes/m ² | 0.05 | 102.46 |
| Energy Consumption | | | |
| Direct energy | MWh | 2.82 | 15.93 |
| Indirect energy | MWh | 51.26 | 51.25 |
| Total energy consumption | MWh | 54.07 | 67.18 |
| Intensity of energy consumption | MWh/m ² | 0.114 | 0.151 |

Environmental
KPIs

| SUMMARY OF KPI | UNIT | 2022 | 2023 |
|-------------------------------|--------|--------|--------|
| Workforce Overview | | | |
| Total workforce | person | 92 | 105 |
| By gender | | | |
| Male | person | 66 | 76 |
| Female | person | 26 | 29 |
| By age group | | | |
| ≤ 30 | person | 8 | 8 |
| 31 - 50 | person | 53 | 66 |
| > 50 | person | 31 | 31 |
| By employee category | | | |
| Senior management | person | 13 | 15 |
| Middle management | person | 27 | 29 |
| General Staff | person | 52 | 61 |
| By employment type | | | |
| Full-time | person | 92 | 105 |
| Part-time | person | 0 | 0 |
| Turnover Rate | | | |
| By gender | | | |
| Male | % | 10.61% | 9.21% |
| Female | % | 3.85% | 6.90% |
| By age group | | | |
| ≤ 30 | % | 0.00% | 12.50% |
| 31 - 50 | % | 15.09% | 10.61% |
| > 50 | % | 0.00% | 3.23% |
| By Geographical region | | | |
| Hong Kong | % | 8.70% | 8.57% |

Social
KPIs

Performance Data Summary

Social
KPIs

| SUMMARY OF KPI | UNIT | 2023 | 2024 |
|--|--------------------|---------|---------|
| Occupational Health and Safety | | | |
| Number and rate of work-related fatalities | % | 0 | 0 |
| Accident Rate per 1,000 workers | No. | 5.8 | 0 |
| Number of lost workdays due to work-related injury | Day(s) | 136 | 12 |
| Development and Training | | | |
| Percentage of employees trained | | | |
| By gender | | | |
| Male | % | 100.00% | 100.00% |
| Female | % | 96.55% | 100.00% |
| By employee category | | | |
| Senior management | % | 100% | 100.00% |
| Middle management | % | 100% | 100.00% |
| General Staff | % | 98.36% | 100.00% |
| Average training hours of per employee | | | |
| By gender | | | |
| Male | hour/person | 7.64 | 7.33 |
| Female | hour/person | 11.04 | 7.29 |
| By employee category | | | |
| Senior management | hour/person | 8.00 | 6.97 |
| Middle management | hour/person | 8.83 | 7.53 |
| General Staff | hour/person | 8.61 | |
| Supply Chain Management | | | |
| Total number of suppliers | No. of suppliers | 356 | 350 |
| Total number of contractors | No. of contractors | 64 | 93 |
| By geographical region | | | |
| Hong Kong | No. of suppliers | 356 | 350 |
| Non-Hong Kong | No. of suppliers | 0 | 0 |
| Hong Kong | No. of contractors | 64 | 93 |
| Non-Hong Kong | No. of contractors | 0 | 0 |
| Anti-corruption | | | |
| Reported case of anti-corruption | No. of cases | 0 | 0 |
| Community Investment | | | |
| Resource contributed to the focus area | | | |
| Volunteer work | Hours | 896 | 1,288 |
| Total amount invest to the Community | HKD | 608,520 | 566,359 |

HKEX ESG Content Index

| KPI | HKEX ESG REPORTING GUIDE REQUIREMENTS | SECTIONS/REMARKS |
|-----------------------------|--|---|
| Governance Structure | | |
| General disclosure | A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. | ESG Governance |
| Reporting Principles | | |
| General disclosure | A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: a) Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. b) Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. c) Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. | About this Report - Reporting Framework |
| Reporting Boundary | | |
| General disclosure | A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. | About this Report - Reporting Boundary and Scope |
| 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. | Taking Actions for a Sustainable Future - Environmental Management |
| KPI A1.1 | The types of emissions and respective emissions data. | Taking Actions for a Sustainable Future - Emission Management |
| KPI A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility). | |
| KPI A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | Taking Actions for a Sustainable Future - Waste Management |
| KPI A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | |
| KPI A1.5 | Description of emission target(s) set and steps taken to achieve them. | Taking Actions for a Sustainable Future - Emission Management |
| 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. | Taking Actions for a Sustainable Future - Waste Management |

HKEX ESG Content Index

| KPI | HKEX ESG REPORTING GUIDE REQUIREMENTS | SECTIONS/REMARKS |
|-----------------------------------|---|---|
| A. Environmental | | |
| Aspect A2 Use of Resources | | |
| General disclosure | Policies on efficient use of resources including energy, water and other raw materials. | Taking Actions for a Sustainable Future - Energy Management - Sustainable 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) | Taking Actions for a Sustainable Future - Energy Management |
| KPI A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility) | The water consumption charges are included in the property rent so no water consumption data is available |
| KPI A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. | Taking Actions for a Sustainable Future - Energy Management |
| 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. | There is no issue in sourcing water for the Company. |
| KPI A2.5 | Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced. | The use of packaging materials for finished products is not applicable to the Company due to its business nature. |
| 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. | Taking Actions for a Sustainable Future - Waste Management |
| Aspect A2 Use of Resources | | |
| General disclosure | Policies on efficient use of resources including energy, water and other raw materials. | Taking Actions for a Sustainable Future - Energy Management - Sustainable 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) | Taking Actions for a Sustainable Future - Energy Management |
| KPI A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). | The water consumption charges are included in the property rent so no water consumption data is available. |
| KPI A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. | Taking Actions for a Sustainable Future - Energy Management |
| 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. | There is no issue in sourcing water for the Company. |

HKEX ESG Content Index

| KPI | HKEX ESG REPORTING GUIDE REQUIREMENTS | SECTIONS/REMARKS |
|---|---|---|
| A. Environmental | | |
| Aspect A2 Use of Resources | | |
| KPI A2.5 | Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced. | The use of packaging materials for finished products is not applicable to the Company due to its business nature. |
| Aspect A3 The Environment and Natural Resources | | |
| General disclosure | Policies on minimising the issuers' significant impact on the environment and natural resources. | Taking Actions for a Sustainable Future Environmental Management |
| KPI A3.1 | Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them. | |
| Aspect A4 Climate Change | | |
| General disclosure | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. | Taking Actions for a Sustainable Future - Addressing Climate Change |
| KPI A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. | |
| B. Social | | |
| Aspect B1 Employment | | |
| General disclosure | Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | Caring for People and Social Value - Human Capital Management |
| KPI B1.1 | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. | |
| KPI B1.2 | Employee turnover rate by gender, age group and geographical region. | |
| 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. | Caring for People and Social Value - Occupational Health and Safety |
| KPI B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | Appendix 1: Performance Data Summary - Social KPIs |
| KPI B2.2 | Lost days due to work injury. | |
| KPI B2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. | Caring for People and Social Value - Occupational Health and Safety |

HKEX ESG Content Index

| KPI | HKEX ESG REPORTING GUIDE REQUIREMENTS | SECTIONS/REMARKS |
|----------------------------------|--|--|
| B. Social | | |
| Aspect B6 Product Responsibility | | |
| KPI B6.4 | Description of quality assurance process and recall procedures. | Growing Responsibly and Sustainably - Quality and Compliance Construction |
| KPI B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored. | ESG Governance - Data Privacy and Security |
| 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. | ESG Governance Anti-corruption |
| KPI B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. | |
| KPI B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | |
| KPI B7.3 | Description of anti-corruption training provided to directors and staff. | |
| 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. | Growing Responsibly and Sustainably - Community Investment |
| KPI B8.1 | Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport). | |
| KPI B8.2 | Resources contributed (e.g., money or time) to the focus area. | |

Certifications & Awards

As the Report is our first ESG Report, we would like to share with all of our stakeholders the certifications and awards we have obtained in the past few years.

Certificates

| DATE | NAME OF CERTIFICATIONS | ISSUED PARTY |
|---------------|---|---|
| November 2021 | Certificate of Registration of General Building Contractor | Buildings Department |
| October 2022 | Certificate of Registration of Electrical Contractor | Electrical and Mechanical Services Department |
| November 2023 | Quality Management System - ISO 9001:2015 | British Standards Institution |
| November 2023 | Environmental Management System - ISO 14001:2015 | British Standards Institution |
| November 2023 | Occupational Health & Safety Management System - ISO 45001:2018 | British Standards Institution |
| November 2023 | Integrated Management System | British Standards Institution |

Awards

| DATE | NAME OF CERTIFICATIONS | ISSUED PARTY |
|----------------|---|--------------------------------------|
| July 2018 | Gold Award of "Best Refurbishment and Maintenance Contractor in Occupational Safety and Health" | Occupational Safety & Health Council |
| June 2019 | Silver Award of "Best Refurbishment and Maintenance Contractor in Occupational Safety and Health" | Occupational Safety & Health Council |
| September 2019 | 2019 Safety Performance Award | Occupational Safety & Health Council |
| March 2021 | 2020 Safety Performance Award - Outstanding | Occupational Safety & Health Council |
| November 2021 | Gold Award of "Best Refurbishment and Maintenance Contractor in Occupational Safety and Health" | Occupational Safety & Health Council |
| November 2021 | Best Presentation Award - Bronze Award | Occupational Safety & Health Council |
| December 2021 | 2021 Safety Performance Award - Outstanding | Occupational Safety & Health Council |
| March 2022 | Certificate of Good Safety Performance | Hong Kong Labour Department |
| June 2023 | 2022 Occupational Safety and Health Award - Outstanding | Labour Affairs Bureau of Macau SAR |
| February 2023 | 2022 Safety Performance Award - Outstanding | Occupational Safety & Health Council |

Certifications & Awards

As the Report is our first ESG Report, we would like to share with all of our stakeholders the certifications and awards we have obtained in the past few years.

Awards

| DATE | NAME OF CERTIFICATIONS | ISSUED PARTY |
|----------------|---|--------------------------------------|
| May 2023 | Safety Project Team Award 2023 | The Lighthouse Club Hong Kong |
| September 2023 | Bronze Award of "Best Refurbishment and Maintenance Contractor in Occupational Safety and Health" | Occupational Safety & Health Council |
| September 2023 | Best Presentation Award - Bronze Award | Occupational Safety & Health Council |
| November 2023 | 2023 Safety Performance Award - Outstanding | Occupational Safety & Health Council |
| September 2024 | Safe Project Team Award 2024 | The Lighthouse Club Hong Kong |
| October 2024 | 2024 Safety Performance Award - Outstanding | Occupational Safety & Health Council |



www.tcgconstruction.com