



凤祥食品

山東鳳祥股份有限公司 Shandong Fengxiang Co., Ltd.

(A joint stock company incorporated in
the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

股份代號 Stock Code : 9977



2024

Environmental, Social
and Governance Report
環境、社會及管治報告

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ABOUT THE REPORT

Reporting Period

This Environmental, Social and Governance Report (“**this report**”) covers the period from January 1, 2024 to December 31, 2024 (the “**Year**”, “**2024**”, the “**Reporting Period**”).

Reporting Principles

This report has been prepared in accordance with the Environmental, Social and Governance Guide set out in Appendix C2 under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“**HKEX**”), and is based on the reporting principles of Materiality, Quantitative and Excuted. Details of which are set out below:

Materiality

In addition to internal factors, such as the Group’s corporate value, strategy and core competitiveness, the Group also attaches importance to communication with the internal and external stakeholders, so as to achieve sustainable development. The Group has identified the following categories that have or may have a significant impact on the Group’s environmental, social, and governance (“**ESG**”) performance: (please also refer to the section headed Materiality Assessment)

- Products and industry promotion of white-feathered broiler products in China;
- Sales market of white-feathered broiler products in China;
- Present or future environment and society in which the Group locates and operates;
- The Group’s corporate governance framework and policies;
- Financial and operation performance of the Group; and
- Evaluation, decision and action of the Group’s stakeholders.

Quantitative

The key performance indicators disclosed in this report are supported by quantified data and measurable standards. The sources of all applicable data, calculation tools, methods, references and conversion factors applied are disclosed in emission data presented in this report.

關於本報告

報告期

本環境、社會及管治報告(「**本報告**」)的報告年度是2024年1月1日至2024年12月31日(「**本年度**」、「**2024年度**」、「**本報告期間**」)。

匯報原則

本報告遵循香港聯合交易所有限公司(以下簡稱「**香港聯交所**」)《證券上市規則》附錄C2《環境、社會及管治報告指引》，涵蓋了重要性、量化及已執行的匯報原則。詳情載述如下：

重要性

除了內部因素，如本集團的團體價值觀、策略和核心競爭力外，本集團亦重視與內部及外部權益持份者作出溝通，以實現可持續發展。本集團已識別出以下對本集團環境、社會及管治(「**ESG**」)表現具有或可能具有重大影響的範疇：(亦請參考重要性評估章節之相關內容)

- 中國白羽肉雞製品的產品及行業推廣；
- 中國白羽肉雞製品的銷售市場；
- 現今或未來本集團所處的營運環境及社會；
- 本集團的企業管治架構及政策；
- 本集團的財務及經營業績；及
- 本集團的權益持份者的評估，決定和行動。

量化

於本報告中披露的關鍵績效指標乃獲量化數據及可計量標準支持。所有已套用之適用數據、計算工具、方法、參考資料及換算因數等之出處會於本報告呈列排放數據時作相關披露。

Consistency

For comparative purposes of ESG performance from year to year, the Group adopts consistent approaches for data collection, calculation and reporting, where reasonable, across all financial years, and records significant changes in detail for the relevant components. In this report, the density of the relevant performance indicator data is calculated based on the sales revenue of the Group, unless otherwise indicated. The Group's sales revenue for 2024 amounted to RMB5,504,651,000 (sales revenue for 2023: RMB5,134,413,000). In preparing this report, the Group has referred to certain global, local and industrial standards or best practices, including the ESG Reporting Guide of the HKEX and applicable Hong Kong Accounting and Financial Reporting Standards.

Definitions

For the convenience of expressing and reading, "Shandong Fengxiang Co., Ltd." is also referred to in this report as "Fengxiang", "the Company", "Company", "the Group", "Group" and "We".

Reporting Scope

This is the fifth published Environmental, Social and Governance Report by Shandong Fengxiang Co., Ltd. Unless otherwise stated, this report covers the main business scopes of the Company and its subsidiaries, namely Shandong Fengxiang Industrial Co., Ltd. ("**Fengxiang Industrial**"), iShape Food Technology Co., Ltd. (formerly known as Fengxiang Food Co., Ltd.) ("**iShape Food Technology**"), Shandong Fengxiang Food Development Co., Ltd. ("**Fengxiang Food Development**"), Yucheng Fengming Food Co. ("**Yucheng Fengming**"), Ltd., Fengxiang Food (Japan) Co., Ltd ("**Fengxiang Japan**"), and Shandong Xiangyuan Food Co., Ltd. ("**Shandong Xiangyuan**").

Data Collection

The information and cases used in this report have been obtained from internal documents, public information and relevant statistics of Shandong Fengxiang Co., Ltd. and its subsidiaries. The board of directors of the Company ("**Board of Directors**") has oversight of the ESG issues.

一致性

為方便比較各年度之ESG表現，本集團在合理情況下於每個財政年度均會使用一致的數據收集、計算及匯報的方法，並詳細記錄相關部分如有出現的重大變動。本報告中，除另外標注的情況，相關績效指標數據之密度計算會按本集團的銷售收入進行計算，本集團2024年度銷售收入為人民幣5,504,651千元(2023年度銷售收入為人民幣5,134,413千元)。在編製本報告時，本集團參考了一些全球、本地和行業標準或最佳實踐作法，包括香港聯交所的ESG報告指引以及適用的香港會計和財務報告準則。

指代說明

為方便表述和閱讀，「山東鳳祥股份有限公司」在本報告中亦使用「鳳祥」、「鳳祥股份」、「公司」、「本公司」、「集團」、「本集團」、「我們」等稱謂表示。

匯報範圍

本報告為山東鳳祥股份有限公司對外發佈的第五份《環境、社會及管治報告》。除另有說明，本報告內容主要涵蓋本公司及其附屬公司，包括山東鳳祥實業有限公司(「**鳳祥實業**」)、山東優形食品科技有限公司(前稱為鳳祥食品有限公司)(「**優形食品科技**」)、山東鳳祥食品發展有限公司(「**鳳祥食品發展**」)、禹城鳳鳴食品有限公司(「**禹城鳳鳴**」)、鳳祥食品株式會社(「**日本鳳祥**」)、及山東祥鳶食品有限公司(「**山東祥鳶**」)的營業範圍。

資料來源

本報告使用的資料及案例均來源於山東鳳祥股份有限公司及所屬公司的內部文件、公開信息和相關統計數據。本公司董事會(以下簡稱「**董事會**」)已全面監管ESG相關事項。

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Report Approval and Access

This report follows the principles outlined in the Environmental, Social and Governance Guide. The Board of Directors has reviewed and approved this report for publishing and acknowledges the full responsibility of this report. This report is published in both English and Chinese. In case of discrepancies between the Chinese and English versions, please refer to the Chinese version. This report is available online on the website of the HKEX (www.hkexnews.hk) and official website of the Company (www.fengxiang.com).

Feedbacks & Suggestions

We value all feedbacks and comments to this report. Please find our contact information below:

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報告批准及獲取

本報告遵循《環境、社會及管治報告指引》重要性原則，董事會確認對本公司的環境及社會管治策略及彙報承擔全部責任，並已審閱及通過本報告。本報告以中英文兩種文字發佈，內容若存在歧義，請以中文版本為準。本報告電子版可在香港聯交所網站(www.hkexnews.hk)及本公司官方網站(www.fengxiang.com)獲取。

報告回饋

我們歡迎您對本報告提出回饋意見及建議，請通過以下方式與我們聯繫：

地址：中國山東省聊城市陽谷縣安樂鎮劉廟村
電話：0635-7138018
傳真：0635-7136002-166
電郵：fovofoods@fengxiang.com

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ABOUT US

Introduction

Shandong Fengxiang Co., Ltd. is one of the largest white-feathered broiler meat exporters and the leading retail enterprises of chicken meat food in the People's Republic of China (the "PRC"), which was established as a joint stock limited liability company in the PRC in December 2010 and listed on the Main Board of the HKEX in July 2020 (stock code: 9977).

The Group is principally based in Shandong in the PRC and produces chicken meat products substantially from white-feathered broilers. The main products include processed chicken meat products, raw chicken meat products, chicken breeds, etc. Apart from its leading domestic market position in the PRC, the Group has an established and growing export business supplying a wide range of premium quality chicken meat products to overseas customers in Japan, Malaysia, Europe, the Middle East, Korea, Mongolia and Singapore. The Group's white-feathered chicken meat products are halal certified by adopting Islamic slaughter rituals. The Group adopts an integrated model of "from farm to table", which enables us to control every stage of the poultry life cycle, effectively managing the quality and cost of the entire process from chicken farming to the distribution and sales of chicken products.

Business Philosophy

Fengxiang upholds high standards in producing healthy, safe and green food. We strive to create a highly valued Chinese food brand and to become a world-renowned integrated food company.

關於我們

公司簡介

山東鳳祥股份有限公司為中華人民共和國（「中國」）最大的白羽肉雞出口商及領先的雞肉食品零售企業之一，於2010年12月在中國成立為股份有限公司，並於2020年7月在香港聯交所主板上市（股份代號：9977）。

本集團主要位於中國山東，主要用白羽肉雞生產雞肉製品，主要產品包括深加工雞肉製品、生雞肉製品、雞苗等。除在中國國內市場的領先地位外，本集團亦擁有成熟並不斷壯大的出口業務，向日本、馬來西亞、歐盟、中東、英國、韓國、蒙古及新加坡的海外客戶供應多種優質雞肉製品。本集團的白羽雞肉製品採用伊斯蘭屠宰儀式進行清真認證。本集團採用一體化「從農場到餐桌」模式，使本集團能夠控制家禽生命周期的每個階段，從而有效管理從肉雞養殖到雞肉製品分銷及銷售整個流程的質量及成本。

經營理念

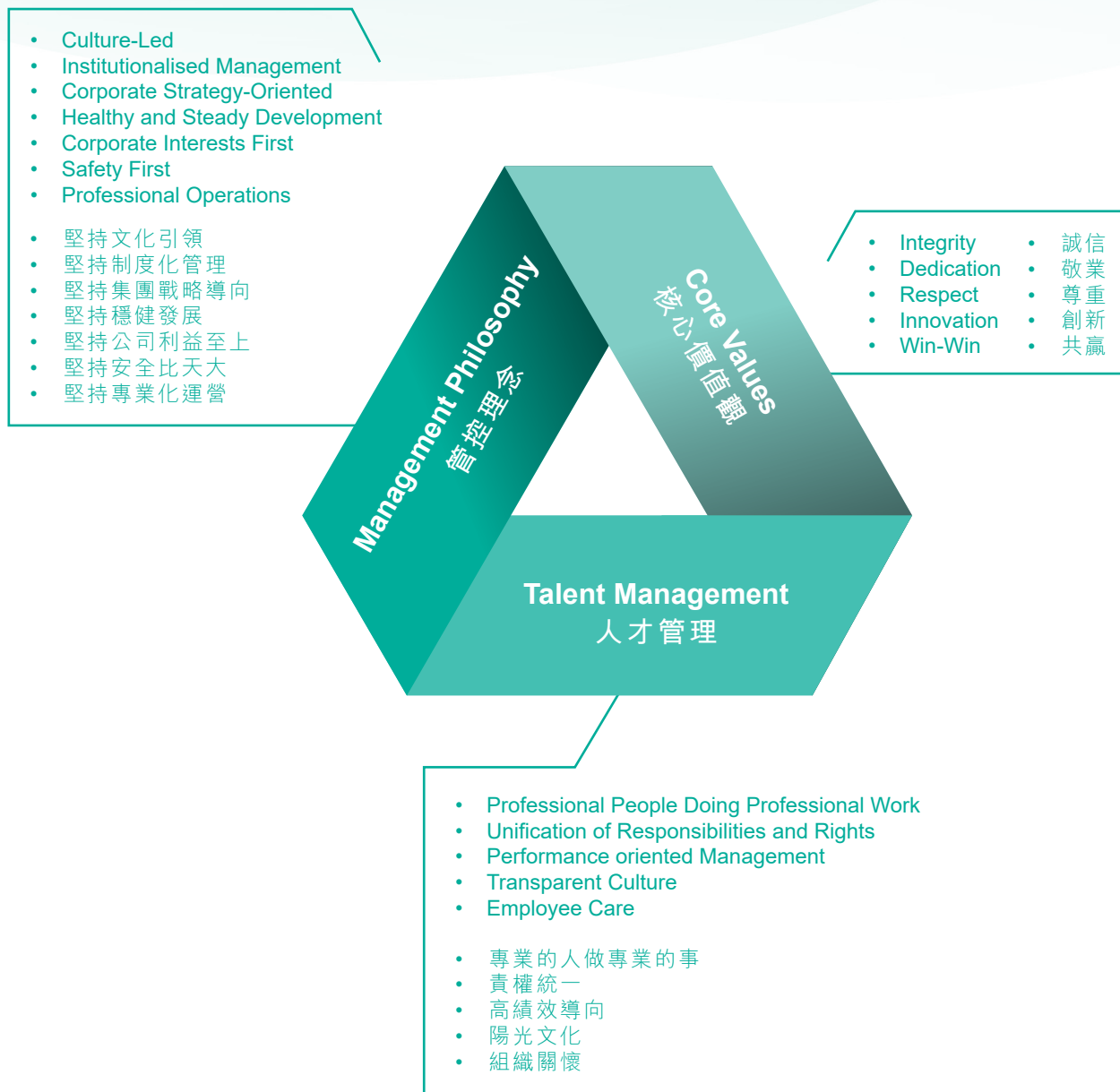
鳳祥股份秉持最健康、最安全、最綠色的價值理念，締造中國高價值美食品牌，矢志成為享譽全球的世界級綜合食品集團。

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Company Culture

公司文化



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Development goals

The Group will adapt to market demand and be committed to the industrial upgrading of chicken products, achieving sustained, stable, and balanced high-quality growth. The Group will continue to strengthen a balanced development of multiple channels and expand its product line. We will maintain industry leadership in new export business, enhance profitability and international influence. The Group will continuously increase the stickiness of important customers, proactively understand customer needs, continuously improve product quality, launch new products, and increase the market shares. The Group will continue to steadily improve the quality of farming, steadily promote the growth of farming and chicken processing production capacity, and ensure the healthy improvement of supply chain management level. The Group will accelerate the construction of its talent pipeline, enhance organizational vitality, cultivate core organizational capabilities, and create an organizational culture that dares to face the uncertainties and challenges.

Development Initiatives

- Continuously promoting refined management and steadily improving the efficiency of each segment;
- Continuously deepen channel layout and expand market share;
- Continuously accelerate the construction of talent pipeline and enhance organizational vitality.

發展目標

適應市場需求，致力於雞肉製品的產業升級，實現持續、穩定、平衡的高質量增長。繼續鞏固多渠道的平衡發展，拓展產品線。保持新出口業務的行業領先，提升贏利水平與國際影響力。不斷增加重要客戶黏性，主動了解客戶需求，不斷提升產品質量，推出新品，提高市場佔有份額。繼續穩定提高養殖質量，穩定推進養殖及雞肉加工產能增長，確保供應鏈管理水平的健康提升。加快人才隊伍建設，增強組織活力，沉澱組織核心能力，打造敢於迎接未知和挑戰的組織文化。

發展舉措

- 持續推動精細化管理，各環節效率穩固提升；
- 持續深耕渠道佈局，擴大市場佔有率；
- 持續加快人才隊伍建設，增強組織活力。

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OUR HISTORY

歷史沿革

Shandong Fengxiang Group Corporation was founded.

山東鳳祥集團總公司成立。

Jointly identified by eight national ministries of China as one of the first "National Key Leading Enterprises in Agricultural Industrialisation".

被國家八部委聯合確定為第一批「農業產業化國家重點龍頭企業」。

The "Fengxiang" trademark was recognised as a well-known trademark in China by the State Administration for Industry and Commerce.

「鳳祥」商標被國家工商總局認定為中國馳名商標。

Fengxiang established food safety system for the industrial chain, being the first to achieve the transformation of operation model from "corporate + farmer" to "self-owned modern farm".

鳳祥食品產業建立產業鏈食品安全體系，率先由「公司+農戶」轉型為「公司自有現代化養殖場」經營。

Fengxiang was awarded certificate as a supplier of produce to Hong Kong and became a demonstration enterprise for exports in China.

被授予供港生鮮供應商證書並成為全國首批「三同」示範企業。

Fengxiang's products were selected by the National Sports Administration Training Bureau as the athletes' preparation products.

國家體育總局訓練局選定鳳祥股份生產的雞肉製品作為國家隊運動員備戰保障產品。

Shandong Fengxiang Co., Ltd. was listed on HKEX.

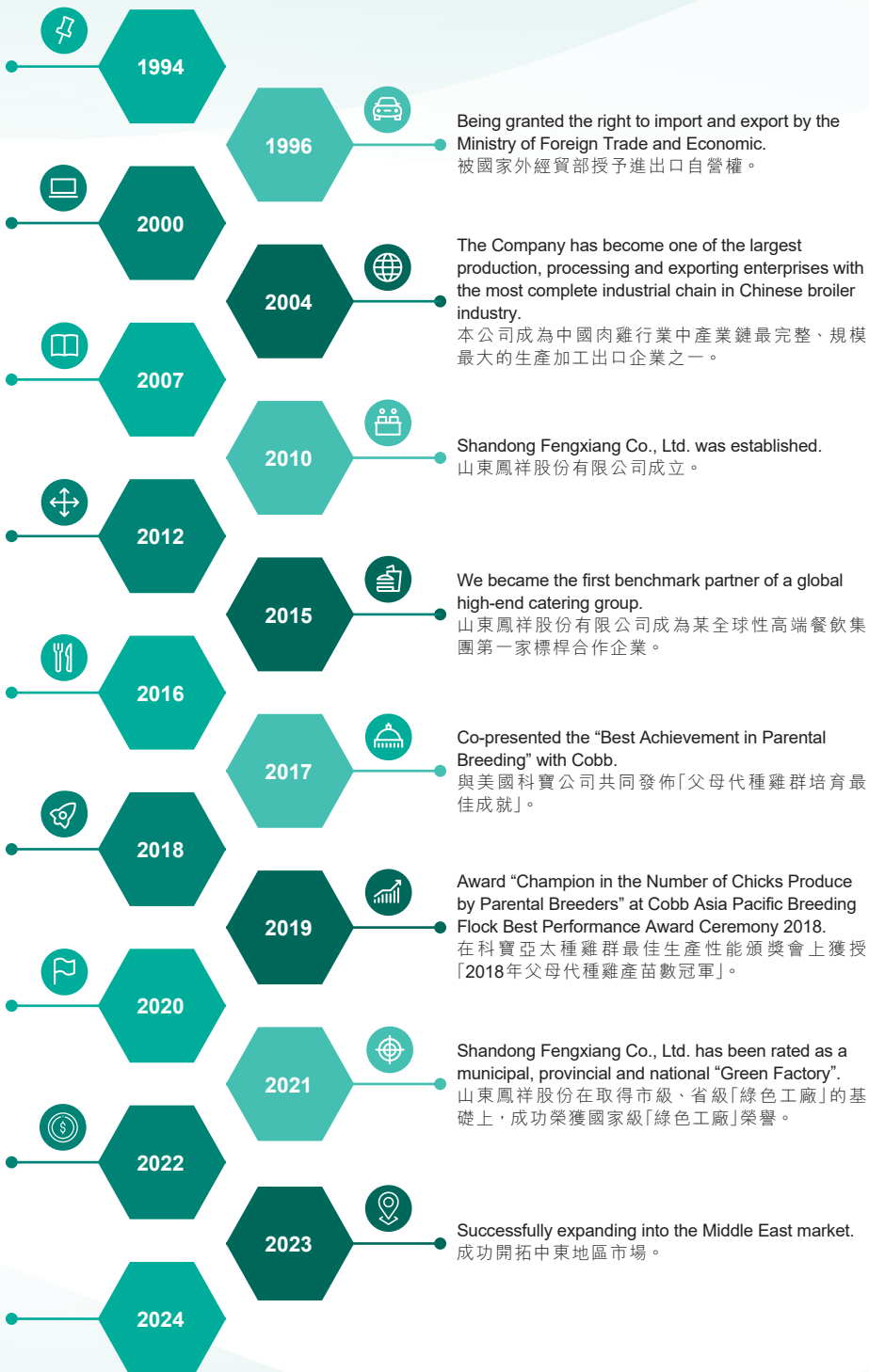
山東鳳祥股份在香港聯交所掛牌上市。

Shandong Fengxiang's sales revenue exceeded RMB 5 billion.

山東鳳祥股份銷售收入突破人民幣50億元。

Shandong Fengxiang's public float restored to over 25% and the shares of the Company resumed trading.

山東鳳祥股份公眾持股量恢復至25%以上，公司股票恢復買賣。



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Brand Management

The Group already has three major brands of chicken products: Fengxiang Food (Fovo Foods), iShape and Wu Genglu.

The brand “Fengxiang Food (Fovo Foods)” has been the sole supplier of chicken products to the National Sports Administration Training Bureau for many years. Our products have been exported to Japan, South-east Asia, Europe and other international markets, enhancing the brand’s competitiveness in product quality. “Fengxiang Food (Fovo Foods)” is also one of the largest white-feathered chicken exporters and commercial suppliers (B-end) in China, and is committed to meeting end-market tastes and demands.



“iShape” was created to make it easier and more enjoyable for consumers to experience a healthy lifestyle. We have been building iShape with the focus on “health needs”, to gradually transform from rational brand philosophy of “high nutrition” and “high function” to emotional brand philosophy of “low physical burden”, “low psychological burden”, etc. In our relentless pursuit of professionalism and fashion, we continue to subdivide user groups in meeting and maximising the satisfaction of consumers’ diversified needs. As the pioneer among peers in the ready-to-eat chicken breast in China, “iShape” ranks No. 1 in terms of market share both online and offline. Through strong research and development capabilities, we continuously enrich our product line, currently covering multiple categories such as ready to eat meal chicken breast, chicken breast snacks, crab meat sticks, beef, etc., providing consumers with a rich selection of high-quality meat protein. In the future, the Company will continue to develop its products in the direction of “healthy meat products” through product innovation, pipeline cultivation and brand building to create more value experiences for consumers and continue to lead the development of the industry.

品牌經營

本集團已經擁有三個主要的雞肉品牌：鳳祥食品、優形及五更爐。

「鳳祥食品」是國家體育總局訓練局連續多年唯一的指定雞肉產品供應商。產品持續出口日本、東南亞、歐盟及中東地區等國際市場，進而增強了品牌在產品品質方面的說服力和競爭力。「鳳祥食品」亦是中國最大白羽雞雞肉出口商與商業供應商(B端)之一，並致力於滿足終端大眾市場口味與需求。



「優形」創立之初就旨在讓消費者能更輕鬆、更享受體驗健康生活，搭建以健康需求為軸心的品牌光譜，從「高營養」、「高功能」的理性品牌訴求逐漸轉向「低身體負擔」、「低心理負擔」等情感品牌訴求。不懈追求更專業、更時尚，不斷細分用戶人群，最大程度地滿足消費者多元化的消費需求。「優形」產品是中國即食雞胸肉品類同類品牌的開創者，目前線上線下市場佔有率均居第一。通過強大的研發能力，不斷豐富產品線，目前已涵蓋即食代餐雞胸肉、雞胸肉零食、蟹肉棒、牛肉等多個品類，為消費者提供豐富的優質肉蛋白選擇。公司未來會持續圍繞「健康肉製品」方向進行產品創新、渠道深耕、品牌建設等方面發展，為消費者創造更多價值體驗，繼續引領行業的發展。

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As a famous trademark in China, “Wu Genglu” has been a well-known brand for smoked chicken and marinade products in the Shandong Province and its surrounding areas, and has long been a gift for people who are visiting friends and relatives. In the future, the “Wu Genglu” brand is set to enter a broader market through more distribution channels, create new local flavors and to launch regional-favorite quality products.

「五更爐」是中國馳名商標，亦是山東老字號，主推熏雞與滷味，主要銷售區域是山東省及其周邊地區，長期以來都是走親訪友的必備好禮。未來，「五更爐」系列將通過下沉渠道進入更廣闊的市場，與其他地方風味的創新結合，繼續推出區域性優質產品。



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CORPORATE GOVERNANCE

Good corporate governance standards are the basis for the Company to protect the interests of shareholders, enhance corporate value, formulate business strategies and policies, and improve transparency and responsibility. The Company strictly follows the requirements of laws, regulations and regulatory documents such as the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, and the Corporate Governance Code as set out in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange, and gradually improves its corporate governance structure, giving full play to the roles of the general meeting, the Board of Directors and the Board of Supervisors in major decision-making, management and supervision to protect the rights and interests of shareholders.

Governance Structure

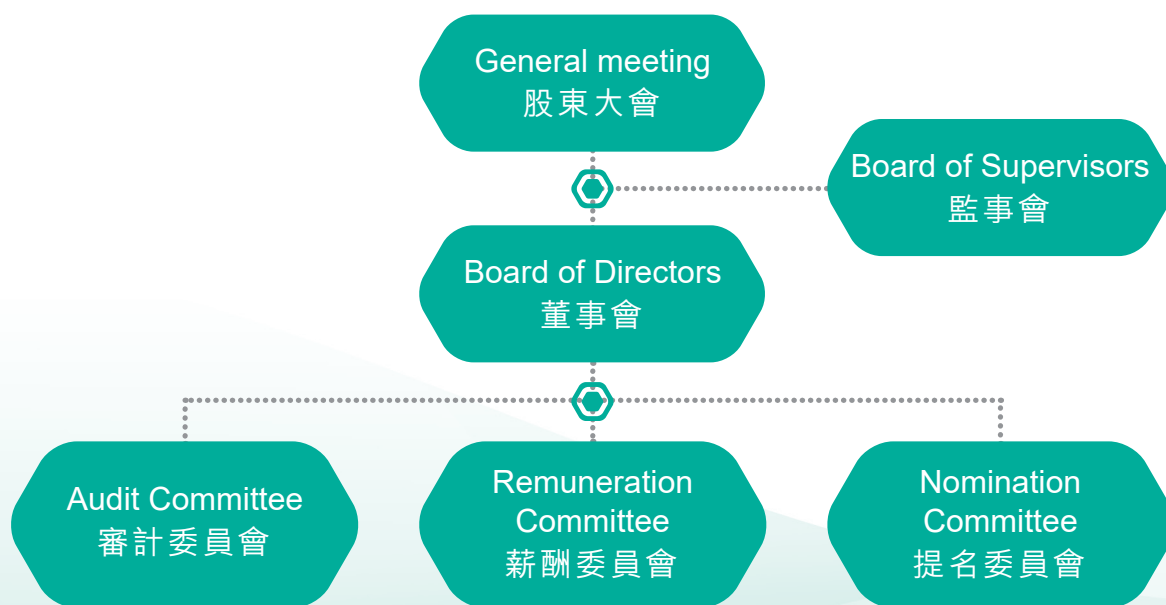
The Company is committed to ensuring a high standard of corporate governance practices and procedures and recognises the importance of good corporate governance in enhancing investor confidence in the Company. As at the date of this report, i.e. April 24, 2025, the Board of Directors comprises eight members, including two executive directors, four non-executive directors and three independent non-executive directors, and was composed of three committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee. During the Year, 4 meetings of the Board of Directors were held, 2 meetings of the Audit Committee, 1 meeting of the Nomination Committee and 1 meeting of the Remuneration Committee, with a 100% attendance rate of the Board of Directors members.

企業管治

良好的企業管治標準是本公司保障股東利益、提升企業價值、制訂業務策略和政策以及提高透明度與責任承擔的基礎。本公司嚴格遵循《中華人民共和國公司法》、《中華人民共和國證券法》、香港聯交所上市規則附錄C1《企業管治守則》等法律、法規和規範性文件的要求，逐步完善法人治理結構，充分發揮股東大會、董事會和監事會在重大決策、經營管理和監督方面的作用，保障股東權益。

管治架構

本公司致力於確保高水平的企業管治常規及程序，並深明良好的公司管治對提高投資者對本公司的信心具有重要意義。截至本報告日期2025年4月24日，本公司董事會成員為9人，其中執行董事2人，非執行董事4人，獨立非執行董事3人，並下轄三個委員會，即審計委員會、薪酬委員會、提名委員會。於本年度內，董事會召開董事會會議4次，審計委員會會議2次，提名委員會會議1次，薪酬委員會會議1次，董事會成員出席率為100%。



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Audit Committee: The main duties of the Audit Committee are to make recommendations to the Board of Directors on the appointment and removal of the external auditor; to audit and oversee the independence and objectivity of the external auditor and the effectiveness of the audit process in accordance with applicable standards; to review financial information and oversee the financial reporting system and internal control procedures.

Remuneration Committee: The primary role of the Remuneration Committee is to make recommendations to the Board of Directors on the Company's policy and structure for the remuneration of directors and senior management and on the remuneration packages of individual executive directors and senior management. Details of the remuneration of each Director for the Year are set out in the annual report.

Nomination Committee: The primary duties of the Nomination Committee are to review the structure, size and composition of the Board, identify individuals suitably qualified to become members of the Board of Directors, assess the independence of independent non-executive directors and make recommendations to the Board of Directors on any proposed changes to the Board of Directors, or select individuals nominated for directorships and/or appoint or re-appoint directors.

Board of Supervisors: The primary duties of the Board of Supervisors are to supervise the directors, general manager and other senior management and are entitled to propose removal of relevant personnel pursuant to the Articles of Association; to review and verify the financial position of the Company, the financial report, business report and profit distribution proposal and other information; to propose the convening of extraordinary general meetings and submit proposals; to propose the convening of a provisional Board meeting, so as to protect the interests of the Shareholders and the Company to exercise its supervisory and counter balancing.

審計委員會：審計委員會的主要職責為就外部審計師的委任及罷免向董事會提供建議；按照適用標準審核及監督外部審計師的獨立性及客觀性以及審核過程的有效性；審閱財務資料及監督財務申報系統及內部監控程序。

薪酬委員會：薪酬委員會的主要職責是就本公司有關董事及高級管理人員的薪酬政策及架構，及就個別執行董事及高級管理人員的薪酬待遇向董事會提出建議。各董事於本年度的薪酬詳情載於年報中。

提名委員會：提名委員會的主要職責是檢討董事會的架構、人數及組成；物色具備合適資格可擔任董事會成員的人士；評核獨立非執行董事的獨立性；並就董事會任何建議變動或挑選提名有關人士出任董事；及／或就董事委聘、續聘向董事會提供建議。

監事會：監事會的主要職責是根據本公司的《公司章程》對董事、總經理及其他高級管理人員的行為進行監督及有權對相關人員提出罷免；檢閱及核對公司財務狀況、財務報告、營業報告及利潤分配方案等資料；提出召開臨時股東大會並提出提案；提議召開董事會臨時會議等工作，以維護股東及本公司的利益，並發揮監督和制衡作用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Board Diversity

The Company implements its board diversity policy in strict accordance with the prospectus of Shandong Fengxiang Co., Ltd. and Rule 13.92 and CG Code contained in Appendix C1 to the latest Listing Rules of the Hong Kong Stock Exchange. The Company takes into account factors including, but not limited to, gender, age, cultural and educational background, length of service, skills, geographical location and industry experience. We believe that diversity on the Board of Directors enhances corporate governance in general and has many benefits for the Company in achieving its long-term goals of sustainable development.

As at April 24, 2025, the date of this report, there are nine directors, including six male directors and three female directors on the Board of Directors; the age of the directors ranges from 36 to 61 years old; all of the Company's current directors have solid professional qualifications and good educational background, with more than half of the directors having obtained a master's degree or above. In order to upgrade and keep abreast of the latest knowledge and skills, the Company encourages its directors to attend appropriate continuing professional training and courses. The Company's directors actively participate in professional training and learning of securities market practices. As at the end of the Reporting Period, the Company's directors had participated in a number of compliance training sessions on national policies, securities market laws and regulations, codes of conduct, etc..

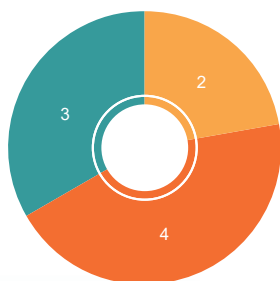
董事會多元化

本公司嚴格按照《山東鳳祥股份有限公司招股章程》及最新的香港聯交所上市規則第13.92條及附錄C1《企業管治守則》，落實董事會多元化政策。公司考慮的因素包括但不限於性別、年齡、文化及教育背景、服務年期、技能、地區及行業經驗。我們相信董事會成員多元化可以全面提升公司管治能力，對公司實現可持續發展的長遠目標具有諸多益處。

截至本報告日期2025年4月24日，公司董事會由共9名董事組成，其中成員中有男性董事6名，女性董事3名；董事年齡從36歲至61歲；公司的現任董事均具備扎實專業素養和良好的教育背景，有超過一半的董事獲得了碩士或以上學位。為了提升並掌握最新的知識及技能，本公司鼓勵董事參與合適的持續專業培訓及課程。公司董事積極參與專業培訓和證券市場運作規範的學習。截至報告期末，本公司董事分別參與了多場合規培訓，涉及到國家政策、證券市場法律法規、行為規範等。

Distribution of Directors by Type

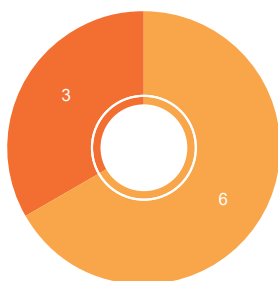
董事類型分佈



- Executive Director 執行董事
- Non-executive Director 非執行董事
- Independent non-executive Director 獨立非執行董事

Distribution of Directors by Gender

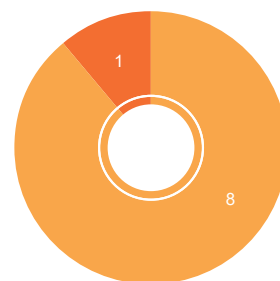
董事性別分佈



- Male 男
- Female 女

Directors with a Master's Degree or Above

獲得碩士或以上學位的董事



- Master's degree or above 獲得碩士或以上
- Others 其他

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Risk Management and Internal Oversight

In order to effectively manage risks, the Company has established a risk management system that is adapted to the development of the Company, including measures to identify and control various types of operational risks. The Board of Directors is responsible for the overall assessment and identification of various risk matters and overseeing the Company's risk response. In accordance with the relevant requirements of the Board of Directors and the Company's policies, the persons in charge of each functional department assess the risks faced by the Company in its daily operations in a timely manner and control them accordingly.

The Company has established a series of internal control policies, measures and procedures, including the Internal Audit Work Management System, to identify problems and risks in a timely manner through self-reporting and risk-oriented internal audits, thereby, promoting the rectification work of various departments. In 2024, the Audit Department continued to oversee the management of operations with overseeing the management of key businesses in the industrial chain, and continued to carry out 6,548 specialised supervision work on farming management, production and processing, procurement management, sales management, quality management, project management, off-office auditing, safety and environment, and energy. During the Year, the Audit Committee of the Board of Directors was also responsible for reviewing the implementation of the internal control system, and the 2024 Financial Control, Internal Control and Risk Management System Report was approved by the Audit Committee of the Board of Directors and the Board of Supervisors.

風險管理和內部監督

為了有效管控風險，本公司建立了適合公司發展的風險管理體系，包括各類經營風險的識別與管控措施。董事會負責全面評估及確定各類風險事項，並監督公司風險應對情況。各職能部門負責人按照董事會相關要求及公司政策，適時評估公司日常經營中面臨的風險並進行相應控制。

本公司已建立《內部審計工作管理制度》等一系列內部監控政策、措施及程序，通過自查上報、以風險為導向的內部審計，及時發現問題和風險，進而推動各部門的整改工作。2024年公司審計部繼續監督業務管理，完成產業鏈重點業務的監督覆蓋，並持續執行養殖管理、生產加工、採購管理、銷售管理、質量管理、項目管理、離任審計、安環、及能源等專項監督工作，共計6,548次。本年度公司董事會審計委員會亦負責對內部控制體系的執行情況進行了審查，並由董事會審計委員會及監事會審批通過《2024年度財務監控、內部控制及風險管理系統報告》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG MANAGEMENT

ESG Management Philosophy

Fengxiang has been committed to “becoming a responsible and respected enterprise” and has implemented the concept of sustainable development into all aspects of its operations. We uphold high standards in producing healthy, safe and green food. We strive to create a highly valued and healthy Chinese food brand and to become a world-renowned integrated food company.

Since 2021, the Company's Board of Directors strengthened its management of ESG issues. Following discussions at the Board of Directors meeting, the Company established an environmental, social, governance (“ESG”) governance framework, identified ESG-related risks, clarified key ESG issues, and set long-term targets for emissions, waste, energy use and water use. The Board of Directors will continue to monitor the progress of the achievement of each target, make timely adjustments to the business strategy when necessary and propose more ESG-related targets in the future to ensure a steady improvement in the Company's ESG governance.

ESG Governance Framework

A scientific and effective ESG governance structure is the foundation for ESG work. In order to better ensure the overall control and efficient implementation of ESG matters, we have established a sustainable development management structure comprising the policy-making, management and executive levels after discussions and decisions by the Board of Directors. Since 2021, we also reviewed and improved our existing systems and formulated the “ESG Policy Manual”, which provides institutional support for the Company's ESG management and can better ensure the development of sustainable development management.

ESG 管理

ESG 管理理念

鳳祥股份以「成為負責任和受人尊敬的企業」為發展宗旨，將可持續發展理念落實到企業運營管理。我們秉持最健康、最安全、最綠色的價值理念，締造中國高價值健康美食品牌，矢志成為享譽全球的世界級綜合食品集團。

自2021年起，公司董事會已加強對ESG事宜的管理。經董事會會議討論，公司已設立了ESG管治架構、梳理了ESG相關風險、明確了重要ESG議題；並針對排放物、廢棄物、能源使用、水資源使用設立了長期目標。董事會將持續關注各項目標的完成進度，在需要時及時調整經營策略，並在未來提出更多ESG相關目標，以保障公司ESG管治水平的穩固提升。

ESG 管治架構

科學有效的ESG治理架構是工作推進的基礎，為了更好地保障對事宜的整體把控和高效執行，經過董事會討論決定，我們設立了包含決策層、管理層及執行層的可持續發展管理架構。自2021年起，我們已對現有制度進行了梳理與完善，制定了「ESG政策手冊」，該手冊為公司ESG管理提供了制度支撐，可以更好的保障可持續發展管理工作的開展。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Decision-making Level — Board of Directors

決策層 — 董事會

Composition: All Board members
人員構成：全體董事會成員

Main duties:

- Responsible for approving the Company's ESG governance structure and responsibilities, ensuring that the Company has a robust ESG governance structure.
- To identify the definition of ESG and its importance to the Company.
- Assess the ESG risks and opportunities and the potential impact of these issues on the Company's business strategy.
- Overseeing the management of ESG issues in the Company and developing management approaches and strategies.
- Ensure proper disclosure of the ESG risks faced by the Company, the actions taken and the progress made towards achieving the objectives.
- Review, refine and improve ESG issues when necessary.

主要職責：

- 負責審批公司的ESG管治架構及職責，確保公司建立穩健的ESG管治架構。
- 設定ESG定義及其對公司重要性。
- 評估ESG風險及機遇，及相關事宜對公司經營策略帶來的潛在影響。
- 監督公司ESG管理事宜，並制定管理方針及策略。
- 確保適當披露公司面臨的ESG風險，已採取的措施及達成目標的進度。
- 必要時對ESG事宜進行檢討、完善及改進。

Supervising
監督



Reporting
匯報

Management Level — ESG Management Office

管理層 — ESG管理辦公室

Composition:
The general manager as the head and the deputy general managers as members
人員構成：公司總經理牽頭負責，各分管副總參與

Main duties:

- Overseeing the current status and future development of the Company's ESG management and understanding ESG issues that may impact on the Company's operations.
- Responsible for developing ESG management systems and procedures in accordance with the Company's sustainability vision and strategy, and implementing them accordingly.
- Responsible for decomposing ESG functions, sorting out ESG function modules, and forming ESG working groups according to the division of function modules.

主要職責：

- 負責監督公司ESG管理工作現狀及未來發展趨勢，瞭解有可能對公司運營造成影響的ESG事宜。
- 負責根據公司可持續發展相關願景及策略制定公司ESG管理制度及程序，並據此展開執行工作。
- 負責分析ESG職能，梳理ESG職能模組，並依據職能模組的劃分組建ESG工作小組。

Supervising
監督



Reporting
匯報

Executive Level — ESG Working Group

執行層 — ESG工作小組

Composition:
Various ESG-related functions in the Company
人員構成：公司各ESG相關職能部門

Main duties:

- To be responsible for the implementation of the Company's sustainability vision, strategy and objectives and to carry out the implementation work accordingly.
- To be responsible for the implementation of the ESG function under the ESG governance module.
- Participate in the formulation of ESG management objectives and annual work plans to ensure the effectiveness and enforceability of ESG management objectives and annual plans.

主要職責：

- 負責貫徹落實公司可持續發展相關願景、策略及目標，並據此展開執行工作。
- 負責依據ESG管治模組下的ESG職能，具體完成職能對應工作。
- 參與制定ESG管理的工作目標及年度工作計劃，以確保ESG管理目標與年度計劃的有效性及其可執行性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG Risk Management

In order to better implement the day-to-day management of sustainable development, the Company has formulated an ESG risk list, identifying more than 40 sustainable development risks at the governance, environmental and social levels and developed corresponding countermeasures. During the Year, the list of sustainability risks was updated and revised on regular basis in accordance with changes in the external environment, such as national policies and regulatory requirements, as well as adjustments to the Company's development strategy, and was finally reviewed by the Board of Directors. Here, we have selected a few of the more significant risks that we have assessed for presentation:

ESG 風險管理

為更好的實行可持續發展日常管理，公司制定了ESG風險清單，從管治、環境、社會三個層面梳理出四十餘項可持續發展風險並制定了相應的應對措施。公司於本年度根據國家政策、監管要求等外部環境變化，及公司發展戰略的調整，對可持續發展風險清單進行了定期的更新與修訂，並由董事會進行了最終審議。在此，我們選取了幾項我們評估出的較為重要的風險進行披露：

ESG Risk ESG 風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
ESG governance risk	<ul style="list-style-type: none">Lack of overall governance of ESG matters (including: development of ESG strategy, approval of ESG-related objectives, implementation of ESG-related policy, identification of ESG-related risks, etc.) by the Company's management may result in ESG-related work not being effectively implemented from the top to the bottom.	<ul style="list-style-type: none">Improve ESG governance and management system. As the highest governance institution of the Company, the Board of Directors is responsible for managing risks and opportunities related to ESG and ensuring that the Company has the ability to respond to changes in business pattern that may be caused by ESG factors.Establish sustainable development strategies and goals for the Company. Embrace new sustainable trends through continuous innovation and breakthroughs.Optimise the stakeholder communication mechanism, establish a stakeholder communication system, incorporate stakeholder communication into the Company's ESG decision-making system and establish a corresponding two-way communication system and mechanism.	About Our Corporate Governance ESG Management
ESG 管治風險	<ul style="list-style-type: none">若公司管理層缺乏對ESG事宜的總體管治(包括：ESG戰略的建立、ESG相關目標的批准、ESG相關政策的推行、ESG相關風險的識別等)，可能導致ESG相關工作無法自上而下地有效推進。	<ul style="list-style-type: none">完善ESG治理和管理體系，董事會作為公司最高治理機構，負責管理與ESG相關的風險與機遇，並確保公司在應對ESG因素可能導致的業務格局變化方面具有應變能力。建立公司可持續發展戰略和目標。通過不斷創新、不斷突破，擁抱新的可持續發展趨勢。優化利益相關方溝通機制，建立利益相關方溝通體系，將利益相關方溝通工作納入公司ESG決策體系，構建相應的雙向交流體系與機制。	關於我們企業管治 ESG 管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ESG Risk ESG風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
Supply chain management risk	<ul style="list-style-type: none"> The Company has not established a monitoring mechanism for the sustainability aspects of suppliers (e.g. procedures for identifying and assessing significant negative environmental and social impacts of the supply chain; how suppliers are identified and prioritised for assessing environmental and social impacts, etc.), which may result in the quality of suppliers not meeting sustainability needs. 	<ul style="list-style-type: none"> Through "Green Production + Supplier Management + Green Logistics + Green Packaging", the Company has built a green supply chain system. Improve the supplier monitoring mechanism and incorporate supplier sustainability assessment into the supplier monitoring mechanism. 	Cooperation Responsibility — Create Extraordinary Together
供應鏈管理風險	<ul style="list-style-type: none"> 公司未建立針對供應商可持續發展的監察機制(如：用於識別及評估供應鏈對環境及社會所產生重大負面影響的程序；如何就評估環境及社會的影響識別供應商及決定供應商的優先次序等)，可能導致供應商質量無法滿足可持續發展需求。 	<ul style="list-style-type: none"> 通過「綠色生產+供應商管理+綠色物流+綠色包裝」，打造公司綠色供應鏈體系。 完善供應商監察機制，將供應商可持續發展評估納入供應商監察機制中。 	合作責任 攜手共創非凡
Employment Risk	<ul style="list-style-type: none"> The failure to improve human resources planning in conjunction with the Company's sustainable development objectives and strategies may lead to staff wastage and instability of the Company's talent team; or the loss of key technical personnel may lead to a decline in the Company's core competitiveness, which is not conducive to the co-ordination of the Company's talent requirements and cannot provide effective talent support for the Company's future development planning. 	<ul style="list-style-type: none"> Further refine human resource planning and conduct annual evaluations. Improve the talent allocation mechanism, establish an internal talent pool and strengthen the management of the reserve talent pool. The career development path of the staff will be enhanced, and the development path will be customised according to the characteristics of the staff's position. 	Employment Responsibility — Focus on Win-Win Ecology
僱傭風險	<ul style="list-style-type: none"> 未結合公司可持續發展目標戰略，完善人力資源規劃，可能導致公司人員流失、人才隊伍不穩定；或由於關鍵技術人才的流失，可能導致公司核心競爭力下降，不利於公司對人才需求的統籌安排，無法為公司未來發展規劃提供有效的人才支持。 	<ul style="list-style-type: none"> 進一步完善人力資源規劃，並每年進行評估。 完善人才配置機制，建立健全內部人才儲備庫，加強後備人才儲備管理。 健全員工職業發展通道，根據員工崗位特點，定製發展路徑。 	員工責任 專注共生共贏

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ESG Risk ESG風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
Emissions management risk	<p>The Company's business activities directly or indirectly generate various types of emissions, including greenhouse gases, hazardous waste and non-hazardous waste. If the Company has not formed a comprehensive emission management system, set targets and actions for energy saving and emission reduction, conducted long-term monitoring and analysis of emission data, set countermeasures in accordance with the emission reduction targets or take unreasonable countermeasures, the Company may fail to achieve its environmental protection targets and long-term emission reduction strategy.</p>	<ul style="list-style-type: none"> Strictly comply with national environmental protection laws and regulations, and integrate environmental protection and emission reduction into the entire process of production and operation activities. Formulate targeted emission management plans in line with long-term strategic development objectives and sustainable development-related policies. To establish scientifically sound emission reduction targets and measures. Optimise production methods to achieve targets and reduce the environmental impact of business operations. To carry out monitoring and analysis of emissions data. 	Environment Responsibility — Provide Green Energy
排放物管理風險	<p>公司的經營活動直接或間接地產生各類排放物，包括溫室氣體、有害廢棄物、無害廢棄物等。若公司未形成完善的排放物管理體系，未制定節能減排的目標和行動並未對排放物數據進行長期監測和分析，未依據減排目標設定應對措施或應對措施不合理，可能導致公司無法實現環保目標及長期減排戰略。</p>	<ul style="list-style-type: none"> 嚴格遵守國家環保法律法規，將環保減排工作貫穿於生產經營活動全過程。 結合長期戰略發展目標及可持續發展相關政策，形成有針對性的排放物管理方案。 設立科學合理的減排目標及減排措施，優化生產方式以實現目標並有效減少商業運作對環境的影響。 開展排放物數據的監測和分析工作。 	環境責任 提供綠色 能量

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ESG Risk ESG風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
Resource utilisation risk	<ul style="list-style-type: none"> Resource management is an important part of sustainable development management. If the Company has not set energy utilisation targets, nor developed energy conservation measures according to energy utilisation targets, the Company may fail to achieve energy conservation goals, or cannot meet external requirements, which is not conducive to the Company's long-term energy conservation work. 	<ul style="list-style-type: none"> Strictly comply with national resource utilisation laws and regulations, and integrate resource conservation into the entire process of production and operation activities. To establish a system for monitoring the use of resource and to collect accurate statistics on the use of resource. Develop energy monitoring measures, monitor resource usage in real time and issue early warnings where necessary. Set up scientific and reasonable targets and measures to optimise resource use to achieve the targets. 	Environment Responsibility — Provide Green Energy
資源使用風險	<ul style="list-style-type: none"> 資源管理工作是可持續發展管理中的重要環節，若公司未設定能源使用目標，未依據能源使用目標制定節能應對措施，可能導致公司節能目標無法實現，或無法滿足外部要求，不利於公司長期節能工作的開展。 	<ul style="list-style-type: none"> 嚴格遵守國家資源使用法律法規，將資源節約貫穿於生產經營活動全過程。 建立資源使用監管體系，準確收集、統計公司各項資源的使用情況。 制定能耗監管措施，實時監控資源使用狀況並在必要時發出預警。 設立科學合理的減耗目標及減耗措施，優化資源使用渠道以實現目標。 	環境責任 提供綠色 能量

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Stakeholder Materiality Assessment

Since its listing, Fengxiang has always maintained a close relationship with its stakeholders and has sought to understand their suggestions and views through various communication methods. We believe that active stakeholder engagement is an integral part of the sustainable management of the Company. Under the leadership of the Board of Directors, the Company has grouped its key stakeholders and, based on the views and suggestions gathered through communication, has summarised stakeholders' expectations of the Company. We bring input from all parties into the Company's operational decision-making process to create a win-win situation with our value chain partners.

持份者評估

鳳祥股份自上市以來，一直與持份者保持緊密聯繫，並通過多種的溝通方式，了解持份者的建議與意見。我們相信持份者的積極參與，是公司可持續發展管理中不可或缺的重要環節。在董事會的領導下，公司將主要持份者進行歸類，並根據溝通所收集的意見和建議總結持份者對公司的期望。我們將各方意見引入公司經營決策過程，與價值鏈夥伴共創共贏。

Stakeholder Category 持份者類別	Expectations and Concerns 訴求與期望	Communication Channels 溝通渠道
Investors 投資者	<ul style="list-style-type: none">Protecting investors' rightsCorporate complianceAccurate disclosure of informationInvestment returns保障投資者權益企業合規運營準確的信息披露投資收益	<ul style="list-style-type: none">General meetingCompany announcementCompany website/emailInvestor conference股東大會公司公告公司官網／郵箱投資者會議
Employees 員工	<ul style="list-style-type: none">Protecting the legal rights of employeesOccupational health and safetyStaff welfareEqual employment and development opportunities保障員工合法權益職業健康與安全員工福利平等就業及發展機會	<ul style="list-style-type: none">Staff meetingDaily communicationStaff feedback boxStaff training員工大會日常溝通交流員工反饋信箱員工培訓

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Stakeholder Category 持份者類別	Expectations and Concerns 訴求與期望	Communication Channels 溝通渠道
Customers 客戶	<ul style="list-style-type: none"> Product safety and quality Product research and development Market recognition Shipping management 	<ul style="list-style-type: none"> Customer service communication Communication with sales representatives Company website/email Feedback on social media platforms 公司客服溝通 銷售代表溝通 公司官網／郵箱 網絡社交平台反饋
Suppliers and partners 供應商及合作夥伴	<ul style="list-style-type: none"> Win-win cooperation Equal opportunity for competition Long-term orders 合作共贏 平等競爭機會 長期訂單 	<ul style="list-style-type: none"> Daily networking visits Supplier conference Supplier assessments 日常交流走訪 供應商大會 供應商評估
The public/community 公眾／社區	<ul style="list-style-type: none"> Community investment Charity investment Donations 社區投入 公益投入 捐款捐物 	<ul style="list-style-type: none"> Visiting Volunteer activities Charitable activities 登門拜訪 志願活動 公益活動
Government and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> Legal and compliant operation Long-term business stability Safe operation Social contribution 企業合法合規運營 業務長期穩定發展 安全運營 社會貢獻 	<ul style="list-style-type: none"> Responding to inspections Participation in government meetings Submitting work reports Regular talks and exchanges 回應各項檢查 參與政府會議 提交工作報告 定期座談交流

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Materiality Assessment of ESG Issues

Based on stakeholders' expectations and concerns, we have developed the Company's ESG management issues for the Year and invited stakeholders to complete questionnaires on various ESG issues to collect their views and suggestions. The questionnaire was based on the five categories of focus, namely the environment, the employees, the community, operation and corporate governance. Stakeholders were asked to rate the importance of issues in each category. A total of 300 questionnaires were sent to stakeholders and a total of 300 questionnaires were returned from stakeholders, and the scores were weighted and calculated as outlined in the following table.

ESG重要性議題評估

我們根據持份者的訴求與期望，制定了公司本年度的ESG管理議題，並就各項ESG議題邀請各利益相關方填寫問卷調查，收集各方的意見與建議。問卷圍繞環境、員工、社區、營運及公司治理五個方向展開，由各利益相關方根據議題的重要性進行評分。我們共發出份300份問卷予各利益相關方，共獲取300份問卷回復，各類型利益相關方按以下權重進行得分統計。

Stakeholder category 利益相關方	Total number of questionnaire sent 問卷發出總數量	Total number of questionnaire returned 問卷回收總數量	Recovery rate of questionnaires 問卷回收比率	Weight (approximately) 權重(約)
Employees 員工	200	200	100%	66%
Customers 客戶	20	20	100%	7%
Suppliers 供應商	25	25	100%	8%
Investors 投資者	20	20	100%	7%
Government and regulatory bodies 政府及監管機構	15	15	100%	5%
The public/community 公眾／社區	15	15	100%	5%
Management 管理層	5	5	100%	2%
Total 總計	300	300	100%	100%

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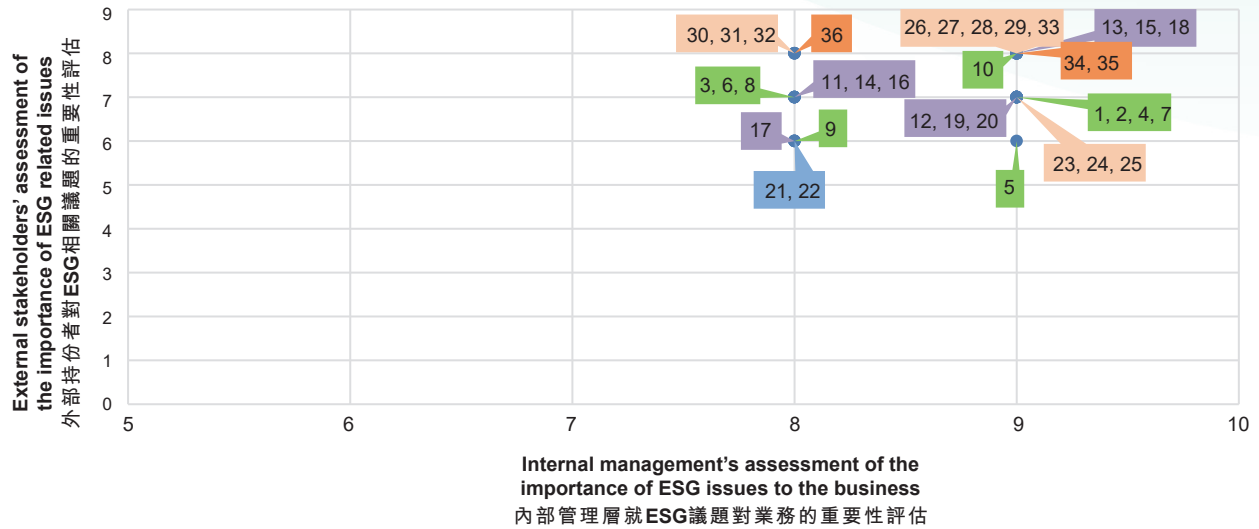
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Based on the results of the questionnaires, we have compiled the following matrix for assessing the materiality of the ESG issues.

根據問卷調查的結果，我們編製了以下重要性議題評估矩陣。

Assessment of the Importance of ESG Issues to the Group

ESG議題對集團之重要性評估



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Environmental Impacts

環境影響

- 1 Air Emission
空氣排放
- 2 Sewage
污水
- 3 Greenhouse Gas Emissions/Global Warming
溫室氣體排放/全球暖化
- 4 Hazardous Waste
有害廢棄物
- 5 Non-hazardous Waste
無害廢棄物
- 6 Energy Usage
能源使用
- 7 Water Usage
水源使用
- 8 Packaging Materials
包裝物料
- 9 Climate Resilience
氣候應對
- 10 Compliance with Laws and Regulations relating to Environmental Protection
遵守環境保護相關的法律法規

Employment and Labour Related

就業與勞工相關

- 11 Combating COVID-19
抵抗新冠肺炎疫情
- 12 Recruitment & Dismissal
僱傭及解僱
- 13 Promotion & Compensation
晉升及薪酬
- 14 Work Hours & Holiday
工作時間與假期
- 15 Benefits & Welfare
員工福利
- 16 Inclusion, Equal Opportunity & Anti-discrimination
包容、平等機會及反歧視
- 17 Diversity
多元化
- 18 Occupational Health & Safety
職業健康與安全
- 19 Training & Development
培訓及發展
- 20 Preventive Measures for Child Labour and Forced Labour
預防童工及強制勞工的措施

Community Participation

社區參與

- 21 Charity Events & Donations
慈善活動及捐款
- 22 Volunteering & Community Participation
義工及社區參與

Operation Related

營運相關

- 23 Labour Standards in Supply Chain
供應鏈中的勞工標準
- 24 Supply Chain Sustainability
可持續供應鏈
- 25 Green & Ethical Procurement
綠色及道德採購
- 26 R&D Capability and Production Quality
研發能力及產品品質
- 27 Sustainable White-feathered Chicken Breeding
可持續化白羽雞養殖
- 28 Food Safety
食品安全
- 29 Production Safety
安全生產
- 30 Customer Satisfaction
客戶滿意度
- 31 Customers' Privacy
客戶私隱
- 32 Intellectual Property Rights
知識產權
- 33 Economic Performance
經濟績效

Corporate Governance Related

公司治理相關

- 34 Operational Compliance
營運合規
- 35 Corporate Governance
公司管治
- 36 Anti-corruption & Money Laundering
反貪污及洗錢

Based on the results of the materiality assessment matrix above, we have identified several most important social, environmental and governance issues among the significant environmental, social and governance issues covering environmental, social and operational aspects. In environmental protection, we always prioritize compliance with environmental laws and regulations as the foundation of sustainable corporate development. Through strict enforcement of various environmental protection standards, we ensure that our production and business activities comply with the requirements of ecological civilization construction and continuously reduce the impact on the environment. Regarding employee development, we place significant emphasis on three key areas of promotion and compensation systems, employee welfare protection, and occupational health and safety, and committed to building a growth-oriented platform that allows employees to obtain fair development opportunities, and enjoy comprehensive security and a safe working environment. In operational management, we continuously strengthen research and development innovation and product quality control, adhere to risk management and control from the source, deepen systematic and comprehensive governance to continuously improve the level of safe production, and fully promote the sustainable breeding model for white-feathered chicken, uphold the bottom line of food safety, implement safety production responsibility systems, enhance economic performance, and pursue high-quality development. In corporate governance, with operational compliance and governance efficiency as our core focus, we refine internal control systems and decision-making mechanisms to ensure the company progresses steadily on a standardized and transparent path.

Looking ahead, we will regularly review and revise ESG issues to ensure that they meet the stakeholders' expectations of our ESG reports and issues of concern to the community.

Sustainable Development Goals

As an important member of the society, it is the commitment to social responsibility that makes us more competitive in the market. The 17 Sustainable Development Goals (SDGs) provides a framework that calls on everyone to respond to the serious environmental and social challenges.

根據上圖重要性評估矩陣結果，我們就重大環境、社會及管治議題涵蓋環境、社會及運營方面，其中識別多個最重要社會、環境及管治議題。在環境保護方面，我們始終將遵守環保法律法規作為企業可持續發展的首要任務，通過嚴格執行各項環保標準，確保生產經營活動符合生態文明建設要求，持續降低對環境的影響。在員工發展方面，我們高度重視晉升與薪酬體系、員工福利保障、職業健康與安全三大領域，致力於構建讓員工獲得公平發展機會、享有全面保障、安全工作環境的成長型平台。在運營管理方面，我們持續強化研發創新能力與產品品質管控，堅持從源頭做好風險管控，深化系統治理和綜合治理，不斷提高安全生產水平，並全面推進白羽雞可持續養殖模式，堅守食品安全底線，落實安全生產責任制，不斷提升經濟績效，實現高質量發展。在公司治理方面，我們以運營合規性和公司治理效能為核心，通過完善內控體系與決策機制，確保企業始終在規範化、透明化的軌道上穩健前行。

展望未來，我們會定期審閱及修訂ESG議題，以確保符合各持份者對我們的環境、社會及管治報告的期望及社會關注的議題。

可持續發展目標

企業作為社會的重要成員，積極承擔社會責任才會令我們更具市場競爭力。聯合國制定了17個可持續發展目標(Sustainable Development Goals，即SDGs)，呼籲大家應對環境及社會的嚴峻挑戰。

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The Company's operation model is closely aligned with the SDGs, and we hope to contribute to global sustainability by integrating the goals into our daily operations. Under the leadership of the Board of Directors, we have selected objectives relevant to the Company's operations in line with the SDGs. The following table shows our actions taken in response to the SDGs as well as the specific chapters in this report that address relevant SDGs.

公司的運作模式緊貼聯合國可持續發展目標，我們希望通過將目標融入日常工作的點點滴滴，為全球可持續發展貢獻一份力量。在公司董事會的領導下，我們根據聯合國可持續發展目標，挑選出與公司運營相關的目標，並通過以下列表展現了我們為可持續發展工作所付出的行動，及各項行動所對應的聯合國可持續發展目標和本報告的具體章節。

	SDGs 聯合國可持續發展目標	Our Actions 我們的行動	Chapter in this Report 相關報告章節
	SDG 3: Good Health and Well-being 目標3： 良好健康與福祉	Provide healthy, safe and hygienic products for employees and consumers, promote physical and mental wellbeing 為員工和消費者提供健康、衛生、安心的產品，促進身心健康	Food Safety Responsibility — Provide Reassuring Quality Innovation Responsibility — Follow the Market Trend Employment Responsibility — Focus on Win-Win Ecology Product Responsibility — Provide Quality Services 食安責任 築守安心品質 創新責任 順應市場趨勢 員工責任 專注共生共贏 產品責任 奉獻優質服務
	SDG 5: Gender Equality 目標5： 性別平等	Support equal employment opportunities, care for health and development of female employees 支持平等僱傭關係，關愛女性員工健康和發展	Employment Responsibility — Focus on Win-Win Ecology 員工責任 專注共生共贏
	SDG 6: Clean Water and Sanitation 目標6： 清潔飲水和衛生設施	Wastewater treatment prior to discharge and ensure compliance 污水經過處理後再排放，確保合規	Environment Responsibility — Provide Green Energy 環境責任 提供綠色能量
	SDG 7: Affordable and Clean Energy 目標7： 經濟適用的清潔能源	Promote the development of modern energy by use of clean energy and energy management centre 通過能源管理中心及清潔能源的使用，推動發展現代能源	Environment Responsibility — Provide Green Energy 環境責任 提供綠色能量
	SDG 8: Decent Work and Economic Growth 目標8： 體面工作和經濟增長	Promote equal opportunities, eliminate discrimination on the basis of religion, age and geography 提倡平等機會，杜絕宗教、年齡、地域等歧視	Employment Responsibility — Focus on Win-Win Ecology Charity Responsibility — Deliver Love & Warmth 員工責任 專注共生共贏 慈善責任 傳遞愛與溫暖

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Sustainable Development Goals (Continued)

可持續發展目標(續)

	SDGs 聯合國可持續發展目標	Our Actions 我們的行動	Chapter in this Report 相關報告章節
	SDG 9: Industry, Innovation and Infrastructure 目標9： 產業、創新和基礎設施	Green buildings and infrastructure; enhance innovations and achieve sustainable industries 建設綠色廠房，提升創新能力，打 造可持續發展工業	Innovation Responsibility — Follow the Market Trend Environment Responsibility — Provide Green Energy 創新責任 順應市場趨勢 環境責任 提供綠色能量
	SDG 10: Reduced Inequalities 目標10： 減少不平等	Promote equal opportunities; eliminate discrimination on the basis of religion, gender, age and geography 提倡平等機會，杜絕宗教、年齡、 地域等歧視	Employment Responsibility — Focus on Win-Win Ecology Charity Responsibility — Deliver Love & Warmth 員工責任 專注共生共贏 慈善責任 傳遞愛與溫暖
	SDG 12: Responsible Consumption and Production 目標12： 負責任消費和生產	Reduce, recycle, reuse, creating a model of green production and consumption 減少、回收、再利用，開啟綠色生 產和消費新模式	Environment Responsibility — Provide Green Energy Product Responsibility — Provide Quality Services 環境責任 提供綠色能量 產品責任 奉獻優質服務
	SDG 13: Climate Action 目標13： 氣候行動	Integrate sustainable development into corporate strategy; taking action for environmental protection 將可持續發展納入公司戰略，為環 境保護而行動	Environment Responsibility — Provide Green Energy 環境責任 提供綠色能量
	SDG 16: Peace, Justice and Strong Institution 目標16： 和平、正義與強大機構	Ensure compliance; improve corporate governance 合規經營，提升治理能力	Cooperation Responsibility — Create Extraordinary Together Integrity Responsibility — Adherence to Virtue 合作責任 攜手共創非凡 廉潔責任 堅守德行標準

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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SUMMARY OF THE COMPANY'S ESG PERFORMANCE FOR THE YEAR

本年度公司ESG表現摘要

Environment

環境方面



As compared to 2023:

與2023年度比較：



- Total emissions and emission intensity of air pollutant **remained** basically **unchanged**.
- The consumption of diesel fuel in vehicles has **decreased by approximately 20%**.

- 空氣污染物總排放量及排放密度基本**維持持平**。
- 車輛柴油使用量**減少約20%**。

Employees

僱員相關方面



- The Company currently has **3** female directors, accounting for **1/3** of the total number of directors. Additionally, 8 directors hold master's degree or above, realising board diversity.

- 公司現時有**3名**女性董事，佔董事會總人數的**1/3**，8位董事獲得碩士以上學歷，實現董事多元化。



- Female employees account for **approximately 52%** of the total workforce.

- 女性僱員佔總員工人數**約52%**。



- Employees with **over 5 years** of service account for about **54%** of the total workforce, and employees with **over 3 years** of service account for about **69%** of the total workforce.

- 工齡**超過5年**的員工佔員工總人數約**54%**，工齡**超過3年**的員工佔員工總人數約**69%**。



- The average monthly turnover rate was **2.20%**.

- 月均平均人員流失率為**2.20%**。

- Total training hours **exceeded 400,000 hours** with the average number of hours of training for employees **exceeding 60**. All employees have participated in training.

- 實現培訓總時長**超過40萬小時**，員工平均受培訓時間**超過60小時**，全部員工均參與培訓。

- The number of work-related injuries further **increased to 28 persons, 6 cases more** than the previous year.

- 工傷人數**增加至28人**，較上年度**多6宗**。

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Suppliers and Product Responsibility

供應商及產品責任方面



- The Company currently has **1,137** suppliers, of which **694** are in Shandong Province and **443** are outside of it.

公司現有供應商**1,137**家，其中**694**位於山東省內，**443**位於山東省外。



- There was **0** incident where the Company was punished or sued for food safety issues for the Year.

公司本年度出現**0**宗因食品安全問題而遭受處罰或被訴訟的情況。

- 37** complaints were received about the products, with an average response time of approximately **45 hours**.

收到**37**宗有關的產品投訴，平均投訴回應時間約為**45**小時。

Corporate Governance and Anti-corruption

公司管治及反貪污方面



- There was **0** anti-corruption case reported for the Year.

本年度出現**0**宗反貪污舉報案例。

- The Company has conducted training under the theme of “**Upholding the Legal Bottom Line and Preventing Functional Crimes**” during the Year.

公司本年度開展主題為「**守住法律底線、預防職務犯罪**」的培訓。

Community Contribution

社區參與



- The Company donated **approximately RMB372,000** in aggregate during the Year.

本年度捐贈總金額約為人民幣**372,000**元。

- The Company has shown its contribution to the development of Chinese sports and was **honoured** by the General Administration of Sport of China for its **athletes' provider of products**, as well as being **authorised by the Sports Training Bureau of the General Administration of Sport of China as its sponsor**.

公司本年度體現對中國體育發展作出貢獻，獲得國家體育總局的**運動員備戰保障產品榮譽**，以及獲得**國家體育總局授權為體育訓練局贊助商**。

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FOOD SAFETY RESPONSIBILITY — PROVIDE REASSURING QUALITY

Food safety has always been one of the most important ESG issues for us and our stakeholders. As a food processing company, we recognise that the safety and hygiene of our chicken meat products are crucial to the success of the Group. If we sell contaminated products to the public, the confidence of the consumers in our products will be seriously affected, which will in turn adversely affect our business. We therefore strictly comply with the Food Safety Law of the PRC and its implementing regulations. We have established a stringent and comprehensive quality management and food safety assurance system to ensure the quality of our chicken meat products. We are committed to delivering safe and quality products and ensuring the high standards of the raw materials we source for the production of feed, Parent Stock Day-Old Chicks, broiler eggs and chicken products. We have obtained GB/T 19001-2016/ISO 9001: 2015 (Quality) certification, BRCGS Global Standards for Food Safety certification, HACCP system certification, and etc.

食安責任 — 築守安心品質

食品安全一直是我們和各持份者最關注的ESG議題之一。作為食品加工企業，我們深知雞肉製品的安全及衛生對本集團的成功至關重要。若我們向公眾出售受污染產品，消費者對我們產品的信心將會受到嚴重影響，這反過來將對我們的業務產生不利影響。因此我們嚴格遵守《中華人民共和國食品安全法》及各項實施細則。我們已建立嚴格及全面的品質管理及食品安全保障體系，以確保雞肉製品的品質。我們致力於確保我們所生產的雞肉製品；及我們採購的用以生產飼料、父母代種雞苗、種蛋及雞肉製品的原材料的安全及品質方面達到高標準。我們已獲得GB/T 19001-2016/ISO 9001: 2015(質量)認證、BRCGS食品安全全球標準認證、HACCP體系認證等。



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Food Safety Management System

We have established and maintained a quality control system covering each stage of our operations. In addition, we have also established a food safety control system covering issues related to our research and development, supplier certification and management, procurement, production, storage, transportation and sales and distribution activities, which primarily includes the following measures:

Food Labelling and Packaging

Our packaging must bear specific labelling and other information as may be required by law and by our customers. In addition, all our chicken meat products require careful protection against physical and biological irritants that may damage our products during storage, transportation and delivery to our customers. As such, we endeavour to carefully and thoroughly pack our products to ensure maximum freshness and quality, and to display the correct information for food safety reasons.

Targeted Disease Prevention and Vaccination

We have adopted a comprehensive set of disease prevention and vaccination measures, reinforcing any particular prevention measures against a specific disease. We conduct sample tests on our broilers, and provide our chicken breeds and broilers with appropriate vaccination based on their age and health condition in accordance with our internal guidelines. We conduct sample tests on live chickens on acceptance to ensure that they have been issued with the Animal Quarantine Certificate (動物檢疫合格證明), the Drug Residue Test Report (藥殘檢測報告) and the Poultry Farm Preparedness Diary (禽類備案飼養場日誌). We also checked the health condition of our live chicken flock at least twice a day. We disinfect all items, vehicles and personnel by spraying or UV light before they are allowed entry to our premises. To ensure the cleanliness of our broiler farms, we conduct rigorous cleaning and disinfection of the farm area at different times of the shelters emptying and raising periods. Our preventing system continuously monitors and reports outbreaks (if any) or epidemics as well as pest detection and management (including reporting to management of the Company, local disease control centre, customs authorities; taking measures such as isolation and containment, disinfection, trapping and killing to deal with the situation). We also regularly collaborate with the local National Animal Disease Surveillance Station and our professional independent third party to monitor and test our live chicken flock for any outbreaks or viral infections. Our disease epidemic prevention system is reviewed and audited annually by a professional independent third party.

食品安全管理體系

我們已制定並持續使用貫穿各個業務階段的質量控制系統。此外，我們亦建立了食品安全控制系統，以解決與研發、供應商認證及管理、採購、生產、儲存、運輸以及銷售與分銷活動有關的問題，主要包括以下措施：

食品標籤及包裝

我們的包裝須帶有特定標籤以及法律及客戶規定的其他信息。此外，我們所有的雞肉製品在儲存、運輸及交付予客戶的過程中須小心保護以防受到可能損壞產品的物理及生物刺激物影響。因此，出於對食品安全的考慮，我們力圖對產品進行細緻完善的包裝，以最大程度地保持產品的新鮮度及品質並標示正確的信息。

有針對性的疾病預防與疫苗接種

我們已採取一套全面的疾病預防與疫苗接種措施，針對特定疾病加強特定預防措施。我們對肉雞進行抽樣檢測，並按照內部指引，根據雞苗及肉雞的年齡及健康情況對其進行適當的疫苗接種。我們會在接收活雞時進行抽樣檢測，確保活雞已獲取包括《動物檢疫合格證明》、《藥殘檢測報告》及《禽類備案飼養場日誌》。我們亦每天至少檢查兩次活雞群的健康情況。在所有物品、車輛及人員進入我們的場地之前均需經過噴霧或紫外線燈消毒。我們會在肉雞場空舍期、飼養期的不同時段對場區進行嚴格清洗及消毒，以確保養殖雞場清潔。我們的預防系統持續監控及報告疾病爆發(如有)或疫情以及害蟲發現及管理情況(包括上報公司管理層、當地疫病防控中心、海關部門；隔離封鎖、消毒、捕殺等措施處理方案)。本公司亦定期配合當地的國家動物疫情測報站及的專業的獨立第三方定期抽樣監督檢測，以檢查活雞群當中會否出現疫情或病毒感染，並由專業的獨立第三方每年檢查及審核我們的疫病防治系統。

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Bacteria Control

In order to ensure the bacteria levels do not exceed the permitted standards under the relevant applicable laws, we have developed an internal control plan with corresponding control measures from raw materials, through processing and finished products. There is also strict temperature and time control at our processing facilities to maintain freshness of the chicken meat. Parameters measured throughout our premises include temperature, humidity and wind flow to ensure bacteria is discouraged from flourishing. We have an in-house laboratory for the detection of bacteria, and its equipment is regularly inspected and calibrated by external qualified personnel.

Food Safety Traceability System

In order to better comply with the Group's internal control system and food safety requirements, we have developed the following traceability system which enables us to maintain traceability during the slaughtering and processing process, as further described below:

- Receiving of broilers: When broilers are received by our slaughtering and processing facilities, official veterinarian will issue a "Pre-slaughter Notice".
- Chicken hanging: Our staff responsible for chicken hanging shall, according to the "Pre-slaughter Notice", issue a "Chicken Source Transmission Sheet", which includes the name of the broiler farm, breeding number, time of hanging, and the beginning and end time of pre-cooling, and pass on the relevant information.
- Slaughtering: Our staff responsible for slaughtering are required to transmit information according to the "Chicken Source Transmission Sheet".
- Packaging: All our chicken meat products are required to be labelled with a product name, specification and production date in accordance with the information transmitted. The carton containing the relevant chicken meat products shall be labelled with information such as production date, expiry date and the relevant broiler farm identification number in accordance with our customer's requirements.

細菌控制

為確保細菌水平不超過有關適用法律規定的許可標準，我們已制定一份內部控制計劃，從原材料到加工及成品都有相應的控制措施。我們的加工設施亦設置嚴格的溫度和時間控制以保持雞肉的新鮮。在我們的場所內測量的參數包括溫度、濕度和風流動，以確保不易滋生細菌。我們設有一個內部實驗室用於檢測細菌，該實驗室設備由外部符合資格人員定期檢查並校準。

食品安全可追溯體系

為更好符合本集團的內控體系及食品安全要求，我們制定以下的可追溯體系，以能夠保證於屠宰加工過程中的可追溯性：

- 肉雞接收：當我們的屠宰加工設施收到肉雞時，官方獸醫同時開具《准予屠宰通知單》。
- 掛雞：掛雞負責人須根據《准予屠宰通知單》出具《雞源信息傳遞單》(包括肉雞場名稱、飼養編號、掛雞時間、進預冷時間及出預冷時間)，並傳遞相關信息。
- 宰殺：宰殺環節負責人須根據《雞源信息傳遞單》進行信息傳遞。
- 包裝：根據傳遞的信息，所有雞肉製品均需標明品名、規格和生產日期。在相關雞肉製品的外箱上，根據客戶要求標明生產日期、保質期、相關肉雞場標識編號等內容。

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- **Freezing:** We require product tracing identification cards to be hung on refrigerated trucks, stating batch numbers at one-hour intervals. The time shall be recorded on the last truck during of each one-hour period. Our chicken meat products should also enter our freezer warehouses by fixed routes.
- **Storage:** We have implemented detailed warehousing operating procedures, such as timely record keeping, appropriate labelling and periodic stock taking. Our finished products are stored separately by categories, production dates and batches. Based on timely records of inventory intake and despatch, we can closely monitor and maintain traceability of products purchased by our customers to the relevant production facility.

With increasing awareness of food safety among the general public, Fengxiang has adopted advanced technique monitoring the real-time status of farms and slaughterhouses, in order to detect and control the outbreak of epidemic diseases timely. A substantial amount of time and investments are required to establish a comprehensive monitoring system, this system also raises our technological barriers.

- **速凍：**我們要求在冷藏車上懸掛產品追溯標識牌，以每小時為間隔點標明產品批次，並在各小時段的最後一架車上標注時間。我們的雞肉製品亦須按照固定路線入速凍庫。
- **儲存：**我們已實施詳細的倉儲操作程序，例如及時記錄、妥當貼標籤及定期盤存。我們的成品按品種、生產日期和批次分開碼垛。根據及時的入庫及出庫記錄，我們能夠密切監控及維持我們的產品從相關生產車間到我們客戶手中的可追溯性。

隨著公眾對食品安全意識的不斷提高，鳳祥股份採取先進技術監控養殖場和屠宰場的實時狀況，以便及時發現並控制生物疫情的爆發。建立綜合性監控系統需要大量的時間和投資，這同時提升了我們的技術壁壘。

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Quality Control

Biosecurity Measures

Isolation of breeder and broiler farms 隔離種雞場及肉雞場

Our breeder and broiler farms are located in areas which are far away from human activities and establishments, and sited in a demarcated fence area to provide an optimum environment for the breeding of our breeder and broiler. Further, the distance between our breeder and broiler farms shall be not less than 500 metres in accordance with relevant PRC laws and regulations.

我們的種雞場及肉雞場位於遠離人類活動和公共機構的地區，且坐落於劃定的圍欄區以為種雞及肉雞的飼養提供最佳環境。此外，根據相關中國法規，我們的種雞場及肉雞場之間的距離不應少於500米。

質量管理

生物安全措施

Biosecurity measures 生物安全措施

The access into and out of our production facilities is controlled. Only specific staff are allowed to enter into the enclosed site. We delegate specific staff with tasks to manage their specific sheds in the breeder and broiler farms and require them to live in their responsible sheds. All entrants who wish to enter the sheds are required to undergo certain hygiene procedures.

進出我們生產設施受到控制。僅專業員獲准進入封閉場地。我們授權有工作任務的專業人員管理其位於種雞場及肉雞場的專用雞舍要求其住在其責任雞舍。所有有意進入雞舍的人員須完成若干衛生程序。



Sterilisation and recordkeeping 消毒與記錄

Vehicles, staff, visitors and relevant equipment entering and exiting the breeder and broiler farms are required to undergo a disinfection process and be logged.

車輛、人員、參觀者及相關設備進出種雞場及肉雞場需進行消毒並記錄在案。

Hygiene measures 衛生措施

All entrants are required to put on uniforms and shoes provided by the Company before entering the enclosed area where our breeder and broiler farms are located. Our staff are prohibited from bringing their uniforms out of the enclosed farm area to minimise the chance of introducing bacteria from the external environment.

所有人員在進入種雞場及肉雞場所在封閉區域前均需穿上本公司提供的制服及鞋子。我們禁止員工將其制服帶離封閉場區以將由外部環境帶入細菌的機率降至最低。

Proper medicinal procedures 適當的醫療程序

Immunisation and medical procedures must be carried out as required by the relevant laws and regulations of the PRC and export countries, and be in strict compliance with the prescription from our veterinarians throughout the breeding process.

根據中國及出口國相關法律法規的規定，我們必須採取免疫及醫療措施，並於整個飼養過程中嚴格遵守獸醫處方。

Quality Control over Breeders and Broilers

To ensure that the operation of our production facilities meets the Company's quality requirements, we have adopted various preventive and management measures including vacancy periods, sterilisation and disinfection, an "all-in-all-out" policy, disease prevention and vaccination. We raise our breeders and broilers in breeder and broiler farms that have been designed and constructed according to prescribed standards on temperature, humidity and ventilation, with details as described below:

種雞及肉雞品質控制

為確保各項生產設施的營運符合本公司的品質要求，我們已採取包括空置期、滅菌消毒、「全進全出」政策、疾病防控和疫苗接種等在內的各項防範和管理措施，並按照溫度、濕度及通風的規定標準設計及建造種雞場及肉雞場，以提供最佳飼養環境，具體如下：

Item monitored 監控項目	Points to note 關注事項
Temperature 溫度	<ul style="list-style-type: none"> To check whether the temperature is ranged between our prescribed standards 檢查溫度是否在我們規定的標準範圍內
Humidity 濕度	<ul style="list-style-type: none"> To check whether the humidity is in line with our prescribed standards 檢查濕度是否符合我們的規定標準
Ventilation level 通風級別	<ul style="list-style-type: none"> To observe whether there exists difference in the ventilation of breeder and broiler farms To measure wind velocity, carbon dioxide density (in winter) and ammonia density, etc. 觀察各種雞場及肉雞場通風是否存在差異 測量風速、二氧化碳濃度(冬季)及氨氣濃度等
Heating time 加熱時間	<ul style="list-style-type: none"> To analyse the differences in heating time of each farm based on the records put on file by the head or deputy head of the farm before 20:00 every day 根據各雞場的場長或副場長於每天20時正前提交的記錄，對各雞場的加熱時間差異進行分析
Animal feeds and water supply system 供料及供水系統	<ul style="list-style-type: none"> To check whether the automated feeding system is functional To record the type and quantity of animal feeds and the volume of water consumed per breeder and broiler per day, and compare such information against our prescribed standards 檢查自動送料系統運行是否正常 記錄每隻種雞及肉雞每日進食的飼料種類及分量以及飲用水的分量，並與我們的規定標準相比較
State of breeders and broilers 種雞及肉雞狀態	<ul style="list-style-type: none"> To observe the distribution and comfort of breeders and broilers To actively monitor the health of the breeders and broilers, for instance, by listening to the broilers' breathing and check whether they are panting, bawling or coughing 觀察種雞及肉雞分佈情況及舒適度 積極監測種雞及肉雞的健康狀況，例如，聆聽肉雞的呼吸聲，檢查其是否有喘氣、怪叫或咳嗽的情況

Inspection of animal feeds 飼料檢查



We inspect animal feeds supplied to broilers with respect to appearance (including colour, humidity and chalking rate) in accordance with our internal animal feed quality control procedures. Any unsatisfactory animal feeds supplied must be rejected and reported to the manager in charge and the responsible feedmill.

我們根據內部飼料質量控制程序檢查供應予肉雞的飼料的外觀(包括顏色、濕度及粉化率)。任何不符合要求的飼料將不予接收並上報給主管領導和相應的飼料加工廠。

Nutrition animal feed formula 營養飼料配方



We formulate animal feed formula based on the nutrition levels essential for broilers and produce animal feed through high-temperature processing.

我們根據肉雞所必需的營養水平制定飼料配方，並通過高溫加工生產飼料。

No growth promoters 不添加生長促進劑



We do not add antibiotic growth promoters to animal feeds and refrain from using animal-based raw materials for our animal feeds.

我們不會在飼料中添加抗生素生長促進劑，亦不會在飼料中使用動物性原料。

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Quality Control over Chicken Meat Products

In order to ensure that our chicken meat products are not contaminated, strict hygiene measures are implemented in our slaughtering and processing facilities, including: movement of our staff inside our slaughtering and processing facilities is restricted. In particular, our staff in the slaughtering section are not allowed to enter into our processing section. Facilities, equipment, tools and food contact surfaces in slaughtering and processing facilities are required to be cleaned and sterilised on a daily basis. Staff and other entrants entering our slaughtering and processing sections are required to undergo comprehensive hygiene procedures, including cleansing hands and wearing sterilised uniforms provided by the Group. We have also adopted the following control standards and procedures for the production of chicken meat products:

Centralised management

Our food safety control team oversees the Group's implementation of food quality control to ensure the quality and safety of our chicken meat products.

Tracing and record keeping

We record and trace each batch of our chicken meat products dispatched to our customers, and each batch of raw materials, ingredients and packaging materials used to produce our chicken meat products. Through our vertically integrated business model covering the entire white-feathered broiler industry value chain, we are able to control the source of our chicken meat products and effectively monitor and control all aspects of the breeding process, which effectively guarantees the safety and hygiene of our chicken meat products. We also have in place a product recall procedure, including conducting regular product recall drills testing from time to time to ensure our chicken meat products can be effectively recalled as and when necessary.

Testing centre

We have an independent testing centre with an established laboratory quality management system, which has been accredited by the China National Accreditation Service ("CNAS") for Conformity Assessment. The testing centre batch-tests all outgoing chicken and its meat products that are to be sold domestically or abroad to ensure our products can fully meet the requirements of our customers and our exporting countries.

雞肉製品品質控制

為確保雞肉製品不受污染，我們在屠宰加工設施內實施嚴格的衛生措施，包括限制員工於屠宰加工設施內的走動範圍，尤其是屠宰區的員工不得進入加工區；屠宰加工設施內的設備、工具和食品接觸面必須每日清潔和消毒；凡進入屠宰加工區的員工及其他人員必須進行全面的衛生程序，包括清潔雙手及穿上本集團提供的經消毒制服。我們亦已就生產雞肉製品採納以下控制標準及程序：

集中管理

我們的食品安全控制團隊監督本集團食品質量控制的實施，以確保雞肉製品的質量及安全。

保持追蹤及記錄

我們記錄及追蹤每批運送至客戶的雞肉製品，及每批用於生產雞肉製品的原材料、配料及包裝材料。通過我們覆蓋整個白羽肉雞產業價值鏈的縱向一體化業務模式，我們可控制雞肉製品的來源及有效監控養殖過程的所有方面，這有效保證了雞肉製品的安全及衛生。我們亦已制定產品召回程序，包括不時進行常規產品召回演練測試，以確保在必要的情況下我們的雞肉製品可被有效召回。

檢測中心

我們擁有獨立的具備成熟實驗室質量管理體系的檢測中心，其已獲中國合格評定國家認可委員會（「CNAS」）的認證。檢測中心分批檢測將於國內或國外銷售的所有輸出雞肉及肉製品，以確保我們的產品可完全符合客戶的要求及出口的國家的要求。

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Standardised operating procedures

Our staff was required to follow standardised production and operating procedures which are in strict accordance with requirements under HACCP, which effectively monitor and manage all aspects of food safety ranging from raw materials, equipment to personal hygiene. These procedures help us ensure consistent quality of our chicken meat products.

Key quality points

We select and closely monitor key points in the production process, such as heating and ingredient mixing, which have the potential to materially impact the quality of our final products. This facilitates our timely identification of and prompt response to any quality problems.

Workplace management

We have implemented a systematic workplace management system based on a comprehensive set of principles emphasising tidiness, hygiene and safety. A clean and organised workplace is essential to the effective implementation of our quality control system.

Pre-sale inspection

Before our chicken meat products can be sold to our customers, we will conduct batch sample inspections and testing by staff of the quality control department to ensure the quality of the products that will be delivered to the customers before dispatch of finished products.

INNOVATION RESPONSIBILITY — FOLLOW THE MARKET TREND

The Company firmly believes that excellent research and development (“R&D”) and innovation is one of the key factors to maintain market competitiveness. We believe that consistently delivering quality and diverse products to our customers is one of the key factors in maintaining our competitive market position and ensuring future growth and success. We are selective in developing new products to meet our clients’ needs. We continue to launch new products, introduce new flavours and packaging for existing products and upgrade existing products to meet consumer preferences and respond to changes in the market trends. With our expertise in new product development, we have significantly broadened the selection of poultry products and enhanced the product portfolio available to our clients.

標準化操作

我們的員工須遵循嚴格遵守HACCP要求的標準化生產及操作程序，從原材料、設備到個人衛生全方位有效監控及管理食品安全。該等程序幫助我們確保雞肉製品質量穩定。

關鍵質量點

我們選擇並密切監控生產過程中的關鍵點，如加熱及配料混合，其可能對我們最終產品的質量產生重大影響，有助於我們及時識別及處理任何質量問題。

工作場所的管理

根據強調整潔、衛生及安全的綜合原則，我們已實施系統的工作場所管理制度。潔淨及有組織的工作場所是有效實施質量控制系統的關鍵。

售前檢查

將雞肉製品銷售給客戶之前，我們會就成品出貨前由質量管理部人員負責進行批次抽樣檢查及測試以確保成品在交付予客戶時的產品質量。

創新責任 — 順應市場趨勢

本公司堅信出色的研發創新能力是保持市場競爭力的關鍵因素之一。我們認為，持續向客戶交付優質且多元化的產品是保持競爭地位及確保未來增長與成功的主要因素之一。我們有選擇地開發新產品以滿足客戶需求。我們持續推出新產品、為現有產品引進新口味、新包裝及推出升級產品，以更好地迎合消費者的喜好及順應市場的變化。憑藉我們在新產品開發方面的專業知識，我們已大大拓寬可向客戶提供的禽肉製品選擇及強化產品組合。

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R&D Team

The Company has built and tailored a professional and efficient modern R&D team for each business channel. We have a dedicated R&D team, including more than 60 professional researchers. The team is responsible for the research of production process of chicken meat products and product development. Shandong R&D Centre was set up in its headquarters in Yanggu, Shandong, which is responsible for technology realisation and product implementation; Tokyo R&D Centre was set up in Tokyo, which introduces international R&D concepts, technical equipment and product ideas; Shanghai R&D Centre was set up in Shanghai, which makes full use of the talent centre, information centre, technology centre and resource centre of Shanghai as an international metropolis, thus forming a three-dimensional (3D) modern R&D system with both division of labour and collaboration.

Shandong R&D Centre relies on the Company's breeding and production base to provide comprehensive product support for B2B (Business-to-business), B2C (Business-to-customer), export and procurement channels, and promote the complete product implementation process from product development and process implementation to lean production, whole industry chain convergence and quality traceability system, which is an important part of the integrated chain of R&D and production.

研發團隊

本公司為各個業務渠道量身打造專業而高效的現代化研發團隊。我們的研發團隊包括60多名專業研發人員，負責對雞肉製品的生產過程及產品開發進行研究。我們在陽穀本部設立山東研發中心，負責技術實現和產品落地；在東京設立東京研發中心，導入國際化的研發理念、技術裝備和產品創意；在上海設立上海研發中心，充分利用上海國際大都市的人才中心、信息中心、技術中心、資源中心，由此形成既有分工又有協作的立體3D現代研發體系。

山東研發中心依托本公司養殖及生產基地，對B2B (Business-to-business)、B2C (Business-to-customer)、出口、集採等渠道提供全方位的產品支持，推進從產品開發、工藝落地、到精益生產、全產業鏈銜接及品質追溯體系的完整產品落地流程，是研發生產一體化的重要一環。



Picture of the front view of the Company's R&D Centre
本公司研發中心正面

Tokyo R&D Centre has introduced a number of international top scholars to form a senior R&D team to conduct consumer research and product development for the entire Asian market by relying on Tokyo's research resources and cutting-edge intelligence. As the overseas R&D centre with the highest specification, the most complete functions and the most abundant research resources in China's chicken products industry, it boosts the Company's business to grow continuously and rapidly.

東京研發中心引入多位國際頂尖學者組成資深研發團隊，依託東京的研究資源和前沿情報，面向整個亞洲市場進行消費者研究和產品開發。作為我國雞肉製品行業規格最高、功能最完整、研究資源最豐富的海外研發中心，助力本公司業務不斷高速增長。

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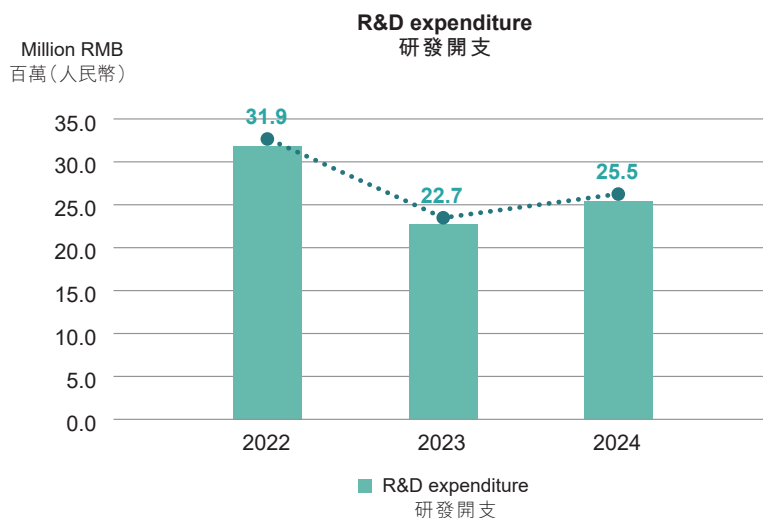
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Based on the resource advantages of Shanghai, Shanghai R&D Centre is close to key customers and the international city's large amount of internal and external resources, and its role as an "innovation hub" is becoming more prominent. Through the integration of industry resources, rapid response to key customers and efficient transformation of cutting-edge market intelligence, it boosts the Company's business to grow continuously and rapidly.

上海研發中心立足上海的資源優勢，貼近重點客戶與國際化都市的內外部海量資源，其「創新樞紐」的作用愈發突顯。通過整合行業資源、對重點客戶的快速響應及前沿市場情報的高效轉化，推動本公司業務持續快速增長。

During the Year, our R&D expenditure was approximately RMB25.5 million, an increase of approximately 12.3% over the previous year (2023).

本年度我們的研發開支約為人民幣25.5百萬元，較上一年度（2023年度）上升約12.3%。



R&D Highlights — Spicy Sauce Delicious New Product Launched by Fengxiang and accelerated expansion of product lines by iShape

With the continuous expansion of the domestic market in recent years, Fengxiang has developed Spicy Sauce Delicious — Roast Chicken in Double-stewed Soup, Two-Pepper Roast Chicken, in order to better meet the needs of customers and create convenient and delicious products for customers.

The “Roast Chicken in Double-stewed Soup” series are prepared with strictly-selected roosters that are farmed with the original ecological farming method and have moist, low-fat and chewy meat. With 32 delicate procedures, each product is crafted with care and attention. In it, 17 spices are skillfully blended to create a fascinating flavor and over 12 hours of kneading and marinading are used to allow the flavors to fully penetrate. The final procedure is to slow-braise the ingredients at a low temperature to lock in their original flavors and sublimate the flavor of the chicken with double-stewed soup, rendering every trace of the meat texture is full of freshness, and every bite of the chicken is fresh and juicy with a mellow texture and rich flavor.

Meanwhile, we have also introduced the “Two-Pepper Roast Chicken” series, which have spicy and aromatic favor due the use of two kinds of peppers. It is prepared with strictly-selected roosters that are farmed with the original ecological farming method and have moist, low-fat and chewy meat. The spices used are all from quality origins. The green peppers used are especially good as they are in large size and have pure, rich hemp flavor and long-lasting fragrance. The red chili peppers used are carefully-selected specialties from Sichuan, Guizhou and other places to ensure their pure and authentic flavor. The flavor is rich and spicy without being dry, and the taste is strong, bringing the product a rich and intense taste experience. The stimulation of spiciness and the richness of flavors always leave people with endless aftertaste.

研發亮點 — 鳳祥食品辣鹵美味新品上市，優形產品線快速擴容

近年來國內市場不斷的擴張，鳳祥為了更貼近客戶需求，為客戶創造便捷、美味的產品，開發了辣鹵美味 — 五更爐老湯燒雞、五更爐雙椒雞。

「五更爐老湯燒雞」系列精選打鳴公雞，遵循原生態養殖模式，肉質鮮潤、低脂且富嚼勁；經32道工序的細膩雕琢，每一道皆傾注匠心；17種香料巧妙交融，相互交織出迷人韻味；長達超12小時的滾揉腌制，讓滋味充分滲透。最後通過低溫慢鹵，鎖住食材的原滋原味，讓滋味在秘制老湯裏升華，使每一絲雞肉紋理都藏著鮮香；醇厚的口感、濃郁的香味，每一口都鮮美多汁。

同時，我們推出「五更爐雙椒雞」，椒香麻辣的雙椒雞精選打鳴公雞，遵循原生態養殖模式，肉質鮮潤、低脂且富嚼勁；所用香料皆來自優質產地，青花椒以其顆粒飽滿碩大、麻味純正濃郁、清香氣息悠長而脫穎而出；紅辣椒更是精選自四川、貴州等地的特產，確保了味道的純正與地道，麻香濃郁，辣而不燥，口感勁道，為產品帶來了層次豐富且濃郁的味覺體驗。鮮辣的刺激、層次豐富的風味，讓人回味無窮。



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iShape further expanded its consumption scenarios and focused on promoting the “multi-temperature + multi-protein” strategy. It has successfully launched a series of new room-temperature products such as room-temperature skinless chicken legs, chicken breast bean curd rolls, and original-flavored beef. In the meantime, new products such as the low-temperature small Q chicken breast domestic-flavor series, sandwich chicken breast meatballs, and grain-fed beef rolls were launched, gaining wide popularity in the market.

優形進一步擴展消費場景，著力推進「多溫區+多蛋白」戰略，接連推出常溫去皮雞腿、雞胸肉豆皮卷、原香牛肉等系列常溫新品，同時，低溫小Q雞胸肉國潮風味系列、夾心雞胸肉丸、穀飼牛肉卷等全新產品上市，頗受市場歡迎。



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ENVIRONMENT RESPONSIBILITY — PROVIDE GREEN ENERGY

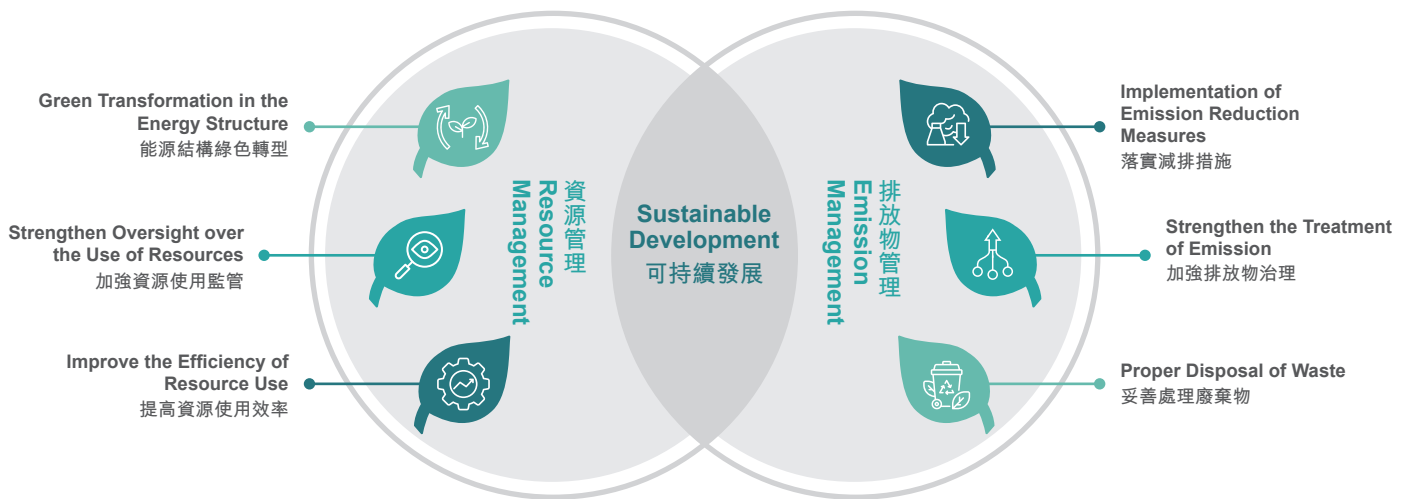
We have always lived up to the original intention of “developing the industry to repay our country and the society”. We closely follow the pace of the Communist Party and the pulse of the times, dedicating to developing in a green and high-quality way. We successfully won the national “Green Factory” honour on top of the municipal and provincial “Green Factories”.

Standing at a new starting point, we will pay more attention to and actively respond to the national environmental-related policies. To achieve “carbon peaking” and “carbon neutrality” goals, we will start from the two aspects of “Resource Management” and “Emission Management” to constantly explore new paths of green science development.

環境責任 — 提供綠色能量

我們始終踐行「實業報國，發展為民」的初心，緊跟黨的步伐，緊扣時代脈搏，走出了一條綠色高質量的發展道路。我們在取得市級、省級「綠色工廠」的基礎上，成功榮獲國家級「綠色工廠」榮譽。

站在新的起點，我們將更加關注並積極響應國家環境相關政策，為實現「碳達峰」與「碳中和」目標，我們從「資源管理」、「排放物管理」兩大方面著手，不斷探索綠色科學發展新路徑。



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“Two Hands” of Green Development

綠色發展的「兩隻手」

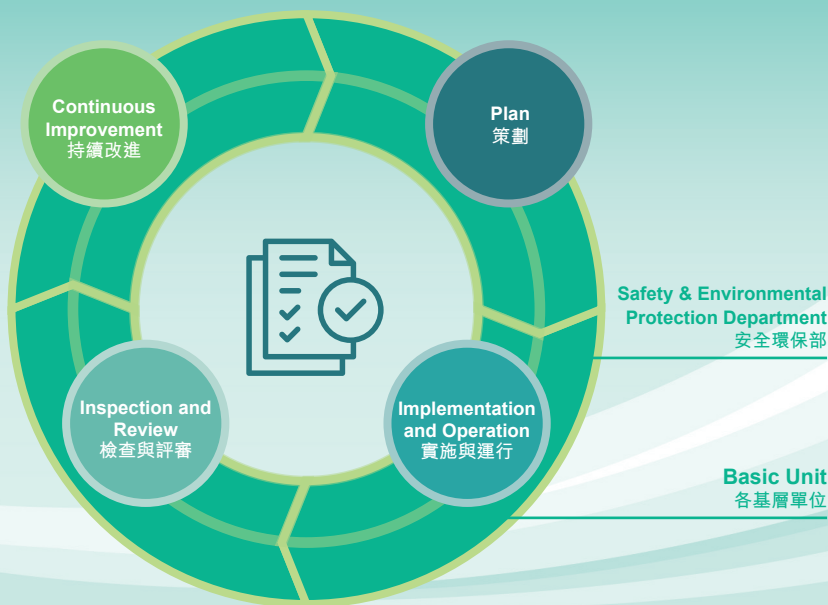


Dual Prevention Mechanism

雙重預防機制

In order to improve the standardised management of environmental protection work, we have established a dual system of environmental risk hierarchic control and potential hazards identification. The Safety & Environmental Protection Department has formulated a list of environmental protection risk points for each unit, identified the relevant responsible person to eliminate the potential hazards regularly, and follows up on the investigation and rectification.

為提高環保工作標準化管理水平，我們建立了環保風險分級管控及隱患排查雙體系。公司安全環保部制定各單位環保風險點管控清單，確定相關負責人定期排除隱患，並定期跟踪隱患排查及整改情況。



To develop in a sustainable, low carbon and eco-friendly way, we insist on the combination of “Cultural Guidance” and “Institutional Constraints”. We integrate the concept of “Energy Conservation and Emission Reduction” into all aspects of the production activities. Besides, we advocate “Green Supply Chain”, “Green Production”, “Green Logistics”, “Green Operation” and “Green Life”, striving to reduce resource consumption and three waste emissions from the source.

As compliance with laws and regulations relating to environmental protection is an ESG issue of great concern to us and our stakeholders, we strictly abide to the “Environmental Protection Law of the People’s Republic of China”, “Water Pollution Prevention and Control Law of the People’s Republic of China”, “Air Pollution Prevention and Control Law of the People’s Republic of China”, “Environmental Pollution by Solid Waste Prevention and Control Law of the People’s Republic of China”, “Energy Conservation Law of the People’s Republic of China” and other national environmental laws and regulations. Besides, we have formulated a series of rules and regulations, including the “Environmental Protection Management System”, “Sewage Tank and Sewage Pipe Network Cleaning System”, “Environmental Information Disclosure Management System”, which ensure the implementation of environmental protection measures, proper discharge and disposal of pollutants.

為貫徹落實低碳環保可持續發展，我們堅持「文化引領」與「制度約束」相結合。我們將「節能減排」理念融入到企業生產活動的方方面面，倡導「綠色供應鏈」、「綠色生產」、「綠色物流」、「綠色運營」、「綠色生活」，致力於從源頭降低資源消耗與三廢排放。

基於環境保護遵守是我們與各持份者均非常關注的 ESG 議題，公司始終時刻關注並嚴格遵守《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》、《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》、《中華人民共和國節約能源法》等國家環境相關法律法規，並依據上述法律法規，制定了一系列規章制度，包括《環境保護管理制度》、《污水池及污水管網清理制度》、《環境信息披露管理制度》，加速環保措施的有效落實、排放和棄置污染物的妥善處理。

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During the Reporting Period, we have not violated any laws or regulations related to environmental protection. Besides, we have not received any administrative penalties for environmental protection or any environmental-related complaints.

Certificate of Environmental Management System

During the Reporting Period, Fengxiang and its subordinate Fengxiang Food Development and Fengxiang Industrial held the certification audit of ISO14001:2015 Environmental Management System. ISO14001:2015 System has helped us to assess environmental impacts. Its eco-design concept encourages us to use renewable energy and clean production processes. In this way, we are able to produce environmentally friendly, green and low-carbon products.

在報告期間，本公司未發生環保行政處罰情況，未違反環保相關法律法規，亦未接到環境相關投訴。

環境管理體系認證

本報告期間，鳳祥股份及下屬鳳祥食品發展及鳳祥實業三家公司均持有ISO14001:2015環境管理體系的審核認證。ISO14001:2015體系幫助我們衡量環境影響，並通過生態設計，助力使用可再生能源和清潔生產過程，生產環保、綠色、低碳的產品。



Environmental Management System Certificate
環境管理體系認證證書

Resource Management

We implement the concept of "Energy Conservation" to reduce the consumption of resources from the source. We advocate employees to save resource and optimise the structure and management of resource use. Meanwhile, we are constantly exploring new ways of resource recycling to improve the efficiency of resource use.

資源管理

我們貫徹落實「節能」理念，倡導員工節約資源，優化資源使用結構，強化資源使用管理，從源頭減少資源消耗。同時，我們不斷探索資源循環使用新路徑，致力於提高資源使用效率。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



Integrated Control Platform for Energy Management
安全能源一體化管控平台

Integrated Control Platform for Energy Management

We have established an integrated control platform for energy management. We have realised energy saving through real-time monitoring and managing of the resources. The platform can collect, statistic and analyse water, electricity, steam, natural gas and other resource consumption data in real time. Besides, it can visualise the analysis results of real-time monitoring, energy performance, early warning, energy consumption equipment, energy-saving space management and so on. In this way, the platform can help managers grasp the energy consumption accurately, formulate energy-saving plans scientifically and respond to abnormal energy consumption quickly.

Energy management system certification

During the Reporting Period, the Company held the audit and certification of GB/T23331:2020 Energy Management System. ISO23331:2020 integrates various means and measures of energy management into an organic whole, comprehensively and systematically planning, implementing, inspecting, and improving various energy management activities, implementing full process management, thereby to achieve the best energy-saving effect.

安全能源一體化管控平台

我們已建立了安全能源一體化管控平台，通過對資源的實時監控管理，達到節能降耗的目的。該平台實時采集、統計和分析水、電、蒸汽、天然氣等資源消耗數據，並以可視化方式呈現實時監控、能源績效、能耗預警、能耗設備、節能空間管理等數據分析結果。平台高效幫助管理者準確掌握公司能耗情況，輔助其科學制定節能計劃，並快速響應異常能源消耗。

能源管理體系認證

本報告期間，公司持有GB/T23331：2020能源管理體系的審核認證。ISO23331：2020使能源管理的各項手段和措施形成一個有機整體，全面系統地策劃、實施、檢查和改進各項能源管理活動，實施全過程管理，以期獲得最佳的節能效果。



Energy Management

能源管理

Energy Management Targets

能源管理目標



Energy Management Targets

能源管理目標



The society is increasingly concerned about sustainable development. In response to the vision of achieving carbon peak in 2030 and carbon neutrality in 2060, and the call of various regulatory agencies including the HKEX, the Company voluntarily set consumption reduction targets based on 2020 energy usage. We set consumption reduction targets in terms of consumption/income ratio.

社會對可持續發展日益關注，為響應我國2030年實現碳達峰，2060年實現碳中和的偉大願景，及包括香港聯交所在內的各類監管機構的號召，公司自願以2020年的能源使用情況為基線設立減耗目標。我們以耗量／收入的方式設立減耗目標。

Baseline and Background 基線及背景



Cover all entities within the scope of the company's listing, including Fengxiang, Fengxiang Industrial, iShape Food Technology, Fengxiang Food Development, Yucheng Fengming, Fengxiang Japan and Shandong Xiangyuan

涵蓋公司上市範圍內所有實體，包括鳳祥股份、鳳祥實業、優形食品科技、鳳祥食品發展、禹城鳳鳴、日本鳳祥及山東祥鳶

Entity Scope
實體範圍



Cover direct energy consumption and indirect energy consumption

涵蓋公司消耗的直接能源和間接能源

Energy usage Scope
能源使用範圍



Reduce energy use intensity* by 30% by target year

至目標年，能源使用強度*減少30%

Expected Result
預期效果



In 2030
2030年

Target Time
達成時間

* Energy use intensity refers to consumption/income ratio
* 能源使用強度指能源耗量／收入比

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Green Transformation in Energy Structure

Solar Collectors

The application of renewable energy helps us to implement the goal of “Carbon Peaking” and “Carbon Neutrality”. It is a green and low-carbon transformation. We actively promote the use of renewable energy to reduce the consumption of traditional energy. For example, we have installed 1,190 groups of solar energy heating system and use solar collectors to collect solar heat, which fully convert renewable light energy into heat energy. This application optimised the energy structure of our Company. Statistically, the system can produce 357 tons of hot water at 60°C per day, which can be used for the slaughtering and processing of broiler chicken and the cleaning of tools. The effective application of solar collectors can save more than 16,800 tons of steam and more than 2,800 tons of coal for the Company every year, and can reduce the sulfur dioxide emissions by approximately 67.2 tons and nitrogen oxide emissions by 19.6 tons per year, which creates great economic and social benefits for the Company.

能源結構綠色轉型

太陽能集熱設備

可再生清潔能源的使用有助於落實「碳达峰」、「碳中和」目標，實現綠色低碳轉型發展。我們積極推進可再生能源的使用，以減少傳統能源的消耗。我們共安裝太陽能集熱器1,190組，利用太陽能集熱設備採集太陽能熱量，將可再生光能充分轉化為熱能，優化公司能源使用結構。該系統可日產60°C的熱水357噸，產出的熱水用於公司肉雞的屠宰加工、工器具的清洗。太陽能集熱設備的有效應用，每年可為公司節約蒸汽16,800餘噸，節約燃煤2,800餘噸，每年可減少二氧化硫排放量約67.2噸，減少氮氧化物排放量19.6噸，為公司創造了良好的經濟效益和社會效益。



Solar Collectors
太陽能集熱設備

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Green Upgrade of Energy-Consuming Equipment

LED Lights

We have upgraded lighting systems to LED lights in our offices, factories and other areas. Compared with ordinary lights, LED light have significant advantages, such as eco-friendly, energy saving and a longer life, which are the representative of "green lighting". The upgrade of lighting system can save electricity, which can protect the environment and reduce the cost of energy for the Group at the same time.

Boiler Heat Recovery Equipment

We have installed waste heat recovery devices on heat transfer oil boilers and steam boilers. Waste heat recovery is an important technology to improve energy efficiency and protect the environment. We use the temperature of the flue gas and heat transfer oil recovered by the devices to heat the water, which can greatly reduce the consumption of natural gas.



Green Transformation of Transport Vehicles

The diesel used by transport vehicles is our main energy consumption. As at December 31, 2024, we have 206 diesel trucks to transport our farmed chickens. In recent years, both the society and the country have promoted the green transformation of automobiles. The Company is also making efforts to respond to the replacement of diesel transport vehicles with more environmentally friendly new energy vehicles. We have replaced all the forklifts we used with electric forklifts to reduce air pollution to the society.

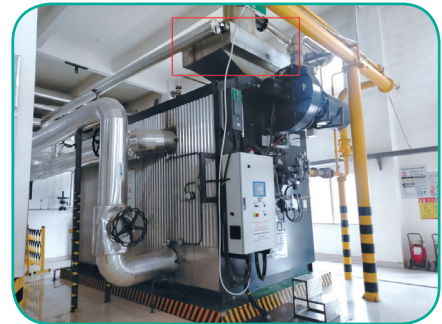
耗能設備綠色升級

LED燈

我們對公司辦公場所及各車間照明系統進行了節能改造。相較於普通照明設備，LED燈具有環保、節能、壽命長等顯著優勢，是「綠色照明」的代表。我們使用LED燈替代普通照明燈，可達至節省用電，踐行低碳環保的同時，也為集團降低了能源消耗的成本。

鍋爐餘熱回收設備

我們在導熱油鍋爐及蒸汽鍋爐上安裝了餘熱回收裝置。餘熱回收是提高能源利用率和保護環境的重要技術。我們利用餘熱回收裝置回收的煙氣及導熱油的溫度給水加溫，從而減少天然氣的使用。



運送車輛綠色轉型

運送車輛使用的柴油屬我們主要的能源耗量，截至2024年12月31日，我們擁有206台柴油貨車以供運輸我們的養殖雞隻。近年社會和國家均推動汽車綠色轉型，公司也正在努力響應利用較環保新能源車替代柴油運輸車輛，我們已將所有使用的叉車全部換成電動叉車，從而減少對社會的空氣污染。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Year, we had multiple rounds of communication and research with Xugong Commercial Vehicle Technology Co., Ltd.* (徐工商用車科技有限公司) (the “Xugong Light Truck”), a new energy vehicle manufacturer. Xugong Light Truck submitted a solution to us and conducted research, development, design, filing, and production of new energy transport vehicles according to our requirements. In early January 2025, the first batch of 20 new energy transport vehicles was delivered to the Group and has been put into use for the chicken transportation. The replacement of other new energy vehicle models (such as new energy feed transport vehicles) is being gradually promoted. We will implement the plan for the green upgrade of energy-consuming equipment and gradually advance the process of replacing diesel transport vehicles with new energy vehicles.

During the Year, we invested approximately RMB4,012,000 in upgrading our energy-consuming equipment. We hope our energy consumption will be reduced by investing more resources in equipment upgrades, thereby reducing our total annual air pollutant and greenhouse gas emissions so that we can gradually move towards achieving our country’s “Carbon Neutrality” vision for the future.

Measures of Reducing Energy Consumption in Production

Electricity Saving Measures

In order to save electricity, we have combined the freezing room to reduce the number of compressor units running. We use the freezer system to accurately control the product temperature and shorten the starting time of the compressor. In addition, in order to enhance the cooling efficiency, we have increased the evaporator defrosting frequency. We have also rationalised the operation time of the machine units in line with the production and order requirements to increase productivity and minimise power consumption, thus reducing the burden of electricity and cost. Moreover, We have installed axial fans in the control room of the new cooked food factory to reduce the temperature of the control room and to reduce the use of air conditioning so as to save electricity. In order to reduce electricity consumption, in 2024, we purchased new low-energy-consuming and high-power fans to replace some of the high-energy-consuming, low-power Roots blowers with high maintenance costs in the cold storage factory. The replaced Roots blowers were kept as spares. In 2023, the total energy consumption of our fans was approximately 1.17 million kWh. After replacing with the new fans in 2024, the total energy consumption of the fans was about 1.01 million kWh, directly saving approximately 160,000 kWh of electricity, demonstrating a remarkable energy-saving effect.

本年度內，我們與新能源車輛廠商徐工商用車科技有限公司（「徐工輕卡」）進行多輪溝通及調研，徐工輕卡向我們提交了解決方案，並根據我們的需求進行研發、設計、備案及生產新能源運輸車輛。於2025年1月上旬，首批20輛新能源運輸車已交付於本集團，並已在成雞運輸中投入使用。其他新能源車型（如新能源飼料運輸車等）的更換已在逐步推進中，我們將貫徹落實耗能設備綠色升級的計劃，逐步推動新能源車輛取代柴油運輸車輛的進程。

本年度，我們投入於耗能設備升級的金額大約人民幣4,012,000元。我們希望透過大力投放資源進行設備升級可使我們的耗能降低，從而降低公司年度的總空氣污染物及溫室氣體的排放量，以逐步邁向實現國家的未來「碳中和」憧憬。

減少生產能耗措施

節約用電措施

為節省電能使用，我們將速凍間合併，以減少壓縮機組運行數量。我們透過速凍系統精準管控產品溫度，縮短壓縮機開機時間。此外，為增強製冷效率，我們增加了蒸發器沖霜頻率。我們亦結合生產及訂單需求，更合理安排機組運行時間，以提高生產率並最大限度降低生產耗電情況，減低用電和電費負擔。而熟食新工廠製冷控制室亦加裝軸流風機換風，以減低控制室溫度，減少使用空調冷氣，以達至節約用電。為降低電能消耗，我們於2024年度採購新型低能耗高功率風機，用以取替冷藏廠部分耗能大功率低且維修費用高昂羅茨風機，替換下來的羅茨風機換作備用。於2023年度我們的風機總耗能約為117萬個千瓦時，2024年置換新型風機後的風機總耗能約101萬個千瓦時，直接節省電能使用約16萬個千瓦時，節能效果顯著。

Steam Saving Measures

In order to reduce the use of steam, our feather milling workshop will reuse the steam from the steam recovery machine, which will be recycled together with the residual heat from the protein milling workshop to the solar collector water tank to supplement the hot water in the solar tank for slaughtering and processing of broilers and cleaning of industrial appliances. The gas boiler was originally equipped with an energy-saving device, but based on the exhaust temperature and the latest waste heat recovery technology, we have installed a secondary energy-saving device in boilers with high exhaust temperature. The water temperature will increase by about 5°C after the installation of the energy savers, thus reducing the use of natural gas.

Energy Planning

The “14th Five-Year” Plan for Energy Development of Liaocheng City released by the Liaocheng City Development and Reform Commission clearly stipulates that Yanggu County will implement “Photovoltaic +” projects according to its local conditions. The project requires to carry out photovoltaic pilot work in the whole county. Compared with traditional thermal power generation systems, photovoltaic has a short construction cycle without risk of depletion and air pollution emissions, and is a high-quality clean energy. We actively respond to the “14th Five-Year” Plan. We are discussing and preparing for construction of photovoltaic power generation equipment to reduce the consumption of fossil energy and the emission of various air pollution and greenhouse gases. In recent years, we have continuously adjusted the energy structure, hoping to feed back the surplus power to the community grid through its own new energy generation to promote sustainable development. The Company expects that if the solar photovoltaic power generation project is implemented, the installed capacity of the park and each chicken farm will be about 147 MW. If all the power generation equipment is installed, the annual capacity of power generation will be 162,000,000 kWh. If the installed capacity reaches 40%, it is expected to reduce energy consumption intensity by approximately 9.9% and greenhouse gas emission intensity by 12.8%. At present, the photovoltaic projects of various food factories in Fengxiang have completed project registration and are planned to be implemented after approval by the power company.

節約用蒸汽措施

為減低蒸汽使用，我們的羽毛粉車間會再次利用蒸汽回收機的蒸汽，與蛋白粉車間的餘熱共同回收到太陽能集熱水箱，以補充用太陽能水箱內的熱水用作肉雞的屠宰加工、工器具的清洗。燃氣鍋爐原已加裝節能器，而我們根據排煙溫度，根據最新餘熱回收技術，在排煙溫度高的鍋爐加裝二次節能器，在加裝節能器後水溫會提升大約5°C左右，從而減少天然氣的使用。

能源規劃

聊城市發展和改革委員會發佈的聊城市能源發展「十四五」規劃明確了在陽穀縣因地制宜，實施「光伏+」工程，開展整縣光伏試點工作。光伏發電建設周期短，相較於傳統火力發電系統，沒有枯竭的風險且無污染排放，是高質量清潔能源。公司將積極響應「十四五」規劃，公司正在討論和計劃籌建光伏發電設備，以減低對化石能源的使用和各種空氣污染物與溫室氣體的排放，不斷調整能源結構，並希望透過自身新能源發電將多餘電力回饋社區電網，助力可持續發展。公司預計如投入實施太陽能光伏發電項目，園區及各雞場裝機容量約147 MW，如果按容量全部安裝發電設備可供年發電量162,000,000 kWh。如按照40%裝機量，預計可減少能耗強度約9.9%，減少溫室氣體排放強度12.8%。目前，鳳祥各食品廠光伏項目已完成項目備案，計劃待電力公司批准後實施。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

List of Energy Consumption

能源耗量數據列表

Energy Consumption 2024 能源耗量 2024	Unit 單位	2023 2023 年	2024 2024 年	Change ⁴ 變動 ⁴
Fuel Consumption 燃料使用量				
Gasoline ¹ 汽油 ¹	Liters 公升	—	—	—
Diesel 柴油	Liters 公升	1,767,489	1,408,567	-20% ⁵
LPG ² 液化石油氣 ²	Kilogram 千克	—	—	—
Natural Gas 天然氣	Cubic meters 立方米	27,911,410	28,870,620	+3%
Energy Consumption³ 能源消耗量 ³				
Total Direct Energy Consumption 直接能源消耗量	'000 kWh 千個千瓦時	310,841	317,031	+2%
Total Indirect Energy Consumption — Electricity Purchase 間接能源消耗量 — 電力購入	'000 kWh 千個千瓦時	229,791	256,159	+11%
Total Energy Consumption 能源總消耗量	'000 kWh 千個千瓦時	540,632	573,190	+6%
Total Energy Consumption Intensity 能源總消耗密度	'000 kWh/million RMB in revenue 千個千瓦時／人民幣 每百萬元收入	105	104	-1%

Notes:

註：

1. During the Reporting Period, the Company did not have any gasoline vehicles.

2. During the Reporting Period, the Company did not use any LPG.

3. Energy consumption is based on direct and indirect energy consumption amount obtained, and calculated according to conversion equivalents in Appendix III of the “Energy Data Manual issued by the International Energy Agency”.

4. The Company will explain the reasons for the difference of more than 20% between the 2024 data and the 2023 data.

5. The decrease in diesel consumption was mainly due to the reduction in the transportation of chicken manure during the Year. Some of the chicken manure that was previously transported by the Company was changed to be transported by customers.
1. 本報告期間，公司未擁有任何使用汽油的車輛。

2. 本報告期間，公司未有使用液化石油氣。

3. 能源消耗量根據獲取的直接能源、間接能源耗量及《國際能源署發出的能源數據手冊》附錄三單位及轉換當量計算。

4. 本公司會就2024數據與2023年數據差異變動超過20%的解釋原因。

5. 柴油使用量下降主要是由於本年度雞糞運輸量減少，部分雞糞由公司負責運輸變為由客戶負責運輸。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Comparison of the Implementation of Energy Management Targets

In our 2021 ESG report, we explained that the Company voluntarily set consumption reduction targets with a baseline of the energy use in 2020. Each year, we compare the actual energy intensity of the reporting year with the energy intensity of the baseline year in real time, so that we can make corrections in real time. Please refer to the chart below for details:

Energy Consumption 2024 and Baseline (2020 Emission)

Consumption Reduction Targets	Unit	2020	2024	Change
能源耗量2024與基線 (2020年排放量)減耗目標	單位	2020年	2024年	變動
Total Energy Consumption	'000 kWh			
能源消耗量	千個千瓦時	443,208	573,190	+ 29%
Total Energy Consumption Intensity	'000 kWh/million RMB in revenue			
能源消耗密度	千個千瓦時／人民幣 每百萬元收入	114	104	- 9%

Going forward, we will continuously monitor our energy management targets to ensure that we can achieve the target percentage reduction as expected within the timeframe we set.

能源管理目標實施情況對比

我們在2021年度的ESG報告中說明，公司自願以2020年的能源使用情況為基線設立減耗目標。我們每年度將實時對報告年度實際能源使用強度與基線年度的能源使用強度進行對比，以便我們能實時進行修正工作，詳情請參考下列圖表：

展望未來，我們將持續對能源管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Water Resource Management

水資源管理

Water Resource Management Targets

水資源管理目標



Water Resource Management Targets

水資源管理目標



The society is increasingly concerned about sustainable development. In response to the vision of achieving carbon peak in 2030 and carbon neutrality in 2060, and the call of various regulatory agencies including the HKEX, the Company voluntarily set consumption reduction targets based on water usage in 2020. We set consumption reduction targets in terms of water consumption/income.

社會對可持續發展日益關注，為響應我國2030年實現碳達峰，2060年實現碳中和的偉大願景，及包括香港聯交所在內的各類監管機構的號召，公司自願以2020年的水資源使用情況為基線設立減耗目標。我們以耗量／收入的方式設立減耗目標。

Baseline and Background 基線及背景



Cover all entities within the scope of the Company's listing, including Fengxiang, Fengxiang Industrial, iShape Food Technology, Fengxiang Food Development, Yucheng Fengming, Fengxiang Japan and Shandong Xiangyuan

涵蓋公司上市範圍內所有實體，包括鳳祥股份、鳳祥實業、優形食品科技、鳳祥食品發展、禹城鳳鳴、日本鳳祥及山東祥亨

Entity Scope
實體範圍



Cover the water consumption of all entities within the Company

涵蓋公司實體範圍內所有用水

Scope of Energy Use
能源使用範圍



Reduce water consumption intensity* by 30% by target year

至目標年，
水資源用強度*
減少30%

Expected Result
預期效果



In 2030
2030年

Target Time
達成時間

*Water consumption intensity refers to water consumption/income ratio
*水資源使用強度指水資源耗量／收入比

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Strengthen Water Use Management

We advocate our employee to save water and put up water-saving posters in water-using and public areas. During the Reporting Period, we strengthened the supervision of water use and conducted regular assessments of water use in each unit. Then, we would carry out corresponding rectification or rewards according to the assessment results to motivate employees to save water spontaneously.

Specific Water-saving Measures

We pay attention to major water usage and water equipment in real time, and rapidly respond to abnormal situations, so as to reduce water waste. Meanwhile, we continue to actively carry out water-saving upgrading of production equipment that consumes water to improve the efficiency of water utilisation. For example, the thawing of our products is switched from thawing tanks to bubble thawing machines, which has reduced the consumption of thawing in tons by about 20%. We also changed the rinse water from reverse osmosis water to raw water in our cooked-food factory, while renovated the pipeline of rinse return water in the quickfreezing room to reduce water consumption. We gradually use lake water for cooling in respect of refrigeration and evaporative cooling. Our farms were retrofitted with wet curtain wells in summer to reduce use of groundwater.

During the Year, for the purpose of improving the utilization efficiency of water resources, we upgraded two deslimers that originally used water for cleaning and transformed them into waterless deslimers. The upgraded deslimers help us reduce electricity consumption of approximately RMB110,000 and water consumption of approximately RMB1.17 million from March to December 2024, with an annual cost reduction of approximately RMB1.28 million.

加強用水監管

我們培養員工的「節水」理念，在用水設備及公共區域張貼節水宣傳海報。本報告期間，我們加強用水監管力度，對各單位用水情況進行定期考核，並根據考核結果進行相應整改或給予獎勵，激勵員工自發節水。

具體節約用水措施

我們實時關注重點用水環節、用水設備，對異常情況進行快速響應，減少水資源浪費。同時，我們不斷積極地對用水環節的生產設備進行節水改造，以提高水資源的利用效率。例如，我們產品化凍由化凍槽改用氣泡解凍機，化凍噸能耗可減少約20%。我們在熟食工廠將沖霜水由反滲透水改為原水，而速凍間沖霜回水管道改造，以減低水資源耗用量。製冷蒸發冷逐步使用湖水進行冷卻降溫。我們的養殖場在夏季完成濕簾井改造，以減少地下水的使用量。

本年度，我們對原使用水清洗的2台脫泥機進行升級，改造為無水清潔的脫泥機，以提高水資源的利用效率。經改造升級後的脫泥機，在2024年3月至12月期間總計為我們節約用電約人民幣11萬元，節約用水約人民幣117萬元，年節約費用約人民幣128萬元。

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Water Source Planning

We have 7 water source wells at present. In order to implement the “Shandong Province Groundwater Over-exploitation Area Comprehensive Improvement Implementation Plan”, which aims to strengthen the management of groundwater resources, the Company has already shut down some deep groundwater wells, with 13 water source wells shut down in 2023. The Company intends to use surface water to meet non-production water needs and third-party water supply (including municipal water supply) to meet the living needs of employees. Fengxiang Industrial, a subsidiary of the Company, acquired the relevant facilities of the Yanggu No. 2 Sewage Treatment Plant to treat the sewage from the broiler breeding, cleaning and processing links. The facilities can convert the sewage into bio-sludge and pure water, which minimise the Company’s impact on the environment. As the local government of Yanggu County no longer requires the sealing of water source wells for agricultural enterprises, the Company considers continuing to use its existing water source wells. No water source wells were shut down within 2024. Whether to shut down groundwater wells in the future will be arranged according to the government’s control.

水源規劃

公司現有7口水源井，為貫徹落實《山東省地下水超採區綜合整治實施方案》，加強地下水資源管理，公司已逐步關停部分地下水井，在2023年度已封停13口水源井。公司利用地表水滿足非生產環節用水需求，利用協力廠商供水(包括市政供水)滿足員工生活需要。子公司鳳祥實業收購了陽穀縣第二污水處理廠相關設施資產，以便專門處理本集團肉雞飼養、清潔及加工環節的污水，使污水轉化為生物污泥和純淨水，盡可能降低本公司環境造成的影響。由於陽穀縣地方政府不再要求對農業企業的水源井進行封井，公司現有的水源井考慮繼續使用，2024年度內沒有封停水源井，未來是否封停地下水井會根據政府管控情況進行安排。



Reservoirs Proposed to be Use
擬利用水庫水



Automatic Integrated Water Purifier
全自動一體化淨水器



The Company’s Water Source
Wells Being Closed
公司水源井封井

The comparison chart for annual water consumption is as follows:

以下為年度耗水量對比表格：

Water Consumption in 2024 2024年度耗水量	Unit 單位	2023 2023年	2024 2024年	Change 變動
Total Water Consumption 總耗水量	tonnes 噸	2,973,017	3,618,619	+ 22%
Total Water Consumption Intensity 總耗水密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入	579	657	+ 13%

Comparison of Water Resources Management Implementation

As stated in our 2021 ESG report, the Company has voluntarily set a reduction target with a baseline of the water consumption in 2020. Each year, in order to determine any necessary adjustments, we will compare the actual water consumption intensity of the reporting year with the energy use intensity of the baseline year, details of which is presented in the following chart:

Water Consumption in 2024 and Baseline (2020 Discharge)

Consumption Reduction Target	Unit	2020	2024	Change
水資源耗量2024與基線 (2020年排放量)減耗目標	單位	2020年	2024年	變動
Total Water Consumption	tonnes			
水資源消耗量	噸	1,683,717	3,618,619	+ 115%
Total Water Consumption Intensity	tonnes/million RMB in revenue ¹			
水資源消耗密度	噸／人民幣 每百萬元收入 ¹	431	657	+ 52%

Looking forward, we will monitor our water management targets to ensure that we maintain targeted percentage of reduction which we can achieve within the given time.

Note:

- The sales revenue of the Company increased from RMB3,901,615,000 in 2020 to RMB5,504,651,000 in 2024.

水資源管理實施情況對比

我們在2021年度的ESG報告中說明，公司自願以2020年的水資源使用情況為基線設立減耗目標。我們每年度將實時對報告年度實際水資源使用強度與基線年度的能源使用強度進行對比，以便我們能實時進行修正工作，詳情請參考下列圖表：

展望未來，我們將持續對水資源管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。

註：

- 本公司2020年度銷售收入由人民幣3,901,615千元增至2024年度人民幣5,504,651千元。

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Eco-friendly Packages

We advocate to reduce the use of packages and choose eco-friendly and recyclable packages. Under the premise of meeting the functions of protection, convenience and sales, we minimise the amount of packaging materials and select degradable new packaging materials. We replaced the oil-ink printers with water-ink printers to print packages. The oil-ink emits a low concentration of volatile organic gas (VOC), whereas water-ink, being a dissolving carrier, hardly emit VOCs to pollute the atmospheric environment during the production or printing process.

環保包裝

我們倡導包裝減量化、環保化、可循環使用化。我們在滿足保護、方便、銷售等功能的前提下，儘量減少包裝材料的用量，選用可降解新型包裝材料。我們已將印刷包裝的油墨印刷機更換為水墨印刷機。油墨會散發出低濃度揮發性有機氣體(VOC)，水墨作為溶解載體，無論是生產還是印刷過程，幾乎不會散發 VOC，不會對大氣環境造成污染。



The Water-ink Printers
水墨印刷機

Packaging Material Consumption

in 2024	Unit	2023	2024	Change ²
2024年度包裝材料使用量	單位	2023年	2024年	變動 ²
Total Packaging Material Consumption ¹	tonnes			
包裝材料使用總量 ¹	噸	9,250	9,971	+ 8%
Packaging Material Consumption Intensity	tonnes/million			
包裝材料使用總密度	RMB in revenue 噸／人民幣 每百萬元收入	1.8	1.8	—

Notes:

- The packaging materials used by the Company include paper packaging, plastic packaging, foam packaging and woven bags.
- The Company will explain the reasons for any change of more than 20% in the difference between the figures for 2024 and the figures for 2023.

註：

- 本公司使用的包裝材料包括紙質包裝、塑料包裝、泡沫類包裝、編織袋。
- 本公司會就2024年度數據與2023年度數據差異變動超過20%的解釋原因。

Emission Management

We are committed to reducing the negative impact of our production processes on the environment and climate. To reduce the generation of waste gases, greenhouse gases and other wastes from the source, we constantly explore new ways to reduce emissions. At the same time, we pay attention to the treatment and disposal of emissions to ensure that national emission standards are met.

Gas pollution prevention and treatment

Emission Targets

排放物管理

我們致力於降低生產經營過程對環境、氣候產生的負面影響。我們注重從源頭減少廢氣、溫室氣體及廢棄物的產生，不斷探索減排新路徑。同時，我們關注排放物的治理與處置，確保達到國家排放物標準。

氣體污染防治

排放量目標



Emission Targets

排放量目標



The society is increasingly concerned about sustainable development. In response to the vision of achieving carbon peak in 2030 and carbon neutrality in 2060, and the call of various regulatory agencies including the HKEX, the Company voluntarily set emission reduction targets based on 2020 greenhouse gas and air pollution emission. We set emission reduction targets in terms of consumption/income ratio.

社會對可持續發展日益關注，為響應我國2030年實現碳達峰，2060年實現碳中和的偉大願景，及包括香港聯交所在內的各類監管機構的號召，公司自願以2020年的空氣污染物及溫室氣體的排放情況為基線設立減耗目標。我們以耗量／收入的方式設立減耗目標。

Baseline and Background 基線及背景



Cover all entities within the scope of the Company's listing, including Fengxiang Co., Ltd., Fengxiang Industrial, iShape Food Technology, Fengxiang Food Development, Yucheng Fengming, Fengxiang Japan and Shandong Xiangyuan

涵蓋公司上市範圍內所有實體，包括鳳祥股份、鳳祥實業、優形食品科技、鳳祥食品發展、禹城鳳鳴、日本鳳祥及山東祥鸞

Entity Scope
實體範圍



Cover emission of greenhouse gas, NOx, SOx and PM

涵蓋公司排放的溫室氣體、氮氧化物、硫氧化物以及顆粒物

Scope of Energy Use
能源使用範圍



Reduce intensity of air emission and greenhouse gas* by 30% by target year

至目標年，空氣污染物及溫室氣體的排放強度*減少30%

Expected Result
預期效果



In 2030
2030年

Target Time
達成時間

* Emission intensity refers to consumption/income ratio
* 排放強度指排放耗量／收入比

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Reduce Emissions from Fuel Combustion

Our emissions of waste gases and greenhouse gases are mainly due to the combustion of fuels during production and the use of vehicles. The effective application of renewable energy reduces the consumption of traditional fuels. In this way, it greatly reduced the emissions of waste gases and greenhouse gases. We continue to promote the green transformation of the energy structure. According to statistics, the use of the solar thermal equipment can reduce the sulfur dioxide emissions by 67.2 tons and nitrogen oxide emissions by 18.2 tons per year.

Reduce Emission from Fuel Vehicles

We encourage employees to travel with low carbon, take public transportation such as shuttles, and reduce air travel. We check the Company's vehicle emissions every year. Besides, the vehicles that have reached the end of their life will be scrapped. Diesel used in vehicles is our major energy consumption. As of the Year, we had 206 diesel trucks in use for chicken transportation. China has been promoting the green transformation of vehicles across the whole country in recent years, and the Company has also responded to such calls by replacing diesel vehicles with environmental-friendly new energy vehicles. All forklifts in use have been replaced with electric forklifts to reduce air pollution to the society. We have introduced new energy equipment such as electric forklifts to replace traditional fuel vehicles within the area. In terms of product logistics, the Company adheres to the principle of "Nearby Warehouse Delivery" and concentrates resources through third-party logistics companies, optimises routes and reduces the exhaust emissions during the product delivery.

降低傳統燃料燃燒排放

本公司的廢氣與溫室氣體的排放主要來源於生產時燃料的燃燒及車輛的使用。公司對可再生清潔能源的有效應用，在減少傳統燃料消耗的同時，大大降低了廢氣及溫室氣體的排放。我們不斷推進能源結構綠色轉型，據統計顯示，公司太陽能集熱設備的使用，每年減少二氧化硫排放量67.2噸，減少氮氧化物排放量18.2噸。

減少傳統燃料車使用

我們鼓勵員工低碳出行，乘坐班車等公共交通工具，減少空載出行。我們每年檢查公司車輛排放環保情況，將達到報廢年限的車輛進行報廢處置。運送車輛使用的柴油屬我們主要的能源耗量，截至本年度，我們擁有206台柴油貨車以供運輸我們的養殖雞隻。近年社會和國家均推動汽車綠色轉型，公司也正在努力響應利用較環保新能源車替代柴油運輸車輛，我們已將所有的使用的叉車全部換成電動叉車，從而減少對社會的空氣污染。在園區內，我們引進電動叉車等新能源設備，取代傳統燃油車輛的使用。產品物流運輸方面，公司秉持就近倉庫發貨原則，並通過第三方物流公司集約資源，優化路線，減少產品運輸過程產生的尾氣排放。



Forklift Charging Room
叉車充電間



Warehouse
倉庫

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Green Office

To achieve the “30 • 60” goal, we implement the concept of “Low Carbon” and take multiple measures. We have implemented paperless office and advocated for employees to print on both sides, effectively reducing paper waste. Besides, we use ammonia to provide cooling air to our plants and offices, as the global warming potential of ammonia refrigerants is extremely low. Despite the reduction of prevention and control measures for the COVID-19 pandemic and the gradual resumption of normal business transactions in 2023, we still encouraged employees to meet online and reduced the frequency of employees traveling for business. We planted more than 600 large trees within the plants and around the office buildings to reduce carbon dioxide.

綠色辦公

我們貫徹「低碳」理念，多措並舉，致力實現「30 • 60」目標。我們已實施無紙化辦公，並倡導員工雙面打印，有效減少紙張使用。我們使用氨氣為廠區、辦公區提供冷氣，氨氣製冷劑的全球變暖潛能極低。自2023年度開始新冠疫情的防控措施減少並逐步恢復正常業務往來，儘管如此，我們仍然鼓勵員工線上會議，減少員工出外公幹頻率。我們在廠區及辦公大樓種植了600餘棵大樹，以此減少空氣中的二氧化碳。

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Emission Treatment

We pay great attention to the relevant laws and regulations of the country and put emphasis on emission treatment to ensure that the waste gases and sewage discharged by the Company meet the national emission standards. In this way, we could minimise the adverse impact on the environment. We have promoted a pipe network system for the diversion of rainwater and sewage. Recently, all plants have obtained the permits of the processing of sewage. We treat key areas of sewage generation to meet the national sewage discharge standards. Each unit conducts daily inspections of the wastewater pipe network in the unit to ensure that the wastewater is not drained away. Besides, we regularly carry out sewage cleaning work to ensure that there is no floating matter on the upper layer of the wastewater drainline, no agglomeration on both sides, and no more sediment at the bottom.

排放物治理

我們時刻關注國家相關法律法規，重視排放物的治理，確保公司排放的廢氣、污水達到國家排放標準，從而降低對環境造成的不良影響。我們推進雨水與污水分流的管網系統，現各廠區均已完成辦理污水許可證的相關手續。我們對污水產生的重點環節進行污水處理以達到國家污水可排放標準。各單位對本單位內廢水管網進行日常巡查、保證廢水無外排，並定期開展清污工作，確保廢水管網上層無漂浮物，兩側無結塊，底部無較多沉澱物。



Case: Key Sewage Treatment Link — Slaughtering and Processing

案例：重點污水治理環節 — 屠宰加工



Waste Gas Treatment Equipment of the Sewage Tank — Dispose of Foul Smell of Sewage

污水池的廢氣處理設備 — 處理污水臭味

Slaughtering and processing is a key area of our wastewater treatment. In order to meet the relevant standards of national sewage discharge, we have installed a sewage treatment system in the slaughtering and processing plant, which filters sewage before treatment. Besides, the system is connected to the designated sewage treatment network of the local government. Meanwhile, we regularly clean the sludge of the sewage tank and sewage grain line to keep unobstructed. In this way, we could prolong the life of the sewage grain line and avoid the deterioration of wastewater, which would do harm to the environment.

屠宰加工是我們污水管理點關注的環節，為達到國家污水排放相關標準，我們在屠宰加工工廠安裝了污水處理系統，污水處理系統可於處理前過濾污水，該系統亦與當地政府的指定污水處理網絡連接。同時，我們定期對污水池及污水管網進行污泥清理，保持污水管網暢通，從而延長污水管及污水池的使用壽命，避免廢水水質惡化污染環境。

We also focus on the treatment of waste gases. The security and environment protection department had developed and implemented a self-monitoring scheme to achieve strict management, and inspect, repair, maintain and upgrade waste gas treatment equipment, pipelines, valves and other equipment on quarterly basis. Moreover, the Company also stresses the transparency and management of the monitor information and maintains self-monitoring records for examination of all parties. In order to comply with the requirements of the permits of the processing of sewage, we also arrange qualified third-party institutions to test the waste gases and issue relevant reports. If there is any abnormality, we will find the cause in time and take corresponding treatment measures to ensure that the waste gas meets the standard.

我們重視廢氣的治理，安環部編制並實施自行監測方案，嚴格自行監測管理，在每季度組織對廢氣處理設備、管道、閥門等進行檢查、維修、保養和升級改造。同時，公司重視監測信息公開管理執行情況，並建立全自行監測檔案，以便各方核查。為符合排污許可證辦理要求，我們定期安排有資質的第三方機構對產生的廢氣進行檢測，並出具相關報告。如果出現超標現象，及時查找原因，採取相應的治理措施，確保廢氣達標排放。



Case: Key Waste Gas Treatment — Packing Plant

案例：重點廢氣治理 — 包裝廠



Organic Waste Gas Catalytic Combustion Purification Device

有機廢氣催化燃燒淨化裝置

The packing plant is a key area of exhaust gas treatment. We have retrofitted its waste gases treatment equipment. Based on the original high efficiency water shower, low temperature plasma and oxidation bed to treat, we installed an organic waste gas catalytic combustion purification device. The device uses three combined processes of activated carbon adsorption concentration, hot air desorption and catalytic combustion to purify organic gases, which further reduces the emission of volatile organic gases (VOCs).

包裝廠是我們廢氣治理的重點區域，我們對其尾處理裝置進行了改造。我們在原有的高效水淋、低溫等離子和氧化床的基礎上，安裝了有機廢氣催化燃燒淨化裝置。該裝置採用活性炭吸附濃縮、熱空氣脫附和催化燃燒三種組合工藝淨化有機氣體，進一步降低了廢氣中揮發性有機氣體(VOC)的排放。

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Emissions Data List

排放物數據列表

Emission Statistics 排放物統計	Unit 單位	2023 2023 年	2024 2024 年	Change ³ 變動 ³
Main Air Pollution Emission Statistics				
主要空氣污染物排放統計				
Nitrogen Oxides (NOx) 氮氧化物(NOx)	tonnes 噸	28.54	25.34	-11%
Sulfur Oxides (SOx) 硫氧化物(SOx)	tonnes 噸	0.03	0.02	-18%
Particulate Matters(PM) 顆粒物(PM)	tonnes 噸	1.80	1.51	-16%
Total Emissions 總排放	tonnes 噸	30.37	26.87	-12%
Total Emissions Intensity 總排放密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入	0.006	0.005	-17%
Greenhouse Gas Emission Statistics¹				
溫室氣體排放統計 ¹				
Scope 1: Direct Emissions ² 範圍一：直接排放 ²	tonnes 噸	108,144	132,861	+23%
Scope 2: Energy Indirect Emissions ² 範圍二：能源間接排放 ²	tonnes 噸	131,050 ⁴	146,088	+11%
Scope 3: Other Indirect Emissions ² 範圍三：其他間接排放 ²	tonnes 噸	2,056	2,290	+11%
Total Emissions 總排放	tonnes 噸	241,250 ⁴	281,239	+17%
Total Emissions Intensity 總排放密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入	47.0 ⁴	51.1	+9%

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Notes:

1. To fully show the greenhouse gas emissions of the Company, we divide greenhouse gas emissions into the following three scopes according to Appendix C2 to the Main Board Listing Rules:

"Scope 1" — Direct emissions from operations that are owned or controlled by the Company;

"Scope 2" — Electricity (purchased or acquired) consumed within the Company; and

"Scope 3" — All other indirect emissions that occur outside the Company, including disposal of paper waste and business travel by employees
2. Scope 1 greenhouse gases include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Scope 2 and 3 greenhouse gases include carbon dioxide (CO₂).
3. The Company will explain the reasons for any variation of more than 20% in the 2024 data from the 2023 data.
4. The Company has reviewed and adjusted certain data in 2023, and revised the calculation method and data collection method to ensure comparability with the data in 2024; as a result, the data has changed from the 2023 ESG report.

註：

1. 為了更全面的展示公司溫室氣體排放的情況，我們根據《主板上市規則》附錄C2將溫室氣體排放劃分為以下三個範圍：

「範圍1」 — 涵蓋由公司擁有或控制的業務直接產生的溫室氣體排放；

「範圍2」 — 涵蓋來自公司內部消耗(購買回來的或取得的)電力；及

「範圍3」 — 涵蓋公司以外發生的所有其他間接溫室氣體排放，公司涉及棄置到堆填區的廢紙、僱員乘坐飛機出外公幹
2. 範圍一溫室氣體包括二氧化碳(CO₂)、甲烷(CH₄)、氧化亞氮(N₂O)。範圍二及三溫室氣體為二氧化碳(CO₂)。
3. 本公司會就2024年度數據與2023年度數據差異變動超過20%的解釋原因。
4. 公司對2023年部分數據進行了覆核與調整，並對計算方法及數據採集方法進行了修訂，以確保與2024年數據之可比性；因此，數據較2023年ESG報告發生了變更。

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Emission Targets

In our 2021 ESG report, we explained that the Company voluntarily set consumption reduction targets with a baseline of the air pollution emission and greenhouse gas emission in 2020. Each year, we compare the actual air pollution emission and greenhouse gas intensity of the reporting year with the energy intensity of the baseline year in real time, so that we can make corrections in real time. Please refer to the chart below for details:

Energy Consumption 2024 and Baseline (2020 Emission)

Consumption Reduction Targets	Unit	2020	2024	Change
排放量2024與基線 (2020年排放量)減耗目標	單位	2020年	2024年	變動

Comparison of Air Pollutant Emissions

空氣污染物排放量對比				
Air pollution emission	ton			
空氣污染物排放量	噸	27.37	26.87	-2%
Air pollution emission intensity				
空氣污染物排放量密度	ton/million RMB in revenue ¹ 噸／人民幣 每百萬元收入 ¹	0.007	0.005	-29%

Comparison of Greenhouse Gas Emissions

溫室氣體排放量對比				
Greenhouse gas emission	ton			
溫室氣體排放量	噸	186,120	281,239	+51%
Greenhouse gas intensity				
溫室氣體排放量密度	ton/million RMB in revenue ¹ 噸／人民幣 每百萬元收入 ¹	47.7	51.1	+7%

Note:

1. The sales revenue of the Company increased from RMB3,901,615,000 in 2020 to RMB5,504,651,000 in 2024.

Going forward, we will continuously monitor our energy management targets to ensure that we can achieve the target percentage reduction as expected within the timeframe we set.

排放量目標實施情況

我們在2021年度的ESG報告中說明，公司自願以2020年的空氣污染物和溫室氣體排放量情況為基線設立減耗目標。我們每年度將實時對報告年度實際空氣污染物和溫室氣體排放強度與基線年度的能源使用強度進行對比，以便我們能實時進行修正工作，詳情請參考下列圖表：

註：

1. 本公司2020年度銷售收入由人民幣3,901,615千元增至2024年度人民幣5,504,651千元。

展望未來，我們將持續對空氣污染物排放量管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。

Waste Control

We uphold the principle of “Classified Collection, Comprehensive Utilisation and Proper Disposal” for the treatment of solid waste. We set up “recyclable” and “non-recyclable” garbage cans in the production, office and living area. Waste residues that contain special hazardous substances, highly toxic substances and radioactive wastes shall be placed in a specific storage place and marked with warning signs.

廢棄物防治

我們對固體廢棄物的處理秉持「分類收集、綜合利用、合理處置」的原則。我們在生產區域、辦公區及生活區域設立雙垃圾桶，分別做出「可回收」、「不可回收」標識。含特殊有害物質、劇毒物質和放射性廢物等廢渣，投放於特定的存放場所，並標識相應的警示標誌。

Waste Reduction Targets

減廢目標



Waste Reduction Targets

減廢目標



The society is increasingly concerned about sustainable development. In response to the vision of achieving carbon peak in 2030 and carbon neutrality in 2060, and the call of various regulatory agencies including the HKEX, the Company voluntarily set emission reduction targets based on 2020 waste emission. We set emission reduction targets in terms of emission/income.

社會對可持續發展日益關注，為響應我國2030年實現碳達峰，2060年實現碳中和的偉大願景，及包括香港聯交所在內的各類監管機構的號召，公司自願以2020年的廢棄物的排放情況為基線設立減排目標。我們以排放/收入的方式設立減排目標。

Baseline and Background 基線及背景



Cover all entities within the scope of the Company's listing, including Fengxiang, Fengxiang Industrial, iShape Food Technology, Fengxiang Food Development, Yucheng Fengming, Fengxiang Japan and Shandong Xiangyuan

涵蓋公司上市範圍內所有實體，包括鳳祥股份、鳳祥實業、優形食品科技、鳳祥食品發展、禹城鳳鳴、日本鳳祥及山東祥鳶

Entity Scope
實體範圍



Cover emission of hazardous waste and non-hazardous waste

涵蓋公司排放的有害廢棄物和無害廢棄物

Energy Use Scope
能源使用範圍



Reduce waste emission intensity* by 30% by target year

至目標年，廢棄物排放強度*減少30%

Expected Result
預期效果



In 2030
2030年

Target Time
達成時間

* Emission intensity refers to consumption/income ratio
* 排放強度指排放耗量/收入比

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Hazardous Waste

We set up hazardous waste garbage storage room in each factory area. Each unit should contact with responsible department to entrust qualified institutions to deal with the hazardous waste generated in the production process. They also should report to the department of Safety & Environmental Protection Department and track the disposal process to ensure that the treatment of hazardous waste is legal. Our hazardous waste management plan for the Year has been reported in the hazardous waste information management system and dynamically controlled

Non-Hazardous Waste

Non-hazardous waste from our operations mainly include waste plastic paper, waste cartons, waste layered cloth, waste woven bags, scrap iron and others. We classify and treat waste. Besides, we combine “Source Reduction” and “Waste Transfer” to reduce the impact of nonhazardous waste on the environment. In order to treat non-hazardous waste from the source, we post posters such as “Save Paper” and “Clear Your Plate” in public areas to promote the rational use of resources. We strengthen resource procurement and management to reduce the unnecessary waste of resources.

Our plant construction uses durable, recyclable and eco-friendly materials, such as high-strength steel and SUS316 stainless steel, to reduce the generation of construction waste. We carry out strict classification of decoration waste and old decoration materials. The construction waste that no longer be used will be recycled by qualified companies. During the Year, construction waste was generated due to the renovation project of chicken farms, but since only a small amount of construction waste was generated by the relevant renovation project, and the relevant construction waste was used by the surrounding villages and towns for recycling, the construction waste had less impact on our non-hazardous waste generation and we did not make specific statistics on the amount of relevant construction waste discarded.

We sort solid waste. We recycle waste as much as possible and dispose non-recyclable waste by qualified companies. We also standardise the management of solid waste production and storage sites in accordance with the national requirements for standardized management of solid waste and the inspection requirements of environmental protection departments at all levels. The administrative departments of each business department are responsible for the compliance transfer and disposal of solid waste to ensure that the disposal unit has the qualification and capacity to dispose of. The safety and environmental protection department of the Company shall inspect the management of solid waste on a monthly basis, and the inspection results shall be included in the assessment.

有害廢棄物

我們在各個廠區設立危廢暫存間。生產過程中產生的有害廢棄物由業務部門委託有處理資質的單位進行處理，並向安全環保部報備，各單位監督有害廢棄物的處置，確保有害廢棄物合法處理。我們在本年度公司危險廢物管理計劃並在危險廢物信息管理系統進行申報，並動態管控。

無害廢棄物

我們在營運過程中出現的無害廢棄物主要包括廢棄塑料紙、廢紙箱、廢分層佈、廢編排袋及廢鐵等。我們對垃圾進行分類處理，採用「源頭減廢」和「廢物轉移」相結合的方式減少無害廢棄物對環境產生的影響。為從源頭治理無害廢棄物，我們在公共區域張貼「節約用紙」、「光盤行動」等宣傳海報，倡導員工合理使用資源。我們加強資源採購、資源使用管理，減少不必要的資源浪費。

我們的廠房建設選用高強度鋼材、SUS316不銹鋼等耐用、可回收利用的環保材料，減少了建築垃圾的產生。我們對裝修廢料、老舊裝修材料進行嚴格的分類處理，對於不能再利用的建築垃圾交由有資質的公司回收處理。本年度因雞場改造工程產生了建築垃圾，但由於相關改造工程只產生少量的建築垃圾，而相關建築垃圾被周邊的村鎮二次利用，相關建築垃圾對我們的無害廢棄物產生量造成較少影響，所以我們沒有就相關建築垃圾廢棄量進行具體統計。

我們將固體廢棄物進行分類處理，可回收的廢棄物盡可能回收再利用，不可回收的廢棄物交由有資質的公司處置。我們亦按照國家固體廢物規範化管理要求，結合各級環保部門檢查要求，規範固體廢物產生、貯存場所管理；而各事業部行政部門負責合規轉移處置固體廢棄物，確保處置單位具備處理資質和處理能力。公司安環部每月對固體廢棄物管理情況開展檢查，檢查結果納入考核。

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Waste Data List

廢棄物數據列表

Waste Disposal Data in the Year 年度廢棄物統計	Unit 單位	2023 2023 年	2024 2024 年	Change ³ 變動 ³
Hazardous Waste ¹ 有害廢棄物 ¹	tonnes 噸	69	89	+29% ⁴
Hazardous Waste Intensity 有害廢棄物密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入	0.013	0.016	+23% ⁴
Non-Hazardous Waste ² 無害廢棄物 ²	tonnes 噸	3,122	3,511	+12%
Non-Hazardous Waste Intensity 無害廢棄物密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入	0.608	0.638	+5%

Notes:

註：

- The Company's hazardous wastes mainly include breeding epidemic prevention equipment, laboratory waste liquid and waste, waste oil barrels, waste activated carbon, waste refrigeration oil, waste oil filter, waste battery, potassium permanganate residue.
- The Company's non-hazardous waste can be divided into office and ordinary household garbage, kitchen waste, construction waste and other non-hazardous waste. Other non-hazardous wastes include sewer silt, sedimentation pond sludge, waste layered cloth, cartons, woven bags, scrap iron, etc. Because waste plastic paper, waste paper box, waste layered cloth, waste woven bag and waste iron are easier to count, while office and ordinary garbage, kitchen waste and other non-hazardous waste are more difficult to count, so non-hazardous waste in this year does not include office and ordinary garbage, kitchen waste and other non-hazardous waste.
- The Company will explain the reasons for any variation of more than 20% in the 2024 data from the 2023 data.
- The increase in hazardous waste emission and hazardous waste emissions intensity during the Year was mainly due to the increase in waste oil and waste medicine bottles. The increase in waste oil was mainly due to the generation of waste oil as a result of the replacement of lubricating oil for the production machines of our fifth cold storage plant in 2024. The increase in waste medicine bottles was mainly due to the fact that vitamin bottles and anti-epidemic medicine bottles were sent to the recycling company for unified recycling during the Year.
- 本公司的有害廢棄物主要包括養殖防疫器具、化驗室廢液及廢物、廢油桶、廢活性炭、廢冷凍機油、廢機油濾芯、廢電瓶、高錳酸鉀殘渣。
- 本公司的無害廢棄物可分為辦公及普通生活垃圾、廚餘垃圾、建築廢棄物及其他無害廢棄物。其他無害廢棄物中包括下水道淤泥、沉澱池污泥、廢分層佈、紙箱、編織袋、廢鐵等。由於廢塑料紙、廢紙箱、廢分層佈、廢編織袋及廢鐵等較容易統計，而辦公及普通垃圾、廚餘及其他無害廢棄物較難統計，所以本年度無害廢棄物未有包括辦公及普通垃圾、廚餘及其他無害廢棄物。
- 本公司會就2024年度數據與2023年度數據差異變動超過20%的解釋原因。
- 本年度有害廢棄物排放量及有害廢棄物排放密度上升的原因，主要是由於廢機油及廢藥瓶的增加所導致。廢機油的增加主要是由於我們在2024年度統一為第五冷藏廠的生產機器更換潤滑油，因而產生廢棄機油，而廢藥瓶增加主要是由於我們於本年度將維生素瓶和防疫藥瓶一併交由回收公司統一回收。

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Implementation of waste reduction goals

We stated in the ESG report 2021 that the Company is willing to set consumption reduction goals by regarding the waste emissions in 2020 as a baseline. We will immediately compare the actual waste emission intensity of the reporting year with the energy use intensity of the baseline year annually, so that we can make corrections promptly. For details, please refer to the following chart:

Reduction Goals of the Waste Emission in 2024 and baseline

(Emission in 2020)	Unit	2020	2024	Change ²
廢棄物排放量2024與基線 (2020年排放量)減耗目標	單位	2020年	2024年	變動 ²
Hazardous Waste Emission	tonnes			
有害廢棄物排放量	噸	3.9	89	+2,182%
Hazardous Waste Emissions Intensity	tonnes/million			
有害廢棄物排放量密度	RMB in revenue ¹ 噸／人民幣 每百萬元收入 ¹	0.001	0.016	+1,500%
Non-Hazardous Waste Emission	tonnes			
無害廢棄物排放	噸	319	3,511	+1,001%
Non-Hazardous Waste Emissions Intensity	tonnes/million			
無害廢棄物排放密度	RMB in revenue ¹ 噸／人民幣 每百萬元收入 ¹	0.082	0.638	+678%

Notes:

1. The sales revenue of the Company increased from RMB3,901,615,000 in 2020 to RMB5,134,413,000 in 2024.
2. The change in the above table was mainly due to the Company's revision of the data collection method, which resulted in a difference between the Group's total emissions data for 2024 and 2020, and the management and the Board of Directors will review whether to use the data for 2020 as the baseline.

Looking forward, we will continue to monitor the air pollution emission management objectives to ensure that we can maintain the reduction percentage, required to meet the set expected objectives within the set time.

廢棄物減廢目標實施情況

我們在2021年度的ESG報告中說明，公司自願以2020年的廢棄物排放情況為基線設立減耗目標。我們每年度將實時對報告年度實際廢棄物排放強度與基線年度的能源使用強度進行對比，以便我們實時進行修正工作，詳情請參考下列圖表：

註：

1. 本公司2020年度銷售收入由人民幣3,901,615千元增至2024年度人民幣5,134,413千元。
2. 出現上述表格變動的原因主要是本公司的對數據採集方法進行了修訂，使集團2024年的總排放量數據與2020年度出現差異情況，本公司將由管理層和董事會進行檢討是否使用2020年度的數據作基線。

展望未來，我們將持續對空氣污染物排放量管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。

Climate Change and Corporate Risks

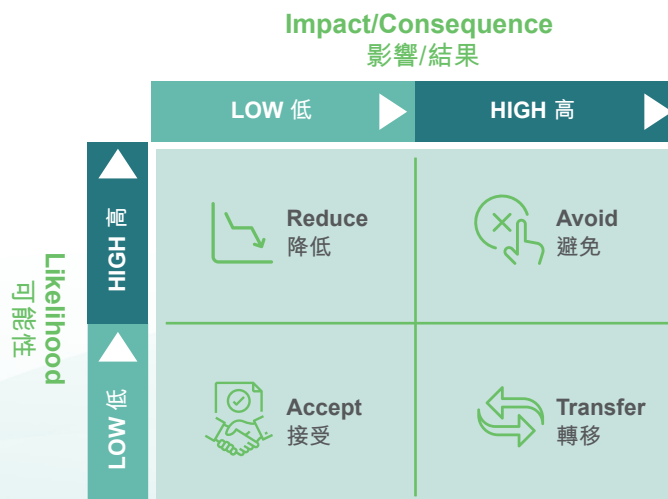
氣候變化與企業風險

Environmental Risk Assessment

環境風險評估

We adhere to the risk management principle of “Prevention first, rapid response, coordinated linkage”. We assess the possibility and impact of environmental change on the Company’s business by our risk assessment system. Besides, we take timely countermeasures to reduce the losses caused by environmental risks.

我們秉持「預防為主，快速響應、協調聯動」的風險管理原則，通過風險評估體系，評估環境對公司業務產生危害的可能性及影響，並及時採取應對措施，降低環境風險給我們造成的損失。



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Environmental Risks and Measures

環境風險及措施

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Physical Risks 實體風險		
Acute Physical Risks	The Company is mainly located in Liaocheng City, Shandong Province. Liaocheng is located in the Luxi Plain, which belongs to the Haihe River Basin. Affected by the comprehensive influence of climate and geographical conditions, Liaocheng is susceptible to natural disasters, such as floods, storms, heavy rains, high temperature and drought. Natural disasters and extreme weather can cause power outages, gas shortages, water shortages, which will damage production and processing facilities and warehouses. Besides, it will also disrupt the transportation channels, which may interrupt our operations seriously and cause huge economic losses to the Company.	<ul style="list-style-type: none">With reference to relevant laws and regulations, we have formulated the Special Emergency Plan for Natural Disasters and established four emergency rescue teams, namely emergency coordination team, emergency evacuation team, medical rescue team and communication and supporting team, to be fully responsible for the extreme weather disasters response;Purchase disaster emergency materials, equipment and so on in advance;We regularly carry out emergency knowledge publicity and emergency drills for extreme weather disasters to improve employees' awareness of prevention and ability to avoid risk.
急性實體風險	公司主要位於山東省聊城市，聊城位於魯西平原，屬海河流域。受氣候與地理條件的綜合影響，聊城易受洪澇、暴風、暴雨、高溫乾旱等自然災害影響。自然災害和極端天氣會造成斷電、缺氣、缺水、生產及加工設施及倉庫損壞或運輸渠道中斷，均有可能導致我們的經營嚴重中斷，給公司造成巨大經濟損失。	<ul style="list-style-type: none">我們參照相關法律法規，制定了《自然災難專項應急預案》，成立了搶險調度、應急疏散組、醫療救護組和通訊後勤組4支應急救護隊伍，全面負責極端天氣災害的應對工作；提前購置災害應急物資、設備等；我們定期開展應急知識宣傳、極端天氣災害應急演練，提高員工防範意識和避險能力。
Chronic Physical Risks	Poultry is very sensitive to challenging environments, such as high temperatures and high humidity, which is referred to as heat stress. Heat stress can lead to reduced feed intake, decreased immunity, abnormal behaviour in poultry and be prone to gastrointestinal diseases. Liaocheng has a temperate monsoon climate, which is both hot and rainy in summer. Coupled with global warming, heat stress occurs frequently in poultry breeding, which seriously affect the economic benefits of poultry farming.	<ul style="list-style-type: none">We established an advanced intelligent three-dimensional breeding plant for broiler chicken. The temperature and humidity of the plant are managed by the AC2000 environment controller, which can automatically control the intake, waste of wind and heating system of the plant;Through the real-time monitoring platform of the plant, we can monitor key production indicators such as temperature, humidity, feed intake, and drinking water during 24 hours in real time. In this way, we can realise abnormal situations and deal with them in time;Equipped with purification facilities and equipment, clean, and conduct disinfection and sterilization regularly;Adjust daily nutrition dairy and feed scientifically.
慢性實體風險	家禽對挑戰性環境非常敏感，例如高溫高濕，通常稱為熱應激。熱應激會導致家禽採食量減少、免疫力下降、行為異常、易發消化道疾病等。聊城屬溫帶季風氣候，夏季高溫多雨，雨熱同季，加之全球氣候變暖，熱應激在家禽養殖中頻繁發生，嚴重影響家禽養殖的經濟效益。	<ul style="list-style-type: none">建立先進的智能化立體養殖肉雞廠，雞舍的溫度、濕度通過雞舍內的AC2000環境控制器，自動控制雞舍的進風、排風以及加熱系統，進而調節雞舍內的溫度、相對濕度；通過養殖遠程控制中心的養殖場實時監控平台，24小時實時監測舍內的溫度、濕度、採食量、飲水量等生產關鍵指標，在異常情況發出預警並及時處理；配備淨化設施設備，定期對雞舍清洗消毒；調整日常營養，科學飼養。

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Policy Risks	<p>In order to slow down the pace of global warming, coupled with the sharp increase in the cost of coal, the policy of “dual control of energy consumption” has been frequently introduced in various places. As a result, the pressure on power supply in some areas has increased. In the summer of 2022, power curtailment measures had been adopted, requiring different companies in the province to stagger their power consumption. We anticipate that the power curtailment policy may be implemented at different times in the future, which may lead to product deterioration and production stoppage. It is possible to affect our production capabilities and therefore may adversely affect our business.</p> <p>In addition, the PRC government claims to reach carbon peaking by 2030 and carbon neutrality by 2060, and may introduce different new policies such as carbon credits in the future. Failure to comply with the relevant laws and regulations and significant carbon emissions in the Company, it may cause economic losses to the Company and even damage its reputation.</p>	<ul style="list-style-type: none"> • The Company actively promotes the green transformation of the energy structure. We try to reduce energy consumption and explore the possibility of new energy use; • Install solar collector equipment to reduce energy consumption; • The Company plans to build photovoltaic power stations to supply electricity, and currently the plan has not been completed; • The Company continues to pay attention to the latest national environmental protection-related policies (including carbon emission rights, etc.), and formulates different strategies to meet the national development requirements.
政策風險	<p>為減緩全球變暖步伐，煤電成本驟增等因素，各地有關「能耗雙控」政策頻出，局部地區電力供應壓力升高。國家曾於2022年夏天採取限電措施，要求省內不同公司錯峰用電。我們預計未來限電政策或會在不同時段推行，可能導致產品變質或損壞，停工停產等。這可能對我們的生產能力產生不利影響，從而給公司造成經濟損失。</p> <p>此外，國家目標在2030年達至碳達峰及2060年達至碳中和，國家或在未來推出不同的新政策例如碳排放權等。如公司未能遵守相關法律法規及有大量碳排放情況，或會給公司造成經濟損失，甚至使商譽受損。</p>	<ul style="list-style-type: none"> • 公司積極推進能源結構綠色轉型，降低能耗，探尋新能源使用可能性； • 安裝太陽能集熱設備，降低能耗； • 將考慮未來規劃建設光伏發電站，利用清潔能源供電，現行亦未完成規劃； • 持續關注國家最新環保相關政策（包括碳排放權等事宜），並制訂不同的策略以配合國家發展要求。

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Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Legal Risks 法律風險	<p>If the pollutants, such as dead chicken, eliminated broiler chicken, sewage, and manure produced in the poultry breeding process, are not treated scientifically and centrally, it will have a serious impact on the ecological environment and even threaten human health. The Environmental Protection Tax Law of the PRC was implemented in 2018, to regulate the discharge of pollutants. Failure to comply with such laws and regulations may bring us serious consequences, including administrative, civil and criminal penalties, damage liability and negative reports. In case of serious violation, the Chinese government may suspend or shut down any business.</p> <p>家禽養殖過程產生的死雞、淘雞、污水、糞便等污染物若無科學、集中處理，會對生態環境造成嚴重影響，甚至威脅人類的健康。國家已於2018實施《中華人民共和國環境保護稅法》以規管污染物排放情況，若未能遵守該等法律及法規可能會給我們帶來嚴重後果，包括行政、民事及刑事處罰，損害賠償責任以及負面報導。倘嚴重違反，中國政府可能會暫停或關閉任何業務。</p>	<ul style="list-style-type: none"> • All dead chicken, eliminated broiler chicken should do harmless treatment; • The sewage generated in the production process is transported to the Company's sewage treatment plant by tank truck for processing, and then reused by other companies in the industrial park. The sewage is not discharged in the whole process; • All manure is recycled and disposed by the organic fertiliser plant; • The Company monitors pollutant emissions and appoints third-party qualified certification institutions to assist in testing the waste gas and other emissions generated. <p>對所有死雞、淘雞進行無害化處理；</p> <p>生產過程產生的污水通過罐車運往公司的污水處理廠加工後，由所在工業園區其他公司再利用，全過程污水不對外排放；</p> <p>所有糞便由有機肥廠回收處置；</p> <p>監控污染物排放，並委任第三方有資質證明機構協助對產生的廢氣及其他排放物進行檢測。</p>
Technology Risks 技術風險	<p>"Vegetarian meat" is popular in Europe and the U.S.A. Such products have also appeared in the domestic market in recent years. It is known for its high protein, low fat, no cholesterol and other advantages. Besides, it will not cause animal suffering due to appetite. In the future, if the research and development of vegetarian meat products can make the price significantly lower than real meat, the taste good enough and the additive content lower, which like natural food, coupled with the enhancement of the consumption concept of environmental protection, health and animal care, it may have an impact on the traditional poultry breeding industry.</p> <p>「素肉」食品在歐美盛行，近年來國內市場也陸續出現此類產品。素肉具有高蛋白質、低脂肪、不含膽固醇等優點，且不會因口腹之欲而造成動物的痛苦。未來，若素肉類產品研發能夠使價格大幅低於真肉、口味足夠好、添加劑含量小，接近於天然成品，加之環保、健康、關愛動物的消費理念不斷增強，可能對傳統家禽養殖行業造成衝擊。</p>	<ul style="list-style-type: none"> • The Company will promote the diversification of products to meet the different needs consumers; • The Company will increase investment on the R&D to create "vegetarian meat" products that are suitable for the tastes of the Chinese and are healthy and environmentally friendly. <p>推進產品多元化發展，以滿足消費者的不同需求；</p> <p>推進素肉類產品的研發，打造適合國人口味、健康環保的「素肉」製品。</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Market Risks 市場風險	<p>With the continuous emphasis on sustainable development in international and domestic societies, consumers tend to environmentally friendly enterprises. At the same time, various regulatory agencies have increased their requirements for energy consumption and emissions. As a result, business customers have turned to enterprises with low impacts on climate change to build green supply chains. If the enterprise cannot meet the relevant emission and energy consumption standards, it may lose some customers.</p> <p>隨著國際、國內社會對「可持續發展」的不斷重視，消費者傾向於環境友好型企業。同時，各類監管機構對能耗、排放的要求不斷提高，業務客戶轉向對氣候變化影響低的企業，從而構建綠色供應鏈。企業若不能達到相關排放、能耗標準，可能造成部分客戶流失。</p>	<ul style="list-style-type: none"> • The Company pays attention to laws and regulations related to environmental protection. We also constantly explores new paths for energy conservation and emission reduction; • The Company requires the National V environmental protection list for logistics vehicles to enter the Company's territory to reduce waste emissions; • The Company will strive to reduce the use of packaging materials while packaging products and materials; • The Company will establish a comprehensive supplier management system and incorporate sustainable development into the dimensions of the Company's supplier assessment, and obtain their supplier sustainability report; • Through the ESG report, the Company facilitates various stakeholders, including customers and investors, to view the Company as an environmentally friendly enterprise. • 公司關注環境保護相關法律法規，不斷探索節能減排新路徑； • 公司要求具有國五環保清單的物流車輛進入公司範圍，以減少尾氣的排放； • 公司會在包裝產品及物料時，會努力減少使用包裝物資； • 公司全面構建供應商管理體系，將可持續發展納入公司供應商考核的維度，並獲取他們的供應商可持續發展報告； • 公司透過ESG報告以增強不同持份者，包括客戶及投資者，將公司視為環境友好型企業。

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Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Reputation Risks 聲譽風險	Shandong Province is a groundwater overexploitation area. Groundwater over-exploitation will cause a series of ecological and environmental problems, such as groundwater level falling, aquifers drying, ground settlement, deterioration of water quality, and intrusion of sea (brackish) water. If we do not promote the treatment of ground water over-extraction, it will have a destructive impact on the environment and may cause an irreversible negative impact on the corporate image. 山東省為地下水超采區，地下水超採會造成地下水水位連續降低、含水層疏乾、地面沉降、水質變差、海（鹹）水入侵等一系列生態與環境問題。若不推進地下水超採的治理工作，對環境造成破壞性影響，可能會對企業形象造成難以逆轉的負面影響。	<ul style="list-style-type: none"> In response to the “Implementation Plan for the Comprehensive Improvement of Groundwater Over-exploitation Areas in Shandong Province”, the Company has sealed some groundwater wells and currently has 7 groundwater wells remaining to be sealed. The Company uses third-party water supplies (including municipal government water supplies) to meet our employees’ basic needs and production demand. 積極響應《山東省地下水超採區綜合整治實施方案》，公司已封存部分地下水井，現時本公司尚餘7口地下水井未封存。 公司利用第三方供水（包括市政府供水）滿足員工生活需要及滿足生產需求。

Note:

1. This KPI risk category can be Annex to the TCFD Recommendations Report: Implementing Recommendations of the TCFD published in June 2017.

註：

1. 此關鍵績效指標「風險類別」參見TCFD於2017年6月刊發的氣候相關財務披露建議的附錄：實行TCFD建議。

EMPLOYMENT RESPONSIBILITY — FOCUS ON WIN-WIN ECOLOGY

Optimise the Employment Environment

As a labour-intensive enterprise, Fengxiang has always adhered to the “people-oriented” management philosophy for thirty years. We treat our employees as our most valuable sources and asset. We strictly comply with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors, the Regulations on the Prohibition of Child Labour, the Special Regulations on the Labour Protection of Female Workers, and other relevant national and regional laws and regulations. We accordingly establish various internal management procedures to govern our policies and measures regarding remuneration and termination, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other treatment and benefits.

員工責任 — 專注共生共贏

優化僱傭環境

鳳祥股份作為一家勞動密集型企業，三十年以來，我們始終秉承「以人為本」的管理理念，將他們視為最寶貴的資源和財富。我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《女職工勞動保護特別規定》等國家及地區的相關法律法規規定，並據此制定公司內部各項管理程序，以規範公司在有關薪酬及解僱、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等方面的政策和措施。

Employee Overview

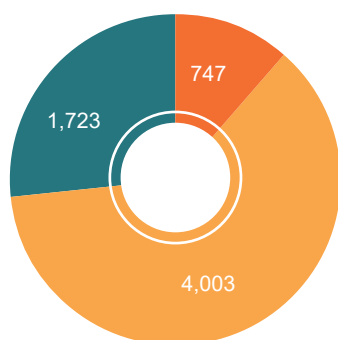
We strive to promote equal employment without discrimination on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, pregnancy, disability or political orientation. During the Year, Fengxiang had 6,473 employees (2023: 6,808) from 12 ethnic groups, including Han, Hui, and Manchu etc, and all employees are full-time. Details of the number of employees for the Year are as follows:

員工概況

我們著力推行平等就業，不因種族、宗教信仰、年齡、國籍、社會或種族起源、性取向、性別、婚姻狀況、懷孕、殘疾或政治取向而歧視員工。本年度鳳祥股份共有來自包括漢族、回族、滿族等12個民族的僱員6,473人（2023年度：6,808人），且所有員工均為全職員工。本年度僱員人數詳細情況如下：

By Age
(number of employees)

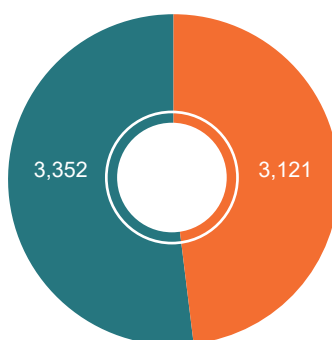
年齡區間
(人數)



- Under 30 30歲以下
- 30-45 30-45歲
- Above 45 45歲以上

By Gender
(number of employees)

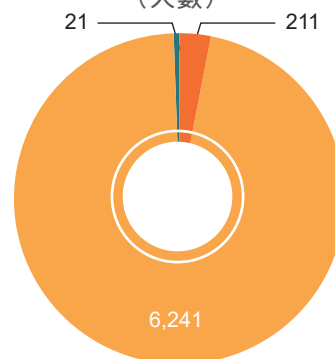
僱員性別
(人數)



- Male 男性
- Female 女性

By Management
(number of employees)

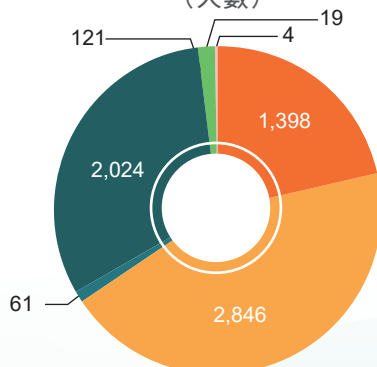
管理層級
(人數)



- Entry level 基層
- Mid-level 中層
- Senior level 高層

By location of entity
(number of employees)

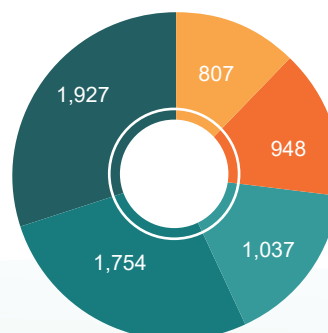
按實體地區劃分
(人數)



- Fengxiang 鳳祥股份
- Fengxiang Industrial 鳳祥實業
- Fengxiang Food Development 鳳祥食品發展
- iShape Food Technology 優形食品科技
- Yucheng Fengming 禹城鳳鳴
- Fengxiang Japan 日本鳳祥
- Shandong Xiangyuan 山東祥鸞

By Years of Service
(number of employees)

工齡劃分
(人數)



- Less than one year 一年以下
- 1-3 years 1-3年
- 3-5 years 3-5年
- 5-10 years 5-10年
- Over ten years 超過10年

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Termination and Dismissal

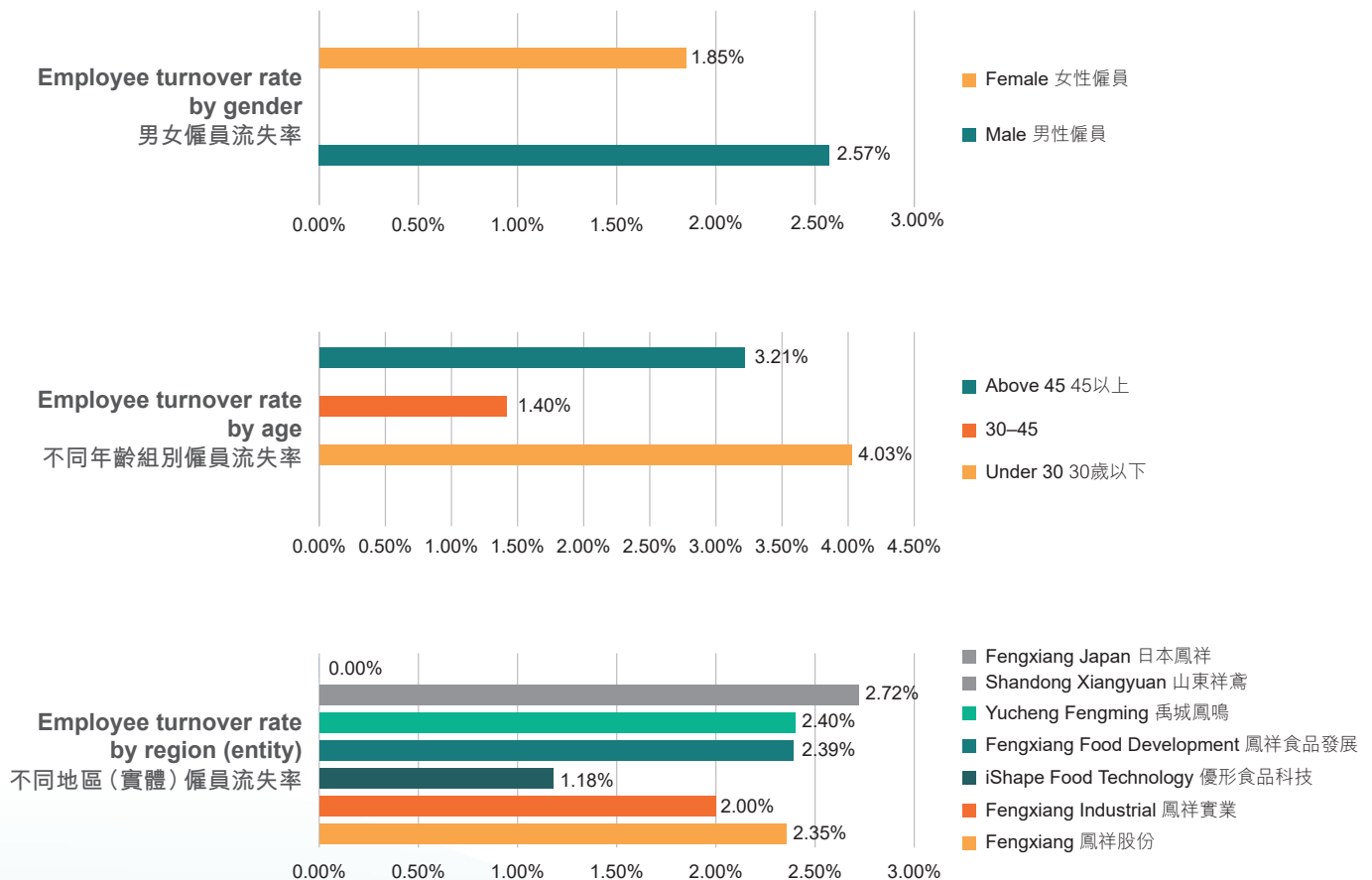
We have established the “Employee Transition Management System”, which regulates the Company’s policies and procedures for the employment termination. At the same time, we have sorted out the “Employee Behavior Standards” in the “Employee Handbook” and established the “Employee Behavior Red Line”. If an employee violates the work rules, Fengxiang will examine the relevant situation in accordance with the process, and only when the employee touches the “Behavior Red Line” will we consider the termination of the labour contract for punishment. We also respect the employee’s willingness for self-development, and the employee may voluntarily terminate the labour contract.

The monthly average employee turnover rate was 2.20%, and details of the monthly average employee turnover rate by category are as follows:

離職解僱

我們建立了《員工異動管理制度》，規範了公司在離職解僱方面的政策及措施。同時，我們在《員工手冊》中梳理了「員工行為規範」並建立了《員工行為紅線》，如員工違反工作紀律，鳳祥股份將按流程審核相關情況，只有在員工觸碰「行為紅線」的情況下才考慮以解除勞動合同的方式進行處分。我們亦尊重員工自我發展意願，員工可自願解除勞動合同。

本年度月均僱員流失率為2.20%，各類別月均流失率詳細情況如下：



* The monthly turnover rate calculating formula: Number of employees leaving of a month ÷ (Number of employees of the month + Number of employees enrolled of the month) × 100% (The number of employees in the category leaving in each month should be added up and divided by 12 months)

* 月均流失率計算方法：該類別僱員當月離職人數 ÷ (該類別僱員當月總人數+期間當月離職僱員總人數) ×100%(需加總每月的該類別當月離職人數，再除以12個月)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Remuneration and Benefits

In 2024, the total remuneration of our employees is on an upward trend. We have established a “Remuneration Management System” and offer market competitive wages to our employees in accordance with the “External Competitiveness Principle”.

We have also improved the “Attendance and Leave Management System”: employees not only enjoy all the statutory holidays stipulated by the government, but we also provide a variety of flexible leave benefits including maternity leave, breastfeeding leave, paternity leave, family visit leave, 5–15 days annual leave, work injury leave of absence, bereavement leave, marriage leave, etc. In addition, we pay social insurance for all employees in accordance with the Social Insurance Law of the People's Republic of China and make contribution to the housing provident funds for some of our employees in accordance with the Regulations on Management of Housing Provident Fund.

We are always concerned about the physical and mental health of our employees. We organise regular medical check-ups for our staff, and this year, we introduced specialized cardiovascular health check-ups for employees over 55 years old. We also provide free psychological counseling sessions for our employees. In order to further strengthen the physical fitness of our employees and enrich their spare time, we provide free open gym, organise regular group activities and competitions, and carry out different leisure activities, such as annual activities, various cultural festivals and skill or technical competitions for our employees, in favor of increasing the employees' cooperation and their sense of belonging.

薪酬及福利待遇

2024年度，我們員工總體薪酬呈上漲趨勢。我們建立了《薪酬管理制度》，並依照「外部競爭性原則」為我們的員工提供具有市場競爭力的薪酬。

同時，我們還完善了考勤與假期管理制度：員工可以不僅享有國家規定的所有法定假期，我們還提供了包括生育假、哺乳假、陪護假、探親假、5–15天年休假、工傷停工留薪期、喪假、婚假等多種靈活休假福利。此外，我們亦為所有員工按《中華人民共和國社會保險法》繳納社保及《住房公積金管理條例》為部分員工繳納住房公積金。

我們始終心繫員工的身心健康。我們定期為員工組織體檢，本年度新增了為在職且超過55周歲員工組織心腦血管專項體檢，並提供免費心理諮詢講座。同時為了進一步加強員工的身體素質並豐富員工業餘生活，我們為員工提供了免費開放的健身活動場地並定期組織團建活動及比賽，舉辦不同的員工工餘活動例如年會活動、各種文化節日、技能或技術比賽等，增加員工合作性及歸屬感。



2024 administrative chefs and pastry staff technical competition at each plant

各廠區2024年舉辦行政廚師及麵點人員技術比武



Technical competition for warehouse management, forklift operators, and truck drivers held by logistics center

物流中心舉辦物流中心倉儲保管、叉車工、貨車司機技術比武活動

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employee Recruitment

Through a combination of internal and external talent recruitment, Fengxiang is committed to creating diversified recruitment channels. During the Year, our main recruitment methods include internal recommendation, internal self-application, rural recruitment, campus recruitment, WeChat and other third party recruitment platforms etc. In the recruitment process, we abide by the "Recruitment Management System", and our recruitment criteria are based on fairness, openness and equity. We will select suitable talents based on interview performance, academic requirements, and industrial and positional experience.

Employee Promotion

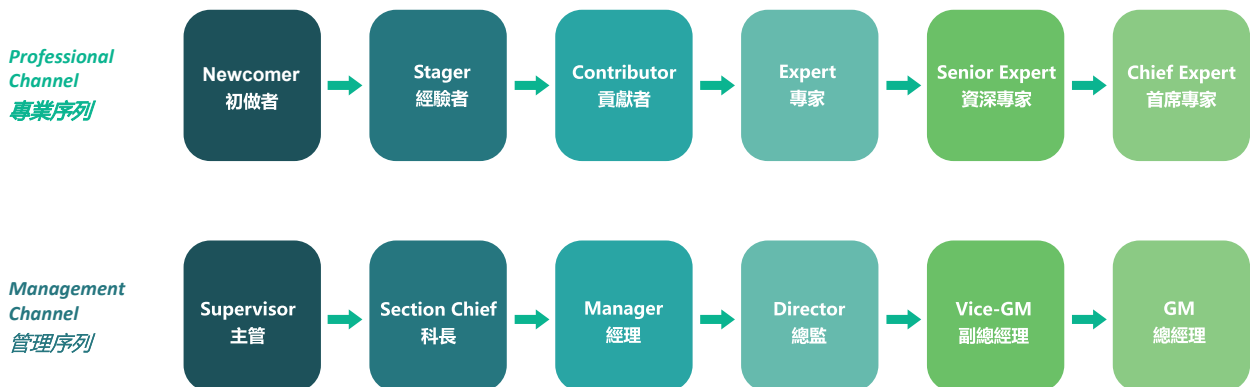
Fengxiang always aims to "expanding the development channel for employees, leading them to improve their abilities, and achieve the job matching", and has set up a "dual-channel promotion system" for our employees. We divide our core business into two major channels: professional and management, aiming to create smooth promotion and development channels for employees with different backgrounds and strengths, and help them plan their career paths so that they can give full play to their respective strengths in the most suitable positions.

員工招聘

鳳祥股份通過內部招聘與外部招聘相結合的方式吸納人才，我們致力於打造多元化的招聘渠道，本年度，公司主要招聘方式包括：內部推薦、內部自主報名、下鄉招聘、校園招聘、微信及第三方招聘平台等。我們在招聘過程中遵守《鳳祥股份招聘管理制度》，錄用標準以公正、公開與公平原則，會按面試表現、學歷要求、行業及崗位經驗等篩選合適的人才。

員工晉升

鳳祥股份始終以「拓展員工發展通道，牽引員工能力提升，清晰實現人崗匹配」為目標，為員工搭建了「雙通道晉升體系」：我們將核心業務分為專業和管理兩大序列，旨在為不同背景、不同特長的員工打造暢通的晉升發展通道，幫助他們規劃職業道路，讓他們能夠在最合適的崗位上發揮各自的特長。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Promote Safe Production

Employees' health and safety is always our primary priority, and it is also one of the most important ESG issues for us and our stakeholders. We strictly comply with national laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Law of the People's Republic of China on Production Safety, and the Regulations on the Reporting and Investigation of Production Safety Accidents. We have also established 15 safety management-related systems and monitored the safety processes in accordance with the requirements of these systems, in a bid to create a safe working environment to protect our employees from occupational hazards.

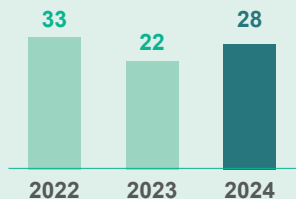
Work Injury & Other Safety-Related KPI

促進安全生產

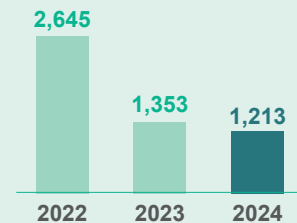
員工的健康與安全是我們貫徹始終的首要目標，亦是我們和各持份者最重視的ESG議題之一，我們嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、《生產安全事故報告和調查處理條例》等國家法律法規，同時建立了15項安全管理相關制度，並按照制度要求監管各項安全流程，傾力打造安全的工作環境以保障我們的員工免受職業性危害。

工傷及其他安全關鍵績效指標

Number of work injury
工傷人數



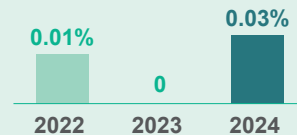
Number of lost-days
due to work injury
因工傷損失天數



Number of work-related
fatalities
因工死亡人數



Rates of work-related
fatalities
因工亡故比率



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Dual Prevention System

During the Year, we continuously implemented the “Dual Prevention System of Safety Management”, which is a parallel system of “Risk Classification and Control System” and “Hazard Investigation System”. In the “Risk Classification and Control System”, we have mapped out the safety risk points and evaluated their risk levels according to two major categories: “Equipment Facilities” and “Operation Activities”. Meanwhile, we set the inspection cycle according to the importance of the risk level, and clarified the responsible persons for each safety risk point. The Safety and Environment Department of the Company has launched a key inspection on such aspects as electrical safety, fire safety, ammonia-related refrigeration, occupational health, flood control, dust and explosion, special equipment, and new construction etc.

雙重預防體系

本年度，我們持續推行「風險分級管控體系」與「隱患排查體系」並行的「安全管理雙重預防體系」。在「風險分級管控體系」中，我們按照「設備設施」和「作業活動」兩大類分別繪製了其安全風險點並評估其風險等級，同時根據風險等級的重要程度設定排查周期，明確了各項安全風險點的責任人。同時，公司安環部圍繞電氣安全、消防安全、涉氨製冷、職業衛生、防汛安全、粉塵涉爆、特種設備、新建專案施工等方面開展重點隱患排查。



Safety & Professional Skills Training

安全、專業技能培訓



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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During the Year, the Safety and Environment Department of the Company launched various safety and occupational health trainings on fire safety, emergency drills, electrical safety, special equipment, dust and explosion, confined space, special operations, traffic safety, safety knowledge of liquid ammonia refrigeration, and leakage accident, etc. All the employees passed the examination after training. At the same time, we organised safety manager to conduct safety professional training examinations to improve their professional level and motivated all safety manager to take the Certified Safety Engineer certification examination. Our special operations include forklift operation, boiler operation, quick-open pressure vessel operation, boiler water treatment, etc. All operators have obtained the appropriate special equipment operation certificates, and we have set up a comprehensive Ledger for Special Operators to monitor the review date of the special equipment operation certificates of the relevant employees. In addition, we also have personnel with special equipment safety management certificates to ensure the safe use and maintenance of special equipment.

本年度，公司安環部圍繞消防安全、應急演練、電氣安全、特種設備、粉塵涉爆、有限空間、特種作業、交通安全、液氨製冷安全知識及泄露事故等方面開展各類安全、職業衛生培訓，培訓後考試成績全部合格；同時，我們組織安全管理人員開展安全專業培訓考試，提高安全管理人員專業水平，推動全體安全管理人員參與註冊安全工程師取證考試。我們的特種作業類別包括叉車操作、鍋爐操作、快開式壓力容器操作、鍋爐水質處理等，所有操作人員均已獲得相應的特種設備操作證，並已建立完善的《特種作業人員台賬》以監控相關員工特種設備操作證的複審日期；此外，我們亦配備持有特種設備安全管理證書的人員，以確保特種設備的使用安全及保養維護。

Special (equipment) licensed personnel induction rate

2024: 100%

2023: 100%

特種（設備）持證人員上崗率

2024年: 100%

2023年: 100%

Certified Safety Engineer

2024: 10

2023: 6

註冊安全工程師

2024年: 10人

2023年: 6人

Certified Fire Protection Engineer

2024: 1

2023: 1

註冊消防工程師

2024年: 1人

2023年: 1人

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Emergency Drills

During the Year, we organised 196 (2023: 158) emergency drills in strict compliance with our plans and national safety laws and regulations, including 154 (2023: 127) “on-site disposal drills” (“mechanical injury accidents”, “high fall accidents”, “electric shock accidents”, etc.); 36 “special emergency drills” (“fire and explosion accidents”, “boiler accidents”, “liquid ammonia leakage accidents”, etc.); and 6 “comprehensive plan emergency drills”.

應急演練

本年度，我們嚴格遵照計劃與國家安全法律法規規定組織開展了共196次（2023：158次）各類應急演練，其中154次（2023：127次）「現場處置演練」（「機械傷害事故」、「高處墜落事故」、「觸電事故」等）、36次「應急專項演練」（「火災爆炸事故」、「鍋爐事故」、「液氨洩露事故」等）、6次「綜合預案應急演練」。



Annual fire drill
年度消防演練



First aid drill for electric shock
觸電急救演練



Various exercises and special training
各類演習及專題培訓

Annual Health and Safety Work

We value great importance to the health and safe working environment for our employees. We established a sound occupational hazard prevention and control responsibility system in the feed and breeding business department, and set up a leading group for occupational hazard prevention and control to strengthen the occupational disease prevention and control work of the business department. The leading group of occupational hazard prevention and control has established internal monitoring systems and policies related to occupational hazard prevention and control as well as standardised occupational health management and made detailed provisions, thereby developing a set of appropriate rules and regulations for occupational disease prevention and control. In addition, we have also followed the Law on the Prevention and Control of Occupational Diseases to intensify the promotion and the education. Through various occupational disease prevention and control knowledge bulletin boards and trainings, we strengthened employees' knowledge of the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and relevant laws and regulations, enhanced employees' awareness of safety protection, improved the Company's safety, environment, occupational health, which is in line with the sustainable development requirements for the Company. We arranged all departments to carry out emergency drills such as environmental and natural disasters, occupational health emergencies, fire prevention, confined space, mechanical injury, emergency evacuation and liquid ammonia leakage during the Year, so that employees may cope with emergencies as planned. The Company will engage an external qualified occupational health inspection agency to assist in the annual occupational health inspection to check whether the employees' work posts will damage their health, such as being affected by noise, harmful and harmless gases and dust, and the occupational health inspection agency will issue the annual occupational health inspection results report. Our Safety & Environmental Protection Department is responsible for ensuring the effective operation of the Group's environmental and occupational health and safety management system and the smooth implementation of related work. In 2024, it actively organized production safety and environmental protection inspections, and regularly rectified the hidden dangers one by one, with no major environmental, fire or other safety accidents and no major chemical (liquid ammonia) leakage accidents occurring throughout the year. In accordance with the production safety plan, the Company conducted emergency drills such as mechanical injury accidents, fire and explosion accidents and liquid ammonia leakage accidents throughout 2024.

年度健康和安全工作

我們非常重視員工的健康和安全工作環境。我們在養殖和育種事業部門建立一套健全職業危害防治責任制，並設立職業危害防治工作領導組，以加強事業部的職業病防治工作。職業危害防治工作領導組建立有關職業危害防治相關內部監控制度與政策規範職業衛生管理工作做了詳細規定，為職業病防治工作設立一套合適的規章制度。此外，我們亦貫徹實施職業病防治法，加強宣傳教育力度。透過不同的職業病防治知識宣傳欄及培訓學習，加強員工對《中華人民共和國職業病防治法》和相關法律、法規的知識，增強員工安全防護意識，提升公司安全、環境、職業健康、滿足公司可持續發展的要求。我們組織各部門在本年度進行環境自然災害、職業健康突發事件、消防、有限空間、機械傷害、應急疏散和液氨泄漏等應急演練工作，使各員工更容易應對突發事件的情況。公司會委託外部有合格資質的職業健康檢查機構協助進行年度職業健康檢查，以檢查各員工工作崗位會否有損害員工健康情況，例如受到噪聲、有害及無害氣體、粉塵影響，並由職業健康檢查機構出具年度職業健康檢查結果報告。我們的安全環保部會負責確保集團的環境和職業健康安全體系的有效運行，以及相關工作順利實施，在2024年度積極組織安全生產和環保檢查，對各項隱患逐項落實責任人定期進行整改，全年無任何重大環境、火災等安全事故、無重大化學品（液氨）泄漏事故發生。公司按照安全生產預案於2024年全年進行了機械傷害事故、火災爆炸事故和液氨泄漏事故等應急演練。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Future Health and Safety Work

Since the health of employees and safety work environment are our most important property, our future goal is to strengthen the maintenance and ensure the health and safety work of employees. We will strengthen the internal troubleshooting and rectification of occupational health and safety production. We also will strengthen the follow-up work on the problems found in the annual occupational health inspection results report issued by external occupational health inspection agencies, and conduct careful analysis and figure out solutions to ensure that a comfortable and safe work environment is provided to employees. In addition, we will continue to increase the knowledge and understanding about the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and relevant laws and regulations among employees and strengthen their occupational safety awareness. We strive to improve the prevention and control of occupational health hazards continuously, therefore creating a good work environment in line with occupational safety and health standards, improving the health of employees, and thus creating a better corporate image.

Safety Management Systems

During the Year, we continuously implemented the operation of the "Dual Prevention System", based on which we centralised the control of data uploading, supervision and early warning by means of information technology. The online inspection and evaluation of the System met all the standards. At the same time, Fengxiang and its subsidiaries successfully passed the "Safety Standardisation Expiration Assessment" and "ISO45001 Occupational Health and Safety System Supervision Audit".

未來健康和安全生产工作

由於員工健康及安全工作環境是我們最重要的財產，我們未來目標是加強維護及滿足員工健康和安全生产工作。我們會加強內部對職業健康和生產安全工作的排查隱患及整改工作，並加強就外部職業健康檢查機構出具的年度職業健康檢查結果報告發現的問題跟進工作，認真分析、研究和解決，以確保提供舒適及安全的工作環境給予員工。此外，我們會繼續提高對《中華人民共和國職業病防治法》和相關法律法規的知識和理解，強化員工的職業安全意識。我們不斷提升職業健康危害防治水平，創造良好的符合職業安全衛生標準的工作環境，提高職工健康水平，從而塑造更好的企業形象。

體系管理

本年度，我們持續推行「雙重預防體系」，在此基礎上我們通過信息化手段對數據上傳、監督、預警等各項節進行集中化管控，公司「雙重預防體系」網上巡查評估全部達標；同時，鳳祥股份及附屬公司順利通過了「安全標準化到期評審」及「ISO45001職業健康安全體系監督審核」。



Assist Employee Development

We insist on the talent development strategy with the goal of “cultivating international professionals” and strive to build a professional and occupational talent team with international vision, international leadership knowledge of the industry, cross-cultural communication skills and innovative ideas.

We have built multiple types of training and learning platforms for employees in different positions, levels and business areas, including occupational health training, production safety training and fire safety training. During the Year, we provided all of our employees across all business lines with more than 400,000 hours (2023: 300,000 hours) of training and learning, with an average of more than 62 hours (2023: 39 hours) of training per employee, an increase of about 23% year-on-year.

幫助員工發展

公司堅持以「培養國際化專業人才」為目標的人才發展策略，致力打造一支擁有國際化視野、掌握行業國際領先知識、具有跨文化溝通能力和創新意識的專業化、職業化人才隊伍。

我們持續為不同崗位、不同層級和不同業務領域的員工搭建不同類型的培訓和學習平台，包括職業健康培訓、安全生產培訓、消防安全培訓等。本年度，我們為各條業務線的全體員工提供了累計超過40萬小時（2023：30萬小時）以上的總培訓學習時長，員工平均受訓時長超過62小時（2023：39小時）每人，上升約23%。



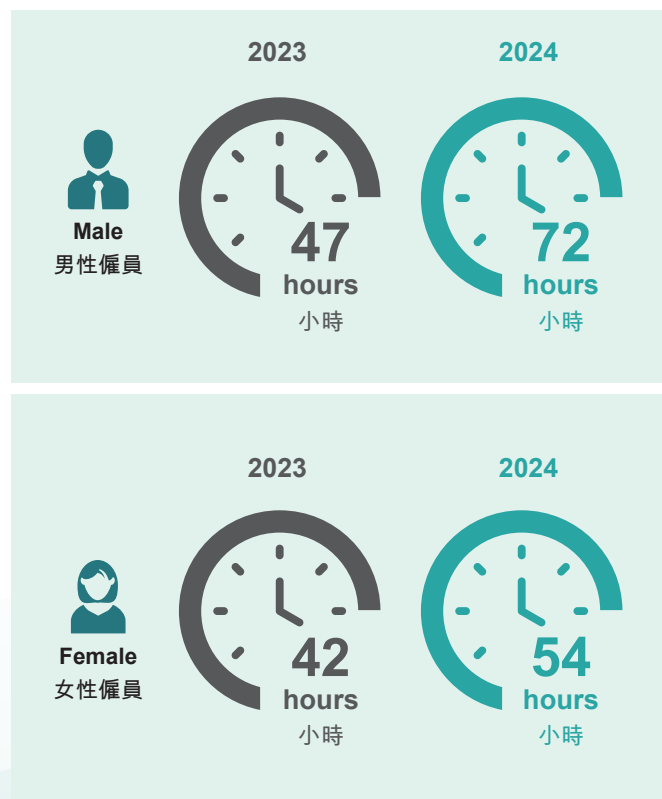
More than 400,000 hours of
training and learning
超過40萬小時以上的總培訓學習



Average of more than 62 hours
of training per employee
員工平均受訓時長超過 62小時

Average Training Hours per Employee (By Gender)

員工平均受訓時長（性別）



Average Training Hours (By Management Level)

員工平均受訓時長（管理層級）



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Due to the turnover of employees, the training data are rolling statistics. During the Year, the total number of trainees was 6,473 (including resigned employees) (2023: 7,694), representing approximately 100% (2023: 113%) of the total number of employees as of December 31, 2024.

因員工存在流動性，培訓數據均為滾動統計。本年度的總培訓人數為6,473(包括已離職員工)(2023: 7,694)，佔截至2024年12月31日的全體員工總人數約100%(2023: 113%)。



Protect the Rights of Employees

Based on the Law of the People's Republic of China on the Protection of Minors, the Regulations on the Prohibition of Child Labour, the Labour Contract Law of the People's Republic of China and other laws and regulations as well as the requirements of the supervisory authorities, Fengxiang has established a sophisticated labour system and strictly complies with the Convention on Minimum Age, the Convention on the Worst Forms of Child Labor, the Convention on Forced Labor and other international conventions related to human rights.

We have "zero tolerance" towards forced, exploitative and underage child labour. If our employees, suppliers and all walks of life discover relevant problems, they can report to the Company's management through multiple channels such as telephone and email, and relevant departments will investigate and deal with them in a timely manner.

During the Year, the Company did not engage in child labour or forced labour.

We have paid social insurance and housing provident funds for all employees in accordance with the Social Insurance Law of the People's Republic of China and Regulations on the Management of Housing Provident Fund. We have also prepared the Labor Contract in accordance with the Labour Contract Law of the People's Republic of China to protect the rights of employees.

保障員工權益

鳳祥股份基於《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《中華人民共和國勞動合同法》等各項法律法規及監管部門的要求建立了完善的勞動用工制度，並嚴格遵守《最低年齡公約》、《最惡劣形式的童工勞動公約》、《強迫勞動公約》等與人權有關的各項國際公約。

我們有對有強迫和剝削性質的勞工行為以及使用未達法定年齡的童工等行為採取「零容忍」，我們的員工、供應商及社會各界若發現相關問題，可通過電話、郵箱等多渠道向公司管理層舉報反映，相關部門會及時進行調查處理。

本年度，公司未發生使用童工或強制勞工的情況。

我們按《中華人民共和國社會保險法》及《住房公積金管理條例》為所有員工繳納社會保險及住房公積金。我們亦按照《中華人民共和國勞動合同法》編制《勞動合同》，以保障員工之權益。

COOPERATION RESPONSIBILITY — CREATE EXTRAORDINARY TOGETHER

The Company is always dedicated to building a long-term win-win relationship with suppliers from all over the world. We strictly abide by the laws and regulations such as the Tender Law of the People's Republic of China, the Government Procurement Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. We have also established a comprehensive internal supplier management mechanism: through the Purchasing Control Procedures, the Supplier Management System and the Tender Management System to promote the development of the cooperative ecology.

Create Diversified Cooperation Ecosystem

We are committed to diversifying our supply chain. Over the years, we have insisted on cooperating with suppliers from different regions, nationalities, cultures and backgrounds. We also focus on local suppliers to reduce logistics costs and improve energy efficiency while promoting local economic development.

During the Year, the Company has established partnerships with 1,137 (2023: 1,495) suppliers in 30 (2023: 24) provinces and countries, including 694 (2023: 844) suppliers in Shandong Province and 443 (2023: 651) suppliers outside Shandong Province.

Strengthen Supply Chain Management

We have setup a scientific supplier access procedure, identified a list of qualified suppliers, signed quality assurance agreements with selected suppliers, and established a supplier management information system. We will focus on supplier credit, production process, quality control, cost efficiency, supply channels and other key information for investigation, verification and rating before supplier access. We also conduct on-site inspections of suppliers to understand whether the size of the enterprise and the production management system meet our requirements for products, review the product inspection reports provided by suppliers, and fill out the "Basic Supplier Survey Form" together with relevant departments. At the same time, our procurement centre will also send the procurement information to the relevant inspection institutions for sampling and inspection from time to time.

合作責任 — 攜手共創非凡

公司始終致力於與來自各地的供應商共同打造互惠共贏的長久合作關係。我們嚴格遵守《中華人民共和國招投標法》、《中華人民共和國政府採購法》、《中華人民共和國反不正當競爭法》等法律法規，並建立了完善的內部供應商管理機制：通過《採購控制程序》、《供應商管理制度》、《招標管理制度》等制度以促進合作生態的良好發展。

打造多元合作生態

我們力爭實現多元化供應鏈，多年來，我們堅持與不同地域、不同民族、不同文化、不同背景的供應商開展合作。同時我們也注重與本地供應商的合作，在推動本地經濟發展的同時降低物流成本，提高能效。

本年度，公司共與30個（2023年：24個）省份和國家地區的1,137家（2023年：1,495家）供應商建立合作關係，其中山東省供應商694家（2023年：844家），山東省外供應商443家（2023年：651家）。

強化供應鏈管理

我們建立了科學的供應商准入程序，確定合格供應商清單，與選定的供應商簽訂質量保證協議，建立供應商管理信息系統。我們在供應商准入前會重點對供應商資信、生產工藝、品質控制、成本效率、供貨渠道等關鍵資訊進行調查驗證及評分。我們亦會對供應商開展實地考察，深入了解企業規模及生產管理體系等方面是否符合我們對產品的要求，並審核供應商提供的產品檢驗報告，與相關部門共同填寫《供應商基本情況調查表》。同時我們的採購中心也會不定期地將採購物資送至相關檢驗機構抽樣檢查。

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Each year, we will evaluate and score the overall performance of suppliers in six dimensions: quality, price, delivery, service, technology and risk. Those with scores of 95 and above are excellent suppliers and can increase procurement amount and priority payment; those with scores between 85 and 95 are qualified suppliers and can be purchased normally; those with scores between 60 and 85 are still qualified suppliers, but need to be counseled, reduced or suspended from procurement; those with scores below 60 are unqualified suppliers and will be eliminated directly.

We have added “Sustainability Dimension” to the original six evaluation dimensions. We regularly request sustainability and social responsibility reports from suppliers or conduct sustainability evaluations of suppliers on a regular basis. We judge whether suppliers’ products are more suitable for recycling, made with more recycled materials, have less packaging and are more durable; meet higher energy efficiency requirements; use environmentally friendly technologies and/or less polluting fuels; reduced water consumption; and less irritating or toxic emissions during installation through surveys, site visits, etc. At the same time, we increased the weighting of sustainability assessment scores in the overall assessment performance score to increase the priority of suppliers that perform well in the sustainability assessment.

PRODUCT RESPONSIBILITY — PROVIDE QUALITY SERVICES

Deeply engaged in the industry for 30 years, Fengxiang has become a global benchmark in white feather meat farming. We strictly comply with the Laws of the People’s Republic of China on Product Quality, Food Safety Law, Advertising Law, Trademark Law, Consumer Rights Protection Law, and Secrecy Law in all aspects of production and sales, and establish internal management procedures to create quality products and services with the spirit of “craftsmanship”, protecting the rights of consumers in all aspects.

Control the Quality and Safety

The safety and quality of products are crucial to our success. Fengxiang has built a food safety and quality control system for the whole industrial chain from “farm to table”. The three modules of biosecurity measures, product traceability and quality control system are used to systematically monitor the overall production process to ensure that the safety and quality of our products meet the standards.

每年我們會從「質量、價格、交期、服務、技術、風險」這六大範疇對供應商全年整體表現進行評估。評分在95分及以上的為優秀供應商，可加大採購量，優先付款；評分在85分到95分之間的為合格供應商，可正常採購；評分在60分到85分之間的仍為合格供應商，但需要進行輔導、減少或暫停採購；評分低於60分的為不合格供應商，直接予以淘汰。

我們在原有六大評估範疇中加入「可持續發展範疇」：定期要求供應商提供可持續發展及社會責任報告或定期對供貨商進行可持續發展評估；通過調研、實地考察等方式對供應商的產品是否更適合循環再用、採用更多可再生材料製造、較少包裝和更持久耐用；符合更高能源效益要求；採用環保技術及／或低污染燃料；減少耗水量；安裝或使用時排放較少刺激性或有毒物質等方面進行判斷。同時，我們增加了可持續發展評估分數佔總體評估表現分數的比重，提高在可持續發展評估中表現優秀的供應商的優先次序。

產品責任 — 奉獻優質服務

深耕行業30年，鳳祥股份已經成為全球白羽肉雞養殖標杆。我們在生產、銷售等各環節嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國食品安全法》、《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國消費者權益保護法》、《中華人民共和國保密法》等法律法規，同時建立各項內部管理程序，以「匠心精神」打造優質產品及服務，全方位守護消費者權益。

嚴控安全品質

產品的安全品質對我們的成功至關重要。鳳祥打造了「從農場到餐桌」全產業鏈食品安全衛生體系及質量控制系統，圍繞「生物安全措施」、「產品可追溯體系」、「質量控制體系」三大模塊系統性監督整體生產過程，以保證我們的產品安全品質符合標準。

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We have a quality management team that is responsible for the quality of our products, including the development of quality standards and control measures. The team consists of almost 90 team members with extended experience in food inspection and research as well as expertise in various fields including biology, food science, veterinary science, etc. Our products comply with national food safety standards and have passed tests related to veterinary drugs or prohibited chemicals. Our export products also comply with the relevant standards required by the import countries.

We will strictly inspect and accept the raw and accessorial materials purchased and raised externally. We will conduct batch-tests of drug residue, on a sample basis, for chicken breeds, obtain the officially issued animal quarantine certificate, and ensure that the drug use and quarantine test results are qualified before acceptance. For the raw materials of other products, we will conduct sampling inspection on the packaging of auxiliary materials, label identification, shelf life, net content, product smell, texture, foreign substance, etc. in accordance with the acceptance criteria for accessorial ingredients, and check whether the test items in the quality analysis report meet the acceptance requirements (including the detection of microorganisms, etc.), and carry out physicochemical and microbiological tests according to the food safety monitoring program.

We pay close attention to the requirements for the edible quality of our products, so we will conduct internal spot checks on each batch of finished products, which is carried out by our quality control department and our factory director, covering the appearance, color, taste, smell, physicochemical, microbial and other aspects of the products. Only products with satisfactory results can be sold in the market. In addition to product quality control, we also pay attention to any recall and return of products due to safety issues. We have established a set of product withdrawal, recall or return procedure to regulate the Product Withdrawal/Recall/Return Process. We will also conduct regular product recall drills and prepare the Product Recall Summary Report to simulate the results of product recall, evaluate the recall process and work out the follow-up improvement suggestions, so as to ensure the actual operation of the product recall if necessary.

Given the effective measures abovementioned, during the Year, there were no cases of "product recall" due to health/safety/quality.

我們設有質量控制小組，負責我們產品的質量，包括制定質量標準及控制措施。該小組由近90名成員組成，部分成員受過與生物學、食品科學及禽畜獸醫學等有關的高等教育，且在食品檢驗及研究方面富有經驗。我們的產品符合中國農業部及國家食品藥品監督管理總局要求的標準，並已通過與獸藥或違禁化學物有關的檢測。我們生產的用於出口的產品也均滿足出口國的相關檢測要求。

我們會嚴格地對原輔料進行檢驗驗收，包括對活雞進行批次抽樣藥殘檢測，並獲取具有官方開具的《動物檢疫合格證明》，並確保用藥和檢疫檢測結果均為合格才進行檢收；就其他產品原材料則根據輔料驗收標準對輔料包裝、標籤標識、保質期、淨含量、產品氣味、組織狀態、異物等進行抽樣檢查，並核對質量分析報告書內檢測項目是否符合驗收要求（包括對微生物等的檢測），並根據食品安全監控計劃進行理化、微生物等檢測。

我們非常關注產品食用質量要求，因此我們對每批出廠的成品會進行內部抽查，由我們的質量控制部門連同我們的工廠廠長對產品的外觀、色、口感、氣味、理化、微生物等方面進行把控檢測，檢驗結論為合格的產品才可流出市面進行銷售。除產品出品監控外，我們亦關注產品在市場上的任何因安全問題而需召回及退換貨的工作。我們建立了一套《產品撤回、召回或退換貨程序》以規範產品撤回／召回／退換貨流程。我們亦會定期進行產品回收演練，並編制《產品回收總結報告》，以模擬產品召回結果，並評價召回過程流程工作，列明後續改善建議工作，以確保如需作產品召回時的實際操作工作。

基於上述有效的措施，本年度，我們未發生因健康、安全、或質量所導致的「產品回收」案例。

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Improve Product Service

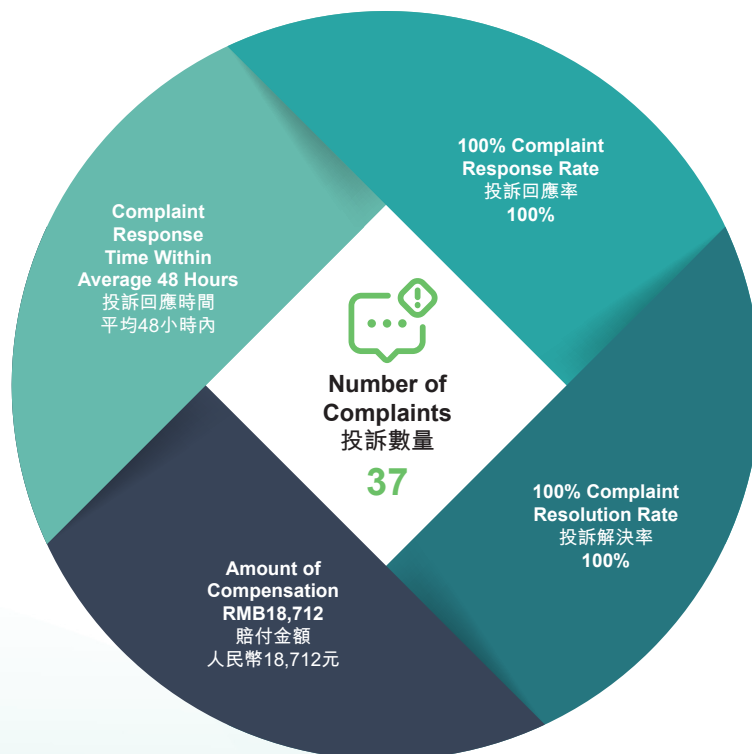
We have built the Customer Service Management System and incorporated the concept of “Customer First” into our daily management. We divided our main customers into two categories of “distributors” and “direct customers”. “Distributors” include channels of convenience store catering, supermarkets, group catering (catering channels of dining rooms of various government departments, enterprises and institutions, various schools from primary school to college, group meetings, and various restaurants). “Direct customers” refer to the end customers in delivery channel and e-commerce channel. We insist on listening to the voices of different customers and taking their opinions seriously. We have set up a professional customer service team to collect complaints and handle different types of complaints accordingly.

During the Year, we received 37 (2023: 40) complaints from various channels, with the main types of complaints being product quality, product publicity, product validity and label, etc. There were no complaints due to material health and safety issues. Specific complaint-related data are as follows:

提升產品服務

我們建立了《客服管理制度》，將「客戶為先」的理念融入到日常管理中。我們將主要客戶分為「分銷商」與「直接客戶」兩大類，「分銷商」包括便利店餐飲渠道、商超渠道、團體膳食渠道（各類機關單位、企事業、大中小學校食堂類用餐渠道、團體類會議、各款餐廳）等；「直接客戶」指的是向終端客戶的外賣渠道和電商渠道等，同時堅持傾聽不同客戶聲音，正視客戶意見，設立專業客服團隊對客戶提出的投訴進行收集，並對不同的投訴類型進行相應處理。

本年度，我們各投訴渠道累計收到投訴37次（2023年：40次），主要投訴類型集中為「產品質量」、「產品宣傳」、「產品效期和標籤」等，並未發生因嚴重食品健康和安全所導致的投訴。具體投訴相關數據如下：



Intellectual Property Construction

We have implemented all-round control and management of intellectual properties, and strictly comply with the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Copyright Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and other related laws in its production and operation activities. We have formulated relevant management systems within the Company to clarify the requirements of intellectual property management.

As of December 31, 2024, the Company newly added 11 patents (2023: 12 patents), increasing its cumulative number of patents granted to 134 (2023: 147) and cumulative number of trademarks registered to 134 (2023: 177).

Protect Customer Privacy

Fengxiang values the protection of our customers' privacy and information security. Our information centre strictly followed information security procedures to centrally manage and fully protect the information of our customers. For distributor customers, both parties have signed a confidentiality agreement and the access was strictly limited to the required departments and personnel. For direct customers, all data was managed by the third party platform and we are not able to obtain or use the data.

知識產權建設

我們對知識產權實施全方位的控制和管理，在生產經營活動中嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國反不正當競爭法》等相關法律，並在公司內部制定相關管理制度，明確知識產權管理要求。

截至2024年12月31日，公司新獲取專利數量11項（2023年：12項），累計獲得專利數量134件（2023年：147件），累計註冊商標134件（2023年：177件）。

保護客戶隱私

鳳祥股份重視保障客戶的隱私及信息安全，我們的信息中心嚴格按照信息安全程序對我們掌握的客戶資料進行集中管理及全面保護。對於分銷商客戶，雙方均簽訂保密協議，並嚴格按照要求由限定的部門及人員進行接觸。對於直接客戶，所有數據均由第三方平台進行管理，我們無權獲取其信息或對其資料進行使用。

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INTEGRITY RESPONSIBILITY — ADHERENCE TO VIRTUE

We strictly comply with the Anti-Corruption and Bribery Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China and other laws and regulations, which expressly prohibit corrupt practices such as corruption and bribery. To prevent fraud, strengthen corporate governance and internal control, reduce corporate risks, standardise business practices and protect the legitimate rights and interests of the Company and its shareholders, we have developed the "Employee Behavior Red Line" and "Employee Non-Compliance Management System" in accordance with the listing rules published by the HKEX, the regulations and requirements of the security exchange markets and regulatory agencies and combined with the actual conditions of the Company, which clearly define the violations, types of penalisation, principles of penalisation, investigation of violations and management of penalisation files.

In 2024, there were no cases of corruption, bribery, extortion, fraud and money laundering-related litigations involved the Company or its employees (2023: Nil).

Establish Complaint Reporting Procedure

By formulating rules and regulations such as "Employee Behavior Guidelines" and "Employee Non-compliance Management System", the Company clearly defines the high-pressure line for commercial bribery, fraud and other non-compliant behaviors for all employees and creates a positive management culture. At the same time, the Company has drafted the "Report Management Regulations" to clarify the procedures for the investigation of reports and the obligations of the whistle-blower and the rights of the reported person. We have established smooth and convenient internal and external reporting channels, including dedicated telephone numbers and mailboxes for receiving reports, and publicized them to suppliers, customers and employees through channels such as suppliers' inquiry and quotation platforms, bidding sites and the intranet. The Company's Audit Department is responsible for receiving internal and external complaints and reporting to the Company's management after investigation.

In addition to screening and analysing the internal and external reports we receive and investigating them according to procedures, we conduct focused monitoring and analysis of business segments with a high risk of fraud in our audit plan, and continue to proactively contact suppliers, customers, and front-line employees to investigate the efficiency of company processes, service awareness in window departments, and personal integrity.

廉潔責任 — 堅守德行標準

我們嚴格遵守《中華人民共和國反貪污賄賂法》、《中華人民共和國反洗錢法》等法律法規，明令禁止貪污、賄賂等貪腐行為。我們為防止舞弊，加強公司治理和內部控制，降低公司風險，規範經營行為，維護公司和股東合法權益，根據香港聯交所報佈的上市條例、證券交易市場和監管機構的規定和要求，結合公司實際情況，制定了《員工行為紅線》和《員工違規行為管理制度》，明確了違規行為、處罰類型、處罰原則、違規行為調查、處罰檔案管理等方面。

2024年，未發生針對本公司或員工的貪污、賄賂、勒索、欺詐及洗黑錢等相關訴訟案件(2023年：無)。

建設投訴舉報程序

公司通過制定《員工行為規範》、《員工違規行為管理制度》等規章制度，給全體員工清晰地劃定商業賄賂、舞弊及其他違規行為的高壓線，塑造風清氣正的管理文化。同時，公司制定了《舉報管理辦法》明確舉報調查程序和舉報人及被舉報人的權利義務，並建立暢通、便捷的內外部舉報渠道，包括用於接收舉報的專用電話和郵箱，並通過供應商詢報價平台、招投標現場、內網等渠道向供應商、客戶、員工公示。公司的審計部會負責接收公司內部及外部的投訴舉報事宜，並由審計部向公司管理層進行調查匯報工作。

我們除對接收的內外部舉報進行甄別分析、按程序調查外，在計劃內審計工作中對舞弊風險高的業務環節進行重點監控分析，同時持續主動聯繫供應商、客戶、一線員工，調研公司流程效率、窗口部門服務意識、個人廉潔情況。

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In 2024, a total of 0 reports were received from various reporting channels by the Company and there were no related reports of corruption, bribery, extortion, fraud and money laundering involved the Company or its employees.

Focus on Integrity Management

Fengxiang always adheres to the principle of honesty, fairness, integrity, and transparency. All our suppliers are required to sign the “Integrity Pledge”, and we have added the “Integrity Clause” in the contracts to strengthen the contractual constraints on each party’s behavior; we also issue the “Integrity Notice to Partners” at the beginning of each year to remind and emphasize our principles, prevent the occurrence of illegal and disciplinary acts for improper benefits and protect the legitimate rights and interests of both parties as well as a healthy and stable relationship.

Conduct Anti-corruption Training

We train some new employees on relevant laws and regulations during onboard training and conduct regular anti-corruption training for some existing employees to raise their awareness of business ethics. The Company also arranges trainings on integrity, compliant operation and anti-fraud to for employees from time to time, in order to promote employees’ integrity and adherence to virtue. In May 2024, we conducted a training on the theme of “Upholding the Legal Bottom Line and Preventing Functional Crimes”, with 360 participants and two of our directors attended.

2024年，本公司各舉報渠道共接收舉報0項，未有收到針對本公司或員工的貪污、賄賂、勒索、欺詐及洗黑錢等相關舉報。

關注生態廉潔管理

鳳祥股份始終秉承誠實公正、廉潔透明的原則。與我們合作的所有供應商需簽署《廉潔承諾書》，同時我們在合同中加入了「廉潔條款」，以合約形式強化約束各方行為；我們亦在每年年初發佈《致合作夥伴廉潔告知》，提醒並強調我方原則，預防謀取不正當利益的違法違紀行為的發生，保護雙方的合法權益以及健康穩定的合作關係。

開展反貪污培訓

我們在入職培訓時對部分新員工進行反貪污相關法律法規的宣講，同時對部分現有僱員定期開展反腐敗培訓，提高員工的商業道德意識。公司亦會不定期向我們的員工進行廉潔及合規運營、反詐騙等的培訓，以加強員工維持廉潔及堅守德行標準。我們於2024年5月開展一場主題為「守住法律底線、預防職務犯罪」的培訓，參與人數為360人，我們的2位董事亦有參加該培訓。



Our staff and directors participated in the special training of “Upholding the Legal Bottom Line and Preventing Functional Crimes”
員工及董事參與「守住法律底線、預防職務犯罪」專題培訓

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CHARITY RESPONSIBILITY — DELIVER LOVE & WARMTH

Fengxiang is always determined to move forward on the road of sustainable development and promoting common prosperity. With the ambition of “making society better”, we have made “giving back to society and empowering the economy” an important mission. We are located in Yanggu, Shandong, and actively invest in building communities and enhancing local economic benefits. We participate in social investment in various ways, actively fulfill our corporate citizenship responsibilities, and promote the coordinated development of economic, social and environmental benefits.

Sports Investment

Over the years, Fengxiang has strongly supported the national sports industry. Since 2018, our food products, as the guarantee products for the Chinese national team athletes, have provided the athletes with nutritional support, witnessed every moment they devote to their dreams, and provided protection for their competition. During the Year, we continued to serve as the authorized company and its subsidiaries to the Training Bureau of the General Administration of Sport of China to provide the Chinese national team athletes with designated guarantee products for preparing competition.

慈善責任 — 傳遞愛與溫暖

鳳祥股份始終堅定的在可持續發展和促進共同富裕的道路上前行。秉承著「企業，讓社會更美好」的志願，我們將「回饋社會、賦能經濟」作為重要的使命。我們扎根山東陽穀，踴躍投資建設社區，提升當地經濟效益。我們通過多種方式參與社會投資，積極履行企業公民責任，促進經濟效益、社會效益、環境效益的協調發展。

體育投資

多年來，鳳祥股份大力支持國家體育行業的發展。我們的食品自2018年起作為中國國家隊運動員「備戰保障產品」，為運動員們提供營養支持，見證他們為夢想付出的每個時刻，為他們征戰賽場提供保障。本年度我們繼續成為國家體育總局訓練局授權公司及附屬公司成為國家隊運動員指定備戰保障產品。

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Charity Activities

Giving back to the society is our unchanging original intention. Fengxiang insists on the charity concept of “systematization + professionalization + sustainability”, and always actively participates in social charity and assumes corporate responsibility. In 2024, our donations added up to approximately RMB372,000 (2023: approximately RMB691,000).

During the Year, to further stimulate scientific research and talent cultivation in academic institutions, the Deputy General Manager of Fengxiang's Animal Husbandry Division and staff from the Human Resources Department of the Company visited Shandong Vocational Animal Science and Veterinary College on December 25, 2024, to participate in the college's scholarship awarding ceremony. On behalf of the Company, they awarded the “Fengxiang Foods” Scholarship totaling RMB 50,000 to 50 outstanding students. This initiative aims to cultivate high-quality technical and skilled talents, assist financially disadvantaged students in completing their studies, strengthen their sense of social responsibility. By integrating the college's strengths in research and technology with the Company's resources in funding and market capabilities, the effort of collaboration fully demonstrates Fengxiang's professionalized charity concept.

公益活動

回饋社會是我們不變的初心，鳳祥股份堅持「系統化+專業化+可持續」的公益理念，始終積極投身社會公益中，承擔企業責任。於2024年度，我們累計捐贈金額約人民幣372,000元（2023年：約人民幣691,000元）。

本年度公司為進一步激發學院科研和人才培養，鳳祥股份養殖事業部副總經理與人力資源部員工於2024年12月25日一同前往山東畜牧獸醫職業學院，參加山東畜牧獸醫職業學院獎學金發放活動，代表公司向50名優秀大學生發放「鳳祥食品」獎學金5萬元，以培養高素質技術技能人才，幫助在校貧困生順利完成學業，增強社會服務意識，通過校企合作實現學院科研、技術優勢與企業資金、市場優勢相結合，充分展現公司專業化的公益理念。



Looking ahead, we will definitely pay our constant attention to and actively participate in social charity. Not only will we donate to communities in need and charity organizations that presents them, but we will also take part in different charity activities to give back to the society and help different communities, so as to establish a good corporate image.

展望未來，我們必定會持續地關注及積極參與社會公益，不僅向有需要的社群和幫助他們的公益機構捐款，我們更會坐言起行參與不同類型的公益活動，以回饋社會及幫助不同社群，建立良好的企業形象。

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APPENDIX I: REPORT INDEX

附錄I: 報告索引

		Page(s) 頁碼
A. Environmental	A1. Emission	P. 45–72
A. 環境	A1. 排放物	
	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.	
	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。	
KPI	A1.1 The types of emissions and respective emissions data.	P. 61–67
關鍵績效指標	A1.1 排放物種類及相關排放數據。	
KPI	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).	P. 61–67
關鍵績效指標	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)。	
KPI	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P. 69–72
關鍵績效指標	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)。	
KPI	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P. 69–72
關鍵績效指標	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)。	
KPI	A1.5 Description of emission target(s) set and steps taken to achieve them.	P. 61–72
關鍵績效指標	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。	
KPI	A1.6 Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and step taken to achieve them.	P. 69–72
關鍵績效指標	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。	

A2. Use of Resources	Policies on the efficient use of resources, including energy, water and other raw materials.	P. 45–60
A2. 資源使用	有效使用資源(包括能源、水及其他原材料)的政策。	
KPI	A2.1 Direct and/or indirect energy consumption bytype (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility).	P. 45–55
關鍵績效指標	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)。	
KPI	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P. 56–59
關鍵績效指標	A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。	
KPI	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	P. 45–69
關鍵績效指標	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。	
KPI	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.	P. 56–58
關鍵績效指標	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。	
KPI	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	P. 60
關鍵績效指標	A2.5 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	
A3. The Environment and Natural Resources	Policies on minimising the issuer's significant impacts on the environment and natural resources.	P. 45–48
A3. 環境及天然資源	減低發行人對環境及天然資源造成重大影響的政策。	
KPI	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P. 45–48
關鍵績效指標	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。	

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		Page(s) 頁碼	
	A4. Climate Change	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	
	A4. 氣候變化	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。	
	KPI	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.	P. 73–78
	關鍵績效指標	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。	
B. Social B. 社會	B1. Employment	Information on:	P. 78–82
	B1. 僱傭	(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.	
		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。	
	KPI	B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P. 79
	關鍵績效指標	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。	
	KPI	B1.2 Employee turnover rate by gender, age group and geographical region.	P. 80
	關鍵績效指標	B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	
	B2. Health and Safety	Information on:	P. 83–88
	B2. 健康與安全	(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.	
		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。	
	KPI	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the Year.	P. 83
	關鍵績效指標	B2.1 過去三年（包括本年度）每年因工亡故的人數及比率。	

	KPI	B2.2 Lost days due to work injury	P. 83
	關鍵績效指標	B2.2 因工傷損失工作日數。	
	KPI	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P. 84–88
	關鍵績效指標	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。	
B3. Development and Training		Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	P. 89–90
B3. 發展及培訓		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。	
	KPI	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	P. 89–90
	關鍵績效指標	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。	
	KPI	B3.2 The average training hours completed per employee by gender and employee category.	P. 89–90
	關鍵績效指標	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。	
B4. Labour Standards		Information on:	P. 90
B4. 勞工準則		(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.	
		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的資料。	
	KPI	B4.1 Description of measures to review employment practices to avoid child and forced labour.	P. 90
	關鍵績效指標	B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	
	KPI	B4.2 Description of steps taken to eliminate such practices when discovered.	P. 90
	關鍵績效指標	B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	
B5. Supply Chain Management		Policies on managing environmental and social risks of the supply chain.	P. 91–92
B5. 供應鏈管理		管理供應鏈的環境及社會風險政策。	
	KPI	B5.1 Number of suppliers by geographical region.	P. 91
	關鍵績效指標	B5.1 按地區劃分的供應商數目。	

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KPI	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.	P. 91–92
關鍵績效指標	B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
KPI	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P. 91–92
關鍵績效指標	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。	
KPI	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	P. 91–92
關鍵績效指標	B5.4 描述在揀選供應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。	
B6. Product Responsibility	Information on:	P. 92–95
B6. 產品責任	(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. 有關所提供產品和服務的健康與安全、廣告、標籤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。	
KPI	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	P. 92–94
關鍵績效指標	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。	
KPI	B6.2 Number of products and service related complaints received and how they are dealt with.	P. 92–94
關鍵績效指標	B6.2 接獲關於產品及服務的投訴數目以及應對方法。	
KPI	B6.3 Description of practices relating to observing and protecting intellectual property rights.	P. 95
關鍵績效指標	B6.3 描述與維護及保障知識產權有關的慣例。	
KPI	B6.4 Description of quality assurance process and recall procedures.	P. 92–94
關鍵績效指標	B6.4 描述質量檢定過程及產品回收程序。	

		Page(s) 頁碼
	KPI B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	P. 95
	關鍵績效指標 B6.5 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	
B7. Anti-corruption B7. 反貪污	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. 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。	P. 96–97
	KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Year and the outcomes of the cases.	P. 96–97
	關鍵績效指標 B7.1 於本年度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。	
	KPI B7.2 Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	P. 96–97
	關鍵績效指標 B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	
	KPI B7.3 Description of anti-corruption training provided to directors and staff.	P. 96–97
	關鍵績效指標 B7.3 描述向董事及員工提供的反貪污培訓。	
B8. Community Investment B8. 社區投資	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. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	P. 98–99
	KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	P. 98–99
	關鍵績效指標 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）。	
	KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	P. 98–99
	關鍵績效指標 B8.2 在專注範疇所動用資源（如金錢或時間）。	

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APPENDIX II: DATA STATISTICS

Environmental Data

附錄II: 數據統計

環境數據

	2023 2023 年	2024 2024 年
Energy Consumption		
能源耗量		
<i>Fuel Consumption</i>		
燃料使用量		
Gasoline	—	—
汽油		
Diesel	1,767,489 liters	1,408,567 liters
柴油	1,767,489 升	1,408,567 升
Natural Gas	27,911,411 cubic meters	28,870,620 cubic meters
天然氣	27,911,411 立方米	28,870,620 立方米
LPG	—	—
液化石油氣		
<i>Energy Consumption</i>		
能源消耗量		
Direct Energy Consumption	310,841 '000 kWh	317,031 '000 kWh
直接能源總耗量	310,841 千個千瓦時	317,031 千個千瓦時
Indirect Energy Consumption	229,791 '000 kWh	256,159 '000 kWh
間接能源總耗量	229,791 千個千瓦時	256,159 千個千瓦時
Total Energy Consumption	540,632 '000 kWh	573,190 '000 kWh
能源總耗量	540,632 千個千瓦時	573,190 千個千瓦時
Total Energy Consumption Intensity	105'000 kWh/million RMB in revenue	104'000 kWh/million RMB in revenue
能源總耗強度	105 千個千瓦時／ 人民幣(每百萬元收入)	104 千個千瓦時／ 人民幣(每百萬元收入)
Emissions		
排放物		
<i>Air Pollution Emission</i>		
空氣污染物排放		
Nitrogen Oxides (NOx)	28.54 tonnes	25.34 tonnes
氮氧化物(NOx)	28.54 噸	25.34 噸
Sulfur Oxides (SOx)	0.03 tonnes	0.02 tonnes
硫氧化物(SOx)	0.03 噸	0.02 噸
Particulate Matters (PM)	1.80 tonnes	1.51 tonnes
顆粒物(PM)	1.80 噸	1.51 噸
Total Emissions	30.37 tonnes	26.87 tonnes
總排放	30.37 噸	26.87 噸
Total Emissions Intensity	0.006 tonnes/million RMB in revenue	0.005 tonnes/million RMB in revenue
總排放強度	0.006 噸／人民幣(每百萬元收入)	0.005 噸／人民幣(每百萬元收入)

2023
2023年2024
2024年**Greenhouse Gas Emissions****溫室氣體排放**

Scope 1 — Direct Emissions	108,144 tonnes	132,861 tonnes
範圍一 — 直接排放	108,144 噸	132,861 噸
Scope 2 — Energy Indirect Emissions	131,050 tonnes	146,088 tonnes
範圍二 — 能源間接排放	131,050 噸	146,088 噸
Scope 3 — Other Indirect Emissions	2,056 tonnes	2,291 tonnes
範圍三 — 其他間接排放	2,056 噸	2,291 噸
Total Emissions	241,250 tonnes	281,239 tonnes
總排放	241,250 噸	281,239 噸
Total Emissions Intensity	47.0 tonnes/million RMB in revenue	51.1 tonnes/million RMB in revenue
總排放強度	47.0 噸／人民幣（每百萬元收入）	51.1 噸／人民幣（每百萬元收入）

Packaging Material Consumption**包裝材料**

Total Packaging Material Consumption	9,250 tonnes	9,971 tonnes
包裝材料使用總量	9,250 噸	9,971 噸
Total Packaging Material Consumption Intensity	1.8 tonnes/million RMB in revenue	1.8 tonnes/million RMB in revenue
包裝材料使用總強度	1.8 噸／人民幣（每百萬元收入）	1.8 噸／人民幣（每百萬元收入）

Water Consumption**耗水量**

Total Water Consumption	2,973,017 m ³	3,618,619 m ³
總耗水量	2,973,017 立方米	3,618,619 立方米
Total Water Consumption Intensity	579 cubic meters/million RMB in revenue	657 cubic meters/million RMB in revenue
總耗水強度	579 立方米／人民幣（每百萬元收入）	657 立方米／人民幣（每百萬元收入）

Waste**廢棄物**

Total Hazardous Waste	69 tonnes	89 tonnes
有害廢棄物總量	69 噸	89 噸
Hazardous Waste Intensity	0.013 tonnes/million RMB in revenue	0.016 tonnes/million RMB in revenue
有害廢棄物強度	0.013 噸／人民幣（每百萬元收入）	0.016 噸／人民幣（每百萬元收入）
Total Non-Hazardous Waste	3,122 tonnes	3,511 tonnes
無害廢棄物總量	3,122 噸	3,511 噸
Non-Hazardous Waste Intensity	0.608 tonnes/million RMB in revenue	0.638 tonnes/million RMB in revenue
無害廢棄物強度	0.608 噸／人民幣（每百萬元收入）	0.638 噸／人民幣（每百萬元收入）

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social Data

社會數據

	2023 2023 年	2024 2024 年
Employment Data		
僱員數據		
Total Employees	6,808	6,473
僱員總人數		
Gender		
性別		
Male	3,404	3,121
男		
Female	3,404	3,352
女		
Age		
年齡		
Under 30	605	747
30以下		
30–45	4,106	4,003
30–45 之間		
Above 45	2,097	1,723
45以上		
Education		
學歷		
PhD	—	—
博士		
Master	35	36
碩士		
Undergraduate	593	695
本科		
Junior college	1,249	1,483
大專		
High school and below	4,931	4,259
高中以下		
Employment Type		
僱傭類型		
Full-time	6,808	6,473
全職		
Part-time	—	—
兼職		
Temporary workers	—	—
臨時人員		

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	2023 2023 年	2024 2024 年
Region 地區		
Inside Shandong 山東省內	6,634	6,317
Outside Shandong (including foreign employees) 山東省外(包括國外員工)	174	156
Management Levels 按管理層級		
Senior level 高層	22	21
Mid-level 中層	197	211
Entry level 基層	6,589	6,241
Years of Service 工齡劃分		
Less than one year 一年以下	577	807
1–3 years 1–3 年	1,009	948
3–5 years 3–5 年	1,001	1,037
5–10 years 5–10 年	2,256	1,754
Over 10 years 超過 10 年	1,965	1,927
Monthly Average Turnover Rate of Employees 員工月均流失率		
Monthly Average Turnover Rate of Employees 員工月均流失率	1.59%	2.20%
By Gender (Turnover Rate) 性別(流失率)		
Male 男	1.77%	2.57%
Female 女	1.40%	1.85%

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	2023 2023 年	2024 2024 年
By Age (Turnover Rate)		
年齡(流失率)		
Under 30	5.53%	4.03%
30 以下		
30–45	1.30%	1.40%
30–45 之間		
Above 45	0.85%	3.21%
45 以上		
By Region (Entity) (Turnover Rate)		
地區(按實體)(流失率)		
Fengxiang	2.30%	2.35%
鳳祥股份		
Fengxiang Industrial	1.18%	2.00%
鳳祥實業		
iShape Food Technology	3.57%	1.18%
優形食品科技		
Fengxiang Food Development	1.41%	2.39%
鳳祥食品發展		
Yucheng Fengming	7.78%	2.40%
禹城鳳鳴		
Fengxiang Japan	—	—
日本鳳祥		
Shandong Xiangyuan	—	2.72%
山東祥鳶		
Employee Training Data		
員工培訓人數數據		
Total number of trained staff	7,694	6,473
員工培訓總人數		
Trained staff percentage	113%	100%
培訓人數佔比		
By Gender		
性別		
Male	3,694	3,138
男		
Female	3,730	3,335
女		

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	2023 2023 年	2024 2024 年
<i>By Employee Type</i> 人員類別		
Senior level 高層	27	30
Mid-level 中層	83	84
Entry level 基層	7,584	6,359
Hours of Staff Training 員工培訓時長		
Total Training hours 總培訓時長	303,570 hours 303,570 小時	403,913 hours 403,913 小時
Average Training hours 平均培訓時長	39 hours 39 小時	62 hours 62 小時
<i>By Gender</i> 性別		
Male 男	47 hours 47 小時	72 hours 72 小時
Female 女	42 hours 42 小時	54 hours 54 小時
<i>By Employee Type</i> 人員類別		
Senior level 高層	45 hours 45 小時	64 hours 64 小時
Mid-level 中層	17 hours 17 小時	24 hours 24 小時
Entry level 基層	47 hours 47 小時	74 hours 74 小時
Vendor Distribution 供應商分佈		
Total Number of Vendor 供應商總數	1,495	1,137
Domestic 國內	99.7%	99.6%
Abroad 國外	0.3%	0.4%

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2023
2023年

2024
2024年

Production Responsibility Data

產品責任數據

Total Number of Products Recalled Due to Safety and Health-related Issues	—	—
因安全和健康而召回的產品總數量		
Total Number of Client's Complaints	40	37
客戶投訴總數量	40次	37次
Complaint Handling Rate	100%	100%
投訴處理率		
Compensation Amount (RMB)	RMB74,037	RMB18,712
賠償金額(人民幣)	74,037元	18,712元
Total Patent Registered	147	134
總專利註冊量	147個	134個
Total Trademark Registered	177	134
總商標註冊量	177個	134個
Additional Trademark Registered for the year	12	11
年度新增專利註冊量	12個	11個

Anti-Corruption-related Data

反貪污相關數據

Time of Anti-Corruption Training	—	—
反貪污培訓時長		
Number of Anti-Corruption Trainees	—	—
反貪污培訓參與人數		

Social Charity Data

社會公益數據

Total Amount of Donations (RMB)	RMB691,000	RMB372,000
社會捐款總金額(人民幣)	691,000元	372,000元
Number of Participants in Charity Activities	—	—
公益活動參與人數		
Participation hours of Charity Activities	—	—
公益活動參與時數		

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	2022 2022 年	2023 2023 年	2024 2024 年
Employee Health and Safety Data			
員工健康與安全數據			
Deaths Due to Work 因工亡故人數	1 1 人	—	3 3 人
Lost Working Days Due to Work Injuries 因工傷損失工作日數	2,645 days 2,645 日	1,353 days 1,353 日	1,213 days 1,213 日
Number of Work Injury 工傷人數	33 33 人	22 22 人	28 28 人



山東鳳祥股份有限公司
Shandong Fengxiang Co., Ltd.