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)

SHAREHOLDER RETURN PLAN FOR THE NEXT THREE YEARS (2025-2027) AND IMPLEMENTATION OF THE "CORPORATE VALUE AND RETURN ENHANCEMENT" ACTION PLAN

To thoroughly implement the requirements of Opinions of the State Council on Further Improving the Quality of Listed Companies (《關於進一步提高上市公司質量的意見》), based on firm confidence in the long-term development prospects of the industry and Foshan Haitian Flavouring and Food Company Ltd. (the "**Company**") and a sound operating foundation, in order to better share the fruits of development with shareholders and continuously enhance investors' sense of gain and confidence in long-term holding, and in light of the current internal and external environment and development stage, the board of directors of the Company (the "**Board**") has formulated the Shareholder Return Plan for the Next Three Years (2025-2027) of Foshan Haitian Flavouring and Food Company Ltd. (the "**Plan**") in accordance with the provisions of the Company Law of the People's Republic of China (《中華人民共和國公司法》), the Securities Law of the People's Republic of China (《中華人民共和國證券法》), the Guidelines for the Regulation of Listed Companies No. 3 - Cash Dividends of Listed Companies (《上市公司監管指引第3號－上市公司現金分紅》), the Self-Regulatory Guidance on Listed Companies of the Shanghai Stock Exchange No. 1 - Standardized Operation (《上海證券交易所上市公司自律監管指引第1號－規範運作》), the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and other relevant laws, regulations, and normative documents, as well as the Articles of Association of Foshan Haitian Flavouring and Food Company Ltd. (the "**Articles of Association**"), details of which are as follows:

(I) Principles for Formulating the Plan: Long-term Perspective and Shared Growth

The Company has always adhered to a long-term development philosophy, firmly believing that corporate value is ultimately determined by sustained and stable performance and intrinsic value creation. The core principle of the Plan is: while ensuring the Company's healthy and sustainable development and meeting the funding needs for future strategic planning, the Company are committed to establishing a more sustainable, stable, and predictable shareholder return mechanism.

(II) Key Points of Shareholder Return Plan for the Next Three Years (2025-2027)

From 2025 to 2027, the total cash dividends to be distributed by the Company each year will account for no less than 80% of the net profit attributable to the parent company's shareholders for the year (excluding a special dividend, if any). The Company's Board may, based on current profitability and financial condition, formulate a profit distribution plan when appropriate, which will be submitted to the shareholders' meeting for consideration and approval (or, based on authorization from the shareholders' meeting, be considered and approved by the Board) before implementation.

(III) Decision-making Procedures for the Plan

The Plan, after being considered and approved by the Company's Board, shall be submitted to the shareholders' meeting for consideration and approval.

(IV) Adjustment Mechanism for the Plan

If adjustments to the Plan are necessary due to relevant laws and regulations, changes in the internal and external operating environment, or the Company's production and operation situation and development needs, the Company's Board may amend the Plan in compliance with relevant laws, regulations, normative documents, and the profit distribution policy of the Articles of Association, and submit the same to the Company's shareholders' meeting for consideration.

(V) Other Matters

Matters not covered in the Plan shall be implemented in accordance with the requirements of relevant laws, regulations, normative documents and the Articles of Association.

(VI) Decision-making Process for the Formulation of The Plan

On December 18, 2025, the Company convened the eleventh meeting of the sixth session of the Board of Directors, at which the Resolution Regarding the Shareholder Return Plan for the Next Three Years (2025-2027) and Implementation of the "Corporate Value and Return Enhancement" Action Plan was considered and approved with 9 votes in favor, 0 against, and 0 abstentions. The Plan complies with the profit distribution policy stipulated in the Articles of Association and is subject to further review and approval at the shareholders' meeting.

The Company will publish the circular, notice, and proxy form for the shareholders' meeting in due course.

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

Hong Kong, December 18, 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.