



# Kimou Environmental Holding Limited 金茂源環保控股有限公司

(Incorporated in the Cayman Islands with limited liability)

**Stock Code: 6805**



# 2025

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

# CONTENTS

<b>1. About this Report</b>	2
1.1 Overview	2
1.2 Reporting Scope	2
1.3 Reporting Standards	3
1.4 Report Access	3
1.5 Feedback on the Report	3
<b>Message from the Chairman of the Board</b>	4
<b>2. About Kimou</b>	6
2.1 About Kimou	6
2.2 Industrial Layout	6
2.3 ESG Outlook	7
<b>3. Key Performance Highlights</b>	8
3.1 Kimou ESG Milestones	8
3.2 Honors and Awards	11
3.3 Sustainability Highlights	13
<b>4. Sustainability Management</b>	15
4.1 Statement from the Board of Directors	15
4.2 Composition of the Board of Directors	15
4.3 ESG Governance Structure	15
4.4 Communication with Stakeholders	16
4.5 Material Issues Assessment	17
<b>5. Strengthening Governance and Ensuring Steady Development</b>	19
5.1 High-Quality Services	19
5.2 Technological Innovation and Intellectual Property Protection	21
5.3 Development of Information Technology Platform	22
5.4 Green Procurement Management	22
5.5 Business Ethics and Anti-Corruption	23
<b>6. Climate Action and Environmental Protection</b>	24
6.1 Risk Management on Climate Change	24
6.2 Wastewater and Air Emissions Management	29
6.3 Waste Management	29
6.4 Promoting Low-Carbon Practices and Green Development	30
<b>7. Employee Development and Health &amp; Safety</b>	33
7.1 Employee Development	33
7.2 Employee Benefits and Welfare	36
7.3 Employee Training and Development	38
7.4 Production Safety and Occupational Health	39
<b>8. Joint Community Development</b>	41
<b>Appendix I: Sustainability Data Information Summary</b>	42
<b>Appendix II: Hong Kong Stock Exchange Environmental, Social and Governance Reporting Guide Index</b>	46

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 1. ABOUT THIS REPORT

### 1.1 Overview

This is the environmental, social and governance (“**ESG**”) report (the “**ESG Report**”) published by Kimou Environmental Holdings Limited (hereinafter referred to as the “**Company**” or “**Kimou**”) and its subsidiaries (hereinafter referred to as the “**Group**” or “**we**”) (Stock Code: 06805.HK). The purpose of this report is to systematically present to the Group’s shareholders and other stakeholders the Group’s governance structure, strategies, policies, objectives, and performance in the areas of ESG. This report was reviewed and approved for publication by the Group’s Board of Directors (the “**Board**” or “**Directors**”) on 27 March, 2026.

Building upon our existing disclosures and incorporating the latest requirements of the Hong Kong Exchanges and Clearing Limited’s Code on Environmental, Social and Governance Reporting, this report further enhances the compliance, accuracy, and comparability of our disclosures.

### 1.2 Reporting Scope

The report covers the Group’s ESG policies, approaches, objectives, performance and achievements for the period from 1 January 2025 to 31 December 2025 (hereinafter referred to as the “**Year**”, the “**Reporting Period**” or “**2025**”). The information and data cited in this report are derived from the Group’s official records, statistical reports, and financial reports, and have been compiled, aggregated, and verified by the relevant functional departments. The disclosure scope of the key performance indicators for the social category shall be consistent with the annual report of the previous year. The scope of disclosure of the key performance indicator on environmental aspect included our principal place of business including:

- Kimou (Huizhou) Surface Treatment Recycling Eco-Industrial Park (hereinafter referred to as “**Guangdong Huizhou Park**”)
- Kimou (Tianjin) Surface Treatment Recycling Eco-Industrial Park (hereinafter referred to as “**Tianjin Bingang Park**”)
- Kimou (Central China) Surface Treatment Recycling Eco-Industrial Park (hereinafter referred to as “**Central China Park**”)
- Kimou (Southwest China Qingshen) Surface Treatment Recycling Eco-Industrial Park (hereinafter referred to as “**Qingshen Park**”)
- Kimou (East China) Surface Treatment Recycling Eco-Industrial Park (hereinafter referred to as “**East China Park**”)

The term “Parks” herein refers to the above five parks collectively.

For details of the Group’s corporate governance, please refer to the section headed “Corporate Governance Report” in the annual report or the official website of the Group (<https://www.kimou.com.cn>). The environmental intensity data in this report has increased compared to the previous year, primarily due to higher operational rates among tenants in the Parks and sustained business activity, which have led to a corresponding increase in the volume of treated industrial wastewater and demand for utility services. The statistical methodology for these figures remains consistent with that of the previous year, ensuring the comparability of historical data. The Group will continue to monitor environmental performance and, once newly contracted companies have stabilized their operations, will carefully review and optimize environmental management targets in alignment with business development and low-carbon goals.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 1.3 Reporting Standards

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (hereinafter referred to as the “**Guide**”) set out in Appendix C2 of the Listing Rules, and complied with all the mandatory disclosure requirements and “comply or explain” provisions in the Guide. Complied with the reporting principles of “materiality”, “quantitative”, “balance” and “consistency” to ensure the quality and readability of the disclosures.

### Key Reporting Principles

**Materiality:** We conduct regular materiality assessments to identify significant ESG issues of high concern to the Group and its stakeholders, and ensure that these issues are fully reflected in this report.

**Quantitative:** We provide quantitative disclosures for all key performance indicators specified in the Code. In the relevant sections of the report, we explain the statistical methods, calculation criteria, key assumptions, and sources of conversion factors used for quantitative indicators to enhance the accuracy and comparability of the data.

**Balance:** We present both the positive and negative impacts of our business operations during the Reporting Period in an objective and transparent manner, striving to avoid misleading readers and to assist them in making informed judgments.

**Consistency:** The ESG report employs the same statistical and key performance indicators reporting methods as in previous years. If there are any changes to statistical methods or key performance indicators or any significant factors that affect the comparison of data, we will make this clear in the ESG Report.

## 1.4 Report Access

The ESG Report is prepared in both traditional Chinese and English. In case of discrepancy, the traditional Chinese version shall prevail. You may view this report by clicking on our Group’s website, or access the relevant documents on the HKEXnews website.

## 1.5 Feedback on the Report

We value your feedbacks with regards to the ESG Report and would be pleased to hear from you if you have any inquiries or suggestions.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### MESSAGE FROM THE CHAIRMAN OF THE BOARD

On behalf of the Board of Directors of Kimou Environmental Holdings Limited, I am pleased to present the Group's 2025 Environmental, Social and Governance Report, and would like to express our sincere gratitude to all of you for your longstanding care and support.

Over the past year, against the backdrop of a gradually stabilising macroeconomy and continuous structural adjustments within the industry, Kimou has adhered to a development approach of pursuing progress while maintaining stability. By deepening its focus on the core business of surface treatment industrial parks and aligning with the goal of high-quality development, the Group has steadily advanced reform and innovation, extended its industrial chain and service value, and strengthened the foundation for sustainable development. Guided by technological innovation, we have continuously improved management efficiency and core competitiveness, driving the Group towards steady and long-term growth.

The Group has consistently enhanced its corporate governance system, deepened compliance management and the cultivation of an integrity culture, and reinforced its ESG governance framework to ensure that environmental, social and governance requirements are integrated into strategic decision-making and day-to-day operations. Guided by the needs of our stakeholders, we have continued to improve the standardisation, transparency and completeness of our disclosures, laying a solid foundation for the Group's prudent operations and sustainable development.

Supported by a sound governance system, the Group has actively pursued the national "carbon peaking and carbon neutrality" strategy and systematically advanced its green and low-carbon transformation. Upholding the development philosophy of "creating industry benchmarks and building a model for water control", we focus on park management, prioritise corporate services, and take wastewater treatment as our core capability. At the operational level, we have steadily promoted digitalisation, informatisation and intelligentisation, deeply integrating cutting-edge technologies such as big data, 5G, artificial intelligence and the industrial internet into park operations and management. This has accelerated the digital transformation and upgrading of enterprises and gradually built a green industrial cluster for surface treatment parks.



## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In terms of environmental practices, the Group has continued to reduce greenhouse gas emissions, implement energy management and energy-saving and carbon-reduction technological upgrades, expand the scale of rooftop distributed photovoltaic power generation across our parks, and actively explore the use of green electricity from sources such as wind power. In green technology research and development, leveraging projects such as advanced oxidation processes and chromium-containing wastewater resource recovery, we have persistently advanced the treatment of high-difficulty wastewater and comprehensive resource utilisation, reducing energy consumption and carbon emissions in the wastewater treatment process. At the same time, we have steadily progressed initiatives including deep wastewater treatment and reuse, environmentally friendly replacements for production chemicals, recovery of valuable metal resources, and energy storage demonstration projects, continuously improving resource utilisation efficiency.

The Group has always recognised that sustainable corporate development is inseparable from the support of our people and society. On the social front, we have continued to strengthen our workforce, providing employees with diverse development platforms and comprehensive care, and fostering a safe, stable and sustainable working environment. At the same time, we actively fulfil our corporate social responsibilities by supporting the development of beautiful parks, economic growth in the western region, and rural revitalisation. Guided by our mission of “protecting the environment for human welfare”, the Group has steadily advanced its Belt and Road initiatives and expanded overseas operations, contributing to local economic and social development while sharing our experience in building green industrial parks.

Looking ahead, Kimou will continue to uphold the philosophy of ESG development, steadily enhancing governance effectiveness at the governance level, deepening climate governance and green transformation at the environmental level, and strengthening employee care and community engagement at the social level. By taking solid and pragmatic steps, we will work together to create integrated economic, social and environmental value, and remain steadfast in our commitment to becoming a green, harmonious and responsible leader in the low-carbon development of surface treatment industrial parks.

**Kimou Environmental Holding Limited**

**Zhang Lianghong**

*Chairman of the Board*

## 2. ABOUT KIMOU

### 2.1 About Kimou

Kimou is a leading surface treatment recycling economy industrial park operator in PRC. We specialize in providing full-cycle services for the construction, operation, and management of surface treatment industrial parks. With wastewater treatment as our core service, we focus on park management and emphasize corporate service. We are committed to facilitating the green and sustainable development of industrial manufacturing in PRC. The Group has five large-scale surface treatment recycling economy industrial parks in Huizhou, Guangdong; Jinghai, Tianjin; Jingzhou, Hubei; Qingshen, Sichuan; and Taixing, Jiangsu respectively, forming a nation-wide industrial layout in southern, northern, central, western, eastern China. We endeavour to promote the agglomeration, intensification and clustering of surface treatment industry to foster the high-quality regional economic development and high-level environmental protection.



### 2.2 Industrial Layout

As of the end of 2025, Kimou will own:

Indicators	Figures	Indicators	Figures
Experience in the development, operation, and management of industrial parks	20 years	National High-Tech Enterprise	4
Number of operating industrial parks	5	Planned site area	3.38 million m <sup>2</sup>
Nationally authorised patents	212	Maximum planned waste water treatment capacity	102,000T/d

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Key Scale Indicators for the Parks:

Number	Park/Project Name	Planned site area	Planned waste water treatment capacity	Water Source Type	Photovoltaic Installed Capacity
1	Guangdong Huizhou Park	675 mu (畝)	15,000T/d	Municipal water supply	13.96MW
2	Tianjin Bingang Park	1,470 mu	20,000T/d	Municipal water supply	9.4MW
3	Central China Park	975 mu	27,000T/d	Municipal water supply	3.2MW
4	Qingshen Park	1,123 mu	20,000T/d	Municipal water supply	2.32MW
5	East China Park	840 mu	20,000T/d	Municipal water supply	2.5MW

Note: Water supply remains stable across the Parks, with no risk of regional water shortages; the photovoltaic installed capacity reflects actual operational data as of the end of 2025, with a combined total installed capacity of approximately 31.5 MW across the five parks.

### 2.3 ESG Outlook

Kimou remains committed to deepening its involvement in the green surface treatment and environmental protection industries. Aligned with the goal of establishing a green, low-carbon, and sustainable surface treatment demonstration park, and in line with ESG development requirements, our future industrial development will primarily focus on the following areas:

- Expand our overseas business footprint and promote green industry cooperation under the Belt and Road Initiative
- Expand, strengthen, and optimize the environmental protection industry, continuously improve the capacity in advanced wastewater treatment and intensify R&D efforts in resource recycling technologies
- Steadily advance the industrial park operations sector, and enhance operational quality by setting quantifiable ESG targets
- Deeply integrate digital and intelligent technologies, and establish a smart, low-carbon park management system
- Moderately develop specialized park industries, and build a green industrial ecosystem

3. KEY PERFORMANCE HIGHLIGHTS

3.1 Kimou ESG Milestones

3.1.1 Environmental Performance — Continued Expansion of Green Infrastructure



**Green Facility Development and Emission Reduction Upgrades**

- The exhaust gas absorption tower and Phase II of the purified water project at Central China Park have commenced operations, significantly enhancing the exhaust gas treatment and ultrapure water supply capabilities; the Phase I photovoltaic project at the Qingshen Park has successfully connected to the grid and begun generating electricity.
- The reclaimed biochemical membrane bioreactor (MBR) retrofit project at Guangdong Huizhou Park has passed its acceptance inspection, further enhancing the facility’s wastewater recycling capacity.
- A new 2.37 MW solar power project has been connected to the grid, providing the park with an additional source of clean energy in Guangdong Huizhou Park.



**Improving Quality and Efficiency Through Information Technology and Digital Green Operations**

- The digital carbon accounting reporting system was delivered for trial operation, supporting the Group’s refined management and compliant disclosure of Scope 1 and 2 greenhouse gas emissions, while development of the Scope 3 emissions data collection module was simultaneously initiated.

**3.1.2 Social Responsibility — Safety, Development, and Community Inclusion**



**Building Safety Systems and Enhancing Emergency Response Capabilities**

- The entire Group launched a series of “Work Safety Month” activities. Across the Parks, a total of 18 emergency drills — including fire drills and hazardous chemical leak drills — were conducted, with over 1,200 participants.
- Guangdong Huizhou Park, Tianjin Bingang Park, and Qingshen Park simultaneously advanced the “Safety and Legal Education” and “100-Day Safety” campaigns.
- Multiple parks simultaneously conducted drills as part of “Fire Safety Awareness Month” to strengthen employees’ emergency response capabilities, with 650 participants.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



## Government-Enterprise Collaboration, Social Contribution, and Community Integration

- The Tianjin Bingang Park Employment Service Centre has begun operations; the Taixing Economic Development Zone has further improved its support and one-stop approval service mechanisms; and the Central China Industrial Park has launched a “Low-Carbon Day” campaign to promote green production and lifestyles.
- Guangdong Huizhou Park co-hosted an emergency drill for sudden environmental incidents to enhance regional collaborative emergency response capabilities, with 12 participating organizations and over 200 participants.
- Tianjin Bingang Park signed industry-academia cooperation agreements with universities; Qingshen Park participated in the “Thousand Enterprises, Ten Thousand Households” outreach campaign and hosted a symposium on the development of surface treatment enterprises, discussing pathways for high-quality development.



## Brand Communication and Corporate Culture Development

During the year, the Group published 112 news articles and over 110 short videos were published via social media platforms, and the Group received more than 30 reports in mainstream media, resulting in a continuous enhancement of its external brand influence.

The brand mascot “Jinyuan Bao” launched by the Group vividly illustrates our green ecological philosophy and sense of responsibility. Its name ingeniously incorporates the “Two Mountains” concept — that “lucid waters and lush mountains are invaluable assets” — demonstrating the Group’s strategic commitment to the coordinated development of the economy and the environment.

## 3.1.3 Corporate Governance

### System Improvement and Compliance Management

- East China Park passed ISO 9001, ISO 14001, and ISO 45001 triple certification, marking the further refinement of the company's management systems for quality, environmental, and occupational health and safety.

During the Reporting Period, under the leadership of the Board of Directors, the Group has continued to refine its ESG governance framework and optimize its internal control and compliance management mechanisms. Significant improvements have been made in the formulation of ESG standards and digital management capabilities, providing a solid governance foundation for the Company's high-quality and sustainable development.

## 3.2 Honors and Awards

During the Reporting Period, the Group's initiatives in environmental protection, workplace safety, and labour protection were recognized by the government, the industry, and various sectors of society. Major honours and significant events include:

### 1. 2024 Outstanding Demonstration Project for Ecological and Environmental Protection

The upgrading and retrofitting project of the Electroplating Wastewater Resource Recovery Centre at Guangdong Huizhou Park was recognized as a "2024 Outstanding Demonstration Project for Ecological and Environmental Protection" for its outstanding performance in pollution and carbon reduction, water resource recycling, and pollution control. The project serves as an exemplary model within the industry.

### 2. Achievements in Technological Innovation and Green Honors

During the Reporting Period, the Group obtained 37 new patents, continuously enhancing its core technologies and intellectual property portfolio. Additionally, the Group received 26 new environmental honours, further solidifying its brand influence in the fields of green manufacturing and environmental governance.

### 3. Green Initiatives and Accreditation

The Qingshen Park was recognized as an "Environmental Integrity Enterprise" and an "Innovative SME," demonstrating the company's comprehensive strength in compliant operations and innovation capacity building; the Tianjin Bingang Park obtained a Green Power Consumption Certificate, promoting the use of clean energy and low-carbon operations; the Guangdong Huizhou Park was awarded the title of "Outstanding Zero-Waste Factory/Park," showcasing the parks' achievements in solid waste reduction, resource recovery, and standardized management.

#### 4. Park Development and Recognition of Growth Potential

The Group is committed to promoting the greening and high-quality development of its parks, and has repeatedly received high recognition from external parties. In particular, the Guangdong Huizhou Park was awarded the titles of “Green Industrial Park” and “Guangdong Provincial SME Specialized Industrial Cluster,” highlighting the park’s exceptional level in green, low-carbon and clustered development. Central China Park was selected as a Hubei Province “Gazelle” enterprise, fully reflecting the company’s strength in growth potential and innovative vitality.

#### 5. Active Participation in Leading and Formulating Industry Standards

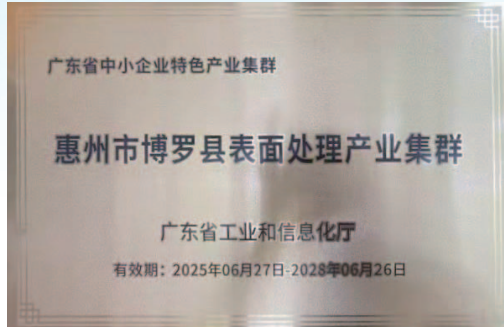
In the area of industry standard development, the Group has leveraged its technical and operational strengths to actively lead and participate in the drafting of a number of national and group standards. In the field of electroplating parks and wastewater treatment, the Group took the lead in drafting and officially released the “Technical Specification for Operation and Management of Wastewater Treatment Facilities in Electroplating Parks”, and served as one of the main drafting units for the group standard: the Reclaimed Water Utilization in Electroplating Parks — Process Water (《電鍍園區再生水利用 — 工藝用水》) (T/CSEA33-2024). In the area of carbon emissions and greenhouse gas management, the national standard “Greenhouse Gas Management Systems — Requirements” (《溫室氣體管理體系·要求》) and the group standard “Zero-Carbon Action — Guidelines for Carbon Emission Accounting and Reporting of Industrial Parks” (《零碳行動·工業園區碳排放核算與報告指南》), both of which the Group contributed to drafting, have been successively published and implemented, providing strong guidance for the low-carbon transition and information disclosure of the industry. At the same time, the Group has actively responded to the ESG development trend by participating in the formulation of the group standard “Disclosure Guidelines for Corporate ESG Reports” (《企業ESG 報告披露規範》).

#### 6. Technological Innovation and Digital Accumulation

The Group has continued to increase its investment in research and development, empowering the environmental protection industry through technological innovation and digitalisation. The “technology for deep treatment and resource utilisation of wastewater in electroplating parks” has successfully passed authoritative appraisal and reached a domestically leading level, further validating the Group’s profound technical strength in electroplating wastewater treatment and resource recovery.

During the year, the Qingshen Park added two new software copyrights, promoting the continuous accumulation and upgrading of the Group’s digital and intelligent capabilities.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Guangdong Province SME Specialized Industrial Cluster Project



Formulation of Industry Standards

## 3.3 Sustainability Highlights

### 3.3.1 Environmental Sustainability Highlights

1. **Significant progress in the low-carbon energy transition:** The Group's total installed photovoltaic capacity stands at 31.5 MW, generating 31 million kWh of electricity annually, and reducing CO<sub>2</sub> emissions by 16,800 metric tons. The Tianjin campus consumed 15,600 MWh of wind power electricity, reducing CO<sub>2</sub> emissions by 9,900 metric tons.
2. **Leading in Water Resource Recycling:** The reclaimed water in the Parks under the Group has consistently met the requirements of the environmental impact assessment approvals.
3. **Deepening Solid Waste Resource Utilization:** Heavy metal recovery rates from electroplating sludge exceed 90%, with recovered nickel used to produce nickel carbonate; waste acid is incorporated into sludge resource recovery processes, reducing consumption of fresh water and acid.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 3.3.2 Social Sustainability Highlights

1. **Comprehensive protection of employee rights:** 100% of employees have signed employment contracts; annual physical examination coverage is 100%; policies against discrimination, child labour, and forced labour have been fully implemented; and a support mechanism for the employment of employees with disabilities has been established.
2. **Robust Workplace Safety Management:** No general or higher-level workplace safety incidents occurred throughout the year, and no occupational diseases were reported. A total of 27 emergency drills were conducted, with a 100% completion rate for hazard rectification.
3. **Targeted Community Investment:** In 2025, a donation of RMB60,000; environmental awareness activities reached more than 5,000 people; and employee volunteers contributed 680 hours of service.

### 3.3.3 Governance Sustainability Highlights

1. **Enhanced ESG Governance Structure:** A three-tier governance structure has been established comprising the Board of Directors, the ESG Group, and ESG leads at relevant departments; the ESG Working Group advances daily operations.
2. **Strengthened Climate Risk Management:** Climate scenario analysis (Shared Socioeconomic Pathways SSP1-2.6/SSP5-8.5) has been completed to identify physical and transition risks, and targeted response measures have been formulated.
3. **Enhanced Disclosure Compliance:** Strictly adhering to the requirements of HKEX Code, we have supplemented climate-related targets and a Scope 3 emissions accounting plan, improving the quantitative disclosure of environmental and social indicators, and enhancing the transparency and comparability of information.
4. **Robust integrity governance system:** anti-corruption training was provided to all directors and all key positions. A two-tier whistleblowing mechanism was established, and there were no cases of embezzlement, bribery, or fraud during the Reporting Period.

## 4. SUSTAINABILITY MANAGEMENT

### 4.1 Statement from the Board of Directors

As the highest governance and decision-making body for ESG matters, the Board of Directors is fully responsible for approving ESG strategies and objectives, reviewing ESG performance and ESG materiality issues, and continuously overseeing the progress and implementation of related initiatives.

The Board reviews the ESG Working Group's progress reports on a regular basis to assess the progress of ESG initiatives and the achievement of targets, ensuring that ESG and climate goals are met as planned. During the Year, the Board has participated in ESG and climate-related training and reviewed the achievement of this year's targets.

In 2025, the Board reviewed the results of ESG assessment, which the assessment was done through online questionnaire, and key ESG issues, and closely monitored feedback from major stakeholders. We continuously track stakeholders' needs and expectations to maintain the relevance and appropriateness of our issue matrix.

### 4.2 Composition of the Board of Directors

We actively build a diverse board of directors. Our directors possess extensive industry experience and deep expertise in various professional fields, enabling them to provide professional and diverse insights for the Group's governance and decision-making. The Board members comprised of professionals with diverse backgrounds such as environmental engineering, business management, and finance, including Directors who have professional backgrounds in ESG and climate risk management, providing expert support for the formulation and promotion of the Group's ESG strategy.

### 4.3 ESG Governance Structure

To ensure the effective implementation of ESG initiatives, the Group have established a three-tier ESG governance structure encompassing the decision-making, management, and executive levels.



# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 4.4 Communication with Stakeholders

### Communication with Kimou Stakeholders

Key Stakeholder	Key Communication Channels
Customers	<ul style="list-style-type: none"> <li>• Customer satisfaction surveys and feedback forms</li> <li>• Customer service centre</li> <li>• Daily operations/communications</li> <li>• Telephone</li> <li>• Mailbox</li> </ul>
Shareholders and Investors	<ul style="list-style-type: none"> <li>• Annual general meeting and other general meetings</li> <li>• Interim report and annual report</li> <li>• Corporate communications, such as letters/circulars to shareholders and notices of meetings</li> <li>• Results announcements</li> <li>• Shareholder visit activities</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Channels for employees to express their opinions (forms, suggestion boxes, opinion surveys, etc.)</li> <li>• Work performance assessments and appraisals</li> <li>• Business briefings</li> <li>• Seminars/workshops/lectures</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Field research</li> </ul>
Regulatory Authorities	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Written responses to public consultations</li> </ul>
Community/Non-governmental Organization	<ul style="list-style-type: none"> <li>• Donations</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Supplier management procedures</li> <li>• Supplier/contractor evaluation systems</li> <li>• Meetings</li> <li>• Field research</li> </ul>

Kimou actively maintains communication with all stakeholders, promptly keeping them informed of our operational and developmental updates, and actively listening to their opinions and suggestions regarding the Group's business operations and development. Our key stakeholder categories include customers, shareholders and investors, regulatory authorities, employees, suppliers, the local community/non-governmental organization and business partners. We regularly engage with stakeholders through various channels to exchange information, address their concerns, and enhance their understanding of the Group's business and the overall development of the industry.

We place great importance on feedback from all stakeholders and continuously identify and assess key ESG issues. We determine and prioritize these issues based on stakeholder communications, regulatory requirements, and industry trends, ensuring that our ESG disclosures accurately reflect the Group's actual situation.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 4.5 Material Issues Assessment

To ensure this report focuses on key issues related to the Group's strategic advancement and sustainable value creation, we have identified 30 strategic issues conducive to the co-creation of sustainable value, forming a materiality analysis matrix through benchmarking analysis and stakeholder surveys, Kimou. Among these, high- and medium-materiality issues were designated as the key disclosure topics for this report, and the scope and boundaries of the report were determined based on data availability.

### 01 Identifying Issues

Based on the Group's development strategy and business model, we systematically identify the key impacts, risks, and opportunities that may arise from the Group's business operations and value chain. Based on the Group's ESG management capabilities and performance, and in reference to the Hong Kong Stock Exchange's Code on Environmental, Social and Governance Reporting, the Global Reporting Initiative (GRI) Standards for Sustainability Reporting, and the Sustainability Accounting Standards Board (SASB), among other Hong Kong and international mainstream disclosure requirements, we have comprehensively identified sustainability issues relevant to us by incorporating the results of benchmarking against industry peers, key considerations of major ESG rating agencies, and the unique characteristics of our business.

### 02 Stakeholder Survey

To enhance communication with stakeholders, we invite internal and external stakeholders to participate in assessments of the importance of ESG issues through interviews or online surveys. This allows us to fully understand the expectations and concerns of each stakeholder group and gather feedback on Kimou's ESG initiatives.

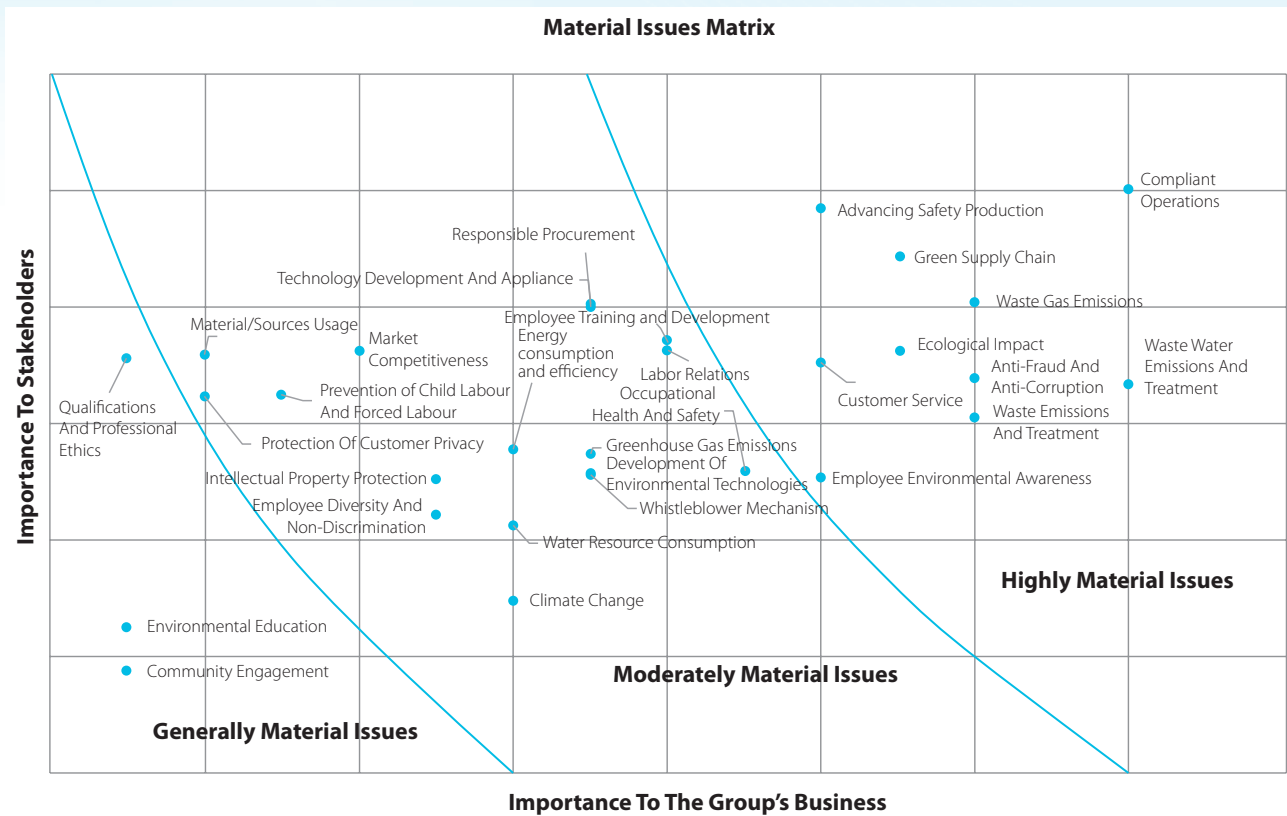
### 03 Issue Importance Analysis

Based on the results of stakeholder surveys, conduct a materiality analysis to identify the issues most relevant to the Group's sustainability efforts this year.

### 04 Issue Prioritization

Prioritize issues based on two dimensions: their importance to stakeholders and their importance to Kimou's development. Categorize the issues into highly material issues, moderately material issues, and generally material issues, and create an issue materiality matrix based on the prioritization results.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Highly Material Issues:			
Responsible Procurement	Waste Emissions and Treatment	Ecological Impact	Employee Environmental Awareness
Waste Water Emissions and Treatment	Waste Gas Emissions	Customer Service	
Anti-Fraud and Anti-Corruption	Green Supply Chain	Advancing Safety Production	
Moderately Material Issues:			
Occupational Health and Safety	Greenhouse Gas Emissions	Employee Diversity and Non-Discrimination	Technology Development and Appliance
Employee Training and Development	Development of Environmental Technologies	Market Competitiveness	Intellectual Property Protection
Labor Relations	Energy Consumption and Efficiency	Prevention of Child Labour and Forced Labour	
Whistleblower Mechanism	Water Resource Consumption	Protection of Customer Privacy	
Responsible Procurement	Climate Change	Material/Sources Usage	
Generally Material Issues:			
Qualifications And Professional Ethics	Environmental Education	Community Engagement	

### 5. STRENGTHENING GOVERNANCE, ENSURING STEADY DEVELOPMENT

The Group adheres to the new development philosophy of “innovation, coordination, green development, openness, and shared benefits,” and is committed to providing high-quality wastewater treatment, and other environmental services. We conduct process modelling research and integrate precise chemical dosing systems to ensure the efficient operation of wastewater treatment systems through a systematic, multi-dimensional approach that encompasses safety, precision, energy efficiency, environmental protection, and professional expertise. We strengthen our big data-driven production and operational management system to provide customers with superior products and safer, more stable, and more reliable wastewater treatment services. At the same time, the Group actively engages in scientific research and technological innovation, continuously improving its management standards and operational efficiency. During the Reporting Period, the Group identified no material violations of laws or regulations related to the quality of its products and services.

#### 5.1 High-Quality Services

The Group consistently prioritizes customer needs, strictly complies with laws and regulations governing product and service quality, continuously improves its quality management systems, and provides high-quality services. We strictly adhere to relevant national and local laws, regulations, and standards, including but not limited to the Emission Standards for Pollutants from Electroplating (GB 21900-2008), the Surface Water Environmental Quality Standards (GB 3838-2002), the Comprehensive Discharge Standards for Wastewater (DB 12/356-2018), Amendment to the Pollutant Discharge Standards for Urban Sewage Treatment Plants (GB 18918-2002), the Water Quality Specifications for Reclaimed Urban Wastewater Used in Industrial Applications (GB/T 19923-2024), the Guangdong Provincial Local Standard Emission Standards for Water Pollutants from Electroplating (DB 44/1597-2015), and the Water Quality Specifications for Metal Plating and Chemical Coating Processes (HB5472-1991), among others, to comprehensively ensure service quality.

##### **Standardized Operation Management**

We have established a comprehensive system for the construction, operation, and management of our industrial parks, along with standardized procedures. The Parks continuously optimizes its internal management systems and standard operating procedures based on its unique characteristics. We have formulated and implemented internal policies such as the Concentration Control Standards for Electroplating Wastewater Treatment Chemicals, Process Parameter Control Standards for Electroplating Wastewater Biological Treatment Systems, and Rapid Testing Standards for Electroplating Wastewater. These policies ensure standardized management of wastewater treatment systems. We also adjust and update policy content in a timely manner based on our actual conditions and external trends. In addition, we conduct quarterly monitoring and evaluations of wastewater operations at the Parks to ensure the effective implementation of internal policies and management measures.

With regard to quality management systems, we continue to encourage the Parks to establish quality management systems based on ISO 9001. This year, all electroplating wastewater treated by the Group’s parks was discharged in compliance with regulatory standards. Due to the nature of the industry, we do not handle products that require recycling for safety or health reasons.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



## Case Study: Guangdong Outstanding Environmental Protection Demonstration Project — Technical Upgrade and Renovation Project for the Electroplating Wastewater Resource Recovery Centre at Guangdong Huizhou Park

The upgrading and retrofitting project of the Electroplating Wastewater Resource Recovery Centre at Guangdong Huizhou Park is dedicated to providing efficient wastewater treatment and reclaimed water supply services. By introducing advanced water treatment technologies, the effluent quality strictly meets the highest national and local discharge standards. The successful operation of the project has significantly improved the water resource recycling rate, substantially reduced chemical and energy consumption, achieved sludge reduction at the source, and effectively fulfilled the ecological responsibility of reducing pollution and carbon emissions.



## Case Study: Strict Quality Control of Water Testing

In terms of water quality assurance, the Group has established a full-process daily testing mechanism covering source water, outgoing water and network water. Relying on its professional subsidiary with CMA qualifications, the Group carries out routine monitoring, while actively engaging external authoritative institutions to conduct independent spot checks, forming a dual internal and external assurance system. This has comprehensively enhanced the professionalism and credibility of water quality testing, effectively safeguarding the water safety of enterprises within the parks.

## 5.2 Technological Innovation and Intellectual Property Protection

The Group remains committed to technological innovation as the core driving force for high-quality development, leveraging its strengths in water environment treatment technologies, with a strategic emphasis on the development of low-carbon technology such as carbon reduction in the treatment of highly complex wastewater, resource recycling, and the utilization of clean energy. In 2025, the Group launched multiple R&D projects, covering membrane concentration, ion exchange, advanced oxidation, and biochemical processes. We also actively engage in in-depth industry-academia-research collaborations with universities such as South China University of Technology, Changzhou University and Nanjing University.

While driving innovation, we strictly comply with the Patent Law of the People's Republic of China and relevant laws and regulations. We have established and improved systems for research confidentiality and intellectual property protection. While safeguarding our own innovative achievements in accordance with the law, we strictly respect the intellectual property rights of third parties, protecting the rights and interests of all parties by signing legally binding authorisation and confidentiality agreements. During the Year, we organised 8 intellectual property training sessions, achieving 100% training coverage for core R&D personnel. During the Reporting Period, there were no intellectual property violations or infringement incidents.



## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 5.3 Development of Information Technology Platform

Digital development and transformation help drive changes in production methods, lifestyles, and governance models. We will continue to advance the company's digital transformation to enhance operational efficiency and strengthen our core competitiveness. In 2025, we prioritized the development of digital carbon accounting systems and energy management systems to enhance our digital management capabilities for low-carbon operations.

During the Reporting Period, we introduced a smart water management platform system to enable real-time monitoring, anomaly alerts, and rapid response, thereby achieving automated and intelligent water supply security. The Guangdong Huizhou Park actively explored the implementation of smart operation systems at wastewater treatment plants and promoting technologies such as "precision aeration," with the Parks monitoring approximately 10 indicators in real time. The response time for anomaly alerts has been reduced to within 30 minutes, significantly enhancing water supply security capabilities.

While advancing digital applications, we have simultaneously strengthened information security and customer privacy protection. Through the implementation of a file management system and job responsibility system, all materials released externally are subject to a three-tier review. Confidential files are managed by designated personnel with strictly controlled access rights. Customer information that is no longer needed is regularly deleted to reduce data retention risks. Firewalls are deployed on computer systems and important documents are regularly backed up to ensure information security and confidentiality. In 2025, no information leakage or customer privacy breach incidents occurred.

### 5.4 Green Procurement Management

The Group has established core systems including the "Material Procurement Management System" and the "Supplier Management Procedure", putting in place a robust supplier management framework. Through rigorous background checks and on-site inspections, we strictly control market access, and utilise tools such as the "Supplier Survey and Evaluation Form" to conduct monthly and annual assessments, enforcing a strict mechanism of survival of the fittest. At the same time, we have established a backup supplier mechanism to effectively mitigate supply chain risks.

We firmly refuse to cooperate with suppliers involved in violations such as corruption or forced labour. In our cooperation contracts, we explicitly include clauses on work safety, environmental protection and anti-corruption, and give priority to suppliers certified with the ISO14001 Environmental Management System and ISO45001 Occupational Health Management System.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### Supplier Data Table (as of 31 December, 2025)

District	Unit	Quantity
East China	Number	573
Central China	Number	193
Southern China	Number	789
North China	Number	256
Southwest China	Number	161
Northwest China	Number	1
Other	Number	21
Total	Number	1,994

As of the end of the Reporting Period, the Group had a total of 1,994 suppliers, including suppliers in the chemical, construction, equipment, instruments and meters, and pipes categories, all of whom fully complied with the Group's supplier policies.

The Group prefers to establish cooperation with suppliers that demonstrate strong environmental performance, giving priority to the procurement of high-energy-efficiency equipment and low-pollution, low-energy-consumption electroplating chemicals, thereby reducing pollutant emissions at the source. Through green procurement, we are driving the transformation of the entire value chain towards sustainability, achieving both environmental and economic benefits.

### 5.5 Business Ethics and Anti-Corruption

The Group adheres to business ethics and strictly complies with laws and regulations such as the Anti-Money Laundering Law of the People's Republic of China. Based on the "Integrity Management System" and the "Complaint and Reporting System", we have built a solid integrity defence line and maintain a zero-tolerance policy towards corruption and bribery. We have established a two-tier reporting mechanism that allows direct access to the chief executive officer and the Board of Directors, supported by strict disciplinary accountability measures and robust whistleblower confidentiality protection. To deepen our integrity culture, the Group has developed a closed-loop anti-corruption training framework covering all levels and new hires. During the Year, a total of over 2,000 hours of integrity training were provided to all directors and 797 employees (with key positions receiving no less than 8 hours each). Through case studies and assessments, the training pass rate reached 100%.

During the Reporting Period, the Group had no lawsuits or cases involving corruption, bribery, extortion, fraud or money laundering.

## 6. CLIMATE ACTION AND ENVIRONMENTAL PROTECTION

### 6.1 Risk Management on Climate Change

Against the backdrop of global collaboration to strengthen climate governance, the Group places high priority on climate issues and is committed to enhancing its capabilities in identifying and managing climate risks. In accordance with the guidelines on climate-related disclosure set forth in the HKEX's Code on Environmental, Social and Governance Reporting, we are continuously refining our climate governance framework, integrating climate risk management into the Group's core governance system, establishing carbon reduction targets, conducting climate scenario analyses, assessing climate-related financial impacts, and promoting the deep integration of climate risk management with our day-to-day operations.

#### **Governance**

The Group has fully integrated climate-related matters into its operational and risk management practices according to ESG governance structure. Given that climate-related disclosure requirements will be implemented in phases starting in 2025, the Group is further refining the specific mechanisms of its climate governance, including clarifying the frequency of Board and management discussions, reporting content, and key performance indicators, while also assessing the feasibility of incorporating relevant performance metrics into its incentive schemes.

#### **Strategies**

We have already implemented a number of carbon reduction policies and mitigation plans, including optimizing energy use to reduce operational emissions, establishing emergency response plans to enhance operational resilience, and systematically monitoring policies and regulations to ensure compliance. Looking ahead, we will continue to advance our carbon reduction efforts and actively explore the feasibility of developing and implementing a systematic climate transition plan.

To comprehensively assess the impact of climate change on our business, we conducted an in-depth scenario analysis, referencing the HKEX Climate Disclosure Guidelines (《氣候信息披露指引》) and drawing upon scenario overviews published by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), as well as China's Fourth National Communication on Climate Change (《中國氣候變化第四次國家信息通報》). We analysed climate-related physical risks and climate transition risks at key time points based on two pathways: the Green Scenario and the Brown Scenario (SSP1-2.6 and SSP5-8.5).

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### Analysis on Climate Risks and Opportunities

Risk Types	Climate Scenario	Temperatures are expected to rise	Description on Risks	Time Horizon <sup>1</sup>	Risk Level	Potential Impact	Financial Impact*	Mitigation Measures
Physical Risks	SSP1-2.6 Humans are striving to achieve sustainable development, effectively control greenhouse gas emissions, and ultimately limit global warming to a relatively low level. This scenario assumes that carbon dioxide emissions will begin to decline by 2020 and reach zero by 2100.	More than 2℃	Risk of Acute Physical Changes (Cyclones, Typhoons, Heavy Rain and Flooding)	Short-term	High	Industrial parks may be affected by typhoons or urban flooding, resulting in damage to facilities, temporary closures of office locations, or sudden power outages; this could lead to health and safety incidents.	<ul style="list-style-type: none"> <li>Loss of business</li> <li>Cost of repairing or replacing facilities</li> <li>Loss of revenue due to Parks shutdown</li> <li>Increased costs resulting from emergency procurement of supplies</li> </ul>	<ul style="list-style-type: none"> <li>Develop an Emergency Response Plan for Production Safety Accidents (《生產安全事故應急救援預案》) and conduct flood and typhoon preparedness drills on a regular basis;</li> <li>Strictly adhere to government guidelines on extreme weather and improve the parks' drainage and power supply infrastructure;</li> <li>Establish an emergency supply warehouse for extreme weather to ensure an adequate supply of emergency materials.</li> </ul>
		More than 4℃	Risk of Acute Physical Changes (Cyclones, Typhoons, Heavy Rain and Flooding)	Short-term	Extremely High	Parks have experienced a significant increase in the frequency and intensity of typhoons and floods, resulting in severe damage to facilities, prolonged shutdowns, and production disruptions for enterprises within the Parks.	<ul style="list-style-type: none"> <li>Upgrade the standards for flood and wind protection facilities in the Parks to enhance their resilience;</li> <li>Establish a joint emergency response mechanism among enterprises in the Parks to facilitate the sharing of emergency resources;</li> <li>Purchase property insurance and business interruption insurance to mitigate climate risks;</li> <li>Optimize the layout of the Parks by locating core facilities in higher-elevation areas.</li> </ul>	
	SSP5-8.5 This is a "high greenhouse gas emissions" scenario in international climate change research, representing a future pathway characterized by rapid economic growth, a large population, and high energy consumption driven by fossil fuel development, leading to a significant increase in atmospheric carbon dioxide concentrations by 2100 and simulating the most severe impacts of global warming.	Less than 2℃	Risk of chronic physical changes (extreme heat)	Long-term	Medium	Rising temperatures may lead to increased energy consumption for cooling in the Parks and among tenant companies; high temperatures may also affect employee health and productivity.	<ul style="list-style-type: none"> <li>Reduce production efficiency leading to lower revenue</li> <li>Increase operating costs (electricity expenses);</li> <li>Increase spending on heatstroke prevention and cooling allowances.</li> </ul>	<ul style="list-style-type: none"> <li>Provide heat-related allowances and improve the work environment (by installing air conditioning and ventilation systems);</li> <li>Promote the use of green electricity (such as the consumption of green electricity at Tianjin Bingang Park) and solar power projects to balance energy costs; Adjust outdoor work schedules to avoid working during periods of high temperatures;</li> <li>Provide employees with health checkups for high-temperature conditions and establish health records for high-temperature work.</li> </ul>
		More than 4℃	Risk of chronic physical changes (extreme heat)	Long-term	High	Extreme heat become the norm, leading to a significant increase in energy consumption for cooling and a rise in equipment failure rates; employees face a higher risk of heatstroke, work efficiency has dropped significantly, and production at companies within the Parks will be constrained.	<ul style="list-style-type: none"> <li>Comprehensively upgrade the park's cooling and ventilation systems by adopting energy-efficient equipment;</li> <li>Expand the installed capacity of photovoltaic projects to increase the self-sufficiency rate of green electricity;</li> <li>Establish a health monitoring system for employees working in high-temperature environments and implement a tiered management system for such work;</li> <li>Encourage enterprises in the park to undertake green factory renovations to improve building insulation performance.</li> </ul>	

<sup>1</sup> Based on a comprehensive review of extensive external industry information and in light of the Group's actual business operations, we have defined the time horizons for climate-related risks and opportunities as follows: short-term (less than 5 years), medium-term (5–15 years), and long-term (15 years or more).

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Risk Types	Climate Scenario	Temperatures are expected to rise	Description on Risks	Time Horizon <sup>1</sup>	Risk Level	Potential Impact	Financial Impact <sup>*</sup>	Mitigation Measures
Transition Risks	Sustainable Development Scenario (NZE)	Less than 1.5°C	Policies and Regulations (Stricter Environmental Policies)	Medium term to long-term	Medium	Under the national "dual carbon" goals, the electroplating and surface treatment industry faces stricter emission controls and dual-control requirements for energy consumption; failure to adapt may result in compliance risks.	<ul style="list-style-type: none"> <li>Increased compliance costs (e.g., equipment upgrades, fines);</li> <li>Potential loss of profits due to production halts for rectification.</li> </ul>	<ul style="list-style-type: none"> <li>Closely monitor changes in environmental policies, with the technical team ensuring that wastewater and exhaust gas treatment facilities continue to meet regulatory standards;</li> <li>Participate in the development of industry standards (such as the Reclaimed Water Utilization in Electroplating Parks (《電鍍園區再生水利用》) standard) and plan for compliance upgrades in advance;</li> <li>Increase investment in research and development to develop low-emission, low-energy-consumption treatment technologies;</li> <li>Develop a dedicated plan for upgrading environmental protection equipment and implement the upgrades in phases.</li> </ul>
	Business-as-usual scenario (STEPS)	More than 2°C	Policies and Regulations (Stricter Environmental Policies)	Medium term to long-term	High	The government has introduced stricter policies on carbon reduction and pollutant emissions; industry-wide carbon quota and emissions trading mechanisms have been fully implemented; corporate compliance costs have risen significantly; and some outdated production capacity has been phased out.	<ul style="list-style-type: none"> <li>Loss of market share;</li> <li>Potential increase in financing costs.</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensively advance low-carbon upgrades in the industrial park and significantly increase the proportion of clean energy used;</li> <li>Establish a carbon asset management system and implement carbon quota accounting and trading;</li> <li>Encourage enterprises within the park to adopt clean production practices and phase out outdated production capacity;</li> <li>Strengthen communication with government departments and actively participate in the formulation of carbon emission reduction policies.</li> </ul>
			Goodwill Risk	Medium term to long-term	Low	Downstream customers and investors are increasingly inclined to choose partners with a track record of sustainability; poor ESG performance could result in a loss of competitive advantage.	<ul style="list-style-type: none"> <li>Loss of market share;</li> <li>Potential increase in financing costs.</li> </ul>	<ul style="list-style-type: none"> <li>Actively respond to the national "dual carbon" initiative by publicly disclosing greenhouse gas data;</li> <li>Build "green, low-carbon industrial parks" and obtain national-level certification as green factories/industrial parks;</li> <li>Establish a dedicated task force to improve ESG ratings and regularly benchmark against industry best practices;</li> <li>Incorporate ESG rating results into core investor relations communications and proactively disclose ESG performance and corresponding measures.</li> </ul>

\* The financial impacts shown in the table above are preliminary qualitative assessments. We are currently developing a quantitative assessment framework for climate-related financial impacts and expect to provide more comparable quantitative data in future reports.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group has identified the potential financial impacts of climate-related risks at the operational level and outlined in the “Analysis of Climate Risks and Opportunities Analysis,” primarily including operational disruptions, costs associated with restoration and resilience investments, energy price volatility, and compliance expenses.

Currently, the Group has initiated the development of a quantitative ledger and internal control processes for climate-related financial impacts, focusing on collecting foundational data such as the duration of work stoppages caused by extreme weather, emergency expenditures, changes in energy consumption, and carbon allowance trading. We plan to complete the establishment of the data collection system by 2026 and achieve comparable disclosure of quantified impacts by 2027, thereby providing more precise data support for climate risk management decisions.

### **Risk Management**

We place a high priority on the potential impacts of climate-related risks and opportunities. We have integrated climate change risks into the Group’s existing risk management system and managed them in an integrated manner alongside safety and compliance risks.

- **Identification and Assessment:** Referencing the Task Force on Climate-related Financial Disclosures (TCFD) framework and recommendations from external consultants, we conduct climate risk identification and assessment at least once a year, covering physical risks (including typhoons, floods, and extreme heat) and transition risks (such as policy and regulatory changes, technological shifts, and market reputation). Based on international climate scenarios (SSP1-2.6 and SSP5-8.5), we classify risks according to their severity and likelihood of occurrence.
- **Monitoring and Response:** The Board of Directors bears overall responsibility for overseeing environmental risk management. The Parks is responsible for implementing specific response measures (such as emergency plans for extreme weather and compliance audits for policy risks) and continuously monitoring policy changes and market trends.
- **Integration:** Climate risk is no longer a standalone issue but is integrated into the existing risk management system alongside occupational safety and compliance risks for continuous monitoring and response. In the future, we will further integrate climate assessments into the overall risk framework and continuously refine response measures through regular reviews and dynamic adjustments.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Metrics and Targets

We have consistently disclosed Scope 1 and Scope 2 greenhouse gas emissions in our annual ESG reports. We have now begun preliminary data collection efforts to identify Scope 3 categories that are material to the Group's operations, and are actively establishing methodologies and processes for calculation and regular data collection to facilitate future disclosures.

### Greenhouse Gas Emissions<sup>2,3</sup>

<b>Scope 1</b>	(tonne of CO <sub>2</sub> e)	50,083.1
Greenhouse Gas Offset From Newly Planted Trees (Scope 1)	(tonne of CO <sub>2</sub> e)	0.5
<b>Scope 2</b>	(tonne of CO <sub>2</sub> e)	29,108.3
<b>Total Greenhouse Gas Emissions (Scope 1 and Scope 2)</b>	(tonne of CO <sub>2</sub> e)	79,190.9
<b>Greenhouse gas emissions intensity per unit of revenue</b>	(tonne of CO <sub>2</sub> e)/million of Revenue	47.1

### Climate-Related Targets

To proactively address the challenges of climate change and advance the Group's sustainable development, we have established energy-saving and emissions-reduction targets applicable across the entire Group. We systematically plan and implement carbon reduction initiatives, striving to minimize the environmental impact of our operations and continue on the path toward low-carbon transformation. For more information on the initiatives we have taken to achieve our environmental goals, please refer to the section "Practicing Low-Carbon Living, Promoting Green Development" in this chapter.

At the same time, in accordance with the "comply or explain" mechanism under the HKEX's new climate regulations, the Group will make every effort to disclose climate-related metrics and targets (including cross-sectoral metrics applicable to all industries, internal carbon pricing, compensation, industry metrics, other climate-related targets, and their progress) based on available data and applicable methodologies. If the Group is unable to disclose specific indicators, targets, or their quantified progress due to data availability, methodological maturity, commercial sensitivity, or the application of implementation exemptions, it will provide a carefully considered explanation and outline the work plan, current progress, and anticipated timeline established to achieve the required disclosures, with the aim of progressively improving relevant data governance, measurement standards, and disclosure quality.

<sup>2</sup> The methodology for calculating greenhouse gas emissions is based on the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (《溫室氣體核算體系企業核算與報告標準》) published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), as well as the Sixth Assessment Report (《第六次評估報告》) published by the Intergovernmental Panel on Climate Change (IPCC); For Scope 2 calculations, grid emission factors are based on the national average grid factor specified in the Announcement on the Release of 2022 Electricity Carbon Dioxide Emission Factors (《關於發佈2022年電力二氧化碳排放因子的公告》) issued by the Ministry of Ecology and Environment, the grid emission factors of each country where operations are conducted, and the national grid greenhouse gas emission factors from the Carbon Footprint database.

<sup>3</sup> We use the operational control method to define the accounting boundary for greenhouse gas emissions and apply a territorial-based approach for calculations.

## 6.2 Wastewater and Air Emissions Management

For major water pollutants such as Chemical Oxygen Demand (“COD”), ammonia nitrogen and total nitrogen, the Group has adopted a dual water quality monitoring system combining real-time online monitoring and regular sampling, enabling dynamic adjustment of treatment processes. During the Reporting Period, we implemented initiatives to reduce costs and enhance efficiency in wastewater treatment. Among these, the Central China Park successfully completed the upgrade of its water quality standards, with discharged effluent meeting the requirements for river outfalls. The treated wastewater is prioritised for internal resource recycling, with the remainder discharged in compliance with standards. We regularly disclose water quality and environmental management reports through our official website and public platforms, voluntarily subjecting ourselves to public supervision.



During the year, our operations — including wastewater treatment and daily office activities — consumed a total of 714,931.3 metric tons of water, with a water consumption intensity of 425.5 metric tons per million in revenue.

The primary air pollutants generated during our operations include particulate matter, nitrogen oxides, volatile organic compounds, acidic mist emissions (hydrogen chloride, sulfuric acid mist), hydrogen cyanide, and fluorides, as well as malodorous gases (such as hydrogen sulfide and ammonia) generated from wastewater and sludge treatment. To address these pollutants, we comprehensively employ physical and chemical treatment processes, including activated carbon adsorption and baghouse filtration, to ensure that air emissions comply with regulatory standards.

## 6.3 Waste Management

The Group adheres to laws and regulations such as the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), the National Hazardous Waste Inventory (《國家危險廢物名錄》) (2025 edition), Ministry of Ecology and Environment’s the Standard for Pollution Control on Hazardous Waste Storage (《危險廢物貯存污染控制標準》) (GB18597-2023), and the Regulations of Tianjin Municipality on Municipal Solid Waste Management (《天津市生活垃圾管理條例》), reducing waste generation at the source, and ensuring that waste is managed in accordance with regulations. During the Reporting Period, we actively promoted the resource recovery of sludge, solid waste, and municipal solid waste across our industrial parks. We intensified research efforts on the reduction and resource recovery of electroplating sludge, completed the construction of a comprehensive traceability system for hazardous waste management, and established a resource recovery system for electroplating sludge to improve heavy metal recovery rates.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

In electroplating wastewater treatment, heavy metal sludge and other hazardous waste collected is disposed of safely by appropriately qualified third-party organisations. We ensure that hazardous waste generated by our customers is transferred quickly and that it is not mixed with other solid waste. During the Year, our total hazardous waste production reached 48,113.5 metric tonnes, with a generation intensity of 28.6 metric tonnes per million of revenue, and all hazardous waste was recycled through legal channels. The total production of non-hazardous waste was 1,374.6 metric tonnes, with a generation intensity of 0.8 metric tonnes per million of revenue. All non-hazardous waste has been properly disposed of or recycled through legal channels. There were no incidents of improper waste disposal throughout the year.

### 6.4 Promoting Low-Carbon Practices and Green Development

In 2022, the Group issued the Action Plan for Promoting the Dual Carbon Goals (2022–2025) (《雙碳推廣行動方案(2022-2025年)》). Driven by the twin engines of “technological innovation” and “management optimisation”, we are comprehensively empowering the development of a green, low-carbon circular economy industrial park. In response to the temporary rise in environmental intensity data during the Year caused by increased production capacity of enterprises within the parks, we will dynamically optimise environmental targets based on actual operational data once these enterprises officially commence production, achieving a win-win situation for environmental performance and economic benefits. The core initiatives of this Year’s low-carbon actions are as follows:

- **Low-carbon energy transition:** Adhering to an integrated approach combining centralised and distributed models, we have innovated the “PV+” model. Solar photovoltaic power generation projects have now been fully deployed across the parks, and we continue to explore the application of wind power, hydropower and energy storage.
- **Energy and water efficiency enhancement:** In water resource utilisation, we rely on smart water management and network leakage detection technologies to reduce water loss, while expanding wastewater reuse pathways to increase reclaimed water output. In energy management, we implement refined zone-based control to effectively reduce power grid line losses and steam heat losses, and improve boiler thermal efficiency.
- **Pollution and carbon reduction synergy:** In source control, we adopt low-pollution, environmentally friendly chemical alternatives combined with real-time dynamic monitoring to reduce COD and ammonia nitrogen discharge loads. In engineering construction and technological retrofitting, we have advanced the second-phase construction of the wastewater treatment plant at the East China Park, and implemented key retrofitting projects such as chromium-containing wastewater resource recovery and precious metal recovery, continuously improving pollution control and resource utilisation levels.
- **Green and low-carbon construction:** We have fully promoted Building Information Modeling (BIM) technology to optimise engineering design and quantity calculation, avoiding rework and waste.
- **Low-carbon technological innovation:** During the Year, the upgrading and retrofitting project of the Electroplating Wastewater Resource Recovery Centre at Guangdong Huizhou Park was recognised as an Outstanding Demonstration Project for Environmental Protection in Guangdong Province. We have also continued to promote the internal implementation and transformation of research achievements such as the greenhouse gas management system.



### **Case Study: Proactively addressing new pollutants and systematically establishing a comprehensive environmental risk management system**

In active response to the national Action Plan for the Control of New Pollutants (《新污染物治理行动方案》), the Group has elevated the management of new pollutants to a strategic level and is systematically advancing environmental risk prevention and control:

- **Comprehensive Screening and Source Interception:** We investigate the current usage of emerging pollutants such as perfluorooctane sulfonyl compounds (PFOS), accurately tracing the sources of substances detected in water bodies. At the same time, we integrate prevention and control requirements into the environmental impact assessment access process, restricting the introduction of high-risk substances at the source.
- **Full-process Control and Industry Empowerment:** We fully integrate emerging pollutant prevention and control into our existing water pollution control mechanisms. Through access control and technical guidance, we promote source emission reduction among key enterprises such as those in the electroplating industry, driving the transformation of the industrial chain towards a safer and more sustainable direction.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The year 2025 marks the 20th anniversary of the introduction of the concept that “lucid waters and lush mountains are invaluable assets.” To put this concept into practice, parks carefully planned and organized a series of themed activities for the 2025 “National Ecology Day” between August and September 2025.



**Central China Park**



**Tianjin Bingang Park**



**Qingshen Park**



## 7. EMPLOYEE DEVELOPMENT AND HEALTH & SAFETY

### 7.1 Employee Development

#### 7.1.1 Employee Development and Risk Management

Employee development is a core element of corporate sustainability, and its impact and potential risks span multiple areas, including legal compliance, and human resource stability. To this end, the Group must address these challenges through effective management initiatives to enhance compliance, reputation, and talent competitiveness. Furthermore, given the Group's multi-regional operational footprint across the country, we face increasingly complex legal and compliance risks, risks related to labour standards in the supply chain, as well as risks concerning workplace safety and human rights. We identify and assess employee training and development needs, benefits, work-life balance, and overall satisfaction through various channels, including surveys, employee interviews, and statistical analysis of quantitative performance data. During the Reporting Period, we conducted four employee satisfaction surveys, covering 85% of employees, with an overall satisfaction score of 92 out of 100. Concurrently, the Group conducted regular reviews of internal communication efficiency and employment compliance to ensure that employee rights are effectively safeguarded. During the Reporting Period, the Group did not experience any major disputes or litigation arising from employee rights issues.

#### 7.1.2 Employee Development Strategy

##### ***Compliant Recruitment***

We adhere to the principles of openness, fairness, and impartiality, and are committed to improving the efficiency and quality of our recruitment efforts to ensure the effective implementation of our talent strategy. To this end, we have established policies such as the Recruitment Management System (《招聘管理制度》) and the Standard Procedures for Recruitment and Onboarding (《招募與入職管理標準流程》), which clearly define recruitment processes and principles to ensure transparency and fairness throughout the recruitment process. During the Reporting Period, the Group did not violate any laws or regulations regarding compensation and termination, recruitment and promotion, working hours, equal opportunity, diversity, anti-discrimination, or the prevention of child labour or forced labour. No cases of child labour or forced labour were identified, and the rate of signed employment contracts among employees was 100%.

### Kimou's Employment Commitment

**Fairness and Transparency:** To ensure equal employment opportunities and career development for all, we consistently adhere to the principles of fairness, equity, and openness in talent selection and hiring. During the talent evaluation process, we comprehensively consider an individual's educational background, professional skills, and work experience to ensure transparency and fairness in the selection process.

**Anti-Child Labor:** We prohibit the hiring of minors under the age of sixteen. We ensure compliance with the legally mandated minimum working age by requiring applicants to complete the New Employee Application Form (《新員工應聘表》) and provide their ID number and other relevant documentation during the recruitment process. No instances of non-compliant employment were identified during the Reporting Period.

**Anti-Forced Labour:** We strictly adhere to relevant national and local laws, and regulations, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Civil Code of the People's Republic of China (《中華人民共和國民法典》), and the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》). We prohibit forced labour and require that no illegal means be used to compel employees to work. We have established a labour union and encourage employees to promptly report any violations to their supervisors or the Human Resources department for investigation and resolution.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### **Employee Structure**

As at the Reporting Period, the Group had 1,079 employees, with the following headcount distribution:

<b>Employment</b>	<b>Number of Employees</b>	<b>2025</b>
Total number of employees	Person	<b>1,079</b>
<b>Total number of employees by gender</b>		
Female	Person	<b>333</b>
Male	Person	<b>746</b>
<b>Total number of employees by employment type</b>		
Full-time junior employee	Person	<b>878</b>
Full-time middle management	Person	<b>159</b>
Full-time senior management	Person	<b>42</b>
<b>Total number of employees by age</b>		
Below 30 years old	Person	<b>314</b>
30-50 years old	Person	<b>691</b>
Above 50 years old	Person	<b>74</b>
<b>Total number of employees by geographical region</b>		
North China	Person	<b>213</b>
Northeast China	Person	<b>0</b>
East China	Person	<b>227</b>
Central China	Person	<b>116</b>
Northwest China	Person	<b>0</b>
Southern China	Person	<b>516</b>
Other regions (including Hong Kong, Macau, Taiwan)	Person	<b>7</b>

## 7.2 Employee Benefits and Welfare

### 7.2.1 Compensation Management

The Group has established a compensation management system and issued specific policies such as the Salary Management System (《薪資管理制度》), Performance Evaluation Management System (《績效考核管理制度》), and Employee Probation/Promotion Evaluation Management System (《員工試用／晉升考核管理制度》). Through a regular performance evaluation and compensation adjustment mechanism, the Group maintains relative internal fairness and external competitiveness, continuously attracting high-calibre talent to meet the Group's needs.

### 7.2.2 Benefits and Compensation

The Group strictly adheres to laws and regulations such as the Labor Law of the People's Republic of China (《中華人民共和國勞動法》), the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》), and the Regulations on Paid Annual Leave for Employees (《職工帶薪年休假條例》). We have formulated the Employee Benefits System (《員工福利制度》) to ensure that all employees are fully covered for pension, unemployment, work-related injury, medical, and maternity insurance, as well as housing provident fund contributions, in accordance with the law. Additionally, we have introduced a series of benefit subsidies, such as education allowances, perfect attendance bonuses, seniority bonuses, outstanding employee awards, performance bonuses, and heat allowance, to recognize and reward employees' hard work.

#### ***Employee Benefits Overview***

Comfortable Work Environment	We provide employees with a bright, clean, and comfortable work environment, as well as sports facilities and venues. We prioritize employees' physical and mental well-being and foster a work atmosphere that balances work and leisure.
Meals	The employee cafeteria serves three clean, hygienic, and nutritious meals daily, featuring a balanced mix of meat and vegetarian options.
Birthday Celebrations	We send birthday wishes and gifts to employees every quarter, demonstrating the company's care and enhancing a sense of belonging.
Holiday Gifts	On major holidays, we distribute special gifts to employees.
Wedding and Bereavement Support	When employees experience significant life events such as weddings or the passing of a family member, we provide immediate support and condolences from the organization.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



### 7.2.3 Employee Health Examinations

To ensure the physical well-being of employees, we conduct annual health examinations for all employees. In 2025, we achieved a 100% participation rate in the annual health examinations.

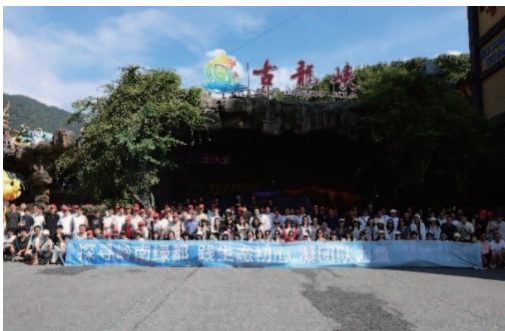


#### Case Study: Law on the Prevention and Control of Occupational Diseases (《職業病防治法》) Awareness Week

The 23rd National “Law on the Prevention and Control of Occupational Diseases” Awareness Week was held from 25 April to 1 May, 2025, with the theme “Focus on Workers’ Mental Health.” To thoroughly publicize and implement the “Law on the Prevention and Control of Occupational Diseases,” the Jinghai District Health Commission of Tianjin Municipality and the Tianjin Bingang Park jointly organized an awareness week event on 28 April, with over 150 representatives from the park and participating companies in attendance. Through policy briefings and case studies, the event encouraged enterprises to proactively prevent occupational diseases, urged departments to remain vigilant against occupational hazards, improve the work environment, and enhance occupational health awareness among all employees.

## 7.2.4 Employee Activities

In 2025, the Group continued to strengthen employee care by organising a diverse range of activities, including birthday parties, basketball tournaments, badminton competitions, staff trips, themed team-building events and health clinics. These initiatives effectively alleviated employee stress and enhanced team camaraderie. At the same time, the parks hosted a series of activities such as festive celebrations, environmental protection charity events, cultural and sports activities, and healthy lifestyle programmes (including International Women’s Day, Tree Planting Day, fun sports days, choir competitions, walking events and autumn sports meets), enriching employees’ after-work lives, strengthening team cohesion, and fostering a harmonious, energetic and green corporate atmosphere.



**Employee Outing**



**Team-Building Event**

## 7.3 Employee Training and Development

The Group continues to enhance its talent development framework, leveraging both internal resources and external professional organizations to provide training courses for employees at all levels on topics such as legal knowledge, safety management, and policy implementation. To achieve this, we continue to provide a wide range of training and development opportunities, to ensure that they can adapt to changing working conditions and requirements. We have deliberately developed “Training Management System” (《培训管理制度》) to arrange various training methods, including regular, on-the-job, temporary, internal and external training, ensuring employees understand the latest industry-related laws and regulations as well as emerging environmental protection technologies, and improve their professional skills and knowledge level and promote their career development. During the Reporting Period, male employees of the Group received an average of 22.1 hours of training, while female employees received an average of 20.5 hours.

The Group places great emphasis on talent acquisition to strengthen talent pipeline development. We provide multi-level skills training to enhance employees’ professional competence and competitiveness; we ensure clear promotion pathways and establish robust career development plans to stimulate employees’ initiative and creativity, thereby jointly safeguarding the value of our talent.

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 7.4 Production Safety and Occupational Health

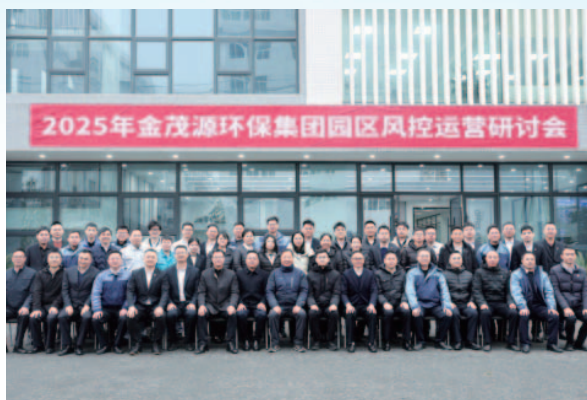
The Group actively fulfills its safety responsibilities, strengthens hazard identification, enhances emergency management, and improves safety management standards; it promotes a safety culture, raises employees' safety awareness, and safeguards their well-being. We ensure that every employee is equipped with the necessary knowledge of safe production through the "Safety Education and Training System". We have clearly defined production safety responsibilities. The Safety Management Department is responsible for the management of safety training, while the Comprehensive Services Department is responsible for providing company-level safety training for new employees. Our safety education program covers all employee groups from management personnel to those working in special jobs, new employees and others.

In 2025, the Group did not experience any major production safety incidents, nor were there any lawsuits related to production safety or occupational health. The number of workdays lost due to work-related injuries was 163.5 days, and the overall production safety situation remained stable and under control.

### Safety and Occupational Health Objectives

Target Category	Specific Objective	Achievement Status in 2025
Accident Control	Eliminate all major and above-level accidents; strive to achieve zero accidents	Achieved; no major or above-level accidents occurred throughout the year
Natural Disaster Prevention	Prevent any production safety liability accidents caused by inadequate natural disaster prevention measures	Achieved; no such accidents occurred
Testing for Occupational Hazard Factors	100% Testing Rate for Occupational Hazard Factors	Achieved: 100% testing coverage; no locations exceeding standards

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



### Case Study: 2025 Kimou Environmental Group Parks Risk Control and Operations Seminar

On 12–13 December, the 2025 Kimou Environmental Group Parks Risk Control and Operations Seminar, themed “Strengthening Risk Prevention and Control, Building Smart Operations,” was successfully held at the Central China Park. More than 50 participants attended, including general managers from the Parks, professionals in safety, environmental protection, and mechanical and electrical fields, as well as relevant personnel from the Group headquarters.

During the safety session, participants systematically introduced the development path of the risk prevention and control system and its practical applications in information technology. They shared operational experiences regarding emergency fire response coordination mechanisms and showcased new technological achievements in the field of risk control. Additionally, all parties engaged in in-depth discussions on key aspects such as risk identification, process control, and emergency response.

The environmental protection session focused on wastewater safety management, with discussions centered on control strategies for wastewater treatment in the new materials industry, source-level risk prevention measures, and practical experiences in the coordinated control of reclaimed water across both “quality” and “quantity” dimensions, as well as the safe adaptation of treatment processes for highly concentrated wastewater.

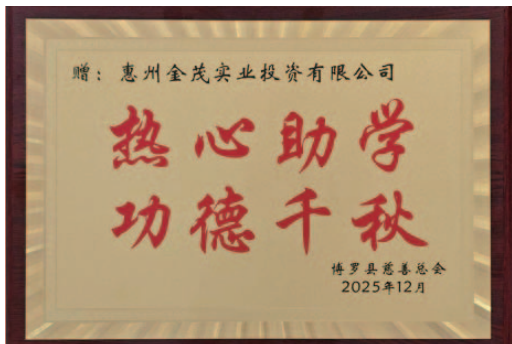
Indicators	Unit	2025	2024	2023
Number of deaths resulting from workplace accidents	Person	0	0	0
Work-related fatality rate	%	0	0	0
Number of workdays lost due to work-related injuries	Days	163.5	237	207.5

## 8. JOINT COMMUNITY DEVELOPMENT

The Group believes that the growth of the Company is closely related to the prosperity of the community, so we actively participate in sustainable development activities in the community. Therefore, we have consistently taken a proactive approach to community sustainability initiatives. Through diverse community engagement programs, we are committed to injecting positive energy into our communities and tangibly improving the quality of life and well-being of every community member.

As dedicated practitioners in the environmental protection sector, we recognize that enhancing public environmental literacy is the foundation for advancing ecological conservation. To this end, we have fully implemented green operational standards across our organization, incorporating environmental measures from production processes to office practices; At the same time, through a series of environmental education courses and themed awareness campaigns, we help community residents develop a scientific understanding of environmental protection. During the Reporting Period, the Parks collectively organized 23 environmental awareness events, reaching over 5,000 community residents and effectively raising public environmental awareness. We continue to allocate dedicated funds and technical resources to precisely support the implementation of community environmental projects, from promoting waste sorting to optimizing community greening, comprehensively helping to bring a green lifestyle into every household. In 2025, the Group's total charitable donations reached RMB60,000.

During the Reporting Period, we actively participated in community investment and development initiatives, focusing on a "needs-oriented" approach to provide comprehensive support: in addition to regular charitable funding, we encouraged employees to serve as volunteers on the front lines of the community, leveraging their professional expertise to share knowledge and provide skills-based assistance, ensuring that every contribution precisely addresses the community's actual needs. Our community philanthropy efforts now span multiple key areas, including educational support, environmental protection, public health, and community infrastructure upgrades.



### Case Study: Supporting Education

Guangdong Huizhou Park actively responded to the "Education for the People" initiative and fulfilled its corporate responsibility to "support education and promote learning." The company made a targeted donation of RMB20,000 to Longxi Central Primary School to fund the construction of supporting facilities for the school's basketball court. This initiative aims to enhance the school's physical education programs and encourage students to build strong bodies and achieve well-rounded development through sports.

We firmly believe that only by staying in step with the community and continuously deepening our engagement can we make a substantial contribution to building a more harmonious, resilient, and sustainable society. In the future, we will continue to put our commitments into action, ensuring that the value of our corporate growth is more deeply integrated into social development.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### APPENDIX I: SUSTAINABILITY DATA INFORMATION SUMMARY

The following is a summary of data on sustainable development in the environmental context for the Year and 2025:

Environmental Aspect	Unit	2025
<b>Emission<sup>4</sup></b>		
Nitrogen Oxide	kg	680.5
Sulfur Oxide	kg	1.2
Suspended Particulates	kg	61.7
<b>Greenhouse Gas Emissions</b>		
Direct Greenhouse Gas Emissions (Scope 1)	tonne of CO <sub>2</sub> e	50,083.1
Greenhouse Gas Offsets from Newly Planted Trees (Scope 1)	tonne of CO <sub>2</sub> e	0.5
Indirect Greenhouse Gas Emissions (Scope 2)	tonne of CO <sub>2</sub> e	29,108.3
Total Greenhouse Gas Emissions (Scope 1 and Scope 2)	tonne of CO <sub>2</sub> e	79,190.9
Greenhouse Gas Emissions Intensity (per million of revenue) (Scope 1 and Scope 2)	tonne of CO <sub>2</sub> e/million of revenue	47.1
<b>Energy Consumption</b>		
<b>Direct Energy Consumption</b>		
Natural Gas	kWh	246,795,375.6
Gasoline	kWh	563,150.5
Diesel	kWh	292,307.1
<b>Indirect Energy Consumption</b>		
Purchased Electricity Consumption <sup>5</sup>	kWh	54,859,148.2
Purchased Electricity Consumption Intensity (per million of revenue)	kWh/million of revenue	32,652.7
<b>Water Consumption</b>		
Total Water Consumption	metric tons	714,931.3
Water Consumption Intensity (per million of revenue)	metric tons/million of revenue	425.5
<b>Paper Consumption</b>		
Paper Consumption	kg	4,838.5
Paper Consumption per Capita	kg/staff	4.5

<sup>4</sup> The above emissions include vehicle emissions. Vehicle emissions were calculated in accordance EMFAC-HK Vehicle Emission Calculation [http://www.epd.gov.hk/epd/english/environmentinhk/air/guide\\_ref/emfac-hk.html](http://www.epd.gov.hk/epd/english/environmentinhk/air/guide_ref/emfac-hk.html) (English version only) by Hong Kong Environmental Protection Department and MOBILE6.1 Particulate Emission Factor (<http://www3.epa.gov/otaq/m6.htm>) (English version only) by United States Environmental Protection Agency (not precluding changes or updated versions).

<sup>5</sup> The increase in electricity consumption this year is primarily attributable to the growing number of companies operating within the Parks. As a result, the volume of industrial wastewater discharged into the Parks' centralized treatment facilities has risen, and demand for supporting utilities such as steam has also increased, leading to longer operating hours and higher loads on the Group's relevant facilities.

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Environmental Aspect	Unit	2025
<b>Waste</b>		
Amount of Non-hazardous Waste Produced	tonne	1,374.6
Non-hazardous Waste Produced Intensity (per million of revenue)	tonne/million of revenue	0.8
Amount of Hazardous Waste Produced	tonne	48,113.5
Hazardous Waste Produced Intensity (per million of revenue)	tonne/million of revenue	28.6
Amount of Recycled Hazardous Waste	tonne	31,096.4

### Wastewater Discharge\*

Actual wastewater discharge indicators	Unit	2025 average emission concentration				
		Tianjin Bingang Park	Guangdong Huizhou Park	Central China Park	East China Park	Qingshen Park
Ammonia	mg/L	3.89	0.03	1.98	0.30	0.36
Total nitrogen	mg/L	22.71	9.04	9.00	5.27	4.45
pH	-	7.96	7.72	7.20	7.11	7.28
Total suspended solids (TSS)	mg/L	18.50	5.42	6.00	5.00	0.56
Chemical oxygen demand (COD)	mg/L	49.53	20.00	40.00	7.16	5.41

\* The following emission standards are as follow:

1. Surface Water Environmental Quality Standard (《地表水環境質量標準》) (GB 3838-2002)
2. Comprehensive Wastewater Discharge Standard (《污水綜合排放標準》) (DB12/356-2018)
3. Guangdong Province Electroplating Water Pollutant Discharge Standard (《廣東省電鍍水污染物排放標準》) (DB44/1597-2015)
4. Emission Standards for Pollutants from Electroplating (《電鍍污染物排放標準》) GB21900-2008
5. Comprehensive Emission Standards for Wastewater (《污水綜合排放標準》) DB12/356-2018
6. Emission Standards for Pollutants from Urban Sewage Treatment Plants (《城鎮污水處理廠污染物排放標準》) (GB18918-2002)

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The following is a summary of data on sustainable development of the Group in the social area for the Year and 2025:

Social Aspects	Unit	2025
<b>Employment Management</b>		
Total employees	person	1,079
<b>Total Employees by Gender</b>		
Female	person	333
Male	person	746
<b>Total Employees by Employment Type</b>		
Full-time junior employees	person	878
Full-time middle management	person	159
Full-time senior management	person	42
<b>Total Employees by Age</b>		
Age below 30	person	314
Aged 30-50	person	691
Aged above 50	person	74
<b>Total Employees by Geographical Region</b>		
Northern China	person	213
Northeast China	person	0
Eastern China	person	227
Central China	person	116
Northwest China	person	0
Southern China	person	516
Other Region (including Hong Kong, Macau and Taiwan)	person	7
<b>Employees Turnover Rate<sup>6</sup></b>		
Total staff turnover rate	%	13.3
<b>Employees Turnover Rate by Gender</b>		
Female	%	10.2
Male	%	14.5
<b>Employees Turnover Rate by Age</b>		
Age below 30	%	18.0
Aged 30-50	%	11.5
Aged above 50	%	7.5

<sup>6</sup> Turnover ratio by category =  $L(x) / (L(x) + E(x)) \times 100$ ,  $L(x)$  = number of employees turnover in that category,  $E(x)$  = total number of employees in that category

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Social Aspects	Unit	2025
<b>Employees Turnover Rate by Geographical Region</b>		
Northern China	%	13.1
Northeast China	%	/
Eastern China	%	8.8
Central China	%	14.1
Northwest China	%	/
Southern China	%	15.1
Other Region (including Hong Kong, Macau and Taiwan)	%	0.0
<b>Employee Training<sup>7</sup></b>		
<b>Employee Training Performance by Gender</b>		
Percentage of female trained	%	30.4
Percentage of male trained	%	69.6
Average number of hours of training for female	hour	20.5
Average number of hours of training for male	hour	22.2
<b>Employee Training Performance by Employment Category</b>		
Percentage of full-time junior employees trained	%	77.7
Percentage of full-time middle employees trained	%	17.1
Percentage of full-time senior employees trained	%	5.2
Average full-time junior employees training hours	hour	22.7
Average full-time middle employees training hours	hour	24.3
Average full-time senior employees training hours	hour	12.0
<b>Occupational Health and Safety</b>		
Work-related fatalities in 2025	person	0
Rate of work-related fatalities in 2025	%	0
Work-related fatalities in 2024	person	0
Rate of work-related fatalities in 2024	%	0
Work-related fatalities in 2023	person	0
Rate of work-related fatalities in 2023	%	0
Number of working days lost due to work-related injuries	day	163.5

<sup>7</sup> This Year, we calculated the percentage of employees trained in accordance with Appendix III "Reporting Guidance on Social KPIs" of "How to Prepare an ESG Report" by the Stock Exchange.

This Year calculation method:

Employees by relevant category =  $T(x)/T \times 100$ ,  $T(x) = \text{Class} \times \text{Number of employees trained}$ ,  $T = \text{Employees trained}$

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### APPENDIX II: HONG KONG STOCK EXCHANGE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

KPI		Corresponding Chapters
<b>A. Environmental Aspects</b>		
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emission and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
	A1.1	Types of emissions and respective emission data.
	A1.2	GHG emissions and densities from direct (Scope 1) and indirect (Scope 2) sources.
	A1.3	Total hazardous waste produced and intensity.
	A1.4	Total non-hazardous waste produced and intensity.
	A1.5	Description of measures to mitigate emissions and the actions taken to manage them.
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and the actions taken to manage them.
		6. Climate Action and Environment Protection 6.2 Wastewater and Air Emissions Management 6.3 Waste Management 6.4 Promoting Low-Carbon Practices and Green Development Appendix I: Sustainability Data Information Summary Appendix I: Sustainability Data Information Summary 6.3 Waste Management Appendix I: Sustainability Data Information Summary 6.3 Waste Management Appendix I: Sustainability Data Information Summary 6. Climate Action and Environment Protection 6. Climate Action and Environment Protection

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI			Corresponding Chapters
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources (including energy, water and other raw materials).	6.2 Wastewater and Air Emissions Management 6.4 Promoting Low-Carbon Practices and Green Development
	A2.1	Direct and/or indirect energy consumption (e.g. electricity, gas or oil) by type in total and intensity.	Appendix I: Sustainability Data Information Summary
	A2.2	Water consumption in total and intensity.	6.2 Wastewater and Air Emissions Management Appendix I: Sustainability Data Information Summary
	A2.3	Describe the energy efficiency initiatives and the actions taken to manage them.	6. Climate Action and Environment Protection
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and the actions taken to manage them.	6. Climate Action and Environment Protection
	A2.5	Total packaging material used for finished products and per unit produced.	The business of our Group does not involve packaging material
A3: Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	6. Climate Action and Environment Protection
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6. Climate Action and Environment Protection

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI		Corresponding Chapters	
<b>B. Social Aspects</b>			
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	7. Employee Development and Health & Safety 7.1 Employee Development 7.2 Employee Benefits and Welfare
	B1.1	Total workforce by gender, employment type, age group and geographical region.	7.1 Employee Development Appendix I: Sustainability Data Information Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: Sustainability Data Information Summary
B2: Health and safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to providing a safe working environment and protecting employees from occupational hazards.	7.4 Production Safety and Occupational Health
	B2.1	The number and rate of work-related fatalities in the past three years (including the reporting year).	7.4 Production Safety and Occupational Health Appendix I: Sustainability Data Information Summary
	B2.2	Lost days due to work injury.	7.4 Production Safety and Occupational Health
	B2.3	Description occupational health and safety measures adopted, how they are implemented and monitored.	7.4 Production Safety and Occupational Health
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Appendix I: Sustainability Data Information Summary
	B3.1	The percentage of employees trained by gender and employee category (e.g. Senior management, middle management, etc.).	Appendix I: Sustainability Data Information Summary
	B3.2	The average training hours completed per employee by gender and employee category.	Appendix I: Sustainability Data Information Summary
B4: Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	7.1 Employee Development
	B4.1	Description of measures to review employment.	7.1 Employee Development
	B4.2	Description of steps taken to eliminate such practices when discovered.	7.1 Employee Development

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI		Corresponding Chapters	
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.4 Green Procurement Management
	B5.1	Number of suppliers by geographical region.	5.4 Green Procurement Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	5.4 Green Procurement Management
	B5.3	Description of practices used to identify environmental and social risks at each stage of the supply chain, how they are implemented and monitored.	5.4 Green Procurement Management
	B5.4	Describes the practices which promote the use of environmentally preferable products and services when selecting suppliers, how they are implemented and monitored.	5.4 Green Procurement Management
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	5.1 High-Quality services 5.3 Development of Information Technology Platform
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group is not involved in the sale of products
	B6.2	Number of products and service-related complaints received and how they are dealt with.	5.1 High-Quality services
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5.2 Technological Innovation and Intellectual Property Protection
	B6.4	Description of quality assurance process and recall procedures.	5.1 High-Quality services
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5.3 Development of Information Technology Platform

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI		Corresponding Chapters	
B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5.5 Business Ethics and Anti-Corruption
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	5.5 Business Ethics and Anti-Corruption
	B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	5.5 Business Ethics and Anti-Corruption
	B7.3	Description of the anti-corruption training provided to directors and employees.	5.5 Business Ethics and Anti-Corruption
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	8 Joint Community Development
	B8.1	Focus areas of contribution (e.g. education, environmental issues, labour needs, health, culture, sport).	8 Joint Community Development
	B8.2	Resources contributed to the focus area.	8 Joint Community Development

# 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI		Corresponding Chapters
<b>Part D: Climate-related Disclosures</b>		
(I) Governance	<p><b>19.</b> An issuer shall disclose information about:</p> <p>(a) the governance body (which may include the board of directors, a committee, or another equivalent governance body) or individual(s) responsible for overseeing climate-related risks and opportunities.</p> <p>(b) The role of management in the governance processes, monitoring measures, and procedures used to monitor, manage, and oversee climate-related risks and opportunities.</p>	6.1 Risk Management on Climate Change
(II) Strategy	<p><b>20. Climate-related risks and opportunities</b> An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term.</p> <p><b>21. Business model and value chain</b> An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain.</p> <p><b>22. Strategy and decision-making</b> An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation.</p> <p><b>23.</b> An issuer shall disclose information about the progress of plans disclosed in previous Reporting Periods in accordance with paragraph 22(a).</p>	<p>6.1 Risk Management on Climate Change — Reasonable Information Relief</p> <p>6.1 Risk Management on Climate Change — Determining the Scope of the Value Chain: We have applied a reasonable data exemption because, as of the reporting date, we were unable to obtain all reasonable and substantiated data necessary to determine the scope of our value chain without incurring unnecessary costs or exerting undue effort.</p> <p>6.1 Risk Management on Climate Change</p> <p>6.1 Risk Management on Climate Change</p>

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI		Corresponding Chapters
	<p><b>24. Financial position, financial performance and cash flows</b></p> <p><b>Current financial effect</b></p> <p>An issuer shall disclose qualitative and quantitative information about:</p> <ul style="list-style-type: none"> <li>(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the Reporting Period; and</li> <li>(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual Reporting Period to the carrying amounts of assets and liabilities reported in the related financial statements.</li> </ul> <p><b>25. Anticipated financial effect</b></p> <p>The issuer shall provide qualitative and quantitative disclosures about:</p> <ul style="list-style-type: none"> <li>(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration.</li> </ul> <p>How the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</p> <p><b>26. Climate resilience</b></p> <p>An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range.</p>	<p>6.1 Risk Management on Climate Change — Financial Impact Relief — We will further assess the financial implications of climate-related risks and opportunities in the future.</p> <p>6.1 Risk Management on Climate Change — Reasonable Information Relief — We have not yet disclosed any climate scenario analyses, but we will explore the feasibility of doing so in the future.</p> <p>6.1 Risk Management on Climate Change</p>
(III) Risk Management	<p><b>27.</b> An issuer shall disclose information about:</p> <ul style="list-style-type: none"> <li>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks.</li> <li>(b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and</li> <li>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.</li> </ul>	<p>6.1 Risk Management on Climate Change</p>

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI		Corresponding Chapters
(IV) Metrics and Targets	<p><b>28. Greenhouse gas emissions</b> An issuer shall disclose its absolute gross greenhouse gas emissions generated during the Reporting Period, expressed as metric tons of CO<sub>2</sub> equivalent, classified as:</p> <ul style="list-style-type: none"> <li>(a) Scope 1 greenhouse gas emissions;</li> <li>(b) Scope 2 greenhouse gas emissions; and</li> <li>(c) Scope 3 greenhouse gas emissions.</li> </ul> <p><b>29.</b> An issuer shall:</p> <ul style="list-style-type: none"> <li>(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;</li> <li>(b) disclose the approach it uses to measure its greenhouse gas emissions.</li> <li>(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and</li> <li>(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</li> </ul>	<p>Appendix I: Sustainability Data Information Summary — Reasonable Information Relief</p> <p>6.1 Risk Management on Climate Change</p> <p>Reasonable Information Relief — Going forward, we will continue to collect more comprehensive data in order to gradually expand and refine our disclosure coverage of the various Scope 3 subcategories that have a significant impact on the Group's operations.</p>

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI	Corresponding Chapters
<p><b>30. Climate-related transition risks</b> An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.</p>	<p>Reasonable Information Relief — We will strengthen our methods and processes for assessing the financial implications of climate-related risks and opportunities in future reports.</p>
<p><b>31. Climate-related physical risks</b> An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.</p>	<p>Reasonable Information Relief — We will strengthen our methods and processes for assessing the financial implications of climate-related risks and opportunities in future reports.</p>
<p><b>32. Climate-related opportunities</b> An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.</p>	<p>Reasonable Information Relief — We will strengthen our methods and processes for assessing the financial implications of climate-related risks and opportunities in future reports.</p>
<p><b>33. Capital deployment</b> An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.</p>	<p>The Group has identified climate-related risks and will further identify relevant data to optimize its disclosures.</p>
<p><b>34. Internal carbon prices</b> An issuer shall disclose:</p> <ul style="list-style-type: none"> <li>(a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and</li> <li>(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;</li> </ul> <p>or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.</p>	<p>Negative Statement — The Group does not currently use internal carbon prices in its decision-making processes, but will explore the feasibility of implementing it in the future. The Group does not apply carbon prices in its decision-making.</p>
<p><b>35. Remuneration</b> An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).</p>	<p>Negative Statement — We have not yet incorporated climate-related factors into executive compensation, but we will explore the possibility of doing so in the future.</p>
<p><b>36. Industry-based metrics</b> An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry.</p>	<p>Reasonable Information Relief — We have not disclosed any industry metrics at this time, but we will explore the feasibility of doing so in the future.</p>

## 2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

KPI	Corresponding Chapters
<p><b>37. Climate-related targets</b> An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.</p>	6.1 Risk Management on Climate Change
<p><b>38.</b> An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.</p>	6.1 Risk Management on Climate Change
<p><b>39.</b> An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.</p>	6.1 Risk Management on Climate Change
<p><b>40.</b> For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39.</p>	6.1 Risk Management on Climate Change
<p><b>41. Applicability of cross-industry metrics and industry-based metrics</b> In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of (i) cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).</p>	Reasonable Information Relief — We have not yet disclosed any cross-industry metrics or industry-specific metrics, but we will explore the feasibility of doing so in the future.