

TCG Construction

ESG REPORT

2023



Pre-construction | Fit Out | A&A | Building Services | Facade



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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.



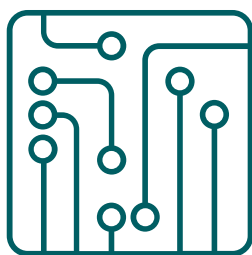
HK\$700 million
turnover in 2023



111 fulltime staff



ISO 9001, 14001,
45001 certified



In-house
Engineering Team



RGBC & EMSD
Registered
Contractor



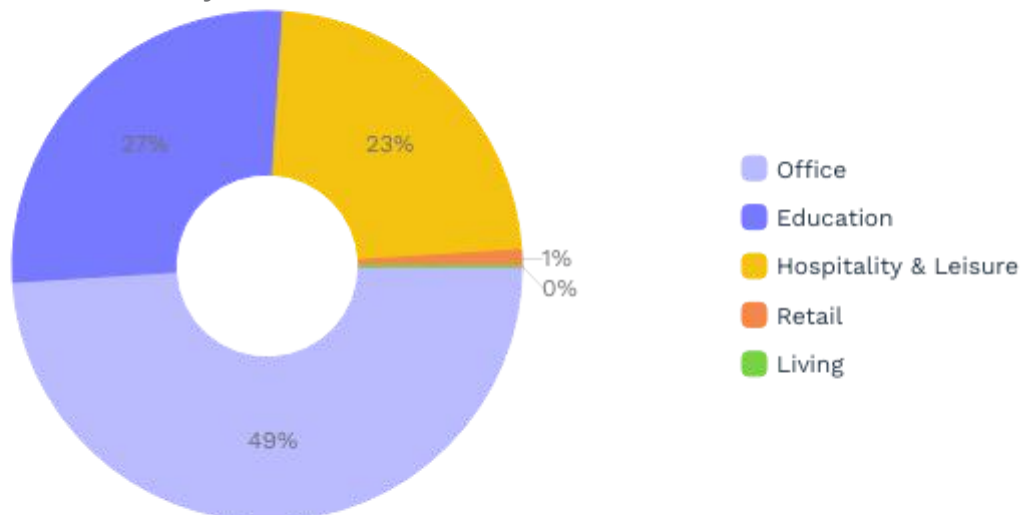
Innovation
Technology
AR/VR
implementation



Construction
Management Tool
Fieldwire



Sustainability
Management
Software
Oroko

**Total Turnover (HKD\$millions)****The 2023 Turnover by Sector**



Dear Value Stakeholders,

I am thrilled to announce a significant milestone for our company as we publish TCG's first-ever ESG (Environmental, Social, and Governance) report this year. This ESG report is a testament to our collective efforts and the progress we have made in integrating sustainability into every aspect of our businesses. Our sustainability mission has been developed to guide us.

Taking Actions for a Sustainable Future

One of our standout achievements in the year is that we formulated our short-term sustainable development roadmap and developed both quantitative and qualitative short-term ESG targets covering environmental, social, and government areas. What's more, to address one of the most significant global risks - climate change, we identified the risks and opportunities that might have impacts on our Company. Several initiatives have been implemented within our company to pursue a more sustainable future.

Caring for People and Social Value

As a construction company, ensuring the safety and well-being of our employees has always been our top priority. We are delighted to acknowledge our outstanding performance in occupational health and safety and we have cultivated a work environment where everyone feels secure, supported, and empowered. Our unwavering commitment to maintaining a safe workplace has not only protected our employees and sub-contracting partners but has also positioned us as a responsible employer dedicated to fostering a culture of well-being.

Deeply rooted in the communities where we operate, we understand the importance of leaving a positive and lasting impact. Our community initiatives include supporting local charities, engaging in volunteer activities, and caring for ethnic minorities. We aim to become a trusted partner and a force for positive change by actively contributing to the well-being and development of the communities around us.

Growing Responsibly and Sustainably

By conducting stakeholder engagement and materiality assessment this year, we understand their concerns and expectations regarding our sustainability development. Occupational Health & Safety, Anti-corruption, Waste Management, Development & Training, Community Investment and Quality and Compliance of Construction, and Supply Chain Management have been confirmed as our most important materiality topics this year and we have actively taken action to address and disclose them in the Report. We believe that collaboration is essential for creating shared value and we extend our heartfelt appreciation to all our stakeholders for your invaluable support and collaboration as we embarked on this transformative journey.

Looking ahead, by valuing the environment and integrating sustainable practices into our business operations, we aim to make a positive impact and contribute to a greener, more sustainable future. We recognise that the path to sustainability is dynamic and requires continuous learning, adaptation, and improvement. With a forward-thinking mindset and a passion for positive change, we eagerly embrace the challenges and opportunities that lie ahead, confident that we can work with our stakeholders together to create a more sustainable and prosperous future for the next generation.

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.



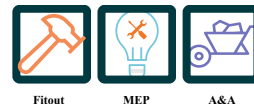
Innovation Impact

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.



1

UOW College Hong Kong Tai Wai

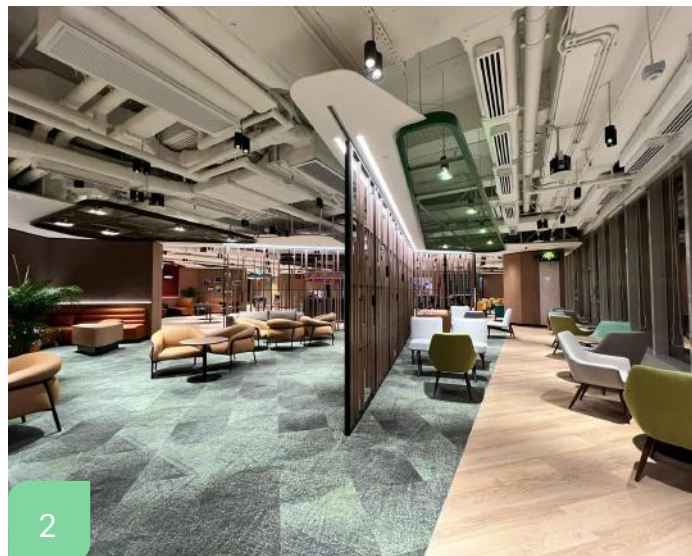


Scope:

Role: Main Contractor

Programme duration: 11 months

Completion date: June 2023



2

HSBC - Lesuire and recreation floor Tai Kok Chui



Scope:

Role: Main Contractor

Programme duration: 5 months

Completion date: January 2024



3

The Hong Kong Club Central

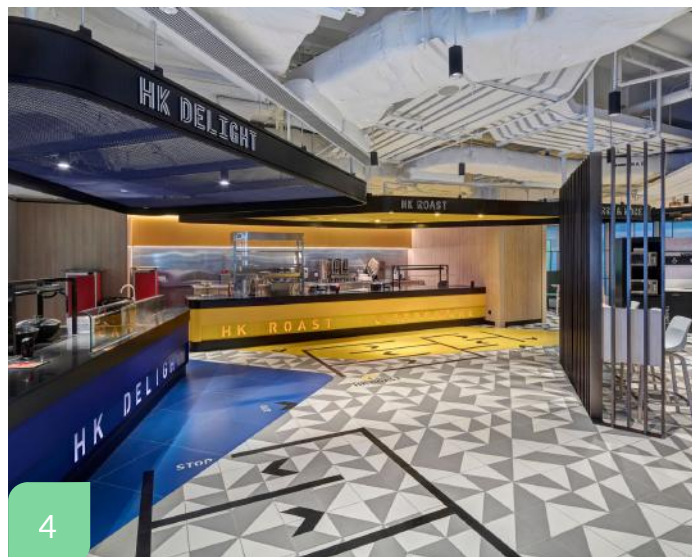


Scope:

Role: Main Contractor

Programme duration: 5 months

Completion date: August 2023



4

HSBC F&B Outlet Tai Kok Chui

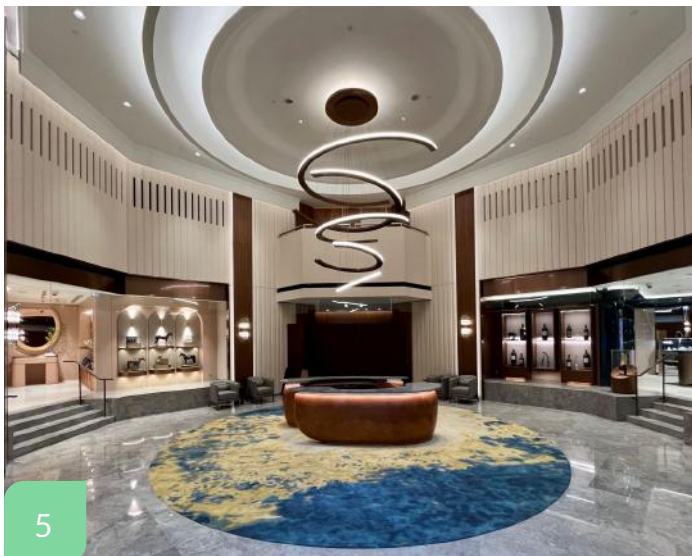


Scope:

Role: Main Contractor

Programme duration: 3 months

Completion date: July 2023



5

The Hong Kong Jockey Club Shatin

Scope:   

Role: Main Contractor

Programme duration: 3 months

Completion date: September 2023



6

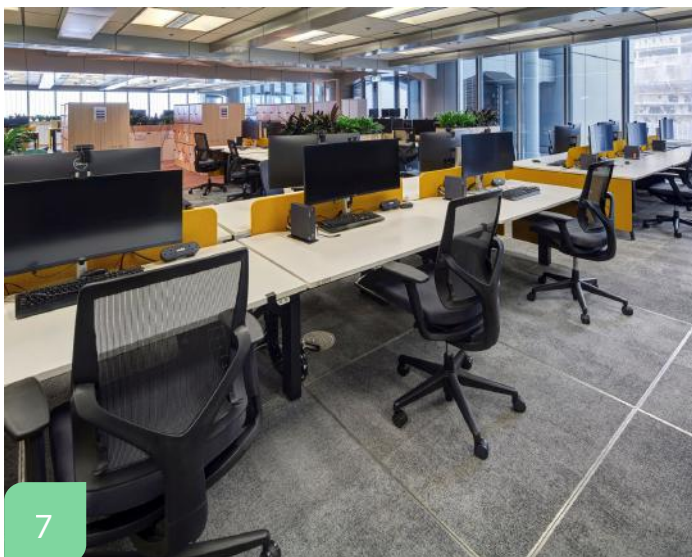
Hong Kong Disneyland Lantau Island

Scope:  

Role: Main Contractor

Programme duration: 3 months

Completion date: August 2023



7

HSBC Workspace Central

Scope:  

Role: Main Contractor

Programme duration: 5 months

Completion date: July 2023



8

The Hong Kong Jockey Club Happy Valley

Scope: 

Role: Nominated Sub-Contractor

Programme duration: 10 months

Completion date: January 2023

Award Highlights



SAFE PROJECT TEAM AWARD 2023

Our UOWCHK – Tai Wai Campus Project won **“SAFE PROJECT TEAM AWARD 2023”** 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.



2023 SAFETY PERFORMANCE AWARD

TCG has won 2023 Safety Performance Award – Outstanding at 22nd 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 endeavour to accomplish our safety goals.



CARING COMPANY 2022/2023

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.



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 2023 to 31 December 2023 (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

2023 marks the beginning of the Company's sustainability journey and the disclosure of its Environmental, Social, and Governance ("ESG") performance.

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

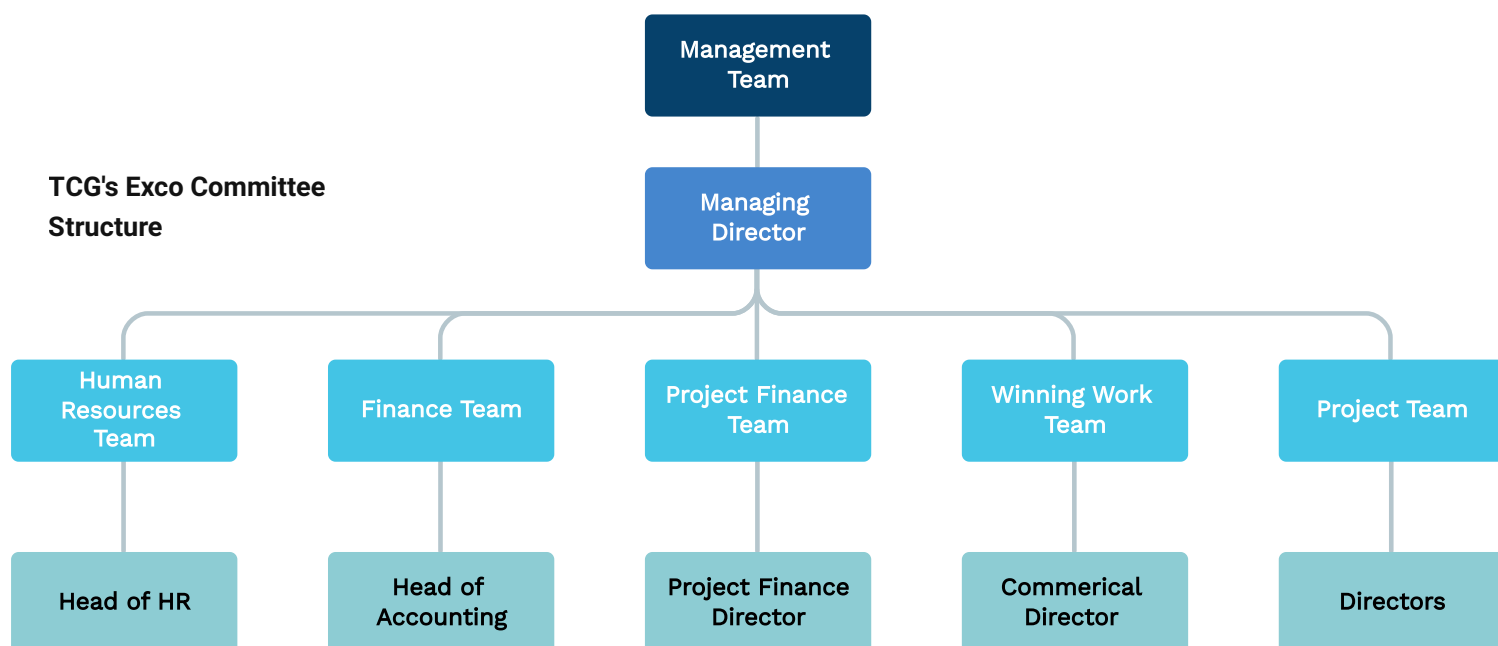


hongkong@tcgconstruction.com

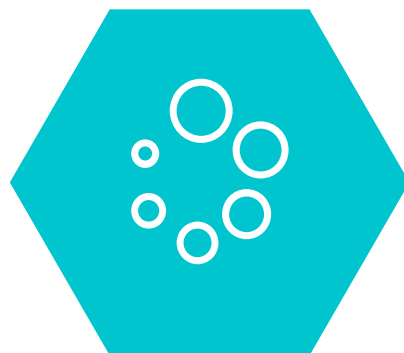


7F Olympia Plaza, 255 King's Road, North Point, HK

TCG's Exco Committee Structure



As we are still in the early stage of our ESG journey, it will still take some time for us to develop the sustainability governance structure and fully embed ESG into our daily operations. The Exco Committee of the Company has committed to launch a sustainability committee by Q1 2024. The sustainability committee will involve representative(s) from the senior management team who will take responsibility for our sustainability-related issues and monitor the progress of our ESG targets that are related to our business. We will continue to move forward and improve our ESG governance and practices in the coming years.



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 the compliance of our operation.

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 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 and accountable for the policies and guidelines to ensure that communicate with their teams regularly.

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 both 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. If employees request to remove the data sync for the above folders, they shall raise a request ticket on the IT service desk and attach the signed "IT Request for Unsync Desktop Folders from One Drive" from approval.

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



Intelligent 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.



To provide a structured and strategic plan for achieving ESG targets for promoting ESG and guiding decision-making, the Company developed its sustainability mission and a sustainable development roadmap, which includes supporting United Nations Sustainable Development Goals (“UNSDGs”) and ESG target-setting.

Sustainability Mission

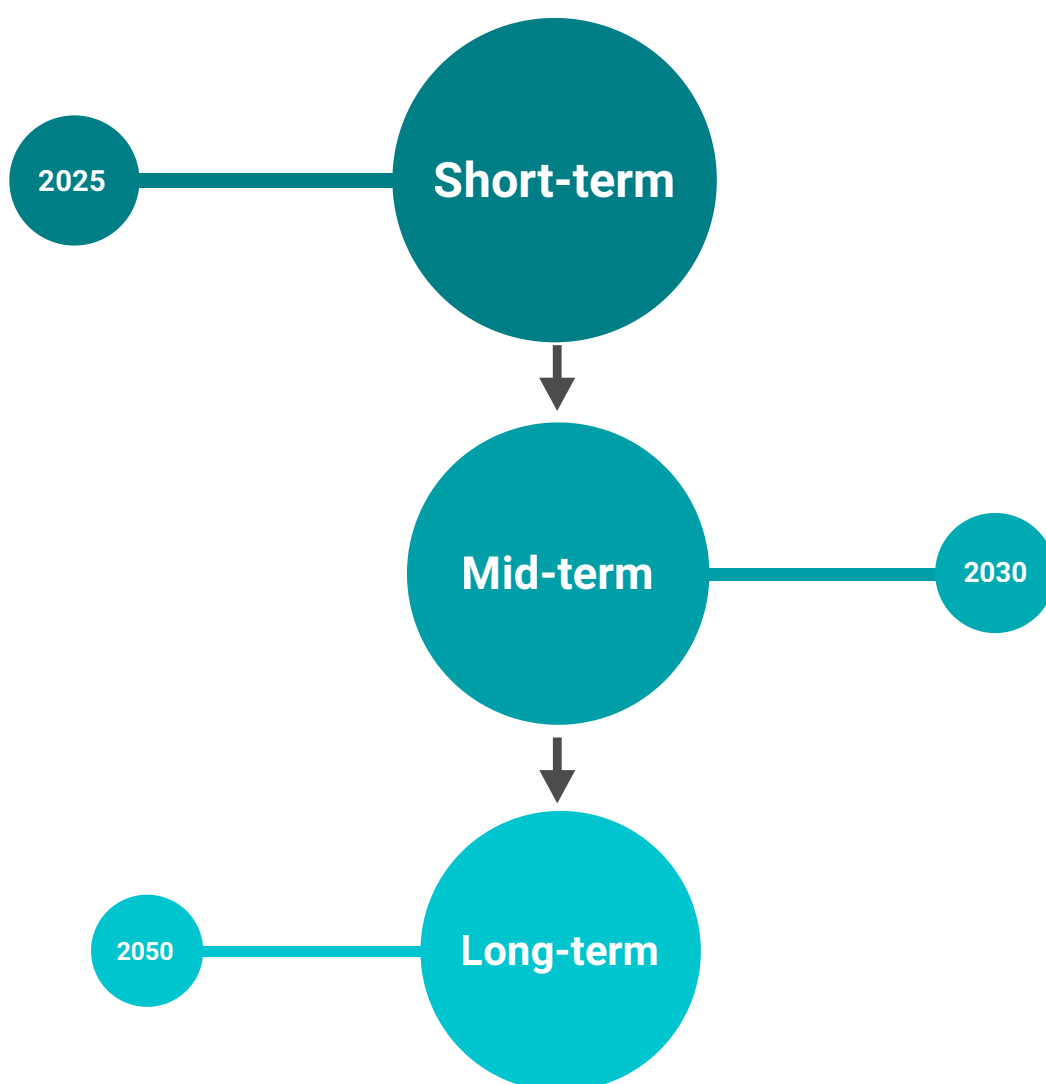
The sustainability mission reflects the three focus areas of the Company’s ESG development: Environmental, People, and Value chain. By setting the sustainability mission, the Company aims to establish clear targets that drive efforts towards achieving ESG development.

Tacking Actions for a Sustainable Future









To drive positive change and impact, enhance transparency and gain a competitive edge, the Company engaged an independent consultant to review its ESG performance in the past five years and established ESG targets during the reporting year, which echo UNSDG's, with the aim to provide clearer and more transparent progress in pursuing sustainability to stakeholders.

To support the Hong Kong Climate Action Plan 2030+ and the carbon neutrality target by 2050, the Company defined the time-bound as follows for our ESG targets. This ESG Report focuses on the disclosure of the short-term targets, both quantitative and qualitative targets covering all three focus areas including the Environmental, People and Value Chain of the Company's sustainable development, since it will take a period for the Company to further monitor and track the progress and efforts made to achieve the targets for developing 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 | 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"> • 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. |
| Mission | Focus Area | UNSDGs | ESG Short -term Target by 2025 | Short -term Action Plans by 2025 |
| Caring for People and Social Value | People |    <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 \geq 8.0 hours per employee in 2024. • To ensure all the employees receive professional training in 2024. • Provide Regular Safety training to all subcontractors/supplier s/ workers on sites in 2024 with 100% attendance. | <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 | Short -term Action Plans by 2025 |
|-------------------------------------|-------------|---|--|---|
| Growing Responsibly and Sustainably | Value Chain | <div>   </div> <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"> • 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 Soical media |

To understand the expectations and concerns of our stakeholders and to maximise transparency, the Company engaged an independent consultancy to conduct a materiality assessment during the reporting year. We follow the three steps to identify our the most important material topics.

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



Priortisation

- 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

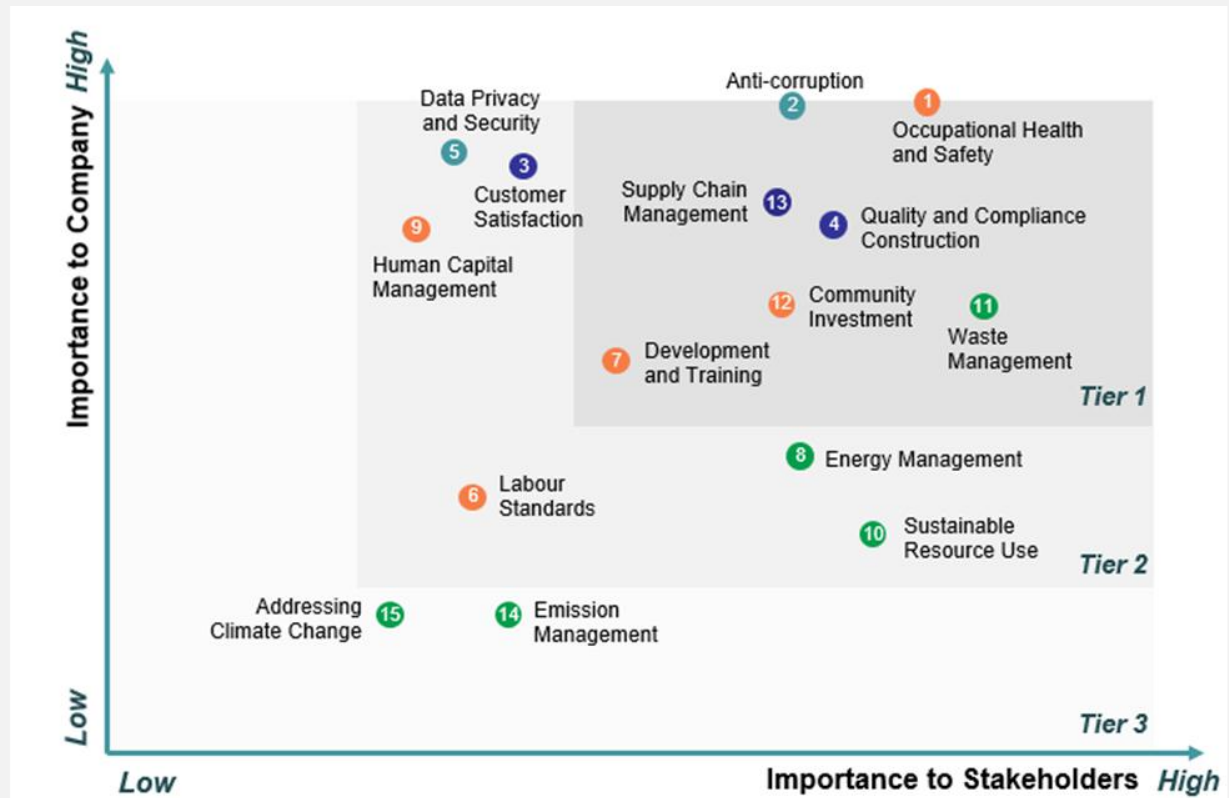


Validation

- 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
- People Topics
- Value Chain Topics
- Governance Topics



Sustainable cities and communities

Goal 11

Climate action

Goal 13

Life below water

Goal 14

Environmental Management

The Company is aware of the importance of protecting the environment. Hence, we pay more and more attention to sustainability and strive to minimise our ecological footprint in all aspects of our operations.

As part of our efforts to help protect the environment, TCG implements an Environmental Management System in accordance with the ISO 14001:2015 Standard, which is mandatory for all employees and business partners. The Environmental Guidelines covers different environmental areas, such as air emissions control, noise pollution control, waste management, etc., have been set in the IMS Manual. Also, the Environmental Policy and the Sustainability Policy which incorporates the Environmental part have been in place to establish a clear framework and set of guidelines for promoting environmental responsibility and sustainable practices within the organisations.

Furthermore, we are committed to setting environmental objectives and targets that are monitored and reviewed regularly to evaluate effectiveness and integrate sustainability across all areas of our organisation and prioritise environmental protection including biodiversity, pollution prevention, responsible resource efficiency, circular economy and addressing climate change through mitigation and adaptation. Additionally, we focus on continuously improving our management systems to enhance environmental performance and minimise the impact of our activities on the environment.

Additionally, to conserve the world's marine environments and in line with our sustainability commitments, the Company has joined the Hong Kong Shark Foundation's "Shark-Free Companies" programme and is committed to being a "Shark-Free Company". The Shark-free Policy, approved by our Managing Director and effective from November 2022, states that the Company will not promote or support the consumption of shark fin as part of our company functions/events or any other form 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

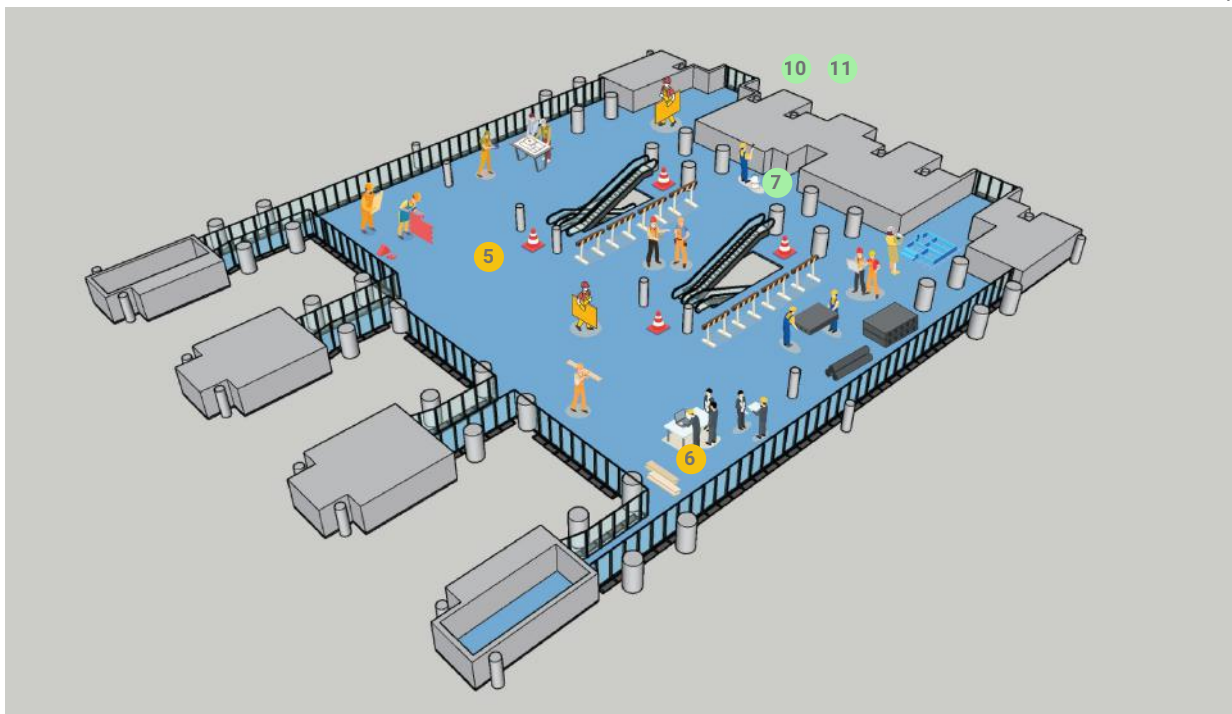


Scope 2

- 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



25%

GHG Emission

Our Commitment:

25% **reduction** in the GHG Scope 1 and Scope 2 emissions intensity (tCO_2/m^2) by 2025 from the 2019 baseline.

Having recognised the necessity of reducing Greenhouse Gas (“GHG”) emissions, the Company has commissioned a third-party independent organisation to review our GHG emissions in the past five years and then set our short-term GHG emissions reduction targets covering our headquarters office operation activities.

During the reporting year, the Scope 1 direct emissions generated by the Company was **0.78 tCO₂e** which the only source for that was the fuel consumption of company-owned vehicles, while the Scope 2 indirect emissions generated by the Company was **34.85 tCO₂e** which the only source for that was the purchased electricity. The total GHG Scope 1 and Scope 2 emissions have been reduced by **4%** compared to last year.

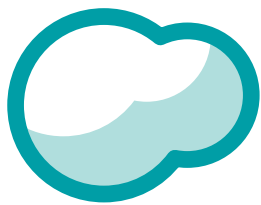
| GHG Emissions (tCO ₂ e) | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|-------|-------|-------|-------|-------|
| Scope 1 Direct Emissions | 0.61 | 2.59 | 2.93 | 0.23 | 0.78 |
| Scope 2 Indirect Emissions | 45.92 | 39.05 | 38.51 | 36.83 | 34.85 |
| Total GHG Emissions | 46.53 | 41.64 | 41.44 | 37.06 | 35.63 |
| GHG Intensity by Floor Area (tCO ₂ e/m ²) | 0.095 | 0.085 | 0.085 | 0.078 | 0.075 |

By analysing our GHG Scope 1 and Scope 2 emissions, the Company was aware that more than 90% of the GHG Scope 1 and Scope 2 emissions were generated from the purchased electricity in the past five years. Hence, the key point to reduce GHG emissions is to reduce the usage of electricity. We have actively taken measures to reduce the usage of electricity and promote the concept to our employees:

The Company was aware that there would be still a long way to go in reducing GHG emissions. To achieve our short-term target, more actions need to be taken in the future to meet our targets. Hence, the Company will monitor its processes to achieve the targets under the supervision of the senior management and disclose them regularly. Meanwhile, the Company is also considering and working on the GHG Scope 3 other emissions for disclosure. However, it might need more time to identify the categories of Scope 3 and data collection. We will keep working on that and disclose it when appropriate.

- Encouraging one-time delivery rather than multiple deliveries 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





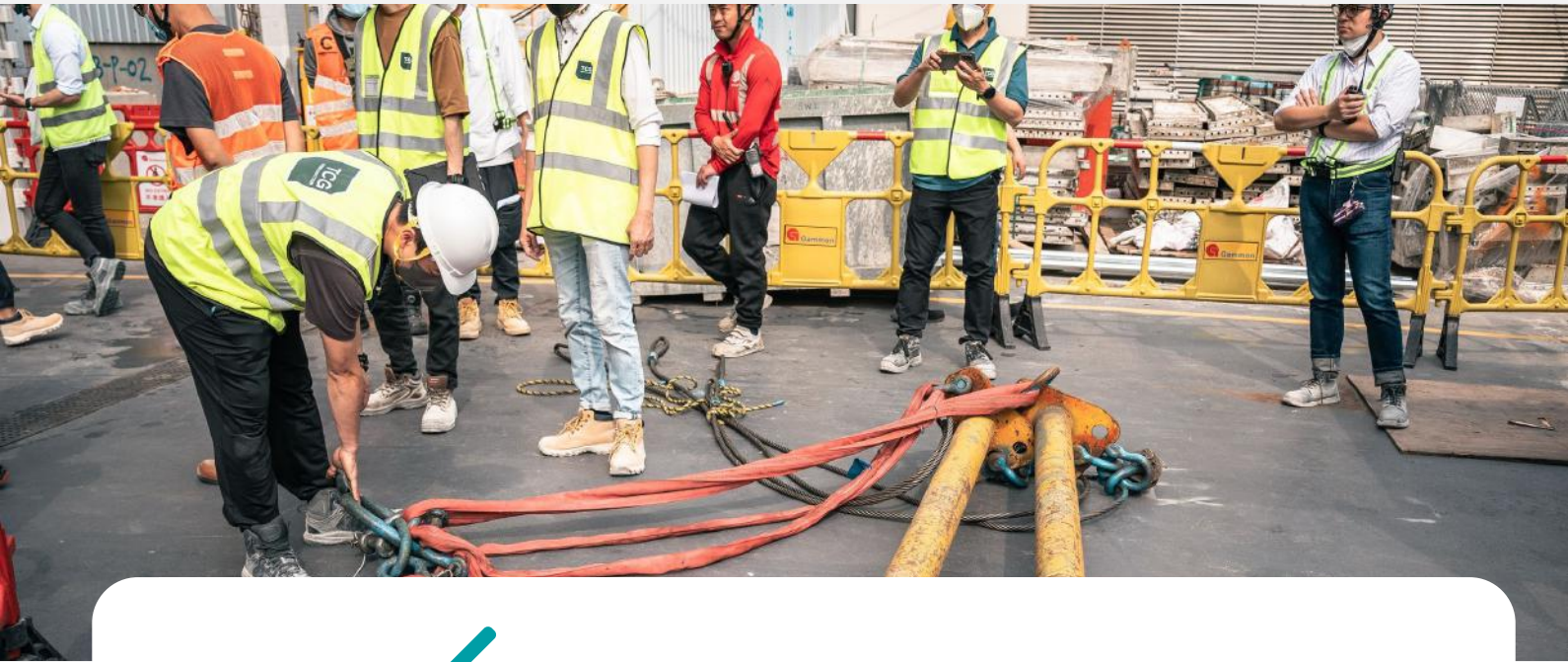
Air Emission

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) | 2022 | 2023 |
|------------------------------------|-------|-------|
| Nitrogen oxides (NO _x) | 0.001 | 0.004 |
| Sulphur oxides (SO _x) | 0.079 | 0.262 |
| Particulate Matter (PM) | 0.006 | 0.019 |

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.

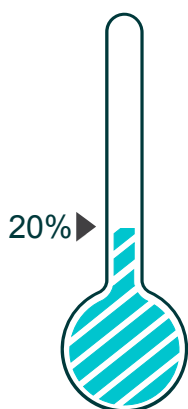


Noise Pollution

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.

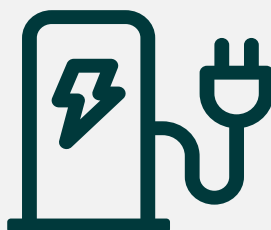
This plan ensures effective management and control of noise levels throughout the project lifecycle. By assigning specific responsibilities to designated individuals, we promote accountability and ensure that noise mitigation measures are implemented consistently. The Project Manager is the responsible 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) | 2022 | 2023 |
|--|-------|-------|
| Direct Energy Consumption | 0.85 | 2.82 |
| Indirect Energy Consumption | 54.16 | 51.26 |
| Total Energy Consumption | 55.01 | 54.07 |
| Energy Consumption Intensity by Floor Area (MWh/m ²) | 0.116 | 0.114 |

The Company has committed in its Resource Efficiency 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

After conducting a materiality assessment this year, the topic of addressing climate change has been identified as a relatively less important material topic. However, the Company recognise that climate change is a significant global risk that requires our attention. As a responsible company, we are committed to further exploring and developing our efforts in this area. To guide us, we take reference to the latest requirements of the CDP Climate Change 2023 Questionnaire to prepare our disclosure.

As this year marks the beginning of our ESG disclosure, we acknowledge that there are certain key performance indicators (KPIs) that we have not yet fulfilled. However, we are dedicated to continuously improving our practices and reporting. We understand that it will take time to develop and implement these KPIs effectively. We will keep practising and reporting in the future.

Governance

The Company's highest governance body has been involved in the decision-making process of addressing climate change. We commissioned a third-party independent organisation to assist in developing our sustainability this year. Our Senior Management, including the Managing Director, Directors and Senior Managers joined the meetings to discuss the issues of sustainability development and climate change. Due to the time limit this year, we did not establish a comprehensive governance structure or policy on climate change. However, the Senior Management will actively seek advice, develop related knowledge and skills, and take action to address the issue in the future.

Specifically, both our Environmental, Health, and Safety, Quality, Environmental Manager and Exco Committee are responsible for assessing and managing climate-related risks and opportunities and report it to the Senior Management more frequently than quarterly. Moving forward, we will integrate climate change risks and opportunities into our decision-making processes. We are committed to actively monitoring and regularly disclosing relevant metrics and targets associated with climate change.

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 climate-related risks and opportunities identification only covers our own business direct operations, and it is hard for us to provide quantitative figures about the potential financial impact which also needs time to develop. The details of transition risks, physical risks and opportunities identified with its impact, which refers to CDP Climate Change 2023 Questionnaire requirements, are shown as follows.

| 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>Exposure to litigation for TCG may result in decreased revenues due to reduced demand for products and services since it will be difficult for us to find new business opportunities and also keep current customers.</p> <p>Meanwhile, the litigation proceedings can be costly, requiring us to hire legal representation and incur expenses related to court fees and other legal expenses especially the fees in Hong Kong where TCG mainly operates are extremely expensive. Hence, the indirect (operating fee) will be increased.</p> | Short-term | About as likely as not | High |
| Technology | Substitution of existing products and services with lower emissions options | Increased indirect (operating) costs | <p>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”).</p> <p>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.</p> | Medium-term | More likely than not | 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 | | | | | | |
| Market | <ul style="list-style-type: none"> • Changing cust • 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 | <p>The customer preference might move to more sustainable products and services. Hence, if TCG does not take action to catch the market trend, we might lose business opportunities and customers. TCG is actively engaging with our stakeholders and be able to deliver sustainable projects such as BEAM/LEED projects to meet the requirements of customers.</p> <p>However, it should be noted that the increased cost of raw materials, if we choose more sustainable materials, can result in increased indirect (operating) costs.</p> <p>As the market is more and more emphasizing sustainability, we see the risks likely to happen in the medium-term. The impact will be medium to the Company if we are not able to catch the market trend and customer preference we will lose more and more business opportunities as the development of sustainability.</p> | Medium-term | Likely | Medium |
| 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 | <p>The shifts in consumer preferences can impact the demand for specific types of construction projects or features. Meanwhile, increased stakeholder concern or negative feedback may result in reduced business opportunities and the loss of our current customers.</p> <p>TCG values stakeholders' concerns in developing sustainability. Hence, we have taken action to establish our sustainable development roadmap this year and will keep practising in the future. We understand that if we don't do so, it is likely for us to get some negative feedback from our stakeholders, which will have the medium potential financial impact on our businesses.</p> | 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 |
|------------------|--|---|--|--------------|-------------|---------------------|
| Physical Risks | | | | | | |
| Acute physical | <ul style="list-style-type: none"> • Cyclone, hurricane, typhoon • Heat wave | Decreased revenues due to reduced production capacity | <p>The two types of acute physical risks cyclone, hurricane, typhoon and heat wave are very likely happened in the jurisdiction TCG operates (Hong Kong), which might result in decreased productivity, increased absenteeism, and potential injury or fatality on our employees and site workers. Hong Kong has specific regulations and guidelines in place to protect workers from extreme weather working conditions. Hence, when a cyclone, hurricane, typhoon and heat wave happen, employees and site works should stop working immediately which might cost the delays and increased costs.</p> <p>TCG has prioritised Occupational Health and Safety (“OHS”) and is actively taking action to manage it to prevent our employees and workers from acute physical risk. Hence, the likelihood of the risk is more likely than not. We have excellent performance in OHS and no work injury or fatality related to acute physical was reported in the past three years.</p> | Short-term | Very likely | Medium-high |
| Chronic physical | Heat stress | Decreased revenues due to reduced production capacity | <p>The heat stress of chronic physical risk poses a serious risk to the health and safety of our employees and site workers. As a construction company, heat stress can result in decreased productivity, increased absenteeism, and potential injury or fatality to employees and site workers.</p> <p>It is difficult for TCG’s employees and site workers to work under the situation of heat stress, especially for outdoor work, resulting the delays and increased costs.</p> <p>TCG has prioritised Occupational Health and Safety (“OHS”) and is actively taking action to manage it to prevent our employees and workers from acute physical risk. Hence, the likelihood of the risk is more likely than not. We have excellent performance in OHS and no work injury or fatality related to acute physical was reported in the past three years.</p> | 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 | | | | | | |
| Resource efficiency | Use of recycling | Reduced indirect (operating) costs | As a construction company, the waste generated from TCG's projects includes materials such as concrete, wood, aluminum, and packaging. By implementing recycling practices, we can divert a substantial portion of the waste from landfills, reducing disposal costs. Meanwhile, recycling allows TCG to reuse certain materials, reducing the need to purchase new materials from every project, leading to cost savings on raw materials, procurement, and transportation. Currently, TCG is developing a waste management app to monitor and manage our waste data which is going to be applied to all of our projects in 2024. Although developing the app cost money, we see the opportunity in the medium-term to help us recycle more waste to reduce the indirect (operating) costs. | Medium-term | Very likely | Medium-high |
| 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 is our initial step in addressing the issue of climate change. We recognise that further development of our strategies is necessary to meet the requirements outlined in the CDP Climate Change 2023 Questionnaire, particularly in areas such as climate resilience and the impact on our financial position, financial performance, and cash flows.

Due to the limitations of resources, knowledge, and the time-intensive nature of this work, we currently do not have a transition plan that aligns with a 1.5 °C world within the first year. However, we acknowledge the urgency of addressing climate change and are committed to dedicating the necessary time and effort to monitor and explore targets that align with this goal. We understand that transitioning to a sustainable and low-carbon future requires a comprehensive understanding of the challenges and opportunities associated with the 1.5 °C target. This includes evaluating our current operations, identifying areas for improvement, and developing strategies that align with the required level of ambition.

While we recognise that our current approach may not fully meet the demands of a 1.5 °C world, we are committed to continuously exploring and developing initiatives that enhance our management approach. We believe as we gain more insights and knowledge, we can incorporate climate considerations into our decision-making processes, project designs, and operational practices. We remain committed to being responsible stewards of the environment and actively seeking opportunities to reduce our carbon footprint and mitigate the impacts of climate change.

Risk Management

After conducting a materiality assessment this year, the topic of addressing climate change has been identified as a relatively less important material topic. However, the Company recognises that climate change is a significant global risk that requires our attention. As a responsible company, we are committed to further exploring and developing our efforts in this area. To guide us, we take reference to the latest requirements of the CDP Climate Change 2023 Questionnaire to prepare our disclosure.

We are dedicated to continuously improving our practices and reporting. We understand that it will take time to develop and implement these KPIs effectively. We will keep practising and reporting in the future.

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.



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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 2024.

All projects' waste will be monitored by the **waste management app** by 2024.

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 18 tonnes of paper was consumed by the Company for the non-hazardous waste in 2023 and all the paper has been collected for recycling. The intensity of non-hazardous waste is 0.038 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.

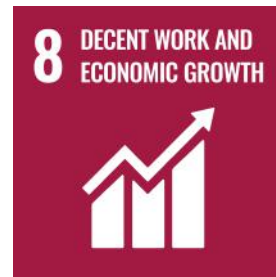




Good health and well-being
Goal 3



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 2024.
- To maintain **zero fatalities** in 2024.
- Provide Regular Safety training to all subcontractors/suppliers/workers on sites in 2024 with **100% attendance**.

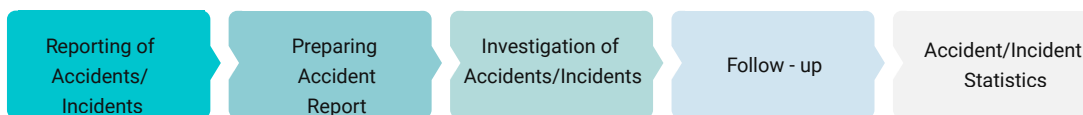
The Company prioritises occupational health and safety (“OHS”) to ensure the workplace safety of our employees. We are committed to taking all reasonable measures, to conduct our business activities to ensure the Health, Safety and Welfare of all our employees and all other persons who may be affected 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 2024.

| ACCIDENT RATE / YEAR | 2021 | 2022 | 2023 |
|---|------|------|------|
| TCG Accident Rate per 1,000 workers | 7.4 | 8.0 | 5.8 |
| Hong Kong Construction Industry Accident Rate | 29.5 | 29.1 | N/A |

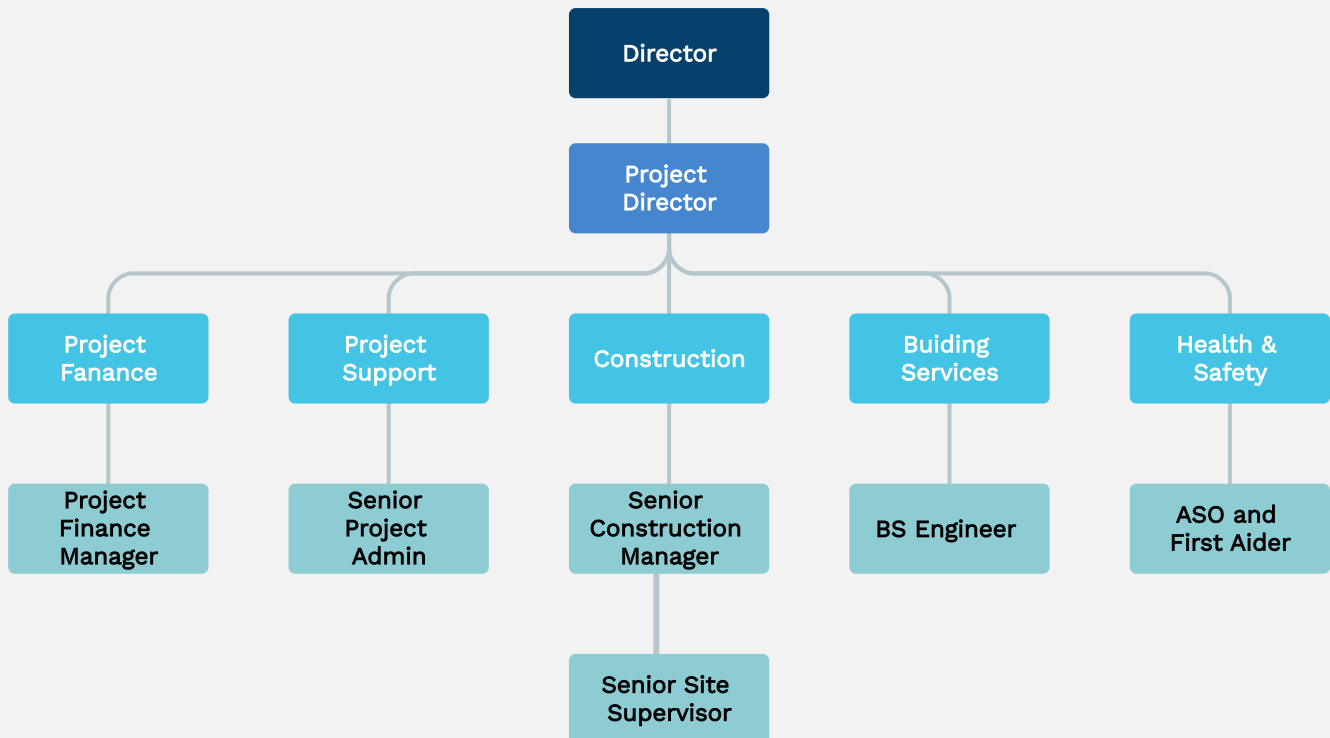
During the reporting year, the Company has reported zero non-compliance of relevant laws and regulations that have a significant impact on the Company relating to safety issues and protecting our employees from occupational hazards. Over the last three years, there were no work-related fatalities.

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 Senior HSQE Manager 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 92 employees joined the workshop.

During the reporting year, a total of **2,200 workers** have participated in safety training and inductions on site with the achievement of around **3,300 safety training hours**.



Occupational Health and Safety

During the reporting year, the Company has obtained four 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 | NAME OF AWARD | ISSUED BY | NAME OF PROJECT/DIVISION |
|---|---|--------------------------------------|---|
| 2022 Construction Industry Safety Award Scheme | 2022 Occupational Safety and Health Award - Outstanding | Labour Affairs Bureau of Macau SAR | Gordon Ramsay Pub & Grill Refurbishment Project |
| 21st HK Occupational Safety & Health Award | 2022 Safety Performance Award - Outstanding | Occupational Safety & Health Council | TCG Company |
| Lighthouse Club Hong Kong Contractor Safety Awards 2023 | Safety Project Team Award 2023 | The Lighthouse Club Hong Kong | UOW Tai Wai A&A and Refurbishment Project |
| 24th Construction Safety Forum and Award | Bronze Award of "Best Refurbishment and Maintenance Contractor in Occupational Safety and Health" | Occupational Safety & Health Council | UOW Tai Wai A&A and Refurbishment Project |
| 24th Construction Safety Forum and Award | Best Presentation Award - Bronze Award | Occupational Safety & Health Council | UOW Tai Wai A&A and Refurbishment Project |
| 22nd HK Occupational Safety & Health Award | 2023 Safety Performance Award - Outstanding | Occupational Safety & Health Council | TCG Company |



SAFE PROJECT TEAM AWARD 2023

Our UOWCHK – Tai Wai Campus Project won **“SAFE PROJECT TEAM AWARD 2023”** 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.



2023 SAFETY PERFORMANCE AWARD

TCG has won 2023 Safety Performance Award – Outstanding at 22nd 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 endeavour to accomplish our safety goals.

Human Capital Management



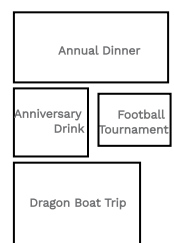
Employees are one of the most important assets of the Company. TCG has Human Resource Policies and Procedures (“HRPP”) in place to manage human capital-related issues within the organisation. Meanwhile, our Sustainability Policy incorporates a focus on people, aiming to provide an exceptional employment 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.

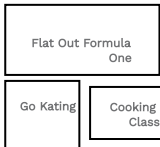


Human Resource Award: Good MPF Employer 5 Years+ and Manpower Developer

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;
- TCG's Anniversary Drink:** To celebrates TCG establishment anniversary;
- Dragon Boat & Boat Trip:** Team building & Staff Family Boat Trip;
- Football Tournament:** Charity Fund raising;
- Flat Out Formula One:** Team Building;
- Cooking Classes:** Team Building;
- Go Karting:** Team Building.





Workforce Distribution

During the reporting year, the Company has a total of 105 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.

| | 2022 | 2023 |
|------------------------|------|------|
| Total Employees | 92 | 105 |
| By Gender | | |
| Male | 66 | 76 |
| Female | 26 | 29 |
| By Age Group | | |
| < 30 | 8 | 8 |
| 31-50 | 53 | 66 |
| >50 | 31 | 31 |
| By Geographical Region | | |
| Hong Kong | 92 | 105 |
| Other | 0 | 0 |
| By Empolyment Type | | |
| Full-time | 92 | 105 |
| Part-time | 0 | 0 |

Turnover Rate

For the turnover rate, the total employee turnover rate was **8.57%** during the reporting year. The turnover rate by gender, age group and geographical region are as follows.

| | 2022 | 2023 |
|----------------------------|--------------|--------------|
| Total Turnover Rate | 8.70% | 8.57% |
| 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 | 8.7% | 8.57% |

Equal Opportunity, Diversity, Anti-discrimination

The Equality and Diversity 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. The Anti-slavery Policy is in place to ensure there is no child labour or forced labour, human trafficking and other kinds of slavery represent some of the gravest forms of human rights abuse in our business operation and supply chain. We also require all our suppliers and contractors not to engage in any such practices, and not knowingly themselves contract with third parties which do.

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 of them may still work as freelancers for the Company, which is a kind of retention, and some of them re-join the Company and work well for a period of time according to their new career plan. 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 the students from the university and let them work with our experienced staff, on the other hand, they refresh our team and let us have new thoughts. Staff Referral Scheme is one of our successful recruitment channels to enhance our team, our staff are telling their great employment experience to attract the potential candidates, who have same attitude and personality, to create the 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 105 employees received 901 hours of professional training. All of our senior management and middle management received the professional training in 2023.

| PERCENTAGE OF EMPLOYEES TRAINED (%) | 2022 | 2023 |
|-------------------------------------|---------|---------|
| By Gender | | |
| Male | 100.00% | 100.00% |
| Female | 92.31% | 96.55% |
| By Employee Category | | |
| Senior Management | 84.62% | 100.00% |
| Middle Management | 125.93% | 100.00% |
| General Staff | 86.54% | 98.36% |

105
Employees

901
hours training received

| AVERAGE TRAINING HOURS OF PER EMPLOYEE (HOURS) | 2022 | 2023 |
|--|-------|-------|
| By Gender | | |
| Male | 11.67 | 7.64 |
| Female | 11.69 | 11.04 |
| By Employee Category | | |
| Senior Management | 9.85 | 8.00 |
| Middle Management | 14.70 | 8.83 |
| General Staff | 10.56 | 8.61 |

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 2023. Our participants enjoyed the training sessions very much and the “Takeaway” from the assessment enrich their people skill 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

1,288

Investment to Community

HKD
566,359

During the reporting year, we have worked with some organisations and conducted several activities to contribute to our community with a total of 1,288 volunteer hours and HKD 566,359 investment.



TCG Blood Donation Event

The Company organized a blood donation day in September 2023. A mobile donation vehicle was parked nearby our head office and was exclusive to our team members giving blood. 33 employees participated in the campaign. We will continue to organize blood donations in the future.

Community Investment



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.



Charity Project "Love 21"



LOVE 21 – charity that empowers people with Down syndrome and autism to reach their full potential through sport, nutrition, and holistic support programmes. The charity was founded in 2009 by Rita Ku, who has a son with Down syndrome. We helped them to rebuild their centre due to the existing being destroyed by fire.

Community Investment

**Zubin Foundation**

Improving the lives of Hong Kong's ethnic minorities by reducing suffering and providing opportunities. On Jan 22, we started working with Zubin Foundation Austin MTR station, donating our TCG time, materials and expertise to build the new Austin Centre.

MKPK TCG/Man Kwan Pak Kau College

Innovation Recycling Sustainability Project. TCG partnered with local school MKPK to work on a joint initiative with Science award-winning students (Form 3) to develop a recycling bin with A.I. to manage, measure and improve recycling activities in construction sites that would make a material difference in construction waste sent to landfill.

**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

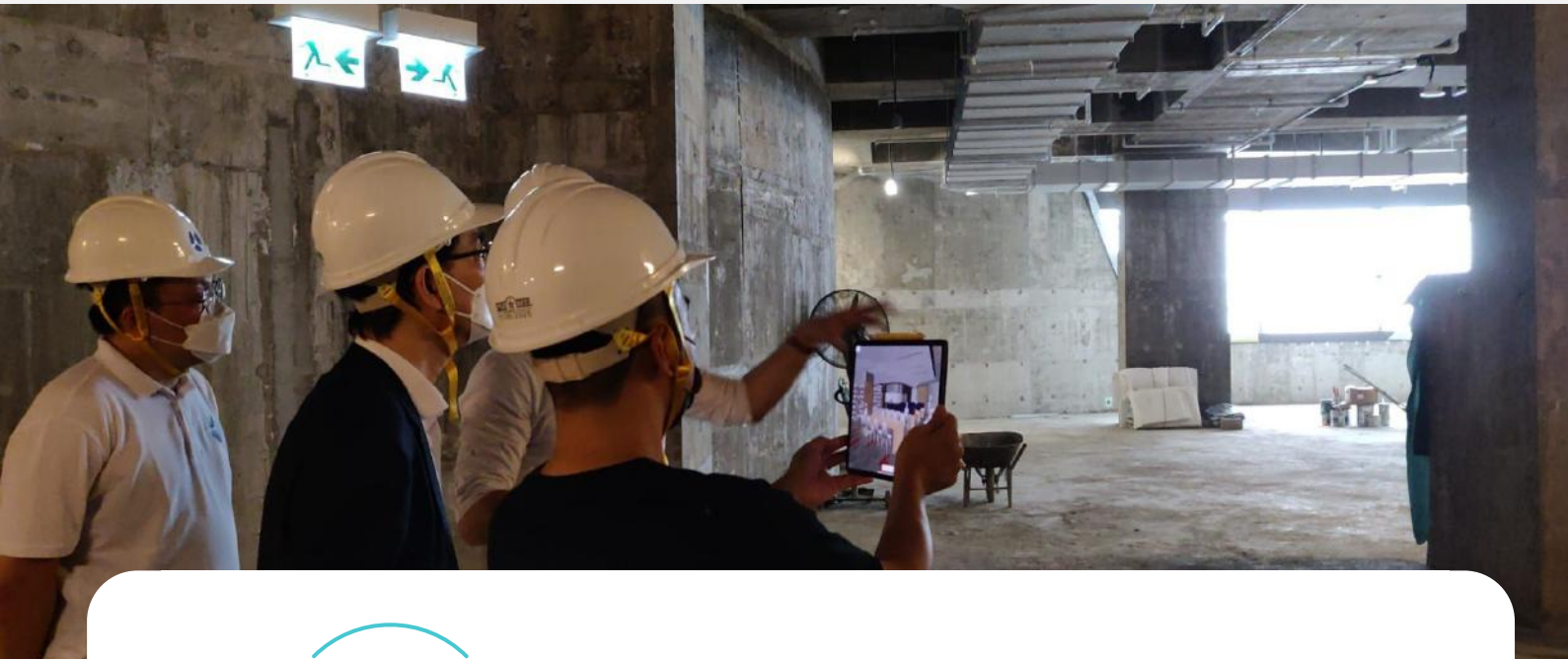
The Company places utmost priority on Quality and Compliance in construction, along with Occupational Health and Safety. Our comprehensive Quality Policy encompasses all aspects of our business operations, ensuring high standards and adherence to specifications. Additionally, we have implemented a rigorous 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.



Looking ahead, AR/VR applications for construction planning help our imagination tremendously. They support the entire decision-making process both on the side of the contractor and on the side of the client. AR can be used to better present and visualize the 3D model of fix and fixture. Thus, decisions in the early planning phases for the shop drawing approval process can be made more easily and more correctly, which reduces planning and construction costs accordingly. We will keep exploring the application of new technologies and innovations to improve our quality and compliance construction.

Other than the AR/VR application, we implement the construction management software for project control. **Fieldwire** is a cloud-based construction management platform that helps contractors and construction professionals manage their projects more effectively. Fieldwire offers a variety of features that can be used to plan, track, and manage projects, including reporting.



Customer Satisfaction

Our Commitment:

- To maintain the average customer satisfaction score ≥ 9.0 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.

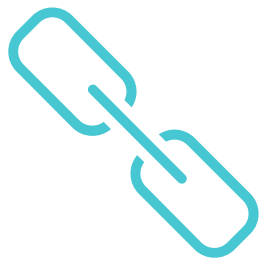
The Management of the Company is not only responsible for circulating the Customer Satisfaction Survey to relevant parties to carry out action plans if required, but also carry on reviewing the results in the management review meeting to see if there are any areas of improvement. The Customer Satisfaction 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 customersatisfaction score greater than or equal than 9.0 in 2024.

Supply Chain Management



Establishing robust relationships with suppliers is vital for maintaining a seamless and dependable supply chain. While our stakeholders may have identified Supply Chain Management as a relatively lower-priority material topic, we recognise its significance for our business and actively take measures to manage it. To ensure effective management of this issue, we have implemented a Procurement Policy that guides our approach. We are committed to working with our suppliers by measuring KPIs in areas such as quality, planning, health and safety, commercial and tendering, to ensure that we continually improve our supply chain performance.

We manage the supply chain risk in the following areas and actively communicate with our suppliers and contractors via several meetings. Assessments of suppliers and contractors will be conducted regularly to ensure the compliance and fulfillment of the requirements.



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 providing a generic and standard set of processes procurement system that is fair, equitable, transparent, competitive, and cost-effective.

We select the suppliers and contractors carefully on every project under the IMS requirements, and keep long-term relationships with them to actively promote and educate them with sustainable practices. Initially the suppliers and contractors have to be pre-qualified and meet certain criteria in terms of legal and social compliance, data protection, health and safety, financial health, appropriate insurance levels, quality, environmental and sustainability.

Meanwhile, the Company has actively taken the practice of green procurement. We have taken the Reduce, Reuse, Recycle and Replace (“4R”) principles into consideration when procuring. The Company made efforts to ensure the Environmental Policy and some other environmental-related documents are included in tender documents wherever possible, to ensure they are aware of the environment commitments of TCG. What’s more, tenderers are required to disclose any past offense/violation of any environmental regulations/ordinance in Hong Kong in the past three years for tender evaluation purposes.

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 | 2022 | 2023 |
|--|-----------------------------------|-------|-------|
| Air Emissions | | | |
| Nitrogen oxides (NO _x) | Kg | 0.001 | 0.004 |
| Sulphur oxides (SO _x) | Kg | 0.079 | 0.262 |
| Particulate Matter (PM) | Kg | 0.006 | 0.019 |
| Greenhouse Gas (GHG) Emissions | | | |
| Scope 1 | tCO ₂ e | 0.23 | 0.78 |
| Scope 2 | tCO ₂ e | 36.83 | 34.85 |
| Total GHG emissions (Scope 1 & 2) | tCO ₂ e | 37.06 | 35.63 |
| Intensity of GHG emissions | tCO ₂ e/m ² | 0.078 | 0.075 |
| Waste | | | |
| Total hazardous waste generated | Kg | N/A | 0 |
| Intensity of hazardous waste generated | Kg/m ² | N/A | 0 |
| Total non-hazardous waste generated | Tonnes | N/A | 18 |
| Intensity of non-hazardous waste generated | Tonnes/m ² | N/A | 0.038 |
| Energy Consumption | | | |
| Direct energy | MWh | 0.85 | 2.82 |
| Indirect energy | MWh | 54.16 | 51.26 |
| Total energy consumption | MWh | 55.01 | 54.07 |
| Intensity of energy consumption | MWh/m ² | 0.116 | 0.114 |

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 | 2022 | 2023 |
|--|--------------------|---------|---------|
| Occupational Health and Safety | | | |
| Number and rate of work-related fatalities | % | 0 | 0 |
| Accident Rate per 1,000 workers | No. | 8.0 | 5.8 |
| Number of lost workdays due to work-related injury | Day(s) | 28 | 136 |
| Development and Training | | | |
| Percentage of employees trained | | | |
| By gender | | | |
| Male | % | 100.00% | 100.00% |
| Female | % | 92.31% | 96.55% |
| By employee category | | | |
| Senior management | % | 84.62% | 100.00% |
| Middle management | % | 125.93% | 100.00% |
| General Staff | % | 86.54% | 98.36% |
| Average training hours of per employee | | | |
| By gender | | | |
| Male | hour/person | 11.67 | 7.64 |
| Female | hour/person | 11.69 | 11.04 |
| By employee category | | | |
| Senior management | hour/person | 9.85 | 8.00 |
| Middle management | hour/person | 14.70 | 8.83 |
| General Staff | hour/person | 10.56 | 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 |
| 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 |





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