TCG CONSTRUCTION

BUILT
LOCALLY,
INSPIRED
BEYOND

ESG REPORT 2025

HONG KONG

CONTENTS

Who we are

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

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

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

Our Values

Speak Frankly

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

Be Creative

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

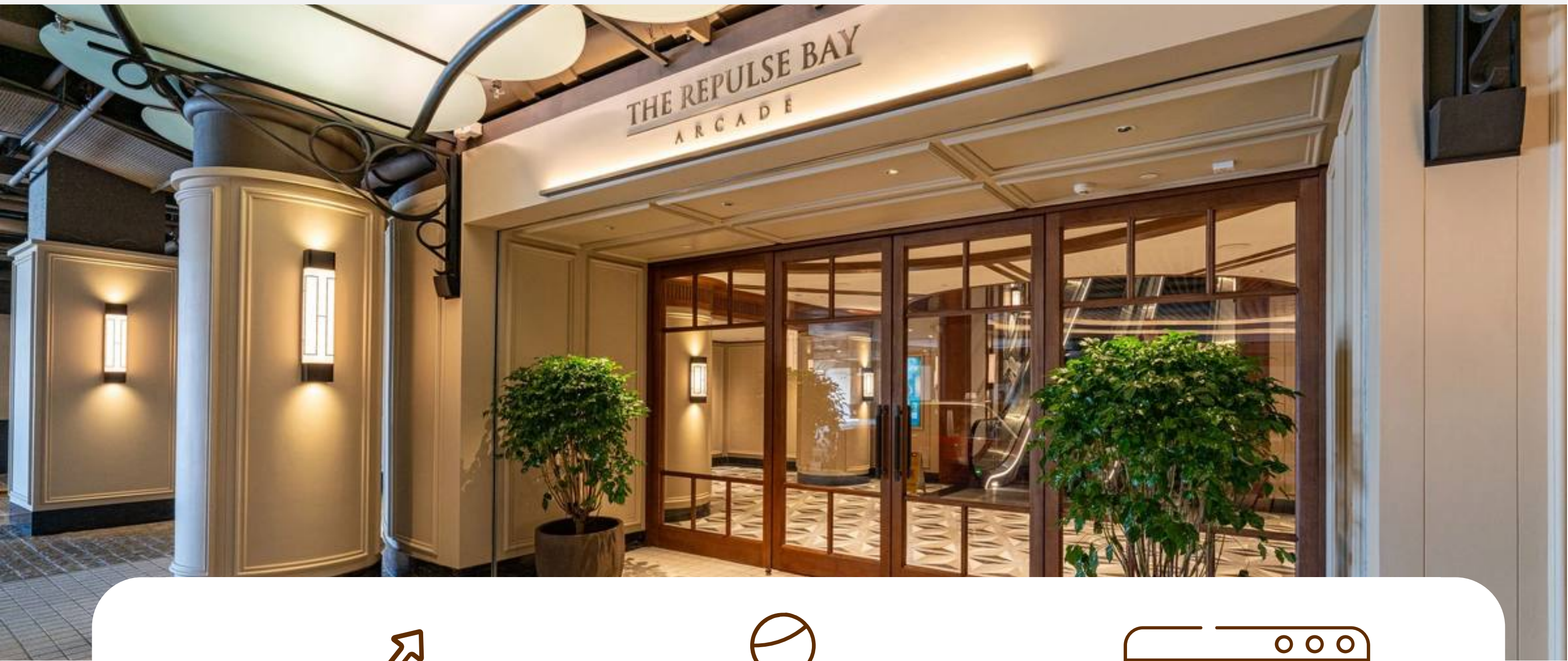
Always Care

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

Never Stop Learning

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

About us



HK$600 million turnover in 2025

119 full time staff

ISO 9001, 14001, 45001 certified

In-house Engineering Team

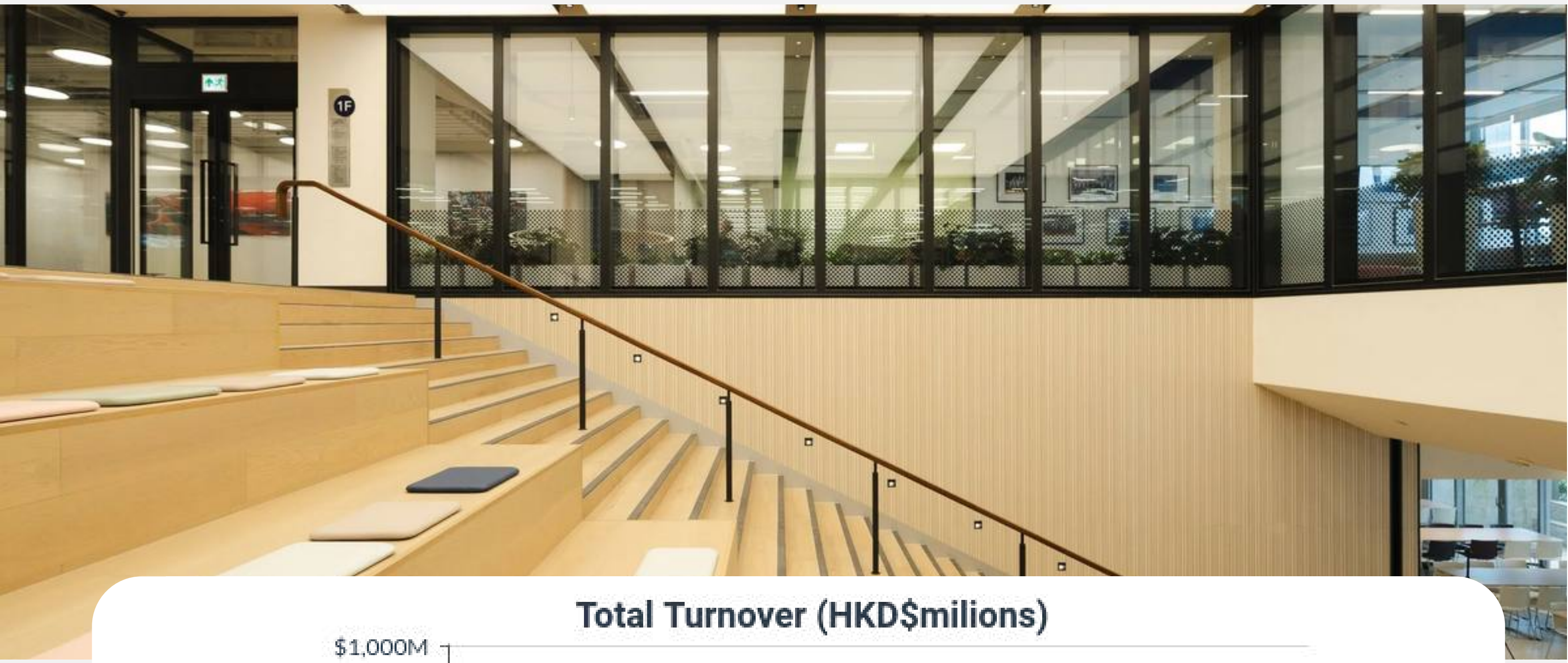
RGBC & **EMSD** Registered Contractor

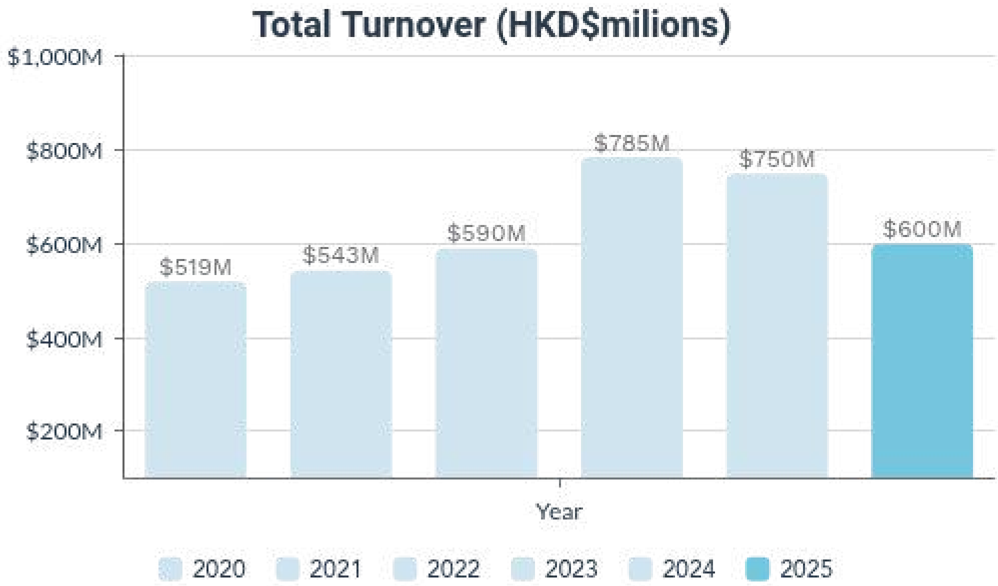
Innovation Technology **AR/VR** implementation

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

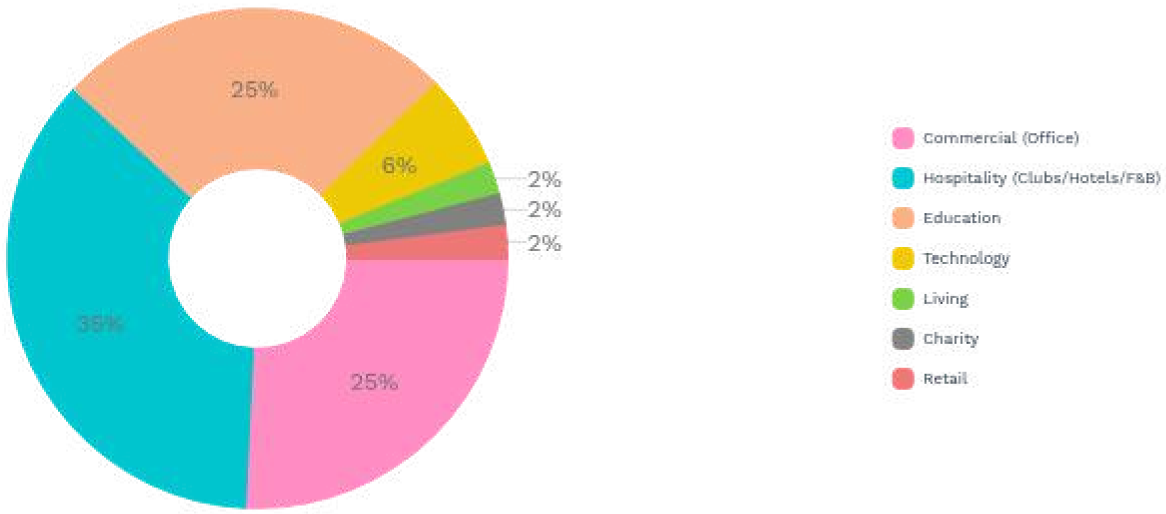
Sustainability Management Software **Oroko**

BIM Skills





The 2025 Turnover by Sector



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

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

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

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

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

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

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

Tim Threlkeld
Managing Director

KEY ACHIEVEMENTS

Sustainability Milestone

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

Ethical Excellence

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

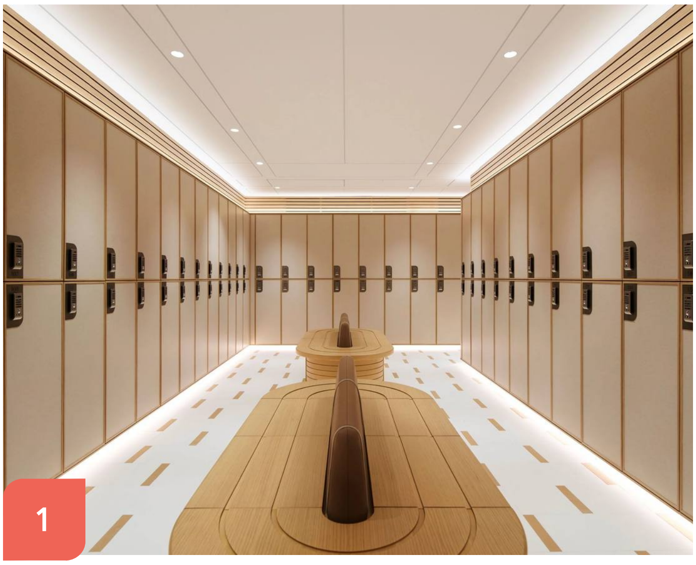
Innovation Impact

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

Customer Satisfaction

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

Fitout MEP A&A



1

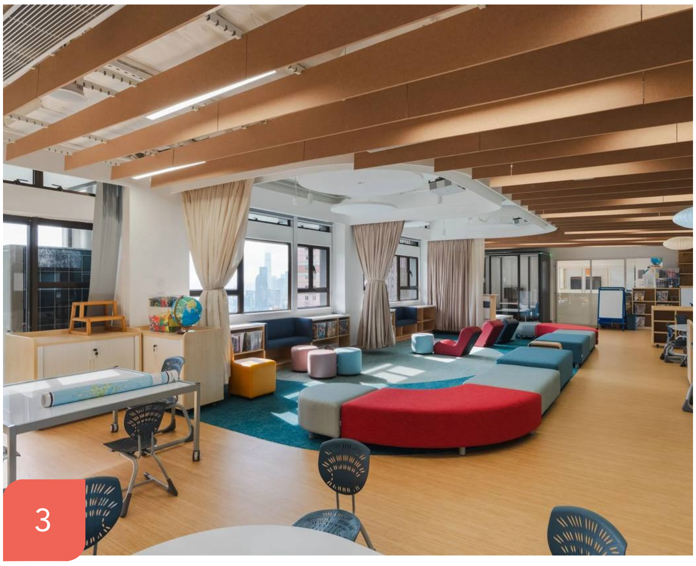
Sports Clubhouse at Ladies Recreation Club Old Peak Road

Scope:
Role: Design & Build Contractor
Programme duration: 10 months
Completion date: December 2025

2

Stamford American School West Kowloon

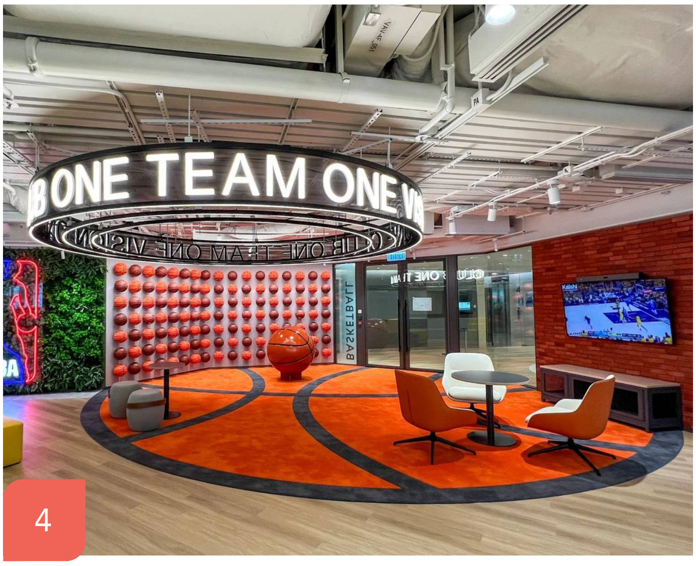
Scope:
Role: Main Contractor
Programme duration: 5.5months
Completion date: August 2025



3

The Chinese International School Braemar Hill

Scope:
Role: Main Contractor
Programme duration: 2.5 months
Completion date: August 2025



4

The Hong Kong Jockey Club Office Sha Tin

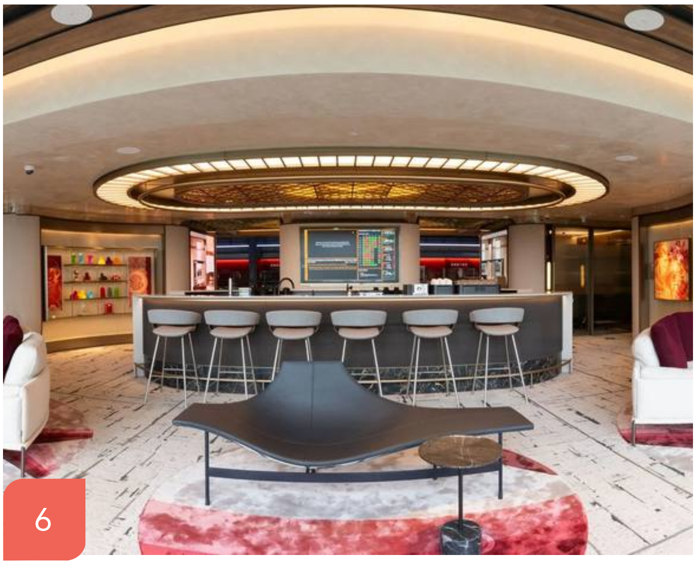
Scope:
Role: Design & Build Contractor
Programme duration: 2.5 months
Completion date: June 2025

Fitout MEP A&A

5

Enhancement Works at HKIA
Hong Kong International Airport

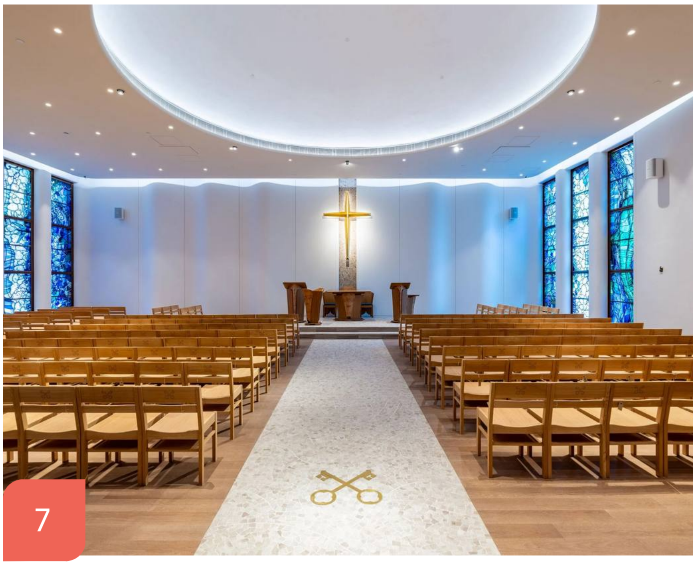
Scope:
Role: Main Contractor
Programme duration: 7 months
Completion date: March 2026



6

HSBC Premier Elite Office
Central

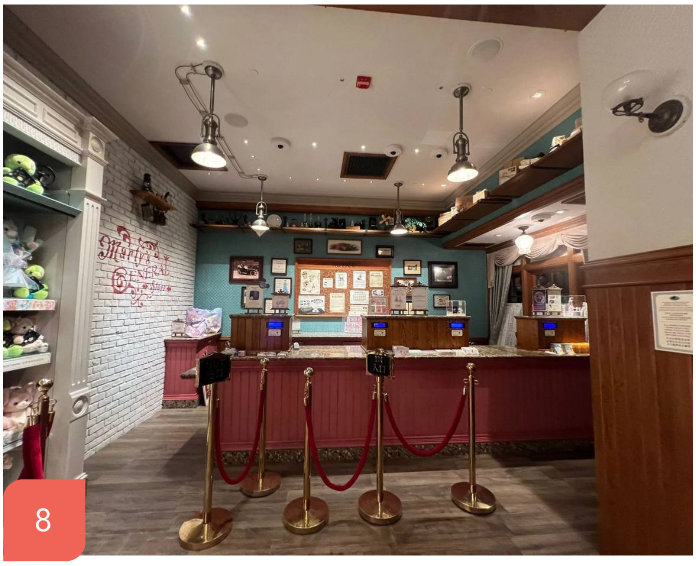
Scope:
Role: Tier 1 Main Contractor
Programme duration: 11.5 months
Completion date: September 2025



7

The Mariner's Club
Tsim Sha Tsui

Scope:
Role: Interior Fit Out Contractor
Programme duration: 32 months
Completion date: April 2025



8

Marty + Duffy Shops at Theme Parks
Lantau

Scope:
Role: Main Contractor
Programme duration: 6 months
Completion date: August 2025

2025 SAFETY PERFORMANCE AWARD - OUTSTANDING

TCG has won **"2025 Safety Performance Award – Outstanding"** at 24th Hong Kong Occupational Safety and Health Awards. This is the seventh year in a row we have received this award, showing our strong commitment to safety.

Organized by the Hong Kong Occupational Safety and Health Council in collaboration with the Labour Department, this prestigious award recognizes organizations that maintain exceptional occupational safety and health standards. This achievement is both meaningful and motivating - it affirms our continuous efforts and further strengthens TCG's reputation for outstanding safety performance.

4S LABEL ACCREDITATION

Our Stamford American School project was awarded the **"4S Label Plaque under the Smart Site Safety System (4S) Labelling Scheme"** in early June 2025.

Launched by the Development Bureau (DEVB) and the Construction Industry Council (CIC), the 4S Scheme recognizes excellence in the adoption of smart safety technologies. This achievement reflects our strong commitment to enhancing site safety through digital transformation and innovative technological solutions.

CONSTRUCTION INDUSTRY COUNCIL
建造業議會

2025
HKCSS CARING COMPANY

Reporting Boundary and Scope

The boundary of the Environmental, Social and Governance Report - ESG Report is the Company's head office in North Point, which provides the company's ESG management approach, efforts, and performance for the period from 1 January 2025 to 31 December 2025 (the "reporting year").

Reporting Framework

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

Feedback

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

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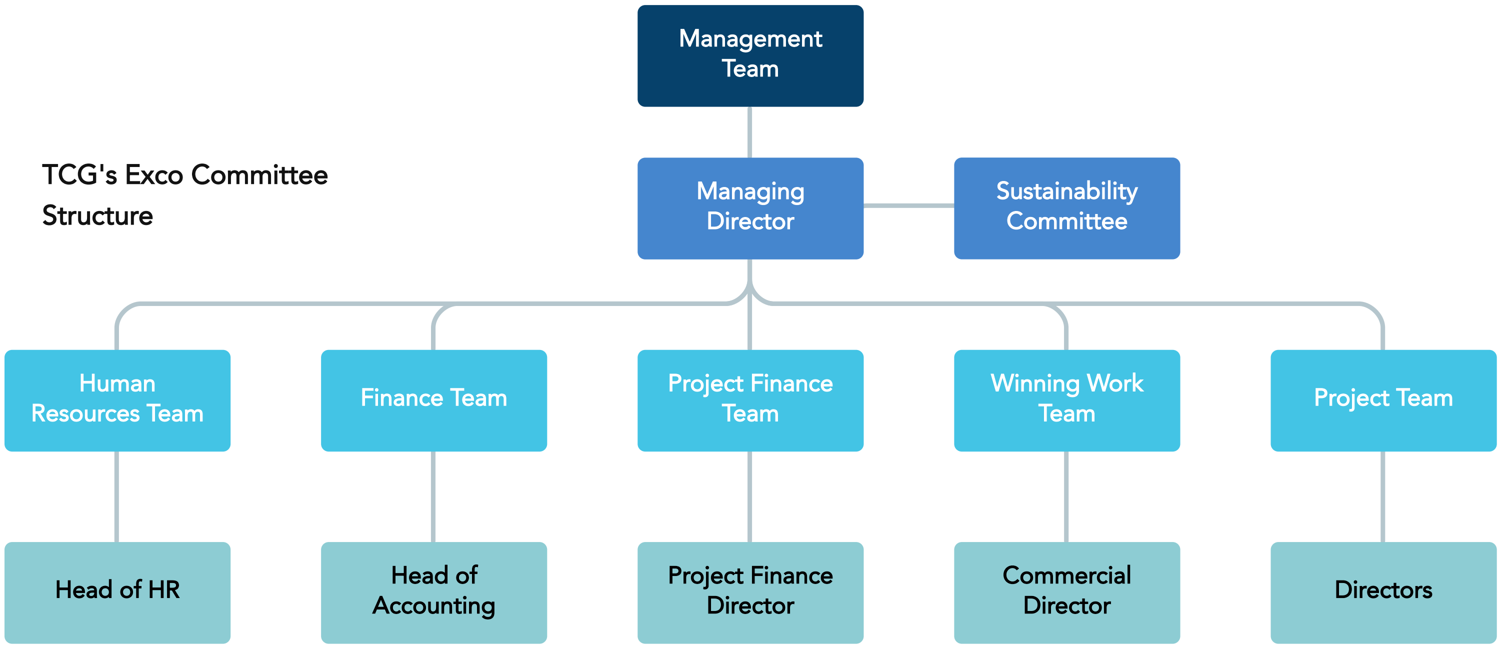
+852 28157338
hongkong@tcgconstruction.com
7F Olympia Plaza, 255 King's Road, North Point, HK

TCG's Exco Committee Structure



This year, TCG maintained the Sustainability Committee established in Q2 last year as the formal governance structure for ESG oversight. Due to competing operational priorities across departments, the Committee was not able to convene during the reporting period. Nevertheless, ESG responsibilities continued to be managed through departmental coordination and ongoing data collection to support our disclosures.

Looking ahead, we will refresh the Committee with a defined meeting calendar, clearer agendas and deliverables, and strengthened internal reporting processes to improve accountability and provide more detailed insights into our ESG performance.

Management Approach

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

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

Certificate of Registration

INTEGRATED MANAGEMENT SYSTEM

This is to certify that: TCG Construction Limited
7/F Olympia Plaza
255 King's Road
North Point
Hong Kong

Holds Certificate No: **IMS 621453**

and operates an Integrated Management System which complies with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 for the following scope:

The provision of project and construction management services.
The provision of interior fit-out and refurbishment services.
The provision of alterations and additions works.
The construction of buildings.

[Previously certified to OHSAS 18001 since 2012-12-11]

For and on behalf of BSI:
Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2020-09-07
Latest Revision Date: 2023-09-29
Effective Date: 2023-11-09
Expiry Date: 2026-11-08
Page: 1 of 1

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Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone (852) 3149 3300.
Further clarifications regarding the scope of this certificate and the applicability of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI Pacific Limited, 23rd Floor, Cambridge House, TaiKoo Place, 979 King's Road, Island East, Hong Kong
A Member of the BSI Group of companies.

IMS Certificate

Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that: TCG Construction Limited
7/F Olympia Plaza
255 King's Road
North Point
Hong Kong

Holds Certificate No: **FS 96978**

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The provision of project and construction management services.
The provision of interior fit-out and refurbishment services.
The provision of alterations and additions works.
The construction of buildings.

For and on behalf of BSI:
Stephen Yu, Chief Operation Officer Assurance, Hong Kong

Original Registration Date: 2005-07-17
Latest Revision Date: 2023-09-29
Effective Date: 2023-11-09
Expiry Date: 2026-11-08
Page: 1 of 1

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A Member of the BSI Group of Companies.

ISO 9001 Certificate

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that: TCG Construction Limited
7/F Olympia Plaza
255 King's Road
North Point
Hong Kong

Holds Certificate No: **EMS 544095**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The provision of project and construction management services.
The provision of interior fit-out and refurbishment services.
The provision of alterations and additions works.
The construction of buildings.

For and on behalf of BSI:
Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2008-12-24
Latest Revision Date: 2023-09-29
Effective Date: 2023-11-09
Expiry Date: 2026-11-08
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Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

ISO 14001 Certificate

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that: TCG Construction Limited
7/F Olympia Plaza
255 King's Road
North Point
Hong Kong

Holds Certificate No: **OHS 591378**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The provision of project and construction management services.
The provision of interior fit-out and refurbishment services.
The provision of alterations and additions works.
The construction of buildings.

[Previously certified to OHSAS 18001 since 2012-12-11]

For and on behalf of BSI:
Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2020-09-07
Latest Revision Date: 2023-09-29
Effective Date: 2023-11-09
Expiry Date: 2026-11-08
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Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

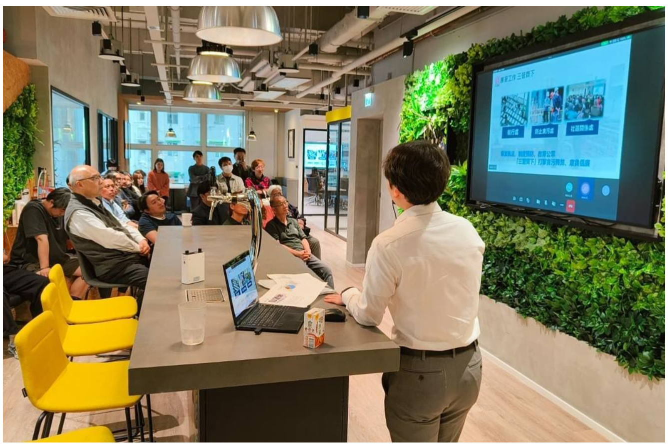
ISO 45001 Certificate

Anti-corruption

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

In addition, the reporting procedure for any suspicion of bribery or corruption has been clearly listed in our Anti-Bribery Policy and all related reports are required to be made to the Head of Department and Head of Human Resource by email for their follow-up and to notify the Managing Director. The Company is committed that all reported concerns will be treated in the strictest of confidence. Meanwhile, the Company provides induction training to new joiners regularly and invited the representative of The Independent Commission Against Corruption ("ICAC") in March 2025 to provide anti-corruption training to employees.

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



Data Privacy and Security

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

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

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

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

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

Intellectual Property Rights Protection

Intellectual property rights protection is a crucial aspect for our company, and we actively implement measures to address this issue. Our Human Resource Policies and Procedures ("HRPP") explicitly state that the company's software is protected by copyright laws and international treaties. Employees are strictly prohibited from installing, using, or operating any unauthorized software or files. Non-compliance with these policies may result in immediate termination, and any liabilities incurred by the company will be transferred to the responsible employees.
During the reporting year, the Company was not aware of any cases related to data privacy and security that have had a great impact on its business operation.

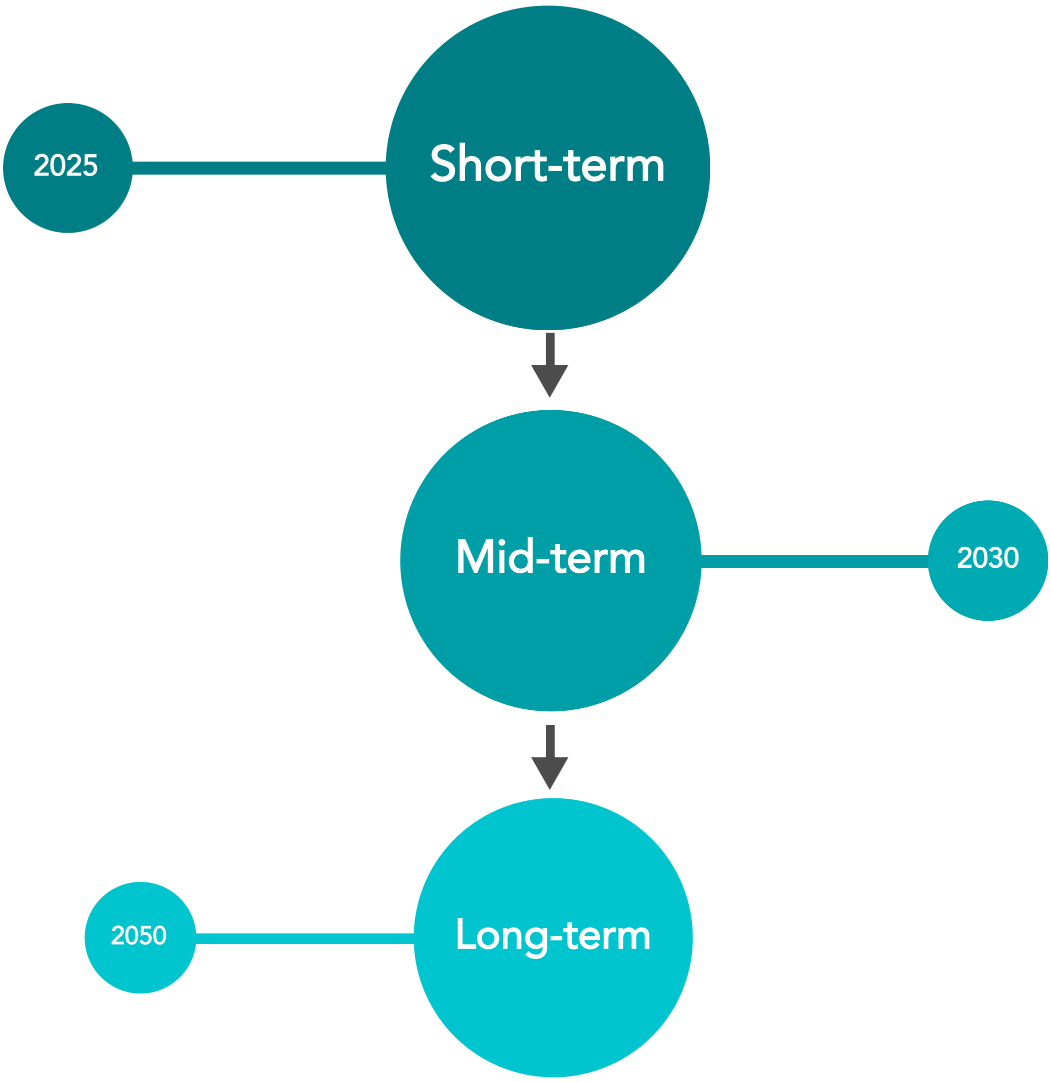
The Company has crafted a structured and strategic plan to achieve our ESG targets, which includes the development of a sustainability mission and a sustainable development roadmap. This roadmap is designed to guide decision-making and promote ESG principles within our operations. It aligns with the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

Sustainability Mission

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

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

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



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

Mission	Focus Area	UNSDGs	ESG Short-term Target in 2025	Progress by 2025
Taking Actions for a Sustainable Future	Environmental	• **Goal 11** – Sustainable cities and communities • **Goal 13** – Climate actions • **Goal 14** – Life below water	• 25% reduction in the GHG Scope 1 and Scope 2 emissions intensity (tCO2/m2) by 2025 from the 2019 baseline.	• TCG targets a 25% reduction in Scope 1 and Scope 2 GHG emissions by 2025 from a 2019 baseline. This year, we achieved an 18% reduction versus the baseline. Due to operational priorities and lead times for efficiency measures, the 2025 target is not expected to be fully met. We will maintain the 25% ambition and extend the timeline to 2027, supported by stronger site energy management, efficient plant and lower-carbon procurement.
			• 20% reduction in the energy consumption intensity (MWh/m2) by 2025 from the 2021 baseline.	• In FY2025, our energy consumption intensity increased, reflecting a higher proportion of vehicle-dependent projects for site operations and logistics. We reviewed the FY2021 baseline and determined it is not representative due to unusually low vehicle usage. Accordingly, we will re-baseline this KPI to FY2024 and maintain our ambition to reduce energy intensity by 20% by 2027. Deliver actions include journey planning, utilisation and anti-idling controls, preventive maintenance, monitoring and phased adoption of EVs where feasible.
			• To achieve a waste recycling and reuse rate of 5% per project by 2024.	• While a 5% recycling and reuse rate was recorded in FY2024, monitoring coverage was not yet comprehensive. In FY2025, monitoring was implemented across 100% of projects, improving data completeness and comparability. With full coverage, the recorded recycling and reuse rate was 0.34% The Group will treat FY2025 as the baseline year for portfolio-wide waste monitoring and will strengthen site-level segregation, recycling outlet/collector arrangements, and reporting controls, with the aim of improving recycling and reuse performance by end of 2027.
			• All projects' waste will be monitored by the waste management app Oroko by 2024.	• All the waste in the major project in TCG are being monitored by Oroko in 2025. We will enforce the same to ensure all the major projects in 2026 will be monitored by Oroko.

TCG CONSTRUCTION

Sustainability Development Roadmap and Respond to UNSDGs

Mission	Focus Area	UNSDGs	ESG Short-term Target in 2025	Progress by 2025
Taking Actions for a Sustainable Future	Environmental	 • **Goal 11** – Sustainable cities and communities • **Goal 13** – Climate actions • **Goal 14** – Life below water	• Enhance ESG data collection and disclose GHG Scope 3 emissions in coming years.	• Following on internal review of Scope 3 feasibility, we will implement Scope 3 data collection through procurement controls, including standardized data templates and progressive supplier engagement. Where primary data is not available, we will use consistent secondary estimation methods to ensure completeness. We will disclose results together with data quality indicators and set phased targets that combine (1) reporting coverage (by spend/category), (2) primary data coverage for key suppliers/subcontractors, and (3) an intensity KPI to account for changes in project scale. As data availability and quality are expected to improve over time, we will begin with screening estimates and progressively refine our methodology, with the intention to confirm a robust baseline after several reporting cycles of consistent data.
			• Keep saving energy and reduce GHG emissions.	• On-going Monitoring. It will be monitored by the ESG governance to manage environmental related issues and other ESG issues.

Sustainability Development Roadmap and Respond to UNSDGs

Mission	Focus Area	UNSDGs	ESG Short-term Target in 2025	Progress by 2025
Caring for People and Social Value	People	 • **Goal 3** – Good health and well-being • **Goal 4** – Quality education • **Goal 8** – Decent work and economic growth	• To maintain the accident rate lower than 10.0 per 1,000 workers in 2024.	• Achieved 2.1 per 1,000 workers in 2025 which is below the 10 per 1,000 workers baseline.
			• To maintain zero fatalities in 2024.	• Maintained ZERO fatalities in 2025.
			• To maintain the average training hours ≥ 8.0 hours per employee in 2024.	• Achieved average training hours ≥ 8.0 hours.
			• To ensure all the employees receive professional training in 2024.	• All employee received professional training in 2025.
			• Provide Regular Safety training to all subcontractors / suppliers / workers on sites in 2024 with 100% attendance.	• The attendance of the safety training on sites for the workers is 100% in 2025.

TCG CONSTRUCTION

Mission	Focus Area	UNSDGs	ESG Short-term Target in 2025	Progress by 2025
Growing Responsibly and Sustainably	Value Chain	• **Goal 9** – Industry, innovation and infrastructure • **Goal 12** – Responsible consumption and production	• To maintain the average customer satisfaction score ≥ 9.0 in 2024.	• Customer satisfaction remained high, with an average score of 9.0 (target: ≥ 9.0).
			• Reply to all customers with action plans on Customer Satisfaction comments requesting improvements within 1 month.	• All customers with action plans on Customer Satisfaction comments requesting improvements within 1 month.
			• To engage with suppliers / contractors and customers regularly to promote ESG.	• We organised a company group visit to ReThink HK, which provided insight and inspiration on sustainable development topics relevant to Hong Kong. During the event, we engaged with both existing and potential new suppliers and exchanged views on ESG-related practices and solutions.

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

Stakeholder Category	Engagement Channels
Employees	• Weekly meetings • Activities gathering • Training • Performance reviews • Team dinner • Intranet - #Team TCG
Customers	• Project meetings and calls • Customer satisfaction survey • Mobile App
Suppliers / Contractors	• Tendering and procurement processes • Weekly meetings • Project meetings and calls • Safety meetings • Performance evaluation • Mobile App
Business Partners	• Meetings and calls
Construction Sector and Professional Institutions	• Meetings and calls
Design Team	• Project meetings and calls • Mobile App
Consultant	• Project meetings and calls • Mobile App
Local Communities	• Press Releases • Volunteer activities • Websites • Social media

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

Materiality Assessment

Step 01

Identification

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

Step 02

Prioritisation

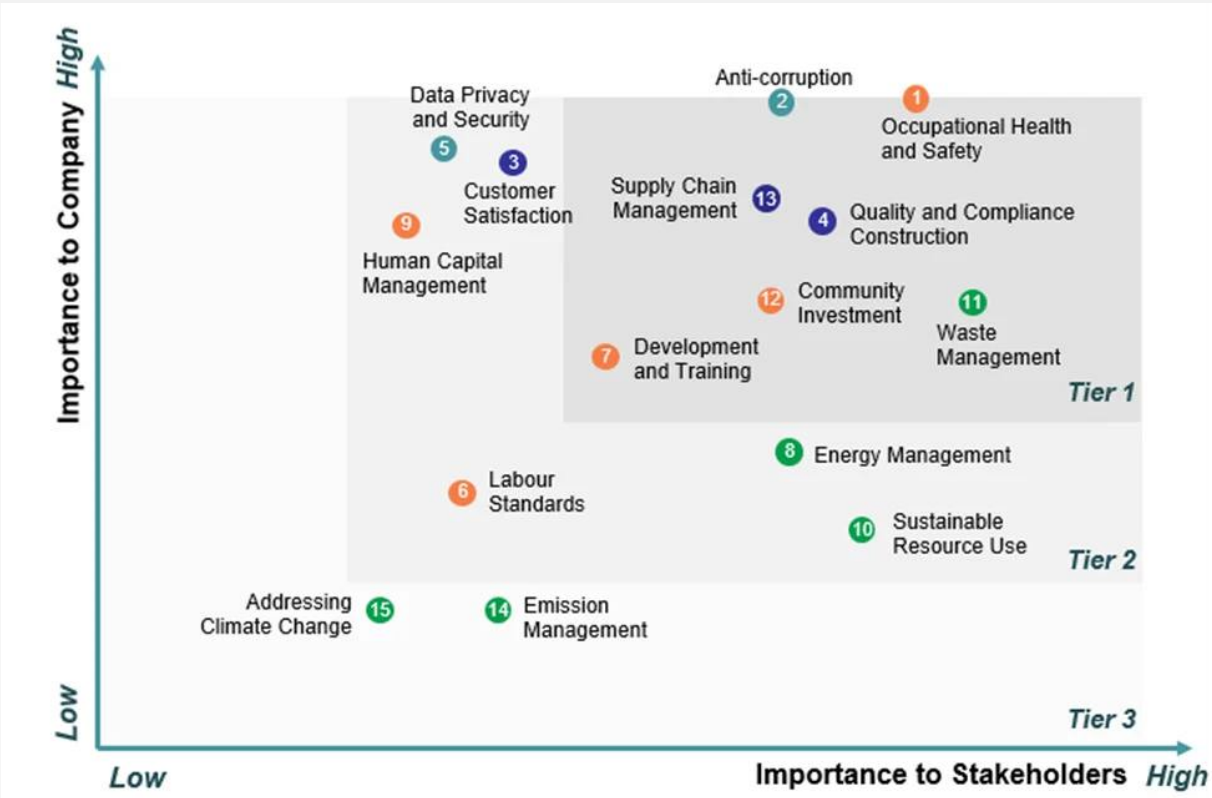
- Combined and analysed the results of the benchmarking exercise and online survey to develop a prioritised list of ESG topics with their materiality levels for the Company confirmation.

Step 03

Validation

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

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



Tier 1 The Most Important Material Topics

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

Tier 2 Important Material Topics

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

Tier 3 Relatively Less Important Material Topics

14. Emission Management
15. Addressing Climate Change

Legend

Environmental Topics · *Value Chain Topics* · *People Topics* · *Governance Topics*

TCG CONSTRUCTION

Sustainable cities and communities

Goal 11

Climate action

Goal 13

Life below water

Goal 14

Environmental Management


bsi.

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that: TCG Construction Limited
7/F Olympia Plaza
255 King's Road
North Point
Hong Kong

Holds Certificate No: **EMS 544095**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The provision of project and construction management services.
The provision of interior fit-out and refurbishment services.
The provision of alterations and additions works.
The construction of buildings.

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2008-12-24
Latest Revision Date: 2023-09-29

Effective Date: 2023-11-09
Expiry Date: 2026-11-08

Page: 1 of 1

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Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

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

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

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

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

TCG's carbon footprint mapping

Scope 1

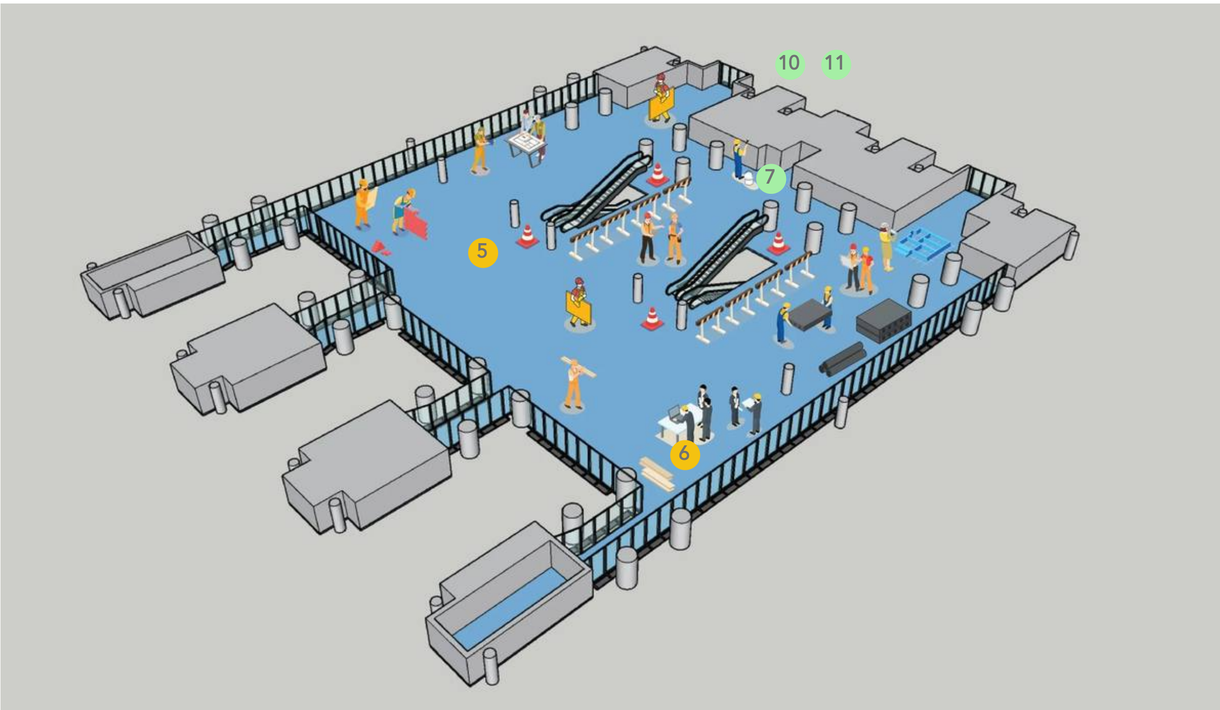
1. Petrol used in TCG car fleet
2. Diesel used in TCG plant
3. Refrigerant leakage

Scope 2

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

Scope 3

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



TCG CONSTRUCTION

25%

GHG Emission

Our Commitment:

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

Acknowledging the critical need to reduce Greenhouse Gas (GHG) emissions, the Company has engaged an independent third-party organization to review our GHG emissions from 2019 to 2024. Based on this analysis, we have established short-term GHG emissions reduction targets specifically for the operations at our headquarters office. In the reporting year, the Company generated Scope 1 direct emissions primarily from fuel consumption of company-owned vehicles, totaling **5.63** tCO2e (2024: 4.39 tCO2e). Scope 2 indirect emissions, arising solely from purchased electricity, amounted to **31.24** tCO2e (2024: 33.83 tCl2e). Total Scope 1 and Scope 2 emissions decreased to 36.87 tCO2s (2024: 38.22 tCO2e), and our GHG emissions intensity improved to 0.078 tCO2e/m2 (2024: 0.081 tCO2e/m2).

The increase in Scope 1 emissions was mainly driven by higher demand for remote projects, which required additional vehicle use to support operations. Meanwhile, Scope 2 emissions decreased during the year, supported by a lower electricity emission factor and reduced electricity-related emissions. Overall, purchased electricity remains the largest contributor to our emissions profile, representing approximately 85% of total emissions in 2025.

GHG Emissions (tCO_2e)	2021	2022	2023	2024	2025
Scope 1 Direct Emissions	2.93	0.23	0.78	4.39	5.63
Scope 2 Indirect Emissions	38.51	36.83	34.85	33.83	31.24
Total GHG Emissions	41.44	37.06	35.63	38.22	36.87
GHG Intensity by Floor Area (tCO_2e/m^2)	0.085	0.078	0.075	0.081	0.078

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

To reduce our GHG emissions, we continue to focus on electricity conservation and operational efficiency at the headquarters office. We have implemented measures to reduce electricity use and actively promote energy-saving practices among employees through ongoing communications and training. In parallel, we will continue to monitor Scope 1 vehicle-related emissions closely and explore practicable improvement measures to manage emissions associated with business needs. Looking ahead, we recognise the importance of addressing Scope 3 missions. Given the project-based nature of our operations and varying supplier data readiness, we will adopt a phased approach-starting with category identification and screening estimates, strengthening data collection through procurement-led controls and supplier engagement, and progressively, improving data quality and coverage over subsequent reporting cycles. We will provide updates as our Scope 3 work advances.

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

Air Emission

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

Air Emissions (kg)	2024	2025
Sulphur oxides (SOx)	0.031	0.031
Nitrogen oxides (NOx)	1.878	1.433
Particulate Matter (PM)	0.138	0.105

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

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

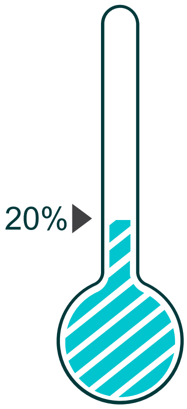
TCG CONSTRUCTION

Noise Pollution

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

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

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



Energy Management

Our Commitment:
20% **reduction** in the energy consumption intensity (MWh/m2) by 2027 from the 2021 baseline.

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

Energy Consumption (MWh)	2024	2025
Direct Energy Consumption	15.93	20.49
Indirect Energy Consumption	51.25	52.06
Total Energy Consumption	67.18	72.52
Energy Consumption Intensity by Floor Area (MWh/m^2)	0.142	0.153

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

Addressing Climate Change

Following our previous materiality assessment, addressing climate change was identified as less critical compared to other material aspects. Nevertheless, the Company recognises the significant global risk posed by climate change and remains committed to strengthening our efforts and transparency in this area. Our disclosures continue to be guided with reference to the CDP Climate Change Questionnaire and relevant market practices to support continual improvement.

This year marks our third year of ESG reporting. We acknowledge that certain key performance indicators (KPIs) and management processes are still under development, particularly where data availability and operational complexity require phased implementation. Despite this, our commitment to improving governance, data quality and disclosure remains unwavering. We will continue to enhance our reporting processes and expand the scope and robustness of our climate-related metrics and targets over time.

Governance

The Company's highest governance body continues to play a central role in decision-making related to climate change. Building on the external review of our GHG emissions conducted by an independent third party in the prior year, we have continued to strengthen internal oversight. The Sustainability Committee provides coordination and monitoring of climate change-related matters, and under the oversight of senior management and the Executive Committee (Exco). During the year, senior management - including the Managing Director, Directors and Engineering Director & the Project Directors - continued to participate in discussions on sustainability development and climate change, including engagement activities with industry stakeholders to enhance awareness and identify practical improvement opportunities.

While our climate governance framework and dedicated climate-related policy are still being developed, senior management remains committed to seeking expert advice, building internal capability, and taking progressive action aligned with our business context. Looking ahead, the Sustainability Committee will continue holding regular meetings with the Managing Director and Exco to report progress, review performance against climate-related metrics, and identify priority actions. We aim to further integrate climate change considerations into our decision-making processes, supported by improved data collection and clearer accountabilities. We are committed to actively monitoring, managing and regularly disclosing climate-related metrics and targets to enhance transparency and drive continual improvement.

Strategy

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

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

Currently, our identification of climate-related risks and opportunities is primarily focused on the direct operations of our business, with value-chain considerations being developed progressively. Quantifying the potential financial impacts of these risks and opportunities remains challenging and will require additional time, data and internal capability to establish robust metrics. Below, we outline the transition risks, physical risks and opportunities identified, with reference to the latest CDP-aligned climate disclosure approach and leading market frameworks.

RISK TYPE	PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL FINANCIAL IMPACT	COMPANY-SPECIFIC DESCRIPTION	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT
Transition Risks						
Current regulation	Enhanced emissions-reporting obligations	Increased indirect (operating) costs	In the jurisdiction where TCG primarily operates, regulatory requirements for climate-related disclosures have reached a significant milestone. The amendments to the HKEX ESG Reporting Code, which were finalized in 2024, officially became effective on January 1, 2025. These new mandates, closely aligned with the international IFRS S2 Climate-related Disclosures standard, now require mandatory disclosure of Scope 1 and Scope 2 GHG emissions for all listed issuers. Although TCG is a non-listed company, we continue to follow these high-level HKEX standards to maintain our competitive edge as a preferred contractor for major listed entities. To strengthen internal capability, data governance and reporting processes, we continued to invest resources and, where appropriate, engage external support, which increased indirect (operating) costs. Given our voluntary commitment to these best practices, we have adjusted the magnitude of this impact to Medium, reflecting the growing importance of transparent climate reporting in the Hong Kong construction sector.	Short-term	Very Likely	Medium-low

TCG CONSTRUCTION

RISK TYPE	PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL FINANCIAL IMPACT	COMPANY-SPECIFIC DESCRIPTION	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT
Transition Risks						
Emerging regulation	Enhanced emissions-reporting obligations	Increased indirect (operating) costs	In the jurisdiction where TCG mainly operates, climate-related disclosure expectations have increased. HKEX's enhanced climate-related disclosure requirements became effective for financial years commencing on or after 1 January 2025. Although TCG is a non-listed company, we reference the HKEX framework as a benchmark for our ESG disclosure given our Hong Kong operations. This may increase indirect costs due to the need for stronger governance, data collection, internal controls and reporting processes, and may require additional resources or external support to ensure the completeness and consistency of our disclosures. Emerging regulation (future tightening / expanding scope) Looking ahead, climate-related disclosure requirements and market practices may continue to evolve and become more detailed over time including broader value-chain transparency and more rigorous reporting expectations. While TCG is a non-listed company, we anticipate that customer requirements and industry norms may increasingly align with these developments, potentially requiring additional resources to enhance data coverage and quality, strengthen supplier/subcontractor engagement, and progressively develop our Scope 3 approach. This could result in additional indirect costs and operational effort as reporting expectations mature.	Short-term	Very likely	Medium-low
Legal	Exposure to litigation	• Decreased revenues due to reduced demand for products and services; • Increased indirect (operating) costs	TCG's exposure to litigation or claims may lead to decreased revenues if it reduces confidence in our services, making it more difficult to attract new business opportunities and retain existing customers. In addition to potential damages, litigation and dispute resolution are costly, requiring legal representation and incurring associated expenses (e.g., court fees and professional costs), which can be significant in Hong Kong where TCG primarily operates. As climate and ESG-related expectations increase, potential areas of dispute may also include environmental incidents on sites and the accuracy of ESG-related statements and disclosures. These factors could indirectly increase our operating costs.	Short-term	About as likely as not	High

RISK TYPE	PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL FINANCIAL IMPACT	COMPANY-SPECIFIC DESCRIPTION	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT
Transition Risks						
Technology	Substitution of existing products and services with lower emissions options	Increased indirect (operating) costs	Replacing existing practices with lower-emissions alternatives may increase indirect (operating) costs, particularly during the transition period. For example, Scope 1 emissions are mainly associated with fuel consumption from company-owned vehicles used to support remote projects; moving towards lower-emission vehicle options (e.g., EVs) may require additional upfront investment and supporting arrangements such as charging access and operational planning. In addition, customer-driven adoption of sustainable materials or low-carbon products may increase procurement complexity and cost, as these options can carry price premiums or require additional supplier engagement and verification (e.g., product certifications or EPD availability). As a result, technology transition may increase operating costs and management effort even where it supports longer-term emissions reduction.	Medium-term	More likely than not	Medium
Market	• Changing cost • Increased cost of raw materials	• Decreased revenues due to reduced demand for products and services; • Increased indirect (operating) costs	Customer preferences continue to shift towards more sustainable products and services, and ESG expectations are increasingly being embedded into tender requirements and project delivery. If TCG fails to align with these market trends, we risk losing business opportunities and existing customers. To respond, we continue to engage stakeholders and enhance our sustainability practices, including improving data transparency and promoting practical measures on projects (e.g., waste management controls and energy conservation). However, the adoption of sustainable materials and low-carbon solutions may increase procurement complexity and costs, as certain products may carry price premiums or require additional verification and supplier engagement. As sustainability becomes more integral to the construction industry, failure to keep pace with customer expectations may impact our competitiveness and revenue in the medium term.	Medium-term	Likely	Medium

RISK TYPE	PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL FINANCIAL IMPACT	COMPANY-SPECIFIC DESCRIPTION	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT
Transition Risks						
Reputation	• Shifts in consumer preferences • Increased stakeholder concern or negative stakeholder feedback	Decreased revenues due to reduced demand for products and services	Shifts in customer and stakeholder expectations can affect demand for construction services and influence tender outcomes, particularly as sustainability considerations become more visible across the industry. Negative feedback—such as concerns over environmental performance, data transparency, or failure to meet stated commitments—could reduce business opportunities and impact customer retention. To manage this, TCG continues to strengthen ESG governance and improve the consistency of data collection and reporting, while engaging stakeholders to promote ESG awareness and collaboration. We recognise that our sustainability practices and KPIs will continue to mature over time, and we remain committed to integrating stakeholder feedback into our sustainability initiatives to protect and enhance our reputation and market position.	Medium-term	Likely	Medium
Physical Risks						
Acute physical	Cyclone, hurricane, typhoon Heat wave	Decreased revenues due to reduced production capacity	In Hong Kong, where TCG operates, cyclones/typhoons, heavy rainstorms and heatwaves pose acute physical risks that may reduce productivity and lead to absenteeism or safety incidents affecting employees and site workers. Local regulations and site safety requirements may require work to cease under severe weather warnings, which can result in project delays and increased costs. TCG prioritises Occupational Health and Safety (OHS) and implements measures to protect our workforce, including monitoring weather warnings, enforcing stop-work arrangements when required, strengthening site precautions, and communicating safety guidance to project teams. We will continue to enhance preparedness and response measures to manage extreme weather risks.	Short-term	Very likely	Medium-high

RISK TYPE	PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL FINANCIAL IMPACT	COMPANY-SPECIFIC DESCRIPTION	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT
Physical Risks						
Chronic physical	Heat stress	Decreased revenues due to reduced production capacity	Chronic physical risks such as heat stress can pose a significant threat to the health and safety of our employees and site workers. In construction activities, prolonged exposure to high temperatures may reduce productivity, increase fatigue and absenteeism, and elevate the risk of heat-related illness, particularly for outdoor tasks. These conditions can also contribute to project delays and increased costs. TCG prioritises Occupational Health and Safety (OHS) and continues to implement measures to manage heat stress risks, including site supervision, worker communications, and preventive controls such as appropriate work-rest arrangements, hydration and shade provisions where applicable. We will continue to enhance preparedness and awareness to safeguard our workforce under changing climate conditions.	Short-term	Very likely	Medium-high
Resource efficiency	Use of recycling	Reduced indirect (operating) costs	TCG's construction projects generate waste, including materials such as concrete, wood, aluminium and packaging. Improving segregation, reuse and recycling can divert waste from landfill, reduce disposal costs, and create opportunities to reuse materials, which may help lower raw material, procurement and transportation costs. In FY2025, we enhanced our waste data monitoring to cover 100% of projects, strengthening data completeness and enabling better management oversight. However, under full coverage, the recorded recycling and reuse rate was 0.34%, indicating that recycling/reuse practices were not yet consistently implemented across the project portfolio. Building on improved monitoring, we will strengthen site-level segregation arrangements, recycling outlets/collectors and reporting controls to drive performance improvement. While these initiatives may involve initial implementation effort and costs, we expect improved resource efficiency to support medium-term reductions in indirect operating costs.	Medium-term	Very likely	Medium-high

TCG CONSTRUCTION

RISK TYPE	PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL FINANCIAL IMPACT	COMPANY-SPECIFIC DESCRIPTION	TIME HORIZON	LIKELIHOOD	MAGNITUDE OF IMPACT
Phsyical Risks						
Product and Service	Ability to diversify business activities	Increased revenues resulting from increased demand for products and services	Diversification enables TCG to offer value-added services to customers, particularly as sustainability requirements become more common in tenders and project delivery. By strengthening capabilities in areas such as sustainability planning, waste management controls, energy conservation practices and ESG data transparency, we can better support customers seeking sustainable construction or eco-friendly solutions. We will continue engaging customers, suppliers and subcontractors to understand evolving expectations and identify practicable improvements. TCG believes that diversification aligned with sustainability trends can enhance competitiveness and create opportunities to increase revenue over time.	Medium-term	Very likely	Medium-high

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

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

Risk Management

After conducting a materiality assessment previously, addressing climate change was identified as a less critical material topic. However, the Company recognises the significant global risk posed by climate change and remains committed to enhancing our efforts in this area. In our commitment to responsible business practices, we reference leading climate disclosure frameworks and the latest CDP-aligned disclosure approach to strengthen the transparency and consistency of our climate-related disclosures.

We are devoted to continuously refining our practices and improving our reporting mechanisms. Developing and implementing effective Key Performance Indicators (KPIs) takes time, particularly where data availability and operational complexity require phased implementation. Nevertheless, we remain committed to ongoing improvement and will continue to enhance our governance, data quality and reporting processes over time.

Metrics and Targets

During the reporting year, the Company continued reviewing our GHG emissions performance to support the disclosure and monitoring of our short-term GHG emissions reduction targets, demonstrating our commitment to addressing climate change. Our target is a 25% reduction in GHG Scope 1 and Scope 2 emissions intensity (tCO_2e/m^2) by 2025 from the 2019 baseline. Based on the latest results, we achieved an approximate 18% reduction compared to the 2019 baseline; while this is below the original target trajectory, we will continue to closely monitor performance and extend the target timeline to end-2027 to drive further improvement. Although the current short-term target is not aligned with Science-Based Targets at this stage, we will progressively strengthen our approach and consider more scientifically aligned targets as our data, baselines and internal capabilities mature.

Waste Management

Our Commitment:

- Achieve a **minimum 5% waste recycling and reuse rate for every** project by **2025**, and maintain continuous improvement toward 2026.
- Ensure **100% of construction projects** are monitored through the **Waste Management App** by **2025**, with full data analytics reporting enabled by **2026**.

1. Waste Management Approach

TCG Construction Limited continues to elevate its waste management performance as part of our broader sustainability strategy. Our **Waste Management Policy**, endorsed by senior management, provides a clear governance framework that aligns with Hong Kong's environmental regulations and our long-term ESG objectives.

In 2024, within our reporting boundary (head office at North Point), the Company generated **no hazardous waste**. A total of **538 kg** of paper was consumed and fully collected for recycling, resulting in a non-hazardous waste intensity of **0.00113502 tonnes/m2**.

Recognizing that the construction section is a major source of waste, TCG has strengthened data management and site-level monitoring to proactively address this material issue.

2. Advancing Waste Data Transparency (2025-2026 Upgrade)

To enhance visibility and accuracy in waste reporting, the Company will:

2025 Goals

- Fully deploy the **Waste Management App** across all active projects.
- Standardize data inputs across contractors, subcontractors, and site management teams.
- Start quarterly disclosure of waste generation and recycling performance.

2026 Enhancements

- Integrate the App with digital dashboards for real-time waste analytics.
- Provide project managers with automated alerts and trend analysis to improve recycling performance.
- Publish year-on-year waste reduction achievements and site-level benchmarking results.

These digitalization efforts will significantly improve decision-making, identify reduction opportunities, and support long-term waste minimization targets.

3. Waste Reduction Measures Implemented

To minimize environmental impact, TCG Construction continues to implement and expand a series of waste reduction initiatives:

- **Recycling & Reuse Practices:**
  - Reuse of construction materials and site furniture where feasible.
- **Employee & Contract Engagement:**
  - Engagement campaigns encouraging workers and contractors to reduce waste and improve recycling habits.
- **Head Office Waste Reduction:**
  - Three-stream recycling bins implemented (paper, plastics, others).
  - Collection of plastic bottles in exchange programs to encourage circularity.

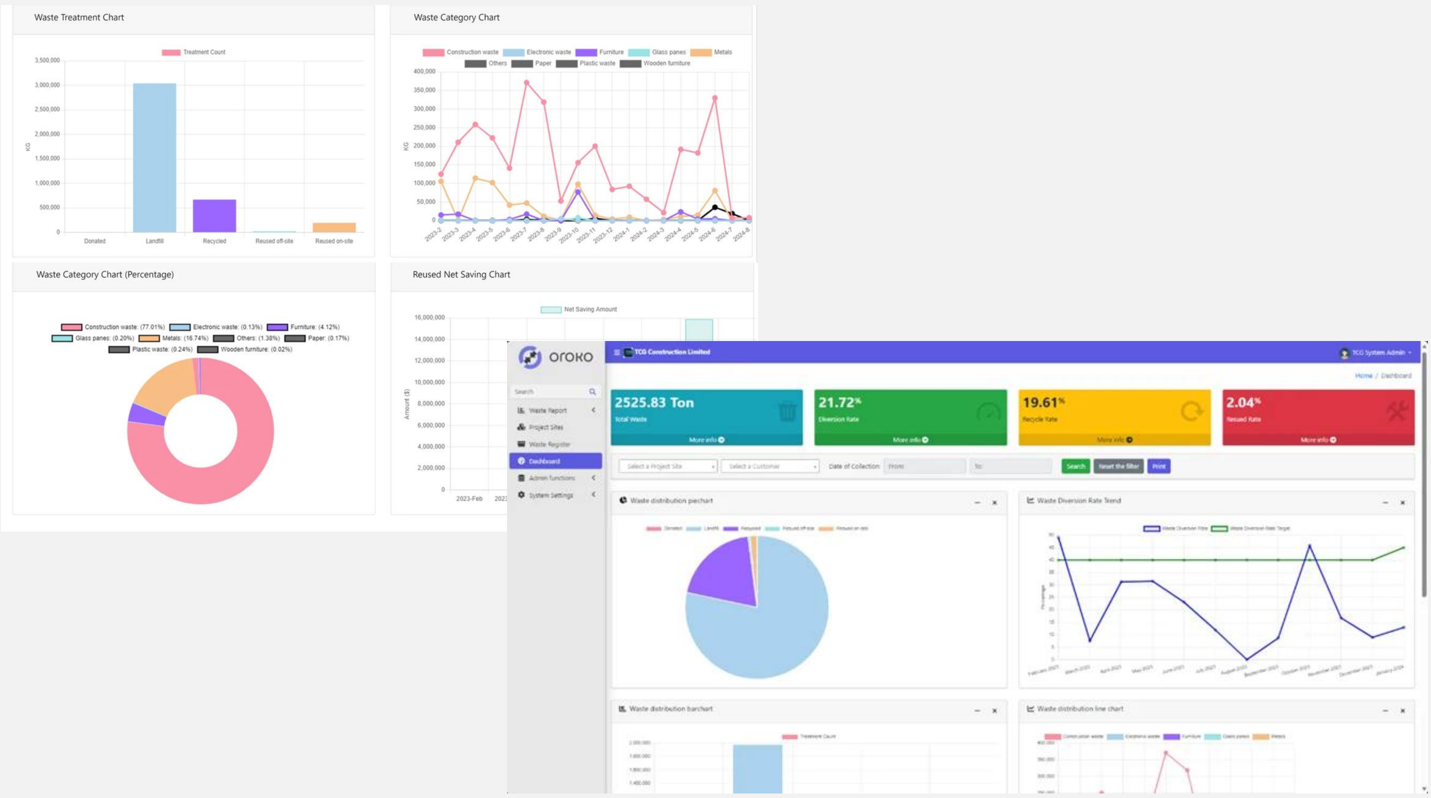
These actions collectively support our commitment to responsible resource consumption and circular economy principles.

4. Looking Ahead: 2026 and Beyond

TCG Construction will continue to strengthen its waste management performance by:

- Increasing the recycling and reuse rate **above 5%** where project conditions allow.
- Expanding waste tracking to include **construction demolition materials, packaging waste**, and **timber formwork**.
- Conducting annual waste audits and third-party verification to enhance ESG credibility.
- Introducing supplier engagement programs focused on low-waste materials and responsible procurement.

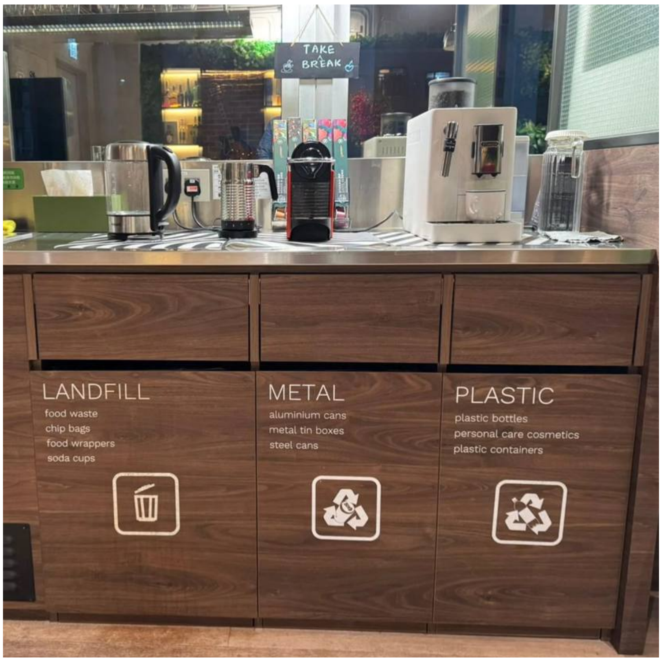
Our long-term goal is to integrate waste reduction into every stage of the project lifecycle-from tendering and procurement to construction and handover-ensuring sustainable outcomes for both our clients and the environment.



Sustainable Resource Use

The Resource Efficiency Policy has been established to maximise the effective utilisation of resources while minimising environmental impact. In FY2025, the Company continued to implement resource efficiency measures across project sites through strengthened material planning, storage control, and reuse practices to reduce deterioration and avoidable wastage.

The Environmental Guidelines in our IMS Manual specify the measures to ensure responsible and environmentally friendly practices throughout the material management process. Materials are handled and stored properly to prevent damage and wastage, and efficient use minimises unnecessary waste. Surplus materials are redeployed for reuse where practicable and removed promptly to avoid deterioration. The use of timber sourced from tropical rainforests is avoided, and where timber is required, the Company encourages responsible sourcing. For landscaping works, imported plants and soils are prohibited where applicable, with a preference for local options. In addition, only registered pesticides and insecticides are used for pest control. These practices support responsible resource management and help minimise environmental impacts.

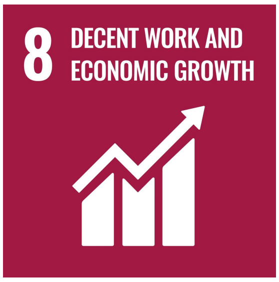


Good health and well-being

Goal 3

Quality education

Goal 4



Decent work and economic growth

Goal 8

Occupational Health and Safety

Our Commitment:

- To maintain the accident rate **lower than 10.0 per 1,000** workers in 2026.
- To maintain **zero** fatalities in 2026.
- Provide Regular Safety training to all subcontractors/suppliers/workers on sites in 2026 with **100% attendance**.

bsi.

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that: TCG Construction Limited
7/F Olympia Plaza
255 King's Road
North Point
Hong Kong

Holds Certificate No: **OHS 591378**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

The provision of project and construction management services.
The provision of interior fit-out and refurbishment services.
The provision of alterations and additions works.
The construction of buildings.

[Previously certified to OHSAS 18001 since 2012-12-11]

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2020-09-07
Latest Revision Date: 2023-09-29

Effective Date: 2023-11-09
Expiry Date: 2026-11-08

Page: 1 of 1

...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated online.
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone (852) 3149 3300.
Further clarifications regarding the scope of this certificate and the applicability of ISO 45001:2018 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

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

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

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

TCG CONSTRUCTION

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

Reporting of Accidents/ Incidents → Preparing Accident Report → Investigation of Accidents/Incidents → Follow - up → Accident/Incident Statistics

The Company's accident rate per 1,000 workers is lower than the Hong Kong Construction Industry Accident Rate in the past three years. Our OHS short-term target is to maintain the accident rate lower than 10.0 per 1,000 workers and zero fatalities in 2026.

ACCIDENT RATE / YEAR	2023	2024	2025
TCG Accident Rate per 1,000 workers	**5.8**	**0**	**2.1**
Hong Kong Construction Industry Accident Rate	27.6	N/A	N/A

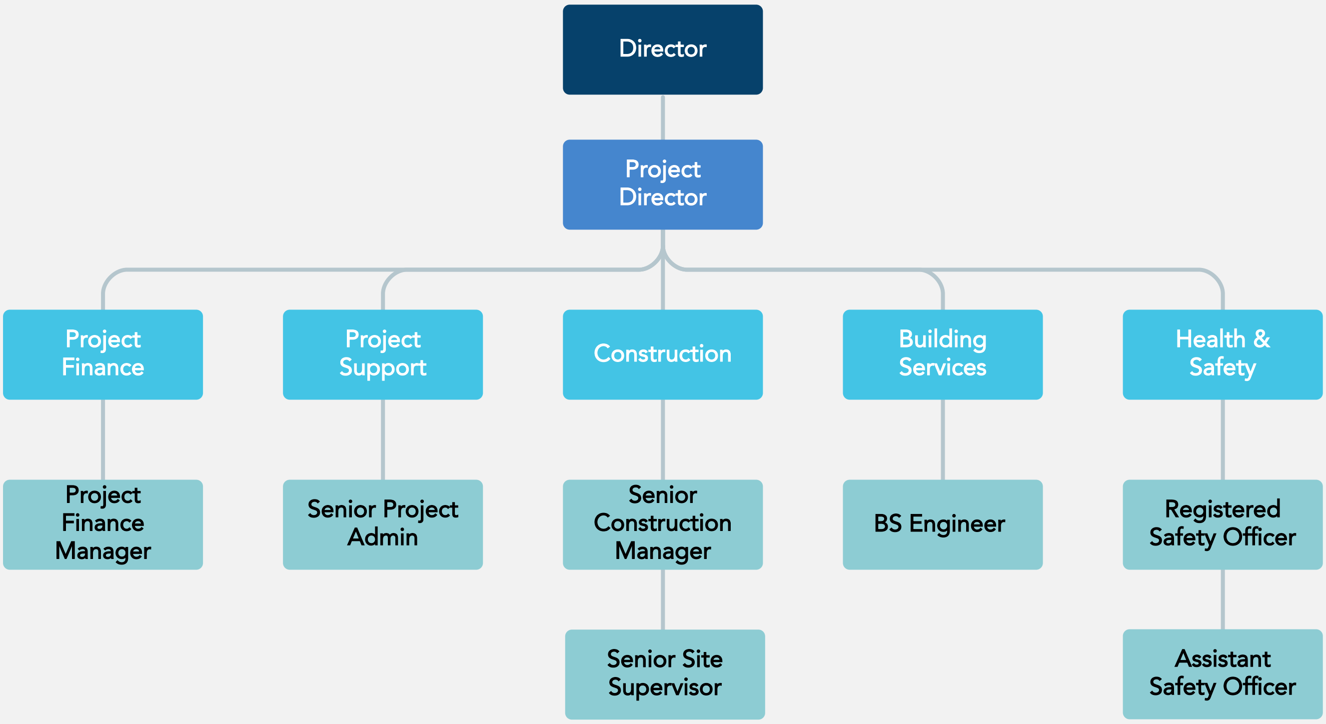
During the reporting year, the Company has reported zero non-compliance of relevant laws and regulations that have a significant impact on the Company relating to safety issues and protecting our employees from occupational hazards. Over the last three years, there were no work-related fatalities.

Safety Management Committee

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

Site Safety Committee

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



TCG's Project Safety Organisation Chart

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

Safety Training Workshop

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

A yearly Health and Safety Charter Workshop has been conducted in the reporting year with the purpose of aligning with all our team members for the high requirements and priority of the health and safety culture. A total of 102 employees and 18 subcontractor representatives joined the workshop.

During the reporting year, a total of **2,300 workers** have participated in safety training and inductions on site with the achievement of around **3,450 safety training hours**.

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

NAME OF EVENT	NAMEOF AWARD	ISSUED BY	NAME OF PROJECT/DIVISION
24th Construction Safety Forum and Award	2025 Safety Performance Award - Outstanding	Occupational Safety & Health Council	TCG Company
Smart Site Safety System (4S) Labelling Scheme	4S Label Plaque	Development Bureau (DEVB) and the Construction Industry Council (CIC)	Stamford American School Hong Kong Project

2025 Safety Performance Award - Outstanding

4S Label Accreditation

TCG has won **"2025 Safety Performance Award - Outstanding"** at 24th Hong Kong Occupational Safety and Health Awards. This is the seventh year in a row we have received this award, showing our strong commitment to safety.

Organized by the Hong Kong Occupational Safety and Health Council in collaboration with the Labour Department. this prestigious award recognises organization that maintain exceptional occupational safety and health standards. This achievement is both meaningful and motivating - it affirms our continuous efforts and further strengthens TCG's reputation for outstanding safety performance.

Our Stamford American School Hong Kong Project was awarded the **"4S Label Plaque under the Smart Site Safety System (4S) Labelling Scheme"** in early June 2025.

Launched by the Development Bureau (DEVB) and the Construction Industry Council (CIC), the 4S Scheme recognizes outstanding in the adoption of smart safety technologies. This achievement reflects our strong commitment to enhancing site safety through digital transformation and innovative technological solutions.

Human Capital Management

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


SUPER MD 人才企業
恭賀
Congratulations to
TCG Construction Limited
榮獲 Super MD 殊榮
On receiving the honour of **Super MD**
2025-30
erb 僱員再培訓局
Employees Retraining Board
人才企業嘉許計劃
Manpower Developer Award Scheme


2024-25 積金好僱主 Good MPF Employer Award
TCG Construction Limited
is honoured as a 獲評為
Good MPF Employer
「積金好僱主」
and presented with 並榮獲
e-Contribution Award「電子供款獎」
and 及
MPF Support Award「積金推廣獎」
Ayesha Macpherson Lau
Chairman
Mandatory Provident Fund Schemes Authority
Cheng Yan-chee
Managing Director
Mandatory Provident Fund Schemes Authority
Valid until 有效期至 30.9.2026

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

During the reporting year, the Company conducted several activities for our employees:
Annual Dinner: Dinner gathering with lucky draw, group game: Team Building;
True Color Personality Assessment: Team Building;
Food Angel: Charity;
Blood Donation: Charity;
GT Programme & Summer Internship Programme: Charity and Social;
Dragon Boat: Team Building;
Go Karting: Team Building;
Workplace Massage Session: Wellbeing;
Mental Health Workshop: Wellbeing;
Christmas Party with (10 years & 20 years) Long Services Award Presentation: Team Building.

Annual Dinner

Go Kart

Dragon Boat Trip



Campus Recruitment (UOW)

Wellness in Bloom

Workforce Distribution

During the reporting year, the Company has a total of 119 full-time employees. All of them are based in Hong Kong. The distribution of our employees by gender, age group and geographical region are shown as follows.

	2024	2025
Total Employees	109	119
By Gender		
Male	78	87
Female	31	32
By Age Group		
< 30	15	16
31-50	67	77
>50	27	26
By Geographical Region		
Hong Kong	109	119
Other	0	0
By Employment Type		
Full-time	109	119
Part-time	0	0

Turnover Rate

For the turnover rate, the total employee turnover rate was **7.95%** during the reporting year. The turnover rate by gender, age group and geographical region are as follows.

	2024	2025
Total Turnover Rate	**13.81%**	**7.95%**
By Gender		
Male	13.8%	6.19%
Female	0.92%	1.77%
By Age Group		
≤ 30	0%	1.77%
31-50	12.8%	5.3%
>50	1.83%	0.88%
By Geographical Region		
Hong Kong	13.81%	7.95%

Equal Opportunity, Diversity, Anti-discrimination

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

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

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

Labour Standards

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

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

Talent Retention, Welfare and Benefits

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

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

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

Development and Training

Our Commitment:

- To maintain the average training hours ≥ **8.0 hours** per employee in 2025.
- To ensure **all the employees** receive professional training in 2025.

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

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

By providing the budget for employees' training every year, we aim to promote a culture of learning and personal development, encouraging employees to continuously improve their skills and knowledge. During the reporting year, a total of 119 employees received 1818.5 hours of professional training. All of our senior management and middle management received the professional training in 2025.

PERCENTAGE OF EMPLOYEES TRAINED (%)	2024	2025
By Gender		
Male	100.00%	100.00%
Female	100.00%	100.00%
By Employee Category		
Senior Management	100.00%	100.00%
Middle Management	100.00%	100.00%
General Staff	100.00%	100.00%

119

Employees

1818.5

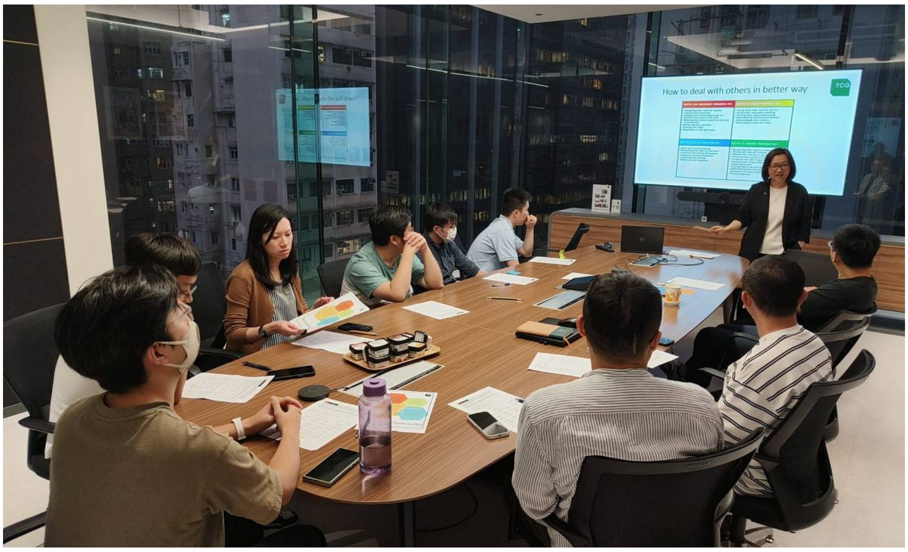
Training hours received

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

True Colour Personality Assessment

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

True Colour Personality Assessment is an effective personality test based on decades of research by color psychologists around the world. We have already held 10 internal training sessions to let all TCG staff participate in 2025. Our participants enjoyed the training sessions very much and the "Takeaway" from the assessment enrich their people skills indeed.



Community Investment

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

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

Volunteer Hours	Investment in the Community
630	HKD 1.49M

During the reporting year, we have worked with some organisations and conducted several activities to contribute to our community with a total of 630 volunteer hours and HKD1,492,221.04 investment.

TCG Blood Donation Event

The Company organized a blood donation day in July 2025. A mobile donation vehicle was parked nearby our head office and was exclusive to our team members giving blood. 17 employees participated in the campaign. We will continue to organize blood donations in the future.

TCG CONSTRUCTION

Talos Foundation

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

Food Angel

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

Make Waves for Hong Kong

On November 2025, 30 brave swimmers successfully completed the Make Waves challenge. The five teams persevered through the 45km swim with great camaraderie and good competition, all the while getting us to just shy of our HK$3.5M fundraising goal in support of Splash Foundation's programmes. This was the third annual Make Waves for Hong Kong event, and this year's swimmers faced some of the toughest conditions we've encountered so far. Their determination shone through as they navigated particularly strong swells on the east coast and battled force 6 winds.

Dragon Boat

Dragon Boat Short Course Races 2025

The Gold Half

AVRA is an ocean lifestyle and brand founded by Shu Pu in 2013. AVRA designs, produces and distributes ocean lifestyle goods for ocean lovers of all kinds. AVRA is also responsible for creating and co-founding a number of extreme ocean events and challenges, including:

The Cold Half, an annual 15km marathon swim from Stanley to Deep Water Bay in Hong Kong since 2013. It is Asia's only winter marathon swim event, with water temperature like a good "cool" channel crossing. In 2017, the Cold Plunge, a 1.5km sister event, was also introduced.

Lapdog Challenge

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

Industry , innovation and infrastructure

Goal 9

Responsible consumption and production

Goal 12

Quality and Compliance Construction

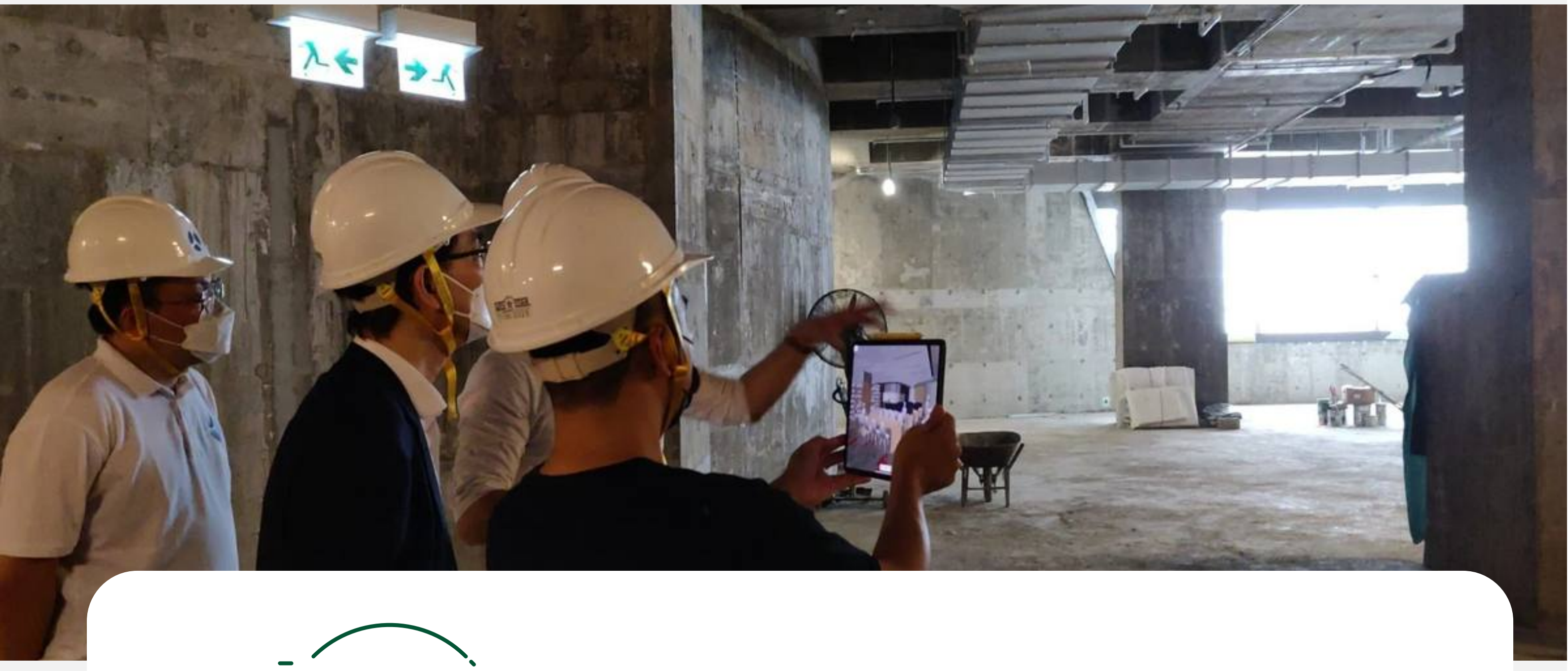
The Company places utmost priority on Quality and Compliance in construction, along with Occupational Health and Safety. Our comprehensive Quality Policy encompasses all aspects of our business operations, ensuring high standards and adherence to specifications. Additionally, we have implemented a rigorous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

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

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

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

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



Applying Innovative Technologies

In FY2025, the Company continued to enhance project delivery through wider adoption of digital and smart-site technologies. We maintained the use of AR/VR-enabled walkthroughs to help clients and consultants visualise the intended "look and feel", confirm key interfaces earlier, and improve stakeholder alignment during implementation.

We also continued using construction management software (e.g., Fieldwire) to strengthen project control through controlled drawings access, structured task management, real-time collaboration and standardised reporting across site teams. In addition, Smart Site Safety System (4S) solutions were applied on selected projects to support proactive safety management through technology-enabled monitoring and timely rectification, reinforcing our commitment to safe, efficient and compliant site operations.

Customer Satisfaction

Our Commitment:

- To maintain the average customer satisfaction score ≥ **9.0** in 2025.
- Respond to all customers with **action plans** on Customer Satisfaction comments requesting improvements within 1 month.

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

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

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

During the reporting year, the Company did not receive any complaints from customers. Looking ahead, the Company will keep reviewing our performance of each project and communicate closely with our customers to improve our customer satisfaction score. We have made the commitment to maintain our average customer satisfaction score greater than or equal than 9.0 in 2025.

Supply Chain Management

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

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

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

- Compliance and due deligence
- Anti-bribery, fraud and corruption
- Human rights and anti-slavery
- Commercial and regulatory
- Sustainability, ethics and intergrity
- Corporate social responsibility
- Right to work

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

Responsible and Green Procurement

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

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

Promotion of Sustainable Practices

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

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

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

Environmental KPIs

SUMMARY OF KPI	UNIT	2024	2025
Air Emissions			
Sulphur oxides (SOx)	Kg	0.031	**0.031**
Nitrogen oxides (NOx)	Kg	1.878	**1.433**
Particulate Matter (PM)	Kg	0.138	**0.105**
Greenhouse Gas (GHG) Enissions			
Scope 1	tCO_2e	4.39	**5.63**
Scope 2	tCO_2e	33.83	**31.24**
Total GHG emissions (Scope 1 & 2)	tCO_2e	38.22	**36.87**
Intensity of GHG emissions	tCO_2e/m^2	0.081	**0.078**
Waste			
Total hazardous waste generated	Kg	0	**0**
Intensity of hazardous waste generated	Kg/m^2	0	**0**
Total non-hazardous waste generated	Tonnes	2291.18	**34,082**
Intensity of non-hazardous waste generated	$Tonnes/m^2$	102.46	**0.00113502**
Energy Consumption			
Direct energy	MWh	15.93	**20.49**
Indirect energy	MWh	51.25	**52.06**
Total energy consumption	MWh	67.18	**72.52**
Intensity of energy consumption	MWh/m^2	0.151	**0.153**

Social KPIs

• SUMMARY OF KPI	UNIT	2024	2025
Workforce Overview			
Total workforce	person	109	**119**
By gender			
Male	person	78	**87**
Female	person	31	**32**
By age group			
≤ 30	person	15	**16**
31 - 50	person	67	**77**
> 50	person	27	**26**
By employee category			
Senior management	person	28	**29**
Middle management	person	29	**30**
General Staff	person	51	**60**
By employment type			
Full-time	person	109	**119**
Part-time	person	0	**0**
Turnover Rate			
By gender			
Male	%	13.80%	**6.19%**
Female	%	0.92%	**1.77%**
By age group			
≤ 30	%	0.00%	**1.77%**
31 - 50	%	12.80%	**5.30%**
> 50	%	1.83%	**0.88%**
By Geographical region			
Hong Kong	%	13.81%	**7.98%**

Social KPIs

SUMMARY OF KPI	UNIT	2024	2025
Occupational Health and Safety			
Number and rate of work-related fatalities	%	0	**0**
Accident Rate per 1,000 workers	No.	0	**2.1**
Number of lost workdays due to work-related injury	Day(s)	12	**32**
Development and Training			
Percentage of employees trained			
By gender			
Male	%	100.00%	**100.00%**
Female	%	100.00%	**100.00%**
By employee category			
Senior management	%	100.00%	**100.00%**
Middle management	%	100.00%	**100.00%**
General Staff	%	100.00%	**100.00%**
Average training hours of per employee			
By gender			
Male	hour/person	7.33	**7.82**
Female	hour/person	7.29	**2.87**
By employee category			
Senior management	hour/person	6.97	**8.47**
Middle management	hour/person	7.53	**10.84**
General Staff	hour/person	8.00	**10**
Supply Chain Management			
Total number of suppliers	No. of suppliers	356	**350**
Total number of contractors	No. of contractors	64	**93**
By geographical region			
Hong Kong	No. of suppliers	356	**350**
Non-Hong Kong	No. of suppliers	0	**0**
Hong Kong	No. of contractors	64	**93**
Non-Hong Kong	No. of contractors	0	**0**
Anti-corruption			
Reported case of anti-corruption	No. of cases	0	**0**
Community Investment			
Resource contributed to the focus area			
Volunteer work	Hours	896	**1,288**
Total amount invest to the Community	HKD	608,520	**566,359**

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KPI	HKEX ESG REPORTING GUIDE REQUIREMENTS	SECTIONS/REMARKS
Governance Structure		
General disclosure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	ESG Governance
Reporting Principles		
General disclosure	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: a) Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. b) Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. c) Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	About this Report - Reporting Framework
Reporting Boundary		
General disclosure	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About this Report - Reporting Boundary and Scope
A. Environmental		
Aspect A1 Emissions		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Taking Actions for a Sustainable Future - Environmental Management
KPI A1.1	The types of emissions and respective emissions data.	Taking Actions for a Sustainable Future - Emission Management
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Taking Actions for a Sustainable Future - Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Taking Actions for a Sustainable Future - Emission Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled and a description of reduction target(s) set and steps taken to achieve them.	Taking Actions for a Sustainable Future - Waste Management

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KPI	HKEX ESG REPORTING GUIDE REQUIREMENTS	SECTIONS/REMARKS
A. Environmental		
Aspect A2 Use of Resources		
General disclosure	Policies on efficient use of resources including energy, water and other raw materials.	Taking Actions for a Sustainable Future - Energy Management - Sustainable Resource Use
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	Taking Actions for a Sustainable Future - Energy Management
KPI A2.2	Water consumption in total and intensity (e.g. perunit of production volume, per facility)	The water consumption charges are included in the property rent so no water consumption data is available
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Taking Actions for a Sustainable Future - Energy Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	There is no issue in sourcing water for the Company.
KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The use of packaging materials for finished products is not applicable to the Company due to its business nature.
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled and a description of reduction target(s) set and steps taken to achieve them.	Taking Actions for a Sustainable Future - Watse Management
Aspect A2 Use of Resources		
General disclosure	Policies on efficient use of resources including energy, water and other raw materials.	Taking Actions for a Sustainable Future - Energy Management - Sustainable Resource Use
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	Taking Actions for a Sustainable Future - Energy Management
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	The water consumption charges are included in the property rent so no water consumption data is available.
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Taking Actions for a Sustainable Future - Energy Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	There is no issue in sourcing water for the Company.

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

KPI	HKEX ESG REPORTING GUIDE REQUIREMENTS	SECTIONS/REMARKS
B. Social		
Aspect B6 Product Responsibility		
KPI B6.4	Description of quality assurance process and recall procedures.	Growing Responsibly and Sustainably - Quality and Compliance Construction
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	ESG Governance - Data Privacy and Security
Aspect B7 Anti-corruption		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	ESG Governance Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	
Aspect B8 Community Investment		
General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Growing Responsibly and Sustainably - Community Investment
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	

Certifications & Awards

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

Certificates

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

Awards

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

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

Awards

DATE	NAME OF CERTIFICATIONS	ISSUED PARTY
May 2023	Safety Project Team Award 2023	The Lighthouse Club Hong Kong
September 2023	Bronze Award of "Best Refurbishment and Maintenance Contractor in Occupational Safety and Health"	Occupational Safety & Health Council
September 2023	Best Presentation Award - Bronze Award	Occupational Safety & Health Council
November 2023	2023 Safety Performance Award - Outstanding	Occupational Safety & Health Council
September 2024	Safe Project Team Award 2024	The Lighthouse Club Hong Kong
October 2024	2024 Safety Performance Award - Outstanding	Occupational Safety & Health Council
June 2025	Smart Site Safety System (4S) Label Plaque	Development Bureau (DEVB) and the Construction Industry Council (CIC)
October 2025	2025 Safety Performance Award - Outstanding	Occupational Safety & Health Council

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