

Performance Data

Environmental Data¹

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
ENERGY ³												
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 Services ⁴	kWh/m²	167.48	167.03	75.90	80.15	—	—	—	—	—	—
	Hospitality ⁵	kWh/occupied room night	—	—	—	—	64.22	75.50	—	—	—	—
	Healthcare ⁶	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 EMISSIONS ⁷												
Direct Carbon Emissions (Scope 1) ⁸	Refrigerant	tCO ₂ e	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 Care ²		Total	
			FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24	FY2024/25	FY2023/24
AIR EMISSIONS ¹³												
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 Consumption ¹⁴		m³	1,029.00	982.00	125,874.81	116,366.11	464,320.00 ¹⁵	406,884.00	79,869.00	–	671,092.81	572,848.11 ¹⁶
Wastewater Discharged ¹⁷		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 Services ⁴	m³/m²	0.181	0.173	0.167	0.182	–	–	–	–	–	–
	Hospitality ⁵	m³/occupied room night	–	–	–	–	0.546 ¹⁵	0.540	–	–	–	–
	Healthcare ⁶	m³/occupied place night	–	–	–	–	–	–	0.160	–	–	–
WASTE DISPOSED												
Non-hazardous Waste Disposed ¹⁸		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	Healthcare ⁶	tonnes	–	–	–	–	–	–	1.42	–	1.42	–
Non-hazardous Waste Disposal Intensity	Property services ⁴	tonnes/m²	–	–	0.0103	0.00358	–	–	–	–	–	–
	Hospitality ⁵	tonnes/occupied room night	–	–	–	–	0.00217	0.00254	–	–	–	–
	Healthcare ⁶	tonnes/occupied place night	–	–	–	–	–	–	0.00233	–	–	–
Hazardous Waste Disposal Intensity	Healthcare ⁶	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	Total			
			FY2024/25 ²	%	FY2023/24	%
WORKFORCE						
Total Workforce			4,199	–	3,601	–
By Gender	Male		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}	Number of people	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.