

SUSTAINABILITY REPORT 2025

Building a Sustainable Future— Starting Now



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Message from the CEO

Associated Engineers, Limited (AEL) is pleased to publish this ESG Report for the year ended 31 December 2025. This Report presents AEL's approach, progress, and priorities in environmental, social and governance matters, and reflects the Company's commitment to responsible business practices, sound governance, people development, service quality, and environmental stewardship.

As a Hong Kong-based multidisciplinary engineering solutions provider, AEL has grown from its origins as a specialist airport maintenance service provider into a company serving airport engineering, infrastructure engineering, logistics and automation, environmental engineering, and engineering services. This evolution positions AEL to contribute to safer, smarter and more sustainable infrastructure and operational systems for clients and communities.

During 2025, AEL continued to strengthen the integration of sustainability into management, operations, and project delivery. Guided by its ESG Policy, the Company advanced efforts in ethical conduct, risk management, employee well-being, stakeholder engagement, environmental protection, and climate awareness, while continuing to support customers through practical engineering solutions.

AEL recognizes that ESG development is a journey of continual improvement. The Company will continue to strengthen governance, improve data systems, refine targets, and build capability across the organization and value chain in order to create sustainable long-term value for stakeholders.

Barry Lee

Chief Executive Officer

The background of the page is a composite image. On the left, there is a large, semi-transparent Ferris wheel with a purple and pink color scheme. On the right, a tall, modern skyscraper with a glass facade is visible, illuminated with blue and white lights. The sky is a deep blue. The title 'About this Report' is centered in the upper half of the image.

About this Report

About this Report

Associated Engineers, Limited ("AEL") is pleased to publish its Sustainability Report (the "Report") to outline its approach to sustainability, including strategies, policies, practices, and performance. This Report is prepared in English and is available on the corporate website. This Report has also been prepared with reference to the AEL ESG Policy, which sets out the Company's overarching ESG commitments and provides an internal framework for integrating ESG considerations into strategy, operations and reporting.

Report Boundary

This Report covers the material issues identified for AEL's core business scope from 1 January 2025 to 31 December 2025.

General disclosures and social key performance indicators ("KPIs") cover the headquarters office and project operations in Hong Kong, which contributed to the majority of AEL's total revenue for the year. The subsidiary in Mainland China is excluded. Environmental KPIs cover the headquarters office, while some selected KPIs for project operations are disclosed.

Reporting Frameworks

This Report has been prepared in accordance with the disclosure requirements set out in the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") contained in Appendix C2 of Hong Kong Exchanges and Clearing Limited (HKEX).

Report Principles

We apply the core principles of HKEX ESG Reporting Guide to ensure our disclosures are reliable:

- **Materiality:** We focus our reporting on the most significant ESG issues identified through our stakeholder materiality assessment.
- **Quantitative:** We provide measurable KPIs alongside the key methodologies, assumptions and data to calculate.
- **Balance:** We present an unbiased view of our performance, transparently sharing both our successes and areas for improvement.
- **Consistency:** We use consistent data methodologies year over year to allow for meaningful performance comparisons.

Confirmation & Approval

We acknowledge our responsibility to ensure the accuracy and reliability of the Sustainability Report.

All information in this Report is sourced from the internal policy documents and statistical data of the Company. This Report has been reviewed and approved by the Board of Directors.

About AEL

Who We Are

Associated Engineers, Limited ("AEL") was established in 1961 as a specialist electrical and mechanical equipment repair and maintenance service provider for airports. AEL has further expanded its business scope over the years. With more than sixty-five years of experience in turnkey engineering projects, AEL has evolved from an engineering workshop into a well-known multidisciplinary solutions provider.

How We Act

Vision

To be a leading multi-disciplinary engineering integration expert that enables a smarter, low-carbon and more livable Hong Kong and Greater Bay Area through environmental, logistics & automation, and infrastructure innovations.

Mission

Create shared value for customers, employees and the community by improving resource efficiency, supporting waste reduction and decarbonization and enhancing the reliability and safety of critical public facilities.

Core Value

Sustainability

embed environmental and social responsibility in project design, delivery and operations, supporting clients' ESG journeys and Hong Kong's transition to a low-carbon future

Innovation & Excellence

continuously develop smarter automation, waste management and engineering solutions that improve performance and reduce lifecycle impacts

Safety & People

prioritize health and safety while cultivating professional growth, collaboration and integrity so that teams can reliably deliver high-quality, sustainable engineering outcomes

What We Do

Building on AEL's strong foundations in electrical and mechanical services, we specialize in airport engineering, environmental engineering, infrastructure engineering, logistics and automation and engineering services. We strive to be a trusted partner to our clients, delivering comprehensive engineering solutions that ensure they meet their business and project objectives



Project Highlights



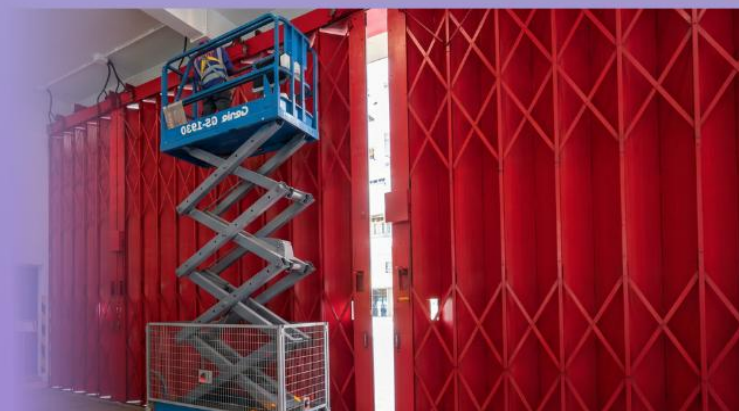
Infrastructure

**Logistics and
Automation**



**Environmental
Engineering**

**Engineering
Services**



Infrastructure

Supply, Fabrication and Installation of Structural Steelwork at Ma On Shan Area 86B Phase 1



This project covers the construction of new subsidised sale flats at Ma On Shan Road and public housing at Hang Tai Road. This project supports the Hong Kong Housing Authority's ongoing efforts to deliver quality, affordable residential developments that enhance community living in high-density urban areas.

Our Role

AEL was appointed by the main contractor Sun Fook Construction Limited to undertake:

- Supply, fabrication and installation of an 80-metre-long steel footbridge.
- Design, supply, fabrication and installation of aluminium cladding for the residential blocks.

These works provided safe pedestrian connectivity across a major highway and modern architectural finishes, contributing directly to the timely completion of public and subsidised housing for local residents.

Challenges

Implications of COVID-19

Hong Kong was severely affected by a major epidemic wave with infection cases nearing one million. A number of AEL workers were infected and required self-quarantine, reducing site labour availability to approximately 50%. Cross-border transportation was heavily disrupted as most truck drivers were infected, and the PRC fabrication yard faced government suspension orders on land transportation.

Steel Footbridge – 80 m long, 400 tons across 7 lanes of highway

The installation required lifting a 400-ton structure spanning seven lanes of live, high-speed traffic. Full lane closure was impractical due to risks of accidents, massive congestion and economic loss. No single hydraulic mobile crane available in Hong Kong could handle the required lift radius, fundamentally changing the installation strategy while working directly over live traffic.

Each segment erection within a strict 5-hour window (00:30 – 05:30)

Securing Temporary Traffic Arrangement (TTA) permits weeks in advance, combined with limited highway space for 750-ton crane setup (which alone could take 3 hours), created extreme time pressure. Night-time conditions added risks of poor visibility, crew fatigue and potential wind delays that could jeopardise the 05:30 reopening deadline. Ground bearing capacity verification and zero-recovery-time equipment failure risks further heightened safety demands.

Impacts

- Project handed over on time
- Zero accidents throughout the entire installation
- Professional judgment and seamless teamwork recognised by client
- High level of client satisfaction received from the Hong Kong Housing Authority and main contractor

Solutions

AEL implemented below, innovative measures to overcome each challenge:

Overcoming COVID-19 disruptions

AEL promptly applied for and obtained an appropriate Extension of Time (EOT) for reasonable delays. To bypass suspended cross-border land transportation, sea transportation was proposed and successfully approved by the Housing Authority, maintaining material delivery without compromising quality or schedule.

Managing the delivery wisely

The superstructure was prefabricated into four manageable segments. Two temporary support platforms were constructed within the highway median and shoulders to shorten effective spans. All major lifting operations were executed during controlled night-time road closures with comprehensive safety protocols to protect workers and road users.

Achieving 5-hour erection sharply

A phased closure plan was coordinated with the police: two lanes closed at 23:00 for preliminary positioning, followed by full three-lane closure at 00:30 for final erection. Prefabricated components, detailed rehearsals, strict abort protocols and real-time monitoring ensured every segment was completed and all lanes reopened by 05:30.

Design, Supply and Installation of Building Maintenance Unit at Legislative Council Complex



The Legislative Council Complex is one of Hong Kong's most iconic civic landmarks. To ensure long-term facade maintenance while respecting the building's strict operational requirements, the Legislative Council Commission commissioned the design, supply and installation of a comprehensive Building Maintenance Unit. All works had to be executed within tightly restricted holiday periods only.

Our Role

AEL was appointed by the main contractor Hip Hing Engineering Company Limited as the specialist subcontractor responsible for the full design, supply and installation of the Building Maintenance Unit, including steel structures, motors, electrical systems, control panels and gondola cradles.

Challenges

Restricted Working Period

All heavy lifting, beam installation and commissioning works had to be completed within narrow holiday-only windows imposed by the Legislative Council Complex, creating intense schedule pressure and requiring precise, error-free planning.

Government-Level Security Compliance

As the site belongs to the Legislative Council Commission, strict security

protocols applied. Worker entry approvals, material delivery checks and equipment movement requests required advanced submission and approval, adding significant administrative pressure and reducing daily planning flexibility.

Supply Chain Disruption

Early procurement and advanced ordering were initiated for all long-lead items. Weekly communication was maintained with overseas suppliers to track production status, factory updates and shipment readiness, allowing timely adjustments and alternative sourcing where necessary.

Solutions

AEL implemented targeted, proactive measures to overcome each challenge:

• Restricted Working Period

A precise micro-schedule was developed to ensure all heavy lifting, beam installation and commissioning activities were executed within the limited holiday windows. Close coordination with Hip Hing and other trade contractors locked in lifting slots, transport arrangements and access approvals well in advance.

• Government-Level Security Compliance

Continuous communication was maintained with the Legislative Council Commission's security office to align access schedules and verify personnel lists. All security-related applications were submitted in advance, and internal access control protocols were implemented so that every site personnel fully understood the requirements before arrival.

• Supply Chain Disruption

Early procurement and advanced ordering were initiated for all long-lead items. Weekly communication was maintained with overseas suppliers to track production status, factory updates and shipment readiness, allowing timely adjustments and alternative sourcing where necessary.

Impacts

- On-time completion with zero accidents – the project achieved a 100% safety record throughout the accelerated programme, meeting the stringent safety expectations of both the client and the government
- By successfully delivering the Building Maintenance Unit under extreme time, security and pandemic constraints, AEL contributed to the long-term sustainability and upkeep of a key Hong Kong institutional landmark.

Design, Supply and Installation of Steel Inspection Platform at Lamma Power Station



The Hongkong Electric Company Limited is extending its 275kV Gas Insulated Switchgear (GIS) facilities at Lamma Power Station Phase II to enhance grid reliability and support Hong Kong's growing electricity demand. Within the operating GIS hall, a custom steel inspection platform with grating flooring, balustrades and cat-ladders was required to provide safe access for inspection and maintenance while maintaining full operational continuity of the live power station.

Our Role

AEL was appointed by The Hongkong Electric Co Ltd and Mitsubishi Electric (HK) Ltd to provide a complete one-stop service: design including Buildings Department submission, supply, fabrication and installation of the steel inspection platform, grating flooring, steel balustrades and steel cat-ladders.

Challenges

AEL faced several project-specific challenges across technical, operational and coordination categories:

Severe Spatial Constraints within the 275kV GIS Hall

The steel platform, cat-ladders and balustrades had to be custom-designed to fit within extremely limited spatial clearances of the Gas Insulated Switchgear System, leaving only millimetres of allowable space while still meeting load, access and operational requirements.

Zero Disruption Implementation Inside an Operating Power Station

All erection, installation and final inspection works had to be executed without any interruption to the power station's operations. Any unplanned movement or vibration near energized 275kV equipment could pose serious operational and safety risks.

Complex Multi-Party Coordination and Regulatory Compliance

The project required seamless alignment between AEL, Mitsubishi Electric, HK Electric (asset owner) and regulatory authorities for Buildings Department submission. Each party had different structural, operational and safety expectations, thus demanding rigorous document control and approval processes

Solutions

AEL implemented below innovative measures to overcome each challenge

Overcoming Severe Spatial Constraints

Bespoke structural detailing and 3D modelling were applied to tailor-fit the steel structures within millimetres of allowable space. On-site dimensional verifications were conducted before fabrication, and close coordination with Mitsubishi Electric and HK Electric engineering teams ensured full compliance with GIS operational requirements.

Achieving Zero Disruption Inside an Operating Power Station

A phased installation sequence was developed around HK Electric's operational timetable. Enhanced safety controls were implemented, including strict permit-to-work systems, proximity monitoring to energized equipment and rigorous housekeeping. Only personnel certified for live power-station environments were deployed, and major steel components were prefabricated off-site to minimize on-site working time.

Managing Multi-Party Coordination and Regulatory Compliance

AEL provided a true one-stop service covering design, Buildings Department submission, fabrication and installation. Regular technical coordination meetings were held to align requirements, while internal design reviews, clash-checking and strict quality control during fabrication ensured all drawings and installed elements matched approved designs without deviations.

Impacts

- Delivered a fully custom-engineered steel inspection platform, grating flooring, balustrades and cat-ladders that fitted precisely within the extremely tight spatial constraints of the 275kV GIS hall
- Completed all works with zero disruption to the operating power station and zero safety incidents
- Obtained full regulatory approval through successful Buildings Department submission and achieved complete compliance with HK Electric and GIS operational standards
- Enabled safe, long-term inspection and maintenance access while supporting the continuous and reliable supply of electricity to Hong Kong

Design, Supply and Installation of Meeters & Greeters Hall LED at T1 L5 Hong Kong International Airport

AEL delivered the 3D LED billboard project from design through installation, fabricated components off-site, completed a full-scale mock-up, and installed the system above a major passenger routing corridor in a 24/7 airport environment.

Our Role

AEL engineered the LED system and supporting structure, fabricated the components off-site and carried out installation in compliance with requirements.

Challenges

AEL faced multiple project-specific challenges across technical, operational and supply-chain categories:

Passenger safety

The billboard was located above a major passenger routing corridor, making public safety the overriding project requirement.

Zero Disruption

Passenger comfort had to be protected in a 24/7 operational environment, requiring noise and visual disturbance to be minimized.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Tunnel scaffolding

AEL implemented a tunnel-type protection system using steel scaffolding to maintain uninterrupted passenger flow and safety.



Canvas enclosure

The scaffolding framework was fully enclosed with two layers of canvas to reduce noise and visual interference.

Mock-up testing

A full-scale mock-up was completed at the workshop before site installation to verify fit, alignment, quality and programme efficiency.

Impacts

- The project was completed as the first and largest 3D LED advertising billboard at the Meeters Greeters Hall of Hong Kong International Airport.
- Off-site mock-up and enclosed scaffolding reduced rework, waste, transportation inefficiency, noise and user disturbance during installation.
- The works protected passenger circulation and complied with airport rules while delivering a high-quality public-facing installation.

Design, Supply and Installation of Pneumatic Tube System Installation at Kwong Wah Hospital (Phase 1)

The redevelopment of Kwong Wah Hospital (Phase 1) under the Hospital Authority aims to modernise Hong Kong's public healthcare infrastructure, delivering expanded clinical facilities that enhance patient care, operational efficiency and infection control in a high-density urban hospital environment.

Our Role

AEL was engaged by the main contractor China State Construction Engineering (HK) Ltd and the end user Hospital Authority to design, supply and install a complete Pneumatic Tube System (PTS) throughout the new hospital superstructure. This included routing of tube networks, plant room equipment, stations, diverters and full system integration with other MEP and structural elements.

Challenges

AEL encountered multiple project-specific challenges across technical, operational and schedule categories:

• Routing and structural integration

PTS routing and structural integration proved difficult in congested spaces shared with other MEP and structural elements. Achieving conflict-free paths with acceptable bend radii was complex; penetrations had to preserve fire compartmentation, supports needed to handle static and dynamic loads without transmitting vibration, and long runs with multiple bends increased pressure loss and jam risk.

• PTS Plant Room System Layout Design

Designing the PTS plant room required fitting blowers, stations, diverters, controls and carrier storage with proper clearances; separating noisy mechanical equipment from sensitive electrical and carrier-handling areas; and providing HVAC, power (including UPS), fire protection, vibration isolation and adequate maintenance access.

• Tight Installation Schedule

The compressed construction programme risked design omissions, delivery delays for long-lead items, coordination clashes, rework, constrained site logistics and rushed commissioning/training, all of which could lead to higher costs and quality issues.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Early-stage site surveys and mapping

Comprehensive site surveys and detailed 3D mapping were conducted at the earliest possible stage to identify conflicts and optimize routing before detailed design froze.



Optimized plant room layout

Functional requirements were defined early; equipment and space were sized appropriately, with dedicated separate areas for mechanical (blowers), electrical/control and carrier handling zones to minimize cross-interference, noise, vibration and maintenance conflicts.

Early engagement of experienced specialists

Experienced subcontractors were appointed at the design stage and included in collaborative sequencing workshops, ensuring buildability, timely procurement and seamless coordination throughout installation and commissioning.

Impacts

- Fast delivery speeds that greatly shorten transit times for medical samples, documents and pharmaceuticals
- Dedicated internal transport network that completely avoids corridors and elevators, reducing cross-contamination risks
- High reliability with 24/7 operation support for uninterrupted hospital services
- Significantly reduced human handling, lowering risks of loss, contamination and labour costs
- AEL achieved over 40% market share in pneumatic tube systems across Hong Kong

By delivering a high-performance, low-maintenance PTS that enhances operational efficiency and infection control, AEL contributed directly to the creation of a modern, patient-centred healthcare facility that supports the Hospital Authority's mission of providing safe, reliable and sustainable public medical services

Design, Supply and Installation of the Automated Refuse and Linen Collection System at Macau Island-District Health Service Complex

In response to the escalating demands on Macau's healthcare ecosystem, the Government of the Macau SAR initiated the development of the landmark Health Service Complex. AEL was awarded the specialist subcontract to design, supply, and installation of Automatic Refuse Collection System (ARCS) and Automatic Linen Collection System (ALCS) for the complex.

Our Role

AEL spearheaded the end-to-end design, procurement, and deployment of these advanced pneumatic collection systems, integrating automated, hygienic waste and material handling solutions into the core infrastructure of the modern healthcare complex.

Challenges

Pandemic-Induced Supply Chain & Resource Disruption

The project faced unprecedented cross-border mobility restrictions and supply chain volatility driven by COVID-19. This created severe personnel constraints and significantly compressed the technical installation timeline.

Operational Health & Safety Risks

Managing complex mechanical and structural installations within a rapidly progressing public infrastructure site required heightened risk mitigation and continuous on-site technical governance.



Solutions

AEL implemented below innovative measures to overcome each challenge:

Localization & Community Socio-Economic Support

To overcome cross-border travel restrictions and reinforce our commitment to local economic empowerment, AEL actively recruited and deployed a highly qualified resident engineer holding Macau citizenship. This strategic localization ensured uninterrupted, compliant on-site supervision, enhanced stakeholder communication, and supported local professional talent.

Impacts

- This initiative represents the first successful deployment of integrated ARCS and ALCS technologies within a healthcare facility in Macau. By automating waste and linen streams, the system minimizes internal biological cross-contamination risks, optimizes energy efficiency, and sets a new benchmark for sustainable hospital design in the region.

Design, Supply, Installation and Maintenance of the Automated Bicycle Parking System at AIRSIDE, Kai Tak



AEL pioneered in the Hong Kong automatic bicycle parking system (ABPS). In August 2023, AEL successfully introduced the city's first smart ABPS at the renowned AIRSIDE mixed-use complex, owned by the Nan Fung Group, located in Kai Tak.

The project advances sustainable urban mobility through Hong Kong's first automatic bicycle parking system. It encourages cycling, reducing car use, emissions, and congestion while improving air quality. Environmentally, it emphasizes resource efficiency. Socially, it enhances accessibility and promotes healthier lifestyles. AEL reinforced its image as an engineering pioneer—capable of innovating bespoke solutions, setting new internal benchmarks, and building long-term client confidence through excellence in sustainable engineering.

Our Role

AEL design, supply, install, and maintain of an automated Bicycle Parking System at Airside.

Challenges

AEL faced multiple project-specific challenges across technical, operational and supply-chain categories:

- **Material delivery delays**

Prolonged lead times for critical materials disrupted the project flow. This required careful rescheduling and contingency planning to ensure that installation milestones could still be met without compromising quality.

- **Compressed project schedule**

The project was executed under a highly compressed timeline, leaving little room for error. AEL had to optimize workflows, allocate resources efficiently, and often extend working hours to meet deadlines while maintaining safety and performance standards.

- **Government approval processes**

Extended approval procedures from local authorities created significant delays in the programme. Navigating complex regulatory requirements demanded persistent follow-up, documentation accuracy, and proactive communication to avoid further setbacks.

Solutions

AEL implemented targeted, long-term measures to overcome each challenge. By combining technical excellence with adaptability, AEL overcame material delays, regulatory hurdles, and stringent client demands. Each solution reflected not only problem-solving skills but also the company's pioneering role in shaping sustainable urban infrastructure in Hong Kong.

Strategic coordination

AEL acted as the central hub of communication, maintaining seamless coordination among suppliers, government authorities, and the client. This proactive approach ensured alignment across all parties and minimized risks of miscommunication.

Advanced progress monitoring

The team implemented rigorous monitoring systems to track milestones and anticipate potential delays. By leveraging engineering expertise and adopting a disciplined project management framework, AEL maintained momentum and demonstrated its ability to deliver complex, first-of-its-kind projects under pressure.

Impacts

- First automatic bicycle parking system in Hong Kong makes an important milestone in local development. Its successful implementation also helped the client gain industry recognition and awards.
- This innovative system features a ground-level bicycle entrance. Users can simply ride to the entrance and complete the parking process in under thirty seconds. It offers a new, efficient, and environmentally friendly way to store bicycles while delivering a modern parking experience.
- This dedication highlighted the company's pioneering spirit—going beyond conventional practices to ensure that innovation was not compromised by time constraints.



Supply and Installation of Turntable and Monorail Hoist at STTL No. 207 Wai Yip Street, Kwun Tong

AEL delivered critical solutions in a constrained urban utility environment. The scope encompassed the supply, design, fabrication, and installation of a vehicle turntable and a monorail hoist system, both engineered to meet stringent technical and statutory requirements. The project combined high-capacity equipment, custom engineering, and unusual site restrictions, making it stand out from typical building services installations.

Our Role

AEL was responsible for the design, fabrication, supply, and installation of both the vehicle turntable and the monorail hoist system.

Challenges

Precise assembly

The vehicle turntable had to be installed in a highly constrained area, which restricted movement of materials and machinery and required sectional delivery and precise on-site assembly.

Structural verification

The turntable had to support vehicles up to 25 tonnes, requiring rigorous structural verification and robust mechanical design.

Compact lifting

The monorail hoist had to achieve a 9-ton lifting capacity within restricted headroom and without the use of heavy lifting equipment indoors.

Solutions

AEL implemented the following measures to overcome above challenges:

Modular fabrication

AEL adopted modular fabrication and sectional delivery, enabling installation in limited space without large lifting equipment.

Structural analysis

The team carried out detailed structural calculations and load analysis, and used reinforced connections, cast-in bolts and a high-torque geared motor to satisfy performance requirements.

Impacts

- The turntable provided a practical and compliant solution for changing direction of heavy vehicles within a restricted site area.
- The monorail hoist enabled CLP to move the transformer from ground floor to first floor, which was critical to overall transformer installation works.
- The installed systems fulfilled technical and safety requirements, including structural compliance and load testing.



Design, Fabrication and Installation of Monorail Hoist System (Retractable Beam Hoist) in Transformer Room of Prince of Wales Hospital

As part of the ongoing redevelopment and upgrading of Prince of Wales Hospital under the Hospital Authority, a specialized monorail hoist system was required in the existing transformer room to enable safe handling and replacement of heavy electrical equipment. The project demanded seamless integration into a live hospital environment while meeting the stringent technical standards of CLP (China Light & Power).

Our Role

AEL was appointed by China State Construction Engineering (Hong Kong) Ltd to undertake the full design, fabrication and installation of the Monorail Hoist System, including the retractable beam hoist, monorail I-beams, structural connections and all safety devices.

Challenges

Restricted Transformer Room Ceiling Height

The existing transformer room had severely limited ceiling height, making installation of a conventional 9-tonne monorail hoist impossible. The system had to deliver full 9-tonne lifting capacity within the available low headroom without compromising safety or clearance.

Limited Clearance for Beam Installation

Access within the transformer room was extremely tight. The steel monorail beams had to be maneuvered and positioned with millimeter-level



precision in confined space, with minimal room for adjustment.

No Heavy Lifting Equipment Allowed Inside

Due to the sensitive hospital environment and live electrical equipment, cranes or any heavy machinery were prohibited indoors. All structural steel components had to be handled and installed manually using only small-scale lifting methods.

Compliance with Utility Standards

The entire system and installation methodology had to satisfy CLP's rigorous technical and safety requirements, adding layers of regulatory scrutiny and documentation.

Solutions

AEL implemented the following measures to overcome above challenges:

Overcoming Space Limitations

A custom low-headroom hoist design was engineered to maximise lifting capacity while minimising vertical space requirements. All structural components were prefabricated off-site under controlled conditions to ensure precision and reduce on-site adjustments.

Ensuring Structural Integration

Detailed structural calculations were performed to verify load paths and confirm the existing building could safely support the dynamic 9-tonne loads. Cast-in bolts and reinforced connections were installed for secure and lasting integration.

Managing Lifting Restrictions and Safety

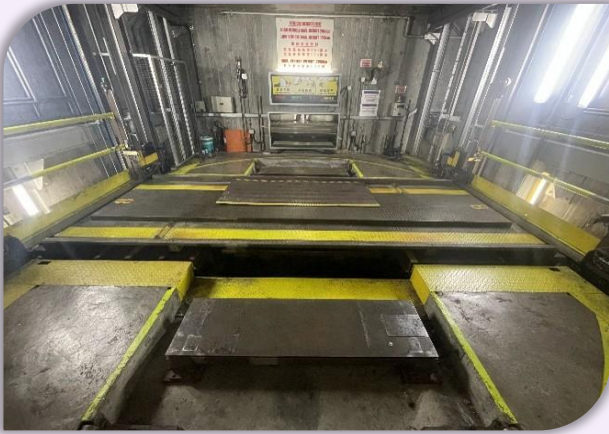
Limit switches and essential safety devices were fitted to prevent over-travel. Manual and small-scale lifting methods were carefully sequenced with additional manpower. The complete system was load-tested at 11.25 tonnes (125% of rated capacity), followed by issuance of statutory Form 4 and Form 5 certifications.

Impacts

- Successfully installed a custom 9-tonne low-headroom monorail hoist system within severely restricted ceiling height and spatial clearances.
- Achieved full compliance with CLP technical standards and obtained Form 4 & Form 5 certifications after 11.25-tonne load testing.
- Completed all installation using only manual and small-scale lifting methods (no heavy machinery indoors) with zero incidents.
- Enabled safe, efficient handling and future replacement of critical transformers without disrupting hospital operations.
- Supported sustainable infrastructure upgrade by extending the life of existing electrical systems and avoiding the need for new construction. By delivering a high-capacity, custom-engineered monorail hoist solution under extreme spatial and regulatory constraints, AEL contributed to the safe and reliable operation of Prince of Wales Hospital, reinforcing the Hospital Authority's commitment to modern, resilient and sustainable healthcare infrastructure in Hong Kong.



Comprehensive Maintenance Service for the Automatic Parking System at 100 Queen's Road Central



100 Queen's Road Central (100 QRC) is a landmark commercial tower in Hong Kong's Central district. To maximize limited parking space within the building, the developer installed Hong Kong's first tower-type automatic parking system in 2006. AEL has been the registered lift contractor providing comprehensive maintenance and 24/7 emergency fault-call service for this iconic system since its commissioning.

Our Role

AEL was appointed by the building owner as the Registered Lift Contractor responsible for the provision of full comprehensive maintenance of the automatic tower-type parking system, including monthly scheduled servicing, emergency fault response, troubleshooting, parts replacement and ongoing technical support.

Challenges

AEL faced multiple project-specific challenges across technical, operational and supply-chain categories:

Technical Complexity of the Tower-Type System

The system is a 30-metre-tall tower with 13 parking levels (5 underground, 8 above ground) and 26 parking slots arranged in pairs. Installation and maintenance are extremely difficult due to the confined vertical shaft inside the commercial building and the need for close coordination with other building services (MEP, structural and fire systems).

24/7 Operational Demands

The parking system operates round-the-clock for tenants and visitors. Monthly maintenance must be performed by AEL's registered lift workers while the system remains available for use. The system is PLC-controlled with three consoles (one for daily users, two for maintenance), requiring highly trained technicians to carry out servicing without disrupting normal operation.

Loss of Original Supplier Support

The original supplier ceased all technical support in 2019. Since then, every part replacement, system fault and defect must be diagnosed and resolved entirely by AEL's in-house team. A full system overhaul feasibility study is currently underway.

Solutions

AEL implemented the following measures to overcome each challenge:

Technical Mastery of the Tower System

Detailed coordination with other building services was maintained throughout the contract. AEL's engineers developed deep system knowledge through continuous on-site mapping and custom maintenance procedures tailored to the 30 m vertical configuration and tight clearances.

Ensuring 24/7 Reliability

A dedicated team of registered lift workers performs monthly preventive maintenance on a strict schedule while keeping the system fully operational. Stand-by emergency response is provided 24/7, with well-trained technicians ready to address PLC-related faults and mechanical issues at any time.

Self-Sufficient Post-Supplier Support

After the original Taiwan factory support ended in 2019, AEL's engineers undertook extensive self-study, reverse-engineering and in-house repair capabilities. This transition has enabled the team to independently source parts, resolve faults and keep the 18-year-old system running smoothly.

Impacts

- Continues to provide 26 fully functional parking slots with true 24/7 service to owners and tenants of 100 QRC.
- Maintained zero major system downtime through proactive maintenance and rapid emergency response.
- Successfully sustained Hong Kong's first tower-type automatic parking system for over 18 years without original supplier support.
- Demonstrated AEL's long-term technical capability and commitment to preserving innovative building facilities.

By delivering reliable, round-the-clock maintenance to this pioneering automatic parking system, AEL has provided maximized space utilization and operational efficiency in a prime Central commercial building, supporting sustainable urban development and enhanced tenant experience at 100 Queen's Road Central.



Supply and Installation of the Double Deck Mechanical Packing System at No. 121 King Lam Street

AEL successfully delivered the Double Deck Mechanical Parking System within a severely constrained subterranean carpark environment. This contributed to more efficient land use and helped the client avoid the embodied carbon associated with constructing new structures. The project promotes sustainable urban development by optimizing the use of existing assets.

Our Role

AEL supplied and installed the double deck mechanical parking system and completed testing and commissioning works.

Challenges

AEL faced several project-specific challenges across environmental, structural and safety categories:

Ceiling constraints

The existing low ceiling height meant the system had to be fitted into a pre-existing envelope with almost no tolerance for installation error.

Slab verification

Existing slab load capacity and anchor bolt fixing constraints had to be verified without damaging reinforcement or compromising structural performance.

Confined coordination

Installation had to be coordinated in a confined workspace with other trades while integrating anti-fall safety mechanisms with the moving platform and control system.



Solutions

AEL implemented innovative measures to overcome each challenge:

Laser surveys

AEL carried out meticulous laser-based site surveys before fabrication and made fine adjustments to column positioning and lifting stroke limits during installation.

Anchor testing

On-site anchor bolt pull-out tests, baseplate levelling, high-strength grout and formal load verification were used to confirm structural integrity.

Modular safety

A modular delivery approach, strict barricading, mechanical anti-fall locks, emergency stop buttons, manual lowering and full load testing at 2,700 kg per platform were implemented.

Impacts

- Effectively doubled parking capacity within the existing car park and improved end-user safety through multiple built-in protection features.
- Improved accessibility, order, and user experience in the car park.

Upgrade of Train Wash Plant Control System in Pat Heung Depot

AEL, as the original supplier of the train wash plant commissioned in 2003 at MTR's Pat Heung Depot, provided compatible replacement components, resolved obsolescence issues, gave technical recommendations, and implemented system upgrades to maintain safe and reliable operations.

Our Role

AEL supported the operating train wash plant by replacing obsolete control modules, migrating and updating the control programme, reconfiguring logic for mixed legacy and new hardware, verifying field I/O, and carrying out system-wide functional and integration testing.

Challenges

AEL faced several project-specific challenges across environmental, structural and safety categories:

Schedule & Operational

Strict zero-impact works on the main train access route with limited windows requiring daily Yardmaster approvals.

Safety

Tasks near energized overhead lines demanding MTR electrical safety compliance.

Technical

Replacing obsolete modules, updating control programs for legacy/new hardware compatibility, IO verification, and system testing.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Phased strategy

AEL adopted a structured and phased implementation strategy aligned with depot operating constraints and permit-to-work controls.

Time-slot coordination

Daily time-slot approval and coordination with the Depot Controller were used, especially for works near overhead lines or running tracks.

OEM collaboration

AEL collaborated with the original German equipment manufacturer to provide joint technical advice, supply compatible components, and complete testing and commissioning.

Impacts

- Zero impact to normal depot operations during the entire upgrade works.
- Successful delivery of an upgraded train wash plant with improved reliability and compatibility



Installation & Maintenance Service for Two Units of Vertical Lifting Platform at The Peak Tram Central & Peak Terminus



The Peak Tram is one of Hong Kong's most iconic tourist attractions, carrying millions of visitors annually between Central and The Peak. To enhance accessibility for passengers with disabilities or mobility needs, two vertical lifting platforms were installed at the Central and Peak Terminus. AEL has been responsible for the supply, installation and ongoing comprehensive maintenance of these platforms since commissioning.

Our Role

AEL was appointed by Peak Tramways Company Limited to supply, install and maintain the two vertical lifting platforms, including 24/7 emergency fault-call service. As the registered lift contractor, AEL ensures the platforms remain safe, reliable and fully operational for all passengers.

Challenges

High Humidity and Occasional Fog

Located in a semi-outdoor environment at The Peak, the platforms are constantly exposed to high humidity and frequent fog. This demands exceptional waterproofing and corrosion protection to prevent equipment degradation.

Complex Roof Integration at Central Terminus

The lift at the Central Terminus is attached directly to the station building entrance. The lift-top roof is uncovered, and the station roof is sloped, so any rainwater flowing along the roof would enter the lift shaft if not properly sealed. A custom canopy had to be designed and integrated seamlessly.

Safe Working at Height on a Sloped Roof

Installation of the custom roof canopy required working on a sloped surface at height, increasing

fall risks and complicating access for workers.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Enhanced Corrosion and Waterproofing Protection

Extra corrosion-protection treatment was applied to all equipment during manufacturing, and qualified waterproof materials were used throughout installation to ensure the platforms can withstand the harsh humid and foggy conditions at The Peak.

Custom Sealed Roof Canopy

A locally tailor-made roof canopy was designed and installed to fully cover the lift top. The canopy was precisely sealed to the sloped station roof to prevent rainwater ingress into the lift shaft.

Safe Installation on Sloped Roof

Full-body harnesses and an aerial working platform specifically designed for sloped surfaces were deployed during canopy installation, ensuring a safe working environment for AEL workers at all times.

Impacts

- Both vertical lifting platforms commenced operation on schedule.
- Achieved a very low fault-call rate, demonstrating excellent long-term reliability.
- Provided safe, reliable accessibility for passengers with disabilities or mobility needs at one of Hong Kong's busiest tourist transport hubs.
- Maintained zero safety incidents during installation and ongoing maintenance.

By delivering durable, high-usage vertical lifting platforms under challenging environmental and structural conditions, AEL has enhanced inclusive access and passenger experience at the iconic Peak Tram, supporting sustainable and accessible public transport in Hong Kong.



Design, Supply and Installation of Lifting Appliances at Shek Wu Hui Effluent Polishing Plant

Shek Wu Hui Sewage Treatment Works was upgraded to increase its treatment capacity while AEL was employed for the design, supply and installation of 24 comprehensive sets of overhead cranes, monorails, and retractable beams executed entirely without disruption to critical public utility services

Our Role

Serving as the specialist Contractor, AEL assumed full responsibility for delivering advanced lifting appliance solutions within a live, high-stakes municipal wastewater treatment facility

Challenges

Operational Continuity

Maintaining uninterrupted 24/7 plant operations required rigorous, zero-downtime scheduling to ensure public health and environmental service continuity

Congested Site

Navigating a highly congested site footprint demanded intricate coordination with concurrent civil works in close proximity to active open trenches during critical heavy-lifting phases

Congested Site

Addressing a cumulative two-year delay caused by the COVID-19 pandemic necessitated a compressed catch-up timeline, elevating project management and resource deployment risks



Solutions

AEL implemented below innovative measures to overcome each challenge:

Logistics coordination

AEL deployed an integrated logistics management framework, working in close alignment with civil contractors and plant operators. Heavy lifting and material deliveries were strategically scheduled during optimal windows to eliminate operational friction.

Off-site Prefabrication

This approach significantly minimized on-site installation time, reduced the working environmental footprint, and mitigated safety risks within narrow and congested work zones.

Impacts

- Despite the significant two-year pandemic-related delay, AEL successfully accelerated progress to meet the plant's ultimate commissioning timeline, safeguarding critical environmental infrastructure goal
- The mechanical installations were completed with zero major logistical conflicts, demonstrating exceptional synergy with parallel civil works and ongoing plant operations

Design, Supply Maintenance and Emergency service for refuse compactor at Hong Kong Jockey Club Shatin Stable

The specially designed refuse compactors improve efficiency in handling unusual waste streams, reducing environmental impact and supporting cleaner operations at the Shatin Stable.

Our Role

Designed, supplied and maintained and provided emergency service for refuse compactor at Hong Kong Jockey Club Shatin Stable.

Challenges

Unusual waste types

The stable generated atypical waste streams, requiring specialized engineering solutions to ensure safe, efficient, and reliable compaction.

Large batch delivery

Handling an unprecedented volume of refuse containers within a short timeframe required exceptional logistical planning and resource allocation.



Solutions

AEL implemented below innovative measures to overcome each challenge:

Tailor-made engineering design

AEL developed specially designed refuse containers exclusively for this site, demonstrating its ability to innovate and pioneer bespoke solutions for unique operational environments.

Supplier collaboration

Close monitoring and coordination with suppliers ensured consistent quality across the large batch, reinforcing AEL's reputation for precision and reliability.

Rigorous Factory Acceptance Testing

Detailed FAT was conducted prior to delivery, minimizing on-site adjustments.

Impacts

- Specially designed refuse containers were engineered and deployed exclusively for this site, representing a tailor-made solution that directly addressed the client's unique operational needs and constraints
- The largest quantity of refuse containers ever handled at a single site in AEL's history, setting a new internal benchmark for scale and efficiency.

Design, Fabrication and Installation of Monorail Hoist System at Kwong Wah Hospital (Phase 1)



The redevelopment of Kwong Wah Hospital under the Hospital Authority continues to modernise Hong Kong's public healthcare infrastructure. As part of the superstructure and associated works, a specialised Monorail Hoist System was required in the transformer room to enable safe and efficient movement of heavy electrical equipment during construction and future maintenance.

Our Role

AEL was appointed by China State Construction Engineering (Hong Kong) Ltd to undertake the full design, fabrication and installation of the Monorail Hoist System, including custom low-headroom hoist, monorail I-beams, structural connections and all safety devices.

Challenges

Limited Height Clearance in Transformer Room

The transformer room had severely

restricted ceiling height, making a conventional monorail hoist system impossible. AEL had to design a custom low-headroom hoist capable of handling a 9-tonne lifting load within the tight vertical space.

Restricted Structural and Installation Space

The monorail I-beams had to be installed within narrow structural clearances while integrating with the existing building structure. Precise alignment, detailed structural assessments and compliance with CLP's stringent technical requirements were essential to avoid clashes with existing services.

No Heavy Lifting Equipment Allowed Indoors

Site conditions prohibited cranes or any heavy lifting machinery inside the building. All 9-tonne steel beams and hoist components had to be positioned using only manual and small-scale lifting methods, requiring careful sequencing and enhanced safety planning.

Tight Project Schedule

The monorail system was critical for moving the transformer into place. The compressed timeline demanded efficient coordination of design, fabrication and installation to avoid delaying the overall hospital programme.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Overcoming Space and Clearance Limitations

A custom low-headroom hoist system was specifically engineered to fit the restricted ceiling height. Off-site prefabrication was maximized to minimize on-site welding and ensure precision fit.

Ensuring Structural Safety and Compliance

Detailed structural calculations were performed to confirm load paths and installation feasibility. Cast-in bolts and reinforced connections were installed to strengthen integration with the existing structure while fully meeting CLP requirements.

Managing Lifting Restrictions and Safety

Limit switches and essential safety devices were installed to prevent over-travel. Manual and small-scale lifting methods were carefully sequenced with additional manpower. The system was successfully load-tested at 11.25 tonnes, and Form 4 & 5 certifications were issued as required.

Impacts

- Successfully delivered a custom 9-tonne low-headroom monorail hoist system within severely restricted vertical and structural clearances.
- Achieved full compliance with CLP technical standards and obtained Form 4 & 5 certifications after 11.25-tonne load testing.
- Completed all installation using only manual and small-scale lifting methods (no heavy machinery indoors).
- Enabled safe, on-schedule placement of critical transformers with zero incidents or programme delay.
- Enhanced long-term operational safety and efficiency for heavy equipment handling in the hospital's transformer room.

By providing a tailored, high-capacity monorail hoist solution under extreme spatial and logistical constraints, AEL contributed to the safe and timely delivery of modern healthcare infrastructure at Kwong Wah Hospital, supporting the Hospital Authority's commitment to reliable and sustainable public medical services.



Environmental Engineering

Construction of Siu Ho Wan Water Treatment Works Extension and Siu Ho Wan Raw Water Booster Pumping Station



The existing Siu Ho Wan Water Treatment Works, commissioned in 1996, serves as a key potable water supply facility for Tung Chung New Town and Hong Kong International Airport. To meet future water demand associated with the Tung Chung New Town Extension and surrounding developments, the treatment capacity of the works needs to be doubled. The expansion includes a new multi-level water treatment facility, a new office and laboratory building, modifications to existing treatment processes, and a new raw water booster pumping station

to increase the raw water conveyance capacity from the adjacent reservoir.

Our Role

AEL acted as the JV partner of the E&M contractor for the design and build of the complete E&M works

Challenges

Operational Continuity

The extension works were carried out within the footprint of the existing Siu Ho Wan Water Treatment Works, which remained fully operational throughout the construction period. This created severe spatial constraints for installing new large-scale E&M equipment, including retrofit switchboards, tie-in pipe and extensive instrumentation and control systems

Spatial Constraints

The new extension floor plan was significantly more compact than the existing treatment stream, yet it had to accommodate modern technologies such as ozone disinfection, which require substantially more installation space for ozone generators, contact tanks, destructors, and associated piping and instrumentation. This created a major spatial conflict between the available footprint and the equipment demands of the new processes

Solutions

AEL implemented below innovative measures to overcome each challenge:

Phased installation

AEL used phased sequences, temporary power and control bypasses, and close coordination with WSD to keep operations live.

BIM coordination

AEL made extensive use of BIM (Building Information Modelling) for 3D design coordination. The BIM model allowed us to optimize the layout of E&M services: cable trays, piping and air ducting equipment, so as to improve space utilization, detect and resolve potential clashes early, and significantly reduce installation risks and rework.

MIMEP

AEL adopted a MiMEP (Multi-trade integrated Mechanical, Electrical and Plumbing) approach. This involved detailed 3D modelling, sequencing studies, heavy-lift planning, and temporary works design to safely transport, position, and install oversized equipment with minimal site disturbance. The MiMEP ensured rigorous risk assessment, precise craneage and rigging plans, and close coordination with the main contractor to overcome the logistical difficulties while maintaining full operational safety and water quality protection.

Impacts

- Allowed E&M works to progress without fully shutting down the existing water treatment works.
- Supported the staged move toward the final 300,000 m³/day capacity while maintaining water quality protection.
- Strengthened AEL's capability in large-scale live-plant water infrastructure works and advanced digital coordination methods.



Provision of Services for Yard Waste Processing Centre (Y · PARK)

Y. Park focused on transforming yard waste from worksites into reusable products through a full circular process of receiving, sorting, processing, storing and reuse. Hong Kong generates about 200 tonnes of yard waste each day, with volumes increasing during typhoons and extreme weather, so the project addresses a significant environmental burden by putting a practical waste-to-resource model into operation.

Our Role

AEL designs and provides E&M machines and operates Y·Park, which was originally delivered as a joint venture. In this role, AEL helped establishing Hong Kong's first operating model, workflows, and service platform for the pioneering yard waste processing center. Building on that proven performance, AEL has now independently secured the new service contract from the Environmental Protection Department for the Yard Waste Recycling Centre, taking direct responsibility for achieving the mission of converting yard waste into valuable resources.



Challenges

First-of-its-kind facility

Y·Park was the first yard waste processing centre of its kind in Hong Kong, so there was no ready-made local playbook for facility setup, workflow design or operating standards.

Compressed schedule and relocation

The initial service had to be built and launched within just three months, creating a highly compressed program from first setup to operational readiness. The facility also underwent two rapid relocations, with the first completed in three weeks and the second in five days, requiring the team to maintain continuity without losing operational momentum.

Variable feedstock challenges

Incoming feedstock was highly variable, including oversized tree trunks, irregular yard waste sizes and changing material conditions, which created uncertainty in sorting, routing and processing decisions.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Comprehensive end-to-end operating model

By designing and implementing an end-to-end operating model—covering receipt, processing, production, storage, and reuse—AEL created a practical circular economy platform. This innovation not only set the foundation for sustainable waste management but also established industry standards where none previously existed.

Adaptive feedstock handling

Yard waste arriving at the facility was highly inconsistent ranging from oversized tree trunks to irregular branches and variable material conditions. AEL introduced adapted handling methods, including separation of oversized materials, visual classification of incoming waste, and routing of different fractions to suitable processing paths. This pioneering adaptability ensured that even unpredictable feedstock could be processed efficiently and safely.

Impacts

- Recycling of yard waste into useful materials, reduce disposal at landfills and the related carbon emissions, realize “zero landfill” and facilitate carbon neutrality in the long run.
- Promotes green values through its website, social media, and exhibitions, and assists different stakeholders in participating in public campaigns such as the Hong Kong Flower Show and recycling events, helping broaden awareness of circularity beyond the project site.

Term Contract for Mechanical and Electrical Works of Water Supplies Department Districts K&W – Kowloon and New Territories West

In Hong Kong, Raw water is delivered by large transfer mains and tunnels to water treatment works for treatment. Treated water is then pumped through pumping stations via the distribution network to ensure a reliable water supply to the customers in HK.

Our Role

We served as the contractor for this term contract, undertaking the overhaul of various equipment including Pumps and Valves, Electro-Chlorinator and clarifier, alongside periodic inspections, testing, and certification of pressurized equipment across multiple pumping stations. Our scope also includes replacement of pipe and fittings. This proactive maintenance approach extends equipment lifecycle by refurbishing critical components rather than full replacements, reducing material waste and promoting work efficiency.



Challenges

Safety Challenges in Confined Spaces

A portion of work operations are required to be carried out in confined spaces, particularly when accessing pressure vessels and replacing pipework in underground positions in water treatment facilities. This environment contains risk of insufficient ventilation, and restricted moving space, compounded by the project's location in a high-humidity industrial facility with ongoing operations nearby.

Tight Working Schedule

Due to the limitation of time, many of the work orders are required to be finished within a tight schedule to minimize the suspension of water supply. Since most of the pumping stations are constantly providing water to nearly residential and commercial facilities, the time allowed to work on the site was limited. For example, pipe section must be installed, hydraulic tested within a day to resume supply of water. Otherwise, there will be a suspension of water supply in the district.

Technical Challenges with existing Water Treatment facilities

Most of the facilities of Water Supplies Department were established in 1960s-1980s. To perform maintenance work in these facilities, difficulties exist such as lack of room for repairing due to original design, Pumps, motors, controls, and electrical systems are often outdated, with parts no longer manufactured. Finding compatible spares is difficult and expensive. Metal

components (pipes, valves) suffer from severe corrosion. Which massively increases the difficulties of de-commission and dismantles works.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Split work in stages

Divide work into small stages (e.g., one service line at a time) while keeping the station partially operational. Use plug-and-play modular systems for quick swaps.

Cost optimization

Conduct life-cycle cost analysis (repair vs replace). Preventive maintenance programs (where applicable) reduce risk of emergency maintenance.

Choose reliable sub-contractor

Engage specialized firms experienced in Water treatment maintenance work to reduce chance of sub-standard performance and result in extra remedial action.

Comprehensive Confined Space Protocols

To alleviate risks in hazardous environments like enclosed vessels and underground environment, AEL adopted a comprehensive safety monitoring system. We also conducted mandatory training and partnered with certified rescue teams for on-site standby, ensuring compliance with WSD confined space standards.

Collaboration with On-site operation team

To handle the complexity of equipment maintenance work, AEL teams collaborate closely with WSD operation.

team on-site closely. This teamwork enabled effective exchange of expertise such as equipment diagnostics, precision repairs, and monitoring system performance, ensuring that the overhauls were executed effectively and reach WSD's team expectation and satisfaction.

Impacts

Prolong Equipment Lifespan

Through essential and preventive maintenance work, we prolonged the operational life of the equipment in pumping stations, reducing the waste of materials and excessive manpower to carry emergency repair works.

Improved Energy Efficiency

The overhauled systems operated more smoothly, contributing to lower energy waste and better water supply quality.

Minimized Service Disruptions

By prioritizing phased work allow stations to remain mostly operational during repairs. Customers experience little to no interruption in water supply service to greatly minimize inconvenience.

Safety and Operational Reliability

achieved a strong safety performance with no reported accidents through careful planning, implementing a safer work environment and consistent service quality.

Sha Tin and Sai Kung Sewage Treatment Works and Pumping Stations Term Contract for Inspection, Repair, Overhaul and Testing of Electrical and Mechanical Installations



The Drainage Services Department (DSD) oversees Hong Kong's essential wastewater infrastructure to protect public health and the environment. This three-year term contract focused on maintaining and overhauling electrical and mechanical (E&M) installations at various sewage treatment works and pumping stations in Sha Tin and Sai Kung, ensuring reliable operation and compliance with environmental standards.

Our Role

AEL was appointed by the Drainage Services Department to provide comprehensive maintenance and overhaul services for E&M installations. This included replacement of components, repairing defective parts, reconditioning shafts and casings, and executing major overhauls of digester tanks at Sha Tin Sewage Treatment Work.

Challenges

Restricted Space

Due to the limited area surrounding the digester tanks, storage of materials and positioning of crane lorries had to account for multiple factors to avoid obstructing other ongoing operations at the busy Sha Tin Sewage Treatment Works.

Quality Requirements

Sludge removed from the tanks was temporarily stored outdoors, requiring strict measures to prevent sewage leakage and minimize odor release, which could impact nearby workers, the community and the environment.

Technical Issues

The narrow manholes, located below ground level, made it difficult to deploy proper machinery and equipment for efficient sludge removal in confined spaces, increasing risks to worker safety and operational efficiency.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Compact Arrangement

Sludge skips and crane lorries were strategically located near the digesters to optimise space usage, ensuring that plant equipment and materials did not block vehicle access or other site activities.

Quality Control

A waterproof canvas was placed under the sludge with its four corners lifted to contain any seepage, combined with submersible pumps to remove excess sewage. Additional canvas covers were used overnight to further suppress odor release into the environment.

Addressing Technical Issues

Tailor-made A-frame lifting appliances and four-chain hooks with buckets were designed and deployed for specific functions, such as accessing manholes and roof openings during sludge removal. This reduced manual handling and enhanced effectiveness in confined spaces.

Impacts

- Completed a record-breaking six overhaul task orders for digester tanks within a single term contract – a first in Hong Kong
- Received official compliments from Sha Tin Sewage Treatment Works for outstanding performance and minimal disruption
- Utilised innovative solutions to address on-site issues effectively, improving safety, efficiency and environmental protection

Design and Installation for E&M system at Tong Hang No.3 Primary Services Reservoir

To support future housing developments in the Sheung Shui and Fanling areas, the Water Supplies Department (WSD) undertook water supply improvement works to enhance the reliability and capacity of the local potable water distribution network. As part of this infrastructure upgrade, the Tong Hang No. 3 Primary Service Reservoir was developed to strengthen water storage and supply capabilities within the district. The project involved the design and installation of electrical and mechanical (E&M) systems for the reservoir, enabling efficient operation, monitoring, and control of water supply facilities to meet the growing demand from planned residential developments

Our Role

AEL served as the specialist E&M Contractor for the Water Supplies Department (WSD), undertaking full responsibility for system installation, integration, and risk-managed commissioning within an active utility environment.

Challenges

Operational Continuity

Works were executed on live primary service reservoirs, requiring rigorous safeguarding to ensure downstream municipal water supplies remained entirely uninterrupted.

Site access and logistics

Situated in a steep, remote location with a single access route, the site required complex logistics for material transport and coordination with concurrent activities.



Solutions

AEL implemented below innovative measures to overcome each challenge:

Careful coordination

AEL implemented a strategy of tight operational coordination, meticulously synchronizing all system shutdowns and control migration works with WSD operators to maximize efficiency during the short, pre-approved night windows.

Logistics planning

The project team developed a detailed logistics framework, strategically sequencing installation phases around ongoing civil activities and the physical limitations of the reservoir's single access route to prevent site congestion.

System integration

AEL successfully energized the reservoir's newly installed E&M equipment and established a secure digital link to the WSD SCADA network, achieving full capability for centralized remote control.

Impacts

- The reservoir's E&M system was successfully brought into full operation, equipping the facility with real-time remote monitoring and control capabilities that enhance long-term operational efficiency
- The successful delivery of this project significantly enhanced AEL's specialized technical capabilities and resilience in executing complex, live water infrastructure works under severe geographical access, temporal, and power constraints.

Term Contract for Inspection, Repair, Overhaul and Testing of Electrical and Mechanical Installations at Various Sewage Treatment Works and Pumping Stations in New Territories West and New Territories North (2023-2026)

Under a three-year term contract for the Drainage Services Department (DSD), AEL delivered inspection, testing, maintenance, and overhaul services for critical electrical and mechanical installations at sewage treatment works and pumping stations in New Territories West and New Territories North.

Our Role

We served as the contractor for this essential term contract, undertaking the overhaul of critical sewage equipment including screw pumps, submersible pumps, and mechanical screens, alongside periodic inspections, testing, and certification of electrical equipment across multiple pumping stations. Our scope also encompasses annual fire services inspections to uphold operational safety and compliance. This proactive maintenance approach extends equipment lifecycle by refurbishing components rather than full replacements, yielding reductions in material waste and energy consumption.

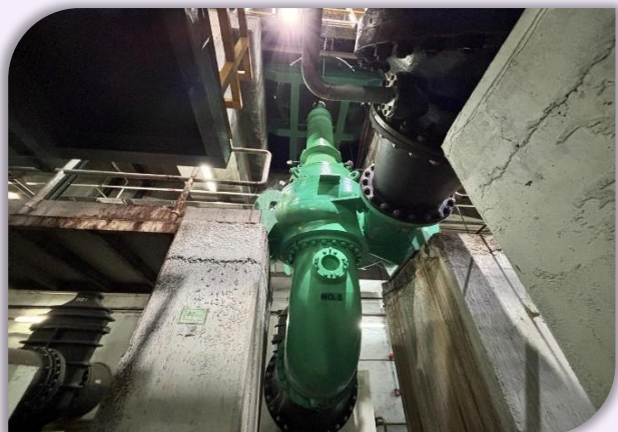
Challenges

Safety Challenges in Confined Spaces

A key hurdle was ensuring worker safety during operations in confined spaces, particularly when accessing and refurbishing submersible pumps installed in deep wastewater sumps or enclosed treatment basins. These environments posed risks of hazardous gas accumulation, limited ventilation, and restricted emergency egress, compounded by the project's location in a high-humidity industrial facility with ongoing operations nearby.

Schedule Challenges with Sequential Overhauls

Maintaining a tight schedule was particularly demanding due to the interdependent nature of the equipment overhauls—each pump or screen had to be taken offline sequentially to avoid disrupting the facility's continuous wastewater processing, making the process time-intensive and vulnerable to delays from unforeseen component failures. For instance, a delay in sourcing custom seals for a screw pump rippled into subsequent tasks, pushing the overall timeline by 15% and requiring round-the-clock shifts.



Technical Challenges with Large-Scale Equipment

The sheer size and complexity of the equipment presented technical difficulties, as overhauling massive mechanical screens (up to 10 meters in length) and heavy-duty submersible pumps demanded a team of highly skilled technicians proficient in precision alignment, alongside specialized technical support for diagnostics. In our case, sourcing rare parts for legacy models and integrating modern efficiency upgrades without full disassembly added layers of complexity, especially under space constraints.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Accelerated Progress

Deployed additional manpower and platforms to accelerate progress within constrained night windows.

Precise Execution

Provided detailed installation drawings to site staff in advance, ensuring precise and efficient on-site execution.

Comprehensive Confined Space Protocols

To mitigate risks in hazardous environments like deep sumps and enclosed basins, AEL adopted a comprehensive safety framework. We also conducted mandatory pre-entry simulations and partnered with certified rescue teams for on-site standby, ensuring compliance with DSD confined space standards.

Optimized Sequential Scheduling

AEL utilized agile project management software (e.g., ClickUp with real-time dashboards) for dynamic scheduling and predictive analytics. We established buffer periods in the timeline based on historical data from similar overhauls and sourced critical spare parts in advance through a vetted supplier network, which minimized procurement delays.

Expert Team Collaboration

To handle the complexity of oversized assets requiring specialized skills, AEL brought together a diverse team of skillful workers and engineers to collaborate closely on-site. This teamwork enabled effective sharing of expertise in areas such as equipment diagnostics, precision repairs, and monitoring system integration, ensuring that the overhauls were completed accurately without extensive external intervention.

Impacts

- Through thorough refurbishments, we prolonged the operational life of the equipment, reducing the need for premature replacements and supporting resource conservation in line with circular economy practices.
- The overhauled systems operated more smoothly, contributing to lower energy demands during daily use and aiding in the reduction of overall environmental footprint.

Engineering Service

Repair and Maintenance of Electric Gate at Government Premises



Quadrennial Term Contract for Comprehensive Maintenance of Folding Gates and Roller Shutter at Various Disciplined Services Venues (Year 2022-2026)

Our Role

AEL provided repair, maintenance, alteration, and emergency services for electric folding gates, roller shutters, and sliding gates at FSD, HKPF, CSD, ICAC, IMMD, C&ED and GFS venues.

Challenges

Complex operational coordination

Working inside active fire stations required AEL to always adapt to sudden operational demands while ensuring safety. Emergency vehicle movements within the premises created significant risks, demanding heightened awareness and strict safety protocols.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Innovation

AEL developed and implemented an innovative all-in-one fencing. This solution was specifically designed to be rapidly dismantled and reassembled, enabling quick adjustments in response to emergency operational needs within the fire station.

Impacts

- AEL's outstanding performance and innovative approach were recognized through the achievement of receiving the Merit Prize in the Considerate Contractors Site Award Scheme (CCSAS) on two occasions.
- AEL successfully maintained a consistently strong Contractor Performance Rating (CPR) while safeguarding its professional reputation



Lighting Improvement Works for Highways Department (PLP Batch 8)

AEL Team was responsible to replace the complete lighting system including cabling system and lighting control system in Tsuen Wan Sai Lau Kok Public Transport Interchange which are 94 nos. of lighting in total.

Our Role

AEL served as the main contractor, coordinating night-time installations to minimize disruption while upgrading public infrastructure for better safety and sustainability. Close collaboration with stakeholders like minibuss station officers and taxi drivers ensured smooth execution in a busy transport hub.

Challenges

Tight Schedule

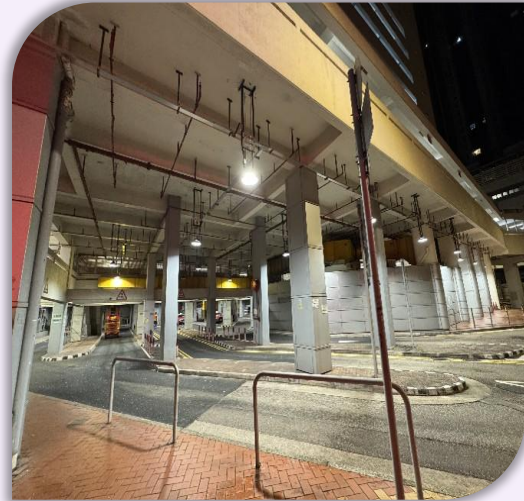
The tight 3-month timeline required works from 00:00 to 5:30am, aligning with off-peak hours to avoid interfering with public transport operations.

Safety Issue

The headroom of the working areas vary in different zones, such as the structural columns, air ducts, fire sprinklers, drain pipelines etc.

Technical Issue

Non-standard lighting fitting methods necessitated discussions with Highways Department (HyD) to develop tailored solutions.



Solutions

AEL implemented below innovative measures to overcome each challenge:

Accelerated Progress

Deployed additional manpower and platforms to accelerate progress within constrained night windows.

Enhanced Safety Performance

Installed sensors on scissor lifts to prevent collisions with high-level obstacles, enhancing worker safety.

Precise Execution

Provided detailed installation drawings to site staff in advance, ensuring precise and efficient on-site execution.

Impacts

- LED upgrades achieve over 50% power savings compared to existing lighting, significantly lowering energy consumption and carbon emissions.
- LED lifespan is three times longer than conventional fittings, reducing waste and maintenance needs for long-term sustainability benefits.

Maintenance of Boxveyor System at CUHK Medical Centre



To optimize internal material handling efficiency and mitigate clinical infection risks, the CUHK Medical Centre deployed an integrated logistics suite comprising an Automatic Refuse Collection System (ARCS), a Linen Cart Handling System, and a specialized Boxveyor System. Following the successful design, supply, and installation of these systems, AEL continues to safeguard their long-term operational integrity.

Our Role

AEL served as the specialist Operations and Maintenance (O&M) Contractor for the advanced Boxveyor System, ensuring its continuous, peak operational performance within a critical hospital environment.

Challenges

User coordination

Proactive, early-stage coordination with clinical and administrative end-users was essential. Managing maintenance schedules effectively was critical to minimize service disruptions and mitigate any adverse operational impacts within an active hospital environment.

Safety priority

The maintenance scope involved high-risk tasks, including high-level mechanical operations and live electrical activities. These high-hazard workflows required elevating occupational health and safety protocols to the highest priority to prevent workplace incidents.

Solutions

AEL implemented below innovative measures to overcome each challenge:

Defined procedures

Prior to commencing any works, AEL developed comprehensive method statements and sequenced workflows. These documents explicitly defined exact equipment adjustment procedures, technical tolerances, and rigorous engineering acceptance criteria.

Risk management

AEL implemented a robust, preventative risk mitigation framework before any electrical work occurred. This included conducting thorough risk assessments and Job Hazard Analyses.

Impacts

Proactive and precise maintenance practices optimized the system's operational efficiency, extended the lifecycle of the automated infrastructure, and reduced resource consumption, embodying sustainable asset management.

An aerial photograph of a city skyline, likely Hong Kong, featuring the International Finance Centre (IFC) tower prominently in the center. The image is overlaid with a semi-transparent purple filter. The text 'Approach to Sustainability' is written in white, bold, sans-serif font, with 'Approach to' in a smaller size above 'Sustainability'. A white horizontal line is positioned below the word 'Sustainability'.

Approach to **Sustainability**

Governance Structure

To embed sustainable practices across AEL, advancing sustainability is treated as a shared responsibility that is guided by the Company's ESG Policy and overseen through a structured governance framework. Representatives from different business functions and departments at various levels participate in this framework, with clearly defined roles and responsibilities at each tier, and ultimate accountability resting with the Board and executive leadership.

This structure ensures that diverse perspectives are considered, making our sustainability initiatives both inclusive and comprehensive. Such an approach is essential for driving our sustainability agenda and achieving our long-term sustainability goals.

AEL's ESG governance structure is underpinned by the AEL ESG Policy, which sets out the Company's overarching principles, commitments and expectations on environmental protection, social responsibility and corporate governance for all business units and corporate functions. The Policy provides a common framework for developing internal procedures, setting targets, monitoring performance and reporting progress, ensuring that ESG considerations are systematically integrated into strategy, operations and decision-making.



CEO

The CEO, as AEL's highest operational governance authority, holds overall responsibility for sustainability and climate-related matters and ensures these are integrated into the Company's governance, strategy, decision-making, risk management, and reporting.

ESG Steering Committee

Chaired by the CEO and comprising Business Unit (BU) Heads, Corporate Unit (CU) Heads, or their delegates, the ESG Steering Committee sets the Group's ESG vision, strategy, and targets, and allocates resources to key priorities and initiatives. It also conducts regular reviews of ESG performance, identifying and addressing key risks and opportunities to ensure alignment with AEL's overarching sustainability governance framework.

Business Units (BU) / Corporate Units (CU)

Business Unit (BU) and Corporate Unit (CU) Heads, or their delegates, oversee ESG integration within their respective areas by translating Group-level ESG goals and strategies into departmental plans, KPIs, and initiatives; embedding ESG requirements into day-to-day operations, projects, and contracts; monitoring and reporting on performance and compliance within their units; and providing essential data and feedback to the Core ESG Team. Business Unit (BU) and Corporate Unit (CU) Heads, or their delegates, oversee ESG integration within their respective areas by translating Group-level ESG goals and strategies into departmental plans, KPIs, and initiatives; embedding ESG requirements into day-to-day operations, projects, and contracts; monitoring and reporting on performance and compliance within their units; and providing essential data and feedback to the Core ESG Team.

Head of ESG

The Head of ESG role, currently served by the Chief of Staff who reports directly to the CEO and sits as a member of the ESG Steering Committee, leads the execution of AEL's ESG strategy and programmes. This position coordinates ESG initiatives across functions and business units, while overseeing the full programme lifecycle, including planning, implementation, monitoring, and continuous improvement. It drives effective delivery and alignment with the Committee's vision and priorities.

Core ESG Team

Serving as the operational arm for all ESG functions under the Head of ESG, the Core ESG Team implements the strategy and direction established by the ESG Steering Committee. It manages ESG data systems, reporting, and disclosure; develops practical tools, internal standards, procedures, and training to embed ESG into Business Unit (BU) and Corporate Unit (CU) operations and projects; and identifies ESG-related risks and opportunities while tracking progress against targets to support continuous improvement.

AEL ESG Policy

AEL has established a formal ESG Policy approved by the Board to articulate its overall approach to environmental, social and governance matters across the Group. The Policy defines AEL's ESG vision, guiding principles and key commitments, covering areas such as environmental protection and climate change, health and safety, human rights and labour standards, diversity and inclusion, business ethics and integrity, supply chain responsibility, stakeholder engagement and transparency in reporting.

The ESG Policy applies to Associated Engineers, Limited and its controlled subsidiaries, and serves as a reference point for developing and updating internal policies, procedures and management systems. Business Units and Corporate Units are expected to align their own operational practices with the ESG Policy, translate Group-level commitments into actionable plans and key performance indicators, and report their performance through the ESG governance structure.

The Policy is reviewed periodically to reflect changes in regulatory requirements, stakeholder expectations, industry best practices and AEL's business development. Where appropriate, it is supported by more detailed topic-specific policies and guidelines, such as those on climate change, environmental management, occupational health and safety, human resources, information security, anti-fraud, whistleblowing and community investment.



Sustainability Strategy

Associated Engineers Ltd. (AEL), sustainability is at the core of our corporate identity. As an E&M engineering firm, we recognize our responsibility to shape a resilient future through high-quality engineering, ethical business practices, and environmental stewardship. Our strategy is built upon three strategic pillars: Responsible Governance, Social Impacts, and Environmental Stewardship. These pillars guide our efforts to create long-term value for our clients, our people, and the community.

Sustainability Strategic Plan

Our sustainability roadmap is aligned with the United Nations Sustainable Development Goals (SDGs). We have identified the goals most relevant to our industry and operations where we can make a meaningful and positive impact.



To drive our sustainability journey, we have mapped our strategic goals against the relevant UN SDGs. This framework allows us to track our progress and ensure our business practices contribute to global sustainable development.

Responsible Governance (SDGs 9, 16, 17)

Infrastructure & Innovation (SDG 9)

We contribute to resilient infrastructure by delivering high-quality E&M services and supporting industry-wide technological upgrades

Peace, Justice & Strong Institutions (SDG 16)

We uphold stringent corporate governance, implement robust risk mitigation, and maintain a zero-tolerance policy toward corruption

Partnerships for the Goals (SDG 17)

We actively collaborate with our value chain to integrate sustainability principles into our core decision-making processes

Social Impacts (SDGs 3, 4, 5, 8, 11)

Health & Well-being (SDG 3)

We safeguard the health of our employees through rigorous site safety standards and comprehensive welfare programs

Quality Education (SDG 4)

We empower our workforce through professional training and vocational development, ensuring continuous skill enhancement

Gender Equality (SDG 5)

We promote inclusivity by fostering a diverse workforce and encouraging gender equality across all levels of our operations

Economic Growth (SDG 8):

We provide safe, ethical working environments and protect labour rights, ensuring productive employment for our team

Sustainable Cities & Communities (SDG 11)

Through our E&M projects and waste management practices, we contribute to safer, more efficient urban environments.

Environmental Stewardship (SDGs 13, 17)

Climate Action (SDG 13)

We are committed to climate mitigation by assessing climate-related risks, promoting energy efficiency in our projects, and enhancing the carbon footprint of our operations

Partnerships (SDG 17)

We engage with stakeholders to champion sustainable practices and scale the impact of our environmental initiatives.

Sustainability Competence

At AEL, we believe that delivering on our environmental and social commitments starts with a knowledgeable and engaged workforce. We actively foster a collaborative ecosystem where our staff, clients, and supply chain partners work in unison to elevate our collective sustainability performance.

To strengthen our capacity, we have implemented a structured program of training, knowledge-sharing, and interactive engagement across our business.

Internal Empowerment and Collaboration

We equip our team members with the tools and insights needed to integrate sustainability into their everyday decision-making:

- **Strategic Leadership Training:** We provide our senior management team with ongoing guidance on sustainability trends, regulatory shifts, and ESG-related business opportunities.
- **Internal Awareness Campaigns:** We ensure that every employee is well-versed in AEL's sustainability objectives and feels empowered to contribute to our shared progress.

Strengthening Value Chain Partnerships

We extend our sustainability commitment beyond our offices and sites by actively engaging with our broader network of business partners:

- **Subcontractor Synergy:** We prioritize the alignment of our subcontractors with our core values by hosting Quality, Safety, Health and Environmental meeting.
- **Industry Advocacy:** AEL is committed to the broader advancement of the engineering sector. We actively participate in professional campaigns and industry forums, sharing best practices and supporting the transition to more sustainable engineering solutions.

Sustainability Initiatives

Sustainability is most effective when practiced at the site level. We actively participate in industry-wide recognition programs to incentivize our frontline workforce. By supporting these schemes, we encourage our teams to adopt proactive habits which collectively drive a safer and more sustainable operational environment.

Stakeholder Engagement

We believe that open and consistent dialogue is essential to maintaining high standards of service and operational safety. By actively listening to our key stakeholders, who include our employees, clients, and business partners, we are able to refine our engineering solutions and ensure our operations align with the expectations of those we work with.

We engage with our key stakeholders through the following established channels:

Stakeholder Groups	Engagement Channels & Activities
Upstream	
Suppliers and Business Partners	We nurture these vital relationships by conducting regular meetings and site visits. These interactions allow us to maintain high standards of operational coordination and project delivery
Employees	To ensure effective internal communication, we utilize town hall meetings, specialized talks, and top management communication sessions. We also maintain engagement through training, seminars, and performance appraisals. Furthermore, we leverage our corporate intranet, internal publications, regular employee surveys, and various corporate activities and events to foster a collaborative culture
Downstream	
Clients	Our engagement with clients is centered on service quality and transparency. We facilitate this through regular meetings, dialogues, and site visits to ensure our project outcomes meet client requirements. We also conduct customer satisfaction surveys and provide updates via our corporate website, formal publications, and social media platforms
Communities	We are committed to being responsible corporate citizens. We actively participate in volunteer services and community programs, and we share our progress and initiatives through our corporate website, formal publications, and social media channels

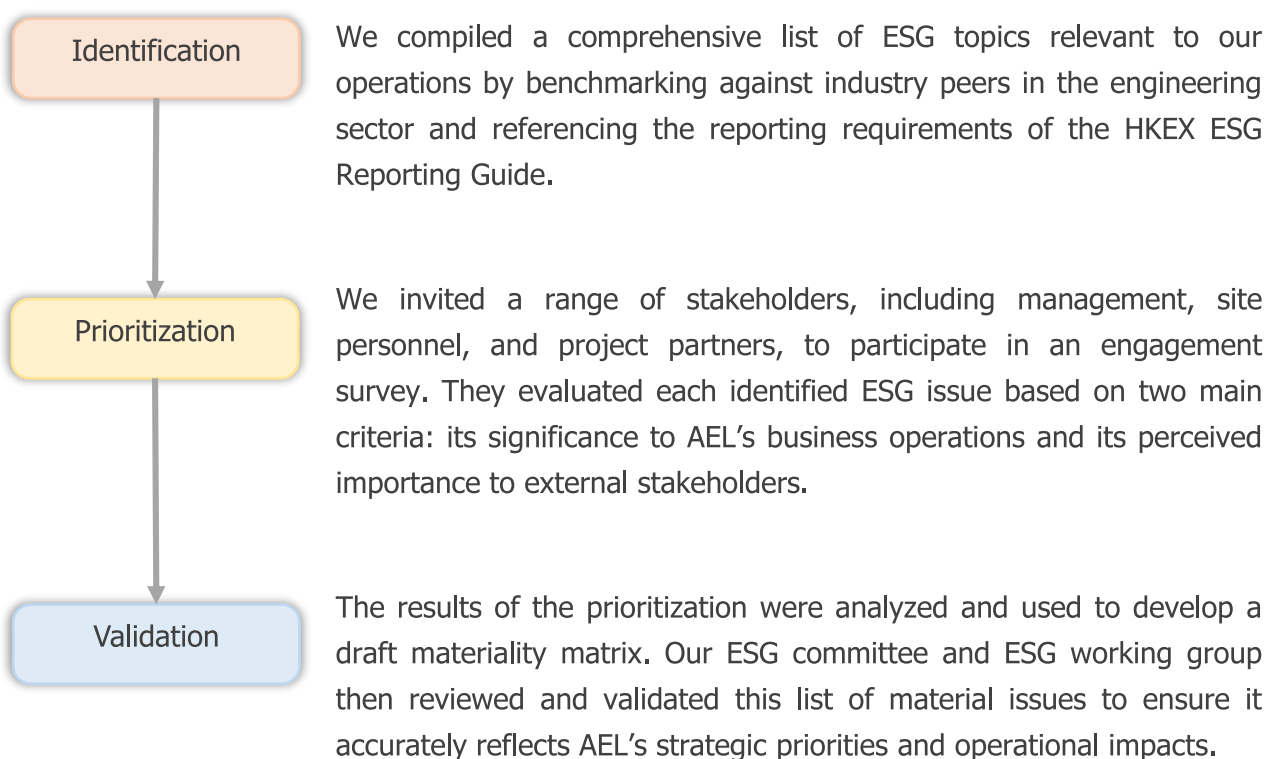
Our commitment to engagement is grounded in professionalism and transparency, serving as a vital opportunity to foster long-term partnerships, improve safety protocols, and ensure the consistent quality of our services.

Materiality Assessment

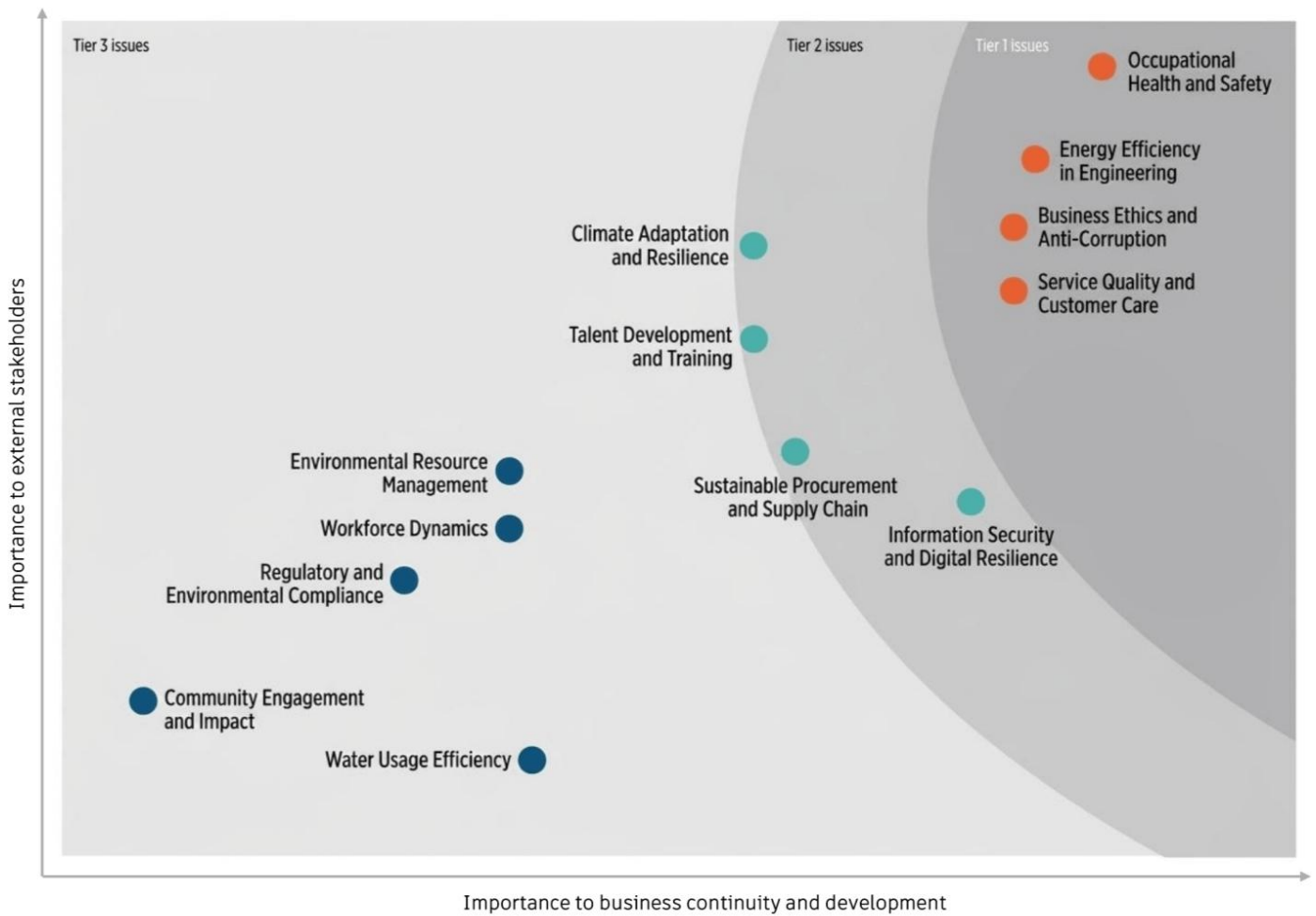
To ensure this ESG Report accurately reflects Associated Engineers Ltd.'s (AEL) most significant impacts and addresses the priorities of our stakeholders, we have conducted a structured materiality assessment. This process allows us to identify, prioritize, and manage the Environmental, Social, and Governance (ESG) issues that are most critical to our business resilience and long-term value creation as an E&M engineering provider. By clarifying these material risks and opportunities, we better align our corporate strategy with sustainable development principles.

Assessment Process

We followed a straightforward, comprehensive process to identify and prioritize the issues of highest importance to AEL and our stakeholders during the reporting period:



Materiality Matrix



Materiality Tier	Material Issues	Impact Boundaries by Stakeholder Group			
		Suppliers & Business Partners	Employees	Clients	Community
Tier 1	Occupational Health and Safety	✓	✓		
	Energy Efficiency in Engineering		✓		✓
	Business Ethics and Anti-Corruption	✓	✓	✓	
	Service Quality and Customer Care		✓	✓	
Tier 2	Climate Adaptation and Resilience	✓	✓		✓
	Talent Development and Training		✓		
	Sustainable Procurement and Supply Chain	✓			✓
	Information Security and Digital Resilience	✓	✓	✓	
Tier 3	Environmental Resource Management	✓			✓
	Workforce Dynamics		✓		
	Regulatory and Environmental Compliance		✓		✓
	Community Engagement and Impact				✓
	Water Usage Efficiency		✓		✓



Responsible Governance

Corporate Governance

The Board

The Board is the Company's highest governance body. Comprising Executive and Non-executive Directors, it provides oversight and strategic direction to create long-term value and achieve sustainable business objectives, while steering the Company towards responsible operations and the highest standards of ethics and integrity. The CEO holds overall executive responsibility for the Company's operations, carrying out duties delegated by the Board and ensuring that strategies and objectives are aligned across all business functions, departments, and units so as to meet business and financial goals, maintain statutory and procedural compliance, and manage risks effectively. Chaired by the CEO, the ESG Steering Committee helps ensure that the Company's business strategies and objectives are executed in a timely and effective manner through the leadership of the respective Business Support Functions and Business Units.

Remuneration Policy

We believe that fair and well-structured remuneration aligns the interests of Directors, senior management, and employees with those of the Group and its shareholders. Delegated by the Board, the Human Resources Department reviews remuneration policies and related matters across the Company, including Executive Directors', senior management's, and employees' remuneration. These packages combine fixed and variable elements, including performance and incentive bonuses tied to the Company's business results and individual contributions, and are linked to the Company's business performance and individual performance.

To foster commitment and ongoing improvement, remuneration and incentives are determined using objective criteria that account for performance, role complexity, responsibility, and value creation. Packages are periodically evaluated for suitability relative to roles and responsibilities, benchmarked against major industry peers and comparable companies.

In addition to the corporate governance framework, the Board and senior management oversee the implementation of the AEL ESG Policy, which consolidates the Company's ESG-related expectations and commitments into a single, overarching document. The Policy guides the formulation and continuous enhancement of internal policies and procedures on topics such as ethics and compliance, risk management, environmental management, health and safety, human resources and stakeholder engagement.

Risk Management

Risk Management Framework

Effective risk management is the cornerstone of our corporate governance and the sustainable growth of AEL. Our management framework ensures that potential threats are identified, evaluated, and addressed with agility. The Board and our senior management teams maintain oversight of this framework, with strategic-level risks evaluated to ensure long-term stability. At the operational level, we place specific, rigorous emphasis on quality, safety, health and environmental (QSHE) risks, which are monitored continuously across all project sites.

Material Risks and Mitigation

The matrix below outlines the primary material risks identified for the reporting year alongside the corresponding engineering and administrative controls deployed by AEL to manage them:

Risk Category	Risk Description	Strategic Mitigation Measures
Regulatory Compliance	Compliance with shifting regulations	• Regular regulatory screenings and statutory updates • Target compliance training for project managers • Rigorous auditing of ISO standards (9001, 14001, 45001)
Client Mobilization	Engineering specification or client expectations	• Pre-tendering technical feasibility and risk assessments • Executive-led mobilization frameworks for key contracts • Dedicated client channels and routine satisfaction surveys
Technology & Innovation	Integrate E&M innovations	• Active engagement in technical forums and industry exchanges • Continuous staff upskilling on emerging technologies. • Aligning E&M solutions with smart city and green trends
Climate & Physical Resilience	Extreme weather	• Corporate and site-level weather contingency protocols • Strict site safety controls (e.g. heat stroke drills) • Vulnerability assessments for sensitive equipment storage

enterprise risk management system. By formalizing the identification and assessment of climate-related and social risks, we are strengthening our organizational resilience and ensuring AEL remains well-positioned to navigate the emerging challenges of the engineering landscape.

Legal Compliance

Violations of laws and regulations could adversely affect our business operations, performance, financial position, and reputation. We have established internal policies, guidelines, and procedures to ensure full compliance with applicable laws, regulations, and ethical standards.

These measures are aligned with the principles set out in the AEL ESG Policy, which emphasizes compliance with all applicable laws and regulations as a fundamental element of responsible governance.

Governance	Anti-corruption	No reported cases
	Information Security & Privacy	No reported cases
Social	Employment practices and labour standards	No reported cases
	Occupational health and safety	No reported cases
Environmental		No reported cases

Business Ethics and Integrity

As part of our commitment to ethical business conduct, we strictly prohibit corruption, bribery, extortion, fraud, and money laundering. Employees at all levels must adhere to the Anti-Fraud Policy and Code of Conduct, taking proactive steps to prevent violations. The CEO and all employees annually acknowledge their understanding of and commitment to these policies while declaring any conflicts of interest. We also embed our Code of Conduct—outlining core business ethics standards—into purchase agreements, service contracts, and purchase orders.

Anti-corruption and Ethics

We provide clear guidelines for handling potential corruption risks, including avoiding conflicts of interest, prohibiting improper payments or offers, restricting gifts and hospitality, and ensuring proper management of company information, records, and assets.



Whistleblowing

Reports undergo initial assessment to determine if investigation is warranted, with all cases handled promptly, fairly, and in line with established procedures. Whistleblower identities and details remain strictly confidential, disclosed only when legally required or referred to regulators/law enforcement, ensuring reporters face no fear of reprisal.

No confirmed legal cases of corruption were brought against the Company or its employees during the year.

The AEL ESG Policy reinforces the Company's zero-tolerance stance on corruption, fraud and other unethical practices, and requires all employees and business partners to uphold high standards of integrity in their daily conduct.

Information Security and Privacy

We prioritize information security and data privacy, implementing robust measures to safeguard our data while upholding industry standards. Our Information Security Policy and internal guidelines clearly outline employee responsibilities for data collection, storage, usage, and disposal, ensuring sensitive information is securely managed throughout its lifecycle.

The Infrastructure Function enforces physical, electronic, and managerial controls, granting access on a strict "need-to-know" and "need-to-use" basis. This includes regulated entry to server rooms for authorized personnel only, restricted electronic access with data loss prevention, regular reviews of access rights to maintain segregation of duties, and ongoing employee training on phishing, social engineering, and data handling best practices.

To bolster protection for sensitive data operations, we have upgraded our network infrastructure with advanced firewalls, intrusion detection systems, network segmentation, and multi-factor authentication, complemented by routine penetration testing and vulnerability scans. Our data breach response team manages internal reports of actual or potential incidents, developing action plans, making decisions, and notifying affected individuals as needed.

We actively promote and protect intellectual property (IP) rights while prohibiting misuse, unauthorized disclosure, or violations of IP-related laws and regulations. To prevent infringement of privacy and IP rights, the Information and Technology team rigorously vets the integrity of new software applications before deployment.

During the year, no substantiated complaints arose regarding breaches of customer privacy or losses of customer data.

Information security and data privacy are explicitly addressed in the AEL ESG Policy, which requires robust controls to protect sensitive information and respect the privacy rights of customers, employees and other stakeholders.

Innovation and Professionalism

At Associated Engineers Ltd. (AEL), innovation and professionalism are fundamental to the way we plan, deliver and support our engineering services. As an E&M contractor, we recognize that technical excellence is not only about completing works to specification, but also about applying smarter methods, maintaining high professional standards, and continuously improving safety, quality and operational efficiency.

Project area	Innovation and professionalism
Water and wastewater	BIM, MiMEP, phased live-plant delivery, confined-space safety management, complex coordination with authorities and operators.
Y • PARK	First-of-its-kind operating model, dynamic relocation planning, intelligent systems.
Healthcare and logistics	Custom PTS, ARCS, ALCS, monorail hoists and boxveyor solutions tailored for live hospital conditions
Parking and mobility	First smart ABPS in Hong Kong, tower-type parking maintenance, double-deck system optimization and precision control upgrades.
Infrastructure and public facilities	Complex steelwork, BMU, LED, airport installations and gate systems delivered under severe operational and safety constraints.

Professional Engineering Practice

Innovation at AEL is not limited to technology alone. It also includes method innovation, process improvement and the disciplined application of professional judgement. Whether working in an operating water treatment works, a hospital environment, a transport hub or a power station, our teams are expected to combine technical knowledge with practical problem-solving, careful planning and respect for the operating context

For clients, our innovation and professionalism translate into safer delivery, better quality, and solutions that are more reliable over the full asset life cycle. For employees, they create a workplace where learning, responsibility and continuous improvement are valued. For the wider community, they support the delivery of smarter infrastructure, lower waste, improved efficiency and more sustainable engineering outcomes



Smart Safety

Smart Site Safety System (4S)

At Associated Engineers Ltd. (AEL), our QSHE department is advancing site safety and sustainability through the implementation of the Smart Site Safety System (4S). AEL currently has two projects enrolled in the 4S Labelling Scheme administered by the Construction Industry Council (CIC), demonstrating our active commitment to adopting proven smart safety technologies and meeting emerging industry standards.

The 4S framework uses integrated digital solutions — including sensors, cameras, smart wearables and real time monitoring — to identify, prevent and respond to onsite hazards. By conducting comprehensive risk assessments and applying appropriate 4S measures across worksites, we reduce exposure to high-risk activities and enable timely interventions. The system has supported clearer site visibility, earlier detection of unsafe conditions, faster emergency response and more consistent enforcement of safe working practices.

Beyond immediate safety benefits, 4S contributes to AEL's sustainability and ESG objectives. The data driven approach enables continuous improvement: collected



安全智慧工地系統標籤計劃
SMART SITE SAFETY SYSTEM
LABELLING SCHEME



operational data is used to identify recurring risks, optimize resource deployment, and reduce incidents that can cause work stoppages, material waste or rework. Displaying 4S labelling and meeting its assessment criteria also reinforces transparency and stakeholder confidence — enhancing our corporate image and demonstrating measurable action on safety and environmental stewardship.

As part of deployment, AEL documents device locations, operation arrangements and performance during inspections to ensure proper installation and continuous functioning. We will include photographic evidence from our two 4S projects to illustrate installed sensors, wearable devices and monitoring stations, and to show how these solutions are integrated into daily site management. Moving forward, AEL will continue to expand the use of 4S technologies where appropriate to further uplift safety performance, improve operational efficiency and support our long-term sustainability goals.

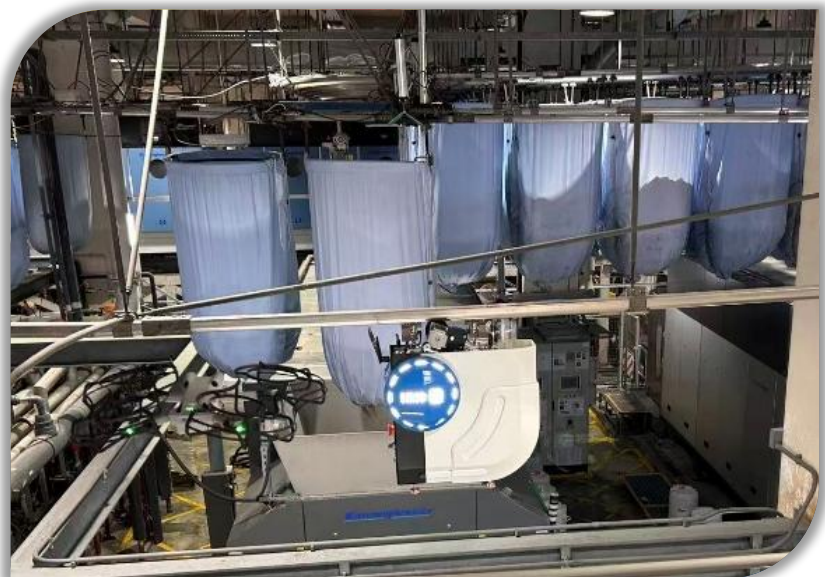


Hong Kong's first AI-powered automatic cleaning robot for industrial laundry facilities

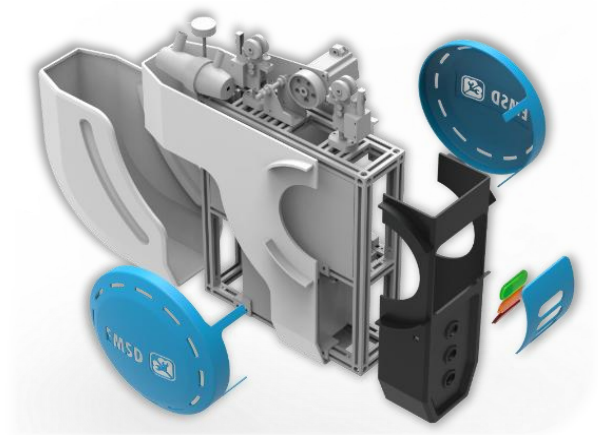
The Smart Overhead Rail Servicing Robot

The Smart Overhead Rail Servicing Robot is an innovative solution designed to automate the inspection and cleaning of overhead rail used in linen bag transportation systems within linen factories. This project aims to address these challenges by introducing an intelligent robotic system that leverages AI technologies to perform these tasks autonomously and cost-effectively.

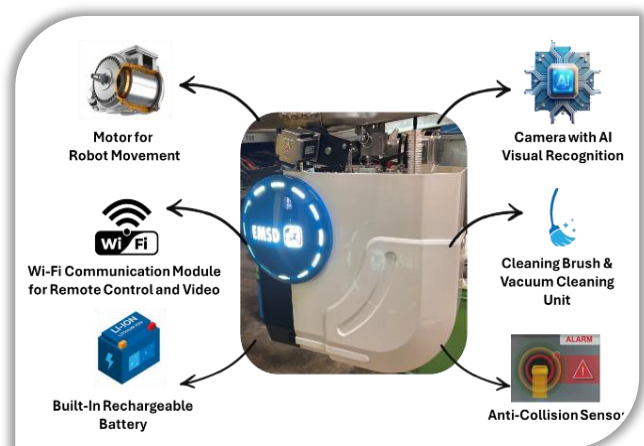
These overhead rails are critical infrastructure for moving linen bags efficiently across various processing zones. However, due to constant usage, they accumulate dust, lint, and other contaminants, which can compromise hygiene standards and operational efficiency. Traditionally, maintaining these rails requires manual labour, involving significant time, cost, and safety risks.



Recent advancements in Artificial Intelligence (AI) and robotics are fundamentally reshaping the landscape of industrial automation. The widespread availability of agentic AI, open-source software, cloud services, and advanced manufacturing methodologies has dramatically lowered the barriers to custom technological development.



By combining AEL's deep market insight and engineered solutions with these cutting-edge technologies, the first-of-its-kind, AI-powered autonomous cleaning robot for laundry factories was born in Hong Kong. This breakthrough demonstrates how advanced, targeted automation can be made highly accessible and agile, delivering a specialized solution that precisely meets modern industrial demands.



Commissioned by the Electrical and Mechanical Services Department (EMSD) of the Hong Kong Government, this project epitomizes this paradigm shift. The autonomous rail-cleaning robot achieves high performance and cost efficiency by integrating four core technological pillars:

Additive Manufacturing (3D Printing)

Rapid prototyping and fabrication of structural and mechanical components minimize material waste, significantly reducing development cycles and production costs

Agile Software Development

By leveraging open-source frameworks alongside advanced AI-assisted coding tools, the system's software architecture was rapidly deployed without the traditional overhead of a large-scale software engineering team

High-Performance Edge Computing

Utilizing cost-effective, commercial edge-computing platforms (such as the NVIDIA Jetson series), the robot processes heavy computational workloads and runs sophisticated AI models locally on-device in real time

Intellectual Adaptability

The integration of diverse, cloud-linked AI services empowers the robot with localized decision-making capabilities, allowing it to adapt dynamically to changing environmental conditions within the factory



Social Impacts People

Talent Acquisition and Management

Attracting and retaining top talent is essential for driving innovation, growth, and competitiveness in today's dynamic environment. Our recruitment process identifies candidates aligned with our mission and ready to advance with us, upholding fairness and transparency at every stage — from screening to selection.

Targeted Recruitment Campaign

Participates in the local university's career fair to attract talented individuals



Employer Brand Positioning

We strengthened our employer brand by making greater use of social media platforms to highlight our company culture, core values, and distinctive strengths. Through more consistent and engaging content, we were able to better communicate what sets us apart as an employer and attract talent who align with our purpose and ways of working.

Employee Referral Program

Our Employee Referral Programme offers incentives for successful hires, harnessing the networks of our current workforce to identify and attract high-potential talent aligned with our organizational needs.

We offer competitive remuneration packages, incentives, and benefits tailored to attract, retain, and motivate talented individuals passionate about the engineering construction industry. These compensation structures, along with other perks, are reviewed regularly using objective criteria and aligned with prevailing industry benchmarks and market trends to ensure they remain equitable and appealing.

To cultivate a motivating workplace, we encourage open communication and constructive feedback between managerial staff and team members during daily operations. This is complemented by mid-year performance reviews and annual assessments, which align individual contributions with organizational objectives and evaluate overall performance. Performance-based bonuses and incentives are awarded to recognize and reward employees for their impactful efforts.

Employee Benefits

Paid Leaves

- Full pay sick leave, maternity and paternity leave
- Marriage leave
- Bereavement leave
- Examination leave
- Social service leave
- Volunteer leave
- Leave early on holidays

Medical Care

- Employee life insurance
- Medical insurance and dependent subsidies
- Health check-up

Professional Development

- Training sponsorship
- Professional membership subsidy
- Special competence allowance
- Medical Care

Appreciation

- Employee life insurance
- Medical insurance and dependent subsidies
- Health check-up subsidy

To protect employee rights, we maintain comprehensive human resources policies, procedures, and practices covering compensation, dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, non-discrimination, anti-harassment, labour standards, and benefits.

We emphasize transparency by ensuring all employees fully understand these policies and our expectations. The Employee Handbook and HR codes are disseminated to new hires during onboarding, shared via the corporate intranet for existing staff, and reinforced through an annual declaration process.

Employees may raise concerns directly with their Head of Department, the Human Resources Manager, or the CEO if the matter involves Human Resources.

Employee Engagement and Wellbeing

We engage our employees and foster a strong sense of connection through open two-way communication, a supportive and inclusive corporate culture, and a positive, cohesive, and happy workplace that promotes well-being and collaboration.



Happy Culture Task Force and Recreation Club

AEL's Recreation Club, with representatives from various departments and grades on its executive committee, incorporates the happy culture task force, organizes a wide range of staff activities, providing well-being facilities, promoting physical well-being, creativity, teamwork, and community engagement, fostering a holistic sense of growth and well-being within AEL.



Annual Trip



Lunar New Year Lion Dance



Movie Night



Bowling Competition



Mooncake DIY



Happy Hour



Lunch Seminar



Fruit Day



Blood Donation Day



Lantern Workshop



Our dedicated team continually evaluates and updates these amenities, ensuring they not only meet but anticipate the evolving expectations of our diverse workforce. To continually improve our efforts in this area, we conduct employee surveys that include targeted questions about wellbeing. These aim to gather feedback and suggestions on various aspects of the working environment and the facilities we offer.

Diversity, Equity and Inclusion

We are committed to fostering a diverse, equitable and inclusive workplace, as we believe it is vital to attracting and retaining talent and enhancing overall performance. Our DEI principles are embedded throughout the employment cycle, including recruitment, remuneration, training and development. We maintain zero tolerance for harassment and discrimination on the grounds of gender, marital status, pregnancy, family status, race, religion, disability or age. These commitments are set out in our Human Resources Policy, Employee Handbook and Code of Harassment-Free Workplace.

Supporting Retiring, Non-Local Employees and Specialist Talent

AEL values the skills, expertise and diverse experience of our workforce. We are committed to fostering an inclusive workplace that provides equal opportunities for people from diverse backgrounds and at different career stages.

We recognize the valuable knowledge and practical experience that older employees contribute to the organization. Their continued participation supports knowledge transfer between generations and strengthens our multi-generational workforce. To accommodate the evolving needs of our employees, particularly those approaching retirement, we offer flexible working arrangements such as part-time or project-based roles, enabling them to continue contributing without the demands of full-time employment. During the Year, we renewed the employment contracts of 48 employees who had reached retirement age, in order to retain their expertise and facilitate knowledge transfer.

In addition, AEL supports the employment of imported labour and specialist talent where appropriate to meet operational requirements and enhance workforce flexibility. This enables the Company to access the necessary capabilities to support business continuity, project delivery and long-term organizational development.

Human Rights and Labour Standards

AEL respects and upholds human rights in its workplace and business activities, and encourages its joint venture companies, business partners and suppliers to observe the same principles. Our Corporate Sustainability Policy and Human Rights Policy set out our commitment to respecting human rights in employment-related matters, including rights at work, non-discrimination, civil liberties and freedom of expression, freedom of association and collective bargaining, grievance handling, and occupational health and safety. These policies are made available to employees through the corporate intranet.

AEL adopts a zero-tolerance approach to all forms of unethical employment practices across our operations and supply chain, including child labour, illegal labour, forced labour and human trafficking. To prevent such practices, we implement stringent procedures to verify the authenticity of identity documents and conduct appropriate controls during recruitment, selection and employment processes. We also provide reasonable notice of material operational changes to employees in accordance with applicable laws and regulations, corporate policies and employment contracts.

Talent Development

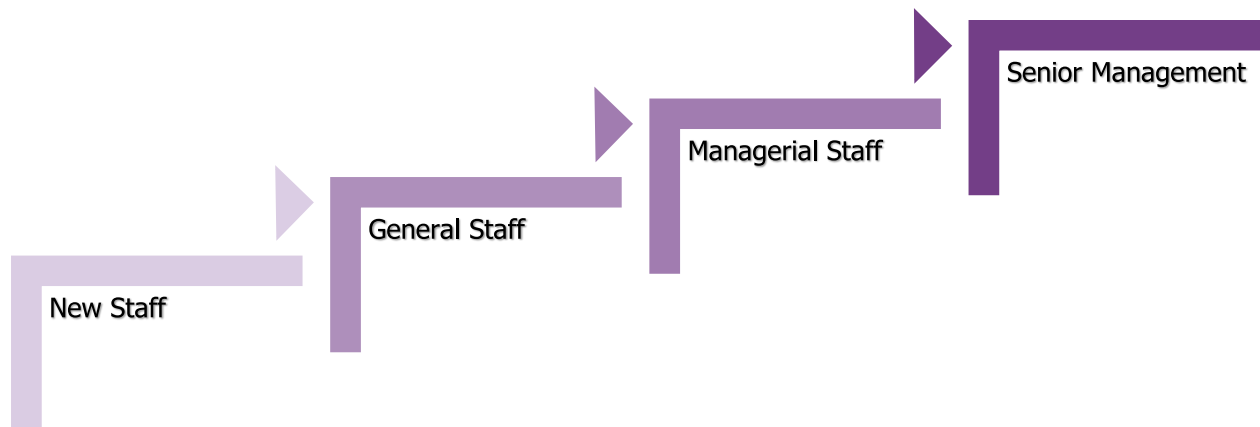
AEL embraces a people-centric philosophy and is committed to building a strong talent pipeline through diverse career pathways, structured development programmes, training, coaching and support mechanisms. Our approach provides employees with opportunities to upskill, take on new challenges and gain exposure to industry organizations and professional bodies, helping to foster a capable and versatile workforce.

We continue to invest in training and development initiatives that support both our employees and industry practitioners, enabling them to strengthen their competencies and adapt to an evolving business environment. Through these efforts, AEL aims to cultivate professional growth, enhance organizational resilience and sustain long-term talent development.

Developing Our Employees

AEL is committed to fostering employee growth and supporting continuous development through a range of training initiatives. These programmes equip our employees with the knowledge, skills and capabilities needed to perform effectively in their roles and to grow with the Company.

Through ongoing learning opportunities, we aim to strengthen professional competence, encourage career development and support the long-term success of both our people and the organization.



Project Management Training Program

In addition to supporting and subsidizing employees to attend professional project management programmes and obtain relevant qualifications, AEL organizes Engineering and Construction Contract (NEC4) Practice Notes for New Engineering Contract (ECC) Project Manager Accreditation training for managerial staff to address emerging needs in the construction industry. This programme is designed to strengthen the professional knowledge and project management capabilities of our Business Line Department managers, enabling them to respond more effectively to evolving industry requirements and project demands.

Knowledge Sharing and Learning

To strengthen employees' professional knowledge and promote a culture of continuous learning, AEL regularly organizes knowledge-sharing and learning sessions in an open and informal setting. These sessions provide a platform for internal and external speakers to share insights on a wide range of topics, including industry trends, project management, innovation, artificial intelligence and sustainability.

These sessions also incorporate experience-sharing, allowing employees to exchange practical insights, lessons learned and project experiences with one another. By encouraging peer learning and cross-functional exchange, these activities help broaden employees' perspectives, enhance professional capability and support a more engaged and learning-oriented workplace.

We are committed to providing our young professionals with ample opportunities to excel and contribute positively to their fields. Our development initiatives go beyond day-to-day operations; for example, young engineers are invited to participate in the Business Strategy Task Force, where they can engage with leaders from different functions and departments, gain exposure to strategic planning and cross-functional alignment and further strengthen their critical thinking and problem-solving skills.

HKIE Scheme "A" Graduate Training Program

AEL remains committed to nurturing the next generation of engineering professionals through the HKIE Scheme "A" Graduate Training Programme. Through this programme, we provide structured training and development opportunities across Mechanical, Electrical, Control, Automation and Instrumentation, Manufacturing, Industrial & Systems and Environmental disciplines, enabling graduates to build strong technical foundations and practical project experience. We will continue to expand the programme to additional disciplines as part of our long-term talent development strategy, with the aim of broadening career pathways, strengthening our talent pipeline and supporting the sustainable growth of the Company.



Internship Programmes

AEL offers a six-week summer internship programme to students pursuing STEM-related disciplines at diploma level or above. The programme provides interns with personal mentorship, cross-functional work experience, and opportunities to engage with the CEO and senior management. Through these experiences, interns gain valuable exposure to the workplace, broaden their professional networks, and better prepare for their career planning after graduation. AEL offers part-time internship opportunities throughout the year for students enrolled in tertiary institutions. These placements support the development of future talent pipelines by providing practical experience and early exposure to the engineering industry.

Talent Development Programme

AEL recognizes that identifying and developing high-potential employees is essential to long-term organizational success. We have established mechanisms to identify high-potential talent and review their development progress on an ongoing basis, enabling us to refine development plans as needed and foster a growth-oriented environment aligned with the Group's long-term objectives and succession planning.

Our Talent Development Programme forms an integral part of succession planning and business continuity. Through a structured combination of on-the-job and off-the-job learning opportunities, it is designed to strengthen the capabilities of selected internal talents and prepare them for greater responsibilities.

The Human Resources Department works closely with the CEO and executive leadership to identify and design tailored development plans for committed, high-potential employees, particularly those in senior management, to prepare them as future-ready successors for key leadership positions.



Apprenticeship and Industrial Attachment Programmes

AEL provides apprenticeship and industrial attachment opportunities that give diploma and higher diploma graduates practical work experience, enabling them to apply the knowledge and skills acquired in the classroom to real project environments. Through these programmes, participants gain exposure to day-to-day engineering operations and develop a stronger understanding of workplace requirements and professional expectations.

AEL also collaborates with the VTC to provide additional support and employment opportunities for students in the internship programme. This partnership helps us strengthen our connection with young aspiring engineers and contribute to the development of future talent for the industry.

Occupational Health and Safety

At Associated Engineers Ltd. (AEL), the health, safety and wellbeing of our employees and site workers is a top priority. Our QSHE (Quality, Safety, Health and Environment) department fosters a safety-first culture across all projects and worksites.

We maintain clear QSHE requirements and expectations during the engagement and onboarding of external parties. Where appropriate, we assess and monitor health and safety performance using measures such as periodic audits and a merit/demerit system. These controls support AEL's commitment to a safe, healthy working environment for everyone involved in our operations.

Integrated Management System

Associated Engineers Ltd. (AEL) operates an Integrated Management System (IMS) that consolidates quality, occupational health & safety and environmental management into a single, practical framework. The IMS aligns with our ISO 9001 (Quality), ISO 45001 (Occupational Health & Safety) and ISO 14001 (Environmental) certified systems and supports consistent delivery, regulatory compliance and continual improvement across our E&M engineering activities. We are committed to maintaining and renewing these certifications to ensure the IMS remains current and effective.

Governance and Leadership

Senior leadership commitment

Top management provides visible leadership and resources for the IMS, sets strategic objectives and reviews system performance regularly through management review meetings.

Roles and accountability

Clear responsibilities are assigned for IMS implementation at corporate and project levels, including designated management representatives, project managers and QSHE personnel to ensure ownership and timely decision-making.

Policy, Objectives and Planning

Integrated policies

AEL's combined policy statement sets out our commitments to quality delivery, worker safety and environmental stewardship. Policies are communicated to staff, clients, subcontractors and other stakeholders.

Risk-based planning

Risks and opportunities are identified during project planning. Objectives are established with measurable targets and action plans covering quality, safety and environmental performance.

Documented Processes and Control

Unified documentation

Standard operating procedures, work instructions, checklists and templates are maintained in a central document control system to ensure consistency and traceability

Change control

Formal change management ensures design, procurement and site changes are assessed for quality, safety and environmental impacts before implementation

Quality Management

Project lifecycle controls

Procedures cover design verification, procurement controls, inspection and testing, commissioning and handover to ensure projects meet client requirements and specifications

Non-conformance and corrective action

AEL records, investigates and closes non-conformances, using root-cause analysis to prevent recurrence

Occupational Health & Safety and Environmental Management

Risk assessment and safe systems of work

Hazard identification, job safety analyses and safe work permits are integrated into planning and execution to minimize worker exposure to hazards

Training and competency

Competency matrices, induction programs, toolbox talks and refresher training ensure personnel have the skills and awareness required for safe operations

Incident management and monitoring

Incident and near-miss reporting, investigation, KPI monitoring and corrective actions drive performance improvements and reduce injury rates

Operational controls

Practical measures such as waste segregation and recycling, pollution prevention, spill control, dust and noise mitigation, and energy conservation are implemented across projects

Compliance and objectives

Environmental legal requirements are identified and tracked; objectives target reductions in waste, energy use and emissions consistent with client expectations and regulatory obligations

Performance Monitoring and Continual Improvement

Regular audits

We conducts scheduled internal audits, external audit and management reviews to assess our performance on quality, environmental and safety in engineering projects and supporting departments.

Lessons learned

Findings from audits, inspections and incidents feed into corrective and preventive actions and training to close performance gaps and encourage continual improvement.

Guidelines and Procedures

Our Integrated Management System is supported by corporate policies and specific objectives for quality, safety and the environment, together with a suite of internal guidelines and procedures. These documents set the standards AEL expects across offices and project sites. We communicate them to staff and workers through briefings, training sessions, toolbox talks and regular meetings and reinforce them with practical on-the-job guidance to identify, mitigate and manage workplace and project risks.

Safety Measures Highlights

We apply the recognized hierarchy of controls to reduce hazards on our sites and in our offices. Below are examples of measures we implement under each control type, presented as practical, company-specific actions that support safer and more sustainable project delivery.

Elimination / Substitution

- Introduce mobile cranes equipped with stability control systems that continuously monitor and display safe working loads for various outrigger extensions and lifting conditions
- Substitute ladder or scaffold work at height with hydraulic work platforms to minimize the risk of falls and provide a safer working platform for personnel.

Engineering Controls

- Provide temporary barriers and clear demarcation at the mobile crane working zone to prevent unauthorized access and protect adjacent personnel from crane operations

Administrative Controls

- Where appropriate, introduce 4S (Smart Site Safety System) devices and related protocols to support environmental and worker monitoring. For example, real-time alerts for unsafe conditions, wearables for lone-worker monitoring, and data capture for trend analysis.
- Maintain documented safe work procedures, permit-to-work systems, job briefings and toolbox talks to ensure staff understand risks and follow standard precautions. Rotate high-risk tasks and schedule works to minimize exposure to hazardous conditions.
- Conduct regular inspections, audits and toolbox sessions to reinforce compliance and capture lessons learned for continuous improvement

Personal Protective Equipment (PPE)

- Provide appropriate PPE to different working environment, including respiratory protection such as N95 masks for dusty environments, self-contained compressed air breathing apparatus for confined space environment.
- Ensure PPE is correctly selected, fitted, maintained and replaced as needed; provide training and supervision to confirm correct use on site.

Cross-department Senior Management Safety Walk Programme

Cross-Department Senior Management Safety Walk Programme is a vital initiative aimed at demonstrating our leadership's commitment to the health and safety of our workforce. By visibly engaging with employees at all levels, management can foster a culture of care, understanding, and mutual respect. This program is designed to create a working environment where everyone feels valued and is encouraged to prioritize safety.

Objectives

Enhancing Engagement

The programme encourages meaningful interactions between senior management and employees, allowing leaders to hear firsthand about health and safety concerns directly from the workforce.

Fostering a Safety Culture

It promotes a unified safety culture, encapsulated in our mantra, "One AEL, One Goal," which underlines mutual respect and shared accountability for safety efforts.

Encouraging Proactive Safety Practices

By advocating for a proactive safety mindset and encouraging peer influence, we reinforce the critical role each team member plays in maintaining workplace safety.

Sharing Innovations

The initiative facilitates the exchange of best practices and innovative ideas across different business units, enhancing overall performance and learning.

Mentoring Young Professionals

The programme provides an opportunity to impart our safety values to young engineers, cultivating the next generation of safety-conscious professionals.

Programme Structure

Briefing

Each session commences with a comprehensive briefing from the Quality, Safety, Health and Environment Department (QSHED), where the programme objectives are outlined along with crucial background information on the project, including its scope and associated risks.

Project Presentations

Project Team Leaders (PTLs) or designated representatives will deliver in-depth presentations, detailing key project elements such as methodologies, timelines, and specific procedural requirements, ensuring clarity and transparency.

Site Walks

Senior management will embark on guided site tours led by the PTLs, strategically focusing on observation areas that highlight strengths and bring attention to opportunities for innovative advancements in safety and efficiency.

Knowledge Sharing Sessions

During these site visits, senior leaders will share their extensive expertise and insights with Graduated Trainees, fostering an enriching environment for learning and professional development in the realms of project management and safety practices.

Concluding Reflections

The programme will conclude with reflective remarks from QSHED, encapsulating key takeaways and outlining actionable next steps, reinforcing our commitment to ongoing excellence in safety and operational performance.

Through this structured approach, AEL demonstrates its unwavering dedication to safety and its proactive engagement with the workforce, further solidifying our position as a leader in the engineering sector.



Safety Technologies and Innovation

Smart Site Safety System (4S)

AEL has implemented the Smart Site Safety System (4S) in two ongoing projects. This system is instrumental



安全智慧工地系統標籤計劃
SMART SITE SAFETY SYSTEM
LABELLING SCHEME

in quickly identifying potential safety risks and hazards, allowing for the swift implementation of necessary mitigation strategies. By analyzing data collected through the 4S system, we can effectively address the root causes of safety concerns, enabling targeted improvement initiatives that enhance overall safety performance of mitigation strategies. By analyzing data from the system, we can pinpoint the root causes of safety concerns, enabling us to develop and carry out targeted improvement initiatives.

Safety Technologies and Innovations

Centralized Management System

Our centralized management platform serves as a comprehensive workspace for generating safety alerts from various devices. This system enables immediate responses to identified hazards, facilitates effective data management, and provides real-time tracking of worker locations and site conditions. This proactive approach enhances coordination and safety across all projects

Digitized Tracking System

We utilize advanced sensors and monitoring systems to ensure a safe working environment. This system allows for the real-time tracking of equipment, keeping certifications and maintenance statuses up to date. Automated alerts are generated for any equipment needing attention, allowing us to take timely actions for compliance and safety

Safety Technologies and Innovations

Safety Model Worker Award

At AEL, we believe that recognizing exemplary safety practices is paramount to fostering a culture of safety across our organization. To this end, we present the "Safety Model Worker Award," awarded quarterly to a select group of employees who consistently demonstrate outstanding commitment to workplace safety. This award not only honors those individuals who go above and beyond in ensuring their own safety and that of their colleagues but also serves to inspire all employees to prioritize safety in every aspect of their work. By celebrating these role models, we reinforce the importance of safety, encourage proactive behaviors, and cultivate an environment where every team member feels empowered to contribute to our overarching safety objectives.



Innovation Fund and Award

In our continuous pursuit of excellence, AEL has established the "Innovation Fund and Award" program, designed to harness the creativity and ingenuity of our workforce. This initiative encourages employees to submit innovative ideas and projects that can optimize our operational processes, whether in the field or within our offices. By providing financial support for the

development and implementation of these innovative solutions, we not only enhance our efficiency but also empower our employees to take an active role in shaping our company's future. The recognition associated with this program highlights the significance of innovation in driving our progress, fostering a collaborative atmosphere where every contribution is valued. This commitment to innovation not only strengthens our operational capabilities but also enhances our competitiveness in the engineering sector, aligning with our broader ESG objectives. Through these initiatives, AEL underlines its dedication to safety and innovation, while promoting a culture of excellence and continuous improvement within our organization



Training and Promotions

We recognize that a well-trained workforce is fundamental to maintaining a safe and productive work environment. To this end, we are committed to delivering a comprehensive suite of training and promotional initiatives designed to equip both new and existing employees with vital knowledge about work-related hazards, associated risks, and effective control measures.

Safety Training

Our safety training programs are structured to cultivate a robust culture of workplace safety and preparedness. We ensure that our employees are thoroughly equipped to uphold a safe working environment through a variety of training formats, including:

Orientation Training

Tailored specifically for new staff and workers, this foundational training introduces essential safety protocols and practices, setting the stage for a successful integration into our safety culture

On-the-Job Training

This hands-on training allows employees to learn safety procedures in real-time, cultivating practical skills and awareness of site-specific safety protocols

Mentoring Programs

Experienced mentors guide newer employees, enabling them to acquire knowledge and insights from seasoned colleagues, thereby enhancing their understanding of safety standards and practices

Safety Drills

Regular drills simulate emergency scenarios, ensuring that employees are prepared to respond effectively to potential incidents, thereby reinforcing our commitment to workplace safety

Refreshment Safety courses

To keep safety knowledge current, we conduct periodic refresher courses that reiterate essential safety protocols and introduce updates to regulations and practices

Project-Specific Safety Modules

These customized training modules provide focused insights and guidelines tailored to the specific risks and safety requirements of individual projects, ensuring relevance and applicability

Safety Alert

We prioritize the dissemination of critical lessons learned from industry failures and recent safety incidents through a variety of communication channels. This includes our Safety Alert newsletters, all-level meetings, project team briefings, and routine safety training sessions. These approaches ensure that essential safety information is effectively communicated to all personnel involved.

By sharing these insights, we keep our workforce informed about potential hazards, preventive measures, and best practices. This initiative promotes a culture of continuous learning and heightened safety awareness, empowering employees at every level to make well-informed decisions. It encourages a safety-first mindset, prompting individuals to take proactive actions to enhance safety measures and ultimately reduce the incidence of preventable accidents.



Functions of Safety Alert program

Timely Updates

Safety Alerts are distributed via email to all staff members, ensuring that everyone receives the most current information on safety practices, emerging hazards, and regulatory changes

Legislative Changes

The alerts communicate important updates regarding new legislations affecting workplace safety. This includes changes in compliance requirements, best practices and safety standards that must be adhered to in our projects.

Informed Workforce

By providing ongoing safety news, we ensure that all employees are well-informed and equipped to make educated decisions regarding their work environments. This fosters a culture of safety and awareness, encouraging personnel to proactively engage in safe practices

By leveraging the Safety Alert program, AEL commits to maintaining a transparent and informed workplace where safety remains a top priority. Our dedication to timely and clear communication ensures that all employees are not only aware of safety updates but also actively engaged in adhering to best practices that enhance overall workplace safety.

Emergency Preparedness

At AEL, we have established a comprehensive Emergency Management Plan at the corporate level, designed to provide a structured framework for handling various emergencies. This plan encompasses procedures, strategies, and preventative measures aimed at minimizing both the likelihood and impact of incidents, thereby safeguarding our employees and information assets. It is intended to facilitate quick and systematic responses to emergencies, ensuring a rapid recovery of operations.

The roles and responsibilities of each member of the emergency response team are clearly outlined. This team is tasked with overseeing the protocols for emergency management, facilitating both internal and external communication during incidents, maintaining essential communication systems, and coordinating real-time responses to effectively mitigate the impact of emergencies.

In addition, we develop and implement specific emergency plans for our major projects. These plans are tailored to address the unique challenges and potential risks associated with each project, ensuring a focused and effective approach to incident mitigation and response. Through these initiatives, AEL demonstrates its commitment to maintaining a safe working environment and ensuring the well-being of all our personnel.



Social Impacts **Clients & Suppliers**

Quality Management

Integrated Management System

We are committed to consistently delivering engineering solutions that meet our clients' stringent requirements. To ensure high-quality standards across all projects, we implement comprehensive quality policies and procedures, supported by a robust QSHE management system certified to ISO 9001:2015 standard. The QSHE department oversees this management system to ensure all quality-related matters are addressed effectively.

Our quality management system incorporates three key principles: risk-based thinking, the Plan-Do-Check-Act (PDCA) cycle, and a process-oriented approach.

Process Approach

We establish clear procedures and guidelines that define the interconnected engineering activities and controls necessary for delivering our services.

Risk-based Thinking

We identify potential operational risks early in our business operations to define the necessary planning and controls.

PDCA

We set measurable quality objectives, monitor our processes against these objectives, report results to the management team, and take proactive actions to continually improve our quality performance.

Quality Management in Projects

Quality management is critical to the success of our E&M engineering projects. It encompasses processes and activities that ensure our work meets specified quality requirements and stakeholder needs, including our clients, end-users, and regulatory authorities. Our approach incorporates several key elements:

Quality Planning	analyze project quality standards and contractual specifications to define clear roles, responsibilities, and specific quality control measures for our project teams
Quality Control	implement pre-defined on-site and off-site inspections and testing activities to verify that our work meets all quality requirements. Prompt actions are taken to rectify any non-conformities when identified

Quality Assurance	• conduct regular inspection and monitoring throughout the project life cycle, including site walks and internal audits by qualified personnel, to ensure all project staff and frontline workers perform tasks to the required standards • review the effectiveness of our quality management systems regularly to identify opportunities for improvement, applying lessons learned from previous projects to enhance our processes and cultivate a culture of excellence
Continual Improvement	• review the effectiveness of our quality management systems regularly to identify opportunities for improvement, applying lessons learned from previous projects to enhance our processes and cultivate a culture of excellence

Client Satisfaction

We are committed to maintaining high levels of service quality. We monitor client satisfaction through direct engagement, including regular project meetings, site dialogues, and structured feedback sessions. These interactions provide us with essential insights into our performance and help us align our engineering solutions with evolving client needs. We are pleased to report that we maintained positive relationships with our clients throughout the reporting year.

Supply Chain Management

We aim to foster stable and long-term partnerships with our suppliers and subcontractors. By promoting cooperative working practices and maintaining transparent communication, we strive to achieve mutual growth and high standards of project delivery.

Sub-contractor and Supplier Management

We view our suppliers and subcontractors as vital partners in delivering high-quality engineering services. Our management approach is designed to ensure that the parties we engage in align with our operational standards, particularly regarding safety, quality, and environmental performance.

Registration

During the onboarding of new suppliers or subcontractors, we perform a due diligence assessment. This includes verifying their technical capacity, the quality of their products or services, and their QSHE performance records

Selection

We maintain a fair and transparent selection process. Our project requirements, including safety and quality expectations, are explicitly defined in our tender documents and contractual agreements. We prioritize vendors who demonstrate strong QSHE performance and offer resource-efficient solutions.

Monitoring

We maintain active oversight throughout the project lifecycle. Our project teams engage in regular communication and site coordination with our partners to ensure that work is performed in accordance with our safety and quality standards.

Evaluation

We conduct annual performance reviews of our active suppliers and subcontractors. Where performance does not meet our established benchmarks, we require the partner to implement immediate corrective actions.

Environmental Responsibility in Procurement

We integrate environmental considerations into our project-level procurement decisions. When selecting tools, equipment, or materials, we prioritize products that demonstrate higher energy or resource efficiency. Furthermore, we actively source materials from local suppliers whenever feasible, which helps to minimize the carbon footprint associated with transportation and contributes to the local economy.



Social Impacts Community

Community Commitment

AEL actively supports community well-being through a combination of volunteering, charitable engagement and professional knowledge-sharing. We place particular emphasis on education and youth development, as well as community care, and encourage our employees to contribute time and effort to activities that create positive social impact.

AEL participated in a range of volunteer services and CSR activities. These included preparing meal boxes for Food Angel (惜食堂), joining a blood donation campaign, and taking part in the “Senior Joyful Gift Bags Giveaway” event organized by the Hong Kong Federation of Electrical & Mechanical Contractors Limited (HKFEMC). In response to the Tai Po Wang Fuk Court fire, apart from cash donations, AEL also donated daily necessities such as towels, tissues and wet wipes to affected families through the Hong Kong Council of Social Service Caring Company Scheme and coordinated further support through other organizations to extend assistance to those in need.



Highlights

Beyond direct volunteering, AEL also sponsors a range of learned society activities to support their continuous development, including annual forums, annual seminars and annual dinners. In addition, we participate in various professional associations to promote industry exchange, strengthen professional networks, and contribute to the broader development of the engineering sector. Through these initiatives, AEL seeks to serve and give back to the community while supporting long-term social and professional development.

Volunteering

Education & Youth
Development

Community Care



A hand is shown holding a small, clear, textured object, possibly a piece of coral or a small plant, against a dark blue background. The object has a complex, branching structure. The hand is positioned in the lower right, with the fingers gently gripping the object. The background is a solid dark blue color.

Environmental Stewardship

Environmental Management

We are committed to minimizing our environmental footprint, addressing the growing challenges of climate change and promoting resource efficiency across project lifecycles. We recognize that our engineering expertise places us in a unique position to drive sustainable outcomes, not only by managing our own operational impacts, but also by delivering solutions that empower our clients to achieve their environmental and carbon reduction goals.

Environmental Management System

Our environmental approach is governed by a robust management system, which is aligned with the ISO 14001:2015 standard. This framework ensures we maintain strict compliance with environmental regulations, proactively manage site-specific risks, and foster a culture of continual improvement. It ensures our environmental performance is a standing priority across all business units.

Environmental Management in Projects

We believe that sustainable engineering begins at the planning phase. We perform an assessment to identify significant environmental aspects, such as waste generation, energy consumption and noise control.

Impact Mitigation

We implement site-specific mitigation measures to prevent, control, and minimize these impacts

Continuous Monitoring

Our project teams carry out regular site inspections and audits to ensure that the mitigation strategies remain effective throughout the project duration

Environmental Awareness

We actively promote environmental and sustainable practices among our employees, subcontractors, and partners through regular technical briefings, project-specific training, and information-sharing sessions

Climate Change

As part of our commitment to global climate goals, AEL is transitioning toward a low-carbon business model. While our journey toward formal decarbonization is in its early stages, we are committed to building a robust climate strategy that aligns our operational practices with the transition toward a low-carbon economy.

Our Management Approach

We are currently in a foundational phase of identifying the climate-related impacts associated with our E&M engineering operations. Our current management approach focuses on:

Internal Governance

We are integrating climate-related considerations into our corporate risk management framework to better understand the physical and transitional risks posed to our business

Operational Readiness

We are assessing baseline energy consumption in our offices and depots to identify key areas for future efficiency improvements.

Raising Awareness

We are fostering a culture of environmental stewardship by encouraging our project teams to consider resource efficiency during the planning and execution of projects

As we mature in our sustainability journey, AEL is committed to the following strategic goals:

- **Enhancing Resource Efficiency:** We are exploring opportunities to integrate energy-efficient practices into our project delivery. This includes evaluating the potential for adopting greener technologies and materials that support our clients' sustainability objectives.
- **Improving Data Transparency:** We are refining our internal data collection processes to better track our resource and energy usage. This will allow us to establish an accurate baseline, enabling us to set meaningful reduction targets in future reporting periods.

We recognize that the transition to a low-carbon business model is a continuous process. By prioritizing the establishment of our climate governance and data management systems today, we are laying the essential groundwork for more impactful climate action in the years ahead.



Resources Optimization

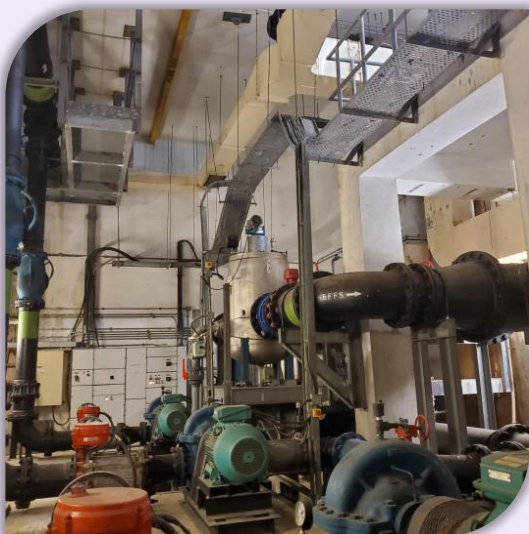
We are committed to optimizing the use of materials, energy, equipment and land across our project lifecycle. Through careful planning, innovative construction methods and life-cycle thinking, we aim to reduce waste, extend asset life, improve operational efficiency and support our clients in achieving more sustainable outcomes.

Our Management Approach

Resource optimization is embedded in the way we design, plan, deliver and maintain our projects. We focus on using resources more efficiently by reducing unnecessary material use, increasing reuse and recycling, improving logistics, and adopting technologies that support lower-carbon and more efficient project delivery.

Optimized Resource Utilization in Projects

Y · PARK transforms yard waste into reusable outputs such as wood chips, logs, timber boards, planks and other recycled products, reducing disposal pressure and supporting circular use of materials. Y · PARK also applied solar panels and partial MiC methodology as part of its broader resource optimization strategy, supporting cleaner energy use, more efficient site setup and safer relocation or installation works.



In water and wastewater term contracts, AEL prioritized overhaul, refurbishment and repair over full equipment replacement, extending the lifecycle of pumps, valves, screens, electro-chlorinators and other critical assets while reducing material waste.

In mechanical parking and lifting projects, AEL improved land and space efficiency by doubling parking capacity within existing envelopes, sustaining legacy systems through in-house technical support, and avoiding the embodied carbon associated with new structures



Off-site prefabrication, modular delivery and mock-up testing were used across multiple projects, including airport, power station, sewage plant, housing and hospital works, reducing on-site waste, shortening installation time and improving quality control

LED lighting upgrades under the Highways Department project achieved over 50 percent power savings and tripled fitting lifespan, reducing both energy consumption and long-term maintenance demand



Pneumatic tube systems, automated parking, refuse collection systems and maintenance-driven upgrades improved operational efficiency and reduced unnecessary handling, congestion, downtime and resource loss in hospitals, buildings and transport-related facilities

Appendixes

Appendix A: Key Statistics

Environmental Performance

GHG Emissions		
Indicator	Unit	2025
Total GHG emissions	Tonnes CO ₂ e	1220.24
Scope 1 & 2 GHG emissions	Tonnes CO ₂ e	1208.49
Scope 1 - Direct GHG emissions	Tonnes CO ₂ e	1115.80
Scope 2 - Energy indirect GHG emissions	Tonnes CO ₂ e	92.69
Scope 3 - Other indirect GHG emissions	Tonnes CO ₂ e	11.75
Air Emissions		
Nitrogen oxides (NOx)	kg	Nil
Particulate matter (PM)	kg	Nil
Water Consumption		
Total water consumption	m ³	Nil
Waste		
Total hazardous waste generated	Tonnes	Nil
Recycled	Tonnes	Nil
Landfilled	Tonnes	Nil
Total non-hazardous waste generated	Tonnes	—
Recycled	Tonnes	Nil
Landfilled	Tonnes	Nil
Energy		
Total energy consumption	MWh	638.60
Direct energy consumption		
Diesel	MWh	361.89
Indirect energy consumption		
Purchased electricity	MWh	260.32
Renewable energy	MWh	16.39

Appendixes

Social Performance

Employee	
Total number of current employees (headcount)	
By gender	
Male	211
Female	51
By age group	
30 or under	
Male	58
Female	10
31-40	
Male	49
Female	13
41-50	
Male	34
Female	14
51 or above	
Male	70
Female	14
By employee category	
Senior Management	
Male	5
Female	3
Managerial & Professional Staff	
Male	90
Female	16
General & Skilled Staff	
Male	30
Female	27
Workers	
Male	86
Female	5

Appendixes

Social Performance

Employee		
By employment type		
Full-time		
Male	209	
Female	47	
Part-time		
Male	2	
Female	4	
By employment contract		
Permanent		
Male	180	
Female	30	
Contract basis		
Male	31	
Female	21	
Other Workers		
Total number of other workers (full time equivalent)		
Subcontractors' workforce for construction works	44	
New Hires		
Total number and rate of new hires	102	35.05%
By gender		
Male	85	29.2%
Female	17	5.84%
By age group		
30 or under	34	17.0%
31-40	22	7.6%
41-50	18	6.2%
51 or above	28	9.6%

Appendixes

Social Performance

By employee category		
Senior Management	0	0
Managerial & Professional Staff	30	10.3%
General & Skilled Staff	31	10.7%
Workers	41	14.1%
Employee Voluntary Turnover		
Total number and rate of employee turnover	26	8.9%
By gender		
Male	22	7.6%
Female	4	1.4%
By age group		
30 or under	10	3.4%
31-40	6	2.1%
41-50	4	1.4%
51 or above	6	2.1%
By employee category		
Senior Management	0	0
Managerial & Professional Staff	6	2.1%
General & Skilled Staff	9	3.1%
Workers	11	3.8%
Training and Development		
Total number and rate of employees received external training	57	21.8%
By gender		
Male	46	21.8%
Female	11	21.6%
By employee category		
Senior Management	2	25.0%
Managerial & Professional Staff	30	28.3%
General & Skilled Staff	21	36.8%
Workers	4	4.4%

Appendixes

Social Performance

Total and average external training hours	872	3.7
By gender		
Male	616	2.9%
Female	256	5.0%
By employee category		
Senior Management	48	6
Managerial & Professional Staff	412	3.9
General & Skilled Staff	356	6.3
Workers	56	0.6
Total number and rate of employees subject to annual performance and career development review ¹⁷	256	97.7%
By gender		
Male	209	99.05%
Female	47	92.15%
By employee category		
Senior Management	8	100.0%
Managerial & Professional Staff	106	100.0%
General & Skilled Staff	51	89.5%
Workers	91	100.0%
Ratio of Basic Salary of Female Employees to Male Employees		
By employee category		
Managerial & Professional Staff	1 : 1.2	
General & Skilled Staff	1 : 1.4	
Workers	1 : 1.4	
Parental Leave		
Total number of employees that were entitled to parental leave	262	
Male	211	
Female	51	

Appendixes

Social Performance

Total number of employees that took parental leave	4
Male	3
Female	1
Total number of employees that should return to work after parental leave ended	4
Male	3
Female	1
Total number of employees that returned to work after parental leave ended	4
Male	3
Female	1
Return to work rate of employees that took parental leave	100%
Male	100%
Female	100%
Total number of employees that returned to work from parental leave in the prior year	3
Male	2
Female	1
Total number of employees retained 12 months after returning to work from parental leave in the prior year	2
Male	1
Female	1
Retention rate of employees that took parental leave	100%
Male	50%
Female	100%
<u>Occupational Health and Safety</u>	
Total accident rates per 1,000 worker worked	0
Total accident rates per 100,000 man-hours worked	0
Total number of work-related fatal accidents	0
Total number of work-related non-fatal accidents	0
Total number of non-serious accidents	0
Work-related ill health	0

Appendixes

Social Performance

<u>Community Investment</u>	
Total number of employee volunteers	20
Total number of volunteering hours	60
Total amount of donation (HKD)	105,000
Education	25,000
Community	80,000

Appendixes

Appendix B: Membership and Major Awards

Association and Membership	Membership
Federation of Hong Kong Industries	Member
Green Cross Group	Member
Hong Kong Electrical Contractors' Association	Member
Hong Kong Waste Management Association	Member
Hong Kong Transport & Logistics Association	Member
The Hong Kong Electrical & Mechanical Contractors' Association	Member
The Hong Kong Federation of Electrical and Mechanical Contractors	Member
The Lift & Escalator Contractor Association	Member
Awards and Charters	Issuing Authority
Corporate	
Caring Company	The Hong Kong Council of Social Service
CSR Recognition Scheme Industry Cares 2025 Industry Cares 3+ Year Award	Federation of Hong Kong Industries
Energy Saving Charter	Electrical and Mechanical Services Department
ESG Pledge	The Chinese Manufacturer's' Association of Hong Kong
Food Wise Hong Kong Campaign	Environmental Protection Department
Good MPF Employer	Manulife
Happiness at Work 「開心工作間」	Promoting Happiness Index Foundation
Heart Caring Company	Occupational Safety and Health Council
Hong Kong ESG Awards – Merit	The Chinese Manufacturer's' Association of Hong Kong
Hong Kong Green Organisation	Environmental Campaign Committee
Hong Kong Green Organization Certification Energywise Certificate – Excellent Level	Environmental Campaign Committee
Hong Kong Green Organization Certification Wastewise Certificate – Good Level	Environmental Campaign Committee
HKIHRM HR Excellence Award 2025/2026 Gen Z Attraction Award – Good Practice Employee Happiness Award – Good Practice	Hong Kong Institute of Human Resource Management
Joyful@Healthy Workplace Charter	Occupational Safety and Health Council
Mental Health Friendly Organization	Occupational Safety and Health Council

Appendixes

Awards and Charters	Issuing Authority
Project	
Considerate Contractors Site Award Scheme	Development Bureau
Project: 1040EM22T Quadrennial Term Contract for Comprehensive Maintenance of Folding Gates and Roller Shutters at Various Discipline Services Venues	
Innovation Awards for Safety and Environmental Excellence (IASSEE) - Merit Repair, Maintenance, Alteration and Addition (RMAA) Works Contracts	
Considerate Contractors Site Awards (CCSA) – Merit Repair, Maintenance, Alteration and Addition (RMAA) Works Contracts	





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**We welcome and value your feedback and suggestions on our Sustainability Report.
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