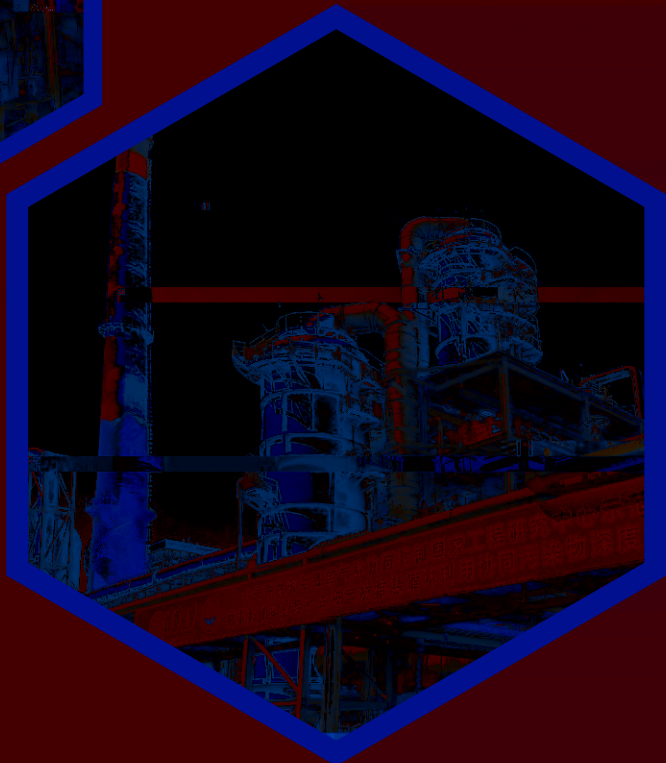
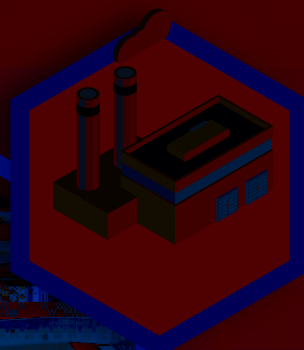
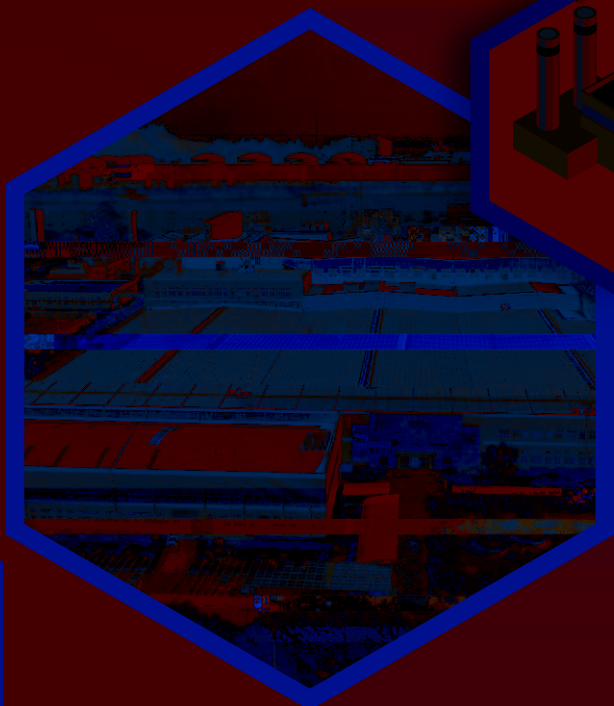
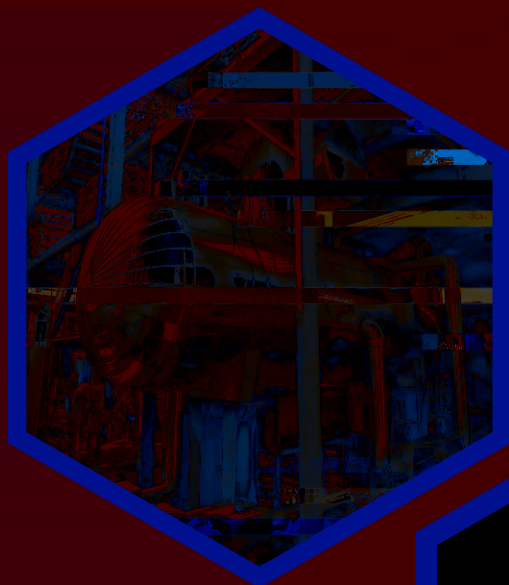




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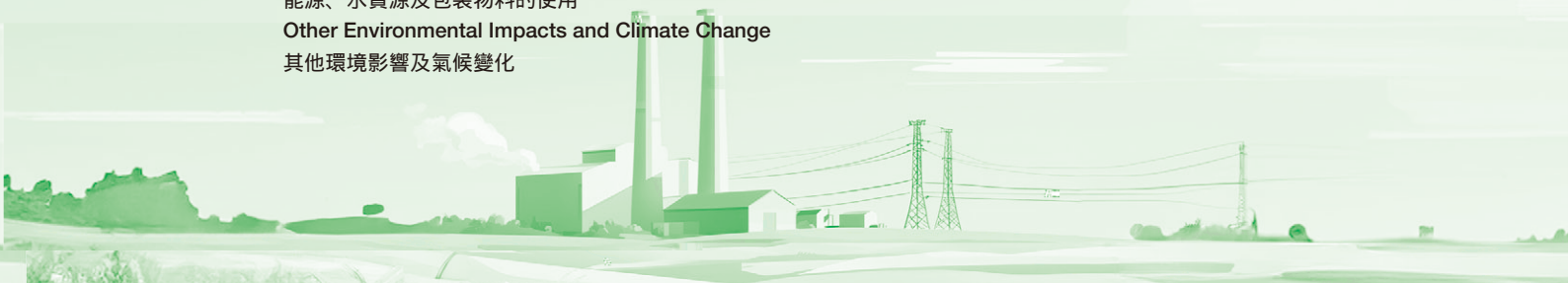
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GROUP OVERVIEW

Kingboard Holdings Limited (the “Company”) is a listed international holding company with core competencies in the production of chemical products, laminates and PCB. Our products are used in a wide range of applications, including consumer electronics, automotive, and industrial machinery. We have a strong presence in the Asia-Pacific region, with manufacturing facilities in China, Taiwan, and the United States. Our products are sold to a diverse customer base, including original equipment manufacturers (OEMs) and distributors. We are committed to sustainable development and have implemented a comprehensive ESG management system. Our ESG report provides a detailed overview of our performance in environmental, social, and governance areas. We believe that sustainable development is essential for long-term success, and we are dedicated to creating value for all stakeholders.

ABOUT THIS REPORT

關於本報告

REPORTING PRINCIPLES (continued)

Consistency:

Consistent methodologies (as presented in previous reports) are used to prepare and present ESG data provided in this report, unless otherwise specified.

Balance:

Unbiased information is provided in this Report, without the inappropriate use of selections, omissions or presentation formats that would mislead the readers.

RESPONSE TO THIS REPORT

Kingboard Holdings highly values the views of all stakeholders on the measures taken by the Group for, and our performance in relation to, sustainability. Should you have any questions or suggestions on this Report, please contact us by e-mail to enquiry@kingboard.com or fax at (852) 2691 0445. Please browse the Group's website at <http://www.kingboard.com/> for further information on the sustainability plan of the Group. For details of the financial performance of the Group and any inquiries, please carefully read the Annual Report FY2024 of Kingboard Holdings.

COMMUNICATION WITH STAKEHOLDERS

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

CSR VISION

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

報告原則(續)

一致性：

除另有指明外，本報告使用一致的方法(誠如以往報告所呈報)以編製及呈列環境、社會及管治數據。

平衡：

本報告公正持平地提供資料，並無以不恰當的選擇、遺漏及呈報格式誤導讀者。

對本報告的回應

建滔集團高度重視各利益相關者對本集團可持續發展措施及表現的意見。如閣下對本報告有任何問題或建議，請發送電子郵件至 enquiry@kingboard.com，或傳真至(852) 26910445 聯絡我們。如欲瞭解更多關於本集團的可持續發展計劃，請瀏覽本集團官方網站 <http://www.kingboard.com/>。而有關本集團財務表現的詳情及任何查詢，請細閱建滔集團2024年財政年度年報。

與利益相關者溝通

我們認為有效和持續的聆聽，回應及解決利益相關者的意見以及他們所關注的議題將有助於本集團的長遠業務發展。為此，我們建立多個不同的溝通管道，讓利益相關者分享及發表他們關注的事項，創造多元共生，互相促進的服務生態圈。

企業社會責任願景

我們將通過推動員工，集團和社會的共同進步，以實現本集團的經營理念，強調企業在發展的同時顧及社會及環境的可持續發展。我們的企業社會責任願景是：「打造一流企業，構建和諧社會，促進經濟、社會、環境的和諧與可持續發展。」

ABOUT THIS REPORT 關於本報告

MISSIONS AND OBJECTIVES

We attach great importance to our responsibility to society, while taking into account business development and its impact on the environment and society. Based on the principles of protecting the environment, caring for communities and employees, putting people first, being fair-minded, and following laws and regulations, we promote the construction of sustainable mechanism in a systematic way, and outline the sustainable circular industry chain so as to realize our core values. At the same time, we call on upstream and downstream enterprises in the industry to jointly promote sustainable development. The specific measures are as follows:

使命及目標

我們十分重視企業對社會的責任，同時顧及發展業務及對環境與社會的影響，並圍繞「保護環境」、「關愛社區」、「以人為本」、「關懷員工」、「公平持正」與「遵行法規」的行動路徑系統性推進可持續發展體系建設，規劃可持續發展的循環產業鏈以實現我們的核心價值。並且號召行內上下游企業共同推動可持續發展。具體內容如下：

Our missions and objectives in terms of environment, community, employment, and operation
環境、社區、僱傭及營運方面訂立的使命與目標



環境

- Promote and continuously implement water conservation measures
- 推動並持續進行節約用水措施
- Recover and recycle wastes
- 廢棄物回收及循環再用
- Reduce emissions
- 減少排放
- Manage energy effectively
- 有效能源管理
- Curb pollution
- 污染控制



僱傭

- Ensure employee occupational health and safety
- 保障員工職業健康及安全
- Improve employee benefits and strengthen personal development
- 提升員工福利，加強個人發展
- Equal employment
- 平等僱傭



營運

- Maintain a good customer relationship
- 維持良好客戶關係
- Prevent bribery and corruption
- 防止賄賂及貪污舞弊行為
- Improve management efficiency
- 提高管理效率
- Comply with applicable laws and regulations
- 遵從適用的法律法規



社區

- Promote community development
- 促進社區發展
- Provide high-quality products
- 提供高品質的產品
- Facilitate social diversity and harmony
- 促進社會多元共生

ABOUT THIS REPORT 關於本報告

企業社會責任的管治架構

建滔集團遵循《中華人民共和國公司法》、香港聯交所《證券上市規則》等法律法規的要求，已構建全面的公司治理結構。本公司股東大會、董事會及高級管理層嚴格按照公司的章程賦予的職責，行使權力及履行義務，並充分發揮董事會專業委員會、獨立董事的作用，有效實施公司治理，維護股東和本集團的利益，保障本集團持續健康發展。我們目前企業社會責任架構分為3個主要組成部分，依次為董事會、企業社會責任工作小組及執行部門。企業社會責任



ABOUT THIS REPORT 關於本報告

CSR GOVERNANCE STRUCTURE (continued)

The Board attaches high importance to the environment, social and corporate governance, and is responsible for the establishment of sustainable development targets and development plans, and monitor the operation of the sustainable development system. In addition to the aforesaid ESG governance structure, the Group has also established risk management and internal control systems to identify, assess, and manage risks related to the environment, society and governance. The Board has set up an Audit Committee with specific written terms of reference, setting out the

ABOUT THIS REPORT 關於本報告

CSR GOVERNANCE STRUCTURE (continued)

企業社會責任的管治架構 (續)

董事會及管理層亦高度重視集團內部運行規範，確保本集團正常運營符合規章制度及法律法規，員工廉潔從業及待遇公平。本集團設有舉報機制，所有員工皆可向直屬上司或人力資源部反映任何可疑或違法的事件，由高級管理層以及紀檢部門負責監察該舉報機制有效實施，並在需要時處理申訴。具體內容請見本報告「反貪污及反競爭行為政策」部分。本集團亦歡迎外界利益相關者監督，並通過本集團官網以不記名郵件方式進行舉報或投訴。

在2024年財政年度，本集團制定了多項環境目標，以推動其可持續發展績效的進一步改善：

1. 每單位成品二氧化碳排放當量於2027年財政年度前達至較2022年財政年度減少9%；
2. 於2025年財政年度於河北建滔能源發展有限公司(「河北建滔」)繼續推進實施二氧化碳捕集與利用項目，投用後相當於新增8,100餘畝森林的二氧化碳吸收量；
3. 於2025年財政年度於科惠(佛岡)電路有限公司(「科惠(佛岡)」)對空壓機進行餘熱回收節能改造，採用空氣能熱泵機組原理將電熱能轉換效能達到400%以上。預計改造後，每年節能預計約為968萬人民幣，同時減少排放約13,000噸二氧化碳；
4. 於2025年財政年度於本集團十餘間工廠推進建設分佈式太陽能光伏發電站項目以節約能源使用，本年度已經投資超過15,780萬人民幣。本集團亦將於未來數年推進至其他工廠建設分佈式太陽能光伏發電站項目；
5. 於2025年財政年度於科惠(佛岡)進行新增一期酸性蝕刻廢液再生回用廢棄吸收塔，以減少廢液排放及有害物質的長距離管道輸送洩漏污染風險。

STAKEHOLDER ENGAGEMENT

利益相關者的參與

Improving the transparency of corporate information is the basis for the building of investors' confidence in the listed company and a compelling obligation of the Group. Kingboard Holdings believes that a stable, diverse stakeholder base that can be effectively communicated with is not only beneficial to creating value for shareholders but also a rare intangible asset. Therefore, Kingboard Holdings has always maintained close contact with stakeholders and always involve them through various channels in material matters and prior to the launch of significant measures. Close ties with stakeholders allow us to better understand their views, opinions, and expectations, enabling us to more comprehensively assess potential impacts on decision making and material matters.

In connection with this Environmental, Social and Governance Report, our major stakeholders have participated in the materiality assessment of various sustainability matters and identified our operating activities having a material impact on the environment and society. During this process, stakeholders were invited to rate the importance and relevance of various ESG matters in the form of questionnaires.

Types of our main stakeholders and their contact methods are as follows:

提升企業資訊透明度是建立投資者對上市公司信心的基礎，也是本集團不可推卸的責任。建滔集團相信一個有效溝通，穩定，多元化的利益相關者基礎不但有利於締造股東價值，更是我們不可多得的一個無形資產。因此，建滔集團一直與利益相關者保持密切溝通與聯繫，在重要議題上及推行重大措施前，均會透過各種管道讓利益相關者參與其中。與利益相關者的緊密聯繫讓我們得以更加瞭解他們的觀點、意見及期望，使我們在進行決策及重要議題上能更為全面地評估潛在影響。

本環境、社會及管治報告由主要利益相關者共同參與，對各項可持續發展議題進行重要性評估，辨識我們對環境和社會有重大影響的經營活動。在此過程中，利益相關者被邀請以問卷形式對各項ESG議題的重要性及相關性進行評分。

我們的主要利益相關者類別及其聯繫方式如下：

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

STAKEHOLDER ENGAGEMENT 利益相關者的參與

利益相關者	參與方式	關注事項
 顧客	- Emails and customer service hotlines - 電郵及客戶服務熱線 - Tenders submitted to customers - 向客戶發出的投標書 - Cooperation agreements with customers - 與客戶簽訂的合作協議 - Website - 官方網站 - Annual and interim reports - 年報及中期報告	- Product quality - 產品質量 - The Group's sustainability strategy - 本集團可持續發展戰略 - Financial and business performance - 財務和業務表現 - Customer relationship management - 客戶關係管理 - Product innovation and research and development - 產品創新研發
 供應商 業務合作夥伴	- Emails and customer service hotlines - 電郵及客戶服務熱線 - Performance assessment - 表現評估 - Annual renewal and update - 年度續約及更新 - Website - 官方網站 - Annual and interim reports - 年報及中期報告	- Continuous cooperation - 持續合作 - Financial and business performance - 財務和業務表現 - Corporate governance - 企業管治 - Occupational health and safety - 職業健康與安全
		

STAKEHOLDER ENGAGEMENT
利益相關者的參與

利益相關者	參與方式	關注事項
 媒體及公眾	• Announcements • 公告 • Annual and interim reports • 年報及中期報告 • Website • 官方網站 • Interviews • 採訪	• Corporate governance • 企業管治 • Legal compliance • 合規合法
 社區	• Community services and activities • 社區服務及活動 • Community investment and fundraising activities • 社區投資及募捐活動 • Website • 官方網站	• The Group's sustainability strategy • 本集團可持續發展戰略 • Community support • 社區支持

STAKEHOLDER ENGAGEMENT 利益相關者的參與

重要性評估

建滔集團與第三方顧問合作，以環境、社會及管治為主題進行重要性評估。過程中，我們基於利益相關者對我們業務的依賴和影響，邀請不同的利益相關者以問卷調查方式對本集團的環境、社會及管治三方面提供意見，當中外部主要利益相關者包括股東、投資者、供應商、業務夥伴及顧客等，而內部主要利益相關者包括僱員及管理層。在進行重要性評估時，利益相關者根據ESG議題對其相關性作出評分，而管理層則根據ESG議題對本集團業務的重要性作出評分。重要性評估的具體工作步驟如下：



Fill out stakeholder identification questionnaires, confirm the relationship between stakeholders and the Group, and identify important stakeholders by the employee in charge of various



STAKEHOLDER ENGAGEMENT

利益相關者的參與

OVERVIEW OF MATERIALITY ASSESSMENT RESULTS

Based on the materiality assessment results, we categorized ESG matters into two categories, i.e. “very important” and “important”. “Very important” matters refer to matters that are closely related to the Group’s operations and have a material impact or pose significant risks. This Report will focus on such relevant matters and required data. “Important” matters refer to those that are relevant to and affected by the Group’s operations. This Report will give an overview of these matters and indicate the role and extent that the Group plays in them to improve transparency. The following are the ESG matters that have changed the most relatively in importance:

重要性評估結果概要

根據重要性評估結果，我們將ESG議題區分為「非常重要」和「較為重要」兩個類別。「非常重要」是指那些對本集團營運密切相關並構成重大影響或風險的議題，我們將會於本報告中重點披露相關事項及所需資料。「較為重要」則指那些與本集團營運相關及受其影響的議題，我們將會於本報告中對該事項作出概括描述，說明本集團在當中所起的作用或受其影響的程度，以提升透明度。以下是相對重要性變化最大的ESG議題：

較於2022年財政年度，重要程度上升的議題：

- # Occupational health and safety
- # 職業健康與安全
- # Anti-corruption training
- # 反貪污培訓
- # Anti-competitive behaviour
- # 反競爭行為
- # Recruitment, promotion and dismissal of employees
- # 員工招聘，晉升及解僱
- # Employee emolument and benefits
- # 員工薪酬和福利

STAKEHOLDER ENGAGEMENT

利益相關者的參與

OVERVIEW OF MATERIALITY ASSESSMENT RESULTS (continued)

重要性評估結果概要(續)

The materiality assessment results are as follows:

重要性評估結果如下：

「非常重要」 議題

- | | |
|--|--|
| • Use of environmental products and services | • Policies to prevent child labour and forced labour |
| • 使用環保產品及服務 | • 防止童工和強迫勞動的政策 |
| • Generation, treatment and/or recycling of hazardous wastes | • Data protection and privacy |
| • 有害廢物的產生、處理和 或回收 | • 資料保護和隱私 |
| • Occupational health and safety | • Anti-competitive behaviour |
| • 職業健康與安全 | • 反競爭行為 |
| • Product quality and safety | • Customer service quality |
| • 產品的品質與安全 | • 客戶服務品質 |
| • Protection of intellectual property | • Energy use (e.g. electricity and fuel consumption) |
| • 智慧財產權保護 | • 能源使用(例如電力和燃料消耗) |
| • Anti-corruption trainings | • Employee training and occupational development |
| • 反貪污培訓 | • 員工培訓和職業發展 |
| • Energy efficiency and implementation plans | |
| • 能源使用效益及實施方案 | |

STAKEHOLDER ENGAGEMENT

利益相關者的參與

OVERVIEW OF MATERIALITY ASSESSMENT RESULTS (continued)

重要性評估結果概要(續)

「較為重要」 議題

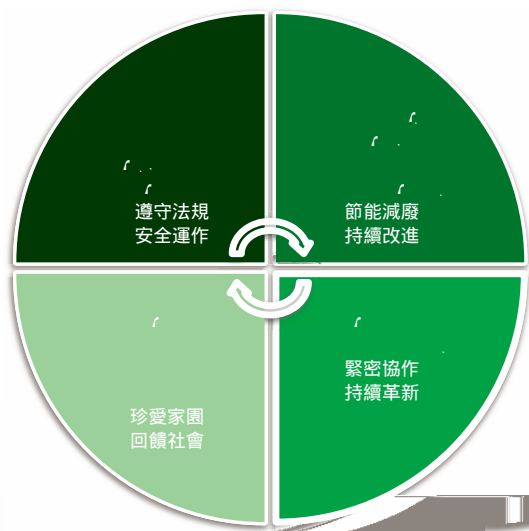
- Environmental and social risk management for supply chain
- 供應鏈的環境和社會風險管理
- Generation, treatment and/or recycling of non-hazardous wastes
- 非有害廢物的產生、處理和 或回收
- Business ethics and fight against corruption, bribery, extortion, fraud and money laundering
- 商業道德及反貪污，賄賂，勒索，欺詐和洗錢
- Advertising and labels
- 廣告和標籤
- Emission targets and implementation plans
- 排放量目標及實施方案
- Recruitment, promotion and dismissal of employees
- 員工招聘，晉升及解僱
- Air pollutant emissions (e.g. from plants or motor vehicles)
- 空氣污染物排放(例如：工廠、汽車排放)
- Wastewater discharge
- 廢水排放
- Employee emolument and benefits
- 員工薪酬和福利
- Communication with employees (e.g. labour relations and freedom of association)
- 與員工溝通(如勞資關係，勞工結社自由等)
- Impact on biodiversity
- 生物多樣性的影響
- Workforce diversity, equal opportunity and anti-discrimination
- 勞動力多元化，平等機會和反歧視
- Participating or organising local community events
- 參與或籌辦當地社區活動

ENVIRONMENTAL PROTECTION

環境保護

Currently, all companies across the globe are facing increasingly severe environmental management challenges. As a listed business that values and advocates sustainable development, the Group unswervingly pursues breakthroughs in setting itself on a green path and strives to implement eco-friendly operational objectives of “High Efficiency, Low Emissions, Less Pollution, and More Recycling”. During FY2024, the Group remained committed to implementing the operation idea of seeking efficiency while protecting the environment and integrating the thought of environmental management into its daily operations, in hopes of making due contribution to environmental care and social development. While ensuring high-quality daily production, the Group encourages the management and internal employees to actively explore the possibility of reducing emissions and energy consumption, improves the environmental awareness of its employees and external suppliers, meets the requirements of customers and communities, so as to achieve harmonious coexistence. Looking forward, the Group will continue to work closely with various parties and endeavour to innovate while strictly complying with international and national environmental standards. With a focus on emerging technology and management measures in production and operation, the Group expects to improve efficiency while minimising the impact of energy consumption and environmental pollution. In the meantime, we have set out our environmental policy in the environmental manual of the Group: compliance with laws and regulations, pollution prevention, rational planning, scientific presence, total employee involvement, awareness raising, energy conservation and emission reduction, cleaner production, environmental protection, and continuous improvement. In accordance with our environmental policy, we have established the *Annual Environmental Objectives, Targets and Management Programme* and review the operation of the programme annually.

現時，世界各地的企業正面臨日益嚴峻的環境管理挑戰。作為一家重視並倡導可持續發展的上市企業，本集團始終堅定不移地在綠色發展道路上尋求突破，努力實踐「高效率、低排放、少污染、多回收」的環保營運目標。於2024年財政年度期間，本集團繼續致力於貫徹效益與環保兼具的營運理念，在日常業務中融入環境管理思維，希冀對環境保護與社會發展作出力所能及的貢獻。在保證高質量日常生產作業的同時，本集團鼓勵管理層及內部員工積極探討降低各類排放物及能源消耗的可能性，提高內部員工及外部供應商的環保意識水準，滿足顧客和社區的要求，和諧共存。在未來，本集團將繼續與各方緊密協作，在嚴格遵從國際及國家的環保標準的同時努力革新，將目光聚焦生產及營運方面的新興技術與管理措施，在提高生產效率的同時將能源消耗和環境污染的影響減至最低。同時，在本集團環境手冊中我們制定了環境方針：遵守法規，預防污染，合理規劃，科學佈局，全員參與，提升意識，節能減排，清潔生產，保護環境，持續改善。根據環境方針公司制定了《年度環境目標、指標和管理方案》，並每年檢討方案的運行情況。



ENVIRONMENTAL PROTECTION

環境保護

The Group pays close attention to regulations and measures relating to environmental protection and strictly abides by related internal management policies to ensure its compliance with laws and regulations. The Group was not aware of any material non-compliance with environmental laws or regulations during FY2024. The emission of carbon in the Group's operations originates primarily from its energy consumption. We use utility power and natural gas as the main energy sources to keep plants running and reduce harmful emissions. The Group generated a total of 3,656,892.3 tonnes of carbon dioxide equivalents (CO₂e) in FY2024, representing an overall upward trend from FY2023.

本集團密切關注環境保護相關的條例及措施，嚴格遵守內部有關環保的管理制度，以確保其符合法律及法規。於2024年財政年度期間，我們並無發現與環境有關的法律及法規的重大違規事宜。本集團的碳排放主要來自於能源使用。我們以市電、天然氣作為主要能源以維持工廠的運作，減少有害的廢氣量。本集團於2024年財政年度總共產生了3,656,892.3噸二氧化碳當量(CO₂e)，較2023年財政年度呈總體上升趨勢。

DISCHARGE AND EMISSION MANAGEMENT

The Group encourages its plants to take strict compliance with national and local laws and regulations as their work objectives, set up environmental protection task forces and safety and environmental protection departments, identify national and local government pollutant emission standards in a timely manner, and formulate and implement the Group's environmental protection strategy. The environmental protection task force and safety and environmental protection department define the environmental objectives and coordinate their environmental initiatives, supervise the implementation of targets in discharge and emission reduction through the relevant environmental review mechanism, so as to jointly explore the possibility of future environmental rectification plans.

排放物管理

本集團鼓勵旗下各工廠以嚴格遵守國家和地方法律法規要求作為工作目標，成立環保專責小組及安全環保部門，及時識別國家及地方政府污染物排放的標準，制定並落實本集團的環保策略。環保專責小組及安全環保部門為各業務單位設立環保目標並協調環保工作，通過相應環境審查機制監督減排目標的實施程度，共同探討未來的環保整改計劃的可能性。

ENVIRONMENTAL PROTECTION

環境保護

排放戊守罩戌药署溥式悝''' 救 瓦更

ENVIRONMENTAL PROTECTION 環境保護

AIR POLLUTANT EMISSIONS (continued)

Emission reduction equipment

During FY2024, the Group put into use a series of emission reduction equipment and technologies:

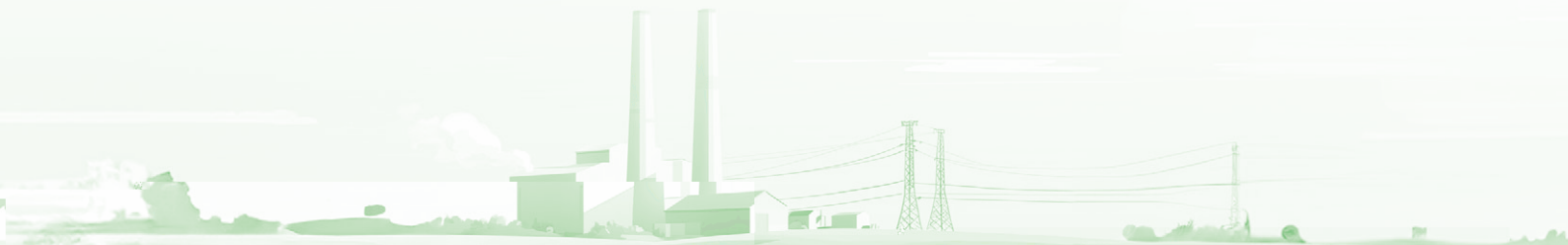
- In 2024, Hebei Kingboard operated carbon capture equipment to reduce emissions, reducing emission of NOx by about 3.23 tonnes and emission of sulphur dioxide by about 3.56 tonnes compared with the previous year.
- In 2024, Glory Faith Electronic (Suzhou) Co., Ltd. ("Glory Faith Electronic (Suzhou)") increased the maintenance frequency of ammonia-related waste gas towers from once every six months to once every quarter. At the same time, the Raschig rings and nozzles of the ammonia spray tower packing were replaced, and the spray water was replaced from 2 times/month to 4 times/month. In this way, ammonia emissions were reduced by about 1.02 tonnes compared with the previous year.
- The Group continued to improve production processes by installing variable frequency energy-saving boards and air valve solutions on the air suction motors of weaving machines, and optimizing the sizing process to reduce steam consumption, in order to enhance resource efficiency.
- The Group continued using new incinerators for efficient combustion of waste gases with natural gas used as the energy source. This year, subsidiaries such as Nippon (Buoluo) Electronics Co., Ltd. ("Nippon (Buoluo)"), Kingboard Laminates (Shaoguan) Co., Ltd. ("Kingboard Laminates (Shaoguan)"), and Kingboard Laminates (Kunshan) Co., Ltd. ("Kingboard Laminates (Kunshan)") further adopted cleaner natural gas energy to replace diesel to reduce emissions and pollution.
- The Group continued using cooling system, with significant results achieved in cooling storage and waste heat recovery of gas furnaces and incinerators. Cooling storage reduced the number of pumps turned on and allowed the full recovery and utilisation of waste heat from waste gases, which reduced energy consumption of plants.

空氣污染物排放(續)

減排設備

本集團於2024年財政年度間投入使用了一系列減低排放量的設備及技術：

- 於2024年河北建滔開始運行碳捕集裝置進行減排，較上年度減少氮氧化物排放約3.23噸及二氧化硫排放約3.56噸。
- 於2024年揚宣電子(蘇州)有限公司(「揚宣電子(蘇州)」)增加涉氨廢氣塔保養頻率，由半年1次改為每季度1次。同時對氨噴淋塔填料拉西環及噴頭進行更換，噴淋水由原來2次/月更換改為4次/月。以此將氨排放量較上年減少約1.02噸。
- 持續改進生產工藝，在織布機吸風電機上安裝變頻節能板與節氣箱方案、優化整漿工藝節省蒸汽用量，來提升資源效益。
- 繼續採用新的燃燒爐進行廢氣的有效焚燒，改用天然氣做能源。東陽(博羅)電子有限公司(「東陽(博羅)」)，建滔積層板(韶關)有限公司(「建滔積層板(韶關)」)，建滔積層板(昆山)有限公司(「建滔積層板(昆山)」)等子公司於本年度進一步採用更清潔的天然氣能源替代柴油，以此減少排放及污染。
- 繼續採用冷卻系統，冷卻蓄冷改造以及氣爐與焚燒爐餘熱回收改造，取得了顯著的效果。分別到達了利用蓄冷，較少泵開機的數量和充分回收利用廢氣的餘熱，減少工廠能源的消耗的效果。



ENVIRONMENTAL PROTECTION

環境保護

AIR POLLUTANT EMISSIONS (continued)

Emission reduction policy (continued)

Types of emissions and respective emissions data for FY2024 and FY2023 are compared as follows:

空氣污染物排放(續)

減排政策(續)

2024年財政年度與2023年財政年度排放物種類及相關排放數據比較如下：

主要大氣排放物及污水(噸)	202 財政年度 ^{註1}				FY2023 ^{Note 2} 2023財政年度 ^{註2} Total 總量
	覆銅面板	印刷線路板	化工產品	總量	
Nitrogen oxides (NO _x)	21.2	1.1%	0.1%	2.2%	400.2
Particles	2.2	1.2	1.0	4.4	67.0
Sulphur dioxide (SO ₂)	0.2	0.02	22.0	22.2	60.0
Sulphuric acid mist ^{註4}	3.5	20.1		23.6%	24.7
Fluoride ^{Note 4} (as F)	0.1	1.2	0.1	1.3	1.2
Ammonia	0.00	12.1	1.1	13.2	40.9
Processed wastewater	2,121.1	10,202.2	1,100.0	13,423.3	13,972,174.0
Chemical oxygen demand	1.1	2.1	12.1	15.3	452.8
Volatile organic compounds (VOCs)	1.1	10.1	2.1	13.3	336.0

(噸)	202 財政年度 ^{註1}		FY2023 2023財政年度
	直接(範圍1)排放 人均密度	間接(範圍2)排放 人均密度	
Direct (scope 1) emissions	1,202.1		1,266,779.5
Per capita intensity	0.0		37.8
Indirect (scope 2) emissions	2,100.1		2,196,959.9
Per capita intensity	0.1		65.5

Note 1: The FY2024 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.

註1：2024年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

Note 2: The FY2023 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.

註2：2023年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

Note 3: As this business segment did not generate such emissions during the reporting period, the relevant disclosures do not apply to this business segment.

註3：該業務板塊於報告期間並沒有產生此類排放物，因此相關披露並不適用於該業務板塊。

ENVIRONMENTAL PROTECTION 環境保護

AIR POLLUTANT EMISSIONS (continued)

Emission reduction policy (continued)

Note 4: In FY2024, the Group continued to use new monitoring points and updated detection means to disclose data in a larger statistical scope and in a more accurate manner.

Note 5: Carbon emissions above are calculated with reference to the *Greenhouse Gas Protocol* published by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), *Greenhouse gas reporting – Conversion factors 2024* published by the Department for Business, Energy & Industrial Strategy of the United Kingdom Government, *Baseline Emission Factors for Regional Power Grids in China in 2023 Based on Emission Reduction Projects* (2023 年度減排項目中國區域電網基準線排放因數) published by National Development and Reform Commission of China, the Hong Kong Stock Exchange *Reporting Emission Sources and Sinks Guidance on Environmental KPIs*, and *A Study of CO₂ Emission Sources and Sinks in Thailand* published by Geophysics Research Centre and Centre for the study of Earth System Environment and Adaptation for Sustainability.

WASTEWATER DISCHARGE

The Group is very concerned about the environmental impact of wastewater generated during the production process, so policies and operational instructions concerning wastewater discharge have been put in place. For example, in terms of experts and human resources, the Group has set up a power engineering department to supervise the implementation of the above policies to ensure the smooth implementation of waste water management measures. We have adopted a management mechanism based on the principle of accountability for employees to supervise the work progress relating to sewage treatment facilities and sewage pipelines. While improving on-site management, we work to effectively avoid the problem of substandard drainage caused by facility failure. Meanwhile, the Group assigned special personnel to inspect the sewage treatment pipelines and other facilities inside and outside the plant every two hours to ensure the normal operation of various equipment and prevent leakage and other accidents.

空氣污染物排放(續)

減排政策(續)

註4：2024年本集團繼續使用新增監測點位以及檢測手段的更新，以更大的統計範圍以及更精準的方式披露此數據。

註5：上述碳排放之計算參照世界企業永續發展協會(WBCSD)與世界資源研究院(WRI)出版之《溫室氣體盤查議定書》，Department for Business, Energy & Industrial Strategy of the United Kingdom Government 之《Greenhouse gas reporting – Conversion factors 2024》、中國國家發展改革委員會公佈之《2023年度減排項目中國區域電網基準線排放因數》及香港聯交所《環境關鍵績效指標匯報指引》、Geophysics Research Center及Center for the study of Earth System Environment and Adaptation for Sustainability之《A Study of CO₂ Emission Sources and Sinks in Thailand》。

廢水排放

本集團十分關注生產過程中產生的污水對環境造成的影響，故針對污水排放制定了一系列政策以及作業指導書。例如，在專家及人力資源方面，為保證內部廢水管理辦法的順利執行，本集團內部設立動力工程部，專門負責監督以上政策執行。針對員工對污水處理設施及下水管線的工作進度監管，我們採取了以問責原則為基礎的管理機制。在提高現場的管理水準的同時，有效避免設施故障引起排水超標問題。本集團同時安排專人每兩小時定期巡查廠房內外污水處理管線等設施，以確保各項設備正常運轉，防止滲漏等意外發生。

ENVIRONMENTAL PROTECTION

環境保護

WASTEWATER DISCHARGE (continued)

The Group also continued to innovate industrial waste water treatment technologies. For example, the Group has installed an online chemical oxygen demand (COD) detector for wastewater. Moreover, the volatile organic compound (VOC) treatment units, which were introduced in stages earlier at various plants, including Dongguan Wanianfu Electronic Co., Ltd., were fully operational in FY2020. The technique allows the direct connection between wastewater pipes to wastewater treatment facilities. After wastewater is treated in wastewater treatment facilities, it directly goes to a local wastewater treatment plant via the corresponding pipes. In addition, we encourage recycling and reuse of industrial wastewater without compromising product quality. For example, we added Phase I acid etching liquid recycling absorption tower to Techwise (Fogang) in FY2025 to minimize the risk of pollution from liquid waste discharge and leakage of hazardous substances via long-distance pipeline transportation. The Group's plants are actively involved in environmental protection projects including concrete filling and flushing ditches with treated industrial wastewater. Such wastewater of satisfactory quality can not only flush industrial facilities such as ditches, but also be recycled and reused in waste gas treatment towers and other operating equipment as a substitute for ordinary water. Such efforts help the plants save water resources. In 2024, Fogang Kingboard Industry Ltd. replaced some of the ion exchange resins in its reverse osmosis membrane and water production equipment, reducing recycled polluted water by approximately 17,459 cubic metres. In 2024, Kingboard (Jiangsu) Chemical Co., Ltd. adopted recycling water measures, reducing wastewater discharge by approximately 29,514 cubic metres.

The Group's sewage vents are equipped with automatic monitoring equipment, which is connected to the local environmental bureau, to prevent any form of water pollution incidents. In the meantime, the Group set up an environmental supervision department, which is responsible for receiving and issuing the latest policies and rules of the local environmental bureau, to ensure that all plants and departments strictly abide by national laws and regulations, so as to minimise pollution on local soil and water sources. Since FY2019, the Group's plants actively updated and upgraded the process and technology of the wastewater treatment system. For example, the Group has been researching and drafting plans since FY2019 and has invested approximately RMB3.52 million in upgrading biochemical sewage treatment systems for the transformation of sewage treatment facilities to enhance the efficiency of sewage treatment. In addition, the Group encourages plants to buy several cooling water reuse systems to reuse water subject to heating and cooling treatment in production lines, thereby solving the environmental pollution problem of waste water and saving water resources. The reinstalled cooling water reuse systems are expected to reuse over 30% of waste water each year. The Group invested RMB61 million in 2022 to start the construction of a new wastewater treatment plant in order to improve the wastewater treatment level.

廢水排放(續)

本集團亦持續針對工業廢水處理技術進行不斷革新。例如，本集團內部已安裝廢水在線化學需氧量(COD)檢測儀。此外，包括東莞萬年富電子有限公司在內的多家工廠於早先分階段引進的揮發性有機化合物(VOC)處理裝置，並在2020年財政年度已全面使用。該技術可令污水管道直通污水處理設施。當污水經污水處理設施處理完成後，經由相應管道直接匯入當地污水處理廠。另外，我們鼓勵在不影響產品質量的情況下，回收工業廢水並進行二次利用。例如，於2025年財政年度於科惠(佛岡)進行新增一期酸性蝕刻廢液再生回用廢棄吸收塔，以減少廢液排放及有害物質的長距離管道輸送洩漏污染風險。本集團工廠積極應用包括混凝土填充等在內的環保工程，使用達到標準的工業排放污水沖洗水溝。在廢水水質良好的情況下，此舉不僅可用來沖洗水溝等工業設施，同時可回收利用在廢氣處理塔等操作設備中，作為普通用水的替代品來使用。此類工程令工廠達到了節約水資源的效果。2024年佛岡建滔實業有限公司更換了反滲透膜及產水設備的部分離子交換樹脂，減少了再生污染水約17,459立方米。2024年建滔(江蘇)化工有限公司採用循環用水措施，減少污水排放約29,514立方米。

本集團的污水排放口設置自動監測設備，與當地環境局聯網，以期杜絕任何形式的水污染事故發生，同時本集團設立有環境監管部門，負責接收並下達當地環境部門的最新政策與規定，確保工廠及各部門嚴格遵守國家法律法規，力求最大限度地避免當地土壤及水源受到污染。於2019年財政年度起，本集團工廠將積極計劃對廢水處理系統進行工藝及技術上的更新與升級。例如，本集團從2019年財政年度起便開始研究並草擬方案，已投資約352萬人民幣升級廢水處理生化系統對廢水處理設備進行改造提升，提高污水處理方面的效能。另外，本集團鼓勵廠房購置多套冷卻水回用系統，將受熱冷卻處理後的水回用到生產線，既解決了廢水的環境污染問題，又可達到節約水資源的目的。重新安置的冷卻水回用系統每年預計可回用廢水30%以上。本集團為了提高廢水處理標準，於2022年投資6,100萬人民幣，啟動新的污水處理廠建設。

ENVIRONMENTAL PROTECTION 環境保護

WASTEWATER DISCHARGE (continued)

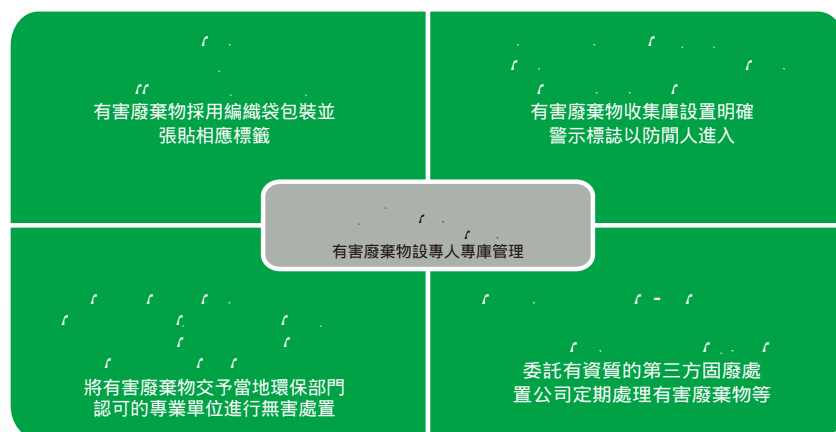
Regarding the domestic wastewater treatment, the Group actively improved the wastewater treatment technology. For instance, we have rectified and upgraded the reclaimed water reuse process, which has increased the amount of wastewater reused and reduced the amount of wastewater discharged. In addition to introduction of new equipment and technological innovations, regulatory departments at plants also check whether employees follow required operating procedures and deliver process and technique training on a regular basis to improve the employees' understanding of wastewater discharge control.

GENERATION, TREATMENT AND RECYCLING OF WASTE

We have developed several waste management measures including the *General Industrial Solid Waste Management Measures* and the *Hazardous Waste Management Measures* to ensure effective management of temporary waste storage. In addition, the Group has asked its plants to keep informed of laws and regulations and other requirements published by local governments as well as actual conditions, and actively and scientifically sort, collect, and store waste within the Group to reasonably reduce the amount of waste generated from operations.

Hazardous wastes

Guided by internal principles of managing hazardous wastes against leaks, rain and loss, the Group stores and disposes of generated hazardous wastes mainly as follows:



廢水排放(續)

針對生活廢水的處理，本集團積極改進廢水處理技術。例如，我們將中水回用工藝進行了整改提升，增加廢水回用量，減少了廢水排放量。除增添設備、技術革新等舉措之外，為了加強員工對廢水排放控制的理解，工廠內的監管部門亦定期視察員工操作的規範性，並定期為員工提供工藝及技術培訓。

廢棄物的產生、處理和回收

為確保廢棄物的暫存管理工作有效實施，我們制定了一系列包括《一般工業固體廢物管理辦法》、《危險廢棄物管理辦法》在內的廢棄物管理措施。除此之外，本集團更要求各工廠緊密追蹤當地政府公佈的法律法規及其他要求和實際情況，積極將本集團內部的廢棄物科學地分類、收集、存放，合理地減低運營過程中的廢棄物產生量。

有害廢棄物

本集團遵循內部制定的「防滲漏、防雨淋、防流失」之有害廢棄物管理原則。針對已產生的有害廢棄物的保管與處理，我們主要實施以下管理控制：

ENVIRONMENTAL PROTECTION 環境保護

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Hazardous wastes (continued)

In addition to properly handling the hazardous waste generated, we are also committed to developing various measures to reduce the amount of hazardous waste generated by our plants:

- Utilise film residue drying process to reduce the total amount of waste photosensitive materials;
- Add an epoxy resin pipeline from the tank farm to the workshop to reduce the amount of waste empty barrels;
- Recycle and reuse reflux resin in the resin workshop to reduce the amount of waste resin;
- Remove the shaft by draining and cutting the waste filter element to reduce the weight of the waste filter element;
- Gradually reduce the use of banned substances, including mercury, according to the EU Restriction of Hazardous Substances Directive (RoHS and REACH);
- Clean and recycle empty ink waste containers generated after the production of PCBs to reduce generation;
- Carry out certain environmental improvements to acidise dry film slags produced after PCBs production, reducing the slags produced by around 23%;
- Build an alkaline etching solution regeneration and copper recovery system to carry out regeneration treatment on the alkaline etching

廢棄物的產生、處理和回收(續)

有害廢棄物(續)

除妥善處理已產生的有害廢物以外，我們更致力於發展各項措施，以減低旗下各工廠有害廢棄物產生量：

- 利用菲林渣用乾處理，減少感光材料廢棄物的總量；
- 增設罐區至車間的環氧樹脂管道，減少廢棄空桶的產生量；
- 樹脂車間回流樹脂採用循環利用，減少廢棄樹脂的產生量；
- 使用廢濾芯淋幹切割處理去除軸，減少廢棄物濾芯的自身重量；
- 逐步減少使用歐盟危害性物質限制指令 (RoHS以及REACH) 中包括汞在內的禁用物質；
- 生產电路板後產生的廢油墨空桶，進行清洗，使其回收利用，減少產生量；
- 採取了一定的環保改進工程，到達了對生產电路板後產生的乾膜渣進行酸化處理，使其產生量減少23%左右；
- 配套並建設鹼性蝕刻液再生及銅回收系統，對鹼性蝕刻液進行再生處理，蝕刻液經提銅並添加部分藥劑後可以回用生產線，減少環境污染；
- 主營生產產品為紙基覆銅面板的工廠，提倡主動向客戶推廣使用無溴無氯元素板材；
- 註冊《關於化學品註冊、評估、許可和限制法案》，並實施安全監控所制定的法令規範；
- 進行廢氣液焚燒綜合利用環保技改提升項目，以有效地減少廢棄物的排放。

ENVIRONMENTAL PROTECTION

環境保護

廢棄物的產生、處理和回收(續)

有害廢棄物(續)

本集團認為改善有害廢棄物生產量需從生產源頭出發，減少各類污染物的產生量。為從根源上避免有害廢棄物的產生，我們將在未來的生產過程中持續學習，不斷追求先進環保工藝，以達到減廢的可持續性發展目標。

無害廢棄物

致力於減低有害廢棄物產生的同時，我們同樣重視對無害廢棄物的管理及處理工作。本集團鼓勵各部門將減低廢棄物的意識融入至生產運營中的方方面面。我們繼續積極推行各項清潔生產方案，致力於從原輔材料、能源替代、技術工藝改造、產品更新換代方面入手，加強員工減廢意識的培養，並制定具有激勵性的措施以減少各類廢棄物的產生。本集團內部的無害廢棄物一般交由環境衛生部門處理。對於生產期間產生的廢鐵、廢鋼、閥門、管道等金屬廢物，本集團派專人收集並將其分類後交予經驗豐富的第三方回收商進行回收再利用。

日常營運中，我們持續鼓勵員工於辦公時利用線上系統舜趁度咨育的焜棋 誼穹苔

ENVIRONMENTAL PROTECTION 環境保護

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

廢棄物的產生、處理和回收(續)

Non-hazardous wastes (continued)

無害廢棄物(續)

		2024 財政年度 ^{註1}				FY2023 ^{Note 2} 2023財政年度 ^{註2} Total 總量
()	廢棄物種類(噸)	覆銅面板	印刷線路板	化工產品	總量	
Waste that might contain an inorganic or organic compound (e.g. oil/water or hydrocarbon/water mixtures or emulsion, dye, coating, and cyanide)	可能含無機或有機成分的廢棄物(如油、水、煙、水混合物或乳化液、染料、塗料、氰化物等)	2.	1,0	%2	1,1	1,052.3
Acidic waste	廢酸	0.	, %0	0.	, %1	5,662.4
Alkali neutralisation	廢堿	0.1	,2	2.2	,2	9,897.50
Tin-stripping wastewater	廢退錫水		,0		,0	4,277.0
Waste mineral oil and mineral oil containing waste	廢礦物油與含礦物油廢物	%,	2.	1.	1 0.1	121.0
Total discharge of major hazardous waste	主要有害廢棄物排放總量		,		,2	89,311.5
Per capita intensity	人均密度				2.	2.7
	主要無害廢棄物					
Domestic waste	生活垃圾	%,	2,201.	1 .0	2,	2,742.4
Paper	紙	, .2	1,0 2.	0.2	1,	1,462.0
Card board	卡板	0.0	%	2.	1, 5	1,028.5
Subplate	墊板	, 0	, , 5		, 0, 1	5,963.6
Carton	紙箱	, 0	1, %		2, 0 0.2	1,054.8
Kraft paper	牛皮紙	1, 5 1.	2, 0 5. %		, %	4,166.8
PE film	PE膜	1 ,	%, ,		,	557.9
Aluminium sheet	鋁片	,	2, %	., %	2, %	2,403.3
Frame plate	框板	,	, , %2	,	, , %2	2,475.1
Total discharge of major non-hazardous waste	主要無害廢棄物排放總量		,		2 %%,	21,854.4
Per capita intensity	人均密度				0.5	0.7

Note 1: The FY2024 data include the data relating to the production of 47 plants, namely 28

註1: 2024年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

註2: 2023年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

註3: 2023年財政年度工廠將苯酚焦油納入有害廢棄物處置，導致數量較2022年財政年度增加。

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS

能源、水資源及包裝物料的使用



The Group is committed to developing industry leading production processes and equipment, continuously exploring the possibility of reducing energy and resource consumption, and establishing reasonable sustainable development goals such as water conservation and energy saving to address global major risks such as climate change. In addition, the Group supervises

本集團致力發展行業先進水準的生產工藝及設備，不斷探索減少能源和資源消耗的可能性，並訂立合理的節水、節電等節能減耗之可持續性發展目標，以應對氣候變化等全球重大風險。此外，本集團監督各工廠於環保法律法規方面的合規工作，鼓勵工廠採取有效措施，達至善用資源、減少浪費及節省能源的環保願景。

能源使用

我們冀望旗下工廠可以將節約能源的環保理念融入日常生產營運事務中。因此，本集團制定了資源使用相關的規章制度，列明在生產及營運過程中使用資源如水、電及燃氣等的規範事項。本集團在2024年財政年度中繼續推廣使用先進低碳技術，並致力將生產設備的耗能轉型至更加清潔與環保的能源類型。各管理層定期進行環境管理方面的會議，以制定合時合理的控制措施。我們鼓勵員工提高節能意識，從日常用電用水、物料循環使用等細節著手，在本集團上下齊心參與之下，最大程度地保護環境，減低生產過程帶來的生態影響。

ENVIRONMENTAL PROTECTION 環境保護

能源、水資源及包裝物料的使用(續)

能源使用(續)

以下為本集團工廠針對節約能源使用所實施的部分環保舉措：

於2024年，本集團於江門建滔電子發展有限公司投入20萬人民幣推動「CEM-1燃燒爐加導熱油換熱器反供壓機」環保項目，節省天然氣18萬立方米，節省72.9萬人民幣。於忠信世紀電子材料(始興)有限公司投入205萬人民幣進行焚燒爐熱回收系統裝置及供熱系統安裝工程，節省天然氣約19萬立方米，節省約76.64萬人民幣。熱能回收類 - 天然氣環保項目於2024年合計節省天然氣約1,522萬立方米，節省約5,779萬人民幣。

於2024年，本集團於東陽博羅，建業科技電子(惠州)有限公司(「惠州建業」)，河北建滔，揚宣電子(蘇州)及依利安達(泰國)有限公司投入1,282萬人民幣建設熱能回收類 - 電量環保工程，並於2024年度節省電量1,759萬千瓦時，節省1,304萬人民幣。熱能回收類 - 電量環保項目於2024年合計節省電量約3,148萬千瓦時，節省2,227萬人民幣。

於2024年，本集團於惠州忠信化工有限公司，建滔(佛岡)絕緣材料有限公司，實友化工(揚州)有限公司及高密建滔化工有限公司投入1,110萬人民幣，推進熱能回收類 - 蒸汽環保工程，當年節省蒸汽107,086噸，節省1,977萬人民幣。熱能回收類 - 蒸汽環保項目於2024年合計節省蒸汽約436,363

ENVIRONMENTAL PROTECTION

環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Energy (continued)

- Require the production facilities within the plants to operate in accordance with relevant environmental rules and regulations, implement enterprise resource planning ("ERP") systems at all plants and offices to reasonably facilitate the centralised administration and allocation of all resources, and identify opportunities when necessary to improve the manufacturing processes, materials, production equipment and recycling technologies relating to our products.
- The plant management holds regular meetings every year to formulate corresponding plans to increase revenue and reduce expenditure, so as to encourage the production departments to reduce energy consumption without affecting the quality of products, and to establish a performance evaluation system based on the results of innovation and transformation and give corresponding rewards.
- Establish energy-saving plans and targets, with the production and operation departments carrying out monthly performance evaluation on water consumption and electricity consumption, and making statistical analysis on the energy consumed in the plants on a daily basis.
- Put up various environmental protection slogan signs in the public areas, such as workshops, to encourage and urge employees to raise environmental protection awareness and remind them to save electricity and water on a daily basis, and conduct special training on resource conservation and other aspects regularly for workshop supervisors, so as to communicate to all employees about the environmental protection requirements for implementation.
- The Group constructed distributed photovoltaic power stations in multiple plants where electricity was utilized thereby reducing electricity consumption and lowering carbon emissions. As of 31 December 2024, the cumulative investment amounted to approximately HK\$900 million. It is estimated that the power stations could generate 200 million kWh of green electricity per year, equivalent to annual energy saving of 54,000 tonnes of standard coal, reducing carbon dioxide emissions by 120,000 tonnes, and saving HK\$180

能源、水資源及包裝物料的使用(續)

能源使用(續)

- 要求工廠內部生產設施按照相關環境規則及規例進行運作，並於工廠和辦公室等設施內實施企業資源規劃(ERP)系統，對資源進行合理的統一管理和調配，適時識別機會改善產品的製作流程、材料、生產設備及再循環技術。
- 工廠管理層每年例行舉行會議，制定相應的開源節流計劃，以鼓勵生產部門在不影響產品質量的情況下降低能耗，並根據創新改造之成果建立績效評估制度，給予相應獎勵。
- 訂立節能計劃及指標，由生產營運部門執行每月水耗和電耗的績效考核，每日對廠內使用的能源數據進行統計分析。
- 在公共區域，如車間懸掛各類環境保護語錄標牌，用於鼓勵督促員工提高環保意識，提醒員工日常節省用電及用水，定期對車間主管進行節約資源使用等方面的特殊培訓，以便於傳達各員工遵照執行環保要求。
- 本集團於旗下多間工廠建設分佈式太陽能光伏發電站，並供給廠區消納，減少用電以降低碳排放。截至2024年12月31日，已累計投資約9億港元。預計每年度可生產2億千瓦時綠色電力，相當於節省能量5.4萬噸標準煤，可減少12萬噸二氧化碳排放，按市價計電費開支可節省1.8億港元。
- 於2024年建滔積層板韶關改用天然氣燃燒機並完成技術改造，使用焚燒爐熱回收設備系統裝置，利用天然氣反供熱，減少柴油消耗42.39噸及天然氣消耗約1,180,333立方米每年。建滔積層板(昆山)亦改造焚燒爐並使用天然氣代替柴油，減少柴油消耗約542.93噸每年。
- 於2024年東強(連州)銅箔有限公司及建滔(連州)銅箔有限公司升級工藝以減少煤炭使用量，分別於本年度減少煤炭用量約334噸及453噸。

ENVIRONMENTAL PROTECTION

環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Energy (continued)

- Replace the lighting within the plants from high-voltage sodium lamps to energy-saving lamps and LED lighting lamps. Replace the street lamps with solar panels in the living areas of the plants to reduce carbon emissions.
- Add a frequency converter to the motor to adjust the running frequency of the motor in time, saving approximately 250,000 kWh of electricity every year.

Consumption of Water

The Group's plants are located in different cities and are dedicated to the development and manufacturing of products in different sectors. Therefore, we encourage plants to scientifically and rationally formulate internal management measures for water conservation and recycling according to their own needs and local conditions.

In our daily operation, we regularly make statistical analysis on the water consumption in the plants. According to the requirements of the production lines for water, we advocate replacing tap water used in the original process with river water to reduce water consumption from industrial production when appropriate. During FY2024, several plants reduced tap water consumption by recycling air conditioning condensate, adopting flow metre controls for water used in production processes, using multi-stage overflow cleaning, and collecting concentrated (non-contaminating) water from deionized water equipment for use in on-site restrooms. In 2024, Yangzhou Elec&Eltek Electronic Co., Ltd. adopted water-saving measures such as recycled water reuse, which can reduce annual water consumption by approximately 167,617.15 tonnes. In addition, on the basis of production needs, we will consider investment in water recycling and environmental protection projects, such as repairing cooling towers with recycling water for heat exchange, in order to make more rational and more rigorous use of water resources.

Consumption of Packaging Materials

In the daily production process, the Group advocates the employees to reasonably plan the use of raw materials. Under the premise that quality and product safety are ensured, the Group encourages the production department to properly plan the use of raw materials and packaging materials, so as to improve the economic and environmental benefits to the greatest extent while effectively reducing the cost of production and packaging materials.

To implement the Group's operational goal for environmental protection – "Less Pollution and More Recycling", its plants conduct regular investigations and diagnoses of their own operation processes and tailor-make appropriate plans to reduce the use of packaging materials. For example, the Group's plants have developed a way to replace carton packaging with iron frames, which can effectively reduce paper waste as the iron frames can be recycled and reused. In addition, the plant also adopts the strategy of recycling foam plastics, classifying and recycling the foam plastics used in the packaging and storage process for later use, thus yielding double benefits of saving the cost while reducing the packaging waste.

能源、水資源及包裝物料的使用(續)

能源使用(續)

- 廠區照明由高壓鈉燈更換為節能燈及LED照明燈。工廠將生活區路燈改造為太陽能電板，以降低碳排放。
- 對電機增加變頻器，能及時調整電機運行頻率，每年約節約電量25萬千瓦時。

用水資源

本集團旗下工廠坐落於不同的城市，並致力於不同板塊產品之開發及製造，因此我們鼓勵工廠內部根據各自需要，因地制宜，科學合理地制定節約用水及循環利用的內部管理措施。

日常營運中，我們定期對工廠內部的用水數據進行統計分析。根據生產線用水要求，我們提倡在適當的情況之下，將原工藝中使用的自來水替換成江水，以減低工業生產過程中所需的用水量。2024年財政年度期間，多個工廠通過回收空調冷凝水、生產工序用水採用流量計控制，採用多級溢流清洗、將DI水設備的濃水(沒有污染性)收集起來用到廠區洗手間等措施減少自來水的使用量。揚州依利安達電子有限公司於2024年採用中水回用等節水措施，可減少年用水量約167,617.15噸。另外，根據生產需要，我們未來考慮陸續投資例如修復交換循環水冷卻塔等循環用水的環保項目，以期更合理和更嚴謹地善用水資源。

包裝使用

本集團於日常生產過程中倡導職員合理規劃原材料使用量，在保證質量及產品安全的情況下，鼓勵生產部門適當規劃原材料及包裝物料使用量，盡可能提高經濟與環保效益的同時，也可有效降低生產及包裝物料之成本。

為實踐本集團「少污染、多回收」的環保營運目標，旗下工廠對自身的營運過程進行定期的調查與診斷，並量身制定合適的減少包裝使用的方案。例如，本集團工廠研究出使用鐵架替代紙箱包裝的方式，由於鐵架可循環使用，此舉有效減少紙皮固廢。此外，工廠亦採用泡沫塑料回收利用的策略，將包裝、存放過程中需要使用到的泡沫塑料進行分類回收備用，在減少包裝浪費的同時節約了成本，一舉兩得。

ENVIRONMENTAL PROTECTION

環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

能源、水資源及包裝物料的使用(續)

Data on types and amount of energy consumption for FY2024 and FY2023 is compared as follows:

2024年財政年度與2023年財政年度能源使用種類及耗量比較如下：

資源種類	2024 財政年度 ^{註1}				FY2023 ^{Note 2}
	覆銅面板	印刷線路板	化工產品	總數	2023 財政年度 ^{註2}
Utility power (kWh)	1,000,000	1,010,000	2,120,000	20,100,000	4,298,944,721.8
Coal (tonne)	1,000	1,000	1,000	1,000	442,676.6
Diesel oil (tonne)	2	2	2	2	1,761.8
Natural gas (cubic metre)	100,000	2,200	10,000	102,000	98,248,700.5
Water (cubic metre)	1,100	11,000	2,000	2,110	23,587,981.9
Carbon emission (tCO ₂ e) ^{Note 4}	5,000	5,100	2,200	2,200	3,472,655.7

Note 1: The FY2024 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.

註1：2024年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

Note 2: The FY2023 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.

註2：2023年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

Note 3: As this business segment did not generate such energy use during the reporting period, the relevant disclosures do not apply to this business segment.

註3：該業務板塊於報告期間並沒有產生此類能源使用，因此相關披露並不適用於該業務板塊。

Note 4: Carbon emissions above are calculated with reference to the *Greenhouse Gas Protocol* published by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), *Greenhouse gas reporting – Conversion factors 2024* published by the Department for Business, Energy & Industrial Strategy of the United Kingdom Government, *Baseline Emission Factors for Regional Power Grids in China in 2023 Based on Emission Reduction Projects* (2023 度減排項目中國區域電網基準線排放因數) published by National Development and Reform Commission of China, the Hong Kong Stock Exchange Reporting *Emission Sources and Sinks Guidance on Environmental KPIs*, and *A Study of CO₂ Emission Sources and Sinks in Thailand* published by Geophysics Research Centre and Centre for the study of Earth System Environment and Adaptation for Sustainability.

註4：上述碳排放之計算參照世界企業永續發展協會(WBCSD)與世界資源研究院(WRI)出版之《溫室氣體盤查議定書》，Department for Business, Energy & Industrial Strategy of the United Kingdom Government 之《Greenhouse gas reporting – Conversion factors 2024》、中國國家發展改革委員會公佈之《2023年度減排項目中國區域電網基準線排放因數》及香港聯交所《環境關鍵績效指標匯報指引》、Geophysics Research Center及Center for the study of Earth System Environment and Adaptation for Sustainability之《A Study of CO₂ Emission Sources and Sinks in Thailand》。

ENVIRONMENTAL PROTECTION
環境保護

能源、水資源及包裝物料的使用(續)

2024年財政年度與2023年財政年度能源使用及用水密度比較如下：

資源種類	覆銅面板 ^{註1}		Unit 單位	印刷線路板 ^{註1}		Unit 單位	化工產品 ^{註1}		Unit 單位
	202 202 財政年度	FY2023 ^{Note 2} 2023財政年度 ^{註2}		202 202 財政年度	FY2023 ^{Note 2} 2023財政年度 ^{註2}		202 202 財政年度	FY2023 ^{Note 2} 2023財政年度 ^{註2}	
Utility power									



ENVIRONMENTAL PROTECTION
環境保護

CONSUMPTION OF ENERGY, WATER AND
PACKAGING MATERIALS (continued)

能源、水資源及包裝物料的使用(續)

Data on the consumption of packaging materials for FY2024 and FY2023 is compared as follows:

2024年財政年度與2023年財政年度包裝材料使用量比較如下：

		2024 ¹ 2024 財政年度 ^{註1}				FY2023 ^{Note 2} 2023財政年度 ^{註2} Total 總數
包裝材料種類 (噸)	包裝材料種類 (噸)	覆銅面板	印刷線路板	化工產品	總數	
Carton	紙箱	2,20.	2,00.	不適用 ^{註3}	4,20.	4,019.2
Blister	吸塑		0.2	不適用 ^{註3}	0.2	243.2
Plastic wrap	保鮮膜包裝		1.	不適用 ^{註3}	0.0%	758.5
Card board	卡板	2.	22.1	0.0	24.1	6,332.9
Drench membrane paper	淋膜紙	1,100		不適用 ^{註3}	1,100	1,936.0

Note 1: The FY2024 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.

Note 2: The FY2023 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.

Note 3: As this business segment did not involve the use of packaging materials during the reporting period, the relevant disclosures do not apply to this business segment.

註1：2024年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

註2：2023年財政年度數據範圍包括與覆銅面板28家、印刷線路板10家、化工產品9家，總共47家工廠的生產有關之數據。

註3：該業務板塊於報告期間並沒有產生此類包裝材料使用，因此相關披露並不適用於該業務板塊。



ENVIRONMENTAL PROTECTION

環境保護

OTHER ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE

The Group's plants have implemented professional certifications such as ISO 14001 management system and EU Restriction of Hazardous Substances (RoHS)¹ Directive. We have set up a dedicated environmental protection team in-house to regularly assess the source of emissions, manage and dispose of waste water, waste gas and wastes discharged in the production process at the source, and develop the source emission reduction plan to reduce the harm to the environment. Meanwhile, we proactively seek every opportunity to recycle and reclaim waste gases, wastewater and solid wastes and improve equipment and procedures for handling emissions and discharges to ensure the adequacy and effectiveness of environmental protection. We also lay emphasis on the handling of emergencies upon the occurrence of environmental risks. The Group's plants have hired third-party professional companies to prepare environmental emergency plans based on risks and conditions that will occur during production. With such a plan in hand, an environmental emergency response team headed by the General Manager of a plant will be set up and file relevant cases with the local environmental protection bureau. In addition, the Group has implemented the third-party certification for environmental management system, and the environmental system of the Group is monitored by SGS annually in order to continuously maintain the implementation of the Group's environmental system. The Group prepares the *Emergency Plan for Environmental Emergencies* in accordance with the relevant national laws and regulations and files it with the Environmental Protection Bureau, and holds regular emergency drills for environmental plans every year and submits the photo data to the Environmental Protection Bureau for monitoring. It accepts second-party audits on its environmental system conducted by clients. The implementation of the Group's environmental system is promoted through the Group's total environmental system audits, second-party customer audits, environmental audits by third-party certification bodies, and inspections by government regulatory authorities.

其他環境影響及氣候變化

本集團的工廠於內部實施ISO 14001管理體系、歐盟危害性物質限制指令(RoHS)¹等專業認證。我們於內部組建專職環保隊伍，定期評估排放源頭，從源頭對生產過程中排放的廢水、廢氣及廢棄物進行管理處置，研究源頭減排的方案，減少對環境的危害。於此同時，積極尋求將廢氣、污水及廢棄物回收再利用與資源化的機會，並改善處理排放物的設備及程序，以確保環境保護工作的充分性及有效性。我們亦重視環境風險發生後的應急工作。本集團工廠委託了第三方專業公司根據工廠實際生產會出現的風險及情況編製突發環境應急預案，在此預案的基礎上設立以工廠總經理為首的環境應急小組，並於當地環保局備案相關事件。另外，本集團通過推行環境管理體系的第三方認證，由SGS每年對本集團的環境體系進行監控，以持續保持落實本集團的環境體系；本集團按國家相關法律法規要求編製《突發環境事件應急預案》並在環保局備案，每年定期舉行環境預案應急演練圖片資料提交到環保局接受監控；接受客戶進行的第二方環境體系審核；通過本集團內總環境體系審核，第二方客戶審核，第三方認證機構的環境審核以及政府監管部門的檢查等推進落實公司的環境體系。

¹ The Restriction of Hazardous Substances Directive 2002/95/EC (RoHS) is an environmental directive (but not a law) that was adopted by the European Union in February 2003 and came into force on 1 July 2006, mainly for product composition and engineering process standards in manufacturing.

¹ 有害物質限用指令(英語: Restriction of Hazardous Substances Directive 2002/95/EC, 縮寫RoHS)是歐洲聯盟在2003年2月所通過的一項環保指令(但並非法律), 定於2006年7月1日起生效, 主要針對產品成分及在製造上的工程製程標準。



ENVIRONMENTAL PROTECTION
環境保護



ENVIRONMENTAL PROTECTION 環境保護

其他環境影響及氣候變化(續)

本集團致力於提高品質管理、環境保護和汽車行業方面的專業能力和管理水準。同時本集團在可持續發展方面的承諾和努力，有助於提高本集團在環境、社會和治理方面的評級和可持續性表現。

此外，本集團也十分重視國家的「雙碳」政策，我們積極制定符合「碳達峰、碳中和」的戰略和實施長期碳減排目標來減少碳足跡來適應和減輕氣候變化對本集團的影響，從而加強其對氣候變化的抵禦能力。氣候變化帶來的風險主要包括極端天氣如強颱風、暴雨和水浸的突發情況並有機會影響工廠窯爐能源動力的供應。為確保對窯爐的能源動力供應有充分的安永，我們已開始與供應商合作，以確保能源供應的穩定性。此外，我們還將繼續關注氣候變化的最新發展，並根據需要調整我們的戰略和目標。



EMPLO MENT 僱傭

We always stick to the idea of “Putting People First” and adhere to the employment concept of “Integrity, Positivity, Innovation, and Collaboration”, and keep our social responsibilities in mind while doing business. We believe that attracting and retaining talents is the key to the sustainable development of our business. With a focus on the career development and physical and mental health of our employees, we are committed to maintaining a quality workplace that values good character, diversity, cooperation and communication. We are convinced that the diverse background of leaders and employees can help improve the Group’s decision-making ability and flexibility. To this end, we provide competitive remuneration and benefits and promote a series of measures to facilitate employee diversity and equal opportunities in all respects. The Board of the Group has adopted the board diversity policy in accordance with the *Corporate Governance Code* revised by Hong Kong Stock Exchange. The composition of the Board contains several elements, including but not limited to age, cultural and educational background, professional experience, skills, and knowledge, with an aim to diversify the Board.

EMPLOYMENT POLICY

Kingboard Holdings conducts internal audit annually to ensure compliance with laws and regulations governing employment. During FY2024, the Group was not aware of any material breaches of applicable laws and regulations pertaining to employment that had a significant impact on the Group, including but not limited to the *Labour Law* (中華人民共和國勞動法), the *Provisions on the Prohibition of Using Child Labour* (禁止使用童工規定), the *Law on the Protection of Rights and Interests of Women* (中華人民共和國婦女權益保障法), the *Law on the Protection of Minors* (中華人民共和國未成年人保護法), the *Trade Union Law* (中華人民共和國工會法), and the *Social Insurance Law of the People’s Republic of China* (中華人民共和國社會保險法),



EMPLOYMENT 僱傭

EMPLOYMENT POLICY (continued)

We believe that recruiting talent is crucial to the development of a company. Under our recruitment policy, we seek open recruitment and equal competition and look for people who are capable, moral, innovative and proactive team players. All applicants must undergo a formal and objective assessment to determine whether they have the aptitude and ability to meet the requirements of the Group's business development. At the same time, we have also developed stringent procedures for examination and approval to ensure fairness of the recruitment process.

At the end of each year, the Group will make recruitment plans and budgets for the following year based on its actual circumstances. For instance, we recruit front-line employees and technical and managerial employees through the following recruitment channels.

- I. Establish a recommendation reward mechanism to encourage employees to recommend people to join the Group;
- II. Arrange for the recruitment of front-line employees in remote mountainous areas;
- III. Recruitment websites or job fairs;
- IV. Contact an agency or vocational school for job recommendations.

During the Reporting Period, the Group had 33,332 employees in total. In FY2024, a total of 17,399 employees left the Group, with a year-on-year decline in employee turnover rate. In addition, the turnover rate varies with regions. We have implemented a mentorship programme, interdepartmental exchanges and skills and leadership training, among others, in order to ensure a steady average turnover rate. Besides, we develop the *Application for Recruitment* as our recruitment plan in January each year in preparation for employee turnover around the Chinese New Year.

僱傭政策(續)

我們相信優秀人才的錄用對企業發展至關重要。我們的招聘政策以公開招聘、平等競爭，以招聘德才兼備，積極及團隊精神為錄用人才的基本準則，所有應徵者需經客觀正規的入職考核以評估其能力能否滿足本集團發展的要求。同時，我們亦制定了嚴格的審批程序以確保整個招聘流程的公平性。

本集團每年底根據公司實際情況制定下一年度招聘計劃及相關預算。例如：通過以下招聘管道招募一線員工及技術、管理人員。

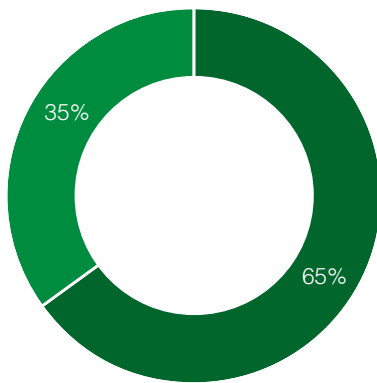
- 一、設立推薦獎機制，鼓勵公司內員工推薦人員入職；
- 二、安排邊遠山區招募一線員工；
- 三、通過招聘網站或招聘會；
- 四、聯絡仲介公司或職業技術學校推薦入職。

報告期間，本集團共有33,332名員工，2024年財政年度離職僱員總數為17,399人，對比2023年離職率有所下降，另外，不同的地區的離職率會因地域而異，為了保持相對安穩的平均離職率，我們實施了導師計劃、部門之間的交流、技能與領導力培訓等。另外，我們會在每年1月份制定《人員招聘儲備申請》作為招聘計劃，為春節前後人員流失較大時做好人員儲備。



EMPLO MENT
僱傭

僱傭政策(續)

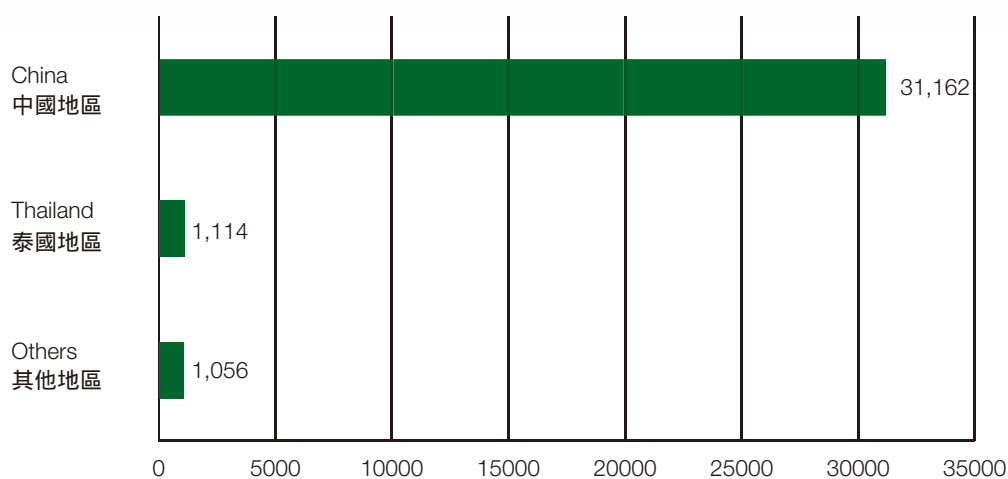


EMPLOYMENT 僱傭

EMPLOYMENT POLICY (continued)

僱傭政策(續)

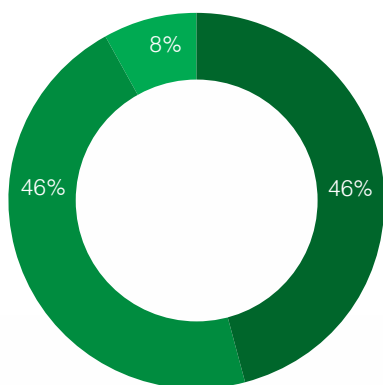
各地區僱傭員工人數



離職率的構成

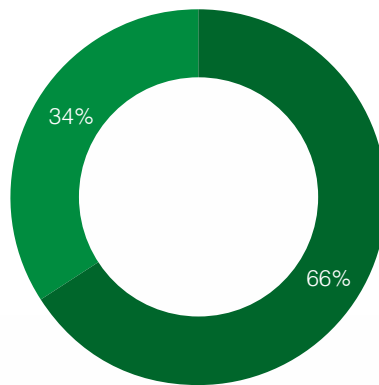
離職的年齡層比例

■ Below 30 (30歲以下)
 ■ 30~50 (30~50歲)
 ■ Over 50 (50歲以上)



離職的男女比例

■ Male (男性)
 ■ Female (女性)



EMPLOYMENT 僱傭

EMPLOYMENT POLICY (continued)

	離職率	2022 財政年度	FY2023 2023財政年度
Turnover rate of male employees	男性僱員離職率	%	36%
Turnover rate of female employees	女性僱員離職率	%	34%
Turnover rate of employees aged below 30	30歲以下僱員離職率	%	53%
Turnover rate of employees aged between 30 to 50	30~50歲僱員離職率	2 %	28%
Turnover rate of employees aged over 50	50歲以上僱員離職率	22%	22%
Turnover rate of employees in China	中國地區僱員離職率	%	36%
Turnover rate of employees in Thailand	泰國地區僱員離職率	2 %	26%
Turnover rate of employees in other regions	其他地區僱員離職率	2 %	11%

Kingboard Holdings protects the legitimate rights and interests of employees in internal management and business transactions, and advocates partners to protect the rights and interests of their employees. Employees will not be treated differently because of their gender, region, age, etc. As part of efforts to prevent child labour and forced labour, the Group ensures that all candidates qualified for employment must have reached the statutory age and have been in possession of valid identification documents issued by relevant government departments before they can be officially appointed in accordance with the Labour Law of PRC. All employees are required to enter into labour contracts for the prevention of forced labour, including bonded labour, indentured labour, slave labour or human trafficking. All recruitment must be conducted on a voluntary and legal basis. If any violations are identified, the Group will report to the labour security department for filing in accordance with the *Regulation on Labour Security Supervision* to protect workers' legitimate rights and interests. In addition, the Group has formulated and implemented the *Recruitment Management Measures* and the *Employee Handbook*, which specify the recruitment requirements, employment relationship, employees' rest periods and related work requirements. At the same time, the *Attendance Management System* for assessment in working time and the *Details on Standard Salary for Positions* for matching working time and salary have been formulated to regulate equal pay for equal work and equal treatment for employees at all levels. The recruitment of people within employee planning shall be organised by the Human Resources Department as required, and for the recruitment of people beyond employee planning, the head of a department shall fill in the *Recruitment Application Form* as production requires. This arrangement will help strictly control personnel recruitment and assignment. The specific content is summarised as follows:

- Respect employees' right to freedom, including the freedom of employment, resignation, overtime work and mobility;

僱傭政策(續)

建滔集團內部管理和業務往來中保障員工的合法權益，並宣導合作夥伴保障其員工權益，不會因性別、地域、年齡等方面不同而區別對待，在防止童工和強迫勞動方面，本集團嚴格按照中國勞動法要求，確保所有符合招聘要求的員工在正式錄取前，必須已成年及持有經相關政府部門所簽發的有效身份證明檔，並需一律簽訂勞動合同，杜絕強制勞工的可能性，包括抵債勞工、契約勞工、奴隸勞工或人口販運。所有的人員錄用須以自願、合法的原則進行。如發現違規情況，本集團將根據《勞動保障監察條例》向勞動保障部門進行舉報及記錄在案，以維護勞動者的合法權益。此外，本集團亦制定及落實了《招聘管理規定》以及《員工手冊》，明確了招聘條件、僱傭關係、員工假期及相關工作要求。同時，制定了針對工作時間考核的《考勤管理制度》，以及工作時間與薪酬匹配的《崗位標準工資明細》，規範了員工層級同崗同酬，平等對待。編制內的人員招聘由人力資源部根據需求而組織招聘；編制外的人員招聘則由需求部門主管根據生產實際情況填寫《招聘申請表》，以達到嚴格管控人員招聘及分配的目的。具體內容可以總結為：

- 尊重員工自由權利，包括僱傭自由，辭工自由，加班自由及行動自由等；



EMPLOYMENT 僱傭

EMPLOYEE ACTIVITIES AND BENEFITS

We believe caring for employees is one of the most effective ways of demonstrating our corporate culture. We offer a full range of benefits and organise various events for our employees, with an aim to provide a favourable working environment and to promote a work-life balance for them. We organised a number of employee activities and provided multiple benefits for them in FY2024, including:

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

Through the above activities, we encourage employees to strike a balance between work and life so that they are entitled to a healthy and sustainable lifestyle beyond hard work.

員工活動及福利

我們認為關愛員工是體現企業文化最有效的途徑之一，我們為員工提供各種福利和舉辦各項活動，旨在為員工提供良好的工作環境和促進員工在工作與生活之間的平衡。我們於2024年財政年度舉辦多項員工活動及為員工提供多項福利，當中包括：

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

通過以上的活動，我們鼓勵員工在工作與生活之間取得平衡，於日常工作辛勞之餘，也能同時享受健康與永續的生活方式。



EMPLO MENT 僱傭

TRAINING AND DEVELOPMENT

Kingboard Holdings firmly believes that excellent talents are the foundation of business development. It pays great attention to talent cultivation and offer diversified development opportunities and various training sessions. “Kingboard Institute of Management” founded by the Group in 2003 has established a comprehensive training system to provide pre-graduation management, induction training and in-service training for employees of different ranks so that employees can continue their education. Kingboard Institute of Management provides more than 200 days of systematic training courses for employees of all levels of the Group every year to improve the quality of management personnel and build a stable talent echelon for the Group.

The Group has successively jointly organised continuing education courses with Xingtai Mechanical and Electrical Technical School, Xingtai Technician College, Hebei College of Industry and Technology and Xingtai Teaching Station of Hebei University of Technology to set up “Kingboard Class” to lay a solid foundation for the improvement of professional skills of employees. Moreover, the Group has also jointly run schools with Jiangxi University of Technology and Maoming College to organise “Kingboard Junior College Classes” respectively in Qingyuan City and Jiangmen City to provide a learning platform for employees who wish to improve their academic qualifications.

On the other hand, the Group’s PCBs technology training centre invited international professional organisations, supplier specialists and senior technicians within the Group to hold technical training activities and seminars. The Group also actively participated in technical training sessions and professional seminars organised by industry associations such as Hong Kong Printed Circuit Association and China Printed Circuit Association to ensure the cutting edge of its technologies.

培訓及發展

建滔集團堅信優秀的人才為企業發展之本。我們重視人才的培養，為員工提供多元發展機會及各項培訓。本集團於2003年起成立「建滔管理學院」，至今已構建一套完善的培訓體系，為不同職級員工提供畢業前管理、上任前培訓及在職後培訓等內容，讓員工得以持續進修。建滔管理學院每年為本集團各階層員工共提供超過200天系統性的培訓課程，以提升管理人員的管理質素，為本集團構建穩定的人才梯隊。

本集團先後與邢台機電技工學校、邢台技師學院、河北工業職業技術學院和河北工業大學邢台教學站聯合開辦持續進修課程，成立「建滔班」，為提升員工專業技能打下重要的基石。同時，本集團亦與江西理工大學和茂名學院聯合辦學，於清遠市及江門市舉辦「建滔大專班」，為有志提高學歷的員工，提供學習的平台。

另一方面，本集團印刷電路板技術培訓中心更邀請國際專業機構、供應商專家及本集團內資深技術專家舉辦技術類培訓和研討會。同時，本集團亦積極參加行業協會如香港線路板協會及中國電子電路行業協會等所舉辦的技術培訓和專業研討會，確保本集團技術的前沿水準。



EMPLOYMENT 僱傭

TRAINING AND DEVELOPMENT (continued)

培訓及發展(續)

We have formulated annual training plans to deliver three types of training to employees, namely induction training, external training and internal training:

我們訂立了年度培訓計劃，其中為員工提供的培訓可分為崗前培訓、外部培訓以及內部培訓三大類：

Induction Training 崗前培訓

We have training specialists to train new employees about the Group's rules and regulations, corporate culture, production safety, production characteristics, emergency plans, risk factors, occupational health, emergency measures, safe operating procedures, typical accident cases, and other safety education content. Employees can start their jobs only after passing all required training. We also organise regular job skill training to ensure that employees meet job requirements.

我們設有培訓專員，對入職員工進行新員工培訓，其內容包括本集團的各項規章制度、企業文化、生產安全、生產特點、應急預案、危險因素、職業衛生、應急措施、安全操作規程、典型事故案例等安全教育內容。員工在所有培訓合格後方可進入崗位。我們亦會定期舉辦崗位技能培訓，以保證員工能適應崗位的工作需求。

Internal Training 內部培訓

We provide employees with various operation skill training according to annual training plans, including training on sales skills, production processes, codes of conduct, risk prevention, information technology, business speech and presentation skills. The Group provides career planning support even for fresh graduates. Following discussions between the HR department and each graduate, a customised training plan will be designed based on the wishes and aspirations of such graduate, and experienced mentors will be assigned to provide guidance, support and assistance in connection with the career path of graduates.

根據年度培訓計劃為員工提供各種崗位操作技能培訓，其中包括銷售技巧、生產工序、行為規範、風險防範、信息技術、商務演講與表達技巧等內容培訓。本集團更為應屆畢業生提供職業規劃支援。由人力資源部與各個畢業生溝通後，根據該畢業生的意願及理想，為其定制相應的培訓計劃，並安排經驗豐富的指導老師對畢業生的職業生涯提供指導、支援及協助。

External Training 外部培訓

External training mainly comprises management training and technical training, including expertise training provided by Hong Kong Printed Circuit Association ("HKPCA") and the Group's PCB Training Centre. In addition, Kingboard Institute of Management also offers from time to time training for the enhancement of management skills and aptitude. Some employees have obtained professional qualification certificates such as Oxidation Process Operation Certificate, Port Facility Security Training Certificate, Hazardous Chemicals Waterway Transportation Qualification Certificate, etc.

外派培訓項目主要分為管理類與技術類，其中包括香港線路板協會(HKPCA)和本集團線路板培訓中心的專業知識培訓。此外，其亦包括建滔管理學院不定期舉辦的關於提升管理技能與素質的培訓。部份員工在我們資助下考取並獲得了氧化工藝操作證、港口設施保安培訓證書、危險化學品水路運輸從業資格證書等專業資格證。

EMPLOYMENT 僱傭

TRAINING AND DEVELOPMENT (continued)

The figures on training and development for the Reporting Period are as follows:

培訓及發展(續)

於報告期間，培訓及發展相關數據如下：

接受過本集團培訓的員工比例		人數		每位員工的平均培訓時長(小時)
		員工人數	培訓比例	
Male	男性	19,247	65%	2.43
Female	女性	10,397	35%	2.28
職位				
Employee	一般員工	24,927	84%	2.05
Middle management	中級管理層	4,207	14%	2.36
Senior management	高級管理層	510	2%	4.85

As for the content of training and development, the Group has developed the annual training plan in accordance with the *Training Management Regulations* and development needs of departments and prepares the *Training Sign-in Form*, *Training Effectiveness Evaluation Form* and *Post-Training Questionnaire* which will be followed up by the personnel department for checks.

針對培訓及發展內容，本集團依據《培訓管理規定》及各部門發展需要，制定年度培訓計劃，並在每月形成《培訓簽到表》、《培訓有效性評估表》及《培訓後調查表》，並由人事部跟進檢查。

³ Percentage of employees trained by the Group = number of employees trained at the category / number of employees trained

³ 接受過本集團培訓的員工比例 = 特定類別僱員受訓人數 / 受訓人數。

⁴ Average training hours per employee = total training hours for employees at the category / total number of employees at the category

⁴ 每位員工的平均培訓時長 = 本集團提供的特定類別僱員總受訓時數 / 該類別僱員總數。



EMPLOYMENT 僱傭

EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY

Kingboard Holdings regards occupational health and safety of employees as one of its foremost responsibilities. We abide by the *Law on Production Safety of the People's Republic of China* (中華人民共和國安全生產法), *Fire Protection Law of the People's Republic of China* (中華人民共和國消防法), *Labour Law of the People's Republic of China* (中華人民共和國勞動法), and *Law on the Prevention and Treatment of Occupational Diseases of the People's Republic of China* (中華人民共和國職業病防治法), which specify requirements pertaining to safe working conditions and protection of employees against occupational hazards. We have formulated the *Safety Management System*, *Fire Safety Management System*, *Handbook for Handling Dangerous Accidents*, and *Occupational Health Security System* to regulate production behaviour in the strictest manner. The production department is responsible for supervising the implementation of the above policies, distributing documents regarding and interpret relevant policies for each new recruit, and regularly organising training to explain relevant policy content to ensure regulatory compliance.

New recruits will go through the Group's one-day centralised off-the-job training before being assigned to their jobs and offered subsequent on-the-job training organised by their departments. The heads of the departments will evaluate the new employees' existing skills against those required by their posts to determine how they should be trained and then send people to deliver training and provide guidance for these recruits.

In addition, as mechanical operations are involved in our production processes, we have established appropriate safe operating procedures for different production processes, detailing the corresponding safety precautions and requested employees to strictly abide by them. A three-tier safety training programme, comprising onboarding training, workshop training and shift training, is arranged for all new employees. Below are measures we have promoted and implemented for employee health and occupational safety in FY2024:

- Organise onboarding, including training on certification for relevant positions such as electricians, welders and pressure vessels, reimburse employees for the cost of training, and require employees to know the hazards in occupational positions when they join the Group;

僱員健康及職業安全

建滔集團視僱員健康及職業安全為我們最重要的責任之一，我們遵守《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國勞動法》及《中華人民共和國職業病防治法》，以上法規已訂明關於安全工作環境及保障僱員避免職業性危害的要求。我們制定了《安全管理制度》、《消防安全管理制度》、《危險事故處理手冊》及《職業健康保障制度》，確保對生產安全行為作出最嚴格的規範。生產部門負責監督以上政策執行，對每位新入職員工派發及講解以上政策，並定期舉辦培訓解釋相關政策內容，以確保對相關法規和政策的遵從。

對於新入職員工，本集團會進行一天的集中脫崗培訓，培訓結束後分配員工到工作崗位，由其所在的部門負責後期的在崗培訓。新員工分到所在部門後，該部門負責人對其已有的技能與工作崗位所要求的技能進行評估，以確定該員工培訓方向，並指定專人實施培訓指導。

另外，我們的生產程序涉及機械操作，因此我們為不同生產工序制定了相應的安全操作規程，詳列不同生產程序的安全注意事項，並要求員工嚴格遵守。我們同時為所有新員工安排三級安全培訓，包括入廠培訓、車間培訓和班組培訓，講解安全操作規程內容。以下為我們於2024年財政年度就僱員健康及職業安全推行及實施的措施：

- 舉行入職培訓，內容包括相關崗位必須有證件比如電工、焊工、壓力容器，公司報銷費用進行培訓上崗，並讓員工入職時知悉職業崗位職業危害；



EMPLOYMENT 僱傭

EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY (continued)

- Launch occupational health knowledge training, including employee safety awareness training, fire safety training, training on hazard identification and hidden danger investigation and elimination, training on production safety laws and regulations, as well as training on occupational hazards and prevention and control;
- Strengthen the safety awareness of employees, enhance the implementation of standardized management of hazardous waste and upgrade the standard of hazardous waste management in the department. In combination with the actual circumstances of hazardous waste management in the department, organise monthly safety training for all employees, including management and operation of major hazards, occupational hygiene and health, operation, use and management of hazardous chemicals, as well as training on management and operation of special equipment; launch confined space emergency drills;
- To enhance the safety awareness and fire escape ability of employees, the Group has set up full-time safety officers to provide safety awareness and safe operation training to new employees, and holds "Safe Production Month" activities every year. Deliver fire safety training with content including familiarisation with escape routes, fire escape skills, common sense on safe assembly and proper application of fire extinguishers and fire hoses;
- In order to strengthen the awareness of employees on traffic safety and against telecom fraud, the Group joined hands with the local traffic police brigade to carry out an "Traffic safety + Anti-fraud for All" theme event;
- In order to improve the standardized operation of the copper melting employees within the Group and to ensure process stability and safe production, the Group launched the training on "Standard Operation of Copper Melting", explaining in detail the operation process and precautions, laying a solid foundation for the Group's safe production;
- In order to ensure employee safety and safe production, the Group organised all mechanics to take the "Welders' Induction Examination" training;
- In order to enhance the awareness of employees on safety incidents, the Group held a meeting on "Case Review of Department's Safety Accidents" to analyse safety accident cases from FY2011 to FY2024 to ensure the elimination of potential hazards beforehand and the safe production in the future;
- In order to raise the awareness of all employees to participate in the maintenance of production equipment, and to improve the efficiency of production equipment, the Group organised the training course of "Total Production Maintenance".

僱員健康及職業安全(續)

- 開展「職業健康知識培訓」，內容包括員工安全意識培訓、消防安全培訓、危險識別、隱患排查自理培訓、安全生產法律法規培訓、職業病危害和防治培訓等；
- 為強化員工安全意識，加強落實危險廢物規範化管理，提升部門危廢管理水準。結合部門危廢管理實際情況，每月會組織全員進行一次安全培訓，內容包括重大危險源管理與操作，職業衛生與健康，危險化學品操作、使用與管理，特種設備管理與操作培訓；密閉空間應急演練；
- 為增強員工的安全意識和消防逃生能力，公司設立專職的安全員，對新進員工進行安全意識、安全操作培訓，每年舉辦「安全生產月」活動。定期為員工安排消防安全培訓，當中包括熟悉逃生路線、火災逃生技能、安全集合常識、正確使用滅火器和消防水帶；
- 為增強員工的交通安全知識，提高員工對電信詐騙的防範意識，本集團聯合交警大隊，開展「交通安全+全民反诈」的主題宣傳活動；
- 為提高本集團溶銅人員的標準化作業水準，確保工藝穩定以及安全生產，本集團開展《熔銅標準作業》培訓，詳細講解作業流程和注意事項，為本集團安全生產打下堅實基礎；
- 本集團為確保員工安全和安全生產，本集團組織全體的機修工參加《焊工上崗考試》培訓；
- 為提高員工對安全事故的認識能力，本集團開展《部門安全事故案例覆盤》會議，圍繞2011年 - 2024年安全事故案例展開分析以保證事前排除隱患以及今後安全生產；
- 為提升全員參與生產設備與保養意識，以及提升生產設備的使用效率，本集團組織開展了《全面生產維護》的培訓課程。

EMPLOYMENT 僱傭

僱員健康及職業安全(續)

除上述安全培訓以外，2024年財政年度，本集團還開展《緊急救護 職業健康知識》，《颱風災害應急預案》，《藥水的安全使用》，《印刷作業規範》，《空壓機性能知識》等一系列本集團內部組織的安全培訓。以及《高空作業技能》，《能源計量管理》，《自動監控(污廢水)》，《職業衛生管理》等一系列外部培訓。

此外，我們十分重視員工的身體健康，積極採取一系列措施為員工提供安全的工作環境以避免員工遭受職業性危害。為保證工廠車間工作環境的安全，我們聘請專業環境諮詢公司為車間進行危害因素檢測。本集團更規定員工入職前或轉岗前需進行職業健康體檢，合格後方可入職。同時，我們每年定期組織全體員工進行體檢，一旦發現容易受職業危害因素影響的員工，便安排轉換工作崗位，以遠離職業危害。此外，我們嚴格遵循《中華人民共和國職業病防治法》中的規定，員工離廠前亦需進行離崗職業健康體檢，以保障其健康情況。我們依照年度計劃實施辦公區域清潔維護及環境消毒，致力為員工提供安全良好的工作環境。本集團部份工廠已取得職業健康安全管理體系(OHSAS 18001)認證，我們亦計劃陸續為其他工廠取得該認證。

同時，我們為員工提供合適的辦公器具和設備，確保提供最為安全的工作環境。此外，我們定期檢查防火系統及滅火設施，並每年進行火

EMPLO MENT
僱傭

僱員健康及職業安全(續)

		因工傷造成的		
		()		
		100)		
		死亡率(以每100名		
		勞動人員計算)		
		死亡人數	損失的工作日數	
FY2022	2022財政年度	1人	0.002	7,121

OPERATION 營運

Kingboard Holdings advocates a clean business environment. The Group has formulated the document *Corporate Responsibility Policy and Responsibility Management Rules*, which defines the Group's management policy and sustainable development. It is committed to combating corruption and fraud. Suppliers must meet our expectations for regulatory compliance, a people-oriented mind-set, ethics and business integrity, and environmental protection when doing business with us. Apart from supplier management, we also have the same requirements for the Group's daily operations and products.

建滔集團提倡廉潔的營商環境，集團制訂了《企業責任方針和責任管理規定》文件，確定了公司的管理方針及可持續性發展，致力打擊貪污舞弊的情況。供應商在與我們業務往來時，需符合我們在守法循章、以人為本、道德與商業操守、環境保護的期望。除了對供應商的管理外，我們對本集團的日常營運及出產的產品亦具同樣要求。

SUPPLY CHAIN MANAGEMENT

Kingboard Holdings has strict requirements on suppliers and supply chain management. We have developed and implemented supply chain management systems, including *Supplier Management Procedures*, *Supplier Evaluation Criteria*, *Procurement Evaluation Procedures*, and *Risk and Opportunity Identification and Control Procedure*, and required employees and the management to follow them.

供應鏈管理

建滔集團對供應商及供應鏈管理要求嚴格。我們制定並落實了一系列供應鏈管理制度，包括《供應商管理程序》、《供應商評價準則》、《採購評估程序》及《風險與機會的識別和控制程序》等，並要求員工及管理層切實執行。

OPERATION 營運

SUPPLY CHAIN MANAGEMENT (continued)

Suppliers must pass our Group's evaluation before entering into cooperation with us. A vetting process is conducted in respect of the business licenses and certificates of suppliers, including International Organization for Standardization ("ISO") standards certification (such as quality management standards ISO 9001, environmental management standards ISO 14001 and others), occupational health and safety management system (OHSAS 18001) certification⁶, Underwriter Laboratories (UL) certification⁷ and test reports under the Restriction of Hazardous Substances ("RoHS") Directive, in order to ensure suppliers' compliance with the Group's requirements.

	供應商總數
Total suppliers in China	中國地區供應商總數
Total suppliers in Thailand	泰國地區供應商總數
Total suppliers in other regions	其他地區供應商總數

The Group has set up a supplier approval committee dedicated to the supervision of the supply chain. Primary members of the supplier approval committee include engineers of the manufacturing and engineering department, engineers responsible for quality control over incoming materials, quality engineers and procurement officers. The committee is directly responsible for approval, monitoring, communication and regular evaluation in connection with suppliers of materials, and audits will be conducted on suppliers when necessary.

供應鏈管理(續)

供應商在與本集團合作前，必須先通過我方的供應商評估。我們會對供應商的營業執照、認證資格證書進行審查，其中包括各項國際質量管理系統(ISO)認證(如ISO 9001、ISO 14001認證)、職業安全衛生管理系統(OHSAS 18001)認證⁶、美國安全試驗(UL)認證⁷及歐盟危害性物質限制指令(RoHS)測試報告等等，以確保供應商符合本集團要求。

2022 財政年度	FY2023 2023財政年度
11,02	10,440
1	192
0	50

本集團成立了供應商認可委員會對供應鏈進行專門監管。供應商認可委員會基本成員包括製作工程部工程師，來料質量控制工程師，品質工程師，採購主任等。該供應商認可委員會直接負責物料供應商的認可、監控、溝通與定期評估，必要時會對供應商進行審核。

⁶ Enterprises and organisations reduce the incidence of occupational safety and health hazards to ensure the health and safety of employees. The International Organization for Standardization (ISO) has established the Occupational Safety and Health Management System (OHSAS 18001).

⁷ Underwriter Laboratories (UL) certification protects life, property and the environment by testing, inspecting, certifying and validating products, materials, systems, services and manufacturing facilities to ensure they meet standards on safety, quality and sustainability.

⁶ 企業和組織降低職業安全衛生災害的發生頻率，確保員工的健康和安全，國際標準組織(ISO)設立了職業安全衛生管理系統(OHSAS 18001)。

⁷ 美國安全試驗(UL)認證是保護生命、財產和環境，通過對產品、材料、系統、服務和生產設施的測試、檢測、認證和驗證，確保其符合安全、品質和可持續性的標準。



OPERATION 營運

SUPPLY CHAIN MANAGEMENT (continued)

We also designate employees to conduct on-site product assessments at suppliers' premises and sample tests on their products to ensure compliance of their products with our quality requirements. Suppliers who meet the requirements and pass the above supplier evaluation procedures will be included in our *Qualified Supplier List*. Before signing cooperation agreements with some major suppliers, we will sign *Confidentiality and Integrity Undertakings of Supplier*, *Agreement for Environmental Protection* and *Guarantee of No Containment of Prohibited Substances* with them, setting out the Group's expectations for suppliers in terms of confidentiality, integrity and environmental and material control. In addition, major qualified suppliers of the Group are required to sign the *List of Materials Subject to Environmental Control* and *Pledge of Suppliers Against the Use of Environment-related Materials* with them once a year, stating that no substances harmful to the environment will be used in the production process.

We also perform annual supplier reviews. Departments related to supplier management, such as the procurement department and quality department, and the management will perform reviews and on-site assessments on suppliers' quality control, environmental systems, production environment and social responsibility and record results in the *Supplier Review Form*. We will stop working with any suppliers who fail such evaluation to ensure compliance of their products and services with quality requirements and the principle of sustainable development and avoid compromising the quality and safety of the Group's products. The Group actively advocates the importance of environmental protection. When evaluating suppliers and selecting new ones, the Group preferably chooses low-carbon and eco-friendly suppliers as its partners.

供應鏈管理(續)

我們亦會派員工到供應商現場進行產品評估，並對供應商產品進行樣品測試，確保產品質量符合要求。符合要求及通過以上供應商評估程序的供應商方會列入我們的《合格供應商名單》中。在與部份主要供應商簽訂合作協議前，我們會與對方簽訂《供應商保密及廉潔承諾書》、《環境保護協議書》、《禁用物質不含有保證書》，訂明本集團對供應商在保密、廉潔營運及環境與物料管控方面的期望。此外，本集團的主要合格供應商每年需簽訂一次《環境管理物質一覽表》以及《供應商環境關聯物質不使用保證書》，聲明在生產過程中不使用對環境有害的物質。

此外，我們亦會每年對供應商進行年度評審。供應商管理相關部門(如採購部、品質部)及管理層會就供應商的質量管理、環境系統、生產環境及社會責任等方面進行評審及現場評估，並將結果記錄於《供應商評審表》上。若供應商未能通過評估，我們將會停用該供應商，以確保供應商的產品與服務符合質量要求及可持續發展原則，及避免本集團產品的質素及安全性受到負面影響。本集團積極提倡環境保護的重要性，在評價供應商和選擇新供應商時，優先選擇低碳、環保的供應商作為合作方。





產品管理及安全(續)

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graph TD; A[接受投訴] --> B[記錄]; B --> C[處理]; C --> D[驗證]; D --> E[統計分析]; E --> F[歸檔]; F --> A;
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另外，我們於2024年財政年度並無發現與產品、服務質量及客戶私隱有關及對本集團有重要影響之適用法律及法規的重大違規事宜。

我們的廠房已分別通過ISO 9001:2015品質管理系統、ISO 13485:2016醫療器材品質管理系統標準及IATF 16949:2016及IATF 16949:2019汽車產業品質管理系統要求。現時本集團已制定各種質量標準，從來料檢查到包裝出貨均有專門的質量標準指導書，供質檢部門作為產品質量監控的標準，以確保我們的原材料、半成品和成品符合質量標準。每個製作流程均有品質控制站及最終檢查站，每個工站檢查人員均經過嚴格培訓合格上崗，並根據行業標準、客戶要求等進行檢驗和判定。此外，我們會定期安排質檢部門的員工進行培訓，以確保員工擁有業務所需的專業知識和技能。



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PRODUCT MANAGEMENT AND SAFETY

(continued)

In addition, the Quality Assurance Department or designated technical personnel are responsible for contacting customers to check the quality of returned goods, fill in the *Return Notice Handling Form* with return reasons, and keep relevant records, according to the *Customer Service Control Procedure*. With customers always in mind, the Group actively maintains communication with customers to meet their needs and takes corrective and preventive measures for unqualified products.

In the chemical industry, we will carry out production processing according to the national *GB/T 9009-2011 Industrial Formaldehyde Solution Standard* and *Industrial Formaldehyde Standard Operating Procedures* to regulate the storage, transportation, safety and inspection of industrial formaldehyde. In terms of PCB business, we will hire a third party organization at least once a year to evaluate and test our compliance with the EU Restriction of Hazard Substance (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)⁸ to ensure that the quality of our products meets the needs of clients. To prevent the circulation of sub-standard products and ensure consistency of product specifications with customers' requirements, we typically conduct a compliance check of each finished item prior to delivery.

產品管理及安全(續)

此外，本集團依據《客戶服務控制程序》，由品質保證部或指派相關技術人員負責與客戶聯繫進行退換貨品的品質驗證，經驗證後將退換原因填入《退換貨通知處理單》，並保存相關記錄。本著以客戶為本的精神，本集團積極與客戶保持聯繫，滿足客戶需求，並對不合格的產品採取糾正和預防措施。

在化工業務方面，我們會依據國家《GB/T9009-2011工業用甲醛溶液標準》以及《工業甲醛標準操作規程》進行生產處理，對工業用甲醛的儲存、運輸、安全及檢驗作出規範。在印刷線路板業務方面，我們會每年度至少一次委託第三方機構，對我們遵從歐盟危害性物質限制指令(RoHS)及化學品的註冊、評估、授權與限制(REACH)⁸的情況作評估檢測，以確保我們的產品質量滿足客戶需求。為禁止不合格品流出，以及確保產品規格與客戶要求一致，在每件成品出貨前，我們均會再次對產品質量進行稽查。

⁸ REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) is a regulation on chemicals developed by the European Union, adopted to improve the protection of human health and the environment, while enhancing the competitiveness and innovation of the EU chemicals industry.

⁸ REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) 是歐洲聯盟制定的化學品法規。其目的是保護人類健康和環境，同時促進歐洲化學品行業的競爭力和創新能力。



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CUSTOMER INFORMATION AND
INTELLECTUAL PROPERTY PROTECTION

Kingboard Holdings, which focuses on the protection of customer information and intellectual property rights, strictly abides by the requirements of the Chinese government and relevant laws and regulations (including but not limited to the *Tort Liability Law*, *General Principles of the Civil Law*, *Contract Law*, and *Advertising Law of the People's Republic of China*). The Group has developed and implemented the *Guidelines on Keeping Customers' Technologies Confidential* and strictly requires our employees to comply with relevant policies and sign confidentiality and non-compete agreements and handle and store customer-related information with prudence and care. We have also established various controls to protect customer information in our systems. Such internal control measures are reviewed on a regular basis to ensure their effectiveness. Our product information is managed and maintained in an enterprise resource planning (ERP) system. System licenses of all operators are strictly set based on their responsibilities, and the management regularly checks their permissions. We have established a data backup procedure and a regular test and inspection programme for backup data. Moreover, we strictly comply with confidentiality measures for product development and sign confidentiality and non-competition agreements with employees for all product information or bills of materials.

The Group was not aware of any material breach of applicable laws and regulations pertaining to customer information and intellectual property protection that had a significant impact on the Group during FY2024.

客戶資料及知識產權保護

建滔集團關注客戶的資料及知識產權保護，嚴格遵守國內政府之規定以及相關法律法規（包括但不限於《中華人民共和國侵權責任法》、《中華人民共和國民法通則》、《中華人民共和國合同法》和《中華人民共和國廣告法》等）。本集團制定及落實《客戶技術保密工作指引》，並嚴格要求員工遵守相關的政策及簽訂保密及不競業協議，謹慎處理及存放與客戶有關的資料，同時設立各種控制以保護系統內有關客戶的數據，並定期對有關內部監控措施進行覆核，確保其有效性。我們的產品數據採用ERP企業資源規劃系統進行統一維護管理，各崗位操作人員的系統權限嚴格按職責設置，並由管理層定期檢查操作員的權限。我們建立了數據備份程式，以及備份數據的定期測試檢查程式。此外，我們嚴格遵守產品研發的保密措施，針對所有的產品或物料清單資料等，我們都會與員工簽訂保密及競業禁止協議。

我們於2024年財政年度並無發現與客戶資料及知識產權保護有關及對本集團有重要影響之適用法律及法規的重大違規事宜。



反貪污及反競爭行為政策

本集團堅持誠信及商業道德至上的精神，對任何形式的不當行為及不道德行為採取零容忍政策。我們嚴格遵從中國政府訂立的《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》及《中華人民共和國招標投標法》。此外，我們制定有關反貪污及反競爭行為的政策，以確保集團的業務運作符合法律及道德標準。此等政策亦適用於集團的全職及兼職員工、董事、高級管理人員、代理商、供應商、客戶及任何其他與集團有業務往來的人士。此等政策亦適用於集團在境外的業務運作。此等政策亦適用於集團在境外的業務運作。此等政策亦適用於集團在境外的業務運作。



反貪污及反競爭行為政策(續)

本集團定期為董事及員工舉辦培訓課程，確保董事及員工清楚瞭解相關政策的內容。本集團建立合規檢查清單對防止賄賂、勒索、欺詐及洗黑錢法律的規定、規則進行合規性監控。該合規檢查清單涵蓋與本集團有關的重大規定與法規，並由法務部定期執行合規檢查與測試，以監察本集團的合規情況。本集團每年進行內控審計，檢查員工對防止賄賂、勒索、欺詐及洗黑錢政策的遵從情況。指定職級以上管理層需每年簽署聲明書，確認遵守相關政策。本集團訂立舉報制度，如有任何不合規的情況，將由專責小組負責調查並作相應紀律處分。

同時，我們建立了員工「廉政檔案檔夾」和《禮品禮金申報制度》，對員工廉潔從業、違規違紀等情況全程記錄、動態監管。



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ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR POLICY (continued)

Besides, the Group forbids the management from conducting anti-competitive acts to seek benefits in manners that violate agreements and rights such as theft, bribery, fraud, and coercion. We have set up a compliance checklist that covers major requirements and laws and regulations pertaining to the Group and the Human Resources Committee and Legal Affair Department perform compliance check and testing on a regular basis to ensure the Group's compliance. We also conduct annual internal control audits that involve employees' compliance with policies against corruption, bribery, extortion, fraud, money-laundering and anti-competitive behaviour. On the other hand, we require management and all employees to abide by the Group's code of ethical conduct, and management personnel are required to declare conflicts of interest annually, in any form. The Group has set up anonymous reporting and independent team investigation mechanisms to deal with all reports on bribery, extortion, fraud, money-laundering and anti-competitive behaviour.

During the Reporting Period, there was no corruption, bribery, extortion, fraud and money laundering lawsuit filed against the Group or its employees.

反貪污及反競爭行為政策 (續)

另外，針對反競爭行為，本集團嚴格禁止管理層進行不正當的競爭行為，包括以盜竊、賄賂、欺詐、脅迫等或其他違反約定及權利的方式獲取利益。我們建立了合規檢查清單涵蓋與本集團有關的重大規定與法規，並由人力資源委員會及法務部定期執行合規檢查與測試，以確保本集團的合規情況。我們亦會每年進行內控審計，其工作範圍涵蓋員工對反貪污、防止賄賂、勒索、欺詐、洗黑錢及反競爭行為政策的遵從情況。另一方面，我們要求管理層及所有員工遵守本集團的道德行為守則，管理人員每年需要申報任何形式的利益衝突事宜，而本集團設立了匿名舉報及獨立小組調查機制，處理所有賄賂、勒索、欺詐、洗黑錢及反競爭行為的舉報。

於本報告期內，未收到任何針對本集團及旗下員工提出的貪污、賄賂、勒索、欺詐及洗黑錢等違規違紀訴訟案件。



COMMUNIT 社區

We believe that winning trust from communities where we operate and their recognition of the Group's contribution is essential to sustainable business development. As a socially responsible enterprise, we undertake the mission to promote the harmonious development of community. We encourage employees to participate in volunteer work and support community investment and development.

CONTRIBUTION TO COMMUNITY

Kingboard Holdings has always been committed to promoting sustainable development, including contribution to the community. Humanistic development has also been one of our key areas of focus. We have actively participated in poverty alleviation, education, social assistance and other social welfare projects.

In FY2024, Kingboard Holdings made donations of over HK\$9.81 million. Among them, Kingboard Holdings adheres to the concept of serving the society while developing itself. In order to implement the idea of supporting high-quality development with high-quality ecological environment, the group supports the 2024 Green and Beautiful Qingyuan ecological construction and donates to support the "Green and Beautiful Qingyuan Charity Tour". Kingboard Laminates (Kunshan) donated RMB 1 million on 31 October 2024 to Kunshan Charity Federation. In July 2024, Kin Yip (Huizhou) donated RMB200,000 to the Charity Federation of Huizhou Dayawan Economic and Technological Development Zone for the revitalization of villages in Qinglong County, Qianxinan Buyi and Miao Autonomous Prefecture, Guizhou Province. In addition, Kingboard Holdings donated supplies and funds to a number of communities, making substantial contributions to their development and improving the lives of residents. For instance, Kingboard (Guangzhou) Electronic Material Manufacturing Co., Ltd. donated a total of RMB143,200 to the Charity Federation of Nansha District, Guangzhou in 2024, which were handed over to the village committees for the maintenance of facilities and equipment for the elderly as well as for paying tribute to the elderly. In June 2024, Kingboard Holdings donated RMB350,000 to the Guangdong Provincial Education Foundation to fund the construction of "love libraries" in 10 rural schools. A total of 14,000 books and 12 sets of bookshelves were donated to 4 schools in Fengkai County, Zhaoqing City. 2024 marks the 11th consecutive year for the Group to make donations for the public welfare activity themed on "Caring for Mountainous Areas and Sending Books to Help Students". It donated a total of RMB3.85 million, making positive contributions to the revitalization and development of villages. We will make continuous efforts to make positive contributions to the community and society through various ways and channels to promote sustainable development.



我們認為取得業務所在地社群的信任，讓他們認同本集團能為社群的發展作出貢獻，是業務可持續發展的關鍵。作為對社會負責的企業，我們承擔著促進社會和諧發展的使命。我們鼓勵僱員參與義務工作，支持社區投資和發展。

社區貢獻

建滔集團一直致力於推動可持續發展，包括社區貢獻方面的工作。人文建滔也一直是我們關注的重點領域之一。我們積極參與脫貧幫扶、教育助學、社會救助等社會公益事業。

於二零二四年，建滔集團捐款逾981萬港元。其中，建滔集團秉持發展自身的同時，服務社會的理念，為貫徹以高品質生態環境支撐高質量發展的思想，本集團助力2024綠美清遠生態建設，並捐贈支持「綠美清遠公益行」。建滔積層板(昆山)於2024年10月31日向昆山市慈善總會捐贈100萬人民幣。惠州建業於2024年7月向惠州大亞灣經濟技術開發區慈善總會捐贈20萬人民幣作為助力鄉村振興捐款，定向用於貴州黔西南州晴隆縣鄉村振興。此外，建滔集團還向多個社區捐贈物資和資金，為社區的發展和改善居民生活做出了實質性的貢獻。例如，建滔(廣州)電子材料製造有限公司於2024年多次向廣州市南沙區慈善會捐贈累計14.32萬元，用於定向轉交各村委會作為老人設施設備維護及敬老慰問金。2024年6月，建滔集團向廣東省教育基金會捐贈35萬元資助10所農村學校建設「愛心圖書室」，其中向肇慶市封開縣4所學校共捐贈14,000冊圖書和12組圖書架。截至2024年本集團已連續11年捐助開展「情繫山區送書助學」公益活動，累計捐助385萬人民幣，為助力鄉村振興發展做出了積極貢獻。我們將繼續努力，通過各種途徑和管道，為社區和社會做出積極貢獻，推進可持續發展。

COMMUNIT
社區

CONTRIBUTION TO COMMUNITY (continued)

Kingboard Holdings made great contributions to the community environment, community and employees in FY2024 under various efforts. In terms of environment, Hebei Kingboard continued to pursue green and low-carbon development actively, builds green and low-carbon plants, promotes clean energy, etc. It achieved remarkable results in the field of environmental protection, including designing and building high-standard water treatment facilities, promoting new environmental protection technologies, and carrying out environmental protection publicity. Kingboard Holdings is committed to building a low-carbon and green recycling industry chain to capture and recycle carbon dioxide generated from existing boiler flue gas. Through a partnership with Tsinghua University, the Group has successfully developed a patented chemical absorption technology to capture 90% or more of carbon dioxide. The recycling plant is used to convert carbon dioxide into carbon monoxide, which is used as the main raw material for the Group's glacial acetic acid product, "turning carbon into treasure". The research has not only added carbon dioxide absorption of forests to nearly 10,000 mu, but the research results are also the first translation base for Tsinghua University's research, in line with the development of national climate change policies and regulations. In addition, the project will save the Kingboard Holdings nearly RMB60 million in carbon dioxide purchase costs and help capture other pollutants such as sulphur dioxide, particulate matter and nitrogen oxides from the boiler flue gas, ultimately achieving near-zero emissions. At the same time, the Group is also exploring the possibility of extending, complementing and strengthening the chain downstream with glacial acetic acid as the core, and further producing new high value-added materials such as EVA for photovoltaic modules and PVB laminated film for automotive safety glass, so as to eventually expand and strengthen the acetic acid industry chain. Through this key project, the Group hopes to lay the foundation for the sustainable development of the chemical industry in China and to set an example for the whole country.

社區貢獻(續)

建滔集團於2024年財政年度內在各方面努力下，對社區環境，社會和員工作出重大的貢獻。在環境方面，河北建滔繼續積極推進綠色低碳發展，打造綠色低碳工廠，推廣清潔能源等，在環保領域取得了顯著的成果，包括設計和建造高標準的水處理設施、推廣環保新技術、開展環保宣傳等。建滔集團致力構建一個低碳綠色循環產業鏈，捕集現有鍋爐煙氣中所產生的二氧化碳，並進行資源化利用。本集團透過和清華大學的合作，成功研發化學吸收法專利技術，捕集高達90%以上的二氧化碳。利用回收裝置轉化為一氧化碳，作為集團產品冰醋酸的主要原材料，實現「變碳為寶」。該項科研不但為本集團新增近萬畝森林的二氧化碳吸收量，研發成果更是清華大學該項科研的首個轉化實踐基地，配合國家的氣候變化政策法規的發展。此外，該項目可為建滔集團節省二氧化碳外購費用近6,000萬人民幣，還協同捕集鍋爐煙氣中的二氧化硫、顆粒物、氮氧化物等其他污染物，最終達到污染物近零排放。同時，本集團亦正在探索以冰醋酸為核心，向下游延鏈、補鏈、強鏈，進一步製作光伏組件用EVA、汽車安全玻璃用PVB夾膠膜等高附加值新材料，最終把醋酸產業鏈做大做強。本集團希望透過此重點項目，為國內化工工業的可持續發展奠定基礎，在全國進行示範推廣。

COMMUNIT 社區

CONTRIBUTION TO COMMUNITY (continued)

The Group strives to ensure the normal operation of various treatment facilities and the compliant emission and discharge of pollutants such as waste gases, wastewater and noises on the premise of complying with the national and local environmental laws and regulations and implementing the environmental protection measures and suggestions proposed in the environmental impact assessment. The Group, which upholds the national principle of “up-to-standard discharge or emission, total control”, formulates emergency plans and implements environmental risk prevention measures. From the perspective of environmental protection, the project is feasible. The Group is advised to apply for a pollutant discharge permit before the project is put into operation. In addition, since FY2014, the Group has set up a leading group for environmental improvement headed by directors stationed in the plant, and has established a R&D base in the state key laboratory in conjunction with Beijing Normal University to provide internship opportunities and data resources for its teachers and students and to improve their practical ability and relevant scientific research experience.

We proactively promote the popularization of science and community education. During the year, the Group held awareness raising activities, such as “Mechanical Equipment Installation” and “Fire Safety Know-how”, in local communities and invited employees and local people to join. During these activities, our employees actively shared our expertise and experience with the public. For example, in Qingyuan City, we provide persons with disabilities with positions such as cleaners, bobbin workers, cylinder washers, and also with relevant benefits such as free food and accommodation, five social insurances and one housing fund, and amenity facilities in living areas. In addition to hiring employees at each plant location, we are also happy to offer internship opportunities for young people. Since FY2010, the Group has been offering the “Vibrant Youth Undergraduate Internship Programme” in association with Kowloon Federation of Associations in Hong Kong. The programme provides opportunities for undergraduates in Hong Kong to participate in person in internship projects in Mainland China, with a view to helping them broaden their vision and thinking and gain insight on how Hong Kong companies operate in Mainland and what market conditions they face.

社區貢獻(續)

本專案在貫徹落實國家和地方制定的有關環保法律、法規和實現本評價提出的各項環境保護措施和建議的前提下，確保各種治理設施正常運轉和廢氣、廢水、雜訊等污染物達標排放，貫徹執行國家規定的「達標排放、總量控制」的原則，制定應急計劃和落實環境風險防範措施，從環境保護角度出發，本專案的建設是可行的。建議項目投入運營前申領排污許可證、按證排污。此外，本集團自2014年起成立了以駐廠董事為首的環境整治領導小組，聯合北京師範大學成立國家重點實驗室研發基地，為北京師範大學師生提供實習機會和數據資源，增加其實踐能力及相關科研經驗。

我們積極推廣科普及社區教育。本集團於年內曾於地方社區舉辦「機械設備安裝」和「消防安全知識」等方面的推廣活動，邀請員工及當地民眾參與。過程中，我們的員工積極與民眾分享我們的專業知識和經驗。此外，我們為殘疾人提供就業機會，例如以清遠市為例，為殘障人士提供清潔工、紗管工、洗筒工等崗位，且提供免費吃住、五險一金、生活區配套等相關福利除了於各廠房所在地聘用員工外，我們亦樂於為年輕人提供實習機會。本集團自2010年開始，便與香港九龍社團聯合會舉辦「青年躍動，大學生實習領航計劃」。該計劃令香港的大學生有機會親身參與至內地的實習專案，拓展視野及擴闊思維的同時，也使大學生們更加瞭解香港企業在內地的經營模式及市場情況。

