

Sustainability Policy

Kum Shing's commitment to sustainability is steadfast and forms a fundamental aspect of its corporate value. Adopting a sustainability approach has become crucial to the growth of Kum Shing, enabling us to fulfil our environmental, social and governance ("ESG") responsibilities while maintaining high-quality services for our clients and the public. We are committed to upholding the highest ethical standards and sustainability principles and incorporating sustainability practices across Kum Shing.

This policy applies to Kum Shing Group Limited and all its local operating subsidiaries (collectively the "Group" or "we"). All joint venture entities and business partners, such as sub-contractors, and suppliers of goods and services, are encouraged to make reference to the principles of this policy where applicable.

Responsible Governance

Corporate Governance

We strive to progress in sound corporate governance and sustainability governance while strengthening compliance and risk management.

Legal Compliance

The Group is obliged to comply with all applicable laws and regulations relating to ESG where we operate, and to cooperate responsibly with investigations into any irregularities.

Business Ethics and Integrity

We maintain impeccable integrity in all our business practices and strive to maintain a fair operating environment in the contracting and procurement processes. Every member of the Group is obliged to act with the highest standards of business ethics and integrity, prevent any forms of fraud, irregularities, misconduct, or malpractice, avoid conflicts of interests and safeguard company information assets in the course of business activities.

Information Security and Privacy

We uphold high standards in information security and data privacy. We strive to take all practicable measures to protect the privacy, confidentiality and security of all personal and confidential information we hold from unauthorized or accidental access, processing, erasure, loss or use.

We recognize and respect the intellectual property rights of others and prohibit any infringement of these rights.

Social Impacts

People

We are committed to providing competitive remuneration and incentives to attract, develop, retain and motivate talent. We strive to foster a friendly working environment that values diversity and inclusion. We prohibit all forms of harassment and discrimination on the grounds of sex, marital status, pregnancy, family status, race, religion, disability or age.

We treat all employees equally and fairly, providing opportunities for training, development and career advancement. Communication channels are established to ensure employee views are heard and respected.

We respect and protect human rights in all aspects of employment. We strictly prohibit the employment of all forms of illegal and forced labor, including child labor, illegal immigrants, prison labor and indentured labor, and any forms of human trafficking. We respect employees' civil liberties and freedom of speech. Employees have the right to decide to form, join or not join associations and/or labor unions without influence or interference from management.

We are committed to achieving zero harm and providing a safe workplace for our employees, clients, visitors and sub-contractors. Everyone admits occupational health and safety as prime responsibilities.

Clients and Suppliers

We are committed to delivering excellent services to clients through our core values of Integrity, Sincerity and Commitment. We achieve client satisfaction by meeting their requirements and working to understand and exceed their expectations.

We are committed to incorporating ESG considerations into our purchasing process and vendor management. We strive to adopt sustainable purchasing practices and communicate our Vendor Code of Conduct to our supply chain partners to foster sustainability and resilience throughout our value chain.

Community

We endeavor to create positive social, economic and environmental impacts within local communities while generating stakeholder value. Our approaches involves developing community investment strategies that align with local community needs, providing various forms of support, such as donations and sponsorship, volunteering and sharing expertise, collaborating with social organizations, and promoting employee participation.

Environmental Stewardship

With the vision of enhancing urban living in a smart and sustainable city, we continually seek opportunities to improve our environmental performance and minimize our environmental impacts across our business operations. We are committed to addressing climate-related risks and opportunities in our business activities. We proactively promote sustainability and low-carbon practices among all members and stakeholders of the Groups through engagement initiatives, while working with our clients and business partners to build a low-carbon, climate resilient and sustainable future.

The following Group policies detail our commitment and approach to specific ESG topics:

- Anti-fraud Policy
- Climate Change Policy
- Code of Conduct
- Community Investment Policy
- Environmental Policy
- Human Resources Policy
- Human Rights Policy
- Information Security Policy
- Occupational Health and Safety Policy
- Quality Policy
- Sustainable Purchasing Policy
- Vendor Code of Conduct
- Whistleblowing Policy

The Sustainability Policy is reviewed by the Sustainability Committee periodically and is updated as appropriate. Our directors and senior management are responsible for ensuring the effective implementation of this policy through regular reviews of the effectiveness and suitability of the sustainability practices, and the fulfillment of commitments and objectives.

The Sustainability Policy shall be well-comprehended by and communicated to all personnel working for or on behalf of the Group, who are encouraged to actively contribute to the improvement of our sustainability performance.

Rex Wong Siu-han, JP
CEO
1 April 2025