

**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)

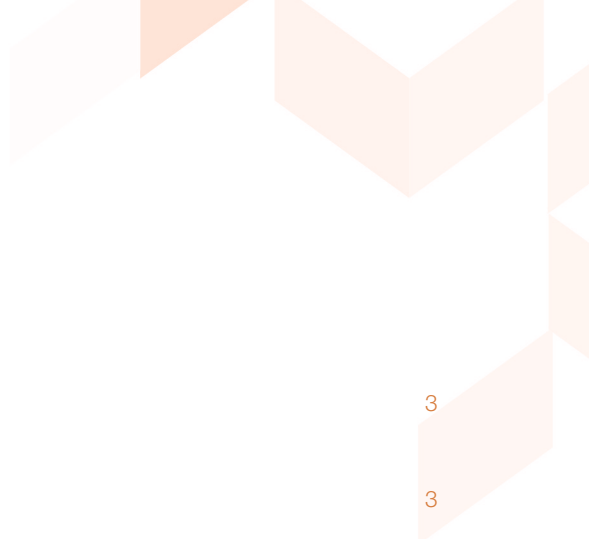
股份代號: 2113

**2026**

**環境、社會及管治報告**

**Environmental, Social and  
Governance Report**





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## 1. ABOUT THIS REPORT

### 1.1. 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 2025 to 31 March 2026 (the “Reporting Period” or the “Year”).

### 1.2. 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.

## 1. 有關本報告

### 1.1. 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二零二五年四月一日至二零二六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。

### 1.2. 報告原則

本集團根據環境、社會及管治報告指引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。

## 2. ABOUT OUR GROUP

The Group is committed to providing comprehensive and innovative site formation solutions, primarily operating as a subcontractor in Hong Kong.

## 2. 關於本集團

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。

| COMPREHENSIVE SITE FORMATION SOLUTIONS<br>全面地盤平整解決方案                                                                                                                 |                                                                                                                                                                                    |                                                                                                                          |                                                                         |                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------------|
| GENERAL<br>EARTHWORKS<br>一般土石工程                                                                                                                                      | TUNNEL<br>EXCAVATION<br>WORKS<br>隧道挖掘工程                                                                                                                                            | FOUNDATION<br>WORKS<br>地基工程                                                                                              | ROAD AND<br>DRAINAGE<br>WORKS<br>道路及渠務工程                                | ANCILLARY<br>SERVICES<br>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. SUSTAINABILITY GOVERNANCE

#### 3.1. Statement on Sustainable Development

The Board recognises the importance of sustainable development to the Group's long-term and resilient business growth and has integrated environmental, social and governance ("ESG") considerations into its business management and decision-making processes. The Board is responsible for overseeing the Group's sustainability strategy, the management of related risks and opportunities, and the overall direction of ESG initiatives, ensuring that sustainability principles are embedded in business operations and contribute to the creation of long-term value.

During the Reporting Period, the Board continued to monitor environmental and social issues relevant to the Group's operations, including occupational health and safety, environmental protection, resource efficiency, employee development, business ethics and compliance. Through regular reviews of relevant management measures and performance, the Board remained informed of the Group's progress in sustainable development. The Board also reviewed the preparation process and disclosure contents of this ESG Report and confirmed that the Report covers sustainability issues that are material to both the Group and its stakeholders.

The Group places great emphasis on stakeholder engagement and maintains communication with various stakeholder groups through multiple channels to understand their concerns and expectations. Relevant feedback is taken into consideration in the Group's management and decision-making processes. The Board believes that sound corporate governance and responsible business practices enhance the Group's resilience and enable it to create long-term value for shareholders, employees, customers and other stakeholders.

### 3. 可持續發展管治

#### 3.1. 可持續發展聲明

董事會深明可持續發展對企業長遠穩健經營的重要性，並將環境、社會及管治（ESG）因素納入集團的業務管理及決策過程中。董事會負責監督本集團的可持續發展策略、相關風險及機遇管理，以及ESG工作的整體方向，確保可持續發展理念與業務營運相結合，支持集團實現長期價值創造。

報告期內，董事會持續關注與業務相關的環境及社會議題，包括職業健康與安全、環境保護、資源使用效率、員工發展、商業道德及合規營運等範疇，並透過定期檢討相關管理措施及表現，了解集團在可持續發展方面的進展。董事會亦審閱本年度ESG報告的編製過程及披露內容，確認報告已涵蓋對集團及持份者具有重要性的可持續發展議題。

本集團重視與各持份者的溝通，透過不同渠道了解其關注事項及期望，並將有關意見納入管理考量。董事會相信，良好的企業管治及負責任的營運方式有助提升企業韌性，為股東、員工、客戶及其他持份者創造長遠價值。



### 3.2. Sustainability Governance

The Group has established a sustainability governance structure comprising the Decision-making Level, Management Level and Execution Level to promote the integration of ESG principles into daily operations and business management. The Decision-making Level consists of the Board of Directors, which is responsible for overseeing the overall direction of the Group's sustainability initiatives, reviewing ESG-related strategies, material issues and annual reports, and assessing sustainability-related risks and opportunities relevant to the Group's business operations. The Management Level is responsible for implementing the Board's decisions, coordinating and overseeing sustainability initiatives across departments, promoting the execution of relevant policies and measures, and regularly reporting ESG progress and key matters to the Board. The Execution Level comprises various business units and functional departments, which are responsible for carrying out specific sustainability-related tasks in accordance with established management requirements. These responsibilities include environmental protection, occupational health and safety, employee management, compliance operations and community engagement. The Execution Level is also responsible for data collection, day-to-day management and performance tracking to ensure the effective implementation of sustainability initiatives across the Group.

### 3.2. 可持續發展治理

本集團建立由決策層、管理層及執行層組成的可持續發展治理架構，推動ESG理念融入日常營運及業務管理。決策層由董事會組成，負責監督集團可持續發展工作的整體方向，審閱ESG相關策略、重要議題及年度報告，並評估與業務相關的可持續發展風險及機遇。管理層負責落實董事會的決策要求，統籌及協調各部門開展可持續發展工作，推動相關政策及措施的執行，並定期向董事會匯報ESG工作進展及主要事項。執行層由各業務部門及職能部門組成，按照既定管理要求開展具體工作，包括環境保護、職業健康與安全、員工管理、合規經營及社區參與等範疇，並負責相關數據收集、日常管理與績效跟進，確保各項可持續發展措施得到有效執行。

### 3.3. Stakeholder Engagement

The Group values the opinions and expectations of its stakeholders and believes that effective communication helps deepen mutual trust and supports the steady development of its business. To understand the concerns of different stakeholders, the Group continuously communicates with its stakeholders, such as shareholders and investors, customers, employees, suppliers, regulatory bodies and the community, to gather their opinions and suggestions on the Group's operations and sustainable development efforts. During the Reporting Period, the Group interacted with stakeholders through shareholder meetings, daily business communications, meetings, emails, announcements, and other communication channels to understand their concerns, and incorporate these opinions into its daily management and business decision-making to respond to stakeholders' reasonable expectations.

### 3.3. 持份者參與

本集團重視持份者的意見及期望，並相信有效的溝通有助深化互信關係，支持業務穩健發展。為了解不同持份者所關注的議題，本集團持續與股東及投資者、客戶、員工、供應商、監管機構及社區等持份者保持溝通，收集其對集團營運及可持續發展工作的意見和建議。報告期內，本集團透過股東大會、日常業務交流、會議、電子郵件、公告及其他溝通渠道與持份者互動，了解其關注事項，並將相關意見納入日常管理及業務決策考量，以回應持份者的合理期望。

| Stakeholders<br>持份者                                         | Expectations and Requirements<br>期望及要求                                                                                                                                                                                                  | Communication Channels<br>溝通管道                                                                                                                                                                                                       |
|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Stock Exchange,<br>Government and<br>Regulatory Authorities | <ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Compliance with GEM Listing Rules</li> <li>Timely and accurate announcements</li> </ul>                                                            | <ul style="list-style-type: none"> <li>Government inspections</li> <li>Emails</li> <li>Seminars</li> <li>Website updates</li> <li>Announcements</li> </ul>                                                                           |
| 聯交所、政府及監管機構                                                 | <ul style="list-style-type: none"> <li>遵守法律及法規</li> <li>遵守GEM上市規則</li> <li>及時準確公告</li> </ul>                                                                                                                                            | <ul style="list-style-type: none"> <li>政府檢查</li> <li>電子郵件</li> <li>研討會</li> <li>網站更新</li> <li>公告</li> </ul>                                                                                                                          |
| Employees                                                   | <ul style="list-style-type: none"> <li>Attractive employee remuneration</li> <li>Rights and benefits</li> <li>Promote occupational health</li> <li>Career development and opportunities</li> <li>Improve working environment</li> </ul> | <ul style="list-style-type: none"> <li>Regular internal meetings</li> <li>Training and seminars</li> <li>Performance appraisal</li> <li>Emails</li> <li>Employee handbooks</li> <li>On-site safety trainings and meetings</li> </ul> |
| 僱員                                                          | <ul style="list-style-type: none"> <li>有吸引力的僱員薪酬</li> <li>權利及福利</li> <li>促進職業健康</li> <li>職業發展及機會</li> <li>改善工作環境</li> </ul>                                                                                                             | <ul style="list-style-type: none"> <li>定期內部會議</li> <li>培訓及研討會</li> <li>績效評估</li> <li>電子郵件</li> <li>僱員手冊</li> <li>工地安全培訓及會議</li> </ul>                                                                                                |



| Stakeholders<br>持份者          | Expectations and Requirements<br>期望及要求                                                                                                                                                                  | Communication Channels<br>溝通管道                                                                                                                                                                       |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Shareholders and Investors   | <ul style="list-style-type: none"> <li>Return on investments</li> <li>Corporate governance</li> <li>Compliance with laws and regulations</li> </ul>                                                     | <ul style="list-style-type: none"> <li>Company's website</li> <li>Shareholders' meetings</li> <li>Financial reports, announcements and circulars and other publicly available information</li> </ul> |
| 股東及投資者                       | <ul style="list-style-type: none"> <li>投資回報</li> <li>企業管治</li> <li>遵守法律法規</li> </ul>                                                                                                                    | <ul style="list-style-type: none"> <li>公司網站</li> <li>股東大會</li> <li>財務報告、公告及通函以及其他公開資料</li> </ul>                                                                                                     |
| Suppliers and Subcontractors | <ul style="list-style-type: none"> <li>Product rights and interest</li> <li>Fair and honest procurements</li> </ul>                                                                                     | <ul style="list-style-type: none"> <li>Frequent communication via e-mails or telephone</li> <li>Performance appraisals</li> </ul>                                                                    |
| 供應商及分包商                      | <ul style="list-style-type: none"> <li>產品權利及權益</li> <li>公平及誠實的採購</li> </ul>                                                                                                                             | <ul style="list-style-type: none"> <li>透過電子郵件或電話經常溝通</li> <li>表現評估</li> </ul>                                                                                                                        |
| Customers                    | <ul style="list-style-type: none"> <li>Achieve win-win cooperation</li> <li>Quality of products and services</li> <li>Prompt handling time</li> <li>Safeguard sensitive customer information</li> </ul> | <ul style="list-style-type: none"> <li>Meetings</li> <li>Site visit</li> <li>Customers service hotline and e-mails</li> <li>Audit and performance feedback</li> </ul>                                |
| 客戶                           | <ul style="list-style-type: none"> <li>實現合作共贏</li> <li>產品及服務質量</li> <li>迅速的處理時間</li> <li>保障客戶敏感資料</li> </ul>                                                                                            | <ul style="list-style-type: none"> <li>會議</li> <li>現場考察</li> <li>客戶服務熱線及電子郵件</li> <li>稽核及表現反饋</li> </ul>                                                                                             |
| Community                    | <ul style="list-style-type: none"> <li>Involvement in community welfare</li> <li>Increase the awareness of environmental protection</li> <li>Community development</li> </ul>                           | <ul style="list-style-type: none"> <li>Donations and sponsorships</li> <li>Participation in community activities</li> <li>Press releases and news</li> </ul>                                         |
| 社區                           | <ul style="list-style-type: none"> <li>參與社區福利</li> <li>提高環保生產意識</li> <li>社區發展</li> </ul>                                                                                                                | <ul style="list-style-type: none"> <li>捐贈及贊助</li> <li>參與社區活動</li> <li>新聞發佈</li> </ul>                                                                                                                |

### 3.4. 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 17 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 financial materiality and impact materiality. We construct a materiality assessment matrix to quantify and accurately determine key issues and their prioritization.

### 3.4. 重要性議題分析

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17個ESG議題。

#### 第二步：確定重要性

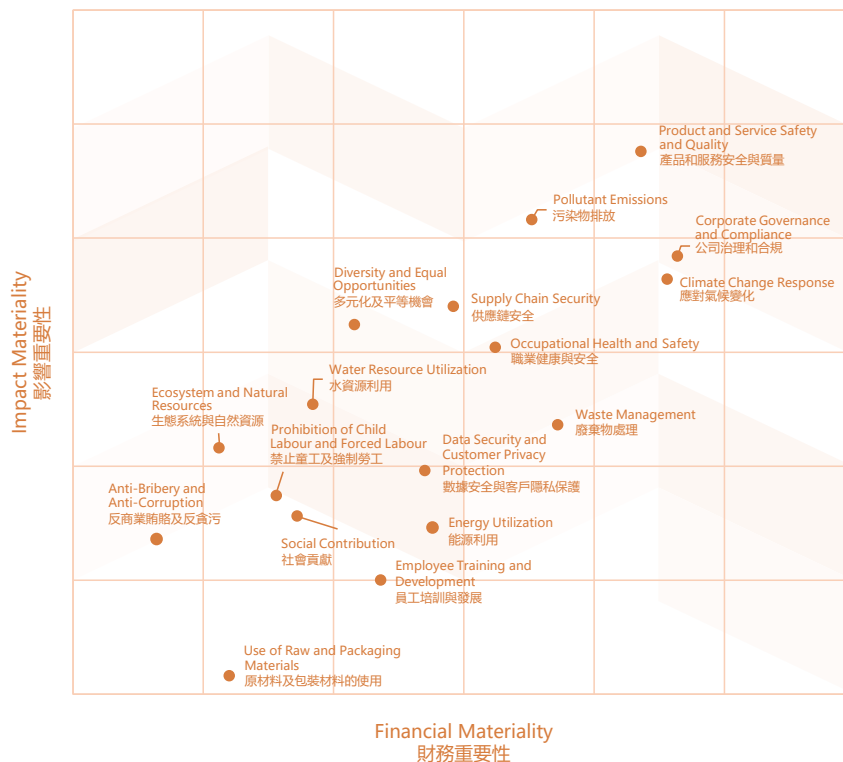
透過內部訪談、專題研討及外部專家諮詢等方式，從「財務重要性」及「影響重要性」兩大維度對各議題進行深入評估，構建實質性評估矩陣，以量化方式準確識別關鍵議題，並據此確定優先順序。

### 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。



Two-Dimensional Matrix of Materiality Analysis  
實質性議題分析二維矩陣圖

## 4. ENVIRONMENTAL PROTECTION AND RESOURCE MANAGEMENT

### 4.1. Environmental Emissions and Pollution Control

#### 4.1.1. Dust Emissions

The Group continues to strengthen the management of dust and particulate emissions arising from construction activities, with the aim of minimising the potential impact of its projects on the surrounding environment and local communities. Dust generated during construction activities primarily originates from excavation works, site formation, loading and transportation of construction materials, as well as metal processing operations. Without appropriate management, such emissions may adversely affect air quality and the construction environment.

To effectively control dust emissions, the Group has established corresponding management measures based on the characteristics of individual projects and on-site operational conditions. Control measures are implemented through source prevention, operational management and routine inspections. For materials and work areas that are prone to generating dust, the Group adopts measures such as covering, enclosure and enclosed storage to minimise the dispersion of dust. Water spraying is carried out on construction roads, excavation areas and material stockpiles, taking into account weather conditions and site circumstances, to suppress dust and maintain adequate surface moisture. In addition, transportation vehicles are required to properly cover transported materials and keep vehicle bodies and wheels clean to reduce the risk of dust generation during transportation.

Furthermore, the Group continuously strengthens site environmental management and conducts regular supervision and inspections. Scattered materials and construction waste are promptly removed to prevent the spread of dust, particularly during windy conditions. Through the implementation of these dust control measures, the Group strives to minimise the environmental impact of its construction activities and promote the coordinated development of project construction and environmental protection.

## 4. 環境保護與資源管理

### 4.1. 環境排放與污染防治

#### 4.1.1. 粉塵排放

本集團持續加強施工過程中的揚塵及粉塵排放管理，致力減少工程活動對周邊環境及社區的潛在影響。施工期間產生的粉塵主要來自土方開挖、場地平整、建築材料裝卸與運輸，以及金屬加工等工序。若管理不當，相關排放可能對空氣質素及施工環境造成影響。

為有效控制粉塵排放，本集團根據工程特點及現場作業情況制定相應管理措施，從源頭預防、過程控制及日常巡查等方面加強管控。對於易產生揚塵的物料及作業區域，集團採取覆蓋、圍擋及密閉存放等措施，減少粉塵外逸；針對施工道路、土方作業面及物料堆放區，視天氣及現場情況適時進行灑水降塵，保持地面濕潤；同時要求運輸車輛妥善覆蓋車載物料，並保持車身及車輪清潔，降低運輸過程中的揚塵風險。

此外，本集團持續加強施工現場環境管理及日常監督檢查，及時清理散落物料及建築廢料，避免因大風天氣導致粉塵擴散。透過落實各項防塵措施，集團致力將施工活動對環境的影響降至最低，推動工程建設與環境保護協同發展。

#### 4.1.2. Air Emissions

Given the nature of the Group's business, no industrial production activities are involved. During the Reporting Period, the Group did not operate any stationary combustion facilities or other significant sources of air emissions. Air emissions generated by the Group mainly arose from limited fuel consumption by vehicles and routine operational activities. The overall level of emissions remained relatively low and had a limited impact on the environment. To minimise air emissions, the Group continued to strengthen the routine maintenance and servicing of vehicles and equipment to ensure efficient operation and optimal fuel combustion performance. The Group also sought to reduce vehicle idling time and unnecessary fuel consumption through proper transportation route planning and effective scheduling of construction activities, thereby lowering the emission of air pollutants.

In addition, the Group encourages its operational teams to enhance resource utilisation efficiency and continues to explore opportunities for adopting energy-saving and emission-reduction technologies and management practices. Through these efforts, the Group strives to reduce the environmental impact of its operations and support sustainable development.

##### Air Emissions

##### 廢氣排放

2026

二零二六年

2025

二零二五年

Unit

單位

Sulphur Oxides (SOx)  
硫氧化物

0

0.09

Kg  
公斤

#### 4.1.3. Waste Management

The Group places great importance on waste management throughout its operations and is committed to minimising the environmental impact of waste through source reduction, waste segregation, recycling and proper disposal practices. During the Reporting Period, the waste generated by the Group mainly comprised construction and renovation waste arising from project activities, general office waste, and a small quantity of chemical waste generated during maintenance and repair works.

#### 4.1.2. 廢氣排放

本集團的業務性質不涉及工業生產活動，於報告期內並無固定燃燒設施或其他重大廢氣排放源。集團產生的廢氣排放主要來自少量車輛燃料消耗及日常營運過程，相關排放水平較低，對環境造成的影響有限。為減少廢氣排放，本集團持續加強車輛及設備的日常維護保養，確保其保持良好運行狀態及燃燒效率；同時合理規劃運輸路線及施工安排，減少車輛空轉及不必要的燃料消耗，從而降低大氣污染物排放。

集團亦鼓勵營運團隊提升資源使用效率，並持續關注節能減排相關技術及管理措施的應用機會。集團致力通過相關舉措，減少營運對環境的影響，助力可持續發展。

#### 4.1.3. 廢棄物管理

本集團重視營運過程中的廢棄物管理，並致力透過源頭減量、分類回收及合規處置等措施，降低廢棄物對環境造成的影響。報告期內，本集團產生的廢棄物主要包括建築及裝修工程產生的建築廢料、一般辦公廢棄物，以及少量維修保養過程中產生的化學廢物。

To strengthen waste management, the Group has established waste segregation and collection facilities at project sites and encourages the sorting and recycling of recyclable materials. Different types of waste are properly stored and managed to prevent environmental pollution resulting from improper handling. Construction waste is collected and transported by qualified contractors to designated treatment facilities for disposal in accordance with applicable regulatory requirements. For chemical waste, the Group strictly complies with relevant laws and regulations and engages licensed waste collectors for the collection, transportation and treatment of such waste, ensuring that the entire disposal process is conducted in accordance with regulatory requirements. Through these measures, the Group seeks to enhance waste management performance, reduce environmental impacts associated with waste generation and disposal, and support sustainable business operations.

為加強廢棄物管理，本集團於各項目現場設置分類收集設施，鼓勵對可回收物料進行分類及回收利用，並妥善存放各類廢棄物，防止因管理不善而造成環境污染。對於建築廢料，本集團按照相關法規要求交由合資格承辦商收集及運送至指定處理設施進行處置；對於化學廢物，則嚴格遵守相關法例規定，由持牌收集商負責收集、運輸及處理，確保整個處置過程符合監管要求。透過這些措施，本集團旨在提升廢棄物管理績效，減少廢棄物產生和處置對環境的影響，並支持可持續的業務運營。

| Paper Consumption<br>用紙量           | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位           |
|------------------------------------|---------------|---------------|----------------------|
| Total paper usage<br>用紙總量          | 0             | 60.00         | KG<br>公斤             |
| Intensity (by Employee)<br>強度（按僱員） | 0             | 1.82          | Kg/Employee<br>公斤／僱員 |

#### 4.1.4. Environmental Noise Control

The Group places importance on noise management during both construction and operational activities and has implemented appropriate measures to minimise potential impacts on the surrounding environment and local communities. During the Reporting Period, the Group controlled noise generation through measures such as proper scheduling of construction activities, regular maintenance of machinery and equipment, and requiring construction personnel to comply with relevant operational procedures and requirements. In addition, the Group closely monitored site conditions and sought to minimise disturbances caused by high-noise activities to nearby residents and other stakeholders wherever practicable. Through ongoing noise management and monitoring efforts, the Group strives to reduce the environmental impact of its operations and maintain harmonious relationships with the communities in which it operates.

#### 4.1.4. 環境噪音控制

本集團重視施工及營運過程中的噪音管理，並採取適當措施減少對周邊環境及社區的影響。報告期內，集團透過合理安排施工時間、定期維護機械設備及要求施工人員遵守相關作業規範等方式控制噪音產生。同時，集團密切關注施工現場情況，盡量減少高噪音工序對附近居民及其他持份者造成的滋擾。透過持續的噪音管理和監測工作，本集團致力於減少其營運對環境的影響，並與其營運所在社區維持和諧的關係。



## 4.2. Resource Use and Energy Management

### 4.2.1. Energy Consumption

The Group's energy consumption primarily arises from fuel usage associated with the transportation of construction materials and electricity consumption in office operations. As utilities at project sites, including electricity and water, are centrally managed by property owners or main contractors and are not within the Group's operational or financial control, the Group is unable to obtain the relevant consumption data for inclusion in its reporting scope.

Nevertheless, the Group places importance on energy efficiency and actively promotes energy-saving practices in its daily operations. Employees are encouraged to switch off lighting, computers and other office equipment when not in use to avoid unnecessary energy consumption. In addition, the Group seeks to improve resource utilisation efficiency and reduce energy consumption through the optimisation of transportation arrangements and operational processes. Through these measures, the Group remains committed to enhancing energy management performance and promoting the responsible use of resources in support of sustainable development.

### 4.2.2. Water Resource Management

The Group's water consumption is primarily associated with construction activities at project sites and daily office operations, including dust suppression, equipment cleaning and vehicle washing. As water supply and consumption at project sites are principally managed by property owners or main contractors, the relevant water consumption data are outside the Group's operational and financial control and are therefore not included within the reporting boundary of this Report.

## 4.2. 資源使用與能源管理

### 4.2.1. 能源使用

本集團的能源消耗主要來自建築材料運輸過程中的燃料使用，以及辦公場所的日常用電。由於項目地盤的水電資源由業主或總承建商統一管理，並不屬於本集團的營運或財務控制範圍，因此未能取得相關耗能數據並納入統計。

儘管如此，本集團重視能源使用效率，於日常營運中鼓勵員工養成節約能源習慣，包括在非使用時段關閉照明、電腦及其他辦公設備，減少不必要的能源消耗。同時，集團亦透過合理安排運輸及作業流程，提高資源使用效率，減少營運過程中的能源消耗。透過這些措施，本集團將持續致力於提升能源管理績效，並促進負責任地使用資源，以支持永續發展。

### 4.2.2. 水資源管理

本集團的用水主要與工程項目的施工活動及辦公室日常營運相關，其中包括工地除塵、設備及車輛清潔等用途。由於項目地盤的供水及用水管理主要由業主或總承建商統一負責，相關用水數據不屬於本集團營運或財務控制範圍，因此未納入本報告統計範圍。

In its daily operations, the Group places emphasis on the prudent use of water resources. Where applicable, water is used to support dust suppression and cleaning activities at project sites in order to minimise the environmental impact of construction works on surrounding areas. Within office premises, the Group encourages employees to develop water-saving habits and regularly inspects water supply facilities to ensure their proper operation, thereby preventing unnecessary water wastage resulting from equipment malfunction or leakage. Through these measures, the Group seeks to promote the efficient use of water resources and support environmentally responsible operations.

在日常營運中，本集團注重合理使用水資源，並於適用情況下配合工地灑水降塵及清潔作業安排，以減少施工活動對周邊環境的影響。在辦公場所方面，集團鼓勵員工養成節約用水習慣，定期檢查供水設施運行情況，避免因設備故障或滲漏而造成不必要的水資源浪費。透過這些措施，本集團力求促進水資源的有效利用，並支持對環境負責的運作。

| Water Consumption<br>水資源使用         | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位                      |
|------------------------------------|---------------|---------------|---------------------------------|
| Water consumption<br>水消耗量          | 0             | 13.00         | Cubic metres<br>立方米             |
| Intensity (by Employee)<br>強度（按僱員） | 0             | 0.39          | Cubic metres/Employee<br>立方米／僱員 |

#### 4.2.3. Packaging Materials Consumption

Given the nature of the Group's business operations, the Group does not use packaging materials for finished products. Accordingly, the relevant key performance indicator is not applicable to the Group.

#### 4.2.3. 包裝材料消耗

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。

### 4.3. Environment and Natural Resources

The Group's business operations do not involve the extraction of natural resources. We adhere to the principles of sustainable development and are committed to promoting the sustainable use of resources, ensuring that our business growth aligns with environmental protection. Through the implementation of various environmental management measures, the Group continuously monitors and minimises the impact of its operational activities on the ecological environment, actively fulfilling its corporate environmental responsibility to maintain the harmonious development of the environment and society.

### 4.3. 環境及天然資源

本集團在業務運作過程中，並不涉及自然資源之開採行為。我們堅守可持續發展原則，致力於推動資源的永續利用，確保業務發展與環境保護協調一致。透過落實各項環保管理措施，本集團持續監控並精簡營運活動對生態環境的影響，積極履行企業環境責任，以維繫環境與社會的共融發展。

## 4.4. Climate Change Response

### 4.4.1. Governance

The Group places great emphasis on global climate change trends and their potential impact on the operating environment. To systematically address the relevant challenges, the Group has established a well-defined, multi-tiered climate change management framework. The Board of Directors, as the highest decision-making body for climate management, is responsible for overseeing and approving climate-related strategies and for integrating climate considerations fully into the Group's risk management system. Management is responsible for implementing the established policies, and for continuously monitoring and assessing extreme weather events, changes in policies and regulations, and market transition dynamics. The Group remains aligned with the framework of the Task Force on Climate-related Financial Disclosures (TCFD), strives to enhance transparency in climate-related disclosures, and embeds low-carbon operational principles into its day-to-day activities, thereby supporting the robust achievement of the Group's sustainable development goals.

### 4.4.2. Strategy

The Group has established a mechanism for identifying climate-related risks and opportunities, making it a core element of its strategy formulation, financial planning, and risk control. In terms of risk categorisation, the Group continuously monitors transition risks and physical risks. The former focuses on the policy, regulatory, technological, market, and reputational pressures arising from the global transition to a low-carbon and climate-resilient economic system; the latter addresses the impacts of rising global temperatures and extreme weather events, including acute risks such as typhoons and floods, as well as chronic risk factors such as rising temperatures and sea levels. Through close communication and collaboration with its various business units, the Group continues to enhance its climate risk impact assessments, ensuring that all business developments remain aligned with climate resilience.

## 4.4. 應對氣候變化

### 4.4.1. 管治

本集團高度重視全球氣候變化趨勢以及其對營運環境帶來的潛在影響。為系統性回應相關挑戰，集團構建了具備明確層次的氣候變化管理架構。董事會作為氣候管理最高決策機構，負責統籌審批氣候相關策略，並將氣候因素全面整合到集團風險管理體系中。管理層則負責執行既定方針，針對極端氣候現象、政策法規變更及市場轉型動態進行持續監測與評估。本集團持續對標氣候相關財務信息披露工作組（TCFD）框架，致力於提升氣候相關信息披露透明度，並在日常業務中貫徹低碳營運理念，以支持集團可持續發展目標的穩健落實。

### 4.4.2. 策略

本集團已確立氣候相關風險與機遇的識別機制，將其作為戰略制定、財務規劃及風險控管的核心要素。在風險類別劃分上，我們持續監控轉型風險與物理風險。前者關注全球邁向低碳及氣候適應型經濟體系過程中，所衍生的政策、法規、技術、市場及聲譽壓力；後者則針對全球氣溫升高及極端天氣事件的影響，包括颱風與洪水等急性風險，以及氣溫、海平面上升等慢性風險因素。透過與各業務單位的緊密溝通與協作，本集團持續完善氣候風險影響評估，確保各項業務發展與氣候適應能力保持一致。

| Risk Type<br>風險類型       |                   | Risk Description<br>風險描述                                                                                                                | Mitigation Measures<br>應對措施                                                                                                              |
|-------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Physical Risk<br>物理風險   | Acute Risk        | Extreme weather events (e.g., typhoons, floods, heavy rain) leading to asset damage or business interruption.                           | Strengthen infrastructure protection, and develop business continuity plans and emergency response plans.                                |
|                         | 急性風險              | 極端天氣事件（如颱風、洪水、暴雨）導致資產受損或業務中斷。                                                                                                           | 加強基礎設施防護，制定業務連續性計劃及應急預案。                                                                                                                 |
|                         | Chronic Risk      | Long-term temperature rise or sea-level rise increasing energy consumption costs and operational maintenance pressure.                  | Optimise equipment energy efficiency, and regularly assess the impact of climate change on asset location.                               |
| Transition Risk<br>轉型風險 | 慢性風險              | 長期氣溫上升或海平面上升，增加能源消耗成本及營運維護壓力。                                                                                                           | 優化設備節能效率，定期評估氣候變化對資產選址的影響。                                                                                                               |
|                         | Policy Risk       | Increasingly stringent carbon emission-related regulations, leading to rising compliance costs and potential exposure to fines.         | Closely monitor regulatory developments, and establish an internal carbon emission management system to ensure compliance.               |
|                         | 政策風險              | 碳排放相關法規日趨嚴格，合規成本上升及面臨潛在罰款風險。                                                                                                            | 密切關注監管動態，建立內部碳排放管理系統，確保合規。                                                                                                               |
|                         | Market Risk       | Shift in consumer and customer preferences towards low-carbon products, potentially affecting the competitiveness of existing products. | Increase investment in research and development and innovation, promote the development of a green supply chain, and adjust product mix. |
|                         | 市場風險              | 消費者與客戶對低碳產品偏好轉變，可能影響原有產品競爭力。                                                                                                            | 加大研發創新投入，推動綠色供應鏈建設，調整產品結構。                                                                                                               |
|                         | Reputational Risk | Increased public and stakeholder attention on the Group's environmental disclosures; inadequate response may affect corporate image.    | Enhance transparency of ESG disclosures, strengthen communication with all stakeholders, and build a responsible brand.                  |
|                         | 聲譽風險              | 公眾及利益相關方對集團環境披露的關注提高，若應對不當可能影響企業形象。                                                                                                     | 提升ESG信息披露透明度，加強與各界溝通，樹立負責任品牌。                                                                                                            |

| Opportunity Type<br>機遇類型         | Opportunities Description<br>機遇描述                                                                                                                                                                                                                                                                                                                                                                              | Mitigation Measures<br>應對措施                                                                                                                                                                                                                                                   |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy Opportunities<br><br>政策機遇 | In response to climate adaptation and mitigation measures, governments and financial institutions may introduce various types of dedicated funding schemes or preferential financing channels, providing the necessary financial support for the Group to carry out relevant projects, thereby optimising its overall cost structure.<br>針對氣候適應與減緩措施，政府及金融機構或將推出各類專項資助計畫或優惠融資管道，為本集團開展相關項目提供必要資金支援，進而優化整體成本結構。 | Continuously track and conduct in-depth analysis of environmental policy developments, enhance competitive advantage through active benchmarking, and implement related cost-saving measures in business operations.<br>持續追蹤並深入分析各項環保政策動態，透過積極對標，提升競爭優勢，並將相關成本節約舉措落實於業務運作之中。  |
| Market Opportunities<br><br>市場機遇 | As public environmental awareness rises significantly, establishing a green and environmentally friendly corporate image will help gain recognition from stakeholders who value sustainable development, thereby garnering greater market support.<br>隨著公眾環保意識顯著提升，建立綠色環保的企業形象，有利於爭取重視可持續發展的利益相關方之認同，進而贏得更多市場支持。                                                                                               | Actively promote and implement various environmental initiatives, thereby enhancing the corporate social image, continuously strengthening the Group's market recognition, and consolidating trust with stakeholders.<br>積極推動並實施各類環保倡議，藉此優化企業社會形象，持續強化集團在市場中的認可度，鞏固與持份者的信任關係。 |

#### 4.4.3. Risk Management

The Group firmly believes that establishing a robust climate risk management framework is the foundation for accurately identifying and effectively responding to climate risks, which in turn provides solid assurance for the Group to achieve its sustainable development goals. At present, we have fully integrated climate risk factors into our overall risk assessment and control system, and have successfully established a comprehensive and highly effective internal management process. Based on the current assessment results, potential extreme weather conditions and changes in environmental regulations are not expected to pose any material threat to the Group's operations at this stage. We will continue to optimise this risk management system to enhance the Group's sensitivity and flexibility in the face of evolving climate challenges.

#### 4.4.3. 風險管理

本集團深信，建立完善的氣候風險管理架構，是準確識別並有效應對氣候風險的基石，這亦為集團實現可持續發展目標提供堅實保障。目前，我們已將氣候風險因素全面納入整體風險評估與控管體系，並成功建立一套全面且高效的內部管理流程。基於現有評估結果，預期潛在的極端天氣狀況及環境法規變動，現階段不會對集團營運構成重大威脅。我們將持續優化該風險管理體系，以提升集團面對多變氣候挑戰的敏銳度與靈活性。

#### 4.4.4. Metrics and Targets

The Group is committed to optimising climate-related performance management and has incorporated this into the core agenda of its sustainable development strategy. We continuously improve our internal energy use management mechanisms and actively promote various daily control measures for energy saving and consumption reduction. By embedding environmentally friendly principles into our business operations, we continue to enhance the Group's overall energy efficiency and regard climate resilience as a key indicator of robust business development. The Group continually reviews its current climate change management approach to ensure that all efforts remain aligned with its sustainable development vision, and actively drives the low-carbon transition by raising management standards.

#### 4.4.4. 指標及目標

本集團致力於優化氣候相關績效管理，並將此納入可持續發展策略的核心議程。我們持續完善內部的能源使用管理機制，積極推動各項節能減耗的日常管控措施。透過在業務營運中貫徹環境友善原則，我們持續提升集團整體能源使用效率，並將氣候適應能力視為業務穩健發展的重要指標。本集團持續檢視現行應對氣候變化管理方針，確保各項工作與可持續發展願景保持一致，並積極透過提升管理水平，推動低碳轉型進程。

| GHG Emissions<br>溫室氣體排放                    | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位                                       |
|--------------------------------------------|---------------|---------------|--------------------------------------------------|
| Scope 1 emissions<br>範圍1排放                 | 0             | 75.41         | Tonnes CO <sub>2</sub> -e<br>公噸二氧化碳當量            |
| Scope 2 emissions<br>範圍2排放                 | 0             | 9.51          | Tonnes CO <sub>2</sub> -e<br>公噸二氧化碳當量            |
| Total greenhouse gas emissions<br>溫室氣體排放總量 | 0             | 84.92         | Tonnes CO <sub>2</sub> -e<br>公噸二氧化碳當量            |
| Intensity (by project)<br>強度（按項目）          | 0             | 42.46         | Tonnes CO <sub>2</sub> -e/Project<br>公噸二氧化碳當量／項目 |

## 5. COMPLIANCE OPERATIONS AND BUSINESS ETHICS

### 5.1. Compliance Management System

The Group is fully aware that compliant operations are the cornerstone of sound business development. To maintain the integrity of the operating environment, we are committed to implementing all applicable legal and regulatory requirements, and have established long-term supervision and management mechanisms, particularly in the environmental, social and governance areas. By continuously strengthening internal controls and periodically reviewing operational processes, the Group ensures that its business operations consistently adhere to relevant regulatory standards, and adjusts its internal control strategies as appropriate in response to regulatory developments, thereby reinforcing the Group's compliance foundation. During the Reporting Period, the Group maintained a stable overall operational state, continued to implement various risk prevention and control measures, and recorded no incidents of material non-compliance with legal or regulatory requirements that had a significant impact on its business.

### 5.2. Anti-corruption and Integrity-driven Business Conduct

The Group adopts a zero-tolerance approach towards any form of corruption and fraud, strictly complies with the *Prevention of Bribery Ordinance* and other relevant laws and regulations, upholds the principle of honest and integrity-driven operations, and ensures that all employees act in accordance with the highest ethical standards. By integrating corporate governance, internal controls and risk management, the Group has established an anti-fraud system covering three levels: prevention, detection and response, and has put in place a robust audit mechanism. The Board of Directors is responsible for continuously monitoring fraud risk management, and shares responsibility with management for related prevention and investigation efforts. During the Reporting Period, the Group was not involved in any material non-compliant acts such as bribery, extortion, fraud or money laundering, and no corruption cases occurred internally.

## 5. 合規經營與商業道德

### 5.1. 合規管理體系

本集團深知合規經營乃業務穩健發展的基石。為維護經營環境的規範性，我們致力於落實各項適用法定及監管要求，特別針對環境、社會及管治範疇，建立長效的監督與管理機制。透過持續加強內部管控力度，並定期審視營運流程，本集團確保業務運作始終符合相關法規標準，並適時根據監管動態調整內控策略，以鞏固企業的合規基石。於報告期間，本集團整體運作狀態保持穩健，持續落實各項風險防控措施，未發生任何嚴重違反法定或監管規定且對業務造成重大影響的事件。

### 5.2. 反貪污與誠信經營

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，秉持誠實正直的經營原則，確保全體員工以最高道德標準行事。我們結合企業管治、內部控制及風險管理，構建覆蓋預防、檢查及應對三個層面的防欺詐體系，並建立完善的審計機制。董事會負責持續監控欺詐風險管理，與管理層共同承擔相關預防及調查責任。於報告期內，本集團並無涉及賄賂、勒索、欺詐或洗錢等重大違法行為，內部亦未發生任何腐敗案件。



## 6. SUPPLY CHAIN MANAGEMENT

The Group adheres to a fair, just and responsible procurement policy, and establishes long-term and stable partnerships with quality suppliers and subcontractors. We incorporate the environmental protection, social responsibility and business ethics performance of our partners into the core considerations of procurement decisions, aiming to promote the sustainable value of our overall operations through supply chain collaboration.

The Group's business services primarily cover main contractors of infrastructure, commercial and residential building projects in Hong Kong, encompassing both public and private sectors. Based on operational capacity, project progress, resource allocation, cost effectiveness and engineering technical difficulty, the Group subcontracts certain processes to qualified local subcontractors.

To ensure the quality of supply chain management, the Group implements a rigorous admission, assessment and monitoring mechanism. All partners to be included in the approved list are subject to detailed evaluations and annual performance audits, with occupational safety performance being a key focus of the review. Partners are required to fully comply with applicable laws and regulations, contractual obligations and the Group's internal work rules. Should a partner fail to meet safety requirements or fulfil contractual obligations, the Group will take disciplinary action to ensure that the partner's conduct aligns with management standards.

Regarding the procurement of safety equipment, the Group operates an "Approved Supplier List" management system, which clearly specifies recommended procurement sources. All safety equipment procurements strictly follow the established list procedures; where special technical specifications are required, additional review procedures must be completed. Furthermore, all safety equipment provided by external suppliers must pass quality inspections prior to being brought on site. Equipment failing to meet the required standards will be prohibited from use and eliminated, so as to maintain worksite safety.

## 6. 供應鏈管理

本集團秉持公平、公正且負責任的採購方針，與優質供應商及分包商建立長期且穩定的合作夥伴關係。我們將合作夥伴於環境保護、社會責任及商業道德層面的表現，納入採購決策的核心考量，旨在透過供應鏈協作，推動整體營運的永續價值。

集團業務服務對象主要涵蓋香港基礎設施、商業及住宅建築項目的總承建商，項目涵蓋公營與私營範疇。基於營運能力、工程進度、資源配置、成本效益及工程技術難度，集團將部分工序委託予符合資質的本地分包商承攬。

為確保供應鏈管理品質，本集團實施嚴格的准入、評估及監控機制。所有擬列入認可名單的合作方均需經過詳細評審，並接受年度表現稽核，其中職業安全績效被列為審查重點。合作方須全面遵守適用法律法規、合約義務及集團內部工作手則。若合作方未能滿足工安要求或履行合約義務，集團將採取紀律處分措施，確保合作夥伴行為符合管理標準。

針對安全設備採購，集團執行《認可供應商名單》管理制度，明確規範建議採購來源。所有安全設備採購皆嚴格依循既定清單程序執行；若涉及特殊技術規格需求，則須通過額外審核程序。此外，所有由外部供應商提供的安全設備均需通過進場前質量檢驗，未達標準之設備將一律禁止使用並予以淘汰，以維護施工現場之作業安全。

During the Reporting Period, we worked closely with 27 suppliers and subcontractors. All of the suppliers and subcontractors with which we cooperated were located in Hong Kong.

於報告期內，我們與27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<br>供應鏈                                       | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位      |
|-----------------------------------------------------------|---------------|---------------|-----------------|
| Total Number of Suppliers and Subcontractors<br>供應商與分包商總數 | 27            | 60            | Supplier<br>供應商 |

## 7. PRODUCT RESPONSIBILITY

### 7.1. Product Quality and Safety

The Group regards project quality control as a core pillar of its business operations. At the project bidding stage, we are typically invited by clients to participate in tenders and, prior to submission of tender documents, perform a rigorous preliminary assessment of the relevant terms and requirements. When a tender is accepted, the Group formally enters into a contract with the client, clearly defining the scope of rights and responsibilities. Depending on the scale and technical complexity of each project, the Group allocates a corresponding core project team to ensure that technical and management resources are precisely aligned with project needs.

During project execution, quality assurance is jointly overseen by the project team and the client's representatives, thereby ensuring that each process meets delivery standards. Acceptance is carried out only after testing and verification are completed, with no outstanding defects left unaddressed. Construction work is primarily performed by the Group's directly employed workers or rigorously screened subcontractors, and is subject to strict internal supervision throughout the entire process. Project managers regularly hold progress review meetings to ensure that clients are kept promptly informed of project milestones and material risk issues. The Group also continuously monitors various performance indicators and, through regular communication mechanisms, ensures that project management remains closely aligned with client expectations in order to maintain a high level of construction quality.

## 7. 產品責任

### 7.1. 產品質量與安全

本集團將項目質控視為業務經營的核心支柱。在項目承接階段，我們通常透過客戶邀請參與投標，並在提交投標文件前，對相關條款及要求執行嚴格的初步評估。當投標獲接納後，集團會與客戶正式簽訂合約，明確界定權責範圍。針對各個項目的規模與技術複雜度，集團會配置相應的核心項目團隊，確保技術與管理資源能精準對接項目需求。

工程執行期間，質量保證工作由項目團隊聯合客戶代表共同監督，藉此確保各項工序均符合交付標準，並在通過測試與核驗後進行驗收，杜絕遺留缺陷。工程施作主要由集團自聘勞工或經嚴格篩選的分包商執行，並全過程處於內部嚴密監管之下。項目經理定期召開進度檢討會，確保客戶即時掌握項目節點及重大風險議題。集團亦持續監控各項表現指標，透過常態化的溝通機制，確保項目管理與客戶期望保持高度一致，以維繫高水平的施工質量。

In addition, the Group has established a comprehensive Integrated Management System (IMS) that organically integrates a Quality Management System (QMS), an Environmental Management System (EMS) and an Occupational Health and Safety Management System (OHSMS), and holds international certifications to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. Within this framework, the QMS sets out clear internal quality assurance rules and regulations, covering operating procedures for various site works, division of personnel responsibilities, and inspection standards. Given the nature of its business model, the Group has experienced no product recalls resulting from product safety issues, health hazards, or breaches of relevant product liability regulations. To continuously improve operational performance, the Group will keep enhancing its quality management system, striving to ensure the stability and excellence of its engineering projects.

## 7.2. Customer Service and Satisfaction

Enhancing customer satisfaction is a core principle of the Group's operations. Through systematic communication mechanisms, we continuously strengthen service quality. To effectively understand the needs of various stakeholders, the Group has established diverse channels for collecting opinions. Through regularly conducted customer satisfaction surveys, the principles of "listening" and "engagement" have been internalised as foundational strategies for service improvement. The analytical results obtained from these surveys serve as key references for reviewing overall operational performance and understanding customer expectations, ensuring that all internal departments continuously refine their work processes in response to feedback.

The Group handles any customer complaints with a highly prudent approach, aiming to ensure that concerns are addressed promptly and, through appropriate solutions, to drive the continuous evolution of service standards.

## 7.3. Customer Privacy Protection

In the area of customer data management and privacy protection, the Group has established a strict confidentiality policy. The internal employee handbook explicitly incorporates data privacy provisions into the code of conduct, mandating that all staff members fulfil their confidentiality obligations. This policy not only safeguards the legitimate rights and interests of customers but also demonstrates the Group's corporate commitment to information security.

此外，集團構建了完整的綜合管理系統（IMS），將質量管理系統（QMS）、環境管理系統（EMS）及職業健康與安全管理系統（OHSMS）有機整合，並通過ISO 9001:2015、ISO 14001:2015及ISO 45001:2018國際認證。其中，QMS系統明確訂立內部質量保證規章，涵蓋各類地盤工程的操作程序、人員職責劃分及檢測標準。鑑於業務模式之特性，本集團並無因產品安全性、健康隱患或違反相關產品責任法規而導致的召回事件。為持續完善營運績效，集團將不斷精進質量管理體系，致力於確保工程項目的穩定性與卓越表現。

## 7.2. 客戶服務與滿意度

提升客戶滿意度乃本集團營運之核心方針，我們透過系統性的溝通機制，持續強化服務質素。為有效掌握各界持份者的需求，集團建立了多樣化的意見徵集渠道，並透過定期執行的客戶滿意度調查，將「傾聽」與「互動」兩項原則內化為服務提升的基礎策略。調查所得的分析結果，將作為檢視整體營運績效及解析客戶期望的關鍵參考，確保內部各部門能針對回饋持續精進工作流程。

對於任何客戶提出的投訴，集團採取高度審慎的態度進行處理，旨在確保訴求能獲得迅速回應，並透過妥善的解決方案，推動服務水平的持續演進。

## 7.3. 客戶私隱保護

在客戶數據管理與隱私保障範疇，本集團設有嚴格的保密政策。內部僱員手冊已明確將數據隱私規範納入行為準則，強制要求全體員工履行保密責任。此項政策不僅是為保障客戶合法權益，更體現了集團維護資訊安全之企業承諾。

#### 7.4. Intellectual Property Protection

The Group places great emphasis on intellectual property protection, ensuring that its business activities consistently uphold and maintain the value of intellectual property. We strictly comply with relevant laws and regulations, integrate the principles of intellectual property protection into daily business processes, and explicitly prohibit the unauthorised use, dissemination or transfer of protected intellectual property resources, ensuring that the Group can effectively identify and avoid any risk of infringing upon third-party intellectual property rights during development, procurement and project execution.

#### 7.4. 知識產權保護

本集團極為重視知識產權保護，確保集團在業務活動中始終體現對知識產權價值的堅持與維護。我們嚴格遵守相關法律法規，將知識產權保護原則納入日常業務流程，明確禁止未經授權使用、傳播或轉讓受保護的知識產權資源，確保集團在開發、採購及項目執行過程中，均能有效識別並規避任何侵犯第三方知識產權的風險。

### 8. LABOUR RIGHTS AND TALENT DEVELOPMENT

### 8. 勞工權益與人才發展

#### 8.1. Compliant Employment

The Group regards the protection of employees' legitimate rights and interests as the foundation of its operations and management, strictly complies with Hong Kong's Employment Ordinance and all applicable legal requirements, and is committed to fostering a fair, open and inclusive working environment.

#### 8.1. 合規僱傭

本集團將保障僱員合法權益視為營運管理的基礎，嚴格遵從香港《僱傭條例》及各類適用法律規範，致力建構公平、公開且包容的工作氛圍。

##### 8.1.1. Fair Employment and Career Development

The Group follows the principle of recruiting based on merit and attracts talent through a fair selection process. We have established an annual performance appraisal mechanism, under which work performance serves as the core assessment basis for salary adjustments, promotions and performance bonuses, aiming to provide equal development opportunities for all employees. At the same time, we adopt a zero-tolerance stance against any form of discrimination, explicitly prohibiting differential treatment based on age, gender, religion, political opinion, disability, marital status or family responsibilities, thereby ensuring a diverse and inclusive workplace environment.

##### 8.1.1. 公平聘用與職業發展

集團奉行擇優而任的招聘原則，透過公正的選聘程序吸納人才。我們設立年度績效考核機制，將工作表現作為薪酬調整、職位晉升及績效獎勵的核心評估依據，旨在為全體員工提供平等的發展空間。同時，我們採取零容忍態度反對任何形式的歧視，明文禁止針對年齡、性別、信仰、政見、殘障、婚姻狀況或家庭負擔等因素的差異待遇，確保職場環境的多元與共融。

### 8.1.2. Employment Terms and Welfare Protection

The Group clearly defines working hours, leave regulations and various employee welfare benefits through the Employee Handbook. In terms of leave management, we provide a comprehensive leave system covering annual leave, sick leave, maternity leave, paternity leave, compassionate leave and study leave, and ensure that all arrangements strictly comply with company policies and statutory requirements.

In terms of health protection, we provide all employees with comprehensive medical insurance plans and, through employees' compensation insurance, offer employees a robust safety net. The Group also maintains an open and transparent medical expense reimbursement process, ensuring that employees' health conditions during working hours receive adequate logistical support, thereby enhancing job satisfaction and employment security.

#### Total workforce

| Employment<br>僱傭                  |                                         | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位    |
|-----------------------------------|-----------------------------------------|---------------|---------------|---------------|
| Total number of employees<br>僱員總數 |                                         | 5             | 33            | Employee<br>人 |
| By Gender<br>按性別                  | Male<br>男性                              | 3             | 28            | Employee<br>人 |
|                                   | Female<br>女性                            | 2             | 5             | Employee<br>人 |
| By Employee Category<br>按僱員類別     | Full Time Senior Management<br>全職高級管理層  | 2             | 2             | Employee<br>人 |
|                                   | Full Time Middle Management<br>全職中級管理層  | 0             | 4             | Employee<br>人 |
|                                   | Part Time<br>兼職                         | 0             | 0             | Employee<br>人 |
|                                   | Full Time General Employees<br>全職一般員工   | 2             | 25            | Employee<br>人 |
|                                   | Full Time Technical Employees<br>全職技術員工 | 1             | 2             | Employee<br>人 |

### 8.1.2. 僱傭條件與福利保障

本集團透過《僱員手冊》明確界定工作時間、休假規範及各項員工福利保障。在休假管理方面，我們提供涵蓋年假、病假、產假、侍产假、恩恤假及考試假等在內的完整假期制度，並確保所有安排均嚴格符合公司政策與法定要求。

在健康保障方面，我們為全體僱員配置全面醫療保險方案，並透過僱員補償保險，為員工提供完善的安全網絡。集團同時維護公開透明的醫療費用報銷流程，確保員工在工作期間的健康狀況能獲得妥善的後勤支持，進而提升職業滿意度與工作保障水平。

#### 僱員總數

| Employment<br>僱傭      |                      | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位    |
|-----------------------|----------------------|---------------|---------------|---------------|
| By Age Group<br>按年齡組別 | Under 30<br>30歲以下    | 0             | 1             | Employee<br>人 |
|                       | 30-40<br>30至40歲      | 0             | 8             | Employee<br>人 |
|                       | 40-50<br>40至50歲      | 2             | 9             | Employee<br>人 |
|                       | 50-60<br>50至60歲      | 0             | 8             | Employee<br>人 |
|                       | Over 60<br>60歲以上     | 3             | 7             | Employee<br>人 |
| By Region<br>按地區      | Hong Kong<br>香港      | 5             | 33            | Employee<br>人 |
|                       | Mainland China<br>中國 | 0             | 0             | Employee<br>人 |
|                       | Oversea<br>海外        | 0             | 0             | Employee<br>人 |

## Employee turnover rate

## 僱員流失率

| Employment<br>僱傭                |                      | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位 |
|---------------------------------|----------------------|---------------|---------------|------------|
| Employee Turnover Rate<br>僱員流失率 |                      | 147.37        | 102.63        | %          |
| By Gender<br>按性別                | Male<br>男性           | 161.29        | 116.92        | %          |
|                                 | Female<br>女性         | 85.71         | 18.18         | %          |
| By Age Group<br>按年齡組別           | Under 30<br>30歲以下    | 200.00        | 200           | %          |
|                                 | 30-40<br>30至40歲      | 200.00        | 46.67         | %          |
|                                 | 40-50<br>40至50歲      | 127.27        | 71.43         | %          |
|                                 | 50-60<br>50至60歲      | 200.00        | 200.00        | %          |
|                                 | Over 60<br>60歲以上     | 80.00         | 133.33        | %          |
|                                 |                      |               |               |            |
|                                 |                      |               |               |            |
| By Region<br>按地區                | Hong Kong<br>香港      | 147.37        | 102.63        | %          |
|                                 | Mainland China<br>中國 | 0.00          | 0.00          | %          |
|                                 | Oversea<br>海外        | 0.00          | 0.00          | %          |

Note: The calculation method for the turnover rate is:  

$$\frac{\text{Number of employee departures in the category}}{((\text{Total number of employees in the category at the beginning of the year} + \text{Total number of employees in the category at the end of the year}) \div 2)} \times 100\%$$

註：流失率計算方法為（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%

The Group has observed recent workforce mobility trends within the Group and fully recognises that the stability of the talent team is of decisive significance to the achievement of the Company's long-term strategic goals. In this regard, we continuously monitor human resources fluctuation trends and, through reviewing and enhancing various management support measures, actively seek ways to improve employee satisfaction and corporate cohesion.

本集團觀察到近期集團內的勞動力流動狀況，並充分認知到人才隊伍的穩定性對於落實公司長遠戰略目標具有決定性意義。針對此範疇，我們持續監控人力資源變動趨勢，並藉由檢討與優化各類管理配套，積極尋求提升僱員滿意度與企業凝聚力的路徑。



## 8.2. Labour Standards

The Group strictly follows the *Employment Ordinance* and other applicable labour laws and regulations in Hong Kong in its labour management policies, and adopts an absolute prohibition against the employment of child labour or forced labour. To strengthen compliance control at the source, the Group implements a rigorous identity verification procedure for all new hires. By verifying statutory identification documents, we ensure that the age of employees complies with legal requirements and strictly prevent the risk of employing underage workers.

Should any potential non-compliance be detected during operations, the Group will take immediate intervention measures, terminate the employment relationship without delay, and fulfil its reporting obligation by notifying the relevant government authorities. During the Reporting Period, internal reviews and monitoring confirmed that the Group's operations were fully compliant with labour law requirements, and no material non-compliant event involving forced labour or child labour occurred.

## 8.3. Occupational Health and Safety

The Group regards the protection of the health and safety of its employees, subcontractors and the public as a core mission. Given that construction works involve high-risk activities such as the operation of heavy machinery and the use of explosives, the Group prioritises occupational health and safety in its operations management, ensuring that all business activities are conducted with safety as an absolute prerequisite.

### 8.3.1. Safety Governance Structure and System

The Group has established an occupational health and safety management system based on the international standard ISO 45001:2018, incorporating policy implementation, process execution and continuous improvement into an institutionalised framework. The Group has formed a dedicated Health and Safety Committee, which meets twice a year, and is responsible for formulating health and safety plans, conducting risk assessments, planning safety inspections and audits, and reviewing accident records to adopt improvement recommendations.

## 8.2. 勞工準則

本集團在勞工管理政策上，嚴格遵循《僱傭條例》及香港其他適用勞動法規，對於僱用童工或強迫勞工採取絕對禁止立場。為了從源頭強化合規管控，集團針對所有新進員工實施嚴謹的身分查核程序，透過驗證法定身分證明文件，確保受僱人員之年齡符合法定規範，嚴格防範聘用未成年勞工風險。

一旦於營運過程中察覺任何潛在違規行為，集團將採取即時介入措施，立即終止該僱傭關係，並履行通報責任，向相關政府職能部門進行舉報。於報告期間，經內部審視與監控確認，集團運作完全符合勞工法規要求，未發生任何涉及強迫勞工或童工之重大違規事件。

## 8.3. 職業健康與安全

本集團視保障僱員、分包商及公眾健康與安全為核心任務。鑑於建築工程涉及重型機械操作及炸藥使用等高風險環節，集團將職業安全健康納入營運管理的優先級別，確保所有業務活動均以安全為絕對前提。

### 8.3.1. 安全管治架構與體系

集團建立以ISO 45001:2018國際標準為依據的職業健康與安全管理體系，將政策落實、流程執行與持續改善納入制度化框架。集團成立了專責健康與安全委員會，每年定期召開兩次會議，負責研擬健康與安全計劃、執行風險評估、規劃安全視察與稽核，並負責審視事故紀錄以採納改善建議。

At each construction site, the Group establishes a dedicated safety committee and safety professional team, comprising a Safety Manager, Senior Safety Officers, Safety Officers, Safety Supervisors, first-aiders and healthcare staff. This team is specifically responsible for overseeing the on-the-ground implementation of various safety policies, including training delivery, accident statistics and on-site safety promotion, ensuring that safety management mechanisms are embedded at the frontline of worksites.

### 8.3.2 Risk Prevention and Operational Procedure Controls

The Group has established a regular risk assessment mechanism for the duration of construction and service provision. Any preventive plan or corrective measure must undergo a rigorous risk assessment procedure prior to implementation. These assessment materials serve as the basis for the Group's development of Standard Operating Procedures (SOPs), preparation of professional training materials, and establishment of equipment inspection checklists, thereby ensuring that personal protective equipment, machinery and tools, and training content all comply with safety regulatory standards.

To effectively control diverse construction risks, the Group has developed detailed process control plans for specific tasks and has set out clear safety guidelines covering the following items:

- Electrical work and use of portable tools
- Fire arrangements and handling of hazardous materials
- Work at height, use of ladders and access ways
- Manual handling operations
- Office cleaning and health and safety operations

在各施工現場，集團設立專門的安全委員會與安全專業團隊，成員組成包括安全經理、高級安全主任、安全主任、安全督導員、急救人員及保健人員。該團隊專責監督各項安全政策的落地執行，涵蓋培訓開展、事故統計與現場安全推廣，確保安全管理機制能深入工地第一線。

### 8.3.2 風險預防與作業程序控制

集團針對施工及服務提供期間，建立常態化的風險評估機制。任何預防性方案或糾正措施，均須在實施前通過嚴謹的風險評估程序。這些評估資料是集團制定標準作業程序（SOP）、編製專業培訓教材以及建立設備檢查清單的基礎，藉此確保個人防護裝備、機械設備及培訓內容，皆符合安全法規標準。

為有效控管多樣化施工風險，集團針對特定工序制定了詳細的過程控制方案，並設定明確的安全準則，涵蓋項目包括：

- 電力作業與便攜工具使用
- 消防安排與有害物質處理
- 高處工作、爬梯及通道使用
- 人工搬運作業
- 辦公室清潔及健康與安全作業

With respect to blasting operations, the Group strictly complies with the *Dangerous Goods Ordinance* and relevant regulatory requirements. All blasting works are carried out only after obtaining valid certificates, licences and permits issued by the Mining Division of the Civil Engineering and Development Department, and the Group rigorously verifies suppliers' and relevant departments' licences for the storage and transport of explosives to ensure compliant and safe operations.

針對炸藥作業，集團嚴格遵守《危險品條例》及相關法規要求。所有爆破工程均於取得土木工程拓展署礦務部核發之合法證書、執照及許可證後始行進行，並嚴格查核供應商與相關部門的爆炸品儲存及運輸牌照，確保作業過程合規安全。

### 8.3.3. Safety Information Communication and Promotion

The Group has established proactive information exchange platforms through notice boards placed in prominent locations at worksites, internal newsletters and suggestion boxes. Key information conveyed includes: the Group's integrated management policy statement, the latest revised safety procedures, minutes of Health and Safety Committee meetings, guidance documents issued by government authorities, accident statistics, and other health-related maintenance matters, all aimed at strengthening safety awareness among all personnel through transparent information flow. Before execution of any project, a comprehensive safety plan covering worksite activity identification, planning, execution, monitoring and auditing must be prepared, ensuring that health protection for construction personnel is implemented in compliance with legal requirements, industry standards and contractual obligations.

### 8.3.3. 安全資訊溝通與推廣

集團透過工地顯眼位置的告示板、內部快訊及意見箱，建立主動式的資訊交流平台。傳遞的關鍵內容包含：集團綜合管理政策聲明、最新修正的安全程序、健康與安全委員會會議紀錄、政府主管機關發布的指導文件、意外事故統計數據以及其他攸關健康的維護事項，旨在透過透明的資訊流通，強化全體人員的安全意識。所有項目在執行前，均需制定涵蓋工地作業識別、規劃、執行、監察及審核的完整安全計劃，確保在符合法例、行業規範及合約要求的前提下，落實對施工人員的健康保護。

#### Occupational Health and Safety Performance

#### 職業健康與安全績效

| Health and Safety<br>健康與安全                  | 2026<br>二零二六年 | 2025<br>二零二五年 | Unit<br>單位    |
|---------------------------------------------|---------------|---------------|---------------|
| Number of work-related fatalities<br>因工死亡人數 | 0             | 0             | Employee<br>人 |
| Rate of work-related fatalities<br>因工死亡比率   | 0             | 0             | %             |
| Lost days due to work injury<br>因工傷損失工作日數   | 313           | 645           | Day<br>天      |

#### 8.4. Employee Training and Development

The Group is committed to fostering a learning-oriented corporate culture, regarding talent training and career development as key drivers for enhancing operational performance. We actively encourage employees to participate in various professional training programmes, thereby enhancing technical capabilities, keeping abreast of the latest industry trends and deepening business knowledge. The Group encourages employees to independently apply for various specialised skills enhancement courses or external professional development programmes, thereby promoting continuous learning and self-improvement among all employees.

With respect to the worksite environment, the Group implements a stringent safety qualification management system. All site personnel are required to complete occupational safety and health specialised training provided by the contractor. For newly recruited employees, the Group mandates the successful completion of site safety induction training. The relevant course content covers construction procedure regulations, blasting operation essentials, rock trimming and excavation techniques, noise barrier maintenance requirements, and the correct wearing and use of personal protective equipment, ensuring that every employee possesses adequate professional knowledge and safety awareness.

##### Percentage of trained employees

###### Development and Training 發展與培訓

Percentage of trained employees

受訓僱員百分比

By Gender

按性別

Male

男性

Female

女性

By Employee Category

按僱員類別

Senior Management

高級管理層

Middle Management

中級管理層

General Employee

一般員工

Technical Employees

技術員工

#### 8.4 員工培訓與發展

本集團致力於打造學習型企業文化，將人才培訓與職業發展視為提升營運績效的關鍵動力。我們積極鼓勵員工參與各類專業培訓計劃，藉以增進技術能力、掌握最新行業趨勢並深化業務知識。集團鼓勵員工自主申請各類專項技能提升或外部專業進修課程，從而推動全體員工持續學習與自我增值。

針對地盤工作環境，集團實施嚴格的安全資格管理制度。所有工地作業人員皆須完成由承建商提供的職業安全與健康專項培訓；針對新加入員工，集團強制要求必須通過地盤安全入職培訓。相關課程內容涵蓋施工程序規章、爆破作業要點、岩石修整與挖掘技術、隔音屏障維護規範，以及個人防護裝備的正確佩戴與使用方法，確保每位員工皆具備充分的專業知識與安全意識。

##### 受訓僱員百分比

2026  
二零二六年

Unit  
單位

40

%

50

%

50

%

0

%

0

%

100

%

0

%

## Average training hours completed

## 完成受訓的平均時數

| Development and Training<br>發展與培訓                    |                             | 2026<br>二零二六年 | Unit<br>單位            |
|------------------------------------------------------|-----------------------------|---------------|-----------------------|
| Average training hours per employee<br>每名僱員完成受訓的平均時數 |                             | 13            | Hour/employee<br>小時／人 |
| By Gender<br>按性別                                     | Male<br>男性                  | 13            | Hour/employee<br>小時／人 |
|                                                      | Female<br>女性                | 13            | Hour/employee<br>小時／人 |
| By Employee Category<br>按僱員類別                        | Senior Management<br>高級管理層  | 0             | Hour/employee<br>小時／人 |
|                                                      | Middle Management<br>中級管理層  | 0             | Hour/employee<br>小時／人 |
|                                                      | General Employee<br>一般員工    | 13            | Hour/employee<br>小時／人 |
|                                                      | Technical Employees<br>技術員工 | 0             | Hour/employee<br>小時／人 |

## 9. COMMUNITY INVESTMENT

The Group has always regarded the promotion of social sustainable development as an indispensable core responsibility of the enterprise. We firmly believe that corporate value is not only reflected in economic growth, but should also play a positive role in enhancing overall social welfare, promoting fairness, and fostering harmony and development.

Based on this operating philosophy, the Group adopts a proactive approach and encourages employees to devote their spare time to diverse charitable and community services, thereby improving the community environment and quality of life through concrete actions. The Group continues to fulfil its commitment to giving back to society, realising its corporate citizenship value in the course of pursuing sound business development, making positive contributions to driving social progress and building a harmonious environment, and striving to exert a positive impact.

## 9. 社區投資

本集團始終將促進社會可持續發展，視為企業不可或缺的責任核心。我們深信企業價值不僅體現於經濟增長，更應在提升社會整體福祉、推動公平、促進和諧與發展方面發揮正面作用。

基於此經營理念，集團採取積極態度，鼓勵僱員於公餘時間投入多元化的慈善及社區服務，藉由實際行動改善社區環境與生活質素。本集團持續落實回饋社會之承諾，在追求業務穩健發展的過程中實現企業公民價值，為推動社會進步與建構和諧環境作出積極貢獻，致力發揮正面影響力。

## 10. HKEX ESG REPORTING CODE CONTENT INDEX

## 10. 香港交易所環境、社會及管治報告守則內容索引

| KPIs<br>關鍵績效指標                                | Disclosure Requirements<br>披露規定                                                                                                                                                                                                                                                           | Sections<br>章節                                |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| <b>Part C: “Comply or explain” Provisions</b> |                                                                                                                                                                                                                                                                                           |                                               |
| <b>C部分：「不遵守就解釋」條文</b>                         |                                                                                                                                                                                                                                                                                           |                                               |
| <b>A. Environmental</b>                       |                                                                                                                                                                                                                                                                                           |                                               |
| <b>A. 環境</b>                                  |                                                                                                                                                                                                                                                                                           |                                               |
| <i>Aspect A1: Emissions</i>                   |                                                                                                                                                                                                                                                                                           |                                               |
| <i>層面A1 排放物</i>                               |                                                                                                                                                                                                                                                                                           |                                               |
| General Disclosure                            | Information on:                                                                                                                                                                                                                                                                           | Environmental Emissions and Pollution Control |
|                                               | (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. Advancing Environmental Protection –Emission Management |                                               |
| 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：                                                                                                                                                                                                                                                   | 環境排放與污染防治                                     |
|                                               | (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。<br>The types of emissions and respective emissions data.                                                                                                                                                                                                      | Environmental Emissions and Pollution Control |
|                                               | 排放物種類及相關排放數據。                                                                                                                                                                                                                                                                             | 環境排放與污染防治                                     |
| KPI A1.3                                      | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).<br>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）。                                                                                                              | Not Applicable                                |
| KPI A1.4                                      | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).<br>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）。                                                                                                          | Not Applicable                                |
| KPI A1.5                                      | Description of emissions target(s) set and steps taken to achieve them.<br>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。                                                                                                                                                                                     | Environmental Emissions and Pollution Control |
| 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.<br>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。                                                                                             | Environmental Emissions and Pollution Control |

| KPIs<br>關鍵績效指標                                          | Disclosure Requirements<br>披露規定                                                                                                                                                                                                                 | Sections<br>章節                                  |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|
| <i>Aspect A2: Use of Resources</i>                      |                                                                                                                                                                                                                                                 |                                                 |
| <i>層面A2：資源使用</i>                                        |                                                                                                                                                                                                                                                 |                                                 |
| General Disclosure                                      | Policies on the efficient use of resources, including energy, water and other raw materials.                                                                                                                                                    | Resource Use and Energy Management              |
| 一般披露                                                    | 有效使用資源（包括能源、水及其他原材料）的政策。                                                                                                                                                                                                                        | 資源使用與能源管理                                       |
| 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).<br>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）。 | Not Applicable<br>不適用                           |
| KPI A2.2                                                | Water consumption in total and intensity (e.g. per unit of production volume, per facility).<br>總耗水量及密度（如以每產量單位、每項設施計算）。                                                                                                                        | Not Applicable<br>不適用                           |
| KPI A2.3                                                | Description of energy use efficiency target(s) set and steps taken to achieve them.<br>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。                                                                                                                            | Resource Use and Energy Management<br>資源使用與能源管理 |
| 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.<br>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。                                             | Resource Use and Energy Management<br>資源使用與能源管理 |
| KPI A2.5                                                | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.<br>製成品所用包裝材料的總量（以噸計算）及（如適用）不適用<br>每生產單位估量。                                                                             | Not Applicable<br>不適用                           |
| <i>Aspect A3: The Environment and Natural Resources</i> |                                                                                                                                                                                                                                                 |                                                 |
| <i>層面A3：環境及天然資源</i>                                     |                                                                                                                                                                                                                                                 |                                                 |
| General Disclosure                                      | Policies on minimising the issuer's significant impacts on the environment and natural resources.                                                                                                                                               | Environment and Natural Resources               |
| 一般披露                                                    | 減低發行人對環境及天然資源造成重大影響的政策。                                                                                                                                                                                                                         | 環境及天然資源                                         |
| KPI A3.1                                                | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.<br>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。                                                                        | Environment and Natural Resources<br>環境及天然資源    |



| KPIs<br>關鍵績效指標                         | Disclosure Requirements<br>披露規定                                                                                                                                                                                                                                                   | Sections<br>章節                 |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| <b>B. Social</b>                       |                                                                                                                                                                                                                                                                                   |                                |
| <b>B. 社會</b>                           |                                                                                                                                                                                                                                                                                   |                                |
| <b>Employment and Labour Practices</b> |                                                                                                                                                                                                                                                                                   |                                |
| <b>僱傭及勞工常規</b>                         |                                                                                                                                                                                                                                                                                   |                                |
| <i>Aspect B1: Employment</i>           |                                                                                                                                                                                                                                                                                   |                                |
| <i>層面B1：僱傭</i>                         |                                                                                                                                                                                                                                                                                   |                                |
| General Disclosure                     | Information on:                                                                                                                                                                                                                                                                   | Compliant Employment           |
|                                        | (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. |                                |
| 一般披露                                   | 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：                                                                                                                                                                                                                                     | 合規僱傭                           |
|                                        | (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 B1.1                               | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.                                                                                                                                                                  | Compliant Employment           |
|                                        | 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。                                                                                                                                                                                                                                                  | 合規僱傭                           |
| KPI B1.2                               | Employee turnover rate by gender, age group and geographical region.                                                                                                                                                                                                              | Compliant Employment           |
|                                        | 按性別、年齡組別及地區劃分的僱員流失比率。                                                                                                                                                                                                                                                             | 合規僱傭                           |
| <i>Aspect B2: Health and Safety</i>    |                                                                                                                                                                                                                                                                                   |                                |
| <i>層面B2：健康與安全</i>                      |                                                                                                                                                                                                                                                                                   |                                |
| General Disclosure                     | Information on:                                                                                                                                                                                                                                                                   | Occupational 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：                                                                                                                                                                                                                                                          | 職業健康與安全                        |
|                                        | (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。                                                                                                                                                                                                                                                       |                                |



| KPIs<br>關鍵績效指標                            | Disclosure Requirements<br>披露規定                                                                                                                                                                                                             | Sections<br>章節             |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>Operating Practices</b>                |                                                                                                                                                                                                                                             |                            |
| <b>運營慣例</b>                               |                                                                                                                                                                                                                                             |                            |
| <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 Management    |
| 一般披露                                      | 管理供應鏈的環境及社會風險政策。                                                                                                                                                                                                                            | 供應鏈管理                      |
| KPI B5.1                                  | Number of suppliers by geographical region.                                                                                                                                                                                                 | Supply Chain Management    |
|                                           | 按地區劃分的供應商數目。                                                                                                                                                                                                                                | 供應鏈管理                      |
| KPI B5.2                                  | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.                                                                         | Supply Chain Management    |
|                                           | 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。                                                                                                                                                                                                    | 供應鏈管理                      |
| KPI B5.3                                  | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.                                                                                                | Supply Chain Management    |
|                                           | 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。                                                                                                                                                                                                       | 供應鏈管理                      |
| KPI B5.4                                  | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.                                                                             | Supply Chain Management    |
|                                           | 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。                                                                                                                                                                                                        | 供應鏈管理                      |
| <i>Aspect B6: Product Responsibility</i>  |                                                                                                                                                                                                                                             |                            |
| <i>層面B6：產品責任</i>                          |                                                                                                                                                                                                                                             |                            |
| General Disclosure                        | Information on:                                                                                                                                                                                                                             | Product Responsibility     |
|                                           | (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：                                                                                                                                                                                                         | 產品責任                       |
|                                           | (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 B6.1                                  | Percentage of total products sold or shipped subject to recalls for safety and health reasons.                                                                                                                                              | Product Quality and Safety |
|                                           | 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。                                                                                                                                                                                                                | 產品質量與安全                    |

| KPIs<br>關鍵績效指標                                | Disclosure Requirements<br>披露規定                                                                                                                                                                           | Sections<br>章節                                                                         |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| KPI B6.2                                      | Number of products and service related complaints received and how they are dealt with.<br>接獲關於產品及服務的投訴數目以及應對方法。                                                                                          | Product Quality and Safety<br>產品質量與安全<br>Customer Service and Satisfaction<br>客戶服務與滿意度 |
| KPI B6.3                                      | Description of practices relating to observing and protecting intellectual property rights.<br>描述與維護及保障知識產權有關的慣例。                                                                                         | Intellectual Property Protection<br>知識產權保護                                             |
| KPI B6.4                                      | Description of quality assurance process and recall procedures.<br>描述質量檢定過程及產品回收程序。                                                                                                                       | Product Quality and Safety<br>產品質量與安全                                                  |
| KPI B6.5                                      | Description of consumer data protection and privacy policies, and how they are implemented and monitored.<br>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 Privacy Protection<br>客戶私隱保護                                                  |
| <i>Aspect B7: Anti-corruption</i><br>層面B7：反貪污 |                                                                                                                                                                                                           |                                                                                        |
| General Disclosure                            | Information on:                                                                                                                                                                                           | Anti-corruption and Integrity-driven Business Conduct                                  |
|                                               | (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.                                                |                                                                                        |
| 一般披露                                          | 有關防止賄賂、勒索、欺詐及洗黑錢的：                                                                                                                                                                                        | 反貪污與誠信經營                                                                               |
|                                               | (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 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.<br>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 Integrity-driven Business Conduct<br>反貪污與誠信經營                      |
| KPI B7.2                                      | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.<br>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 Integrity-driven Business Conduct<br>反貪污與誠信經營                      |
| KPI B7.3                                      | Description of anti-corruption training provided to directors and staff.<br>描述向董事及員工提供的反貪污培訓。                                                                                                             | Anti-corruption and Integrity-driven Business Conduct<br>反貪污與誠信經營                      |

| KPIs<br>關鍵績效指標                             | Disclosure Requirements<br>披露規定                                                                                                                                                                     | Sections<br>章節          |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| <b>Community</b>                           |                                                                                                                                                                                                     |                         |
| <b>社區</b>                                  |                                                                                                                                                                                                     |                         |
| <i>Aspect B8: Community Investment</i>     |                                                                                                                                                                                                     |                         |
| <i>層面B8：社區投資</i>                           |                                                                                                                                                                                                     |                         |
| 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                    |
| <b>Part D: Climate-related Disclosures</b> |                                                                                                                                                                                                     |                         |
| <b>D部分：氣候相關披露</b>                          |                                                                                                                                                                                                     |                         |
| 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 Response |
|                                            | (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。                                                                                                                                                     | 應對氣候變化                  |
|                                            | (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 Response |
| 策略                                         | 氣候相關風險和機遇                                                                                                                                                                                           | 應對氣候變化                  |
|                                            | 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<br>關鍵績效指標      | Disclosure Requirements<br>披露規定                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sections<br>章節          |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| Risk Management     | <p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.</p> <p>(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)</p> <p>(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.</p> | Climate Change Response |
| 風險管理                | <p>(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。</p> <p>(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）。氣候變化</p> <p>(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。</p>                                                                                                                                                                                                                                                                                                                                                                                                                                  | 應對氣候變化                  |
| Metrics and Targets | Greenhouse gas emissions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Climate Change Response |
| 指標及目標               | 溫室氣體排放<br>Climate-related transition risks<br>氣候相關轉型風險<br>Climate-related physical risks<br>氣候相關物理風險<br>Climate-related opportunities<br>氣候相關機遇<br>Capital deployment<br>資本運用<br>Internal carbon prices<br>內部碳定價<br>Remuneration<br>薪酬<br>Industry-based metrics<br>行業指標<br>Climate-related targets<br>氣候相關目標                                                                                                                                                                                                                                                                                                                                 | 應對氣候變化                  |



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