



CHINACHEM GROUP

華懋集團

SUSTAINABILITY REPORT

2024-2025





Table of Contents

Sustainability Performance at a Glance	02
Message from CEO	03
About This Report	05
About Chinachem Group	06
Our Sustainability Focus	07
Pursuing Our Continuous Efforts in Environmental Management	10
Demonstrating Green Building Leadership	11
Accelerating Our Green Transformation	19
Promoting Sustainability to Our Stakeholders through Collaboration	31
Climate Resilience	35
Protecting Ecosystems	46
Creating Influential Social Values	54
Human Capital	55
Promoting Workforce Diversity	57
A Future Ready Workforce	58
Dedication to Occupational Health, Safety & Well-Being	63
Ensuring Customer & Tenant Satisfaction through Service Excellence	69
Business for Social Good: Enhancing Elderly Lives, Addressing Societal Needs	72
Investing in Our Community to Drive Social Impact	80
Governance as the Foundation to Set Our Core Principles	91
Setting High Standards of ESG Governance	92
Compliance & Our Sustainability-Related Policies & Guidelines	95
Stakeholder Engagement & Double Materiality Assessment	96
Risk Management & Internal Control	102
Business Ethics & Integrity	103
Sustainable Financing & Responsible Investment	105
Supply Chain Management	108
Looking Ahead	111
Appendix	112

Sustainability Performance at a Glance

Environmental

**27.7%**

Reduction in operational carbon intensity in 2024 from a 2020 base year¹

14.9% & 5.3%

Energy intensity reduction in our Hospitality and Property Services operations respectively²

97.5%

Of existing buildings with BEAM Plus/LEED/WELL building certificates³

100%

Of new and renewal tenants signed the Green Tenancy agreements

100%

New development and asset enhancement project to receive BEAM Plus Gold or above

Social

**125,759** hours

Of training provided, recorded a 14.4% increase

56.1% & 43.9%

Gender ratio of total employees (female and male)

10%

Reduction in employee Lost-Time Injury Rate (LTIR)

~HK\$12.25 million

Across 37 organisations in donation

2

Social Impact Assessment studies completed for Chinachem Group's signature community investment initiatives

Governance



5-star & Global Sector Leader

In the 2025 Global Real Estate Sustainability Benchmark ("GRESB")

B Rating

In CDP's Climate Change Assessment 2024

1st in Asia

Syndicated loan totalling HK\$8 billion, integrating green, social, and sustainability-linked components

1st Sustainable Finance Framework

Published in alignment with Hong Kong Taxonomy and Common Ground Taxonomy

71.5%

Of the Group's total financing facilities are green, social or sustainability-linked

¹ This covers our Headquarters Offices as well as Hospitality and Property Services operations.

² The intensity units for Hospitality and Property Services operations are kWh/occupied room night and kWh/m² respectively.

³ The percentage covers the number of certified existing buildings as of 30 June 2025.

Message from CEO

Purpose Leads the Way Forward

Dear Stakeholders,

In a world characterised by rapid change and growing complexity – from climate risks to evolving societal expectations – purpose provides clarity and direction. At Chinachem Group, that purpose is reflected in our brand promise: **Creating Places with Heart**. It guides how we grow our businesses, support our communities, and protect the planet for future generations. This enduring commitment shapes everything we do and defines who we are.

As we progress with our CCG 2.0 strategy, we are redefining our role – not merely as a real estate developer and asset manager, but as creators of vibrant, inclusive spaces that connect people across generations. Sustainability remains central to CCG's vision, influencing every decision, development, and relationship that we build.

A New Chapter: Sustainability at the Core

Sustainability is embedded in our organisation and cascades from the top to the bottom. With governance at the Board level and cross-functional teams driving implementation, we are aligning ESG performance with long-term strategy and risk management.

Our efforts have earned us recognition, including a 5-star rating and a Global Sector Leader from the Global Real Estate Sustainability Benchmark (GRESB) – a strong endorsement of our ambitions and achievements.

Building Greener, Living Better

We are transforming our built environment to support a greener and healthier future. Currently, 100% of new major projects have achieved Gold or higher ratings in sustainable building certification schemes. In parallel, 97.5% of our existing buildings are green-certified. We are on track to certify 100% of our portfolio, guided by a clear roadmap for smart, future-ready spaces.

Our Green Tenant Engagement Programme continues to reduce emissions and strengthen partnerships across our ecosystem. To date, over 100 tenants across the commercial, retail, and residential sectors have joined the programme, collectively saving approximately 674,000 kg of carbon emissions, which is equivalent to the annual emissions of 50 standard households in Hong Kong.

Driving Decarbonisation with CCG 3050+

Our “Chinachem Group Carbon Reduction Roadmap – CCG 3050+” has driven significant progress in 2024, achieving a 27.7% decrease from our 2020 baseline. We remain on track to meet our 2030 targets of reducing 51.8% of operational emissions.

We are pushing even further, utilising artificial intelligence and smart technologies to improve energy efficiency, reduce emissions, and upgrade overall asset performance. Building on the pioneering launch of Hong Kong's first zero-carbon chiller replacement project at Nina Tower, we have planned a range of decarbonisation projects, resulting in approximately 86,000 MWh of energy saving till 2030, equivalent to the annual emissions of around 4,700 standard households in Hong Kong. This investment will enable the replacement of chillers and heat pumps, alongside other critical infrastructure upgrades. At the same time, we are actively working to establish our 2050 net-zero target under the Science Based Targets initiative (SBTi), aligning with the latest standards to support our long-term goal for climate resilience.

We also recognise that climate resilience is closely linked to biodiversity. We have carried out climate-related financial assessments to better guide our mitigation and adaptation strategies. As an early adopter of the Taskforce on Nature-related Financial Disclosures (TNFD), we are integrating nature-positive design into our developments – ensuring that what we build enhances not just urban life, but ecological resilience.

Investing for Long-Term Impact

At CCG, sustainability extends beyond environmental stewardship to encompass social impact creation. Recognising the needs of an ageing population, we support Hong Kong's silver economy through our acquisition of Pine Care, delivering high-quality elderly care while generating long-term social and economic value. Pine Care exemplifies how we can address urgent community needs while building a sustainable business model.

To fund our sustainability goals, we are the first property developer in Hong Kong to introduce a Sustainable Finance Framework aligned with both the Hong Kong Taxonomy for Sustainable Finance and the EU's Common Ground Taxonomy, enhancing governance, transparency, and accountability in our financial choices. We also secured Asia's first triple-themed syndicated loan, combining green, social, and sustainability-linked components, which provides us with capital and accountability tools to ensure a lasting impact.

A Purpose-Driven Future

Our work is far from done. We are moving forward with clarity, conviction, and purpose. We will continue to invest in areas where we can lead, not follow, from elderly care to social impact and climate innovation.

None of this would be possible without the continuous support from our Board of Directors, the dedication of our colleagues, and the collaboration of our partners. I thank you for walking this journey with us.

As we embark on this new chapter, we will continue to deliver long-term sustainable business growth while investing in the betterment of Hong Kong for future generations. Let us lead with purpose. Let us build with heart.

Andy Cheung

*Executive Director and
Chief Executive Officer*

Chinachem Group

December 2025



About This Report

Reporting Period & Reporting Scope

This is the Sustainability Report (the “Report”) published by Chinachem Group Holdings Limited (“CCG”, the “Group” or “We”). It covers the Group’s financial year 2024/25 (“FY2024/25”) period from 1 July 2024 to 30 June 2025 (the “Reporting Period”). The Report includes the Group’s core business segments: Property Investment and Property Development, Hospitality and Entertainment, Property Services and Elderly Care services. The reporting scope is determined based on financial ownership and operational control, which includes:

- the headquarters office
- 33 commercial, retail, industrial, and residential properties, with D•PARK newly added to the scope
- seven hotels and residences
- 12 Residential Care Homes for the Elderly (“RCHE”) under Pine Care Group Limited (“Pine Care”)

Reporting Standards & Principles

The Report is prepared with reference to the Global Reporting Initiative (“GRI”) Standards and the Environmental, Social and Governance (“ESG”) Reporting Code (“HKEX ESG Reporting Code”), as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”). We have followed the Reporting Principles as recommended by GRI Standards and as set out in the HKEX ESG Reporting Code to define the Report content and to ensure the quality of information presented in this Report, including:

- **Materiality**
We conduct regular stakeholder engagement and evaluate our double materiality assessments for determining material sustainability and financial issues that inform our strategic planning and decision-making processes.
- **Quantitative**
We provide quantitative figures with comparative analysis and give updates on performance indicators.

- **Balance**
We disclose positive and negative impacts of our performance for concluding areas for further improvements.
- **Consistency**
We keep consistency in the use of reporting standards and methodologies. Explanations are provided where applicable.

The Report also references the following standards:

- IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (“IFRS S1”) as issued by the International Sustainability Standards Board (“ISSB”)
- ISSB’s IFRS S2 Climate-related Disclosures (“IFRS S2”)
- Taskforce on Nature-related Financial Disclosures (“TNFD”) framework

This Report, published in December 2025, is available on the Group’s Sustainability Website (chinachemgroup.com/sustainability/sustainability-reports/).

External Assurance

We engaged the Hong Kong Quality Assurance Agency (“HKQAA”) to provide external independent assurance for the content of this Report, adopting a limited assurance approach. Please refer to the section of “Verification Statement” for details about the scope of work undertaken by HKQAA.

Contact Details

We value your opinion on our sustainability performance and reporting. Please take a moment to complete our [feedback form](#).

Email: sustainability@chinachemgroup.com

Telephone: +852 2739 8811

Address: 35-38/F, Nina Tower, 8 Yeung Uk Road, Tsuen Wan,
New Territories, Hong Kong



About Chinachem Group

Founded in 1960, CCG is a leading private real estate company in Hong Kong. CCG manages a diverse portfolio of investment and development properties in Hong Kong. Leveraging its extensive expertise in real estate development, CCG delivers high-quality residential spaces and maintains a robust pipeline of commercial projects. Its property services business creates value by managing assets for sustainable, long-term growth.

CCG is also a hotel owner and operator, managing and operating properties under the Nina Hotels and Lodgewood by Nina Hospitality brands. The acquisition of Pine Care marks CCG's expansion into elderly care services, demonstrating its commitment to delivering quality care for elderly.

CCG is dedicated to making better places to live, work and raise future generations in Hong Kong and beyond.

Revenue (HK\$)



13,705 million

Total Asset Value (HK\$)



145,486 million

Major Segments of Our Revenue



82%

Property Investment & Property Development

Our investments comprise a diverse range of properties, including commercial, residential, and industrial assets. Notable projects and properties in Hong Kong include Nina Tower, One Hennessy, One and Two Chinachem Central, NINA MALL, D • PARK, IN ONE, and ECHO HOUSE.



7%

Hospitality & Entertainment

Nina Hospitality, as the Group's hospitality arm, operates, and manages a portfolio of five hotels and two serviced apartment complexes in Hong Kong. Nina Hospitality features two distinct brands: Nina Hotel and Lodgewood, targeting the midscale to upscale market.



2%

Property Services

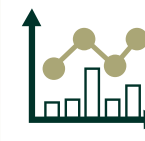
The Group offers an extensive array of property services, including facility management, cleaning solutions, security services, comprehensive installation, repair and maintenance operations. We are dedicated to delivering high-quality services that cater to the diverse needs of our clients in the property sector.



3%

Elderly Care Services

The acquisition of Pine Care signifies the Group's strategic investment in elderly care services, reinforcing its commitment to creating long-term social value and supporting the Government's silver economy development. The Group differentiates itself as an operator by offering personalised and high-quality elderly care services for a vibrant intergenerational community.



6%

Others



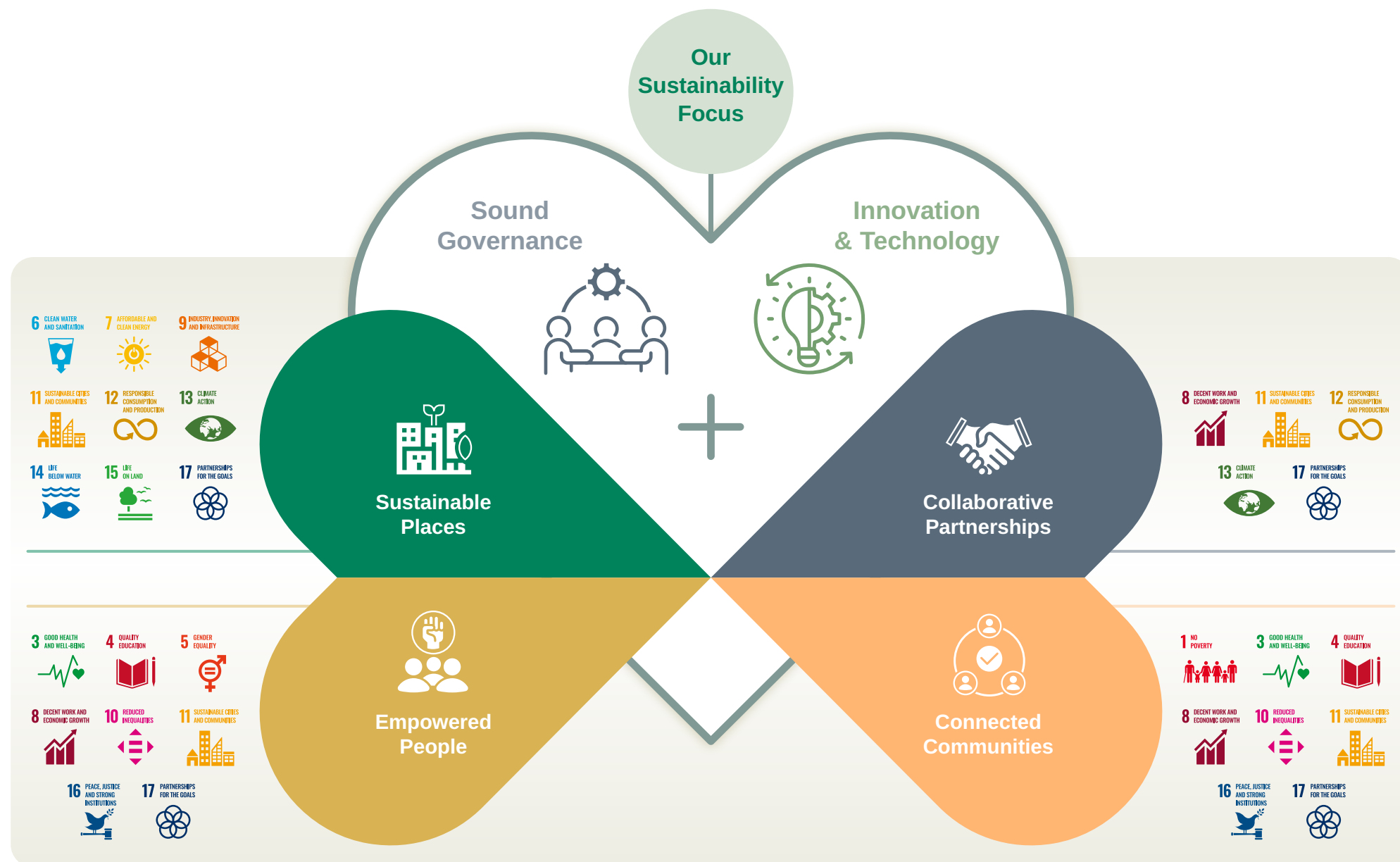
Our Sustainability Focus

Over the years, CCG has long been at the forefront of sustainability within the industry. From setting ambitious carbon targets, to investing in green buildings and reducing resource consumption across our operations, sustainability has been embedded in our core values.


To continue this journey and position CCG for long-term growth, we are refining our sustainability strategy in response to emerging global megatrends such as climate change, ageing population and sustainable value chain. These forces of change will shape the future of our industry and present both risks and opportunities that we must proactively address.

The refined Sustainability Focus evolves from our previous strategy. It redefines our priorities and commitments based on a comprehensive assessment of material sustainability topics, taking into account changes in our Group structure and evolving corporate strategy. The refined Sustainability Focus integrates our corporate strategy, ensuring we deliver business success while acting responsibly and creating positive outcomes for the environment and our communities.

Our Sustainability Focus is built on four strategic pillars, all anchored by two core foundations: innovation and technology, and strong governance. Together, these elements empower CCG to drive a comprehensive and forward-looking approach to sustainability.



The following table outlines the key focus areas and leading targets under each of our sustainability pillars and the two foundations.

	Our Focus Areas	Our Key Targets for 2030	
 Sustainable Places Design, build and operate green buildings	<ul style="list-style-type: none"> Green Buildings Carbon Reduction Operational Efficiency 	<ul style="list-style-type: none"> 100% of new development and asset enhancement projects to obtain BEAM Plus Gold or above certification 100% of new commercial, retail, residential/service apartment development to obtain WELL Gold or above certification 100% of existing building portfolio to obtain BEAM or LEED certification 	<ul style="list-style-type: none"> 51.8% of operational carbon intensity reduction by 2030 from base year of 2020 ≥30% water efficient against BEAM Plus baseline for new development and asset enhancement projects 20% waste diversion from landfill
 Empowered People Foster a culture of purpose, growth and belonging to build a resilient and adaptable organisation	<ul style="list-style-type: none"> Youth Vocational Opportunity Staff Training & Development Occupational Health & Safety 	<ul style="list-style-type: none"> Strive for zero fatalities and safety incident among colleagues ≥ 33 group-funded vocational training opportunities provided for youth annually 	<ul style="list-style-type: none"> Three or above diversity, equity and inclusion ("DEI") credentials annually Target a net promoter score of 80% or above
 Collaborative Partnership Partner for greater social and environmental impact	<ul style="list-style-type: none"> Green Lease Tenant Engagement Customer Engagement Supplier Collaboration 	<ul style="list-style-type: none"> 100% conversion to green leases Reach targeted number of engagement with tenants, customers, and residents 	<ul style="list-style-type: none"> Assess the sustainability risk of our five top suppliers 100% commonly used item as green/ sustainable
 Connected Communities Create positive Impacts on society by responding community needs and expectations	<ul style="list-style-type: none"> Elderly Care Health & Wellness Sustainable Communities Staff volunteering 	<ul style="list-style-type: none"> Leverage CCG's expertise and resources to support the ageing population and promote health and wellness Cultivate a culture of staff volunteerism across the Group with setting target on community services hours 	<ul style="list-style-type: none"> Set targets on number of beneficiaries and employee volunteering hours
 Sound Governance Robust governance as the foundation to ensure integrity and accountability	<ul style="list-style-type: none"> Corporate Governance Sustainable Financing and Responsible Investment Privacy, Data Rights & Cybersecurity Transparency 	<ul style="list-style-type: none"> ≥20% of either gender represented on the Board of Directors (the "Board") 100% of mergers and acquisitions ("M&A") activities subject to adhering the ESG Due Diligence Checklist for M&A 	<ul style="list-style-type: none"> ≥50% of the Group's total financing facilities to be green/social or sustainability-linked Issue Green/Sustainable Loan Report annually 100% employees trained on Privacy, Data Rights & Cybersecurity Publish Sustainability Report annually
 Innovation & Technology Embrace innovation for enhanced operational performance and accelerated sustainability outcome	<ul style="list-style-type: none"> Innovation adoption for operation optimisation and sustainability impact 	<ul style="list-style-type: none"> Continuously explore and adopt innovative solutions that improve efficiency, reduce environmental impact, and deliver long-term value 	<ul style="list-style-type: none"> Build up annual collaboration with start-ups and emerging technology partners to pilot and scale transformative ideas

Our Sustainability Focus will evolve in response to emerging challenges, stakeholder expectations, and business opportunities. Through continued collaboration, innovation, and accountability, CCG will continue to strengthen its business performance while delivering positive outcomes for the environment and communities, contributing to a more inclusive, low-carbon, and resilient future.



Pursuing Our Continuous Efforts in Environmental Management

27.7%

Reduction in 2024's carbon intensity from a 2020 base year

97.5%

Of existing buildings with green building certificates

100%

Of new and renewal tenants signed the Green Tenancy agreement

36

Participating tenants in the Green Tenant Engagement Programme demonstrated outstanding energy performance

Demonstrating Green Building Leadership

Investing in green buildings demonstrates our firm commitment to environmental sustainability in the real estate sector. In response to escalating environmental challenges, we integrate climate-resilient features, energy-efficient systems, and biodiversity-conscious elements in our buildings in the early-stage design.



Key Performance Indicator (“KPI”) for FY2024/25

90%

Of existing buildings to obtain green building certificates⁴

Performance

97.5%

Of existing buildings with green building certificates⁴

Our Commitment to Development

100%

New development and asset enhancement project to receive BEAM Plus Gold or above

100%

New commercial, retail, residential/ service apartment development to receive WELL Gold or above

Our Achievements⁵

18

BEAM Plus certifications obtained for 11 development projects and five asset enhancement projects

3

LEED certifications obtained for two development projects

1

China Green Building Label (“CGBL”) building

8

WELL certifications obtained for six development projects and two asset enhancement projects

1

Building certified with WiredScore, and one building certified with SITES

⁴ Green building certificates include BEAM Plus/ LEED/ WELL, etc., and the percentage covers the number of certified existing buildings as of 30 June 2025.

⁵ Covering Registered, Provisional Assessment, Pre-assessment, Pre-certification, and Final Assessment in green building standards as of 30 June 2025.

Green & Innovative Building

Sustainable building is a key aspect of the Group's sustainability strategy. We have adopted green building principles across the design, construction, and operational phases of property development and management. We prioritise energy and resource efficiency to minimise our environmental footprint and improve occupants' well-being.

Our Sustainable Design and Procurement Manual provides detailed guidelines for the property development lifecycle, with a focus on design and construction. CCG uses pre-qualification and qualification assessment checklists, built in collaboration with consultants, contractors, and suppliers, to prioritise tenderers who demonstrate strong sustainability practices. With our commitment to innovation and collaboration, the Group is pursuing cutting-edge, sustainable technologies across our designs, products, and services to achieve carbon neutrality. We use the following assessment criteria with an incentive and penalty mechanism to ensure the compliance of awarded tenderers during the project cycle:

- Job experience and references for sustainable building design/construction
- Establishment of an Environmental Policy
- Prohibition from using deleterious building materials
- Building Information Modelling ("BIM") application capability for reducing waste
- Construction waste management proposal
- No involvement in environmentally-related litigation or arbitration cases

The Sustainable Design and Procurement Manual includes key performance indicators ("KPIs") for new development and major asset enhancement projects, such as energy performance that fulfills Zero-Carbon Ready Building Certification, a climate risk screening study, and embodied carbon disclosure by main contractors. For details about the carbon accounting approach of embodied carbon, please refer to the "Carbon Footprint Management" section in this report.

Embracing Innovation & Sustainable Construction Practices

To showcase our environmental stewardship, we harness various technological innovation throughout the project lifecycle and advocate sustainable construction practices in construction projects wherever feasible.

Sustainable & Wellness Designs

Smart Internet of Things ("IoT") Systems and wellness designs aim to enhance operational efficiency and safeguard the well-being of occupants. These features are proactively integrated across CCG's projects.

Smart IoT Systems

Smart IoT systems use interconnected devices and sensors to collect and analyse data in real time. These systems track energy consumption, environmental conditions, and workers' safety. By integrating data into a central platform, we can make informed decisions, optimise resource allocation to reduce carbon footprints, and achieve substantial energy savings.

For instance, Nina Hub incorporates smart IoT systems to monitor, manage and maintain energy performance. The adoption of Artificial Intelligence ("AI") optimisation is expected to achieve a 10% energy saving by enhancing chiller efficiency and a 20% improvement in labour efficiency in facility management.

Wellness Designs

We incorporate a range of wellness designs, including smart car park management systems, access control system, AI-powered video analytics for Closed-circuit television ("CCTV"), and UV-C sterilisation, all aimed at enhancing safety, improving air quality, and reducing the risk of illness, thereby safeguarding the well-being of occupants and fostering a healthy environment for our stakeholders.

Sustainable Construction

With low-carbon construction as a top priority, CCG applies sustainable construction practices to enhance quality control, shorten construction periods, and reduce waste and environmental impact.

Modular Integrated Construction ("MiC")

MiC begins with the off-site prefabrication of entire building modules, which are then transported to the construction site for final assembly and integration. It emphasises standardisation and repeatability, enabling consistent quality and a faster production period. It also promotes innovative design flexibility, allowing for customised solutions while maintaining the benefits of off-site construction.

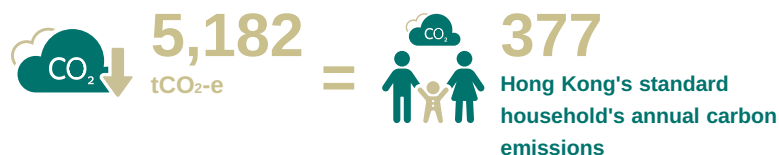
We observed remarkable advantages of adopting MiC, including a reduction in carbon emissions, an improvement in the working environment and site safety, and an enhancement in construction quality.

Application in:

- ECHO HOUSE at Tonkin Street
- Tung Chung Traction Substation Residential Development

The anticipated carbon reduction for Tung Chung Traction Substation Residential Development project contributed by the adoption of MiC is as follows:

Estimated Carbon Reduction



Multi-trade Integrated Mechanical, Electrical, and Plumbing ("MiMEP")

MiMEP is an innovative construction approach where mechanical, electrical, and plumbing systems are prefabricated off-site in a controlled environment and then transported and assembled on-site. By simplifying product design to enable efficient manufacturing and assembly, we can save 30-50% of construction time, reduce waste and improve quality control throughout the building process.

Application in:

- Tung Chung East Commercial Development
- Kwai Chung Logistics Centre
- Tung Chung Traction Substation Residential Development

Building Information Modelling (BIM)

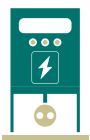
BIM enables to generate and manage building data throughout the building lifecycle. Modelling can help us facilitate better decision-making by providing access to real-time data with Building Management System ("BMS") and Digital Twin during building operation.

Application in:

- Tung Chung East Commercial Development
- Kwai Chung Logistics Centre
- Tung Chung Traction Substation Residential Development

Traditionally, construction sites rely heavily on diesel fuel for temporary power supply during the construction phase. However, we are phasing out the use of diesel generators at our construction sites. We require our foundation and superstructure contractors for new development projects to obtain power directly from utility companies via the electricity grid, thereby achieving electrification at the early stages of construction.

If accessing the electricity grid is not feasible due to site constraints, or higher output current is required, a battery energy storage system ("BESS") is adopted as "Power Amplifier", which enables cyclic energy storage and conversion to deliver high-power output for equipment operation. The B5 Biodiesel-powered generator, which uses 5% biodiesel and 95% conventional diesel, is the final resort.



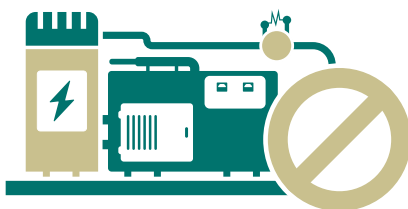
Temporary Power
Connection from
Utility Companies



Battery Energy
Storage System



B5 Biodiesel-powered
Generator



Diesel Generator

Case Study

Strategic Partnership for MiC with GMC Grand-Bay Intelligent Manufacturing and Technology Co., Ltd

The Group signed a Memorandum of Understanding ("MoU") with GMC Grand-Bay Intelligent Manufacturing and Technology Co., Ltd. ("GBIMT"), a market leader in prefabricated buildings in the Greater Bay Area and Guangdong Province. The MoU is to establish a strategic partnership for the development and use of the MiC system. Through knowledge exchange in technological innovation, materials procurement, and supply chain management, we aim to collaborate to maximise construction-related carbon emissions.

This partnership delivered the MiC solution for ECHO HOUSE at Tonkin Street, the first high-rise residential project in Hong Kong to utilise a concrete MiC system by private developer. The project adopted digital construction and other technologies.



Tung Chung East Commercial Development

This project is located on the northwestern coast of Lantau Island in Hong Kong. The mixed-use development comprises two towers, including one for office and retail use, and the other for a cutting edge data centre, creating a hub that unites businesses, lifestyle, and technologies.

Sustainable Construction Methods

- BIM
- MiMEP



BEAM Plus New Buildings
v2.0 | Provisional Platinum



BEAM Plus New Data Centres
v1.0 | Provisional Platinum



LEED v4 BD+C: Core and Shell |
Pre-certification Platinum



WELL Building Standard™ |
Pre-certification Platinum

- Target to receive Platinum certifications for both WiredScore and SmartScore, which assess the smart capabilities of a building

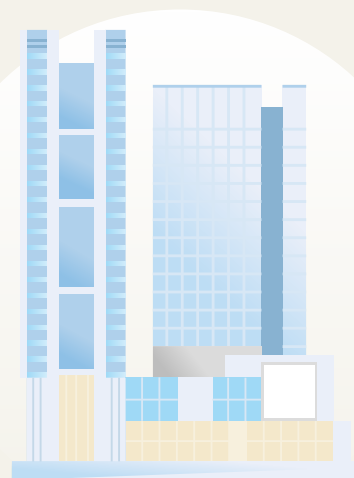
Building Certifications



- Digital twin pilot to monitor and optimise the energy efficiency and healthiness of the building and facility management systems
- District cooling system to improve energy efficiency, reduce refrigerant usage, carbon emission and acoustic nuisance
- Electrically commutated plug fans to improve energy efficiency, lower operating costs and achieve quieter operation
- Annual energy utilisation index of 76kWh/internal floor area in m² (IFA) for the landlord portion of office area, 31% lower than the Hong Kong SAR Government's Electrical and Mechanical Services Department ("EMSD")'s benchmark for Grade A offices
- Photovoltaic ("PV") solar panel systems for on-site renewable energy generation



Energy Efficiency



Waste Management

- Utilisation of construction Industry Council ("CIC")'s Smart Waste Management Tool for effective management of construction waste



Wellness Design

- Integration of natural lighting across indoor and outdoor spaces
- Skygarden to provide a tranquil escape from the tense workplace environment and boost social interaction



Accessibility

- Inclusion of street-level stairways and walkways, as well as an elevated pedestrian bridge

Kwai Chung Logistics Centre

This project is designed to incorporate a range of sustainable features, aiming to become the greenest logistics centre in Hong Kong. It has integrated energy, water, and waste management to achieve sustainable site planning and design.

Sustainable Construction Methods

- BIM
- MiMEP

- Design to provide 30% green space
- Target to achieve excellent level in Indoor Air Quality Certification Scheme of the Hong Kong SAR Government's Environmental Protection Department ("EPD")



Wellness Design

- Adopted B100 Pure Biodiesel-powered generator
- Target to generate more than 300,000 kWh of renewable energy annually through a 2,000 m² rooftop PV system



Renewable Energy

Hong Kong's first and only logistics centre to achieve:



BEAM Plus New Buildings
v2.0 | Provisional Platinum



LEED v4 BD+C: Core and Shell |
Pre-certification Platinum

Building Certifications



Waste Management

- Utilisation of CIC's Smart Waste Management Tool
- Provision of food waste and waste compactor, as well as smart recycling bins



Supporting Facilities

- Over 300 electric vehicle ("EV") charging points



Tung Chung Traction Substation Residential Development

This project is located in eastern Tung Chung New Town. It features two towers with 1,982 residential units on a podium. This project is the largest MiC residential development project by a private developer to date.

Sustainable Construction Methods

- MiC
- MiMEP
- BIM



BEAM Plus New Buildings
v2.0 | Provisional Platinum



WELL Building Standard™ /
Pre-certification Platinum

- Low-flow water fixtures to irrigate local plant species with drip-pie and timer control, saving water equivalent to 65 Olympic-size swimming pools annually
- Dual-flush toilet design
- Twin-tank design for potable and flushing water

- Utilisation of CIC's Smart Waste Management Tool with substantial reduction of 15% construction waste
- Provision of waste compactor, and smart recycling bins, reducing waste generation during building operation phase

- 15-meter-wide gap between two residential blocks to enhance air ventilation and facilitates wind penetration
- Balance of air flow with noise reduction for better acoustic treatment



Sustainable Site Planning & Design

- Highly energy-efficient air-conditioning combined with a BMS and various sensors, expected to save approximately 3,000,000 kWh of energy consumption annually
- Smart and IoT systems for real-time monitoring
- Solar-powered smart lampposts



Energy Efficiency



Building Certifications



Water Management

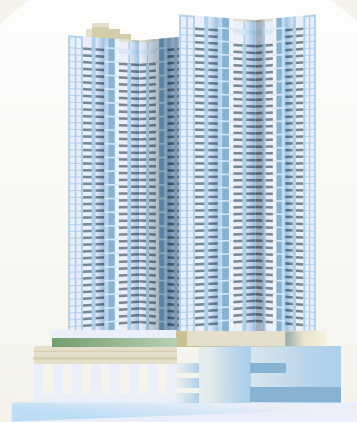


Waste Management



Green Construction Materials

- Sustainable timber products for temporary construction works
- At least 10% recycled material used for exterior surfacing works
- Green concrete to reduce 28,503 tCO₂e of carbon emissions, achieving the reduction of embodied carbon intensity to 787.48 kg CO₂e/construction floor area in m² (CFA), more than a 21% reduction compared to the baseline of the Hong Kong Green Building Council ("HKGBC") Climate Change Framework for Built Environment
- Adoption of at least 20% of regional material for building materials, to reduce the environmental impact of transportation and to support the local economy



We also enhanced six of our existing buildings to achieve the Platinum level of BEAM Plus Existing Building Standards – Comprehensive Scheme, including:



Nina Tower



Chinachem Cameron
Centre



Two Chinachem Plaza



Chinachem Leighton
Plaza



Chinachem Hollywood
Centre



Lucky Plaza (Level 3)

These enhancement projects generally focused on retrofitting and upgrades that significantly enhance energy and water efficiency:



Lighting

- Replace with LED bulbs
- Install automatic sensor lighting



Water

- Install automatic sensor faucets



BMS

- Monitor and optimise the energy system



Air Conditioning & Chillers

- Equip variable frequency drives in the central air-conditioning system
- Replace both water- and air-cooled chillers

Case Study

Supporting My Green Space Student Competition by Hong Kong Green Building Council



HKGBC partnered with CCG to organise a student competition themed “My Ideal Green and Smart City”. We supported students from local primary and secondary schools, as well as tertiary students from institutions across Hong Kong and the Greater Bay Area, in reimagining urban spaces through smart, sustainable, and people-centric design.

To enhance participants' understanding and inspire new ideas, we hosted green building tours at our headquarters office in Nina Tower, Nina Park, NINA MALL and Nina Hotel Tsuen Wan West, offering firsthand exposure to sustainable buildings and wellness-focused practices.

Following the tours, students worked in teams to develop and submit innovative proposals. Award-winning teams will showcase their works in a public exhibition and share their experiences during the award ceremony, celebrating their creativity and vision for a greener future.

Competition Highlights:

- > **500** participants from 82 local and Greater Bay Area schools
- > **10** green building tours organised at CCG properties
- > **300** students, families and teachers attended

Accelerating Our Green Transformation

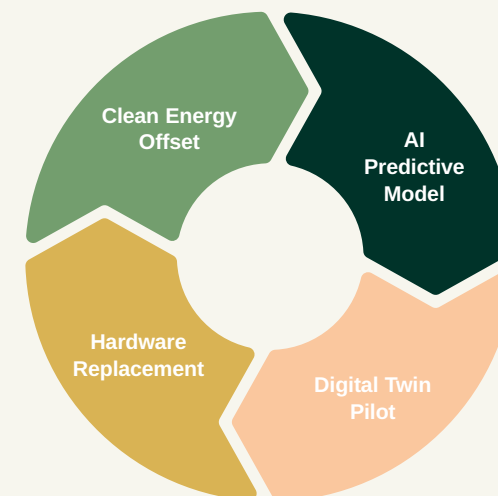
Our key operations, including the headquarters office, property services, and hospitality operations, are ISO 14001:2015 certified, demonstrating the effectiveness of our environmental management systems. Our commitment to environmental sustainability is guided by our Climate Change Policy and Sustainability Policy, which outline ongoing commitments and improvements in reducing carbon emissions, enhancing energy efficiency, and expanding the use of renewable energy sources across our operations.

Case Study

Decarbonisation Efforts at Nina Hub

Nina Tower, home to NINA MALL and Nina Hotel Tsuen Wan West, is a mixed-use development located in the heart of the Tsuen Wan district. With a commitment to decarbonisation efforts and enhancing operational efficiency, Nina Tower is undergoing a major upgrade in sustainable infrastructure, including the phased installation of a zero-carbon chiller system, implemented in partnership with CLP Power Hong Kong Limited. At NINA MALL, where foot traffic is particularly high, cutting-edge technology is being integrated to optimise energy consumption. A 5G predictive control system for air conditioning complements the energy-efficient chiller system, enhancing overall performance.

Nina Tower's decarbonisation strategy centres around four key components: hardware replacement, an AI predictive model, a digital twin pilot and clean energy offset. These initiatives are designed to maximise performance by leveraging AI and machine learning to recommend optimal operational parameters.



Case Study

Decarbonisation Efforts at Nina Hub (cont'd)



Hardware Replacement

Transition from air-cooled to water-cooled chiller systems can significantly reduce energy consumption. Another environmentally conscious upgrade involves using the eco-friendly refrigerant, which has a significantly lower impact on the environment compared to the standard refrigerant.

- Achieve up to **50%** energy savings in MVAC system, supplemented by advanced control technologies
- Expected to save more than **8,500,000 kWh** under full operation compared to 2024 level



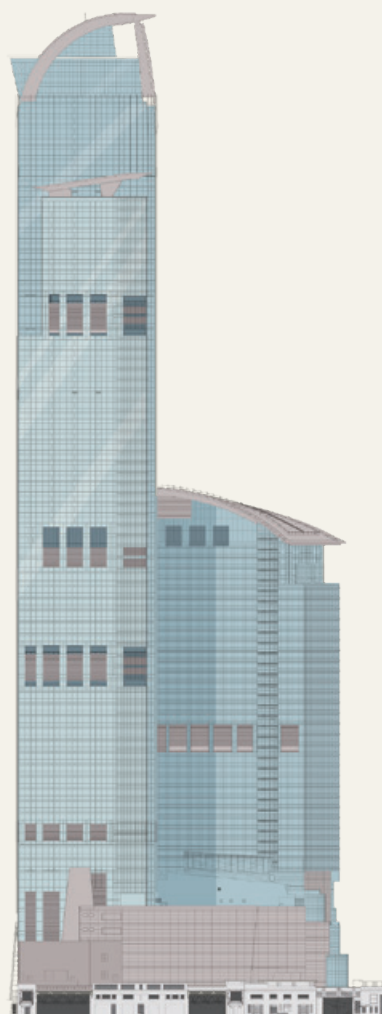
Digital Twin Pilot

The digital twin pilot is being applied in the zero-carbon chiller system at Nina Tower.

The AI model uses data retrieved from the BMS to develop self-trained physics-guided machine learning models for optimising the system. This

AI-driven model blends physical principles with machine learning, ensuring an accurate modelling of actual performance.

- Monitor the plant's efficiency and healthiness
- Extend the end-of-life of chillers through a comprehensive maintenance plan



AI Predictive Model

The AI predictive model, which uses a cooling load predictive model developed by CLP Power Hong Kong Limited, is employed in NINA MALL where foot traffic is particularly high. It is equipped with digital control systems for both waterside and airside systems, taking into account environmental and occupancy factors.

The operation cost can be minimised since data used by the predictive model comes from the 5G webcam system for people counting.

The investment has successfully recovered its cost within one year, demonstrating outstanding performance. Looking forward, CCG is studying the feasibility of extending the application of similar prediction models to other projects.

- Achieved estimated energy saving of **675,000 kWh** annually since implementation
- **20%** improvement in labour efficiency in facility management
- Improved comfort level at NINA MALL



Clean Energy Offset

The electricity consumed by the chiller plants at Nina Tower will be matched by an equivalent amount of Green Electricity Certificates linked to renewable energy projects in Mainland China.

Carbon Footprint Management

Performance Highlights



Compared to the previous year, carbon intensity in FY2024/25:

-11.8% in Property Services

-19.6% in Hospitality

Total Carbon Emissions (Scope 1 and 2)*

(*Location-based method)



Since FY2024/25, carbon emissions from D•PARK and Pine Care operations has been included in the reporting scope, contributing to an increase in total carbon emissions (Scope 1 and 2).

Moreover, CCG continues to optimise the methodology to adopt industry common intensity metrics for calculation and better benchmarking. Therefore, starting from FY2024/25, CCG no longer solely uses the floor area to report intensity values.

Carbon Emissions Intensity (Scope 1 and 2)*

(*Location-based method)

tCO₂e per floor area

Headquarters Office:



Property Services:

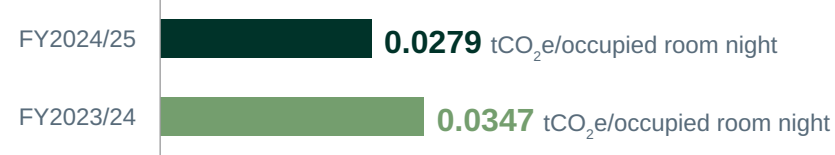


Carbon Emissions Intensity (Scope 1 and 2)*

(*Location-based method)

tCO₂e per occupied room night or occupied place night, applicable to business segments of Hospitality and Healthcare

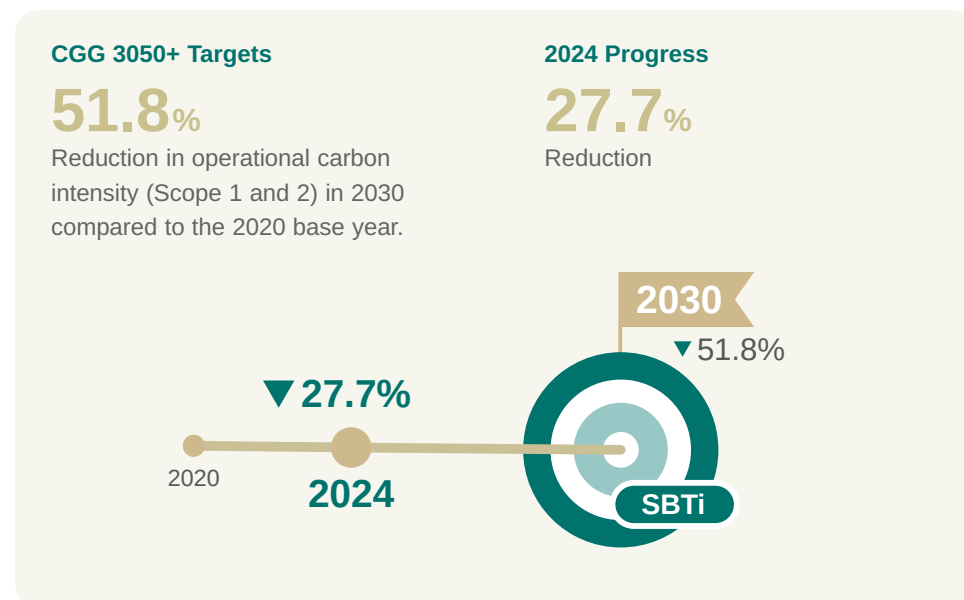
Hospitality:



Healthcare:



We support a low-carbon economy transition with our ambitious Carbon Reduction Roadmap – CCG 3050+ (“CCG 3050+”), which aligns with targets to limit global warming to 1.5°C above pre-industrial levels, as approved by the Science Based Targets initiative (“SBTi”) in 2022. CCG conducts annual carbon footprint assessments, reviews performance, and develops enhanced carbon reduction strategies.



To address our Scope 3 carbon emissions, we conducted a carbon inventory screening and identified Category 2: Capital Goods as a material hotspot. This category accounts for the upfront embodied carbon from our construction projects, as referenced in the SBTi Buildings Sector Explanatory Document. We assess embodied carbon using the cradle-to-site (A1 – A5 stages) approach, supported by the CIC Carbon Assessment Tool, which complies with ISO 14040:2006 standards for life cycle assessment. In collaboration with contractors as specified in contractual agreements, we collect data from purchase records of concrete, steel, façade materials, and other relevant materials to input into the tool. This practice enables the accurate measurement of embodied carbon in key building components and consolidates monitoring data from the construction site. Since FY2023/24, CCG has formally reported Scope 3 emissions under Category 2: Capital Goods for newly completed developments during the Reporting Period.

Energy Efficiency

Total Energy Consumption



Since FY2024/25, energy consumption from D•PARK and Pine Care operations has been included in the reporting scope, resulting in an increase in total energy consumption. Additionally, as the number of employees at the Headquarters Office grew by 5.3% during the Reporting Period, its energy intensity slightly increased in FY2024/25.

Energy Intensity

kWh per floor area

Headquarters Office:



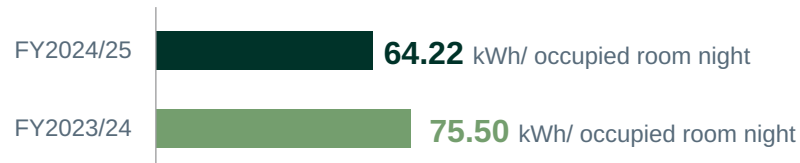
Property Services:



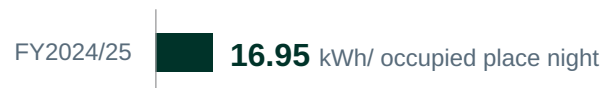
Energy Intensity

kWh per occupied room night or occupied place night, applicable to business segments of Hospitality and Healthcare

Hospitality:



Healthcare:



Apart from the energy efficiency features in new development projects showcased in the section “Demonstrating Green Building Leadership”, CCG has implemented a range of energy efficiency measures in existing buildings. These measures focus on replacing chiller plants and heat pumps, upgrading escalators, installing LED lightings and occupancy sensors, as well as conducting retro-commissioning to optimise the performance of building systems. For instance, Nina Tower has pioneered Hong Kong’s first zero-carbon chiller replacement project. For details, please refer to the Case Study of “Decarbonisation Efforts at Nina Hub”. Nina Hotel Kowloon East also installed three units of water-cooled chiller in FY2022/23, connected to cooling towers, and chilled and condenser water pumps with higher efficiency. These savings have all been successfully reflected in the reduction in carbon and energy intensity in FY2024/25.

Renewable Energy

Renewable energy enables the transition to low-carbon operations, by reducing Scope 2 carbon emissions.



71,320 kWh

Of renewable energy generated during the Reporting Period

149%

Increase compared to the previous year



104,875 kWh

Of renewable energy purchased via renewable energy certificates issued by reputable local providers

5%

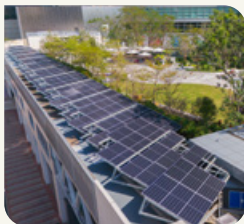
Increase compared to the previous year

CCG is committed to integrating on-site renewable energy into new development projects wherever feasible. In FY2024/25, over 30% of our active new development projects are designed to incorporate renewable energy systems, with an expected annual generation of over 500,000 kWh. This contributes to long-term energy resilience and cost savings.

We continue to seek opportunities to expand renewable energy generation across our existing portfolio by conducting feasibility studies and securing off-site renewable energy options wherever feasible.

Nina Park is a good showcase of introducing experimental renewable energy technologies beyond traditional energy systems.

Solar Panel System



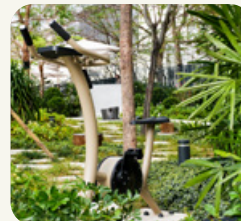
- Installed with 186 solar panels
- Generated 71,320 kWh of electricity in FY2024/25, covering approximately 27% of Nina Park's overall annual power consumption

Smart Bench System



- Equipped with CCTVs, reading lights, and a water-cooling feature using recycled rainwater with fans and motion sensors, all powered by 36 experimental steppable solar panels

Outdoor Recharge Bike



- Integrates exercise and energy conservation, where visitors can charge their electronic devices by pedalling
- Eight resistance levels for different workout intensities
- Displays information on distance, speed and time

Waste Management

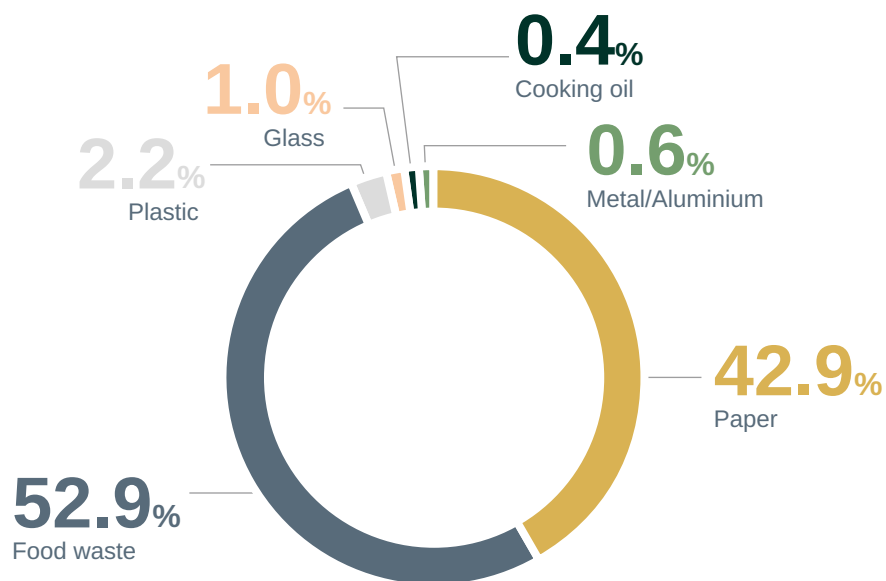
CCG is dedicated to minimising waste and enhancing recycling across our businesses and value chain to contribute to a circular economy. Our commitment to waste reduction extends beyond project design and construction. We implement strategies to prevent waste in our operations and leverage digital tools and technologies to manage resource consumption effectively.



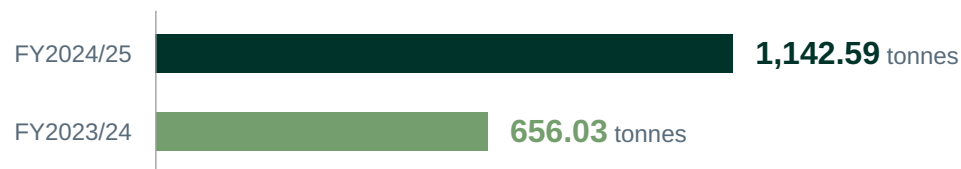
CCG is a signatory of the Waste Reduction Pledge by The Green Earth.

Performance Highlights

Composition of Materials Recycled (Non-hazardous waste) in FY2024/25



Total Amount of Material Recycled



Since FY2024/25, materials recycled from D•PARK and Pine Care operations have been included in the reporting scope, resulting in an increase in total materials recycled, with the majority of this increase attributed to food waste from Pine Care operations.

Food Waste

Acknowledging food waste as a significant component of Hong Kong's municipal waste stream, we have implemented various measures to manage and reduce our food waste.



604.5 tonnes¹⁰

Of food waste diverted from landfill during the Reporting Period

262.2%

Increase compared to the previous year

To better manage food waste at our malls, we actively promote EPD food waste collection programme among our food and beverage ("F&B") tenants. The participating malls are equipped with collection bins provided by EPD for daily collection by their contractors, which are then transported to the Government's treatment facilities for further waste-to-energy treatment and composting purposes. Currently, three of our eligible malls are participating in this initiative. In the future, we aim to collaborate with EPD to conduct site visits and assess the operational readiness of all eligible malls with F&B tenants.

Nina Hospitality has a comprehensive food waste circularity management strategy that encompasses food procurement, production, consumption, and waste management.

Nina Hospitality's Circular Economy Strategy on Food Waste



In an ongoing effort to increase awareness and knowledge among staff about food waste treatment, Nina Hospitality conducts regular training sessions on the importance of reducing food waste and best practices for waste management, particularly in source separation. Additional guidance has been provided to relevant staff, helping them to comply with food waste management requirements safely and effectively especially on handling on-site composting machines. Through actively connecting with our hotel guests to participate in waste reduction initiatives and training up our staff, food waste recycled by Nina Hospitality has been increased by 45.6% during the Reporting Period compared to FY2023/24.

Plastic Waste

Nina Hospitality is dedicated to reducing plastic waste and safeguarding the environment. Aligned to the Product Eco-responsibility Ordinance of Hong Kong SAR Government, we offer eco-friendly amenities to our guests. Since April 2024, we have also replaced bottled water with canned water and refillable carboy water, with two of our hotels including Nina Hotel Kowloon East and Lodgewood by Nina Hospitality Mongkok leading the way by installing water dispensers to further minimise single-use plastics. In addition, all our hotels provide umbrella drying machines since 2023, eliminating the need for plastic umbrella covers.



>168,000

single-use plastic bottles avoided during the Reporting Period due to the installation of water dispensers

Our efforts extend to our F&B operations, where we have transitioned to eco-friendly materials for takeaway utensils. We have also introduced double-layer takeaway cups, which remove the need for paper sleeves, and redesigned the packaging of our signature palmier by replacing plastic bags with foil alternatives. To encourage sustainable habits among our guests, we have implemented the BYOC Campaign, which aligns with EPD's "Plastic-Free Takeaway, Use Reusable Tableware" campaigns. By offering discounts to customers who bring their own containers, we promote eco-conscious behaviour and foster active participation in plastic waste reduction.

Construction Waste & Sustainable Construction Material

While all our development projects have a comprehensive waste management plan, we further reduce construction waste by adopting advanced construction practices, such as BIM, MiC and MiMEP, with off-site prefabrication. We prioritise the use of construction materials with high recycled content, such as pulverised fuel ash (“PFA”) concrete and ground granulated blast-furnace slag (“GGBS”) concrete. In addition, to achieve a high standard of construction waste management, we request that our foundation contractors reuse surplus construction and demolition (“C&D”) materials at other construction sites. There is also a target on waste recycling for all development projects to increase the recovery rate.

Case Study

Greeners Action Zero Packaging Fiesta

CCG proudly supported the Zero Packaging Fiesta 2024, organised by environmental charity Greeners Action. This event featured sustainable markets, eco-friendly workshops, educational forums, and exhibitions designed to raise awareness about the importance of waste reduction and recycling. Over two days, we welcomed more than 12,000 visitors and avoided using 1,100 pieces of single-use packaging.

Among the highlights were upcycling workshops that engaged both adults and children in a fun and practical manner. Popular sessions included the Denim Mobile Phone Strap DIY Workshop, Natural Mosquito Repellent Workshop, and the Mooncake Box Marble Maze Parent-Child DIY Workshop, all of which drew enthusiastic participation.

Complementing these hands-on activities were four information-sharing sessions that covered sustainability topics, including the circular economy, reducing single-use plastics, and climate change mitigation strategies. Our representative from Nina Hospitality shared practical actions taken to reduce waste generation in hotel operations. This event fostered community engagement and encouraged a collective commitment to sustainable practices.



Case Study

EMAHK Waste Challenge

CCG participated as a case sponsor and a member of the judging panel of the 2024 Waste Challenge: Innovate to Eliminate, organised by the Environmental Management Association of Hong Kong Limited ("EMAHK"). The challenge aimed to raise awareness of Hong Kong's waste management issues by incorporating real-world waste management challenges into the competition. As a case sponsor, we engaged with participating teams by organising site visits and briefing sessions to provide insights on the waste management challenges faced within our businesses. Our focus was on the topic, "Towards Zero Waste: Implementing a Circular Economy for Nina Park and the Commercial Neighbourhood". Participating teams helped develop practical solutions to the issues identified by case sponsors and presented these ideas to the judging panel. On presentation day, three teams presented their innovative solutions to our topic, incorporating smart technologies and creative implementation strategies. This challenge not only increased awareness of real-life waste management issues but also fostered collaboration and innovation.



CCG organised a red packet ("lai see") recycling initiative with active participation from colleagues at 36 properties, successfully recycling approximately 120 kg of red packets. During Mid-Autumn Festival, CCG also organised a mooncake box recycling programme, and collected a total of 240 mooncake boxes from residents, tenants, and visitors of 21 properties.

In addition to supporting the EPD's Reverse Vending Machine ("RVM") Pilot Scheme, we have gone the extra mile by installing 18 RVMs with CCG Hearts point incentive across our properties to further encourage the public to recycle plastic beverage containers. A total of 188,924 bottles have been collected as of the end of the Reporting Period since the RVM's first installation in October 2023.





In July and August 2024, CCG organised the Summer Olympics Plastic Bottle Recycling Initiative across NINA MALL, D•PARK, and Central Market. The campaign featured live Olympic screenings, where CCG Hearts members could redeem an electrolyte drink to cheer on their favourite Olympians. To encourage recycling habits, members who returned their empty bottles were rewarded with 500 CCG Hearts Points. The initiative successfully engaged the community, resulting in the collection of over 1,280 plastic bottles for recycling.



From January to March 2025, CCG collaborated with local artist Busymama Benny and various stakeholders to present Panda Art Land at D•PARK. The event featured a panda art installation and a bamboo forest arch made from 100% upcycled materials, supporting CCG's waste reduction goals. There were also art workshops for students focused on environmental conservation and the protection of pandas.

Water Efficiency

At CCG, we strive to conserve water resources. To foster a culture of water conservation among our stakeholders, we also actively educate our colleagues, tenants, residents, and hotel guests on water preservation initiatives.

Performance Highlights

Total Amount of Water Consumption



Water Intensity

m³ per floor area

Headquarters Office:



Property Services:



⁶ This figure has been restated following enhancements to the data collection mechanism.

Water Intensity

m³ per occupied room night or occupied place night, applicable to business segments of Hospitality and Healthcare

Hospitality:

FY2024/25 **0.546** m³/ occupied room night

FY2023/24 **0.540** m³/ occupied room night

Healthcare:

FY2024/25 **0.160** m³/ occupied place night

Since FY2024/25, water consumption from D•PARK and Pine Care operations has been included in the reporting scope, resulting in an increase in total water consumption. Additionally, as the number of employees at the Headquarters Office grew by 5.3% during the Reporting Period, its water intensity slightly increased in FY2024/25. As for Hospitality, following the gradual transition from an air-cooled to a water-cooled chiller plant system at Nina Hub recently, water consumption at Nina Hotel Tsuen Wan West has increased compared to FY2023/24. The Group is enhancing its data collection mechanism and plans to exclude makeup water consumption of Nina Hotel Tsuen Wan West starting from FY2025/26, ensuring that reported usage reflects what is within our control and can be influenced by water-saving initiatives.

To support this commitment, CCG participates in the Quality Water Supply Scheme for Buildings initiated by the Hong Kong Water Supplies Department ("WSD"). Over 97% of our eligible existing buildings are certified under this scheme, demonstrating our commitment to maintaining superior water quality standards.

We have implemented water conservation measures across our portfolio and diligently monitor our water consumption. These measures include the installation of water meters, flow regulators, and water-efficiency fixtures such as automatic taps. Four hotels are progressing with the installation of low-flow faucet aerators for guestroom water taps, which are projected to achieve up to 30% of water savings. We also conduct regular inspections and replacements of plumbing fixtures, pipes, and drainage systems to promptly detect and repair leaks, thereby reducing water loss. We are also exploring the reuse of the bleed-off water from the cooling tower for flushing purposes wherever possible⁷.

Case Study

Water-Smart Taskforce Programme (WaterTAP)

To assist customers with high water consumption in managing their usage more efficiently, the WSD has partnered with the Centre for Water Technology and Policy at the University of Hong Kong ("HKU Water Centre") to implement WaterTAP. We have volunteered four of our properties to explore ways to reduce our water consumption and support the Hong Kong SAR Government's goal of achieving a 10% reduction in per capita freshwater consumption by 2030, based on 2016 levels.

As part of the programme, smart water meters have been installed on site to automatically record water usage data, detect anomalies such as leaks, and securely transmit this information to a centralised server for analysis. This advanced smart water meter system helps us to visualise water consumption patterns and provides valuable insights into the factors contributing to high water usage.



⁷ A total of 3,236 m³ of reused water was recorded across five existing buildings during the Reporting Period. We are currently enhancing the tracking of water reuse metrics to cover a wider scope of existing buildings.



Nina Hospitality promotes sustainable use of water by posting a message card in hotel rooms to encourage guest participation in the bed linens and towels reuse programme.

Case Study

Sponge Park Design Concept at Nina Park

Nina Park has adopted the sponge park design concept to absorb, store and filter rainwater. The water tank underneath the park is equipped with a rainwater harvesting system and also provides an interactive play area for children. This dual-purpose design showcases our dedication to sustainable water management by recycling rainwater for landscaping irrigation on both dry and rainy days, thereby effectively reducing potable water usage while creating an engaging educational space for visitors. We also adjusted our landscape irrigation schedules to minimise evaporation.



Promoting Sustainability to Our Stakeholders through Collaboration

Tenant Management

Effective tenant management is essential in our commitment to environmental sustainability. We engage with our tenants regularly to foster a collaborative approach to environmental stewardship. By integrating sustainability clauses into new tenancy agreements, providing clear and comprehensive fitting-out guidelines, and launching an innovative green tenant engagement programme, we cultivate an ecosystem where tenants are our trusted partners in our sustainability journey. This proactive strategy not only enhances tenant participation but also strengthens our collective commitment to achieving a more sustainable future.

CCG has incorporated green clauses on energy efficiency, waste reduction and water conservation into the tenancy agreements be signed with new and renewal tenants. The green tenancy agreements also require tenants to implement eco-friendly designs and sustainable practices that improve resource efficiency, collaborate on resource management plans, and share information to monitor and enhance environmental performance.

Tenants are also encouraged to conduct their fitting-out in an environmentally friendly manner, thereby conserving resources, reducing waste, and maintaining indoor environmental quality. These guidelines also align with recognised interior design standards to support tenants in achieving better environmental and health outcomes during their design and fitting-out processes.



Since August 2023,

100%

Of new and renewal tenants have signed the Green Tenancy agreements

1,057

Existing leases (55% of all our active leases) were converted to green leases

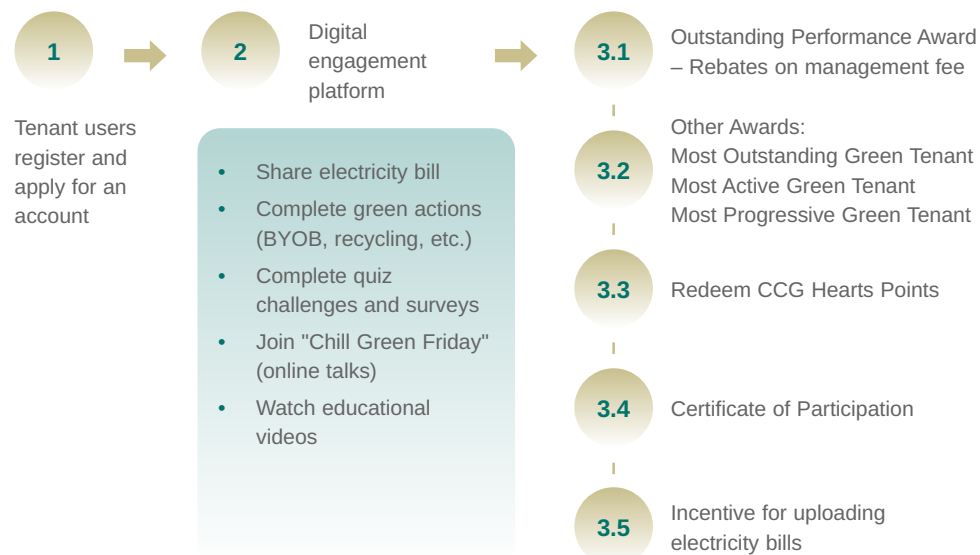
Green Tenant Engagement Programme

The Green Tenant Engagement Programme is designed to foster collaboration with tenants to achieve sustainability objectives. Covering tenants from commercial, residential, and retail buildings, the programme inspires and rewards the collective efforts of tenants towards a greener lifestyle and business practices. During FY2024/25, 109 tenants in 35% of our wholly owned and managed buildings enrolled in the programme.

To enhance the effectiveness of the programme, we employ tenant-centric digital solutions and engage with tenants in person to communicate sustainability messages and provide programme details. Through our dedicated digital platform, tenants can share electricity consumption data, record green actions, participate in quizzes and surveys, join “Chill Green Friday” online talks, and watch educational videos. This platform not only aligns the Group's sustainability goals of engaging with tenants but also creates a dynamic and engaging experience focused on achieving measurable carbon savings and promoting well-being.

To incentivise tenants to adopt sustainable behaviours, we give high-performing tenants opportunities to earn CCG Hearts Points for participating in green actions, which can be redeemed for a wide range of rewards and meaningful experiences. Additionally, tenants who achieve better energy performance compared to the industry average receive rebates on management fees. We are committed to advancing the Green Tenant Engagement Programme, enhancing our initiatives and fostering partnerships to create a more sustainable tenant community.

Overview of Green Tenant Engagement Programme



Highlights of the Programme in the Pilot Year



~35%

Of our wholly owned and managed buildings covered



109 Tenants

Participated across commercial, retail and residential buildings



876

Energy-saving actions and sustainable initiatives completed



~674,000 kg

CO₂e Emissions saved⁸

⁸ Comparing the energy performance of our participating tenants to the industry standard, equal to the annual emissions of 50 standard households in Hong Kong

Case Study

Green Tenant Engagement Programme Award Ceremony 2025



At the Green Tenant Engagement Programme Award Ceremony 2025, we honoured tenants for their remarkable efforts in adopting greener business practices and helping to shape a more sustainable future. Trophies and special monetary rewards were given to the winners of the Most Outstanding Green Tenant, the Most Active Green Tenant, and the Most Progressive Green Tenant. Eligible tenants also received rebates on management fees to recognise their outstanding energy performance. The ceremony

featured a networking event, encouraging participants to share insights and foster engagement. A representative from CLP Power Hong Kong attended the ceremony to share tips on energy-saving practices and identify opportunities for energy savings.

To further enhance the programme in the next phase, we will provide free energy audits supported by local energy providers for participating tenants. These audits can identify opportunities for our tenants to reduce energy consumption and enhance their energy efficiency.



Strengthening Alliances through Partnership

CCG values each partnership opportunity to assert its influence on sustainability in our operations, value chain, and the wider community.

Case Study

Collaboration with CLP on Eco-Grade Energy Efficiency Grading & Rewards Pilot Programme

CCG has joined CLP's Eco-Grade Energy Efficiency Grading and Rewards Pilot Programme as a participating green merchant. This programme encourages CLP's household customers to adopt energy-saving habits by offering incentives for demonstrated reductions in energy use. CCG enhances the programme by

awarding additional CCG Hearts Points to member participants, in addition to the standard rewards. This dual-incentive approach strengthens public motivation toward sustainable living.

Case Study

HKMU Hackathon 2025

CCG participated in the Hong Kong Metropolitan University ("HKMU") Hackathon 2025 and assisted in judging the event, which focused on developing innovative solutions for sustainability and the ageing population. This hackathon was designed to inspire students to tap into their creativity and generate creative ideas. Participating students brainstormed and shared their insights on how CCG can collect Scope 3 emissions data from tenants and collaborate with them to reduce emissions.

CCG also had the opportunity to share our expertise on the sustainability challenges faced by the industry, providing valuable feedback on the feasibility and comprehensiveness of the proposed solutions. This engagement enabled us to support the participating teams in refining their ideas for real-world applications. It was a rewarding experience to share our insights, help students refine their concepts, and explore ways to create meaningful environmental impact.



Case Study

Collaborative Partnership on Carbon Reduction with CLP



We received the International Facility Management Association ("IFMA") award for our collaborative partnership with CLP on Smart and Green Initiatives taken in our properties, hotels, malls, and Nina Park. Throughout this five-year journey, CCG has achieved significant milestones in adopting the BESS and 5G Energy Management System.

Climate Resilience

We recognise the importance of identifying and managing the possible risks and opportunities that climate change may present to our operations for assessing climate resilience. Our disclosures reference the recommendations of IFRS S2, covering the four essential pillars: governance, strategy, risk management, and metrics and targets.

Governance on Climate-related Issues

The Board assumes overall responsibilities to oversee climate-related matters, such as tracking the progress of CCG 3050+. The ESG Steering Committee, chaired by the Chief Executive Officer (the “CEO”), oversees the Group’s overall ESG strategies, reviews and endorses plans and monitors progress. Additionally, the ESG Sub-Committee Environment, in its management role, focuses on integrating climate-related considerations into strategic decision-making and daily operations. The ESG Department leads Group-wide initiatives and collaborates with business units to assess and monitor climate-related risks and opportunities, supporting strategic planning and enhancing the sustainability of building lifecycles. Demonstrating the leadership team’s commitment to sustainable development and the advancement of sustainability expertise, senior executives participated in the Chinachem Group Sustainability Conference 2024 to gain insights into the latest industry trends and developments.

For more detailed information on our ESG governance structure, please refer to the “Setting High Standards of ESG Governance” section.

Strategy on Climate-related Issues

We recognise that climate change has significant impacts, and we are committed to addressing climate-related issues effectively through climate-resilient strategies and policies. CCG requires its businesses, activities, supplies, products, and services to be strictly regulated under the Climate Change Policy, integrating climate change consideration into the decision-making process for climate mitigation and adaptation.

The CCG 3050+ roadmap, which aligns with the 1.5°C pathway and has been approved by SBTi, guides our efforts in:

- Transitioning to a low-carbon economy
- Achieving significant carbon reductions across our operations and value chain

To support the roadmap, we have implemented various decarbonisation initiatives across the Group and developed plans to further drive our decarbonisation journey in the future. Initiatives such as energy efficiency measures, adoption of renewable energy, development of green buildings, and tenant engagement programmes are already underway. Looking ahead, we have planned a range of decarbonisation projects, resulting in approximately 86,000 MWh of energy saving till 2030, equivalent to the annual emissions of around 4,700 standard households in Hong Kong.

Embracing sustainability concepts in the project design and construction process is a critical step in the real estate sector. The Sustainable Design and Procurement Manual outlines both mandatory and optional sustainability elements to be incorporated throughout the design and operational phases. Our climate strategy further extends to project financing through green financial instruments. These funds support eligible green and social projects that deliver meaningful environmental and social benefits to communities, all of which are governed by the Chinachem Group Sustainable Finance Framework (“CCG SF Framework”).

The Group materialises the collaboration efforts across our properties, operations, employees and supply chain to address both physical and transition risks related to climate change. With three time horizons defined, namely short-term (2030), mid-term (2050), and long-term (2100), it

facilitates us implementing mitigation strategies and responses echoing the identified climate-related risks and opportunities, ranging from short-term to long-term. These measures aim to minimise potential losses, accelerate our transition to a low-carbon economy, and strengthen our capacity to adapt to evolving climate risks.

Defined three time horizons by CCG:

- Short-term (2030)
- Mid-term (2050)
- Long-term (2100)

Scenario Analysis

In response to identified climate-related risks, the Group has conducted a scenario analysis that focuses on both physical and transition risks. Developing scenarios helps understanding climate exposure to project future changes in relevant variables.

For physical risks scenario analysis, downscaled climate change projections were sourced from the Intergovernmental Panel on Climate Change ("IPCC"), National Aeronautics and Space Administration ("NASA"), the Hong Kong Observatory, and academic research.

Climate Projections of Physical Risks Scenario Analysis







		Global Surface Temperature Increase (by 2100)
Climate Scenario	Description	
SSP1-2.6/ Low-Emissions	A low-emissions, sustainable future is aligned with the Paris Agreement	1.8°C
SSP2-4.5/ Moderate-Emissions	Moderate emissions, climate policies, and a balanced view	2.7°C
SSP5-8.5/ High-Emissions	High-emissions, fossil fuel-intensive, and limited climate policies	4.4°C

For transition risk scenario analysis, downscaled projections of the climate system, economy, and energy sector were obtained from the Network for Greening Financial Services ("NGFS") and the International Institute for Applied Systems Analysis ("IIASA"). The Group has referenced two highly contrasting transition scenarios to enable planning for both best- and worst-case outcomes.

Climate Projections of Transition Risks Scenario Analysis

Climate Scenario	Description
Current Policies (3°C + of warming)	This scenario assumes that only currently implemented policies are preserved. Emissions continue to grow until 2080, leading to approximately 3°C of warming. Slow developments in low-carbon technology or market changes are expected.
Net Zero 2050 (1.5°C of warming)	This scenario assumes that ambitious climate policies are introduced immediately. Net CO ₂ emissions reach zero around 2050, giving at least a 50% chance of limiting global warming to below 1.5°C by the end of the century. Rapid developments in low-carbon innovation and technology, including carbon removal, are expected.

Physical Risks Assessment, with Impacts & Responses

Risk Type	Physical Risks Drivers	Potential Impacts	Risk Mitigation
Chronic	Drought Stress 	<ul style="list-style-type: none"> Higher operating costs due to increased water consumption Reduce access to portable water Increase insurance premiums 	<ul style="list-style-type: none"> Inspect systems regularly to fix leaks Upgrade to water-saving fixtures and adopt a water recycling system
	Heat Stress 	<ul style="list-style-type: none"> Increase in operational cost due to higher energy consumption for cooling Increase costs due to delays in development projects 	<ul style="list-style-type: none"> Conduct energy audits Upgrade insulations, façades, and windows to reduce solar heat intake Maintain and replace HVAC systems with energy-efficient models and advanced features Monitor weather warnings and use shading devices to reduce solar heat gain and cooling loads
Acute	Wildfire 	<ul style="list-style-type: none"> Damage to building infrastructure and higher repair costs Property loss and safety hazards Increase costs due to delays in development projects 	<ul style="list-style-type: none"> Install barriers to slow down fire spread Designate multiple evacuation routes for safe exits during emergencies
	Hurricanes & Typhoons 	<ul style="list-style-type: none"> Significant building damage and loss Increased risk of ignition and explosion Increase costs due to delays in development projects 	<ul style="list-style-type: none"> Conduct regular inspections to identify structural wear or instability Secure outdoor and rooftop equipment with stable bases and anchor bolts Inspect, repair, and upgrade to impact-resistant windows and doors Train staff on emergency protocols for hurricanes and typhoons
	Surface Water Flood & Coastal Flood 	<ul style="list-style-type: none"> Damage to building infrastructure and higher repair costs Increase costs due to delays in development projects Decrease in revenue due to business interruptions, such as access routes affected by floods 	<ul style="list-style-type: none"> Install flood barriers at main entrances and sump pumps to manage water during floods Regularly clear drains, gutters, and downspouts to prevent blockages Enhance emergency plans and evacuation routes, train staff on flood prevention protocols, and monitor weather warnings
	Landslide 	<ul style="list-style-type: none"> Increase insurance premiums 	<ul style="list-style-type: none"> Inspect slopes and vegetation regularly, and plant deep-rooted vegetation to prevent erosion and enhance stability Monitor landslip warnings and designate multiple evacuation routes for safety

To understand the potential impacts of increased physical risks for our portfolio, we have mapped projected changes in climate variables to a selection of 42 representative buildings and five new construction project sites. Based on this, we have evaluated

the overall risks of each property through a risk rating that considers its exposure and vulnerability to specific climate hazards, including drought stress, heat stress, hurricanes and typhoons, wildfire risk, surface water flooding, coastal flooding, and landslides.

The following charts illustrate the proportion of portfolio with physical risk exposure and vulnerability under different scenarios. Due to data rounding, some bar percentages may not add up to 100%.

Proportion of Portfolio by Overall Physical Risk Levels in 2030



Proportion of Portfolio by Overall Physical Risk Levels in 2050



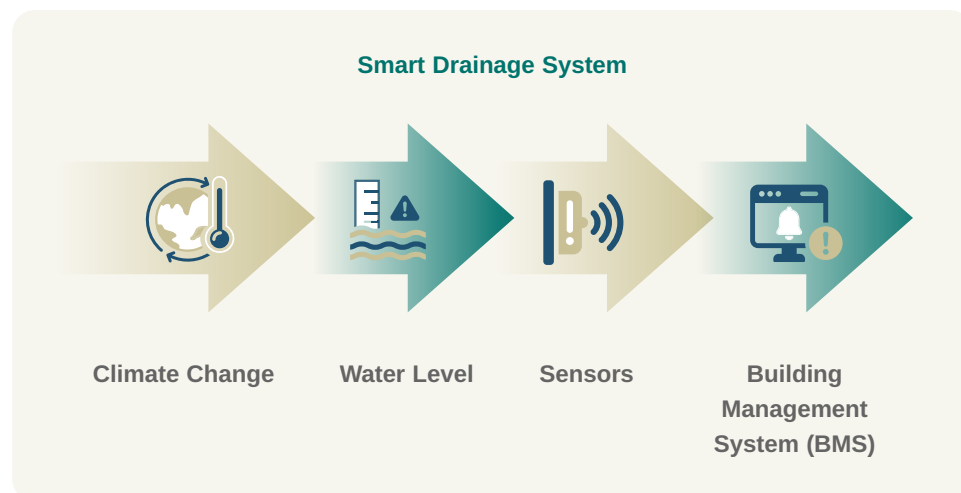
Proportion of Portfolio by Overall Physical Risk Levels in 2100



Adaptation & Mitigation Efforts

Following our evaluation of exposures and vulnerabilities to physical risks, we have implemented climate resilience design in our projects.

To enhance climate resilience, we consider deep pile foundations to improve building stability on the sloped site. Besides, a smart drainage system will be implemented for stormwater and foul water manholes to prevent overflow and water damage.



CCG assesses both existing buildings and new construction sites against the identified acute and chronic physical climate risks. This investigation provides insight into the current status of incorporating climate-resilient design elements across all projects. The structured evaluation serves as a practical tool to consolidate project-specific details and assess future needs for implementing necessary retrofits or adaptive measures.

Financial Impact Assessment of Physical Risks





Additionally, we have assessed the financial impacts associated with identified physical risks to evaluate their influence on our business operations, strategies, and overall economic performance. A comprehensive Value at Risk (“VaR”) assessment was conducted to quantify the potential financial exposure of our assets to climate-related risks across three different scenarios (SSP1-2.6, SSP2-4.5, and SSP5-8.5) and timeframes (2030, 2050, and 2100). The VaR has been calculated for each type of physical risk, excluding wildfire and drought stress, which were considered non-material. The results indicate a minimal and immaterial financial impact projection, concluding that no property is currently considered financially material under these physical climate risks.

Apart from the direct impacts of physical climate risks, we have also evaluated the indirect effects. The most significant risks identified are rising insurance rates and capitalisation rates. Based on the results from financial tests conducted, it is observed that property owners may experience an increase in insurance premiums due to an unexpected coastal flooding event. Another risk identified is the increase in capitalisation rate due to moderate and severe coastal flooding events. However, the overall VaR remains immaterial for our portfolio throughout the analysis.



Transition Risks & Opportunities Assessment

Transition risks and opportunities were identified by supplementing the latest literature and data to provide both qualitative narratives and quantitative modelling for the transition risk scenario analysis.

Risks	Potential Impacts	Risk Mitigation
 <p>Policy & Legal</p>	<ul style="list-style-type: none"> Strengthened regulations, building codes and standards on building energy efficiency Hong Kong's plan to establish a carbon pricing scheme and the launch of the trial carbon trading market in China Additional operating cost for greenhouse gas ("GHG") emissions 	<ul style="list-style-type: none"> Conduct building energy audits to ensure compliance Develop internal future-proof targets to prepare ahead for the regulatory transition to more stringent building codes Review material sources of carbon exposure from time to time and estimate the financial impact on the Group's operations
 <p>Technology</p>	<ul style="list-style-type: none"> Emerging technologies in building construction and property management 	<ul style="list-style-type: none"> Invest in green technology and commercially viable alternative construction materials Leverage partnerships with different stakeholders to drive innovative solutions for sustainable development Proactively support tech ventures to translate research outcomes into real-world solutions to foster the Group's climate and energy transition capabilities
 <p>Market</p>	<ul style="list-style-type: none"> Growing expectations from customers for green and energy-efficient properties 	<ul style="list-style-type: none"> Integrate sustainability, technology and innovation into our building design and daily operation Develop internal future-proof targets to meet consumer demand for green building space further
 <p>Reputation</p>	<ul style="list-style-type: none"> Higher expectations from customers and more stringent climate disclosure requirements from financiers, impacting how the company manages and discloses its climate risk and opportunities 	<ul style="list-style-type: none"> Enhance sustainability disclosure and continue to disclose our ESG-related information annually Continue to conduct climate risk assessment, disclose potential climate risks, and enhance the breadth and depth of the disclosure Strengthen engagement efforts with tenants and relevant stakeholders in climate resilience and sustainability

Opportunities	Potential Impacts	Opportunity Management
 <p>Digitalisation & Proptech</p>	<ul style="list-style-type: none"> Implementation of new technologies in building construction and property management to address the climate transition needs, such as the use of smart technologies to enhance energy saving 	<ul style="list-style-type: none"> Conduct feasibility studies and integrate sustainability, technology and innovation into our building design and daily operation Adopt research and development (“R&D”) on smart technology adoption in buildings Develop smart apps and consumer engagement technology for low-carbon living For more information, please refer to the “Embracing Innovation and Sustainable Construction” section of this Report
 <p>Consumer Preference</p>	<ul style="list-style-type: none"> Growing expectations from customers for green and energy-efficient properties, which will require innovations, strategies, and systems to compete for higher rents and valuations Decreased asset valuation of properties with high climate exposure 	<ul style="list-style-type: none"> Integrate sustainability, technology and innovation into our building design and daily operation Set targets for obtaining green building certifications. Currently, the Group aims to attain at least Gold rating of BEAM Plus for 100% new major projects, and target at least Gold rating for LEED and WELL For more information, please refer to the “Green and Innovative Building” and “Carbon Footprint Management” sections of this Report
 <p>Renewable Energy Growth</p>	<ul style="list-style-type: none"> Adoption of renewable design and renewable resources as a way to decarbonise buildings, such as the use of solar panels and renewable energy 	<ul style="list-style-type: none"> Conduct feasibility studies to expand renewable energy use and green technology adoption Consider renewable energy as a building option
 <p>Green Finance</p>	<ul style="list-style-type: none"> Increasing trend of green and sustainable finance, allowing businesses to access lower-cost capital, which capitalises investment in green and climate-resilient projects and R&D 	<ul style="list-style-type: none"> Continue to invest more in low-carbon projects and the enhancement of sustainability performance, and obtain funding Consider enhancing disclosure of the use of proceeds and progress achieved by projects funded by existing green loans to demonstrate credibility For more information, please refer to the “Sustainable Financing and Responsible Investment” section of this Report

Financial Impact Assessment of Transition Risks

To assess the key impacts and financial implications of the Group's identified transition risks and opportunities, we have mapped relevant financial impact parameters to these risks and opportunities and conducted scenario analysis. The profit and loss implications are quantified and expressed as percentage changes in carbon and energy costs, providing a clearer view of potential financial exposure.

- Under the Net Zero 2050 scenario, we anticipate a significant rise in carbon tax beginning in the 2030s and extending from the 2100s onwards. The reduction in electricity costs is expected to begin in the 2050s and extend beyond the 2100s.
- Under the Current Policies scenario, the notable increase in carbon tax is expected to start from the 2050s onward. A substantial reduction in electricity costs will likely occur from the 2030s, with further reductions expected from the 2100s onwards.

Risk Management on Climate-related Issues

Our Group has adopted an approach to ensure accurate identification of climate risks and opportunities based on the latest scientific research, and we are making significant progress towards achieving our climate goals. We have identified, assessed and addressed the potential impacts of climate-related risks and opportunities in our operations, supply chain and business model. These risks have been integrated into the Group's Enterprise Risk Management ("ERM") framework.

Looking forward, we are working to prioritise and implement a monitoring mechanism to enhance our management of climate-related risks and capitalisation of climate-related opportunities in the future.

Metrics & Targets on Climate-related Issues

CCG identifies carbon emissions as material metrics to monitor climate risks. We also develop ambitious climate-related targets – CCG 3050+ – that align with the goals of the Paris Agreement to help limit the global temperature increase to 1.5°C above pre-industrial levels.

In January 2022, the Group received validation from the SBTi. These approved Science Based Targets ("SBTs") are:



51.8%

Reduction in operational carbon intensity (Scope 1 and 2) in 2030 compared to the 2020 base year



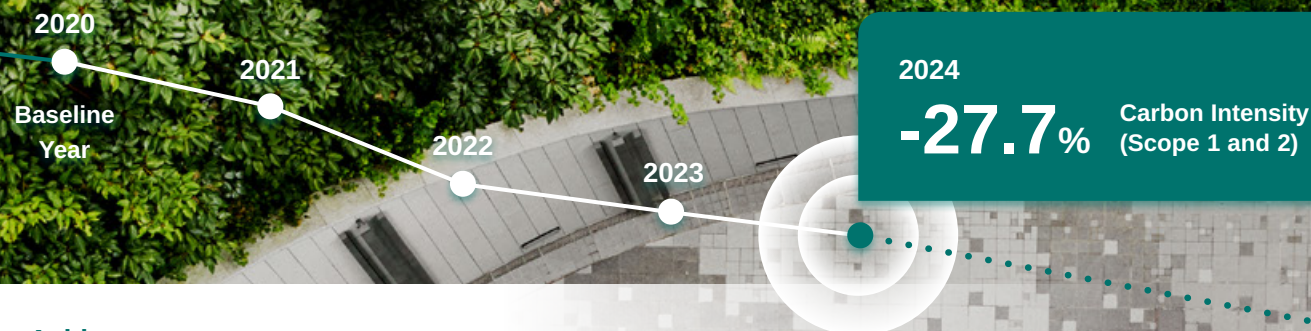
20%

Reduction in Scope 3 carbon intensity from capital goods, downstream leased assets and waste generated in operations, in 2030 compared to the 2020 base year

We are en route to lowering our operational carbon intensity under Scope 1 and 2 by 51.8% by 2030 compared to the 2020 base year.

To understand how the Group is committed to lowering Scope 3 carbon emissions, particularly on our embodied carbon from capital goods, please refer to the "Demonstrating Green Building Leadership" section of this Report.

2024 Progress of Our CCG 3050+ Carbon Reduction Target



Our Achievements:

- Enhanced existing assets to reduce operational carbon, for example, the chiller plant replacement project at Nina Tower and Nina Hotel Kowloon East
- Developed our ESG Due Diligence Checklist for M&A in which a threshold for carbon intensity is set for asset acquisition. Resources for upgrading energy efficiency should be earmarked for assets that do not meet the threshold
- Invested in energy efficient buildings, such as D-PARK
- Engaged our staff to integrate the concept of decarbonisation into daily operations

Future Plan:

- Actively pursue asset enhancement opportunities for decarbonisation, of which we have planned a range of projects, resulting in approximately 86,000 MWh of energy saving till 2030, equivalent to the annual emissions of around 4,700 standard households in Hong Kong
- Design and construct buildings with high sustainability standard by adhering to the Sustainable Design and Procurement Manual
- Continue to uphold the principles of ESG Due Diligence Checklist in asset acquisition
- Leverage advanced technologies, such as AI and digital twin, to optimise building energy performance

2030
-51.8% Carbon Intensity
(Scope 1 and 2)

Protecting Ecosystems

We have integrated biodiversity considerations and protection efforts throughout all stages of our business operations and value chain. Our commitment to raising awareness and safeguarding ecosystems is reflected in the incorporation of biodiversity features within our projects.

Case Study

Biodiversity Features within CCG Projects

Nina Park

Our dedication to biodiversity conservation is reflected in the diverse plant species and wood fossils on display at Nina Park. The park proudly features six unique wood fossils, each organically shaped into symbols that represent love, celebration, and other essential aspects of life.

With over 30% of its area dedicated to greenery and more than 20 plant species, including rare specimens such as *Araucaria cunninghamii* and *Ginkgo biloba*, the park serves as a habitat for a diverse range of flora and fauna. The strategic planting of evergreen species and seasonal flowers attracts pollinators and small wildlife, providing shelter and a vital food source for local butterflies and birds, thereby supporting the ecosystem throughout the year. Nina Park also seamlessly connects to the nearby Tsuen Wan Park and Tsuen Wan Promenade, both of which are rich in biodiversity, creating a green belt that serves as an oasis in the bustling Tsuen Wan area. In addition, Nina Park collaborates with the University of Hong Kong and Lingnan University to conduct an Insect Pollinator Survey, which aims to study the diversity of insect pollinators in urban settings.

Biophilic Designs

We have incorporated biophilic designs in several of our buildings. For example, green walls are integrated in both the Nina Tower in Hong Kong and One New Street Square in London. Additionally, One New Street Square also features 6,300 plants and landscaped terraces, promoting biodiversity by providing habitats for various species.

In support of ecosystem protection, we are proud to be an inaugural Early Adopter of the TNFD. Moreover, we hold a silver membership with the World Wildlife Fund for Nature Hong Kong and have signed significant pledges, including the No Shark Fin Restaurant Pledge and the Earth Hour Pledge. Our dedication to these initiatives underscores our commitment to fostering a sustainable and biodiverse future.

Case Study

Working with Our Stakeholders in Promoting Biodiversity

We have been collaborating with various stakeholders to promote biodiversity and foster a deeper connection with the natural environment. As part of our initiatives, we supported The Green Earth's Night Walk and the Green Council's Green Run 2025, which empower our colleagues to engage with nature firsthand. These events not only encourage participation in outdoor activities but also emphasise the importance of a low-carbon, low-waste lifestyle. By participating in these night walks and runs, our colleagues are embracing sustainable practices and actively promoting greener lifestyles, thereby contributing to our collective efforts to protect and enhance biodiversity in our communities.



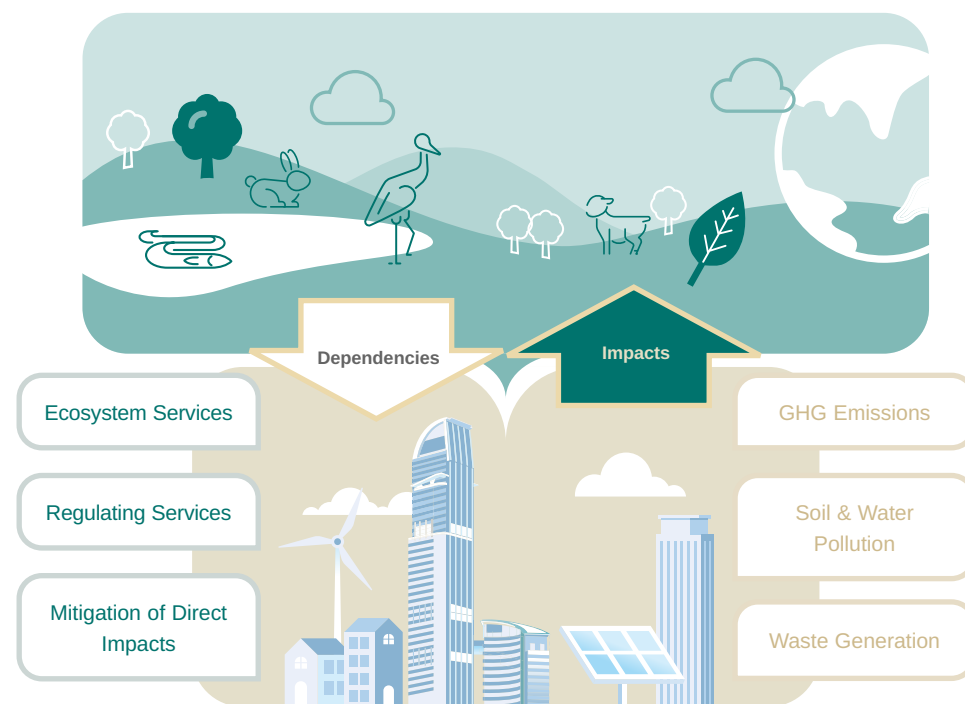
TNFD Disclosures

Governance on Nature-related Issues

The ESG Steering Committee, chaired by the CEO, is responsible for overseeing the Group's overall ESG strategies, reviewing and endorsing plans, and monitoring progress. For more details on our ESG governance structure, please refer to the "Setting High Standards of ESG Governance" section. The Group's commitment to environmental and nature protection is evident through our various policies, including the Climate Change Policy, Sustainability Policy, and Sustainable Procurement Guidelines. Moreover, the Group emphasises ecosystem balance in operations and procurement, assessing suppliers' adherence to nature-related standards. We have integrated robust governance mechanisms into our supply chain management and are committed to monitoring nature-related impacts through controls and grievance mechanisms. The Group also engages with local stakeholders and hosts Sustainability Conferences to address nature-related issues.

Strategy on Nature-related Issues

At CCG, we recognise that our businesses is deeply intertwined with nature capital, and we are committed to managing our dependencies, impacts, risks, and opportunities related to nature in a responsible and sustainable manner. Our strategy begins with a thorough assessment of our reliance on natural resources, including water, land, and biodiversity, to ensure that our operations are resilient and sustainable. We actively work to minimise our environmental footprint by adopting innovative technologies and practices that reduce resource consumption and waste generation. To mitigate potential risks, we conduct regular environmental impact studies and engage in proactive risk management, which includes developing contingency plans for natural disasters and resource scarcity. We also see significant opportunities in aligning with nature-positive initiatives, such as investing in renewable energy, sustainable supply chains, and urban biodiversity enhancement projects. By fostering a strong relationship with nature, we aim to enhance our long-term business resilience, contribute to the health of ecosystems, and create shared value for our stakeholders and the communities we serve.



Risk & Impact Management on Nature-related Issues

In 2024, we initiated our first TNFD study, aligning with the TNFD framework and adopting the LEAP (Locate, Evaluate, Assess, Prepare) approach. We have embarked on this journey to understand our impacts and dependencies on nature better and to manage the associated risks and opportunities.

Our LEAP Assessment Scope & Framework

Our LEAP assessment encompasses our 62 key assets, including hotels and residences, construction projects, as well as residential, industrial, and commercial properties in Hong Kong. Through the implementation of the LEAP approach, we have identified the locations of our operations and supply chains in critical ecosystems, evaluated our impacts and

dependencies on nature, assessed the associated risks and opportunities, and devised strategies to lessen adverse effects and leverage beneficial outcomes. We have conducted stakeholder engagement to gather insights on the actual dependencies and impacts specific to the nature of the Group.

High Nature Impact/

Dependency Area	Protected Area near Assets	Key Biodiversity Area near Assets	Iconic Species
Tung Chung Area	No Protected Area is found within a 1 km buffer distance of our assets; six Protected Areas are found within a 5 km buffer distance.	No Key Biodiversity Area is located within a 1 km buffer distance of our assets. One Key Biodiversity Area is located within a five-km buffer distance. 186 International Union for the Protection of Nature ("IUCN") Red List Species and 31 Critically Endangered Species are found within a 50 km buffer distance.	Chinese Three-striped Box Turtle, Chinese Pangolin, Hawksbill Turtle, Small Persimmon, Steppe Eagle and Romer's Treefrog
Kowloon and New Territories Area	One Protected Area is located within a 1 km buffer distance of our assets, and 11 Protected Areas are situated within a 5 km buffer zone.	One Key Biodiversity Area is found within a 1 km buffer distance of our assets. Two Key Biodiversity Areas are located within a 5 km buffer distance. 183 IUCN Red List Species and 30 Critically Endangered Species are found within a 50 km buffer distance.	Caridina Apodosis, Spoon-billed Sandpiper, Baer's Pochard and Yellow-breasted Bunting
Hong Kong Island Area	One Protected Area is located within a 1 km buffer zone of our assets, and seven Protected Areas are located within a 5 km buffer zone.	One asset is located within a Key Biodiversity Area. One Key Biodiversity Area is found within a 5 km buffer distance. 184 IUCN Red List Species and 30 Critically Endangered Species are found within a 50 km buffer distance.	Wintry Starworm, Yellow Pond Turtle, King Horseshoe Bat and Indotyphlops lazuli (Hong Kong blind snake)

Based on the above results obtained from the study, our construction activities and operations will not significantly overlap with critical habitats or negatively impact ecosystem health. Additionally, habitats are situated at least 1 km from the assets thereby preventing direct and indirect disturbances to local ecosystems.

Locate

In the Locate phase, we examined the geographical distribution of our operations and their interactions with the natural surroundings. The aim was to pinpoint priority zones where these interactions could yield substantial risks or opportunities to guide our decision-making processes. Our prioritisation was based on the proximity of operational sites to areas of significant biodiversity value (e.g., IUCN Red List) through the utilisation of tools such as the Integrated Biodiversity Assessment Tool ("IBAT"), the World Wide Fund for Nature Hong Kong ("WWF") Risk Filter, and comprehensive desktop research. In conducting the location-based analysis, we have shortlisted 23 sites that are near crucial biodiversity areas. We have conducted an assessment to identify the impacts and propose potential mitigation strategies.

Evaluate

To assess the dependencies and impacts related to nature throughout the real estate value chain, we have conducted an in-depth analysis. This evaluation offers a comprehensive view of the interactions between each aspect of the value chain and natural ecosystems, highlighting notable areas of concern and opportunities for improvement. By utilising the ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure) database, as recommended by the TNFD, along with insights from stakeholder engagement, we have identified the top five nature dependency and impact topics within our value chain.

Top Five Nature Dependency Topics

1. Mass Stabilisation and Erosion Control
2. Ground Water and Surface Water
3. Climate Regulation
4. Mediation of Sensory Impacts
5. Flood and Storm Protection

Top Five Nature Impact Topics

1. Soil Pollutants
2. Water Pollutants
3. Non-GHG Air Pollutants
4. Solid Waste
5. Water use

Assess & Prepare

The LEAP approach recommends that, for better integration of nature-related considerations in businesses, a company should identify and prioritise the nature-associated risks and opportunities associated with the most significant impacts and dependencies highlighted during the initial "Locate" and "Evaluate" phases. The Group has acknowledged the nature-related physical and transition risks and opportunities that could influence our operations, outlined in the table presented below.



Physical Risks

Risks	Potential Impacts	Risk Mitigation
Biodiversity Loss: Construction activities near protected areas and key biodiversity zones can have a negative impact on local biodiversity	<ul style="list-style-type: none"> Increased costs for biodiversity mitigation measures (e.g. flood barriers, enhanced site management) Potential delays in project timelines due to stricter environmental regulations 	<ul style="list-style-type: none"> Implement monitoring and reporting mechanisms for construction activities
Resource Scarcity: Supply chain disruptions for essential raw materials due to resource scarcity and ecosystem degradation	<ul style="list-style-type: none"> Project delays due to the unavailability of materials Raw materials extracted from ecologically sensitive areas may incur additional costs to comply with regulations 	<ul style="list-style-type: none"> Diversify suppliers to reduce dependency on single sources Enforce compliance with the Supplier Code of Conduct ("SCOC"), prioritising suppliers with certified sustainable practices Optimise resource efficiency by adopting efficient construction practices to minimise consumption, such as the MiC method at ECHO HOUSE
Natural Disasters: Ecosystem degradation may reduce natural barriers, increasing vulnerability to natural disasters	<ul style="list-style-type: none"> Increased costs for disaster recovery and infrastructure repairs Potential damage to property and business continuity 	<ul style="list-style-type: none"> Ensure all new major development projects achieve the second-highest sustainable building assessment scheme rating (such as BEAM Plus, LEED and WELL certifications) Integrate climate-resilient infrastructure (e.g. flood barriers) and biophilic design (e.g. green roofs) in new development projects Collaborate and support institutions and NGOs to conserve and protect biodiversity, such as partnering with The Green Earth to organise beach and trail clean-ups and supporting The University of Hong Kong and Lingnan University in conducting an Insect Pollinator Survey at Nina Park
Pollution: Air and noise pollution from construction activities may harm local ecosystems and communities	<ul style="list-style-type: none"> Increased health and safety costs, potential legal claims, and fines Negative community relations and opposition to future projects 	<ul style="list-style-type: none"> Use low-emission and quieter construction methods, such as the adoption of electric-powered construction equipment, MiC and MiMEP methods

Transition Risks

Risks	Potential Impacts	Risk Mitigation
Policy & Regulatory: Stricter regulations on biodiversity, land use, and environmental impact assessments ("EIAs")	<ul style="list-style-type: none"> Increased compliance costs and potential project delays Risk of fines and legal repercussions for noncompliance 	<ul style="list-style-type: none"> Proactively monitor and align with emerging policies and regulations Participant in industry coalitions (e.g. policy groups of HKGBC, Business Environment Council ("BEC") and Hong Kong Green Finance Association ("HKGFA") to advocate for balanced regulations Conduct regular training on environmental compliance
Market Risks: Fluctuating prices of alternative construction materials	<ul style="list-style-type: none"> Budget unpredictability and potential delays in project schedules Risk of reduced competitiveness if sustainable materials are not prioritised 	<ul style="list-style-type: none"> Build strategic partnerships with certified sustainable suppliers Incubate and invest in R&D for innovative, low-environmental-impact solutions (e.g. "CCG Accel – Powered by HKSTP" accelerator programme and partnering with the Nano and Advanced Materials Institute ("NAMI") to green building technology)
Reputational: Increased public scrutiny and awareness of biodiversity and sustainability issues	<ul style="list-style-type: none"> Potential decline in revenue and customer trust Increased costs for marketing and public relations efforts 	<ul style="list-style-type: none"> Disclose nature-related performance annually via TNFD-aligned reports Engage with stakeholders through different channels (e.g. focus groups and surveys, allowing stakeholders to report environmental concerns and feedback)
Technological: Growing market preference for alternative construction materials with lower environmental and biodiversity impacts	<ul style="list-style-type: none"> Higher procurement costs for sustainable materials Lagging behind industry innovation curves 	<ul style="list-style-type: none"> Incubate and invest in R&D for innovative, low-environmental-impact solutions (e.g. "CCG Accel – Powered by HKSTP" accelerator programme and partnering with NAMI to green building technology)
Liability: Potential liability arising from non-compliance with environmental regulations or damage caused by the Group's activities	<ul style="list-style-type: none"> Legal costs and potential fines for regulatory breaches or environmental harm claims Restoration costs to remediate damaged ecosystems Long-term reputational damage leading to decreased customer trust and loss of business opportunities 	<ul style="list-style-type: none"> Establish a robust compliance framework to ensure adherence to environmental regulations Implement monitoring and reporting mechanisms for construction activities Engage with stakeholders through different channels (e.g. focus groups and surveys allowing stakeholders to report environmental concerns and feedback)

Opportunities

Opportunities	Potential Impacts	Opportunity Management
Sustainable Buildings & Certifications	<ul style="list-style-type: none"> Growing demand for sustainable-certified properties in Hong Kong's competitive market Higher rental premiums and enhanced tenant retention due to sustainable-focused designs (e.g., BEAM Plus and WELL certifications) Enhanced market positioning as a leader in sustainability 	<ul style="list-style-type: none"> Integrate biophilic design elements (e.g., green walls at Nina Tower) and blue-green infrastructure (e.g., rainwater harvesting at Nina Park) to enhance sustainability and biodiversity Ensure all new major development projects achieve at least the second-highest ratings in sustainable building assessment schemes (such as BEAM Plus, LEED and WELL certifications)
Resource Efficiency & Circular Economy	<ul style="list-style-type: none"> Cost savings achieved through reduced material waste and energy/water consumption Regulatory compliance advantages with Hong Kong's tightened waste disposal regulations 	<ul style="list-style-type: none"> Adopt MiC at ECHO HOUSE and recycled materials (e.g., applying materials with 96% recycled content in Shun Fook Barn) to reduce construction waste Install net-zero carbon chillers at Nina Tower and LED lighting/water-saving fixtures across hotels Establish effective and proper sorting and recycling practices for waste generated at construction sites
Eco-Tourism & Community Engagement	<ul style="list-style-type: none"> New revenue streams through biodiversity-focused offerings and activities Strengthened community relations and loyalty fostered through educational initiatives 	<ul style="list-style-type: none"> Explore opportunities for eco-tours and workshops at Nina Park, highlighting the importance of pollinator habitats Partner with the Green Earth to organise beach and trail clean-ups
Innovation & Partnerships	<ul style="list-style-type: none"> First-mover advantage gained by adopting cutting-edge sustainable technologies Improved access to sustainable financing for TNFD-aligned projects 	<ul style="list-style-type: none"> Incubate and invest in R&D for innovative and low-impact solutions (e.g. "CCG Accel – Powered by HKSTP" accelerator programme and partnering with NAMI to enhance green building technology) Participate in policy groups, including the HKGBC, the BEC and HKGFA, to shape future regulations
Reputation & ESG Leadership	<ul style="list-style-type: none"> Aligning with international guidelines (e.g., TNFD recommendations) to improve ESG ratings and overall market evaluation 	<ul style="list-style-type: none"> Publish TNFD-aligned disclosure with third-party verification. Highlight biodiversity efforts (e.g., pollinator habitats at Nina Park) in marketing campaigns

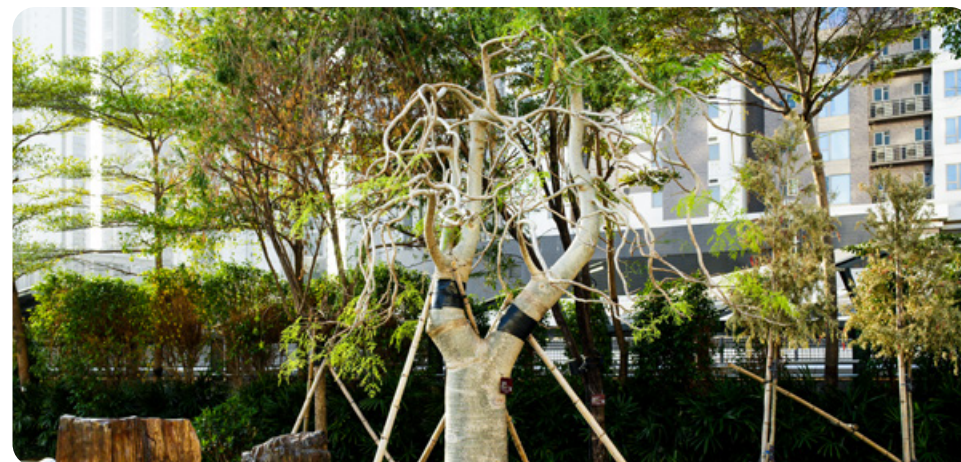
Metrics & Targets

To effectively monitor and track nature-related performance, CCG is currently identifying and gathering relevant metrics. The selection of the metrics outlined below addresses the identified nature-related risks and opportunities:

Spatial Footprint	Resources	Engagement Workshop
<ul style="list-style-type: none"> % of controlled/managed surface area for which the biodiversity factor has been assessed Extent of land/freshwater/ocean ecosystem use change 	Water <ul style="list-style-type: none"> Total wastewater discharged Total reclaimed water Number of water pollution incidents Plastics <ul style="list-style-type: none"> Total plastic packaging material used 	<ul style="list-style-type: none"> Number of engagement workshops that have discussed biodiversity-related matters

CCG will take steps to collect accurate and reliable data for the identified metrics. Targets will be established for both the short and long term concerning key metrics that reflect the significant nature-related dependency and impact, ensuring effective linkage with the Group's overall strategy.

During the reporting year, CCG has not violated any nature-related laws or regulations, nor has it incurred any fines or penalties.



Summary

CCG leverages its deep roots in real estate to lead the way in green building development, integrating innovation and sustainable practices across its portfolio. Beyond incorporating environmentally conscious features and cutting-edge technologies in new developments, CCG has implemented a wide range of energy-efficiency measures in existing buildings. These initiatives, such as replacing chiller plants, installing LED lighting and occupancy sensors, have contributed to a reduction in carbon and energy intensity in FY2024/25. Through our collective efforts, CCG achieved a 27.7% reduction in operational carbon intensity in 2024 compared to the 2020 baseline.

Complemented by strong stakeholder partnerships through our Green Tenant Engagement Programme, CCG continues to accelerate its decarbonisation journey, driving meaningful progress toward a low-carbon future.



Creating Influential Social Values

125,759
hours

Of training provided, recorded a 14.4% increase

10%
reduction

In employee Lost-Time Injury Rate (LTIR)

233,390

People served/engaged by activities/ events funded or organised by CCG

>1,300
residents

Served across 12 residential care homes

Human Capital

Our people are foundational to our Group's continued success. In a rapidly evolving landscape, we are committed to fostering an inclusive, employee-centric culture that supports personal and professional growth. By nurturing a supportive workplace, we empower our workforce to thrive and build a future-ready organisation that creates lasting value for our people and stakeholders.



Performance Highlights



Total Workforce

4,199

Workforce by Gender

Male

1,844

Female

2,355

Workforce by Employment Category

Senior
Management

17

Management

608

General Staff

3,574

Talent Acquisition & Retention

Our Group Human Resources Management Policy goes beyond regulatory compliance to ensure our Human Resources ("HR") procedures are in line with our Group values. The HR Department oversees key areas including equal opportunities for employees, talent optimisation, compensation and benefits, employee development, engagement, and workplace health and safety.

The Staff Recruitment Policy outlines the recruitment philosophy and defines the criteria for talent selection, based on essential skills, capabilities, experience, and qualifications. Through a robust evaluation by the HR Department and hiring managers, as well as a structured approval process, the best-fitted candidates with proven capabilities are selected to join CCG's high-performing team. Our HR Department strictly adheres to the Staff Reward and Grading Policy to review salaries and benefits packages, providing fair, equitable, and competitive remuneration.

Continuing with our Employer Value Proposition (“EVP”), CCG aims to create a “Space to make transformative impact, career and life” for showing care to its employees and boost talent attraction and retention based on the four key pillars below:



Space to drive
social progress



Space to bring out
the best in you



Space to share
decisions



Space to support
your family and
your passions

We undergo ongoing transformation to embed the EVP values in our culture and empower our employees.

CCG offers comprehensive benefits to employees, including:

- ✓ Hybrid work arrangements, with some flexibility to choose where to work, to strike a work-life balance and improve employees' well-being
- ✓ Enhanced annual leave entitlements based on years of service for employees in non-executive grades
- ✓ Extension of medical coverage to the families of colleagues holding manager or above positions
- ✓ Team-building activities to foster a spirit of collaboration and teamwork
- ✓ An employee assistance programme, featuring 24-hour counselling support, accompanied by self-learning resources and training to support employees' mental health
- ✓ A Group-wide scholarship scheme for employees' children, which has recognised 131 students for their outstanding academic achievements since 2022
- ✓ A designated nursing room at our headquarters provides a comfortable environment for new mothers
- ✓ Our employees, as parents of newborns, are entitled to fully paid maternity and paternity leave



The Group is also committed to supporting employees throughout their entire career journey. To reinforce this commitment, we have implemented a Retirement Policy to ensure proper retirement arrangements and retirement benefit schemes for normal retirement, pre-retirement, and re-employment of retirees. This includes facilitating early communication, creating succession plans, and conducting a job handover to ensure a smooth transfer of role that is supported by the retirement benefit scheme.



CCG has been honoured with the Good Employer Charter 2024 for its exemplary commitment to employee-friendly practices on promoting work-life balance, providing employee benefits that exceed legal requirements, and maintaining effective communication with employees.

Case Study

Buddy Scheme

The Buddy Scheme was launched in 2023 to support our new team members. To ensure new employees can adapt to a new working environment quickly and undergo a smooth transition and integration into CCG, they are paired with an experienced colleague who serves as a buddy during the initial employment period. This mentorship enables new joiners to gain insights into the job role and expectations, as well as the Group's organisational structure, culture, vision, mission, and values. It also builds networks and relationships among employees, enhancing overall team cohesion, cooperation, and a sense of belonging and inclusion.

Employee Engagement

Our Employee Engagement and Communication Policy outlines our commitment to value employees' views and feedback through open, transparent, and two-way communication. CCG prioritises an environment where employees feel a strong sense of belonging, and incorporates their feedback as appropriate to improve operational practices.

The online Suggestion Platform on the Group intranet is a convenient platform for employees to share their ideas. A total of 16 employee-driven feedback sessions were collected during the Reporting Period.

CCG conduct Employee Engagement Survey regularly and plans to launch the next survey in FY2025/26, focusing on five dimensions: Organisational Effectiveness and Agility, Communication Effectiveness, Engagement, Leadership, and Performance Enablement. This survey will enable the Group to benchmark its performance and track progress over time. Employee feedback will be actively acknowledged, with targeted initiatives implemented to address their needs and expectations.

Promoting Workforce Diversity

The Group promotes DEI in the workplace, offering career opportunities to all employees regardless of disability, family status, marital status, race, religion, nationality, or sexual orientation, and prohibits any form of unfair treatment of employees. CCG is a signatory to the Hong Kong Equal Opportunities Commission's Racial Diversity and Inclusion Charter for Employers.

KPI for FY2024/25

≥3

DEI credentials confirmed by
Q1 2025

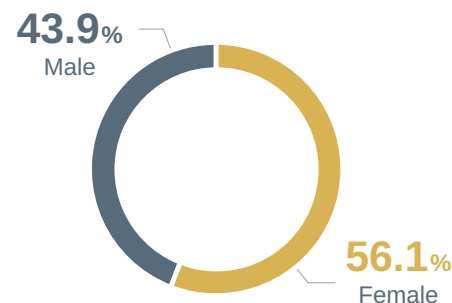
Performance

4

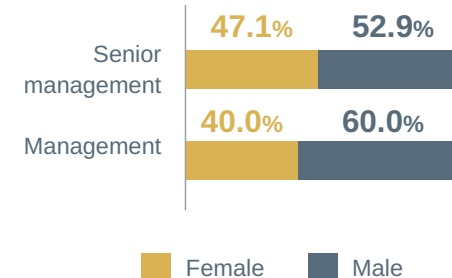
DEI credentials confirmed by
Q1 2025

Performance Highlights

Percentage of Colleagues, by Gender



Percentage of Colleagues, by Employment Category & Gender



Empowering our Female Employees on Women's Day

To celebrate International Women's Day, CCG provided its female employees with thoughtful care and gifts.

A Future Ready Workforce

CCG strives to accelerate the development of its employees and enhance their capabilities through targeted training programmes and structured performance reviews and evaluations.

Performance Highlights

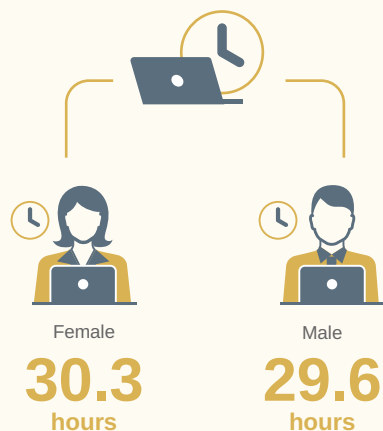
125,759

Hours of training provided,
with a 14.38% increase

> HK\$ 2 million

Allocated to support learning and
development

Average Training Hours, by Gender



Average Training Hours, by Employee Category



KPI for FY2024/25

≥17.3

Training hours per colleague

Performance

29.9

Training hours per colleague

Talent Development

In line with our Performance Management Policy, we conduct annual performance appraisals to assess employees' performance against agreed expectations and goals set by the Group. Managers/supervisors identify employees' capabilities and potential for succession planning, making recommendations on areas for improvement through ongoing feedback. These appraisals also provide a basis for performance-based rewards, such as salary adjustments, benefits, and non-financial recognition.

Engineering Apprenticeship Scheme

To address the challenges of sourcing skilled workers and enhancing the Group brand, CCG introduced the Apprenticeship Scheme during the Reporting Period to develop a talent pipeline by bridging academic learning with essential practical workplace skills.

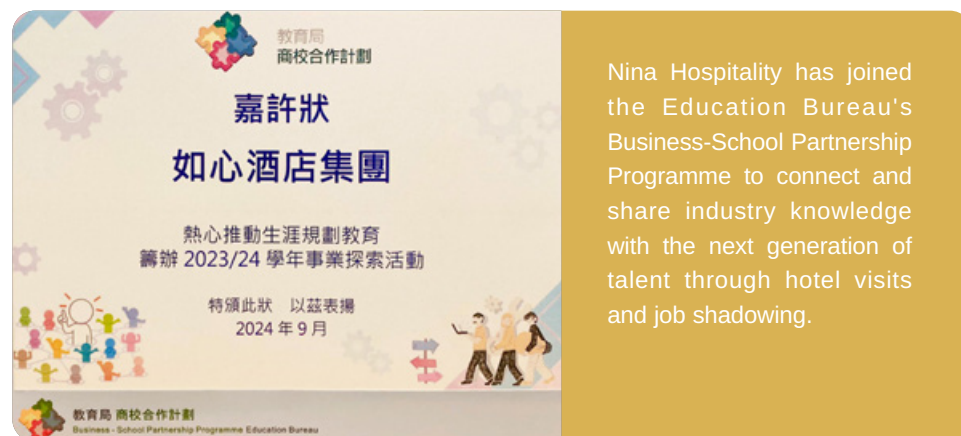
Targeting students enrolled in three-year part-time Higher Diploma programmes, CCG invited eligible participants to join CCG as full-time Engineering Technicians in the Project Department. The scheme, spanning 36 months, allows apprentices to engage in on-the-job learning and assessment, ensuring they acquire both theoretical knowledge and practical skills.

The Apprenticeship Scheme has shown positive outcomes, demonstrating the programme's effectiveness in preparing candidates for the workforce.

2 participants successfully transitioning to full-time roles
within CCG



To support employees transitioning into new roles, CCG regularly delivers management training programmes, focusing on problem-solving, decision-making, and target-setting skills through interactive group discussions.



Nina Hospitality has joined the Education Bureau's Business-School Partnership Programme to connect and share industry knowledge with the next generation of talent through hotel visits and job shadowing.

Case Study

2024 Group Summer Internship Programme

CCG expanded the reach of its Summer Internship Programme in 2024 by engaging six secondary school participants as a new talent pool alongside 10 students from higher education institutions. Interns were assigned to various departments to gain practical, hands-on work experience in the real business world, as well as to develop essential soft skills in communication and interpersonal relationships within eight weeks, preparing them for future career endeavours.

During the concluding sharing session, interns reflected on their experiences and lessons learned, expressing gratitude to CCG for this invaluable opportunity.



Case Study

Pine Care Practical Clinical Placement Engagement

Pine Care recognises the importance of nurturing the next generation to specialise in elderly care and related disciplines. It introduced three practical clinical placements and an engagement programme during the Reporting Period. For approximately two months, Pine Care offered hands-on learning opportunities to 75 students in health studies. They were equipped with skills and knowledge, including vital signs checking, infection control, and administration of medication.

Capitalising on the success of this programme, Pine Care will develop additional initiatives to attract future talent, while elevating skills and leadership to contribute to the elderly care sector.



Case Study

CCG Innovation Ambassador Programme

The CCG Innovation Ambassador Programme, co-organised with the University of Hong Kong Business School Executive Education, is designed to foster entrepreneurial spirit while also cultivating leadership capabilities within the workforce. This programme aims to empower more than 30 colleagues at a time to suggest innovative solutions to both business and societal challenges through a nine-month initiative centred on “Learning by Doing”.

Participants are organised into small teams and attend six workshops that focus on vital workplace skills, including design thinking, innovation, and managing mindset change. With guidance from departmental advisors and external experts, teams also have opportunities to present their ideas to senior management, potentially bringing their projects to fruition.

**Investments in Training**

At CCG, we recognise that the investment in training is essential for a knowledgeable and capable workforce. The commitment to continuous learning enables us to maintain high industry standards while supporting the comprehensive and dynamic development of our employees. During the Reporting Period, we have allocated a significant amount to support learning and development (“L&D”), including education sponsorships and scholarships.

CCG received the honour of being selected for the Employees Retraining Board's Manpower Developer Award Scheme, underscoring its ability to deliver outstanding performance in training and developing talent.



The Staff Learning and Development Policy outlines the guiding principles for the Group's L&D. CCG is committed to allocating resources to support L&D activities based on employees' performance development plans. These include in-house and external activities, such as workplace learning, coaching, mentoring, e-learning, formal study, and conferences. A Training Committee has been established to plan for a structured and effective training strategy for Property Services. Committee members, representing various departments, including Property Management Services, ESG, Information Technology (“IT”), and Quality Assurance, review the proposed training plans and track training progress to ensure that training objectives are achieved.

Our CCG E-learning platform offers courses on various topics, including the prevention of corruption, anti-money laundering and counter-terrorism financing, employee conduct and business ethics, market conduct and fraud, privacy, confidentiality, and information security.

In addition to internal training, CCG supports employee development by sponsoring external training expenses, including fees for professional memberships and qualification examinations. We also help employees' professional growth with paid leave for examinations.

CCG recognises the importance of strong leadership in fostering growth within the company. To support this, leadership training programmes help our current and future leaders enhance their skills, empowering individuals and driving overall organisational success.

Case Study

The Home Manager Caring Leadership Training Programme

Pine Care participates in the Home Manager Caring Leadership Training Programme, organised by the Hong Kong Association of Gerontology, to enhance the management skills and leadership abilities of supervisors working in the elderly care sector. This programme fosters a "people-centred" work culture, delivering high-quality elderly care services.

This programme consists of two phases. The first encompasses 80 hours of classroom learning, workshops, and tutorials, while the second phase involves the practical implementation of quality service plans within care homes.



Reinforcing a Sustainability Culture & Skills

Strengthening employees' sustainability awareness and competencies empowers them to integrate sustainable practices at all levels, improving operational efficiency while advancing our environmental and social commitments.

To support our sustainability efforts, we keep employees informed about sustainability trends and updates from industry experts:

ESG Talk

A representative from Greeners Action shared tips on waste recycling and reduction practices for both work and daily life. The talk was followed by a creative, hands-on workshop where attendees upcycled discarded denim to craft unique phone accessories.



ESG Tour

An ESG-focused tour was hosted at the WWF Island House Conservation Centre in Tai Po. This immersive experience reinforced the importance of environmental conservation within our community. Participants explored rare plant species and gained insights into the historical significance of the architecture, enriching their understanding of cultural and ecological preservation. They learned about the daily responsibilities of gardeners and experienced hands-on gardening, applying skills to different seasonal plants.



Go Green Fair



In partnership with Christian Action, the Go Green Fair was organised in 2024 to promote sustainable practices among employees. They were encouraged to generously donate both second-hand and new items to exchange with others. Employees also gained a deeper understanding of the goals of waste reduction.

Green Building Week



To celebrate Hong Kong Green Building Week 2024, we promoted smart casual wear in the office to incorporate sustainability and decarbonisation into our daily work environment. Employees were encouraged to wear outfits in four colours (red, blue, green, and yellow), representing health and well-being, resource efficiency, environmental friendliness, and innovation. This initiative aimed to foster a culture of sustainability and raise awareness about eco-friendly practices within the workplace.

IT Awareness Training

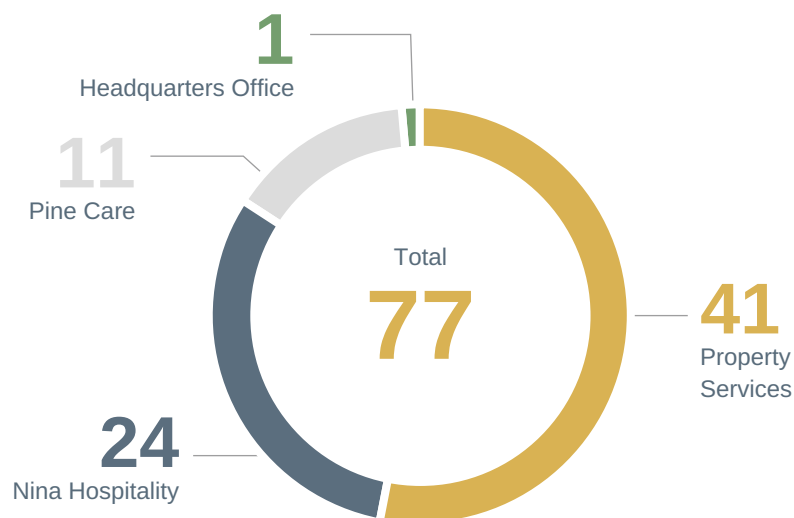
We conducted six mandatory IT awareness training sessions for employees. We also organised an in-house cybersecurity seminar and a talk on web safety. The cybersecurity seminar focused on analysing emerging trends, identifying online threats, and setting strategies to avoid phishing. The web safety talk addressed cyberattacks in Hong Kong and personal protection measures, accompanied by practical case sharing.

Dedication to Occupational Health, Safety & Well-Being

The Group prioritises Occupational Health and Safety, integrating it into its strategy and organisational culture. A safe work environment is cultivated through a dedicated framework, a committee, effective management, and performance monitoring.

Performance Highlights

Number of Lost Time Injuries (sick leave >0 days)



1.8

Lost-Time Injury Rate ("LTIR") of employees

Reduced by 10% compared to the previous year

Occupational Health & Safety Committee for Ongoing Review & Monitoring

To showcase our emphasis on occupational health and safety ("OHS") for internal operations, we have an Occupational Health and Safety Committee ("OHSC"), with formal terms of reference to define scope and responsibilities.

Occupational Health and Safety Committee

Consists of representatives from the following divisions and departments:

HR

Sales

Project

Nina Hospitality

Property Services

Entertainment

Responsibilities

- Implementing OHS protocols within their respective departments to reduce and control hazards
- Ensuring compliance with relevant OHS standards and requirements
- Promoting OHS knowledge and culture
- Communicating any risks, concerns, and recommendations to the appropriate departments promptly

We have implemented the Occupational Health and Safety Management Framework, which supports the mitigation of OHS risks by outlining objectives, responsibilities, procedures, resources, review mechanisms, and improvement processes. The Occupational Health and Safety Policy is designed to achieve low accident and injury rates, in line with industry best practices in the workplace. It emphasises fostering collaboration among various departments to ensure that employees and external contractors meet OHS standards by implementing proactive preventive measures and timely corrective actions. Additionally, we regularly monitor and review OHS performance.

The Group holds certifications for the ISO 45001:2018 international standard for OHS management systems, achieved through OHS risk assessments and internal and external audits. We have obtained a total of nine ISO 45001 certifications, covering our operations in the headquarters office, hotel and properties.

CCG was awarded the Healthy Corporate Award Scheme 2024 – Diamond Award. This recognition underscores the company's dedication to the physical and mental well-being of its employees, fostering corporate social responsibility.



Case Study

First Aid & AED Certification Scheme

To respond efficiently and effectively to medical emergencies, we encourage our Property Services colleagues to undertake training in First Aid and automated external defibrillator ("AED") skills. As a result of these trainings, 93 colleagues passed the First Aid examination, and 126 colleagues completed AED training in this Reporting Period, demonstrating their proficiency in managing medical emergencies.



Health & Safety for Our Colleagues

The Group is committed to providing training and resources to employees and contractors. During the Reporting Period, we offered health and safety training to our employees, including on-the-job training, occupational safety, workplace safety, fire safety, and well-being and wellness workshops. Nine colleagues from Property Services are certified as qualified safety supervisors, having obtained the Combined Certificate for Safety, Health, and Environmental Supervisors (Property Management) from the Occupational Safety and Health Council in Hong Kong.



KPI for FY2024/25

100%

Of employees are covered by the wellness, health, and safety support programme



Performance

100%

Of employees are covered by the wellness, health, and safety support programme



Prevention of Lower Limb
Disorders



Sleep Well and All Will Be Well –
Mastering Quality Sleep Skills



Debunking Low-Sugar
Diet Myths



Wheeling to Be Happy –
Understanding PERMA &
the Elements of Happiness

Our employees also benefited from a series of wellness and occupational health talks and workshops that were designed to enhance awareness of mental health and promote healthy lifestyles.

Employee Wellness Activities

Recognising the vital role of employee wellness in achieving organisational success, the Group fosters a holistic approach to health and well-being. We believe that a healthy workforce not only enhances productivity but also contributes to employee satisfaction and retention.

Monthly Fruit Day & Healthy Canteen Food

To promote employees' health, CCG arranges nutritious meals on our canteen menu, curated by an in-house nutritionist. We also continue the monthly fruit giveaway initiative at our headquarters.



CCG Staff Social Clubs



We established the CCG Staff Social Club to organise activities that promote well-being and strengthen team cohesion.

The CCG Staff Social Club provides a platform for organising social activities, welcoming all full-time and part-time staff to join their activities of interest.

During the Reporting Period, we had seven social clubs, including sports, board games, coffee and cocktail making, drumming, floral design, and wine tasting.

We implemented a range of wellness activities to maintain the physical, mental, and emotional health of our employees. We strive to foster a work environment that promotes healthy lifestyles, balances work and life, and enhances overall well-being.

Bouldering Sports Events

We offered 50 colleagues a unique opportunity to participate in a bouldering session led by professional coaches and a bouldering athlete. The event also introduced core training exercises to enhance daily posture and reduce injury risk, as well as myofascial release techniques to relieve muscle tension and chronic pain.



Table Tennis Competition

The Nina Hospitality Table Tennis Competition 2025 concluded successfully after intense competition.



Smoking Cessation Seminars

Nina Hospitality hosted two smoking cessation seminars at our Nina hotels in partnership with the Lok Sin Tong Benevolent Society, engaging over 50 colleagues. The workshops covered smoking and disease, quitting strategies, and solutions to withdrawal symptoms. Participants also received health assessments, including cardiovascular and blood pressure measurements.



Summer Cooling Kit



Acknowledging the challenges of working in Hong Kong's hot weather, the Property Services Department has prepared a Summer Cooling Kit, which includes a handheld fan, a cooling towel, and practical tips to help stay cool. These kits were distributed to employees as a gesture of our appreciation for their dedication to their work.

Emotional Support for Pine Care Frontline Staff



To support caregivers facing stress and emotional fatigue, our registered social workers delivered 15 hours of psychological and emotional support to frontline staff during the Reporting Period.

Training included mindfulness relaxation exercises, enabling social workers to guide frontline staff to apply these practices at their facilities and share insights. To address the stress and emotions of staff, each elderly care home offered various channels for staff to express their opinions.

Reinforcing Health & Safety Practices Among Contractors

Contractors are essential business partners in construction projects and industry development, directly affecting our OHS performance. It is necessary to set high expectations for health and safety standards among our contractors. Currently, all contractors must comply with the ISO 45001 international standard for OHS management systems. ISO 45001 certification is one of the criteria in our contractor selection process, ensuring that contractors follow internationally recognised OHS standards and show a commitment to maintaining a safe working environment.

Performance Highlights



0

Work-related
fatalities of
contractor workers



7

Lost time injuries of
contractor workers
(sick leave >0 days)

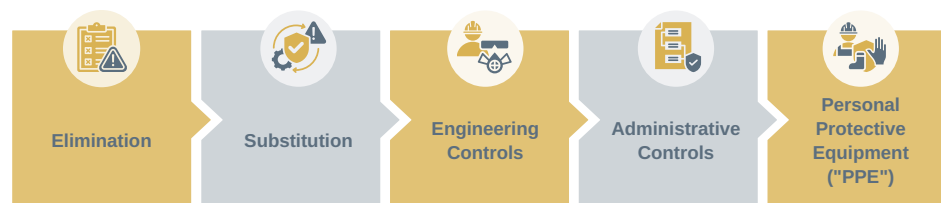


0.354

LTIR of the contractor, increased by 19.2%
compared to the previous year*

* Regularly communicate with contractors about the approach taken to reduce the LTIR

We also require our contractors to implement comprehensive Environment, Health, and Safety ("EHS") Risk Management systems with structured control hierarchies. Each project begins with a Development Implementation Plan, which includes the design scheme, construction approach, management and supervision, site safety programme, and risk assessment and mitigation strategy, using the following prioritisation in safety risk control measures:



To reinforce safety compliance, we introduced the Pay for Safety Scheme that incentivises and rewards proper safety practices at construction sites. This scheme details a comprehensive list of safety items, including the scope of safety measures that contractors are expected to implement and the corresponding reimbursement. It promotes proactive safety investments by providing financial recognition to contractors who consistently uphold and demonstrate sound safety practices on-site.



CCG also participates in the Safety Hero Scheme for MTR joint venture projects, boosting frontline safety performance and fostering a positive safety culture among contractors' workers throughout the entire construction period. By recognising exemplary safety behaviours and rewarding proactive safety engagement, the scheme aims to improve overall site safety and highlight individual contributions to OHS. Four Safety Heroes are chosen each month, receiving a monetary reward for their efforts in safety training, proper use of PPE, adherence to safe working procedures, and promoting safety awareness among their colleagues.



CCG organises daily construction site visits to assess the safety practices of the contractors. Additionally, our Construction Management Team conducts weekly site safety inspections and random spot checks. Contractors are required to address and rectify any identified issues and document the corrective actions in the inspection reports. CCG reviews the reports and verifies that the proposed corrective actions have been adequately implemented. Furthermore, safety meetings are regularly organised with engineers, qualified personnel and the CCG and contractor's safety team to assess safety risks and reinforce best practices for continuous improvement and accountability.



We adhere to the Project Department's internal guideline, Major Incidents Reporting and Handling of Sensitive/Confidential Information. At the site level, contractors are required to submit a project safety plan for approval by the project architect and CCG. Site-specific emergency response procedures must be developed, including procedures for evacuation, emergency contacts, roles and responsibilities, training and drills, communication protocols, and other necessary measures. For any incidents that occur, the contractor must notify CCG immediately, and a preliminary incident investigation report must be submitted within 24 hours of the incident.



CCG's redevelopment project at Tonkin Street received the 30th Considerate Contractors Site Award by the Hong Kong SAR Government's Development Bureau and the CIC for two consecutive years. This achievement underscores CCG's commitment to promoting safety first, effectively managing the complexities and constraints of construction sites, maintaining high standards of management practices, demonstrating environmental consciousness, emphasising public morality, and caring for its contractor workers.

OHS Training for Contractors

CCG ensures its contractors understand the Group's OHS requirements. We organised 39 safety sharing and briefing sessions at construction sites, emphasising the importance of securing a safe working environment with the principles of "People, Life First" and enhancing the safety awareness of workers. At the site level, all safety trainings for frontline workers and site supervisors are coordinated and conducted by the main contractor as part of their contractual safety responsibilities. CCG actively engages in key training activities, including pre-work safety briefings and workshops focused on high-risk on-site activities. Pre-work safety workshops for high-risk activities are held before the start of site work.

Technologies to Support OHS

CCG actively seeks opportunities to integrate technology into OHS management and adopt innovative OHS solutions.



CCG's construction projects are recognised under the 4S Labelling Scheme which aligns with the plan of the Hong Kong SAR Government's Development Bureau and the CIC to promote the Smart Site Safety System ("4S"). 4S is an intelligent safety system which integrates various safety devices and sensors with a digital monitoring platform. It also includes the integration of advanced digital tools such as IoT sensors, real-time data analytics, AI-powered monitoring, mobile safety applications, and centralised safety management platforms. This all-in-one platform enables real-time data collection and analysis, immediate safety alerts and centralised safety management. Supported by the 4S system, on-site management can better understand and monitor site safety conditions, allowing for timely responses to potential safety risks.

The benefits of the implementation of 4S include:



Higher compliance rates
with established safety
procedures



Reduced response time
to safety hazards



Enhanced accuracy
and timeliness of safety
reporting

We actively encourage contractors to adopt additional 4S technologies based on their site-specific conditions and operational risk levels. We have three projects that have adopted the 4S system, and two have obtained 4S Labelling certification.

Ensuring Customer & Tenant Satisfaction Through Service Excellence

CCG is dedicated to serving the needs of our occupiers and customers. We value their feedback and prioritise customer satisfaction in our continuous improvement efforts.

We regularly conduct occupiers and customer satisfaction surveys to gather valuable insights. These surveys help us identify primary concerns, enabling us to effectively enhance our service standards. Our commitment to addressing these concerns reflects our dedication to fostering positive relationships with our tenants and customers.

Performance Highlights

82/100

Property Services
Satisfaction Score



89/100

Hotel Guest Satisfaction
Score



4.97/5

Property Owner Satisfaction Score



97.3/100

Elderly Care Satisfaction
Score (Residents)



96.1/100

Elderly Care Satisfaction
Score (Family members
of Residents)



Reinventing Customer & Tenant Experience

CCG Hearts Reward Programme



Unlike conventional customer loyalty programmes that primarily encourage spending, CCG Hearts distinguishes itself by rewarding meaningful community engagement. Through volunteering programmes known as "Quests", members have the opportunity to contribute to social good while earning points. The programme recognises and incentivises community involvement through a point-based rewards structure, enabling members to redeem points for vouchers and enjoy exclusive dining and shopping discounts. By connecting members to volunteer opportunities that address youth empowerment, elderly support, and environmental sustainability, CCG Hearts inspires collective action and helps create lasting, positive change within the community.

Community impact since the launch of CCG Hearts:

>400 "Quests" initiated with
over 50 NGO partnerships

>19,500 hours of
volunteer work



Case Study

Volunteer Opportunities for All-Round Wellness Programme



This is a collaborative project between CCG Hearts and the Hong Kong Federation of Youth Groups, aimed at expanding service opportunities for youth volunteers, catering to diverse interests, and promoting a culture of volunteerism.

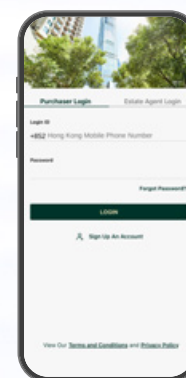
The programme offers a range of activities for volunteers, including the Recycled Clothes Sorting Workshop, Sustainable Farm Visit Workshop, Cooking Workshop Series, and Wellness Art Workshop Series, as well as a four-session programme focused on children and the elderly, comprising two training sessions and two community service events.

The programme ran from August 2024 to July 2025, aiming to engage 212 youth volunteers and 90 CCG Hearts volunteers to serve 4,695 community beneficiaries.

Through these interconnected initiatives, CCG Hearts exemplifies the Group's commitment to fostering a culture of community engagement and social responsibility, while providing tangible rewards for members who contribute to the greater good.



"My Places by Chinachem Group" Mobile Application for Home buyers



The mobile application simplifies the "registration of intent" process for potential buyers before sales commence. CCG uses the collected data to analyse customer preferences regarding district and unit type, informing future development strategies. Users can also gain access to a wide range of sales events and property services efficiently.

Achieving High Customer Satisfaction

During the Reporting Period, we engaged with a group of over 26,500 stakeholders through surveys to gather insights from their experiences. We received more than 3,800 valid responses from tenants, approximately 20,600 valid responses from hotel customers and more than 630 from property owners. We also recently surveyed approximately 1,500 elderly care residents and their family members. The overwhelmingly positive feedback highlights our commitment to service excellence. While acknowledging that opportunities for improvement still exist, we remain committed to continually enhancing the customer experience as part of our broader ESG objectives.

To achieve high customer satisfaction and deliver a positive experience for our guests, CCG emphasises effective management of customer feedback processes. By actively gathering customers' feedback, we demonstrate our commitment to listening and responding to their needs. This continuous process not only helps identify areas for improvement but also emphasises the importance of each guest's experience. By incorporating feedback into service enhancements, CCG aims to ensure that its guests feel valued and engaged, thereby strengthening the sense of community that is central to its brand philosophy.

Our Workplace Services Department and Customer Relations Department handle general enquiries, email enquiries, and complaints received by individual departments. We also maintain a master complaint log that outlines the steps and key points to address each concern. Our comprehensive management system ensures that each customer's feedback is heard and used to improve our services.

Case Study

Creation of “Socialised Spaces” in Nina Hospitality

Nina Hospitality has transformed the hotel experience by creating “Socialised Spaces.” This initiative began with the launch of Nina Communal at Nina Hotel Tsuen Wan West and Kowloon East, which function as social hubs for travellers, local communities, and residents. By combining dining, co-working, and leisure activities in a communal environment, Nina Communal encourages meaningful interactions among individuals. This approach not only increases guest satisfaction but also cultivates a sense of community within the hotel, ensuring each visit presents an opportunity for meaningful engagement.



Apart from Nina Communal, Nina Hospitality has introduced several initiatives to foster social interaction among guests and staff. The monthly Running Club invites guests to explore the local area while jogging with hotel staff, promoting health and camaraderie. Meanwhile, the Social Hour provides a relaxed environment for networking and socialising, offering a welcoming space for guests to enjoy light refreshments and drinks while engaging in conversation. These initiatives collectively strengthen the bond between Nina Hospitality's team and guests, transforming the hotel stay from a solitary experience into an engaging one.

Ensuring High Quality Products & Services

We are committed to delivering high-quality products and services that meet our standards. As a result, we have implemented a comprehensive set of stringent quality assurance protocols across our various products, services, and operations.



To create exceptional guest experiences, Nina Hospitality ensures rigorous service quality in accordance with our Minimum Quality Service Standards, which cover all areas, including reception, guest rooms, recreational facilities, catering, and restaurant operations.



CCG guarantees that all property sales activities adhere to statutory and regulatory requirements. We seek approval and comments from the Legal Department for all advertising or marketing materials. The process of handing over residential units to owners is governed by the Handover of Residential Properties to Individual Owners Policy, which includes support for rectifying defects and verifying the quality of completed developments against the agreed-upon standards before handover.



Pine Care upholds the highest standards of service quality through structured guidelines and manuals. We also adopted a resident-centred approach through staff training, quality internal audits, and open communication to safeguard residents' dignity and autonomy, with regular feedback from residents and their families.

Committed to social responsibility and quality care, Pine Care participates in third-party assessments to ensure service excellence and has achieved certification for ISO 9001 international standards for quality management systems for ten of its elderly care homes. We participate in the Hong Kong Association of Gerontology's Residential Care Home Accreditation Scheme and undergo regular evaluations by the Hong Kong Quality Assurance Agency (“HKQAA”). These assessments benchmark our services against industry standards, reinforcing our dedication to transparency, resident well-being, and continuous improvement. Through third-party audits, Pine Care fosters stakeholder trust and a culture of accountability and excellence in care.



A member of Chinachem Group
華懋集團成員

Business for Social Good: Enhancing Elderly Lives, Addressing Societal Needs

Hong Kong is facing an urgent demographic shift. According to the Hong Kong SAR Government's Census and Statistics Department, the number of people aged 65 or above is projected to rise from 1.64 million in 2023 to 2.67 million by 2043, equivalent to 35% of the total population. This surge underscores a growing demand for high-quality elderly care services, yet the current supply remains insufficient, posing significant social and healthcare challenges.

Recognising this societal need, CCG made a strategic and transformative investment in 2023 by fully acquiring and privatising Pine Care, one of Hong Kong's leading and most trusted elderly care service providers. This marks a bold step beyond CCG's traditional real estate roots – embedding social value into business purpose.

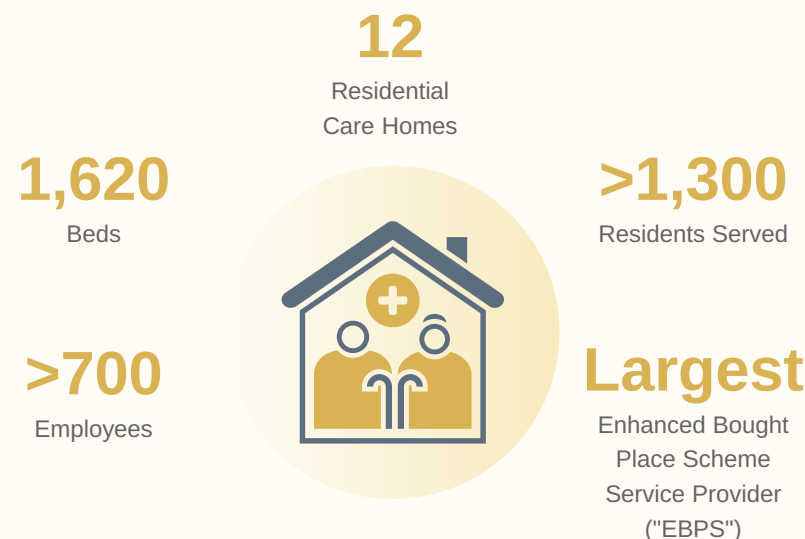
Through Pine Care, CCG demonstrates that profitability and purpose are not mutually exclusive. Instead, they form the foundation of a sustainable business model that meets critical social needs while creating long-term value for all stakeholders.

Pine Care: Respecting the Elders as our Family

Founded in 1989, Pine Care has over 36 years of experience delivering compassionate, professional elderly care in Hong Kong. Guided by its founding principle – “*Respecting the Elders as Family*”. With 12 facilities providing over 1,600 beds strategically across Hong Kong Island, Kowloon, and the New Territories, Pine Care ensures accessible, community-rooted care for the elderly from all walks of life.

Backed by CCG's strong support on real estate and hospitality expertise and strategic vision, Pine Care enhances housing and care options, delivering premium services that prioritise the dignity, comfort, and well-being of residents.

Pine Care Key Numbers



Core Values of Pine Care

Respect

Respecting our elderly residents as we would for our own families.

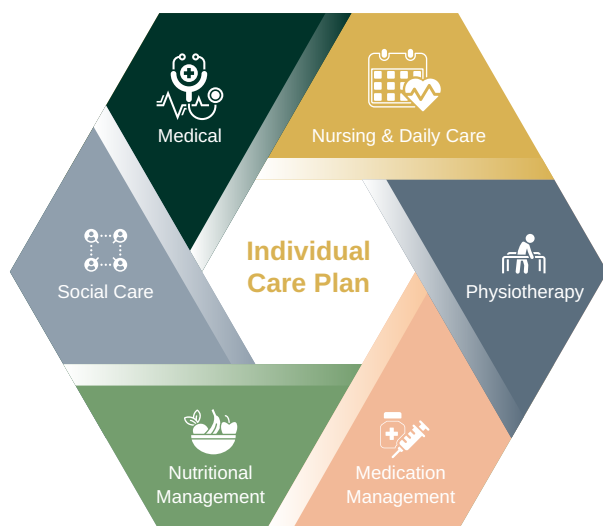
Competence

Attracting the best and most caring staff possible and providing the best systems, facilities and equipment to help them reach their full potential.

Priority

Putting the best interests of our elderly residents above all else.

At Pine Care, "Feeling what our residents feel" is more than a philosophy – it's a practice. Each resident receives a tailored care plan crafted by a team of medical professionals, nurses, caregivers, therapists, and social workers. These plans address physical, mental, social, and spiritual needs, with regular evaluations to ensure optimal outcomes. Flagship offerings, such as the Silverage Collection, combine professional clinical support with elegant, home-like settings, allowing residents to age with grace, comfort, and respect.



A Comprehensive Care Journey for Every Stage of Ageing

Ageing is a journey, and Pine Care walks every step of the way with our residents. Our Care Journey model provides a full spectrum of care, from short-term rehabilitation to long-term residential care, and ultimately, to compassionate end-of-life support, ensuring elderly and their families receive the right care, at the right time, with the right support. This holistic model not only enhances the well-being of our residents but also provides invaluable reassurance and support to their families and caregivers.



Rehabilitation Services

Act as an intermediary step for the elderly individuals' transit between hospital and home to provide critical support during recovery and to ensure a smooth integration to post-recovery life

1,967 elderly
individuals served



Respite & Short-stayed Accommodation

Offer essential recuperation support to caregivers and families, and allow caregivers with sufficient rest and recovery through short-stay accommodations

347 elderly
individuals served



Residential Care Home

Provide long-term, professional care in safe and nurturing environments

1,363 residents
served across
12 homes



Care Giving Supports & Sharing

Create a comforting, homely environment that supports not only physical health but also emotional and social needs.

3,230
beneficiaries
across 12 homes



Supporting Programmes for Home Carers

Empower families and caregivers to provide better care at-home by equipping them with essential knowledge to reduce their reliance on institutional care



Palliative Care

Provide compassionate end-of-life care, ensuring dignity and comfort for residents and support for their families.

Joyful Moments, Connected Lives

We are redefining elderly living by moving beyond traditional institutional care to create vibrant, independent, and fulfilling lifestyles for our residents. Pine Care goes beyond physical care to foster the mental and emotional well-being of the residents through dynamic, engaging recreational activities. Through a diverse range of social and recreational activities, we foster a sense of belonging and promote the physical, mental, and social well-being. Each programme is thoughtfully tailored to the interests and abilities of our residents, enriching their daily lives.

“Silver Coins” Programme (銀齡幣計劃)

Objective:

Bring added fun and motivation during their stay with us



Residents earn tokens by participating in activities and friendly competitions



Redeem for in-house treats, services, or games



Festival Celebrations

Residents celebrated the Dragon Boat Festival by designing their own paddles – an activity that rekindled childhood memories while encouraging physical movement.

Art & Culture Workshops

Creative expression through painting and storytelling deepened peer connections and emotional well-being.



Experiencing New Technology

In collaboration with Tung Wah College, residents explored virtual outdoor environments, stimulating cognitive and sensory health.



Family Engaging Activities

Cultural and religious tours, such as a visit to the Wun Chuen Sin Kwoon Taoist Temple, offered meaningful experiences for residents and their families, fostering family togetherness.

Horticultural Activities

Residents cared for plants as a metaphor for the seasons of life, enhancing sensory stimulation, inner peace, and renewed purpose.



Physical Fitness Activities

Year-round sports events and games based on physical, mental, social, and spiritual dimensions promoted strength, social inclusion, and reduced fall risk.

Welcome Gatherings

New residents were warmly introduced to the facility, team and residents, easing transitions and nurturing new friendships.



Life Education Workshop

Residents co-created their personal life storybooks, honouring their legacy and fostering emotional reflection.



Intergenerational Engagement

Students from Mary of Providence Primary School joined residents in a vase-making activity, fostering intergenerational interaction and shared joy.

Case Study

Golden Gourmet: Supporting Elderly with Swallowing Difficulties through Inclusive, Nutritious Menus

Swallowing and chewing difficulties often prevent elderly people from enjoying meals, which can impact their mood and social engagement. To address this challenge, CCG, Nina Hospitality, and Pine Care, in collaboration with the Golden Age Foundation, launched the “Golden Gourmet” menu, specifically designed for elderly with swallowing difficulties, enabling them to enjoy meals with loved ones.

Served at three Nina Hospitality restaurants, the “Golden Gourmet” menu offers authentic, nutritious, and easy-to-consume meals to rediscover the joy of dining and promote inclusivity. Developed by a multidisciplinary team that includes nutritionists, a speech therapist, and chefs from Nina Hospitality and Pine Care, the menu ensures optimal softness and viscosity for safe consumption. It features dishes such as Chinese dim sum and Western-style options, including Watermelon and Feta Cheese Salad with Watermelon Gel and Sole Fish with Egg White and Spinach Sauce, enabling elderly to share delightful dining experiences.

In addition to the menu, Pine Care, CCG Hearts, and the Golden Age Foundation organised a “Three-Day Elderly Service with Golden Gourmet” event at Pine Residence. Led by professional chefs from Nina Hospitality, the event featured hands-on culinary workshops where elderly and CCG Hearts volunteers learned to prepare nutritious gourmet meals using healthy ingredients. The initiative not only fostered a passion for cooking and healthy eating among elderly but also encouraged intergenerational bonding.



Case Study

“Silver Teacher” Helps Enrich Living

At Pine Care Jade Maison, Raymond Chow, one of the Pine Care residents, has transformed a rooftop into a vibrant garden of growth and fellowship. A passionate gardener with over 20 years of experience, Raymond moved into Jade Maison in early 2024 and, with encouragement from Pine Care’s team, became one of the first “Silver Teachers” in a peer-led wellness programme.

Under Raymond’s guidance, residents – many new to gardening – now cultivate okra, eggplants, lettuce, and seasonal greens. Beyond the harvest, the rooftop garden has blossomed into a hub of purpose and connection, fostering well-being, responsibility, and joy.

The “Silver Teacher” programme extends beyond gardening to include ink painting and calligraphy groups, empowering residents to lead, learn, and inspire one another.

Explore the full story in the Summer 2024 Issue of Life+ Magazine



For residents with dementia, the Pine Care Point in Shek Kip Mei offers a unique Community Space designed to simulate 1960s Hong Kong. Featuring a nostalgic restaurant, street, bus stop, and grocery store, this environment stimulates memories and fosters a sense of belonging. Multi-sensory therapy rooms further enhance cognitive and emotional well-being, particularly for those with cognitive impairments.

Smart Solutions for a Safe & Satisfying Residence

At Pine Care, we combine compassionate service with cutting-edge gerontechnology to enhance the safety, quality, and responsiveness of care, ensuring that every resident receives personalised, comprehensive and quality support. These innovations not only empower our care teams but also provide families with peace of mind, knowing their loved ones are in a safe, professional, and nurturing environment.



Using Robotics in Elderly Care Services

Pine Care has introduced AI-powered robots to support daily operations and resident engagement. These robots:

- Monitor resident behavior to detect early signs of irregularities and promptly alert staff
- Assist with logistics, including the delivery of documents and meals, improving efficiency
- Enhance companionship by interacting with residents, reducing loneliness and encouraging emotional engagement
- Assist with daily cleaning work in residential care homes

With built-in sensors and interactive capabilities, these robots reflect our commitment to blending technology with human-centered care.

Recognised Excellence in Elderly Care

During the Reporting Period, Pine Care exemplified its dedication to exceptional elderly care, consistently exceeding the statutory requirements of the Code of Practice for Residential Care Homes in Hong Kong, issued under the Residential Care Homes (Elderly Persons) Ordinance (Cap. 459), and the Service Quality Standards "SQSs" and Criteria. Through industry-leading accolades and innovative initiatives, Pine Care has set a benchmark for quality care and robust governance, significantly enhancing resident well-being and service excellence.

Industry Recognitions



Pine Care earned a prestigious 5-star rating from the Hong Kong Association of Gerontology for its Residential Care Home Star Certificate Programme 2024. This recognition, awarded to four Pine Care facilities, reflected excellence in governance, environmental management, service quality, data management, and communication, aligning with global best practices in elderly care.

Additional recognitions include:

- Active Participation Award in "HKAG Residential Home Star Certification Programme 2024"
- Outstanding Award in "HKJC Home Manager Caring Leadership Training Scheme"
- Excellent Grade and Best Practice Award in Residential Aged Care Accreditation Scheme
- The 7th Elderly Care Services Employee Awards ceremony – Excellent Employee Award (Frontline Category)
- The 7th Elderly Care Services Employee Awards ceremony – Outstanding Staff Award (Frontline Category)
- The 7th Elderly Care Services Employee Awards ceremony – Talent Excellence Award
- The Caring Company Scheme
- The Jockey Club Age-Friendly Partnership Scheme

Case Study

Award-Winning Initiative Enhances Resident Dignity



In FY2024/25, Tak Fung Elderly Centre's Assistant Deputy Head received the Outstanding Award in the Hong Kong Jockey Club's Care Home Leaders Training Programme. Selected from among 61 participating care homes, her project, titled "Active Body Toileting Training", exemplified Pine Care's commitment to people-centred and innovative care.

The toilet training programme, designed by the Centre's management team and led by the Assistant Deputy Head, involved systematic training and assessments for care staff to enhance their skills. The programme achieved a 70% success rate, enabling 35 residents to improve their self-toileting abilities.

The programme resulted in a reduction in diaper usage and contributed to the restoration of residents' self-care capabilities and personal dignity. This outcome reflects Pine Care's mission to provide compassionate, professional, and sustainable elderly care, while also reinforcing our focus on staff empowerment and continuous service improvement.

Through its synergy with CCG, Pine Care is not just a business – it's a mission. Together, we are reimagining elderly care in Hong Kong: compassionate, innovative, and future-ready.

By embedding social good into our business model, we prove that doing well and doing good can go hand in hand. As Hong Kong faces the realities of an ageing society, CCG is paving the way – not just responding to needs, but shaping a more caring, resilient, and inclusive future for all.

Investing in Our Community to Drive Social Impact

CCG maintains an unwavering commitment to social impact, particularly in the Tsuen Wan and Kwai Tsing communities, where our headquarters is located. For decades, we have been committed to fostering meaningful connections, empowering residents, and driving positive change to enhance the quality of life for everyone.

Our Community Priorities in Focus



Elderly care and
support for an
ageing population



Nurturing health
and wellness



Building sustainable
and inclusive
communities

KPI for FY2024/25

≥60%

Of annual donations to projects/
NGOs that benefit the elderly and
cross-generational integration

Performance

73.2%

Of annual donations to projects/
NGOs that benefit the elderly and
cross-generational integration

≥84,000

People served/engaged by
activities/events organised by CCG

233,390

People served/engaged by activities/
events funded or organised by CCG

Measured the social impacts of two
pilot projects

Measured the social impacts of
**Nina Park and “One Beat,
One World: Connecting
Through the Drum” projects**

Through involvement in strategic and collaborative initiatives, we aim to address the unique needs and aspirations of these vibrant communities. By investing in the well-being of the ageing population, promoting holistic health and wellness, and cultivating sustainability and inclusion, we are confident that our efforts will spark a transformative ripple effect that enriches lives and inspires the elderly and younger generations.

Performance Highlights



>HK\$12,250,000

Contributed to community investments



37

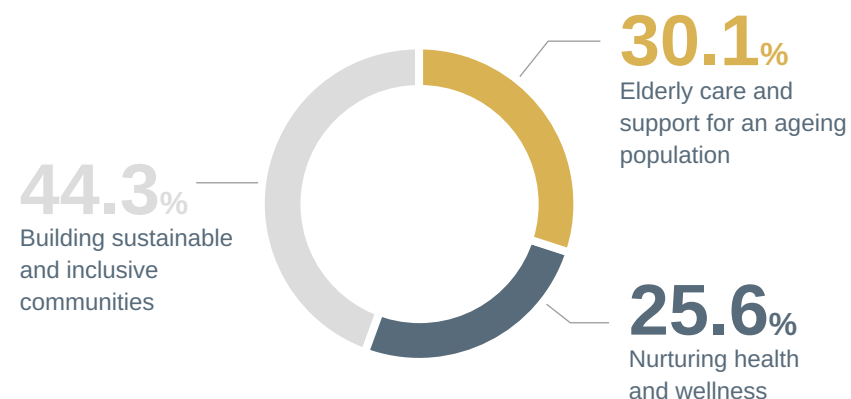
Organisations
benefiting from the
donation projects



11,862

Hours of community
service contributed by
2,576 volunteers

Community Service Hours by Focus Area



Elderly Care & Support for an Ageing Population

With Hong Kong's ageing population continuing to grow, we recognise the importance of addressing the changing needs of elderly communities through inclusive and innovative approaches. By harnessing the combined strengths of CCG, particularly Pine Care and our Property Services teams, we co-create meaningful impact and deliver long-term value for the elderly.

Our strategic partnerships with various organisations enable us to collaboratively develop and implement innovative initiatives that tackle key challenges faced by seniors, including social isolation, chronic health conditions, and limited access to essential services. By prioritising principles of dignity, inclusion, and purpose, we aim to enable elderly individuals to age actively and gracefully within their communities, enhance their quality of life, and build a more compassionate and age-friendly society.

Case Study

Young at Heart Festival 2024

The Young at Heart Festival 2024, organised by the Jade Club and co-sponsored by Chinachem Group and Pine Care, was held at D•PARK under the theme "Age with Blessing". It aimed to redefine elderly life through four key pillars: health, life values, social connection, and financial security. This two-day event was officiated by Mr Chris Sun Yuk-han, HKSAR Secretary for Labour and Welfare, and gathered over 100 supporting organisations.



In partnership with innovative technology companies, Pine Care showcased its commitment to enhancing elderly care through cutting-edge solutions. By harnessing advanced technology such as the VirCUBE full-scale immersive virtual reality system, Pine Care offered festival attendees a highly engaging virtual tour of its elderly care homes. This breakthrough approach enhances transparency, fosters community trust, and challenges stereotypes about institutional elderly care, such as the misconceptions that it leads to isolation and neglect. By showcasing positive outcomes and personal stories, we aim to shift perceptions and demonstrate that elderly care can be compassionate, engaging, and supportive.

Furthermore, interactive rehabilitation gaming systems, such as BUTTONS, enhance seniors' physical rehabilitation, social interaction, and cognitive engagement. These state-of-the-art tools reflect Pine Care's holistic, people-centred care philosophy and its dedication to improving the wellness and quality of life for older people.



A highlight of the festival was the Happy Chair Dance, performed by Pine Care's team of seniors, whose average age was 81.7, with the eldest participant being 91 years old. Their vibrant performance on stage exemplified the vitality and confidence that can be achieved in later life.

Pine Care CEO, Angus Chan stated,



A fulfilling later life is the right of every person. We are committed to supporting the physical, psychological, social, spiritual development of our residents.



This highlights the roles of CCG and Pine Care in promoting intergenerational engagement and their dedication to social sustainability.

Case Study

Project Futurus – Savouring Dim Sum Artistry

Designed based on reminiscence therapy principles, the Savouring Dim Sum Artistry Programme empowered elders with dementia to reconnect with their memories, express themselves creatively, and regain a sense of purpose. It combined artistic expression and community engagement, forging intergenerational bonds while strengthening community resilience and cohesion.



Implemented over four structured phases, the programme used the cultural familiarity of dim sum for older generations to stimulate their cognitive function and emotional connection. Elderly participants created ceramic dim sum artworks, engaging in a therapeutic artistic journey that promoted social interaction and mental stimulation.

Volunteers from secondary schools and youth organisations underwent specialised training to interact meaningfully with the elderly, fostering intergenerational engagement. These trained volunteers visited three elderly centres in Tsuen Wan and Kwai Tsing to support the ceramic dim sum art marking with elders, forming genuine bonds with the participants.

The programme culminated in a “Sensory Restaurant on Wheels” experience, which was brought to the care centres, allowing them to celebrate their artwork in a joyful and immersive setting.



~ **60** elderly beneficiaries at three elderly centres
~ **100** pieces of ceramic artworks created
>20,000 visitors viewed the public art exhibition at NINA MALL

Case Study

Fostering Age-Friendly Estates

CCG recognises that many elderly residents and their caregivers often lack awareness of the community resources available to support their needs. To bridge this gap, our Property Services Teams partnered with non-profit organisations, including the Hong Kong Council of Social Service (“HKCSS”) and the Sha Tin District Health Centre Express (“ST DHCE”), to implement the Age-Friendly Estates Pilot Scheme. Under the Scheme, our Property Services Teams offered services tailored to the unique needs of elderly residents and their caregivers, extending beyond the scope of traditional property management.

Through workshops, expert-led talks, and community events, we provided essential health information to our residents and their caregivers. Key initiatives include a health event at Golden Lion Garden, in collaboration with the University of Hong Kong's Department of Pharmacology and Pharmacy and ST DHCE, offering one-on-one medication management consultations with pharmacists and physical fitness assessments.

Building on that success, we partnered with ST DHCE to conduct AI-powered fall risk assessments for our elderly residents, providing tailored advice to reduce risks. In preparation for the winter season, we organised a flu vaccination campaign at Pictorial Garden, benefiting 100 residents and enhancing community resilience against seasonal illness. Additionally, we hosted a stroke prevention seminar at Pictorial Garden, delivered in collaboration with ST DHCE, to raise awareness of early warning signs and prevention methods.

By combining our professional property management capabilities with strategic community partnerships, CCG continues to foster age-friendly living environments where elderly residents feel safe, supported, and connected.



Nurturing Health & Wellness

We believe that physical, mental, and social well-being is essential for building a thriving community. With health and wellness as our core strategic pillar, we endeavour to provide inclusive, accessible, and sustainable support for individuals of all ages and abilities.

Through a combination of targeted programmes, strategic partnerships, and extensive community engagement, we strive to increase access to quality care, encourage active lifestyles, and foster holistic health. By leveraging our resources, expertise, and collaborative network, we aim to achieve meaningful health outcomes, empower individuals with healthier living conditions and habits, and promote long-term well-being across the communities we serve.

Case Study

“One Beat, One World: Connect Through the Drum” Series

CCG continued to celebrate cultural heritage and community connection through the inspiring “One Beat, One World: Connect Through the Drum” series, presented in collaboration with the Hong Kong Chinese Orchestra. Building on the success of past editions, the 2024 series expanded its reach and impact, offering a vibrant platform for cultural expression, wellness, and inclusion.

The series began with the CCG Hearts Concert at the Hong Kong Cultural Centre. Marking a new partnership, CCG joined forces with Mind the Waves, an organisation dedicated to youth mental health, to expand the programme's reach by delivering drumming workshops across Hong Kong to district councils, schools, and community organisations. The series culminated in a large outdoor concert at the West Kowloon Cultural District. The concert attracted over 31,000 attendees who enjoyed lively drumming performances, vibrant dance acts, and interactive cultural experiences.

More than just a cultural showcase, the series served as a meaningful avenue to enhance mental wellness, foster a sense of shared identity, and promote cultural appreciation. To assess its impact, CCG commissioned a professional Social Impact Assessment (“SIA”), which found:



>90% of participants reported increased cultural awareness and appreciation



>90% of participants identified new health benefits associated with drumming



>85% of participants felt a strengthened connection to their local community

These results underscore the series' success in delivering not only an engaging cultural experience but also a powerful platform for social connection, emotional enrichment, and community well-being.



Case Study

Providing Sports Training Opportunities to Underprivileged Students

Sport plays a pivotal role in shaping young lives, promoting physical health, developing character, and fostering social inclusion. CCG has continued to expand its support for inclusive sports programmes that benefit children from underrepresented backgrounds, including those with special educational needs (SEN).

In 2024, the Love Soccer initiative experienced significant growth, reaching over 100 participants. Designed for SEN children with high-functioning autism disorders, the programme went beyond physical training by incorporating parental support workshops. These sessions empowered families with greater awareness and tools to support their children's growth through sport.

In parallel, the *RUN Inspires!* Programmes, co-organised with the InspiringHK Sports Foundation, offered 60 hours of professional running coaching to 32 underprivileged primary school students and children in Tsuen Wan and Kwai Tsing districts. Participants reflected in the post-programme evaluations that they improved teamwork and sportsmanship through the programme, highlighting the initiative's success in nurturing both physical and personal development.



Case Study

Health Check Service in Mobile Truck Station



In response to the high prevalence of hepatitis B in Hong Kong, CCG partnered with the Hong Kong Liver Foundation to launch the city's first liver health screening campaign via a mobile truck clinic, an innovative approach to reaching underserved and high-risk populations.

Stationed at popular locations in Tsuen Wan and Kwai Tsing, the mobile clinic provided free liver assessments and consultations to residents who might otherwise have limited access to preventive care and education on liver health, promoting early disease detection. The campaign also included educational activities with student and volunteer participation, helping to raise public awareness about liver health and the risks associated with hepatitis B.

The initiative reached more than 1,000 individuals in the Tsuen Kwai Tsing area, greatly enhancing awareness, encouraging early detection, and improving access to essential health resources.



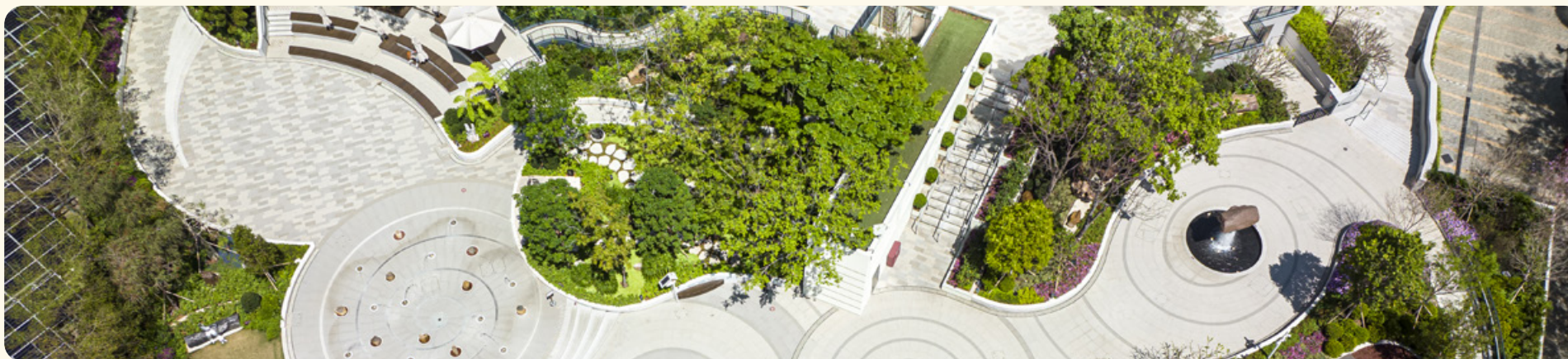
Building Sustainable & Inclusive Communities

Building sustainable cities and inclusive communities requires more than just infrastructure. CCG recognises our role as a responsible corporate citizen in all dimensions, including social, economic, and environmental. As such, we place significant emphasis on several interconnected themes, including environmental sustainability, cultural enrichment, youth empowerment, and support for underprivileged individuals.

During the Reporting Period, we delivered and supported several signature projects to support our stakeholders across these themes in the communities we serve.

Environmental Sustainability

Case Study



Nina Park – A Hub for Sustainability Education

Since its reopening in 2023, Nina Park has emerged as a premier destination in Hong Kong, refining how urban parks can serve as education hubs. Located in Tsuen Wan, the park spans approximately 70,000 square feet and houses a collection of more than one hundred wood fossils, offering a unique blend of natural history and public engagement.

Through its innovative “edutainment” approach – combining education and entertainment – Nina Park provides a dynamic platform for visitors to explore the Earth’s geological history, environmental science, and sustainable development. At the centre of this experience is the Wood Fossil Experience Centre, which features 16 thematic zones filled with interactive exhibits designed to make complex scientific concepts both accessible and enjoyable for all ages.

To further strengthen its educational impact, Nina Park launched a school programme tailored for students. Integrating science, technology, engineering, arts, and mathematics (“STEAM”) elements, the programme includes three key components that deepen students’ understanding of sustainability through hands-on experiments, scientific exploration, and creative activities. Beyond the classroom, the park also offers guided tours, interactive workshops, and games that make learning immersive and engaging for families, tourists, and lifelong learners.



Number of visitors in FY2024/25: **>285,506**

Case Study

Nina Park – A Hub for Sustainability Education (cont'd)



To assess the effectiveness of its programming, CCG commissioned the SIA to evaluate Nina Park's influence on visitors, schools, and community stakeholders. The findings demonstrate the park's success in fostering environmental awareness and public engagement:



94% of respondents expressed a greater appreciation for nature



91% indicated an increased willingness to engage with the natural world



>90% reported enhanced interest and knowledge in wood fossils and geology



~90% showed improved awareness of sustainability issues



90% supported the park's nature-based STEAM education model



87% expressed interest in alternative and experiential learning methods

Scan for more:



Cultural Enrichment

Case Study

Advancing Rural Revitalisation through Cultural Heritage

Building on the successful establishment of the Lai Chi Wo Story Room to preserve Hakka heritage, CCG expanded its rural-urban integration efforts in 2024 through a partnership with the Wu Zhi Qiao (Bridge to China) Charitable Foundation. This partnership focused on the revitalisation of Heung Heung Mansion, a key heritage site in Yung Shue Au village, transforming it into a vibrant multi-purpose communal hub and a pivotal part of Sha Tau Kok Rural Revitalisation Centre ("RRC"), the first RRC outside the mainland under China's comprehensive Rural Revitalisation Plan.

The project engaged architecture students from Tsinghua University and the Chinese University of Hong Kong to lead the renovation of the Heung Heung Mansion from project concept to completion. Participating students managed the entire project cycle, from technical planning and design to construction. Upon completion, Heung Heung Mansion will serve as a heritage house, showcasing the rich history and traditions of Yung Shue Au, and will act as a gathering place for the local community.

Meanwhile, to further promote cultural awareness and environmental stewardship, CCG partnered with the Hong Kong United Youth Association to organise three Lai Chi Wo Eco-Tours for the community, engaging around 150 participants. These immersive experiences offered participants the opportunity to explore local biodiversity, understand environmental conservation, participate in biodiversity surveys, and engage in hands-on community service for village improvement, including the removal of invasive plant species.

These collective efforts not only helped preserve local history and cultural heritage but also inspired young people and families, fostering stronger connections between urban and rural communities.



Case Study

Fifth Year of Partnership with the French May Arts Festival to Bring French Culture to Hong Kong

CCG continues to champion arts and culture as a pillar of sustainable urban development through its long-standing partnership with the French May Arts Festival. Celebrating its fifth consecutive year in 2025, the “Chinachem x French May” fosters social cohesion, enriches communities, and boosts economic vitality by integrating French arts, gastronomy, and workshops into CCG’s retail and hospitality spaces, including Central Market, NINA MALL, and D•PARK.

Highlights include the Hong Kong debut of Cie Racines Carrées’ “Trampoline X Hip Hop,” captivating over 100 attendees, and French GourMay Markets. Eight complimentary dance workshops engaged diverse participants, promoting inclusivity.

Through immersive activities featuring world-class performances, the programme brought vibrant French culture directly into the heart of Hong Kong.



Youth Empowerment

Case Study

Affordable Youth Hostels & Communal Spaces



Nina Hospitality partnered with the Y.Elites Association to provide affordable youth hostel accommodation at Nina Hotel Tsuen Wan West as part of a social integration programme for low-income residents. We transformed 100 hotel rooms into approximately 200 youth hostel beds with all essential facilities. Young residents can enjoy comfortable stays at a lower rent than the local housing market typically offers.

Case Study

Impact Booster Programme

Sponsored by CCG and organised by Social Enterprise Summit ("SES"), the Impact Booster Programme was a cross-sector initiative that empowers young people to explore community needs and drive social innovation. Under the theme "Reimagining a Sustainable Tsuen Wan Community", the programme brought together businesses, NGOs, academia, and Government to foster youth engagement and civic responsibility.

Held from July to October 2024, the programme featured a cross-sector dialogue, a tour of Nina Park, a two-day design thinking workshop, coaching sessions with tertiary students and young social entrepreneurs, and case sharing by social enterprises. Eight CCG colleagues also served as mentors, offering guidance and expertise.



A notable highlight was the innovative solution developed by four students from TWGH's Kap Yan Directors' College. Their project, "Safety First," addressed public safety concerns at the Yeung Uk Road wet market, where slippery floors were identified as a significant hazard. Their initiative demonstrated the power of youth-led, impact-driven innovation.

The overall activity received high recognition from the SES Chair, Rebecca Choy Yung:



Social enterprises prove that it's possible to create businesses which have both positive economic and social impact. We believe that the business world has a responsibility to make use of its activities to provide solutions for social issues.

Scan for more:



Supporting the Underprivileged Communities

Case Study

Pay-It-Forward Meal Box Donation Programme – Dignity Kitchen Hong Kong

The Pay-It-Forward Meal Box Donation Programme was a six-month initiative that promoted social inclusion through meal preparation and distribution.

The programme was organised in collaboration with a social enterprise Dignity Kitchen Hong Kong, which offers on-the-job training for people with disabilities. CCG Hearts members, along with Dignity Kitchen Hong Kong's staff, prepared nutritious meal boxes and delivered them to underprivileged communities in Tsuen Wan. In addition to helping alleviate the burden of food for low-income families, the programme showed care for some of the most vulnerable members of the community.



360

Volunteers recruited to cook
and pack meals



2,400

Hot meals delivered to
disadvantaged citizens

Case Study

Gateway to Language Inclusion Programme for Non-Chinese Speaking Students

To support the integration of non-Chinese speaking ethnic minority students into the local community, the Gateway to Language Inclusion programme was launched in partnership with a charity Intelligent Brilliant Education. The initiative reached 45 kindergarten students, offering inclusive activities that combined Chinese learning with play and cultural interaction.

The programme featured two extracurricular activities combining physical activity and storytelling with language learning, making language acquisition enjoyable and meaningful.



Touch Rugby

Students were divided into multi-ethnic groups for the team sports, creating a fun environment for Chinese language learning while encouraging teamwork and mutual respect.



Chinese Storytelling with the Orff Approach

Students participated in interactive lessons that blended music, movement, drama and speech, helping them express themselves, promote mindfulness, and cultivate a love for language learning.

As we continue to strengthen our social impact, CCG will continue to deepen partnerships with NGOs, social enterprises, and academic institutions to create lasting value in the communities we serve. Our focus will be on advancing elderly care and ageing support, promoting health and wellness, and fostering the development of sustainable, inclusive communities. These strategic collaborations will enable us to leverage collective expertise and resources, amplifying our ability to address evolving societal needs.

In parallel, we aim to expand our employee volunteering programme by introducing more meaningful opportunities that align with community and environmental priorities. By encouraging greater employee engagement in social initiatives, we hope to cultivate a stronger culture of empathy, purpose, and shared responsibility.



Summary

In FY24/25, we provided over 125,000 hours of training – a 14.4% increase – to support talent development and build a future-ready workforce. We also achieved a 10% reduction in LTIR, reinforcing our focus on workplace health and safety. Through the strategic acquisition of Pine Care, we expanded into elderly care, now operating 12 residential care homes serving over 1,300 residents, aligning our businesses with evolving societal needs. Our community initiatives engaged more than 233,000 people through events and programmes we funded or organised. With a continued focus on service excellence and stakeholder engagement, CCG remains dedicated to building a more inclusive, resilient, and people-centred future.



Governance as the Foundation to Set Our Core Principles

92.8%

Of annual
sustainability KPIs
achieved

1st Sustainable
Finance Framework

Published in alignment with
Hong Kong Taxonomy and
Common Ground Taxonomy

5-star
& Global
Sector Leader

In the 2025 GRESB

B Rating

In CDP's Climate Change
Assessment 2024

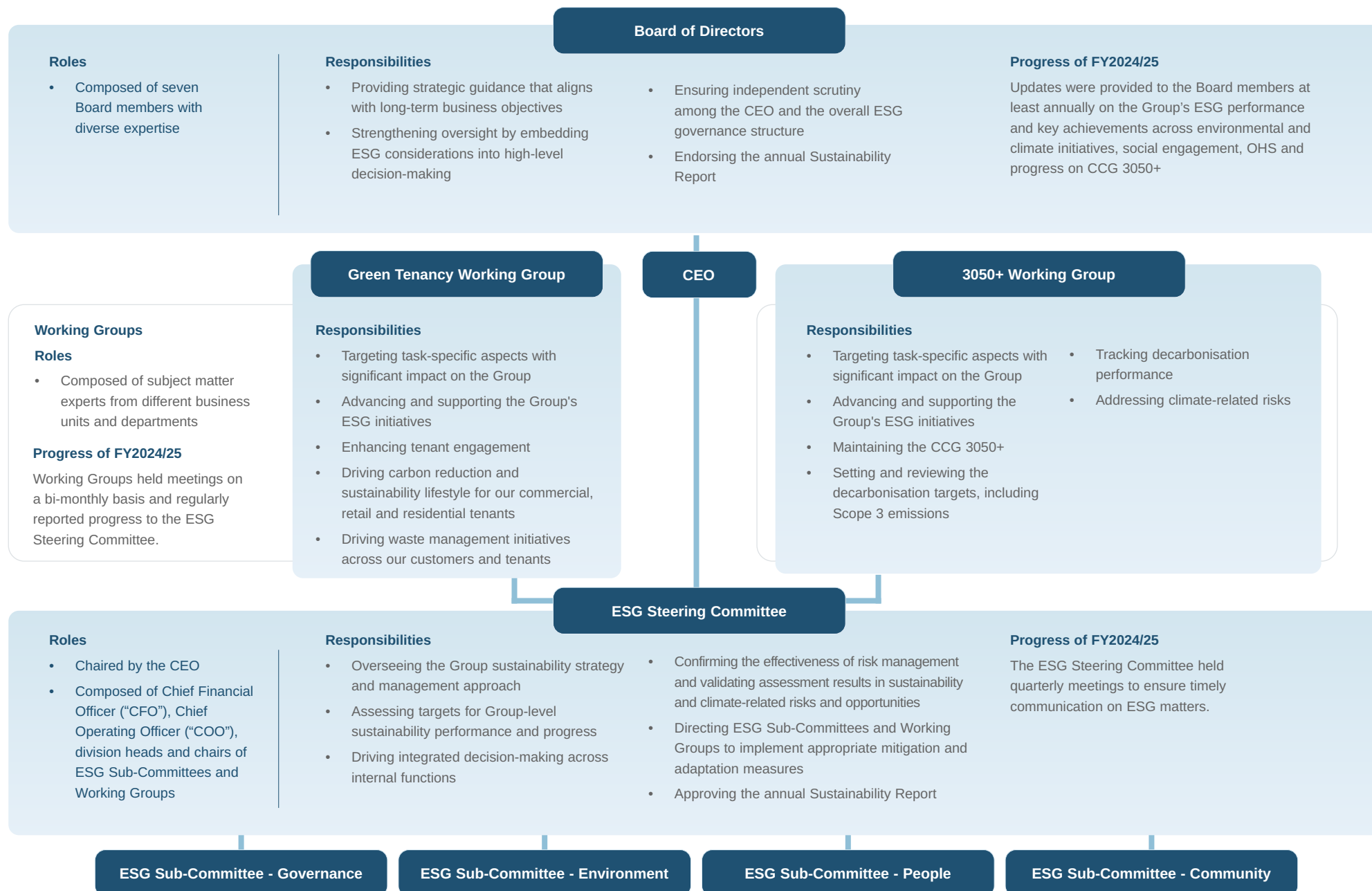
Setting High Standards of ESG Governance

Reaffirming our commitment to upholding the highest standards of governance and accountability, we have further enhanced our corporate governance structure to support the integration of ESG principles. As part of this enhancement, the Board has assumed the responsibilities previously held by the Executive Committee, reinforcing Board-level oversight and strategic direction. Our Board comprises members with diverse backgrounds, skills, knowledge, and experience, fostering robust decision-making through the integration of multi-dimensional perspectives.

Guided by CCG's core values, we have incorporated ESG considerations into business operations and governance. The revitalised ESG governance structure has been established to oversee sustainability matters through a leadership-driven approach from the Board to the ESG Sub-Committees level. We equip management with the skills and competencies necessary to effectively manage sustainability and climate-related risks and opportunities.



The roles and responsibilities of the ESG governance structure and management are clearly defined through the Terms of Reference outlined below:



ESG Sub-Committees





The four ESG Sub-Committees – Governance, Environment, People, and Community – are responsible for establishing focus areas, defining KPIs, and developing action plans for the annual commitments. The Sub-Committees facilitate the implementation and monitoring of sustainability and climate initiatives across different BUs and departments at the operational level. The ESG Sub-Committees comprise subject matter experts from a range of disciplines.

During the Reporting Period, each ESG Sub-Committee worked to address key priorities, including climate change, sustainable financing, technology, employee development, and creation of positive social impacts. These discussions culminated in:

14 KPIs
92.8% achieved

47 action items in total
97.9% completed

The highlighted commitment is summarised as below:

	Focus Area	Key KPIs for FY2024/25
Governance 	<ul style="list-style-type: none"> Sustainable Finance and Responsible Investment Supply Chain Management and Sustainable Sourcing Privacy, Data Rights and Cybersecurity Innovation and Collaboration 	<p>≥50% of the Group's total financing facilities to be green/social or sustainability-linked</p> <p>≥15 innovation and collaboration projects being tested/adopted/piloted/proposed</p> <p>100% of employees trained on Privacy, Data Rights and Cybersecurity</p> <p>4 sharing and networking sessions provided</p>
Environment 	<ul style="list-style-type: none"> Future-Ready Buildings Upgrade buildings to facilitate smart operations Resource Management 	<p>100% of suppliers acknowledged (SCOC)</p> <p>90% of existing buildings obtained green building certificates</p>
People 	<ul style="list-style-type: none"> Employee Advancement, Development, and Retention Diversity, Equity and Inclusion (DEI) Wellness, Health, and Safety Enhancement Enhancement of Stakeholder Engagement 	<p>≥17.3 training hours received per employee</p> <p>≥3 DEI credentials confirmed</p> <p>100% of employees are covered by the wellness, health, and safety support programme</p>
Community 	<ul style="list-style-type: none"> Elderly Care and Support for Ageing Population Health and Wellness Sustainable Cities and Communities 	<p>≥60% of annual donations to projects/NGOs that benefit the elderly and cross-generational integration</p> <p>≥84,000 people served/engaged by activities/events organised by CCG</p> <p>2 pilot projects were evaluated for their social impact</p>

ESG Department

Established in 2022, the ESG Department drives the sustainability agenda for the entire Group. Led by the Senior Associate Director of ESG, the Department is responsible for formulating the Group's ESG strategy, coordinating training sessions and providing support in developing, executing, and monitoring the sustainability goals, KPIs, and action plans. Additionally, the Department oversees ESG benchmarking, disclosure, and stakeholder engagement initiatives to ensure alignment with global standards and practices. Through its cross-functional coordination and oversight, the ESG Department ensures that sustainability is embedded across the Group's operations and decision-making processes.

Compliance & Our Sustainability-Related Policies & Guidelines

Recognising the significant risks and opportunities related to sustainability that impact our businesses, we have established a comprehensive set of sustainability-related policies, procedures, and guidelines to govern our operations and value chain. These policies are regularly reviewed to ensure compliance with regulatory requirements, alignment with best practices, and adherence to market benchmarking. Selected policies require endorsement from the Audit and Risk Committee and final approval from the Board.

Environmental

Climate Change Policy	Establishes principles for addressing climate change through adaptation and mitigation strategies, aiming to reduce GHG emissions across the business model and value chain
------------------------------	---

Social

Equal Opportunities Policy	Sets out the guiding principles for equal opportunities of the Group, in accordance with the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance, and the Race Discrimination Ordinance. It also outlines the escalation and investigation procedures in the event of complaint received
Group Human Resources Management Policy	Defines the principles of Human Resources Management for the Group and governs HR procedures and guidelines
Occupational Health and Safety Policy	Outlines principles for managing OHS to ensure a safe and healthy workplace for all for all employees across all operations and contractors under the Group's supervision

Governance

Sustainability Policy	Outlines the Group's guiding principles and sustainability practices, including building staff capacity to perform tasks in an environmentally responsible manner and promoting strong environmental performance among our business partners, suppliers, contractors, and subcontractors
Chinachem Group Sustainable Finance Framework	Details the Group's decision-making on sustainable financing, guiding investments in projects that align with environmental and social goals
ESG Due Diligence Checklist for M&A	Provides a structured process for evaluating M&A opportunities, incorporating ESG considerations
Sustainable Investment Guidelines	Provides a framework for making investment decisions that integrate ESG considerations alongside financial returns
Sustainable Procurement Guidelines	Details principles for sustainable procurement to support the Group's environmental and social objectives
General Procurement Principles	Sets standards for procurement activities across the Group, applicable to all goods and services, to ensure consistency and accountability
Sustainable Design and Procurement Manual	Provides guidance on integrating sustainability elements into all new and significant alteration and addition works ("A&A") projects. It promotes the adoption of sustainable design practices, green construction methods, and high-energy-efficient and smart systems to achieve carbon neutrality
Project Procurement Policy	Governs procurement for development projects, ensuring compliance with industrial procurement standards and overseeing the tendering process for consultants, contractors, and suppliers
Supplier Code of Conduct	Defines the standards and expectations that suppliers must meet to align with the Group's sustainability objectives
Information Security Policy	Establishes a framework for maintaining appropriate security levels for systems and assets, ensuring employees understand their responsibilities in protecting information confidentiality, integrity, while providing timely and reliable access to authorised users
Risk Management Policy	Standardises the Group's approach to risk management, including risk identification, classification, assessment, response, and monitoring
Whistle-blowing Policy	Establishes standardised procedures for reporting and addressing suspected serious misconduct, malpractice, or irregularity within the Group

The ESG and Legal Departments collaborated with internal functions across the Group to assess ESG compliance about the management of risks associated with corruption, bribery, cybersecurity, discrimination, harassment, and environmental pollution. During the Reporting Period, the Group has not been subjected to significant fines or non-monetary sanctions due to non-compliance with relevant laws or regulations. We are not aware of any breaches of the Code of Conduct or substantial violations of corruption, bribery, discrimination, harassment, customer privacy, data protection, conflicts of interest, money laundering, or insider trading.

Stakeholder Engagement & Double Materiality Assessment

Engaging with Our Stakeholders

We prioritise regular and meaningful communication with our key stakeholders to understand their perspectives and expectations on sustainability. By leveraging diverse communication channels, we foster collaboration and align our sustainability initiatives with the priorities of our stakeholders. The table below summarises our engagement modes for key stakeholder groups, including colleagues, customers, suppliers, industry associations, non-governmental organisations, and industry experts.



Activities & Events

- Chinachem Group Sustainability Conference
- Stakeholder engagement exercises
- Training sessions
- Mall events and promotions
- Organisational memberships
- Community Service and Volunteering Activities
- Company Recreational Activities and Events
- Government Campaign Signatories
- Collaboration with local university for training and research projects
- Media gatherings
- Corporate donations



Forums & Meetings

- Townhall meetings
- Leadership presentations
- Committee and Working Group meetings
- Consultative groups
- Project partnerships



Surveys

- Employee surveys
- Customer satisfaction surveys
- Property owner satisfaction surveys
- Property services satisfaction surveys



Publications & Communication Channels

- Chinachem Sustainable Finance Framework
- Sustainability Report
- Press releases
- Intranet and Viva Engage
- Company website and owned social media
- e-Learning platforms
- Life+ Magazine
- Environmental message cards
- Face-to-face engagements
- Loyalty membership programme
- Mobile Applications

Assessing Materiality

In 2024, CCG deployed a double materiality assessment approach to evaluate the impact and financial materiality of key ESG topics. Stakeholder-driven insights enabled us to prioritise the management of material ESG issues, guiding strategic decision-making. During the Reporting Period, we reviewed and confirmed that the results of the materiality assessment remain relevant, reflecting sustainability and climate-related risks and opportunities based on the Group's development, industry trends, stakeholder expectations, and sustainability trends. Through stringent review of assessment results, we reshaped the strategic focus of our ESG Sub-Committees for FY25/26. In response to the expectations of our stakeholders and the material topics identified, we have established specific KPIs and targets to steer our long-term sustainability roadmap.

We have reviewed these strategic topics and validated their relevance in terms of both impact and financial materiality for the Group. The Group analysed both quantitative and qualitative findings from the surveys, interviews and focus group sessions to derive our assessment result.

This assessment has taken into consideration the interdependence between financial materiality and impact materiality dimensions:

Financial Materiality (Inward Impact)	Related to financial risks and opportunities for CCG	Engaged key external stakeholders, including banks, financial institutions, and rating agencies, along with internal stakeholders, including senior management and finance teams. Stakeholders were selected based on financial expertise, industry experience, and influence on financial decision-making.
Impact Materiality (Outward Impact)	Related to actual or potential positive or negative impact on people or the environment for CCG	Engaged a broad range of internal and external stakeholders. Stakeholders were selected based on relevant ESG knowledge and expertise. They have high level involvement in CCG with strong representation.

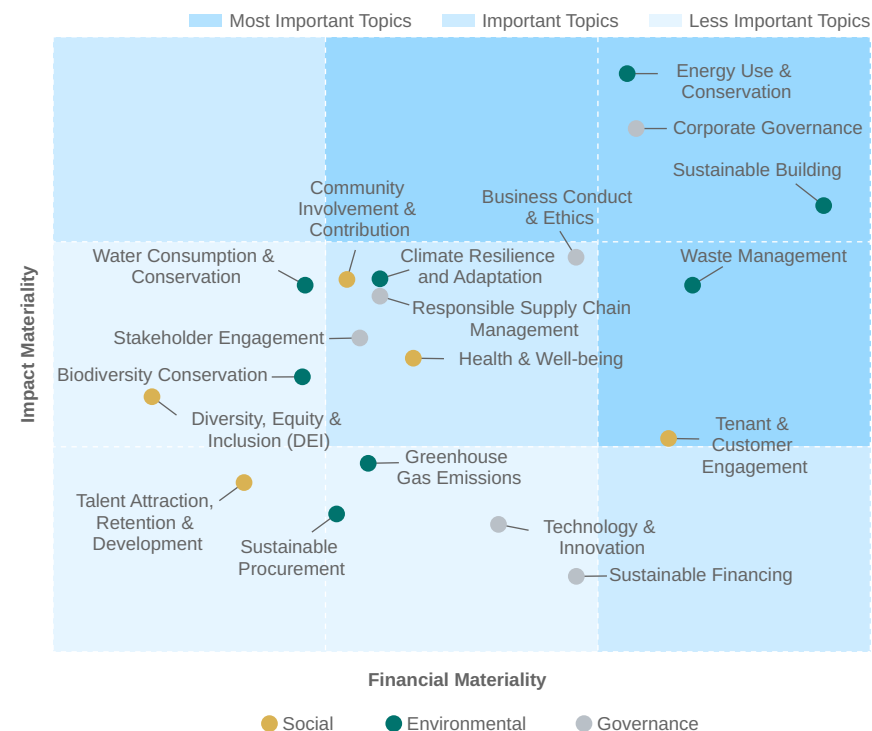
Materiality Assessment:

Identify 19 ESG issues, benchmarking against industry peers and aligning with disclosure standards

Capture stakeholders' insights & opinion through:

- Online surveys
- Two focus group discussion and interview sessions with internal stakeholders

Double Materiality Matrix



The assessment result was aligned and linked with material impacts, risks, and opportunities ("IROs"):

Energy Use & Conservation

- Opportunities to reduce operating costs due to the reduction in energy consumption
- Build up reputation regarding the compliance with energy efficiency standards and efforts made in low-carbon economy transition
- Attract environmentally conscious tenants
- Minimise our environmental impact and conserve resources



Management of IROs

- Establish our CCG 3050+ plan, with a dedicated Working Group to drive environmental management initiatives for CCG
- Commit to reducing operational carbon intensity in Scope 1 and 2 by 51.8% by 2030
- Explore and adopt innovation and renewable energy solutions across our new and existing projects
- Plan a range of decarbonisation projects, such as replacement of chillers, heat pumps and other critical infrastructure upgrades, to enhance efficiency of our building portfolio

Reference Section

Accelerating Our Green Transformation

Tenant & Customer Engagement

- Increase customer retention
- Advance the development of green tenancy to promote green practices and initiatives
- Deliver quality products and services by addressing stakeholders' needs and concerns



Management of IROs

- Launch a loyalty programme of CCG hearts and a mobile application of "My Places by Chinachem Group"
- Conduct regular tenant and customer engagement
- Implement rigorous quality assurance protocols to maintain excellence in our products and services

Reference Sections

Promoting Sustainability to Our Stakeholders through Collaboration

Ensuring Customer & Tenant Satisfaction through Service Excellence

Sustainable Buildings

- Pursuit of green building certifications presents opportunities for property value appreciation and market appeal for increasing return on investment
- Mitigate compliance risks and save regulatory cost
- Minimise environmental footprint and save operating cost through deploying sustainable building features and technologies
- Improve wellbeing of our residents



Management of IROs

- Adopt sustainable designs and systems in our new and major A&A projects, including passive building designs, natural ventilation, BIM, MiC, smart IoT systems, and MiMEP
- Set commitment to green building as driven by Sustainable Design and Procurement Manual
- Commit to achieving at least the second-highest rating of sustainability certification for all newly development projects

Reference Section

Demonstrating Green Building Leadership

Waste Management

- Prepare for stricter regulations on waste management
- Safeguard public health and promote a cleaner environment through waste reduction



Management of IROs

- Introduce waste management protocol and solutions for our business segments
- Implement joint waste management initiatives in collaboration with tenants

Reference Section

Accelerating Our Green Transformation

Corporate Governance

- Promote sustainable growth for both the Group and the stakeholders it serves
- Reduce potential economic loss from identified risks
- Improve financial impact and increase long-term profitability by identifying opportunities



Management of IROs

- Secure the highest corporate governance standard
- Set up dedicated ESG governance structure to oversee sustainability matters for strategic decision-making
- Identify, assess, and mitigate a wide range of sustainability- and climate-related risks and opportunities

Reference Section

Building Our High Standards of ESG Governance

Following the review and endorsement by the Board and senior management, the priority material topics and IROs have been integrated into our strategic planning and decision-making processes. The results from stakeholder engagement and the double materiality assessment serve as a foundation for identifying action items and KPIs in FY2024/25, ensuring that we align with stakeholder expectations and sustainability goals.

The annual Chinachem Group Sustainability Conference serves as our flagship stakeholder engagement programme, bringing together local and international thought leaders in a forum where ideas are shared, solutions explored, and meaningful change is driven for pressing and emerging sustainability issues.

Case Study

Chinachem Group Sustainability Conference 2024



The Chinachem Group Sustainability Conference 2024, co-organised by BEC and HKGBC, adopted the theme, “Integrating Sustainability Solutions Towards a Resilient Future”. Showcasing our unwavering commitment to supporting Hong Kong and the industry in pursuing a sustainability journey, the CCG Sustainability Conference attracted over 5,000 participants, contributing to a sustainable future for Hong Kong.

The conference brought together 12 advisory panel members and 52 guest speakers to lead 13 thought-provoking sessions. These sessions explored interconnected solutions across three pivotal topics: climate change, sustainable financing, and impact

investment. Additionally, CCG organised guided tours of its flagship CSR project, Nina Park, providing practical insights into how CCG integrates sustainability, particularly green building and biodiversity considerations, into its properties.

Drawing on the insights gained from the conference, CCG, BEC and HKGBC initiated joint submissions to the Council for Carbon Neutrality and Sustainable Development (“CCNSD”). The submissions proposed actionable recommendations for the CCNSD’s strategic planning and policy development, emphasising the significance of innovation, the evolving role of sustainable finance, and the multifaceted strategies for climate resilience, fostering interdisciplinary collaboration among stakeholders. The recommendations focused on two key areas:

Case Study

Chinachem Group Sustainability Conference 2024 (cont'd)



Climate Change

Recommendations centred on enhancing climate resilience through:

Developing integrated action plans to expand the scope of the Climate Action Plan 2050

Centralising climate data to improve decision-making

Prioritising investments in research, development, and innovation

Integrating climate change considerations into public health planning

Fostering strategic partnerships and community engagement

Sustainable Financing & Impact Investment

Recommendations aimed to strengthen sustainable financing and impact investment by:

Enhancing sectoral support and guidance for financial institutions

Expanding the Hong Kong taxonomy to channel funds to priority sustainability sectors

Prioritising sustainable urban planning and channeling sustainable finance to build climate resilience

Promoting public-private partnerships and strategic collaborations

Improving accessibility to impact investment and focusing on raising public awareness



Risk Management & Internal Control

Effective risk management is fundamental to maintaining CCG's integrity, ensuring business continuity, and supporting our long-term sustainable development goals.

We have established two key policies to guide our risk management approach:

- **Risk Management Policy**

Defines the roles and responsibilities of division and department heads in identifying, assessing, and managing risks

- **Internal Control Framework and Management Policy**

Aligned with the Internal Control – Integrated Framework issued by the Committee of Sponsoring Organisations of the Treadway Commission (COSO), this policy ensures a structured and consistent approach to internal controls.

To reinforce these policies in practice, we conducted five internal risk management workshops in FY2024/25 with department heads across the Group. These workshops ensured colleagues' competence in risk management principles and facilitate communication regarding our risk management and internal control.

As the third line of defence, the Internal Audit Department plays a critical role in the Group's risk governance structure by providing independent and objective assurance.

Enterprise Risk Management (ERM)

We have adopted an ERM framework that enables systematic risk identification, assessment, and management.

Led by our CFO and COO, the ERM working group collaborates closely with business units to prioritise both current and emerging risks, and to evaluate appropriate controls and mitigation strategies. As part of this process, each department regularly reviews its own risks and controls, updating the risk register to ensure accuracy and relevance. The ERM working group consolidates these updates, identifies principal risks across the Group, and reports to senior management, Audit and Risk Committee and the Board on a quarterly basis.

Project-Level Risk Management

Recognising the importance of robust risk oversight in development and construction activities, in addition to departmental risk register, Project Department monitors project-specific risks via two key reports – Development Implementation Plan and Bi-Weekly Project Report.

Development Implementation Plan



Aim to identify, assess, and mitigate potential risks at an early stage, ensuring that risk considerations are embedded from project inception



Bi-Weekly Project Review Report is prepared by the Project-in-Charge, covering key aspects of:

- Construction site safety
- Incident recording and reporting
- Compliance with statutory and regulatory requirements

These reports are reviewed by the Project Director and CEO. In addition, the reports are submitted to Project Owners, senior management and the Board on a monthly basis. This mechanism enhances transparency, accountability, and proactive risk management throughout the entire project lifecycle.

Climate-Related Risk Management

In response to evolving sustainability expectations and insights from our materiality analysis, we have embedded sustainability and climate-related risks into our ERM framework. Through a structured climate risk assessment, we identify and assess material climate-related risks, develop mitigation plans, and align actions with our long-term sustainable development goals. For more information, please refer to the section "Accelerating Our Green Transformation" in this report."

Business Ethics & Integrity

The Group upholds the highest integrity and ethical standards across every aspect of its business activities, fostering compliant operations to maintain an honest, reliable, and fair reputation that drives long-term value creation. Our comprehensive policies govern important areas, including labour practices, conflicts of interest, bribery, competition and antitrust, privacy compliance, and equal opportunity. To ensure adherence, all colleagues are apprised of the operating principles and policies, with a formal written acknowledgement of these expectations upon joining the Group.

We maintain a zero-tolerance stance toward unethical behaviour across our business operations and value chain.

Key policies:

- Bribery and Illicit Advantage
- Conflict-of-Interest
- Advantage and Entertainment Policy
- Anti-Money Laundering and Counter Terrorism Financing
- Whistle-Blowing
- Confidentiality
- Equal Opportunities
- Competition

Policies are strictly enforced and incorporated into our Code of Conduct and Staff Handbook.

The Group is committed to maintaining the highest standards of openness, integrity and accountability. Colleagues are encouraged to report suspected misconduct or malpractice within the Group, including violations of the Code of Conduct, unethical behaviour, criminal activity, and other similar issues. Whistle-blowing channels are available, and all information reported through the channels is kept confidential. Employees who engage in retaliation are subject to disciplinary action. The Audit and Risk Committee is responsible for conducting a preliminary review of reports to determine the appropriate investigation or actions to be taken. Cases may be investigated internally or by external parties to ensure the most effective resolution.

During the Reporting Period, we delivered 9,000 hours of compliance and anti-bribery training to our colleagues as part of our ongoing commitment to ethical awareness. All new employees are required to complete cybersecurity awareness training, while employees participate in annual training to stay updated on best practices. We have not faced significant fines or non-monetary sanctions for non-compliance with environmental and social-related laws and regulations. Additionally, there have been no concluded legal cases regarding corrupt practices brought against the Group or its employees during the Reporting Period.

Case Study

Anti-fraud Training

The Group partnered with the Hong Kong Police Force ("HKPF") to deliver an anti-fraud awareness talk attended by over 200 employees. The session provided valuable insights into emerging fraud trends and practical prevention strategies. HKPF highlighted the effectiveness of its official anti-fraud mobile application in detecting and preventing potential scams.

Data Privacy & Cybersecurity

KPI for FY2024/25

100%

Employees trained on Privacy,
Data Rights and Cybersecurity

Performance

100%

Employees trained on Privacy,
Data Rights and Cybersecurity

In response to growing concerns about data privacy and cybersecurity, we ensure full compliance with the Personal Data (Privacy) Ordinance in Hong Kong and all relevant data privacy regulations. Throughout the Reporting Period, we recorded no material cybersecurity incidents, breaches of customer privacy, or losses of customer data.

Our business operations are governed by the Information Security Policy and the Group's Personal Data Privacy Policy, and we take the following measures to safeguard sensitive information:



Restrict access and enhance the confidentiality of sensitive information



Require all employees and third-party partners to protect our information and assets



Appoint a designated Personal Data Officer to review and guide data privacy and cybersecurity strategy



Issue a Personal Information Collection Statement to give customers transparency on how their information is being collected and used, to obtain their informed consent



Implement proactive and reactive measures, including emergency plans, business continuity plans, audits, access controls, and minimised data collection and retention



Mandate cybersecurity awareness training for all new employees during onboarding and annual refresher training for employees to stay updated on emerging threats and best practices



Conduct ongoing awareness campaigns, such as phishing simulations and newsletters, to maintain cybersecurity vigilance among employees



Require comprehensive security assessments for all newly developed customer-facing applications before deployment in production environments



Perform periodic internal and external audits of the company's systems, policies and practices, as well as penetration testing of computer systems, to identify vulnerabilities and ensure compliance with security standards



Conduct annual user access rights reviews for critical systems to ensure privileges align with job responsibilities



Establish security baselines for cloud environments to ensure compliance with industry security standards and best practices



Achieve ISO 27001 certification for Information Security Management Systems through an independent audit, verifying that our Information Security Controls meet international standards

These measures are part of our broader commitment to maintaining robust data protection, business continuity, and incident response capabilities, ensuring the data security and privacy of all stakeholders.

Intellectual Property Rights

We are committed to protecting our intellectual property. The Group ensures the secure use and protection of its intellectual property. Specifically, Nina Hospitality details the appropriate usage, processing, and management of licensed software. All colleagues are required to promptly report any instances of non-compliance or intellectual property infringement to the relevant departments.

KPI for FY2024/25

≥15

Innovative solutions adopted or tested via proof-of-concept initiatives aimed at improving operational efficiency

Performance

17

Innovative solutions were adopted or tested for operational efficiency

- Adopted three solutions at PropTech and four solutions at Cyber Security
- Launched 10 proofs of concept

Case Study

**CCG Partners with Research Institution to
Advance Green Construction with Peelable Nano Protective Coating**

CCG is dedicated to driving green and technological advancement in the real estate industry. In partnership with NAMI, a leading scientific research institution, we co-developed the patented Peelable Nano Protective Coating for construction projects. This innovative nano-coating enhances the protection of both interior and exterior windows during building construction, aligns with green building principles, and improves construction quality. This solvent-free, reusable nano-coating reduces construction waste by eliminating foam board wrapping and prevents volatile organic compound (“VOC”) emissions. The nano-coating can be applied to various building materials, including metal surfaces and treated wooden furniture.

We aim to further expand this sustainable construction technology to our development projects whenever feasible.

**Sustainable Financing & Responsible Investment**

Our commitment to sustainable growth is grounded in the belief that the long-term prosperity of our businesses is closely tied to the well-being of the communities we serve. We prioritise strategic investments that support our business growth while balancing the needs and impacts on the environment and community. Our dedication to sustainable finance was showcased at the Sustainability Conference 2024, where we addressed Sustainable Financing and Impact Investment. As a member of HKGFA, CCG is dedicated to advancing green financial initiatives.

KPI for FY2024/25**≥50%**

Of the Group's total financing facilities are green/social or sustainability-linked

Performance**71.5%**

Of the Group's total financing facilities are green/social or sustainability-linked

Sustainable Finance Framework

The CCG SF Framework updated in October 2024 from the previous Green Finance Framework, guides our financing and investment decisions to drive measurable environmental and social impacts. Reviewed every three years to align with best market practices, this CCG SF Framework was the first in Hong Kong to align with the Hong Kong Monetary Authority's Hong Kong Taxonomy for Sustainable Finance and the EU's Common Ground Taxonomy. Its credibility is enhanced through verification by ISS Corporate Solutions.

The coverage of the new framework is expanded to include social aspects in addition to environmental considerations:



The CCG SF Framework defines eligible green and social projects in 13 categories for fundraising through both bonds and loans. For each transaction, the Group commits to adhering to four core components: the use of proceeds, project evaluation and selection, management of proceeds, and reporting.

First, the use of proceeds ensures that net proceeds from Sustainable Financing Transactions (“SFTs”) are exclusively allocated to fund or refinance eligible projects that meet at least one green or social category. Second, project evaluation and selection involve a collaborative process with cross-functional teams. Third, the management of proceeds allows transparent tracking of fund allocation. Finally, CCG is required to summarise detailed updates on project outcomes and impacts.

Each SFTs undergoes pre-issuance and post-issuance external reviews to ensure compliance, transparency, and alignment with the framework’s objectives. This structured approach reinforces our ambition to be an environmentally and socially responsible business, driving sustainable development through strategic financing.

Allocation of Green/Social Loan and Sustainability-Linked Loan Proceeds

**Sustainability-linked
Loan (“SLL”) (HK\$)**

5.5 billion



**Green Loan
(HK\$)**

22.1 billion



**Social Loan
(HK\$)**

0.7 billion



Total (HK\$)

28.3 billion

Case Study

Asia's First Triple-Themed Syndicated Loan to Advance Sustainable Development



In April 2025, CCG launched Asia's first triple-themed syndicated loan, a HK\$8 billion facility integrating green, social, and SLL components. This innovative structure underscores CCG's leadership in sustainable finance, aligning with its vision to create lasting environmental and community impact while driving innovation.

The loan's uniqueness stems from its holistic approach, blending targeted funding with performance-driven incentives. The green loan supports eco-friendly projects, such as green buildings, which reduce emissions through energy-efficient designs. The SLL ties interest rates to ambitious environmental and social KPIs, including electricity intensity reduction and sustainable building certifications, fostering accountability and continuous improvement. These KPIs directly contribute to CCG 3050+, the Group's SBTs by lowering Scope 2 emissions and enhancing portfolio sustainability. The social loan supports community initiatives, aligning with UN SDGs and reinforcing CCG's ESG commitments.

This pioneering loan exemplifies CCG's strategic approach to sustainable finance: leveraging capital to drive measurable environmental and social outcomes while promoting transparency and accountability. It also establishes a new benchmark in the regional market, demonstrating how innovative financing solutions can accelerate progress toward a low-carbon, inclusive future.

Sustainable Investment Criteria

We are committed to a responsible investment strategy that aligns with our ESG Due Diligence Checklist for M&A and Sustainable Investment Guidelines. Our sustainable investment criteria aim to build a resilient portfolio that contributes to a sustainable future, minimises risks, and delivers long-term value while adhering to robust ESG standards.

ESG Due Diligence Checklist for M&A

When evaluating M&A opportunities for assets, we integrate ESG considerations into the decision-making process. Our ESG Due Diligence checklist assesses potential risks and opportunities across various sustainability aspects, including building safety, climate risk resilience, and energy efficiency. Compliance with building standards and carbon intensity for target assets is evaluated. Findings from the ESG Due Diligence Checklist are presented to the Strategic Investment Committee and the Board to inform acquisition decisions and guide post-acquisition actions and provisions.

Sustainable Investment Guidelines

Our responsible investment strategy targets an average MSCI ESG Rating of BBB or above in our investment portfolio. We conduct comprehensive analyses of companies' ESG ratings and their financial indicators to evaluate overall performance. We also prioritise acquiring sustainable bonds whenever they are available from the same issuer. During the fund selection process, we conduct thorough reviews of the ESG performance and credentials of asset management firms associated with our investments. This practice forms the basis for identifying and selecting companies that meet our criteria for ESG performance and practices.

In line with our commitment to sustainable investment, we enforce strict exclusion for sectors that conflict with our values, including but not limited to:



Operation of
Casinos



Production of
Lethal Weapons



Production of
Tobacco



Production of
Pornography

Supply Chain Management

We have robust governance and monitoring mechanisms in place that adhere to our General Procurement Principles, Procurement Management Framework, and Sustainable Procurement Guidelines. These ensure high standards of supplier performance and promote ethical and sustainable practices across our supply chain.

Number of active suppliers by geographical region:



Our extensive supply chain management process encompasses selection, ongoing monitoring, and active engagement. Suppliers are evaluated based on service accuracy, pricing competitiveness, response times, customer service quality, delivery reliability, company reputation and after-sales support. Our due diligence process ensures suppliers meet these criteria while adhering to our SCOC, which integrates ESG principles.

The SCOC outlines our expectations for sustainable practices and addresses environmental and social risks, requiring suppliers to commit to:

Legal & Regulatory Compliance



- Adhere to operation, product, and service-related laws and regulations
- Suppliers should comply to The Competition Ordinance (Cap 619)

Labour Standards



- Prohibition of forced and child labour
- Ensure legal working age
- Comply with the legal requirements on compensation and working hours
- Discrimination-free and protect labour rights
- Ensure workplace health and safety

Ethical Conduct



- Zero-tolerance for corruption, collusion, extortion, fraud, bribery, false declarations or counterfeiting

Responsibility



- Ensure sustainability policies are in place
- Educate employees on ethical practice
- Ensure privacy, data protection and confidentiality
- Maintain transparency

Throughout the supplier selection process, CCG requires suppliers to complete a registration form declaring their compliance with business ethics, regulatory compliance, anti-corruption measures, environmental performance, labour practices, and occupational health and safety requirements. Suppliers are encouraged to provide relevant environmental and safety certifications to support their proposals.

To monitor performance, we rely on supplier self-assessment and site visits. In the near future, we will also conduct compliance assessments to strengthen oversight and ensure suppliers meet our standards. While we reserve the right to take disciplinary action for non-compliance, our focus remains on fostering collaborative partnerships to drive continuous improvement.

Responsible Sourcing

In alignment with the SCOC's goal to integrate ESG into the procurement process, we have a responsible sourcing mechanism that reflects our commitment across all operational levels. Our Sustainable Procurement Guidelines are designed to comply with the Green Procurement standards set by EPD of the Hong Kong SAR Government. Our Standard Operating Procedures ("SOP") for procurement also embed sustainability principles in purchasing, design, and construction processes.

Our responsible sourcing commitments highlight our collaborative efforts with suppliers to enhance sustainability, including but not limited to:

Prioritising suppliers with recognised sustainability certifications

Supporting local suppliers to minimise our carbon footprint

Implementing sustainable designs, products, and services that strive to achieve the global goal of net zero greenhouse gas emissions targets by 2050

Assessing the supply chain to ensure compliance with our sustainable procurement commitments and environmental and social standards

In addition to analysing our business segments that drive significant impacts in responsible sourcing, we have identified sustainable construction materials as well as cuisine and delicacy for targeted management:

Sustainable Construction Materials

To deliver aesthetically appealing, functional, cost-effective, and environmentally responsible properties, we strive to reduce embodied carbon and consider the entire life cycle of building materials – from sourcing to disposal – in the design phase. To achieve this, we prioritise the use of rapidly renewable, eco-friendly, certified, and recycled materials that support circularity and minimise environmental impact.

Our Sustainable Design and Procurement Manual guides the use of certified green materials and products, as well as sustainable design principles, to reduce lifecycle emissions, promote resource efficiency, and advance sustainable construction and design practices. Oversight of sustainable material selection is jointly overseen by the Sustainable Design Committee and respective project teams, who monitor and report progress throughout the design and construction phases to ensure goals are met.

Highlighted efforts made in sustainable sourcing:



Embodied Carbon Assessments

The estimated embodied carbon performance is calculated for all new building projects at three stages, i.e., design, before issuance of the main contract, and completion stages. The estimated results are stated in the sustainable design checklist for approval, covering impacts from raw material acquisition to on-site handling.



Use of Recycled & Certified Materials

In the Kwai Chung Logistics Centre project, we are using sustainable timber products for temporary construction works, and will carry out exterior surfacing works that contain at least 10% recycled content.

For more details on the application of sustainable construction materials, please refer to the "Demonstrating Green Building Leadership" section of this report.

Sustainable Cuisine & Delicacy

At Nina Hospitality, sustainability is at the heart of our culinary offerings, with a commitment to delivering dining experiences that reflect responsible sourcing and support global efforts in environmental conservation. As part of our ongoing sustainability journey, Nina Hospitality's all-day dining restaurants, Cantonese restaurant RÚ, banquet venue, and Nina Patisserie are entirely shark fin-free, aligning with our ethical sourcing standards and dedication to marine protection.

We continue to enhance our menus with a growing range of sustainably sourced products supporting responsible dining.

This Includes:



Broader selection of
vegetarian dishes



Use of hydroponic
vegetables that offer a lower
environmental footprint



A healthy dining corner
in our all-day dining
restaurants

We also prioritise the use of sustainable seafood and actively exclude endangered species, in accordance with guidelines by WWF and the Marine Stewardship Council ("MSC").

Our signature Cantonese restaurant, RÚ, also supports the use of sustainably sourced and eco-friendly ingredients, including sustainably harvested scallops and sustainably certified cod, showcasing how Chinese cuisine can incorporate sustainable practices.

During the Reporting Period, all three of Nina Hospitality's all-day dining restaurants and Nina Patisserie transitioned to using cage-free eggs. We remain dedicated to advancing food sustainability across all aspects of our F&B operations. We will continue to explore and adopt eco-friendly practices, ensuring that our culinary offerings not only satisfy the palate but also contribute to a healthier planet.

Looking ahead, CCG plans to implement third-party compliance assessments for suppliers to ensure their adherence to the SCOC and ESG standards. With this, we aim to foster better relationships and collaboration with suppliers to drive a sustainable supply chain. Additionally, we strive to set measurable targets on increasing the use of certified sustainable materials and ingredients across operations, solidifying our commitment to responsible sourcing.

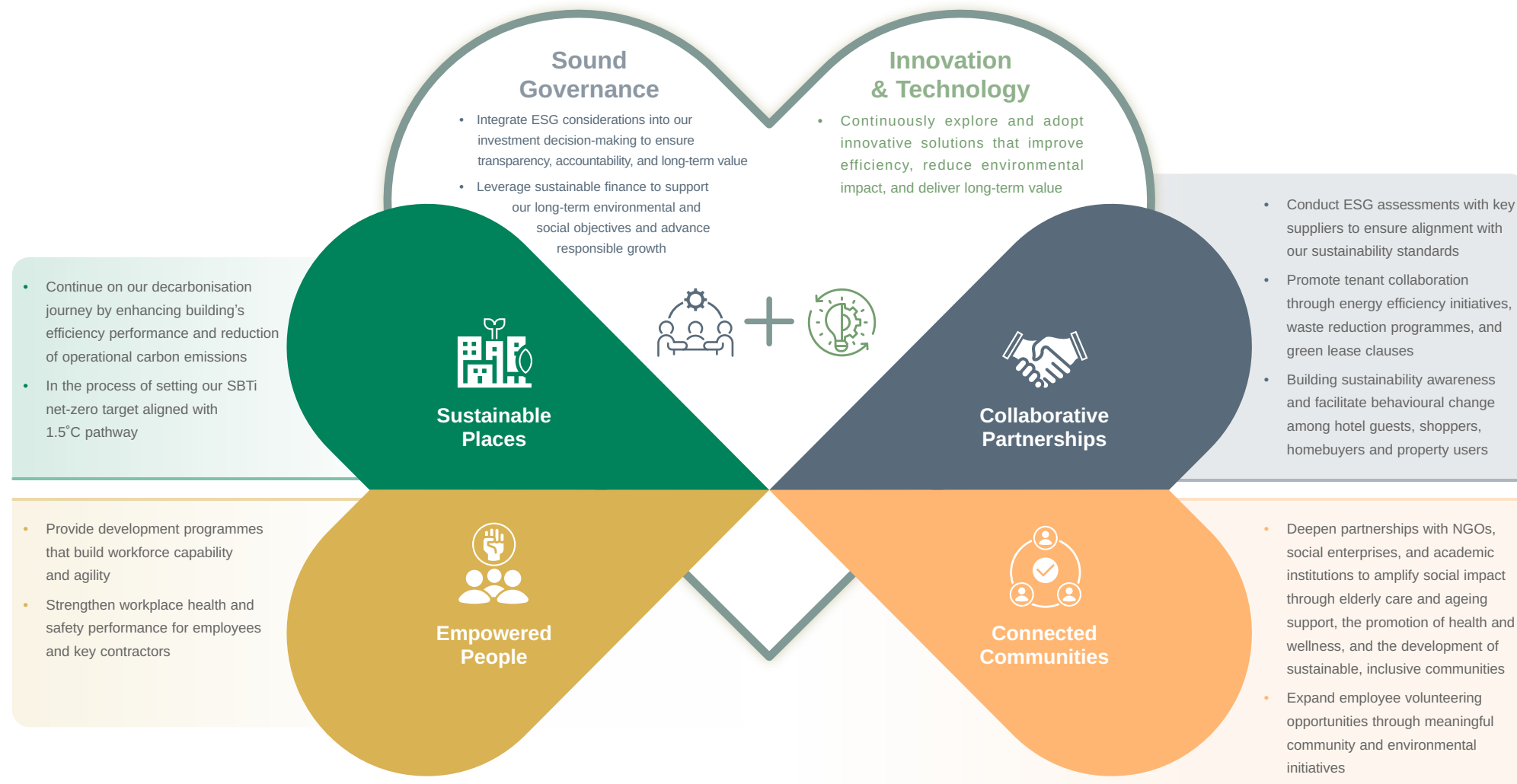


Summary

CCG has enhanced its ESG governance by introducing the Board of Directors to oversee sustainability matters. During the reporting period, 14 key ESG KPIs were set to track performance, with 92.8% successfully achieved. The Group upholds high ethical standards through robust policies and procedures that guide its operations and value chains. Sustainable finance remains integral to our strategy, with 71.5% of total financing facilities in FY24/25 classified as green, social, or sustainability-linked, enabled by the newly published CCG SF Framework. CCG also demonstrated strong regulatory compliance, with no significant fines or non-monetary sanctions related to environmental or social regulations, and no concluded legal cases involving corruption across the Group or its employees.

Looking Ahead

Guided by the refined Sustainability Focus, we will accelerate transformation across our operations and value chain, extending beyond conventional sustainability approaches. We remain committed to investing in our people and partners, the environment and the community, with advancement in innovative technology and robust governance. By integrating sustainability into our core business strategies, we adopt a synergistic approach that creates purposeful financial returns with social and environmental benefits.



All our current and future sustainability efforts are grounded in our updated sustainability strategy, reinforcing our commitment to drive long-term business growth while delivering positive environmental and social outcomes for our communities.

Performance Data

Environmental Data¹

Indicators		Unit	Headquarters Office		Property Services		Nina Hospitality		Pine Care²		Total	
			FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24
ENERGY³												
Total Energy Consumption	Purchased electricity	MWh	698.41	655.95	56,855.64	50,845.00	49,015.78	50,847.77	8,124.62	–	114,694.44	102,348.72
	Towngas		0	0	0	0	5,590.17	5,996.15	260.81	–	5,850.98	5996.15
	Petrol		250.60	290.98	160.64	161.21	7.60	13.10	92.53	–	511.36	465.29
	Diesel		2.30	1.80	260.65	238.36	0	0	0	–	262.95	240.16
	Total		951.30	948.72	57,276.93	51,244.57	54,613.55	56,857.03	8,477.96	–	121,319.74	109,050.32
Energy Intensity	Headquarters Office and Property Services⁴	kWh/m²	167.48	167.03	75.90	80.15	–	–	–	–	–	–
	Hospitality⁵	kWh/occupied room night	–	–	–	–	64.22	75.50	–	–	–	–
	Healthcare⁶	kWh/occupied place night	–	–	–	–	–	–	16.95	–	–	–
Renewable Energy	Renewable energy purchased	kWh	0	0	69,875.00	69,458.33	35,000.00	30,416.67	0	–	104,875.00	99,875.00
	Renewable energy generated		0	0	71,320.00	28,681.00	0	0	0	–	71,320.00	28,681.00
CARBON EMISSIONS⁷												
Direct Carbon Emissions (Scope 1)⁸	Refrigerant	tCO₂e	0	0	398.17	306.12	256.02	401.58	0	–	654.19	707.70
	Towngas		0	0	0	0	1,070.32	1,148.05	49.94	–	1,120.26	1,148.05
	Petrol		54.19	79.86	39.64	44.25	1.90	3.60	22.53	–	118.26	127.71
	Diesel		9.04	0.461	63.98	61.25	0	0	0	–	73.02	61.71
	Total direct carbon emissions (Scope 1)		63.23	80.32	501.79	411.61	1,328.25	1,553.23	72.47	–	1,965.73	2,045.17

Indicators		Unit	Headquarters Office		Property Services		Nina Hospitality		Pine Care²		Total	
			FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24
CARBON EMISSIONS⁷												
Indirect Carbon Emissions (Scope 2)⁹	Towngas	tCO₂e	0	0	0	0	229.76	246.89	10.72	–	240.48	246.89
	Purchased electricity		265.40	255.82	24,405.21	23,524.58	22,135.25	24,302.95	3,476.54	–	50,282.39	48,083.35
	Total indirect carbon emissions (Scope 2) – location-based method		265.40	255.82	24,405.21	23,524.58	22,365.01	24,549.84	3,487.26	–	50,522.87	48,330.24
	Total indirect carbon emissions (Scope 2) – market-based method		265.40	255.82	24,110.11	23,488.04	21,748.81	24,532.58	3,487.26	–	49,611.58	48,276.44
Total Carbon Emissions (Scope 1 & 2)	Location-based method	tCO₂e	328.62	336.14	24,907.00	23,936.19	23,693.26	26,103.08	3,559.73	–	52,488.60	50,375.41
	Market-based method		328.62	336.14	24,611.90	23,899.65	23,077.06	26,085.81	3,559.73	–	51,577.31	50,321.61
Carbon Intensity (Scope 1 & 2) – Location-based Method	Headquarters Office and Property Services⁴	tCO₂e/m²	0.0579	0.0592	0.0330	0.0374	–	–	–	–	–	–
	Hospitality⁵	tCO₂e/occupied room night	–	–	–	–	0.0279	0.0347	–	–	–	–
	Healthcare⁶	tCO₂e/occupied place night	–	–	–	–	–	–	0.00712	–	–	–
Carbon Intensity (Scope 1 & 2) – Market-based Method	Headquarters Office and Property Services⁴	tCO₂e/m²	0.0579	0.0592	0.0326	0.0374	–	–	–	–	–	–
	Hospitality⁵	tCO₂e/occupied room night	–	–	–	–	0.0271	0.0346	–	–	–	–
	Healthcare⁶	tCO₂e/occupied place night	–	–	–	–	–	–	0.00712	–	–	–
Indirect Carbon Emissions (Scope 3) – Category 2: Capital Goods¹⁰		tCO₂e	–	–	–	–	–	–	–	–	126,541.03	62,619.22¹²
Indirect Carbon Emissions (Scope 3) – Category 13: Downstream Leased Assets¹¹		tCO₂e	–	–	49,721.40	–	2,400.07	–	–	–	52,121.47	–

Indicators		Unit	Headquarters Office		Property Services		Nina Hospitality		Pine Care²		Total	
			FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24
AIR EMISSIONS¹³												
Nitrogen Oxides		kg	17.07	16.86	251.63	265.45	84.49	87.25	36.51	–	389.70	369.55
Sulphur Oxides		kg	0.384	0.444	0.636	0.603	0.414	0.452	0.159	–	1.59	1.50
Particulate Matter		kg	1.30	1.29	23.15	24.43	0.29	0.07	3.05	–	27.79	25.78
WATER CONSUMPTION & WASTEWATER DISCHARGED												
Water Consumption¹⁴		m³	1,029.00	982.00	125,874.81	116,366.11	464,320.00¹⁵	406,884.00	79,869.00	–	671,092.81	572,848.11¹⁶
Wastewater Discharged¹⁷		m³	1,029.00	982.00	212,281.81	158,520.11	443,810.40	386,507.44	79,869.00	–	736,990.21	546,009.56
Water Intensity	Headquarters Office and Property Services⁴	m³/m²	0.181	0.173	0.167	0.182	–	–	–	–	–	–
	Hospitality⁵	m³/occupied room night	–	–	–	–	0.546¹⁵	0.540	–	–	–	–
	Healthcare⁶	m³/occupied place night	–	–	–	–	–	–	0.160	–	–	–
WASTE DISPOSED												
Non-hazardous Waste Disposed¹⁸		tonnes	–	–	7,738.8	2,288.31	1,864.84	1,915.78	1,166.43	–	10,752.07	4,204.08
Hazardous Waste Disposed	Healthcare⁶	tonnes	–	–	–	–	–	–	1.42	–	1.42	–
Non-hazardous Waste Disposal Intensity	Property services⁴	tonnes/m²	–	–	0.0103	0.00358	–	–	–	–	–	–
	Hospitality⁵	tonnes/occupied room night	–	–	–	–	0.00217	0.00254	–	–	–	–
	Healthcare⁶	tonnes/occupied place night	–	–	–	–	–	–	0.00233	–	–	–
Hazardous Waste Disposal Intensity	Healthcare⁶	kg/occupied place night	–	–	–	–	–	–	0.00283	–	0.00283	–
WASTE DIVERTED FROM LANDFILL												
Non-hazardous Waste Recycled	Food waste	tonnes	0	0	107.82	86.69	116.76	80.22	379.97	–	604.54	166.91
	Cooking oil to biodiesel		0	0	0	0	5.13	4.99	0	–	5.13	4.99
	Glass		0	0	1.56	3.44	9.86	13.02	0	–	11.43	16.47
	Metal/Aluminium		0.0250	0.0222	1.93	0.594	2.53	1.90	1.82	–	6.31	2.52
	Paper		0.242	0.267	405.26	358.93	76.02	84.60	9.09	–	490.61	443.80
	Plastics		0.00720	0.00240	24.04	17.97	0.519	3.37	0	–	24.57	21.34
	Total non-hazardous waste recycled		0.274	0.292	540.61	467.63	210.83	188.10	390.88	–	1,142.59	656.03

Indicators		Unit	Headquarters Office		Property Services		Nina Hospitality		Pine Care ²		Total	
			FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24
WASTE DIVERTED FROM LANDFILL												
Total Non-hazardous Waste Recycling Intensity	Headquarters Office and Property Services ⁴	kg/m ²	0.0483	0.0513	0.716	0.731	—	—	—	—	—	—
	Hospitality ⁵	kg/occupied room night	—	—	—	—	0.248	0.250	—	—	—	—
	Healthcare ⁶	kg/occupied place night	—	—	—	—	—	—	0.781	—	—	—
Hazardous Waste Recycled	Battery	kg	0	0	5.30	42.47	0	0	0	—	5.30	42.47
	Lighting tube	kg	0	0	232.10	198.36	160.80	21.39	0	—	392.90	219.75
	Cartridge	kg	230.00	207.50	0	0	1,262.50	1,602.50	0	—	1,492.50	1,810.00
	Waste Electrical and Electronic Equipment (“WEEE”) ¹⁹	kg	0	0	0	53.00	1,170.50	589.70	0	—	1,170.50	642.70
	Waste Electrical and Electronic Equipment (“WEEE”) ¹⁹	pieces	0	0	99.00	67.00	138.00	1,148.80	0	—	237.00	1,215.80

- ¹ CCG continues to optimise the methodology to adopt industry common intensity metrics for calculation. The Group no longer solely uses the floor area to calculate intensity values.
- ² Following the privatisation of Pine Care, FY2024/25 is the first year that we include its data.
- ³ Energy conversion factors of different fuel types are referenced from "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" published by HKEX.
- ⁴ This intensity metric applies to CCG's Headquarters Office and Property Services, using the floor area of each as the denominator.
- ⁵ This intensity metric applies to Nina Hospitality, using the total occupied room night as the denominator.
- ⁶ This intensity metric applies to Pine Care, using the total occupied place night as the denominator.
- ⁷ GHG emissions are calculated based on "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)" published by the Environmental Protection Department ("EPD") and the Electrical and Mechanical Services Department ("EMSD") of the Hong Kong SAR Government, unless otherwise stated in the following notes.
- ⁸ Scope 1 emissions comprise HFC emissions from the use of refrigerants, fire extinguishers, consumption of Towngas, petrol and diesel from our vehicle fleets. The global warming potentials used for calculation are adopted from the "Fifth Assessment Report of Intergovernmental Panel on Climate Change ("IPCC"). Emission factors for refrigerant used in fire suppression equipment are adopted from U.S. EPA.
- ⁹ Scope 2 emissions comprise the consumption of Towngas and purchased electricity. Emission factors are adopted from local power and utility companies. As defined by GHG Protocol Scope 2 Guidance, location-based method for indirect carbon emissions refers to a method to quantify Scope 2 emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries. Market-based method for indirect carbon emissions refers to a method to quantify Scope 2 emissions of a reporter based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity bundled with contractual instruments, or contractual instruments on their own.
- ¹⁰ This category accounts for the upfront embodied carbon emissions from our newly completed construction projects during the Reporting Period, referencing the Science Based Targets initiative Buildings Sector Explanatory Document. The cradle-to-site emissions for Mount Anderson, the only completed project in FY2023/24, are included. For FY2024/25, the cradle-to-site emissions for IN ONE, ECHO HOUSE, and WHITESAND COVE are included.
- ¹¹ Starting from FY2024/25, CCG begins reporting on Scope 3, Category 13 (Downstream Leased Assets) for Property Services and Nina Hospitality (one service apartment).
- ¹² This figure has been restated following the use of updated emissions factors, and expanding a more comprehensive boundary for calculation.
- ¹³ Air emissions are generated from the consumption of Towngas, petrol and diesel fuel. The emission factors adopted are based on "Appendix 2: Reporting Guidance on Environmental KPIs" published by HKEX.
- ¹⁴ Water consumption excludes consumption of makeup water to reflect usage that is within our control and can be influenced by water-saving initiatives.
- ¹⁵ Following the gradual transition from an air-cooled to a water-cooled chiller plant system at Nina Hub, water consumption at Nina Hotel Tsuen Wan West has increased compared to FY2023/24. The Group is enhancing its data collection mechanism and plans to exclude makeup water consumption of Nina Hotel Tsuen Wan West starting from FY2025/26, ensuring that reported usage reflects what is within our control and can be influenced by water-saving initiatives.
- ¹⁶ This figure has been restated following enhancements to the data collection mechanism.
- ¹⁷ A standard conversion factor (0.93507) for wastewater discharge has been applied to all business units under Nina Hospitality since FY2019/20.
- ¹⁸ General waste of Headquarters Office has been handled by Property Services, hence data is not recorded separately. The Group is currently optimising waste data collection methodology and enhancing the disclosure scope of non-hazardous waste. During the Reporting Period, CCG has conducted the review and updated the conversion factor for the garbage bins (from capacity (L) to weight (kg)), and therefore the waste data has been restated.
- ¹⁹ WEEE presented in the unit of "kg" and "pieces" as stated in the recycling receipt.

Social Data ¹

Indicators		Unit	FY2024/25 ²		FY2023/24	
				Total %		%
WORKFORCE						
Total Workforce			4,199	–	3,601	–
By Gender	Male	Number of people	1,844	43.9%	1,813	50.3%
	Female		2,355	56.1%	1,788	49.7%
By Employment Category ³	Senior management		17	0.4%	21	0.6%
	Management		608	14.5%	578	16.1%
	General staff		3,574	85.1%	3,002	83.4%
By Age Group	30 or below		579	13.8%	462	12.8%
	31-50		1,719	40.9%	1,410	39.2%
	51 or above		1,901	45.3%	1,729	48.0%
By Employment Contract	Permanent		3,575	85.1%	2,952	82.0%
	Temporary		624	14.9%	649	18.0%
By Employment Type	Full-time		3,746	89.2%	3,169	88.0%
	Part-time		58	1.4%	70	1.9%
	Non-guaranteed hours ^{4,5}		395	9.4%	362	10.1%
By Geographic Region	Hong Kong		4,199	100%	3,601	100%
	Others		0	0.0%	0	0.0%
By Nationality	Chinese		4,148	98.8%	3,540	98.3%
	Others		51	1.2%	61	1.7%
Permanent Employees by Gender	Male		1,533	42.9%	1,492	50.5%
	Female		2,042	57.1%	1,460	49.5%
Temporary Employees by Gender	Male		311	49.8%	321	49.5%
	Female		313	50.2%	328	50.5%
Full-time Employees by Gender	Male		1,655	44.2%	1,636	51.6%
	Female		2,091	55.8%	1,533	48.4%
Part-time Employees by Gender	Male		23	39.7%	25	35.7%
	Female		35	60.3%	45	64.3%

Indicators		Unit	Total			
			FY2024/25 ²	%	FY2023/24	%
VOLUNTARY TURNOVER ^{6,7}						
Overall		Number of people	884	21.1%	806	22.4%
By Gender	Male		356	19.3%	469	25.9%
	Female		528	22.4%	337	18.8%
By Employment Category ³	Senior management		5	29.4%	0	0.0%
	Management		108	17.8%	99	17.1%
	General staff		771	21.6%	707	23.6%
By Age Group	30 or below		153	26.4%	165	35.7%
	31-50		330	19.2%	317	22.5%
	51 or above		401	21.1%	324	18.7%
By Geographic Region	Hong Kong		884	21.1%	806	22.4%
	Others		0	0.0%	0	0.0%
INVOLUNTARY TURNOVER ^{7,8} (DUE TO REDUNDANCY, MISCONDUCT)						
Overall		Number of people	188	4.5%	279	7.7%
By Gender	Male		107	5.8%	138	7.6%
	Female		81	3.4%	141	7.9%
By Employment Category	Senior management		1	5.9%	0	0.0%
	Management		23	3.8%	11	1.9%
	General staff		164	4.6%	268	8.9%
By Age Group	30 or below		6	1.0%	29	6.3%
	31-50		49	2.9%	81	5.7%
	51 or above		133	7.0%	169	9.8%
By Geographic Region	Hong Kong		188	4.5%	279	7.7%
	Others		0	0.0%	0	0.0%
INVOLUNTARY TURNOVER ^{7,9} (DUE TO COMPLETION OF CONTRACT, RETIREMENT OR DECEASE)						
Overall		Number of people	224	5.3%	179	5.0%
By Gender	Male		119	6.5%	53	2.9%
	Female		105	4.5%	126	7.0%
By Employment Category	Senior management		2	11.8%	2	9.5%
	Management		3	0.5%	2	0.3%
	General staff		219	6.1%	175	5.8%
By Age Group	30 or below		8	1.4%	3	0.6%
	31-50		10	0.6%	1	0.1%
	51 or above		206	10.8%	175	10.1%
By Geographic Region	Hong Kong		224	5.3%	179	5.0%
	Others		0	0.0%	0	0.0%

Indicators		Unit	Total			
			FY2024/25 ²	%	FY2023/24	%
NEW HIRE ⁷						
Overall		Number of people	1,103	26.3%	1,709	47.4%
By Gender	Male		510	27.7%	798	44.0%
	Female		593	25.2%	911	51.0%
By Employment Category	Senior management		4	23.5%	2	9.5%
	Management		117	19.2%	130	22.5%
	General staff		982	27.5%	1,577	52.5%
By Age Group	30 or below		209	36.1%	381	82.5%
	31-50		422	24.5%	546	38.7%
	51 or above		472	24.8%	782	45.2%
By Geographic Region	Hong Kong		1,103	26.3%	1,709	47.5%
	Others		0	0.0%	0	0.0%
PERFORMANCE REVIEW ⁷						
Overall		Number of people	3,795	90.4% ²⁸	3,187	88.5%
By Gender	Male		1,720	93.3% ²⁸	1,636	90.2%
	Female		2,075	88.1% ²⁸	1,551	86.7%
By Employment Category	Senior management		20	117.6% ¹⁰	18	85.7%
	Management		621	102.1% ¹⁰	570	98.6%
	General staff		3,154	88.2% ²⁸	2,599	86.6%
PARENTAL LEAVE						
Employees Entitled to Parental Leave	Male	Number of people	1,620	—	1,656	—
	Female		1,921	—	1,569	—
Employees who Took Parental Leave	Male		12	—	20	—
	Female		14	—	18	—
Employee Return-to-work Rate ¹¹	Male	%	—	100.0%	—	100.0%
	Female		—	100.0%	—	100.0%
Employee Parental Leave Retention Rate ¹²	Male		—	80.0%	—	64.7%
	Female		—	78.9%	—	68.8%

Indicators			Unit	Total			
				FY2024/25 ²	%	FY2023/24	%
TRAINING ¹³							
Number of Employees Trained							
Overall			Number of people	4,028	–	3,138	–
Percentage of Employees Trained							
Overall			% of people trained	–	95.9% ¹⁴	–	87.1%
By Gender	Male	–		40.8%	–	50.8%	
	Female	–		59.2%	–	49.2%	
By Employee Category	Senior management	–		0.7%	–	0.5%	
	Management	–		17.9%	–	19.1%	
	General staff	–		81.5%	–	80.4%	
Total Training Hours							
Overall			Hours	125,759	–	109,953	–
Average Training Hours ¹⁵							
Overall			Hours	29.9	–	30.5	–
By Gender	Male	29.6		–	31.0	–	
	Female	30.3		–	30.0	–	
By Employee Category	Senior management	35.4		–	23.1		
	Management	32.1		–	36.4	–	
	General staff	29.6		–	29.5	–	
ANTI-CORRUPTION TRAINING ¹³							
Overall			Hours	1,564.4	–	1,220.4	–
			People	1,810	–	1,182	–
			% of people trained	–	43.1%	–	32.8%
By Gender	Male	Hours	795.8	–	651.7	–	
		People	904	–	600	–	
		% of people trained	–	49.9%	–	50.8%	
	Female	Hours	768.6	–	568.7	–	
		People	906	–	582	–	
		% of people trained	–	50.1%	–	49.2%	

Indicators		Unit	Total			
			FY2024/25 ²	%	FY2023/24	%
ANTI-CORRUPTION TRAINING ¹³						
By Employee Category	Senior management	Hours	3.3	–	2.0	–
		People	4	–	2	–
	Management	Hours	551.9	–	376.9	–
		People	509	–	278	–
	General staff	Hours	1,009.2	–	841.5	–
		People	1,297	–	902	–
		OCCUPATIONAL HEALTH & SAFETY				
Total Number of Hours Worked	Hours	8,640,131.3	–	7,347,349.6	–	
Total Absent Days ¹⁶	Days	24,419	–	15,996	–	
Number of ISO Certifications on health and safety Management System	Number of certifications	9	–	7	–	
Work-related Fatalities as a Result of Work-related Injury						
Total Number of Work-related Fatalities	Number of incidents	0	–	0	–	
Work-related Fatality Rate ¹⁷	N/A	0.0	–	0.0	–	
Work-related Injuries						
Total Number of Work-related Injury Incidents ¹⁸	Number of incidents	100	–	81	–	
Rate of Recordable Work-related Injuries ¹⁹	N/A	2.3	–	2.2	–	
Lost Days due to Injuries	Days	2,036	–	2,466	–	

Indicators	Unit	Total			
		FY2024/25 ²	%	FY2023/24	%
Work-related Injuries					
Number of Lost Time Injuries (Sick Leave > 0 Days)	Number of incidents	77	–	72	–
Number of Reportable Injuries (Sick Leave > 3 Days)		61	–	53	–
Number of High-consequence Injuries (Excluding Fatalities) ²⁰		0	–	1	–
Rate of High-consequence Injuries (Excluding Fatalities) ²¹	N/A	0.0	–	0.0272	–
Lost-Time Injury Rate (LTIR) ²²	N/A	1.8	–	2.0	–
Work-related Ill Health					
Work-related Fatalities as a Result of Work-related Ill Health	Number of incidents	0	–	0	–
Cases of Recordable Work-related Ill Health		0	–	0	–
OCCUPATIONAL HEALTH & SAFETY (CONTRACTOR) ²³					
Total Number of Hours Worked	Hours	3,953,300	–	6,738,680	–
Total Number of Contractor Workers	Number of contractor workers	15,205	–	25,918	–
Number of ISO Certifications on Health and Safety Management System	Number of certifications	7	–	6	–
Work-related Fatalities as a Result of Work-related Injury					
Number of Work-related Fatalities	Number of incidents	0	–	0	–
Work-related Fatality Rate ¹⁵	N/A	0.0	–	0.0	–
Work-related Injuries					
Total Number of Work-related Injury Incidents ¹⁶	Number of incidents	7	–	10	–
Rate of Recordable Work-related Injuries ¹⁷	N/A	0.354	–	0.297	–
Lost Days due to Injuries	Days	1,005	–	1,053	–

Indicators		Unit	Total			
			FY2024/25 ²	%	FY2023/24	%
Work-related Injuries						
Number of Lost Time Injuries (Sick Leave > 0 Days)		Number of incidents	7	—	10	—
Number of Reportable Injuries (Sick Leave > 3 Days)			7	—	10	—
Number of High-consequence Injuries (Excluding Fatalities) ¹⁸			3	—	3	—
Rate of High-consequence Injuries (Excluding Fatalities) ¹⁹		N/A	0.152	—	0.0890	—
Lost-Time Injury Rate (LTIR) ²⁰		N/A	0.354	—	0.297	—
Work-related Ill Health						
Work-related Fatalities as a Result of Work-related Ill Health		Number of incidents	0	—	0	—
Cases of Recordable Work-related Ill Health			0	—	0	—
DIVERSITY						
Governance Body						
Board of Directors	Male	Number and % of people	7	100%	—	—
	Female		0	0%	—	—
Management Positions						
Senior Management	Male	Number and % of people	9	52.9%	14	66.7%
	Female		8	47.1%	7	33.3%
Management	Male		365	60.0%	360	62.3%
	Female		243	40.0%	218	37.7%
Non-management Positions	Male		1,470	41.1%	1,436	47.8%
	Female		2,104	58.9%	1,566	52.2%
Management Positions in Revenue-generating Functions ²⁴	Male		50	51.5%	48	45.7%
	Female		47	48.5%	57	54.3%
STEM-related Positions by Gender ²⁵	Male		301	62.8%	291	63.4%
	Female		178	37.2%	168	36.6%

Indicators	Unit	Central Procurement		Property Services		Nina Hospitality		Project		Total		
		FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	
SUPPLY CHAIN MANAGEMENT ²⁶												
Total Number of Active Suppliers by Geographic Location ²⁷	Hong Kong	Number of suppliers	385	416	352	190	1,250	1,048	161	242	2,148	1,896
	Mainland China		2	1	0	0	0	0	0	0	2	1
	Overseas		10	13	0	0	0	0	0	0	10	13
Sustainable Procurement												
Number of Suppliers Adopting Sustainable Procurement	Number of suppliers	27	–	27	–	485	–	20	–	559	–	
Number of Suppliers for Supplier Screening Programme/Desk or On-site Assessments												
Total Number of Tier-1 Suppliers for Supplier Screening Programme/Desk or On-site Assessments	Number of suppliers	397	–	352	–	1,250	–	161	–	2,160.00	–	
Supplier Assessment & Development												
Suppliers Assessed for Environmental Impacts	Number of suppliers	397	430	123	32	1,250	0	161	242	1,931	704	
Suppliers Assessed for Social Impacts		397	430	104	27	1,250	0	161	242	1,912	699	
Number of Suppliers Assessed with Substantial Actual/Potential Environmental and Social Negative Impacts		0	0	0	1	0	0	0	0	0	1	
Total Number of Suppliers in Capacity Building Programmes		0	0	0	0	1,250	0	43	38	1,293	38	
New Suppliers												
Number of New Suppliers	Number of suppliers	97	157	171	8	153	23	27	6	448	194	
Number of New Suppliers Screened using Environmental Criteria		97	157	25	1	153	23	27	6	302	187	
Number of New Suppliers Screened using Social Criteria		97	157	25	1	153	23	27	6	302	187	

Figures are as of 30 June 2025, unless otherwise stated.

These figures include employees of Headquarters Office, Property Services, Nina Hospitality, and Pine Care.

To enhance organisational clarity, the Group completed an internal review of its job grade structure and employee category definitions in FY2023/24.

This category includes employees without guaranteed working hours – such as casual, zero-hour contract, and on-call staff – who may be required to work as needed.

This figure includes the headquarters office and Property Services, as full-time equivalent data is only available for Nina Hospitality.

The voluntary turnover rate is calculated as "Total number of employees voluntarily leaving employment during the Reporting Period divided by total number of employees as at the end of Reporting Period and then multiplied by 100%".

The data includes full-time employees only.

The involuntary turnover rate due to dismissal, downsizing, redundancy and misconduct is calculated as "Total number of employees involuntarily leaving employment due to dismissal, downsizing, redundancy and misconduct during the Reporting Period divided by total number of employees as at the end of Reporting Period and then multiplied by 100%".

The involuntary turnover rate due to completion of contract, retirement, or decease is calculated as "Total number of employees involuntarily leaving employment due to completion of contract, retirement, or decease during the Reporting Period divided by total number of employees as at the end of Reporting Period and then multiplied by 100%".

Includes both current and former employees who underwent performance reviews, resulting in a percentage exceeding 100%.

Employee return-to-work rate is calculated as "Total number of employees who returned to work after taking parental leave divided by total number of employees who were expected to return to work after parental leave and then multiplied by 100%".

Retention rate of employees who took parental leave is calculated as "Total number of employees retained 12 months after returning to work following parental leave divided by total number of employees returning from parental leave in the prior Reporting Period(s) and then multiplied by 100%".

This data includes both full-time and part-time employees. Training records cover the full duration of the Reporting Period.

Data of Nina Hospitality includes both current and former employees who completed training. Includes both current and former employees who completed training, resulting in a percentage exceeding 100%

The average training hours per employee are calculated as "Total number of training hours provided to employees during the Reporting Period divided by total number of employees as at the Reporting Period".

Absentee days include: (i) work days lost (work-related sick leave), and (ii) non-work-related sick leave (i.e., sick leave not caused by a work-related accident, injury, or illness).

The rate of fatalities as a result of work-related injury is calculated as "Number of work-related fatalities divided by the total number of hours worked and then multiplied by 200,000 hours worked".

Includes all employee injuries reported across CCG's operational sites.

The rate of recordable work-related injuries is calculated as "Number of recordable work-related injuries divided by number of hours worked multiply by 200,000 hours worked".

High-consequence injuries are those injuries from which employees cannot, do not, or are not expected to fully recover to their pre-injury health status within six months.

The rate of high-consequence work-related injuries (excluding fatalities) is calculated as "Number of high-consequence work-related injuries (excluding fatalities) divided by number of hours worked multiply by 200,000 hours worked".

The lost-time injury rate (LTIR) is calculated as "Number of lost-time injuries divided by number of hours worked multiply by 200,000 hours worked".

Includes data from all construction sites fully owned by the Group.

Revenue-generating functions include Sales, Leasing and Business Development.

STEM refers to Science, Technology, Engineering, and Mathematics. STEM-related positions include roles in Accounting, Audit, Building Services, Engineering, Environmental, Finance, Health & Safety, Information Technology, and Sustainability/ESG.

Suppliers refer to entities or individuals engaged in a direct commercial relationship with the Group for the provision of goods or services within the Reporting Period.

Supplier counts by geographic location for FY 2024/25 represent Tier-1 suppliers only. This figure reflects suppliers in active collaboration with the Group.

The figure represents the most recent performance cycle and excludes new joiners.

Sustainability Awards & Recognition

Below is a selection of our sustainability-related awards and recognitions, please refer to the website (chinachemgroup.com/awards/) for further details on all CCG's awards and recognition.

Excellence in Sustainability

Awards or Certifications	Issuing Authorities
am730 ESG Green Development & Carbon Neutrality Awards 2024 <ul style="list-style-type: none"> Outstanding Sustainability Enterprise Award (Non-listed-Property) Outstanding Green Application Award – Green Project Nina Park 	am730
Asia Pacific Awards of Excellence 2024 – Asia Pacific <ul style="list-style-type: none"> Award of Excellence in Collaborative Partnership – Extended Collaboration for Acceleration to Carbon Neutrality 	The Hong Kong Chapter of International Facility Management Association
Best Landscape Award for Private Property Development 2024 <ul style="list-style-type: none"> Large scale Non-domestic Property – Gold Award NINA MALL 1 – Nina Park 	Leisure and Cultural Services Department, Hong Kong SAR Government
CLP Smart Energy Awards 2024 <ul style="list-style-type: none"> Innovation Award (Corporate and Government Bodies) – Grand Award 	CLP
DNA Paris Design Awards 2024 <ul style="list-style-type: none"> Landscape Design – Sustainable Development Category Nina Park 	DNA Paris
ESG Achievement Awards 2023/2024 <ul style="list-style-type: none"> Outstanding ESG Awards (Non-Listed Company) – Diamond Award Best Sustainable Vision Award – Distinction Award 	Institute of ESG and Benchmark
HERA Hong Kong ESG Reporting Awards 2024 <ul style="list-style-type: none"> Development Benchmark (Mainland China/Hong Kong) – Most Improved GRESB Score GRESB x HERA: Development Benchmark Award (Mainland China/Hong Kong) – Grand Award 	Hong Kong ESG Reporting Awards Limited
HKEJ ESG Achievement Programme 2024	Hong Kong Economic Journal
HKIM ESG Power Brand Award 2023/2024 <ul style="list-style-type: none"> ESG Power Brand 2023/2024 	Hong Kong Institute of Marketing

Awards or Certifications	Issuing Authorities
Hong Kong Green Organisation Certificate <ul style="list-style-type: none"> Headquarters Office 17 managed properties, hotels, and residence 	Environmental Campaign Committee
Hong Kong Outstanding Green Management Award 2024 <ul style="list-style-type: none"> Gold Nina Hotel Tsuen Wan West Gold Nina Hotel Island South 	Greeners Action
Hong Kong Sustainability Award 2024 <ul style="list-style-type: none"> Large Organisation Category – Distinction Award 	The Hong Kong Management Association
Ming Pao ESG Awards 2025 <ul style="list-style-type: none"> Excellence in ESG Sustainable Finance Award Excellence ESG Enterprise Award – Non-listed Company (Real Estate) 	Ming Pao Newspaper Limited
Quality Building Awards 2024 <ul style="list-style-type: none"> Hong Kong Building (Renovation/Revitalisation) – Merit Nina Park 	The Hong Kong Construction Association, The Hong Kong Institute of Architects, The Hong Kong Institute of Construction Managers, The Hong Kong Institution of Engineers, The Hong Kong Institute of Housing, The Hong Kong Institute of Surveyors, The Hong Kong Quality Assurance Agency, The Hong Kong Chapter of International Facility Management Association, The Real Estate Developers Association of Hong Kong
Quality Water Supply Scheme for Buildings – Flushing Water <ul style="list-style-type: none"> Gold Certificate: 11 managed properties, hotels, and residences Silver Certificate: 6 managed properties, hotels, and residences Blue Certificate: 5 managed properties, hotels, and residences 	Water Supplies Department, Hong Kong SAR Government

Awards or Certifications	Issuing Authorities
Quality Water Supply Scheme for Buildings – Fresh Water (Management System) <ul style="list-style-type: none"> Gold Certificate: 11 managed properties, hotels, and residence Silver Certificate: 4 managed properties, hotels, and residence Blue Certificate: 22 managed properties, hotels, and residence 	Water Supplies Department, Hong Kong SAR Government
Social Enterprise Supporter Award Scheme 2024 <ul style="list-style-type: none"> Excellence Award Supporter Excellence 	Tithe Ethical Consumption Movement
Structural Excellence Award 2025 <ul style="list-style-type: none"> Commendation Merit Award ECHO HOUSE 	The Hong Kong Institute of Engineers
iRecycle ESG Award 2025 <ul style="list-style-type: none"> iRecycle Sustainability Award 	iRecycle Charity Foundation
TVB ESG Awards 2024 <ul style="list-style-type: none"> Outstanding ESG Award Best in ESG Practices Best in ESG Report ESG Social Innovative Technology Award 	Television Broadcasts Limited
UNSDG Achievement Awards 2024 <ul style="list-style-type: none"> Organisation Awards – Bronze Individual SDG Award – Goal 3: Good Health and Well-being Nina Park Individual SDG Award – Goal 10: Reduced Inequalities One Beat, One World: Connecting Through the Drum 	Green Council
Wastewi\$e Certificate <ul style="list-style-type: none"> Excellent: Headquarters Office, 9 managed properties, hotels, and residences Good: 5 managed properties 	Environmental Campaign Committee
Energywi\$e Certificate <ul style="list-style-type: none"> Excellent: 10 managed properties, hotels, and residence Good: 3 managed properties 	Environmental Campaign Committee
IAQwi\$e Certificate: <ul style="list-style-type: none"> Excellent: Headquarters Office, 7 managed properties 	Environmental Campaign Committee
The 50 th International Exhibition of Inventions Geneva <ul style="list-style-type: none"> Gold Medal 5G-powered Cooling Load Prediction System for Sustainable Shopping Malls 	Swiss Government, Republic and Canton of Geneva, City of Geneva, World Intellectual Property Organisation
2025-2026 ASHRAE Region XIII Technology Award <ul style="list-style-type: none"> Category I: Commercial Buildings (New) – Regional Merit Certificate NINA MALL 	ASHRAE

Excellence in Service Quality

Awards or Certifications	Issuing Authorities
NEXX 5th Asia's Best E-Tailing Awards 2024 <ul style="list-style-type: none"> Best Hospitality Experience Best Experience – Culture and Community 	NEXX Innovation Alliance
Hong Kong Professional Building Inspectors Academy (BIA) Award 2024 <ul style="list-style-type: none"> Caring Service of the Year ECHO HOUSE 	Hong Kong Professional Building Inspection Academy
Monde Selection Quality Award 2025 <ul style="list-style-type: none"> Gold Award Nina Patisserie – Palmier 	Monde Selection
01 Gold Medal Awards 2024 <ul style="list-style-type: none"> Outstanding Lifestyle Mall NINA MALL Outstanding New Generation Family Leisure Hotspots D-PARK Outstanding Sales and Marketing ECHO HOUSE 	HK01
Loyalty and Engagement Awards 2025 <ul style="list-style-type: none"> Best Use of Corporate Social Responsibility CCG Hearts Loyalty Programme 	Marketing Interactive
Quality Tourism Services Scheme	Hong Kong Tourism Board
Travellers' Choice 2025	TripAdvisor
Universal Design Award Scheme 2024/2025 <ul style="list-style-type: none"> Gold Awards NINA MALL 2; Papillons Square; One Hennessy; Café Circles; RÚ; Ah Yung Kitchen; Canton Pot; I-O-N KWUN TONG; I-O-N WONG CHUK HANG Silver Awards Shun Fook Barn; Headquarters office; Nina Park Special Recognition Award and Gold Award Central Market 	Equal Opportunities Commission
Vega Digital Awards 2024 <ul style="list-style-type: none"> Website & Mobile Sites – User Experience – Gold Winner Nina Park 	International Awards Associate

Excellence in a Workplace

Awards or Certifications	Issuing Authorities	Awards or Certifications	Issuing Authorities
17th Outstanding OSH Employees Award		Cyber Security Staff Awareness Recognition Scheme 2024/25	Hong Kong Internet Registration Corporation Limited and Information System Audit and Control Association (China Hong Kong Chapter)
<ul style="list-style-type: none"> Organisation/Enterprise – Front-line worker group Nina Tower 	Occupational Safety and Health Council	<ul style="list-style-type: none"> Recognition of Platinum 	
25th Construction Safety Award		Employee Experience Awards 2025	Human Resources Online
<ul style="list-style-type: none"> Best Safety Enhancement Program for Lifting Operation – Bronze Award In One Competition on Safety Culture – Near Miss Reporting and Best Practices Award – Bronze Award In One Best Safety Enhancement Program for Working at Height and Working above Ground – Merit Award In One Competition on Safety Culture - 5S Good Housekeeping Best Practices Award – Merit Award In One Competition on Safety Culture - Best Operation of Construction Site Activity Team – Merit Award In One Competition on Safety Culture – Best Safety Culture Site – Merit Award In One 	Occupational Safety and Health Council	<ul style="list-style-type: none"> Best Digital Employee Engagement Strategy – Gold Award 	
		ERB Manpower Developer Award Scheme	Employee Retraining Board
		<ul style="list-style-type: none"> Manpower Developer 	
		Good Employee Recognition Campaign 2025	Labour Department, Hong Kong SAR Government
		Good MPF Employer Award	Mandatory Provident Fund Scheme Authority
		Green Office Awards Labelling Scheme and Eco-Healthy Workplace Awards Labelling Scheme Headquarters office	World Green Organisation
		Heart Caring Organisation Award	
		<ul style="list-style-type: none"> Construction Industry – Excellence Organisations IN ONE 	Occupational Safety and Health Council
		HR Asia Best Companies to Work for in Asia 2025	Business Media International and HR Asia

Charters, Pledges & Membership

Name of Charter/Pledge	Organisation(s)
4T Charter	Environment and Ecology Bureau and Electrical and Mechanical Services Department, Hong Kong SAR Government
Charter on External Lighting	Environment and Ecology Bureau, Hong Kong SAR Government
Cherish Water Charter ECH ₂ O	Water Supplies Department, Hong Kong SAR Government and Green Council
EatSmart Restaurant	Department of Health, Hong Kong SAR Government
Earth Hour Pledge	World Wide Fund for Nature Hong Kong
Energy Saving Charter	Electrical and Mechanical Services Department, Hong Kong SAR Government
Food Wise Charter	Environment and Ecology Bureau, Hong Kong SAR Government
Food Wise Eateries Scheme	Environmental Protection Department, Hong Kong SAR Government
Good Employer Charter 2025	Labour Department, Hong Kong SAR Government
Green Shop	Green Council
Halal Certification	The Incorporated Trustees of the Islamic Community Fund of Hong Kong
Heart Caring Charter	Occupational Safety and Health Council
Hong Kong Green Day – Green Pledge	Green Council
Hong Kong Green Day – Green Restaurant	Green Council
Joyful@Healthy Workplace	Occupational Safety and Health Council
Mental Health Workplace Charter	Occupational Safety and Health Council
No Shark Fin Restaurant Pledge	World Wide Fund for Nature Hong Kong
The Racial Diversity & Inclusion Charter for Employers	Equal Opportunities Commission

Nature of Membership	Name of Organisation/Association
Ordinary Member	Asian Corporate Coalition for Climate Change Resilience
Council Member	Business Environment Council
Coral Member	Caring Company's Patron's Club
Real Estate Member	Global Real Estate Sustainability Benchmark
Gold Member	Green Council
Corporate Member	Hong Kong Association of Gerontology
Member	Hong Kong General Chamber of Commerce
Platinum Patron Member	Hong Kong Green Building Council
Member	Hong Kong Hotels Association
Corporate Member	The American Chamber of Commerce (Hong Kong)
Corporate Member	The Elderly Services Association of Hong Kong
Member	The Federation of Hong Kong Hotel Owners
Sunlight Member	The Green Earth
Full Member	The Hong Kong Association of Property Management Companies Limited
Member	The Hong Kong Green Finance Association
Member	The Hong Kong Security Association
Corporate Member	The Singapore Chamber of Commerce (Hong Kong)
Early Adopter	The Taskforce on Nature-related Financial Disclosures
Gold Level Member	U.S. Green Building Council
Silver Member	World Wide Fund for Nature Hong Kong
Member	World Wide Fund Sustainable Seafood Business Membership Programme

HKEX ESG Reporting Code Content Index

Part B: Mandatory Disclosure Requirements

Mandatory Disclosure Requirements	Reference Sections
Governance Structure	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance
Reporting Principles	About This Report
Reporting Boundary	About This Report

Part C: “Comply or explain” Provisions

Subject Areas, Aspects, General Disclosures & KPIs		Description	Reference Section & Remarks
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.	Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines Pursuing Our Continuous Efforts in Environmental Management
	KPI A1.1	The types of emissions and respective emissions data.	Appendices – Performance Data
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Our Sustainability Focus Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation; Climate Resilience
	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.	

Subject Areas, Aspects, General Disclosures & KPIs		Description	Reference Section & Remarks
A. Environmental			
Aspect A1: Emissions	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.	All hazardous waste generated from our operations is collected, transported, and treated by licensed and certified contractors in compliance with applicable environmental regulations. Given the nature of our businesses, the volume of hazardous waste is minimal and not considered material to our operations. Nonetheless, we remain committed to ensuring its safe and responsible disposal. In terms of non-hazardous waste, we are actively reviewing our waste management processes to identify opportunities for reduction. While formal reduction targets have not yet been established, we are in the process of collecting baseline data and assessing key waste streams. This will inform the development of measurable, time-bound non-hazardous waste reduction targets in the upcoming reporting period. In the interim, we continue to implement waste segregation, recycling initiatives, and employee awareness campaigns to minimise our impact. Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation – Waste Management
Aspect A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</i>	Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines
	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).	Appendices – Performance Data Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Appendices – Performance Data Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation

Subject Areas, Aspects, General Disclosures & KPIs	Description	Reference Section & Remarks
A. Environmental		
Aspect A2: Use of Resources	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. Our Sustainability Focus Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation
	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. The Group does not have any issue in sourcing water that is fit for purpose. Our Sustainability Focus Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. Packaging material usage is currently not material to our core operations, as our businesses do not involve significant production or distribution of packaged goods.
Aspect A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources. Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines Pursuing Our Continuous Efforts in Environmental Management
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems

Subject Areas, Aspects, General Disclosures & KPIs	Description	Reference Section & Remarks
B. Social		
Employment & Labour Practices		
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. Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines Creating Influential Social Values – Human Capital; Promoting Workforce Diversity; A Future Ready Workforce; Dedication to Occupational Health, Safety & Well-Being
	KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. Appendices – Performance Data Creating Influential Social Values – Human Capital
	KPI B1.2	Employee turnover rate by gender, age group and geographical region. Appendices – Performance Data
	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. Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines Creating Influential Social Values – Dedication to Occupational Health, Safety & Well-Being
Aspect B2: 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. Appendices – Performance Data Creating Influential Social Values – Dedication to Occupational Health, Safety & Well-Being
	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. Creating Influential Social Values – Dedication to Occupational Health, Safety & Well-Being

Subject Areas, Aspects, General Disclosures & KPIs	Description	Reference Section & Remarks
B. Social		
Employment & Labour Practices		
Aspect B3: Development and Training	General Disclosure	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p><i>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</i></p> <p>Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines</p> <p>Creating Influential Social Values</p>
	KPI B3.1	<p>The percentage of employees trained by gender and employee category (e.g. senior management, middle management).</p> <p>Appendices – Performance Data</p> <p>Creating Influential Social Values – Promoting Workforce Diversity; A Future Ready Workforce</p>
	KPI B3.2	<p>The average training hours completed per employee by gender and employee category.</p>
Aspect B4: Labour Standards	General Disclosure	<p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>The Group has implemented several key policies, including Group Human Resources Management Policy, Staff Recruitment Policy, Employment Termination Policy and Supplier Code of Conduct</p> <p>Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines; Business Ethics & Integrity; Supply Chain Management</p> <p>Creating Influential Social Values</p>
	KPI B4.1	<p>Description of measures to review employment practices to avoid child and forced labour.</p> <p>The Group has implemented several key policies, including Group Human Resources Management Policy, Supplier Code of Conduct and Whistle-blowing Policy</p> <p>The Group has implemented robust recruitment and employment practices to prevent the use of child and forced labour. As part of our hiring process, all candidates are required to present valid identification and proof of age to ensure compliance with legal minimum age requirements. Employment terms and conditions, including job responsibilities, compensation, working hours, and termination clauses, are clearly communicated and mutually agreed upon before onboarding.</p> <p>Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity; Supply Chain Management</p> <p>Creating Influential Social Values – Human Capital</p>

Subject Areas, Aspects, General Disclosures & KPIs	Description	Reference Section & Remarks
B. Social		
Employment & Labour Practices		
Aspect B4: Labour Standards	KPI B4.2	<p>Description of steps taken to eliminate such practices when discovered.</p> <p>The Group has implemented several key policies, including Group Human Resources Management Policy, Supplier Code of Conduct and Whistle-blowing Policy.</p> <p>The Group strictly prohibits the employment of any child or forced labour. In our recruitment process, all candidates are required to provide their valid identification documents and all terms and conditions in the employment contract are clearly communicated with the candidate. To further safeguard against any violations, the Group has implemented internal monitoring systems and a formal whistle-blowing mechanism. This channel allows employees and stakeholders to confidentially report any suspected misconduct, including labour rights violations, without fear of retaliation. All reported cases are investigated promptly and thoroughly.</p> <p>While no incidents of child or forced labour were identified during the Reporting Period, the Group remains vigilant. In the event such practices are discovered, immediate corrective actions would be taken, which may include suspension or termination of the employment or supplier relationship, reporting to relevant authorities, and a review of internal controls to prevent recurrence.</p> <p>Governance as the Foundation to Set our Core Principles – Supply Chain Management; Business Ethics & Integrity</p>
Operating Practices		
Aspect B5: Supply Chain Management	General Disclosure	<p>Policies on managing environmental and social risks of the supply chain.</p> <p>Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines; Supply Chain Management</p>
	KPI B5.1	<p>Number of suppliers by geographical region.</p> <p>Appendices – Performance Data</p> <p>Governance as the Foundation to Set our Core Principles – Supply Chain Management</p>
	KPI B5.2	<p>Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.</p> <p>Governance as the Foundation to Set our Core Principles – Supply Chain Management</p>
	KPI B5.3	<p>Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.</p>

Subject Areas, Aspects, General Disclosures & KPIs		Description	Reference Section & Remarks
B. Social			
Operating Practices			
Aspect B5: Supply Chain Management	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Governance as the Foundation to Set our Core Principles – Supply Chain Management Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
Aspect B6: Product Responsibility	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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Chinachem Group Corporate Website: Data Privacy Policy – Data Privacy and Security Policy Statement Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines; Business Ethics & Integrity Creating Influential Social Values – Ensuring Customer & Tenant Satisfaction through Service Excellence
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	In FY2024/25, there were no product recalls related to safety or health concerns.
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	During the Reporting Period, the Group received 1,096 product and service-related complaints. All complaints are handled with care and resolved in a timely and satisfactory manner. We are optimising our complaint management processes to improve efficiency and responsiveness. Insights gained from complaints are used to enhance service quality and prevent recurrence. The Group values customer feedback as a key driver of continuous improvement and remains committed to maintaining high standards of customer satisfaction and accountability.
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity
	KPI B6.4	Description of quality assurance process and recall procedures.	Creating Influential Social Values – Ensuring Customer & Tenant Satisfaction through Service Excellence
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Chinachem Group Corporate Website: Data Privacy Policy – Data Privacy and Security Policy Statement Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity

Subject Areas, Aspects, General Disclosures & KPIs		Description	Reference Section & Remarks
B. Social			
Operating Practices			
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.	Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines; Business Ethics & Integrity
	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.	In FY2024/25, there were no concluded legal cases. Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	Appendices – Performance Data Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity Creating Influential Social Values – A Future Ready Workforce
Community			
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.	The Group has adopted the Donations and Non-Commercial Sponsorship Policy Creating Influential Social Values – Investing in Our Community to Drive Social Impact
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Creating Influential Social Values – Investing in Our Community to Drive Social Impact
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	

Part D: Climate-related Disclosures

Disclosure Areas	Description	Reference Sections & Remarks	Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures			Climate-related Disclosures		
(I) Governance			(II) Strategy		
Governance	19. An issuer shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about: (I) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities; (II) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities; (III) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; (IV) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: (I) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and (II) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Governance as the Foundation to Set Our Core Principles – Setting High Standards of ESG Governance; Stakeholder Engagement & Double Materiality Assessment; Risk Management & Internal Control Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience	Climate-related risks and opportunities	20. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall: (a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term; (b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk; (c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and (d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
			Business model and value chain	21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and (b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
			Strategy and decision-making	22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: (a) Information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about: (I) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities; (II) current and anticipated adaptation and mitigation efforts (whether direct or indirect); (III) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and (IV) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and (b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
				23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	

Governance as the Foundation to Set Our Core Principles – Setting High Standards of ESG Governance; Stakeholder Engagement & Double Materiality Assessment; Risk Management & Internal Control

Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(II) Strategy		
Financial position, financial performance, and cash flows: Current financial effect	24. An issuer shall disclose qualitative and quantitative information about: <ul style="list-style-type: none"> (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. 	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
Financial position, financial performance, and cash flows: Anticipated financial effect	25. The issuer shall provide qualitative and quantitative disclosures about: <ul style="list-style-type: none"> (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: <ul style="list-style-type: none"> (I) its investment and disposal plans; and (II) its planned sources of funding to implement its strategy; and (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. 	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
Climate resilience	26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose: <ul style="list-style-type: none"> (a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of: <ul style="list-style-type: none"> (I) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis; (II) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and (III) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term; (b) how and when the climate-related scenario analysis was carried out, including: <ul style="list-style-type: none"> (I) information about the inputs used, including: <ul style="list-style-type: none"> (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis); (II) the key assumptions the issuer made in the analysis; and (III) the reporting period in which the climate-related scenario analysis was carried out. 	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(III) Risk Management		
Risk Management	27. An issuer shall disclose information about: <ul style="list-style-type: none"> (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about: <ul style="list-style-type: none"> (I) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); (II) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks; (III) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria); (IV) whether and how the issuer prioritises climate-related risks relative to other types of risks; (V) how the issuer monitors climate-related risks; and (VI) whether and how the issuer has changed the processes it uses compared with the previous reporting period; (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process. 	Governance as the Foundation to Set Our Core Principles – Risk Management & Internal Control Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(IV) Metrics & Targets		
Greenhouse gas emissions	28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO ₂ equivalent, classified as:	
	(a) Scope 1 greenhouse gas emissions	Appendices – Performance Data
	(b) Scope 2 greenhouse gas emissions; and	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
	(c) Scope 3 greenhouse gas emissions.	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience CCG has formally reported Scope 3 emissions under Category 2: Capital Goods since FY2023/24. Beginning in FY2024/25, Chinachem Group expands its Scope 3 reporting to include Category 13: Downstream Leased Assets, covering activities under Property Services and Nina Hospitality (one service apartment).

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(IV) Metrics & Targets		
Greenhouse gas emissions	29. An issuer shall:	
	(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	Appendices – Performance Data Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
	(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
	(I) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	
	(II) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	
	(III) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	
	(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	CCG has formally reported Scope 3 emissions under Category 2: Capital Goods since FY2023/24. Beginning in FY2024/25, Chinachem Group expands its Scope 3 reporting to include Category 13: Downstream Leased Assets, covering activities under Property Services and Nina Hospitality (one service apartment).
Climate-related transition risks	30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	The specific amount and percentage of assets or business activities have not been disclosed for the current reporting period.

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(IV) Metrics & Targets		
Climate-related physical risks	31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	CCG have conducted a Value at Risk Assessment for each type of physical risk identified, excluding wildfire and drought stress, which were considered non-material. The results indicate a minimal and immaterial financial impact projection, concluding that no property is currently considered financially material under these physical climate risks. Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
Climate-related opportunities	32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	The specific amount and percentage of assets or business activities have not been disclosed for the current reporting period.
Capital deployment	33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	The amount of capital expenditure, financing or investment deployed have not been disclosed for the current reporting period.
Internal carbon prices	34. An issuer shall disclose: (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	Chinachem Group has not adopted an internal carbon price in its decision-making processes.

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(IV) Metrics & Targets		
Remuneration	35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	Information not available. The Group will explore the feasibility of disclosing further information in the future.
Industry-based metrics	36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Appendices – Performance Data
Climate-related targets	37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose: (a) the metric used to set the target; (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); (d) the period over which the target applies; (e) the base period from which progress is measured; (f) milestones or interim targets (if any); (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(IV) Metrics and Targets		
Climate-related targets	38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
	(a) whether the target and the methodology for setting the target has been validated by a third party;	Pursuing Our Continuous Efforts in Environmental Management – Climate Resilience
	(b) the issuer's processes for reviewing the target;	Governance as the Foundation to Set Our Core Principles – Setting High Standards of ESG Governance; Stakeholder Engagement & Double Materiality Assessment Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
	(c) the metrics used to monitor progress towards reaching the target; and	No major revision have been made to the climate-related target.
	(d) any revisions to the target and an explanation for those revisions.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience

Disclosure Areas	Description	Reference Sections & Remarks
Climate-related Disclosures		
(IV) Metrics and Targets		
Climate-related targets	39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience Appendices – Performance Data
	40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
	(a) which greenhouse gases are covered by the target;	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	Appendices – Performance Data
	(d) whether the target was derived using a sectoral decarbonisation approach; and	
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	Chinachem Group has not planned to purchase or utilise carbon credits to offset greenhouse gas emissions.
	(I) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	
	(II) which third-party scheme(s) will verify or certify the carbon credits;	
	(III) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
	(IV) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	
Applicability of cross-industry metrics and industry-based metrics	41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience Appendices – Performance Data

GRI Content Index

Statement of use

Chinachem Group Holdings Limited has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	GRI	Description	Reference Sections & Remarks
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	About This Report About Chinachem Group Chinachem Group Corporate Website – About Us; Business
	2-2	Entities included in the organization's sustainability reporting	About This Report
	2-3	Reporting period, frequency and contact point	About This Report This Report was published online in December 2025 and can be found on Chinachem Group's dedicated Sustainability Report website
	2-4	Restatements of information	Appendices – Performance Data Restatements of information, where applicable, are clearly indicated in the relevant footnotes.
	2-5	External assurance	Appendices – Verification Statement
	2-6	Activities, value chain and other business relationships	About This Report About Chinachem Group Governance as the Foundation to Set our Core Principles – Supply Chain Management Chinachem Group Corporate Website – About Us; Business
	2-7	Employees	Creating Influential Social Values Appendices – Performance Data
	2-8	Workers who are not employees	Creating Influential Social Values Appendices – Performance Data
	2-9	Governance structure and composition	Governance as the Foundation to Set our Core Principles
	2-10	Nomination and selection of the highest governance body	Chinachem Group Corporate Website – About Us; Governance
	2-11	Chair of the highest governance body	
	2-12	Role of the highest governance body in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	

GRI Standard	GRI	Description	Reference Sections & Remarks
General Disclosures			
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity The Group has adopted the Conflict of Interest Policy.
	2-16	Communication of critical concerns	Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity The Group has adopted the Whistle-blowing Policy.
	2-17	Collective knowledge of the highest governance body	Relevant information is not currently available. The Group will explore the feasibility of disclosing further details.
	2-18	Evaluation of the performance of the highest governance body	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance
	2-19	Remuneration policies	Relevant information is not currently available. The Group will explore the feasibility of disclosing further details.
	2-20	Process to determine remuneration	
	2-21	Annual total compensation ratio	
	2-22	Statement on sustainable development strategy	Message from CEO Our Sustainability Focus Looking Ahead
	2-23	Policy commitments	Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines
	2-24	Embedding policy commitments	The Group is currently reviewing the feasibility of making relevant policy commitments publicly available.
	2-25	Processes to remediate negative impacts	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance; Stakeholder Engagement & Double Materiality Assessment; Risk Management & Internal Control; Business Ethics & Integrity
	2-26	Mechanisms for seeking advice and raising concerns	
	2-27	Compliance with laws and regulations	During the Reporting Period, the Group has not been subject to any significant fines or non-monetary sanctions due to non-compliance with relevant laws or regulations.
	2-28	Membership associations	Appendices – Charters, Pledges & Memberships

GRI Standard	GRI	Description	Reference Sections & Remarks
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Governance as the Foundation to Set our Core Principles – Stakeholder Engagement & Double Materiality Assessment
	3-2	List of material topics	
Economic Performance			
GRI 3: Material Topics 2021	3-3	Management of material topics	Information not disclosed, the Group will explore the feasibility of disclosing further information in the future.
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	About Chinachem Group Relevant information is selectively disclosed with certain details withheld due to confidentiality considerations.
	201-2	Financial implications and other risks and opportunities due to climate change	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
	201-3	Defined benefit plan obligations and other retirement plans	Relevant information is not currently available. The Group will explore the feasibility of disclosing further details.
	201-4	Financial assistance received from government	
Anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance as the Foundation to Set Our Core Principles
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Governance as the Foundation to Set Our Core Principles – Business Ethics & Integrity The Group has not disclosed the total number or percentage of operations assessed for corruption-related risks, nor the specific significant risks identified through such assessments. The Group will evaluate the feasibility of providing more detailed disclosures in future reporting cycles.
	205-2	Communication and training about anti-corruption policies and procedures	Governance as the Foundation to Set Our Core Principles – Business Ethics & Integrity Appendices – Performance Data
	205-3	Confirmed incidents of corruption and actions taken	Governance as the Foundation to Set Our Core Principles – Business Ethics & Integrity There were no concluded legal cases regarding corrupt practices brought against the Group or its employees during the Reporting Period.

GRI Standard	GRI	Description	Reference Sections & Remarks
Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Pursuing Our Continuous Efforts in Environmental Management
GRI 103: Energy 2025	103-1	Energy policies and commitments	Governance as the Foundation to Set Our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation
	103-2	Energy consumption and self-generation within the organization	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation Appendices – Performance Data
	103-3	Upstream and downstream energy consumption	Pursuing Our Continuous Efforts in Environmental Management Appendices – Performance Data The Group is actively collecting energy consumption data from construction sites in collaboration with contractors as specified in contractual agreements, conducting energy audits, and gathering energy usage information from tenants. Efforts are ongoing to enhance the data collection mechanisms to support more comprehensive and accurate disclosures in the future.
	103-4	Energy intensity	Sustainability Performance at a Glance Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation Appendices – Performance Data
	103-5	Reduction in energy consumption	Pursuing Our Continuous Efforts in Environmental Management
Water & Effluents			
GRI 3: Material Topics 2021	3-3	Management of material topics	Pursuing Our Continuous Efforts in Environmental Management
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	
	303-2	Management of water discharge-related impacts	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation
	303-3	Water withdrawal	In this Report, this refers to the water sourced from WSD for direct use in our operations. This includes water utilised for activities such as flushing, cleaning, and freshwater cooling towers. The primary source of water for our operations is municipal water supplies, which is provided by local water supply authority. We do not directly extract surface or groundwater. As a result, providing a detailed breakdown of water withdrawal by source (e.g. surface water, groundwater, etc.) is considered not applicable.
	303-4	Water discharge	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation
	303-5	Water consumption	Appendices – Performance Data

GRI Standard	GRI	Description	Reference Sections & Remarks
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Pursuing Our Continuous Efforts in Environmental Management
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation – Carbon Footprint Management; Climate Resilience
	305-2	Energy indirect (Scope 2) GHG emissions	Appendices – Performance Data
	305-3	Other indirect (Scope 3) GHG emissions	Our selected base year for CCG 3050+ is in alignment with the SBTi criteria and has been validated by SBTi.
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation
	305-6	Emissions of ozone-depleting substances (ODS)	Relevant information is not currently available. The Group will explore the feasibility of disclosing further details.
	305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Appendices – Performance Data
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topics	Pursuing Our Continuous Efforts in Environmental Management
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	
	306-2	Management of significant waste-related impacts	
	306-3	Waste generated	Appendices – Performance Data
	306-4	Waste diverted from disposal	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation
			Appendices – Performance Data
	306-5	Waste directed to disposal	Appendices – Performance Data
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance as the Foundation to Set Our Core Principles - Supply Chain Management
			Pursuing Our Continuous Efforts in Environmental Management
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Appendices – Performance Data
	308-2	Negative environmental impacts in the supply chain and actions taken	Appendices – Performance Data

GRI Standard	GRI	Description	Reference Sections & Remarks
Employment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Influential Social Values – Human Capital; Promoting Workforce Diversity; Dedication to Occupational Health, Safety & Well-Being
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Appendices – Performance Data
			The data includes full-time employees only. The Group will consider the feasibility of disclosing further information for other employees in the future.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Creating Influential Social Values – Human Capital
	401-3	Parental leave	Creating Influential Social Values – Human Capital; Promoting Workforce Diversity
			Appendices – Performance Data
			Female employees under a continuous employment relationship with the Group are entitled to 14 consecutive weeks of maternity leave for each pregnancy. Male employees under a continuous employment relationship are entitled to five working days of paternity leave for each child born.
Occupational Health & Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Influential Social Values – Human Capital; Promoting Workforce Diversity; Dedication to Occupational Health, Safety & Well-Being
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Creating Influential Social Values – Dedication to Occupational Health, Safety & Well-Being
			Governance as the Foundation to Set Our Core Principles – Risk Management & Internal Control
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8	Workers covered by an occupational health and safety management system	
	403-9	Work-related injuries	Creating Influential Social Values – Dedication to Occupational Health, Safety & Well-Being
			Appendices – Performance Data
	403-10	Work-related ill health	Appendices – Performance Data

GRI Standard	GRI	Description	Reference Sections & Remarks
Training & Education			
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Influential Social Values
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Creating Influential Social Values – Promoting Workforce Diversity; A Future Ready Workforce Appendices – Performance Data
	404-2	Programs for upgrading employee skills and transition assistance programs	Creating Influential Social Values – Promoting Workforce Diversity; A Future Ready Workforce; Dedication to Occupational Health, Safety & Well-Being
	404-3	Percentage of employees receiving regular performance and career development reviews	Appendices – Performance Data The data includes full-time employees only. The Group will consider the feasibility of disclosing further information for other employees in the future.
Diversity & Equal Opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Influential Social Values – Promoting Workforce Diversity
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Creating Influential Social Values – Promoting Workforce Diversity Appendices – Performance Data
	405-2	Ratio of basic salary and remuneration of women to men	The Group applies a consistent Staff Reward and Grading Policy to all employees, regardless of gender, age, religion, origin, disability, or sexual orientation. This policy ensures equal opportunity in remuneration and benefits based on role, responsibilities, and performance. At present, the ratio of basic salary and remuneration of women to men is not disclosed due to confidentiality considerations.
Non-discrimination			
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance as the Foundation to Set Our Core Principles – Business Ethics & Integrity Creating Influential Social Values – Promoting Workforce Diversity
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	There were no confirmed incidents or non-compliances or grievances during the Reporting Period Appendices – Performance Data
Child Labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance as the Foundation to Set our Core Principles – Compliance & Our Sustainability-Related Policies & Guidelines; Business Ethics & Integrity; Supply Chain Management
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Creating Influential Social Values – Human Capital The Group has implemented robust recruitment and employment practices to prevent the use of child and forced labour. As part of our hiring process, all candidates are required to present valid identification and proof of age to ensure compliance with legal minimum age requirements. Employment terms and conditions, including job responsibilities, compensation, working hours, and termination clauses, are clearly communicated and mutually agreed upon before onboarding.

GRI Standard	GRI	Description	Reference Sections & Remarks
Forced or Compulsory labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance as the Foundation to Set our Core Principles – Supply Chain Management; Business Ethics & Integrity
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Creating Influential Social Values – Human Capital The Group's operation is not considered to have significant risk for incidents of forced or compulsory labour.
Local Communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Influential Social Values – Investing in Our Community to Drive Social Impact
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Creating Influential Social Values – Investing in Our Community to Drive Social Impact CCG conducted social impact assessments for two project during the Reporting Period.
	413-2	Operations with significant actual and potential negative impacts on local communities	The Group is not aware of any operations with significant actual and potential negative impacts on local communities.
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance as the Foundation to Set our Core Principles – Supply Chain Management
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Appendices – Performance Data
	414-2	Negative social impacts in the supply chain and actions taken	The Group has initiated the process of collecting data related to negative social impacts within its supply chain. Disclosure of this information is planned for a future Sustainability Report, subject to the availability and quality of the collected data meeting internal standards for accuracy and reliability.
Customer Health & Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Influential Social Values – Ensuring Customer & Tenant Satisfaction through Service Excellence; Investing in Our Community to Drive Social Impact
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no confirmed incidents or non-compliances regarding the health and safety impacts of products and services during the Reporting Period.
Customer Privacy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity; Supply Chain Management Creating Influential Social Values – A Future Ready Workforce Chinachem Group Corporate Website: Data Privacy Policy – Data Privacy & Security Policy Statement
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance as the Foundation to Set our Core Principles – Business Ethics & Integrity There were no confirmed incidents or non-compliances regarding breaches of customer privacy and losses of customer data during the Reporting Period.

ISSB Standards Content Index

IFRS S1 Content Index

The IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information ("IFRS S1") was introduced by the International Sustainability Standards Board ("ISSB") in June 2023. This introduction signifies a crucial turning point in the realm of sustainability disclosures within the global financial markets, enhancing the reliability and credibility of corporate sustainability information for investment decision-making. Our Group, as one of the pioneers in Hong Kong, now prepare our disclosure with reference to IFRS S1.

Paragraph	Description	Reference Sections & Remarks
Governance		
26	The objective of sustainability-related financial disclosures on governance is to enable users of general purpose financial reports to understand the governance processes, controls and procedures an entity uses to monitor, manage and oversee sustainability-related risks and opportunities.	
27	To achieve this objective, an entity shall disclose information about: <ul style="list-style-type: none"> (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about: <ul style="list-style-type: none"> (I) how responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s); (II) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities; (III) how and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities; (IV) how the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and (V) how the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets (see paragraph 51), including whether and how related performance metrics are included in remuneration policies. (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about: <ul style="list-style-type: none"> (I) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and (II) whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. 	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance; Compliance & Our Sustainability-Related Policies & Guidelines; Stakeholder Engagement & Double Materiality Assessment; Risk Management & Internal Control; Sustainable Financing & Responsible Investment Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
Strategy		
28	The objective of sustainability-related financial disclosures on strategy is to enable users of general purpose financial reports to understand an entity's strategy for managing sustainability-related risks and opportunities.	

Paragraph	Description	Reference Sections & Remarks
Strategy		
29	Specifically, an entity shall disclose information to enable users of general purpose financial reports to understand: <ul style="list-style-type: none"> (a) the sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects (see paragraphs 30 – 31); (b) the current and anticipated effects of those sustainability-related risks and opportunities on the entity's business model and value chain (see paragraph 32); (c) the effects of those sustainability-related risks and opportunities on the entity's strategy and decision-making (see paragraph 33); (d) the effects of those sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those sustainability-related risks and opportunities have been factored into the entity's financial planning (see paragraphs 34 – 40); and (e) The resilience of the entity's strategy and its business model to those sustainability-related risks (see paragraphs 41 – 42). 	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation; Climate Resilience Governance as the Foundation to Set Our Core Principles – Sustainable Financing & Responsible Investment
Sustainability-Related Risks and Opportunities		
30	An entity shall disclose information that enables users of general purpose financial reports to understand the sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall: <ul style="list-style-type: none"> (a) describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects; (b) specify the time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur; and (c) explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making. 	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
31	Short-, medium-and long-term time horizons can vary between entities and depend on many factors, including industry-specific characteristics, such as cash flow, investment and business cycles, the planning horizons typically used in an entity's industry for strategic decision-making and capital allocation plans, and the time horizons over which users of general purpose financial reports conduct their assessments of entities in that industry.	

Paragraph	Description	Reference Sections & Remarks
Business Model & Value Chain		
32	An entity shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain. Specifically, the entity shall disclose: <ul style="list-style-type: none"> (a) a description of the current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain; and (b) a description of where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). 	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
Strategy & Decision Making		
33	An entity shall disclose information that enables users of general purpose financial reports to understand the effects of sustainability-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose information about: <ul style="list-style-type: none"> (a) how the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making; (b) the progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information; and (c) trade-offs between sustainability-related risks and opportunities that the entity considered (for example, in making a decision on the location of new operations, an entity might have considered the environmental impacts of those operations and the employment opportunities they would create in a community). 	Our Sustainability Focus Governance as the Foundation to Set Our Core Principles Pursuing Our Continuous Efforts in Environmental Management
Financial Position, Financial Performance & Cash Flows		
34	An entity shall disclose information that enables users of general purpose financial reports to understand: <ul style="list-style-type: none"> (a) the effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects); and (b) the anticipated effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity's financial planning (anticipated financial effects). 	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
35	Specifically, an entity shall disclose quantitative and qualitative information about: <ul style="list-style-type: none"> (a) how sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; (b) the sustainability-related risks and opportunities identified in paragraph 35(a) for which there is a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements; (c) how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities, taking into consideration: <ul style="list-style-type: none"> (I) its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to; and (II) its planned sources of funding to implement its strategy; and (d) how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities. 	Governance as the Foundation to Set Our Core Principles – Sustainable Financing & Responsible Investment Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation

Paragraph	Description	Reference Sections & Remarks
Financial Position, Financial Performance & Cash Flows		
36	In providing quantitative information, an entity may disclose a single amount or a range.	
37	In preparing disclosures about the anticipated financial effects of a sustainability-related risk or opportunity, an entity shall: <ul style="list-style-type: none"> (a) use all reasonable and supportable information that is available to the entity at the reporting date without undue cost or effort (see paragraphs B8 – B10); and (b) use an approach that is commensurate with the skills, capabilities and resources that are available to the entity for preparing those disclosures. 	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
Resilience		
41	An entity shall disclose information that enables users of general purpose financial reports to understand its capacity to adjust to the uncertainties arising from sustainability-related risks. An entity shall disclose a qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon. When providing quantitative information, an entity may disclose a single amount or a range.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
Risk Management		
43	The objective of sustainability-related financial disclosures on risk management is to enable users of general purpose financial reports: <ul style="list-style-type: none"> (a) to understand an entity's processes to identify, assess, prioritise and monitor sustainability-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process; and (b) to assess the entity's overall risk profile and its overall risk management process. 	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance; Risk Management & Internal Control Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems
44	To achieve this objective, an entity shall disclose information about: <ul style="list-style-type: none"> (a) the processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks, including information about: <ul style="list-style-type: none"> (I) the inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes); (II) whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks; (III) how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria); (IV) whether and how the entity prioritises sustainability-related risks relative to other types of risk; (V) how the entity monitors sustainability-related risks; and (VI) whether and how the entity has changed the processes it uses compared with the previous reporting period; 	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance; Risk Management & Internal Control Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience; Protecting Ecosystems

Paragraph	Description	Reference Sections & Remarks
Risk Management		
44	<p>(b) the processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities; and</p> <p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.</p>	
Metrics & Targets		
45	The objective of sustainability-related financial disclosures on metrics and targets is to enable users of general purpose financial reports to understand an entity's performance in relation to its sustainability-related risks and opportunities, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.	
46	<p>An entity shall disclose, for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity's prospects:</p> <p>(a) metrics required by an applicable IFRS Sustainability Disclosure Standard; and</p> <p>(b) metrics the entity uses to measure and monitor:</p> <p>(i) that sustainability-related risk or opportunity; and</p> <p>(ii) its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulation.</p>	<p>Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation</p> <p>Appendices – Performance Data</p>
48	Metrics disclosed by an entity applying paragraphs 45 – 46 shall include metrics associated with particular business models, activities or other common features that characterise participation in an industry.	
49	If an entity discloses a metric taken from a source other than IFRS Sustainability Disclosure Standards, the entity shall identify the source and the metric taken.	About This Report
50	<p>If a metric has been developed by an entity, the entity shall disclose information about:</p> <p>(a) how the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source;</p> <p>(b) whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green – or RAG – status);</p> <p>(c) whether the metric is validated by a third party and, if so, which party; and</p> <p>(d) the method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made.</p>	We do not develop our own metrics; all the metrics featured in this Report align with the disclosure standards we reference to.

Paragraph	Description	Reference Sections & Remarks
Metrics & Targets		
51	<p>An entity shall disclose information about the targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation. For each target, the entity shall disclose:</p> <p>(a) the metric used to set the target and to monitor progress towards reaching the target;</p> <p>(b) the specific quantitative or qualitative target the entity has set or is required to meet;</p> <p>(c) the period over which the target applies;</p> <p>(d) the base period from which progress is measured;</p> <p>(e) any milestones and interim targets;</p> <p>(f) performance against each target and an analysis of trends or changes in the entity's performance; and</p> <p>(g) any revisions to the target and an explanation for those revisions.</p>	<p>Our Sustainability Focus</p> <p>Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance</p> <p>Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation</p> <p>Appendices – Performance Data</p>
52	The definition and calculation of metrics, including metrics used to set the entity's targets and monitor progress towards reaching them, shall be consistent over time. If a metric is redefined or replaced, an entity shall apply paragraph B52.	
53	An entity shall label and define metrics and targets using meaningful, clear and precise names and descriptions.	

IFRS S2 Content Index

The IFRS S2 Climate-related Disclosures ("IFRS S2") was introduced by the International Sustainability Standards Board ("ISSB") in June 2023. This introduction signifies a crucial turning point in the realm of sustainability disclosures within the global financial markets, enhancing the reliability and credibility of corporate sustainability information for investment decision-making. The Group, as one of the pioneers in Hong Kong, now prepare our disclosure with reference to IFRS S2.

Paragraph	Description	Reference Sections & Remarks
Governance		
5	The objective of climate-related financial disclosures on governance is to enable users of general purpose financial reports to understand the governance processes, controls and procedures an entity uses to monitor, manage and oversee climate-related risks and opportunities.	
6	To achieve this objective, an entity shall disclose information about: <ul style="list-style-type: none"> (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about: <ul style="list-style-type: none"> (I) how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s); (II) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities; (III) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities; (IV) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and (V) how the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets (see paragraphs 33–36), including whether and how related performance metrics are included in remuneration policies (see paragraph 29(g)). (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about: <ul style="list-style-type: none"> (I) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and (II) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. 	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance; Risk Management & Internal Control Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience

Paragraph	Description	Reference Sections & Remarks
Strategy		
8	The objective of climate-related financial disclosures on strategy is to enable users of general purpose financial reports to understand an entity's strategy for managing climate-related risks and opportunities.	
9	Specifically, an entity shall disclose information to enable users of general purpose financial reports to understand: <ul style="list-style-type: none"> (a) the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects (see paragraphs 10–12); (b) the current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain (see paragraph 13); (c) the effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan (see paragraph 14); (d) the effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning (see paragraphs 15–21); and (e) the climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities (see paragraph 22). 	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation Governance as the Foundation to Set Our Core Principles – Sustainable Financing & Responsible Investment
Climate-Related Risks & Opportunities		
10	An entity shall disclose information that enables users of general purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall: <ul style="list-style-type: none"> (a) describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects; (b) explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk; (c) specify, for each climate-related risk and opportunity the entity has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and (d) explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making. 	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience

Paragraph	Description	Reference Sections & Remarks
Business Model & Value Chain		
13	An entity shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain. Specifically, the entity shall disclose:	
(a)	a description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain; and	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
(c)	a description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	
Strategy and Decision Making		
14	An entity shall disclose information that enables users of general purpose financial reports to understand the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the entity shall disclose:	
(a)	information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about:	Our Sustainability Focus
(I)	current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy-or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments);	Governance as the Foundation to Set Our Core Principles
(II)	current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications);	Pursuing Our Continuous Efforts in Environmental Management
(III)	current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains);	
(IV)	any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies; and	
(V)	how the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described in accordance with paragraphs 33–36.	
(b)	information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).	
(c)	quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).	
Financial Position, Financial Performance & Cash Flows		
15	An entity shall disclose information that enables users of general purpose financial reports to understand:	
(a)	the effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects); and	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
(b)	the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	

Paragraph	Description	Reference Sections & Remarks
Financial Position, Financial Performance & Cash Flows		
16	Specifically, an entity shall disclose quantitative and qualitative information about:	
(a)	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;	Governance as the Foundation to Set Our Core Principles – Sustainable Financing & Responsible Investment
(b)	the climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements;	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
(c)	how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	
(I)	its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to; and	
(II)	its planned sources of funding to implement its strategy; and	
(d)	how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).	
17	In providing quantitative information, an entity may disclose a single amount or a range.	
18	In preparing disclosures about the anticipated financial effects of a climate-related risk or opportunity, an entity shall:	
(a)	use all reasonable and supportable information that is available to the entity at the reporting date without undue cost or effort; and	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
(b)	use an approach that is commensurate with the skills, capabilities and resources that are available to the entity for preparing those disclosures.	
Climate Resilience		
22	An entity shall disclose information that enables users of general purpose financial reports to understand the resilience of the entity's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities. The entity shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with the entity's circumstances (see paragraphs B1–B18). In providing quantitative information, the entity may disclose a single amount or a range. Specifically, the entity shall disclose:	
(a)	the entity's assessment of its climate resilience as at the reporting date, which shall enable users of general purpose financial reports to understand:	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
(I)	the implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis;	
(II)	the significant areas of uncertainty considered in the entity's assessment of its climate resilience;	
(III)	the entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including:	
(1)	the availability of, and flexibility in, the entity's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities;	
(2)	the entity's ability to redeploy, repurpose, upgrade or decommission existing assets; and	
(3)	the effect of the entity's current and planned investments in climate-related mitigation, adaptation and opportunities for climate resilience; and	

Paragraph	Description	Reference Sections & Remarks
Climate Resilience		
22	<p>(b) how and when the climate-related scenario analysis was carried out, including:</p> <p>(I) information about the inputs the entity used, including:</p> <ol style="list-style-type: none"> (1) which climate-related scenarios the entity used for the analysis and the sources of those scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) the time horizons the entity used in the analysis; and what scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis); <p>(II) the key assumptions the entity made in the analysis, including assumptions about:</p> <ol style="list-style-type: none"> (1) climate-related policies in the jurisdictions in which the entity operates; (2) macroeconomic trends; (3) national-or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources); (4) energy usage and mix; and (5) developments in technology; and <p>(III) the reporting period in which the climate-related scenario analysis was carried out (see paragraph B18).</p>	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
Risk Management		
24	The objective of climate-related financial disclosures on risk management is to enable users of general purpose financial reports to understand an entity's processes to identify, assess, prioritise and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process.	
25	To achieve this objective, an entity shall disclose information about:	
	<p>(a) the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:</p> <p>(I) the inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);</p> <p>(II) whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;</p> <p>(III) how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);</p> <p>(IV) whether and how the entity prioritises climate-related risks relative to other types of risk;</p> <p>(V) how the entity monitors climate-related risks; and</p> <p>(VI) whether and how the entity has changed the processes it uses compared with the previous reporting period</p>	<p>Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance; Risk Management & Internal Control</p> <p>Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience</p>

Paragraph	Description	Reference Sections & Remarks
Risk Management		
25	<p>(b) the processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and</p> <p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.</p>	
Metrics and Targets		
27	The objective of climate-related financial disclosures on metrics and targets is to enable users of general purpose financial reports to understand an entity's performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation.	
28	To achieve this objective, an entity shall disclose:	
	<p>(a) information relevant to the cross-industry metric categories (see paragraphs 29–31)</p> <p>(b) industry-based metrics that are associated with particular business models, activities or other common features that characterise participation in an industry (see paragraph 32); and</p> <p>(c) targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets (see paragraphs 33–37)/</p>	<p>Pursuing Our Continuous Efforts in Environmental Management – Demonstrating Green Building Leadership; Accelerating Our Green Transformation; Climate Resilience</p> <p>Appendices – Performance Data</p>
Climate-Related Metrics		
29	An entity shall disclose information relevant to the cross-industry metric categories of:	
	<p>(a) greenhouse gases—the entity shall:</p> <p>(I) disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO₂ equivalent (see paragraphs B19–B22), classified as:</p> <ol style="list-style-type: none"> (1) Scope 1 greenhouse gas emissions; (2) Scope 2 greenhouse gas emissions; and (3) Scope 3 greenhouse gas emissions; <p>(II) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions (see paragraphs B23–B25);</p>	<p>Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience</p> <p>Appendices – Performance Data</p>

Paragraph	Description	Reference Sections & Remarks
Climate-Related Metrics		
29	<p>(III) disclose the approach it uses to measure its greenhouse gas emissions (see paragraphs B26–B29) including:</p> <ol style="list-style-type: none"> the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions; the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes; <p>(IV) for Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)–(2), disaggregate emissions between:</p> <ol style="list-style-type: none"> the consolidated accounting group (for example, for an entity applying IFRS Accounting Standards, this group would comprise the parent and its consolidated subsidiaries); and other investees excluded from paragraph 29(a)(iv)(1) (for example, for an entity applying IFRS Accounting Standards, these investees would include associates, joint ventures and unconsolidated subsidiaries); <p>(V) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(2), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions (see paragraphs B30–B31); and</p> <p>(VI) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(3), and with reference to paragraphs B32–B57, disclose:</p> <ol style="list-style-type: none"> the categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011); and additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance (see paragraphs B58–B63); 	<p>About This Report</p> <p>Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience</p> <p>Appendices – Performance Data</p>
	(b) climate-related transition risks – the amount and percentage of assets or business activities vulnerable to climate-related transition risks;	
	(c) climate-related physical risks – the amount and percentage of assets or business activities vulnerable to climate-related physical risks;	
	(d) climate-related opportunities – the amount and percentage of assets or business activities aligned with climate-related opportunities;	
	(e) capital deployment – the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities;	
	(f) Internal carbon prices – the entity shall disclose:	
	(I) an explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and	
	(II) the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;	

Paragraph	Description	Reference Sections & Remarks
Climate-Related Metrics		
29	<p>(g) remuneration – the entity shall disclose:</p> <ol style="list-style-type: none"> a description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)); and a description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)); and 	<p>Relevant information is not currently available. The Group will explore the feasibility of disclosing further details</p>
Climate-Related Targets		
33	<p>An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose:</p> <ol style="list-style-type: none"> the metric used to set the target (see paragraphs B66 – B67); the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); the part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region); the period over which the target applies; the base period from which progress is measured; any milestones and interim targets; if the target is quantitative, whether it is an absolute target or an intensity target; and how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. 	<p>Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience</p>
34	<p>An entity shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:</p> <ol style="list-style-type: none"> whether the target and the methodology for setting the target has been validated by a third party; the entity's processes for reviewing the target; the metrics used to monitor progress towards reaching the target; and any revisions to the target and an explanation for those revisions. 	<p>Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience</p>
35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.	No major revision have been made to the climate-related target.

Paragraph	Description	Reference Sections & Remarks
Climate-Related Targets		
36	For each greenhouse gas emissions target disclosed in accordance with paragraphs 33 – 35, an entity shall disclose:	
(a)	which greenhouse gases are covered by the target.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Climate Resilience
(b)	whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	
(c)	whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target (see paragraphs B68 – B69).	
(d)	whether the target was derived using a sectoral decarbonisation approach.	
(e)	the entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the entity shall disclose information including, and with reference to paragraphs B70 – B71:	CCG has not planned to purchase or utilise carbon credits to offset greenhouse gas emissions.
(I)	the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	
(II)	which third-party scheme(s) will verify or certify the carbon credits;	
(III)	the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
(IV)	any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use (for example, assumptions regarding the permanence of the carbon offset).	

TNFD Content Index

Recommended Disclosure		Reference Sections & Remarks
Governance		
a	Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.	Governance as the Foundation to Set our Core Principles – Setting High Standards of ESG Governance; Risk Management & Internal Control
b	Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	
		Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Protecting Ecosystems
c	Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	The feasibility of disclosing further information will be considered in future reporting cycles.
Strategy		
a	Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Protecting Ecosystems
b	Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	
c	Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Protecting Ecosystems
		The Group is currently in the early stages of exploring nature-related issues, including the identification of dependencies, impacts, risks, and opportunities related to nature. As part of this evolving process, the Group has not yet conducted scenario analysis to assess the resilience of its strategy under different nature-related risk and opportunity pathways.
d	Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	The Group is currently in the process of finalising its assessment of asset and activity locations in both its direct operations and, where possible, its upstream and downstream value chain. Disclosure of specific locations will be considered in future reporting cycles.

Recommended Disclosure		Reference Sections & Remarks
Risk & Impact Management		
a(i)	Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.	Governance as the Foundation to Set our Core Principles – Risk Management & Internal Control
a(ii)	Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	
b	Describe the organisation's processes for monitoring nature-related dependencies, impacts, risks and opportunities.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation: Protecting Ecosystems
c	Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.	
Metrics & Targets		
a	Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	Pursuing Our Continuous Efforts in Environmental Management – Accelerating Our Green Transformation; Protecting Ecosystems
b	Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.	
c	Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	The Group is currently in the early phase of exploring selection and adoption of nature-related targets and goals.

Verification Statement



Scope & Objective

Hong Kong Quality Assurance Agency (“HKQAA”) was commissioned by Chinachem Group Holdings Limited (“the Group”) to conduct an independent verification of the sustainability disclosures stated in its Sustainability Report 2024 - 2025 (“the Report”). The sustainability disclosures cover the period from 1st July 2024 to 30th June 2025 and represent the sustainability performance of the Group.

The objective of this verification is to provide an independent opinion, with a limited level of assurance, on whether the selected disclosures are prepared in accordance with the following reporting criteria:

- The Global Reporting Initiative’s Sustainability Reporting Standards (“GRI Standards”)

The HKQAA verification team also reviewed the disclosures in the Report by making reference to the following disclosure frameworks, as the Report has been prepared with references to:

- The Environmental, Social and Governance Reporting Code (“HKEx ESG Reporting Code”) set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited.
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- Recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD)
- IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1)
- IFRS S2 Climate-related Disclosures (IFRS S2)

Level of Assurance & Methodology

HKQAA’s verification procedure was conducted with reference to the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information (“ISAE 3000”), issued by the International Auditing and Assurance Standards Board. The evidence-gathering process was designed to obtain a limited level of assurance as set out in the ISAE 3000 by using a risk-based approach.

Our verification procedure included, but was not limited to:

- Sampling the sustainability information stated in the Report, e.g. claims and performance data for detailed verification;
- Verifying the raw data and supporting information of selected samples of the sustainability information;
- Interviewing responsible personnel; and
- Checking the internal control mechanism

Roles & Responsibilities

The Group is responsible for the organisation’s information systems, the development and maintenance of records, and reporting procedures in accordance with these systems, including the calculation and determination of sustainability information and performance. The HKQAA verification team is responsible for providing an independent verification opinion on the sustainability disclosures provided by the Group for the reporting period. The verification was based on the verification scope, objectives and criteria as agreed upon between the Group and HKQAA.

Independence

HKQAA was not involved in collecting and calculating data nor in compiling the reporting contents. Our verification activities were entirely independent, and there was no relationship between HKQAA and the Group that could affect the impartiality of the verification.

Limitation & Exclusion

The following limitations and exclusions were applied to this verification due to the service scope, nature of verification criteria, and characteristics of the verification methodology:

- I. The verification scope is limited to verifying the transcription/transformation of the raw data or information into the disclosed sustainability information, e.g., claims and performance data stated in the Report. This sustainability information may be subject to inherent uncertainty.
- II. Evaluating the quality of execution and implementation effectiveness of the ESG practices, the appropriateness of the assumptions made, and the estimation techniques applied are outside the scope of our verification.
- III. The verification of raw data or information is based on the use of a sampling approach and reliance on the client's representation. As a result, errors or irregularities may occur and remain undetected.
- IV. Any information outside the established verification period has been excluded.

Conclusion

Based on the evidence obtained and the results of the verification process, it is the opinion of the HKQAA verification team that, with a limited level of assurance, the Report has been prepared, in all material respects, in accordance with the GRI standards.

In addition, the HKQAA verification team considers that the Report has been prepared with reference to the contents, or parts thereof, of the HKEx ESG Reporting Code, TCFD, TNFD, IFRS S1 and IFRS S2.

Signed on behalf of Hong Kong Quality Assurance Agency



KT Ting
Chief Operating Officer
September 2025
Ref: 14968962-VER



CHINACHEM GROUP

華懋集團