

Environmental & Social Responsibility



Our ability to achieve mutual, long-term growth with Hong Kong is predicated on a firm commitment to attaining high environmental, social and governance (“ESG”) standards, which enable us to Keep Cities Moving with safe and efficient railway transport services that are also green, accessible and affordable. In addition to the information contained within this section regarding our ESG-related efforts and performance, stakeholders may also consult our dedicated sustainability website and annual Sustainability Report.

In 2025, we set 45 key performance indicators (“KPIs”) to guide our progress in 10 focus areas spread across three primary environmental and social objectives: Greenhouse Gas Emissions Reduction, Social Inclusion, and Advancement & Opportunities. During the year, all of these KPIs were either achieved or on track towards fulfilment.

SOCIAL INCLUSION

Universal Basic Mobility

World-class public transport networks and properties must be readily accessible to people of all ages and abilities. During the year, the “In-Station Navigation” function for the visually impaired in the MTR • Care App was enhanced to cover eight railway lines and Exhibition Centre Station. The “In-Station Assistance” function for the hearing-impaired was also extended in 2025 to cover all stations on the Kwun Tong, Tsuen Wan, Island, Tseung Kwan O and South Island lines.

Diversity and Inclusion

We believe in providing equal opportunities for people from all backgrounds, regardless of age, gender or ethnicity. During the year, we continued reaching out to underrepresented groups through our “EmpowerZ” Youth Placement Pilot Programme, which offers career opportunities for youths from diverse ethnic backgrounds and those with disabilities.

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We also collaborated with social enterprises and NGOs to raise the awareness of people with special education needs (“SEN”) and support for caregivers through both internal and external engagement, as well as volunteer works during the fourth Inter-Company Volunteer Week organised by MTR and Time Auction, which saw participation from 49 companies and over 1,000 volunteers. We also promoted awareness of mental well-being and challenged gender stereotypes through activities around International Women’s Day and International Men’s Day.

Equal Opportunities

In 2025, 380 volunteering projects helping more than 64,000 people across the community were organised under the “More Time Reaching Community” Scheme, involving a participating headcount of 5,608 volunteers. Highlights of the year included MTR Volunteering Month 2025 – “Love Across Generations, Together for 20 Years” – which was held to celebrate the 20th anniversary of the Scheme. During the year, a total of HK\$27.2 million was donated and sponsored to charitable and other organisations.

As part of the support towards the impacted families in Tai Po incident, on top of the HK\$2,000 cash value in around 5,000 Octopus card, the Company also donated 850 tablets to the school children and the elderly via our ESG Project Allies, Hong Kong Family Welfare Society.

Our long-running “Art in MTR” programme continued to present opportunities for members of the commuting public to enjoy visual and performing arts throughout our network. We were also proud to organise “The Formless Way: Memorialising 85 years since Bruce Lee’s birth” exhibition with the Hong Kong Heritage Museum and Bruce Lee Foundation to celebrate Bruce Lee’s legacy and engage the public during their MTR journeys.

ADVANCEMENT & OPPORTUNITIES

Future Skills and Innovation

In 2025, we continued our extensive efforts to provide educational and career opportunities for youth with the “Train’ for Life’s Journeys 2.0” programme. Over 2,000 students received training in future-ready skills across a variety of disciplines, while 260 students also participated in the “Social Innovation Challenge” to create inclusion focus proposals for disability inclusion, ethnic diversity, gender equity and intergenerational relationships. Winning teams took study trips to Melbourne and Hangzhou to visit MTR’s businesses and explore local cultures and ESG initiatives. In 2025, we recognised 24 individuals as awardees of MTR “Ride to Success” scholarship programme to students who are interested in pursuing careers in the railway, engineering, transportation and logistics sectors.



Enabling Development of our Business Partners

MTR insists upon high levels of governance, equity and environmental stewardship from its business partners as well as itself. Our Supplier Code of Practice provides suppliers and contractors with a compulsory behavioural framework covering ethics, human and labour rights, and supply chain management. Our Green Procurement Policy outlines our high standards for environmental protection. The Modern Slavery and Human Trafficking Statement sets out our commitment to preventing any incidence of modern slavery or human trafficking within our business and supply chains.

GREENHOUSE GAS EMISSIONS REDUCTION

Carbon Emissions

Our programme to replace diesel buses with more low-carbon electric buses continued during the year. As at the end of 2025, 17 electric buses were in passenger service. Overall, we continue to make good progress towards meeting our 2030 science-based carbon reduction targets, which were approved by the Science Based Targets initiative, and achieving carbon neutrality by 2050, in alignment with one of our key strategic priorities. We also published the Carbon Reduction Roadmap in December 2025 to delineate the milestones in our carbon reduction journey, from overarching strategies to specific planned actions.

Clean Energy and Energy Efficiency

Solar photovoltaic system installation work has been completed at several stations and depots across the MTR network. In 2025, the Company completed installation of solar photovoltaic systems at two more stations in a continuation of its efforts to increase the generation of renewable energy. In March 2025, we once again supported the World Wide Fund's "Earth Hour" campaign, switching off the external and façade lights of various MTR properties across the city.

Waste Management

In August 2025, under our "Legacy Train Revitalisation Programme", we donated retired train components to the Autism Partnership Foundation, which resulted in the creation of a train-themed play area where students can learn in a real train compartment environment. During the year, initiatives including the "Lai See Packets Reuse

and Recycle Programme", "Earphones and Headphones Recycling Programme" and mooncake collection were launched to promote waste reduction and extend support to low-income families. We also extended our All-in-One Recycling Scheme to include several additional MTR office locations. The scheme can accommodate over 40 types of recyclables.

Green and Low-carbon Designs

In 2025, the reprovisioning of the Tuen Mun Swimming Pool and Practice Greens for the Tuen Mun South Extension project attained BEAM Plus Provisional Gold rating, and seven new stations achieved a "BEAM Plus" New Buildings version 2.0 Gold rating or above in the Provisional Assessment from the Hong Kong Green Building Council. Such qualifications reflect the Company's commitment to embed sustainability principles throughout the entire station development process – from planning, design and construction to operation and maintenance.

Sustainable Finance

Low carbon mass transit rail is the backbone of Hong Kong's sustainable public transport development. In September 2025, MTR signed a HK\$30 billion, seven-year syndicated green term loan facility that will help fund the Company's new railway projects that shape the city's low-carbon future. Under this loan facility, we will be able to finance and refinance eligible green investments as defined in our Sustainable Finance Framework. In January 2026, we priced our inaugural senior unsecured green bond in the Australian market, which at a total size of AU\$2 billion is the largest ever Australian dollar corporate green bond. Further details of our sustainable investments are provided in our annual Sustainable Finance reports, which are accessible via our Company's website.

INDICES AND RECOGNITION

For the sixth consecutive year, MTR was included in S&P Global's Sustainability Yearbook 2025, ranking in the top 15% of our industry globally. MTR was once again included in the S&P Sustainability Yearbook (China Edition) 2025 and FTSE4Good Index Series and was selected as a constituent company in the Dow Jones Best-in-Class Asia Pacific Index. The Company also continued to be a constituent in major indices including the Hang Seng Corporate Sustainability Index, Hang Seng (Mainland and HK) Corporate Sustainability Index and Hang Seng Corporate Sustainability Benchmark Index.