

KML Technology Group Limited

高萌科技集團有限公司

高萌·科技

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

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

Stock Code 股份代號: 8065

Environmental, Social and Governance Report

環境、社會及管治報告

2024/25

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ABOUT THIS REPORT

關於本報告

This report is an Environmental, Social and Governance (“**ESG**”) Report for the year 2024/25 (the “**Report**”) published by KML Technology Group Limited (the “**Company**”) and its subsidiaries (collectively the “**Group**”). This Report is designed to allow all shareholders, investors and the public to have a general understanding of the Group’s governance on ESG issues; and to share with the stakeholders the Group’s work towards sustainable development.

This Report was reviewed and approved by the board of directors of the Company (the “**Board**”) on 26 June 2025.

Reporting Cycle and Covering Period

This Report is annually published, and it is the sixth standalone ESG report released by the Group. This Report covers the period from 1 April 2024 to 31 March 2025 (the “**Reporting Year**”) and any prior period where applicable.

Reporting Scope

This Report covers the Group’s activities of offices and its principal business and operations in Hong Kong including the provision of (i) transportation mission critical system solutions; (ii) mobile ticketing and digital payment solutions and services; (iii) digital fabrication and maintenance services; (iv) mechanical and electrical (“**M&E**”) technology solutions and engineering services; and (v) sales of products, parts and components. For the purpose of this Report, terms including “the Group”, “the Company”, “we”, “us” and “our” are used herein.

本報告是高萌科技集團有限公司（「**本公司**」）及其附屬公司（統稱「**本集團**」）發出的二零二四/二五年環境、社會及管治（「**環境、社會及管治**」）報告（「**本報告**」）。本報告旨在使所有股東、投資者和公眾人士對本集團在環境、社會及管治議題的治理有一個總體了解，並與持份者分享本集團在可持續發展方面的工作。

本報告經本公司董事會（「**董事會**」）於二零二五年六月二十六日審議通過。

報告周期及涵蓋時段

本報告為年度報告，是本集團發出的第六份獨立的環境、社會及管治報告。本報告涵蓋的報告時段為二零二四年四月一日至二零二五年三月三十一日（「**報告年度**」），並視乎需要，伸至以前的時段。

報告範圍

本報告涵蓋本集團於香港的辦事處活動及其主要業務及營運，包括提供(i)交通關鍵系統解決方案；(ii)流動票務及數碼支付解決方案及服務；(iii)數碼裝配及保養服務；(iv)機械與電氣（「**機電**」）技術解決方案及工程服務；及(v)銷售產品、零件及部件。本報告中亦使用「本集團」、「公司」、「我們」等稱謂。

ABOUT THIS REPORT

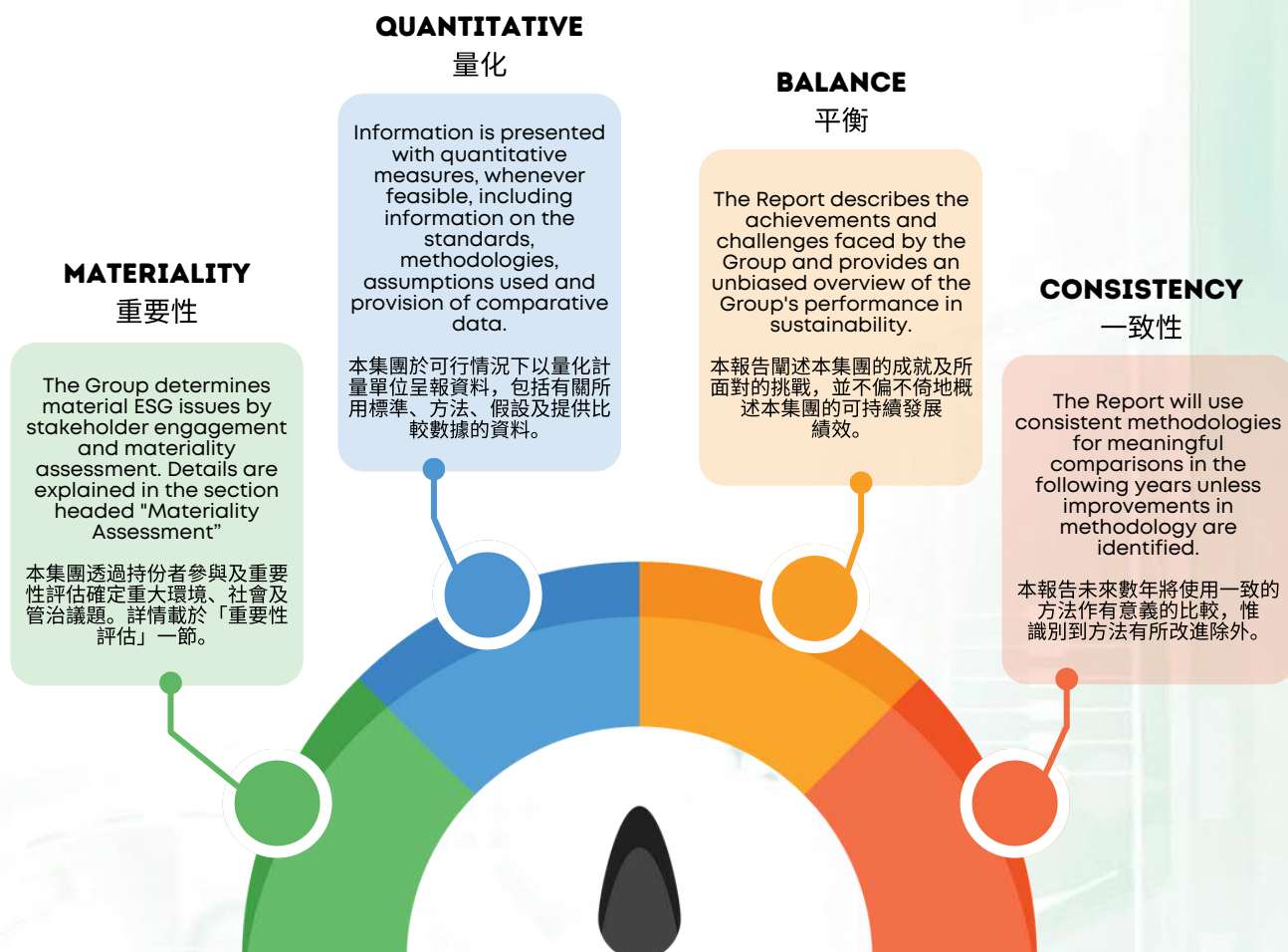
關於本報告

Reporting Framework and Principles

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

報告框架及原則

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



ABOUT THIS REPORT

關於本報告

Report Accessibility

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

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

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

Feedback

Comments and suggestions regarding this Report or the Group’s ESG work are always welcomed and can also be shared by filling the reader feedback form (see QR code below) or sent to the Group at email: esg@kml.com.hk. Your valuable feedback would greatly help us continuously improve our ESG performance.

報告索閱

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

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

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

反饋意見

倘對本報告或本集團的環境、社會及管治工作有任何意見及建議，歡迎填寫讀者反饋意見表（參見下方二維碼）或電郵至 esg@kml.com.hk 向本集團提出。閣下的寶貴意見對我們持續提升環境、社會及管治表現有莫大助益。



MESSAGE FROM THE CHAIRMAN

主席寄語

Dear Stakeholders,

On behalf of the Board, I am pleased to present the Group's ESG performance for the Reporting Year. Despite persistent market challenges, we have strengthened our commitment to sustainable growth by embedding ESG principles more deeply into our daily operations and corporate culture. These efforts have fortified stakeholder trust and earned public recognition.

Advancing Corporate Culture and Governance

During the Reporting Year, we intensified our commitment to fostering a culture anchored in integrity, cybersecurity awareness, and ESG principles. To drive this transformation, all senior management and executive directors completed ICAC's integrity training, all management and approximately 80% relevant employees underwent cybersecurity awareness training; and several management and staff participated in ESG training programs. We firmly believe these holistic capability-building initiatives empower our people to embrace shared ownership in co-creating a sustainable future.

We are delighted to share that these effort have earned us external recognition, including "Gold Tier" in the inaugural Cyber Security Staff Awareness Recognition Scheme and the ESG Culture Award 2024.

致各位親愛的持份者：

本人謹代表董事會欣然呈報本報告年度的環境、社會及管治報告。儘管市場挑戰持續存在，但我們透過將 ESG 原則更深入地融入日常營運和企業文化，強化了對可持續發展的承諾。這些努力鞏固了持份者的信任，並贏得了公眾認可。

推進企業文化與管治

在報告年度內，我們深化對企業文化的承諾，以誠信、網絡安全意識及環境、社會及管治原則為根基推動轉型。為此：所有高級管理層及執行董事均完成廉政公署誠信培訓，所有管理層及逾 80% 相關員工完成網絡安全意識培訓，及多名管理人員及員工參與環境、社會及管治培訓。我們堅信這些全面的能力建設舉措能賦予團隊共同承擔的責任感，攜手創建可持續未來。

我們很高興地宣布，這些努力使我們贏到外部認可，包括首屆「共建員工防火牆」嘉許計劃中獲得「金級」獎項及 ESG 文化獎 2024。

MESSAGE FROM THE CHAIRMAN

主席寄語

Driving Social and Environmental Stewardship

In social responsibility, we were awarded with a Good Employer Charter (Premium Logo) from Labour Department and honoured as an “Excellence Organization” under the Heart Caring Organization Award – reflecting our continuous efforts to implement good human resource management practices and sustain employee well-being and community welfare.

Our teams actively supported, promoted and championed various social and environmental initiatives, such as “Green and Recycle, Charity Programme for the Community” that we united our employees, partners, and their families to create measurable social and environmental impact and business-school partnerships and internship programmes that nurtured future talent, equipping younger generations to lead in a sustainable economy.

Moving forward, we remain unwavering in our commitment to building a sustainable and responsible business that creates long-term value for our stakeholders. We will continue to enhance our ESG performance, seizing new opportunities, forging strategic alliances, and leveraging innovative technological solutions to drive positive advancement. I extend my profound gratitude to our employees, customers, and partners. Your dedication fuels our progressive ESG journey as we build a business that thrives by uplifting our people and conserving the environment we are living in.

KML Technology Group Limited

Luk Kam Ming

Chairman and Executive Director

Hong Kong, 26 June 2025

推動社會與環境責任

社會責任方面，我們獲勞工處頒發《好僱主約章》星級約章標誌及「護心機構大獎」的「卓越機構」獎項，彰顯我們在實施優質人力資源管理、持續保障員工福祉及社區利益方面的成果。

我們的團隊積極支持、推廣並開展各種社會與環境的舉措，如：透過「綠續回贈」匯聚員工、合作夥伴及其家屬，共同創造可量化的社會與環境效益，及藉由商校合作計劃及實習計劃培育未來人才，裝備新生代引領可持續經濟發展。

展望未來，我們將秉持堅定不移的承諾，建設一家可持續和負責任的企業，為持份者創造長遠價值。我們將持續提升環境、社會及管治表現，把握新機遇，建立策略聯盟，運用創新技術方案推動積極進步。我謹此向員工、客戶和合作夥伴致以最深切的謝意。你們的投入推動著我們不斷進步的環境、社會及管治之旅，讓我們攜手打造一個以提升員工福祉和保護我們賴以生存的環境的蓬勃企業。

高萌科技集團有限公司

陸鑑明

主席兼執行董事

香港，二零二五年六月二十六日

高萌·科技

WWW.KML.COM.HK

ABOUT THE GROUP

關於本集團

Business Overview

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

業務概覽

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

01

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

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



02

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

Payment solution adoption
採用支付解決方案



03

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

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



BUSINESS OVERVIEW 業務概覽

04

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

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



05

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

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



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AWARD HIGHLIGHTS

獎項摘要



ESG Culture Award 2024
環境、社會及管治文化獎2024

SocietyNext Foundation
社群創客基金

“Gold Tier” under the Cyber Security Staff Awareness (CSSA) Recognition Scheme 2024/25
共建員工防火牆嘉許計劃 2024/25 金級別

The Hong Kong Internet Registration Corporation Limited and Information Systems Audit And Control Association China Hong Kong Chapter
香港互聯網註冊管理有限公司及國際信息系統審計協會中國香港分會



Good Employer Charter (Premium Logo)
好僱主約章 (星級約章標誌)

Labour Department
勞工處

“Heart Caring Company Plus” logo and Heart Caring Organization Award 2024-2025 (Construction Industry) - Excellence Organization
「機構同護心+」標誌及
護心機構大獎 2024-2025 (建造業)- 卓越機構

Occupational Safety and Health Council (“OSHC”)
職業安全健康局 (「職安局」)

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OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

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

Sustainability Governance and Risk Management

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

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

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

可持續發展管治及風險管理

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

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



OUR SUSTAINABILITY APPROACH

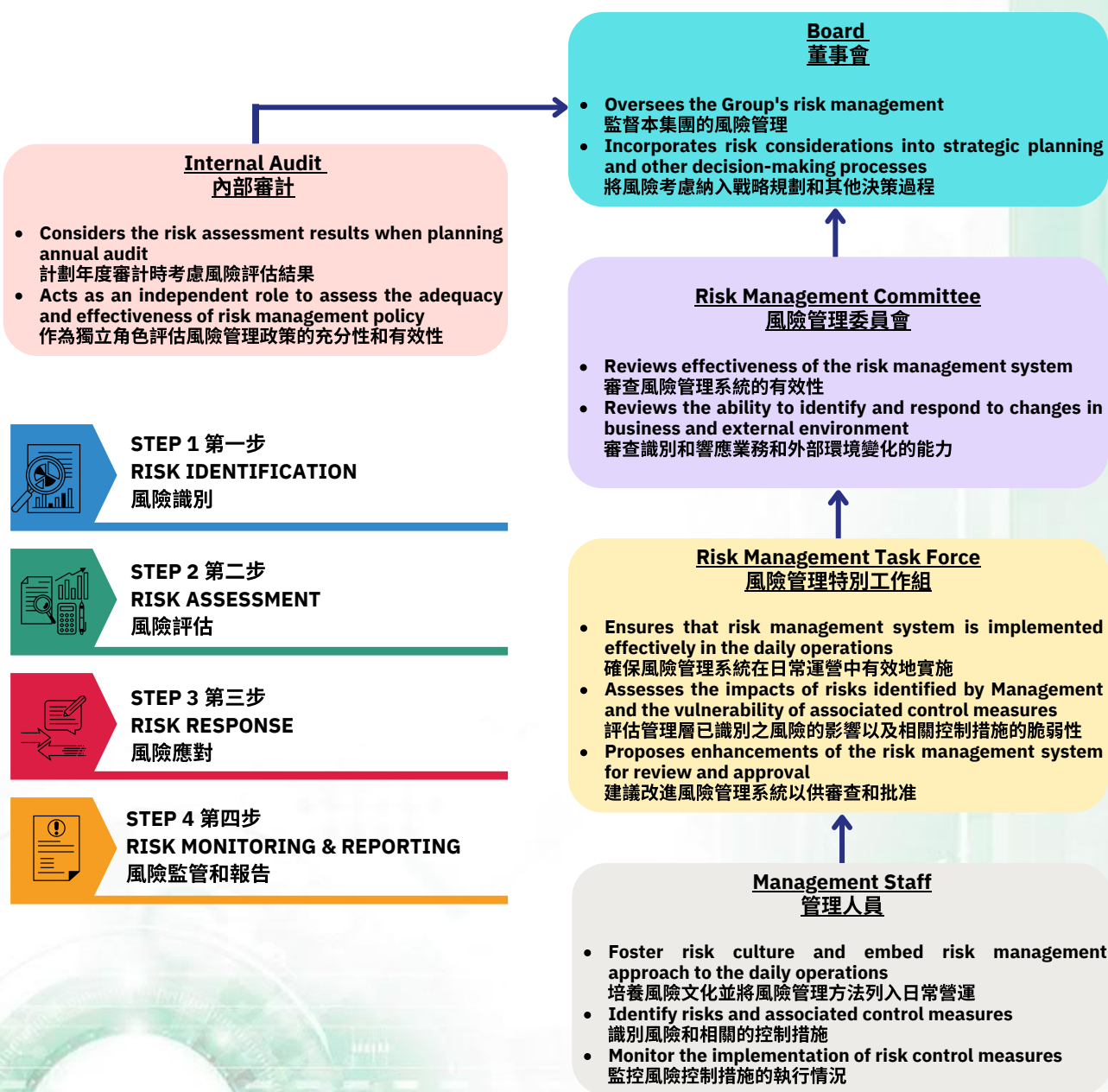
我們的可持續發展方針

Sustainability Governance and Risk Management (Continued)

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

可持續發展管治及風險管理 (續)

我們的風險管理政策闡述了風險管理架構和風險管理的四個階段，詳情如下：



OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Our Commitments and Goals

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

Our Commitment and Measures

我們的承諾及措施

Goal 3: Good Health and Well-Being

目標三：良好健康與福祉



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

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

本集團將員工視為寶貴資產，並承諾為他們的福祉提供充份的支持。

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

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

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

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

- 為各級員工提供在職培訓
- 建立清晰、公平的教育及培訓贊助機制

Goal 4: Quality Education

目標四：優質教育



Goal 8: Decent Work and Economic Growth

目標八：體面工作和經濟增長



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

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

本集團致力為員工創造一個平等、包容和安全的工作環境。

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

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Our Commitments and Goals (Continued)

我們的承諾及目標(續)

Our Commitment and Measures
我們的承諾及措施

Goal 9: Industry, Innovation and Infrastructure

目標九：產業、創新與基礎設施



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

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

本集團積極緊貼本土市場及行業發展的變化。

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

Goal 11: Sustainable Cities and Communities 目標十一：可持續發展城市及社區

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

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



本集團承諾建設包容、安全、有抵禦災害能力和可持續的城市和人類住區。

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

Goal 13: Climate Action 目標十三：氣候行動



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

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

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

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

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Fostering Sustainability Culture

Fostering a robust sustainability culture constitutes a core strategic priority for the Group's ESG journey. In addition to leadership advocacy, we empower employees to adopt sustainable practices in workplaces and daily lives through three major strategies:

培養可持續發展文化

培育可持續發展文化為本集團環境、社會及管治進程的核心策略重點。除了領導層倡議外，我們透過三大策略推動員工於職場及生活中實踐可持續行為：

Inspire through trainings and events 通過培訓、活動進行激發

- Arrange sustainability-related training to enhance internal capabilities and promote the integration of sustainability and business operations 安排可持續發展相關的培訓，提升內部能力以促進可持續發展與業務營運的融合
- Organise sustainability awareness-raising activities, such as Orbis Mid-Autumn Charity gift, Earth Hour, Green Month, Recycling Activity etc., linking sustainability to personal life 組織提升可持續發展意識的活動，如：奧比斯中秋義賣禮物、地球一小時、綠色月、進行回收活動等，將可持續發展與個人生活聯繫起來

INSPIRE
激發

RECOGNISE
認可

COMMUNICATE
溝通

Recognise sustainability supporters 認可可持續發展的支持者

- Reward good ESG performers and publicly appreciate them in the monthly employee newsletter 在每月的員工通訊中獎勵在環境、社會及管治表現優異的員工，並在每月的員工簡報中公開表揚他們
- Nominate good ESG performers to participate in industry-wide award competitions 提名環境、社會及管治表現優異者參加角逐行業的比賽

Communicate sustainability issues 溝通可持續發展議題

- Share sustainability topics in the monthly employee newsletter, e.g. carbon neutrality, carbon emission reduction and recycling campaign etc. 在每月的員工通訊中分享可持續發展主題，例如碳中和、低碳生活及回收行動等
- Share sustainability videos on our ESG TV channel, issues such as diversity, equality and inclusion at the workplace, climate change etc. 在我們的ESG資訊台發放可持續發展視頻，主題如工作場所的多元化、平等和包容、氣候變化及環境保育等
- Share sustainability topics in the monthly workers toolbox training, e.g. world earth day, world no tobaccos day and world wetland day etc. 在每月的工地培訓中分享可持續發展議題，例如世界地球日、世界無煙日及世界濕地日

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Fostering Sustainability Culture (Continued)

培養可持續發展文化 (續)

Our Journey to ESG Culture Award 我們榮獲 ESG 文化獎的歷程



CEO involvement in SDG event
行政總裁參與可持續發展目標活動



Recognise SDG event's volunteer
表彰可持續發展目標活動
志願者



Our first batch of certified
SDG Ambassadors
首批獲認證的可持續發展大使



Our second batch of certified
SDG Ambassadors
第二批獲認證的可持續發展大使

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Fostering Sustainability Culture (Continued)

培養可持續發展文化 (續)

A different Mid-Autumn Festival:

Mooncake for Good - Save the Planet x Share Joyfulness

不一樣的中秋節：悅捨月餅·盈月暖心

This year's Mid-Autumn Festival, our Human Resources (“HR”) teammates, as SDG-certified ambassadors, integrated SDG into their routine operations. They advocated a meaningful campaign - "Mooncake for Good - Save the Planet x Share Joyfulness" to blend eco-action and social impact. By introducing an opt-out mechanism for employees to decline mooncakes as festival gifts (ordinarily regarded as a company benefit), we not only diverted potential waste, but also contributed the associated amount of money to a non-governmental organisation for advancing mental wellness for its beneficiaries.

今年中秋節，作為認證可持續發展目標大使的人力資源(「人力資源」)部成員，將可持續發展融入他們的日常營運中。他們倡導了一項意義非凡的活動－「悅捨月餅·盈月暖心」，將環保行動和社會影響相結合。透過引入員工拒絕接受月餅作為節日禮物（通常被視為公司福利）的機制，我們不但可以避免潛在的浪費，還將相關款項捐贈給非政府組織用於促進其受益人的心理健康。



OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Stakeholder Engagement

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

持份者參與

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

Shareholders and Investors 股東及投資者

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

Customers 客戶

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

Employees 僱員

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

Business Partners 業務夥伴

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

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

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

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Stakeholder Engagement (Continued)

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

Materiality Assessment

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

持份者參與(續)

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

重要性評估

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

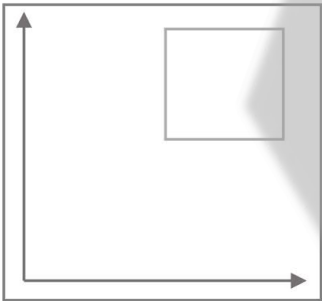


OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

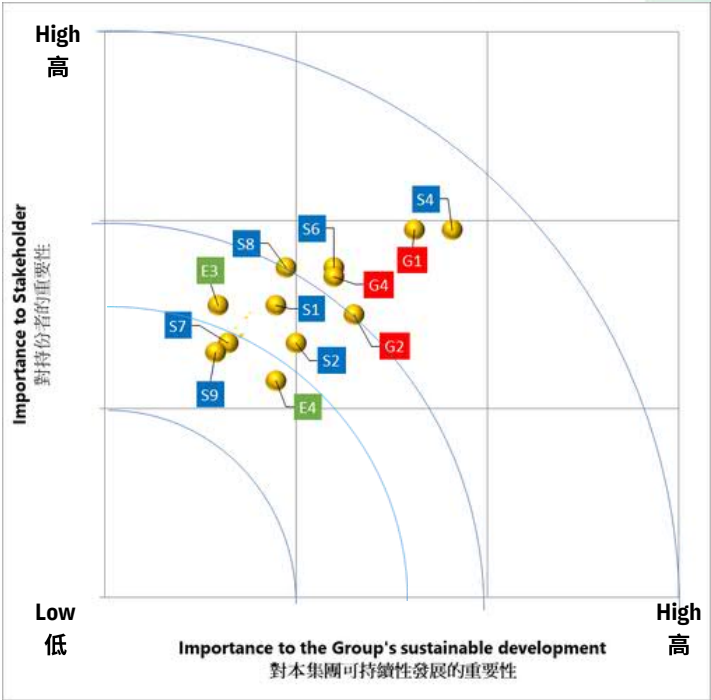
Materiality Assessment (Continued)

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



重要性評估 (續)

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



ENVIRONMENT 環境

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



SOCIAL 社會

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



GOVERNANCE 管治

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



OUR BUSINESS PRACTICES

我們的業務慣例

Corporate Ethics

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

During the Reporting Year, we have subscribed to the “Construction Industry Integrity Charter 2.0”. We also arranged all senior management and executive directors to attend integrity training provided by Independent Commission Against Corruption (ICAC), far exceeding the requirement of the “Construction Industry Integrity Charter 2.0”.



The Group fosters a culture of openness and accountability through a robust whistleblowing policy. Employees and external partners are encouraged to report concerns regarding misconduct confidentially. All reports are rigorously assessed and, where warranted, undergo thorough independent investigation by internal audit or compliance personnel. Findings and recommendations are reviewed by the Audit Committee and escalated to the Board. Whistleblowers are unequivocally protected from retaliation, unfair dismissal, or victimisation.

企業道德

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

於本報告年度，我們已簽署《誠建約章2.0》。我們亦安排所有高級管理層和執行董事參加由廉政公署（廉署）提供的誠信培訓，遠超過《誠建約章2.0約章》的要求。

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

OUR BUSINESS PRACTICES

我們的業務慣例

Personal Data Privacy Protection

The Group is committed to safeguarding the privacy and confidentiality of the personal data collected. To ensure proper data handling, the Group has implemented internal guidelines governing the collection, processing, usage, maintenance, management, storage, and handling of data. The Group places great importance on protecting confidential and sensitive data from accidental disclosure. We address a range of measures and access controls for both offices and workshops to minimise the risk of unauthorised disclosure of confidential documents and products.

個人資料隱私保護

本集團致力保護收集到的個人資料私隱。為確保妥善處理數據，本集團採用了管理資料收集、處理、使用、保管、管理、儲存及處理的內部指引。本集團非常重視保障機密及敏感資料免於外洩。我們在辦公室和工地採取了一系列的措施和訪問控制，以盡量減少未經授權披露機密文件和產品的風險。

Cyber Security Staff Awareness (CSSA) Recognition Scheme 2024/25

共建員工防火牆嘉許計劃 2024/25



The rapidly evolving digital world poses significant cybersecurity threats. Our management understands that cybersecurity is a shared responsibility for everyone and deeply resonates with the concept of building a "Human Firewall". We believe that a culture of companywide participation will enhance our daily cybersecurity defenses, reduce the risk of cybersecurity incidents caused by human factors, and safeguard the information and data of our stakeholders.

During the Reporting Year, we actively promoted cybersecurity awareness in the monthly newsletter and encouraged our team members to acquire new cybersecurity knowledge. These efforts led us to achieve the "Gold Tier" recognition under the inaugural Cyber Security Staff Awareness Recognition Scheme. Looking ahead, we aspire to establish a safer and more resilient digital environment to ensure the sustainable development of our business.

急速發展的網路世界對網絡安全構成重大的威脅，我們的管理層明白網絡安全是每個人的共同責任，且深深認同主辦方建構「員工防火牆」的理念。我們相信，全員參與的文化定能助力公司日常的網絡安全防護，減低公司因人為因素導致網絡事故的風險，從而保障我們持分者資料數據的安全。

於本報告年度，我們積極透過每月簡報宣傳網路安全意識，並鼓勵團隊成員學習新的網路安全知識。這些努力使我們在首屆共建員工防火牆嘉許計劃中獲得「金級」殊榮。展望未來，我們期望能夠建立一個更安全、更具韌性的數位環境，確保公司業務的可持續發展。

OUR BUSINESS PRACTICES

我們的業務慣例

Intellectual Property Rights Protection

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

Recognising that intangible IP assets can be as valuable as tangible ones, we believe that strategic management and leveraging of these assets are crucial for driving growth. During the Reporting Year, we joined the IP Manager Scheme PLUS, aimed at enhancing our IP capabilities.

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

Legal Compliance

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

知識產權保護

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

我們認識到無形的知識產權資產與有形資產一樣珍貴，因此相信這些資產的策略管理和利用對於推動增長至關重要。於報告年度，我們參加了知識產權管理人員計劃（升級版），旨在提升我們的知識產權能力。

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

合法合規

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

OUR PEOPLE

我們的員工

Employment and Labour Practices

The unwavering dedication and hard work of our colleagues are a cornerstone of our business’s success. The Group recognises that attracting, retaining, and developing talent is essential for maintaining market competitiveness. We are committed to fostering a fair, supportive, healthy, safe, and inclusive work environment while offering diverse development and training opportunities to ensure that our employees feel respected and motivated.

僱傭及勞工常規

同事們的不懈努力及竭誠服務是我們的業務成功的基石。本集團認識到吸納、保留及栽培人才對於維持市場競爭力至關重要。我們致力為同事營造一個公正、關懷、健康、安全及共融的工作環境，同時提供豐富多元的發展及培訓機會，以確保所有員工都受到尊重和激勵。



OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Respecting Human and Labour Rights

The Group maintained full compliance with the relevant employment laws and regulations in Hong Kong during the Reporting Year and maintained a “Respect of Ethics, Human and Labour Rights Policy”, unequivocally prohibiting child, bonded and forced labour across our operations. This policy underscores our commitment to upholding fundamental rights within workplaces and communities.

To mitigate underage or illegal employment risks, our HR Department implements rigorous identity verification and background checks. Employment contracts clearly stipulate reasonable working hours, rest days, and leave entitlements. We cultivate an inclusive workplace culture that provides equal opportunities and prohibits discrimination or harassment based on race, religion, colour, gender, physical or mental disability, age, or nationality. Workplace discrimination constitutes misconduct reportable through our whistleblowing mechanism. For details, please refer to the section headed “Corporate Ethics” in this Report.

There was no identified discrimination or harassment incidents reported during the Reporting Year. For more information regarding relevant laws and regulations, please refer to Appendix II – HKEX ESG Guide Content Index.

僱傭及勞工常規 (續)

尊重人權及勞工權益

本集團於報告期內恪守香港相關僱傭法規，持續實施「尊重道德、人權及勞工權利政策」，明確禁止所有營運環節使用童工、抵債勞工及強制勞工。此政策彰顯我們對維護工作場所及社區基本權益的承諾。

為防範僱用未達法定年齡或非法就業風險，人力資源部實施嚴格的身份證明文件核驗及背景審查。僱傭合約清晰訂明合理工時、休息日與有薪假期安排。我們致力培育共融職場文化，提供平等機會，並禁止基於種族、宗教、膚色、性別、身體或精神殘疾、年齡、國籍的歧視及騷擾行為。屬可透過舉報機制呈報的不當行為。詳情請參閱本報告「企業道德」一節。

於報告年度內未發現任何歧視或騷擾事件。相關法規遵循詳情，請參考附錄二 – 聯交所《環境、社會及管治報告指引》內容索引。

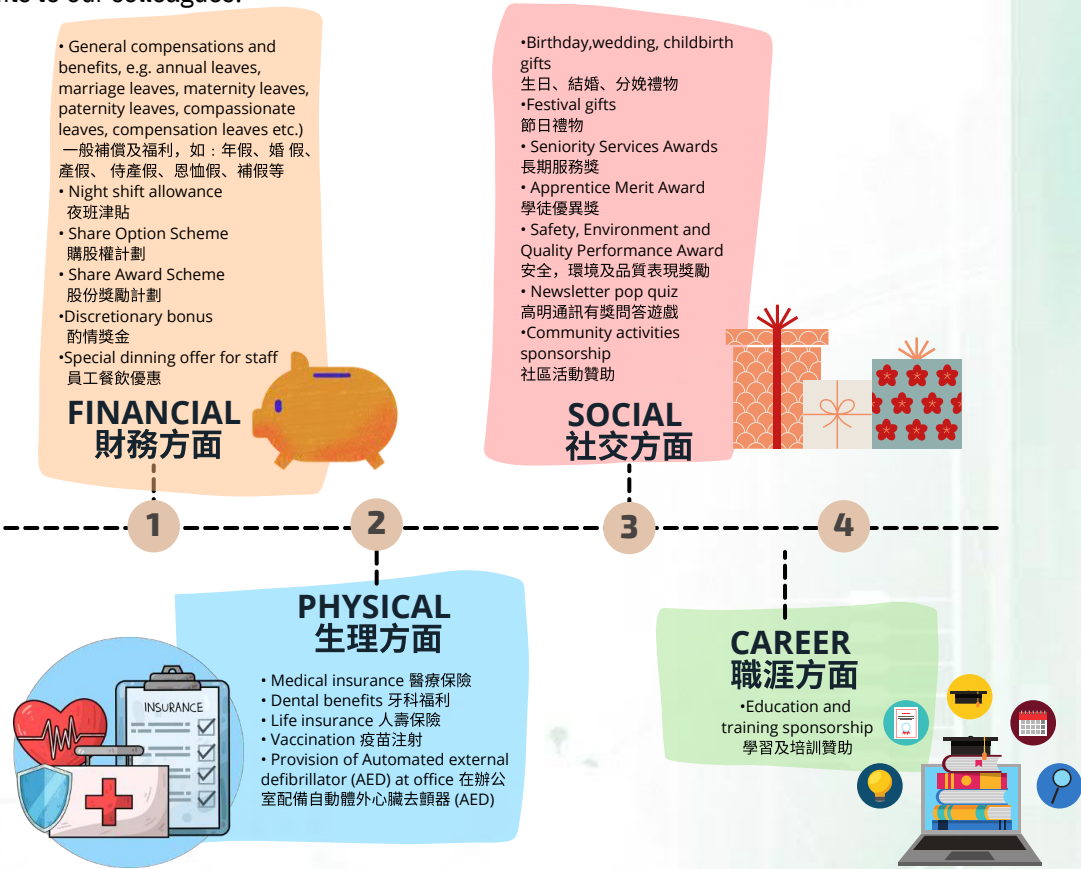
OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Employee Benefits

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



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

僱傭及勞工常規 (續)

員工福利

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

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

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Employee Engagement

We are dedicated to establishing a transparent and open internal communication mechanism that encourages two-way dialogue between management and staff. We actively seek to understand the suggestions and expectations of our employees. To facilitate smooth and effective internal communication, the Group's management conducts various meetings regularly and utilises diverse communication channels, such as intranet, emails, circulars, employee newsletters, instant communication applications, to keep our employees informed of the latest development and information of the Group.

Diversified Employee Activities

To create a friendly and caring working environment to our employees, the Group has launched different activities to cultivate self-confidence, sense of belongings and cohesion of employees, and encouraged inter-departmental gatherings and activities.

Annual Dinner 農曆新年聯歡晚宴



The company hosted the Lunar New Year Gala Dinner, and we invited employees and their relatives to participate. The Seniority Service Award and the Apprentice Merit Award were also presented that night, as well as exciting games and lucky draws. Everyone gathered together and the scene was very lively.

公司舉辦農曆新年聯歡晚宴，我們邀請員工及其親屬一齊參與。當晚亦頒發了長期服務獎和學徒優異獎，及有刺激的遊戲及抽獎環節。大家歡聚一堂，場面十分熱鬧。



Captions: Toast at the Lunar New Year Gala Dinner.

圖片說明：農曆新年聯歡晚宴祝酒。



OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Employee Engagement (Continued)

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

僱傭及勞工常規 (續)

員工參與 (續)



Captions: Our Chief Executive Officer (middle) presented a seniority service award to two colleagues, who had been serving the Group for 20 years.
圖片說明：我們的行政總裁(中)向服務本集團二十年的同事頒發長期服務獎。



Captions: Our Chief Operating Officer (fourth from left) presented a seniority service award to our colleagues, who had been serving the Group for 10 years.

圖片說明：我們的營運總裁(左四)向服務本集團十年的同事頒發長期服務獎。



Captions: Two apprentices were rewarded the "Apprentice Merit Award".

圖片說明：兩名學徒獲授予「學徒優異獎」。

OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

僱傭及勞工常規 (續)

Employee Engagement (Continued)

員工參與 (續)

Christmas party 聖誕聯歡活動



The annual company Christmas party is a good opportunity to greet colleagues and enhance team relationships. In addition, there are also group games and lucky draws. Employees are full of joy and celebrate the Christmas season together.

一年一度的公司聖誕聯歡會是一個慰勞同事及增進團隊關係的好機會。此外，亦有集體遊戲及抽獎，員工們充滿喜悅，一同歡度聖誕佳節。



OUR PEOPLE

我們的員工

Employment and Labour Practices (Continued)

Employee Engagement (Continued)

僱傭及勞工常規 (續)

員工參與 (續)

Orbis's Mid-Autumn Charity Sales

奧比斯「愛心獻光明」中秋義賣



OUR PEOPLE

我們的員工

Safety and Health

Management Approach to Occupational Safety and Health

We regard health and safety as an indispensable part of our businesses. We are committed to protecting our staff, contractors, customers and the general public from health and safety risks. This commitment and our safety management approach have been clearly listed in the Safety, Health and Loss Prevention Policy, so that our OS&H performance can be improved continuously. To minimise the risk of accidents and deepen employees' understandings of our safety first culture, we invest adequate resources in safety management and training.

We have a systematic "Plan-Do-Check-Act" approach to link OS&H management into our business processes to motivates staff to identify hazards and unsafe conditions in their workplaces and then improve. The Group will continue to optimise the OS&H management system ("OS&HMS"), further improve the Group's overall safety performance.

安全與健康

職業安全與健康管理方針

我們非常重視工作場所的健康及安全，視之為業務營運不可或缺的一部分。我們致力保障員工、承辦商、客戶和公眾免受健康與安全風險。並已將此承諾及我們的安全管理方針清楚載列安全、健康和損失預防政策中，使我們的職安健的效益得以不斷提升。為了盡量減低意外風險，加深員工對本集團安全第一文化的了解，我們在安全管理和培訓方面投入了充足的資源。

我們已設立一套系統性的「策劃-實施-檢查-改進」方法，將職安健管理聯繫到我們的業務流程中，鼓勵員工識別工作場所的隱患和不安全的環境狀況再加以改善。本集團會持續優化職安健管理系統（「職安健管理系統」），進一步提升本集團的整體安全表現。



OUR PEOPLE

我們的員工

Safety and Health (Continued)

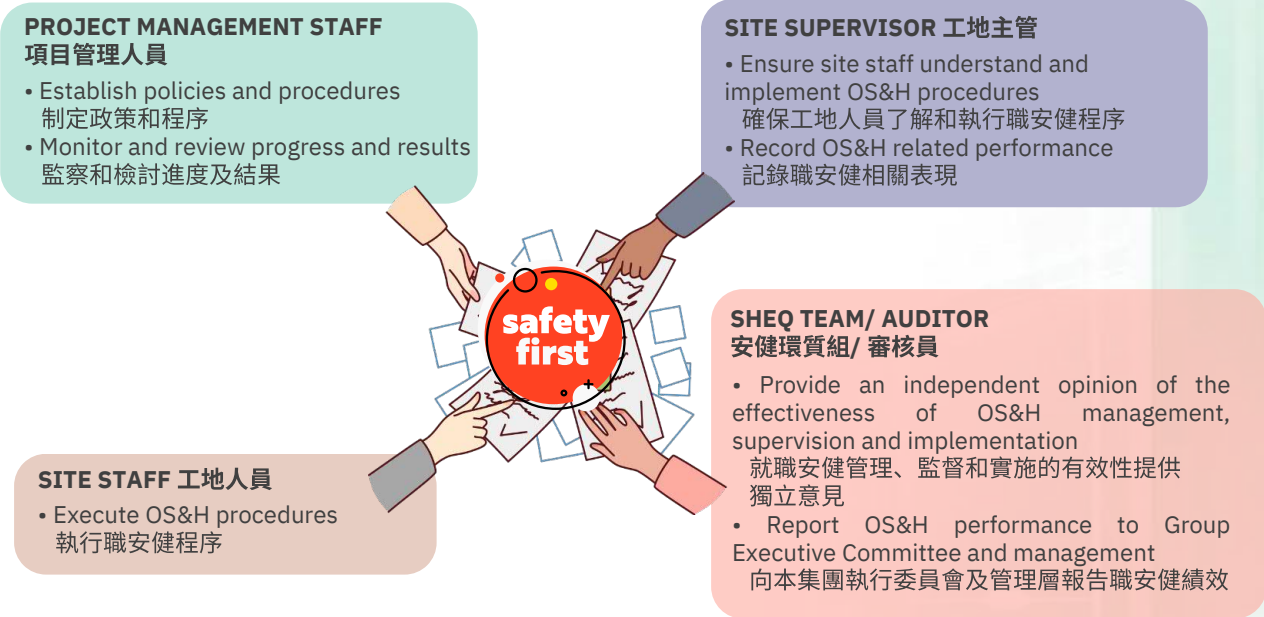
Management Approach to Occupational Safety and Health (Continued)

The Group has a Safety and Health, Environmental and Quality (“**SHEQ**”) team, which reports and reviews SHEQ performance results at the management review meeting every year. We have also established a site safety governance structure to manage site OS&H risks.

安全與健康 (續)

職業安全與健康管理方針 (續)

本集團設有安全、健康、環保及品質 (「**安健環質**」) 組，每年於管理評審會議上匯報及檢討安健環質績效結果。我們亦建立了工地安全治理架構以管理工地的職安健風險。



Boosting OS&H Consciousness

The Group actively provides employees OS&H training programs. In addition to induction training, we also provide employees with tailor-made safety training courses and site-specific briefings. After identifying and understanding their needs, we create training plans, including coaching and more to help them acquire crucial skills and experience. The safety officer will regularly evaluate the effectiveness of the training to ensure the training meets the existing laws and regulations and customer requirements.

提升職安健意識

本集團積極為員工提供職安健培訓，除了入職培訓，我們還會向員工提供量身定制的安全培訓課程及個別工地的簡報會，在識別及了解他們的需要後，我們會制定培訓計劃，包括工作輔導等，協助他們獲取必要的技能及經驗。安全主任會定期評估培訓效用，確保培訓切合現行法例法規及客戶要求。

OUR PEOPLE
我們的員工

Safety and Health (Continued)

Management Approach to Occupational Safety and Health (Continued)

Boosting OS&H Consciousness (Continued)

The site supervisor will conduct regular toolbox training to provide general safety and health information or update to the site staff.

安全與健康(續)

職業安全與健康管理方針 (續)

提升職安健意識 (續)

工地主管將定期舉辦工具箱培訓，為工地人員提供一般安全與健康信息或更新。

1300+



hours of OS&H training attended by site staff, the curriculum covered critical safety risks including electricity, working at height, lifting operations and mobile equipment operations, along with other topics such as confined space assessment, emergency response protocols, accident case sharing, worksite housekeeping, manual handling operations, hand tool safety, heat stress prevention, smoking cessation promotion, mental health and healthy sleep practices, etc.

工地人員已參與約 ~1300 小時的職安健培訓，培訓課題涵蓋關鍵安全風險，如：電力、高空作業、起重操作、移動設備等及其他議題，如：密閉空間評估、緊急應變、意外案例分享、工作場所整理、體力處理、手工具安全、預防中暑、戒煙推廣、精神健康及良好睡眠小貼士等。

9. 流動式升降台

11 操作前必須進行工作安全查核，並依照標準的步驟下，並依照標準的步驟下，以安全進行各項作業。

10 操作前必須進行工作安全查核，並依照標準的步驟下，並依照標準的步驟下，以安全進行各項作業。

9 操作前必須進行工作安全查核，並依照標準的步驟下，並依照標準的步驟下，以安全進行各項作業。

8 操作前必須進行工作安全查核，並依照標準的步驟下，並依照標準的步驟下，以安全進行各項作業。

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6 操作前必須進行工作安全查核，並依照標準的步驟下，並依照標準的步驟下，以安全進行各項作業。

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1 操作前必須進行工作安全查核，並依照標準的步驟下，並依照標準的步驟下，以安全進行各項作業。

世界無煙日2024

世界無煙日

世界衛生組織於1987年創立了世界無煙日，旨在引起全球對煙草流行及其對健康的影響的關注。世界衛生組織和全球合作夥伴每年於5月31日舉辦世界無煙日活動，強調與煙草使用有關的健康的和其他風險，倡導及制定可有效減少煙草消費的政策，並動用使用任何形式的煙草。

世界無煙日2024主題為保護孩子免受煙草的干擾，呼籲煙草業停止向年輕人提供有關於他們健康的虛假信息。

煙草對人健康的影響是巨大的，而且還在增加，為地球本已脆弱的環境和生態系統增加了不必要的壓力。煙草種植、生產、分銷、消費和消費後廢棄物，每年造成800多萬人死亡，並破壞我們的環境，這一步損害人類健康。

煙草對環境的威脅

煙草種植需要大量的水資源，這對於那些水資源供應已經緊張的地區來說是一個額外的負擔。大量的肥料和農藥用於多產性產生農產品，這導致土壤退化和空氣污染。

森林砍伐：煙草種植需要大片土地，這通常導致森林砍伐和生態系統的破壞。大量的肥料和農藥用於多產性產生農產品，這導致土壤退化和空氣污染。

空氣污染：煙草生產過程中，煙草葉子經過乾燥和燃燒，釋放出大量的有害氣體和灰塵物質，例如二氧化碳、一氧化碳、氮氧化物和懸浮顆粒。這些污染物對空氣品質有負面影響，尤其對於煙草種植和生產地區的居民健康造成威脅。

我們可以採取以下哪些行動應對？

- 減少購買煙草：直接減少煙草需求。這種不僅可以保護自己的健康，還能減少煙草需求，進而減少煙草種植和生產對環境的影響。
- 支持無煙文化：積極支持無煙環境政策。這包括在公共場所、工作場所和室內空間禁止吸煙，以確保大家的健康和空氣品質。
- 推廣健康種植方式：包括使用有機農業，減少農藥和化肥的使用，並保護土地和水資源的可持續利用。
- 支持環保組織和團體：參與相關的煙草控制運動和環保政策。

參考資料：世界衛生組織2024... 世界衛生組織煙草政策建議... 世界衛生組織煙草政策建議... 世界衛生組織煙草政策建議... 世界衛生組織煙草政策建議...

OUR PEOPLE

我們的員工

Safety and Health (Continued)

Management Approach to Occupational Safety and Health (Continued)

The Group has adopted an occupational health and safety manual as required by relevant occupational health and safety laws, rules and regulations under the supervision of the Group's registered safety officers. During the Reporting Year, the Group strictly conformed to and complied with the relevant laws and regulations in Hong Kong in relation to the provision of a safe working environment and the protection of employees from occupational hazards that would have a significant impact on the Group.

安全與健康(續)

職業安全與健康管理方針 (續)

本集團已遵照相關職業健康及安全法律、規則及法規的規定採納職業健康及安全手冊，並由本集團的註冊安全主任負責監督。於本報告年度，本集團嚴格遵守及符合有關提供安全工作環境及保障員工避免職業性危害的香港法律法規。

Large-scale Electrical Work Safety Training

大型電力工作安全培訓

We recognise the importance of electrical work safety. During the Reporting Year, we organised a specific training for electrical workers, with the objective of providing them comprehensive information on electrical works. Regulatory requirements, best practices, and lessons learnt were shared by our experienced Lead Engineer – Electrical.

我們認識到電氣工作安全的重要性。於報告年度，我們為電工組織了一次專門培訓，旨在為他們提供有關電氣工作的全面資訊。我們經驗豐富的首席電氣工程師分享了法規要求、最佳實踐和經驗教訓。



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Safety First Culture

We set the highest safety standards and aims at 'zero fatal accidents' to ensure workplace safety. We attach the utmost importance to the safety and health of site workers. It is crucial to make the best efforts to hold safety training and prevent the occurrence of accidents. We continuously enhance its performance assessments to ensure the safety performance of the contractors.

我們一直以「零致命意外」為我們的安全指標，確保工作環境安全。我們十分重視工地人員的安全及健康，所以定期舉辦安全訓練，防患未然。我們亦有不斷完善表現監察機制，確保承辦商的安全表現符合要求。

Safety Millionaire Competition 安全百萬富翁比賽

Captions: 10 colleagues from the Company participated in a safety quiz competition organised by our major client this year. Colleagues from the safety, health, environmental and quality team won the individual award "Safety Million Stars (Champion)"

圖片說明：公司本年度派出10位同事參與由主要客戶舉辦的安全問答比賽，而安健環質組的同事則奪得個人獎「安全百萬星中星（冠軍）」

安全與健康(續)

安全第一文化



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Health Always Culture

The Company encourages employees to build exercise into our daily life in order to develop an active and healthy lifestyle.

安全與健康 (續)

健康至上文化

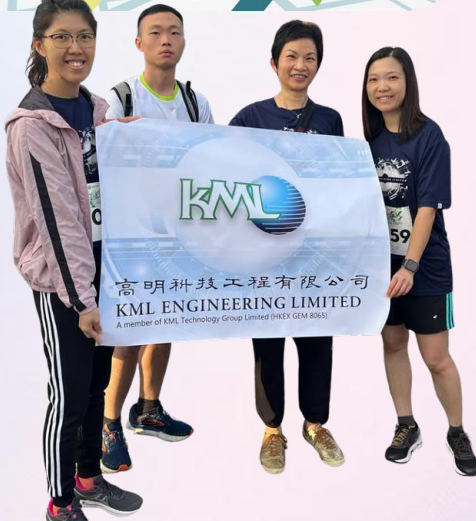
公司鼓勵員工把運動融入生活，建立活躍和健康的生活模式。



Happy Run 2025 建造業開心跑2025

We continued to participate in "Construction Industry Happy Run 2025" held by the Construction Industry Council. There was a total of 8 colleagues participating in the 10km Individual Run and the 3.5km Happy Run.

我們繼續參加建造業議會主辦的「建造業開心跑2025」。我們共有5位同事參加10公里個人賽及3.5公里開心跑。



日行萬步 10000 Steps a Day.

Captions: We set up incentives to attract employees to participate in 10000 Steps a Day.

圖片說明：我們設立獎勵吸引員工招募親友參與參加公司步行挑戰隊伍，推廣及實踐步行習慣。



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Health Always Culture (Continued)

Smoke-free work culture

We continued to support the smoke-free publicity programme organised by Hong Kong Council on Smoking and Health (“**COSH**”) and organised an interactive event to disseminate smoke-free messages while doing Zero-time Exercise.

我們繼續支持香港吸煙與健康委員會（「香港吸煙與健康委員會」）舉辦的無菸宣傳活動，並舉辦互動活動，做零時間運動的同時傳播無煙訊息。

安全與健康 (續)

健康至上文化 (續)

無煙文化



OUR PEOPLE

我們的員工

Safety and Health (Continued)

Health Always Culture (Continued)

Mental Health Awareness

While physical health is important, mental health is equally important. We attach great importance to the mental health of its employees and promote the importance of mental health to employees through different communication channels.

安全與健康 (續)

健康至上文化 (續)

關注精神健康

身體健康固然重要，精神健康也同樣重要。我們重視員工的精神健康，透過不同的溝通渠道向員工推廣精神健康的重要性。

“Heart Caring Company Plus” logo and Heart Caring Organization Award – Excellence Organization 「機構同護心+」標誌及護心機構大獎 — 卓越機構

We are delighted to share that, after being awarded the "Outstanding Organization for Heart Caring Organization Award" by OSHC in 2023, we have achieved another milestone this Reporting Year. Triumphant over 80 competing entries, we have been upgraded to receive "Excellence Organization for Heart Caring Organization Award".



This accolade holds special significance, as it recognises our relentless efforts in five areas: "Management support and participation", "Heart Caring Campaign – Prevention of cerebro-cardiovascular diseases (CCVDs)", "Healthy lifestyle", "Mental health and well-being", and "Continuous improvement and innovative measures".

We firmly believe that employee well-being and social responsibility are the cornerstone of sustainable success. We remain committed to raising awareness about cardiovascular health risks among our employees and encouraging them to adopt and maintain healthy lifestyles.



我們欣然分享繼2023年獲職安局頒發護心機構大獎-傑出機構後，今報告年度再下一城，在80個參選單位中脫穎而出，升級獲頒發護心機構大獎-卓越機構。

此獎項別具意義 — 印證了我們在「管理層的支持和投入參與」、「護心計劃-預防心腦血管病」、「健康生活習慣」、「精神及心理健康」和「續進步及創新措施」的不懈努力。

我們深信員工福祉與社會責任是企業永續成功的基石，並將繼續向員工推廣關注心腦血管病風險，鼓勵他們持續建立健康生活模式。

OUR PEOPLE

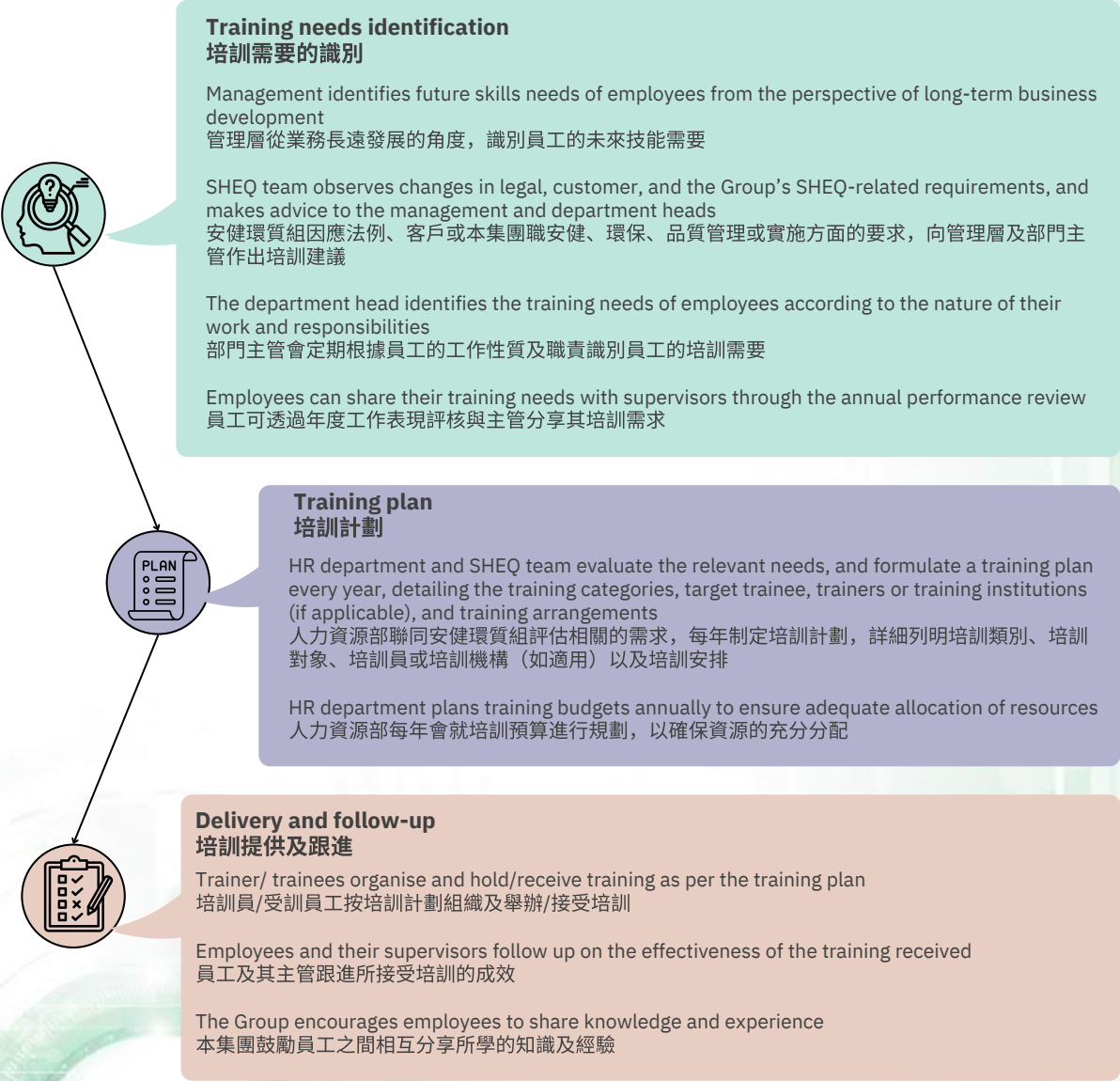
我們的員工

Development and Training

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

發展及培訓

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



OUR PEOPLE

我們的員工

Development and Training (Continued)

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

Examples of external courses were shown as follows:

發展及培訓 (續)

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

外部課程示例如下：

Governance, Management, Ethics and Compliance

管治、管理、道德和合規

- "Ethics Legacy" - Ethical and Governance Roles of Directors and Senior Management of Publicly Listed Companies
「商誠記」- 上市公司董事及高級管理人員的誠信管治角色
- Experience Sharing Session for Businesses on "AI and Personal Data Privacy"
「人工智能與個人資料私隱」企業經驗分享會



Sustainability-related Training

可持續相關培訓

- Elevate Business Growth: Embedding ESG Principles in Business Strategy
提升業務成長：將 ESG 原則融入商業策略
- SDG Ambassador Certification Workshop
可持續發展大使認證工作坊
- HKEX Workshop on IFRS Sustainability Disclosure Standards
香港交易所國際財務報告準則永續發展揭露準則研討會
- Carbon Emissions Quantification and Management Training
碳排放量化與管理培訓



Safety and Health

安全與健康

- Mental Health First Aid
精神健康急救基礎課程
- Safety Conference 2024 – Site Safety by Culture and Innovation
2024年安全會議－文化與創新下的現場安全
- Confined Space Work Safety and Innovative Technology in Construction Industry Conference
密閉空間工作安全與建造業創新科技研討會



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KML Technology Group Limited · ESG Report 2024/25
高萌科技集團有限公司 二零二四 / 二五年環境、社會及管治報告

OUR PRODUCTS AND SERVICES

我們的產品和服務

Management Approach to Quality

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

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

品質管理方針

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

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

Group Executive Committee 集團執行委員會

Act as delegate of the Board to review the performance of QMS and evaluate the effectiveness of QMS
擔任董事會代表，審查 QMS 的績效及評估 QMS 的有效性

QA Team 品質保證團隊

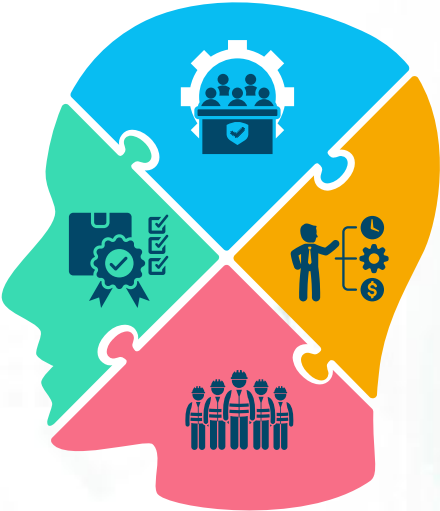
Conduct an independent inspection and/ or audit for the key projects
對關鍵工程項目進行獨立檢查和/或稽核
Provide reasonable assurance to the Company’s management regarding the effectiveness of QA measures
就品質保證措施的有效性向公司的管理層提供合理保證
Audit suppliers and report to the QA Team management regularly for ensuring that the supplier meets our quality requirements
對供應商進行審核，定期向管理層作出匯報，以確保該供應商合乎我們的品質要求
Follow up on corrective and preventive action for any nonconformance recorded
跟進錄得的不符事項的糾正和預防行動

Management Staff 管理人員

Identify, assess and mitigate risks of project delivery
識別、評估和緩減專案交付的風險
Supervise the implementation and execution of the QA measures
監督品質保證措施的實施及執行
Respond to any non-conformance reported and execute corrective and preventive action
應對任何報告的不符事項並執行糾正和預防行動

Work Team 工作團隊

Execute the work in a quality and compliant manner according to method statements and/ or quality management plan
按方法說明及/或品質管理計劃要求優質及合規地執行工作
Retain proper records for verification/ audit purposes
保留適當的記錄以供核實/審計用途



OUR PRODUCTS AND SERVICES

我們的產品和服務

Focusing Customer Satisfaction

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

重視客戶滿意度

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



Ongoing Engagement

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

Complaints Handling

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

Identification of Continual Improvements

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

OUR PARTNERS
我們的合作夥伴

Effective supply chain management is crucial for delivering high-quality products and services while enhancing the Group's resilience to environmental and social challenges. By fostering sustainable relationships with global suppliers, the Group ensures a reliable flow of essential materials.

To navigate supply chain complexities, the Group has established rigorous procurement procedures:

有效的供應鏈管理對於提供高品質的產品和服務，同時增強本集團應對環境和社會挑戰的韌性至關重要。透過與全球供應商建立可持續的關係，本集團確保了重要材料的可靠流通。

為應對供應鏈的複雜性，本集團制定了嚴格的採購程序：



Vendor Evaluation and Approval 供應商評估與審批
Background and financial assessments are conducted before adding vendors to our Approved Vendor List

我們會先對新供應商進行背景和財務評估，才將其加入我們的核准供應商名單



Vendor Selection 供應商選擇
Vendors are selected based on cost competitiveness, capabilities, reputation, compliance status, and past performance in SHEQ management etc.

供應商的選擇是基於成本競爭力、能力、聲譽、合規狀況及過往安健環質的表現等。



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

OUR PARTNERS

我們的合作夥伴

The Group expects partners to adhere to ethical standards in our “General Purchasing Conditions,” which include a zero-tolerance policy for bribery and corruption. The Group also incorporates specific SHEQ requirements into contractual agreements with contractors via “Contractor SHEQ Scheme”, which clearly communicates our handling practices for their non-compliances.

During the Reporting Year, the Group engaged our key partners to foster a collaborative approach to creating a sustainable value chain through:

- Two co-workshop cum safety committee meeting to discuss sustainability targets and practices;
- Ongoing training sessions, such as induction training, SHEQ toolbox talks to build their competence and awareness on sustainability;
- Regular awareness campaigns, such as “Hong Kong Green Day 2024,” “Earth Hour 2025”, “Green and Recycle Charity Programme for the Community” to promote their sustainability and community involvement.

本集團期望合作夥伴遵守我們「一般採購條款」中的道德標準，其中包括對賄賂和腐敗的零容忍政策。本集團亦透過「承包商安健環質計劃」將具體安健環質要求納入與承包商的合約協議中，並清晰地表明了我們對違規行為的處理方式。

於本報告年度，本集團透過以下方式積極與我們的主要合作夥伴互動以打造可持續價值鏈：

- 兩次聯合研討會暨安全委員會會議，以討論可持續發展目標和實踐；
- 持續進行培訓課程，例如入職培訓、安健環質工具箱講座，以提升合作夥伴的可持續發展能力和意識；
- 定期舉辦宣傳活動，「香港綠色日2024」，「地球一小時2025」及「綠續回贈」等，以推廣其可持續發展和社區參與。



Captions: Our Chief Operating Officer, representatives from HR department, Purchasing and SHEQ team took a group photo with management representatives of key partners after co-workshop cum safety committee meeting.

圖片說明：我們的營運總監、人力資源部、採購部及安健環質組代表與主要夥伴的管理層代表於聯合研討會暨安全委員會會議後合照留念。

OUR ENVIRONMENT

我們的環境

Environmental Governance

Being a responsible corporate, the Group recognises that we have the social obligation to preserve and enhance the quality of the environment that we live in. The Group strives to protect the environment in the course of the business activities on preventing pollution, reducing adverse impact(s) on climate change, protecting biodiversity and ecosystems and enhancing sustainable development.

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

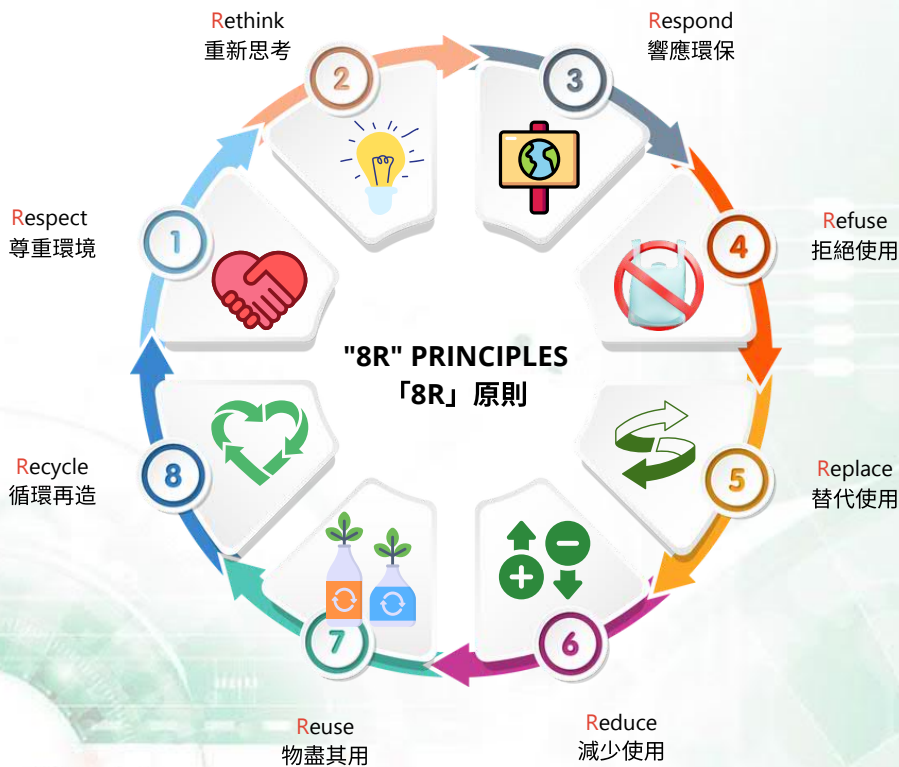
During the Reporting Year, the Group re-examined the old 8R principle in our Environmental Policy and formulated a brand-new 8R principle, aimed at encouraging all stakeholders to respect our precious environment from the heart, thereby driving cultural and behavioural change.

環境管治

作為一個負責任的企業，本集團知悉我們肩負著維護和提升我們賴以生存的環境品質的社會責任。本集團致力於在業務活動中保護環境，防止污染，減少對氣候變遷的不利影響，保護生物多樣性和生態系統，並促進永續發展。

本集團制定了環保政策，強調我們致力於透過提供充足的指導、支持和資源，以實施符合ISO 14001:2015的要求和適用的環境法例法規且有效的環境管理系統。

於本報告年度，本集團重新審視環保政策內舊有的「8R」原則，並制定了全新的「8R」原則，旨在促使所有持分者由心出發的尊重我們珍貴的環境，從而推動文化及行為的變更。



OUR ENVIRONMENT

我們的環境

Environmental Governance (Continued)

In addition to Environmental Policy, we also established Environmental Management Manual, Environmental Management Plan and procedures to guide the daily operations of our employees and partners for ensuring the compliance, efficient use of resources and the proper control of emissions.

Our SHEQ team submits monthly reports to our Group Executive Committees and project management staff for communicating the compliance and the effectiveness of controls.

Green Office Initiatives

The Group undertakes various control measures to enhance resource conservation and reduce waste generation, including but not limited to:

- Keep the office room temperature at 25.5 C;
- Turn off the desktop screen before leaving the seat;
- Turn off all lighting and air conditioners when not in use;
- Set idle copiers and electronic appliances in sleep mode where applicable;
- Set the default of copiers to grayscale and both- sided printing;
- Encourage electronic documentation where applicable; and
- Set up recycling stations in offices to encourage appropriate recycling.

Hong Kong Green Organisation 香港綠色機構

During the Reporting Year, we continued to be recognised as "Hong Kong Green Organisation", affirming our efforts and commitment to implementing various environmental measures in our daily operations to reduce waste, energy, and carbon footprint.

於報告年度，我們繼續榮獲「香港綠色機構」稱號，這肯定了我們在日常營運中為減少浪費、減少能源消耗和減少碳足跡而採取的各項環保措施的努力和承諾。

環境管治 (續)

除環保政策外，我們還制定了環境管理手冊、環境管理計劃和程序，以指導員工和合作夥伴的日常營運，確保合規、有效利用資源並適當控制排放。

我們的安健環質團隊每月向集團執行委員會和專案管理人員提交報告，以通報合規情況和控制措施的有效性。

綠色辦公室倡議

本集團採取多項控制措施以加強資源節約及減少廢物產生，包括但不限於：

- 保持辦公室室溫於攝氏25.5度；
- 離開座位前關閉桌面屏幕；
- 無人使用時關上所有照明及空調；
- 在適用的情況下，將閒置的影印機和電子設備設置為睡眠模式；
- 將影印機默認設置為灰階雙面打印；
- 鼓勵電子化文檔（如適用）；及
- 在辦公室內設立回收站，鼓勵適當回收。



OUR ENVIRONMENT 我們的環境

Green Awareness Initiatives

環保意識倡議

Toolbox Training and Implementation Case 工地培訓及實施案例

The Group has consistently devoted efforts to enhance the awareness and importance of environmental issues among workers. We recognise the crucial role of individual participation and actions in achieving sustainable development goals. Every month, we release a toolbox training information that includes at least one section related to environmental issues. These training materials aim to impart relevant environmental knowledge to our colleagues at construction sites and encourage them to practice environmental responsibility in their daily work. Through these trainings, we provide a platform for colleagues to understand how to reduce waste, conserve energy, and promote environmental protection.



本集團一直致力於提升工人對環境議題的認識和重視。我們每個月都會發佈工具箱培訓資訊，其中至少包含一個與環境議題相關的部分。這些培訓內容旨在向工地同事傳遞世界性或本地性的環保知識，並鼓勵他們在日常工作或生活中身體力行。通過這些培訓，我們提供了一個平台，讓工地同事了解如何減少廢物、節約能源和促進環境保護。

Captions: A colleague received prizes and public recognition for suggesting sharing project surplus materials to reduce electronic wastes.

圖片說明：同事因建議分享工程剩餘物料減少電子廢物獲得獎品及公開嘉許。



OUR ENVIRONMENT

我們的環境

Green Awareness Initiatives (Continued)

環保意識倡議 (續)

Organising Green Challenge Competition to respond Hong Kong Green Day 2024 - “Green and Recycle, Charity Programme for the Community” 舉辦綠色挑戰賽以響應香港綠色日 2024 - 「綠續回贈」

We have actively participated in the "Hong Kong Green Month" organised by the Green Council to celebrate World Environmental Day. In addition to organising dress green campaign to demonstrate our commitment to environmental conservation as previous years, we joined and promoted “Green and Recycle, Charity Programme for the Community” among our employees, partners and their families, aimed at calling for real actions for recycling in our community during the Reporting Year. Each recycling will be recorded as points and ultimately transformed into gifts for those in need in society. To boost participation, we organised a green challenge competition and rewarded individuals and families with the highest points and the greatest increase in points with eco-friendly gifts and coupons.



我們積極參與由環保促進會舉辦的「香港綠色月」，以慶祝世界環境日。除了像往年一樣組織著「綠」活動以展現我們對環境保護的承諾外，於本報告期，我們還參與並向員工、合作夥伴及其家屬推廣了「綠續回贈」，旨在呼籲大家在社區中切實採取行動，推動回收。每次回收都將記為積分，並最終轉化為禮物，惠及社會有需要的人。為了提高參與度，我們舉辦了綠色挑戰賽，並以環保禮品和優惠券嘉許最高積分和積分增幅最大的個人和家庭。



OUR ENVIRONMENT

我們的環境

Energy Saving Awareness Initiatives

The Group actively participates in various community energy-saving activities, including "Earth Hour 2024" and the "Energy Saving Charter," to remind employees of the importance of conserving energy. We also invite or encourage partners to join or sign commitments. The Group provides incentives to encourage participation and support for these activities.



Water Saving Initiatives

The Group has undertaken the following actions to moderate water consumption and improve water efficiency in operations:

- Conduct regular inspections to see if any faulty or leakage occurred in water facilities;
- Install water-efficient faucets with motion sensors to save water;
- Install dual flushing cistern;
- Remind staff with water-saving tips posted at restrooms and pantries; and
- Encourage staff to report actively on any abnormalities of water facilities with a contact number provided on the posting.

節能意識倡議

本集團參與多項社區節能活動，包括「地球一小時 2024」及「節能約章」，以提醒員工節約能源的重要性，同時亦會邀請或鼓勵合作夥伴一同參與或簽署承諾。本集團透過提供獎賞來鼓勵參與率，以支持此等活動。

節水倡議

本集團已採取以下行動來節制用水量並提升營運時的用水效能：

- 定期檢查供水設施是否有故障或漏水；
- 安裝感應式節水水龍頭，減少用水量；
- 安裝雙掣式沖水馬桶；
- 在洗手間和茶水間張貼節水提示，提醒員工節約用水；及
- 鼓勵員工通過張貼上提供的聯繫電話，積極報告供水設施的任何異常情況。

OUR ENVIRONMENT

我們的環境

Paper reduction initiatives

The Group adopts the following measures to save paper and foster a paperless office culture:

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

Waste Management

The Group's waste management policies emphasise minimising waste at the source. Our employee induction training program incorporates waste reduction concepts to instill a culture of sustainability among new team members. Beyond the office, we also educate our onsite workers about the importance of proper waste handling for compliance and environmental responsibility.

Hazardous Waste

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

減少用紙的倡議

本集團採取以下措施節約用紙，打造無紙化辦公化：

- 在適用的情況下採用電子化文件，如：內部告示、每月通訊、安全檢查記錄等；
- 鼓勵無紙化會議；
- 張貼著眼節紙提醒；
- 收集單面打印紙以供重複使用；及
- 收集可重複使用的文儀用品，例如信封和文件夾。

廢物管理

本集團的廢物管理政策提倡源頭減廢。我們在員工入職培訓計劃中介紹本集團的減廢概念，將此文化傳遞給新員工。我們的員工入職培訓計畫融入了減少浪費的理念，旨在向新團隊成員灌輸可持續發展的文化。除了辦公室，我們也對現場員工進行培訓，讓他們了解妥善處理廢棄物對於合規和履行環境責任的重要性。

有害廢棄物

由於業務性質，本集團一般會產生有害廢棄物，例如：剩餘油漆、廢礦物油、廢電池、多餘的印刷電路板、水銀燈和廢液晶顯示器（液晶顯示器）。我們嚴格遵守環境法律法規處理廢物，包括過程由存放到與認可的化學廢物收集商合作。

OUR ENVIRONMENT

我們的環境

Waste Management (Continued)

Non-hazardous Waste

Non-hazardous waste produced by the Group's operations is known for:

- (i) Construction wastes, generated at the project sites and directly sent to authorised waste disposal facilities; and
- (ii) Residential/ domestic wastes, i.e. office garbage that is handled by the building management.

The Group have yet to formulate a monitoring system for the generation of non-hazardous waste in offices due to its negligible amount. Existing office green initiatives are enforced to promote proper waste disposal and encourage recycling where applicable.

Noise and Dust Management

Our business activities vary from loading/unloading materials to drilling/ concrete breaking where powered mechanical equipment is employed. Noise and dust are unavoidable products in the process. The Group recognises its latent impacts on the nearby community and devises corresponding procedures to minimise the degree of impact.

廢物管理 (續)

無害廢棄物

我們將本集團營運過程中的主要無害廢物來源分成兩類，分別是：

- (i) 項目施工地點產生的建築廢物送往廢物處置設施；及
- (ii) 住宅/家居廢物，即由大廈管理部門處置的辦公室廢物。

由於辦公室產生的無害廢棄物數量微不足道，本集團尚未制定監測制度。我們執行現有的辦公室綠色倡議，以促進妥善廢物處理，並鼓勵在適用的情況下進行回收利用。

噪音及塵埃管理

我們的業務活動範圍從裝卸材料到使用動力機械設備進行鑽孔/混凝土破碎。噪音和灰塵是過程中不可避免的產物。本集團了解到其對鄰近社區的潛在影響，並製定相應的程序以盡量減少影響程度。

Noise Reduction Strategies
減低噪音策略



A strategic working plan is needed to restrict the frequency of noise-generating activities
製定策略性工作計劃來限制產生噪音的活動的頻率



A strategic arrangement of work is required to avoid noise-generating work at sensitive hours
有策略地安排工作，避免在敏感時間進行產生噪音的工作



Preference to quieter powered mechanical equipment with accredited noise level labels at the sourcing stage
在採購時優先選擇更安靜帶有認可噪音水平標籤的的動力機械設備



The application of acoustic enclosures is encouraged where necessary
於必要時使用隔音罩

OUR ENVIRONMENT
我們的環境

Noise and Dust Management (Continued)

噪音及塵埃控制管理 (續)

Dust Reduction Strategies
減低塵埃策略



Handling powdery/particulate materials, including but not limited to unpackaging and transferring, must be carried out in a relatively confined and non-ventilated area

處理粉狀/顆粒狀物料，包括但不局限於拆包及中轉過程，須在較密閉及不通風的地方進行

Utilisation of dust suppressants/ dust collector systems when operating powered mechanical equipment

在動力機械設備作業時，使用抑塵劑或除塵器系統



Climate Change

As climate change increasingly concerns stakeholders, the Group acknowledges it as a significant challenge for businesses, society, and individuals alike. We are committed to managing climate-related risks effectively while exploring opportunities for sustainable development and carbon reduction.

During the Reporting Year, we continued to build our internal capabilities to deepen climate risk analysis and providing resources to the ESG reporting function.

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

氣候變化

隨著氣候變化日益受到持份者的關注，本集團意識到氣候變化對企業、社會和個人都構成重大挑戰。我們致力於有效管理氣候相關風險，同時探索可持續發展和減碳的機會。

於報告年度，我們持續提升內部能力，深化氣候風險分析，並為環境、社會及管治報告職能提供資源。

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



OUR ENVIRONMENT

我們的環境

Climate Change (Continued)

氣候變化 (續)

Physical risks 實體風險

Acute risks 急性風險

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

Chronic risks 慢性風險

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

Transition risks 過渡性風險

Policy and Legal Risks 政策及法律風險

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

Market and reputation risk 市場及聲譽風險

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

OUR ENVIRONMENT

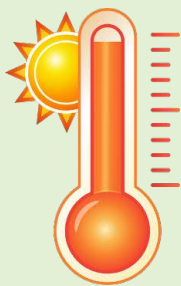
我們的環境

Climate Change (Continued)

氣候變化 (續)

Opportunities 機遇

- Resource Efficiency: The Group plans to replace some fuel-consuming vehicles with EVs by engaging in a "One-for-One Replacement Scheme" to reduce our fuel usage and carbon footprints in logistics.
資源效率：本集團計劃透過「一換一」計劃，將部分消耗燃油的車輛更換為電動車，以減少我們在物流方面的燃料使用量和碳足跡。
- Products and Services: We notice the surging demand for building information modelling (BIM) and subsidise our staff to receive related training to help the Group in business transition and diversification.
產品和服務：我們注意到建築資訊模型（建築資訊模型）的需求遞增，並資助我們的員工接受相關培訓，以協助本集團實現業務轉型及多元化。



Portable Fan Program 2.0 便攜風扇套裝 2.0

Climate change presents severe challenges globally, one of which is the occurrence of frequent heatwaves. We recognise the particular importance of this issue for colleagues working at construction sites. Therefore, we continued to procure portable fan kits for our colleagues at the construction sites to mitigate the risk of heatstroke. This initiative not only demonstrates our care for our colleagues but also underscores our commitment to mitigating physical chemical risks.

By providing these portable fans, we aim to raise awareness of the challenges climate change poses to our daily work and lives and encourage collective efforts to tackle these challenges, creating a safe and healthy work environment.

氣候變化對全球帶來了嚴峻的挑戰，其中之一就是頻繁發生的酷熱天氣。我們意識到這對於在工地工作的同事們來說尤其重要，因此我們繼續採購了便攜風扇套裝供工地同事使用，以避免他們中暑的風險。這個舉措不僅是對我們同事們的關懷，也是我們應對自然氣候風險的承諾。我們希望通過提供這些便攜風扇，提醒大家氣候變化對我們的日常工作和生活帶來的挑戰，並鼓勵大家共同努力應對這些挑戰，創造一個安全健康的工作環境。



OUR COMMUNITY

我們的社區

As part of our commitment to social responsibility, the Group actively engages and/ or sponsors in various activities to demonstrate its support for community development.

During the Reporting Year, we sponsored our stakeholders to organise or participate in a wide range of community activities. These included an eco-cultural outreach program for senior citizens during the autumn festivals, aimed at promoting social inclusion and care, as well as “Paddle for a Good Cause” - a charity dragon boat competition designed to promote sports, local cultural heritage and support those in need in our community.

Moreover, the Group regularly reviews the Social Enterprise (“SE”) list to navigate new options for SE products and services that cater to our needs and interests.

Caring for Youth

The Company is dedicated to collaborating with local schools to support the career development of young people in various ways. During the Reporting Year, we continued our involvement in the Apprenticeship Training Scheme of the Vocational Training Council and Business-School Partnership Programme (“**Programmes**”), offering students a genuine working environment.

Through these Programmes, students can identify their strengths, apply their professional knowledge and skills in real-world settings, and build a solid foundation for their future careers. Additionally, we have assigned employees as mentors to guide each student, providing them with valuable insights and support for their growth.

作為履行社會責任的一部分，本集團積極參與及／或贊助各類活動，以展現對社區發展的支持。

於本報告年度，我們贊助我們的持份者組織或參與了一系列社區活動，包括為長者舉辦的秋季節慶生態文化外展活動，旨在促進社會包容和關懷；以及「劃槳為公益」－一場慈善龍舟比賽，旨在推廣運動、弘揚當本地文化遺產，並支持我們社會上有需要人士。

此外，本集團定期審視社會企業（「**社企**」）清單，探索新選擇，以滿足到我們需求和引起我們興趣的社企產品及服務。

關愛青年

本公司致力於與本地學校合作，從多方面支持年輕人的職業發展。於報告年度，我們繼續參加職業訓練局的學徒訓練計劃和企業/學校合作計劃（「**計劃**」），為學生提供真實的工作環境。

通過這些計劃，學生能夠發掘自己的優勢，將專業知識和技能應用於實際工作中，為未來的職業發展奠定堅實基礎。此外，我們還指派員工擔任每位學生的導師，為他們提供寶貴的意見和指導，幫助他們成長。

OUR COMMUNITY

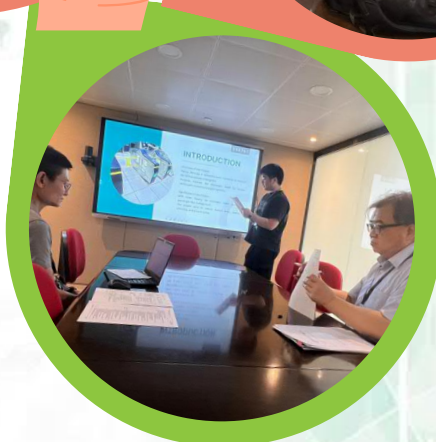
我們的社區

Caring for Youth (Continued)

Furthermore, we organised career talks and invited our senior staff to share their firsthand experiences in the M&E industry, giving students a look at potential career paths and opportunities.

關愛青年 (續)

此外，我們還組織了職業講座，並邀請我們的資深員工分享他們在機電行業的親身經歷，讓學生了解潛在的職業道路和機會。



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

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2025 二零二五年	2024 二零二四年	2023 二零二三年
Environmental 環境				
Type of emission 排放物類別				
Nitrogen oxides ("NO _x ") 氮氧化合物 (「NO _x 」)	Kg 公斤	170.48	173.96	510.13
Sulphur oxides ("SO _x ") 硫氧化物 (「SO _x 」)	Kg 公斤	0.26	0.32	1.91
Particulate Matter ("PM") 懸浮粒子或顆粒 (「PM」)	Kg 公斤	16.58	16.85	20.92
GHG Emission — Scope 1: Direct emissions 溫室氣體排放 — 範圍一：直接排放				
Stationary combustion 固定燃燒	tCO ₂ -e 噸二氧化碳當量	0.06	0.03	0.06
Mobile combustion 流動燃燒	tCO ₂ -e 噸二氧化碳當量	43.91	55.20	75.81
Unintentional releases 無意的釋放	tCO ₂ -e 噸二氧化碳當量	6.17	2.63	0.79
GHG Emission — Scope 2: Indirect emissions 溫室氣體排放 — 範圍二：間接排放				
Purchased electricity in offices ⁽¹⁾ 辦公室購買電力 ⁽¹⁾	tCO ₂ -e 噸二氧化碳當量	89.48	100.42	101.19
GHG Emission — Scope 3: Other indirect emissions ⁽²⁾ 溫室氣體排放 — 範圍三：其他間接排放 ⁽²⁾				
Business air travel 商務差旅	tCO ₂ -e 噸二氧化碳當量	2.82	1.61	0.82
Contractual car fuel usage 合約汽車燃料使用	tCO ₂ -e 噸二氧化碳當量	8.56	7.81	7.02
Electricity for freshwater processing 用於淡水處理的電力	tCO ₂ -e 噸二氧化碳當量	0.19	0.18	0.25
Electricity for sewage processing 用於污水處理的電力	tCO ₂ -e 噸二氧化碳當量	0.13	0.12	0.17
Total GHG Emissions 總溫室氣體排放				
Total GHG emissions ⁽³⁾ 總溫室氣體排放 ⁽³⁾	tCO ₂ -e 噸二氧化碳當量	151.33	168.00	186.10
GHG emission intensity ⁽⁴⁾ 溫室氣體排放密度 ⁽⁴⁾	tCO ₂ -e/E 噸二氧化碳當量/ 全職僱員人數	0.90	0.95	0.98

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

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2025 二零二五年	2024 二零二四年	2023 二零二三年
Environmental 環境				
Energy Use 能源用量				
Diesel usage 柴油用量	Litre 升	12,252	12,810	13,564
Unleaded petrol usage 無鉛汽油用量	Litre 升	4,211 ⁽⁵⁾	7,903	14,917
Electricity usage ⁽¹⁾ 耗電量 ⁽¹⁾	kWh 度	235,481	257,483	259,450
Diesel usage intensity ⁽⁶⁾ 柴油用量密度 ⁽⁶⁾	Litre/E/VEH 升/全職僱員人數/ 車輛數目	24.16	24.26	23.80
Unleaded petrol usage intensity ⁽⁶⁾ 無鉛汽油用量密度 ⁽⁶⁾	Litre/E/VEH 升/全職僱員人數/ 車輛數目	4.98	6.49 ⁽⁷⁾	10.82
Electricity usage intensity ⁽⁴⁾ 耗電量密度 ⁽⁴⁾	kWh/E 度/ 全職僱員人數	1,393.38	1,462.97	1,365.52
Water Usage 耗水量				
Total water consumption 總耗水量	m ³ 立方米	433.06	416.62	578.55
Water usage intensity 耗水量密度	m ³ 立方米/ 全職僱員人數	2.56	2.37	3.04
Waste Statistics 廢棄物統計				
Total chemical waste ⁽⁸⁾ 化學廢物總量 ⁽⁸⁾	Kg 公斤	2,552	6,608	8,239
Total chemical waste intensity ⁽⁹⁾ 化學廢物總密度 ⁽⁹⁾	Kg/E 公斤/ 全職僱員人數	15.10	37.55	41.82
Total construction waste ⁽⁸⁾ 建築廢物總量 ⁽⁸⁾	Tonnes 噸	63.74	47.75	37.11
Total construction waste ⁽⁹⁾ 建築廢物總密度 ⁽⁹⁾	Kg/E 公斤/ 全職僱員人數	0.38	0.27	0.19

Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Note:

- (1) The electricity data is pro-rata from the electricity consumption stated on electricity bills, while the emission factor for each respective year as provided by CLP Power Hong Kong Limited, the Group's electricity provider, was applied.
- (2) The Group has chosen to disclose the emissions associated with business air travel, the fuel usage by a contractor, the electricity used for freshwater processing and sewage processing.
- (3) The total GHG emissions may not equal the sum of emissions of scope 1, scope 2, and scope 3 due to rounding.
- (4) Intensity is calculated based on the total consumption during a reporting year divided by the total number of full-time employees as the end of the corresponding reporting year.
- (5) The significant reduction is mainly due to (i) a petrol-consuming vehicle was replaced by EV through the "One-for-One Replacement Scheme"; and (ii) a petrol-consuming vehicle was disposed.
- (6) Intensity is calculated based on the amount of fuel consumption during a reporting year divided by the average number of vehicles and the total number of full-time employees recorded as the end of the corresponding reporting year.
- (7) The average number of unleaded petrol-consuming vehicles was corrected.
- (8) The amount of chemical/ construction waste generated is highly dependent on the nature of individual projects.
- (9) Intensity is calculated based on the amount of waste disposed during a reporting year divided by the total number of full-time employees at the end of the corresponding reporting year.

附註：

- (1) 電力數據按電費單上的用電量按比例計算，並採用本集團電力供應商中華電力有限公司提供的各年度排放因子。
- (2) 本集團選擇披露與商務差旅、一個承包商的燃料使用量，及用於淡水處理和污水處理的電力的排放。
- (3) 由於四捨五入，總溫室氣體排放量可能不等於範圍一、範圍二和範圍三的排放量之和。
- (4) 密度是根據報告年度內總用量除以截至相應報告年度末的全職員工總數。
- (5) 大幅減少主要是由於 (i) 透過「一換一」計劃將一輛燃油車更換為電動車；以及 (ii) 一輛燃油車被棄置。
- (6) 密度是根據報告年度內燃料用量除以報告年度間耗油車輛平均數量及截至相應報告年度末的全職員工總數。
- (7) 已修正無鉛汽油車輛的平均數量。
- (8) 化學或建築廢物的產生量在很大程度上取決於各個項目的性質。
- (9) 密度是根據報告年度內廢物棄置量除以截至相應報告年度末的全職員工總數。

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Key Performance Indicators 關鍵績效指標	For the year ended 31 March 截至三月三十一日止年度					
	2025 二零二五年		2024 二零二四年		2023 二零二三年	
	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)
Social 社會						
Employment - Workforce Profile at the end of the Reporting Year ⁽¹⁾ 僱傭 - 於報告年度末的員工概況 ⁽¹⁾						
By gender 按性別劃分						
Male 男性	147	87.0	146	81.6	155	81.6
Female 女性	22	13.0	33	18.4	35	18.4
By employment type 按僱傭類型劃分						
Full time 全職	167	98.8	176	98.3	187	98.4
Part time 兼職	2	1.2	3	1.7	3	1.6
By age 按年齡劃分						
Under 30 years old 30歲以下	38	22.5	42	23.5	57	30.0
30-50 years old 30-50歲	78	46.2	85	47.5	85	44.7
Over 50 years old 50歲以上	53	31.4	52	29.1	48	25.3
By professional profile 按職級分佈						
Managerial level 管理層	11	6.5	12	6.7	11	5.8
Supervisory level 主管層	61	36.1	64	35.8	66	34.7
General staff 一般員工	97	57.4	103	57.5	113	59.5
By location 按地理位置劃分						
Hong Kong 香港	169	100	179	100.0	190	100.0

Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	For the year ended 31 March 截至三月三十一日止年度					
	2025 二零二五年		2024 二零二四年		2023 二零二三年	
	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)	Number 人數	Distribution (%) 分佈 (%)
Social 社會						
Employment – Employee Turnover 僱傭 - 員工流失						
Total employee turnover rate ⁽²⁾ 總員工流失比率 ⁽²⁾	21	12.6	38	21.6	34	18.2
By gender ⁽³⁾ 按性別劃分 ⁽³⁾						
Male 男性	13	9.0	27	18.8	31	20.3
Female 女性	8	36.4	11	34.4	3	8.8
By age ⁽³⁾ 按年齡劃分 ⁽³⁾						
Under 30 years old 30歲以下	8	21.1	16	39.0	17	29.8
30-50 years old 30-50歲	8	10.3	19	22.4	14	16.5
Over 50 years old 50歲以上	5	9.8	3	6.0	3	6.7
By professional profile ⁽³⁾ 按職級分佈 ⁽³⁾						
Managerial level 管理層	1	11.1	1	8.3	1	9.1
Supervisory level 主管層	7	11.5	3	4.7	11	16.7
General staff 一般員工	13	14.4	34	34.0	22	20.0
By location ⁽³⁾ 按地理位置劃分 ⁽³⁾						
Hong Kong 香港	21	12.6	38	21.6	34	18.2

Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2025 二零二五年	2024 二零二四年	2023 二零二三年
Social 社會				
Health and Safety ⁽¹⁾ 健康與安全 ⁽¹⁾				
Work-related fatalities 與工作有關的死亡事故	Case 宗數	0	0	0
Work-related fatalities rate ⁽⁴⁾ 與工作有關的死亡率 ⁽⁴⁾	Per 1,000 Employees 以每千名員工計	0	0	0
Lost days due to work-related injuries 由工傷所引致的 工作天數損失	Number of Days 日數	93 ⁽⁵⁾	4	0
Work-related accidents 與工作有關的事故	Case 宗數	2 ⁽⁵⁾	1	0
Work-related accident rate ⁽⁶⁾ 與工作有關的事故率 ⁽⁶⁾	Per 1,000 Employees 以每千名員工計	11.24	5.29	0



Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	For the year ended 31 March 截至三月三十一日止年度					
	2025 二零二五年		2024 二零二四年		2023 二零二三年	
Social 社會						
Employment Employees Trained ⁽¹⁾ 僱傭 - 受訓員工 ⁽¹⁾	Number 人數	Rate (%) 比率 (%)	Number 人數	Rate (%) 比率 (%)	Number 人數	Rate (%) 比率 (%)
By gender 按性別劃分						
Male 男性	141	95.9	142	97.3	153	98.7
Female 女性	22	100.0	23	69.7	34	97.1
By professional profile 按職級分佈						
Managerial level 管理層	11	100.0	12	100	11	100.0
Supervisory level 主管層	61	100.0	58	90.6	65	98.5
General staff 一般員工	91	93.8	95	92.2	111	98.2
Employment - Total Training Hours ^(1, 7) 僱傭 - 總培訓時數 ^(1, 7)	Hours 小時					
Total Training Hours 總培訓時數	1999.7		3175.6		5069.5 ⁽⁸⁾	
Employment - Average Training Hours ^(1, 7, 9) 僱傭 - 平均培訓時數 ^(1, 7, 9)	Hours 小時					
By gender 按性別劃分						
Male 男性	12.7		20.1		30.6	
Female 女性	5.8		7.5		9.3	
By professional profile 按職級分佈						
Managerial level 管理層	12.1		10.4		20.6	
Supervisory level 主管層	12.1		19.5		29.0	
General staff 一般員工	11.6		17.5		25.9	

Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Key Performance Indicators 關鍵績效指標	Unit 單位	For the year ended 31 March 截至三月三十一日止年度		
		2025 二零二五年	2024 二零二四年	2023 二零二三年
Social 社會				
Geographical Region of Vendors 供應商的地區				
Hong Kong 香港	Number 間	452	474	480
Mainland China & Taiwan region 中國大陸及台灣地區	Number 間	121	118	117
Oversea countries 海外國家	Number 間	100	97	91
Anti-corruption 反貪污				
Legal cases regarding corrupt 貪污訴訟案件	Case 宗數	0	0	0



Appendix I – Our Performance Data

附錄一 — 我們的績效數據

Note:

- (1) The scope of this disclosure is restricted to persons who are in a direct employment relationship with the Group unless other specified. The number of employees reported was expressed as headcount as the end of the corresponding reporting year.
- (2) The 2023 and 2024 data have been updated to more precisely reflect the employee turnover rate of the years. Employee turnover rate = (Number of full-time employees passed the probationary period leaving employment voluntarily during a reporting year / Number of full-time employees at the end of the corresponding reporting year) x 100%
- (3) The 2023 and 2024 data have been updated to more precisely reflect the employee turnover rate (per category) of the years. Employee turnover rate (per category) = (Number of full-time employees in the specified category passed the probationary period leaving employment voluntarily during a reporting year / Number of full-time employees in the specified category at the end of the corresponding reporting year) x 100%
- (4) Work-related fatalities rate (per 1,000 employees) = Total number of work-related fatalities cases during a reporting year / Average number of employees during the corresponding reporting year x 1,000
- (5) In response to accidents that occurred during the Reporting Year, the Group has conducted an accident investigation and formulated and implemented new safety rules to prevent recurrence of similar accidents.
- (6) A reportable work-related accident is defined as an incident resulting in 3 days or more of sick leave. Work-related accident rate (per 1,000 employees) = Number of reportable work-related accident cases during a reporting year / Average number of employees during the corresponding reporting year x 1,000
- (7) In order to disclose more meaningful training data, project-specific safety training and toolbox training are excluded from this disclosure as the amounts of relevant training are highly dependent on the number of projects implemented during the reporting year and fluctuated over the years.
- (8) The large amount of total training hours was mainly due to (i) the provision of one-off safety-related recognised courses to potential site supervisory, management staff and safety officers and (ii) the provision of additional software-related, sustainability-related and leadership trainings.
- (9) Average training hours = Total training hours received by employees who remain employed with the Group in the specified category during a reporting year / Total number of employees in the specified category at the end of the corresponding reporting year

附註：

- (1) 除非另有說明，否則本披露的範圍僅限於與本集團有直接僱傭關係的人士。報告的數字以截至相應報告年度末的員工人數表示。
- (2) 已更新2023及2024年度的數據，以更精準反映年度內的員工流失比率。員工流失比率 = (報告年度內通過試用期自願離職的全職員工人數 / 截至相應報告年度末全職員工人數) x 100%
- (3) 已更新2023及2024年度的數據，以更精準反映年度內按類別的員工流失比率。按類別的員工流失比率 = (報告年度內通過試用期自願離職的指定類別全職員工人數 / 截至相應報告年度末指定類別全職員工人數) x 100%
- (4) 與工作有關的死亡率（以每千名員工計）= 報告年度內與工作有關的死亡個案總數 / 相應報告年度平均員工人數 x 1,000
- (5) 針對報告年度內所發生的意外個案，本集團已進行意外調查，並制定及實施了新的安全守則以防止同類事故再次發生。
- (6) 與工作有關可報告的事故界定為導致3天或以上病假的事故。與工作有關的事故率（以每千名員工計）= 報告年度內與工作有關可報告的事故個案宗數 / 相應報告年度平均員工人數 x 1,000
- (7) 為了披露更有意義的培訓數據，本披露不包括項目特定的安全培訓和工具箱培訓，因為相關培訓的多寡取決於報告年度內所實施中項目數量，並且十分波動。
- (8) 總訓練時間較多的主要原因是(i)向潛在工地監督、管理人員及安全主任提供一次性安全相關認可課程及(ii)提供額外的軟件相關、可持續性相關和領導力培訓所致。
- (9) 每名僱員的平均受訓時數 = 報告年度內仍在集團任職的指定類別僱員的總受訓時數 / 截至相應報告年度末指定類別的僱員總數

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附錄二 — 聯交所《環境、社會及管治報告指引》內容索引

Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
Mandatory Disclosure Requirements 強制披露規定	
Governance Structure 管治架構	
Our Sustainability Approach 我們的可持續發展方針	10
Reporting Principles 匯報原則	
About this Report – Reporting Framework and Principles 關於報告 — 報告框架及原則	4
Reporting Boundary 匯報範圍	
About this Report – Reporting Scope 關於報告 — 報告範圍	3
A. Environmental 環境	
A1: Emissions 排放物	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a) 政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規	22
Relevant Laws and Regulations Compliance: 遵守相關的法律法規: - Public Health and Municipal Services Ordinance (Cap. 132 of the Laws of Hong Kong) 《公眾衛生及市政條例》（香港法例第132章） - Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong) 《空氣污染管制條例》（香港法例第311章） - Waste Disposal (Chemical Waste) (General) Regulation (Cap. 354c of the Laws of Hong Kong) 《廢物處置（化學廢物（一般））規例》（香港法例第354c章） - Waste Disposal (Charges for Disposal of Construction Waste) Regulation (Cap. 354n of the Laws of Hong Kong) 《廢物處置（建築廢物處置收費）規例》（香港法例第354n章） - Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong) 《水污染管制條例》（香港法例第358章） - Ozone Layer Protection Ordinance (Cap. 403 of the Laws of Hong Kong) 《保護臭氧層條例》（香港法例第403章） - Noise Control Ordinance (Cap. 400 of the Laws of Hong Kong) 《噪音管制條例》（香港法例第400章） - Dumping At Sea Ordinance (Cap. 466 of the Laws of Hong Kong) 《海上傾倒物料條例》（香港法例第466章） - Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611 of the Laws of Hong Kong) 《汽車引擎空轉（定額罰款）條例》（香港法例第611章）	
Our Environment – Environmental Governance 我們的環境 — 環境管治	44 ~ 45,
Our Environment – Waste Management 我們的環境 — 廢物管理	49 ~ 50



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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A1: Emissions 排放物	
KPI A1.1 關鍵績效指標 A1.1 The types of emissions and respective emissions data. 排放物種類及相關排放數據。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	56
KPI A1.2 關鍵績效指標 A1.2 Direct (scope 1) and energy indirect (scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍 1）和能源間接（範圍 2）溫室氣體排放量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	56
KPI A1.3 關鍵績效指標 A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生的有害廢物總量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	57
KPI A1.4 關鍵績效指標 A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生的無害廢物總量（以噸為單位）及其密度（如適用）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	57
KPI A1.5 關鍵績效指標 A1.5 Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	58
KPI A1.6 關鍵績效指標 A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	
Our Environment – Waste Management 我們的環境 — 廢物管理	49 ~ 50



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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A2: Use of Resources 資源使用	
General Disclosure 一般披露 Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	
Our Environment – Green Office Initiatives 我們的環境 — 綠色辦公室倡議	45
Our Environment – Energy Saving Awareness Initiatives, Water Saving Initiatives, Paper reduction initiatives 我們的環境 — 節能意識倡議、節水倡議、減少用紙的倡議	48 ~49
KPI A2.1 關鍵績效指標 A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及其密度（例如每單位產量、每項設施）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	57
KPI A2.2 關鍵績效指標 A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	57
KPI A2.3 關鍵績效指標 A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
Our Environment – Green Office Initiatives 我們的環境 — 綠色辦公室倡議	45
Our Environment – Energy Saving Awareness Initiatives	48
KPI A2.4 關鍵績效指標 A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
Our Environment – Uses of Resources – Water Saving Initiatives	48
我們的環境 — 節水倡議 <i>The Group does not require a large amount of water and thus has no difficulty in sourcing water.</i> 本集團不需要大量用水，因此在取水方面沒有任何困難。	
KPI A2.5 關鍵績效指標 A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及每生產單位佔量（如適用）。	
<i>The usage of packaging materials, such as plastic wrapping, bubble sheet/ cushion wraps and carton boxes, for the finished products were negligible to be reported.</i> 用於製成品的包裝材料（如塑料包裝、氣泡紙／緩衝包裝及紙箱）用量甚少，可於報告內忽略。	/



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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
A. Environmental 環境	
A3: The Environment and Natural Resources 環境及天然資源	
General Disclosure 一般披露 Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	
Our Environment – Noise and Dust Management 我們的環境 — 噪音及塵埃管理	50 ~ 51
KPI A3.1 關鍵績效指標 A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
Our Environment – Noise and Dust Management 我們的環境 — 噪音及塵埃管理	50 ~ 51
A4: Climate Change 氣候變化	
General Disclosure 一般披露 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	
Our Environment – Climate Change 我們的環境 — 氣候變化	51 ~ 53
KPI A4.1 關鍵績效指標 A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
Our Environment – Climate Change 我們的環境 — 氣候變化	51 ~ 53

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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B1: Employment 僱傭	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規 Relevant Laws and Regulations Compliance: 遵守相關的法律法規: • Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》（香港法例第57章） • Employees’ Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) 《僱員補償條例》（香港法例第282章） • Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong) 《性別歧視條例》（香港法例第480章） • Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) 《強制性公積金計劃條例》（香港法例第485章） • Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong) 《殘疾歧視條例》（香港法例第487章） • Family Status Discrimination Ordinance (Cap. 527 of the Laws of Hong Kong) 《家庭崗位歧視條例》（香港法例第527章） • Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong) 《種族歧視條例》（香港法例第602章） • Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong) 《最低工資條例》（香港法例第608章）	22
Our People – Employment and Labour Practices 我們的員工 — 僱傭及勞工常規	23 ~ 29
KPI B1.1關鍵績效指標 B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（例如全職或兼職）、年齡組別及地區劃分的僱員總數。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	59
KPI B1.2關鍵績效指標 B1.2 Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	
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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B2: Health and Safety 健康與安全	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業化危害的：(a) 政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規 Relevant Laws and Regulations Compliance: 遵守相關的法律法規: - Factories and Industrial Undertakings Ordinance (Cap. 59 of the Laws of Hong Kong) 《工廠及工業經營條例》（香港法例第59章） - Dangerous Goods Ordinance (Cap. 295 of the Laws of Hong Kong) 《危險品條例》（香港法例第295章） - Occupational Safety And Health Ordinance (Cap. 509 of the Laws of Hong Kong) 《職業安全及健康條例》（香港法例第509章）	22
Our People – Safety and Health 我們的員工 — 安全與健康 KPI B2.1 關鍵績效指標 B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	30 ~ 37
Appendix I – Our Performance Data 附錄一 — 我們的績效數據 KPI B2.2 關鍵績效指標 B2.2 Lost days due to work injury. 因工傷損失工作日數。	61
Appendix I – Our Performance Data 附錄一 — 我們的績效數據 KPI B2.3 關鍵績效指標 B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	61
Our People – Safety and Health 我們的員工 — 安全與健康	30 ~ 37



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Description of Disclosures/ Relevant Chapter 披露描述/相關章節	Page Number 頁數
B. Social 社會	
Employment and Labour Practices 僱傭及勞工常規	
B3: Development and Training 發展及培訓	
General Disclosure 一般披露 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	
Our People – Development and Training 我們的員工 — 發展及培訓	38 ~ 39
KPI B3.1 關鍵績效指標 B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（例如高級管理層、中層管理層）劃分的受訓僱員百分比。	
Appendix I – Our Performance Data 附錄一 — 我們的績效數據	62
KPI B3.2 關鍵績效指標 B3.2 The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
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B4: Labour Standards 勞工準則	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
Our People – Employment and Labour Practices - Respecting Human and Labour Rights 我們的員工 — 僱傭及勞工常規 — 尊重人權及勞工權益 Relevant Laws and Regulations Compliance 遵守相關的法律法規: • Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 《僱傭條例》（香港法例第57章） • Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong) 《僱用兒童規例》（香港法例第57B章）	24



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Employment and Labour Practices 僱傭及勞工常規	
B4: Labour Standards 勞工準則	
KPI B4.1 關鍵績效指標 B4.1 Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
Our People – Employment and Labour Practices - Respecting Human and Labour Rights 我們的員工 — 僱傭及勞工常規 — 尊重人權及勞工權益	24
KPI B4.2 關鍵績效指標 B4.2 Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	
<i>During the Reporting Year, the Group was not aware of any incidents of child and forced labour.</i> 於報告年度內，本集團並不知悉童工及強制勞工之任何事件。	/
Operating Practices 營運慣例	
B5: Supply Chain Management 供應鏈管理	
General Disclosure 一般披露 Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	
Our Partners 我們的合作夥伴	42 ~ 43
KPI B5.1 關鍵績效指標 B5.1 Number of suppliers by geographical region. 按地區劃分的供應商數目。	
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KPI B5.2 關鍵績效指標 B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	
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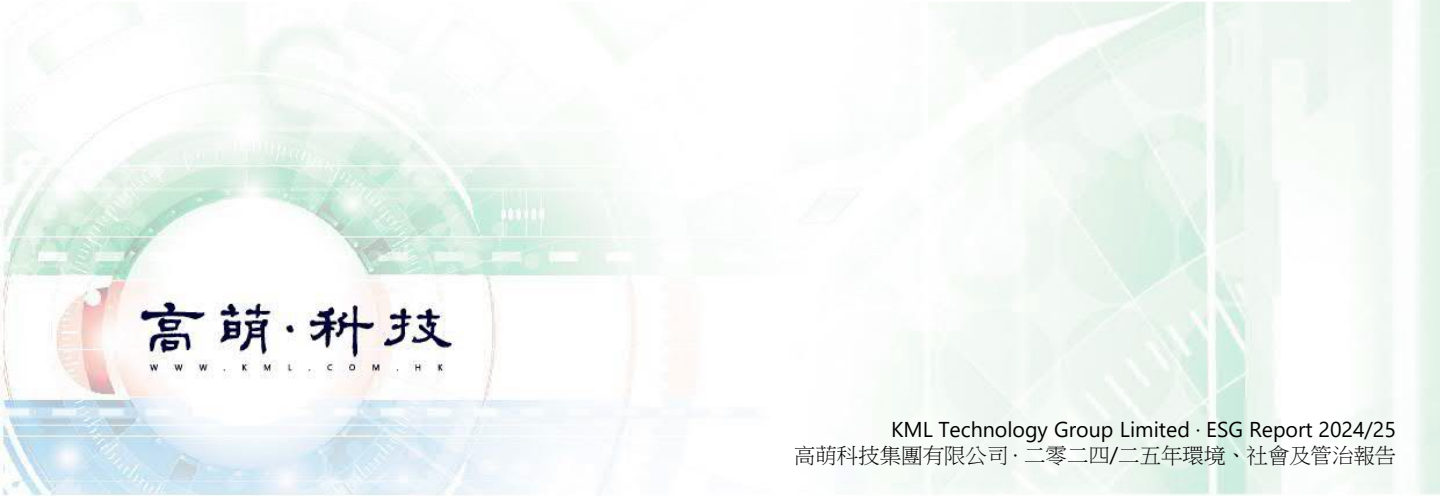
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B5: Supply Chain Management 供應鏈管理	
KPI B5.3 關鍵績效指標 B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
Our Partners 我們的合作夥伴	42 ~ 43
KPI B5.4 關鍵績效指標 B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	
Our Partners 我們的合作夥伴	42 ~ 43
B6: Product Responsibility 產品責任	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規 Relevant Laws and Regulations Compliance: 遵守相關的法律法規： • Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) 《個人資料（私隱）條例》（香港法例第486章） <i>During the Reporting Year, the Group was not aware of any incidents of non-compliance with regulations concerning the group's products and services, including but not limited to product and service safety and health, advertising and labelling.</i> 於報告年度內，本集團並不知悉違反有關本集團產品及服務的規例之任何事件，包括但不限於產品及服務安全性、健康、廣告及標籤。	22
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B6: Product Responsibility 產品責任	
KPI B6.1 關鍵績效指標 B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 <i>No products sold or shipped were subjected to recalls for safety and health reasons under management. 集團管理下的已售或已運送產品並無因安全與健康理由而須回收。</i>	/
KPI B6.2 關鍵績效指標 B6.2 Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	
Our Products and Services - Focusing Customer Satisfaction 我們的產品及服務 — 重視客戶滿意度 <i>Immaterial amounts of products and services related complaints received under management. 集團管理下的接獲關於產品及服務的投訴數目並不顯著。</i>	41
KPI B6.3 關鍵績效指標 B6.3 Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	
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KPI B6.4 關鍵績效指標 B6.4 Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	
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KPI B6.5 關鍵績效指標 B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	
Our Business Practices – Personal Data Privacy Protection 我們的業務慣例 — 個人資料私隱保護	21



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Operating Practices 營運慣例	
B7: Anti-Corruption 反貪污	
General Disclosure 一般披露 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。	
Our Business Practices – Legal Compliance 我們的業務慣例 — 合法合規 Relevant Laws and Regulations Compliance: 遵守相關的法律法規： Prevention Of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) 《防止賄賂條例》（香港法例第201章）	22
Our Business Practices – Corporate Ethics 我們的業務慣例 — 企業道德 KPI B7.1 關鍵績效指標 B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting year and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	20
Appendix I – Our Performance Data 附錄一 — 我們的績效數據 KPI B7.2 關鍵績效指標 B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	63
Our Business Practices – Corporate Ethics 我們的業務慣例 — 企業道德 KPI B7.3 關鍵績效指標 B7.3 Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	20
Our Business Practices – Corporate Ethics 我們的業務慣例 — 企業道德 Our People – Development and Training 我們的員工 — 發展及培訓 <i>During the Reporting Year, the Group has encouraged its director and staff to attend anti-corruption training courses. Internal e-training were also conducted to refresh the Group members' awareness on the legal regulation and procedures in declaring interests and handling conflicts of interest.</i> 於報告年度內，本集團已鼓勵其董事及員工參加反貪污培訓課程。還進行了內部電子培訓，以更新本集團成員對相關法例法規和申報利益及處理利益衝突程序的認識。	20 39

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B. Social 社會	
Community 社區	
B8: Community Investment 社區投資	
General Disclosure 一般披露 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	
Our Community 我們的社區	54
KPI B8.1 關鍵績效指標 B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（例如教育、環境問題、勞工需求、健康、文化、體育）。	
Our Community 我們的社區	54
KPI B8.2 關鍵績效指標 B8.2 Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	
Our Community 我們的社區	54





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