奔阜出海

乘豐逐夢

Set Sail, Pursuit Dreams

FUFENG 阜丰

Fufeng Group Limited
阜豐集團有限公司

(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)
Stock Code 股份代號 : 546

2024
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告



Head Office in 2024
2024 年總部

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

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ABOUT ESG REPORT

Fufeng Group Limited and its subsidiaries published the 2024 Environmental, Social and Governance Report (the "ESG Report"), which is the nineth ESG Report we have published, aiming at presenting our ESG strategy, philosophy, practices and performance.

Scope of the Report

This Report covers the Group's subsidiaries, namely 山東阜豐發酵有限公司 (Shandong Fufeng Fermentation Co., Ltd.) ("Shandong Fufeng"), 寶雞阜豐生物科技有限公司 (Baoji Fufeng Biotechnologies Co., Ltd.) ("Baoji Fufeng"), 內蒙古阜豐生物科技有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.) ("IM Fufeng"), 呼倫貝爾東北阜豐生物科技有限公司 (Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd.) ("Hulunbeier Fufeng"), 新疆阜豐生物科技有限公司 (Xinjiang Fufeng Biotechnologies Co., Ltd.) ("Xinjiang Fufeng") and 齊齊哈爾龍江阜豐生物科技有限公司 (Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd.) ("Longjiang Fufeng"). The reporting period spans from 1 January 2024 to 31 December 2024 (the "Reporting Period"), and certain information may extend beyond the aforementioned timeframe.

Data Description

The data and information contained herein are mainly derived from the statistical reports and relevant documents of the Company. The Board of the Company undertakes that this Report does not contain any false information or misleading statements and is liable for the truthfulness, accuracy and completeness of its contents. Unless otherwise specified, the monetary amounts mentioned in the Report are denominated in Renminbi.

關於ESG報告

阜豐集團有限公司及其附屬公司發佈2024年環境、社會及管治報告(簡稱「ESG報告」),本報告為我們發佈的第9份ESG報告,旨在介紹我們的ESG策略、理念、實踐與績效。

報告範圍

本報告覆蓋本集團下轄山東阜豐發酵有限公司(簡稱「山東阜豐」)、寶雞阜豐生物科技有限公司(簡稱「寶雞阜豐」)、內蒙古阜豐生物科技有限公司(簡稱「內蒙古阜豐」)、呼倫貝爾東北阜豐生物科技有限公司(簡稱「呼倫貝爾阜豐」)、新疆阜豐生物科技有限公司(簡稱「新疆阜豐」)和齊齊哈爾龍江阜豐生物科技有限公司(簡稱「龍江阜豐」)。時間範圍為2024年1月1日至2024年12月31日(「報告期」),部分信息或超出上述時間範圍。

數據說明

報告中所包括的數據與信息主要來源於公司統計報告和相關文件。本公司董事會承諾本報告不存在任何虛假記載、誤導性陳述,並對其內容真實性、準確性和完整性負責。如無特殊說明,報告中所涉及貨幣金額以人民幣作為計量幣種。

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Reporting Principles

This Report is prepared in accordance with the relevant requirements of the ESG Reporting Guide ("ESG Guide") set out in Appendix C2 to the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited (the "Stock Exchange").

This Report is prepared in accordance with the reporting principles in the ESG Guide, including:

- **Materiality:** The Group has identified material ESG issues through stakeholder engagement and materiality assessment, and has made targeted disclosures in the ESG Report;
- **Quantitative:** The Report presents key performance indicators relating to the environmental and social aspects in a quantitative manner, accompanied by explanations to elucidate their purpose and impact;
- **Balance:** The Report follows the principle of balance to objectively portray the Group's ESG management status;
- **Consistency:** The data disclosure and statistical methods used in this Report are consistent with the 2023 ESG Report to ensure comparability of information.

Access method

The electronic version of this Report is available on the official website of the Group at www.fufeng-group.com and the website of the Stock Exchange at www.hkexnews.hk.

報告原則

本報告依據香港交易所及結算所有限公司(「聯交所」)主板上市規則附錄C2《ESG報告指引》(簡稱「ESG指引」)的相關要求編制。

本報告在編制過程中遵循ESG指引的彙報原則，包括：

- **重要性**：本集團通過與持份者溝通及重要性評估，識別出ESG重要議題，並在ESG報告中做有針對性的披露；
- **量化**：本報告採用量化數據的方式展現環境與社會層面的關鍵績效指標，並附帶說明，以闡述其目的和影響；
- **平衡**：本報告遵循平衡原則，客觀展現本集團的ESG管理現狀；
- **一致性**：本報告採用的數據披露和統計方法與2023年ESG報告一致，以確保信息的可比性。

獲取方式

本報告電子版可在本集團官方網站www.fufeng-group.com及聯交所網站www.hkexnews.hk獲取。

BOARD STATEMENT

- **Board's Responsibility**

  As the highest governing body responsible for ESG management and public disclosure of Fufeng Group, the Board carries the ultimate responsibility for formulating Fufeng Group's ESG management policy, setting ESG-related objectives, and reviewing progress towards those objectives and ESG performance. The Board has a comprehensive understanding of the Company's ESG management status, makes final decisions on ESG-related matters, and continuously improves the ESG management system of the Group.

- **Daily Implementation**

  At the day-to-day operational level, the Group has established an Environmental, Social and Governance Committee (the "ESG Committee") under the Board, which is responsible for developing and reviewing ESG vision, objectives, strategy and management approach, reviewing and monitoring the ESG management structure, policies and operational management, conducting research and making recommendations on significant ESG-related decisions, coordinating ESG resources and implementation efforts, managing ESG-related risks and opportunities, as well as preparing and reviewing the ESG report.

- **Management Policies**

  The Board continuously monitors ESG development trends and the performance of peers, evaluates ESG risks and opportunities in alignment with its own development plans, and timely updates management policies and strategies to ensure that ESG-related work remains progressive. The Group maintains close daily communication and engagement with internal and external stakeholders and assesses, analyses and prioritises material ESG issues. For details of the results of the 2024 ESG issue assessment, please refer to the "Refining ESG Management – Materiality Assessment".

- **Objective Review**

  Fufeng Group sets annual ESG management objectives and corresponding implementation measures covering areas such as exhaust emissions and comprehensive energy consumption per unit of product. The Board regularly reviews the progress towards the objectives, and makes recommendations to facilitate the achievement of the objectives.

董事會聲明

- **董事會責任**

  董事會作為阜豐集團ESG事宜管理及公開披露的最高責任機構，對阜豐集團ESG管理方針、ESG相關目標制定、目標進度檢討以及ESG表現負最終責任。董事會充分了解本公司的ESG管理現狀，就ESG相關事宜形成最終決策，並不斷完善本集團ESG管理體系。

- **日常實施**

  在日常運營層面，本集團在董事會下設立了環境、社會及管治委員會（簡稱「ESG委員會」），負責制定並檢討ESG願景、目標、策略及管理方針，檢討並監察ESG的管理架構、政策及運營管理，對ESG相關的重大決策進行研究並提出建議，協調ESG資源和工作實施，管理ESG相關風險與機遇，以及編制並審閱ESG報告。

- **管理方針**

  董事會持續關注ESG發展趨勢及同行表現，結合自身發展規劃，評估ESG風險與機遇，並適時更新管理方針及策略，確保ESG相關工作與時俱進。本集團與內外部持份者保持緊密的日常溝通與交流，並對重要ESG議題進行評估、分析及依次排序。2024年ESG議題評估結果詳見「完善ESG管理－重要性評估」。

- **目標檢討**

  阜豐集團制定包括廢氣排放、產品單位綜合能耗等方面的ESG年度管理目標和對應的實施措施。董事會定期對相關目標進展情況進行檢討，並提出建議以促進目標達成。

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LETTER FROM MANAGEMENT

In 2024, the global economic landscape is rapidly changing, and the market environment is full of challenges. During the Year, Fufeng Group centred its efforts on "one breakthrough and four improvements." Despite the continuing decline in the macroeconomic environment, we achieved remarkable results through unfaltering strategic determination and excellent execution, making steadfast progress on the path to high-quality development.

ESG concept has deeply integrated into the development framework of Fufeng Group, becoming a guide for our actions. In 2024, we achieved remarkable results in ESG practices and were awarded with the honorary title of "Aon's 2024 China Best ESG Employer" and the "2024 Annual Responsible Brand Award" at the 14th Philanthropy Festival and 2024 ESG Summit. These honours not only represent a high recognition of our past efforts but also provide us with significant motivation to keep moving forward.

We adhere to green development, with a core focus on the circular economy, and are committed to building a complete green, low-carbon, and circular corn industrial chain. Through introducing cutting-edge production processes and high-efficiency equipment, we have achieved deep integrated utilisation and layered utilisation of waste heat and water resources, significantly improving energy utilisation efficiency. Our energy consumption per unit of product continues to lead the industry. The comprehensive thermal energy generated during the fermentation process is recycled, further reinforcing our energy-saving and low-carbon production model, which sets a benchmark for the green transformation of the microbial fermentation industry.

We are committed to our corporate social responsibility and actively promote the local processing of corn agricultural products along with the industrial development of agriculture. Through a strong logistics system built on three transportation methods of railway, road, and maritime transportation, we have achieved "large-scale production and large-scale logistics". This actively advocates for the development of local and surrounding areas in commercial logistics, export trade, and related industrial chains. Meanwhile, we are dedicated to giving back to society by enthusiastically participating in public welfare and charity, fulfilling our social responsibilities, and conveying positive energy of charity, demonstrating corporate commitment through our actions.

管理層致辭

2024年，全球經濟格局風雲變幻，市場環境充滿挑戰。這一年，阜豐集團上下圍繞「一突破，四提升」，在宏觀經濟形勢持續下行的情況下，憑藉堅定的戰略定力與卓越的執行力，收穫了令人矚目的成果，在高質量發展的道路上邁出了堅實步伐。

ESG理念已深深融入阜豐集團的發展血脈，成為我們行動的指南。2024年，我們在ESG實踐方面成果斐然，榮獲「怡安2024中國最佳ESG僱主」榮譽稱號，在第十四屆公益節暨2024ESG影響力年會中榮獲「2024年度責任品牌獎」。這些榮譽不僅是對我們過往努力的高度認可，更是激勵我們不斷奮進的強大動力。

在綠色發展的征程中，我們以循環經濟為核心，全力打造綠色、低碳、循環的玉米全產業鏈。通過引入前沿生產工藝和高效能裝置，我們實現了餘熱與水資源的深度綜合利用和分層利用，能源利用效率大幅提升，單位產品能耗在同行業中保持領先。發酵過程中產生的綜合熱能得到循環利用，進一步夯實了節能低碳的生產模式，為微生物發酵行業的綠色轉型樹立了標桿。

我們始終牢記企業的社會責任，積極推動玉米農產品就地轉化及農業產業化發展，憑藉鐵路、公路、海路三種運輸方式構建的強大物流體系，實現「大生產、大物流」，有力帶動了當地及周邊地區的商貿物流、出口貿易和相關產業鏈發展。同時，我們不忘回饋社會，踴躍參與公益慈善事業，踐行社會責任，傳遞公益正能量，用實際行動詮釋企業擔當。

Long as the journey is, we will reach our destination if we stay the course; with momentum and determination, we will sail forward. Looking ahead to 2025, we put united endeavour as the root, design a new development layout with a global vision, and strive to create a brand new "International Fufeng"!

前路雖遠，行則必至；蓄勢開拓，風勁帆滿。展望2025年，我們將繼續以奮鬥者為本，以全球視野謀劃發展新格局，全力開拓一個全新的「國際阜豐」！

ABOUT FUFENG GROUP

Company Introduction

Fufeng Group Limited is a global bio-fermentation products manufacturer which is listed on the Main Board of the Hong Kong Stock Exchange. It mainly focuses on the research and development (R&D), production and operation of various kinds of amino acids, their derivatives and biological colloids, and is a world-renowned producer of monosodium glutamate (MSG), xanthan gum and amino acids.

The Group is composed a number of entities, spanning a wide range of industries such as bio-fermentation, mining, real estate and finance, etc. The main products are divided into four series: food additives, animal nutrition, high-end amino acid and water-soluble colloid, which are distributed nationwide and exported to over 100 countries and regions worldwide. The Group owns special railway lines and free stations in the Hulunbeier Fufeng and Longjiang Fufeng, the Group's annual sales logistics amount to more than 5 million tonnes, of which about 900,000 tonnes are export trade.

The Group has passed the certification of ISO 9001 Quality Management System, ISO 22000 Food Safety Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, GMP Good Manufacturing Practice, KOSHER Certification, HALAL Certification, BRCGS Food Safety Global Standard Certification, and IP Non-GMO Certification one after another. Fufeng Group has been selected as China's top 500 private enterprises, and has been titled with national high and new technology enterprise and the national outstanding leading food enterprise etc.

關於阜豐集團

公司介紹

阜豐集團有限公司是一家在香港聯交所主板上市的國際化生物發酵製品公司，主要致力於各種氨基酸及其衍生製品和生物膠體的研發、生產和經營，是全球著名味精、黃原膠、氨基酸生產商。

集團下轄多家實體，橫跨生物發酵業、礦業、房地產業和金融行業等多個行業，主要產品分為食品添加劑、動物營養品、高端氨基酸和水溶膠體四大系列，產品銷往全國各地，並出口世界一百多個國家和地區。集團在呼倫貝爾阜豐和龍江阜豐建設有鐵路專用綫，及自由場站，全集團每年銷項物流超500萬噸，其中出口貿易約90萬噸。

本集團先後通過ISO 9001質量管理體系、ISO 22000食品安全管理體系、ISO 14001環境管理體系、ISO 45001職業健康安全管理體系、GMP良好生產規範、KOSHER猶太食品認證、HALAL清真認證、BRCGS全球食品安全標準認證、IP非轉基因食品認證。阜豐集團入選中國民營企業500強，先後榮獲國家級高新技術企業、全國優秀龍頭食品企業等榮譽稱號。

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Corporate Culture 企業文化

Corporate Mission
企業使命

Products abound and people live in plenty
物阜民豐

The mission to employees – Employee achievement
對員工的使命 — 成就員工

The mission to stakeholders – Value alliance
對持份者的使命 — 價值聯盟

The mission to the community – Prosper the regional economy
對社會的使命 — 繁榮區域經濟

Vision
願景

To be a global famous biological fermentation enterprise

做全球著名的生物發酵企業

Values
價值觀

Hard work and struggle against the odds
艱苦創業，逆勢拼搏
Put the Company Interests First
一切為了公司利益
Efficient execution, speed over the crowd
高效執行，速度超眾
Put United Endeavour as the Root
以奮鬥者為本
Pioneering and Innovative
開拓創新
Unity and cooperation
團結協作
Pragmatic and low-profile
務實低調

Product Layout

產品佈局

Food Additives

(key products including dextrose monohydrate, monosodium glutamate and glutamic acid)

食品添加劑

（主要產品包括一水葡萄糖、谷氨酸鈉和谷氨酸）

Animal Nutrition

(key products including saccharomyces cerevisiae cell wall, glutamic acid residue, lysine residue and corn refined products)

動物營養品

（主要產品包括釀酒酵母細胞壁、谷氨酸渣、賴氨酸渣和玉米提煉產品）

High-end Amino Acid

(Key products including threonine, valine, lysine sulfate, isoleucine and tryptophan)

高端氨基酸

（主要產品包括蘇氨酸、纈氨酸、賴氨酸硫酸鹽、異亮氨酸和色氨酸）

Water-soluble Colloid

(Key products including industrial xanthan and food grade xanthan gum)

水溶膠體

（主要產品包括工業級黃原膠和食品級黃原膠）

REFINING ESG MANAGEMENT

Fufeng Group places great importance on ESG practices and gradually integrates ESG principles into various aspects of its production and operations to facilitate the high-quality and sustainable development of the Group.

完善ESG管理

阜豐集團重視ESG工作，將ESG理念逐步融入到生產運營的各個環節，以促進集團高質量、可持續發展。

ESG Governance Structure

A robust ESG governance structure is essential to ensure effective implementation of ESG management within the organisation. Fufeng Group has established the ESG Committee, with the aim of facilitating the development and implementation of ESG issues of the Group. As a dedicated working body of the Board, the Committee is responsible for developing and reviewing the Group's ESG vision, objectives, strategy and management approach, as well as conducting research and making recommendations on the Company's sustainable development and significant ESG-related decisions. Within the Committee, an ESG Working Group is established as the executing body responsible for making preliminary preparations for the Committee's decision-making, providing relevant materials and advancing ESG management and ESG reporting matters. During the Reporting Period, the ESG Committee continuously improved the Group's ESG management system, actively optimised management measures and effectively enhanced ESG management performance by conducting materiality assessments, reviewing and monitoring ESG operational management, and overseeing the formulation and achievement of targets.

ESG管治架構

健全的ESG管治架構是確保企業有效落實ESG管理的重要基礎。阜豐集團成立了ESG委員會，旨在促進集團ESG事宜的發展及落實。作為董事會的專門工作機構，委員會制定並檢討集團ESG的願景、目標、策略及管理方針並對公司可持續發展及ESG相關的重大決策進行研究並提出建議。委員會下設ESG工作小組作為執行機構，工作小組負責做好委員會決策的前期準備工作、提供相關材料、推進ESG管理工作與ESG報告相關事宜。報告期內，ESG委員會通過重要性評估、檢討監察ESG的運營管理、監督目標制定及完成情況等工作，不斷完善集團ESG管理體系，積極優化管理措施，有效提升ESG管理表現。

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Board
董事會

- Coordinating overall ESG development efforts;
- Supervising and reviewing ESG strategy development and implementation;
- Evaluating the Company's ESG performance targets and progress, and overseeing continuous improvement of performance.
- 統籌整體ESG發展工作；
- 監督審核ESG戰略制定及實施；
- 評估公司ESG績效目標及實現情況，監督績效持續改進。

ESG Committee
ESG委員會

- Developing and reviewing the Group's ESG vision, objectives, strategy and management approach;
- Conducting research and making recommendations on the Company's sustainable development and significant ESG-related decisions;
- Managing ESG-related risks and opportunities;
- Reviewing ESG reports and reporting to the Board.
- 制定並檢討集團ESG的願景、目標、策略及管理方針；
- 對公司可持續發展及ESG相關的重大決策進行研究並提出建議；
- 管理ESG相關風險、機遇；
- 審閱ESG報告並向董事會彙報。

ESG Working Group
ESG工作小組

- Implement various ESG-specific tasks proposed by the Committee;
- Advancing ESG management within the Company.
- 落實委員會提出的各項ESG具體工作；
- 推進企業內的ESG管理工作。

Communication with Stakeholders

In the course of daily operation and management, Fufeng Group has established regular communication mechanisms with various stakeholders, which enables timely and effective understanding of their expectations and demands, and allows the Group to respond and improve accordingly based on its own actual situation. During the Reporting Period, we identified the key stakeholders of the Group based on our own business characteristics and operational features, drawing upon best practices from the industry.

與持份者溝通

在日常運營管理過程中，阜豐集團與各持份者建立了常態化的溝通機制，及時有效地了解各方的期望與訴求，並根據本集團自身實際情況進行回應和提升。報告期內，我們根據自身的業務特徵和運營特點，借鑒同業先進經驗，識別了本集團的主要持份者。

Stakeholder Requests and Responses

持份者要求與回應

Stakeholders 持份者	Expectations and demands 期望與訴求	Communication channels 溝通渠道
Governments and Regulatory Authorities 政府及監管機構	• Compliant Operations • Environmental Management • Anti-Corruption • Product Quality and Food Safety • 合規運營 • 環境管理 • 反貪腐 • 產品品質與食品安全	• Government Meetings • Regulatory Notifications • Site Investigations • Information Disclosure • 政府會議 • 監管通知 • 現場調查 • 信息披露
Shareholders and Investors 股東及投資者	• Corporate Governance • Compliant Operations • Privacy and Trade Secret Protection • 企業管治 • 合規運營 • 隱私及商業秘密保護	• Investor Relations Website • Shareholders' General Meeting • Information Disclosure • Reception of visitors • 投資者關係網站 • 股東大會 • 信息披露 • 接待來訪
Customers/Users 客戶／用戶	• Product Quality and Food Safety • Privacy and Trade Secret Protection • Customer Satisfaction • 產品品質與食品安全 • 隱私及商業秘密保護 • 客戶滿意	• Visit to Customers or Customers Visit • Customer Service Hotline • Customer Satisfaction Survey • 客戶拜訪或來訪 • 客戶服務熱線 • 客戶滿意度調查

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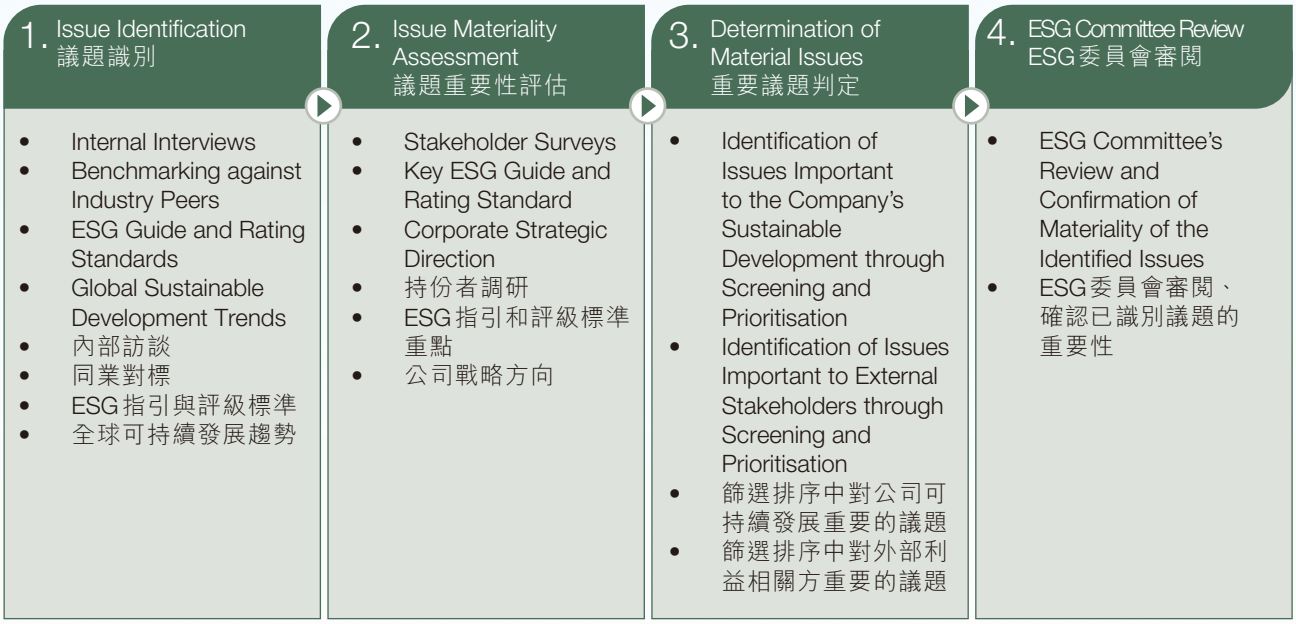
Stakeholders 持份者	Expectations and demands 期望與訴求	Communication channels 溝通渠道
Employees 員工	• Employee Rights and Interests Protection • Employee Training and Development • Employee Communication and Care • Occupational Health and Safety • 保障員工權益 • 員工培訓與發展 • 員工溝通關愛 • 職業健康與安全	• Employee Training • Employee Activities • Employee Research • Team Building • 員工培訓 • 員工活動 • 員工調研 • 團隊建設
Suppliers/Partners 供應商／合作夥伴	• Product Quality and Food Safety • Sustainable Procurement • Industry Cooperation and Development • 產品品質與食品安全 • 可持續採購 • 行業合作與發展	• Supplier Assessment • Supplier Communication and Training • Visit to Suppliers or Suppliers Visit • 供應商評估 • 供應商交流與培訓 • 供應商拜訪或來訪
Community and Media 社區及媒體	• Community Investment and Development • Production Safety • Environmental Protection • 社區投入與發展 • 安全生產 • 環境保護	• Charity • Community Activities • Media Communication • 公益慈善 • 社區活動 • 媒體交流

Materiality Assessment

Fufeng Group identified 21 ESG issues and ranked the importance of the issues with reference to the global sustainable development trends, important strategic directions of the Company, stakeholder demands, industry concerns and the requirements of disclosure standards, combining its own actual practice and business characteristics, so as to provide clear guidance for the Group's ESG management efforts.

重要性評估

阜豐集團參考全球可持續發展趨勢以及公司重要戰略方向、持份者訴求、同業關注及披露標準要求等，結合自身實際和業務特點，梳理識別出21項ESG議題，並對議題進行重要性排序，為本集團ESG管理工作指明方向。

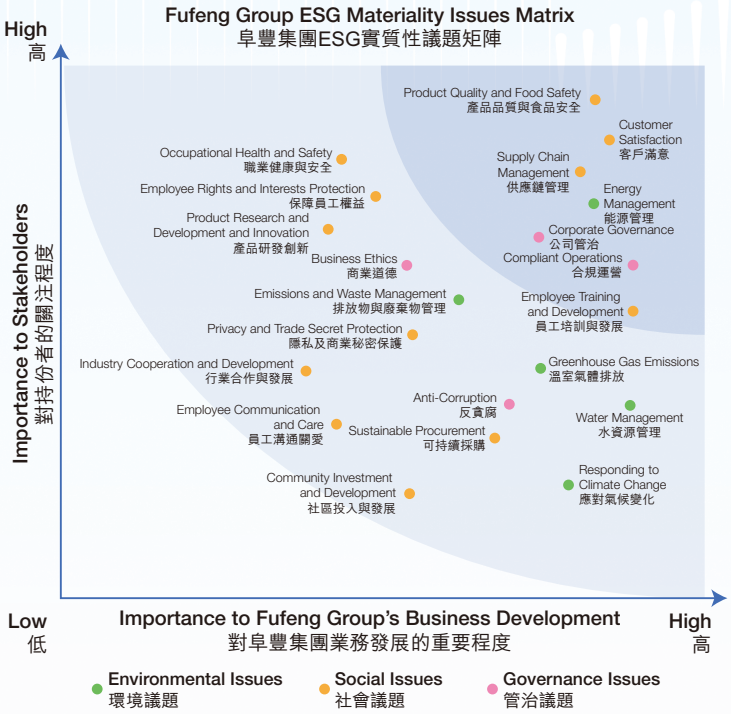


Material Issues Assessment Process
重要性議題評估過程

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We reviewed materiality assessment result in the 2023 and still focused on them in 2024, as we believed that they were still applicable to its ESG development during the Reporting Period:

2024年，我們回顧2023年度實質性評估結果，認為其仍適用於報告期內ESG發展情況，故進行沿用：



1. GOVERNANCE AS A FOUNDATION FOR STABILISING THE ENTERPRISE

Fufeng Group believes that corporate governance capability is of great significance for the Company to cope with the complex and changing market environment. We continuously enhance our risk management mechanism, adhere to high standards of business ethics and compliance requirements, deepen the construction of a culture of honesty, protect the Company's information security, and continue to improve the comprehensive competitiveness of the enterprise through the protection of intellectual property rights.

1. 以治為基，築牢企業根基

阜豐集團相信企業的治理能力對公司應對複雜多變的市場環境具有重要意義。我們持續完善風險管理機制，堅守高標準的商業道德及合規要求，深化廉潔文化建設，守護公司信息安全，通過保護知識產權持續提升企業綜合競爭力。

In 2024

- No legal cases regarding corrupt practices occurred
- Accumulated a total of 367 authorised patents, including 295 authorised patents of invention, 68 utility model patents and 4 design patents

2024年

- 未發生任何貪污訴訟案件
- 累計授權專利數共367件，其中發明授權專利295件，實用新型專利68件，外觀設計專利4件

1.1 Risk Management

The Company strives to build a risk management system and continuously improve internal control and risk management. We have developed the Risk Control Management Regulations and the Risk Management Manual, etc., and established a risk management structure with clear responsibilities and risk management procedures, in order to improve the risk management operation and protection mechanism, strengthen internal and external risk prevention and control, and stabilise a risk defence line for the Company.

1.1 風險管理

公司着力構建風險管理體系，不斷完善內部控制與風險管理。我們制定《風險控制管理規定》和《風險管理手冊》等，建立了職責明晰的風險管理架構及風險管理程序，以健全風險管理運行與保障機制，強化內外部風險防控，穩建公司風險防綫。

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Fufeng Group Risk Management Structure
阜豐集團風險管理架構

Risk Identification and Assessment 風險識別及評估	Risk Handling 風險處理	Risk Monitoring 風險監察	Risk Reporting 風險匯報
• Identifying major risks and analyzing the likelihood and impact of risk occurrence. • 識別主要風險，並分析風險產生的可能性及影響。	• Implementing appropriate risk management strategies (i.e. risk response) for each key risk. • 就每項關鍵風險採取適當的風險管理策略（即風險回應）。	• Utilising monitoring mechanisms to ensure the effectiveness of risk responses. • 採用監察機制，確保風險回應行之有效。	• Summarising the results of risk assessments and reporting to the Risk Management Team. • 概述風險評估結果，並向風險管理小組彙報。

Key Steps in Fufeng Group's Risk Management Process
阜豐集團風險管理程序關鍵步驟

We actively promote internal control audits and conduct regular internal audits to effectively prevent operational risks. We also formulated an annual key work plan for audits, and conducted a total of three special audits of key and high-risk business engineering business modules in production companies during the Reporting Period. In response to the issues identified during the audits, we formulated detailed and operable rectification plans and established a continuous tracking mechanism to ensure that the rectification work was effectively implemented, so as to effectively strengthen the internal control management, effectively prevent and resolve business risks, and safeguard the compliance and efficiency of the Group's production and operational activities.

我們積極推進內控審計工作，定期開展內部審計，切實防範經營風險。我們亦制定審計年度重點工作計劃，報告期內共開展了3項針對生產公司中重點、高風險業務工程業務模塊的專項審計。針對審計過程中發現的問題，我們制定了詳細且具有可操作性的整改計劃，並建立了持續跟蹤機制，確保整改工作落到實處，切實強化內控管理，有效防範和化解業務風險，保障集團生產經營活動的合規性與高效性。

In addition, we place great importance on enhancing our risk management and control capabilities. We have conducted risk control management training for the Group's senior management, the supply chain and members of the Audit Department, in order to enhance the risk awareness of the relevant personnel and their ability to accurately identify and effectively respond to various types of risks in the complex and volatile market environment, so as to build up a strong risk defence for the Group's sound operation.

此外，我們高度重視風險管控能力的提升，針對集團高層、供應鏈以及審計部成員開展風險控制管理培訓，以增強相關人員的風險意識，提升其在複雜多變的市場環境中精準識別和有效應對各類風險的能力，為集團穩健運營築牢風險防線。

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1.2 Business Ethics

The Company strictly complies with the Company Law of the People's Republic of China (《中華人民共和國公司法》), the Tendering and Bidding Law of the People's Republic of China (《中華人民共和國招標投標法》), the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and the Interim Provisions on Banning Commercial Bribery Acts (《關於禁止商業賄賂行為的暫行規定》), and other laws and regulations in the place of operation as well as the relevant international business codes, establishes internal management systems such as the Administrative Regulation on Anti-Fraud (《反舞弊管理規定》), the External Codes of Conduct (《對外行為規範手冊》) and the System of Declaration of Conflict of Interest (《利益衝突申報制度》), and Administrative Regulation on Anti-Corruption and Anti-Fraud《反腐倡廉、反舞弊管理制度》were issued during the Reporting Period to establish a sound business ethics compliance management system to ensure that operations are conducted in a transparent, efficient and honest manner. During the Reporting Period, no legal cases regarding corrupt practices occurred within our Group.

1.2 商業道德

公司嚴格遵循《中華人民共和國公司法》、《中華人民共和國招標投標法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》等運營所在地法律法規和國際相關商業準則，制定《反舞弊管理規定》、《對外行為規範手冊》、《利益衝突申報制度》等內部管理制度，並於報告期內發佈《反腐倡廉、反舞弊管理制度》，建立健全商業道德合規管理體系，確保以透明、高效、誠信的方式開展經營。報告期內，本集團未發生任何貪污訴訟案件。

Employee Requirements 員工要求	Supplier Requirements 供應商要求	Partners Communication 合作夥伴交流
• Business staff of the marketing company are required to sign an "Employee Undertaking" to ensure they have read and understood the content of the "Anti-Commercial Bribery Management System". • Employees are provided with the "External Codes of Conduct" and the "Internal Codes of Conduct" to familiarise themselves with the business ethics requirements of the Group.	• Suppliers are required to sign the "Integrity Agreement" and the "Anti-Commercial Bribery Agreement" to ensure their compliance with legal norms and business ethics code when conducting business with the Group.	• During the Reporting Period, the "Seminar on How to Fight the Battle against Corruption and Strengthen Bidding Management" was carried out, in which management enhancement of anti-corruption work was discussed through the interpretation of the anti-corruption system and the analysis of actual cases.
• 要求營銷公司業務人員簽署《員工承諾書》，確保已經閱讀並理解《反商業賄賂管理制度》的內容。 • 向員工發放《對外行為規範手冊》、《對內行為規範手冊》，要求員工了解本集團商業道德要求。	• 要求供應商簽署《廉潔協議書》、《反商業賄賂協議書》，確保其在與本集團進行業務往來時遵守法律規範和商業道德準則。	• 報告期內，開展「如何打好反腐倡廉戰役和強化招標管理的研討」，通過反腐倡廉制度的解讀、實際案例的剖析，就反腐工作的管理提升進行研討。

Fufeng Group Business Ethics Management Initiatives
阜豐集團商業道德管理舉措

We routinely conduct business ethics training for directors and employees, and during the Reporting Period, we organised and carried out training on integrity and self-discipline for new management trainees, anti-corruption training for supply chain practitioners, and other culture promotion activities, in order to comprehensively enhance the awareness of business ethics and integrity. In 2024, the Company's business ethics training covered all employees and directors, with a training participation rate of 100%.

我們常態化開展針對董事和員工的商業道德培訓，於報告期內組織開展新入職管培生廉潔自律培訓、供應鏈從業人員反腐倡廉培訓等文化宣貫活動，以全面提升商業道德與廉潔意識。2024年，公司商業道德培訓覆蓋全體員工和全體董事，培訓參與率達100%。



Anti-corruption training for marketing company
營銷公司反腐培訓



Anti-corruption training for Hulunbeier Fufeng
呼倫貝爾阜豐反腐培訓

We standardise the reporting process, and open up multiple reporting channels to prevent and control integrity risks.

我們規範舉報流程，暢通多個舉報渠道，防控廉潔風險。

Fufeng Group's Reporting Channels
阜豐集團舉報通道

Tel
電話
+86-532-5828-3730

Email
郵箱
ffjtsj@163.com

Official account
公眾號
Honest Fufeng 廉潔阜豐

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We attach great importance to protecting the rights and interests of whistleblowers, and have developed a "Whistleblower Reward Scheme", and added a new hierarchical reporting mechanism during the Reporting Period to support the supervision and reporting of non-compliance. We continuously improve whistleblower protection regulations, support both anonymous and real-name reporting and take active and effective reporting confidentiality measures to ensure the strict confidentiality of the whistleblower's identity and report content. For whistleblowers who prefer not to publicly receive rewards, we promise strict confidentiality and provide the reward through a secure method provided by the whistleblower, ensuring that the interests of the whistleblower are fully protected. At the same time, we strictly prohibit any form of retaliation and will, depending on the severity, take appropriate measures, including but not limited to salary reduction, demotion, job reassignment, or termination of employment contracts, against employees or partners who violate the regulations to effectively protect the rights and interests of the whistleblower.

我們高度重視舉報人的權益保護，制定《舉報獎勵方案》，並於報告期內新增分級舉報機制，支持對不合規行為的監督舉報。我們持續完善舉報人保護規範，支持匿名舉報和實名舉報兩種方式，並採取積極有效的舉報保密措施，確保舉報人的身份和舉報內容得到嚴格保密。對於不願意公開接受獎勵的舉報人，我們承諾將嚴格保密，並通過舉報人提供的保密方式支付獎金，確保舉報人的利益得到充分保障。同時，我們堅決禁止任何形式的打擊報復行為，對於違反規定的員工或合作夥伴，我們將視情況輕重採取相應的處理措施，包括但不限於降薪降職、調離崗位、解除勞動合同等，切實保障舉報人權益。

1.3 Responsible Marketing

Fufeng Group adheres to the principle of responsible marketing, strictly follows the marketing-related laws and regulations of the countries and regions where the business operates during the course of marketing and sales, avoids exaggerations or false propaganda to mislead the consumers, makes every effort to protect the rights and interests of the customers, and positively shapes and maintains the brand image.

In order to guarantee the effective execution and implementation of the management system and enhance the standardisation of marketing activities, we organise the "Marketing Rectification Campaign – Violation Cases" sharing meeting, rules and regulations publicity meeting and other responsible marketing culture promotion activities to ensure that marketing activities are legal and compliant.

1.3 負責任營銷

阜豐集團秉持負責任營銷原則，在市場推廣及營銷環節中嚴格遵循業務運營所在國家及地區的營銷相關法律法規，避免誇大其詞或虛假宣傳誤導消費者，全力保障客戶權益，積極塑造並維護品牌形象。

為保障管理制度的有效執行和落地，增強營銷活動的規範性，我們組織「營銷正風行動－違規案例」分享會、規章制度宣貫會等負責任營銷文化宣貫活動，確保營銷活動合法合規。



"Marketing Rectification Campaign－Violation Cases" sharing meeting
「營銷正風行動－違規案例」分享會



Rules and regulations publicity meeting
規章制度宣貫會

1.4 Information Security

We attach great importance to information security and privacy protection, strictly comply with the Civil Code of the People's Republic of China (《中華人民共國民法典》), the Cybersecurity Law of the People's Republic of China (《中華人民共國網絡安全法》), the Personal Information Protection Law of the People's Republic of China (《中華人民共和國個人信息保護法》), and the Data Security Law of the People's Republic of China (《中華人民共國數據安全法》) and other relevant laws and regulations, and have developed an Information Confidentiality Management System to safeguard the smooth operation of the Company's information and security management system by means of effective risk prevention mechanism and measures.

1.4 信息安全

我們高度重視信息安全與隱私保護，嚴格遵守《中華人民共和國民法典》、《中華人民共和國網絡安全法》、《中華人民共和國個人信息保護法》、《中華人民共和國數據安全法》等相關法律法規，制定了《信息保密管理制度》，通過有效的風險防護機制和舉措維護公司信息與網絡安全管理體系的平穩運行。

Information Security 信息安全	Cybersecurity 網絡安全	System operation and maintenance 系統運維	Awareness raising 意識提升
• Daily Management: conduct daily work in accordance with the requirements of the Level III assessment for information security protection. • System Management: by using system usage manuals and the integration of identity authentication systems to improve effectiveness of management. • 日常管理：根據信息安全等級保護三級開展日常管理工作。 • 系統管理：通過系統使用手冊名錄和集成身份認證系統，以提升管理效率。	• Admission and Behavior Monitoring: implement network admission control, regulate online behavior, and safeguard cybersecurity. • Equipment and protection: Deploy cybersecurity equipment and set up firewalls to prevent network threats. • 准入與行為監控：實施網絡准入控制，規範上網行為，保障網絡安全。 • 設備與防護：部署網絡安全設備，設置防火牆，防範網絡威脅。	• Comprehensive Operation and Maintenance: carried out comprehensive operation and maintenance work around system software, hardware, network, data backup and network security, and assisted branch offices to complete software, hardware and network related work, with a cumulative number of operation and maintenance operations exceeding 4,000. • 全面運作維護：圍繞系統軟件、硬件、網絡、數據備份和網絡安全等方面進行全面運維工作，並協助分公司完成了軟硬件及網絡相關工作，累計運維次數超過4,000次。	• Organise information security training and learning for all employees, and strengthen the publicity of information security culture. • 面向全體員工組織信息安全培訓和學習，加強信息安全文化宣貫。

Fufeng Group's Information Security and Cybersecurity Protection Initiative
阜豐集團信息安全與網絡安全保護舉措

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To effectively safeguard the security of trade secrets of the Company and its partners, the Group has established internal policies and systems, such as the Administrative Rules for Commercial Secrets and the Management System of Commercial Secrets Protection, and has built a long-term mechanism for information protection to ensure the confidentiality, integrity and availability of trade secrets. We also require certain core technicians to sign the Non-competition Agreement to protect the Company's core competitiveness and trade secrets, jointly creating a secure and trustworthy business environment.

為切實保障公司和合作夥伴的商業秘密安全，本集團制定了《商業秘密管理辦法》、《商業秘密保護管理制度》等內部政策制度，構建了信息保護的長效機制，確保商業秘密的機密性、完整性和可用性。我們亦要求部分核心技術人員簽署《競業限制協議》，保護公司的核心競爭力和商業機密，共同打造安全、可信的商業環境。

Regarding "KPI B6.5 Consumer data protection and privacy policy, and related implementation and monitoring methods", this indicator is not applicable to Fufeng Group as its main customers are corporate customers and its daily business activities do not involve the collection of consumers' data and privacy information.

關於關鍵績效指標「KPI B6.5消費者數據保障及隱私政策，以及相關執行及監察方法」，由於阜豐集團主要客戶為企業客戶，日常經營活動中不涉及收集消費者的數據及隱私資料，因此該指標對阜豐集團不適用。

1.5 Intellectual Property Protection

Fufeng Group respects and protects intellectual property rights as one of the elements to maintain innovation. We strictly comply with relevant laws and regulations, such as the Patent Law of the People's Republic of China (《中華人民共國專利法》) and the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), and have developed and continuously improved the "Management Regulations on Intellectual Property Rights", "Patent Value Classification System", "Patent Writing Quality Evaluation Norms" and other systems related to intellectual property rights management, to standardise the Company's intellectual property rights management work, and to continuously improve the intellectual property rights protection system. As of the end of the Reporting Period, the Group accumulated a total of 367 authorised patents, including 295 authorised patents of invention, 68 utility model patents and 4 design patents.

1.5 知識產權保護

阜豐集團尊重並保護知識產權，將其作為保持創新的要素之一。我們嚴格遵循《中華人民共和國專利法》、《中華人民共和國商標法》等法律法規，制定並持續完善《知識產權管理規定》、《專利價值分類體系》、《專利撰寫質量評價規範》等知識產權管理相關制度，規範公司知識產權管理工作，持續健全知識產權保護體系。截至報告期末，本集團累計授權專利數共367件，其中發明授權專利295件，實用新型專利68件，外觀設計專利4件。

Patent monitoring: Patent monitoring and analysis of major manufacturers of key products in the same industry, analysing competitors' key layout products, R&D direction and key markets of layout.

專利監控：對同行業中重點產品的主要生產廠家進行專利監控分析，分析競爭對手的重點布局產品、研發方向以及布局的重點市場。

Patent research: Conduct product patent research and analysis to understand the development status of existing technologies, identify competitors, assess opportunities for technological innovation, and avoid potential patent infringement risks.

專利調研：進行產品專利調研和分析，以了解現有技術的發展狀況、識別競爭對手、評估技術創新的機會、避免潛在的專利侵權風險。

Intellectual property training: Organise intellectual property rights training and exchange meeting on a regular basis to enhance employees' awareness of intellectual property rights.

知識產權培訓：常態化組織知識產權培訓及交流會，提升員工知識產權意識。

Fufeng Group's Intellectual Property Protective Measures
阜豐集團專利保護措施

In addition, to effectively safeguard the legitimate interests of the Company's intellectual property rights, we have formulated the "Intellectual Property Rights Emergency Response Plan", which clearly outlines the procedures of handling with patent infringement incidents and the solution. It can ensure that when faced with an infringement, the Company is able to act quickly and efficiently to minimise losses and safeguard its core competitiveness and market position.

此外，為切實維護公司知識產權的合法權益，我們制定《知識產權應急預案》，明確了專利侵權事件的處理流程與解決方式，確保在面對侵權行為時，公司能夠迅速、高效地採取行動，最大限度地降低損失，保障公司的核心競爭力和市場地位。

Case Study: "Patent Protection and Legal Risks Issues in the Biological Industry" Annual Intellectual Property Rights Training and Exchange Conference
案例：「生物行業的專利保護與法律風險問題」年度知識產權培訓及交流會

In April 2024, the Group conducted an annual intellectual property rights training and exchange conference themed "Patent Protection and Legal Risks Issues in the Biological Industry", focusing on patent protection and legal risk issues in the biological industry. The training covered the current status and challenges of patent protection in the biological industry, interpretation of infringement cases, protection of trade secrets and explanation of litigation cases in the biological industry, to enhance employees' intellectual property literacy in all aspects, and to strengthen the enterprise's patent layout and risk prevention and control capabilities.

2024年4月，集團開展主題為「生物行業的專利保護與法律風險問題」年度知識產權培訓及交流會，聚焦生物行業專利保護與法律風險問題。培訓涵蓋生物行業專利保護現狀與挑戰、侵權案例解讀、商業秘密保護和生物行業訴訟案例講解，全方位提升員工知識產權素養，強化企業專利布局與風險防控能力。



Fufeng Group's Intellectual Property Rights Training and Exchange Conference
阜豐集團知識產權培訓及交流會

In addition, we continue to pay attention to the latest regulatory developments related to brand trademark & logo and, in close conjunction with the Company's actual operating conditions, develop the Management System on the Use of Trademarks, the Brand Protection and Control Procedures and the VI[1] Manual Management Regulations, etc., to ensure that brand trademark & logo are used in a standardised and efficient manner, and to maintain good trademark and VI use practices.

此外，我們持續關注品牌標識相關的最新監管動態，緊密結合公司實際運營狀況，制定《商標使用制度》、《品牌保護控制程序》、《VI[1]手冊使用規定》等，確保品牌標識的使用規範高效，維護良好的商標及VI使用規範。

1 Visual Identity

1 視覺識別

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2. PUT QUALITY FIRST AND ENSURE PRODUCT QUALITY

With the vision of "becoming a globally renowned bio-fermentation enterprise", Fufeng Group continuously optimises its industrial structure and layout, improves the management of the whole life cycle of its products, constructs safety defence for product quality and safety, and strengthens the research and development and innovation capabilities, in order to create high-quality and safe products for its customers.

2. 以質為先，保障產品品質

以「做全球著名的生物發酵企業」為願景，阜豐集團不斷優化產業結構和布局，完善產品全生命周期管理，築牢產品質量安全防綫，加強產品研發創新能力，致力於為客戶打造優質安全的產品。

In 2024	2024年
Research and development investments amounted to RMB365,715,000	研發投入人民幣365,715,000元
Possessed 2 National Enterprise Technology Centres and 1 Key Enterprise Laboratory designated by the Ministry of Agriculture and Rural Affairs	擁有國家企業技術中心2家，1家國家農業農村部企業重點實驗室
Quality training hours exceeded 1,500 hours, covering over 35,000 participants	質量培訓課時超1,500小時，覆蓋超35,000人次

2.1 Research and Development and Innovation

Focusing on its core technologies, the Group has continued to increase its investment in research and development resources and establish a robust innovation system, and design its industrial layout and product development. We have established an internal innovation incentive mechanism and formulated the Special Award Management Measures to inspire the enthusiasm and creativity of our research and development personnel, and accelerate the technological innovation advancement and achievements transformation.

2.1 研發創新

集團聚焦核心技術，持續加大研發資源投入，不斷健全完善創新體系，創新產業布局和產品研發。我們於內部構建創新激勵機制，制定《特別獎管理辦法》以激發研發人員的積極性和創造性，加速推動技術創新和成果轉化。

Research and development personnel: As of the end of the Reporting Period, the Group had a total of 1,779 research and development personnel in research and development system, including 4 individuals with doctoral degrees, 40 with master's degrees, 3 professor-level senior engineers, 4 senior engineers and 68 engineers.
研發人員：截至報告期末，研發體系共有研發人員1,779名，其中博士4人，碩士40人；正高級工程師3人，高級工程師4人，工程師68人。

Research and development investments: Research and development investments of Fufeng Group amounted RMB365,715,000 in 2024.
研發投入：2024年，阜豐集團研發投入人民幣365,715,000元。

Research and development achievements: A number of scientific research projects, including the research and application of key technologies for clean and efficient production of crystallised glucose have received awards.
研發成果：結晶葡萄糖清潔高效生產關鍵技術研究與應用等多項科研項目獲獎。

Construction of laboratory: 2 National Enterprise Technology Centres and 1 Key Enterprise Laboratory designated by the Ministry of Agriculture and Rural Affairs.
實驗室建設：擁有2家國家企業技術中心，1家國家農業農村部企業重點實驗室。

In 2024, the Group expanded the strain research and development laboratory, process laboratory and colloid laboratory. It upgraded the hardware for strain modification and fermentation validation by addition of equipment including polymerase chain reaction (PCR) thermal cycler, electrophoresis apparatus, ultra-low-temperature refrigerator, fully automated adaptive evolution instrument and 10L fermenter. Meanwhile, in order to provide better experimental conditions for colloid transformation and validation, colloid laboratory added roller oven, Fann viscometer and other equipment.

2024年，集團對菌種研發實驗室、工藝實驗室和膠體實驗室進行了擴建，新增了聚合酶鏈式反應(PCR)基因擴增儀、電泳儀、超低溫冰箱、全自動適應性進化儀、10L發酵罐等設備，提升了菌種改造和發酵驗證的硬件設施。同時，在膠體實驗室新增了滾子加熱爐、范氏粘度計等設備，為膠體改造和驗證提供了更優的實驗條件。

Case study: High-value treatment for glutamic acid mother liquor and industrial application
案例：谷氨酸母液高值化處理及產業化應用

Focusing on the industrial challenges such as the difficulties in glutamic acid mother liquor treatment, economic inefficiency and environmental pollution, the Group studies the bio-fermentation of highly permeable and efficient degradation of amino acid mother liquor strains and efficient extraction processing, and develops low-cost polyglutamic acid products for agricultural use, based on modern biotechnology. As of the end of Reporting Period, a production line of 1,000 tonnes/year has been built, with annual comprehensive utilisation of approximately 20,000 tonnes of glutamic acid mother liquor. The estimated new output value will be approximately RMB13 million.

針對谷氨酸母液處理難度高、經濟效益低、環境污染大等產業難題，集團基於現代生物技術，研究耐高滲且可高效降解氨基酸母液菌株生物發酵及高效提取工藝，開發低成本農用聚谷氨酸產品。截至報告期末，我們已建成1,000噸／年生產線，年綜合利用谷氨酸母液約2萬噸，預計可新增產值約人民幣1,300萬元。

In addition, through the high-value integrated treatment key technology for glutamic acid fermentation by-products and industrialisation project, we have established a green high-value integrated treatment technology system for glutamic acid fermentation by-products, and formed a range of innovative products of low-cost polyglutamic acid, which have broad applicability, low production cost and high added value. It complies with the specific requirement of zero growth in chemical fertilisers in China at this stage, fostering the transformation of enterprises.

此外，通過谷氨酸發酵副產物高值化綜合處理關鍵技術及產業化項目，我們構建了谷氨酸發酵副產物綠色高值化綜合處理技術體系，形成了低成本聚谷氨酸等一系列適用面廣、生產成本低、附加值高的創新產品，符合現階段國家化肥零增長的具體要求，同時有助於企業轉型。

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Scientific research projects with honours and recognitions in 2024
2024年科研項目榮譽認可

No. 序號	Scientific research projects 科研項目	Honours and recognitions 榮譽認可
1	Research and Application of Key Technologies for Clean and Efficient Production of Crystallised Glucose 結晶葡萄糖清潔高效生產關鍵技術研究與應用	First Prize of the Science and Technology Progress Award of Agricultural Science and Technology Progress Award in the Nenjiang River Basin, Qiqihar City 齊齊哈爾市嫩江流域農業科學技術獎－科技進步一等獎
2	Study and Application of L－Threonine Fermentation Processing Technology Advancement and Efficient Extraction Technology L－蘇氨酸發酵工藝優化及高效提取技術研究與應用	Second Prize of the Science and Technology Progress Award of Agricultural Science and Technology Progress Award in the Nenjiang River Basin, Qiqihar City 齊齊哈爾市嫩江流域農業科學技術獎－科技進步二等獎
3	High-Concentration Glutamic Acid Mother Liquor Resource Comprehensive Utilisation Key Technology and Application 谷氨酸高濃度母液資源化綜合利用關鍵技術及應用	Third Prize of the Science and Technology Progress Award of China Light Industry Federation Science and Technology Progress Award 中國輕工業聯合會科技進步三等獎
4	Research on Key Technologies and Equipment and Demonstration Applications for the Microbial Polysaccharide Biosynthesis 微生物多糖生物合成調控關鍵技術與裝備及示範應用	First Prize of the Science and Technology Progress Award of the China General Chamber of Commerce 中國商業聯合會科技進步一等獎

We also actively promote intelligence development. Longjiang Fufeng uses Enterprise Resource Planning (ERP) as the core of the system background, and integrates various information systems such as Customer Relationship Management (CRM), Supplier Relationship Management (SRM), Order Tracking and Warehouse Billing (OTWB), and unattended system of truck scales, so as to create a closed-loop integrated intelligent system for procurement, production, sales, and finance. On the basis of the approval of threonine and lysine digitalised (intelligent) demonstration plant, Longjiang Fufeng was successfully selected as Heilongjiang Province Intelligent Factory Warehouse during the Reporting Period.

我們亦積極推動智能化發展，龍江阜豐以企業資源計劃(ERP)為系統後台核心，集成客戶關係管理(CRM)、供應商關係管理(SRM)、訂單跟蹤與倉儲管理(OTWB)、地磅無人值守系統等各個信息化系統，打造採購、生產、銷售、財務閉環集成智能化體系。龍江阜豐在獲批蘇氨酸、賴氨酸數字化(智能)示範車間的基礎上，於報告期內成功入選黑龍江省智能工廠儲備庫。

2.2 Quality Management

The Company always prioritises product quality and safety and consistently optimises its quality management system. It improves the overall quality management integrated capabilities across the entire tracing chain, actively strengthens the quality culture development, and is committed to creating safer and more reliable products.

2.2.1 Quality Management System

Fufeng Group has established a comprehensive quality management system and implemented a multi-level control structure. The general manager reviews and approves processes, while the quality management department follows up and implements them. Each production chain operates efficiently, under the guidance and supervision of the Group's Quality Management Department. We strictly comply with laws and regulations such as the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Food Safety Law of the People's Republic of China (《中華人民共和國食品安全法》) and Regulations on Administration of Feed and Feed Additives (《飼料和飼料添加劑管理條例》). Based on ISO 9001 Quality Management System, ISO 22000 Food Safety Management System Certification, BRCGS Food Safety Global Standard, and other relevant systems and standards, as well as national standards for various products, we have established internal management systems such as the Specifications for Quality Standards of Raw and Auxiliary Materials, the Quality Standards for Finished Products, the Inspection Specifications for Finished Products, Semi-finished Products and Raw and Auxiliary Materials. During the Reporting Period, we have also revised internal quality-related systems, such as the Standard of Acceptance of Packaging and Unqualified Handling Regulations, the Quality Incident Penalty Management Requirements and the Quality Feedback Handling Procedures, to strengthen the management of raw and auxiliary materials and product quality. As of the end of the Reporting Period, all of the production companies of the Group have passed ISO 9001 Quality Management System Certification and ISO 22000 Food Safety Management System Certification.

2.2 質量管理

公司始終將產品質量與安全放在首要位置，持續優化質量管理模式，全面提升全追溯鏈的質量管理綜合能力，積極加強質量文化建設，致力於打造更加安全、可靠的產品。

2.2.1 質量管理體系

阜豐集團建立了完善的質量管理體系，搭建了由總經理審核、批准，質量管理部跟進落實，各生產鏈條高效執行，集團質量管理部指導、監督的多層級管制架構。我們嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國食品安全法》、《飼料和飼料添加劑管理條例》等法律法規，基於ISO 9001質量管理體系、ISO 22000食品安全管理體系認證、BRCGS食品安全全球標準等相關體系標準及各產品國家標準，建立了《原輔料質量標準規格書》、《成品質量標準》、《成品、半成品和原輔材料檢驗規範》等內部管理制度，並於報告期內修訂《包裝物驗收標準及不合格處理規定》、《質量事故處罰管理規定》、《質量反饋處理程序》等質量相關內部制度，強化原輔料、產品質量管理工作。截至報告期末，本集團所有生產公司均已通過ISO 9001質量管理體系和ISO 22000食品安全管理體系認證。

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ISO 9001 Quality Management System Certification ISO 9001 質量管理體系認證	ISO 22000 Food Safety Management System Certification ISO 22000 食品安全管理體系認證	FSSC 22000 Food Safety System Certification FSSC 22000 食品安全體系認證
HACCP Hazard Analysis Critical Control Point Certification HACCP危害分析和關鍵控制點認證	BRCGS Global Food Safety Standard Certification BRCGS全球食品安全標準認證	HALAL Certification HALAL清真認證
KOSHER Certification KOSHER猶太食品認證	IP Non-GMO Certification IP非轉基因食品認證	FAMI-QS EU Feed Additive and Premixed Feed Code of Practice Management System Certification FAMI-QS歐盟飼料添加劑及預混合飼料操作規範管理體系認證

Domestic/international certificates passed by Fufeng Group
阜豐集團已通過的國內／國際認證

In 2024, we set and achieved quality related objectives:
2024年，我們制定並已達成質量相關目標：

Average passing rate of key products reaches 99%
關鍵產品平均合格率達**99%**

Average passing rate of key control procedure indicator reaches 99.2%
關鍵控制過程指標平均合格率達**99.2%**

2024 Quality Related Objectives (Partial)
2024年質量相關目標（部分）

2.2.2 Quality Management Measures

Fufeng Group values quality improvement management and actively implements a quality hazard reporting system. We encourage all employees to be involved in quality management, thus realizing the front-end management of quality improvement. In 2024, the Group received more than 1,700 quality hazard reports in total, including equipment and facility modifications, sanitation and hygiene, and foreign matter prevention and control. During the Reporting Period, the rectification efforts yielded positive results, realizing a closed-loop treatment from problem identification to problem solving, thereby ensuring the effective operation of the quality management system.

2.2.2 質量管理舉措

阜豐集團重視質量提升管理，積極推行質量隱患報告制度。我們鼓勵全體員工共同投身質量管理工作，從而實現質量改善的前置管理。2024年，集團共收到1,700餘份質量隱患報告，包括設備設施改造、衛生清潔、異物防控等各方面，報告期內整改效果良好，實現了從發現問題到解決問題的閉環處理，確保了質量管理體系的有效運行。

Project name 項目名稱	Progress of improvement 改善進度
Improvement in MSG sensory 味精感官改善	Product shade has reached the industry leading level 產品色度已處於行業領先水平
Improvement in glucose for the production of lithium batteries 生產鋰電池專用葡萄糖改善	Meet market demand for stock and generate favourable economic results 已滿足市場備貨需求，並產生較好的經濟效益
Improvement in shedding of packaging threads 包裝綫頭脱離改善	Each production company has completed the transformation of packaging equipment, and the problem of shedding of packaging threads during the production process has been basically solved 各生產公司均已完成包裝設備改造，生產過程中包裝綫頭脱落問題已基本解決
Improvement in product quality of yeast extract 酵母膏產品質量提升	100% pass rate of Longjiang Fufeng yeast extract 龍江阜豐酵母膏合格率達100%

Quality improvement projects of Fufeng Group in 2024
阜豐集團2024年質量改善項目

2.2.3 Quality Inspection and Assurance

The Group emphasises on the whole chain control of quality, which covers procurement, production, transportation and sales. It has established and implemented the "Identifications and Retrospective Control Procedures" and "Hazard Analysis Control Procedures" to formulate an annual monitoring plan for raw and auxiliary materials, semi-finished products and finished products used in the products. It also carries out proper identifications on the condition of examination to ensure the traceability of the production and sales procedures, and to ensure that the quality of our products meets the requirements.

We strictly monitor and control food safety and have established the Subsidiary Quality Audit Rules based on the requirements of ISO 22000 Food Safety Management System, FSSC 22000 Food Safety System, BRCGS Food Safety Global Standard and GB 14881 National Food Safety Standard. We conduct food safety audit in accordance with the quality and food safety internal inspection rules. During the Reporting Period, a total of 8 GMP quality audits (subsidiary food safety inspections) were completed, and over 110 government and customer factory inspections were received and passed, so as to promote continuous improvement in the quality and food safety management of those companies.

2.2.3 質量審核及保障

本集團注重質量的全鏈條管控，質量管控覆蓋採購、生產、運輸和銷售等環節。我們建立並實施《標識和可追溯性控制程序》、《危害分析控制程序》，制定了產品所用原輔材料、半成品與成品的年度監測計劃，並對其測量狀態進行適當標識，確保產品生產、銷售過程中可追溯，確保產品質量符合要求。

我們嚴格管控食品安全，依據ISO 22000食品安全管理體系、FSSC 22000食品安全體系和BRCGS全球食品安全標準、GB 14881食品安全國家標準要求，制定《分公司質量審核細則》，依據質量及食品安全內部檢查細則，開展食品安全審核。報告期內，共完成GMP質量審計（分公司食品安全檢查）8次，接收並通過政府、客戶驗廠110餘次，推動各公司質量和食品安全管理持續改進。

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Moreover, we have extended our stringent quality requirements throughout the supply chain by establishing a supplier inspection scheme at the beginning of the Reporting Period and promoting its implementation across the companies. In 2024, we completed quality inspections for a total of 52 high-risk raw material suppliers, achieving a 100% completion rate.

此外，我們將嚴格的質量要求延伸至供應鏈，於報告期年初組織制定了供應商檢查計劃並推動各公司落實。2024年，我們共完成52家高風險原料供應商的質量檢查，完成率100%。

The Group has established a comprehensive product recall and emergency response mechanism and formulated the Product Recall and Control Procedures, which standardises the process and requirements for product recalls. We have developed and strictly implemented the Non-Conforming Product Management System to effectively identify and control non-conforming raw materials, work-in progress and finished products within the factory, avoiding the unintended use or delivery of non-conforming products. Meanwhile, we have developed the Emergency Response Plan for Product Withdrawal and Recall. We will activate the corresponding recall and emergency plan in a timely manner according to the actual situation, and conduct comprehensive analysis and improvement afterwards in order to protect the interests of customers while minimizing the safety risk. During the Reporting Period, the Group did not experience any product recall incidents or issues requiring product recalls for safety and health reasons.

本集團已建立完善的產品召回和應急機制，制定《產品召回控制程序》以規範產品召回的流程和要求。我們制定並嚴格實施《不合格品管理制度》，對工廠中不合格的原料、在製品、成品進行有效的識別和控制，避免不合格品的非預期使用或交付。同時，我們制定《產品撤回召回應急響應預案》，根據實際情況及時啓動相應的召回應急預案，並進行事後的全面分析和改進，保障客戶權益的同時最大程度地降低安全風險。報告期內，本集團未發生任何產品召回事件，亦未出現因安全與健康理由需要進行產品回收的問題。

2.2.4 Quality Culture Construction

To boost quality management awareness among our staff, the Group constantly strengthens quality culture construction. By upgrading the business capabilities of our staff and organizing trainings on quality and food safety, we have increased their motivation to participate in the program and raised their overall awareness of quality. In 2024, quality training hours exceeded 1,500 hours, covering over 35,000 participants.

2.2.4 質量文化建設

為提高員工質量管理意識，本集團持續強化質量安全文化建設，通過提升員工業務能力、開展質量和食品安全等培訓，提升全員參與的積極性，全面提升員工質量意識。2024年，質量培訓課時超1,500小時，覆蓋超35,000人次。

Implemented laboratory technician rotation in all subsidiaries to expand and improve the skills of personnel
各分公司實行化驗員輪崗，以實現人員技能的拓展和提升

Conducted trainings to enhance operation capabilities such as food and feed fraud prevention, problem solving and improvement at production sites, and practical microbiology training
開展食品和飼料防欺詐、生產現場問題解決與改善、微生物實操培訓等業務能力提升培訓

Organised quality-related theoretical and practical training and assessment, with more than 100 theoretical training and assessment sessions and more than 230 practical trainings and assessments in 2024
組織質量相關理論、實操培訓和考核，2024年共組織理論培訓考核100餘次、實操培訓考核230餘次

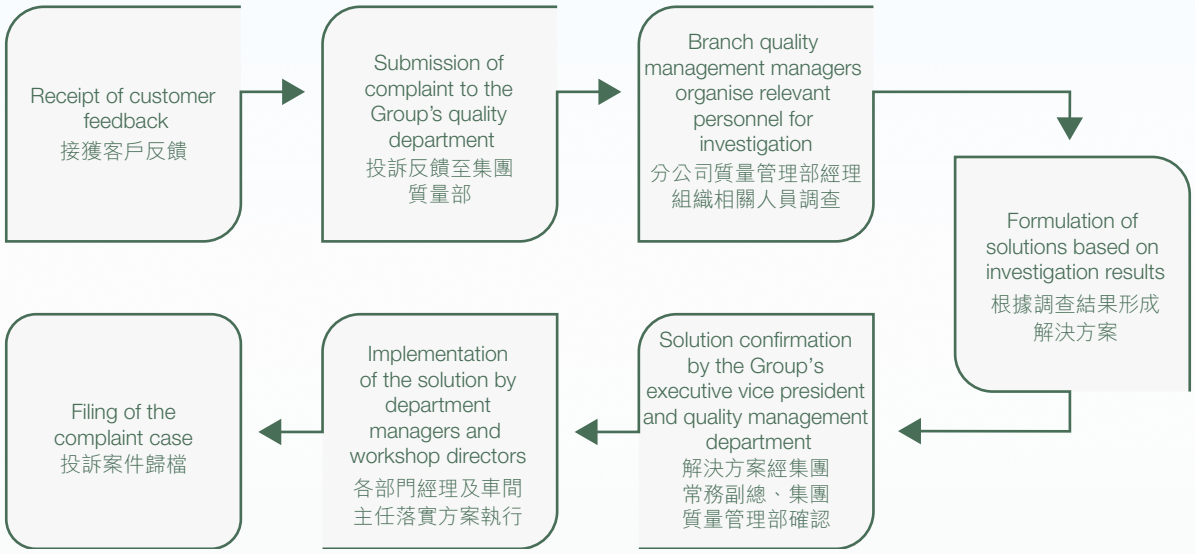
Measure to Raise Employees' Quality Awareness
員工質量意識提升舉措

2.3 Enhancing Customer Satisfaction

The Group has continued to optimise its customer service management by formulating internal policies and systems, such as the "Customer Complaint Handling Procedures". These measures include establishing a comprehensive product complaint handling process and clarifying the responsibilities of all relevant personnel. When sales personnel receive customers' feedback, relevant responsible personnel will conduct investigations, formulate and implement solutions, provide timely feedback to the customers, and arrange filing for the complaint cases. The Group conducts monthly statistics on those complaints, consolidates them into regular quality training materials, and shares them within the Group to prevent the recurrence of similar quality issues, thereby improving customer service and product quality.

2.3 提升客戶滿意度

本集團持續優化客戶服務管理，制定《客戶投訴處理程序》等內部政策制度，建立了完善的產品投訴處理流程，明確了各相關工作人員的職責。銷售人員在接獲客戶反饋後，由相關責任人開展調查，形成、落實解決方案，及時反饋客戶，並將投訴案件歸檔。集團會按月對投訴案件進行統計，匯總為日常質量培訓材料，在集團內部進行分享交流，避免同類質量問題重複發生，提升客戶服務和產品質量。



Complaint Handling Process
投訴處理流程

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We gather customer needs and communicate solutions through competitive analysis, visit to customers, satisfaction follow-up survey, etc., and formulate internal control indicators based on the analysis results to enhance customer satisfaction.

我們通過競品分析、客戶拜訪、滿意度回訪等方式，收集客戶需求和溝通解決方案，並根據分析結果制定產品內控指標，提升客戶滿意度。

Customer Satisfaction Survey 產品滿意度調查	Service Satisfaction Survey 服務滿意度調查
During the Reporting Period, we organise and conduct customer satisfaction survey, covering a wide range of products such as MSG, sugar, animal nutrition, xanthan gum; 報告期內，組織開展客戶滿意度調查，涵蓋味精、糖、動物營養、黃原膠等多產品； Analyze the survey results and formulate a report to further enhance customer experience and satisfaction through targeted product optimisation 分析調查結果並形成報告，通過針對性的產品優化以提升客戶體驗與滿意度	Conduct satisfaction follow-up survey to customers of each product line, including business services, prompt handling of market issues, etc.; through the problems raised in customer follow-up survey and constructive suggestions submitted, we can further enhance our service capabilities 對各產品線客戶進行滿意度回訪，包含業務服務、市場問題處理及時性等內容；通過客戶回訪的問題、以及提交的合理化建議，我們得以進一步提升服務能力

We provide diversified customer complaint channels, including telephone, WeChat, and customer follow-ups. During the Reporting Period, Fufeng Group received five customer feedback cases, all of which have been properly resolved.

我們提供多元化客戶投訴渠道，包括電話、微信、客戶回訪等。報告期內，阜豐集團共接收五宗客戶反饋，投訴均已妥善解決。

3. PROMOTE WIN-WIN COOPERATION THROUGH COLLABORATION

Fufeng Group firmly believes that collaboration is essential for achieving mutual growth. We are dedicated to building harmonious and mutually beneficial relationships with all partners, and fostering win-win cooperation through open communication and sharing of resources.

In 2024

Took the lead in compiling 4 group standards and participated in compiling 3 group standards and 1 industry standard

3.1 Supplier Management

Fufeng Group is committed to establishing an efficient, transparent and sustainable supply chain system. Through setting up strict access standards, continuous performance evaluation and close partnerships, we can ensure stable supply of raw materials and product quality. We have established supplier management systems such as the Supplier Management System, the Procedures for Procurement of Indirect Materials and the Disposal Management Regulations for Non-conforming Purchased Materials. Following the principles of "integration, standardisation and visualisation", we have built the SRM supplier management system to achieve systemised closed-loop management for the entire business processes from supplier demand management, sourcing management, contract management, procurement execution evaluation to settlement management, so as to achieve the purpose of whole procurement process visibility and data traceability. During the Reporting Period, Fufeng Group had 1,598 suppliers, all of which were domestic suppliers.

3.1.1 Supplier Admission

Based on supplier admission standards and supplier evaluation management process, the Group requires its procurement personnel to develop and select qualified and high-quality suppliers by adhering to the principle of "handling things impartially and safeguarding the interests of the Company" (秉公辦事，維護公司利益) and by giving equal importance to quality, cost, delivery and service. The Company can broaden its procurement options and identify new potential suppliers through multiple channels, such as network information platform and industry supplier directory, recommendations from competitors and peers, industry exhibitions and vendors, and self-nomination from suppliers.

3. 以合為美，促進合作共贏

阜豐集團堅信合作是實現共同發展的關鍵，致力於與各方夥伴建立和諧、互利的關係，通過開放溝通、共享資源，促進合作共贏。

2024年

主導編制了4項團體標準，參與編制了3項團體標準和1項行業標準

3.1 供應商管理

阜豐集團致力於構建一個高效、透明且可持續的供應鏈體系。通過嚴格的准入標準、持續的績效評估和緊密的合作關係，確保原材料的穩定供應和產品質量。我們已建立《供應商管理制度》、《間接物料採購流程制度》、《採購物資不合格品處置管理規定》等供應商管理制度，並以「一體化、標準化、可視化」為原則，搭建了SRM供應商管理系統，實現了供應商需求管理、尋源管理、合同管理、採購執行考評、結算管理的全業務流程系統化閉環管理，達到採購全流程可視化、數據可追溯的目的。報告期內，阜豐集團擁有供應商1,598家，均為國內供應商。

3.1.1 供應商准入

本集團基於供應商准入標準和評價管理流程，要求採購人員必須堅持「秉公辦事、維護公司利益」，遵循質量、成本、交付、服務並重原則，開發和選擇合格且優質的供應商。公司通過網絡信息平台和行業供應商名錄、競爭對手及同行的推薦、行業展會及銷售商的推薦，以及供應商的自我推薦等多渠道拓寬採購選擇，找到具有潛力的新供應商。

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The Company has established a clear procedure for supplier access. Firstly, we conduct qualification evaluation to verify suppliers' business scope, product quality standards and the validity of relevant qualification certificates. Secondly, suppliers are required to register and fill in the basic information in Fufeng Group's SRM supplier management system. Our procurement personnel will then issue a questionnaire to confirm the suppliers' information and upon verification, add them to our potential supplier database. Potential suppliers may apply to become qualified suppliers after completing the sample trial and meeting the conditions.

公司制定了明晰的供應商准入流程，首先，進行資質審核，確認供應商的經營範圍、產品質量標準及相關資質證書的有效性。其次，供應商需在阜豐集團SRM供應商管理系統中註冊並填寫基本信息。隨後，採購員會發佈調查表，核對供應商信息，確認無誤後進入潛在供應商數據庫。潛在供應商完成樣品試用，符合條件後可申請轉化為合格供應商。

3.1.2 Supplier Daily Management

We classify suppliers into five categories according to supplier management system: potential, qualified, downgraded, phase-out and blacklisted, and clearly stipulate that the relevant approval procedures should be completed in the SRM system to ensure fairness and transparency.

- Potential supplier: Suppliers in the pre-cooperation stage, product trial phase, or small-batch supply phase, who possess certain competitive advantages and a strong willingness to collaborate.
- Qualified supplier: Suppliers in the normal cooperation stage, who can fulfil their responsibility and ensure the production need of the Company.
- Downgraded supplier: Suppliers in the cooperation stage with unqualified key indicators, yet production need of the Company have not been affected.
- Phase-out supplier: Suppliers in cooperation stage, unfulfilled procurement transactions may impact normal production of the Company.
- Blacklisted supplier: Suppliers who have caused financial losses or safety incidents due to serious problems.

In order to ensure the ongoing qualification and effective cooperation of our suppliers, the Company conducts regular on-site inspections of our suppliers through studies and visits, aiming to ensure that their product quality, delivery cycles and services are in line with the Company's requirements. In addition, we maintain good relationships with our suppliers through regular communication and feedback, allowing us to address potential problems in a timely manner.

3.1.2 供應商日常管理

我們依據供應商管理制度將供應商分為潛在、合格、降級、淘汰、黑名單五類，且明確規定相關審批流程需在SRM系統中完成，以確保公正、透明。

- 潛在供應商：供應商處於未合作狀態、產品試用階段、或小批量供貨階段，具有一定的競爭優勢、合作意願較強。
- 合格供應商：正常合作狀態，能很好的完成供應商職責，確保公司生產需求。
- 降級供應商：處於合作狀態，關鍵指標不合格，但未影響生產需求。
- 淘汰供應商：處於合作狀態，未完成採購交易或影響公司正常生產使用。
- 黑名單供應商：因嚴重問題導致經濟損失或安全事故的供應商。

為了確保供應商的持續合格和有效合作，公司通過考察與走訪對供應商進行定期實地考察，旨在確保供應商的產品質量、交貨週期和服務符合公司的要求。另外，我們通過定期的溝通和反饋，保持與供應商之間的良好關係，以便及時解決潛在問題。

Save for the above, the Group conducted a comprehensive evaluation based on factors such as the impact of raw materials on product quality and food safety, as well as their usage, thereby categorizing materials into high-risk, medium-risk and low-risk categories. It also carried out the identification and review of risk levels for raw and auxiliary materials and implemented hierarchical management over suppliers of different risk-level materials.

除此之外，本集團根據原料對產品質量和食品安全影響程度及用量等要素進行評估，確定高風險、中風險和低風險原料的類別，和開展原輔材料風險等級識別與梳理工作，並對不同風險等級原料供應商進行分級管理。

3.1.3 Supplier Evaluation

We regularly evaluate the performance of qualified suppliers to ensure that they continue to meet the Company's needs. We have also established a supplier feedback channel to collect and process suppliers' opinions and suggestions promptly. Our evaluation criteria include supply quality, delivery cycles, after-sales management, and the occurrence of production safety incidents. We track unqualified suppliers and require their timely rectification based on the evaluation results, in an effort to build a stable and efficient supply chain.

3.1.3 供應商評價審核

我們定期對合格供應商進行績效評估，確保其持續滿足公司的需求。並建立供應商反饋渠道，及時收集和處理供應商的意見和建議。我們評價的標準包括供貨質量、交貨周期、售後管理、是否發生生產安全事故等，並根據結果追蹤要求不合格的供應商及時整改，努力打造穩定、高效的供應鏈。

During the Reporting Period, Fufeng Group completed quality inspection for all (52) high-risk material suppliers, which helped mitigate the risk of purchasing material quality from the source and effectively implemented proactive management.

報告期內，阜豐集團完成了所有（52家）高風險原料供應商的質量審核，從源頭上降低了來料質量風險，有效做到了前置管理。

Save for the above, Fufeng Group requires suppliers to comply with relevant environmental protection laws and regulations, and encourages suppliers in making continuous improvements in environmental protection and social responsibilities. We provide more business opportunities and cooperation support to suppliers who demonstrate outstanding performance.

除此之外，阜豐集團要求供應商必須遵守相關環境保護法律法規，並鼓勵供應商在環保和社會責任方面做出持續改進，對於表現優秀的供應商，我們會給予更多的業務機會和合作支持。

During the Reporting Period, Longjiang Fufeng formulated the Green Supply Chain Management System, the Green Objectives, Indicators, Management Measures, and established the Green Manufacturing System Leading Group and the Green Manufacturing System Implementation Leading Group. We will continue to uphold high standards and strict requirements for supply chain management, further enhancing the sustainability and intelligence of the supply chain. These efforts lay a solid foundation for the enterprise's sustainable development while also establishing a positive benchmark for the industry.

報告期內，龍江阜豐建立了《綠色供應鏈管理制度》、《綠色目標、指標、管理方案》，成立了綠色製造體系領導小組和綠色製造體系實施小組。我們將繼續秉持對供應鏈管理的高標準和嚴要求，進一步提升供應鏈的綠色化、智能化水平，為企業的可持續發展奠定堅實基礎，同時也為行業樹立良好的標杆形象。

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3.2 Industry development

Industry exchanges not only serve as a platform for knowledge sharing and learning, but also an important way to promote sustainable development and strengthen industrial cooperation. The Group actively participates in various industry conferences, seminars, and exhibitions, showcasing its research and development achievements through the platform to strengthen industrial cooperation and enhance its reputation and influence. In 2024, we participated in exhibitions and conferences such as the China Amino Acid and Feed Raw Materials Application Seminar and the China Feed Industry Exhibition.

3.2 行業發展

行業交流不僅是知識共享和學習的平台，也是推動可持續發展和加強行業合作的重要途徑。本集團積極參與各種行業會議、研討會和展覽，通過平台展示研發成果，強化行業合作、提升公司知名度和影響力。2024年，我們參與了中國氨基酸與飼料原料應用研討會和中國飼料工業展覽會等各類展覽和會議。

Case Study: Fufeng Group participated in the 27th Food Ingredients China (FIC2024)
案例：阜豐集團亮相第二十七屆中國國際食品添加劑和配料展覽會(FIC2024)

In March 2024, the 27th Food Ingredients China (FIC2024) was grandly opened at the National Exhibition and Convention Centre in Shanghai. As a leading enterprise of China's bio-fermentation industry, Fufeng Group presented a range of key products at the exhibition, highlighting our leading strengths in the area of MSG, glucose, amino acids, xanthan gum to domestic and international customers. The Group engaged in-depth discussions with visitors from all over the word to jointly explore the development trends and market prospect of the bio-fermentation industry.

2024年3月，第二十七屆中國國際食品添加劑和配料展覽會(FIC2024)在上海國家會展中心盛大開幕。作為中國生物發酵行業的領軍企業，阜豐集團攜多款明星產品亮相此次展會，向國內外觀眾展示了我們在味精、葡萄糖、氨基酸、黃原膠等領域的領先實力，並與來自世界各地的參觀者深入交流，共同探討生物發酵行業的發展趨勢和市場前景。



the 27th Food Ingredients China (FIC2024)
第二十七屆中國國際食品添加劑和配料展覽會(FIC2024)

We actively promote industry-academia-research cooperation, as well as industry standardisation development. During the reporting period, the technological achievement "High-Concentration Glutamic Acid Mother Liquor Resource Comprehensive Utilisation Technology and Application" developed by IM Fufeng in collaboration with Qilu University of Technology and other higher institutions, which was evaluated by an academician expert team, reached the "leading international standard", and the "Technological Achievement from L－Glutamic Acid High Efficiency Green Manufacturing Key Technology Research Project" developed by the Hulunbeier Fufeng in collaboration with Tianjin University of Science and Technology, which was evaluated by an expert team, reached the "leading domestic standard". During the Reporting Period, we took the lead in compiling 4 group standards and participated in compiling 3 group standards and 1 industry standard.

我們積極推進產學研合作及行業標準制定工作，報告期內，內蒙古阜豐與齊魯工業大學等高校聯合研發的「谷氨酸高濃度母液資源化綜合利用技術及應用」技術成果經院士專家團隊鑒定達到「國際領先水平」；呼倫貝爾阜豐與天津科技大學聯合研發的「L－谷氨酸高效綠色製造關鍵技術研究項目科技成果」項目經專家團隊鑒定達到「國內領先水平」。報告期內，我們主導編制了4項團體標準，參與編制了3項團體標準和1項行業標準。

4. GREEN RESOURCES AND PROMOTE GREEN DEVELOPMENT

The Fufeng Group strives to achieve a harmonious coexistence with the natural environment by committing itself to improving its environmental and energy management system, continuously optimising energy use and emission control, and actively addressing climate change risks by means of innovative technologies and efficient management practices, demonstrating our determination to be responsible for the future of the Earth.

4. 以綠為源，推動綠色發展

阜豐集團致力於通過創新技術和高效管理實踐，完善環境能源管理體系，不斷優化能源使用、排放控制，積極應對氣候變化風險，努力實現與自然環境的和諧共生，展示我們對地球未來負責的決心。

In 2024	2024年
Exhaust emission intensity: 0.18 tonnes/RMB million revenue	廢氣排放密度0.18噸／百萬元人民幣營業額
Greenhouse gas emission intensity: 487.01 tCO_2e/RMB million revenue	溫室氣體排放密度487.01噸二氧化碳當量／百萬元人民幣營業額

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4.1 Environmental Management

In strict compliance with the laws and regulations and relevant requirements, such as the Environmental Protection law of People's Republic of China (《中華人民共和國環境保護法》), Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), Fufeng Group adheres to the basic principles of reducing pollution emissions, actively protecting the environment and fulfilling its social responsibilities. It actively practices the concept of green, low-carbon and sustainable development and continuously optimises the construction of its environmental management system and improves its environmental management performance. As of the end of the Reporting Period, all production companies of the Group have all received the ISO 14001 Environmental Management System Certification.

Each of the production companies has been constantly improving the management of various emissions such as sewage, exhaust, greenhouse gases, and dangerous or non-hazardous waste. They actively keep abreast of the latest environmental protection policies in various regions, and continuously enhance their environmental management standards. In 2024, Xinjiang Fufeng and Longjiang Fufeng were honoured as "China's Bio-fermentation Industry Energy Saving and Environmental Protection Benchmarking Enterprises".

4.1 環境管理

阜豐集團一直以來嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》等法律法規及相關規定，減少污染排放，積極保護環境，履行社會責任的基本原則，積極踐行綠色低碳可持續的發展理念，不斷完善環境管理體系建設，持續改善環境管理績效。截至報告期末，本集團所有生產公司均已通過ISO 14001環境管理體系認證。

各生產公司持續完善對各類排放物如廢水、廢氣、溫室氣體及危險或無害廢棄物的管理，積極關注各地最新環保政策，不斷提升自身的環境管理水平。2024年，新疆阜豐及龍江阜豐榮獲「中國生物發酵產業節能環保標杆企業」的榮譽。





Xinjiang Fufeng and Longjiang Fufeng were honoured as "China's Bio-fermentation Industry Energy Saving and Environmental Protection Benchmarking Enterprises"
新疆阜豐及龍江阜豐獲「全國生物發酵產業節能環保標杆企業」榮譽

4.1.1 Environmental Target Management and Audit

Environmental target management helps improve environmental management and operational efficiency. Since 2021, based on the Group's current status and future development planning, Fufeng Group set the following targets for exhaust emissions and comprehensive energy consumption per unit of threonine product:

4.1.1 環境目標管理與審計

環境目標管理有助於提升環境管理和運營效率，因此自2021年起，阜豐集團結合自身現狀及未來發展規劃，針對廢氣排放和蘇氨酸單位產品綜合能耗，設定了以下目標：

Targeted object 設定的目標對象	Targeted content 設定的目標內容	Status in 2024 2024年狀態
Exhaust emissions 廢氣排放	Exhaust emissions intensity shall be decreased by 1% per annum based on the 2021 exhaust emissions intensity (exhaust emissions intensity: calculated based on tonne/RMB million revenue) 以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度（廢氣排放密度：按照噸／百萬元人民幣營業額作為計算標準）	Achieved 已實現
Comprehensive energy consumption per unit of threonine product 蘇氨酸單位產品綜合能耗	From 2022 to 2025, the comprehensive energy consumption per unit of threonine product can continue to outperform the state-approved advanced level of green factories (1.5tce/t: i.e. 1.5 tonnes of standard coal is consumed for 1 tonne of threonine produced) 2022年至2025年，蘇氨酸單位產品綜合能耗持續優於國家認定的綠色工廠先進水平（1.5tce/t：即每生產1噸蘇氨酸消耗1.5噸標準煤）	Achieved 已實現

We conduct annual environmental audits to assess the effectiveness of our Group's environmental management and to continuously improve our environmental management performance. The quality control department is responsible for formulating the audit plan and organizing and coordinating the environmental audit actions. Relevant responsible departments are responsible for rectifying the non-conformities found during the environmental audits, and the quality control department is responsible for following up and verifying the implementation of the rectification measures.

我們通過開展年度環境審計，以驗證本集團環境管理有效性和持續改善環境管理績效。質量管理部負責制定審計計劃，並組織協調環境審計活動的開展。相關責任部門負責對環境審計過程中發現的不符合進行整改，質量管理部負責跟蹤驗證整改措施的執行情況。

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4.1.2 Environmental Risk Management and Emergency Response Plan

With respect to environmental risk management, we have established the "Procedures for Identifying Environmental Factors and Hazardous Sources, Risk Evaluation, and Control Planning", to accurately identify the environmental factors that can be controlled or are expected to be influenced by the Company's activities, products, production and service process.

Meanwhile, in accordance with the requirements of relevant laws and regulations, such as the Law of the People's Republic of China on Emergency Responses (中華人民共和國突發事件應對法), the National Environment Emergency Response Plan (國家突發環境事件應急預案), the Environmental Protection Law of People's Republic of China (中華人民共和國環境保護法), the Law of the People's Republic of China on the Prevention and Control of Water Pollution (中華人民共和國水污染防治法) and the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法), it has formulated Emergency Preparedness and Response Control Procedures (應急準備和響應控制程序). With these procedures, we can prevent and actively respond to potential environmental emergencies, and organise and implement the emergency response efforts in a prompt, effective and orderly manner.

4.1.2 環境風險管理與應急預案

在環境風險管理方面，我們制定了《環境因素、危險源辨識、風險評價和控制策劃程序》以準確辨識公司活動、產品、生產和服務過程中能夠控制或可望對其施加影響的環境因素。

同時根據《中華人民共和國突發事件應對法》、《國家突發環境事件應急預案》、《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》和《中華人民共和國大氣污染防治法》等相關法律法規的要求，制定了《應急準備和響應控制程序》，預防和積極應對可能發生的環境突發事件，和迅速、有效、有序地組織和實施應急處置工作。

4.1.3 Training and Promotion

The Group has always regarded environment protection as one of its corporate responsibilities, and has actively implemented the concept of green development to continuously strengthen its environmental management capabilities. We are committed to minimizing the environmental impact of our operations by conserving resources, reducing emissions and preventing pollution, and realizing a sustainable development path of coexistence between enterprises and the environment. The Company has consistently prioritised ecological protection and advocated the concept of green development. We have carried out a variety of environmental protection activities during key occasions such as "World Water Day", "National Low Carbon Day" and "June 5 Environment Day". In 2024, a total of 54 environmental training sessions were held, with 7,452 people trained. Through continuous and in-depth training activities, we have raised environmental awareness among our staff.

4.1.3 培訓宣貫

集團始終以保護環境為企業責任之一，積極貫徹落實綠色發展理念，持續加強環境管理能力，堅持通過節約資源、降低排放和污染防治等方式，降低企業運營對環境的影響，實現企業與環境共生的可持續發展之路。公司始終關注生態環境保護，倡導綠色發展理念。在「世界水日」、「全國低碳日」、「六五環境日」等重要節日裏開展豐富多樣的環保活動，2024年共開展環保培訓54次，培訓7,452人次，通過持續深入的開展培訓活動，提升員工的環保意識。



Learning and Training on Environmental Protection
環保知識學習培訓



Environmental Standards Training
環保標準培訓

4.2 Use of Resources

We value resource management, through the efficient use of energy and water resources, continuous optimisation of product packaging design, and actively promote the enhancement of the efficiency of resource utilisation. This approach not only generates economic benefits, but also achieves the economic use of resources.

4.2 資源使用

我們重視資源管理，通過高效使用能源和水資源，持續優化產品包裝設計，大力推動資源利用效率的提升，在獲得經濟效益的同時，實現了資源的節約使用。

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4.2.1 Energy-efficient Management

With a strong commitment to environmental protection and sustainable development, Fufeng Group has integrated the green and low-carbon concepts into all aspects of its operations and continuously contributed to energy conservation and emission reduction. The Group strictly complies with the laws and regulations such as the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》). It has formulated a series of systems, including the Comprehensive Management System on Energy (《能源綜合管理制度》), the Management System on Environmental Protection (《環保管理制度》), and the Management System on Energy Conservation and Consumption Reduction (《節能降耗管理制度》), establishing the sound energy management system and refining its energy management organisational structure. Each subsidiary has established an energy-saving work leadership group led by the general manager, with the production technology department specifically responsible for daily energy-saving management. Dedicated energy management personnel are assigned to ensure the effective implementation of energy-saving measures.

4.2.1 節能管理

秉持著對環境保護和可持續發展的堅定承諾，阜豐集團將綠色低碳理念深度融入企業運營的各個環節，並在節能減排領域持續發力。集團嚴格遵守《中華人民共和國節約能源法》等法律法規，制定《能源綜合管理制度》、《環保管理制度》、《節能降耗管理制度》等一系列制度，建立健全能源管理系統，完善能源管理組織結構。各子公司成立了以總經理為組長的節能工作領導小組，明確生產技術部承擔日常節能管理職責，並配備專業節能管理人員，保障節能降耗措施的有效落實。

Types of energy currently used in the Group's current production and operating activities mainly include coal, electricity, steam, natural gas and gasoline and diesel for vehicles. We establish a systematic energy management framework with reference to an energy management system, effectively monitoring and evaluating energy usage to achieve efficient energy utilisation. As of the end of the Reporting Period, IM Fufeng and Longjiang Fufeng have also obtained ISO 50001 Energy Management System Certification.

集團目前生產運營活動中使用的能源類型主要包括煤、電力、蒸汽、天然氣，以及車輛使用的汽油、柴油等。我們參照能源管理體系建立系統化的能源管理框架，有效地監控和評估能源使用情況，以實現能源的高效利用。截止報告期末，內蒙古阜豐、龍江阜豐已通過ISO 50001能源管理體系認證。

Energy consumption during production is a key focus of the Group's energy management. During the design development of products and processes, the production department reviews energy usage that may significantly impact energy performance. We reduce energy consumption by introducing advanced energy-saving technologies and equipment, such as efficient motors and intelligent lighting systems. Meanwhile, we continuously optimise our production processes and adopt efficient production equipment and technologies to further minimise energy use and enhance overall efficiency.

生產過程中的能源消耗是集團能源管理的重點，在對產品和工藝過程進行設計開發時，生產部對能源績效可能具有較大影響的能源使用進行評審。我們通過引入先進的節能技術和設備，比如高效電機、智能照明系統等，降低能耗。同時，我們持續對生產流程進行優化，採用高效的生產設備和技術，降低能源消耗，提高整體效率。

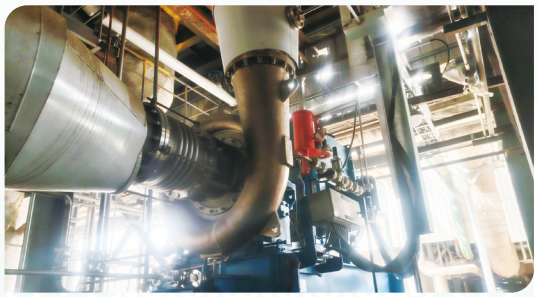
In 2024, Fufeng further explored the potential of energy saving and consumption reduction, identifying more than 170 items to further optimise. The Group invested approximately RMB96 million during the Reporting Period to promote high quality energy conservation through automation upgrades and the introduction of new technologies and equipment. It is estimated that an annual savings of standard coal will reach 140,000 tonnes.

2024年，阜豐進一步深挖節能降耗潛力點，共發現170多處可優化環節，於報告期內投資約人民幣9,600萬元，通過自動化升級以及新技術、新設備的引入，高質量推進節能工作的開展。經測算，預計年節約標煤用量可達14萬噸。

Subsidiary 所屬公司	Energy Conservation Project 節能項目	Energy-saving Effect 節能效果
Hulunbeier Fufeng	Comprehensive utilisation of power residual heat	Annual reduction of 8,983 tonnes of standard coal
呼倫貝爾阜豐	動力餘熱綜合利用	年減少使用8,983噸標煤
IM Fufeng	Comprehensive utilisation of boiler coal refinement	Annual reduction of 5,628 tonnes of standard coal
內蒙古阜豐	鍋爐燃煤精細化綜合利用	年減少使用5,628噸標煤
Xinjiang Fufeng	Comprehensive utilisation of power residual heat and upgrading of deaerated system New energy-saving projects for water treatment in environmental protection	Annual reduction of 27,383 tonnes of standard coal Annual reduction of 7,925 tonnes of standard coal
新疆阜豐	動力餘熱綜合利用及除氧給水系統升級 環保新增水處理節約用能項目	年減少使用27,383噸標煤 年減少使用7,925噸標煤
Baoji Fufeng	Comprehensive utilisation of power residual heat	Annual reduction of 8,100 tonnes of standard coal
寶雞阜豐	動力餘熱綜合利用	年減少使用8,100噸標煤
Longjiang Fufeng	Upgrade on boiler auto-burn system	Annual reduction of 4,866 tonnes of standard coal
龍江阜豐	鍋爐自動燃燒系統升級	年減少使用4,866噸標煤
	Improvements in starch sugar processing	Annual reduction of 12,722 tonnes of standard coal
	澱粉糖工藝改進	年減少使用12,722噸標煤



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In terms of logistics, we implement measures for energy saving and emission reduction to reduce energy consumption during the logistics phase. We analyse transportation data and optimise transportation routes, thereby minimizing both distance and time, which helps lower fuel consumption. Additionally, the Group utilises high-efficiency, low-emission vehicles and conduct regular maintenance to enhance fuel efficiency. At the same time, by consolidating transportation needs and adopting intensified transportation modes (such as carpooling and consolidated distribution), it can reduce empty rates and duplicate shipments.

在物流方面，我們實施節能減排措施，降低物流階段的能源消耗。我們通過分析運輸數據和優化運輸路線，減少運輸距離和時間，從而降低燃油消耗。此外，集團使用高效、低排放的運輸車輛，並定期進行維護，以提升燃油效率。同時，通過整合運輸需求，實施集約化運輸方式（如拼車和合併配送），減少空載率和重複運輸。

During the Reporting Period, the total energy consumption of the Fufeng Group is as follows:

報告期內，阜豐集團能源消耗總量如下：

Performance Indicator[1]	績效指標[1]	Unit 單位	2023 2023年度	2024 2024年度
Direct energy	直接能源	MWh兆瓦時	38,833,105.25	**38,998,714.74**
Coal[2]	煤[2]	MWh兆瓦時	38,758,749.47	**38,884,688.56**
Gasoline	汽油	MWh兆瓦時	1,345.97	**1,495.33**
Diesel[2]	柴油[2]	MWh兆瓦時	35,246.29	**51,958.29**
Natural gas[2]	天然氣[2]	MWh兆瓦時	37,763.52	**60,572.56**
Indirect energy	間接能源	MWh兆瓦時	807,541.81	**813,216.45**
External purchase of electricity[2]	外購電力[2]	MWh兆瓦時	114,655.34	**123,742.28**
External purchase of steam	外購蒸汽	MWh兆瓦時	692,886.47	**689,474.17**
Total energy consumption	能源消耗總量	MWh兆瓦時	39,640,647.06	**39,811,931.19**
Energy consumption intensity	能源消耗密度	MWh/RMB million revenue 兆瓦時／百萬元人民幣營業額	1,415.39	**1,434.29**
Clean energy utilisation	清潔能源使用量	MWh兆瓦時	/	**23,760**

Notes:

1. The major sources of energy consumption of the Group include direct energy consumption and indirect energy consumption. Direct energy consumption comes from coal, diesel, gasoline, natural gas, while indirect energy consumption comes from external purchase of electricity and steam. The total energy consumption is calculated in accordance with the General Rules for Comprehensive Energy Consumption Calculation (GB/T 2589-2020) (《綜合能耗計算通則 (GB/T 2589-2020)》).
2. During the Reporting Period, the Group's new projects commenced production and increased output, resulting in higher consumption of coal, diesel, natural gas, and external purchase of electricity.

註釋：

1. 本集團主要能源消耗包含直接能源消耗及間接能源消耗。直接能源消耗來自煤、柴油、汽油、天然氣，間接能源消耗來自外購電力及蒸汽。能源消耗總量參照《綜合能耗計算通則 (GB/T 2589-2020)》計算。
2. 報告期內，本集團新項目開產及產量增加，導致煤、柴油、天然氣和外購電力用量增加。

4.2.2 Water Conservation Management

Water is the source of life. In strict compliance with the requirements of the Water Law of the People's Republic of China (《中華人民共和國水法》) and relevant national, provincial, and municipal laws and regulations, the Fufeng Group formulates the "Compilation of Water Conservation Management System" to clarify the responsibilities of relevant personnel in water conservation management. Through systems such as water conservation meetings, measurement management systems, water conservation reward and punishment systems, and water equipment inspection and maintenance procedures, the Company's water conservation management is comprehensively regulated. During the Reporting Period, the total water consumption of the Group, mainly sourced from municipal water supply, rivers, and reservoirs, is as follows.

4.2.2 節水管理

水資源是生命之源，阜豐集團嚴格遵守《中華人民共和國水法》及國家、省、市相關法律法規的要求，制定《節水管理制度彙編》，明確了節水管理各相關人員崗位職責。本集團通過節水會議制度、計量管理制度、節水獎罰制度、水設備巡迴檢查及維修程序等制度全方面規範公司節水管理。報告期內，集團水資源消耗總量如下，主要取水來源為市政供水、河流和水庫等。

Performance Indicator	績效指標	Unit 單位	2023 2023年度	**2024 2024年度**
Total water consumption	耗水總量	tonne 噸	19,268,243.10	**20,397,546.00**
Water consumption intensity	總耗水密度	tonne/RMB thousand revenue 噸／千元人民幣營業額	0.69	**0.73**

4.2.3 Use of Packaging Materials

The Fufeng Group has established the "Packaging Material Inbound and Outbound Management System" (《包裝物使用出入庫管理制度》) and the "Packaging Material Wastage Standard" (《包裝物損耗標準》), ensuring the hygiene and safety of packaging materials, while specifying the wastage rate for packaging materials in each production factory. As a result, the wastage remains at a reasonable level. During the Reporting Period, we redesigned the packaging layout for glucose sold in domestic market by adding English content, enabling it to meet the demands of both domestic and overseas markets. This initiative effectively reduced the variety of packaging items generated by different sales markets, and simplified the packaging management process. It also decreased resource waste and environmental burden due to packaging differences, and improved overall operational efficiency.

4.2.3 包裝材料使用

阜豐集團制定了《包裝物使用出入庫管理制度》《包裝物損耗標準》，以保障包裝物衛生安全，並規定了各生產工廠包裝物損耗率，使包裝物損耗控制在合理水平。報告期內，我們對內銷葡萄糖包裝版面進行重新設計，在包裝版面上新增英文內容，使其能夠同時滿足內銷和外銷市場的需求。這一舉措有效減少了因不同銷售市場而產生的多種包裝物品類，簡化了包裝管理流程，降低了因包裝差異帶來的資源浪費和環境負擔，提升了整體運營效率。

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The packaging materials used by the Fufeng Group mainly include composite packaging materials, paper packaging materials, and plastic packaging materials. The total consumption of various packaging materials in 2024 is as follows:

集團所使用的包裝材料主要包括複合包裝材料、紙質包裝材料與塑料包裝材料，2024年共耗用各類包裝材料總量如下：

Performance Indicator	績效指標	Unit 單位	2023 2023年度	**2024 2024年度**
Composite packaging materials	複合包裝材料	tonne 噸	11,614.73	**13,750.11**
Paper packaging materials	紙質包裝材料	tonne 噸	5,093.64	**6,107.20**
Plastic packaging materials	塑料包裝材料	tonne 噸	7,538.04	**10,235.98**
Total amount of packaging materials	包裝材料總量	tonne 噸	24,246.41	**30,093.29**
Packaging materials used intensity	包裝材料使用密度	tonne/RMB million revenue 噸／百萬元人民幣營業額	0.87	**1.08**

4.2.4 Environment and Natural Resources

The Group has been actively practicing the concept of green development and vigorously promoting the green development of the industrial chain in all provinces and cities in the PRC. The Group and its production companies have entrusted manufacturers with hazardous waste disposal qualifications to carry out compliant disposal, and clearly stipulate the emergency procedures to be adopted in the occurrence of incidents that may cause environmental pollution. The Group reports all environmental information to relevant local organisations on a regular basis, and proactively cooperates with relevant departments to conduct analysis and investigation to ensure that the Group and its production companies have no material impact on the environment and natural resources. In 2024, the Fufeng Group did not have any material impacts on the environment or natural resources.

4.2.4 環境及天然資源

阜豐積極踐行綠色發展理念，着力於在全國各省、市推動產業鏈的綠色發展升級。集團及各生產公司均委託有危險廢物處理資質的廠家進行合規處置，清晰界定在面對有可能造成環境污染的事故時，應採取的緊急程序。同時，本集團定期向地方相關機構報告所有與環境有關的信息，積極配合相關部門進行分析調查，確保集團及各生產公司對環境及天然資源無重大影響。2024年，阜豐集團無重大環境及天然資源使用影響。

4.3 Emission Management

Fufeng Group strictly complies with the relevant laws and regulations, such as the Environmental Protection Law of People's Republic of China (中華人民共和國環境保護法), the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法), Air Pollution Prevention and Control Action Plan (大氣污染防治行動計劃) and the Law of the People's Republic of China on the Prevention and Control of Water Pollution (中華人民共和國水污染防治法). All production companies have obtained the relevant emission permits in accordance with the Emission Permit Management Measures (《排污許可管理辦法》) or have completed the registration form for fixed pollution sources. They have also established different management and control measures for various emissions to implement effective control targeted to various emissions, while regularly undertaking third-party testing, enabling the emissions to meet the relevant national, local and industrial discharge standards.

4.3 排放管理

阜豐集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《大氣污染防治行動計劃》、《中華人民共和國水污染防治法》等相關法律法規，所有生產公司均已按照《排污許可管理辦法》獲取相關排污許可、或已辦理固定污染源排污登記表，並且為各類排放物制定不同的管理及控制辦法，有針對性地對各類排放物進行有效管控，定期進行第三方檢測，使各類排放物均達到國家、地方和行業相關標準。

Emission Targets
排放目標

- Exhaust: Reduce atmospheric pollutant emissions, by decreasing exhaust emissions intensity by 1% per annum based on the 2021 exhaust emissions intensity
- 廢氣：減少大氣污染物排放，以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度

- Sewage: Strengthen sewage management to ensure the 100% compliant discharge of sewage
- 廢水：加強廢水管理，廢水100%合規達標排放

- Waste: Implement waste classification management and reduce the generation of various types of waste, while achieving 100% compliant handling of hazardous waste
- 廢棄物：開展廢棄物分類管理，降低各類廢棄物的產生量，同時危險廢棄物實現100%合規處理

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Fufeng Group constantly promotes environmental upgrade and improvement actions. In 2024, the Group invested a total of approximately RMB19.6 million in environmental projects, such as synthetic ammonia sewage pre-treatment system project, glucose plant processing exhaust treatment project, protein environmental odor treatment, equipment and dust spraying at the coal yard.

阜豐集團持續推進環保升級改造行動，2024年集團在合成氨廢水預處理系統項目、葡萄糖廠工藝廢氣治理項目、蛋白環保異味處理、設備、煤場噴霧抑塵等環保項目上總投資約人民幣1,960萬元。



Xinjiang Fufeng amino acid sewage collection and treatment project
新疆阜豐氨基酸廢水收集處理項目



Glucose plant process waste gas treatment project
葡萄糖廠工藝廢氣治理項目

4.3.1 Exhaust Emission Management

Fufeng Group is committed to minimizing the environment impact of exhaust emissions. The Group complies with legal and regulatory requirements such as the Exhaust Emission Standards for Thermal Power Plants (《火電廠大氣污染物排放標準》), and establishes the corresponding "Environmental Management System" (《環保管理制度》) and "Environmental Assessment Management Measures" (《環保考核管理細則》) at each production company. The Group reduces exhaust emissions through various initiatives, including technological research and development and upgrades of exhaust treatment equipment, so as to ensure that the exhaust emission indicators outperformed national and local standards through exhaust emissions monitoring and other measures.

During the Reporting Period, each company within the Group continued to explore innovative ways and means to actively implement initiatives aimed at reducing emissions, building on a foundation of consistent and effective management of exhaust emissions. For instance, Longjiang Fufeng has conducted ultra-low emission modifications for thermal power, IM Fufeng has upgraded its desulfurisation and slurry and gypsum transfer system and implemented an integrated recycling project for starch acid-making tail gas, and Baoji Fufeng has continuously optimised the exhaust recycling system. These efforts have led to significant results in the reduction of emissions.

4.3.1 廢氣管理

阜豐集團致力於將廢氣排放對環境的影響降到最低。本集團遵守《火電廠大氣污染物排放標準》等法律法規要求，各生產公司相應建立《環保管理制度》、《環保考核管理細則》，並通過技術研發、廢氣處理設備升級等多項舉措降低廢氣排放，通過廢氣檢測等措施確保廢氣排放指標均優於國家和地方標準。

報告期內，集團各公司在持續做好廢氣排放管理的基礎上，不斷探索創新方式和方法，積極開展廢氣減排行動。例如，龍江阜豐對熱電進行超低排放改造，內蒙古阜豐對脫硫制漿及石膏轉運系統進行升級，實施澱粉制酸尾氣綜合回收利用項目，寶雞阜豐不斷完善公司廢氣回收系統等，推動廢氣減排工作取得顯著成效。

Case study: Longjiang Fufeng ultra-low emission modification project
案例：龍江阜豐超低排放改造項目

Longjiang Fufeng power workshop implemented an ultra-low emission modification project. It invested nearly RMB30 million to upgrade the exhaust treatment processing and equipment for existing five 240t/h circulating fluidised bed boilers. The original exhaust treatment processing adopts low nitrogen combustion + SNCR + limestone-gypsum + electric bag composite dust removal for the treatment of NO_x, SO_2 and smoke and dust. Through addition of SCR denitration device, combustion automatic control system, maintenance of desulfurisation device, dust removal device renovation and other measures, it can achieve ultra-low emission of boiler flue gas. After implemented modification, pollutant emission intensity correspondingly decreased, with smoke and dust from below 30mg/m³ to 10mg/m³, SO_2 from below 100mg/m³ to 35mg/m³ and No_x from below 100mg/m³ to 50mg/m³.

龍江阜豐動力車間實施了超低排放改造項目，投資近人民幣3,000萬元，對現有5台240t/h循環流化床鍋爐的廢氣處理工藝及設備進行提升改造，原廢氣處理工藝採用低氮燃燒+SNCR+石灰石-石膏法+電布複合除塵處理氮氧化物、二氧化硫、煙塵。通過增加SCR脱硝裝置、燃燒自控系統、脱硫設備檢修、除塵器改造等措施，用以實現鍋爐煙氣超低排放，改造實施後污染物排放濃度相應降低：煙塵從低於30mg/m³降至低於10mg/m³，二氧化硫從低於100mg/m³降至低於35mg/m³，氮氧化物從低於100mg/m³降至低於50mg/m³。



Ultra-low emission modification project
超低排放改造項目

Case Study: upgrade of IM Fufeng desulfurisation and slurry and gypsum transfer system
案例：內蒙古阜豐脱硫制漿及石膏轉運系統升級

IM Fufeng invested RMB1.75 million on the upgrade of desulfurisation and slurry and gypsum transfer system. It has changed the former wet desulfurisation and slurry process from limestone to carbide slag. It has also increased construction of carbide slag warehouse, established slurry system and transferred the gypsum to gypsum warehouse through belt conveyor. After renovation, carbide slag system enters the slurry tank indoor through a belt conveyor and enters desulfurisation tower through a pipeline, which reduces the pollution from the loader transfer and mitigates the pollution in the outdoor area.

內蒙古阜豐投資人民幣175萬元，對脱硫制漿及石膏轉運系統進行升級。將原濕法脱硫制漿工藝由石灰石改為電石渣，增加電石渣庫建設，設置制漿系統，並通過皮帶機將石膏轉運至石膏庫。改造後，電石渣系統在室內通過皮帶機進入化漿池，通過管道進入脱硫塔，減少了裝載機轉運污染，降低了室外區域污染。

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The Fufeng Group maintains active cooperation with the national environmental protection authorities on inspections and spot checks every year. Each production company establishes a dedicated department to manage exhaust emissions, installs an online monitoring system, and reports monitoring data in real time to the local environmental protection authority, ensuring linked monitoring with these authorities. During the Reporting Period, the Group satisfied the national and local standards in various inspections. Specific exhaust emission indicators are as follows:

阜豐集團每年積極配合國家環保部門的檢查與抽查，各生產公司建立責任部門管理廢氣排放、安裝在線監測系統，將監測數據實時上報當地環保部門，實現與環保部門聯動監測。報告期內，本集團在各項檢查中均達到國家及地方標準，具體廢氣排放指標如下：

Performance Indicator	績效指標	Unit 單位	2023 2023年度	**2024 2024年度**
NO_x emissions	氮氧化物排放量	tonne噸	2,803.78	**3,010.29**
SO_2 emissions	二氧化硫排放量	tonne噸	1,501.97	**1,649.38**
Smoke and dust emissions[1]	煙塵排放量[1]	tonne噸	280.34	**222.47**
Total exhaust emissions	廢氣排放總量	tonne噸	4,586.09	**4,882.15**
Exhaust emission intensity	廢氣排放密度	tonne/RMB million revenue 噸／百萬元人民幣營業額	0.16	**0.18**

Note:

1. During the Reporting Period, we upgraded our smoke and dust treatment equipment by replacing and repairing air filters, filter bags and filter cages in the pulse bag filters, to improve treatment efficiency and reduce smoke and dust emissions.

註釋：

1. 報告期內，我們進行煙塵處理設備升級，更換及維修了空氣過濾器、布袋除塵器的濾袋、濾籠等，提升處理效率，減少煙塵排放量。

The Fufeng Group has taken climate change into comprehensive assessment in its production planning stages, with a particular focus on the potential impacts of high temperature and heavily polluted weather on producing activities. To actively respond to national policies on prevention and control of atmospheric pollution, the Group's companies around the world are dedicated to improving air quality by strictly controlling pollutant emissions in alignment with local policies and their own environmental management systems. Longjiang Fufeng has updated its Emergency Response Plan for Air Pollution of Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd. in which clarifies tasks and objectives, organisational structure, levels of emergency response plan and activation procedures, effectively promoting air pollution management and dust control in the production area. While Baoji Fufeng has installed a new environmental access control system that requires all vehicles entering the plant to register environmental green label. This system identifies vehicle emission standards to strictly regulate the entry of high-emission vehicles with National IV and below during periods of severe pollution, thereby enabling Baoji Fufeng to effectively fulfil its primary responsibility for environmental protection.

阜豐集團在生產規劃階段就將氣候風險納入綜合考量，尤其關注高溫和重污染天氣對生產活動的潛在影響。為積極響應國家大氣污染防治政策，集團各地公司結合地方政策和自身環保管理體系，嚴格控制污染物排放，致力於為改善空氣質量貢獻力量。龍江阜豐更新了《齊齊哈爾龍江阜豐生物科技有限公司大氣污染防治應急預案》，明確了任務目標、組織架構、預案等級及啟動程序，有效推進了生產區的大氣治理和揚塵整治工作。寶雞阜豐則新增了環保門禁系統，要求所有入廠車輛註冊環保綠碼，通過識別車輛排放階段，在重污染天氣期間嚴格管控國四及以下高排放車輛進廠，切實履行企業對環境保護的主體責任。

4.3.2 Sewage Management

All production companies of the Fufeng Group strictly followed the "Management Measures for Sewage Discharge from Environmental Protection Facilities (《環保處理廠廢水排放管理辦法》)", and the sewage discharge consistently met the standards. On this basis, all production companies established sewage reduction indicators. Through regular inspections and assessments system, it continues to help improve sewage treatment systems and technologies, ensuring that the level of discharged water outperforms national and local standards. During the Reporting Period, Xinjiang Fufeng's typical model of "10,000m³/d sewage treatment and its supporting system optimization and upgrade" was successfully selected as a typical case for industrial sewage recycling by the General Office of the Ministry of Industry and Information Technology for 2024.

4.3.2 廢水管理

阜豐集團各生產公司嚴格遵循《環保處理廠廢水排放管理辦法》，廢水排放全部持續穩定達標。在此基礎上，各生產公司設立了廢水減排指標，通過定期檢查與考核機制，持續改進提升廢水處理系統和技術，保證外排水指標優於國家和地方標準。報告期內，新疆阜豐的「10,000m³/d污水處理及其配套系統優化升級」典型模式成功入選工業和信息化部辦公廳2024年工業廢水循環利用典型案例。

Sewage Reduction Measures 廢水減排	Sewage Treatment 污水處理	Odour Treatment 氣味處理	Reuse of Recycled greywater 中水回用
• Multi-stage membrane coupling-simulated moving bed chromatography technology (模擬移動床色譜技術) and four-effect evaporation technology are used to reduce sewage during production	• All production companies have obtained the relevant discharge permits or completed fixed pollution source discharge registrations in accordance with the "Emission Permit Management Measures", to ensure that the level of discharged water outperforms national and local standards	• Processes such as bacterial protein extraction from high-concentration sewage and ammonium sulphate extraction are adopted to eliminate sewage odour	• Over 90% of sewage is recycled by multiple measures, including establishment of greywater recycle workshops, cascaded water usage, and reuse of greywater
• 通過多級膜耦合－模擬移動床色譜、四效蒸發等技術減少生產環節的廢水產生	• 所有生產公司均已按照《排污許可管理辦法》獲取相關排污許可或辦理固定污染源排污登記，保證外排水指標優於國家和地方標準	• 通過對高濃度廢水的菌體蛋白提取和硫酸銨提取等工藝，消除廢水氣味	• 通過設立中水回用車間、梯度用水、中水回用等方式實現90%以上的廢水回收利用

Sewage Reduction Measures
廢水減排措施

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Case study: Recycled greywater reuse system of Hulunbeier Fufeng
案例：呼倫貝爾阜豐中水回用系統

During the Reporting Period, Hulunbeier Fufeng invested RMB32 million in construction of recycled greywater reuse system, which was officially put into operation. The system carries out deep purification of treated sewage by means of advanced equipment such as multi-media filters, ultrafiltration filters, reverse osmosis filters, and then the purified water is discharged to the workshop for production. It is expected that the daily processing capacity can reach to 20,000m^3, effectively reducing sewage discharge and enhancing the recycling rate of water resources.

報告期內，呼倫貝爾阜豐投資人民幣3,200萬元建設中水回用系統並正式投運，該系統通過多介質過濾器、超濾過濾器、反滲透過濾器等先進設備對處理後的廢水進行深度淨化，之後將淨化後的中水排至車間用於生產。預計每天處理水量可達20,000立方米，有效減少了廢水的排放，提升了水資源的循環利用率。



Recycled greywater reuse system
中水回用系統

Case study: Upgrade and modification of aerobic tank of Baoji Fufeng
案例：寶雞阜豐好氧池升級改造

During the Reporting Period, Baoji Fufeng invested RMB0.968 million in upgrading and modifying aerobic tank to enhance the efficiency of sewage treatment, which resulted in the level of various pollutants much lower than national standard. Due to the excellent quality of the discharged water, the Company uses two 55KW pumps to transfer the treated water back to the workshop for cooling water, which significantly reduces the amount of discharged water. It realises the efficient recycling of water resources, and at the same time reduces its impact on the environment.

報告期內，寶雞阜豐投資人民幣96.8萬元用於好氧池升級改造，提高了污水處理效率，使得各種污染物的含量遠低於國家要求標準。由於外排水水質優良，公司通過2台55KW水泵，將處理後的水調回車間用於冷卻水，大幅減少了企業外排水量，實現了水資源的高效循環利用，同時也降低了對環境的影響。



Modification of aerobic tank
好氧池改造

The sewage discharged by the Fufeng Group mainly includes sewage generated during the production process and domestic sewage from the factory area. The specific data is as follows:

阜豐集團所排放的廢水主要包括生產過程中所產生的廢水與廠區的生活污水，具體數據如下：

Performance Indicator	績效指標	Unit 單位	2023 2023年度	**2024 2024年度**
Total sewage discharge	總廢水量	tonne噸	9,370,206.71	**9,904,247.87**
Recycled sewage volume	廢水回收利用量	tonne噸	39,702,750.00	**34,642,544.37**
COD[1]	COD[1]	tonne噸	442.67	**635.23**
$N\text{-}NH_3$[2]	$N\text{-}NH_3$[2]	tonne噸	38.09	**16.11**

Notes:

1. During the Reporting Period, the amount of sewage increased compared to 2023 due to reconstruction and expansion projects, the introduction of new equipment, and adjustments to operating water quality, resulting in elevated COD content.
2. Some production companies replaced nitrifying bacteria during the Reporting Period, leading to stable operation of the aerobic tanks with improved treatment capacity, which resulted in a decrease in $N\text{-}NH_3$ content.

註釋：

1. 報告期內，由於改擴建項目、新設備引進及調整運行水質等，廢水量相比於2023年有所增加，故COD含量升高。
2. 部分生產公司於報告期內更換硝化菌，好氧池運行穩定，處理能力提高，故$N\text{-}NH_3$含量降低。

4.3.3 Waste Management

Fufeng Group always devotes itself to acting in an environmentally responsible manner. The Fufeng Group is committed to implementing strict control over waste emissions and efficient utilisation of resources to minimise our environmental impacts. The Group has formulated management documents, including the "Administrative Measures on Solid Waste", the "Hazardous Solid Waste Management System" and the "Administrative Measures on Disposal Industrial and Domestic Waste" in accordance with laws and regulations such as the Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste (《一般工業固體廢棄物貯存、處置場污染控制標準》). The documents provide a solid institutional safeguard for waste management. During the Reporting Period, the Fufeng Group made significant progress in waste management and each subsidiary revised a number of requirements in accordance with local policies. For example, IM Fufeng has amended the Administrative Measures on Solid Waste, the Hazardous Waste Management Measures, the Management Requirements for Environmental Performance Assessments (Amendment), and the 2024 Environmental Sewage Appraisal System (Amendment), to further refine the assessment scheme. Xinjiang Fufeng revised the Environmental Management System of Xinjiang Fufeng Biotechnologies Co., Ltd. in accordance with the latest norms and relevant requirements, formulated and issued the latest edition of Hazardous Waste Account (《危廢台賬》), which clearly stipulated the time limit for hazardous waste to be deposited into the warehouse. It also formulated the "One-Enterprise–One-Policy" emission reduction program to fulfil the emission reduction tasks announced by Xinjiang Uygur Autonomous Region.

4.3.3 廢棄物管理

阜豐集團始終秉持著對環境負責的態度，致力於通過嚴格的廢棄物排放控制和高效的資源回收利用策略，將環境影響降至最低。依據《一般工業固體廢棄物貯存、處置場污染控制標準》等法律法規，集團制定了包括《固體廢棄物管理辦法》、《危險固體廢棄物管理制度》、《工業及生活垃圾處置管理辦法》在內的一系列管理文件，為廢棄物的規範管理提供了堅實的制度保障。報告期內，阜豐集團在廢棄物管理方面取得了顯著進展，各分公司依據當地政策修改了多項管理要求，如內蒙古阜豐修訂《固體廢物管理方案》、《危險廢物管理計劃》、《環保類績效考核管理規定(修訂)》、《2024年環保廢水考核制度(修訂)》等制度，進一步細化考核方案。新疆阜豐按照最新規範及相關要求修改了《新疆阜豐生物科技有限公司環保管理制度》，制定下發最新版《危廢台賬》，明確規定了危廢入庫時限要求，並制定了「一企一策」減排方案，完成新疆維吾爾自治區下達的各項減排任務。

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In the specific waste management practice, Fufeng Group strictly adheres to relevant institutional regulations to conduct categorising, collecting and storing waste according to its form and nature. Dangerous waste generated by the Group mainly includes waste oil, waste catalysts, all of which are categorised and stored under supervision in dedicated storage warehouses of the Group. Each production company has also appointed third-party organisations with hazardous waste recycling qualifications to transfer and dispose of hazardous waste in accordance with relevant national and local regulations.

在具體的廢棄物管理實踐中，阜豐集團嚴格遵循相關制度規程，按照廢棄物的形態和性質進行分類收集和暫存。集團產生的危險廢棄物，如廢機油、廢催化劑等，均有專門的貯存庫房進行分類貯存，並設有專人監管。各生產公司通過聘請具有危廢回收資歷的第三方機構，嚴格按照國家和地方相關規定進行危險廢棄物的轉移和處置。

For non-hazardous waste, the Group has also adopted proactive and effective recycling measures. To improve the efficiency of resources use, the coal ash and cinder and lime slag are recycled by relevant legal units for the production of cement, aerated bricks and other building materials; soy pulp is used to make feed; waste activated carbon is collected and recycled by activated carbon manufacturers; sludge from sewage treatment plants is incinerated in boilers for power generation after being pressed and squeezed; waste plastic packaging is recycled by legal recycling units and processed into recycled plastic and other products. For non-hazardous waste that cannot be recycled, it will be passed to legally qualified units for disposal.

對於無害廢棄物，集團同樣採取了積極有效的回收利用措施。煤灰、煤渣、石灰渣等由相關合法單位進行回收後用於製作水泥、加氣磚等建築材料；豆渣等用於製作飼料；廢活性炭收集後交由活性炭廠家回收；污水處理廠的污泥經過板框壓榨後用於鍋爐焚燒發電；廢棄塑料包裝物由合法回收單位進行回收後，加工再生塑料等製品，提高了資源的使用效率。對於不能回收利用的無害廢棄物交由具備合法資質的單位進行處置。

During the Reporting Period, the emission data for hazardous and non-hazardous waste from the Fufeng Group is as follows:

報告期內，阜豐集團危險廢棄物及無害廢棄物排放數據如下：

Performance Indicator	績效指標	Unit 單位	2023 2023年度	2024 2024年度
Total discharge of hazardous waste[1]	危險廢棄物排放總量[1]	tonne噸	683.76	**494.63**
Total discharge of non-hazardous waste[2]	無害廢棄物排放總量[2]	tonne噸	1,286,441.61	**1,935,831.75**
Emission intensity of hazardous waste	危險廢棄物排放密度	tonne/RMB million revenue 噸／百萬元人民幣營業額	0.02	**0.02**
Emission intensity of non-hazardous waste	無害廢棄物排放密度	tonne/RMB million revenue 噸／百萬元人民幣營業額	45.93	**69.74**

Notes:

1. The Group's hazardous waste mainly consists of waste oil and waste catalysts. Since most of the production companies' equipment operated normally in 2024, oil usage was lower; catalysts were replaced once after many years. Some production companies did not replace them in 2024, resulting in a decrease in the amount of catalyst disposal.

2. During the Reporting Period, the commencement of new projects and the increase in production volume of the Group led to an increase in the emission of non-hazardous wastes such as lime slag, domestic garbage and sugar slag.

註釋：

1. 本集團的危險廢棄物主要包含廢機油和廢催化劑。由於2024年大多數生產公司設備運行正常，故機油使用量降低；催化劑為多年更換一次，2024年部分生產公司未更換，故催化劑處置量減少。

2. 報告期內，本集團新項目開產及產量增加，導致石灰渣、生活垃圾、糖渣等無害廢棄物排放量增加。

4.4 Climate Change

The Fufeng Group keeps close track of the challenges and opportunities brought by climate change, while actively taking measures to cope with climate change. We closely monitor the latest developments in climate change and continuously explore solutions in combination with our practical experience to address the growing challenges posed by climate change. We have developed corresponding strategies by identifying and screening for climate risks and opportunities with a high probability of occurrence and significant impacts on the Group:

4.4 氣候變化

阜豐集團高度關注氣候變化帶來的挑戰與機遇，積極採取措施應對氣候變化。我們密切關注氣候變化的最新動態，結合實際經驗不斷探索氣候變化的解決方案，以應對日益增長的氣候變化挑戰。通過識別和篩選發生可能性高、對我們影響程度大的氣候風險與機遇，我們制定了相應的應對策略：

Climate risks and opportunities 氣候風險與機遇				Potential impacts 潛在影響	Countermeasures 應對舉措
Risks	Physical risks	Acute	Increased severity of extreme weather events such as typhoon and floods	Risks such as threats to employee health and safety, production disruptions, and asset impairment due to extreme weather, severe pollution, and catastrophic climate events	To establish an "Emergency Response Plan for Heavily Polluted Weather" to ensure emergency emission reduction targets are met; set up announcement boards for external environmental protection information and emergency plans for heavily polluted weather; and disclose information in real-time
風險	實體風險	急性	颱風、洪水等極端天氣事件嚴重性加劇	因極端天氣、重污染天氣、災難性氣候而導致的員工健康安全威脅、生產中斷、資產減值等風險	建立《重污染天氣應急響應應急預案》，確保實現應急減排目標，設立對外環保信息、重污染天氣應急預案公告欄，並實時公開信息
		Chronic	Rising mean temperatures	Increased operational costs caused by prolonged high temperatures resulting from climate change	To conduct regular equipment maintenance and increase the number of cooling equipment
		慢性	平均氣溫上升	氣候變化導致的持續高溫天氣導致運營成本增加	定期進行設備維護，增加降溫設備

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Climate risks and opportunities 氣候風險與機遇				Potential impacts 潛在影響	Countermeasures 應對舉措
	Transition risks 轉型風險	Policy and legal 政策法律	Enhanced carbon emissions-reporting obligations 碳排放監管加強	Local governments may impose stricter carbon emission policies and regulatory measures, increasing the cost of carbon emissions in corporate production and operation 各地政府可能會頒布更為嚴格的碳排放政策和監管措施，增加企業生產運營中的碳排放成本	To actively respond to national energy reduction policies, by improving environmental protection facilities, and enhancing the overall efficiency of existing environmental equipment 積極響應國家能源減排政策，改善環保設施，提升現有環保設備的整體效率
		Technology 技術	Upfront costs of low-carbon emission technology transformation 低碳排技術轉型的前端費用	In line with low-carbon emission requirements, operating costs increase due to increased investment in exploring and researching new technologies, as well as retrofitting existing R&D and production equipment 為滿足低碳排放的要求，加強新技術的探索和研究投入，以及對現有的研發和生產設備進行改造，增加運營成本	To phase out high-energy-consuming equipment, procure low-energy-consuming equipment, and carry out multiple clean technology upgrades 淘汰高能耗設備，採購低能耗設備，開展多項清潔技術改造
		Market 市場	Increased costs of raw materials and energy 原材料成本、能源成本上漲	Increased production costs due to price of raw materials (e.g., energy and water) 原料價格(如能源、水)導致生產成本提高	To develop a monitoring and forecasting system for the pricing of raw materials and energy, as well as an emergency response plan 制定原材料、能源價格的監測、預測制度及應急預案
		Reputation 聲譽	Stakeholders' concerns on negative feedback 持份者對負面反饋的關切	Potential reputational impacts arise from our responses to stakeholders' expectations for taking proactive actions in addressing climate change and enhancing information disclosure transparency 為響應持份者在應對氣候行動方面採取積極行動和提升信息披露透明性的期望，產生的潛在聲譽影響	To regularly engage in communications with stakeholders to fully understand and respond to their concerns and expectations 定期開展與持份者溝通，以充分了解並回應他們關切與期望
Opportunities 機遇	Energy transition 能源轉型	Increased proportion of clean energy 清潔能源佔比增加		Increased use of low-emission/clean energy to reduce the risk of future energy price hikes 提高對低排放能源／清潔能源的使用，降低未來能源價格上漲風險	To optimize the energy structure and increase the proportion of clean energy use 優化能源結構，提高清潔能源使用佔比

The greenhouse gas emissions from the Fufeng Group's operations are mainly carbon dioxide, with the majority generated from the combustion of energy consumption used in daily production processes, and a small amount produced from the wet limestone-gypsum desulfurisation process. In 2024, Fufeng Group's greenhouse gas emission data is as follows:

阜豐集團運營過程中溫室氣體排放主要為二氧化碳，大部分產生於日常生產過程中所使用的能源消耗燃燒，少量產生於濕法石灰石－石膏脫硫工藝過程。2024年，阜豐集團溫室氣體排放數據如下：

Performance Indicator[1]	績效指標[1]	Unit 單位	2023 2023年度	2024 2024年度
Greenhouse gas emissions (Scope 1)	溫室氣體排放（範圍一）	tCO_2e 噸二氧化碳當量(tCO_2e)	9,848,293.61	**13,464,223.66**
Emission from fuel coal combustion	燃料煤燃燒排放	tCO_2e 噸二氧化碳當量(tCO_2e)	9,182,126.42	**11,468,104.43**
Raw coal emission	原料煤排放	tCO_2e 噸二氧化碳當量(tCO_2e)	550,153.22	**1,851,665.64**
Emission from natural gas combustion	天然氣燃燒排放	tCO_2e 噸二氧化碳當量(tCO_2e)	7,724.12	**15,281.92**
Limestone emission	石灰石排放	tCO_2e 噸二氧化碳當量(tCO_2e)	8,585.60	**21,624.08**
Sodium carbonate emission	碳酸鈉排放	tCO_2e 噸二氧化碳當量(tCO_2e)	90,079.93	**93,527.53**
Methane emission from sewage treatment	廢水處理甲烷排放	tCO_2e 噸二氧化碳當量(tCO_2e)	93.98	**89.55**
Emission from vehicle fuel combustion	車輛燃料燃燒排放	tCO_2e 噸二氧化碳當量(tCO_2e)	9,530.33	**13,930.51**
Greenhouse gas emissions (Scope 2)	溫室氣體排放（範圍二）	tCO_2e 噸二氧化碳當量(tCO_2e)	67,851.58	**53,875.93**
Emission from external purchase of electricity	外購電力排放	tCO_2e 噸二氧化碳當量(tCO_2e)	66,645.43	**53,619.53**
Emission from external purchase of steam	外購蒸汽排放	tCO_2e 噸二氧化碳當量(tCO_2e)	1,206.15	**256.40**
Total emissions of greenhouse gases	溫室氣體排放總量	tCO_2e 噸二氧化碳當量(tCO_2e)	9,916,145.19	**13,518,099.59**
Emission intensity of greenhouse gases	溫室氣體排放密度	tCO_2e/RMB million revenue 噸二氧化碳當量(tCO_2e)／百萬元人民幣營業額	354.06	**487.01**

Note:

1. During the Reporting Period, the commencement of new projects and the increase in production volume of the Group led to higher energy consumption, resulting in an increase in greenhouse gas emissions.

註釋：

1. 報告期內，本集團新項目開產及產量增加，能源用量增加，導致溫室氣體排放上升。

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Meanwhile, the Group has further strengthened its green development in 2024 and actively purchased green electricity based on the energy consumption of each company. We have also completed the calculation of the carbon footprint of monosodium glutamate and glutamic acid product in Hulunbeier Fufeng and IM Fufeng for the year 2023, accurately identifying the source of greenhouse gas emissions and its emissions of amino acid and MSG products. This not only provides powerful data support for the communication and cooperation between us and our customers, but also clarifies the key direction of emission reduction for the Company and helps the Group make solid strides toward the road of combating climate change.

與此同時，集團在2024年進一步加強綠色發展道路，根據各公司的用能情況積極購買綠色電力。我們亦完成了對呼倫貝爾阜豐和內蒙古阜豐谷氨酸鈉和谷氨酸產品的2023年度碳足跡計算，以精準掌握氨基酸及味精系列產品的溫室氣體排放源及其排放量，這不僅為企業與客戶之間的溝通與合作提供了有力的數據支持，還為企業明確了減排的重點方向，助力集團在應對氣候變化的道路上邁出堅實步伐。

Name of companies 公司	Amount of green electricity purchased 購買綠電數額
新疆阜豐	20,000MWh兆瓦時
寶雞阜豐	3,760MWh兆瓦時





Green Electricity Certificate Transaction Vouchers (Partial)
綠色電力交易憑證(部分)

5. PEOPLE-ORIENTED AND FOCUS ON CARING FOR EMPLOYEES

Employees are the most valuable assets of a company. The Fufeng Group adheres to a people-oriented management concept and prioritises the well-being and development of our employees. We strive to create a safe, healthy, inclusive, and supportive workplace and support the personal growth and well-being of our employees in all aspects.

5. 以人為本，實現員工關懷

員工是企業最寶貴的財富，阜豐集團堅持以人為本的管理理念，將員工的福祉和發展置於重要位置。我們致力於營造一個安全、健康、包容且富有歸屬感的工作環境，全方位支持員工的個人成長與生活福祉。

In 2024

Accumulated number of trained employees: 15,630, accounting for 89.95% of the total number of employees

Amount invested in public welfare: RMB8,821,359

2024年

員工累計受訓人數15,630人，佔員工總數89.95%

社會公益投入金額人民幣8,821,359元

5.1 Talents as the Driver

The Fufeng Group considers talent as a vital asset and has unswervingly advanced its talent pool development strategy. We provide an equitable, respectful, and diverse workplace for every employee, while continuing to refine talent acquisition, retention, and incentive mechanisms. We offer employees comprehensive career development pathways and ample opportunities to grow within the Group, as our commitment to fostering a healthier, safer, and more harmonious workplace that enables mutually beneficial advancement for both the Company and our employees.

5.1 人才驅動

阜豐集團認為人才是重要資產，始終堅定不移地推進人才發展戰略。我們為公司的每一位員工提供平等、尊重、多元的工作環境，持續完善人才引進、保留和激勵機制，為員工在集團內的成長提供全方面的職業發展通道與廣闊的空間，致力於創造更加健康、安全、和諧的工作環境，實現企業與員工的雙向奔赴、共創共贏。

5.1.1 Safeguarding Employee's Rights and Interests

The Group is dedicated to safeguarding employees' legitimate rights and interests in strict compliance with national and local laws and regulations, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Law of the People's Republic of China on Promotion of Employment (《中華人民共和國就業促進法》), the Special Provisions on Labour Protection for Female Employees (《女職工勞動保護特別規定》) and the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》) and the Regulations to Prohibit Use of Child Labour (《禁止使用童工規定》). We resolutely oppose illegal and non-compliant employment practices, such as child labour. During the actual recruitment, we require new hires to enter into a Labour Contract upon induction, and rigorously verify their identity documents and academic credentials to inspect and validate their age, preventing occurrence of such incidents. In case that any individual below the statutory working age is found working at the Company, we will address this issue in accordance with legal and regulatory requirements. During the Reporting Period, the Group did not identify any case involving illegal employment of child labour.

5.1.1 保障員工權益

本集團致力於保障員工合法權益，嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《女職工勞動保護特別規定》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》等國家及地方法律法規。我們堅決抵制僱傭童工等非法違規的僱傭行為，在實際招聘過程中，我們要求新員工入職即簽訂《勞動合同》，並嚴格審核員工身份證件及學歷學位證書信息，以檢查與審核員工年齡，杜絕此類事件發生。若有任何未達到法定就業年齡人士在本公司工作，我們將按照法律法規要求進行處理。報告期內，本集團未發生任何違法僱傭童工行為。

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The Group have formulated administrative policies, such as the Recruitment Process System and the Regulations on Staff Entry, Post Adjustment and Resignation Management, to clarify recruitment procedures and position setups, adhering to the basic principles of fairness, openness, and impartiality, providing employees with opportunities for positions that match their individual abilities, providing employees with a fair, just, and safe workplace. In the process of recruitment and talent development, the Group strictly opposes and eliminates any form of discrimination, including but not limited to factors such as gender, ethnicity, age, skin colour, geographical location and family status to ensure that every applicant is given an equal opportunity to compete.

集團制定了《招聘流程制度》、《員工入職、調崗及離職管理規定》等管理政策，明確招聘流程和崗位設定，秉持公平、公開、公正的基本原則，為員工提供與個人能力相契合的崗位機遇，打造一個公平、公正、安全的工作環境。在招聘和人才培養過程中，集團堅決反對並杜絕任何形式的歧視行為，包括但不限於性別、民族、年齡、膚色、地域、家庭狀況等因素，確保每一位應聘者都能獲得平等的競爭機會。

In strict compliance with relevant national laws and regulations on working hours, the Group have established a comprehensive the human resources attendance system. We strongly respect employees' rest time, grant their legally mandated leave, and effectively and reasonably manage employees working hours and vacation dates to ensure a healthy work-life balance for our employees. Where overtime is required due to work demands, the Company will only arrange voluntary employees for such overtime. We prohibit the enforcement of illegal orders or coercive measures that violate the human rights of employees. During the Reporting Period, the Group did not engage in any forced labour practices.

集團嚴格遵守國家對工時規定的相關法律法規，建立健全人力資源考勤系統，高度尊重員工休息時間，依法給予休假，有效並合理管理員工勞動時間及休假日期，保障公司員工健康身心平衡。若因公司工作需要安排員工加班，必須由員工自願參加，禁止對員工實施不合法令或者違反員工人權之強制措施。報告期內，本集團未發生任何強制勞工行為。

With its outstanding performance in human resource management, the Fufeng Group was awarded the "Aon's 2024 China Best ESG Employer" and "2024 Happy Enterprises Comprehensive Top 10" from Beijing People's Daily. The Group is also active in promoting talent cultivation and employment. In October 2024, the Fufeng Group held a cooperation agreement signing ceremony with Ocean University of China in Laoshan Campus, and donated RMB200,000 to jointly promote the in-depth development of talent cultivation and employment, demonstrating the Group's active commitment in social responsibility.

憑藉在人力資源管理方面的卓越表現，阜豐集團榮獲了「怡安2024中國最佳ESG僱主」和北京人民日報社「2024幸福企業綜合10強」獎項。在推動人才培養與就業方面，阜豐集團也積極行動。2024年10月，阜豐集團與中國海洋大學在嶗山校區舉行了合作協議簽署儀式，並捐款人民幣20萬元，用於共同推動人才培養與就業工作的深入發展，展現了集團在社會責任方面的積極擔當。



2024 China Best ESG Employer – Aon

2024中國ESG最佳僱主－怡安集團



2024 Happiness Enterprise Comprehensive Top 10 – Beijing People's Daily

2024幸福企業綜合10強－北京人民日報社

In 2024, the Group and its production companies employed a total of 17,376 full-time employees. Set out below is a table of the number of employees by gender, age group, and regions of production companies:

2024年，本集團及生產公司正式僱員總人數為17,376人，均為全職員工。按照性別、年齡組別及生產公司所在地區劃分的僱員人數請見下表：

Categorisation 劃分類型	Indicators 指標	Number of employees 僱員人數	Employee turnover rate 員工流失率
The Group as a whole 集團整體	The Group as a whole 集團整體	17,376	11.47%
By gender 按性別劃分	Male 男性	13,926	10.88%
	Female 女性	3,450	13.80%
By age groups 按年齡劃分	35 and below 35歲及以下	7,567	15.52%
	35 to 45 35至45歲	5,291	8.36%
	45 and above 45歲及以上	4,518	7.74%
By regions 按地區劃分	Shandong 山東	947	9.88%
	Xinjiang 新疆	2,369	14.94%
	Heilongjiang 黑龍江	2,430	11.37%
	Inner Mongolia 內蒙古	10,524	11.39%
	Shaanxi 陝西	1,106	5.71%

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5.1.2 Implementing Remuneration and Benefits

The Group conducts in-depth optimisation of its human resources management system, and conducts thorough research of remuneration levels in the overall industry and local market to formulate competitive remuneration policies and systems. The Group expressly stipulate the compensation policies for employees at different departments and levels within the Group, such as the "Management Regulations on the Probation and Remuneration of the Intermediate and Senior Staff of Fufeng Group" (《阜豐集團中高層試用期及薪酬管理規定》), "Remuneration Management Measures of Fufeng Group" (《阜豐集團薪酬管理辦法》), and "Staff Position Grade Management Measures of Fufeng Group" (《阜豐集團員工職級管理辦法》), to ensure that the remuneration structure is reasonable and transparent. Each year, the Group comprehensively considers changes in the external environment and external expert opinions, and adjust remuneration policies when appropriate. We make timely and full payment of employee salaries to maintain the market competitiveness of our employees' average remuneration in the regions where we operate, and to provide the employees with stable and considerable economic returns.

In terms of performance management, the Fufeng Group continues to innovate and strives to build a scientific, rational, and effective administrative system for performance assessments. In 2024, the Group optimised and adjusted the annual performance appraisal scheme, separating the organisational performance of each company from the personal performance of the Company's general manager. Meanwhile, the Group continues to improve the appraisal mechanism and indicators, and formulated the "Performance Process Counselling and Feedback Interview Skills (《績效過程輔導與反饋面談技巧》)" to help managers guide employees more effectively through timely feedback interviews. It may promote the personal growth of employees and the overall performance of the team, create a positive working atmosphere, and motivate employees to continuously improve their performance and contribute to the Group's development.

5.1.2 落實薪酬福利

本集團深入優化人力資源管理體系，深入調研整體行業和當地市場薪酬水平，制定具有競爭力的薪酬政策與制度。集團在《阜豐集團中高層試用期及薪酬管理規定》、《阜豐集團薪酬管理辦法》、《阜豐集團員工職級管理辦法》等政策中，詳細明確了不同部門、不同層級員工的薪酬體系，確保薪酬結構合理、透明。每年，集團都會綜合考量外部環境變化及外部專家意見，適時調整薪酬政策，按時足額發放員工薪酬，力求使員工平均薪酬在運營所在地保持市場競爭力，為員工提供穩定、可觀的經濟回報。

在績效管理方面，阜豐集團不斷革新，力求打造科學合理、執行有力的績效考核管理體系。2024年，集團對年度績效考核方案進行了優化調整，將各公司組織績效與公司總經理的個人績效分開考評。同時，集團持續完善考核機制和指標，制定《績效過程輔導與反饋面談技巧》，助力管理者通過及時的反饋面談更有效地輔導員工，促進員工個人成長與團隊整體績效的提升，營造積極向上的工作氛圍，激勵員工不斷提升工作表現，為集團發展貢獻力量。

5.1.3 Employee Benefits

The Fufeng Group adheres to the concept of comprehensive care for employees, and strictly complies with relevant national laws and regulations. We provide all employees with pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident funds, protecting their basic rights and interests in all aspects. On this basis, the Group has formulated the Staff Leave System in accordance with its own actual situation to provide various types of paid leave for all employees, including national statutory holidays, annual leave, sick leave, marriage leave, maternity leave, bereavement leave and work-related injury leave. This ensures that employees enjoy the right to take leave while working efficiently and achieve work-life balance.

The Group understands the importance of employee benefits in enhancing their happiness and sense of belonging, therefore it is committed to creating a comprehensive and thoughtful benefits system. We provide our employees with a range of convenient facilities such as staff canteens, meal delivery vehicles, staff dormitories, kindergartens, and employee shuttle buses, addressing all aspects of employees' living concerns. Meanwhile, through monthly/quarterly benefits, holiday benefits, and employee travel activities, we express our sincere care and gratitude to employees, striving to create a working environment filled with happiness and a sense of belonging.

During the Reporting Period, Longjiang Fufeng officially began the construction on its employee housing project, with a total investment of approximately RMB93 million. Longjiang Fufeng considers the modern living needs of employees in all aspects, and the project is equipped with high-end modern furniture and essential living facilities, such as integrated stoves, refrigerators, digital televisions, washing machines, sofas, and water heaters. In the outdoor activity area, we enhanced the landscaping by trimming lawns, transplanting greenery, and installing landscape lighting, speakers, and various entertainment and fitness facilities, providing employees with a desirable space for rest and relaxation after their busy work schedules.

In addition, to address the issue of employees' meals during work hours, Longjiang Fufeng has launched the online ordering and offline delivery system. By equipping two professional meal delivery vehicles, we deliver online orders to the designated workshop in a timely and efficient manner. This thoughtful initiative has been well received by the employees, further enhancing their satisfaction and happiness.

5.1.3 員工福利

阜豐集團秉持對員工全面關懷的理念，嚴格依照國家相關法律法規，為全體員工足額繳納養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金，全方位保障員工的基本權益。在此基礎上，集團結合自身實際情況制定了《員工休假制度》，為員工提供涵蓋國家法定假期、年休假、病假、婚假、產假、喪假、工傷假等在內的多種帶薪假期，確保員工在高效工作的同時，也能充分享有休假權利，實現工作與生活的平衡。

集團深知員工福利對於提升員工幸福感和歸屬感的重要性，因此致力於打造全面且貼心的福利體系。我們為員工提供了員工食堂、送餐車、員工宿舍、幼兒園、通勤車等一系列便利設施，全方位解決員工的生活後顧之憂。同時，通過月度／季度福利、節假日福利以及員工旅遊等活動，我們向員工傳遞了深切的關懷與感謝之情，努力營造一個充滿幸福感和歸屬感的工作環境。

報告期內，龍江阜豐員工保障性住房項目正式建設，該項目總投資約人民幣9,300萬元，充分考慮了員工現代化生活需求，配備了集成灶、冰箱、數碼電視、洗衣機、沙發、熱水器等高端現代化家具和生活必備設施。在室外活動區域，我們進行綠化美化，修整草坪、移栽綠植，並配備了景觀燈、播放器及各項娛樂健身設施，為員工在忙碌工作之餘提供了良好的休息和放鬆空間。

此外，為解決員工上班期間的就餐問題，龍江阜豐推出了網上點餐綫下送餐系統。通過配置兩輛專業的送餐車，我們將網上訂單及時高效地送達指定車間，這一貼心舉措得到了員工的一致好評，進一步提升了員工的滿意度和幸福感。

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Festival Benefits
節日福利



Meal Delivery Vehicles on Working Days
工作日送餐車

5.1.4 Employee Activities

The Fufeng Group attaches great importance to the work-life balance of employees, and actively advocates for a healthy and harmonious working mode. By organising various corporate cultural activities, such as team-building, festival celebrations, sports competitions and cultural performances, the Group provides a platform for employees to relieve stress and relax, which not only strengthens team cohesion, but also enriches the employees' spiritual and cultural lives, further enhancing their sense of happiness and sense of belonging, and enables them to achieve a win-win situation of realizing personal value and company's development in a relaxing atmosphere.

5.1.4 員工活動

阜豐集團高度重視員工生活與工作的平衡，積極倡導健康和諧的工作模式，通過組織形式多樣的企業文化活動，如公司團建、節日慶典、體育競技和文藝表演等，為員工提供了一個釋放壓力、放鬆身心的平台，不僅增強了團隊凝聚力，還豐富了員工的精神文化生活，進一步提升了員工的幸福感和歸屬感，讓員工在輕鬆愉快的氛圍中實現個人價值與企業發展的雙贏。



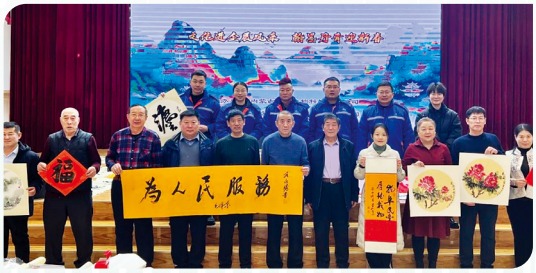
Team building activities
團建活動



Women's Day activities
婦女節活動



Lantern riddles guessing activity
猜燈謎活動



Painting and calligraphy activities
書畫活動



Sports activities
體育活動



Cultural and sports activities
文體活動

5.1.5 Communication with Employees

The Fufeng Group highly recognises the importance of in-depth communication and exchange with our employees, always upholds the principles of respect and listening, and is committed to creating an equal, harmonious, open, and transparent communication environment. To this end, we constantly strive to optimise communication mechanisms and provide diverse communication channels and methods, such as internal networks, regular meetings, seminars, written materials, and electronic media, ensuring that every employee's feedback can be received and taken into due consideration.

5.1.5 員工溝通

阜豐集團高度重視與員工的深度溝通與交流，始終秉持尊重與傾聽的原則，致力於營造一個平等、和諧、暢通且透明的溝通環境。為此，我們持續優化溝通機制，提供多樣化的溝通渠道和方式，包括內部網絡、定期會議、座談研討、書面材料以及電子媒體等，確保每一位員工的聲音都能被充分聽到和重視。

Case study: Employee Q&A session
案例：員工答疑活動

To ensure that the employees clearly understand the human resources system and policies related to their own interests, and to promote the smooth development of human resources, IM Fufeng held the "Employee Q&A Day". The activity conducted in-depth briefings and Q&A sessions on human resources-related policies and systems at various branches, effectively enhancing employees' understanding and recognition of the Group's policies, and further improving their satisfaction and sense of belonging.

內蒙古阜豐為使員工清楚了解與自身切身利益相關的人力資源制度和政策，推動人力資源工作的順利開展，特別開展了「員工解答日」活動。該活動通過深入各分廠，進行人力資源相關政策、制度的宣講和答疑，有效增強了員工對集團政策的理解與認同，進一步提升了員工的滿意度和歸屬感。



Employee Q&A session
員工答疑活動

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5.2 Employee Growth

The Fufeng Group adheres to the climber's spirit of "focus on professionalism, pragmatic approach, continuous progress, and perseverance". While keeping close track of industry trends and business development requirements, we flexibly adjust and optimise the echelon talent management mechanism to ensure accurate selection and cultivation of talent teams that meet the Group's sustainable development requirements.

5.2.1 Career Development

To establish and improve the Group's talent development mechanism, the Fufeng Group has formulated the "Echelon Talent Management Measures (《梯隊人才管理辦法》)", thereby constructing a dual-channel talent development system that includes both professional and management tracks. We effectively select and cultivate echelon talent teams to align with the Group's healthy, reasonable, and sustainable development requirements. Meanwhile, we also provide employees with a clear and transparent promotion mechanism and process, enabling them to realise their self-worth while enhancing overall team effectiveness. These efforts therefore provide a strong talent guarantee for the Group's long-term stable development.

5.2 員工成長

阜豐集團奉行「專注專業，腳踏實地，持續進步，堅持到底」的攀登者精神，緊密關注行業趨勢和企業發展需求，靈活調整和優化梯隊人才管理機制，確保能夠精準選拔和培養符合集團持續發展需求的人才隊伍。

5.2.1 職業發展

為建立和完善集團人才發展機制，阜豐集團制定了《梯隊人才管理辦法》，構建了涵蓋專業和管理兩大序列的人才發展雙通道。通過有效選拔和培養梯隊人才隊伍，集團不僅滿足了自身健康、合理、持續發展的需求，還為員工提供了清晰、透明的晉升機制及流程。這不僅有助於員工實現自我價值，同時也提升了整體團隊效能，為集團的長期穩定發展提供了有力的人才保障。

Case study: Labor skills competition
案例：勞動技能比賽

IM Fufeng actively implemented the talent development strategy and held the 11th Youth Culture Festival "Fufeng Star" labour skills competition. The competition covered seven categories, including electric welding, argon arc welding, leakage plugging under pressure, electrical skills, instrumentation skills, bottle cap opening by loader and forklift skills, attracting 200 individuals to participate. Through this skills competition, IM Fufeng provided a platform for employees to show their professional skills, stimulated their enthusiasm for learning and innovative spirit, and further promoted talent cultivation and skills enhancement within the company.

內蒙古阜豐積極落實人才發展策略，舉辦了第十一屆青年文化節「阜豐之星」勞動技能大賽。本次比賽涵蓋了電焊、氬弧焊、帶壓堵漏、電氣技能、儀錶技能、裝載機開瓶蓋和叉車技能等七項內容，吸引了200人次的積極參與。通過此次技能競賽，內蒙古阜豐為員工提供了展示專業技能的平台，激發了員工的學習熱情和創新精神，進一步推動了企業內部的人才培養和技能提升。



Labor skills competition
技能大賽

5.2.2 Employee Training

The Fufeng Group attaches great importance to the shared growth and development with employees, by continuing to optimise and improve the talent cultivation and development system, and building an all-round talent training and development system supported by a faculty system, curriculum system, institutional system, and process system. To this end, the Group has formulated policies and systems, including the "Management Regulations on Internal Trainers (《內訓師管理制度》)", the "Management Regulations on Course Development (《課程開發管理制度》)", "Tutor Management Regulations (《導師管理制度》)", and the "Training Management Regulation (《培訓管理制度》)", ensuring the systematic and standardised nature of talent cultivation. In the implementation of training projects, the Group takes promoting the implementation of business strategies as the core objective. By continuing to optimise project plans, including project faculty staffing, course matching, institutional guarantees, and process improvements, we will achieve iterative upgrades of talent training and development projects, and ensure the high quality and efficiency of the training projects.

To more accurately meet the training needs of our employees, the Group gains an in-depth understanding of employees' development expectations and orientation towards capability enhancement through various means, such as questionnaires, seminars, and performance analysis to give a comprehensive picture of employees' training requirements, ensuring that the training content closely aligns with their actual needs. On this basis, the Group formulates annual training programmes, and continues to optimise project from multiple aspects, including project faculty staffing, course matching, institutional guarantees, and process improvements, thereby continuing to iterate and upgrade talent training and development projects to align with the growth requirements of the Company and our employees while keeping abreast of times.

5.2.2 員工培訓

阜豐集團重視與員工的共同成長，不斷優化和完善人才培養發展體系，構建了以講師體系、課程體系、制度體系及流程體系為支撐的全方位人才培養架構。為此，集團制定了《內訓師管理制度》、《課程開發管理制度》、《導師管理制度》、《培訓管理制度》等一系列政策制度，確保人才培養工作的系統性和規範性。在實施培訓項目時，集團以推進業務戰略落地為核心目標，持續優化項目方案，從項目師資配備、課程匹配、制度保障以及流程完善等多方面實現人才培訓發展項目的迭代升級，確保培訓項目的高質量和高效率。

為了更精準地滿足員工的培訓需求，集團通過多種方式深入了解員工的發展期望和能力提升方向。我們採用問卷調查、座談會以及績效分析等多種手段，全面把握員工的培訓需求，確保培訓內容與員工的實際需求緊密貼合。在此基礎上，集團編制了年度培訓計劃，從項目師資配備、課程匹配、制度保障以及流程完善等多方面持續優化項目方案，確保人才培訓發展項目不斷迭代升級，與時俱進地滿足公司和員工的成長需求。

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Middle and Senior Management Training
中高層培訓

An essential component of the talent development strategy
人才發展戰略重要組成部分

- Conduct systematic training on leadership and strategy to cultivate excellent managers
- 開展領導力和戰略相關系統性培訓，培養優秀管理者

Reserve Cadre Training
儲備幹部培訓

A crucial initiative for the future
面向未來重要舉措

- Select outstanding young talent and provide them with systematic training and cultivation to build a reserve cadre team full of vitality and potential
- 選拔優秀的年輕人才，對其進行系統的培訓和培養，打造充滿活力和潛力的儲備幹部隊伍

Management Trainee Training
管培生培訓

Talent cultivation plan for fresh graduate
應屆畢業生人才培養計劃

- Cultivate fresh graduates into the core workforce of the future through a 2-year systematic training and practical exercises
- 通過為期2年的系統培訓和實踐鍛煉，將應屆畢業生培養成未來的核心力量

Internal Trainer Training
內訓師培訓

A key measure to improve the quality of internal training
提升內部培訓質量的關鍵舉措

- Select and appoint outstanding internal employees as internal trainers and provide them with professional training and guidance to offer strong support for internal training work and enhance the overall quality and effectiveness of training
- 選拔優秀的內部員工擔任內訓師，並進行專業的培訓和指導，為企業內部的培訓工作提供強而有力支持，提升整體培訓的質量和效果

Fufeng Group's Training System
阜豐集團培訓體系



Management trainee training camp
管培生集訓



Senior Management Training
高層領導力培訓



Reserve Cadre Training
儲備幹部培訓



Internal Trainer Projects
內訓師項目

Case study: Management Trainee Training
案例：管培生培訓

In July 2024, the Fufeng Group held a 15-day onboarding training for management trainees of 2023. Through the diversified forms of course training, outdoor development training, business proposals writing and special courses of the Group's internal trainers, the training helped the trainees accelerate their integration into the workplace, improve their management knowledge, gain insight into the overall business operation, and lay a solid foundation for the new journey in workplace.

2024年7月，阜豐集團為2023屆管培生舉辦了為期15天的入職培訓。此次培訓通過課程培訓、室外拓展訓練、《商業計劃書》撰寫以及集團內訓師的專題課程等多樣化形式，助力管培生們加速融入職場、提升管理認知、洞見業務全域，為職場新里程奠定堅實基礎。



Management Trainee Training
管培生培訓

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Case study: Internal Trainer Training

案例：內訓師培訓

In September 2024, the Fufeng Group held the "Fude Cultivation of Industry, Years of Abundance | 2023 Annual Internal Trainer Program and Training Camp for Junior Engineers/Professional Technical Personnel Candidates" at its headquarters in Qingdao. With strong support from the Company's leaders and departments, 45 participants actively engaged over 3 days and 2 nights, successfully producing 45 standard courses. Each course included rich materials such as course positioning table, course structure diagram, lecture PPT, instructor manual, trainee manual, scenario case studies, course test questions, and action improvement forms. This effectively enhanced the course design and teaching capabilities of internal trainers, and further strengthened the internal trainer team of the Company.

2024年9月，阜豐集團在青島總部舉辦了「阜德修業　歲物豐成－集團(2023)年度內訓師項目暨初級工程師／專業技術人員候選人員能力提升集訓」。在公司領導和各部門的大力支持下，45名學員經過3天2夜的積極參與和辛勤付出，成功輸出45門標準課程，每門課程包含課程定位表、課程結構圖、授課PPT、講師手冊、學員手冊、情景案例、課程測試題、行動改善表等豐富素材，有效提升了內訓師的課程設計與講授能力，進一步加強了公司內訓師隊伍建設。



Internal Trainer Training
內訓師培訓

During the Reporting Period, the Group and its production companies provided training covering 15,630 participants. Set out below is a table of the training-related data categorised by gender and employee rank:

報告期內，本集團及各生產公司培訓覆蓋15,630人次，按照性別及僱員級別劃分的培訓相關數據見下表：

Categorisation 劃分類型	Indicators 指標	Number of trained employees 受訓僱員人數	Percentage of trained employees (%) 受訓僱員百分比 (%)	Average hours of trained employees (by hours)[2] 僱員受訓平均時數（小時）[2]
By gender 按性別劃分	Male 男性	12,360	79.08%	32
	Female 女性	3,270	20.92%	32
By employee rank 按僱員級別劃分	Senior management[1] 高層管理人員[1]	60	0.38%	32
	Middle management 中層管理人員	270	1.73%	49
	General management 基層人員	15,300	97.89%	35

Notes:

1. Senior management refers to assistant general manager, deputy general manager and general manager; middle management refers to assistant manager, deputy manager and manager; general staff refers to supervisor, captain, functional staff, operator, etc.
2. Average hours of trained employees = total training hours of employees under the specified category/number of employees under the specified category.

註釋：

1. 高層管理人員指總經理助理、副總經理和總經理；中層管理人員指經理助理、副經理、經理；基層人員指主管、隊長、職能員工、操作工等。
2. 僱員受訓平均時數=特定類型僱員的總受訓時數／特定類型的僱員人數。

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5.3 Health and Safety

We attach great importance to the occupational health and safety of our employees. In accordance with the national laws and regulations including the Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》), the Law of the People's Republic of China on Emergency Responses (《中華人民共和國突發事件應對法》), and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), we have formulated systems such as the Quality, Environment, Occupational Health and Safety, and Food Safety Management System (《質量、環境、職業健康安全和食品安全管理體系》) to ensure the standardisation and normalisation of occupational health and safety management in accordance with the ISO 45001 Occupational Health and Safety Management System, fully protecting the physical and mental health of our employees. 100% of production companies have passed the ISO 45001 Occupational Health and Safety Management System, and Hulunbeier Fufeng has passed Level 3 Safety Production Standardisation Certification to ensure its effective operation.

In the past three years, there was no record of work-related fatalities in the Group and its production companies. In 2024, the number of working days lost due to work-related injuries was 539 days.

5.3 健康安全

我們高度重視員工的職業健康安全，依據《中華人民共和國安全生產法》、《中華人民共和國突發事件應對法》、《中華人民共和國職業病防治法》等國家相關的法律、法規，參照ISO 45001職業健康安全管理體系制定《質量、環境、職業健康安全和食品安全管理體系》等制度，確保職業健康與安全管理的規範化、標準化，全力守護員工的身心健康。各生產公司100%通過ISO 45001職業健康安全管理體系，呼倫貝爾阜豐已通過三級安全生產標準化認證，並確保體系有效運行。

過去三年內，本集團及各生產公司均未發生員工因工亡故事件。2024年，因工傷損失工作日數為539天。

5.3.1 Production Safety

To fulfil the primary responsibility for production safety in enterprises, we have established a Production Safety Committee to further strengthen the organisational leadership of the Company's production safety work. We have formulated administrative systems, including the "Comprehensive Administrative System for Production Safety (《生產安全綜合管理制度》)", "Administrative System for Major Hazard Sources (《重大危險源管理制度》)", and "Administrative System for Accident Safety Hazard Reporting and Safety Commitment Announcements (《事故安全隱患報告和安全承諾公告管理制度》)". Furthermore, we continue to improve production safety management and emergency response initiatives in various aspects, including hazard identification and assessment, hidden danger investigation, hazardous chemicals management, and special equipment and special operations management, fire safety management, and emergency drills, ensuring the safe and stable operation of production activities. During the Reporting Period, the Group organised several safety exchange and mutual inspection activities for outstanding safety management personnel from companies in different regions. Through the safety inspection modes such as daily inspection, monthly inspection, special inspection, pre-holiday inspection and hiring external experts, each company has improved the basic level of production safety and effectively reduced the occurrence of production safety accidents.

In 2024, the Group invested more than RMB14 million to promote essential safety improvement projects across companies in various region. Through these essential safety improvements, the overall safety level of the Group is gradually enhanced, effectively ensuring the safety and health of our employees.

5.3.1 生產安全

為落實企業安全生產主體責任，我們成立安全生產委員會，進一步加強公司安全生產工作的組織領導。我們制定《生產安全綜合管理制度》、《重大危險源管理制度》、《事故安全隱患報告和安全承諾公告管理制度》等管理制度，從危險源識別評價、隱患排查、危化品管理和特種設備及特種作業管理、消防安全管理、應急演練等方面不斷完善生產安全管理和應急舉措，保障生產活動的安全穩定運行。報告期內，集團組織各地公司優秀安全管理人員多次開展安全交流互查活動，各公司通過每日排查、每月檢查、專項檢查、節前檢查及聘請外部專家等安全檢查模式，提升各公司安全生產基礎水平，有效降低安全生產事故的發生。

2024年集團投入人民幣1,400餘萬元推進各地公司開展本質安全改進項目，通過本質安全改進逐步提升集團整體安全水平，有效保障員工安全與健康。

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危險源識別評價
Hazard Identification and Assessment

- Formulate the "Hazard Identification and Assessment Management Procedure (《危險源識別評價管理程序》)" to identify and assess the controllability of risks and manage them, develop the "Hazard Source List (《危險源清單》)", "Unacceptable Risk List (《不可接受風險清單》)", and others;
- Organise relevant departments to re-identify and reassess hazard sources annually and promptly conduct supplementary identification for hazard sources that have changed.
- 編製《危險源識別評價管理程序》，識別、評價風險的可控性，並對其進行管理，形成《危險源清單》《不可接受風險清單》等；
- 每年組織相關部門對危險源重新識別、評價，並及時對發生變化的危險源進行補充識別。

隱患排查
Hidden Danger Investigation

- Develop an annual hidden danger investigation plan, whereby carrying out daily inspections, special inspections, comprehensive inspections, and demonstration inspections, and conducting rectification and acceptance;
- Formulate the "Administrative Rules on Safety Hazard Reporting, Whistleblowing, and Safety Recommendation Rewards (《安全隱患報告、舉報及安全建議獎勵管理規定》)" to encourage employees to report safety hazards, who can receive corresponding rewards based on the hazard level.
- 制定年度隱患排查計劃，開展日常檢查、專項檢查、綜合檢查和示範性檢查，並對其進行整改驗收；
- 制定《安全隱患報告、舉報及安全建議獎勵管理規定》，鼓勵員工舉報安全隱患，舉報人員可根據隱患等級獲得相應獎勵。

危化品管理
Hazardous Chemicals Management

- Formulate the "Hazardous Chemicals Management Control Procedure (《危化品管理控制程序》)" for process management of hazardous chemicals, and each department identifies hazardous chemicals and compiles the "MSDS (Materials Safety Data Sheet) (《化學物質安全説明書》)" for them, managing the entry and exit of chemicals;
- Require relevant personnel to take safety protective measures and wear protective equipment when using hazardous chemicals and store the waste generated after use as hazardous waste.
- 制定《危化品管理控制程序》對危化品進行過程管理，各部門識別危化品並編製危險化學品的MSDS《化學物質安全説明書》，對化學品的出入進行管理；
- 要求相關人員使用危化品時必須佩戴安全防護措施和用具，並將使用後產生的廢棄物作為危險廢棄物入庫存放。

特種設備及特種作業管理
Special Equipment and Special Operations Management

- Formulate the "Special Operations Management Control Procedure (《特種作業管理控制程序》)", establish a ledger for special equipment, and develop maintenance systems for regular maintenance;
- Provide regular training for special equipment operators, requiring them to obtain special operation certificates before engaging in related work.
- 制定《特種作業管理控制程序》，建立特種設備台賬，制定維護制度，並定期保養；
- 對特種設備操作人員進行定期培訓，要求其取得特種作業操作證後方可從事相關工作。

消防安全管理
Fire safety management

- Formulate the "Fire Safety Management System (《消防安全管理制度》)", to clarify the Company's responsibilities for fire safety management, ensuring the orderly implementation of fire safety work;
- All production companies have established fire stations and have dedicated fire brigades, equipped with professional emergency rescue equipment such as foam water fire engines, fire emergency pumps, fire-fighting suits, selfcontained breathing apparatuses, and sealed fully protective suits, which are regularly maintained and serviced.
- 制定《消防安全管理制度》，明確公司消防安全管理職責，確保消防安全工作的有序開展；
- 所有生產公司均建有消防站，並設有專職消防隊，配備泡沫水消防車、消防應急泵、消防服、空呼器、密閉全防化服等專業應急救援器材，並進行定期維護保養。

應急演練
Emergency Drills

- Formulate the "Emergency Preparedness and Response Control Procedures (《應急準備和響應控制程序》)", expressly delineating the specific responsibilities of emergency personnel, methods and measures for emergency response, emergency contact numbers, and matters related to seeking external rescue;
- Emergency drills were conducted, and improvements were made to the deficiencies in the drills, continuously enhancing the scientific basis, relevance and effectiveness of the Company's emergency plans, which significantly increased our employees' emergency response capabilities.
- 制定《應急準備和響應控制程序》，對應急人員的具體職責、應急處理的方法和措施、應急聯絡電話以及尋求外部救援的相關事項進行了明確規定；
- 開展應急演練，並對演練中存在的不足進行了改進，不斷提升公司預案的科學性、針對性、有效性，極大地提高了員工的應急處置能力。



Forklift collision warning system
叉車防撞預警系統



Personnel positioning system construction
人員定位系統建設



Hazardous waste depot leakage drill
危廢庫泄露演練



Hazardous chemical leakage emergency drill
危化品泄漏應急演練



Safety inspection
安全檢查



Fire safety special inspection
消防專項檢查

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Case study: "Advanced Collective Unit of Volunteer Fire Brigade"
案例：「義務消防隊先進集體單位」

During the Reporting Period, the Department of Security of Xinjiang Fufeng was awarded the "Advanced Collective Unit of Volunteer Fire Brigade" from Urumqi for its outstanding performance in fire-fighting work in 2023–2024. Xinjiang Fufeng will continue to deepen its fire safety management and improve the overall quality and emergency response capability of the volunteer fire brigade to safeguard the sustainable and stable development of the unit as well as the safety of our employees' lives and properties.

報告期內，新疆阜豐安保部在2023–2024年度的消防工作中表現卓越，榮獲烏魯木齊市「義務消防隊先進集體單位」榮譽稱號。新疆公司將繼續深化消防安全管理工作，提升義務消防隊的整體素質和應急處置能力，為單位的持續穩定發展以及員工的生命財產安全保駕護航。



"Advanced Collective Unit of Volunteer Fire Brigade"
「義務消防隊先進集體單位」

To further promote the construction of a safety production hazard investigation and governance system and to reinforce and implement the safety production responsibility system for all employees, we have formulated regulations for reporting safety hazards, whistleblowing, and safety suggestion rewards. This encourages employees to promptly report and notify safety production hazards and to propose suggestions for improving safety production, helping to prevent and avoid safety production accidents. During the Reporting Period, the Group distributed approximately RMB350,000 in safety rewards.

為進一步推進安全生產隱患排查治理體系建設，強化和落實全員安全生產責任制，我們制定了安全隱患報告、舉報及安全建議獎勵規定，鼓勵員工及時報告和舉報安全生產事故隱患，提出改進安全生產的建議，預防和避免安全生產事故發生。報告期內，本集團共發放安全獎勵約人民幣35萬元。

Meanwhile, we continue to strengthen the construction of safety culture among our employees. Based on the current safety management status of each company, we gathered the Group's registered safety engineers to compile simple and easy-to-understand manual covering 14 aspects. According to the manual, each company planned and organised employees to study and assess to achieve the goal of popularising basic safety knowledge in production positions. We also regularly conduct safety education activities such as new employee three-level training, promotional campaigns for safety work month, safety knowledge competitions, accident warning education, ensuring that safety awareness is instilled into every employee. During the Reporting Period, we organised a total of 1,101 safety training sessions for employees.

同時，我們不斷強化員工的安全文化建設，根據各公司安全管理現狀，組織集團註冊安全工程師從十四個方面編制簡單、易懂的應知應會知識手冊。各公司根據手冊內容有計劃地組織人員進行學習、考核，以達到普及生產崗位基本安全知識的目的。我們還通過新員工三級教育培訓、安全月宣傳、安全知識競賽、事故警示教育等活動定期開展普及安全教育活動，確保安全意識深入人心。報告期內，我們共組織員工進行安全培訓1,101次。



员工安全应知应会手册

Employee Safety Knowledge Manual
員工安全應知應會知識手冊



Fire safety training
消防安全培訓



Work safety responsibility training
安全生產責任制培訓

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Case study: "Safety Production Month" Campaign
案例：「安全生產月」活動

During the Reporting Period, Hulunbeier Fufeng seized the opportunity of the "Safety Production Month" to strengthen safety production management. The Company's general manager took the lead in carrying out the activity of commitment to production safety for business leaders, ensuring that safety production responsibilities are effectively implemented. Meanwhile, the employee representatives actively participated in the "Becoming Safety Whistleblowers" initiative campaign, guiding our employees to establish the concept of safety development and reinforcing the foundation of safe development.

報告期內，呼倫貝爾阜豐以「安全生產月」活動為契機，強化安全生產管理。公司總經理帶頭開展企業負責人安全生產承諾踐諾活動，確保安全生產責任落到實處。同時，員工代表積極參與「爭做安全吹哨人」倡議活動，引導廣大員工樹立安全發展理念，築牢安全發展之基。



"Safety Production Month" Campaign
「安全生產月」活動

Meanwhile, to further improve the production safety knowledge of frontline safety management personnel, the Group has linked production safety work to personal performance, rank, position promotion, and bonus distribution, ensuring that the Company's production safety at all levels can be professional, standardised, and efficient.

同時，為進一步提高基層安全管理人員安全生產知識水平，本集團將安全生產工作與個人績效、職級、職位晉升、獎金發放掛鈎，確保公司在安全生產的各個環節都能做到專業、規範、高效。

5.3.2 Occupational Health

All companies in the Group strictly abide by the Law on the Prevention and Control of Occupational Diseases of the People's Republic of China (《中華人民共和國職業病防治法》) and formulate a series of occupational health and safety policies based on their actual conditions. They appointed occupational health and safety representatives, and actively carried out occupational health activities. During the Reporting Period, we conducted physical examinations for 4,943 employees in positions with occupational health hazards and established employee occupational health records. Each production company has set occupational health-related management targets such as acute occupational poisoning incidents and occupational disease incidence rates, and tracked their completion status. Such arrangement has strengthened source control and consolidated the foundation of occupational health work.

5.3.2 職業健康

集團各公司嚴格遵守《中華人民共和國職業病防治法》，根據自身實際情況制定一系列職業健康安全相關政策，設立職業健康安全事務代表，並積極開展職業健康活動。報告期內，我們共為4,943名職業健康危害崗位員工進行健康體檢，建立員工職業健康檔案。各生產公司設立急性職業中毒事故、職業病發病率等職業健康相關管理目標並追蹤完成情況，強化源頭防控，夯實職業健康工作基礎。

工傷、職業病管理
Work-related Injuries and Occupational Disease Management

- Provide employees with personal protection supplies, first aid kits, and other equipment, and formulate a series of rules regarding use of safety and personal protection equipment, requiring employees to use and wear personal protection equipment correctly;
- Conduct an annual assessment over effective detection and control of occupational disease hazard factors, issue the corresponding assessment report, and immediately rectify and record any non-conformities;
- Improve production environment to reduce the incidence of occupational diseases.
- 為員工配備勞保用品和急救箱等設備，制定一系列安全及勞保用品使用規範，要求員工正確使用、佩戴勞保用品；
- 每年開展職業病危害因素檢測控制效果評價活動，出具評價報告，有不符合要求的立即進行整改並記錄；
- 改進生產環境，減少職業病發病因素。

職業健康監視和測量管理
Occupational Health Monitoring and Measurement Management

- Formulate the "Occupational Health Monitoring and Measurement Management (《職業健康監視和測量管理》)", and contact the disease prevention and control centre for an annual assessment of the effective monitoring and control of occupational disease hazard factors;
- Conduct pre-job, on-the-job, and off-the-job occupational disease physical examinations for employees in positions with occupational hazard factors.
- 制定《職業健康監視和測量管理》，每年聯繫疾病預防控制中心對職業病危害因素監測控制效果進行一次評價；
- 對涉及職業健康危害因素崗位的人員進行崗前、崗中、離崗時的職業病體檢。

職業健康文化建設
Occupational Health Culture Development

- Post "Health Tips" posters within the Group, carry out promotional campaigns for occupational disease prevention law week, and conduct offline occupational health knowledge training activities to enhance employees' knowledge about occupational health.
- 在集團內部張貼「健康小常識」海報，開展職業病防治法宣傳周、職業健康知識線下培訓等活動，提升員工職業健康知識水平。

Fufeng Group's Administrative Measures for Occupational Health
阜豐集團職業健康管理舉措

In 2024, all companies continued to implement control actions, and regularly provided earplugs to the employees at positions with excessive noise to protect their occupational health, ensuring that the noise levels at the plant boundary meet the national requirements. In addition, certain companies are actively exploring technological upgrades and transformation to continuously reduce noise and create a better working environment. For example, Hulunbeier Fufeng invested RMB2.03 million in automating transformation of the starch crushing and amino acid fermentation equipment to reduce the employee exposure to noisy environment, mitigating the harm of noise to human body.

2024年各公司持續開展控制行動，在噪音超標崗位定期為噪音崗位人員配發耳塞，保護人員職業健康，廠界噪音達到國家要求。另外，部分公司積極探尋技術升級改造，不斷降低噪音，創造良好的工作環境。如呼倫貝爾阜豐投資人民幣203萬元，對澱粉破碎和氨基酸發酵設備進行自動化改造，減少人員暴露於噪聲環境時長，減少噪聲對人體的傷害。

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Physical examinations for employees
員工體檢



Automation transformation
自動化改造

5.4 Community Engagement

Upholding the social mission of "Bring Prosperity to the Regional Economy", we actively participate in community development and pay attention to the underprivileged demographic. As a socially responsible enterprise, we fully leverage our own advantages and focus on areas such as rural revitalisation and cultural tourism development to co-build harmonious and amicable communities. In 2024, the Group's total investment in social public welfare amounted to RMB8,821,259.

In June 2024, Fufeng Group donated RMB1 million to a special education centre in Jounan County, Shandong Province, caring for the growth of special students and promoting the development of special education. In August, the Group donated RMB2 million to support the development of the local winter sports in Zalan city. Moreover, in December, we donated RMB5 million to the Qilu University of Technology (Shandong Academy of Sciences) for the development of the education business and help the university cultivate excellent talents.

In addition, in response to poverty alleviation of China, we have carried out sponsored projects on targeted poverty elimination. Over the years, we have donated more than RMB2 million in helping the people in need, but also employed more than 800 individuals from the households registered as living under the poverty line, achieving the goal of "one person's employment leading to the whole family out of poverty" for local farmers. Furthermore, we also regularly provide assistance to nearby impoverished villages every year, such as delivering coals in winter and fertilisers in spring, which demonstrates our long-term commitment to public welfare and charity.

5.4 社區參與

我們秉持「繁榮區域經濟」的社會使命，積極投身社區建設，關注困難群體。作為有社會責任感的企業，我們充分利用自身優勢，聚焦鄉村振興和文旅發展等領域，共建和諧友愛社區。2024年，本集團社會公益投入金額共計人民幣8,821,259元。

2024年6月，阜豐集團向山東省莒南縣特殊教育中心捐款人民幣100萬元，關愛特殊學生成長，推動特殊教育事業發展；同年8月，為助力扎蘭地方冰雪體育運動事業發展，我們捐贈人民幣200萬元；12月，我們向齊魯工業大學(山東省科學院)捐贈人民幣500萬元用於教育事業發展，助力高校培養優秀人才。

此外，為響應國家脱貧攻堅號召，我們開展了脱貧攻堅幫扶項目。多年來，我們不僅投入人民幣200餘萬元幫扶款，而且吸納了超800名建檔立卡貧困人口在企業就業，實現了當地農戶「一人就業、全家脱貧」的目標。我們亦每年定期為公司所在地級市附近貧困村落送溫暖，冬天送煤，春耕送肥，彰顯了我們對公益慈善事業的長期堅守。



Donation of RMB5 million to
Qilu University of Technology by Fufeng Group
阜豐集團向齊魯工業大學捐贈人民幣500萬元



Donation of RMB1 million to Ju'nan Special
Education Centre by Fufeng Group
阜豐集團向莒南縣特殊教育中心捐款人民幣100萬元



Donation of daily necessities
to Zhalantun Special Education School by Fufeng Group
阜豐集團向札蘭屯市特殊教育學校捐贈生活用品



Fufeng Group sponsorship of
Ocean University of China
阜豐集團資助中國海洋大學

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APPENDIX: HKEX INDEX
附錄：香港聯交所指引索引

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
A1 Emissions **A1 排放物**		
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.	Emission management and climate change
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	排放管理、氣候變化
A1.1	The types of emissions and respective emissions data.	Emission management
A1.1	排放物種類及相關排放數據。	排放管理
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Climate change
A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	氣候變化
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission management
A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	排放管理
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission management
A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	排放管理
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emission management
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	排放管理
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emission management
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	排放管理

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
A2 Use of Resources **A2資源使用**		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	資源使用
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources
A2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	資源使用
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	資源使用
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	資源使用
A2.4	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.	Use of Resources
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	資源使用
A3 The Environment and Natural Resources **A3環境及天然資源**		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Use of Resources
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	資源使用
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Use of Resources
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	資源使用
A4 Climate change **A4氣候變化**		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate change
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	氣候變化
A4.1	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
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	氣候變化

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B1 Employment **B1 僱傭**		
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.	Talents as the Driver
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	人才驅動
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Talents as the Driver
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	人才驅動
B1.2	Employee turnover rate by gender, age group and geographical region.	Talents as the Driver
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	人才驅動
B2 Health and Safety **B2 健康與安全**		
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.	Occupational Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	職業健康與安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety
B2.1	過去三年（包括彙報年度）每年因工亡故的人數及比率。	職業健康與安全
B2.2	Lost days due to work injury.	Occupational Health and Safety
B2.2	因工傷損失工作日數。	職業健康與安全
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	職業健康與安全

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B3 Development and Training **B3發展及培訓**		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Training and Development
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	員工培訓與發展
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employee Training and Development
B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	員工培訓與發展
B3.2	The average training hours completed per employee by gender and employee category.	Employee Training and Development
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	員工培訓與發展
B4 Labour Standards **B4勞工準則**		
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.	Talents as the Driver
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	人才驅動
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Talents as the Driver
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	人才驅動
B4.2	Description of steps taken to eliminate such practices when discovered.	Talents as the Driver
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	人才驅動

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B5 Supply Chain Management **B5供應鏈管理**		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	供應鏈管理
B5.1	Number of suppliers by geographical region.	Supply Chain Management
B5.1	按地區劃分的供貨商數目。	供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
B5.2	描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目以及相關執行及監察方法。	供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
B5.4	描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	供應鏈管理

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B6 Product Responsibility **B6產品責任**		
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.	Responsible Marketing
一般披露	有關所提供產品和服務的健康與安全、廣告、標簽及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	負責任營銷
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Customer Satisfaction
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	客戶滿意
B6.2	Number of products and service related complaints received and how they are dealt with.	Customer Satisfaction
B6.2	接獲關於產品及服務的投訴數目以及應對方法。	客戶滿意
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Protection
B6.3	描述與維護及保障知識產權有關的慣例。	知識產權保護
B6.4	Description of quality assurance process and recall procedures.	Quality Management
B6.4	描述質量檢定過程及產品回收程序。	質量管理
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Information Security
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。	信息安全

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B7 Anti-corruption **B7反貪污**		
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.	Business Ethics
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	商業道德
B7.1	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.	Business Ethics
B7.1	於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	商業道德
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	商業道德
B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics
B7.3	描述向董事及員工提供的反貪污培訓。	商業道德
B8 Community Investment **B8社區投資**		
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.	Community Engagement
一般披露	有關以社區參與來了解營運所在設區需要和確保其業務活動會考慮設區利益的政策。	社區參與
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Engagement
B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	社區參與
B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Engagement
B8.2	在專注範疇所動用資源(如金錢或時間)。	社區參與



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