

2025 SUSTAINABILITY REPORT

VSL HONG KONG LIMITED
INTRAFOR HONG KONG LIMITED

VSL A member of Bouygues Construction

INTRAFOR



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MESSAGE FROM THE GENERAL MANAGER

Dear Stakeholders,

As we reflect on the achievements of VSL Hong Kong Limited and Intrafor Hong Kong Limited, we take great pride in our longstanding contribution to Hong Kong's construction industry for more than five decades. As members of the Bouygues Construction Group, we have continually embraced innovation, introducing advanced construction methods and technologies across both civil engineering and building projects.

In 2025 we prepared to address the upcoming opportunities and challenges of a rapidly evolving industry. The continued recovery of Hong Kong's economy has reinforced the importance of our role in building a more sustainable future for the city. This year also marks the 2nd release of our annual Sustainability report, demonstrating our commitment to transparency, accountability, and continuous environmental improvement.

Our purpose has always been to deliver projects that achieve the highest standards of quality, safety, and stakeholder satisfaction. As a recognized specialist in structural systems and ground engineering, we are well positioned to support the development of a more sustainable built environment. We acknowledge that infrastructure development has a significant environmental impact, particularly in relation to carbon emissions, and we are committed to accelerating our decarbonization efforts.

During 2024, we established ambitious sustainability objectives that align with the Hong Kong Climate Action Plan 2050 and the Paris Agreement. Inspired by the progress achieved by our parent company, Bouygues Construction, in reducing greenhouse gas emissions, we are committed to advancing similar initiatives within our local operations.

Sustainability is more than a regulatory requirement; it is an integral part of our long-term business strategy. Throughout this year, we are proud to showcase initiatives that support responsible growth and sustainable development.

Looking forward, we will continue to capitalize on our expertise and the strengths of our teams to drive digital transformation and embrace circular economy principles. Our commitment to sustainability remains steadfast as we work to enhance community well-being while delivering innovative and resilient infrastructure solutions.

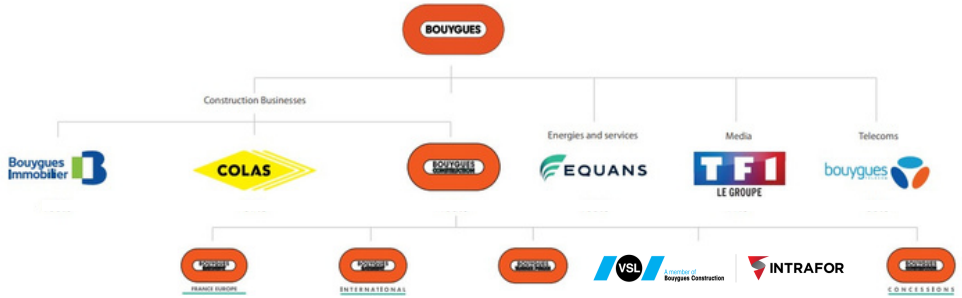
With the continued trust and support of our stakeholders, we are confident that VSL and Intrafor Hong Kong will contribute significantly to creating a more sustainable, resilient, and future-ready Hong Kong. Thank you for your continued confidence, partnership, and support as we move forward on this important journey together.



Henry CHAN
General Manager

ABOUT US

Headquartered in Hong Kong, VSL Hong Kong Limited ("VSL HK") Intrafor Hong Kong Limited ("Intrafor HK") (collectively "we") have been involved in various iconic projects across Hong Kong for over 50 years under VSL International. As subsidiaries of Bouygues Construction, a division of the Bouygues Group, we are recognised as a construction industry pioneer, leading the way in introducing innovative construction techniques and technologies across civil and building divisions. As a specialist in structural systems and ground engineering, VSL contributes to the design and construction of major engineered structures. VSL maintains, repairs and upgrades structures to guarantee their safety and durability. Throughout our journey in line with Hong Kong's development, our mission remains to deliver all projects to the highest level of client, staff, and other stakeholders' satisfaction. Our client base encompasses government works departments, government authorities, and transport and utilities providers.



VSL Hong Kong and Intrafor Hong Kong are certified to the following standards relating sustainability:

- ISO9001:2015
- ISO14001:2015
- ISO45001:2018

SUSTAINABILITY STRATEGY

VSL and Bouygues Construction's sustainability strategy, titled “Responsible and Committed,” encom- passes 12 commitments aimed at fostering sustainable development. More details about these commitments can be found on the Bouygues Construction website: Our 12 themes of commitment.

In 2022, Bouygues Construction launched its Greenlight Strategy, reflecting a deep engagement with various stakeholders, including the environment, society, customers, employees, and partners. This strategy, informed by a thorough analysis of both financial and non-financial performance, outlines a concrete roadmap for the future based on three strategic axes: development, differentiation, and transformation.

The strategy emphasizes three core commitments to uphold non-negotiable fundamentals: health & safety, ethics, and human rights.



It is structured around three CSR priorities: climate strategy, a committed supply chain, and social value.



We align with Bouygues Construction's commitments and the sustainable strategy and action plan established by VSL International, ensuring a unified approach to sustainability across all operations.



HIGHLIGHTED PROJECTS

Intrafor - NOL Contract 1635 Package 1



NOL Contract 1635 Package 1 is a major geotechnical and foundation project undertaken by Intrafor in support of Hong Kong's ongoing infrastructure development. The works involve the construction of lean mix cut-off walls, guide walls and barrette foundations, requiring specialized diaphragm wall and deep foundation techniques. The project demonstrates Intrafor's expertise in delivering complex underground works within a constrained urban environment while maintaining high standards of safety, quality and environmental performance. The successful execution of the contract supports future infrastructure development and showcases Intrafor's capability in managing technically demanding foundation engineering projects using advanced construction methods

VSL - Lok Ma Chau Loop Full Span Rection

The Lok Ma Chau Loop ST01 Viaduct Project was one of VSL Hong Kong's most significant projects in 2025. The project introduced Hong Kong's first application of SPMT and full-span erection technology for multi-span land viaduct construction, improving safety, productivity, and construction efficiency. It also incorporated precast segmental viaducts with EIT internal tendons, enhancing long-term structural durability. The innovative construction approach minimized disruption to surrounding traffic and demonstrated VSL's leadership in delivering complex infrastructure works using advanced engineering solutions. The project represents a major milestone in modern bridge construction and infrastructure development in Hong Kong.



PERFORMANCE AT A GLANCE

Projects & Shared Innovation

100%
4S Labeling Obtained for Eligible Projects

Health & Safety

17
Safety awards received

8
Safety Week Events

6,890
Inspection Report issued in Vigilance App

Environmental

141 MWh
Solar energy sent back to the grid

100%
Electricity consumption is covered by international renewable energy certificates (I-RECs)

Quality & Customer Satisfaction

4.2 / 5.0
Customer satisfaction rating

Social

25
Nationalities in our employee profile

3,036
Training Hours

20.2%
Women in officers grade & above

Society

18
Volunteer activities participated

277
Volunteers engaged

2,588
Service hours contributed

HEALTH & SAFETY – OUR TOP PRIORITY



Mr. KM Lui (VSL Construciton Manager) receiving the Model Subcontractor Award

Feature Story

31st Considerate Contractors Site Award Scheme

VSL's Fanling Bypass Contract has received the "Model Subcontractor Award" in the 31st Considerate Contractors Site Award Scheme co-organized by the Development Bureau and Construction Industry Council. This is one of the most recognized safety awards in Hong Kong Construction Industry. This recognition reflects the dedication, teamwork and professionalism of everyone involved in the project in demonstrating Safety Leadership.

Our Mr. Gurung Dhan Bahadur has also received the "Model Subcontractor Frontline Supervisor" award.



Fanling Bypass 04 Project



Gurung Dhan Bahadur (Awarded VSL Supervisor) Conducting the daily pre-start briefing

CIC - Out Standing Frontline Supervisor Award

Leung Siu Bun's receipt of the CIC Outstanding Frontline Supervisor Award in 2025 is a significant achievement that reflects the vital role frontline supervisors play in creating a safe, productive, and caring construction environment. The award recognizes his dedication to promoting high-quality work practices, safeguarding workers' well-being, and contributing positively to both the construction industry and the wider community.

Throughout his projects, Mr. Leung has demonstrated strong leadership by conducting thorough pre-work inspections, leading daily safety briefings, promoting risk management, and encouraging workers to embrace new safety technologies such as smart site safety systems. He has also fostered a strong culture of care by sharing lessons learned from past projects, organizing emergency drills, and personally supporting the welfare of his workforce.





Left: Thomas Ho (Chairman of CIC)
Middle: Leung Siu Bun (Awarded Intrafor Foreman)
Right: Elmer Tse (Intrafor Project Manager)

Lighthouse Club - Safe Subcontractor Award

In 2025, two VSL Hong Kong projects received prestigious recognition from the Lighthouse Club Hong Kong through its Safe Subcontractor Awards, demonstrating the company's strong commitment to construction safety and operational excellence. The Lok Ma Chau Loop Project was awarded the Bronze Award, while the Fanling Bypass 04 Project received a Highly Commended Award, reflecting the high safety standards achieved by both project teams.

These awards are significant because they recognize subcontractors that consistently demonstrate effective safety management, proactive risk control, and a positive safety culture on site. The achievements highlight VSL's dedication to protecting its workforce, promoting safe working practices, and integrating safety into every stage of project delivery.



Lok Ma Chau Loop Project



Fanling Bypass 04 Project

HEALTH AND SAFETY WEEK 2025
Leading Safety

Health and Safety Week 2025 reinforced the principle that safety leadership starts from the top. Management teams across VSL Intrafor Hong Kong were encouraged to demonstrate visible commitment to health and safety through active participation in safety activities, open communication with frontline personnel, and personal engagement in risk management discussions. Rather than treating safety as a compliance exercise, leaders were expected to promote a culture where every employee feels responsible for their own safety and the safety of others.

The programme highlighted that strong safety performance is directly linked to leadership behaviours. Managers and supervisors play a critical role in setting expectations, allocating resources, recognising positive safety actions, and intervening when unsafe conditions are observed. Through management-led presentations, workshops, and discussions, employees were reminded that effective safety leadership requires continuous presence, listening, coaching, and support. By leading through example, management helps create an environment where people are confident to raise concerns, report hazards, and stop work when necessary. This leadership approach strengthens trust, promotes accountability, and supports the company's goal of achieving an injury-free workplace where health, safety, and wellbeing remain the highest priorities.



Health and Safety Day held at VSL-Intrafor Workshop, led by Henry Chan (General Manager) and Ronan Hasle (Area Director)

The Major Risks and the Life Saving Rules

A key focus of Health and Safety Week 2025 was raising awareness of the major risks encountered in construction and specialist engineering activities and reinforcing the importance of the Life Saving Rules. These risks include lifting operations, working at height, operating plant and equipment, electrical hazards, temporary works, and activities involving stored energy. While procedures and systems are essential, the event emphasised that serious incidents can often be prevented when individuals consistently apply the Life Saving Rules in their daily work.

The Life Saving Rules provide simple but critical requirements that address the highest-risk activities. They are designed to protect workers from the potentially fatal consequences of unsafe actions and unsafe conditions. During the safety sessions, participants reviewed real-life examples and discussed how small decisions can have significant consequences. Employees were encouraged to challenge unsafe behaviour, verify critical controls before commencing work, and ensure that risk assessments remain effective throughout the task. By maintaining vigilance and focusing on major risks, VSL Intrafor Hong Kong aims to prevent life-changing injuries and create a stronger culture where every worker understands that safety is a personal responsibility as well as a collective commitment.

Managing Unexpected Situations

One of the themes introduced during Health and Safety Week 2025 was "Managing the Unexpected," which encouraged teams to think beyond planned activities and consider unforeseen events that may arise during construction operations. Through workshops, scenarios, videos, case-sharing sessions, and group discussions, employees explored how unexpected changes can quickly create new hazards if they are not recognised and managed effectively. The programme demonstrated that even well-planned work can face challenges such as equipment failure, changing site conditions, communication breakdowns, environmental factors, or human error.
Participants were encouraged to develop a questioning mindset by asking "What if?" before, during, and after critical tasks. The objective was to strengthen situational awareness and improve decision-making when conditions differ from what was originally expected. Teams discussed practical responses, including stopping work, reassessing risks, seeking advice, and communicating changes to all affected personnel. By preparing people to recognise and react appropriately to unforeseen circumstances, the initiative aimed to build resilience throughout the organisation. Managing the unexpected is not only about responding to problems when they occur; it is about anticipating potential disruptions and ensuring that everyone remains ready to make safe decisions under changing conditions.

Smart Site Safety System

In 2025 we begin to apply the Smart Site Safety System to our Ground Investigation Projects.

Ground investigation works are often carried out in challenging environments, including busy urban areas, congested work sites, road verges, steep slopes, and locations with limited access and connectivity. These constraints can make supervision difficult and increase risks associated with the works. To address these challenges, our project adopted a Smart Site Safety approach that integrates digital technologies to enhance safety performance and real-time monitoring.

All site personnel were equipped with smart watches capable of providing location tracking, emergency SOS alerts, and man-down notifications. This enabled rapid response in the event of an incident, particularly when teams were working in remote or isolated locations. AI-enabled cameras were deployed around drilling rigs, work zones, and access points to monitor unsafe acts, detect PPE non-compliance, and identify personnel entering exclusion zones. The system provided instant alerts, allowing supervisors to take corrective action before incidents occurred.

Information from the smart watches and AI cameras was consolidated through a centralized management platform, providing project management with real-time visibility of site activities, workforce distribution, and safety observations. The platform also generated actionable data and trends to support proactive risk management.
Despite the physical constraints and dispersed nature of ground investigation works, the implementation of smart safety technologies enabled effective supervision, improved communication, and enhanced worker protection. By leveraging digital solutions, we successfully transformed traditional site monitoring into a proactive and data-driven safety management system.



Use of smart watch



AI CCTV to assist in monitoring remote workfront

Robust Health and Safety Management System



We continue to implement a comprehensive Health and Safety Management System that complies with ISO 45001:2018, supported by a range of occupational safety and health standards, procedures, and related documents that encompass all our activities.

Our approach includes a systematic process for identifying, assessing, and addressing potential health and safety hazards. Before starting any site operations, we conduct risk assessments for specific construction activities to develop detailed method statements and safety procedures. We also organize safety-critical task workshops involving the Method, Production, Plant, Safety, and Client's Representative teams to thoroughly analyze risks and establish appropriate mitigation measures.

To enhance understanding, we create simplified safe working procedures with visual aids. Additionally, we ensure that our subcontractors are informed of and comply with safety obligations, and that all services and goods procured meet relevant safety standards.

This diligent approach allows us to cultivate a strong safety and health culture across all our operations, which has been recognized through multiple awards.

ENVIRONMENT – DECARBONISATION IN MOTION



Feature Story

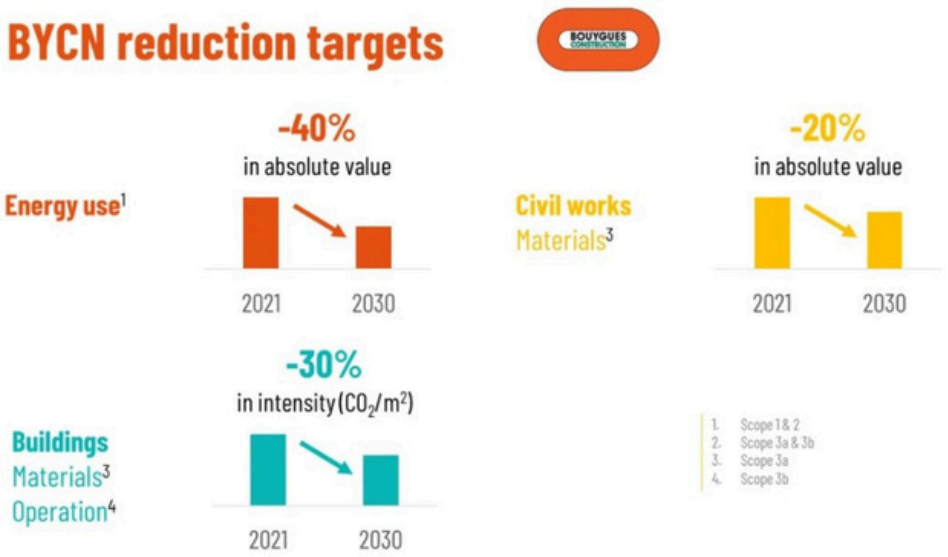
Move To BEAM Plus Platinum Certified Head Office

The Head Office Grand Opening marked an important workplace milestone and created a strong sense of shared identity. The celebration brought colleagues together around a new chapter for the office, with traditional festive elements, group photographs and opportunities to reconnect. Such occasions support belonging by giving employees a common memory and a visible reminder that the workplace is also a community.

The building where our new Head Office located is a BEAM Plus Certified Green Building at Platinum Level. This is direction we are heading to reduce our energy consumption and operational carbon emissions at the establishment level.

CLIMATE STRATEGY

As we confront the urgent threats posed by climate change, we are committed to addressing these challenges by fully supporting VSL International's greenhouse gas (GHG) reduction goals. These targets, validated by BYCN reflect our commitment to combating global warming. The GHG emission reduction targets for 2030 (with 2021 as the base year) include:

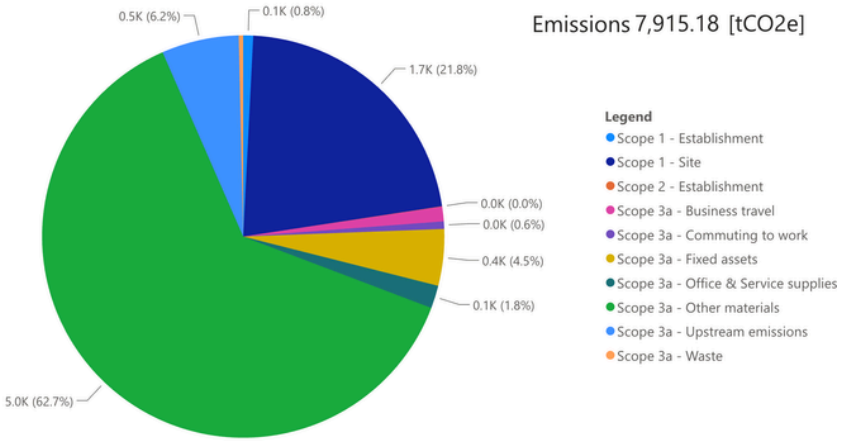


To meet these ambitious objectives, we are implementing a range of environmental initiatives throughout the design and construction phases of our projects, as detailed in our Environmental Policy, which aligns with the ISO 14001:2015 Environmental Management System. Our efforts encompass the entire value chain and focus on four key areas: increasing awareness, utilizing low-carbon materials, developing sustainable construction practices, and minimizing energy consumption based on Greenhouse Gas Protocol.

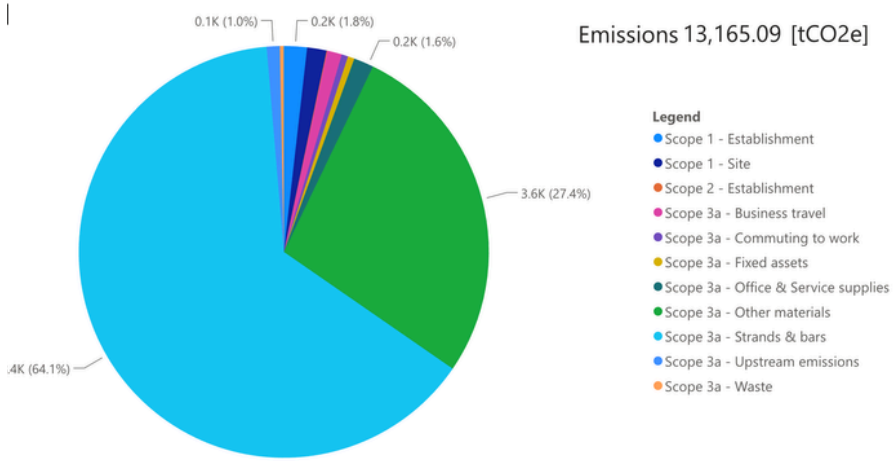
1 Scopes 1&2 (direct emissions produced by the company's own activity): Fuel for site machines and vehicle fleets, electricity consumption in construction sites, head office and site offices
2 Physical intensity: The physical intensity is expressed in tonnes of CO2 equivalent emitted per m2
3 Scope 3: emissions from the purchase of products and construction materials, freight, fixed assets, waste generated, IT equipment, business travel, and of products and services sold 4 Absolute value: The absolute value is expressed in tonnes of CO2 equivalent

2025 PERFORMANCE

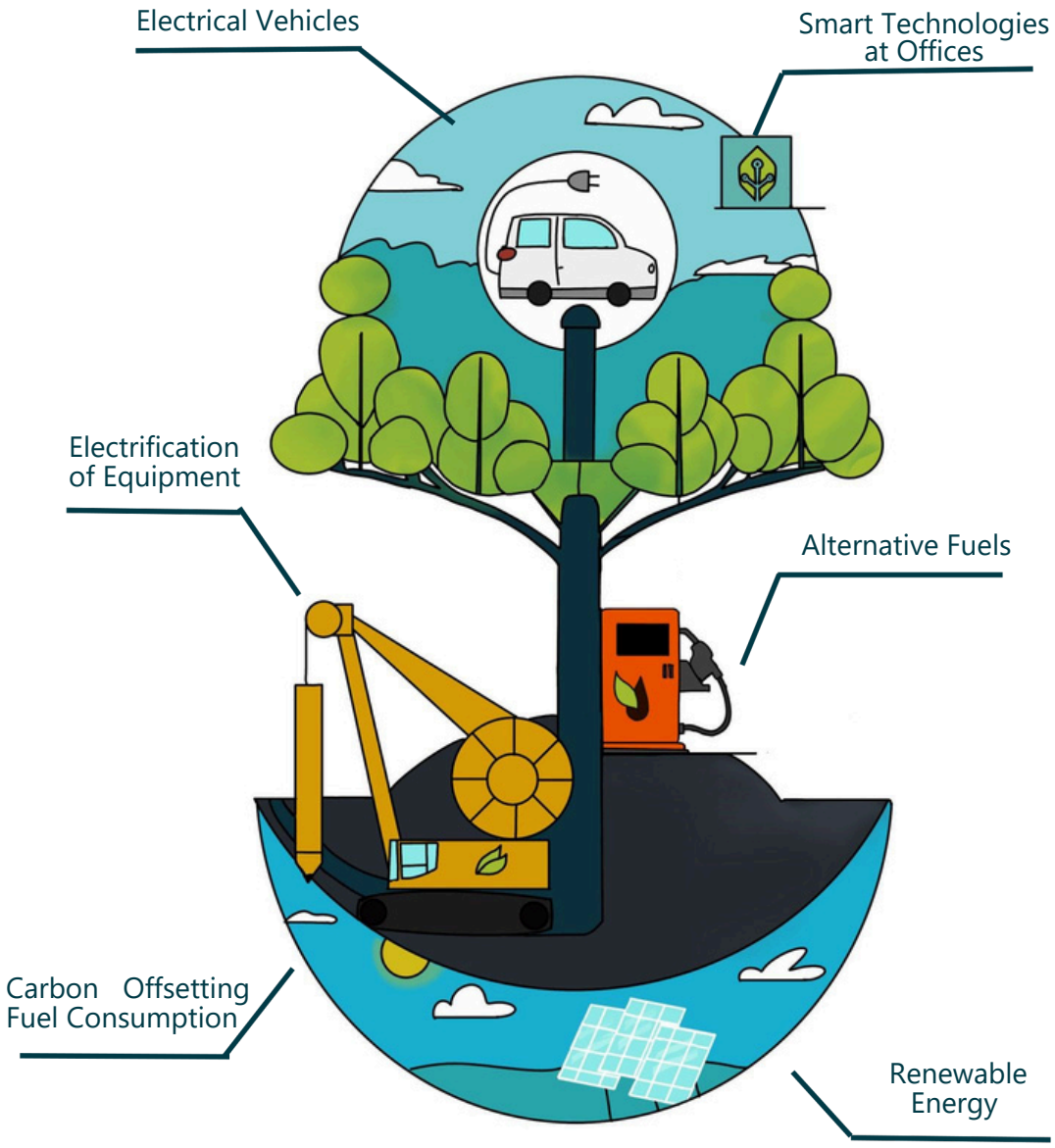
Intrafor Hong Kong Limited



VSL Hong Kong Limited



GOOD PRACTICES



Reducing Scope 1 & 2 Emissions

To combat climate change and reduce our carbon footprint, we have implemented a series of innovative measures at our construction sites. We have purchased six electric vehicles (EVs), which significantly cut down on emissions compared to traditional fuel powered options. Additionally, we now utilize electric equipment, including a trench cutter and electrical crawler, to further minimize our reliance on fossil fuels. In our commitment to sustainability, we have also transitioned to B5 biodiesel instead of conventional diesel for our non road going vehicles. For other vehicles, we carbon offset our fuel consumption with Shell's Carbon Offset Programme. Complementing these efforts, we have integrated smart technology, such as smart plugs and LED lights, to enhance energy efficiency and reduce electricity consumption. Together, these initiatives reflect our dedication to promoting a greener future while maintaining operational effectiveness.



At VSL-Intrafor Hong Kong, we are committed to sustainability and have achieved a significant milestone by obtaining the RECs (Renewable Energy Certificates) for 100% of our electricity consumption since 2023. This achievement reflects our dedication to environmentally responsible practices.

Additionally, we have embraced the Feed-in Tariff (FiT) scheme, which allows us to harness solar energy through the installation of solar panels at our workshop in the plant department. These initiatives not only reduce our carbon footprint but also contribute to a greener future for our community.



GO GREEN! PROJECT

Our Go Green! Project is an exciting initiative aimed at fostering environmental awareness and encouraging sustainable practices within our organization. By actively engaging employees through competitions and events, we create a dynamic platform for creative thinking and collaboration. This includes which includes e-newsletters featuring eco-friendly tips and competitions aimed at boosting recycling rates and promoting environmental innovation at our headquarters, workshop, and sites.

Key components of the project:

1 Engagement and Awareness

We promote environmental awareness among employees through competitions and events, making sustainability a fun and interactive experience.

2 Creative Solutions

We encourage staff to think critically about the environment, fostering creativity to develop innovative solutions for reducing waste and enhancing recycling efforts.

3 Positive Impact

Our goal is to implement meaningful changes that contribute to a more sustainable future, transforming awareness into tangible actions within our organization.

4 Empowerment

By involving employees in sustainability initiatives, we empower them to take actionable steps toward creating a greener workplace and instilling a sense of responsibility.

RAISING AWARENESS

We offer comprehensive training programs for all employees to enhance environmental awareness and provide essential knowledge about climate change and carbon emission reduction. One key component is the "Climate Fresk" workshop, an interactive card game that fosters discussions on climate change and its impacts. Additionally, a mandatory climate change module is available on our online training platform, Bylearn.









36 Managers trained with Climate Fresk

72 Staff trained with Climate Fresk

QUALITY & CUSTOMER SATISFACTION – OUR COMMITMENT TO EXCELLENCE



Feature Story

Easy Generator

We have taken a collaborative approach with VSL using software to develop customized online training courses that cater for our in-house need. These courses cover various topics including quality, and document management. The completed modules are then deployed through our global learning platform on GlobalHR. Each individual employees training is then tracked and they are informed to complete the training they have been assigned.

The Quality Departnment also launched a pilot project on Quality Induction training for new staff. This training including Management of Action Requests (Non-Conformances) and Document Management.

The many benefits of online learning include giving our employees the flexibility to learn when they want at their pace.

OUR COMMITMENT

To uphold our commitment to excellence, we prioritize that all company operations and practices consistently adhere to the highest compliance and quality standards set forth by management, stakeholders, and clients. To support this goal the Quality Department is independent of operations and fully focused on quality. This separation allows for a more focused approach to quality management, ensuring that our initiatives are tailored specifically to meet the demands of our operational standards.

In the current year, our primary responsibility has been to revamp and enhance the existing quality management system. This involves a comprehensive review of the documented processes to ensure they remain relevant and aligned with the overarching objectives and strategic direction of the company. We recognize that as our industry evolves, so too must our practices, and we are committed to fostering a culture of continuous improvement.

A significant component of our strategy this year has been to refine certain processes. We are leveraging available tools and software to monitor operations effectively and collect pertinent data for analysis. This data-driven approach will enable us to identify areas for improvement, optimize workflows, and ultimately enhance the quality of our services. By integrating technology into our processes, we aim not only to meet compliance requirements but to exceed them, delivering exceptional value to our stakeholders and clients.

ADVANCING QUALITY THROUGH DIGITAL INNOVATION

QUALITY VIGILANCE APP AND SHAREPOINT EDMS TRANSITION

The VSL Group has successfully launched the Quality Vigilance App, while VSL-ITF has commenced using Microsoft SharePoint as its Electronic Document Management System (EDMS), transitioning from Viewpoint for Projects (VFP). These initiatives support our ongoing efforts to strengthen quality awareness, improve collaboration, and enhance the management of company information.

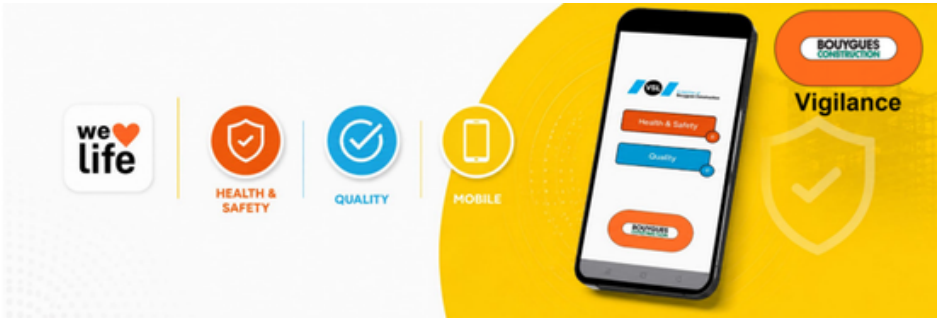
In parallel, the migration to SharePoint represents a significant step in modernizing our document management practices. As a cloud-based collaborative platform, SharePoint offers improved accessibility, version control, document sharing, and search capabilities. Employees can now work more efficiently with real-time collaboration features while ensuring that company records remain secure, organized, and readily available when needed.



QUALITY VIGILANCE APP

The Quality Vigilance App provides employees with a simple and accessible platform to report quality observations, lessons learned, improvement opportunities, and potential risks. By encouraging proactive participation from all levels of the organization, the app helps cultivate a stronger quality culture and facilitates the timely resolution of issues before they impact project delivery.

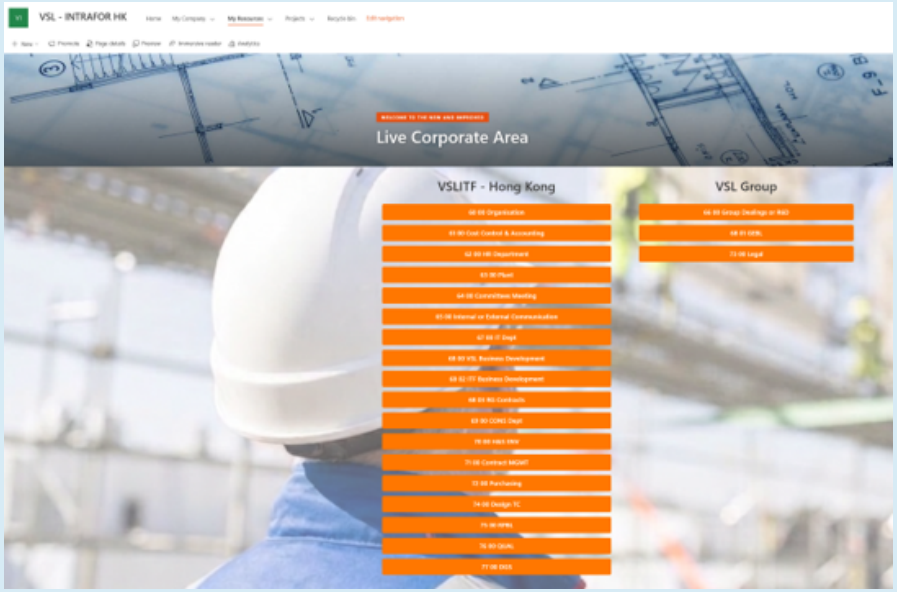




VSL - INTRAFOR HONG KONG SHAREPOINT INTRANET

We are pleased to announce the launch of the new VSL-INTRAFOR HONG KONG SharePoint Intranet, designed to enhance communication, improve collaboration, and provide a central hub for all essential information across our organisation. This platform serves as your one-stop destination for company updates, key resources, departmental materials, and tools that support our daily operations.

With the SharePoint Intranet, we aim to streamline how we connect, share knowledge, and work together, ensuring every staff member has easy access to the information they need, whenever they need it. We encourage all colleagues to explore the site, familiarize themselves with its features, and make the most of this new digital workspace.



SOCIAL — OUR FOCUS ON EMPLOYEE WELLNESS AND DEVELOPMENT

Feature Story
B-Ready

In 2025, young talents from VSL and Intrafor joined the B READY event together with participants from other Bouygues Construction entities in Hong Kong.

Held on 13 November 2025, the event introduced participants to VSL and Bouygues Constructions activities and projects. The programme also featured experience-sharing from young employees, providing participants with broader exposure to the Group and opportunities to connect with colleagues from different entities.

The initiative reflects our commitment to supporting the integration and development of young professionals while encouraging collaboration and knowledge-sharing across the organization.



DIVERSITY AND INCLUSION

OUR FOCUS ON EMPLOYEE WELLNESS, INCLUSION AND DEVELOPMENT

Our employees are the key to our long-term success. Throughout 2025, VSL and Intrafor continued to promote an inclusive and supportive workplace through initiatives focused on young talent development, gender diversity, professional networking, and employee wellbeing.
These initiatives reflect our commitment to creating a working environment where employees feel welcomed, supported, and empowered to develop.

GENDER DIVERSITY

We remain committed to creating an inclusive workplace where employees are treated with respect and provided with equal opportunities to contribute and develop.
Gender diversity is an important aspect of this commitment. Through the WELINK platform, employees across the Asia-Pacific region can connect, exchange experiences, and participate in activities that support professional development and workplace inclusion.

By promoting gender diversity and strengthening professional networks, we aim to empower employees, broaden perspectives, and foster a more inclusive and collaborative working environment.

EMPLOYEE HEALTH AND WELLBEING

SUMMER WELLNESS INITIATIVE

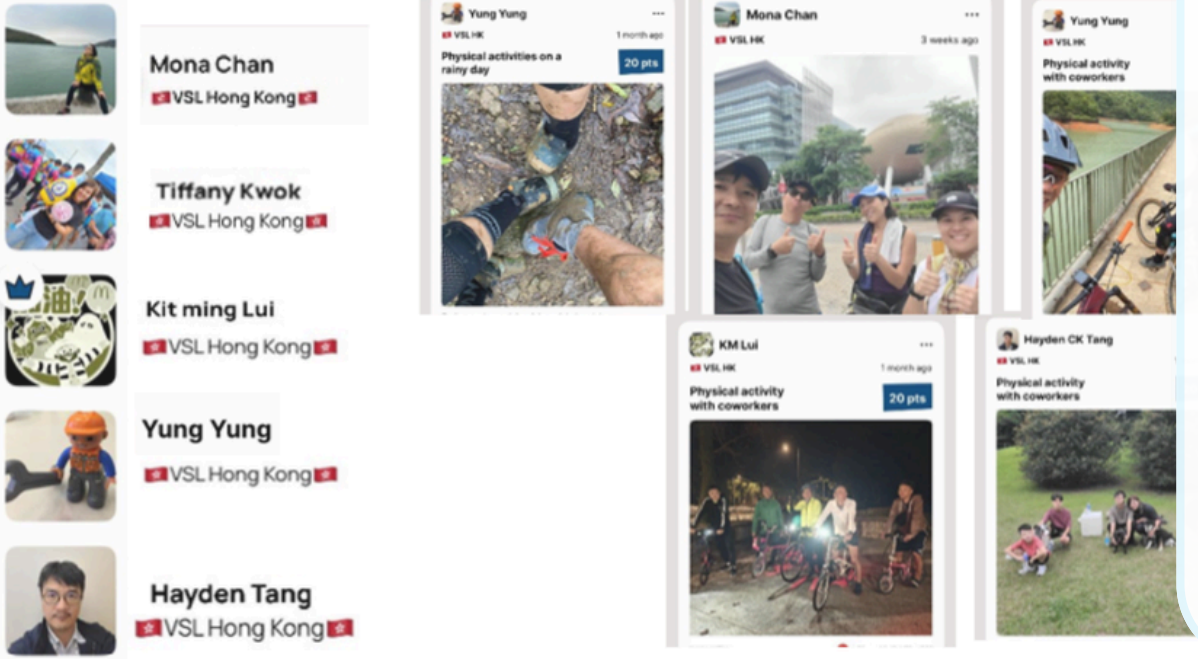
During the summer of 2025, VSL and Intrafor organized a wellness initiative to promote employee health and wellbeing. Through health-related activities and resources, the initiative encouraged employees to build greater awareness of personal wellbeing and contributed to a healthy and supportive workplace.





SOCIETY – OURCOMMUNITY INVESTMENT





Feature Story

Moving Together in the 2025 Sport Challenge

From 31 March to 27 April 2025, a VSL team joined the CCI France International Sport Challenge, an initiative involving more than 58 teams from Hong Kong and over 450 teams from French Chambers around the world. Under the leadership of captain KM Lui, team members Hayden Tang, Tiffany Kwok, YW Yung and Mona Chan worked consistently throughout the challenge and ultimately achieved 35th place among more than 450 teams.

The challenge turned individual movement into a shared team effort. Rather than treating exercise as a one-off event, the four-week format encouraged participants to keep active over time, support one another and maintain momentum. The international dimension also gave the team a sense of connection with a wider network of organisations taking part in the same mission.
The story is significant for employee wellbeing because it shows how an accessible activity can combine personal health, friendly competition and collective motivation. Every contribution mattered to the team result. Colleagues could see their progress, encourage one another and celebrate the achievement together. The final ranking represents not only performance, but also commitment, consistency and team spirit.

The activity also linked wellbeing with environmental awareness through the global initiative. This connection helped reinforce the idea that healthier routines and sustainability can support one another when participation is made engaging and social.

OUR COMMITMENT

In 2025, our CSR programme connected employee wellbeing, community care and environmental participation. The activities ranged from sport, safety and social gatherings to volunteering with elderly residents and people with disabilities, as well as rooftop farming, hiking clean-up and a nature-inspired workshop. Together, these initiatives created practical opportunities for colleagues to contribute, learn and build relationships beyond their day-to-day responsibilities.



The programme reflects a simple principle: sustainability becomes meaningful when people can take part.

Some activities focused on personal health and team cohesion; others responded to community needs through companionship and fundraising; and environmental events enabled colleagues to experience responsible action directly. The result was a varied programme with accessible entry points for employees, families and partners.

18	277	2,588
Volunteer activities	Volunteers	Service hours

BUILDING A GREENER FUTURE TOGETHER



The 2025 rooftop farming programme offered colleagues a hands-on journey through the growing cycle. It began with a transplanting event on 11 July, followed by maintenance sessions on 25 July, 8 August, 22 August and 5 September. Full harvesting took place on 19 September.
The sequence of activities was central to the experience. Participants did not simply attend a single workshop; they returned to care for the plants over time. Each maintenance session reinforced the connection between consistent effort and visible progress. Colleagues could observe how plants responded to care, weather and time, making environmental learning practical and memorable.

CARING THE CUMMINITY

On 26 March 2025, volunteers supported a farewell activity for elderly residents of Kwu Tung who might be relocated because of redevelopment. Many residents had lived in the area for years, and some for generations. Their connection to their homes, neighbours, pets and plants made the prospect of relocation especially meaningful and difficult.
The activity was designed around companionship and shared memory. Volunteers escorted 40 elderly residents on a park visit in Sheung Shui, had lunch with them at the ELCHK Kwu Tung Centre, and joined games and singing. The programme concluded with wishes placed at a wishing tree, creating a hopeful moment within a period of change.
What made the day distinctive was its attention to emotional and social needs. The volunteers did more than provide practical assistance. They spent time alongside the elderly, listened, participated and helped create an occasion that honoured long-standing community ties. For residents with limited mobility, careful escort and support also made it possible to take part more fully.



BUILDING STRONGER COMMUNITIES TOGETHER



On 1 November 2025, colleagues supported a yum-cha gathering for elderly residents and caregivers to celebrate Senior Citizens Day. Volunteers escorted participants, shared a meal and organised games at the centre. The day created opportunities for conversation, laughter and intergenerational connection.
The activity complemented the CSR programme by continuing the organisation's focus on companionship. It also recognised caregivers, whose presence and support are important to the wellbeing of elderly people. Through a familiar cultural experience and simple group activities, volunteers helped create an inclusive and enjoyable community occasion.

Later in the year, volunteers organised a final outing before the elderly residents moved on 17 Sep 2025. Although some participants had limited mobility, they wished to visit new places together before the community dispersed. Volunteers supported movement throughout the day and helped make the outing safe, welcoming and inclusive.





BUILDING LASTING MEMORIES TOGETHER





The Construction Workers Carnival and Recognition of Professional Workers 2025 combined appreciation with an industry-wide celebration of the workforce. Recognition gives visibility to professional skill, effort and contribution, while the carnival setting encourages participation across different groups. The event also included a "Smart Eating Healthy Living" element, linking workforce recognition with practical health awareness. Taken together, the 2025 wellness activities supported an environment in which colleagues could be active, learn about health and safety, celebrate professional contribution and strengthen relationships. The programme's value lies in its variety: wellbeing was approached through movement, education, recognition and social connection.





The annual dragon boat event combined physical challenge with celebration. Although the weather was unpleasant, the paddlers completed their mission and colleagues, friends and family members gathered to support the team. The occasion demonstrated resilience: preparation and teamwork continued despite difficult conditions, while the post-race gathering created space for appreciation and connection. Dragon boating depends on rhythm, trust and coordinated effort. These qualities mirror the way effective teams work in the workplace. By sharing an experience outside the office and project environment, participants strengthened relationships in a more informal setting and celebrated the contribution of both paddlers and supporters.