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建滔積層板控股有限公司

KINGBOARD LAMINATES HOLDINGS LIMITED

(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 : 1888

LEADING 引領

THE FUTURE 未來

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ESG REPORT
環境、社會及管治報告

2022

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ABOUT THIS REPORT 關於本報告

GROUP OVERVIEW

Kingboard Laminates Holdings Limited (“Kingboard Laminates”, the “Group”, or “We”) is listed on the Main Board of The Stock Exchange of Hong Kong Limited (SEHK, Stock code: 01888). We are committed to integrating sustainable development into our strategic planning and day-to-day operation through transparent measures, with a view to delivering long-term value to stakeholders of the Group.

REPORTING BOUNDARY

This report covers the environmental, social and governance (“ESG”) initiatives and performance issues related to laminates business for the period commencing on January 1, 2022 and ending on December 31, 2022 (the “Reporting Period” or the “FY2022”). This report covers 27 plants of Kingboard Laminates Holdings Limited. As compared to 2021, Qing Yuan Chung Shun Electronic Material Co., Ltd. (“Qing Yuan Chung Shun”) and Kai Rong De (Shaoguan) Glass Fibre Co., Ltd. (“Kai Rong De (Shaoguan)”) became operational.

This Environmental, Social and Governance Report (the “ESG Report”) has been prepared in accordance with the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Main Board Listing Rules of the SEHK.

REPORTING PRINCIPLES

Materiality:

Important and relevant information to stakeholders on different ESG areas is covered in this report, and relative importance of ESG issues has been determined through materiality assessment and approved by the Board of Directors (the “Board”).

Quantitative:

Quantitative information is provided in this report, and where appropriate, with narrative and comparative data to assist readers in meaningful interpretation of figures and enable them to perform fair assessment of the Group’s ESG performance.

Consistency:

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

集團概覽

建滔積層板控股有限公司(「建滔積層板」·「本集團」或「我們」)在香港聯合交易所有限公司(「香港聯交所」)主板上市(香港聯交所股份代號：01888)。我們致力以具透明度的舉措將可持續發展融入企業的戰略規劃及日常營運之中，務求為本集團的利益相關方創造長遠價值。

報告範圍

本報告涵蓋自二零二二年一月一日至十二月三十一日期間(「報告期間」·「2022年財政年度」)與覆銅面板業務相關之環境、社會及管治(「ESG」)方面的舉措及相關表現事宜。本次報告涵蓋建滔積層板控股有限公司的27家工廠，其中對比2021年，清遠忠信電子材料有限公司(「清遠忠信」)和凱榮德(韶關)玻璃纖維有限公司(「凱榮德(韶關)」)開始營業運轉。

本環境、社會及管治報告(「ESG報告」)根據香港聯交所主板上市規則附錄二十七所載之環境、社會及管治報告指引編製。

報告原則

重要性：

本報告涵蓋於各環境、社會及管治方面對利益相關者而言重要且相關的資料，相關環境、社會及管治議題的相對重要性已透過重要性評估釐定並經董事會批准。

量化：

本報告載列量化資料並適當附帶說明及比較數據，以助讀者理解數據並客觀評估集團的環境、社會及管治績效。

一致性：

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

ABOUT THIS REPORT 關於本報告

REPORTING PRINCIPLES (continued)

Balance:

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

RESPONSE TO THIS REPORT

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

For details of the financial performance of the Group and any inquiries, please carefully read the Annual Report FY2022 of Kingboard Laminates.

COMMUNICATION WITH STAKEHOLDERS

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

CSR VISION

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

報告原則(續)

平衡：

本報告公正持平地提供資料，並無以不恰當的選擇、遺漏及呈報格式誤導讀者。

對本報告的回應

建滔積層板高度重視各利益相關者對本集團可持續發展措施及表現的意見。如閣下對本報告有任何問題或建議，請發送電子郵件至 enquiry@kingboard.com，或傳真至(852) 2691 0445聯絡我們。如欲瞭解更多關於本集團的可持續發展計劃，請瀏覽本集團官方網站 <http://www.kblaminates.com/>。

而有關本集團財務表現的詳情及任何查詢，請細閱建滔積層板2022年財政年度年報。

與利益相關者溝通

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

企業社會責任願景

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

ABOUT THIS REPORT 關於本報告

MISSIONS AND OBJECTIVES

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

使命及目標

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

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



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



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



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

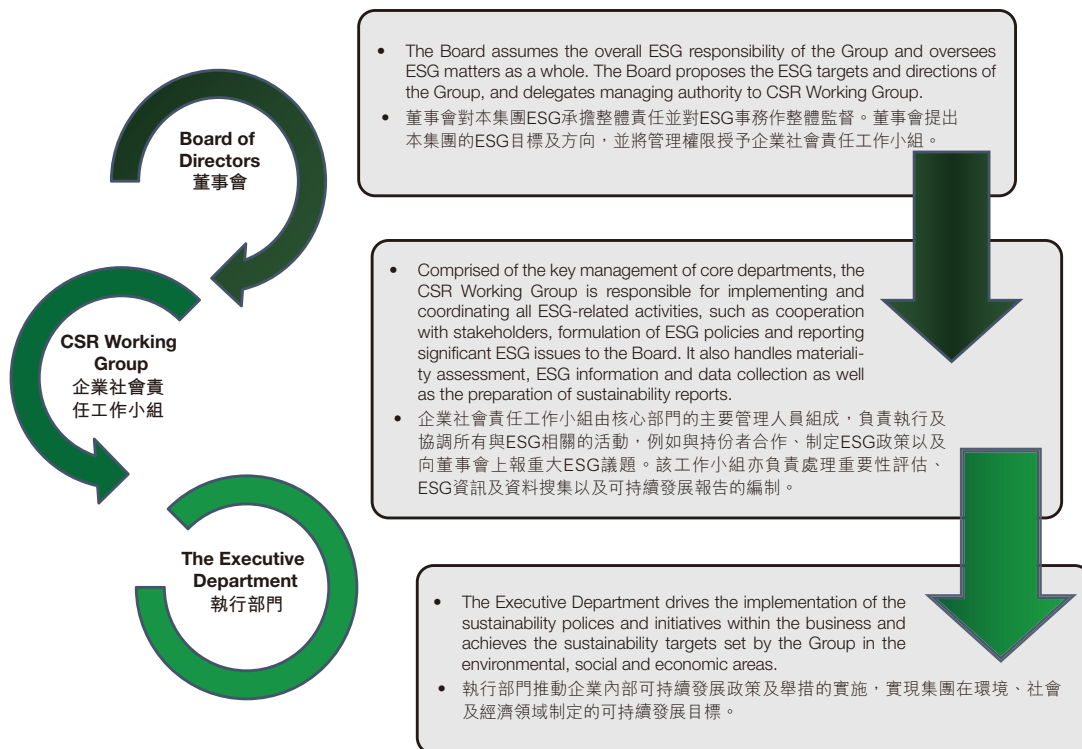


- Promote community development
- 促進社區發展
- Provide high-quality products
- 提供高品質的產品
- Facilitate social diversity and harmony
- 促進社會多元共生

ABOUT THIS REPORT 關於本報告

CSR GOVERNANCE STRUCTURE

Kingboard Laminates has established a comprehensive corporate governance structure in compliance with the Company Law of the People's Republic of China, the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited and other laws and regulations. The general meeting, the Board and the senior management of the Company exercise powers and perform obligations in strict compliance with the Articles of Association of the Company. Also, they give full play to the special committees under the Board and the independent directors to effectively implement corporate governance, protect the interests of shareholders and the Group and safeguard the sustained and healthy development of the Group. Our current CSR structure consists of three major components, namely, the Board, a CSR working group, and an executive department. The CSR governance structure is shown in the graph below:



企業社會責任的管治架構

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

ABOUT THIS REPORT 關於本報告

CSR GOVERNANCE STRUCTURE (continued)

The Board of Kingboard Laminates attaches high importance to the environment, social and corporate governance, and is responsible for the establishment of sustainable development targets and development plans, and monitor the operation of the sustainable development system. In addition to the aforesaid ESG governance structure, the Group has also established risk management and internal control systems to identify, assess, and manage risks related to the environment, society and governance.

The Board has set up an Audit Committee with specific written terms of reference, setting out the duties, responsibilities, and powers delegated by the Board. The Audit Committee assists the Board in fulfilling its oversight role over the Group's risk management and internal control function by reviewing and evaluating the effectiveness of the risk management and internal control systems at least annually, reviewing measures to improve the Group's sustainability performance and providing suggestions and supervising implementation, taking the responsibility for strengthening the Group's decision-making and supervision capabilities, and managing misconducts by staff, in order to avoid controversial disciplinary violations. For details of risk management and internal control systems, please refer to the section headed "Corporate Governance Report" in the Annual Report FY2022 of Kingboard Laminates.

In FY2022, the Group set a number of environmental targets to drive further improvements in our sustainability performance:

1. CO2 equivalent per unit of finished product will be reduced by 7% by FY2025 compared to FY2021;
2. In FY2023, the electric boosting technology will be applied to optimise production equipment at Qingyuan Chung Shun;
3. In FY2023, the distributed photovoltaic power station project will be extended to and implemented in six factories of the Group to save energy. Over RMB14.20 million has been invested so far. The project will be extended to additional factories to build more distributed photovoltaic power stations in the coming years. RMB12.40 million are expected saved on average annually;
4. In FY2023, industrial humidifiers and an inbound water heating system for boilers will be installed to reduce the use of steam at Qing Yuan Chung Shun Century Electronic Materials Co., Ltd ("Qing Yuan Chung Shun Century"); and
5. In FY2023, the Group will introduce a new regenerative incinerator in May for Kingboard Laminates Manufacturing (Thailand) Co., Ltd, which will be used to burn waste at high temperatures while recovering thermal energy through regenerative technology and converting it into electricity or heat for energy saving purposes.

企業社會責任的管治架構(續)

建滔積層板董事會高度重視環境、社會與公司治理，負責擬定可持續發展目標和發展規劃，督導可持續發展體系運行。除以上提及的ESG管治架構外，本集團亦已建立風險管理及內部監控系統以識別、評估及管理與環境、社會及管治相關的風險。

董事會已設立審核委員會，並已書面訂明其具體職權範圍，載列董事會所委派職務與責任及所授權力。審核委員會協助董事會履行其在本集團風險管理及內部監控功能上的監管角色，每年至少一次審閱及評估風險管理及內部監控系統整體的效益，並就提升本集團可持續發展表現進行審議，提供建議並監督實施，負責強化本集團決策監督能力，管理人員不當行為，避免出現爭議性違紀事件。風險管理及內部監控系統詳情請參閱建滔積層板2022年財政年度年報中「企業管治報告」部分。

在2022年財政年度，本集團制定了多項環境目標，以推動其可持續發展績效的進一步改善：

1. 每單位成品二氧化碳排放當量於2025年財政年度前達至較2021年財政年度減少7%；
2. 於2023年財政年度於清遠忠信繼續推進應用電助熔技術優化生產設備項目；
3. 於2023年財政年度於集團六間工廠推進建設分佈式太陽能光伏發電站項目以節約能源使用，目前已經投資超過1,420萬人民幣，亦將於未來數年推進至其他工廠建設分佈式太陽能光伏發電站項目，預計年均可以節省1,240萬人民幣；
4. 於2023年財政年度於清遠忠信世紀電子材料有限公司(「清遠忠信世紀」)進行安裝工業加濕器及鍋爐進水升溫系統改造項目，以減少蒸汽的使用；及
5. 於2023年財政年度集團在建滔積層板製造(泰國)有限公司將在五月新導入一台蓄熱式焚燒爐，以用於在高溫下將廢棄物燃燒，同時通過蓄熱技術回收熱能，並將其轉化為電力或熱能以達到節省能源的目的。

STAKEHOLDER ENGAGEMENT 利益相關者的參與

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

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

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

Stakeholder 利益相關者	Engagement Method 參與方式	Concerns 關注事項
 <p>Shareholders and investors 股東及投資者</p>	<ul style="list-style-type: none"> Annual and interim reports, announcements and circulars 年報及中期報告、公告及通函 Annual general meetings 股東週年大會 Meetings to be held as needed and responses to calls and written inquiries 按需要舉行會議及回應電話和書面查詢 Press release and announcements 新聞稿和公告 	<ul style="list-style-type: none"> Financial and business performance 財務和業務表現 Corporate governance 企業管治 Legal compliance 合規合法
 <p>Staff 員工</p>	<ul style="list-style-type: none"> Staff communications 員工通訊 Performance assessment 工作表現評核 Feedback collection (via questionnaire) 意見收集(問卷調查) Staff activities 員工活動 Training, meetings, and briefings 培訓、會議及簡報會 	<ul style="list-style-type: none"> Remuneration, training and development 薪酬、培訓和發展 Promotion prospect 晉升機會 Employees training and development 職業健康與安全

提升企業資訊透明度是建立投資者對上市公司信心的基礎，也是本集團不可推卸的責任。建滔積層板相信一個有效溝通，穩定，多元化的利益相關者基礎不但有利於締造股東價值，更是我們不可多得的一個無形資產。因此，建滔積層板一直與利益相關者保持密切溝通與聯繫，在重要議題上及推行重大措施前，均會透過各種管道讓利益相關者參與其中。與利益相關者的緊密聯繫讓我們得以更加瞭解他們的觀點、意見及期望，使我們在進行決策及重要議題上能更為全面地評估潛在影響。

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

我們的主要利益相關者類別及其聯繫方式如下：

STAKEHOLDER ENGAGEMENT

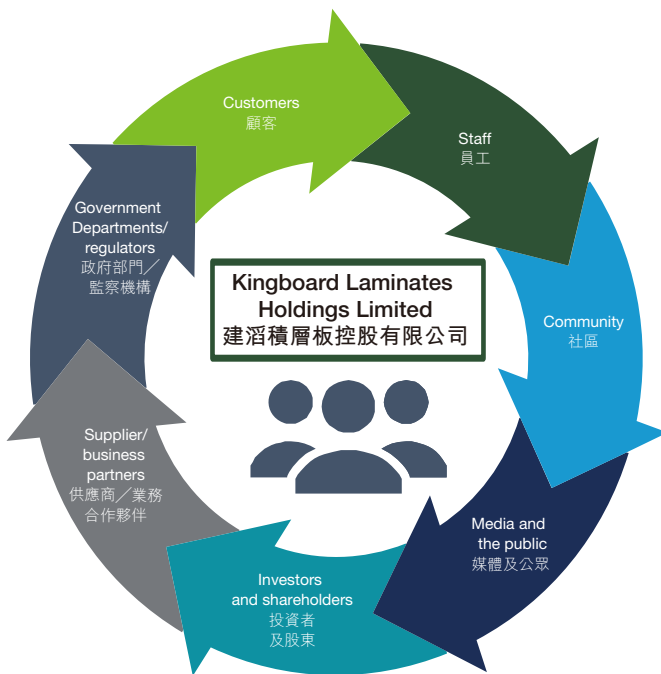
利益相關者的參與

Stakeholder 利益相關者	Engagement Method 參與方式	Concerns 關注事項
 <p>Customers 顧客</p>	<ul style="list-style-type: none"> • Emails and customer service hotlines • 電郵及客戶服務熱線 • Tenders submitted to customers • 向客戶發出的投標書 • Cooperation agreements with customers • 與客戶簽訂的合作協議 • Website • 官方網站 • Annual and interim reports • 年報及中期報告 	<ul style="list-style-type: none"> • Product quality • 產品質量 • The Group's sustainability strategy • 本集團可持續發展戰略 • Financial and business performance • 財務和業務表現 • Customer relationship management • 客戶關係管理 • Product innovation and research and development • 產品創新研發
 <p>Suppliers/business partners 供應商／業務合作夥伴</p>	<ul style="list-style-type: none"> • Emails and customer service hotlines • 電郵及客戶服務熱線 • Performance assessment • 表現評估 • Annual renewal and update • 年度續約及更新 • Website • 官方網站 • Annual and interim reports • 年報及中期報告 	<ul style="list-style-type: none"> • Continuous cooperation • 持續合作 • Financial and business performance • 財務和業務表現 • Corporate governance • 企業管治 • Employees training and development • 職業健康與安全
 <p>Government bodies/regulators 政府部門／監察機構</p>	<ul style="list-style-type: none"> • Annual and interim reports • 年報及中期報告 • Verbal and written communication when needed • 有需要時進行口頭及書面溝通 • Responses to government inquiries upon request • 應要求響應政府查詢 • Meetings (e.g. public hearings and seminars) • 會議(如公聽會、研討會等) 	<ul style="list-style-type: none"> • Occupational safety regulations • 職業安全法規 • Environmental impacts • 環境影響 • Product compliance • 產品合規
 <p>Media and the public 媒體及公眾</p>	<ul style="list-style-type: none"> • Announcements • 公告 • Annual and interim reports • 年報及中期報告 • Website • 官方網站 • Interviews • 採訪 	<ul style="list-style-type: none"> • Corporate governance • 企業管治 • Legal compliance • 合規合法
 <p>Community 社區</p>	<ul style="list-style-type: none"> • Community services and activities • 社區服務及活動 • Community investment and fundraising activities • 社區投資及募捐活動 • Website • 官方網站 	<ul style="list-style-type: none"> • The Group's sustainability strategy • 本集團可持續發展戰略 • Community support • 社區支持

STAKEHOLDER ENGAGEMENT 利益相關者的參與

MATERIALITY ASSESSMENT

Kingboard Laminates, in cooperation with a third-party consultant, performed an ESG materiality assessment. During the process, we invited different stakeholders through questionnaire survey to provide opinions on the ESG aspects of the Group based on their reliance and influence on our business. Among them, external key stakeholders include shareholders, investors, suppliers, business partners, and customers, and internal key stakeholders include employees and the management. During the materiality assessment, the management rated the importance of ESG matters to the Group's business while other stakeholders rated relevance of ESG matters to them. Specific steps for the materiality assessment are as follows:



We would like to extend our gratitude to all persons who participated in this process, as well as their continued support to our sustainable development.

重要性評估

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



Fill out stakeholder identification questionnaires, confirm the relationship between stakeholders and the Group, and identify important stakeholders by the staff in charge of various departments of the Group.
集團各部門負責人員填寫利益相關者識別問卷，確認利害關係人與集團關係程度高低，鑑別重要利益相關者。



Understand the views and topics of concern of the stakeholders through questionnaires and analyse the level of concern based on stakeholder identification results.
根據利益相關者識別結果，以問卷方式，瞭解利益相關者的看法及關注議題，執行議題關注程度之分析。



Analyse the impact of topics of concern on business operations and confirm the degree to which the topics have on the Group by the management of the Group.
本集團管理階層根據各項關注議題，進行對企業營運衝擊程度之影響分析，確認各項議題對集團之衝擊程度。



Classify evaluation results of all the topics of stakeholder concern as a supportive basis for determining their materiality based on the degree of the impact of the topics on the Group.
依利益相關者的關注議題及其對本集團的影響程度，將各議題評估結果進行分類，作為判斷重要性之輔助依據。



Review the material topic identification results and compare them with major considerations of the previous year to confirm that they meet sustainability requirements.
對重大議題鑑別結果進行檢視，並與前一年度重大考量面進行比較，確認符合可持續發展的要求。

我們對參與此過程的所有人士表示感謝，感激他們在可持續發展的一路上給予支持。

STAKEHOLDER ENGAGEMENT 利益相關者的參與

OVERVIEW OF MATERIALITY ASSESSMENT RESULTS

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

See below for the ESG issues that have changed the most in relative importance:

Rise in importance 重要度上升



ESG Issues of rising Importance: 重要度上升的ESG 議題：

- # Advertising and labelling
廣告和標籤
- # Support for local community development (e.g. offering of job opportunities, donation to communication groups, and support for infrastructure and schools)
支援當地社區發展(例如提供就業機會, 捐助社區團體, 扶持基建及學校等)
- # Participate or organise local community events
參與或籌辦當地社區活動
- # Use of packaging materials
包裝物料的使用
- # Impact on biodiversity
生物多樣性的影響

重要性評估結果概要

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

請看下面相對重要性變化最大的ESG議題：

STAKEHOLDER ENGAGEMENT 利益相關者的參與

OVERVIEW OF MATERIALITY ASSESSMENT RESULTS (continued)

重要性評估結果概要(續)

The materiality assessment results are as follows:

重要性評估結果如下：

“Very important” ESG matters 「非常重要」ESG議題

- Product quality and safety
產品的品質與安全
- Generation, treatment and/or recycling of hazardous wastes
有害廢物的產生、處理和/或回收
- Generation, treatment and/or recycling of non-hazardous wastes
無害廢棄物的產生處理和/或回收
- Use of environmental products and services
使用環保產品及服務
- Energy efficiency and implementation plans
能源使用效益及實施方案
- Energy use (e.g. electricity and fuel consumption)
能源使用(例如電力和燃料消耗)
- Generation, treatment and/or recycling of non-hazardous wastes
非有害廢物的產生、處理和/或回收
- Protection of intellectual property
智慧財產權保護
- Data protection and privacy
資料保護和隱私
- Greenhouse Gas Emissions
溫室氣體排放
- Air pollution emissions
空氣污染排放物
- Business ethics and efforts against corruption, bribery, extortion, fraud and money laundering
商業道德及反貪污、賄賂、勒索、欺詐和洗黑錢
- Occupational health and safety
職業健康與安全
- Customer service quality
客戶服務品質
- Environmental and social risk management for supply chain
供應鏈的環境和社會風險管理
- Employee training and occupational development
員工培訓和職業發展

“Important” ESG matters 「較為重要」ESG議題

- Policies to prevent child labour and forced labour
防止童工和強迫勞動的政策
- Emission targets and implementation plans
排放量目標及實施方案
- Advertising and labelling
廣告和標籤
- Wastewater discharge
廢水排放
- Support for local community development (e.g. offering of job opportunities, donation to communication groups, and support for infrastructure and schools)
支援當地社區發展(例如提供就業機會, 捐助社區團體, 扶持基建及學校等)
- Anti-competitive behaviour
反競爭行為
- Participate in or organise local community events
參與或籌辦當地社區活動
- Anti-corruption trainings
反貪污培訓
- Employee recruitment, promotion, and dismissal
員工招聘、晉升及解僱
- Climate change
氣候變化
- Water consumption
用水
- Workforce diversity, equal opportunity and anti-discrimination
勞動力多元化、平等機會和反歧視
- Communication with employees (e.g. labour relations and freedom of association)
與員工溝通(如勞資關係、勞工結社自由等)
- Consumption of packaging materials
包裝物料的使用
- Employee compensation and benefits
員工薪酬和福利
- Impact on biodiversity
生物多樣性的影響

ENVIRONMENTAL PROTECTION 環境保護

Currently, all companies across the globe are facing increasingly severe environmental management challenges. As a listed business that values and advocates sustainable development, the Group unswervingly pursues breakthroughs in setting itself on a green path and strives to implement eco-friendly operational objectives of "high efficiency, low emissions, less pollution, and more recycling". During FY2022, the Group remained committed to implementing the operation idea of seeking efficiency while protecting the environment and integrating the thought of environmental management into its daily operations, in hopes of making due contribution to environmental care and social development. While ensuring high-quality daily production, the Group encourages the management and internal employees to actively explore the possibility of reducing emissions and energy consumption, improve the environmental awareness of its staff and external suppliers, meets the requirement of customers and communities, so as to achieve harmonious coexistence. Looking forward, the Group will continue to work closely with various parties and endeavour to innovate while strictly complying with international and national environmental standards. With a focus on emerging technology and management measures in production and operation, the Group expects to improve efficiency while minimising the impact of energy consumption and environmental pollution. In the meantime, we have set out our environmental policy in the environmental manual: compliance with laws and regulations, pollution prevention, rational planning, scientific presence, total employee involvement, awareness raising, energy conservation and emission reduction, cleaner production, environmental protection, and continuous improvement. In accordance with our environmental policy, we have established an Annual Environmental Objectives, Targets and Management Program and review the operation of the program annually.

現時，世界各地的企業正面臨日益嚴峻的環境管理挑戰。作為一家重視並倡導可持續發展的上市企業，本集團始終堅定不移地在綠色發展道路上尋求突破，努力實踐「高效率、低排放、少污染、多回收」的環保營運目標。於2022年財政年度期間，本集團繼續致力於貫徹效益與環保兼具的營運理念，在日常業務中融入環境管理思維，希冀對環境保護與社會發展作出力所能及的貢獻。在保證高質量日常生產作業的同時，本集團鼓勵管理層及內部員工積極探討降低各類排放物及能源消耗的可能性，提高內部員工及外部供應商的環保意識水平，滿足顧客和社區的要求，和諧共存。在未來，本集團將繼續與各方緊密協作，在嚴格遵從國際及國家的環保標準的同時努力革新，將目光聚焦生產及營運方面的新興技術與管理措施，在提高生產效率的同時將能源消耗和環境污染的影響減至最低。同時，在集團公環境手冊中我們制定了環境方針：遵守法規，預防污染，合理規劃，科學佈局，全員參與，提升意識，節能減排，清潔生產，保護環境，持續改善。根據環境方針公司制定了《年度環境目標、指標和管理方案》，並每年檢討方案的運行情況。

ENVIRONMENTAL PROTECTION 環境保護



The Group pays close attention to regulations and measures relating to environmental protection and strictly abides by related internal management policies to ensure its compliance with laws and regulations. The Group was not aware of any material non-compliance with environmental laws or regulations during FY2022. The emission of carbon in the Group's operations originates primarily from its energy consumption. We use utility power and natural gas as the main energy source to keep the plant running and reduce the amount of harmful emissions. The Group generated a total of 952,169.4 tonnes of carbon dioxide equivalents (CO₂e) in FY2022, a decrease from that in FY2021.

本集團密切關注環境保護相關的條例及措施，嚴格遵守內部有關環保的管理制度，以確保其符合法律及法規。於2022年財政年度期間，我們並無發現與環境有關的法律及法規的重大違規事宜。本集團的碳排放主要來自於能源使用。我們以市電、天然氣作為主要能源以維持工廠的運作，減少有害的廢氣量。本集團於2022年財政年度總共產生了952,169.4噸二氧化碳當量(CO₂e)，較2021年財政年度呈總體下降趨勢。

DISCHARGE AND EMISSION MANAGEMENT

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

排放物管理

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

ENVIRONMENTAL PROTECTION 環境保護

DISCHARGE AND EMISSION MANAGEMENT (continued)

In order to ensure the safe and effective implementation and enforcement of management regulations in its plants, the Group has established internal management measures such as “Wastewater Discharge Management Regulations”, “Emission Discharge Management Regulations”, “Environmental Policy and Target Indicators and Management Program Procedures”, “Emission Management Regulations”, “Waste Equipment Management Regulations” and “Chemical Management Regulations”. In addition, the Group is actively pursuing a series of emission management initiatives. Meanwhile, the internal management objectives set by the Group in its environmental management system are as follows:

1. The rate of legal disposal of hazardous waste is 100%;
2. Zero fire accidents;
3. Zero chemical spills;
4. Waste water, waste gas, noise emissions to meet standards

For example, the safety and environment departments of the plants regularly inspect and supervise the implementation of the environmental protection management system, and designate a dedicated post and man to inspect their sewage discharge equipment. Every year, we employ a third-party institution to carry out routine tests on waste gas, waste water, and noise among others. Moreover, we are well aware that employees play an important role in the reduction of industrial wastes. Hence, we have committed considerable resources to the education of employees on correct environmental protection concepts and the Group's principles in emission reduction. To ensure that employees at plants have a timely, in-depth understanding of management policies in the manufacturing process, we regularly hold environmental knowledge training and distribute documents regarding and explain relevant policies to each new employee. The Group strives to create an environmentally friendly atmosphere from within and reduce the exhaust gas, sewage and waste generated in the production process.

AIR POLLUTANT EMISSIONS

To effectively protect the environment, reduce pollution and build a world – leading environmental protection technology system, the Group made a number of environmental protection actions during the reporting period, and continuously improved and updated emission reduction equipment and policies to enhance the effectiveness of the Group's emission reduction technology.

排放物管理(續)

為確保旗下工廠可安全有效地落實並有效執行管理規範，本集團已制定《廢水排放管理辦法》、《廢氣排放管理辦法》、《環境方針與目標指標及管理方案程式》、《廢氣管理規範》、《廢舊設備管理規定》及《化學物品的管理規定》等內部管理措施。此外，本集團更積極採取一系列排放物管理方面的舉措。同時，集團在環境管理體系中制定的內部管理目標如下：

1. 危險廢棄物合法處理率為100%；
2. 火災事故發生為零；
3. 化學品洩漏事故發生為零；
4. 廢水、廢氣、噪音達標排放

具體措施例如，工廠的安全環境部門定期檢查並監督環保管理制度的執行情況，設立專人專崗負責檢查污水排放設備。我們每年委託協力廠商機構進行廢氣、廢水、噪音等方面的例行檢測。另外，我們深明員工在工業減廢中扮演著重要角色，因此我們投放充足的資源向員工倡導正確的環保觀念及本集團的減排方針。為確保工廠內部職員對營運製造過程中的管理政策有及時、深入的理解，我們更定期舉辦環保知識培訓，並對每位新入職員工派發及講解相關政策。本集團力求於企業內部創造綠色環保氛圍，減少生產過程中排放的廢氣、污水及廢棄物。

空氣污染物排放

為有效地保護環境，減少污染，建設具有國際先進水準的環保技術體系，本集團於報告期間進行了多項環保治理行動，在減排設備及減排政策上不斷做出改進及更新，以提升本集團減排技術的有效性。

ENVIRONMENTAL PROTECTION 環境保護

AIR POLLUTANT EMISSIONS (continued)

Emission reduction equipment

During FY2022, the Group put into use a series of emission reduction equipment and technologies:

- The waste gases were incinerated for thermal energy utilization, and the hazardous waste was transferred to an authoritative organisation for treatment, with a total of four sets of waste gas treatment facilities installed.
- A new incinerators were used for efficient combustion of waste gases, and the boiler has been converted to natural gas as the energy source, and has been filtered with natural gas after a low-nitrogen modification.
- The use of cooling system, cooling storage retrofit and gas furnace and incinerator waste heat recovery retrofit have achieved significant results. The effect of reducing the energy consumption of the factory by using the cooling storage, reducing the number of pump starts and fully recycling the waste heat from the exhaust gas is achieved respectively.
- Original exhaust gas was separately disposed of and recycled. After passing the treatment, all the exhaust gases will be discharged through a new set of activated carbon adsorption tank and water washing and spraying device.
- The Group invested RMB5.96 million to add two sets of carbon emission reduction equipment system, each of which can recycle the waste heat generated by KH machines¹ in the post-processing workshop. The system can recycle approximately 22 tonnes of steam per day for production in the workshop and save approximately 1,114 tonnes of standard coal per year.

¹ The full name of a KH machine is "pre-desizing machine". The pre-desizing machine removes the desizing agent, lubricant, dirt, and cotton seed residue by means of high pressure spray and high temperature steam, thus achieving the effect of decontamination, slagging, and gum removal. These contaminants and residual substances, if not removed, will have an adverse effect on the subsequent process, affecting the quality and appearance of the product. The use of pre-desizing machines can improve product quality and reduce production costs, while also meeting the requirements of environmental protection and sustainable development.

空氣污染物排放(續)

減排設備

本集團於2022年財政年度間投入使用了一系列減低排放量的設備及技術：

- 對廢氣進行焚燒熱能利用，有害廢棄物轉移至權威機構處理，總計安裝了四套廢氣處理設施。
- 採用新的燃燒爐進行廢氣的有效焚燒，改用天然氣做能源，鍋爐已經過低氮改造後的天然氣過濾。
- 採用冷卻系統，冷卻蓄冷改造以及氣爐與焚燒爐餘熱回收改造，取得了顯著的效果。分別到達了利用蓄冷，較少泵開機的數量和充分回收利用廢氣的餘熱，減少工廠能源消耗的效果。
- 將原有多種尾氣分開處理並回收再利用，且所有尾氣在處理合格後，均需通過一套新增的活性炭吸附箱及水洗噴淋裝置後排放。
- 投資596萬元人民幣增加兩套碳減排設備系統，對後處理車間KH機¹所產生的餘熱廢氣進行回收利用，每套碳減排設備系統可回收蒸汽約22噸/天供應車間生產用，每年約節省1,114噸標煤。

¹ KH機全稱是「預脫漿機」。預脫漿機通過高壓噴霧和高溫蒸汽的方式，將脫漿劑、潤滑劑、污垢、棉籽殘留物等去除，從而達到去汙、去渣、去膠的效果。這些污染物和殘留物質如果不進行去除，將對後續的工藝產生不良影響，影響產品的質量和外觀。預脫漿機的使用可以提高產品品質和降低生產成本，同時也符合環境保護和可持續發展的要求。

ENVIRONMENTAL PROTECTION 環境保護

AIR POLLUTANT EMISSIONS (continued)

Emission reduction policy

- In response to the requirements of the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法) on the emission control of major air pollutants, the Group strives to reduce the pollutant emission, and also made it one of the core objectives of emission reduction to reduce the production-related environmental risks and expenses over time.
- On the basis of timely identification of air pollutants, an environmental protection task force and a safety and environmental protection department have been set up to inform the production management of the specifications and requirements of various specific facilities, such as ventilation and dust removal, which will be investigated and supervised by relevant asset management departments. While meeting the compliance requirements, we will effectively enhance the sense of responsibility and participation of all staff in controlling air pollution emissions.
- To ensure the effective operation of the equipment, technology and environmental protection control projects used to monitor and treat air pollutants during the Group's production and operation process, the Group provides professional training to employees in positions that generate air pollutants, so as to improve their operation skills and environmental awareness.
- For the emission of waste gas, the corresponding operation operation guidebooks were prepared, such as "Operation Guidebook of Waste Gas Treatment System", "Operation Guidebook of Wastewater Acid Treatment of Waste Gas Station", "Operation Guidebook of Neutralization Waste Alkali Treatment of Waste Gas Station" and "Emergency Operation Guidebook of Waste Gas Power Outage".
- By introducing more environmentally friendly and efficient pharmaceuticals and processes, the Group has achieved a significant reduction in fluoride emissions and improved the efficiency of wastewater and waste gas treatment. This not only helps to reduce the company's environmental risk, but also reduces the negative impact on the ecological environment.

空氣污染物排放(續)

減排政策

- 為響應國家《中華人民共和國大氣污染防治法》對重點大氣污染物排放的控制要求，本集團在爭取降低污染物排放量的同時，也將逐年減低生產帶來的環境風險及費用支出作為減排工作核心目標之一。
- 在及時識別大氣污染物的基礎上，成立環保專責小組及安全環保部門，對生產方面的管理層提出配備通風、除塵等各樣具體設施的規格要求，並由相關資產管理部門進行調查及切實落實項目。在滿足合規要求的同時，有效提升全員對空氣污染排放控制的責任感和參與感。
- 為確保本集團生產營運過程中使用的監控及處理空氣污染物的設備、技術、環保治理項目得以有效運作，本集團提供專業培訓予產生大氣污染物崗位的員工，以提高相關人員的操作技能及環保意識。
- 關於排放廢氣制定了《廢氣處理系統操作作業指導書》、《廢氣站廢水酸水處理作業指導書》、《廢氣站中和廢城處理作業指導書》、《廢氣停電異常緊急作業指導書》等相應的操作作業指導書。
- 本集團通過引入更加環保和高效的藥劑和工藝，實現了氟化物排放的大幅減少，並提高了廢水和廢氣處理的效率。這不僅有助於降低公司的環境風險，還減少了對生態環境的負面影響。

ENVIRONMENTAL PROTECTION 環境保護

AIR POLLUTANT EMISSIONS (continued)

Emission reduction policy (continued)

Data on types and amount of emissions for FY2022 and FY2021 is compared as follows:

Major air emissions and wastewater discharge (tonne)	主要大氣排放物及污水(噸)
Nitrogen oxides (NO)	氮氧化物(NO)
Particles	顆粒物
Sulphur dioxide (SO ₂)	二氧化硫(SO ₂)
Sulfuric acid mist ^{Note 3}	硫酸霧 ^{註3}
Processed waste water	已處理的污水
Chemical oxygen demand (COD)	化學需氧量(COD)

GHG emissions (tonne) ^{Note 4}	溫室氣體排放(噸) ^{註4}
Direct (scope 1) emissions	直接(範圍1)排放
Per capita intensity	人均密度
Indirect (scope 2) emissions	間接(範圍2)排放
Per capita intensity	人均密度

Note 1: The FY2022 data include the data relating to the production of 27 laminate plants. The Qing Yuan Chung Shun and the Kai Rong De (Shaoguan) started production and operation. The corresponding air emissions increased accordingly.

Note 2: The FY2021 data include the data of 25 plants related to copper-clad laminates.

Note 3: Starting from FY2022, the Group added new monitoring points to disclose data in a larger statistical scope and in a more accurate manner.

Note 4: Carbon discharge data set out above is calculated by reference to the "Greenhouse Gas Protocol" published by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), "Greenhouse gas reporting – Conversion factors 2022" published by the Department for Business, Energy & Industrial Strategy of the United Kingdom Government, Baseline Emission Factors for China Regional Power Grids in 2019 Emission Reduction Projects (2019年度減排項目中國區域電網基準線排放因子) published by National Development and Reform Commission of China, the HKEX Reporting Guidance on Environmental KPIs, and "A Study of CO₂ Emission Sources and Sinks in Thailand" published by Geophysics Research Centre and Centre for the study of Earth System Environment and Adaptation for Sustainability.

空氣污染排放(續)

減排政策(續)

2022年財政年度與2021年財政年度排放物種類及相關排放數據比較如下：

FY2022 ^{Note 1} 2022年度 ^{註1}	FY 2021 ^{Note 2} 2021年度 ^{註2}
271.3	234.7
20.4	28.4
48.1	57.2
11.0	–
2,445,791.4	2,466,505.0
92.8	101.5

FY2022 ^{Note 1} 2022年度 ^{註1}	FY2021 ^{Note 2} 2021年度 ^{註2}
265,440.1	291,405.8
25.9	29.1
683,772.9	744,326.5
66.8	74.3

註1：2022年財政年度數據範圍包括與覆銅面板27家工廠的生產有關之數據。其中清遠忠信以及凱榮德(韶關)開始生產運轉。因此，相應的部分大氣排放物也相應遞增。

註2：2021年財政年度數據範圍包括與覆銅面板有關的25家工廠之數據。

註3：從2022年財政年度開始，集團新增監測點位，以更大的統計範圍以及更精準的方式披露此數據。

註4：上述碳排放之計算參照世界企業永續發展協會(WBCSD)與世界資源研究院(WRI)出版之《溫室氣體盤查議定書》、Department for Business, Energy & Industrial Strategy of the United Kingdom Government之《Greenhouse gas reporting – Conversion factors 2022》、中國國家發展和改革委員會公佈之《2019年度減排項目中國區域電網基準線排放因子》及香港聯交所《環境關鍵績效指標彙報指引》、Geophysics Research Center及Center for the study of Earth System Environment and Adaptation for Sustainability之《A Study of CO₂ Emission Sources and Sinks in Thailand》。

ENVIRONMENTAL PROTECTION 環境保護

WASTEWATER DISCHARGE

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

The Group also continued to innovate industrial waste water treatment technologies. For example, the Group has installed an on-line chemical oxygen demand (COD) detector for wastewater. Moreover, the volatile organic compound (VOC) treatment units, which were introduced in stages earlier at various plants, including Wannianfu plant in Dongguan, were fully operational in FY2020. The technique allows the direct connection between wastewater pipes to wastewater treatment facilities. After wastewater is treated in wastewater treatment facilities, it directly goes to a local wastewater treatment plant via the corresponding pipes. In addition, we encourage recycling and reuse of industrial wastewater without compromising product quality. The Group's plants are actively involved in environmental protection projects including concrete filling and flushing ditches with treated industrial wastewater. Such wastewater of satisfactory quality can not only flush industrial facilities such as ditches, but also be recycled and reused in waste gas treatment towers and other operating equipment as a substitute for ordinary water. Such projects help the plant save water resources. In 2022, the Group will invest RMB500,000 to introduce a water reuse system, which will be composed of sand filtration, ultrafiltration, cooling and sodium ion exchange, etc. The quality of reuse water will meet the requirements of cooling loop water use, so as to reduce the discharge of waste water. In addition, the Group has put in place a water reuse system that allows the treated water from the MBR² system of the wastewater treatment station to be reused for production line bulkhead flushing, increasing the reuse rate of wastewater, reducing the amount of fresh water used and reducing the amount of wastewater discharged. The project will reduce 300,000 tons of wastewater, 19 tons of COD and 0.5 tons of ammonia nitrogen per year, and will bring the company an economic benefit of RMB830,000 per year after full operation.

² Membrane Bio Reactors (MBRs) are a wastewater treatment technology that combines biological treatment and membrane separation technologies for treating various types of wastewater. MBRs use microorganisms to break down and remove organic matter from the wastewater, while removing suspended solids and microorganisms from the water with membrane filtration technology. MBRs are often used in applications that need to meet high water quality standards, such as pharmaceutical plants, chemical plants, food processing plants and hotels.

廢水排放

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

集團亦持續針對工業廢水處理技術進行不斷革新。例如，集團內部已安裝廢水在線化學需氧量(COD)檢測儀。此外，包括東莞萬年富在內的多家工廠於早先分階段引進的揮發性有機化合物(VOC)處理裝置，並在2020年財政年度已全面使用。該技術可令污水管道直通污水處理設施。當污水經污水處理設施處理完成後，經由相應管道直接匯入當地污水處理廠。另外，我們鼓勵在不影響產品質量的情況下，回收工業廢水並進行二次利用。集團工廠積極應用包括混凝土填充等在內的環保工程，使用達到標準的工業排放污水沖洗水溝。在廢水水質良好的情況下，此舉不僅可用來沖洗水溝等工業設施，同時可回收利用在廢氣處理塔等操作設備中，作為普通用水的替代品來使用。此類工程令工廠達到了節約水資源的效果。於2022年集團投資50萬人民幣，引進中水回用系統，採用砂濾、超濾、冷卻降溫、鈉離子交換等成套設備組成，回用水水質滿足冷卻迴圈水使用要求，以減少廢水的排放量。另外，集團投用的中水回用系統，可以將污水處理站MBR²系統處理後的中水回用於生產線隔板沖洗，提高廢水的回用率，減少新鮮水用量和減少廢水的排放量。此項目每年減排廢水30萬噸，減少19噸化學需氧量排放、0.5噸氨氮的排放，專案全面運行後每年可為公司帶來83萬元人民幣的經濟效益。

² Membrane Bio Reactors (MBRs)是一種廢水處理技術，它結合了生物處理和膜分離技術，可用於處理各種類型的廢水。MBRs使用微生物來分解和去除廢水中的有機物，同時通過膜過濾技術從水中去除懸浮固體和微生物。MBRs通常用於需要高水質標準的應用，例如藥廠、化學廠、食品加工廠、酒店等場所的污水處理。

ENVIRONMENTAL PROTECTION 環境保護

WASTEWATER DISCHARGE (continued)

The Group's sewage vents are equipped with automatic monitoring equipment and are interconnected with local environmental bureaus in order to eliminate any form of water pollution incidents. At the same time, the Group has set up an environmental monitoring department to receive and issue the latest policies and regulations from local environmental authorities to ensure that factories and departments strictly comply with national laws and regulations, and strive to prevent local soil and water sources from being contaminated to the maximum extent possible. Starting from FY2019, the Group's plants plan to actively update and upgrade the process and technology of the wastewater treatment system. For example, the Group has been researching and drafting plans since FY2019 to invest approximately RMB3.52 million in upgrading biochemical sewage treatment systems for the transformation of sewage treatment facilities to enhance the efficiency of sewage treatment. In addition, the Group encourages plants to buy several cooling water reuse systems to reuse water subject to heating and cooling treatment in production lines, thereby solving the environmental pollution problem of waste water and saving water resources. The reinstalled cooling water reuse systems are expected to reuse over 30% of waste water each year.

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

廢水排放(續)

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

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

ENVIRONMENTAL PROTECTION 環境保護

GENERATION, TREATMENT AND RECYCLING OF WASTE

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

Hazardous wastes

The Group follows the internal principles of “Protection against Leakage, Rain and Loss” for hazardous waste management. For the storage and disposal of generated hazardous waste, we have implemented the following management controls:

廢棄物的產生、處理和回收

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

有害廢棄物

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



ENVIRONMENTAL PROTECTION 環境保護

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Hazardous wastes (continued)

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

- Utilise film residue drying process to reduce the total amount of waste photosensitive materials;
- Add an epoxy resin pipeline from the tank farm to the workshop to reduce the amount of waste empty barrels;
- Recycle and reuse reflux resin in the resin workshop to reduce the amount of waste resin;
- Remove the shaft by draining and cutting the waste filter element to reduce the weight of the waste filter element;
- Gradually reduce the use of banned substances, including mercury, according to the EU Restriction of Hazardous Substances (RoHS and REACH);
- Clean and recycle empty ink waste containers generated after the production of circuit boards to reduce generation;
- Certain environmental improvements were made to achieve a 23% reduction in the amount of dry film slag produced after circuit board production by acidifying it;
- Build an alkaline etching solution regeneration and copper recovery system to carry out regeneration treatment on the alkaline etching solution, which can be recycled and reused in the production line after copper extraction and addition of some chemicals to reduce environmental pollution;

廢棄物的產生、處理和回收 (續)

有害廢棄物(續)

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

- 利用菲林渣用幹處理，減少感光材料廢棄物的總量；
- 增設罐區至車間的環氧樹脂管道，減少廢棄空桶的產生量；
- 樹脂車間回流樹脂採用循環利用，減少廢棄樹脂的產生量；
- 使用廢濾芯淋幹切割處理去除軸，減少廢棄物濾芯的自身重量；
- 逐步減少使用歐盟危害性物質限制指令 (RoHS以及REACH)中包括汞在內的禁用物質；
- 生產電路板後產生的廢油墨空桶，進行清洗，使其回收利用，減少產生量；
- 採取了一定的環保改進工程，到達了對生產電路板後產生的幹膜渣進行酸化處理，使其產生量減少23%左右；
- 配套並建設鹼性蝕刻液再生及銅回收系統，對鹼性蝕刻液進行再生處理，蝕刻液經提銅並添加部分藥劑後可以回用生產線，減少環境污染；

ENVIRONMENTAL PROTECTION 環境保護

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Hazardous wastes (continued)

- The plants mainly producing paper-based laminates advocates actively promoting the use of bromine-free and chlorine-free plank to customers.
- Register chemical substances in accordance with the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and implement laws and regulations developed for safety monitoring.

The Group believes that hazardous waste must be reduced at source with fewer pollutants being produced. To make this happen, we will keep learning during the production process and looking for advanced environmental protection technologies to achieve the sustainability goal relating to waste reduction.

Non-hazardous wastes

In addition to the reduction of hazardous wastes, we are equally committed to the proper management and handling of non-hazardous wastes. The Group encourages departments to include the awareness of reducing wastes in every aspect of production and operation. We actively promoted various clean production programmes, were committed to improving employees' awareness of reducing wastes from raw and auxiliary materials, energy substitution, technological process transformation, and product upgrading, and developed incentive measures to reduce the generation of all kinds of wastes. Non-hazardous wastes generated in the Group are usually handed over to the sanitation department for disposal. The Group sends people to collect and classify scrap iron, scrap steel, replaced valves, pipelines and other metal wastes generated during production and hands them over to experienced third-party recyclers for recycling.

In daily operations, we continue to encourage employees to use our online system at work to communicate with each other electronically, so as to effectively reduce paper waste from written communications.

廢棄物的產生、處理和回收 (續)

有害廢棄物(續)

- 主營生產產品為紙基覆銅面板的工廠，提倡主動向客戶推廣使用無溴無氯元素板材。
- 註冊《關於化學品註冊、評估、許可和限制法案》，並實施安全監控所制定的法令規範。

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

無害廢棄物

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

日常營運中，我們持續鼓勵員工於辦公時利用線上系統，實現電子內部資訊傳遞溝通，以達到有效減少紙質通訊所產生廢紙之目的。

ENVIRONMENTAL PROTECTION 環境保護

GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

Non-hazardous wastes (continued)

Data on waste generation for FY2022 and FY2021 is compared as follows:

Type of waste (tonne)	廢棄物種類(噸)	FY2022 ^{Note 1} 2022年度註1	FY2021 ^{Note 2} 2021年度註2
Major hazardous waste			
Waste primarily containing organic compounds (e.g. ether, phenol, resin, and organic solvents)	主要有機成分的廢棄物 (如醚、酚、樹脂、有機溶劑等)	1,796.6	2,941.7
Waste that may contain inorganic or organic components (such as oil/water, hydrocarbon/water mixtures or emulsions, dyes, paints, cyanide, etc.)	可能含無機或有機成分的廢棄物 (如油/水、煙/水混合物或乳化液、染料、塗料、氰化物等)	319.9	325.8
Waste mineral oil and mineral oil containing waste	廢礦物油與含礦物油廢物	76.6	76.3
Total discharge of major hazardous waste	主要有機廢棄物排放總量	2,193.1	3,343.8
Per capita intensity	人均密度	0.2	0.3
Major non-hazardous waste			
Domestic waste	生活垃圾	564.3	431.0
Paper	紙	303.1	177.2
Card board	卡板	145.9	21.0
Subplate	墊板	67.0	54.0
Carton	紙箱	279.1	295.5
Kraft paper	牛皮紙	1,423.5	1,294.1
PE film	PE膜	52.6	37.0
Total discharge of major non-hazardous waste	主要無害廢棄物排放總量	2,835.5	2,309.8
Per capita intensity	人均密度	0.3	0.2

Note 1: The FY2022 data range includes data related to the production of 27 laminate plants. The Qing Yuan Chung Shun and the Kai Rong De (Shaoguan) started production and operation. The corresponding major hazardous waste and non-hazardous waste increased accordingly.

Note 2: The fiscal year 2021 data range includes data for 25 plants related to laminates.

廢棄物的產生、處理和回收 (續)

無害廢棄物(續)

2022年財政年度與2021年財政年度廢棄物產生數據比較如下：

註1：2022年財政年度數據範圍包括與覆銅面板27家工廠的生產有關之數據。其中清遠忠信以及凱榮德(韶關)開始生產運轉。因此，相應的部分主要有機廢棄物及主要無害廢棄物也相應遞增。

註2：2021年財政年度數據範圍包括與覆銅面板有關的25家工廠之數據。

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS

能源、水資源及包裝物料的使用



The Group is committed to developing industry leading production processes and equipment, continuously exploring the possibility of reducing energy and resource consumption, and establishing reasonable sustainable development goals such as water conservation and energy saving to address global major risks such as climate change. In addition, the Group supervises the compliance of plants with environmental laws and regulations, and encourages them to take effective measures to achieve the vision of better utilizing resources, reducing waste and saving energy.

Consumption of Energy

We expect our plants to integrate the concept of environmental care and energy saving into their daily production and operation. Therefore, the Group has established rules and regulations relating to the consumption of resources, specifying the requirements on consumption of water, electricity, gas and other resources in the production and operation process. The Group continued to promote the use of advanced low-carbon technologies and strove to transform high energy-consuming production equipment to cleaner and more environmentally friendly production equipment in FY2022. The management holds regular meetings on environmental management to formulate timely and reasonable control measures. We encourage our employees to be more energy-conscious and start with little things such as daily utility use and material recycling, so as to protect the environment to the greatest extent and reduce the ecological impact brought about by the production process with the concerted participation of the whole Group.

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

能源使用

我們冀望旗下工廠可以將節約能源的環保理念融入日常生產營運事務中。因此，本集團制定了資源使用相關的規章制度，列明在生產及營運過程中使用資源如水、電及燃氣等的規範事項。本集團在2022年財政年度中繼續推廣使用先進低碳技術，並致力將生產設備的耗能轉型至更加清潔與環保的能源類型。各管理層定期進行環境管理方面的會議，以制定合時合理的控制措施。我們鼓勵員工提高節能意識，從日常用電用水、物料循環使用等細節著手，在本集團上下齊心參與之下，最大程度地保護環境，減低生產過程帶來的生態影響。

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Energy (continued)

The following are some of the environmental protection measures implemented by the Group's plants for energy conservation:

- Require the production facilities within the plants to operate in accordance with relevant environmental rules and regulations, implement enterprise resource planning ("ERP") systems at all plants and offices to facilitate the centralised administration and allocation of all resources, and identify opportunities when necessary to improve the manufacturing processes, materials, production equipment and recycling technologies relating to our products.
- The plant management holds regular meetings every year to formulate corresponding plans to increase revenue and reduce expenditure, so as to encourage the production departments to reduce energy consumption without affecting the quality of products, and to establish a performance evaluation system based on the results of innovation and transformation and give corresponding rewards.
- Establish energy-saving plans and targets, with the production and operation departments carrying out monthly performance evaluation on water consumption and electricity consumption, and making statistical analysis on the energy consumed in the plants on a daily basis.
- Put up various environmental protection slogan signs in the workshops to encourage and urge employees to raise environmental protection awareness, remind them to save electricity and water on a daily basis, and conduct special training on resource conservation and other aspects regularly for workshop supervisors, so as to communicate to all the employees about the environmental protection requirements for implementation.
- Transform automation line UV machines from 33.6 kW to 19.2 kW, which are expected to save approximately 50% of electricity for production lines from the next financial year.
- In 2022, the Group invested RMB123.84 million to build distributed photovoltaic power stations at six of its factories for supplying electric power to these factories, reducing electricity consumption and carbon emissions.
- A total of 12 incinerators have been converted to regenerative incinerators, each of which can save 300 tons of natural gas and approximately RMB1.8 million every month.

能源、水資源及包裝物料的使用(續)

能源使用(續)

以下為本集團工廠針對節約能源使用所實施的部分環保舉措：

- 要求工廠內部生產設施按照相關環境規則及規例進行運作，並於工廠和辦公室等設施內實施企業資源規劃(ERP)系統，對資源進行合理的統一管理和調配，適時識別機會改善產品的製作流程、材料、生產設備及再循環技術。
- 工廠管理層每年例行舉行會議，制定相應的開源節流計劃，以鼓勵生產部門在不影響產品質量的情況下降低能耗，並根據創新改造之成果建立績效評估制度，給予相應獎勵。
- 訂立節能計劃及指標，由生產營運部門執行每月水耗和電耗的績效考核，每日對廠內使用的能源數據進行統計分析。
- 在公共區域，如車間懸掛各類環境保護語錄標牌，用於鼓勵督促員工提高環保意識，提醒員工日常節省用電及用水，定期對車間主管進行節約資源使用等方面的特殊培訓，以便於傳達各員工遵照執行環保要求。
- 對自動線UV機改造，由33.6千瓦改為19.2千瓦，預計從下一財政年度開始，該機器可令生產綫節省約50%的電力。
- 於2022年投資12,384萬人民幣在本集團旗下六間工廠建設分佈式太陽能光伏發電站，並供給廠區消納，減少用電以降低碳排放。
- 改用蓄熱式焚燒爐共12台，每台焚燒爐可節省天然氣300噸，每月約節省180萬人民幣。

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Energy (continued)

- Replace the lighting within the plants from high-voltage sodium lamps to energy-saving lamps and LED lighting lamps. Replace the street lamps with solar panels in the living areas of the plants to reduce carbon emissions.
- Add a frequency converter to the motor to adjust the running frequency of the motor in time, saving about 250,000 kilowatt-hours (kWh) of electricity every year.
- We plan to start an air compressor energy saving retrofit project in January 2023 to reduce the electricity consumption of air compressors; To carry out comprehensive energy-saving renovation of chiller plants to reduce electricity consumption of chillers; Initiate the renovation of hot air air conditioning heat source and boiler inlet heating system to reduce the use of steam; It is planned to add industrial humidifiers to ambient air conditioning and reduce the use of steam from March 2023.

Consumption of Water

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

In our daily operation, we regularly make statistical analysis on the water consumption in the plants. According to the requirements of the production lines for water, we advocate replacing tap water used in the original process with river water to reduce water consumption from industrial production when appropriate. In addition, during FY2022, the Group consistently carried out a water recycling project for washing machines. The project can recycle water resources and save about 80 tonnes of water every day. In addition, on the basis of production needs, we will consider investment in water recycling and environmental protection projects, such as repairing cooling towers with recycling water for heat exchange, in order to make more rational and more rigorous use of water resources.

能源、水資源及包裝物料的使用(續)

能源使用(續)

- 廠區照明由高壓鈉燈更換為節能燈及LED照明燈。工廠將生活區路燈改造為太陽能電板，以降低碳排放。
- 對電機增加變頻器，能及時調整電機運行頻率，每年約節約電量25萬千瓦時。
- 我們計劃於2023年1月起，開啟空壓機節能改造項目，減少空壓機用電量；展開製冷站節能綜合改造，減少製冷機用電量；展開熱風空調熱源與鍋爐進水升溫系統改造，減少蒸汽的使用；計劃2023年3月起，環境空調增加工業加濕器，減少蒸汽的使用。

用水資源

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

日常營運中，我們定期對工廠內部的用水數據進行統計分析。根據生產線用水要求，我們提倡在適當的情況之下，將原工藝中使用的自來水替換成江水，以減低工業生產過程中所需的用水量。此外，2022年財政年度期間，本集團持續開展洗板機用水回收之項目。該項目可循環利用水資源，每天約可節約用水80噸。另外，根據生產需要，我們未來考慮陸續投資例如修復交換循環水冷卻塔等循環用水的環保項目，以期更合理和更嚴謹地善用水資源。

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Packaging Materials

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

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

Data on types and amount of energy consumption for FY2022 and FY2021 is compared as follows:

Type of resources	資源種類	FY2022 ^{Note 1} 2022年度 ^{註1}	FY 2021 ^{Note 2} 2021年度 ^{註2}
Utility power (kWh)	市電(千瓦時)	1,331,060,504.5	1,449,102,058.0
Coal (tonne)	煤(噸)	18,810.8	27,435.1
Diesel oil (tonne)	柴油(噸)	1,542.9	2,466.7
Natural gas (cubic metre)	天然氣(立方米)	106,724,314.1	109,677,982.5
Water (cubic metre)	水(立方米)	7,022,266.6	6,915,979.0
Carbon emission (CO ₂ e in tonnes) ^{Note 3}	碳排放(噸二氧化碳當量) ^{註3}	952,169.4	1,038,643.9

能源、水資源及包裝物料的使用(續)

包裝使用

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

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

2022年財政年度與2021年財政年度能源使用種類及耗量比較如下：

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Packaging Materials (continued)

Note 1: The FY2022 data range includes data related to the production of 27 laminate plants. The Qing Yuan Chung Shun and the Kai Rong De (Shaoguan) started production and operation. The corresponding energy consumption increased accordingly.

Note 2: The FY2021 data range includes data for 25 plants related to laminates.

Note 3: Carbon emissions above are calculated with reference to the Greenhouse Gas Protocol published by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), "Greenhouse gas reporting – Conversion factors 2022" published by the Department for Business, Energy & Industrial Strategy of the United Kingdom Government, Baseline Emission Factors for Regional Power Grids in China in 2019 Based on Emission Reduction Projects" (2019 年度減排項目中國區域電網基準綫排放因子) published by National Development and Reform Commission of China, the HKEX Reporting Guidance on Environmental KPIs, and "A Study of CO₂ Emission Sources and Sinks in Thailand" published by Geophysics Research Center and Centre for the study of Earth System Environment and Adaptation for Sustainability.

能源、水資源及包裝物料的使用(續)

包裝使用(續)

註1：2022年財政年度數據範圍包括與覆銅面板27家工廠的生產有關之數據。其中清遠忠信以及凱榮德(韶關)開始生產運轉。因此，因此，相應的部分能源使用量也相應遞增。

註2：2021年財政年度數據範圍包括與覆銅面板有關的25家工廠之數據。

註3：上述碳排放之計算參照世界企業永續發展協會(WBCSD)與世界資源研究院(WRI)出版之《溫室氣體盤查議定書》、Department for Business, Energy & Industrial Strategy of the United Kingdom Government 之《Greenhouse gas reporting– Conversion factors 2022》、中國國家發展和改革委員會公佈之《2019年度減排項目中國區域電網基準綫排放因子》及香港聯交所《環境關鍵績效指標彙報指引》、Geophysics Research Center及Center for the study of Earth System Environment and Adaptation for Sustainability之《A Study of CO₂ Emission Sources and Sinks in Thailand》。

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Packaging Materials (continued)

Data on the density of energy consumption and water consumption for FY2022 and FY2021 is compared as follows:

Type of resources	資源種類	FY2022 ^{Note 1} 2022年度 ^{註1}	FY 2021 ^{Note 2} 2021年度 ^{註2}	Unit 單位
Utility power	市電	1,377.4	1,400.8	kWh/tonne of finished product 千瓦時／每噸成品
Coal	煤	0.02	0.03	Tonne/tonne of finished products 噸／每噸成品
Diesel	柴油	0.002	0.002	Tonne/tonne of finished products 噸／每噸成品
Natural gas	天然氣	110.4	106.0	Cubic metre/tonne of finished product 立方米／每噸成品
Water	水	7.3	6.7	Cubic metre/tonne of finished product 立方米／每噸成品

Note 1: The FY2022 data range includes data related to the production of 27 laminate plants. The Qing Yuan Chung Shun and the Kai Rong De (Shaoguan) started production and operation.

Note 2: The FY2021 data range includes data for 25 plants related to laminates.

能源、水資源及包裝物料的使用(續)

包裝使用(續)

2022年財政年度與2021年財政年度能源使用及用水密度比較如下：

註1：2022年財政年度數據範圍包括與覆銅面板27家工廠的生產有關之數據。其中清遠忠信以及凱榮德(韶關)開始生產運轉。

註2：2021年財政年度數據範圍包括與覆銅面板有關的25家工廠之數據。

ENVIRONMENTAL PROTECTION 環境保護

CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

Consumption of Packaging Materials (continued)

Data on the consumption of packaging materials for FY2022 and FY2021 is compared as follows:

Type of packaging materials (tonne)	包裝材料種類(噸)
Carton	紙箱
Plastic wrap	保鮮膜包裝
Card board	卡板
Drench membrane paper	淋膜紙

Note 1: The FY2022 data range includes data related to the production of 27 laminate plants. The Qing Yuan Chung Shun and the Kai Rong De (Shaoguan) became operational. The Group's plants consumed more packaging materials due to the increase in finished goods in stock as a result of the impact of the COVID-19 pandemic and the decline in market demand during the Year.

Note 2: The FY2021 data range includes data for 25 plants related to laminates.

能源、水資源及包裝物料的使用(續)

包裝使用(續)

2022年財政年度與2021年財政年度包裝材料使用量比較如下：

FY2022 ^{Note 1} 2022年度 ^{註1}	FY 2021 ^{Note 2} 2021年度 ^{註2}
1,564.2	1,216.2
329.4	251.5
3,814.4	3,035.0
1,373.5	1,678.1

註1：2022年財政年度數據範圍包括與覆銅面板27家工廠的生產有關之數據。其中清遠忠信以及凱榮德(韶關)開始生產運轉，由於新冠疫情影響及年內行業市場需求下滑，集團工廠的庫存產成品增加導致包裝材料的消耗量增加。

註2：2021年財政年度數據範圍包括與覆銅面板有關的25家工廠之數據。

ENVIRONMENTAL PROTECTION 環境保護

OTHER ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE

The Group's plants have implemented professional certifications such as ISO 14001 management system and EU Restriction of Hazardous Substances Directive (RoHS)³. We have set up a dedicated environmental protection team in-house to regularly assess the source of emissions, manage and dispose of waste water, waste gas and wastes discharged in the production process at the source, and develop the source emission reduction plan to reduce the harm to the environment. Meanwhile, we proactively seek every opportunity to recycle and reclaim waste gases, wastewater and solid wastes and improve equipment and procedures for handling emissions and discharges to ensure the adequacy and effectiveness of environmental protection. We also lay emphasis on the handling of emergencies upon the occurrence of environmental risks. The Group's plants have hired professional companies to prepare environmental emergency plans based on risks and conditions that will occur during production. With such a plan in hand, an environmental emergency response team headed by the general manager of a plant will be set up and file relevant cases with the local environmental protection bureau. In addition, the Group has implemented the third-party certification for environmental management system, and the environmental system of the Group is monitored by SGS annually in order to continuously maintain the implementation of the company's environmental system; The Group prepares the Emergency Plan for Environmental Emergencies in accordance with the relevant national laws and regulations and files it with the Environmental Protection Bureau, and holds regular emergency drills for environmental plans every year and submits the photo data to the Environmental Protection Bureau for monitoring; Accepting second-party environmental system audits conducted by clients; The implementation of the Group's environmental system is promoted through the Group's total environmental system audits, second-party customer audits, environmental audits by third-party certification bodies, and inspections by government regulatory authorities.

其他環境影響及氣候變化

本集團的工廠於內部實施ISO14001管理體系、歐盟危害性物質限制指令(RoHS)³等專業認證。我們於內部組建專職環保隊伍，定期評估排放源頭，從源頭對生產過程中排放的廢水、廢氣及廢棄物進行管理處置，研究源頭減排的方​​案，減少對環境的危害。於此同時，積極尋求將廢氣、污水及廢棄物回收再利用與資源化的機會，並改善處理排放物的設備及程序，以確保環境保護工作的充分性及有效性。我們亦重視環境風險發生後的應急工作。本集團工廠委託了協力廠商專業公司根據工廠實際生產會出現的風險及情況編製突發環境應急預案，在此預案的基礎上設立以工廠總經理為首的環境應急小組，並於當地環保局備案相關事件。另外，集團通過推行環境管理體系的協力廠商認證，由SGS每年對本集團的環境體系進行監控，以持續保持落實本集團的環境體系；集團按國家相關法律法規要求編製《突發環境事件應急預案》並在環保局備案，每年定期舉行環境預案應急演練圖片資料提交到環保局接受監控；接受客戶進行的第二方環境體系審核；通過集團內總環境體系審核，第二方客戶審核，協力廠商認證機構的環境審核以及政府監管部門的檢查等推進落實本集團的環境體系。

³ The Restriction of Hazardous Substances Directive 2002/95/EC (RoHS) is an environmental directive (but not a law) that was adopted by the European Union in February 2003 and came into force on July 1, 2006, mainly for product composition and engineering process standards in manufacturing.

³ 有害物質限用指令(英語: Restriction of Hazardous Substances Directive 2002/95/EC, 縮寫RoHS)是歐洲聯盟在2003年2月所通過的一項環保指令(但並非法律),定於2006年7月1日起生效,主要針對產品成分及在製造上的工程製程標準。

ENVIRONMENTAL PROTECTION 環境保護

OTHER ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE (continued)

The Group also attaches importance to wastewater pollution that may occur in the course of operation, and formulates management principles and implements relevant risk control measures in advance. From January 2019, the Chinese government started to implement the Measures for Drainage Management by Enterprises Using Phosphorus and Nitrogen, which are designed to strengthen pollution control and protect the environment with a focus on the monitoring of enterprises using water. Therefore, we have actively implemented prevention and control measures. According to the results and requirements of environmental impact assessment, we have engaged a qualified third-party monitoring company to take preventive measures for several factors that may affect the local environment such as waste water, waste gas and noise and formulate a series of monitoring and renovation plans. For example, we set up different waste gas treatment methods for different pollution factors generated by the waste gas scrubber. We flexibly applied activated carbon adsorption system and acid and alkali liquid spray system, and other equipment for better preventing waste water from polluting local water sources. We want to do our utmost to protect the neighbouring environment and reduce the ecological impact of the production process. In 2022, in accordance with the requirements of the Ecology and Environment Bureau, we applied for and renewed the discharge permit for exhaust gas, sewage and solid waste in one permit, which allows us to discharge sewage and exhaust gas and outsource the corresponding solid waste treatment as required. According to the information provided on the discharge permit, the Group has obtained a number of certifications, including Laboratory, ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and IATF 16949:2016 Automotive Parts Quality System.

ISO 9001:2015 Quality Management System Certification is a global quality management system certification, which helps businesses to ensure the quality of products and services, improve customer satisfaction, and also enhance their competitiveness and sustainability.

ISO 14001:2015 Environmental Management System Certification is a certification that helps businesses to manage environmental risks and achieve environmental sustainability. For businesses like Kingboard Laminates that attaches great significance to environmental protection, this certification can help the Group better manage and protect environmental resources, and at the same time help improve the corporate social responsibility and image.

IATF 16949:2016 Automotive Parts Quality System Certification is a quality management system certification specifically for the automotive industry, which can help businesses improve product quality and customer satisfaction, and also improve their competitiveness and market position in the automotive industry.

其他環境影響及氣候變化(續)

本集團重視營運過程中有可能產生的廢水污染，並提早制定管理原則並落實相關風險控制措施。2019年1月起，中國政府開始實施《涉磷氮企業排水管理辦法》，該條例以加強污染控制、保護環境為目標，重點監控涉水企業。因此，我們積極實施防治措施，依據環境影響評價之結果與要求，聘請具有資質的協力廠商監測公司對集團廢水、廢氣、噪音等一系列有可能影響當地環境的因素做出提早預防措施，制定一系列監測及改造方案。例如，我們針對廢氣洗滌塔產生的不同污染因數，設置相應的廢氣處理方法。我們靈活應用活性炭吸附系統、酸鹼液噴淋系統等設備，做好預防廢水污染當地水源的管理工作。我們希望盡最大能力來保護鄰里環境，減低生產過程帶來的生態影響。於2022年，本集團按照生態環境局要求，我們申請並且更新了廢氣、污水、固廢一證式的排污許可證，可以按照要求排放污水和廢氣，並委外處理相應固廢。根據提供的排污許可證信息，集團已經獲得了多項認證，包括實驗室、ISO 9001:2015品質管理體系、ISO 14001:2015環境管理體系以及IATF 16949:2016汽車配件品質體系認證。

ISO 9001:2015品質管理體系認證是一種全球通用的品質管理體系認證，它幫助企業保證產品和服務的品質，提高客戶滿意度，同時也增強了企業的競爭力和可持續發展能力。

ISO 14001:2015環境管理體系認證則是幫助企業管理環境風險、實現環境可持續性的認證，對於建滔積層板這樣注重環保理念的企業來說，這種認證可以幫助集團更好的管理和保護環境資源，同時也有助於提高企業社會責任感和形象。

IATF 16949:2016汽車配件品質體系認證則是汽車行業專用的品質管理體系認證，它能夠幫助企業提高產品品質和客戶滿意度，同時也能夠提高企業在汽車行業的競爭力和市場地位。

ENVIRONMENTAL PROTECTION 環境保護

OTHER ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE (continued)

The Group also attaches great importance to the country's "double carbon" policy. We actively formulate strategies in line with "carbon dioxide emissions peak and carbon neutrality" and implement long-term carbon emission reduction goals to reduce carbon footprints to adapt and mitigate the impact of climate change on us, thereby strengthening our resilience to climate change. The risks posed by climate change include extreme weather events, such as severe typhoons, heavy rains and flooding, and the chance to affect the supply of energy to furnaces in plants. We have established a typhoon emergency command group and formulated a typhoon and flood prevention emergency plan for strong typhoons and rainstorms, in order to ensure sufficient supply of energy for furnaces and reduce the huge threat of extreme weather to plants. Risk assessment and emergency rescue preparation are made in the event of extreme weather. The Group has formulated the Emergency Preparedness and Response Control Procedures, the Hazardous Chemicals Emergency Drill and other systems to conduct regular emergency drills every year, in order to establish a complete emergency plan system against severe threats from climate change. In the future, the Group will make great efforts to promote the utilisation of new energy and build solar power plants in its factories to reduce electricity consumption and carbon emissions.

其他環境影響及氣候變化(續)

此外，本集團也十分重視國家的「雙碳」政策，我們積極制定符合「碳达峰、碳中和」的戰略和實施長期碳減排目標來減少碳足跡來適應和減輕氣候變化對本集團的影響，從而加強其對氣候變化的抵禦能力。氣候變化帶來的風險主要包括極端天氣如強颱風、暴雨和水浸的突發情況並有機會影響工廠窯爐能源動力的供應。為確保對窯爐的能源動力供應有充分的安全庫存保障及減少極端天氣對工廠產生的巨大威脅，我們已成立了設立防風應急指揮小組，並針對強颱風和暴雨天氣制定了防風防汛應急預案，在發生極端天氣時亦會評估風險和準備緊急救援工作。本集團為了針對各種嚴重氣候威脅，建立完善的應急預案制度，本集團已制定《應急準備與響應控制程序》及《危險化學品應急演練》等制度規定每年進行常規應急演練。未來，集團將大力發展新能源利用，將會在廠區內建設太陽能發電，減少用電量的同時減少碳排放。

EMPLOYMENT 僱傭

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

EMPLOYMENT POLICY

Kingboard Laminates conducts internal audit annually to ensure compliance with laws and regulations governing employment. During FY2022, the Group was not aware of any material breaches of applicable laws and regulations pertaining to employment that had a significant impact on the Group, including but not limited to the Labour Law (中華人民共和國勞動法), the Provisions on the Prohibition of Using Child Labour (禁止使用童工規定), the Law on the Protection of Rights and Interests of Women (中華人民共和國婦女權益保障法), the Law on the Protection of Minors (中華人民共和國未成年人保護法), the Trade Union Law (中華人民共和國工會法), and the Social Insurance Law of the People’s Republic of China (中華人民共和國社會保險法), Labour Protection Act of Thailand, and Employment Ordinance of Hong Kong. These laws and regulations explicitly specify requirements concerning employee compensation and dismissal, recruitment and promotion, vacations, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. Meanwhile, we have developed and implemented employment-related policies and procedures, including the Compensation Management System, Performance Appraisal System, Evaluation Management System, Travel Reimbursement System, Rating and Promotion Management Rules, Separation Management Rules, Social Security System, Overtime Management Regulations, Employee Handbook, and Bonus Distribution System to ensure compliance with relevant laws and regulations and serve as a reference for employees. The administrative department is responsible for supervising the implementation of the above policies, distributing documents regarding and interpret relevant policies for each new comer, and regularly organising training to further explain relevant policy contents and its importance. In addition, we audit the implementation of these policies annually. A whistle-blowing system is also in place with a dedicated team to investigate any unfair treatment and take appropriate actions and improvement measures.

我們堅守「以人為本」的理念，始終堅持「誠信、積極、創新、協作」的用人理念，在發展業務的同時時刻謹記履行社會責任，相信吸納並保留人才是集團業務持續發展的關鍵。我們關注僱員的事業發展和身心健康，並致力維持重視品格操守、多元化發展、合作和溝通的優質工作環境。我們相信多元化的領導層及員工背景可加強集團的決策能力及靈活性。為此，我們提供具競爭力的薪酬待遇以及推動一系列措施以提倡員工多元化及各方面的事業平等發展機會。本集團的董事會已根據香港聯合交易所修訂的《企業管治守則》，積極採納董事會多元化政策。董事會的人事組成包含多項因素，包括但不限於年齡、文化及教育背景、專業經驗、技能以及知識等，目的在於令董事會成員達致多元化。

僱傭政策

建滔積層板每年進行內部審核以確保遵守與僱傭相關的法律法規。於2022年財政年度，本集團並未發現任何與僱傭相關及對集團有重要影響的適用法律及法規的重大違規事宜(包括但不限於《中華人民共和國勞動法》、《禁止使用童工規定》、《中華人民共和國婦女權益保障法》、《中華人民共和國未成年人保護法》、《中華人民共和國工會法》、《中華人民共和國社會保險法》、《泰國勞動保護法》及《香港僱傭條例》)。以上法規明確規定有關於員工薪酬及解僱、招聘及晉升、假期、平等機會、多元化、反歧視以及其他待遇及福利的要求。同時，我們亦制定及落實了一系列與僱傭相關的政策及程序，包括《薪資管理制度》、《績效考核制度》、《評優管理制度》、《差旅報銷制度》、《評級與晉升管理規定》、《離職管理規定》、《社保制度》、《加班管理規定》、《員工手冊》和《獎金分配制度》等，以確保遵從相關法律法規，並作為員工參考之依據。行政部門負責監督以上政策執行，對每位新入職員工派發及講解以上政策，並定期舉辦培訓，以進一步解釋相關政策內容及重要性。此外，我們亦會對上述政策的執行情況進行年度審計，同時設立舉報機制，如有任何不平等待遇的情況，將由專責小組負責調查並做出相應的處分及改善措施。

EMPLOYMENT 僱傭

EMPLOYMENT POLICY (continued)

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

At the end of each year, the Group will make recruitment plans and budgets for the following year based on the company's actual situation. For example, we recruit front-line employees and technical and managerial staff through the following recruitment channels.

1. Establish a recommendation award mechanism to encourage employees in the company to recommend people to join the company;
2. arrange for the recruitment of front-line staff in remote mountainous areas;
3. through the recruitment website or job fair;
4. Contact an agency or vocational technical school for job recommendation.

During the Reporting Period, the Group had 10,232 employees in total. In FY2022, a total of 5,364 employees left the Group. The turnover rate varies with regions. We have implemented a mentorship programme, interdepartmental exchanges and skills and leadership training, among others, in order to ensure a steady average turnover rate. Besides, we develop the Application for Recruitment as our recruitment plan in January each year in preparation for staff turnover around the Chinese New Year.

僱傭政策(續)

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

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

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

報告期間，集團共有10,232名員工，2022年財政年度離職僱員總數為5,364人，不同的地區的離職率會因地域而異，為了保持相對安穩的平均離職率，我們實施了導師計畫、部門之間的交流、技能與領導力培訓等。另外，我們會在每年1月份制定《人員招聘儲備申請》作為招聘計畫，為春節前後人員流失較大時做好人員儲備。

EMPLOYMENT 僱傭

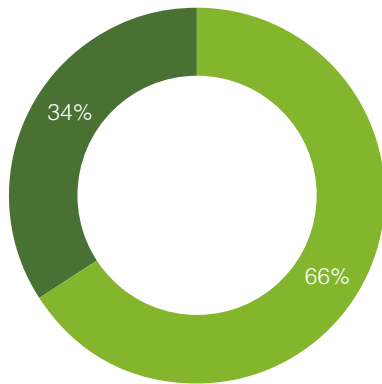
EMPLOYMENT POLICY (continued)

僱傭政策(續)

Basic Information About Employment 僱傭的基本情報

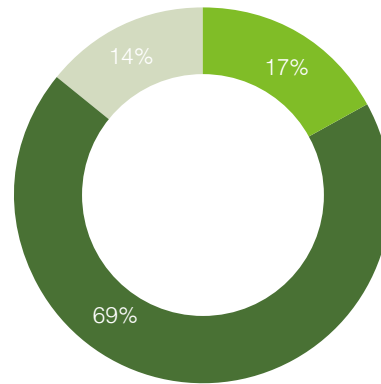
By gender
僱傭員工男女比例

Male 男性 Female 女性



By age group
僱傭員工年齡層比例

Under 30 30歲以下 30~50 30~50歲 Over 50 50歲以上



Relevant information about male and female employees

男女僱傭人數相關資料

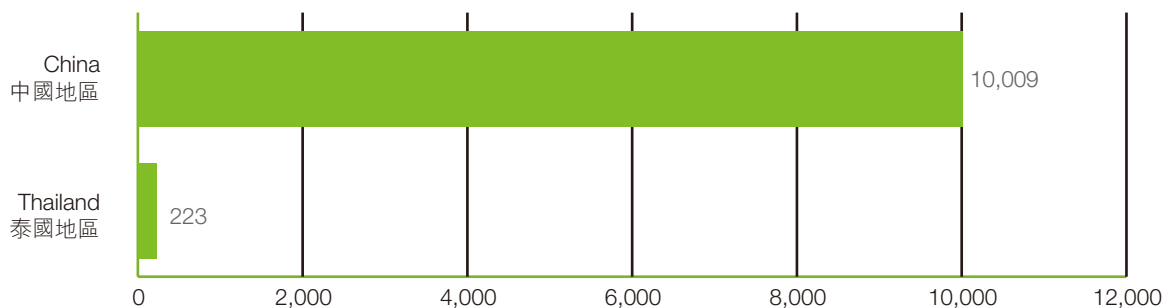
Number of male employees	僱傭員工男性人數
Number of female employees	僱傭員工女性人數
Number of full-time employees	僱傭員工全職人數
Number of part-time employees	僱傭員工兼職人數
Employees aged below 30	30歲以下僱傭員工人數
Employees aged between 30 and 50	30~50歲僱傭員工人數
Employees aged over 50	50歲以上僱傭員工人數

2022
2022年

2021
2021年

6,767人	6,733人
3,465人	3,282人
10,121人	9,913人
111人	102人
1,774人	2,342人
7,012人	6,728人
1,446人	945人

Number of employees by geographical region 各地區僱傭員工人數

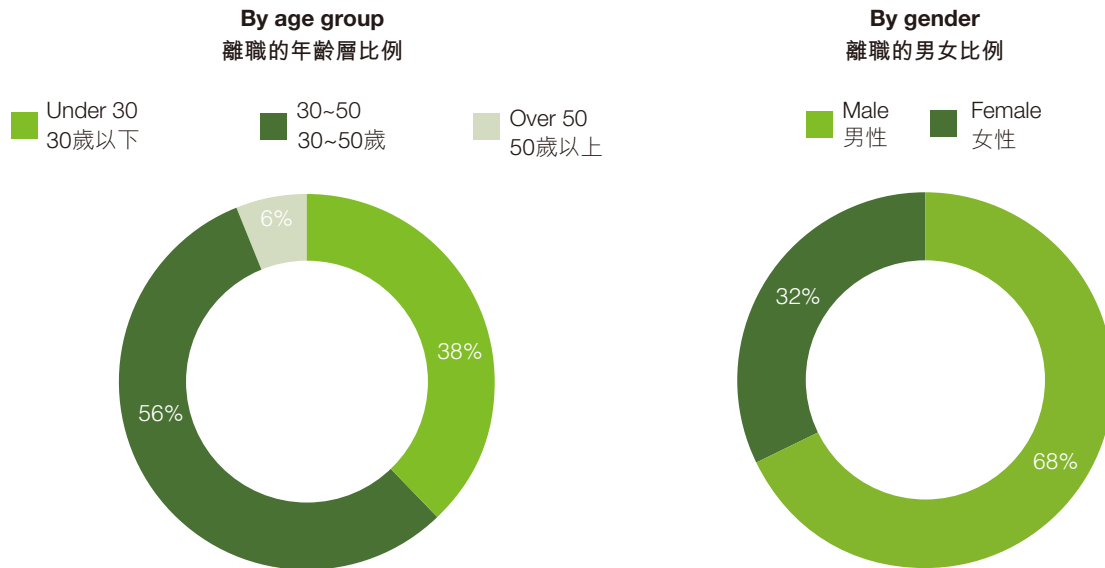


EMPLOYMENT 僱傭

EMPLOYMENT POLICY (continued)

僱傭政策(續)

Composition of the Turnover Rate 離職率的構成



Turnover Rate

Turnover rate of male employees	男性僱員離職率
Turnover rate of female employees	女性僱員離職率
Turnover rate of employees aged under 30	30歲以下僱員離職率
Turnover rate of employees aged between 30 and 50	30~50歲僱員離職率
Turnover rate of employees aged over 50	50歲以上僱員離職率
Turnover rate of employees in China	中國地區僱員離職率
Turnover rate of employees in Thailand	泰國地區僱員離職率

離職率

2022
2022年

2021
2021年

35%	30%
32%	32%
53%	46%
30%	25%
18%	17%
34%	31%
25%	21%

EMPLOYMENT 僱傭

EMPLOYMENT POLICY (continued)

Kingboard Laminates protects the legitimate rights and interest of employees in internal management and business transactions, and advocates partners to protect the rights and interest of their employees. Employees will not be treated differently because of their gender, region, age, etc. As part of efforts to prevent child labour and forced labour, the Group ensures that all candidates qualified for employment must have reached the statutory age and have been in possession of valid identification documents issued by relevant government departments before they can be officially appointed in accordance with the Labour Law of PRC. All employees are required to enter into labour contracts for the prevention of forced labour, including bonded labour, indentured labour, slave labour or human trafficking. A stringent identity vetting process is carried out as part of the employment procedures. If any violations are identified, the Group will report to the labour security department for filing in accordance with the Regulation on Labour Security Supervision to protect workers' legitimate rights and interests. In addition, the Group has formulated and implemented the "Recruitment Management Regulations" and "Staff Handbook", which specify the recruitment requirements, employment relationship, staff leave and related work requirements. At the same time, the "Attendance Management System" for working time assessment and the "Standard Wage Details of Position" for matching working time and salary have been formulated to regulate equal pay for equal work and equal treatment for employees at all levels. Recruitment of staff within the establishment is organised by the Human Resources Department according to the needs; According to the Measures, the recruitment of people within staff planning shall be organised by the Human Resources Department as required, and for the recruitment of people beyond staff planning, the head of a department shall fill in the Recruitment Application Form as production requires. The specific content is summarised as follows:

- Respect employees' right to freedom, including the freedom of employment, resignation, overtime work and mobility;
- Avoid any behaviour that restricts free labour, for example, seizing originals of identity documents and other personal certificates, collecting deposits or collaterals, withholding employees' salaries, using monitors or listeners, searching bodies forcibly, limiting reasonable access in and out of the Group, and forcing employees to work overtime;
- Ask for agreement from employee representatives through consultation for labour contracts prepared by the Group and report to local labour bureaus for record;
- Develop the working hour policy according to the Labour Law and EICC⁴ standards and ensure workers' physical and mental wellbeing;

⁴ EICC is a code of conduct in the electronics industry. The EICC has established various standards to ensure a safe working environment in the supply chain of the electronics industry, workers are respected and treated with dignity, and business operations are eco-friendly.

僱傭政策 (續)

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

- 尊重員工自由權利，包括僱傭自由，辭工自由，加班自由及行動自由等；
- 集團禁止採用任何限制勞動自由的行為，如扣押身份證件、個人證明文件的原件、收取押金或抵押物、扣押員工工資、使用監視或監聽器、強迫搜身、限制員工合理地出入集團和強迫加班等；
- 集團擬定的勞動合同必須經過與員工代表的協商同意，並報當地勞動局審核備案；
- 依據勞動法和EICC⁴標準制定工作時間政策，並確保工人身心健康；

⁴ EICC 是電子行業行為準則。EICC 建立了各種標準，以確保電子行業供應鏈的工作環境安全，工人受到尊重並富有尊嚴，以及商業運營對環境負責。

EMPLOYMENT 僱傭

EMPLOYMENT POLICY (continued)

- Strictly control the working hours of minors and never arrange overtime work by pregnant workers;
- Ask staff to work overtime only with the consent of the workers or their representatives;
- Apply for local labour bureaus and obtain its written consent if working hours needs to be extended under special circumstances;
- Implement the attendance tracking system to determine, communicate, record, manage, and control working hours, including detailed records about normal working hours and extra working time;
- Allow workers to enjoy statutory leave including sick leave and maternal leave. All employees are entitled to 11 days of legal holidays, which will be adjusted in accordance with the law in case of changes in national laws and regulations and national policies. If you work on a legal holiday for work-related reasons, overtime will be calculated in accordance with the laws and regulations; 5 days of paid annual leave for employees with more than 1 year of service and less than 10 years of service in the company; 10 days of paid annual leave for those with 10 years or less than 20 years; Annual leave with pay for 20 years or more shall be 15 days, and annual leave shall not be accumulated across years.

EMOLUMENT POLICY

In terms of compensation policies, we strictly comply with provisions of the Labour Contract Law and local laws and regulations, develop the Compensation Management System, Performance Appraisal System, Evaluation Management System, Travel Reimbursement System, Social Security System, and Bonus Distribution System and adjust employees' compensation mainly based on their individual performance and the Group's financial performance. The Group performs a comprehensive performance assessment of employees and evaluates employees' work performance, work attitude and service period, etc. during the year. Their compensation is adjusted based on appraisal results to maintain the soundness and fairness of compensation determination. We also grant pre-emptive rights and special bonuses to eligible employees, depending on their performances and the Group's financial conditions. Meanwhile, the Group has developed and implemented the improved Attendance and Leave Management Measures to ensure that all employees enjoy adequate paid annual leave and off hours for a work-life balance.

僱傭政策 (續)

- 嚴格控制未成年員工加班，不得安排孕婦加班；
- 安排員工加班必須事先徵得工人或工人代表的同意；
- 遇有特殊情況需要延長加班時間時，必須向當地勞動局申請，並獲得勞動局書面同意；
- 嚴格執行考勤制度，用於確定、傳達、記錄、管理和控制工作時間，包括正常工作時間和加班時間的詳細記錄；
- 中國內地工人有權享有法律規定的假期、包括病假和產假等。全體員工享有11天的法定節假日，如遇國家法律法規和國家政策變化，公司將依法予以調整。因工作原因於法定節假日上班的，按法律法規規定計算加班費；公司服務滿1年以上，不滿10年的員工享有帶薪年假5天；滿10年不滿20年的，帶薪年假為10天；滿20年的帶薪年假為15天、年休假不得跨年累計。

薪酬政策

在薪酬政策方面，我們嚴格遵守國家勞動合同法及當地法律法規的規定，並編有完善《薪資管理制度》、《績效考核制度》、《評優管理制度》、《差旅報銷制度》、《社保制度》和《獎金分配制度》，並依據員工的個人表現及集團的盈利表現對員工的薪酬進行調整。集團每年度對員工進行全面的績效評估，對員工在年內的工作表現、工作態度、服務年期等方面進行考核，並根據考核結果作出調薪，以維持薪酬釐定的科學性及公平性。我們亦會視乎員工的表現及集團財務狀況，為合資格員工發放優先購股權及特別獎金。同時，集團制定及落實了完善的《考勤與假期管理規定》，確保所有員工獲得充足的有薪年假和休班時間，讓員工於工作及生活之間取得平衡。

EMPLOYMENT 僱傭

EMOLUMENT POLICY (continued)

Our salary policy strictly complies with local government regulations and the laws and regulations of the Ministry of Labor of the PRC. We have a comprehensive Salary Management System, Performance Evaluation System, Merit Evaluation Management System, Travel Reimbursement System, Social Security System and Bonus Distribution System, which serve as a reference and evaluation basis for our employees. In addition to providing competitive remuneration packages, the Group actively implements the Measures for the Selection of Excellent Employees and Managers to select outstanding employees on a monthly and annual basis and excellent managers on an annual basis. We believe that good promotion opportunities are an effective way to motivate employees, giving them clear career goals and offering opportunities for competent employees. The Group encourages internal promotion, as approximately 80% of the current team of junior, intermediary or senior managers have come through the ranks to where they are now, which is similar to data in FY2021.

Furthermore, we seek to foster a diverse workplace with strict prohibition against discrimination in any form. We have clearly set out the Group's rules and regulations and requirements and expectations for employees in human resources management policies and the employee handbook, including job descriptions and appraisal criteria. Transparent, fair recruitment, compensation, promotion and other mechanisms have also been established. Currently, we run recruitment programmes in all major cities in China and employment opportunities are available to all qualified applicants. All rankings of employee are entitled to equal opportunities for training to ensure that all employees have adequate opportunities in career development. Meanwhile, we have also set up a reporting mechanism. If there is any unequal treatment, a dedicated team will be responsible for investigating and taking corresponding disciplinary actions. Meanwhile, we respect the employment relationship with our staff, and prohibit dismissal without any reason. Also, we maintain positive communication with them.

薪酬政策(續)

我們的薪酬政策嚴格遵守當地政府之規定以及中國勞動部的法律法規並編有完善《薪資管理制度》、《績效考核制度》、《評優管理制度》、《差旅報銷制度》、《社保制度》和《獎金分配制度》，作為員工之參考及考核依據。同時，集團積極推行《優秀員工及管理幹部評選規定》，評選月度優秀員工以及年度優秀員工與管理人員。我們認為良好的晉升機會是激勵員工的有效方式，既可為員工提供清晰的事業目標，亦可為有能力的員工提供發揮所長的機會。本集團鼓勵內部晉升，目前無論是基層、中層或是高層管理人員，均有約八成來自於集團內部的提升，與2021年財政年度數據相若。

此外，我們鼓勵多元化的工作環境，嚴禁任何形式的歧視。我們在各項人力資源管理政策及員工手冊上均清晰列明集團的規章制度以及對員工的要求與期望，包括列明各工作崗位的職責和考核標準，同時訂立具透明度和公正的招聘、薪酬、晉升等機制。現時我們在全國各大城市均設有招聘計劃，符合要求的應徵者均有獲聘機會。各職級員工均會享有平等的機會接受培訓，以確保不同員工都有充足發展的機會。同時，我們亦設立舉報機制，如有任何不平等待遇的情況，將由專責小組負責調查並作相應紀律處分。同時，我們尊重與員工之間的僱傭關係，嚴禁無理解僱員工，並會與員工保有積極正面的溝通。

EMPLOYMENT 僱傭

STAFF ACTIVITIES AND BENEFITS

We believe caring for employees is one of the most effective ways of demonstrating our corporate culture. We offer a full range of benefits and organise various events for our employees, with an aim to provide a favourable working environment and to promote a work-life balance for them. We organised a number of staff activities and provide several benefits to them in FY2022, including:

- Dining discount for employees
- Staff medical benefits
- Staff quarters
- Festival gift bags (such as Rice dumplings for Dragon Boat Festival and moon cakes for Mid-Autumn Festival)
- Night Market events
- Annual dinner
- Spring Festival evening show with a lucky draw
- Lantern Festival
- Staff travel
- Birthday evening party
- Barbecue Events
- Sports contests
- Volunteer Activities

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

員工活動及福利

我們認為關愛員工是體現企業文化最有效的途徑之一，我們為員工提供各種福利和舉辦各項活動，旨在為員工提供良好的工作環境和促進員工在工作與生活之間的平衡。我們於2022年財政年度舉辦多項員工活動及為員工提供多項福利，當中包括：

- 員工膳食優惠
- 員工醫療福利
- 員工宿舍
- 節慶禮包(如端午節的粽子、中秋節的月餅)
- 大笪地活動
- 周年晚會
- 春節抽獎聯歡晚會
- 元宵燈謎會
- 員工旅遊
- 生日晚會
- 燒烤活動
- 各項運動比賽
- 義工活動

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

EMPLOYMENT 僱傭

TRAINING AND DEVELOPMENT

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

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

培訓及發展

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

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

EMPLOYMENT 僱傭

TRAINING AND DEVELOPMENT (continued)

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

培訓及發展(續)

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

Induction Training 崗前培訓

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

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

Internal Training 內部培訓

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

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

External Training 外部培訓

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

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

EMPLOYMENT 僱傭

TRAINING AND DEVELOPMENT (continued)

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

Gender	性別分類	Percentage ⁵ / number of employees trained by the Group	Percentage	Average training hours per employee (hour) ⁶
		接受過集團 培訓的員工 比例 ⁵ ／人數	培訓比例	每位員工的 平均培訓 時長(小時) ⁶
Male	男性	7,758人	67%	0.98
Female	女性	3,898人	33%	1.10
Position	職位			
Staff	一般員工	9,433人	81%	0.83
Middle management	中級管理層	1,160人	10%	1.90
Senior management	高級管理層	1,063人	9%	1.13

As for the content of training and development, the Group has developed the annual training plan in accordance with the WI-AD-202 Training Management Regulations and development needs of departments and formulates the Training Sign-in Form, Training Effectiveness Evaluation Form and Post – Training Questionnaire which will be followed up by the personnel department for checks.

培訓及發展(續)

於報告期間，培訓及發展相關數據如下：

針對培訓及發展內容，本集團依據WI-AD-202《培訓管理規定》及各部門發展需要，制定年度培訓計劃，並在每月形成《培訓簽到表》、《培訓有效性評估表》及《培訓後調查表》，並由人事部跟進檢查。

⁵ Percentage of employees trained by the Group trained at the category/number of employees trained

⁶ Average training hours per employee = total training hours for employees at the category/total number of employees at the category

⁵ 接受過集團培訓的員工比例 = 特定類別僱員受訓人數 / 受訓人數。

⁶ 每位員工的平均培訓時長 = 特定類別僱員集團提供的總受訓時數 / 該類別僱員總數。

EMPLOYMENT 僱傭

EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY

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

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

In addition, as mechanical operations are involved in our production processes, we have established appropriate safe operating procedures for different production processes, detailing the corresponding safety precautions and requested employees to strictly abide by them. A three-tier safety training programme, comprising onboarding training, workshop training and shift training, is arranged for all new employees. Safe operating procedures are explained during training. Below are measures we have promoted and implemented for employee health and occupational safety in FY2022:

- Holding induction training, including relevant positions must have certification such as electricians, welders, pressure vessels, the company reimburses the cost of training to start, and to allow employees to know the occupational hazards of occupational positions when they start;
- Carrying out "Occupational health knowledge training", including staff safety awareness training, fire safety training, hazard identification, self-care training, safety production laws and regulations training, occupational disease hazards and prevention training, etc;

僱員健康及職業安全

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

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

另外，我們的生產程序涉及機械操作，因此我們為不同生產工序制定了相應的安全操作規程，詳列不同生產程序的安全注意事項，並要求員工嚴格遵守。我們同時為所有新員工安排三級安全培訓，包括入廠培訓、車間培訓和班組培訓，講解安全操作規程內容。以下為我們於2022年財政年度就僱員健康及職業安全推行及實施的措施：

- 舉行入職培訓，內容包括相關崗位必須有證件比如電工、焊工、壓力容器，公司報銷費用進行培訓上崗，並讓員工入職時知悉職業崗位職業危害；
- 開展「職業健康知識培訓」，內容包括員工安全意識培訓、消防安全培訓、危險識別、隱患排查自理培訓、安全生產法律法規培訓、職業病危害和防治培訓等；

EMPLOYMENT 僱傭

EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY (continued)

- Monthly safety training will be organised for all staff, including management and operation of major hazards, occupational hygiene and health, operation, use and management of hazardous chemicals, and management and operation of special equipment training; Confined space emergency drills;
- In order to enhance the safety awareness and fire escape ability of staff, fire safety training is regularly arranged for staff, which includes familiarization with secret channels, fire escape skills, general knowledge of safety collection, proper use of fire extinguishers and fire hoses.
- In order to improve the standardized operation of the copper melting staff within the Group and to ensure process stability and safe production, the Group launched the training on “Standard Operation of Copper Melting”, explaining in detail the operation process and precautions, laying a solid foundation for the Group’s safe production.
- In order to ensure employee safety and safe production, the Group organised all mechanics to take the “Welders’ Induction Examination” training.
- In order to enhance the awareness of employees on safety incidents, the Group held a meeting on “Case Review of Department’s Safety Accidents” to analyse safety accident cases from 2011 to 2022 to ensure the elimination of potential hazards beforehand and the safe production in the future.
- In order to raise the awareness of all employees to participate in the maintenance of production equipment, and to improve the efficiency of production equipment, the Group organised the training course of “Total Production Maintenance”.

In addition to the above safety trainings, in FY2022, the Group also conducted a series of safety training sessions organised internally within the Group, such as “Quality Awareness Promotion”, “Roughness Detection Criteria”, “Safe Operation of Overhead Cranes”, “Electrical Safety”, and “Responses to Emergency”.

僱員健康及職業安全(續)

- 每月會組織全員進行一次安全培訓，內容包括重大危險源管理與操作，職業衛生與健康，危險化學品操作、使用與管理，特種設備管理與操作培訓；密閉空間應急演練；
- 為增強員工的安全意識和消防逃生能力，定期為員工安排消防安全培訓，當中包括熟悉秘密頻道、火災逃生技能、安全集合常識、正確使用滅火器和消防水帶。
- 為提高集團溶銅人員的標準化作業水平，確保工藝穩定以及安全生產，集團開展《熔銅標準作業》培訓，詳細講解作業流程和注意事項，為集團安全生產打下堅實基礎。
- 集團為確保員工安全和安全生產，集團組織全體的機修工參加《焊工上崗考試》培訓。
- 為提高員工對安全事故的認識能力，集團開展《部門安全事故案例復盤》會議，圍繞2011年-2022年安全事故案例展開分析以保證事前排除隱患以及今後安全生產。
- 為提升全員參與生產設備與保養意識，以及提升生產設備的使用效率，集團組織開展了《全面生產維護》的培訓課程。

除上述安全培訓以外，於2022年財政年度，集團還開展《品質意識提升》，《粗糙度檢測規範》，《天車安全操作》，《電氣安全》，《應急操作》等一系列集團內部組織的安全培訓。

EMPLOYMENT 僱傭

EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY (continued)

Moreover, staff health represents a top priority for the Group. As such, the Group has actively adopted a range of measures to create a safe workplace for employees and protect employees from occupational hazards. To ensure workplace safety of plant workshops, we have engaged professional environmental consulting firms to conduct tests on workshop hazards. Employees are required to attend occupational health checks prior to starting work in the Group or transferring to new positions, and may only commence work after passing such checks. Meanwhile, we organise health checks for all staff on an annual basis. Employees susceptible to occupational hazards, once identified, are transferred to other positions to make sure they stay away from such occupational hazards. In addition, we strictly follow the requirements of the Law of the People's Republic of China on Prevention and Control of Occupational Diseases (中華人民共和國職業病防治法) that employees should also take a physical examination before departure to protect their health. We carry out cleaning and maintenance of office areas and environmental disinfection according to the annual plan, and are committed to providing employees with a safe and good workplace. Some of the Group plants have already obtained the OHSAS18001 Certification, and we plan to gradually obtain the certification for other plants.

Meanwhile, we provide employees with suitable office appliances and equipment to ensure the safest working environment. In addition, we inspect fire protection systems and facilities on a regular basis and conduct annual fire drills; We have dedicated personnel to perform daily inspections on on-site work, and entrust the government's functional departments, namely, the work safety administration or the centre for disease control and prevention to monitor our on-site working environment at least once a year to ensure the safety of employees in the workplace.

僱員健康及職業安全(續)

此外，我們十分重視員工的身體健康，積極採取一系列措施為員工提供安全的工作環境以避免員工遭受職業性危害。為保證工廠車間工作環境的安全，我們聘請專業環境諮詢公司為車間進行危害因素檢測。本集團更規定員工入職前或轉崗前需進行職業健康體檢，合格後方可入職。同時，我們每年定期組織全體員工進行體檢，一旦發現容易受職業危害因素影響的員工，便安排轉換工作崗位，以遠離職業危害。此外，我們嚴格遵循《中華人民共和國職業病防治法》中的規定，員工離廠前亦需進行離崗職業健康體檢，以保障其健康情況。我們依照年度計劃實施辦公區域清潔維護及環境消毒，致力為員工提供安全良好的工作環境。集團部份工廠已取得職業健康安全管理體系(OHSAS18001)認證，我們亦計劃陸續為其它工廠取得該認證。

同時，我們為員工提供合適的辦公器具和設備，確保提供最為安全的工作環境。此外，我們定期檢查防火系統及滅火設施，並每年進行火警演習。我們亦設有專人每日進行現場工作檢查，並委託政府職能部門安監局或疾病預防控制中心每年至少一次對我們的現場工作環境進行監測，確保員工在工作間的安全。

EMPLOYMENT 僱傭

EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY (continued)

僱員健康及職業安全(續)

		Due to work injury 因工傷造成的		
		Number of fatalities 死亡人數	Fatality rate (based on per 100 workforce) ⁷ 死亡率(以每100名 勞動人員計算) ⁷	Number of lost days 損失的 工作日數
2020	2020年	0人	0	2,209日
2021	2021年	1人	0.007	4,911日
2022	2022年	1人	0.006	5,253日

Besides, we also pay much attention to promote sports. The Group organises fun sports games every year to mobilize employees to participate in competitions, such as the tug-of-war competition, the walking competition of nine players with their feet tied together, 100-meter relay race, sack race, collective rope skipping competition, competition of keeping a consistent pace, and other team competitions. Rewards are given to winning teams and participating teams to properly relieve employees' stress caused by work and cultivate teamwork, laying the foundation for a harmonious, healthy working environment.

The Group was not aware of any material breach of laws and regulations pertaining to staff health and occupational safety that had a significant impact on the Group during FY2022.

此外，我們十分注重推廣運動風氣。本集團每年舉辦趣味運動會，動員員工參與比賽，例如拔河比賽、九人十足比賽、100米接力跑比賽、袋鼠跳比賽、集體跳繩比賽、步調一致比賽等一系列團體賽，對優勝小組及參與小組給予獎勵，適當緩解員工在工作中帶來的緊張壓力，也鍛煉了團隊合作精神，推動和諧互助的工作環境。

於2022年財政年度，我們並未發現任何與僱員健康與職業安全相關及對本集團有重要影響之適用法律及法規的重大違規事宜。

⁷ Fatality rate due to work injury (per 100 workforce) = Number of fatalities due to work injury x 100 / Total workforce.

⁷ 因工傷造成的死亡率(以每100名勞動人員計算) = 年內因工傷造成的死亡人數x100/勞動人員人數。

OPERATION 營運

Kingboard Laminates advocates a clean business environment. The Group has formulated the document WI-AD-106 Corporate Responsibility Policy and Responsibility Management Rules, which defines the Company's management policy and sustainable development. It is committed to combating corruption and fraud. Suppliers must meet our expectations for regulatory compliance, a people-oriented mind-set, ethics and business integrity, and environmental protection when doing business with us. Apart from supplier management, we also have the same requirements for the Group's daily operations and products.

SUPPLY CHAIN MANAGEMENT

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

建滔積層板提倡廉潔的營商環境，集團制訂了WI-AD-106《企業責任方針和責任管理規定》文件，確定了公司的管理方針及可持續性發展，致力打擊貪污舞弊的情況。供應商在與我們業務往來時，需符合我們在守法循章、以人為本、道德與商業操守、環境保護的期望。除了對供應商的管理外，我們對集團的日常營運及出產的產品亦具同樣要求。

供應鏈管理

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

OPERATION 營運

SUPPLY CHAIN MANAGEMENT (continued)

Suppliers must pass our Group's evaluation before entering into cooperation with us. A vetting process is conducted in respect of the business licenses and certificates of suppliers, including international quality management system ("ISO") certification (such as ISO 9001, ISO 14001 and others), occupational health and safety management system (OHSAS 18001) certification⁸, Underwriter Laboratories (UL) certification⁹ and test reports under the Restriction of Hazardous Substances Directive ("RoHS"), in order to ensure suppliers' compliance with the Group's requirements.

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

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

⁸ Enterprises and organisations reduce the incidence of occupational safety and health hazards to ensure the health and safety of employees. The International Standardization Organization (ISO) established the Occupational Health and Safety Management System (OHSAS 18001).

⁹ Underwriter Laboratories (UL) certification protects life, property and the environment by testing, inspecting, certifying and validating products, materials, systems, services and manufacturing facilities to ensure they meet standards on safety, quality and sustainability.

¹⁰ The Group counted suppliers in a more accurate approach starting in 2022. The Group will include temporary suppliers (including one-time suppliers) and suppliers to whom it sends requests for quotation in the PRC, so as to provide a more comprehensive and accurate picture of the number of suppliers. In addition, in view of the establishment of new plants, the Group introduced new suppliers in FY2022 to better meet its development needs and the needs of its clients. This move will help expand the supplier network, enhance the reliability and efficiency of the supply chain, and offer better products and services to clients.

供應鏈管理(續)

供應商在與本集團合作前，必須先通過我方的供應商評估。我們會對供應商的營業執照、認證資格證書進行審查，其中包括各項國際質量管理系統(ISO)認證(如ISO9001、ISO14001認證)、職業安全衛生管理系統(OHSAS 18001)認證⁸、美國安全試驗(UL)認證⁹及歐盟危害性物質限制指令(RoHS)測試報告等等，以確保供應商符合集團要求。

2022 ¹⁰	2021
2022年 ¹⁰	2021年
5,411	2,464
127	127
25	33

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

⁸ 企業和組織降低職業安全衛生災害的發生頻率，確保員工的健康和安全，國際標準組織(ISO)設立了職業安全衛生管理系統(OHSAS 18001)。

⁹ 美國安全試驗(UL)認證是保護生命、財產和環境，通過對產品、材料、系統、服務和生產設施的測試、檢測、認證和驗證，確保其符合安全、品質和可持續性的標準。

¹⁰ 集團從2022年開始採取更加精確的方式統計供應商數量。集團將囊括統計中國地區的臨時使用供應商(包括一次使用供應商)以及在詢比價中使用的供應商，以更加全面準確地反映供應商數量。此外，鑒於新工廠的成立，集團在2022財政年度也引入了新的供應商，以更好地滿足企業的發展需求和客戶的需求。這一舉措將有助於擴大供應商網路，提升供應鏈的可靠性和效率，為客戶提供更優質的產品和服務。

OPERATION 營運

SUPPLY CHAIN MANAGEMENT (continued)

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

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

供應鏈管理 (續)

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

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

OPERATION 營運

PRODUCT MANAGEMENT AND SAFETY

Kingboard Laminates devotes itself to producing and providing high-quality and safe products for customers, and attaches great importance to customer's product experience and after-sales service. We strictly abide by the Product Quality Law of the People's Republic of China (中華人民共和國產品質量法), Law of the People's Republic of China on Protection of Consumer Rights and Interests (中華人民共和國消費者權益保護法), and Advertising Law of the People's Republic of China (中華人民共和國廣告法). These laws prescribe requirements on product quality, safety management, customer privacy and advertising compliance. We formulate and implement a series of policies and procedures related to product management, including Product Monitoring and Measurement Control Procedure, Non-conforming Product Control Procedure, Corrective and Preventive Measures Control Procedure, Information Security Management System, Knowledge Management Control Procedure, Product Safety Control Procedure, Confidentiality Guidelines on Customers' Technologies, and Customer Service Control Procedure, to establish our standards in product management. We regularly organise training courses for our employees to ensure that they have a clear understanding of relevant policies and procedures. We have put in place a whistle-blowing system with a dedicated team to investigate any violations and adopt disciplinary actions. During FY2022, we recalled approximately 129.4 tonnes of products and received 151 product complaints. We will pay attention to and carefully deal with the Group's non-compliances that cause product recalls or product service complaints.

We believe that caring services are critical to the Group's success. Therefore, we build a closer relationship with customers through continuous listening and prompt responses. A strict complaint handling mechanism is put in place to ensure customers' opinions are handled in a consistent and effective manner. We strive to improve the Group's product and service quality to meet customers' expectations.

產品管理及安全

建滔積層板致力為客戶生產及提供優質與安全的產品，重視顧客的產品體驗及售後服務。我們嚴格遵守中國政府訂立的《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》。以上法規訂明瞭關於產品質量、安全管理、客戶私隱及廣告合規要求。我們制定及落實一系列與產品管理相關的政策及程式，包括《產品監視和測量控制程式》、《不合格品控制程式》、《糾正和預防措施控制程式》、《資訊安全管理制度》、《知識管理控制程式》、《產品安全控制程式》、《客戶技術保密工作指引》、《客戶服務控制程式》等，以確立我們在產品管理上的標準。我們定期為員工舉辦培訓課程，確保員工清楚瞭解相關政策及程式的內容。我們同時訂立舉報制度，如有任何違規情況，將由專責小組負責調查並作相應紀律處分。於2022年財政年度，我們回收約129.4噸產品，以及接獲151件關於產品的投訴。我們會對任何與集團涉及引致產品回收或產品服務投訴相關的重大違規事宜引起重視並認真處理。

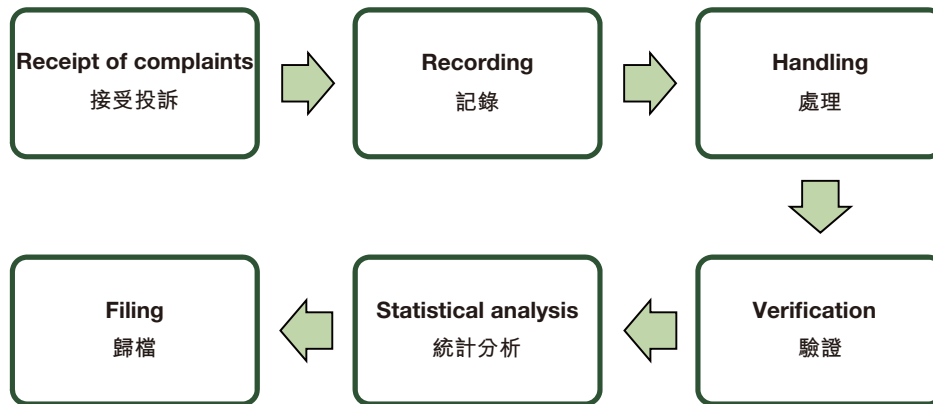
我們堅信用心的服務是集團成功的關鍵。透過持續聆聽和及時的回應，與顧客建立更加緊密的關係。我們設有一套嚴謹的投訴處理機制，確保以一致及有效的方式處理客戶意見，力求改進本集團的產品品質和服務質素，以滿足客戶的期望。

OPERATION 營運

PRODUCT MANAGEMENT AND SAFETY

(continued)

產品管理及安全(續)



In addition, the Group was not aware of any material breach of applicable laws and regulations pertaining to product and service quality and customer privacy that had a significant impact on the Group during FY2022.

Our plants have passed the ISO 9001:2015 quality management system certification, ISO 13485:2016 medical device quality management system standard as well as the IATF 16949:2016 and IATF 16949:2019 quality control system certification for the automotive industry. At present, the Group has developed a variety of quality standards with guidebooks covering processes from incoming inspection to packaging and shipping. At present, the Group has developed a variety of quality standards with guidebooks covering processes from incoming inspection to packaging and shipping. Product quality control is performed by the quality inspection department in accordance with the relevant standards and guidebooks to ensure that our raw materials, semifinished products and finished products are compliant with relevant quality standards. Each production process has a quality control station and a final inspection station. The inspectors of each station are trained strictly and qualified to take up their posts. They are inspected and judged according to industry standards and customer requirements. In addition, we arrange regular training for the staff of the quality inspection department to ensure that they have knowledge and skills required for business.

另外，我們於2022年財政年度並無發現與產品、服務質量及客戶私隱有關及對集團有重要影響之適用法律及法規的重大違規事宜。

我們的廠房已分別通過質量體系認證ISO9001：2015品質管理系統、ISO 13485：2016醫療器材品質管理系統標準及IATF 16949：2016及IATF 16949：2019汽車產業品質管理系統要求。現時集團已制定各種質量標準，從來料檢查到包裝出貨均有專門的質量標準指導書，供質檢部門作為產品質量監控的標準，以確保我們的原材料、半成品和成品符合質量標準。每個製作流程均有品質控制站及最終檢查站，每個工站檢查人員均經過嚴格培訓合格上崗，並根據行業標準、客戶要求等進行檢驗和判定。此外，我們會定期安排質檢部門的員工進行培訓，以確保員工擁有業務所需的專業知識和技能。

OPERATION 營運

PRODUCT MANAGEMENT AND SAFETY

(continued)

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

In terms of chemical business, we comply with the GB/T 9009-2011 Standard on Formaldehyde Solution for Industrial Use and Standard Operating Procedure for Industrial Formaldehyde to produce formaldehyde and regulate the storage, transportation, safety and inspection of industrial formaldehyde. As far as PCB business is concerned, we entrust a third party at least once a year to evaluate and check the compliance with the European Union's Restriction of Hazardous Substances (RoHS) Directive and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)¹¹, in a bid to ensure that our product quality meets client needs. We recheck the product quality before each finished product is shipped, in order to prevent the outflow of substandard products and ensure that product specifications meet customer requirements.

產品管理及安全(續)

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

在化工業務方面，我們會依據國家《GB/T9009-2011工業用甲醛溶液標準》以及《工業甲醛標準操作規程》進行生產處理，對工業用甲醛的儲存、運輸、安全及檢驗作出規範。在印刷線路板業務方面，我們會每年度至少一次委託協力廠商機構，對我們遵從歐盟危害性物質限制指令(RoHS)及化學品的註冊、評估、授權與限制(REACH)¹¹的情況作評估檢測，以確保我們的產品質量滿足客戶需求。為禁止不合格品流出，以及確保產品規格與客戶要求一致，在每件成品出貨前，我們均會再次對產品質量進行稽查。

¹¹ REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) is a regulation on chemicals developed by the European Union, adopted to improve the protection of human health and the environment, while enhancing the competitiveness and innovation of the EU chemicals industry.

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OPERATION 營運

CUSTOMER INFORMATION AND INTELLECTUAL PROPERTY PROTECTION

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

The Group was not aware of any material breach of applicable laws and regulations pertaining to customer information and intellectual property protection that had a significant impact on the Group during FY2022.

客戶資料及知識產權保護

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

我們於2022年財政年度並無發現與客戶資料及知識產權保護有關及對集團有重要影響之適用法律及法規的重大違規事宜。

OPERATION 營運

ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR POLICY

The Group upholds integrity and the spirit of prioritising business ethics and adopts zero-tolerance policy towards any form of misconduct or wrongdoing. We strictly abide by the Anti-Unfair Competition Law of the People's Republic of China (中華人民共和國反不正當競爭法), Anti-Money Laundering Law of the People's Republic of China (中華人民共和國反洗錢法) and Tendering and Bidding Law of the People's Republic of China (中華人民共和國招標投標法). In addition, we have developed systematic management systems for full-time and part-time employees and include anti-bribery, extortion, fraud and money laundering in the employee handbook, and require all employees to read the relevant contents and sign for the employee handbook. For example,

- Employees are not allowed to demand or take rebates and commissions from associated units with the business they deal with during business operation. Otherwise, these conducts will constitute bribery;
- When dealing with associated units, employees should stick to legal and proper occupational ethics and norms, and commit no bribery or other unethical practices to gain benefits;
- Employees must refuse to take part in activities that violate national laws and social morality when dealing with relevant organisations;
- Employees' violations with the above norms may lead to the Group's dissolution of labour contracts. If the violations lead to economic losses, the Group will recover economic compensation in accordance with the law. Should employees are suspected of committing crimes, the Group will report them to judicial authorities.

反貪污及反競爭行為政策

本集團堅持誠信及商業道德至上的精神，對任何形式的不當行為及不道德行為採取零容忍政策。我們嚴格遵從中國政府訂立的《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》及《中華人民共和國招標投標法》。此外，我們制定了覆蓋全職和非全職員工的體系化管理制度，集團在員工手冊加入防止賄賂、勒索、欺詐及洗黑錢的內容，並要求所有員工必需閱讀相關內容並簽收員工手冊。比如：

- 員工在經營管理活動中，不准索取或者收受業務關聯單位的酬金和回扣，否則將構成受賄；
- 員工在與業務關聯單位交往中，應堅持合法、正當的職業道德準則，反對以賄賂及其他不道德的手段取得不正當利益；
- 員工與業務關聯單位交往中，應拒絕參與違反國家法律和社會公德的活動；
- 員工違反以上準則可能導致本集團與之解除勞動合同，員工違反本準則給本集團造成經濟損失，本集團將依法追索經濟賠償，員工行為涉嫌刑事犯罪，集團將報告司法機關處理。

OPERATION 營運

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

The Group regularly organises training courses for directors and employees to ensure that they have a clear understanding of the relevant policies. The Group has established a compliance checklist to monitor compliance with laws and regulations to prevent bribery, extortion, fraud and money laundering. The Group has created a compliance checklist to monitor compliance with requirements of laws and rules against bribery, extortion, fraud and money laundering. The Group conducts annual internal control audits that involve employees' compliance with policies against bribery, extortion, fraud, and money-laundering. Managers at or above the specified level are required to sign statements on an annual basis to confirm compliance with relevant policies. The Group has put in place a whistle-blowing system with a dedicated team to investigate any non-compliances and adopt disciplinary actions.

Meanwhile, we have established an employee's Integrity File Binder's and the Gift Reporting System, which actively monitors and records employees' integrity, violations of rules and disciplines during employment. The Gift Reporting System requires employees to declare gifts that they cannot refuse or return for various reasons within 15 days of such event. We also provide anti-corruption trainings for employees and organise a disciplinary education learning event in September every year. During FY2022, with the education theme of remain true to our original aspiration and keep our mission firmly in mind, the Group further strengthened its education on ideals and beliefs through case studies. We continuously improve investigation procedures for violations of laws and disciplines, strengthen supervision and management, and effectively implement relevant regulations. In order to promote employees' integrity, we have established regulations for supervision and discipline, formulated procedures for handling complaints and reports, and set up reporting channels, allowing the Group's employees and related third parties to communicate with the Group's disciplinary investigation department through calls, in-person visits, or writing with confidentiality to report any violations. After receiving whistleblowing reports, the disciplinary investigation department properly proceed with proper recording. If the reported object involves a person directly managed by the Group, the disciplinary investigation department shall handle the matter in accordance with relevant procedures. If the reported person is an employee of a subsidiary, he or she will be referred to the disciplinary investigation department of the Group for handling according to procedures.

反貪污及反競爭行為政策 (續)

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

同時，我們建立了員工「廉政檔案檔夾」和《禮品禮金申報制度》，對員工廉潔從業、違規違紀等情況全程記錄、動態監管。《禮品禮金申報制度》要求員工在公務活動中，對於因各種原因無法拒收或退回而收受的禮品禮金，在收到之日起15天之內進行申報。我們亦為員工提供反腐倡廉培訓，於每年9月份組織開展紀律教育學習月活動。2022年財政年度本集團結合「不忘初心、牢記使命」主題教育，進一步加強理想信念教育和案件警示教育。我們不斷改善違規違紀事件的調查程式，完善監督管理，切實有效地貫徹相關規定。為促進員工廉潔從業，我們制定了監督執紀工作規定、信訪舉報與問題線索處置工作流程，設置了舉報管道，使集團員工及與集團有往來的協力廠商等均可以在保密的情況下，通過來電、來訪、來信的方式，向集團紀檢部門檢舉任何與集團有關的違規違紀行為。紀檢部門接收信訪舉報後，將填寫舉報記錄。如被舉報物件涉及集團直接管理的人員，則由紀檢部門按程式進行處置。如被舉報對象是下屬成員集團的人員，則轉交成員到集團紀檢部門按程序進行處置。

OPERATION
營運**ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR POLICY** (continued)

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

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

反貪污及反競爭行為政策 (續)

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

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

COMMUNITY 社區

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

CONTRIBUTION TO COMMUNITY

Kingboard Laminates is actively involved in community and public philanthropy, making positive contributions to the sustainable development of the society. In 2022, Kingboard Laminates made donations of over HK\$17 million. Among them, RMB2 million was donated for the renovation program of Lianshan Minzu Middle School, RMB2 million was donated to support Qingyuan's flood relief in response to the 2022 Guangdong Poverty Relief Day themed event, and HK\$6 million (HK\$10 million cumulatively) was donated by Hong Kong Copper Foil Limited to the University of Hong Kong to support campus construction and research projects. In addition, Kingboard Laminates has donated supplies and funds to a number of communities, making substantial contributions to their development and improving the lives of residents. In 2022, the Qing Yuan Chung Shun Century donated sandbags, drinks, instant noodles and other supplies to the town of Feilaixia to help the local residents overcome the difficult times. At the same time, Qing Yuan Chung Shun Century also actively participated in a special online job fair called "Warm Heart", providing employment opportunities and support for local disabled people in Qingyuan City.

Overall, Kingboard Laminates' investments and community donations in FY2022 demonstrated its determination and actions to fulfill its social responsibility and promote sustainability. At the same time, Kingboard Laminates environmental, social and governance efforts and achievements have laid a solid foundation for the company's sustainable development and business growth.

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

社區貢獻

建滔積層板積極參與社區和公益事業，為推動社會的可持續發展做出了積極的貢獻。於二零二二年，建滔積層板捐款逾1,700萬港元。其中，捐贈200萬人民幣用於連山民族中學工程改造計劃，極響應清遠市2022年度廣東扶貧濟困日主題活動捐贈200萬人民幣支持清遠抗洪救災，及香港銅箔有限公司向香港大學捐贈港幣600萬港元(累計1,000萬港元)，用於支持校園建設和科研項目。此外，建滔積層板還向多個社區捐贈物資和資金，為社區的發展和改善居民生活做出了實質性的貢獻。於二零二二年，清遠忠信世紀向飛來峽鎮捐贈了沙布袋、飲料、速食麵等物資，以幫助當地居民度過困難時刻。同時，清遠忠信世紀也積極參加了清遠市殘疾人就業援助「暖心活動」專場網絡招聘會，為當地殘疾人提供就業機會和支援。

總的來說，建滔積層板在二零二二年財政年度的投資和社區捐贈等行為，體現了其積極履行社會責任和推動可持續發展的決心和行動。同時，建滔積層板在環境、社會和治理方面的努力和成果，也為公司的可持續發展和業務發展奠定了堅實的基礎。

COMMUNITY
營運**CONTRIBUTION TO COMMUNITY** (continued)

We also create a large number of jobs for communities. For example, we have offered more than 500 jobs in Zhangpu Town in Kunshan alone. In addition to hiring staff at each plant location, we are also happy to offer internship opportunities for young people. Since 2010, the Group has been offering the “Vibrant Youth Undergraduate Internship Programme” in association with Kowloon Federation of Associations in Hong Kong. The programme provides opportunities for undergraduates in Hong Kong to participate in person in internship projects in Mainland China, with a view to helping them broaden their vision and thinking and gain insight on how Hong Kong companies operate in Mainland and what market conditions they face.

社區貢獻 (續)

我們為社區創造大量就業機會，例如單單在昆山市張浦鎮地區便創造了超過500人的就業機會。除了於各廠房所在地聘用員工外，我們亦樂於為年輕人提供實習機會。集團自2010年開始，便與香港九龍社團聯合會舉辦「青年躍動，大學生實習領航計劃」。該計劃令香港的大學生有機會親身參與至內地的實習專案，拓展視野及擴闊思維的同時，也使大學生們更加瞭解香港企業在內地的經營模式及市場情況。



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