FOSHAN HAITIAN FLAVOURING AND FOOD COMPANY LTD.
佛山市海天調味食品股份有限公司
(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock code: 3288)

(1) POLL RESULTS OF 2025 FIRST EXTRAORDINARY GENERAL MEETING; (2) ADJUSTMENT OF DIRECTOR AND ELECTION OF EMPLOYEE REPRESENTATIVE DIRECTOR; AND (3) CHANGE OF LEGAL REPRESENTATIVE

POLL RESULTS OF 2025 FIRST EXTRAORDINARY GENERAL MEETING

References are made to the notice and the circular (the "**Circular**") of the 2025 first extraordinary general meeting (the "**EGM**") dated September 8, 2025 of Foshan Haitian Flavouring and Food Company Ltd. (the "**Company**"). Unless the context otherwise requires, capitalized terms used in this announcement shall have the same meanings as those defined in the Circular.

The Board is pleased to announce that the EGM was held at 2:00 p.m. on Thursday, September 25, 2025 at Conference Room, 4/F, No. 21-1 Wensha Road, Chancheng District, Foshan City, Guangdong Province, and all resolutions proposed at the EGM were duly passed. The EGM was convened by the Board, conducted through a combination of both on-site voting and online voting (only applicable to A Share Shareholders), and chaired by Ms. CHENG Xue, Chairwoman of the Company. All Directors of the Company attended the EGM.

As at the date of the EGM, the total number of issued Shares of the Company was 5,851,824,944 (including 5,560,600,544 A Shares and 291,224,400 H Shares), 5,841,535,453 of which entitled the holders to attend and vote for or against or abstain from voting in respect of the resolutions at the EGM. 10,289,491 A Shares (the "**Treasury Shares**") in the Company's securities account designated for repurchase did not carry voting rights, and the Company did not solicit voting in respect of the aforesaid Treasury Shares at the EGM.

A total of 2,559 Shareholders and their proxies, holding an aggregate of 4,319,221,165 Shares with voting rights, representing approximately 73.9398% of the total Shares with voting rights of the Company, in which, 2,555 A Share Shareholders and their proxies, holding an aggregate of 4,124,682,852 Shares with voting rights, representing approximately 70.6096% of the total Shares with voting rights of the Company while 4 H Share Shareholders and their proxies, holding an aggregate of 194,538,313 Shares with voting rights, representing approximately 3.3302% of the total Shares with voting rights of the Company, attended the EGM.

As far as the Company is aware after reasonable enquiry, Ms. KE Ying, a senior management member of the Company; Ms. CHEN Min, Mr. HUANG Shuliang, and Mr. HE Tao, all being supervisors of the Company, currently hold Shares of the Company and are participants of the 2025 A Share Employee Stock Ownership Scheme. Accordingly, such individuals (holding a total of 564,471 Shares) shall abstain from voting on the relevant resolutions regarding the 2025 A Share Employee Stock Ownership Scheme at the EGM. Such individuals have abstained from voting on resolutions no. 8 to 10 at the EGM. Save as disclosed above, as far as the Directors are aware after reasonable enquiry, no other Shareholder was required under the Listing Rules to abstain from voting or abstain from voting in favour of any resolution at the EGM. There were no Shares actually voted but excluded from calculating the poll results.

The poll results of the resolutions proposed at the EGM were as follows:

SPECIAL RESOLUTIONS		FOR		AGAINST		ABSTAIN	
		Number of Shares (shares)	Percentage (%)	Number of Shares (shares)	Percentage (%)	Number of Shares (shares)	Percentage (%)
1.	The proposal on the amendments to the Articles of Association of Foshan Haitian Flavouring and Food Company Ltd.	4,315,956,650	99.9244	2,536,397	0.0587	728,118	0.0169
2.	The proposal on amendments to the Rules of Procedure for the Shareholders' General Meetings of Foshan Haitian Flavouring and Food Company Ltd.	4,316,961,860	99.9477	1,461,241	0.0338	798,064	0.0185
3.	The proposal on amendments to the Rules of Procedure for the Board of Directors of Foshan Haitian Flavouring and Food Company Ltd.	4,317,626,071	99.9630	780,861	0.0181	814,233	0.0189

ORDINARY RESOLUTIONS		FOR		AGAINST		ABSTAIN	
		Number of Shares (shares)	Percentage (%)	Number of Shares (shares)	Percentage (%)	Number of Shares (shares)	Percentage (%)
4.	The proposal for amendments to the Administrative Rules of Proceeds from Capital Raising Activities of Foshan Haitian Flavouring and Food Company Ltd.	4,317,566,518	99.9617	836,254	0.0194	818,393	0.0189
5.	The proposal for amendments to the Administrative Rules for External Guarantees of Foshan Haitian Flavouring and Food Company Ltd.	4,317,392,833	99.9577	980,540	0.0227	847,792	0.0196
6.	The proposal for amendments to the Working Rules for Independent Directors of Foshan Haitian Flavouring and Food Company Ltd.	4,317,567,536	99.9617	801,083	0.0186	852,546	0.0197
7.	The proposal for amendments to the Policy on the Appointment of Accounting Firms of Foshan Haitian Flavouring and Food Company Ltd.	4,317,601,392	99.9625	784,464	0.0182	835,309	0.0193
8.	The proposal on the 2025 A Share Employee Stock Ownership Scheme (Revised Draft) and its summary of Foshan Haitian Flavouring and Food Company Ltd.	4,193,937,975	97.1114	123,914,033	2.8693	834,886	0.0193
9.	The proposal on the Administrative Measures for the 2025 A Share Employee Stock Ownership Scheme (Revision) of Foshan Haitian Flavouring and Food Company Ltd.	4,193,349,972	97.0978	124,494,616	2.8827	842,306	0.0195
10.	The proposal on the authorisation to the Board to handle matters in respect of the 2025 A Share Employee Stock Ownership Scheme of Foshan Haitian Flavouring and Food Company Ltd.	4,193,333,156	97.0974	124,513,742	2.8831	839,996	0.0195

Resolutions no. 1 to 3 above are special resolutions, which were passed by more than two-thirds of the voting rights held by the Shareholders (including their proxies) present at the EGM; resolutions no. 4 to 10 above are ordinary resolutions, which were passed by more than half of the voting rights held by the Shareholders (including their proxies) present at the EGM.

Poll voting for the resolutions of the EGM was taken in accordance with Rule 13.39(4) of the Listing Rules and the Articles of Association. Pursuant to the Listing Rules, Tricor Investor Services Limited, the H Share registrar of the Company, acted as the scrutineer in respect of the vote-taking of H Shares at the EGM.

According to the legal opinion after attestation issued by Jingtian & Gongcheng, the procedures for convening and holding the EGM are in compliance with the Company Law, the Securities Law of the People's Republic of China, the Rules for Shareholders' Meetings of Listed Companies, and other relevant laws, administrative regulations, regulatory documents and the Articles of Association. The qualifications of conveners and the attendees at the meeting are lawful and valid, the voting procedures are lawful and the resolutions passed are lawful and valid.

ADJUSTMENT OF DIRECTOR AND ELECTION OF EMPLOYEE REPRESENTATIVE DIRECTOR

The Board received a written resignation report from Mr. WEN Zhizhou ("**Mr. WEN**") as a Director on September 25, 2025. Due to internal governance restructuring within the Company, Mr. WEN has tendered his resignation from the office of the Director of the sixth session of the Board of the Company. The resignation report took effect as of the date it was delivered to the Board. The resignation of Mr. WEN will not result in the number of members of the Board falling below the statutory quorum, will not affect the normal operation of the Board, and will not adversely impact the standardized operation and daily operations of the Company. Mr. WEN has confirmed that he has no disagreement with the Board and that there are no other matters relating to his resignation that need to be brought to the attention of the Shareholders of the Company, creditors, or the Hong Kong Stock Exchange.

Pursuant to the relevant requirements of the Company Law and the Articles of Association, the Board shall include an employee representative, who shall be elected by the Company's employees through a general meeting of employee representatives, a general meeting of employees, or other democratic means, without the need for Shareholder review. On September 25, 2025, the Company convened the second meeting of the third session of general meeting of employee representatives, and elected Mr. WEN as an employee representative Director of the sixth session of the Board of the Company. Mr. WEN, together with the non-employee representative Directors elected through a general meeting of the Company, forms the sixth session of the Board of the Company. The term of office of Mr. WEN shall expire upon the expiration of the term of the sixth session of the Board of the Company.

Mr. WEN meets the qualifications and conditions for serving as an employee representative Director as stipulated in the Company Law and other laws and regulations. Following his election as an employee representative Director of the Company, the sixth session of the Board of the Company will continue to consist of nine Directors. In particular, the total number of Directors who concurrently hold senior management positions in the Company and those serving as employee representatives does not exceed one-half of the total number of Directors of the Company, which is in compliance with relevant laws, regulations and the Articles of Association.

The biographical details of Mr. WEN are set out as follows:

Mr. WEN Zhizhou (文志州), born in January 1978, holds a master's degree and is a senior engineer. Mr. WEN joined our Group in 1998 and successively held several positions in our Group, including soy sauce factory director, production department manager, deputy director of the engineering equipment center, chairman of the Gaoming Haitian Trade Union (高明海天工會), chairman of the supervisory committee and Director of the Company. Mr. WEN currently serves as director and manager of Foshan Haitian (Tianjin) Seasoning Food Co., Ltd. (佛山市海天(天津)調味食品有限公司), director of Dai Dai Tian (Wuhan) Food Group Co., Ltd. (代代田(武漢)食品集團有限公司), director, manager and finance manager of Guangdong Guangzhonghuang Food Co., Ltd. (廣東廣中皇食品有限公司), director and general manager of Honghe Hongbin Food Co., Ltd. (紅河宏斌食品有限公司), chairman and manager of Hefei Yanzhuang Edible Oil Co., Ltd. (合肥燕莊食用油有限責任公司), director of Zhejiang Jiusheng Oil Tea Technology Co., Ltd. (浙江久晟油茶科技有限公司), and chairman of Zhenjiang Danhe Vinegar Industry Co., Ltd. (鎮江丹和醋業有限公司), all being the subsidiaries of the Company.

As at the date of this announcement, Mr. WEN is interested in 3,265,176,642 A Shares of the Company. Reference is made to the Company's prospectus dated June 11, 2025 (the "**Prospectus**"), Guangdong Haitian Group Co., Ltd.（廣東海天集團股份有限公司）("**Guangdong Haitian**"), Foshan Haipeng Trade Development Co., Ltd.（佛山市海鵬貿易發展有限公司）, and the Concert Party Group (as defined in the Prospectus) constitute a group of controlling Shareholders of the Company. As Mr. WEN holds approximately 1.11% interests in Guangdong Haitian, he is a member of the Concert Party Group and a controlling Shareholder of the Company. For details, please refer to the section headed "Relationship with our Controlling Shareholders" in the Prospectus.

Mr. WEN is not prohibited from serving as a company director under the Company Law, nor has he been subject to any administrative penalty by the China Securities Regulatory Commission or any disciplinary action by any stock exchange; there are no other circumstances where Mr. WEN would be deemed unsuitable to be a director of a listed company by any stock exchange. Mr. WEN does not fall under any circumstances listed in Rule 3.2.2 of the Guidelines No. 1 for the Application of Self-regulatory Rules of Companies Listed on the Shanghai Stock Exchange — Standard Operation.

As at the date of this announcement, save as disclosed above, Mr. WEN (i) has not held any other directorship in other listed companies nor any other position of the Company or any of its subsidiaries for the past Three years; (ii) does not Have any relationship with any Directors, senior management, controlling Shareholders or substantial Shareholders of the Company; (iii) does not have any interest in the Shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong); and (iv) there is no other information required to be disclosed pursuant to the requirements set out in Rules 13.51(2)(h) to (v) of the Listing Rules, nor are there any matters which need to be brought to the attention of the Shareholders.

Pursuant to the Director's remuneration plan for 2025 approved at the general meeting of the Company, the basic remuneration of Mr. WEN as a Director of the Company for 2025 is RMB1.3 million (including his compensation for other positions in the Group). The annual performance-based remuneration of the Directors for 2025 will be determined in accordance with the remuneration plan of the Company and based on the performance appraisal of the Directors. The amount of Mr. WEN's annual remuneration will be disclosed in the annual report of the Company.

CHANGE OF LEGAL REPRESENTATIVE

On September 25, 2025, the Company convened the 9th meeting of the sixth session of the Board, at which the Proposal on Determining the Legal Representative of the Company was considered and approved, and it was agreed to appoint Mr. GUAN Jianghua, the Director and President of the Company, as the legal representative of the Company for a term of office until the expiration of the term of the sixth session of the Board of the Company. The Company will, in accordance with relevant regulations, complete the registration with the industry and commerce administration for the change of the legal representative as soon as possible, subject to the registration with the market regulatory authority.

The Board of Directors
Foshan Haitian Flavouring and Food Company Ltd.

Hong Kong, September 25, 2025

As at the date of this announcement, the Board comprises: (i) Ms. CHENG Xue, Mr. GUAN Jianghua, Mr. HUANG Wenbiao, Mr. WEN Zhizhou, Mr. LIAO Changhui and Mr. DAI Wen as executive directors; and (ii) Mr. ZHANG Kechun, Mr. QU Wenzhou and Mr. DING Bangqing as independent non-executive directors.