2025

ESG REPORT

環境、社會及管治報告

(於開曼

ABOUT THIS REPORT
關於本報告

GROUP OVERVIEW

Kingboard Holdings Limited (the "Company") is a listed international holding company with core competencies in the production of chemical products, laminates and Printed Circuit Boards (PCBs). The Company was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "Hong Kong Stock Exchange", stock code: 00148) in 1993. The Company actively promotes the concept of sustainable development, integrating it into the Company's development strategy and daily operations through open and transparent initiatives to bring long-term value to all stakeholders.

集團概覽

建滔集團有限公司(「本公司」)是一家在生產化工產品、覆銅面板及印刷線路板等產業具有核心競爭力的國際化控股上市公司。本公司於一九九三年在香港聯合交易所有限公司(「香港聯交所」)主板上市(香港聯交所股份代號：00148)。本公司積極推動可持續發展理念，透過公開透明的舉措將其融入企業的發展戰略及日常營運中，為各利益相關方帶來長遠的價值。

REPORTING SCOPE

This report covers the period from 1 January to 31 December 2025 (the "Reporting Period" or "FY2025"), and discloses the Environmental, Social and Governance ("ESG") related initiatives and performance of the Group in its chemical products, laminates and Printed Circuit Boards (PCBs) business segments, as well as the newly added real estate and hotel business segments. This report covers 49 factories (including 9 sales companies) and 33 real estate and hotel operation projects of the Company and its subsidiaries ("Kingboard Group", "the Group" or "we"). Compared to FY2024, this report adds two factories, Legend Bright (Vietnam) Circuit Technology Company Limited and Kingboard (Beihai) Industrial Co., Ltd., and includes the real estate and hotel segments for the first time, further enhancing the completeness of the Group's overall ESG information disclosure and the quality of its data management.

This Environmental, Social and Governance Report ("ESG Report") has been prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Code in Appendix C2 to the Rules Governing the Listing of Securities on the Main Board of Hong Kong Stock Exchange.

報告範圍

本報告涵蓋二零二五年一月一日至十二月三十一日期間(「報告期間」或「2025年財政年度」)，披露本集團於化工產品、覆銅面板及印刷線路板業務板塊，以及新增的房地產及酒店業務板塊之環境、社會及管治(「ESG」)相關舉措與績效表現。本報告涵蓋本公司及其附屬公司(「建滔集團」、「本集團」或「我們」)旗下的49家工廠(含9家銷售公司)及33個房地產與酒店營運項目。相較2024年度，本報告新增創光電路科技(越南)有限公司及建滔(北海)實業有限公司兩家工廠，並首次納入房地產及酒店板塊進行披露，進一步提升集團整體ESG資訊披露的完整性與數據管理質量。

本環境、社會及管治報告(「ESG報告」)已按照香港聯交所主板上市規則附錄C2《環境、社會及管治報告守則》的要求編製。

REPORTING PRINCIPLES

Materiality:

This report presents content in the environmental, social and governance areas that is material and relevant to stakeholders, and the relative importance of the relevant ESG issues has been determined through a materiality assessment and formally approved by the Board of Directors.

Quantitative:

This report provides quantitative information, supplemented with appropriate explanations and comparative data, to allow readers to deeply understand and objectively assess the Group's ESG performance.

報告原則

重要性：

本報告呈現了在環境、社會及管治範疇中，對利益相關方具關鍵意義及相關性的內容，相關的環境、社會及管治議題的相對重要性已通過重要性評估確定，並獲董事會正式審批。

量化：

本報告提供量化資料，輔以適當解釋及比較數據，讓讀者深入理解並客觀評估集團的環境、社會及管治績效。

REPORTING PRINCIPLES (continued)

Consistency:

Unless otherwise specified, this report is prepared using the same methodology and presentation format as in the past to ensure the consistency and comparability of ESG data.

Balance:

This report maintains objective and fair disclosure of information and does not mislead readers through selective content, omissions, or improper formatting.

報告原則(續)

一致性：

除非特別註明，本報告沿用過往相同編製方式及呈現格式，確保環境、社會及管治數據的一致性和可比性。

平衡：

本報告保持客觀公正地披露資料，並無透過選擇性內容、省略事項或不當格式對讀者造成誤導。

RESPONSE TO THIS REPORT

Kingboard Group highly values the valuable opinions from all stakeholders on its sustainable development measures and performance. Should you have any questions or suggestions on this Report, please contact us by e-mail to enquiry@kingboard.com or fax at (852) 26910445. For further information on the Group's sustainable development plan, please browse the Group's official website at http://www.kingboard.com/. For details of the financial performance of the Group and any inquiries, please refer to the Annual Report FY2025 of Kingboard Group.

對本報告的回應

建滔集團非常重視來自各利益相關方對可持續發展措施及表現的寶貴意見。如 閣下對本報告有任何疑問或建議，歡迎透過電郵enquiry@kingboard.com，或傳真至(852) 26910445聯絡我們。如欲深入了解本集團的可持續發展計劃，請瀏覽本集團官方網站http://www.kingboard.com/。如需查閱本集團財務業績詳情及相關查詢，請參考建滔集團2025年財政年度年報。

COMMUNICATION WITH STAKEHOLDERS

We believe that continuously listening, actively responding to and properly addressing the opinions of stakeholders and issues of their concern will be conducive to the Group's long-term business development. As such, we have set up diversified communication channels that allow stakeholders to express their concerns, thereby creating a service ecosystem that advocates diversity and mutual promotion.

與利益相關者溝通

我們深信透過持續傾聽、積極回應並妥善處理利益相關者的意見及其關注議題，有利於推動集團的長遠業務發展。因此，我們設立多樣化的溝通渠道，讓利益相關者表達關注焦點，創造多元共生，互相促進的服務生態圈。

CSR VISION

We are committed to promoting the common progress of our employees, the Group and society to realise the Group's business philosophy, and take into account the sustainable development of society and the environment while emphasising corporate development. Our CSR vision is "to build us into a top performer that helps establish a harmonious society and promote well-balanced and sustainable development of the economy, community and environment."

企業社會責任願景

我們致力促進員工、集團與社會的協同進展，實現集團的經營理念，強調企業發展的過程中兼顧社會及環境的可持續發展。我們的企業社會責任願景是：「打造一流企業，構建和諧社會，促進經濟、社會、環境的和諧與可持續發展。」

MISSIONS AND OBJECTIVES

We adhere to our corporate social obligations, balance business expansion with our impact on the environment and society, and systematically build a sustainable development system based on the action principles of "protecting the environment", "caring for communities", "putting people first", "caring for employees", "being fair-minded", and "following laws and regulations", and create a sustainable circular industrial chain to realise our core values. We also call on upstream and downstream enterprises in the industrial chain to jointly advance sustainable development. The specific measures are as follows:

使命及目標

我們堅守企業社會義務，平衡業務拓展及對環境與社會的影響，並依據「保護環境」、「關愛社區」、「以人為本」、「關懷員工」、「公平持正」與「遵行法規」等行動方針，系統性構建可持續發展體系建設，打造可持續發展的循環產業鏈條，以實現我們的核心價值。並且號召產業鏈上下游企業共同推進可持續發展的實踐。具體內容如下：

Missions and objectives set for environment, employment, operation and community
環境、僱傭、營運及社區方面訂立的使命與目標

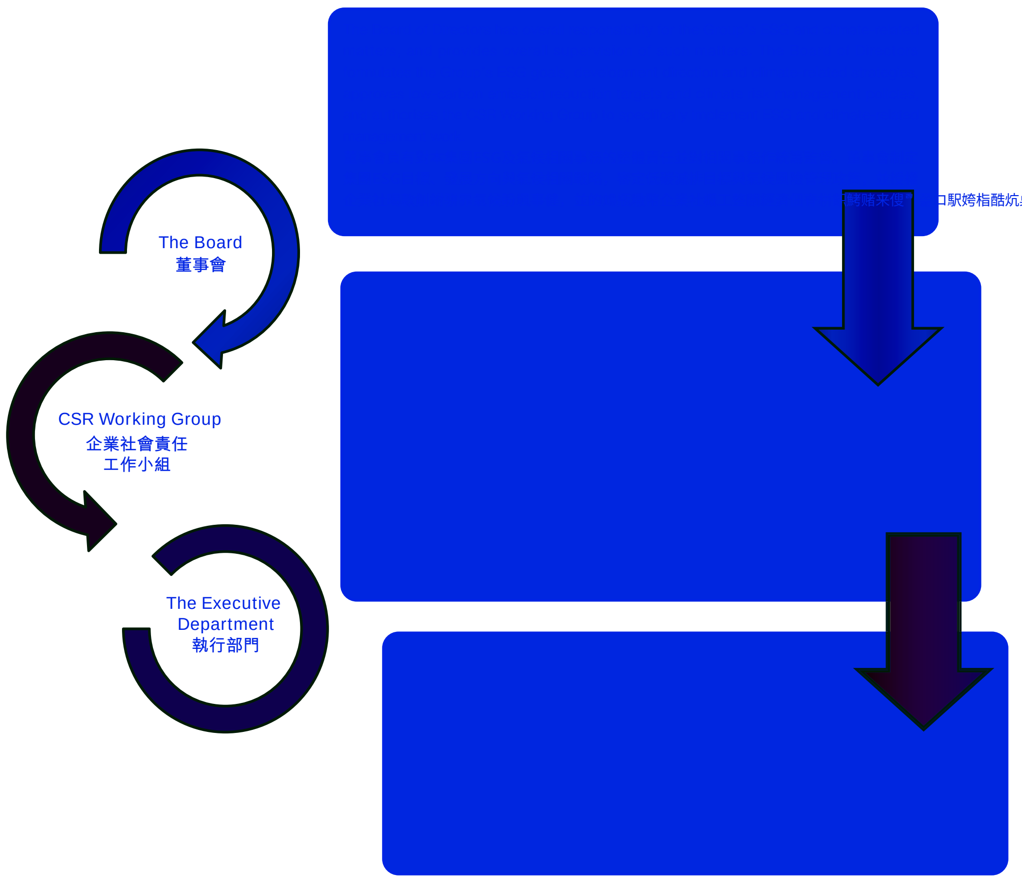
環境	• Promote and continuously implement water conservation measures 推動並持續進行節約用水措施 • Recover and recycle wastes 廢棄物回收及循環再用 • Reduce emissions 減少排放 • Manage energy effectively 有效能源管理 • Curb pollution 污染控制
僱傭	• Ensure employee occupational health and safety 保障員工職業健康及安全 • Improve employee benefits and strengthen personal development 提升員工福利，加強個人發展 • Equal employment 平等僱傭
營運	• Maintain a good customer relationship 維持良好客戶關係 • Prevent bribery and corruption 防止賄賂及貪污舞弊行為 • Improve management efficiency 提高管理效率 • Comply with applicable laws and regulations 遵從適用的法律法規
社區	• Promote community development 促進社區發展 • Provide high-quality products 提供高品質的產品 • Facilitate social diversity and harmony 促進社會多元共生

CSR GOVERNANCE STRUCTURE

Kingboard Group has established a comprehensive corporate governance structure in compliance with the Company Law of the People's Republic of China, the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange and other laws and regulations. The general meeting, the Board of Directors and the senior management of the Company strictly exercise their powers and perform their obligations in accordance with the duties conferred by the Articles of Association, and enhance governance effectiveness through the professional functions of the Board's professional committees and independent Directors, so as to protect the overall interests of shareholders and the Group and support the sustainable and healthy development of the Group. In terms of corporate social responsibility, we have formed a three-tiered governance structure, namely the Board of Directors, the CSR Working Group, and the Executive Department. The governance structure for corporate social responsibility is shown in the diagram below:

企業社會責任的管治架構

建滔集團遵循《中華人民共和國公司法》、香港聯交所《證券上市規則》等法律法規的要求，已建立完善的公司管治架構。本公司股東大會、董事會及高級管理層嚴格依照公司章程所賦予的職責，行使權力及履行義務，並透過董事會專業委員會及獨立董事的專業職能，提升管治效能，保障股東及本集團的整體利益，支持本集團持續健康發展。在企業社會責任方面，我們已形成由三個層級組成的管治架構，依次為董事會、企業社會責任工作小組及執行部門。企業社會責任的管治架構如下圖所示：



ABOUT THIS REPORT
關於本報告

CSR GOVERNANCE STRUCTURE (continued)

The Board of Directors and management place great importance on the Group's internal governance and compliance operations, ensuring that all business activities comply with applicable laws, regulations and internal systems, and are committed to upholding employee integrity and fair treatment. The Group has established a comprehensive whistle-blowing and grievance mechanism, through which employees can report any suspicious, non-compliant or illegal matters to their immediate superiors or the Human Resources Department. The mechanism is supervised and implemented by senior management and the Discipline Inspection Department, which handle relevant grievance cases in a timely manner. For details, please refer to the "Business Ethics" section of this report. The Group also welcomes supervision from external stakeholders and receives reports and complaints anonymously through the Group's official website to continuously strengthen transparent governance and a culture of integrity.

企業社會責任的管治架構(續)

董事會及管理層高度重視集團內部管治與合規運營，確保各項經營活動遵守適用法律法規及內部制度，並致力維護員工廉潔從業與公平待遇。本集團設立完善之舉報及申訴機制，員工可向直屬上級或人力資源部門舉報任何可疑或違規違法事宜。相關機制由高級管理層及紀檢部門監督執行，並適時處理相關申訴個案，詳情請參閱本報告「商業道德」章節。本集團亦歡迎外部利益相關者監督，並透過集團官方網站以不記名方式接收舉報及投訴，持續強化透明管治與廉潔文化。

STAKEHOLDER ENGAGEMENT
利益相關者的參與

Strengthening corporate information disclosure is the key foundation for consolidating investors' trust in a listed company and is also an undeniable obligation of the Group. Kingboard Group firmly believes that building a robust and diverse stakeholder base founded on efficient communication not only helps to shape shareholder value, but also constitutes our valuable intangible assets. Therefore, Kingboard Group has always maintained close communication and contact with stakeholders and always invites them to participate in the exchange of views through various channels on material matters and prior to the launch of significant measures. This close contact allows us to gain a deeper insight into the views, opinions, and expectations of all parties, enabling us to more comprehensively consider potential impacts in decision-making and material issue assessments.

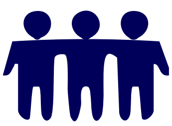
強化企業資訊披露是鞏固投資者對上市企業信任的關鍵基礎，亦為本集團義不容辭的義務。建滔集團深信，建立高效溝通、穩健多元的利益相關者基礎不僅有助塑造股東價值，更構成我們珍貴的無形資產。因此，建滔集團持續與利益相關者保持緊密的溝通與聯繫，在重要議題上及推行重大措施前，均會透過多種渠道邀請利益相關者參與意見交流。這種密切聯繫讓我們更深入洞察各方的觀點、意見及期望，從而於決策及重要議題評估中，更全面考慮潛在影響。

In preparing this Environmental, Social and Governance Report, major stakeholders participated in screening various sustainability issues through a materiality assessment, which allowed the Group to identify its operating activities that have a significant impact on the environment and society. During this process, the invited stakeholders were asked to rate the importance and relevance of various ESG issues in the form of questionnaires.

本環境、社會及管治報告經主要利益相關者共同參與，透過重要性評估篩選各可持續發展議題，識別我們對環境及社會產生顯著影響的營運活動。在此過程中，被邀請的利益相關者會以問卷方式，為各項ESG議題的重要性及相關性進行評分。

The categories of our key stakeholders and their communication channels are as follows:

我們的主要利益相關者類別及其溝通途徑如下：

利益相關者	參與方式	關注事項
 股東及投資者	• Annual and interim reports, announcements and circulars • 年報及中期報告、公告及通函 • Annual General Meeting • 股東週年大會 • Holding meetings as needed and responding to telephone and written inquiries • 按需要舉行會議及回應電話和書面查詢 • Press releases and announcements • 新聞稿和公告	• Financial and business performance • 財務和業務表現 • Corporate governance • 企業管治 • Compliance with laws and regulations • 合規合法
 員工	• Employee communications • 員工通訊 • Performance assessment • 工作表現評核 • Feedback collection (via questionnaire) • 意見收集（問卷調查） • Employee activities • 員工活動 • Training, meetings, and briefings • 培訓、會議及簡報會	• Remuneration, training and development • 薪酬、培訓和發展 • Promotion prospects • 晉升機會 • Occupational health and safety • 職業健康與安全

STAKEHOLDER ENGAGEMENT
利益相關者的參與

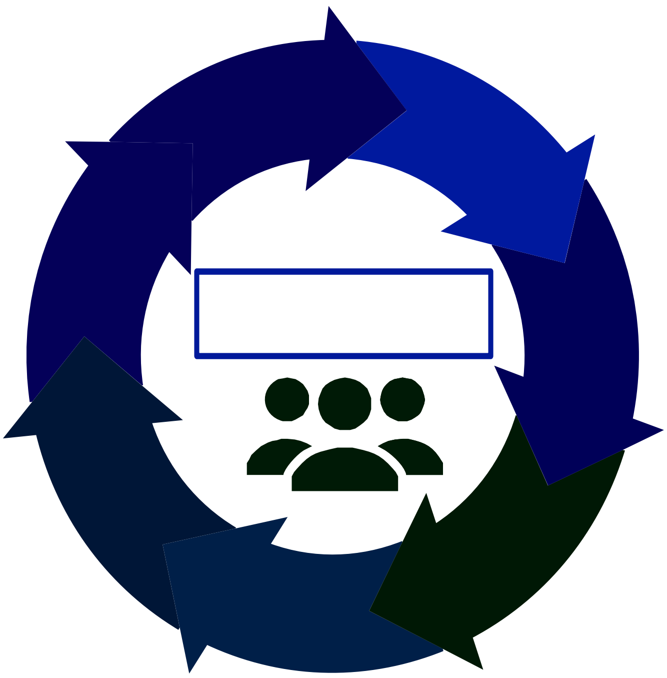
利益相關者	參與方式	關注事項
顧客	• Emails and customer service hotlines • 電郵及客戶服務熱線 • Tenders submitted to customers • 向客戶發出的投標書 • Cooperation agreements with customers • 與客戶簽訂的合作協議 • Official website • 官方網站 • Annual and interim reports • 年報及中期報告	• Product quality • 產品質量 • The Group's sustainability strategy • 本集團可持續發展戰略 • Financial and business performance • 財務和業務表現 • Customer relationship management • 客戶關係管理 • Product innovation and research and development • 產品創新研發
供應商／業務合作夥伴	• Emails and customer service hotlines • 電郵及客戶服務熱線 • Performance assessment • 表現評估 • Annual renewal and update • 年度續約及更新 • Official website • 官方網站 • Annual and interim reports • 年報及中期報告	• Continuous cooperation • 持續合作 • Financial and business performance • 財務和業務表現 • Corporate governance • 企業管治 • Occupational health and safety • 職業健康與安全
政府部門／監察機構	• Annual and interim reports • 年報及中期報告 • Verbal and written communication when needed • 有需要時進行口頭及書面溝通 • Responses to government inquiries upon request • 應要求響應政府查詢 • Meetings (e.g. public hearings and seminars) • 會議(如公聽會、研討會等)	• Occupational safety regulations • 職業安全法規 • Environmental impacts • 環境影響 • Product compliance • 產品合規

重要性評估

建滔集團與第三方專業顧問合作，共同開展以環境、社會及管治為核心的重大性評估工作。於評估過程中，本集團綜合考量利益相關者對集團業務之影響力及依賴程度，邀請內外部利益相關者以問卷調查形式，就集團環境、社會及管治三大範疇提供寶貴意見。當中外部關鍵利益相關方包括股東、投資者、供應商、業務夥伴及客戶等，內部主要利益相關者則涵蓋僱員與管理層。在重大性評估階段，由利益相關者就各項ESG議題之相關性進行評分，管理層則就各ESG議題對集團業務之重要性予以評級。重要性評估流程之詳細步驟如下：

The persons in charge of each department of the Group fill in the stakeholder identification form to assess the degree of closeness of the relationship between the stakeholders and the Group, so as to screen out the key stakeholders.
集團各部門負責人員填寫利益相關者辨識表，評估利害關係人與集團關聯緊密程度高低，從而篩選出關鍵利益相關者。

Based on the stakeholder identification results, the views and issues of concern of stakeholders are collected through questionnaires to analyse the level of concern for each issue.
依據利益相關者識別結果，透過問卷搜集利益相關者的觀點及關注議題，分析議題之關注程度。



OVERVIEW OF MATERIALITY ASSESSMENT RESULTS

The 2025 Environmental, Social and Governance (ESG) materiality assessment of Kingboard Group strictly follows the mandatory dual materiality

重要性評估結果概要

建滔集團2025年度環境、社會及管治(ESG)重要性評估，嚴格遵循港交所ESG報告守則與ISSB國際可持續披露準則的雙重重要性強制要求，全面回應監管規定、資本市場需求與各利益相關方的核心關切。我們的重要性評估結果為本環境、社會及管治報告所披露的內容提供核心指引，同時亦為集團ESG戰略實施、經營風險管控與可持續發展規劃提供決策支撐。本次評估我們採用全新的雙重重要性矩陣機制，以對建滔集團重要性與對利益相關方重要性兩大核心維度開展系統評估，最終已識別三十項重大議題，概列如下：

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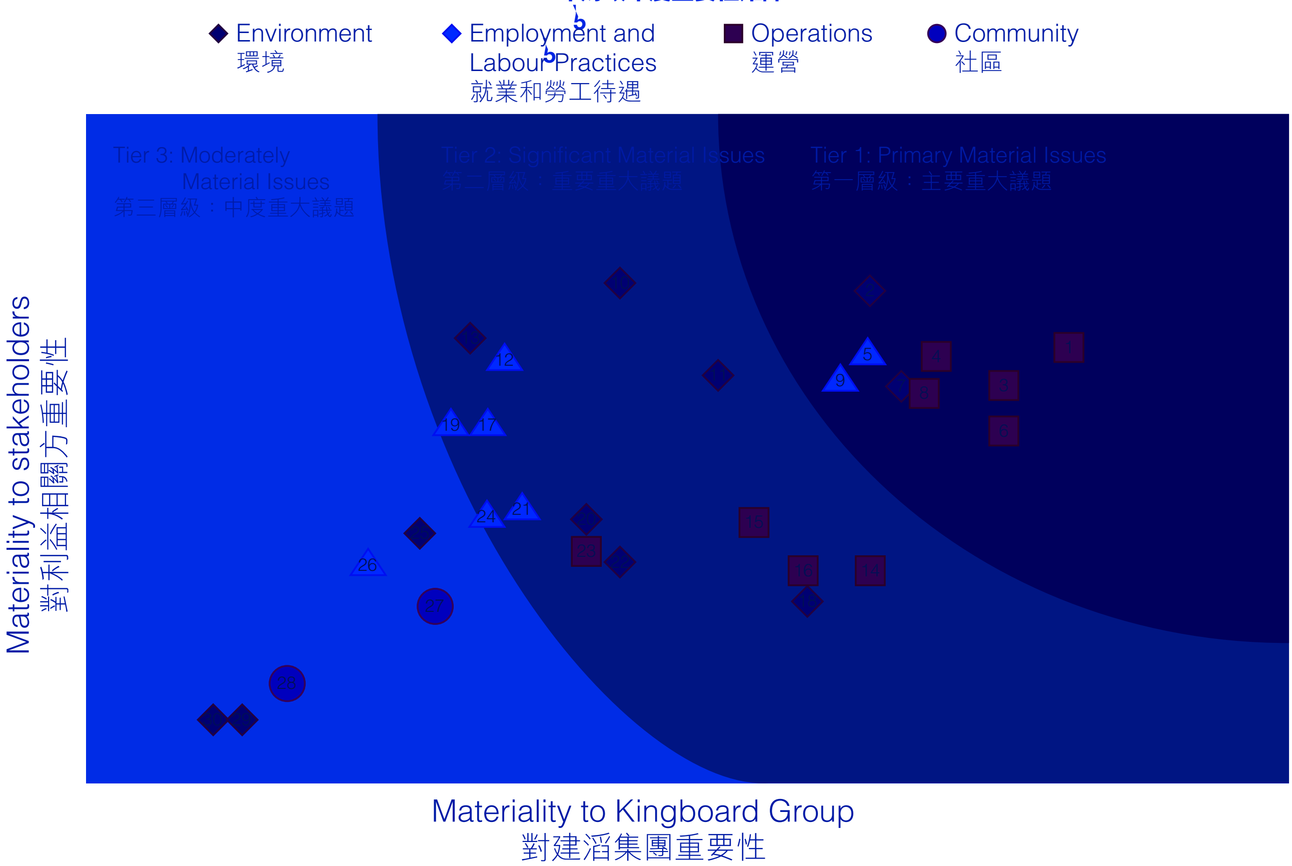
0 年財政年度重要性矩陣



重要性評估結果概要(續)

Tier 1: Primary Material Issues 第一層級：主要重大議題	
These issues have a very high impact on the business development and daily operations of Kingboard Group and on various stakeholders, and are core priority issues in the Group's ESG management system. 此類議題對建滔集團經營發展、日常運營及各類利益相關方均具極高影響力，是集團ESG管理體系中的核心優先議題	
1. Product quality and safety 產品的品質與安全 2. Generation, treatment and/or recycling of hazardous wastes 有害廢物的產生、處理和／或回收 3. Use of environmental products and services 使用環保產品及服務 4. Data protection and privacy 資料保護和隱私 5. Occupational health and safety 職業健康與安全	6. Environmental and social risk management for supply chain 供應鏈的環境和社會風險管理 7. Energy use (e.g. electricity and fuel consumption) 能源使用(例如電力和燃料消耗) 8. Customer service quality 客戶服務品質 9. Employee training and occupational development 員工培訓和職業發展
Tier 2: Significant Material Issues 第二層級：重要重大議題	
These issues have a high impact on the operations of the Group's various segments, long-term development, and the protection of stakeholder interests, and are key areas of focus within the ESG management system. 此類議題對集團各板塊運營、長遠發展及利益相關方權益保障具較高影響力，屬於ESG管理體系中重點關注範疇	
10. Air pollutant emissions (e.g. from plants or motor vehicles) 空氣污染物排放(例如：工廠、汽車排放) 11. Energy efficiency and implementation plans 能源使用效益及實施方案 12. Employee emolument and benefits 員工薪酬和福利 13. WASTEWATER DISCHARGE 廢水排放 14. Business ethics and fight against corruption, bribery, extortion, fraud and money laundering 商業道德及反貪污、賄賂、勒索，欺詐和洗錢 15. Protection of inte[illegible] 偷媜桭傒[illegible]L穉[illegible]劄[illegible]杋焐[illegible]坘[illegible]	

ENVIRONMENTAL PROTECTION
環境保護

ENVIRONMENTAL MANAGEMENT AND COMMITMENT

Environmental Philosophy, Policy and Management System

Today, companies around the world are facing increasing pressure on environmental governance. As a listed company that values and actively promotes sustainable development, the Group has remained steadfast in its pursuit of innovation on the path to green transformation and is committed to achieving its environmental operational goals.

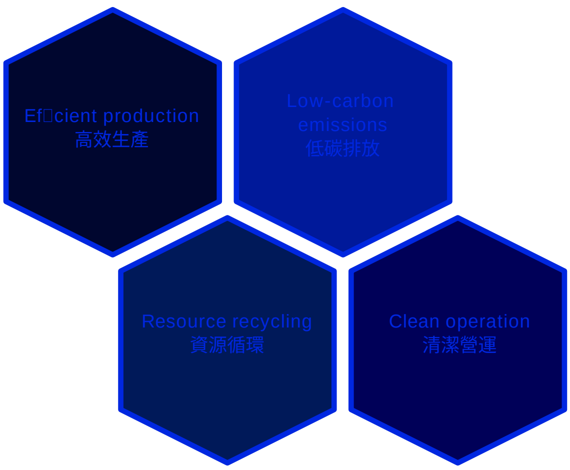
During FY2025, the Group continued to uphold the operating principle of balancing economic benefits with environmental protection, integrating environmental management concepts into its daily business, and striving to contribute to environmental protection and social development. While ensuring efficient and high-quality daily production operations, the Group encourages its management and internal employees to actively explore different ways to reduce various emissions and energy consumption, raise the environmental awareness of internal and external stakeholders such as employees and suppliers, respond to the needs of customers and the community, and foster a harmonious and mutually beneficial outcome.

環境管理與承諾

環境理念、方針與管理制度

當今全球各地企業正面臨日益嚴峻的環境治理壓力。作為一家重視並積極推動可持續發展的上市企業，本集團始終堅定不移地於綠色轉型道路上不斷創新，致力實現環保營運目標。

2025年財政年度期間，本集團持續秉持經濟效益與環保並重的運營原則，將環境管理理念融入日常業務，力求為環境保護與社會發展作出力所能及的貢獻。在確保日常生產作業高效優質的前提下，本集團鼓勵管理層及內部員工積極探索不同途徑以減低各類排放物及能源消耗，提升員工及供應商等內外相關方的環保意識水平，回應客戶和社區的要求，實現和諧共贏。



ENVIRONMENTAL MANAGEMENT AND COMMITMENT (continued)

環境管理與承諾(續)

Environmental Philosophy, Policy and Management System (continued)

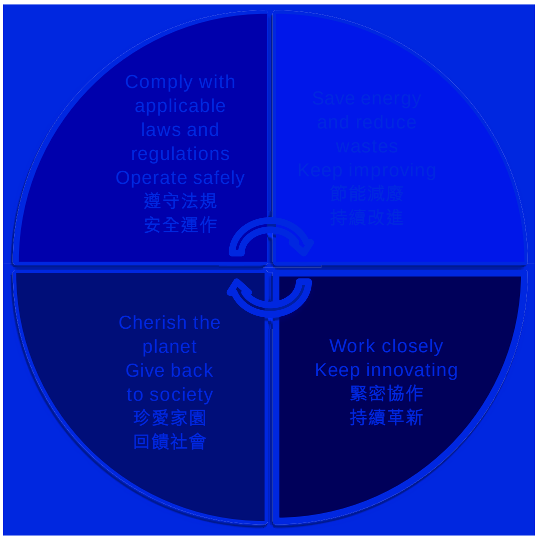
Looking ahead, the Group will strengthen its cooperation with all parties. In addition to strictly complying with international and national environmental standards, we will actively promote innovative transformation, focusing on cutting-edge technologies and management models in production and operations to enhance production efficiency while minimising the impact of energy consumption and environmental pollution.

In the Group's environmental manual, we have clearly stated our environmental policy: compliance with laws and regulations, pollution prevention, rational planning, scientific layout, full participation, awareness enhancement, energy conservation and emission reduction, clean production, environmental protection, and continuous improvement. In accordance with this policy, the Company has compiled the "Annual Environmental Objectives, Targets and Management Programme" and reviews the effectiveness of the programme's implementation annually.

環境理念、方針與管理制度(續)

展望未來，本集團將深化與各方的合作，在嚴格遵從國際及國家的環保標準之餘，積極推動創新轉型，將重點置於生產及營運領域的前沿技術與管理模式，在提升生產效率的同時，將能源消耗和環境污染的影響降至最低。

在集團環境手冊中，我們明確載明環境方針：遵守法規，預防污染，合理規劃，科學佈局，全員參與，提升意識，節能減排，清潔生產，保護環境，持續改善。依此方針，公司編訂了《年度環境目標、指標和管理方案》，並每年定期審視方案的執行成效。



ENVIRONMENTAL MANAGEMENT AND COMMITMENT (continued)

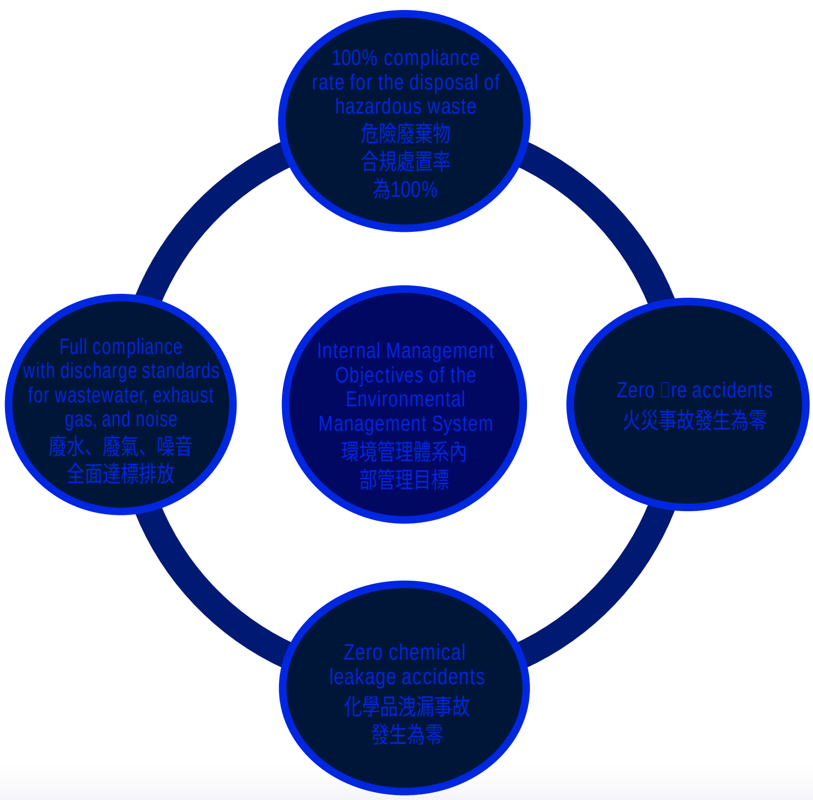
Environmental Philosophy, Policy and Management System (continued)

To ensure that its factories can safely and efficiently implement and execute various environmental management regulations, the Group has established a comprehensive environmental management system covering all processes and dimensions. We have completed the "Compilation of Environmental Protection Management Systems", which clarifies unified control standards at the Group level, covering core regulations such as the "Environmental Protection Management System", "Environmental Protection Training Management System", "Environmental Protection Assessment System", "Wastewater Discharge Management System", "Exhaust Gas Emission Management System", "Solid Waste Management System", "Pollution Accident Handling System", "Environmental Policy, Objectives, Targets and Management Programme Procedures", "Chemicals Management Regulations", and "Management Regulations for Used and Old Equipment". On this basis, we actively implement a series of full-process control measures for emissions. At the same time, the internal management objectives set in the Group's environmental management system are shown in the figure below:

環境管理與承諾(續)

環境理念、方針與管理制度(續)

為保障旗下工廠能安全、高效地落實並執行各項環境管理規範，本集團已建立覆蓋全流程、全維度的環境管理制度體系，編製完成《環保管理制度匯編》，明確集團層面統一的管控標準，涵蓋《環保管理制度》、《環保培訓管理制度》、《環保考核制度》、《污水排放管理制度》、《廢氣排放管理制度》、《固體廢物管理制度》、《污染事故處理制度》、《環境方針與目標指標及管理方案程式》、《化學物品管理規定》及《廢舊設備管理規定》等核心規範。在此基礎上，我們積極實施一系列排放物全流程管控措施，同時集團環境管理體系中設定的內部管理目標如圖所示：



ENVIRONMENTAL MANAGEMENT AND COMMITMENT (continued)

Organisational Responsibilities and Implementation of Control Measures

The Group has established an environmental protection task force and a safety and environmental protection department responsible for formulating and implementing the Group's environmental protection strategy. They set environmental targets for each operating unit, coordinate related work, supervise the implementation of specific emission reduction measures through an environmental review mechanism, and jointly study the feasibility of future environmental improvement plans.

In terms of specific implementation measures, the factory's safety and environmental management department conducts regular inspections to supervise the implementation effectiveness of various environmental management systems, and assigns dedicated personnel to coordinate and supervise the operational management of various environmental

環境管理與承諾(續)

組織職責與執行管控措施

本集團設立環保專責小組及安全環保部門，負責制定並執行集團環保策略，為各營運單位設定環保目標、協調相關工作，透過環境審查機制監督具體減排措施的執行情況，共同研究未來環保改善方案的可行性。

具體執行措施方面，工廠安全環境管理部門定期開展巡檢作業，監督各項環保管理制度之落實成效，並指派專責人員統籌監督廢水、廢氣、固體廢物、噪音等各類環保設施之運行管理。本集團每年委託第三方專業機構執行廢氣、廢水、噪音等項目之例行檢測，確保各項排放符合法規與內部管控要求。同時，我們充分認識員工在工業減廢工作中的關鍵作用，因此我們投放充足的資源向員工推動環保觀念及集團減排策略的內部宣導。為確保工廠內部職員深入理解營運製造過程中的管理政策，我們定期組織環保培訓課程，並對每位新進職員工進行相關政策講解與分發手冊。集團致力在企業內部營造綠色環保氛圍，持續在生產過程中減少排放的廢氣、污水及廢棄物。

合規管理、體系認證與應急機制

本集團持續留意環境保護相關的條例及措施，並嚴格依照內部環境管理制度，以確保各項營運活動全面符合法律及法規要求。2025年財政年度期間，並無發現任何與環境相關的法律及法規的重大違規情況。

ENVIRONMENTAL MANAGEMENT AND COMMITMENT (continued)

Compliance Management, System Certification, and Emergency Mechanism (continued)

The Group attaches importance to the risk of wastewater pollution that may arise during operations, and formulates management principles and implements relevant risk control measures in advance. Since January 2019, the Chinese government has implemented the "Measures for Drainage Management by Enterprises Using Phosphorus and Nitrogen", which aims to strengthen pollution control and protect the environment, with a focus on monitoring water-related enterprises. We strictly implement prevention and control measures. Based on the results and requirements of the environmental impact assessment, we have commissioned a qualified third-party monitoring company to take early preventive measures for a series of factors that may affect the local environment, such as the Group's wastewater, exhaust gas, and noise, and have formulated monitoring and improvement plans. For

環境管理與承諾(續)

合規管理、體系認證與應急機制(續)

本集團重視營運過程中有可能產生的廢水污染風險，提前制定管理原則並落實相關風險控制措施。自2019年1月起，中國政府開始施行《涉磷氮企業排水管理辦法》，該條例以加強污染控制和保護環境為目標，重點監控涉水企業。我們嚴格實施防治措施，依據環境影響評價的結果與要求，委託具有資質的第三方監測公司針對集團廢水、廢氣、噪音等一系列有機會影響當地環境的因素作出提早預防措施，並制定監測及改造方案。例如，針對廢氣洗滌塔產生的不同污染因數，我們設置相應的方法以處理廢氣。我們靈活應用活性炭吸附系統及酸堿液噴淋系統等設備，預防廢水污染當地水源。我們期望盡最大的能力來保護周邊環境，並盡力減輕生產過程對生態的影響。2025年期間，本集團按照生態環境局的要求，申請並更新了廢氣、污水、固體廢物一證式的排污許可證，確保合規排放污水和廢氣，並委外處理相應固體廢物。

本集團於各工廠全面推行ISO 14001環境管理體系，嚴格落實環境風險管控與持續改善機制；同時全面遵循歐盟危害性物質限制指令(RoHS)相關要求，強化產品環保屬性與有害物質管控，並完成《關於化學品註冊、評估、許可和限制法案》(REACH)註冊程序，嚴格執行相關法令規範，確保化學品全生命週期管理合規可控。通過第三方認證機構每年實施的監督審核，本集團環境管理體系持續有效運行。集團積極配合客戶第二方審核、內部審核、第三方認證審核及政府監督檢查，不斷強化環境管理體系執行效果。

本集團亦高度重視突發環境風險應對工作。集團按國家相關法律法規要求，委託專業第三方公司根據工廠實際生產風險及情況編製《突發環境事件應急預案》，並由以工廠總經理為首領導的環境應急小組負責執行，相關預案已於當地環保部門備案。集團每年定期開展環境預案應急演練，並提交相關資料至環保局接受監督。

CLIMATE CHANGE

The Group attaches great importance to the challenges and opportunities brought by climate change, actively responds to the national "Carbon Peaking and Carbon Neutrality" strategic deployment, proactively formulates a development strategy that aligns with the dual-carbon goals, establishes long-term carbon reduction targets, continuously reduces the Group's carbon footprint, and constantly enhances its adaptability and resilience to climate change, thereby practising its commitment to green and sustainable development.

氣候變化

本集團高度重視氣候變化帶來的挑戰與機遇，積極響應國家「碳達峰、碳中和」戰略部署，主動制定符合雙碳目標的發展戰略，確立長期碳減排目標，持續降低集團碳足跡，不斷提升對氣候變化的適應與抵禦能力，踐行綠色可持續發展承諾。

Governance

The Group's climate-related governance framework is largely consistent with our overall sustainable development governance framework, and builds upon it by focusing on the specific responsibilities and operating mechanisms for responding to climate change. The specific governance framework for climate change response is as follows:

管治

本集團氣候相關治理框架與整體可持續發展管治框架保持基本一致，並在此基礎上聚焦氣候變化應對的專屬職責與運作機制。具體有關應對氣候變化的管治框架如下：

Board of Directors: The Board of Directors assumes overall responsibility for the Group's climate-related risks and opportunities and provides overall supervision of climate-related matters. The Board of Directors is responsible for formulating sustainable development goals and development plans, supervising the operation of the sustainable development system, proposing the Group's ESG goals and direction, and delegating management authority to the CSR Working Group.

董事會：董事會對本集團氣候相關風險與機遇承擔整體責任並對氣候相關事務作整體監督。董事會負責擬定可持續發展目標和發展規劃，督導可持續發展體系運行，提出本集團的ESG目標及方向，並將管理許可權授予企業社會責任工作小組。

CSR Working Group: Comprised of the key management of core departments, the CSR Working Group is responsible for implementing and coordinating all ESG-related activities, such as cooperation with stakeholders, formulation of ESG policies and reporting significant ESG issues to the Board. The working group is also responsible for handling materiality assessments, ESG information and data collection, and the preparation of the sustainable development report.

企業社會責任工作小組：企業社會責任工作小組由核心部門的主要管理人員組成，負責執行及協調所有與ESG相關的活動，例如與持份者合作、制定ESG政策以及向董事會上報重大ESG議題。該工作組負責處理重要性評估、ESG資訊及資料搜集以及可持續發展報告的編製。

The Executive Department: The Executive Department promotes sustainable development policies and measures within the Group and sets the Group's ESG and climate-related goals.

執行部門：執行部門推動本集團內部的可持續發展政策及措施，制定集團在ESG及氣候相關的目標。

The CSR Working Group reports to the Board of Directors at least once a year on the strategic direction, risk profile and overall performance of sustainable development. The Audit Committee assists the Board in fulfilling its supervisory role over risk management and internal control. It reviews and assesses the overall effectiveness of the risk management and internal control systems at least once a year, and discusses how to improve the Group's sustainable development performance, provides guidance and follows up on implementation, thereby strengthening the Group's supervisory effectiveness at the decision-making level.

企業社會責任工作小組每年至少向董事會匯報一次有關可持續發展的策略方向、風險狀況及整體表現。審核委員會則輔助董事會發揮其在風險管理及內部監控方面的監督職能，每年至少進行一次對風險管理及內部監控體系整體成效的審視與評估，同時就如何提升本集團可持續發展方面的表現進行討論，給予指導意見並跟進落實情況，從而強化本集團在決策層面的監督效能。

CLIMATE CHANGE (continued)

Governance (continued)

The Group has elevated sustainable development-related issues such as climate change to a higher priority and embedded them into the risk management and internal control systems to effectively identify, assess, and manage risks at the environmental, social, governance, and climate levels. The Group is committed to introducing industry-leading production processes and equipment, actively exploring various ways to reduce energy and resource consumption, and setting practical and feasible targets for energy saving and consumption reduction, particularly in water and electricity conservation, to respond to major global challenges like climate change. Our governance structure relies on a multi-level management system – comprising the Board of Directors, the CSR Working Group, and various executive departments – to deeply integrate climate-related risks and opportunities into our financial, operational, and strategic risk management processes. Specifically, climate change risk has been formally incorporated into our risk management framework. The Board of Directors reviews the potential impact of climate risks on our strategic planning and financial position through the annual reports of the CSR Working Group. Executive departments are responsible for driving the implementation of climate strategies, setting corresponding targets, and reviewing the assessment results of climate scenario analyses, transition risks, and physical risks. This process enables unified management of climate-related matters with the Group's financial, operational, and strategic risks, ensuring the soundness and effectiveness of our risk management mechanism.

The Board of Directors, through the CSR Working Group and the Audit Committee, regularly tracks and supervises the progress of climate targets, and has set clear performance expectations for directors regarding climate change and ESG reporting, thereby driving management to continuously improve the execution of climate-related targets and the overall level of ESG governance. For situations of climate-related deviations or failure to meet targets as scheduled, the Group builds an accountability mechanism through the current risk management and ESG supervision framework, which is directly linked to the overall performance assessment of the Board of Directors and management, further prompting management to effectively fulfill its duties in climate governance. The members of the Board of Directors possess sufficient professional knowledge and judgment on climate-related issues, and continuously enhance Kingboard Group's capabilities and level in the field of climate governance through continuous professional training and assistance from external experts.

Strategy

Kingboard Group fully supports the carbon neutrality goals established by national and local governments, and continuously promotes the implementation of climate actions at both the operational and governance dimensions. The Group pays close attention to the multiple impacts that climate change may have on the business, and gradually includes climate-related risks and opportunities as an unignorable consideration in the process of formulating corporate strategies and making major decisions. To effectively translate strategic-level planning into executable and specific paths, the Group, for the first time this year, used scenario analysis as a methodological framework to complete a round of comprehensive and systematic identification and assessment of climate risks and opportunities.

氣候變化(續)

管治(續)

本集團已將氣候變化等可持續發展相關議題提升為較高優先級事項，並將其嵌入風險管理及內部監控系統之中，以便有效識別、評估及管控環境、社會、管治及氣候層面的風險。本集團致力於引進行業領先的生產工藝及設備，積極探索降低能源與資源消耗的各種途徑，並就節水、節電等方面設定切實可行的節能減耗目標，以回應氣候變化等全球性重大挑戰。在治理架構方面，本集團依託董事會、企業社會責任工作小組及各執行部門構成的多層級管理體系，將氣候相關的風險與機遇深度融入財務、運營及戰略風險管理流程之中。具體而言，氣候變化風險已被正式納入風險管理框架，董事會藉由企業社會責任工作小組的年度匯報來審視氣候風險對戰略佈局及財務狀況的潛在影響，各執行部門則負責推動氣候策略的實施及相應目標的訂定，並對氣候情景分析、轉型風險及物理風險的評估結果進行審核，從而實現氣候事項與集團財務、運營及戰略風險的統一管控，保障風險管理機制的健全與有效。

董事會通過企業社會責任工作小組及審核委員會對氣候目標的推進情況實施定期跟蹤與監督，並對董事在氣候變化及ESG報告方面設定了明確的績效期望，以此推動管理層在氣候相關目標的執行以及ESG治理的整體水平上不斷精進。對於氣候相關的偏差或目標未能如期達成的情形，本集團借助現行的風險管理及ESG監督框架構建問責機制，該機制與董事會及管理層的整體績效考核直接掛鈎，進一步促使管理層切實履行氣候治理方面的職責。董事會成員在氣候相關議題上具備充足的專業知識與判斷能力，並藉由持續的專業培訓及外部專家的協助，不斷提升建滔集團在氣候治理領域的能力與水準。

策略

建滔集團全力支持國家及地方政府所訂立的碳中和目標，並持續在營運及治理兩個維度推進氣候行動的落實。本集團密切留意氣候變化對業務可能產生的多方面影響，並於企業策略制定和重大決策過程中，逐步將氣候相關的風險與機遇列為不可忽視的考慮因素。為將戰略層面的規劃切實轉化為可執行的具體路徑，本集團於本年度首次以情景分析為方法框架，完成了一輪全面的氣候風險與機遇系統性識別及評估工作。

CLIMATE CHANGE (continued)

Strategy (continued)

We have conducted a comprehensive review of the climate risks and opportunities related to the Group's business, and have identified and compiled a list of key climate risks and opportunities focusing on business operations in core regions.

氣候變化(續)

策略(續)

氣候相關風險與機遇清單

我們對集團業務所涉及的氣候風險與機遇開展了全面審視，並聚焦核心區域的業務運營，歸納整理出重點氣候風險與機遇事項。

類型	風險類型	潛在影響	建滔集團應對策略
Physical risk – Acute risk	Rainstorms and floods	• Submersion of plant and equipment leading to production suspension • Leakage of hazardous chemicals at chemical plant sites due to flooding, leading to environmental accidents and clean-up costs • Damage and scrapping of raw material and finished product inventories due to moisture, causing direct asset losses • Flooding of real estate properties and projects under construction, increasing repair costs and project delays	• Conduct flood risk assessments for highly exposed plant areas and strengthen flood prevention infrastructure accordingly (e.g., drainage systems, flood barriers) • Strengthen anti-leakage measures at chemical plant sites (cofferdams, interception facilities) to reduce the risk of secondary environmental accidents • Implement dispersed or elevated storage for key raw materials and finished products
物理風險 －急性風險	暴風雨與洪水	• 廠房設備受浸導致停產 • 化工廠區危化品因水浸發生洩漏，引發環保事故及清污費用 • 原材料及成品庫存受潮報廢，造成直接資產損失 • 房地產物業及在建項目受浸，維修費用及工期延誤增加	• 對高暴露廠區開展洪水風險評估，針對性加強防洪基礎設施(排水系統、防水屏障等) • 化工廠區加強防洩漏措施(圍堰、截流設施)，降低次生環保事故風險 • 關鍵原材料及成品實施分散存放或高架存儲
Physical risk – Acute risk	Extreme high-temperature events	• Overloading of cooling systems, leading to a significant increase in electricity costs • Increased risk of heatstroke for employees and decreased labour efficiency	• Moderately upgrade and expand the capacity of plant cooling and ventilation systems to maintain a stable production environment during extreme high temperatures • Strengthen temperature monitoring and early warning for storage tanks and reaction units at chemical plant sites during high temperatures • Improve the protection system for employees working in high temperatures (e.g., shift rotation, heatstroke prevention facilities)
物理風險 －急性風險	極端高溫事件	• 製冷系統超負荷運行，電力成本顯著上升 • 員工中暑風險上升，勞動效率下降	• 廠區製冷及通風系統適度升級擴容，確保極端高溫下維持生產環境穩定 • 化工廠區加強高溫期間儲罐及反應裝置的溫度監控與預 • 完善員工高溫作業防護制度(輪班、防暑設施等)

類型	風險類型	潛在影響	建滔集團應對策略
Physical risk – Acute risk	Extreme cold	• High risk of frost damage to pipelines and equipment at northern chemical plant sites, potentially causing chemical leaks and production suspension • Sharp increase in heating energy consumption; tight supply of energy such as natural gas drives up costs	• Implement insulation and heat tracing retrofits for key pipelines and equipment at northern plant sites; establish cold wave early warning and anti-freeze inspection mechanisms • Real estate projects to reasonably arrange winter construction plans, reserving a buffer period for extreme cold
物理風險 －急性風險	極端嚴寒	• 北方化工廠區管線及設備凍損風險高，可能引發化學品洩漏及停產 • 供暖能耗劇增，天然氣等能源供應緊張推高成本	• 北方廠區對關鍵管線及設備實施保溫伴熱改造，建立寒潮預警及防凍巡檢機制 • 房地產項目合理安排冬季施工方案，預留嚴寒緩衝期
Physical risk – Acute risk	Typhoons/ Tropical cyclones	• Damage to plant buildings and production facilities due to strong winds and heavy rain, posing a risk of production suspension • Strong winds at chemical plant sites may cause damage to units and storage tanks, increasing leakage and safety hazards • Damage to facilities and work	

CLIMATE CHANGE (continued)

氣候變化(續)

Strategy (continued)

(continued)

策略(續)

氣候相關風險與機遇清單(續)

類型	風險類型	潛在影響	建滔集團應對策略
Physical risk – Chronic risk	Changes in precipitation patterns and drought	• Production in various business segments requires industrial water; insufficient water supply will directly constrain production capacity	• Promote wastewater reuse and water recycling in high water-consumption plant areas and set targets for improving water use efficiency • Promote water-saving technological upgrades on production lines to reduce water consumption per unit of product
物理風險 －慢性風險	降水模式變化與乾旱	• 各業務部門生產需工業用水，水源供應不足將直接制約產能	• 高耗水廠區推進廢水回用及水循環利用，設定用水效率提升目標 • 生產線推進節水技術改造，降低單位產品用水量
Physical risk – Chronic risk	Continuous rise in temperature	• Continuous increase in base cooling energy consumption and electricity costs, squeezing profit margins • The proportion of energy consumed by property air conditioning will further increase, leading to a long-term rise in property management costs • Increased burden on occupational health management due to employees working in high-temperature environments for long periods	• Implement phased optimisation of high-efficiency cooling systems in plant buildings • Real estate projects to adopt high-performance insulation and passive energy-saving designs in design and renovation to reduce life-cycle energy consumption • Continuously improve employee health management and workplace cooling measures
物理風險 －慢性風險	溫度持續上升	• 基礎製冷能耗及電費持續上升，擠壓利潤率 • 物業空調能耗佔比進一步增大，物業管理成本長期上行 • 員工長期高溫環境作業，職業健康管理負擔加重	• 分階段推進廠房高能效製冷系統優化 • 房地產項目在設計及翻新中採用高性能隔熱及被動式節能設計，降低全生命週期能耗 • 持續完善員工健康管理及工作環境降溫措施

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CLIMATE CHANGE (continued)

氣候變化(續)

Strategy (continued)

- (continued)

策略(續)

氣候相關風險與機遇清單(續)

類型	風險類型	潛在影響	建滔集團應對策略
Transition risk	Market: Upstream – Increase in raw material costs	• Upstream suppliers pass down carbon reduction costs, eroding the Group's gross profit margin • Limited production capacity and significant price premiums for green alternative materials • Changes in the raw material supply landscape increase the complexity of procurement management	• Incorporate carbon cost factors into long-term procurement contract negotiations and pricing mechanisms • Monitor the maturity of green alternative materials and conduct small-scale trials at appropriate times • Moderately diversify procurement sources to reduce the impact of carbon cost pass-through from a single supplier
轉型風險	市場：上游－原物料成本提升	• 上游供應商將減碳成本向下傳導，侵蝕集團毛利率 • 綠色替代材料產能有限、價格溢價明顯 • 原材料供應格局變化增加採購管理複雜度	• 將碳成本因素納入長期採購合約談判及定價機制 • 關注綠色替代材料成熟度，適時開展小規模試用 • 適度分散採購來源，降低單一供應商碳成本傳導衝擊
Transition risk	Market: Downstream – Low-carbon and environmental requirements for products	• Stricter customer requirements for product carbon footprints and environmental certifications, increasing compliance costs • Higher supply chain audit standards, with failure to meet them affecting order acquisition • Property projects lacking green certification become less attractive • Failure to respond to low-carbon preferences in a timely manner will result in loss of market share	• Establish product carbon footprint accounting capabilities, gradually covering core product lines • Actively benchmark against the ESG requirements of downstream customers' supply chains • The chemical business to continuously optimise product formulas to meet the latest environmental access standards • The real estate business to promote green building certification for key projects
轉型風險	市場：下游－產品低碳環保要求	• 客戶對產品碳足跡及環保認證要求趨嚴，合規成本增加 • 供應鏈審核標準提高，未達標準影響訂單獲取 • 缺乏綠色認證的物業項目吸引力下降 • 未能及時響應低碳偏好將面臨市場份額流失	• 建立產品碳足跡核算能力，逐步覆蓋核心產品線 • 積極對標下游客戶供應鏈ESG要求 • 化工業務持續優化產品配方，符合最新環保准入標準 • 房地產業務推進重點項目綠色建築認證

CLIMATE CHANGE (continued)

氣候變化(續)

Strategy (continued)

(continued)

策略(續)

氣候相關風險與機遇清單(續)

類型	風險類型	潛在影響	建滔集團應對策略
Transition risk	Reputation: Increased attention from stakeholders	• Poor ESG ratings affect institutional investors' willingness to hold shares and financing conditions • Environmental accidents or excessive emissions trigger regulatory penalties and public attention • Discrepancies between emission reduction commitments and actual progress face accusations of "greenwashing" • Reputational damage affects customers' willingness to cooperate and talent attraction	• Improve the ESG information disclosure system to enhance data transparency and disclosure quality • Formulate feasible carbon reduction targets to ensure that commitments match execution capabilities • The chemical business to continuously strengthen its safety and environmental management systems • Establish a public opinion emergency response mechanism for environmental incidents to ensure timely and transparent communication
轉型風險	聲譽：利益相關方關注度提升	• ESG評級不佳影響機構投資者持股意願及融資條件 • 環境事故或排放超標引發監管處罰及輿論關注 • 減排承諾與實際進展落差面臨「漂綠」質疑 • 聲譽受損影響客戶合作意願及人才吸引力	• 完善ESG信息披露體系，提升數據透明度及披露質量 • 制定切實可行的減碳目標，確保承諾與執行能力匹配 • 化工業務持續加強安全及環保管理體系 • 建立環境事故輿情應急機制，確保及時透明溝通
Opportunities	Products and services	• Growing market demand for low-emission products, driving revenue growth • Advantages of a full industry chain support differentiated product development and capture emerging market share • Meet customer ESG procurement preferences to enhance competitive position	• Leverage the advantages of the full industry chain to prioritise the development of low-carbon and environmentally friendly products • Benchmark against downstream customers' low-carbon procurement standards and promote green certification for core products • Track market trends for low-carbon materials and strategically develop high value-added product lines at the right time
機遇	產品和服務	• 市場對低排放產品需求增長，帶動收入提升 • 全產業鏈優勢支撐差異化產品開發，搶佔新興市場份額 • 滿足客戶ESG採購偏好，增強競爭地位	• 依託全產業鏈優勢，優先開發低碳及環保產品 • 對標下游客戶低碳採購標準，推動核心產品綠色認證 • 跟蹤低碳材料市場趨勢，適時佈局高附加值產品線

CLIMATE CHANGE (continued)

Strategy (continued)continued)

氣候變化(續)

策略(續)

氣候相關風險與機遇清單(續)

類型	風險類型	潛在影響	建滔集團應對策略
Opportunities	Market opportunities	• Surplus carbon allowances can generate additional income through the carbon trading market • Good ESG performance helps to access low-cost financing channels such as green bonds • Enhance investor confidence and credit ratings, improving access to capital.	• Strengthen carbon asset management capabilities and participate in carbon allowance trading at the appropriate time to realise returns • Explore instruments such as green bonds to broaden financing channels and reduce financing costs. • Continuously improve the quality of ESG disclosure to enhance recognition in the capital market •

CLIMATE CHANGE (continued)continued)NGFS

情景設定	參考情景	情景假設
Turquoise (low-emission) scenario 綠松色(低排放)情景	IPCC SSP2-2.6 NGFS "Below 2°C" IPCC SSP2-2.6 NGFS「低於2攝氏度」	As climate policies become stricter, the probability of limiting global warming to within 2°C increases significantly Driven by the accelerated decarbonisation process across all sectors, carbon dioxide emissions will gradually decrease in this decade 隨著氣候政策趨嚴，實現全球升溫控制在2°C以內的機率大幅增加 受各界加速去碳化進程的推動，本年代的二氧化碳排放量將逐步減少
Brown (high-emission) scenario 棕色(高排放)情景	IPCC SSP2-4.5 NGFS "Current Policies" IPCC SSP2-4.5 NGFS「當前政策」	With only current policies and nationally determined contributions being implemented, the scale of related climate action and investment will be extremely limited By 2100, global warming is projected to be at least 3°C above pre-industrial levels, leading to a continuous increase in physical risks 僅落實現行的政策與國家自主貢獻，相關氣候行動與投資規模將極為有限 預計到2100年，全球升溫將較工業化前水平高出至少3°C，導致物理風險持續加劇

CLIMATE CHANGE (continued)

Strategy (continued)

(continued)

In terms of transition risks, the Group focuses on assessing the potential impact of external factors such as the policy environment, market dynamics, and technological developments on its business operations and value chain. Under the Turquoise scenario, increasingly stringent environmental regulations and green technology thresholds from 2030 onwards will bring continuous compliance pressure, with regulatory compliance and technological innovation being the core risks requiring long-term response. Energy and compliance expenditures are expected to rise accordingly, and investment in energy-saving retrofits will also need to be implemented in phases to meet green building standards, while the continuous rise in carbon prices by 2050 will further increase the compliance burden. Under the Brown scenario, the impact of short-term transition risks is relatively mild, but in the long run, the gradual shift in market preference towards low-carbon products and green buildings will constitute the main potential challenge.

Current and Expected Financial Impact

The climate-related risks and opportunities identified by the Group may have a current and expected substantive financial impact on its financial position, operating results, and cash flows. During the Reporting Period, the aforementioned climate-related factors did not have a material impact on the Group's financial performance, and we also expect that these factors will not cause material adjustments to the carrying values of assets and liabilities in the financial statements in the short term.

氣候變化(續)

策略(續)

氣候情景設定(續)

在轉型風險方面，本集團重點評估政策環境、市場動態及技術發展等外部因素對業務運營及價值鏈的潛在影響。綠松色情景下，2030年起趨嚴的環保法規與綠色技術門檻將帶來持續合規壓力，法規遵從與技術革新為需長期應對的核心風險。能源及合規開支預計隨之上升，節能改造投入亦需分階段推進以達到綠色建築標準，而至2050年碳價的持續走高將進一步加重合規負擔。棕色情景下，短期轉型風險影響較為溫和，但長遠而言市場對低碳產品及綠色建築偏好的逐步轉變將構成主要潛在挑戰。

當前及預期財務影響

本集團所識別的氣候相關風險與機遇，有可能對其財務狀況、經營業績及現金流量產生當前及預期的實質財務影響。於本報告期間內，上述氣候相關因素並未對本集團的財務表現構成重大影響，同時我們預期該等因素短期內亦不會導致財務報表中資產及負債的賬面價值出現重大調整。

CLIMATE CHANGE (continued)

Risk Management

Guided by the national "dual-carbon" policy and centred on long-term carbon reduction goals, the Group has systematically integrated the processes of identifying, assessing, prioritising, and monitoring climate-related risks and opportunities into the Group's overall risk governance framework. By establishing a closed-loop management mechanism from risk identification to mitigation measures, we ensure that climate factors are closely integrated with the Group's strategic decisions and daily operations, achieving integrated management of climate and corporate risks, and continuously strengthening the Group's climate resilience.

氣候變化(續)

風險管理

本集團以國家「雙碳」政策為指引，圍繞長期碳減排目標，將氣候相關風險與機遇的識別、評估、優次排列及監察流程系統性融入集團整體風險治理框架。透過建立從風險辨識到緩解措施的閉環管理機制，確保氣候因素與集團的戰略決策及日常營運緊密結合，實現氣候風險與企業風險的一體化管控，持續強化集團的氣候韌性。

In terms of risk identification and assessment, the Group integrates internal operational data (such as property operation locations and production facility distribution) with external authoritative climate science data (such as scenario parameters from the IPCC and NGFS) to ensure the scientific and objective basis of the analysis, with the assessment scope covering the Group's core businesses and key value chain segments. Based on the above data, the Group uses qualitative climate scenario analysis as a core tool. By referencing different climate scenario paths, it conducts targeted analysis of transition and physical risks to systematically identify climate-related risks that may have a significant impact on the Group under different scenarios. At the same time, the Group also uses this scenario analysis framework to simultaneously identify market opportunities in the low-carbon transition, and actively assesses the potential for development in areas such as energy-saving technology upgrades and clean energy applications.

在風險識別與評估方面，本集團整合內部營運數據(如物業運營地點及生產設施分佈)與外部權威氣候科學數據(如IPCC及NGFS的情景參數)，以確保分析基礎的科學性與客觀性，評估範圍涵蓋集團核心業務及主要價值鏈環節。基於上述數據基礎，本集團採用定性氣候情景分析作為核心工具，透過參考不同氣候情景路徑，對轉型風險及物理風險進行有針對性的分析，系統識別在不同情景下可能對集團產生重大影響的氣候相關風險。與此同時，本集團亦運用該情景分析框架同步識別低碳轉型中的市場機遇，積極評估節能技術升級、清潔能源應用等領域的潛在發展空間。

氣候變化(續)

風險管理(續)

就識別結果而言，本集團對所有氣候風險與機遇進行正式的分級與排序，並將其與集團其他類型的企業風險進行橫向對比與優次排列，使管理層得以清晰聚焦於最具實質性的威脅與機遇，確保資源配置的精準性。所有經評定為高優先級的氣候風險均進一步納入集團統一的監

CLIMATE CHANGE (continued)

Targets and Indicators

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The Group's Scope 1 & 2 carbon emissions mainly originate from energy consumption in the production and operation process. We primarily rely on municipal electricity and natural gas supplies to maintain factory operations. By optimising the energy structure and promoting clean technologies, we reduce the generation of harmful waste gases and greenhouse gas emissions.

氣候變化(續)

目標和指標

範圍一及二

本集團範圍一及二碳排放主要源自生產運營過程中的能源消耗，我們主要依賴市電及天然氣供應以維持工廠運作，通過優化能源結構、推廣潔淨技術等方式，降低有害廢氣產生與溫室氣體排放。

( ) [1]	溫室氣體排放(公噸)註1	[redacted]	FY2024 Note 2 2024年財政年度註2
Direct (Scope 1) emissions	直接(範圍1)排放		1,298,542.8
Per capita intensity	人均密度		39.0
Indirect (Scope 2) emissions	間接(範圍2)排放		2,349,037.5
Per capita intensity	人均密度		70.5
Total Direct and Indirect Greenhouse Gas Emissions (Scope 1 & 2)	直接和間接溫室氣體排放總量(範圍1&2)		3,647,580.3
Per capita intensity	人均密度		109.4

Note 1: The above carbon emissions are calculated with reference to the Greenhouse Gas Protocol published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI), the "Greenhouse gas reporting: conversion factors 2025" published by the UK Department for Energy Security and Net Zero (DESNZ, formerly BEIS), the "Announcement on the Release of 2023 Power Grid CO_2 Emission Factors" announced by the Ministry of Ecology and Environment of the PRC, the "Reporting Guidance on Environmental KPIs" as set out in Appendix C2 "Environmental, Social and Governance Reporting Guide" to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited, and the electricity emission factors published by the Thailand Greenhouse Gas Management Organization (TGO) Carbon Footprint for Organization (CFO).

Note 2: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

註1： 上述碳排放之計算參照世界企業永續發展協會(WBCSD)與世界資源研究院(WRI)出版之《溫室氣體盤查議定書》、英國能源安全及零排放部(DESNZ，原BEIS)發佈之《溫室氣體報告－轉換因子2025》、中國生態環境部公佈之《關於發佈2023年電力二氧化碳排放因子的公告》、中國香港聯交所主板上市規則附錄C2《環境、社會及管治報告守則》所載之《環境關鍵績效指標匯報指引》，以及泰國溫室氣體管理組織(TGO)碳足跡組織(CFO)公佈之電力排放因子。

註2： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

CLIMATE CHANGE (continued)

氣候變化(續)

Targets and Indicators (continued)

目標和指標(續)

範圍三

Kingboard Group is committed to the full-chain management of greenhouse gases and is actively refining its carbon inventory process. In FY2025, the Group conducted Scope 3 greenhouse gas emission calculations for the first time, strictly following the GHG Protocol accounting method, covering four categories of Scope 3 to identify and quantify greenhouse gas emissions across the Group's upstream and downstream value chain, laying a solid foundation for subsequent carbon reduction strategy formulation, implementation of reduction actions, and long-term low-carbon transition.

建滔集團重視溫室氣體全鏈條管理，積極推進碳盤查精細化工作。於2025年財政年度，集團首次開展範圍三溫室氣體排放計算，嚴格遵循GHG Protocol(溫室氣體協議)核算方法，涵蓋範圍三4個類別，識別與量化集團價值鏈上下游之溫室氣體排放狀況，為後續碳減排策略制訂、減排行動實施及長期低碳轉型奠定堅實基礎。

[illegible] ( )	單位溫室氣體排放(公噸)	[illegible]年財政年度註1
Indirect (Scope 3) emissions	間接(範圍3)排放	[illegible]
Category 1: Outsourced goods and services	類別1：外購商品與服務	[illegible]
Category 2: Capital Goods	類別2：固定資產新增	[illegible]
Category 6: Business Travel	類別6：商務旅行	[illegible]
Category 7: Employee Commuting	類別7：僱員通勤	[illegible]

Note 1: The data scope for FY2025 includes: 28 laminate plants, 11 printed circuit board plants, 10 chemical product plants, for a total of 49 plants; and relevant data from 33 real estate and hotel projects.

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家、印刷線路板廠11家、化工產品廠10家，合計工廠49家；另包含33個房地產及酒店項目之相關數據。

Concurrently, the Group is continuously optimising its greenhouse gas accounting and management system by promoting the standardisation of Scope 3 data collection and measurement processes, further standardising data sources, statistical methodologies, and reporting mechanisms to enhance data quality control. We also use the latest emission factors in our calculations, continuously enhancing the accuracy and reliability of the Group's greenhouse gas data. This strengthens the Group's full-chain carbon management and lays a solid foundation for achieving our low-carbon transition and sustainable development goals.

與此同時，集團持續優化溫室氣體核算管理體系，積極推動範圍三數據收集與測量流程之標準化建設，進一步規範數據來源、統計口徑及上報機制，強化數據品質管控。同時同步採用最新版排放系數開展核算工作，持續提升溫室氣體數據之精準性與可靠性，不斷強化集團全鏈條碳管理能力，為集團低碳轉型與可持續發展目標之實現奠定堅實基礎。

CLEAN TECHNOLOGY

As a diversified and integrated enterprise group, Kingboard Group has always treated sustainable development as a strategic priority and considers clean technology innovation the core engine driving its green transformation. Guided by the "dual carbon" goals, the Group is actively deploying cutting-edge technologies such as carbon capture, photovoltaic power generation, waste heat recovery, and energy-saving machinery retrofits. Through technological innovation, we are upgrading our production models to continuously reduce our environmental impact and fulfil our green development commitment, all while ensuring the stable operation of our industrial chain.

The Group has systematically implemented clean technologies across multiple production bases and has already made significant progress:

- Actively exploring carbon dioxide capture, utilisation, and storage technologies in the chemical production process, promoting the resource utilisation of carbon, and assisting in industrial decarbonisation.
- Deploying distributed photovoltaic projects on factory roofs and idle sites, continuously increasing the proportion of clean electricity and effectively reducing reliance on fossil fuels.
- We capture high-temperature waste gas and residual heat from the production process, using efficient recovery devices to achieve cascaded energy utilisation and significantly improve energy efficiency.
- We are implementing intelligent upgrades and energy-saving modifications for key production equipment, optimising process parameters to reduce energy consumption per unit of output and achieve both cost and emission reductions.

潔淨技術

作為多元化綜合企業集團，建滔集團始終將可持續發展置於戰略高度，並將潔淨技術創新作為驅動綠色轉型的核心引擎。在「雙碳」目標引領下，集團積極佈局碳捕集、光伏發電、餘熱回收、機器節能改造等前沿技術領域，以技術創新驅動生產模式升級，在保障產業鏈穩定運行的同時，持續降低環境影響，踐行綠色發展承諾。

集團已在多個生產基地系統性推進潔淨技術應用，並取得階段性成果：

- **碳捕集技術：**積極探索化工生產過程中二氧化碳的捕集、利用與封存技術，推動碳資源化利用，助力產業脫碳。
- **光伏發電：**在廠房屋頂及閒置場地佈局分佈式光伏項目，清潔電力佔比持續提升，有效降低化石能源依賴。
- **餘熱回收：**針對生產過程中的高溫廢氣與餘熱，通過高效回收裝置實現能源梯級利用，顯著提升能源使用效率。
- **機器節能改造：**對關鍵生產設備進行智能化升級與節能改造，優化工藝參數，降低單位產能能耗，實現降本與減排雙贏。

CLEAN TECHNOLOGY (continued)

Investment Benefits and Greenhouse Gas Emission Reduction Results of Clean Energy Projects

The Group has been professionally and systematically promoting the construction of distributed solar photovoltaic power stations in all buildable areas across our industrial parks and properties. As of 31 December 2025, the Group's cumulative investment in these projects amounted to approximately HK$1 billion. The projects can generate 240 million kWh of green electricity annually, equivalent to saving 64,000 tonnes of standard coal and reducing 140,000 tonnes of carbon dioxide emissions per year. Based on market prices, this translates to annual electricity savings of approximately HK$200 million, delivering both environmental and economic benefits.

The Group continuously promotes energy-saving technological transformations such as thermal energy recovery equipment to explore the potential for energy utilisation in production processes. As of 31 December 2025, the Group's cumulative investment amounted to approximately HK$300 million. In 2025, through thermal energy recovery equipment, the Group reduced carbon dioxide emissions by a total of 74,000 tonnes, equivalent to saving 33,000 tonnes of standard coal, with annual cost savings of approximately HK$220 million; Together with the cumulative cost savings of HK$480 million as of 31 December 2024, cumulative cost savings exceeded HK$700 million by the end of 2025, creating long-term sustainable economic and environmental dual benefits for the Group.

In response to the national "dual-carbon" strategy, Hebei Kingboard launched a carbon capture project, aiming to build the world's first demonstration project for acetic acid production with carbon capture from coal-fired flue gas. This achieves a closed loop of pollutant treatment, carbon capture, and high-value conversion, providing a low-carbon transition solution for high-energy-consumption industries.

潔淨技術(續)

潔淨能源項目投資效益與溫室氣體減排成果

分佈式太陽能光伏發電項目

本集團專業、系統地陸續於各工業園區及物業所有可建面積推進分佈式太陽能光伏發電站建設。截至2025年12月31日，本集團累計投資金額約10億港元，項目年可生產2.4億千瓦時綠色電力，相當於年節省標準煤6.4萬噸，年減少二氧化碳排放14萬噸，按市價計算年可節省電費開支約2億港元，實現環境效益與經濟效益雙提升。

熱能回收與節能改造項目

本集團持續推進熱能回收設備等節能技術改造，深挖生產環節能源利用潛力。截至2025年12月31日，本集團累計投資金額約3億港元，2025年度透過熱能回收設備共減少二氧化碳排放7.4萬噸，相當於節省標準煤3.3萬噸，年節省開支約2.2億港元；連同截至2024年12月31日累計節省的4.8億港元開支，截至2025年末累計節省開支超過7億港元，為集團創造長遠可持續的經濟與環境雙重效益。

河北建滔燃煤煙氣碳捕集－醋酸生產低碳循環項目

為響應國家「雙碳」戰略，河北建滔啟動碳捕集項目，致力打造全球首套燃煤煙氣碳捕集－醋酸生產示範工程，實現污染物治理、碳捕集與高價值轉化閉環，為高耗能行業提供低碳轉型方案。

CLEAN TECHNOLOGY (continued)

Investment Benefits and Greenhouse Gas Emission Reduction Results of Clean Energy Projects (continued)

(continued)

潔淨技術(續)

潔淨能源項目投資效益與溫室氣體減排成果(續)

河北建滔燃煤煙氣碳捕集－醋酸生產低碳循環項目(續)

核心技術與實施路徑

採用胺基化學吸收法與多污染物協同治理技術，構建「精準捕集－淨化提純－資源化利用－智能管控」全鏈條體系：

- **高效捕集：**以多元複合胺吸收劑結合雙塔預處理，深度脫除硫氧化物、顆粒物，穩定捕集煙氣中CO_2。
- **高純提純：**經分子篩脫水與餘熱優化，產出純度≥99.8%的CO_2原料。
- **資源化利用：**將CO_2轉化合成一氧化碳，與甲醇催化生產高純度醋酸，實現工業廢氣轉變高附加值原料。
- **智能管控：**全程在線監測與煙氣連續排放監測系統聯動，確保穩定達標與安全運行。

核心成果

- **碳資源化：**CO_2捕集效率＞90%，年捕集量由1.15萬公噸提升至6.4萬公噸；低碳醋酸產量達55.96萬公噸。
- **深度減污：**SO_2排放濃度<1mg/m³，顆粒物排放濃度低於3mg/Nm³、NO_X平均濃度<10mg/Nm³、NH_3<5mg/Nm³、VOCs濃度<5mg/m³，遠優於國家燃煤鍋爐排放標準。
- **節能降耗：**CO_2再生熱耗＜2.4GJ/t，溶劑損失較國際同類降低70%。

CLEAN TECHNOLOGY (continued)

Investment Benefits and Greenhouse Gas Emission Reduction Results of Clean Energy Projects (continued)

(continued)

With a total project investment of RMB186 million, a dual-driver model of "cost reduction + revenue growth" was established:

- Cost savings of RMB145.18 per tonne of CO_2 raw material, with benefits continuously realised as capture scale increases; static payback period of approximately 9 years;
- In the last three years, cumulative new sales reached RMB3.375 billion and profits reached RMB249 million, achieving a win-win for both the environment and the economy.

- Certified as "Internationally Leading" by the Chinese Society for Environmental Sciences;
- Selected as a typical case for pollution and carbon reduction in China at COP28 and listed in the Ministry of Industry and Information Technology's catalogue of energy-saving and carbon-reducing technologies and equipment (ranked first in the industrial carbon reduction category);
- Awarded the Gold Medal at the Geneva International Exhibition of Inventions and the First Prize of the China Environmental Technology Progress Award;

潔淨技術(續)

潔淨能源項目投資效益與溫室氣體減排成果(續)

河北建滔燃煤煙氣碳捕集－醋酸生產低碳循環項目(續)

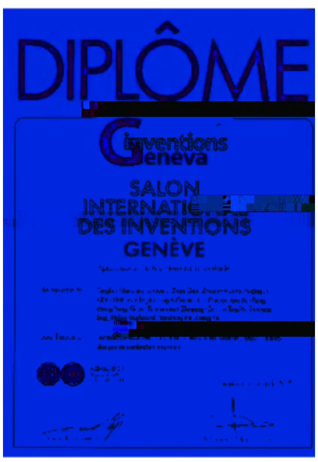
經濟效益

專案總投資1.86億元人民幣，建構「降成本＋增收益」雙輪驅動模式：

- 每公噸CO_2原料成本節約人民幣145.18元，隨捕集規模提升效益持續釋放，靜態回本週期約9年；
- 近三年累計新增銷售額人民幣33.75億元、利潤人民幣2.49億元，實現環境與經濟雙贏。

權威認可

- 中國環境科學學會鑑定為「國際領先」；
- 入選COP28中國減污降碳典型案例、工信部節能降碳技術裝備目錄(工業降碳類首位)；
- 獲日內瓦發明展金獎、中國環境技術進步獎一等獎；



CLEAN TECHNOLOGY (continued)

Investment Benefits and Greenhouse Gas Emission Reduction Results of Clean Energy Projects (continued)

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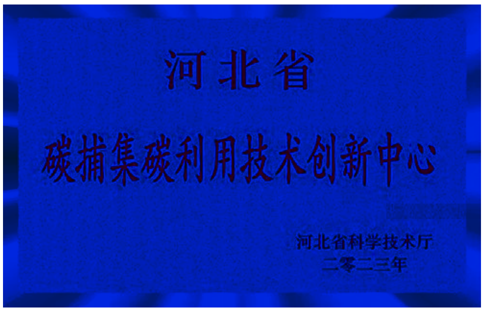
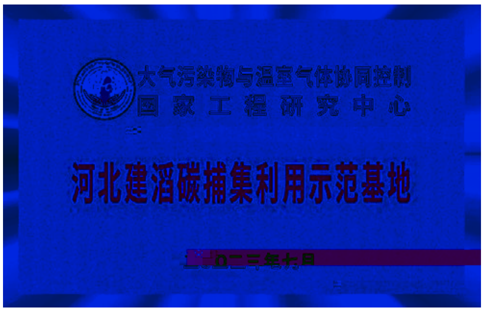
- Based on this project, the Hebei Provincial Carbon Capture and Utilisation Technology Innovation Centre and a National Engineering Research Centre were established.





This project establishes a circular pathway from "industrial flue gas →CO_2→ chemical products", achieving synergistic effects of pollution reduction, carbon reduction, and efficiency enhancement through technological innovation. It provides a benchmark demonstration for the low-carbon transition of high-energy-consumption industries such as chemicals and steel, contributing to the achievement of the national "dual-carbon" goals and sustainable, high-quality development.

Kingboard will continue to promote the development and deployment of photovoltaic power projects. By optimising the energy consumption structure of its industrial parks, the Group will scale up the use of clean energy as an alternative, reduce reliance on traditional fossil fuels, and achieve energy conservation, carbon reduction and low-carbon transition targets. In 2026, the Group plans to invest RMB27.14 million specifically in the construction and optimisation of photovoltaic power systems, further increasing the proportion of renewable energy used and building a greener manufacturing system with enhanced environmental resilience.

潔淨技術(續)

潔淨能源項目投資效益與溫室氣體減排成果(續)

河北建滔燃煤煙氣碳捕集－醋酸生產低碳循環項目(續)

權威認可(續)

- 憑藉本項目，建成河北省碳捕集利用技術創新中心，國家工程研究中心。

本項目打通「工業煙氣→CO_2→化工產品」循環路徑，以技術創新實現減污、降碳、增效協同，為化工、鋼鐵等高耗能行業低碳轉型提供標桿示範，助力國家「雙碳」目標實施與可持續高質量發展。

光伏發電項目投資規劃

建滔集團將持續推動光伏發電項目建設與佈局，透過優化園區能源消費結構，推進清潔能源規模化替代，降低對傳統化石能源之依賴，落實節能減碳與低碳轉型目標。集團預計於2026年投入人民幣2,714萬元，專項用於光伏發電系統之建設與優化，進一步提升綠色能源使用比例，建構更具環境韌性之綠色製造體系。

能源、水資源及包裝物料的使用

Take the present as a baseline
立足當前

Review the current production process and Study deployable equipment and strategies

See the bigger picture
全面考慮

Priorit ise and invest heavily in highly efficient and less risky rectification projects in accordance with environmental protection strategtes

Differentiate ourselves
把握差異

Identify environmental-friendly solutions based on product characteristics, lay emphasis on results of differential analysis, and grasp the trend accurately

Appropriately look forward
適度前瞻

Keep innovating with a focus on new energy

能源、水資源及包裝物料的使用(續)

能源使用

本集團期望旗下工廠將節約能源的環保理念融入日常生產營運事務中。就此，我們制定了資源使用的管理規章制度，明確規範在生產及營運過程中使用的資源如水、電及燃氣等的資源消耗標準。於2025年財政年度，本集團持續引進先進的低碳技術，並致力推動生產設備的耗能向更清潔與環保的能源類型轉型。各管理層定期召開環境管理方面的會議，以制定及時有效的管控措施。我們倡導員工強化節能意識，從日常用電用水、物料循環使用等細節著手，在整個集團上下齊心參與之下，最大化保護環境，並緩解生產對生態的影響。

集團層面能源管理體系建設

本集團從頂層設計出發，建立全覆蓋的能源管理體系，對旗下所有工廠實施統一的戰略規劃、合規管控、考核激勵與能力建設，核心舉措如下：

- 要求工廠內部生產設施的運作嚴格遵守相關環境規則及規例，並於工廠和辦公室等設施內實施企業資源規劃(ERP)系統，對水電燃氣等資源實現統一調配與管理，適時辨識產品的製作流程、材料、生產設備及再循環技術的優化機會。

- 工廠管理層每年召開例行會議，制定相應的開源節流計劃，鼓勵嚑绯綑示濫 - も澧能疆流供術

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CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Energy (continued)

(continued)

- Hang environmental protection slogan signs in public areas and workshops to encourage and urge employees to strengthen their environmental awareness and remind them to save electricity and water daily; Regularly conduct special training for workshop supervisors on resource conservation to ensure environmental requirements are communicated to all employees and implemented.

- Continuously promote factories to obtain authoritative certification for their energy management systems, for example, Hebei Kingboard has obtained GB/T 23331–2020/ISO 50001:2018 energy management system certification.

- In 2025, Dongguan Wannianfu Electronic Co., Ltd. ("Dongguan Wannianfu") invested approximately RMB300,000 to replace high-efficiency energy-saving UV curing machines, energy-saving variable frequency air conditioners, and energy-saving motors, which is expected to save approximately 15 tonnes of standard coal.

- In 2025, Kingboard (Qingyuan) Electronic Materials Co., Ltd. carried out energy-saving retrofits by installing variable frequency energy-saving boards on 168 looms and optimising the compression process of centrifugal air compressors, resulting in a total annual electricity saving of 580,000 kWh and a simultaneous improvement in air compressor exhaust efficiency.

- Express Electronics (Suzhou) Co., Ltd. replaced traditional fans with permanent magnet energy-saving fans. Through this energy-saving retrofit, it achieved a 3.2% reduction in annual electricity consumption.

能源、水資源及包裝物料的使用(續)

能源使用(續)

集團層面能源管理體系建設(續)

- 在公共區域、車間懸掛環境保護語錄標牌，鼓勵並督促員工強化環保意識，提醒員工日常節省用電及用水；定期開展車間主管節約資源使用專項培訓，確保環保要求全員傳遞、執行。

- 持續推動工廠取得能源管理體系權威認證，例如河北建滔已獲得GB/T 23331–2020/ISO 50001:2018能源管理體系認證。

重點行動

設備節能與高效裝置升級

- 東莞萬年富電子有限公司(「東莞萬年富」)2025年投資約人民幣30萬元，更換高效節能UV處理機、節能變頻空調及節能馬達，預計可節約約15公噸標準煤。

- 建滔(清遠)電子材料有限公司2025年透過為168台織機加裝變頻節能板、優化離心式空壓機壓縮工藝開展節能改造，全年累計節電58萬千瓦時，同步提升空壓機排氣效率。

- 揚宣電子(蘇州)有限公司將傳統風機替換為永磁節能風機，透過該項節能改造，實現年耗電量降低3.2%。

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Energy (continued)

A (continued)

- Kingboard (Guangdong) Electronic Special Materials Co., Ltd. completed a green and low-carbon upgrade of its fibreglass cloth joining process. It adopted an automatic cloth joining machine with new fibreglass thread and an imported special sewing machine for a seamless stitching process, replacing the traditional hot-melt adhesive electric heating method. This not only solved the environmental impact issues of scorching odours and slurry burning fumes from the original process but also eliminated electricity consumption in the electric heating stage. While achieving non-overlapping and firm connections of the cloth ends, it realised the dual benefits of environmental emission reduction and energy saving in the production process.

- Kingboard (Guangdong) Electronic Special Materials Co., Ltd. implemented an energy-saving modification of the air-saving reed for its Toyota air-jet looms. Based on the weft insertion principle of the equipment, by optimising the airflow parameters of the auxiliary nozzles, shortening the duration of the weft yarn airflow, and replacing the air-saving steel reed to enhance airflow concentration, it effectively reduced compressed air consumption and decreased the operating frequency of the air compressor to save electricity. After modifying 20 units of equipment, it can achieve annual economic benefits of over RMB80,000, simultaneously reducing energy consumption and carbon emissions in the production process.

能源、水資源及包裝物料的使用(續)

能源使用(續)

重點行動(續)

工藝優化與綠色製程創新

- 建滔(廣東)電子專用材料有限公司完成玻纖布接布工藝綠色低碳升級,採用自動接布機搭配新型玻纖線、進口特種縫紉機無縫縫合工藝,替代傳統熱熔膠電加熱接布方式,不僅解決了原工藝易產生燒焦異味、漿料燒灼煙氣的環境影響問題,還消除了電加熱環節的電力消耗,實現接布頭無重疊、連接牢固的同時,達成生產環節環保減排與節能降耗雙重效益。

- 建滔(廣東)電子專用材料有限公司針對豐田噴氣式織布機實施節氣筘節能改造,基於設備引緯工藝原理,透過優化輔噴嘴氣流參數、縮短緯紗氣流作用時長、更換節氣鋼筘提升氣流集束性,有效降低壓縮空氣消耗量,減少空壓機運行頻次實現節電,完成20台設備改造後年可實現經濟效益逾人民幣8萬元,同步降低生產環節能源消耗與碳排放。

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

能源、水資源及包裝物料的使用(續)

Consumption of Energy (continued)

A (continued)

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- Qingyuan Chung Shun Electronic Materials Co., Ltd. implemented a special action for energy consumption optimisation of its refrigeration station. By fine-tuning the COP parameters, it achieved improved energy efficiency for the same cooling capacity. After the modification, the chiller can save an average of 38 kWh of electricity per hour, and the chilled water pump can save 10 kWh of electricity per hour; For the 24-hour continuous operation of the chiller in summer, it is estimated that 1,152 kWh of electricity can be saved per day.

- Kingboard Laminates (Shaoguan) Co., Ltd. implemented two major energy-saving modifications: cold storage joint control for the cooling system and waste heat recovery from the gas furnace and No. 3 incinerator. In 2025, it achieved a reduction in electricity consumption of 278,000 kWh and a reduction in natural gas consumption of 240 tonnes, significantly lowering the factory's overall energy consumption.

- Qingyuan Kai Rong De Electronic Special Materials Co., Ltd. invested a total of RMB5 million to build a waste heat recovery boiler system. This system can use waste heat from production to generate 10,000 tonnes of industrial steam annually, achieving the recycling of waste heat resources.

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- Dongguan Wannianfu plans to invest RMB10 million in 2026 for the energy-saving retrofit of its automated lines, and another RMB3 million for the upgrade and renovation of its CNC equipment.

能源使用(續)

重點行動(續)

系統優化與餘熱／能源回收利用

- 清遠忠信電子材料有限公司實施製冷站能耗優化專項行動，通過微調COP參數實現同等製冷量下的能效提升，改造後製冷機每小時平均可節約用電38千瓦時、冷凍泵每小時可節約用電10千瓦時；針對夏季製冷機24小時連續運行工況，預計每日可實現節電1,152千瓦時。

- 建滔積層板(韶關)有限公司實施冷卻系統蓄冷聯控、氣爐與3號焚燒爐餘熱回收兩大節能改造，2025年度實現電耗減少27.8萬千瓦時、天然氣消耗減少240公噸，工廠綜合能耗顯著下降。

- 清遠凱榮德電子專用材料有限公司總投資人民幣500萬元建成餘熱回收鍋爐系統，該系統可利用生產餘熱每年生產1萬公噸工業用蒸汽，實現廢熱資源的循環利用。

未來規劃

- 東莞萬年富計劃於2026年投資人民幣1,000萬元對自動線進行節能改造，另計劃投資人民幣300萬元對CNC設備進行更新改造。

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Water Resource Utilisation

The Board of Directors and senior management actively fulfil their supervisory responsibilities for water management and performance, leading the Group to practice the concept of water conservation and environmental protection, promoting the efficient use and recycling of water resources, and ensuring that all water management measures are effectively and properly implemented.

The Group's plants are distributed across multiple cities and are dedicated to the development and manufacturing of products in different sectors. Based on the distribution characteristics of the factories and differences in product processes, the Board of Directors and senior management guide each plant to adapt to local conditions, formulating scientific and reasonable water conservation and recycling management measures according to their own process characteristics and local water resource conditions, thereby achieving an organic integration of water resource management and production operations.

In daily operations, we regularly compile statistics and analyse water consumption data within the plants. According to the water requirements of the production lines, we advocate partially replacing the tap water used in the original process with river water, provided that it meets the process standards, to reduce tap water consumption in the industrial production process. During the FY2025, several plants further reduced tap water consumption through measures such as recycling air conditioning condensate, precisely controlling water use in production processes with flow meters, introducing multi-stage overflow cleaning processes, and collecting uncontaminated concentrated water from deionized water (DI water) equipment for reuse in flushing toilets on-site. At the same time, based on production needs, we will gradually invest in environmental projects related to water recycling (such as repairing exchange-type circulating water cooling towers) to make more rational and rigorous use of water resources.

In addition, with the promotion of the Board of Directors and senior management, we encourage all plants to actively carry out industrial wastewater recovery and secondary utilisation, without affecting product quality. Each plant proactively implements environmental projects, including concrete filling, and uses treated industrial effluent that meets standards to flush ditches; Provided that the wastewater quality meets the standards, the recycled water can not only be used for flushing industrial facilities such as ditches but can also be introduced into operating equipment like waste gas treatment towers to replace some conventional water. Such initiatives effectively reduce the demand for new water intake, genuinely achieve the core goals of conserving water resources and increasing the water recycling rate, and fulfil the Group's commitment to green development.

能源、水資源及包裝物料的使用(續)

水資源利用

董事會及管理層積極履行對水管理與績效的監督責任，帶領集團踐行節水環保理念，推動水資源高效利用與循環發展，確保各項水管理措施有效落實、規範實施。

本集團旗下工廠分佈於多個城市，並致力於不同板塊產品的開發與製造。基於工廠分佈特點與產品工藝差異，董事會及管理層引導各廠因地制宜，依據自身工藝特性與當地水資源條件，制定科學合理的節約用水及循環利用管理措施，實現水資源管理與生產運營的有機契合。

在日常營運中，我們定期統計和分析工廠內部的用水數據。根據生產線用水要求，我們倡導在符合工藝標準的情況下，以江水部分替代原工藝所用自來水，以降低工業生產過程中的自來水消耗量。2025年財政年度期間，多個工廠透過回收空調冷凝水、以流量計精準管控生產工序用水、導入多級溢流清洗工藝，以及將去離子水(DI水)設備產生的未受污染濃水收集後，回用於廠區洗手間沖洗等措施，進一步減少自來水的使用量。同時，依據生產需要，我們未來將逐步投資循環用水相關環保項目(例如修復交換循環水冷卻塔等)，更合理、更嚴謹地善用水資源。

此外，在董事會及管理層的推動下，我們在不影響產品品質的前提下，鼓勵各工廠積極開展工業廢水回收與二次利用工作。各廠主動推行包括混凝土填充在內的環保工程，採用達標工業排放污水沖洗水溝；在廢水水質達標的前提下，相關回用水不僅可用於沖洗水溝等工業設施，還可導入廢氣處理塔等操作設備，替代部分常規用水。此類舉措有效減少新增取水需求，切實實現節約水資源、提升水循環利用率的核心目標，踐行集團綠色發展承諾。

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Water Resource Utilisation (continued)

- Since 2022, Hebei Kingboard has been using diverted river water instead of extracting groundwater, reducing groundwater abstraction; The intensity of water recycling has been increased, with the water recycling rate exceeding 98%.

- In 2025, Dongguan Wannianfu launched a special project for water conservation and emission reduction, saving approximately 35,000 tonnes of water and reducing wastewater discharge by approximately 35,000 tonnes annually.

- Kingboard Laminates (Shaoguan) Co., Ltd. has significantly improved its water use efficiency by launching and stably operating a wastewater recycling and reuse system: after the system was put into operation, the company's overall water consumption has cumulatively decreased by approximately 31% compared to before the measure was implemented, with the water consumption in 2025 actually decreasing by 9.51% compared to the previous year.

- Through the operation of its epichlorohydrin circulation system, Kingboard (Hengyang) Industrial Co., Ltd. has reduced its fresh water consumption by approximately 10%; Through the operation of its salt production circulation system, the company's water resource recycling rate has reached 70%.

- Qingyuan Chung Shun Electronic Materials Co., Ltd. completed the energy-saving modification project for water pressurisation of wire drawing separators. By optimising the reuse process of recycled water in the pressurisation stage, the average daily use of recycled water during the separator water pressurisation stage increased by approximately 190 tonnes compared to normal operating conditions. According to annual accounting, the project achieved a cumulative saving of 40,000 tonnes of tap water consumption from June to December of that year.

能源、水資源及包裝物料的使用(續)

水資源利用(續)

重點行動

全流程節水減排與水資源源頭保護

- 河北建滔自2022年起使用引江水，不再取用地下水，減少地下水開採量；加大水循環利用力度，水循環利用率超98%。

- 東莞萬年富於2025年開展節水減排專項工作，年節約用水約3.5萬公噸，同時年減少廢水排放約3.5萬公噸。

循環利用體系建設與用水效率提升

- 建滔積層板(韶關)有限公司透過上線並穩定運行廢水循環再利用系統，實現用水效率顯著提升：該系統投用後，公司整體用水消耗量較措施實施前累計下降約31%，其中2025年度用水量較上一年度實際減少9.51%。

- 建滔(衡陽)實業有限公司透過環氧氯丙烷循環系統之運行，使公司新鮮水消耗量下降約10%；藉由製鹽循環系統運作，公司水資源循環利用率達70%。

- 清遠忠信電子材料有限公司完成拉絲隔板水加壓節能改造項目，通過優化加壓工序回用水複用工藝，隔板水加壓階段回用水日均用量較常規運行工況提升約190公噸，經年度核算，項目當年6-12月累計實現自來水消耗量節約4萬公噸。

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Packaging Materials

In daily production, the Group advocates for employees to precisely plan the usage of raw materials. While ensuring product quality and safety, we encourage production departments to appropriately plan the use of raw and packaging materials to simultaneously enhance economic and environmental benefits and effectively reduce the costs of production and packaging materials.

To practice the environmental operational goal of "less pollution, more recycling", our plants regularly investigate and diagnose their own operational processes and tailor specific plans to reduce packaging consumption according to the actual situation. For example, the Group's plants have developed a method of using reusable iron frames to replace carton packaging. As the iron frames can be recycled, this measure effectively reduces the generation of solid paper waste. In addition, the plants also implement a strategy of recycling foam plastics, classifying and recycling the foam plastics used in the packaging and storage process for future use. This reduces packaging waste while saving material costs, balancing both environmental and economic benefits.

能源、水資源及包裝物料的使用(續)

包裝使用

本集團在日常生產中提倡員工精準規劃原材料用量，在確保產品品質與安全的前提下，鼓勵生產部門適當規劃原材料及包裝物料使用量，以同時提高經濟與環保效益，並有效降低生產及包裝物料的成本。

為實踐「少污染、多回收」的環保營運目標，旗下工廠會定期調查與診斷自身的營運過程，並因應實際情況量身制定合適的減少包裝用量的具體方案。例如，集團工廠研究出可重複使用鐵架取代紙箱包裝的方式，由於鐵架可循環使用，此舉有效減少紙皮固體廢物的產生。此外，工廠亦推行泡沫塑料回收利用的策略，將包裝、存放過程中需要使用到的泡沫塑料進行分類回收備用，在降低包裝浪費的同時節節省物料成本，兼顧環保與經濟效益。

能源、水資源及包裝物料的使用（續）

能源、水資源及包裝物料耗用績效（續）

2025年財政年度與2024（續）

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

能源、水資源及包裝物料的使用(續)

Performance on Consumption of Energy, Water and Packaging Materials (continued)

能源、水資源及包裝物料耗用績效(續)

	化工產品			房地產及酒店		
資源種類	[redacted]	FY2024[Note 1] 2024年財政年度[註1]	Unit 單位	[redacted]	FY2024[Note 1] 2024年財政年度[註1]	Unit 單位
Utility power 市電	[redacted]	261.4	kWh/tonne of finished products 千瓦時/每公噸成品	[redacted]	/	kWh/million of revenue 千瓦時/每百萬收入
Coal 煤	[redacted]	0.1	tonne/tonne of finished products 公噸/每公噸成品	[redacted]	/	tonne/million of revenue 公噸/每百萬收入
Diesel 柴油	[redacted]	0.0003	tonne/tonne of finished products 公噸/每公噸成品	[redacted]	/	tonne/million of revenue 公噸/每百萬收入
Petrol[Note 3] 汽油[註3]	[redacted]	/	tonne/tonne of finished products 公噸/每公噸成品	[redacted]	/	tonne/million of revenue 公噸/每百萬收入
Natural gas 天然氣	[redacted]	0.05	Cubic metre/tonne of finished products 立方米/每公噸成品	[redacted]	/	Cubic metre/million of revenue 立方米/每百萬收入
Liquefied natural gas[Note 3] 液化天然氣[註3]	[redacted]	/	tonne/tonne of finished products 公噸/每公噸成品	[redacted]	/	tonne/million of revenue 公噸/每百萬收入
Water 水	[redacted]	1.1	Cubic metre/tonne of finished products 立方米/每公噸成品	[redacted]	/	Cubic metre/million of revenue 立方米/每百萬收入

Note 1: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

Note 2: As this business segment did not generate such energy use during the Reporting Period, the relevant disclosures do not apply to this business segment.

Note 3: This energy consumption represents a new data collection item introduced in FY2025, aiming at continuously enhancing the Group's ESG data management capabilities.

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

註2： 該業務板塊於報告期間並沒有產生此類能源使用，因此相關披露並不適用於該業務板塊。

註3： 該能源消耗數據為2025年財政年度新增的數據收集項目，旨在持續擴充與提升集團ESG數據管理能力。

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

能源、水資源及包裝物料的使用(續)

Performance on Consumption of Energy, Water and Packaging Materials (continued)

能源、水資源及包裝物料耗用績效(續)

Data on the consumption of packaging materials for FY2025 and FY2024 is compared as follows:

2025年財政年度與2024年財政年度包裝材料使用量比較如下：

包裝材料種類(公噸)	覆銅面板		印刷線路板		化工產品		房地產及酒店		總計	
	[illegible]	FY2024Note 1 2024年財政年度註1	[illegible]	FY2024Note 1 2024年財政年度註1	[illegible]	FY2024Note 1 2024年財政年度註1	[illegible]	FY2024Note 1 2024年財政年度註1	[illegible]	FY2024Note 1 2024年財政年度註1
Carton 紙箱	[illegible]	2,720.9	[illegible]	2,008.9	[illegible]	NANote 2 不適用註2	[illegible]	/	[illegible]	4,729.8
Blister 吸塑	[illegible]	NANote 2 不適用註2	[illegible]	308.2	[illegible]	NANote 2 不適用註2	[illegible]	/	[illegible]	308.2
Plastic wrap 保鮮膜包裝	[illegible]	744.8	[illegible]	145.8	[illegible]	NANote 2 不適用註2	[illegible]	/	[illegible]	890.6
Card board 卡板	[illegible]	8,929.4	[illegible]	822.1	[illegible]	480.0	[illegible]	/	[illegible]	10,231.5
Drench membrane paper 淋膜紙	[illegible]	1,686.0	[illegible]	9.4	[illegible]	NANote 2 不適用註2	[illegible]	/	[illegible]	1,695.4

Note 1: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

Note 2: As this business segment did not involve the use of such packaging materials during the Reporting Period, the relevant disclosures do not apply to this business segment.

註2： 該業務板塊於報告期間並沒有產生此類包裝材料使用，因此相關披露並不適用於該業務板塊。

AIR POLLUTANT EMISSIONS

To systematically protect the environment, reduce pollution, and build an environmental technology system of international advanced standards, the Group promoted a number of environmental rectification projects during the Reporting Period, and continuously optimised, upgraded, and updated its emission reduction equipment and policy systems to enhance the effectiveness of the Group's emission reduction technology. During the 2025 financial year, the Group strictly complied with relevant laws and regulations and environmental standards such as the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution. There were no major violations in the management of air pollutant emissions, nor were there any major penalties from the environmental authorities. We strictly ensured that all emission activities were legal and compliant, earnestly fulfilled our primary responsibility for environmental protection, and met the relevant requirements for ESG environmental compliance disclosure.

Emission reduction policy

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空氣污染物排放

為系統性保護環境，減少污染，打造具有國際先進水準的環保技術體系，本集團於報告期間推進了多項環保整治項目，在減排設備及減排政策體系上持續優化升級及更新，以強化本集團減排技術的實效性。2025年財政年度期間，本集團嚴格遵守《中華人民共和國大氣污染防治法》等相關法律法規及環保標準，在空氣污染物排放管理方面未發生任何重大違規事件，亦未受到環境主管部門相關重大處罰，嚴格保障各項排放行為合法合規，切實履行環境保護主體責任，符合ESG環境合規披露相關要求。

減排政策

- 本集團積極響應國家《中華人民共和國大氣污染防治法》對主要大氣污染物排放的管控要求，在持續降低污染物排放量的同時，將逐年降低生產環節帶來的環境風險及相關成本作為減排工作重點項目之一。
- 在實時監測大氣污染物的基礎上，環保專責小組及安全環保部門對生產方面的管理層提出配備通風、除塵等各樣環保設施的具體技術規格要求，並由資產管理部門負責項目調查與切實落實項目。在確保法規合規的前提下，有效激發全體員工對空氣污染排放控制的責任心和積極參與度。
- 為保障生產過程中監控及處理空氣污染物的設備、技術、環保治理項目得以有效穩定地運作，本集團為產生大氣污染物崗位員工提供專業技能培訓，以提高相關人員的操作能力及環保意識。
- 針對廢氣排放，集團編製了《廢氣處理系統操作作業指導書》、《廢氣站廢水酸水處理作業指導書》、《廢氣站中和廢堿處理作業指導書》、《廢氣停電異常緊急作業指導書》等相應的操作指引作指導。

AIR POLLUTANT EMISSIONS (continued)

Emission reduction policy (continued)

During the 2025 financial year, the Group put into production a series of emission reduction equipment and technologies to enhance the level of emission control:

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- In 2025, Hebei Kingboard invested approximately RMB19 million to implement a comprehensive environmental treatment project for VOCs-containing waste gas from benzene hydrogenation. This project reduces annual emissions of benzene and its derivatives by approximately 26.8 tonnes and carbon dioxide by 963.8 tonnes, while also recovering benzene, sodium hydrosulfide, and ammonia solution from the tail gas, achieving a win-win for both environmental and economic benefits.

- Kingboard (Fogang) Special Resin Co., Ltd. has been gradually introducing Regenerative Thermal Oxidizer (RTO) technology since 2020 to actively promote the prevention and control of air pollution. After collection, washing and filtration pre-treatment, the organic waste gas enters the RTO equipment and is decomposed into harmless carbon dioxide and water at a high temperature of about 800°C. The treated waste gas is discharged stably up to the standard. When the concentration of organic waste gas reaches a certain level, the heat generated by the reaction can maintain the operation of the equipment, saving additional energy consumption.

- Kingboard Laminates (Shenzhen) Co., Ltd. has installed two sets of Regenerative Thermal Oxidizer (RTO) units and two sets of nano-microbubble volatile organic compound (VOC) treatment facilities in its plant to effectively reduce VOC emissions through professional waste gas treatment equipment.

- Kingboard (Fogang) Laminates Co. Limited adopts RTO regenerative incineration technology for volatile organic compounds (VOCs), which operates at a high temperature of over 850°C with a treatment efficiency of over 95%.

- Since 2022, Kingboard (Changzhou) Petrochemical Terminal Co., Ltd. has invested RMB180,000 to install online VOCs monitoring instruments at its plant boundary and spends RMB220,000 annually to commission third-party testing to monitor fugitive emissions, promptly identify and address leakage issues, and reduce fugitive waste gas emissions.

空氣污染物排放(續)

減排政策(續)

重點減排措施：

集團於2025年財政年度間投產了一系列減低排放量的設備與技術，提升排放管控水平：

揮發性有機化合物(　　)專項治理與技術升級

- 河北建滔於2025年投資約人民幣1,900萬元實施苯加氫含VOCs廢氣環保綜合治理項目，年減少苯及苯系物排放約26.8公噸、二氧化碳排放963.8公噸，同時可回收尾氣中的苯、硫氫化鈉及氨溶液，實現環保效益與經濟效益共贏。

- 建滔(佛岡)特種樹脂有限公司自2020年起逐步導入蓄熱式氧化法(RTO)技術，積極推動大氣污染防治工作。有機廢氣經收集、洗滌與過濾預處理後，進入RTO設備於約800°C高溫下分解為無害之二氧化碳與水，處理後廢氣穩定達標排放。當有機廢氣濃度達一定水準時，反應產生之熱能可維持設備運轉，節省額外能源消耗。

- 建滔覆銅板(深圳)有限公司於廠房內裝設兩套蓄熱式氧化處理裝置(RTO)，以及兩套納米微氣泡揮發性有機物(VOC)處理設施，透過專業廢氣處理設備有效減少揮發性有機物排放。

- 建滔(佛岡)積層板有限公司針對揮發性有機化合物(VOCs)採用RTO蓄熱式焚燒處理技術，於850°C以上高溫條件下運行，處理效率達95%以上。

- 建滔(常州)石化碼頭有限公司自2022年起，投資人民幣18萬元安裝廠界VOCs在線監測儀器，每年投入人民幣22萬元委託第三方檢測，對無組織廢氣逸散情況進行監測，及時發現並處理洩漏問題，減少無組織廢氣排放。

AIR POLLUTANT EMISSIONS (continued)

Emission reduction policy (continued)

- Since 2017, Kingboard (Lianzhou) Copper Foil Limited and Strong East (Lianzhou) Copper Foil Limited have put into use a circulating fluidised bed boiler denitrification system, equipped with a bag filter and a dual-alkali desulphurisation device, to carry out the entire process of dust removal, desulphurisation and denitrification of coal-fired boiler flue gas, effectively reducing the emissions of air pollutants such as sulphur dioxide, nitrogen oxides and particulate matter. The treatment system operates stably and efficiently. After being put into use, it can stably reduce soot and dust emissions by 11 tonnes per year, and achieve an annual environmental-related economic benefit of about RMB830,000.
- The boiler of Kingboard (Fogang) Laminates Co. Limited uses natural gas as fuel and adopts low-nitrogen combustion technology, which effectively controls nitrogen oxide emissions at a low level. Sulphur dioxide and particulate matter are basically undetectable, and the emission performance is excellent.
- Kingboard (Hengyang) Industrial Co., Ltd. treats waste gas using a process of alkali washing and water washing combined with high-efficiency resin and an A-B tank adsorption-desorption cycle, effectively removing Volatile Organic Compounds (VOCs); The hydrogen boiler uses “diffusion combustion + FGR flue gas recirculation” technology to reduce the generation of nitrogen oxides; The coal-fired cogeneration boiler has completed an ultra-low emission retrofit, where dust is removed using a bag filter method, desulphurisation is achieved through off-furnace wet limestone-gypsum desulphurisation, and denitrification uses low-nitrogen combustion combined with a composite denitrification technology, ensuring stable and compliant waste gas emissions.

空氣污染物排放(續)

減排政策(續)

鍋爐煙氣與常規大氣污染物全流程超低排放治理

- 建滔(連州)銅箔有限公司、東強(連州)銅箔有限公司自2017年起，投用循環流化床鍋爐脫硝系統，配套袋式除塵器、雙鹼法脫硫裝置，對燃煤鍋爐廢氣開展除塵、脫硫、脫硝全流程治理，有效削減二氧化硫、氮氧化物、顆粒物等大氣污染物排放。該治理體系運行穩定高效，投用後每年可穩定減排煙塵11公噸，年實現環保相關經濟效益約人民幣83萬元。
- 建滔(佛岡)積層板有限公司鍋爐以天然氣為燃料，採用低氮燃燒技術，有效將氮氧化物排放控制於較低水平，二氧化硫及顆粒物基本監測不到，排放表現優異。
- 建滔(衡陽)實業有限公司廢氣處理採用鹼洗、水洗搭配高效樹脂及AB罐吸附－脫附循環處理程序，有效去除揮發性有機化合物(VOCs)；氫氣鍋爐採用「擴散燃燒＋FGR煙氣再循環」技術，降低氮氧化物生成量；熱電燃煤鍋爐已完成超低排放改造，其中除塵採用袋式除塵法，脫硫採用爐外石灰石－石膏濕式脫硫，脫硝則採用低氮燃燒搭配複合式脫硝技術，確保廢氣穩定達標排放。

AIR POLLUTANT EMISSIONS (continued)

空氣污染物排放(續)

Emission reduction policy (continued)

Types of emissions and respective emissions data for FY2025 and FY2024 are compared as follows:

減排政策(續)

2025年財政年度與2024年財政年度排放物種類及相關排放數據比較如下：

主要大氣排放物(公噸)	覆銅面板		印刷線路板		化工產品		房地產及酒店		總計	
	[illegible] 財政年度註1	FY2024 Note 1 2024年財政年度註1	[illegible] 財政年度註1	FY2024 Note 1 2024年財政年度註1	[illegible] 財政年度註1	FY2024 Note 1 2024年財政年度註1	[illegible] 財政年度註1	FY2024 Note 1 2024年財政年度註1	[illegible] 財政年度註1	FY2024 Note 1 2024年財政年度註1
Nitrogen oxides 氮氧化物	[illegible]	217.2	[illegible]	13.6	[illegible]	63.8	[illegible]	/	[illegible]	294.6
Particles 顆粒物	[illegible]	25.2	[illegible]	17.2	[illegible]	16.0	[illegible]	/	[illegible]	58.4
Sulphur oxides 硫氧化物	[illegible]	9.1	[illegible]	5.0	[illegible]	/	[illegible]	/	[illegible]	14.1
Sulphur dioxide 二氧化硫	[illegible]	34.2	[illegible]	0.02	[illegible]	22.0	[illegible]	/	[illegible]	56.2
Sulphuric acid mist Note 3 硫酸霧註3	[illegible]	8.5	[illegible]	20.1	[illegible]	NA Note 2 不適用註2	[illegible]	/	[illegible]	28.6
Fluoride (as F) Note 3 氟化物註3(以F計)	[illegible]	0.1	[illegible]	1.2	[illegible]	0.1	[illegible]	/	[illegible]	1.4
Ammonia 氨	[illegible]	0.007	[illegible]	12.7	[illegible]	1.4	[illegible]	/	[illegible]	14.1
Volatile organic compounds (VOCs) 揮發性有機物VOCs	[illegible]	50.6	[illegible]	103.3	[illegible]	24.9	[illegible]	/	[illegible]	178.8

AIR POLLUTANT EMISSIONS (continued)

Emission reduction policy (continued)

Note 1: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

Note 2: As this business segment did not generate such emissions during the Reporting Period, the relevant disclosures do not apply to this business segment.

Note 3: In 2025, the Group continued to use new monitoring points and updated detection methods to disclose this data with a broader statistical scope and in a more accurate manner.

空氣污染物排放(續)

減排政策(續)

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

註2： 該業務板塊於報告期間並沒有產生此類排放物，因此相關披露並不適用於該業務板塊。

註3： 2025年集團繼續使用新增監測點位以及檢測手段的更新，以更大的統計範圍以及更精準的方式披露此數據。

WASTEWATER DISCHARGE

The Group attaches great importance to wastewater discharge management, strictly abides by national environmental laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Water Pollution and the Administrative Measures for Drainage of Phosphorus and Nitrogen-related Enterprises, implements requirements such as discharge permits and total phosphorus pollution control, and earnestly fulfills our responsibilities as the primary entity for environmental protection. Internally, core regulations such as the Administrative Measures for Wastewater Discharge, the Operation Guide for the Wastewater Treatment System and the Administrative Regulations on Inspection of Wastewater Treatment Facilities have been formulated to clarify the control standards and responsibilities for each link of wastewater, forming a compliance-led management system. In the 2025 financial year, the Group had no major violations in wastewater discharge and no major penalties from environmental authorities. All emission indicators met national and local standards, fulfilling our compliance commitments.

廢水排放

本集團高度重視廢水排放管理，嚴格遵守《中華人民共和國水污染防治法》及《涉磷氮企業排水管理辦法》等國家環保法律法規，落實排污許可、總磷污染控制等要求，切實履行環境主體責任。內部配套制定《廢水排放管理辦法》、《廢水處理系統操作作業指導書》及《污水處理設施巡檢管理規定》等核心制度，明確廢水各環節管控標準與責任，形成合規引領的管理體系。2025年財政年度，本集團廢水排放未發生重大違規及環境主管部門重大處罰，排放指標均符合國家及地方標準，踐行合規承諾。

Top-level system and organisational assurance

The Group has established a whole-process wastewater control system, with internal supporting core normative documents such as the Administrative Measures for Wastewater Discharge, the Operation Guide for the Wastewater Treatment System and the Administrative Regulations on Inspection of Wastewater Treatment Facilities, clarifying the control standards, job responsibilities and accountability mechanisms for each link of wastewater collection, treatment, discharge and reuse, forming a compliance-led and closed-loop management system. At the organisational structure level, the Group has set up a dedicated power engineering department and an environmental supervision department: the power engineering department is responsible for the operation of wastewater treatment facilities, the implementation of policies and the on-site supervision of the entire process; The environmental supervision department is responsible for following up on the latest policy requirements of the ecological environment department, carrying out compliance supervision and emergency response, and ensuring the full implementation of all control requirements.

頂層制度與組織保障

本集團建立全流程廢水管控制度體系，內部配套制定《廢水排放管理辦法》、《廢水處理系統操作作業指導書》及《污水處理設施巡檢管理規定》等核心規範文件，明確廢水收集、處理、排放、回用各環節的管控標準、崗位職責與問責機制，形成合規引領、閉環管理的制度體系。組織架構層面，集團設立專門的動力工程部與環境監管部門：動力工程部負責廢水處理設施運營、政策執行與現場全流程監督；環境監管部門負責跟進生態環境部門最新政策要求、開展合規監督與應急處置，確保各項管控要求全面實施。

廢水排放(續)

全流程日常運營管控

WASTEWATER DISCHARGE (continued)

Online monitoring and risk prevention and control

The Group has equipped all sewage outlets with automatic monitoring systems, which are connected to the regulatory platform of the local ecological environment bureau in real time to monitor the core indicators of wastewater discharge online 24 hours a day, and to prevent water pollution accidents throughout the entire process. At the same time, we have formulated an emergency plan for sudden water pollution incidents, established an emergency response mechanism, and regularly conducted emergency drills to ensure that sudden environmental risks are preventable and controllable, and to fully protect the soil and water ecological environment around the plant area.

- The Group actively promotes the installation of multiple sets of cooling water recovery systems in the plant area to reintroduce the water that has been heated and cooled into the production line, which not only effectively solves the problem of wastewater discharge pollution, but also achieves the goal of water resource conservation. Such optimised cooling water circulation systems are expected to recover over 30% of wastewater each year.

- The wastewater from the epichlorohydrin production department and the caustic soda production department of Kingboard (Hengyang) Industrial Co., Ltd. is reused in brine extraction operations, effectively reducing the total amount of wastewater discharge.

- The wastewater treatment unit of Kingboard (Hengyang) Industrial Co., Ltd. adopts a physical and chemical treatment method, which can efficiently remove pollutants such as chemical oxygen demand and ammonia nitrogen, ensuring that the wastewater is discharged stably up to standard.

- Dongguan Wannianfu has continuously increased investment and optimised governance measures to ensure that wastewater discharge meets environmental standards: it has invested RMB3.52 million to carry out a project to improve the quality of wastewater discharge, by upgrading wastewater treatment processes and improving treatment facilities to further enhance wastewater treatment efficiency and water quality standards, so as to ensure stable and compliant wastewater discharge; At the same time, it has invested RMB600,000 to implement the separation of rainwater and sewage, strictly separating rainwater and wastewater discharge pipelines, eliminating the mixing of rainwater and sewage, reducing the pressure on wastewater treatment from the source, and strengthening the whole-process control of wastewater.

廢水排放(續)

在線監測與風險防控

本集團在所有污水排放口均配備自動監測系統，並與當地生態環境局監管平台實時聯網，24小時在線監控廢水排放核心指標，全流程防範水污染事故發生。同時制定水污染突發事件應急預案，建立應急處置機制，定期開展應急演練，確保突發環境風險可防可控，全力保護廠區周邊土壤及水體生態環境。

重點行動

廢水循環回用與源頭減量管控

- 本集團積極推動廠區配備多套冷卻水回收系統，將經受熱冷卻處理後的水重新導入生產線，既有效解決廢水排放污染問題，又實現水資源節約目標。此類優化的冷卻水循環系統，每年預計可回收廢水達30%以上。

- 建滔(衡陽)實業有限公司環氧氯丙烷生產部與燒鹼生產部之廢水回用於採鹵作業，有效降低廢水排放總量。

廢水全流程治理與穩定達標排放管控

- 建滔(衡陽)實業有限公司廢水處理單元採用物理化學處理法，可高效去除化學需氧量與氨氮等污染物，確保廢水穩定達標排放。

- 東莞萬年富持續加大投入、優化治理措施，確保廢水排放符合環保標準：已投入人民幣352萬元開展廢水排放提質改造工程，通過升級廢水處理工藝、完善處理設施，進一步提升廢水處理效率與水質標準，保障廢水穩定達標排放；同步投入人民幣60萬元實施雨污分流改造，嚴格劃分雨水與廢水排放管道，杜絕雨污混流現象，從源頭減少廢水處理壓力，強化廢水全流程管控。

廢水排放(續)

在線監測與風險防控(續)

重點行動(續)

2025年財政年度與2024年財政年度廢水排放數據比較如下：

GENERATION, TREATMENT AND RECYCLING OF WASTE

To ensure the efficient implementation of temporary waste storage management, the Group has formulated a complete management system including the General Industrial Solid Waste Management Measures and the Hazardous Waste Management Measures, strictly abides by national laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the National Hazardous Waste List (2025 Edition), and the Standardised Environmental Management of Solid Waste for 2025, and ensures full compliance throughout the entire process of hazardous waste classification, storage, transfer, and disposal. In the 2025 financial year, the Group had no major environmental violations in the field of waste management, nor were there any records of major penalties from environmental authorities. The disposal of all types of waste complied with national and local regulatory standards.

Hazardous wastes

The Group strictly implements the three internal principles of "anti-leakage, anti-rain, and anti-loss" for hazardous waste management. For the storage and disposal of generated hazardous wastes, we mainly adopt the following control measures:

廢棄物的產生、處理和回收

為確保廢棄物的暫存管理工作高效實施，本集團制定《一般工業固體廢物管理辦法》及《危險廢棄物管理辦法》等完整管理制度體系，嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《國家危險廢物名錄（2025年版）》及《2025年度固體廢物規範化環境管理》等國家法律法規要求，全面落實危險廢物分類、貯存、轉移、處置全流程合規管控。2025年財政年度，本集團於廢棄物管理領域未發生任何重大環保違規事件，亦無來自環境主管部門的重大處罰記錄，各類廢棄物處置均符合國家及地方監管標準。

有害廢棄物

本集團嚴格執行內部制定的「防滲漏、防雨淋、防流失」的有害廢棄物管理三原則。對於已產生的有害廢棄物的儲存與處置，我們主要採取以下管控措施：

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Hazardous wastes (continued)

In addition to properly disposing of generated hazardous wastes, we also actively promote various source reduction strategies to reduce the total amount of hazardous wastes generated by our plants:

1.

- Utilising film residue dehydration process to reduce the total amount of waste photosensitive materials;
- Adding an epoxy resin pipeline from the tank farm to the workshop to reduce the amount of waste empty barrels;
- Removing the shaft by draining and cutting the waste filter element to reduce the generation of hazardous waste and subsequent disposal costs from the source;
- Acidifying dry film residue from PCB production, reducing its generation by approximately 23% annually;
- Maximising the use of scraps generated from the production of circuit boards, and adopting a dual-auxiliary material layout to reduce the generation of scraps from the source.

- Recycling and reusing reflux resin in the resin workshop to reduce the amount of waste resin;
- Integrating and building an alkaline etching solution regeneration and copper recovery system to fully recycle and reuse the waste etching solution generated from the production of circuit boards, which is reused in the production line after regeneration to reduce generation and environmental pollution;
- Cleaning and treating empty waste-ink containers from PCB production to achieve recycling and reuse, reducing waste generation.

廢棄物的產生、處理和回收(續)

有害廢棄物(續)

除妥善處置已產生的有害廢棄物，我們更積極推動於源頭減量各項策略，以降低旗下各工廠有害廢棄物產生總量：

一、 **廢棄物源頭減量**

- 應用菲林渣脫水處理，減少感光材料廢棄物總量；
- 新增罐區至車間環氧樹脂輸送管線，減少廢棄空桶產生量；
- 使用廢濾芯淋乾切割處理去除軸心，從源頭降低危險廢棄物產生量及後續處置成本；
- 對生產電路板產生的乾膜渣進行酸化處理，減少其產生量(年減產量達23%左右)；
- 對生產電路板產生的邊角料實現最大化利用，並採用雙輔料排版，從源頭減少邊角料產生。

二、 **廢棄物循環回用**

- 樹脂車間回流樹脂實施循環回用，降低廢棄樹脂產生量；
- 整合並建造鹼性蝕刻液再生及銅回收系統，對生產電路板產生的廢蝕刻液充分回收利用，再生後回用生產線，減少產生量及環境污染；
- 對生產電路板產生的廢油墨空桶進行清洗處理，實現回收再用，減少廢棄物產生量。

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Hazardous wastes (continued)

- Gradually phasing out banned substances (e.g. mercury) under the EU's Restriction of Hazardous Substances (RoHS) Directive and REACH regulation;
- Registering chemical substances in accordance with the Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) regulation, and implementing relevant laws and regulations for safety monitoring;

- The plants, whose main products are paper-based copper-clad laminates, actively promote bromine-free and chlorine-free environmentally friendly boards to customers;

- Kingboard Laminates (Shaoguan) Co., Ltd. and Huiyang Kehui Industrial Technology Co., Ltd. have achieved a reduction of about 20% and 40% respectively in the generation of such waste through the environmental technological transformation of dry film slag acidification treatment, with significant results in solid waste reduction.
- Chung Shun (Qingyuan) Photovoltaic Material Technology Co., Ltd. completed the property identification and downgrade of biological sludge in 2019. The waste was downgraded from hazardous waste to general industrial waste, with an annual scale of about 80 tonnes, effectively reducing external disposal costs and improving resource recycling efficiency.

The Group believes that controlling the generation of hazardous waste must start from the source of production to reduce the generation of various pollutants. To fundamentally reduce the generation of hazardous waste, we will continue to study advanced environmental protection technologies in future manufacturing processes and continuously improve environmental protection processes to achieve the sustainable development goal of waste reduction.

廢棄物的產生、處理和回收(續)

有害廢棄物(續)

三、 化學品合規管控

- 逐步淘汰歐盟危害性物質限制指令(RoHS及REACH)中的禁用物質(如：汞)；
- 註冊《關於化學品註冊、評估、許可和限制法案》，並執行安全監控相關法令規範。

四、 環保產品推廣

- 以紙基覆銅面板為主營產品的工廠，主動向客戶推廣無溴無氯元素的環保板材。

重點行動

- 建滔積層板(韶關)有限公司、惠陽科惠工業科技有限公司分別透過乾膜渣酸化處理環保技改，實現該類廢棄物產生量分別下降約20%、40%，固體廢物減量化成效顯著。
- 忠信(清遠)光伏材料科技有限公司於2019年完成生物污泥屬性鑑定與降級作業，該廢棄物由危險廢棄物降級為一般事業廢棄物，每年規模約80公噸，有效降低對外處置成本，提升資源循環效益。

本集團深信控制有害廢棄物產生需從生產源頭著手，減少各類污染物的產生量。從根本上減少有害廢物的產生，我們將於未來製造流程中持續鑽研先進環保技術，不斷精進環保工藝流程，實現減廢的可持續性發展目標。

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Non-hazardous wastes

While committed to reducing the generation of hazardous wastes, we also attach great importance to the management and handling of non-hazardous wastes. The Group actively encourages all employees to integrate the awareness of waste reduction into every aspect of daily production and operation. We continue to actively implement various clean production programmes, focusing on the optimisation of raw and auxiliary materials, adjustment of the energy structure, upgrading of process technology, and product replacement, while cultivating and strengthening employees' waste reduction awareness from multiple dimensions and establishing a reward mechanism to reduce the generation of various types of waste. General non-hazardous wastes within the Group are entrusted to the environmental sanitation department for disposal. As for metal wastes such as scrap iron, scrap steel, valves, and pipelines generated during the production process, the Group assigns dedicated personnel to collect and classify them before handing them over to experienced and qualified third-party recyclers for recycling and reuse.

In our daily operations, we continue to encourage employees to make good use of online systems for electronic internal communication, so as to effectively reduce the waste paper generated from paper-based correspondence.

廢棄物的產生、處理和回收（續）

無害廢棄物

在致力減少有害廢棄物產生的同時，我們也非常重視無害廢棄物的管理和處理工作。本集團積極推動全體員工將廢棄物減量的意識融入至日常生產運營中的每個環節。我們持續積極執行各項清潔生產方案，聚焦於原輔材料優化、能源結構調整、工藝技術升級改造、產品更新換代方面入手，從多維度培養並強化員工減廢意識，並建立獎勵機制以減少各類廢棄物的產生量。本集團內部一般的無害廢棄物都是委託環境衛生部門處理。至於生產過程中產生的廢鐵、廢鋼、閥門、管道等金屬廢物，本集團派專人收集分類後，交由經驗豐富且合格的第三方回收商進行回收再利用。

日常營運中，我們持續倡導員工於辦公時善用線上系統，實現電子化內部資訊傳遞及溝通，以達到有效削減紙質文件通訊所帶來的廢紙產生。

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Non-hazardous wastes (continued)

- Kingboard (Guangdong) Electronic Special Materials Co., Ltd. implemented a waste recycling programme for the protection of finished cloth. To address the issue of aging and slightly damaged iron racks for shipment that easily wear out glass cloth and require additional protection with new cardboard, waste cartons and old paperboards recycled from the workshop are cut to replace new cardboard for product protection, achieving high-value reuse of waste; According to comprehensive accounting, this project can save about RMB20,000 in operating costs annually, while effectively reducing the consumption of virgin paper materials and the generation of solid waste, contributing to the efficient use of resources at the production end.

- Kingboard Laminates (Shaoguan) Co., Ltd. implements special recycling and high-value utilisation of waste glass cloth edges, waste films, and laminate scraps, achieving the recycling of solid waste into valuables.

- Kingboard (Lianzhou) Copper Foil Limited and Strong East (Lianzhou) Copper Foil Limited continued to promote the resource utilisation of solid waste from production. During this financial year, a total of 11,371 tonnes of waste copper foil were reused within the plants, and a compliant third party was commissioned to recycle 5,633.4 tonnes of fly ash and 3,046.1 tonnes of slag.

- Guangzhou Chung Shun Century Electronic Materials Manufacturing Co., Ltd. implements standardised recycling and disposal of waste glass fibres generated during the production process. After being crushed, they are sold to external units for recycling as production raw materials. In 2025, the cumulative recycling and utilisation of this type of solid waste reached 2,385 tonnes.

- The main general industrial waste of Chung Shun (Qingyuan) Photovoltaic Material Technology Co., Ltd. is sewage treatment sludge. This type of waste is handed over to professional third-party resource operators for recycling and reuse, and can be used as organic fertiliser. During this financial year, the company handed over a total of 150.77 tonnes of sludge to third parties for recycling and disposal.

廢棄物的產生、處理和回收(續)

無害廢棄物(續)

重點行動

廠內循環複用與固體廢物源頭減量管控

- 建滔(廣東)電子專用材料有限公司推行成品布防護環節廢棄物循環利用方案，針對出貨鐵架老化輕微損傷易磨損玻璃布、需額外使用全新紙板防護的問題，將車間回收的廢紙箱及舊紙皮裁切後替代全新紙板用於產品防護，實現廢棄物的高值化複用；經綜合核算，該項目每年可節約運營成本約人民幣2萬元，同時有效減少原生紙材消耗與固體廢物產生量，助力生產端資源高效利用。

- 建滔積層板(韶關)有限公司對廢玻璃布邊線、廢薄膜、覆銅面板邊角料實施專項回收與高值化利用，實現固體廢物循環變廢為寶。

- 建滔(連州)銅箔有限公司、東強(連州)銅箔有限公司持續推動生產固體廢物資源化利用，本財政年度累計廠內回用廢銅箔11,371公噸，委託合規第三方回收粉煤灰5,633.4公噸、爐渣3,046.1公噸。

工業固體廢物委外規範化處置與資源化再生利用

- 廣州忠信世紀電子材料製造有限公司對生產過程中產生的廢玻璃絲實施規範化回收處置，經粉碎處理後外售予外部單位作為生產原料再生利用，2025年全年累計實現該類固體廢物回收利用量達2,385公噸。

- 忠信(清遠)光伏材料科技有限公司主要一般工業廢棄物為污水處理污泥，該類廢棄物交由專業第三方資源化業者進行回收再利用，可作為有機肥料使用。本財政年度，公司交由第三方回收處置之污泥合計為150.77公噸。

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

廢棄物的產生、處理和回收(續)

Non-hazardous wastes (continued)

Data on waste generation for FY2025 and FY2024 is compared as follows:

無害廢棄物(續)

2025年財政年度與2024年財政年度廢棄物產生數據比較如下：

( ) 廢棄物種類(公噸)	覆銅面板		印刷線路板		化工產品		房地產及酒店		總計	
	[illegible]	FY2024 Note 1 2024年財政年度註1	[illegible]	FY2024 Note 1 2024年財政年度註1	[illegible]	FY2024 Note 1 2024年財政年度註1	[illegible]	FY2024 Note 1 2024年財政年度註1	[illegible]	FY2024 Note 1 2024年財政年度註1
主要有害廢棄物										
Waste primarily containing organic compounds (e.g. ether, phenol, resin and organic solvents) 主要含有機成分的廢棄物(如醚、酚、樹脂、有機溶劑等)	[illegible]	2,333.0	[illegible]	3,422.9	[illegible]	16,295.1	[illegible]	/	[illegible]	22,051.0
Waste primarily containing inorganic constituents (e.g. asbestos and inorganic fluorides) 主要含無機成分的廢物(如石棉、無機氟化物等)	[illegible]	NA Note 2 不適用註2	[illegible]	7.3	[illegible]	213.7	[illegible]	/	[illegible]	221.0
Metal-containing waste (e.g. beryllium, chromium, copper and mercury) 含金屬廢棄物(如鈹、鉻、銅、汞等)	[illegible]	760.9	[illegible]	54,104.8	[illegible]	3.7	[illegible]	/	[illegible]	54,869.4
Waste containing inorganic or organic compounds (e.g., emulsions, dyes, cyanides) 含無機或有機化合物之廢棄物(如乳化液、染料、氰化物等)	[illegible]	92.9	[illegible]	1,077.5	[illegible]	6.2	[illegible]	/	[illegible]	1,176.6
Acidic waste 廢酸	[illegible]	0.4	[illegible]	7,468.0	[illegible]	0.7	[illegible]	/	[illegible]	7,469.1
Alkali neutralisation 廢堿	[illegible]	0.1	[illegible]	7,242.2	[illegible]	NA Note 2 不適用註2	[illegible]	/	[illegible]	7,242.3
Tin-stripping wastewater 廢退錫水	[illegible]	NA Note 2 不適用註2	[illegible]	4,075.4	[illegible]	NA Note 2 不適用註2	[illegible]	/	[illegible]	4,075.4
Waste mineral oil and mineral oil containing waste 廢礦物油與含礦物油廢物	[illegible]	68.8	[illegible]	52.4	[illegible]	18.9	[illegible]	/	[illegible]	140.1
Others 其他	[illegible]	–	[illegible]	–	[illegible]	–	[illegible]	/	[illegible]	–
Total discharge of major hazardous waste 主要有害廢棄物排放總量	[illegible]	3,256.1	[illegible]	77,450.5	[illegible]	16,538.3	[illegible]	/	[illegible]	97,244.9
Per capita intensity 人均密度									[illegible]	2.9

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

廢棄物的產生、處理和回收(續)

Non-hazardous wastes (continued)

無害廢棄物(續)

( ) 廢棄物種類(公噸)	覆銅面板		印刷線路板		化工產品		房地產及酒店		總計	
	[illegible]	FY2024[Note 1] 2024年財政年度[註1]	[illegible]	FY2024[Note 1] 2024年財政年度[註1]	[illegible]	FY2024[Note 1] 2024年財政年度[註1]	[illegible]	FY2024[Note 1] 2024年財政年度[註1]	[illegible]	FY2024[Note 1] 2024年財政年度[註1]
主要無害廢棄物										
Domestic waste 生活垃圾	[illegible]	619.9	[illegible]	2,201.8	[illegible]	138.0	[illegible]	/	[illegible]	2,959.7
Paper 紙	[illegible]	853.2	[illegible]	1,042.5	[illegible]	0.2	[illegible]	/	[illegible]	1,895.9
Card board 卡板	[illegible]	590.0	[illegible]	746.4	[illegible]	2.5	[illegible]	/	[illegible]	1,338.9
Subplate 墊板	[illegible]	58.0	[illegible]	7,445.1	[illegible]	NA[Note 2] 不適用[註2]	[illegible]	/	[illegible]	7,503.1
Carton 紙箱	[illegible]	603.5	[illegible]	1,476.7	[illegible]	NA[Note 2] 不適用[註2]	[illegible]	/	[illegible]	2,080.2
Kraft paper 牛皮紙	[illegible]	1,851.7	[illegible]	2,094.6	[illegible]	NA[Note 2] 不適用[註2]	[illegible]	/	[illegible]	3,946.3
PE film PE膜	[illegible]	195.4	[illegible]	644.5	[illegible]	NA[Note 2] 不適用[註2]	[illegible]	/	[illegible]	839.9
Aluminium sheet 鋁片	[illegible]	NA[Note 2] 不適用[註2]	[illegible]	2,633.7	[illegible]	9.6	[illegible]	/	[illegible]	2,643.3
Frame plate 框板	[illegible]	NA[Note 2] 不適用[註2]	[illegible]	3,436.2	[illegible]	NA[Note 2] 不適用[註2]	[illegible]	/	[illegible]	3,436.2
Others 其他	[illegible]	–	[illegible]	–	[illegible]	–	[illegible]	/	[illegible]	–
Total discharge of major non-hazardous waste 主要無害廢棄物排放總量	[illegible]	4,771.7	[illegible]	21,721.5	[illegible]	150.3	[illegible]	/	[illegible]	26,643.5
Per capita intensity 人均密度	[illegible]		[illegible]		[illegible]		[illegible]		[illegible]	0.8

Note 1: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

Note 2: As this business segment did not generate such wastes during the Reporting Period, the relevant disclosures do not apply to this business segment.

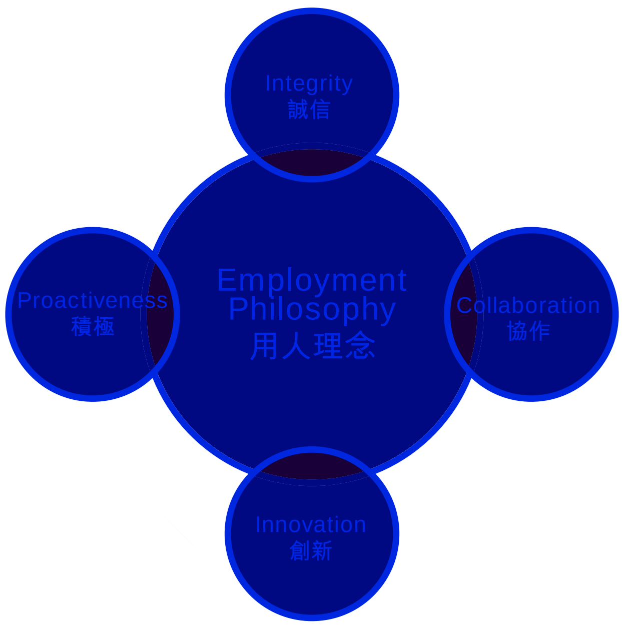
註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

註2： 該業務板塊於報告期間並沒有產生此類廢棄物，因此相關披露並不適用於此業務板塊。

EMPLOYMENT
僱傭

The Group upholds the core employment philosophy of "people-oriented", viewing talent attraction and retention as the key cornerstone for the sustainable development of our business. While steadily expanding our business, we earnestly fulfil our social responsibilities in the labour field. We attach great importance to the career development and physical and mental health of our employees, and are committed to creating a high-quality workplace environment that is equal, inclusive, open, collaborative, honest and upright. We firmly believe that a diversified team structure can effectively strengthen the Group's decision-making effectiveness and organisational flexibility. To this end, the Group provides a market-competitive remuneration and benefits system and implements a number of safeguard measures to effectively protect employees' diversified equity and equal opportunities for career development. Meanwhile, the Board of Directors of the Group strictly follows the revised Corporate Governance Code of The Stock Exchange of Hong Kong Limited, has formulated and implemented the Board Diversity Policy, and optimises the structure of the Board members from multiple dimensions such as age, cultural background, educational experience, professional skills, and industry experience, to fully realise the diversification of the Board's composition.

本集團秉持「以人為本」的核心用人理念，視人才吸引與留任為業務可持續發展的關鍵基石，在穩步拓展業務的同時，切實履行勞工領域社會責任。我們高度重視員工的職業發展與身心健康，致力營造平等包容、開放協作、誠信正直的優質職場環境，深信多元化的團隊結構可有效強化集團的決策效能與組織靈活性。為此，集團提供具市場競爭力的薪酬福利體系，實施多項保障措施，切實維護員工多元化權益與平等職業發展機會。與此同時，本集團董事會嚴格遵循香港聯合交易所修訂的《企業管治守則》，制定並執行董事會多元化政策，從年齡、文化背景、教育經歷、專業技能、行業經驗等多個維度優化董事會成員結構，全面實現董事會組成多元化。



EMPLOYMENT POLICY

Kingboard Group conducts an annual special internal audit on employment compliance. The compliance audit is jointly carried out by relevant departments such as the Group's Human Resources Department and Audit Department to strictly ensure that the Group fully complies with employment-related laws and regulations. The relevant applicable regulations include but are not limited to labour-related regulations within the People's Republic of China such as the Labour Law of the People's Republic of China and the Provisions on the Prohibition of Using Child Labour, the Law on the Protection of Minors of the People's Republic of China, as well as the Labour Protection Act of Thailand and the Employment Ordinance of Hong Kong. The above regulations have clear specifications on employee remuneration, dismissal, recruitment and promotion, leave, equal opportunities, diversity, anti-discrimination and other benefits. During FY2025, the Group had no material non-compliance with applicable laws and regulations relating to employment that had a significant impact on the Group.

To effectively comply with relevant laws and regulations, the Group has formulated and implemented a series of employment-related policies and management systems, including systems related to salary, performance, appraisal of excellence, travel reimbursement, rating and promotion, resignation, social security, overtime, bonus distribution, and the "Employee Handbook", which serve as the basis for standardising practices and for employee reference. The administrative department is responsible for supervising the specific implementation of the above policies, distributing and explaining the relevant systems to each new employee, and conducting regular training to deepen employees' understanding of the content and importance of the policies; At the same time, the Group will conduct an annual audit on the implementation of these policies and has established a whistle-blowing mechanism: multi-channel reporting platforms such as anonymous reporting email, reporting hotline and offline reporting mailbox are set up to ensure that employees can safely and conveniently report issues such as unequal treatment; A dedicated joint investigation team composed of the compliance department, human resources department and employee representatives has been established to conduct independent and impartial investigations into all reported matters, and strictly implement the requirements for handling within a time limit; Once a violation is confirmed, corresponding disciplinary action will be taken in strict accordance with the Group's system. At the same time, systematic rectification will be carried out for related issues to prevent similar problems from recurring at the source and to fully protect the legitimate rights and interests of employees.

僱傭政策

建滔集團每年開展僱傭合規專項內部審核，由集團人力資源部、審計部等相關部門聯動執行合規性審計工作，嚴格確保集團全面遵守僱傭相關法律法規，相關適用法規包括但不限於中華人民共和國境內《中華人民共和國勞動法》、《禁止使用童工規定》、《中華人民共和國未成年人保護法》等勞動相關法規，以及《泰國勞動保護法》及《香港僱傭條例》，上述法規對員工薪酬、解僱、招聘晉升、假期、平等機會、多元化、反歧視及其他待遇福利均設有明確規範，於2025年財政年度，本集團並無發生任何與僱傭相關、對集團有重要影響的適用法律法規重大違規事宜。

為切實遵從相關法律法規，本集團已制定並實施一系列與僱傭相關的政策及管理制度，包括薪資、績效、評優、差旅報銷、評級晉升、離職、社保、加班、獎金分配等相關制度及《員工手冊》，作為規範實務及員工查閱的依據。行政部門負責監督上述政策的具體落實，向每位新入職員工發放並講解相關制度，定期開展培訓以加深員工對政策內容及重要性的了解；同時，集團會就這些政策的執行情況開展年度審計，設立舉報機制：設置匿名舉報郵箱、舉報熱線及線下舉報信箱等多渠道舉報平台，確保員工可安全、便捷地反映不平等待遇等相關問題；成立由合規部、人力資源部及員工代表共同組成的專責聯合調查小組，對所有舉報事項開展獨立、公正的調查，並嚴格執行限期處理要求；一經查實違規行為，將嚴格依照集團制度予以相應紀律處分，同時針對相關問題開展系統性整改，從源頭防範同類問題再次發生，全方位保障員工合法權益。

EMPLOYMENT POLICY (continued)

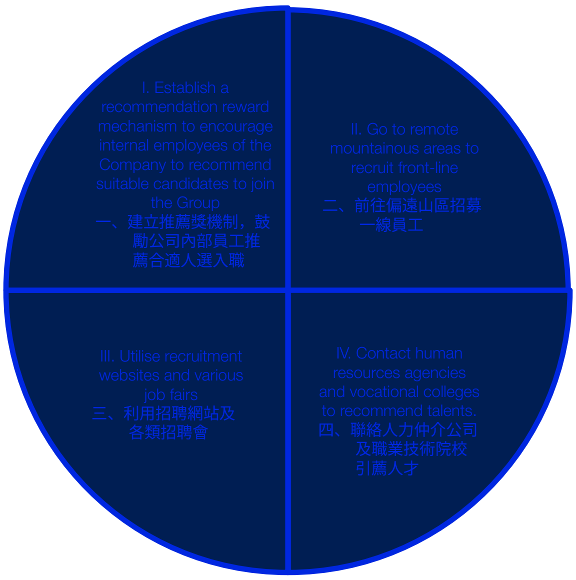
We firmly believe that the appointment of outstanding talents is crucial to the long-term development of the enterprise. Therefore, we adhere to open recruitment and equal competition, and take integrity, ability, proactiveness, and team spirit as the criteria for hiring talents. All applicants must pass an objective and formal entry assessment to ensure that their abilities meet the development needs of the Group. At the same time, we have formulated strict approval procedures to maintain the fairness of the recruitment process.

At the end of each year, the Group formulates the recruitment plan and budget for the following year based on the company's actual operating conditions, and recruits front-line employees, technical staff, and management personnel through multiple channels, including:

僱傭政策(續)

我們深信優秀人才的任用對企業長遠發展至關重要，因此在招聘上堅持公開招聘、平等競爭，以德才兼備、積極進取及具團隊精神作為錄用人才的標準，所有應徵者均需通過客觀正規的入職評核，確保其能力符合集團發展需要，同時制定嚴格的審批程序，維護招聘流程的公平性。

集團於每年底根據公司實際運營情況，擬定下一年度招聘計劃及預算，並通過多元渠道招募一線員工及技術、管理人員，包括：



EMPLOYMENT POLICY (continued)

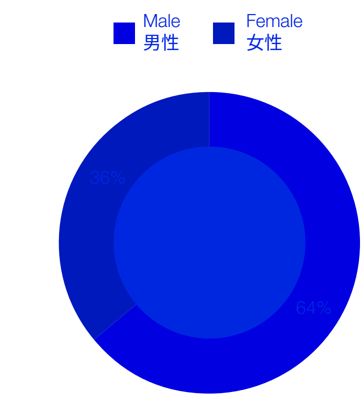
In FY2025, the total number of employees of the Group was 33,692, and the total number of departing employees was 15,969. The turnover rate decreased compared to 2024, and the turnover rates in different regions varied due to geographical differences. To maintain a relatively stable overall turnover rate and address regional differences, the Group has implemented measures such as a mentorship programme, inter-departmental exchanges, and skills and leadership training to enhance employee integration and retention; In addition, the “Application for Recruitment and Personnel Reserve” is formulated in January each year as the annual recruitment plan, with advance arrangements for human resources reserves, especially for the period around the Chinese New Year when turnover is higher.

僱傭政策(續)

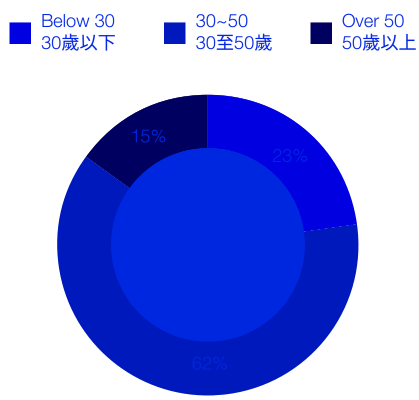
2025年財政年度集團員工總數為33,692人，離職僱員總數為15,969人，較2024年離職率有所下降，且不同地區的離職率因地域差異而有所不同。為維持相對穩定的整體離職率並應對地區差異，集團推行導師計劃、跨部門交流、技能與領導力培訓等措施，加強員工融入與留任；此外，每年1月會制定《人員招聘儲備申請》作為年度招聘規劃，特別針對春節前後流動率較高時段預先做好人力儲備安排。

Employment Overview
僱傭的基本情況

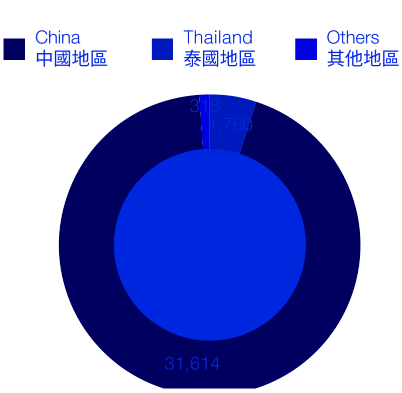
By gender
僱傭員工男女比例



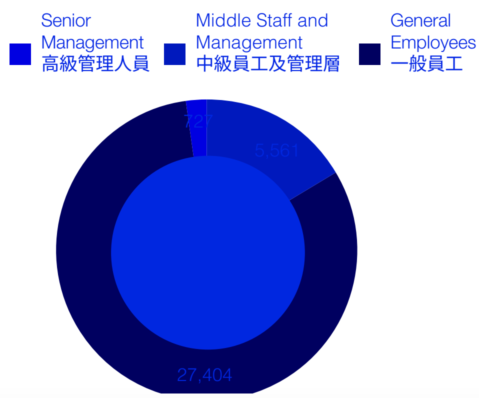
By age group
僱傭員工年齡層比例



No. of employees by region
各地區僱傭員工人數



No. of employees by levels
各職級僱傭員工人數



EMPLOYMENT POLICY (continued)

僱傭政策(續)

	僱傭人數相關資料	[redacted]	FY2024[Note 1] 2024年財政年度[註1]
	按性別劃分		
Number of male employees	僱傭員工男性人數		21,803
Number of female employees	僱傭員工女性人數		11,529
	按僱傭類型劃分		
Number of full-time employees	僱傭員工全職人數		33,319
Number of part-time employees	僱傭員工兼職人數		13
	按年齡劃分		
Number of employees under 30	30歲以下僱傭員工人數		8,431
Number of employees aged 30 to 50	30至50歲僱傭員工人數		20,327
Number of employees over 50	50歲以上僱傭員工人數		4,574
	按地區劃分		
China	中國地區		31,162
Thailand	泰國地區		1,114
Others	其他地區		1,056

Note 1: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

EMPLOYMENT POLICY (continued)

僱傭政策(續)

	離職率	[redacted]	FY2024[Note 1] 2024年財政年度[註1]
	按性別劃分	[redacted]	
Turnover rate of male employees	男性僱員離職率	[redacted]	34%
Turnover rate of female employees	女性僱員離職率	[redacted]	34%
	按年齡劃分	[redacted]	
Turnover rate of employees under 30	30歲以下僱員離職率	[redacted]	49%
Turnover rate of employees aged 30 to 50	30至50歲僱員離職率	[redacted]	28%
Turnover rate of employees over 50	50歲以上僱員離職率	[redacted]	22%
	按地區劃分	[redacted]	
Turnover rate of employees in China	中國地區僱員離職率	[redacted]	35%
Turnover rate of employees in Thailand	泰國地區僱員離職率	[redacted]	24%
Turnover rate of employees in other regions	其他地區僱員離職率	[redacted]	25%

Note 1: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

WORKPLACE DIVERSITY AND ANTI-DISCRIMINATION

In its internal management and business dealings, Kingboard Group advocates for a diverse workplace, is committed to protecting the legal rights and equity of its employees, and advocates that its partners also protect the rights and equity of their employees; Any form of discrimination is strictly prohibited. There will be no unfair treatment due to differences in gender, region, age, etc., and child labour and forced labour are resolutely prevented. In our various human resources management policies and the employee handbook, the Group clearly specifies the rules and regulations as well as the requirements and expectations for employees, lists the responsibilities and assessment criteria for each job position, and at the same time establishes transparent and fair mechanisms for recruitment, remuneration, and promotion. Currently, the Group continues to conduct recruitment in major cities across the country. Qualified applicants have equal opportunities for employment, and we provide training and development space for employees at all levels to ensure that different employees have ample development opportunities; At the same time, a whistle-blowing mechanism is established. In case of any unequal treatment, a dedicated team will investigate and implement corresponding disciplinary actions. We respect the employment relationship with our employees, prohibit unreasonable dismissal, and maintain active communication with our employees.

多元化職場與反歧視

建滔集團在內部管理及業務往來中，倡導多元化職場，致力保障員工合法權益，並倡導合作夥伴同樣保障其員工權益；嚴禁任何形式的歧視，不會因性別、地域、年齡等差異作出不公平對待，堅決防止童工與強迫勞動。集團在各項人力資源管理政策及員工手冊中，明確規範制度及對員工的要求與期望，列明各工作崗位的職責和考核標準，同時訂立具透明度和公正的招聘、薪酬、晉升等機制。目前集團於全國主要城市持續開展招聘，合格應徵者均有平等獲聘機會，並為各職級員工提供培訓發展空間，確保不同員工都有充足的發展機會；同時設立舉報機制，對任何不平等待遇情況，由專責小組調查並實施相應紀律處分，尊重與員工之間的僱傭關係，禁止無理解僱，維持與員工的積極溝通。

PREVENTION AND CONTROL OF FORCED LABOUR AND RELATED RULES

The Group strictly adheres to the PRC Labour Law, requiring all prospective employees to have reached the statutory age and hold valid government-issued identification documents before formal employment. All employees must sign a labour contract to eliminate any form of forced labour, including debt bondage, indentured labour, slave labour, or human trafficking, ensuring that all employment is based on voluntary and legal principles. If any violation is found, the Group will report it to the labour security department and place it on record in accordance with regulations such as the "Regulation on Labour Security Supervision" to safeguard the legal rights and equity of workers. In addition, the Group has formulated and implemented the "Recruitment Management Regulations" and the "Employee Handbook", which clearly state the recruitment conditions, employment relationship, employee leave and related work requirements, supplemented by the "Attendance Management System" and "Standard Position Salary Details"; The labour contracts and labour disciplines formulated by the Group must be agreed upon through consultation with employee representatives and reported to the local labour bureau for review and filing. In terms of personnel establishment management, personnel within the establishment are recruited by the Human Resources Department according to demand, while personnel outside the establishment are recruited by the head of the user department filling out a "Recruitment Application Form" based on actual production conditions, strengthening strict control over recruitment and human resources allocation.

強制勞工防控及相關細則

集團嚴格依照中國勞動法規定，要求所有擬錄用員工在正式入職前必須已達法定年齡並持有政府簽發的有效身份證明文件，一律簽訂勞動合同，杜絕包括抵債勞工、契約勞工、奴隸勞工或人口販運在內的任何形式強制勞工，確保所有僱用均基於自願且合法的原則。如發現違規情況，集團將依《勞動保障監察條例》等規定向勞動保障部門舉報並記錄在案，維護勞動者法定權益。此外，集團已制定並落實《招聘管理規定》及《員工手冊》，清晰列明招聘條件、僱傭關係、員工假期及相關工作要求，配套《考勤管理制度》及《崗位標準工資明細》；集團擬定的勞動合同、勞動紀律必須經過與員工代表的協商同意，並報當地勞動局審核備案。在人員編製管理方面，編製內人員由人力資源部按需求統籌招聘，編製外人員由用人部門主管根據實際生產情況填寫《招聘申請表》，加強對招聘與人力配置的嚴格管控。

PREVENTION AND CONTROL OF FORCED LABOUR AND RELATED RULES (continued)

(I) Prohibition of Child Labour and Protection of Minor Workers

- The use of child labour is absolutely prohibited. We are firmly opposed to any act of using child labour and will not cooperate with any supplier who intentionally uses child labour;

- Effective methods must be adopted during recruitment to verify the true age of employees to ensure that they are

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強制勞工防控及相關細則(續)

(一) 童工禁止及未成年員工保護

- 絕對禁止使用童工，堅決反對任何使用童工的行為，不與任何故意使用童工的供應商合作；

- 招工必須採取有效方法鑑別員工的真實年齡，確保員工入職時至少達到16周歲，防止因員工提供虛假年齡文件而誤招童工；

- 根據國家法規要求，建立未成年員工檔案，安排上崗前和每年定期體檢；

- 不得安排未成年員工從事任何可能危害身體健康和安全的工作，包括夜班或加班；

- 必須建立並保持完整的員工人事檔案，包括入職日期、出生日期、教育經歷、工作經歷、家庭地址、學生工所在學校的名稱和地址及緊急聯絡辦法等；

- 公司若發現童工情形，應立即停止其工作，指派專責人員協助童工前往醫院進行健康檢查，並通報當地勞動行政主管機關。若經專業評估童工身體健康，則於取得勞動主管機關同意後，安排專人協助返回其父母或監護人身旁。

PREVENTION AND CONTROL OF FORCED LABOUR AND RELATED RULES (continued)

(II) Detailed Rules for the Prohibition of Forced Labour

- Respect employees' rights to freedom, including freedom of employment choice, freedom of resignation, freedom of voluntary overtime, and freedom of reasonable movement, which shall not be restricted in any form;
- All practices that restrict freedom of labour are explicitly prohibited, such as withholding original identity cards or personal documents, collecting deposits or collateral, delaying or withholding employee wages, using monitoring equipment to infringe on personal freedom, forcing body searches, unreasonably restricting employee access, and forcing overtime.
- If a situation of forced labour is discovered, the employee representative shall, within one week of conducting an investigation and collecting opinions from the workers, arrange a date and time to discuss with the management to jointly seek a solution.

(III) Working Hours and Overtime Management

- Develop the working hour policy according to the Labour Law and EICC standards and ensure workers' physical and mental well-being;
- Any overtime arrangement must be subject to the prior written/explicit consent of the employee or their representative, and overtime shall not be required in a disguised compulsory manner;
- If it is necessary to extend overtime hours due to special circumstances, an application must be submitted to the local labour bureau and written approval must be obtained before implementation;
- Strictly implement the attendance management system to determine, communicate, record, manage, and control working hours (including overtime), and keep reliable and detailed records of normal working hours and overtime hours;

強制勞工防控及相關細則(續)

（二） 強制勞工禁止細則

- 尊重員工自由權利，包括就業選擇自由、辭職自由、自願加班及合理行動自由，不得以任何形式予以限制；
- 明確禁止一切限制勞動自由的做法，例如扣押身份證或個人證明文件的原件、收取押金或抵押物、拖欠或扣押員工工資、使用監控設備侵犯個人自由、強迫搜身、無理限制員工出入及強迫加班等；
- 如發現有強迫性勞動情況時，員工代表應向勞動者進行調查及收集意見後一星期內，安排日期及時間與管理層進行討論，共同尋求解決方法。

（三） 工作時間及加班管理

- 依據勞動法和EICC標準制定工作時間政策，並保障工人身心健康；
- 任何加班安排必須事先徵得員工或其代表書面╱明確同意，不得以變相強制方式要求加班；
- 如因特殊情況需延長加班時數，必須向當地勞動局申請並取得書面批准後方可實施；
- 嚴格執行考勤管理制度，用於確定、傳達、記錄、管理和控制工作時間(包括加班時間)，對正常工時及加班時數進行可靠且詳細的記錄。

PREVENTION AND CONTROL OF FORCED LABOUR AND RELATED RULES (continued)

(IV) Employee Leave Protection

- Allow employees in Mainland China to enjoy statutory leave including sick leave and maternal leave. All employees are entitled to 11 days of statutory holidays, which will be adjusted by the Group in accordance with laws in case of changes in national laws and regulations and national policies. For those who work on statutory holidays due to work reasons, overtime pay shall be calculated according to relevant laws and regulations;

- Employees in Mainland China who have served the Group for 1 year or more but less than 10 years are entitled to 5 days of paid annual leave; For those with 10 years or more but less than 20 years of service, the paid annual leave is 10 days; Employees with more than 20 years of service are entitled to 15 days of paid annual leave, which shall not be accumulated over the next year.

強制勞工防控及相關細則(續)

(四) 員工假期保障

- 中國內地員工有權享有法律規定的假期、包括病假和產假等。全體員工享有11天的法定節假日，如遇國家法律法規和國家政策變化，本集團將依法予以調整。因工作原因於法定節假日上班的，按法律法規規定計算加班費；

- 服務滿1年以上，未滿10年的本集團的中國內地員工享有帶薪年假5天；滿10年未滿20年的，帶薪年假為10天；滿20年的帶薪年假為15天、年休假不得跨年累計。

EMOLUMENT POLICY

The Group adheres to a people-oriented management philosophy. By establishing a performance-linked remuneration and incentive system, we effectively motivate employees to actively perform their duties and strive for excellence. At the same time, we build a broad growth platform for employees' career development, fully reflecting the Group's recognition of employee value and comprehensive support for their career development.

薪酬政策

集團堅持以人為本的管理理念，通過建立績效掛鈎的薪酬激勵體系，有效激勵員工積極履職、奮發進取，同時為員工職業發展搭建廣闊的成長平台，充分體現集團對員工價值的認可與職業發展的全方位支持。

EMOLUMENT POLICY (continued)

The Group's emolument policy strictly follows the requirements of the Labour Contract Law and relevant laws and regulations in each location. We have established and implemented a comprehensive management system, including the Salary Management System, Performance Assessment System, Merit Evaluation Management System, Travel Reimbursement System, Social Security System, and Bonus Distribution System, to provide a standardised basis for remuneration management, performance assessment, and incentive implementation. The basic salary of employees is calculated and paid at a level higher than the local minimum wage standard; Overtime pay is strictly calculated in accordance with the requirements of laws and regulations, with overtime on weekdays paid at 1.5 times the standard rate, on weekends at 2 times, and on statutory holidays at 3 times. In addition to basic salary and overtime pay, the remuneration structure also includes items such as performance awards, seniority awards, full attendance awards, performance bonuses, and position allowances. The distribution of each bonus item is based on corresponding system regulations and is calculated and paid according to the completion of the employee's monthly KPI indicators. In addition, the Group will provide share options and special bonuses to eligible employees, depending on their performance and the Group's financial conditions, to further incentivise employees to grow together with the Group. Remuneration adjustments comprehensively consider employee work performance, position value, and the Group's overall operating conditions to ensure internal fairness and external market competitiveness. The Group conducts a comprehensive performance assessment of its employees every year, with a comprehensive evaluation based on dimensions such as work results, professional capabilities, work attitude, and length of service, and makes salary adjustments scientifically based on the assessment results.

In terms of protecting the legitimate rights and interests of employees, the Group strictly implements the Attendance and Leave Management Regulations to ensure that all employees enjoy statutory paid annual leave and adequate rest time in accordance with the law, adheres to the principles of equal pay for equal work and fair treatment, and promotes a work-life balance for employees. In addition, the Group actively implements the Regulations on the Selection of Excellent Employees and Management Cadres to regularly select monthly and annual excellent employees and management personnel, setting advanced examples and playing a demonstrative and leading role. The Group highly values the internal promotion mechanism and provides employees with a clear career development path. Currently, approximately 80% of management personnel from the grassroots to senior levels are from internal promotions, maintaining a stable level with that of the 2024 financial year and providing employees with sustainable growth opportunities.

薪酬政策(續)

集團薪酬政策嚴格遵循《勞動合同法》及各所在地相關法律法規要求，建立並落實完善的管理制度體系，包括《薪資管理制度》、《績效考核制度》、《評優管理制度》、《差旅報銷制度》、《社保制度》及《獎金分配制度》，為薪酬管理、績效評核與激勵兌現提供規範化依據。員工基本工資均按高於當地最低工資標準的水平計發；加班費嚴格依照法律法規要求核算，平日加班按1.5倍、周末加班按2倍、法定節假日加班按3倍標準計發。薪酬結構除基本工資、加班費外，還設有表現獎、工齡獎、全勤獎、績效獎、崗位津貼等項目，各獎金項目的發放均有對應制度規範為依據，按員工當月KPI指標完成情況核算兌現。此外，集團會視乎員工表現及財務狀況，為合資格員工提供優先購股權及特別獎金，進一步激勵員工與集團共同成長。薪酬調整綜合考量員工工作表現、崗位價值與集團整體經營狀況，確保內部公平性與外部市場競爭力。集團每年開展全面的員工績效評核，圍繞工作成果、專業能力、工作態度及服務年限等維度進行綜合評價，並依據評核結果科學實施薪資調整。

在保障員工合法權益方面，集團嚴格執行《考勤與假期管理規定》，確保員工依法享有法定帶薪年假及充足休息時間，恪守同崗同酬、公平對待原則，促進員工工作與生活平衡。此外，集團積極推行《優秀員工及管理幹部評選規定》，定期評選月度及年度優秀員工與管理人員，樹立先進典型、發揮示範引領作用。集團高度重視內部晉升機制，為員工提供清晰的職業發展路徑，目前基層至高層管理人員中約八成來自內部晉升，與2024年財政年度水平保持穩定，為員工提供可持續的成長空間。

EMPLOYEE BENEFITS AND CARE

Kingboard Group is committed to ensuring that all employees receive equal treatment and comprehensive welfare protection. Non-remuneration benefits (including pensions and retirement protection) are fully integrated into the Group's welfare system. The scope of benefits covers annual leave, allowances, bonuses, social insurance, medical protection, and retirement planning. All benefits are strictly implemented in accordance with the local laws and regulations of the countries and regions where the Group operates, effectively safeguarding the legitimate rights and interests of employees.

We regard caring for employees as a core manifestation of our corporate culture and are committed to building a safe, warm, and high-quality working environment with a sense of belonging for our employees through diverse welfare protections and rich cultural activities, promoting a work-life balance for them. In the 2025 financial year, the Group continued to optimise employee care initiatives, and the relevant benefits and activities include:

- Dining discount for employees
- Spring Festival goodwill visits
- Employee medical benefits
- Lantern Festival recreational event
- Staff accommodation
- New Year's Eve reunion dinner
- Festival gift bags (such as rice dumplings for Dragon Boat Festival and moon cakes for Mid-Autumn Festival)
- Barbecues
- Night market events
- Sports contests
- Annual dinner
- Volunteer activities

Through these benefits and activities, the Group encourages employees to balance career development with physical and mental well-being, ensuring they maintain a sustainable quality of life alongside efficient work. This approach enhances overall employee welfare and corporate cohesion, promoting shared, high-quality growth for both the company and its staff.

員工福利與關懷

建滔集團堅持保障全體員工獲得平等對待與完善福利保障，將非薪酬福利（含退休金及退休保障）全面納入集團福利體系，福利範疇涵蓋年假、津貼、獎金、社會保險、醫療保障及退休規劃等內容，各項待遇均嚴格依照集團營運所在國家及地區的當地法規規範落實，切實維護員工合法權益。

我們視關愛員工為企業文化的核心體現，致力透過多元福利保障與豐富人文活動，為員工構建安全、溫暖且具歸屬感的優質工作環境，促進員工實現工作與生活平衡。2025年財政年度，集團持續優化員工關懷舉措，相關福利與活動包括：

- 員工膳食優惠
- 春節走訪慰問活動
- 員工醫療福利
- 元宵遊園活動
- 員工宿舍
- 除夕團圓宴
- 節慶禮包（如端午節的粽子、中秋節的月餅）
- 燒烤活動
- 大笪地活動
- 各項運動比賽
- 周年晚會
- 義工活動

透過上述福利與活動，集團鼓勵員工兼顧事業發展與身心健康，在高效工作之餘擁有可持續的生活品質，切實提升員工整體福祉與企業凝聚力，推動企業與員工共同高質量發展。

TRAINING AND DEVELOPMENT

Kingboard Group firmly believes that outstanding talent is the core driving force for corporate development. Therefore, it places great emphasis on employee training, providing employees with diverse development paths and full-cycle, systematic training opportunities to help employees and the company grow together.

培訓及發展

建滔集團堅信優秀人才是企業發展的核心動力，因此高度重視員工培養，為員工提供多元發展路徑與全周期、系統化的培訓機會，助力員工與企業共同成長。

COMPREHENSIVE TRAINING SYSTEM STRUCTURE

The Group has established the "Employee Training and Development Management System", which clarifies the training system, funding budget, and promotion mechanism. Since its establishment in 2003, the "Kingboard Institute of Management" has built a standardised training system covering the entire career cycle of employees. It is divided into three major categories according to training stages and scenarios: induction training, internal training, and external training, providing a full-chain curriculum including pre-graduation management, pre-employment training, and in-service training for employees at all levels. Kingboard Institute of Management provides more than 200 days of systematic training courses annually for employees at all levels of the Group, focusing on enhancing the overall competence of management personnel and building a stable talent pipeline.

(I) Induction Training

We have training specialists to provide a full-process induction training for new employees: a one-day centralised off-the-job training is first conducted to systematically explain core content such as the Group's corporate culture, various rules and regulations, production safety, production characteristics, emergency plans, risk factors, occupational health, emergency measures, safe operating procedures, typical accident cases, and basic job knowledge; After the training, employees are assigned to specific departments, where the department head assesses the gap between their existing skills and job requirements, formulates a personalised training plan, and designates a senior employee as a dedicated training instructor responsible for subsequent on-the-job guidance and skill transfer. Employees can formally enter their positions only after passing all training assessments, ensuring they can quickly become competent in their work.

完善的培訓體系架構

集團已訂立《員工培訓與發展管理制度》，明確培訓體系、經費預算與晉升機制，自2003年起成立「建滔管理學院」，至今已搭建覆蓋員工全職業周期的標準化培訓體系，按培訓階段與場景劃分為崗前培訓、內部培訓、外部培訓三大類，為各職級員工提供畢業前管理、入職前培訓及在職進修等全鏈路課程。建滔管理學院每年為集團各階層員工提供超過200天系統性的培訓課程，重點提升管理人員綜合素質，構建穩定的人才梯隊。

(一) 崗前培訓

我們設有培訓專員，為新入職員工提供全流程崗前培訓：先開展為期一天的集中脫崗培訓，系統講解集團企業文化、各項規章制度、生產安全、生產特點、應急預案、危險因素、職業衛生、應急措施、安全操作規程、典型事故案例、崗位基礎知識等核心內容；培訓結束後，將員工分配至具體部門，由部門負責人評估其現有技能與崗位要求的差距，制定個人化培訓計劃，並指定資深員工擔任專屬培訓指導員，負責後續在崗指導與技能傳授。員工需在所有培訓考核合格後方可正式進入崗位，確保快速勝任工作。

COMPREHENSIVE TRAINING SYSTEM STRUCTURE (continued)

(II) Internal Training

The Group provides comprehensive on-the-job internal training for employees according to the annual training plan, covering all ranks and positions:

1. General job skills training: Content includes sales techniques, production processes, codes of conduct, risk prevention, information technology, and business presentation skills. Additionally, regular job-specific skills training is conducted to ensure employees continuously meet the requirements of their roles;

2. Specialised technical capability training: Through the Group's Printed Circuit Board Technology Training Centre, we invite senior in-house technical experts and supplier experts to conduct technical training and seminars, continuously strengthening our employees' technical skills;

3. Specialised training for fresh graduates: We provide career planning support for fresh graduates, where the Human Resources Department communicates one-on-one with them to understand their development intentions and career aspirations. We then customise corresponding training plans and arrange experienced mentors to provide end-to-end guidance, support, and assistance for their careers.

完善的培訓體系架構(續)

(二) 內部培訓

集團依年度培訓計劃，為員工提供全面的在崗內部培訓，覆蓋全職級、全崗位：

1. 崗位通用技能培訓：內容包括銷售技巧、生產工序、行為規範、風險防範、信息技術、商務演講與表達技巧等，同時定期舉辦崗位技能培訓，確保員工持續匹配崗位的工作需求；

2. 專項技術能力培訓：依託集團印刷電路板技術培訓中心，邀請集團內部資深技術專家、供應商專家舉辦技術類培訓及研討會，持續夯實員工技術能力；

3. 應屆生專項培養：為應屆畢業生提供職業規劃支援，由人力資源部與畢業生一對一溝通，了解其發展意願與職業理想，為其定制相應的培訓計劃，並安排經驗豐富的指導老師，對畢業生的職業生涯提供全流程指導、支援及協助。

COMPREHENSIVE TRAINING SYSTEM STRUCTURE (continued)

(III) External Training

The Group provides employees with diverse external development channels. External training programs are mainly divided into two major directions: management and technology:

1. Cutting-edge industry training: Actively participate in technical training and professional seminars organised by industry organisations such as the Hong Kong Printed Circuit Association (HKPCA) and the China Printed Circuit Association to keep pace with cutting-edge industry technologies and ensure technological leadership;

2. Academic and skill enhancement: We have successively co-organised schools with Xingtai Mechanical and Electrical Technical School, Xingtai Technician College, Hebei College of Industry and Technology, Xingtai Teaching Station of Hebei University of Technology, Jiangxi University of Science and Technology, Maoming University and other institutions, setting up “Kingboard Class” and “Kingboard Junior College Class” to provide employees with a platform for academic improvement and professional skill advancement, laying a solid foundation for strengthening their professional skills;

3. Management improvement and qualification certification: Select employees to participate in management skills and quality improvement training organised by the Kingboard Institute of Management from time to time, and at the same time sponsor employees to obtain qualifications such as the Oxidation Process Operation Certificate, Port Facility Security Training Certificate, and hazardous chemical-related qualification certificates, to help employees achieve professional capability certification and career development.

完善的培訓體系架構(續)

(三) 外部培訓

集團為員工搭建多元的外部提升渠道，外派培訓項目主要分為管理類與技術類兩大方向：

1. 行業前沿培訓：積極參與香港線路板協會(HKPCA)、中國電子電路行業協會等行業機構舉辦的技術培訓和專業研討會，同步行業前沿技術，確保技術領先；

2. 學歷與技能提升：先後與邢台機電技工學校、邢台技師學院、河北工業職業技術學院、河北工業大學邢台教學站、江西理工大學、茂名學院等多所院校聯合辦學，開設「建滔班」「建滔大專班」，為員工提供學歷提升與專業技能進修平台，為強化員工專業技能打下堅實基礎；

3. 管理提升與資質認證：選派員工參加建滔管理學院不定期舉辦的管理技能與素質提升培訓，同時資助員工考取氧化工藝操作證、港口設施保安培訓證書、危險化學品相關資質證書等，助力員工實現專業能力認證與職業發展。

TRAINING IMPLEMENTATION CONTROL MECHANISM

The Group scientifically formulates the annual training plan in accordance with the Training Management Regulations and the actual development needs of each department; During the training implementation process, documents such as the Training Sign-in Form, Training Effectiveness Evaluation Form, and Post-Training Questionnaire are generated monthly. The personnel department strictly follows up, inspects, and archives these documents to control the training quality throughout the entire process and ensure the effectiveness of training implementation.

培訓實施管控機制

集團依據《培訓管理規定》及各部門實際發展需求，科學制定年度培訓計劃；培訓執行過程中，每月生成《培訓簽到表》、《培訓有效性評估表》及《培訓後調查表》等文件，由人事部門嚴格跟進檢查與存檔，全流程把控培訓質量，確保培訓切實執行並見效。

TRAINING RESULTS FOR FY2025

During the 2025 financial year [Note 1], the Group's training and development related implementation data are as follows:

2025年財政年度培訓成果

於2025年財政年度[註1]期間，集團培訓及發展相關實施數據如下：

		接受過集團培訓的員工比例[註]／人數		每位員工的平均培訓時長(小時)[註]
		人數	培訓比例	
	按性別劃分			
Male	男性	24,863	65%	1.2
Female	女性	13,152	35%	1.1
	按職級劃分			
Employee	一般員工	30,772	81%	1.0
Middle management	中級管理層	6,371	17%	1.2
Senior management	高級管理層	872	2%	3.0

TRAINING RESULTS FOR FY2025 (continued)

Note 1: The data scope for the 2025 financial year includes: 28 laminate plants, 11 printed circuit board plants, 10 chemical product plants, for a total of 49 plants; It also includes relevant ESG data from 33 real estate and hotel projects, as well as 9 sales companies.

Note 2: Percentage of employees trained by the Group = number of employees trained in a specific category/total number of employees in that category.

Note 3: Average training hours per employee = total training hours provided by the Group for a specific category of employees/total number of employees in that category.

2025年財政年度培訓成果(續)

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家、印刷線路板廠11家、化工產品廠10家，合計49家工廠；另包含33個房地產及酒店項目，以及9家銷售公司之相關ESG數據。

註2： 受過集團培訓的員工比例=特定類別僱員受訓人數／受訓人數。

註3： 每位員工的平均培訓時長=特定類別僱員集團提供的總受訓時數／該類別僱員總數。

HEALTH AND OCCUPATIONAL SAFETY

Kingboard Group regards employee health and occupational safety as one of its core social responsibilities. It strictly abides by applicable laws and regulations in its operating locations, such as the Law on Production Safety of the People's Republic of China, the Fire Protection Law of the People's Republic of China, the Labour Law of the People's Republic of China, and the Law on the Prevention and Treatment of Occupational Diseases of the People's Republic of China, and fully implements all legal requirements regarding the construction of a safe working environment and the prevention and control of occupational hazards.

The Group has formulated and implemented systematic normative documents such as the Safety Management System, Fire Safety Management System, Handbook for Handling Dangerous Accidents, and Occupational Health Security System. The production department is responsible for supervising the entire process of policy implementation to ensure that production safety behaviour is regulated in the strictest manner. For each new employee, the Group distributes a full set of policy documents and provides dedicated briefings to ensure that employees are fully aware of and strictly comply with relevant laws, regulations, and internal policies. At the same time, the Group regularly organises training courses for employees to ensure that they have a clear understanding of the content and impact of relevant laws and regulations; All employees are required to sign a declaration form annually to confirm their strict compliance with relevant laws, regulations, and internal rules, including the "Safety Responsibility Letter" and "Traffic Safety Commitment Letter", to ensure that compliance responsibilities are fulfilled by all staff.

健康及職業安全

建滔集團視僱員健康及職業安全為企業最核心的社會責任之一，嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國勞動法》、《中華人民共和國職業病防治法》等經營所在地適用法律法規，全面落實關於安全工作環境建設、職業性危害防控的各項法定要求。

集團制定並實施《安全管理制度》、《消防安全管理制度》、《危險事故處理手冊》及《職業健康保障制度》等體系化規範文件，由生產部門負責監督各項政策的全流程執行，確保生產安全行為得到最嚴格的規範。針對每位新入職員工，集團均會發放全套政策文件並開展專項講解，確保員工充分知悉並嚴格遵守相關法規與內部制度要求。與此同時，集團定期為員工舉辦培訓課程，確保員工清楚了解相關法律法規的內容及影響；全體員工每年均須簽署聲明書，確認嚴格遵守相關法律法規及內部規範要求，包括《安全責任書》及《交通安全承諾書》等，推動合規責任全員落實到位。

FULL-PROCESS CONTROL OF PRODUCTION SAFETY RISKS

For core risk scenarios involving mechanical operations, hazardous chemical management, and special operations in the production process, the Group has established a full-process risk control mechanism:

1. We have formulated safe operating procedures for each production process. These procedures detail the safety precautions for different production stages, and employees are required to follow them strictly. For core processes such as copper melting, we have formulated the "Standard Operating Procedure for Copper Melting", which details the operating procedures and risk control points to ensure process stability and production safety. For production equipment at the work site, a dedicated workshop is responsible for daily equipment inspections, and operators are supervised on-site by the shift leader to regulate on-site operating behaviour in all aspects.

2. - Dedicated personnel are assigned to conduct daily safety inspections of the production site, focusing on compliance in areas such as the management of major hazards, operation of special equipment, and use of hazardous chemicals. We regularly inspect fire protection systems and fire extinguishing equipment to ensure that emergency facilities are intact and available for use.

3. We strictly implement a system requiring certification for special operations. Employees in relevant positions, such as electricians, welders, and pressure vessel operators, must obtain the corresponding qualifications before assuming their posts. The Group fully subsidises the special operation qualification training and examinations for its employees, ensuring that 100% of our special operations personnel are certified for their posts.

4. - We entrust government functional departments (e.g., the Safety Supervision Bureau and the Center for Disease Control and Prevention) to conduct occupational hazard environmental monitoring of the workplace at least once a year. At the same time, we entrust professional environmental consulting agencies to regularly test workshop hazard factors to provide scientific assurance for the safety of the working environment in factory workshops.

5. Currently, some of the Group's factories have obtained the Occupational Health and Safety Management System (OHSAS 18001) certification and have obtained the Occupational Health and Safety Management System certification in accordance with GB/T 45001-2020/ISO 45001:2018. We plan to gradually promote it to other factories of the Group to comprehensively strengthen the systematic management capability of occupational health and safety.

生產安全風險全流程管控

針對生產程序涉及的機械操作、危險化學品管理、特種作業等核心風險場景，集團建立全流程風險管控機制：

1. **標準化作業規範：**為各生產工序制定對應的安全操作規程，詳列不同生產環節的安全注意事項，要求員工嚴格遵照執行；針對溶銅等核心工序，專門制定《熔銅標準作業》規範，細述作業流程和風險防控要點，確保工藝穩定與生產安全。針對工作現場的生產設備，由專門車間負責設備日常巡查工作，操作崗位員工由班長執行現場監督管理，全方位規範現場作業行為。

2. **現場安全巡檢：**安排專人每日開展生產現場安全檢查，重點核查重大危險源管理、特種設備操作、危險化學品使用等環節的合規性；定期巡檢防火系統與滅火設備，確保應急設施完好可用。

3. **特種作業規範管理：**嚴格執行特種作業持證上崗制度，電工、焊工、壓力容器操作等相關崗位員工，必須取得對應資質方可上崗；集團全額資助員工開展特種作業資質培訓與考試，確保所有特種作業人員100%持證上崗。

4. **第三方環境監測：**委託政府職能部門(安監局、疾病預防控制中心)，每年至少一次對工作場所實施職業危害環境監測；同時委託專業環境諮詢機構定期檢測車間危害因素，為工廠車間工作環境安全提供科學保障。

5. **體系化認證推廣：**目前集團部分工廠已取得職業健康安全管理體系(OHSAS 18001)認證，並依據GB/T 45001-2020/ISO 45001:2018取得職業健康安全管理體系認證，計劃逐步推廣至集團其他工廠，全面強化職業健康安全體系化管理能力。

ALL-STAFF SAFETY TRAINING AND CAPACITY BUILDING

The Group has established a safety training system covering all employees and the entire career cycle, conducting graded and classified training for different positions and risk scenarios to continuously strengthen employees' safety awareness and risk prevention and control capabilities.

(I) New Employee Induction Safety Training

A three-tier safety training programme is arranged for all new employees, including factory-level training, workshop-level training, and team-level training, to comprehensively explain core content such as safe operating procedures, occupational hazard risks of the position, and emergency response procedures; Full-time safety officers are assigned to provide one-on-one safety operation guidance and training to new employees to ensure that they have the corresponding safety operation capabilities before starting their jobs.

(II) Annual Special Safety Training

In the 2025 financial year, the Group promoted and implemented the following special training and capacity building measures for all employees:

- Launch "occupational health knowledge training", covering employee safety awareness training, fire safety training, training on hazard identification and hidden danger investigation and rectification, training on production safety laws and regulations, as well as training on occupational disease hazards and their prevention and control;
- In combination with the actual situation of hazardous waste management in the department, organise monthly safety training for all employees, including management and operation of major hazards, occupational hygiene and health, operation, use and management of hazardous chemicals, as well as training on management and operation of special equipment;
- We regularly organised emergency rescue drills for confined spaces and fire drills to enhance employees' ability to respond to and handle emergencies;

全員安全培訓與能力建設

集團建立覆蓋全員、全職業週期的安全培訓體系，針對不同崗位、不同風險場景開展分級分類培訓，不斷強化員工安全意識與風險防控能力。

(一) 新員工入職安全培訓

為所有新員工安排三級安全培訓，包括入廠培訓、車間培訓和班組培訓，全面講解安全操作規程、崗位職業危害風險、應急處置流程等核心內容；配備專職安全員，對新進員工實施一對一安全操作指導及培訓，確保員工上崗前具備對應的安全作業能力。

(二) 年度專項安全培訓

2025年財政年度，集團針對全員推行並實施以下專項培訓與能力提升措施：

- 開展「職業健康知識培訓」，內容涵蓋員工安全意識培訓、消防安全培訓、危險識別、隱患排查治理培訓、安全生產法律法規培訓、職業病危害和防治培訓等；
- 結合部門危廢管理實際情況，每月組織部門全員開展一次安全培訓，內容包括重大危險源管理與操作、職業衛生與健康、危險化學品操作使用與管理、特種設備管理與操作培訓；
- 定期組織密閉空間應急救援演練、火警應變演習，提升員工突發事件應變處置能力；

ALL-STAFF SAFETY TRAINING AND CAPACITY BUILDING (continued)

(II) Annual Special Safety Training (continued)

- Hold annual "Work Safety Month" activities to enhance safety awareness through methods such as knowledge competitions and rewards for identifying hidden dangers;
- To enhance employees' safety awareness and fire escape capabilities, we regularly arrange fire safety training for employees, which includes familiarising them with safety passages, fire escape skills, common knowledge of safe assembly, and the correct use of fire extinguishers and fire hoses. The training emphasized practical application, requiring employees to personally operate fire protection equipment to comprehensively enhance their capabilities in fire emergency response and escape self-rescue;
- Jointly launched a "Traffic Safety + Anti-fraud for All" themed promotional activity with the traffic police brigade to enhance employees' knowledge of traffic safety and awareness of telecommunication fraud prevention;
- Organised special training for all mechanics for the welder qualification examination to enhance the standardisation of special operations;
- Regularly held "Case Review of Department's Safety Accidents" meetings to analyse safety accident cases from 2011-2024, with in-depth discussions on causes, lessons learned, and preventive countermeasures to strengthen employees' risk awareness, achieve proactive hazard elimination, and ensure long-term production safety;
- Conducted the "Total Production Maintenance" training course to cultivate employees' awareness of equipment maintenance, enhance the enthusiasm of all employees to participate in production equipment maintenance, and optimize the operational efficiency of production equipment.

全員安全培訓與能力建設(續)

(二) 年度專項安全培訓(續)

- 每年舉辦「安全生產月」活動，通過知識競賽、隱患排查獎勵等方式提升安全意識；
- 為增強員工的安全意識和消防逃生能力，我們定期為員工安排消防安全培訓，當中包括熟悉安全通道、火災逃生技能、安全集合常識、正確使用滅火器和消防水帶。而培訓強調實踐，我們要求員工親自操作防火設備，全面強化員工火災應急處置與逃生自救能力；
- 聯合交警大隊開展「交通安全+全民反詐」主題宣傳活動，增強員工交通安全知識與電信詐騙防範意識；
- 組織全體機修工參加焊工上崗考試專項培訓，提升特種作業標準化水準；
- 定期召開《部門安全事故案例覆盤》會議，剖析2011年－2024年安全事故案例，深入探討成因、教訓與預防對策，強化員工風險意識，實現事前隱患排除與長期安全生產；
- 開展《全面生產維護》培訓課程，培養員工設備保養意識，提升全員參與生產設備維護的積極性，優化生產設備操作效率。

ALL-STAFF SAFETY TRAINING AND CAPACITY BUILDING (continued)

全員安全培訓與能力建設(續)

(III) Internal and External Professional Capability Enhancement

The Group has successively launched a number of internal special safety courses, including "Emergency Rescue/Occupational Health Knowledge", "Typhoon Disaster Emergency Plan", "Safe Use of Chemicals", "Printing Operation Specifications", and "Air Compressor Performance Knowledge", etc.; At the same time, employees were arranged to participate in various external professional training sessions covering topics such as "High-altitude Working Skills", "Energy Metering Management", "Automatic Monitoring (Sewage and Wastewater)", and "Occupational Hygiene Management", to comprehensively enhance the risk management and control capabilities of professional positions.

(三) 內外部專業能力提升

集團陸續推出多項內部安全專項課程，包括《緊急救護／職業健康知識》、《颱風災害應急預案》、《藥水安全使用》、《印刷作業規範》及《空壓機性能知識》等；同時安排員工參與多項外部專業培訓，涵蓋《高空作業技能》、《能源計量管理》、《自動監控(污廢水)》及《職業衛生管理》等主題，全面提升專業崗位的風險管控能力。

FULL-LIFECYCLE OCCUPATIONAL HEALTH PROTECTION

職業健康全週期保障

The Group places great importance on the physical health of its employees, establishing end-to-end occupational health protection measures to provide a safe working environment and comprehensively prevent occupational hazards. The Group regularly organises sports meets and cultural performances, which strengthen employees' physical fitness and build team spirit, creating a safe, environmentally friendly, and healthy work and growth environment for employees in all aspects.

集團高度重視員工身體健康，構建全流程職業健康保障措施，為員工提供安全的工作環境，全面防範職業性危害。集團定期舉辦運動會及文藝節目匯演，透過體育賽事強化員工體質、凝聚團隊協作精神，全方位為員工打造安全、環保、健康的工作與成長環境。

1. In strict accordance with the relevant provisions of the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, employees are required to complete an occupational health examination before joining the company or transferring to a new post, and can only take up their post after confirmation of their fitness; Regular occupational health examinations are organised for all employees annually, and employees susceptible to occupational hazards are promptly reassigned to other positions to avoid continuous exposure to occupational risks; Employees are also required to complete a pre-departure health check before leaving their employment to fully protect their health rights and interests.

1. **職業健康體檢管理：**嚴格執行《中華人民共和國職業病防治法》相關規定，要求員工入職前或轉崗前必須完成職業健康體檢，經確認合格後方可上崗；每年組織全體員工開展定期職業健康體檢，對容易受職業危害影響的員工及時安排調崗，避免持續暴露於職業風險之中；員工離職前亦須完成離崗健康檢查，全面保障員工健康權益。

FULL-LIFECYCLE OCCUPATIONAL HEALTH PROTECTION (continued)

2. . We carry out cleaning, maintenance and environmental disinfection of office areas and production workshops according to the annual plan, and perform daily cleaning and maintenance of office areas to continuously optimise the quality of the working environment; We provide employees with suitable office furniture and work equipment, and equip them with labour protection articles, office equipment and work tools that meet national standards, reducing occupational hazard risks at the source and safeguarding employees' occupational health in all aspects.

職業健康全週期保障(續)

2. **工作環境優化：**按年度計劃實施辦公區域與生產車間的清潔維護及環境消毒，每日執行辦公區域的清潔維護工作，持續優化工作環境品質；我們為僱員提供合適的辦公家具與作業設備，為員工配備符合國家標準的勞動防護用品、辦公設備與作業器具，從源頭降低職業危害風險，全方位保障僱員的職業健康。

SAFETY PERFORMANCE AND CASUALTY DATA

The Group continuously tracks key performance indicators for occupational health and safety. The work-related injury data for the past three years are as follows:

安全績效與傷亡數據

集團持續跟蹤職業健康安全核心績效指標，近三年工傷相關數據如下：

年份	死亡人數	(100) 死亡率(以每100名勞動人員計算)註	- 工傷人數	損失的工作日數
2023[Note 1註1]	1	0.003	/	5,078
2024[Note 1註1]	1	0.003	/	5,036
2025[Note 1註1]	1	0.003	191	6,170

Note 1: The data scope for the 2025 financial year includes: 28 laminate plants (2024: 28, 2023: 28), 11 printed circuit board plants (2024: 10, 2023: 10), 10 chemical product plants (2024: 9, 2023: 9), for a total of 49 plants (2024: 47, 2023: 47); It also includes relevant ESG data from 33 real estate and hotel projects.

Note 2: Fatality rate due to work injury (per 100 workforce) = Number of fatalities due to work injury during the year x 100/Total workforce.

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年28家、2023年28家)、印刷線路板廠11家(2024年10家、2023年10家)、化工產品廠10家(2024年9家、2023年9家)，合計工廠49家(2024年47家、2023年47家)；另包含33個房地產及酒店項目之相關ESG數據。

註2： 因工傷造成的死亡率(以每100名勞動人員計算)=年內因工傷造成的死亡人數x100／勞動人員人數。

SAFETY PERFORMANCE AND CASUALTY DATA (continued)

The Group has always placed Occupational Health and Safety (OHS) at the forefront of its operational strategy, adhering to the principle of "safety first, prevention as the primary focus, and comprehensive governance". It has established a safety management system covering the entire production process with full employee participation. The Group maintains a zero-tolerance attitude towards any safety incident, conducting comprehensive, independent and objective investigations in strict accordance with national laws, regulations and internal policies to thoroughly identify the root causes of accidents, clarify accountability boundaries, implement closed-loop rectification, properly handle follow-up matters in accordance with the law, and fully prevent the recurrence of similar incidents.

In 2025, one work safety accident occurred at a production base under the Group, resulting in the death of one employee. Immediately after the accident, the Group activated its emergency response plan and set up a special accident investigation team led by the Deputy General Manager, comprising heads of the Engineering Department, Production Department, Administration Department, Safety Management Department and three registered safety engineers, and invited authoritative experts from the Municipal Safety Association to conduct independent technical appraisal. Through on-site inspections, personnel interviews, equipment data review and other methods, the full process and causes of the accident were thoroughly clarified. The investigation concluded that the direct cause of the accident was the operator suffering a sudden dizziness and straying into the hazardous area of the automated equipment. The Group has properly completed compensation and family support work in accordance with laws and regulations, and truthfully reported the investigation results and rectification plan to the relevant regulatory authorities.

To completely eliminate safety hazards, the Group has formulated and implemented a comprehensive rectification plan covering inherent equipment safety, operational procedures, personnel management and institutional development: first, upgrade the equipment protection system by modifying the anti-slip frame supports and guide wheel positions of the involved trolley and installing emergency stop buttons and protective buffer devices to physically isolate hazardous areas; second, optimise operational control procedures by revising the automatic operation programme of the equipment and adding a manual confirmation step to ensure no personnel risk exists on-site before equipment movement; third, strengthen the safety capability of all employees by carrying out targeted safety training and emergency drills for high-risk posts and updating job safety notification cards and on-site warning signs to enhance all employees' risk identification and emergency response capabilities; fourth, improve employee health protection by optimising night shift scheduling and implementing a mandatory rest rule of 20 minutes every two hours to ensure employees remain in good working condition; fifth, improve the long-term supervision mechanism by increasing the frequency of on-site safety inspections, strictly implementing handover and real-time equipment monitoring systems, conducting comprehensive risk reassessment for all similar high-risk posts, and dynamically optimising safety management measures.

安全績效與傷亡數據(續)

集團始終將職業健康與安全（OHS）置於企業運營的首要戰略位置，堅持「安全第一、預防為主、綜合治理」的方針，建立覆蓋全生產流程、全員參與的安全管理體系。對於任何安全事件，集團均秉持零容忍態度，嚴格按照國家法律法規及內部制度要求開展全面、獨立、客觀的調查，徹底查明事故根源，明確責任邊界，落實閉環整改，並依法妥善處理善後事宜，全力防範同類事件再次發生。

2025年，集團下屬生產基地發生一起安全生產事故，造成1名員工死亡。事故發生後，集團第一時間啟動應急預案，成立由副總經理擔任組長，工程部、生產部、行政部、安全管理部門負責人及3名註冊安全工程師組成的專項事故調查組，並邀請市安全協會權威專家開展獨立技術鑑定，通過現場勘查、人員訪談、設備數據回溯等方式全面查清事故經過與原因。經調查認定，事故直接原因為操作人員突發眩暈誤入自動設備危險區域。集團已依法依規妥善完成善後賠償及家屬安撫工作，並將調查結果及整改方案如實上報相關監管部門。

為徹底消除安全隱患，集團制定並落實了涵蓋設備本質安全、作業流程、人員管理、制度建設的全方位整改方案：一是升級設備防護體系，對涉事台車進行防滑框支架及導輪移位改造，加裝緊急停止按鈕與防護緩衝裝置，從物理層面隔離危險區域；二是優化作業控制流程，修改設備自動運行程序，增加人工確認環節，確保設備動作前現場無人員風險；三是強化全員安全能力，針對高風險崗位開展專項安全培訓與應急演練，更新崗位安全告知卡與現場警示標識，提升全員風險識別與應急處置能力；四是完善人員健康保障，優化夜班排班制度，實施每兩小時休息20分鐘的強制休息規定，保障員工良好工作狀態；五是健全長效監督機制，加強現場安全巡檢力度，嚴格落實交接班與設備運行實時監控制度，對所有類似高風險崗位開展全面風險再評估，動態優化安全管理措施。

OPERATION
營運

Kingboard Group advocates a clean, compliant, and sustainable operating environment. It has formulated the “Company Responsibility Policy and Responsibility Management Regulations”, clarifying the Group’s sustainable development goals and full-chain compliance management policy, adhering to a zero-tolerance principle for corruption, malpractice, and violations of rules and discipline, and extending compliance control requirements to the entire life cycle of the supply chain. Throughout the entire cycle of business cooperation with the Group, all suppliers must strictly abide by the Group’s “Supplier Code of Conduct and Confidentiality Agreement” and fully comply with the compliance requirements of the following four core dimensions:

建滔集團倡導廉潔合規、可持續的營運環境，制定《公司責任方針及責任管理規定》，明確集團可持續發展目標與全鏈條合規管理方針，對貪污舞弊、違規違紀行為堅持零容忍原則，並將合規管控要求全面延伸至供應鏈全生命周期。所有供應商與本集團開展業務合作的全周期內，須嚴格遵守本集團《供應商行為準則及保密協議》，全面符合以下四大核心維度的合規要求：

Legal Compliance
守法循章

Comply with national laws and regulations, hold valid business licenses, operate with compliant discharge, and adhere to labour laws
遵守國家法規、持有效營業許可、依規排污運營、勞動法合規

People-Oriented
以人為本

Protect labour rights, prohibit child labour, ensure reasonable working hours and remuneration, and provide a safe working environment
保障勞工權益、禁止童工、合理工時薪酬、安全工作環境

Ethics and Business Conduct
道德與商業操守

Anti-bribery and corruption, adhere to fair competition, protect intellectual property, and ensure transparent financial reporting
反賄賂腐敗、恪守公平競爭、保護知識產權、財務透明報告

ENVIRONMENTAL PROTECTION
環境保護

Reduce emissions and control pollution, use resources efficiently, handle hazardous waste compliantly, and meet energy-saving and carbon-reduction targets
減排控污、資源高效利用、有害廢物合規處理、節能降碳目標

供應鏈管理

建滔集團對供應商及供應鏈全流程管理執行嚴格統　殺緒

SUPPLY CHAIN MANAGEMENT (continued)

Supplier Access Review and Qualification Requirements

The Group actively promotes environmental protection concepts, making environmental compliance and green production core entry thresholds for supplier selection and the development of new partnerships. Before cooperating with the Group, suppliers must pass a strict, full-process

供應鏈管理(續)

供應商准入審查與資質要求

本集團積極推廣環保理念，將環境合規、綠色生產作為供應商評選與新合作開發的核心准入門檻，供應商與本集團開展合作前，必須通過全流程嚴格的評估審查，滿足本集團合規、質量、服務、環保等全方位准入要求。

新供應商開展合作前須提交完整資質資料，並滿足以下基本准入條件：具備合法有效的營業執照、對應體系認證證明(包括但不限於ISO9001質量管理體系、ISO14001環境管理體系、IATF16949、OHSAS 18001職業安全衛生管理體系認證)；具備穩定的供貨能力，擁有充足資源可提供完善的售前與售後服務；建立健全的質量保證體系，所供原材料質量符合本集團《原材料檢驗規程》中約定的檢驗項目要求；所有貿易商必須出具資格認可證書，以及與原生產廠簽訂的質量管控、售後服務等相關配套文件。

供應商須同步補充提交美國安全試驗(UL)認證、權威機構出具的歐盟危害性物質限制指令(RoHS)測試報告、《物質安全數據表(MSDS)》，並如實填寫回傳本集團發出的《供應商體系評審／稽核表》、《SVHC宣告保證書》、《環境協議書》、《禁用物質不含有保證書》及《管理變更確認函》。本集團會對所有提交資料開展嚴格合規審核，篩選過程中全面考量供應商產品與工程的環保水準，對重要／常用的原材料執行環保檢測，積極響應地方政府節材、節地、節能技術要求，優先篩選環保先進企業；資料審核通過後，本集團會向供應商索取樣品及對應技術資料，對樣品執行嚴格的專項檢測。僅通過上述全流程評審、樣品檢測合格的供應商，方可納入本集團《合格供應商名單》，本集團亦會持續引導合作供應商落實低碳生產與環保經營。

SUPPLY CHAIN MANAGEMENT (continued)

Supplier Code of Conduct and Full-Dimensional Compliance Requirements

The Group has formulated and strictly implements a unified "Supplier Code of Conduct and Confidentiality Agreement", which is signed with all cooperating suppliers. This code and agreement remain effective throughout the duration of the business relationship, and also requires all cooperating suppliers to submit an annual "Supplier Social Responsibility Self-Assessment Report" to fully verify the implementation of the code's requirements, clarifying the baseline for supplier compliance and management requirements, and preventing compliance risks in all areas of the supply chain from the source. The Group clearly defines the compliance baselines that all cooperating suppliers must adhere to, covering the full dimensions of human rights, labour, health and safety, environment, and business ethics. The core requirements include:

- Strictly prohibit the use of child labour, and immediately terminate cooperation with suppliers confirmed to be using child labour; Fully protect the legal rights and interests of minor workers, student workers, women, and employees with disabilities; Respect the personal dignity, privacy, and all basic human rights of employees; Strictly prohibit any form of forced labour or involuntary employment; Eliminate any sexual harassment, coercive, insulting, or exploitative language and behaviour, and fortify the baseline for human rights protection in the supply chain.

- Eliminate any employment discrimination based on gender, age, race, nationality, religion, disability, political affiliation, or sexual orientation; Respect the legal rights of employees to freedom of association and collective bargaining; Strictly prohibit any form of forced labour, including but not limited to involuntary prison labour, slavery, and victims of human trafficking, and ensure that employees are free to leave their employment after giving reasonable advance notice; Pay employees fair remuneration that is no less than the local legal standard and can meet their basic living needs, and pay corresponding overtime wages in full; Strictly comply with statutory working hour requirements, ensuring that employees have at least one full day of rest per week.

供應鏈管理(續)

供應商行為準則與全維度合規要求

集團制定並嚴格執行統一的《供應商行為準則及保密協議》，與所有合作供應商完成簽署，該準則及協議在雙方業務存續期間持續有效，同時要求所有合作供應商按年度提交《供應商社會責任自評報告》，全面核實準則各項要求的執行情況，明確供應商合規底線與管理要求，從源頭防範供應鏈各領域合規風險。集團明確所有合作供應商必須遵守的合規底線，覆蓋人權、勞動、健康安全、環境、商業道德全維度，核心要求包括：

- **人權保障底線要求：**嚴格禁止使用童工，對確認使用童工的供應商立即終止合作；全面保護未成年員工、學生、婦女及殘疾員工的合法權益；尊重員工個人尊嚴、隱私及各項基本人權；嚴禁任何形式的強迫勞動、非自願用工；杜絕任何性侵擾、強迫性、侮辱性或剝削性的言語及行為，築牢供應鏈人權保障底線。

- **公平勞動條件規範：**杜絕任何基於性別、年齡、種族、國籍、宗教、殘障、政治派別或性取向等原因的就業歧視；尊重員工自由結社和集體談判的合法權利；嚴禁任何形式的強迫勞工，包括但不限於非自願監獄勞工、奴役及人口販賣受害者，保障員工在提前發出合理通知後可自由離職；向員工支付不低於當地法定標準、可滿足員工基本生活需求的公平報酬，足額發放對應加班工資；嚴格遵守法定工時要求，確保員工每星期至少有1天完整休息時間。

供應鏈管理(續)

供應商行為準則與全維度合規要求(續)

- **健康安全與環境管理要求：**必須為所有員工提供安全、衛生的工作場所，若提供員工住宿，需同步保障生活空間的安全與健康，確保照明、溫度、通風、衛生間設施等符合法定標準；對危險物品和器械的操作進行妥善管理，建立事故預防體系與專項安全培訓機制；主動採取措施節約資源與能源，減少生產浪費；建立危險品與廢棄物的合規儲存、處置流程，確保合法合規棄置，以環境可持續的方式開展經營活動。嚴格遵守國家、地方及行業環境保護法律法規，所提供產品、原材料、生產工藝及配套服務須滿足環保合規要求，優先採用低污染、低危害的清潔生產工藝與設備，不得使用國家或地方明令淘汰的生產工藝與設備；建立完善的污染物排放管控體系，制定削減計劃確保廢水、廢氣、謬　必須為拌蕓誶翽慮畡剨桋么謏健晰跆軩뎽騂

SUPPLY CHAIN MANAGEMENT (continued)

供應鏈管理(續)

Scale of Supplier Cooperation and Regional Distribution

供應商合作規模與區域分佈

	供應商總數	[redacted]	FY2024 Note 1 2024年財政年度註1
Total suppliers in China	中國地區供應商總數	[redacted]	11,029
Total suppliers in Thailand	泰國地區供應商總數	[redacted]	197
Total suppliers in other regions	其他地區供應商總數	[redacted]	80

Note 1: The data scope for FY2025 includes: 28 laminate plants (2024: 28 laminate plants), 11 printed circuit board plants (2024: 10 printed circuit board plants), 10 chemical product plants (2024: 9 chemical product plants), for a total of 49 plants (2024: a total of 47 plants); It also includes relevant ESG data from 33 real estate and hotel projects.

註1： 2025年財政年度數據涵蓋範圍包括：覆銅面板廠28家(2024年覆銅面板廠28家)、印刷線路板廠11家(2024年印刷線路板廠10家)、化工產品廠10家(2024年化工產品廠9家)，合計工廠49家(2024年合計工廠47家)；另包含33個房地產及酒店項目之相關ESG數據。

The Group has set up a supplier approval committee to conduct special supervision of the supply chain. The core members of the committee include professional personnel such as engineers from the manufacturing engineering department, incoming quality control engineers, quality engineers, and procurement officers. They are directly responsible for the certification, daily monitoring, communication, coordination, and regular assessment of material suppliers, and regularly conduct QSA Quality System Assessment on suppliers. The assessment scope covers special audits on environmental substance control, and they conduct on-site audits of suppliers when necessary.

集團設立供應商認可委員會，對供應鏈開展專門監管。委員會核心成員涵蓋製作工程部工程師、來料質量控制工程師、品質工程師、採購主任等專業崗位人員，直接負責物料供應商的認證、日常監控、溝通協調及定期評核，定期對供應商開展QSA品質系統評鑑，評鑑範圍涵蓋環境物質管控專項審核，必要時對供應商實施現場審核。

The Group will dispatch engineering personnel to suppliers' factory sites to conduct on-site product evaluations and perform strict tests on samples to ensure that product quality meets standards. Only suppliers who meet the requirements and pass the above evaluation procedures will be included in the Group's "Qualified Supplier List". For major cooperating suppliers on the list, the Group will, before signing a formal cooperation agreement, jointly sign with them the "Supplier Confidentiality and Integrity Undertaking", "Environmental Protection Agreement", and "Guarantee of No Prohibited Substances", clarifying the Group's core requirements for suppliers in terms of confidentiality, integrity in operations, and environmental and material control. In addition, major qualified suppliers of the Group are required to submit the "List of Environmentally Managed Substances" and the "Supplier's Guarantee of Non-use of Environment-related Substances" annually, pledging not to use substances harmful to the environment in the production process.

本集團會派遣工程人員赴供應商廠區開展產品實地評估，並對樣品執行嚴格測試，確保產品品質達標。僅符合要求並通過上述評估程式的供應商，方可納入本集團《合格供應商名單》。針對名單內的主要合作供應商，本集團會在簽訂正式合作協議前，與其共同簽署《供應商保密及廉潔承諾書》、《環境保護協議書》及《禁用物質不含有保證書》，明確集團對供應商在保密、廉潔營運、環境與物料管控方面的核心要求。此外，本集團主要合格供應商每年需提交《環境管理物質一覽表》及《供應商環境關聯物質不使用保證書》，承諾生產過程中不使用對環境有害的物質。

SUPPLY CHAIN MANAGEMENT (continued)

Daily Supplier Control and Full-Process Management of Environmental Substances

The Group will also continuously conduct regular supervision of the product quality of its suppliers. If a supplier's certification qualifications or product quality fail to meet the standards, we will cease to use that supplier to avoid any negative impact on the quality and safety of the Group's products.

Detailed full-process specifications have been formulated for the environmental control of supplied materials, with the core requirements as follows:

- All supplied materials must strictly comply with the hazardous substance limit requirements of the EU RoHS 2.0 Directive. The core control standard is: Cadmium and its compounds content <100PPM; Lead and its compounds, mercury and its compounds, hexavalent chromium compounds, polybrominated biphenyls (PBB), polybrominated diphenyl ethers (PBDE), and 4 types of phthalates content are each <1,000PPM; Halogen-free materials must simultaneously meet the Group's special control requirements for bromine (Br) and chlorine (Cl) elements.

- Cooperating suppliers must submit compliance data for corresponding materials as required, including but not limited to: annual ICP-Data test reports for prohibited substances, hazardous substance test reports issued by third-party authoritative laboratories (such as SGS, ITS) (report valid for 1 year), "Environmental Guarantee", "Instructions for Non-use of Environmentally Managed Substances", and "Material Safety Data Sheet (MSDS)"; For prohibited substances that cannot be tested, a material composition list or a declaration of non-use must be provided; Suppliers of chemicals and oils must additionally provide legally valid business and transportation qualification certificates.

- All test reports and shipment inspection reports must be marked with traceable numbers such as production batch numbers and work order numbers, and halogen-free materials must also be specially marked; When key elements such as the supplier's production personnel, equipment, materials, processes, and sites change, a change application must be submitted to the Group in advance. It can only be implemented after approval, and the compliance test report must be updated and submitted simultaneously.

供應鏈管理(續)

供應商日常管控與環境物質全流程管理

集團亦會持續對供應商的產品質量進行常態化監管，若供應商的認證資格或產品質量未能達標，我們將會停用該供應商，以避免本集團產品的質素及安全性受到負面影響。

針對供應物料的環境管控制定全流程細化規範，核心要求如下：

- **明確強制性管控標準：**所有供應物料須嚴格符合歐盟RoHS 2.0指令有害物質限值要求，核心管控標準為：鎘及鎘化物含量＜100PPM；鉛及鉛化合物、汞及汞化合物、六價鉻化合物、多溴聯苯(PBB)、多溴聯苯醚(PBDE)、4類鄰苯二甲酸酯含量分別＜1,000PPM；無鹵素材料須同步滿足本集團溴(Br)、氯(Cl)元素專項管控要求。

- **規範資料提交要求：**合作供應商須按要求提交對應物料的合規資料，包括但不限於：年度禁用物質ICP-Data檢測報告、第三方權威實驗室(SGS、ITS等)出具的有害物質檢測報告(報告有效期1年)、《環境保證書》、《環境管理物質不使用說明書》及《物質安全數據表(MSDS)》；無法開展檢測的禁用物質，須出具物料成分表或不使用宣告文件；化學品、油品類供應商須額外提供合法有效的經營、運輸資質證明。

- **全流程追溯與變更管控：**所有檢測報告、出貨檢驗報告須標註生產批號、工單號等可追溯編號，無鹵素材料須同步做專項標註；供應商生產人員、設備、物料、工藝、場地等關鍵要素發生變更時，須提前向本集團提交變更申請，經核准後方可執行，並同步更新提交合規檢測報告。

供應鏈管理(續)

供應商日常管控與環境物質全流程管理(續)

- **特殊行業專項要求：**汽車電子類物料供應商須註冊國際材料數據系統(IMDS)賬號，及時準確上傳物料物質完整數據信息，確保符合全球汽車行業管控標準，車廠有特殊要求的按其規定執行。

- **入廠核驗與監督管理：**本集團有權對每批次入廠物料開展有害物質抽樣檢測，

SUPPLY CHAIN MANAGEMENT (continued)

Special Management of Supplier Integrity and Compliance

Kingboard Group incorporates integrity and compliance into the core criteria of supply chain management, and signs a "Supplier Integrity Undertaking" with all major cooperating suppliers, clarifying the integrity obligations, violation identification, and disciplinary mechanisms for the entire business process, to prevent the risks of commercial bribery and improper benefit transfer in the supply chain from the source.

( )

1. It is strictly forbidden to directly or indirectly give any form of commercial bribery to the Group's employees, directors, shareholders, and related parties in all business processes such as inquiry, inspection, bidding, contract signing, and performance; At the same time, it is strictly forbidden for suppliers to collude with the Group's personnel, other suppliers, or procurement agencies in bid rigging, or to engage in unfair competition such as participating in transactions in the name of others, to maintain a fair and just transaction order.

2. Clearly define the scope of commercial bribery, covering all-scenario violations such as gifts of money and goods, expense reimbursement, entertainment, related-party appointments, and benefit transfer; It is clearly stipulated that giving commercial bribes to the relatives, friends, and other related parties of the Group's personnel, or acts where the Group's personnel can indirectly benefit through related parties, are all considered as commercial bribery by the supplier; At the same time, acts such as employing employees of the Group who are currently employed or have left within one year and their relatives, engaging in business with the Group's personnel, or arranging for the Group's personnel to hold part-time positions and receive remuneration in the supplier and its affiliated enterprises are included in the scope of commercial bribery identification, achieving full coverage of violations.

3. Clarify the attribution of responsibility. Regardless of whether the violation is committed in the name of a unit or an individual, it is considered a breach of contract by the supplier, who must bear full responsibility.

4. Require cooperating suppliers to establish a management system for business ethics norms with the same standards as the Group for the entire process of daily operations.

供應鏈管理(續)

供應商廉潔合規專項管理

建滔集團將廉潔合規納入供應鏈管理核心準則，與所有主要合作供應商簽署《供應商廉潔承諾書》，明確全業務流程的廉潔義務、違規認定與懲戒機制，從源頭防範供應鏈商業賄賂與不當利益輸送風險。

(一) 廉潔承諾核心規範

1. 嚴禁在詢價、考察、招標、簽約、履約等全業務環節，直接或間接向本集團員工、董事、股東及相關利益方給予任何形式商業賄賂；同時嚴禁供應商與本集團人員、其他供應商、採購代理機構相互勾結、串通投標，或以他人名義參與交易等不正當競爭行為，維護公平公正的交易秩序。

2. 清晰界定商業賄賂範疇，涵蓋錢物饋贈、費用報銷、娛樂接待、關聯任職、利益輸送等全場景違規行為；明確向本集團人員的親屬、朋友及其他利益相關方給予商業賄賂，或本集團人員可通過相關利益方間接獲益的行為，均視為供應商實施商業賄賂；同時將僱用本集團在職或離職一年內員工及其親屬、與本集團人員共同經商辦企業、安排本集團人員在供應商及其關聯企業任職兼職領取報酬等行為，納入商業賄賂認定範疇，實現違規行為全覆蓋。

3. 明確責任歸屬，無論以單位或個人名義實施違規行為，均視為供應商違約，須承擔全部責任。

4. 要求合作供應商，針對日常經營全流程訂立與本集團同等標準的商業道德規範管理制度。

SUPPLY CHAIN MANAGEMENT (continued)

Special Management of Supplier Integrity and Compliance (continued)

( )

1. Require suppliers to truthfully report to the Group and submit relevant evidence and clues within 24 hours upon discovering any act of soliciting, accepting, or offering bribes;

2. Suppliers must strictly keep the investigation matters confidential and fully cooperate with the Group in carrying out verification work, providing relevant financial vouchers and other materials;

3. Unify the standards for identifying violations, clarifying that circumstances such as identification by judicial authorities, written admission, and corroboration by relevant evidence are all considered breaches of the undertaking.

( )

1. Pay the Group a punitive penalty of 300% of the total transaction amount that has occurred between the two parties. This penalty is independent of the damages for the transaction business itself and does not affect the Group's simultaneous claim for recovery for breach of contract under the transaction;

2. The Group has the right to unilaterally terminate all transaction contracts, cease cooperation, and claim for all losses caused thereby;

3. The Group has the right to withhold all outstanding payments for goods and other amounts, which will be settled after the penalty is paid in full;

4. The administrative and criminal liabilities arising from the violations shall be borne solely and entirely by the supplier.

供應鏈管理(續)

供應商廉潔合規專項管理(續)

（二） 違規響應與配合機制

1. 要求供應商發現索賄、受賄或行賄行為時，須於24小時內向本集團如實舉報並提交相關證據線索；

2. 供應商須對調查事項嚴格保密，並全力配合本集團開展核查工作，提供相關財務憑證等資料；

3. 統一違規認定標準，明確司法機關認定、書面承認、相關證據佐證等情形，均視為違反承諾。

（三） 違規懲戒機制

1. 向本集團支付雙方已發生交易總金額300%的懲罰性違約金，該違約金與交易業務本身的損害賠償相互獨立，不影響本集團同時主張交易項下的違約追償；

2. 本集團有權單方面解除全部交易合同、終止合作，並追索因此造成的全部損失；

3. 本集團有權暫扣應付未付的全部貨款及款項，待違約金支付完成後再行結算；

4. 違規行為產生的行政、刑事責任由供應商獨立全部承擔。

CONTROVERSIAL PROCUREMENT AND CONFLICT MINERALS MANAGEMENT

Kingboard Group upholds the concept of responsible procurement, strictly abides by relevant laws and regulations of the places of operation and internationally accepted responsible procurement standards, establishes a procurement control system covering the entire life cycle of controversial raw materials, and adheres to a zero-tolerance principle for the procurement of controversial raw materials involving armed conflict, human rights violations, and illegal mining. For conflict minerals, a core concern in the electronics industry, the Group has formulated special control regulations and requires all cooperating suppliers to sign a "Declaration of Not Using Conflict Minerals" to prevent human rights, environmental, and business ethics risks in the procurement process from the source of the supply chain and promote the sustainable development of the supply chain.

Definition of Conflict Minerals and High-Risk Areas

The core subject of this policy is controversial conflict minerals, including related metals such as gold (Au), palladium (Pd), tantalum (Ta), tin (Sn), tungsten (W), lithium (Li), and their derivatives.

At the same time, the Group strictly follows the legislative requirements and relevant provisions of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, and clearly defines the scope of high-risk areas under key control; The act identifies that the mining areas belonging to the following countries are all part of the Congolese mineral belt, specifically including: the Democratic Republic of Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, Kenya, the Central African Republic, Angola, and South Sudan. The Group clearly states the control requirements: all related metals exported from the above countries do not comply with the "DRC Conflict-Free" standard. It is strictly forbidden to procure or use any mineral raw materials mined from conflict areas in the Democratic Republic of Congo or obtained through illegal smuggling channels by armed groups or illegal groups.

爭議性採購與衝突礦產管理

建滔集團秉持負責任採購理念，嚴格遵守經營地相關法律法規及國際通行的負責任採購準則，建立覆蓋爭議性原材料全生命周期的採購管控體系，對涉及武裝衝突、人權侵害、非法開採的爭議性原材料採購堅持零容忍原則。針對電子行業核心關注的衝突礦產，集團制定專項管控規範，並要求全體合作供應商簽署《不使用衝突礦產宣告書》，從供應鏈源頭防範採購環節的人權、環境與商業道德風險，推動供應鏈可持續發展。

衝突礦產與高風險區域界定

本政策管控的核心標的為爭議性衝突礦產，涵蓋金(Au)、鈀(Pd)、鉭(Ta)、錫(Sn)、鎢(W)、鋰(Li)等相關金屬及其衍生品。

同時，本集團嚴格遵循2010年美國《多德－弗蘭克華爾街改革和消費者保護法》的立法要求與相關規定，明確重點管控的高風險區域範圍；該法案認定下列國家所屬礦區皆歸屬剛果礦脈礦產帶，具體包括：剛果民主共和國(DRC)、盧旺達(Rwanda)、烏干達(Uganda)、布隆迪(Burundi)、坦桑尼亞(Tanzania)、肯尼亞(Kenya)、中非共和國(Central African Republic)、安哥拉(Angola)、南蘇丹(South Sudan)。集團明確管控要求：上述國家出口之相關金屬皆不符合《無衝突規範》，嚴禁採購、使用任何透過無政府軍團或非法集團，自剛果民主共和國衝突區域礦區開採、或經非法走私途徑取得的礦產原材料。

CONTROVERSIAL PROCUREMENT AND CONFLICT MINERALS MANAGEMENT

(continued)

Supplier's Core Compliance Responsibilities and Commitments

The Group fully incorporates conflict mineral compliance requirements into the entire life cycle management of supplier access, cooperation, annual review, and exit. All cooperating suppliers are required to make a formal commitment in the "Declaration of Not Using Conflict Minerals" and strictly fulfill the following compliance responsibilities:

- Promise that all products supplied to Kingboard Group contain only conflict-free minerals. Guarantee that the metals contained in any products sold to Kingboard Group are DRC Conflict-Free.
- All products do not use minerals from the Democratic Republic of Congo (DRC) and its surrounding illegal mining areas, including areas with armed conflict and areas that disregard labor and human rights.
- Refuse to use conflict minerals; fully disclose the sources of minerals used, such as gold, palladium, tantalum, tin, tungsten, and lithium, to identify their mining areas; and formally commit to conducting detailed investigations of the supply chain to ensure that mineral sources are compliant.
- Suppliers shall communicate this policy to their upstream suppliers and throughout their supply chain.

爭議性採購與衝突礦產管理

(續)

供應商核心合規責任與承諾

集團將衝突礦產合規要求全面納入供應商准入、合作、年度評審、退出全生命周期管理，要求所有合作供應商在《不使用衝突礦產宣告書》中作出正式承諾，嚴格履行以下合規責任：

- 承諾所有提供給建滔集團的產品皆為無衝突礦產金屬之產品。保證任何出售給建滔集團的產品所含金屬皆符合無衝突規範(DRC Conflict-Free)。
- 所有產品不使用來自剛果民主共和國(DRC)及其周邊非法礦區，包括具有武裝衝突的地區，及罔顧勞動人權的區域所產礦物。
- 拒絕使用衝突礦物，並充分揭露其使用的金、鈀、鉭、錫、鎢、鋰等礦產來源，以查明這些金屬的礦區，亦正式將致力於詳實調查供應鏈確保礦產來源合規。
- 供應商將配合此政策傳達給上游供貨商及供應鏈。

爭議性採購與衝突礦產管理

（續）

全鏈條實施保障機制

- 准入環節剛性把關：集團將衝突礦產合規作為供應商准入的核心門檻，新供應[illegible]
[illegible]

PRODUCT MANAGEMENT AND SAFETY

Kingboard Group has always been customer-centric, committed to producing and providing high-quality, safe, and compliant products, continuously improving the product life cycle management system, safeguarding customer rights and interests with high-standard quality control and service capabilities, and strengthening customer relationships.

Compliance Framework and Top-Level Management

The Group strictly abides by the applicable laws and regulations related to product management, quality and safety, and consumer rights protection in the places of operation, including but not limited to the Product Quality Law of the People's Republic of China, the Law of the People's Republic of China on Protection of Consumer Rights and Interests, the Advertising Law of the People's Republic of China, the Civil Code of the People's Republic of China, the Data Security Law of the People's Republic of China, and the Personal Information Protection Law of the People's Republic of China, and fully implements all requirements in the regulations regarding product quality, safety management, customer privacy protection, and advertising compliance.

The Group has established a control system for the entire product life cycle, formulated and strictly implemented a quality manual, production process control procedures, product identification and traceability control procedures, as well as a series of management specifications such as "Product Monitoring and Measurement Control Procedure", "Control Procedures of Non-Conforming Products", "Corrective and Preventive Measures Control Procedure", "Information Security Management System", "Knowledge Management Control Procedure", "Product Safety Control Procedure", "Confidentiality Guidelines on Customers' Technologies", and "Customer Service Control Procedure", clarifying full-process management standards and job responsibilities to ensure that all aspects of product management are well-documented and operate in a standardized manner.

產品管理及安全

建滔集團始終以客戶為核心，致力於生產及提供優質、安全、合規的產品，持續完善產品全生命周期管理體系，以高標準的品質管控與服務能力保障客戶權益，深化客戶合作關係。

合規框架與頂層管理

本集團嚴格遵守經營地適用的產品管理、質量安全、消費者權益保護相關法律法規，包括但不限於《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《中華人民共和國民法典》、《中華人民共和國數據安全法》及《中華人民共和國個人信息保護法》等，全面落實法規中關於產品質量、安全管理、客戶隱私保護、廣告合規等各項要求。

本集團搭建了產品全生命周期的制度管控體系，制定並嚴格執行質量手冊、生產工序控制程式、產品標識和可追溯性控制程式，以及《產品監視和測量控制程式》、《不合格品控制程式》、《糾正和預防措施控制程式》、《資訊安全管理制度》、《知識管理控制程式》、《產品安全控制程式》、《客戶技術保密工作指引》及《客戶服務控制程式》等一系列管理規範，明確全流程管理標準與崗位職責，確保產品管理各環節有章可循、規範運行。

PRODUCT MANAGEMENT AND SAFETY

(continued)

產品管理及安全(續)

Full-Chain Quality and Safety Control

Some of the Group's plants have been certified to ISO 9001:2015 Quality Management System, ISO 13485:2016 Medical Device Quality Management System, IATF 16949:2016 and IATF 16949:2019 Automotive Quality Management System standards, establishing a complete product quality standard system that covers the entire process from incoming inspection, production and processing, to packaging and shipment. Special quality standard guidelines have been compiled as the core basis for quality control, ensuring that raw materials, semi-finished products, and finished products all meet national standards, industry specifications, and customer requirements.

The Group has set up quality control stations and final inspection stations in each production process, staffed with full-time inspection personnel who have undergone rigorous training and passed assessments, to strictly perform inspections and judgments in accordance with regulatory requirements; Before each batch of finished products is shipped, a final quality audit is conducted to strictly prevent the outflow of non-conforming products and ensure that product specifications are completely consistent with customer requirements. At the same time, relying on its product identification and traceability management mechanism, the Group achieves full-process traceability from raw materials to finished product delivery.

For different business segments, the Group has formulated special control specifications: the chemical business strictly follows the national "GB/T9009-2011 Industrial Formaldehyde Solution Standard" and "Industrial Formaldehyde Standard Operating Procedures" to organize production, and regulates the entire process of storage, transportation, safety management and inspection of industrial formaldehyde; For our printed circuit board (PCB) business, we commission a third-party authoritative institution to conduct a special assessment at least once a year to verify product compliance with the EU's Restriction of Hazardous Substances (RoHS) Directive and the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation, ensuring that our product quality continuously meets the requirements of customers and the international market.

全鏈路質量與安全管控

本集團旗下部分廠房已分別通過ISO9001:2015品質管理體系、ISO13485:2016醫療器材品質管理體系、IATF16949:2016及IATF16949:2019汽車產業品質管理體系認證，建立了完備的產品質量標準體系，覆蓋來料檢查、生產加工、包裝出貨全流程，並編製專門的質量標準指導書，作為品質管控的核心依據，確保原材料、半成品、成品均符合國家標準、行業規範與客戶要求。

本集團在每個生產工序均設置品質控制站與最終檢查站，配備經嚴格培訓、考核合格上崗的專職檢驗人員，嚴格按照規範要求執行檢驗與判定；每批成品出貨前，均會開展最終品質稽查，嚴防不合格產品流出，確保產品規格與客戶要求完全一致。同時，本集團依託產品標識和可追溯性管理機制，實現產品從原材料到成品交付的全流程可追溯管控。

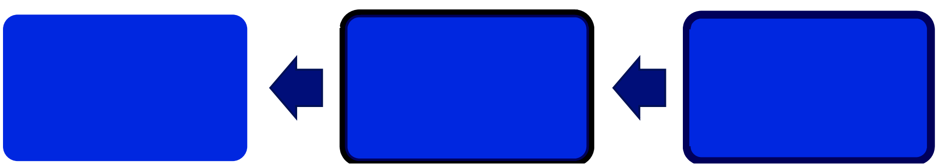
針對不同業務板塊，本集團制定專項管控規範：化工業務嚴格遵循國家《GB/T9009-2011工業用甲醛溶液標準》及《工業甲醛標準操作規程》組織生產，規範工業用甲醛的儲存、運輸、安全管理及檢驗全流程；印刷線路板業務每年至少委託第三方權威機構開展一次專項評估，核查產品對歐盟危害性物質限制指令(RoHS)、化學品註冊、評估、授權與限制規例(REACH)的合規性，確保產品質量持續滿足客戶與國際市場要求。

產品管理及安全(續)

客戶權益保障與服務體系

本集團堅信優質服務是業務發展的核心基石，嚴格依據《客戶服務控制程式》搭建全流程客戶服務與權益保障機制，由品質部QA或委派專職技術人員對接客戶需求，負責退換貨品的品質驗證，並將退換貨原因詳實記錄於《退換貨通知處理單》中妥善存檔；針對不合格產品，第一時間啟動糾正與預防措施，從源頭防範同類問題重複發生。

本集團建立了嚴謹、規範的客戶投訴處理機制，積極聆聽客戶反饋，確保以統一、高效的方式響應並處理客戶意見，持續優化產品品質與服務質量，滿足客戶需求與期望。於2025年財政年度，集團回收約609公噸產品，妥善處理766件產品相關投訴，高度重視並嚴肅處置所有可能引致產品回收或服務投訴的違規風險。



PRODUCT MANAGEMENT AND SAFETY
(continued)

Personnel Capacity Building and Non-compliance Control

The Group regularly conducts special training on product management and safety for all employees, and sets up professional and regular skills training courses for quality inspection personnel to ensure that all employees clearly understand the management policies, operating procedures and compliance requirements of their corresponding positions, and possess the professional knowledge and skills required to perform their duties.

At the same time, the Group has set up a special non-compliance reporting mechanism. For any non-compliance in product management, quality and safety, customer service, etc., a special team will conduct an independent investigation and impose corresponding disciplinary actions in accordance with the Group's system to ensure that all control requirements are implemented.

Furthermore, we were not aware of any material breach of applicable laws and regulations pertaining to product, service quality and customer privacy that had a significant impact on the Group during the 2025 financial year.

產品管理及安全(續)

人員能力建設與違規管控

本集團定期為全體員工開展產品管理及安全相關專項培訓，針對品質檢驗崗位人員設置專業化、常態化的技能培訓課程，確保所有員工清晰掌握對應崗位的管理政策、操作規範與合規要求，具備履職所需的專業知識與技能。

同時，本集團設立專門的違規舉報機制，針對產品管理、質量安全、客戶服務等環節的任何違規行為，均由專責小組開展獨立調查，並依據集團制度作出相應紀律處分，確保各項管控要求切實執行。

另外，我們於2025年財政年度未發現任何與產品、服務質量及客戶隱私相關及對集團產生重大影響的適用法律及法規的重大違規事宜。

CHEMICAL SAFETY MANAGEMENT

Kingboard Group is deeply involved in the core businesses of laminates, printed circuit boards, and chemicals. The Company is well aware that chemical safety is a cornerstone of its Environmental, Social, and Governance management, and is also a key link in ensuring operational safety, employee occupational health, ecological protection, and supply chain compliance. The Group strictly follows domestic and foreign authoritative regulations and industry standards such as the Regulations on the Safety Management of Hazardous Chemicals, the Globally Harmonized System of Classification and Labelling of Chemicals (GHS), the EU REACH regulations, and the Zero Discharge of Hazardous Chemicals (ZDHC) Programme, and has established a chemical safety management system covering the entire life cycle of "identification – assessment – control – disposal – elimination" to comprehensively prevent chemical-related environmental, health, and safety risks.

化學品安全管理

建滔集團深耕覆銅面板、印刷線路板、化工核心業務，深知化學品安全是環境、社會及管治管理的核心底線，亦是保障營運安全、員工職業健康、生態環境保護與供應鏈合規的關鍵環節。本集團嚴格遵循《危險化學品安全管理條例》、全球化學品統一分類和標籤制度(GHS)、歐盟REACH法規、ZDHC有害化學物質零排放行動計劃等境內外權威法規與行業標準，建立覆蓋「識別－評估－管控－處置－淘汰」全生命周期的化學品安全管理體系，全面防範化學品相關的環境、健康與安全風險。

CHEMICAL SAFETY MANAGEMENT (continued)

Chemical Risk Identification and Full Inventory Management

During the Reporting Period, the Group completed a comprehensive inventory of chemicals within the entire scope of production and operation, identifying a total of 1,107 types of chemicals in use by the Group across its core business segments, including 287 types in the laminates business segment, 30 types in the chemical business segment, and 819 types in the printed circuit board business segment, achieving full identification of chemicals in all production processes and all operating plants, with no control blind spots.

For all identified chemicals in use, the Group has completed the standardized archiving of a full set of compliance documents, ensuring that all hazardous chemicals corresponds to the latest version of the Safety Data Sheet (SDS) that complies with GHS standards. The Group conducts standardized management of the entire process in strict accordance with the hazard classification, operating procedures, protection requirements, and emergency response guidelines in the SDS.

Based on domestic and foreign mandatory regulatory requirements, industry-recognized standards, and official SDS hazard classifications, the Group conducts systematic risk grading for all chemicals in use. Risk levels are determined based on the physical, health, and environmental hazards of the chemicals. Key attention is paid to high-risk properties such as Carcinogenic, Mutagenic, and Reprotoxic (CMR), persistent organic pollutants, aquatic environmental hazards, and flammability and explosiveness.

High-Risk Chemical Control

For medium and high-risk chemicals in use, the Group has established a special closed-loop control mechanism, clarifying the mandatory control requirements for the entire process from procurement and warehousing, storage management, on-site use, to waste disposal. The management principle of “one policy for one product” is implemented to ensure that all high-risk chemicals are used in a standardized manner within a controllable range, and to prevent disorderly use and non-compliant emissions.

化學品安全管理(續)

化學品風險識別與全量清單管理

報告期內，本集團完成全生產運營範圍的化學品全面盤查，合計識別集團全體在用化學品共1,107種，全面覆蓋集團核心業務板塊，其中覆銅面板業務板塊287種、化工業務板塊30種、印刷線路板業務板塊819種，實現所有生產工序、所有運營廠房的化學品全量識別，無管控盲區。

針對所有識別的在用化學品，本集團已完成全套合規文件的規範化歸檔管理，所有危險化學品均對應最新版、符合GHS標準的安全技術說明書(SDS)，並嚴格依據SDS中的危害分類、操作規範、防護要求與應急處置指引，開展全流程標準化管理。

本集團基於境內外強制法規要求、行業公認標準與SDS官方危害分類，對所有在用化學品開展系統性風險分級，依據化學品的物理危害、健康危害、環境危害，劃分風險等級，重點關注致癌、致突變、生殖毒性(CMR)、持久性有機污染物、水生環境危害、易燃易爆等高風險屬性。

高風險化學品管控

本集團針對在使用中的中高風險化學品，建立專項閉環管控機制，明確從採購入庫、儲存管理、現場使用、廢棄處置全流程的硬性管控要求，落實「一品一策」的管理原則，確保所有高風險化學品均在可控範圍內規範使用，杜絕無序使用與不合規排放。

CHEMICAL SAFETY MANAGEMENT (continued)

High-Risk Chemical Control (continued)

For the storage and disposal of chemicals, the Group strictly follows SDS and regulatory requirements, sets up special isolated storage areas for chemicals of different risk levels, fully implements fire protection, explosion-proof, anti-leakage, and anti-corrosion measures, and achieves classified, zoned, and sealed storage of chemicals; For waste chemicals and hazardous chemical waste, licensed units with corresponding qualifications are strictly entrusted for disposal to ensure that the entire process of transfer and disposal is compliant and traceable, and to eliminate the risk of ecological environmental pollution.

Compliance Management and Information Disclosure of Regulated Substances

The Group strictly follows the relevant domestic and foreign regulatory requirements for the registration, filing, use, and emission of hazardous and restricted chemicals. For all regulated chemicals, the statutory registration and filing procedures are completed in accordance with the law to ensure that the use of all regulated substances complies with the scope and concentration requirements stipulated by the regulations, with no violations of exceeding the scope or limits.

The Group has established a full-process ledger management mechanism for regulated chemicals, which has achieved full-chain traceable management of regulated substances from entry into the factory to disposal at its core production sites, with detailed records of the procurement volume, usage volume, storage volume, waste disposal volume, and emission data of each regulated substance, achieving full-chain traceable management from entry into the factory to disposal; Special self-inspections on chemical compliance are conducted regularly to ensure that the ledger data is true, accurate, and complete, and potential compliance risks are rectified in a timely manner.

化學品安全管理(續)

高風險化學品管控(續)

針對化學品儲存與廢棄處置環節，本集團嚴格遵循SDS與法規要求，針對不同風險等級的化學品設置專用隔離儲存區域，全面落實防火、防爆、防洩漏、防腐蝕的防護措施，實現化學品分類、分區、密閉儲存；針對廢棄化學品與化學危險廢物，嚴格委託具備相應資質的持牌單位處置，確保轉移、處置全流程合規可追溯，杜絕生態環境污染風險。

受規管物質合規管理與資訊披露

本集團嚴格遵循境內外關於危險化學品、受限制化學品的登記、備案、使用與排放的相關法規要求，針對所有受規管化學品，依法完成法定的登記、備案手續，確保所有受規管物質的使用均符合法規限定的範圍與濃度要求，無超範圍、超限量使用的違規情形。

本集團建立受規管化學品的全流程台賬管理機制，已實現核心生產廠區受規管物質從入廠到處置的全鏈條可追溯管理，詳細記錄每一款受規管物質的採購量、使用量、儲存量、廢棄處置量與排放數據，實現從入廠到處置的全鏈條可追溯管理；定期開展化學品合規專項自查，確保台賬數據真實、準確、完整，及時整改潛在合規風險。

化學品安全管理(續)

產品配方合規與透明化管理

本集團嚴格把控產品全生命周期的化學品合規性，針對覆銅面板、基礎化工產品、印刷線路板等核心產品，建立產品配方化學品全流程管控機制，明確產品配方中禁用、限用化學物質的管控標準，確保產品配方中所有化學品均符合境內外目標市場的法規要求，杜絕產品中出現違禁化學物質，規避跨境貿易合規風險。

本集團針對產品配方中的高風險、受規管化學品，開展常態化的第三方檢測與驗證，確保產品符合下游客戶、終端市場的合規要求，並可按客戶需求提供完整的合規證明文件。

化學品安全全流程營運管控與供應鏈合規管理

本集團將化學品安全管控全面貫穿生產營運全流程，建立全鏈條閉環管理體系，嚴格落實境內外合規要求，系統防範各環節安全風險。所有涉化學品操作崗位，均嚴格遵照對應SDS的規範執行作業；針對化學品儲存、使用、處置全流程制定標準作業程序(SOP)，定期開展現場合規巡查，對不合規項實施閉環整改。本集團同時建立完善的化學品安全應急管理體系，針
[illegible]牯卺 # 枷湶現違禁ㄩ傈值㑪玡奍㒭

CUSTOMER INFORMATION AND INTELLECTUAL PROPERTY PROTECTION

Kingboard Group attaches great importance to the protection of customer data and intellectual property rights, and strictly abides by the applicable current laws and regulations in the places of operation, including but not limited to the Civil Code of the People's Republic of China, the Data Security Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, the Copyright Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and the Advertising Law of the People's Republic of China. It has built a systematic protection and control mechanism covering all scenarios and processes of internal operations, customer cooperation, and supply chain management, integrating confidentiality compliance and intellectual property protection requirements throughout the entire business chain to comprehensively prevent the risks of information leakage and intellectual property infringement.

The Group has formulated and strictly implemented internal management regulations such as the "Confidentiality Guidelines on Customers' Technologies" and the "Supplier Code of Conduct and Confidentiality Agreement", established a full-chain confidentiality compliance system covering all employees, customers, suppliers and partners, clarified the confidentiality obligations, authority boundaries, operating specifications and liability for violations of each subject, and provided complete institutional support for the protection of customer data, trade secrets and intellectual property rights.

Full-process Confidentiality Control by Subject

( ) -

For confidential positions and all employees who have access to sensitive information, the Group uniformly signs confidentiality and non-compete agreements, clarifying the scope of confidentiality, obligation boundaries, liability for violations, and non-compete requirements, and incorporates confidentiality compliance into daily employee management and performance assessment, building a solid foundation for confidentiality compliance from the personnel access stage.

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Before conducting business cooperation with customers, the Group simultaneously signs a special confidentiality agreement with the customer, or sets up exclusive confidentiality clauses in the business contract, to clearly define the scope of use of customer data and technical information, storage requirements, and mutual confidentiality obligations, and to clarify the liability for breach of contract. Concurrently, the Group has established a full life-cycle archiving and custody system for business contracts, confidentiality agreements, and confidential technical documents. This system implements unified coding, graded control, and assigns responsibility to designated personnel. The authorisation and approval processes for document review, retrieval, and copying are strictly defined, and regular inventory checks of archived documents are conducted to ensure that customers' confidential documents are complete and traceable.

客戶資料及知識產權保護

建滔集團高度重視客戶資料與知識產權保護工作，嚴格遵守經營地適用的現行法律法規，包括但不限於《中華人民共和國民法典》、《中華人民共和國數據安全法》、《中華人民共和國個人信息保護法》、《中華人民共和國著作權法》、《中華人民共和國反不正當競爭法》及《中華人民共和國廣告法》等相關規定，搭建覆蓋內部運營、客戶合作、供應鏈管理全場景、全流程的體系化保護與管控機制，將保密合規與知識產權保護要求貫穿經營全鏈條，全面防範信息洩露與知識產權侵權風險。

本集團制定並嚴格執行《客戶技術保密工作指引》及《供應商行為準則及保密協議》等內部管理規範，建立覆蓋全體員工、客戶、供應商及合作方的全鏈路保密合規體系，明確各主體的保密義務、權限邊界、操作規範與違規責任，為客戶資料、商業秘密與知識產權保護提供完整的制度支撐。

分主體全流程保密管控

(一)　內部員工保密責任全周期管理

針對涉密崗位及全體接觸敏感信息的員工，本集團統一簽署保密及競業禁止協議，明確保密範圍、義務邊界、違規責任與競業限制要求，並將保密合規納入員工日常管理與績效考核，從人員准入環節築牢保密合規底線。

(二)　客戶資料與敏感信息專項保護

與客戶開展業務合作前，本集團同步與客戶簽署專項保密協議，或在業務合同中設立專屬保密條款，清晰界定客戶資料、技術信息的使用範圍、保管要求與雙方保密義務，明確違約責任。同時建立業務合同、保密協議、涉密技術文件的全生命周期歸檔保管制度，實行統一編碼、分級管控、專人負責，嚴格設定文件查閱、調用、複製的權限與審批流程，定期開展存檔文件盤點核查，確保客戶涉密文件完整可追溯。

客戶資料及知識產權保護(續)

CUSTOMER INFORMATION AND INTELLECTUAL PROPERTY PROTECTION

(continued)

Special Protection of Intellectual Property throughout the R&D Process

For the protection of independently developed intellectual property, the Group integrates confidentiality control throughout the entire product R&D process. For core confidential information from the R&D stage, such as technical achievements, product designs, and bills of materials, special confidentiality measures are established to strictly limit access to R&D information on a need-to-know basis and to regulate the standards for its transmission, storage, and use. At the same time, confidentiality and non-compete agreements are signed with personnel involved throughout the R&D process to strengthen confidentiality responsibilities in the R&D stage and to comprehensively protect the intellectual property developed through the Group's independent R&D.

During FY2025, the Group had no material non-compliance with applicable

客戶資料及知識產權保護(續)

研發全流程知識產權專項保護

針對自主研發知識產權保護，本集團將保密管控貫穿產品研發全流程，針對研發階段的技術成果、產品設計、物料清單等核心涉密信息，建立專項保密措施，嚴格限定研發信息的知曉範圍與訪問權限，規範研發資料的傳輸、存儲與使用規範；同時與研發全流程相關人員簽署保密及競業禁止協議，強化研發環節保密責任，全方位保護集團自主研發的知識產權成果。

於2025年財政年度，本集團未發生任何與客戶資料、商業秘密及知識產權保護有關、且對集團有重大影響的適用法律及法規的重大違規事宜。

商業道德

建滔集團秉持誠信為本、商業道德至上的核心價值，對任何形式之不當及不道德行為堅持零容忍原則。董事會及管理層積極履行對道德議題之監督責任，集團審計部每兩年至少一次，對公司各項廉潔合規管控措施及商業道德標準執行情況開展定期審計核查。全流程防範管理漏洞與合規風險發生，致力推動集團內部運作規範化，確保整體營運嚴守各項規章制度與法律法規，並持續促進員工廉潔從業與待遇公平，構建守法、透明、廉潔之營運環境。

於2025年財政年度內，本集團及全體內部員工、所有商業合作夥伴，均未涉及任何與貪污、賄賂、勒索、欺詐及洗黑錢相關的違規違紀訴訟、調查或舉報事項，全年未發生任何重大商業道德合規違規事件。

集團建立覆蓋全職、非全職員工及各級管理人員的全鏈條商業道德管控體系，從制度建設、行為規範、過程管控、監督問責全維度強化內部合規管理，築牢全員商業倫理底線。

BUSINESS ETHICS (continued)

Employee Business Ethics and Integrity Compliance Management

The Group strictly abides by the Anti-Unfair Competition Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Tendering and Bidding Law of the People's Republic of China, the Criminal Law of the People's Republic of China, the Law of the People's Republic of China on Administrative Sanctions for Public Officials, and national and local laws and regulations related to anti-corruption, anti-bribery, conflict of interest, data protection, and labor compliance in the places where it operates.

The Group has established a systematic management system covering both full-time and part-time employees; in addition to incorporating core requirements including the prevention of bribery, extortion, fraud and money laundering into the "Staff Handbook" and the "Corporate Responsibility Policy and Responsibility Management Regulations", it has also specifically formulated the "Kingboard Group Anti-Corruption Policy" and the "Kingboard Group Whistleblowing Policy", establishing a full-process compliance management mechanism covering prevention, supervision and whistleblowing investigation. An Audit Committee has been set up under the Board of Directors, responsible for the formulation of anti-corruption policies, risk assessment and the handling of major violations, while the Audit Department conducts internal audits under the authorisation of the Audit Committee, focusing on supervision and inspection in business areas with high corruption risks. For high-risk positions such as senior management, procurement and sales, the Group requires relevant personnel to sign the "Personal Commitment to Integrity and Ethical Practice" before taking office, and signs the "Letter of Commitment to Integrity and Ethical Conduct" with third-party partners prior to business cooperation, extending integrity and compliance requirements to the supply chain and external cooperation scenarios. The Group also requires all employees to read the relevant content and sign an acknowledgement of receipt of the "Staff Handbook" to enhance the compliance awareness and sense of integrity responsibility of all staff.

The Group has established a unified code of business ethics for all employees, with core norms including:

- Employees are strictly prohibited from soliciting or accepting remuneration and rebates from business-related units in their business management activities, and violators will be deemed to have committed bribery;
- When dealing with business-related units, employees must adhere to legal and proper professional ethics and oppose the use of bribery or other improper means to seek benefits;
- Employees must refuse to take part in activities that violate national laws and social morality when dealing with business-related units;
- Management personnel at or above a designated level are required to declare any conflict of interest annually to prevent the risk of improper benefit transfers;
- If an employee violates the above principles, it may lead to the termination of the labor contract with the Group; If it causes economic losses to the Group, the Group will pursue compensation in accordance with the law; If the conduct is suspected of constituting a criminal offense, the Group will refer the matter to the judicial authorities for handling.

商業道德(續)

員工商業道德與廉潔合規管理

合規依據與制度體系

集團嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》、《中華人民共和國招標投標法》、《中華人民共和國刑法》及《中華人民共和國公職人員政務處分法》，及與反貪污、反賄賂、利益衝突、數據保護、勞動合規相關之國家及經營所在地法律法規。

集團建立覆蓋全職及兼職員工之體系化管理制度，除將防止賄賂、勒索、欺詐及洗黑錢等核心要求納入《員工手冊》及《公司責任方針及責任管理規定》外，亦專項制定《建滔集團反腐敗制度》與《建滔集團舉報制度》，構建覆蓋預防、監督與舉報核查的全流程合規管理機制。集團董事會下設審計委員會，負責反腐敗相關政策制定、風險研判及重大違規事件處置，審計部依據審計委員會授權開展內部審計工作，重點聚焦腐敗高風險業務領域實施監督檢查。針對高級管理人員、採購、銷售等高風險崗位，集團要求相關人員於上崗前簽署《個人廉潔從業承諾書》，並於開展商業合作前與第三方合作夥伴簽署《誠信廉潔承諾書》，將廉潔合規要求延伸至供應鏈與外部合作場景。集團要求全體員工必須閱讀相關內容並簽收《員工手冊》，強化全員合規意識與廉潔從業責任感。

員工行為與道德規範

集團對全體員工明確統一的商業道德行為準則，核心規範包括：

- 員工在經營管理活動中，嚴禁索取或收受業務相關單位的酬勞與回扣，違者構成受賄行為；
- 員工在與業務關聯單位往來時，須秉持合法、正當的職業道德準則，反對透過賄賂或其他不當的手段謀取利益；
- 員工與業務關聯單位交往中，應拒絕參與違反國家法律和社會公德的活動；
- 要求指定職級以上管理人員每年申報任何利益衝突事宜，防範利益輸送風險；
- 員工若違反上述準則，可能導致本集團與之終止勞動合同；若造成本集團經濟損失，本集團將依法追究賠償責任；若行為涉嫌刑事犯罪，集團將移送司法機關處理。

BUSINESS ETHICS (continued)

Employee Business Ethics and Integrity Compliance Management (continued)

The Group has established a special integrity control mechanism to strengthen dynamic supervision throughout the entire process:

- An "Integrity File Folder" for employees has been established to record and dynamically supervise employees' integrity in their work, violations of regulations and discipline, and other behaviors throughout the entire process;
- The "Gift and Cash Gift Reporting System" has been formulated, which clarifies that employees who receive gifts or cash gifts in the course of their official duties that cannot be refused or returned for various reasons must complete the declaration within 15 days of receipt;
- We continuously conduct integrity education, provide regular anti-corruption training for employees, and hold annual disciplinary education and learning month activity on a regular basis; During FY2025, combined with the "staying true to the original aspiration and founding mission" theme education, the Group further strengthened its education on ideals and beliefs and warning case education.

To ensure that all business ethics control policies are fully implemented and deeply rooted in the corporate culture, the Group has established a hierarchical, all-staff-covered compliance training system to continuously strengthen the compliance awareness and behavioral constraints of all personnel. The Group regularly holds special training courses on business ethics and compliance for all employees and contractors to ensure that all employees clearly understand the relevant policy content, behavioral boundaries, and responsibilities for violations. At the same time, customized special training on business ethics is carried out for directors and managers at all levels to strengthen the management's main responsibility for compliance and their exemplary role. A rigid compliance commitment mechanism has also been established, requiring management at or above a designated level to sign a "Business Ethics Compliance Statement" annually, confirming in writing their strict compliance with all policy requirements of the Group's business ethics.

商業道德(續)

員工商業道德與廉潔合規管理(續)

廉潔合規專項管控
集團建立專項廉潔管控機制，強化全流程動態監管：

- 建立員工《廉政檔案檔夾》，對員工廉潔從業、違規違紀等行為全程記錄與動態監管；
- 制定《禮品禮金申報制度》，明確員工在公務中因各種原因無法拒收或退還而收受的禮品禮金，須在收到之日起15天之內完成申報；
- 持續開展廉潔教育，定期為員工提供反腐倡廉培訓，每年定期開展紀律教育學習月活動；2025年財政年度，本集團結合「不忘初心、牢記使命」主題教育，進一步強化理想信念教育及警示案例教育。

合規培訓與聲明機制
為確保商業道德各項管控政策全面貫徹執行、深植企業文化，本集團建立分層分級、全員覆蓋的合規培訓體系，持續強化全體人員的合規意識與行為約束。集團定期為全體員工及承包商舉辦商業道德與合規專項培訓課程，確保全員清晰掌握相關政策內容、行為邊界與違規責任，同時針對董事及各級管理人員開展商業道德定制化專項培訓，強化管理層的合規主體責任與示範引領作用，並建立剛性合規承諾機制，要求指定職級以上管理層每年簽署《商業道德合規聲明書》，書面確認嚴格遵守集團商業道德各項政策要求。

商業道德(續)

員工商業道德與廉潔合規管理(續)

監督審計與違規處置機制
為確保商業道德各項政策有效實施，集團建立全鏈條監督保障機制：

1. **定期檢查與內控審計：**建立合規檢查清單，針對防止賄賂、勒索、欺詐及洗黑錢相關法律法規的規定開展合規性監控，該清單涵蓋與公司經營相關的重大適用規定與法規；相關合規檢查與測試由法務部每年定期執行，以全面監察公司合規情況。同時，集團每年開展內控審計，檢查員工對防止賄賂、勒索、欺詐及洗黑錢相關政策的遵從情況，審計範圍覆蓋反貪污、反賄賂、反勒索、反欺詐、反洗黑錢及反不正當競爭等全維度。

2. **保密舉報與處置機制：**公司訂立完善的舉報制度，制定監督執紀工作規定、信訪舉報與問題線索處置工作流程，設置多渠道保密舉報管道，集團員工及第三方合作廠商均可在保密的情況下，匿名透過郵件或信函的方式，向集團審計部檢舉任何與集團有關的違規行為；本集團建立嚴格的舉報者保護機制，嚴格保密舉報者的個人身份信息，舉報相關資料僅限調查專責小組核心人員知悉，全程實行閉環管控；嚴禁任何形式對舉報者的打擊報復、降職調崗、歧視排擠等反報復行為，若發生相關違規行為，將對責任人從嚴追究責任，切實保障舉報者的合法權益；針對任何不合規情況，

BUSINESS ETHICS (continued)

Employee Business Ethics and Integrity Compliance Management (continued)

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Upon receiving whistleblowing information, the Group's internal audit department shall promptly complete registration, classification and diversion of cases. For reported matters that meet the acceptance criteria, the Audit Department will set up a dedicated investigation team to conduct independent and in-depth investigations, and complete the investigation procedures and produce a written investigation report within the specified time limit. If any irregular or corrupt conduct is confirmed through investigation, the Group shall impose corresponding disciplinary and sanction measures on the responsible parties in strict accordance with the relevant provisions of the "Kingboard Group Anti-Corruption Policy", ensuring that integrity and compliance management is effectively implemented.

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The Group strictly prohibits any unfair competition, and strictly forbids management and all employees from seeking business interests through theft, bribery, fraud, coercion, or other means that violate agreements and legal rights. The Group includes anti-unfair competition in its annual internal control audit and employee compliance training to ensure that all personnel strictly comply with relevant requirements.

Supply Chain Business Ethics and Compliance Control

The Group extends business ethics and compliance requirements to the entire supply chain, incorporating core requirements such as compliant operation, integrity and self-discipline, human rights protection, and environmental protection into the entire life cycle management of supplier access, cooperation, re-evaluation, and exit. We have formulated and strictly implemented a unified "Supplier Code of Conduct and Confidentiality Agreement", clarifying the compliance bottom line and rigid requirements for suppliers. For specific control rules and implementation measures, please refer to the "Supply Chain Management" chapter.

商業道德(續)

員工商業道德與廉潔合規管理(續)

監督審計與違規處置機制(續)

集團審計部於接獲舉報資訊後，將及時完成登記、分類與分流處理；針對符合受理條件之舉報事項，由審計部專案成立調查小組開展獨立、深入的調查工作，並於規定期限內完成調查程序及形成書面調查報告。若經調查認定存在違規腐敗行為，集團將嚴格依據《建滔集團反腐敗制度》之相關規定，對責任主體實施相應之處分與制裁措施，確保廉潔合規管理落到實處。

反不正當競爭管理

集團堅決禁止任何不正當競爭行為，嚴禁管理層及全體員工透過盜竊、賄賂、欺詐、脅迫或其他違反協議及法定權利的手段謀取商業利益。集團將反不正當競爭納入年度內控審計與員工合規培訓範疇，確保全體人員嚴格遵守相關要求。

供應鏈商業道德與合規管控

集團將商業道德合規要求全面延伸至供應鏈全鏈條，將合規經營、廉潔自律、人權保障、環境保護等核心要求，納入供應商准入、合作、續評、退出全生命周期管理，制定並嚴格執行統一的《供應商行為準則及保密協議》，明確供應商合規底線與剛性要求，具體管控規則與實施措施詳見「供應鏈管理」章節。

COMMUNITY 社區

We believe that winning the trust of the communities where we operate and continuously creating value for community development are key elements for the Group to achieve sustainable business development. As a socially responsible enterprise, the Group is committed to promoting harmonious social development. We consistently regard humanistic care as a core aspect of our sustainable development, actively promoting community investment in diverse fields such as public welfare and charity, community co-construction, inclusive employment, and youth development. We encourage all employees to participate in volunteer services and give back to society through practical actions.

我們認為，取得業務所在地社群的信任、持續為社區發展創造價值，是集團實現業務可持續發展的關鍵要素。作為對社會負責的企業，集團肩負促進社會和諧發展的使命，始終將人文關懷作為可持續發展的核心方向，積極推動公益慈善、社區共建、包容性就業、青年發展等多元領域的社區投入，鼓勵全體員工參與志願服務，以實際行動回饋社會。

CONTRIBUTION TO COMMUNITY

Charitable Donations

Adhering to the core concept of “giving back to society what we take from it,” Kingboard Group has been deeply involved in public welfare and charity for many years, continuously reinvesting its corporate achievements into society. We are actively engaged in diverse public welfare fields, including rural revitalization, poverty alleviation, educational support, social assistance, and community construction. In the 2025 financial year, the Group further increased its public welfare investment, focusing on targeted initiatives to meet the livelihood needs of communities in Hong Kong and the Mainland. Total donations of money and goods for the year exceeded HK$29.15 million.

During the year, the Group continued to respond to the call of the rural revitalization strategy in the Mainland, focusing on investing in infrastructure construction, livelihood improvement, and public service enhancement in underdeveloped areas. Among them, HK$2.21 million was donated to the Agriculture, Rural Affairs and Science and Technology Bureau of Xiahe County, Gansu Province through Fogang Kingboard Industrial Co., Ltd., specifically for local rural revitalization projects; Materials worth HK$1.66 million were donated to Qinglong County, Guizhou Province through Huizhou Jianye to support the livelihood security work in the counterpart assistance area. At the same time, the Group actively supports grassroots education, initiatives for people with disabilities, and charitable relief. By donating to institutions such as the Jiangyin Huangtu Town Education Fund, the Huiyang District Charity Federation, and the Red Cross Society of Qingyuan City, we take practical action to promote equitable access to regional public services.

社區貢獻

公益慈善捐贈

建滔集團長期秉持「取諸社會、用諸社會」的核心理念，深耕公益慈善事業多年，持續將企業發展成果反哺社會，積極投身鄉村振興與脫貧幫扶、教育助學、社會救助、社區建設等多元公益領域，2025財政年度，集團持續加大公益投入力度，聚焦香港與內地兩地民生需求開展精準公益行動，全年累計捐款捐物總額逾2,915萬港元。

年內，集團在內地持續響應鄉村振興戰略號召，重點投入欠發達地區基礎建設、民生改善與公共服務提升，其中透過佛岡建滔實業有限公司向甘肅省夏河縣農業農村和科學技術局捐贈221萬港元，專項用於當地鄉村振興項目；透過惠州建業向貴州省晴隆縣定向捐贈價值166萬港元的物資，助力對口援建地區的民生保障工作。與此同時，集團亦積極支持基層教育發展、殘疾人事業與慈善救助，向江陰市璜土鎮教育基金、惠陽區慈善總會、清遠市紅十字會等多家機構捐贈善款，以實際行動推動區域公共服務均等化發展。

CONTRIBUTION TO COMMUNITY (continued)

Charitable Donations (continued)

In Hong Kong, the Group has always firmly supported the city's social stability and livelihood development. During the year, it donated funds to a number of patriotic and Hong Kong-loving associations and charitable organizations, including the Business and Professionals Alliance for Hong Kong, The Hong Kong Guangdong Community Organisations Charitable Foundation Limited, the Democratic Alliance for the Betterment and Progress of Hong Kong, the Hong Kong Federation of Trade Unions, and the Federation of Hong Kong Hakka Associations. The largest single donation reached HK$6 million, fully supporting local grassroots community care, the optimization of livelihood services, and the building of social harmony. Looking ahead, the Group will continue to be guided by the concept of sustainable development, further strengthening its diverse public welfare strategy, steadily fulfilling its corporate social responsibility, and contributing to the long-term, high-quality development of society in both regions.

Community Co-construction and Employee Volunteer Service

The Group actively promotes public education and community-building activities, and continually encourages employees to leverage their professional expertise in volunteer services. In the 2025 financial year, the Group held science popularization activities with themes such as "Mechanical Equipment Installation" and "Fire Safety Know-how" in the communities where it operates, inviting extensive participation from employees and local residents, and organizing employees to share professional knowledge and practical experience with the public, helping to enhance the safety awareness and professional understanding of community residents. At the same time, Huiyang Kehui Industrial Technology Co., Ltd. organized a voluntary blood drive in November 2025. A total of 44 employees participated, donating a cumulative 9,600 ml of blood, which can support nearly 50 clinical patients. This volunteer initiative demonstrates our fulfillment of social responsibility and highlights the shared commitment of both the company and its employees to public welfare.

Inclusive Employment and Livelihood Security

The Group has always adhered to the concept of equal employment, actively providing employment opportunities and comprehensive employment security for disadvantaged groups, and helping to stabilize local livelihoods. Among them, the Group's production base in Qingyuan City specifically offers positions such as cleaners, bobbin workers, and cylinder washers to people with disabilities, and provides welfare benefits such as free food and accommodation, five social insurances and one housing fund, and complete living area facilities, effectively building a platform for people with disabilities to achieve equal employment and self-value. At the same time, the Group adheres to the principle of localized recruitment, giving priority to hiring local residents for employment in the factory area, thereby driving local employment and economic development.

社區貢獻(續)

公益慈善捐贈(續)

在香港本地，集團始終堅定支持香港社會穩定與民生事業發展，年內向香港經濟民生聯盟、香港廣東社團總會慈善基金有限公司、民建聯、香港工會聯合會、香港客屬總會等多家愛國愛港社團及慈善機構捐贈善款，單筆最高捐贈額達600萬港元，全力支持本地基層社群關懷、民生服務優化與社會和諧建設工作。未來，集團將繼續以可持續發展理念為引領，持續深化多元公益佈局，穩步踐行企業社會責任，為兩地社會長遠高質量發展貢獻力量。

社區共建與員工志願服務

集團積極推動社區知識科普與共建活動，持續鼓勵員工發揮專業優勢參與志願服務。2025年財政年度，集團於業務所在地社區舉辦「機械設備安裝」、「消防安全知識」等主題科普活動，邀請員工及當地民眾廣泛參與，組織員工向民眾分享專業知識與實操經驗，助力提升社區居民的安全意識與專業認知。同時，惠陽科惠工業科技有限公司於2025年11月組織開展無償獻血公益活動，共計44名員工積極參與，累計獻血量達9,600毫升，可為近50名臨床患者提供用血保障，以志願行動踐行社會責任，彰顯企業與員工的雙重公益擔當。

包容性就業與民生保障

集團始終堅持平等就業理念，積極為弱勢群體提供就業機會與完善的就業保障，助力地方民生穩定。其中，集團位於清遠市的生產基地專門面向殘疾人士開放清潔工、紗管工、洗筒工等就業崗位，並配套免費食宿、五險一金及完善的生活區配套設施等福利保障，切實為殘疾人士搭建平等就業、實現自我價值的平台。與此同時，集團堅持屬地化招聘原則，優先聘用廠區本地居民就業，帶動地方就業與經濟發展。

CONTRIBUTION TO COMMUNITY (continued)

Youth Development and Capacity Building

The Group attaches great importance to nurturing young talent and continuously provides platforms and opportunities for their growth. Since 2010, the Group has partnered with the Kowloon Federation of Associations to run the "Vibrant Youth Undergraduate Internship Programme". This programme offers internship positions in Mainland China to Hong Kong university students, allowing them to gain hands-on experience in Mainland enterprises. This not only broadens their horizons and thinking but also provides them with deep insights into the business models and market environment of Hong Kong companies in the Mainland, fostering exchange and growth for young talent from both regions.

In the future, the Group will continue to uphold its original aspirations, deepen community investment through multiple channels, continue to cultivate core areas such as public welfare and charity, community co-construction, inclusive employment, and youth development, constantly enrich the forms and substance of community contributions, and continue to create long-term value for the sustainable development of the communities where it operates and society as a whole.

社區貢獻(續)

青年發展與能力建設

集團高度重視青年人才培養，持續為青年群體提供成長平台與發展機會。自2010年起，集團便與香港九龍社團聯合會持續舉辦「青年躍動，大學生實習領航計劃」，為香港大學生提供內地實習崗位，讓香港青年親身參與內地企業實務工作，在拓展視野、擴闊思維的同時，深入了解香港企業在內地的經營模式與市場環境，助力兩地青年人才交流與成長。

未來，集團將繼續秉持初心，透過多元渠道深化社區投入，持續深耕公益慈善、社區共建、包容性就業、青年發展等核心領域，不斷豐富社區貢獻的形式與內涵，持續為業務所在地社區與社會整體的可持續發展創造長期價值。

APPENDIX 附錄

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

Subject Areas, Aspects, General Disclosures and KPIs

《環境、社會及管治報告守則》相關披露指引

主要範疇、層面、一般披露及關鍵績效指標

A 議題	指引要求		披露回應
A1: Emissions A1：排放物	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		ENVIRONMENTAL MANAGEMENT AND COMMITMENT 環境管理與承諾
	KPI A1.1 關鍵績效指標A1.1	Types of emissions and respective emissions data. 排放物種類及相關排放資料。	AIR POLLUTANT EMISSIONS 空氣污染物排放
	KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GENERATION, TREATMENT AND RECYCLING OF WASTE 廢棄物的產生、處理和回收
	KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以公噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	GENERATION, TREATMENT AND RECYCLING OF WASTE 廢棄物的產生、處理和回收
	KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	CLIMATE CHANGE AND GREENHOUSE GAS MANAGEMENT 氣候變化與溫室氣體管理
	KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	GENERATION, TREATMENT AND RECYCLING OF WASTE 廢棄物的產生、處理和回收

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (continued)

《環境、社會及管治報告守則》相關披露指引(續)

Subject Areas, Aspects, General Disclosures and KPIs (continued)

主要範疇、層面、一般披露及關鍵績效指標(續)

A 議題	指引要求		披露回應
A2: Use of Resources A2：資源使用	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露：有效使用資源(包括能源、水及其他原材料)的政策。		CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS 能源、水資源及包裝物料的使用
	KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	PERFORMANCE ON CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS 能源、水資源及包裝物料耗用績效
	KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	PERFORMANCE ON CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS 能源、水資源及包裝物料耗用績效
	KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	CONSUMPTION OF ENERGY 能源使用
	KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	WATER RESOURCE UTILISATION 水資源利用
	KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以公噸計算)及(如適用)每生產單位佔量。	ENVIRONMENTAL MANAGEMENT AND COMMITMENT 環境管理與承諾

APPENDIX
附錄

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (continued)

《環境、社會及管治報告守則》相關披露指引(續)

Subject Areas, Aspects, General Disclosures and KPIs (continued)

主要範疇、層面、一般披露及關鍵績效指標(續)

A

議題	指引要求		披露回應
A3: The Environment and Natural Resources A3：環境及天然資源	General Disclosure: Policies on minimising the issuer's significant impacts on the environment and natural resources. 一般披露：減低發行人對環境及天然資源造成重大影響的政策。		ENVIRONMENTAL MANAGEMENT AND COMMITMENT 環境管理與承諾
	KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	ENVIRONMENTAL MANAGEMENT AND COMMITMENT 環境管理與承諾
社會			
B1: Employment B1：僱傭	General Disclosure: Information on: (a) the policies; and		EMPLOYMENT POLICY 僱傭政策
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露：有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		EMOLUMENT POLICY 薪酬政策
	KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	EMPLOYMENT POLICY 僱傭政策
	KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	EMPLOYMENT POLICY 僱傭政策

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (continued)

《環境、社會及管治報告守則》相關披露指引(續)

Subject Areas, Aspects, General Disclosures and KPIs (continued)

主要範疇、層面、一般披露及關鍵績效指標(續)

A 議題	指引要求		披露回應
B2: Health and Safety B2：健康與安全	General Disclosure: Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露：有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		HEALTH AND OCCUPATIONAL SAFETY 健康及職業安全
	KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	HEALTH AND OCCUPATIONAL SAFETY 健康及職業安全
	KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	HEALTH AND OCCUPATIONAL SAFETY 健康及職業安全
	KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	HEALTH AND OCCUPATIONAL SAFETY 健康及職業安全
B3: Development and Training B3：發展及培訓	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露：有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。		TRAINING AND DEVELOPMENT 培訓及發展
	KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	TRAINING AND DEVELOPMENT 培訓及發展
	KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	TRAINING AND DEVELOPMENT 培訓及發展

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (continued)

《環境、社會及管治報告守則》相關披露指引(續)

Subject Areas, Aspects, General Disclosures and KPIs (continued)

主要範疇、層面、一般披露及關鍵績效指標(續)

A 議題	指引要求		披露回應
B4: Labour Standards B4：勞務準則	General Disclosure: Information on: (a) policies;and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露：有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		EMPLOYMENT POLICY 僱傭政策
	KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	EMPLOYMENT POLICY 僱傭政策
	KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	EMPLOYMENT POLICY 僱傭政策
B5: Supply Chain Management B5：供應鏈管理	General Disclosure: Policies on managing environmental and social risks of the supply chain. 一般披露：管理供應鏈的環境及社會風險政策。		SUPPLY CHAIN MANAGEMENT 供應鏈管理
	KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	SUPPLY CHAIN MANAGEMENT 供應鏈管理
	KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	SUPPLY CHAIN MANAGEMENT 供應鏈管理
	KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	SUPPLY CHAIN MANAGEMENT 供應鏈管理
	KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	SUPPLY CHAIN MANAGEMENT 供應鏈管理

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

《環境、社會及管治報告守則》相關披露指引(續)

主要範疇、層面、一般披露及關鍵績效指標(續)

議題	指引要求		披露回應
B6: Product Responsibility B6：產品責任	General Disclosure: Information on: (a) policies;and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露：有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		PRODUCT MANAGEMENT AND SAFETY 產品管理及安全
	KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	PRODUCT MANAGEMENT AND SAFETY 產品管理及安全
	KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	PRODUCT MANAGEMENT AND SAFETY 產品管理及安全
	KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障智慧財產權有關的慣例。	CUSTOMER INFORMATION AND INTELLECTUAL PROPERTY PROTECTION 客戶資料及知識產權保護
	KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述品質檢定過程及產品回收程式。	PRODUCT MANAGEMENT AND SAFETY 產品管理及安全
	KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	CUSTOMER INFORMATION AND INTELLECTUAL PROPERTY PROTECTION 客戶資料及知識產權保護

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (continued)

《環境、社會及管治報告守則》相關披露指引(續)

Subject Areas, Aspects, General Disclosures and KPIs (continued)

主要範疇、層面、一般披露及關鍵績效指標(續)

A 議題	指引要求		披露回應
B7: Anti-corruption B7：反貪污	General Disclosure: Information on: (a) policies;and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露：有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		BUSINESS ETHICS 商業道德
	KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	BUSINESS ETHICS 商業道德
	KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	BUSINESS ETHICS 商業道德
	KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	BUSINESS ETHICS 商業道德
B8: Community Investment B8：社區投資	General Disclosure: Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露：有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。		CONTRIBUTION TO COMMUNITY 社區貢獻
	KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	CONTRIBUTION TO COMMUNITY 社區貢獻
	KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	CONTRIBUTION TO COMMUNITY 社區貢獻

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (continued)

《環境、社會及管治報告守則》相關披露指引(續)

Climate-related Disclosures

氣候相關披露

氣候相關披露	篇章
(I) Governance *(I) 管治*	Climate Change: Governance 氣候變化：管治
(II) Strategy *(II) 策略*	
Climate-related Risks and Opportunities 氣候相關風險和機遇	Climate Change: Strategy 氣候變化：策略
Business Model and Value Chain 業務模式和價值鏈	Climate Change: Strategy 氣候變化：策略
Strategy and Decision-making 策略和決策	Climate Change: Strategy 氣候變化：策略
Financial Position, Financial Performance and Cash Flows 財務狀況、財務表現及現金流量	Climate Change: Strategy 氣候變化：策略
Climate Resilience 氣候韌性	Climate Change: Strategy 氣候變化：策略
(III) Risk Management *(III) 風險管理*	Climate Change: Risk Management 氣候變化：風險管理
(IV) Metrics and Targets *(IV) 指標及目標*	
Greenhouse Gas Emissions 溫室氣體排放	Climate Change: Targets and Metrics 氣候變化：目標和指標
Climate-related Transition Risks 氣候相關轉型風險	Climate Change: Strategy 氣候變化：策略
Climate-related Physical Risks 氣候相關物理風險	Climate Change: Strategy 氣候變化：策略
Climate-related Opportunities 氣候相關機遇	Climate Change: Strategy 氣候變化：策略

RELATED DISCLOSURE GUIDANCE OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE (continued)

《環境、社會及管治報告守則》相關披露指引(續)

Climate-related Disclosures (continued)

氣候相關披露(續)

氣候相關披露	篇章
Capital Deployment 資本運用	*The Group has not yet made quantitative disclosures on capital expenditure, financing, or investment related to climate risks and opportunities. Due to internal resource constraints, the systems for accounting and disclosure of such data are still being established. The Group will continue to monitor regulatory requirements and industry practices, and enhance relevant disclosures as appropriate.* *本集團目前尚未就氣候相關風險與機遇的資本開支、融資或投資金額進行量化披露，受內部資源所限，相關數據的核算與披露體系尚在建立過程中。本集團將持續關注監管要求及行業實踐，適時完善相關披露。*
Internal Carbon Pricing 內部碳定價	*The Group has not yet applied internal carbon pricing. It will continue to monitor the development of relevant practices and assess the feasibility of introducing a carbon pricing mechanism in due course.* *本集團目前尚未在應用內部碳定價，將持續關注相關實踐的發展動態，適時評估引入碳定價機制的可行性。*
Remuneration 薪酬	*The Group has not yet formally incorporated climate-related considerations into its remuneration policy. It will continue to monitor regulatory requirements and industry practices and assess the feasibility of incorporating climate-related indicators into the management's assessment and incentive system in due course.* *本集團目前尚未將氣候相關考量正式納入薪酬政策，將持續關注監管要求及行業實踐，適時評估將氣候相關指標納入管理層考核激勵體系的可行性。*
Industry-based Metrics 行業指標	*Not applicable* *不適用*
Climate-related Targets 氣候相關目標	Climate Change: Targets and Metrics 氣候變化：目標和指標
Applicability of Cross-industry Metrics and Industry-based Metrics 跨行業指標及行業指標的適用性	*Not applicable* *不適用*