

The JEC logo is a blue square with the letters 'JEC' in white. The background of the entire image is a blurred photograph of two workers in white hard hats and orange safety vests looking at a tablet. They are standing in front of a large, green, textured wall, possibly a water feature or a large screen. The overall tone is professional and focused on sustainability.

JEC

# ACCELERATING OUR TRANSITION TO A GREENER FUTURE

SUSTAINABILITY REPORT 2024

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# CHIEF EXECUTIVE'S MESSAGE

"My vision is for **every JEC colleague to share in this sustainability mindset**, to actively contribute to our progress, and to act as ambassadors among their own communities, families and friends."



It is my pleasure to introduce you to JEC's fourth annual Sustainability Report.

Global economic uncertainty poses a range of threats, in our industry and beyond. Despite these challenges, we remain steadfast in our commitment to sustainability; indeed, we continue to strengthen it – to boost our own resilience and growth, and that of the communities we serve.

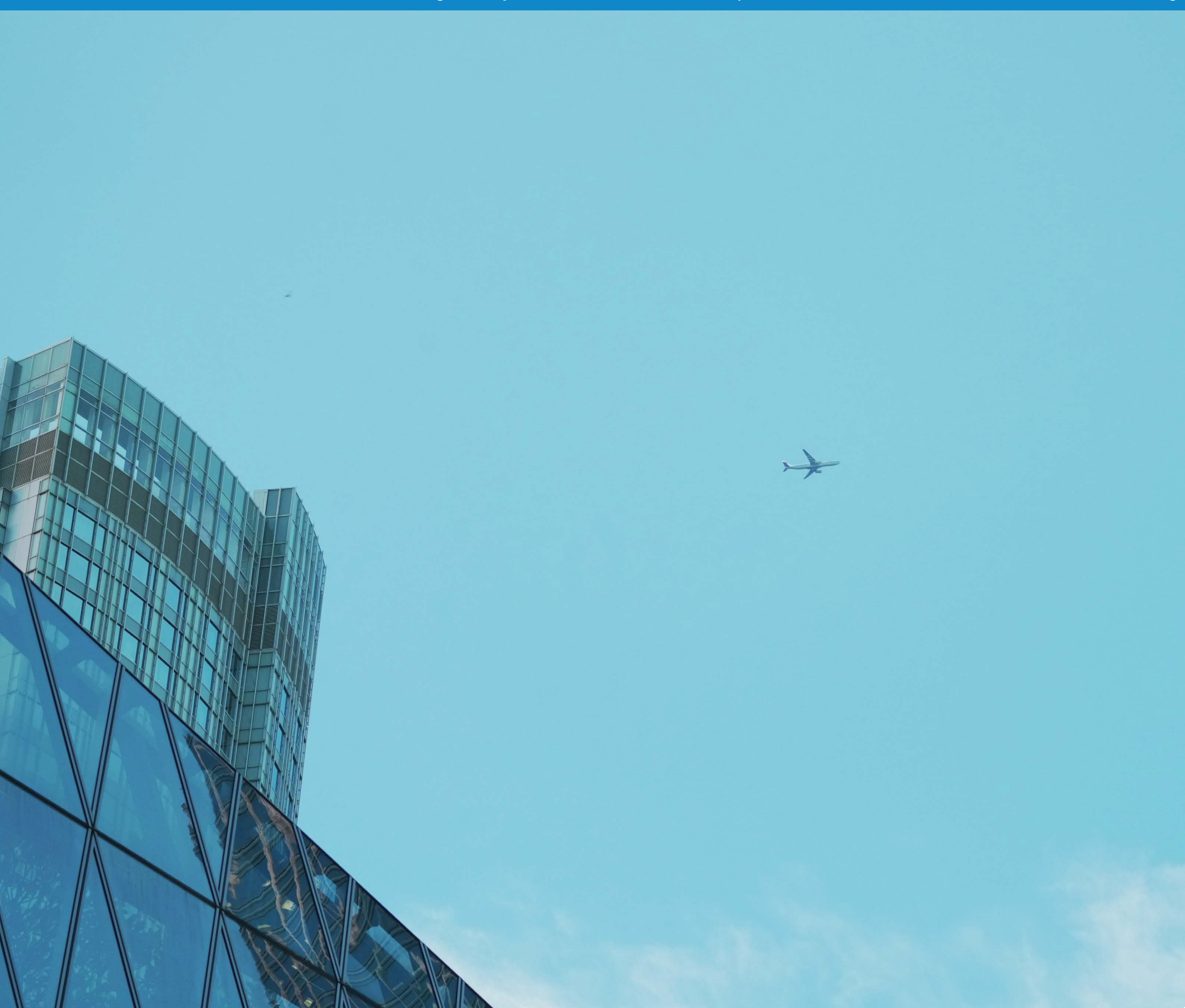
As a demonstration of this commitment, JEC for the first time published a science-based emissions reduction target and pathway, externally validated by the Science Based Targets initiative (SBTi). Our commitment was signalled internally from the very top, with our Senior Management team directly involved in agreeing the target and our action plan to achieve it.

To deliver our commitment, we continue to develop impactful projects and initiatives across our business units. Some highlights in 2024 – featured as case studies in this report

– include our solar PV green energy solution, a cutting-edge refrigeration system that radically boosts energy-efficiency, and preventing waste through modular construction of hospital operating theatres.

To ensure that more clients and partners have the opportunity to benefit from our solutions, we take a proactive, strategic approach to engaging our partners. For example, our Cocktail Reception in November 2024 showcased our innovative Interior Modular Integrated Construction system, Smart-Safe BMU Robotic Intelligence, and much more.

We strive to ensure that our corporate events are also sustainably produced. For our Golf Day in March, where our clients were invited to network and enjoy the community spirit, we proudly adopted recycled and sustainable materials throughout the event. Everything from golfers' kits and gifts to event items and on-site displays was crafted using eco-friendly resources and responsibly sourced materials.



These various strategies support the theme of our Sustainability Report 2024: Accelerating our Transition to a Greener Future. At JEC, we play our part in driving this transition by not only thinking sustainably, but also acting and operating sustainably. This approach shatters the limitations of ‘business-as-usual’ – turning good intentions into real-world, impactful solutions. Our employee workforce, empowered by the participation of 4,000 individuals across Asia, will be a key driver in this endeavor, fostering a sustainable culture that propels us forward.

My vision is for every JEC colleague to share in this sustainability mindset, to actively contribute to our progress, and to act as ambassadors among their own communities, families and friends.

In 2025 we will continue to push forward our emissions reduction plans, resource and water efficiency solutions, and social responsibility initiatives.

Yours sincerely,

**Noky Wong**  
**Chief Executive**  
**Jardine Engineering Corporation**

# JEC IN 2024

## AT A GLANCE: OUR PROGRESS



### SBTi VALIDATION

of carbon reduction target  
and pathway + engaged  
with CDP



**0.8**  
per 1,000 Workers

Group Safety Index rate,  
bettering our target of  
1.18 per 1,000 workers



**2,379**  
Employees  
Attending Training

across our business units  
and geographies



**BRONZE**  
Award for Excellence

in Graduate Recruitment  
and Development at the  
HR Excellence Awards 2024



**1,054**  
Volunteer  
Hours

contributed by our  
workforce

## PROJECT HIGHLIGHTS



**Tseung Kwan O  
Desalination Plant**

Open Day



**Largest  
Solar PV Project**

at Kai Tak Sports Park in Hong Kong



**10 Modular Operating Theatres**

to be installed at Kwong Wah Hospital  
Redevelopment (Phase 2)

# SUSTAINABILITY ACHIEVEMENTS IN 2024

## **bizSAFE Star Certificate**

*The Workplace Safety and Health Council*

## **Certificate of Achievement:** Workplace Safety & Health Safe Contractor Accreditation

*Singtel*

## **Sustainability Net Zero Organisation:** Gold Status

*Singapore International Facility Management Association (SIFMA)*

## **Best OPENBIM Application:** Silver Award

*International BIM Awards*

## **RoSPA Health & Safety Awards:** Silver Award

*Royal Society for the Prevention of Accidents (RoSPA)*

## **Excellence in Graduate Recruitment and Development:** Bronze Award

*The HR Excellence Awards 2024*

## **People Centred Award and Excellence in Employee Experience & Well-Being Award:** Gold Standard

*Singapore Human Resources Institute*





## SUSTAINABILITY MANAGEMENT

JEC's ESG Core Team is led by our Executive Director – Digital & Sustainability. Comprising executives and senior managers, the Taskforce oversees our sustainability initiatives and disclosures, reporting upwards to JEC's Executive Committee.

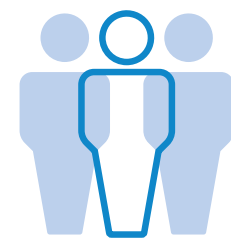
We completed our first Climate Risk Assessments in 2021 and 2022, in accordance with Climate Related Financial Disclosures (TCFD) guidance. In 2023, we prepared

our decarbonisation target and pathway, which were submitted to and approved by the Science Based Targets initiative (SBTi) in 2024.

As part of the preparation of our inaugural Sustainability Report 2021, we undertook a robust materiality assessment to identify priority issues and areas. This continues to guide our approach, and we aim to conduct a detailed materiality update in the future.

## LOOKING AHEAD

In 2025 and beyond, our key priorities will be to:



**Actively engage key stakeholders across our value chain** to foster a shared understanding of sustainability and innovative, collaborative solutions to serve our communities.



**Develop a full decarbonisation roadmap,** and action plan.



**Offer sustainable solutions to our customers** that support them to realise their ESG ambitions, whether in carbon reduction, resource efficiency, safety, or quality.



**Engage our workforce** to deliver our sustainability strategies and plans, so together we can continue to embed sustainability as a core business driver of commercial success.

# GREEN BUILDINGS AND PROJECTS

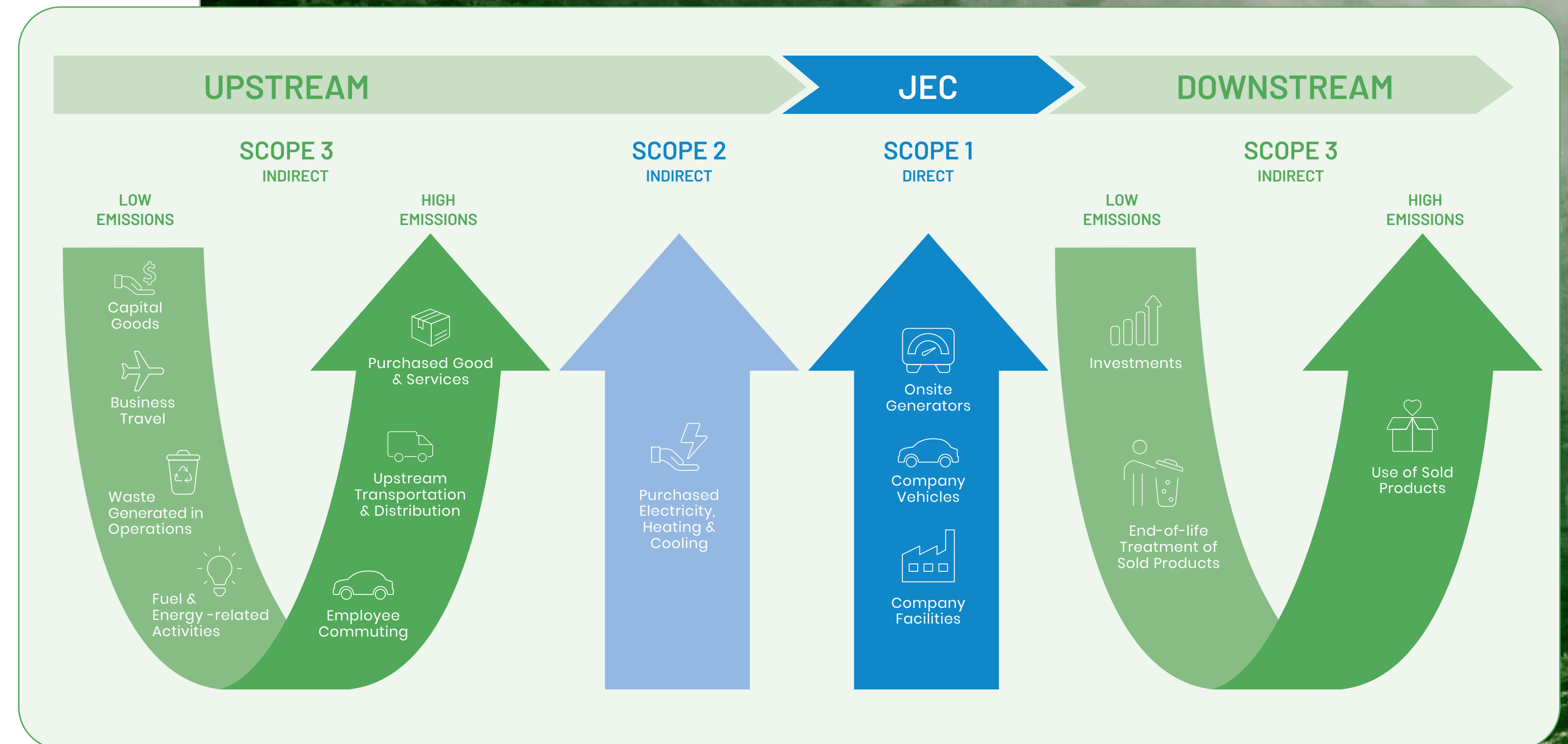


# CARBON REDUCTION

## OUR DECARBONISATION COMMITMENT

The Science Based Targets initiative (SBTi) is a collaborative climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis, by developing net-zero targets and emissions reduction pathways in line with climate science. Its partner organisations include CDP, the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute, and the World Wide Fund for Nature.

JEC is the first E&M company based in Hong Kong to have had its carbon reduction target and pathway validated by the SBTi in 2024. As part of this, we will report progress on an annual basis in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, encompassing scope 1, 2 and 3 categories.



## Guide to GHG Emissions: Scopes 1-3

### 1. Direct emissions

From sources owned or controlled by JEC

### 2. Indirect emissions

From purchased or acquired energy

### 3. Emissions in the value chain

Generated by our suppliers, business partners and customers

## JEC'S CARBON TARGET AND PATHWAY

- » We commit to reducing our absolute scope 1 and 2 GHG emissions by 54.6% by 2033 with 2023 as the base year\*. The scope 1 and 2 target ambition is in line with a 1.5°C trajectory.
- » We commit to reducing our absolute scope 3 GHG emissions from use of sold products by 32.5% by 2033 with 2022 as the base year.\*



**SCOPE 1 & 2**  
ABSOLUTE REDUCTION

**54.6%**

By 2033 with 2023 as the base year\*

**SCOPE 3**  
ABSOLUTE REDUCTION

**32.5%**

By 2033 with 2022 as the base year\*

## CARBON REDUCTION PATHWAY

Our emissions reduction strategy for scopes 1 and 2 prioritises the deployment of alternative energy generators in construction projects, electric vehicles, and energy efficiency measures across our offices and facilities. We also expect our utility suppliers across markets to reduce their emissions in line with local decarbonisation targets and efforts.

Based on the findings of our scope 3 emissions inventory, our hotspots lie in the engineering and facility management solutions that we deploy and sell. Hence, improving the energy-efficiency and lifespan of the mechanical, electrical and plumbing equipment that we provide, alongside the ongoing expansion of service offerings to assist clients in their energy and carbon reduction, will serve as our key strategies to reduce scope 3 emissions.

\*The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.

## GREEN ENERGY

Renewable energy helps mitigate climate change by averting the need for carbon-emitting fuel and energy sources. **JEC actively seeks to utilise green energy in our own operations and on sites.**



## ONSITE ENERGY SOLUTIONS

### Hong Kong

Between June and September 2024, JEC installed 53 smart EV charging stations in Rodrigues Court at The University of Hong Kong, using our smart load management system to share power capacity among all tenants. Our other solutions include adopting heat linear low-emission generators on sites, which flexibly use green fuels such as hydrogen and biofuels.



## WASTE-TO-ENERGY

### Hong Kong

JEC was involved in the design, build and operation of key waste-to-energy facilities in Hong Kong: the O·PARK2 food waste-to-energy plant, and the sludge-to-biogas feature at the Shek Wu Hui Sewage Treatment Works. For details, please see the Resource Efficiency and Water Stewardship sections.

## CASE STUDY

## SOLAR PV PANELS

Hong Kong

For over 20 years, **JEC has been a key provider of solar photovoltaic (PV) technology**, converting Hong Kong's abundant sunlight into green energy. As well as averting carbon emissions and air pollution from non-renewable energy generation, solar helps reduce costs and carbon emission for property and development owners.







JEC has installed solar PV solutions at major housing developments in Sham Shui Po, Tai Po and Tuen Mun; key Government facilities in Tseung Kwan O and Yuen Long; The University of Hong Kong in Pok Fu Lam; and the Kai Tak Sports Park. The latter is Hong Kong’s largest PV installation to date, with 1 MWp capacity. Given the tight timeline and the Sports Park’s unique design, our team worked diligently to deliver the project successfully and on time.

We work closely with clients in the planning phase – including Hong Kong Drainage Services Department, Hong Kong Housing Authority, Architectural Services Department, and New World Development Company Limited – to understand project needs and design appropriate solutions. As well as solar PV panels, these include smart metering, data and central management systems to help monitor and optimise performance.

We have long-established relationships with Hong Kong’s leading suppliers of solar PV panels and technologies, and – given the city’s limited space – are constantly working to further improve system efficiency, increasing power generated per metre. To ensure that surplus energy is fed into the central grid, we actively advise and work with project partners to arrange the necessary inspections and approvals with local energy companies CLP and HK Electric.

EQUAL ELECTRICITY CONSUMPTION  
PER HOUSEHOLD PER MONTH

\*For three-person household electricity consumption in Hong Kong  
(400 kWh estimated)

	Public Rental Housing Redevelopment Pak Tin Estate	Housing Development Chung Nga Road East, Tai Po	Tseung Kwan O Desalination Plant	Kai Tak Sports Park
				
Annual Capacity	32MWh	74MWh	851MWh	1,453MWh
Monthly Household Consumption Equivalent*	80	185	2,127	3,632

## ENERGY EFFICIENCY

To further reduce carbon emissions, we provide and implement **a range of energy-efficiency technologies, designs, and operational practices.**

### JEDI

#### Hong Kong

Our flagship JEDI platform utilises advanced data management and analytics to help clients reduce their carbon footprints and energy costs. In addition to energy management and predictive diagnostics, new features were rolled out in 2024, including our 3-in-1 Energy Optimisation Solution, which offers even more comprehensive energy optimisation to ensure better efficiency from supply; distribution to demand across entire buildings; and 'Optimal', an app-based solution that enables tenants to maintain thermal comfort while providing facility management teams with detailed energy insights. AI analytics are used to enhance tenants' wellbeing by automatically adjusting to learned preferences.

JEDI is utilised on a range of client projects. In 2024, these included energy optimisation upgrades for Great Eagle at two Grade A buildings in Central district, leading to a 10% energy saving, and efficiency enhancement across 20 blocks at the University of Hong Kong, achieving around a 4% saving alongside other improvements such as EV chargers and CCTV.

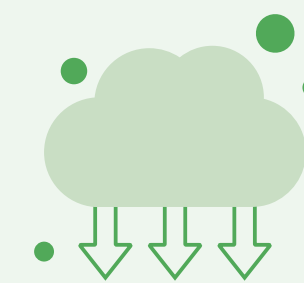
### ACHIEVEMENTS OF DIGITAL CONTROL CENTRE & JEDI

Across Grade A commercial buildings, property developers, public transportation operators, and utilities in Hong Kong, Mainland China, and the Asia-Pacific region



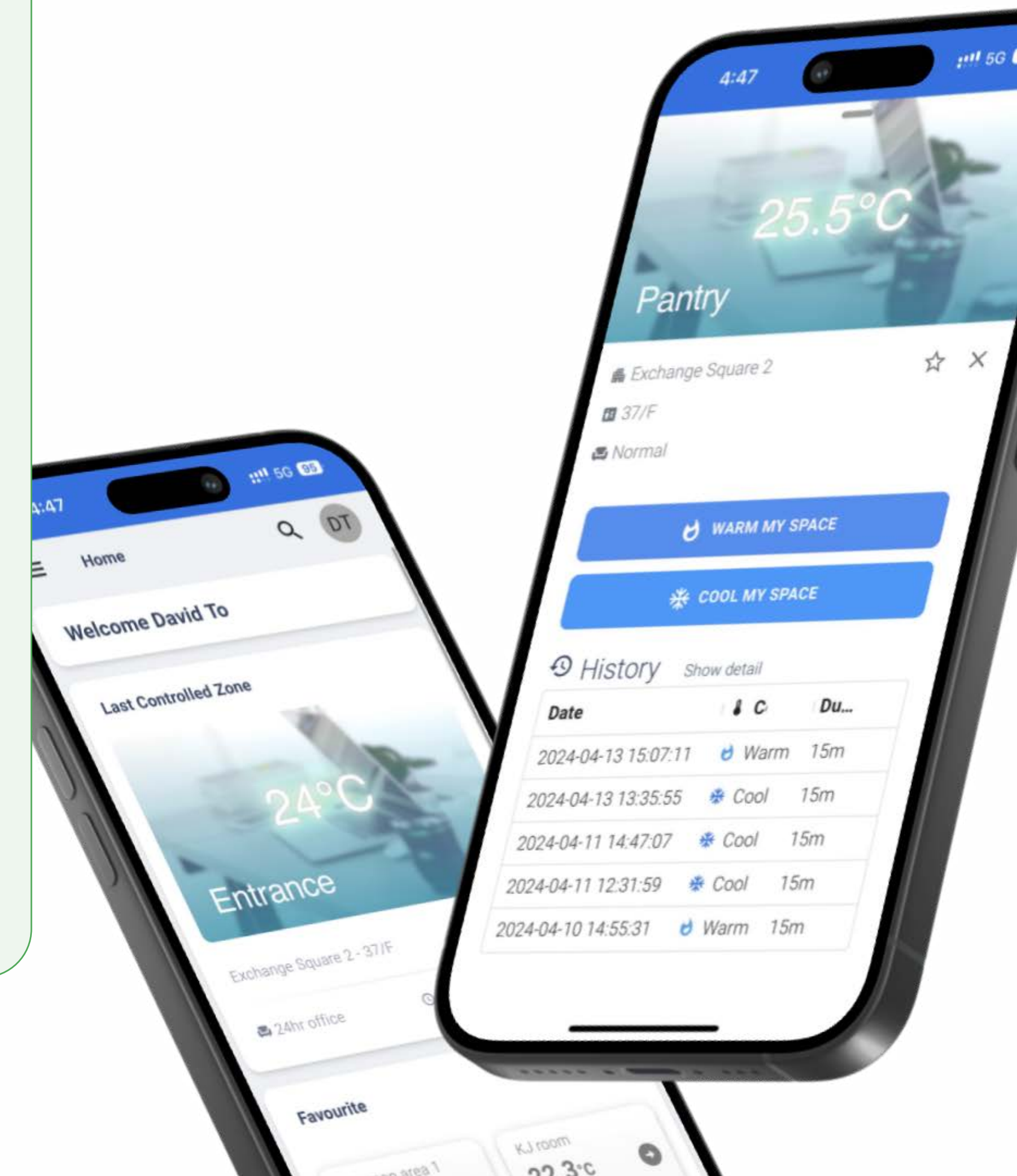
**Total Energy Saving in 2024:**

**8,008,820 kWh**



**Total Carbon Emission Reduced in 2024:**

**~4,004,410 kg CO<sub>2</sub>e.**



History			
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Date		C	Du...
2024-04-13 15:07:11	Warm	15m	
2024-04-13 13:35:55	Cool	15m	
2024-04-11 14:47:07	Cool	15m	
2024-04-11 12:31:59	Cool	15m	
2024-04-10 14:55:31	Warm	15m	

## ENERGY SAVING IN SCHOOLS

### Hong Kong

For the Jockey Club BEAM Plus in Schools Project 2020-23, JEC retrofitted 37 schools with new air conditioning and LED lighting systems.

The refits achieved **up to 25% improved energy-efficiency**, saving 604,124 tonnes of annual CO<sub>2</sub> emissions – equivalent to 26,266 trees.

Following these achievements, JEC participated in the Jockey Club Energy Saver in Schools Project in 2024, funded by the Hong Kong Jockey Club Charities Trust and co-organised by the Business Environment Council, HKGBC and BEAM. The phase two project focused on energy-efficiency retrofitting in participating institutions. Working with seven schools, we achieved a 23% improvement in energy efficiency, saving over 300,000 tonnes of CO<sub>2</sub>e, equivalent to more than 13,000 trees.

## SMART LAUNDRY PROJECT

### Hong Kong

In 2024, JEC continued to implement the world's largest smart laundry project at the Hospital Authority's new Supporting Services Centre. The system uses real-time monitoring and automation to significantly improve energy and water efficiency, while reducing linen damage to just 2-3%. Upon completion, it will be able to process up to 27,500 tonnes of used linen annually.



## CASE STUDY

# COLD STORE REFRIGERATION

Hong Kong

**Cold storage facilities in Hong Kong are scarce due to various economic reasons.**

Yet they are an essential and critical feature of an efficient, well-connected logistic hub. The facilities provide controlled environments for holding critical goods, such as food and medicine, before they are distributed across Hong Kong and the Greater Bay Area.



Sha Tin Cold Store No.2 serves as a major food supplies warehouse for Hong Kong, offering comprehensive cold storage services for products such as high-value meat, seafood and frozen food. Its existing cooling system is a traditional ammonia refrigeration system. This system is energy-hungry and requires substantial quantities of ammonia to be stored onsite.

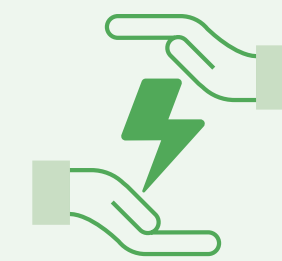
In November 2024, JEC began implementing the latest cascade ammonia and carbon dioxide refrigeration system at Sha Tin Cold Store No. 2. This new technology utilises high-efficiency compressor units, halving power and ammonia consumption.

JEC's role as contractor encompasses preliminary design and consultancy, installation, and actively engaging key stakeholders during the entire project lifecycle. Given the facility's proximity to residents, businesses and rail infrastructure in a densely populated area, stakeholders include but not limited to Hong Kong's Environmental Protection Department and MTR Corporation.

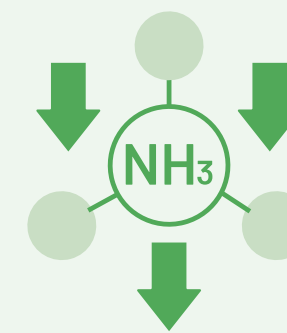
This project builds upon JEC's long legacy in cold storage, dating back to the late-19th century with the establishment of the stucco building on Lower Albert Road in Central as a cold storage warehouse. With an ongoing shortage of capacity in Hong Kong, JEC is exploring similar applications with other potential clients and partners in the territory and beyond.



**50%**  
**Power Saving**



**1,530,000 kWh**  
**Annual Power Saving**



**90%**  
**Less NH<sub>3</sub> used**



**2,322,600 HKD**  
**Annual Cost Saving**

## CASCADE AMMONIA AND CO<sub>2</sub> SYSTEM

The closed-loop, cascade ammonia and carbon dioxide refrigeration system at Sha Tin Cold Store No. 2 ensures that carbon dioxide is enclosed and recirculated inside the equipment. Only 4.5kg of ammonia is needed per kW of cooling created, making this new system the most efficient available on the market.

With much less ammonia in circulation and the containment of carbon dioxide, it is also a much safer system. To further enhance safety during installation, we are implementing our 4S Smart Site Safety System, offering remote monitoring, timely safety alerts, and advanced PPE. Site workers are equipped with personal smart gas monitors for automated leakage detection.



# RESOURCE EFFICIENCY

## WASTE REDUCTION AND PREVENTION

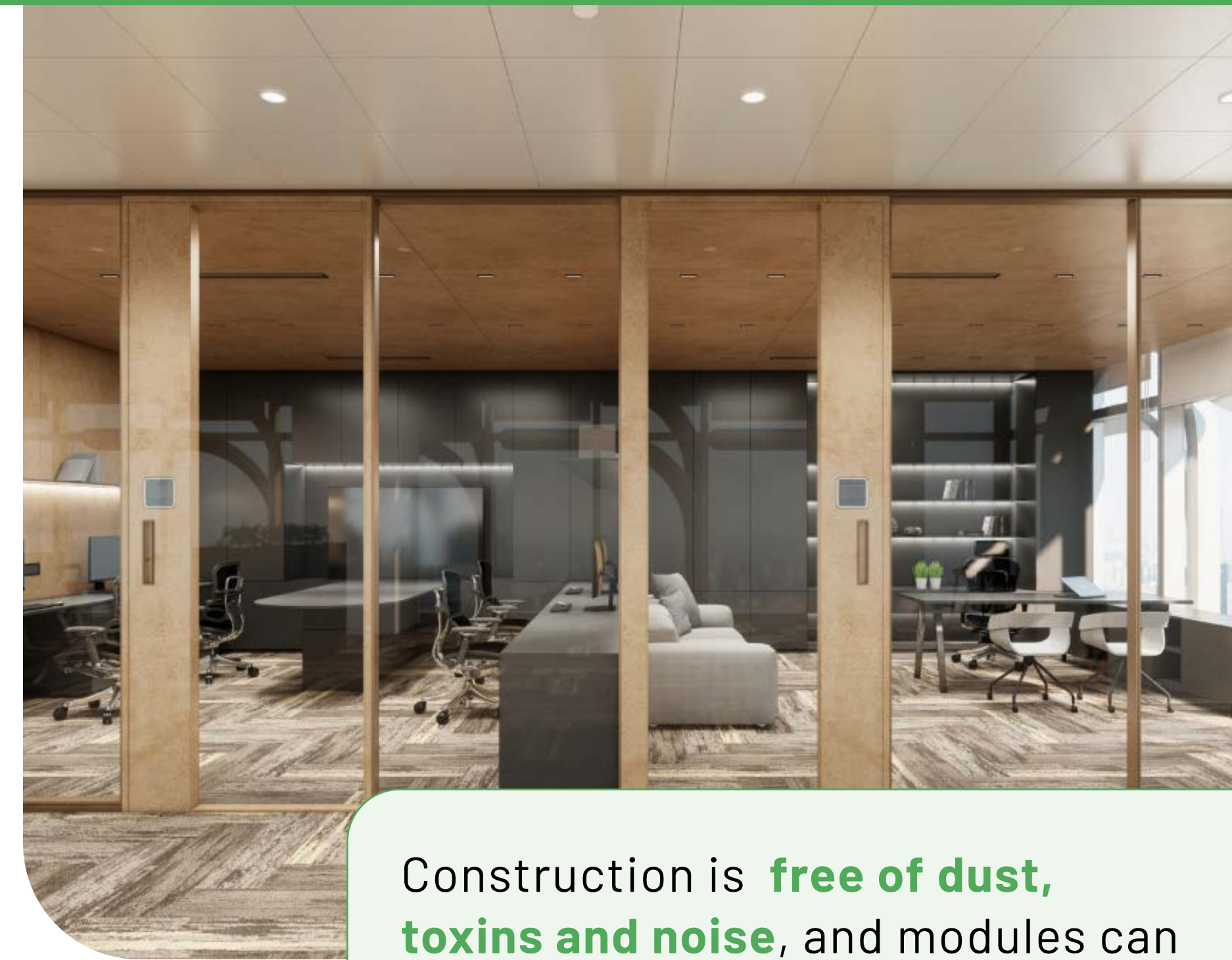
We strive to **minimise waste generation at source** by optimising processes, selecting sustainably produced materials, using materials as efficiently as possible, and eliminating excess packaging.



## PREFABRICATED HOTEL RISERS

### Thailand

JEC Thailand (JECT) was appointed for the installation of prefabricated risers between the 9th and 38th floors of the Dusit Thani, Dusit International's flagship hotel in Bangkok. Modular prefabrication significantly streamlines resource use since all parts are pre-assembled, making the onsite work more straightforward. As well as preventing waste in a controlled environment off-site, this innovative system reduces onsite construction time by 45%, saving our client valuable days.



Construction is **free of dust, toxins and noise**, and modules can be disassembled and reassembled up to 15 times.

## INTERIOR MODULAR INTEGRATED CONSTRUCTION (iMiC)

### Multiple Locations

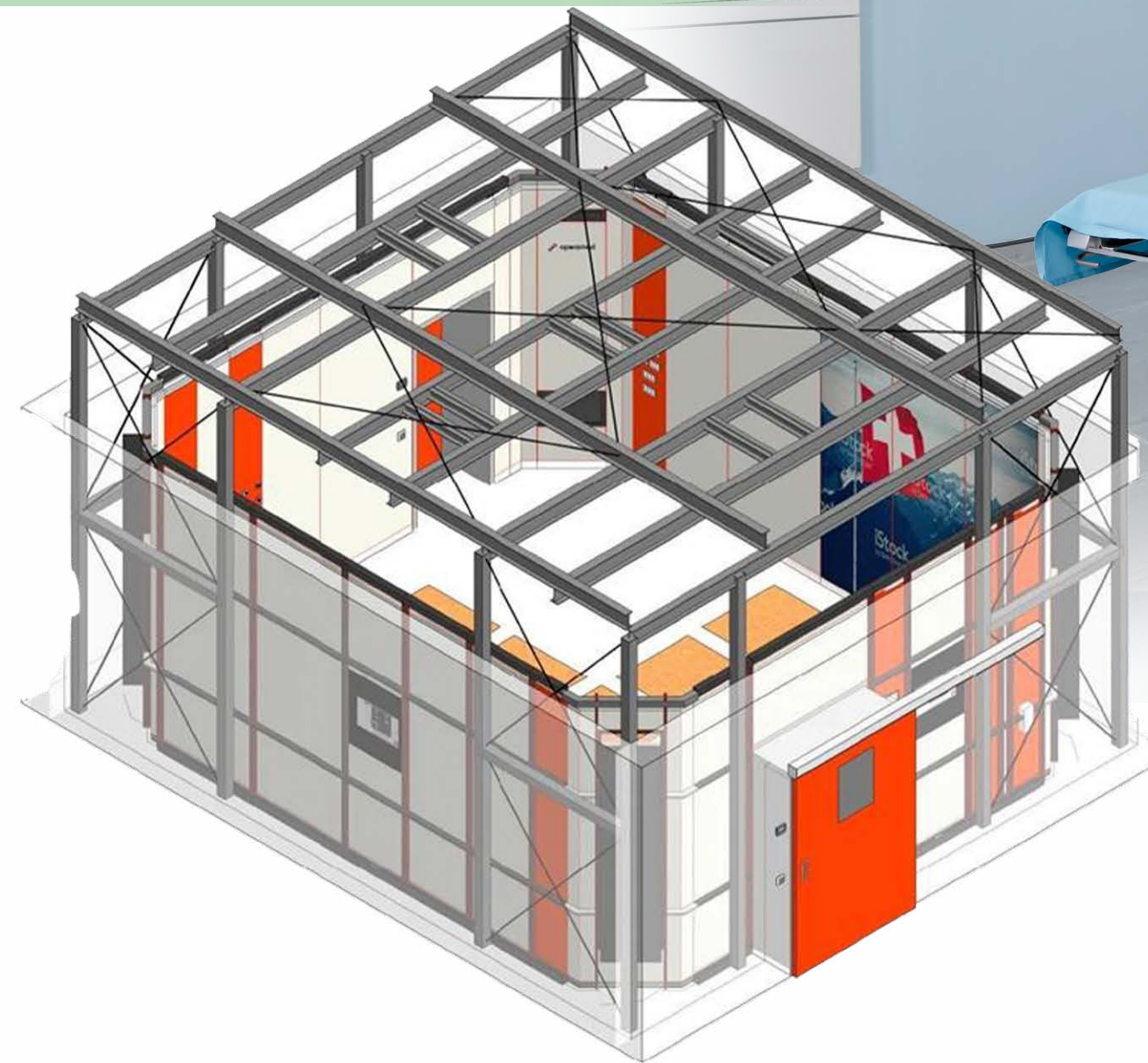
JEC's iMiC solution creates efficient, flexible, low-carbon spaces for clients, integrating modern architectural design and intelligent requirements. All modules are prefabricated in-factory, with over 600 room designs to choose from. Construction is free of dust, toxins and noise, and modules can be disassembled and reassembled up to 15 times.

## CASE STUDY

# HOSPITAL MODULAR OPERATING THEATRES

Hong Kong

MGI, the healthcare engineering business acquired by JEC in 2022, has a 30-year track record of building operating theatres in hospitals. **Positioned as a whole-system integrator, our value-added services include:** virtual reality visualisation of the operating theatres in the planning phase; workflow coordination and integration, for a more complete approval and support process; and a range of finishes and designs.



In 2024, MGI was awarded the construction of ten modular operating theatres (MOTs) as part of Phase 2 of the redevelopment of Kwong Wah Hospital in Yau Ma Tei, Hong Kong. Traditional operating theatre construction involves partitioning, dry-walling, antibiotic coating and more, to provide a clean environment that meets the hygiene standards of a medical facility. The use of prefabricated wall and ceiling panels – produced offsite and assembled at the hospital – greatly reduces site waste and installation times, yet enhances quality control.

To help showcase the benefits of modular construction, we actively engaged key contractors during preparation of their bids for the Phase 2 redevelopment. Upon being selected, the winning contractor appointed JEC as a delivery partner.

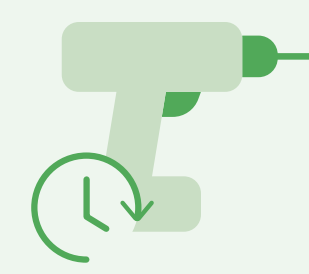
In the first stage of the project, we are building a mock-up installation for the Hospital Authority, the ultimate client, to test, reconfigure and approve the MOT designs. We work closely with our highly specialised, high-specification production partner in Germany, consolidating input and feedback from our engineers, the main contractor, and the Hospital Authority.

Completion of the operating theatres at Kwong Wah Hospital is expected by 2028. With demand for healthcare rising in Hong Kong and across South East Asia, we are leveraging our expertise in modular operating theatre construction to inform exploratory discussions with public authorities, private hospitals and other stakeholders in markets with comparable health systems.



## 5-10% Waste Reduction

Materials are prefabricated in a factory setting, while equipment and some components can be standardised.



## 10-15% Less Installation Time

Onsite cutting and drilling works are minimised.



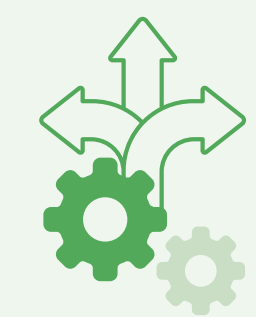
## 10-15% Lifecycle Construction Cost Reduction

Upfront efficiencies in equipment and installation costs, plus lower future maintenance and adaptation costs.



## IMPROVED Site Safety

Prefabrication requires less onsite labour, with greatly reduced dusty site operations and associated safety risks.



## ENHANCED Flexibility

Should future alterations be required, the building panels can be replaced within hours, thus minimising operational downtime.

## CIRCULAR ECONOMY SOLUTIONS

JEC implements advanced closed-loop processes, where waste materials are collected, processed, and reused as inputs in the production of new products and utilities.

### BIOCHAR PRODUCTION PLANT

#### Hong Kong

The Pilot Biochar Production Plant at EcoPark, Tuen Mun, can process up to 6,000 tonnes of wood waste into 1,200 tonnes of biochar each year, producing carbon savings equivalent to the absorptive capacity of almost 300,000 trees.

Biochar has diverse applications, including as a soil conditioner, adsorption material for filtering pollutants, and building material additive. Wood vinegar is also produced, as a secondary product. The plant, which was commissioned by the Environmental Protection Department with JEC as contractor, commenced operations in October 2024. JEC has engaged a consultant to register the plant with a credible programme or organisation under a voluntary carbon credits scheme.

### O-PARK2

#### Hong Kong

O-PARK2 converts food waste into renewable energy and fertiliser using anaerobic digestion technology. Commissioned by the Environmental Protection Department and designed, built and operated by JEC and its joint venture partners, the facility became operational at the end of 2024. It can process up to 300 tonnes of food waste per day, saving up to an estimated 67,000 tonnes of greenhouse gas emissions each year.

Already, more than 34,500 tonnes of food waste collected from the community have been diverted from landfill, and around 50,000 kWh of electricity produced. The project was recognised at the Green Building Awards 2023 and the Institution of Civil Engineers (ICE) Awards 2023.

Already, **more than 34,000 tonnes of food waste** collected from the community have been diverted from landfill, and around **50,000 kWh of clean energy produced.**



# WATER STEWARDSHIP

## POTABLE WATER RESILIENCE

Faced with changing climate conditions and high population density, **JEC helps to ensure the continued availability and quality of drinking water** in Hong Kong.



The plant has a current production capacity of **up to 135,000m<sup>3</sup> of freshwater per day** – **equivalent to around 5% of total demand** across Hong Kong.



## DESALINATION PLANT

### Hong Kong

JEC was a joint venture contractor for the design, build and operation of the first stage of Hong Kong's Tseung Kwan O Desalination Plant, which uses reverse osmosis technology to convert seawater into potable water. The Opening Ceremony at the Open Day took place in November 2024, with Ricky Lau, Permanent Secretary for Development (Works), and Roger Wong, Director of Water Supplies, in attendance, joined by JEC's Chief Executive and members of our Executive Committee.

The plant has a current production capacity of up to 135,000m<sup>3</sup> of freshwater per day – equivalent to around 5% of total demand across Hong Kong. Ultimately, it will produce up to 270,000m<sup>3</sup> of freshwater daily, enabling enhanced resilience as the effects of climate change grow more intense. The plant was first runner-up in the Most Popular Infrastructure Projects in Hong Kong over the Past Quarter Century Competition, organised by ICE Hong Kong.

## WATER QUALITY PROTECTION

JEC also **protects Hong Kong's water sources from contamination** and overuse, through enabling post-consumption water treatment services.

## SEWAGE TREATMENT WORKS

### Hong Kong

JEC was awarded a contract from the Drainage Services Department to provide electrical and mechanical works for new sludge treatment facilities for Shek Wu Hui Effluent Polishing Plant Main Works Stage 1 project. The project also involves upgrading the existing Shek Wu Hui Sewage Treatment Works to a tertiary sewage treatment plant. JEC employed advanced building information modelling techniques in the design work.

When the project completes in 2025, the upgraded facilities will produce high-quality treated effluent for non-potable uses, while the new sludge treatment facilities will produce high-quality sewage sludge as an input for producing clean energy at the territory's T-PARK facility.

In addition, the new sludge treatment facilities will produce biogas which will be **used to generate around 45,000 kWh of electricity per day**, helping to power the plant's operation.



## SOCIALLY BENEFICIAL WATER USE

Water is also vital for key leisure and community services. We help to **ensure water resources are used responsibly**, whilst contributing to social wellbeing.

## NEW SWIMMING POOL

### Hong Kong

JEC was responsible for installing water filtration systems at the re-provisioned Tuen Mun Swimming Pool under MTR Corporation, to support the southern extension of Hong Kong's Tuen Ma Line and wider redevelopment of the area. The new site will feature four outdoor pools, two indoor pools, 1,200 spectator seats, and more barrier-free facilities for guests with impaired mobility.

# SUSTAINABLE PARTNERSHIPS

## CLIENTS AND CUSTOMERS

To showcase our solutions, secure more business and thus further enhance our impact, **we actively engage existing and potential clients and customers**, across our markets.

### GRANULAR INSECTICIDE

#### Philippines

Jardine Distribution, Inc. (JDI) – our wholesale distributor of agricultural products, applied construction chemicals and household consumer items – launched its Offenza G4 Granular Insecticide in 2024, with a series of events for farmers in rice-growing areas in the Philippines. Offenza is less toxic to beneficial insects and non-target pests, uses less water during application, and has low leaching into groundwater. Sales reached USD110,000 by the end of the year, with water savings on farms totalling 554 kilolitres. JDI is the sole agent to market Offenza G4 Granular Insecticide in the Philippines.

### TOUR INTRODUCING BUILDING EQUIPMENT AND PRODUCT OFFERINGS

#### Hong Kong

In October, a distinguished group of customers from Hong Kong Science & Technology Parks Corporation visited the JEC office. We showcased our latest building equipment and product offerings. The engaging session fostered a productive exchange of ideas and feedback.

### COCKTAIL RECEPTION

#### Hong Kong

Our Cocktail Reception in November showcased cutting-edge JEC solutions, such as our Interior Modular Integrated Construction system, Smart-Safe BMU Robotic Intelligence, green hydrogen solution, and much more. Over 300 guests and colleagues were offered craft beer made from surplus bread, and biochar made from wood waste at JEC's iconic project, the Pilot Biochar Production Plant.



## INDUSTRY

We acknowledge that to build a sustainable engineering and construction sector and help drive impact beyond our business, **we must collaborate with like-minded peers and industry associations.**

## RECYCLING AND SUSTAINABLE MATERIALS

### Philippines

JDI joined pioneering non-profit organisation the Philippine Alliance for Recycling and Materials Sustainability (PARMS) in 2024, demonstrating our commitment to advancing sustainable waste management practices across the Philippines. We worked seamlessly with PARMS in order to comply with the Extended Producer's Responsibility Act.



## SUSTAINABILITY AND SAFETY

### Hong Kong

JEC participated at Hongkong Land's Project Partnership, Sustainability & Safety Charter Signing Ceremony. The Charter aims to build a more sustainable future as Hongkong Land marked a pivotal milestone in the 'Tomorrow's CENTRAL' transformation project. JEC pledged to prioritise occupational health and safety as our core value, and prioritise low carbon, green and energy-efficient products, designs and construction methods.

## SUPPLIERS

We partner with leading innovators to bring forward the highest-quality, most technologically advanced and sustainable solutions.

## INNOVATIVE BUILDING FINISHES

### Philippines

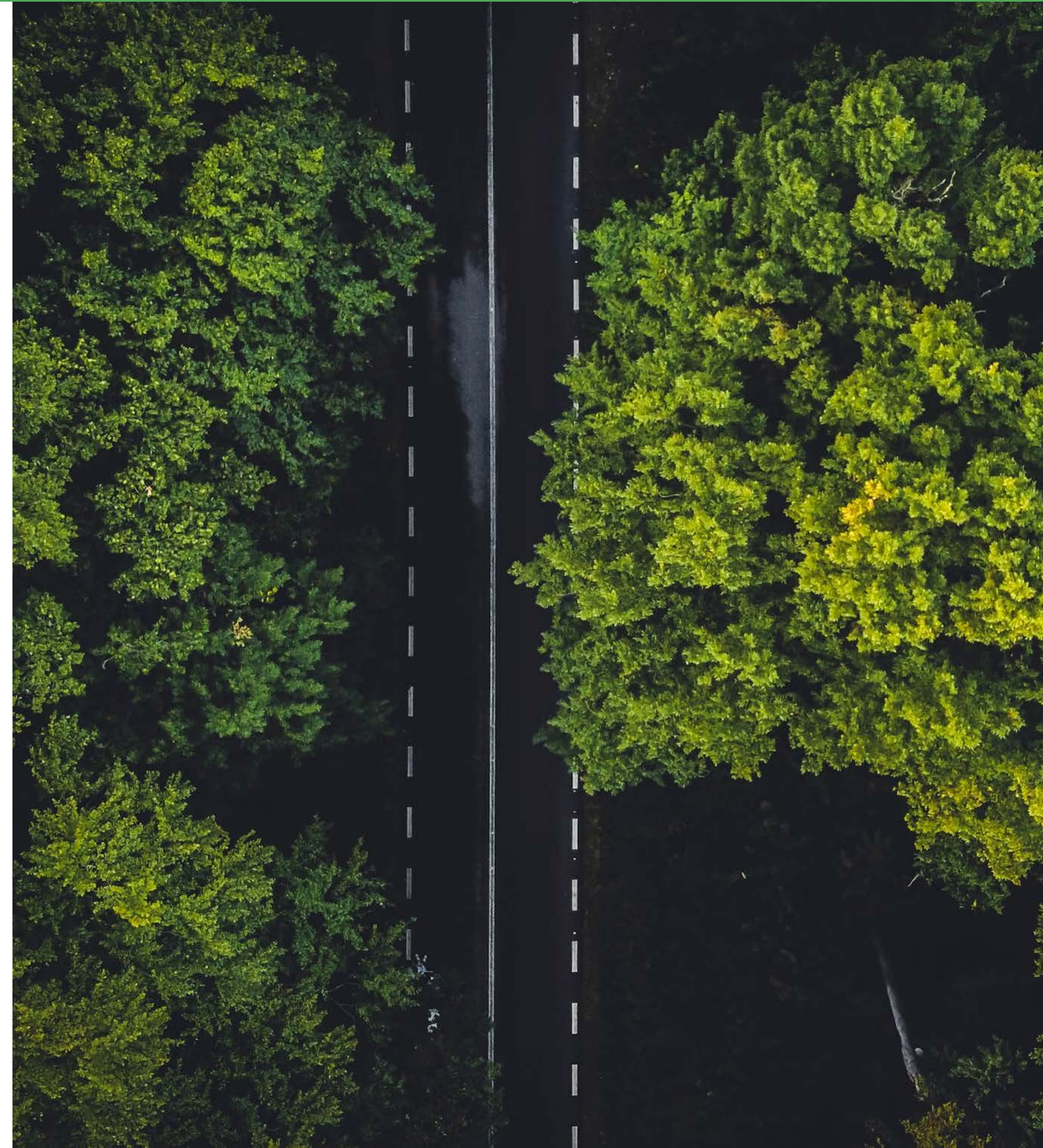
In September, JDI launched SikaWall Skimcoat and Rainguard in partnership with Sika Philippines. These innovative products support green building maintenance with their low-VOC formulation, durability and longevity, and weather resistance. To stimulate demand, JDI conducted dealer activations, product demonstrations and digital campaigns, leading to sales of 50,000 litres by the end of the year.

## SUSTAINABLE SOURCING

### Group-wide

Our Sustainable Procurement Policy and supplier assessment system help to ensure that our business partners share our values and commitment to sustainability. All vendors registered on our eProcurement system must accept Jardine Matheson's Code of Conduct as well as our own environmental, safety and quality requirements, including ISO 14001 and ISO 45001.

In 2024, we began directly engaging key vendors to explore what additional value-added services they could offer to support our sustainability goals, such as advanced resource efficiency technology or other digital tools. We are preparing to introduce an ESG questionnaire in 2025, for more systematic data-gathering on supplier sustainability performance.



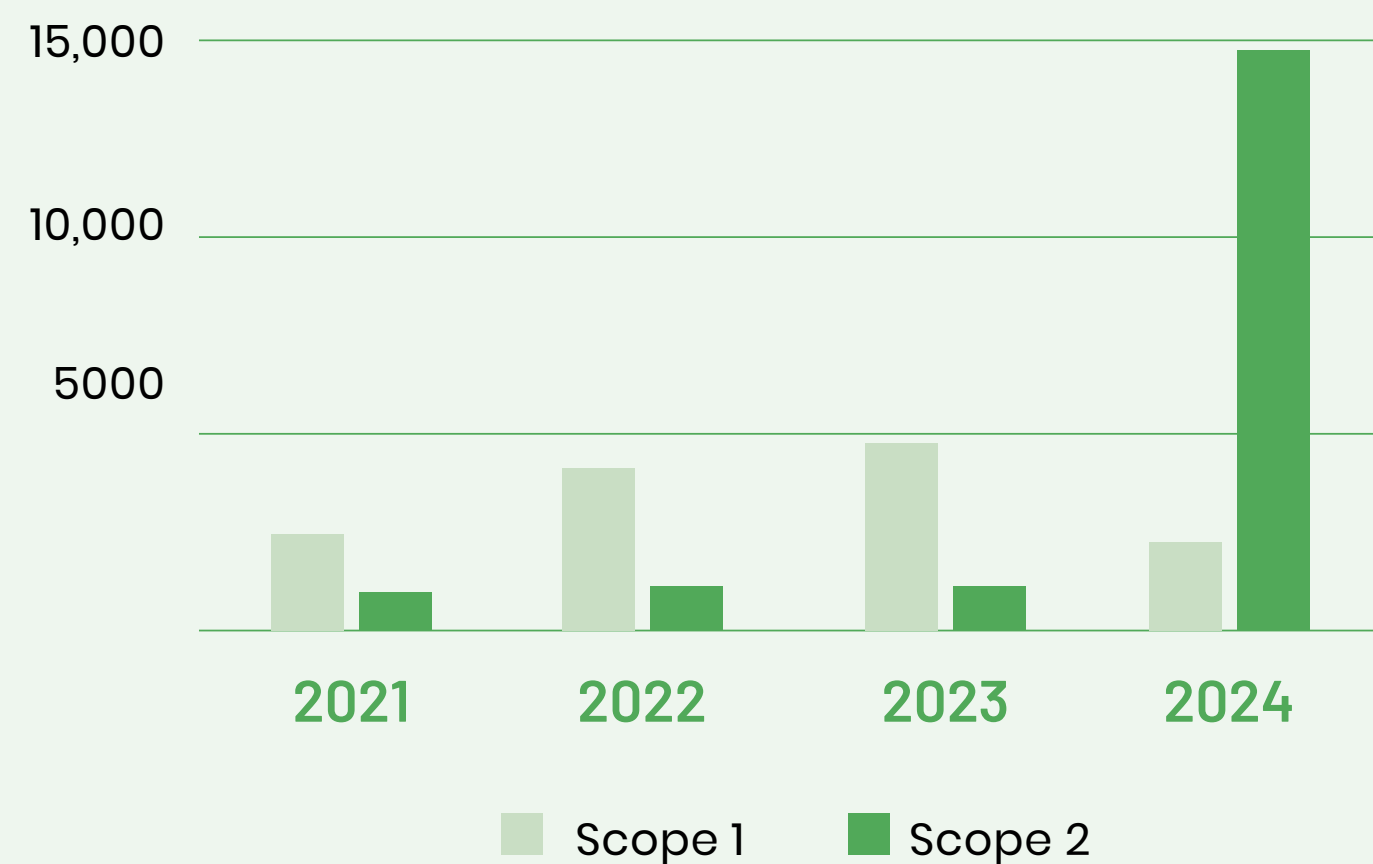
# ENVIRONMENTAL PERFORMANCE

Our scope 1 emissions more than halved in 2024, while our scope 2 emissions rose significantly. This reflects the project life cycle of two of our most iconic projects – namely the Tseung Kwan O Desalination Plant and O·PARK2. The former moved from construction and installation to testing and commissioning in January 2024, while the latter did so in April 2024. Construction and installation is significantly more dependent on onsite energy generation, whereas testing and commissioning uses energy sourced from the local grid.

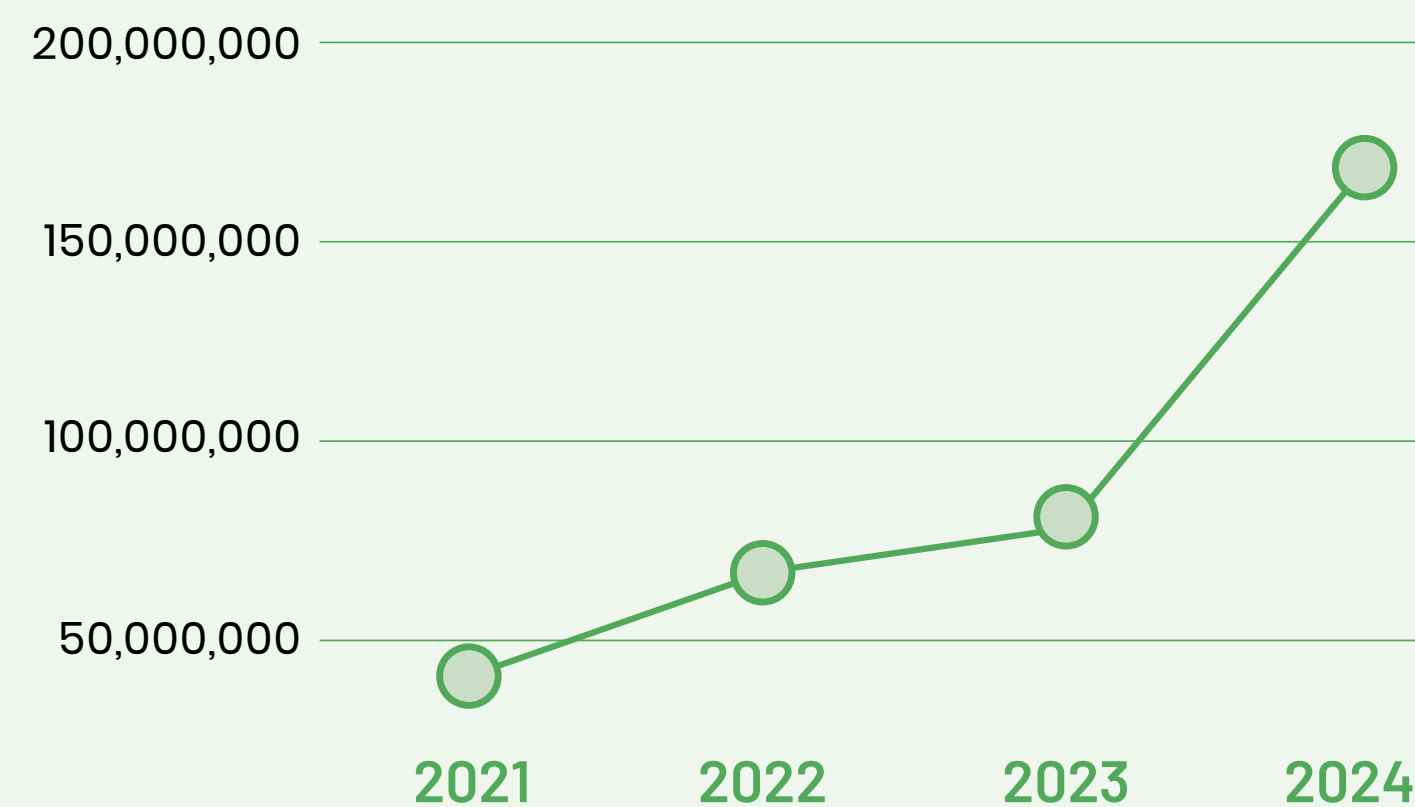
This shift is also mirrored in our waste generation trend, which shows a huge drop between 2022 and 2024 due to the fall in construction waste, as our major projects moved from the construction phase to commissioning. Our waste diversion rate reached a peak of 96% in 2022, but has fallen since, as the remaining, much lower waste volumes, now mainly consist of other waste categories that are more challenging to divert and reprocess.

## GHG EMISSIONS AND ENERGY

GHG Emissions by Year (tCO<sub>2</sub>e)

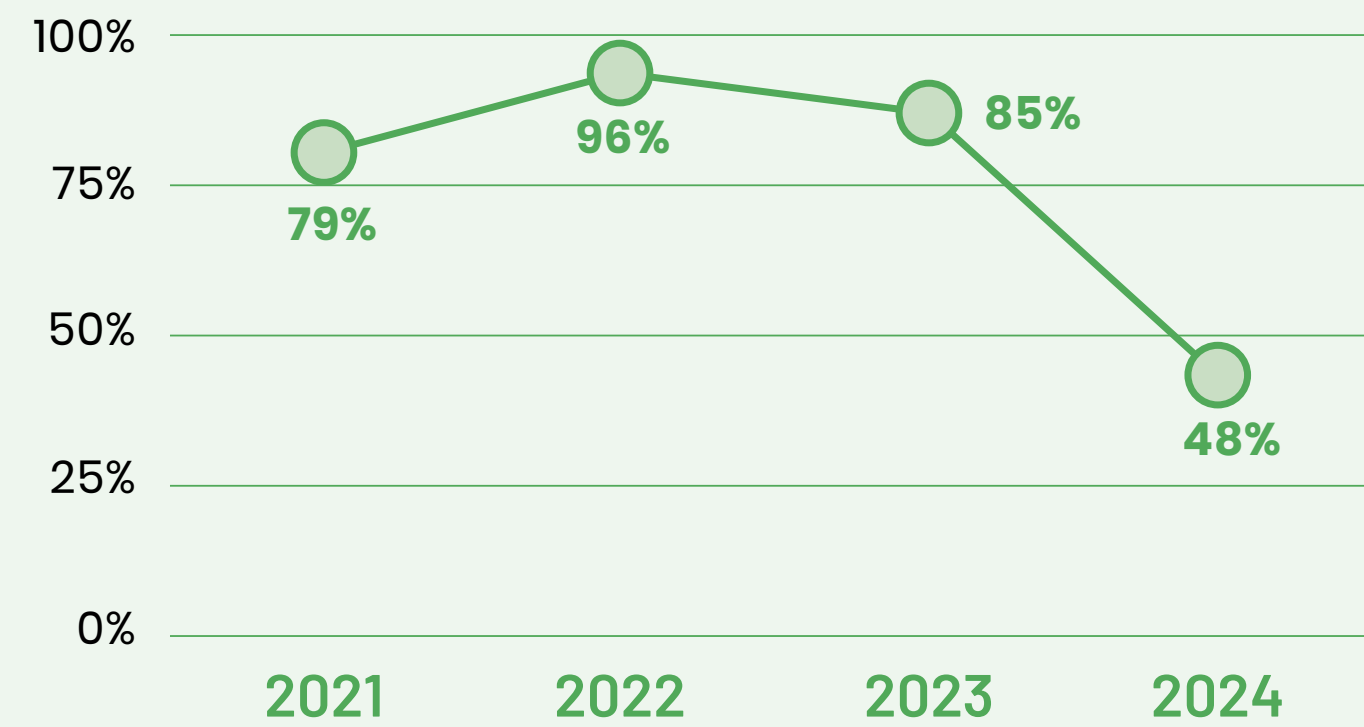


Total Energy Consumption (MJ)

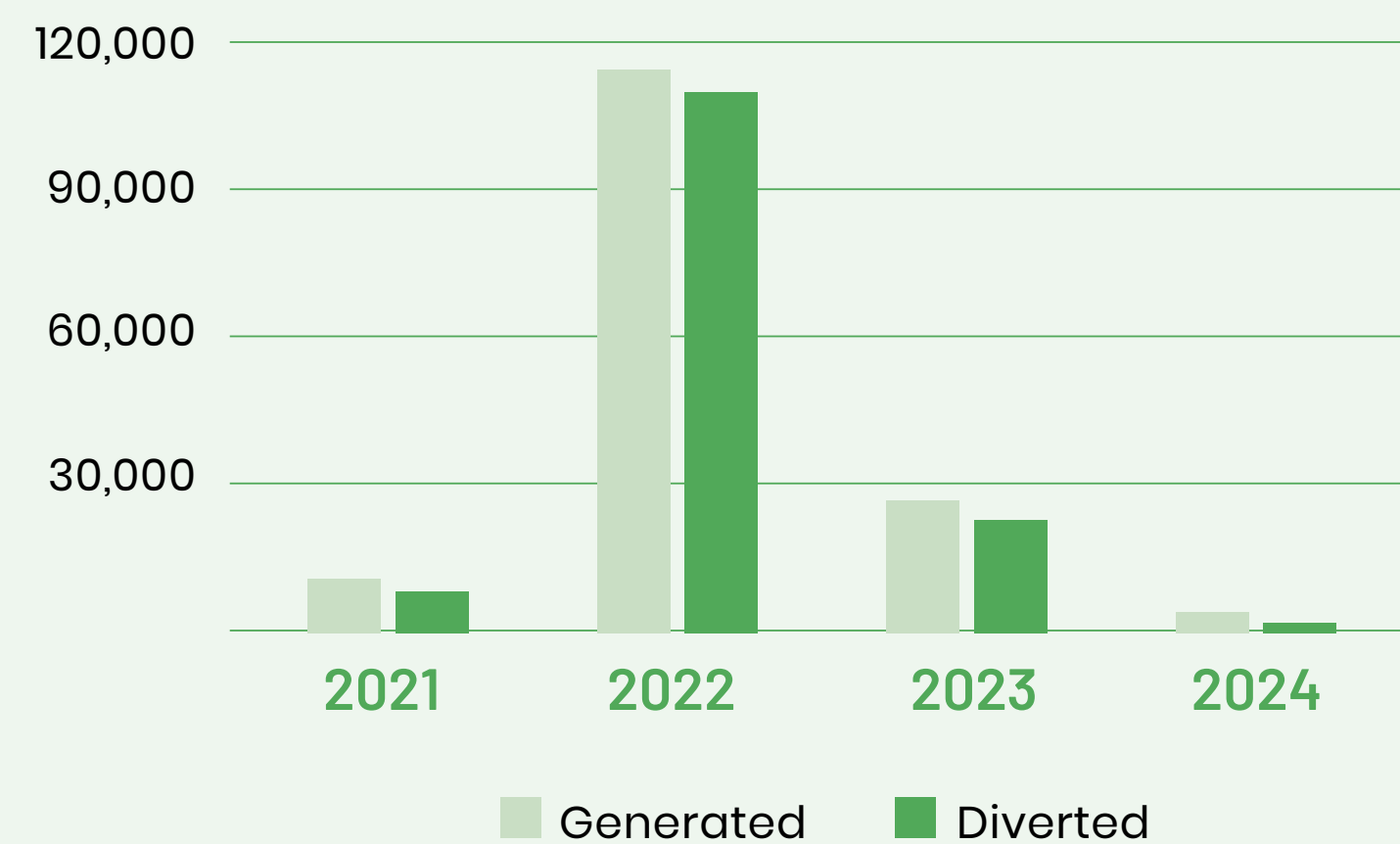


## WASTE GENERATION AND DIVERSION

**Diversion Rate**



**Waste Generated and Waste Diverted (tonnes)**





# PEOPLE & COMMUNITIES

# SAFETY AND WELLBEING

## SAFETY INNOVATION

JEC leverages **advanced technology to deliver safe and efficient maintenance solutions** at client sites and some of Hong Kong's most iconic buildings.

### AIoT FIRE SAFETY MANAGEMENT SYSTEM

#### Hong Kong

Our AI-powered Internet of Things (IoT) Fire Safety Management system utilises smart tools and dashboards to reduce false fire alarms, with real-time monitoring of fire extinguishers and gas extinguishing cylinders. It has gained traction among Grade A commercial buildings, healthcare facilities and hotels in Hong Kong, and has reduced productivity losses due to false alarms.

### 4S

#### Multiple Locations

To enhance site safety, we have implemented our Smart Site Safety System (4S), leveraging CCTV, IoT devices and sensors to continuously track safety parameters, and identifying potential hazards before they escalate. This proactive monitoring allows us to make informed decisions and implement immediate corrective actions, minimising risks and enhancing safety on our sites.

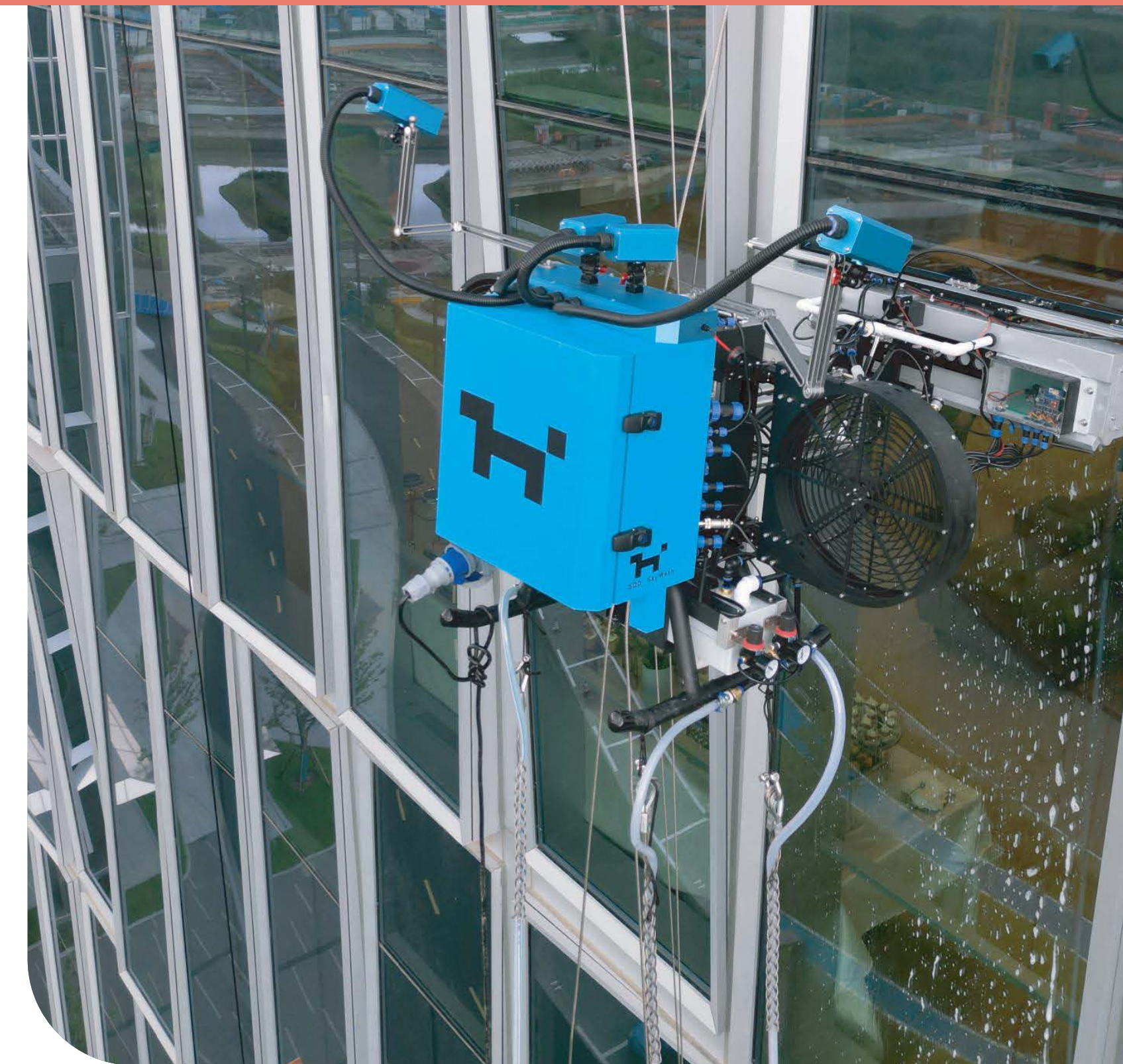
Our commitment to safety extends beyond government projects; we are also implementing the 4S system in private projects, backed by invaluable support from the Construction Innovation and Technology Fund (CITF).

### ROBOTIC FLOOR COATING

#### Hong Kong

Supporting Hong Kong's vision to be a global leader in microelectronics innovation, the Microelectronics Centre at Yuen Long InnoPark required vast quantities of coating to its concrete walls and flooring, to create a dust-proof environment. JEC used a fleet of ten robots to deliver fully automated grinding preparation of the concrete surfaces, at 1.7x the usual productivity rate.

Dust produced during the grinding process was fully absorbed by the robots, thus reducing air pollutants and eliminating health and safety risks, since no labour was required.



### SMART-SAFE BMU ROBOTIC INTELLIGENCE

#### Hong Kong

JEC's game-changing automated building maintenance unit uses a gondola system with smart robot to precision-clean high-rise windows and building façades. Typical jobs can be completed in 70% less time, with less water and without the need for human body suspension at height – thereby reducing our clients' operational and long-term maintenance costs.

## SAFETY CULTURE

**Safety is always our top priority at JEC.**

Regular training is provided, including on-site talks, to remind employees and contractors of our stringent safety standards and procedures.

## HEALTH AND SAFETY AWARD

### Singapore

The UK's prestigious Royal Society for the Prevention of Accidents recognises organisations, teams and projects – across all sectors, anywhere in the world – in its annual Health and Safety Awards. JEC Singapore achieved the coveted Silver Award 2024, as a result of its wide-ranging efforts to promote occupational health and safety, and its track record of zero accidents.



## EMPLOYEE WELLBEING

To ensure that our staff are happy and productive, we continue to **actively nurture our teams' physical, mental and social wellbeing.**

## WELLNESS PROGRAMME

### Hong Kong

JEC established a new central Wellness team in 2024, leading to a significant increase in activity. A total of 15 wellness events were held over the year, with more than 2,200 frequency of participation. Activities included staff bazaars, yoga classes, family movie days, and health and interest group workshops. In 2025, the team aims to further increase the number of wellness events to 29.

### JEC WELLNESS EVENTS

2023

2024

2025

15 Events

29 Events

# NURTURING TALENT

## SKILLS TRAINING

**JEC employees benefit from continuous skills training and development**, including company-wide programmes, function-specific technical training, and access to external courses.

## TRAINING PROGRAMMES

### Group-wide

A total of 2,379 employees participated in training programmes across our business units and geographies in 2024. Training in five specific key competency areas – namely project management, communication skills, building information modelling, competition law, and anti-corruption – were delivered to more than 420 employees in Hong Kong.



**420+**

**Attendances in  
top 5 competency  
areas**



A total of **2,379 employees participated** in training programmes across our business units and geographies in 2024.

## FUTURE LEADERS

**Building the talent pipeline is both a business imperative and a social responsibility.** We offer young people internships, apprenticeships, management training, and more.



## CRAFT APPRENTICE PROGRAMME

### Hong Kong

JEC welcomed 46 new Craft Apprentices in September 2024, assigned to our Building Equipment & Products, Digital & Sustainability and Maintenance & Renovation businesses. In November, 24 graduates from our 2021 intake completed the Apprenticeships Programme, receiving a Certificate of Completion from the Vocational Training Council and being offered permanent roles with JEC. A further 14 apprentices, from our 2022 intake, were awarded scholarships following their outstanding performance on the programme.

## GRADUATE RECRUITMENT AND DEVELOPMENT AWARD

### Singapore

JEC Singapore won the Bronze Award for Excellence in Graduate Recruitment and Development at the HR Excellence Awards 2024 in Singapore. The Award recognises excellence and innovation in sustainable HR practices that contribute to talent acquisition and retention, employee well-being and inclusivity, and organisational growth.



## MANAGEMENT TRAINEES

### Hong Kong and Mainland China

Our two-year Management Trainee programme, formally recognised by the Hong Kong Institution of Engineers, took in ten new trainees in 2024, who were rotated to various business units to gain different technical skills and expand their horizons. Four earlier intakes completed the programme and were appointed as Engineers, while in October, recruitment activities began in universities across Hong Kong and Mainland China for our 2025 intake.

## INCLUSION

In our workplace and beyond, we are committed to ensuring that **people from all backgrounds have the chance to thrive** and contribute to our success.



## JARDINES STEM DAY

### Hong Kong

In August 2024, JEC partnered with Zung Fu, Maxim's and Christian Action to arrange the Jardines STEM Day, benefiting 20 youths from ethnic minority and underprivileged families. The day involved visits to JEC's Pilot Biochar Production Plant and Zung Fu House, where they experienced real life applications of technology.



## GIRLS GO TECH

### Hong Kong

JEC collaborated with Zung Fu to support The Women's Foundation's Girls Go Tech programme, with the aim of engaging young girls in engineering. Through an interactive learning experience, participants gained valuable insights into STEM and environmental sustainability in the automotive industry.

## YOUR VOICE

### Hong Kong

JEC's first-ever electronic, Group-wide employee engagement survey was conducted in 2024, offering all colleagues the opportunity to provide feedback on their experiences of working at JEC, and how the company might support them better. An exceptional response rate of 88% was achieved which was substantially higher than the Global Benchmark at 75%, with engagement favourability at 64%. Results were shared with departmental and business unit heads, who then established focus groups to collaboratively develop action plans for enhancing engagement in their units / departments.

# GIVING BACK

## OUR WORKFORCE

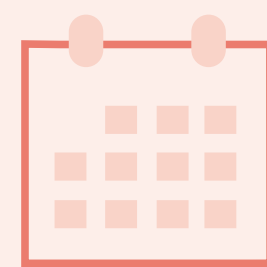
JEC aims to offer all colleagues **an attractive and rewarding workplace**, with appealing benefits, an inclusive culture, and various social and volunteering opportunities.

### JEC VOLUNTEERING 2024



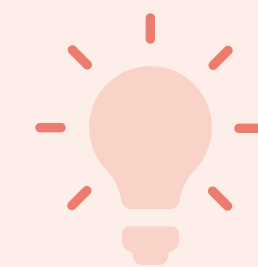
**1,054**

**Volunteer  
Hours**



**22**

**Volunteer  
Events**



**22**

**Partners  
Engaged**



## EMPLOYEE BENEFITS

### Group-wide

JEC employees receive a range of benefits including medical insurance, a preferential dental scheme, access to subsidised holiday homes, social events, and discretionary bonuses. Salaries and benefits are reviewed annually, with reference to company performance, market conditions, individual performance, and other factors. An ORSO scheme is available for enhanced retirement planning.

## EMPLOYEE VOLUNTEERING

### Group-wide

JEC employees give back to local communities as volunteers. For example, in June 2024 the team at JEC Singapore participated in a beach clean-up at East Coast Park, collecting 175kg of litter. As well as improving the local environment, the activity helped demonstrate JEC's commitment to a healthy environment and fostered team bonding and wellbeing.



## CLIENTS AND BUSINESS PARTNERS

**We actively engage our clients and stakeholders** throughout the year, to build meaningful, mutually beneficial relationships.



## GOLF DAY

### Hong Kong

Our clients and business partners were invited to our Golf Day in March, bringing together more than 50 golfers and dinner guests. Inspired by our values, everything from the golfer's kits and gifts to event items and on-site displays was crafted using eco-friendly resources and responsibly sourced materials.

## COMMUNITIES

Our staff kindly **give back to their communities** through a range of local activities. JEC Hong Kong has been a member of Hong Kong's Caring Company Scheme since 2006.



## FLOOD RELIEF

### Thailand

JEC Thailand collaborated with two local charities – the Thai Red Cross Society and the Mirror Foundation – to provide relief to victims of flash floods in northern and northeastern Thailand in September 2024. With JEC's Bangkok office acting as a central collection point, colleagues donated essential goods to be distributed via the charities.

## CHILDREN & YOUTH SERVICES PARTNERSHIP

### Hong Kong

JEC and Hong Kong Children and Youth Services (HKCYS) organised a WWF-hosted Hoi Ha Wan Marine Education Programme ('Story of Fish') for primary school students. Participants explored the city's only marine research and education centre built on water, and took a glass-bottomed boat ride for coral observation, to gain a deeper understanding of the rich marine ecosystem.

Continuing our partnership, HKCYS hosted a 'Ninja Warrior' experience for 20 primary school students, to inspire the next generation through the thrills of obstacle fitness training and competitive physical challenges. The event promoted the benefits of a healthy lifestyle, instilling a valuable life skill for its young participants to continue in the future.

The event promoted the benefits of a healthy lifestyle, **instilling a valuable life skill for its young participants** to continue in the future.

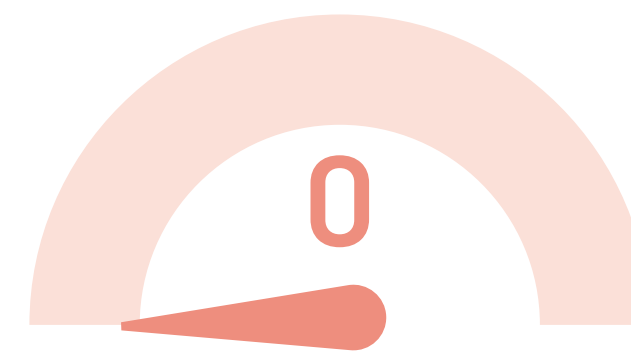
# PEOPLE PERFORMANCE

## SAFETY AND WELLBEING

We continued to achieve **zero fatalities in 2024**, with 100% OHS system coverage of workers.



of employees and worked covered by occupational health and safety system



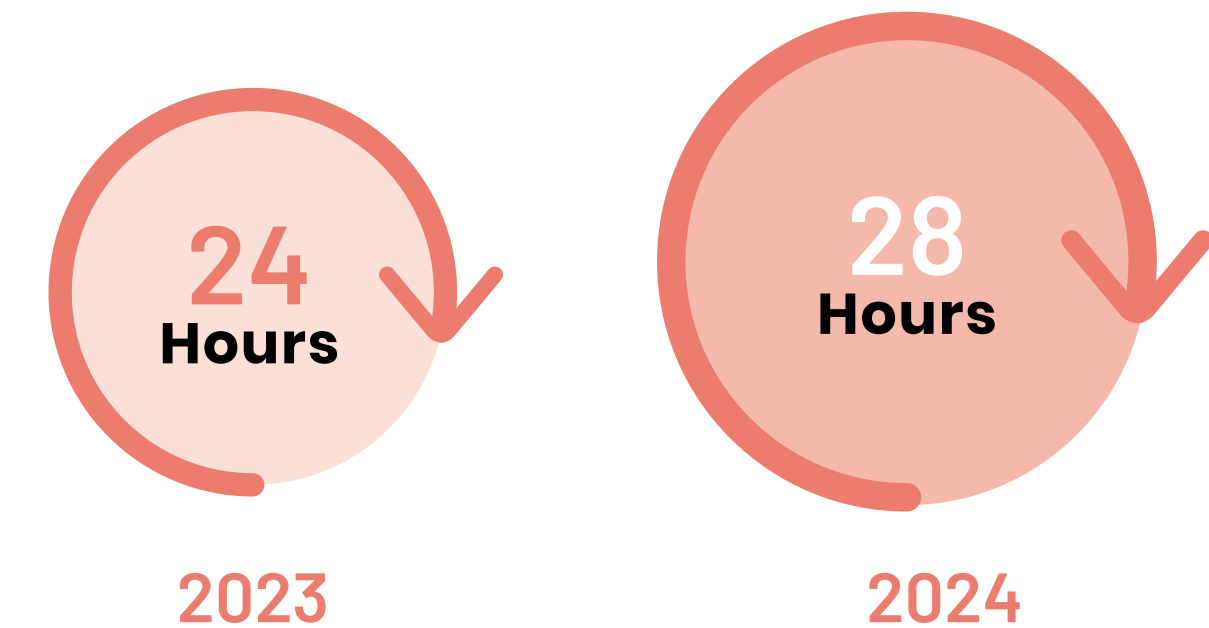
fatalities in 2024 across employees and outsourced workers



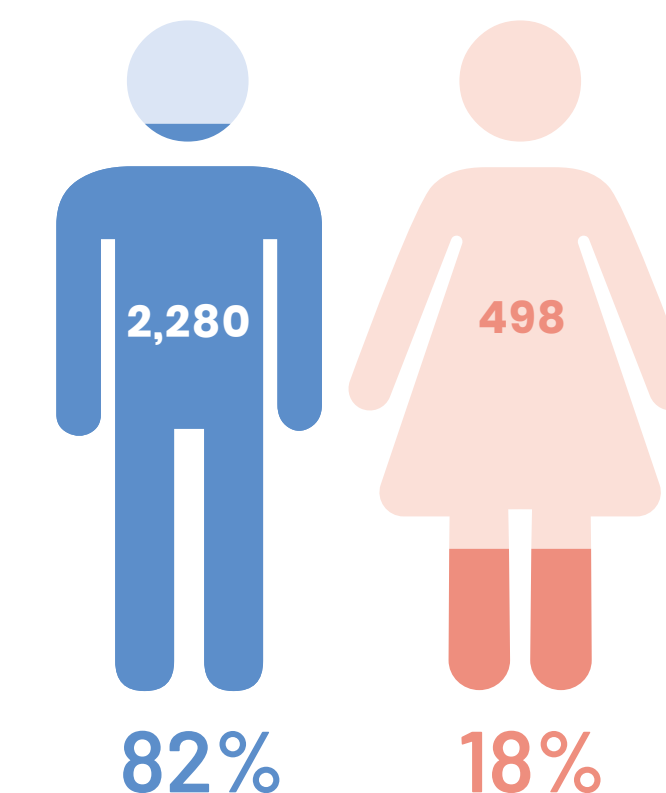
## NURTURING TALENT

**2,379 employees** attended training in 2024.

Average training hours per employee increased from 24 to 28 hours in 2024, with increases in training hours at both manager and non-manager levels.



The gender diversity of JEC employees remained constant in 2024, **reflecting industry norms**.



MAINTAINING  
TRUST THROUGH  
GOOD GOVERNANCE

JEC

# RISK MANAGEMENT

We **maintain the trust of our clients, business partners and communities** through robust corporate governance and risk management.

## ENTERPRISE RISK MANAGEMENT

Our Risk Management and Controls Framework provides a formal structure for internal risk assessment and the development of mitigation measures. With the help of our Risk Champions, business units proactively identify and feed upwards any risks on their radar, to be reviewed at the Group level, and strategic or operational responses agreed.

## PRODUCT AND PROJECT RISK ASSESSMENTS

JEC teams operate in highly technical, complex environments, presenting ever-changing challenges and risks. To ensure that emerging risks are identified and addressed in a timely way, our Peer Review Policy and Procedure requires a third party within JEC, independent of project teams, to periodically assess all projects in terms of status and effectiveness.

## BUSINESS CONTINUITY

JEC's Business Continuity Plan sets out responsibilities, actions and procedures to recover critical functions in the event of a disaster, supported by our Emergency Operations Team. Each JEC regional office has a Crisis Management Team to lead our crisis response during serious incidents. Our HQ CMT includes our Chief Executive, Chief Financial Officer and Chief Operating Officer.

## BUSINESS ETHICS

The Jardines Code of Conduct sets out our expectations of employees when dealing with business partners and other stakeholders, including policies regarding illicit payments, entertainment, anti-competitive practices, and conflicts of interest. Our Speak Out service, operated by an independent partner, allows employees to anonymously report on any actual or suspected misconduct, including bribery, corruption or fraud.

# CYBERSECURITY

As data becomes more ubiquitous and our business ever more digital, ensuring **data privacy and cybersecurity remains a top priority** for JEC.

## POLICY AND PROCEDURES

Our IT Policy and Procedures comply with the ISO/IEC 27001 standard and undergo regular internal and external audits. We update our Cyber Incident Response Plan and Disaster Recovery Plan annually, ensuring clear processes, roles and responsibilities. Regular drills help us maintain preparedness for any cybersecurity incidents.

## AWARENESS TRAINING

Our colleagues receive continuing training on cybersecurity, including data protection and phishing awareness. In 2024, we added training on AI-generated fraud such as deepfake technology. Across JEC Group, there have been no substantiated breaches or complaints related to data security or customer privacy.

Across JEC Group, **there have been no substantiated breaches** or complaints related to data security or customer privacy.

# RESPONSIBLE PROCUREMENT

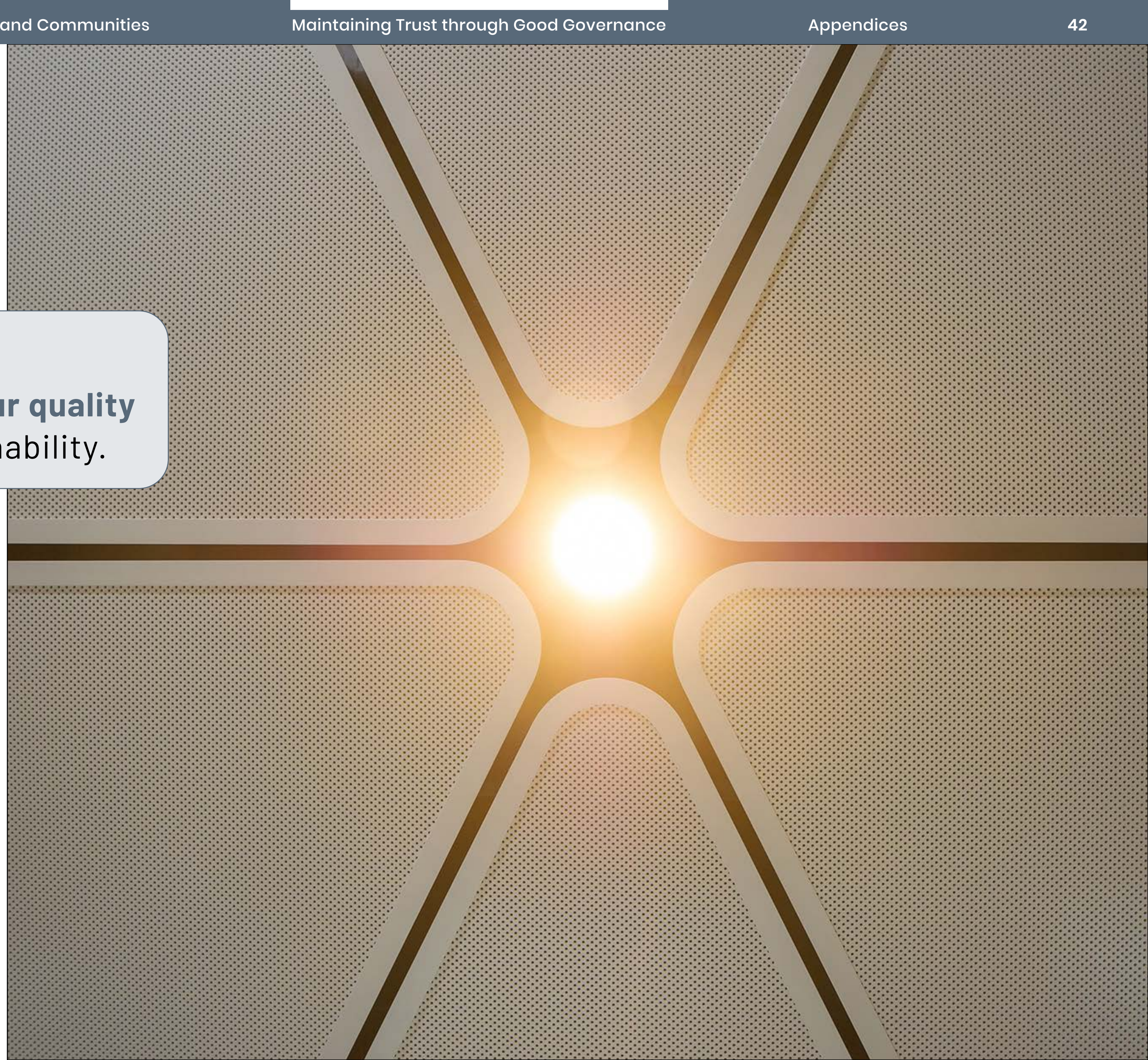
JEC has a large and diverse supply chain. Our **suppliers play a key role in enabling our quality standards**, business continuity and sustainability.

## PROCUREMENT POLICY AND SYSTEM

JEC's Procurement Policy ensures that procurement of goods and services is handled fairly, consistently and transparently at all times. Our eProcurement System was enhanced in 2024 with an improved user interface and automated functionality. To help mitigate operational and financial risks, we began performing court debt searches before registering new vendors, to identify any legal or financial liabilities that could pose a risk to our organisation.

## SUSTAINABLE SOURCING

Our Sustainable Procurement Policy and supplier assessment system help to ensure that our business partners share our values and commitment to sustainability. Please see the section on Sustainable Partnerships for more details.









# APPENDICES

# SDGS CONTRIBUTION AND PROGRESS

As we strive to strengthen sustainable development, we map our key contributions and key areas of progress annually against the United Nations’ Sustainable Development Goals (SDGs).

KEY CONTRIBUTIONS		KEY MILESTONES IN 2024
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	<ul style="list-style-type: none"><li>» Driving economic productivity and growth</li><li>» Offer high quality employment and work opportunities</li><li>» Provide safe and secure working environments and protect labour rights</li><li>» Support for youth skills and employment</li></ul>	<ul style="list-style-type: none"><li>» Innovative solutions to support Asia’s growing economies e.g. cold store refrigeration in Hong Kong</li><li>» High quality employment, with 424 new hires in 2024</li><li>» A further 46 young people joined JEC’s Craft Apprentice Programme</li></ul>
<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div>	<ul style="list-style-type: none"><li>» Develop sustainable, resilient and inclusive infrastructure with affordable and equitable access</li><li>» Upgrade infrastructure and retrofit industries for enhanced sustainability</li><li>» Adopt environmentally sound technologies and industrial processes</li></ul>	<ul style="list-style-type: none"><li>» Awarded construction of 10 modular operating theatres at Kwong Wah Hospital Redevelopment (Phase 2) in Hong Kong</li><li>» Awarded installation of water filtration systems at re-provisioned Tuen Mun Swimming Pool</li><li>» Continued rollout of smart maintenance and other innovative solutions for industry</li></ul>
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	<ul style="list-style-type: none"><li>» Sustainably manage and efficiently use natural resources</li><li>» Reduce global food waste</li><li>» Reduce waste generation through prevention, reduction, recycling and reuse</li></ul>	<ul style="list-style-type: none"><li>» O-PARK2 food waste-to-energy facility and Pilot Biochar Production Plant began operations in 2024</li><li>» Open Day of TKO Desalination Plant and continuing development of SWH Sewage Treatment Works</li><li>» Waste generation significantly reduced as iconic projects moved from construction to commissioning</li></ul>
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	<ul style="list-style-type: none"><li>» Build knowledge and capacity for climate change mitigation and adaptation</li></ul>	<ul style="list-style-type: none"><li>» Carbon reduction target and pathway validated by the SBTi</li><li>» Continued rollout of solar PV panels and EV charging stations</li><li>» Expanded use of JEDI energy optimisation platform</li></ul>

# PERFORMANCE METRICS

GRI	HKEX	ENVIRONMENTAL DISCLOSURES	UOM	2022	2023	2024
ENVIRONMENTAL IMPACT MANAGEMENT						
	A1.2	GHG air emissions				
		Total GHG emissions	tCO <sub>2</sub> e	5,152	5,765	17,170
305-1		Direct (Scope 1) GHG emissions	tCO <sub>2</sub> e	4,005	4,831	2,297
305-2		Indirect (Scope 2) GHG emissions from energy purchase	tCO <sub>2</sub> e	1,147	934	14,873
305-4		GHG emissions intensity	tCO <sub>2</sub> e/mUSD	7.02	7.61	21.87
302-1	A2.1	Energy consumption				
		Electricity	kWh	2,504,024	1,984,155	37,725,594
		Gasoline (pure gasoline, Gasoho91, Gasoho95)	L	81,710	78,290	45,315
		LPG		2,595	2,073	435
		Diesel (pure diesel, ULSD, B5&B7 biodiesel)		1,397,807	1,735,685	815,567
		Total energy consumption	MJ	67,288,475	78,079,548	168,371,738
		Non-renewable	MJ	65,569,765	75,878,586	167,987,236
		Renewable		1,718,709	2,200,962	384,502
302-3		Energy intensity	MJ/USD	0.092	0.103	0.214
RESOURCE MANAGEMENT						
306-3	A1.4	Solid waste generated				
		Total waste generated	tonnes	114,293	26,778	4,155

GRI	HKEX	ENVIRONMENTAL DISCLOSURES	UOM	2022	2023	2024
RESOURCE MANAGEMENT (CONTINUED)						
		Generation based on waste type				
		Hazardous waste	tonnes	130	45	28
		Non-hazardous waste		114,163	26,733	4,127
		Generation based on waste stream				
		Plastic waste	tonnes	20	19	17
		Construction waste		114,094	26,655	4,054
		JDI-specific waste		-	48	42
		General office waste		173	45	41
		Other waste		5.29	10	- <sup>1</sup>
		Food waste		0.99	0.94	0.88
306-5		Solid waste disposal				
		Disposal based on waste type				
		Hazardous waste disposed	tonnes	62	3.73	0.08
		Non-hazardous waste disposed		4,116	3,888	2,127
		Disposal method				
		Incineration	tonnes	65	5.58	0.41
		Landfill		4,114	3,886	2,126
		Other disposal method		0.16	N/A	N/A
		Disposal based on waste stream				
		Plastic waste	tonnes	3.96	1.99	0.05
		Construction waste		4,102	3,871	2,104
		JDI-specific waste		-	10	0.12
		General office waste		67	3.89	19
		Other waste		4.58	3.45	- <sup>2</sup>
		Food waste		0.93	0.89	0.87

<sup>1</sup> In 2024, all waste data collected fell into specific waste categories, therefore no data was classified under the "other waste" category.

<sup>2</sup> In 2024, all waste data collected fell into specific waste categories, therefore no data was classified under the "other waste" category.

GRI	HKEX	ENVIRONMENTAL DISCLOSURES	UOM	2022	2023	2024
RESOURCE MANAGEMENT (CONTINUED)						
306-4	A1.3	Solid waste diverted from disposal				
		Diversion based on waste type				
		Hazardous waste diverted	tonnes	68	42	28
		Non-hazardous waste diverted		110,047	22,845	2,000
		Diversion method				
		Compost	tonnes	0.05	2.42	N/A
		Reuse		0.72	30	0.61
		Recycling		110,114	22,854	2,027
		Diversion based on waste stream				
		Plastic waste	tonnes	16	17	17
		Construction waste		109,992	22,784	1,949
		JDI-specific waste		-	38	42
		General office waste		106	41	20
		Other waste		0.72	6.29	- <sup>3</sup>
		Food waste		0.05	0.05	0.01
		Water				
303-3		Water withdrawal	m³	-	-	24,628
303-4		Water discharge		-	-	11,090
303-5	A2.2	Water consumption		-	-	13,538

<sup>3</sup>In 2024, all waste data collected fell into specific waste categories, therefore no data was classified under the "other waste" category.

GRI	HKEX	SOCIAL DISCLOSURES	2022			2023			2024		
EMPLOYEE MANAGEMENT			Female	Male	Overall employee	Female	Male	Overall employee	Female	Male	Overall employee
401-1	B1.1, 1.2	Employee hiring									
		Total number of employees	517	2,470	2,987	532	2,421	2,953	498	2,280	2,778
		Total employees (percentage of total)	17.3%	82.7%	100%	18%	82%	100%	18%	82%	100%
		Total new hire employees	126	545	671	110	396	506	77	347	424
		New hire employees (percentage of total)	18.8%	81.2%	100%	21.7%	78.3%	100%	18.2%	81.8%	100%
		Total employee turnover	122	483	605	87	457	544	94	408	502
		Employee turnover (percentage of total)	20.2%	79.8%	100%	16%	84%	100%	18.7%	81.3%	100%
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees									
		Life insurance	73.9%	66%	67.4%	74.1%	66.7%	68%	68.3%	62.5%	63.6%
		Health care	60.5%	75.1%	72.6%	92.1%	91.8%	91.9%	93%	94.3%	94%
		Disability and invalidity coverage	32.1%	39.3%	38.1%	65.8%	62.6%	63.2%	59.6%	58.8%	58.9%
		Parental leave	96.5%	76.9%	80.3%	99.6%	99.8%	99.7%	98.2%	99.8%	99.5%
		Retirement provision	82.6%	77.7%	78.5%	83.1%	80.4%	80.9%	81.3%	78%	78.6%
401-3		Parental leave									
		Total number of employees entitled to parental leave	514	1,884	2,398	530	2,415	2,945	485	2,275	2,760
		Total number of employees that took parental leave	25	15	40	8	40	48	17	83	100
		Total number of employees that returned to work within reporting period	23	15	38	8	40	48	16	83	99
		Total number of employees still employed 12 months after their return to work	21	14	35	8	33	41	15	72	87
402-1		Labor-management relations									
		Minimum number of weeks’ notice typically provided to employees	1-4 weeks			1-4 weeks			1-4 weeks		
		Are notice period and provisions for consultations and negotiations specified in collective bargain agreements?	Yes <sup>4</sup>			Yes <sup>5</sup>			Yes <sup>6</sup>		

<sup>4</sup>Only JDI; <sup>5</sup>Only JDI and JEC Singapore; <sup>6</sup>Excluding JEC Shenzhen

GRI	HKEX	SOCIAL DISCLOSURES	2022			2023			2024		
EMPLOYEE MANAGEMENT (CONTINUED)			Employees	Workers; internally audited	Workers; externally audited	Employees	Workers; internally audited	Workers; externally audited	Employees	Workers; internally audited	Workers; externally audited
403-8		Employees/workers covered by OHS system									
		The number of employee/workers covered	2,987	2,987	2,987	2,953	2,953	2,953	2,778	2,778	2,778
		The percentage of employees/workers covered	100%	100%	100%	100%	100%	100%	100%	100%	100%
			All employee		Non-employee	All employee		Non-employee	All employee		Non-employee
403-9	B2.1,2.2	Work-related injuries									
		The number of fatalities as a result of work-related injury	0	1	0	0	0	0			
		The number and rate of high-consequence work-related injuries (excluding fatalities)	1	2	0	1	0	1			
		The number recordable work-related injuries	14	20	8	22	7	23			
		The main types of work-related injury	» Burn » Contusion & bruise; fracture; laceration & cut » Sprain & strain » Electric shock			» Burn » Contusion & bruise; fracture; laceration & cut » Sprain & strain » Irritation			» Contusion & bruise; fracture; laceration & cut » Sprain & strain		
		The number of hours worked	7,054,400	6,945,800	6,907,800	5,917,200	6,800,800	6,327,400			
403-10	B2.1,2.2	Work-related ill-health									
		Total cases of recordable work-related ill health	Data not collected			0			0		
404-1	B3.1,3.2	Employee training and development									
		Average training hours provided to employees									
		Senior executive	22.16			32.30			26.87		
		Manager	16.40			23.07			25.07		
		Non-manager	24.15			24.76			28.05		
		Female	16.03			22.39			19.58		
		Male	25.01			25.44			29.43		
		All employees	23.46			24.89			27.69		

GRI	HKEX	SOCIAL DISCLOSURES	2022			2023			2024		
EMPLOYEE MANAGEMENT (CONTINUED)			Female	Male	Overall employee	Female	Male	Overall employee	Female	Male	Overall employee
405-1	B1.1	Diversity and equal opportunity									
		Percentage of workers in the workforce by gender	17,3%	82.7%	100%	18%	82%	100%	18%	82%	100%
		Total number of board members	1	3	4	1	4	5	1	4	5
		Board members by gender (percentage of total)	25%	75%	100%	20%	80%	100%	20%	80%	100%
CUSTOMER MANAGEMENT											
416-2	B6	Customer health and safety									
		Incidents of non-compliance with regulations resulting in a fine or penalty	0			0			0		
		Incidents of non-compliance with regulations resulting in a warning									
		Incidents of non-compliance with voluntary codes									
417-1		Marketing and labelling									
		Sourcing of components of products or services	Yes			Yes			Yes		
		Content, particularly with regard to substances, that might produce an environmental or social impact									
		Safe use of the product or service									
		Disposal of the product and environmental or social impacts									
418-1	B6.2	Customer privacy and data									
		Total number of substantiated complaints concerning breach of customer privacy	0			0			0		
		Complaints received from outside parties and substantiated by the organisation									
		Complaints from regulatory bodies									
		Total number of identified leaks, thefts, or losses of customer data									

GRI	HKEX	ECONOMIC DISCLOSURES	2022	2023	2024
PROCUREMENT PRACTICES					
204-1	B5.1	Proportion of spending on local suppliers			
		Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	80%	81%	85%
ANTI-CORRUPTION					
205-1		Total number and percentage of operations assessed for risks related to corruption			
		Number of operations assessed for risks related to corruption	0	1	0
		Percentage of operations assessed for risks related to corruption	0%	100%	0%
205-2	B7.3	Total number and percentage of governance body members that the organisation’s anticorruption policies and procedures have been communicated to			
		Number of governance body members	4	5	5
		Percentage of governance body members	100%	100%	100%
205-2	B7.3	Percentage of employees that the organisation’s anti-corruption policies and procedures have been communicated to, broken down by employee category			
		Total	99.4%	100%	100%
		Senior executive	96%	100%	100%
		Manager	99.2%	100%	100%
		Non-manager	99.5%	100%	100%
205-3	B7.1	Confirmed incidents of corruption and actions taken			
		Total number of confirmed incidents of corruption	0	0	0
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption			
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption			

# CONTENT INDEX

GRI DISCLOSURE	HKEX ESG GUIDE	DISCLOSURE NAME	REPORTING LOCATION/REMARKS
2-1		Organisational details	<a href="#">Chief Executive's Message JEC in 2024</a>
2-2		Entities included in the organisation's sustainability reporting	<a href="#">Sustainability Management</a>
2-3		Reporting period, frequency and contact point	<a href="#">Sustainability Management</a>
2-4		Restatements of information	-
2-5		External assurance	-
2-6		Activities, value chain and other business relationships	<a href="#">Green Buildings and Projects</a> <a href="#">People and Communities</a> <a href="#">Maintaining Trust Through Good Governance</a> <a href="#">Performance Metrics</a>
2-7		Employees	<a href="#">People and Communities</a> <a href="#">Performance Metrics</a>
2-8		Workers who are not employees	<a href="#">Performance Metrics</a>
2-9		Governance structure and composition	<a href="#">Sustainability Management</a>
2-10		Nomination and selection of the highest governance body	
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	
2-15		Conflicts of interest	-
2-16		Communication of critical concerns	<a href="#">Sustainability Management</a> <a href="#">Maintaining Trust Through Good Governance</a>
2-17		Collective knowledge of the highest governance body	-
2-18		Evaluation of the performance of the highest governance body	-
2-19		Remuneration policies	-

GRI DISCLOSURE	HKEX ESG GUIDE	DISCLOSURE NAME	REPORTING LOCATION/REMARKS
2-20		Process to determine remuneration	-
2-21		Annual total compensation ratio	-
2-22		Statement on sustainable development strategy	<a href="#">Sustainability Management SDGs Contribution and Progress</a>
2-23		Policy commitments	<a href="#">Sustainability Management</a>
2-24		Embedding policy commitment	
2-25		Processes to remediate negative impacts	-
2-26		Mechanisms for seeking advice and raising concerns	-
2-27		Compliance with laws and regulations	-
2-28		Membership associations	<a href="#">JEC in 2024</a>
2-29		Approach to stakeholder engagement	Please refer to our <a href="#">2021 Sustainability Report</a>
2-30		Collective bargaining agreements	-
GRI 3: Material Topics 2021			
3-1		Process to determine material topics	<a href="#">Sustainability Management</a>
3-2		List of material topics	
ENVIRONMENTAL TOPICS			
GRI 302: Energy 2016			
3-3		Management of material topics	<a href="#">Green Buildings and Projects Performance Metrics</a>
302-1	A2.1	Energy consumption	
302-3	A2.1	Energy intensity	
GRI 305: Emissions 2016			
3-3		Management of material topics	<a href="#">Green Buildings and Projects Performance Metrics</a>
305-1		Direct (Scope 1) GHG emissions	
305-2		Indirect (Scope 2) GHG emissions	
305-4		GHG emissions intensity	

GRI DISCLOSURE	HKEX ESG GUIDE	DISCLOSURE NAME	REPORTING LOCATION/REMARKS
GRI 303: Water and Effluents 2016			
303-3		Water withdrawal	<a href="#">Green Buildings and Projects Performance Metrics</a>
303-4		Water discharge	
303-5	A2.2	Water consumption	
GRI 306: Waste 2020			
3-3		Management of material topics	<a href="#">Green Buildings and Projects Performance Metrics</a>
306-3	A1.4	Solid waste generated	
306-5		Solid waste disposal	
306-4	A1.3	Solid waste diverted from landfill	
SOCIAL TOPICS			
3-3		Management of material topics	<a href="#">People and Communities</a>
204-1	B5.1	Proportion of spending on local suppliers	<a href="#">People and Communities Performance Metrics</a>
GRI 401: Employment 2016			
3-3		Management of material topics	<a href="#">People and Communities Performance Metrics</a>
401-1	B1.1 B1.2	Employee hiring	
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	
401-3		Parental leave	
402-1		Labor-management relations	
GRI 403: Occupational Health and Safety 2018			
403-1		Occupational health and safety management system	<a href="#">People and Communities Performance Metrics</a>
403-5		Worker training on occupational health and safety	

GRI Disclosure	HKEX ESG Guide	Disclosure Name	Reporting Location/Remarks
403-4		Worker participation, consultation, and communication on occupational health and safety	<a href="#">People and Communities</a> <a href="#">Performance Metrics</a>
403-8		Employees/workers covered by OHS system	
403-9	B2.1	Work-related injuries	
403-10	B2.2	Work-related ill-health	
GRI 404: Training and Education 2016			
3-3		Management of material topics	<a href="#">People and Communities</a> <a href="#">Performance Metrics</a>
404-1	B3.1 B3.2	Average hours of training per year per employee	
404-2		Programs for upgrading employee skills and transition assistance programs	
404-3		Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and equal opportunity 2016			
3-3		Management of material topics	<a href="#">People and Communities</a> <a href="#">Performance Metrics</a>
405-1	B1.1	Diversity and equal opportunity	
GRI 416: Customer health and safety 2016			
416-2	B6	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Performance Metrics</a>
GOVERNANCE TOPICS			
GRI 205: Anti-corruption 2016			
3-3		Management of material topics	<a href="#">Maintaining Trust Through Good Governance</a> <a href="#">Performance Metrics</a>
205-2	B7.3	Communication and training about anti-corruption policies and procedures	
205-3	B7.1	Confirmed incidents of corruption and actions taken	
GRI 418: Customer privacy and data 2016			
418-1	B6.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Performance Metrics</a>



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