

Progressing with Our Community and People



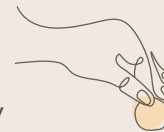
We believe in building communities and creating positive social impacts on people's lives, work and leisure. We aim to design homes, workplaces, hotels and other facilities that encourage enjoyment, interaction and growth. We support our colleagues and together collaborate with local communities to offer education and empowerment programmes. Our inclusive spaces support minority groups and promote social equity. By addressing society's challenges, we aim to bring about positive social changes and create a sustainable, equitable and thriving environment. We are committed to growing and moving forward with our community and people, who are the two most important partners in our journey.



77,351 hours
Of training provided



42%
Of managerial
positions held by
women

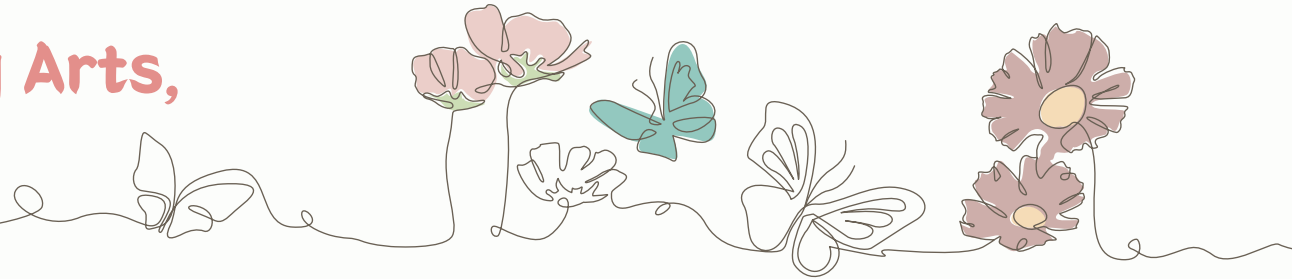


>12 million
In donations (HKD)



~903 hours
Of volunteer
services provided,
recorded a 112% increase,
compared to previous
fiscal year

Promoting and Preserving Arts, Culture and Heritage



Arts, culture and heritage are an integral part of our society. A vibrant and thriving community where arts, culture and heritage are properly protected and preserved is the key to the economic, social and intellectual development of our future generations. The Group has actively supported and organised a wide range of events within our community that allow the passing down of our invaluable assets to future generations.

A Date with Hing Chun Alliance

Our commitment is to preserve Hong Kong's historic architecture and intangible cultural heritage. After revitalising and reinvigorating Central Market, we continue our efforts to foster urban-rural integration. To achieve this, we use Central Market as a dedicated space to showcase Hong Kong's rich history and culture. Our exhibition, "A Date with Hing Chun Alliance," tells the story of an ancient rural village partnership called Hing Chun Alliance. Visitors can relive the simple rural life through sight, sound, touch, smell and taste. During the event, over 130,000 visitors experienced the culture and daily life of the village through clothing, food, homes and commutes. We also held more than 50 docent-led tours and workshops in which more than 850 participants gained a deeper understanding of lives in rural Hong

Kong by, for example, planting turmeric or painting kop tong stone in different hands-on workshops or listening to experts working on experimental restorations or sharing on rural sustainability of Lai Chi Wo. Rural communities have been able to preserve their culture and promote their economic development through this exhibition, which aims to bridge the gap between urban and rural communities. We wanted to use this exhibition to bridge the gap between urban and rural communities, as urban dwellers have slowly disconnected from Hong Kong's rural development, an obscure aspect of the city with great beauty and cultural significance.



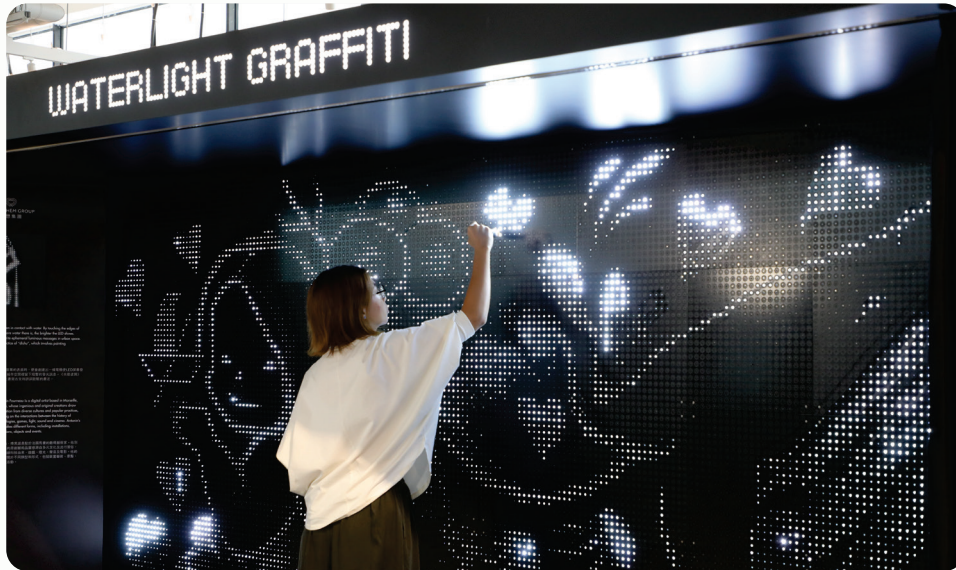
SCAN
FOR MORE

CCG Library

The Group recognised the urgent need to document histories of recent art in the region and funded the renovation and expansion of the Asia Art Archive Library. The Library was expanded and is now known as "CCG Library." The expansion added 50% more shelving and event spaces. It features upgraded facilities, including a multifunctional event space and multiple seating areas. CCG Library now houses over 120,000 physical and digital records of recent art in Asia. Additionally, it features a Hong Kong Room where readers can access various materials related to Hong Kong's art history, preserving the city's important intangible assets. The Library also acts as a lively hub for people with a passion for art and culture, facilitating knowledge production and exchange.



French May 2023



As a global community builder, we are passionate about preserving local and international art and culture. As part of our efforts, we partnered with a French culture promoter to host French May, one of the most significant cultural celebrations, for the third year. Held partly at Central Market and NINA MALL, the city-wide festival allowed participants to learn and experience French art and culture through various activities, including gastronomic experiences. In French May 2023, we took visitors on a journey through France with our highly popular French Traditional Gourmet Market, where they could browse, sample and buy French cuisine. We also present Waterlight Graffiti, an interactive art experience created by French artist Antonin Fourneau, which promotes sustainability awareness. This event aims to expose more people to French culture and ensure this beloved, invaluable cultural asset is passed down to future generations.

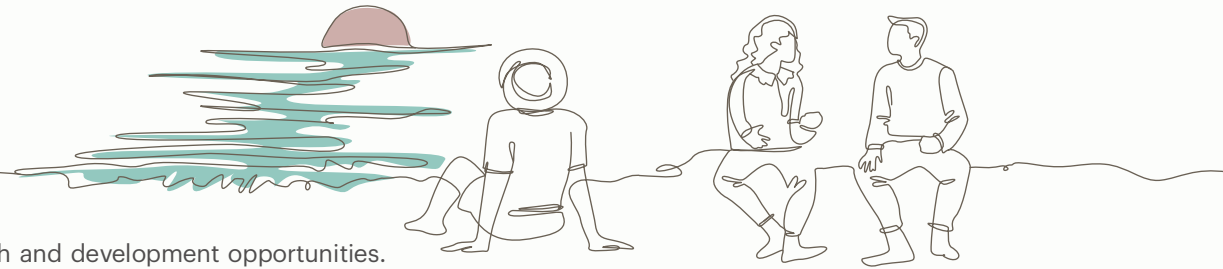
Support of local film production development



As a company deeply committed to nurturing the local film industry, we have taken proactive steps to support and elevate the creative endeavours of homegrown talent. We were the title sponsor of the Premiere Gala for the film "Pretty Heart". This movie was produced by 30 students and graduates of the Academy of Film of the Hong Kong Baptist University ("AFHKBU") and industry professionals. In addition, we partnered with the Hong Kong International Film Festival Society ("HKIFF") to launch the CCG Grand Award at the 21st "Hong Kong - Asia Film Financing Forum" to recognise the locally-produced film project with the most potential.

Moreover, we extended our outreach to the budding artists of tomorrow through our sponsorship of the 2023/24 Creative Journey outreach programme, organised by the Hong Kong Academy for Performing Arts ("HKAPA"). This programme allows secondary students to learn and engage in performing arts activities such as film and television, Chinese opera, dance, drama, music, theatre and entertainment arts.

Supporting and Nurturing the Next Generation



We understand the importance of investing in the future and providing growth and development opportunities. We have been putting effort into empowering the next generation to excel and reach their full potential. Youth play an essential role in our sustainability journey initiatives to foster growth, learning and success for the next generation while creating a supportive environment throughout the year.

Active Ageing in Place 2023

We catalysed innovative thinking and social transformation by providing different opportunities in which youth are promoted to solve the significant challenges our society faces. We have organised a one-day design thinking workshop, “Active ageing in Place”, in collaboration with MIT HK Innovation Node in April 2023. This workshop gave students insight into the current challenges and long-term demands of eldercare in Hong Kong.

During the workshop, students have gained the confidence to apply design thinking methodologies in real-world situations. To develop innovative solutions that would support the older population in remaining active, independent and socially connected, our students have embarked on a mission to gather valuable insights and feedback from the citizens of Tsuen Wan. The student group explored four key sites: NINA MALL, Tsuen Wan West MTR station, Tsuen Wan Park and Yeung Uk Road Market. We have encouraged our students to immerse themselves in these locations to gain inspiration to address specific ageing issues and create solutions that could improve the lives of older people.



HKUST Chinachem PrimeMovership Scholarship



Our Group goes beyond being a real estate developer and takes pride in its role as a facilitator for nurturing talented individuals. In line with this commitment, we have collaborated with the Hong Kong University of Science and Technology ("HKUST") to establish the Chinachem PrimeMovership Scholarship. In 2022, the Chinachem PrimeMovership scholarship was awarded to 14 students after a rigorous selection process. This scholarship aims to cultivate the next generation of innovation and technology leaders and is a testament to our unwavering dedication to making Hong Kong a smart city.

PolyHack 2023

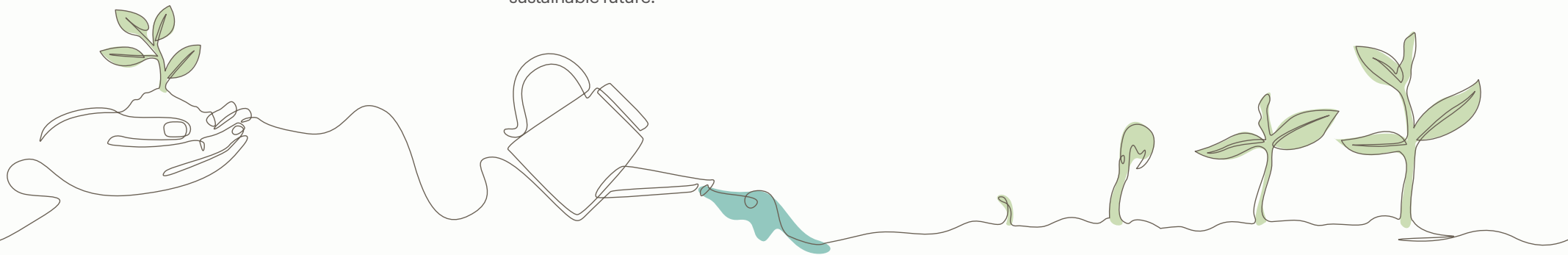


We have been supporting youth organisations to achieve a sustainable future through technology. We proudly sponsored PolyHack 2023, a global student-led hackathon and ideathon competition. More than 700 motivated individuals from over 80 regions participated in the intensive 2-week competition, creating ground-breaking solutions in the domains of AI, financial technology ("FinTech"), smart city and the Internet of Things ("IoT"). The Best Chinachem Group Award was established to recognise students who presented solutions to society's challenges. This event encourages youth to continue innovating and work towards a sustainable future.

The Impact Booster Programme



We have co-organised the Impact Booster programme with the Social Enterprise Summit and invited secondary students to generate innovative solutions for the community in Tsuen Wan. In the programme, we have provided seed funding for the participants to bring their ideas to life. One of our finalists, Resonance, devised a ground-breaking concept. The team also received a cash prize upon being shortlisted as finalists. This opportunity encouraged more youth to make changes, and we are glad to see many aspiring youth eager to create positive impacts.



Career talks for tertiary institutions



We are committed to nurturing the next generation of hospitality talent at Nina Hospitality. To increase awareness of career development opportunities with Nina Hospitality among students studying Hotel and Catering Management and International Hotel Management, we have partnered with the Hong Kong Institute of Vocational Education (“IVE”), a member of the Vocational Training Council (“VTC”), to hold career talks on the VTC campuses. Over 210 students attended the four career talks we conducted, and we look forward to reaching more students through our future on-campus career talks.

HKGCC Business Case Competition



New business models are emerging as the virtual and real worlds come together. We are excited to integrate virtual world concepts into our businesses and projects, envisioning the future of the built environment and activating existing spaces.

We have organised a business case competition with the Hong Kong General Chamber of Commerce (“HKGCC”) to promote cutting-edge technologies such as Web 3.0 metaverse and blockchain. Participants were invited to share inspirational ideas on revolutionising physical and virtual environments, building future cities and societies, forging social connections despite physical barriers and creating financially viable and self-sustaining business models.

This competition allowed students to contribute to transforming the built environment and devise innovative solutions that connect the virtual and physical worlds. Five university student teams were recognised as winners of the 2022 HKGCC Business Case Competition.



Building a Caring and Inclusive Community



Fostering inclusive and compassionate communities requires the integration of different generations, especially the elderly. Giving the elderly opportunities to participate in meaningful exchanges and mutual support helps them play a more active role in our society and strengthens our sense of community. We organise various activities throughout the year that enable them to share their wisdom, experience and essential life lessons with younger generations. It can enhance cross-generational integration and build a strong bond between communities and the elderly.

Intergenerational Integration and Elderly Care

ACE Art 2023



We sponsored the organisation of Anchor Children with Elders ("ACE") Art 2023 by Mighty Oaks, a social NGO that focuses on elderly welfare. The annual ACE Art competition is designed for students to engage with their grandparents, learn about their past and create artwork. This year's theme was "Neighbourhood Leisure in Bygone Years", and the student participants used tambourines to produce an art. Over 1,700 students from 13 schools participated in the competition, and we were honoured to be involved in selecting the winners and amazed by the efforts demonstrated by the participants.

SCHSA Home Visits



We have partnered with Senior Citizens Home Assistance Service ("SCHSA") to promote a culture of care and strengthen intergenerational bonds in our communities. As part of this initiative, 12 primary and secondary school students and our colleagues visited elderly residents in Tsuen Wan and Kwai Tsing Districts. It is a long-term programme where participants visit the same elders every time. The visits allow them to share love and joy with those they visit and, more importantly, build long-lasting relationships with the elderly.

SCHSA Caring call

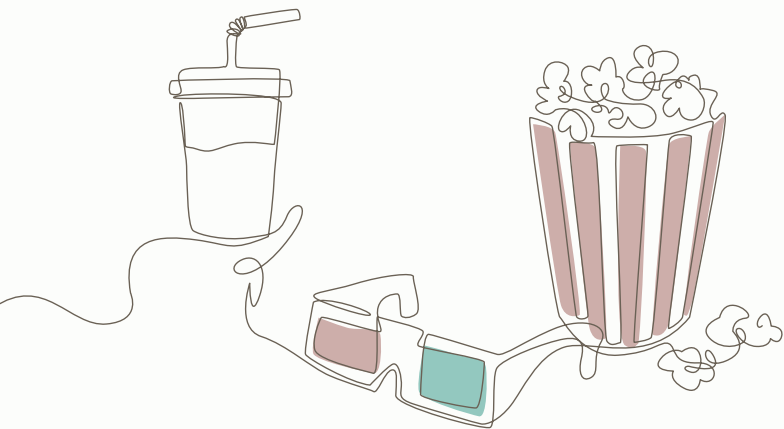


We have also collaborated with SCHSA to provide caring calls to the elderly. Students and colleagues made regular phone calls to offer their support and care to the elders. Our colleagues volunteered around 132 hours to this program and interacted with the elders, learning about their lives. Through these calls, they were able to spread love and joy within the elderly community and build a deep connection with the elders.

HKFYG Cooking Workshop



The Group and the Hong Kong Federation of Youth Groups collaborated to organise a cooking workshop. The workshop aimed to prepare festive food for those in need in the neighbourhood. Our colleagues and members of the public volunteered for this workshop, and our colleagues have dedicated 36 hours to the workshop. Volunteers of different ages came together in the kitchen and mentored each other as they prepared the meals, forming a bond that transcended their generational differences.



Movie Tickets to Elderly

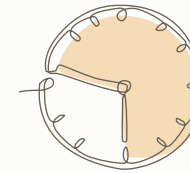


To encourage senior citizens to become more involved in the community and show appreciation for their contributions to society, we have provided free movie tickets to the Yan Oi Tong Woo Chung District Elderly Community Centre in Tuen Mun. Throughout the year, we have distributed approximately 15,000 tickets, allowing the elderly to enjoy leisure time with their friends. This initiative not only helps to foster social connections but also builds friendly relationships within the community.

Through this donation activity, our group is actively contributing to the well-being of the elderly, enabling them to lead healthy, happy and stable lives during their golden years. Our ultimate goal is to create more opportunities for the elderly to engage in entertainment and social interactions, thereby enhancing their overall quality of life.

To ensure the continuous development and achievement of our goals, we remain fully committed to corporate social responsibility and the promotion of social inclusion. By doing so, we aim to ensure that the elderly have equal access to entertainment and opportunities to engage with their community, ultimately contributing to a more inclusive society.

Performance Highlights



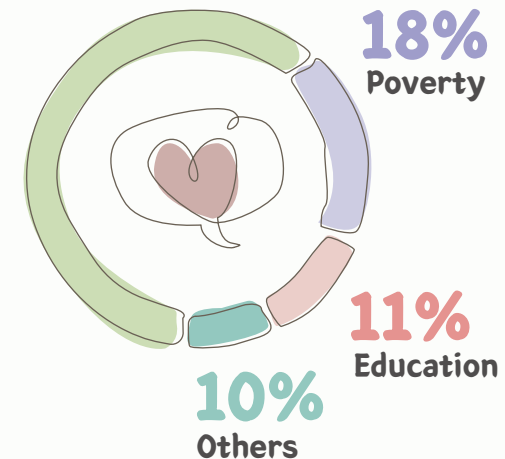
~903 hours
Of volunteer services provided



+112%
Year-to-Year change

Community Service Hours, by focus area

61%
Social Inclusion



Support for Vulnerable Groups

Operation Santa Claus - Celebrating Christmas with a Food Upcycling Workshop



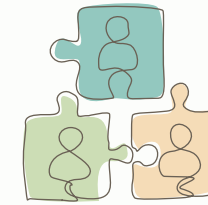
During the Christmas holiday, Nina Hospitality organised a food upcycling workshop for 11 students from Rhenish Church Grace School. The workshop was held at the Nina Hotel Tsuen Wan West, where the participants learned to reduce food waste by using overripe mangoes, bruised strawberries and chocolate brownie ends to make Christmas desserts. The workshop aimed to show the students that food can be "reused" creatively, thus inspiring them to reduce food waste in their daily lives. The workshop not only raised awareness of food waste issues but also empowered the students by providing them with a joyful experience of turning food waste into food.

City Hunt for Fun! with Chinachem



We strive to enable every community member to experience our city, regardless of their abilities or barriers. As part of this effort, we partnered with the InspiringHK Sports Foundation to organise the "City Hunt for Fun!" competition, which provided an opportunity for marginalised members of our community to enjoy and explore different landmarks and learn more about the community's history in a fun and engaging way. The competition involved grassroots families and six of our colleagues, who worked together to complete various missions and earn points.

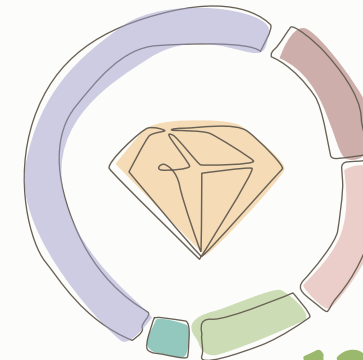
Performance Highlights



10 organisers
Received support for community activities

Community Donations, by focus area

52%
Social Inclusion



16%
Arts and Culture

16%
Poverty

12%
Education

4%
Healthcare

Promoting Inclusivity and Accessibility

We strive to create an inclusive and accessible living environment that welcomes anyone and everyone, regardless of their ability or background. We believe that we can transform our community and properties into a vibrant and enriching place by embracing diversity and celebrating inclusivity.

Case Study

Activating an Age-Friendly Community at Golden Lion Garden Stage II

We have proactively created a healthy living environment where we look after our elderly residents and guard their well-being. We are currently partnering with the Hong Kong Council of Social Service ("HKCSS") in Hong Kong to implement a range of measures designed for the elderly at Golden Lion Garden Stage II, which has a large elderly community, to enhance the elderly residents' quality of life. While the project is in its planning phase, pilot tests have been carried out, such as installing community notice boards and digital displays to provide information on nearby community resources and educational tips for caregivers of the elderly (e.g., tutorials on using wheelchairs). In the next phase of our pilot testing, we will host a community expo where non-profits will be invited to showcase their elderly-friendly products and services to our residents.

We also plan to enhance our service quality by providing regular training for on-site staff, introducing new elderly-friendly features (e.g., health kiosk), and expanding this project and partnership to more communities in the future.



Case Study

Inclusion and Equity at Central Market

We have taken significant steps to ensure our facilities are accessible and enjoyable. Our commitment to accessibility is reflected in the design and operation of our facilities. A pet-friendly environment has been created since we recognise how valuable pets are to families and communities. We have also installed all-gender toilets to respect and acknowledge the diversity of gender identities. Our safe and comfortable environment demonstrates our commitment to equity and inclusivity for all individuals. Our barrier-free access features, such as ramps, wide pathways, lifts and assisted toilets, allow everyone to navigate and experience our space comfortably, regardless of their abilities. Using these facilities, we hope to foster community, celebrate diversity and create a welcoming and inclusive atmosphere at Central Market.



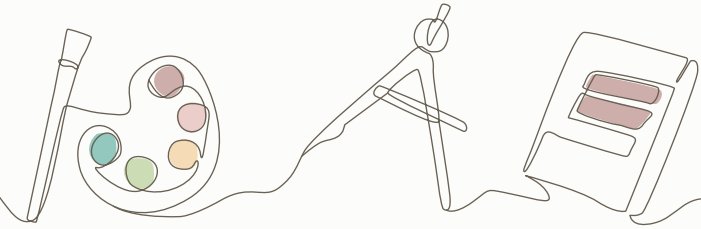
Case Study

Filling Communities with Fun and DEI (Diversity, Equity, and Inclusion) at James' Garden

We have donated over \$2 million (HKD) to the new park at James' Garden, demonstrating our strong commitment to building an inclusive and equitable community. Visitors will first be greeted by the warm and welcoming paintings and art on the park's outer wall and, once in the park, visitors can enjoy the accessible features and facilities that anyone can use. It is located at the James' Garden, the social housing project managed by St. James' Settlement. The park was constructed with Active Design, a type of space planning that fosters physical activity and provides an all-welcoming space where everyone comes together and enjoys.



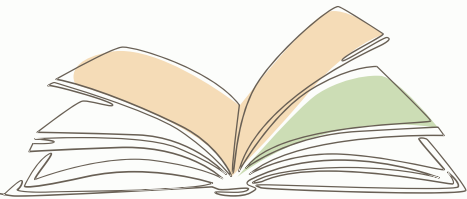
Reimagining the Learning Experience to Encourage Continuous Learning



The requirements for skills and expertise are constantly changing due to the emergence of new opportunities and trends. We have made significant efforts to ensure that our colleagues are well-prepared to tackle the challenges faced by the Group.

Our colleagues can benefit from reimbursement for external training, as well as professional membership or qualification examination fees. Additionally, paid leave will be granted to accommodate any examination or course schedules.

To aid our colleagues' upskilling journey, we have launched a CCG E-learning platform this year with courses covering a wide range of topics. Several topics are discussed, including the prevention of corruption, anti-money laundering and counter-terrorism financing, employee conduct and business ethics, market conduct and fraud, privacy, confidentiality and information security.



Places with Heart Academy is a platform that focuses on capacity building to promote innovative business approaches among our colleagues. We organise seminars, invite keynote speakers and engage in dialogues to ensure our colleagues receive the most recent business insights and information. This helps prepare our colleagues for the complexities of the ever-changing market. Places with Heart Academy also facilitates knowledge empowerment in various fields, including sustainability, technology, the Greater Bay Area, digitalisation, healthcare innovation, business modelling and social impact measurement and management.

The ability to implement ESG practices in daily work and decision-making is a crucial skill for the future workforce to acquire. To equip our colleagues with the necessary ESG skillset and mindset, we regularly organise ESG talks to update our colleagues on regulatory changes in the environment, such as details about municipal solid waste charging and plastic bag levy plans. We also invite representatives from construction companies to share their insights into green construction, including their experience of constructing the Organic Resources Recovery Centre Phase 2 ("O · PARK2") and relocating Sha Tin Sewage Treatment Works to caverns.




獲獎項目：

- 有機資源回收中心二期 (O·PARK2)
- 將軍澳海水化泥廠項目
- 搬遷沙田污水處理廠往岩洞項目

新穎綠色建築技術：

- 「碳中和實平台」及「C-SMART」管理
- 「建築合成法」(MIC)、「装配式設計」(DIMA)
- 預製結構、「機電裝備合成法」(MIMEP)

2023年4月4日 (星期二) 下午2:30至下午3:30

如心廣場38樓

中環香港總經銷孔祥元 (Danny Hung) 及團隊

截止報名日期 (2023年3月31日)

是次講座將邀請中國建築工程(香港)有限公司(「中建香港」)代表,分享其如何以創新科技,迎接香港政府所制定的可持續發展政策,積極推動綠色香港。

中建香港,榮獲2021香港環境卓越大獎中「香港環境卓越大獎」金牌和兩項優質獎章計,成績斐然。

Innovation Ambassador Programme - Cohort 2

The Innovation Ambassador Programme ("the IAP") is a nine-month innovation workshop co-organised with the University of Hong Kong Business School Executive Education. IAP is a valuable and enriching experience that allows colleagues to co-learn and co-create innovative solutions to both business and societal challenges and ignite the entrepreneurial spirit within our workforce.

In Cohort 1 and Cohort 2 of IAP, a total of 36 and 28 colleagues respectively, from different departments participated in the program and formed groups to pitch their innovative solutions to the leadership team. Two of the proposals suggested adding the plug-in service to the Group's existing Elderly Care service and the upcoming CCG Hearts project. These solutions were recommended to optimise resources, create new business opportunities and align with our commitment to 3Ps.



I have never thought that social innovation can bring so much positive changes to our community, so this programme has definitely broadened my horizons. I have also made a lot of life-long friends, as I grew in this programme together with many like-minded peers.

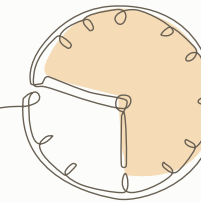
Samson Kwok

This programme has prompted me to think out of the box and use innovation as a force of change! I gained great confidence after joining the programme, and I am ready to tackle the big challenges we are facing now.

Charles Chui



Performance Highlights



77,351 hours
Of training provided



24.6
Average Training Hours per Colleague



Female: 26.8
Male: 22.8
Average Hours of Training, by gender



Senior Management: 32.1
Management: 38.2
General: 22.3
Average Hours of Training, by category

Reinforcing a Healthy and Safe Environment for Our People and Community



To secure a healthy workplace that concentrates on preventing accidents and injuries, we place great emphasis on occupational health and safety ("OHS") as a fundamental aspect of our overall strategy, operations and activities.

To achieve this, we have implemented the Occupational Health and Safety Management Framework ("the OHS Framework"), which outlines specific objectives, procedures, resources and a system for reviewing and improving safety measures. We have also established an OHS policy and committee to ensure effective governance and management in operations exposed to high OHS risks.

To ensure compliance with the OHS Framework and relevant laws and regulations, we also conduct a comprehensive OHS risk assessment and internal and external audit. We have obtained the ISO 45001: 2018 certification for our OHS management, demonstrating our commitment to a sustainable work environment.

We regularly review and track our OHS performance for further improvement by establishing clear KPIs with defined metrics for monitoring, which can ensure that OHS data are available to assist with the governance and maintenance of our OHS performance.

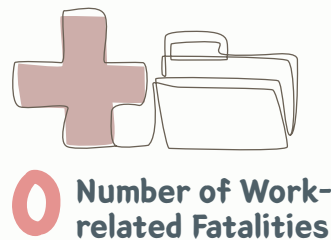
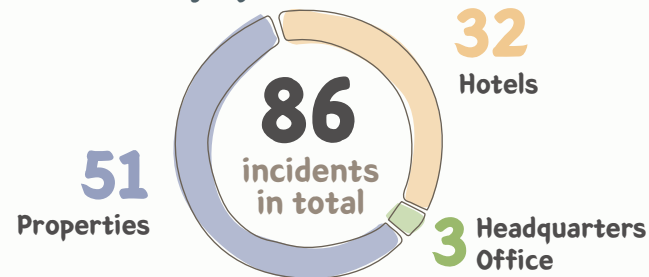
In the event of OHS incidents, we have a comprehensive set of incident handling procedures, including incident investigation and reporting, reviews, corrective and preventive actions and conducting drills.

We provide adequate resources and training to promote knowledge and safety culture and ensure compliance with laws and regulations.



Safety Performance Highlights

Number of Lost Time Injury



Safety Performance of Contractor Workers



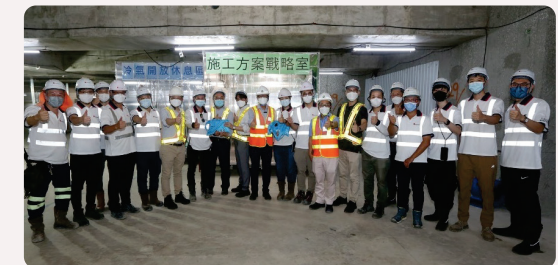
Case Study

Visit at IN ONE Site - Ho Man Tin Station Package Two

We prioritise the safety of our workers, especially those who are exposed to high OHS risk, by collaborating with our contractors to design and implement comprehensive safety measures. We adhere to policies, conduct regular site inspections, and provide designated rest times to ensure the well-being of all colleagues.

The Ho Man Tin Station Package Two Residential Project showcases the compatibility of safety and productivity through human-centred planning and technology integration. Innovative features include independent air-conditioner platforms, digitalisation using Building Information Modeling ("BIM"), smart locks for opening safety, efficient progress management with digital cameras, and synthetic stone covers for improved opening management.

To further ensure workers' safety, we regularly organise heatstroke prevention and safety promotion activities. Our management team visits the construction site to distribute ice cream, sunscreen, sunscreen sleeves, electrolyte tablets, and heatstroke prevention brochures to the workers. We provide valuable information and tips on preventing heatstroke, emphasising the importance of staying healthy and safe in hot weather.



Key Awards

Our contractor of the Ho Man Tin Station Package Two Property Development Project has received several awards to recognise its strong commitment to the health and safety of the workers on site.

The 23rd Construction Safety Award

- Best Safety Enhancement Program for Lifting Operation – Silver
- Best Method Statement – Gold

Property Project Department Safety Contractor Award 2022



Maintaining a Healthy Workplace

Creating a diverse, healthy and inclusive workforce is critical to our long-term sustainability, which cannot be achieved without our colleagues. Our top priorities are ensuring the happiness and growth of our colleagues, as well as taking care of our stakeholders. We place a high value on fostering an environment where colleagues can realise their full potential, accomplish greatness and feel appreciated.

We built a well-equipped, relaxing and inspiring work environment which we believe will support the continuous development of our colleagues. We have recently renovated our office and incorporated creative design elements that foster collaboration and creativity. We provide an inspiring and comfortable work environment to colleagues on each floor with a different theme and functional social hubs. Colleagues can also enjoy great convenience by utilising digital tools, procedures and documents which assist our colleagues in completing their daily tasks.

Additionally, all colleagues are assigned adjustable-height work desks and flexible monitor arms, and the height and inclination of the desks and monitors can be adjusted according to colleagues' preferences. They can also take advantage of the hotel's fitness facilities for free, reserve the gym through the intranet and use the fitness equipment or swim in the pool.

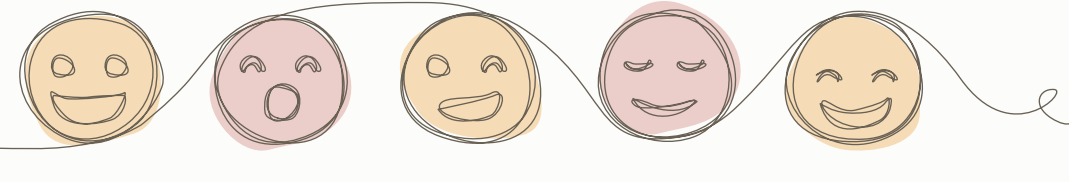


Healthy Food Choice

The Group is actively promoting a culture of healthy eating, recognising that a healthy workplace necessitates nutritious meals. We offer various healthy food options at our staff canteen to ensure that they can be easily accessed by our colleagues. Additionally, we provide nutrient information for the food available at the canteen to help our colleagues build a healthy diet. We regularly disseminate health information related to food choices through various means, such as organising health talks and publishing relevant information on our internal. Through these efforts on healthy food, we aim to maximise the well-being of our colleagues.



Caring and Bonding Among Our People



Long Service Award

We appreciate the dedication and loyalty of our colleagues and understand the importance of recognising their contributions. Our Long Service Award has acknowledged and celebrated our colleagues' milestone anniversaries. We are grateful for their continued commitment and hard work through these awards. Recognising long-serving colleagues allows us to foster a culture of appreciation, loyalty and motivation within our Group and strengthen the bond between colleagues and management.



Our Security Team Received Award from the Hong Kong Police Force

We are proud of our colleagues' continuous success in the Group. Our security team has recently received the NTS Best Security Personnel Award. Their strong commitment to ensuring the safety of customers and visitors has prompted them to fulfil their roles with the most significant efforts. As they could face unexpected events or complex challenges, the security team has also developed a strong team spirit. It has been able to resolve any issues quickly and professionally.



Striving for a Family-Friendly Workplace

We are dedicated to supporting our colleagues in achieving a healthy work-life balance by creating a family-friendly workplace. We prioritise our colleagues' well-being by implementing various programmes and policies. Our colleagues have multiple responsibilities outside of work, including caring for their families. Therefore, we have introduced hybrid work arrangements to support their needs, enabling them to maintain productivity and balance their obligations.

Besides hybrid work arrangements, we provide comprehensive family benefits and support services. Our company offers parental, marriage and compassionate leave to assist colleagues during significant life events. Moreover, our headquarters features a nursing room for mothers with a comfortable and private space.

As part of our pledge to support our colleagues and their families, we provide medical coverage beyond each individual for managers and any positions above. We ensure that the healthcare we provide to our colleagues and their families is of the highest quality.

Case Study

Scholarship Scheme for Colleagues' Children

Our care for our colleagues extends to the future of their children. We established a scholarship scheme within the Group for our colleagues' children to support their academic aspirations and recognise their outstanding academic achievement. Scholarships have been offered in three categories: Tertiary Scholarships, Secondary Scholarships and Primary Scholarships. While the scheme aims to help our colleagues unlock the full potential of their children, it also strengthens bonds between colleagues' children and the Group. Boosting our colleagues' well-being and emphasising the Group's investment in their future promotes appreciation and recognition among colleagues.



Case Study

Celebrating the International Women's Day

Achieving gender equity has been one of our most important goals when building a welcoming and inclusive workplace. The Group and our female colleagues of different backgrounds and abilities have come together to celebrate International Women's Day, as part of our efforts to reaffirm their invaluable contribution to the success of the Group. We have also hosted a floral gift workshop, where our colleagues were invited to create bundles of flowers that serve as an appreciation to our female colleagues. While International Women's Day was a critical moment for reflection, we believe in celebrating the contributions of women at our workplace every day.



Case Study

CCG Family Day

Building a solid relationship between our group, employees and their families has helped us create a closely-knit and caring community. On 29 October 2022, we organised the CCG Family Day - a fun-filled day for our colleagues and their families. We held office tours to give families a first-hand look at our work environment and daily operations. The event also featured an enchanting magic show and workshop to entertain the children. We also set up a vibrant photo booth for the families to create lasting memories. The event also featured a special scholarship presentation, honouring and encouraging the academic achievements of our colleagues' families. It was a remarkable day filled with excitement, laughter and celebration for all the families involved.



Stronger Team Bonding and Building a Happier Workplace

We prioritise our colleagues and aim to provide them with a supportive, happy and fulfilling environment. As part of our effort to unleash the full potential of our team, we have developed a series of activities throughout the year that helped our team bond and share a positive working environment.

Annual Dinner 2022 – CCG Galaxy Adventure



Christmas Party



Chinese New Year Luncheon



Chinese New Year Fun Fair



Music on the Green



Indoor Go-Kart Challenge



VR Game Experience

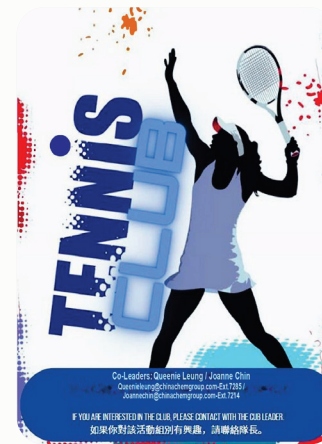


Buddy Scheme

We have launched a buddy scheme to improve the onboarding experience for our new colleagues this year. The programme aims to support and guide new joiners during their transition to their roles within the Group. Each new colleague will be paired with an experienced colleague who will act as their buddy throughout the first few months of employment. The buddy will advise on the day-to-day aspects of working within the Group, helping new joiners understand our structure, culture, vision, mission and values. The buddy scheme goes beyond just practical job aspects and fosters a sense of belonging and integration. With the help of a buddy, new joiners can quickly adjust to their new work environment and develop relationships with colleagues.

CCG Staff Social Club

CCG Staff Social Club is an internal platform where our colleagues can turn their ideas on social activities into actions. It welcomes all of our colleagues (including part-time and fixed-term colleagues) across the Group to organise social clubs of different themes, and our colleagues can participate in clubs and events they are interested in. We established the CCG Staff Social Club to support the Group's overall goals of enhancing wellness, promoting inclusion and diversity, fostering a sense of belonging, inspiring innovation, encouraging teamwork, developing leadership skills and facilitating the exchange of ideas and connections among colleagues. More than 40 events and nine social clubs were hosted during the Reporting Period. Thanks to the CCG Staff Social Club, an even stronger and closer relationship between our colleagues was successfully cultivated, as they challenged different hiking trails, learned how to make their own coffees or reached the end square in board games, and created a family-like bond within our company.



Performance Highlights

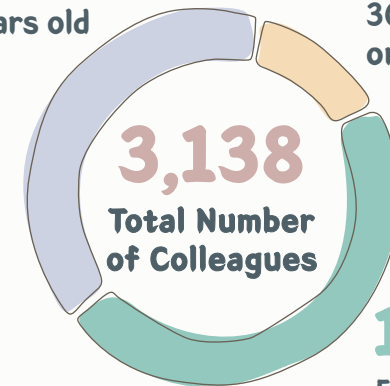


Male: **1,672**

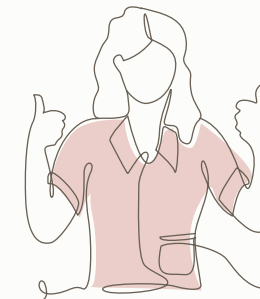
Female: **1,466**

1,295
31-50
years old

362
30 years old
or below



1,481
51 years old
or above



47%
Female
Representation
in the Workforce