

# Jiujiuwang Food International Limited 久久王食品国际有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 1927



# 2023

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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## REPORTING PERIOD AND FRAMEWORK

Jiujiuwang Food International Limited (“**Jiujiuwang**”, “**Company**”, “**we**” and “**our**”), and its subsidiaries (collectively, the “**Group**”) are pleased to publish our Environmental, Social and Governance (“**ESG**”) Report (this “**ESG Report**”) which aims to present and disclose ESG related matters that are relevant to the Group’s business and have material impacts on the environment and society for the year ended 31 December 2023 (the “**Reporting Period**”).

This ESG Report of the Group has been prepared in compliance with the “Environmental, Social and Governance Reporting Guide” set forth in Appendix C2 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited and based on the actual conditions of the Company. We have identified relevant ESG issues and assessed their materiality on our businesses as well as on our stakeholders, through reviewing our operations and holding internal discussions. Adhering to the reporting principles of materiality, quantitative, balance and consistency, this ESG Report aims to provide an annual update on our sustainability performance in compliance with regulations, policies and guidelines on various sustainable development issues for the year ended 31 December 2023.

## OUR BUSINESS AND APPROACH TO ESG AND ESG REPORTING

Jiujiuwang focuses on the manufacturing and sale of confectionary products, including gum-based candy, tablet candy, aerated candy and hard candy in the People’s Republic of China (the “**PRC**”). The Group sells confectionary products under brands owned through e-commerce channels or authorized by our OEM customers in China and overseas countries. Jiujiuwang had established a sales network with 129 distributors, whose connection covers a municipal city, two autonomous regions and 21 provinces in China, and had stationed in hypermarkets, supermarkets, grocery stores and tuck.

Sustainability is vital to the development of the Group’s strategy and operation; the Group commits to improving its ESG performance by upholding good corporate governance standards, protecting our environment including reducing greenhouse gas emissions, reducing energy consumption, protecting the environment and natural resources, and providing employees with an excellent and safe working environment while it engages the community and promotes social integration.

The board of directors of the Group (the “**Board**”) is responsible for reviewing and monitoring the evaluation and management issues related to the Group’s ESG matters. To pursue the ESG-related goals and targets, the Board keeps supervising the progress and ESG-related performance. With the direction and culture set out by the Board and the Group, the employees of the Group are encouraged to participate in ESG initiatives, implement ESG policies into different aspects of business practices, contribute to community events and connect stakeholders.

To align our operations with ESG-related issues and goals, the Group follows industry standards and abides by laws and regulations. Achieving ESG goals can provide customers with better quality products. In addition to supporting environmental protection, the Group aims to reduce pollution during the manufacturing process of confectionary products in order to provide a better living environment.

### Stakeholder Engagement and Materiality

The Group considers input and feedback from its stakeholders as the Group strives to create long-term value for them. To begin the value creation process, the Group identifies different stakeholders, such as employees, customers, investors, suppliers and contractors, and the community. The Group involves stakeholders through various communication channels for them to share their views regarding the Group's operations and behavior, including Company's website, annual general meetings, annual reports and interim reports, staff meetings, customers and suppliers meetings.

As a result, these communication channels not only can help the Group to explore opportunities for its future business direction, but also fulfill its responsibilities and commitment to the community. By analyzing the opinion of the stakeholders, the Group can receive important feedback and input for the materiality assessment.

### Materiality Assessment

A materiality assessment was conducted by evaluating ESG related topics based on the principal business of the Group. With the professional opinion from the external ESG reporting consultant, we have selected material ESG topics in accordance with our stakeholders' opinions, industry reports, market conditions and ESG related risks. To perform an internal materiality assessment, our management and the board of the Group assessed the relationship between the degree of impact and degree of control for ESG related topics. The Group then further selected material ESG related topics based on continuous discussion with the stakeholders.

The Group has considered the importance of ESG related topics in arriving at our material ESG related topics. The result of the materiality assessment is listed below:

#### Environmental

- Air and greenhouse gas emission
- Resources consumption
- Combating climate change
- Waste management

#### Social

- Employment and training
- Employee welfare
- Diversity and equal opportunity
- Labour standards
- Occupational health and safety
- Anti-corruption
- Customer complaints management
- Supply chain management

The Group regularly receives and records shareholders' opinions. Below is a description of the expectation and demand for each stakeholder and the actions to respond to them:

| <b>Stakeholder</b> | <b>Expectation</b>   | <b>Action</b>  |
|--------------------|--|--|
| Government         | Compliance with taxes and business operation laws  | Compliance with the laws and regulations<br>Paying taxes to the government<br>Supporting economic development of local government<br>Responding to public health incidents |
| Investor           | Stable investment returns  | Maintaining stable and reasonable return<br>Pursuing asset preservation and appreciation<br>Optimizing corporate governance<br>Strengthening risk management               |
| Client             | Excellent services   | Providing safety and health products<br>Providing excellent customer services<br>Diversified product selection   |
| Business partner   | Continuous business cooperation  | Commitment to promise<br>Building development together<br>Long-term and stable relationship  |
| Employee           | Competitive salary and welfare benefit<br>Fair promotion and career development; and<br>Safety working environment | Protection of rights<br>Occupational health and safety management system<br>Employee rights<br>Employee training and development   |
| Society            | Corporate social responsibility  | Charity donation<br>Promoting local employment<br>Volunteer activities   |

## Reporting principles Interpretation

## Application of reporting principles

|              |  |  |
|--------------|--|--|
| Materiality  | The Group should focus on reporting the ESG issues that have an important impact on the Group and its stakeholders.  | The Group determines the impact of various ESG issues on the Group's operations through the materiality assessment. Based on the results of the assessment, the Group identifies material ESG issues and makes key disclosures in this ESG Report.   |
| Quantitative | The KPIs must be measurable and clearly state the calculation criteria and methods.  | This ESG Report is prepared in accordance with the ESG Reporting Guide and discloses KPIs in a quantitative manner. The KPIs are supplemented by explanatory notes to establish benchmarks where feasible.   |
| Balance      | The Group should objectively and truthfully report on its ESG performance during the Reporting Period.   | This ESG Report is based on an objective and impartial manner to ensure that the information disclosed faithfully reflects the overall performance of the Group in ESG aspects.  |
| Consistency  | The Group should use consistent disclosure statistical methods to help stakeholders analyze and evaluate the organization's past and current performance. The Group should also explain any changes to the method. | Unless otherwise stated, the Group's disclosure and statistical methods are consistent with the past such as the year ended 31 December 2021 for meaningful comparison. If there are any changes that may affect comparison with previous reports, explanations will be provided in this ESG Report. |

### Feedback for Our ESG Report

The Board has approved the content of this ESG Report. For details of environmental and corporate governance, please refer to the official website of the Group (<http://www.jiujiuwang.com/index.html>) and the annual report. We value your feedback regarding the review and our overall sustainability practices. Please provide your comments by email to [jiujiuwang@jiujiuwang.com.cn](mailto:jiujiuwang@jiujiuwang.com.cn).



## A. ENVIRONMENTAL

### A1 Emissions

#### **Governance on Air and Greenhouse Gas (“GHG”) Emissions**

As a manufacturer of confectionary products, the Group is strongly committed to the long-term sustainability of the environment and communities in which we operate. As such, the Group is aware of how business activities would affect the environment and understand how to minimize our impact on the environment with our knowledge and skills. The Group has established relevant procedures to detect and prevent any possible pollution incidents which affect the surrounding environment that may occur in the course of our business operations. During the year ended 31 December 2023, we measured and managed our environmental performance in several aspects throughout our operations.

In terms of the Group’s confectionary products business, we understand there are environmental emissions such as air emissions, GHG emissions, waste-water discharges and general waste. The emissions and waste produced are properly managed through implementing the following initiatives:

- Turning off all the electrical equipment before leaving the workplaces;
- Maintaining the temperature of the offices’ air conditioners to 26 Degree Celsius;
- Using efficiency energy-saving lamps;
- Encouraging employees to turn off the lights if not in use; and
- Encouraging employees to save water

Our workplaces are subject to certain environmental requirements pursuant to the laws in Hong Kong and China. Certain laws and regulations that have a significant impact on the Group are as follows:

- Environmental Protection Law of the People’s Republic of China
- The Atmospheric Pollution Prevention and Control Law of the People’s Republic of China
- Water Pollution Prevention and Control Law of the People’s Republic of China
- Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste

For the year of 2023, the Group is committed to continually improving its environmental performance through strictly complying with the laws and regulations. As such, the Group did not violate any laws and regulation related to environmental issues.

The Group encourages and requires employees to implement the following environmental protection measures by effectively managing air emissions and ensuring compliance with relevant rules and regulations: entrusting professional firms to formulate soil and water conservation plans and monitoring procedures, and to conduct inspection regularly; Upholding green development and reducing the use of resources on the environment through scientific management and technological advancement effectively; seriously carrying out energy and water conservation projects; plastic reduction work; establishing a sustainable supply chain; noise reduction and noise reduction design and adopting materials with dust prevention component.

### Air emissions

Following the environmental related laws and regulations, the Group is able to identify, evaluate and minimize the environment impact of the manufacturing activities. The Group also assigns employees to carry out inspection on the manufacturing sites as air pollutants may be difficult to observe and require stringent monitoring.

The KPIs for air emission and air pollutants emission for the year ended 31 December 2023 are set out below.

| <b>Air emissions</b>                        | <b>Unit</b>      | <b>2023</b> |
|---|------------------|-------------|
| Nitrogen oxides (“ <b>NO<sub>x</sub></b> ”) | Emissions tonnes | 3.02        |
| Sulphur oxides (“ <b>SO<sub>x</sub></b> ”)  | Emissions tonnes | 0.56        |
| Particulate matters (“ <b>PM</b> ”)         | Emissions tonnes | 0.25        |

### Greenhouse gas emissions and energy conservation

The Group’s workplaces are equipped with different electrical facilities which contributed the majority part of greenhouse gas emission during the Reporting Period. The greenhouse gas (“**GHG**”) emissions generated by the Group are summarized below in direct, indirect, and other indirect sections. The direct emissions are from the Group’s vehicles’ consumption of gasoline, while the indirect emissions are via using outsourced electricity with other indirect emissions generated from business air travel by employees. The following table shows the figures of the Group’s GHG emissions during the Reporting Period.

| <b>GHG emissions</b>            | <b>Unit</b>        | <b>2023</b> |
|---------------------------------|--------------------|-------------|
| Direct emissions of GHG         | tCO <sub>2</sub> e | 25.85       |
| Indirect emissions of GHG       | tCO <sub>2</sub> e | 4,790.20    |
| Other indirect emissions of GHG | tCO <sub>2</sub> e | 37.65       |

There were 4,853.70 tonnes of carbon dioxide equivalent (“**tCO<sub>2</sub>e**”) greenhouse gases (mainly comprised of carbon dioxide, methane and nitrous oxide) emitted from the Group’s business operation in the Reporting Period. The annual GHG emission intensity was 0.000014 tonnes/revenue.

In addition, the Group advocates emission reduction and is committed to sustainable operation. The Group has set a target to reduce the GHG emission intensity by 5% in the next five years. The Group strived to reduce its greenhouse gas emission by energy saving initiatives as below:

- Video conference and phone conversation are encouraged for employee communication;
- Direct flights are arranged for unavoidable business trips



## **Waste Management**

In order to reduce the negative impact of waste, the Group has formulated several waste management practices and recognized the importance of waste reduction. For non-hazardous waste, the Group has implemented its waste management initiatives to ensure that all waste generated during the construction phase is managed properly, transported and disposed of in environment-friendly ways.

Besides, the Group has adopted a system for the classification of waste to disposal facilities. It facilitates the recycling process and recording of waste as it arrives at the landfill or public filling area in order to minimize the waste and potential of cross-contamination with other waste. Not only can the Group quantify and monitor the waste generated, but the Group can also help to protect the environment via being eco-friendly by producing less waste for the production activities.

As the non-hazardous waste do not cause a significant impact to the environment, the Group has put a greater emphasis and resources on hazardous material management instead. Hence, in terms of waste that are considered harmful, the Group would appoint related professionals for the handling of such waste to ensure appropriate management.

In the offices, the Group encourages the staff to consider environmentally friendly practices in paper waste management:

For example, the Group has reminded staff to “save paper, energy and other resources” and sent out this message through notices and email. Having further implemented the below set out initiatives and actions, the Group continues to strive the best environment for the communities:

- Using double-sided printing and copying;
- Reusing the paper; and
- Using electronics documents and files for storage

During the Reporting Period, the Group has generated non-hazardous waste of 32.77 tonnes cartons and did not generate any hazardous waste. The annual non-hazardous waste intensity was 0.000093 kg/revenue. The Group has set a target to reduce the non-hazardous waste intensity by 5% in the next five years.

## **Noise Management**

The Group has adopted sound-insulating and sound absorbing materials around the manufacturing facilities to reduce noise pollution which may generated from the equipment. The Group has followed with the standard under “Emission Standard on Industrial Noise”.

During the Reporting Period, there was no incidence of non-compliance with relevant laws and regulations with significant impact on the environment and natural resources relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

## A2 Use of resources

### Minimizing Energy Consumption

The Group strives to minimize the various energy consumed at all levels in its operations. These energies consumed by the Group are natural gas, electricity, and tap water. In 2023, total direct energy consumption from the use of natural gas was approximately 0.889 million m<sup>3</sup>, and the total indirect energy consumption from the use of electricity was approximately 7.851 million kWh. On the other hand, the Company mainly uses water at (i) offices purposes and (ii) for manufacturing site. Water usage for the Group's daily operations and office administration activities was approximately 143,266 tonnes during the Reporting Period.

The Group has promoted energy saving policies around the offices and manufacturing facilities in order to remind employee to use less energy. For example, the Group will post the reminder regarding the use of resources.

Below sets out the KPIs for the natural gas, electricity and water consumption:

| Types of resources    | Unit           | 2023          |
|-----------------------|----------------|---------------|
| Natural gas           | m <sup>3</sup> | 0.889 million |
| Purchased electricity | kWh            | 7.851 million |
| Tap water             | tonnes         | 143,266       |

During the Reporting Period, the annual energy and water consumption intensity were 0.0446 kWh/revenue and 0.0004 tonnes/revenue respectively. After carefully reviewing current business operations, the Group advocate and issue announcement to require employees to save electricity and water.

The resources used by the Group are principally attributed to natural gas, electricity, water consumed in its daily operation. With the aim to better manage its use of resources, the Group makes great effort to improve and develop the way to build in a resource efficient manner.

In the year ended 31 December 2023, there was no water fetching problem in our daily business.

The Group pays special attention to the effective use of packaging materials. The packaging materials not only attracts the potential customers, but it also maintains the quality of the finished goods. We have established a close cooperative relationship with packaging material suppliers. Through regular feedback and communication, we strive to use packaging materials that ensure product quality and minimize environmental impact. During the reporting period, the Group has optimized the use of packaging materials, and on the basis of ensuring that product quality was not affected. The packaging materials used by the Group are mainly cartons and plastics.

To reduce the use of packaging materials, the Group has utilized every type of packaging material by packing more products in larger boxes. In addition, the Group has reused the abandoned packaging materials for other purposes.

During the Reporting Period, the total packaging materials is 2,714 tonnes.

### **A3 The environment and natural resources**

#### **Protecting the Environmental Impact and Natural Resources**

The business activities of the Group have no direct/significant impact on environment and natural resources. The Group nonetheless commits to using natural resources efficiently while the Group encourages the reuse and recycling of materials during the daily operations. In addition, the Group is committed in applying industry best practices and complying with legislation, establishing and reviewing safety, security, and environmental goals and targets, effectively using energy and materials, reducing waste and emissions, and adhere to follow environmental protection policy.

To reduce the environmental impact arising from wastewater generated, the Group has prevented the wastewater from flowing into the ocean and river through scientific and technological practices and closed loop wastewater system.

The Group takes into consideration of resource-efficient designs such as the use of LEDs and the adoption of energy-efficient equipment. Meanwhile, the Group recognises that businesses must take responsibility for being a role mode of the industry in relation to sustainability of the environment, and the Group bears the responsibilities and fulfill the obligations in protecting the environment.

### **A4 Climate Change**

During the Reporting Period, the Group has not been significantly impacted by climate-related issues while the Group understands climate-related issues are harmful to the environment and have been rigorously regulated by the United Nations' Framework Convention. The Group recognises the importance of identifying climate change risk to mitigate the associated impacts on its business operations by minimizing its greenhouse gas emission. However, typhoons, sandstorms, hazes and other natural disasters, all of which, would directly affect the daily operating of the Group. As a result, the Group has continuously evaluated for any impact arising from natural disaster and has taken measures to mitigate its impacts. The Group will continue to actively formulate policies to cope with the impact of emissions, such as continuously evaluating, reporting and reviewing greenhouse gas emissions from energy consumption in the course of the operation and their impact on the environment, which form the basis for setting annual emission reduction targets in the future. The Group also strictly implements regulations and arrangements on extreme weather stipulated by local government to ensure the life and health of employees and the safety and stability of corporate assets.

## CARING FOR THE PEOPLE AND SOCIETY

### B. SOCIAL

#### B1 Employment and labor practices

##### Equal Employment Practices

The Group puts significant emphasis on the development of employees whom it considers the Group's most valuable assets. Hence, the Group recruits and retains talents and reconcile economical imperatives with well-beings, aiming at reinforcing satisfaction, loyalty and commitment of human capital. In the workplaces of the Group, high spirits and shared aspirations are always encouraged between employees.

The Group has adopted comprehensive human resources manual which includes mission, policies and procedures applicable to staff. Creating a pleasant and harmonious and healthy working and life environment for everyone future development is the mission for the Group's employees. The human resources policies outline seven core principles in managing the employees as below:

1. Considering humanity for organization, system, strategy and institution;
2. Training and development for all managers;
3. Promoting communication and team spirit;
4. Building win-win partnership;
5. Building a cohesive group;
6. Breaking through personal limits; and
7. Providing adequate rewards

In the human resources manual of the Group, the Group has established three values for the employees as below:

1. Talents are the key resources;
2. Corporate's value is greater than the individual's value; and
3. Being an ethical person

In strict compliance with the Labor Law of the People's Republic of China and Labor Contract Law of the People's Republic of China among other laws and regulations, all employees are treated fairly regarding recruitment, training and development, evaluation of work performance, promotions, rest periods, compensation and benefits. The Group strives to eliminate possible discrimination and creates a corporate culture of diversity. The Group ensures the same treatment for all employees no matter the gender, age, race, ethnicity, disease, marital status, family status or religious beliefs, etc.

##### Recruitment

The Group has emphasized on the role of human resources policies in enhancing the quality and stability of our workforce. To ensure a fair system for all employees, the Group offers competitive remuneration and welfare packages for the right talents and their salary and opportunities are adjusted on the basis of performance, qualification, relevant working experience, attitude, job knowledge, job responsibilities, punctuality, position and the Group's operation. In the recruitment process, the Group holds the beliefs in equality, integrity and objectivity to deliver equal opportunity for the candidates. All employees are then required to pass the probation period in which the Group is able to monitor and evaluate the performance of the new employees before officially assignment.

### **Promotion and Dismissal**

In accordance with the Group's policies and procedures, setting internal promotions can boost the motivation of the employees. Whenever possible, talented employees will first be considered before posting job vacancies in public. Employees are also welcome to discuss their career development with their respective department head or the Human Resources Department. When a new employee has passed the probation period, salary and benefit is subject to change due to outstanding performance.

Staff dismissals are based on the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China or relevant local laws and regulations, as well as the requirements stipulated in the employment contracts. An employee who wishes to resign should tender notice in writing to the Group as stipulated in his or her letter of appointment. Under the resignation process, the Group will carefully settle the remaining salary and holidays to make sure fair treatment is enacted. The Group will always respect an employee's resignation decision.

### **Employee Benefits and Welfare**

In accordance with a reward and performance approach, high performers are rewarded with a higher bonus and salary increment. Meanwhile, their performance reviews are conducted regularly by department heads. Further discussion with the top management and human resources department regarding the performance may be required.

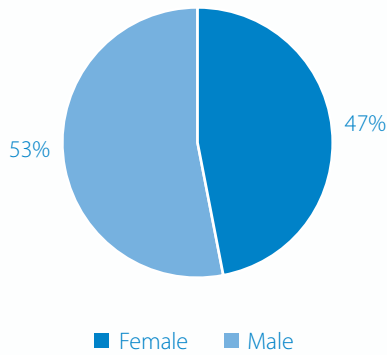
The Group sets appropriate and regular working hours and rest breaks for all staff members in their respective employment environment. The standard working hours are around 8 to 10 hours per day and 40 to 50 hours per week. The Group also provides paid annual leave and public holidays in addition to statutory holidays set by the government. For the welfare of the employees in the PRC, the Group has participated in the insurance and housing benefits, including endowment insurance, medical insurance, unemployment insurance, employment insurance, maternity insurances and housing provident fund.

Throughout the operation of the Group, basic 5 days annual leave for employees who have worked for over 1 year, statutory holidays, 7 days of marriage leave, maternity leave, 3 days of bereavement leave are given for all employees.

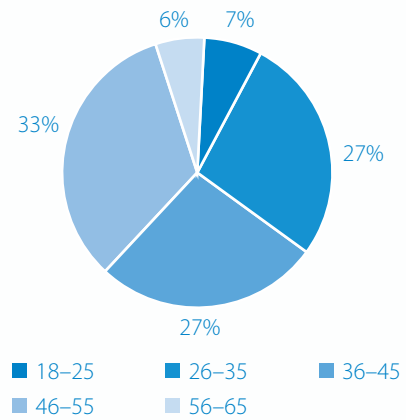
As at 31 December 2023, the Group employed 402 staff in total. All employees are employed under the full-time employment contract in the PRC. As an illustration, the workforce statistic by gender, age group, employment category and geographical region are illustrated in pie graphs:

*Gender and Age Distribution*

**Employee Breakdown by Gender**

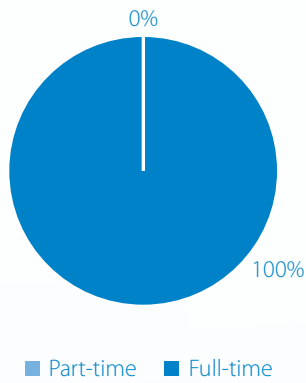


**Employee Breakdown by Age**

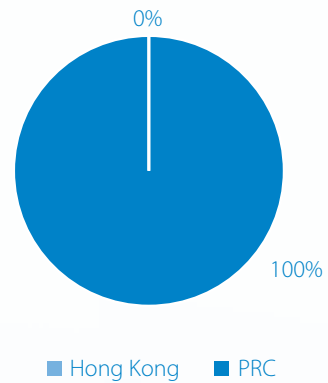


*Employment Category and Geographical Distribution*

**Employee Breakdown by Employment Category**



**Employee Breakdown by Geographical Region**





The employment turnover rate by gender, age group and geographical region are set out below:

*Gender Distribution*

| <b>Gender</b> | <b>Employee Turnover Rate</b> |
|---------------|-------------------------------|
| Female        | 1.49%                         |
| Male          | 2.74%                         |

*Age Distribution*

| <b>Age Group</b> | <b>Employee Turnover Rate</b> |
|------------------|-------------------------------|
| 18–25            | 0.00%                         |
| 26–35            | 0.50%                         |
| 36–45            | 1.74%                         |
| 46–55            | 1.24%                         |
| 56–65            | 0.75%                         |

*Geographical Distribution*

| <b>Region</b> | <b>Employee Turnover Rate</b> |
|---------------|-------------------------------|
| PRC           | 4.23%                         |
| Hong Kong     | 0.00%                         |

During the Reporting Period, the total turnover rate of the Group is 4.23%.

With more than half of its workforce as male while 35% of its workforce of age less than 35, the Group strives to put both gender distribution and younger workforce as one of its core priorities to promote equal opportunity for each group of employees and achieve a more dynamic environment with a fresher perspective.

The Group is committed to complying with relevant labour standards and employment laws and regulations which are applicable to our business. During the Reporting Period, no material and significant disputes between the Group and the employees were occurred.

## **B2 Health and safety**

### **Promoting Health and Safety**

Safety is one of the major forces in production. The occupational health and safety of employees is always the focus of our daily production. The Group considers health and safety of its employees as one of its primary responsibilities. As such, the Group is committed to provide a workplace free from injury and illness through effective procedures and practice on occupational health and safety. The Group strictly complies with relevant laws and regulations such as the Safety Law of the People's Republic of China, the Fire Protection Law of the Chinese Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Administrative Measures for Occupational Health Inspection, Administrative Measures for Occupational Health Surveillance of Employers, and the Technical Specifications on Occupational Health Monitoring.

All employees are instructed to be vigilant at all times with proper training that can keep them informed of any potential hazards on tasks. In case of any injuries happened, the Group has provided first aid kit for emergency use. Furthermore, the Group have formulated a series of safety measures as below:

- Employees should report any injuries and accidents immediately;
- Employees should evacuate immediately from any dangerous place;
- Employees have to attend safety training course;
- Employees have to engage in body check;
- Employees are not allowed to work without health certificate; and
- Safety production committee is established

For any injuries throughout the operation, the Group will compensate the salary and other subsidy for the employees. Hence, employees who are injured are able to obtain better treatment or therapy. In addition, the Group has purchased work injury insurance for each employee. If an employee is injured on the job during work, the company will actively apply for work injury certification for the employee.

During the COVID-19 pandemic, the health and safety measures on our workplace environment and wellness have been implemented harder than ever before. The Group have taken the following precautionary measures at the workplaces to minimize the risk of approaching and spreading the coronavirus:

- Wearing a surgical mask in the office;
- Social distancing is encouraged;
- More frequent cleaning and disinfecting;
- Measuring body temperature for employees; and
- Minimizing face to face meetings

To implement the occupational health and safety measures, the Group has strictly monitored the effectiveness of the measures adopted and distributed a clear message to employees regarding importance of occupational health and safety. During the Reporting Period, the Group has ensured full compliance with relevant occupational health and safety legislations of Hong Kong, the PRC, and other relevant legislations. No severe work-related injury or fatality was reported in each of the past three years including the Reporting Period. In addition, there was no lost day due to work injury throughout the Reporting Period.

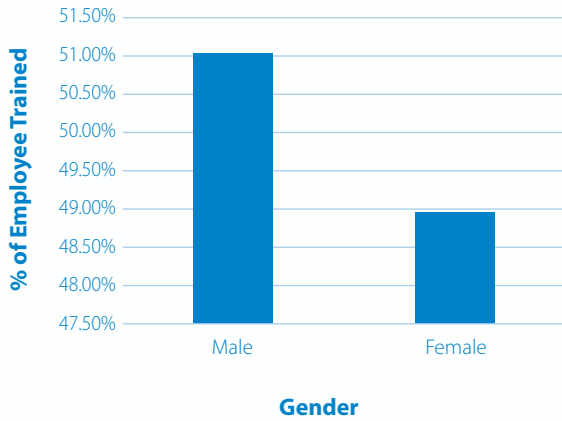
## **B3 Development and training**

### **Talent Management**

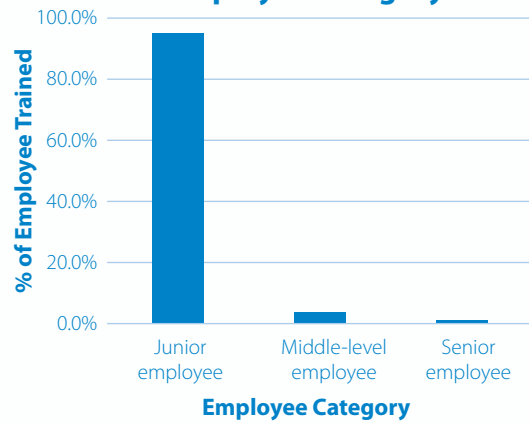
The Group acknowledges and highly focuses on continuous staff training and development of which it considers can help to improve both its efficiency and productivity, as well as building a good learning environment for the employees. The Group has provided employees with training and development courses which cover two main areas, including orientation and professional skills. Orientation training emphasizes on general knowledge, code of conduct and business ethical behavior. Professional skills training is about professional knowledge, job duties and process training, working standard and management standard. For an example, employees are trained to learn various manufacturing equipment. Both of the training areas try to improve employees' efficiency, knowledge and skills for discharging their duties at work. Also, the Group encourages employees to apply for work-related external training, title and qualification certificates, study degrees, examination, and etc.

During the Reporting Period, the development and training statistic by gender and employment category are disclosed in following bar graphs:

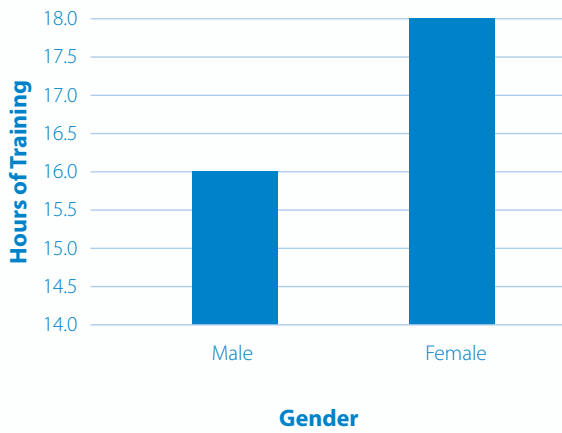
**Employee Trained by Gender**



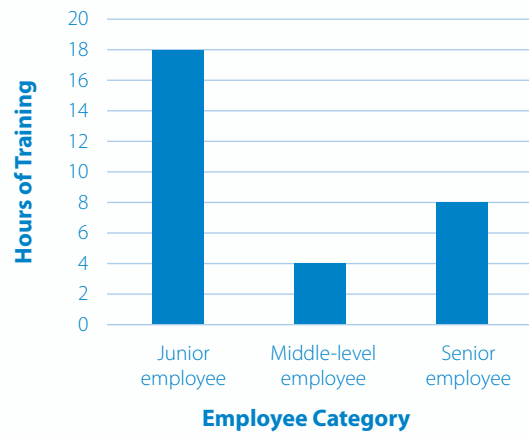
**Employee Trained by Employee Category**



**Average Training Hours Completed per Employee by Gender**



**Average Training Hours Completed per Employee By Employee Category**



## **B4 Labor standards**

### **Prohibiting Forced Child and Labor**

The Group has strictly abided by Labor Law of the People's Republic of China and Labor Contract Law of the People's Republic of China and the Provisions on Prohibition of Child Labor and other applicable laws and regulations in the PRC and fully understands that employing child labor and forced labor is prohibited. The Group prohibits the use of child labor and forced or compulsory labor at all its units and suppliers. No employee is made to work against his/her will or work as forced labor, or subject to corporal punishment or coercion of any type related to work.

In addition, the Group fully complies with the national "Provisions on Prohibition of Child Labor" and will not hire companies with minors under 16 years of age. To prevent child labor, the Group reviews the job applicant's identity information during the recruitment process and the applicant is also required to provide document proof of academic qualifications and working experience for verification. When child labor or forced labor is discovered, the Group would launch investigations and suspend all the job duties of the respective employees. Once the case of child labor or forced labor is verified, the employment contract would be terminated.

A standard working hour is implemented, with clear job responsibilities for different positions to ensure that workers are aware of the Company's working hour, work responsibilities and working conditions. In case of additional working hours required, the Group will inform the employees earlier and ask for their consent. According to the labor contract signed between the Group and the employees, if the Group uses violence, threats, or illegally restricts personal freedom to force employees to work, or if the Group's management illegally commands, forces risky operations or even endangers the employees' personal safety, the employees can immediately terminate the labor contract with potential compensation on the part by the Group to the related employee.

During the year ended 31 December 2023, the Group did not identify any non-compliance cases involving child labor and forced labor and complied with all relevant laws and regulations relating to employment and labor practices.

## **B5 Supply chain management**

### **Upholding High Procurement Standards**

The Group has strongly implemented contract policy and corresponding evaluation procedures underlying the importance of supply chain management. Having negotiated with various suppliers, including sugars, starches, edible gums, xylitol, flavors, fragrances and packaging boxes, the Group strives to ensure the quality of raw materials and finished goods. To manage environmental and social risks in supply chain, the Group only engages suppliers on an approved list who have passed the Group's quality control tests and have a satisfactory record of quality and on-time delivery. Suppliers with licenses that are granted by relevant regulators or government authorities are highly recommended. The obligations of suppliers with respect to environmental protection and compliance with relevant safety laws and regulations are clearly stated in signed contracts.

There are currently 151 suppliers in total, with 53 suppliers in Fujian Province, 34 suppliers in Guangdong Province, while the rest of the 64 suppliers are scattered throughout other provinces in China.

In the selection of suppliers, the Group has explored efficient and rigorous control methods to constantly improve supply chain management and adopt different management strategies for different types of suppliers to optimize supplier resources and structure. Meanwhile, we continuously support strategic suppliers, and cooperate with upstream and downstream partners to build a high-quality and sustainable food supply chain.

Moreover, the Group has done plenty of research regarding the supplier. All related documents of suppliers are incorporated into database (i.e., Qualifications, suppliers score and supplier risk management) as the assessment of suppliers and a proof of supplier's social responsibility evaluation and investigation mechanism. At the same time, the Group aims to improve the supplier's social responsibility level through audits, training, counseling and other activities, and take active measures to encourage suppliers to fulfill their social responsibilities. Every year, the Group organizes departments to discuss and analyze vulnerability records of suppliers. The Group may requires an inspection of supplier's manufacturing plants or entrust a third-party organization to periodically evaluate and review the supplier's performance of social responsibilities, and the review results can be used as an important basis for supplier selection, order increase, rewards and punishments.

## **B6 Commitment to product responsibility**

### **Product Quality**

Since manufacturing and the sale of confectionary products significantly emphasizes on quality, the Group upholds conscience and highly maintain rigorous control on manufacturing process, creating a trustworthy brand and trust of consumers. The Group continuously enhances the food health, safety and quality management system, keep a strict control of the entire process including product development, production, product testing, transportation and storage, product sales, etc. Below are quality control measures implemented by the Group:

- Creating quality control team;
- Monitoring the quality regularly;
- Setting up quality control management and process;
- Testing products for quality assurance recognized by international standards; and
- Simulating products recalls procedures and process regularly

The product quality of the Group is well-established and well-recognized by various authorities. Over the past, the Group has been granted for ISO 9001, ISO 4001, HAAC Food Safety Management Certificate, exporting food hygiene corporation, etc. In addition, the Group has specialized quality management departments and personnel, as well as quality management systems and procedures, and has also passed ISO22000, HACCP and other quality and food safety systems. The Group also established a recall procedure and organizes a simulated recall every year. To continuously improve its food safety management, the Group monitors the laws and regulations promulgated by national and local regulatory authorities, and strictly abides by the quality and food safety related laws and regulations that apply to the Group, such as the Food Safety Law of the People's Republic of China, the Product Quality Law of the People's Republic of China, the Regulations on the Implementation of the Food Safety Law, GB 14881-2013 National Food Safety Standard General Hygienic Specification for Food Production and Food Hygiene Supervision Program of the People's Republic of China.

For the year ended 31 December 2023, the Group did not receive any material complaints or requests to terminate production due to poor quality and safety. The Group has no products required to be recalled due to safety and health issues. If a complaint should arise, the Company will immediately assess the complaint and conduct an internal investigation into the matter to identify the source of the issues. If the complaint is valid, the Group will immediately provide the relevant solution to solve the issues as soon as practicable.

The Group also acknowledges the importance of intellectual property rights and exercises reasonable care in protecting intellectual property. The management and relevant departments review the contracts entered into with customers and suppliers to ensure the intellectual property rights are properly accounted for. The Group also complies with the Copyright Law of the People's Republic of China in the PRC.

On the other hand, the Group pays attention to protecting its own intellectual property rights. To protect the Group's intellectual property and trade secrets, our technology research and development department has established a policy that every employee should abide by when retaining technical documents and keeping them confidential. According to this policy, all intellectual property created by employees during their tenure is owned by the Group and employees may not transfer, sell, use or misappropriate intellectual property without our approval. In order to establish the Group's brand and patent, the Group will register copyright, trademark and patent. The Group must take a variety of measures to protect intellectual property rights from infringement, such as strengthening the training of employees in this area and providing their protection awareness. In terms of the Group as a whole, a well-established complete patent and trademark application system and process is in place. In the case of violations, legal measures will be taken to fight back.

All confidential data of customers can only be assessed by the staff who are responsible for the projects for relevant clients. In addition, the Group has adopted confidential data practices for all employees in order to prevent confidential technology and data from being misused. For consumer data and privacy related issues, the Group has recruited IT personnel and external IT expert to be responsible for keeping customer-related information and materials. At the same time, it implements strict approval and registration systems for relevant personnel to retrieve and consult customer information. At the same time, the Group occasionally organizes employees to give lectures on the protection of personal privacy laws, enhances employees' awareness of protecting customer privacy, improves employees' professional ethics, and effectively ensures the security of customer information.

## **B7 Anti-corruption**

### **Commitment to Anti-Corruption**

The Group commits in maintaining a high standard of integrity when conducting business as we strongly believe that it is essential to meet the expectations of our stakeholders. As such, has zero tolerance for any violations of business ethics and corruption.

With reference to the Criminal Law of the People's Republic of China, the Contract Law of the People's Republic of China, the Company Law of the People's Republic of China, the Anti-Monopoly Law of the People's Republic of China, the Law of the People's Republic of China against Unfair Competition, the Anti-Money Laundering Law of the People's Republic of China and other laws and regulations, the Group has set up anti-bribery policy and thus to prevent illegal acts such as bribery, extortion, fraud and money laundering.

To prevent bribery, extortion, fraud and money laundering, the Group has set up several policies listed below to uphold an integrity workplace:

- Encouraging reporting for bribery, extortion, fraud and money laundering behavior;
- Prohibiting employees to receive gift;
- Prohibiting false expense claim;
- Establishing clear channels for reporting;
- Strong Punishments for bribery, extortion, fraud and money laundering behavior; and
- Implementing whistle-blowing policy.

The Group promotes integrity and prevents unethical pursuits. The Group has implemented an effective whistle-blowing policy for reporting fraud, corruption, bribery, extortion and money laundering. When suspected wrongdoings are identified, such as breach of duty, abuse of power, receiving bribes, staff should report to the Board for investigation and verification, and report to the regulator and/or to law enforcement authority, when necessary.

Instructional manuals of the anti-fraud will be provided to each employee with trainings on anti-fraud training, laws and regulations, and integrity and ethics educations shall be provided to employees.

During the year ended 31 December 2023, there are no concluded legal cases regarding corruption brought against the Group or its employees during the Reporting Period.



## B8 Community investment

### Contributing to the Welfare of Society

The Group encourages staff to take part in community welfare and voluntary work and our Directors actively maintain communication with non-governmental organizations to understand community needs for the sake of fulfilling its responsibility and giving back to the society.

During the year ended 31 December 2023 and despite in the midst of global pandemic, the Group made a donation to support the community services and charitable activities arranged by non-profit organizations and the Government in China. The contribution made by the Group during the Reporting Period mainly focuses on caring for elderly and woman, supporting for education and promoting community development. The donation and community welfare with a total amount of RMB415,000 was made by the Group during the Reporting Period, the amount of which is summarized in the following table:

| Activities                                 | Organization       | Nature  | Donation Amount (RMB) |
|--|--------------------|---|-----------------------|
| 晉江市個體工商戶私營<br>企業協會2023年-2028年度<br>常務理事捐贈會費 | 晉江市個體工商戶<br>私營企業協會 | Supporting local business<br>development        | 10,000.00             |
| 古坑小學六一活動贊助費                                | 古坑小學               | Supporting compulsory<br>education              | 5,000.00              |
| 育德小學六一活動贊助費                                | 育德小學               | Supporting compulsory<br>education              | 5,000.00              |
| 許坑校董會截止2023年<br>12月12日費用                   | 許坑校董會              | Promoting the development of<br>local education | 130,000.00            |
| 門頭溝愛心捐款                                    | 門頭溝                | Caring for the local community                  | 10,000.00             |
| 晉江市紅十字會                                    | 晉江市紅十字會            | Supporting local medical service                | 100,000.00            |
| 許坑村修路                                      | 許坑村                | Supporting the development of<br>community      | 150,000.00            |
| 缺塘老人會                                      | 缺塘老人會              | Caring for the elderly                          | 5,000.00              |

### Awards and Recognition

Throughout the years, the Group has been honored with numerous commendations. These events provide evidence of the Group's commitment in fulfilling its social responsibility and supporting the development of the community through its services. The awards and recognition of the Group during the Reporting Period are summarized in the following table:

| <b>Honorary name</b>           | <b>Awarding unit</b>           | <b>Date of certification</b> |
|--------------------------------|--------------------------------|------------------------------|
| 捐資助學 大愛無疆                      | 晉江市圓愛公益協會<br>晉江青年志願者協會圓愛服務隊    | August 2023                  |
| 福建省農業產業化省級重點龍頭企業               | 晉江融媒公益聯盟<br>福建省農業農村廳<br>福建省財政廳 | September 2023               |
| 福建久久王食品教學培訓基地                  | 福建省工匠學院<br>(泉州輕工職業學院)          | December 2023                |
| 榮任晉江市華泰實驗小學發展促進會<br>第三屆理事會名譽會長 | 晉江市華泰實驗小學發展促進會                 | December 2023                |

### Conclusion

Based on the information made available to us, we have provided our consultancy services relating to the environmental, social and governance report of Jiujiuwang Food International Limited. We have reviewed the input data and related information provided by the Company.

Our consultancy services are based on and complied with appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited. While we have exercised our professional judgment during the process of this consultancy service, you are advised to consider with caution the nature of such information which are disclosed in this report and to exercise caution when interpreting this report.

The environmental, social and governance report is valid only for the stated purpose. No responsibility is taken for any changes in the market conditions and no obligation is assumed to revise this report to reflect events or change of government policy or conditions which may occur subsequent to the date hereof.

We hereby certify that we have neither present nor prospective interests in the Company or the information reported.

Signed for and on behalf of

**Vincorn Consulting and Appraisal Limited**

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#### **Freddie Chan**

BBA-FIN (Hons) CFA ACCA FRM MRICS  
RICS Registered Valuer  
Executive Director

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#### **Vincent Cheung**

BSc (Hons) MBA FHKIS FRICS RPS(GP) MCIREA  
MHKSI MISC MHIREA FHKIoD  
RICS Registered Valuer  
Registered Real Estate Appraiser & Agent PRC  
Managing Director