

Corporate Responsibility Committee Report

The Corporate Responsibility Committee

The Corporate Responsibility (CR) Committee is delegated with the authority by the Board to provide direction and oversee the development and implementation of the CR strategy and initiatives of the Group. Its terms of reference are available on the HKEX Group website [OS](#).

The CR Committee comprises six INEDs and the HKEX Chief Executive Officer, whose names and biographies are set out in the Board and Committees section of this Annual Report. The CR Committee held four meetings in 2025. Members' attendance records are disclosed in the Corporate Governance Report contained in this Annual Report.

Summary of Work in 2025/2026

- Reviewed and approved the following items:
 - the Workforce Diversity Policy Statement; and
 - the philanthropy work plan and budget for 2026
- Reviewed and endorsed the Sustainability Report
- Reviewed and received the quarterly reports on the Group's CR activities and charitable donations via HKEX Foundation, covering:
 - donations to the Government's Support Fund for Wang Fuk Court in Tai Po;
 - donations in relation to the Care for Caregivers Programme;
 - donations in relation to the HKEX Charity Partnership Programme, HKEX Impact Funding Scheme and HKEX University Scholarship Programme;
 - donations to The Community Chest of Hong Kong from The Community Chest HKEX Gong Run; and
 - other donations to the Group's charity partners
- Reviewed and approved the updates to the HKEX Shareholders Communication Policy
- Reviewed and discussed HKEX's CR initiatives, alongside global and local trends in sustainability
- Reviewed the progress of HKEX's CR initiatives against relevant targets, including HKEX's climate strategy and action plan, supply chain sustainability and other green initiatives
- Reviewed the CR Committee's terms of reference

CR Policies, Performance and Reporting

HKEX is committed to connecting, promoting and progressing its markets and the communities they support; and, to continuously seeking to reinforce its position as an active and responsible corporate leader. HKEX's CR-related policies and details of HKEX's CR management approach are available on the HKEX Group website [S](#).

Reflecting the nature of its business, the Group is not aware of any existing environmental laws or regulations that would have a material impact on the Group. The Group, however, continues to adopt enhanced measures to reduce electricity consumption, improve energy efficiency and other resource utilisation, minimise waste and increase recycling, encouraging its employees to adopt

environmentally responsible behaviours whilst also promoting environmental protection in its supply chain and marketplace. To reinforce our commitment to tackling climate change, the Group continued to work closely with government, policy makers, regulators, international peers, businesses and other stakeholders to facilitate the transition to a low-carbon and climate resilient economy. In 2025, the Group remained carbon neutrality in its operations and continued to work towards its 2040 net-zero carbon emissions targets. The Group's net-zero journey reached another milestone with its carbon emissions reduction targets approved by the Science Based Targets initiative. During 2025, HKEX conducted various initiatives including the "HKEX Goes Green" and paper reduction campaigns to raise environmental awareness and promote eco-friendly practices across its workplace and the broader community.

As a responsible corporate citizen, the Group actively contributes to the community by making charitable donations to, and collaborating with, a wide range of charity partners. During the year, HKEX announced that its charitable arm, the HKEX Foundation, would launch a three-year flagship charity programme focusing on support for caregivers, underscoring HKEX's commitment to supporting the community in which it has deep roots. To celebrate HKEX's 25th anniversary, HKEX, in collaboration with The Community Chest of Hong Kong, hosted The Community Chest HKEX Gong Run, gathering business leaders, market participants and NGOs to raise funds for charity. Through HKEX Foundation, HKEX reinforced its commitment to the community by supporting local charities and social enterprises with the HKEX Charity Partnership Programme and the HKEX Impact Funding Scheme. The HKEX University Scholarship Programme continued to nurture homegrown talents studying business and finance and those who demonstrate achievements or potential in the areas of biotechnology and innovation. In the UK, the LME continued its partnership with Inspire, an education business partnership charity, to roll out a mentorship programme enhancing social mobility and helping young people to thrive in their future careers. In addition, the LME scholarship programme awarded two students from the Camborne School of Mines, supporting them as they pursue careers in the mining industry. During 2025, the Group committed donations of a total of \$103 million to various projects and initiatives in its communities.

During 2025, the CR Committee received and reviewed the CR quarterly reports, which summarised the CR initiatives undertaken by the Group throughout the year. Details of the Group's CR performance in 2025 are disclosed in the 2025 Sustainability Report.

Communication with Shareholders

Effective engagement with Shareholders is a vital component of HKEX as a listed company. Throughout the year, HKEX has continued to deliver timely, balanced, clear, and transparent communications with its Shareholders and other investors. Details of the Group's shareholder and investor engagement and communication activities are set out in the Corporate Governance Report of this Annual Report and further details can be found on the HKEX Group website [IR](#).

An HKEX Shareholders Communication Policy, which is available on the HKEX Group website [CG](#), sets out the Group's objective for ensuring Shareholders, and in appropriate circumstances, the wider investment community, are provided with regular, equal and

timely access to balanced and understandable information about the Group, which ensures that Shareholders can exercise their rights in an informed manner and allows them, and the investment community, to engage actively with the Group.

The CR Committee reviewed the Group's shareholder and investor engagement and communication activities conducted in 2025 and was satisfied with the implementation and effectiveness of the Shareholders Communication Policy.

Relationships with other Major Stakeholders

The Group also actively engages with all its other major stakeholders, including its employees, suppliers and partners through a variety of channels with the aim of developing mutually beneficial relationships and promoting knowledge sharing, transparency and sustainability.

Employees are remunerated equitably and competitively. Learning and development opportunities are provided to equip staff members so that they can perform the best and achieve personal and corporate goals. In 2025, HKEX delivered over 52,500 hours of training to its employees across different divisions and departments, through the Group's learning platform iLearn and talent development programmes designed for employees at different levels. In addition, HKEX launched a new Competency Framework to define core skills and leadership capabilities for future growth. The Group also undertook its People Survey to gather employees' feedback on their views of the Company, their working environment and their levels of engagement. In addition to ongoing programmes supporting employee occupational safety, health and wellbeing, the Group conducted its first Family Sports Day to promote wellness and foster collaboration amongst employees.

HKEX is committed to ensuring strong ethical supply chain management and seeks to use suppliers that reflect its values and commitment to being a good corporate citizen. Throughout the year, the Group was not aware that any of its key suppliers had reported any significant actual, or potential negative impact on their own business ethics, environmental protection, human rights or labour practices, nor any of them had any non-compliance incident in respect of these areas.

Carlson TONG

Chairman of the CR Committee

Hong Kong, 23 February 2026