



統一企業中國控股有限公司
UNI-PRESIDENT CHINA HOLDINGS LTD.

(a company incorporated in the Cayman Islands with limited liability)
(Stock Code : 220)

2022 Corporate Social Responsibility Report

CREATE
A
HEALTHY
AND
HAPPY
TOMORROW



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Chairman's Statement



羅智先

Mr. Lo Chih-Hsie
Chairman of Uni-president China Holdings LTD.

Turn a new page after a 30-year journey, and create a healthy and happy tomorrow

2022 marks the 30th anniversary of Uni-President. As a market-leading food and beverage company, we have been conducting business operations in a sustainable way since the very beginning. We not only focus on providing consumers with nutritious, healthy and delicious products to improve the quality of life, but also fulfil corporate social responsibility and incorporate sustainability into business operations, with an aim to evolve into an enterprise boosting "Integrity", "Brand" and "Taste".

In 2022, the global economy was still haunted by COVID-19, and China can not stay out of it. In addition, most regions in China were hit by natural disasters such as drought and heavy rainfall, as well as extreme heat, posing great challenges to business operations. With the support of our employees, consumers, partners and stakeholders, we have shown remarkable resilience in securing a steady growth.

Implement social responsibility management and improve our operational resilience. Based on the refined social responsibility management mechanism, we integrated sustainability into our business strategy, to further manage social responsibility risks and move towards sustainable development goals. In an effort to achieve sustainable operation, we strengthened management over economic, social and environmental aspects, and took actions to address key issues, including climate change, water resource management, green production, product safety and quality, product nutrition and health, service quality, employee development, occupational health and safety, and contributions to the society.

Making food safety a priority, we strictly controlled product quality to provide consumers with a better product experience. New technology was adopted to broaden the depth and scope of digital transformation and build new growth, marking a new chapter for the technology development of food industry. In pursuit of green development, we made huge efforts to achieve environmental management goals of energy saving, emission reduction, and pollution reduction, thus contributing to the national goal of "carbon peaking and carbon neutrality" and the 1.5°C temperature control goal under the "Paris Agreement". Adhering to the principle of honest operation, we established a mutually beneficial trust network with all partners for closer cooperation. We also actively enhanced our staff's sense of achievement and happiness, and engaged in creating a healthy, secure and relaxing workplace that values people. Further, we gave back to the society and did everything in our power to care for the public, upholding the concept of common prosperity and common good with the society.

Looking forward to 2023, we will exert persistent efforts and steadily march on the path of sustainable operation for more exceptional achievements. In enabling digital transformation, we will make good use of digital tools to improve economic, social and environmental performance. Committed to the concept of sustainability, we will take on social responsibilities and deliver greater value to drive high-quality development and bring together all the forces to create a healthy and happy tomorrow.

About the Report

Uni-President China Holdings Ltd. (the "Company", stock code: 220) hereby issues the 2022 Corporate Social Responsibility Report (the "Report", the "CSR Report") to elaborate our policies, measures, actions and achievements regarding corporate social responsibility to stakeholders.

Reporting Scope

Unless otherwise specified, the Report covers the major businesses of the Company and its subsidiaries (collectively referred to as the "Group", "we" or "Uni-President") in the manufacture of food and beverages in the mainland of China during the period from 1 January 2022 to 31 December 2022 (the "Reporting Period").

Report Reference

The Report strives to comply with relevant industry-wide sustainability reporting standards. It highlights corporate characteristics based on the industry background. The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Guide") set out in Appendix 27 to the Rules Governing the Listing of Securities (the "Listing Rules") on The Stock Exchange of Hong Kong Limited (the "Hong Kong Exchange") and with reference of "GRI Standards" of the Global Sustainability Standards Board.

Notes to the Report's data

All monetary amounts quoted in the Report are shown in Renminbi ("RMB") unless otherwise specified.

Reporting Principles

The Report is prepared in accordance with the following reporting principles required in the "ESG Guide":

"Materiality": Significant stakeholders were identified and key ESG issues were determined through stakeholder engagement and materiality assessment. Description of stakeholders, process of stakeholder engagement, process and results of materiality assessment has been disclosed in the Report.

"Quantitative": Information on the standards, methodologies and source of conversion factors used for the reporting of emissions/energy consumption has been disclosed in the Report.

"Consistency": The scope of the Report is consistent with the Company's "2021 Corporate Social Responsibility Report" published on 25 April 2022.

"Balance": This report follows the principle of balance and objectively presents the ESG performance of the Group.

Report availability

The Report is released in online version and is available for view or download on the HKEXnews website (<http://www.hkexnews.hk>) and the Company's official website (<http://www.uni-president.com.cn>).

Feedback

If you have any comments or recommendations for the Report or our social responsibility work, please contact us through:

Email: ir@pec.com.cn

Postal address:

No. 131, Linhong Road, Hongqiao Linkong Economic Park, Changning District, Shanghai
Unit 703A, 7/F., Golden Centre, 188 Des Voeux Road Central, Hong Kong

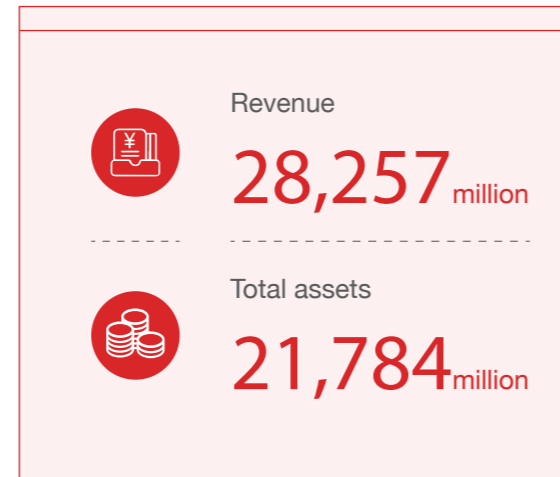


About Uni-President

Group Overview

Uni-President China Holdings Ltd., one of the market-leading manufacturers of beverages and instant noodles, started to operate in 1992 and listed on the Main Board of the Hong Kong Exchange on 17 December 2007. As of the end of the Reporting Period, the Group reported revenue of 28,257 million and total assets of 21,784 million.

The Group adheres to the business philosophy of "Honesty and Diligence; Innovation and Excellence" and upholds the long-term principle of "Value Marketing". With a focus on business operation, we are dedicated to creating brand value, with an aim to evolve into an enterprise boasting "Integrity", "Brand" and "Taste". Since the entrance into the mainland China market 30 years ago, we have formed a multicategory product matrix covering instant noodles, tea drinks, juice, bottled water, soy milk, bottle can products, etc., featuring in "Soup Daren (湯達人)", "Kai Xiao Zao (開小灶)", "Uni Ice Tea (統一冰紅茶)", "Chai Li Won (茶裏王)", "Uni Orangeate (統一鮮橙多)", "Uni Assam Milk Tea (統一阿薩姆奶茶)" and other popular products.



Corporate Culture



2022 Corporate Honors

Social recognition

- Uni-President was honored to appear on the 2022 SHUIJIYIN · Hurun China Food Industry Top 100
- Uni-President China Holdings Ltd. was awarded "Excellent Taiwan-funded Enterprise" by Shanghai Taiwan Investors Association in 2022
- Uni-President China Holdings Ltd. was awarded "Based in Shanghai for 20 Years – In the Honor of the Development of MNC's Regional Headquarters" plaque
- Uni-President China Holdings Ltd. was awarded "National Leading Enterprise in Food and Beverage Industry in Quality" certificate by China Association for Quality Inspection
- Uni-President China Holdings Ltd. was awarded "National Quality and Credit Guarantee Products" certificate by China Association for Quality Inspection
- Uni-President China Holdings Ltd. was awarded "National Product and Service Quality Integrity Brand" certificate by China Association for Quality Inspection
- Digital transformation project of the Group won the IDC Future Enterprise Award in the category of "CIO of the Year"
- The digital channel transaction project won the first place in the expert review, and was supported by "Changning District High-quality Trade Development Fund Project" with 500,000 RMB
- The digitization of the enterprise won the award of "Shanghai first 100 Innovative Digital Trade Enterprises"
- Financial digitization won the "Star of Science and Technology" award of Changning District
- "Anti-epidemic Pioneer" awarded by Hongqiao Linkong Economic Zone, Changning District, Shanghai
- Nanchang Uni-President Co., Ltd. was honored as the "Advanced Collective for COVID-19 Prevention and Control"
- Xinjiang Uni-President Food Co., Ltd. was honored as the "Advanced Unit of Epidemic Prevention and Control in 2022"
- Zhengzhou Uni-President Co., Ltd. was honored as the "Port Area Advanced Unit of Safety Production in 2022"
- Chengdu Uni-President Food Co., Ltd. was honored as the "Chengdu Safety Culture Construction Demonstration Unit"
- Chengdu Uni-President Food Co., Ltd. was honored as the "Chengdu Wenjiang District Outstanding Organization of Occupational Health Expert"
- Hefei Uni-President Co., Ltd. was honored as the "Hefei Annual Occupational Health Expert in 2022"
- Kunshan Uni-President Food Co., LTD was honored as the "Suzhou Healthy Enterprise"
- Nanning Uni-President Co., Ltd. was honored as the "Active Publicity Unit of World Environment Day"

Product awards

- "Kai Xiao Zao – Small Wonton in Chicken Soup (開小灶雞湯小餛飩)" was granted the 2022 two-star Superior Taste Award from the International Taste Institute in Brussels, Belgium
- "Imperial Big Meal - Chongqing Noodles (滿漢大餐重慶小麵)" won the 2021 to 2022 Excellent Innovative Products of China Instant Food Industry Award from CIFST (Chinese Institute of Food Science and Technology)
- "That Street That Lane - Potted Chicken (那街那巷紅油鉢鉢雞)" won the 2021 to 2022 Excellent Innovative Products of China Instant Food Industry Award from CIFST (Chinese Institute of Food Science and Technology)

2022 Focus



Operation



Total assets
21,784million



Revenue
28,257million



Total profit
1,222million



R&D investment
135million



Environmental

Direct (Scope 1) greenhouse gas ("GHG") emissions:
132,002tCO₂e

Energy indirect (Scope 2) GHG emissions:
515,008tCO₂e

Natural gas consumption: **660,205**MWh

Purchased electricity: **435,127**MWh

Purchased steam: **624,785**MWh

Total energy consumption: **1,720,117**MWh

Water consumption: **11,155,247**tonnes

Hazardous waste: **250**tonnes

Non-hazardous waste: **67,368**tonnes

Packaging materials consumption: **436,078**tonnes



Social

The Food Safety Testing Center can provide testing for over **700** items and has a total of **174** CNAS test items

Total number of employees: **33,555** persons

Number of intellectual property rights held: **3,107**

Devoted approximately RMB **16,119,570** and **9,016** hours for social and public welfare activities and natural disaster donations in total

42.7%



Proportion of female employees

36.2%



Proportion of female employees in the management



Consolidate Governance for Sustainability

The Group adheres to the objective and strategy of "Sustainability" and undertakes the corporate social responsibilities at all times while pursuing business growth. We make active efforts to perform the corporate social responsibilities in all areas such as energy conservation and environmental protection, product quality and safety, employee health and safety, employee recruitment and employee training and development, supply chain management, disaster relief and community charity, etc.

The UN Sustainable Development Goals we have attended to



Corporate Governance

Diversified Governance

The Group is committed to ensure a high standard of corporate governance practices and procedures and appreciates that good corporate governance is crucial to enhance investors' confidence in the Company. As of the release of the Report, the Board consisted of 9 members, including 2 executive directors, 3 non-executive directors and 4 independent non-executive directors. During the Reporting Period, we held 4 meetings of the Board, 3 meetings of the Audit Committee, 2 meetings of the Nomination Committee, 3 meetings of the Remuneration Committee and 2 meetings of the Investment, Strategy and Development Committee.

The Board is responsible for the leadership and control of the Company. The Board oversees the Group's businesses, investment and strategic decisions, maintains the effectiveness of the Group's risk management and internal control systems, and monitors the performance of the Group. There are currently four committees established under the Board, each committee has its terms of reference and reports to the Board regularly. The duties of committees are:

 <p>Audit Committee</p>	<p>The primary duties of the Audit Committee are to make recommendations to the Board on appointment and removal of the external auditors, approving the remuneration and terms of engagement of external auditors, reviewing financial information and overseeing the financial reporting system and internal control procedures.</p>
<p>The primary duties of the Nomination Committee are to review the structure, size and composition of the Board, identify individuals suitably qualified to become members of the Board, assess the independence of independent non-executive directors and make recommendations to the Board on any proposed changes to the Board, or select individuals nominated for directorships and/or appoint or re-appoint directors.</p>	 <p>Nomination Committee</p>
 <p>Remuneration Committee</p>	<p>The primary duties of the Remuneration Committee are to make recommendations to the Board on the Company's policy and structure of the remuneration of the directors and senior management, to determine in behalf of the Board the remuneration packages of individual executive directors and senior managements and to make recommendations to the Board on the remuneration of non-executive directors. Details of the remuneration of each of the directors for the Year are set out in the Annual Report.</p>
<p>The primary duties of the Investment, Strategy and Development Committee are to review the investment and development plans and policies of the Group, and review investment proposals and make recommendations to the Board.</p>	 <p>Investment, Strategy and Development Committee</p>

Board capacity building and diversity

The Board adopted a Board Diversity Policy, aiming at improving the efficiency of the Board, maintaining the highest level of corporate governance, and recognising and embracing the benefits of having a diverse Board. Under the Board Diversity Policy, in order to achieve a diversity of perspectives, skills and experience within the Board, a number of factors will be considered when deciding on appointments to the Board and the continuation of those appointments, including but not limited to gender, age, cultural and educational background, length of service, skills, regional and industry experience. In forming its perspectives on Board diversity, the Company will also take into account its own business model and specific needs from time to time.

The Board considers that gender diversity is vital in order to achieve a diverse Board composition. To achieve gender diversity within the Board, the Board's objective is to have at least 1 female director in its composition. On 8 March 2023, Ms. Chien Chi Lin was appointed as a non-executive Director. Immediately after the appointment of Ms. Chien, out of the 9 Board members, 8 of them are male and 1 of them is a female. Please refer to the Company's website for details of the Board Diversity Policy. For other details of the Company's corporate governance, please refer to "Corporate Governance Report" as set out in the Company's Annual Report of the year.

Risk Management

The Group identifies, analyses and assesses potential environmental, social and governance risks, addresses them through transparent and appropriate management approaches, while continuously updates risk profiles, putting all risks under effective control.

Social responsibility risks	How we address the risk	Relevant section
<p>Food safety risk</p>	<ul style="list-style-type: none"> Set up Food Safety and Quality Committee, improve management and further enhance food safety risk assessment, alert and monitoring; Establish "Three Lines of Food Safety Defence" of food safety (namely qualification review, field inspection, food safety testing), and through multi-perspective risk control, to effectively control food safety risks arising from suppliers; Adopt "Three Checks of Quality Control" (namely acceptance control on raw material, production control, quality control on finished goods) and actively analyse for improvement and track products to cautiously prevent abnormalities in quality; Carry out digital empowerment in design, procurement, production, sales and other links, comply with relevant requirements of "Three Lines of Food Safety Defence" and "Three Checks of Quality Control", and strengthen food safety management at the source of supply chain and food safety monitoring of finished products. 	<p>"Intelligently Make" Healthy Food</p>
<p>Business integrity risk</p>	<ul style="list-style-type: none"> Operate in good faith, follow the principles of fairness, honesty, integrity and transparency in business activities, and establish a corporate culture of honest operation and a sound risk control mechanism. 	<p>Consolidate Governance for Sustainability</p>
<p>Occupational health and safety risk</p>	<ul style="list-style-type: none"> Adhere to "people-oriented, safe and healthy" approach, striving to become a safe, healthy and environmental-friendly factory; Establish a production safety management system, develop and continuously improve various standards and policies for production safety and occupational health management; Regularly deliver trainings on staff production safety and occupational health, provide all-round protection for staff. 	<p>Create A People-centric Workplace</p>
<p>Environmental policy risk</p>	<ul style="list-style-type: none"> Strictly abide by national environmental protection laws and regulations and integrate the energy conservation and emission reduction work into the whole process of production and operation activities. 	<p>Practice Green Development</p>
<p>Climate change risk</p>	<ul style="list-style-type: none"> Conduct climate risk assessment, identify and assess the impact of relevant risks on the Company, and formulate corresponding mitigation and response measures; Continue to pursue improvement in standardisation and systematisation. Reduction of energy use and pollutant emissions is ultimately achieved through management of target as well as the daily checking, performance inspection and analysis and rectification system. 	<p>Practice Green Development</p>

Public Opinion Monitoring

With public opinion monitoring and early warning service provided by a third party, public opinion that may trigger negative incident or emergency is quickly captured. In addition, the "Operational Standards for Handling Media-related Negative Incidents" and "Operational Standards for Eliminating Negative Opinions" specify processes, responsibilities, timeframe, strategy and subsequent actions for monitoring and early warning, and for negative incident and emergency responses. In August 2022, the "Contact List for Reporting Negative Incidents" went live in OA system. Specifically, staffs from Public Affairs Office report warning information directly to group-level heads of relevant functions, and keep E-records of early warning and handling information.

Business Ethics

The Group is committed to building a corporate culture of "honesty and diligence" and a robust risk management mechanism. The Group strictly complies with relevant laws and regulations, including but not limited to the "Company Law of the People's Republic of China", the "Anti-Unfair Competition Law of the People's Republic of China" and the "Anti-Money Laundering Law of People's Republic of China", and follows the principles of fairness, honesty, integrity and transparency when conducting business activities.

Standardise professional ethics

The Group prohibits employees or anyone acting on behalf of the Company from obtaining business success through corruption and bribery in any form or other misconduct of the same nature. The Group formulated "Professional Ethics and Code of Conduct" within the "Staff Manual", covering "anti-harassment and discrimination", "conflict of interest", "illegal or improper behaviour" and "prevention of corruption and bribery", and established a series of business ethics and integrity requirements for relationships with suppliers, requiring all staff and business partners to adhere to ethical and transparent business practices at all times. We also assisted business partners to understand the right ways to do our business by complying with our due diligence procedures and integrity terms.

We carry out internal audits and checks at different frequencies according to the importance and risk level of our business to monitor compliance at each subsidiary, especially compliance with business ethics. We categorise our subsidiaries according to their size and business status, and review each subsidiary once a year, twice a year or once every three years based on their size and business status to achieve full coverage of all business subsidiaries every three years.

In 2022

we conducted **42** internal reviews and rectified all deficiencies identified

Complaint Management

Internal Audit Department of the Group (the "Internal Audit Department") is responsible for monitoring internal anti-corruption. It takes charge of integrity culture construction, prevention of the risk of corruption in all aspects of operation and management, and corruption reports handling.

Through the "Operational Standards on Whistle-blowing System" and "Whistle-blower Policy", the Group stipulates the scope, means and channels, verification rules, post-procedures upon receiving reports as well as reward and penalty policy. We also keep several whistleblowing channels open, such as mailbox, phone and email. A whistle-blower is encouraged to report to the Internal Audit Department or Audit Committee of the Group in person through a variety of means including official document, face-to-face meeting, letter, email, phone (fax) or any other way(s) the whistle-blower deems appropriate. Upon receiving the report, the leader of Internal Audit Department assigns a staff to conduct a preliminary review and decide whether to formally file a case. If a case needs to be filed for investigation, a staff shall investigate and report to the leader of Internal Audit Department. Then a formal report will be prepared and submitted to the chairman of the Board for approval.



Whistle-blowing channels



Tel.
(021) 22158888-5000



E-mail
tousu@pec.com.cn/whistleblower@pec.com.cn



Address for letter or reception
No.131, Linhong Road, Hongqiao Linkong Economic Park, Changning District, Shanghai (Internal Audit Department)

In addition, the Group also developed protection and incentive measures for whistle-blowers to keep their information and materials provided confidential through the whole-process protection of "acceptance, registration, storage, and investigation", resolutely prevented the occurrence of retaliation against whistle-blowers and imposed severe penalties on those who had violated the regulations.

During the Reporting Period, neither the Group nor any of our employees was involved in any corruption lawsuits that had already been filed and concluded.



carried out **13** anti-corruption and business integrity trainings

2,493 participants

Establish a clean culture

Aiming to establish a clean culture, the Group provides business integrity trainings for staff and management, continuously updates the corporate knowledge platform with new anti-corruption cases for education purpose, and focuses on strengthening the integrity education of employees and management in key positions. During the Reporting Period, we carried out 13 anti-corruption and business integrity trainings, with 2,493 participants. These trainings covered the concept of corruption and business integrity, criminal liabilities, case study, anti-corruption key points, internal control system, etc. Furthermore, we also provided trainings for all directors by sending them relevant training materials.

Intellectual Property Management

The Group sticks to originality and boycotts counterfeits, actively promoting a good market order and advancing intellectual property protection in an all-round way. We strictly complied with the "Copyright Law of the People's Republic of China", the "Patent Law of the People's Republic of China", the "Trademark Law of the People's Republic of China", the "Anti-Unfair Competition Law of the People's Republic of China" and other relevant laws and regulations. We applied certificates for all patents, trademarks, and copyright from intellectual property authorities and signed patent and copyright transfer contracts where third-party patents or works are involved.

We actively advanced management and protection of intellectual property, formulated the "Operational Standards on Anti-infringement Mechanism and Counterfeits Handling Process Regarding Intellectual Property" and "Operation Standards for Intellectual Property Protection", and regularly inspected the use of patents, works and registered trademarks, ensuring the stability of our rights to patents, copyright and trademarks. Meanwhile, we constructed a line of defence against infringing products and conducted market investigation and monitoring to crack down on infringing products and maintain our brand image. As of the end of the Reporting Period, the Group holds a total of 3,107 valid intellectual property rights, ranging from food safety, product R&D, process optimisation to manual process optimisation.



Number of intellectual property rights held
3,107



Social Responsibility Governance

Governance Mechanism

We understand the importance of environmental and social commitments to sustainable operation and have incorporated related social responsibility risks and opportunities into our business strategy to guide our daily operations.

We have established a social responsibility management structure including "decision level, organization level and implementation level".



Decision Level- Board of Directors

The Board is the highest responsible body for the social responsibility strategy and management of the company. The duties of the Board of Directors are as follows:

- Responsible for identifying, prioritising and managing major social responsibility issues with reference to stakeholder communications and materiality assessment;
- Assessing social responsibility risks;
- Formulating social responsibility strategies, setting social responsibility performance targets and regularly reviewing the progress.



Organization Level- Senior management

The duties of the senior management are as follows:

- Assessing and defining the Company's social responsibility risks and ensuring that appropriate and effective systems of social responsibility risk management and internal control are in place;
- Reporting to the Board on risks and opportunities relating to social responsibility and to provide confirmation of the effectiveness of social responsibility systems;
- Assisting the Board in guiding and monitoring the development and implementation of the Group's social responsibility efforts and to monitor and follow up on the progress of achievement of social responsibility performance targets.



Implementation Level- Social responsibility working group

The social responsibility working group consists of professionals from functional units, their duties are as follows:

- Being responsible for carrying out social responsibility related work and supervising the development of corporate internal control standards for functional units within the Group around environmental and social related laws and regulations;
- Continuously promote energy conservation, emission reduction, environmental protection and corporate social responsibility, and implement effective monitoring and management in the course of operation.

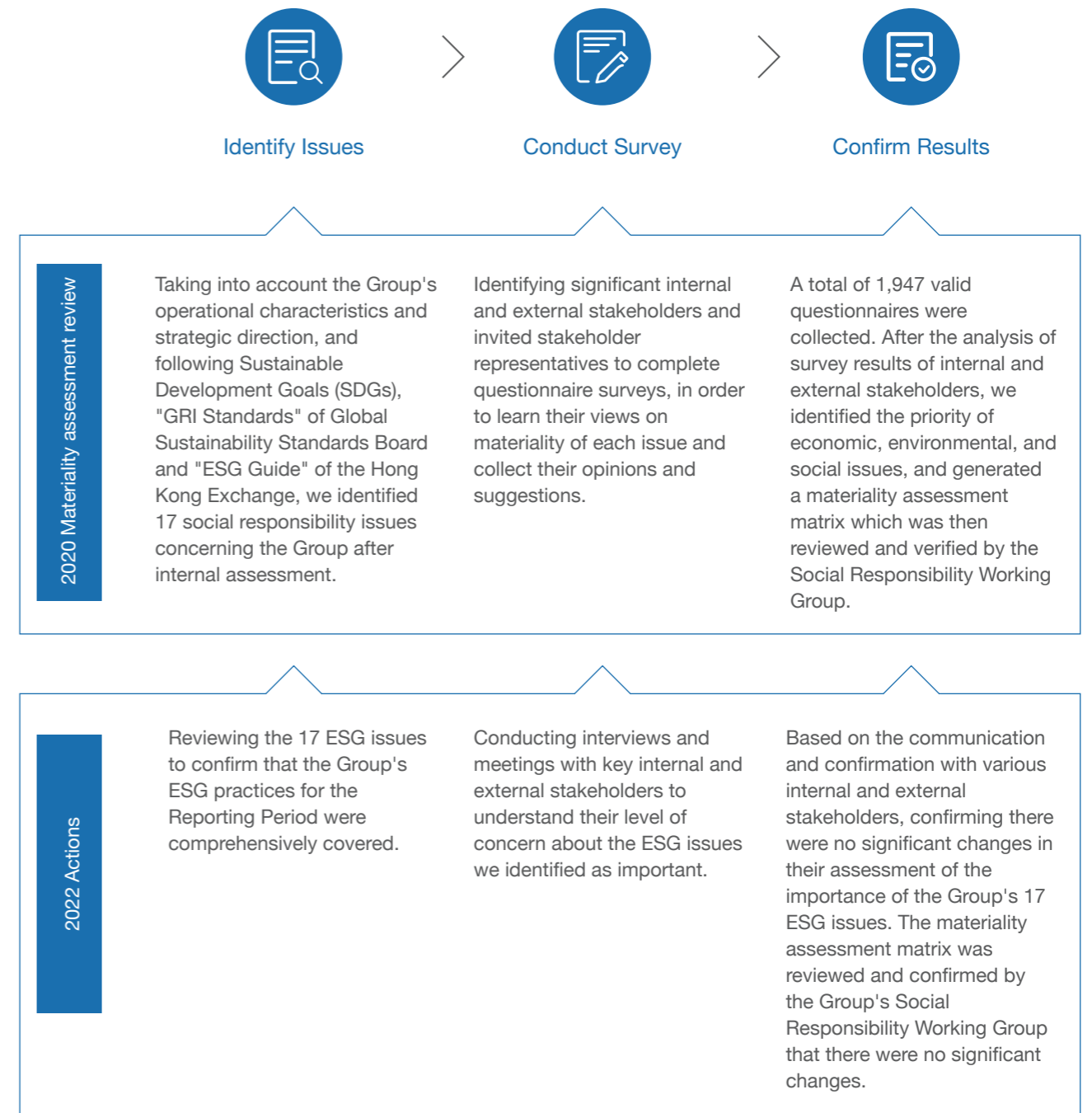
Stakeholders Communication

We communicate with stakeholders in various channels to proactively understand their expectations and claims regarding the Group's social responsibility work. We pay great attention to opinions of stakeholders, incorporate their concerns and claims into our sustainable development topics and make active responses by practical actions in pursuit of mutual development with stakeholders.

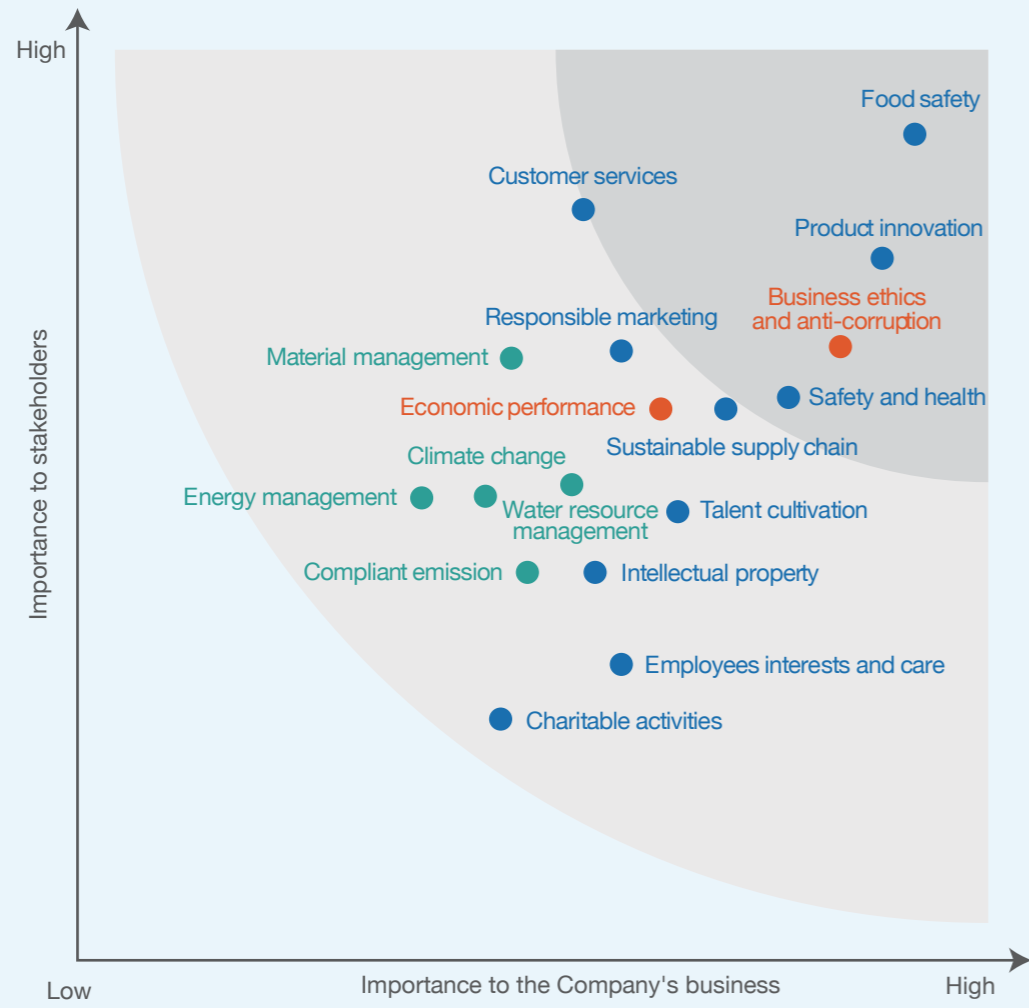
Stakeholders	Expectations and concerns	Engagement channels
Shareholders or investors	<ul style="list-style-type: none"> Protection of shareholders' rights Compliance operation and management Information disclosure Return on investment 	<ul style="list-style-type: none"> General meetings Announcements (interim reports, annual reports, CSR reports, circulars and announcements) Websites of the Company/the Hong Kong Exchange Investor's' conferences and roadshows
Government or regulatory authorities	<ul style="list-style-type: none"> Law and compliance supervision Fulfilment of tax obligations Social contribution Business and economic development Safe operation 	<ul style="list-style-type: none"> Conferences Compliance reports Field inspection Participation in government meetings or seminars Submission of documents Response to queries or investigation
Suppliers	<ul style="list-style-type: none"> Fair competition Long-term business relationship Product quality monitoring 	<ul style="list-style-type: none"> Evaluation of suppliers Field inspection Daily communication
Employees	<ul style="list-style-type: none"> Protection of employees' interests and rights Communication between management and staff Occupational safety and health Staff benefits improvement Equal employment opportunities an diversified development 	<ul style="list-style-type: none"> General Manager direct communication mailbox Daily communication Staff seminars Staff representatives' meetings Staff training
Customers	<ul style="list-style-type: none"> Long-term business relationship Performance and product safety Product quality Inventory management 	<ul style="list-style-type: none"> Daily communication Product management
Environment	<ul style="list-style-type: none"> Compliant emission Resource conservation Reducing packaging materials Climate change 	<ul style="list-style-type: none"> Environmental management improvement Promoting energy saving Strictly managing and controlling emissions Response to climate change
Community	<ul style="list-style-type: none"> Community involvement Charitable projects 	<ul style="list-style-type: none"> Volunteer activities Charitable activities

Materiality assessment

In order to fully understand the sustainable development issues that matter to Uni-President, we selected some key stakeholders in 2020, and carried out a formal materiality assessment from two dimensions including "Materiality to the Company's business" and "Materiality to stakeholders" so as to identify and prioritise key issues, which was reported in the matrix below. During the Reporting Period, we reviewed the issues in accordance with their importance and continued to respond to key issues.



The materiality matrix below illustrates the Group's key issues. We will carefully consider and focus on addressing these issues throughout our business operations. In addition, we will pay constant attention to and allocate resources to manage all issues affecting the Group and stakeholders.



● Economic ● Environmental ● Social

Materiality Assessment Results

Response to SDGs

In 2015, all United Nations Member States adopted 17 Sustainable Development Goals (SDGs) as a universal call to action to end poverty, protect the planet and improve the lives and future of all people. Considering our major social responsibility issues, we actively answer to the call and support SDGs from multiple aspects.

Title of sections	Social Responsibility Issues	Responses to UN SDGs
About Uni-President	Economic performance	
Consolidate Governance for Sustainability	Business ethics and anti-corruption	
"Intelligently Make" Healthy Food	Food safety Product innovation	
Practice Green Development	Material management Water resource management Climate change Energy management Compliant emission	
Create A People-centric Workplace	Safety and health Talent cultivation Employees interests and care	
Pursue Win-win Cooperation in Industry	Customer services Sustainable supply chain Responsible marketing Intellectual property	
Fulfill Social Responsibility	Charitable activities	



“Intelligently Make” Healthy Food

We uphold the philosophy of "Three Goods and One Fairness: Good Quality, Good Credit, Good Service and Fair Price", and takes the mission of "be comfortable and happy to eat" to offer safe, healthy and delicious food to consumers.

The UN Sustainable Development Goals we have attended to



Prioritize food safety

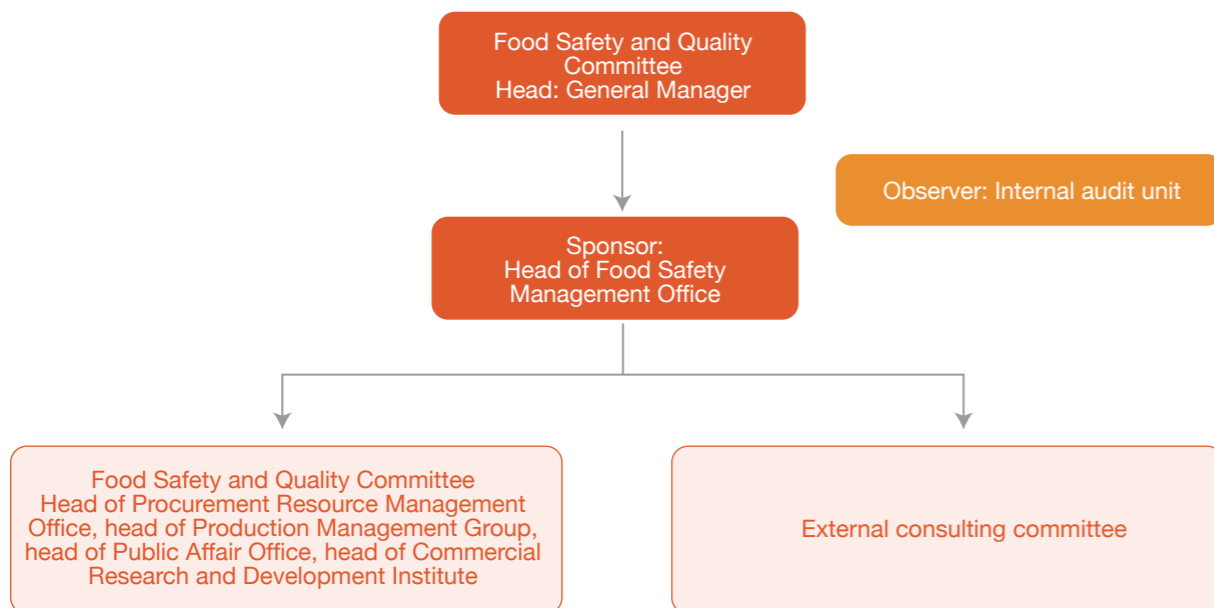
Improve Food Safety Management System

We always regard the food safety management as the top priority during business operation. Upholding the “be comfortable and happy to eat” concept in food safety-related practices, we established the Food Safety and Quality Committee and the Food Safety Management Office, committing to ensuring food safety by implementing food safety policies, promoting food safety culture, setting up food safety assurance system, and deepening food safety risk assessment, early warning and monitoring, so as to ensure that our products can continuously meet the needs of consumers.

Organizational structure

The Food Safety and Quality Committee, the highest authority in the design and optimisation of food safety and quality system, is headed by general manager and includes supervisors from Commercial Research and Development (R&D) Institute, Procurement Resource Management Office, Production Management Group, Food Safety Management Office and other relevant departments of the Group. Also, experts from well-known domestic universities and national risk assessment center are invited to serve as the Group's food safety management consultants. Meetings are regularly held by Food Safety Committee. The Committee keeps abreast of relevant national laws and regulations, discusses food safety issues and risks, and deploys effective food safety management and prevention system, so as to continuously improve consumer satisfaction.

Organizational Structure of Food Safety and Quality Committee



System construction

We strictly implement food safety management and established a sound food safety management system. With reference to the requirements of ISO22000 Food Safety Management System and FSSC22000 Food Safety Management System as well as Hazard Analysis Critical Control Point (HACCP) system, we continuously improve our food safety management system and strengthen system by expanding certification coverage.



As of the end of the Reporting Period

25 subsidiaries of the Group were accredited with the ISO22000 certification, **6** with the HACCP certification, and **1** with the FSSC22000 certification.



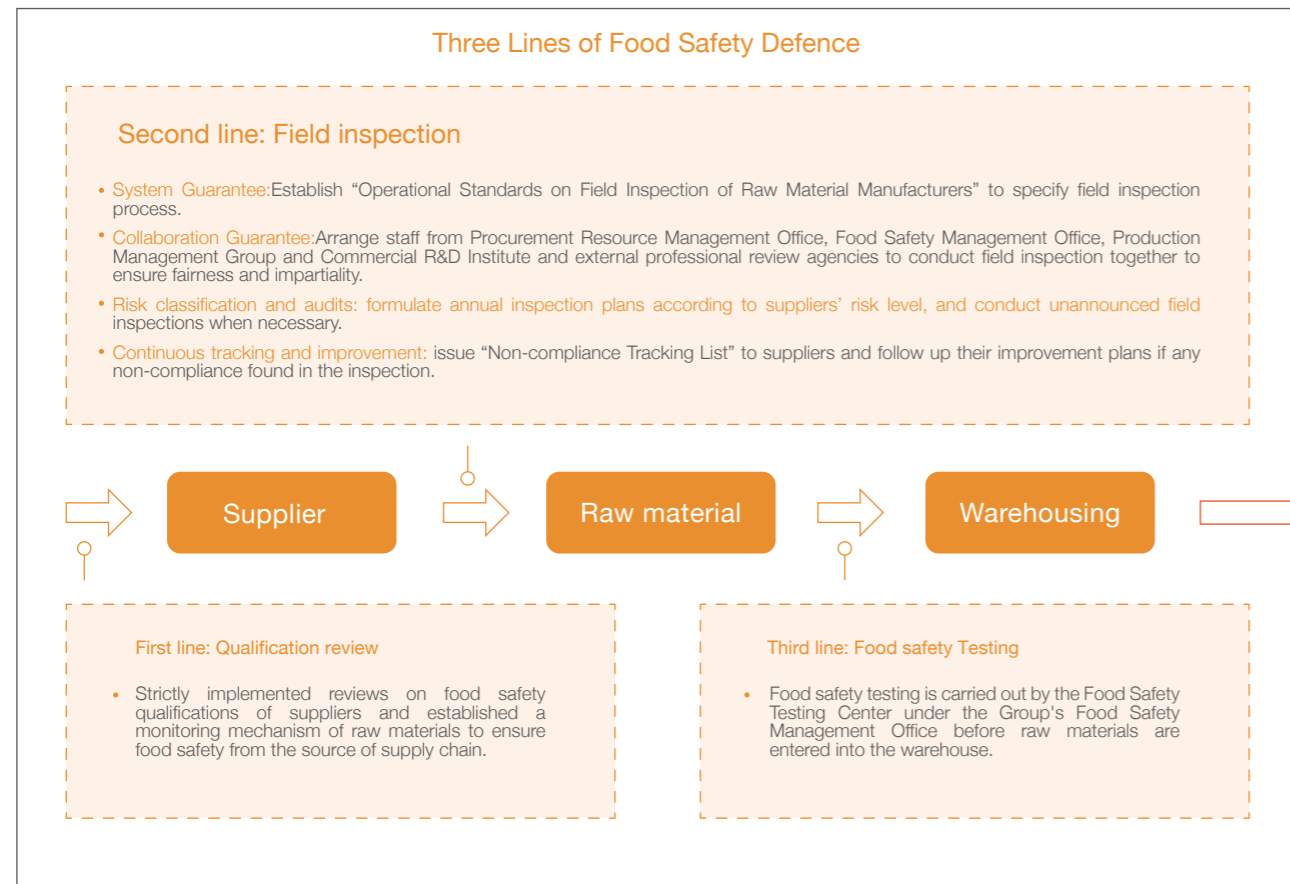
Food safety system certifications

Build a Solid Defense Line for Food Safety

Our products are strictly in compliance with relevant laws and regulations, such as the "Food Safety Law of the People's Republic of China", etc. Additionally, in order to meet the needs of consumers for product safety and delicacy, we set strict internal control standards and product development and design standards to control product quality, upholding "be comfortable and happy to eat" concept.

■ Whole-process control system for food safety

The Group has established a comprehensive quality management system that covers all staff and chains to ensure food safety. In the food safety process control, we have established "Three Lines of Food Safety Defence" (namely qualification review, field inspection, and food safety testing), insisted on "Three Checks of Quality Control" (namely acceptance control on raw material, production control, quality control on finished goods), and standardised product traceability procedures to realise monitoring, analysis, control and prevention of each key point of food safety and quality control from source to end customers, ensuring product quality and safety in all aspects. With regard to food safety during transportation, the "Operational Standards for Beverage and Instant Noodles Quality Protection" was formulated to regulate processes from shipment to market display, and reduce product damage during transportation.

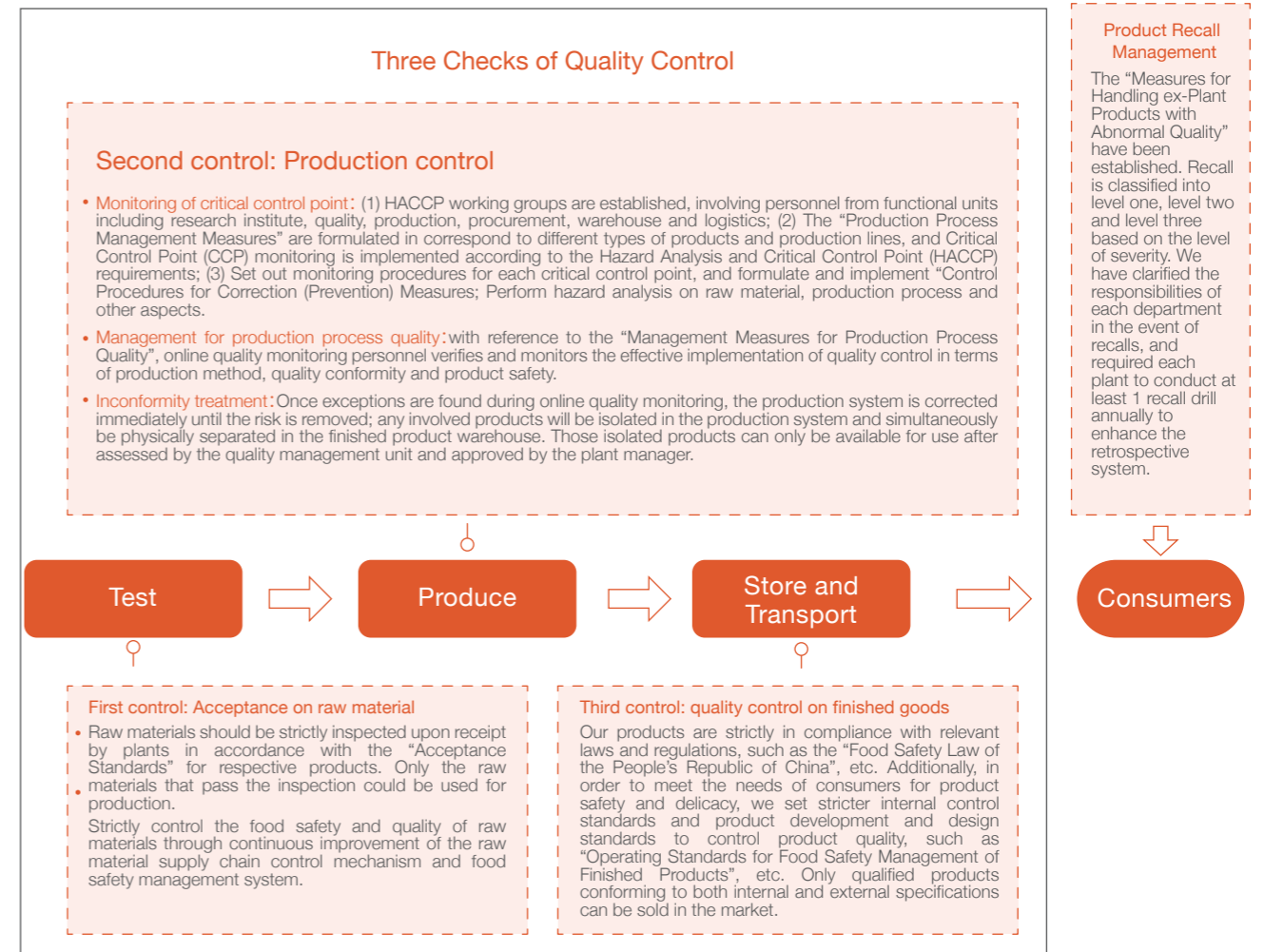


During the Reporting Period

During the Reporting Period, the Group carried out a total of **31** simulation exercises for 37 batches of products, with a traceability rate of **100%**.

0 recall of any products for safety and health reasons.

During the Reporting Period, Zhengzhou Uni-President passed the strict review by municipal government departments under the "Zhengzhou High-quality Development of Manufacturing Sector", and received special funds of RMB **800,000** for high-quality development.



Three "not" of food safety

1. Not introduce of suppliers with food safety risks 2. Not let off suppliers with food safety hazards 3. Not pass food safety risks

Three "not" of quality

1. Not design products with quality hazards 2. Not let off processes with abnormal quality 3. Not pass quality risks

Focus: Raw Material Supplier Management

We actively promote supplier management from the source and fully introduce the Food Safety Protection Plan, covering product design, production process, and sales channels. We strictly control our raw material suppliers by adhering to the management concept of "selecting the best to match the strong, eliminating the weak and retaining the strong, helping each other and grow together".

Select the best to match the strong

Eliminate the weak and retain the strong

Help each other and grow together

"Three Lines of Food Safety Defense" are the thresholds for the Group's new suppliers. Inferior suppliers will not be selected.

We formulated the risk grading and management system of suppliers, in which suppliers are dynamically scored and classified according to raw material risk, supplier risk and supply performance (i.e. acceptance quality control/ food safety testing / inspection results, etc.). Each year, suppliers are audited with different frequency and aspects according to different risk levels, reducing the proportion of high-risk suppliers year by year.

We gradually infiltrated our food safety management culture into external suppliers/manufacturers/distributors through continuous food safety management training and monthly publication; Carry out in-depth cooperation with external certification bodies, regularly invite them to train the relevant parties in the supply chain and arrange these professional bodies to audit our upstream suppliers.

Requests for new raw material



Sample inspection



Supplier



Supplier Field Inspection



Introduce



Mass production trial



Food Safety of raw materials

Focus: The Food Safety Testing Center

The Group's Food Safety Management Office has a Food Safety Testing Center, which provides a strong guarantee for food safety risk control. Since 2005, the Group's Food Safety Testing Center has passed the expert review of China National Accreditation Service("CNAS") for Conformity Assessment every year. Currently, it has passed 174 tests so far. It also has a number of practical new national patent authorisations and independently tests more than 700 items all year round, including more than 400 pesticide residues, 28 veterinary residues, 15 heavy metals and 16 plasticisers; the testing capacity of food safety items covers beverage, food, water, additives, food and oil and packaging materials.

During the Reporting Period, a set of inductively coupled plasma mass spectrometer (ICP-MS) was introduced for advanced detection of plasticizers, pesticide residues and heavy metals. And a high-performance liquid chromatography (HPLC) instrument was adopted for greater scope and accuracy in detection of additives, such as preservatives, saccharin and artificial colors.

The testing center has developed in-depth cooperation with external parties, and has had testing cooperation and technical exchanges with well-known third-party testing companies as well as government agencies and university testing institutions at home and abroad.



174 CNAS recognized tests



More than 700 independently tested items

More than 400 pesticide residues tested items

28 veterinary residues test items

15 heavy metals tested items

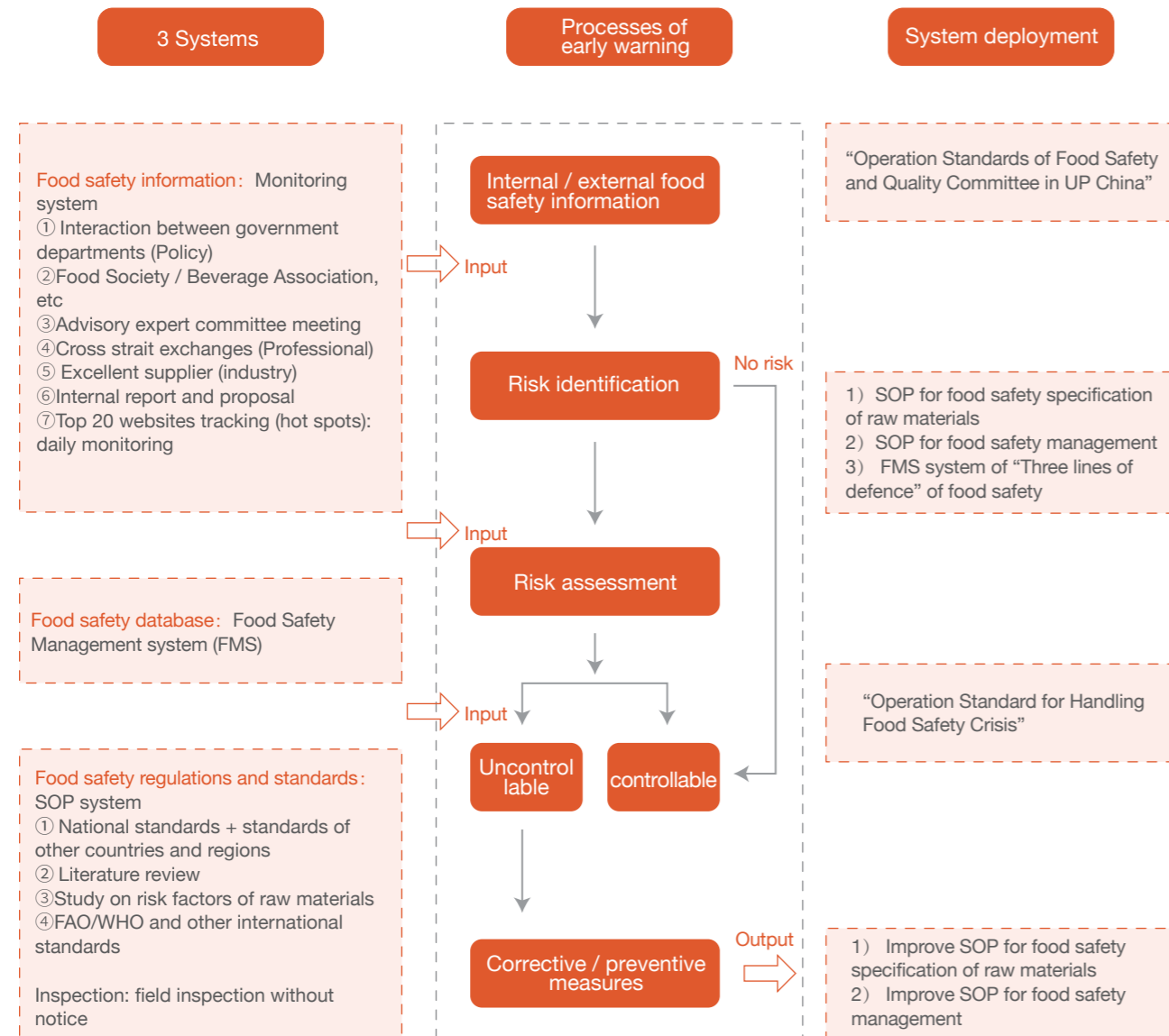
16 plasticisers tested items



Risk warning

We pay close attention to various external food safety accidents and conduct timely risk assessment. Identical or similar raw materials finished products involved in such accidents will be screened and phased out in our food safety management system to ensure food safety. We also actively participate in the formulation and revision of relevant national standards, collect and release food regulations and domestic and foreign food safety information to enhance food safety awareness and the compliance of food safety regulations and standards within the Group.

Risk Precautionary Management System



Cultivate a Food Safety Culture

We uphold the philosophy of "Three Goods and One Fairness: Good Quality, Good Credit, Good Service and Fair Price", and take the mission of "be comfortable and happy to eat" to offer safe, healthy and delicious food to consumers. We promote the development of food safety culture where all employees could participate in prevention and improvement work in respect of food safety and product quality.

With food safety training materials developed, we continue to strengthen the quality awareness of front-line staff. New employees must receive food safety trainings before onboarding, while existing employees shall participate in food safety knowledge training at least once a year and establish operation list and quality management objectives according to their job responsibilities. In August 2022, we promoted food safety culture and organized case study sessions for all employees, and invited university representatives and external experts to provide trainings. In May 2022, representatives from School of Food Science and Technology, Jiangnan University were invited to give training on theories and practices to UP "Oil Project" team, with over 200 participants from food safety, research, production, subsidiary quality assurance departments.



We have been releasing external food safety weekly reports since 2008 (760 issues in total as of the end of the Reporting Period). During the Reporting Period, we revamped the content by adding government inspection, sampling information, as well as domestic and international regulations and standards, and global food trends, and circulate this information to our raw material suppliers.

To refine food safety management of upstream suppliers, we also promoted case study among all raw material suppliers, and conducted training on regulatory and management requirements for leaders that work with food suppliers in 2022.



In addition, we actively participate in various activities held by national industry associations and hereby improve our quality management system and food safety culture construction through training, discussion and exchange. As a council member of Shanghai Food Safety Federation, we actively participate in the formulation of standards for self-heating food, and facilitate the construction of regional food safety culture. We also actively respond to the call of the national quality month and regularly organize quality/food safety enhancement activities within the Group. We also participate in the monthly quality theme activities organized by the General Administration of Quality Supervision, Inspection and Quarantine of the People's Republic of China and China Consumers Association.

Product Innovation

Continuous Product Innovation

Under the research and development ("R&D") concept of "be comfortable to eat safe, delicious and healthy food". We continue to strengthen our product competitiveness, develop new products based on consumer needs, and attract new generations of consumer groups. We are always committed to providing consumers with high-quality and innovative products.

Keen on "Research" and "Development" integration, we renamed the R&D Center to the Commercial R&D Institute in 2022. Through division of labor and integration of expertise, we established a R&D system focusing on food, beverage and milk tea that are supported by parties specialized in packaging materials, technology, consumer research, and optimized workforce structure to fit our strategy. Sticking to the R&D functions, we reviewed the R&D achievements and quantitative criteria, and made changes to professional career planning and promotion standards. Meanwhile, through internal innovation incentive mechanism and external technology exchange, we further strengthened the establishment of core technology and product innovation, and formulated the "Product Innovation Award Standard" to commend and encourage relevant innovative talents.

During the Reporting Period, we continued to exert greater effort in over ten core technology projects to create technological barriers and build up core competitive advantages. As of the end of the Reporting Period, the Group's Commercial R&D Institute had 148 authorised patents.

With a focus on products, the Group's Commercial R&D Institute is constantly reforming and optimising its R&D innovation system from the consumer side. A product incubation mechanism was established to select products that do not overlap with the existing business and are specifically designed to meet the needs of Generation Z and white-collar workers in Tier 1 cities, unleashing the Company's core strengths. This mechanism is combined with high-quality supply chains, using digital tools to incubate new products that meet the needs of emerging consumers in key scenarios. The products are primarily sold online as the main sales channel to be promoted as new brands and emerging products, while also preparing for offline business amongst key cities in the next step.



During the Reporting Period, we strengthened consumer insights, and actively proceeded with product innovations that are centered on consumer needs:

Actively conducting market research to strengthen communication with consumers and mine product concepts from the perspective of consumers;

Analysing new product trends and information at home and abroad, forming street and traditional food exploring and tasting teams and communicate with R&D personnel and business unit personnel to form new product inspirations;

Developing new products from the consumer-end after passed relevant internal review processes, arranging consumer focus group forum, taste testing and other activities to hear the opinions and suggestions from consumers.

Product innovation powered by digital research

In 2022, using digital tools such as the TMIC (Tmall Innovation Center) for market and consumer insights, we conducted research featured with "big data + small sample size" to drive innovation. By doing so, we aim to quickly reach target audiences and capture market trends, for shorter R&D cycle, higher success rate of new products, lower costs and greater efficiency.

In developing Pure & Noble Milk Tea - Coconut Oat Flavor (布諾乳茶生椰燕麥奶茶), we involved consumers through market research:



Market trend

According to big data reports and market research, many new brands and dairy giants turned to plant-based elements. And the market has seen continuous growth in oat milk and great passion around coconut flavor;



Consumer demands

Through e-commerce/social media information scanning, one-to-one interview with target audiences, FGD group talks and other all-round research, we explored consumer demands and product benefits, and formed the concept of coconut + oat dual plant-based products;



Product validation

Launch online and offline product testing activities to interact with heavy consumers, and continue to refine products based on their feedback.



As a member of industry association, we also participated in industry-specific technical exchanges, and maintained good cooperation with research institutes and universities in food industry, to continuously promote the integration of production, teaching and research and accelerate the transformation of technological innovation into productivity.

In 2022, we, together with Shanghai Institute of Technology, set up a talent cultivation and technology innovation cooperation base in promotion of joint research on new flavor evaluation and testing methods.



School-enterprise cooperation



Industry standards formulation

The "Technical Specifications for Quality and Safety Control and Management of Pickled Cabbage Production" was jointly released by the Company (the organizer), Chinese Institute of Food Science and Technology and other units in September 2022. This document fills the gap in standards for pickled cabbage, facilitating healthy growth of the industry.

Member of industry association

In September 2022, we attended the Pre-made Food Future Summit held by CIFST (Chinese Institute of Food Science and Technology) to stay up-to-date with industry developments. Later, we joined the Pre-made Food Professional Committee of Chinese Institute of Food Science and Technology in November, determined to further tap into the pre-made



During the Reporting Period, the Group launched new products that were well received by the market, such as "The King of Tomato (茄皇)" - Tomato Bolognese Instant Pasta, "Soup Daren (湯達人)" - Rice Noodles, and "Kai Xiao Zao (開小灶)" - Toppings.

Product innovation achievements

"The King of Tomato (茄皇)" - Tomato Bolognese Instant Pasta



The "The King of Tomato" Tomato Bolognese Instant Pasta was launched in 2022. Each serve of sauce is full of the rich flavor of one tomato from Xinjiang as well as beef stew, along with various western-style seasonings. The smell of parsley and basil is fragrant, and the separately packaged cheese powder makes the fragrance even more overflowing. With the semi-straightening process, the pasta is straight, chewy and tasty. Covered with red and bright sauce, each piece of pasta is chewy and tasty, sweet and sour, fresh but not greasy. The classic Italian style is just five minutes away.

"Soup Daren (湯達人)" - Rice Noodles



Rice noodles become popular among consumers for the non-fried and low-calorie features. As an extension of the brand's new category, "Soup Daren" Rice Noodle launched two new products in 2022, i.e., greasy sauce rice noodles and spicy and sour rice noodles were launched under the category of "Soup Daren", to meet young people's demands for "healthy" and "delicious" food. Unlike other rice noodles in the market, "Soup Daren" simulates the hand-pulled process to get smooth and chewy rice noodles, forming a wide reputation effect.

"Kai Xiao Zao (開小灶)" - Toppings



Entering the "pre-made food" market, "Kai Xiao Zao" offered two type of toppings (dishes put on top of rice or noodles), namely, beef curry and beef tomato. Advocating zero-preserved and easy cooking, the toppings could be heated in a water bath or in a microwave oven with bag open. You can have delicious meals in just three or five minutes, a time-saving choice as compared with ordering take-out.

"Chai Li Won (茶裏王)" - Sugar-free Green Tangerine Da Hong Pao



Our sugar-free brand, "Chai Li Won", launched the green tangerine Da Hong Pao with zero sugar, zero calorie and zero fat in June 2022. Wuyi Mountain Da Hong Pao, also known as Chinese "king of rock tea", brings the mineral and floral fragrance with three unfolded leaves picked. Guangdong Xinhui green tangerine is harvested by two cuttings, and peeled using traditional processes. Its top-quality peel gives out a refreshing smell after sun-dried. Presented by "Chai Li Won" and "Impression Da Hong Pao", the beverage mixes traditional and new elements, and tastes like freshly brewed tea as the fruity smell embraces the floral fragrance.

"Soup Daren (湯達人)" - Cherry Blossom Season Special, "Chai Li Won (茶裏王)" - Sugar-free Green Tangerine Da Hong Pao



For new products, we carry on with routine products for major customers, and launch seasonal specials and limited festival offerings for Chinese New Year. For example, "Soup Daren" provided the cherry blossom season special and "Chai Li Won" launched sugar-free green tangerine Oolong Tea using Da Hong Pao. Seasonal activities are hosted to promote brands and engage consumers to build closer bonds.

Pursue Nutrition and Health

As customers are attaching increasing importance to health and have greater needs for healthy products, we are constantly adjusting our product formula and developing new products to offer consumers healthier product choices.



Pure & Noble Milk Tea (布諾乳茶) - Coconut Oat Flavor

The beverage, coming out in 2022, replaces milk with plant-based milks made from selected Australian oats and Southeast Asian coconuts, while preserves the taste and nutrition with zero non-dairy creamer. This plant-based milk is not only healthy, but also tasty as the Ceylon black tea adds a refreshing muguet fragrance to it, "planting" seeds of affection among consumers.

Replacing animal milk with plant milk (oat+coconut milk) is beneficial to global sustainable development and reduces greenhouse gas emissions, land use and energy consumption. The beverage does not contain lactose, and people who are lactose intolerant can drink it. Multi-enzymatic hydrolysis technology retains soluble dietary fiber β -glucan of oat, releases rich natural polysaccharide components of oat, and provides smooth, natural and thick taste of milk tea beverage.

"Kai Xiao Zao (開小灶)" - Instant Brewed Wonton



We have added a new portfolio of "instant brewed wonton" as a second growth driver. For the production of the new offering, a freeze-drying (FD) and hot air drying (AD) process is adopted, and a wonton molding set is developed on our own to provide an innovative auto-molding technology that breaks the limits of manual molding. With the most nutrition retained and the best taste, our non-fried instant brewed wonton will not cause inflammation in the body. They are indeed a better choice for consumers pursuing safe and tasty food. In 2022, "Kai Xiao Zao - Small Wonton in Chicken Soup (開小灶雞湯小餛飩)" was granted the two-star Superior Taste award from the International Taste Institute in Brussels, Belgium.



That Street That Lane (那街那巷)

We have launched a healthy non-fried series of products, "That Street That Lane", which aims to bring authentic street food to consumers, with categories of fresh rice noodles and semi-dry noodles. In 2022, we developed more product varieties and flavors. Among them, "That Street That Lane - Potted chicken (那街那巷紅油鉢鉢雞)" won the 2021 to 2022 Excellent Innovative Products of China Instant Food Industry Award from CIFST (Chinese Institute of Food Science and Technology)

Build Smart Plants

The Group deeply explores and advances corporate digital transformation. With the digital management system and automatic production line, we are building an integrated intelligent operation platform, in pursuit of standardised, refined and intelligent operation management and production and continuous improvement of production efficiency and product quality.

We carry out digital empowerment in design, procurement, production, sales and other links, focus on business data management, realise process connection and data sharing, and build smart plants. We independently develop the intelligent procurement system, food safety information monitoring system, food safety management system, production process quality management system and finished product delivery system to strengthen food safety management at the source of supply chain and food safety monitoring of finished products under the requirements of "Three Lines of Food Safety Defence" and "Three Checks of Quality Control". We keep trying to apply various emerging intelligent technologies, for instance, through Robotic Process Automation (RPA), suppliers are subject to 24-hour real-time monitoring and risk warning on legal disputes, credit risk, tax risk, environmental risk, operational risks, food risk, engineering risk, etc. helping the Company to strictly control risks arising from daily operation. In addition, we also explore consumer demands using artificial intelligence (AI).

Focus: intelligent production

Relying on the Supervisory Control and Data Acquisition System (SCADA), our digital plants are integrated with a series of management systems, including the corporate operation monitoring system, raw material traceability system, equipment management system, quality management system and energy data acquisition system. The Company's agility and rapid response capability are improved through the achievement of lean production, process automation, information digitalization and management transparency.

In 2022, we made a step forward in the digital transformation of the manufacturing execution system (MES) for better raw material tracing as well as data acquisition and application, and applied the code scanning + mobile office technology to enable real-time monitoring of production quality and improve the production transparency. Advanced technologies were adopted to collect equipment data in real time, push anomaly notifications and present them synchronously on the production control panel. For equipment, precise maintenance is implemented to replace the traditional scheduled maintenance, in an effort to reduce the failure rate and improve the utilization rate of equipment.



In 2022, we doubled down on digital transformation in food safety practice. Specifically, an online dashboard was designed to manage key indicators and data of production and finished goods monitoring, and quickly identify risk points in quality control. This tool resulted in reduced labor hours as well as higher accuracy and wider coverage of data analysis.



With the self-developed production and marketing planning platform system (PMS), marketing, production management and logistics systems are all connected, where production, marketing and storage data could be integrated for refined planning of production and marketing. A visual production and marketing control panel featuring cloud monitoring and real-time progress tracking allows us to carry out multi-dimensional analysis and display of production, marketing and storage indicators, thereby supporting rapid response to business demand changes, assisting the optimisation of production scheduling and ensuring timely supply of products with high freshness.



The material management system (MTR) helps us manage the put-away, stock-in and stock-out of raw materials and enables the early warning of expiry and quality traceability of raw materials. Automatic storage and retrieval facilities for finished products have been deployed, which together with the warehouse management system (WMS) guarantee the efficient put-away of finished products upon code scanning, with the log number recorded based on the storage location, and the goods released following the first-in first-out rule, thus realizing data-driven and systematic warehousing.



The vehicle entry and exit reservation system is applied to support integrated operations among the links of order processing, vehicle assignment, driver reservation, vehicle entry and exit, product delivery and customer acceptance, with all processes overseen through cloud monitoring and enhanced with real-time data to improve logistics efficiency and shorten delivery cycle.

We have realized the transparent management of business orders by setting up a "logistics service channel" through the DingTalk system to track business orders, monitor the progress in real time and deal with problems promptly, thus guaranteeing more efficient communication with customers and improving service efficiency and customer experience.

We have also cooperated with external equipment manufacturers to make innovations through "independent design and transformation, external collaboration and cross-border application" and other modes, successfully developed and adopted visual dough detector, high-speed powder packing unit, automatic film supply tool, and automatic connection membrane packaging device, steadily facilitating the automatic upgrading of production lines.

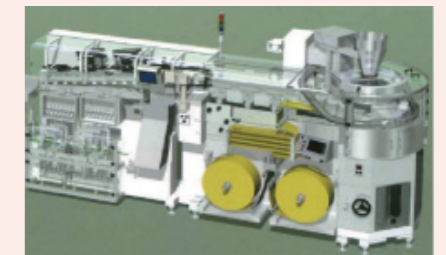
Visual dough detector

In the production line, a visual dough detector is installed to avoid visual fatigue due to manual detection, which reduces the labor intensity and ensures the quality of products.



High-speed powder packing unit

Various new technologies and equipment are introduced. For example, a high-speed powder packing unit is adopted to replace the traditional low-speed model, which largely increases the production efficiency and the product quality while effectively reducing labor intensity.



Automatic film supply tool

A self-developed automatic film supply tool is applied to the sleeve labeller, which enables the automatic change of product labels, improves the operating continuity of the labeller and reduces the labor intensity.



Automatic connection membrane packaging device

An automatic connection membrane packaging device is introduced to meet the consumer demand for small capacity, multiple-packing products, which helps achieve automatic connection production and reduce the labor intensity.





Practice Green Development

The Group actively responds to the national strategy of "promoting green development and harmonious coexistence between human and nature", pays attention to the latest development trend of various environmental issues, and undertakes the social responsibility of environmental protection. We adhere to the concept that enterprise benefits and environmental protection are equally important. We practice green production, promote technology development and renewable energy to assist the realization of circular economy and "Carbon peaking and carbon neutrality goals " goal. We actively take all kinds of environmental-friendly actions, and devote ourselves to environmental protection and sustainable development.

The UN Sustainable Development Goals we have attended to



Medium and long-term environmental objectives	2022 achievement
Wastewater Gradually decrease the intensity of wastewater discharge and realize a 14.0% decrease by 2025 as compared to 2020.	Wastewater discharge intensity in 2022 is 1.81 tonnes per tonne products, a drop of 12.1% compare to 2020 (2.06 tonnes per tonne products).
Energy Gradually decrease the intensity of energy and realize a 12.0% decrease by 2025 as compared to 2020.	Energy intensity in 2022 is 0.44 MKh per tonne products, a decrease of 10.9% compared to 2020 (0.49 tonnes per tonne products).
Water Gradually decrease the intensity of water and realize a 12.0% decrease by 2025 as compared to 2020.	Water intensity in 2022 is 2.85 tonnes per tonne products, a decrease of 10.7% compared to 2020 (3.19 tonnes per tonne products).
GHG Gradually decrease the intensity of GHG emission and realize a 12.0% decrease by 2025 as compared to 2020.	Greenhouse gas emissions intensity in 2022 is 0.1650 tonnes per tonne products, an decrease of 10.6% compared to 2020 (0.1846 tonnes per tonne products).
Hazardous waste Gradually decrease the intensity of hazardous waste discharge and realize a 30.0% decrease by 2025 as compared to 2020.	Hazardous waste discharge intensity in 2022 was 0.0637 kilogrammes per tonne products, a decrease of 27.1% compared to 2020 (0.0874 kilogrammes per tonne products).
Non-hazardous waste Gradually decrease the intensity of non-hazardous waste discharge and realize a 20.0% decrease by 2025 as compared to 2020.	Non-hazardous waste discharge intensity in 2022 was 17.18 kilogrammes per tonne products, a decrease of 18.1% compared to 2020 (20.98 kilogrammes per tonne products).

Note:

Considering the changes in the market and the product mix, the unit of the denominator in the fractions representing environmental performance-related densities is changed into "ton" of product for this Reporting Period. The medium- and long-term targets of density of wastewater, energy, water, greenhouse gases, hazardous waste and non-hazardous waste have also been adjusted accordingly.

Environmental Management Mechanism

The Group strictly abides by the environmental protection laws and regulations of the PRC, including but not limited to "Environmental Protection Law of the People's Republic of China". We adopt overall environmental management to strictly control environmental resources and emissions by implementing such management systems as ISO14001 Environmental Management System and Cleaner Production Management System, as well as by formulating such environment-related standards as "Environmental Factor Identification and Evaluation Management Procedure" and "Wastewater, Waste Gas and Boundary Noise Management Procedures". The headquarters and plants of the Group all set up environmental management functional departments to implement environmental performance management and hierarchical management mode. The headquarters of the Group is responsible for planning and promoting environmental management, while each plant is responsible for implementing various plant-specific environmental management measures. Starting from the two aspects of technology and management, the Group continues to introduce new technologies, new equipment and new processes, and gradually advances to standardization, systematization and intelligence.

The Group actively promotes the certification of all plants under various management systems to improve its environmental management level. To pass the certification under the cleaner production management system, we take measures like process optimization, equipment upgrading and waste recycling to achieve cleaner production and emission reduction; for ISO14001 environmental management system certification, we engage external professional counselling institutions to help build up all staff's awareness of environmental protection, and take actions to improve the environment to constantly enhance our environmental governance capacity; for ISO50001 energy management system certification, we follow the management requirements of the standard to establish an comprehensive and effective energy management system within the Group, which enables energy saving monitoring, energy audit, energy efficiency benchmarking, energy conservation assessment and other activities in a systematic and professional manner, and assists us in better fulfilling social responsibilities. In addition, we actively apply for the certification of water-saving enterprise. Through the continuous refinement of internal policies regarding the use of water and the continuous improvement of water-saving technology and water use efficiency, we had about 60% of our plants officially certified as provincial or municipal water-saving enterprise as at the end of the Reporting Period.



Environmental Management System and Energy Management System Certificates

Climate Change and Energy

Climate change is a major challenge for all mankind, which affects the well-being of people around the world and the long-term development of all countries. In active response to the major national goal that "China will strive to peak carbon dioxide emissions before 2030 and achieve carbon neutrality before 2060" and pays close attention to relevant national policies and dynamic development trends on climate change, the Group endeavours to reduce greenhouse gas emissions to support the 1.5°C temperature control target of the "Paris Agreement" by formulating effective emission reduction strategies and continuously increasing the proportion of renewable energy.

Risk Identification

During the Reporting Period, in order to strengthen our control over climate risks, we referred to the "Recommendations of the Task Force on Climate-related Financial Disclosures" issued by the Task Force on Climate-related Financial Disclosures (TCFD) in June 2017, and comprehensively assessed and reviewed the impact of climate change-related risks and opportunities on our businesses according to the proposed framework of climate change-related information disclosure, and then formulated short-, medium- and long-term coping strategies for climate change issues so as to deal with the impact of climate change risks.

Climate change risks and opportunities

During the Reporting Period, we reviewed the development of the industry and relevant topics with reference to TCFD recommendations and the up-to-date risks, opportunities and responses to climate change at home and abroad concerned by the food manufacturing industry, and adjusted/updated the responses to and management measures on critical climate risks and opportunities.

Risk type	Risk description	Potential impact	Period of impact	Financial impact assessment	Response measures	Management goals
Physical risks	The frequency and severity of extreme weather and natural disaster events such as typhoons, floods and droughts have increased	The increased probability of extreme weather events may disrupt the supply chain of raw materials, or increase the number of days for storing raw materials and products, or cause damage to our plants and equipment, losses of raw materials or products and difficulties in delivering raw materials or products due to road interruption, or even the power suspension or water cut-off, affecting the production of products.	Short term (less than 3 years)	<ul style="list-style-type: none"> •Increase the number of days for storing raw materials and products, which results in higher costs due to renting additional warehouses •Higher warehousing and transportation costs because the transportation of raw materials or products is blocked •Impairment of assets arising from damage to equipment •Higher operating costs and lower revenue due to losses of raw materials and products 	<ul style="list-style-type: none"> •Change the production sequence or implement interplant transfer production or production reduction measures based on material and water shortage •Prioritise the production of products using raw materials with shorter storage life •Set up an energy emergency response team, formulate the Guidelines for Energy Emergency Response Plan and emergency operation procedures, and accordingly deal with energy supply emergency issues (including water, electricity, natural gas, air compressor, steam and other energy in production and operation activities) •Lease electricity generators to deal with power suspension •Secure plants with disaster damage insurance to reduce financial impact •Formulate emergency response mechanism and conduct regular risk assessment •Keep a running stock of raw materials for 1-2 months •Increase the proportion of local procurement to lower the risk of production suspension caused by logistics disruption 	<ul style="list-style-type: none"> •Monitor resource utilisation and continuously optimise the management mechanism for contingency measures •Continue to optimise the energy and resource utilisation efficiency of each plant, and actively introduce energy-saving and water-saving projects •Prioritize local suppliers and introduce raw material suppliers from various regions •Improve the management of source safety and reduce the risk of raw material sourcing •Monitor and improve alternatives of imported raw materials

Risk type	Risk description	Potential impact	Period of impact	Financial impact assessment	Response measures	Management goals
Physical risks	Temperature rise	Temperature rise will increase people's reliance on air conditioning and other refrigeration equipment, causing a huge increase in energy use. Meanwhile, the increase of power consumption on a large scale will bring heavy load to the power grid, which may cause power rationing or outage and further affect normal production. In addition, high temperature will also make it more difficult to store and transport food and beverages.	Long term (five years and more)	<ul style="list-style-type: none"> •Expenditures on energy will increase as the energy consumption grows, leading to higher costs •Power rationing or outage will cause damage to raw materials and products, thus resulting in higher operating costs and lower revenue •Additional equipment will be needed to satisfy higher requirements on product storage and transportation, which will increase the operating costs 	<ul style="list-style-type: none"> •Downtimes are planned considering the local quota to maximise production with the quota provided. At the same time, based on prediction for the power restriction situation, the production, sales and logistics units of the headquarters and central and regional plants should adjust the production plans flexibly and conduct drills on cross-plant and cross-regional goods transfer •Lease electricity generators to deal with power suspension •Introduction of photovoltaic green energy •Upgrade and replace to equipment with lower energy consumption 	<ul style="list-style-type: none"> •Continuously expand the scope of photovoltaic power generation in the plant area •Explore the possibility of other renewable energy application which will increase the operating costs
Physical risks	Sea level rise	Sea level rise will lead to more severe impact of natural disasters such as floods and typhoons on coastal areas, aggravate social and economic risks there, and cause disruption of our raw material supply chain and road cut-off, which hinders the transportation of raw materials or products.	Long term (five years and more)	<ul style="list-style-type: none"> •Impairment of assets arising from damage to equipment •Higher operating costs and lower revenue due to losses of raw materials and products 	<ul style="list-style-type: none"> •Secure plants with disaster damage insurance to reduce financial impact •Conduct regular risk assessment on operation sites 	<ul style="list-style-type: none"> •Avoid selecting locations prone to flooding as plant sites •Introduce raw material suppliers from various regions •Improve the management of source safety and reduce the risk of raw material sourcing
Transition risks	Enhanced requirements for products and services and for supervision	With the increasing attention to supervision and environment-friendly products, relevant regulations may be promulgated for product labelling, or for reducing use of plastic packaging and conducting carbon footprint investigation. Failing to comply with the regulations on product labelling may constitute as violations and lead to penalties. The plastic reduction plan for packaging materials and the introduction of carbon management tools will increase our R&D cost and product carbon management expenses.	Medium term (3 to 5 years)	<ul style="list-style-type: none"> •Violations of statutory requirements will lead to penalties, resulting in higher operating expenses •The costs for products' carbon footprint certification will lead to increased operating expenses •R&D of alternative materials and packaging will increase operating costs, but the new lightweight products will reduce waste disposal costs 	<ul style="list-style-type: none"> •The R&D Institute, Food Safety Management Office and Production Management Group keep abreast of new policies on packaging and labelling in real time, and proactively respond to the new labelling requirements •A "Packaging and Labelling Review Process" is established to force the review of packaging and labelling by various business groups, R&D Institute, marketing planning offices, production plants and product management units to avoid inappropriate labelling and marketing •R&D Institute conducts R&D on lightweight and substantive product packaging materials 	<ul style="list-style-type: none"> •To ensure product labeling complies with the relevant regulatory standards •Introduction of the most suitable, environmental-friendly and functional packaging materials

Risk type	Risk description	Potential impact	Period of impact	Financial impact assessment	Response measures	Management goals
Transformation risks	Climate-related policies	China's "carbon peak and carbon neutrality" commitments and related policies and regulations will give impetus to the carbon reduction objectives to be set by and actions to be carried out of enterprises. In this context, the structural adjustment on the production side and dual control of energy consumption are the main themes of future energy policies. In addition, China may levy carbon emission fees in the future, and other countries will also levy carbon taxes. All these may lead to an increase in our energy costs, impacting production and product competitiveness.	Medium term (3 to 5 years)	<ul style="list-style-type: none"> •Paying carbon emission fees results in increased operating expenses •Paying penalties for violations results in increased operating expenses •Increased provision for equipment depreciation and amortisation (installation of renewable energy equipment), operating costs (purchase of renewable energy electricity certificates) or operating expenses as a result of the structural adjustment on the production side 	<ul style="list-style-type: none"> •Downtimes are planned considering the local quota to maximise production with the quota provided. At the same time, based on prediction for the power restriction situation, the production, sales and logistics units of the headquarters and central and regional plants should adjust the production plans flexibly and conduct drills on cross-plant and cross-regional goods transfer •Annual status quo reviews and performance assessment of energy use and GHG emissions will be conducted •Introduction of energy conservation and carbon reduction initiatives •Introduction of photovoltaic green energy 	<ul style="list-style-type: none"> •Continuously expand the scope of photovoltaic power generation introduction in the plant area: select areas not prone to typhoon, to install concrete roofs as the first choice. It is planned to complete installation for the nation-wide 24 production bases that can be connected to the grid by 2030 •Establish medium and long-term carbon reduction targets. The density of GHG emissions by 2025 will be reduced by 12.0% compared to 2020
Transformation risks	Concerns of Stakeholders	External Non-Profit Organizations (NPO) and Non-Governmental Organizations (NGO) actively advocate and promote carbon reduction, non-plastic products and related actions, so as to promote consumers' awareness of sustainability and change their consumption behaviour. Failing to respond promptly and launch related products will affect the sales of products. Facing the pressure of many sustainability ratings, a poor performance in sustainability ratings may affect investors' willingness to invest and consumers' perception of our brand.	Medium term (3 to 5 years)	<ul style="list-style-type: none"> •Poor brand image in sustainability or lack of sustainable products will affect consumers' willingness to purchase, resulting in a decrease of revenue •Poor performance in sustainability rating reduces investors' willingness to invest, which in turn leads to higher borrowing costs 	<ul style="list-style-type: none"> •In terms of products, continuously invest in R&D of novel high-nutrition health-care products and relevant production processes and technologies •Actively conduct research, develop and promote lightweight packaging materials •Questionnaires are conducted regularly to understand the issues that stakeholders are concerned about •Proactively manage sustainability rating 	<ul style="list-style-type: none"> •Continuously improve and refine quality products •Introduce the mostly suitable, environmental-friendly and functional packaging materials •Continuously manage the Company's performance in sustainability

Risk type	Risk description	Potential impact	Period of impact	Financial impact assessment	Response measures	Management goals
Transformation risks	Management of stable raw material supply	Climate change may affect the stability of raw materials supply, causing the cost of raw materials to increase or the supply chain to be interrupted. Therefore, we need to improve the diversity of raw materials sources and increase the stability of supply chain sources to cope with different risk situations.	Medium term (3 to 5 years)	<ul style="list-style-type: none"> •Unstable supply price of raw materials results in higher operating costs •The selection and R&D of alternative raw materials results in higher operating costs 	<ul style="list-style-type: none"> •Management of raw material source reliability •R&D of substitutes to raw materials •Maintain stability of supply chain (e.g. preparation and development of alternative materials, regular communication with suppliers to keep abreast of source status) •Formulate alternative plans for imported materials to address the risks in overseas logistics 	<ul style="list-style-type: none"> •Establishment of multi-area raw materials supply •Improve the management of source safety and reduce the risk of raw material sourcing •Monitor and improve alternative plans of imported raw materials
Opportunities	Efficiency of resource utilisation	Promote the efficiency of production processes, machinery and equipment, and logistics, and improve the process to elevate product yield, so as to reduce food waste, hold down medium and long-term operating costs, contribute to circular economy and enhance brand power.	Medium term (3 to 5 years)	<ul style="list-style-type: none"> •Improve energy efficiency and reduce operating costs •Brand power is enhanced and revenue is increased 	<ul style="list-style-type: none"> •Improve production process to reduce raw material consumption •Introduction of energy conservation and carbon reduction initiatives •Expand the possibility of recycling non-hazardous waste in the future 	<ul style="list-style-type: none"> •Continuously improve production process •Increase the recovery rate of waste resources
Opportunities	Application of renewable energy	With the rapid decline in cost of distributed clean energy and the increase in energy reserve capacity, we can expand the application of renewable energy at lower cost, thereby reducing annual energy costs and medium to long term operating costs, and increasing consumers' perception of the brand's sustainability.	Medium term (3 to 5 years)	<ul style="list-style-type: none"> •Improve energy efficiency and reduce operating costs •Brand power is enhanced and revenue is increased 	<ul style="list-style-type: none"> •Introduction of photovoltaic green energy 	<ul style="list-style-type: none"> •Continuously expand the introduction scope of photovoltaic power generation in the plant area •Explore the possibility of other renewable energy applications
Opportunities	R&D of new sustainable products	Actively responding to the initiatives of external Non-Profit Organizations (NPO) and Non-Governmental Organizations (NGO) and the demand of consumers for sustainable consumption and introducing new sustainable products will enable us to quickly penetrate into new markets, increase product sales capacity and expand our market share.	Medium term (3 to 5 years)	<ul style="list-style-type: none"> •Increase in revenue •Enhance brand power 	<ul style="list-style-type: none"> •In terms of products, continuously invest in R&D of novel high-nutrition health-care products and relevant production processes and technologies •Actively explore environmental-friendly packaging materials 	<ul style="list-style-type: none"> •Continuously improve and refine quality products

Energy Conservation and Carbon Reduction Actions

The Group attaches importance to the management of greenhouse gas emissions and has set a clear emission reduction target of "gradually reducing the intensity of greenhouse gas emissions by 12.0% by 2025 as compared to 2020" and takes active actions to reduce greenhouse gas emissions.

Promote dual system certification for energy management and environmental management, and improves the level of corporate energy consumption management.

Increase the introduction of new technologies and equipment to improve the energy efficiency ratio of equipment.

On the production side, formulate energy consumption reduction plans for each stage of manufacturing, gradually reduce energy consumption and carbon emissions per unit during production operations.

The Group is committed to reducing carbon emissions through the following measures

Carry out energy-saving process design and technology upgrading.

Increasing the proportion of clear energy, promote the construction of photovoltaic power generation. we have used natural gas clean energy to replace fuel oil or coal in all of our boiler fuels for our own steam production.

Choose environmental-friendly packaging materials to reduce the impact on the environment. Under the premise of ensuring food safety and quality, we actively explore the reduction of packaging materials and cooperate with upstream suppliers to recycle and reuse the used raw material cartons and reduce the use of cartons to ease the burden on the environment, provided that the quality protection and usage requirements are met at the same time.

Reduced carbon emissions by approximately

16,631 tonnes



In response to the overall deployment of the national pilot project on carbon emissions trading, we have actively carried out carbon emissions verification and participated in the national carbon emissions market trading. Through continuous improvement in management and technology, we have formed a production mode combining resource conservation and environmental protection, committed to building a green and environmental friendly plants and helping to achieve the "Dual Carbon" goal. In 2022, the energy saving and consumption reduction projects and measures for green packaging material management at the Group's plants have reduced carbon dioxide emissions by a total of approximately 16,631 tonnes.

Focus: Carbon inventory and carbon footprint verification

Energy conservation and carbon reduction is not only the national strategic requirement of "carbon peaking and carbon neutrality", but also the embodiment of a food manufacturing enterprise's social responsibility. We invite an external ESG expert team to popularize knowledge about carbon emissions and enhance the awareness of all staff on energy conservation and carbon reduction.



In order to convey the brand concept of "making tea by heart" and correspond to the trend of green and low-carbon, the Group takes "Chai Li Won Baked Green Tea (420 ml)" as a pilot product to promote the carbon footprint verification of products. We calculate the carbon footprint (Scope 1 - 3) of the product in five stages, namely, raw materials collection, production & manufacturing, selling, using and waste disposal, to provide basic data support on green design improvement and improve the environmental friendliness of this product. On 15 December 2022, "Chai Li Won Baked Green Tea (420 ml)" was granted the "carbon footprint certificate".



Energy conservation and carbon reduction projects

Introduction of green energy - photovoltaic power project

The Group actively introduces green energy. Taking into account the relevant national policy trends and the actual roofing and lighting conditions of each plant, we have formulated medium and long-term plans for the introduction of photovoltaic power generation to reduce carbon dioxide emissions. In 2022, photovoltaic power generation projects at seven plants, including four newly established plants in Guangzhou, Zhengzhou, Kunming and Shenyang respectively, were put into operation, with 8,351 MWh of generation capacity, a reduction of approximately 6,212 tonnes of greenhouse gas emissions.



We are gradually expanding the scope of photovoltaic power generation projects. In 2023, more efforts will be made to introduce photovoltaic project into application, and we plan to introduce the project to all production bases with qualified installation conditions by 2030, with generation capacity accounting for 10% of the total power consumption of the Company.

Replacement and upgrade of equipment - introduction of environmental friendly chilling water machines

Introducing environment friendly chilling water machines and reducing the use of non-environment-friendly freezing medium. During the Reporting Period, we have reduced greenhouse gas emissions by 3,396 tonnes through adopting environmental friendly chilling water machines.



Green packaging materials management - purchasing environmentally friendly packaging

We purchase environmentally friendly packaging materials from the upstream supply chain, adopt aluminium foil-based packaging materials for TP products, implement the plan on lightweight packaging materials, and cooperate with the upstream suppliers on recycling and using raw material packaging cartons. In 2022, a total of 1,733 tonnes of environmentally friendly packaging materials were used and the consumption of packaging materials reduced by 3,718 tonnes, a reduction of 5,220 tonnes of greenhouse gas emissions.



GHG emissions of the Group in the Reporting Period is showed as below:

Indicators	2022	2021	2020
Direct (Scope 1) GHG emissions (tCO ₂ e)	132,002	109,811	106,603
Energy indirect (Scope 2) GHG emissions (tCO ₂ e)	515,008	482,159	421,616
Total GHG emissions (tCO ₂ e)	647,010	591,970	528,219
GHG emission intensity (tCO ₂ e /ton products)	0.1650	0.1715	0.1846

Notes

1. GHG emission intensity is presented in "ton of product" based on "product weight".
2. In the Reporting Period, GHG emissions are calculated according to the "Accounting Method and Reporting Guideline of GHG Emissions for Food, Tobacco and Alcohol, Beverage and Refined Tea Enterprises (Trial)" and the "Average Carbon Dioxide Emission Factors of China's Regional Power Grids in 2011 and 2012" issued by the NDRC.

The Group strictly abides by the "Energy Conservation Law of the People's Republic of China", "Cleaner Production Promotion Law of the People's Republic of China" and other relevant national laws and regulations during the business operation. We implement systematic energy management and promote the certification of ISO50001 Energy Management System in all plants. The Group established energy teams at the headquarters and each plant to implement energy performance target management and to control energy consumption. The Group responds positively to national policies and manages according to the medium and long-term energy management targets that have been set (a gradual reduction in energy intensity to 12.0% by 2025 compared to 2020). We actively explore the application of new technologies and new equipment to increase energy efficiency.

The Group's headquarters develops technical energy conservation plans in an integrated manner, and the plants actively implement energy conservation and consumption reduction measures to strictly control energy use. In 2022, we invested approximately RMB 20,963,000 (increase by 47% compared with that in 2021) in energy conservation and carbon reduction, mainly for energy conservation projects such as magnetic-levitated ice water machines, high-efficiency boilers, and energy saving units of steam cabinets (Note: The statistics cover investments in energy saving, technical improvements with energy-saving benefits and investments in quality improvement, excluding investments in new bases and new production lines).

In addition, in response to China's increasingly tightened dual control policy on energy consumption, the Group has formulated the "Guidelines on Emergency Response to Energy Supply Exceptions" to provide guidance on emergency response to exceptional supply of resources, and established an emergency response team for energy supply exceptions headed by the plant manager, formulate emergency operation procedures for energy supply exceptions, and conducted emergency plan drills to ensure that the plants are able to respond in a timely and orderly manner in case of energy supply exceptions, so as to ensure reliable supply and reduce losses to the greatest extent.




Energy Consumption of the Group during the Reporting Period is shown as below:

Indicators	2022	2021	2020
Natural gas consumption (MWh)	660,205	549,216	525,236
Total direct energy consumption (MWh)	660,205	549,216	531,311
Purchased electricity (MWh)	435,127	395,850	342,637
Purchased steam (MWh)	624,785	602,860	535,385
Total indirect energy consumption (MWh)	1,059,912	998,710	878,022
Total energy consumption (MWh)	1,720,117	1,547,926	1,409,333
Energy consumption intensity (MWh/ton products)	0.44	0.45	0.49

Notes:

1. Energy consumption intensity is presented in "ton of products" based on "product weight".
2. Energy consumption is presented in MWh (KWh in ' 000s). Calculation method and conversion factors come from the "Accounting Method and Reporting Guideline of GHG Emissions for Food, Tobacco and Alcohol, Beverage and Refined Tea Enterprises (Trial)" and "Accounting Method and Reporting Guideline of GHG Emissions for Other Industrial Enterprises (Trial)" released by the National Development and Reform Commission (NDRC).

The following are examples of energy consumption reduction projects by the Group through upgrading or optimising production equipment control systems and equipment technology:

Main technological improvements	Project introduction and achievements
Hot water system of the dairy beverage sterilizer is optimized to save steam consumption	<p>Through equipment and process adjustment and optimization, the hot water flow direction of the hot water system of the sterilizer was adjusted to increase the heat exchange efficiency and save steam consumption. In 2022, we adopted such technology and saved steam consumption by 1,875 tonnes. That's equivalent to a reduction of about 449 tonnes of carbon dioxide.</p> 
Food spiral tube heat exchanger is introduced to save steam consumption	<p>The cross-industry "winding heat exchange technology" was integrated into the introduction of spiral tube heat exchangers for food products to improve heat exchange efficiency and save steam usage. In 2022, we adopted such technology and saved steam consumption by 1,735 tonnes. That's equivalent to a reduction of about 416 tonnes of carbon dioxide.</p> 
Steam waste heat from food steaming cabinet is recovered to save steam consumption	<p>The secondary steam from steaming cabinet is recovered and resupplied to the steaming cabinet with the steam purification and boost technology, i.e., thermal energy conversion and steam compression, thus saving steam consumption. In 2022, we adopted such technology and saved steam consumption by 629 tonnes. That's equivalent to a reduction of about 151 tonnes of carbon dioxide.</p> 



Main technological improvements

Project introduction and achievements

A special team was set up to optimize the air compressing systems for pressure adjustment, on-demand air supply and loss reduction. In addition, permanent-magnet frequency conversion and energy saving air compressors were introduced to replace end-of-life ones. By now, 60 air compressing systems have been optimized nationwide, saving electricity by 770 MWh, which is equivalent to a reduction of about 473 tonnes of carbon dioxide.

The low-pressure air compressing system was optimized to save electricity



We set up a special team to optimize the pressure and recycling/exhausting angle, and the bottle blowing pressure was decreased by approximately 0.4 Mpa. In 2022, we adopted such technology and saved electricity by 511 MWh. That's equivalent to a reduction of about 314 tonnes of carbon dioxide.

Pressure of hot-line bottle blow moulding machines was optimized to save electricity



Through continuous quality verification, production time can be optimized to reduce the number of exchange of die and the volume of energy consumption. In 2022, the first batch of plants will be tested and introduced in 2023. It is estimated to save 13,000 tonnes of water, 176 MWh of electricity and 1,176 tonnes of steam annually. That's equivalent to a reduction of about 390 tons of carbon dioxide.

Optimizing the time of dairy beverage production and saving exchange of die energy consumption



Resources Management

Water Resource Management

The Group's production and operation activities are closely related to water resources. In terms of the water use, we focus on two aspects: increasing sources while reducing utilization, and water recycling. The energy team of the Group continuously monitors and manages water performance and evaluates and assesses the unit water consumption per product on a regular basis.

The Group has set a medium and long-term goal for water resources.

Gradually reduce the intensity of water consumption and realize a **12.0%** decrease by 2025 as compared to that of 2020.



Based on this goal, we set a target value for each plant's unit water consumption and continue to improve water efficiency through management improvements, technological optimization and leakage prevention.

In 2022, the Group invested approximately **RMB 4,666,000** (increase by **61%** compared with that in 2021) in water resource management, mainly covering projects such as RO condensate water recycling, water reclamation, RO membrane replacement and pipeline renovation.

As of the end of the Reporting Period, over **60%** of the plants had been certified as provincial or municipal "Water Saving Enterprises".

Indicators	2022	2021	2020
Water consumption (tons)	11,155,247	10,006,047	9,115,212
Water consumption intensity (tons/ton product)	2.85	2.90	3.19

Notes:

1. Water intensity is presented in "ton of product" based on "product weight".
2. During the Reporting Period, the Group's total municipal water supply was 10,416,053 tonnes and groundwater abstraction was 739,194 tonnes.

The Group obtains water resources mainly from the municipal water supply and the underground water, the use of which is supervised by relevant local government authorities. The Group did not have any issue in sourcing water during the Reporting Period.

Use of reclaimed water is promoted in a continuous way to save water consumption

The Group continues to promote the recycling of water from wastewater stations, which introduced to Zhengzhou and Shanxi plant in 2022, to recycle treated effluent discharged to the standard for use in plant cleaning and greenery watering, etc. The total volume of water recycling in 2022 was approximately 172,000 tonnes.



Cooling water recycling of the dairy beverage centrifugal machines is pushed forward to save water consumption

Through independent design and application, the Group is able to recycle and use cooling water collected from the centrifugal machine. In 2022, we adopted such technology and it is estimated that approximately 11,000 tonnes of water will be saved annually.



Green Packaging Materials Management

The Group actively responds to the international trend of plastic reduction and domestic environmental protection policies. A packaging R&D working group is committed to reduce the usage of packaging materials while apply more environmental-friendly materials. The working group regularly reviews the feasibility of existing packaging materials' optimization, and studies and verifies possible paper and plastic reduction schemes, so as to gradually reduce the use of resources and promote the use of sustainable packaging.

The Group actively selects environmentally friendly (i.e. harmless, pollution-free and renewable) packaging materials for the outer packaging of products. We use FSC (Forest Stewardship Council) certified aluminium foil paper packaging materials. In 2022, the Group consumed environmental paper packaging materials weighing approximately 1,733 tonnes. In terms of the use of product packaging materials, under the premise of ensuring food safety and quality, we actively explore the reduction of packaging materials, continuously optimizing and upgrading production processes and material structures at the design stage, as well as strict controlling over the loss rate of packaging materials, and reducing the use of packaging materials such as product cartons, paper bowls, plastic and wrapping film. In the Reporting Period, approximately 1,795 tonnes of packaging materials were reduced by using light-weight packaging materials. We also actively cooperate with upstream suppliers to recycle and reuse the used raw material cartons, reduce the use of cartons and use plastic turnover boxes, reducing the use of packaging cartons by approximately 1,923 tonnes in 2022, reduced the burden on the environment, while provided that the quality protection and usage requirements are met at the same time.

Packaging material consumption of the Group during the Reporting Period is shown as below

Indicators	2022	2021	2020
Total packaging materials consumption for finished products (tons)	436,078	390,955	337,447
Packaging materials consumption per unit of production (tons/ton)	0.1000	0.1013	0.1055

Emissions Management

The Group strictly abides by the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", the "Water Pollution Prevention and Control Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" and other relevant laws and regulations. The wastewater, waste gas and solid waste generated during production and operational activities by each plant all have been reasonably and effectively treated to meet the discharge standards of the national and local environmental authorities.

Wastewater and Gas Emissions Management

The "Management Program of Sewage, Waste Gas and Plant Noise" and "Environmental Factor Identification and Evaluation Management Procedure" have been established by the Group to specify the requirements on production, management and emission control of wastewater, waste gas and plant noise. With regard to equipment management, the "Operational Standards on Boilers and Water Quality Management", "Operational Standards on Sewage Treatment" and other relevant standards have been formulated, specifying the operating procedures, daily inspection, operational record, and repair and maintenance policy for each equipment in order to ensure the treatment facilities are properly used. In 2022, we invested approximately RMB 13,610,000 in the projects such as fume treating equipment, bottle-making VOCs treatment facilities, sewage treatment facilities and boiler low-nitrogen transformation.

The Group has set a medium and long-term wastewater discharge management target.

Gradually decrease the intensity of wastewater discharge and to realize a **14.0%** decrease in the intensity of wastewater discharge by 2025 as compared to 2020.



The energy team of the Group continuously monitors and manages waste performance and evaluates and assesses the emission compliance and intensity on a regular basis.

Wastewater is treated up to the standard by using "pre-treatment + biological treatment + aerobic treatment" technology and then discharged into the municipal sewage network. We monitor chemical oxygen demand (COD), PH and other wastewater indicators through online monitoring system, manual testing and third-party testing to ensure up-to-standard discharge.

On emissions into the atmosphere, we make boiler low-nitrogen transformation, equip the VOCs treatment facility, and conduct third-party testing for indicators such as NOx and VOCs.

The Group has formulated early warning mechanism and emergency plans on internal discharge to ensure that all pollutants (boiler flue gas, COD/PH of wastewater, bottle-making VOCs, fume from the food making process, etc.) discharged meet the standard through early warning management. We set 80% of the standard limit value as the early warning value. In case that the actual discharge value exceeds the early warning value, we will immediately launch the relevant emergency plan and take effective measures.

Types of emissions and respective data of the Group during the Reporting Period are shown as below:

Indicators	2022	2021	2020
Wastewater (tons)	7,094,516	6,402,699	5,888,941
Chemical oxygen demand (tons)	473	426	389
Nitrogen oxides(tons)	43	46	56

Condensate and RO concentrate water were recycled to reduce wastewater emission.

Continuously promotes the recycling of condensate and RO concentrate water to reduce wastewater discharge and the water production rate of the RO units had increased by 3%. In 2022, the amount of wastewater discharged was reduced by approximately 62,000 tonnes.



Adopting low-nitrogen modification and bottling exhaust gas treatment facilities to reduce exhaust emissions.

In active response to the requirements under national environmental protection policies, we proactively push forward a series of measures such as equipment modification with the low-nitrogen technology and adopting exhaust gas treatment facilities in order to effectively reduce the emissions of pollutants. In 2022, the modification of low-nitrogen boiler in Henan, Fuzhou and Xuzhou plants has been completed and the emission of nitrogen-oxide was reduced by approximately 2.4 tonnes in 2022. In addition, bottling exhaust gas treatment facilities have been adopted in Guangzhou, Nanchang and Chongqing plants in 2022, reduced VOCs emissions by approximately 1.5 tonnes.



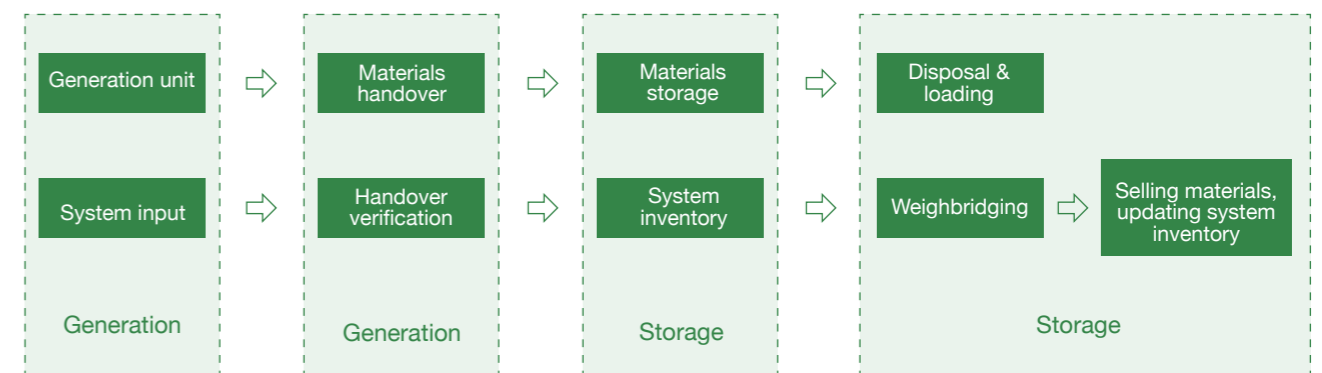
Low-nitrogen modification



VOCs treatment facility

Waste Management

The Group established the "Solid Waste Management Standards" and the "Operation Standard for Scraps Management" to regulate the generation, collection, storage and disposal methods for all types of solid waste. The Group realizes the systematic management and monitoring of recyclable waste through the internally developed scraps management system. Through the above internal control standards and systematic management mechanism, we make sure that the solid waste generated by each plant is disposed legally and in compliance. In 2022, by adding the hazardous wastes management function to the scraps management system, we realized full-process monitoring and management on the generation, collection, storage and disposal of hazardous wastes.



The Group adheres to the environmental protection concept of reduction, recycling and innocuity to dispose of solid waste:

In terms of reduction, we introduce the concept of circular economy to continuously reduce the production of solid waste.

In terms of resource utilization, we actively develops cross industry cooperation to maximize the resource reuse of solid waste.



In terms of innocuity, all plants set up hazardous waste collection and recycling special warehouse for storage, centralized management of hazardous waste in the plant, and disposal by qualified waste service providers to ensure the harmless disposal of hazardous waste.

The Group has set a medium and long-term goals on solid waste management:



to realise a **30.0%** decrease in intensity of hazardous waste by 2025 as compared to 2020 and a **20.0%** decrease in intensity of non-hazardous waste by 2025 as compared to 2020.

Solid waste emissions of the Group during the Reporting Period are shown as below:

Indicators	2022	2021	2020
Total hazardous waste(tons)	250	246	250
Hazardous waste intensity (kilogrammes/ton products)	0.0637	0.0712	0.0874
Total non-hazardous waste (tons)	67,368	64,564	60,055
Non-hazardous waste intensity (kilogrammes/ton product)	17.18	18.70	20.98

Note:

1. Solid waste intensity is presented in "ton of products" based on "product weight".

We innovatively and actively seek opportunities for cooperation within and across the industry chain in waste recycling. The following are the initiatives of solid waste reduction and recycling of the Group:

Improved measures for solid waste disposal

Description

Promoting repairing and recycling of lead-acid batteries to reduce the waste generation

We use the unique high electrical conductivity and high surface area of graphene to improve the desulphurisation of batteries during charging and discharging, thereby extending the life of lead battery cells. 130 sets of waste lead batteries were repaired in 2022, reducing harmful waste generation by a total of approximately 110.5 tonnes.

In active response to the national call, we cooperated with professional recycling companies to recycle and dispose of lead-acid batteries. In 2022, we recycled and disposed about 52.3 tonnes of lead-acid batteries.

Improved measures for solid waste disposal

Description

Improving the storage and transportation mode of acid and alkali cleaning fluid to reduce the generation of containers

By cooperating with acid and alkali suppliers, we use tank storage and transportation instead of bucket storage and transportation to reduce the production of hazardous containers. In 2022, we reduced approximately 31.7 tonnes of hazardous packaging containers.

Disposal and optimization for chemical containers to reduce hazardous waste generation

As to the iron trays used for empty chemical containers, we remove them for harmless disposal. In 2022, Guangzhou plant reduced harmful packing containers by approximately 6.6 tonnes.

Recycling tea residue & waste to reduce waste generation

We are actively developing cross-industry cooperation to resourcefully dispose of tea residue according to its characteristics, further recycling tea residue through biomass burning pellet production, seedling cultivation, organic fertilizer production and organic vegetable cultivation. The total volume of tea residue recycled is approximately 44,085 tonnes in 2022.

Through active expansion, we have entered into cooperation with feed material companies to recycle and utilize waste chilli residue and waste garlic residue. In 2022, we recycled approximately 401.6 tonnes of waste chilli dregs and garlic dregs.

Noise Management

The Group controls its boundary noises by strictly following the "Emission Standard for Industrial Enterprise Noises at Boundaries". We consider the requirement on noise control in the plant design and planning, as well as equipment configuration by departments. In addition, we lower noises by introducing new equipment, abandoning high-noise equipment, installing noise enclosures, etc. We formulated the "Checklist for Environment and Safety Items" to check and track boundary noises. In addition, we authorize qualified third-party organizations to test boundary noises on a regular basis (at least once a year) and to issue a report for filing purpose.

Improved measures for solid waste disposal

Description

We cooperated with upstream suppliers to jointly reuse packaging cartons if they fulfil the usage requirements. In 2022, we reused about 1,439 tonnes of packaging cartons.

During the reporting period, we also We support the packaging material suppliers in cyclic utilization of the paper bowl plastic turnover boxes for about 50 times and reduced the production of cartons by approximately 484.3 tonnes.



Reusing packaging cartons to reduce waste paper cartons



Measures to lower boundary noises

Description



Introducing new equipment and reduce noise

By introducing air-suspension blowers, the two plants in Chengdu and Kunshan have lowered their indoor noises from 90 - 105 dB(A) to 80 dB(A).



Garbage sorting and policy publicity for non-hazardous wastes in the plant area

We actively respond to the government policy on garbage sorting. Through online learning, employees are trained in garbage sorting knowledge, and a garbage sorting system has been developed to urge and advocate employees to develop a good habit of garbage sorting and to protect environment with practical actions.



We carry out the "Empty Plate Campaign" and the kitchen waste recording and publicity in all our plant canteens across the country to facilitate employees to cultivate the habit of being thrift, thus reducing kitchen waste.



Abandoning high-noise equipment and reduce noise

We use the "centrifugal folk dispenser" to replace the "vibrating-type folk dispenser" to lower on-site noises.





Create A People-centric Workplace

We believe that attracting, developing and retaining talents are essential to the sustainable development of enterprises. Based on the "people-oriented" philosophy, we provide employees with a healthy and safe workplace environment to guard their health and safety, support their personal development, protect their rights and interests, and share the Group's development achievements with them.

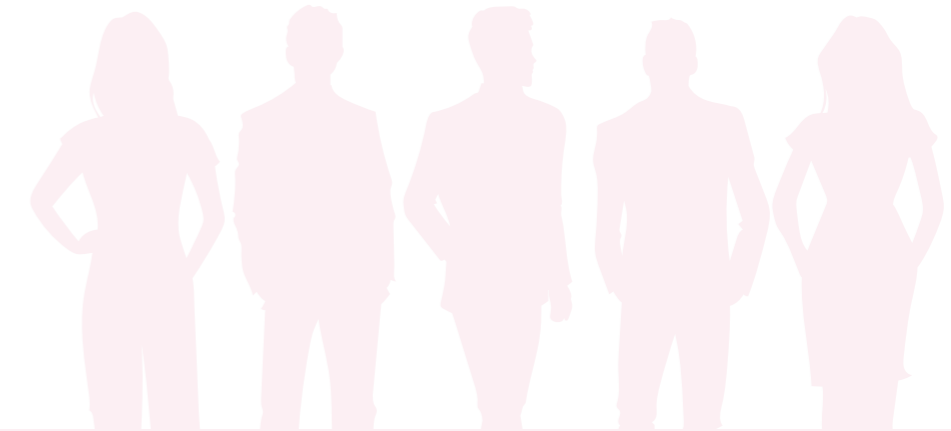
The UN Sustainable Development Goals we have attended to

- 3** GOOD HEALTH AND WELL-BEING 
- 4** QUALITY EDUCATION 
- 5** GENDER EQUALITY 
- 8** DECENT WORK AND ECONOMIC GROWTH 

Introduce and Cultivate Talents

Protect Employees' Interests and Rights

The Group strictly complies with the relevant national laws and regulations, including but not limited to the "Labour Law of the People's Republic of China" and "Labour Contract Law of the People's Republic of China". To enhance employees' work satisfaction, the Group formulated a set of policies, including "Staff Manual" and "General Principles and Standards of Human Resources Management" to effectively protect employees' rights and interests.



Recruitment and dismissal

The Group strictly regulate the recruitment, dismissal and other relevant procedures. We enter into employment contract with every employee, which clearly defines the rights, responsibilities and obligations of the employee and the employer, including compensation, working hours, employee benefits, leave days etc. Every employee has the right to terminate employment with the relevant Group member in accordance with the terms of the relevant employment contract. The conclusion, amendment, cancellation and termination of employment contract are strictly subject to the relevant laws and policies. The Group has established clear dismissal standards and exit procedures, which require that we shall not dismiss any employee at will to effectively protect employees' rights and interests.

The Group adheres to diversified recruitment strategies and recruit talents in multiple ways like social recruitment, campus recruitment, college-enterprise cooperation and head-hunting in a fair and just manner to ensure that the talents recruited meet the strategic requirement of the Group and are protected for safety, health and flexibility. Beginning from 2020, we started to carry out online recruitment and remote interview in addition to offline recruitment.

The Group takes into consideration the five-year operation plan and the post setting at different development phases to sketch out talents in need, including knowledge, experience, ability and personality required for high performances. In addition, based on the corporate strategy, we strengthened talents reserve and talents team building by means of "internal talent training and external talent introduction" to provide more employees with promotion opportunities on the one hand and meet the talents requirement of the Company for its rapid development on the other hand.



Compensation and benefits

The Group sets up a competitive and fair compensation and benefits system based on employees' positions and abilities. We conduct regular compensation surveys and adjust the bandwidths of compensation range in line with the survey results and competitiveness to motivate and retain talented employees. The Group implements a fair, open and equitable assessment and reward mechanism and we believe "only the continuous development of the company can bring employees a broader platform and a higher salary". We gradually build a competitive atmosphere in our teams through differentiated reward to unleash employees' potential for further progress. We formulated such standards as "Operational Standards on Job-Based Remuneration Management", "Operational Standards on KPI Assessment Management", "Operational Standards on Job Competence Evaluation", "Operational Standards on Incentive Management," etc., aiming to provide employees with a sound compensation system and promotion opportunities. In 2022, approximately 500 employees were promoted.

The compensation for the employees mainly includes basic salary, performance bonus, benefit, overtime pay and incentive, and the performance evaluation covers 100% of the Company's employees. In addition, we formulate compensation and incentive policies and assessment plans for all positions according to the medium- and long-term strategic goals and business tactics at different stages, and design the salary adjustment matrix and comprehensive & dynamic incentive system based on the demands of talents at different development stages and the core positions identified. We make full use of the salary leverage to increase employees' engagement and value. In terms of corporate culture building, we keep enhancing the honor incentive by setting up awards on "the most virtuous employee", "the extraordinary director", "the food safety star", "product innovation", "people of the year with outstanding contributions", etc. In addition, employees are entitled to additional benefits and subsidies, such as supplementary medical insurance, marriage allowance, travel allowance, funeral allowance, holiday benefits, birthday gifts or money gifts.



Working hours and leave

In strict compliance with the "Labour Law of the People's Republic of China" and "Labour Contract Law of the People's Republic of China", we implement the standard working hour system and the comprehensive working hour system to ensure sufficient rest for employees. In case of overtime, employees shall fill in the overtime application form and obtain approval from their supervisors. Furthermore, the Group's employees enjoy a variety of holidays such as national holidays, annual leave, personal leave, sick leave, marriage leave, maternity leave and funeral leave, and the Group appropriately extends relevant holidays to improve employees' happiness.



Equality, diversity and anti-discrimination

We advocate equality and oppose discrimination. Regardless of gender, race, ethnicity, nationality, colour, religious belief, disability, marital status, etc., all staff members receive equal treatment at work in terms of job opportunity, remuneration, promotion, disciplinary treatment, dismissal and retirement, etc. According to the "Code of Ethics" of the Group, we strictly prohibit all forms of harassment or discrimination by employees against others and ensure that each employee is treated with respect and dignity. As of the end of the Reporting Period, the proportion of women in the Group's management is 36.2%.

We actively promote our corporate culture by building a diversified and equal working environment. By now, "Uni-President Monthly" and "Voice of Uni-President", have been published over 100 issues, reaching 43,036 and 70,815 readers respectively, playing a role in carrying forward the corporate culture and publicizing the positive atmosphere.



Forbid child labor and forced labor

We strictly abide by the "Labour Law of the People's Republic of China", the "Provisions on the Prohibition of Using Child Labour" and other relevant laws and regulations and require all employees to provide relevant identification documents when onboarding. In addition, the Group has formulated remedial procedures and measures for the employment of child labor. Once child labor is found, we will stop his/her work immediately and report to the local labor department, and conduct health checks to ensure that no physical or mental harm has incurred. All employees of the Group are beyond the minimum age to work as stipulated by national laws and regulations. At the same time, we respect employees' willingness to work and prevent forced labour.

■ Distribution of talents

As of the end of the Reporting Period, the Group had a total of 33,555 full-time employees, all of whom were employed on a full-time basis. The number of employees and employee turnover rates by gender, grade, age and region are as follows:


	2022	2021		2022	2021
Type			Employee Turnover rate¹		
Total employees	33,555	32,765	By gender		
By gender			Male	28%	30%
Male	19,231	18,874	Female	20%	23%
Female	14,324	13,891	By age		
Female			Under 30 years old	49%	50%
Under 30 years old	7,384	8,357	30-50 years old	17%	19%
30-50 years old	25,357	23,788	Over 50 years old	26%	22%
Over 50 years old	814	620	By geographical region		
By employment type			Northeast China	18%	25%
Full-time	100%	100%	North China	37%	57%
Part-time	0	0	East China	29%	31%
By geographical region			South China	23%	23%
Northeast China	1,592	1,623	Central China	23%	20%
North China	2,780	2,649	Northwest China	26%	29%
East China	8,142	8,239	Southwest China	18%	21%
South China	6,035	5,839	Central Plains	20%	19%
Central China	4,685	4,530	Hongkong, Macao and Taiwan	0%	0%
Northwest China	2,466	2,339			
Southwest China	4,089	3,956			
Central Plains	3,758	3,582			
Hongkong, Macao and Taiwan	8	8			

¹Turnover rate by category = number of employees who left the category during the Reporting Period (including retirement) / total number of employees in the category at the end of the Reporting Period * 100%

Support Employee Development

We attach importance to talent development and cultivation and adhere to the selection and employment standard of "value both ability and virtues, employ those with good virtues". At the same time, we respect the unique characteristics of each employee and provide them with multiple career paths, striving to build a career platform that is conducive to the development of their talents. The Group has also established a performance bonus and incentive scheme to recognise and encourage employees at all levels who have made outstanding contributions to the Group's business.

We incorporate "providing training and development opportunities for all employees" into our corporate missions. We have built a digital training platform for talents development and learning development to create a two-wheel-driven training system driven by "Performance + Talent" and a platform that provides multi-scenario application for talents development. In accordance with the "Operational Standards for Training Management", and based on job nature, we offer specialised training of different types and levels to new recruits, junior supervisors, key personnel and management trainees, so as to enhance their business skills and management level in areas of corporate culture, safety education, professional skills, general skills and leadership. Through internal advanced training, planned position rotation, external exchanges, etc., the overall competence of employees are enhanced to guarantee that the core position requirements of the Group are met and the vitality and competitiveness of the existing management team are ensured.



We follow the digital transformation trend to improve the training scenario and accelerate skill development and talents cultivation for employees at core positions. We also use the digital platform to build an integrated talents development platform featured with talents cultivation + content development + learning roadmap.



1,008
Selected courses



42,000
Participants

Since 2015, the Group has set up a comprehensive E-learning platform and accumulated 1,008 high-quality curricula covering talents cultivation, leadership development and each department's voluntary learning projects. In 2022, the number of new curricula increased by 284 and a total of 42,000 employees participated in the learning.

In 2022, we gradually optimized the functions of the platform to deliver systematic curriculum, themed training and visualized results. Meanwhile, we also drew employees' attention and interest through innovating the courseware and empowering the instructors.

During the Reporting Period, the percentage of employees trained and the average training hours by gender and job level in the Group are shown as follows:

	2022	2021
Percentage of employees trained²		
By gender		
Male	57%	60%
Female	43%	40%
By job level		
Junior employees	94%	86%
Middle management	5%	13%
Senior management	1%	1%
Average training hours³		
By gender		
Male	20	17
Female	20	17
By job level		
Junior employees	19	17
Middle management	37	18
Senior management	23	18

²Percentage of employees trained by category = number of employees in the specified category who took part in training during the Reporting Period / total number of employees who took part in training during the Reporting Period * 100%
³Average training hours by category = Total number of training hours for employees in the specified category during the Reporting Period / total number of employees in the specified category during the Reporting Period * 100%

Care for Employees

We establish diversified communication channels, including staff seminar, workers' congress, mediation committee of labour disputes, employee satisfaction survey, to understand employees' needs in a timely manner and listen to their opinions. In 2022, we continued to promote the feedback channel - General Manager Direct Communication Mailbox. As of the end of the Reporting Period, a total of 243 letters were received from our employees, 100% of which were solved and replied to. We also made follow-up phone call to know the case handling result and the rights and interests' protection of employees involved. To get an idea of employee satisfaction degree, we conduct a questionnaire survey on a quarterly basis. The result of the survey in 2022 shows that our employees are satisfied with the HR administration work.

We care about the work and life of employees, and continue to enhance our caring for disabled employees, female employees and other employees in need. We further optimise employee benefits, and organize diversified culture & sports activities and team building events to form a corporate culture of mutual love and kindness for all. In 2022, we invested over RMB 26 million in staff benefits.

We are an active advocate of human rights in the community. We provide gainful employment opportunities to socially vulnerable and disadvantaged groups including people with disabilities and migrant workers. As of the end of the Reporting Period, the Group had a total of 1,892 employees of the ethnic group and 206 people with disabilities, accounting for 1% of staff.



Letters received from our employees
243



100%
solved and replied



Investment in staff benefits
RMB **26** million



Employees of the minority nationality
1,892



People with disabilities
206



Account for the total employees
1%

Measures for employee care

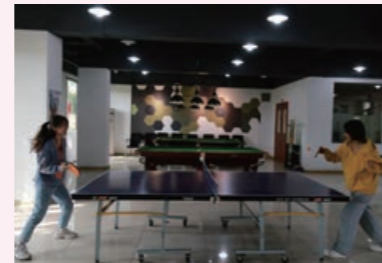
Well-being at work

In order to create a relaxing and happy working atmosphere and environment, we have organized a variety of campaigns such as Spring Festival Wine Party, Lantern Festival Celebration, Spring Outing and Christmas Gift Giving, receiving unanimous praise from our staffs. On the Mid-Autumn Day 2022, we organized the Chinese-style Garden Party for Celebrating Mid-Autumn Festival for our employees to deliver delicious food in the life house and interesting folk games in the garden such as Pitch Pot and Circular Fan Making, creating a Mid-Autumn Day with cultural features, delicious food, interesting games and a relaxing and happy festive atmosphere through online and offline transmission channels.



Chinese-style Garden Party for Mid-Autumn Festival

We also provide welfare facilities such as life halls, cafes, restaurants, billiard tables, table tennis rooms, basketball courts and other welfare facilities for employees in daily life, and at the same time, we also provide employees with a variety of holiday benefits and hold various activities at special stages such as birthdays, weddings and important festivals.



Since 2022 is the 30th anniversary of Uni-President China, we organized the "Anniversary Celebration for Job Entry" for our headquarters staff. In the activity, we built a time corridor along the route of "time tunnel", and invited guests to deliver their anniversary representations, sharing stories of growing with the company along with the milestones of the company.



Anniversary Celebration for Job Entry

Care for health

We provide medical insurance for employees, their parents, spouses and children, purchase employer liability insurance and critical illness insurance for employees, and will continue to expand insurance coverage.

We arrange annual and special medical examinations for all employees, and pay attention to employees' health, and invite experts to the company to interpret medical examination reports for employees one-on-one. We also invite Chinese medicine practitioners to the company to provide medical services for employees with health consulting problems. We invite hospitals, health service stations, red cross societies and other units to provide psychological consultation, first aid skills and other trainings, and enhance employees' health awareness through online and offline health lectures. These efforts enable our employees to make active contributions at their posts in good physical and mental condition. Also, the company pays long-term comprehensive attention to employees' physical and psychological health by providing automated external defibrillators (AED) for unexpected needs.

In addition, we encourage and support our employees to set up various health, culture and entertainment clubs, such as football team, Yoga club and badminton team, and provide funds for relevant activities or events.



Football Club Event



First Aid Skill Training



Expert Volunteer Clinic



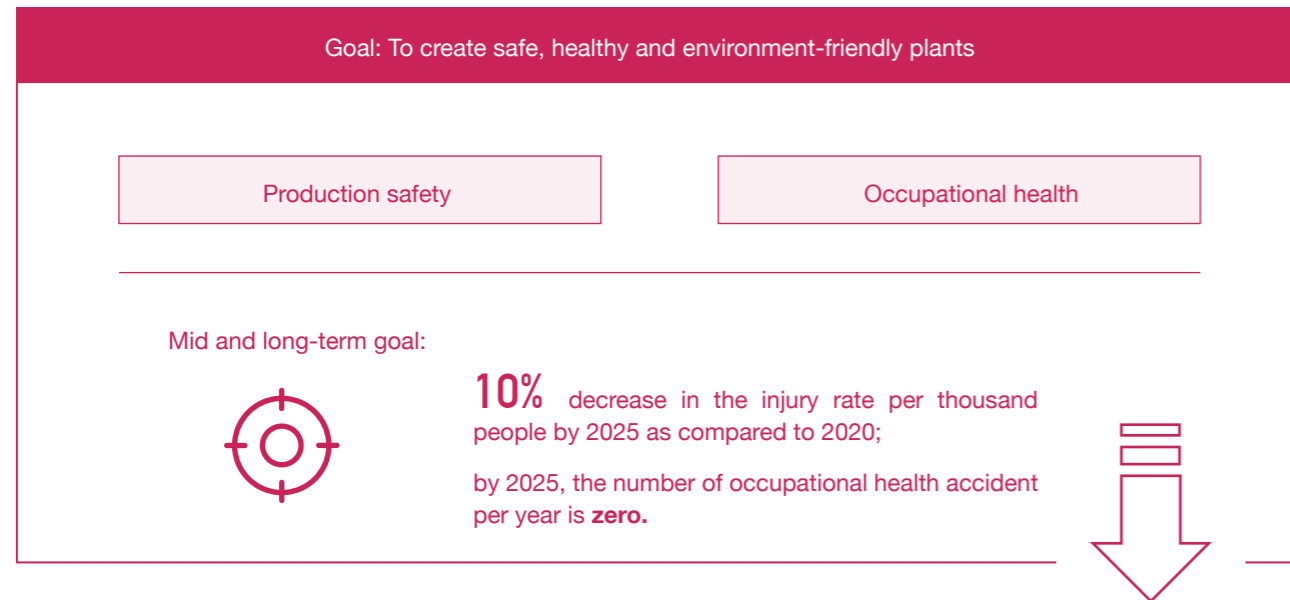
UP Running Club



UP China Yoga Club

Care for Health and Safety

The Group is committed to building safe, healthy and environment-friendly plants by establishing a production safety management system, formulating and continuously improving various production safety and occupational health management standards and systems, and regularly carrying out trainings on production safety and occupational health for employees, so as to provide employees with multi-faceted protection.



There were no work-related fatalities in the past three years (including the Reporting Period).
During the Reporting Period

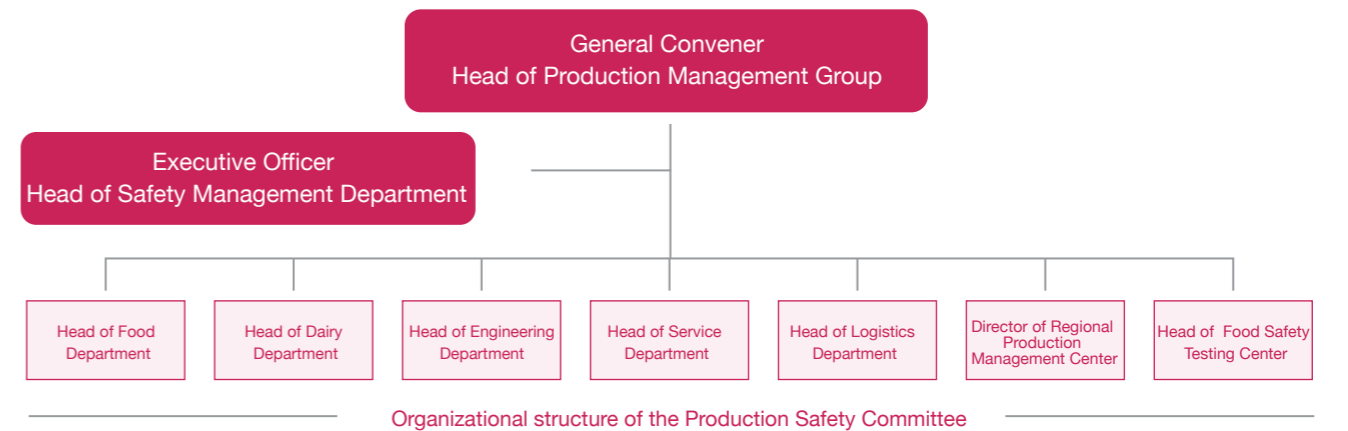
	Lost days due to work injury	293
	Injury rate per thousand persons	0.72‰
	Compared to 2020 (1.5‰)	Decreased by 52%

Note:
the statistical scope of the lost days due to work injury and the injury rate per thousand persons only includes the production plants overseen by the Group's Production Management Group.

Build an Occupational Safety Management System

The Group strictly abides by relevant national laws and regulations such as "Work Safety Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", the "Fire Protection Law of the People's Republic of China", the "Special Equipment Safety Law of the People's Republic of China" and "Regulations on the Safety Management of Hazardous Chemicals". According to the requirements of ISO45001 Occupational Health and Safety Management System and Safety Production Standardisation, internal operating standards such as "General Guideline Standards of Work Safety and Environmental Safety Management", "Procedures for Occupational Health Management", "Operating Standards of Reporting Work Safety Incidents and Investigation Handling" and "Operating Standard of Special Equipment Management" are formulated by the Group to comprehensively promote production safety management across all plants.

The Group established Production Safety Management Committee at the headquarters and each plant, consisting of general convener, executive officer, committee members, team leaders and other relevant members. The headquarters is responsible for planning and promoting management of occupational health and safety production while each plant is responsible for implementing plant-level measures. In addition, in order to urge the relevant management to be diligent and responsible, the Group has formulated health and safety management indicators and incorporated them into the assessment and incentive plan of board members and senior executives, linked them to the remuneration system and aligned with the commitment to sustainable development.



We continuously construct professional safety management team. Greater effort has been made for establishing more systematic and standardised safety management, developing safety production standards in all plants and obtaining the certificate of ISO45001 Occupational Health and Safety Management System. As of the end of the Reporting Period, all plants of the Group obtained the certificate of Work Safety Standardization and a number of plants obtained the certificate of ISO45001 Occupational Health and Safety Management System.



Work Safety / Occupational health and safety management certificate

Practice Production Safety

The Group's plants continue to implement the safety production responsibility system. In accordance with the principle of "who is in charge and who is responsible", the plant manager is the first responsible person for safety in each plant and is fully responsible for the safety work of the plant, while supervisors at all levels are responsible for the safety within their responsibilities. In the event of safety and occupational health accidents, the management at all levels will be assessed and penalized and held accountable according to the severity of the accidents; external experts will be engaged to conduct a number of training sessions on safety to enhance the professional skills of safety managers; an intra departmental professional and technical team will be formed to improve the working environment of the workshops through technical means; special safety inspections, risk control and hidden danger investigation and management will be carried out to eliminate hidden dangers in the plants; the 4Rs (The 4Round, or "4R" for short, is a 4-rounds practice for hazard anticipation) of Zero Disaster, safety observation and other activities will be conducted to eliminate unsafe behaviours of personnel and unsafe conditions of objects. We also strengthen the management of limited space operations, toxic/combustible gas alarm management, the construction of protection for the adjacent work platforms and the construction of micro fire stations to implement safety production.

In 2022, we devoted ongoing efforts to enhance improvement in accordance with injury cases. We set up the core philosophy of safety and incorporated it into the corporate culture. We formed a team safety culture; we improved the safety system and mechanism by adding and revising 15 management systems and 14 technical standards to ensure legitimate and compliant control of field hazards; we actively carried out safety training, formed a safety training demand matrix for all posts, formulated safety video training materials for 150 posts and made a safety training list; we enhanced hierarchical safety risk control and hazards investigation and control. We have established a pilot dual system in Guangzhou plant, improved the results and popularized it to all the other plants. With these efforts, we have destroyed the transmission line of hazards from source (hazard source) to end (accidents) and set up two lines of defence of firstly identifying and controlling risk and then investigating and controlling hidden dangers.

We continue to carry out the "Star Plant Appraisal" by comprehensively assessing and appraising the safety management of all plants from aspects such as plant accidents assessment, safety management and safety culture promotion, and identifying the star plants according to the overall rating. We give rewards and punishments to the plants according to the appraisal results, and associate the performance of plant manager to the annual working environment and safety management rating. To build up safe and environment-friendly plants, we made continuous efforts to create a full-coverage safety culture atmosphere by promoting "Star Plant Appraisal" and making the star plants benchmarking.



Guard Occupational Health

The Group pays attention to the occupational health of employees, and strictly follows the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases", the "Regulations on the Supervision and Administration of Occupational Health in the Workplace" and other relevant laws and regulations to promote the establishment of the ISO45001 Occupational Health and Safety Management Systems. The Group has established the occupational health management committee composed of production safety management units and technology units, fully responsible for reviewing policies and measures of health and safety. We provide full-process (pre-job, on-the-job and post-job) occupational health monitoring and management for employees, adopt various preventive and treatment measures, and conduct corporate safety culture promotions to enhance employees' awareness of occupational safety and create a healthy and safe workplace for all employees.

Full-process occupational health management

Occupational hazards inspection and prevention

Each year, we engage qualified testing organizations to inspect occupational hazards in the workplace to ensure the compliance of national regulations on working environment; we equip our employees with protective equipment and educate them on how to properly wear such equipment for occupational hazards; we post occupational hazards warning signs on work sites to comprehensively control and eliminate the risks that employees may be exposed to. The plants take technical measures to improve the working environment and to ensure the safety and health of special work operators, including ventilation and cooling measures for employees working under high temperature, dust removal devices installed in dusty workplace, fuming cupboard for employees handling toxic and harmful substances in a laboratory, etc. We also take measures like the installation of sound-damping devices and sound-proofing cabinets, promotion of equipment automation upgrading and reduction of sound source to reduce the noise in workplace. Many excellent improvement cases had been successfully applied in most of the Group's plants.



Installation of sound-proofing cabinets



Equipment is installed with sound enclosure

Safety risk management and inspection

In accordance with the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases" and relevant national standards, each plant conducts pre-job, on-the-job and post-job occupational health inspection for employees at production sites, and establishes occupational health monitoring files for employees.

Establishment and improvement of accident reporting system

The Group has established a reporting system for occupational disease hazards and accidents. If an occupational disease accident occurs, it will be reported timely and the employees concerned will be transferred to different posts, after which the Group will analyse the cause of the accident and take corrective and preventive measures.

Enhance Safety Awareness

The Group has carried out special activities such as the "Safety Production Month" and the "Fire Safety Education Month" for all employees to participate in, so as to further enhance their awareness of safety responsibilities. The Group also has carried out safety concept collection and selection activities, forming the unique safety concept that is deeply rooted in the hearts of the people. The internal "EHS Monthly Newsletter" is regularly issued to provide information on newly issued laws and regulations, safety accident warning and safety knowledge. We have also carried out occupational health publicity by popularizing knowledge of occupational disease prevention and control and occupational health to our employees through WeChat/DingTalk push, on-site billboards, slogans, brochure issuing and other online and offline approaches to fully promote the development of corporate safety culture.



We also organize regular pre-job and on-the-job safe production and occupational health training to strengthen employees' awareness of safety;

invite external experts to provide professional safety knowledge training to improve professional skills of safety management personnel.

In 2022, the Group held a total of **5,815** production safety training, with total training time of **9,277** hours.

Health safety trainings and activities in 2022

In 2022, we invited external experts to provide the "Training on Identification and Evaluation of Hazard Sources" and the "Implementation of Laws, Regulations and Standards System in Corporates".



In the production safety month of 2022, we carried out "Postcard of Love", "Video Connection" and other activities, and popularized the concept of home safety to further enhance employees' awareness of safety and build up a safety line together with the family.



Stick to Pandemic Prevention

We are well aware of the importance of adhering to pandemic prevention. Under the overall guidance of the Group's emergency response team for the pandemic prevention and control, we adhere to the principle of "being people-oriented and staying vigilant against imported cases and domestic resurgences". We set up five lines of defence (prevention and protection, entry inspection, disinfection, health check, and abnormality control), promote vaccination, and take other necessary actions to ensure the safety and health of employees, as well as the orderly conduct of production and operation, thus building up a solid protective barrier against the pandemic.

In addition, in order to enhance the Group's ability to deal with social and public emergencies, the Group has formulated the "Standards for Emergency Response to Social and Public Emergencies", and set up emergency response teams to develop guiding contingency plans for emergencies that have or may have a significant impact on the regular production and operation, including natural disasters, accident disasters, public health incidents (e.g.: COVID-19 (Novel Coronavirus)), social safety incidents, etc., and specify the rights and responsibilities of all organizations or units concerned and the procedures and mechanisms to respond to social and public emergencies, so as to safeguard the health and safety of employees and ensure the orderly conduct of production and operation.

In 2022, we provided psychological assistance service for our employees nationwide.



Organized **2** online mental regulation mini-lectures and **37** group counselling activities and opened **24h** psychological counselling hotline for employees of closed mind.

At the same time, we held seminars and tea forums to listen to employees' problems in work and life and took effective measures to address them.



Psychological Assistance Service



Pursue Win-win Cooperation in Industry

Upholding the philosophy of "Three Goods and One Fairness: Good Quality, Good Credit, Good Service and Fair Price", the Group provides safe, healthy and delicious food to consumers and pursues a mutual beneficial cooperation with all partners.

The UN Sustainable Development Goals we have attended to



Properly Manage Suppliers

Supplier Management

The Group continuously improves the supervision mechanism throughout the raw material supply chain, with emphasis on the food safety management at the source. We formulated a series of guidelines and standards, including "Measures for Introduction of Raw Material Suppliers", the "Operational Standards on Field Inspection of Raw Material Manufacturers", the "Measures for Classification Management of Raw Material Suppliers" and the "Quality Rating Standards on Deliveries of Raw Material Suppliers", etc. We conducted supplier qualification assessment and field inspection and established a food safety monitoring mechanism of raw materials to ensure that food quality and safety monitoring is conducted from the source of supply chain. Please refer to the "Focus: Raw Material Supplier Management" section of this Report for specific raw materials supplier management initiatives.

As of the end of the Reporting Period, the Group had 779 raw materials suppliers. The number of raw materials suppliers by geographical region is shown as below:

	2022	2021
Number of suppliers	779	847
By Province		
Jiangsu	114	120
Shanghai	103	120
Guangdong	54	60
Zhejiang	43	48
Sichuan	47	53
Hubei	46	47
Shandong	41	43
Henan	27	33
Anhui	28	25
Fujian	28	32
Hebei	28	29
Others	220	237

Supplier Evaluation

We classify and manage our suppliers according to their performance rating. Periodic supplier evaluation and assessment is conducted to urge suppliers on continuous quality improvement. We help suppliers establish scientific and effective food safety and quality management systems. We effectively control those food safety risks introduced by suppliers through multi-dimensional risk assessment measures, including timely conducting conformity and validity check of suppliers' qualification, annually re-ranking suppliers' food safety risk levels, performing unannounced inspection and pre-notice review at different frequencies according to the risk level, commissioning external auditors to perform field inspection, etc. We also render services on field inspection and special quality enhancement coaching to our suppliers for continuous improvement on quality management.

Based on planning targets of 2022, we conducted field inspection on 251 suppliers, with a coverage rate of 100%.



Social Responsibility Management

In order to strengthen our control over the social responsibility of our suppliers, we formulated the "Supplier Code of Conduct", which sets out requirements for all categories of direct and indirect suppliers we work with in the areas of labour, ethics, health, safety, environment and quality.

We place emphasis on control over environmental and social risks of upstream and downstream suppliers. In this regard, legal disputes, credit risk, tax risk, environmental risk, operational risk, food safety risk, engineering risk, etc. are monitored in a 24-hour and real-time manner by our Robotic Process Automation (RPA) credit system. When conducting field inspection on suppliers, we proactively focus on the performance of suppliers in labour and safety, environmental protection, etc., and urge suppliers to respect employees, treat workplace safety seriously, use environmental-friendly products, value environmental protection, stay on the same page with us and adopt a sound approach for sustainable development. We encourage packaging suppliers to use environment-friendly recyclable materials, while meat suppliers are encouraged to focus on animal welfare and treat animals humanely.

We have entered into the "Letter of Commitment" with all suppliers and related engineering plants, publicise anti-corruption channels (including email addresses and contact numbers) to reject commercial bribery and build a clean supply chain together.

Supplier Assistance

As the pandemic continues to loom large, we constantly assist our upstream and downstream partners by formulating targeted and effective supporting programs and providing material, financial and other support, in a hope of "tide over difficulties and seek mutual development".

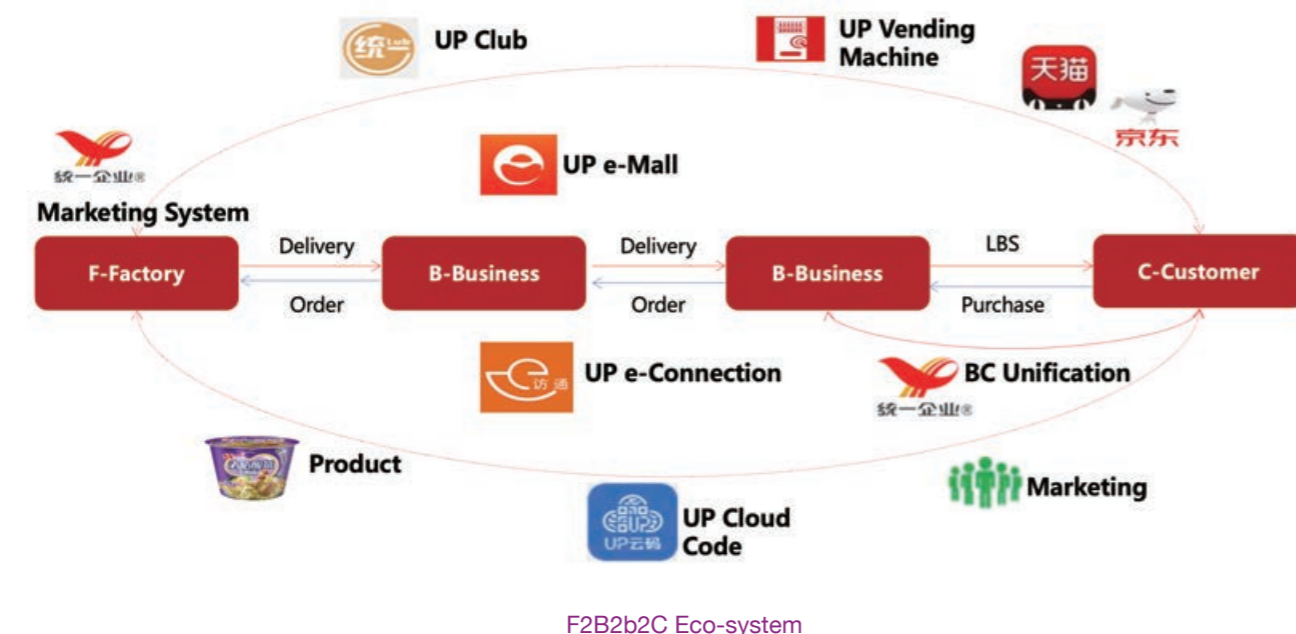


Optimize Customer Experience

The Group continuously broadens the consumer access channels, improves the customer service system and unblocks communication channels to continuously optimise consumer experience. The Group actively responds to consumers' expectations for quality products through return visits and satisfaction survey.

Consumer Access Channels

The Group actively drives all-channel digital transformation and explores new forms of business based on digital empowerment, and establishes an online + offline seamless O+O (online +offline) mode through digital marketing to serve customers from online and offline channels and cater to new ways of consumption, thus enhancing consumer loyalty.



Full access through online and offline channels

We continue to build and optimise the F2B2b2C new marketing ecosystem to realise the digital intellectualisation of marketing and the diversification of consumer access channels. By actively creating offline publicising scenarios, and combining various online and offline marketing activities such as sales promotions, custom products offering, new product sample offering for trying out, social media publicising, marketing at advertising spots, event marketing, food tour, Key Opinion Consumer("KOC") livestreaming, KOC propagation, etc., we enhance the product and brand recognition and expand the demands of consumers.

Double shelves online and offline

We actively apply big data analysis and digital means to optimise online supply, and endeavour to serve people's needs by expanding community businesses and guaranteeing food and beverage supply, to meet their demand for convenient and quick shopping.

Marketing channel upgrading

We continue to improve online O2O service and supply, and actively expand home business by taking efficient approach of "last kilometer" to access consumer on the basis of ensuring people's livelihood. We connect more than 400,000 terminal retail stores through online platforms across over 350 cities accessing consumers more than 80 million people per year to meet their immediate daily demands and daily necessities supply.



In order to keep with the rising proportion of online sales year by year and the continuous growth of livestreaming users, we build on the second momentum generated to promote BC unification.



In terms of food, through live broadcast, we have identified 5,969 commercial customers, and conducted 54.5 thousand live broadcasts on a cumulative basis to effectively access 147.39 million consumers online, continuously expanding our brand influence and achieving double growth of spread and sales.

In terms of dairy beverage, we actively innovated brand communication methods, taking creative topics as clues and key opinion consumers ("KOC") as the communication subject to launch rolling strategy/sensational strategy projects and KOC contests (live/communication/creation), effectively reaching 153.12 million consumers online. Through these, we continuously expanded the width of brand communication, effectively boosted brand topics buzz and promoted the growth of actual sales of products.

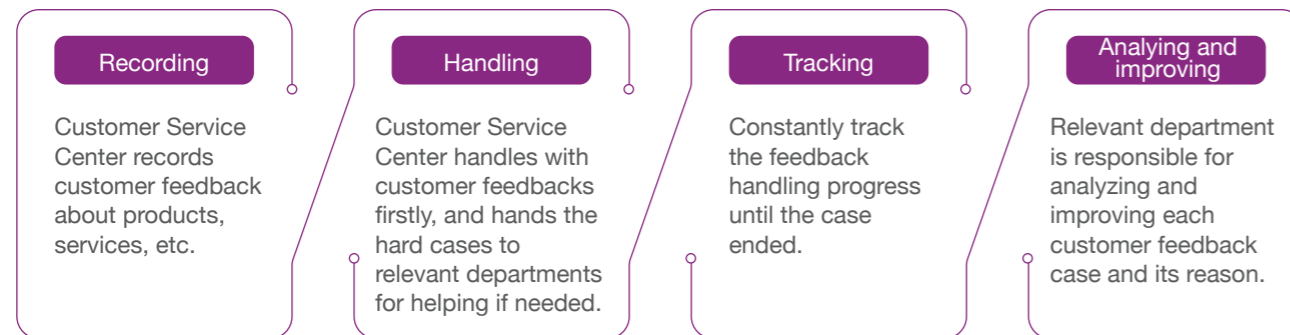
In 2022, we continued to expand consumption scenes. Guided by the "dealers" oriented "three specialists" core strategy, we have reached three milestones: semi-sales of over RMB 100 million in a single month; sales of more than 1 million boxes of can products in a single month; and semi-sales of more than RMB 1 billion in the year.

Customer Communication

The Group has a Customer Service Center, which is responsible for consumer-related communication. In 2022, we optimize and upgrade the current "Operational Standards on Complaints Handling", and aim to establish a better customer feedback handling mechanism. We have set up several customer service platforms including 400 consumer service hotline, WeChat official account "Uni-President" and its online service, and Uni-President Club customer service. The Group also monitors public opinion and feedback on we-media by artificial intelligence (AI), listens carefully to consumer opinions and feedbacks, and gains insight into their demand.



During the Reporting Period, the Group received 11,781 feedbacks from consumers for products and services. All consumers' feedbacks were recorded and tracked internally for improvement.



Procedures for customer feedback handling

The Group maintains a close business relationship with our dealer customers and attaches great importance to the feedback from our dealers. We set up a special functional department to maintain close communication and contact with our dealers, summarise their requirements and make return visits to them on a monthly basis, and deal with their feedback and suggestions in a timely manner; we also conduct regular offline customer visits to understand and solve customer problems in a timely manner, grasp their operational status and build a transparent and harmonious customer relationship. All dealers can provide feedback through channels such as e-Mall client, customer correspondence platform, WeChat public account, reporting email, verification bill and exit audit survey.

In 2022, we created a customer interview mechanism to fully know customer status from their general information, expiring products in warehouse and verification of customer accounts through interviews on dealers in person, thus facilitating to meet customer requirements, further enhancing customer stickiness and preventing sales corruption. Furthermore, we have made "customer service card" and posted it in customers' stores to realize zero-distance service in an effort to provide our customers better service.

During the Reporting Period,



We visited more than **11,000** customers on a cumulative basis, accepting and handling abnormal feedbacks and suggestions from **761** customers;

We accepted and handled **13** customer problems through the service card;

We created **10** WeChat accounts, released more than **500** posts and sent messages to targeted distributors.



Protect Customers' Interests and Rights

Adhering to the principle of "truth and pragmatism", the Group is responsible for consumers and customers. We strictly abide by the "Law of the People's Republic of China on the Protection of Consumer Rights and Interests", the "Advertising Law of the People's Republic of China", the "Food Safety Law of the People's Republic of China" and other relevant laws and regulations. We established corresponding systems to standardise after-sales services and product labelling, focusing on consumer demand and conveying the most accurate information to the public.

Product Labelling and Marketing Ideas

We strictly abide by relevant national laws and regulations, including but not limited to the "Food Labelling Supervision Administration Measures", national food safety standard GB7718 "General Standard for the Labelling of Pre-packaged Foods", etc. In addition, we develop an internal standard of procedure for product label audit to clarify the rights and responsibilities of each department (i.e. business division, research, legal, food safety, etc.), and to provide a guiding reference for matters that are prone to errors or disputes. We conduct responsible product marketing and formulate the "Rules for Use of Uni-President Labels in Packaging", the "Operational Standards on Product Labelling and Publicity Materials Review Process", the "Operational Standards on Packaging Design Inspection", the "Rules for Packaging Colour Taboos" to regulate product packaging labelling and advertising language. With respect to product labelling and promotion, complying with national laws and regulations is a minimum. We give full information on product ingredients and use legitimate advertising language in a manner that is transparent and not exaggerated. The "Product Labelling Review Process" and "Product Promotion Review Process" are in place for multi-sectoral review and sign-off of trademarks, brand names, nutrition labels, recycling labels, manufacturing source, certification, warning marks, and advertising language, avoiding consumers' misunderstanding on our product packaging and advertising language. We also conduct trainings on advertising compliance and product labelling for relevant staff regularly to ensure their compliance.

Information Security and Privacy Protection

The Group set up an effective information security management mechanism and established an information security management system in line with ISO/IEC 27701. We formed responsible teams and formulated a series of information security policies, such as the "Regulations on Information Security Management", the "Guidelines for User Information Security", to standardize management mechanisms such as the confidential level of company information, the level of information security incidents, the reporting flow of information security incidents, the penalty mechanism of information security incidents as well as the investigation mechanism of information security incidents. Thus the integrity, availability and security of the Group's information assets are guaranteed, and compliance obligations are performed when collecting and using private information. When user privacy collection is required, we sign the "Registration Agreement for Uni-President Users" and "Privacy Policy Agreement" with users, clarifying the way we collect, store, protect and manage personal information. We continue to enhance third-party data safety and privacy management by controlling the authority to suppliers (raw



National Information System Security (Level 3) Certification

material suppliers and logistics carriers) and requiring them to collect information within a minimum scope; providing publicity and training on standards to distributors, requiring them to sign privacy agreement and regulating information acquisition, storage and retrieval procedures.

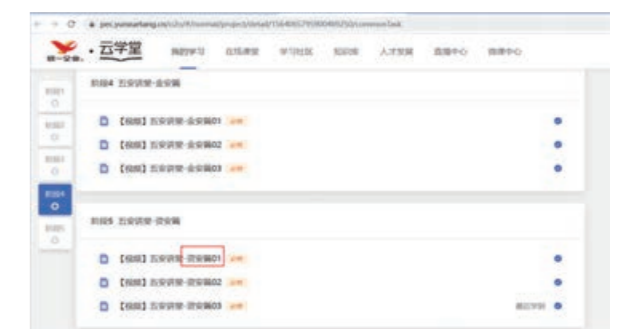


We adopted a variety of technical measures to strengthen the security of the information system and ensure the integrity and security of data, including but not limited to:

- Establish effective redundancy mechanism to ensure the continuous operation of the application system;
 - Establish effective backup mechanism to ensure the continuity and integrity of backup data;
 - Establish effective network security protection mechanism to ensure the safe and stable operation of the application system;
 - And establish effective system access control policy to ensure the security of information;
- At present, our online system "Uni-President e-Mall" has passed the national information system security (Level 3) certification.

<p>Online behavior audits 9,539</p>	<p>User information security audits 411</p>	<p>Safety vulnerability scanning 4</p>
<p>The Group established an effective information security audit mechanism, including self-inspection by each department, security audit of user information and third-party audit. In 2022, 9,539 online behavior audits were conducted, and 411 user information security audits were conducted. In addition, during the Reporting Period, we conducted safety vulnerability scanning to the system for 4 times and rectified issues identified.</p>		

In 2022, we further strengthened fund security trainings, and improved the training effect by means of online live broadcast, offline meeting, DingTalk tweets, billboards, electronic screen, DingTalk group and email. We organized fund security trainings for our employees, and conducted selective examination to 6,460 persons with a pass rate of 100%. In addition, we sent the "Information Security Monthly" to all employees periodically and conduct information security and privacy protection trainings on a regular basis to enhance employees' information security awareness and ensure zero risk in information security. In 2022, we published 12 volumes of "Information Security Monthly" and carried out 845 trainings.



Information Security Online Training



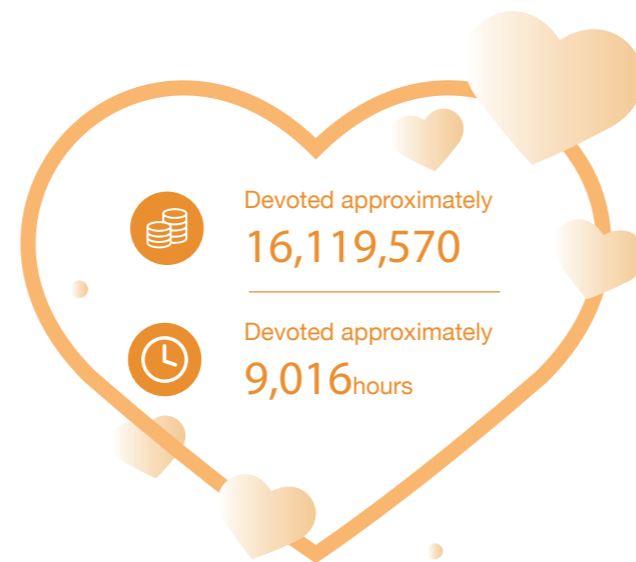
Fulfill Corporate Responsibility

The Group is committed to the philosophy of "giving back to the community" with a focus on integrating economic and social benefits. We leveraged our strengths and dedicated resources to public welfare activities in the fields of cultural and sports education, environmental protection, public relief and community volunteering to give back to the society.

The UN Sustainable Development Goals we have attended to



The Group formulated the "Operational Standards on External Public Welfare Activities", "the Procedures of Donation for Public Security Events" and other relevant standards to regulate the Group's public welfare activities. In 2022, the Group set public welfare planning specialist engaged in information collection, representation, contact, accounting and effectiveness evaluation of public welfare activities. The Group actively made charitable donations for COVID-19 epidemic prevention and control, flood prevention and disaster relief, community building and caring for vulnerable group, etc. During the Reporting Period, the Group devoted approximately RMB 16,119,570 and 9,016 hours for social and public welfare activities and natural disaster donations in total.



Support Pandemic Containment and Disaster Relief

In 2022, there were a spate of events, including the large-scale spread of epidemic in Jilin and Shanghai and storms and floods in South China. The Group responded quickly, and made every effort to organize charitable donations, and provided assistance to pandemic-affected regions and flood-stricken areas in South China to ensure the smooth progress of pandemic containment and disaster relief.

Support pandemic prevention and control

Since the global outbreak of COVID-19 in 2020, the Group never stops its actions to support pandemic prevention and control. We stay committed to our social responsibility and continue to provide assistance within our capacity to the pandemic-affected regions. Our subsidiaries, including Wuhan Uni-President and Guangzhou Uni-President, have actively donated emergency supplies to the first-line anti-pandemic staff, worth over RMB 5,200,000, providing aids for pandemic containment on the front.

In March 2022, the pandemic outbreak in Jilin. Together with Han Hong Love Charity Foundation, "Kai Xiao Zao (開小灶)" sent 2,000 boxes of self-heating rice to Changchun University, helping them with the resources shortage and COVID-19.

Since Shanghai entered citywide static management in April 2022, Uni-President was actively committed to safeguarding Shanghai by providing living supplies and donating materials as well as making active efforts to address difficulties in logistics in an effort to ensure an orderly production and supplies during the lockdown in Shanghai; at the same time, our staff did volunteer work or organized group purchases for the community to ensure the smooth allocation of resources to residents, providing living security for 172,000 households in total. Uni-President was awarded the "Anti-epidemic Pioneer" by Hongqiao Linkong Economic Zone, Changning District, Shanghai, for the significant contributions we made in 2022 for Shanghai in the fight against the epidemic.



Disaster relief

In May 2022, the continuous heavy rainfall in South China caused serious flood disaster, washing away houses and bringing local affected residents to a catastrophe. The Group responded quickly to the call of the local governments and brought together all the forces to fight against the disaster. We immediately provided relief support for the anti-flood personnel and people in affected regions, assisted the flood control and emergency rescue and donated resources worth more than RMB 3.3 million.

In June 2022, the invasion of continuous heavy rainfall into most parts of Hunan Province gave rise to geological disasters from mountain torrents, causing serious losses to people's life and property safety, such as roads and houses flooded and people trapped. Changsha Uni-President donated 5,500 products, composed of 5,200 "A Bucket of Instant Noodles" series and 300 "Big Bucket of Instant Noodles" series and valued at RMB 267,600 in total, to Hunan Zhongshan Public Welfare Foundation to support Yuanling and Luxi against the flood.



On 5 September 2022, a 6.8-magnitude earthquake hit Luding County, Garze Prefecture, Sichuan. After that, Chengdu Uni-President immediately responded to the earthquake donation action, strictly abided by the requirements for epidemic prevention and control, and organized the production of and redeployed 1,000 boxes of "Kai Xiao Zao (開小灶)" self-heating food to the disaster area, Luding.



Protect Children's Rights and Interests

Business operations are directly or indirectly connected to or make an impact on children's life. Children are key stakeholders of business - as consumers, family members of employees, young workers, future employees and business leaders, and as key members of the communities and environments in which a business operates. We actively respond to and support the initiatives of United Nations Global Compact and United Nations International Children's Emergency Fund (UNICEF), adhering to the public welfare concept of "guarding children's growth together". With reference to the ten principles of the international "Children's Rights and Business Principles", we respect and support the integration of the concepts of children's rights into enterprise management and operation, and continuously promote the existing sustainable work.

Children's Rights and Business Principles		Our actions
Principle 1	Meet their responsibility to respect children's rights and commit to supporting the human rights of children	We are publicly committed to our support for the core principles of the "Convention on the Rights of the Child" and actively meet the responsibility to respect children's rights. We have put in place appropriate internal policies and processes, and designated specific persons to monitor and track the implementation and effectiveness of our measures to protect children's rights, so as to promote the protection of children's well-being.
Principle 2	Contribute to the elimination of child labour, including all business activities and business relationships	We strictly abide by laws and regulations, including the "Labour Law of the People's Republic of China" and "Provisions on the Prohibition of Using Child Labour", and never employ or use children in any type of child labour. We have established robust age-verification mechanisms, requiring employees to provide relevant identification documents before getting on board, and asking our suppliers to apply relevant review mechanisms and conduct regular reviews to ensure that they do not involve any practice of employing child labour. We have also set up standard corrective procedures and remedial measures. All employees of the Group meet the minimum working age requirements stipulated by national laws and regulations.
Principle 3	Provide decent work for young workers, parents and caregivers	We provide relevant vocational training for young and middle-aged employees, offer opportunities of job rotation and external exchange and learning, and support their career development. We care for workers in their roles as parents or caregivers in our company, and regularly visit employees' families with children to understand their family backgrounds and provide suitable assistance. We provide parental leave for pregnant and breastfeeding women, purchase medical insurance for our employees and their children, and facilitate access to good education for dependants.
Principle 4	Ensure the protection and safety of children in all business activities and facilities	The Group is not involved in any practice of employing child labour, so there is no risk to the safety and rights of children in facilities. In addition, through the whole process of occupational health monitoring (refer to "Guard occupational health" in this report), including provision of labour protection articles for employees in positions harming workers' health and occupational safety education and training, so as to ensure the health and safety of young workers reaching the minimum working age in the workplace.

Children's Rights and Business Principles		Our actions
Principle 5	Ensure that products and services are safe, and seek to support children's rights through them	We are committed to food safety, and have conducted rigorous and thorough tests on all products and services in strict compliance with relevant national and international standards, so as to ensure that they do not cause mental, moral or physical harm to children. At the same time, we also establish a comprehensive quality management system that covers all staff and chains, and set up a Food Safety and Quality Committee and Food Safety Management Office to safeguard the safety of our products. We are active in developing healthy products through continuous innovation. For example, we introduce the salt-reduction technology in core products and upgrade sugar-free products constantly, in an effort to make sure our products and services are conducive to children's healthy development.
Principle 6	Use marketing and advertising that respect and support children's rights	We have strict marketing policies to ensure that communications and marketing do not have an adverse impact on children's rights. Besides, we actively improve our marketing approaches to raise public awareness and promote children's rights and healthy lifestyles.
Principle 10	Reinforce community and government efforts to protect and fulfil children's rights	<p>We care about the growth of children and adolescents in the community all the time, and visit them regularly to show loving care; meanwhile, we are actively engaged in strategic social investment programs in cooperation with governments, civil society and children, striving to provide life security for children all over the world and protect their physical and mental health.</p> <p>In 2022, we saw that Pabie and Badong Primary Schools to which Shanghai City Changning District directed its poverty alleviation work in Sanmeng Village, Lvchun County, Honghe Prefecture, Yunnan Province, only had a rough bathroom respectively, which could not serve teachers and students. We immediately donated RMB 240,000 to build up solar energy bathroom for the two schools in an effort to improve bathing condition for teachers and students.</p> <p>In February 2022, in order to improve children education, our tank business division donated Ono Brown Sugar Ginger Tea, valued at RMB 51,839 in total, to the Guangdong South China Provincial Fund for Rural Poverty Relief.</p>



Note:

Our scope of business does not involve any land acquisition and use, nor any oil or mineral exploitation, so "Principle 7: Respect and support children's rights in relation to the environment and to land acquisition and use" and "Principle 8: Respect and support children's rights in security arrangements" of the "Children's Rights and Business Principles" are not applicable.

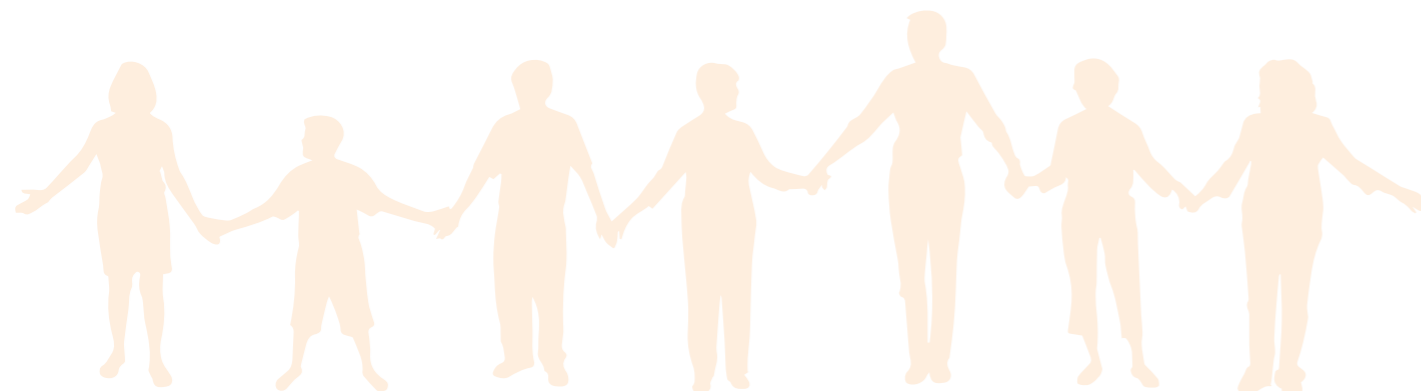
Care for Vulnerable Groups

Being committed to caring for the vulnerable groups in society, the Group provides life security for them to protect their physical and mental health. By continuously expanding brand perception and social influence, we will call for more people to care for and help the socially disadvantaged.

Care for the people with disabilities

In 2022, guided by the corporate philosophy of "care for each other, be optimistic and enterprising", our tank business division donated Ono Brown Sugar Ginger Tea, valued at over RMB **170,000**, to the Guangdong Foundation for Disabled Persons and Guangdong Foundation for the Training and Education Development of Disabled Persons to give back to society and care for the people with disabilities.

In September 2022, Kunshan Uni-President also joined the charity activity for students of Kunshan school for disabled persons and donated our products such as drinks, instant noodles and mooncakes, valued at about RMB **19,000**, to the school.



Build a Caring Community

The Group actively nurtures and promotes the culture of "willing to give and care for others and communities", and gives back to the society with love and care. By engaging in the voluntary activities in the community, the Group practices volunteerism and plays a positive role in developing a harmonious community.

"Support the NCEE, and Give Out Green Tea to Farmers in Harvest Season"

During the National College Entrance Examination (NCEE) and busy harvest season in June 2022, Uni-President, together with Anyang Radio & Television Station and Anyang Youchuang Group, launched a great public welfare activity "Support the NCEE, and Give Out Green Tea to Farmers in Harvest Season" under the guidance of Party branch cooperation plan "three joints for resources sharing". Uni-President Green Tea Teams entered into the NCEE sites such as Anyang No. 2 High School and No. 6 High School to cheer on new youth. In addition, we supported the busy harvest season by delivering free cold green tea to farmers working in the fields. The activity, reported by Anyang Radio & Television Station, improved our brand exposure and preference, and exemplified our commitment to fulfill the social responsibility.



Care for candidates

In 2022, Wuhan Uni-President participated in the "Wuhan Public Welfare Activity of Sending Candidates for the National College Entrance Examination (NCEE)" and donated 1,000 boxes of Uni-President Instant Noodles-Artificial Beef with Sauerkraut Flavor to console drivers participating in the activity, and Hubei Charity Federation awarded us a certificate of honor for public welfare activities.



Donated **1,000** boxes of Uni-President Instant Noodles-Artificial Beef with Sauerkraut Flavor

In addition, in order to better serve the candidates and support the NCEE, Zhengzhou Uni-President set up service stations in local NCEE sites, invested the mall screen to cheer on the candidates through interactive message, delivered products to them at the NECC sites, and provided volunteer service to the candidates and their parents in an effort to escort their journey to fulfill their dreams in the NCEE.

Voluntary service

Adhering to the spirit of "dedication, fraternity, cooperation and improvement", the Group encourages its employees to volunteer in the community every year to send support, share love and deliver positive energy to all sectors of society.

In 2022, we responded to the call of Hefei Government, Shanghai Government, Kunshan Government and other governments and actively encouraged our employees to donate blood without compensation. During the Reporting Period, a total of 4 voluntary blood donations were arranged.



Support the front-line

During the May Day 2022, Uni-President, together with Hunan Rednet Media, held a charity activity "Warm Spring Action on May Day, a Tribute to Laborers". The Central China Food Marketing and Media Department actively responded to the activity, donating 4,400 "A Bucket of Instant Noodles" series of products, valued at RMB 211,200 in total, to Yuhua District Environment Health Center, Changsha County Xingsha Street Office, Changsha County Xianglong Street Office and Changsha Datuopu Street Environment Health Center on 27 April 2022.

On 26 May 2022, the Food Marketing and Media Department participated in the donation ceremony "Deliver Deep Wishes, Care for People" held by Jinpenling Street Office, donating 10,000 products, composed of 8,000 "A Bucket of Instant Noodles" series of products and 2,000 Uni-President products and valued at RMB 504,000 in total, to sanitation workers and SF deliverymen in Furong District, Tianxin District and Yuelu District, Changsha City, and "three longs" key volunteers of Tianxin District Jinpenling Street.

Furthermore, caring for the blue-collar workers in the city, Uni-President Green Tea has launched the public welfare activity "Giving Out Green Tea to Deliverymen" for three consecutive years to attach attention to those working under high temperature in summer. In July and August 2022, Uni-President Green Tea continued to provide free cold products, valued at about RMB 1,000,000, to deliverymen.



Giving Out Green Tea to Deliverymen" Welfare Activity

Appendix

ESG Reporting Guide Index

KPI	Description	Section(s)
A1	Emissions: 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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	Environmental management mechanism
KPIA1.1	The types of emissions and respective emissions data	Climate change and energy Emissions management
KPIA1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity	Climate change and energy
KPIA1.3	Total hazardous waste produced and, where appropriate, intensity	Emissions management
KPIA1.4	Total non-hazardous waste produced and, where appropriate, intensity	Emissions management
KPIA1.5	Description of emissions target(s) set and steps taken to achieve them	Climate change and energy Emissions management
KPIA1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emissions management
A2	Use of Resource General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	Environmental management mechanism Climate change and energy Resources management
KPIA2.1	Direct and/or indirect energy consumption by type in total and intensity.	Climate change and energy
KPIA2.2	Water consumption in total and intensity.	Resources management
KPIA2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Climate change and energy

KPI	Description	Section(s)
KPIA2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Resources management
KPIA2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Resources management
A3	The Environment and Natural Resources General Disclosure: Policies on minimising the issuer's significant impact on the environment and natural resources.	Practice Green Development
KPIA3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Practice Green Development
A4	Climate Change General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate change and energy
KPIA4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate change and energy
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.	Introduce and cultivate talents
KPIB1.1	Total workforce by gender, employment type, age group and geographical region.	Introduce and cultivate talents
KPIB1.2	Employee turnover rate by gender, age group and geographical region.	Introduce and cultivate talents
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.	Care for Health and Safety
KPIB2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Care for Health and Safety
KPIB2.2	Lost days due to work injury.	Care for Health and Safety
KPIB2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Care for Health and Safety

KPI	Description	Section(s)
B3	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Introduce and cultivate talents
KPIB3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Introduce and cultivate talents
KPIB3.2	The average training hours completed per employee by gender and employee category.	Introduce and cultivate talents
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.	Introduce and cultivate talents
KPIB4.1	Description of measures to review employment practices to avoid child and forced labour.	Introduce and cultivate talents
KPIB4.2	Description of steps taken to eliminate such practices when discovered.	Introduce and cultivate talents
B5	Supply Chain Management General Disclosure: Policies on managing environmental and social risks of the supply chain.	Properly manage suppliers
KPIB5.1	Number of suppliers by geographical region.	Properly manage suppliers
KPIB5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Properly manage suppliers
KPIB5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Properly manage suppliers
KPIB5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Properly manage suppliers
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.	Prioritise food safety Optimise customer experience Protect customers' interests and rights
KPIB6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Prioritise food safety
KPIB6.2	Number of products and service related complaints received and how they are dealt with.	Optimise customer experience

KPI	Description	Section(s)
KPIB6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Management
KPIB6.4	Description of quality assurance process and recall procedures.	Prioritise food safety
KPIB6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Protect customers' interests and rights
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.	Corporate Governance
KPIB7.1	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.	Corporate Governance
KPIB7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Corporate Governance
KPIB7.3	Description of anti-corruption training provided to directors and staff.	Corporate Governance
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.	Fulfil Social Responsibility
KPIB8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Fulfil Social Responsibility
KPIB8.2	Resources contributed (e.g. money or time) to the focus area.	Fulfil Social Responsibility

GRI Standards Index

GRI Standards	Disclosure Title	Section(s)
GRI 2: General Disclosures 2021	2-1 Organizational details	About Uni-president
	2-2 Entities included in the organization's sustainability reporting	About Uni-president
	2-3 Reporting period, frequency and contact point	About Uni-president
	2-4 Restatements of information	About Uni-president
	2-5 External assurance	Assurance Report
	2-6 Activities, value chain and other business relationships	About Uni-president
	2-7 Employees	Introduce and cultivate talents
	2-8 Workers who are not employees	/
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Please refer to the annual report
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Social responsibility governance
	2-13 Delegation of responsibility for managing impacts	Social responsibility governance
	2-14 Role of the highest governance body in sustainability reporting	Social responsibility governance
	2-15 Conflicts of interest	Please refer to the annual report
	2-16 Communication of critical concerns	Social responsibility governance
	2-17 Collective knowledge of the highest governance body	Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	Please refer to the annual report
	2-19 Remuneration policies	Please refer to the annual report
	2-20 Process to determine remuneration	/
	2-21 Annual total compensation ratio	/
	2-22 Statement on sustainable development strategy	Chairman's Statement
	2-23 Policy commitments	Consolidate Governance for Sustainability "Intelligently Make" Healthy Food Practice Green Development Create A People-centric Workplace Pursue Win-win Cooperation in Industry Fulfill Social Responsibility
	2-24 Embedding policy commitments	Corporate Governance Social responsibility governance
	2-25 Processes to remediate negative impacts	Social responsibility governance
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Introduce and cultivate talents Optimize Customer
	2-27 Compliance with laws and regulations	No such incidents
	2-28 Membership associations	Product Innovation
	2-29 Approach to stakeholder engagement	Social responsibility governance
	2-30 Collective bargaining agreements	Introduce and Cultivate Talents

GRI Standards	Disclosure Title	Section(s)
GRI 3: Material Topics 2021	3-1. Process to determine material topics	Social responsibility governance
	3- 2. List of material topics	Social responsibility governance
	3-3 Management of material topics	Consolidate Governance for Sustainability "Intelligently Make" Healthy Food Practice Green Development Create A People-centric Workplace Pursue Win-win Cooperation in Industry Fulfill Social Responsibility
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	2022 Focus
	201-2 Financial implications and other risks and opportunities due to climate change	Climate change and energy
	201-3 Defined benefit plan obligations and other retirement plans	/
	201-4 Financial assistance received from government	/
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	/
	202-2 Proportion of senior management hired from the local community	/
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Fulfill Social Responsibility
	203-2 Significant indirect economic impacts	Fulfill Social Responsibility
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	/
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Corporate Governance
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance
	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not involved
GRI 207: Tax	207-1 Approach to tax	Please refer to the annual report
	207-2 Tax governance, control, and risk management	Please refer to the annual report
	207-3 Stakeholder engagement and management of concerns related to tax	Please refer to the annual report
	207-4 Country-by-country reporting	Please refer to the annual report
GRI 301: Materials	301-1 Materials used by weight or volume	Resources management
	301-2 Recycled input materials used	Resources management
	301-3 Reclaimed products and their packaging materials	Resources management
GRI 302: Energy	302-1 Energy consumption within the organization	Climate change and energy
	302-2 Energy consumption outside of the organization	/
	302-3 Energy intensity	Climate change and energy
	302-4 Reduction of energy consumption	Climate change and energy
	302-5 Reductions in energy requirements of products and services	Climate change and energy

GRI Standards	Disclosure Title	Section(s)
GRI 303: Water	303-1 Interactions with water as a shared resource	Resources management
	303-2 Management of water discharge-related impacts	Emissions management
	303-3 Water withdrawal	Resources management
	303-4 Water Discharge	Resources management
	303-5 Water Consumption	Resources management
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No such site
	304-2 Significant impacts of activities, products, and services on biodiversity	No significant impact
	304-3 Habitats protected or restored	No such site
	304-4 IUCN Red List species and national conservation list Species with habitats in areas affected by operations	No such site
GRI 305: Emission	305-1 Direct (Scope 1) GHG emissions	Climate change and energy
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change and energy
	305-3 Other indirect (Scope 3) GHG emissions	/
	305-4 GHG emissions intensity	Climate change and energy
	305-5 Reduction of GHG emissions	Climate change and energy
	305-6 Emissions of ozone-depleting substances (ODS)	/
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	/
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Emissions management
	306-2 Management of significant waste related impacts	Emissions management
	306-3 Waste generated	No significant spills
	306-4 Waste diverted from disposal	/
	306-5 Waste directed to disposal	No significant spills
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Properly manage suppliers
	308-2 Negative environmental impacts in the supply chain and action taken	Properly manage suppliers
GRI 401: Employment	401-1 New employee hires and employee turnover	Introduce and cultivate talents
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Introduce and cultivate talents
	401-3 Parental leave	Introduce and cultivate talents
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	Strictly abide by relevant laws and regulations of various countries/regions

GRI Standards	Disclosure Title	Section(s)
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Care for health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	Care for health and safety
	403-3 Occupational health services	Care for health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Care for health and safety
	403-5 Worker training on occupational health and safety	Care for health and safety
	403-6 Promotion of worker health	Care for health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Care for health and safety
	403-8 Workers covered by an occupational health and safety management system	Care for health and safety
	403-9 Work-related injuries	Care for health and safety
	403-10 Work-related ill health	Care for health and safety
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Introduce and cultivate talents
	404-2 Programs for upgrading employee skills and transition assistance programs	Introduce and cultivate talents
	404-3 Percentage of employees receiving regular performance and career development reviews	/
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Introduce and cultivate talents
	405-2 Ratio of basic salary and remuneration of women to men	/
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Introduce and cultivate talents
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	/
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Introduce and cultivate talents
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Introduce and cultivate talents
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	/
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable

GRI Standards	Disclosure Title	Section(s)
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Fulfil Social Responsibility
	413-2 Operations with significant actual and potential negative Impacts on local communities	No such sites
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Properly manage suppliers
	414-2 Negative social impacts in the supply chain and actions taken	Properly manage suppliers
GRI 415: Public Policy	415-1 Political contributions	No political contributions
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Prioritise food safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No such incidents
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	Protect customers' interests and rights
	417-2 Incidents of non-compliance concerning product and service information and labeling	No such incidents
	417-3 Incidents of non-compliance concerning marketing communications	No such incidents
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No such incidents



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English Translation for Reference Only

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Independent practitioner’s assurance report

To the Board of Directors of Uni-President China Holdings Ltd.

We have been engaged to perform a limited assurance engagement on the selected 2022 key data as defined below in the 2022 Corporate Social Responsibility Report (“CSR report”) of Uni-President China Holdings Ltd. (the “Company”).

Selected key data

The selected key data in the Company’s 2022 CSR Report that is covered by this report is as follows:

- Direct (Scope 1) GHG emissions
- Energy indirect (Scope 2) GHG emissions
- Natural gas consumption
- Purchased electricity
- Purchased steam
- Total energy consumption
- Water consumption
- Total number of employees
- Proportion of female employees
- Number of intellectual property rights held

Our assurance was with respect to the year ended 31 December 2022 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the 2022 CSR Report.

Criteria

The criteria used by the Company to prepare the selected key data in the 2022 CSR report is set out in the definitions of the key data on the Appendix of Basis for Key Data in the 2022 CSR report (the “basis of reporting”).

Management’s Responsibilities

Management of the Company is responsible for the preparation of the selected key data in the 2022 CSR report in accordance with the basis of reporting. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation of the selected key data in the 2022 CSR report that is free from material misstatement, whether due to fraud or error.



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Our Independence and Quality Control

We have complied with the independence and other ethical requirement of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's Responsibilities

It is our responsibility to express a conclusion on the selected key data in the 2022 CSR report based on our work.

We conducted our work in accordance with the International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information", and, in respect of greenhouse gas emissions, International Standard on Assurance Engagement 3410, "Assurance Engagements on Greenhouse Gas Statements". These standards require that we plan and perform our work to form the conclusion.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion about whether the Company's 2022 selected key data in the 2022 CSR report has been prepared, in all material respects, in accordance with the basis of reporting. Our work involves assessing the risks of material misstatement of the selected key data in the 2022 CSR report whether due to fraud or error, and responding to the assessed risks. The extent of procedures selected depends on our judgment and assessment of the engagement risk. Within the scope of our work, we have performed the following procedures in the Headquarter of the Company. We have not conducted work on other locations:

- 1) Interviews with relevant departments of the Company involved in providing information for the selected key data within the CSR Report; and
- 2) Analytical procedure;
- 3) Examination, on a test basis, of documentary evidence relating to the selected key data on which we report;
- 4) Recalculation; and
- 5) Other procedures deemed necessary



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Inherent Limitation

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gases.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the 2022 selected key data in the 2022 CSR report is not prepared, in all material respects, in accordance with the basis of reporting.

Restriction on Use

Our report has been prepared for and only for the board of directors of the Company and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the content of this report.

PricewaterhouseCoopers Zhong Tian LLP

Shanghai, China

24 April 2023

Basis for Key Data

Key data	Basis for key data
Direct (Scope 1) GHG emissions	Direct (Scope 1) GHG emissions were GHG emissions generated by the use of natural gas in the food and beverage manufacturing plants of the Group. The emission factors of natural gas come from the "Accounting Method and Reporting Guideline of GHG Emissions for Food, Tobacco and Alcohol, Beverage and Refined Tea Enterprises (Trial)" released by the NDRC.
Energy indirect (Scope 2) GHG emissions	Energy indirect (Scope 2) GHG emissions were GHG emissions generated by the use of purchased electricity and steam in the food and beverage manufacturing plants of the Group. The average carbon dioxide emission factors of regional power grid refer to the emission factor of 2012 in the "Average Carbon Dioxide Emission Factors of China's Regional Power Grids in 2011 and 2012" issued by the NDRC. The emission factors of purchased steam come from the "Accounting Method and Reporting Guideline of GHG Emissions for Food, Tobacco and Alcohol, Beverage and Refined Tea Enterprises (Trial)" released by the NDRC.
Natural gas consumption	Natural gas consumption was the natural gas used by the food and beverage manufacturing plants of the Group. Natural gas consumption is presented in MWh and the conversion factors come from the "Accounting Method and Reporting Guideline of GHG Emissions for Food, Tobacco and Alcohol, Beverage and Refined Tea Enterprises (Trial)" released by the NDRC.
Purchased electricity	Purchased electricity was the electricity purchased by the food and beverage manufacturing plants of the Group.
Purchased steam	Purchased steam was the steam purchased by the food and beverage manufacturing plants of the Group. Purchased steam is presented in MWh and the calculation method and conversion factors come from "Accounting Method and Reporting Guideline of GHG Emissions for Other Industrial Enterprises (Trial)" and the enthalpy of 1MPa in its Appendix II, Table 2.4 Saturated Steam Enthalpy Table released by the NDRC.
Total energy consumption	Total energy consumption was the total energy used by the food and beverage manufacturing plants of the Group, including natural gas consumption, purchased electricity, and purchased steam.
Water consumption	Water consumption was the water used by the food and beverage manufacturing plants of the Group
Total number of employees	Total number of employees was the number of employees directed employed by the Group as of the end of 2022.
Proportion of female employees	Proportion of female employees was the percentage of the Group's female employees as of the end of 2022.
Number of intellectual property rights held	Number of intellectual property rights held was the number of intellectual property rights (including copyright, patent rights and trademark rights) held by the Group as of the end of 2022.



統一企業中國控股有限公司
UNI-PRESIDENT CHINA HOLDINGS LTD.

(a company incorporated in the Cayman Islands with limited liability)
(Stock Code : 220)