

Century Group International Holdings Limited

世紀集團國際控股有限公司

(incorporated in the Cayman Islands with limited liability)

Stock Code: 2113

(於開曼群島註冊成立之有限公司)

股份代號: 2113



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1. INTRODUCTION

This report constitutes the ninth Environmental, Social and Governance (“ESG”) report issued by Century Group International Holdings Limited (the “Company” or “Century Group”) and its subsidiaries (collectively, the “Group”).

In view of the global challenges posed by climate change, resource scarcity, and human rights concerns, the significance of sustainable development has become increasingly evident. Society’s expectations for corporations to fulfil their environmental responsibilities, advance social progress, and uphold sound governance continue to rise. The Group fully recognises the importance of ESG management and has embedded relevant principles within its corporate governance framework and daily operations, aiming to harmonise economic performance with social value.

The Board of Directors assumes responsibility for the formulation and supervision of the Group’s ESG strategy, ensuring the establishment of robust risk management and internal control systems. The Board conducts regular reviews of ESG policies, monitors progress against established targets, and evaluates overall performance, making recommendations for enhancement where appropriate, so as to ensure the alignment of ESG initiatives with the Group’s overarching strategic objectives.

Through continuous engagement with stakeholders, the Group gains a comprehensive understanding of their key ESG concerns. The Group prepares an annual ESG report to disclose its environmental, social, and economic impacts and initiatives, detailing its ESG management approach, strategic priorities, and performance highlights, while addressing stakeholder interests.

Unless otherwise stated, this report covers the sustainable development governance framework, specific initiatives, and performance outcomes implemented at the Group’s corporate office and project sites for the financial year ended 31 March 2025. Certain environmental and social key performance indicators (“KPIs”) may be confined to data from the corporate office. The Group will persist in enhancing its data collection systems and gradually broaden the scope of its disclosures going forward.

1. 緒言

本報告為世紀集團國際控股有限公司（「本公司」或「世紀集團」）及其附屬公司（統稱「本集團」）發佈的第九份環境、社會及管治（「ESG」）報告。

面對氣候變化、資源短缺及人權問題等全球挑戰，可持續發展重要性日益凸顯。社會各界對企業履行環境責任、推動社會進步及維持良好管治的期望不斷提高。本集團深明ESG管理的重要性，已將相關理念融入公司治理及日常營運，以期實現經濟效益與社會價值協調發展。

集團董事會負責制定及監督ESG策略，確保建立有效的風險管理及內部監控機制。定期審視ESG政策、目標進度及整體表現，必要時提出優化建議，確保ESG工作與集團整體策略一致。

透過持續與持份者交流互動，集團深入了解其關注的ESG議題。集團每年編製ESG報告，披露環境、社會及經濟方面的影響及舉措，闡述集團的ESG管理方針、策略重點及年度績效摘要，並對持份者關注的ESG議題進行回應。

如無特別註明，本報告披露截至2025年3月31日止財政年度內，在企業辦公室及各項目工地推行的可持續發展管理架構、具體措施及績效成果。部分環境及社會關鍵績效指標（「KPI」）可能僅涵蓋企業辦公室資料。未來，本集團將持續優化資料收集機制，逐步擴大披露範圍。



2. OUR BUSINESS

The Group is committed to providing comprehensive and innovative site formation solutions, primarily operating as a subcontractor in Hong Kong. This ESG Report focuses principally on the Group's ESG performance in Hong Kong.

2. 我們的業務

集團致力於為客戶提供全面及創新的地盤平整解決方案，主要作為分包商在香港開展業務。本ESG報告主要聚焦於集團香港業務的ESG表現。

COMPREHENSIVE SITE FORMATION SOLUTIONS

全面地盤平整解決方案

GENERAL EARTHWORKS 一般土石工程	TUNNEL EXCAVATION WORKS 隧道挖掘工程	FOUNDATION WORKS 地基工程	ROAD AND DRAINAGE WORKS 道路及渠務工程	ANCILLARY SERVICES 配套服務
Soil and rock excavation, disposal of construction and demolition materials, backfilling and compaction for forming a new site or achieving designed formation level	Rock excavation works for construction of tunnels through drill and break and/or drill and blast methods as well as construction of associated temporary tunnel support structures	ELS works and associated structural works for construction of pile caps for commercial and residential building projects	Construction of access roads and drainage systems at construction sites	Steel fabrication and installation of steel working platform
土壤及岩石挖掘、拆建物料處置、為形成一個新地盤或達致設計結構水平的填土及壓實	透過鑽孔及破碎及／或鑽孔及燃爆方式建造隧道以及建造相關臨時隧道承托建築物的岩石挖掘工程	為商業及住宅樓宇項目建造樁帽的挖掘及側向承托工程及相關結構工程	於建築工地建造進出道路及渠務系統	鋼鐵加工及安裝鋼鐵工作平台

The Group is committed to delivering enduring value to its shareholders, employees and customers, while making a positive contribution to the environment and the communities in which it operates and resides. The Group will continue to conduct its business responsibly and sustainably by integrating sustainable development principles into its daily operations.

集團致力為股東、員工及客戶創造持久價值，同時對環境及營運所在社區作出積極貢獻。集團將繼續以負責任及可持續的方式經營業務，將可持續發展原則融入日常運作之中。

3. ABOUT THIS REPORT

3.1. Reporting Scope and Period

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”). The Report describes the sustainability efforts made by the Group during the period from 1 April 2024 to 31 March 2025 (the “Reporting Period” or the “Year”).

3.2. Reporting Principle

In preparing this ESG Report, the Group is based on the following four reporting principles as specified in the ESG Reporting Code:

- i. **Materiality:** The ESG Report shall disclose the issues which have significant impacts caused by the Group on the economy, environment and society, or the scope of assessments and decisions of stakeholders being influenced.
- ii. **Quantitative:** The ESG Report shall disclose the measurement of the key performance indicators and ensure the Group’s ESG policies and management systems are evaluated and explained effectively.
- iii. **Balance:** The ESG Report shall present the impacts of the business operations of the Group objectively, to reflect a comprehensive picture of the sustainability performance of the Group, including both positive and negative information.
- iv. **Consistency:** The ESG Report shall adopt methods used in the previous year(s), state the revised reporting methods and illustrate other relevant factors that will affect meaningful comparisons.

3. 有關本報告

3.1. 報告範疇及區間

本報告乃根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄C2所載之環境、社會及管治報告守則（「ESG報告守則」）編製。本報告闡述本集團於二零二四年四月一日至二零二五年三月三十一日期間（「報告期間」或「本年度」）之可持續發展工作。

3.2. 報告原則

本集團根據環境、社會及管治報告守則中規定之以下四項報告原則編製本環境、社會及管治報告：

- i. **重要性：**環境、社會及管治報告應披露本集團對經濟、環境及社會有重大影響之議題，或影響持份者評估及決定之範疇。
- ii. **量化：**環境、社會及管治報告應披露關鍵績效指標之計量，以及確保以有效方式評估和闡明本集團之環境、社會及管治政策及管理體系。
- iii. **平衡：**環境、社會及管治報告應客觀呈列本集團業務經營之影響，以全面反映本集團之可持續發展表現，包括正負面資訊。
- iv. **一致性：**環境、社會及管治報告應採用過往年度採納之方法，註明經修訂呈報方法，及說明將影響有意義對比之其他相關因素。



4. OUR APPROACH TO SUSTAINABILITY

The Group considers sustainable development to be a fundamental element of its corporate strategy. It represents not only an essential commitment to social responsibility but also a crucial means to securing long-term competitive advantage. We consistently adhere to the principle of balanced development, integrating environmental stewardship and social responsibility into our corporate values alongside the pursuit of economic success, thereby fostering a sustainable growth model that balances the interests of all stakeholders.

As the principal governing body for ESG matters, the Board is responsible for endorsing the Group's sustainable development strategy, establishing the ESG governance framework, clearly delineating roles and responsibilities, and overseeing the effective implementation of ESG-related policies to ensure the robust functioning of the ESG management system.

Recognising the significant impact that ESG-related risks and opportunities may have, the Group has embedded ESG risk assessment within its overall risk management framework. Our sustainable development policies cover critical areas such as legal compliance, operational efficiency, financial considerations, and stakeholder engagement, supported by established ESG control measures and enforcement mechanisms. The Group's Internal Control Manual details internal control policies and departmental responsibilities. Employees are required to comply strictly with these procedures to prevent any misconduct. The manual is subject to regular review and updating by the Board.

Looking forward, the Group intends to advance its sustainable development commitments through the following initiatives:

- Continuously enhancing environmental performance to minimise the ecological footprint of our operations, activities, and services.
- Systematically identifying materials, processes, products, and waste with pollution potential, and implementing pollution prevention and control measures wherever technically and economically viable.
- Strictly adhering to all relevant environmental legislation, industry codes of practice, and regulatory requirements.
- Ensuring comprehensive safety measures are in place to safeguard the health and safety of employees, the public, and other stakeholders.

4. 可持續發展方針

本集團將可持續發展視為企業戰略的核心組成部分，既是履行社會責任的必然要求，更是構建長期競爭優勢的關鍵路徑。我們始終秉持「平衡發展」的理念，在追求經濟效益的同時，將環境責任與社會承諾融入企業基因，構建兼顧各方利益的長遠發展模式。

董事會作為集團ESG治理的核心，負責審批集團可持續發展戰略，構建ESG管治架構，明確各項職責分工，以及監督ESG相關政策的執行，確保ESG管理體系有效運作。

集團高度重視ESG相關風險及機遇可能造成的重大影響，已將ESG風險評估系統納入企業的風險管理體系。我們制定的可持續發展方針覆蓋法律合規、營運、財務及持份者意見關鍵風險管理範疇，並已建立及實施相應的ESG管控制度與執行機制。集團內部控制手冊詳載本集團的內部控制政策及各部門職責。員工須遵守手冊規定，防止不當行為發生。該手冊由董事會定期審閱及更新。

未來，集團計劃通過以下措施實踐可持續發展：

- 持續改善環保表現，最大限度降低營運、活動及服務對環境的影響。
- 系統識別可能引致污染的材料、工序、產品及廢棄物，並在技術與經濟可行前提下實施污染防治措施。
- 嚴格遵守所有適用環保法規、行業守則及相關要求。
- 全面落實安全措施，保障員工、公眾及相關人士健康與安全。

5. STAKEHOLDER ENGAGEMENT

Stakeholder feedback is integral to the Group's sustainable development. It assists the Group in identifying and balancing risks from multiple perspectives, thereby informing the development of appropriate policies and corporate objectives. The Group upholds comprehensive and consistent communication with key stakeholders through various channels, including meetings, emails, announcements, and other engagement activities, ensuring that their expectations are duly heard and addressed.

5. 持份者參與

持份者的反饋對集團的可持續發展至關重要。持份者的意見有助集團從不同角度識別及平衡風險，制定合適的政策及企業目標。我們透過會議、電子郵件、公告及其他交流活動等多種渠道，與主要持份者保持緊密溝通，積極聆聽並回應其期望。

Stakeholders 持份者	Expectations and Requirements 期望及要求	Communication Channels 溝通管道
Stock Exchange, Government and Regulatory Authorities	- Compliance with laws and regulations - Compliance with Listing Rules - Timely and accurate announcements	- Government inspections - Emails - Seminars - Website updates - Announcements
聯交所、政府及監管機構	- 遵守法律及法規 - 遵守上市規則 - 及時準確公告	- 政府檢查 - 電子郵件 - 研討會 - 網站更新 - 公告
Employees	- Attractive employee remuneration - Rights and benefits - Promote occupational health - Career development and opportunities - Improve working environment	- Regular internal meetings - Training and seminars - Performance appraisal - Emails - Employee handbooks - Onsite safety trainings and meetings
僱員	- 有吸引力的僱員薪酬 - 權利及福利 - 促進職業健康 - 職業發展及機會 - 改善工作環境	- 定期內部會議 - 培訓及研討會 - 績效評估 - 電子郵件 - 僱員手冊 - 工地安全培訓及會議
Shareholders and Investors	- Return on investments - Corporate governance - Compliance with laws and regulations	- Company's website - Shareholders' meetings - Financial reports, announcements and circulars and other publicly available information
股東及投資者	- 投資回報 - 企業管治 - 遵守法律法規	- 公司網站 - 股東大會 - 財務報告、公告及通函以及其他公開資料
Suppliers and Subcontractors	- Product rights and interest - Fair and honest procurements	- Frequent communication via e-mails or telephone - Performance appraisals
供應商及分包商	- 產品權利及權益 - 公平及誠實的採購	- 透過電子郵件或電話經常溝通 - 表現評估

Stakeholders 持份者	Expectations and Requirements 期望及要求	Communication Channels 溝通管道
Customers	– Achieve win-win cooperation – Quality of products and services – Prompt handling time – Safeguard sensitive customer information	– Meetings – Site visit – Customers service hotline and e-mails – Audit and performance feedback
客戶	– 實現合作共贏 – 產品及服務質量 – 迅速的處理時間 – 保障客戶敏感資料	– 會議 – 現場考察 – 客戶服務熱線及電子郵件 – 稽核及表現反饋
Community	– Involvement in community welfare – Increase the awareness of environmental production – Community development	– Donations and sponsorships – Participation in community activities – Press releases and news
社區	– 參與社區福利 – 提高環保生產意識 – 社區發展	– 捐贈及贊助 – 參與社區活動 – 新聞發佈

6. MATERIALITY ASSESSMENT

The Group conducts material ESG issue assessments to identify potential ESG risks that may impact business operations and formulates corresponding response measures. The identification process consists of the following steps:

Step 1: Establishing the List of Issues

The Group refers to standards such as those set by the Hong Kong Stock Exchange, the Sustainability Accounting Standards Board (SASB), and the Global Reporting Initiative (GRI), while incorporating best practices from leading domestic and international industries. By aligning with industry trends and our business characteristics, we systematically identify and analyze 18 ESG issues of stakeholder concern.

Step 2: Determining Materiality

Through internal interviews, thematic discussions, and external expert consultations, we conduct an in-depth assessment of each issue based on two key dimensions: its significance to our business operations and its importance to stakeholders. We construct a materiality assessment matrix to quantify and accurately determine key issues and their prioritization.

6. 重要性評估

本集團通過ESG實質性議題調查，識別對業務運營可能產生影響的ESG風險，並制定相應應對措施。識別過程包括以下步驟：

第一步：建立議題清單

本公司參考香港交易所、永續會計準則委員會（SASB）及可持續發展報告標準（GRI）等標準，並借鑒國內外領先行業的最佳實踐，結合自身業務特點及行業趨勢，系統識別及分析持份者關注的18個ESG議題。

第二步：確定重要性

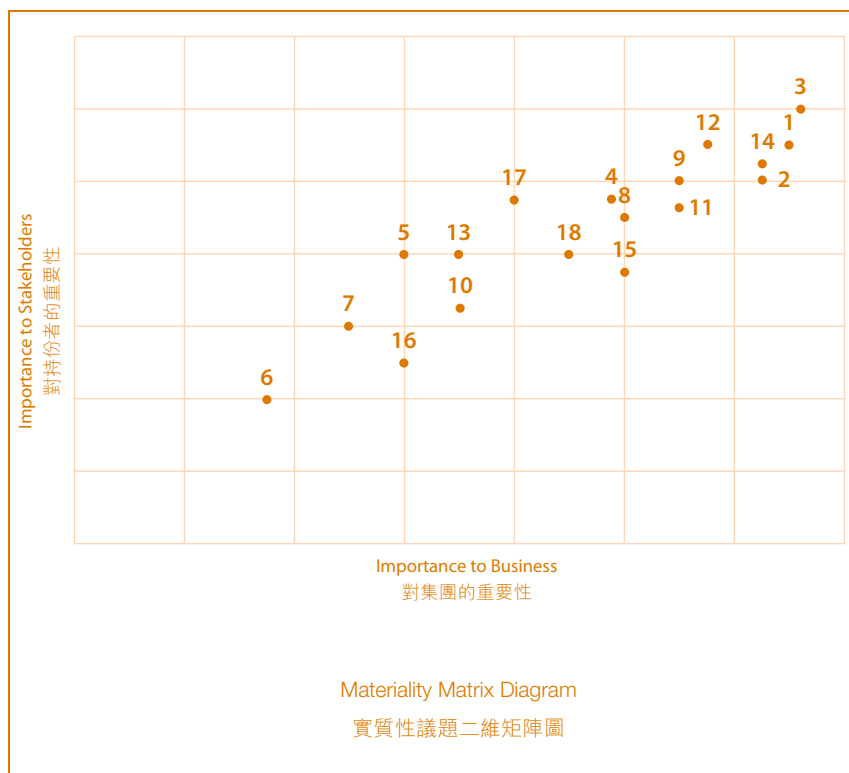
透過內部訪談、專題研討及外部專家諮詢等方式，從「對本公司的重要性」及「對持份者的重要性」兩大維度對各議題進行深入評估，構建實質性評估矩陣，以量化方式準確識別關鍵議題，並據此確定優先順序。

Step 3: Forming the Assessment Conclusion

Upon review and confirmation of the final assessment results by the management, the Group has identified key ESG issues and provided detailed disclosures in this report accordingly.

第三步：形成評估結論

經管理層審閱與確認最終評估結果，本集團確定關鍵議題，並於ESG報告中詳細披露相關內容。



No. 編號	Issues 議題	No. 編號	Issues 議題
1	Product and Service Safety and Quality 產品和服務安全與質量	10	Social Contribution 社會貢獻
2	Data Security and Customer Privacy Protection 數據安全與客戶隱私保護	11	Energy Utilization 能源利用
3	Corporate Governance and Compliance 公司治理和合規	12	Pollutant Emissions 污染物排放
4	Employee Rights Protection 員工權益保障	13	Water Resource Utilization 水資源利用
5	Occupational Health and Safety 職業健康與安全	14	Waste Management 廢棄物處理
6	Employee Training and Development 員工培訓與發展	15	Ecosystem and Natural Resources 生態系統與自然資源
7	Anti-Bribery and Anti-Corruption 反商業賄賂及反貪污	16	Use of Raw and Packaging Materials 原材料及包裝材料的使用
8	Supply Chain Security 供應鏈安全	17	Diversity and Equal Opportunities 多元化及平等機會
9	Climate Change Response 應對氣候變化	18	Prohibition of Child Labour and Forced Labour 禁止童工及強制勞工

7. COMPLIANCE WITH LAW AND REGULATIONS

The Group recognises the critical importance of regulatory compliance in ensuring stable and effective business operations. We maintain strict adherence to all applicable statutory and regulatory requirements, with particular emphasis on those ESG-related obligations that may have a material impact on our operations.

During the Reporting Period, the Group did not identify any serious breaches of laws or regulations that had a significant effect on our operations. Furthermore, there were no incidents involving bribery, extortion, fraud, or money laundering, and no cases of corruption were reported internally.

8. PRESERVING OUR ECOSYSTEMS AND RESOURCES

The Group recognises the critical importance of protecting ecosystems and valuable natural resources for both the regions in which we operate and global sustainable development. We are committed to implementing a range of environmental measures, including reducing greenhouse gas emissions, improving energy efficiency, and conserving resources, with the aim of minimising the environmental impact of our operations. At the same time, we continuously enhance environmental awareness among our employees and encourage full participation in environmental protection initiatives across the organisation.

8.1. Environmental Management

During the Reporting Period, we have strictly complied with applicable environmental legislation in our operating regions, including Hong Kong's Environmental Impact Assessment Ordinance and Public Health and Municipal Services Ordinance, with no significant environmental violations recorded.

We have established an environmental management system in accordance with the ISO 14001 international standard to systematically manage key areas such as the use of explosives, air and noise pollution, waste disposal, as well as water and energy consumption. Through regular assessments of project sites and office operations, we identify and prioritise the control of factors with potentially significant environmental impacts to minimise such effects.

7. 遵守法律及法規

本集團深明合規對業務穩健運營的重要性。我們嚴格遵守所有適用的法定及監管規定，尤其重視對營運有重大影響的環境、社會及管治相關要求。

於報告期間，本集團未發現任何嚴重違反法定或監管規定且影響營運的事件，亦無涉及賄賂、勒索、欺詐、洗黑錢等重大違法行為，同時內部未發生任何腐敗案件。

8. 保護生態系統及資源

本集團深刻理解保護生態系統及珍貴資源對於營運所在地區及全球可持續發展的重要性。我們積極推動多項環保措施，包括減少溫室氣體排放、提升能源效率及節約資源，致力於降低營運對環境的影響。同時，我們持續強化員工環保意識，推動全員參與環境保護工作。

8.1. 環境管理

報告期內，我們嚴格遵守營運地區適用之環保法例，包括香港《環境影響評估條例》及《公眾衛生及市政條例》等要求，未發生任何重大環境違規事件。

我們已建立符合ISO 14001國際標準的環境管理系統，系統性管理爆炸品使用、空氣與噪音污染、廢物處理，以及水資源與能源消耗等關鍵環節。透過定期評估項目地盤及辦公室運作，我們識別並重點管控具有潛在重大環境影響的因素，以實現環境影響最小化。

As a company that regularly uses explosives (a necessary procedure for rock blasting operations), the Group has strengthened its environmental risk control mechanisms and continuously optimises operational procedures to reduce ecological impact.

To continuously improve our environmental performance, the Group has set the following environmental management objectives:

- i. Receiving fewer than three environmental complaints per quarter.
- ii. Conducting environmental awareness training.
- iii. Enhancing the management of project site waste and recyclable materials.

作為需定期使用爆炸品（岩石爆破作業必要程序）的企業，本集團特別強化相關環境風險管控機制，持續優化操作流程以降低生態影響。

為持續提升環境表現，本集團制定了以下環境管理目標：

- i. 每季度接獲少於3宗環境投訴。
- ii. 進行環保意識培訓。
- iii. 改善對項目地盤廢物及可回收物料的管理。

8.2. Emissions

8.2.1. Dust Emission

The Group places great importance on controlling dust emissions during construction, implementing systematic mitigation measures targeting the main sources of dust. The Group's dust emissions primarily arise from three key construction activities: dust generated from excavation and earthworks, fumes from steel cutting and welding processes, and dust from the transportation of construction materials. These emission sources encompass daily operational activities including plant operations, soil stockpiling, excavation works, and material transport.

In response, the Group has adopted the following dust control measures:

- i. Comprehensive covering of dust-prone areas such as material-carrying vehicles, stockpiles, exposed ground surfaces, and cement bags.
- ii. Regular water spraying to moisten excavation sites, unpaved access roads, construction zones, and drilling areas.
- iii. Prompt stabilisation or removal of loose materials susceptible to wind erosion.

8.2. 排放

8.2.1. 粉塵排放

本集團高度重視施工過程中的粉塵排放管控，針對主要排放源實施系統性防治措施。集團的粉塵排放主要來自三大施工環節：挖掘及土石方工程產生的粉塵、鋼材切割焊接工序產生的煙塵，以及建築材料運輸過程產生的揚塵。這些排放源涵蓋廠房運作、泥土堆存、挖掘作業及物料運輸等日常營運活動。

對此，本集團已採取以下防塵措施：

- i. 對車輛載運物料、堆料場、裸露地面及水泥袋等易起塵部位實施全面覆蓋。
- ii. 定期對挖掘區、未鋪砌通道、施工區及鑽探區域進行灑水濕潤處理。
- iii. 及時固定或清理易受風力影響的鬆散物料。



8.2.2. Air Emission

The Group recognises the critical importance of controlling air pollutant emissions and actively implements management measures. Currently, mobile vehicles constitute one of the primary sources of air pollutant emissions. Vehicle operations generate pollutants including nitrogen oxides (NOx), sulphur oxides (SOx) and particulate matter (PM). Due to the absence of a comprehensive air emissions monitoring system, the Group is presently unable to directly measure specific emission volumes. Instead, emission data are estimated primarily based on vehicle mileage records. As vehicle mileage data is unavailable this year, sulphur oxides (SOx) emissions have been provisionally estimated based on fuel consumption, while other pollutants could not be assessed.

Air Emissions 廢氣排放

2025
二零二五年

2024
二零二四年

Unit
單位

Sulphur Oxides (SOx)
硫氧化物

0.09

2.01

Kg
公斤

8.2.3. Waste Generation and Disposal

The Group primarily operates in Hong Kong and is deeply concerned about the pressing waste management challenges faced by local landfills. Recognising that relying solely on landfill disposal is not a sustainable solution, we support the government's Waste Reduction at Source policy and adopt appropriate measures where applicable to alleviate pressure on landfills.

The Group implements waste segregation, separation, and collection mechanisms at all project sites. All construction waste is properly transported to public fill reception facilities or other designated locations. To minimise waste generation, the Group is committed to improving material usage efficiency, avoiding resource wastage, and allocating sufficient space for storing different types of waste, including excavated materials. Regular site housekeeping is conducted, and drip trays are used for the safe storage of fuels. All inert waste is also transported to approved landfills in accordance with regulations. During the Reporting Period, the Group did not generate any tailings.

8.2.2. 廢氣排放

集團深知控制廢氣排放的重要性，積極採取措施進行管理。目前，移動車輛是產生廢氣的主要排放源之一。車輛行駛會產生包括氮氧化物(NOx)、硫氧化物(SOx)及顆粒物(PM)等污染物。由於尚未建立完善的廢氣監測系統，現時未能直接監測具體廢氣排放量，主要根據集團車輛的行駛記錄對廢氣排放數據進行估算。由於本年度未能獲取車輛的行駛公里數數據，因此目前只能根據汽車油耗情況對硫氧化物(SOx)排放進行初步估算。

8.2.3. 廢物的產生及處置

本集團主要於香港營運，對本地堆填區面臨的迫切廢物管理挑戰深表關注。鑑於單靠堆填區處理廢物並非可持續之策，我們支持政府推行的「源頭減廢」政策，並在適用情況下採取合適措施，以減輕堆填區壓力。

本集團於各項目地盤實施廢物分類、分隔及收集機制，所有建築廢物均被妥善運送至公眾填料接收設施或其他指定地點。為盡量減少廢料產生，本集團致力於提升物料使用效率，避免物資浪費，並劃設足夠空間儲存不同類型的廢物（包括挖掘物料），定期進行場地保潔工作，使用貯漏盤安全儲存燃料。所有惰性廢物亦按規定運送至核准的堆填區處理。於報告期內，集團並無產生泥尾。

In terms of chemical waste management, the Group complies with the Waste Disposal (Chemical Waste) (General) Regulation and is registered as a chemical waste producer. We appoint licensed chemical waste collectors responsible for the collection and transportation of all chemical wastes, including waste fuels, oils, and lubricants, which are delivered to licensed waste treatment centres for proper disposal.

在化學廢物管理方面，本集團遵守《廢物處置（化學廢物）（一般）規例》，並已登記為化學廢物產生者。我們委任持牌化學廢物收集商，負責收集及運送所有化學廢物，包括廢燃料、油類及潤滑劑，並將其送往持牌廢物處理中心進行妥善處置。

Regarding office consumables, the Group actively promotes paperless operations, encouraging employees to print double-sided and utilise electronic documents to reduce paper consumption and minimise environmental impact. The Group's paper usage for the current year is as follows:

在辦公耗材方面，集團積極推動無紙化辦公，鼓勵員工雙面列印及使用電子文件，以減少辦公用紙消耗及降低環境影響。本年度集團的用紙量如下：

Paper Consumption 用紙量	2025 二零二五年	2024 二零二四年	Unit 單位
Total paper usage 用紙總量	60.00	60.00	Kg 公斤
Intensity (by Employee) 強度（按僱員）	1.82	0.50	Kg/Employee 公斤／僱員

8.3. Use of Resources

8.3. 資源使用

8.3.1. Natural Resources Management

8.3.1. 自然資源管理

The Group's business operations do not involve the extraction of natural resources. We are committed to promoting the sustainable use of resources, safeguarding the harmonious coexistence of the environment and society, and actively implementing environmental measures to minimise the impact of our operations on the ecological environment.

本集團業務營運不涉及自然資源開採活動。我們致力於促進資源永續利用，維護環境與社會和諧共存，並積極採取環保措施減少營運對生態環境的影響。

8.3.2. Water Consumption

8.3.2. 水資源消耗

The Group primarily utilises water resources for dust suppression and cleaning activities at project sites. To effectively reduce dust emissions, we apply water spraying at appropriate times on unpaved traffic areas and active construction zones, and ensure that all vehicle wheels leaving the project sites are cleaned of dust and mud. During excavation works in particular, site personnel ensure that exposed ground surfaces remain moist before, during, and after excavation, and water spraying is also applied to drilling operations where feasible.

本集團主要將水資源用於項目地盤的除塵及清潔工作。為有效減少揚塵，我們會在適當時候於未鋪砌的工地交通區域及活躍建築區域進行灑水，並對所有離開項目地盤的車輛車輪進行塵埃及泥巴清洗。尤其在挖掘工程期間，工地人員會確保外露地面於挖掘前、期間及之後保持濕潤，並盡量為鑽探工程灑水。



As water use is mainly for dust control, the management of wastewater quality is equally important. We refer to general environmental control measures and apply them wherever possible. Current practices include the use of sedimentation tanks, recycling of treated wastewater, and regular maintenance of drainage systems. Temporary drainage management plans are typically developed and implemented by the main contractors at project sites.

In office settings, we prioritise daily water conservation by implementing measures to prevent tap leaks and raising employee awareness of water-saving practices to minimise unnecessary consumption. All our water supply is provided by the Water Supplies Department, thus there are no issues related to water availability.

由於用水主要用於除塵，廢水排放的水質管理亦同等重要。我們參考通用的環境管制措施，並在可能的情況下加以應用。現行措施包括使用沉澱池、回收經處理的廢水及定期維護排水系統。臨時排水管理計劃通常由總承包商於項目地盤制定並實施。

在辦公室方面，我們注重日常節約用水，採取措施確保水龍頭無洩漏，並提升員工的節水意識，以減少不必要的用水。我們所有水源均由水務署供應，因此不存在供水方面的問題。

Water Consumption 水資源使用	2025 二零二五年	2024 二零二四年	Unit 單位
Water consumption 水消耗量	13.00	13.00	Cubic metres 立方米
Intensity (by Employee) 強度（按僱員）	0.39	0.30	Cubic metres /Employee 立方米／僱員

8.3.3. Energy Consumption

The Group's energy consumption primarily arises from fuel used in the transportation of construction materials and electricity consumption in offices. As the water and electricity usage at project sites fall outside the Group's operational and financial control, data on site water and electricity consumption cannot be provided. The Group is committed to actively implementing energy-saving measures to continuously reduce energy consumption.

8.3.3. 能源消耗

本集團的能源消耗主要來自建築材料運輸燃料及辦公室用電。由於項目地盤的水電使用不屬於本集團營運或財務控制範圍，故無法提供地盤耗水及耗電數據。本集團將積極推行節能措施，持續降低能源消耗。

The energy consumption during the Reporting Period is as follows:

報告期內能源消耗情況如下：

Energy 能源	2025 二零二五年	2024 二零二四年	Unit 單位
Electricity Consumption 耗電量	24,387.00	24,079.00	kWh 千瓦時
Office 辦公室	13,460.00	13,353.00	kWh 千瓦時
Warehouse 倉庫	10,927.00	10,726.00	kWh 千瓦時
Gasoline Consumption 汽油耗量	4,068.58	10,068.72	L 升
Diesel Consumption 柴油耗量	2,046.89	115,384.12	L 升
Direct Energy Consumption 直接能源消耗	208.29	4,798.18	GJ 吉焦
Indirect Energy Consumption 間接能源消耗	87.79	86.68	GJ 吉焦
Total Energy Consumption 總能源消耗量	296.08	4,884.86	GJ 吉焦
Energy Intensity (by Employee) 能源強度（按僱員）	8.97	111.59	GJ/Employee 吉焦／僱員

8.3.4. Packaging Material Used

Given the nature of the industry, the Group's operations do not involve the use of any finished packaging materials; therefore, the relevant key performance indicator is not applicable.

8.3.4. 包裝材料使用

鑑於行業特性，本集團業務不涉及任何成品包裝材料的使用，因此相關關鍵績效指標不適用。



8.4. Climate Change

8.4.1. Governance

In the face of the severe challenges posed by global climate change, the Group fully recognises its long-term impacts on the environment and business operations. Accordingly, we proactively adapt to these changes. We plan to establish a climate change governance framework, with the Board of Directors responsible for approving climate-related strategies to ensure that climate risks are integrated into the Group's overall risk management system. Management will be accountable for implementing specific response measures, regularly assessing the impacts of extreme weather events, policy changes, and market transitions, and formulating corresponding action plans.

We actively follow the TCFD framework to enhance transparency in climate-related disclosures, while promoting green operations and committing to the achievement of sustainable development goals.

8.4.2. Strategy

The Group has identified climate-related risks and opportunities, incorporating them into overall risk management, strategic planning, and financial considerations. Climate risks are primarily categorised into transition risks and physical risks. Transition risks arise from the global shift towards a low-carbon and climate-resilient economy, encompassing regulatory, technological, market, and reputational dimensions. Physical risks stem from extreme weather events and rising global average temperatures, including acute risks such as typhoons and floods, as well as chronic risks like gradual temperature increases and sea-level rise. The Group has engaged in thorough discussions with various business units to analyse the potential impacts of these climate-related risks and opportunities.

8.4. 氣候變化

8.4.1. 管治

面對全球氣候變化的嚴峻挑戰，本集團深刻認識到其對環境及業務的長遠影響。為此，我們積極主動適應這一變化。我們計劃設立氣候變化管理架構，由董事會負責審批氣候相關策略，確保氣候風險納入集團整體風險管理體系，管理層負責落實具體應對措施，定期評估極端天氣、政策變化及市場轉型帶來的影響，以及制定相應方案。

我們積極依循TCFD框架提升信息披露透明度，同時推動綠色營運，致力實現可持續發展目標。

8.4.2. 策略

本集團已識別氣候相關的風險與機遇，並將其納入整體風險管理、策略制定及財務規劃的考量當中。氣候風險主要分為轉型風險與物理風險兩大類。轉型風險源於全球向低碳及氣候適應型經濟體系轉型的過程，涵蓋政策法規、技術、市場及聲譽等維度。物理風險則源自極端天氣事件及全球平均氣溫上升，包括急性風險（如颱風、洪水）及慢性風險（如平均氣溫上升、海平面上升）等。本集團已與各業務部門深入交流，就氣候風險和機遇可能帶來的影響進行分析。

Climate Risks

氣候風險

Risk Type 風險類型		Potential Risks 潛在風險	Our Response 我們的回應
Physical Risks	Acute Risks	Extreme weather conditions (such as prolonged periods of abnormally high temperatures and sustained hurricanes or heavy rainfall), which are unsuitable for construction work, may hinder project progress and result in financial losses.	Adjust construction plans in accordance with weather forecasts, suspend high-risk operations during extreme weather, and strengthen on-site drainage and protective measures to minimise the impact on project progress.
物理風險	急性風險	極端天氣（如持續異常高溫天氣、持續颶風暴雨等）不適於施工作業的惡劣情況，可能會導致項目推進受阻，造成財務損失。 The frequency of extreme heat events is expected to rise significantly, potentially reducing outdoor work efficiency and increasing heat-related health risks for employees. 極端高溫天氣出現頻率預期將顯著增加。持續高溫環境可能引致戶外作業效率降低，並可能加劇員工因高溫引發的健康風險。	根據天氣預報調整施工計劃，於極端天氣期間暫停高風險作業，並加強現場排水及防護設施，以減低對項目進度的影響。 Adjust work schedules to avoid peak heat periods, reducing the risk of heatstroke among employees; simultaneously provide adequate hydration and rest to safeguard health and maintain productivity. 調整工作時間安排以避開高溫時段，減少員工中暑風險；同時提供充足的補水及休息，保障員工健康及維持工作效率。
	Chronic Risks	With the intensification of global warming, sea level rise caused by glacial melt and ocean thermal expansion poses a long-term threat to coastal and low-lying areas. While the immediate impact of sea level rise on the Group is limited, it may affect the infrastructure and transportation systems of the cities in which we operate in the long term.	Continue to closely monitor sea level rise, collaborate with local authorities to enhance infrastructure resilience, and ensure operational continuity in affected areas.
	慢性風險	隨著全球變暖加劇，冰川融化及海洋熱膨脹引致的海平面上升，將對沿海及低窪地區構成長期威脅。雖然海平面上升對本集團短期影響有限，但長遠而言可能影響所在城市的基礎設施與交通運輸系統。	持續關注海平面上升的情況，與當地政府合作，加強基礎設施韌性，確保受影響地區營運的持續性。



Risk Type 風險類型		Potential Risks 潛在風險	Our Response 我們的回應
Transition Risks 轉型風險	Policy Risks	Global and local governments may strengthen regulatory requirements on corporate carbon emissions and sustainable development, such as mandating environmental data disclosure or increasing electricity costs.	Closely monitor regulatory developments, enhance carbon emission management, and promote energy-saving initiatives to comply with regulatory requirements.
	政策風險	全球及本地政府可能加強對企業碳排放及可持續發展的監管要求，如強制披露環境數據或提高電力成本。	密切關注相關法規變化，提升碳排放管理水平，並推動節能減排措施以應對監管要求。
	Market Risks	Customers, investors, and business partners have increasingly high expectations for sustainable development. Failure to meet market demands may impact the Company's business competitiveness.	Actively adopt green solutions to reduce unnecessary energy consumption and publicly disclose environmental protection measures to enhance market confidence.
	市場風險	客戶、投資者及商業夥伴對可持續發展的期望日益提高，若未能滿足市場要求，可能影響業務競爭力。	積極採用綠色解決方案，減少不必要的能源消耗，並公開披露環保措施，以提升市場信任度。
	Reputational Risks	Climate issues have garnered significant public attention. If a company fails to proactively address environmental concerns, its brand image may be affected, potentially hindering business growth.	Regularly publish ESG reports to disclose climate-related information, ensuring transparency; at the same time, strengthen internal employee training to enhance awareness of sustainable development, and maintain communication with stakeholders to demonstrate the Company's commitment to environmental responsibility.
	聲譽風險	氣候議題受到公眾關注，若企業未能積極應對環境問題，可能影響品牌形象，進而影響業務增長。	定期發布ESG報告披露氣候信息，確保資訊透明度；同時，加強內部員工培訓，提高可持續發展意識，並與持份者保持溝通，展現企業對環境責任的承諾。

Opportunity Type 機遇類型	Potential Opportunities 潛在機遇	Our Response 我們的回應
Policy Opportunities	Governments and financial institutions may introduce dedicated funding or preferential loans to support climate adaptation and mitigation, providing the Company with financial assistance to participate in related projects and reduce costs.	Actively monitor relevant policies to enhance competitiveness and reduce operating costs.
政策機遇	政府及金融機構可能推出支持氣候適應及減緩的專項資助或優惠貸款，為公司參與相關項目提供資金支持，降低成本。	積極關注相關政策，提升競爭力並降低營運成本。
Reputation	As market environmental awareness grows, cultivating an environmentally friendly corporate image helps the Company gain recognition and support from sustainability-conscious stakeholders.	Actively promote environmental initiatives to enhance corporate reputation and secure market recognition and support.
商譽	隨着市場環保意識日益提升，企業塑造環境友善形象，有助贏得重視可持續發展用戶的認同與支持。	積極推動環保措施，提升企業形象，爭取市場的認同與支持。

8.4.3. Risk Management

A robust climate risk management framework enables us to accurately identify and effectively address climate risks, providing tangible support for the Group's sustainable development. The Group has incorporated climate risks into its overall risk assessment and control system, establishing a comprehensive and efficient management process. We will continue to optimise this framework to remain agile in responding to evolving climate challenges.

Currently, potential extreme weather conditions and changes in environmental regulations are not expected to pose a material threat to the Group's operations.

8.4.3. 風險管理

完善的氣候風險管理架構有助我們準確識別及有效應對氣候風險，為集團可持續發展提供實質支持。集團已將氣候風險納入整體風險評估及管控體系，建立全面且高效的管理流程。我們將持續優化該體系，以靈活應對未來變化的氣候挑戰。

目前，預計潛在極端天氣狀況及環境相關法規變動，不會對本集團營運構成重大威脅。



8.4.4. Metrics and Targets

The Group's operations do not involve large-scale production activities, resulting in relatively low greenhouse gas emissions and a minimal impact on climate change. Although the business's climate impact is limited, the Group actively implements energy-saving measures and resource conservation initiatives, steadily advancing the transition towards low-carbon operations.

During the Reporting Period, the Group estimated greenhouse gas emissions based on vehicle mileage data and office electricity consumption.

GHG Emissions 溫室氣體排放	2025 二零二五年	2024 二零二四年	Unit 單位
Scope 1 emissions 範圍1排放	75.41	344.09	Tonnes CO ₂ -e 公噸二氧化碳當量
Scope 2 emissions 範圍2排放	9.51	8.91	Tonnes CO ₂ -e 公噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	84.92	353.00	Tonnes CO ₂ -e 公噸二氧化碳當量
Intensity (by project) 強度（按項目）	42.46	176.50	Tonnes CO ₂ -e/Project 公噸二氧化碳當量/項目

8.5. Noise Management

The Group places great importance on the impact of construction noise on local communities and is committed to implementing effective measures to manage and minimise related disturbances. Reducing construction noise has been prioritised within our environmental management framework, with the following specific measures implemented:

- Strict noise control for high-noise activities, including excavation, concrete pouring, piling, and roadworks.
- Use of low-noise equipment, prioritising silenced machinery with regular maintenance to ensure operational efficiency.
- Management of working hours, requiring construction noise permits for works conducted during off-peak periods, with streamlined processes to minimise the duration of impact.

These measures aim to minimise disturbances to neighbouring communities to the greatest extent possible.

8.4.4. 指標及目標

本集團業務不涉及大規模生產活動，溫室氣體排放量較低，對氣候變化影響輕微。雖然業務對氣候影響有限，本集團仍積極推行節能減耗措施，並實施多項資源節約舉措，穩步推進營運低碳轉型。

本年度，本集團根據車輛行駛數據及辦公室用電量估算溫室氣體排放情況。

8.5. 噪音管理

本集團高度重視工程噪音對社區的影響，致力於採取有效措施管理和減少相關滋擾。我們已將減少工程噪音列為環境管理重點，並實施以下具體措施：

- 針對高噪音工程：對挖掘、混凝土澆築、打樁及道路工程實施嚴格噪音管控。
- 使用低噪音設備：優先採用靜音式機械，並定期維護以確保運作效能。
- 施工時間管理：非繁忙時段作業須申領建築噪音許可證，並加快流程以縮短影響時長。

上述措施旨在最大限度降低施工對周邊社區的滋擾。

9. ENGAGING IN STRONGER SOCIAL RELATIONSHIPS

The Group is committed to deepening partnerships with various sectors of society by adhering to responsible employment principles, safeguarding employee health and workplace safety, prioritising the provision of career development opportunities, and strictly complying with relevant labour regulations. We actively fulfil our social responsibilities, create positive value, enhance stakeholder trust, and promote sustainable business development.

9.1. Health and Safety

The Group has always prioritised the health and safety of its employees, subcontractors, and the general public. Given the construction industry's inherent high risks due to the use of heavy machinery and explosives, managing health and safety is particularly critical.

The Group strictly complies with all statutory and contractual obligations related to occupational health and safety. To effectively manage risks, the Group adopts a systematic management approach based on the ISO 45001:2018 Occupational Health and Safety Management System, establishing a comprehensive framework covering policy formulation, implementation, and continual improvement. The Group's policy clearly states that health and safety shall take precedence over all other business considerations under any circumstances and must be fully integrated into all daily operations.

The Group has established a Health and Safety Committee, which convenes twice annually to maintain and enhance the safety management system. This system includes the preparation of health and safety plans, risk assessments, safety inspections and audits, the development of written working procedures, and communication mechanisms. The Committee also reviews incident reports and statistical data, considering and adopting improvement recommendations.

Dedicated safety committees are also established at all project sites to oversee the implementation of safety policies and plans, organisational arrangements, incident statistics, training, and safety promotion activities. The site safety teams comprise Safety Managers, Senior Safety Officers, Safety Officers, Safety Supervisors, First Aiders, and Health Care personnel, who collectively handle all safety-related matters.

9. 鞏固社會關係

集團致力於深化與社會各界的夥伴關係，恪守負責任的僱傭原則，保障員工健康與工作安全，重視為員工提供職業發展機會，嚴格遵守勞工相關法規。我們積極履行社會責任，創造正向價值，增進持份者信任，促進業務可持續發展。

9.1. 健康及安全

集團一向將保障僱員、分包商及公眾的健康與安全列為首要任務。建築行業涉及重型機械及炸藥使用，內在風險較高，健康與安全管理尤為重要。

集團嚴格遵守所有職業健康與安全相關的法定及合約責任。為有效管理風險，集團採用系統化管理方法，依據ISO 45001:2018職業健康與安全管理體系，建立由政策制定、執行至持續改善的管理框架。集團政策明確訂明，健康與安全在任何情況下均優先於其他業務考慮，並須全面融入日常營運。

集團設立了健康與安全委員會。該委員會每年召開兩次會議，負責優化安全管理系統，包括編製健康與安全計劃、風險評估、安全視察與稽核、制定書面工作程序及溝通機制。委員會同時審視事故報告及統計數據，並採納相關改善建議。

各地盤亦設有專責安全委員會，監督安全政策及計劃執行情況、事故統計、培訓安排及安全推廣工作。地盤安全團隊成員包括安全經理、高級安全主任、安全主任、安全督導員、急救人員及保健人員，負責處理所有安全事務。



Each project is required to formulate a safety plan that covers the identification, planning, implementation, monitoring, and review of all site operations. These plans ensure the protection of all personnel involved in the project and others who may be affected, while complying with relevant legislation, industry standards, and contractual requirements.

Regular risk assessments related to health and safety are conducted during construction or service phases. Prior to implementing any corrective or preventive measures for incidents or non-conformities, a risk assessment must be completed. The results form the basis for developing standardised safety procedures, professional training materials, and detailed inspection checklists, ensuring that all equipment, personal protective equipment, and training content comply with safety regulations.

Given the Group's operational use of explosives, risk management in this area is also highly prioritised. The Group strictly adheres to the Dangerous Goods Ordinance and all relevant legislation and safety regulations related to explosives use. All necessary certificates, licences, and permits are obtained from the Mines Division of the Civil Engineering and Development Department before any blasting work is carried out on site. The Group also relies on suppliers and government agencies to ensure that proper licences for storage and transportation of explosives are in place.

The Group has established independent process control procedures covering various high-risk operations, with specific safety rules and protocols as reference, including:

- i. Fire arrangements
- ii. Work at heights
- iii. Office cleaning and occupational health and safety
- iv. Manual handling
- v. Electrical work
- vi. Use of portable tools
- vii. Handling of hazardous substances
- viii. Use of ladders and access routes

集團項目需制定安全計劃，計劃內容涵蓋工地作業的識別、規劃、執行、監察及審核等環節，在確保符合相關法例、行業標準及合約要求的前提下，保障參與項目的人員安全。

集團要求各項目在施工或服務提供期間建立定期風險評估機制。所有糾正措施或預防性方案在正式實施前，均須完成風險評估程序。這些評估結果將作為重要依據，用於制定標準化安全作業程序、編製專業培訓教材以及建立詳細的檢查清單，以確保現場使用的各類設備、配發的個人防護裝備以及實施的培訓內容均符合安全規範要求。

鑑於集團營運涉及炸藥作業，集團亦高度重視相關風險管理。集團嚴格遵守《危險品條例》及其他與炸藥使用相關的法例與安全規定，並於爆破前取得土木工程拓展署礦務部簽發的所有所需證書、執照及許可證。同時確保供應商及政府部門擁有合法的儲存及運輸炸藥牌照。

集團亦就多項高風險工序制定獨立的過程控制方案，涵蓋以下範疇，並訂明相應的安全規則及程序作為執行參考：

- i. 消防安排
- ii. 高處工作
- iii. 辦公室清潔及健康與安全
- iv. 人工搬運
- v. 電力作業
- vi. 便攜工具使用
- vii. 有害物質處理
- viii. 爬梯及通道使用

Furthermore, the Group promotes health and safety communications through notice boards prominently displayed at sites, newsletters, and suggestion boxes. The communicated content includes:

- i. The Group's integrated management system policy statement
- ii. Newly published safety procedures
- iii. Minutes of the most recent Health and Safety Committee meetings
- iv. Publications from relevant authorities
- v. Accident statistics
- vi. Other matters relating to health and safety

Currently, the Group has set two health and safety targets:

- i. To enhance employees' safety awareness through internal training
- ii. To limit annual accident incidents to no more than three

During the Reporting Period, the Group recorded zero reportable work injury incidents (compared to two in FY2024), reflecting an improvement in overall site safety performance. Lost days due to work injuries in the current year (645 days) are attributable to employees who were injured in previous years and have continued their leave.

此外，集團透過設於工地顯眼位置的告示板、快訊及意見箱，推廣及加強健康與安全資訊的溝通，涵蓋內容包括：

- i. 集團綜合管理系統政策聲明
- ii. 最新公布的安全程序
- iii. 最近一次健康與安全委員會會議記錄
- iv. 有關當局出版的相關資料
- v. 意外事故統計數據
- vi. 其他與健康與安全相關事項

集團現時訂下兩項健康與安全目標：

- i. 透過內部培訓提升僱員安全意識。
- ii. 每年意外事故控制在三宗以內。

報告期內，集團錄得零宗申報工傷事故（二零二四年度為兩宗），反映整體工地安全表現有所改善。本年度因工傷而損失的工作日數（645天）是由之前曾受傷並延續休假的員工所致。

Health and Safety 健康與安全	2025 二零二五年	2024 二零二四年	2023 二零二三年	Unit 單位
Number of work-related fatalities 因工死亡人數	0	0	0	Employee 人
Rate of work-related fatalities 因工死亡比率	0	0	0	%
Lost days due to work injury 因工傷損失工作日數	645	645	1,384	Day 天



9.2. Employment

The Group values the protection of employees' lawful rights and strictly complies with Hong Kong labour laws, including the Employment Ordinance and other applicable regulations. We are committed to providing a fair, transparent, and inclusive working environment.

Upholding principles of fairness and impartiality, the Group conducts recruitment based on job performance and implements an annual performance appraisal system. This system forms the basis for salary adjustments, promotions, and bonus distributions, ensuring all employees have equal opportunities to achieve their career goals. Discrimination in any form, including on grounds of age, gender, religion, political background, disability, marital or family status, is strictly prohibited.

The Group has established an Employee Handbook detailing standard working hours, leave arrangements, and welfare provisions. Employee benefits include comprehensive leave entitlements such as annual leave, sick leave, unpaid leave, maternity leave, paternity leave, compassionate leave, and examination leave, all implemented in accordance with company policy and relevant laws. Medical protection includes a comprehensive medical scheme and employee compensation insurance, with clear procedures for medical expense reimbursement, ensuring employees' health and safety are fully safeguarded during work.

9.2. 僱傭

集團重視保障僱員合法權益，嚴格遵守香港勞工法例，包括《僱傭條例》及其他適用法例，致力於提供公平、公開及多元共融的工作環境。

集團秉持公平公正的原則，根據工作表現進行選聘，並設立年度表現評估機制，作為薪酬調整、晉升及花紅發放的依據，確保所有僱員享有平等的機會實現其職業發展目標。此外，集團嚴禁任何形式的歧視行為，包括基於年齡、性別、信仰、政治背景、殘疾、婚姻或家庭狀況等因素的差別對待。

集團制定《僱員手冊》，明確員工標準辦公時間、假期安排及福利保障。福利方面，集團為僱員提供完善假期制度及醫療保障，包括年假、病假、無薪假、產假、侍產假、恩恤假及考試假等，並嚴格按照公司政策及相關法例執行。醫療保障方面，集團為全體僱員提供全面醫療計劃及僱員補償保險，並設立清晰醫療費用報銷程序，確保僱員工作期間的健康與安全得到充分保障。

The Group's employment statistics for the Reporting Period are as follows: 本年度集團的僱傭情況如下：

Total workforce 僱員數量		2025 二零二五年	2024 二零二四年	Unit 單位
Total number of employees 僱員總數		33	43	Employee 人
By Gender 按性別	Male 男性	28	37	Employee 人
	Female 女性	5	6	Employee 人
By Employment Type 按僱傭類型	Part Time 兼職	0	0	Employee 人
	Full Time General Employees 全職一般員工	25	26	Employee 人
	Full Time Technical Employees 全職技術員工	2	7	Employee 人
	Full Time Middle Management 全職中級管理層	4	6	Employee 人
	Full Time Senior Management 全職高級管理層	2	4	Employee 人
By Age Group 按年齡組別	Under 30 30歲以下	1	4	Employee 人
	30-40 30至40歲	8	5	Employee 人
	40-50 40至50歲	9	12	Employee 人
	50-60 50至60歲	8	9	Employee 人
	Over 60 60歲以上	7	13	Employee 人
By Region 按地區	Hong Kong 香港	33	43	Employee 人
	China 中國	0	0	Employee 人
	Oversea 海外	0	0	Employee 人



During the reporting period, the details of employee turnover rates are as follows:

於報告期內，僱員流失比率詳情如下：

Turnover Rate ¹ 僱員流失率		2025 二零二五年	2024 二零二四年	Unit 單位
Overall Turnover Rate 整體僱員流失率		102.63	119.76	%
By Gender 按性別	Male 男性	116.92	192.00	%
	Female 女性	18.18	66.00	%
By Age Group 按年齡組別	Under 30 30歲以下	200.00	125.00	%
	30-40 30至40歲	46.67	220.00	%
	40-50 40至50歲	71.43	100.00	%
	50-60 50至60歲	200.00	233.00	%
	Over 60 60歲以上	133.33	200.00	%
	Hong Kong 香港	102.63	119.76	%
	China 中國	0.00	0.00	%
By Region 按地區	Oversea 海外	0.00	0.00	%

The Group is mindful of the ongoing employee turnover patterns and acknowledges the importance of workforce stability in supporting its strategic objectives. We remain committed to continuously reviewing and refining our human resource management strategies to enhance employee engagement and retention. Through the implementation of targeted employee well-being and development initiatives, we aim to foster a more stable and committed workforce that underpins the Group's long-term growth.

本集團關注到近期員工流動趨勢，認識到維繫員工隊伍穩定對實現企業戰略目標的關鍵價值。我們將持續檢視及優化人力資源管理措施，致力提升員工滿意度和歸屬感，並積極推動各項員工關懷及發展計劃，以穩定員工隊伍，支持集團長遠發展目標。

¹ Turnover rate calculation: (number of employees turnover ÷ ((number of employees at the beginning of the year + number of employees at the end of the year) ÷ 2)) × 100%
流失率計算方法：(該類別僱員的離職人數 ÷ ((該類別僱員年初總數+該類別僱員年末總數) ÷ 2)) × 100%

9.3. Training and Development

The Group places strong emphasis on employee career development and actively encourages staff to participate in high-quality training programmes aimed at enhancing professional skills, keeping abreast of industry trends, and broadening knowledge. We promote a culture of continuous learning and support employees in proactively seeking specialised or external retraining opportunities.

All site personnel are required to undergo occupational health and safety training provided by contractors, while new employees must complete site safety induction training. This covers essential safety knowledge, including construction methods, blasting operations, rock trimming, excavation, noise barrier maintenance, and the proper use of personal protective equipment.

As most training activities are conducted externally or provided by main contractors, training percentage statistics are not applicable to the Group.

9.3. 培訓及發展

本集團重視僱員職業發展，積極鼓勵員工參與高質素培訓計劃，以提升專業技能、掌握行業動態及擴展知識。我們提倡員工主動申請專項或外部再培訓課程，推動持續進修文化。

所有地盤人員須接受承包商提供的職業健康與安全培訓，新入職員工則需完成地盤安全入職培訓，內容包括施工方法、爆破作業、岩石修整、挖掘、隔音屏障維護及個人防護裝備使用等安全知識。

由於員工參與的培訓主要為外部課程或總承包商提供的培訓，故培訓百分比統計不適用於本集團。

9.4. Labour Standard

The Group strictly complies with the Employment Ordinance and all other relevant labour laws in Hong Kong. The employment of child labour and forced labour is strictly prohibited. To prevent such practices at the source, all newly hired employees are required to submit valid identification documents to verify their age, ensuring that no underage workers are employed. In the event of any violation, the Group will immediately terminate the employment relationship and report the incident to the relevant authorities in a timely manner.

During the Reporting Period, the Group did not identify any material breaches of laws or regulations relating to the prevention of child or forced labour.

9.4. 勞工準則

本集團嚴格遵守《僱傭條例》及香港其他相關勞工法例，堅決禁止僱用童工及強迫勞工。為從源頭上杜絕相關情況，所有新入職僱員須提交有效身份證明文件核實年齡，確保不會僱用未成年勞工。如發現任何違規情況，本集團將立即終止僱傭關係，並及時向相關部門報告。

報告期間，本集團未有發現任何嚴重違反防止童工及強迫勞工相關法律法規的情況。



9.5. Community Investment

The Group has always regarded social sustainability as a vital aspect of its corporate responsibility. It firmly believes that corporate development should not be limited to the creation of economic value, but should also contribute to the overall well-being of society by promoting social equity, harmony, and progress.

At present, the Group supports and encourages employees to actively participate in various charitable and community activities during their spare time, with the aim of enhancing community welfare.

Looking ahead, the Group will continue to uphold this commitment by implementing concrete and meaningful initiatives that fulfil its social responsibilities. In doing so, it seeks to make a positive contribution to social advancement and harmony, supporting the pursuit of a better future for all.

9.5. 社區投資

集團始終視社會可持續發展為企業責任的重要一環。集團深信，企業發展不應僅關注經濟價值創造，更應致力提升社會整體福祉，促進社會公平、和諧與進步。

現時，集團支持及鼓勵員工於工餘時間積極參與各類慈善活動和社區活動，以改善社區福祉。

未來，集團將持續踐行這一理念，在推動企業發展的同時，通過具體實質的舉措落實社會責任，為社會進步與和諧作出積極貢獻，助力社會邁向更美好的未來。

10. DRIVING OPERATIONAL EXCELLENCE

The Group continuously enhances customer satisfaction by optimising supply chain management, strictly controlling project quality, and improving the quality of customer service. We uphold a principle of integrity in our operations and strictly comply with anti-corruption and corporate ethics standards to promote healthy and sustainable business development.

10.1. Supply Chain

The Group upholds principles of fairness, transparency, and responsible procurement, committed to establishing long-term partnerships with high-quality suppliers and subcontractors. We place strong emphasis on their performance in environmental protection, social responsibility, and business integrity, thereby promoting the sustainable development of our supply chain.

Our direct clients are primarily main contractors of various infrastructure, commercial, and residential projects in Hong Kong, encompassing both public and private sector works. Depending on the Group's capabilities, project schedule, resource allocation, cost efficiency, and project complexity, certain works may be subcontracted to local subcontractors.

10. 推動卓越營運

集團透過優化供應鏈管理、嚴控項目質量及提升客戶服務品質，持續提升客戶滿意度。我們秉持誠信經營理念，嚴格遵循反貪污及企業道德規範，促進業務健康穩健發展。

10.1. 供應鏈

本集團秉持公平、透明及負責任的採購原則，致力與優質供應商及分包商建立長期合作關係，重視其在環境保護、社會責任及商業誠信方面的表現，推動供應鏈的可持續發展。

集團的直接客戶主要為香港各類基礎設施、商業及住宅建築項目的總承建商，項目類型包括公營及私營項目。根據集團能力、項目進度、資源安排、成本效益及項目複雜程度，部分工程會分判予本地分包商。

All suppliers and subcontractors proposed for inclusion on the Approved Supplier and Subcontractor List must undergo rigorous evaluation, screening, and monitoring procedures. Annual performance assessments are conducted, with particular focus on safety performance. All subcontractors and suppliers are required to comply with relevant laws and regulations, contractual obligations, company instructions, and work guidelines. Failure to meet safety requirements or fulfil specific responsibilities may result in disciplinary action or other consequences.

Regarding procurement of safety equipment, the Group maintains an Approved Supplier List specifying recommended manufacturers and supply arrangements. All safety equipment must be ordered according to this list; procurement of specialised equipment not listed requires additional review. All safety equipment provided by subcontractors or suppliers is subject to inspection, and any items failing to meet standards will be immediately eliminated.

During the Reporting Period, we collaborated closely with 60 suppliers and subcontractors, all of whom are based in Hong Kong.

所有擬納入認可分包商或供應商名單的供應商及分包商，均須通過嚴格評估、篩選及監控程序，並每年接受表現評核，其中特別著重安全表現。所有分包商及供應商須遵守相關法例、合約條款、公司指示及工作守則。如未能符合安全要求或履行特定責任，將面臨紀律處分或其他後果。

在安全設備採購方面，集團設有《認可供應商名單》，列明建議製造商及供應安排。所有安全設備須依據名單訂購；如需採購特殊規格設備，須經額外審核。所有由分包商或供應商提供的安全設備均須檢查，不符合標準者將即時淘汰。

本年度，我們與60名供應商及分包商緊密合作。所合作的供應商及分包商全部位於香港。

Supply Chain 供應鏈	2025 二零二五年	2024 二零二四年	Unit 單位
Total Number of Suppliers and Subcontractors 供應商與分包商總數	60	116	Supplier 供應商

10.2. Quality Assurance

The Group has established an Integrated Management System (IMS), which integrates the Quality Management System (QMS), Environmental Management System (EMS), and Occupational Health and Safety Management System (OHSMS). These systems comply with the international standards ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 respectively. The Quality Management System outlines internal quality assurance requirements, covering execution procedures for various types of site works, delineation of employee responsibilities, quality inspection processes, and standards.

10.2. 質量保證

集團已建立綜合管理系統（IMS）。該系統整合了質量管理系統（QMS）、環境管理系統（EMS）及職業健康與安全管理系統（OHSMS），符合ISO 9001:2015、ISO 14001:2015及ISO 45001:2018國際標準。其中，質量管理系統規範內部質量保證要求，涵蓋不同類型地盤工程的執行情序、員工職責劃分、質量檢測流程及標準等內容。



The Group is typically invited to tender through invitation letters issued by clients. A preliminary assessment of the tender requirements is conducted prior to the preparation and submission of tender documents. Upon acceptance of the tender, a formal agreement detailing the terms is signed with the client. Depending on the scale and complexity of the project, a project team comprising key personnel will be formed.

本集團通常透過客戶邀請函獲邀參與投標，並於編制及提交投標文件前對投標要求進行初步評估。投標獲接納後，與客戶簽訂正式合約，訂明詳細條款。視乎項目規模及複雜程度，成立由主要人員組成的項目團隊。

Project Identification 選定項目	Tender Analysis and Preparation 招標分析及準備工作	Project Acceptance 承接項目	Project Team Formation 成立項目團隊
The Group is typically invited through invitation letters issued by clients. 本集團通常透過客戶發出的邀請函獲邀。	A preliminary assessment of the tender requirements is conducted before the preparation and submission of the tender documents. 在編制及提交投標文件之前，會對投標要求進行初步評估。	Once the tender is accepted, we enter into a formal agreement with the client detailing the terms. 一旦投標獲接受，我們便會與客戶簽訂正式合約，訂明詳細條款。	Depending on the scale and complexity of the project, a project team comprising key personnel will be formed. 視乎項目的規模及複雜程度，將組建由主要人員組成的項目團隊。

All quality assurance for projects is jointly conducted by the project team and client representatives to ensure completion, testing, and approval in accordance with client requirements, with inspections confirming no obvious defects. Works are carried out by the Group's direct labour or appointed subcontractors under strict supervision. Project managers meet regularly with clients to review progress and resolve issues. The Group continuously monitors work progress, project performance, and client feedback, holding progress meetings to keep clients informed of project status and key issues.

所有工程質量保證由項目團隊及客戶代表共同執行，確保項目按客戶要求完成、測試及核准，並經檢查無明顯缺陷。工程由本集團直接僱用勞工或聘用分包商在嚴格監督下進行。項目經理定期與客戶會面，檢討進度及解決問題。集團持續監察工作進度、項目表現及客戶反饋，並舉行進度會議確保客戶了解項目狀況及主要問題。

The Group places great importance on project quality management and will continue to optimise management processes to ensure consistent and compliant project quality.

集團高度重視項目質量管理，未來將繼續優化管理流程，確保項目質量穩定且符合要求。

Given the nature of the Group's business, no products have been subject to recalls due to safety, health concerns, or non-compliance with product responsibility laws.

鑑於本集團的業務性質，無任何產品因安全、健康問題或違反產品責任相關法律而被召回。

10.3. Customer Relations

The Group is committed to enhancing customer satisfaction and continuously improving service quality. We have established multiple channels to collect feedback, including biannual customer satisfaction surveys, with “listening” and “engagement” as key drivers for service improvement. Survey data and feedback are used to review operational performance, understand customer expectations, and monitor biannual report outcomes.

The Group places great importance on customer complaints, ensuring prompt response and proper resolution to continually enhance service standards.

Regarding customer data and privacy protection, all employees are explicitly required in the Employee Handbook to maintain confidentiality of company information, safeguarding customer interests and information security.

10.4. Anti-Corruption and Ethics

The Group maintains a zero-tolerance stance towards all forms of corruption and fraud. We strictly adhere to applicable laws and regulations, including the Prevention of Bribery Ordinance, and are committed to conducting our business with honesty, integrity, and in accordance with the highest ethical standards.

An anti-fraud framework has been implemented across the Group, supported by sound corporate governance, internal controls, and risk management. This framework is tailored to the Group's size, business complexity, and operational processes, and encompasses prevention, detection, and response. Comprehensive control procedures and an effective audit mechanism are also in place. The Board plays an active role in overseeing fraud risk management, working closely with management to prevent and investigate fraud and mitigate associated risks.

10.3. 客戶關係

本集團致力提升客戶滿意度，並持續優化服務質素。我們設立多渠道收集意見，包括每年兩次客戶滿意度調查，以「傾聽」與「互動」作為服務質素提升的關鍵。調查數據及反饋將用於檢視營運表現、了解客戶期望，並持續跟進半年報告結果。

此外，對於客戶投訴，集團亦高度重視，確保迅速回應並妥善解決，持續改進服務水平。

有關客戶資料及隱私保護，集團已在僱員手冊已明確要求所有員工對公司資料承擔保密責任，保障客戶利益和資訊安全。

10.4. 反貪污與道德

本集團對任何形式的貪污及欺詐行為採取零容忍態度，嚴格遵守《防止賄賂條例》等相關法律法規，秉持誠實正直的營運原則，以最高道德標準行事。

集團透過企業管治、內部控制及風險管理三方面構建防欺詐體系，根據公司規模、業務複雜程度及流程制定相應計劃，涵蓋預防、檢查及應對三個層面，設有完善內部控制程序及審計機制。董事會負責持續監控欺詐風險管理，與管理層共同承擔預防及調查欺詐行為的責任，以有效降低風險。



The Group defines fraud as any deceptive conduct intended to secure financial or personal gain, or to cause loss to others. This includes, but is not limited to, corruption, misappropriation of assets, and falsification of records. All employees are clearly instructed in the Employee Handbook to report any suspected cases of corruption, theft, fraud, or embezzlement to their department head without delay. Management will conduct an investigation and, where appropriate, report the matter to the police or the Independent Commission Against Corruption (ICAC). All reports are treated in strict confidence.

We are committed to fostering a corporate culture based on integrity and fairness. Regular training and internal communication are conducted to strengthen employees' awareness of ethical standards. Going forward, we will further strengthen anti-corruption and business ethics training for Board members and all employees, with a continued focus on enhancing integrity and compliance standards.

No legal cases relating to corruption were recorded during the Reporting Period.

集團將欺詐定義為具欺騙性質的行為，旨在獲取財務或個人利益，或導致他人損失，包括但不限於貪污、資產挪用及虛報。我們已在《僱員手冊》明確所有員工須及時向部門主管報告懷疑貪污、盜竊、欺詐或挪用資金個案。管理層將展開調查，必要時向警方或廉政公署（ICAC）報案。所有舉報均嚴格保密處理。

集團致力推動以誠信、公正為核心的企業文化，定期進行相關培訓及內部溝通，強化員工道德意識。未來，我們將進一步加強針對董事會成員及全體員工的商業道德及反貪污培訓，持續提升廉潔合規水平。

本集團於報告期內並無牽涉與貪污有關的法律案件。

11. ESG PERFORMANCE TABLE

11. 環境、社會及管治績效表

Aspects and KPIs 層面及關鍵績效指標	2025 二零二五年	2024 二零二四年	Unit 單位
Air Emissions 廢氣排放			
Sulphur Oxides (SOx) 硫氧化物	0.09	2.01	Kg 公斤
GHG Emissions 溫室氣體排放			
Scope 1 emissions 範圍1排放	75.41	344.09	Tonnes CO ₂ -e 公噸二氧化碳當量
Scope 2 emissions 範圍2排放	9.51	8.91	Tonnes CO ₂ -e 公噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	84.92	353.00	Tonnes CO ₂ -e 公噸二氧化碳當量
Intensity (by project) 強度（按項目）	42.46	176.50	Tonnes CO ₂ -e/Project 公噸二氧化碳當量/項目
Energy 能源			
Electricity Consumption 耗電量	24,387.00	24,079.00	kWh 千瓦時
Office 辦公室	13,460.00	13,353.00	kWh 千瓦時
Warehouse 倉庫	10,927.00	10,726.00	kWh 千瓦時
Gasoline Consumption 汽油耗量	4068.58	10,068.72	L 升
Diesel Consumption 柴油耗量	2046.89	115,384.12	L 升
Direct Energy Consumption 直接能源消耗	208.29	4,798.18	GJ 吉焦
Indirect Energy Consumption 間接能源消耗	87.79	86.68	GJ 吉焦
Total Energy Consumption 總能源消耗量	296.08	4,884.86	GJ 吉焦
Energy Intensity (by Employee) 能源強度（按僱員）	8.97	111.59	GJ/Employee 吉焦／僱員
Water Consumption 水資源使用			
Water consumption 水消耗量	13.00	13.00	Cubic metres 立方米
Intensity (by Employee) 強度（按僱員）	0.39	0.30	Cubic metres/Employee 立方米／僱員

Aspects and KPIs 層面及關鍵績效指標	2025 二零二五年	2024 二零二四年	Unit 單位
Paper Consumption			
用紙量			
Total paper usage 用紙總量	60.00	60.00	Kg 公斤
Intensity (by Employee) 強度（按僱員）	1.82	0.50	Kg/Employee 公斤／僱員
Total workforce			
僱員數量			
Total number of employees 僱員總數	33	43	Employee 人
<i>By Gender</i> <i>按性別</i>			
Male 男性	28	37	Employee 人
Female 女性	5	6	Employee 人
<i>By Employment Type</i> <i>按僱傭類型</i>			
Part Time 兼職	0	0	Employee 人
Full Time General Employees 全職一般員工	25	26	Employee 人
Full Time Technical Employees 全職技術員工	2	7	Employee 人
Full Time Middle Management 全職中級管理層	4	6	Employee 人
Full Time Senior Management 全職高級管理層	2	4	Employee 人
<i>By Age Group</i> <i>按年齡組別</i>			
Under 30 30歲以下	1	4	Employee 人
30-40 30至40歲	8	5	Employee 人
40-50 40至50歲	9	12	Employee 人
50-60 50至60歲	8	9	Employee 人
Over 60 60歲以上	7	13	Employee 人
<i>By Region</i> <i>按地區</i>			
Hong Kong 香港	33	43	Employee 人
China 中國	0	0	Employee 人
Oversea 海外	0	0	Employee 人

Aspects and KPIs 層面及關鍵績效指標	2025 二零二五年	2024 二零二四年	Unit 單位
Turnover Rate			
僱員流失率			
Overall Turnover Rate 整體僱員流失率	102.63	119.76	%
<i>By Gender</i>			
<i>按性別</i>			
Male 男性	116.92	192.00	%
Female 女性	18.18	66.00	%
<i>By Age Group</i>			
<i>按年齡組別</i>			
Under 30 30歲以下	200.00	125.00	%
30-40 30至40歲	46.67	220.00	%
40-50 40至50歲	71.43	100.00	%
50-60 50至60歲	200.00	233.00	%
Over 60 60歲以上	133.33	200.00	%
<i>By Region</i>			
<i>按地區</i>			
Hong Kong 香港	102.63	119.76	%
China 中國	0.00	0.00	%
Oversea 海外	0.00	0.00	%
Health and Safety			
健康與安全			
Number of work-related fatalities 因工死亡人數	0	0	Employee 人
Rate of work-related fatalities 因工死亡比率	0	0	%
Lost days due to work injury 因工傷損失工作日數	645	645	Day 天
Supply Chain			
供應鏈			
Total Number of Suppliers and Subcontractors 供應商與分包商總數	60	116	Supplier 供應商



12. HKEX ESG REPORTING CODE CONTENT INDEX

12. 香港交易所環境、社會及管治報告守則內容索引

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
Part B: Mandatory Disclosure Requirements		
B部分：強制披露規定		
Governance Structure	A statement from the board containing the following elements:	Our Approach To Sustainability
	(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.	
管治架構	由董事會發出的聲明，當中載有下列內容：	可持續發展方針
	(i) 披露董事會對環境、社會及管治事宜的監管；	
	(ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及	
	(iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。	

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: 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. 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. 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.	Reporting Principle
匯報原則	描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則： 重要性：環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。 一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。	報告原則
Reporting Boundary	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.	Reporting Scope and Period
匯報範圍	解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	報告範疇及區間



KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
A. Environmental		
A. 環境		
<i>Aspect A1: Emissions</i>		
<i>層面A1 排放物</i>		
General Disclosure	Information on:	Emissions
	(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.	
一般披露	一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的：	排放
	(a) 政策；及	
KPI A1.1	(b) 遵守對發行人有重大影響的相關法律及規例的資料。 The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions 排放
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions 排放
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	No targets have been established at this stage
KPI A1.6	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	暫未設立目標 Emissions 排放

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
<i>Aspect A2: Use of Resources</i> 層面A2：資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resource
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	資源使用
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). 按類型劃分的直接及／或間接能源（如電、氣或油）推動環保－資源使用總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Use of Resource 資源使用
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Use of Resource 資源使用
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	No targets have been established at this stage 暫未設立目標
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. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	No targets have been established at this stage 暫未設立目標
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）不適用每生產單位佔量。	Not Applicable 不適用



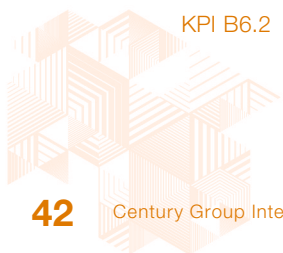
KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
<i>Aspect A3: The Environment and Natural Resources</i> 層面A3：環境及天然資源		
General Disclosure 一般披露 KPI A3.1	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental Management 環境管理 Environmental Management 環境管理
<i>Aspect A4: Climate Change</i> 層面A4：氣候變化		
General Disclosure 一般披露 KPI A4.1	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化 Climate Change 氣候變化
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
<i>Aspect B1: Employment</i> 層面B1：僱傭		
General Disclosure 一般披露	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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭
<i>Aspect B2: Health and Safety</i> 層面B2：健康與安全		
General Disclosure	Information on:	Health and Safety
	(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.	
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的：	健康及安全
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Health and Safety 健康及安全
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康及安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康及安全



KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
<i>Aspect B3: Development and Training</i> <i>層面B3：發展及培訓</i>		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Training and Development 培訓及發展
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Training and Development 培訓及發展
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Training and Development 培訓及發展
<i>Aspect B4: Labour Standards</i> <i>層面B4：勞工準則</i>		
General Disclosure 一般披露	Information on: (a) the policies, and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：	Labour Standard 勞工準則
KPI B4.1	(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standard 勞工準則
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standard 勞工準則

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
Operating practices		
運營慣例		
<i>Aspect B5: Supply Chain Management</i>		
<i>層面B5：供應鏈管理</i>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain
一般披露	管理供應鏈的環境及社會風險政策。	供應鏈
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain 供應鏈
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain 供應鏈
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain 供應鏈
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain 供應鏈
<i>Aspect B6: Product Responsibility</i>		
<i>層面B6：產品責任</i>		
General Disclosure	Information on:	Quality Assurance
	(a) the policies, and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	質量保證
	(a) 政策；及	
KPI B6.1	(b) 遵守對發行人有重大影響的相關法律及規例的資料。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not Applicable
KPI B6.2	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	不適用 Customer Relations 客戶關係



KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Not Applicable 不適用
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Quality Assurance 質量保證
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Customer Relations 客戶關係
<i>Aspect B7: Anti-corruption</i> 層面B7：反貪污		
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的：	Anti-corruption and ethics 反貪污與道德
KPI B7.1	(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption and ethics 反貪污與道德
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption and ethics 反貪污與道德
KPI B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption and ethics 反貪污與道德

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
Community		
社區		
<i>Aspect B8: Community Investment</i>		
層面B8：社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區投資
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment
	在專注範疇所動用資源（如金錢或時間）。	社區投資
Part D: Climate-related Disclosures		
D部分：氣候相關披露		
Governance	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Climate Change
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	
管治	(a) 負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人。	氣候變化
	(b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。	
Strategy	Climate-related risks and opportunities	Climate Change
策略	氣候相關風險和機遇	氣候變化
	Business model and value chain	
	業務模式和價值鏈	
	Strategy and decision-making	
	策略和決策	
	Financial position, financial performance and cash flows	
	財務狀況、財務表現及現金流量	
	Climate resilience	
	氣候韌性	



KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
Risk Management	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks. (b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate related opportunities). (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Climate Change
風險管理	(a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策。 (b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）。 (c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。	氣候變化
Metrics and Targets 指標及目標	Greenhouse gas emissions 溫室氣體排放 Climate-related transition risks 氣候相關轉型風險 Climate-related physical risks 氣候相關物理風險 Climate-related opportunities 氣候相關機遇 Capital deployment 資本運用 Internal carbon prices 內部碳定價 Remuneration 薪酬 Industry-based metrics 行業指標 Climate-related targets 氣候相關目標	Climate Change 氣候變化

The logo is a stylized, three-dimensional geometric design composed of multiple overlapping rectangular blocks. These blocks are arranged in a way that creates a sense of depth and perspective, with some blocks appearing to be in front of others. The entire logo is rendered in a light orange or tan color.

Century Group International Holdings Limited
世紀集團國際控股有限公司