

KML Technology Group Limited

高萌科技集團有限公司

高萌·科技

W W W . K M L . C O M . H K

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

Stock Code 股份代號: 8065

Environmental, Social and Governance Report

環境、社會及管治報告

2025/26

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ABOUT THIS REPORT

關於本報告

KML Technology Group Limited (the “**Company**”) and its subsidiaries (collectively the “**Group**” or “**we**”) have prepared the Group’s Environmental, Social and Governance (“**ESG**”) Report for the year 2025/26 (the “**Report**”). This Report provides an overview of our policies, measures, and performance on the material ESG issues.

This Report was reviewed and approved by the board of directors of the Company (the “**Board**”) on 23 June 2026.

Reporting Period and Scope

Unless otherwise specified, the policies, statements and performance data contained in this Report cover the Group’s activities of offices and its principal business and operations in Hong Kong including the provision of (i) transportation mission critical system solutions; (ii) mobile ticketing and digital payment solutions and services; (iii) digital fabrication and maintenance services; (iv) mechanical and electrical (“**M&E**”) technology solutions and engineering services; and (v) sales of products, parts and components. This Report covers the period from 1 April 2025 to 31 March 2026 (the “**Reporting Year**”).

高萌科技集團有限公司（「**本公司**」）及其附屬公司（統稱「**本集團**」或「**我們**」）發出的二零二五/二六年環境、社會及管治（「**ESG**」）報告（「**本報告**」）。本報告概述了我們在重大ESG議題上的政策、措施和表現。

本報告經本公司董事會（「**董事會**」）於二零二六年六月二十三日審議通過。

報告周期及範圍

除特殊說明外，本報告中的政策、聲明、績效數據等涵蓋本集團於香港的辦事處活動及其主要業務及營運，包括提供(i)交通關鍵系統解決方案；(ii)流動票務及數碼支付解決方案及服務；(iii)數碼裝配及保養服務；(iv)機械與電氣（「**機電**」）技術解決方案及工程服務；及(v)銷售產品、零件及部件。本報告涵蓋的報告時段為二零二五年四月一日至二零二六年三月三十一日（「**報告年度**」）。

ABOUT THIS REPORT

關於本報告

Reporting Framework and Principles

This Report is prepared per Appendix C2 – Environmental, Social and Governance Reporting Code (“**ESG Code**”) to the Rules Governing the Listing of Securities on the GEM (the “**GEM Listing Rules**”) of the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). In preparation for this Report, the Group adhere to the reporting principles of “Materiality”, “Quantitative”, “Balance” and “Consistency”.

報告框架及原則

本報告乃根據香港聯合交易所有限公司（「**聯交所**」）GEM證券上市規則（「**GEM上市規則**」）附錄C2 – 環境、社會及管治報告守則（「**ESG報告守則**」）編製。在編寫本報告時，本集團以「重要性」、「量化」、「平衡」和「一致性」為報告原則。

The Group determines material ESG issues by stakeholder engagement and materiality assessment. Details are explained in the section headed “Materiality Assessment”

本集團透過持份者參與及重要性評估確定重大ESG議題。詳情載於「重要性評估」一節。

Information is presented with quantitative measures, whenever feasible, including information on the standards, methodologies, assumptions used and provision of comparative data.

本集團於可行情況下以量化計量單位呈報資料，包括有關所用標準、方法、假設及提供比較數據的資料。

MATERIALITY
重要性

QUANTITATIVE
量化

BALANCE
平衡

CONSISTENCY
一致性

The Report will use consistent methodologies for meaningful comparisons of ESG data over time unless improvements in methodology are identified.

本報告將使用一致的方法，令ESG數據日後可作有意義的比較，惟識別到方法有所改進除外。

The Report describes the achievements and challenges faced by the Group and provides an unbiased overview of the Group's performance in sustainability.

本報告闡述本集團的成就及所面對的挑戰，並不偏不倚地概述本集團的可持續發展績效。

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關於本報告

Report Accessibility

This Report is prepared and published in English and traditional Chinese in electronic formats. In the event of a discrepancy between each version, the English version shall prevail.

The electronic format can be viewed and downloaded from the website of the Stock Exchange (www.hkexnews.hk) or the “Environmental, Social and Governance Report” section on the page headed “Investor Relations” of the Group’s website (www.kml.com.hk/esgreport).

To obtain a printed copy, please post your request together with your mailing address to the Group (Address: B12, G/F, Shatin Industrial Centre, Siu Lek Yuen Road, Shatin, N.T., Hong Kong).

Feedback

The Group is committed to continuously enhancing its ESG performance and the disclosure quality, and we sincerely hope that all stakeholders will provide us with suggestions by completing the Reader Feedback Form (see the QR code below) or emailing it to esg@kml.com.hk.

報告索閱

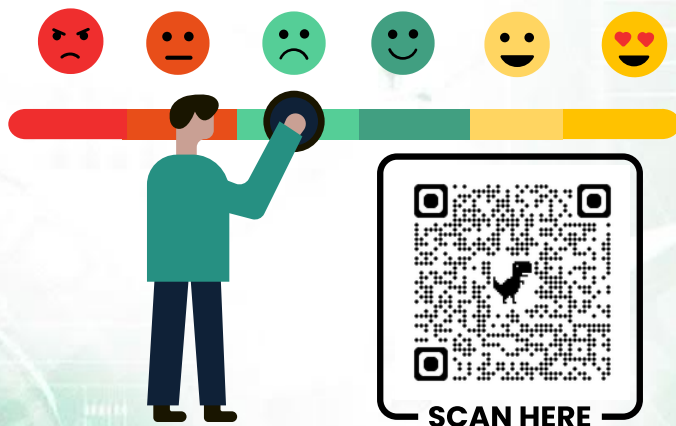
本報告分別以英文及中文繁體編寫、並以電子形式發佈，在對各文本的理解上發生歧義時，請以英文文本為準。

電子版報告可於聯交所網站 (www.hkexnews.hk) 和本集團網站「投資者資料」頁面內「環境、社會及管治報告」部分查閱和下載 (www.kml.com.hk/esgreport-c)。

如需印刷版本，請來函附回郵地址至本集團（地址：香港沙田小瀝源路沙田工業中心地下B12室）索取。

反饋意見

本集團致力持續提升ESG表現及披露質量，亦誠盼各持份者填寫讀者反饋意見表（參見下方二維碼）或電郵至 esg@kml.com.hk 向我們提供建議。



MESSAGE FROM THE CHAIRMAN

主席寄語

Dear Stakeholders,

On behalf of the Board, I am pleased to introduce the Group's ESG Report for the Reporting Year. Over the past twelve months, we have continued the integration of sustainability into every facet of our operations – from strategic planning to on-the-ground execution. This report reflects not only our achievements but also our continuous journey of learning, improvement, and accountability.

Validating Our ESG Journey

During the Reporting Year, the Group participated in an independent third-party sustainability assessment to benchmark our ESG performance against global industry peers being assessed. The results placed us in the upper half of all companies rated and awarded a "Committed" badge. We regard this not as a destination of our ESG journey, but as a baseline for continuous improvement.

Innovation in Safety

Our commitment to safeguard the safety and health of all employees made progress in technology. We developed an in-house mobile application to digitalise the safety working cycle ("SWC App"), now in trial phase. This App enables real-time hazard identification, instant corrective actions, and centralised data tracking – turning safety management from reactive to proactive.

Our People and Community

External recognition affirmed our sustained actions towards our commitment to fostering a safety and caring culture and the community. We were commended as a "Harmony@Workplace Organisation", received the Safety Performance Award for the 7th consecutive year, and maintained our "Caring Company Logo" for the 18th consecutive year.

致各位親愛的持份者：

本人謹代表董事會欣然呈報本報告年度的ESG報告。在過去十二個月，我們持續將可持續發展融入營運的每一個層面 – 從策略規劃到實地執行。本報告不僅展示了我們的成就，更反映了我們在學習、改進及承擔責任方面的持續旅程。

驗證我們的ESG旅程

於報告年度，本集團參與了一項獨立的第三方可持續發展評估，以衡量我們在ESG方面的表現與全球受評同行的差距。評估結果顯示，我們在所有受評同行公司中位居中前列，並獲頒「承諾」徽章。我們認為這結果並非我們ESG旅程的終點，而是持續改善的基準。

安全創新

我們致力於保障所有員工的安全與健康，並在技術方面取得了進步。我們自主研發了一套內部流動應用程式，將安全施工程序數碼化（「SWC應用程式」），目前處於試行階段。該應用程式能夠實現即時危害識別、即時糾正行動及集中數據追蹤 – 將安全管理從被動轉為主動。

我們的員工與社區

外部認可肯定了我們為營造安全關懷的企業文化和回饋社區所做的持續努力。我們獲嘉許為「融洽職場機構」，連續第7次榮獲安全表現大獎，並連續第18年維持「商界展關懷」標誌，這反映了我們對社區的持續貢獻。

MESSAGE FROM THE CHAIRMAN

主席寄語

In the community, our festive campaigns – “Mooncake for Good” and “Sustainable Festivities” – turned traditional celebrations into vehicles for social impact, supporting seniors, vulnerable youth, and community well-being while demonstrating our sustainable procurement policy in action.

The Road Ahead

We have set clear priorities for the coming years: deepening our environmental policies to align with evolving regulatory expectations, embedding sustainable procurement into daily purchasing decisions, and continuing to strengthen our safety culture through digital innovation.

I extend my sincere gratitude to our employees, partners, and stakeholders. Your dedication turns our ESG ambitions into daily realities. Together, we are building a resilient, responsible, and future-ready organisation – not because we have to, but because it is the right way to do business.

KML Technology Group Limited

Luk Kam Ming

Chairman and Executive Director

Hong Kong, 23 June 2026

在社區方面，我們的節日活動 – 「悅捨月餅」及「可持續佳節」 – 將傳統慶典轉化為社會影響的載體，在支援長者、弱勢青少年及社區福祉的同時，展示了我們可持續採購政策的實際應用。

未來路向

我們已為未來數年訂立清晰優先事項：深化環境政策以符合不斷演變的監管預期、將可持續採購融入日常採購決策，以及通過數碼創新持續強化安全文化。

我衷心感謝我們的員工、合作夥伴及持份者。你們的奉獻將我們的 ESG 願景化為日常現實。讓我們攜手建立一個具韌性、負責任且面向未來的組織 – 不是因為我們必須這樣做，而是因為這才是正確的經營之道。

高萌科技集團有限公司

陸鑑明

主席兼執行董事

香港，二零二六年六月二十三日

ABOUT THE GROUP

關於本集團

Business Overview

The Group has been playing a pivotal role in delivering professional M&E system engineering services for railway and road transport infrastructure projects in Hong Kong and the Asia Pacific Region. Since 1977, we have grown alongside the expansion and modernisation of the railway network. Our expertise spans electrical, mechanical, electronic, and information engineering, enabling us to provide comprehensive system integration, installation, and maintenance support services. Leveraging our partnerships, we address diverse client needs and offer tailor-made systems and solutions.

業務概覽

本集團一直在為香港及亞太地區的鐵路及道路運輸基建項目提供專業機電系統工程服務方面發揮著舉足輕重的作用。自1977年以來，我們隨著鐵路網絡的擴張和現代化而成長。我們的專業知識涵蓋電氣、機械、電子和資訊工程，使我們能夠提供全面的系統整合、安裝和維護支援服務。利用我們的合作夥伴關係，我們滿足不同的客戶需求並提供量身定制的系統和解決方案。

01

TRANSPORTATION MISSION CRITICAL SYSTEM SOLUTIONS 交通關鍵系統解決方案

System integration in relation to the railway signalling, communication and control system, and point operating equipment
與鐵路信號、通信及控制系統、轉轍器操作設備的系統集成



02

MOBILE TICKETING & DIGITAL PAYMENT SOLUTIONS AND SERVICES 流動票務及數碼支付解決方案及服務

Payment solution adoption
採用支付解決方案



03

DIGITAL FABRICATION AND MAINTENANCE SERVICES 數碼裝配及保養服務

Offers computerised and advanced maintenance support services for various systems, terminals and equipment
為各種不同系統、終端及設備提供電腦化及先進的保養支援服務



BUSINESS OVERVIEW 業務概覽

04

M&E TECHNOLOGY SOLUTIONS AND ENGINEERING SERVICES 機電技術解決方案及工程服務

Design, installation, testing and commissioning and maintenance of miscellaneous M&E engineering systems
設計、安裝、測試及調試以及保養各種機電工程系統



05

SALES OF PRODUCTS, PARTS AND COMPONENTS 銷售產品、零件及部件

Supply railway signalling and automatic fare collection related products, parts and components
供應與鐵路信號及自動收費相關的產品、零件及部件



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OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

The Group embeds ESG principles at the core of our corporate architecture, integrating sustainability into our governance structure, risk management framework, and business operations. This structural alignment ensures our sustainability strategy directly advances long-term value creation while mitigating emerging risks.

Sustainability Governance and Risk Management

The Group institutionalises sustainability through an integrated governance model. The Board retains ultimate accountability for overseeing sustainability strategy, performance, and reporting, while designated Board committees address material ESG matters (including climate-related risks) with the support from The risk management committee of the Company (“**Risk Management Committee**”).

The Group also maintains ESG-related policies, procedures, and guidelines, aims at providing clear direction to all employees and operational personnel under our supervision for achieving intended sustainability objectives.

本集團將ESG原則深植於企業架構核心，將可持續發展融入我們的管治架構、風險管理架構及業務營運。這種結構性協調確保可持續發展策略直接促進長遠價值創造，同時有效管控新發風險。

可持續發展管治及風險管理

本集團採用綜合方法將可持續發展納入現行管治架構。董事會承擔監督本集團的可持續發展策略、表現和報告的最終責任，常設董事委員會則在本公司風險管理委員會（「**風險管理委員會**」）的協助下管理重大ESG的事務（包括氣候相關風險）。

本集團亦制定ESG相關的政策、程序和指引，旨在為各級員工和受管控的工作人士提供明確的方向，以實現我們預期的可持續發展目標。



OUR SUSTAINABILITY APPROACH

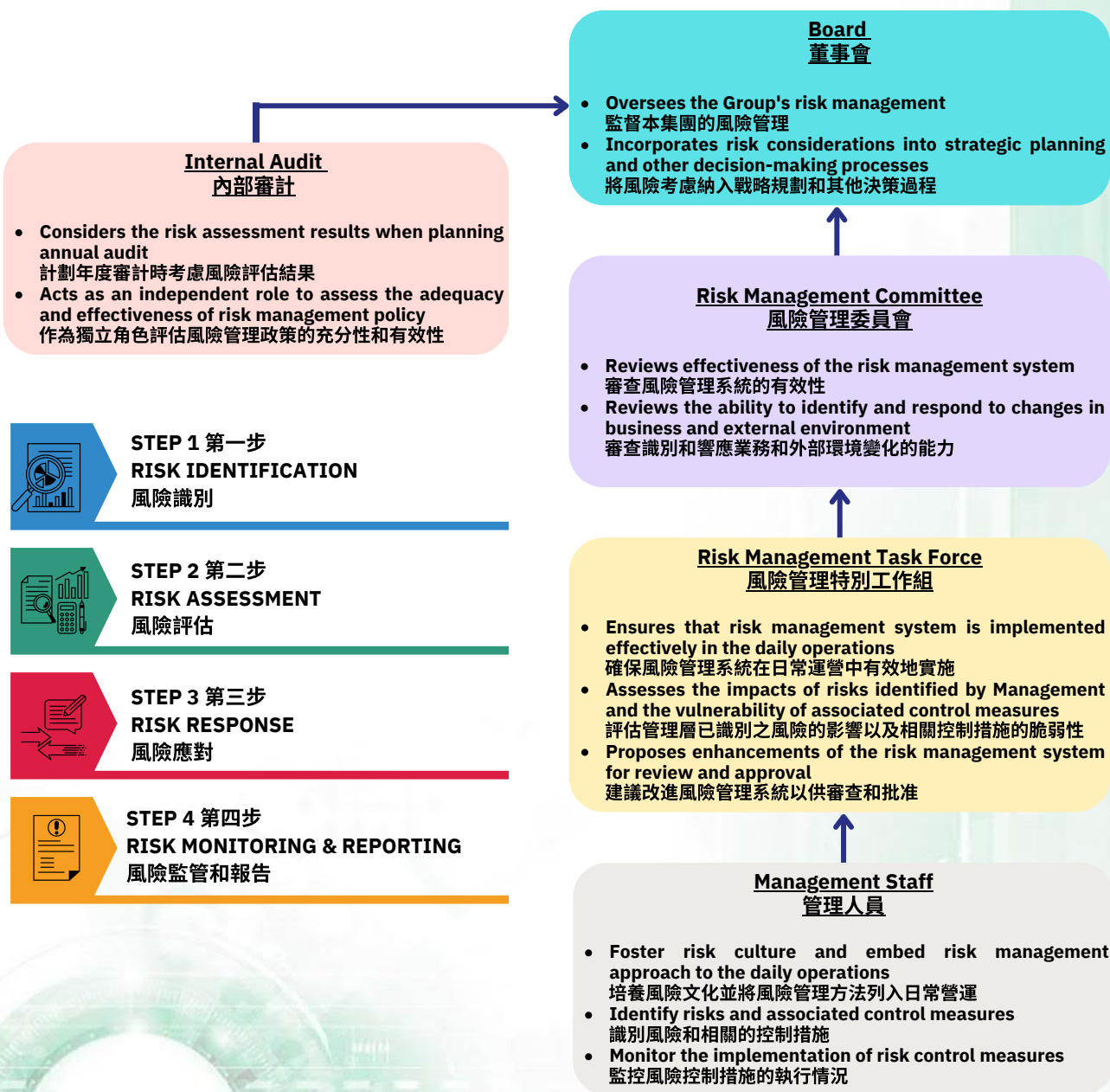
我們的可持續發展方針

Sustainability Governance and Risk Management (Continued)

Our Risk Management Policy expounds on the risk management structure and the four phases of risk management in place. Details as follows:

可持續發展管治及風險管理 (續)

我們的風險管理政策闡述了風險管理架構和風險管理的四個階段，詳情如下：



OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Our Commitments and Goals

The Group commits to supporting the United Nations Sustainable Development Goals (“SDGs”). We have identified 6 SDGs related to our business operations and devised plans and measures to achieve sustainability goals.

Our Commitment and Measures 我們的承諾及措施

Goal 3: Good Health and Well-Being

目標三：良好健康與福祉



The Group considers employees as valuable assets and commits to offering adequate support to their well-being.

- Arrange health-related activities and campaigns for employees
- Offer health insurance package to all full-time employees at different levels
- Review the adequacy of corporate's health insurance package yearly

本集團將員工視為寶貴資產，並承諾為他們的福祉提供充份的支持。

- 為員工安排與健康有關的活動和宣傳活動
- 為所有不同職級的全職員工提供健康保險計劃
- 每年審查健康保險計劃的充足性

The Group attaches great importance to continuous training for employees to equip them with skills to keep up with the industry trend and serve at best for the Group.

- Provide on-the-job training for employees at all levels
- Establish a clear and fair mechanism regarding education and training sponsorship to encourage continuous learning

本集團非常重視對員工的持續培訓，讓他們裝備緊跟行業趨勢的技能，為本集團提供最好的服務。

- 為各級員工提供在職培訓
- 建立清晰、公平的教育及培訓贊助機制以鼓勵持續學習

Goal 4: Quality Education

目標四：優質教育



Goal 8: Decent Work and Economic Growth

目標八：體面工作和經濟增長



The Group strives to create an equal, inclusive and secure work environment for employees.

- Discreet compliance with all applicable labour laws and regulations in any jurisdictions in which we carry out our businesses
- Promote a caring and inclusive workplace, endorsed with the “Caring Company” logo and “Breastfeeding Friendly Workplace” certification
- Actively employ the youth through apprentice and internship programme

本集團致力為員工創造一個平等、包容和安全的工作環境。

- 謹慎遵守任何我們開展業務的司法管轄區的適用勞動法律和法規
- 推廣關愛和包容的工作場所，獲得「商界展關懷」標誌及「母乳餵哺友善工作間」證書
- 通過學徒和實習計劃積極僱用青年

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Our Commitments and Goals (Continued)

我們的承諾及目標(續)

Our Commitment and Measures
我們的承諾及措施

Goal 9: Industry, Innovation and Infrastructure

目標九：產業、創新與基礎設施



The Group actively keeps abreast of the changes in the local market and industrial development.

- Invest in and integrate advanced technologies such as artificial intelligence tools and robotics into operations, products and services
- Engage in projects to support the expansion of public transportation systems and improve their carbon emission
- Support the community adoption of electric vehicles ("EV") by installing charging stations

本集團積極緊貼本土市場及行業發展的變化。

- 投資人工智能及機器人等先進技術，並將其整合至營運、產品和服務中
- 參與支持公共交通系統擴展和減少碳排放的項目
- 通過安裝充電站以支持社區採用電動車（「電動車」）

Goal 11: Sustainable Cities and Communities

目標十一：可持續發展城市及社區

The Group commits to making cities and human settlements inclusive, safe, resilient and sustainable.

- Deliver quality, reliable, and excellent products and services, satisfying our customers, and benefiting cities' commuters
- Influence our business partners to adopt sustainable practices
- Seek partnerships with community benevolent institutions and organisations to promote the well-being of the community



本集團承諾建設包容、安全、有抵禦災害能力和可持續的城市和人類住區。

- 提供優質、可靠、卓越的產品和服務，滿足顧客需求，造福城市通勤者
- 影響我們的業務夥伴採用可持續的實踐
- 尋求與社區慈善機構和組織合作，以促進社區的福祉

Goal 13: Climate Action

目標十三：氣候行動



The Group proactively seeks climate-related solutions to reduce our carbon footprint and pollution to the environment, establishing an image of being an environmentally responsible contractor.

- Maintain a holistic environmental management system with regular reviews
- Arrange awareness-raising activities on environmental protection
- Continuous improvements of the office and operational green initiatives

本集團積極尋求與氣候相關的解決方案，以減少我們的碳足跡及對環境的污染，建立一個對環境有承擔的承包商形象。

- 維持全面的環境管理系統並定期審查
- 安排提高環境保護意識的活動
- 持續改進辦公室和營運綠色舉措

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Stakeholder Engagement

The Group places great importance on the opinions and concerns of our stakeholders. We actively engage with them to understand their individual needs, as outlined below:

持份者參與

本集團非常重視持份者對本集團的意見和關注。我們積極與他們互動，以了解他們的個別需求，具體如下：

Shareholders and Investors 股東及投資者

Corporate Website 集團網頁
Social Media Platform 社交平台
Announcements and Circulars 公告及通函
Annual and Interim Reports 年報及中期報告
ESG Report ESG報告
Annual General Meeting 股東週年大會
Shareholders Enquiry email address 股東查詢電郵

Customers 客戶

Customer Satisfaction Surveys 客戶滿意度調查
Contractor Performance Assessments 承包商表現評估
Exhibitions 展覽
Social Media Platform 社交平台
Site inspections and audits 現場視察及審核
Regular and ad hoc meetings 定期及專責會議
Customers' Company Events 客戶公司活動
Stakeholder Engagement Surveys 持份者參與問卷
Correspondence 通信
Personal Contacts 個人聯繫

Employees 僱員

Employee engagement/ Company activities 員工或公司活動
Regular and ad hoc meetings 定期及專責會議
Drills, Briefings and Training Workshops
演習、簡報會及培訓工作坊
Intranet, Emails, Circulars and Staff Handbook
內聯網、電郵、通告及員工手冊
Employee Newsletters 員工通訊
New hire orientation programmes 新員工入職培訓計劃
Annual performance appraisals 年度工作表現評核
Awards and Recognition Schemes 獎項及嘉許計劃
ESG TV Channel ESG資訊台
Social Media Platform 社交平台
Surveys 問卷
Smartphone Application 智能電話應用程式
Personal Contacts 個人聯繫

Business Partners 業務夥伴

Emails, Correspondence 電郵、通信
Exhibitions 展覽
Social Media Platform 社交平台
Meetings, Briefings, Training, Co-workshop and
Conferences 會議、簡報會、培訓、工作坊及研討會
Site inspections and audits 現場視察及審核
Performance Evaluation 績效評估
Stakeholder Engagement Surveys 持份者參與問卷
Personal Contacts 個人聯繫

Industry Associations and Professional Bodies, Government and Non Governmental Organisations 行業協會和專業團體、政府及非政府組織

Sustainability assessment 可持續發展評估
Charity/ Volunteering activities 慈善/義工活動
Exhibitions, Forums and Conferences 展覽、論壇和研討會
Recruitment fairs and career talks 招聘會和職業講座
Community events 社區活動
Internship programme 實習計劃
Competition 比賽
Feedback to Surveys 回應問卷
Stakeholder Engagement Surveys 持份者參與問卷
Social Media Platform 社交平台

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Stakeholder Engagement (Continued)

We sincerely appreciate our stakeholders for their valuable feedback, which guides us in aligning with our sustainability principles. These principles include delivering quality work and services safely and environmentally responsibly, maintaining long-term relationships with our business partners, nurturing and respecting our employees, and being socially and ethically responsible to the community. Their support helps us develop effective sustainability strategies, allocate resources efficiently, create meaningful impacts, and communicate our results.

持份者參與(續)

我們衷心感謝各持份者提供的寶貴反饋和意見，這指導我們與可持續發展原則保持一致。這些原則包括安全和環保地提供高品質的工作和服務、維持與商業夥伴的長期關係、尊重並培養我們的員工，並對社區承擔社會和道德責任。他們的支持幫助我們制定有效的可持續發展策略、合理配置資源、創造有意義的影響和傳達我們的成果。

Reflection on Third-Party Sustainability Assessment 可持續發展評估

During the Reporting Year, the Group participated in an independent third-party sustainability assessment to benchmark our ESG performance against global industry peers being assessed. The results placed us in the upper half of all companies rated and awarded a “Committed” badge – an acknowledgment of the foundational work we have undertaken to integrate sustainability into our operations.

We regard this recognition not as an end point, but as a baseline for continuous improvement. The assessment motivated us to enhance our quality of ESG policies and further improve sustainable practices, thereby contributed into our forward-looking ESG roadmap. The Group will prioritise:

- Revising and strengthening our environmental policy framework to align with evolving regulatory expectations;
- Moving beyond policy formulation to actively embed sustainable procurement criteria into day-to-day purchasing decisions and supplier assessment.

本集團參與了一項獨立的第三方可持續發展評估，以將我們的ESG表現與全球已接受評估的行業同儕進行比對。評估結果使我們位列所有受評公司的上半部分，並獲頒「承諾」徽章——這是對我們已開展的可持續發展整合工作的基礎性肯定。

我們將此項認可視為持續改進的基準，而非終點。該評估激勵我們提升ESG政策的質素，及進一步改善可持續實踐，從而為我們的前瞻性ESG路線圖作出貢獻。本集團將優先推動：

- 修訂及強化我們的環境政策框架，以符合不斷演變的監管期望；
- 超越政策制定層面，將可持續採購標準積極融入日常採購決策及供應商評估之中。



OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Materiality Assessment

The Group regularly evaluates our sustainability issues through materiality assessments to ensure our approach remains relevant and aligned with stakeholder expectations. The Group adopts a 4-step approach to assess the materiality of ESG issues that are relevant to our business.

重要性評估

本集團定期透過重要性評估來評估我們的ESG議題，以確保我們的方針與時俱進及符合持份者的期望。本集團採用四個步驟以評估與我們業務相關的ESG議題的重要性。

A list of potential material issues was identified with reference to the following sources:
參照以下資料來源以識別潛在重大議題：

- Previous ESG reports of the Group 本集團過往的ESG報告
 - Materiality Map of Sustainability Accounting Standards Board (SASB) 永續會計準則委員會的「重大性地圖」
 - Peer benchmarking 同行基準
- 22 potential material issues were identified and defined.
確定並定義了22項潛在重大議題。

We devised a standard stakeholders engagement survey and invited both (i) the internal stakeholders, constituting both our management and staff (the “**internal stakeholders**”), and (ii) the external stakeholders, constituting our key customers, suppliers and contractors, and the representatives of public organisation (the “**external stakeholders**”) to assess the importance of material issues, with a range of 1 to 5, based on their own preferences and expectations.

我們設計了一份標準持份者參與問卷，邀請(i) 內部持份者包括管理層和員工（「**內部持份者**」）；及(ii) 外部持份者，包括我們的主要客戶、供應商和承包商、公共組織的代表（「**外部持份者**」），根據他們自己的偏好和期望對各重大議題的重要性進行評估，重要性程度分為1至5。



We prepared a materiality matrix to clearly illustrate the survey results. The Group's executive committee (“**Group Executive Committee**”) and senior management confirmed the list of material topics for disclosure in this Report.

我們準備了一個重要性矩陣以清楚地說明調查結果。本集團的執行委員會（「**集團執行委員會**」）及高級管理層確認本報告中披露的各項重大議題。

The Board reviewed the material issues, the materiality matrix, as well as relevant risks and opportunities to ensure appropriate relevance and materiality to the Group.

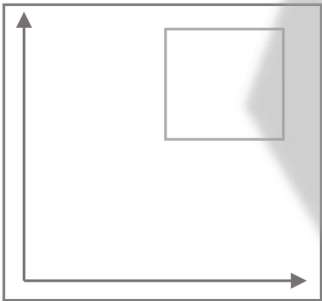
董事會審閱了重大議題、重要性矩陣，以及相關風險和機遇，以確保其相關性和重要性與本集團相符。

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

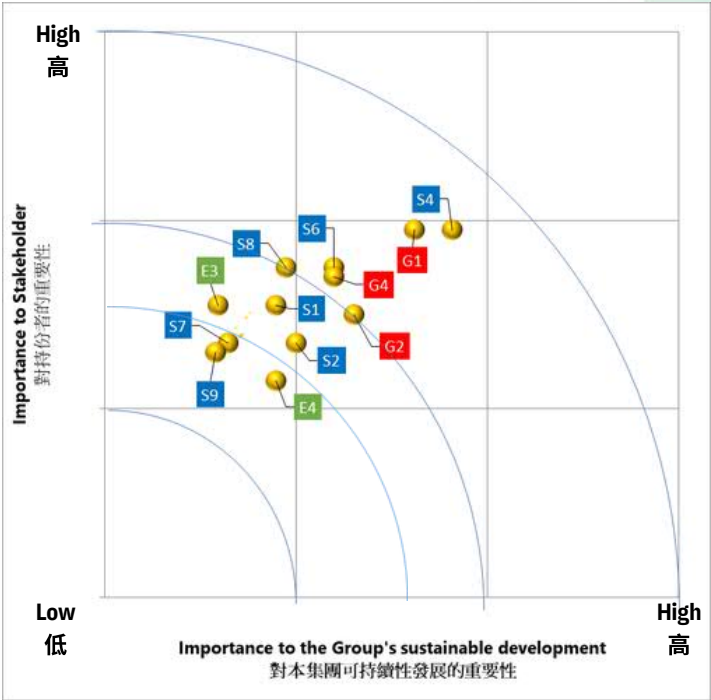
Materiality Assessment (Continued)

The outcome of the materiality assessment is concluded in the below materiality matrix, showing the relative importance of each issue to the Group (represented by the internal stakeholders) against the viewpoints of other stakeholder Groups (represented by external stakeholders). The descriptions of the top 12 material issues are identified and highlighted in colour and bold. Based on the results of the materiality assessment, this Report will disclose in detail in accordance with the identified top material issues.



重要性評估 (續)

以下的重要性矩陣中總結了重要性評估的結果，顯示了每個議題對本集團（由內部持份者代表）的相對重要性，以及其他持份者群體（由外部持份者代表）的觀點。識別出的前十二個重大議題的描述會以粗體和顏色標示。本報告將根據重要性評估結果，按照識別出的重大議題進行詳細披露。



ENVIRONMENT 環境

- E1 Pollution Control 污染控制
- E2 Use of materials 資源使用
- E3 Waste Management 廢棄物管理**
- E4 Energy Management 能源管理**
- E5 Water Management 水資源管理
- E6 Greenhouse Gas Emissions 溫室氣體排放
- E7 Biodiversity Loss 生物多樣性喪失
- E8 Climate Change 氣候變化
- E9 Green Procurement 環保採購



SOCIAL 社會

- S1 Employment practices 僱傭常規**
- S2 Training and Development 培訓與發展**
- S3 Employee Engagement 員工參與
- S4 Occupational Safety and Health 職業安全及健康**
- S5 Community Engagement 社區參與
- S6 Product Design and Innovation 產品設計和創新**
- S7 Customer Welfare 客戶利益**
- S8 Product Responsibility 產品責任**
- S9 Procurement and Supply Chain Management 採購與供應鏈管理**



GOVERNANCE 管治

- G1 Business Ethics 商業道德**
- G2 Risk Management 風險管理**
- G3 Business Model Resilience 商業模式韌性
- G4 Financial Performance 財務表現**



OUR BUSINESS PRACTICES

我們的業務慣例

Corporate Ethics

The Group is committed to operating with integrity, honesty, and transparency, enforcing a zero-tolerance policy for all forms of bribery and corruption. Adherence to our code of business conduct, supported by our Anti-corruption and Integrity Management Policy (<https://www.kml.com.hk/policy>), ensures responsible actions towards our stakeholders.

The Group fosters a culture of openness and accountability through a robust whistleblowing policy (<https://www.kml.com.hk/corporategovernance>).

Employees and external partners are encouraged to report concerns regarding misconduct confidentially. All reports are rigorously assessed and, where warranted, undergo thorough independent investigation by internal audit or compliance personnel. Findings and recommendations are reviewed by the Audit Committee and escalated to the Board. Whistleblowers are unequivocally protected from retaliation, unfair dismissal, or victimisation.

企業道德

本集團致力於以廉潔守正、誠實正直及透明的原則經營業務，對所有形式的賄賂及貪污行為實行零容忍政策。本集團嚴格遵守商業行為守則，並以反貪污及誠信管理政策 (<https://www.kml.com.hk/policy-c>) 支持下，確保對我們的持份者採取負責任的行動。

本集團透過健全的舉報政策 (<https://www.kml.com.hk/corporategovernance-c>) 培育開放問責文化。我們鼓勵員工及外部合作夥伴就可疑不當行為進行保密舉報。所有舉報事項均經嚴格評估，若證據充分將由獨立內部審計或合規人員展開獨立徹查。調查結果及改善建議將提交審核委員會審議，並呈報董事會作最終決策。舉報人明確享有免遭報復、不當解僱或迫害的保障。

OUR BUSINESS PRACTICES

我們的業務慣例

Privacy Protection and Data Governance

The Group strictly prioritises the privacy and security of collected personal data. Backed by institutional internal guidelines, we enforce meticulous management over data collection, processing, usage, custody, and storage. To prevent the leakage of sensitive assets, we deploy reasonable safety protocols and access controls across our offices and operational sites, commit to mitigating the risk of unauthorised disclosure of confidential information, documents and products.

Recognising that cybersecurity is a shared responsibility, management actively fosters a corporate culture centered around the "Human Firewall" concept. During the Reporting Year, we proactively enhanced employee awareness through monthly newsletters and encouraged team members to acquire up-to-date cybersecurity knowledge, thereby mitigating human-factor risks. In recognition of these continuous efforts, the Group was honored with the "Gold Tier" recognition under the Cyber Security Staff Awareness Recognition Scheme for the second consecutive year. Furthermore, our dedication to data governance received validation from the Office of the Privacy Commissioner for Personal Data at the Privacy-Friendly Awards 2025. The Group was honoured to receive the Silver Award, which reflects the Group's commitment to implementing proactive and effective personal data protection measures.

Looking ahead, we aspire to fortify a safer and more resilient digital ecosystem to secure long-term business resilience.

私隱保護與數據治理

本集團嚴格恪守所收集個人資料的私隱與安全。憑藉機構內部指引，我們對數據的收集、處理、使用、保管及儲存實施嚴謹管理。為防止敏感資產洩漏，我們於辦公室及營運場所部署合理的安全規程及存取控制，致力減低機密資料、文件及產品因未經授權而披露的風險。

管理層深知網絡安全是共同責任，故積極構建「員工防火牆」，致力將網絡安全意識融入企業文化。於報告年度，我們主動透過每月通訊提升員工的意識，並鼓勵團隊成員掌握最新的網絡安全知識，從而減低人為因素風險。憑藉在提升員工安全意識方面的卓越表現，本集團繼參與首屆計劃後，再度蟬聯共建員工防火牆嘉許計劃之「金級」殊榮，連續第二年獲得此項業界肯定。此外，我們在數據治理方面的投入，於「2025年私隱之友嘉許獎」中獲得個人資料私隱專員公署肯定。本集團榮獲銀獎，體現了我們推行積極及有效的個人資料保護措施的承諾。

展望未來，我們將持續打造更安全、更具韌性的數碼生態系統，以確保長遠的業務韌性。



高萌·科技

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OUR BUSINESS PRACTICES

我們的業務慣例

Intellectual Property Rights Protection

The Group is committed to safeguarding its intellectual property (“IP”) rights and those of our stakeholders. We instruct our employees to respect and uphold these rights, ensuring that copyrighted works are not infringed upon. To further protect our IP, we have registered our trademarks and domain names in Hong Kong.

To mitigate the risk of confidential information leakage, we implement non-disclosure agreements with clients and partners during collaborations. All confidential data related to the Group’s operations and customer information is securely protected and utilised solely for internal purposes. Any unauthorised disclosure of this information to third parties is strictly prohibited.

Legal Compliance

The Group recognises the importance of compliance with regulatory requirements. The Group is devoted to enforcing relevant laws and regulations across different levels of operations. There was no material breach of or non-compliance with the applicable laws and regulations by the Group for the Reporting Year. For more information regarding laws and regulations compliance for the Reporting Year, please refer to Appendix II – HKEX ESG Reporting Code Content Index.

知識產權保護

本集團致力於保護自身和相關持份者的知識產權（「知識產權」）。我們指導員工尊重並維護這些權利，確保不侵害受版權保護的作品。為進一步保障我們的知識產權，我們已在香港註冊了商標及域名。

為減少機密信息洩漏的風險，我們在合作過程中與客戶和合作夥伴簽訂保密協議。所有與本集團營運和客戶信息相關的機密數據都受到安全保護和僅用於內部用途。任何未經授權的第三方披露這些信息均被嚴格禁止。

合法合規

本集團明白遵守監管規定的重要性，本集團致力在不同營運層面上執行相關法律法規。於報告年度，本集團並無嚴重違反或不遵守適用法律及規例。有關本報告年度所遵守法律法規的更多資訊，請參考附錄二－聯交所《ESG報告守則》內容索引內。

OUR PEOPLE

我們的員工

Employment and Labour Practices

Our workforce is the engine of the Group's enduring success, and their dedication forms the bedrock of our operational excellence. Recognizing that the acquisition, retention, and cultivation of top-tier talent are imperative to sustaining our market competitiveness, the Group is steadfast in creating a fair, supportive, and inclusive ecosystem. We prioritise holistic employee well-being, robust occupational health and safety, and progressive professional development. By empowering our people with diverse training opportunities, we cultivate an organizational culture rooted in mutual respect, high motivation, and shared growth.

僱傭及勞工常規

團隊的卓越奉獻與不懈努力，是本集團業務長遠成功的核心基石。我們深諳吸納、留任及培育優秀人才對保持市場競爭力至關重要。因此，本集團致力營造公正、關懷、健康安全且共融的職場生態。我們優先關注員工的全面身心健康、健全的職業健康與安全，以及循序漸進的專業職涯發展。透過賦予員工多元化的培訓機會，我們致力深耕一個植根於相互尊重、高度積極性及共同成長的企業文化。



OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Respecting Human and Labour Rights

The Group recognises its responsibility to protect the well-being, dignity, and fundamental rights of our workforce. We operate under a “Respect of Ethics, Human and Labour Rights Policy” (<https://www.kml.com.hk/policy>), that applies across every level of our operations and extends to the wider community.

During the Reporting Year, the Group reviewed and enhanced this policy by incorporating an express “Prohibition of any form of discrimination or degrading treatment” and a commitment to encourage freedom of opinions and expression, emphasising internal communication, and establishing a harmonious working atmosphere.

We translate our high-level policies into daily action through strict human resources controls and operational guidelines:

僱傭及勞工常規 (續)

尊重人權及勞工權益

本集團認識到自身有責任保護員工的福祉、尊嚴和基本權利。我們奉行「尊重道德、人權和勞工權利政策」(<https://www.kml.com.hk/policy-c>)，該政策適用於各個業務營運層面，並延伸至更廣泛的社區範疇。

於報告年度，本集團審查並加強了這項政策，明確加入「禁止任何形式的歧視或侮辱人格的舉動」，並承諾鼓勵表達意見及言論自由，重視內部溝通，建立和諧工作氣氛。

我們透過嚴格的人力資源管控及日常營運指南，將高層級政策轉化為具體行動：

Prevention of Unlawful Labour: Our Human Resources Department applies rigorous identity verification and background screening during recruitment to prevent any instances of child, bonded, or forced labour.

杜絕非法勞工：人力資源部在招聘過程中實施嚴格的身份核驗與背景審查，以徹底防止任何童工、抵債或強迫勞工的出現。

Fair Employment Terms: All employment contracts explicitly specify reasonable working hours, mandated rest days, and comprehensive leave benefits.

公平僱傭條款：所有僱傭合約均清晰列明合理工時、法定休息日以及完善的假期福利。

Operational Safeguards: Our work instruction explicitly prohibit discrimination and harassment in the workplace. We offer equal opportunities and reject mistreatment based on race, religion, colour, gender, physical or mental disability, age, or nationality.

營運保障機制：我們的工作指引中，已明確禁止職場中的歧視與騷擾行為。我們積極提供平等機會，堅決反對任何基於種族、宗教、膚色、性別、身心殘疾、年齡或國籍的惡劣對待。

Grievance Redress: Any discriminatory conduct or degrading behavior is treated as a major disciplinary offense. Employees can safely report incidents through our established whistleblowing channel (detailed further in the “Corporate Ethics” section of this Report).

投訴申訴渠道：任何歧視行徑或有辱人格的行為均被視為嚴重違紀。員工可透過現有的舉報渠道安全地反映問題（詳情請參閱本報告「企業職業道德」章節）。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Respecting Human and Labour Rights (Continued)

By maintaining these strict boundaries, the Group achieved a clean compliance record during the Reporting Year:

Incidents of Child or Forced Labour: 0
童工或強迫勞工事件：0 宗

Recorded Cases of Discrimination or Harassment: 0
已記錄的歧視或騷擾個案：0 宗

Legal Non-Compliance or Fines Related to Employment: 0
與僱傭相關的違法違規或罰款：0 宗

For additional information on the relevant laws and regulations we comply with, please refer to Appendix II – HKEX ESG Reporting Code Content Index of this Report.

僱傭及勞工常規 (續)

尊重人權及勞工權益 (續)

透過維持這些嚴格的防線，本集團於報告年度實現了良好的合規記錄：

有關本集團所遵守的相關法律法規之詳情，請參閱本報告之附錄二 — 香港交易所《ESG報告守則》內容索引。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Employee Benefits

The Group regards our colleagues as one of its most valuable assets. To attract and retain outstanding employees, the remuneration policy of the Group's colleagues will be regularly reviewed. In addition to establishing and maintaining a robust recruitment and promotion system, we also provide various types of well-being benefits to our colleagues:



The Group will continue to enhance our compensation and benefits system to retain talents and stay competitive. During the Reporting Year, we have updated medical insurance to provide our colleagues with more comprehensive medical protection.

僱傭及勞工常規 (續)

員工福利

本集團視我們的員工為最寶貴的資產之一。為吸引並挽留優秀員工，本集團員工的薪酬政策及待遇會定期進行審閱。除了建立和維持健全的招聘及晉升制度，我們亦為員工提供各種福利待遇：

本集團會持續完善我們的薪酬和福利體系，以挽留人才和保持競爭力。於報告年度，我們更新了醫療保險計劃，為同事提供更全面的醫療保障。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Employee Engagement

The Group is dedicated to fostering a transparent, open, and two-way internal communication mechanism that bridges management and staff. We actively solicit employee feedback and insights to ensure that management decisions remain responsive to our workforce's expectations. To facilitate smooth information flow, management utilises a diverse array of internal communication channels. These include regular cross-level meetings, the corporate intranet, targeted emails, official circulars, employee newsletters, and instant communication applications. This robust ecosystem ensures that our teams remain fully aligned and informed of the Group's latest developments.

Beyond operational communication, the Group champions initiatives designed to cultivate a profound sense of belonging and organizational pride. We actively encourage and sponsor cross-departmental gatherings and social activities, breaking down operational silos and strengthening inter-departmental synergy.

In recognition of our sustained efforts, the Group was commended as a “Harmony@Workplace Organisation 2025-26” and recognised as a Caring Company for the 18th consecutive year, achieving an “Above-average Performance” rating under the latest rigorous assessment framework.

僱傭及勞工常規 (續)

員工參與

本集團致力建立透明、開放且雙向的內部溝通機制，以架起管理層與員工之間的橋樑。我們積極聆聽並收集員工的意見與期望，以確保管理決策能切實回應團隊的需求。為促進資訊的高效流通，管理層善用多元化的內部溝通渠道。這包括定期舉行跨層級會議，並利用企業內聯網、針對性電子郵件、官方通告、員工通訊及即時通訊軟件等。此完善的資訊生態系統，確保全體同仁皆能掌握本集團的最新發展與動態。

除了日常業務溝通外，本集團亦積極推行旨在提升員工歸屬感與企業自豪感的舉措。我們大力鼓勵並資助跨部門聚會與社交活動，藉此打破部門間的隔閡，全面深化跨團隊的協同效應。

為表彰我們持續的努力，本集團獲嘉許為「融洽職場機構 2025-26」，並連續第18年獲得「商界展關懷獎」，並在最新的嚴格評估框架下取得「高於平均水平表現」評級。



OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

僱傭及勞工常規 (續)

Employee Engagement (Continued)

員工參與 (續)

Annual Dinner 農曆新年聯歡晚宴

To foster workplace harmony, the Group hosted its Lunar New Year Gala Dinner for employees and their families to celebrate our collective achievements. A key highlight was the presentation of the Long Service Awards, honoring the dedication of our loyal team members. Featuring interactive games and lucky draws, the vibrant evening successfully strengthened team cohesion and corporate belonging.

為促進職場和諧，本集團舉辦了農曆新年聯歡晚宴，邀請員工及家屬共慶合作成果。當晚核心亮點為頒發「長期服務獎」，以表彰忠誠同仁的無私奉獻。配合互動遊戲與幸運大抽獎，晚宴現場氣氛熱烈，有效提升了團隊凝聚力與企業歸屬感。



Captions: Departmental group photo at the Lunar New Year Gala Dinner.
圖片說明：農曆新年聯歡晚宴部門合照。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

僱傭及勞工常規 (續)

Employee Engagement (Continued)

員工參與 (續)

Annual Dinner (Continued) 農曆新年聯歡晚宴 (續)



Captions: Our Chief Executive Officer presented a seniority service award to colleagues, who had been serving the Group for 30 and 20 years respectively.
圖片說明：我們的行政總裁分別向服務本集團三十及二十年的同事頒發長期服務獎。



Captions: Our Chief Operating Officer (fourth from left) presented a seniority service award to our colleagues, who had been serving the Group for 10 years.
圖片說明：我們的營運總裁(左四)向服務本集團十年的同事頒發長期服務獎。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

僱傭及勞工常規 (續)

Employee Engagement (Continued)

員工參與 (續)

Mooncake for Good: Sustainability in Action 「悅捨月餅」：踐行可持續發展理念

During the Mid-Autumn Festival, our SDG-certified ambassadors spearheaded the "Mooncake for Good" campaign. Alongside our ongoing support for the ORBIS Charity Sale, we marked the second year of our innovative opt-out mechanism, allowing employees to decline festive mooncakes to reduce waste, with saved proceeds redirected to an NGO supporting community mental wellness. To deepen engagement, we introduced interactive pop-up stations to share festive treats, simultaneously promoting mindful mooncake eating and mindful moon gazing to enhance employee well-being. To close the loop and achieve a zero-waste festival, the Group further organised a mooncake donation drive to share surplus treats with the community, complemented by a festive packaging recycling campaign. This multi-layered initiative seamlessly merged staff appreciation with circular economy principles, holistic wellness, and community care.

中秋期間，本集團由認證可持續發展目標大使領銜，推行「悅捨月餅」活動。在支持奧比斯中秋義賣之餘，我們連續第二年推行「退出機制」，讓員工選擇謝絕月餅福利以減少浪費，節省款項則轉贈予非政府組織以支持心理健康服務。為深化員工參與，本集團特別增設互動快閃站分享節日美點，同時推廣「靜觀吃月餅」與「靜心賞月」的理念以提升同仁的身心健康。最後，為全面落实零浪費節日，我們舉辦了月餅捐贈與節日包裝回收計劃，將剩餘佳節心意分享予社區。此多層次的舉措成功將員工關懷、全面福祉、循環經濟與社區關懷有機結合。



OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

僱傭及勞工常規 (續)

Employee Engagement (Continued)

員工參與 (續)

Christmas party 聖誕聯歡活動

The Christmas party also offered a valuable opportunity to cultivate peer relationships and elevate team morale. Featuring engaging group games and festive lucky draws, the celebration provided a joyful environment that deepened mutual trust and closed out the year on a high note of solidarity.



聖誕派對亦為增進同仁情誼與提升團隊士氣提供了良機。憑藉豐富的團體遊戲與節日大抽獎，活動營造了歡欣雀躍的氛圍，有效深化了彼此的互信，並在團結一致的氛圍中為一年畫上圓滿句號。



OUR PEOPLE

我們的員工

Safety and Health

Management Approach to Occupational Safety and Health

The Group regards health and safety as non-negotiable pillars of our operations. We are committed to protecting our employees, contractors, customers, and the public from work-related risks. This commitment is codified in our Safety, Health and Loss Prevention Policy, which aligns with the internationally recognised ISO 45001:2018 occupational health and safety management system (“OS&HMS”) standard. Our systematic approach continuously improves occupational safety and health (“OS&H”) performance.

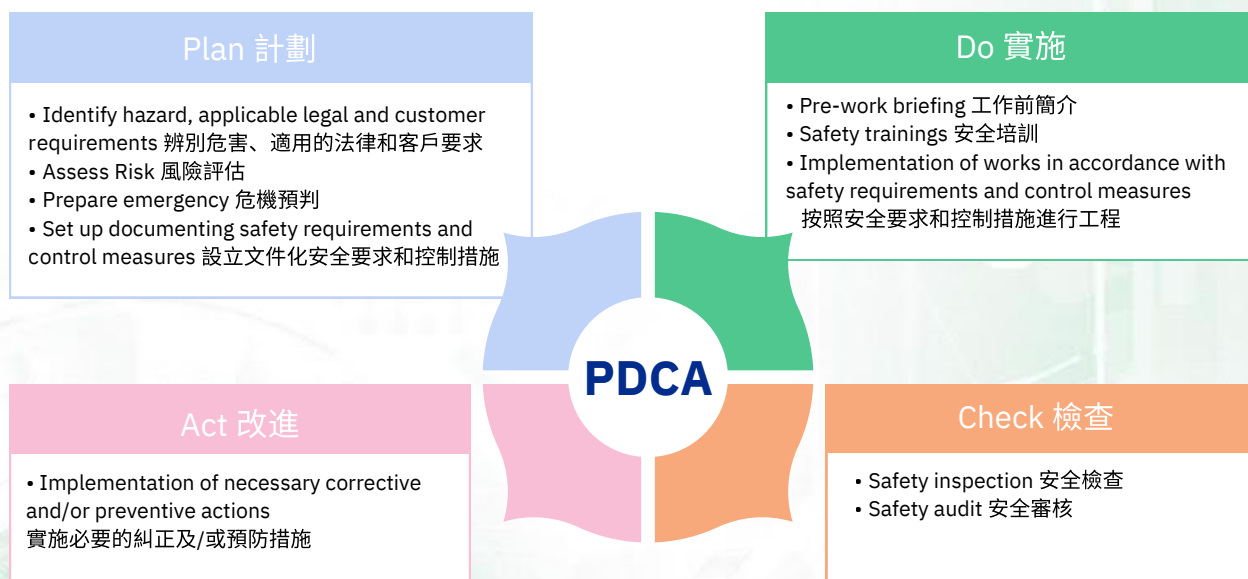
To minimise accident risks and embed a “safety first” mindset, we invest substantial resources in safety management and training. Our Plan-Do-Check-Act (“PDCA”) methodology integrates OS&H management into core business processes, empowering staff to identify hazards and unsafe conditions at their workplaces and drive continuous improvement.

安全與健康

職業安全與健康管理方針

本集團視健康與安全為營運中不可妥協的基石。我們致力保護員工、承辦商、客戶及公眾人士免受工作相關風險的影響。這項承諾已載入我們的安全、健康和損失預防政策，並與國際認可的 ISO 45001:2018 職業健康與安全管理系統（「**職安健管理系統**」）標準保持一致。我們的系統性方針持續改善職業安全與健康（「**職安健**」）表現。

為將意外風險降至最低並植根「安全第一」的思維，我們投入大量資源於安全管理及培訓。我們的「策劃—實施—檢查—改進」（「**PDCA**」）方法將職安健管理融入核心業務流程，賦予員工能力識別工作場所的危害及不安全狀況，並推動持續改進。



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Management Approach to Occupational Safety and Health (Continued)

Management Oversight and Accountability

The Board retains ultimate responsibility for OS&H, with oversight delegated to the Group Executive Committee. The dedicated Safety, Health, Environment and Quality (“SHEQ”) team monitors the implementation of the OS&HMS by operational teams and produces a monthly SHEQ report covering key performance indicators, regulatory updates, and client needs and expectations. This monthly report is submitted to the Group Executive Committee and all project management staff for review to facilitate timely corrective actions.

In addition, a comprehensive annual management review is conducted, during which worker consultation and participation feedback is formally presented and discussed. This ensures that frontline perspectives on safety risks and control measures are integrated into strategic decision-making. The annual review also evaluates the overall effectiveness of the OS&HMS and sets improvement objectives for the coming year.

We have maintained a site-specific safety governance structure to manage on-site OS&H risks.

安全與健康 (續)

職業安全與健康管理方針 (續)

管理層監督與問責

董事會對職業安全與健康承擔最終責任，並將監督職責授予集團執行委員會。專責的安全、健康、環保及品質（「安健環質」）組負責監察營運團隊實施職安健管理系統的情況，並編製每月安健環質報告，其內容涵蓋關鍵表現指標、法規更新以及客戶需要與期望，並交予集團執行委員會及項目管理人員審閱，以便及時採取糾正行動。

此外，本集團每年進行一次全面的年度管理層檢討，會上正式提交並討論工人諮詢與參與反饋，確保前線對安全風險及控制措施的意見能融入策略決策。年度檢討亦評估職業安全與健康管理系統的整體成效，並為來年訂立改進目標。

我們一直維持針對工地的安全管治架構，以管理現場的職安健風險。

PROJECT MANAGEMENT STAFF 項目管理人員

- Establish policies and procedures
制定政策和程序
- Monitor and review progress and results
監察和檢討進度及結果

SITE SUPERVISOR 工地主管

- Ensure site staff understand and implement OS&H procedures
確保工地人員了解和執行職安健程序
- Record OS&H related performance
記錄職安健相關表現

SITE STAFF 工地人員

- Execute OS&H procedures
執行職安健程序

SHEQ TEAM/ AUDITOR 安健環質組/ 審核員

- Provide an independent opinion of the effectiveness of OS&H management, supervision and implementation
就職安健管理、監督和實施的有效性提供獨立意見
- Report OS&H performance to Group Executive Committee and management
向本集團執行委員會及管理層報告職安健績效



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Management Approach to Occupational Safety and Health (Continued)

安全與健康 (續)

職業安全與健康管理方針 (續)

Digital Innovation for Proactive Safety Management

As part of our continuous drive to enhance workplace safety, the Group has developed an in-house mobile application to digitalise the safety working cycle process (“**SWC App**”). This SWC App, currently in trial phase at selected operational sites, allows site supervisors to conduct real-time hazard identification, record risk assessments result and its corresponding corrective actions digitally. The record instantly are stored centrally, facilitating real-time monitoring and subsequent trend analysis.

While still in trial, the SWC App has already demonstrated its potential to reduce administrative burden, improve communication between site staff and management, and strengthen our proactive safety culture. Feedback from trial sites is being systematically collected to refine the app’s functionality.

Upon successful completion of the trial, the Group plans to deploy the SWC App to all operational sites as far as applicable and integrate SWC App with our broader digital safety management system, aiming to further overall safety performance.



數碼創新促進前瞻性安全管理



作為我們持續提升工作場所安全的一部分，本集團自主研發了一套內部流動應用程式，用以將安全施工程序數碼化（「**SWC應用程式**」）。此應用程式目前於選定的營運工地進行試行，讓工地主管能夠即時識別危害、數碼化記錄風險評估結果及相應的糾正行動。所有記錄會即時集中儲存，便於實時監控及後續的趨勢分析。

雖然仍處於試行階段，SWC應用程式已展現出其在減輕行政負擔、改善工地人員與管理層之間的溝通，以及強化前瞻性安全文化方面的潛力。我們正系統性地收集試行工地的反饋，以優化應用程式的功能。

在試行成功完成後，本集團計劃在適用情況下將SWC應用程式部署至所有營運工地，並將其整合至更廣泛的數碼安全管理系統中，以進一步提升整體安全表現。



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Management Approach to Occupational Safety and Health (Continued)

Boosting OS&H Consciousness

We provide comprehensive OS&H training programmes tailored to the needs of the employees and workers whose work we control. Beyond induction training, we offer customised safety courses and site-specific briefings. Training plans – including coaching sessions – are developed after identifying individual skill gaps. Our safety officers regularly evaluate training effectiveness to ensure compliance with current laws, regulations, and customer requirements. Site supervisors conduct regular toolbox talks to deliver general OS&H information and updates to site staff.

Our site staff attended ~900 hours of OS&H training, and the curriculum covered critical safety risks including working at height, lifting operations, along with other topics such as dynamic risk assessment, confined space assessment, fire prevention, smoking/ alcohol cessation promotion, coronary heart disease and stroke prevention, and mental health, etc.

工地人員已參與約 ~900 小時的職安健培訓，培訓課題涵蓋關鍵安全風險，如：高空作業、起重操作等及其他議題，如：動態風險評估、密閉空間評估、防火安全、戒煙酒推廣、預防冠心病和中風、精神健康及健康飲食小貼士等。



安全與健康(續)

職業安全與健康管理方針(續)

提升職安健意識

我們提供全面的職安健培訓計劃，以切合我們所管轄的員工和工人的需要。除入職培訓外，我們亦提供度身訂造的安全課程及工地特定簡報會。在識別個別技能差距後，我們制定培訓計劃（包括指導環節）。我們的安全主任定期評估培訓成效，確保符合現行法律、法規及客戶要求。工地主管定期進行工地講座，向工地人員傳遞一般安全及健康資訊更新。

OUR PEOPLE

我們的員工

Safety and Health (Continued)

Occupational Safety and Health Recognitions

In addition to prioritising occupational safety of employees, we promote the importance of healthy eating, physical activity, mental health, and smoke-free workplaces to all employees through various communication channels and/or activities. Our continued efforts have been recognised by various parties throughout the Reporting Year:

- Outstanding Award of Safety Performance Award
- Merit Award for Joyful@Healthy Workplace Best Practices Award
- Heart Caring Company Plus Logo
- Appreciation Award for acting as supporting organisation for Smoke-free Sportsweat Day 2025

安全與健康 (續)

職業安全與健康表彰

我們除了重視員工的職業安全外，也透過各種的溝通渠道及/或活動向所有員工提倡健康飲食、體能活動、精神健康、無煙工作間的重要性。於報告年度，我們持續的努力均獲得各方的認可：

- 安全表現大獎 - 傑出獎
- 好心情@健康工作間大獎 - 良好獎
- 機構同護心+標誌
- 感謝狀 - 擔任無煙運動日2025活動的支持機構



OUR PEOPLE

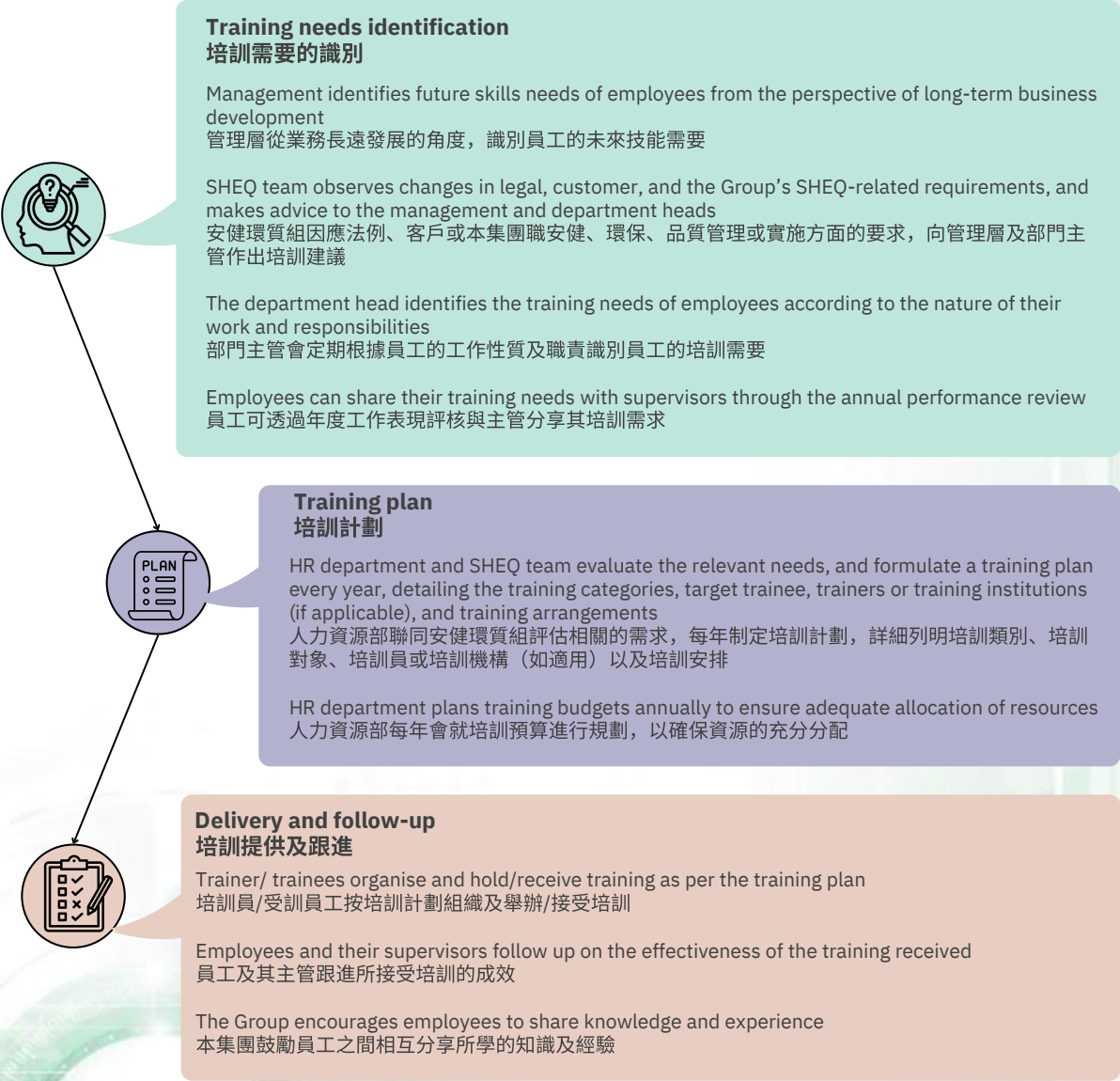
我們的員工

Development and Training

To meet the needs of our sustainable growth and business development, the Group provides employees with sponsorship for training and opportunities so to encourage them to obtain higher qualifications and improve their knowledge and skills. In general, we plan and implement training and development programs according to the following processes:

發展及培訓

為滿足企業持續發展及業務增長的需求，本集團為員工提供培訓資助及進修機會，以鼓勵員工獲取更高學歷及提升員工的知識及技能。一般而言，我們按以下的流程規劃及實施培訓及發展計劃：



OUR PEOPLE

我們的員工

Development and Training (Continued)

The internal training topics cover key policies and procedures, updates of regulatory requirements and/or operational practices, integrity environmental, OS&H awareness trainings etc. In addition to internal training, we strongly encourage employees to attend external training courses, and employees can also receive reimbursements.

Examples of external courses were shown as follows:

發展及培訓 (續)

內部培訓主題涵蓋關鍵政策和程序、監管要求和/或營運實踐的更新、誠信、環境、職安健意識培訓等。除了內部培訓，我們十分鼓勵員工參加外部培訓課程，員工亦可向本集團報銷費用。

外部課程示例如下：

Governance, Management, Ethics and Compliance 管治、管理、道德和合規	Sustainability-related Training 可持續相關培訓
• "Ethics Legacy" - Ethical and Governance Roles of Directors and Senior Management of Publicly Listed Companies 「商誠記」- 上市公司董事及高級管理人員的誠信管治角色 • How to Address New Privacy Challenges in the AI Era 「AI新世代如何『自保』」 • Understanding Data Security and Privacy Risks Related to AI for SMEs 「中小企認識AI數據安全及私隱風險」研討會 • See What I See' Talk: Innovation Thinking 香港建造新視野 - 創新思維 • Professional Diploma for Safety Auditors 安全審核員專業文憑 	• Sustainable Supply Chain Forum 2025 2025 年可持續供應鏈論壇 • Carbon Emissions Quantification and Management Training 碳排放量化與管理培訓 • HKEX requirement and understanding Scope 3 with operational strategies 香港交易所的要求和對範圍 3 的理解以及營運策略 • Climate Impact GPS: Navigating Financial Disclosure for Sustainability Enhancement (Workshop) 氣候影響 GPS: 導航財務披露以促進可持續發展(工作坊) 

OUR PRODUCTS AND SERVICES

我們的產品和服務

Management Approach to Quality

The Group is committed to delivering high-quality works and services and regards quality as an equal importance to safety. We have long been awarded the ISO 9001:2015 Quality Management System ("QMS") Certificates by the Hong Kong Quality Assurance Agency. In strict accordance with the QMS standard during our operations ensures effective management and control of products and services and fulfills the responsibilities listed in our QMS in order to enhance customer satisfaction.

In order to optimise quality management, the Group adopts strict quality assurance ("QA") and quality control practices, comprising monitoring, verifying and validating the works and materials, and testing product quality (including the safety and health of products) to ensure that our works and services fulfil the contractual, applicable statutory and regulatory requirements.

Group Executive Committee

集團執行委員會

Act as delegate of the Board to review the performance of QMS and evaluate the effectiveness of QMS

擔任董事會代表，審查 QMS 的績效及評估 QMS 的有效性

QA Team

品質保證團隊

Conduct an independent inspection and/ or audit for the key projects

對關鍵工程項目進行獨立檢查和/或稽核

Provide reasonable assurance to the Company's management regarding the effectiveness of QA measures

就品質保證措施的有效性

向公司的管理層提供合理保證

Audit suppliers and report to the QA Team management regularly for ensuring that the supplier meets our quality requirements

對供應商進行審核，定期向管理層作出匯報，以確保該供應商合乎我們的品質要求

Follow up on corrective and preventive action for any nonconformance recorded

跟進錄得的不符事項的糾正和預防行動

品質管理方針

本集團致力於提供優質工程及服務，並視品質與安全同等重要。我們早已獲得由香港品質保證局頒發的 ISO 9001:2015 品質管理系統認證（「品質管理系統」），並在我們的營運中嚴格遵從此品質管理系統標準，確保我們能履行品質管理系統上載列的責任，對產品及服務進行有效管理及監控，提升客戶的滿意度。

為優化品質管理，本集團採用了嚴格的品質保證（「品質保證」）及品質控制做法，包括監控、驗證和認證工作和材料，並測試產品品質（包括產品的安全及健康），確保我們的產品和服務滿足合約、適用法律和監管要求。

Management Staff

管理人員

Identify, assess and mitigate risks of project delivery

識別、評估和緩減專案交付的風險

Supervise the implementation and execution of the QA measures

監督品質保證措施的實施及執行

Respond to any non-conformance reported and execute corrective and preventive action

應對任何報告的不符事項並執行糾正和預防行動

Work Team

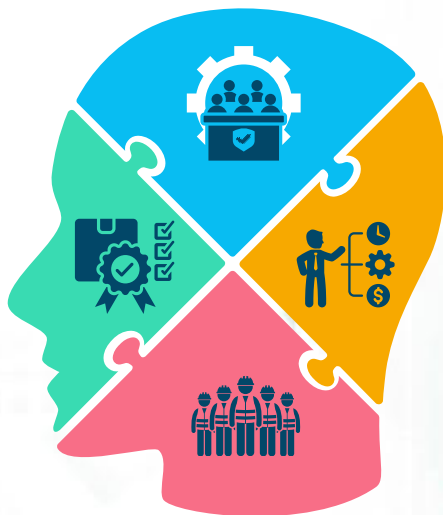
工作團隊

Execute the work in a quality and compliant manner according to method statements and/ or quality management plan

按方法說明及/或品質管理計劃要求優質及合規地執行工作

Retain proper records for verification/ audit purposes

保留適當的記錄以供核實/審計用途



OUR PRODUCTS AND SERVICES

我們的產品和服務

Focusing Customer Satisfaction

The Group places great emphasis on feedback from its customers for continual improvement. To better understand and exceed the expectation of our customers, we maintain an ongoing customer engagement process, identify opportunities for improvements throughout the project life cycle, and strive to respond to the complaints in a reasonable time interval. During the Reporting Year, we received zero complaints.

重視客戶滿意度

本集團重視客戶的反饋，以達致持續改進。為更了解甚至超越客戶的期望，我們在整個項目生命週期中持續與客戶聯繫，尋求改善機會，並努力在合理的時間回應客戶的投訴。於報告年度，我們沒有收到投訴。



Ongoing Engagement

- Engage with customers regularly throughout the project cycle via project meetings and submission of progress report
在整個專案週期內，透過專案會議和提交進度報告定期與客戶溝通
- Collect customers' opinions and address concerns
收集客戶意見並解決疑慮

Complaints Handling

- Take prompt actions to investigate the issue and carry out remedial action plans
迅速採取行動調查問題並實施補救行動計劃
- Implement corrective and preventive measures to avoid reoccurrence
實施糾正和預防措施，避免再次發生

Identification of Continual Improvements

- Conduct customer evaluations to investigate customer satisfaction level and seek customers' feedback yearly
每年進行客戶評估，調查客戶滿意度並徵求客戶回饋

OUR PARTNERS

我們的合作夥伴

Robust supply chain management is essential for ensuring product and service quality while strengthening the Group's ability to withstand environmental and social pressures. By cultivating sustainable relationships with global suppliers, we secure a consistent supply of critical materials.

To address supply chain complexities, the Group has put in place the following procurement procedures:

穩健的供應鏈管理對於確保產品及服務質素，同時強化本集團抵禦環境與社會壓力的能力至關重要。通過與全球供應商建立可持續的夥伴關係，我們確保關鍵物資的穩定供應。

為應對供應鏈的複雜性，本集團已實施以下的採購程序：



Vendor Evaluation and Approval 供應商評估與審批

Background and financial assessments are conducted before adding vendors to our Approved Vendor List

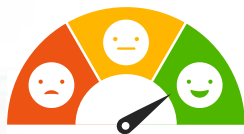
我們會先對新供應商進行背景和財務評估，才將其加入我們的核准供應商名單



Vendor Selection 供應商選擇

Vendors are selected based on cost competitiveness, capabilities, reputation, compliance status, and past performance in SHEQ management etc.

供應商的選擇是基於成本競爭力、能力、聲譽、合規狀況及過往安健環質的表現等。



Annual Vendor Performance Evaluation 年度供應商績效評估

Aspects, including delivery efficiency, and adherence to SHEQ standards etc., will be assessed. These evaluations inform purchasing decisions and mitigate compliance and reputational risks. 我們將評估交付效率、遵守 SHEQ 標準等方面的情況。這些評估將為採購決策提供參考，並降低合規和聲譽風險。

OUR PARTNERS

我們的合作夥伴

We require our partners to uphold ethical conduct as set out in our “General Purchasing Conditions,” which maintain a zero-tolerance stance against bribery and corruption. Furthermore, through the “Contractor SHEQ Scheme,” we embed specific SHEQ obligations into contractual agreements with contractors, clearly defining how non-compliances will be addressed.

During the Reporting Year, the Group took a further step by introducing a Sustainable Procurement Policy. This policy directs our employees toward sustainable purchasing choices and fosters sustainability awareness and good practices across the supply chain.

The Group also worked collaboratively with key partners to build a sustainable value chain through the following engagements:

- Two co-workshop cum safety committee meeting to discuss sustainability targets and practices;
- Ongoing capacity-building sessions, including induction training and SHEQ toolbox talks, to enhance partners’ competence and awareness of sustainability matters;
- Regular awareness campaigns to encourage partners’ active participation in sustainability and community initiatives.

我們要求合作夥伴恪守「一般採購條款」中的道德標準，其中包括對賄賂和貪污的零容忍政策。此外，我們透過「承包商安健環質計劃」，將具體安健環質要求納入與承包商的合約安排中，明確闡明如何處理不合規情況。

於報告年度，更進一步，推出了可持續採購政策。該政策引導我們的員工作出可持續的採購選擇，並在供應鏈中推廣可持續發展意識及良好實務。

本集團亦與主要合作夥伴攜手合作，透過以下參與方式共同構建可持續價值鏈：

- 舉辦兩次聯合研討會暨安全委員會會議，以討論可持續發展目標和實踐；
- 持續的能力建設活動，例如入職培訓、安健環質工地講座，以提升合作夥伴的可持續發展能力和意識；
- 定期舉辦宣傳活動，鼓勵合作夥伴積極參與可持續發展及社區活動。



Captions: Our representative shared the expectation on ethical conduct and promoted awareness campaigns, “Hong Kong Green Day 2025” and “World No Tobacco Day 2025”, at co-workshop cum safety committee meeting.
 圖片說明：在聯合研討會暨安全委員會會議上，我們的代表分享了對道德標準的期望，並推廣了「2025年香港綠色日」和「2025年世界無菸日」的宣傳活動。

OUR ENVIRONMENT

我們的環境

Environmental Governance

The Group acknowledges its responsibility to safeguard and improve the environmental quality of the communities where we operate. As a conscientious corporate, we integrate environmental protection into every facet of our business – preventing pollution, reducing negative contributions to climate change, preserving biodiversity and ecosystems, and promoting sustainable development.

The Group maintains an Environmental Policy, in which highlights our commitments to implementing an effective environmental management system (“**EMS**”) which complies with ISO 14001:2015 requirements and applicable environmental laws and regulations by providing adequate guidance, support and resources.

Beyond the Environmental Policy, we have developed an Environmental Management Manual, an Environmental Management Plan, and associated procedures to steer the daily activities of our employees – ensuring regulatory compliance, efficient resource deployment, and proper emission controls.

Our SHEQ team furnishes monthly reports to the Group Executive Committees and project management personnel, updating them on compliance status and the performance of control measures.

環境管治

本集團確認，我們有責任保護並改善業務所在社區的環境質素。作為盡責的企業，我們將環境保護融入業務的每個層面 – 防止污染、減低對氣候變化的負面影響、保護生物多樣性與生態系統，以及推動可持續發展。

本集團堅守環保政策，致力透過提供充足的指導、支持和資源，以實施符合ISO 14001:2015的要求和適用的環境法例法規且有效的環境管理系統。

除環境政策外，我們亦制定了環境管理手冊、環境管理計劃及相關程序，用以引導員工的日常工作 – 確保法規合規、資源有效運用及排放妥善控制。

我們的安健環質團隊每月向集團執行委員會及項目管理人員提交報告，匯報合規狀況及控制措施的表現。

OUR ENVIRONMENT

我們的環境

Green Office Initiatives

The Group implements a range of control measures to boost resource conservation and curtail waste generation. These include, among others:

- Maintaining office temperature at 25.5°C;
- Switching off desktop monitors when away from the desk;
- Turning off all lights and air-conditioning units when spaces are unoccupied;
- Putting idle copiers and electronic devices into sleep mode whenever feasible;
- Setting copier defaults to grayscale and double-sided printing;
- Encouraging the use of electronic documents wherever practical; and
- Placing recycling stations in offices to facilitate proper recycling.

Energy Saving Initiatives

The Group takes active part in numerous community energy-conservation initiatives, such as “Earth Hour 2026”, “Energy Saving Charter”, and “Hong Kong Green Day 2025”, to reinforce the importance of energy efficiency among our workforce. We also invite and encourage our partners to join or endorse these commitments. Incentives are provided to motivate participation and support.



綠色辦公室倡議

本集團實施一系列管控措施，以促進資源節約及減少廢物產生，其中包括：

- 辦公室室溫維持於 25.5°C；
- 離開座位時關閉桌面顯示器；
- 不使用時關掉所有照明及空調；
- 將閒置的影印機及電子設備設定為睡眠模式（如適用）；
- 將影印機預設為灰階及雙面打印；
- 在可行的情況下鼓勵使用電子文件；及
- 在辦公室設置回收站，方便適當回收。

節能倡議

本集團積極參與多項社區節能活動，例如「地球一小時2026」、「節能約章」及「香港綠色日2025」，以向員工強調節約能源的重要性。我們亦邀請及鼓勵我們的合作夥伴一同參與或支持這些承諾。本集團提供獎勵措施以鼓勵參與及支持。

OUR ENVIRONMENT

我們的環境

Energy Saving Initiatives (Continued)

During the Reporting Year, we replaced an existing air-conditioning unit with a more energy-efficient model, upgrading from a Grade 3 to a Grade 1 energy label to lower our operational electricity consumption. In tandem with energy efficiency, the new unit also utilises a more environmental-friendly refrigerant, thereby reducing our potential direct fugitive emissions.

Water Stewardship

The Group has taken the following steps to regulate water consumption and enhance water efficiency across operations:

- Performing regular inspections to identify any defective or leaking water fixtures;
- Installing water-efficient sensor faucets to reduce water use;
- Fitting dual-flush cisterns;
- Posting water-saving reminders in restrooms and pantries; and
- Displaying a contact number on the signage so staff can promptly report any irregularities in water facilities.

節能倡議 (Continued)

於報告年度，我們更換了原有的空調機組，換成了更節能的型號，能源效率等級從3級提升至1級，從而降低了營運用電量。除了提高能源效率外，新機組還採用了更環保的製冷劑，進一步減少了潛在的逃逸性排放。

水資源管理

本集團已採取以下措施，以規範用水量並提升營運中的用水效益：

- 定期檢查，以發現任何故障或滲漏的水管裝置；
- 安裝配備感應器的節水水龍頭，減少用水；
- 安裝雙掣式沖水馬桶；
- 在洗手間及茶水間張貼節水提示；及
- 在提示上展示聯絡電話，讓員工能迅速報告水設施的任何異常情況。

OUR ENVIRONMENT

我們的環境

Paper reduction initiatives

The Group pursues the following practices to save paper and nurture a paperless office culture:

- Adoption of electronic documentation where applicable, e.g., issuance of purchase orders, internal notices, monthly newsletter, safety inspection records etc.;
- Promotion of paperless meetings;
- Eye-catching paper-saving reminder posting;
- Collection of single-sided printed paper for reuse; and
- Collection of reusable stationery supplies such as envelopes and file folders.

The Group remains committed to minimising paper consumption across all administrative and operational processes. Building on existing digitalisation efforts, we continue to identify and eliminate unnecessary paper usage without compromising compliance, auditability, or service quality.

During the Reporting Year, we worked closely with the operations and accounts team to overhaul a legacy workflow for achieving a paperless permit application process. This initiative not only reduces environmental footprint but also improves process efficiency, data traceability, and turnaround time. Also, it is anticipated that the development of SWC App could also contribute to a significant reduction of paper consumption. For details, please refer to the paragraph headed “Digital Innovation for Proactive Safety Management” of this Report.

Looking ahead, we will continue to review paper-intensive workflows across departments, with the aim of replicating this model for other operational documentation processes.

減少用紙的倡議

本集團推行以下做法以節省紙張，並培養無紙化辦公室文化：

- 在適用的情況下採用電子化文件，如：簽發採購訂單、內部告示、每月通訊、安全檢查記錄等；
- 鼓勵無紙化會議；
- 張貼引人注目的節約用紙提醒；
- 收集單面打印紙以供重複使用；及
- 收集可重複使用的文儀用品，例如信封和文件夾。

本集團持續致力於減少各項行政及營運流程中的紙張消耗。在既有數碼化工作的基礎上，我們不斷識別並消除不必要的用紙環節，同時確保合規性、可審計性及服務質素不受影響。

於報告年度，我們與營運和會計團隊緊密合作，對原有工作流程進行了全面改革，實現了許可證申請流程的無紙化。此舉不僅有助減低環境足跡，同時提升了流程效率、數據可追溯性及處理時間。此外，我們也預計SWC應用程式的開發也有助於大幅減少紙張消耗。詳情請參閱本報告題為「數碼創新促進前瞻性安全管理」的段落。

展望未來，我們將持續檢視各部門中紙張用量較高的流程，務求將此模式推廣至其他營運文件處理流程。

OUR ENVIRONMENT

我們的環境

Waste Management

The Group's waste management policies emphasise minimising waste at the source. Our employee induction training incorporates waste minimisation concepts to embed a sustainability mindset from day one. Outside the office, we also train onsite workers on proper waste handling to ensure compliance and environmental accountability.

Hazardous Waste

The Group generates hazardous waste such as surplus paint, spent mineral oil, waste batteries, unwanted printed circuit boards, mercury lamps and spent liquid crystal displays (LCD) due to its business nature. We strictly comply with the environmental laws and regulations to handle waste, starting from storage to engaging with accredited chemical waste collectors.

Non-hazardous Waste

Non-hazardous waste arising from our operations falls into two categories:

- (i) Construction wastes, generated at the project sites and transported directly authorised disposal facilities; and
- (ii) Office domestic wastes, generated from daily operations. For our leased office spaces, waste handling is managed centrally by the building management, and independent volumetric data for our specific office premises is unavailable. Nevertheless, our green office initiatives are strictly enforced to maximise recycling and minimise disposal volumes at the source.

廢物管理

本集團的廢物管理政策提倡源頭減廢。我們的員工入職培訓融入減廢概念，從第一天起便灌輸可持續發展思維。在辦公室以外，我們亦培訓現場工友妥善處理廢物，以確保合規及環境責任。

有害廢棄物

由於業務性質，本集團產生有害廢棄物，例如：剩餘油漆、廢礦物油、廢電池、多餘的印刷電路板、水銀燈和廢液晶顯示器（液晶顯示器）。我們嚴格遵守環境法律法規處理廢物，包括過程由存放到與認可的化學廢物收集商合作。

無害廢棄物

我們將本集團營運過程中的主要無害廢物來源分成兩類，分別是：

- (i) 在項目施工地點產生的建築廢物，直接運送到經授權的處置設施；及
- (ii) 日常營運產生的辦公室家居廢物。對於我們租賃的辦公空間，廢物由大廈管理部門集中處理，因此我們無法取得特定辦公場所的獨立垃圾量資料。儘管如此，我們仍嚴格執行綠色辦公室倡議，力求從源頭最大限度地提高回收率並減少垃圾處置量。

OUR ENVIRONMENT

我們的環境

Waste Management (Continued)

廢物管理 (續)

New Recycling Initiatives and Achievements 新回收措施及成就

During the Reporting Year, we set up a regular food waste recycling corner on our pantry, enabling systematic collection and treatment of organic waste. Further to the internal recycling campaign, we also joined a community medicine recycling campaign for the first time, encouraging our employees to return expired or unused medications for safe, eco-friendly disposal. To cultivate a culture of engagement, the Group introduced a reward mechanism recognising colleagues who showed outstanding dedication to these recycling efforts.

The Group again received the Wastewi\$e Certificate – Excellence Level from the Hong Kong Green Organisation Certification, for our commitment to and efforts in environmental protection through waste reduction and recycling in routine operations.

於報告年度，我們在茶水間設立了固定的廚餘回收點，以便有系統地收集和處理有機廢物。除了內部回收活動外，我們還首次參與了社區藥品回收活動，鼓勵員工將過期或未使用的藥品送回，以便進行安全環保的處理。為了培養積極參與的文化，集團推出了獎勵機制，表彰在藥品回收工作中表現突出的員工。

本集團再次獲「香港綠色機構認證」頒發減廢證書 - 卓越級別，表彰其在日常營運中透過減少廢物和回收，對保護環境的承諾及投放。



Captions: A colleague received prizes and public recognition for active participation of community medicine recycling campaign.

圖片說明：一位同事因積極參與社區藥品回收活動而獲得獎品及公開嘉許。

OUR ENVIRONMENT

我們的環境

Noise and Dust Management

Our operations range from loading/unloading materials to drilling and concrete breaking, all of which involve powered mechanical equipment. Noise and dust are unavoidable by-products. The Group recognises their potential impact on neighbouring communities and has implemented corresponding procedures to minimise that impact.

噪音及塵埃管理

我們的業務活動涵蓋從裝卸物料到鑽探及混凝土破碎，這些均涉及電動機械設備。噪音及粉塵是過程中不可避免的副產品。本集團意識到它們對鄰近社區的潛在影響，並已實施相應程序以盡量減低該等影響。

Noise Reduction Strategies
減低噪音策略



Dust Reduction Strategies
減低塵埃策略



OUR ENVIRONMENT

我們的環境

Climate Change

As climate change gains growing attention from stakeholders, the Group recognises it as a major challenge for business, society, and individuals. We are determined to manage climate-related risks effectively while seizing opportunities for sustainable development and carbon reduction.

During the Reporting Year, we participated in the HKQAA Climate Impact GPS Pilot Program, and this engagement served as a valuable benchmarking exercise, allowing the Group to build internal knowledge and assess our readiness against emerging international climate standards and best practices.

氣候變化

隨著氣候變化日益受到持份者關注，本集團承認其對企業、社會及個人構成重大挑戰。我們決心有效管理氣候相關風險，同時把握可持續發展及減碳的機遇。

於報告年度，我們參與了香港品質保證局的「氣候影響GPS先導計劃」，此項參與成為極具價值的基準對照，使本集團得以累積內部知識，並評估我們面對新興國際氣候標準及最佳實踐的準備程度。



Captions: Our representative received the Gold Seal certificate on stage with other participating organisations of HKQAA Climate Impact GPS Pilot Program.

圖片說明：我們的代表與其他參與機構獲邀到台上接受香港品質保證局的「氣候影響 GPS 先導計劃」金章證書。

OUR ENVIRONMENT

我們的環境

Climate Change (Continued)

Climate change presents both physical and transitional risks to our operations. We summarise the key risks and opportunities identified as below:

Physical risks 實體風險

Acute risks 急性風險

- ✦ Hot and humid summer in Hong Kong becomes less bearable due to elevated global warming, especially for outdoor workers. Increased heat stroke risk can jeopardise the safety and health of workers, thus prompting the suspension of work and/or delays in job delivery.
全球暖化加劇使香港炎熱潮濕的夏季變得難以忍受，尤其是對戶外工作者而言，增加中暑風險會危及工人的安全 and 健康、因而促使停工及/或延誤工作交付。
- ✦ Frequent extreme weather events, such as heatwaves, rainstorms and flooding, may disrupt our daily operations and supply chain efficacy, incurring costly preventative measures and/or high redressing costs.
頻繁的極端天氣事件，例如熱浪、暴雨和洪水等，可能會擾亂我們的日常營運和供應鏈效能，最終遭受昂貴的預防措施及/或高昂的補散成本。

Chronic risks 慢性風險

- ✦ Sustained higher temperatures amplify the heat stroke risk and result in higher medical insurance premiums.
持續性較高溫度會增加中暑的風險，導致醫療保險費用增加。
- ✦ High temperature increases energy consumption and operational costs.
氣溫上升使耗能量和營運成本增加。

Transition risks 過渡性風險

Policy and Legal Risks 政策及法律風險

- ✦ The Group are subject to the evolving regulatory environment considering the growing regional and international demand for universal disclosure standards.
考慮到對通用披露標準的地方及國際需求不斷增長，本集團受制於持續變化的監管環境。
- ✦ The Group may incur fines and/or face litigation claims for inefficient environmental performance and failure to adapt to climate change.
本集團可能因環保表現欠佳及未能適應氣候變化而招致罰款及/或面臨訴訟。

Market and reputation risk 市場及聲譽風險

- ✦ Failure to identify climate change-related risks and lack of commitment to transitioning to a low-carbon economy may affect our reputation which undermines the confidence of suppliers and clients to partner with us and our competitiveness in the market and within the industry.
未能識別與氣候變化相關的風險以及缺乏走向低碳經濟轉型的承諾可能影響我們的聲譽，從而削弱供際商和客戶與我們合作的信心，以及在市場上跟行業內的競爭力。

氣候變化 (續)

氣候變化為我們的營運帶來了實體風險和轉型風險。我們總結了已識別的關鍵風險和機遇，以及我們的主要韌性策略如下：

OUR ENVIRONMENT

我們的環境

Climate Change (Continued)

氣候變化 (續)

Opportunities 機遇

- Resource Efficiency: The Group plans to replace some fuel-consuming vehicles with EVs to reduce our fuel usage and carbon footprints in logistics.
資源效率：本集團計劃將部分消耗燃油的車輛更換為電動車，以減少我們在物流方面的燃料使用量和碳足跡。
- Products and Services: We notice the surging demand for building information modelling (BIM) and subsidise our staff to receive related training to help the Group in business transition and diversification.
產品和服務：我們注意到建築資訊模型（BIM）的需求遞增，並資助我們的員工換受相關培訓，以協助本集團實現業務轉型及多元化。

On-the-Ground Action: Protecting Our People from Extreme Heat
實地行動：酷熱天氣保護我們的員工

Our dedication to tackling climate risks goes beyond strategy – it is backed by adequate resources to combat hot weather and protect our people on the ground. Our safety officer launched a heat-stroke prevention campaign at a worksite to provide on-site training on recognising early symptoms of heat exhaustion, distributed hydration reminders, rearranged work schedules to avoid peak heat hours, and – crucially – conduct proactive checks to ensure portable fans allocated were in working order, replacing any faulty units immediately. This initiative exemplifies our how we turn climate awareness into tangible care.

我們應對氣候風險的決心不僅體現在戰略層面，更體現在我們投入的充足資源上，以應對高溫天氣並保護前線員工的安全。我們的安全主任在工地發起了一項預防中暑的推廣活動，提供現場培訓，幫助員工識別中暑早期症狀，分發補水提醒，調整工作時間表以避開高溫高峰時段，並且——至關重要的是——主動檢查分配的便攜式風扇是否運作正常，並立即更換任何故障設備。這項措施充分體現了我們如何將氣候意識轉化為實際關懷行動。



OUR COMMUNITY

我們的社區

Driven by our social responsibility pledge, the Group actively participates in and supports initiatives that contribute to community vitality and cultural heritage. During the Reporting Year, we sponsored “Lamma Day Dragon Boat Race 2025”, an event that celebrates local traditions and promotes sportsmanship.

本著我們的社會責任承諾，本集團積極參與及支持有助於社區活力及文化傳承的各項活動。於報告年度，我們贊助了「南丫日龍舟競賽暨賀天后寶誕 2025」，該活動弘揚本地傳統文化並推廣體育精神。



Captions: Our representative presented trophy to the winning team of the "Open Standard Dragon KML Cup" competition.

圖片說明：我們的代表頒發獎盃予「公開小龍高萌盃」盃賽的得獎隊伍。

Beyond event sponsorship, the Group reviews the Social Enterprise list to identify new products and services that align with our operational needs while generating positive social impact.

除贊助活動外，集團還會審查社會企業名單，以尋找既符合自身營運需求又能產生正面社會影響的新產品和服務。

This approach came to life most vividly in our Christmas activity, which was not only extended festive warmth to underserved groups but also demonstrated how we implemented our Sustainable Procurement Policy which can create lasting social value.

這一理念在我們的聖誕節活動中體現得最為淋漓盡致，該活動不僅為弱勢族群送去了節慶的溫暖，也展現了我們如何實踐可持續採購政策，進而創造持久的社會價值。



OUR COMMUNITY

我們的社區



Sustainable Festivities:
Reimagining the Christmas Tradition
「可持續佳節」:
重塑聖誕傳統

Building on our sustainable festive frameworks, the Group transformed its annual Christmas celebration into a benchmark for sustainable event management. Orchestrated by our internal sustainability advocates, the event introduced targeted eco-features, including the setup of a beverage carton recycling station and the first-time implementation of food waste recycling to maximise resource recovery.

Through purposeful procurement, we also extended festive care to communities in need, deepening our social impact by: (i) sourcing a portion of the festive catering from a social enterprise that provides meaningful employment and psychological support for seniors, empowering them to enjoy active aging; and (ii) procuring charity chocolates as festive lucky draw prizes from a non-governmental organisation dedicated to supporting vulnerable youth and unlocking their full potential. This thoughtful gift choice aimed to bring festive "sweetness" to the needy, extending warmth and seasonal care to underprivileged groups.

This initiative successfully demonstrates how corporate celebrations can be redesigned to minimise environmental footprint while fostering intergenerational community care.

延續可持續佳節的實踐框架，本集團將年度聖誕慶祝活動轉化為可持續活動管理的典範。在內部可持續發展倡導者的策劃下，活動融入了多項環保措施，包括設置飲品紙盒回收站，並首次推行廚餘回收，以最大程度促進資源循環。

我們也透過精心策劃的採購，將節日關懷延伸至有需要社區，深化社會影響力：(i) 部分節日餐飲購自一家社會企業，該企業為有經濟及/或心理需要的長者，提供合適工作者遇，讓他們樂享豐盛耆年；及 (ii) 向一個扶助弱勢兒童、發掘青少年潛能的非政府組織採購慈善朱古力作為佳節抽獎禮物。這份別具心思的禮物，旨在佳節期間為有需要人士帶來「甜蜜」，將溫暖與節日關懷傳遞至弱勢社群。

此舉成功彰顯了企業慶典如何在最大限度減少環境足跡的同時，促進跨世代社區關懷。



OUR COMMUNITY

我們的社區

Caring for Youth

The Company is committed to partnering with local schools to nurture young talent and facilitate their transition from education into the workforce. During the Reporting Year, we continued our active participation in the Apprenticeship Training Scheme of the Vocational Training Council and the Business-School Partnership Programme (collectively, “**the Programmes**”), through which we offer students an authentic working environment.

These Programmes enable students to discover their strengths, apply theoretical knowledge and professional skills to real-world tasks, and lay a solid foundation for their future careers. To further enrich the learning experience, we assign dedicated employees as mentors to guide each student – providing personalised insights, constructive feedback, and ongoing support for their professional growth.

關愛青年

本公司致力與本地學校攜手合作，培育年輕人才，協助他們從校園順利過渡至職場。於報告年度內，我們繼續積極參與職業訓練局的「學徒訓練計劃」及「商校合作計劃」（統稱「**該等計劃**」），為學生提供真實的工作環境。

該等計劃讓學生能夠發掘自身優勢，將專業知識及技能應用於實際工作中，並為未來職業發展奠定堅實基礎。為進一步豐富學習體驗，我們委派專任員工擔任導師，為每名學生提供個人化指導－給予寶貴的見解、建設性的反饋，並持續支持他們的專業成長。



Appendix I – Our Performance Data
附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2026 二零二六年	2025 二零二五年	2024 二零二四年
Environmental 環境				
Type of emission 排放物類別				
Nitrogen oxides ("NO _x ") 氮氧化合物 (「NO _x 」)	Kg 公斤	210.54 ⁽¹⁾	170.48	173.96
Sulphur oxides ("SO _x ") 硫氧化物 (「SO _x 」)	Kg 公斤	0.34	0.26	0.32
Particulate Matter ("PM") 懸浮粒子或顆粒 (「PM」)	Kg 公斤	20.56 ⁽¹⁾	16.58	16.85
GHG Emission — Scope 1: Direct emissions 溫室氣體排放 — 範圍一：直接排放				
Stationary combustion 固定燃燒	tCO ₂ -e 噸二氧化碳當量	0.00	0.06	0.03
Mobile combustion 流動燃燒	tCO ₂ -e 噸二氧化碳當量	57.29 ⁽¹⁾	43.91	55.20
Unintentional releases 無意的釋放	tCO ₂ -e 噸二氧化碳當量	17.37 ⁽²⁾	6.17	2.63
GHG Emission — Scope 2: Indirect emissions 溫室氣體排放 — 範圍二：間接排放				
Purchased electricity in offices ⁽³⁾ 辦公室購買電力 ⁽³⁾	tCO ₂ -e 噸二氧化碳當量	86.38	89.48	100.42
GHG Emission — Scope 3: Other indirect emissions ⁽⁴⁾ 溫室氣體排放 — 範圍三：其他間接排放 ⁽⁴⁾				
Business air travel 商務差旅	tCO ₂ -e 噸二氧化碳當量	0.27	2.82	1.61
Contractual car fuel usage 合約汽車燃料使用	tCO ₂ -e 噸二氧化碳當量	8.38	8.56	7.81
Electricity for freshwater processing 用於淡水處理的電力	tCO ₂ -e 噸二氧化碳當量	0.20	0.19	0.18
Electricity for sewage processing 用於污水處理的電力	tCO ₂ -e 噸二氧化碳當量	0.14	0.13	0.12
Total GHG Emissions 總溫室氣體排放				
Total GHG emissions ⁽⁵⁾ 總溫室氣體排放 ⁽⁵⁾	tCO ₂ -e 噸二氧化碳當量	170.03	151.33	168.00
GHG emission intensity ⁽⁶⁾ 溫室氣體排放密度 ⁽⁶⁾	tCO ₂ -e/E 噸二氧化碳當量/ 全職僱員人數	1.04	0.90	0.95

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		2026 二零二六年	2025 二零二五年	2024 二零二四年
Environmental 環境				
Energy Use 能源用量				
Diesel usage 柴油用量	Litre 升	16,599 ⁽¹⁾	12,252	12,810
Unleaded petrol usage 無鉛汽油用量	Litre 升	4,925 ⁽¹⁾	4,211 ⁽⁷⁾	7,903
Electricity usage ⁽³⁾ 耗電量 ⁽³⁾	kWh 度	235,481	235,481	257,483
Diesel usage intensity ⁽⁸⁾ 柴油用量密度 ⁽⁸⁾	Litre/E/VEH 升/全職僱員人數/ 車輛數目	33.74	24.16	24.26
Unleaded petrol usage intensity ⁽⁸⁾ 無鉛汽油用量密度 ⁽⁸⁾	Litre/E/VEH 升/全職僱員人數/ 車輛數目	7.51	4.98	6.49
Electricity usage intensity ⁽⁶⁾ 耗電量密度 ⁽⁶⁾	kWh/E 度/ 全職僱員人數	1,386.15	1,393.38	1,462.97
Water Usage 耗水量				
Total water consumption 總耗水量	m ³ 立方米	458.32	433.06	416.62
Water usage intensity 耗水量密度	m ³ 立方米/ 全職僱員人數	2.79	2.56	2.37
Waste Statistics 廢棄物統計				
Total chemical waste ⁽⁹⁾ 化學廢物總量 ⁽⁹⁾	Kg 公斤	2,925	2,552	6,608
Total chemical waste intensity ⁽¹⁰⁾ 化學廢物總密度 ⁽¹⁰⁾	Kg/E 公斤/ 全職僱員人數	17.84	15.10	37.55
Total construction waste ⁽⁹⁾ 建築廢物總量 ⁽⁹⁾	Tonnes 噸	66.08	63.74	47.75
Total construction waste ⁽¹⁰⁾ intensity 建築廢物總密度 ⁽¹⁰⁾	Kg/E 公斤/ 全職僱員人數	0.40	0.38	0.27

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附錄一 — 我們的績效數據

Note:

- (1) The Group recorded a year-on-year increase in its air emission and Scope 1 emissions - mobile combustion, primarily driven by (i) increased cross-border business travel for business needs; and (ii) a deliberate operational transition to optimize the utilization of our owned fleet by insourcing transportation activities that were previously outsourced to third-party rental vehicle providers.
- (2) During the Reporting Year, a minor fugitive emission event was identified and repaired involving the loss of 15 pounds of R-410A refrigerant during routine air conditioning maintenance. The corresponding tCO₂-e have been fully accounted for in our Scope 1 emissions - unintentional releases using Intergovernmental Panel on Climate Change Sixth Assessment Report Global Warming Potential (IPCC AR6 GWP) values.
- (3) The electricity data is pro-rata from the electricity consumption stated on electricity bills, while the emission factor for each respective year as provided by CLP Power Hong Kong Limited, the Group's electricity provider, was applied.
- (4) The Group has chosen to disclose the emissions associated with business air travel, the fuel usage by a contractor, the electricity used for freshwater processing and sewage processing.
- (5) The total GHG emissions may not equal the sum of emissions of scope 1, scope 2, and scope 3 due to rounding.
- (6) Intensity is calculated based on the total consumption during a reporting year divided by the total number of full-time employees as the end of the corresponding reporting year.
- (7) The significant reduction is mainly due to (i) a petrol-consuming vehicle was replaced by EV through the "One-for-One Replacement Scheme"; and (ii) a petrol-consuming vehicle was disposed.
- (8) Intensity is calculated based on the amount of fuel consumption during a reporting year divided by the average number of vehicles and the total number of full-time employees recorded as the end of the corresponding reporting year.
- (9) The amount of chemical/ construction waste generated is highly dependent on the nature of individual projects.
- (10) Intensity is calculated based on the amount of waste disposed during a reporting year divided by the total number of full-time employees at the end of the corresponding reporting year.

附註：

- (1) 本集團錄得空氣污染物排放量及範圍一之流動燃燒排放量按年上升，此增長主要由於：(i) 因業務需求而增加跨境商務旅行；以及 (ii) 集團進行有計劃的營運轉型，透過將過往外判予第三方租賃車輛供應商的運輸業務改由內部團隊承接，從而優化自營車隊的利用率。
- (2) 於報告年度內，本集團在常規空調設備維護期間，發現並修復了一宗涉及 15 磅 R-410A 製冷劑流失的輕微逸散排放事件。相關的二氧化碳當量噸數已根據政府間氣候變化專門委員會第六次評估報告的全球變暖潛力 (IPCC AR6 GWP) 值，全數計入我們的範圍一之無意的釋放排放量中。
- (3) 電力數據按電費單上的用電量按比例計算，並採用本集團電力供應商中華電力有限公司提供的各年度排放因子。
- (4) 本集團選擇披露與商務差旅、一個承包商的燃料使用量，及用於淡水處理和污水處理的電力的排放。
- (5) 由於四捨五入，總溫室氣體排放量可能不等於範圍一、範圍二和範圍三的排放量之和。
- (6) 密度是根據報告年度內總用量除以截至相應報告年度末的全職員工總數。
- (7) 大幅減少主要是由於 (i) 透過「一換一」計劃將一輛燃油車更換為電動車；以及 (ii) 一輛燃油車被棄置。
- (8) 密度是根據報告年度內燃料用量除以報告年度間耗油車輛平均數量及截至相應報告年度末的全職員工總數。
- (9) 化學或建築廢物的產生量在很大程度上取決於各個項目的性質。
- (10) 密度是根據報告年度內廢物棄置量除以截至相應報告年度末的全職員工總數。

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Key Performance Indicators 關鍵績效指標	For the year ended 31 March 截至三月三十一日止年度					
	2026 二零二六年		2025 二零二五年		2024 二零二四年	
	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)
Social 社會						
Employment - Workforce Profile at the end of the Reporting Year ⁽¹⁾ 僱傭 - 於報告年度末的員工概況 ⁽¹⁾						
By gender 按性別劃分						
Male 男性	144	87.8	147	87.0	146	81.6
Female 女性	20	12.2	22	13.0	33	18.4
By employment type 按僱傭類型劃分						
Full time 全職	163	99.4	167	98.8	176	98.3
Part time 兼職	1	0.6	2	1.2	3	1.7
By age 按年齡劃分						
Under 30 years old 30歲以下	32	19.5	38	22.5	42	23.5
30-50 years old 30-50歲	77	47.0	78	46.2	85	47.5
Over 50 years old 50歲以上	55	33.5	53	31.4	52	29.1
By professional profile 按職級分佈						
Managerial level 管理層	10	6.1	11	6.5	12	6.7
Supervisory level 主管層	58	35.4	61	36.1	64	35.8
General staff 一般員工	96	58.5	97	57.4	103	57.5
By location 按地理位置劃分						
Hong Kong 香港	164	100	169	100	179	100.0

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	2026 二零二六年		2025 二零二五年		2024 二零二四年	
	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)
Social 社會						
Employment – Employee Turnover 僱傭 - 員工流失						
Total employee turnover rate ⁽²⁾ 總員工流失比率 ⁽²⁾	12	7.4	21	12.6	38	21.6
By gender ⁽³⁾ 按性別劃分 ⁽³⁾						
Male 男性	10	7.0	13	9.0	27	18.8
Female 女性	2	10.0	8	36.4	11	34.4
By age ⁽³⁾ 按年齡劃分 ⁽³⁾						
Under 30 years old 30歲以下	3	9.7	8	21.1	16	39.0
30-50 years old 30-50歲	4	5.2	8	10.3	19	22.4
Over 50 years old 50歲以上	5	9.1	5	9.8	3	6.0
By professional profile ⁽³⁾ 按職級分佈 ⁽³⁾						
Managerial level 管理層	0	0.0	1	11.1	1	8.3
Supervisory level 主管層	4	6.9	7	11.5	3	4.7
General staff 一般員工	8	8.4	13	14.4	34	34.0
By location ⁽³⁾ 按地理位置劃分 ⁽³⁾						
Hong Kong 香港	12	7.4	21	12.6	38	21.6

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Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2026 二零二六年	2025 二零二五年	2024 二零二四年
Social 社會				
Health and Safety ⁽¹⁾ 健康與安全 ⁽¹⁾				
Work-related fatalities 與工作有關的死亡事故	Case 宗數	0	0	0
Work-related fatalities rate ⁽⁴⁾ 與工作有關的死亡率 ⁽⁴⁾	Per 1,000 Employees 以每千名員工計	0	0	0
Lost days due to work-related injuries 由工傷所引致的 工作天數損失	Number of Days 日數	67 ⁽⁷⁾	125 ^(5,6)	4
Work-related accidents 與工作有關的事故	Case 宗數	1	2 ⁽⁵⁾	1
Work-related accident rate ⁽⁸⁾ 與工作有關的事故率 ⁽⁸⁾	Per 1,000 Employees 以每千名員工計	6.06	11.24	5.29



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	2026 二零二六年		2025 二零二五年		2024 二零二四年	
Social 社會						
Employment Employees Trained ⁽¹⁾ 僱傭 - 受訓員工 ⁽¹⁾	Number 人數	Rate (%) 比率 (%)	Number 人數	Rate (%) 比率 (%)	Number 人數	Rate (%) 比率 (%)
By gender 按性別劃分						
Male 男性	134	93.1	141	95.9	142	97.3
Female 女性	18	90.0	22	100.0	23	69.7
By professional profile 按職級分佈						
Managerial level 管理層	10	100.0	11	100.0	12	100
Supervisory level 主管層	55	94.8	61	100.0	58	90.6
General staff 一般員工	87	90.6	91	93.8	95	92.2
Employment - Total Training Hours ^(1, 9) 僱傭 - 總培訓時數 ^(1, 9)	Hours 小時					
Total Training Hours 總培訓時數	1954.5		1999.7		3175.6	
Employment - Average Training Hours ^(1, 9, 10) 僱傭 - 平均培訓時數 ^(1, 9, 10)	Hours 小時					
By gender 按性別劃分						
Male 男性	13.1		12.7		20.1	
Female 女性	3.3		5.8		7.5	
By professional profile 按職級分佈						
Managerial level 管理層	8.4		12.1		10.4	
Supervisory level 主管層	13.5		12.1		19.5	
General staff 一般員工	11.3		11.6		17.5	

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		2026 二零二六年	2025 二零二五年	2024 二零二四年
Social 社會				
Geographical Region of Vendors 供應商的地區				
Hong Kong 香港	Number 間	437	452	474
Mainland China & Taiwan region 中國大陸及台灣地區	Number 間	127	121	118
Oversea countries 海外國家	Number 間	111	100	97
Anti-corruption 反貪污				
Legal cases regarding corrupt 貪污訴訟案件	Case 宗數	0	0	0



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附錄一 — 我們的績效數據

Note:

- (1) The scope of this disclosure is restricted to persons who are in a direct employment relationship with the Group unless other specified. The number of employees reported was expressed as headcount as the end of the corresponding reporting year.
- (2) The 2023 and 2024 data have been updated to more precisely reflect the employee turnover rate of the years. Employee turnover rate = (Number of full-time employees passed the probationary period leaving employment voluntarily during a reporting year / Number of full-time employees at the end of the corresponding reporting year) x 100%
- (3) The 2023 and 2024 data have been updated to more precisely reflect the employee turnover rate (per category) of the years. Employee turnover rate (per category) = (Number of full-time employees in the specified category passed the probationary period leaving employment voluntarily during a reporting year / Number of full-time employees in the specified category at the end of the corresponding reporting year) x 100%
- (4) Work-related fatalities rate (per 1,000 employees) = Total number of work-related fatalities cases during a reporting year / Average number of employees during the corresponding reporting year x 1,000
- (5) In response to accidents that occurred, the Group has conducted an accident investigation and formulated and implemented new safety rules to prevent recurrence of similar accidents.
- (6) Lost days due to work-related injuries were updated and finalised in line with the certificate of assessment issued by the Labour Department.
- (7) 63 out of 67 lost days were due to the accident that occurred in the previous reporting year.
- (8) A reportable work-related accident is defined as an incident resulting in 3 days or more of sick leave. Work-related accident rate (per 1,000 employees) = Number of reportable work-related accident cases during a reporting year / Average number of employees during the corresponding reporting year x 1,000
- (9) In order to disclose more meaningful training data, project-specific safety training and toolbox training are excluded from this disclosure as the amounts of relevant training are highly dependent on the number of projects implemented during the reporting year and fluctuated over the years.
- (10) Average training hours = Total training hours received by employees who remain employed with the Group in the specified category during a reporting year / Total number of employees in the specified category at the end of the corresponding reporting year

附註：

- (1) 除非另有說明，否則本披露的範圍僅限於與本集團有直接僱傭關係的人士。報告的數字以截至相應報告年度末的員工人數表示。
- (2) 已更新2023及2024年度的數據，以更精準反映年度內的員工流失比率。員工流失比率 = (報告年度內通過試用期自願離職的全職員工人數 / 截至相應報告年度末全職員工人數) x 100%
- (3) 已更新2023及2024年度的數據，以更精準反映年度內按類別的員工流失比率。按類別的員工流失比率 = (報告年度內通過試用期自願離職的指定類別全職員工人數 / 截至相應報告年度末指定類別全職員工人數) x 100%
- (4) 與工作有關的死亡率（以每千名員工計）= 報告年度內與工作有關的死亡個案總數 / 相應報告年度平均員工人數 x 1,000
- (5) 針對所發生的意外個案，本集團已進行意外調查，並制定及實施了新的安全守則以防止同類事故再次發生。
- (6) 由工傷所引致的工作天數損失已根據勞工處簽發的評估證書進行更新和最終確定。
- (7) 67日工作天數損失中有63日是由於上一報告年度發生的事故造成的。
- (8) 與工作有關可報告的事故界定為導致3天或以上病假的事故。與工作有關的事故率（以每千名員工計）= 報告年度內與工作有關可報告的事故個案宗數 / 相應報告年度平均員工人數 x 1,000
- (9) 為了披露更有意義的培訓數據，本披露不包括項目特定的安全培訓和工具箱培訓，因為相關培訓的多寡取決於報告年度內所實施中項目數量，並且十分波動。
- (10) 每名僱員的平均受訓時數 = 報告年度內仍在集團任職的指定類別僱員的總受訓時數 / 截至相應報告年度末指定類別的僱員總數

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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
(I) Mandatory Disclosure Requirements 強制披露規定	
Governance Structure 管治架構	
Our Sustainability Approach 我們的可持續發展方針	9~10
Reporting Principles 匯報原則	
About this Report – Reporting Framework and Principles 關於本報告 — 報告框架及原則	4
Reporting Boundary 匯報範圍	
About this Report – Reporting Period and Scope 關於本報告 — 報告周期及範圍	3
(II) “Comply or explain” Provisions 「不遵守就解釋」條文	
A. Environmental 環境	
A1: Emissions 排放物	
General Disclosure 一般披露	
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. 有關廢氣排放、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。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規	19
Relevant Laws and Regulations Compliance: 遵守相關的法律法規:	
- Public Health and Municipal Services Ordinance (Cap. 132 of the Laws of Hong Kong) 《公眾衛生及市政條例》（香港法例第132章） - Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong) 《空氣污染管制條例》（香港法例第311章） - Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354c of the Laws of Hong Kong) 《廢物處置（化學廢物（一般））規例》（香港法例第354c章） - Waste Disposal (Charges for Disposal of Construction Waste) Regulation (Cap. 354n of the Laws of Hong Kong) 《廢物處置（建築廢物處置收費）規例》（香港法例第354n章） - Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong) 《水污染管制條例》（香港法例第358章） - Ozone Layer Protection Ordinance (Cap. 403 of the Laws of Hong Kong) 《保護臭氧層條例》（香港法例第403章） - Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong) 《噪音管制條例》（香港法例第400章） - Dumping At Sea Ordinance (Cap. 466 of the Laws of Hong Kong) 《海上傾倒物料條例》（香港法例第466章） - Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611 of the Laws of Hong Kong) 《汽車引擎空轉（定額罰款）條例》（香港法例第611章）	
Our Environment – Environmental Governance 我們的環境 — 環境管治	40
Our Environment – Environmental Governance 我們的環境 — 廢物管理	44~45



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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A1: Emissions 排放物	
KPI A1.1 關鍵績效指標 A1.1 The types of emissions and respective emissions data. 排放物種類及相關排放數據。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	53
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). 所產生的有害廢物總量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	54
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). 所產生的無害廢物總量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	54
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。	
Our Environment – Waste Management 我們的環境 — 廢物管理	44~45
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。	
Our Environment – Waste Management 我們的環境 — 廢物管理	44~45

Note:

(1) KPI A1.2 was repealed 1 January 2025.

附註：

(1) 關鍵績效指標 A1.2已於2025年1月1日刪除。

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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A2: Use of Resources 資源使用	
General Disclosure 一般披露 Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	
Our Environment – Green Office Initiatives, Energy Saving Initiatives, Water Stewardship, Paper reduction initiatives 我們的環境 — 綠色辦公室倡議、節能倡議、水資源管理、減少用紙的倡議	41~43
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（例如每單位產量、每項設施）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	54
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）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	54
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。	
Our Environment – Green Office Initiatives, Energy Saving Initiatives 我們的環境 — 綠色辦公室倡議、節能倡議	41~42
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。	
Our Environment – Water Stewardship 我們的環境 — 水資源管理 <i>The Group does not require a large amount of water and thus has no difficulty in sourcing water.</i> 本集團不需要大量用水，因此在取水方面沒有任何困難。	42
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（以噸計算）及每生產單位佔量（如適用）。	
<i>The usage of packaging materials, such as plastic wrapping, bubble sheet/ cushion wraps and carton boxes, for the finished products were negligible to be reported.</i> 用於製成品的包裝材料（如塑料包裝、氣泡紙／緩衝包裝及紙箱）用量甚少，可於報告內忽略。	/

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A. Environmental 環境	
A3: The Environment and Natural Resources 環境及天然資源	
General Disclosure 一般披露 Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	
Our Environment – Noise and Dust Management 我們的環境 — 噪音及塵埃管理	46
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。	
Our Environment – Noise and Dust Management 我們的環境 — 噪音及塵埃管理	46
A4: Climate Change 氣候變化	
General Disclosure 一般披露 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	
Our Environment – Climate Change 我們的環境 — 氣候變化	47~49
KPI A4.1 關鍵績效指標 A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
Our Environment – Climate Change 我們的環境 — 氣候變化	47~49



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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B1: Employment 僱傭	
General Disclosure 一般披露 Information on: (a) the policies; and (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. 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。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規 <u>Relevant Laws and Regulations Compliance: 遵守相關的法律法規:</u> • Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》（香港法例第57章） • Employees’ Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) 《僱員補償條例》（香港法例第282章） • Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong) 《性別歧視條例》（香港法例第480章） • Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) 《強制性公積金計劃條例》（香港法例第485章） • Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong) 《殘疾歧視條例》（香港法例第487章） • Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong) 《家庭崗位歧視條例》（香港法例第527章） • Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong) 《種族歧視條例》（香港法例第602章） • Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong) 《最低工資條例》（香港法例第608章）	19
Our People – Employment and Labour Practices 我們的員工 — 僱傭及勞工常規	20~28
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（例如全職或兼職）、年齡組別及地區劃分的僱員總數。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	56
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。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	57

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B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B2: Health and Safety 健康與安全	
General Disclosure 一般披露	
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.	
有關提供安全工作環境及保障僱員避免職業化危害的：(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。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規	19
Relevant Laws and Regulations Compliance: 遵守相關的法律法規:	
- Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong) 《工廠及工業經營條例》（香港法例第59章） - Dangerous Goods Ordinance (Cap. 295 of the Laws of Hong Kong) 《危險品條例》（香港法例第295章） - Occupational Safety And Health Ordinance (Cap. 509 of the Laws of Hong Kong) 《職業安全及健康條例》（香港法例第509章）	
Our People – Safety and Health 我們的員工 — 安全與健康	29~33
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。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	58
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。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	58
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。	
Our People – Safety and Health 我們的員工 — 安全與健康	29~33

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B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B3: Development and Training 發展及培訓	
General Disclosure 一般披露 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	
Our People – Development and Training 我們的員工 — 發展及培訓	34~35
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（例如高級管理層、中層管理層）劃分的受訓僱員百分比。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	59
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。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	59
B4: Labour Standards 勞工準則	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 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。	
Our People – Employment and Labour Practices - Respecting Human and Labour Rights 我們的員工 — 僱傭及勞工常規 — 尊重人權及勞工權益 Relevant Laws and Regulations Compliance 遵守相關的法律法規： - Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》（香港法例第57章） - Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong) 《僱用兒童規例》（香港法例第57B章）	21~22



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B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B4: Labour Standards 勞工準則	
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。	
Our People – Employment and Labour Practices - Respecting Human and Labour Rights 我們的員工 — 僱傭及勞工常規 — 尊重人權及勞工權益	21
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。	
<i>During the Reporting Year, the Group was not aware of any incidents of child and forced labour.</i> 於報告年度內，本集團並不知悉童工及強制勞工之任何事件。	/
Operating Practices 營運慣例	
B5: Supply Chain Management 供應鏈管理	
General Disclosure 一般披露 Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	
Our Partners 我們的夥伴	38~39
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。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	60
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、以及有關慣例的執行及監察方法。	
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附錄二 — 聯交所《ESG報告守則》內容索引

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B. Social 社會	
Operating Practices 營運慣例	
B5: 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。	
Our Partners 我們的夥伴	38~39
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。	
Our Partners 我們的夥伴	38~39
B6: Product Responsibility 產品責任	
General Disclosure 一般披露 Information on: (a) the 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. 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。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規 Relevant Laws and Regulations Compliance: 遵守相關的法律法規： Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) 《個人資料（私隱）條例》（香港法例第486章） <i>During the Reporting Year, the Group was not aware of any incidents of non-compliance with regulations concerning the group's products and services, including but not limited to product and service safety and health, advertising and labelling.</i> 於報告年度內，本集團並不知悉違反有關本集團產品及服務的規例之任何事件，包括但不限於產品及服務安全性、健康、廣告及標籤。	19
Our Products and Services – Management Approach to Quality 我們的產品及服務 — 品質管理方針	36



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B6: Product Responsibility 產品責任	
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。	
No products sold or shipped were subjected to recalls for safety and health reasons under management. 集團管理下的已售或已運送產品並無因安全與健康理由而須回收。	/
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。	
Our Products and Services - Focusing Customer Satisfaction 我們的產品及服務 — 重視客戶滿意度 Immaterial amounts of products and services related complaints received under management. 集團管理下的接獲關於產品及服務的投訴數目並不顯著。	37
KPI B6.3 關鍵績效指標 B6.3 Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	
Our Business Practices – Intellectual Property Rights Protection 我們的業務慣例 — 知識產權保護	19
KPI B6.4 關鍵績效指標 B6.4 Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	
Our Products and Services – Management Approach to Quality 我們的產品及服務 — 品質管理方針	36
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。	
Our Business Practices – Privacy Protection and Data Governance 我們的業務慣例 — 私隱保護與數據治理	18

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B. Social 社會	
Operating Practices 營運慣例	
B7: Anti-Corruption 反貪污	
General Disclosure 一般披露 Information on: (a) the 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. 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。	
Our Business Practices – Corporate Ethics 我們的業務慣例 — 企業道德	17
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規 Relevant Laws and Regulations Compliance: 遵守相關的法律法規： • Prevention Of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) 《防止賄賂條例》（香港法例第201章）	19
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 year 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。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	60
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序，以及相關執行及監察方法。	
Our Business Practices – Corporate Ethics 我們的業務慣例 — 企業道德	17
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。	
Our People – Development and Training 我們的員工 — 發展及培訓 <i>During the Reporting Year, the Group has encouraged its directors and staff to attend anti-corruption training courses. Internal e-training were also conducted to refresh the Group members' awareness on the legal regulation and procedures in declaring interests and handling conflicts of interest.</i> 於報告年度，本集團已鼓勵其董事及員工參加反貪污培訓課程。還進行了內部電子培訓，以更新本集團成員對相關法例法規和申報利益及處理利益衝突程序的認識。	34~35



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Community 社區	
B8: Community Investment 社區投資	
General Disclosure 一般披露 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. 有關以社區參與來了解發行人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。	
Our Community 我們的社區	50~52
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（例如教育、環境問題、勞工需求、健康、文化、體育）。	
Our Community 我們的社區	50~52
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）。	
Our Community 我們的社區	50~52
(III) Climate-related Disclosures 氣候相關披露	
Metrics and Targets 指標及目標 Scope 1 and Scope 2 greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO ₂ equivalent 匯報期內的範圍1 溫室氣體排放及範圍2 溫室氣體排放量（以公噸二氧化碳當量表示）	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	53



高萌·科技

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