# 建 箔 集 團 有 限 公 司 KINGBOARD 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:148

# LEADING 引領 THE FUTURE 市东

**CO2 Capture** 二氧化碳捕集

Solar Photovoltaic Power 太陽能發電

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与温室气体协同控制国家工程研究中心示范 与温室气体协同控制国家工程研究中心示范 人和气质满集循环利用协同污染物深度

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### **GROUP OVERVIEW**

Kingboard Holdings Limited (the "Company") is a listed international holding company with core competencies in the production of chemical products, laminates and PCBs, which was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "Hong Kong Stock Exchange", stock code: 0148) in 1993. The Company is 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 Company.

### **REPORTING SCOPE**

This report covers the environmental, social and governance ("ESG") initiatives and performance issues related to chemical products, laminates and Printed Circuit Boards businesses for the period commencing on 1 January and ending on 31 December 2024 (the "Reporting Period" or the "FY2024"). This Report covers 47 plants of the Company and its subsidiaries ("Kingboard Holdings", the "Group", or "We"), of which Kingboard (Tai Cang) Chemical Co., Ltd. ceased operation as compared to 2023, HUIZHOU CHUNGSHUN INDUSTRIAL CO., LTD. was put into operation.

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

### **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 of the Company (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.

### 集團概覽

建滔集團有限公司(「本公司」)是在生產化工產 品、覆銅面板及印刷線路板等領域具有核心競 爭力的國際化控股上市公司,於一九九三年在 香港聯合交易所有限公司(「香港聯交所」)主板 上市(香港聯交所股份代號:0148)。本公司致 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,務求為本公司的利 益相關者創造長遠價值。

### 報告範圍

本報告涵蓋自二零二四年一月一日至十二月 三十一日期間(「報告期間」、「2024年財政年 度」)與化工產品、覆銅面板及印刷線路板業務 相關之環境、社會及管治(「ESG」)方面的舉措 及相關表現事宜。本報告涵蓋本公司及其附屬 公司(「建滔集團」、「本集團」或「我們」)旗下的 47家工廠,其中對比2023年,建滔(太倉)化工 有限公司停止運轉,惠州市忠信實業有限公司 投入運營。

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C2所載之環境、社 會及管治報告指引而編製。

### 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 釐定並經本公司董事會(「董事會」)批准。

#### 量化:

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



#### **REPORTING PRINCIPLES** (continued)

#### **Consistency:**

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

#### **Balance:**

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

### **RESPONSE TO THIS REPORT**

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

#### COMMUNICATION WITH STAKEHOLDERS

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

### **CSR VISION**

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

### 報告原則(續)

#### 一致性:

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

#### 平衡:

本報告公正持平地提供資料,並無以不恰當的 選擇、遺漏及呈報格式誤導讀者。

### 對本報告的回應

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

### 與利益相關者溝通

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

#### 企業社會責任願景

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



### **MISSIONS AND OBJECTIVES**

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

### 使命及目標

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

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

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

#### **CSR GOVERNANCE STRUCTURE**

Kingboard Holdings 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

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



### CSR GOVERNANCE STRUCTURE (continued)

The Board attaches high importance to the environment, social and corporate governance, and is responsible for the establishment of sustainable development targets and development plans, and monitor the operation of the sustainable development system. In addition to the aforesaid ESG governance structure, the Group has also established risk management and internal control systems to identify, assess, and manage risks related to the environment, society and governance. The Board has set up an Audit Committee with specific written terms of reference, setting out the 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 employees, 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 FY2024 of the Company.

Adhering to the principle of "independence, transparency, fairness and openness", the Board requires all Directors and senior management to regularly review and declare stakeholders, which is recorded and filed by the Board Secretary/Human Resources Department. Independent Directors are required to sign a declaration of independence during their tenure of office. The Group has also put in place the Stakeholder Avoidance System and the Related Party Transaction Terms to cope with conflicts of interest. If there are stakeholders in the course of its operations, the Group will advise the relevant Directors and senior management to adopt the avoidance principle according to the Stakeholder Avoidance System, and the decision will be made by the independent Directors and management in accordance with the Related Party Transaction Terms. The relevant documents will be kept on file. Moreover, in the face of possible mergers and acquisitions and other forms of business integrations, the Board has also formulated and made reference to a series of fair dealing provisions, such as the Equal Treatment Provision, the Fair Bid Treatment Provision and the Business Combination Provision, to ensure that the Group's business conduct complies with Hong Kong's and international laws and regulations to safeguard the rights and interests of stakeholders.

### 企業社會責任的管治架構(續)

董事會高度重視環境,社會與公司治理,自責 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本公司2024年財 政年度年報中「企業管治報告 |部分。

董事會秉承「獨立透明、公正公開」的原則,要 求所有董事及高級管理層定期覆核並申報利益 相關者,由董事會秘書/人力資源部門負責 記錄留存,獨立董事在任職期間須簽署獨立 申明書。本集團亦設置有《利益相關者迴避制 度》及《關聯方交易條款》以應對利益衝突,如 在集團營運過程中存在利益關聯方,本集團 將參照制定的《利益相關者迴避制度》建議相 關董事及高級管理層採取迴避原則,並由獨 立董事及管理層根據《關聯方交易條款》進行 決策,相關文件將留檔保存。此外,在面對 可能的企業併購及其他形式的商業整合情況, 董事會亦制定並參照《平等對待條款》(Equal Treatment Provision),《公平出價待遇條款》 (Fair Bid Treatment Provision)及《商業組合條款》 (Business Combination Provision)等一系列公平 交易條款,確保本集團商業行為符合香港及國 際之相關法律法規,以保證各方利益相關者權 

#### CSR GOVERNANCE STRUCTURE (continued)

The Board and the management also attach great importance to the Group's internal operation standards to ensure that its normal operation is in compliance with the rules, regulations and laws, and that employees act with integrity and are treated fairly. The Group has put in place a whistle-blowing mechanism whereby all employees can report any suspicious or illegal events to their immediate superiors or the Human Resources Department. Senior management and the Discipline Inspection Department are responsible for overseeing the effective implementation of the whistle-blowing mechanism and handling complaints as and when necessary . For details, please refer to the "Anti-Corruption and Anti-Competitive Behavior Policy" section of the report. The Group also welcomes external stakeholders to monitor and report or complain by anonymous mail on its official website.

In FY2024, the Group set a number of environmental targets to drive further improvements in our sustainability performance:

- 1.  $CO_2$  equivalent per unit of finished product will be reduced by 9% by FY2027 compared to FY2022;
- The CO<sub>2</sub> capture and utilisation project will continue to be carried out at Hebei Kingboard Energy Development Company Limited ("Hebei Kingboard") in FY2025, once operational, it is equivalent to adding more than 8,100 mu of forest to absorb carbon dioxide;
- 3. In FY2025, the air compressor will be retrofitted with waste heat recovery and energy saving at Techwise (Fogang) Circuits Limited ("Techwise (Fogang)"), using the principle of air energy heat pump unit to achieve an electric heat energy conversion efficiency of more than 400%. After the renovation, the annual energy saving budget is expected to be RMB9.68 million approximately, while reducing carbon dioxide emissions by 13,000 tonnes approximately:
- 4. In FY2025, the distributed photovoltaic power station project will be extended to and implemented in about ten plants of the Group to save energy. The investment during the year exceeded RMB157.8 million. The Group will build distributed photovoltaic power stations in other plants in the coming years.
- 5. In FY2025, a new phase of acid etching waste liquid regeneration and reuse waste absorption tower will be added at Techwise (Fogang) to reduce the risk of waste liquid discharge and leakage pollution from long-distance pipeline transportation of hazardous substances.

### 企業社會責任的管治架構(續)

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

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

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

### STAKEHOLDER ENGAGEMENT

利益相關者的參與

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

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

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

提升企業資訊透明度是建立投資者對上市公司

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

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

### STAKEHOLDER ENGAGEMENT

利益相關者的參與

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

會議(如公聽會、研討會等)



### STAKEHOLDER ENGAGEMENT

利益相關者的參與

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Stakeholder 利益相關者	Engagement Method 參與方式	<b>Concerns</b> 關注事項
使 使 使 し た に 成 、 、 、 、 、 、 、 、 、 、 、 、 、	<ul> <li>Announcements</li> <li>公告</li> <li>Annual and interim reports</li> <li>年報及中期報告</li> <li>Website</li> <li>官方網站</li> <li>Interviews</li> <li>採訪</li> </ul>	<ul> <li>Corporate governance</li> <li>企業管治</li> <li>Legal compliance</li> <li>合規合法</li> </ul>
<b>Community</b> 社區	<ul> <li>Community services and activities</li> <li>社區服務及活動</li> <li>Community investment and fundraising activities</li> <li>社區投資及募捐活動</li> <li>Website</li> <li>官方網站</li> </ul>	<ul> <li>The Group's sustainability strategy</li> <li>本集團可持續發展戰略</li> <li>Community support</li> <li>社區支持</li> </ul>

### MATERIALITY ASSESSMENT

Kingboard Holdings, in cooperation with a third-party consultant, performed an ESG materiality assessment. During the process, we invited different stakeholders by means of questionnaires 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:

### 重要性評估

建滔集團與第三方顧問合作,以環境、社會及 管治為主題進行重要性評估。過程中,我們基 於利益相關者對我們業務的依賴和影響,邀請 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:



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.

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。



### OVERVIEW OF MATERIALITY ASSESSMENT RESULTS

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

### 重要性評估結果概要

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

#### ESG matters of higher importance compared to FY2023: 較於2023年財政年度,重要程度上升的ESG議題:

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



#### OVERVIEW OF MATERIALITY ASSESSMENT 重要性評估結果概要(續) **RESULTS** (continued)

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

- Use of environmental products and services •
- 使用環保產品及服務
- Generation, treatment and/or recycling of hazardous wastes
- 有害廢物的產生、處理和/或回收 •
- Occupational health and safety
- 職業健康與安全
- Product quality and safety •
- 產品的品質與安全 •
- Protection of intellectual property
- 智慧財產權保護 •
- Anti-corruption trainings
- 反貪污培訓 •
- Energy efficiency and implementation plans •
- 能源使用效益及實施方案

- Policies to prevent child labour and forced labour •
- 防止童工和強迫勞動的政策
- Data protection and privacy
- 資料保護和隱私
- Anti-competitive behaviour
- 反競爭行為 •
- Customer service quality
- 客戶服務品質 •

- Energy use (e.g. electricity and fuel consumption) •
- 能源使用(例如電力和燃料消耗)
- Employee training and occupational development •
- 員工培訓和職業發展

### OVERVIEW OF MATERIALITY ASSESSMENT 重要性評估結果概要(續)

#### **RESULTS** (continued)

#### "Important" ESG matters 「較為重要」ESG議題

- Environmental and social risk management for supply chain
- 供應鏈的環境和社會風險管理
- Generation, treatment and/or recycling of . non-hazardous wastes
- 非有害廢物的產生、處理和/或回收 .
- Business ethics and fight against corruption, bribery, extortion, fraud and money laundering
- 商業道德及反貪污,賄賂,勒索,欺詐和洗錢
- Advertising and labels .
- 廣告和標籤 .
- Emission targets and implementation plans
- ٠ 排放量目標及實施方案
- Recruitment, promotion and dismissal of employees .
- 員工招聘,晉升及解僱
- Air pollutant emissions (e.g. from plants or motor • vehicles)
- 空氣污染物排放(例如:工廠、汽車排放)

- Wastewater discharge
- 廢水排放 •
- Employee emolument and benefits
- 員工薪酬和福利
- Communication with employees (e.g. labour • relations and freedom of association)
- 與員工溝通(如勞資關係,勞工結社自由等)
- Impact on biodiversity
- 生物多樣性的影響
- Workforce diversity, equal opportunity and anti-discrimination
- 勞動力多元化,平等機會和反歧視
- Participating or organising local community events
- 參與或籌辦當地社區活動

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

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



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The Group pays close attention to regulations and measures relating to environmental protection and strictly abides by related internal management policies to ensure its compliance with laws and regulations. The Group was not aware of any material non-compliance with environmental laws or regulations during FY2024. The emission of carbon in the Group's operations originates primarily from its energy consumption. We use utility power and natural gas as the main energy sources to keep plants running and reduce harmful emissions. The Group generated a total of 3,656,892.3 tonnes of carbon dioxide equivalents ( $CO_2e$ ) in FY2024, representing an overall upward trend from FY2023.

### 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 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.

本集團密切關注環境保護相關的條例及措施, 嚴格遵守內部有關環保的管理制度,以確保其 符合法律及法規。於2024年財政年度期間, 我們並無發現與環境有關的法律及法規的重大 違規事宜。本集團的碳排放主要來自於能源使 用。我們以市電、天然氣作為主要能源以維持 工廠的運作,減少有害的廢氣量。本集團於 2024年財政年度總共產生了3,656,892.3噸二氧 化碳當量(CO<sub>2</sub>e),較2023年財政年度呈總體上 升趨勢。

### 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。



### DISCHARGE AND EMISSION MANAGEMENT

(continued)

To ensure the safe and effective implementation of management practices in its plants, the Group has developed internal management measures, such as the Wastewater Discharge Management Measures, the Air Emission Management Measures, the Procedures for Environmental Policy and Objectives and Targets and Management Programme, the Air Emission Management Standards, the Waste Equipment Management Rules, as well as the Chemical Management Rules. 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. Hazardous waste legally disposal rate of 100%;
- 2. Zero fire accidents;
- 3. Zero chemical leaks;
- Meeting wastewater discharge, waste gas emissions and noise emissions standards

For example, the safety and environment departments of the plants regularly inspect and supervise the implementation of the environmental management system, and designate a dedicated person in a post to inspect their sewage discharge equipment. Every year, we employ a third-party institution to carry out routine tests on waste gas, wastewater, 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 worldleading 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 指標及管理方案程序》、《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,本集團在環境 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。我們每年委託第三 方機構進行廢氣、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。



#### AIR POLLUTANT EMISSIONS (continued)

#### **Emission reduction equipment**

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

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

### 空氣污染物排放(續)

#### 減排設備

本集團於2024年財政年度間投入使用了一系列 減低排放量的設備及技術:

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

#### 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 strived 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 employees 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.
- With regard to waste gas emission, the Group formulated the corresponding operation guides, such as the Operation Guide for Air Emission Control System, the Operation Guide for Treatment of Wastewater and Acidic Water in Waste Gas Stations, the Operation Guide for Alkali Neutralisation in Waste Gas Stations and the Emergency Operation Guide for Power Outage in Waste Gas Stations.
- The Group introduced more environmentally-friendly and efficient pharmaceuticals and processes, significantly reducing fluoride emissions and increasing the efficiency of wastewater and waste gas treatment. This not only helps reduce the Group's environmental risks, but also reduces the negative impact on the ecology and 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。



### AIR POLLUTANT EMISSIONS (continued)

#### Emission reduction policy (continued)

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

### 空氣污染物排放(續)

#### 減排政策(續)

2024年財政年度與2023年財政年度排放物種類 及相關排放數據比較如下:

> 2024年財政年度數據範圍包括與覆銅面板28 家、印刷線路板10家、化工產品9家,總共47家

工廠的生產有關之數據。

			FY2024 <sup>Note 1</sup> 2024財政年度 <sup>註1</sup>				
Major air emissions and		Laminates	PCBs	Chemicals	Tot	2023財政年度 <sup>註2</sup> al Total	
wastewater discharge (tonne)	主要大氣排放物及污水(噸)	覆銅面板	印刷線路板	化工產品	總	<b>星</b> 總量	
Nitrogen oxides (NO.)	氮氧化物 (NO,)	217.2	13.6	63.8	294	<b>.6</b> 400.2	
Particles	顆粒物	25.2	17.2	16.0	58	.4 67.0	
Sulphur dioxide (SO2)	二氧化硫 (SO,)	34.2	0.023	22.0	56	.2 60.0	
Sulphuric acid mistNote 4	硫酸霧註4	8.5	20.1	Not applicable <sup>Note 3</sup>	28	.6 24.7	
				不適用 <sup>註3</sup>			
Fluoride <sup>Note 4</sup> (as F)	氟化物 <sup>註4</sup> (以F計)	0.1	1.2	0.1	1	.4 1.2	
Ammonia	氨	0.007	12.7	1.4	14	.1 40.9	
Processed wastewater	已處理的污水	2,956,255.1	10,725,042.5	1,158,340.8	14,839,638	.4 13,972,174.0	
Chemical oxygen demand	化學需氧量	95.4	324.4	127.3	547	.1 452.8	
Volatile organic compounds (VOCs)	揮發性有機物(VOCs)	50.6	103.3	24.9	178	<b>.8</b> 336.0	
					FY2024	FY2023	

GHG emissions (tonne) <sup>Note 5</sup>	溫室氣體排放(噸)ः⁵	2024財政年度	2023財政年度
Direct (scope 1) emissions	直接(範圍1)排放	1,298,542.8	1,266,779.5
Per capita intensity	人均密度	39.0	37.8
Indirect (scope 2) emissions	間接(範圍2)排放	2,349,037.5	2,196,959.9
Per capita intensity	人均密度	70.5	65.5

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

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

Note 3: As this business segment did not generate such emissions during the reporting註3:該業務板塊於報告期間並沒有產生此類排放物,period, the relevant disclosures do not apply to this business segment.因此相關披露並不適用於該業務板塊。

#### AIR POLLUTANT EMISSIONS (continued)

#### Emission reduction policy (continued)

- Note 4: In FY2024, the Group continued to use new monitoring points and updated detection means to disclose data in a larger statistical scope and in a more accurate manner.
- Note 5: Carbon emissions above are calculated with reference to the *Greenhouse Gas Protocol* published by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), *Greenhouse gas reporting – Conversion factors 2024* published by the Department for Business, Energy & Industrial Strategy of the United Kingdom Government, *Baseline Emission Factors for Regional Power Grids in China in 2023 Based on Emission Reduction Projects* (2023 年度減排項目中國區域電網基準綫排放因數) published by National Development and Reform Commission of China, the Hong Kong Stock Exchange *Reporting Emission Sources and Sinks Guidance on Environmental KPIs*, and A Study of CO<sub>2</sub> *Emission Sources and Sinks in Thailand* published by Geophysics Research Centre and Centre for the study of Earth System Environment and Adaptation for Sustainability.

### WASTEWATER DISCHARGE

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

### 空氣污染物排放(續)

#### 減排政策(續)

- 註4: 2024年本集團繼續使用新增監測點位以及檢測 手段的更新,以更大的統計範圍以及更精準的方 式披露此數據。
- 註5: 上述碳排放之計算參照世界企業永續發展協會 (WBCSD)與世界資源研究院(WRI)出版之《溫室 氣體盤查議定書》, Department for Business, Energy & Industrial Strategy of the United Kingdom Government 之《Greenhouse gas reporting – Conversion factors 2024》、中國國家 發展和改革委員會公佈之《2023年度減排項目中 國區域電網基準線排放因數》及香港聯交所《環境 關鍵績效指標匯報指引》、Geophysics Research Center及Center for the study of Earth System Environment and Adaptation for Sustainability之 《A Study of CO<sub>2</sub> Emission Sources and Sinks in Thailand》。

### 廢水排放

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

### WASTEWATER DISCHARGE (continued)

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

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

### 廢水排放(續)

本集團亦持續針對工業廢水處理技術進行不斷 革新。例如,本集團內部已安裝廢水在線化學 需氧量(COD)檢測儀。此外,包括東莞萬年富 電子有限公司在內的多家工廠於早先分階段引 進的揮發性有機化合物(VOC)處理裝置,並在 2020年財政年度已全面使用。該技術可令污水 管道直通污水處理設施。當污水經污水處理設 施處理完成後,經由相應管道直接匯入當地污 水處理廠。另外,我們鼓勵在不影響產品質量 的情况下,回收工業廢水並進行二次利用。例 如,於2025年財政年度於科惠(佛岡)進行新增 一期酸性蝕刻廢液再生回用廢棄吸收塔,以減 少廢液排放及有害物質的長距離管道輸送洩漏 污染風險。本集團工廠積極應用包括混凝土填 充等在內的環保工程,使用達到標準的工業排 放污水沖洗水溝。在廢水水質良好的情況下, 此舉不僅可用來沖洗水溝等工業設施,同時可 回收利用在廢氣處理塔等操作設備中,作為普 通用水的替代品來使用。此類工程令工廠達到 了節約水資源的效果。2024年佛岡建滔實業 有限公司更換了反滲透膜及產水設備的部分離 子交换樹脂,減少了再生污染水約17.459立方 米。2024年建滔(江蘇)化工有限公司採用循環 用水措施,減少污水排放約29,514立方米。

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

#### WASTEWATER DISCHARGE (continued)

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

#### GENERATION, TREATMENT AND RECYCLING OF WASTE

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

#### Hazardous wastes

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

### **廢水排放**(續)

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

#### 廢棄物的產生、處理和回收

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

#### 有害廢棄物

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



二零二四年環境、社會及管治報告



### GENERATION, TREATMENT AND 廢棄物的 RECYCLING OF WASTE (continued) 廢棄物的

#### Hazardous wastes (continued)

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

- Utilise film residue drying process to reduce the total amount of waste photosensitive materials;
- Add an epoxy resin pipeline from the tank farm to the workshop to reduce the amount of waste empty barrels;
- Recycle and reuse reflux resin in the resin workshop to reduce the amount of waste resin;
- Remove the shaft by draining and cutting the waste filter element to reduce the weight of the waste filter element;
- Gradually reduce the use of banned substances, including mercury, according to the EU Restriction of Hazardous Substances Directive (RoHS and REACH);
- Clean and recycle empty ink waste containers generated after the production of PCBs to reduce generation;
- Carry out certain environmental improvements to acidise dry film slags produced after PCBs production, reducing the slags produced by around 23%;
- Build an alkaline etching solution regeneration and copper recovery system to carry out regeneration treatment on the alkaline etching solution, which can be recycled and reused in the production line after copper extraction and addition of some chemicals to reduce environmental pollution;
- The plants mainly producing paper-based laminates advocates actively promoting the use of bromine-free and chlorine-free boards 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;
- Implement an environmental technology upgrade project on comprehensive utilization of waste gas and liquid incineration to effectively reduce the discharge or emissions of waste.

#### **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:

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



### GENERATION, TREATMENT AND RECYCLING OF WASTE (continued)

#### Hazardous wastes (continued)

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.

Data on waste generation for FY2024 and FY2023 is compared as follows:

#### **廢棄物的產生、處理和回收**(續)

#### 有害廢棄物(續)

本集團認為改善有害廢棄物生產量需從生產源 頭出發,減少各類污染物的產生量。為從根源 上避免有害廢物的產生,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。

2024年財政年度與2023年財政年度廢棄物產生 數據比較如下:

			FY2024 <sup>Note 1</sup> 2024財政年度 <sup>注1</sup>				
		Laminates	PCBs	Chemicals	Total	Total	
Type of waste (tonne)	廢棄物種類(噸)	覆銅面板	印刷線路板	化工產品	總量	總量	
Major hazardous waste Waste primarily containing organic compounds (e.g. ether, phenol,	<b>主要有害廢棄物</b> 主要含有機成分的 廢棄物(如醚、酚、樹脂、	2,333.0	3,422.9	16,295.1	22,051.0	18,334.5	
<ul> <li>resin and organic solvents) Note 3</li> <li>Waste primarily containing inorganic constituents (e.g. asbestos and</li> </ul>	有機溶劑等)註3 主要含無機成分的廢物 (如石棉、無機氣化物等)	-	7.3	213.7	221.0	90.6	
inorganic fluorides) Metal-containing waste (e.g. beryllium, chromium, copper and mercury)	含金屬廢棄物 (如鈹、銘、銅、汞等)	760.9	54,104.8	3.7	54,869.4	49,876.2	



### GENERATION, TREATMENT AND 廢棄物的產生、處理和回收(續) RECYCLING OF WASTE (continued)

#### Non-hazardous wastes (continued)

無害廢棄物(續)

			FY2023Note 2 2023財政年度 <sup>註2</sup>			
		Laminates	PCBs	Chemicals	Total	Total
Type of waste (tonne)	廢棄物種類(噸)	覆銅面板	印刷線路板	化工產品	總量	總量
Waste that might contain an inorganic or organic compound (e.g. oil/water or hydrocarbon/water mixtures or emulsion, dye, coating, and cyanide)	可能含無機或有機成分的廢棄物 (如油/水、煙/水混合物或 乳化液、染料、塗料、氰化物 等)	92.9	1,077.5	6.2	1,176.6	1,052.3
Acidic waste	廢酸	0.4	7,468.0	0.7	7,469.1	5,662.4
Alkali neutralisation	廢堿	0.1	7,242.2	-	7,242.3	9,897.50
Tin-stripping wastewater	廢退錫水	-	4,075.4	-	4,075.4	4,277.0
Waste mineral oil and mineral oil containing waste	廢礦物油與含礦物油廢物	68.8	52.4	18.9	140.1	121.0
Total discharge of major hazardous waste	主要有害廢棄物排放總量	-	-	-	97,244.9	89,311.5
Per capita intensity	人均密度	-	-	-	2.9	2.7
Major non-hazardous waste	主要無害廢棄物					
Domestic waste	生活垃圾	619.9	2,201.8	138.0	2,959.7	2,742.4
Paper	紙	853.2	1,042.5	0.2	1,895.9	1,462.0
Card board	卡板	590.0	746.4	2.5	1,338.9	1,028.5
Subplate	墊板	58.0	7,445.1	-	7,503.1	5,963.6
Carton	紙箱	603.5	1,476.7	-	2,080.2	1,054.8
Kraft paper	牛皮紙	1,851.7	2,094.6	-	3,946.3	4,166.8
PE film	PE膜	195.4	644.5	-	839.9	557.9
Aluminium sheet	鋁片	-	2,633.7	9.6	2,643.3	2,403.3
Frame plate	框板	-	3,436.2	-	3,436.2	2,475.1
Total discharge of major non-hazardous waste	主要無害廢棄物排放總量	-	-	-	26,643.5	21,854.4
Per capita intensity	人均密度	-	-	-	0.8	0.7

Note 1:	The FY2024 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.	註1:	2024年財政年度數據範圍包括與覆銅面板28 家、印刷線路板10家、化工產品9家,總共47家 工廠的生產有關之數據。
Note 2:	The FY2023 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.	註2:	2023年財政年度數據範圍包括與覆銅面板28 家、印刷線路板10家、化工產品9家,總共47家 工廠的生產有關之數據。
Note 3:	The plants included phenol tar in the disposal of hazardous waste in FY2023, resulting in higher volume compared to FY2022.	註3:	2023年財政年度工廠將苯酚焦油納入有害廢棄 物處置,導致數量較2022年財政年度增加。



# CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS

#### 能源、水資源及包裝物料的 使用

Take the present as a baseline 立足當前

Review the current production process and study deployable equipment and strategies 檢視當前生產流程, 研究可部署設備及戰略

#### See the bigger picture 全面考慮

Prioritise and invest heavily in highly efficient and less risky rectification projects in accordance with environmental protection strategies 根據環保策略區分輕重緩 急,重點投資高效率低風 險整改項目

#### Differentiate ourselves 把握差異

Identify environmentalfriendly solutions based on product characteristics, lay emphasis on results of differential analysis, and grasp the trend accurately 根據自身產品特徵,尋找 環保出路,重視差異分析 結果,精準把握趨勢走向

#### Appropriately look forward 滴度前瞻

Keep innovating with a focus on new energy sources and new technologies and improving future environmental care strategies and guidelines based on energy conservation results 不斷推陳出新,聚焦新能 源及新科技,根據節能結 果持續改善未來環保策略 及方針

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 continuously promoted 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 FY2024. 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消耗的可能性, 並訂立合理的節水、節電等節能減耗之可持 續性發展目標,以應對氣候變化等全球重大風 險。此外,本集團監督各工廠於環保法律法規 方面的合規工作,鼓勵工廠採取有效措施,達 至善用資源、減少浪費及節省能源的環保願景。

#### 能源使用

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



#### 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:

In 2024, the Group invested RMB200,000 in Jiangmen Kingboard Electronics Development Co., Ltd. to advance the environmental project regarding CEM-1 incinerator and conduction oil heat exchanger reverse compressor, which resulted in natural gas savings of 180,000 cubic metres and cost savings of RMB729,000. It invested RMB2.05 million in Chung Shun Century Electronic Material (Shixing) Co., Ltd. to push forward with the incinerator heat recovery system device & heating system installation project, which saved 190,000 cubic metres of natural gas and RMB766,400 of cost approximately. The heat recovery-based natural gas environmental projects saved approximately 15.22 million cubic metres of natural gas and RMB57.79 million of cost in 2024 approximately.

In 2024, the Group invested RMB12.82 million in the construction of heat recovery-based electricity environmental projects in Nippon (Buoluo), Kin Yip Technology Electronics (Huizhou) Co., Ltd. ("Kin Yip (Huizhou)"), Hebei Kingboard, Glory Faith Electronic (Suzhou) and Elec & Eltek (Thailand) Ltd., resulting in electricity savings of 17.59 million kWh and cost savings of RMB13.04 million. The previous heat recovery-based electricity environmental projects saved a total of approximately 31.48 million kWh of electricity and RMB22.27 million of cost in 2024.

In 2024, the Group invested RMB11.10 million in Huizhou Chung Shun Chemical Company Limited, Kingboard (Fogang) Insulated Material Co., Ltd., Shiyou Chemical (Yangzhou) Co., Ltd. and Gaomi Kingboard Chemical Company Limited to advance heat recovery-based steam environmental projects, which resulted in steam savings of 107,086 tonnes and cost savings of RMB19.77 million. The heat recovery-based steam environmental projects saved a total of approximately 436,363 tonnes of steam and RMB85.52 million of cost in 2024.

#### 能源、水資源及包裝物料的 使用<sub>(續)</sub>

#### 能源使用(續)

以下為本集團工廠針對節約能源使用所實施的 部分環保舉措:

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

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

於2024年,本集團於惠州忠信化工有限公司, 建滔(佛岡)絕緣材料有限公司,實友化工(揚 州)有限公司及高密建滔化工有限公司投入 1,110萬人民幣,推進熱能回收類-蒸汽環保工 程,當年節省蒸汽107,086噸,節省1,977萬人 民幣。熱能回收類-蒸汽環保項目於2024年合 計節省蒸汽約436,363噸,節省8,552萬人民幣。

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# CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

#### Consumption of Energy (continued)

- Require the production facilities within the plants to operate in accordance with relevant environmental rules and regulations, implement enterprise resource planning ("ERP") systems at all plants and offices to reasonably facilitate the centralised administration and allocation of all resources, and identify opportunities when necessary to improve the manufacturing processes, materials, production equipment and recycling technologies relating to our products.
- The plant management holds regular meetings every year to formulate corresponding plans to increase revenue and reduce expenditure, so as to encourage the production departments to reduce energy consumption without affecting the quality of products, and to establish a performance evaluation system based on the results of innovation and transformation and give corresponding rewards.
- Establish energy-saving plans and targets, with the production and operation departments carrying out monthly performance evaluation on water consumption and electricity consumption, and making statistical analysis on the energy consumed in the plants on a daily basis.
- Put up various environmental protection slogan signs in the public areas, such as workshops, to encourage and urge employees to raise environmental protection awareness and remind them to save electricity and water on a daily basis, and conduct special training on resource conservation and other aspects regularly for workshop supervisors, so as to communicate to all employees about the environmental protection requirements for implementation.
- The Group constructed distributed photovoltaic power stations in multiple plants where electricity was utilized thereby reducing electricity consumption and lowering carbon emissions. As of 31 December 2024, the cumulative investment amounted to approximately HK\$900 million. It is estimated that the power stations could generate 200 million kWh of green electricity per year, equivalent to annual energy saving of 54,000 tonnes of standard coal, reducing carbon dioxide emissions by 120,000 tonnes, and saving HK\$180 million of electricity expenses when calculated at market price.
- In 2024, Kingboard Laminates (ShaoGuan) switched to natural gas burners and completed technical transformation, using incinerator heat recovery equipment system devices with natural gas as energy source for reverse heating, reducing diesel consumption by 42.39 tonnes and natural gas consumption by approximately 1,180,333 cubic metres per year. Kingborad Laminates (Kunshan) also transformed the incinerator and used natural gas instead of diesel, reducing diesel consumption by approximately 542.93 tonnes per year.
- In 2024, Strong East (Lianzhou) Copper Foil Limited and Kingboard (Lianzhou) Copper Foil Limited upgraded their processes to reduce coal usage, reducing coal usage by approximately 334 tonnes and 453 tonnes in the current year, respectively.

#### 能源、水資源及包裝物料的 使用<sub>(續)</sub>

#### 能源使用(續)

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



#### CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

#### Consumption of Energy (continued)

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

#### **Consumption of Water**

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

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

#### **Consumption of Packaging Materials**

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

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

#### ESG REPORT 2024

#### 能源、水資源及包裝物料的 使用<sub>(續)</sub>

#### 能源使用(續)

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

#### 用水資源

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

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

#### 包裝使用

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

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

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#### CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

### 能源、水資源及包裝物料的 使用<sub>(續)</sub>

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

2024年財政年度與2023年財政年度能源使用種 類及耗量比較如下:

			FY2023Note 2			
			<b>2024</b> 財政	政年度 <sup>註1</sup>		2023財政年度 <sup>註2</sup>
		Laminates	PCBs	Chemicals	Total	Total
Type of resources	資源種類	覆銅面板	印刷線路板	化工產品	總數	總數
Utility power (kWh)	市電(千瓦時)	1,358,503,573.3	1,034,710,356.1	2,126,983,502.0	4,520,197,431.4	4,298,944,721.8
Coal (tonne)	煤(噸)	13,994.3	Not applicable <sup>Note 3</sup>	435,486.0	449,480.3	442,676.6
			不適用註3			
Diesel oil (tonne)	柴油(噸)	974.2	27.6	2,343.4	3,345.2	1,761.8
Natural gas (cubic metre)	天然氣(立方米)	96,605,645.6	5,342,952.0	389,307.0	102,337,904.6	98,248,700.5
Water (cubic metre)	水(立方米)	7,157,047.4	11,394,303.0	8,929,767.7	27,481,118.1	23,587,981.9
Carbon emission (tCO2e)Note 4	碳排放(噸二氧化碳當量)≌4	897,802.8	518,762.0	2,240,327.5	3,656,892.3	3,472,655.7

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

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

- Note 3: As this business segment did not generate such energy use during the reporting period, the relevant disclosures do not apply to this business segment.
- Note 4: Carbon emissions above are calculated with reference to the *Greenhouse Gas Protocol* published by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), *Greenhouse gas reporting – Conversion factors 2024* published by the Department for Business, Energy & Industrial Strategy of the United Kingdom Government, *Baseline Emission Factors for Regional Power Grids in China in 2023 Based on Emission Reduction Projects* (2023 度減排項目中國區域電網基準線排放因數) published by National Development and Reform Commission of China, the Hong Kong Stock Exchange *Reporting Emission Sources and Sinks Guidance on Environmental KPIs*, and A Study of CO<sub>2</sub> Emission *Sources and Sinks in Thailand* published by Geophysics Research Centre and Centre for the study of Earth System Environment and Adaptation for Sustainability.

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

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

- 註3: 該業務板塊於報告期間並沒有產生此類能源使 用,因此相關披露並不適用於該業務板塊。
- 註4: 上述碳排放之計算參照世界企業永續發展協會 (WBCSD)與世界資源研究院(WRI)出版之《溫室 氣體盤查議定書》, Department for Business, Energy & Industrial Strategy of the United Kingdom Government 之《Greenhouse gas reporting – Conversion factors 2024》、中國國家 發展和改革委員會公佈之《2023年度減排項目中 國區域電網基準線排放因數》及香港聯交所《環境 關鍵績效指標匯報指引》、Geophysics Research Center及Center for the study of Earth System Environment and Adaptation for Sustainability之 《A Study of CO<sub>2</sub> Emission Sources and Sinks in Thailand》。



環境保護

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# CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

### 能源、水資源及包裝物料的 使用<sub>(續)</sub>

Data on the intensity of energy consumption and water consumption for FY2024 and FY2023 is compared as follows:

2024年財政年度與2023年財政年度能源使用及 用水密度比較如下:

			Laminates <sup>Note</sup> 覆銅面板 <sup>註1</sup>	1		PCBs <sup>Note 1</sup> 印刷線路板 <sup>註1</sup>			Chemicals <sup>Note 1</sup> 化工產品 <sup>註1</sup>	
		FY2024	FY2023Note 2	Unit	FY2024	FY2023Note 2	Unit	FY2024	FY2023Note 2	Unit
Type of resources	資源種類	<b>2024</b> 財政年度	2023財政年度 <sup>註2</sup>	單位	<b>2024</b> 財政年度	2023財政年度 <sup>註2</sup>	單位	<b>2024</b> 財政年度	2023財政年度 <sup>#2</sup>	單位
Utility power	市電	1,344.3	1,401.04	kWh/tonne of finished products 千瓦時/每噸成品	5.8	5.6	kWh/square foot of finished product 千瓦時/ 每平方英呎成品	261.4	284.8	kWh/tonne of finished products 千瓦時/每嚬成品
Coal	煤	0.01	0.01	Tonne/tonne of finished products 噸/每噸成品	Not applicable <sup>Note 3</sup> 不適用 <sup>註3</sup>	Not applicable <sup>Note 3</sup> 不適用 <sup>it3</sup>	Tonne/square foot of finished product 噸/每平方英呎成品	0.1	0.1	Tonne/tonne of finished products 噸/每噸成品
Diesel	柴油	0.001	0.002	Tonne/tonne of finished products 順/每噸成品	0.0000002	0.0000007	Tonne/square foot of finished product 噸/每平方英呎成品	0.0003	0.00002	· 與/ 母/娘/du Tonne/tonne of finished products 順/ 每順成品
Natural gas	天然氣	95.6	93.9	Cubic metre/tonne of finished products 立方米/每噸成品	0.03	0.03	cubic metre/square foot of finished product 立方米/ 每平方英呎成品	0.05	0.0009	Cubic metre/tonne of finished products 立方米/每噸成品
Water	水	7.1	7.3	Cubic metre/tonne of finished products 立方米/每噸成品	0.06	0.06	cubic metre/square foot of finished product 立方米/ 每平方英呎成品	1.1	0.8	Cubic metre/tonne of finished products 立方米/ 每噸成品

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

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

- Note 3: As this business segment did not generate such energy use during the reporting period, the relevant disclosures do not apply to this business segment.
- 註1: 2024年財政年度數據範圍包括與覆銅面板28 家、印刷線路板10家、化工產品9家,總共47家 工廠的生產有關之數據。
- 註2: 2023年財政年度數據範圍包括與覆銅面板28 家、印刷線路板10家、化工產品9家,總共47家 工廠的生產有關之數據。
- 註3: 該業務板塊於報告期間並沒有產生此類能源使 用,因此相關披露並不適用於該業務板塊。



### CONSUMPTION OF ENERGY, WATER AND PACKAGING MATERIALS (continued)

### 能源、水資源及包裝物料的 使用<sub>(續)</sub>

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

2024年財政年度與2023年財政年度包裝材料使 用量比較如下:

			FY2023Note 2			
			2024財	政年度 <sup>註1</sup>		2023財政年度 <sup>註2</sup>
		Laminates	PCBs	Chemicals	Total	Total
Type of packaging materials (tonne)	包裝材料種類(噸)	覆銅面板	印刷線路板	化工產品	總數	總數
Carton	紙箱	2,720.9	2,008.9	Not applicable <sup>Note 3</sup>	4,729.8	4,019.2
				不適用 <sup>註3</sup>		
Blister	吸塑	-	308.2	Not applicable <sup>Note 3</sup>	308.2	243.2
				不適用註3		
Plastic wrap	保鮮膜包裝	744.8	145.8	Not applicable <sup>Note 3</sup>	890.6	758.5
				不適用註3		
Card board	卡板	8,929.4	822.1	480.0	10,231.5	6,332.9
Drench membrane paper	淋膜紙	1,686.0	9.4	Not applicable <sup>Note 3</sup>	1,695.4	1,936.0
				不適用註3		
Note 1: The FY2024 data includ	le the data relating to the produc	ction of 47 plants, nam	ely 28	主1: 2024年財政年	度數據範圍包	括與覆銅面板28

Note 1: The FY2024 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.
Note 2: The FY2023 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.
Note 2: The FY2023 data include the data relating to the production of 47 plants, namely 28 laminate plants, 10 PCB plants and 9 chemical plants.
Note 3: As this business segment did not involve the use of packaging materials during the reporting period, the relevant disclosures do not apply to this business segment.
E1: 2024年財政年度數據範圍包括與覆銅面板28 家、印刷線路板10家、化工產品9家,總共47家工廠的生產有關之數據。
E2: 2023年財政年度數據範圍包括與覆銅面板28 家、印刷線路板10家、化工產品9家,總共47家工廠的生產有關之數據。

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# OTHER ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE

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

### 其他環境影響及氣候變化

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

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

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。

### OTHER ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE (continued)

The Group 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 wastewater, 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 try our best to protect community environment, aiming to minimise the impact on the ecology arising from our production. In 2024, as required by the local ecology and environment bureau, the Group applied for and renewed the permit for waste gases, wastewater and solid wastes, which allows us to discharge wastewater and emit gases and outsource the corresponding solid waste treatment. 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 Holdings 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. As for the awards, Hebei Kingboard won the First Prize of the first Qingshan Cup Green Innovation Competition in China.

### 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,聘請具有資質的第三 方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2024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資訊,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, 對於建滔集團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。獎項方面,河北建滔獲全國首屆青山杯綠 色創新大賽一等獎。

二零二四年環境、社會及管治報告


### ENVIRONMENTAL PROTECTION 環境保護

### OTHER ENVIRONMENTAL IMPACTS AND CLIMATE CHANGE (continued)

The Group is committed to enhancing its professional capabilities and level of management in quality management and environmental protection as well as in the automotive industry. At the same time, the Group's commitment and efforts in the field of sustainability contribute to the Group's ESG ratings and sustainability performance.

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 team and formulated a typhoon and flood prevention emergency plan for strong typhoons and rainstorms, in order to ensure sufficient supply of energy for kilns and reduce the huge threat of extreme weather to plants. In the event of extreme weather, we will also assess the risks and prepare for emergency assistance. 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 continue to make great efforts to promote the utilisation of new energy and build solar power plants in its plants to reduce electricity consumption and carbon emissions.

### 其他環境影響及氣候變化(續)

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

此外,本集團也十分重視國家的「雙碳」政策, 我們積極制定符合「碳達峰、碳中和」的戰略和 實施長期碳減排目標來減少碳足跡來適應和減 輕氣候變化對本集團的影響,從而加強其對氣 候變化的抵禦能力。氣候變化帶來的風險主要 包括極端天氣如強颱風、暴雨和水浸的突發情 況並有機會影響工廠窯爐能源動力的供應。為 確保對窯爐的能源動力供應有充分的安全庫存 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,本 集團將繼續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

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

### **EMPLOYMENT POLICY**

Kingboard Holdings conducts internal audit annually to ensure compliance with laws and regulations governing employment. During FY2024, the Group was not aware of any material breaches of applicable laws and regulations pertaining to employment that had a significant impact on the Group, including but not limited to the Labour Law (中華人民共和國勞動法), the Provisions on the Prohibition of Using Child Labour (禁止使用童工規定), the Law on the Protection of Rights and Interests of Women (中華人民共和 國婦女權益保障法), the Law on the Protection of Minors (中華人民共和國 未成年人保護法), the Trade Union Law (中華人民共和國工會法), and the Social Insurance Law of the People's Republic of China (中華人民共和國社 會保險法), Labour Protection Act of Thailand, and Employment Ordinance of Hong Kong. These laws and regulations explicitly specify requirements concerning employee emolument and dismissal, recruitment and promotion, vacations, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. Meanwhile, we have developed and implemented employmentrelated policies and procedures, including the Emolument 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 recruit, 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 留人才是本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 景可加強本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

建滔集團每年進行內部審核以確保遵守與僱傭 相關的法律法規。於2024年財政年度,本集團 並未發現任何與僱傭相關及對本集團有重要影 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 POLICY (continued)

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

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

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

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

### 僱傭政策(續)

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

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

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

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

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#### **EMPLOYMENT POLICY** (continued) **僱傭政策**(續) **Basic Information About Employment** 僱傭的基本情報 By gender By age group 僱傭員工男女比例 僱傭員工年齡層比例 30~50 Over 50 Male Female Below 30 男性 女性 30歲以下 30~50歲 50歲以上 25% 35% 65% 61% FY2024 FY2023 Relevant information about male and 男女僱傭人數相關資料 2024財政年度 2023財政年度 female employees 僱員男性人數 Number of male employees 21,803 21,045 Number of female employees 僱員女性人數 11,529 12,486 Number of full-time employees 僱員全職人數 33,332 33,523 Number of part-time employees 僱員兼職人數 8 \_ Employees aged below 30 30歲以下僱員人數 8,431 7,907 Employees aged between 30 and 50 20,327 30~50歲僱員人數 21,543 Employees aged over 50 50歲以上僱員人數 4,574 4,081

二零二四年環境、社會及管治報告

### EMPLOYMENT POLICY (continued)





Turnover rate

### EMPLOYMENT POLICY (continued)

家普福

Turnover rate	砷矾平
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 below 30	30歲以下僱員離職率
Turnover rate of employees	30~50歲僱員離職率
aged between 30 to 50	
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
Turnover rate of employees in other regions	其他地區僱員離職率

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

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

**僱傭政策**(續)

<b>FY2024</b> 2024財政年度	FY2023 2023財政年度
34%	36%
34%	34%
<b>49</b> %	53%
28%	28%
<b>22</b> %	22%
35%	36%
24%	26%
25%	11%

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

> 尊重員工自由權利,包括僱傭自由,辭 工自由,加班自由及行動自由等;

### EMPLOYMENT POLICY (continued)

- 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 EICC<sup>2</sup> standards and ensure workers' physical and mental well-being;
- Strictly control the working hours of minors and never arrange overtime work by pregnant workers;
- Ask employees to work overtime only with the consent of the employees 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 employees in Mainland China to enjoy statutory leave including sick leave and maternal leave. All employees are entitled to 11 days of statutory holidays, which will be adjusted by the Group in accordance with laws in case of changes in national laws and regulations and national policies. For those who work on statutory holidays due to work reasons, overtime pay shall be calculated according to relevant laws and regulations. Employees who have served the Group for more than 1 year but less than 10 years are entitled to 5 days of paid annual leave. For those with 10 to 20 years of service, the paid annual leave is 10 days. Employees with more than 20 years of service are entitled to 15 days of paid annual leave to 15 days of paid annual leave, which shall not be accumulated over the next year.

### **僱傭政策**(續)

- 本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 制員工合理地出入本集團和強迫加班 等;
- 本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EICC<sup>2</sup>標準制定工作時間
  政策,並確保工人身心健康;
- 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;
- 中國內地員工有權享有法律規定的假 期、包括病假和產假等。全體員工享有 11天的法定節假日,如遇國家法律法 規和國家政策變化,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。

<sup>2</sup> 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.

<sup>&</sup>lt;sup>2</sup> 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。

### **EMOLUMENT POLICY**

In terms of emolument policies, we strictly comply with provisions of the Labour Contract Law and local laws and regulations, develop the Emolument Management System, Performance Appraisal System, Evaluation Management System, Travel Reimbursement System, Social Security System, and Bonus Distribution System and adjust employees' emolument mainly based on their individual performance and the Group's financial performance. The Group conducts a comprehensive performance appraisal of its employees every year to assess their performance, work attitude and length of service during the year, and makes salary adjustments based on the appraisal results to maintain the soundness and fairness of emolument 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.

In terms of emolument policies, we strictly comply with the regulations of the local government and the laws and regulations of the Ministry of Labour of China, and develop the *Emolument Management System, Performance Appraisal System, Evaluation Management System, Travel Reimbursement System, Social Security System*, and *Bonus Distribution System*, which serve as a reference and assessment basis for employees. Meanwhile, the Group actively implements the Measures for the *Selection of Excellent Employees and Managers* to select outstanding employees on a monthly basis, outstanding employees 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 FY2023.

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. At the same time, we have established transparent and fair recruitment, remuneration and promotion mechanisms. Currently, we run recruitment programmes in all major cities in China and employment opportunities are available to all qualified applicants. All rankings of employees have adequate opportunities for training to ensure that all employees have adequate opportunities in career development. Moreover, a whistle-blowing system is also in place with a dedicated team to investigate any non-compliances and adopt disciplinary actions. Meanwhile, we respect the employment relationship with our employees, prohibit dismissal without any reason, and maintain positive communication with employees.

### 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本集團的盈利表 現對員工的薪酬進行調整。本集團每年度對員 工進行全面的績效評核,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 權及特別獎金。同時,本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。

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,本集團積 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,均有約八成來自於本集團內部的提 升,與2023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本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 職費和考核標準,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。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 個應紀律處分。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。

### **EMPLOYEE ACTIVITIES AND BENEFITS**

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

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

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

### 員工活動及福利

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

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

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

### TRAINING AND DEVELOPMENT

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

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

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

### 培訓及發展

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

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

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

### 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:

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

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

Internal Training 內部培訓

Induction Training

歯前培訓

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

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

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

外派培訓項目主要分為管理類與技術類,其中包括香港線路板協會(HKPCA)和本集團線路板培訓中心的專業知識 培訓。此外,其亦包括建沼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。

僱傭

**EMPLOYMENT** 

### TRAINING AND DEVELOPMENT (continued)

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

培訓及發展(續)

於報告期間,培訓及發展相關數據如下:

Percentage³/number of employees trained by the Group 接受過本集團培訓的員工比例³ /人數			Average training hours per employee (hour) <sup>4</sup> 每位員工的 平均培訓 時長(小時) <sup>4</sup>	
		Number of employees	Percentage	
Gender	性別分類	員工人數	培訓比例	
Male	男性	19,247	65%	2.43
Female	女性	10,397	35%	2.28
Position	職位			
Employee	一般員工	24,927	84%	2.05
Middle management	中級管理層	4,207	14%	2.36
Senior management	高級管理層	510	2%	4.85

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

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

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

- 3 接受過本集團培訓的員工比例 = 特定類別僱員受訓人數/受訓人數。
- <sup>4</sup> Average training hours per employee = total training hours for employees at the category/total number of employees at the category

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

僱傭

## EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY

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

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

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

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

### 僱員健康及職業安全

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

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

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

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

## EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY (continued)

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

### **僱員健康及職業安全**(續)

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

二零二四年環境、社會及管治報告

僱傭

## EMPLOYEE HEALTH AND OCCUPATIONAL SAFETY (continued)

In addition to the above safety training, in FY2024, the Group also carried out a series of safety training for internal organizations of the Group, including "Emergency Rescue/Occupational Health Knowledge", "Typhoon Disaster Emergency Plan", "Safe Use of Chemicals", "Printing Operation Specifications", "Air Compressor Performance Knowledge", as well as a series of external training, including "High-altitude Working Skills", "Energy Metering Management", "Automatic Monitoring (Sewage and Wastewater)", and "Occupational Hygiene Management".

In addition, the Group attaches great importance to the health of employees and 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 employees 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 onsite work, and entrust the State Administration of Work Safety or the centre for disease prevention and control 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)

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

此外,我們十分重視員工的身體健康,積極採 取一系列措施為員工提供安全的工作環境以避 免員工遭受職業性危害。為保證工廠車間工作 環境的安全,我們聘請專業環境諮詢公司為車 間進行危害因素檢測。本集團更規定員工入職 前或轉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。本集團部 份工廠已取得職業健康安全管理體系(OHSAS 18001)認證,我們亦計劃陸續為其他工廠取得 該認證。

同時,我們為員工提供合適的辦公器具和設備,確保提供最為安全的工作環境。此外,我 們定期檢查防火系統及滅火設施,並每年進行 火警演習。我們亦設有專人每日進行現場工作 檢查,並委託國家安全生產監督管理局或疾病 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。

#### Due to work injury 因工傷造成的 Fatality rate (based on per Number of fatalities 100 workforce)<sup>5</sup> Number of lost days 死亡率(以每100名 死亡人數 勞動人員計算)₅ 損失的工作日數 FY2022 2022財政年度 1人 0.002 7,121 FY2023 2023財政年度 1人 0.003 5,078 FY2024 2024財政年度 1人 0.003 5.036

Besides, we also pay much attention to promote sports. The Group organises fun sports games every year to mobilise employees to participate in competitions, such as badminton matches, basketball matches, and other team competitions. Rewards are given to winning teams and participating teams to properly relieve employees' stress caused by work and cultivate teamwork spirit, creating a harmonious and supportive working environment.

The Group was not aware of any material breach of laws and regulations pertaining to employee health and occupational safety that had a significant impact on the Group during FY2024.

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 羽毛球比賽、籃球友誼賽等一系列團體賽,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2024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。

<sup>5</sup> Fatality rate due to work injury (per 100 workforce) = Number of fatalities due to work injury during the year x 100 / Total workforce.

5 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。



Kingboard Holdings advocates a clean business environment. The Group has formulated the document *Corporate Responsibility Policy and Responsibility Management Rules*, which defines the Group's management policy and sustainable development. It is committed to combating corruption and fraud. Suppliers must meet our expectations for regulatory compliance, a peopleoriented 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 Holdings has strict requirements on suppliers and supply chain management. We have developed and implemented supply chain management systems, including *Supplier Management Procedures, Supplier Evaluation Criteria, Procurement Evaluation Procedures, and Risk and Opportunity Identification and Control Procedure,* and required employees and the management to follow them. 建滔集團提倡廉潔的營商環境,集團制訂了《企 業責任方針和責任管理規定》文件,確定了公 司的管理方針及可持續性發展,致力打擊貪污 舞弊的情況。供應商在與我們業務往來時,需 符合我們在守法循章、以人為本、道德與商業 操守、環境保護的期望。除了對供應商的管理 外,我們對本集團的日常營運及出產的產品亦 具同樣要求。

### 供應鏈管理

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

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### SUPPLY CHAIN MANAGEMENT (continued)

Suppliers must pass our Group's evaluation before entering into cooperation with us. A vetting process is conducted in respect of the business licenses and certificates of suppliers, including International Organization for Standardization ("ISO") standards certification (such as quality management standards ISO 9001, environmental management standards ISO 14001 and others), occupational health and safety management system (OHSAS 18001) certification<sup>6</sup>, Underwriter Laboratories (UL) certification<sup>7</sup> and test reports under the Restriction of Hazardous Substances ("RoHS") Directive, in order to ensure suppliers' compliance with the Group's requirements.

### 供應鏈管理(續)

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

Total suppliers	供應商總數	FY2024 2024財政年度	FY2023 2023財政年度
Total suppliers in China Total suppliers in Thailand	中國地區供應商總數 泰國地區供應商總數	11,029 197	10,440 192
Total suppliers in other regions	求國地區供應商總數 其他地區供應商總數	80	50

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

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

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

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.

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)。

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。

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### SUPPLY CHAIN MANAGEMENT (continued)

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

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

### 供應鏈管理(續)

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

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

### PRODUCT MANAGEMENT AND SAFETY

Kingboard Holdings devotes itself to producing and providing high-guality 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 FY2024, the Group's product output was approximately 9,257 million tonnes, and the Group recalled approximately 712.09 tonnes of products and received 969 product complaints. We will pay attention to and carefully deal with the Group's noncompliances 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, effective manner. We strive to improve the Group's product and service quality to meet customers' expectations.

### 產品管理及安全

建滔集團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 相關的政策及程序,包括《產品監視和測量控制 程序》、《不合格品控制程序》、《糾正和預防措 施控制程序》、《資訊安全管理制度》、《知識管 理控制程序》、《產品安全控制程序》、《客戶技 術保密工作指引》、《客戶服務控制程序》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 及程序的內容。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2024年財政年度,本集團產品 生產量約9,257,000噸,回收約712.09噸產品, 以及接獲969件關於產品的投訴。我們會對任何 與本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本集團成功的關鍵。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。

**產品管理及安全**(續)

### PRODUCT MANAGEMENT AND SAFETY

(continued)



Furthermore, 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 FY2024.

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 formulated various quality standards, from incoming material inspection to packaging and shipment, there are special quality standard guidelines for the quality inspection department as the standard for product quality monitoring to ensure that our raw materials, semi-finished products and finished products meet the 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 employees of the quality inspection department to ensure that they have knowledge and skills required for business.

另外,我們於2024年財政年度並無發現與產品、服務質量及客戶私隱有關及對本集團有重 要影響之適用法律及法規的重大違規事宜。

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

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### PRODUCT MANAGEMENT AND SAFETY

(continued)

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

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

### 產品管理及安全(續)

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

在化工業務方面,我們會依據國家《GB/T9009-2011工業用甲醛溶液標準》以及《工業甲醛標準操作規程》進行生產處理,對工業用甲醛的儲存、運輸、安全及檢驗作出規範。在印刷線路板業務方面,我們會每年度至少一次委託第三方機構,對我們遵從歐盟危害性物質限制指令(RoHS)及化學品的註冊、評估、授權與限制(REACH)®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。

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

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### CUSTOMER INFORMATION AND INTELLECTUAL PROPERTY PROTECTION

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

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

### 客戶資料及知識產權保護

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

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

### 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, it 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 be 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,本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 須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,本集 團將報告司法機關處理。

二零二四年環境、社會及管治報告

### 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. Such compliance checklist that covers major requirements and laws and regulations pertaining to the Group, and the Legal Affairs Department performs compliance check and testing on a regular basis to ensure the Group's compliance. 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 "Integrity File Binder" 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 FY2024, Combined with the "staying true to the original aspiration and founding mission" theme education, 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 will maintain a record of the reports. If the reported object involves employees of 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 relevant 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, 以監察本集團的合規情況。本集團每年進行內 控審計,檢查員工對防止賄賂、勒索、欺詐及 洗黑錢政策的遵從情況。指定職級以上管理層 需每年簽署聲明書,確認遵守相關政策。本集 團訂立舉報制度,如有任何不合規的情況,將 由專責小組負責調查並作相應紀律處分。

同時,我們建立了員工「廉政檔案檔夾 |和《禮品 禮金申報制度》,對員工廉潔從業、違規違紀 等情況全程記錄、動態監管。《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。2024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 事件的調查程序,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,使本集團員 工及與本集團有往來的第三方等均可以在保密 的情況下,通過來電、來訪、來信的方式,向 本集團紀檢部門檢舉任何與本集團有關的違規 違紀行為。紀檢部門接收信訪舉報後,將填寫 舉報記錄。如被舉報物件涉及本集團直接管理 的人員,則由紀檢部門按程序進行處置。如被 舉報對象是附屬公司的員工,則轉交該員工到 本集團紀檢部門按程序進行處置。

### 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 路、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 本集團有關的重大規定與法規,並由人力資 委員會及法務部定期執行合規檢查與測試,以 確保本集團的合規情況。我們亦會每年進行內 強審計,其工作範圍涵蓋員工對反貪污、防策 的遵從情況。另一方面,我們要求管理層及所 有員工遵守本集團的道德行為守則,管理人員 每年需要申報任何形式的利益衝突事宜,而本 集團設立了匿名舉報及獨立小組調查機制,處 理所有賄賂、勒索、欺詐、洗黑錢及反競爭行 為的舉報。

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



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

### CONTRIBUTION TO COMMUNITY

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

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

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

### 社區貢獻

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

於二零二四年,建滔集團捐款逾981萬港元。 其中,建滔集團秉持發展自身的同時,服務社 會的理念,為貫徹以高品質生態環境支撐高質 量發展的思想,本集團助力2024綠美清遠生態 建設,並捐贈支持「綠美清遠公益行」。建滔積 層板(昆山)於2024年10月31日向昆山市慈善總 會捐贈100萬人民幣。惠州建業於2024年7月向 惠州大亞灣經濟技術開發區慈善總會捐贈20萬 人民幣作為助力鄉村振興捐款,定向用於貴州 黔西南州晴隆縣鄉村振興。此外,建滔集團還 向多個社區捐贈物資和資金,為社區的發展和 改善居民生活做出了實質性的貢獻。例如,建 滔(廣州)電子材料製造有限公司於2024年多次 向廣州市南沙區慈善會捐贈累計14.32萬元,用 於定向轉交各村委會作為老人設施設備維護及 敬老慰問金。2024年6月,建滔集團向廣東省 教育基金會捐贈35萬元資助10所農村學校建設 「愛心圖書室」,其中向肇慶市封開縣4所學校共 捐贈14,000冊圖書和12組圖書架。截至2024年 本集團已連續11年捐助開展「情繫山區送書助 學」公益活動,累計捐助385萬人民幣,為助力 鄉村振興發展做出了積極貢獻。我們將繼續努 力,通過各種途徑和管道,為社區和社會做出 積極貢獻,推進可持續發展。

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### CONTRIBUTION TO COMMUNITY (continued)

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

### 社區貢獻(續)

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

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### CONTRIBUTION TO COMMUNITY (continued)

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

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

### 社區貢獻(續)

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

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

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