

The logo consists of the letters 'JEC' in white, bold, sans-serif font, centered within a solid blue rectangular background.

JEC



YEARS OF ENGINEERING
A BETTER ASIA

JARDINE ENGINEERING CORPORATION SUSTAINABILITY REPORT 2022

CONTENTS

CHIEF EXECUTIVE'S MESSAGE	3
PERFORMANCE HIGHLIGHTS 2022	4
Sustainability Performance Highlights 2022	4
Awards, Recognition and Memberships	5
ABOUT JEC	6
100 Years of Responsible Business	8
Sustainability Governance and Approach	9
Sustainability Priorities	10
Sustainability Reporting	10
POWERING SUSTAINABLE GROWTH	11
Innovative Solutions	12
Enabling Low-Carbon, Circular Economies	13
Driving Digital & Tech Innovation	14
Delivering Efficient, Resilient Infrastructure	15
Sustainable Partnerships	16
Engaging our Industry & Business Partners	16
Sourcing Sustainably	16
Green Operations	17
Decarbonising our Business	17
Using Resources Efficiently	20
EMPOWERING OUR PEOPLE & COMMUNITIES	22
Safety, Health & Wellbeing	23
Providing Safe Workplaces & Sites	23
Nurturing Health & Wellbeing	26
Skills, Inclusion & Retention	27
Cultivating a Skilled Workforce	27
Creating a Thriving, Inclusive Workplace	30
Community Engagement	31
BOLSTERING GOOD GOVERNANCE	33
Business Ethics	34
Risk Management	35
Data Privacy & Cybersecurity	36
APPENDICES	37
Performance Metrics	38
Content Index	44



CHIEF EXECUTIVE'S MESSAGE

As we celebrate JEC's centennial, I am delighted to introduce our second Sustainability Report – showcasing 100 years of engineering a better Asia.

As one of the fast-developing regions in the world, Asia faces many opportunities and challenges. Growing populations, rising prosperity and a need to grow sustainably require businesses and governments alike to deliver new solutions, in new ways.

Our engineers power the infrastructure, services and commercial facilities that support and drive sustainable growth. Never just a contractor, we lead and partner with our customers to tailor innovative products and processes that are efficient, resilient, low-carbon and circular.

We are proud to lead the design, build and operation of O-PARK2, which will be one of Asia's largest waste-to-energy facilities upon its completion in 2023. Some of our other major projects in 2022 include the construction of a wood waste-to-biochar production facility and a water desalination plant, while supporting the delivery of upgraded metropolitan rail facilities in Hong Kong and Bangkok.

In our own operations, our Head Office renovation will make JEC an even more enjoyable, productive and environmentally-friendly place to work. We are developing new targets and commitments in areas such as carbon and waste, while improving the diversity of our workforce and further strengthening innovation. Meanwhile, we continue to strengthen our sustainability governance and risk management on a number of fronts.

As you read through this Sustainability Report, I hope you will share my view that JEC is a company where every individual's talents and efforts contribute not only to the success of our business, and that of our clients, but also to the progress and sustainable growth of our societies and Asia as a whole.

Yours sincerely,

Noky Wong
Chief Executive
Jardine Engineering Corporation (JEC)

PERFORMANCE HIGHLIGHTS 2022



AWARDS, RECOGNITION AND MEMBERSHIPS

AWARDS & RECOGNITION



Occupational Safety & Health Council (OSHC)

OSHC Construction Safety Promotional Campaign
Merit Award for Best Civil Construction Site

OSHC Construction Safety Promotional Campaign
Merit Award for Best Safety Team

Joyful @ Healthy Workplace Best Practices Award
(Enterprise/Organisation Category)
Outstanding Award



Hong Kong Green Organisation Certification (HKGOC)

WastewiSe Certificate Excellent Level



Construction Industry Council

Gold Award of Life First 2022



發展局
Development Bureau



Development Bureau and Construction Industry Council

28th Considerate Contractors Site Award Scheme
Merit for Considerate Contractors Site Award (CCSA)

28th Considerate Contractors Site Award Scheme
Merit for the Innovation Awards for Safety and Environmental Excellence (IASEE)

28th Considerate Contractors Site Award Scheme
Gold Award for Considerate Contractors Site Award (CCSA)

28th Considerate Contractors Site Award Scheme
Gold Award for Innovation Awards for Safety and Environmental Excellence (IASEE)

28th Considerate Contractors Site Award Scheme
Gold Award for Outstanding Environmental Management & Performance (OEMPA)

MEMBERSHIPS

Business-led Sustainability Associations



Business Environment Council (BEC)
Hong Kong



Hong Kong Green Building Council (HKGBC)
Hong Kong



Circular Economy in Construction Industry (CECI)
Thailand



ABOUT JEC





ABOUT JEC

Established in Shanghai in 1923, JEC is headquartered in Hong Kong and operates across Asia. We are a wholly-owned subsidiary of the Jardine Matheson Group.

JEC is a leading provider of engineering, sourcing and contracting expertise. We enable customers to operate their buildings and facilities at world-class standards through the design, supply and installation of building and specialised processes; facility operation and management; asset enhancement and energy management; and the sourcing of electrical and equipment and fixtures.

JEC operates joint venture businesses in Hong Kong and Thailand with Trane, one of the world leaders in air-conditioning systems, services and solutions. JEC also owns and manages Jardine Distribution, Inc. in the Philippines. In 2022 we acquired MGI Group Holdings Limited, a leading healthcare engineering solutions provider in Hong Kong and Macau.

100 YEARS OF RESPONSIBLE BUSINESS

Since JEC was established in 1923, we have actively contributed to the economic and social development of the key markets in which we operate. From pioneering new elevator and commercial air conditioning technologies in the 1930s to helping construct and equip some of Hong Kong's major landmarks and infrastructure projects, we have supported businesses to grow while accommodating the needs of growing and increasingly prosperous local populations.

In the 21st century we continue to support major projects across our key markets, with an emphasis on environmental sustainability. We supplied one of the largest combined cooling, heating and power systems in Shanghai, and in 2022, a year away from our 100th year of business operations, we continue construction of a pilot biochar facility in Hong Kong.



1923

JEC established in Shanghai



1931

First commercial AC system installed at the King's Theatre, Hong Kong

1934

JEC Thailand established

Various contracts secured for the building of the HSBC building, Central Hong Kong

1930

First lift installed in Tianjin, China

1939

Staff volunteered for a range of World War II services

1969

JEC Thailand delivered its first air conditioning upgrade at the Erawan Hotel

1950

Headquarters relocated to Hong Kong

1979

Supported construction of the MTR's Kwun Tong Line, the first subway line in Hong Kong of World War II services



1982

Participated in building of Shatin Sewage Treatment Works in Hong Kong



2009

JEC Singapore designed, supplied and installed the world's largest operable partition wall system at Marina Bay Sands

2006

JEC Thailand installed the world's largest radiant floor cooling system at Suvarnabhumi Airport, Bangkok

Recognised as a Caring Company



2010

The most extensive baggage handling system upgrade of its kind in an operating aviation hub, at Hong Kong International Airport



2011

Awarded contract to supply a combined cooling, heating and power system for substations in Shanghai's Hongqiao Business District

2022

Construction of Tseung Kwan O Desalination Plant, Hong Kong, to convert seawater into potable water

Construction of O-PARK2 waste-to-energy facility, Hong Kong

Construction of Pilot Biochar Production Plant, Hong Kong

SUSTAINABILITY GOVERNANCE AND APPROACH

JEC's Sustainability Taskforce was established in 2021 and is chaired by our Executive Director – Human Capital and Communications. The Taskforce leads our sustainability initiatives and reporting. Comprising executives and senior managers from a range of JEC business units, the Taskforce reports upwards to JEC's Executive Committee.

As part of a Group-wide initiative led by our parent company, Jardine Matheson, we have begun systematically assessing our climate-related risks, in accordance with the principles set out by the Task Force on Climate-Related Financial Disclosures (TCFD).

At the end of 2021 we conducted our first Physical Risk Assessment to evaluate short-term (2030) and long-term (2050) climate-related risks, and their potential implications for our business. In 2022 we completed our Transition Risk Assessment, taking into account upcoming market, policy, technology and reputational risks.



SUSTAINABILITY PRIORITIES

Through analysis of our Group businesses and engagement with internal stakeholders, we have identified our sustainability priorities (material issues) under three key themes:

1. Powering Sustainable Growth
2. Empowering Our People & Communities
3. Bolstering Good Governance

We are actively working to strengthen our performance and impact across all three, having committed to:

- » Set a waste diversion target by 2023;
- » Agree a mid-term carbon target, validated by the Science Based Targets initiative, by 2025 or sooner;
- » Raise the female-to-male ratio of JEC employees at managerial grade or above to 29% or more by 2026.

We will continue to work towards our targets, set new ones, and monitor our progress against them.



SUSTAINABILITY REPORTING

We published our inaugural [Sustainability Report](#) in 2022, covering the financial year 2021. This is our second Sustainability Report, covering all JEC Group businesses for the financial year (January–December) 2022.

Our sustainability priorities shown above provide the structure for the main body of this Sustainability Report, which is prepared with reference to the Stock Exchange of Hong Kong (HKEX) ESG Reporting Guide and Global Reporting Initiative (GRI) Universal Standards.

Consolidated [performance metrics](#) and the [GRI content index](#) can be found in the [appendices](#).

For further information about any aspect of JEC's sustainability management and performance, please contact sustainability@jec.com.



POWERING SUSTAINABLE GROWTH



POWERING SUSTAINABLE GROWTH

As the post-pandemic recovery continues, Asia remains the engine of global growth. High-quality infrastructure and services are essential for maintaining economic development and rising living standards for citizens. Creating low-carbon, circular economies is necessary to help steer that development onto a sustainable path.

JEC's contribution to sustainable growth spans our entire value chain – from providing innovative solutions to clients, greening our internal operations, to influencing our industry and suppliers.

Since many of our business activities and solutions are embedded deeply within our clients' sites and business operations, we approach our environmental impact in a holistic, integrated way.

A Senior Director oversees all environmental policies, programmes and partnerships, and we have in place an ISO 14001 certified Environmental Management System. In 2022, we set up an Innovation Committee with stakeholders from every business unit, to further embed innovative solutions across our portfolio.

INNOVATIVE SOLUTIONS

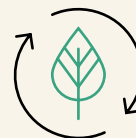
JEC's innovative products and services help power the delivery of vital infrastructure and economic growth across Asia. We apply all of our engineering expertise and ingenuity, as well as our digital and tech capabilities, to provide solutions that are efficient, resilient, low-carbon and circular.

Doing so helps us to:

- ✓ Expand our business in ways that benefit both our bottom line and sustainability impact;
- ✓ Strengthen the effectiveness, reliability and risk management of our services and solutions;
- ✓ Demonstrate to JEC colleagues how their work contributes to the greater good of society.

Key JEC Projects and Services in 2022 Providing Innovative Solutions for Sustainable Growth

AT A GLANCE:



Enabling low-carbon, circular economies

- » Waste-to-energy: organic resources recovery
- » Waste-to-resources: biochar production
- » Air-conditioning improvement Energy-efficient district cooling



Digital & tech innovation

- » Jardine Engineering Digital Insights (JEDI) platform
- » Building Information Modelling (BIM) tools



Delivering efficient, resilient infrastructure

- » Transportation construction and improvement
- » Water and sewage treatment services

Enabling Low-Carbon, Circular Economies

Waste-to-Energy & Resources

A circular economy is one that reuses and regenerates resources and products – in contrast to the traditional, linear model of take, make and dispose. JEC provides a range of solutions to convert waste into energy and other resources with a market value. In 2022 our focus was on the construction of Hong Kong's O-PARK2 (see below) and the territory's Pilot Biochar Production Plant, which will process approximately 6,000 tonnes of wood waste into 1,200 tonnes of biochar each year – with carbon savings equivalent to the absorptive capacity of almost 300,000 trees. We also operate an animal waste composting plant which converts up to 40 tonnes of animal waste per day into compost for agricultural uses.



CASE STUDY

JEC HONG KONG: O.PARK 2 (ORGANIC RESOURCES RECOVERY CENTRE PHASE 2)

Food waste remains a major challenge for Hong Kong, as the city produces 3,000 tonnes of food waste per day that is disposed to landfill. Greenhouse gases are emitted as the food decomposes into methane.

JEC has been commissioned by Hong Kong's Environmental Protection Department to build and operate O-PARK2. The facility will use anaerobic digestion bioprocess technology to convert up to 300 tonnes of food waste every day into 24GWh of surplus electricity per year – enough to meet the electricity demand of 5,000 households.

JEC has formed a collaboration with entities across Jardine Matheson Group – namely Maxim, DFI Retail Group, Jardine Restaurant Group and Hongkong Land – to collect up to 26 tonnes per day of food waste which will help to power the facility.

Construction is expected to complete in 2023. When fully operational, O-PARK2 will have capacity to divert up to 109,500 tonnes of food waste annually, reducing Hong Kong's carbon emissions by some 67,000 tonnes CO₂e per year.

Sustainable Homes & Mobility

JEC's engineering solutions support the delivery of greener homes and transportation. We recently completed a large-scale air-conditioning improvement programme across 17 MTR stations and 2 depots, and have been commissioned to design, build and operate a district cooling system in Hong Kong's Tung Chung New Town Extension (East). Our automated car park solution, designed to accelerate Hong Kong's transition from traditional cars to electric vehicles (EVs), will be trialled at Hong Kong International Airport in 2023.

Certified Green Buildings

JEC operates and services a number of commercial, office and other buildings that have achieved or are working towards sustainability certifications. These include BCA Green Mark Gold Plus for Wilmar International Building, as well as BCA Green Mark Platinum and USGBC LEED Core for Asia Square Tower.

Driving Digital & Tech Innovation

Energy & Equipment Optimisation

JEC offers a range of digital solutions to improve energy consumption and equipment maintenance, leading to enhanced efficiency, reliability and longevity. These include our highly successful JEDI platform, now with Internet of Things (IoT) technology and artificial intelligence (AI) analytics integrated. Equipment is monitored automatically, and staff dispatched via a mobile app when maintenance is required.

Improving Accuracy with BIM

JEC's dedicated in-house Building Information Modelling (BIM) team proactively supports projects teams to implement BIM on significant projects. We recently trialled utilising BIM on one of our construction sites to increase job accuracy and quality, while reducing health and safety risks. Digital tools and robotics were used onsite to perform key tasks at high precision. The approach was successful and will be implemented on other sites in 2023.

CASE STUDY

JEDI PLATFORM: AI-POWERED ENERGY MANAGEMENT

JEC's bespoke Jardine Engineering Digital Insights (JEDI) platform utilises advanced data management and analytics, including AI and machine learning, to help clients reduce their energy bills and carbon footprints through enhanced energy efficiency. JEDI's smart energy management system serves a number of major building and infrastructure operators including MTR Corporation, Hongkong Land, Hactl and The University of Hong Kong.

JEDI's momentum continues to grow. In 2022, to help step up its carbon reduction efforts, Link REIT appointed JEC to install JEDI across 54 shopping malls and wet markets by the 2024/25 financial year.



JEDI's predictive maintenance feature can significantly reduce equipment downtime, making it an ideal solution for industries with strict regulatory requirements for system reliability, such as healthcare and data centers.



Delivering Efficient, Resilient Infrastructure

Transportation

JEC has a proud history of working closely with key transportation providers including Hong Kong's Airport Authority and MTR Corporation, and Thailand's Suvarnabhumi Airport and Bangkok MRT. In 2022 we supported the construction of two new stations on Bangkok MRT's Orange Line, which will help cut journey times and ease road congestion.

Environmental Services

JEC continues to support efficient water and sewage treatment services, processing over 540,000m³ of effluent every day. At the Shek Wu Hui Sewage Treatment Works in Hong Kong, we have utilised thermal hydrolysis technology to increase treatment capacity by 35,000m³ per day, serving the area's growing local population while at the same time enhancing environmental performance.

Education & Healthcare

JEC provides building, energy management, facilities management and clinical support services to institutions in the education and healthcare sectors. To further strengthen our offering, in 2022 we acquired MGI Group Holdings Limited, a leading healthcare engineering solutions provider in Hong Kong and Macau.

CASE STUDY

JEC HONG KONG: TKO DESALINATION PLANT



Water management in Hong Kong is facing challenges from a growing local population and economic development, as well as increasing competition for water resources from across the Pearl River Delta. One of the measures being implemented by Hong Kong's Water Supplies Department is the construction of a desalination plant in the east of the territory.

JEC is supporting the design and construction of the Tseung Kwan O (TKO) Desalination Plant, which will be the first of its kind in Hong Kong – utilising energy-efficient reverse osmosis technology to convert seawater into potable water. This project is expected to satisfy around 5% of Hong Kong's total fresh water demand in its first phase, providing greater resilience to the effects of climate change.

SUSTAINABLE PARTNERSHIPS

Purposeful collaboration is a vital component of JEC's sustainability journey. We actively influence and collaborate with industry stakeholders and our business partners to help drive the sustainable solutions of tomorrow, while also engaging our suppliers to ensure that their sustainability principles and performance are aligned with our own.

This is helping us to:

- ✓ Form new partnerships to further grow our business and impact;
- ✓ Maintain commercial advantage in a competitive marketplace;
- ✓ Reduce operational and reputational sustainability-related risks.

Engaging our Industry & Business Partners

Influencing Industry Stakeholders

JEC engages industry stakeholders through a range of conferences and events, including, in 2022, Hong Kong's ReThink HK, FoodSmart Conference and Expo, and Construction Innovation Expo. Our Chief Executive and other senior leaders shared insights and our solutions in areas such as waste-to-energy and resources, and our digital innovation capabilities.

JEC is a member of Hong Kong's Business Environment Council, representing Jardine Matheson, and of the Hong Kong Green Building Council. In September 2022, JEC Thailand signed a membership agreement with the Circular Economy in Construction Industry (CECI) network, to explore how the industry might collaborate to apply new sustainable construction solutions.

Co-Creating Solutions

From waste-to-energy to our new automated car park solution, we work closely with our clients and business partners to tailor our innovative solutions and technologies to their specific needs and context – communicating likely benefits, inviting input and feedback during the design phase, and maintaining open and transparent dialogue throughout project delivery.

Sourcing Sustainably

JEC's procurement practices align with the Group Environmental Policy, which stipulates the sustainable use of resources and materials. Approved suppliers are required to adhere to ISO 14001 and ISO 45001, which encompass, respectively, sustainable resources and materials use, and occupational health and safety. We are in the process of implementing minimum sustainability requirements and evaluation mechanisms for our suppliers.



GREEN OPERATIONS

Stewardship of our climate and resources is a natural extension of our efficiency mindset at JEC. Through the planning, design and operation of our facilities and services, we seek to minimise energy and materials use, waste and pollution, whilst enhancing the protection of ecosystems.

Doing so helps us to:

- ✓ Contribute to climate action and align with our employees' values;
- ✓ Further enhance operational efficiency and control costs;
- ✓ Stay ahead of regulatory requirements.

Decarbonising our Business

Decarbonisation Pathway

JEC has committed to decarbonising all internal operations in the next 5-10 years, and to put in place a decarbonisation pathway and mid-term science-based target for scopes 1 and 2, to be validated by the Science Based Targets initiative (SBTi), by 2025 or sooner. The carbon targets will be cascaded to all JEC business units.

Understanding our Climate-Related Risks

We have begun systematically assessing our climate-related risks in accordance with TCFD principles. At the end of 2021 we conducted our first Physical Risk Assessment, and in 2022 we completed our Transition Risk Assessment, taking into account upcoming market, policy, technology and reputational risks.

Energy Sources & Efficiency

We have installed solar (photovoltaic) panels at one of our site offices, upgraded to energy-efficient LED lighting, and started purchasing electric vehicles for our Head Office and site office teams in Hong Kong. We have begun powering some of our site equipment with B05 biodiesel, a renewable fuel which helps lower greenhouse gas emissions, and are exploring battery storage as an alternative to diesel engine-generators.



CASE STUDY

JEC HONG KONG: SUSTAINABLE OFFICE RENOVATION

The HKSAR Government's Climate Action Plan 2050 identifies energy saving and green buildings as one of four priority areas for decarbonisation. The renovation of our Head Office provided an opportunity to significantly step up our energy efficiency.

To date, JEC's Head Office in Kwun Tong consumes 460 MWh of electricity per year, equivalent to 179 tonnes of CO₂e emissions. This comprises daily office activities such as lighting, heating or cooling, and the use of electronics such as computers.

The design for our renovated Head Office incorporates an energy-efficient open plan design, with greater use natural light and high-efficiency LED lighting divided into different zones, with automatic timer control. Alongside these measures to reduce the building's carbon footprint, the renovation project also incorporates systems for waste separation and diversion, as well as water efficiency.

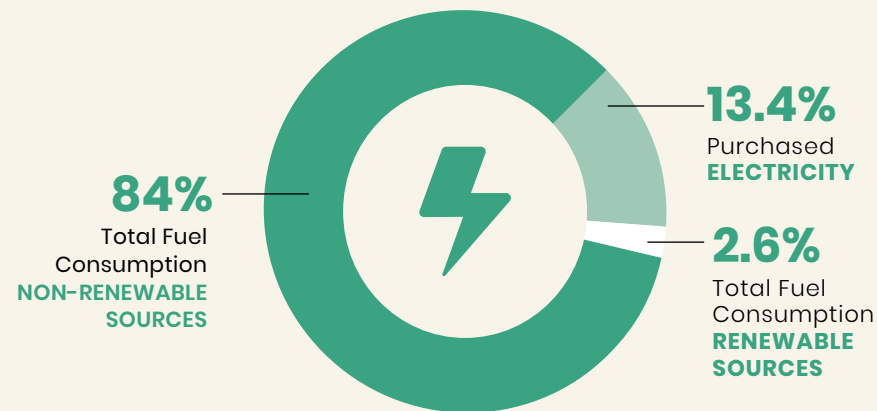
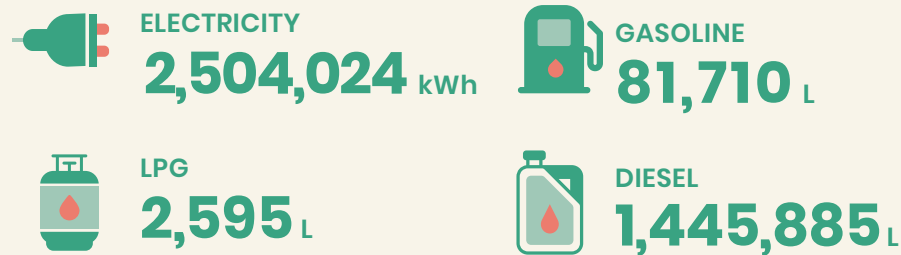
The renovation project is ongoing, with completion expected in Q2 2023.



Energy Consumption & Emissions

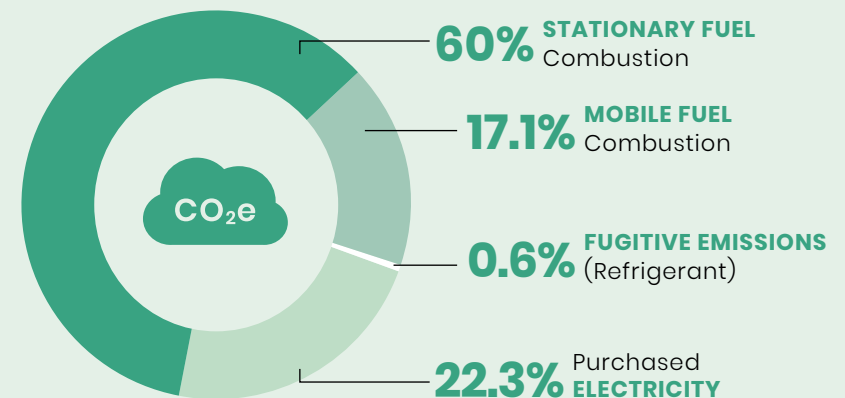
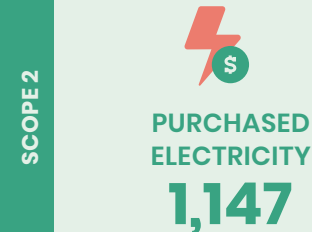
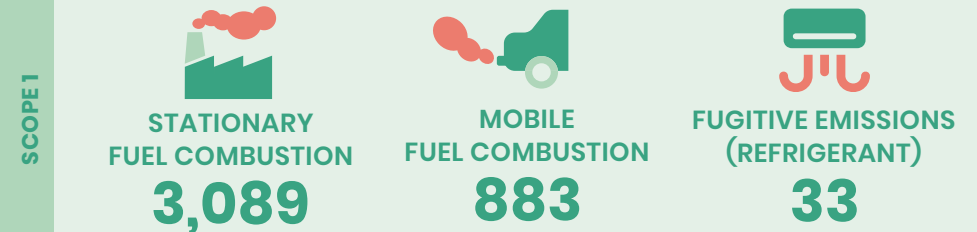
JEC consumed 2,504,024 kWh of electricity from non-renewable sources in 2022, and a total of 1,530,190 litres of diesel, gasoline and Liquefied Petroleum Gas (LPG). Energy from renewable sources was equal to 2.6% of our total energy consumption in 2022.

JEC ENERGY CONSUMPTION BY SOURCE, 2022



Our Scope 1 (direct) GHG emissions totalled 4,005 tonnes CO₂e while our Scope 2 (indirect) emissions were 1,147 tonnes CO₂e. We consumed 174,820 MJ of self-generated renewable energy in 2022, an increase of almost 12% from 2021.

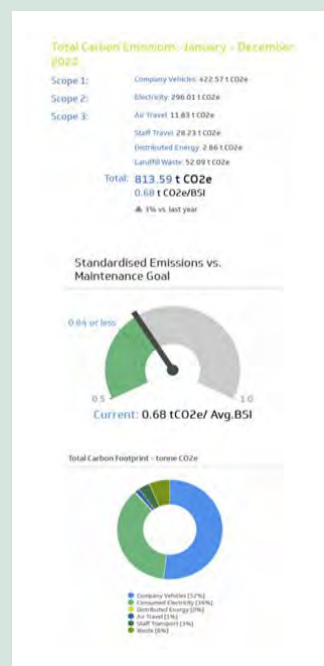
JEC GREENHOUSE GAS EMISSIONS BY SOURCE, 2022



CASE STUDY

JARDINE DISTRIBUTION, INC.: CARBON & SUSTAINABILITY PROGRAMME

JDI has worked with INSTEP on a wide-reaching carbon and sustainability programme, including a comprehensive emissions study across Scopes 1-3. The programme aims to reduce consumption of energy and materials such as fuel, water, and paper, as well as the generation of hazardous waste.



JDI sets targets annually and strictly monitors the execution of actions to achieve those goals. In 2022, JDI's total CO₂e emissions were 15% below those in 2017, the baseline year.

Using Resources Efficiently

Resources Management

Our Group Environmental Policy mandates colleagues to apply a risk and opportunity-based approach to sustainability, to reduce demand for energy and material while minimising waste.

Waste & Recycling

Reducing waste sent to landfill helps keep resources in the system. In 2022 we produced a total of 17,425 tonnes of waste in our operations, of which 89.1% was diverted from landfill for recycling or reuse. By far, the largest category was construction waste, accounting for 17,226 tonnes, of which 89.8% was diverted.

JEC WASTE DIVERSION BY TYPE, 2022



5.5% **FOOD**
Waste Diverted



13.5% **OTHER GENERAL**
Waste Diverted



61.3% **GENERAL OFFICE**
Waste Diverted

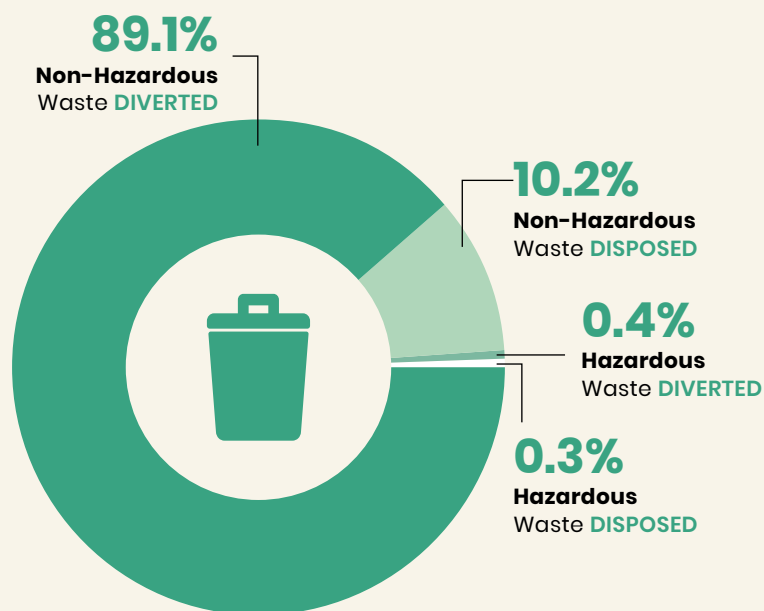


80.3% **PLASTIC**
Waste Diverted



89.8% **CONSTRUCTION**
Waste Diverted

JEC WASTE DIVERTED AND DISPOSED BY TYPE, 2022



Thanks to waste separation and recycling drives at our offices, diversion rates were generally high to moderate, except for food waste. To increase office waste diversion, we collaborate with a third-party vendor which collects and recycles paper waste from our Head Office.

Digitalising Operations

Our ongoing workflow digitalisation drive has significantly reduced unnecessary printing and paper use in our offices, while reducing equipment and energy use on sites. Activities include the company-wide adoption of the DocuSign system for digital signatures, implementation of an e-procurement system, improved digital infrastructure for remote working, and a digital app for site staff to access timesheets and other important documents.





EMPOWERING OUR PEOPLE & COMMUNITIES



8 DECENT WORK AND
ECONOMIC GROWTH



EMPOWERING OUR PEOPLE & COMMUNITIES

People are fundamental to our business. To meet and exceed our customers' expectations, it is vital that we are able to deploy the right people at the right time, in safe working environments, while maintaining good relationships with our communities. And as a leading provider of innovative, sustainable engineering solutions, we must nurture talent internally and externally.

The development and implementation of all JEC's human capital-related policies, programmes and partnerships are overseen by our Executive Director – Human Capital and Communications. We are certified to the international ISO 45001 occupational health and safety management standard and adopt a systematic approach to ensuring decent, rewarding work for all our employees and contractors.

♥ SAFETY, HEALTH & WELLBEING

JEC's daily operations encompass a wide range of technical and labour-intensive functions, from construction and equipment handling to waste treatment and building services. Thus, we adopt a systematic approach to protecting the safety, health and wellbeing all our employees and contractors, as well as our customers and building users.

This helps us to:

- ✓ Create a safe working environment and prevent fatalities;
- ✓ Boost the morale, productivity and trust of our employees;
- ✓ Bolster our reputation by demonstrating our values.

Providing Safe Workplaces & Sites

Occupational Health & Safety Management

JEC is certified to the international ISO 45001 occupational health and safety management standard. All JEC employees and subcontracted workers are covered by our occupational health and safety management system. Our Group Health & Safety Policy was updated in 2022, with a new requirement for top management to address occupational safety and health needs in the design process to prevent or minimise the work-related hazards and associated risks.

OHS Training Provision & Participation

OHS training was attended by 534 colleagues in 2022, with an average total of 8.5 hours of training delivered to each participant. Programmes and initiatives included JEC Hong Kong's EHS Week 2022, four-hour Enhancing Safety Culture training courses attended by over 500 staff, and a series of safety promotion videos on YouTube, for colleagues to access at their own convenience.



CASE STUDY

JEC HONG KONG: EHS WEEK 2022

JEC's annual Environment, Health and Safety (EHS) Week was held at the start of August 2022, with the theme: 'Safe Attitude • Save Life'. More than 1,200 colleagues and workers joined the events across the Group.

A range of activities were organised to promote safe attitudes and behaviours for incident prevention, drive continuous improvement in safety performance, and further embed our responsible health and safety culture. These included management site visits and walks; training workshops, talks and webinars; subcontractor safety meetings and a Subcontractor Forum, which involved the presentation of contractor safety awards; and an environmental workshop and tour.

EHS week further instilled the importance of site safety among all colleagues, helping to ensure that our workplaces and operational processes remain safe and are delivered without compromise.



OHS Performance in 2022

JEC won several awards from Hong Kong's Occupational Safety and Health Council, Development Bureau and Construction Industry Council for site safety excellence at O-PARK2 and the Tseung Kwan O Desalination Plant. Across JEC there were no known incidents of non-compliance with statutory regulations or voluntary codes concerning health and safety in 2022.

During more than 7 million working hours, one of our employees suffered one high-consequence work-related injury, while we recorded 13 work-related injuries. Amongst our contractors' almost 7 million working hours, two high-consequence and 17 work-related injuries were recorded.

We deeply regret that in May 2022, an accident on a new-build construction site at JEC Thailand resulted in one fatality by electrocution. An investigation identified five key recommendations, all of which were adopted by JEC. A safety alert was sent to all JEC Group staff, with details of the incident and an illustrated reminder of site safety procedures.

COVID Monitoring & Mitigation

Amid continuing waves of COVID-19 infection and government controls during the first half of 2022, we maintained our strong commitment to mitigating potential impacts and keeping our people safe. We continued to implement strict protocols for the prevention and effective management of cases, and actively supported colleagues and contractors with a COVID care hotline, COVID care pack for staff, flexible/working-from-home working arrangements (where appropriate), extra leave for parents taking their children to get vaccinated, and more.



Nurturing Health & Wellbeing

COVID & Flu Vaccination

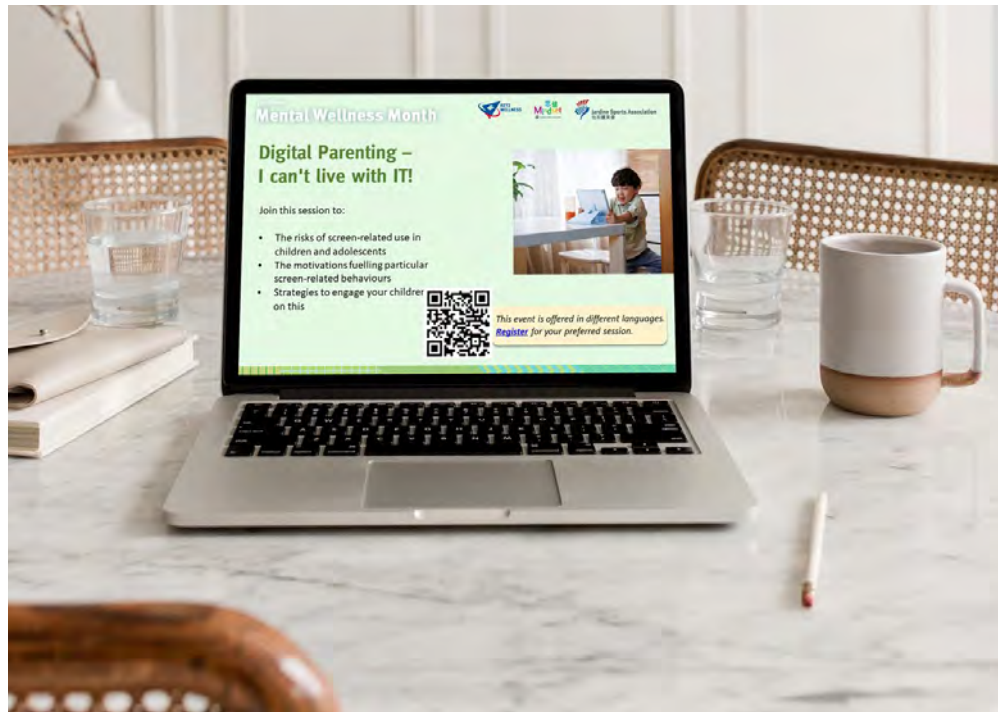
JEC employees were offered time off work for COVID and flu vaccinations, to help protect their physical health as the winter months approached. By October 2022, 90% HK employees had received at least three doses of the COVID-19 vaccine, and around 80 employees took up our offer of a free flu shot for themselves, their families and/or friends at our Hong Kong Head Office.

Key2Wellness Programme

JEC's flagship Key2Wellness programme continued in 2022, providing all colleagues with easy access to a range of resources and activities related to all aspects of good health, including physical, mental and emotional wellbeing. A quarterly webinar series, open to all Group employees, covered topics including financial wellbeing, family wellbeing and mental health in 2022, taking the total number of sessions delivered to colleagues since the start of the programme to 10.

Sustainable Office Renovation

In preparation for JEC's 100th anniversary in 2023, the major renovation of our Head Office incorporate a range of wellbeing aspects, including: the integration of plants and acoustic materials for sound absorption; low-VOC furnishing materials for improved indoor air quality; and design elements which promote comfort, collaboration and social hub areas, as well as flexible, modular rooms and workspaces.



SKILLS, INCLUSION & RETENTION

As a leading provider of engineering, sourcing and contracting services, JEC requires a workforce with highly specialised skills. With Hong Kong's labour supply contracting, competition for talent is intense. Therefore, we aim to make full use of all the talents available: investing in skills development, embracing diversity, and ensuring JEC remains a great place for engineers to grow.

This helps us to:

- ✓ Grow our operational capacity and technical capabilities;
- ✓ Improve productivity, quality and continuity;
- ✓ Build an innovation culture.

Cultivating a Skilled Workforce

Youth Skills Development

As part of our succession planning, we actively attract young engineers and nurture them into successful leaders. In partnership with the Vocational Training Council, our Apprenticeship Training Programme provided on-the-job training to 76 young people in 2022, with a new intake of 42 starting the programme. To encourage younger students to pursue science, technology, engineering and mathematics (STEM) careers, we offer a range of internship opportunities lasting 8-26 weeks.

Our two-year Management Trainee programme provides a structured, comprehensive training curriculum for graduates to develop as leaders and managers. In 2022 there were 20 Management Trainees in the programme, with a total of 155 people having completed the programme since it began in 2006. The programme is recognised by the Hong Kong Institution of Engineers (HKIE) as 'Scheme A graduate training', providing a fast-track option for graduates to obtain full HKIE professional status.



Employee Training & Development

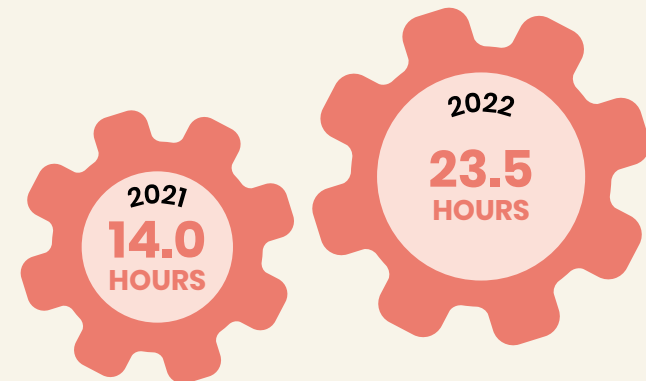
JEC's human capital-related policies, programmes and partnerships are overseen by one of our Executive Directors. All employees are provided with relevant training and assistance to continuously improve their knowledge, skills and competencies, while keeping them up-to-date with the latest technologies and statutory requirements.

Due to the pandemic, e-learning was adopted as the major training mode in 2022. More than 600 colleagues joined the Jardine Learn Fest in June 2022, featuring webinars on a range of topics. In addition, employees have access to Jardine Matheson Group's e-learning platform to learn at their own pace, anytime, anywhere.

Through our Education, Learning and Development Sponsorship Scheme (ELDSS), every employee can access subsidised job-related external training and events, as well as sponsorship towards other academic or professional study. In addition to sponsoring tuition fees, JEC provides time off for attending selected courses.



JEC TRAINING HOURS PER EMPLOYEE, 2021 AND 2022



JEC employees participated in an average of 23.5 hours of training each in 2022, up 68% from 2021.

We are developing a new, dedicated training curriculum for engineering staff, to further strengthen their technical and commercial skillsets, expected to launch in 2023.

CASE STUDY

JEC THAILAND: NURTURING NEXT-GENERATION TALENT

JEC Thailand's New Gen Class 2022 is a rotation programme for newly recruited young engineers. The rotation schedule is tailor-made for each engineer, dependent on the workload and existing skillset of each participant. The programme enhances young engineers' knowledge and skills while also helping them to build relationships across the company. 20 young engineers commenced this year's rotation at the end of 2022.



Also in JEC Thailand, a training programme for Project Managers works by identifying skills gaps and providing appropriate development opportunities. Since Project Managers are key to driving the company's performance, this will further enhance our core capabilities. Currently, 17 Project Managers are involved in the programme.

Creating a Thriving, Inclusive Workplace

Sustainability Culture

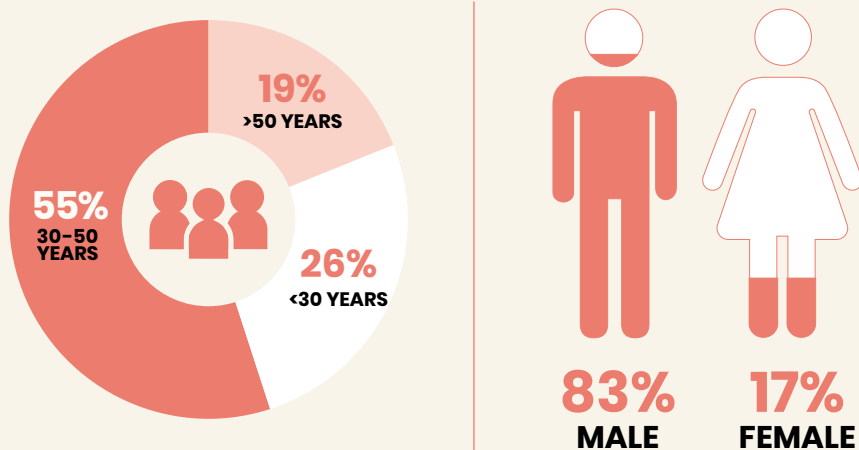
Increasingly, people want to work for organisations that are actively embedding sustainability in their business strategies, operations and culture. In 2022, we ran internal campaigns on topics such as work-life balance and food waste, while our Head Office renovation project will further enable and encourage employees to cultivate a sustainable mindset by adopting sustainable behaviours.

Diversity & Gender

We are committed to providing a workplace free of discrimination, where talents from all backgrounds can contribute to our success. Jardine's Code of Conduct is fully embedded into JEC operations, requiring that all employees be treated fairly, impartially, and with dignity and respect, regardless of race, gender, nationality, religion, disability, age, sexual orientation or background. There were no reported incidents of discrimination in 2022.

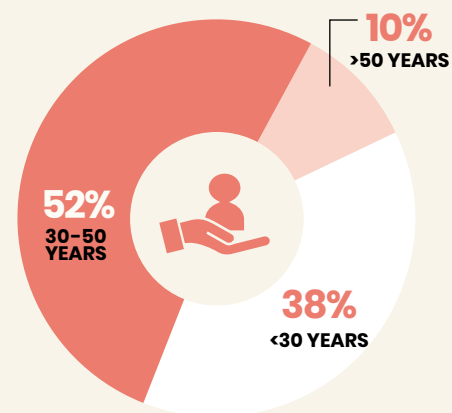
To ensure that JEC's Senior Leaders model the behaviour we wish to see among our staff, all Business Unit Heads and Senior Leaders attended an in-house diversity and inclusion training programme which started in November 2022.

JEC PERMANENT EMPLOYEES BY AGE AND GENDER, 2022



We are working to attracting more women to our workforce and industry, with a target to increase the female-to-male ratio of our employees at managerial grade or above to 29% or more by 2026. We added 121 female new external hires to our team in 2022, and the basic salary received by our female employees is now equal to within a single percentage point to that received by males.

JEC EXTERNAL NEW HIRES BY AGE, 2022



New Hires & Progression Routes

We employed 651 new external hires in 2022. While over half of our employees were aged 30-50, our efforts to recruit and nurture more young engineers are shown by the proportion of external new hires aged under 30, at 38%. Promising junior colleagues are given opportunities for accelerated development and posted into entrepreneurial roles across the business.

Remuneration & Benefits

JEC reviews all the salaries of all employees annually, with reference to company performance, market conditions, individual performance, and other factors. An ORSO scheme is available for enhanced retirement planning, while discretionary bonus payments and incentives are in place. Further benefits available to employees and their families include medical insurance, a dental scheme, sports and recreational activities, and subsidised holiday homes.

COMMUNITY ENGAGEMENT

Local communities are among JEC's most important stakeholder groups. Many of our sites are located in or close to residential communities, while the general public use the office, retail, leisure and other buildings and facilities that we service on a daily basis. Some of the countries where we operate experience persistent poverty and social need. Therefore, we proactively engage and serve our communities, to deliver positive impact beyond our commercial projects and services.

This helps us to:

- ✓ Maintain our reputation as a trusted partner among citizens and society;
- ✓ Expand opportunities for our employees to contribute positively to their communities;
- ✓ Support the education and development of young people.

Supporting our Communities

Demonstrating our commitment to local communities, we continued to deliver a range of community investment and giving initiatives in 2022. These included a sponsored walk and donations to MINDSET, a registered Hong Kong charity founded by Jardine Matheson in 2002 to make a positive difference to mental health. Employees participated in volunteering days with children, including one tree-planting activity, in collaboration with Jardine Matheson.



 **128**
JEC COLLEAGUES
— participated in —
**COMMUNITY INVESTMENT
& GIVING ACTIVITIES**

In total, 128 JEC colleagues participated in community investment and giving activities in 2022, with 120 direct beneficiaries and many more benefiting through the financial support provided. JEC has been a member of the Hong Kong Council of Social Service's Caring Company Scheme since 2006.

CASE STUDY

JARDINE DISTRIBUTION, INC.: IMPARTING KNOWLEDGE TO FILIPINO YOUTH

Jardine Distribution, Inc. (JDI) partners with the National Historical Commission of the Philippines (NHCP), the Department of Education, and various universities and colleges to help preserve and maintain Philippine historical sites, schools, and homes using JDI's termite protection and waterproofing products.

During the pandemic, JDI provided future architects and engineers with comprehensive training on termite and waterproofing solutions. Universities were given free access to a series of training and webinars via Jardine University and Jardine e-Learning, a modular web-based platform.



A total of 15 Jardine University live webinars were delivered to a total of 1,233 attendees. The videos were uploaded to YouTube where they were viewed another 3,000 times. 98% of students rated the events as excellent and value-adding. Jardine E-learning achieved 105 course completions.



It was enjoyable and I like the insights presented

Maureen Bernadette Guray
St Benilde, Building Technology Student

I found out about the importance of the preservation of different materials to avoid the back jobs and ensure the outcome of projects would indeed be durable and maintaining it won't be a headache

Ellysa Mae T. Aureus
TIP, Civil Engineering Student

Jardine University is one of the best platforms on how we can learn more about Building Technologies aside from what we are learning in our courses

Maria Gracia Baria
Adamson University, Architecture Student

It's nice that the speaker is active. I was able to learn something new about how to treat wood and soil termites

Donnabelle Aliwalas
St Benilde, Architecture Student



In addition, JDI and NHCP produced a six-video series entitled 'Tara Partners, Byahe Tayo!', promoting Philippine history and cultural heritage in a creative, insightful and entertaining format. The videos showcased 6 of the 27 museums managed by the NHCP, reaching a total of over 4,500 views.



BOLSTERING GOOD GOVERNANCE

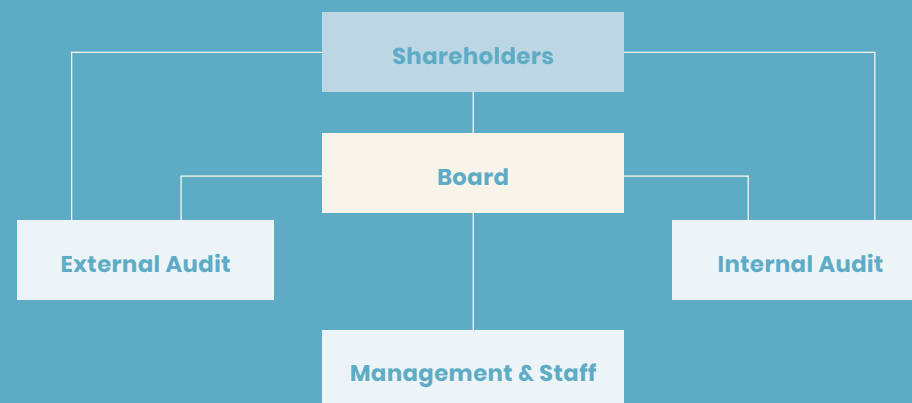


BOLSTERING GOOD GOVERNANCE

Good corporate governance underpins all of our work to be a responsible, sustainable business. Strong business ethics and robust risk management, including measures to ensure data privacy and cybersecurity, help us to deliver our projects and services effectively while maintaining accountability, transparency and trust, both internally and externally.

JEC's Executive Committee is appointed by Jardine Matheson Group and is chaired by our Chief Executive. The Executive Committee meets with the Board and Finance Committee periodically to report on the company's strategy, performance, and significant business activities, and risks. JEC's corporate governance policies and procedures are reviewed on a regular basis.

JEC Corporate Governance Framework



BUSINESS ETHICS

JEC is entrusted with delivering large-scale works and contracts funded by governments and other major institutions. Ensuring that all of our colleagues and contractors conduct business in an ethical and transparent way is vital, to ensure that we maintain the confidence of our customers and business partners, and that resources for development are used in an optimal way.

Code of Conduct

The Jardine Matheson Group Code of Conduct is applicable to all employees. The Code sets out expectations and obligations with regards to ethical areas such as illicit payments, entertainment, anti-competitive practices, and conflicts of interest. A leaflet summarising the Code of Conduct is distributed to all new employees upon joining JEC. Refresher training on the Code of Conduct is delivered regularly. Anti-corruption training is conducted annually by the Independent Commission Against Corruption (ICAC) reminding our employees about the importance of integrity and fair play.

Speak Out

In addition, our Speak Out service is an independent, anonymous hotline run by an independent consulting firm, for employees to blow the whistle on any actual or suspected misconduct, such as fraud, bribery and corruption, or bullying and harassment.

Procurement

JEC's Procurement Policy sets out our standards and procedures for ensuring that procurement of goods and services is handled in a manner that is consistent, transparent, and fair.

RISK MANAGEMENT

We operate in a complex, fast-changing environment, with multiple financial and non-financial, internal and external risks presenting ever-changing challenges for our Senior Leaders and field engineers alike. Robust risk management accountabilities, policies and procedures help us to ensure that these are addressed and mitigated in an effective, systematic way.

Enterprise Risk Management

At the corporate level, JEC's Risk Management and Controls Framework provides a structure for internal risk assessment processes and mitigation measures. Business units must regularly identify any risks that may deter the business from achieving its goals. 'Risk Champions' develop appropriate counter-measures to reduce and control risks, and continuously monitor their effectiveness.

Business Continuity

Each JEC regional office has a Crisis Management Team (CMT) to lead crisis resolution and communications during a crisis incident. The CMT in our Hong Kong headquarters comprises senior executives including our Chief Executive, Chief Financial Officer and Chief Operating Officer. An internal manual has been developed for the CMTs, providing a clear process for decision-making and action.

JEC's Business Continuity Plan sets out responsibilities, actions and procedures to recover critical business functions in the event of a disaster, in order to minimise operational and financial impacts. The plan describes how the Emergency Operations Team would interact with dedicated functional recovery teams, as well as our regional operations and subsidiaries.

Product & Project-Level Risk

At the product and project level, our Peer Review Policy and Procedure requires a third party within JEC, independent of the project team, to periodically assess the status and effectiveness of project delivery, on all projects. Any emerging risks are identified and discussed, and additional support from management secured, where necessary, to help manage and mitigate any major challenges, to ensure the project is completed on time, on budget and to the client's expectations.

CASE STUDY

MGI GROUP HOLDINGS LIMITED: INTEGRATION INTO JEC

At the end of 2021, it was announced that an agreement had been reached for JEC to acquire MGI Group Holdings Limited (MGI), a leading healthcare engineering solutions provider in Hong Kong and Macau. An Integration Plan was established to assimilate MGI fully into JEC, covering corporate governance, financial management, policies and procedures, and human capital.

A weekly progress report was prepared for JEC's Executive Committee, providing updates on matters such as bank approval, IT infrastructure improvement, ERP system implementation, staff codes of conduct, and more. Stage 1 integration was completed successfully, with an audit conducted in November 2022 by Jardine Matheson's Group Audit team.





DATA PRIVACY & CYBERSECURITY

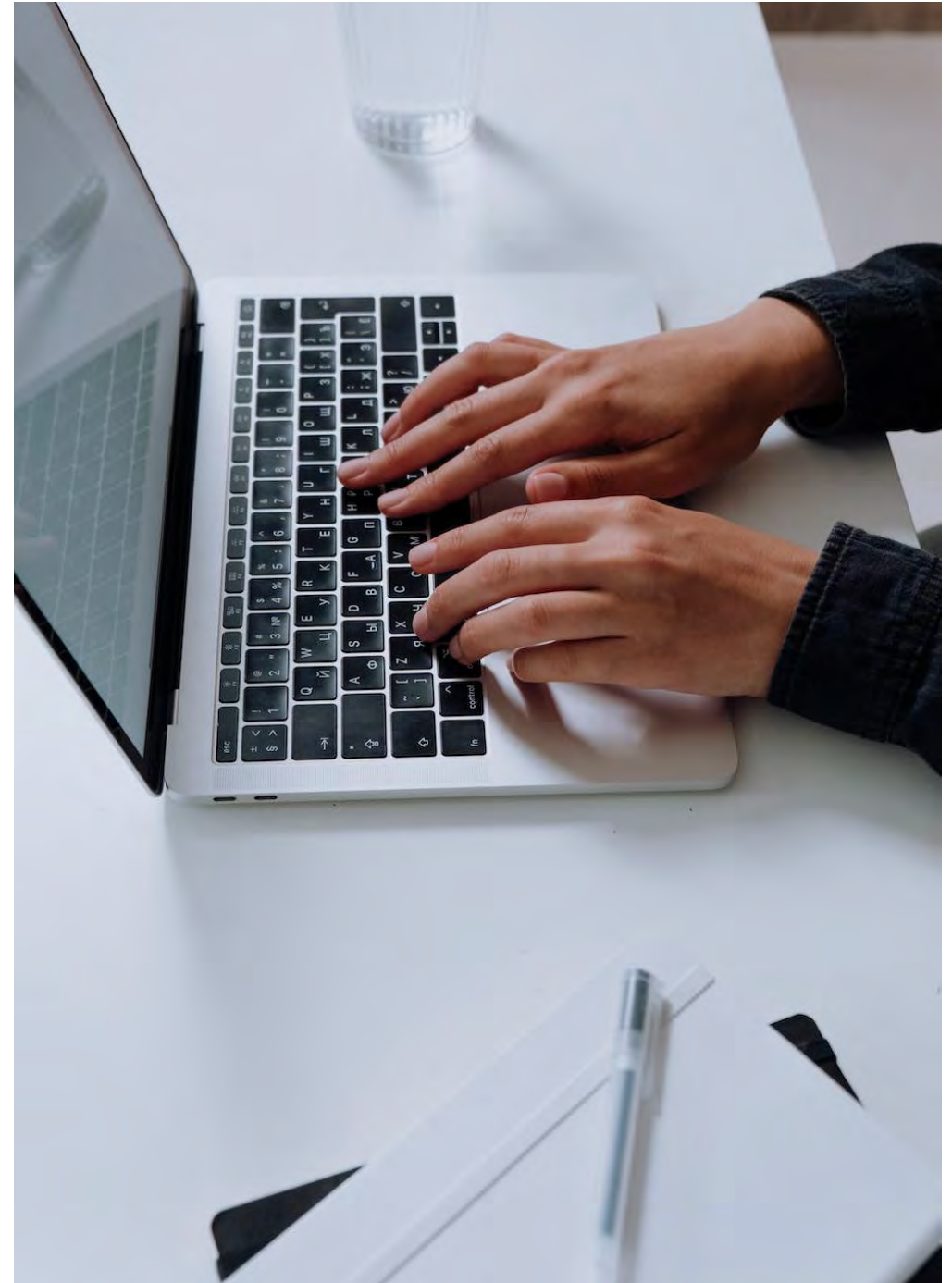
As our internal digitalisation and external online connectivity increase, the data we hold becomes more valuable and susceptible to potential vulnerabilities. Having in place robust data privacy rules and procedures and enhanced cybersecurity management helps mitigate the risk of potential breaches, while preserving the trust of our customers and stakeholders.

Data Privacy

Colleagues are provided with specific training and information on data privacy rules and procedures, and employees responsible for processing personal information are required to treat and handle such information as highly confidential. Across JEC Group, there have been no substantiated breaches or complaints related to customer privacy and data security.

Cybersecurity

The company recognises the heightened risk of data loss, malware, or compromised credentials associated with phishing and other cybersecurity attacks. To mitigate these risks, various cybersecurity tools have been implemented in our IT environment. Employees receive regular training on cybersecurity risks and awareness, and are expected to report promptly any phishing emails or suspicious events to the IT department for investigation. To date, no business disruptions have resulted from phishing or cybersecurity attacks.



APPENDICIES



GRI	HKEX	ECONOMIC DISCLOSURES	UOM	2021	2022
PROCUREMENT PRACTICES					
204-1	B5.1	Proportion of spending on local suppliers			
		Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).	%	90	80
ANTI-CORRUPTION					
205-1		Total number and percentage of operations assessed for risks related to corruption			
		Number of operations assessed for risks related to corruption	#	0	0
		Percentage of operations assessed for risks related to corruption	%	0	0
205-2	B7.3	Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to.			
		Number of governance body members	#	4	4
		Percentage of governance body members	%	100	100
205-2	B7.3	Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.			
		Total	%	99.29	99.4
		Senior executive		– *	96
		Manager		– *	99.2
		Non-manager		– *	99.5
205-3	B7.1	Confirmed incidents of corruption and actions taken			
		Total number of confirmed incidents of corruption	#	0	0
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption		0	0
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		0	0

*Different approach was used for the categorisations in 2021, which could not be directly reclassify and compared with the categorisation in 2022.

GRI	HKEX	ENVIRONMENTAL DISCLOSURES	UOM	2021	2022
RESOURCE MANAGEMENT					
302-1	A2.1	Energy consumption: non-renewable			
		Electricity	kWh	2,212,137	2,504,024
		Gasoline	L	78,716	81,710
		LPG		3,117	2,595
		Diesel (non-renewable)		785,406	1,397,807
		Total energy consumption: non-renewable	MJ	41,058,811	65,569,766
		Total energy consumption: renewable		-	1,718,709
		Total energy consumption		41,058,811	67,288,475
302-3		Energy intensity	MJ/USD	0.072	0.092
301-1	A2.5	Materials used by weight or volume			
		Total weight of or volume of materials used to produce and package the organization’s primary products	kg	180	400 ¹
		Non-renewable materials		N/A	N/A
		Renewable materials		180	400
ENVIRONMENTAL IMPACT MANAGEMENT					
305-1,2,4	A1.2	GHG air emission			
305-1		Direct (Scope 1) GHG emissions	tCO ₂ e	2,454	4,005
305-2		Energy indirect (Scope 2) GHG emissions		1,041	1,147
		Total GHG emissions		3,495	5,152
305-4		GHG emissions intensity	tCO ₂ e/Mio USD	6.12	7.02
306-3		Solid waste generated			
		Total waste generated	tonnes	10,862	17,425
		Generation based on waste type			
		Hazardous waste		213	130
		Non-hazardous waste		10,649	17,295
		Generation based on waste stream			
		Plastic waste		14	20
		Construction waste		10,565	17,226
		General office waste		283	173

¹Accounted for the data on wood material

GRI	HKEX	ENVIRONMENTAL DISCLOSURES	UOM	2021	2022
		Generation based on waste stream (continued)	tonnes		
		Other general waste		0.32	5.29
		Food waste		0.31	0.99
		Solid waste disposal			
		Disposal based on waste type	tonnes		
		Hazardous waste disposed		140	62
		Non-hazardous waste disposed		2,214	1,772
		Disposal based on method			
		Incinerated		158	65
		Landfilled		2,196	1,769
		Other disposal method		0.34	0.16
		Disposal based on waste stream			
		Plastic waste		0.05	4
		Construction waste		2,193	1,758
		General office waste		160	67
		Other general waste		0.32	4.58
		Food waste		0.29	0.93
306-4	A1.3	Waste diverted from disposal			
		Diversion based on waste type	tonnes		
		Hazardous waste diverted		73	68
		Non-hazardous waste diverted		8,435	15,523
		Diversion based on method			
		Composted		0.02	0.055
		Reuse		14.36	0.72
		Recycled		8,493	15,590
		Diversion based on waste type			
		Plastic waste		13.90	16
		Construction waste		8,371	15,468
		General office waste		123	106
		Other general waste		-	0.72
		Food waste		0.02	0.05

GRI	HKEX	SOCIAL DISCLOSURES	UOM	2021			2022		
EMPLOYEE MANAGEMENT									
401-1	B1.1 B1.2	Employee hiring		Female	Male	Overall employee	Female	Male	Overall employee
		Total number of employees	#	494	2,320	2,814	517	2,470	2,987
		Total number of employees	%	18	82	100	17	83	100
		Total new hire of employees	#	107	430	537	126	545	671
		Total new hire of employees	%	20	80	100	19	81	100
		Total turnover of employees	#	88	407	495	122	483	605
		Total turnover of employees	%	18	82	100	20	80	100
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees							
		Life insurance	%	47*	56*	55	74*	66*	67
		Health care	%	59*	71*	69	61*	75*	73
		Disability and invalidity coverage	%	43*	53*	52	32*	39*	38
		Parental leave	%	57*	62*	61	97*	77*	80
		Retirement provision	%	88*	78*	80	83*	78*	79
401-3		Parental leave							
		Total number of employees entitled to parental leave	#	476	1,739	2,215	514	1,884	2,398
		Total number of employees that took parental leave		7	24	31	25	15	40
		Total number of employees that returned to work within reporting period		7	24	31	23	15	38
		Total number of of employees still employed 12 months after their return to work		1	16	17	21	14	35
402-1		Labor management relations							
		Minimum number of weeks notice typically provided to employees	#	2-4 weeks			1-4weeks		
		Are notice period and provisions for consultations and negotiations specified in collective bargaining agreements	Yes/No	Yes			Yes ²		

*The figures in this disclosure item have been reinstated, and the previous figures in 2021 have been changed to align with that in 2022 by applying the following calculation:

- » Percentage of benefits provided to female employees = no. of female employees benefited / total number of female employees
- » Percentage of benefits provided to male employees = no. of male employees benefited / total number of male employees
- » Percentage of benefits provided to overall employees = total number of employees benefited / total number of employees

²Only applied for JDI

GRI	HKEX	SOCIAL DISCLOSURES	UOM	2021			2022		
EMPLOYEE MANAGEMENT									
403-8		Employees/workers covered by OHS system		Employees	Workers; internally audited	Workers; externally audited	Employees	Workers; internally audited	Workers; externally audited
			#	2,814	2,814	2,814	2,987	2,987	2,987
			%	100%	100%	100%	100%	100%	100%
403-9	B2.1 B2.2	Work-related injuries		All employee		Non-employee	All employee		Non-employee
		The number of fatalities as a result of work-related injury	#	0		0	0		1
		The number of high-consequence work-related injuries (excluding fatalities)		1		0	1		2
		The number recordable work-related injuries		14		14	14		20
		The main types of work-related injury		– Injured by hand tools – Trapped in or between objects – Injury while lifting or carrying objects – Slip, trip, or fall at the same height			– Burn – Contusion & bruise fracture; laceration & cut – Sprain & strain – Electric shock		
		The number of hours worked		6,784,000		4,559,000	7,054,400		6,945,800
403-10	B2.1 B2.2	Work-related ill-health		All employee			All employee		
		The number of fatalities as a result of work-related ill health	#	0.00			N/A³		
		The number of cases of recordable work-related ill health		0.00			N/A³		
		The main types of work-related ill health		N/A			N/A³		
404-1	B3.1 B3.2	Employee training and development		Female	Male	Overall employee	Female	Male	Overall employee
		Average training hours provided to employees							
		Senior executive	#	–*	–*	–*	23.45	21.83	22.16
		Manager		–*	–*	–*	20.48	15.45	16.40
		Non-manager		–*	–*	–*	15.25	25.98	24.15
		All employees		8.47	15.08	13.97	16.03	25.01	23.46

³ Work-related ill-health is not material for JEC (compared to work-related injuries). As the data is not readily available, it requires more time to collect, analyse and separate the medical bills which indicate work-related ill health case.

*Different approach was used for the categorisations in 2021, which could not be directly reclassify and compared with the categorisation in 2022.

GRI	HKEX	SOCIAL DISCLOSURES	UOM	2021			2022		
405-1	B1.1	Diversity and equal opportunity							
		% of workers in the workforce by gender	%	18	82	100	17%	83%	100
		Number of board members	#	1	3	4	1	3	4
		Percent of board members by gender	%	25	75	100	25	75	100
405-2	B.1.1	Ratio of female to male basic salary		Ratio			Ratio		
		Senior executive	%	– *			87%		
		Manager		– *			77%		
		Non-manager		– *			99.5%		
CUSTOMER MANAGEMENT									
416-2	B6	Customer health and safety		All employee			All employee		
		Incidents of non-compliance with regulations resulting in a fine or penalty	#	0			0		
		Incidents of non-compliance with regulations resulting in a warning		0			0		
		Incidents of non-compliance with voluntary codes		0			0		
417-1		Marketing and labeling							
		The sourcing of components of the product or service	Yes/No	Yes			Yes		
		Content, particularly with regard to substances that might produce an environmental or social impact							
		Safe use of the product or service							
		Disposal of the product and environmental or social impacts							
418-1	B6.2	Customer privacy and data							
		Total number of substantiated complaints received concerning breach of customer privacy	#	0			0		
		Complaints received from outside parties and substantiated by the organization							
		Complaints from regulatory bodies							
		Total number of identified leaks, thefts, or losses of customer data							

*Different approach was used for the categorisations in 2021, which could not be directly reclassify and compared with the categorisation in 2022.

GRI DISCLOSURE	HKEX ESG GUIDE	DISCLOSURE NAME	REPORTING LOCATION / REMARKS
2-1		Organizational details	a. Report legal name: front cover b. Report nature of ownership and legal form: About JEC c. Report location of headquarters: About JEC d. Report countries of operation: About JEC
2-2		Entities included in the organization's sustainability reporting	--
2-3		Reporting period, frequency and contact point	Sustainability Priorities and Reporting
2-4		Restatements of information	The employee categories have been changed; the figures of 205-3, 404-1 and 405-2 in 2021 have been reinstated. Please see the Performance Metrics .
2-5		External assurance	--
2-6		Activities, value chain and other business relationships	--
2-7		Employees	Empowering our People & Communities Performance Metrics
2-8		Workers who are not employees	Performance Metrics
2-9		Governance structure and composition	Bolstering Good Governance Sustainability Governance and Approach
2-10		Nomination and selection of the highest governance body	--
2-11		Chair of the highest governance body	Bolstering Good Governance Sustainability Governance and Approach
2-12		Role of the highest governance body in overseeing the management of impacts	
2-13		Delegation of responsibility for managing impacts	
2-14		Role of the highest governance body in sustainability reporting	
2-15		Conflicts of interest	--
2-16		Communication of critical concerns	Bolstering Good Governance
2-17		Collective knowledge of the highest governance body	--
2-18		Evaluation of the performance of the highest governance body	--
2-19		Remuneration policies	--
2-20		Process to determine remuneration	--
2-21		Annual total compensation ratio	Sustainability Governance and Approach Please refer to our Sustainability Report 2021 for further details.
2-22		Statement on sustainable development strategy	About JEC
2-23		Policy commitments	--

GRI DISCLOSURE	HKEX ESG GUIDE	DISCLOSURE NAME	REPORTING LOCATION / REMARKS
2-24		Embedding policy commitment	About JEC
2-25		Processes to remediate negative impacts	--
2-26		Mechanisms for seeking advice and raising concerns	--
2-27		Compliance with laws and regulations	--
2-28		Membership associations	--
2-29		Approach to stakeholder engagement	Please refer to our Sustainability Report 2021
2-30		Collective bargaining agreements	--
GRI 3: Material Topics 2021			
3-1		Process to determine material topics	Sustainability Priorities and Reporting
3-2		List of material topics	
Environmental Topics			
GRI 302: Energy 2016			
3-3		Management of material topics	Powering Sustainable Growth
302-1	A2.1 A2.5	Energy consumption: non-renewable	Powering Sustainable Growth Performance Metrics
302-3	A2.1	Energy intensity	Performance Metrics
GRI 305: Emissions 2016			
3-3		Management of material topics	Powering Sustainable Growth
305-1	A1.2	Direct (Scope 1) GHG emissions	Powering Sustainable Growth Performance Metrics
305-2			
305-4		GHG emissions intensity	Performance Metrics
GRI 306: Waste 2020			
3-3		Management of material topics	Powering Sustainable Growth
306-3	A1.4	Solid waste generated	Powering Sustainable Growth Performance Metrics
306-4	A1.3	Waste diverted from landfill	

GRI DISCLOSURE	HKEX ESG GUIDE	DISCLOSURE NAME	REPORTING LOCATION / REMARKS
Social Topics			
GRI 204: Procurement Practices 2016			
3-3		Management of material topics	Powering Sustainable Growth
204-1	B5.1	Proportion of spending on local suppliers	Performance Metrics
GRI 401: Employment 2016			
3-3		Management of material topics	Empowering our People & Communities
401-1	B1.1 B1.2	Employee hiring	Empowering our People & Communities Performance Metrics
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	Performance Metrics
401-3		Parental leave	
402-1		Labor management relations	--
GRI 403: Occupational Health and Safety 2018			
403-1		Occupational health and safety management system	Empowering our People & Communities
403-5		Worker training on occupational health and safety	Empowering our People & Communities Performance Metrics
403-4		Worker participation, consultation, and communication on occupational health and safety	
403-9	B2.1 B2.2	Work-related injuries	
403-10		Work-related ill-health	
GRI 404: Training and Education 2016			
3-3		Management of material topics	Empowering our People & Communities
404-1	B3.1 B3.2	Average hours of training per year per employee	Empowering our People & Communities Performance Metrics
404-2		Programmes for upgrading employee skills and transition assistance programmes	
404-3		Percentage of employees receiving regular performance and career development reviews	

GRI DISCLOSURE	HKEX ESG GUIDE	DISCLOSURE NAME	REPORTING LOCATION / REMARKS
GRI 405 : Diversity and equal opportunity 2016			
3-3		Management of material topics	Empowering our People & Communities
405-1	B1.1	Diversity and equal opportunity	Empowering our People & Communities
405-2		Ratio of female to male basic salary	Performance Metrics
GRI 416 : Customer health and safety 2016			
416-2	B6	Incidents of non-compliance concerning the health and safety impacts of products and services	Performance Metrics
Governance Topics			
GRI 205: Anti-corruption 2016			
3-3		Management of material topics	Bolstering Good Governance
205-2	B7.3	Communication and training about anti-corruption policies and procedures	Bolstering Good Governance
205-3	B7.1	Confirmed incidents of corruption and actions taken	Performance Metrics
GRI 307: Environmental Compliance 2016			
3-3		Management of material topics	Bolstering Good Governance
307-1		Non-compliance with environmental laws and regulations	There were no significant fines or nonmonetary sanctions for non-compliance with relevant laws or regulations that had significant impact at JEC during the reporting period.
GRI: 418 Customer privacy and data 2016			
3-3		Management of material topics	Bolstering Good Governance
418-1	B6.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Bolstering Good Governance

JEC



YEARS OF ENGINEERING
A BETTER ASIA