

# DaChan Food (Asia) Limited 大成食品(亞洲)有限公司

(incorporated in the Cayman Islands with limited liability) (於開曼群島註冊成立的有限公司) Stock Code 股份代號: 3999



# 2024

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

# 目錄 Contents

關於本報告	2	About this Report
公司介紹	6	Corporate Profile
主席致辭	8	Chairman's Statement
董事會聲明	15	Statement of the Board
2024年可持續發展成果	17	2024 Sustainable Development Results
年度大事記	17	Events of the Year
ESG關鍵績效概覽	18	Summary of ESG key performance
榮譽獎項	20	Awards
利益相關方溝通	22	Communication with Stakeholders
議題實質性分析	25	Materiality Analysis of Issues
1. 食品安全 消費放心	26	1. Consumer Reassurances in Food Safety
1.1 食品安全管理	26	1.1 Food safety management
1.2 供應商前置管理	31	1.2 Supplier selection management
1.3 客戶服務及隱私保護	35	1.3 Customer service and privacy protection
1.4 產品研發與知識產權保護	38	1.4 Product R&D and intellectual property protection
1.5 動物福利	42	1.5 Animal welfare
2. 重視人才 和諧共贏	45	2. Staff Development for Win-win Collaboration
2.1 依法依規僱傭員工	45	2.1 Hiring in accordance with law
2.2 保障員工安全健康	62	2.2 Employee health and safety
2.3 企業員工共同成長	68	2.3 Mutual growth of the Company and employees
3. 清潔低碳 保護地球	77	3. Protecting the Earth with Clean Energy and Low-carbon Transformation
3.1 合理減少生產排放	77	3.1 Reducing emissions
3.2 按需降低資源消耗	82	3.2 Cutting resource consumption
3.3 積極應對氣候變化	93	3.3 Responding to climate change
4. 廉潔從業 守衛底線	100	4. Operating with Integrity and Guarding the Bottom Line
5. 反哺社會 社區貢獻	105	5. Giving Back to Society and Contributing to the Community
附錄	115	Appendix
ESG關鍵績效指標表	115	Table of ESG Key Performance Indicators
香港聯交所環境,社會及管治報告 守則內容索引	123	HKEX ESG Reporting Code Content Index
讀者反饋	131	Reader Feedback



本報告為大成食品(亞洲)有限公司(下稱「公 司」、「本公司」、「大成食品」或「我們」,與其 附屬公司及合營公司統稱為「本集團」)發佈的 第九份《環境、社會及管治報告》,本報告主 要介紹本集團在環境、社會及管治(以下簡稱 「ESG」)方面做出的努力與貢獻和對未來的展 望,我們希望通過發佈此報告作為與利益相關 方溝通的重要媒介,希望藉由內、外部利益 相關方的指導與建議,令本集團得以不斷改 善ESG工作,從而提升本集團整體生產運營質 量。

#### 報告期及主體範圍

本報告披露本集團從2024年1月1日起至2024 年12月31日止(下稱「2024年度」或「報告 期」),於ESG方面的管理方法、舉措及績效表 現。其中部分內容延伸至2024年之前及2025 年,使報告更具參考價值。本報告所披露文字 內容的涵蓋範圍與本集團2024年年報相同, 環境和社會範疇數據涵蓋本集團位於中國大陸 地區附屬的23家工廠和分公司,詳見下表。 This Report is the ninth "Environmental, Social and Governance Report" issued by DaChan Food (Asia) Limited (the "Company", "DaChan Food" or "we", together with its subsidiaries and its jointly-controlled entities, the "Group"). It provides an introduction to the Group's environmental, social and governance (the "ESG") efforts and contributions, and its future outlook. We regard this Report as an important communications link between the Company and its stakeholders. It is hoped that the Group can continue to improve its ESG work under the guidance of internal and external stakeholders, and thereby enhance its overall production and operational quality.

#### **REPORTING PERIOD AND SCOPE**

This Report discloses the Group's approaches, initiatives and performance in relation to ESG management from 1 January 2024 to 31 December 2024 (the "Year" or "Reporting Period"). Some of the Report's contents are dated back from before 2024 and into 2025. The scope of the content disclosed in the Report is the same as that of the Group's 2024 Annual Report, with the environmental data covering 23 factories and branches in China. For details, please see the table below.

本集團下屬公司及工廠全稱	簡稱
Full names of the Group's subsidiaries and factories	Abbreviations
北京東北亞諮詢有限公司	-
Dongbei (Beijing) Consultant Co., Ltd.	-
大成萬達(天津)有限公司	天津食品廠
DaChan Wanda (Tianjin) Co., Ltd.	Tianjin food factory
蚌埠大成食品有限公司	
Bengbu DaChan Food Co., Ltd.	蚌埠食品廠
台畜大成食品(蚌埠)有限公司	Bengbu food factory
Taixu & DaChan Foods (Bengbu) Co., Limited	
-	



本集團下屬公司及工廠全稱 Full names of the Group's subsidiaries and factories

大成食品(大連)有限公司 Great Wall Food (Dalian) Co., Limited

大成宮產食品(大連)有限公司 Miyasun-Great Wall Foods (Dalian) Co., Ltd.

遼寧大成農牧實業有限公司遼陽分公司 Liaoning Great Wall Agri-Industrial Co., Ltd., Liaoyang Branch

兗州安鮮農場食品有限公司 Yanzhou S&F Farm Co., Ltd.

大成食品(河北)有限公司滄州肉品廠 DaChan Food (Hebei) Co., Ltd. Cangzhou meat factory

大成農牧(鐵嶺)有限公司 Great Wall Agri (Tieling) Co., Ltd.

蚌埠大成食品有限公司蚌埠肉品廠 Bengbu Meat Factory of Bengbu DaChan Food Co., Ltd.

大成食品(大連)有限公司大連肉品廠 Dalian Meat Factory of Great Wall Food (Dalian) Co., Limited

大成萬達(天津)有限公司天津飼料廠 Tianjin Feed Mill of Great Wall Food (Tianjin) Co., Ltd.

大成食品(大連)有限公司大連飼料廠 Dalian Feed Mill of Great Wall Food (Dalian) Co., Limited

大成農牧(黑龍江)有限公司 Great Wall Agri (Heilongjiang) Co., Ltd.

東北農牧(長春)有限公司 Dongbei Agri (Changchun) Co., Ltd.

#### 簡稱 Abbreviations

大連美食食品廠 Dalian food factory

大連宮產食品廠 Dalian Great Wall food factory

遼陽食品廠 Liaoyang food factory

兗州食品廠 Yanzhou food factory

滄州肉品廠 Cangzhou meat factory

鐵嶺肉品廠 Tieling meat factory

蚌埠肉品廠 Bengbu meat factory

大連肉品廠 Dalian meat factory

天津飼料廠 Tianjin feed mill

大連飼料廠 Dalian feed mill

黑龍江飼料廠 Heilongjiang feed mill

長春飼料廠 Changchun feed mill



#### 本集團下屬公司及工廠全稱 Full names of the Group's subsidiaries and factories

大成農牧(鐵嶺)有限公司昌圖飼料廠 Changtu Feed Mill of Great Wall Agri (Tieling) Co., Ltd.

遼寧大成農牧實業有限公司 Liaoning Great Wall Agri-Industrial Co., Ltd.

大成農技(葫蘆島)有限公司 Great Wall Agritech (Huludao) Co., Ltd.

大成農牧(營口)有限公司 Great Wall Agri (Yingkou) Co., Ltd.

山東大成生物科技有限公司 Shandong DaChan Biotechnology Co., Limited

湖南大成科技飼料有限公司 Hunan Greatwall Technologies & Feeds Co., Ltd.

四川大成農牧科技有限公司 DaChan Agricultural Technologies (Sichuan) Co., Ltd

大成食品(河北)有限公司滄州飼料廠 Cangzhou Feed Mill of DaChan Food (Hebei) Co., Ltd.

蚌埠大成食品有限公司蚌埠飼料廠 Bengbu Feed Mill of Bengbu DaChan Food Co., Ltd.

#### 報告主要參照標準

簡稱 Abbreviations

昌圖飼料廠 Changtu feed mill

瀋陽飼料廠 Shenyang feed mill

葫蘆島飼料廠 Huludao feed mill

營口飼料廠 Yingkou feed mill

禹城飼料廠 Yucheng feed mill

長沙飼料廠 Changsha feed mill

四川飼料廠 Sichuan feed mill

滄州飼料廠 Cangzhou feed mill

蚌埠飼料廠 Bengbu feed mill

#### MAIN REPORTING BENCHMARKS

本報告是根據香港聯合交易所有限公司(「香 港聯交所」)頒佈的《環境、社會及管治報告指 引》(以下簡稱「ESG報告指引」),並參考聯合 國2030可持續發展目標(SDGs)編制的。 This Report was prepared in accordance with the Environmental, Social and Governance Reporting Guide ("ESG Reporting Guide") published by The Stock Exchange of Hong Kong Limited (the "Stock Exchange") and with reference to the United Nations 2030 Sustainable Development Goals (SDGs).



# 報告編制原則

重要性:我們通過重要性評估確定主要ESG議題,相關過程與結果已經在ESG報告中披露;

量化:自2017年本集團逐步建立了覆蓋本集 團全部工廠的ESG指標收集體系,對包括ESG 報告指引中所有「環境」範疇的量化指標進行 定期統計:自2021年起本集團對「社會」範疇 的量化指標進行定期統計,「環境」範疇和「社 會」範疇指標請見本報告「附錄:ESG關鍵績效 指標表」、「重視人才 和諧共贏」和「食品安 全 消費放心」。涉及計算的數據已註明標準 和計算方法:

一致性:本報告相對往年ESG報告披露範圍並 無重大調整,且使用與以前年度一致的統計、 計算方法。

# 發佈形式

本報告分別以中、英文版本通過網絡發佈。各 利益相關方可登陸香港聯合交易所有限公司網 站(www.hkexnews.hk)查閱本報告,如中文 版與英文譯本存在歧義,概以中文版本為準。

### 聯繫方式

我們十分重視各利益相關方和公眾對本報告的 看法,若 閣下有任何查詢或建議,歡迎通過 以下方式與本集團聯絡。

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#### PREPARATION PRINCIPLES OF THE REPORT

**Materiality:** We identify key ESG issues through materiality assessment, and the relevant processes and results are disclosed in the ESG report;

**Quantitative:** In 2017, the Group established an ESG indicator collection system covering all of the Group's factories and statistics on all quantitative indicators are regularly collected for the "environmental" portion of ESG Reporting Guide. Since 2021, the Group has been collecting statistics regularly on quantitative indicators on "social" aspects. For indicators under "environment" and "social", please refer to "Appendix: Table of ESG Key Performance Indicators", "Staff Development for Win-Win Collaboration" and "Consumer Reassurances in Food Safety" in this Report. Data involving calculation has been marked with the standard and calculation method;

**Consistency:** This Report makes no major adjustments to the disclosure scope of previous years' ESG Reports, and uses the same statistics and calculation methods as previous years.

# PUBLICATION

This Report is available online in both Chinese and English versions. All stakeholders can access the Report on the website of The Stock Exchange of Hong Kong Limited at www.hkexnews.hk. In case of any discrepancy between the two versions, the Chinese version shall prevail.

### **CONTACT INFORMATION**

We highly value the opinions of our stakeholders and the public about this Report. Should you have any enquiries or suggestions, please contact the Group through the following means.

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大成食品(亞洲)有限公司於2007年在香港聯 交所上市,乃領先的全面整合動物蛋白產品提 供商,產品涵蓋飼料、禽畜、動物營養先進配 方及加工食品。大成食品採用高度垂直整合業 務模式,將飼料生產、雞隻孵化及屠宰、雞 肉加工及加工食品生產整合為統一的經營平 台。已陸續在遼寧、天津、安徽等13個省市 投資,擁有近30座工廠,員工人數總計八千 餘人,肉雞加工約1億只,帶動上萬戶農民共 同養雞致富,營業收入超過人民幣65億元。 至今已成功發展為中國市場的雞肉、加工食品 及飼料市場的翹楚企業。

大成食品的飼料業務以「補克博士」、「綠騎士」 及「SOS」等品牌銷售,擁有豐富的飼料生產經 驗,成功躋身中國領先的飼料生產商行列,是 亞洲地區最大的飼料生產企業之一。在中國大 陸地區擁有13個大規模的飼料生產基地,其 中多個飼料公司入選國家高新技術企業。

DaChan Food (Asia) Limited has been listed on the Stock Exchange since 2007. It is a leading fully integrated animal protein product provider whose products range from feeds, poultry and advanced nutritional formulas for animals to processed foods. DaChan Food adopts a highly vertically integrated business model, integrating feed production, chicken hatching and slaughtering, chicken meat processing and processed food production into a unified operating platform. The Group has invested in 13 provinces and cities, including Liaoning, Tianjin, and Anhui, with nearly 30 factories and over 8,000 employees in total. The Group processes approximately 100 million chickens annually, helping tens of thousands of farmers to prosper through chicken breeding, with operating income over RMB6.5 billion. The Group has successfully developed into a leading enterprise in the chicken meat, processed food and feed markets in the PRC market.

DaChan Food's feeds business sells under the brands "Dr. Nupak" (補克博士), "Green Knight" (綠騎士) and "SOS". It has rich experience in feeds production, successfully joined the ranks of China's leading feeds producers, and is one of the largest feeds production enterprises in Asia. The Group has 13 large-scale feeds production bases in mainland China, with many of its feeds company selected as national high-tech enterprises.





大成食品的雞肉及加工食品多數以「姐妹廚房」 (網址www.jmcf.com.cn)品牌出售,是2008 年北京奧運會雞肉特許供貨商,並榮獲「國家 級農業產業化重點龍頭企業」,4間雞肉生產 設施及7間加工食品生產設施。大成食品是中 國知名的雞肉加工供應商,是德克士、華萊 士、賽百味等快餐連鎖店的指定雞肉供貨商之 一,並是日本伊藤洋華堂及日本7-Eleven連鎖 便利店指定的中國優質雞肉產品出口商,產品 出口到日本、新加坡等國家及中國香港地區, 市場佔有率逐年上升,創造了巨大的社會與經 濟效益。

2009年,大成食品正式啟動「來源透明」食品 工程,擁有從農場到餐桌進行全程追溯的食品 安全管理系統,使消費者能夠追蹤諸如農戶姓 名、養雞場地址、所餵養飼料以及加工工廠名 稱等產品信息。食品安全與質量是重中之重, 大成食品因高標準的品質控制而贏得諸多行業 獎項及認證。

2021年公司持續向上發展,投資十餘億在安徽省蚌埠市啟動蚌埠大成二期工程,擴建種 雞養殖、飼料、屠宰、熟食及自動化冷庫項 目等,2023年順利投產。大成食品始終以「誠 信」、「謙和」的心,開啟「前瞻」願景,為消費 者提供安全放心的肉類動物蛋白產品,是質量 優良、食品安全及高衛生標準的環保企業。 Most of DaChan Food's chicken meat and processed foods are sold under the brand "Sisters' Kitchen" (姐妹廚房) (www.jmcf.com.cn). It is the exclusive chicken supplier for the 2008 Beijing Olympic Games and was awarded the National Key Leading Enterprise in Agricultural Industrialisation, with four chicken meat production facilities and seven processed food production facilities.DaChan Food is a well-known supplier of processed chicken meat in the PRC. It is one of the designated suppliers of chicken meat to fast food chains such as "Dicos" (德 克士), "Wallace" (華萊士) and "Subway" (賽百味), as well as the designated exporter of quality chicken meat products in the PRC to "Ito Yokado" (伊藤洋華堂) in Japan and 7-Eleven convenience store chains in Japan. With the export of our products to Japan, Singapore and other countries as well as Hong Kong, China, the Group's market share is increasing year by year, creating huge social and economic benefits.

In 2009, the Group officially initiated the "transparent source" project, a food safety management system providing full traceability from farm to table throughout, enabling consumers to trace product information such as the name of the farmers, the locations of the farms of origin, the animal feeds consumed, and the factories where the foods were processed. Food safety and quality are of the utmost importance, and DaChan Food has earned numerous industry awards and recognitions thanks to its high standard of quality control.

In 2021, the Company continued its upward development by investing more than RMB1 billion to initiate the Bengbu DaChan Phase II Project in Bengbu, Anhui Province and expand the breeding of chickens, feed, slaughter, cooked food and automatic cold storage projects, etc., which was put into operation in 2023. With "integrity" and "modesty" in mind, DaChan Food is always forward-looking to provide consumers with safe and secure meat and animal protein products, and it is an environmentally-friendly enterprise with excellent quality, food safety and high hygiene standards.





# 做強食品品牌, 帶動產銷一條龍 Strengthening the Food Brand, Driving Integration of Production and Sales



各位敬愛的利益相關方,

感謝您一直以來對大成食品的陪伴與支持!

二零二四年,全球格局的動盪與不確定性急劇 上升。地緣政治衝突愈演愈烈,大國博弈加 劇,貿易去全球化趨勢明顯,世界經濟處於持 續性低增長區間。國內有效需求不足,部分行 業產能過剩,一些企業經營困難,居民消費信 心不足。國家陸續出台多項政策提振市場信 心,以期帶動消費復甦。

近年來,國內白羽肉雞產業供需兩端的發展速 度不協調,導致供給端產能相對過剩。供過於 求的格局使得行業內部競爭不斷加劇,產業鏈 各環節利潤遭到嚴重擠壓。面對日益內卷的 競爭環境,我們主動重構商業模式,聚焦下游 食品加工,擴大深加工食品規模,同時收縮上 游養殖規模,逐步降低白羽肉雞行情波動的風 險。公司始終堅持以客戶為導向,通過深刻洞 察價值客戶需求,發展差異化產品和精加工產 品,增強在產品端和銷售端的競爭力,全力提 升一隻雞價值。 Dear stakeholders,

Thank you for your relentless support towards Dachan Food!

In 2024, the turbulence and uncertainty of the global landscape has elevated dramatically. Against the background of escalating geopolitical conflicts, intensified great power competition as well as an obvious trend towards deglobalisation in trade, the world was in a persistent low growth interval. With insufficient domestic effective demand and overcapacity in some industries, certain enterprises suffered from difficulties in operation and residents' confidence in consumption was weak. China has successively introduced a number of policies to boost market confidence with a view to drive consumption recovery.

In recent years, there has been an imbalance in the development pace of the supply and demand of the white feather broiler industry in China, leading to a relative overcapacity on the supply side. Oversupply caused intensified competition within the industry, severely squeezing the profit along the entire industrial chain. In the face of increasing involution of the competitive environment, the Company took the initiative to restructure its business model, focus on downstream food processing, increase the scale of deep food processing while downscale the upstream breeding operation to gradually reduce the risk of price fluctuations of the white feather broiler market. Adhering to the customer-oriented approach as always, the Company has been developing differentiated products and processed products through deep understanding of the needs of value customers, strengthening both its product and sales competitiveness as well as putting great efforts in raising the value of each chicken.



2024年是公司聚焦中國大陸,聚焦食品加工 轉型的第四年,從2021年出售東南亞飼料業 務給母公司,到2023年第三季投產的蚌埠食 品一條龍,公司持續集中資源聚焦食品發展的 戰略調整。正是受益於這一核心戰略,在國內 肉雞市場行情低迷之時,公司由於食品與肉品 之間的風險對沖,整體業績也相對更加穩健。 二零二四年,在極具挑戰的競爭環境下,食品 營業收入實現了同比成長11%,佔公司總營 業收入44%,毛利佔比更是高達71%,是公 司最重要的獲利來源和成長動能。

# 以食品為龍頭,帶動一條龍業績 持續成長

近幾年,大型養殖企業為了緩衝畜禽行情週期 性波動對獲利的影響,紛紛加碼對產業鏈下游 的食品加工投資,使得食品賽道的競爭日趨白 熱化。中國市場巨大,對於中小規模的公司來 説,只有聚焦才是長期生存之道。隨著生活習 慣的改變,人們對食品安全、美味和便利的追 求提速,場景增加,也會帶來無窮商機。 2024 was the fourth year for the Company to concentrate its efforts in China and food processing transformation. From the disposal of its Southeast Asian feeds business to the parent company in 2021 to commencement of the Bengbu food processing facilities for one-stop food production chain in the third quarter of 2023, the Company has continued to focus its resources on the strategic adjustments of food development. Benefiting from this core strategy, when the domestic broiler market was depressed, the Company's overall results has become more robust because of the risk hedging between the meat segment and the foods segment. In 2024, the operating income of the foods segment grew by 11% year-on-year despite the highly challenging competitive environment, accounting for 44% of the Company's total operating income and 71% of its gross profit, making it the Company's most important source of profitability and growth driver.

# TAKING THE FOODS SEGMENT AS THE LEAD AND DRIVING THE CONTINUOUS GROWTH OF THE WHOLE CHAIN OF BUSINESS

In recent years, in order to cushion the impact of cyclical fluctuations in the livestock and poultry market on profitability, large-scale rearing and breeding enterprises have increased their investment in food processing in the downstream of the industrial chain, which has led to increasingly fierce competition in the food business. The PRC market is enormous, and paying focused attention is the only way out for small and medium enterprises. Following the changes in the living habit, higher demands on food safety, tastiness and convenience, and the increase in market scenarios, numerous opportunities will be brought to the Company.



#### 1、 銷售渠道專業化、產品差異化

我們深信公司深耕國內肉食品市場十餘 年,在渠道布建和團隊建設等方面具有 行業內領先優勢。我們會強化對食品銷 售渠道的行動研發投入,持續推動渠道 專業化,並根據不同消費場景設計不同 價位產品,以應對當前市場不斷變化的 消費趨勢。我們將持續通過轉型升級, 不斷優化產品組合,以滿足市場和消費 者的新需求。這包括發展更加健康、美 味且符合質量標準的全熟產品,以及推 動供應鏈的無抗、無添加和清潔標籤等 舉措。

# 2、 繼續佈局食品投資,優先集中資源把加 工食品做大做強

我們將繼續佈局食品產能擴充,並加大 在食品供應鏈、研發、數字化運營等軟 硬件方面的投資力度,進一步鞏固我們 在食品加工賽道的優勢地位。通過對外 部市場與競爭狀況的全面評估,同時結 合公司自身優劣勢的客觀分析,我們決 定聚焦在兩大區域建立核心競爭力:在 長三角地區構建以安徽省蚌埠市為核心 的內銷食品一條龍競爭優勢,以及在東 北地區構建以大連市為核心的出口食品 一條龍競爭優勢。

#### 1. Specializing sales channels with diversified products

With in-depth development in domestic meat and food product market for over a decade, we believe that the Company has a leading edge in the industry regarding channel setup and team building, etc. We will strengthen our investment in research and development of food sales channels, continue to promote channel specialization, and design products with different price ranges according to different consumption scenarios, in order to cope with the ever-changing consumption trend in the existing market. We will continuously optimize our product mix through ongoing transformation and upgrade to satisfy the emerging needs of the market and consumers, which includes developing healthier and tastier fully-cooked products that meet quality standards, as well as promoting antibiotics-free, additive-free and clean label measures along the supply chain.

### 2. Continuing investment in the food business and prioritizing resources to expand and strengthen the processed food operations

We will continue to expand our food production capacity and increase our investment intensity in equipment and skills in the food supply chain, research and development and digital operation, so as to further strengthen our dominant position in the food processing industry. Through comprehensive assessment of the external market and competitive condition combined with an objective analysis of the Company's strengths and weaknesses, we decided to build our core competitiveness by focusing on two regions: the one-stop domestic food production competitive advantage in the Yangtze River Delta region with Bengbu, Anhui Province as the core, and the one-stop exported food production competitive advantage in northeast China region with Dalian as the core.



# 3、 以客戶需求為導向,重構一條龍供應 鏈,降低行情波動風險

公司緊跟餐飲與消費市場變化,以客戶 需求為導向,重構從下游食品加工,中 游肉雞屠宰,直至上游種雞養殖的供應 鏈系統,以大下游食品產銷、小上游養 殖的模式,靈活應對外部市場的種種不 確定性。

### 現金為王,穩中求進

面對嚴峻複雜的外部環境,我們堅持現金為 王,不盲目追求上游養殖規模擴張,力爭在日 趨激烈的產業競爭淘汰賽中立於不敗之地。

公司通過商業模式轉型,調結構、降庫存、精 細化管理、降本增效,以及財務上的更穩健操 作,二零二四年經營活動實現了税前淨利三倍 以上的現金流入,財務負債比安全,為後續加 工食品的產能擴充提供了可靠的資金保障。 3. Being customer demand-oriented, reconstructing the integrated supply chain and reducing the risk of market fluctuations

By closely monitoring the changes in the catering and consumer markets, the Company, driven by customer demands, restructured a supply chain system of downstream food processing, midstream broiler slaughtering and upstream breeding with a model of more downstream food production and sales and less upstream breeding, in order to respond flexibly to the uncertainties in the external market.

# KEEPING SUFFICIENT CASH AND MAKING PROGRESS WHILE MAINTAINING STABILITY

In the face of the critical and complicated external environment, we insisted that it is crucial to keep sufficient cash and not to pursue blindly on upscaling upstream breeding, so as to strive to remain invincible in the increasingly fierce elimination of the industry.

Through business model transformation, structural adjustment, inventory reduction, refined management, cost reduction and efficiency improvement as well as more robust financial operations, the Company has achieved a cash inflow from operations of over three times the net profit before taxation and a safe financial gearing ratio in 2024, which provides a reliable capital guarantee for the subsequent expansion of processed food capacity.



# 管理數字化、生產自動化

我們身處傳統產業,屬勞動密集型行業。隨著 中國人口出生率下降,老齡化趨勢加劇,人口 紅利消失。應對此變化,公司持續增加在自動 化和數字化方面的投入,新建的蚌埠肉食品一 條龍更是大量應用了先進的生產製程和自動化 的加工設備。另外,公司已於2024年第四季 啟動了ERP升級專案,未來會借助更強大的系 統功能,持續優化數據分析與決策支持,最終 實現數智化管理。

# 踐行ESG理念,追求長期可持續 發展

我們一直重視環境、社會和公司治理,將可持 續發展戰略融入企業文化和運營計劃,以實現 公司的可持續經營發展,並進一步提升公司價 值。

通過董事會、執委會、經管會之間的三級管 理、執行與監督機制,ESG尤其是公司治理已 成為貫穿在公司方方面面的經營理念。公司於 2024年7月獲得Wind ESG評級結果為A的優異 成績。依托ESG體系搭建起的職能中台,為前 台業務部門提供了強有力的賦能支持以及可靠 的風險控制屏障。

# DIGITALIZED MANAGEMENT AND AUTOMATED PRODUCTION

We operate in a traditional industry that is labor-intensive. With the decline in the birth rate and the aging trend of China, the demographic dividend has disappeared. In response to this change, the Company continued to increase its investment in automation and digitalization, and advanced production processes and automated processing equipment have been extensively applied to the new one-stop meat and food production line in Bengbu. Moreover, the Company launched an ERP upgrade project in the fourth quarter of 2024. In the future, we will continue to optimize data analysis and decision support with more powerful system functions to ultimately achieve intelligent digital management.

# PRACTISING ESG CONCEPTS AND PURSUING LONG-TERM SUSTAINABLE DEVELOPMENT

We have always attached great importance to environmental, social and corporate governance, and our sustainable development strategy is integrated to our corporate culture and operation plans in order to achieve the Company's sustainable business development and further enhance its value.

Through a three-tier management, execution and supervision mechanism at all levels of the Board, the Executive Committee and the management, ESG, in particular corporate governance has become an operating philosophy in all aspects of the Company. In July 2024, the Company was awarded an A grade in the Wind ESG rating. The middle-office function supported by the ESG system provides the front-end business departments with strong enabling support and a reliable risk control barrier.



二零二五年國際政治經濟環境與國內經濟形勢 仍然充滿許多不確定性。面對複雜多變的外部 環境,公司經營策略的重點依然是穩中求進, 持續構建長期相對競爭力:集中資源發展食 品,加快食品增長步伐,以食品帶動一條龍的 整體發展;繼續推動飼料產品多元化和渠道多 面化,以對抗豬週期的風險以及市場格局的變 化;繼續調整肉品商業模式,聚焦差異化產品 與產值提升,以降低行情波動對業績的影響。

作為一家致力於滿足消費者對高品質食品需求 的企業,我們將不斷提升產品質量和服務水 平,我們有信心也有決心克服外部環境的種種 挑戰,繼續深耕中國食品市場。我們會一直秉 持誠信經營的理念,為消費者提供安心健康的 食品,持續強化公司治理體系,積極落實企業 社會責任,以可持續、高質量發展對抗外在環 境的不確定性。 In 2025, the international political and economic environment and the domestic economic situation are still fraught with uncertainties. In the face of the complex and volatile external environment, the Company's business strategy remains focused on seeking progress while maintaining stability and continuing in the building of long-term relative competitiveness: concentrating resources on the food product development and accelerating the growth pace of food product so as to drive the overall development of one-stop solutions; continuing to promote the diversification of feeds products and channels in order to counter the risk of the hog cycle and the changes in the market landscape; continuing to adjust the business model of meat products, focusing on the differentiation of products and enhancement of products' value to lower the impact of market fluctuations on operating results.

As an enterprise dedicated to meeting consumers' demand for high-quality food products, we will continue to improve product quality and the service level. We are confident and determined to overcome the challenges in the external environment and continue to further cultivate in China's food market. We will continue to uphold the concept of honesty and integrity in our operations, provide consumers with safe and healthy food products, further strengthen our corporate governance system, proactively assume our corporate social responsibility, and withstand the uncertainties of the external environment with sustainable and high-quality development.

謝謝各位的支持。	Thank you for all your support.
<i>主席</i>	Chairman
韋俊賢	James Chun-Hsien Wei
香港	Hong Kong
二零二五年三月	March 2025

# 董事會聲明 Statement of the Board

身為食物全產業鏈的整合者,我們深明本集團 在ESG信息披露方面的責任,亦深知ESG對本 集團的未來至關重要。

本集團將可持續發展戰略融入企業文化和運營 計劃之內,實現本集團的可持續經營發展,提 升公司價值。本集團制定下列戰略目標:

- > 建立和增強消費者對食品安全的信心
- 應用生物技術以實現資源循環使用並降 低排放,治理環境污染狀況
- ➤ 建立及優化優質人才吸收、培養及管理 體系
- > 創建公平公開公正的經營、工作環境
- ▶ 投入社會公益活動,打造受人尊敬的品 牌形象

本集團董事會是ESG事宜的最高負責及決策機構,對本集團的ESG策略及匯報承擔全部責任,通過定期溝通會議聽取ESG工作執行層匯報,監察可能影響公司業務或運作、股東與其他利益相關方的ESG相關事宜,以確保ESG理念與公司策略的融合。董事會負責審批確定利益相關方溝通結果及重大性議題判定結果,並對最終公司ESG報告進行審閱批復。

As the Company's business encompasses the entire food production chain, we are keenly aware of our responsibilities in terms of ESG information disclosure. We also recognise that environmental, social and governance factors are vital to the Group's future.

The Group's sustainable development strategy is integral to its corporate culture, its operating plans for sustainable development, and enhancing the Group's value. To this end, the Group has developed the following strategic objectives:

- > Establish and enhance consumer confidence in food safety
- Apply biotechnology to recycle resources, reduce emissions and curb environmental pollution
- Establish and optimise a high-quality system for talent attraction, training and management
- Create a fair, open and just management and work environment
- Invest in social welfare activities to create a respected brand

The Board of Directors is the Group's highest body for responsibility and decision-making on ESG matters. It assumes full responsibility for the Group's ESG strategy and reporting. Through regular communication meetings, it receives reports from executives in charge of ESG issues. It monitors ESG-related issues that may affect the Company's business or operations, shareholders and other stakeholders, and ensures the integration of ESG concepts and the Company's strategy. The Board of Directors is responsible for reviewing and determining the results of stakeholder communications, the determination of material issues, and reviewing and approving the Company's final ESG report.



# 大成食品ESG管治架構 ESG GOVERNANCE STRUCTURE OF DACHAN FOOD



本集團執行委員會負責檢討環境、社會及企業 治理事宜並就以下事宜向董事會定期匯報並提 供意見:

- > 審視和評估公司層面與可持續發展事宜 有關的架構是否足夠和有效;
- 監察環境、社會及管治願景、策略及政 策的制定和實施;
- ➤ 監督企業治理的制定和實施。

基於外部社會經濟宏觀環境和本集團發展戰略,本集團定期進行ESG議題的重要性評估, 討論並確定本集團在ESG方面的風險與機遇, 將重點議題的管理與提升作為ESG年度戰略工 作。董事會審閱並確認重要性評估結果,將重 點議題作為本集團整體戰略制定的一部分加以 考慮,並監督這些議題的管理與績效。 The Executive Committee is responsible for reviewing environmental, social and corporate governance issues and regularly reporting and providing opinions to the Board on the following:

- The adequacy and effectiveness of structures related to sustainability at company level;
- The formulation and implementation of environmental, social and governance visions, strategies and policies;
- The formulation and implementation of corporate governance.

On the basis of the external socioeconomic macro environment and the Group's development strategy, the Group regularly evaluates the importance of ESG topics, discusses and determines ESG risks and opportunities, and regards the management and improvement of key topics as annual strategic aims related to ESG. The Board reviews and confirms the results of the materiality assessment, considers key issues as part of the Group's overall strategy formulation, and supervises the management and performance of these issues.

# 2024年可持續發展成果 2024 Sustainable Development Results

### 年度大事記

# **EVENTS OF THE YEAR**

С



天津大成「員工心理放鬆吧」正式 剪綵掛牌 The TWD mental health counselling room "Let's relax" officially opened



1月 January



2024年蚌埠市3.15晚會榮獲 2023-2024蚌埠市放心消費示範單位 Awarded the 2023-2024 demonstration unit for consumption of Bengbu city at the 15 March gala party







天津大成首屆校園食品安全節成功 舉辦大成,守護舌尖食品安全 Organized the inaugural campus food safety festival of TWD: Safeguarding Every Bite with Care

#### 9月 September

環境排查首次會議順利召開,加速 ESG轉型步伐 Convened the first environmental inspection meeting, accelerate the pace of ESG transformation

#### 12月 December



以節能效益分享方式,與第三方企 業共同打造智能運行、智慧電力型 客戶變電站,簽訂新建光伏項目, 減少二氧化碳溫室氣體排放 Jointly created a smart operating, intelligent electric customer substation through shared savings, and entered into a new photovoltaic project, in order to reduce carbon dioxide greenhouse gas emissions



廉潔大成,出台《關於設立「1000 萬」反腐獎金池最高可 獎100 萬政策》

DaChan with integrity: "Policy on setting up a 'RMB10 million' anti-corruption bonus pool with a maximum prize of RMB1 million" was introduced



助力「雷越野大連100越野賽」賽事 Sponsored the "Lei-UT Dalian Ultra Endurance Race"





參加北京綠色生活季活動 Participated in the activities of the Beijing Green Living Season



助力阿拉善SEE生態協會研究及紀錄 片製作項目

Supported SEE Conservation in its research and documentary production project

2024年參與國內食品行業先進組織 ISF中國主題日&一起食安行組織的 《食品異物管理實踐集》編寫 Participated in the writing of "Food Foreign Body Management Practice Collection", organized by IFS China Focus Day & Together for Safer Foods, an advance organization in the national food industry







#### ESG關鍵績效概覽

#### SUMMARY OF ESG KEY PERFORMANCE

	30101	MANT OF ESG KET PERFORIMANCE		
指標		單位	2024年	2023年
Indicators		Unit	2024	2023
環境績效				
Environmental Perform				
6 清潔飲水和 街生設施 7 清淨能源	費任 消費與生產 13 氣候活動	6 CLEAN WATER AND SAMITATION 7 CLEAN ENERGY AND FOOD CLEAN ENERGY AND FOOD CLEAN ENERGY AND FOOD CLEAN		
			450 505 07	100 105 00
耗電總量		兆瓦時	156,585.37	138,185.08
Total power consumptior	1	MWh		
天然氣消耗總量		立方米	6,945,071.20	6,504,024.81
Total natural gas consum	untion	cubic meters	0,040,071.20	0,304,024.01
Total Hatural gas consum	ption	Cubic meters		
綜合能源消耗強度	食品廠	兆瓦時/萬元(食品廠營業收入)	0.44	0.37
Comprehensive energy	Food factory	MWh/RMB10,000 (Food factory		
consumption intensity		operating income)		
	飼料廠	兆瓦時/萬元(飼料廠營業收入)	0.26	0.22
	Feeds factory	MWh/RMB10,000 (Feeds factory		
		operating income)		
溫室氣體排放強度	食品廠	噸二氧化碳當量/萬元(食品廠營業收入)	0.28	0.23
Greenhouse gas	Food factory	ton of carbon dioxide equivalent/		
emission intensity		RMB10,000 (Food factory		
		operating income)		
	飼料廠	噸二氧化碳當量/萬元(飼料廠營業收入)	0.19	0.16
	Feeds factory	ton of carbon dioxide equivalent/		
		RMB10,000 (Feeds factory		
		operating income)		
耗水強度	食品廠	立方米/萬元(食品廠營業收入)	6.29	5.98
Water consumption	Food factory	cubic meter/RMB10,000		
intensity		(Food factory operating income)		
	飼料廠	立方米/萬元(飼料廠營業收入)	0.66	0.51
	Feeds factory	cubic meter/RMB10,000 (Feeds factory		

operating income)

18 大成食品(亞洲)有限公司 DaChan Food (Asia) Limited



2024 Sustainable Development Results

#### ESG關鍵績效概覽 SUMMARY OF ESG KEY PERFORMANCE

	501			
指標		單位	<b>2024</b> 年	<b>2023</b> 年
Indicators		Unit	2024	2023
有害廢棄物產生強度	食品廠	克/萬元(食品廠營業收入)	17.19	17.15
Hazardous waste	Food factory	gram/RMB10,000		
generation intensity		(Food factory operating income)		
	飼料廠	克/萬元(飼料廠營業收入)	3.99	3.54
	Feeds factory	gram/RMB10,000		
		(Feeds factory operating income)		

#### 社會績效

3 (単語) - 小 く マート (注意) (注意) (注意) (注意) (注意) (注意) (注意) (注意)	10 メシャッキキ 10 メンター 10 メンター	5 ERUBER EQUALITY S EQUALITY S ECCNT WORK AND ECONOMIC GROWTH S ECONOMIC GROWTH S E ECONOMIC GROWTH S E ECONOMIC GROWTH S E E E E E E E E E E E E E E E E E E E	10 REQUEED	
員工總數 Total number of employees	人 person		8,324	8,007
員工培訓總時長 Total training time of employee	小時 hour		120,729	86,027
因工亡故員工比率 Rate of work-related deaths	% %		0	0
因工傷損失工作時數 Number of working hours lost d work-related injuries	天 lue to day		3,098	2,892

更多ESG關鍵績效指標,詳見本報告正文及附錄。

For more information about ESG Key Performance Indicators, please see the contents and appendix of this report.



# 榮譽獎項

# AWARDS

獲獎單位名稱	獲得榮譽獎項名稱 Names of Awards	頒佈單位	榮譽獎項圖片
Awardee	Received	Issuing Unit	Pictures of Awards
大成食品(亞洲) 有限公司 DaChan Food (Asia) Limited	實力品牌獎 Outstanding Brand Award	北京高校食品原材料聯合採購中心 Beijing University Joint Procurement Center for Food Raw Materials	Word Restausero Charles Read (Contra Mark)
大成食品 Dachan Food	傑出人才夥伴獎 Outstanding Talent Partner Award	獵聘華北區 Liepin North China Region	国际北区2024年 杰出人才伙伴奖 大成良品(意列内限公司 王家田)、国家年333
蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	優質企業推薦 Recommended Excellent Enterprise	中國食材電商節組委會 Organizing Committee of the China Food Trade Fair	offerration and and a second
大成農牧(鐵嶺) 有限公司 Great Wall Agri (Tieling) Co., Ltd.	農產品加工行業領軍企業 Leading Enterprise of the Agricultural Products Processing Industry	鐵嶺經濟技術開發區管理委員會 Management Committee of Tieling Economic and Technological Development Zone	183. 2004 (18) (1801 象产品加工行业领军企业 ********
蚌埠大成食品 有限公司 Bengbu DaChan Food Co., Ltd.	年度最佳貢獻獎 Annual Best Contribution Award	大潤發 RT-MART	



獲獎單位名稱	獲得榮譽獎項名稱 Names of Awards	頒佈單位	榮譽獎項圖片
Awardee	Received	Issuing Unit	Pictures of Awards
大成農牧(鐵嶺) 有限公司 Great Wall Agri (Tieling) Co., Ltd.	協會行業領先單位 Industry-leading Entity of the Association	鐵嶺縣企業家協會 Tieling County Entrepreneur Association	定世 正书 現于、文成文代 (城) ) 研究改 林文会 行 止 領 え 単 位 印度記述、以原題的 田田県 企会家会 二日本 1日
大成食品(大連) 有限公司 Great Wall Food (Dalian) Co., Limited	精誠合作獎 Cooperation Award	羅森(北京)有限公司 LAWSON (BEIJING) INC.	2023年度 精诚合作奖 AARE (LA) ARAT MELERALARAT



本集團重視與利益相關方溝通,建立高效的利 益相關方溝通及反饋機制,借助不同渠道聽取 政府部門、股東、客戶、員工、供應商等利益 相關方的意見和建議,識別各利益相關方對 本集團的反饋與期望,有針對性地提升本集團 ESG表現,有效回應各方需求。 The Group's efficient communication and feedback mechanism enables it to listen to the opinions and suggestions of stakeholders such as government authorities, shareholders, customers, employees and suppliers, identify their expectations of the Group, and respond with targeted improvements to its ESG performance.

利益相關方	利益相關方期望	溝通與參與機制 Communication and	本集團回應
Stakeholders	Expectations of stakeholders	engagement mechanism	Response of the Group
投資者	<ul> <li>公司市值與盈利水平的提高</li> <li>公司環境和社會責任表現不斷 提升</li> </ul>	股東大會、信息披露、公司網站	<ul> <li>定期發佈報告,如實、充分地進行 信息披露,努力提升業績、創造利 潤</li> <li>提升管治及風險管理水平,召開股 東大會,加強投資者關係管理,努 力提升環境和社會責任管理</li> </ul>
Investors	<ul> <li>Increase in the Company's market value and profitability</li> <li>Continuous improvement in the Company's environmental and social responsibility performance</li> </ul>	Shareholders' meetings, information disclosure, company website	<ul> <li>Release periodic reports, disclose information in a truthful and comprehensive manner, endeavor to improve results and generate profits</li> <li>Advance corporate governance and risk management level, convene general meetings, enhance investor relations management and strive to improve environmental and social responsibility management</li> </ul>
客戶	<ul><li> 優質的產品質量</li><li> 保障合法權益</li></ul>	簽訂合同及協議	<ul> <li>提供高質量的產品和服務</li> <li>持續完善客戶服務體系及客戶意見 反饋及投訴機制</li> </ul>
Customers	<ul> <li>High product quality</li> </ul>	Entering into contracts and	<ul> <li>▶ Provide high-quality products and</li> </ul>
	Safeguarding customer's     legitimate interests	agreements	<ul> <li>Continue to enhance the customer service system as well as the customer feedback and complaint mechanism</li> </ul>



利益相關方	利益相關方期望	溝通與參與機制 Communication and	本集團回應
Stakeholders	Expectations of stakeholders	engagement mechanism	Response of the Group
員工	<ul> <li>保障員工薪酬福利</li> <li>關愛員工安全和健康</li> <li>提供公平晉陞和發展機會</li> <li>完善溝通機制,參與公司管理</li> </ul>	勞動合同、工會	<ul> <li>嚴格遵守勞動合同條款,完善薪酬 和福利待遇體系</li> <li>提供安全與健康的工作環境</li> <li>提供員工發展通道,組織開展員工 培訓</li> <li>提供平等的溝通渠道</li> </ul>
Employees	<ul> <li>Safeguarding remuneration and benefits of employees</li> <li>Caring for safety and health of employees</li> <li>Offering fair promotion and development opportunities</li> <li>Improving communication mechanism and participating in company management</li> </ul>	Labor contracts, labor unions	<ul> <li>Strictly comply with the terms of labor contracts, improve the remuneration and benefit system</li> <li>Provide a safe and healthy working environment</li> <li>Provide employee development channels and organize staff training</li> <li>Offer equal communication channels</li> </ul>
政府	<ul> <li>遵紀守法、合規經營,貫徹國 家政策</li> </ul>	參與政府相關會議	<ul> <li>嚴格遵守相關法律法規,持續加強 企業合規管理,響應國家相關政策</li> </ul>
Government	• Observing the laws and regulations, operating in compliance with national policies	Participating in governmental conferences	• Strictly observe relevant laws and regulations, continuously enhance corporate compliance management, and respond to national policies
供應商	<ul> <li>誠信、公平、公正合作,互利</li> <li>共贏,促進行業發展</li> </ul>	簽訂合同及協議、定期召開招投 標及供應商會議	<ul> <li>秉承公開透明的商業原則,積極履 行合同及協議,實施公開透明的採 購模式,打造責任供應鏈</li> </ul>
Suppliers	<ul> <li>Integrity, fair and impartial cooperation, mutual benefits and win-win situation to facilitate the development of industry</li> </ul>	Entering into contracts and agreements, holding regular tendering and supplier meetings	• Actively perform the contracts and agreements by adhering to open and transparent business principles, implementing an open and transparent procurement model, and develop a responsible supply chain



利益相關方	利益相關方期望	溝通與參與機制	本集團回應
		Communication and	
Stakeholders	Expectations of stakeholders	engagement mechanism	Response of the Group
社區	• 減少生產經營對當地社區的影	參與社區活動、加強社區互動、	• 支持社區公益活動
	響	開展公益捐贈	• 僱傭當地員工就業
	• 帶動當地經濟發展		
Community	<ul> <li>Reducing the impact of</li> </ul>	Participating in community	• Support community welfare
	production and operation on	activities, enhancing	activities
	the local community	community interaction and	<ul> <li>Employ local staff</li> </ul>
	<ul> <li>Promoting local economic</li> </ul>	making donations to public	
	development	welfare	

# 議題實質性分析 Materiality Analysis of Issues

本集團按照香港聯交所《ESG報告指引》等相 關原則要求及行業普遍關注的ESG議題,通過 與各類利益相關方開展不同形式交流和溝通, 識別並篩選與本集團相關的ESG議題。本集團 參考全球報告倡議組織(「GRI」)有關實質性分 析的流程,通過調查問卷、訪談等形式,收集 並記錄本集團主要利益相關方關注的議題及對 各議題重要性評估結果,對篩選出的議題進行 優先級排序,瞭解內外部利益相關方對ESG議 題的重視程度,確定本集團在環境、社會及管 治方面的實質性(重要)議題,並在報告中進行 披露。(見下圖) In accordance with the Hong Kong Stock Exchange's "ESG Reporting Guide" and in consideration of ESG issues of general concern in the industry, the Group engages in various forms of exchange and communication with stakeholders to identify and screen ESG issues relevant to the Group. With reference to the process of materiality analysis issued by the Global Reporting Initiative ("GRI"), the Group collects and records major issues of stakeholders' concern and the results of evaluating the importance of each issue through questionnaires, interviews and other means. It then conducts analysis and sequencing of the issues of importance in order to understand internal and external stakeholders' degrees of emphasis on ESG issues and confirm the materiality issue in environmental, social and governance of the Group. These are disclosed in the Report as shown below.



公司經營管理者對該議題重要性的判斷 Company operators' judgment on the importance of issues



大成食品用心打造優質安全食品,積極響應 聯合國2030可持續發展第2、9、12和15項目 標,推進負責任的生產,保障食品安全並努力 創新和發展。



# DaChan Food is committed to the production of high-quality safe food, and actively responds to the United Nations 2030 Sustainable Goals 2, 9, 12 and 15 by promoting responsible production, ensuring food safety and striving for innovation and development.



### 1.1 食品安全管理

本集團嚴格遵守《中華人民共和國食品安全 法》、《中華人民共和國產品質量法》、《中華 人民共和國計量法》、《中華人民共和國動物 防疫法》、《中華人民共和國安全生產法》、 《中華人民共和國廣告法》、《中華人民共和 國消費者權益保護法》、《中華人民共和國 反不正當競爭法》等有關法律法規、規範標 準及管理規定,制定了《質量手冊》、《程序 文件》、《前提方案》、《食品安全計劃書》、 《品質管制標準書》等體系文件。我們依據國 家食品安全相關法律法規為指導原則,依據 ISO09001 · ISO2000 · FSSC22000 · BRC · HACCP等標準體系要求,建立了完善的食品 安全管理體系,嚴格落實原料進貨查驗、製程 管控和產品出廠檢驗制度,確保為消費者提供 安心健康的食品。2024年,本集團沒有因安 全與健康理由而須將已售或已發送產品回收的 事件發生,未發生違反產品和服務的健康與安 全、廣告、標籤及隱私事宜的相關法律及規例 的事件。

#### **1.1 FOOD SAFETY MANAGEMENT**

DaChan Group operates in full compliance with the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the Product Quality Law of the PRC (《中華人民共和國產品質量法》), the Metrology Law of the PRC (《中華人民共和國計量法》), the Law of Animal Epidemic Prevention of the PRC (《中華人民共和國動 物防疫法》), the Work Safety Law of the PRC (《中華人民共和 國安全生產法》), the Advertising Law of the PRC (《中華人民共 和國廣告法》), the Law of the PRC on the Protection of Rights and Interests of Consumers (《中華人民共和國消費者權益保護 法》), the Law of the PRC against Unfair Competition (《中華人 民共和國反不正當競爭法》) and other relevant laws, regulations, standards and requirements, and system documents such as the Quality Manual, Procedure Document, Prerequisite Programme, Food Safety Plan and Quality Control Standard Book have been formulated. Guided by these laws and regulations, we maintain a food safety management system based on standardized systems such as ISO9001, ISO2000, FSSC22000, BRC and HACCP. It stringently implements a system of raw material procurement inspections, production process control and product delivery inspections to ensure the provision of safe and healthy food to consumers. In 2024, the Group experienced no incidents of recalling products sold or delivered due to safety and health reasons, and did not violate laws and regulations on the health and safety of products and services, or those pertaining to advertising, labelling and privacy.

# 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

本集團制定了全面的三級食品安全管理文件, 報告期內本集團全面檢討回顧食品安全管理文 件的充分性、適宜性和有效性,新增文件59 個,更新修訂文件310個。

本集團在報告期內共計接受各類食品安全和 質量體系審核380次,其中第三方體系認證審 核19次,客戶審核174次,政府部門監督審核 137次,工廠內部審核26次,本集團GMP審 核24次,審核通過率100%。

本集團制定有全面嚴格的GMP檢查標準,各 工廠依據標準,每天現場GMP檢查,形成 了全方位的GMP檢查網絡。報告期內,依據 GMP條款,本集團各工廠共提出3,102項產品 質量優化改善項目,優化改善落實率98.7%, 其中形成操作規範122項。報告期內,本集團 組織實施了2次GMP稽核,達到了推動了質量 管理提升和經驗交流雙重目的。

在食品安全驗收標準方面,報告期內,本集團 新增驗收標準共計99個:其中原料11個,輔 料85個,包材3個;更新驗收標準49個:其中 原料6個,輔料41個,包材2個。 The Group has developed a comprehensive three-level food safety management system. During the Reporting Period, the Group conducted a thorough review of the adequacy, suitability and effectiveness of the food safety management system, adding 59 new documents while updating and amending 310 documents.

During the Reporting Period, the Group underwent 380 food safety and quality system audits, among which 19 were independent third-party system certification audits, 174 were customer audits, 137 were supervisions and verifications by government departments, 26 were internal factory audits and 24 were GMP audits by the Group. Our passing rate for the audits was 100%.

The Group has developed a comprehensive and stringent GMP inspection standard. Each factory performs daily on-site GMP inspection in accordance with these standards, forming a comprehensive GMP inspection network. During the Reporting Period, the Group's factories proposed a total of 3,102 items of optimization on product quality according to the GMP provisions, with an implementation rate of 98.7%, resulting in 122 operational procedures. During the Reporting Period, the Group organized and conducted 2 GMP audits to achieve the dual purpose of promoting quality control improvements and experience sharing.

In terms of food safety inspection and acceptance standards, the Group added 99 new acceptance standards during the Reporting Period, with 11 for raw materials, 85 for auxiliary materials and 3 for packaging materials. Additionally, 49 acceptance standards were updated, with 6 for raw materials, 41 for auxiliary materials and 2 for packaging materials.



報告期內,本集團公司全面升級食品安全和質 量管理體系,下屬的所有食品深加工和肉品工 廠,實現了食品安全和質量管理體系全覆蓋。 截至報告期末,本集團共計獲得食品安全和質 量管理體系方面證書28張,通過全面的體系 認證管理,構築食品安全防護線。 During the Reporting Period, the companies of the Group fully upgraded their food safety and quality management system. All of its deep food processing and meat factories have achieved full coverage in food safety and quality control systems. As of the end of the Reporting Period, the Group has obtained 28 certificates on food safety and quality control systems, establishing a robust food safety defence line through comprehensive management with system certification.

	<b>ISO22000</b> 食品安全	HACCP危害 分析與關鍵	BRC全球食品	<b>FSSC22000</b> 食品安全	<b>ISO9001</b> 質量		HALAL認證
體系種類	管理體系	控制點體系	安全標準	管理體系	管理體系	無抗產品認證	(清真認證)
		HACCP Hazard	1				
	ISO22000	Analysis and		FSSC22000	ISO9001		
	Food Safety	Critical	BRC Global	Food Safety	Quality	Antibiotic-	
Type of	Management	<b>Control Point</b>	Food Safety	Management	Management	free product	HALAL
system	System	System	Standards	System	System	certification	certification
證書數量(張)	3	2	2	8	1	1	國內:8
Number of							新加坡:1
certificates							馬來西亞:1
(sheets)							中東:1
							China: 8
							Singapore: 1
							Malaysia: 1
							Middle East: 1

本集團各工廠均配備了產品質量和合規性檢測 的檢驗室,報告期內本集團完成超11.27萬樣 品檢驗,樣品檢驗合格率達96%以上。除此 之外,本集團在主要生產區域還建立檢測中心 3個,以指導和規範各區域檢測。截至報告期 末,檢測中心均已通過CNAS復評審。 Each of the Group's factories is equipped with inspection laboratories for product quality and compliance testing. During the Reporting Period, the Group completed over 112,700 sample tests, with a sample pass rate exceeding 96%. Moreover, the Group has constructed 3 testing centers in the major production areas to guide and standardize the testing in all areas. As of the end of the Reporting Period, all testing centers have passed the review evaluation of the China National Accreditation Service for Conformity Assessment (CNAS).

# 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

- 檢測人員培訓:公司共完成檢測人員培 訓55次,主要培訓內容為檢測方法、 設備維護、生物安全、食品安全、清真 食品相關、管理體系、CNAS準則等, 全面提升檢測水平,提高檢驗員綜合能 力。
- 盲樣比對:已完成氯黴素、金黃色葡萄 球菌、大腸埃希氏菌O157:H7、水分、 菌落總數、沙門氏菌、大腸菌群、過氧 化值、鎘、甜蜜素、甲硝唑、菊酯類農 藥等能力驗證共15項,結果均為滿意。
- 新增或更換設備15台,包括電子鹵素水 分測定儀、多管渦旋儀、生物安全櫃、 潔淨工作台等,滿足檢測需要,保證結 果的準確性。

本集團制定有嚴格的食品安全管理目標,並通 過自下而上的周例會和自上而下的月匯報等形 成了正反雙向檢討機制,檢討客訴率等食品安 全管理目標達成情況。本集團達成客訴率總體 目標,且與客戶溝通全部達成客戶滿意。

- Training for inspectors: The Company has completed 55 training for inspectors, covering topics such as testing methods, equipment maintenance, biosafety, food safety, Halal food-related standards, management systems, and CNAS guidelines. These sessions comprehensively enhanced testing standards and improved the overall capabilities of inspectors.
- Comparison of blind samples: We have completed 15 proficiency validations on chloramphenicol, Staphylococcus aureus, *Escherichia coli* O157:H7, moisture, total number of bacteria colonies, salmonella, fecal coliform, peroxide value, cadmium, cyclamate, metronidazole, pyrethroid pesticides, etc. All results were satisfactory.
- Added or replaced 15 equipment, including electronic halogen moisture analyzer, multi-tube vortex, biosafety cabinet, clean bench, etc. to satisfy the needs for inspection and guarantee the accuracy of the results.

The Group has established stringent food safety control objectives and formed a two-way review mechanism through weekly bottom-up meetings and monthly top-down reports to review the achievement of food safety control objectives such as the rate of customer complaints, etc. The Group achieved its overall complaint rate target and ensured full customer satisfaction through effective communication with customers.



#### 嚴格藥物殘留管控

本集團食品安全中心依據《中華人民共和國 農業農村部公告第250號》、GB31650-2019 (2020年4月1日正式實施)、並遵守每年度國 抽計劃要求及國家相關法律法規實時更新《藥 殘檢測程序及內控標準》文件。文件明確了藥 殘限量標準及檢測頻率,對於國家允許使用藥 物以最高殘留限量控制,對於禁止使用和不得 檢出的藥物明確了不得檢出。

#### 食品召回

我們依據體系制度建立《食品召回程序》文件,並按照召回程序,每年至少進行2次召回 演練,召回要求在2小時內完成。2024年,各 工廠依據規定,實施的產品召回演練,召回演 練有效率100%。

### STRICT MANAGEMENT AND CONTROL OF DRUG RESIDUES

The Group's Food Safety Centre updated the "Residual Testing Procedures and Internal Control Standards" for compliance with the "Announcement No. 250 of the Ministry of Agriculture and Rural Affairs of the People's Republic of China", GB31650-2019 (officially implemented on 1 April 2020), the requirements of the national annual sampling programme and relevant national laws and regulations. The updated Standards clarify drug residue limit standards and testing frequency and the maximum residue limit for drugs allowed by the country, and clearly stated that those drugs which are prohibited.

#### FOOD RECALL

We established the "Food Recall Procedures" in accordance with the system, and conduct recall drills at least twice a year. Recalls are required to be completed within 2 hours. In 2024, each factory conducted recall drills according to the requirements, with a 100% effective rate.

# 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

#### 1.2 供應商前置管理

#### 供應商的前置管理

在供應商管理方面,本集團制定並嚴格落實 《供應商管理程序》《採購作業財務管理辦法》 等供應商管理制度,積極推進供應商全流程 ESG管理,通過有效管理與協同外部供應商資 源提升競爭優勢。本集團制定《供應商管理程 序》、《飼料原料採購管理程序》和《獸藥疫苗 採購作業制度》,規範食品原料、輔料、包裝 材料、飼料原料、添加劑、藥品類、燃料類供 應商准入及日常管理。我們實施供應商前置管 理機制,從源頭管控品質,所有供應商必須通 過食品安全中心供應商管理專員審核並納入合 格供應商管理名錄後,方可實施物料採購。本 集團重視挑選供貨商的過程和持續管理,選擇 重視環保及企業社會責任之供貨商,並通過網 絡核查法律訴訟信息(「國家企業信用信息公示 系統」、「天眼查」)、實地考察、資質審查、合 格率考核和績效評價等措施,審查包括硬件設 施、體系建立、食品安全風險、供應能力等, 確保供貨商符合本集團的採購政策。在對藥品 供應商的審核中,本集團重點關注供應商藥 渣、化學殘留物、廢棄包裝的處理,必要時要 求供應商出具「藥渣、化學殘留和包裝材料的 處理報告」、「危廢處理相關制度、合同、處理 台帳」等信息。

#### **1.2 SUPPLIER SELECTION MANAGEMENT**

#### SUPPLIER SELECTION MANAGEMENT

With regards to supplier management, the Group formulated and stringently implemented supplier management systems such as "Supplier Management Procedures" and "Measures of Financial Management for Purchasing", actively promoted the fullprocess ESG management of suppliers to enhance competitive advantage through effective management and collaboration with external supplier resources. The Group's "Supplier Management Procedures", "Feeds Raw Material Purchasing Management Procedures" and "Veterinary Drug Vaccine Purchasing Operation System" regulate access to raw food materials, excipients, packaging materials, raw feed materials, additives, drugs and fuel suppliers as part of its day-to-day management. The purpose of our supplier selection management mechanism is to control quality at the source. Before purchasing materials, all suppliers must be reviewed by a Supplier Management Specialist from the Food Safety Centre and included in the qualified supplier management list. The Group attaches great importance to the selection process and continued management of suppliers, selecting suppliers that value environmental protection and corporate social responsibility. Selected suppliers are continuously managed via such means as internet verification of legal litigation information ("National Corporate Credit Information Disclosure System", "Tianyan Check"), on-site inspections, qualification reviews, qualification rate assessments and performance evaluations, covering hardware facilities, systems, food safety risks, supply capabilities, etc. to ensure that all suppliers comply with the Group's procurement policies. In its review of drug suppliers, the Group requires them to issue "reports on the treatment of drug residues, chemical residues and packaging materials" and "relevant systems, contracts and treatment ledgers of hazardous waste treatment" when necessary as it is particularly concerned about how suppliers handle drug residues, chemical residues and packaging materials.



本集團重視與供應商的共同發展,在提升自身 食品安全的同時,建立了與供應商信息共享及 幫扶機制,定期向供應商推送食品安全相關法 律法規標準更新狀況,提示供應商及時更新 法律法規標準,依規管理,提升了供應商供應 產品的合法性和安全性;對於有改善意願和改 善潛力的供應商,通過委派供應商管理專員到 供應商現場指導優化食品安全管理體系,幫助 供貨中發生重大異常供應商現場提供整改思路 及方法,組織供應商到本集團內工廠參觀學習 等,實現了食品安全與品質社會共治。

為實現「零異物、零投訴」目標,我們推動供應 商建立質量管理體系,並通過質量管理體系認 證。報告期內,本集團推動推動1家供應商通 過質量管理體系認證,現合作供應商質量管理 體系認證比例100%。

截至報告期末,本集團本地化採購比例為 100%。報告期內本集團共完成紙箱、復合 袋、PE、輔料、疫苗相關供應商培訓共7場, 本集團供應商《反腐敗反商業賄賂承諾書》簽 訂率100%。 The Group strives to foster mutual development with its suppliers. A mechanism has been established for sharing food safety-related information with and providing support to suppliers, including regular updates on food safety-related laws and regulations. These prompt suppliers to update the statutory standards in a timely manner and to manage in accordance with the laws and regulations, by which the compliance and safety of the products supplied by the suppliers are enhanced. For suppliers with the willingness and potential for improvement, the Group will appoint a supplier management commissioner to help optimize their food safety management, overcome major supply abnormalities, provide on-site rectification ideas and methods, and organize visits to Group's factories, so as to achieve social governance in food safety and quality.

In order to achieve the goal of "zero foreign objects and zero complaints", we have pushed forward the establishment of a quality management system for our suppliers and have passed the quality management system certification. During the Reporting Period, the Group promoted 1 supplier to pass the quality management system certification, and the ratio of suppliers currently cooperating with us with quality management system certification was 100%.

As of the end of the Reporting Period, the Group's local procurement ratio was 100%. During the Reporting Period, the Group completed 7 trainings in relation to carton, laminated bag, PE, auxiliary materials and vaccine suppliers, and the Group's suppliers have a 100% signing rate for the "Undertaking for Anti-corruption and Anti-bribery".



#### 本集團供應商地區分佈

# GEOGRAPHICAL DISTRIBUTION OF THE GROUP'S SUPPLIERS

地區	供應商數目	地區	供應商數目	
Region	Number of suppliers	Region	Number of suppliers	
山東 Shandong	10	安徽 Anhui	154	
遼寧 Liaoning	108	吉林 Jilin	1	
天津 Tianjin	35	四川 Sichuan	4	
河北 Hebei	9	黑龍江 Heilongjiang	1	

本集團動物保護中心依據《中華人民共和國農 業農村部公告第250號》食品動物中禁止使用 的藥品及其他化合物清單、相關法律法規並綜 合評估市場風險等因素,編制《商品肉雞允許 使用獸藥清單》,每年進行獸藥供應商評價, 對所有抗生素類、抗菌素類、抗病毒類藥物及 其他獸藥的品質進行檢驗驗證。獸藥統一採 購、統一發放、統一免疫和統一用藥,由具有 職業資格證的獸醫進行全程監督指導用藥,對 養殖農戶用藥實行統一管理。 In accordance with the "Announcement No. 250 of the Ministry of Agriculture and Rural Affairs of the People's Republic of China" and taking into consideration the list of drugs and other compounds prohibited in food and animals, relevant laws and regulations, and market risk and other factors, the Group's Animal Protection Centre has compiled a "List of Permitted Veterinary Drugs for Commercial Broilers". Veterinary drug suppliers are evaluated annually, and the quality of all antibiotics, antivirals and other veterinary drugs is inspected and verified. Veterinary drugs are purchased, distributed, with inoculation done and used uniformly. Veterinarians with professional qualifications supervise the use of drugs throughout the entire process, and the use of drugs to the poultry is uniformly managed.



#### 實名溯源體系

本集團秉承「大成為您健康生命努力」的宗旨, 建立並完善食品安全溯源體系,用心打造優質 安全食品。2014年9月24日本集團研發並在國 內率先推出的「食品安全實名溯源系統」,大成 食品採用高度垂直整合業務模式,將飼料生 產、雞隻孵化及屠宰、雞肉加工及加工食品生 產整合為統一的經營平台。本集團執行五統一 管理模式「統一供雛,統一供料、統一免疫、 統一用藥、統一回收」。從農場到餐桌,全程 100多道品管監控,層層把關,每一個環節的 精細化管理和大數據的積累,保證了實名溯源 系統的有效平穩運行。

大成實名溯源系統以養殖場唯一合同編號和批 次號作為起點和主線,串聯起後續的養殖、 生產加工各個環節,實現了「4W」(即人員 Who、時間When、地點Where、內容What) 的實時、動態監測管控。溯源內容涵蓋從農 資、農場、到食品初加工深加工的全部過程; 時間數據涵蓋用料、出欄、加工、檢驗等各個 時間點;人可追溯到具體的養殖人、生產廠 長、品管負責人、獸醫等,做到了責任到人, 保證從農場到餐桌的全程實名溯源數據動態、 真實、可監控。

#### **REAL-NAME TRACEABILITY SYSTEM**

The Group adheres to the motto "DaChan, we work for your health" and has established and perfected a food traceability system for the production of quality and safe food. On 24 September 2014, the nation-first "Food Safety Real-Name Traceability System" developed by the Group was launched. DaChan Food adopts a highly vertically integrated business model, integrating feed production, chicken hatching and slaughtering, chicken meat processing and processed food production into a unified operating platform. The Group's five unified management models are as follows: unified supply of chicks, unified feed, unified immunization, uniform medication, unified collection. From the farm to the dining table, there are over 100 quality control checkpoints to monitor the whole process. The refined management of each link and the accumulation of big data ensure the effective and stable operation of the Real-Name Traceability System.

DaChan's "Real-Name Traceability System" uses the unique contract number and batch number of the farm to connect subsequent traceable links, such as for breeding, production and processing. The result is real-time, dynamic monitoring and control of "the four W's" (who, when, where, what). Traceable content spans the entire process, from agricultural materials and farms to preliminary and deep food processing. Time data covers points such as material use, slaughter, processing and inspection. Personnel can be traced back to specific breeders, production plant managers, quality controllers and veterinarians to clarify personal responsibility. All-process real-name traceable data from the farm to the dining table are ensured to be dynamic, true and monitorable.

### 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

為保證食品安全,本集團加大檢驗人才和設備 投入,本集團在大連、蚌埠和天津擁有3個通 過CNAS(中國合格評定國家認可委員會)認可 的檢測中心,擁有先進的檢測設備,具備檢 測農藥殘留215項、獸藥殘留172項、理化31 項、微生物11項、過敏原4項、食品添加劑4 項等多個項目的檢測能力。

#### 1.3 客戶服務及隱私保護

#### 客戶服務

大成食品始終秉持食品安全第一、質量為本的 經營理念,建立了業界聞名的實名溯源體系, 讓消費者吃得透明,吃得安心。正是這種對產 品質量的執著追求和不懈努力,使得大成食 品在產品品質上始終保持卓越,贏得了業內客 戶的高度認可。本集團從產品及包裝升級、客 戶服務以及市場推廣等方面打造品牌形象, 2024年獲得第三方機構沙利文頒發的兩個產 品(鹽酥雞、烘焙香腸)全國銷量第一認證, 2024年開展大成杯中華料理麵包大賽,從多 方面打造品牌形象。

本集團建立了成熟的客戶管理制度,如《告客 戶明白書》,讓客戶明確其權責,共同對日常 業務活動進行管理,保障客戶利益。我們制定 客戶投訴管理機制制度文件《產品客訴處理流 程》,文件明確説明產品客訴的類別、客訴反 饋的渠道、客訴反饋的方式、客訴分析責任人 員、客訴快速答覆時間、客訴分析、查找原 因、針對問題原因制定改善措施、驗證改善措 施的有效性、持續改進。 To ensure food safety, the Group has increased its investment in inspection personnel and equipment. The Group maintains 3 testing centers in Dalian, Bengbu and Tianjin that have been approved by the China National Accreditation Service for Conformity Assessment (CNAS). Those testing centers have a testing capacity of 215 pesticide residue items, 172 veterinary drug residue items, 31 physics and chemistry items, 11 microbiology items, 4 allergen items, 4 food additives, and many others.

# 1.3 CUSTOMER SERVICE AND PRIVACY PROTECTION

#### CUSTOMER SERVICE

DaChan Food has always upheld the operating philosophy of "food safety first and quality-oriented", building an industryrenowned real-name traceability system such that consumers can eat with transparency and confidence. This persistent pursuit and unremitting efforts of product quality allows DaChan Food to always maintain excellent product quality and earn high recognition from customers within the industry. The Group built its brand image through product and package upgrades, customer service and marketing. In 2024, it was awarded top national sales certifications for two products (salty crispy chicken and baked sausages) by the third-party institution Sullivan, and launched the DaChan Cup Chinese Cuisine Bread Competition, further building its brand image from multiple aspects.

The Group has established a mature customer management system, such as the "Letter of Understanding to Customers", which clarifies customer rights and responsibilities, jointly manage daily business activities to protect the interests of customers. The Group's "Product Customer Complaint Handling Process" document clearly outlines product customer complaint categories, feedback channels and methods, responsible personnel for complaint analysis, complaint response time, problem-solving procedures, procedures for verifying the effectiveness of solutions, and guidelines for continuous improvement.


本集團客戶包括網店客戶及線下終端客戶,由 客戶服務部門負責相關售後、投訴等工作, 客訴答覆的責任部門是食品安全中心,責任 人是品保部門經理,答覆時間要求緊急客訴2 小時內處理完畢,普通客訴24小時內給出回 覆;品保中心負責客訴分析、查找原因、針對 問題原因制定改善措施、驗證改善措施的有效 性,並持續改進,確保不再發生。

本集團在2024年繼續增強對客戶的服務,如 對經銷商業務團隊進行培訓、廠商聯合對終端 服務推廣等。2024年,本集團不同產線累計 客訴共293件,客訴辦結率100%,均達成本 集團既定的客訴率目標,且與客戶溝通全部達 成客戶滿意。

## 客户满意度

在客戶滿意度方面,本集團

- 定期進行生意回顧,我們按客戶級別分
   月、分季由業務主管為客戶進行生意回
   顧,分享成績發現問題討論優化做法,
   廠商合作更高效;
- 聯合提案,針對KA客戶、工廠客戶等, 我們配合經銷商進行聯合提案,從產品 解決方案、產品做法應用、工廠管理理 念等,全方位服務客戶,達到強強合作 共贏。

The Group's customers include both online shop and offline terminal customers. The customer service department is responsible for related after-sales and complaints. The responsible department for customer complaints is the Food Safety Centre, and the person in charge is the manager of the Quality Assurance Department. Urgent customer complaints are required to be processed within 2 hours, and ordinary customer complaints are responded to within 24 hours. The Quality Assurance Centre is further responsible for analyzing customer complaints and searching for the cause of complaints, developing solutions to causes of problems, verifying the solutions' effectiveness, and ensuring that the problems do not reoccur.

In 2024, the Group continued to enhance customer services, such as trainings for distributor business teams and jointly promoting terminal services with manufacturers. In 2024, the Group received a total of 293 customer complaints from different production lines, achieving a 100% complaints resolution rate, meeting the Group's established complaints rate targets, and ensuring full customer satisfaction through effective communication with customers.

### CUSTOMER SATISFACTION

In terms of customer satisfaction, the Group

- conducts regular business reviews. We organize monthly and quarterly business reviews for customers based on their level, led by business supervisors. These reviews aim to share achievements, identify issues, and discuss optimization practices, making collaboration with manufacturers more efficient.
- makes joint proposals. For KA customers and factory customers, we cooperate with distributors to develop joint proposals, providing comprehensive customer service from product solutions, product practice application to factory management concept, achieving a win-win situation through strong cooperation.

# 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

 針對客戶的客訴,我們要求及時回應現場解決。從業務到工廠,信息流通暢, 前後方統籌合作,360°讓客戶滿意。

報告期內,本集團客戶滿意度為99%(2023 年:99%),我們將持續關注並繼續提升客戶 滿意度。

### 負責任營銷

本集團積極踐行負責任營銷,我們規範產品推 廣活動,與消費者保持透明的溝通。本集團法 務部參與產品包材商標合規性審核以及營銷推 廣合作協議的審核。日常營銷推廣,從符合VI 規範的廣宣設計,到活動執行管控,本集團內 部有定期復盤和內部審核。

本集團新品開發執行N7流程管理,從產品製 程、原料、輔料和包材等方面審核管理,研 發、品保、供應鏈、法務等部門參與,確保產 品信息合規。

為提升員工營銷合規意識。報告期內,本集團 組織了如下產品標示和廣告合規宣傳培訓:進 行了GB7718預包裝食品標籤通則、GB28050 預包裝營養標籤通則、GB2760食品添加劑使 用標準2024修訂版培訓,開展了醬滷肉製品 質量通則、培根質量通則、熏烤肉製品、燻煮 火腿質量通則、肉鬆質量通則、原輔料驗收標 準常見問題、包裝信息確認表填寫及版面常見 問題培訓。  In response to customer complaints, we require timely onsite resolution. From business operations to the factory, information flows smoothly, with coordinated efforts between front and back offices to ensure full range customer satisfaction.

During the Reporting Period, the Group's customer satisfaction rate was 99% (2023: 99%). We will continue to monitor and further enhance customer satisfaction.

#### **Responsible marketing**

The Group actively practices responsible marketing by standardizing product promotion activities and maintaining transparent communication with consumers. The Legal Department of the Group participates in the trademark compliance review of product packaging materials and the review of marketing cooperation agreements. For daily marketing promotions, from VI-compliant advertising design to activity execution control, the Group has regular internal reviews and internal audits.

The Group implements N7 process management for new product development, auditing and managing aspects such as product processes, raw materials, auxiliary materials and packaging materials. Departments including R&D, Quality Assurance, Supply Chain, and Legal participate to ensure product information compliance.

To enhance employees' awareness of marketing compliance, the Group organized the following product labeling and advertising compliance training during the Reporting Period: training on GB7718 general standard for pre-packaged food labeling, GB28050 general standard for pre-packaged nutrition labeling, and GB2760 standard for the Use of Food Additives 2024 revision. There were also trainings on the general quality standards for spiced meat products, bacon, smoked meat products, smoked and cooked ham, and meat floss, the common issues in raw and auxiliary materials acceptance standards, the filling of packaging information confirmation form and the common issues of layout.



#### 客户信息安全及隐私保护

本集團重視保護客戶及業務夥伴的隱私,經營 過程中要求員工遵守保密守則,並有信息技術 團隊實行並維護數據保護系統,本集團2024 年繼續運行網上訂貨系統,經銷商訂貨執行網 上下單,端到端數據傳輸,專業防火牆防護管 理等,從而確保數據的安全性、有效性及完整 性。

本集團在2024年舉辦合作夥伴大會,向客戶 培訓網上訂單管理、客戶信息保護管理等舉 措。

### 1.4 產品研發與知識產權保護

#### 產品研發

本集團以提升整個食物產業鏈的效率與附加價 值,並提供消費者安心、營養、健康的產品與 服務為產品研發的管理理念和管理目標。本集 團針對產品研發的管理流程為:新產品開發概 念審批一雞形樣品製作一品評及改良—NPC會 議確認一上市通告一中試生產一批量生產一產 品交付。為確保研發水平處於行業優勢地位, 本集團積極參與行業專業性的線上、線下的研 討會議、參加各種專項技術的培訓班、參觀食 品、包裝、設備等相關專業的展覽會議,獲取 新的行業技術和發展趨勢信息並應用到產品開 發中。2024年,本集團在研發方面的投入約 人民幣3,653萬元。

# CUSTOMER INFORMATION SECURITY AND PRIVACY PROTECTION

The Group attaches great importance to protecting the privacy of customers and business partners. During the business process, employees are required to abide by the confidentiality code. Besides, we have an information technology team to implement and maintain the data protection system. In 2024, the Group continued to operate its online ordering system, with distributors placing orders online, ensuring end-to-end data transmission and is safeguarded by professional firewall management, so as to ensure the security, effectiveness and completeness of data.

The Group organized a partner conference in 2024 to train customers on initiatives such as online order management and customer information protection management.

## 1.4 PRODUCT R&D AND INTELLECTUAL PROPERTY PROTECTION

## PRODUCT R&D

The Group's management principle and objective in relation to product R&D is to enhance the efficiency and added value of the whole food industry chain and to provide consumers with safe, nutritious and healthy products and services. The Group's management process for product R&D is as follows: review and approval of new product development concept - prototype sample production - evaluation and improvement - NPC meeting confirmation - launching announcement - pilot production mass production - product delivery. In order to ensure that our R&D is in an advantageous position in the industry, the Group actively participates in professional online and offline seminars and conferences in the industry, training courses on various special technologies, visits exhibitions and conferences of food, packaging, equipment and other related disciplines, acquires new industry technology and development trend information and applies the same to product development. In 2024, the Group invested approximately RMB36.53 million in R&D.

# 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

- ➤ 在產品創新方面,本集團每年持續對研 發進行設備和人力的投入,不斷開發適 合市場需求的產品,2024年全年上市新 產品150SKU+,包括:
  - 產品營養:添加芝士、動物/植 物蛋白原料,提升營養;如:芝 士香腸、肉鬆/肉粉鬆等;
  - 產品品類:在香腸、雞排、炸 雞、滷味、雞塊、肉鬆等品項均 有新品上市;
  - 產品口味:墨西哥風味、黑椒風
     味、麻辣鍋、避風塘、麻辣小龍
     蝦等風味上推出新品上市;
  - 產品應用:產品在烘焙渠道、休 閒渠道、零售渠道、團膳渠道、
     電商渠道做新品的上市銷售,增 加消費者獲取便利性的體驗。
- 在設備創新方面,本集團在2024年引進 自動胸排/腿排分切設備提升效率降低 人工成本、引進轉鼓成型設備提升產品 品質提高生產效率;引進雙/三滾桶設 備提高生產效率;建成的蚌埠新廠智能 冷庫使用機器人進行揀貨、配送和自動 倉儲管理於2024年正式啟動使用。

- In terms of product innovation, the Group continues to invest in R&D equipment and manpower every year, and continuously develops products to cater for the market demand. In 2024, 150SKU+ of new products were launched on the market, including:
  - Product nutrition: Adding cheese, animal/plant protein ingredients to enhance nutrition; e.g. cheese sausages, pork floss/pork sung, etc.;
  - Product categories: New products launched in categories such as sausages, chicken steaks, fried chicken, braised dishes, chicken nuggets, pork floss, etc.;
  - Product flavors: New products introduced in flavors like Mexican, black pepper, spicy hot pot, typhoon shelter, spicy crayfish, etc.;
  - Product applications: New products are launched and sold through baking channels, snack channels, retail channels, group meal channels and e-commerce channels, enhancing convenience for consumers.
- In terms of equipment innovation, the Group introduced automated breast/leg row cutting equipment to improve efficiency and reduce labor costs, drum forming equipment to enhance product quality and production efficiency, and double/triple drum equipment to further boost production efficiency. The newly constructed intelligent cold storage of Bengbu new plant, utilizing robots for picking, distribution and automated storage management, officially commenced operations in 2024.



➤ 在包裝創新方面,本集團推動UV打碼, 減少標籤的使用約200萬餘張;增加拉 伸膜包裝,包裝尺寸與產品匹配性提高 減少塑料製品的使用。

在研發培訓方面,我們通過讓員工參加國內外 的展會/培訓/論壇等培訓方式,瞭解到行業 技術發展現狀,將新的技術可應用到產品創新 中,比如:拉伸膜材質的優化、新的風味產品 的開發、預制菜類產品的發展趨勢、環保包材 應用等。

#### 產品營養及可及性

在產品營養方面,本集團2024年度的新品在 創新口味上有避風塘、麻辣小龍蝦等,對於短 保產品我們使用乳酸鏈球菌素、醋粉(食醋)替 代化學防腐劑,提高產品營養價值,更加符合 營養健康的需求。

為提升產品可及性,本集團2024年舉辦食品 安全進校園主題推廣,全年在各大重點商超進 行消費者試吃體驗,與商超一起開展主題活動 等(如廠商聯動套圈圈活動等)。為推動烘焙終 端對產品瞭解,我們從2024年10月開始舉辦 「大成杯——中華料理麵包國際大賽」,共同推 動烘焙藝術的國際交流與發展。 In terms of packaging innovation, the Group promoted UV coding, reducing the use of labels by over 2 million sheets. Additionally, the introduction of stretch film packaging has improved the compatibility between packaging size and products, thereby reducing the use of plastic products.

In terms of R&D training, we enhance employees' understanding of industry technology development by encouraged them to participate in domestic and international exhibitions, training and forums, applying new technologies to product innovation, such as optimizing stretch film materials, developing new flavored products, trends in ready-meal, and the application of environmentally friendly packaging materials.

#### PRODUCT NUTRITION AND ACCESSIBILITY

In terms of product nutrition, our new products for 2024 feature innovative flavors such as typhoon shelter and spicy crayfish. For short-shelf-life products, we have replaced chemical preservatives with natural alternatives like nisin and vinegar powder (edible vinegar), enhancing the nutritional value of our products to better meet the needs for healthier options.

To improve product accessibility, the Group organized a series of food safety promotion activities in schools in 2024. The Group also conducted consumer tasting experiences in major supermarkets and collaborated with them on themed events (e.g. interactive games like ring toss). To enhance the understanding of our products among baking professionals, we launched the "DaChan Cup – International Chinese Cuisine Bread Competition" starting in October 2024, fostering international exchange and development in the art of baking.

# 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

#### 知識產權保護

大成食品知識產權範圍包含:著作權、專利 權、商標權、商業秘密及其他知識產權。本集 團嚴格遵守《中華人民共和國著作權法》《中華 人民共和國專利法》《中華人民共和國商標法》 等法律法規的規定。在國家規範及引導下,本 集團著重突破,從產品配方、技術工藝方面進 行創新,截至報告期末,本集團已授權的專利 7項,另有3項新增專利在審核中。這些都是 本集團對於技術創新及知識產權重視的實踐。

本集團將繼續發揮企業的品牌優勢,加強知識 產權的保護,積極採取措施防止及減少商標、 專利等知識產權侵權行為的發生。就管理規範 而言,要求員工遵守本集團保密制度,每位員 工都有責任保護本集團知識產權和商業秘密不 被竊取和非法使用,並且全力維護公司利益。 本集團將繼續在產品創新、工藝創新、設備創 新、包材創新等方面進行探索,對取得的成果 進行專利申請,使企業的知識產權得到法律上 的保護。

#### **INTELLECTUAL PROPERTY PROTECTION**

DaChan Food's intellectual property includes copyrights, patents, trademarks, trade secrets, and others. The Group strictly abides by the Copyright Law of the PRC (《中華人民共和國著作權法》), the Patent Law of the PRC (《中華人民共和國專利法》), the Trademark Law of the PRC (《中華人民和國商標法》) and other laws and regulations. With standardization and guidance given by the nation, the Group focuses on breakthroughs and innovations in the product formula, technology and technical process. As of the end of the Reporting Period, the Group was awarded 7 patents, with another 3 new patents are under review. These all demonstrate the Group's practices on technological innovation and its emphasis on intellectual property rights.

The Group will continue to give full play to its brand advantages, strengthen intellectual property protection, and actively take measures to prevent and reduce intellectual property infringements such as trademarks and patents. In terms of management practices, employees are required to abide by the Group's confidentiality system. Each employee is responsible for protecting the Group's intellectual property rights and trade secrets from theft and illegal use, and making effort to safeguard the interests of the Company. The Group will continue to explore product innovation, process innovation, equipment innovation, packaging material innovation and others, and apply for patents for such achievements, so that our intellectual property rights can be legally protected.



## 1.5 動物福利

動物福利是指動物如何適應其所處的環境,滿 足其基本的自然需求。科學證明,如果動物健 康、感覺舒適、營養充足、安全、能夠自由表 達天性並且不受痛苦、恐懼和壓力威脅,則滿 足動物福利的要求。而高水平動物福利則更需 要疾病免疫和獸醫治療,適宜的居所、管理、 營養、人道對待和人道屠宰。

本集團一直秉承「誠信、謙和、前瞻」的理念進 行肉雞生產,對肉雞養殖到肉雞屠宰進行全過 程管理。本集團下屬蚌埠食品廠成立以總經理 為總負責人,下設各部門主管負責的動物福利 委員會,從養殖過程到屠宰過程以動物福利五 大原則為基礎進行生產管理,從養殖的一線員 工到屠宰的一線員工進行崗前、崗中的動物福 利培訓與考核,程序文件完全遵守國家法律法 規,由取得國家級資格證書的人員負責。

## **1.5 ANIMAL WELFARE**

Animal welfare refers to how animals adapt to their environment and meet their basic natural needs. Scientific evidence shows that animal welfare is achieved when animals are healthy, feel comfortable, well-nourished, safe, able to express innate behaviors, and free from suffering, fear, and stress. High standards of animal welfare further require disease immunity and veterinary care, appropriate shelter, management, nutrition, humane treatment, and humane slaughter.

The Group has always upheld the philosophy of "Integrity, Modesty and Foresight" in the production of broilers and has been managing the whole process from breeding to slaughtering broilers. The Group's subsidiary, Bengbu food factory, has set up an animal welfare committee with the general manager as the chief responsible person and the heads of various departments under his or her supervision to manage production from the breeding process to the slaughtering process based on the five major principles of animal welfare: pre-service and in-service animal welfare training and assessment for frontline staff from breeding to slaughter, with procedures documented in full compliance with national laws and regulations and carried out by personnel with national qualifications.

# 1.食品安全 消費放心 1. Consumer Reassurances in Food Safety

本集團堅持提供動物福利,以持續改善的動物 福利創造更優的經濟動物價值,奉獻安全、美 味的雞肉食品。本集團遵循國際獸醫局(OIE) 動物福利標準,並嚴格遵循動物福利五大原則 去飼養肉雞,善待肉雞,既實行自身的義務、 也是經濟效益上的需要。動物福利五大原則如 下:

- 享受不受飢渴的自由,保證提供動物保 持良好健康和精力所需要的食物和飲 水。
- 2 享有生活舒適的自由,提供適當的房舍 或棲息場所,讓動物能夠得到舒適的睡 眠和休息。
- 3 享有不受痛苦、傷害和疾病的自由,保 證動物不受額外的疼痛,預防疾病並對 患病動物進行及時的治療。
- 4 享有生活無恐懼和無悲傷的自由,保證 避免動物遭受精神痛苦的各種條件和處 置。
- 5 享有表達天性的自由,被提供足夠的空間、適當的設施以及與同類夥伴在一起。

The Group is committed to providing animal welfare, creating better economic animal value through continuous improvement in animal welfare and serving safe, tasty chicken food. The Group follows the animal welfare standards of the World Organization for Animal Health (OIE), and strictly follows the five principles of animal welfare to raise broilers and treat broilers well, both in accordance with its own obligations and economic needs. The five principles of animal welfare are as follows:

- 1 Enjoy the freedom from hunger and thirst and ensure that the animal is provided with the food and water it needs to maintain good health and energy.
- 2 Enjoy the freedom to live comfortably and provide suitable accommodation or shelter for animals to sleep and rest comfortably.
- 3 Enjoy freedom from pain, injury and disease and ensure that animals are not subject to additional pain, prevent diseases and provide timely treatment to sick animals.
- 4 Enjoy the freedom to live free from fear and sorrow and ensure that conditions and treatments are provided to avoid mental suffering to animals.
- 5 Enjoy the freedom to express their nature, be provided with adequate space, appropriate facilities and with fellow beings.



本集團建立了關於動物福利的多種制度,包括:成立動物福利委員會;動物福利基本程序;獸醫健康計劃;大成A計劃實施手冊;安樂死標準操作程序;墊料管理(種雞);水料線衛生管理制度;毛雞出欄流程&操作規範;滅 鼠管理規定;野鳥防控管理規定;異常情況報告控制程序;死淘雞處理程序;無害化處理制度;員工培訓制度。 The Group has established various systems relating to animal welfare, including: the establishment of an Animal Welfare Committee; Basic animal welfare procedures; Veterinary health program; DaChan Plan A implementation manual; Standard operating procedure for euthanasia; Bedding management (breeders); Sanitary management system of water supply line; Feather chicken slaughter process & operation specification; Regulations on rodent control; Regulations on prevention and control of wild birds; Exception reporting control program; Dead chicken processing procedures; Harmless treatment system; Staff training system.

報告期內,本集團積極開展提高動物福利的工 作,包括:

- 環控設備升級:創造優良舍內環境,保
   證雞群生活舒適。
- 飲水系統升級:清潔飲水,腸道更健
   康。
- 設置待宰棚:宰前創造舒適環境待宰;
   宰前電麻,減少雞隻宰殺時的恐懼和掙扎。
- 定期組織培訓:針對養殖戶、技術人員 從生物安全、環境控制、疾病預防等方 面進行培訓。

During the Reporting Period, the Group is actively engaged in the improvement of animal welfare, including:

- Upgrade of environmental control equipment: Create an excellent in-house environment to ensure the comfort of the chicken flock.
- Upgrade of drinking water systems: Clean drinking water for healthier intestines.
- Setting up pre-slaughter sheds: Create a comfortable environment for chickens before slaughter; using electrical stunning before slaughter to reduce fear and struggle.
- Regular training: Conduct training for farmers and technical personnel on biosecurity, environmental control, disease prevention, etc.

大成食品注重員工管理和人才可持續性發展, 積極響應聯合國2030可持續發展第3、5、8和 10項目標,推進員工健康安全及平等並得到 合理增長的報酬。



## 2.1 依法依規僱傭員工

本集團嚴格遵守《中華人民共和國勞動法》、 《中華人民共和國勞動合同法》等相關法律法 規,堅持平等僱傭,重視和保障每一位員工的 合法權益。為了規範員工管理,本集團編製了 《員工手冊》,並要求所屬本集團嚴格實施其 要求,其中載有人力資源政策,涵蓋聘用、 解聘、出勤、薪資福利、培訓與發展、績效考 核、員工職業道德守則、管理人員職業道德守 則、反貪污[陽光計劃]、獎懲管理制度、安全 與保密以及溝通與交流等內容。 Dachan Food focuses on employee management and sustainable development of talents, actively responds to the United Nations 2030 Sustainable development Goals 3, 5, 8 and 10, and promotes employee health and safety, equality and reasonable remuneration.



## 2.1 HIRING IN ACCORDANCE WITH LAW

The Group fully complies with laws and regulations such as the Labor Law of the PRC and the Labor Contract Law of the PRC, upholding equal employment and valuing and safeguarding the legal rights and interests of every employee. To standardize employee management, the Group requires its members to fulfill all the requirements described in its Employee Handbook. The Handbook contains human resources policies in relation to matters such as employment, termination of employment, attendance, salary and benefits, training and development, performance appraisals, codes of ethics, the anti-corruption "Sunshine Project" (陽光計劃), management systems for reward and punishment, security and confidentiality, and communication and interaction.

本年度,為確保原有《人資流程稽查內控辦 法》有效落地實施,以及賦能本集團下屬各公 司自檢自查能力,本集團對《員工手冊》進行 修訂,將原辦法調整拆分為《人資流程內控辦 法二級管理制度》以及《人資流程內控辦法三 級管理制度,關行稽核的三級管理機制及三級 防控要求,更好維護勞動者合法權益、加強集 團用工管理規範、杜絕舞弊、營造良好的生產 經營氛圍,降低和規避用工風險,和諧用工環 境,維護良好的生產生活秩序。

招聘方面,本集團致力於構建平等、多元化、 公平競爭的職場氛圍,並依據崗位的工作規劃 及關鍵績效指標,招募、選拔適合本集團企業 文化、崗位要求和滿足應聘者的個人意願的人 才,絕不會將性別、民族等因素納入招聘考核 範圍。在人員選拔及聘用流程中,本集團堅持 招聘崗位公開化,且內部員工與外部應聘人員 享有同等競聘資格,每位聘用人選須經過人力 資源中心、需求部門雙重面試方可錄用。 During the year, to ensure the effective implementation of the existing Internal Control Measures for HR Process Audit (《人 資流程稽查內控辦法》)" to empower the self-inspection and self-examination capabilities of the Group's subsidiaries, the Group has revised the "Employee Handbook". The original measures have been restructured and split into the "Secondary Management System for HR Process Internal Control Measures" and the "Tertiary Management System for Human Resources Process Internal Control Measures". These systems adhere to the internal control management system of DFA (DaChan Food) and implement a three-level management mechanism and three-level prevention and control requirements, aiming at better safeguarding the legal rights and interests of employees, strengthening the standardization of labor management within the Group, preventing fraud, fostering a positive production and operational environment, reducing and mitigating labor risks, promoting a harmonious working environment, and maintaining a good production and living order.

The Group is committed to nurturing a workplace culture of equality, diversity and fair competition. During the recruitment process, the Group takes reference to job planning and the key performance indicators of available job positions to select personnel that are suitable to its corporate culture and the requirements of the position. Candidates' gender and ethnicity are not included as factors in the assessment of recruits. The Group also insists on following open recruitment procedures. Existing employees and new applicants compete on a level playing field for a given position. Each candidate is interviewed by human resources and the department offering the post prior to employment.



Recruitment flowchart



專業度較高的崗位我們會設計專業筆試題,以 保證競爭機會平等選拔,過程透明。我們通過 與國內多家專業獵頭公司、招聘網站、社交平 台、各大院校、政府機構、殘疾人就業中心等 進行戰略合作,並積極參加人才交流會,誠邀 不同國籍、戶籍、民族、信仰、教育背景的有 識之士加盟本集團,同時為聘用少數民族員工 舉辦專屬節日,致力於打造在行業精英中良好 的僱主品牌形象。 For positions with high professionalism, candidates must take a professional written test to ensure equal competitive opportunities and a transparent process. The Group has established strategic partnerships with numerous professional headhunting firms, recruitment websites, social platforms, universities, government agencies and disability employment centers. We actively participate in talent exchange events and sincerely invite talented individuals from different nationalities, households, ethnicities, beliefs and educational backgrounds to join our group. Additionally, we host exclusive festivals for minority employees, striving to build a strong employer brand image among industry elites.



蚌埠學院就業見習基地 Internship center at Bengbu University



安徽宿州學院校園招聘 Recruitment at the campus of Suzhou University, Anhui



東北亞(瀋陽)人才交流大會 Northeast Asia (Shenyang) Conference on Exchange of Professionals



為維族員工舉辦古爾邦節 Organizing Eid al-Adha celebration for Uyghur employees

本年度,本集團蟬聯國內中高端人才求職網站-獵聘「客戶成功獎項」。憑借對多元化招聘 產品及工具的靈活應用,不斷提升企業僱主品 牌曝光度,重視人才互動與求職體驗,人才吸 引指數及增長率,團隊招聘行為數據等評審維 度,本集團從眾多活躍企業中脱穎而出,榮獲 獵聘北京區「傑出人才夥伴」殊榮。屢獲殊榮, 説明本集團始終積極踐行ESG可持續發展戰略 理念,積極履行社會責任,高度重視人才引 進、培養與管理,結合平台優勢,持續提升 企業人才吸引力,推動行業人才互動交流與價 值實現,始終堅持「客戶成功,價值共創」的理 念,為求職者、合作夥伴、行業和社會持續貢 獻自己的力量,共同塑造更加和諧健康的職場 生態。 During the year, the Group again won the "Social Responsibility Award" by Liepin, a well-known job-hunting platform for middle and high-end talents in China. The Group stood out from numerous active enterprises by its flexible use of diversified recruitment products and tools, continuous enhancement of its brand exposure as an employer with emphasis on talent interaction and job search experience, talent attraction index and growth rate, team recruitment behavior data and other evaluation dimensions and won the Liepin "Outstanding Talent Partner Award" in Beijing Region. The multiple awards show that the Group has always actively implemented the ESG sustainable development strategy concept, actively fulfilled its social responsibility, attached great importance to talent recruitment, training and management, and combined its platform advantages to continuously enhance the talent attraction of the Company, promote the interaction of talents and realization of values in the industry, always adhering to the concept of "customer success and co-creation of value", continue to contribute its own strength to job seekers, business partners, the industry and the society, and create a more harmonious and healthy workplace ecosystem.



「獵聘]頒發「傑出人才夥伴獎」 "Outstanding Talent Partner Award" from "Liepin"

> 本集團遵照《中華人民共和國勞動法》、《禁止 使用童工規定》等法規,所有崗位禁止僱傭童 工和強制勞動:定期對員工及應聘材料的真實 性進行核查,並會不定期整體檢查僱傭實務, 以防止童工、強制勞動或其他潛在違反相關法 律法規事宜的發生。

> 本集團根據不同的崗位實行標準工時制、不定 時工作制及綜合計算工時制度,各分子公司根 據自身營運的特性制定考勤管理細則。本集團 嚴格管控員工的工作量,基本能夠在工作時間 完成。出現需加班情況時,要求員工日常延時 工作不得超過每日3小時,每月不得超過36小 時。出現加班事件後,本集團根據加班時段按 相應工資倍率支付加班費或安排員工調休。加 班時間按照《加班申請單》和《請假單》進行記 錄和統計。本集團為員工提供多途徑的申訴渠 道,當任何員工認為個人利益受到侵犯或對企 業經營有不同意見或發現違規違紀情況時,均 可通過電郵、電話、平信等方式進行舉報投訴 或提交建議。2024年度,本集團並無任何違 反勞工準則相關法律法規的情況發生。

The Group operates in full compliance with the Labour Law of the PRC (《中華人民共和國勞動法》) and the Regulations on the Prohibition of Child Labour (《禁止使用童工規定》). It accordingly prohibits the employment of children and forced labor in all positions, and regularly checks the employees' identities and the authenticity of application materials and reviews the overall employment practices from time to time to ensure that no violations have occurred or may occur.

According to their position, employees of the Group may work to a standard labor time system, a flexible working hour system or a comprehensive working hour system. Each subsidiary develops attendance management rules based on the characteristics of its own operations. The Group strictly controls the workload of its employees, and the work assigned can basically be completed within working hours. Employees are not required to work overtime for more than three hours per day or 36 hours per month. When overtime work is needed, overtime pay will be offered at the corresponding wage rate according to the overtime hours, or alternative days off will be given. Overtime hours are recorded and counted in accordance with the Overtime Work Request Form and Leave Request Form. Employees who wish to lodge complaints when they consider their personal interests are violated or have different opinion about the Company's operation, or report on breaches of the law and/or Company regulations, they may do so via designated e-mail and telephone channels, or by ordinary post. During 2024, the Group did not violate any laws and regulations in relation to labor standards.

解聘方面,本集團對違反國家及地區相關法律 法規、嚴重違反《員工手冊》的員工,給予解 除僱傭關係處理。對於主動提出離職的員工, 本集團人資中心以尊重員工個人選擇為原則, 協助辦理離職手續,並與離職員工開展離職訪 談,瞭解離職原因,並以開放的心態接受離職 員工對工作條件、管理情況等的建議。本集團 針對關鍵崗位離職人員離職溝通訪談,並反饋 至相關主管部門,尋找增加保留率的機會點, 並針對新聘員工通過新人培訓、確定試用期帶 訓人、制定明確的工作計劃及考核追蹤機制、 發放定制化的新人記事本等方式,以此增加粘 性、建立新人融合機制。

薪酬方面,我們致力於打造完善的薪酬福利體 系,提供具有激勵及市場競爭力的薪酬福利。 本集團定薪原則:

- 公平性原則:薪酬內部公平性即收入橫 向可比性,同崗位同工作績效與收益基 本一致;外部公平性則是指與外部同行 業同崗位類型比較的公平性;
- 2 激勵性原則:依照本集團不同職級及崗 位類別、工作績效等,體現的差異化 薪資結構及獎金標準,從而體現按勞分 配、按價值分配的原則,實現員工收入 與企業利潤的共贏目標。

The Group terminates its labor relations with employees who are found to have violated national or regional laws and regulations, or who have committed a serious breach of the Employee Handbook. For employees who voluntarily propose to resign, the Group's Human Resources Centre will assist with resignation procedures, including interviews to understand the reasons for resignation and receive any suggestions regarding work conditions and management with an open mind. The Group conducts exit communication and interviews with the departing personnel of key positions and gives feedback to the relevant competent departments to lower the employee turnover rate. For newcomers, the Group makes efforts to improve their loyalty by providing training, assigning mentors during the probation period, formulating clear work plans and assessment tracking mechanism, and issuance of customized new personal notepads, so as to facilitate the spirit of inclusion in the workplace.

The Group maintains a complete remuneration and welfare system which provides incentives and market competitiveness. The system is founded on the following principles:

- 1 Fairness: Internal fairness of remuneration means horizontal comparability of income, with the performance and income of the same job basically matching. External fairness refers to the fairness of comparison with the same job type in the same industry;
- 2 Incentive: Salary structure and bonus standards are formulated commensurate to rank, job category and performance. The differentiated salary structure is to realize the value-based distribution principle and to achieve a winwin situation between employees and the enterprise.



每年,集團人力資源中心都會基於同行業薪資 調研結果和目前薪酬水平及薪酬結構,重新調 整薪酬策略,並通過定期調薪,制定月度獎 金、季度獎金、年度獎金的形式調整薪資固浮 比等方式逐步實現薪酬策略的落地,為員工提 供在同行業中有競爭力的薪資報酬,同時建立 利益共享機制,實現公司業績與員工收入的可 持續成長髮展目標。 The Group's Human Resources Centre annually readjusts its remuneration strategy based on the results of salary surveys of the same industry, current salary levels and the salary structure. The remuneration strategy is implemented gradually through regular salary adjustments, monthly bonuses, quarterly bonuses, and annual bonuses, which help to recalibrate the fixed-to-float pay ratio, so as to provide employees with industrycompetitive compensation packages. Additionally, a profit-sharing mechanism is established to achieve the sustainable growth and development goals of the Company's performance and employees' income.



報告期內,本集團未發生與僱傭招聘、薪酬待 遇等方面違規事項。

員工福利及關懷方面,本集團建立合乎法律規 範的員工福利保障系統,本集團各營業單位為 員工提供食堂就餐,為外地員工提供宿舍,並 制定了食堂及宿舍的管理規定,設置保潔員、 服務員等崗位,為員工提供全方位保障及服 務。為保障員工身心健康,各工廠均配備急救 藥箱,以解員工燃眉之急;每年不定期邀請當 地紅十字會或公立醫院為員工開辦職業病預防 講座、為員工普及急救知識及技能,提高了員 工自救、互救能力。同時建立面談溝通反饋機 制,座談會、意見箱、以及心理健康諮詢室 等。每逢春節、端午節、中秋節等重大節日, 我們會依照集團福利標準為員工發放福利品; 每個月各單位會為當月生日的員工合辦一次職 工生日會;員工結婚會不分級別贈送禮金以示 祝賀;員工直系親屬去世,本集團致送奠儀金 以示慰問。另外,本集團各營業單位會不定期 舉行聯歡會、運動會、觀光旅遊、感恩家人支 持等各類文娛活動,以鼓舞員工士氣、提高團 隊凝聚力。

During the Reporting Period, the Group did not encounter any non-compliance related to employment recruitment, remuneration, or benefits.

In terms of employee welfare, the Group has established a legally-compliant protective system. Each business unit provides employee canteens, dormitories for foreign employees, and develops management requirements for such. Cleaners and waiters are in place to ensure service quality. In order to protect the physical and mental health of our employees, all factories are equipped with first aid kits to help employees in case of emergency. Every year, the local Red Cross or public hospitals are invited from time to time to conduct seminars on occupational disease prevention for employees and to enable them to acquire first aid knowledge and skills, thus improving their self-help and mutual aid capabilities. At the same time, an interview communication feedback mechanism, forums, suggestion boxes, and mental health consultation rooms are established. The Group also distributes welfare products to employees on major festive days such as the Spring Festival, Dragon Boat Festival and Mid-Autumn Festival. Business units also help to organize monthly staff birthday parties. Wedding gifts in cash will be given to staff as a blessing irrespective of work position. For employees who have immediate family members passing away, the Group will send condolence money to express sympathy. Various Group business units host irregular cultural events, such as galas, sports meetings, sightseeing tours, gratitude activities, etc. to encourage staff morale and improve team cohesion.



大連食品員工技能大賽 Talent competition for Dalian Food employees



遼陽應急救護知識培訓 Emergency first aid training at Liaoyang





蚌埠廠儲備幹部座談交流會 Sharing session for reserve cadres at Bengbu factory



天津心理健康諮詢室「放鬆吧活動」 Activity at Tianjin mental health counseling room "Let's relax"



飼料事業瀋陽趣味運動會活動 Fun Sports Day activities of Shenyang feeds business



天津羽毛球比賽 Badminton match at Tianjin



蚌埠食品廠員工生日會 Staff Birthday Party at Bengbu food factory



北京總部開展家庭日活動 Family Day Activities at Beijing headquarters





兗州「凝心聚力・賦能前行」團建 "Unite Our Strengths, Empower Our Journey" team building at Yanzhou



大連燒烤大會 Barbecue party at Dalian



大連千人運動會 Sports Day with 1,000 participants at Dalian



## 案例:大連大成「綠色出行,守護青山綠水」 主題團建活動

大成食品國際事業舉辦了一場「綠色出行,守 護青山綠水」主題團建活動,活動選在生態城 市大連,制定低碳出行路線,員工在海之韻公 園和東港通過步行遊覽,推廣綠色出行,同時 注重垃圾分類與回收。帆船出海、步行觀景, 員工在自然中得到心靈洗禮。公司將繼續推動 員工環保教育,致力於可持續發展。

# Case: "Green Travel, Protecting Green Mountains and Waters" themed team building activity of Dalian DaChan

DaChan Food's international business organized a teambuilding activity with the theme of "Green Travel, Protecting Green Mountains and Waters" in the ecological city of Dalian. The event featured a low-carbon travel route, with employees walking through Haizhiyun Park and Donggang to promote green travel while emphasizing waste sorting and recycling. Activities included sailing and walking tours, allowing employees to experience a spiritual cleansing in nature. The company will continue to promote environmental education among employees, committed to sustainable development.



大連大成「綠色出行,守護青山綠水」主題團建活動 "Green Travel, Protecting Green Mountains and Waters" themed team building activity of Dalian DaChan

## 案例:食品安全中心「和諧共建,安全健康」 主題團建活動

2024年盛夏,食品安全中心在河北天生橋瀑 布群舉辦以「和諧共建,安全健康」為主題的團 建活動,旨在增強員工聯繫、提升團隊凝聚 力,並增強環保意識。活動中,團隊成員分組 開展「綠色守護者」行動,檢拾山間垃圾,展現 出默契合作和環保熱情。通過這次活動,大家 更深入理解環保的重要性,未來食品安全中心 將繼續加強食品安全管理,推動企業可持續發 展。

# Case: "Creating a Better Future in Concerted Efforts" themed team-building activity of the Food Safety Center

During the summer of 2024, the Food Safety Center organized a team-building activity with the theme of "Creating a Better Future in Concerted Efforts" at Tianshengqiao Waterfalls, Hebei to strengthen the connections between employees, improve team cohesion and enhance environmental awareness. During the activity, team members participated in the "Green Guardians" initiative, picking up litter in the mountains, demonstrating teamwork and enthusiasm for environmental protection. Through this activity, everyone gained a deeper understanding of the importance of environmental protection, and the Food Safety Center will continue to strengthen food safety management and promote sustainable development in the future.



食品安全中心「和諧共建,安全健康」主題團建活動 "Creating a Better Future in Concerted Efforts" themed team-building activity of the Food Safety Center



案例:環保中秋,共築綠色家園—大成食品推 出中秋福利新風尚 Case: Building a green home through a green Mid-Autumn Festival – DaChan Food started a new style of Mid-Autumn Festival welfare

大成食品國際事業(IBF)準備了既傳統又創新 的中秋禮物,包括公司美味產品和環保便攜購 物袋,倡導「綠色中秋,從我做起」。該購物袋 採用加密布料,耐用、可清洗、易折疊,適合 日常購物,鼓勵減少一次性塑料使用。我們通 過這份禮物傳遞環保理念,推動員工踐行綠色 消費,從細節入手,共同守護我們的地球家 園。 DaChan Food's international business (IBF) prepared both traditional and innovative Mid-Autumn Festival gifts, including the Company's delicious products and eco-friendly portable shopping bag, promoting the concept of "Green Mid-Autumn Festival, Starting with Me". The shopping bags are made of durable, washable and foldable fabric, suitable for daily shopping and encourage the reduction of single-use plastic. We conveyed the concept of environmental protection through this gift and promoted employees to practice green consumption starting with the details, so as to jointly protect our home on Earth.



大連大成用便攜環保購物袋發放員工福利 Dalian DaChan distributed welfare to employees using eco-friendly portable shopping bags

員工激勵方面,本集團每年度會進行一線優秀 員工評選,達到樹立榜樣、鼓勵先進的效果。 For employee motivation, the Group conducts an annual selection of outstanding frontline employees to set an example for other staff and motivate them to make progress.



年度光榮榜 Annual Honour List

假期方面,本集團依照國家規定執行休假制 度,在國家法定節假日基礎上提供婚假、產 假、陪產假、哺乳假、育兒假、年假、病假等 額外帶薪假期。 The Group maintains a schedule of holidays in accordance with national regulations and statutory holidays. It also provides additional paid leave as appropriate, such as marriage leave, maternity leave, paternity leave, breastfeeding leave, annual leave and sick leave.



未來,本集團規劃員工管理將從六大系列:組 織文化系列、技能提升系列、員工福利系列、 健康關懷系列、僱主品牌系列、風險防控系列 全面建設。同時,本集團重視人才梯隊的建 設,以及關鍵崗位繼任者規劃,建立專家型人 才、管理型人才及經營型人才的人才養成體 系。

截至報告期末,本集團在中國大陸地區的在職 員工總人數為8,324人。在報告期內,本集團 在人員招募、聘用、解僱、薪酬、工作時間、 假期、平等機會、多元化、反歧視等員工僱傭 方面無重大違反相關法律法規情況發生。本集 團重視女性員工職業發展,集團中層及高層女 性員工佔比均超過30%。 In the future, the Group plans to comprehensively build its employee management on six major series: organizational culture, skills enhancement, employee welfare, health care, employer brand, and risk prevention and control. At the same time, the Group places great emphasis on building a talent pipeline and succession planning for key positions. The Group aims to establish a talent development system that nurtures expert, managerial and operational professionals.

As of the end of the Reporting Period, the Group's total number of employees in mainland China was 8,324. During the Reporting Period, the Group did not significantly violate any relevant laws and regulations in terms of personnel recruitment, employment, dismissal, remuneration, working hours, holidays, equal opportunities, diversity, discrimination and other employment issues. The Group places great emphasis on the career development of female employees, with female accounting for over 30% of both middle and senior management positions.







按地區劃分的員工總數	Total number of employees by regio	n
地區		員工人數
Region		Number of employees
北京	Beijing	50
天津	Tianjin	535
遼寧	Liaoning	3,849
黑龍江	Heilongjiang	98
吉林	Jilin	80
內蒙古	Inner Mongolia	8
河北	Hebei	485
山東	Shandong	204
安徽	Anhui	2,938
湖南	Hunan	13
四川	Sichuan	64





## 2.2 保障員工安全健康

本集團關注員工的健康和人身安全,嚴格遵守 《中華人民共和國安全生產法》、《中華人民共 和國職業病防治法》等法律法規、標準及地方 性規定。本集團的生產工作堅持「安全第一, 預防為主」的原則,為員工提供健康安全的工 作環境,實現安全生產和文明生產。2024年 度,本集團安全培訓總時長為255,304小時, 未發生對本集團有重大影響的違反安全健康相 關法律法規的情況,因工傷損失工作日數為 3,098天。在過去三年(即2024年度、2023年 度、2022年度),本集團因工亡故<sup>1</sup>的人數分 別為0人、0人、1人,比率<sup>2</sup>分別為0%、0% 和0.01%。本集團保障員工健康的措施包括:

- 每年定期對職業病危害因素現場取樣檢 測,對作業場所生產過程中員工的職業 危害暴露情況和接觸水平,作業場所的 職業病危害防護措施,職業健康監護及 管理等情況進行分析檢測。
- 2 每年組織員工健康體檢,並對接觸職業 危害因素崗位的員工進行在崗期間的職 業健康檢查。

## 2.2 EMPLOYEE HEALTH AND SAFETY

The Group pays close attention to the health and safety of its employees and operates in compliance with the Work Safety Law of the PRC (《中華人民共和國安全生產法》), the Law of the PRC on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), and other applicable laws, regulations and standards. The Group adheres to the principle of "safety first, prevention is key" in its production process, and maintains a safe and healthy work environment with the aim of achieving safe production and civilized production. In 2024, a total of 255,304 hours of safety training were provided by the Company, and it did not violate any laws and regulations concerning health and safety. The number of working days lost due to work-related injuries was 3,098. In the past three years (i.e. 2024, 2023 and 2022), the number of work-related deaths<sup>1</sup> in the Group was zero, zero, and one, respectively, and the corresponding rates<sup>2</sup> were 0%, 0%, and 0.01%. Measures taken to protect the health of employees include:

- On-site sampling and testing of occupational hazard factors are carried out annually. Results are analysed to determine employees' exposure to occupational hazards, protective measures required, and the effectiveness of occupational health monitoring and management.
- 2 Annual employee medical check-ups, and occupational health check-ups are organized for employees in positions exposed to occupational hazards.

- 此處因工亡故人數,指因本集團運營中的安全生產 事故而導致的員工亡故人數。
- 2
   因工亡故的人員 比率計算方式:
   當年因工亡故人數 當年年末總人數
   ×100%

The number of work-related deaths refers to the number of employees who died as a result of production safety accidents in the Group's operations.

<sup>2</sup> Calculation on number of work-related deaths in the year of work-related deaths: Total number of persons at the end of the year ×100%

- 3 根據《個體防護裝備選用規範》的要求, 為員工配備防塵(防毒)口罩及防噪耳 塞,並指導正確佩戴,在工作場所醒目 位置張貼標識等。
- 4 對於接觸職業危害因素崗位的員工每年 簽訂《職業病危害告知書》,明確員工的 權利及義務,自覺遵守本集團制定的崗 位職業衛生操作規程及制度,正確使用 職業病防護設備和個人職業病防護用品 等。
- 5 生產單位及時清理和更換除塵設備的除 塵布袋。
- 6 生產單位對有限空間(封閉或者部分封 閉、與外界相對隔離、出入口較為狹 窄,作業人員不能長時間在內工作、自 然通風不良、易造成有毒有害、易燃易 爆物質積聚或者氧含量不足的空間)危 害性進行分析和培訓,進行安全教育 等。

- 3 In keeping with requirements of the Personal Protective Equipment Selection Specification, employees are equipped with dustproof (anti-virus) masks, noise-proof earplugs, and receive guidance on their proper use. Safety notices are posted at prominent places in the workplace.
- 4 For employees in positions exposed to occupational hazards, they are required to sign the "Occupational Disease Hazard Notice" which is renewed by the Group annually to clarify their rights and obligations, occupational hygiene operating procedures and systems of the posts, and the correct use of occupational disease protection equipment and personal occupational disease protection products.
- 5 Timely cleaning and replacement of collection bags in dust removal equipment.
- 6 The Group carries out analysis and training on the hazards of confined spaces (spaces that are enclosed or partially enclosed, relatively isolated from the outside world, with narrow entrances and exits, where operators cannot work inside for long periods of time, where natural ventilation is poor, and where toxic, hazardous, flammable and explosive substances are likely to accumulate or where the oxygen content is insufficient) by providing safety education.

為保障員工健康安全,本集團各工廠建立生產 三級安全體系,即廠長、現場主管、一線員 工,三級管理防控;同時,將安全指標納入三 類人群月度績效獎金考核,確保員工健康安全 機制得以落地實施並得到所有員工及主管的重 視。同時,公司制定了門禁管理制度、車輛管 理制度、宿舍管理制度和食堂管理制度等多方 位制度,確保為員工提供健康、安全、舒適的 工作環境。

此外,本集團下屬生產廠多措並舉保障安全生 產和職業健康工作:

 蚌埠肉品廠按照ISO45001職業健康安 全管理體系要求進行建設,同時具備 「流程標準化、設計人性化、生產自動 化、控制智能化、產品新鮮化」的特 質,自動化的智能設備有效減少人工操 作,同時並加以嚴格的6S體系現場管 理,確保安全生產。 To ensure the health and safety of employees, each factory within the Group has established a three-tier safety system for factory managers, on-site supervisors, and frontline employees for comprehensive management and control. At the same time, safety indicators are incorporated into the monthly performance bonus assessments for the three employee groups to ensure the effective implementation of the health and safety mechanism and the attention of all employees and supervisors. Additionally, the Group has formulated various systems such as access control, vehicle management, dormitory management, and canteen management to provide employees with a healthy, safe, and comfortable working environment.

In addition, the production factories under the Group took multiple measures to ensure safe production and occupational health during work:

- Bengbu meat factory was constructed in accordance with the requirements of the ISO45001 Occupational Health and Safety Management System, featuring characteristics such as standardized processes, human-centric design, automated production, intelligent control, and fresh products. The automated intelligent equipment effectively reduced manual operation, and at the same time, the strict 6S system of on-site management ensured safe production.
- 2 蚌埠智慧飼料廠實行六化理念:倉儲立
   2 盱e Bengbu Intelligent Feed Mill embodied six
   transformation concepts: vertical warehousing, bulk
   智能化、產品新鮮化、管理信息化。
   The Bengbu Intelligent Feed Mill embodied six
   transformation concepts: vertical warehousing, bulk
   transportation, automated production, intelligent control,
   fresh products, and information management.

- 3 為建立國內一流的智能化工廠,蚌埠食品工廠引入智能化設備,例如:自動搬運機器人,減少人工搬運帶來的工傷風險。
- 4 大連工廠引進了荷蘭進口的「去骨機」設備、以及智能清掃機器人,在生產操作 過程中降低人工操作以及因走廊未及時 清理帶來的滑倒摔傷的工傷風險。利用 智能化先進設備,全力保障員工身體健 康。
- 3 To establish a leading intelligent factory in China, the Bengbu food factory introduces intelligent equipment such as automatic handling robots to minimize the risk of workrelated injuries and fully protect the health of employees.
- 4 The Dalian factory introduced the "deboning machine" equipment imported from the Netherlands and intelligent cleaning robots to reduce the risk of work-related injuries from slipping and falling during production and operation resulting from manual operation and corridors not being cleaned in time. The Group was fully dedicated to protecting the health of employees by using intelligent advanced equipment.



自動搬運貨物機器人 Automatic handling robot



6S體系現場管理 On-site management with the 6S system



智能清掃機器人 Intelligent cleaning robot



2024年度,本集團下屬各工廠按期(每月/每 季度/每半年)積極開展各項安全教育培訓和 應急演練,其中包含安全知識培訓、工傷預防 安全教育培訓、應急救護知識培訓、安全事故 案例分享、現場安全操作培訓演練、緊急救護 演練、消防應急演習、安全逃生演習、有限空 間氨氣洩露及觸電演練,並成立內部兼職消防 隊伍,有效提升員工安全意識和應對安全緊急 情況的能力。 In 2024, all factories under the Group actively conducted safety education training and emergency drills on a regular basis (monthly/quarterly/half-yearly). These activities included safety knowledge training, work-related injury prevention education, emergency first aid training, sharing of safety accident cases, on-site safety operation training exercises, emergency first aid drills, fire emergency exercises, safety evacuation drills, drills for ammonia leakage in confined spaces and electric shock, and the establishment of part-time internal fire brigades, aiming to enhance employees' safety awareness and their ability to respond to safety emergencies.



大連金普新區應急救援公益趣味賽 Emergency first aid public welfare fun contest at Dalian Jinpu New District



「安全生產人人有責」主題知識競賽 "Everyone is responsible for production" safety knowledge contest



新員工崗前安全培訓 Pre-job safety training for new employees



兼職消防員技能培訓演練 Skill training drills for part-time fire fighters





大連食品廠消防安全逃生演習 Fire safety escape drill at Dalian food factory



大連食品廠心肺復甦急救課程培訓 CPR first aid course training at Dalian food factory

同時,為關注員工心理健康,天津工廠成立的 「放鬆吧」定期開展減壓活動。 At the same time, the "Let's Relax" room established at the Tianjin factory held regular stress-relief activities to care for employees' mental health.



天津食品廠放鬆吧減壓活動 Stress-relief activity at the "Let's Relax" room of Tianjin food factory

為提高各地對員工安全健康的重視度,以及確 保安全工作的落實,本集團執行「管理健康體 檢」定期進行安全交叉稽核大檢查工作。 In order to raise the awareness of employee health and safety in each region and to ensure the implementation of safety measures, the Group carried out "body check for the health of the management", and regularly conducted safety cross-audits and comprehensive inspections.



蚌埠工廠管理健康體檢會 Body check meeting for the health of the management at Bengbu factory



## 2.3 企業員工共同成長

#### 員工晉陞

績效考核方面,本集團人力資源中心根據本集 團的目標和任務,每年度對員工從業績達成和 領導力(包含管理戰略的能力、管理任務的能 力、管理團隊的能力,以及管理自我的能力) 兩個方面進行年中及年終兩次定期考核,考核 過程亦依據基層員工、基層主管、中層主管、 高階主管,所需不同勝任力進行考核。遵循 PDCA原則,建立績效面談溝通反饋機制,助 力員工識別優勢與成長點,鼓勵持續精進。 考核結果將與薪酬福利調整和職位晉陞等相結 合,從而為本集團保留優秀人才。依據考核結 果,我們執行適當的崗位調整和工作輪調, 使人才在適宜的崗位上發揮更大的功效,並實 現員工的自身價值。本集團還通過對不同崗位 類別的員工執行相應績效獎金激勵方案,及每 年度甄選出重點保留的精英人才給予合適的獎 勵等方式,鼓勵和促進員工不斷成長和進步。 通過績效考核閉環管理,集團不斷優化人才配 置,推動組織效能提升。

# 2.3 MUTUAL GROWTH OF THE COMPANY AND EMPLOYEES

### **EMPLOYEE PROMOTION**

In respect of performance assessment, the Group's Human Resources Centre appraises the performance of employees in terms of performance achievement and leadership (including the ability to manage strategies, the ability to manage tasks, the ability to manage teams or others, and the ability to manage themselves) twice a year according to the Group's goals and tasks. The assessment process is also based on the competency requirements of general staff, general supervisors, mid-level managers and senior executives. The Group followed the PDCA principle and established a communication and feedback mechanism through performance interviews to help employees identify their strengths and growth points, encouraging continuous improvement. The results of the appraisal will be linked to salary and benefits adjustments and job promotions to retain talented people for the Group. The results of the assessment may lead to appropriate job adjustments or rotation. This ensures that the Group's talent is deployed where it is most effective, and where the employee can best realise their own value. The Group also encourages employee growth and progress via performance bonus incentive schemes for different job categories, and by selecting appropriate talents for key retention every year. Through the closed-loop management of performance assessment, the Group continued to optimize its talent allocation and promoted the enhancement of organizational efficiency.



大成員工勝任力體系 Competency system of DaChan employees

員工晉陞方面,我們秉承「誠信、謙和、前瞻」 的企業文化,鼓勵員工以出色的業績、高尚的 職業操守贏得良好的職業聲譽,以豐富的經 歷和傑出的專業水平獲取更大的發展空間。我 們每年集中設置一次公司性質的晉陞計劃,各 事業部根據經營狀況、員工個人能力及績效表 現,決定員工晉陞降職或崗位調動或工作地點 調動。我們針對不同層級主管建立三級「晉陞 評議會」,請員工進行述職答辯,評議會成員 從不同角度分析員工的優勢和潛在機會點,為 員工能夠客觀認知自己的發展狀況,以及最終 晉陞決策提供全面的信息支持。

In respect of employee promotion, we uphold the corporate culture of "Integrity, Modesty and Foresight" and encourage our employees to earn a good professional reputation for outstanding performance and high professional conduct, and to gain more room for development with rich experience and outstanding professionalism. This process is implemented in accordance with a centralized Group-level promotion plan devised each year. Each operating unit decides on the promotion and demotion of employees or the transfer of positions or workplaces according to the operating conditions, individual abilities and performance of employees. We established a three-tier "promotion council" for different levels of supervisors, where they are invited to give debriefings. The council members analyze the employee's strengths and potential opportunities from different perspectives, which provides comprehensive information support for employees to objectively recognise their own development status and ultimately to make promotion decisions.





關鍵崗位人才晉陞流程圖 Flowchart of promotion process for key positions

另外,本集團會通過系統的人才盤點工作,進 行人才選拔並培養,建立高潛人才儲備池,打 造本集團關鍵崗位人才供應鏈。我們利用客觀 的人才發展測評工具,對該年度員工工作和 發展進行綜合評價,結合員工的工作經歷和能 力,提供符合員工個人工作願望的發展機會, 實現「專業信道」和「管理信道」的雙信道晉陞路 線。未來,我們會給予員工更多工作輪調、崗 位輪崗等機會,知人善任、人盡其才,建立能 上能下的晉陞機制,最終實現員工與公司真正 的共赢。 In addition, through a systematic talent inventory exercise, the Group would select and train talents, build a high-potential talent reserve pool, and create a talent supply chain for key positions within the Group. We used objective assessment tools for talent development to perform annual comprehensive review and evaluation on the work and development for the year of each employee of the Group. Combined with the employee's experience and capabilities, the results of the evaluation are used to determine development opportunities that meet their working goals. This process creates a dual-channel promotion route of "professional channel" and "management channel". In the future, we will provide additional opportunities for employee job rotations and work shifts, which will aid in discovering especially talented people and placing them in suitable positions, building a promotion system with flexible rank adjustments, and ultimately achieving a true win-win for both employees and the Company.

2024年公司以「經營性人才」為人才發展項 目,以公司可持續成長為人才發展使命,打造 核心戰略崗位人才供應鏈之「藤尖養成計劃」, 進行員工發展和組織發展需求的雙向匹配。 藤尖養成計劃以「721」的培養模式,70%通過 組織難題方式進行人才歷練,20%由「人才發 展智囊團」予以關懷支持,10%提供了「由個 體貢獻者到基層管理,到中層管理,到高層 管理」的系列進階管理課程。這一機制運行良 好,1期共有10位來自各事業的藤尖人才,為 集團打造可持續發展的人才團隊提供有力保 障,藤尖養成計劃可確保我們在各個層級都擁 有高素質的人才,未來將持續通過本計劃,打 造建設可持續達成公司戰略願景的人才隊伍, 並和公司長遠共贏發展。 In 2024, the Company adopted "operational talents" as a talent development project, with the mission of sustainable growth for the Company. It created the "Vine Tip Development Program" for two-way matching of employee development and organizational development needs. The Vine Tip Development Program had a "721" training model, in which 70% was talent training through organizational tasks, 20% was care and support from the "Talent Development Think Tank", and 10% was the provision of the serialized advanced management course "From Individual Contributors to General Managers, to Mid-level Managers and to Senior Managers". The mechanism has been functioning well and there were 10 Vine Tip talents from various businesses in phase 1, providing sound support for the Group to build a sustainable talent team. The Vine Tip Development Program ensured that we have high-quality talents on all levels, and through the program, we will continue to create a team of talents in the future that will sustainably achieve the Company's strategic vision and have long-term mutual growth with the Company.



全員領導力模型-可持續成長的常青藤 Leadership Model for All – The sustainably growing ivy
2.重視人才 和諧共贏
 2. Staff Development for Win-win Collaboration

## 員工培訓

人才是公司持續發展的源泉,我們為員工提供 了廣闊的成長與發展空間,助力他們個人成長 與職業發展,勇攀事業高峰。本集團建立了系 統化的培訓體系,為不同事業、不同崗位和層 級的員工提供定制化的培訓方式,並在2024 年推出集團的「全員領導力模型」及勝任力特 質,鼓勵全體員工建立ownership,持續學習 增強可僱傭能力,應對不斷變化的市場。

本集團致力於打造「四五模式」「線上+線下相 結合」的學習型組織,以四大培訓體系(核心骨) 幹領導力培養體系、專業技術能力培養體系、 專項培訓體系、新員工入職訓)與五大訓練 營(肉品事業TDT人才發展訓練營、飼料事業 VPT職業提升訓練營、食品事業MSP管理銷售 生產訓練營、國際事業PET職業精英訓練營、 總部職能ETT卓越團隊訓練營)為根基。覆蓋 集團前台營銷、中台生產供應鏈、後台職能的 各層級,包括基層員工、中層管理者及高層管 理者的人才建設與發展。針對食品的營銷團 隊,特別定制了MSP的三階人才發展體系, 助力管理培訓生的快速成長;針對生產供應鏈 端的人才養成,引進外部500強企業的專家顧 問,提升生產技能及打造S&OP的供應鏈一體 化建設;針對管理職能類員工有骨幹進階發展 計劃,通過外派學習的方式,秉持[走出去、 帶回來」的原則,進行領導力提升之管理能力 建設,並取得相應證書。

## **EMPLOYEE TRAINING**

Talent is the source of the Company's sustainable development. We provide employees with ample growth and development opportunities, supporting their personal growth and career advancement to reach new heights. The Group established a systematic training system to provide customized training methods for employees in different businesses, positions, and levels. In 2024, the Group launched the "Leadership Model for All" and competency characteristics, encouraging all employees to establish ownership and keep learning to enhance employability, and respond to the ever-changing market.

The Group focused on building a "Four Five Model" and "Online + Offline Integrated" learning organization, with four major training systems (core staff leadership training system, professional skills development system, specialized training system and orientation training for new employees) and five major training camps (Talent Development Training (TDT) Camp of the meat product business, Vocational and Professional Training (VPT) Camp of the feeds business, Management, Sales and Production (MSP) Training Camp of the food business, Professional Elite Training (PET) Camp of the international business and Excellence Team Training (ETT) Camp of the headquarters function) as the base. It covers marketing at the front-end, production supply chain at the middle-office and the back-end functions on all levels, including talent training and development for general staff, mid-level managers and senior managers. For the food marketing team, a three-level MSP talent development system has been specially customized to support the rapid growth of management trainees. For talent development in the production supply chain end, external expert consultants from Global 500 companies have been introduced to improve production skills and build an integrated S&OP supply chain. For employees in the managerial function, there is an advanced development plan for core staff that involves external learning, adhering to the principle of "going out and bringing back" to enhance leadership and management skills, and obtain corresponding certificates.

2.重視人才 和諧共贏 2. Staff Development for Win-win Collaboration

同時,本集團持續數字化轉型,為員工提供更 多元的學習平台,如《空中課程》、《大成餐飲 學院》、《OA知識庫》等,不僅為員工提供一 系列豐富前沿的課程資源,亦更加便捷的人性 化學習模式,以幫助全體員工獲得個人學習及 成長的機會。 At the same time, the Group continued its digital transformation, providing employees with more diversified learning platforms, such as "Air Classroom", "DaChan Catering Academy" and "OA Knowledge Base", etc. The Group not only provided employees with a series of rich and cutting-edge curriculum resources, but also a more convenient user-friendly learning model, helping all employees gain opportunities for personal learning and growth.



大成集團培訓體系

DaChan Group Training System



食品事業藤尖養成計劃合影 Group photo for Vine Tip Training Plan of the food business



食品事業MSP二階1.0課程訓練第五期 Fifth session of the MSP Level Two 1.0 Course Training of the food business





《凝「新」聚力,共赢未來》食品事業業務新秀集訓營第二期 "Unite New Forces, Win the Future Together" – Second newcomer training camp of the food business



大連「銷售團隊管理」為專項培訓 "Sales team management" during specialized training at Dalian



長春《激勵人心》管理技能培訓 "Inspiring the Hearts" management skill training at Changchun



總部職能ETT訓練營一高階 Headquarters function ETT Training Camp – Senior level



總部職能ETT訓練營一中層 Headquarters function ETT Training Camp – Mid-level

2.重視人才 和諧共贏 2. Staff Development for Win-win Collaboration

公司外派學習員工皆會取得第三方認證的結業 證書,例如總部職能員工取得的《高效工作管 理的七大支柱》結業證書、《高效經理人八大 核心技能》結業證書、國際事業員工參加由大 連金普新區總工會聯合易普斯諮詢主辦的培訓 活動並取得的《社會心理工作者》合格證書。 The employees sent by the Company for overseas study will all obtain completion certificates that are certified by third parties, such as the completion certificate for "Seven Pillars of Effective Work Management" and "Eight Effective Skills for High Performance Managers" by headquarters function employees, while international business employees participated in training activities jointly organized by the Dalian Jinpu New District Trade Union and EAPs Consulting and obtained the qualifying certificate for "Social Psychological Worker".



《高效工作管理的七大支柱》及《高效經理人八大核心技能》證書 Certificates of "Seven Pillars of Effective Work Management" and "Eight Core Skills for High Performance Managers"



《社會心理工作者》合格證書 Qualifying certificate for "Social Psychological Worker"

未來,本集團將在大成集團培訓體系下,持續 打造學習型組織,針對不同層級、不同崗位序 列,綜合給予通識課程領導力培訓、以及專業 技能課程培訓。

2024年度,本集團共開展各類日常線下培訓 899場,線上及線下總培訓時長為120,729小時,員工培訓比例為100%,人均接受培訓 時長為14.5小時,培訓總投入為人民幣444萬 元。 In the future, the Group will continue to build a learning organization under the DaChan Group Training System and provide comprehensive general training courses, leadership training and professional training courses for different levels and position sequences.

In 2024, the Group carried out 899 regular offline trainings with a total online and offline training time of 120,729 hours, and the proportion of employees receiving training was 100%. The average training hours per employee was 14.5 hours and the total investments on training was RMB4.44 million.



		單位	<b>2024</b> 年
指標	Indicator	Unit	2024
培訓總投入	Tatal investments on training	人民幣萬元	444
4 明總仅八	Total investments on training	八氏帝禹九 RMB0'000	444
吕士拉训场留吐			100 700
員工培訓總學時	Total training hours for employees	小時	120,729
		Hour	
人均學時	Average training hours per employee	小時	14.5
		Hour	
男性員工平均學時	Average training hours per male employee	小時	14.5
		Hour	
女性員工平均學時	Average training hours per female employee	小時	14.6
		Hour	
基層員工平均學時	Average training hours per general employee	小時	14.5
		Hour	
中級管理層平均學時	Average training hours per mid-level management	小時	14.6
		Hour	
高級管理層平均學時	Average training hours per senior management	小時	14.5
		Hour	
受訓員工比例	Proportion of employees trained	%	100%
男性員工受訓比例		%	100%
女性員工受訓比例		%	100%
基層員工受訓比例		%	100%
中級管理層受訓比例		%	100%
高級管理層受訓比例		%	100%
间被百生间又则比例	roportion of senior management trained	70	10070

大成食品立足所在地的運營特點,積極響應 聯合國2030可持續發展第6、7、12和13項目 標,推進清潔的用水、清潔能源的使用、負責 任的消費和生產以及應對氣候變化行動。



## 3.1 合理減少生產排放

本集團嚴格執行《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 華人民共和國鍋爐大氣污染物排放標準》等法 律法規、標準及地方性規範。2024年度,本 集團環保設施運行穩定,未發生重大環境污染 事件以及對本集團有重大影響的環保違規情 況。本集團積極踐行環境保護和節能減排, 制定了相關環境保護管理制度,涉及能源、資 源、包裝物材料的使用及污染物的排放等內 容,並由ESG環保小組統籌管理。

截至報告期末,本集團已開展清潔生產審核驗 收的相關工廠包括鐵嶺肉品廠、遼陽食品廠及 天津食品廠。2024年,本集團環保資產總投 入約為人民幣586萬元,主要用於環保設備更 新改造、提高能源資源使用效率等方面。 Dachan Food actively responds to the United Nations 2030 Sustainable Development Goals 6, 7, 12 and 13 based on the characteristics where it operates, promoting clean water, clean energy use, responsible consumption and production, and action on climate change.



## 3.1 **REDUCING EMISSIONS**

The Group operates in full compliance with the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), Water Pollution Prevention and Control Law of the PRC (《中華人民共和國水污染防治法》), Boiler Air Pollutant Emission Standard of the PRC (《中華人民共和國鍋爐大氣污染物排放標準》) and all other applicable laws, regulations, standards and local norms. In 2024, the Group's facilities maintained stable operations and there were no incidents of significant environmental pollution or violations of environmental laws that impacted the Group. Actively practicing environmental protection, energy conservation and emission reduction, the Group has implemented a management system for environmental protection under its ESG Environmental Team, which pertains to the Group's use of energy, resources and packaging materials, and emissions of pollutants.

As of the end of the Reporting Period, the relevant factories of that Group that has underwent clean production review and acceptance include Tieling meat factory, Liaoyang food factory and Tianjin food factory. In 2024, The Group's total investments on environmental protection assets were approximately RMB5.86 million, which were mainly used on equipment upgrades and modifications and efficiency enhancement in the use of energy resources.

大氣排放物治理方面,本集團在生產運營及 北方工廠冬季取暖等過程中,因燃燒煤炭、 天然氣和生物質,會排放氮氧化物、硫氧化 物、顆粒物。本集團制定了《廢氣管理體系與 制度》,廢氣處理設施100%正常運行,通過 採取源頭減排、增加有組織廢氣處理設施、處 理全過程密閉等措施,有效控制廢氣排放。本 集團鍋爐廢氣經過脱硫除塵裝置進行處理,經 處理的煙塵達到《鍋爐大氣污染物排放標準》 (GB13271-2014)的標準,並定期進行檢測, 例如:

- ✓ 本集團下屬蚌埠食品廠每月對鍋爐排煙
   和油炸機排煙進行一次委外檢測,確保
   排煙達標排放。
- ✓ 本集團下屬大連宮產食品廠和天津食品 廠每月委託第三方外檢一次鍋爐煙塵指 標,確保排放達到要求。
- ✓ 本集團下屬飼料事業工廠,積極推進電 動叉車代替燃油叉車的應用,以減少尾 氣排放並降低噪聲污染。2024年本集團 飼料事業在一部分工廠開始使用電動叉 車,未來將全面推廣。

本集團嚴格自身廢氣排放要求,不斷減少廢 氣排放。為有效減少廢氣的排放,我們大力 推行節能減廢專案,制定《廢氣管理目標與規 劃》,並根據實際情況不斷深化補充執行。 In respect to atmospheric emissions management, in the course of production operations and winter heating of its northern factories, the Group emits nitrogen oxides, sulphur oxides and particulates from the combustion of coal, natural gas and biomass. The Group formulated the "Waste Gas Management System and Regime", and 100% of its waste gas treatment facilities were under normal operation. The Group effectively controlled the emission of waste gas by taking measures such as reducing emissions at the source, adding organized waste gas treatment facilities and confinement in the whole treatment process. The Group's boiler waste gas is treated by a desulfurization and dedusting plant and the treated dust meets the standard of "Boiler Air Pollutant Emission Standard (GB13271-2014)" and regular testing is conducted as follows:

- Bengbu food factory, a subsidiary of the Group, outsources testing of exhaust smoke from boilers and fryers once a month to ensure that the exhaust smoke emission standards are met.
- C Dalian Great Wall food factory and Tianjin food factory, subsidiaries of the Group, commission a third party to inspect the boiler dust index once a month to ensure that the emission standards are met.
- The Group's feed factories actively promote the replacement of fuel-powered forklifts with electric forklifts to reduce tail gas emissions and lower noise pollution. In 2024, the Group's feed business began using electric forklifts at some of our factories, which will be fully promoted in the future.

The Group strictly adheres to its own exhaust emission standards and continuously strives to reduce emissions. To effectively decrease exhaust emissions, we are vigorously implementing energy-saving and waste-reduction initiatives. We have established the "Exhaust Gas Management Goals and Plan" and are continuously refining and supplementing its execution based on the actual situation.

污水排放管理方面,本集團以環境管理體系為 指導,嚴格把控生產營運中廢水排放,確保污 染物排放均符合國家相關法律法規的要求。我 們制定了《廢水管理體系與制度》,明確了廢 水管理責任與流程。本集團供應鏈中心環安 部和設備部聯合工廠環安部門,定期對污水站 操作人員化驗頻次和質量進行監督檢查,督查 頻率按照當地《污水處理系統運行管理規範》 要求而設置。

本集團污水主要由生產廢水和生活廢水兩部分 組成,均經廠內污水處理站集中處理達到國家 及運營所在地規定的排放標準後,排入政府統 一管網。本集團下屬各工廠,均在污水排水口 處安裝污水在線監測儀,進行採樣檢測,全年 達標排放,並不斷努力實現持續降低廢水排放 量的目標。 In respect to wastewater discharge management, guided by the environmental management system, the Group strictly controls the discharge of wastewater during production and operation to ensure that the discharge of pollutants is compliant with the requirements of relevant national laws and regulations. We have established the "Sewage Management System and Regime", which clearly defines the responsibilities and processes for wastewater management. The environmental safety department and equipment department of the Group's Supply Chain Centre, in conjunction with the environmental safety departments of the plants, regularly monitor and inspect the frequency and quality of testing by the operators of the wastewater stations, the frequency of which is set in accordance with the requirements of the local "Practice for Operation and Management of Wastewater Treatment Systems".

Wastewater generated by the Group is mainly composed of production and household types. After wastewater is treated in the in-plant wastewater treatment facility to meet local and national discharge standards, it is discharged into the government's unified pipeline network. All of the Group's factories have installed in-line monitors at the effluent outfalls for sampling and testing to meet the discharge standards throughout the year, and are constantly striving to achieve the goal of continuously reducing wastewater discharge.



- ✓ 本集團下屬天津食品廠報告期內開展廠 區污染物排放升級改造,升級污水調 節池密封效果,污水曝氣池更換曝氣管 路,池體密封以改善池體周邊空氣質 量。
- During the Reporting Period, Tianjin food factory, a subsidiary of the Group, carried out upgrades and modifications of the discharge of pollutants in the factory by upgrading the sealing effect of the sewage conditioning tank, replacing the aeration pipes of the sewage aeration tank and sealing the tank body to improve the surrounding air quality.



**固體廢棄物管理方面**,本集團制定了《廢棄物 管理體系與制度》,明確了固體廢棄物分類收 集、源頭減量、回收利用、貯存管理、處置方 式、流向管理的相關要求,並結合國家最新固 體廢棄物相關法規優化了固體廢棄物分類及管 理台賬,在固廢績效管理方面設定固廢考核目 標,確保固體廢物的合規管理。2024年,本 集團所有固體廢物均按照國家相關法律法規進 行處置。就危險廢物,我們委託專業第三方進 行轉運與處置,並在省危廢平台統一填報。

本集團制定廢棄物長期目標——實現廢棄物零 填埋,建立了《廢棄物管理目標與規劃》,主 要內容為生產型原料廢棄物回收率(實際售賣 量/理論產生量)不低於99%的目標。我們將 繼續以此為目標,開展廢棄物管理工作。



**In respect to solid waste management,** the Group formulated the "Waste Management System and Regime", which clarifies the relevant requirements of solid waste classification collection, reduction at source, recycling, storage management, disposal methods and flow direction management, and optimized the solid waste classification and management ledger based on the latest national solid waste related regulations. The Group has set solid waste assessment targets in solid waste performance management to ensure compliance of solid waste management. In 2024, all solid waste of the Group was disposed of in accordance with relevant national laws and regulations. For hazardous waste, a professional third party was commissioned to transfer and dispose of the waste, which was reported on the provincial hazardous waste platform.

The Group has set a long-term goal on waste disposal – achieving zero waste to landfill. We formulated the "Waste Management Goals and Plan", which mainly sets out the target of recycling rate of main production raw material waste (actual sales/ theoretical production) of not less than 99%. We will continue to aim at this target and conduct waste management accordingly.

在廢棄物回收再利用方面,本集團飼料事業飼 料廠編織袋回收再利用率為100%,生產用鍋 爐冷卻水回收率為98%以上。

**噪音污染治理方面**,本集團關注噪音污染的防 治工作。本集團下屬的大連宮產食品廠針對重 點噪音污染區域從源頭、傳播途徑方面進行了 全面的工程改造。 In respect to waste recycling and reuse, the Group had a recycling and reuse rate of 100% for woven bags at the feeds factories of the feeds business, and a recycling rate of over 98% for the cooling water of production boilers.

**In respect to noise pollution management,** the Group is concerned about the prevention and control of noise pollution. The Group's Dalian Great Wall food factory has carried out comprehensive modifications for key areas of noise pollution in terms of sources and routes of transmission.



## 3.2 按需降低資源消耗

在能源使用方面,本集團在運營過程中主要消 耗水、電、天然氣、煤炭和生物質能源。本集 團嚴格執行《中華人民共和國節約能源法》、 《中華人民共和國可再生能源法》、《中華人民 共和國水法》和《中華人民共和國清潔生產促 進法》等法律法規、標準和地方規範,以及禁 止與限制使用淘汰落後技術、工藝及產品的有 關規定,積極推廣應用新技術、新材料、新工 藝和新產品,以降低資源消耗,提高資源使用 的效率,加強資源的循環利用。

本集團下屬大連美食食品廠報告期內新 增鍋爐省煤器,將廠區路燈更換為太陽 能路燈,節省照明用電;成品庫出貨口 緩衝間走廊新增快速捲簾門,使緩衝間 走廊與外界和加工車間相互隔離,避免 外界與車間的高溫空氣進入緩衝間走 廊,減少能耗。大連美食食品廠及大連 宮產食品廠的污水處理過程用空氣懸浮 風機替代傳統羅茨風機,根據污水耗氧 量變頻控制風機啟動,減少處理過程能 耗。

## 3.2 CUTTING RESOURCE CONSUMPTION

**In respect to the use of energy**, the Group mainly consumes water, electricity, natural gas, coal and biomass during its operation. The Group strictly complies with all applicable laws, regulations, standards and local norms on energy conservation, including the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》), the Renewable Energy Law of the PRC (《中華人民共和國可再生能源法》), the Water Law of the PRC (《中華人民共和國水法》) and Law of the PRC on the Promotion of Clean Production (《中華人民共和國清潔生產促進法》), as well as applicable provisions for the prohibition, restricted use or elimination of outdated technologies, processes and products. The Group is proactive in introduction of new technologies, new materials, new processes and new products to reduce its resource consumption and increase efficiency in the use of resources, thereby enhancing its resource recycling.

During the Reporting Period, boiler economizers were  $\checkmark$ newly added at the Dalian food factory, a subsidiary of the Group, and the streetlights at its factory area were replaced with solar-powered ones to save electricity on lighting. A high-speed roller shutter was added to the corridor of the buffer room at the delivery port of the finished product warehouse to isolate the corridor of the buffer room from the external area and the processing workshop, which prevented air of high temperature from the external area and the workshop from entering the corridor of the buffer room, thus reducing energy consumption. At the Dalian food factory and Dalian Great Wall food factory, the traditional Roots blowers used for the sewage treatment process were replaced with air suspension blowers, with its activation controlled by frequency changes in the sewage's oxygen consumption, thus reducing energy consumption during the treatment process.

✓ 本集團下屬天津食品廠開展能源使用節 電改善,製冷壓縮機減載運行,員工 就餐及生產交接期間降低壓縮機運行負 荷,減少壓縮機運行數量,減少用電 耗能;工廠新增光伏發電,裝機容量 1,010千瓦;工廠污水處理過程用空氣 懸浮風機替代傳統羅茨風機,根據污水 耗氧量變頻控制風機啟動,減少處理過 程能耗。

- ✓ 本集團下屬鐵嶺肉品廠開展氨製冷壓縮 機及附屬設備定期維護檢修,精細化的 標準操作,使設備始終保持最高的工作 效能,以降低能耗;報告期內,鐵嶺肉 品廠引進投用一套污水源熱泵冷熱空調 設備,提取每日生產外排800-1,000噸 13-18℃的廢水中的低位熱能,用於供 應車間空調供暖,並減少天然氣消耗。
- Energy use and electricity-saving improvements were carried out at the Tianjin food factory, a subsidiary of the Group. The refrigerating compressors were operated on a reduced load, the operating load of the compressors was lowered and the number of operating compressors was reduced during employees' meal breaks and production handovers, in order to reduce electricity and energy consumption. A new photovoltaic generator with installed capacity of 1,010 kW was added to the factory. The traditional Roots blowers used for the factory's sewage treatment process were replaced with air suspension blowers, with its activation controlled by frequency changes according to the sewage's oxygen consumption, thus reducing energy consumption during the treatment process.
- Tieling meat factory, a subsidiary of the Group, initiated regular maintenance and overhaul for its ammonia refrigeration compressors and ancillary equipment. Refined standard operations allowed the equipment to maintain the highest working efficiency to reduce energy consumption. During the Reporting Period, Tieling meat factory introduced a set of air-conditioning heating equipment with sewage source heat pump, which extracted low-grade heat energy from the 800-1,000 tons of sewage of 13-18°C discharged from the daily production to supply airconditioning and heating to the workshops and to reduce natural gas consumption.
- ✓ 本集團下屬大連宮產食品廠為激勵員工
   ✓ Dalian Great Wall food factory, a subsidiary of the Group, introduced a new employee energy saving award system in order to encourage its employees to actively participate in energy management. Employees who put forward effective suggestions or make practical contributions in energy conservation would be given certain material rewards and recognition to form a good atmosphere in which all employees participate in energy management.

在清潔能源使用方面,本集團積極推廣清潔能 源使用,進一步提高清潔能源佔比,在降低能 耗的同時降低溫室氣體排放對環境的影響。本 集團下屬天津食品廠、蚌埠肉品廠已引入光伏 發電系統。截至報告期末,本集團光伏發電裝 機量6,010千瓦,報告期內發電量約為114萬 千瓦時。 **In respect to the use of clean energy**, the Group actively promotes the use of clean energy and further increases the proportion of clean energy so as to reduce the environmental impact of greenhouse gas emission while lowering energy consumption. Both Tianjin food factory and Bengbu meat factory, subsidiaries of the Group, have introduced photovoltaic power generation systems. As of the end of the Reporting Period, the Group's photovoltaic power generation capacity amounted to 6,010kW, and the amount of electricity generated during the Reporting Period amounted to approximately 1,140MWh.

## 案例:蚌埠肉品廠光伏發電併網

為響應國家「3060碳達峰、碳中和」節能減排 政策,本集團下屬蚌埠肉品廠以節能效益分享 方式,與第三方企業共同打造智能運行、智慧 電力型客戶變電站,簽訂新建光伏項目,在蚌 埠大成食品鮮食工廠宿舍樓、辦公樓、餐廳、 生產廠房、輔助用房、停車廠、待宰棚利用約 30,000平方米屋頂/場地安裝光伏,裝機容量 5,000千瓦,並於2024年12月29日實施併網, 併網後年預計發電量為549.8萬千瓦時,所發 電能約能覆蓋35%的工廠用電,相當於減少 約5,000噸二氧化碳當量的溫室氣體排放。

# Case: Bengbu meat factory's photovoltaic power generation connected to the grid

In response to the national energy saving and emission reduction policy of "3060 carbon peaking and carbon neutrality", Bengbu meat factory, a subsidiary of the Group, joined hands with a thirdparty enterprise to build a smart electric customer substation with intelligent operation through shared savings and entered into a new photovoltaic project, installing photovoltaic power generation facilities with installed capacity of 5,000kW on rooftops/premises of 30,000 square meters at the dormitory building, office building, canteen, production factory, auxiliary room, parking lot and slaughter shed of Bengbu DaChan Food fresh food factory. The facilities were connected to the grid on 29 December 2024, upon which the annual power generation is expected to be 5,498MWh, and the power generated would be able to cover 35% of the electricity consumed by the factory, which is equivalent to reducing greenhouse gas emission by approximately 5,000 tons of carbon dioxide equivalent.



3.清潔低碳 保護地球 3. Protecting the Earth with Clean Energy and Low-carbon Transformation



**在水資源使用方面**,本集團水源主要來自於市 政供水,在求取適用水源上未出現任何問題。 本集團重視對水資源使用的管理,嚴格執行地 方性規範,並重視對員工進行節約用水的教 育,鼓勵二次用水,杜絕浪費。本集團還將通 過速凍庫除霜用水二次利用、熱風解凍、完善 污水回用、增強宣導等措施繼續開展節水工 作,達成節水目標。

✓ 本集團下屬滄州肉品廠已經完成雨污分 流系統的廠區改造工程,可實現雨水管 道雨水全部流入河流。 In respect to the use of water resources, the Group's water resources mainly come from municipal water supply. There has been no problem in obtaining applicable water sources. The Group is highly attentive to its use of water resources, which is managed in strict compliance with the local norms. The Group educates its employees on water-saving practices, including the reuse of water to eliminate waste. The Group will continue to achieve water conservation targets through measures such as reusing defrosting water for quick-freezer, hot air defrost, effluent reuse improvement and advocacy enhancement.

 Cangzhou meat factory, a subsidiary of the Group, has completed the modification of the rainwater and sewage diversion system, allowing all rainwater from rainwater pipes to flow into rivers.

- ✓ 本集團下屬天津食品廠報告期內對鍋爐
   純水系統的反滲透廢水回收至生產衛生
   清洗使用,每月節約用水約150噸。
- ✓ 本集團下屬兗州食品廠2024年繼續加強 對員工節約用水的宣傳,對相關用水設 施加強巡查,嚴防跑、冒、滴、漏,生 產車間對用水量較大的區域和崗位加強 管控,杜絕浪費水資源。
- 本集團下屬蚌埠食品廠已修建雨水檢測 池,雨水不達標時外排水閥自動關閉, 不合格雨水自動泵入污水系統進行處 理;蚌埠食品廠已安裝純水機,純水機 產生的濃水排入濃水儲存池,泵入車間 清洗地面及速凍機沖霜用水,年節省用 水約19.92萬噸。

在包裝材料、用紙等其他原材料消耗方面, 本集團制定了《原材料與包裝材料管理體系與 制度》,生產相關部門負責研究學習同行業生 產、技術,其中包括對於可持續包裝的研究。 我們綜合考慮生產成本和包裝質量,根據需求 購買符合實際安全要求的包裝材料。本集團在 商品包裝設計和製作過程中,盡可能考慮包裝 材料的回收和再利用,並將包裝的體積和重量 限制在較低限度內。本集團有專業人員根據產 品的特點、運輸的遠近,持續研究包裝物的減 量化、輕量化和再利用。

- During the Reporting Period, Tianjin food factory, a subsidiary of the Group, recycled the reverse osmosis wastewater from the pure water system of boilers for cleaning during production, saving approximately 150 tons of water per month.
- In 2024, Yanzhou food factory, a subsidiary of the Group, continued to strengthen its promotion of water saving to its employees, increased patrolling for relevant water facilities to stringently prevent dripping and leakage. At the production workshop, management and control was strengthened for areas and positions with large water consumption to eliminate the waste of water resources.
- A rainwater testing pool has been built at Bengbu food factory, a subsidiary of the Group. When the rainwater does not meet the standard, the external drainage valve automatically closes and the unqualified rainwater is automatically pumped into the sewage system for treatment. A water purifier has been installed at Bengbu food factory. Concentrated water generated by the water purifier would be discharged into a concentrated water storage tank and pumped into the workshop for floor cleaning and as water for frost flushing in the quick-freezer, saving approximately 199,200 tons of water per year.

In respect to the consumption of other materials such as packaging materials and paper, the Group has established the "Raw Materials and Packaging Materials Management System and Regime". The production-related departments are responsible for studying and learning peer production and technologies, including research on sustainable packaging. The Group considers recycling and reuse of packaging materials as far as possible in the design and production of goods packaging, and set limits on packaging volume and weight. The Group has professional staff to continuously study the quantity reduction, weight reduction and reuse of packaging according to the characteristics of the products and the distance of transportation.

本集團制定了包材100%可回收目標與固體廢 棄物零填埋目標,制訂了《原材料與包裝材料 管理目標與規劃》並不斷努力。

本集團盡量減少一次性包裝的使用,肉品事業 持續在供應鏈的各環節加大周轉箱的使用比 例,降低一次性包材紙箱的使用。我們通過技 術革新、工藝改進、降低物耗水平,提高原材 料利用率。為減少一次性包裝的使用並提高包 材利用率,蚌埠食品廠調理線腿排產品擺盤所 需墊片已由PE材質的一次性耗材更換為生產 時可循環使用的PP材質墊片,年節約墊片約 24萬張,折合4.3噸。蚌埠食品廠對包裝箱進 行集中管理,紙箱以滯庫箱二次利用為原則, 優先集約利用,避免過多的不同規格新紙箱購 買,並減少紙箱消耗。

本集團下屬飼料事業工廠,積極推進散裝原料 採購與散裝成品出貨,降低包裝材料使用。 2024年玉米採購100%散裝。2024年散裝飼 料佔比44%,較2023年散裝飼料佔比38%提 升6%,且總體趨勢逐年提升。成品料年節約 包裝材料650噸。 The Group has set the goal of 100% recycling for packaging materials and the goal of zero waste to landfill by the establishment of the "Raw Materials and Packaging Materials Management Goals and Plan" with ongoing efforts.

The Group has been minimizing the use of disposable packaging. The meat business continued to increase the proportion of turnover boxes used in all parts of the supply chain to reduce the use of disposable packaging cartons. We reduced the level of material consumption and increased the utilization rate of raw materials through technological innovation and process improvement. In order to reduce the use of disposable packaging and enhance the utilization rate of packaging materials, the materials for display layer sheets in the preparation lines of leg products of Bengbu food factory have been changed from PE disposable consumables to PP which can be reused during production. Approximately 240,000 sheets were saved per year, equivalent to 4.3 tons. Bengbu food factory centralized the management of packaging cartons in the principle of reusing obsolete storage boxes and prioritizing efficient and intensive use, in order to avoid the excessive purchase of new cartons with different specifications, and to reduce carton consumption.

The Group's feed factories actively promote the purchase of bulk raw materials and the delivery of bulk finished products to reduce the use of packaging materials. In 2024, 100% of corns were purchased in bulk. In 2024, 44% of feeds were purchased in bulk, which was 6% higher than the 38% share of feeds purchased in bulk in 2023, with the overall trend increasing year by year. The finished products have saved approximately 650 tons of packaging materials per year.

本集團採用辦公自動化應用系統、減少辦公用 品消耗及鼓勵無紙化辦公、二次用紙等。在公 共辦公區域安裝大型打印機取代小打印機,並 隨時監控各部門打印情況。

在環保宣傳以及培訓方面,2024年本集團積 極開展環保宣傳活動,在廠區內張貼環保海 報,提高員工環保意識;在廠區內醒目位置張 貼相關節約水電標識,呼籲員工從點滴做起, 從自身做起。各工廠在報告期內開展了污水處 理、危廢管理、環保法等相關環境保護方面的 培訓,並聘請第三方給各公司中層主管進行培 訓,提高員工的環保意識。 The Group has adopted an office automation application system, reduced consumption of office supplies, encouraged paperless offices and reuse of paper. Large printers have been installed in public office areas to replace small printers and to monitor printing in all departments at all times.

## In respect of environmental protection publicity and training,

the Group actively launched environmental protection publicity activities in 2024 and put up environmental protection posters in the factories to raise employees' awareness of environmental protection. Water and electricity saving signs were posted at prominent locations in factories to remind employees to take the initiative to step up environmental protection efforts. During the Reporting Period, all factories have commenced relevant environmental protection training on sewage treatment, hazardous waste management, environmental protection laws, etc., and engaged third parties to provide training to the midlevel supervisors in all companies to raise the environmental awareness of the employees.

本集團於2024年8月開展環境排查 培訓,系統梳理本集團環境排放數 據。

The Group conducted environmental inspection training in August 2024, systematically reviewing the Group's environmental emission data.



在綠色設計方面,本集團在建築設計、外立面 保溫工藝、建築牆體設計、屋面保溫設計以及 光伏發電及太陽能熱水系統設計方面均有相關 實踐:

本集團於2024年10月對各主管進行了污 水處理方面的培訓。 The Group conducted training on

sewage treatment for all supervisors in October 2024.



本集團下屬蚌埠肉品廠2024年開展 了環保法及危廢管理培訓。 The Bengbu meat factory, a subsidiary of the Group, conducted training on environmental protection laws and hazardous waste management in 2024.



**In respect to green design,** the Group has relevant practices in architectural design, exterior wall insulation technology, building wall design, roof insulation design as well as photovoltaic power generation and solar water heating system design.

- 蚌埠食品、肉品及飼料工廠項目初期對 規劃、施工、投產各階段都提出了綠色 環保設計理念,建築設計中採用如:蒸 壓砌塊、擠塑板、玻璃棉等保溫材料。 立面採用外保溫真石漆工藝,該工藝具 有耐污性好(90%污物難以附著清潔更 容易)、使用壽命長(理論壽命可達15年 以上)、環保性好(基本材料為無污染的 天然石沙)等特點。
- ✓ 建築牆體採用蒸壓粉煤灰加氣混凝土砌 塊,保溫隔熱效果是黏土磚的7倍、混 凝土磚的10倍,以達到環保節能的設計 要求。
- ✓ 外牆板內添加50毫米厚玻璃棉,在避免
   冷橋的同時減少室內供冷、供暖能源消耗。
- ✓ 屋面採用85毫米厚擠塑板保温,為室內
   冷熱氣體流失起到保障作用,節約能源
   損耗。
- ✓ 宿舍樓屋面採用太陽能真空集熱管熱水
   系統,為公眾洗浴區域提供熱水源,節
   約燃氣用量。車間屋面預留光伏板安裝
   位置,同時規劃光伏屋面停車棚,有效
   利用太陽能,降低電能消耗。

- The initial phase of the Bengbu food factory, Bengbu meat factory and Bengbu feed factory projects has incorporated green and environmentally friendly design concepts across the planning, construction, and production stages. In the architectural design, insulation materials such as autoclaved blocks, extruded polystyrene boards and glass wool were utilized. An external insulation system with a real stone finish paint coating was adopted for the external walls, which offers several advantages: excellent stain resistance (90% of dirt is difficult to adhere to, making cleaning easier), long service life (theoretical lifespan may exceed 15 years) and strong environmental protection (the primary materials are non-polluting natural stones and sand).
- The building walls were constructed using autoclaved fly ash aerated concrete blocks, which provide thermal insulation effectiveness seven times that of clay bricks and ten times that of concrete blocks, meeting the design requirements for environmental protection and energy conservation.
  - A 50mm thick layer of glass wool was added to the exterior wall panels to prevent thermal bridges and reduce energy consumption for indoor cooling and heating.
  - ✓ The roof is insulated with 85mm thick extruded polystyrene boards, which help to prevent the outflow of hot or cool air, thereby reducing energy consumption.
  - A hot water system with solar thermal collectors to supply hot water for the public shower area is adopted at the rooftop of the dormitory building, reducing the use of natural gas. Space is reserved at the workshop roof for the installation of photovoltaic panels, and a carport with photovoltaic roof is planned to effectively utilize solar energy and reduce electricity consumption.

- ✓ 已投入使用反滲透濃水回收系統,用於 車間衛生清潔使用,節省了新鮮水的取 用。
- ✓ 鍋爐設備採購高效節能產品,鍋爐熱效 率可達99%,可減少一氧化碳排放量, 氮氧化物排放濃度可低至30mg/m<sup>3</sup>。

在產品原料使用方面,本集團採購材料均為正 式營運廠商提供,能提供原材料合格證明、質 量檢測報告等證明文件,認證比例100%。本 集團遵循國家法律法規相關規定,嚴格限制抗 生素及其他藥品在養殖過程中的使用,並遵循 可持續使用的指導方針使用抗生素及其他藥 品。我們根據國家相關規定要求,不再生產含 有抗生素成分的飼料,並通過不斷嘗試研發出 相同藥理的方案替代飼料中抗生素的使用。

此外,本集團致力於提升供應鏈的可持續發展 能力,追溯原材料產地,推動供應商對其提供 的原材料開展可持續認證,持續降低可能造成 的毀林風險,並積極使用回收再生的紙質產 品。截至報告期末,本集團30家包材供應商 中已有18家通過FSC認證,佔比達60%。

- ✓ A reverse osmosis concentrated water recovery system has been implemented for workshop cleaning, saving the use of fresh water.
- ✓ High-efficiency and energy-saving boiler equipment with a thermal efficiency of up to 99% was purchased, which can reduce carbon monoxide emissions and keep nitrogen oxides emission concentrations as low as 30mg/m<sup>3</sup>.

In respect to the use of raw materials, the Group sources materials exclusively from officially operating manufacturers who can provide certification of raw material compliance, quality inspection reports and other documentation, with a certification rate of 100%. The Group adheres strictly to national laws and regulations, rigorously limits the use of antibiotics and other pharmaceuticals in the breeding process, and follows sustainable usage guidelines for these substances. In compliance with national regulations and requirements, we have ceased the production of feed containing antibiotic ingredients and are continuously engaged in the research and development of alternative solutions with the same pharmacological effects to replace antibiotics in feed.

Furthermore, the Group is committed to enhancing the sustainable development capabilities of the supply chain. We trace the origins of raw materials and encourage suppliers to obtain sustainable certification for the materials they provide, thereby continuously reducing the risk of deforestation. We also actively use recycled paper products. As of the end of the Reporting Period, 18 out of 30 packaging material suppliers have obtained FSC certification, accounting for 60%.

在環境和交叉污染管控方面,本集團開展了 以下舉措:1)原料做規格上的細分,實現提 高原料綜合利用率5%以上,降低廚餘和廢棄 原料數量:2)原料增加鮮品和冰鮮品用量, 減少因速凍後解決失水產生的損失:3)生產 線裹粉類重新再利用,減少廢棄物料數量; 4)原料使用MRP系統按生產訂單需求精準採 購,減少剩餘和報廢的風險。

在生物多樣性保護方面,本集團堅持可持續發 展、因地制宜的環境管理原則,持續關注其自 身活動對生物多樣性的影響,遵照《中華人民 共和國環境保護法》《中華人民共和國環境影 響評價法》《中華人民共和國土壤污染防治法》 《關於進一步加強生物多樣性保護的意見》《農 田灌溉水質標準》等相關法律法規和政策, 在 日常運營中,本集團要求不得隨意破壞植被, 確保植被覆蓋率。本集團依據環評要求做到合 法合規,食品廠、肉品廠及飼料廠所有項目均 嚴格遵循環境影響評價制度及其他環境保護行 政許可制度,所有下屬單位均嚴格按照國家要 求申請排污許可手續。報告期內,本集團下屬 鐵嶺肉品廠新建車間冷庫項目施工期間,採用 水炮降塵、綠網覆蓋等方式,嚴控工地揚塵、 噪音等環境影響,減少對生物多樣性的不利影 響。遼陽食品廠報告期內開展入河排污口設置 論證,以保護生態多樣性。

In respect to environmental and cross-contamination control, the Group has implemented the following measures: 1) categorization of raw materials based on their specifications to improve comprehensive utilization by more than 5%, reducing kitchen waste and discarded raw materials; 2) increased use of fresh and chilled products to reduce losses caused by dehydration after quick freezing; 3) reuse of coated powder in production lines to reduce the amount of wasted material; 4) precise procurement of raw materials using the MRP system based on production order requirements to minimize the risk of surplus and scrap.

In respect to biodiversity conservation, the Group adheres to the principles of sustainable development and localized environmental management. We continuously monitor the impact of our activities on biodiversity and comply with relevant laws, regulations and policies such as the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》)," the Environmental Impact Assessment Law of the PRC (《中 華人民共和國環境影響評價法》), the Soil Pollution Prevention and Control Law of the PRC (《中華人民共和國土壤污染防 治法》), the Opinions on Further Strengthening Biodiversity Protection (《關於進一步加強生物多樣性保護的意見》), and the Standards for Irrigation Water Quality (《農田灌溉水質標 準》). In its daily operations, the Group prohibits the arbitrary destruction of vegetation and ensure vegetation coverage. The Group is legally compliant in accordance with the requirements of the environmental impact assessment requirements, and all projects of the Group's food, meat and feed factories strictly follow the environmental impact assessment system and other environmental protection administrative licensing systems. All subordinate units apply for pollution discharge permits in strict accordance with national requirements. During the Reporting Period, when the new cold storage facility was constructed at the workshop of the Tieling meat factory, the Group adopted water cannons for dust suppression and green net covering to strictly control the adverse impact of dust and noise at the construction site on biodiversity. During the Reporting Period, the Liaoyang food factory commenced the discussion on the setting of a river sewage drain outlet to protect ecological diversity.

此外,本集團根據《中華人民共和國環境保護 法》《中華人民共和國突發事件應對法》《國家 突發環境事件應急預案》及相關法律法規,大 連宮產食品廠、滄州肉品廠、兗州食品廠、蚌 埠食品廠及蚌埠肉品廠等工廠已制定突發環境 事件應急預案,並定期開展演練。

## 3.3 積極應對氣候變化

氣候變化的影響已經在不斷變化的天氣模式、 極端天氣事件和減少的資源供應中突顯出來, 氣候變化問題也成為了全球共同面臨的挑戰。 本集團積極響應國家3060目標,在氣候變化 方面推動以二氧化碳為主的溫室氣體減排。本 集團在節約能源、改善生態環境、改善排放物 管理等方面採取了相關措施,為實現3060目 標作出不懈努力。

我們於本年度開始逐步響應香港聯交所《ESG 報告守則》的要求,按管治、策略、風險管理 及指標與目標的劃分,闡述本集團在應對氣候 變化方面已做的努力和將來的方向。 In addition, in accordance with the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Emergency Response Law of the PRC (《中華人民共和國突發事件應對法》) and the National Environmental Emergency Response Plan (《國 家突發環境事件應急預案》) and related laws and regulations, factories such as the Dalian Great Wall food factory, Cangzhou meat factory, Yanzhou food factory, Bengbu food factory and Bengbu meat factory have developed emergency response plans for emergency environmental incidents and conduct regular drills.

## 3.3 RESPONDING TO CLIMATE CHANGE

Climate change is a global issue that has been manifested in changing weather patterns, extreme weather events and reduced supplies of various resources. The Group actively responds to the national "3060" targets to promote the reduction of greenhouse gases, mainly carbon dioxide, in the context of climate change. The Group has taken relevant measures to save energy, improve the ecological environment and improve emissions management, and has made unremitting efforts to achieve the "3060" targets.

During the year, we have progressively responded to the requirements of the Hong Kong Stock Exchange's "ESG Reporting Guide" to set out the Group's efforts and future direction in addressing climate change in terms of governance, strategy, risk management and indicators and targets.



管治	GOVERNANCE
董事會 Board	決策層 Decision-making level
board	
執行委員會	管理層
Executive Committee	Management level
<ul> <li>制定及檢討氣候策略;</li> </ul>	
• To develop and review climate strategies;	
• 批核有關氣候的目標及措施;	
• To approve climate-related goals and meas	ures;
• 評估任何與氣候議題相關的重大風險與機遇	;及

- To assess significant risks and opportunities related to climate issues; and
- 評估實現氣候相關關鍵績效指標的表現。
- To evaluate performance against key climate-related performance indicators.

## **ESG**工作小組

## ESG Working Group

- 環境保護組
- Environmental Team
- 風險內控組
- Internal Risk Control Team

圍繞氣候相關的治理,根據本集團制定的ESG 管治架構,董事會確定本集團ESG管理總體目 標、管理策略,負責評估及釐定本集團有關 ESG風險,並確保本集團設立合適及有效的 ESG風險管理及內部監控系統。董事會的ESG 相關職責包括應對氣候變化議題。同時,本 集團ESG管治架構包括決策層、管理層和執行 層,明確氣候變化管理和目標的責任落實,定 期向董事會匯報。

With respect to climate-related governance, the Board determines the overall objectives and management strategies of the Group's ESG management in accordance with the ESG governance structure established by the Group, bears the responsibility to assess and determine the ESG risks of the Group and ensures that the Group has an appropriate and effective ESG risk management and internal control system in place. The ESG-related responsibilities of the Board include addressing climate change issues. At the same time, the ESG governance structure of the Group includes the decision-making, management and executive levels, which clearly defines the responsibilities for the implementation of climate change management and targets, and regularly reports to the Board.

執行層 Execution level

我們的執行委員會由董事局主席擔任委員會主 席,其他成員包括副總裁等高級管理人員。執 行委員會主席每年定期向董事會匯報相關的可 持續發展事項,包括與氣候相關議題。執行委 員會每月均會舉行會議(2024年實際召開執行 委員會會議12次)按照其職權範圍履行下列關 於氣候變化的職責:

- 制定及檢討大成食品氣候策略,包括核 准有關減緩、適應和抗禦氣候變化的目 標或重大措施。
- 檢討任何關於氣候變化、能源/碳管理及 低碳轉型的重大風險、機遇及投資。
- 檢討本集團實現節能/減碳目標及其他 與氣候變化和能源相關的關鍵績效指標 的年度表現。

董事會負責監察我們的風險管理架構及可持續 發展風險,包括氣候相關風險,至少每季度舉 行董事會會議聽取執行委員會匯報及商討ESG 議題進展。我們每年亦會透過審核委員會和企 業風險管理(ERM)系統定期進行各種風險識 別、分析及檢視管理程序,而氣候變化已在風 險評估過程中加以考慮。

董事會和執行委員會熟悉與氣候相關的議題, 亦瞭解相關議題對本集團業務和營運的影響, 本集團亦會定期安排與氣候相關議題的培訓, 確保所有人員均掌握最新的發展動態。 Our Executive Committee is chaired by the Chairman of the Board, with other members including senior management such as the Vice President. The Chairman of the Executive Committee reports annually to the Board on relevant sustainability matters, including climate-related issues. The Executive Committee holds monthly meetings (12 meetings were actually held in 2024) and fulfills the following responsibilities related to climate change in accordance with its terms of reference:

- Formulating and reviewing DaChan Food's climate strategy, including approving targets or significant measures related to climate change mitigation, adaptation and resilience.
- Reviewing any significant risks, opportunities and investments related to climate change, energy/carbon management and low-carbon transition.
- Reviewing the annual performance of the Group in achieving energy-saving/carbon reduction targets and other key performance indicators related to climate change and energy.

The Board is responsible for overseeing our risk management framework and sustainability risks, including climate-related risks. Board meetings are held at least quarterly to receive reports from the Executive Committee and to discuss progress on ESG issues. We also conduct regular risk identification, analysis and management review processes annually through the Audit Committee and the Enterprise Risk Management (ERM) system, with climate change being considered in the risk assessment process.

The Board and the Executive Committee are familiar with climate-related issues and understand their impact on the Group's businesses and operations. The Group also arranges regular training on climate-related issues to ensure that all personnel are kept abreast of the latest developments.

我們已設立ESG工作小組,其中包括環境保護 組和風險內控組。ESG工作小組組長由財務長 擔任,ESG工作小組每月均舉行會議,定期計 劃及總結回顧包括氣候變化議題在內的ESG相 關工作進展。小組成員擁有關於氣候相關議題 的知識背景,負責規劃和實施各種緩解及適應 政策與措施,以及促進氣候相關議題融入日常 營運之中。

2023-2024年,我們透過定性訪談及量化問卷 調查收集內部及外界利益相關方的意見並更新 重要性評估結果,界定了對大成食品業務延續 性及發展具有重要影響的議題,包括應對氣候 變化、能源使用效率、ESG風險管理等。

策略

We have established the ESG Working Group, which comprises the Environmental Team and the Internal Risk Control Team. Led by the Chief Financial Officer, the ESG Working Group holds monthly meetings to regularly plan and review progress on ESGrelated work, including climate change issues. With knowledge and background in climate-related issues, the members of the working group are responsible for planning and implementing various mitigation and adaptation policies and measures, as well as integrating climate-related issues into daily operations.

During 2023-2024, we collected feedback from internal and external stakeholders through qualitative interviews and quantitative surveys, updating the materiality assessment results. We identified issues that have a significant impact on the business continuity and development of DaChan Food, including response to climate change, energy use efficiency and ESG risk management.

**STRATEGY** 

氣候相關風險包括與低碳經濟相關的轉型風險 和與氣候變化影響相關的物理風險。轉型風 險可分為政策和法規風險、技術風險、市場 風險、聲譽風險,物理風險包括急性物理風 險(以單一事件為主,如颱風、洪水等極端天 氣)和慢性物理風險(指氣候模式的長期變化如 持續性高溫)。我們評估物理風險和轉型風險 在資產和業務層面由近期至長遠未來(即 2025 (短期)、2030(中期)及2050年(長期))的影

Climate-related risks include transition risks associated with a low-carbon economy and physical risks associated with the impacts of climate change. Transition risks can be divided into policy and regulatory risks, technical risks, market risks and reputational risks, and physical risks include acute physical risks (dominated by a single event, such as extreme weather of typhoons and floods) and chronic physical risks (referring to long-term changes in climate patterns such as persistent high temperatures). We assess the impacts of physical risks and transition risks at both the asset and business levels from the near term to the long-term future (i.e. 2025 (short-term), 2030 (medium-term) and 2050 (long-term)).

就轉型風險而言,在政策和法規風險方面,隨 著社會各界對於氣候變化的認知深入、碳達峰 碳中和等相關政策的推行落實,國內可能面臨 能源價格波動、設定能源使用上限、擴大溫 室氣體有償排放的覆蓋面或提升環境方面的其 他監管要求,這些均會導致我們運營成本的增 加,並在中長期(2030-2050年)的時間範圍內 影響本集團。對此,本集團將持續關注氣候變 化對業務的影響,充分響應政策要求。

就急性物理風險而言,本集團關注極端天氣對 生產運營帶來的影響,並識別到運營可能面臨 的各種自然災害、極端天氣或不利氣象條件。 極端天氣造成暴風、雪災等災害性天氣增加, 對於畜禽的健康生長影響很大,疾病多有發 生;對於工廠的建築設施造成損壞。這些急性 物理風險均會導致我們運營成本的增加, 並在 短中期(2025-2030年)的時間範圍內影響本集 團。為減少氣候變化對於生產生活造成的影 響,本集團從各方面著手降低能耗,保護環 境。本集團下屬蚌埠食品廠、兗州食品廠等使 用雙電源,一旦有極端天氣造成外線停電,及 時轉換另一路電源,可以滿足極端天氣生產應 急搶險作業。本集團下屬大連宮產食品廠制定 了大氣污染應急預案,有黃橙紅三色預警。本 集團下屬天津食品廠具備雙電源入戶,配備消 防應急柴油發電機,改造雨污分流系統,可滿 足惡劣天氣生產應急搶險使用。本集團天津食 品廠及蚌埠肉品廠已建成光伏發電系統,可降 低尖峰用電減少碳排放指標。

In terms of transition risks, with respect to policy and regulatory risks, China may face energy price fluctuations, the setting of energy use caps, the expansion of the coverage of paid greenhouse gas emissions or other regulatory requirements on environmental improvement with the deepening of the social awareness of climate change and the implementation of relevant policies such as carbon peaking and carbon neutrality. These will lead to an increase in our operating costs and impact the Group over the medium to long term (2030-2050). In this regard, the Group will continue to pay attention to the impact of climate change on its businesses, and fully respond to policy requirements.

In terms of acute physical risks, the Group is concerned about the impact of extreme weather on production and operations and identifies various natural disasters, extreme weather or adverse meteorological conditions that its operations may face. Extreme weather is causing the increasing occurrence of disastrous weather events such as wind storms and snowstorms, which have a great impact on the healthy growth of livestock and poultry, resulting in increasing outbreak of diseases. Building facilities of the factories have also been damaged. These acute physical risks lead to an increase in our operational costs and affect the Group in the short to medium term (2025-2030). In order to reduce the impact of climate change on our production and living, the Group is committed to reducing energy consumption and protecting the environment from all aspects. Bengbu food factory, Yanzhou food factory and other subsidiaries of the Group use dual power supplies. In the event of external power outage caused by extreme weather, they can convert to the other power supply in time to maintain production and operation under the extreme weather. Dalian Great Wall food factory, a subsidiary of the Group, has formulated an air pollution contingency plan with yellow, orange and red warnings. Tianjin food factory, another subsidiary of the Group, is equipped with dual power supply and emergency diesel generator for fire service, and retrofit the rainwater and sewage diversion system, which can be used for production in emergencies under adverse weather. Additionally, both the Tianjin food factory and the Bengbu meat factory have installed photovoltaic power generation systems, which can reduce the electricity consumption at peak hours and reduce carbon emissions.

就慢性物理風險而言,本集團關注夏季持續性 高溫或冬季持續性低溫等長期氣候模式轉變給 本集團帶來的影響,此類長期氣候模式轉變可 能對本集團供應鏈穩定性造成影響。此類慢 性物理風險會導致我們運營成本的增加,並在 中長期(2030-2050年)的時間範圍內影響本集 團。

## 風險管理

根據本集團所處行業特性,結合實際情況,我 們識別和評估了氣候相關風險的管理流程。本 集團認識到環境及氣候風險將可能導致運營風 險及財務風險。針對已識別的與氣候相關的風 險,本集團下屬飼料事業工廠根據所在地氣候 特徵編制極端天氣(極寒、高溫、颱風、強降 水等)應急預案;設立應急處置小組,定期演 練,保證突發情況出現時確保企業財產不遭受 損失;調整企業生產供應鏈,拓展多渠道,降 低氣候變化導致原料供應不足對生產的影響。

當極端天氣來臨時,相關部門提前向各部門預 報各種氣候因素,安排防範減災前期準備工 作。以應對極端天氣或自然災害,並將在面臨 相關極端天氣時,根據應急預案採取相關措施 以最大程度減小負面影響,確保本集團正常運 轉。 In terms of chronic physical risks, the Group is concerned about the impact of long-term climate pattern changes such as persistent high temperatures in summer or persistent low temperatures in winter on the Group, which may have an impact on the stability of the Group's supply chain. Such chronic physical risks may lead to an increase in our operational costs and could affect the Group over the medium to long term (2030-2050).

## **RISK MANAGEMENT**

Based on the characteristics of the industry in which the Group operates, we have identified and assessed the management processes for climate-related risks, taking into account the actual situation. The Group recognizes that environmental and climate risks may lead to operational and financial risks. In view of the identified climate-related risks, the feed factories of the Group have developed emergency plans for extreme weather conditions (such as severe coldness, high temperatures, typhoons, heavy rainfall, etc.) based on the local climate characteristics. Emergency response teams have been established and regular drills are conducted to ensure that corporate assets are not compromised in the event of sudden incidents. Additionally, the Group has adjusted its production supply chain and diversified sourcing channels to mitigate the impact of climate change on production due to insufficient raw material supply.

When extreme weather occurs, relevant departments will make forecast of various climatic factors to various departments in advance and arrange early preparations for disaster prevention and mitigation. To cope with extreme weather or natural disasters, the Group takes relevant measures in accordance with the emergency plans to minimize the negative impact and ensure the normal operation of the Group when facing the relevant extreme weather.

## 指標與目標

為了讓氣候變化過程能夠被度量,選擇合適的 參數和指標,並設立響應的目標至關重要。 根據香港聯交所《ESG報告守則》之要求,結 合實際情況,本集團明確了能源使用效益和溫 室氣體排放管理有關的氣候相關風險指標。同 時,本集團制定了相關目標,並定期回顧目標 的施行情況。本集團在能源方面的目標:提高 能源的有效利用率,在滿足經營活動的前提 下,使能源發揮最大的環境、經濟效益。

本集團生產運營排放的溫室氣體來自於由於燃 燒煤炭、天然氣和生物質產生的直接溫室氣體 排放,以及由於消耗電能所導致的間接溫室氣 體排放。基於溫室氣體的來源,我們採取相 應的減排措施。本集團降低外購電力消耗的措 施主要包括開展節能降耗改造、引入節能設備 等。

本集團持續推行節能降耗、綠色環保的理念, 從源頭減少排放物產生。我們將始終以促進排 放物管理、廢棄物管理及環境保護進程為長期 目標,最終實現循環經濟理念,走可持續發展 道路。

考慮到本集團所處的運營和市場環境是不斷變 化的,我們會不斷地審視實踐活動,並適時調 整目標與擬採取的措施。未來,本集團將進一 步完善策略制定、風險管理、指標和目標識別 與管理,攜手各界一起應對氣候變化,實現共 同的可持續發展。

## **METRICS AND TARGETS**

In order to measure climate change processes, it is essential to select appropriate parameters and indicators and to set targets for response. In accordance with the requirements of the Hong Kong Stock Exchange's ESG Reporting Guide, the Group has identified climate-related risk indicators related to energy efficiency and greenhouse gas emission management, taking into account the actual situation. At the same time, the Group has set relevant objectives and regularly reviews the implementation of these targets. The Group's goal in the field of energy is to improve the effective utilization of energy and maximize the environmental and economic benefits of energy while maintaining its normal business activities.

Greenhouse gas emissions from the Group's production and operations are mainly derived from direct greenhouse gas emissions caused by the combustion of coal, natural gas and biomass as well as indirect emissions resulting from the consumption of electrical energy. Based on the source of greenhouse gas, we take appropriate measures to reduce emissions. The Group's measures to reduce the consumption of purchased electricity mainly include the implementation of energy saving and consumption reduction retrofitting and the introduction of energy saving equipment.

The Group continued to promote the concept of energy conservation, consumption reduction and green environmental protection to reduce emissions at source. We will always promote the process of emissions management, waste management and environmental protection as a long-term goal, and ultimately realize the concept of circular economy and step on the path of sustainable development.

Taking into account the changing operating and market environment in which the Group operates, we will constantly review our practices and adjust our targets and measures to be adopted as appropriate. In the future, the Group will further improve its strategy formulation, risk management, indicator and target identification and management, and work with all sectors to address climate change and achieve sustainable development together.

# 4.廉潔從業 守衛底線 4. Operating with Integrity and Guarding the Bottom Line

大成食品規範廉潔從業,積極響應聯合國 2030可持續發展第16項目標,推進公開透明 的工作環境。



本集團根據《中華人民共和國反不正當競爭 法》、《中華人民共和國反壟斷法》等法律法規 和有關反貪污賄賂的法律規定,制定實施制度 包括《員工職業道德守則》、《管理人員職業道 德守則》、《陽光計劃及實施細則》、《陽光採 購作業制度》、《反舞弊與舉報機制制度》。

本集團廉潔事務由稽核中心統籌管理,稽核 中心每季度提報「稽核季度工作報告」、「稽核 案例宣導」、階段性「職能部門工作報告」以及 ESG工作報告,向董事會提報半年度及年度 「內部稽核工作報告及反貪污宣導」。

本集團推行「三級防線」的內控措施。事業、工 廠為內控一級執行層;總部職能為二級監管 層;稽核內審為三級專案及制度檢核層: DaChan Food operates with integrity, actively responds to the United Nations 2030 Sustainable Development Goal 16, and promotes an open and transparent working environment.



In accordance with the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), the Anti-Monopoly Law of the PRC (《中華人民共和國反壟斷法》) and other laws and regulations relating to anti-corruption and anti-bribery, the Group has formulated and implemented a Code of Ethics for Employees (《員工職業道德守則》), a Code of Ethics for Senior Officers (《管理人員職業道德守則》), the Sunshine Project and its Implementing Measures (《陽光計劃及實施細則》), and the Sunshine Procurement Operation System (《陽光採購作業制度》) as well as the Anti-fraud and Whistleblowing Mechanism System (《反舞弊與舉報機制制度》).

Matters of integrity for the Group are coordinated and managed by the Audit Centre. The Audit Centre submits the "Quarterly Work Report of the Audit Office", the "Audit Case Advocacy", the Stage "Report on the Work of the Functional Departments" and the ESG Report as well as the "Internal Audit Report and Anti-Corruption Advocacy Report" to the Board semi-annually and annually.

The Group has implemented the "Three Lines of Defence" internal control measures. Business units and factories are the first line of internal control execution; the headquarters function is the second line of supervision; and the audit and internal audit is the third line of project and system review.

## 4.廉潔從業 守衛底線 4. Operating with Integrity and Guarding the Bottom Line

- 一級防線:各事業對事業內部各工廠的 自查自糾;
- 二級防線:本集團職能採取交叉查核方 式進行監督;
- 三級防線:稽核中心施專案查核和舉報
   查核(實名舉報成立專案核查,非實名
   如事實清楚也會成立專案核查)。

本集團針對廉潔事項開展定期、不定期的現場 及會議宣導機制、舉報機制以及人資、採購和 生產等職能中心內部交叉互查,同時不定期的 對各工廠實地檢核現場反饋問題並進行往期典 型案例宣導。本年度本集團共勸退4人,懲處 19人次,嚴肅整治了企業廉潔風氣;接收各 渠道舉報36件,主要為員工反映內部管理不 良現象,其中涉及20項問題已經全部落實並 按制度進行了處理。

- First line of defence: Self-inspection and self-correction by each business unit to each of its factories.
- Second line of defence: Cross-checking and supervision by Group functions.
- Third line of defence: Project and report checks by the Audit Center. Verified cases will be established and investigated for non-anonymous reports, and anonymous reports if the facts are clear.

The Group carries out regular and irregular on-site and conference advocacy mechanisms, reporting mechanisms, and internal cross-checking of functional centers such as human resources, procurement and production on matters of integrity. At the same time, the Group inspects on-site feedback problems of various factories from time to time and conducts advocacy of previous typical cases. During the year, the Group dismissed 4 persons and punished 19 people/times, seriously regulating the integrity of the enterprise. A total of 36 reports were received through various channels, primarily concerning employees reporting poor internal management practices, of which, 20 issues have been fully addressed and handled in accordance with established regulations.



本年度,本集團實施了多項反腐措施。本集 團基於《反舞弊與舉報機制制度》訂立了二級 文件《關於設立「1000萬」反腐獎金池最高可 獎100萬政策》實施細則,構建「不敢腐、不能 腐、不想腐|的廉政機制,創建風清氣正的企 業文化。另外,本集團OA系統專門設置「大 成陽光申報系統|,要求所有員工如實申報與 其他員工、客戶和供貨商之間的親屬/同鄉關 係、兼職、接受饋贈等內容,以防止賄賂、欺 詐、洗黑錢及勒索,構建透明、公平的工作環 境。此外,在與供應商、客戶簽訂購銷合同的 同時,本集團要求簽署 反腐敗、反商業賄賂 承諾函」,該承諾函明確本集團制度,禁止商 業賄賂(含禮品及娛樂招待)、禁止圍標串標、 避免利益衝突,同時明確違反該承諾的違約責 任等條款。

為了規範員工及董事廉潔從業行為,本年度稽 核中心每季度通過內部經管會、職能中心報 告、稽核現場檢核向事業、各工廠分享案例及 核查發現,宣導提示風險;向董事會提報半年 度及年度「內部稽核工作報告」。 During the year, the Group implemented a number of anticorruption measures. Based on the "Anti-fraud and Reporting Mechanism System", the Group has formulated the implementation rules of the secondary document "Policy on setting up a 'RMB10 million' anti-corruption bonus pool with a maximum prize of RMB1 million", to build an honest and clean government mechanism that "dares not corrupt, cannot corrupt and does not want to corrupt", and to create a clean and positive corporate culture. In addition, the "DaChan Sunshine Reporting System" was established within the Company's OA system. This requires all employees to disclose on the record the nature of their relationships with fellow employees, customers and suppliers, including any part-time employment and any gifts that may have been received within these relationships, as a deterrent to bribery, fraud, money laundering and extortion, and create a transparent and fair working environment. In addition, the Group requests suppliers and customers to sign an "anticorruption and anti-bribery pledge" when entering into purchase and sales contracts with us. Such pledge specifies the Group's system which includes commercial bribery prohibition (including gifts and entertainment), bid-rigging prohibition and avoidance of conflict of interest. It also specifies the terms and conditions of breaching the pledge.

In order to standardize the ethical conduct of employees and directors, the Audit Center shared cases and audit findings with various business units and factories on a quarterly basis through internal management meetings, functional center reports, and on-site audit inspections during the year. This initiative aims to raise awareness and highlight potential risks. The Audit Center also submitted the semi-annual and annual "Internal Audit Work Reports" to the Board of Directors. 4.廉潔從業 守衛底線 4. Operating with Integrity and Guarding the Bottom Line





分享稽核案例 Audit case sharing

未來,本集團將繼續推進反貪污工作,實行以 下規劃:

- 在簽訂採購銷售合同的同時與客戶供應
   商簽訂「反腐敗、反商業賄賂承諾函」,
   雙方友好合作互利互信。
- 稽核中心繼續定期及不定期的在本集團 內部執行對案例的宣導和通報,規避風 險堵塞漏洞。禁止員工向其直接主管或 向對其崗位有監督或管理職責的其他人 員進行任何形式的饋贈。
- 本集團職能中心依據本集團反舞弊措施,如批准、授權、核查、核對、權責分工、工作業績覆核以及本集團資產安全的保護等規範制度標準,加強檢核, 做好「三級防線」內控監管。

In the future, the Group will continue to put forth its anticorruption efforts and carry out the following plans:

- The Group will sign an "Undertaking for anti-corruption and anti-bribery" with suppliers and customers when entering into purchase and sales contracts, to ensure mutual cooperation, benefit and trust.
- The audit center will continue to advocate and inform the Group of cases regularly and irregularly to avoid risks and fill the loopholes. Employees are prohibited from making gifts of any kind to their direct supervisors or to other persons who have supervisory or managerial responsibilities for their positions.
- The Function Centre of the Group shall strengthen inspection and control in accordance with the Group's anti-fraud measures, such as approval, authorization, verification, checking, division of rights and responsibilities, work performance review and protection of the Group's asset safety and other norms and standards, doing a good job in the "Three Lines of Defence" internal control and supervision.

4. 康潔從業 守衛底線
 4. Operating with Integrity and Guarding the Bottom Line

事業部、各工廠加強本集團內部以員工
 手冊、本集團規章制度通過OA、公眾
 號以及企業微信發佈宣傳或者局域網等
 方式進行有效溝通或培訓,確保員工接
 受有關法律法規、職業道德規範的培
 訓,幫助員工識別合法與違法、誠信道
 德與非誠信道德的行為。

2024年,本集團無重大違反與防止賄賂、勒 索、欺詐及洗黑錢相關之法律法規的情況發 生,2024年度未發生涉及本集團或員工的貪 污訴訟案件。2025年繼續執行內控「三級防 線」政策,做好各個層級反舞弊案例宣講和通 報,嚴格貫徹執行本集團相關制度。

本集團誠摯營造透明、公平、公正、公開的工 作環境,並向公司人員、於「反腐敗、反商業 賄賂承諾函」中告知供應商,並在此公開反貪 污舉報方式,以接受廣大利益相關方的監督:

舉報郵箱<sup>:</sup>800@dachan.com.cn 舉報電話:022-27922393 Business units and factories shall strengthen effective communication or training within the Group by means of employee manuals, the release and publicity of the Group's rules and regulations through OA systems, public accounts, enterprise WeChat, or local area network (LAN), to ensure that employees receive training on relevant laws and regulations and professional ethics, and to help employees identify legal and illegal, ethical and unethical behaviors.

In 2024, there were no major violations of laws and regulations by the Group with respect to bribery, extortion, fraud and money laundering, nor any corruption lawsuits filed by the Group or its employees in 2024. In 2025, the Group will continue to implement the "Three Lines of Defence" internal control measures to promote and report on anti-fraud cases at all levels and strictly enforce the relevant systems of the Group.

The Group is sincerely committed to creating a transparent, fair, just, and open working environment. The Group have informed our staff and suppliers through the "Undertaking for anti-corruption and anti-bribery". It hereby discloses its corruption reporting channels in order to accept the supervision of stakeholders:

Report E-mail: 800@dachan.com.cn Report hotline: 022-27922393

## 5.反哺社會 社區貢獻 5. Giving Back to Society and Contributing to the Community

大成食品積極回饋社會,響應聯合國2030可 持續發展第1、3和11項目標,促進企業與社 會的良性互動,傳遞溫暖與愛心。



本集團在自身發展的同時,持續發揮行業優勢,聚焦社會關懷,向社會傳遞溫暖與愛心, 持續引領社區參與及公益活動的發展。本集團 社區參與涵蓋多個領域,包括食品安全教育、 對聽障人士的關懷、環保行動和公益捐贈等方 面,並在銀行進行綠色存款。 DaChan Food actively gives back to the society, responds to the United Nations 2030 Sustainable Development Goals 1, 3 and 11, promotes positive interaction between enterprises and society, and spreads warmth and love.



In the course of its own development, the Group continues to give full play to its industry advantages, focusing on social care, spreading warmth and love to the society, and leading the development of community participation and public welfare activities. The Group's devotion to the community covers a wide range of areas, including food safety education, care for the hearing-impaired, environmental protection activity and charitable donation, and green deposits in banks.





緣色存款證書 Certificate of green deposit



## 1. 助力活動及賽事舉辦

## 1. ASSISTANCE IN ORGANIZING EVENTS AND COMPETITIONS

## 大成食品助力「雷越野」 DaChan Food sponsors the "Lei Ultra Endurance Race" (雷越野)

2024年5月,本集團再次攜手雷越野作為賽事贊助商, 為本屆來自12個國家和地區、以及國內168座城市的 2,480名參賽選手,在補給區提供精心製作的鹽水雞胸 肉和VE翻倍的櫻桃雞產品。這些食品不僅美味可口,而 且低脂低卡,讓我們的美食為他們補充能量,伴隨他們 邁向終點。我們始終關注人文健康,積極參與體育賽事 的贊助與合作,共同為人類健康事業做出更多、更有意 義的貢獻。

In May 2024, the Group once again partnered with Lei Ultra Endurance Race as the event sponsor to provide meticulously prepared salted chicken breast and VE-doubled cherry chicken products at the refueling stations for the 2,480 participants from 12 countries and regions, as well as 168 domestic cities. These foods are not only delicious but also low in fat and calories, offering our gourmet energy boost to accompany them as they strive toward the finish line. We always committed to humanistic health, actively participating in the sponsorship and collaboration of sports events, and together making more meaningful contributions to the cause of human health.

## 北京綠色生活季 Beijing Green Living Season (北京綠色生活季)

2024年8月,北京發改委和節能環保中心推出「元小源」 綠色生活平台,並啟動「綠色奔跑,低碳生活」活動,旨 在推動公眾和企業共同選擇綠色生活方式,促進全面綠 色轉型。大成食品(亞洲)有限公司與大成集團餐飲事業 在京員工組建「大成集團減碳戰隊」,參與減碳挑戰。8 月29日,大成食品北京總部代表團出席授旗儀式,標誌 戰隊成立,展現出企業對綠色生活和社會責任的堅定承 諾。大成注重綠色生活方式,積極推動低碳轉型。通過 參與綠色活動,展現企業在環境保護與社會責任上的持 續承諾與行動力。

In August 2024, the Beijing Municipal Development and Reform Commission and the Energy Conservation and Environmental Protection Center launched the "Yuan Xiaoyuan" Green Living Platform, along with the "Green Run, Low-carbon Living" campaign, aiming to encourage both the public and enterprises to adopt green lifestyles and promote a comprehensive green transformation. DaChan Food (Asia) Limited, in collaboration with employees from the catering division of the DaChan Group in Beijing, formed the "DaChan Group Carbon Reduction Team" to participate in the carbon reduction challenge. On 29 August, a delegation from DaChan Food's Beijing headquarters attended the flag presentation ceremony, marking the official establishment of the team and demonstrating the Company's strong commitment to green living and social responsibility. DaChan places a high emphasis on green lifestyles and actively promotes low-carbon transformation. By participating in green activities, the Company showcases its continuous commitment and proactive efforts in environmental protection and social responsibility.



大成食品作為雷越野賽事贊助商,為參賽選手 提供餐食和小食

DaChan Food provides participants with meals and snacks as the sponsor of the Lei Ultra Endurance Race



大成食品北京總部代表團出席「綠色奔跑, 低碳生活」活動授旗儀式

The delegation from the Beijing headquarters of DaChan Food attended the flag presentation ceremony for the "Green Run, Low-carbon Living" event



## 永續農業──農民豐收節 Sustainable Agriculture – Farmers' Harvest Festival

2024年9月22日,中國農民豐收節之際,蚌埠大成與滄 州大成分別受邀參加安徽省級與滄州市級活動,展示了 優質雞肉產品。蚌埠大成作為國家級農業產業化龍頭企 業,提供冷鮮雞肉和調理肉製品,廣受好評;滄州大成 則展示火鍋雞等特色預制菜餚,契合現代生活需求。公 司不僅展示了產品,還深入瞭解市場動態,以顧客需求 為導向,推動產業鏈發展,為地方經濟繁榮貢獻力量。

On 22 September 2024, during the Chinese Farmers' Harvest Festival, Bengbu Dachan and Cangzhou Dachan were invited to participate in the Anhui Provincial and Cangzhou Municipal events, respectively, showcasing their high-quality chicken products. As a national-level leading agricultural industrialization enterprise, Bengbu DaChan provided chilled chicken and prepared meat products, which received widespread acclaim. Meanwhile, Cangzhou DaChan displayed specialty prepared dishes such as hot pot chicken, catering to modern lifestyles needs. The company not only exhibited their products but also gained in-depth insights into market trends, focusing on customer needs to drive the development of the industrial chain and contribute to the prosperity of the local economy.

## 亮相北京服貿會 Attending the China International Fair for Trade in Services (CIFTIS) in Beijing

2024年9月12日至16日,大成食品攜三大明星產品一 香腸類產品(芝士香腸、脆骨丸串)及新拓展常溫類產品 (海苔肉鬆)亮相2024北京服貿會。作為中國頂級博覽 會之一,服貿會為全球服務貿易搭建交流平台。大成食 品憑借卓越的食品安全與質量管理系統,展示從農場到 餐桌的可追溯體系,確保產品安全可靠,體現「全球服 務,互惠共享」的企業理念。

From 12 to 16 September 2024, DaChan Food showcased three star products – sausage products (cheese sausages, crispy meatball skewer) and its newly developed room temperature product (seaweed pork floss) – at the 2024 Beijing CIFTIS. As one of China's premier expos, CIFTIS provided a platform for global service trade exchanges. Leveraging its exceptional food safety and quality control systems, DaChan Food demonstrated its traceability system from farm to table, ensuring the safety and reliability of its products. This initiative reflects the corporate philosophy of "Global Services, Shared Prosperity".



蚌埠大成與滄州大成分別受邀參加安徽省級 與滄州市級「中國農民豐收節」活動 Bengbu DaChan and Cangzhou DaChan have been invited to participate in the Anhui Provincial and Cangzhou Municipal "Chinese Farmers' Harvest Festival" events, respectively



大成食品攜三大明星產品—香腸類產品 (芝士香腸、脆骨丸串)及新拓展常溫類產品 (海苔肉鬆)亮相2024北京服貿會 DaChan Food showcased three star products – sausage products (cheese sausages, crispy meatball skewer) and newly developed room temperature product (seaweed pork floss) – at the 2024 Beijing CIFTIS


#### 2. 守護餐桌健康

2024年8月16日,美團優選瀋陽地區的 頭部團長團參訪了本集團下屬鐵嶺肉品 廠,公司詳細介紹了企業發展歷程和食 品安全知識,特別強調其品質管理和技 術創新。團長團親自品嚐了多款專供產 品,並給予高度評價,認可其卓越的質 量和食品安全保障。

#### 2. SAFEGUARDING DINING TABLE HEALTH

On 16 August 2024, the leading group leaders from Meituan Select in Shenyang visited the Group's subsidiary, Tieling meat factory. The Company provided a detailed introduction to its development history and food safety knowledge, with a particular emphasis on quality management and technological innovation. The group leaders personally tasted a variety of exclusive products and gave high praise, recognizing their exceptional quality and food safety assurance.



美團優選瀋陽地區頭部團長團參訪鐵嶺肉品廠 The leading group leaders from Meituan Select in Shenyang visited the Tieling meat factory

### 5.反哺社會 社區貢獻 5. Giving Back to Society and Contributing to Communities

#### 3. 物資抗洪

2024年8月,遼寧葫蘆島市建昌縣遭遇 1951年以來最強暴雨,導致嚴重洪澇 災害。基礎設施、民房、農作物、畜牧 業受損嚴重,急需生活物資援助。本集 團下屬葫蘆島飼料廠迅速響應,組織礦 泉水、方便麵等物資,聯合當地經銷商 第一時間送往災區。慰問小組深入受災 地區,將物資分批發放給災民,傳遞溫 暖與關懷。葫蘆島飼料廠以實際行動踐 行企業社會責任,助力災區早日重建家 園。

#### 3. FLOOD AID SUPPLIES

In August 2024, Jianchang County, Huludao City, Liaoning Province experienced the heaviest rainfall since 1951, resulting in severe flooding and significant damage to infrastructure, resident houses, crops and livestock. Immediate aid supplies were urgently needed. The Huludao feed mill under the Group quickly responded, organizing essential items such as bottled water and instant noodles and in collaboration with local distributors, delivered the supplies to the disaster-stricken areas at the earliest opportunity. A relief team was dispatched to distribute the supplies in batches to affected residents, conveying warmth and care. Through these actions, the Huludao feed mill demonstrated its commitment to corporate social responsibility, contributing to the rebuilding of the affected communities.



葫蘆島飼料廠賑災建昌縣市民生活物資 Huludao feed mill provided disaster relief and daily necessities for the citizens of Jianchang County



#### 4. 無償獻血

本集團下屬大連宮產食品廠參與了由大 連金普新區炮台街道辦事處舉辦的2024 年度無償獻血活動,體現了企業對社會 責任的承諾。活動中,員工們積極參 與,感受到奉獻與愛的力量。宮產食品 廠通過廠區宣傳,鼓勵員工自願獻血。

#### 4. VOLUNTARY BLOOD DONATION

Dalian Great Wall food factory under the Group participated in the 2024 annual voluntary blood donation event organized by the Paotai Sub-district Office of the Jinpu New District in Dalian, demonstrating the Company's commitment to social responsibility. During the event, employees actively engaged and experienced the power of dedication and love. Dalian Great Wall food factory encouraged employees to voluntarily donate blood through factory publicity.



大連宮產食品廠員工參與大連金普新區炮台街道辦事處舉辦的2024年度無償獻血活動 Dalian Great Wall food factory participated in the 2024 annual voluntary blood donation event organized by the Paotai Sub-district Office of the Jinpu New District in Dalian 5.反哺社會 社區貢獻 5. Giving Back to Society and Contributing to Communities

#### 5. 關愛聽障人士

大成集團作為彩虹天使咖啡屋企業會 員,積極投身社會公益事業,長期贊 助彩虹天使咖啡屋,為聽障青年提供 自立生活的機會。這一行動展現了大 成對社區發展和社會福利的承諾,同 時也提升了品牌形象和社會影響力。

#### 5. CARING FOR THE HEARING-IMPAIRED

As a corporate member of Rainbow Angel Cafe, DaChan Group actively engages in social welfare initiatives by providing long-term sponsorship to Rainbow Angel Cafe, which offers opportunities for hearing-impaired youth to live independently. This initiative demonstrates DaChan's commitment to community development and social welfare, while also enhancing the brand's image and social influence.



彩虹天使咖啡屋感謝證書 Appreciation Certificate from Rainbow Angel Cafe



#### 6. 社區捐贈

2024年5月30日, 蚌埠大成食品有限 公司向湖溝鎮敬老院捐贈了一批閒置 物品,有廚房工作台、加熱飯台、蒸飯 車、燃氣灶等。用實際行動踐行社會責 任,共同為構建和諧社會貢獻力量。

#### 6. COMMUNITY DONATIONS

On 30 May 2024, Bengbu DaChan Food Co., Ltd. donated a batch of unused items to the Hugou Town Elderly Care Home, including kitchen workstations, food warming tables, rice steamers and gas stoves. Through this action, the Company demonstrated its commitment to social responsibility and contributed to building a harmonious society.



蚌埠大成食品有限公司向湖溝鎮敬老院捐贈了一批閒置物品

Bengbu DaChan Food Co., Ltd. donated a batch of unused items to the Hugou Town Elderly Care Home

5.反哺社會 社區貢獻 5. Giving Back to Society and Contributing to Communities

2024年5月30日,端午節來臨之際,大 成食品國際事業連同街道各級領導,帶 著公司的美味安心產品,走進1所養老 院及2所幼兒園,關愛慰問轄區內弱勢 的群體,體現企業責任。 On 30 May 2024, as the Dragon Boat Festival approached, the international business unit of DaChan Food, in collaboration with various community leaders, brought the Company's delicious and safe products to one nursing home and two kindergartens. This initiative aimed to care for and show compassion to vulnerable groups within the community, demonstrating the Company's commitment to corporate social responsibility.



大連大成連同街道各級領導慰問1所養老院及2所幼兒園 DaChan Food, in collaboration with various community leaders, visited and extended their regards to one nursing home and two kindergartens



2024年7月,大成食品助力阿拉善SEE 生態協會研究及紀錄片製作項目「協會 口述史影像計劃」,為公益文化事業發 展捐贈10萬元人民幣。 In July 2024, DaChan Food supported SEE Conservation's research and documentary production project, the "Association Oral History Image Scheme," by donating RMB100,000 to contribute to the development of public welfare cultural initiatives.



Donation Certificate for SEE Conservation's research and documentary production project

未來,本集團將繼續引領社區參與及公 益活動的發展,並增加對食品安全、教 育支持和環境保護等領域的投入,建立 更多社區合作項目,通過食品捐贈、志 願服務等方式,為社區居民提供實際幫 助。 In the future, the Group will continue to take the lead in community participation and public welfare activities, increase investment in food safety, education support and environmental protection, establish more community cooperation projects, and provide practical help to community residents through food donations and volunteer services.

# 附錄一:ESG關鍵績效指標表 Appendix I: Table of ESG Key Performance Indicators

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ESG關鍵績效指標表					
	Table of ESG Key Perform	nance Indicators			
環境關鍵績效指標	指標單位		飼料廠 <sup>3</sup>		食品廠⁴
Environmental key performance indicators	Indicator unit		Feed mill <sup>3</sup>		Food factory <sup>4</sup>
		<b>2024</b> 年	2023年	<b>2024</b> 年	2023年
		2024	2023	2024	2023
	能源及資源消	耗量			
	Consumption of energy	and resources			
總耗水量	立方米	113,919.70	114,619.06	2,586,506.31	2,486,987.00
Total water consumption	cubic metres				
耗水強度	立方米/萬元營收	0.66	0.51	6.29	5.98
Water consumption intensity	cubic metres/RMB10,000 revenue				
總耗電量	千瓦時	24,463,064.40	27,691,258.20	13,861,560.00	110,493,825.82
Total power consumption	kWh				
耗電強度	千瓦時/萬元營收	142.17	122.35	321.16	265.89
Power consumption intensity	kWh/RMB10,000 revenue				
天然氣消耗量	標準立方米	2,657,488.42	2,977,493.53	4,287,582.78	3,526,531.28
Natural gas consumption	standard cubic metres				
煤炭消耗量	噸標煤	2,515.61	2,652.78	9,704.29	9,079.35
Coal consumption	ton of standard coal				
綜合能源消耗量	千個千瓦時	44,042.58	49,092.04	181,982.42	155,055.77
Comprehensive energy consumption	thousand kWh				
綜合能源消耗強度	千個千瓦時/萬元營收	0.26	0.22	0.44	0.37
Comprehensive energy consumption intensity	thousand kWh/RMB10,000 revenue	)			
包裝材料總使用量	噸	1,249.49	1,668.55	4,356.93	4,581.53
Total usage amount of packaging materials	ton				
紙箱	噸	不涉及	不涉及	3,441.51	3,681.58
Carton	ton	Not involved	Not involved		
塑料	噸	1,249.49	1,668.55	820.62	684.77
Plastic	ton				
其他包裝材料	噸	不涉及	不涉及	94.80	215.19
Other packaging materials	ton	Not involved	Not involved		
包裝材料使用強度	千克/萬元營收	7.26	7.37	10.59	11.02
Packaging materials consumption intensity	kg/RMB10,000 revenue				



#### ESG關鍵績效指標表

Table of ESG Key Performance Indicators

環境關鍵績效指標	指標單位		飼料廠 <sup>3</sup>		食品廠⁴
Environmental key performance indicators	Indicator unit		Feed mill <sup>3</sup>		Food factory <sup>4</sup>
		<b>2024</b> 年	2023年	<b>2024</b> 年	2023年
		2024	2023	2024	2023
	污染物排放量				
	Pollutant emissi	on			
污水產生量⁵	立方米	-	-	2,512,064.31	2,444,836.00
Sewage production <sup>5</sup>	cubic metre				
生活污水產生量	立方米	-	-	167,929.56	199,960.63
Domestic sewage production	cubic metre				
工業廢水產生量	立方米	不涉及	不涉及	2,344,134.74	2,244,875.37
Industrial wastewater production	cubic metre	Not involved	Not involved		
污水處理量	立方米	-	-	2,512,064.31	2,444,836.00
Sewage treatment capacity	cubic metre				
生活污水處理量	立方米	-	-	167,929.56	199,960.63
Domestic sewage treatment capacity	cubic metre				
工業廢水處理量	立方米	不涉及	不涉及	2,344,134.74	2,244,875.37
Industrial wastewater treatment capacity	cubic metre	Not involved	Not involved		
硫氧化物排放量	噸	16.30	17.21	28.13	30.90
Sulphur oxides emissions	ton				
氮氧化物排放量	噸	15.64	16.60	30.94	30.21
Nitrogen oxides emissions	ton				
顆粒物排放量	噸	19.50	20.61	26.41	29.29
Particulates emissions	ton				
溫室氣體排放總量6	噸二氧化碳當量	33,250.59	36,142.69	113,579.20	97,406.89
Total greenhouse gas emissions <sup>6</sup>	ton of carbon dioxide equivalent				
直接溫室氣體排放量	噸二氧化碳當量	18,325.67	19,248.25	32,971.39	29,994.60
Direct greenhouse gas emissions	ton of carbon dioxide equivalent				
間接溫室氣體排放量	噸二氧化碳當量	14,924.92	16,894.44	80,607.82	67,412.28
Indirect greenhouse gas emissions	ton of carbon dioxide equivalent				
溫室氣體排放強度	噸二氧化碳當量/萬元營收	0.19	0.16	0.28	0.23
Greenhouse gas emission intensity	ton of carbon dioxide equivalent/				
	RMB10,000 revenue				

# 附錄一:ESG關鍵績效指標表 Appendix I: Table of ESG Key Performance Indicators

ESG關鍵績效指標表					
Table of ESG Key Performance Indicators					
環境關鍵績效指標	指標單位		飼料廠 <sup>3</sup>		食品廠⁴
Environmental key performance indicators	Indicator unit		Feed mill <sup>3</sup>		Food factory <sup>₄</sup>
		<b>2024</b> 年	2023年	<b>2024</b> 年	2023年
		2024	2023	2024	2023
	污迹	杂物排放量			
		ant emission			
有害廢棄物總重量	千克	686.50	802.00	7,071.56	7,125.36
Total weight of hazardous waste	kg				
廢機油	千克	686.50	802.00	6,940.00	6,896.90
Waste oil	kg				
廢燈管	千克	不涉及	不涉及	57.56	125.16
Waste lamp	kg	Not involved	Not involved		
廢抹布	千克	不涉及	不涉及	50.00	59.00
Waste cloth	kg	Not involved	Not involved		
廢舊電子產品	千克	不涉及	不涉及	24.00	44.30
Waste and obsolete electronic products	kg	Not involved	Not involved		
有害廢棄物產生強度	克/萬元營收	3.99	3.54	17.19	17.15
Hazardous waste generation intensity	g/RMB10,000 revenue				
無害廢棄物總重量	噸	201.25	212.22	18,761.73	16,522.12
Total weight of non-hazardous waste	ton				
爐渣	噸	201.25	212.22	1,468.97	1,882.12
Slag	ton				
污泥	噸	不涉及	不涉及	16,781.98	13,938.90
Sludge	ton	Not involved	Not involved		
病死畜禽	噸	不涉及	不涉及	351.63	532.45
Sick and dead livestock	ton	Not involved	Not involved		
畜禽糞便	噸	不涉及	不涉及	54.12	68.69
Livestock manure	ton	Not involved	Not involved		
工業廢水污染物化學需氧量	噸	不涉及	不涉及	97.29	90.86
Industrial wastewater pollutants chemical oxygen demand	ton	Not involved	Not involved		
工業廢水污染物氨氮	噸	不涉及	不涉及	7.74	9.10
Industrial wastewater pollutants ammonia nitrogen	ton	Not involved	Not involved		
無害廢棄物產生強度	千克/萬元營收	1.17	0.94	45.60	39.76
Non-hazardous waste generation intensity	kg/RMB10,000 revenue				



社會關鍵績效指標	指標單位		<b>2024</b> 年	2023年
Social key				
performance indicators	Indicator unit		2024	2023
	員工僱	傭		
	Employi	ment		
員工總數		人	8,324	7,972
Total number of employees		persons		
按性別	男性	人	4,260	4,112
By gender	Male	persons		
	女性	人	4,064	3,860
	Female	persons		
按年齡組	30歲及以下	人	1,648	1,460
By age	30 and below	persons		
	31-40歲	人	2,876	2,755
	31-40	persons		
	41-50歲	人	1,705	1,562
	41-50	persons		
	5160歲	人	1,439	1,436
	51-60	persons		
	60歲以上	人	656	759
	Over 60	persons		
按僱傭類型	合同工	%	42.6%	44.9%
By employment	Contract employees			
	勞務工	%	5.2%	3.7%
	Labor employees			
	派遣工	%	4.7%	7%
	Dispatched employees			
	外包工	%	47.5%	44.4%
	Outsourced employees			

118 大成食品(亞洲)有限公司 DaChan Food (Asia) Limited

## ð 附錄一:ESG關鍵績效指標表 Appendix I: Table of ESG Key Performance Indicators

社會關鍵績效指標	指標單位		<b>2024</b> 年	2023年
Social key				
performance indicators	Indicator unit		2024	2023
按地區	北京	人	50	49
By region	Beijing	persons		
	天津	人	535	526
	Tianjin	persons		
	遼寧	人	3,849	3,780
	Liaoning	persons		
	黑龍江	人	98	107
	Heilongjiang	persons		
	吉林	人	80	87
	Jilin	persons		
	內蒙古	人	8	8
	Inner Mongolia	persons		
	河北	人	485	731
	Hebei	persons		
	山東	人	204	229
	Shandong	persons		
	安徽	人	2,938	2,372
	Anhui	persons		
	湖南	人	13	13
	Hunan	persons		
	四川	人	64	70
	Sichuan	persons		



社會關鍵績效指標	指標單位		<b>2024</b> 年	2023年			
Social key							
performance indicators	Indicator unit		2024	2023			
	勞動合同員工	流失率					
	FORMAL CONTRACT EMPLOYEE TURNOVER RATE						
按性別	男性	%	16%	14%			
By gender	Male						
	女性	%	11%	12%			
	Female						
按年齡組	90後及以下員工	%	24%	24%			
By age	Post 90s employee and below						
	80後員工	%	12%	13%			
	Post 80s employee						
	75後員工	%	8%	6%			
	Post 75s employee						
	70後員工	%	10%	7%			
	Post 70s employee						
	60後及以上員工	%	0	0			
	Post 60s employee and above						
按地區	北京	%	11%	8%			
By region	Beijing						
	天津	%	11%	15%			
	Tianjin						
	遼寧	%	10%	6%			
	Liaoning						
	黑龍江	%	17%	17%			
	Heilongjiang						
	吉林	%	20%	15%			
	Jilin						
	內蒙古	%	0	0			
	Inner Mongolia						
	河北	%	12%	9%			
	Hebei						
	山東	%	11%	13%			
	Shandong						
	安徽	%	18%	19%			
	Anhui						
	湖南	%	7%	41%			
	Hunan						
	四川	%	12%	11%			
	Sichuan						

120 大成食品(亞洲)有限公司 DaChan Food (Asia) Limited

附錄一: ESG關鍵績效指標表 Appendix I: Table of ESG Key Performance Indicators

社會關鍵績效指標	指標單位		<b>2024</b> 年	2023年		
Social key performance indicators	Indicator unit		2024	2023		
performance indicators		康與安全	2024	2025		
夏二 世界天文王 EMPLOYEE HEALTH AND SAFETY						
因工亡故人數		人	0	0		
Number of employees died		persons	C C	Ũ		
of work-related causes						
因工亡故比率		%	0	0		
Rate of work-related deaths						
因工傷損失工作時長		天	3,098	2,892		
Number of working hours lost		days				
due to work-related injuries		·				
		工培訓				
	EMPLOYE	E TRAINING				
員工培訓總時長		小時	120,729	86,027		
Total training hours of employee:	S	hours				
線下培訓場次		場	899	883		
Number of offline training		times				
每名員工平均受訓時長		小時	14.5	34		
Average training hours per employee		hours				
按性別劃分的受訓員工比例	男性	%	100%	82%		
Percentage of training	Male	%	10070	02 /0		
participants by gender	女性	70	100%	85%		
participanto by genaer	Female		10070	0070		
按員工類別劃分的受訓員工比例	基層	%	100%	85%		
Percentage of training	General employees	%				
participants by employment	中層		100%	88%		
	Mid-level employees					
	高層	%	100%	72%		
	High-level employees					
按性別劃分的人均受訓時長	男性	小時	14.5	16.5		
Average training hours per	Male	hours				
employee by gender	女性	小時	14.6	21.5		
	Female	hours				

社會	關鍵績效指標	指標單位		<b>2024</b> 年	2023年
Soc	ial key				
perf	ormance indicators	Indicator unit		2024	2023
按員	工類別劃分的人均受訓時長	基層	小時	14.5	18.9
Aver	rage training hours per	General employees	hours		
em	nployee by employment	中層	小時	14.6	17.8
		Mid-level employees	hours		
		高層	小時	14.5	-
		High-level employees	hours		
3	本報告飼料廠數據涵蓋範圍包括 昌圖、瀋陽、葫蘆島、營口、 州、禹城、蚌埠及四川12個地區 本報告食品廠數據涵蓋範圍包括:	大連、天津、滄 飼料廠。	The feed mill data in this report Harbin, Changchun, Changtu, Sh Cangzhou, Yucheng, Bengbu and The food factory data in this re	enyang, Huludao, Yingkou, Sichuan.	Dalian, Tianjin,
	嶺、遼陽、兗州、滄州及蚌埠7個		including Tianjin, Dalian, Tieling, Liaoyang, Yanzhou, Cangzhou and Bengbu.		
5	本集團飼料廠在生產過程中不產: 活污水產生量非常少,且均經污; 後達標排放。		The Group's feed mills do not produce industrial wastewater during production process, and the amount of domestic sewage generated is v small, and they are discharged in accordance with relevant standards a being treated by waste water treatment facilities.		nerated is very
6	溫室氣體排放計算參考《中華人員 準綜合能耗計算通則》(GB 2589-6 統計年鑒》、《2006 年IPCC 國 指南》、香港聯合交易所有限公 準備環境、社會及管治報告》、 關鍵績效指標匯報指引》及《國 公廳關於做好2016、2017 年度 查及排放監測計劃制定工作的通	90)、《中國能源 家溫室氣體列表 司頒佈的《如何 《附錄二:環境 家發展改革委辦 碳排放報告與核	References of greenhouse gas e of the Comprehensive Energy Ct 華人民共和國國家標準綜合能耗 Yearbook (《中國能源統計年鑒, Greenhouse Gas Inventories Appendix 2 Reporting Guidance 鍵績效指標匯報指引》) of "How 境、社會及管治報告》) issued by and Notice Regarding Carbon E Emissions Monitoring Program fi General Office of the State Deve 展改革委辦公廳關於做好2016、2 制定工作的通知》.	onsumption of the PRC (GB 計算通則》), the China Ene 》), 2006 IPCC Guidelines (《2006年IPCC 國家溫室氣 on Environmental KPIs (《M to Prepare an ESG Report" The Stock Exchange of Hong Emissions Reporting and Vo or the years 2016 and 2017 lopment and Reform Commi	5 2589-90) (《中 rgy Statistical s for National 體列表指南》), 付錄二:環境關 ' (《如何準備環 g Kong Limited erification and ' issued by the ission 《(國家發

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層面	內容	在報告中位置
Aspect	Contents	Location in the Report
<b>B</b> 部分:強制	皮露規定	
Part B: Mand	atory Disclosure Provisions	
	董事會聲明	董事會聲明
	Statement of the Board	Statement of the Board
	匯報原則	關於本報告
	Reporting Principles	About this Report
	匯報範圍	關於本報告
	Reporting Scope	About this Report
<b>C</b> 部分:「不披	露就解釋」條文	
Part C:" Disc	lose or Explain" Provisions	
A1	一般披露	3.1 合理減少生產排放
排放物	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。	
A1	General Disclosure	3.1 Reducing emissions
Emissions	Information on:	
	<ul><li>(a) the policies; and</li><li>(b) compliance with relevant laws and regulations that have a</li></ul>	
	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.	
	A1.1 排放物種類及相關排放數據。	環境關鍵績效指標表
	A1.1 The types of emissions and respective emissions data.	Table of ESG Key Performance Indicators
	A1.2 直接(範圍1)及能源間接(範圍2)温室氣體總排放量(以噸計 算)及(如適用)密度(如以每產量單位、每項設施計算)。[於2025年 1月1日删除]	環境關鍵績效指標表
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse	Table of ESG Key Performance
	gas emissions (in tons) and, where appropriate, intensity (e.g.,	Indicators
	per unit of production volume, per facility). [Repealed 1 January 2025]	
	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)。	環境關鍵績效指標表
	A1.3 Total hazardous waste produced (in tons) and, where	Table of ESG Key Performance
	appropriate, intensity (e.g. per unit of production volume, per facility).	Indicators

層面 Aspect	內容 Contents 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)。	在報告中位置 <b>Location in the Report</b> 環境關鍵績效指標表
	A1.4 Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Table of ESG Key Performance Indicators
	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。 A1.5 Description of emissions target(s) set and steps taken to achieve them.	3.1 合理減少生產排放 3.1 Reducing emissions
	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。	3.1 合理減少生產排放
	A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	3.1 Reducing emissions
A2 資源使用	一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	3.2 按需降低資源消耗
A2 Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	3.2 Cutting resource consumption
nesources	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)。	環境關鍵績效指標表
	A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Table of ESG Key Performance Indicators
	<ul> <li>A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。</li> <li>A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).</li> <li>A2.3 描述所訂立的能源使用效益計劃目標及為達到這些目標所採取的步驟。</li> </ul>	環境關鍵績效指標表 Table of ESG Key Performance Indicators 3.2 按需降低資源消耗
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	3.2 Cutting resource consumption
	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。	3.2 按需降低資源消耗
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps	3.2 Cutting resource consumption
	taken to achieve them. 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。	3.2 按需降低資源消耗
	A2.5 Total packaging material used for finished reference to per unit produced.	3.2 Cutting resource consumption

層面	內容	在報告中位置
Aspect	Contents	Location in the Report
A3	一般披露	3. 清潔低碳 保護地球
環境及	減低發行人對環境及天然資源造成重大影響的政策。	
天然資源		
A3	General Disclosure	3. Protecting the Earth with
The	Policies on minimizing the issuer's significant impact on the	Clean Energy and Low-carbon
Environment	environment and natural resources.	Transformation
and Natural	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	3.清潔低碳 保護地球
Resources	關影響的行動。	
	A3.1 Description of the significant impacts of activities on the	3. Protecting the Earth with
	environment and natural resources and the actions taken to	Clean Energy and Low-carbon
	manage them.	Transformation
A4	一般披露	3.3 積極應對氣候變化
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	
A4	政策。[於2025年1月1日刪除]	
Climate	General Disclosure	3.3 Responding to climate change
Change	Policies on identification and mitigation of significant climate-	
	related issues which have impacted, and those which may	
	impact, the issuer. [Repealed 1 January 2025]	
	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。[於2025年1月1日刪除]	
	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. [Repealed 1 January 2025]	
B1	一般披露	2.1 依法依規僱傭員工
僱傭	有關薪酬及解僱、招聘及晉陞、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。	
B1	General Disclosure	2.1 Hiring in accordance with law
Employment	Information on:	
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a	
	significant impact on the issuer	
	relating to compensation and dismissal, recruitment and	
	promotion, working hours, rest periods, equal opportunity,	
	diversity, antidiscrimination, and other benefits and welfare.	

層面	內容	在報告中位置
Aspect	Contents	Location in the Report
	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	社會關鍵績效指標表
	僱員總數。	
	B1.1 Total workforce by gender, employment type (for example,	Table of Social Key Performance
	full-time or part-time), age group and geographical region.	Indicators
	B1.2 按性别、年齡組別及地區劃分的僱員流失比率。	社會關鍵績效指標表
	B1.2 Employee turnover rate by gender, age group and	Table of Social Key Performance
5.0	geographical region.	
B2	一般披露	2.2 保障員工安全健康
健康與安全	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) 递立對發行人去手士影響的把關注伊亞相例的深刻。	
DO	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	2.2 Encloses bealth and actate
B2 Health and	General Disclosure Information on:	2.2 Employee health and safety
Safety	(a) the policies; and	
Ouroty	(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.	
	B2.1 過去三年(包括匯報年度)每年因工亡故的人數及比率。	社會關鍵績效指標表
	B2.1 Number and rate of work-related deaths occurred in each of	Table of Social Key Performance
	the past three years including the reporting year.	Indicators
	B2.2 因工傷損失工作日數。	社會關鍵績效指標表
	B2.2 The number of working days lost due to work-related	Table of Social Key Performance
	injuries.	Indicators
	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	2.2 保障員工安全健康
	法。	
	B2.3 Description of occupational health and safety measures	2.2 Employee health and safety
_	adopted, how they are implemented and monitored.	
B3		2.3 企業員工共同成長
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。	
D0	註:培訓指職業培訓,可包括由僱主付費的內外部課程。	2.2 Mutual grouth of the Company
B3 Developmen	General Disclosure t Policies on improving employees' knowledge and skills for	2.3 Mutual growth of the Company and employees
Developmen and Training	discharging duties at work. Description of training activities.	and employees
	Note: Training refers to vocational training and may include	
	internal and external courses paid for by the employer.	
	internal and external obtroco paid for by the employer.	

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層面	內容	在報告中位置
Aspect	Contents B3.1 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受	<b>Location in the Report</b> 社會關鍵績效指標表
	訓僱員百分比。 B3.1 The percentage of training participants by gender and employee type (e.g. high-level management, mid-level	Table of Social Key Performance Indicators
	management).	Indicators
	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。 B3.2 The average training hours completed per employee by	社會關鍵績效指標表 Table of Social Key Performance
B4	gender and employee category. 一般披露	Indicators 2.1 依法依規僱傭員工
B4 勞工準則	有關防止童工或強制勞工的:	2.1 瓜冱瓜尻雇佣只工
	(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。	
B4	General Disclosure	2.1 Hiring in accordance with law
Labour	Information on:	
Standards	(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.	
	B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	2.1 依法依規僱傭員工
	B4.1 Description of measures to review employment practices to	
	avoid child and forced labour.	5
	B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	2.1 依法依規僱傭員工
	B4.2 Description of steps taken to eliminate such practices when	2.1 Hiring in accordance with law
	discovered.	
B5	一般披露	1.2 供應商前置管理
供應鏈管理	管理供應鏈的環境及社會風險政策。	
B5	General Disclosure	1.2 Supplier selection management
	Policies on managing environmental and social risks of the supply	
Management	B5.1 按地區劃分的供應商數目。	1.2 供應商前置管理
	B5.1 Number of suppliers by geographical region.	1.2 Supplier selection management
	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	1.2 供應商前置管理
	目、以及有關慣例的執行及監察方法。	
	B5.2 Description of practices relating to engaging suppliers,	1.2 Supplier selection management
	number of suppliers where the practices are being implemented,	
	and how they are implemented and monitored.	
	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	1.2 供應商前置管理
	及相關執行及監察方法。	
	B5.3 Description of practices used to identify environmental	1.2 Supplier selection management
	and social risks along the supply chain, and how they are implemented and monitored.	

層面	內容	在報告中位置
Aspect	Contents	Location in the Report
	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	1.2 供應商前置管理
	相關執行及監察辦法。	
	B5.4 Description of practices used to promote environmentally	1.2 Supplier selection management
	preferable products and services when selecting suppliers, and	
	how they are implemented and monitored.	
B6	一般披露	1.1 食品安全管理
產品責任	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。	
B6	General Disclosure	1.1 Food safety management
Product	Information on:	
Responsibility	(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	
	protection relating to products and services provided and	
	methods of redress.	
	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	1.1 食品安全管理
	比。	1.1 Food opfots, management
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	1.1 Food safety management
	B6.2 接獲關於產品及服務的投訴數目以及應對方法。	1.3 客戶服務及隱私保護
	B6.2 Number of products and service related complaints received	1.3 Customer service and privacy
	and how they are dealt with.	protection
	B6.3 描述與維護及保障知識產權有關的慣例。	1.4 產品研發與知識產權保護
	B6.3 Description of practices relating to observing and protecting	1.4 Product R&D and intellectual
	intellectual property rights.	property protection
	B6.4 描述質量檢定過程及產品回收程序。	1.1 食品安全管理
	B6.4 Description of quality assurance process and recall procedures.	1.1 Food safety management
	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	1.3 客戶服務及隱私保護
	法。	
	B6.5 Description of consumer data protection and privacy	1.3 Customer service and privacy
	policies, how they are implemented and monitored.	protection

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層面	內容	在報告中位置
Aspect	Contents	Location in the Report
B7	一般披露	4. 廉潔從業 守衛底線
反貪污	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。	
B7	General Disclosure	4. Operating with Integrity and
Anti-	Information on:	Guarding the Bottom Line
corruption	(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.	
	B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件	4. 廉潔從業 守衛底線
	的數目及訴訟結果。	
	B7.1 Number of concluded legal cases regarding corrupt	4. Operating with Integrity and
	practices brought against the issuer or its employees during the	Guarding the Bottom Line
	reporting period and the outcomes of the cases.	
	B7.2 描述防範措施及舉報程序,以及相關執行及監察方法。	4. 廉潔從業 守衛底線
	B7.2 Description of preventive measures and whistle-blowing	4. Operating with Integrity and
	procedures, how they are implemented and monitored.	Guarding the Bottom Line
	B7.3 描述向董事及員工提供的反貪污培訓。	4. 廉潔從業 守衛底線
	B7.3 Description of anti-corruption training provided to Directors	4. Operating with Integrity and
DO	and staff. 一般披露	Guarding the Bottom Line
B8 社區投資	一 <sub>双 び</sub> 路 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	5. 反哺社會 社區貢獻
11.四12.貝	有關外性國家與不够所當建則在性國而委仰u唯体共未防力動冒乞慮 社區利益的政策。	
B8	General Disclosure	5. Giving Back to Society and
Community	Policies on community engagement to understand the needs of	Contributing to the Community
Investment	the communities where the issuer operates and to ensure its	ç ,
	activities take into consideration the communities' interests.	
	B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、	5. 反哺社會 社區貢獻
	體育)。	
	B8.1 Focus areas of contribution (e.g. education, environment,	5. Giving Back to Society and
	labour demand, health, culture and physical education).	Contributing to the Community
	B8.2 在專注範疇所動用資源(如金錢或時間)。	5. 反哺社會 社區貢獻
	B8.2 Resources contributed (e.g. money or time) to the focus	5. Giving Back to Society and
	area.	Contributing to the Community



層面	內容	在報告中位置
Aspect	Contents	Location in the Report
D部分:氣候	目關披露	
Part D: Clima	te-related disclosure	
D-I治理	負責監督氣候相關風險和機遇的治理機構	3.3 積極應對氣候變化
D-I	A governance body responsible for overseeing climate-related	3.3 Responding to climate change
Governance	risks and opportunities	
D-II策略	氣候相關風險和機遇	3.3 積極應對氣候變化
D-II Strategy	Climate-related risks and opportunities	3.3 Responding to climate change
D-III風險管理	用於識別、評估氣候相關風險,以及釐定當中輕重緩急並保持監察	3.3 積極應對氣候變化
	的流程及相關政策	
D-III Risk	Processes and policies for identifying, assessing, prioritizing, and	3.3 Responding to climate change
Management	monitoring climate-related risks.	
D-IV指標與目	溫室氣體排放	3.3 積極應對氣候變化
標		
D-IV Indicator	Greenhouse gas emissions	3.3 Responding to climate change
and Target		



尊敬的讀者:			Dear Readers,				
您好!感謝您閱讀本報告。為了不斷提高和改 進本集團可持續發展管理,我們真誠地希望聽 取您的寶貴意見和建議。請您協助完成本頁內 容並選擇以下方式反饋給我們。			rece	Thank you for reading this Report. We sincerely look forward to receiving your opinions or suggestions on its contents. Please complete the form below and return it to us by email or post.			
地址	:北京市朝隆 中心C座4/		大街甲6號萬通	Mai	-	oor, Office Tower C aowai Street, Chaoy	, Vanton Center, No. ang District, Beijing
郵箱	: hr@dachar	n.com.cn		E-m	ail: hr@dachan.com	.cn	
1.	您對本報告	的總體評價是	<u>L</u> :	1.	What is your over	all opinion of the Re	port?
	□好	□較好	□一般		□Good	$\Box$ Not bad	□Normal
2.		8告在信息和數 ○和完整性上表	收據披露的清晰 ₹現如何?	2.		e information and c accurate and comple	data disclosed in the te?
	□好	□較好	□一般		□Good	$\Box$ Not bad	□Normal
3.		8告在反映本集 )重大影響方面	長團對經濟、社 ī表現如何?	3.		Report reflects the iety and the environ	Group's influence on ment?
	□好	□較好	□一般		□Good	□Not bad	□Normal
4.	您認為本集 得如何?	團在維護相關	褟方利益方面做	4.	How do you rate the interests of st		nance in safeguarding
	□好	□較好	□一般		□Good	□Not bad	□Normal



5.	您對本集團可持續發展管理的意見和建 議:	5.	Your opinions or suggestions on the sustainable development management of the Group:
	如果方便,請留下您的聯繫方式:		Please leave your contact information if convenient:
	姓名:		Name:
	職業:		E-mail:
	工作單位:		Occupation:
	郵編:		Telephone:
	郵箱:		Company:
	聯繫電話:		Contact address:
	聯繫地址:		Post code:
我們	將充分考慮您的意見和建議,並承諾妥善	We	will thoroughly consider your opinions and suggestions and
保管	您的信息。	ens	ure that your personal information is handled properly.

