



Shenguan Holdings (Group) Limited

(incorporated in the Cayman Islands with limited liability)

Stock Code: 00829



Environmental, Social and Governance Report

2024



CONTENTS

About the Report	2
Reporting Standards	2
Reporting Scope	3
Message from the Chairman	4
Summary of Key Environmental, Social and Governance Performance	6
Professional Certification and Awards	7
Environmental, Social and Governance Structure	9
Stakeholder Engagement	11
Materiality Assessment	12
Industry Optimization	15
Care for Employees	23
Environmental Protection	33
Community Investment	44
Summary of Statistics	46
Index of the Guide	50

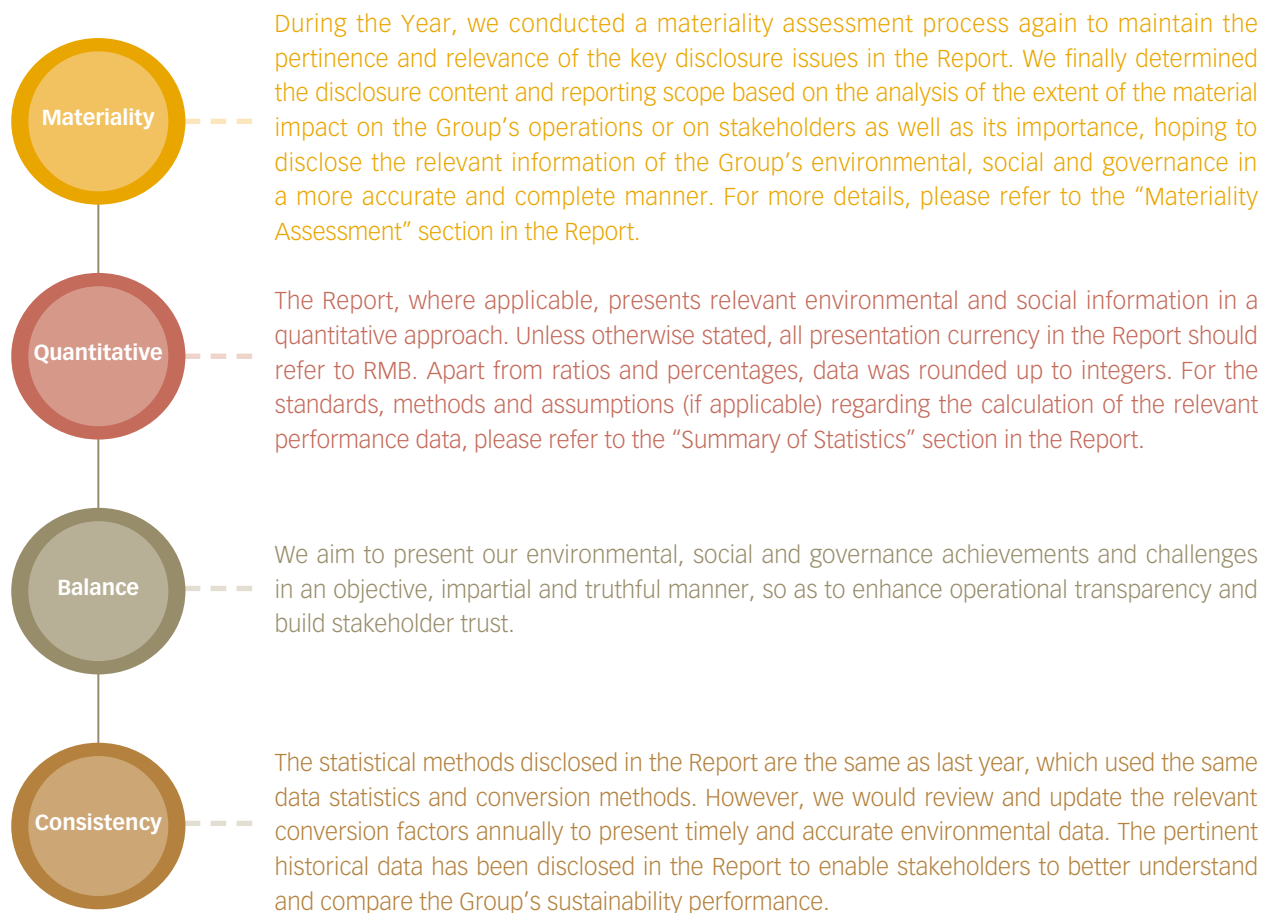
ABOUT THE REPORT

Shenguan Holdings (Group) Limited (the “Company”, together with its subsidiaries, the “Group”, “we”, “Shenguan Group”) is an enterprise established in the Cayman Islands and specialised in utilising collagen. We are committed to the development and application of collagen technologies. We hope that through the annual release of the environmental, social and governance report (the “Report”), we can enable each stakeholder to understand the environmental, social and governance policies, measures and performances of the Group, and continue to maintain good communication with stakeholders, promote and implement the sustainable development vision and strategy to achieve our sustainable development growth strategically.

REPORTING STANDARDS

The Report is prepared based on the Environmental, Social and Governance Reporting Guide (the “Guide”) set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

The Report is prepared in accordance with the four major reporting principles stated in the Guide, including materiality, quantitative, balance and consistency, aiming to present true, meaningful and accurate environmental, social and governance information of the Group.



REPORTING SCOPE

The Report mainly covers our efforts and achievements in terms of environmental, social and governance aspects from 1 January 2024 to 31 December 2024 (the “Year”, the “Reporting Period” or “the Year of 2024”), including Industry Optimization, Care for Employees, Environmental Protection and Community Investment. The reporting scope includes the principal business of the manufacturing and sales of edible collagen sausage casings, which represented the main operating income of the Group. The subsidiaries involved include Guangxi Shenguan Collagen Biological Group Co., Ltd. (廣西神冠膠原生物集團有限公司) (“Shenguan Collagen”). As the R&D and production base in Singapore have yet to be officially put into production, therefore, the relevant environmental, social and governance data is not disclosed during the Year.

The Report focuses on the Group’s performance on the environmental and social aspects. For more details on corporate governance, please refer to the Corporate Governance Report set out in the latest annual report of the Group.



Ms. Zhou Yaxian
Chairman of the Board and President of the Company

MESSAGE FROM THE CHAIRMAN

In 2024, the global economic environment continued to face challenges, with intensifying market competition and evolving industry landscape. Amid the complex and ever-changing external landscape, Shenguan Group adhered to its principles of “seeking progress while upholding and maintaining stability, and realising corporate high-quality development”, flexibly responding to market changes while advancing its high-quality development strategy. Through multifaceted efforts in product upgrades, capacity expansion, technological innovation, and sustainable development, the Group further strengthened its leading position in the industry.

In terms of product upgrades, Shenguan Group continued to optimise its product portfolio, increase R&D investment, and drive technological innovation, achieving significant breakthroughs especially in the high-end market segment. The Group further refined the production processes for medium and large-sized diameters sausage casing products, met the sausages industry’s demand for product upgrades and provided customers with more competitive solutions. These initiatives not only enhanced market share but also reinforced the Group’s technological leadership in the sector. In addition, the Group successfully developed and launched six new products of the collagen sausage casings series, namely “fried”, “crispy”, “tender”, “fresh”, “bright” and “colorful”, which earned unanimous customer praise, laying a solid foundation for promoting the comprehensive upgrade and market coverage of products.

In terms of capacity expansion, the Group proactively advanced intelligent production and standardised transformation, upgrading and optimising production equipment to ensure efficient operations of production lines. The implementation of digital management and intelligent monitoring systems enabled more precise production scheduling and quality control, ensuring every batch of products meets international standards. These measures have not only increased production capacity and efficiency, but also effectively reduced operating costs and maintenance expenses, providing solid support for long-term growth of the Group.

In terms of technological innovation, Shenguan Group continued to deepen and accelerate the development of new technologies and products, actively explored the application of biotechnology and eco-friendly materials to drive the industry towards greater efficiency and environmental protection. In collaborating with Huazhong University of Science and Technology, the Group was inspired by collagen’s acoustic-physiological functions and lignin’s structural properties to successfully develop a collagen nanofiber-lignin composite sponge, for which an application for a national invention patent in the PRC is underway and is being accepted. These innovations will not only generate new growth momentum for the company but also contribute to the industry’s technological advancement and green transformation.

As a leader in the industry, Shenguan Group has always regarded sustainable development as an important part of its corporate mission. The Group actively responds to global environmental trends, continuously optimises production processes to reduce energy consumption and carbon emissions, and drives innovation in environmental technologies by dismantling old production lines with high energy consumption and low efficiency and investing in production equipment with greater efficiency and environmental protection. In addition, the Group actively fulfils its social responsibilities by participating in community charitable activities, supporting vulnerable groups and providing educational grants to help underprivileged children access better learning opportunities.

Looking ahead to 2025, Shenguan Group will adopt the guiding principles of “strengthening standardised management and consolidating new product quality” to promote technical transformation in standardised and intelligent production, and to increase economic benefits through enhancing production efficiency and work efficiency. The Group will continue to promote innovation and standardised management, covering various aspects such as products, processes, equipment, procedures and systems, to further consolidate its core competitiveness.

In this era of challenges and opportunities, Shenguan Group continues to lead the industry through its steady operational strategies, outstanding technological innovation capabilities, and unwavering commitment to social responsibility. The Group firmly believes that only through continuous self-renewal and the pursuit of excellence can it maintain a competitive edge in the ever-changing market environment. In future, Shenguan Group will continue to uphold its sustainability concept, driving the company towards higher quality, greater efficiency, and enhanced responsibility, thereby creating greater value for global customers, employees, and society.

We would like to express our heartfelt thanks to all colleagues, customers, partners and stakeholders of the Group for their participation and cooperation in assisting Shenguan Group to achieve sustainable operations and fulfil our social responsibility. The environmental, social and governance performance in the Year of 2024 was remarkable. Thanks to everyone for your perseverance and contribution, for continuously providing customers with satisfactory and competitive products and plan for future development blueprints. We look forward to continuing working with you to create a delighted and bright future in the coming year.

SUMMARY OF KEY ENVIRONMENTAL, SOCIAL AND GOVERNANCE PERFORMANCE



Employees receiving training reached

86%



Amount invested in social welfare reached approximately RMB

1.368 million



Total training hours for employees reached

30,316 hours



Local procurement representing

100%



The number of valid patents reaching

77



Self-use solar energy

5 million kWh



Scrap waste materials

↓ **10%**



Customer satisfaction rate reaching

91%

PROFESSIONAL CERTIFICATION AND AWARDS

The Group is the first enterprise in Mainland China to obtain the patent on the invention of edible collagen sausage casings technology and we have a number of patents on inventions granted by the country. During the Reporting Period, the Group had a total of 77 patents in force and 21 patent applications accepted and pending for approval.¹ Our professional achievements have been recognized by government-accredited institutions. Some professional certifications and awards received by the Group are listed below:

Certificate/Professional Qualification		
ISO 9001 Quality Management System Accreditation Quality Assurance Centre of China Association for Quality	ISO 22000 Food Safety Management System Accreditation Quality Assurance Centre of China Association for Quality	ISO 10012 Measuring Management System Standard Accreditation China Certification Centre for Metrology and Measurement
ISO 45001 Occupational Health and Safety Management System Certification Quality Assurance Centre of China Association for Quality	ISO 14001 Environmental Management System Certification Quality Assurance Centre of China Association for Quality	Shaanxi International Halal Certification (陝西國際清真認證)
International Halal Integrity Alliance Certificate (國際清真誠信聯盟證書)	JAKIM MALAYSIA Halal Certification (JAKIM MALAYSIA 國外清真認證)	



¹ The number of patents disclose the patents owned by Shenguan Collagen and its subsidiaries.

Awards and Recognition

*China's First Batch of
Key Trademark Protection Lists
for Light Industry China Light
Industry Enterprise Management
Association*

*First Batch of Guangxi Model Enterprises
of Industrial Workers' Team Building
Work Coordination Group Office for the
Reform of Industrial Workers' Team
Building in Guangxi Zhuang Autonomous
Region in the New Era*

*Guangxi Gold Medal for
Labour and Personnel Dispute
Resolution Organisation
Department of Human Resources and
Social Security of Guangxi Zhuang
Autonomous Region*

*2024 Advanced Enterprise of
China Meat Packaging Industry
China Meat Association*

*Manufacturing Enterprises with
Outstanding Tax Contributions in the
Guangdong- Guangxi Co-operation
Special Pilot Zone (Wuzhou)
for the Year 2023
Administrative Committee of the
Guangdong- Guangxi Cooperative Special
Experimental Zone (Wuzhou)*

*Manufacturing Enterprises with
Outstanding Contributions to the
Economy of the Guangdong- Guangxi Co-
operation Special Pilot Zone (Wuzhou)
for the Year 2023
Administrative Committee of the
Guangdong- Guangxi Cooperative Special
Experimental Zone (Wuzhou)*



ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRUCTURE

The Group takes innovation, quality, safety, energy conservation and environmental protection as its development goals. We have established the environmental, social and governance systems to propel sustainable development. A sound environmental, social and governance structure has established a top-down approach to promote the green enterprise development.



Comprehensive Management Manual – A guideline established by Enterprise Management Department, covering product quality, food safety, occupational health and safety, environmental safety, surveying management and intellectual property rights.



Environmental, Social and Governance Targets

In order to continuously facilitate the environmental, social and governance development, the Group has set targets related to sustainable development to make continuous progress and contribute to sustainable development. The targets that we have set are as follows:

Category	Target
Emissions	We will monitor the Group's greenhouse gas emissions on an on-going basis, aiming to maintain the same emission intensity in 2025 as that of 2019, so as to fulfill our corporate social responsibility for sustainable development.
Waste reduction	We will minimise the waste generated by business activities and operations, aiming to maintain the same waste intensity in 2025 as that of 2019, so as to reduce the burden of waste disposal and landfilling.
Energy use efficiency	We will increase investment in energy-conservation and emission-reduction equipment, aiming to maintain the same electricity utilization intensity in 2025 as that of 2019.
Water use efficiency	We aim to maintain the same water consumption intensity and sewage treated intensity in 2025 as that of 2019.

For the steps taken to achieve such targets, please refer to the section headed 03 Environmental Protection.

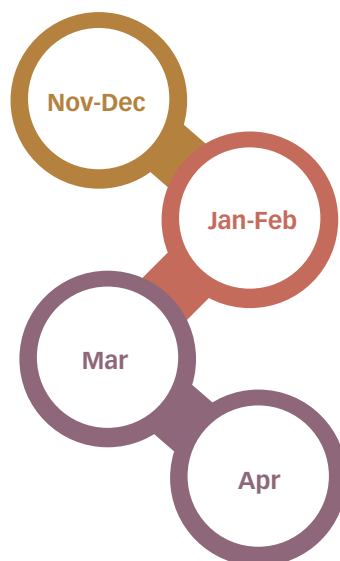
Preparation Process of Environmental, Social and Governance Report

Kick-off Meeting of the Report Compilation

- The Group identified material environmental, social and governance issues, and review the revised guidelines released by the Stock Exchange
- The Group distributed and collected stakeholders' engagement questionnaires and summarized stakeholders' opinions from usual communication channels

Report Finalization

- The information was reviewed and examined by the senior management of the relevant departments
- The Report was finally submitted to the Board for their approval to ensure the validity and accuracy of the content



Information Collection and Selection

- Each department provided relevant information for report, including sustainable development performance and targets, and determined the accuracy and completeness of the information

Publication

- The Report is published on the same day as the annual report

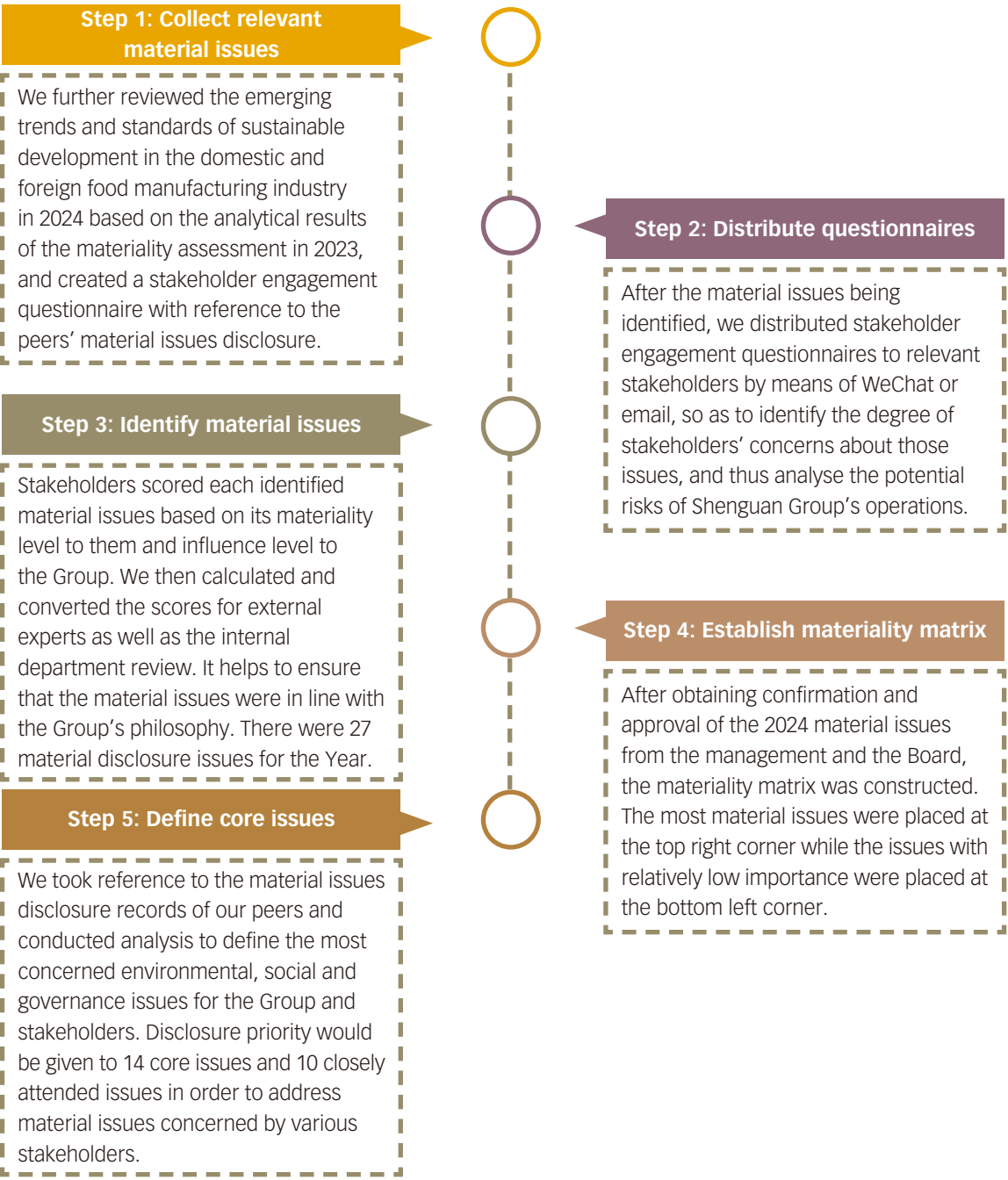
STAKEHOLDER ENGAGEMENT

With reference to the five major categories of AA1000 stakeholder engagement standards (responsibility, influence, tension, diverse perspectives and dependency) and the stakeholder classification of our peers, the Group categorizes our stakeholders into five different types, including employees, customers, suppliers and distributors, investors and the government and the public. We attach great importance to the impact of production and operation activities on the environment as well as to the stakeholders from all sectors of the society, and we hope to understand the impact of such stakeholder on the Group's operations. Therefore, through various usual communication channels and annual stakeholder engagement questionnaires, we communicate and interact with stakeholders to have an in-depth understanding of the expectations and needs of our stakeholders, and help the Group adjust its business objectives and strategies in grasping opportunities.

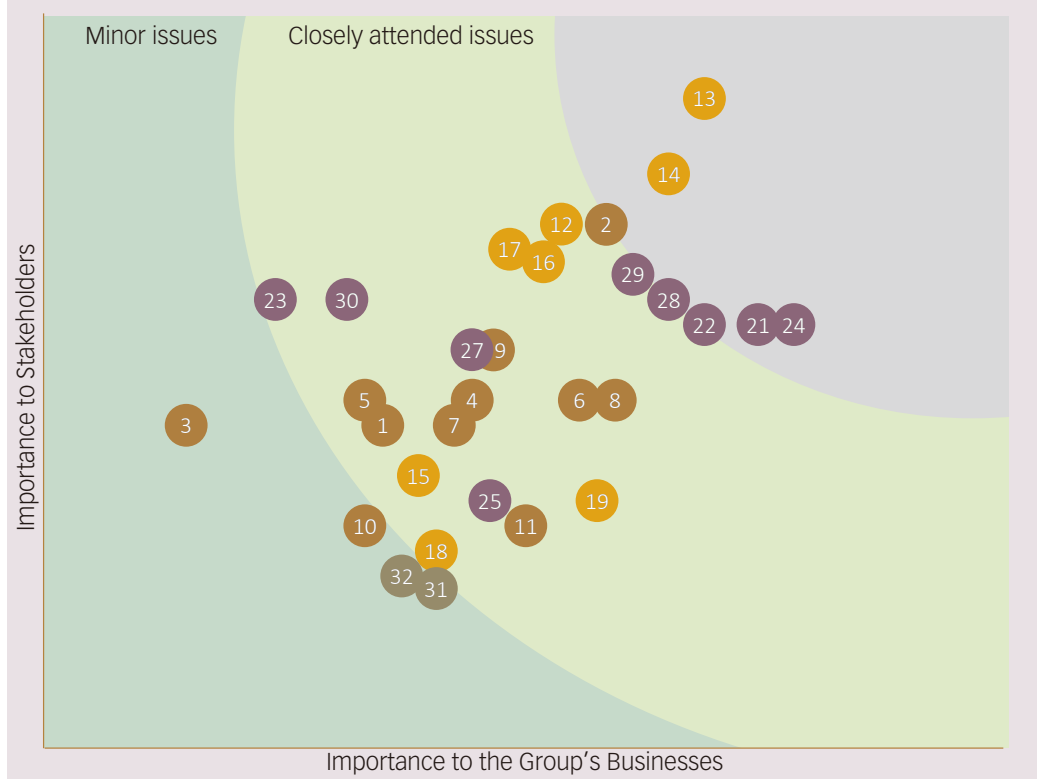
Types of Stakeholders	Significance to Shenguan Group	Communication Channels
Employees	We regard employees as the most important assets of the Group and the cornerstone of corporate growth. Therefore, we value the opinions of each employee. We also hope to create an ideal working environment for them and establish a good labour relation.	Email and communication Intranet Training and activities Assessment and interview
Customers	Customers are the source of Shenguan Group's business foundation. Maintaining customers' trust has become a material issue. We understand the importance of listening to customers' needs and opinions, and timely revise our operation strategies to meet their expectations.	Sales and marketing Customer service hotline Group's official website Customer feedback survey
Suppliers and Distributors	We strictly control product quality. From raw materials provided by suppliers to delivery of finished products to customers, every step is indispensable. We require raw materials to be handled in accordance with hygienic and safety standards. We hope to maintain good cooperative relations with suppliers and distributors and select them in an impartial, open, and fair manner to achieve the goals of mutual benefits and sustainable development and growth.	Business conference Investigation and assessment Industry forums Purchase contract
Investors	Shenguan Group is operated under investors' support. We attach great importance to understand their requirements and suggestions on environmental and social aspects of various operations. For the requirements that they are concerned about, the Group will actively respond, review, and make the improvement, aiming to establish a good investor relation actively.	Financial report General meeting of shareholders Circular and announcement
Government and the Public	The government of Mainland China has been increasingly rigorous in its governance standards for operating institutions, and the Group attaches great importance to the regulations of various government institutions. We strictly abide by various laws and regulations with a positive attitude. The Group also values the opinions of the public. Their concerns or inquiries about the Group's operation can assist us in establishing an appropriate sustainable development policy, which is also a driving force for our continuous growth.	Public consultation Social investment Charity activities

MATERIALITY ASSESSMENT

The Group established the following materiality assessment process to identify relevant environmental, social and governance issues. We rated the importance of these issues to our business and stakeholders.



Materiality Matrix²



² Some minor issues are included in the core issues and closely attended issues for disclosure, which are: Advertising and Marketing Labels is included in the "Service Quality Control Mechanism" section; Remuneration Packages and Benefits, Diversification, Equal Opportunities and Anti-Discrimination and Labour Relations and Communication are included in the "Employment System" section; Emissions, Use of Resources, Climate Change and other environmental management issues are included in the "Environmental Protection" section; and Support for Community Development and Involvement in Community Activities are included in the "Social Welfare" section.

Environmental Protection (Chapter 3 of the Report)	Care for Employees (Chapter 2 of the Report)	Industry Optimization (Chapter 1 of the Report)	Community Investment (Chapter 4 of the Report)
1 Gas Emissions and Management 2 Sewage Discharge and Management 3 Greenhouse Gas Emissions and Management 4 Waste Management 5 Energy Use and Efficiency 6 Water Resource Use and Efficiency 7 Use of Packaging Materials 8 Conservation of Biodiversity 9 Responding to Climate Change	10 Recruitment and Dismissal 11 Remuneration Packages and Benefits 12 Diversification, Equal Opportunities and Anti-Discrimination 13 Occupational Health and Safety 14 Training and Development 15 Prevention of Child or Forced Labour 16 Labour Relations and Communication	17 Compliance Operation 18 Sustainable Supply Chain 19 Service Quality Control Mechanism 20 Data Protection and Privacy 21 Innovation Development and Protection of Intellectual Property Rights 22 Advertising and Marketing Labels 23 Prevention of Corruption and Fraud 24 Product Safety Management Processes and Initiatives 25 Product Lifecycle Responsibility	26 Support for Community Development 27 Involvement in Community Activities

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Industry Optimization

*"Seeking progress while upholding and maintaining stability,
and realising corporate high-quality development"*

INDUSTRY OPTIMIZATION

Product Safety Management Processes and Initiatives

The Group produces quality collagen products, which are used in food, skincare products and polymer collagen medical biomaterials. Therefore, the Group strives to ensure product quality is up to standards, so as to provide secured, high-quality and guaranteed collagen products for consumers. In the sausage casings industry, the Group focuses on improving product quality, perfecting the supporting facilities of various production lines, and comprehensively promoting the technological transformation of production mechanization, automation and intelligence.

The Group and its employees work together to deepen and improve food safety management continuously, monitor every production procedure stringently to ensure that its products reach the best quality and comply with all safety regulations. The Group will update the quality standards regularly in accordance with the regulatory requirements, such as the Food Safety Law of the PRC (《中華人民共和國食品安全法》), the GB14881-2013 the National Standard of Food Safety for the General Hygienic Regulation for Food Production (《GB14881-2013食品安全國家標準食品生產通用衛生規範》), the Food Hygiene Supervision Procedures (《食品衛生監督程序》) and the GB12695 the National Standard of Food Safety for the Hygienic Regulation for Beverages Production (《GB12695食品安全國家標準飲料生產衛生規範》), market trends and the finished products that researched and developed. The Group also organizes internal review of the operation of the food safety system and quality control system every year to ensure the effectiveness of the system.



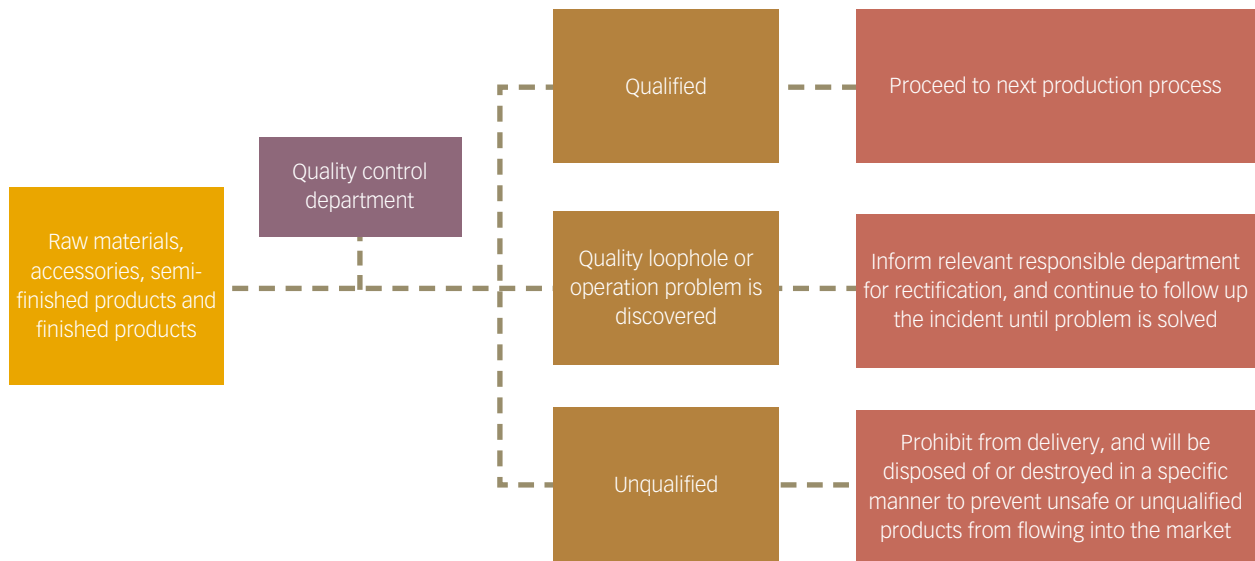
Robotic arm operations in automated workshops

The Group has strengthened its investment in food safety resources (personnel, capital and management), promoted automated workshops actively to ensure and improve product quality, and provided quality production training for employees to ensure that they understand the production operation mechanism and work according to standardized production mode. The Group inspects workplaces, equipment and machinery to avoid potential quality problems caused by improper operation or ageing of spare parts. Inspection staffs are also required to receive regular training to ensure that they are aware of the latest inspection items and requirements and to ensure the effectiveness of quality inspection.

The Group's production and manufacture of collagen sausage casings has passed the certification of ISO9001 Quality Management System, ISO22000 Food Safety Management System, ISO10012 Measurement Management System and ISO14000 Environmental Management System, and has obtained the Food Production Permit and the Filing of Export Food Manufacturers (出口食品生產企業備案證). The Group has also registered with the U.S. Food and Drug Administration for export of sausage casing products to the United States. In addition, the production of all of the Group's sausage casing products have strictly complied with the PRC's national standards for food safety of collagen sausage casing products (GB14967-2015) and sausage casing manufacturing industry standards (SB/T10373-2012). All these certifications are the recognition of the Group as a trustworthy product supplier to its customers.

In addition, the Group has established a stringent quality control system and set up a quality control department to maintain product quality. The quality control department will take part in the entire production and sales process, inspect raw materials, accessories and finished products respectively and formulate specific inspection procedures for various raw materials, accessories and finished products to ensure our raw materials, accessories and finished products are meeting the quality standards of national regulations.

Safety inspection procedures for raw materials, accessories, semi-finished products and finished products



In general, the Group will ensure product quality and food safety through procedures such as supplier management, raw materials purchase inspection, production process control, and finished products delivery inspection. The food raw materials traceability system we established can track and trace the three directions from raw materials tracking to finished products delivery flow, finished products traceability to relevant raw materials information, and finished products flow direction tracking. In accordance with the relevant traceability and recall management measures, the Group implements multiple products traceability and recall exercises every year to achieve food safety information that can be traced in forward direction, traceable in reverse direction, process is controllable, and accountability is accountable.

Sustainable Supply Chain

The Group understands very well that customers and suppliers are the keys to the Group’s sustainable development. The Group is committed to establishing close and caring relationships with its suppliers and customers and maintaining continuous communication with customers and suppliers through various channels for feedback and advice.

Adhering to the procurement strategy of fairness, impartiality and openness as well as comparison among various suppliers, we will assess the eligibility of suppliers according to factors such as legal qualifications, production scale, supply capacity, price advantage, quality assurance, after-sales service, environmental management system and social responsibility. For example, provided the quality assurance is satisfied, priority will be given to suppliers which implement environmentally-friendly measures and employ disabled workers. Before cooperating with new suppliers, the Group will request relevant qualification documents and establish business relationships only after qualified suppliers have been assessed. We will also review major suppliers annually and conduct on-site assessments. If a supplier fails to pass the assessment, we will suspend using such supplier to ensure that the overall products and services meet the quality requirements and the principles of sustainable development, and avoid the negative impact on quality and safety of products.

In addition, the Group advocates local procurement to reduce our carbon footprint. The Group will hold supplier seminars from time to time to advocate the Company’s green procurement policies, assist suppliers to implement energy conservation and environmental protection policies, and integrate into a green supply chain in serving customers.



Data Protection and Privacy

The Group respects personal data and privacy of customers. All personal data are collected for sales services purpose only. The Group has developed clear customer data management guidelines to regulate the collection, storage, access, use as well as deletion and modification of customer data. Customer information will not be collected before receiving customer consent, and all personal data will be stored in an encrypted data system of the Group. Access to and use of personal data will only be confined to personnel of authorised departments. Any change to the personal data will be subject to the consent of customers. The Group also sets out the requirements on data use and confidentiality in its employee handbook. In the event of any non-compliance incident regarding the rules, the employee will be subject to disciplinary action, or in the event of serious cases, will be transferred to the law enforcement agency for legal actions. In addition, we have installed a network security system as the first line security to protect customer data, as well as the proactive defence against ransomware attacks and detect malicious intrusion.

³ During the Reporting Period, relevant supplier engagement practices were implemented across all of the Group’s 352 suppliers.

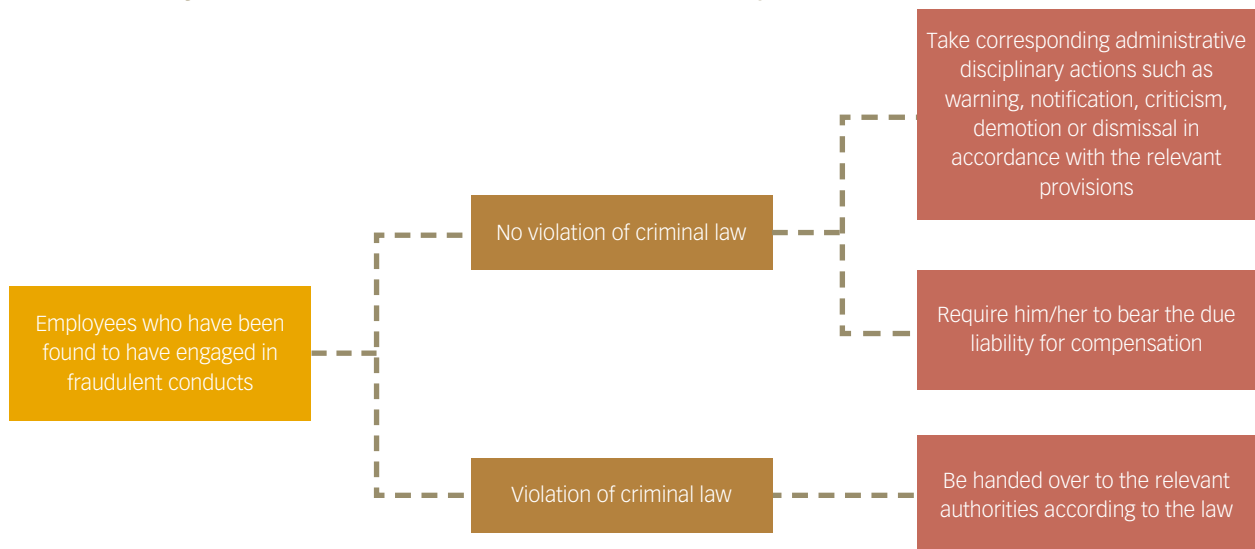
Prevention of Corruption and Fraud

The management of the Group promotes a corporate culture of honesty and integrity and creates a corporate culture environment of anti-fraud and anti-corruption. The management assesses the fraud risks and establishes specific control procedures and mechanisms. For any behaviour that violates business ethics, we follow the spirit of no indifference and no indulgence and take severe disciplinary measures against violators so as to reduce the chances of frauds and corruptions. In order to enhance the sense of integrity of our staff, we have included staff ethical behaviors into our employee code of conduct. We also require all the new staff to be trained in accordance with the code of ethical behaviors. We train our existing staff through posting promotional materials and providing regular case studies. Executive directors and staff of the Group have participated in anti-corruption training.

The Company has included clauses prohibiting commercial bribery in its purchase and sale contracts, engineering contracts and service contracts to name a few and has clearly provided the address for whistleblowing by mail and letter. The Party and Government Office (the "Party and Government Office") of Guangxi Shenguan Collagen Biological Group Co., Ltd. (廣西神冠膠原生物集團有限公司) is responsible for promptly receiving, investigating, and reporting allegations of misconduct from external contractual partners, as well as providing recommendations for resolution. Upholding the principles of fairness and impartiality, the office handles the receipt, investigation, reporting, and providing recommendations for resolution of fraud-related complaints. In the event of fraud or corruption, the Group will take timely remedial actions, assess the internal controls of the affected departments, and hold relevant departments accountable.

We have internal channels in place for reporting wrongdoing, such as suggestion boxes, and our Party and Administration Office is responsible for receiving, investigating, reporting, and making comments upon the reporting of frauds in the spirit of fairness and justice. In the event of fraud or corruption, the Group will take remedial measures timely to assess the internal control of the relevant affected departments and instruct the relevant departments to make improvements.

Accountability and remedial measures for fraud or corruption



The anti-corruption of the Group is mainly regulated by the Criminal Law of the PRC (《中華人民共和國刑法》), the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》) and other applicable laws and regulations. The laws and regulations strictly prohibit enterprise from accepting illegal property to seek benefits for others, and they also prohibit operators from engaging in unfair competitive behaviors, including obtaining benefits through theft, bribery, fraud, coercion or other means in violating provisions and rights. The Group adheres to the principles of voluntariness, equality, fairness and integrity, and complies with business ethics. Based on the above measures, during the Reporting Period, the Group did not identify any cases of material violations of laws and regulations relating to anti-corruption and anti-fraud.

Innovation Development and Protection of Intellectual Property Rights

During the Year, facing the complicated and acute factors of the international environment and domestic market, the Group accelerated the construction of a new development layout, and all of its employees made concerted efforts to take proactive measures to overcome the disturbance of various problems in the aftermath of the epidemic and the impact of unfavourable factors such as shortage of raw materials, rising energy costs, transportation costs and labour costs, to solidly boost the high-quality development. Major tasks such as new product development, key technological transformation and product sales had substantially met the expected targets.

With the goal of building a safe, reliable and standardized grand health industry, the Group is committed to the development of collagen technology to realise the transformation and upgrading of the collagen industry and actively promotes the application of collagen in the grand health industry. We continue to invest tremendous resources in research and development, and establishes research and development centres according to market, with scientific and research facilities and infrastructure construction in place. The research and development projects include the improvement of extraction technology to ensure the nutritional perfection of collagen so as to meet the requirements of customers in terms of food nutritional value.

While advancing the development of new industries and new products, the Group has strengthened the construction of its corporate research and development platform and established Shenguan Research Institute to facilitate the development of the new product industry chain. We have gathered a group of highly educated technical personnel (such as professionals and technical personnel with backgrounds in biological engineering, food engineering, chemical testing, mechanical manufacturing and pharmacy). We also introduce advanced laboratory equipment and instruments for the product development, testing and analysis to conduct high-end processing researches and experiments, with an aim to creating more possibilities for the enterprises and enabling them to achieve significant results in new product development. For example, for collagen foods, the Group launched new products such as “Bo Bo Chicken (钵钵雞)” and “Beef Tripe (牛西肚)”, which were well received by the market. In addition, the Group upgraded its products such as “ready-to-eat beef tendon”, “collagen brown sugar ginger drink”, “collagen oat drinks” and “collagen oat porridge” with the packaging and taste catering to the needs of consumers. In addition to collagen foods, the Group has established subsidiaries in other collagen-related industries or developed by ways of equity investment, including the cosmetics and medical industry that collagen is also applicable to use and Ferguson (Wuhan) Biotech Co., Ltd.⁴ which is engaged in the production of health care products.

Guangdong Victory Biotech Co., Ltd. (“Guangdong Victory”)⁵

Wuzhou Victory Biotech Co., Ltd. (“Wuzhou Victory”)⁶

Research and develop medical collagen, wound dressings and other medical products with broader applications

- Both of them have obtained the dual certification of ISO13485 and ISO22442 from the European Union
- The endotoxin content of medical collagen raw materials is only 0.01EU/ml, which is better than the FDA’s standard of 0.5EU/ml in the USA
- Application has been made to the national regulatory authorities for the registration licence of “collagen bone filling biomaterials” as Class III medical device products, which is pending review and approval

⁴ The Group owns 25% equity interests of Ferguson (Wuhan) Biotech Co., Ltd.

⁵ A subsidiary of the Group accounts for 80% equity interests.

⁶ A subsidiary of the Group accounts for 80% equity interests.

The Group remains committed to technological innovation, conducting forward-looking scientific research in collagen technology and delivering promising results. In collaboration with Huazhong University of Science and Technology, the Group co-published a research article titled “Collagen nanofiber-lignin composite sponges with adjustable hierarchical pore structure for efficient low-frequency sound absorption” in Advanced Science Journal, addressing challenges in architectural acoustic materials. Inspired by collagen’s acoustic-physiological functions in the human body and lignin’s structural properties in plants, the study innovatively combined collagen nanofibers with lignin to successfully develop a collagen nanofiber lignin composite sponge (a kind of natural building sound absorption material with superior sound absorption and noise reduction properties, light weight, high mechanical performance and biodegradability). The “Microbial-Modified Lignin Composite Collagen Film, Preparation and Application (微生物改性木質素複合膠原蛋白薄膜、製備與應用)” has been granted a national invention patent, with five other patents currently under review.

To protect and safeguard intellectual property rights, the Group strictly abides by relevant laws and regulations on intellectual property rights, including but not limited to the Copyright Law of the PRC (《中華人民共和國著作權法》), the Trademark Law of the PRC (《中華人民共和國商標法》) and the Patent Law of the PRC (《中華人民共和國專利法》). The regulations require that business operators shall not, without the permission of the trademark registrant, use a trademark that is identical with or similar to the registered trademark on the same commodity, or sell, knowingly or unintentionally, a commodity that infringes upon the right of the exclusive use of a registered trademark.

The Group has taken effective measures to protect its intellectual property rights, including filing or registration of patents as required, in order to prevent abuse of the patent rights. The Group signs confidentiality agreements with its employees. It is clearly stated in the employment contract that all employees shall take prompt actions to protect the legitimate rights and interests of the Company when they are aware of any possible infringement of intellectual property rights.

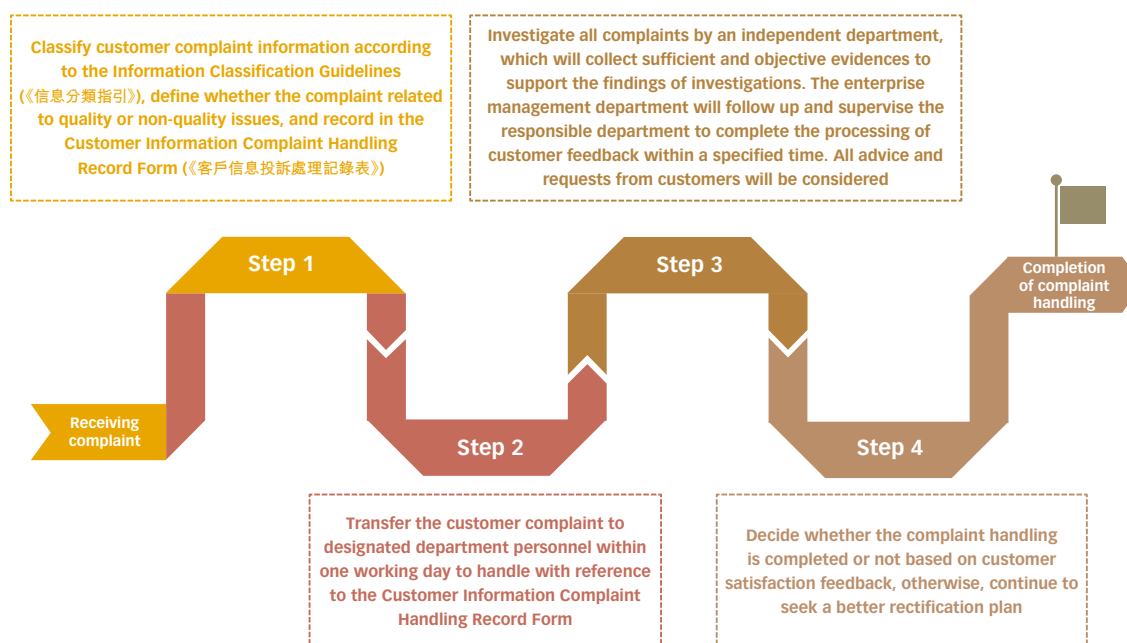
Based on the above measures, the Group has not identified any case of material violations of laws and regulations relating to intellectual property rights during the Reporting Period.

Service Quality Control Mechanism

The Group is committed to developing long-term cooperation relationships based on mutual trust with its business partners and has built a sophisticated customer network. The Group has established its closely-knit yet extensive network of leading manufacturers of processed meat products and sausages, not only for cooperation with enterprises in Mainland China but also with those in various overseas markets, such as South America, Southeast Asia and the United States. During the Reporting Period, the Group continued to supply high-quality sausage casing products to a number of renowned food suppliers in Mainland China.

The Group strives to provide customers with quality and appropriate services. Therefore, we have developed a comprehensive customer complaint handling procedure and goods return procedures to standardize the handling of customer complaint information and improve the timeliness and effectiveness of handling complaint.

Complaint Handling Procedure



During the Reporting Period, customers' satisfaction to the Group was approximately 91%. We received a total of 274 complaints relating to quality stability of products and compatibility of product process improvements with customer's products. All complaints were handled in accordance with established procedures. We improve product standards according to customer's usage requirements to ensure product applicability. At the same time, according to the product characteristics corresponding to customer complaint items and the key processes and aspects which are corresponding to product characteristics, we plan the key work plan of each department, and solve the problems of each functional department corresponding to each complaint item. We also do well in managing the corrective measures of customer complaints, so as to promote our products to continue to adapt and meet customers' needs.

In terms of advertising and marketing labels, we have established a comprehensive information review system to conduct detailed verification of product labels, promotional documents, website information, and advertisements before the products are launched or advertisement is released, so as to ensure that the descriptions and information on product advertisements and labels are consistent with the actual situation of the product, and ensure the legal compliance of product labels and marketing behaviors. The Company also requires staff to provide accurate and complete information to customers.

The Group's product liability is mainly regulated by the Product Quality Law of the PRC (《中華人民共和國產品質量法》), the Law on Protection of Consumer Rights and Interests of the PRC (《中華人民共和國消費者權益保護法》), the Civil Code of the PRC (《中華人民共和國民法典》), the Advertising Law of the PRC (《中華人民共和國廣告法》) and other applicable laws and regulations. The laws and regulations require that producers must ensure that products quality meets the standards, that there is no unreasonable hazard to personal and property safety, and that it has proper performance and is consistent with its description. In addition, products must not be adulterated or counterfeited. When products are sold, customers must be provided with true product description information to prevent customers from being misled, so as to ensure the legitimate rights and interests of consumers, including personal privacy, must also be protected. Based on the above measures, the Group has not identified any case of material violations of laws and regulations relating to product and service quality during the Reporting Period.

02

Care for Employees

"Attracting talents and encouraging training"

CARE FOR EMPLOYEES

Occupational Health and Safety

Production Safety

According to the announcement of the prevention of high incidence of diseases in November 2023 released by Nanning and Wuzhou CDC, in respect of novel coronavirus infection, influenza, mycoplasma pneumonia, hand-foot-and-mouth disease, dengue fever, monkeypox, infectious diarrhea and foodborne diseases, the Group conducted a suite of measures such as investigation and statistics on incumbent staff, formulated the standards for distribution of disposable medical masks for distribution on a regular basis, and put forward personal precautionary measures.

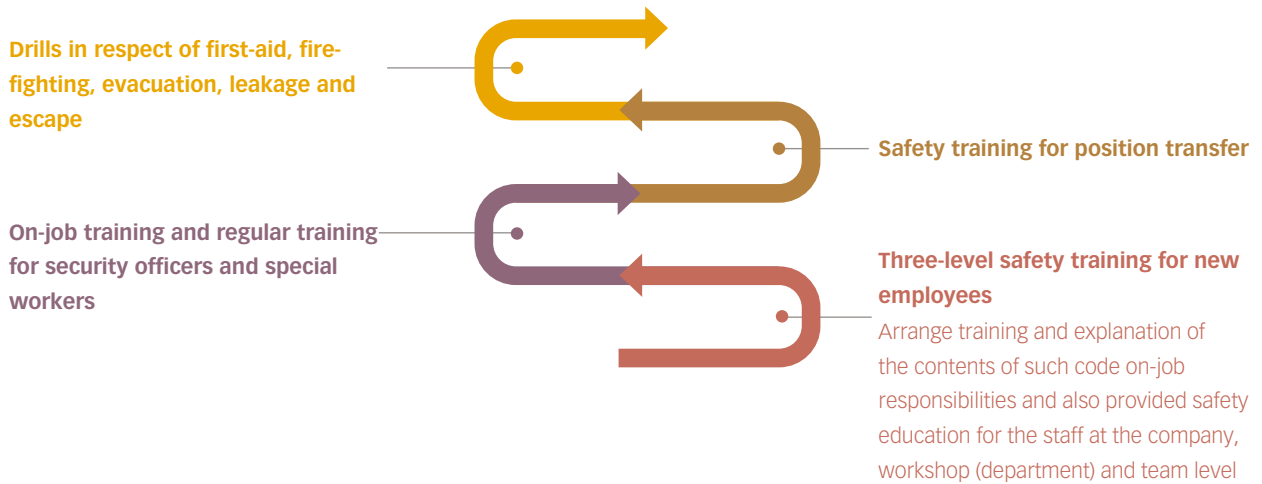
The Group is committed to continuously optimizing the technological process, improving the working environment for the employees and taking all appropriate measures to safeguard their health and safety. Shenguan Group was accredited as a secondary enterprise for production safety standardisation for the first time in 2016. In November 2024, it passed the re-assessment accreditation and will continue to be accredited as a secondary enterprise for production safety standardisation. We are committed to a sound safety system and passed the annual supervisory and assessment of ISO45001 Occupational Health and Safety Management System of the Quality Assurance Centre of China Association for Quality (中質協質量保證中心) in April 2024.

The Group has formulated a corresponding safety code of practice for all production staff, which details the safety precautions for different production processes, including establishing the Compilation of Safety Management System (《安全管理制度匯編》) to provide employees with safe working practices, developing the Compilation of Safety Management Responsibility (《安全管理職責匯編》) to clearly define the safety responsibility of each post, and formulating the Compilation of Regulations for Safety Operation (《安全操作規程匯編》) to outline the safety operation regulations for each process. During the Reporting Period, the Group revised the above documents on safety management systems and improved the structure and management modes of the management departments of each production workshop to clarify management responsibility, optimise the safety guideline and improve the employees' safety awareness, with an aim to jointly create a safe working environment.



All employees wear masks during work

Safety Training Management



In addition, we regularly conduct assessments on the safety status of employees to ensure their health and safety. During the Reporting Period, we conducted a safety status assessment at the production site of the hydrochloric acid storage tank and piping system renovation project of Sifu collagen workshop (思扶膠原車間), and issued the 2024 Safety Pre-assessment Report (《安全預評價報告》) that meets the safety requirements.

In addition to establishing a sound shifting system to ensure that the employees will have sufficient time to rest, the Group also focuses on the two-way communication with its employees. We have revised the Emergency Response Plan for Production Safety Incidents (《生產安全事故應急預案》) and improved incident reporting and investigation policy to encourage employees to report incidents and other matters. Moreover, the safety and environmental protection department regularly supervises the potential safety risks at production workshops and warehouses as well as handle and follow up on the incidents reported by the staff.

The Group conducts safety inspection and random safety inspection of the production workshops and key departments once a month, and organizes various special safety inspection in accordance with the requirements issued by the State and government departments, and rectifies hidden dangers in a timely manner, so as to ensure the personal safety of the employees.

There was no work-related fatality case in the past three years, including the Reporting Period. The lost days due to work injury in the Year was 348 days. The figures reflect the total number of days off work for all employees injured at work.

The health and safety management of the Group's employees is mainly regulated by the Production Safety Law of the PRC (《中華人民共和國安全生產法》), the Law on Prevention and Control of Occupational Diseases of the PRC (《中華人民共和國職業病防治法》), the Administrative Regulations on the Work Safety of Construction Projects (《建設工程安全生產管理條例》), Industrial Injury Insurance Regulations of the PRC (《中華人民共和國工傷保險條例》) and other applicable laws and regulations. The laws and regulations require enterprises to provide a guarantee for the production safety of their units, including establishing a comprehensive production safety responsibility system, organizing production safety rules and regulations and operating procedures, implementing safety education and training, inspecting and eliminating safety concerns of their units, supervising the work of production safety, formulating emergency plans and reporting production safety accidents. Enterprises are also required to prevent their employees from contracting occupational diseases. The Group strictly abides the regulations related to employee health and safety.

We continuously update compliance-related policy of the List of Laws, Regulations, Standards and Other Requirements (《法律法規·標準及其他要求清單》), so as to assist staff to identify various compliance requirements and protect the interests and rights of various stakeholders. The Group also applied Administrative Measures on “Three-Simultaneous” Occupational Disease Control Facilities in Construction Projects (《建設項目職業病防護設施「三同時」監督管理辦法》) and other rules and regulations to enhance the compliant operation of employees. Based on the above safety management and compliance measures, the Group has not identified any case of material violations of laws and regulations relating to the health and safety at the workplace during the Reporting Period.

Employment System

Human resources are of utmost importance to the success and the long-term business development of the Group. The Group ensures that the remuneration of our staff is commensurate with prevailing market rates and they are provided with relevant on-the-job training and development.

Labour Relations and Communication

The Group pays attention to the harmony of labour relations and comprehensively strengthens the communication and coordination with employees, hoping to achieve mutual trust and respect between employees and us, prevent disputes from occurring and conflicts from intensifying. The Company establishes a trade union in accordance with the relevant laws and regulations, allowing employees to become union members after being employed by the Company. The trade union is established to solve problems of labour conditions, labour safety and health issues encountered at work and to meet their needs, and strive to improve employee welfare measures.

In addition to the establishment of trade unions, we have also established a diversified and interactive mechanism to ensure smooth communication between employees and us, including employee suggestion boxes, internal publications, employee code of conduct, public information columns and internal meetings of various departments. They adhere to the principle of integrity and create a phenomenon that the employees and us unite with one heart, allowing employees to participate in the construction and development of the Company in a more active manner. If an employee has any suggestions to the Group or believes that his or her rights and interests have been jeopardised, he or she may report the situation and file a complaint through the above channels. We will hold regular labour meetings, organize trade union federation congresses and employee welfare unions to provide a platform for the two parties to exchange their views or consult on issues of common concerns in due course. The Group can respond more timely to improve employee satisfaction.

Recruitment and Dismissal

We take the fundamental values such as integrity, innovation, enthusiasm and team spirit as the basic criteria for recruiting talents, and have established a stringent vetting process to ensure the fairness of the entire recruitment, dismissal and promotion process. In view of the retirement wave last year, the Group was committed to recruiting highly educated technical talents during the Reporting Period to support the technical transformation of mechanization, automation and intellectualization of production which it has actively promoted in recent years.

The normative policies formulated by the Group are as follows:

Personnel Recruitment
Management System
(《人員招聘管理制度》)

Regulate the process of personnel recruitment and formulate human resources planning and recruitment objectives according to the Company's development direction, business requirements and cost-effectiveness. All candidates are subject to an objective entry assessment, professional background, skills and experience so as to assess whether their ability and performance meet the Group's development requirements and decide whether to recruit the job applicant or not

Employee Turnover
Management System
(《僱員離職管理制度》)

Protect the rights and interests of resigned employees, clarify the responsibilities and handling procedures of relevant departments to make the process highly transparent, and it is required that when an employee tenders a resignation application, the department head and human resources department shall arrange an exit interview with the employee to understand the reason thereof

Remuneration Packages and Benefits

In order to attract and retain high-quality talents to ensure smooth operations and to cope with the Group's continuing expansion, the standard remuneration packages of new employees are determined with reference to market conditions and based on staff's responsibilities, job performance and job scopes, etc., and their salaries are adjusted year by year and promotion decisions are made with reference to the work performance of such employee. The Group continues to deepen and optimise its performance management and add performance appraisal indicators for each department. The Group will also revise the performance appraisal method according to actual needs and work performance to ensure its objectivity, fairness and representativeness, so as to further improve the performance management system. The Performance Management System (《績效管理制度》) of the Group clearly sets out the setting, implementation and application of key indicators as well as its assessment and evaluation. The Group has also formulated a work award scheme, under which well-performed employees will be given honorary titles and awards to encourage them to make continuous improvement.

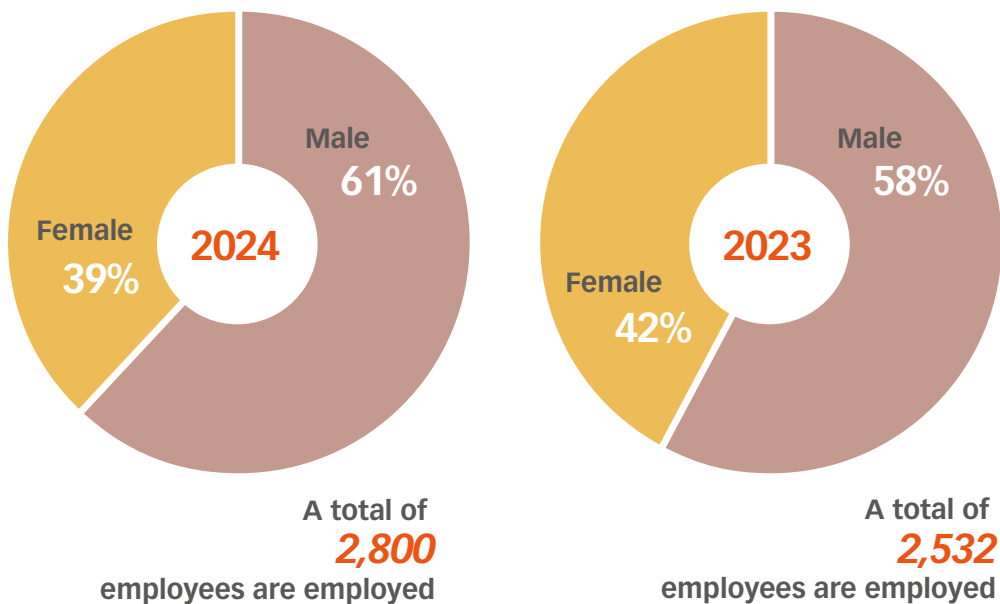
In addition, employees of the Group are entitled to social insurance and welfare according to law. The Group strictly complies with national and local laws and regulations in terms of working hours and holiday arrangements to ensure that our employees can balance between work and life and enjoy their holiday for keeping them physically and mentally healthy.

Diversification, Equal Opportunities and Anti-discrimination

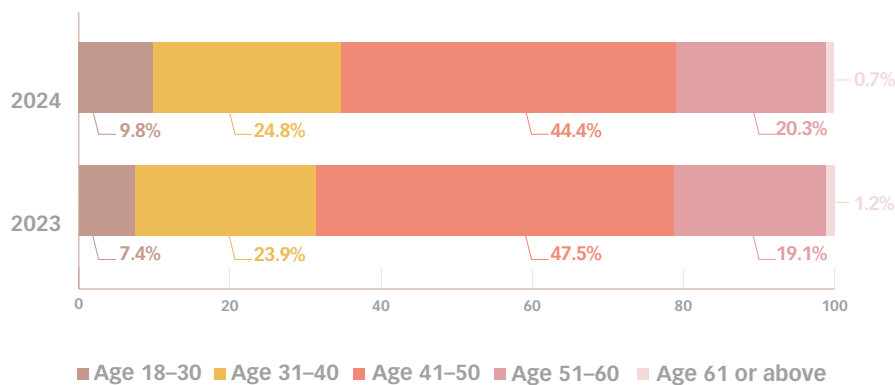
The Group strives to provide a working environment without discrimination. We endeavor to maintain a diversified working environment that provides opportunities for employees of different genders and ages to develop their talents. Any discrimination against our staff in respect of recruitment, dismissal, remuneration and promotion is strictly prohibited. We have also set up a whistleblowing mechanism. In case of any unfair and unequal cases, a task force will be responsible for the investigation and taking corresponding disciplinary actions.

Shenguan Collagen employed a total of 2,800 full-time and contract employees as at 31 December 2024, and 100% of the employees are from Mainland China, the statistics of them by gender and age group are as follows:

Number of employees by gender



Number of employees by age group



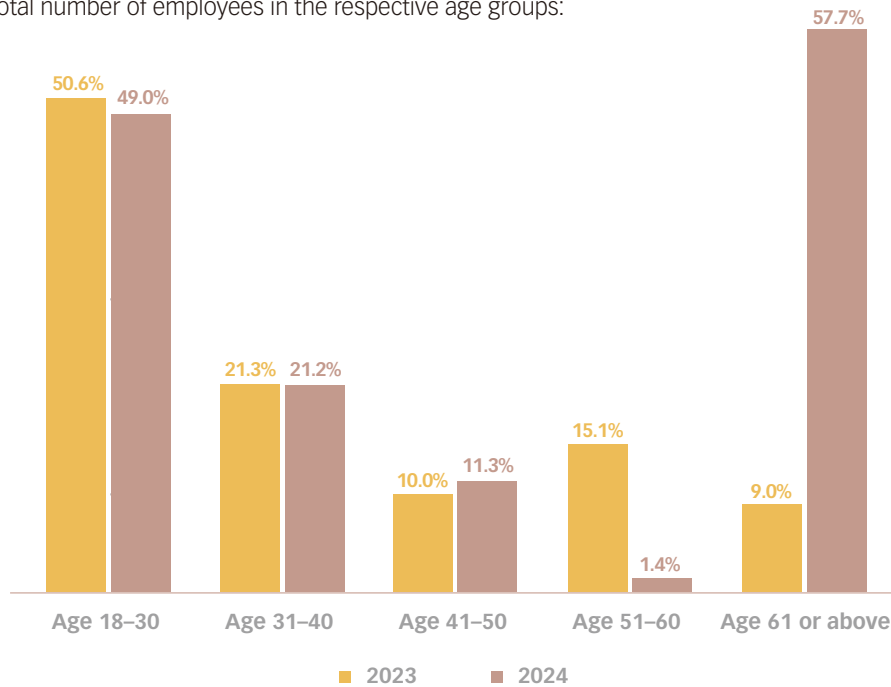
Shenguan Collagen had a total of 644 full-time and contract employees from the Mainland China resigned voluntarily during the Year, the statistics of them by gender and age group are as follows:

Number of resigned employees by gender



Number of resigned employees by age group (Resigned employees aged 61 or above are mainly those who have retired upon reaching legal retirement age)

The following shows the percentage of the number of resigned employees in the age group to the total number of employees in the respective age groups:



The human resource management of the Group is mainly regulated by the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), the Law of the PRC on the Protection of Women's Rights and Interests (《中華人民共和國婦女權益保障法》), the Trade Union Law of the PRC (《中華人民共和國工會法》), the Underage Workers Special Protection Provisions (《未成年工特殊保護規定》), the Social Insurance Law of the PRC (《中華人民共和國社會保險法》) and other applicable laws and regulations. The laws and regulations require enterprises to establish sound rules and regulations to protect the rights and interests of employees, including reasonable working hours and holidays, payment of wages according to law, provision of social insurance and welfare, etc., and to clarify the rights and obligations of both parties in labour contracts. Enterprises must also bear the legal responsibility for jeopardising the rights and interests of workers. Based on the above measures, the Group did not identify any cases of material violations of laws and regulations regarding employment and human resources during the Reporting Period.

Prevention of Child or Forced Labour

We are always committed to building a mutual respect relationship with our employees. The subsidiaries of the Group recruit people in a fair, open and voluntary manner. Our human resources department strictly complies with the requirements of the Labour Law of the PRC and recruits people who are at the age of 18 or above holding a valid ID card issued by the Public Security Department of the PRC. The Group also strictly abides by the labour quota standard, in which we do not force or disguise to force employees to work overtime.

The Group has formulated relevant policies to prevent child labour or forced labour during the operations. The candidates are required to provide a proof of age at the time of the interview, and the Group will verify the actual age of the candidates on the spot. Our human resources department will also conduct background investigations on the candidates to ensure that the personal information provided by the candidates is true and accurate. In addition, we will regularly review the existence of the employment of child or forced labour in our business operations. We will sign a legal Labour Contract (《勞動合同》) with employees and do not allow any forced labour practices, including bonded labour, indentured labour, slave labour or human trafficking. If it is required for production and operation, our staff may need to extend the working hours as agreed between the trade union and our staff (except for special circumstances under the law), and the extended working hours and overtime wages should also be in line with related national laws.

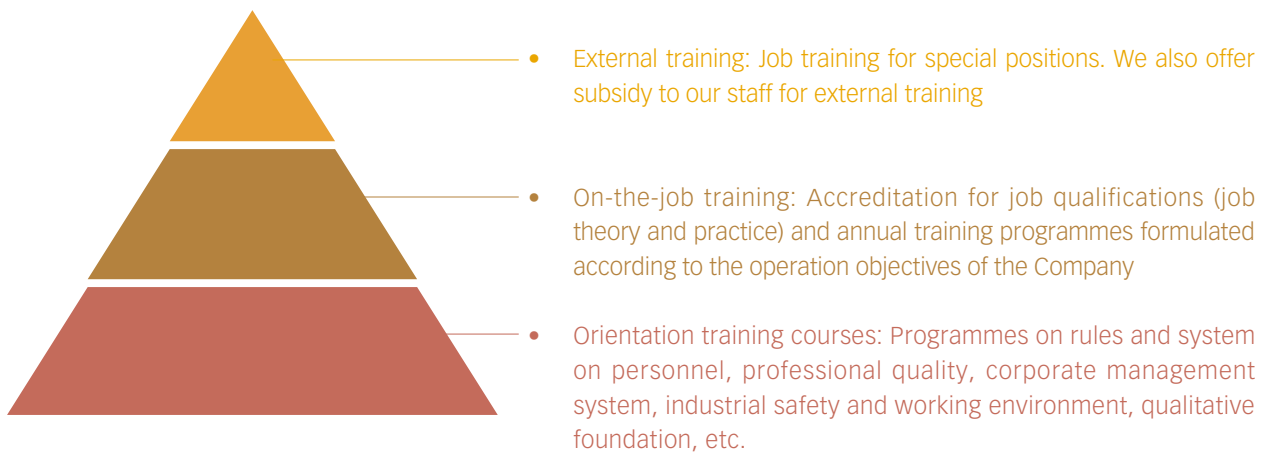
Once child labour is discovered, the Group must stop their work immediately, designate a special person to be responsible for taking the child labour to the hospital for health check, and notify local labour bureau. The Company shall not be allowed to dismiss the child labour immediately, so as to prevent them from getting into more serious difficulties. Upon investigation by the employee representative, if forced labour is discovered, the employee representative and the forced person can report to the labour department and the public security authority, and criminal liability shall be investigated in accordance with the law for those who have violated the law.

The labour standards of the Group are mainly regulated by the Labour Law of the PRC (《中華人民共和國勞動法》), Prohibition of Child Labour Provisions (《禁止使用童工規定》) and other applicable laws and regulations. The laws and regulations explicitly prohibit the recruitment of minors below the legal age and state that enterprises must take action to ensure that there is no violation of rights and interests such as the employment of child or forced labour. Based on the above prudent and comprehensive recruitment review process and related measures, during the Reporting Period, the Group did not identify any cases of violations of laws and regulations relating to the preventing child and forced labour.

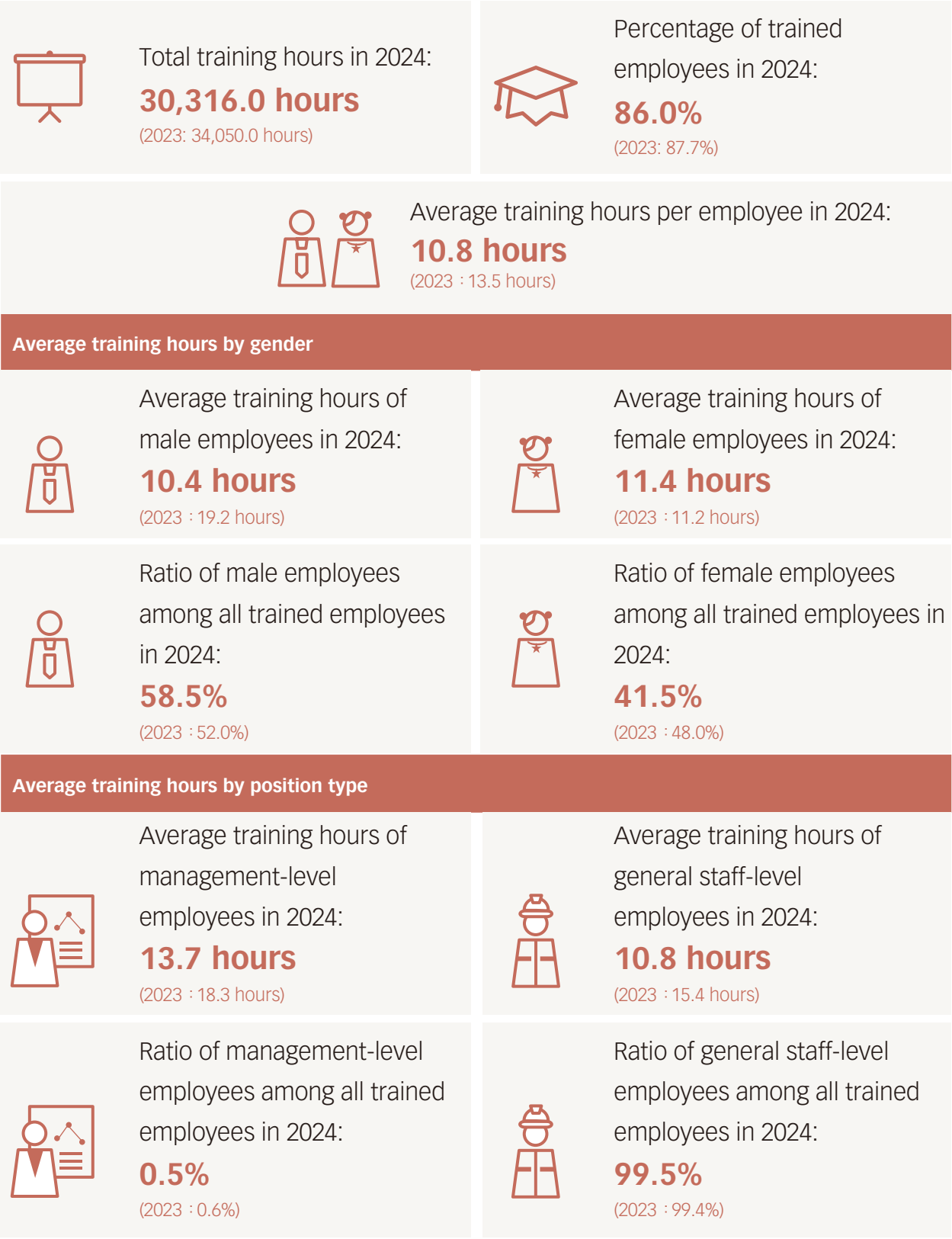
Training and Development

The Group values the career development and prospect of its staffs and continues to identify potential talents by the tailored-made internal training plan. Through the training programmes, the Group expects to improve the staff's knowledge at work and foster them to develop diversified skills. Therefore, the staff can utilise their potential and grow together in line with the Group's strategies.

The Group has established the 2024 Employee Training Programme Plan (《2024年員工培訓課程計劃》) and has put in place a comprehensive training regime and training policy to support on-the-job education and training of the staff in order to upgrade our staff's knowledge and skills. During the Year, the Group provided additional training to safety directors and safety operators of entities using specialised equipment. We promise to continue to invest resources in providing the best training opportunities to help staff achieving personal and career advancement.



Due to heavy production tasks in 2024, the training hours have been reduced as compared to 2023. During the Reporting Period, the relevant training data are as follows:



03

Environmental Protection

"Prevention first, construction and protection going hand in hand"

ENVIRONMENTAL PROTECTION

Use of Resources

The Group is actively committed to promoting environmental protection and effective use of resources in order to promote a green environment for office and production with four basic principles – reduce, re-use, recycle, and replace. The Group strives to create outstanding and effective energy-saving and consumption reducing management measures. The Group has formulated the Guidelines on Energy and Water Conservation in Factories (《工廠能源及用水節約指引》), Guidelines on Energy and Water Conservation in Offices (《辦公室能源及用水節約指引》) and Guidelines on the Effective Use of Packaging Materials (《包裝材料有效使用指引》) to strengthen the energy consumption management within the plants. Shenguan Collagen has obtained the ISO 14001 environmental management system certification to ensure that the Group has established a system to support sustainable operation, and effectively manage its impact on the environment, thus enhancing overall efficiency and maintaining competitiveness.

The Group also actively promotes recycling and waste treatment by formulating the Environmental Impact Assessment Report on Waste Treatment (《廢棄物處理環境影響評估報告》) and the Product Recycling Plan Implementation Report (《產品回收計劃實施報告》) to enhance environmental management of our plants and improve resource recycling rates. Through these measures, we have not only reduced negative impacts on the environment but also increased production efficiency, achieving a win-win scenario of economic benefits and environmental protection.

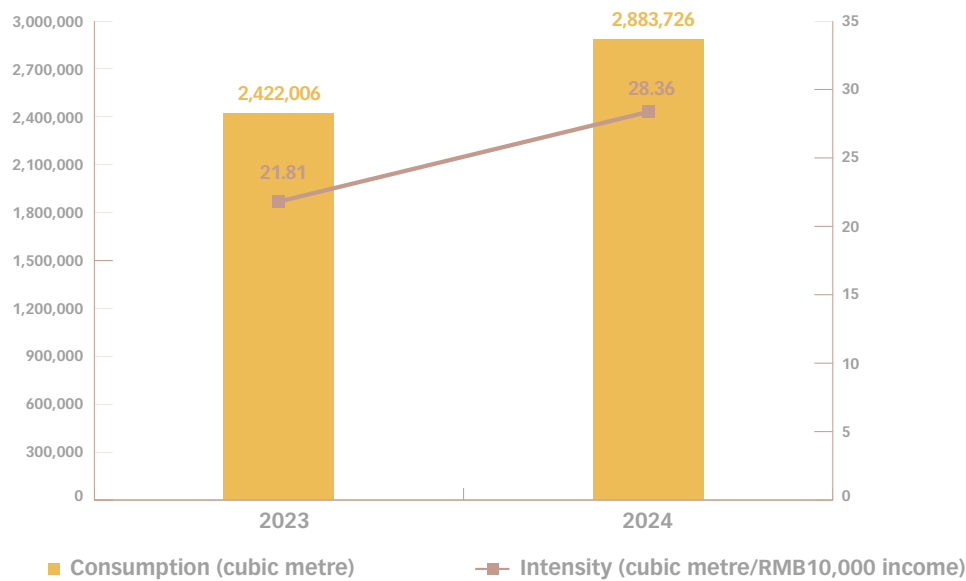
During the Year, sales declined by approximately 8%, while production volume increased by approximately 27%. As a result, several consumption intensities (per RMB10,000 income) generally rose. However, the actual increase in consumption was lower than the rise in production volume, reflecting improved energy efficiency across the Group.

Water Resource Use and Efficiency

As a food manufacturer whose production activities require water resources, our water consumption was mainly for production and staff’s domestic usage. The Group is fully aware of the significance of water resource protection for environmental ecology. Our policy is to implement the recycle and reuse of water as much as possible and reduce the consumption of natural or clean water. A portion of the limewater and condensate water generated from the production process is treated for reuse through our own sewage treatment equipment, effectively reducing both water consumption and sewage discharge, and saving cost. We use water provided by the government and have no difficulty in obtaining suitable water sources.

Owing to the increase in the number of production lines and production volume during the Year, total water consumption and intensity of the Group increased during the Reporting Period as compared to the prior year. During the Reporting Period, the total water consumption of the Group was as follows:

Water consumption (cubic metre) and intensity (cubic metre/RMB10,000 income)



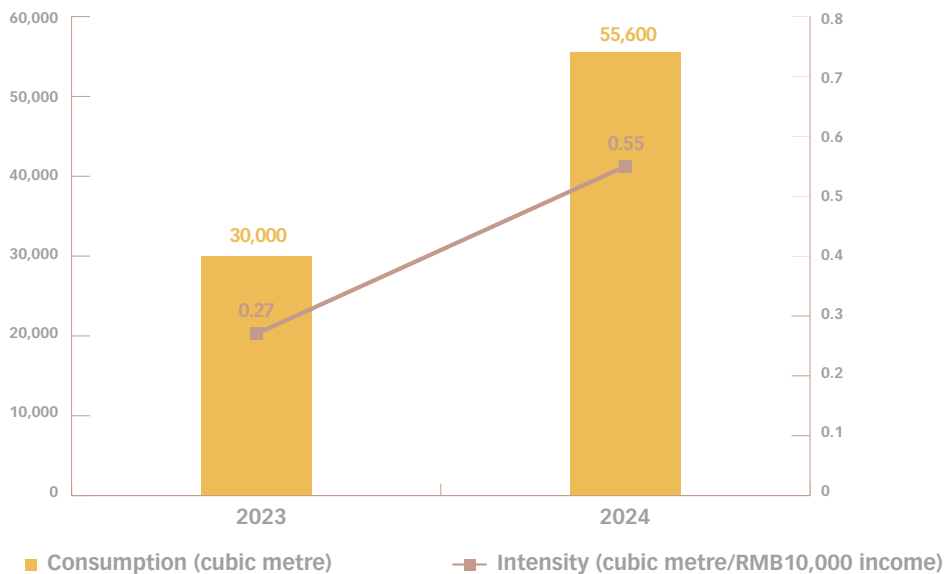
Energy Use and Efficiency

The Group has increased investments for energy conservation and emission reduction equipment, including phase-out of energy-consuming motors and replacement with highly-efficient motors. Besides, it has completed the upgrading of the heat pump system of sausage casing workshop, with a view to reducing electricity consumption per unit⁷ so as to improve efficiency and conserve electricity. We also carried out tunnel expansion and energy saving renovation, and regularly cleaned the refrigeration system to ensure heat dissipation capacity and reduce unit consumption. In addition, the Group has formulated its production plans after taking into account the effect of climate and sales seasonality to make full use of production capacity. For example, the production efficiency is usually low with high energy consumption in summer. We will avoid large-scale production in summer when formulating a production plan, so as to reduce energy consumption and improve production efficiency. In addition, a 45,000-square-metre photovoltaic power generation system has been installed on the roof of the Sifu plant, which is now connected to the grid and partially replaces the public power supply for the plant. The system generates approximately 5 million kWh of solar energy per year, reducing carbon emissions by approximately 5,000 tonnes.

During the Reporting Period, the Group actively improved the supporting facilities of various production lines and comprehensively promoted the technical transformation of mechanized, automated and intelligent production.

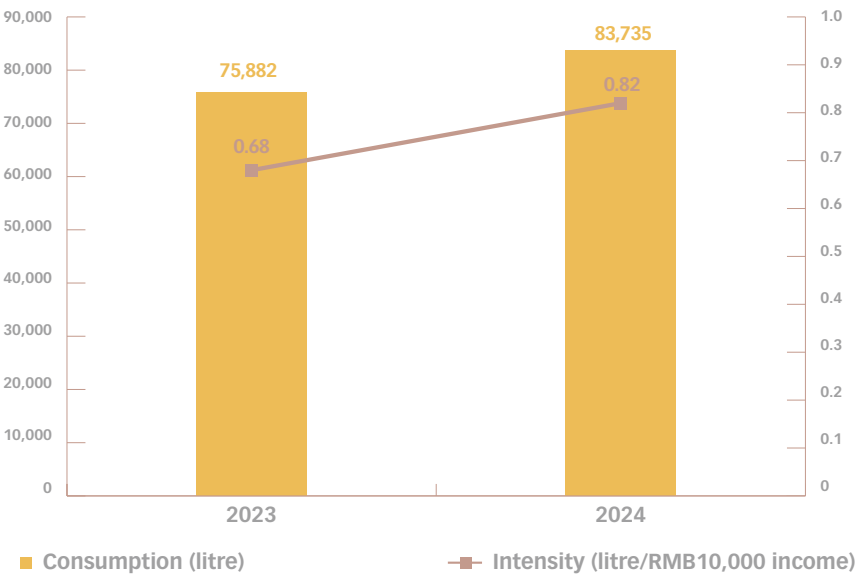
Owing to the increase in the number of production lines and production volume during the Year, the Group's major energy consumption and intensity increased during the Reporting Period as compared to the prior year. Additionally, the production suspension of the furnace operation (cellulose workshop) for almost three months last year led to a reduction in natural gas consumption. Major energy consumption of the Group during the Reporting Period was as follows:

Natural gas consumption (cubic metre) and intensity (cubic metre/RMB10,000 income)

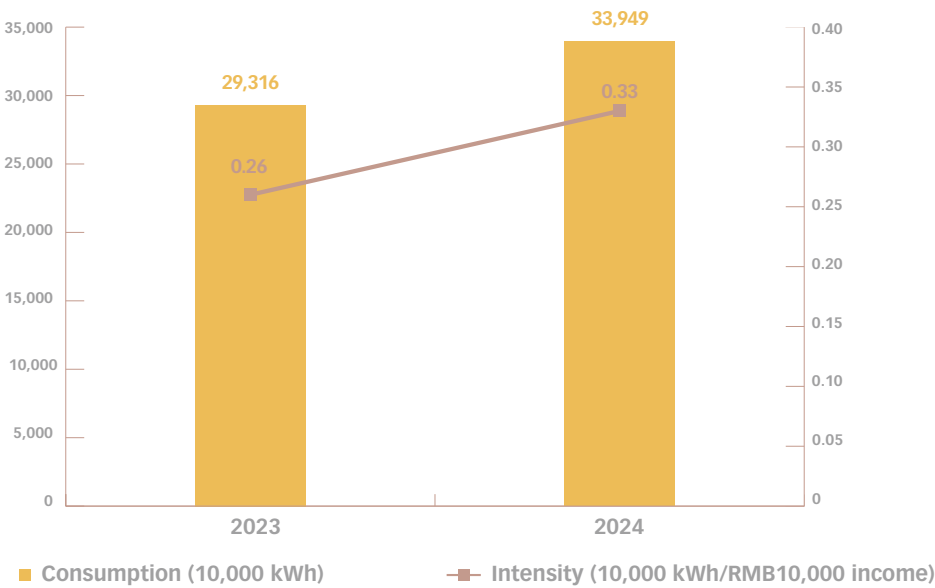


⁷ Electricity consumption per unit refers to the amount of electricity needed in producing a product.

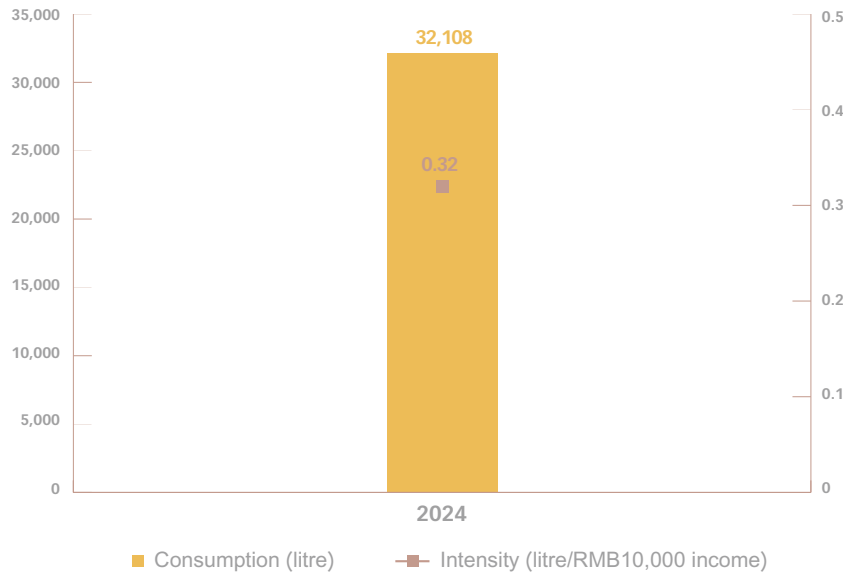
Diesel consumption (litre) and intensity (litre/RMB10,000 income)



Electricity consumption (10,000 kWh) and intensity (10,000 kWh/RMB10,000 income)



Petrol consumption (litre) and intensity (litre/RMB10,000 income)

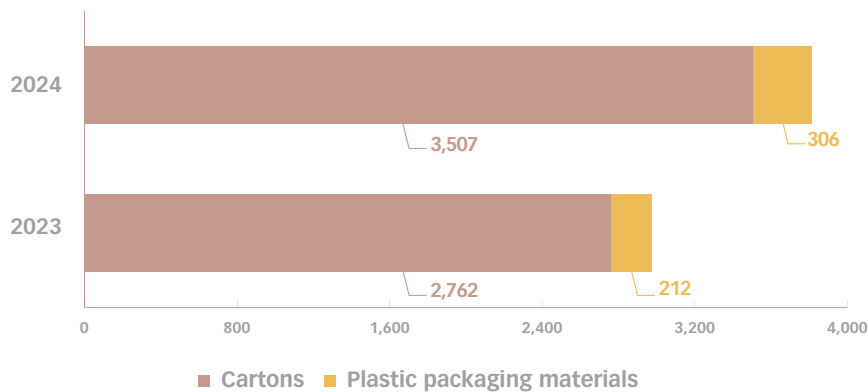


During the Year, the Group began collecting energy consumption data for all official vehicles and disclosed petrol consumption figures for the first time.

Use of Packaging Materials

During the Reporting Period, by adjusting our packaging methods and volumes, the Group had made better use of packaging materials to eliminate waste. In addition, the used packaging cartons were recycled after treatment with an aim to further reduce wastes for disposal. Owing to the increase in the number of production lines and production volume during the Year, the usage amount and intensity of the Group's packaging materials increased during the Reporting Period as compared to the prior year. The packaging materials used by the Group during the Reporting Period were as follows:

Packaging materials usage amount (tonne)



Emissions

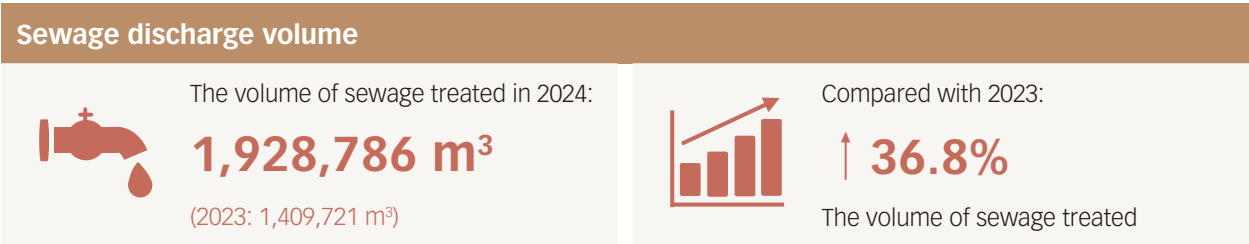
The Group is committed to building an environmentally-friendly corporation and strives to minimize the sewage and production of non-hazardous waste during the manufacturing process and reduce the effect of exhaust emission on the surrounding environment. We take precautions against any unnecessary pollution, assess the source of emissions regularly and work on plans that can reduce emission from the source. We also make every effort to explore more opportunities to re-use and make the most of waste and sewage in order to continuously improve the equipment and process for disposal of emissions and ensure their effectiveness. When purchasing machinery and equipment, the Group will give priority to advanced environmentally-friendly products to ensure that their emissions meet national emission standards and further strengthen the environmental performance of the Group.

In addition, we devote sufficient resources to advocate the Group’s environmental policy to our staff so as to strengthen their awareness of waste reduction. We have established the safety and environmental protection department and environmental protection workshop with a vice president in charge of environmental protection and a dedicated environmental protection staff responsible for the environmental management of the Group. We also established environmental protection workshops within the production plants to deal with the sewage. In our environmentally friendly workshops, we have added ash filter presses to recover a large amount of lime-ash, thereby reducing the impact on the sewage treatment system.

As a manufacturing enterprise, the Group is mainly regulated by the Law of Prevention and Treatment of Water Pollution of the PRC (《中華人民共和國水污染防治法》), the Solid Waste Environment Protection and Control Law of the PRC (《中華人民共和國固體廢物污染環境防治法》), the Atmospheric Pollution Prevention and Control Law of the PRC (《中華人民共和國大氣污染防治法》), the Environment 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》) and other relevant laws and regulations. The laws and regulations require that enterprises must take effective measures and methods to prevent and control water pollution, solid waste pollution and air pollution, and strictly abide by regulatory guidelines on supervision and management, including environmental impact assessment, accurate monitoring of emissions, installation of purification devices, etc., and ensure compliance with the emission standards. Production units shall be liable for the environmental damage caused. The Group shall comply with laws and regulations by implementing the following measures to deal with emissions. During the Reporting Period, the Group did not identify any cases of material violations of environmental-related laws and regulations.

Sewage Discharge and Management

The Group collects sewage generated during the manufacturing process into a collection pool for sewage treatment. Through resource-efficient methods, the sewage undergoes pre-treatment before being directed into the biochemical treatment system. Once it meets the required standards, the sewage will flow into the sewage treatment plant in Wuzhou City for in-depth disposal to further purify the sewage. The Group has also formulated the Emergency Response Plan for Leakage of Wastewater (《廢水洩漏緊急處置方案》). During the Reporting Period, the sewage pollutants of the Group fully met the discharge standards. The Group reduced sewage by conserving water and recycling purified sewage. Owing to the increase in the number of production lines and production volume as well as the adjustment of cleaning process of raw materials of cattle hides and the increase in the stock of raw materials of cattle hides during the Year, the volume of sewage treated by the Group increased during the Reporting Period. As a result, the Group outsourced part of its production sewage to a nearby company equipping with a sewage treatment system in order to improve the efficiency of sewage treatment. The volume of sewage treated (including those outsourced to other companies) during the Reporting Period was as follows:

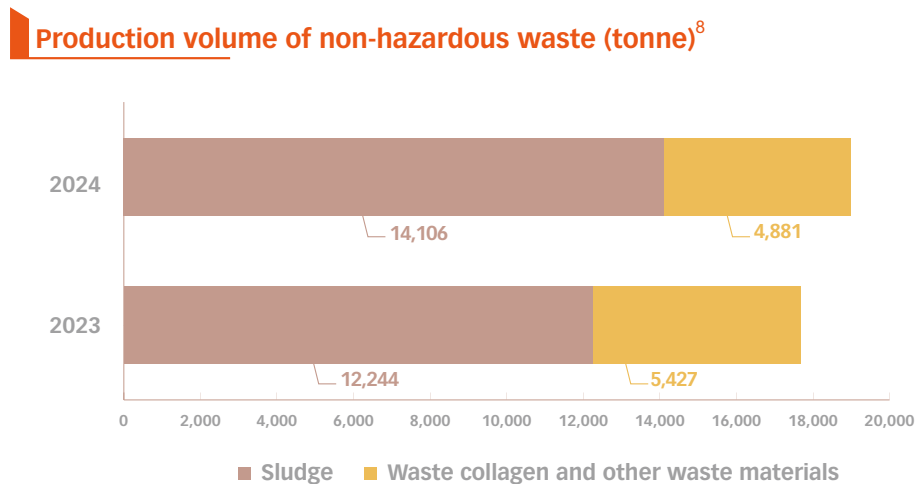


Waste Disposal and Management

The Group strives to minimize the manufacturing of waste during the production process and compile with the relevant laws and regulations through strictly complying with its waste management policies, including the Management Measures for the Transfer of Hazardous Waste (《危險廢物轉移管理辦法》), Technical Specifications for the Setting of Hazardous Waste Identification Signs (《危險廢物識別標誌設置技術規範》) and Standard for Pollution Control on Hazardous Wastes Storage (《危險廢物貯存污染控制標準》), etc. The main wastes produced by the Group are waste collagen and other waste materials generated during the production process and sludge converted therefrom, which does not involve the generation of significant hazardous wastes. Therefore, the disclosure of hazardous waste information is not applicable.

The Group's collagen workshop is equipped with the lime-ash recovery projects and ash filter presses to recover a large amount of lime-ash, thereby reducing the impact on the sewage treatment system. In addition, the Group will recycle waste collagen and other waste materials. The Group has been increasing the recycling of waste materials and lime-ash from the collagen workshops and casing workshops to produce organic fertilizer. Waste materials that are not recycled will be converted into sludge for further treatment. For sludge, active bacteria were added to the sewage, which could be used to pull out and concentrate the stagnant mud produced by biochemical treatment through the sludge pump. This could reduce the water content in the sludge by filtration and dehydration through a chamber pressure filter, so as to reduce the volume of the waste. All the processed sludge would be handled by a qualified company. The Group has also formulated the Emergency Response Plan for Leakage During Transportation of Waste Residues (《廢渣運輸過程洩漏緊急處置方案》).

Owing to the increase in the number of production lines and production volume during the Year, the Group's total volume of non-hazardous solid waste rose during the Reporting Period. At the same time, through process improvements and optimisation, we effectively reduced the generation of waste materials such as collagen scraps. During the Reporting Period, the non-hazardous solid wastes produced by the Group and their respective recovery volume were as follows:



Recovery volume of non-hazardous waste



The volume of non-hazardous waste⁹ recovered in 2024:

25.7%

(2023: 30.7%)



The volume of waste collagen and other waste materials recovered in 2024:

100%

(2023: 100%)

⁸ Waste collagen and other waste materials included the wastes arising from the treatment of lime-ash.

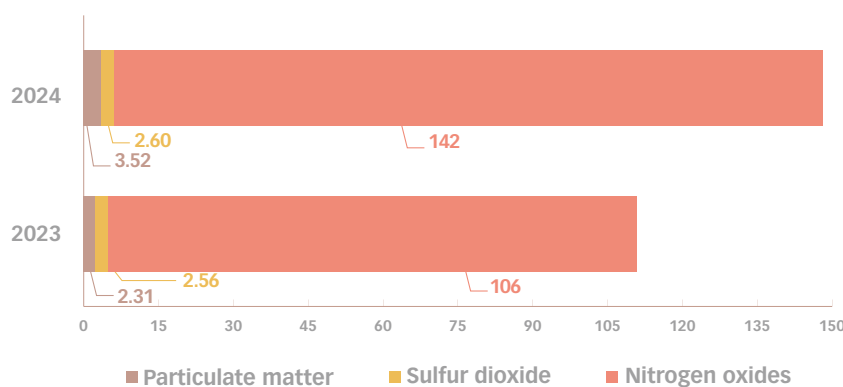
⁹ The data of volume of non-hazardous waste recovered is the percentage of waste recycled or reused to the total production volume of non-hazardous waste.

Air Pollutant Emissions and Management

Gas emissions are induced from certain process production and auxiliary procedure. The exhausted gas emitted are generated from the operation of natural gas boilers (including particulate matter, sulfur dioxide and nitrogen oxides) and hydrogen chloride exhaust generated from production. The actual total emissions and emission intensity of particulate matter, sulfur dioxide and nitrogen oxides are basically the same as last year, while emissions of hydrogen chloride decreases. In accordance with the environmental impact assessment report, the Group has prepared a Self-Monitoring Plan (《自行監測方案》) to regularly monitor exhaust gas at monitoring points and plant boundaries, monitor the emission data and assess the environmental impacts caused, and take corresponding measures in respect of potential air pollution incidents in accordance with the Emergency Response Plan for Environmental Accidents (《環境事故應急預案》). In the future, the Group will continue to seek feasible emission reduction measures to further reduce the environmental impact of production activities.

Owing to the increase in the number of production lines and production volume during the Year, the Group's gas emissions increased during the Reporting Period as compared to the prior year. The gas emissions of the Group during the Reporting Period were as follows:

Gas emissions (kilogram) – particulate matter, sulfur dioxide and nitrogen oxides¹⁰



Gas emissions – hydrogen chloride



Emissions of hydrogen chloride in 2024:

491,304 m³

(2023: 492,370 m³)



Compared with 2023:

↓ 0.2%

Emissions of hydrogen chloride

Indoor Air Quality

It is the mission of the Group to provide employees with a comfortable, clean and safe working environment. We are aware that exhaust gas is released during some production and auxiliary production processes. Healthy indoor air flow is very important to enhance indoor air quality and prevent the accumulation of particulate matter, carbon dioxide and nitrogen oxides in the production areas. We use air purification equipment in the workplace for mechanical ventilation to filter out pollutants and impurities, regularly clean the ventilation system, as well as monitor and measure indoor air quality in the workplace to ensure good indoor air quality and protect the health of employees.

¹⁰ There is no specific requirement from government departments requiring the Group to monitor carbon dioxide emissions from natural gas boilers. Therefore, no corresponding monitoring has been done during the Reporting Period.

Responding to Climate Change

In facing climate change, the Group is aware of the potential risks thereof, including the increasing frequency of extreme weather events worldwide (such as heavy rain, thunderstorms, cold wave, strong gale, high temperatures, etc.). Guangxi, where the Group's production is located, has warm climate with shorter winters and longer summers, and it may be more easily affected by extremely hot weather or drought, resulting in business interruption and increasing safety and health risks. In addition, extreme weather conditions may result in casualties, damages to machinery and assets, etc. In order to cope with the relevant climate change risks, the Group has established the flood prevention and flood control headquarter, various functional teams and rescue teams, and has prepared reserves of flood prevention provisions. We will continue to reconstruct our equipment and facilities to meet production needs, safety and health needs, and enhance our capability to cope with extreme weather. We have also formulated the Emergency Plan for Flood Control and Resistance to Floods《防汛抗洪應急預案》and conducted regular drills to ensure that the Company can cope with the impact of extreme weather. We have also included climate change risk in the Company's risk management process. The Group has established the flood prevention and flood control headquarter, various functional teams and rescue teams, and has prepared reserves of flood prevention provisions to cope with the climate change risks.

Furthermore, the Group places great emphasis on the community environment, assessing the surrounding environment and its impact on local flora and fauna. To this end, we have developed the Environmental Monitoring Report on the Surroundings of Production Facilities《生產設施週邊環境監測報告》, the Environmental Protection Policy《環境保護政策》, and the Biodiversity Conservation Management Manual《生物多樣性保護管理手冊》. These documents aim to systematically monitor and manage the impact of our production activities on the surrounding environment, ensuring that our operations do not adversely affect local ecosystems. Through these measures, we not only protect the natural environment but also strengthen harmonious relations with local communities, further demonstrating our responsibilities and commitments as a corporate citizen.

Potential Significant Impacts

The Group is clearly aware of the multifaceted impacts on enterprises in various aspects of implementing the Interim Measures for the Management of Carbon Emission Trading《碳排放權交易管理辦法(試行)》, the Atmospheric Pollution Prevention and Control Law of the PRC《中華人民共和國大氣污染防治法》and the Cleaner Production Promotion Law of the PRC《中華人民共和國清潔生產促進法》. These laws and regulations have increased operational costs, including the purchase of carbon emission allowances, investments in pollution control facilities, and upgrades to cleaner production technologies. They also require the establishment of stringent environmental monitoring and management systems to ensure compliance with the environmental standards by all production activities. While implementation of these laws and regulations may increase short-term operational costs and financial pressure, they will drive the long-term technological innovation, adoption of greener production technologies and management methods, enhancing the Group's environmental reputation and market competitiveness. By achieving efficient resource utilisation and reducing pollutant emissions, the Group not only meets the requirements of the laws and regulations but also advances further on the path of sustainable development.

Greenhouse Gas Emissions and Management

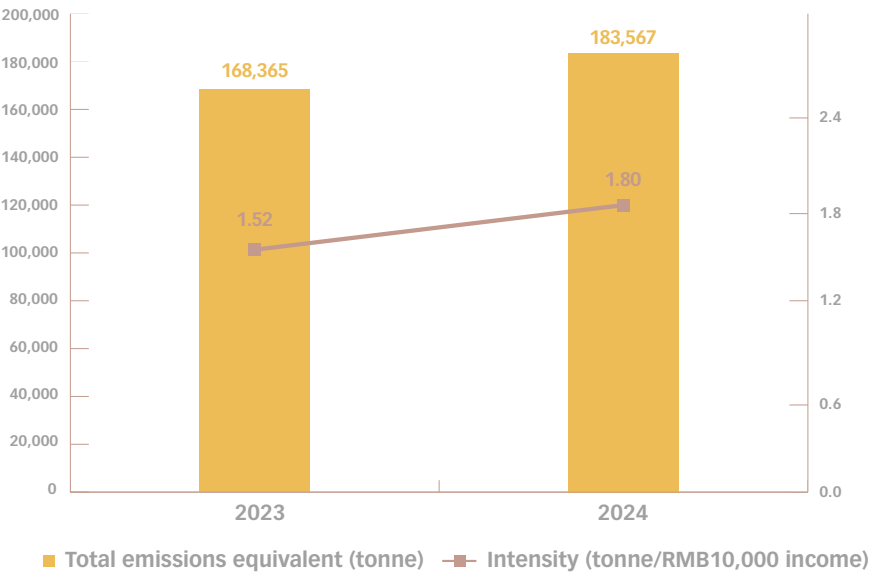
We are fully aware of our responsibility to reduce greenhouse gas emissions in the course of the operation and is committed to controlling the risks and impact of related emissions on its business. Our carbon emissions are mainly derived from energy consumption of electricity, fuel oil and natural gas. We will actively formulate policies to cope with the impact of emissions, such as continuously evaluating, reporting and reviewing greenhouse gas emissions from energy consumption in the course of the operation and their impact on the environment, which form the basis for emission reduction targets set by us.

While keeping close attention to the impact of our business operation on the environment, we will further identify new opportunities in the process of greenhouse gas emissions management, with a goal to continue controlling greenhouse gas emissions equivalent¹¹. Please refer to the above section headed "Use of Resources" for details.

¹¹ The calculation of carbon emission is performed in accordance with the Reporting Guidance on Environmental KPIs《環境關鍵績效指標匯報指引》of Hong Kong Stock Exchange, Notice on Doing a Good Job in Reporting and Verifying Greenhouse Gas Emissions of Enterprises in Some Key Industries in 2023–2025《關於做好2023–2025年部分重點行業企業溫室氣體排放報告與核查工作的通知》of Ministry of Ecology and Environment of the PRC.

Owing to the increase in the number of production lines and production volume during the Year, the Group’s greenhouse gas emissions equivalent and intensity increased during the Reporting Period as compared to the prior year. The relevant greenhouse gas emissions equivalent (Scope 1 and 2) generated by the Group during the Reporting Period were as follows:

Greenhouse gas emissions equivalent (tonne) and intensity (tonne/RMB10,000 income)



Environmental Investment and Resources Reuse

Environment Impact Management

The Group is fully aware of the fact that environmental protection can decrease operational risk and increase business opportunities. We will make continuous efforts in bringing the concept of environmental protection and social responsibility into the Group's operations and policies. For example, as to new construction project, we will prepare environmental protection assessment report before the commencement of the construction project and implement the "Three-Simultaneous" project in accordance with the result and recommendations of the environmental protection assessment report. "Three-Simultaneous" is the policy which requires that pollution prevention and environmental protection facilities in new construction, reconstruction and expansion projects shall be designed, built and put into operation simultaneously together with the main part of the projects. In daily productions, we also engage a third party to conduct monthly environmental supervision and monitoring, with an aim to ensure all three production zones maintain up-to-standard discharge with a focus on energy conservation and pollution reduction. The Group will continue to improve the production process and update the production equipment to avoid the abuse and wastage of natural resources. In addition, we have also set up an emergency response system to deal with environmental incidents. We have also formed a task force to promptly address and reduce the damage of the incidents to the environment. The risk management and internal audit systems of the Group have conducted regular assessment and follow-up on the risks related to the environment and society, and all business departments have also formulated appropriate internal control and risk response plans in respect of major risks, including the annual safety target management responsibility statement for production, fire protection and environmental protection, and environmental emergency plans.

Apart from complying with the existing national and related provincial environmental protection rules and standards, we also take the initiative to issue an environmental protection proposal to the staff of the subsidiaries of the Group, suppliers and partners so as to improve the environment as a team. The Group will continue to encourage its employees to protect the environment and conserve natural resources, with an aim to enable everyone to proactively participate in environmental protection and voluntarily comply with environmental protection laws and regulations.

Noise Pollution

The Group strictly complies with relevant laws and regulations on noise pollution, including but not limited to the Noise Pollution Prevention and Control Law of the PRC (《中華人民共和國噪聲污染防治法》). Due to the heavy use of machinery and instruments in the Group's production activities, the Group attaches great importance to eliminating vibration and noise sources during the production process to avoid noise transmission. The Group reasonably distributes the workplace of power machinery and tries to avoid running multiple large mechanical devices at the same location. However, it is forbidden to work at night in areas near residences, so as it will not affect the surrounding communities. In addition, if the use of air compressors, generators and other types of machinery generate strong noise, the Group will add silencers to reduce noise.

04

Community Investment

"Active participation in public welfare undertakings"

COMMUNITY INVESTMENT

Social Welfare

The Group never forgets to give back to society and is passionate for social welfare activities while pursuing its own corporate development. We have formulated the Measures for the Administration of Public Welfare Activities and Charities (《公益活動和慈善事業管理辦法》), which defines the charity principles of social welfare activities and charities, specifies the scopes, types and beneficiaries of public welfare activities and charities, and stipulates the relevant procedures of donation cause, subject, channels, methods, and responsible party of the donation, composition and amount of the donation, as well as the procedures for handover of the donation.

The Group has established Shenguan Sunshine Charity Fund (神冠驕陽公益基金) to provide support for basic education, which offers financial assistance for the children in the impoverished areas to continue their education and help them to enjoy a happy and healthy childhood. These capitals are intended to fund charitable projects such as Spring Blossom Program (春蕾計劃), Wuzhou Education Foundation (梧州教育基金會), 99 Charity Day (99公益), which provide various kinds of financial assistance.

The Group made a total donation of RMB538,000. In addition to donations, the Group also actively donated various supplies, with the value of donated supplies amounting to RMB830,000. The Group has organized and is currently conducting charitable activities, including but not limited to:

- In 2024, the Group initiated social welfare activities such as the Spring Blossom Program (春蕾計劃) and donation of organic fertilizers to support rural revitalization;
- We established the Cangwu Qinyi Liubao Organic Tea Garden, Cenxi Daye Shengdong Organic Forest Fruit Base, and Laibin Heshan Lingnan Town Lilan Village Organic Sugarcane Planting Demonstration Base.



Donation to the Organic Sugarcane Planting Demonstration Base in Lilan Village, Heshan City, Laibin to support rural revitalization



Fertilizer donation to Daye Biyuan Fruit Professional Cooperative Society

SUMMARY OF STATISTICS

Emissions	Unit	2024	2023
Gas emissions (Released from production and auxiliary production processes)			
Nitrogen oxides (NO _x)	kilogram	141.9	106
Sulfur dioxide	kilogram	2.60	2.56
Particulate matter (PM)	kilogram	3.52	2.31
Hydrogen chloride (HCl) ¹²	cubic metre	491,304	492,370
Sewage	cubic metre	1,928,786	1,409,721
Greenhouse gas emissions equivalent			
Total greenhouse gas emissions equivalent	tonne	183,567	168,365
Intensity (per RMB10,000 income)		1.80	1.52
Direct greenhouse gas emissions equivalent (Scope 1)	tonne	419	260
Energy indirect greenhouse gas emissions equivalent (Scope 2)	tonne	182,171	167,189
Other indirect greenhouse gas emissions equivalent (Scope 3) ¹³	tonne	977	916
Non-hazardous waste category			
Production volume			
Sludge	tonne	14,106	12,244
Waste collagen and other waste materials ¹⁴	tonne	4,881	5,427
Recovery volume			
Non-hazardous waste ¹⁵	–	25.7%	30.7%
Waste collagen and other waste materials ¹⁴	–	100.0%	100.0%

¹² Hydrogen chloride emissions = Regulated standard dry air volume x emission duration. The regulated standard dry air volume is the monitored data.

¹³ Currently, the calculation of Scope 3 includes freshwater and sewage treatment. The Company conducted a comprehensive review of all Scope 3 categories and identified several significant categories during the Year. The Company has already begun collecting relevant data.

¹⁴ Waste collagen and other waste materials include the wastes arising from the treatment of lime-ash.

¹⁵ The data of volume of non-hazardous waste recovered is the percentage of waste recycled or reused to the total production volume of non-hazardous waste.

Energy Consumption	Unit	2024	2023
Renewable energy consumption			
Solar photovoltaic panels	kWh	5,242,908	5,305,576
Direct energy consumption			
Diesel	litre	83,735¹⁶	75,882
Intensity (per RMB10,000 income)		0.82	0.68
Petrol	litre	32,108¹⁷	N/A
Intensity (per RMB10,000 income)		0.32	N/A
Natural gas	cubic metre	55,600¹⁸	30,000
Intensity (per RMB10,000 income)		0.55	0.27
Indirect energy consumption			
Electricity	10,000 kWh	33,949	29,316
Intensity (per RMB10,000 income)		0.33	0.26
Water consumption			
Water consumption	cubic metre	2,883,726	2,422,006
Intensity (per RMB10,000 income)		28.36	21.81
Packaging materials category			
Cartons	tonne	3,507	2,762
Plastic packaging materials	tonne	306	212

¹⁶ Energy consumption of diesel is equivalent to approximately 884,325 kWh.

¹⁷ Energy consumption of petrol is equivalent to approximately 312,479 kWh.

¹⁸ Energy consumption of natural gas is equivalent to approximately 621,022 kWh.

Total employees	Unit	2024	2023
Total number of employees at the end of the Reporting Period	headcount	2,800	2,523
Gender			
Male	–	61%	58.0%
Female	–	39%	42.0%
Age group			
Age 18–30	–	9.8%	7.4%
Age 31–40	–	24.8%	23.9%
Age 41–50	–	44.4%	47.5%
Age 51–60	–	20.3%	20.0%
Age 61 or above	–	0.7%	1.2%
Region			
Mainland China	–	100.0%	100.0%
Other regions outside Mainland China	–	0%	0.0%
Employment type			
Full-time and contracted	–	100%	100.0%
Others (part-time, fixed-term or casual)	–	0.0%	0.0%

Employee turnover rate	Unit	2024	2023
Resignation during the Year	headcount	644	580
Turnover rate¹⁹	–	18.7%	18.7%
Gender²⁰			
Male	–	19.3%	18.3%
Female	–	17.7%	19.3%
Age group²⁰			
Age 18–30	–	49.0%	50.6%
Age 31–40	–	21.2%	21.3%
Age 41–50	–	11.3%	10.0%
Age 51–60	–	1.4%	15.1%
Age 61 or above (mainly those who have retired upon reaching legal age)	–	57.7%	9.0%
Region²⁰			
Mainland China	–	18.7%	18.7%

¹⁹ Employee turnover rate = number of employee turnover/(total number of employees at the end of the Reporting Period + number of employee turnover).

²⁰ Employee turnover rate of this category = number of employee turnover of this category/(total number of employees of this category at the end of the Reporting Period + number of employee turnover of this category).

Employee training ^{21, 22}		Unit	2024	2023
Total number of employees trained		Headcount (–)	2,409 (86.0%)	2,213 (87.7%)
Total training hours		hour	30,316	34,050
Average training hours ²³		hour	10.8	13.5
Gender				
Male	Number of employees trained (% of trained employees)	headcount (–)	1,410 (58.5%)	1,150 (52.0%)
	Average training hours ²⁴	hour	10.4	19.2
Female	Number of employees trained (% of trained employees)	headcount (–)	999 (41.5%)	1,063 (48.0%)
	Average training hours ²⁴	hour	11.4	11.2
Position type				
Management level (Deputy manager or above)	Number of employees trained (% of trained employees)	headcount (–)	13 (0.5%)	13 (0.6%)
	Average training hours ²⁴	hour	13.7	18.3
General employee	Number of employees trained (% of trained employees)	headcount (–)	2,396 (99.5%)	2,200 (99.4%)
	Average training hours ²⁴	hour	10.8	15.4

Health and Safety of Employees		Unit	2024	2023	2022
Number of work-related fatalities (rate of work-related fatalities) ²⁵		Headcount (-)	0 (0%)	0 (0%)	0 (0%)
Lost days due to work injury		day	348	421	732

Suppliers		Unit	2024	2023
Mainland China		Number	352	286
Other regions outside Mainland China		Number	0	0
To implement the practice relating to engaging suppliers		Number	352	286

²¹ The training data only includes internal training, including online courses.

²² Only include full-time employees.

²³ Average training hours = total training hours/total number of employees at the end of the Reporting Period.

²⁴ Average training hours = total training hours of this category/total number of employees of this category at the end of the Reporting Period.

²⁵ Rate of work-related fatalities = number of work-related fatalities/total number of employees.

INDEX OF THE GUIDE

The following is an index of the disclosure content of Environmental, Social and Governance Reporting Guide as set out in Appendix C2 of the Stock Exchange in the Report.

Part B: Mandatory Disclosure Requirements

Disclosure content	Reporting guidelines	Reporting sections	Remarks
Governance Structure	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 	<p>Message from the Chairman</p> <p>Environmental, Social and Governance Structure</p>	
Reporting Principles	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	<p>About the Report</p> <p>Reporting Standards</p> <p>Stakeholder Engagement</p> <p>Materiality Assessment</p>	
Reporting Boundary	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	Reporting Scope	

Part C: “Comply or explain” Provisions

Aspects	No.	Reporting guidelines	Reporting sections	Remarks
Environmental				
A1 : Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection	
	A1.1	The types of emissions and respective emissions data	Environmental Protection, Summary of Statistics	
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection, Summary of Statistics	
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection	The operation process does not produce a significant amount of hazardous waste.
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection, Summary of Statistics	
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Protection, Environmental, Social and Governance Structure	
	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.	Environmental Protection, Environmental, Social and Governance Structure	
A2 : Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Protection	
	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).	Environmental Protection, Summary of Statistics	
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Protection, Summary of Statistics	
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Protection, Environmental, Social and Governance Structure	
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Protection, Environmental, Social and Governance Structure	We have no issue in sourcing water that is fit for purpose in our operation.
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Protection, Summary of Statistics	

Aspects	No.	Reporting guidelines	Reporting sections	Remarks
A3 : The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Protection	
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection	
A4 : Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Environmental Protection	
	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.	Environmental Protection	
Social				
B1 : Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Care for Employees	
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Care for Employees, Summary of Statistics	
	B1.2	Employee turnover rate by gender, age group and geographical region.	Care for Employees, Summary of Statistics	

Aspects	No.	Reporting guidelines	Reporting sections	Remarks
B2 : Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Care for Employees	
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Care for Employees	
	B2.2	Lost days due to work injury.	Care for Employees	
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Care for Employees	
B3 : Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Care for Employees	
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Summary of Statistics	
	B3.2	The average training hours completed per employee by gender and employee category.	Care for Employees, Summary of Statistics	

Aspects	No.	Reporting guidelines	Reporting sections	Remarks
B4 : Labour Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Care for Employees	
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Care for Employees	
	B4.2	Description of steps taken to eliminate such practices when discovered.	Care for Employees	No violation was found during the Reporting Period.
B5 : Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Industry Optimization	
	B5.1	Number of suppliers by geographical region.	Industry Optimization	
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Industry Optimization	
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Industry Optimization	
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Industry Optimization	

Aspects	No.	Reporting guidelines	Reporting sections	Remarks
B6 : Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Industry Optimization	
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Industry Optimization	During the Reporting Period, there were no incidents requiring voluntary recall of products.
	B6.2	Number of products and service related complaints received and how they are dealt with.	Industry Optimization	
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Industry Optimization	
	B6.4	Description of quality assurance process and recall procedures.	Industry Optimization	
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Industry Optimization	
B7 : Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Industry Optimization	
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Industry Optimization	No corruption lawsuits occurred during the Reporting Period.
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Industry Optimization	
	B7.3	Description of anti-corruption training provided to directors and staff.	Industry Optimization	
B8 : Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment	
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment	
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment	