



INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT TO THE BOARD OF DIRECTORS OF NWS HOLDINGS LIMITED

We have undertaken a limited assurance engagement in respect of the selected sustainability information of NWS Holdings Limited (the "Company"), and its subsidiaries (collectively "the Group") listed below and identified with a ✓ in the Company's Environmental, Social and Governance ("ESG") Report for the year ended 30 June 2024 ("the 2024 ESG Report"), published on the ESG Report Website (<https://www.nws.com.hk/en/sustainability/sustainability-reports>) (the "Identified Sustainability Information").

Identified Sustainability Information

The Identified Sustainability Information for the year ended 30 June 2024 is summarised below:

Environmental

Air Emission²

- Sulphur oxide (SO_x) (Tonne)

Energy Consumption²

- Diesel (GJ)
- Biodiesel (GJ)
- Unleaded petrol (GJ)
- Liquefied petroleum gas (GJ)
- Electricity (GJ)
- Towngas (GJ)
- Total energy consumption (GJ)
- Year-on-year change between FY2023 and FY2024 on total energy consumption (%)
- Total energy consumption (MWh)
- Total energy consumption intensity (GJ/HK\$ million)
- On-site generated renewable energy for feed-in-tariff (GJ)

¹ The maintenance and integrity of the NWS Holdings Limited's website is the responsibility of the directors; the work carried out by the assurance provider does not involve consideration of these matters and, accordingly, the assurance provider accepts no responsibility for any differences between the selected sustainability information of NWS Holdings Limited on which the assurance report was issued or the assurance report that was issued and the information presented on the website.

² PwC performed limited assurance on the environmental data of the Group, excluding the data from Kai Tak Sports Park.



Greenhouse Gas (GHG) Emissions

- Scope 1 GHG Emissions (TonneCO₂e)
- Scope 2 GHG Emissions (TonneCO₂e)
- Total GHG emissions (Scope 1 & 2) (TonneCO₂e)
- Total GHG emissions (Scope 1 & 2) intensity (TonneCO₂e/HK\$ million)
- Year-on-year change between FY2023 and FY2024 on total GHG emissions (Scope 1 & 2) (%)
- Procured carbon offset (TonneCO₂e)

Water Consumption²

- Municipal water used (m³)
- Water intensity (m³/HK\$ million)
- Year-on-year change between FY2023 and FY2024 on total municipal water used (%)

Waste — Hazardous Waste Disposed²

- Chemical waste (liquid) (Tonne)

Waste — Non-Hazardous Waste Disposed²

- General waste to landfills (Exclude Hip Hing Group) (Tonne)³
- C&D waste to landfills (Only Hip Hing Group) (Tonne)
- C&D waste to sorting facility (Tonne)
- Total non-hazardous waste to landfills (Tonne)³
- Total non-hazardous waste intensity (Tonne/HK\$ million)³

Materials Recycled²

- Inert C&D materials (to public fill facility) (Tonne)
- Food waste (Tonne)
- Cooking oil (Tonne)
- Paper (Tonne)
- Plastics bottles (Tonne)
- Aluminium cans (Tonne)
- Glass bottles (Tonne)

Environmental Targets

- Energy consumption (MWh)²
- Carbon emissions (TonneCO₂e)
- Reuse of C&D material (% of construction waste reuse)²
- Municipal water used (m³)²

³ PwC performed limited assurance on the General waste to landfills (exclude Hip Hing Group), Total non-hazardous waste to landfills and Total non-hazardous waste intensity of the Group, excluding the waste from Wuhan Jiamai Warehouse Co. Ltd., Chengdu Dasheng Logistics Co. Ltd., Jialong (Chengdu) Warehouse Co. Ltd., Jiabin (Chengdu) Warehouse Co. Ltd., Chengdu JiaChao Warehouse Co. Ltd. and Jiayao (Chengdu) Warehouse Co. Ltd..



Social

Workforce

- Total number of employees (Number)
- Total workforce by gender (Number)
- Total workforce by employment type and a breakdown by gender (Number)
- Total workforce by contract type and a breakdown by gender (Number)
- Total workforce by seniority and a breakdown by gender (Number)
- Total workforce by age group (Number)
- Total number of leavers (Number)
- Total number of leavers by gender (Number)
- Turnover rate (%)
- Turnover rate by gender (%)
- Turnover rate by geographical region (%)
- Turnover rate by age group (%)
- Total new hires (Number)
- Total new hires by gender (Number)
- New hires rate (%)
- New hires rate by gender (%)
- New hires rate by geographical region (%)

Health and Safety

- Total hours worked (Number)
- Work-related lost-time injuries (sick leave >0 days) (Number)
- Workday lost due to work-related injuries (Number)
- Lost-day rate (Per 100 employees)
- Lost-time injury rate (LTIR) (Per 100 employees)
- Work-related fatalities for employees (Number)
- Work-related fatality rate (%)

Training

- Average training hours per employee (Number)
- Average training hours per employee (by gender) (Number)
- Training hours by type of training (Number)
- Average training hours completed per employee by seniority (Number)

Parental leave

- Employees who took parental leave (by gender) (Number)
- Employees returned to work after parental leave ended (by gender) (Number)
- Return-to-work rate by gender (%)



Our assurance was with respect to the year ended 30 June 2024 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the 2024 ESG Report and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information is set out in the “Reporting Boundaries and Scope”, “Reporting Standards and Principles”, “Environmental Performance Data Summary” and “Social Data Summary” of the 2024 ESG Report (the “Criteria”).

The Company’s Responsibility for the Identified Sustainability Information

The Company is responsible for the preparation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Identified Sustainability Information that is free from material misstatement, whether due to fraud or error.

Inherent Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Identified Sustainability Information;
- understood the process for collecting and reporting the Identified Sustainability Information;
- performed limited substantive testing on a selective basis of the Identified Sustainability Information to check that data had been appropriately measured, recorded, collated and reported; and
- considered the disclosure and presentation of the Identified Sustainability Information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Sustainability Information has been prepared, in all material respects, in accordance with the Criteria.



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Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information for the year ended 30 June 2024 is not prepared, in all material respects, in accordance with the Criteria.

Our report has been prepared solely for the board of directors of the Company and is not to be used for any other purpose. We do not assume responsibility towards or accept liability to any other parties for the content of this report.

A handwritten signature in black ink, appearing to read 'PricewaterhouseCoopers', is written over a faint, light-colored grid background.

PricewaterhouseCoopers
Certified Public Accountants

Hong Kong, 25 September 2024

ENVIRONMENTAL PERFORMANCE DATA SUMMARY ^{1,2}

| Parameter | Unit | FY2022 | FY2023 | FY2024 |
|---|-------------------|---------|---------|--------------------------|
| Air Emissions ^{3,4,5} | | | | |
| Nitrogen oxide (NO _x) | Tonne | 2.49 | 2.96 | 1.63 ⁶ |
| Sulphur oxide (SO _x) | Tonne | 0.007 | 0.006 | 0.006 ⁷ |
| Particulate matters (PM ₁₀) | Tonne | 0.21 | 0.27 | 0.13 ⁶ |
| Energy Consumption ^{3,7} | | | | |
| Diesel | Gigajoules (GJ) | 73,028 | 155,833 | 124,653 ⁸ |
| Biodiesel ⁹ | Gigajoules (GJ) | 174,498 | 288,717 | 195,065 ⁷ |
| Unleaded petrol | Gigajoules (GJ) | 11,203 | 10,599 | 11,452 ⁷ |
| Liquefied petroleum gas | Gigajoules (GJ) | 640 | 547 | 676 ¹⁰ |
| Electricity | Gigajoules (GJ) | 245,653 | 304,433 | 323,164 ^{11,12} |
| Towngas | Gigajoules (GJ) | 9,074 | 13,099 | 15,904 ¹³ |
| Total energy consumption | Gigajoules (GJ) | 514,816 | 773,228 | 670,914 ⁷ |
| | MWh ¹⁴ | 141,805 | 214,957 | 186,514 ⁷ |
| Total energy consumption intensity | GJ/HK\$ million | 18.2 | 34.1 | 25.4 ⁷ |
| On-site generated renewable energy for feed-in-tariff ¹⁵ | Gigajoules (GJ) | 43 | 44 | 38 ⁷ |

¹ Majority of figures are rounded to whole number unless otherwise presented with decimals as appropriate.

² In FY2022 and FY2023, the amount of revenue used to calculate intensities denotes only revenues of business units under the ESG reporting scope. In FY2024, the amount of revenue of the Group is used to calculate intensities. In FY2022 and FY2023, revenue from Hip Hing Group was discounted using Architectural Services Department (ArchSD) Building Works Tender Price Index, Civil Engineering and Development Department (CEDD) Works Index and Labour Cost index from the Census and Statistics Department, HKSAR for buildings, infrastructure and civil projects, respectively. Starting from FY2024, revenue from Hip Hing Group is reported at actual values, without applying such discounting. In addition, the Group revenue has been restated due to the adoption of HKFRS 17 Insurance Contracts. Hence, the FY2023 intensities have been restated.

³ PwC performed limited assurance on the environmental data of the Group, excluding the data from Kai Tak Sports Park (KTSP).

⁴ Road air emission factors are based on the Hong Kong Environmental Protection Department's (EPD) EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's (USEPA's) Vehicle Emission Modeling Software — MOBILE6.1. PM emission refers to respirable suspended particles (PM10).

⁵ From vehicle emissions.

⁶ The decrease in NO_x and PM10 was due to most projects have passed the initial construction stage, which imposed a significant decrease in use of vehicles during FY2024, compared to previous year.

⁷ Energy conversion factors of different fuel types are referenced from Greenhouse Gas Inventory Guidance: Direct Emissions from Stationary Combustion Sources, January 2016, published by USEPA and HKEX Appendix 2: Reporting Guidance on Environmental KPIs. The following conversion factors are used to standardize the units to Gigajoules (GJ): biodiesel (0.036 GJ/L), Diesel (0.039 GJ/L), Unleaded petrol (0.035 GJ/L), Liquefied petroleum gas (0.049 GJ/kg), Electricity (0.0036 GJ/kWh), On-site generated renewable energy for feed-in-tariff (0.0036 GJ/kWh) and Towngas (0.048 GJ/unit).

⁸ The decrease in diesel consumption was due to most projects have passed the initial construction stage, which imposed a significant decrease in use of diesel-fueled stationary machinery during FY2024, compared to previous year.

⁹ The emission factor of Biodiesel is updated according to the latest calculation in "Greenhouse gas reporting: conversion factors 2023" from the Department for Environment, Food & Rural Affairs (DEFRA) of UK.

¹⁰ The increase in liquefied petroleum consumption was due to the business activities at the Hunan Daoyue Expressway being newly covered in FY2024.

¹¹ The increase in electricity consumption was due to the business activities at the Hunan Daoyue Expressway and the logistics operations being newly covered in FY2024.

¹² In FY2024, the electricity consumption has included the onsite solar energy of 1,141 GJ from Zhejiang NWS Expressway.

¹³ The increase in Towngas consumption was due to the resumption of facility management business' catering and food and beverage services, which increased Towngas usage by such business activities comparing to last year.

¹⁴ 1 gigajoule (GJ) = 0.278 MWh

¹⁵ The scope covers the grid-connected solar panels installed in the rooftop of the HKCEC only. The installed renewables covered are for the feed-in-tariff scheme in Hong Kong, therefore their energy generated will not offset the overall Group's usage.

| Parameter | Unit | FY2022 | FY2023 | FY2024 | | |
|--|--|---------|-----------|-------------|---------------------------------------|---------------------|
| Greenhouse Gas (GHG) Emissions^{16,17,18} | | | | KTSP | Total (excluding KTSP) | Total |
| Scope 1 emissions ¹⁹ | Tonne CO ₂ e | 19,007 | 32,918 | 4,189 | 24,095 | 28,284 ^l |
| Scope 2 emissions ²⁰ | Tonne CO ₂ e | 41,575 | 51,447 | 6,125 | 52,443 | 58,568 ^l |
| Total GHG emissions (Scope 1 & 2) | Tonne CO ₂ e | 60,582 | 84,365 | 10,314 | 76,538 | 86,852 ^l |
| Total GHG emissions (Scope 1 & 2) intensity | Tonne CO ₂ e/ HK\$ million | 2.2 | 3.7 | N/A | 2.9 | 3.3 ^l |
| Procured carbon offset ²¹ | Tonne CO ₂ e | 81 | 457 | 65 | 1,467 | 1,532 ^l |
| Water Consumption^{3,22} | | | | | | |
| Municipal water used | m ³ | 991,399 | 1,371,523 | | 1,275,616 ^l | |
| Water intensity | m ³ /HK\$ million | 35.3 | 60.5 | | 48.3 ^l | |
| Wastewater direct discharge ²³ | m ³ | 804,300 | 1,100,062 | | 1,001,991 | |
| Waste³ | | | | | | |
| Hazardous Waste Disposed | | | | | | |
| Chemical waste (liquid) ^{24,25} | Tonne | 0 | 0 | | 2.2 ²⁶ | |
| Chemical waste disposed (solid) | Tonne | 0.72 | 0.43 | | 0.37 | |
| Total chemical waste disposed | Tonne | 0.72 | 0.43 | | 2.57 | |

¹⁶ Environmental performance data includes Kai Tak Sports Park in FY2024, but it was not included in FY2022 and FY2023.

¹⁷ Greenhouse Gas (GHG) emissions were calculated based on the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong, 2010 Edition published by the Environmental Protection Department and the Electrical and Mechanical Services Department of Hong Kong Government, which includes carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) of Scope 1 and 2 emissions.

¹⁸ For Hong Kong operations, emission factor adopted for purchased electricity are 0.66 kgCO₂e/kWh and 0.39 kgCO₂e/kWh as provided by HK Electric Investments Sustainability Report 2023 and CLP Sustainability Report 2023 respectively, subjecting to the location of operation. The emission factor adopted for Towngas is 0.549 kgCO₂e per unit of Towngas as provided by The Hong Kong and China Gas Company Limited Environmental, Social and Governance Report 2023. For mainland operation, the EF adopted for purchased electricity is 0.5703 tCO₂/MWh, which is referenced from The Ministry of Ecology and Environment of People's Republic of China.

¹⁹ Scope 1 emissions include direct emissions from fuels combusted in sources under the in-scope business segments.

²⁰ Scope 2 emissions include indirect emissions from purchased electricity and Towngas consumed by the in-scope business segments. These emissions are calculated based on the market-based method in accordance with the GHG Protocol Scope 2 Guidance.

²¹ Hip Hing Group has initiated a programme to offset carbon emission from fossil fuel consumption of its construction equipment since FY2021, the amount of carbon offset was procured to cover the fuel consumption throughout each financial year.

²² Figure excludes water consumption at Corporate Office of NWS Holdings as the floor-level submetering is not available at its office premises.

²³ For all Logistics operations, Free Duty, CTF Life, Hunan NWS Expressway, Hunan Daoyue Expressway and Zhejiang NWS Expressway, it was assumed 100% municipal water usage was directly discharged as wastewater. For Hip Hing Group, 20% of water consumption is estimated to be recycled for on-site reuse. For HML, the wastewater discharge amount was the actual data recorded in the sewage discharge bills.

²⁴ Chemical waste is properly stored at the premise of the business operations and handled by qualified third-party contractors for disposal as required by local regulations.

²⁵ The weight of chemical waste (liquid) is converted by using the density figure 1.0 kg/litre from the Australian Hazardous Waste Data and Reporting Standard 2017 revision.

²⁶ The increase in liquid chemical waste generated was due to more projects entered the final construction stage, which is when most chemical waste were generated and disposed in a project lifecycle.

| Parameter | Unit | FY2022 | FY2023 | FY2024 |
|--|--------------------|---------|-------------------------|------------------------|
| Non-Hazardous Waste Disposed | | | | |
| General waste to landfills (Exclude Hip Hing Group) | Tonne | 1,492 | 2,985 | 4,764 ^{27,28} |
| C&D waste to landfills (Only Hip Hing Group) | Tonne | 38,607 | 43,806 | 37,423 ^v |
| C&D waste to sorting facility | Tonne | 28,532 | 41,895 | 41,050 ^v |
| Total non-hazardous waste to landfills ²⁹ | Tonne | 68,631 | 88,686 | 83,237 ²⁸ |
| Total non-hazardous waste intensity | Tonne/HK\$ million | 2.44 | 3.91 | 3.15 ²⁸ |
| Total C&D waste generated ³⁰ | Tonne | 546,004 | 1,175,694 ³¹ | 772,985 ³² |
| Materials Recycled ³ | | | | |
| Inert C&D materials (to public fill facility) | Tonne | 478,865 | 966,018 | 693,583 ^v |
| Inert C&D materials (reused by Material Management App) | Tonne | 180 | 201 | 3 |
| Inert C&D materials (to alternate disposal ground) | Tonne | 130,195 | 123,774 | 926 |
| Food waste | Tonne | 31 | 88 | 140 ^v |
| Cooking oil ³³ | Tonne | 1.0 | 3.4 | 4.7 ^v |
| Paper | Tonne | 113 | 147 | 182 ^v |
| Plastics bottles | Tonne | 0.9 | 5.7 | 22.8 ^v |
| Aluminum cans | Tonne | 0.2 | 0.3 | 1.4 ^v |
| Glass bottles | Tonne | 1.7 | 6.9 | 36.6 ^v |
| Total materials recycled | Tonne | 479,014 | 1,090,245 ³¹ | 694,900 ³⁴ |
| Reuse of C&D Waste ³⁵ | % | 90 | 93 | 90 ^v |

²⁷ The increase in general waste to landfills (exclude Hip Hing Group) generated was due to the increase in number and scale of events held at HKCEC during FY2024.

²⁸ PwC performed limited assurance on the General waste to landfills (Exclude Hip Hing Group), Total non-hazardous waste to landfills and Total non-hazardous waste intensity of the Group, excluding the waste from Wuhan Jiamai Warehouse Co. Ltd., Chengdu Dasheng Logistics Co. Ltd., Jialong (Chengdu) Warehouse Co. Ltd., Jiabin (Chengdu) Warehouse Co. Ltd., Chengdu JiaChao Warehouse Co. Ltd. and Jiayao (Chengdu) Warehouse Co. Ltd. which are 4,276 tonne, 82,749 tonne and 3.13 tonne/HK\$ million respectively.

²⁹ "Total non-hazardous waste to landfill" is the summation of "General waste to landfills (Exclude Hip Hing Group)", "C&D waste to landfills (Only Hip Hing Group)" and "C&D waste to sorting facility".

³⁰ "Total C&D waste generated" is the summation of "C&D waste to landfills (Only Hip Hing Group)", "C&D waste to sorting facility", "Inert C&D waste (to public fill facility)", "Inert C&D waste (reused by Material Management App)" and "Inert C&D materials (to alternate disposal ground)".

³¹ Figure has been restated due to the alignment of calculation methodology.

³² The decrease in total C&D waste generated was due to most projects were in the initial construction stage or the final construction stage, which is when fewer C&D waste was generated in a project lifecycle.

³³ The weight of cooking oil is converted by using the density figure 918.31kg/m³ from EPA Mandatory Reporting Rule Subpart-C.

³⁴ The decrease in total materials recycled was due to the decrease in inert C&D materials (to public fill facility).

³⁵ Reuse of C&D waste is calculated as the summation of "Inert C&D materials (to public fill facility)", "Inert C&D materials (reused by Material Management App)", and "Inert C&D materials (to alternate disposal ground)", divided by the total C&D waste generated.

SOCIAL DATA SUMMARY ³⁶

| Parameter | Unit | FY2022 | FY2023 | FY2024 | |
|---|---|------------------|--------|--------------------|--------------------|
| Workforce | | | | | |
| Total Number of Employees ³⁷ | No. of employees | 4,862 | 4,797 | 4,921 ^v | |
| By Gender | Male | No. of employees | 3,314 | 3,276 | 3,230 ^v |
| | Female | No. of employees | 1,548 | 1,521 | 1,691 ^v |
| By Employment Type | Full-time employees | No. of employees | 4,797 | 4,748 | 4,873 ^v |
| | Part-time employees | No. of employees | 65 | 49 | 48 ^v |
| By Contract Type | Permanent employees | No. of employees | 4,634 | 4,765 | 4,771 ^v |
| | Fixed-term/temporary employees | No. of employees | 228 | 32 | 150 ^v |
| By Seniority | Operational Staff | No. of employees | 3,419 | 3,468 | 3,516 ^v |
| | General Staff | No. of employees | 605 | 449 | 478 ^v |
| | Assistant Manager | No. of employees | 247 | 245 | 262 ^v |
| | Manager and Senior Manager | No. of employees | 433 | 463 | 487 ^v |
| By Age Group | Assistant General Manager and above ³⁸ | No. of employees | 158 | 172 | 178 ^v |
| | Under 30 years old | No. of employees | 949 | 846 | 821 ^v |
| | 30-50 years old | No. of employees | 2,538 | 2,562 | 2,677 ^v |
| | Over 50 years old | No. of employees | 1,375 | 1,389 | 1,423 ^v |
| Total New Hires ³⁹ | No. of employees | 1,093 | 1,141 | 938 ^v | |
| New Hires Rate ⁴⁰ | % | 22 | 24 | 19 ^v | |
| Total Number of Leavers ⁴¹ | No. of employees | 1,214 | 1,167 | 918 ^v | |
| Turnover Rate ⁴² | % | 25 | 24 | 19 ^v | |

³⁶ The social data for FY2022 and FY2023 excluded logistics operations. For FY2024, logistics operations are included in the scope.

³⁷ Total Number of Employees refers to the number of employees of the in-scope business units under the ESG Report as of 30 June of the respective year.

³⁸ Assistant General Manager and above includes remunerated directors from Board of Directors, CEOs and COO.

³⁹ The definition of Total New Hires covers permanent employees only.

⁴⁰ New Hires Rate is calculated as the Total New Hires divided by the Total Number of Employees.

⁴¹ Total Number of Leavers covers permanent employees only and includes both voluntary and involuntary leavers as of 30 June of the respective year.

⁴² Turnover Rate is calculated as the Total Number of Leavers divided by Total Number of Employees.

| Parameter | | Unit | FY2022 | FY2023 | FY2024 |
|---|-------------------------------------|-------------------|------------|------------|-------------------------|
| Health and Safety | | | | | |
| Total Hours Worked ⁴³ | Employees | No. of hours | 10,784,065 | 10,705,555 | 10,913,608 ^v |
| Work-related Lost-time injuries (Sick Leave > 0 day) | Employees | No. of case | 27 | 33 | 34 ^v |
| Workday Lost due to Work-related Injuries ⁴⁴ | Employees | No. of days | 2,551.0 | 3,172.0 | 2,616.5 ^v |
| Lost-day Rate ⁴⁵ | Employees | per 100 employees | 47.3 | 59.3 | 47.9 ^v |
| Lost-time Injury Rate ("LTIR") ⁴⁶ | Employees | per 100 employees | 0.5 | 0.6 | 0.6 ^v |
| Work-related Fatalities | Employees | No. of cases | 0 | 0 | 0 ^v |
| | Contractors | No. of cases | N/A | N/A | 3 ⁴⁷ |
| Work-related Fatality Rate ⁴⁸ | Employees | % | 0 | 0 | 0 ^v |
| Occupational Diseases | Employees | No. of cases | N/A | N/A | 0 |
| Training | | | | | |
| Average Training Hours per Employee ⁴⁹ | | No. of hours | 11.6 | 11.8 | 11.2 ^v |
| Average Training Hours per Employee (by Gender) ⁵⁰ | Male | No. of hours | 11.2 | 12.0 | 10.3 ^v |
| | Female | No. of hours | 12.3 | 11.4 | 13.1 ^v |
| By Type of Training | Anti-corruption | No. of hours | 3,359 | 909 | 1,670 ^v |
| | Corporate culture | No. of hours | 15,284 | 19,435 | 13,518 ^v |
| | Environmental protection | No. of hours | 1,849 | 887 | 966 ^v |
| | Occupational health and safety | No. of hours | 10,626 | 12,601 | 17,291 ^v |
| | Professional development | No. of hours | 25,204 | 21,868 | 21,792 ^v |
| Average Training Hours Completed per Employees (By Seniority) ⁵¹ | Operational Staff | No. of hours | 8.6 | 8.5 | 9.6 ^v |
| | General Staff | No. of hours | 22.6 | 28.6 | 15.3 ^v |
| | Assistant Manager | No. of hours | 15.5 | 20.8 | 15.9 ^v |
| | Manager | No. of hours | 14.4 | 14.8 | 13.9 ^v |
| | Senior Manager | No. of hours | 16.3 | 12.1 | 13.9 ^v |
| | Assistant General Manager and above | No. of hours | 17.5 | 15.3 | 18.0 ^v |

⁴³ Total Hours Worked is calculated by multiplying the Total Number of Employees by the number of paid working hours stipulated in their respective employment contracts.

⁴⁴ Number of Workday Lost due to Work-related Injuries is calculated based on the total calendar days (consecutive or otherwise) for which work-related injuries or work-related ill health occurred, excluding statutory holidays, which aligns with the Hong Kong Labour Department's definition and is also adopted for the business segments in Mainland China, including roads operations and logistics operations.

⁴⁵ Lost-day Rate represents the number of Workday Lost due to Work-related Injuries per 100 employees per year. It is calculated as the total number of Workday Lost due to Work-related Injuries divided by the Total Hours Worked and multiplied by 200,000. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.

⁴⁶ Lost-time Injury Rate (LTIR) represents the number of work-related Lost-time injuries per 100 employees per year. It is calculated as the Number of Work-related Lost-time Injuries divided by the Total Hours Worked and multiplied by 200,000. The factor 200,000 is the annual hours worked by 100 employees, based on 40 hours per week for 50 weeks a year.

⁴⁷ Two serious incidents occurred during construction operations, resulting in three fatalities. The first incident took place on 20 February 2024, at the Kai Tak Area 4C, Site 1 project, involving bamboo scaffolding, which resulted in two fatalities. The second incident occurred on 8 May 2024, at the Kai Tak Sports Park project, which claimed the life of one worker.

⁴⁸ Work-related Fatality Rate is calculated as the number of Work-related Fatalities divided by the Total Number of Employees.

⁴⁹ Average Training Hours per Employee for the year is calculated as the total number of training hours divided by the total number of employees.

⁵⁰ Average Training Hours per Employee by Gender for the year is calculated as the total number of training hours divided by the total number of employees by respective gender.

⁵¹ Average Training Hours Completed per Employee by Seniority for the year is calculated as the total number of training hours completed by respective seniority divided by the total number of employees by respective seniority.

Detailed Breakdown in FY2024

| Parameter | | Unit | Male | Female |
|---|-------------------------------------|------------------|--------------------|--------------------|
| Workforce | | | | |
| By Employment Type and Gender | Full-time | No. of employees | 3,215 ^v | 1,658 ^v |
| | Part-time | No. of employees | 15 ^v | 33 ^v |
| By Contract Type and Gender | Permanent Contract | No. of employees | 3,168 ^v | 1,603 ^v |
| | Fixed-term or Temporary Contract | No. of employees | 62 ^v | 88 ^v |
| By Seniority and Gender | Operational Staff | No. of employees | 2,418 ^v | 1,098 ^v |
| | General Staff | No. of employees | 223 ^v | 255 ^v |
| | Assistant Manager | No. of employees | 161 ^v | 101 ^v |
| | Manager and Senior Manager | No. of employees | 327 ^v | 160 ^v |
| | Assistant General Manager and above | No. of employees | 101 ^v | 77 ^v |
| New Hires | | | | |
| By Gender | | No. of employees | 664 ^v | 274 ^v |
| Rate by Gender ⁵² | | % | 13.5 ^v | 5.6 ^v |
| New Hires Rate by Geographical Region ⁵³ | Hong Kong | % | | 17.6 ^v |
| | Mainland China | % | | 1.5 ^v |
| | Others | % | | 0 ^v |
| Turnover | | | | |
| Leavers By Gender | | No. of employees | 672 ^v | 246 ^v |
| Turnover Rate by Gender ⁵⁴ | | % | 13.7 ^v | 5.0 ^v |
| Turnover Rate by Geographical Region ⁵⁵ | Hong Kong | % | | 16.6 ^v |
| | Mainland China | % | | 2.1 ^v |
| | Others | % | | 0 ^v |
| Turnover Rate by Age Group ⁵⁶ | Under 30 years old | % | | 3.9 ^v |
| | 30-50 years | % | | 8.9 ^v |
| | > 50 years old | % | | 5.9 ^v |
| Parental Leave | | | | |
| Employees who took Parental Leave | | No. of employees | 54 ^v | 35 ^v |
| Employees returned to work after Parental Leave ended | | No. of employees | 54 ^v | 30 ^v |
| Return-to-work Rate by Gender ⁵⁷ | | % | 100 ^v | 85.7 ^v |

⁵² New Hires Rate by Gender is calculated as the number of New Hires by respective gender divided by the Total Number of Employees.

⁵³ New Hires Rate by Geographical Region is calculated as the number of New Hires in the corresponding region divided by the Total Number of Employees.

⁵⁴ Turnover Rate by Gender is calculated as the number of Leavers by respective gender divided by the Total Number of Employees.

⁵⁵ Turnover Rate by Geographical Region is calculated as the number of Leavers in the corresponding region divided by the Total Number of Employees.

⁵⁶ Turnover Rate by Age Group is calculated as the number of Leavers of respective age group divided by the Total Number of Employees.

⁵⁷ Return-to-work Rate by Gender is calculated as the number of Employees returned to work after Parental Leave ended divided by the number of Employees who took Parental Leave by respective gender.

GRI STANDARDS AND HKEX CONTENT INDEX

The following table indicates the location of our direct response to GRI Standards disclosures included in this report.

Statement of use NWS Holdings Limited has reported the information cited in this GRI content index for the period 1 July 2023 to 30 June 2024 with reference to the GRI Standards.

GRI 1 version GRI 1: Foundation 2021

GRI 2: General Disclosure 2021

| GRI Standards | Description | HKEX ESG Guide | | Report Section/Remarks |
|---|--|----------------|---|---|
| | | Reference | Description | |
| The Organization and its Reporting Practices | | | | |
| 2-1 | Organizational details | | | About this Report |
| 2-2 | Entities included in the organization's ESG reporting | | | About this Report |
| 2-3 | Reporting period, frequency and contact point | | | About this Report |
| 2-4 | Restatements of information | | | Environmental Performance Data Summary, Social Data Summary |
| 2-5 | External assurance | | | Appendix |
| 2-6 | Activities, value chain and other business relationships | | | About this Report |
| Activities and Workers | | | | |
| 2-7 | Employees | KPI B1.1 | Total workforce by gender, employment type, age group | Social Data Summary |
| 2-8 | Workers who are not employees | | | Social Data Summary |

| GRI Standards | Description | HKEX ESG Guide | | Report Section/Remarks |
|-------------------|---|----------------|-------------|---|
| | | Reference | Description | |
| Governance | | | | |
| 2-9 | Governance structure and composition | | | Leadership: Accounting for Effective Controls; Annual Report 2024 |
| 2-10 | Nomination and selection of the highest governance body | | | Annual Report 2024 |
| 2-11 | Chair of the highest governance body | | | Annual Report 2024 |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | | | Leadership: Accounting for Effective Controls |
| 2-13 | Delegation of responsibility for managing impacts | | | Leadership: Accounting for Effective Controls |
| 2-14 | Role of the highest governance body in sustainability reporting | | | About this Report |
| 2-15 | Conflicts of interest | | | Annual Report 2024 |
| 2-16 | Communication of critical concerns | | | Engagement: Integrating ESG Risks into Our Operations |
| 2-17 | Collective knowledge of the highest governance body | | | Engagement: Integrating ESG Risks into Our Operations |
| 2-18 | Evaluation of the performance of the highest governance body | | | Leadership: Accounting for Effective Controls |
| 2-19 | Remuneration policies | | | Annual Report 2024 |
| 2-20 | Process to determine remuneration | | | Annual Report 2024 |
| 2-21 | Annual total compensation ratio | | | Annual Report 2024 |

| GRI | | HKEX | | Report Section/Remarks |
|---|--|---------------------|-------------|--|
| Standards | Description | ESG Guide Reference | Description | |
| Strategy, Policies and Practices | | | | |
| 2-22 | Statement on sustainable development strategy | | | Message from the Group Co-Chief Executive Officer and Chairman of the Environment, Social and Governance Management Task Force |
| 2-23 | Policy commitments | | | Engagement: Integrating ESG Risks into Our Operations; Grow as One |
| 2-24 | Embedding policy commitments | | | Effectiveness: Ethical Business Approach |
| 2-25 | Processes to remediate negative impacts | | | Effectiveness: Ethical Business Approach |
| 2-26 | Mechanisms for seeking advice and raising concerns | | | Effectiveness: Ethical Business Approach |
| 2-27 | Compliance with laws and regulations | | | Effectiveness: Ethical Business Approach |
| 2-28 | Membership associations | | | Collaborating with Partners Along Our Value Chain; Memberships and Affiliations |
| Stakeholder Engagement | | | | |
| 2-29 | Approach to stakeholder engagement | | | Stakeholder Engagement and Materiality Assessment |
| 2-30 | Collective bargaining agreements | | | Stakeholder Engagement and Materiality Assessment |

GRI 3: Material Topics 2021

| GRI Standards | Description | HKEX ESG Guide Reference | Description | Report Section/Remarks |
|---------------|--------------------------------------|--------------------------|-------------|---|
| 3-1 | Process to determine material topics | | | Stakeholder Engagement and Materiality Assessment |
| 3-2 | List of material topics | | | Stakeholder Engagement and Materiality Assessment |

HKEX Mandatory Disclosure Requirements

| | | |
|----------------------|---|---|
| Governance Structure | A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG related goals and targets with an explanation of how they relate to the issuer's businesses. | Leadership: Accounting for Effective Controls |
| Reporting Principles | (i) Materiality (ii) Quantitative (iii) Consistency | About this Report |
| Reporting Boundary | A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change | About this Report |

| GRI Standards | Description | HKEX ESG Guide Reference | Description | Report Section/Remarks |
|--|--|--------------------------|---|---|
| Economic | | | | |
| GRI 201: Economic Performance 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B7 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion | Effectiveness: Ethical Business Approach |
| 201-1 | Direct economic value generated and distributed | KPI B8.2 | Resources contributed (e.g. money or time) to the focus area | Annual Report 2024; Fostering an Inclusive Community |
| 201-2 | Financial implications and other risks and opportunities due to climate change | KPI A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them | Accelerating to Net Zero |
| GRI 203: Indirect Economic Impacts 2016 | | | | |
| 3-3 | Management of material topic | | | Fostering an Inclusive Community |
| 203-1 | Infrastructure investments and services supported | | | Annual Report 2024; Fostering an Inclusive Community |
| 203-2 | Significant indirect economic impacts | | | Collaborating with Partners Along Our Value Chain; Fostering an Inclusive Community |
| GRI 204: Procurement Practices 2016 | | | | |
| 3-3 | Management of material topic | | | Collaborating with Partners Along Our Value Chain |

| GRI | | HKEX | | |
|--------------------------------------|--|---------------------------|---|---|
| Standards | Description | ESG Guide Reference | Description | Report Section/Remarks |
| GRI 205: Anti-corruption 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B7 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering | Effectiveness: Ethical Business Approach There were no reported cases of non-compliance that had a material impact on the Group in FY2024. |
| 205-1 | Operations assessed for risks related to corruption | | | Effectiveness: Ethical Business Approach |
| 205-2 | Communication and training about anti-corruption policies and procedures | KPI B7.3 | Description of anti-corruption training provided to directors and staff | Effectiveness: Ethical Business Approach |
| 205-3 | Confirmed incidents of corruption and actions taken | KPI B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases | Effectiveness: Ethical Business Approach |
| | | KPI B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored | Effectiveness: Ethical Business Approach |
| Environment | | | | |
| GRI 301: Materials 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure A2, A3 | Policies on the efficient use of resources, including energy, water and other raw materials. | Evolve Sustainably; Nature — Positive Resources Management |
| | | | Policies on minimizing the issuer's significant impact on the environment and natural resources | |
| | | KPI A2.5 | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced | We did not collect this data. The use of packaging material is not material to the Group. |

| GRI Standards | | HKEX ESG Guide | | Report Section/Remarks |
|--|--|---------------------------|--|--|
| Standards | Description | Reference | Description | |
| GRI 302: Energy 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure A2, A3 | <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Policies on minimizing the issuer's significant impact on the environment and natural resources</p> | Evolve Sustainably; Nature — Positive Resources Management |
| 302-1 | Energy consumption within the organization | KPI A2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility) | Environmental Performance Data Summary |
| 302-3 | Energy intensity | | | Environmental Performance Data Summary |
| 302-4 | Reduction of energy consumption | KPI A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them | Charting Our Sustainability Progress; Evolve Sustainably; Environmental Performance Data Summary |
| GRI 303: Water and Effluents 2018 | | | | |
| 3-3 | Management of material topic | General Disclosure A2, A3 | <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Policies on minimizing the issuer's significant impact on the environment and natural resources</p> | Evolve Sustainably; Nature — Positive Resources Management |
| 303-1 | Interactions with water as a shared resource | KPI A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them | <p>Evolve Sustainably</p> <p>There were no problems encountered in sourcing water in our operations in FY2024.</p> <p>Fresh water used by the Group's operations is sourced locally from the respective municipalities that are considered adequate and fit for purpose and we strive to conserve water consumption.</p> |

| GRI | | HKEX | | |
|-----------------------------------|--|---------------------------|--|--|
| Standards | Description | ESG Guide Reference | Description | Report Section/Remarks |
| | | KPI A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them | Nature — Positive Resources Management |
| 303-2 | Management of water discharge-related impacts | | | Nature — Positive Resources Management |
| 303-4 | Water discharge | | | Environmental Performance Data Summary |
| 303-5 | Water consumption | KPI A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility) | Environmental Performance Data Summary |
| GRI 304: Biodiversity 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure A2, A3 | <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Policies on minimizing the issuer's significant impact on the environment and natural resources</p> | Evolve Sustainably; Nature — Positive Resources Management |
| 304-2 | Significant impacts of activities, products and services on biodiversity | KPI A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them | Nature — Positive Resources Management |

| GRI | | HKEX | | |
|--------------------------------|---|---------------------------|--|--|
| Standards | Description | ESG Guide Reference | Description | Report Section/Remarks |
| GRI 305: Emissions 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure A1, A3 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Policies on minimizing the issuer's significant impact on the environment and natural resources | Evolve Sustainably; Nature — Positive Resources Management There were no reported cases of non-compliance that had a significant impact on the Group in FY2024. |
| 305-1 | Direct (Scope 1) GHG emissions | KPI A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) | Environmental Performance Data Summary |
| 305-2 | Energy indirect (Scope 2) GHG emissions | | | |
| 305-3 | Other indirect (Scope 3) GHG emissions | | | Accelerating to Net Zero |
| 305-4 | GHG emissions intensity | KPI A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) | Environmental Performance Data Summary |
| 305-5 | Reduction of GHG emissions | KPI A1.5 | Description of emissions target(s) set and steps taken to achieve them | Our Sustainability Vision; Charting Our Sustainability Progress; Accelerating to Net Zero |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | KPI A1.1 | The types of emissions and respective emissions data | Environmental Performance Data Summary |

| GRI | | HKEX | | |
|----------------------------|--|---------------------------|--|--|
| Standards | Description | ESG Guide Reference | Description | Report Section/Remarks |
| GRI 305: Waste 2020 | | | | |
| 3-3 | Management of material topic | General Disclosure A1, A3 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Policies on minimizing the issuer's significant impact on the environment and natural resources | Evolve Sustainably; Nature — Positive Resources Management There were no reported cases of non-compliance that had a significant impact on the Group in FY2024. |
| 306-1 | Waste generation and significant waste-related impacts | | | Environmental Performance Data Summary |
| 306-2 | Management of significant waste-related impacts | KPI A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them | Charting Our Sustainability Progress; Nature — Positive Resources Management; Environmental Performance Data Summary |
| 306-3 | Waste generated | KPI A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) | Environmental Performance Data Summary |
| | | KPI A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) | Environmental Performance Data Summary |
| 306-4 | Waste diverted from disposal | | | Environmental Performance Data Summary |
| 306-5 | Waste directed to disposal | | | Environmental Performance Data Summary |

| GRI Standards | | HKEX ESG Guide | | Report Section/Remarks |
|---|---|-----------------------|--|---|
| Standards | Description | Reference | Description | |
| Social | | | | |
| GRI 401: Employment 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B1 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare | Grow as One There were no reported cases of non-compliance related to employment that had a material impact on the Group in FY2024. |
| 401-1 | New employee hires and employee turnover | KPI B1.2 | Employee turnover rate by gender, age group and geographical region | Social Data Summary |
| 401-3 | Parental leave | | | Social Data Summary |
| GRI 403: Occupational Health and Safety 2018 | | | | |
| 3-3 | Management of material topic | General Disclosure B2 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. | Grow as One There were no reported cases of non-compliance related to health and safety that had a material impact on the Group in FY2024. |
| 403-1 | Occupational health and safety management system | | | Grow as One |
| 403-2 | Hazard identification, risk assessment, and incident investigation | | | Grow as One |
| 403-3 | Occupational health services | | | Grow as One |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | | | Grow as One |

| GRI | | HKEX | | |
|-----------|---|---------------------|--|----------------------------------|
| Standards | Description | ESG Guide Reference | Description | Report Section/Remarks |
| 403-5 | Worker training on occupational health and safety | KPI B2.3 | Description of occupational health and safety measures adopted, how they are implemented and monitored. | Social Data Summary |
| 403-6 | Promotion of worker health | | | Grow as One |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | | | Grow as One |
| 403-8 | Workers covered by an occupational health and safety management system | | | |
| 403-9 | Work-related injuries | KPI B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year | Social Data Summary |
| | | KPI B2.2 | Lost days due to work injury | Social Data Summary |
| 403-10 | Work-related ill health | | | Grow as One; Social Data Summary |

| GRI Standards | Description | HKEX ESG Guide Reference | Description | Report Section/Remarks |
|---|--|--------------------------|---|--|
| GRI 404: Training and Education 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B3 | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities | Nurturing Our Talents for The Future |
| 404-1 | Average hours of training per year per employee | KPI B3.1 | The percentage of employees trained by gender and employee category | Social Data Summary Relevant data including the average training hours completed per employee by gender and employee category, and total training hours by training topics completed is available under Nurturing Our Talents for the Future. |
| | | KPI B3.2 | The average training hours completed per employee by gender and employee category | Social Data Summary |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | | | Social Data Summary |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | | | |

| GRI Standards | | HKEX ESG Guide | | Report Section/Remarks |
|--|--|-----------------------|--|---|
| Standards | Description | Reference | Description | |
| GRI 405: Diversity and Equal Opportunity 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B1 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare | Grow as One There were no reported cases of non-compliance related to employment that had a significant impact on the Group in FY2024. |
| 405-1 | Diversity of governance bodies and employees | KPI B1.1 | Total workforce by gender, employment type, age group and geographical region | Social Data Summary |
| GRI 406: Non-discrimination 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B1 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare | Grow as One There were no reported cases of non-compliance related to discrimination that had a significant impact on the Group in FY2024. |
| 406-1 | Incidents of discrimination and corrective actions taken | | | There were no reported cases of non-compliance related to discrimination that had a significant impact on the Group in FY2024. |

| GRI | | HKEX | | |
|---|--|-----------------------|--|------------------------|
| Standards | Description | ESG Guide | Description | Report Section/Remarks |
| | | Reference | | |
| GRI 408: Child Labor 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B4 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor | Grow as One |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | | | Grow as One |
| | | KPI B4.1 | Description of measures to review employment practices to avoid child and forced labour | Grow as One |
| | | KPI B4.2 | Description of steps taken to eliminate such practices when discovered | Grow as One |
| GRI 409: Forced or Compulsory Labor 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B4 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor | Grow as One |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | | | Grow as One |

| GRI | | HKEX | | |
|---|---|-----------------------|---|--|
| Standards | Description | ESG Guide Reference | Description | Report Section/Remarks |
| GRI 413: Local Communities 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B8 | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests | Fostering an Inclusive Community |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | | | Fostering an Inclusive Community |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | | | Fostering an Inclusive Community |
| | | KPI B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport) | Fostering an Inclusive Community |
| | | KPI B8.2 | Resources contributed (e.g. money or time) to the focus area | Fostering an Inclusive Community |
| GRI 416: Customer Health and Safety 2016 | | | | |
| 3-3 | Management of material topic | | | Striving For Continuous Improvement |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | | | There were no concluded cases of regulatory non-compliance regarding health and safety impacts of products and services that had a material impact on the Group in FY2024. |

| GRI Standards | | HKEX ESG Guide | | Report Section/Remarks |
|---|---|-----------------------|--|---|
| Standards | Description | Reference | Description | |
| GRI 417: Marketing and Labeling 2016 | | | | |
| 3-3 | Management of material topic | General Disclosure B6 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress | Collaborating With Partners Along Our Value Chain; Striving for Continuous Improvement There were no concluded cases of regulatory non-compliance regarding product responsibility that had a material impact on the Group in FY2024. |
| 417-1 | Requirements for product and service information and labeling | | | We adhere to the Trade Descriptions Ordinance (Cap. 362) and relevant legislation. Our marketing and sales approach aligns with applicable laws and labelling mandates, with dedicated personnel reviewing marketing materials to ensure accuracy and prevent any misleading information. |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | | | There were no concluded cases of regulatory non-compliance regarding product and service information and labeling that had a material impact on the Group in FY2024. |
| 417-3 | Incidents of non-compliance concerning marketing communications | | | There were no concluded cases of regulatory non-compliance regarding marketing communications that had a material impact on the Group in FY2024. |

| GRI Standards | | HKEX ESG Guide | | Report Section/Remarks |
|---------------------------------------|--|-----------------------|--|--|
| Standards | Description | Reference | Description | |
| GRI 418: Customer Privacy 2016 | | | | |
| 3-3 | Management of material topic | KPI B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored | Engagement: Integrating ESG Risks into Our Operations |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | | | There were no concluded cases of regulatory non-compliance regarding customer privacy that had a material impact on the Group in FY2024. |
| Supply Chain Management | | | | |
| | | General Disclosure B5 | Policies on managing environmental and social risks of the supply chain | Collaborating With Partners Along Our Value Chain; Striving for Continuous Improvement |
| | | KPI B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored | Collaborating With Partners Along Our Value Chain; Striving for Continuous Improvement |
| | | KPI B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored | Collaborating With Partners Along Our Value Chain; Striving for Continuous Improvement |
| | | KPI B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored | Collaborating With Partners Along Our Value Chain; Striving for Continuous Improvement |

| GRI | | HKEX | | |
|-------------------------------|-------------|-----------------------|--|--|
| Standards | Description | ESG Guide Reference | Description | Report Section/Remarks |
| Product Responsibility | | | | |
| | | General Disclosure B6 | Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress | <p>Collaborating With Partners Along Our Value Chain; Striving for Continuous Improvement</p> <p>There were no concluded cases of regulatory non-compliance regarding product responsibility that had a material impact on the Group in FY2024.</p> |
| | | KPI B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons | There were no recalls concerning the provision and use of products and services for safety and health reasons in FY2024. |
| | | KPI B6.2 | Number of products and service related complaints received and how they are dealt with | <p>The Group received a total of 876 complaints in relation to product and services during FY2024.</p> <p>Customer complaints received are addressed through our feedback handling systems within each business unit. We offer customers contact details on our business units' respective websites and assigned dedicated teams to handle comments and complaints to ensure the efficacy of our complaint resolution.</p> |
| | | KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights | Engagement: Integrating ESG Risks into Our Operations |
| | | KPI B6.4 | Description of quality assurance process and recall procedures | <p>Recall is not material to the Group's operations, yet recall procedures are in place for Free Duty to inform customers for refund when recall incidents are confirmed with manufacturers.</p> <p>Free Duty purchase products from "Authorized Distributors" only. To ensure the quality of products, the Best Before Date of Free Duty's products are reviewed on monthly basis and the storage temperature is regularly checked internally</p> |

IFRS S1 REFERENCE TABLE

We strive to provide information about our sustainability-related risks and opportunities that facilitates the decision-making of our investors. Starting from this year, we began mapping our sustainability-related disclosures to the latest recommendations of the International Sustainability Standards Board’s (ISSB) IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information published in June 2023.

Relevant information can be found in the specified section of the NWS Environmental, Social and Governance (“ESG”) Report.

Governance

| IFRS S1 Requirements | Description | Report Section/Remarks |
|--|---|--|
| IFRS S1.27 Disclosure of information about the governance body (the Board and its associated committee charged with governance of governance) with oversight of sustainability-related risks and opportunities, and information about management’s role in those processes. | | |
| IFRS S1.27(a) | The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities. Specifically, NWS shall identify that body(s) or individual(s) and disclose information about: | |
| | (i) How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body (s) or individual(s). | Environmental, Social and Governance (ESG) Structure |
| | (ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities. | We will be arranging relevant training materials in the coming years to help enhance the skills and competencies of the Board for the oversight of sustainability-related risks and opportunities. |
| | (iii) How and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities. | Environmental, Social and Governance (ESG) Structure |
| | (iv) How the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing NWS’s strategy, our decisions on major transactions and our risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities. | |

| IFRS S1 Requirements | Description | Report Section/Remarks |
|----------------------|--|---|
| | <p>(v) How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitor progress towards those targets (paragraph 51), including whether and how related performance metrics are included in remuneration policies.</p> | |
| IFRS S1-27(b) | <p>Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:</p> | |
| | <p>(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.</p> | <p>Environmental, Social and Governance (ESG) Structure</p> |
| | <p>(ii) Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.</p> | <p>Accountability: NWS ESG Governance</p> |

Strategy

| IFRS S1 Requirements | Description | Report Section/Remarks |
|---|---|--|
| <i>Sustainability-related risks and opportunities</i> | | |
| IFRS S1-30 Disclosure of information on sustainability-related risks and opportunities that could reasonably be expected to affect NWS's prospects, over the short, medium or long term. | | |
| IFRS S1-30(a) | A description of sustainability-related risks and opportunities that could reasonably be expected to affect NWS's prospects. | Accelerating to Net Zero |
| IFRS S1-30(b) | The time horizons — short, medium or long term — over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur. | |
| IFRS S1-30(c) | How NWS defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by us for strategic decision-making. | |
| <i>Business model and value chain</i> | | |
| IFRS S1-32 Disclosure of information on NWS's assessment of the current and anticipated effects of sustainability-related risks and opportunities on our business model and value chain. | | |
| IFRS S1-32(a) | The current and anticipated effects of sustainability-related risks and opportunities on NWS's business model and value chain. | The high-level current and anticipated effects of sustainability-related risks and opportunities on our business model are disclosed in each section. |
| IFRS S1-32(b) | A description of where NWS's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities or types of assets). | We are working closely with our value chain partners to assess and quantify the relevant risks and opportunities. We will continue enhancing our approach and assessment to improve these disclosures in future reports. |

| IFRS S1 Requirements | Description | Report Section/Remarks |
|---|--|---|
| <i>Strategy and decision making</i> | | |
| IFRS S1-33 Disclosure of information on the effects of sustainability-related risks and opportunities on NWS's strategy and decision-making. | | |
| IFRS S1.33(a) | How NWS has responded to, and plans to respond to, sustainability-related risks and opportunities in our strategy and decision-making. | Engagement: Integrating ESG Risks into Our Operations |
| IFRS S1.33(b) | The progress against plans NWS has disclosed in previous reporting periods, including quantitative and qualitative information. | N/A |
| IFRS S1.33(c) | What trade-offs between sustainability-related risks and opportunities that NWS considered (for example, in making a decision on the location of new operations, an entity might have considered the environmental impacts of those operations and the employment opportunities they would create in a community). | Investing for the Future |
| <i>Financial position, financial performance and cash flows</i> | | |
| IFRS S1-34 Disclosure of information on the effects of sustainability-related risks and opportunities on our financial position, financial performance and cash flows for the reporting period, and the anticipated effects over the short, medium and long term –including how sustainability-related risks and opportunities are included in our financial planning. | | |
| IFRS S1-34(a) | The effects of sustainability-related risks and opportunities on NWS's financial position, financial performance and cash flows for the reporting period (current financial effects). | We are in the process of exploring methodologies and internal processes to assess the current and anticipated financial effects of sustainability-related risks and opportunities over the short, medium and long term. |
| IFRS S1-34(b) | The anticipated effects of sustainability-related risks and opportunities on NWS's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in NWS's financial planning (anticipated financial effects). | |

| IFRS S1 Requirements | Description | Report Section/Remarks |
|--|---|---|
| IFRS S1-35 Disclosure of quantitative and qualitative information about the financial effects of the sustainability-related risks and opportunities | | |
| IFRS S1-35(a) | Quantitative and qualitative information about how sustainability-related risks and opportunities have affected our financial position, financial performance and cash flows for the reporting period. | We are in the process of exploring methodologies and internal processes to assess the current and anticipated financial effects of sustainability-related risks and opportunities over the short, medium and long term. |
| IFRS S1-35(b) | Quantitative and qualitative information about the sustainability-related risks and opportunities identified in paragraph 35(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. | |
| IFRS S1-35(c) | <p>Quantitative and qualitative information about how NWS expects our financial position to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities, taking into consideration:</p> <ul style="list-style-type: none"> <li data-bbox="456 1151 1015 1364">(i) Our investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans NWS is not contractually committed to. <li data-bbox="456 1375 1015 1440">(ii) Our planned sources of funding to implement its strategy. | |
| IFRS S1-35(d) | Quantitative and qualitative information about how NWS expects our financial performance and cash flows to change over the short, medium and long term, given our strategy to manage sustainability-related risks and opportunities. | |

| IFRS S1 Requirements | Description | Report Section/Remarks |
|--|---|---|
| Resilience | | |
| IFRS S1-41 | A qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon. | Qualitative assessment — Engagement: Integrating ESG Risks into Our Operations Quantitative assessment: N/A |
| Risk management | | |
| IFRS S1-44 Disclosure of information on the processes, by which sustainability-related risks and opportunities, are identified, assessed, prioritized, monitored and managed. | | |
| IFRS S1-44(a) | The processes and related policies NWS uses to identify, assess, prioritize and monitor sustainability-related risks, including information about: <ul style="list-style-type: none"> (i) The inputs and parameters NWS uses (for example, information about data sources and the scope of operations covered in the processes). (ii) Whether and how NWS uses scenario analysis to inform its identification of sustainability-related risks. (iii) How NWS assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria). (iv) Whether and how NWS prioritises sustainability-related risks relative to other types of risk. (v) How NWS monitors sustainability-related risks. (vi) Whether and how NWS has changed the processes we use compared with the previous reporting period. | Engagement: Integrating ESG Risks into Our Operations Accelerating to Net Zero Accelerating to Net Zero |
| IFRS S1-44(b) | The processes NWS uses to identify, assess, prioritize and monitor sustainability-related opportunities. | Accelerating to Net Zero |
| IFRS S1-44(c) | The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring sustainability-related risks and opportunities are integrated into and inform NWS's overall risk management process. | Engagement: Integrating ESG Risks into Our Operations Accelerating to Net Zero |

| IFRS S1 Requirements | Description | Report Section/Remarks |
|--|---|--|
| Metrics and targets | | |
| IFRS S1.46 Disclosure of information on how NWS measures, monitors and manages our sustainability-related risk and opportunity that could reasonably be expected to affect our prospects. | | |
| IFRS S1-46(a) | Metrics required by an applicable IFRS Sustainability Disclosure Standard. | Environmental Performance Data Summary, Social Data Summary |
| IFRS S1-46(b) | Metrics NWS uses to measure and monitor: | |
| | (i) That sustainability-related risk or opportunity. | We reported on key ESG metrics. Additional metrics will be included to enhance our disclosure in the future. |
| | (ii) Our performance in relation to that sustainability-related risk or opportunity, including progress towards any targets NWS has set, and any targets we are required to meet by law or regulation. | Our Sustainability Vision; Charting Our Sustainability Progress |
| IFRS S1.50 Disclosure of information about metrics which have been developed by NWS. | | |
| IFRS S1-50(a) | How the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by NWS differs from the metric specified in that source. | Environmental Performance Data Summary, Social Data Summary |
| IFRS S1.50(b) | Whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green — or RAG — status). | |
| IFRS S1.50(c) | Whether the metric is validated by a third party and, if so, which party. | The ESG performance was independently verified by a third party, PwC, which provides limited assurance. Some specific metrics are currently not validated by a third party. We will consider seeking third party validation in coming years. |
| IFRS S1.50(d) | The methods used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made | Environmental Performance Data Summary, Social Data Summary |

| IFRS S1 Requirements | Description | Report Section/Remarks |
|--|--|---|
| IFRS S1.51 The quantitative and qualitative sustainability-related targets NWS has set to monitor progress towards achieving our strategic goals, and any targets we are required to meet by law or regulation. | | |
| IFRS S1.51(a) | The metric used to set the target and to monitor progress towards reaching the target; | Our Sustainability Vision; Charting Our Sustainability Progress |
| IFRS S1.51(b) | The specific quantitative or qualitative target NWS has set or is required to meet. | |
| IFRS S1.51(c) | The period over which the target applies. | |
| IFRS S1.51(d) | The base period from which progress is measured. | |
| IFRS S1.51(e) | Any milestones or interim targets. | |
| IFRS S1.51(f) | Performance against each target and an analysis of trends or changes in NWS's performance. | |
| IFRS S1.51(g) | Any revisions to the target and an explanation for those revisions. | |

IFRS S2 REFERENCE TABLE

We support the latest international reporting standard to provide consistent, timely and comparable information related to climate-related issues. Since FY2023, we have been mapping our climate related disclosures to the latest recommendations of the International Sustainability Standards Board’s (ISSB) IFRS S2 Climate-related Disclosures published in June 2023.

Relevant information can be found in the specified section of the NWS ESG Report.

Governance

| IFRS S2 Requirements | Description | Report Section/Remarks |
|--|---|---|
| IFRS S2 6 Disclosure of information about the governance body (the Board and its associated committee charged with governance of ESG issues) with oversight of climate-related risks and opportunities, and information about management’s role in those processes. | | |
| IFRS S2-6(a) | The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities, including information about: | |
| | (i) How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions, and other related policies applicable to that body(s) or individual(s). | Accelerating to Net Zero: Climate Governance |
| | (ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities. | We will be arranging relevant training materials in the coming years to help enhance the skills and competencies of the Board for the oversight of climate-related risks and opportunities. |
| | (iii) How and how often the body(s) or individual(s) is informed about climate-related risks. | Accelerating to Net Zero: Climate Governance |
| | (iv) How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing NWS’s strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities. | |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|----------------------|--|--|
| | <p>(v) How the body(s) or individual(s) oversee the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.</p> | |
| IFRS S2-6(b) | <p>Management's role in the governance processes, controls and procedures used to monitor, manage, and oversee climate-related risks and opportunities, including information about:</p> | |
| | <p>(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.</p> | Accelerating to Net Zero: Climate Governance |
| | <p>(ii) Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.</p> | |

Strategy

| IFRS S2 Requirements | Description | Report Section/Remarks |
|--|--|--|
| IFRS S2 9 Disclosure of climate-related financial disclosures regarding NWS's strategy to understand our strategy for addressing significant climate-related risks and opportunities. | | |
| IFRS S2-9(a) | The climate-related risks and opportunities that could reasonably be expected to affect NWS's prospects. | Accelerating to Net Zero: Climate Strategy |
| IFRS S2-9(b) | The current and anticipated effects of those climate-related risks and opportunities on NWS's business model and value chain. | We are in process of assessing the current and anticipated effects on NWS's value chain |
| IFRS S2-9(c) | The effects of those climate-related risks and opportunities on NWS's strategy and decision-making, including information about its climate-related transition plan. | Accelerating to Net Zero: Climate Strategy |
| IFRS S2-9(d) | The effects of those climate-related risks and opportunities on NWS's financial position, financial performance and cash flows for the reporting period, and their anticipated effects on NWS's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into NWS's financial planning. | The 1.5°C feasibility assessment of both construction and insurance segments has conducted a high-level financial implication analysis for net zero transition. We are still exploring methodologies and processes to assess the effects of climate-related risks and opportunities on NWS's financial position, financial performance and cash flows for future disclosure. |
| IFRS S2-9(e) | The climate resilience of NWS's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration NWS's identified climate-related risks and opportunities. | Accelerating to Net Zero: Climate Strategy Engagement: Integrating ESG Risks into Our Operations |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|---|---|---|
| <i>Climate-related risks and opportunities</i> | | |
| IFRS S2 10 Disclosure of information on significant climate-related risks and opportunities that could reasonably be expected to affect the NWS’s business model, strategy and cash flows, our access to finance and our cost of capital, over the short, medium or long term. | | |
| IFRS S2-10(a) | Describe the climate-related risks and opportunities that could reasonably be expected to affect NWS's prospects. | Accelerating to Net Zero: Climate Strategy |
| IFRS S2-10(b) | For each climate-related risk NWS has identified, whether NWS considers the risk to be a climate-related physical risk or climate-related transition risk. | |
| IFRS S2-10(c) | For each climate-related risk and opportunity NWS has identified, over which time horizons — short, medium or long term — the effects of each climate-related risk and opportunity could reasonably be expected to occur. | |
| IFRS S2-10(d) | How NWS defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by NWS for strategic decision-making. | |
| <i>Business model and value chain</i> | | |
| IFRS S2 13 Disclosure of information on NWS’s assessment of the current and anticipated effects of significant climate-related risks and opportunities on our business model. | | |
| IFRS S2-13(a) | A description of the current and anticipated effects of climate-related risks and opportunities on NWS's business model and value chain. | We are in process of assessing the current and anticipated effects on NWS's value chain |
| IFRS S2-13(b) | A description of where in NWS's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). | |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|--|--|--|
| Strategy and decision making | | |
| IFRS S2 14 Disclosure of information on the effects of significant climate-related risks and opportunities on our strategy and decision-making, including our transition plans. | | |
| IFRS S2-14(a) | <p>Information about how NWS has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how NWS plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, NWS shall disclose information about:</p> | |
| | <ul style="list-style-type: none"> (i) Current and anticipated changes to NWS's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments). (ii) Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications). (iii) Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains). (iv) Any climate-related transition plan NWS has, including information about key assumptions used in developing its transition plan, and dependencies on which NWS's transition plan relies. | <p>Accelerating to Net Zero: Climate Strategy</p> |
| | <ul style="list-style-type: none"> (v) How NWS plans to achieve any climate-related targets, including any greenhouse gas emissions targets. | <p>Accelerating to Net Zero: Climate Strategy — climate-related targets are only set for Hip Hing Group and CTF Life Insurance for this reporting year, we are in progress of setting targets for the remaining business units</p> |
| IFRS S2-14(b) | <p>Information about how NWS is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).</p> | <p>Hip Hing Group and CTF Life Insurance are in progress of planning resources to achieve the set target</p> |
| IFRS S2-14(c) | <p>Quantitative and qualitative information about the progress of transition plans disclosed in previous reporting periods in accordance with paragraph 14(a).</p> | <p>N/A</p> |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|---|--|--|
| <i>Financial position, financial performance and cash flows</i> | | |
| IFRS S2 15 Disclosure of information on the effects of significant climate-related risks and opportunities on our financial position, financial performance and cash flows for the reporting period, and the anticipated effects over the short, medium and long term –including how climate-related risks and opportunities are included in our financial planning. | | |
| IFRS S2-15(a) | The effects of climate-related risks and opportunities on NWS’s financial position, financial performance and cash flows for the reporting period (current financial effects). | We are still exploring methodologies and processes to assess the effects of climate-related risks and opportunities on NWS’s financial position, financial performance and cash flows for future disclosure. |
| IFRS S2-15(b) | The anticipated effects of climate-related risks and opportunities on NWS’s financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in NWS’s financial planning (anticipated financial effects). | |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|---|--|--|
| IFRS S2 16 Disclosure of quantitative and qualitative information on how climate-related risks and opportunities affect our financial position, financial performance and cash flows for the Reporting Period, and the anticipated effects in the next Reporting Period. | | |
| IFRS S2-16(a) | How climate-related risks and opportunities have affected our financial position, financial performance and cash flows for the reporting period. | We are still exploring methodologies and processes to assess the effects of climate-related risks and opportunities on NWS's financial position, financial performance and cash flows for future disclosure. |
| IFRS S2-16(b) | The climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. | |
| IFRS S2-16(c) | <p>How NWS expects our financial position to change over the short, medium, and long term, given our strategy to manage climate-related risks and opportunities, taking into consideration:</p> <ul style="list-style-type: none"> <li data-bbox="456 1077 1018 1294">(i) Our investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans NWS is not contractually committed to. <li data-bbox="456 1301 1018 1368">(ii) Our planned sources of funding to implement our strategy. | |
| IFRS S2-16(d) | How NWS expects our financial performance and cash flows to change over the short, medium and long term, given our strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation). | |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|--|--|--|
| IFRS S2-21 Disclosure of quantitative information on the anticipated financial effects of climate-related risks or opportunities. | | |
| IFRS S2-21(a) | Explain why NWS has not provided quantitative information | We are currently in progress of assessing quantitative information on the anticipated financial effects of climate-related risks or opportunities. |
| IFRS S2-21(b) | The qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected; or have been affected, by that climate-related risk or opportunity. | Accelerating to Net Zero |
| IFRS S2-21(c) | The quantitative information about the combined financial effects of that climate-related risk or opportunity with other climate-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful. | We are currently in progress of assessing quantitative information on the anticipated financial effects of climate-related risks or opportunities. |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|---|--|--|
| Climate Resilience | | |
| IFRS S2 22 Disclosure of analysis on the resilience of NWS's strategy and business model to climate-related changes, developments or uncertainties – taking into consideration our identified significant climate-related risks and opportunities and related uncertainties. | | |
| IFRS S2-22(a) | <p>An entity shall disclose information that enables users of general purpose financial reports to understand the resilience of NWS's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration NWS's identified climate-related risks and opportunities. NWS shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with NWS's circumstances. In providing quantitative information, NWS may disclose a single amount or a range. Specifically, NWS shall disclose:</p> | |
| | <ul style="list-style-type: none"> (i) The implications, if any, of NWS's assessment for its strategy and business model, including how NWS would need to respond to the effects identified in the climate-related scenario analysis. (ii) The significant areas of uncertainty considered in NWS's assessment of climate resilience. (iii) NWS's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including: <ul style="list-style-type: none"> (1) The availability of, and flexibility in, NWS's existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities. (2) NWS's ability to redeploy, repurpose, upgrade or decommission existing assets. (3) The effect of NWS's current and planned investments in climate-related mitigation, adaptation, and opportunities for climate resilience. | <p>Accelerating to Net Zero: Climate Strategy</p> <p>The most recent climate-related scenario analysis was conducted to provide a high-level overview of climate-related risks and opportunities. We are in progress of enhancing the scenario analysis in coming years.</p> |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|----------------------|---|---|
| IFRS S2-22(b) | How and when the climate-related scenario analysis was carried out, including: | |
| | <p>(i) Information about the inputs NWS used, including:</p> <ol style="list-style-type: none"> (1) Which climate-related scenarios NWS used for the analysis and the sources of those scenarios. (2) Whether the analysis included a diverse range of climate-related scenarios. (3) Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risk. (4) Whether NWS used, among, its scenarios, a climate-related scenario aligned with the latest international agreement on climate change. (5) Why NWS decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties. (6) The time horizons NWS used in the analysis. (7) What scope of operations NWS used in the analysis (for example, the operating locations and business units used in the analysis). | <p>Climate Strategy</p> <p>The most recent climate-related scenario analysis was conducted to provide a high-level overview of climate-related risks and opportunities.</p> <p>We are in progress of enhancing the scenario analysis in coming years.</p> |
| | <p>(ii) The key assumptions NWS made in the analysis, including assumptions about:</p> <ol style="list-style-type: none"> (1) Climate-related policies in the jurisdictions in which NWS operates. (2) Macroeconomic trends. (3) National- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources). (4) Energy usage and mix. (5) Developments in technology. | <p>We are in progress of enhancing our approach on climate-related scenario analysis and will incorporate these assumptions in future exercise.</p> |
| | <p>(iii) The reporting period in which the climate-related scenario analysis was carried out.</p> | <p>Accelerating to Net Zero: Climate Strategy</p> |

Risk Management

| IFRS S2 Requirements | Description | Report Section/Remarks |
|--|---|---|
| IFRS S2 25 Disclosure of information on the process, or processes, by which climate-related risks and opportunities are identified, assessed and managed. | | |
| IFRS S2-25(a) | <p>The processes and related policies NWS uses to identify, assess, prioritize and monitor climate-related risks, including information about:</p> <ul style="list-style-type: none"> (i) The inputs and parameters NWS uses (for example, information about data sources and the scope of operations covered in the processes). (ii) Whether and how NWS uses climate-related scenario analysis to inform its identification of climate-related risks. (iii) How NWS assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether NWS considers qualitative factors, quantitative thresholds or other criteria). (iv) Whether and how NWS prioritizes climate-related risks relative to other types of risks. (v) How NWS monitors climate-related risks. (vi) Whether and how NWS has changed the processes it uses compared with the previous reporting period. | <p>Accelerating to Net Zero: Climate Risk Management</p> <p>We are in progress of enhancing the scenario analysis in coming years</p> <p>Accelerating to Net Zero: Climate Risk Management</p> <p>N/A</p> |
| IFRS S2-25(b) | <p>The processes NWS uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how NWS uses climate-related scenario analysis to inform its identification of climate-related opportunities.</p> | <p>We are in progress of enhancing the scenario analysis in coming years</p> |
| IFRS S2-25(c) | <p>The extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform NWS's overall risk management process.</p> | <p>Accelerating to Net Zero: Climate Risk Management</p> |

Metrics and Targets

| IFRS S2 Requirements | Description | Report Section/Remarks |
|--|--|---|
| IFRS S2 28 Disclosure of information on how NWS measures, monitors and manages our significant climate-related risks and opportunities. | | |
| IFRS S2-28(a) | Information relevant to the cross-industry metric categories. | Accelerate to Net Zero: Metrics and Targets |
| IFRS S2-28(b) | Industry-based metrics that are associated with particular business models, activities or other common features that characterize participation in an industry. | |
| IFRS S2-28(c) | Targets set by NWS, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets | Our Sustainability Vision; Charting Our Sustainability Progress Accelerating to Net Zero: Climate Strategy |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|---|---|---|
| Climate-related metrics | | |
| IFRS S2 29 Disclosure of cross-industry metric categories. | | |
| IFRS S2-29(a) | An entity shall disclose information relevant to the cross-industry metric categories of greenhouse gas emissions, including: | |
| | <ul style="list-style-type: none"> (i) Disclose the absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO₂ equivalent, classified as: <ul style="list-style-type: none"> (1) Scope 1 greenhouse gas emissions. (2) Scope 2 greenhouse gas emissions. (3) Scope 3 greenhouse gas emissions. (ii) Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which NWS is listed to use a different method for measuring its greenhouse gas emissions. (iii) Disclose the approach it uses to measure its greenhouse gas emissions including: <ul style="list-style-type: none"> (1) The measurement approach, inputs and assumptions NWS uses to measure its greenhouse gas emissions. (2) The reason why NWS has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions. (3) Any changes NWS made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes. (iv) For Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)–(2), disaggregate emissions between: <ul style="list-style-type: none"> (1) The consolidated accounting group (parent and its consolidated subsidiaries). (2) Other investees excluded from paragraph 29(a)(iv)(1) (for example, for an entity applying IFRS Accounting Standards, these investees would include associates, joint ventures and unconsolidated subsidiaries). | <p>Environmental Performance Data Summary</p> <p>We are still exploring the methodologies and processes to calculate disaggregated emissions for future disclosure.</p> |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|----------------------|--|---|
| | <ul style="list-style-type: none"> (v) For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(2), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of NWS's Scope 2 greenhouse gas emissions. (vi) For Scope 3 emissions disclosed in accordance with paragraph 29(a)(i)(3) and with reference to paragraphs B32-B57, disclose: <ul style="list-style-type: none"> (1) The categories included within NWS's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). (2) Additional information about NWS's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if NWS's activities include asset management, commercial banking or insurance. | |
| IFRS S2-29(b) | Climate-related transition risks — the amount and percentage of assets or business activities vulnerable to climate-related transition risks. | We will be enhancing our methodologies and processes to assess the financial effects of climate-related risks and opportunities for future reports. |
| IFRS S2-29(c) | Climate-related physical risks — the amount and percentage of assets or business activities vulnerable to climate-related physical risks. | |
| IFRS S2-29(d) | Climate-related opportunities — the amount and percentage of assets or business activities aligned with climate-related opportunities. | |
| IFRS S2-29(e) | Capital deployment — the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. | |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|---|---|---|
| IFRS S2-29(f) | Internal carbon prices — NWS shall disclose: <ul style="list-style-type: none"> (i) An explanation of whether and how NWS is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis). (ii) The price for each metric tonne of greenhouse gas emissions NWS uses to assess the costs of its greenhouse gas emissions. | We are currently not applying a carbon price in decision-making and will explore the potential of adoption in the coming years. |
| IFRS S2-29(g) | Remuneration — NWS shall disclose: <ul style="list-style-type: none"> (i) A description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)). (ii) The percentage of executive management remuneration recognized in the current period that is linked to climate-related considerations. | We are currently not factoring climate-related considerations into executive remuneration and will explore the potential of adoption in the coming years. |
| <i>Climate-related targets</i> | | |
| IFRS S2 33 The quantitative and qualitative climate-related targets NWS has set to monitor progress towards achieving our strategic goals, and any targets we are required to meet by law or regulation, including any greenhouse gas emissions targets. | | |
| IFRS S2-33(a) | The metric used to set the target. | Accelerating to Net Zero: Climate Strategy — climate-related targets are only set for Hip Hing Group and CTF Life Insurance for this reporting year, we are in progress of setting targets for other business units |
| IFRS S2-33(b) | The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives). | |
| IFRS S2-33(c) | The part of NWS to which the target applies (for example, whether the target applies to NWS in its entirety or only a part of NWS, such as a specific business unit or specific geographical region). | |
| IFRS S2-33(d) | The period over which the target applies. | |
| IFRS S2-33(e) | The base period from which progress is measured. | |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|---|---|--|
| IFRS S2-33(f) | Any milestones and interim targets. | |
| IFRS S2-33(g) | If the target is quantitative, whether it is an absolute target or an intensity target. | |
| IFRS S2-33(h) | How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. | |
| IFRS S2 34 The approach to setting and reviewing each target, and how NWS monitors progress against each target. | | |
| IFRS S2-34(a) | Whether the target and the methodology for setting the target has been validated by a third party. | These are currently not validated by a third party. We will consider seeking third party validation in the coming years. |
| IFRS S2-34(b) | NWS's processes for reviewing the target. | This is the first year NWS sets climate-related targets. |
| IFRS S2-34(c) | The metrics used to monitor progress towards reaching the target. | |
| IFRS S2-34(d) | Any revisions to the target and an explanation for those revisions. | N/A |

| IFRS S2 Requirements | Description | Report Section/Remarks |
|--|--|--|
| IFRS S2 36 For each greenhouse gas emissions target disclosed, some additional detail shall be disclosed. | | |
| IFRS S2-36(a) | Which greenhouse gases are covered by the target. | Climate Strategy |
| IFRS S2-36(b) | Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target. | |
| IFRS S2-36(c) | Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If NWS discloses a net greenhouse gas emissions target, NWS is also required to separately disclose its associated gross greenhouse gas emissions target. | |
| IFRS S2-36(d) | Whether the target was derived using a sectoral decarbonization approach. | |
| IFRS S2-36(e) | <p>NWS’s planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits NWS shall disclose information including:</p> <ul style="list-style-type: none"> <li data-bbox="456 1189 1018 1290">(i) The extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits. <li data-bbox="456 1301 1018 1368">(ii) Which third-party scheme(s) will verify or certify the carbon credits. <li data-bbox="456 1379 1018 1559">(iii) The type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal. <li data-bbox="456 1570 1018 1738">(iv) Any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits NWS plans to use (for example, assumptions regarding the permanence of the carbon offset). | There is currently no plan for NWS to use carbon credits to offset our greenhouse gas emissions. |

AWARDS AND RECOGNITIONS

| Organizers | Awards and Recognitions | Companies |
|-------------------------------------|--|---|
| Agency for Volunteer Service | Hong Kong Volunteer Award 2023 <ul style="list-style-type: none"> Corporate & Non-Commercial Organization (Volunteer Hours) — Bronze Award | Hip Hing Group |
| Architectural Services Department | 2023 ArchSD Annual Award — Merit Award 2023 Innovation & Technology Award — Merit Award | Hip Hing Group Hip Hing Group |
| BCI Asia | BCI Asia Awards 2024 — Top 10 Contractor Award | Hip Hing Group |
| Charitable Choice | Charitable Choice Awards 2024 — Corporate Gift Card Donor | HML |
| Christian Family Service Centre | Employees' Health Commitment — Commendation Certificate | HML |
| CTgoodjobs | Best HR Awards <ul style="list-style-type: none"> Best Corporate Social Responsibility Award — Gold Award Best ESG Award — Gold Award Best Family-Friendly Employment Policy — Grand Award | NWS Corporate Office |
| Environmental and Ecology Bureau | Charter on External Lighting — Diamond Award | CTF Life |
| Environmental Campaign Committee | Hong Kong Awards for Environmental Excellence Energywi\$e Certificate — Excellent Level Energywi\$e Certificate — Good Level IAQwi\$e Certificate — Good Level Wastewi\$e Certificate — Excellent Level Wastewi\$e Certificate — Good Level | Free Duty CTF Life/HML Free Duty HML NWS Corporate Office/CTF Life/ HML Free Duty |
| Environmental Protection Department | Indoor Air Quality Certificate 2023-2024 — Good Class — Administration Office, Executive Office | HML |
| Food Angel | Food Angel Thanksgiving Luncheon 2023 — Our Heartfelt Gratitude for Your Continuous Support | HML |

| Organizers | Awards and Recognitions | Companies |
|---|--|----------------|
| Hong Kong Chapter of building SMART International | <p>Hong Kong openBIM/openGIS Awards 2024</p> <ul style="list-style-type: none"> • Grand Award in the Design for Buildings Category • Grand Award in Facilities Management/Asset Management Category • Grand Award in Construction for Buildings Category | Hip Hing Group |
| Hong Kong Quality Assurance Agency | <p>Hong Kong Green and Sustainability Contribution Awards 2023</p> <ul style="list-style-type: none"> • Gold Seal for Contribution to Sustainable Property <ul style="list-style-type: none"> o Promote Barrier-free Facilities o Promote Community Caring o Promote Environmental Protection o Promote Hygiene Measures for Epidemic Prevention • Management Award for Net-Zero Contribution <ul style="list-style-type: none"> o Visionary Blueprint towards Net-Zero <p>Hong Kong Green and Sustainability Contribution Awards 2024</p> <ul style="list-style-type: none"> • Gold Seal for Contribution to Sustainable Facilities <ul style="list-style-type: none"> o Promote Barrier-free Facilities o Promote Barrier-free Services o Promote Community Caring o Promote Environmental Protection • Management Award for Net-Zero Contribution <ul style="list-style-type: none"> o Visionary Blueprint towards Net-Zero | HML |
| | <p>Hong Kong Green and Sustainability Contribution Awards 2024</p> <ul style="list-style-type: none"> • Outstanding Award for Contribution to Livable City Construction <ul style="list-style-type: none"> o Promoting Efficient Building Supply Solutions o Promote Eco-friendly Construction o Promoting Efficient Property Management | Hip Hing Group |
| Hong Kong Cancer Fund | <p>Certification of Appreciation for being the Top Fundraising Company of Cancer Fund's Dress Pink Day 2023</p> | HML |
| Hong Kong Construction Association | <p>2023 HKCA Hong Kong Construction Environmental Awards</p> <ul style="list-style-type: none"> • Environmental Merit Award | Hip Hing Group |

| Organizers | Awards and Recognitions | Companies |
|---|--|-------------------------|
| Human Resources Online | HR Distinction Awards <ul style="list-style-type: none"> • Excellence in ESG Strategy — Gold Award • Excellence in Employee Engagement — Bronze Award | NWS Corporate Office |
| JobMarket | Employer of Choice Award 2023 <ul style="list-style-type: none"> • Corporate Social Responsibility (CSR) Award • Employer of Choice Award • ESG HR Strategy Award | NWS Corporate Office |
| Ming Pao Newspaper Limited | Ming Pao ESG Award 2024 <ul style="list-style-type: none"> • Excellent ESG Enterprise Award — Non-Listed Company (Exhibition) • Elite of Sustainability Performance Award | HML |
| The Hong Kong Management Association | 2023 HKMA Quality Award — Gold Certification | HML |
| UFI The Global Association of the Exhibition Industry | 2023 Operations and Services Award | HML |
| U.S. Green Building Council | LEED Platinum Certification | Zhejiang NWS Expressway |
| | LEED for Existing Buildings Gold Certification | HML |

MEMBERSHIPS AND AFFILIATIONS

| Organizers | Memberships and Affiliations | Companies |
|--|--|---|
| Department of Health | Mental Health Friendly Supreme Organisation | Free Duty |
| Department of Health & Occupational Safety & Health Council | Joyful@Healthy Workplace Charter Signatory | Free Duty |
| Department of Transport of Zhejiang Province | Five-Star Service Area of Zhejiang Province 2023 | Zhejiang NWS Expressway |
| Electrical and Mechanical Services Department | Energy Saving Charter on “No ILB” Signatory | Free Duty |
| Environmental Campaign Committee | Hong Kong Green Organisation | NWS Corporate Office CTF Life HML |
| Environmental Protection Department | Food Wise Charter Signatory | Free Duty |
| Food and Health Bureau & Department of Health & Hospital Authority | Organ Donation Promotion Charter Signatory | Free Duty |
| Labour Department | Good Employer Charter Signatory | Free Duty |
| Mandatory Provident Fund Schemes Authority | Good MPF Employer 5 Years | Free Duty |
| Promoting Happiness Index Foundation | Happiness at Work Promotional Scheme 2024 — Happy Company 5 years+ | NWS Corporate Office HML |
| The Chinese Manufacturers’ Association of Hong Kong | ESG Pledge Scheme 2023 Signatory | HML |
| The Equal Opportunities Commission | The Racial Diversity and Inclusion Charter for Employers Signatory | Free Duty/HML |
| The Hong Kong Council of Social Service | Caring Company 10 Years Plus | Free Duty |
| | Caring Company 20 Years Plus | HML |
| UNICEF Hong Kong | Breastfeeding Friendly Workplace | Free Duty |