Fufeng Group Limited
阜豐集團有限公司

(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)
Stock Code股份代號 : 546



2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

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1. ABOUT ESG REPORT

Fufeng Group Limited and its subsidiaries (the "Group" or "our") published the 2025 Environmental, Social and Governance Report (the "ESG Report"), which is the tenth ESG Report we have published, aiming at presenting our ESG strategy, philosophy, practices and performance.

Scope of the Report

This Report covers the Group's subsidiaries, namely山東阜豐發酵有限公司 (Shandong Fufeng Fermentation Co., Ltd.) ("Shandong Fufeng"), 寶雞阜豐生物科技有限公司 (Baoji Fufeng Biotechnologies Co., Ltd.) ("Baoji Fufeng"), 內蒙古阜豐生物科技有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.) ("IM Fufeng"), 呼倫貝爾東北阜豐生物科技有限公司 (Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd.) ("Hulunbeier Fufeng"), 新疆阜豐生物科技有限公司 (Xinjiang Fufeng Biotechnologies Co., Ltd.) ("Xinjiang Fufeng") and 齊齊哈爾龍江阜豐生物科技有限公司 (Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd.) ("Longjiang Fufeng"). The reporting period spans from 1 January 2025 to 31 December 2025 (the "Reporting Period"), and certain information may extend beyond the aforementioned timeframe.

Data Description

The data and information contained herein are mainly derived from the statistical reports and relevant documents of the Company. The Board of the Company undertakes that this Report does not contain any false information or misleading statements and is liable for the truthfulness, accuracy and completeness of its contents. Unless otherwise specified, the monetary amounts mentioned in the Report are denominated in Renminbi.

1. 關於ESG報告

阜豐集團有限公司及其附屬公司(以下簡稱「本集團」或「我們」)發佈2025年環境、社會及管治報告(簡稱「ESG報告」),本報告為我們發佈的第10份ESG報告,旨在介紹我們的ESG策略、理念、實踐與績效。

報告範圍

本報告覆蓋本集團轄下山東阜豐發酵有限公司(簡稱「山東阜豐」)、寶雞阜豐生物科技有限公司(簡稱「寶雞阜豐」)、內蒙古阜豐生物科技有限公司(簡稱「內蒙古阜豐」)、呼倫貝爾東北阜豐生物科技有限公司(簡稱「呼倫貝爾阜豐」)、新疆阜豐生物科技有限公司(簡稱「新疆阜豐」)和齊齊哈爾龍江阜豐生物科技有限公司(簡稱「龍江阜豐」)。時間範圍為2025年1月1日至2025年12月31日(「報告期」),部分信息或超出上述時間範圍。

數據說明

報告中所包括的數據與信息主要來源於公司統計報告和相關文件。本公司董事會承諾本報告不存在任何虛假記載、誤導性陳述,並對其內容真實性、準確性和完整性負責。如無特殊說明,報告中所涉及貨幣金額均以人民幣作為計量幣種。

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Reporting Principles

This Report is prepared in accordance with the relevant requirements of the ESG Reporting Guide ("ESG Guide") set out in Appendix C2 to the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited (the "Stock Exchange").

This Report is prepared in accordance with the reporting principles in the ESG Guide, including:

Materiality: The Group has identified material ESG issues through stakeholder engagement and materiality assessment, and has made targeted disclosures in the ESG Report;

Quantitative: The Report presents key performance indicators relating to the environmental and social aspects in a quantitative manner, accompanied by explanations to elucidate their purpose and impact;

Balance: The Report follows the principle of balance to objectively portray the Group's ESG management status;

Consistency: The data disclosure and statistical methods used in this Report are consistent with the 2024 ESG Report to ensure comparability of information.

Access method

The electronic version of this Report is available on the official website of the Group at www.fufeng-group.com and the website of the Stock Exchange at www.hkexnews.hk.

報告原則

本報告依據香港交易及結算所有限公司(「聯交所」)主板上市規則附錄C2《ESG報告指引》(簡稱「ESG指引」)的相關要求編制。

本報告在編制過程中遵循ESG指引的彙報原則，包括：

重要性：本集團通過與持份者溝通及重要性評估，識別出ESG重要議題，並在ESG報告中做有針對性的披露；

量化：本報告採用量化數據的方式展現環境與社會層面的關鍵績效指標，並附帶說明，以闡述其目的和影響；

平衡：本報告遵循平衡原則，客觀展現本集團的ESG管理現狀；

一致性：本報告採用的數據披露和統計方法與2024年ESG報告一致，以確保信息的可比性。

獲取方式

本報告電子版可在本集團官方網站www.fufeng-group.com及聯交所網站www.hkexnews.hk獲取。

2. BOARD STATEMENT

- **Board's Responsibility**

  As the highest governing body responsible for ESG management and public disclosure of Fufeng Group, the Board carries the ultimate responsibility for formulating Fufeng Group's ESG management policy, setting ESG-related objectives, and reviewing progress towards those objectives and ESG performance. The Board has a comprehensive understanding of the Company's ESG management status, makes final decisions on ESG-related matters, and continuously improves the ESG management system of the Group.

- **Daily Implementation**

  At the day-to-day operational level, the Group has established an Environmental, Social and Governance Committee (the "ESG Committee") under the Board, which is responsible for developing and reviewing ESG vision, objectives, strategy and management approach, reviewing and monitoring the ESG management structure, policies and operational management, conducting research and making recommendations on significant ESG-related decisions, coordinating ESG resources and implementation efforts, managing ESG-related risks and opportunities, as well as preparing and reviewing the ESG report.

- **Management Policies**

  The Board continuously monitors ESG development trends and the performance of peers, evaluates ESG risks and opportunities in alignment with its own development plans, and timely updates management policies and strategies to ensure that ESG-related work remains progressive. The Group maintains close daily communication and engagement with internal and external stakeholders and assesses, analyses and prioritises material ESG issues. For details of the results of the 2025 ESG issue assessment, please refer to the "ESG Management – Issue Materiality Assessment".

2. 董事會聲明

- **董事會責任**

  董事會作為阜豐集團ESG事宜管理及公開披露的最高責任機構，對阜豐集團ESG管理方針、ESG相關目標制定、目標執行進度檢討以及ESG表現承擔最終責任。董事會充分了解本公司的ESG管理現狀，就ESG相關事宜形成最終決策，並不斷完善本集團ESG管理體系。

- **日常實施**

  在日常運營層面，本集團在董事會下設立了環境、社會及管治委員會（簡稱「ESG委員會」），負責制定並檢討ESG願景、目標、策略及管理方針，檢討並監察ESG的管理架構、政策及運營管理，對ESG相關的重大決策進行研究並提出建議，協調ESG資源和工作實施，管理ESG相關風險與機遇，以及編制並審閱ESG報告。

- **管理方針**

  董事會持續關注ESG發展趨勢及同行表現，結合自身發展規劃，評估ESG風險與機遇，並適時更新管理方針及策略，確保ESG相關工作與時俱進。本集團與內外部持份者保持緊密的日常溝通與交流，並對重要ESG議題進行評估、分析及依次排序。2025年ESG議題評估結果詳見「ESG管理－議題重要性評估」。

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- **Objective Review**

  Fufeng Group sets annual ESG management objectives and corresponding implementation measures covering areas such as exhaust emissions and comprehensive energy consumption per unit of product. The Board regularly reviews the progress towards the objectives, and makes recommendations to facilitate the achievement of the objectives.

- **目標檢討**

  阜豐集團制定包括廢氣排放、產品單位綜合能耗等方面的ESG年度管理目標和對應的實施措施。董事會定期對相關目標進展情況進行檢討，並提出建議以促進目標達成。

3. LETTER FROM MANAGEMENT

In 2025, Fufeng Group took solid and powerful strides on the path to sustainable development. As a global leader in the bio-fermentation industry, we recognise that environmental, social and governance (ESG) considerations represent not only the responsibility of each enterprise but also a core driver for the Group's high-quality development. Over the past year, we have upheld our corporate mission of "Products Abound and People Live in Plenty" and deeply integrated ESG principles into our strategic decision-making and day-to-day operations, achieving significant progress in compliance operation, environmental protection, quality assurance, employee care and public welfare.

Operating in Compliance and Building a Solid Development Foundation

Fufeng firmly believes that outstanding governance is the cornerstone for stable and enduring growth. In 2025, we continued to refine our "Three Lines of Defense" risk management framework, conducted special audits on key high-risk business modules, and established a rectification tracking mechanism to ensure the effective implementation of internal controls. Regarding business ethics, we adhere to high standards and strict requirements, achieving 100% employee training coverage in business ethics and fostering a clean and honest atmosphere.

3. 管理層致辭

2025年，阜豐集團在可持續發展道路上邁出了堅實而有力的步伐。作為全球領先的生物發酵企業，我們深知環境、社會及公司治理(ESG)不僅是企業應盡的責任，更是推動集團高質量發展的核心動力。過去一年，我們始終秉持「物阜民豐」的企業使命，將ESG理念深度融入戰略決策與日常運營，在合規經營、環境保護、品質保障、員工關懷及社會公益等領域取得了長足進步。

合規經營，築牢發展根基

阜豐堅信，卓越的治理能力是企業行穩致遠的基石。2025年，我們持續完善「三道防線」風險管理體系，針對重點高風險業務模塊開展了專項審計，並建立了整改跟蹤機制，確保內控措施落地見效。在商業道德方面，我們堅持高標準、嚴要求，實現員工商業道德培訓覆蓋率100%，營造風清氣正的廉潔氛圍。

Green Action and Safeguarding Beautiful Home

Environmental protection remains an unwavering commitment for Fufeng. We strictly comply with national environmental regulations and continuously optimise our environmental management system. Since 2021, we have set a target to reduce exhaust emission intensity by 1% annually, which was successfully achieved by 2025. The comprehensive energy consumption per unit of threonine product continues to outperform the state-approved advanced level of green factories (1.5 tce/t), demonstrating our strong determination to energy conservation and emission reduction.

Furthermore, we actively address climate change by identifying and assessing both physical and transition risks. Through eliminating high-energy-consumption equipment, procuring low-energy alternatives and implementing clean technology upgrades, we have steadily increased the proportion of clean energy utilisation, reaching 55,723 MWh in 2025.

Driving Innovative Development with Quality Excellence

Quality is the lifeline of Fufeng. We have established a whole-chain quality management system covering raw material procurement to product delivery. Our customer complaint handling mechanism operates effectively, with a problem feedback and improvement completion rate exceeding 96%, ensuring customer needs are tangibly translated into drivers for quality enhancement.

Research and development and innovation are the source of quality improvement. In 2025, the Group continued to increase research and development investments, with the proportion of research and development team members holding master's degrees or above rising significantly. Several subsidiaries' scientific and technological achievements received provincial and ministerial-level awards. Concurrently, the Group advanced its digital and intelligent transformation, with the Northeast Fufeng being recognised as an "Advanced Intelligent Factory in Amino Acid Production". The numerical control rate for key processes exceeded 90%, enabling precise monitoring and optimisation of production processes.

綠色行動，守護美好家園

環境保護是阜豐不變的承諾。我們嚴格遵守國家環保法規，持續優化環境管理體系，自2021年起，我們設定了廢氣排放密度逐年下降1%的目標，2025年已順利實現；蘇氨酸單位產品綜合能耗持續優於國家認定的綠色工廠先進水平（1.5噸標準煤／噸），彰顯了我們在節能減排方面的堅定決心。

此外，我們積極應對氣候變化，識別並評估了實體風險與轉型風險，通過淘汰高能耗設備、採購低能耗設備、開展清潔技術改造，穩步提升清潔能源使用比例，2025年清潔能源使用量達55,723兆瓦時。

卓越品質，驅動創新發展

品質是阜豐的生命線。我們構建了從原材料採購到產品交付的全鏈條質量管理體系，客戶投訴處理機制效運轉，問題反饋改進完成率達96%以上，切實將客戶需求轉化為質量改善的動力。

研發創新是品質提升的源泉。2025年，集團研發投入持續加大，研發團隊中碩士及以上學歷人員佔比顯著提升，下屬子公司的多項科技成果獲得省部級獎勵。同時，公司數智化轉型深入推進，東北阜豐獲評「氨基酸生產先進級智能工廠」，關鍵工序數控化率達90%以上，實現了生產過程精準監控與優化。

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People-oriented and Empowering Employee Value

Employees are Fufeng's most valuable asset. Guided by the principle of "Put United Endeavour as the Root", we are committed to providing an equitable, respectful and diverse workplace. In 2025, the Group was honored with the "AON 2025 China Best ESG Employer" award and the "Outstanding Overseas Development Award", marking high recognition from all sectors of society for our efforts in employee care. We have established a talent development framework integrating four core components: faculty, curriculum, institutional and process. Through initiatives such as management trainee projects, reserve cadre development and leadership training for intermediate and senior management, we offer growth pathways for employees at different career stages.

以人為本，成就員工價值

員工是阜豐最寶貴的財富。我們秉持「以奮鬥者為本」的理念，致力於為員工提供平等、尊重且多元的工作環境。2025年，集團榮獲「怡安 • 2025中國最佳ESG僱主」及「優秀海外發展獎」，這是社會各界對我們在員工關懷方面努力的高度認可。我們構建了講師、課程、制度、流程四位一體的人才培養架構，通過管培生項目、儲備幹部培養、中高層領導力培訓等，為不同階段員工提供成長路徑。

Giving Back to Society Through Public Welfare

Giving back to society is Fufeng's founding aspiration. In 2025, the Group's total investment in social public welfare amounted to reached RMB3.02 million, focusing on new rural development and programmes for the disabled. We maintained targeted support for villages in the surrounding areas, contributing to improved rural production conditions. Through practical actions, we demonstrate corporate compassion, enabling a broader population to benefit from development achievements, thereby demonstrating corporate commitment in fulfilling social responsibilities.

公益向善，回饋社會厚愛

回饋社會是阜豐的初心。2025年，集團社會公益投入總計302萬元，聚焦新農村建設與殘疾人事業。我們堅持對所在地周邊村莊開展定點幫扶，助力鄉村生產條件改善，以務實行動傳遞企業溫度，讓發展成果惠及更多群體，在踐行社會責任中彰顯企業擔當。

Looking Ahead to the Future and Jointly Building a Sustainable Tomorrow

The achievements of 2025 would not have been possible without the collective efforts of all employees, the robust support of our partners, and the trust and care of the society. Looking ahead, Fufeng Group will continue to be guided by ESG principles, further deepening compliance operation, increasing environmental investment, promoting quality innovation, caring for employee well-being and fulfilling societal expectations. We will collaborate with all partners to continue our dedicated work in the bio-fermentation field, creating a sustainable future that integrates economic, environmental and social benefits.

展望未來，共築可持續明天

2025年的成績離不開全體員工的共同努力、合作夥伴的鼎力支持以及社會各界的信任與關懷。展望未來，阜豐集團將繼續以ESG理念為引領，持續深化合規經營，加大環保投入，推動品質創新，關愛員工福祉，回饋社會期待。我們將與各方夥伴攜手，在生物發酵領域精耕細作，共創經濟、環境與社會效益相融合的可持續未來。

4. ABOUT FUFENG GROUP

4.1. Company Introduction

Fufeng Group Limited is a global bio-fermentation products manufacturer which is listed on the Main Board of the Hong Kong Stock Exchange. It mainly focuses on the research and development (R&D), production and operation of various kinds of amino acids, their derivatives and biological colloids, and is a world-renowned producer of monosodium glutamate (MSG), xanthan gum and amino acids.

The Group is composed a number of entities, spanning a wide range of industries such as bio-fermentation, mining, real estate and finance, etc. The main products are divided into five series: food additives, animal nutrition, high-end amino acid, colloid and others, which are distributed nationwide and exported to over 100 countries and regions worldwide. The Group owns special railway lines and free stations in the Hulunbeier Fufeng and Longjiang Fufeng, the Group's annual sales logistics amount to more than 5 million tonnes, of which about 900,000 tonnes are export trade.

The Group has passed the certification of ISO 9001 Quality Management System, ISO 22000 Food Safety Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, GMP Good hygiene Practice, KOSHER Certification, HALAL Certification, BRCGS Food Safety Global Standard Certification, and IP Non-GMO Certification one after another. Fufeng Group has been selected as China's top 500 private enterprises, and has been titled with national high and new technology enterprise and the national outstanding leading food enterprise etc.

4. 走進阜豐集團

4.1. 公司介紹

阜豐集團有限公司是一家在香港聯交所主板上市的國際化生物發酵製品公司，主要致力於各種氨基酸及其衍生製品和生物膠體的研發、生產和經營，是全球著名味精、黃原膠及氨基酸生產商。

集團下轄多家實體，橫跨生物發酵業、礦業、房地產業和金融行業等多個行業，主要產品分為食品添加劑、動物營養品、高檔氨基酸、膠體和其他五大系列，產品銷往全國各地，並出口至全球一百多個國家和地區。集團在呼倫貝爾阜豐和龍江阜豐建設有鐵路專用線及自由場站，全集團每年銷售物流量超過500萬噸，其中出口貿易約90萬噸。

本集團先後通過ISO 9001質量管理體系、ISO 22000食品安全管理體系、ISO 14001環境管理體系、ISO 45001職業健康安全管理體系、GMP良好衛生規範、KOSHER猶太食品認證、HALAL清真認證、BRCGS全球食品安全標準認證、IP非轉基因食品認證。阜豐集團入選中國民營企業500強，先後榮獲國家級高新技術企業、全國優秀龍頭食品企業等榮譽稱號。

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4.2. Corporate Culture

4.2. 企業文化

Corporate Mission
企業使命

Products abound and people live in plenty
物阜民豐

The mission to employees – Employee achievement
對員工的使命 — 成就員工

The mission to stakeholders – Value alliance
對持份者的使命 — 價值聯盟

The mission to the community – Prosper the regional economy
對社會的使命 — 繁榮區域經濟

Vision
願景

To be a global famous biological fermentation enterprise
做全球著名的生物發酵企業

Values
價值觀

Hard work and struggle against the odds
艱苦創業，逆勢拼搏
Put the Company Interests First
一切為了公司利益
Efficient execution, speed over the crowd
高效執行，速度超眾
Put United Endeavour as the Root
以奮鬥者為本
Pioneering and Innovative
開拓創新
Unity and cooperation
團結協作
Pragmatic and low-profile
務實低調

4.3. Product Layout

Food Additives
(Key products including dextrose monohydrate, monosodium glutamate and glutamic acid)
食品添加劑
（主要產品包括一水葡萄糖、谷氨酸鈉和谷氨酸）

Animal Nutrition
(Key products including threnoine, lysine, glutamic acid residue,lysine residue and corn refined products)
動物營養品
（主要產品包括蘇氨酸、賴氨酸、谷氨酸渣、賴氨酸渣和玉米提煉產品）

High-end Amino Acid
(Key products including valine, isoleucine and tryptophan)
高端氨基酸
（主要產品包括纈氨酸、異亮氨酸和色氨酸）

Colloid
(Key products including industrial xanthan and food grade xanthan gum)
膠體
（主要產品包括工業級黃原膠和食品級黃原膠）

Others
(Key products including fertilisers)
其他
（主要產品包括肥料）

4.3. 產品佈局

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5. ESG MANAGEMENT

Fufeng Group adheres to the philosophy of sustainable development and continuously optimises its ESG management system, striving to promote synergy between corporate operation, environmental protection and social development, and create sustainable corporate value.

5.1. ESG Governance Structure

Fufeng Group has established the ESG Committee to facilitate the development and implementation of ESG issues of the Group. As a dedicated working body of the Board, the Committee is responsible for developing and reviewing the Group's ESG vision, objectives, strategy and management approach, as well as conducting research and making recommendations on the Company's sustainable development and significant ESG-related decisions. Within the Committee, an ESG Working Group is established as the executing body responsible for making preliminary preparations for the Committee's decision-making, providing relevant materials and advancing ESG management and ESG reporting matters. During the Reporting Period, the ESG Committee continuously improved the Group's ESG management system, actively optimised management measures and effectively enhanced ESG management performance by conducting materiality assessments, reviewing and monitoring ESG operational management, and overseeing the formulation and achievement of targets.

5. ESG管理

阜豐集團堅持踐行可持續發展理念，持續優化ESG管理體系，致力於推動企業運營與環境保護、社會發展的協同共進，創造可持續的企業價值。

5.1. ESG管治架構

阜豐集團成立ESG委員會，促進集團ESG事宜的發展與落實。作為董事會的專門工作機構，委員會負責制定並檢討集團ESG的願景、目標、策略及管理方針並對公司可持續發展及ESG相關的重大決策進行研究並提出建議。委員會下設ESG工作小組作為執行機構，工作小組負責開展委員會決策的前期準備工作，提供相關材料，推進ESG管理工作與ESG報告相關事宜。報告期內，ESG委員會通過重要性評估、檢討監察ESG的運營管理、監督目標制定及完成情況等工作，不斷完善集團ESG管理體系，積極優化管理措施，有效提升ESG管理表現。

Board
董事會

- Coordinating overal ESG development efforts;
- Supervising and reviewing ESG strategy development and implementation;
- Evaluating the Company's ESG performance targets and progress, and overseeing continuous improvemnt of performance.
- 統籌整體ESG發展工作；
- 監督審核ESG戰略制定及實施；
- 評估公司ESG績效目標及實現情況，監督績效持續改進。

ESG Comminttee
ESG委員會

- Developing and reviewing the Group's ESG vision, objectives, strategy and management approach;
- Conducting research and making recommendations on the Company's sustainable development and significant ESG-related decisions;
- Managing ESG-related risks and opportunities;
- Reviewing ESG reports and reporting to the Board.
- 制定並檢討集團ESG的願景、目標、策略及管理方針；
- 對公司可持續發展及ESG相關的重大決策進行研究並提出建議；
- 管理ESG相關風險、機遇；
- 審閱ESG報告並向董事會彙報。

ESG Working Group
ESG工作小組

- Implement various ESG-specific tasks proposed by the Committee;
- Advancing ESG management within the Company.
- 落實委員會提出的各項ESG具體工作；
- 推進企業內的ESG管理工作。

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5.2. Communication with Stakeholders

Fufeng Group maintains efficient interactions with its stakeholders through diverse communication channels, actively collects issues of concern to them, and integrates these into its ESG governance and decision-making system, with the aim of continuously improving its management practices. In preparing the environmental, social and governance report, the Group places emphasis on listening to the views of all parties to ensure that the information disclosures are both targeted and material in their responses.

5.2. 與持份者溝通

阜豐集團通過多元化的溝通渠道與各利益相關方保持高效互動，積極收集其關注的議題，並將其融入ESG治理與決策體系，以持續優化管理實踐。在編制環境、社會及管治報告過程中，我們注重聽取各方意見，確保信息披露與回應兼具針對性與實質性。

Stakeholders 持份者	Expectations and demands 期望與訴求	Communication channels 溝通渠道
Governments and Regulatory Authorities 政府及監管機構	• Compliant Operations • Environmental Management • Anti-Corruption • Product Quality and Food Safety • 合規運營 • 環境管理 • 反貪腐 • 產品品質與食品安全	• Government Meetings • Regulatory Notifications • Site Investigations • Information Disclosure • 政府會議 • 監管通知 • 現場調查 • 信息披露
Shareholders and Investors 股東及投資者	• Corporate Governance • Compliant Operations • Privacy and Trade Secret Protection • 企業管治 • 合規運營 • 隱私及商業秘密保護	• Investor Relations Website • Shareholders' Meeting • Information Disclosure • Reception of visitors • 投資者關係網站 • 股東會 • 信息披露 • 接待來訪
Customers/Users 客戶／用戶	• Product Quality and Food Safety • Privacy and Trade Secret Protection • Customer Satisfaction • 產品品質與食品安全 • 隱私及商業秘密保護 • 客戶滿意	• Visit to Customers or Customers Visit • Customer Service Hotline • Customer Satisfaction Survey • 客戶拜訪或來訪 • 客戶服務熱線 • 客戶滿意度調查

Stakeholders 持份者	Expectations and demands 期望與訴求	Communication channels 溝通渠道
Employees 員工	• Employee Rights and Interests Protection • Employee Training and Development • Employee Communication and Care • Occupational Health and Safety • 保障員工權益 • 員工培訓與發展 • 員工溝通關愛 • 職業健康與安全	• Employee Training • Employee Activities • Employee Research • Team Building • 員工培訓 • 員工活動 • 員工調研 • 團隊建設
Suppliers/Partners 供應商／合作夥伴	• Product Quality and Food Safety • Sustainable Procurement • Industry Cooperation and Development • 產品品質與食品安全 • 可持續採購 • 行業合作與發展	• Supplier Assessment • Supplier Communication and Training • Visit to Suppliers or Suppliers Visit • 供應商評估 • 供應商交流與培訓 • 供應商拜訪或來訪
Community and Media 社區及媒體	• Community Investment and Development • Production Safety • Environmental Protection • 社區投入與發展 • 安全生產 • 環境保護	• Public Welfare and Charity • Community Activities • Media Communication • 公益慈善 • 社區活動 • 媒體交流

5.3. Materiality Assessment

In accordance with the ESG Guide of the Stock Exchange and with reference to relevant international authoritative guidelines such as ISSB and GRI, Fufeng Group has established a comprehensive evaluation system. It adopts a dual-perspective analysis that considers both impact materiality and financial materiality, ensuring comprehensive, accurate and targeted information disclosures, thereby further enhancing the transparency and credibility of the Company's sustainable development report.

5.3. 重要性評估

阜豐集團依據聯交所《ESG守則》，參考ISSB、GRI等相關國際權威指引，建立了全面的評估體系。引入影響重要性和財務重要性的雙重視角進行分析，確保信息披露的全面性、準確性和針對性，進一步提升公司可持續發展報告的透明度與可信度。

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議題評估流程 Issues Assessment Process

1. Learn about Company Background 了解公司背景

- Conduct the macro-environmental analysis of China's industrial development trends based on global megatrend analysis
- Analyse based on the industry
- Identify the Company's stakeholders and the impacts, risks, and opportunities the Company faces
- 基於全球大趨勢分析，中國產業發展趨勢的宏觀環境分析
- 基於行業分析
- 識別公司的利益相關方與公司面臨的影響、風險與機遇

2. Preliminary Screening of Issues 議題初步篩選

- Establish a issue pool on sustainable development with reference to the Global Reporting Initiative (GRI), UN Sustainable Development Goals (SDGs), MSCI, as well as related issues in the same industry domestically and internationally
- 參考全球報告倡議組織GRI、聯合國可持續發展目標SDGs、MSCI，以及國內外同行業相關議題，建立可持續發展相關議題庫

評估方法 Evaluation Methods

3. Issue Materiality Assessment 議題重要性評估

Impact Materiality Assessment
影響重要性評估

- Sort through the potential or actual positive or negative impacts of each issue on the external environment, society and economy, and conduct a survey analysis of stakeholders through questionnaires and expert judgment.
- 梳理各議題對外部環境、社會和經濟的潛在或實際的正面或負面影響，通過問卷和專家判斷的形式對利益相關方開展調研分析。

Financial Materiality Assessment
財務重要性評估

- Evaluate issues of financial materiality by identifying and assessing risks and opportunities under the relevant issues through an analysis of impact, dependence and other factors, in combination with questionnaires and expert judgment.
- 通過影響、依賴性和其他因素分析，結合問卷與專家判斷，識別和評估相關議題的風險和機遇，評估出具有財務重要性的議題。

4. Issue Confirmation 議題確認

- Create a list of issues with impact materiality and financial materiality, and ensure that the relevant issues are disclosed transparently, balanced, and comprehensively in the report.
- 形成影響重要性和財務重要性議題清單，並確保相關議題透明、平衡且完整地披露於報告中。

Results of Issue Materiality Assessment

The Company conducts assessment on material issue identification through stakeholder surveys, expert reviews and other methods, analyzing issues from the perspectives of "impact materiality" and "financial materiality" to develop a material issue matrix.

議題重要性評估結果

公司通過利益相關方調查問卷、專家評審等方式，開展重要性議題識別評估工作，從「影響重要性」與「財務重要性」這兩個維度進行分析，形成重要性議題矩陣。

Importance to the Company's Finances
對公司財務重要性

Employee's Rights and Interests Employee Training and Development Occupational Health and Safety Responding to Climate Change Public Welfare 員工權益 員工培訓與發展 職業健康與安全 應對氣候變化 社會公益	Product Quality and Food Safety Customer Satisfaction Supply Chain Management Corporate Governance Energy and Resource Management Research and Development and Innovation 產品品質與食品安全 客戶滿意 供應鏈管理 公司管治 能源及資源管理 研發創新
	Anti-Commercial Bribery and Anti-Corruption Supply Chain Management 反商業賄賂及反貪污 供應鏈管理

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6. OPERATING IN COMPLIANCE AND UPHOLDING BUSINESS ETHICS

Fufeng Group firmly believes that excellent governance capability serves as a cornerstone for coping with the complex market environment. We continuously enhance our risk management mechanism, adhere to high standards of business ethics and compliance requirements, deepen the construction of a culture of honesty, strengthen the information security defenses, and continue to improve the comprehensive competitiveness of the enterprise by reinforcing the protection of intellectual property rights.

6. 合規經營，遵守商業道德

阜豐集團堅信卓越的治理能力是應對複雜市場環境的重要基石。我們持續完善風險管理機制，堅守高標準的商業道德與合規要求，深化廉潔文化建設，築牢信息安全防線，並通過強化知識產權保護持續提升企業綜合競爭力。

In 2025

- No legal cases regarding corrupt practices occurred
- Accumulated a total of 375 authorised patents, including 298 authorised patents of invention, 73 utility model patents and 4 design patents

2025年

- 未發生任何貪污訴訟案件
- 累計授權專利數共375件，其中發明授權專利298件，實用新型專利73件，外觀設計專利4件

6.1. Risk Management

The Company places great emphasis on risk and compliance management, and continuously improves the internal control and risk management. We have developed the Risk Control Management Regulations and the Risk Management Manual, etc., and established a risk management structure with clear responsibilities and risk management procedures.

6.1. 風險管理

公司高度重視風險合規管理，不斷完善內部控制與風險管理，制定《風險控制管理規定》和《風險管理手冊》等制度，建立了職責清晰的風險管理架構及風險管理程序。

At the Board level 董事會層面	**The Board and the Audit Committee** 董事會及審核委員會 Responsible for reviewing the structure and performance of risk management functions and evaluating the effectiveness of relevant risk management systems. 負責檢查風險管理職能的架構及表現，評估相關風險管理系統的效能。
At the management level 管理層層面	**The Risk Management Team** 風險管理小組 Comprises an executive director and management of the Group who are responsible for adjusting and conducting risk assessments in accordance with the Risk Management Manual, reporting on risk management to the Board and the Audit Committee. 由本集團的一名執行董事和管理人員組成，負責根據風險管理手冊調整及進行風險評估，向董事會及審計委員會匯報風險管理情況。 **Business unit officers** 負責業務單位人員 Responsible for collaborating with the Risk Management Team to conduct risk assessments at the operational level, and monitoring and managing identified risks during activities and operations. 負責聯同風險管理小組在運營層面進行風險評估，並負責監察及管理在活動及營運中所識別出的風險。

Fufeng Group Risk Management Structure
阜豐集團風險管理架構

Risk Identification and Assessment 風險識別及評估	Risk Handling 風險處理	Risk Monitoring 風險監察	Risk Reporting 風險匯報
• Identifying major risks and analyzing the likelihood and impact of risk occurrence. • 識別主要風險，並分析風險產生的可能性及影響。	• Implementing appropriate risk management strategies (i.e. risk response) for each key risk. • 就每項關鍵風險採取適當的風險管理策略（即風險回應）。	• Utilising monitoring mechanisms to ensure the effectiveness of risk responses. • 採用監察機制，確保風險回應行之有效。	• Summarising the results of risk assessments and reporting to the Risk Management Team. • 概述風險評估結果，並向風險管理小組彙報。

Key Steps in Fufeng Group's Risk Management Process
阜豐集團風險管理程序關鍵步驟

In addition, the Company has established a "Three Lines of Defense" risk management system with clear rights and responsibilities: the first line of defense consists of business departments such as sales, procurement, production and investment, which serve as the primary entities responsible for risk and are responsible for directly implementing risk identification and control in the course of business operation; the second line of defense is formed by functional departments including finance, legal and human resources, which leverage their professional expertise to supervise, guide and provide early risk warnings to the business departments; and the third line of defense is independently undertaken by the Group's audit department, which further supervises and continuously drives improvements in the Group's risk management effectiveness through auditing, evaluation and reporting mechanism, thereby forming a complete risk control framework that spans business execution, professional oversight and independent review.

此外，公司構建了權責清晰的「三道防線」風險管理體系：第一道防線由銷售、採購、生產、投資等業務部門組成，作為風險責任主體，負責在業務執行中直接落實風險識別與控制；第二道防線由財務、法務、人力資源等職能部門構成，依託專業能力對業務部門進行監督、指導與風險預警；第三道防線則由集團審計部獨立擔任，通過審計、評估與報告機制，對全集團風險管控成效進行再監督並持續推動改進，從而形成從業務執行、專業管控到獨立審查的完整風控架構。

We will continue to strengthen internal audit and risk management capabilities. During the Reporting Period, we conducted a total of two special audits of key and high-risk business modules in production and sales companies. In response to the issues identified, we formulated operable rectification plans and established a tracking mechanism to ensure effective implementation, so as to strengthen internal controls and mitigate business risks. At the same time, we provided risk control training for the Group's senior management, supply chain and audit personnel, enhancing their ability to accurately identify and respond to risks in complex environments, thereby reinforcing the defense line for the Group's stable operation.

我們將持續強化內部審計與風險能力建設。報告期內，共開展了2項針對生產公司與銷售公司中重點、高風險業務模塊的專項審計。針對審計發現問題，我們制定了可操作的整改計劃並建立跟蹤機制，確保整改有效落實，以強化內控、防範業務風險。同時，我們面向集團高層、供應鏈及審計人員開展風險控制培訓，提升相關人員在複雜環境中精準識別與應對風險的能力，為集團穩健運營築牢防線。

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6.2. Business Ethics

The Company strictly complies with the Company Law of the People's Republic of China (《中華人民共和國公司法》), the Tendering and Bidding Law of the People's Republic of China (《中華人民共和國招標投標法》), the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and the Interim Provisions on Banning Commercial Bribery Acts (《關於禁止商業賄賂行為的暫行規定》) and other laws and regulations, establishes internal management systems such as the Administrative Regulation on Anti-Fraud (《反舞弊管理規定》), the External Codes of Conduct (《對外行為規範手冊》) and the System of Declaration of Conflict of Interest (《利益衝突申報制度》), systematically advances compliance management through internal and external collaboration, and continuously improves business ethics compliance management system. During the Reporting Period, no legal cases regarding corrupt practices occurred within our Company.

6.2. 商業道德

公司嚴格遵守《中華人民共和國公司法》、《中華人民共和國招標投標法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》等法律法規，制定《反舞弊管理規定》、《對外行為規範手冊》、《利益衝突申報制度》等內部管理制度，通過內外協同的方式系統推進合規管理，持續完善商業道德合規管理體系。報告期內，公司未發生任何貪污訴訟案件。

Employee Requirements 員工要求	Supplier Requirements 供應商要求	Partners Communication 合作夥伴交流
• Business staff of the marketing company required to sign an "Employee Undertaking" to ensure they have read and understood the content of the "Anti-Commercial Bribery Management System". • Employees are provided with the "External Codes of Conduct" and the "Internal Codes of Conduct" to familiarise themselves with the business ethics requirements of the Group. • 要求營銷公司業務人員簽署《員工承諾書》，確保已經閱讀並理解《反商業賄賂管理制度》的內容。 • 向員工發放《對外行為規範手冊》、《對內行為規範手冊》，要求員工了解本集團商業道德要求。	• Suppliers are required to sign the "Integrity Agreement" and the "Anti-Commercial Bribery Agreement" to ensure their compliance with legal norms and business ethics code when conducting business with the Group. • 要求供應商簽署《廉潔協議書》、《反商業賄賂協議書》，確保其在與本集團進行業務往來時遵守法律規範和商業道德準則。	• During the Reporting Period, the "on How to Fight the Battle Corruption and Strengthen Tender Management" was carried out, in management enhancement of corruption work was discussed through interpretation of the anti-corruption and the analysis of actual cases. • 報告期內，開展「如何打好反腐倡廉戰役和強化招標管理的研討」，通過反腐倡廉制度的解讀、實際案例的剖析，就反腐工作的管理提升進行研討。

Fufeng Group Business Ethics Management Initiatives
阜豐集團商業道德管理舉措

The Company routinely conducts business ethics training, and during the Reporting Period, we organised special training on integrity and self-discipline and anti-corruption training for new management trainees and supply chain practitioners, in order to comprehensively enhance the awareness of employees on business ethics and integrity. In 2025, the business ethics training covered all employees and directors, with a training participation rate of 100%.

公司常態化開展商業道德培訓，報告期內針對新入職管培生、供應鏈從業人員等組織廉潔自律及反腐倡廉專項培訓，全面提升員工商業道德與廉潔意識。2025年，商業道德培訓覆蓋全體員工及董事，參與率達100%。

Reporting Channels and Whistleblower Protection:

The Group has standardised its complaint and reporting procedures and established accessible whistleblowing channels, encouraging employees and business partners to actively report any conduct that harms the Company's interests. We have set multiple channels, including reporting email and telephone, and actively respond to investigations of complaints and reported cases.

舉報渠道及舉報人保護：

本集團規範舉報流程並建立暢通的投訴舉報通道，鼓勵員工及商業合作夥伴積極反映各種損害公司利益的行為，設立舉報郵箱和電話等多樣化的渠道，對調查投訴和舉報案件積極響應。

Fufeng Group's Reporting Channels
阜豐集團舉報通道

Tel
電話
+86-532-5828-3730

Email
郵箱
ffjtsj@163.com

WeChat Official Account
微信公眾號
廉潔阜豐

The Company attaches great importance to protecting the rights and interests of whistleblowers, continuously improves the whistleblower protection system, and has developed a "Whistleblower Reward Scheme". We support both anonymous and real-name reporting and strictly implement confidentiality measures to ensure the security of the whistleblower's identity and content. For anonymous reports, we promise strict confidentiality regarding the whistleblower's name, department, contact details and other information, and firmly prohibit any form of retaliation. Employees or partners who violate the regulations will be subject to measures depending on the severity of the violation, including salary reduction, demotion, job reassignment, or even termination of employment contract, thereby effectively protecting the rights and interests of whistleblowers, creating a safe and trustworthy supervision environment, and encouraging internal members to report violations.

公司高度重視舉報人權益保護，持續完善舉報人保護制度，制定《舉報獎勵方案》。我們支持匿名與實名兩種舉報方式，並嚴格落實保密措施，確保舉報人身份及內容安全。針對匿名舉報，我們承諾對舉報人姓名、部門、聯繫方式等信息予以嚴格保密，並堅決禁止任何形式的打擊報復行為。對違反規定的員工或合作夥伴，將視情節採取包括降薪降職、調崗直至解除勞動合同等處理措施，切實保障舉報人權益，營造安全、可信的監督環境，鼓勵內部成員勇於揭發違規行為。

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6.3. Responsible Marketing

Fufeng Group adheres to the principle of responsible marketing, strictly follows the marketing-related laws and regulations of the countries and regions where the business operates during the course of marketing and sales, avoids exaggerations or false propaganda to mislead the consumers, makes every effort to protect the rights and interests of the customers, and positively shapes and maintains the brand image.

In order to guarantee the effective execution and implementation of the management system and enhance the standardisation of marketing activities, we organise the relevant sharing meeting, rules and regulations publicity meeting and other responsible marketing culture promotion activities to ensure that marketing activities are legal and compliant.

6.3. 負責任營銷

阜豐集團秉持負責任營銷原則，在市場推廣及營銷環節中嚴格遵循業務運營所在國家及地區的營銷相關法律法規，避免誇大其詞或虛假宣傳誤導消費者，全力保障客戶權益，積極塑造並維護品牌形象。

為保障管理制度的有效執行和落地，增強營銷活動的規範性，我們組織相關分享會、規章制度宣貫會等負責任營銷文化宣貫活動，確保營銷活動合法合規。

6.4. Data Security and Privacy Protection

Fufeng Group strictly complies with the Civil Code of the People's Republic of China (《中華人民共國民法典》), the Cybersecurity Law of the People's Republic of China (《中華人民共國網絡安全法》), the Personal Information Protection Law of the People's Republic of China (《中華人民共和國個人信息保護法》), and the Data Security Law of the People's Republic of China (《中華人民共國數據安全法》) and other relevant laws and regulations, and have established a series of policy documents, such as the Information Technology Security Management System, the Data Management System, and the Application Software Management System, to continuously improve the Company's information security management system. During the Reporting Period, the Company completed three information security upgrades, including a comprehensive firewall upgrade, the launch of a network access system for authorisation and authentication, and the expansion of backup all-in-one appliances used for hardware backup.

6.4. 數據安全與隱私保護

阜豐集團嚴格遵守《中華人民共和國民法典》、《中華人民共和國網絡安全法》、《中華人民共和國個人信息保護法》、《中華人民共和國數據安全法》等相關法律法規，制定《信息技術安全管理制度》、《數據管理制度》、《應用軟件管理制度》等一系列制度文件，持續完善公司信息安全管理體系。報告期內，公司完成了包括防火牆整體升級、用於授權鑒定的網絡准入系統上線以及用於硬件備份的備份一體機擴容在內的三項信息安全升級工作。

Information Security 信息安全	Cybersecurity 網絡安全	System operation and maintenance 系統運維	Awareness raising 意識提升
• Daily Management: conduct daily work in accordance with the requirements of the Level III assessment for information security protection. • System Management: by using system usage manuals and the integration of identity authentication systems to improve effectiveness of management. • 日常管理：根據信息安全等級保護三級開展日常管理工作。 • 系統管理：通過系統使用手冊名錄和集成身份認證系統，以提升管理效率。	• Admission and Behavior Monitoring: implement network admission control, regulate online behavior, and safeguard cybersecurity. • Equipment and protection: deploy cybersecurity equipment and set up firewalls to prevent network threats. • 准入與行為監控：實施網絡准入控制，規範上網行為，保障網絡安全。 • 設備與防護：部署網絡安全設備，設置防火牆，防範網絡威脅。	• Comprehensive Operation and Maintenance: carried out comprehensive operation and maintenance work around system software, hardware, network, data backup and network security, and assisted branch offices to complete software, hardware and network related work. • 全面運作維護：圍繞系統軟件、硬件、網絡、數據備份和網絡安全等方面進行全面運維工作，並協助分公司完成了軟硬件及網絡相關工作。	• Organise information security training and learning for all employees, and strengthen the publicity of information security culture. • 面向全體員工組織信息安全培訓和學習，加強信息安全文化宣貫。

Fufeng Group's Information Security and Cybersecurity Protection Initiative
阜豐集團信息安全與網絡安全保護舉措

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In addition, we have formulated the Management System for Network and Information Emergency Response Plans, which ensures the stable operation of information systems and networks through systematic prevention, response and recovery mechanisms and clear allocation of responsibilities, while minimizing the harm and impact caused by information security incidents. The plan system covers key risk scenarios such as illegal website information processing, hacker attacks, virus transmission, software system disruption, database security, critical equipment failure, network interruption and power outages in server rooms, providing clear and operable procedures and guidance for handling various emergencies, thereby enabling rapid assessment, decisive action and coordinated response in critical situations. In 2025, the Company experienced no material information security incidents.

此外，我們制定《網絡與信息應急預案管理制度》，通過系統化的預防、響應與恢復機制和明確的責任分配，保障信息系統與網絡的通暢運行，最大限度降低信息安全突發事件造成的危害與影響。預案系統涵蓋網站非法信息處理、黑客攻擊、病毒傳播、軟件系統破壞、數據庫安全、關鍵設備故障、網絡中斷及機房停電等主要風險場景，為各類突發事件提供了清晰、可操作的處理流程與步驟指導，確保緊急情況下能夠迅速判斷、果斷決策、協同處置。2025年，我們未發生重大信息安全事件。

To protect the business secrets of the Company and its partners, the Group has established a long-term protection mechanism centered on the Administrative Rules for Commercial Secrets, and has taken measures such as signing Non-competition Agreements with core technicians to ensure the confidentiality, integrity and availability of business secrets, collectively maintaining a secure and trustworthy business environment.

為保障公司與合作夥伴的商業秘密，集團建立了以《商業秘密管理辦法》為核心的長效保護機制，並通過與核心技術人員簽訂《競業限制協議》等措施，確保商業機密的機密性、完整性與可用性，共同維護安全可信的商業環境。

Regarding “KPI B6.5 Consumer data protection and privacy policy, and related implementation and monitoring methods” in KPI, this indicator has been determined to be not applicable as Fufeng Group primarily serves corporate clients and its day-to-day operation activities do not involve the collection or processing of consumer personal data.

關於關鍵績效指標「KPI B6.5（消費者數據保障及隱私政策，以及相關執行及監察方法）」，因阜豐集團主要面向企業客戶，日常經營活動不涉及收集或處理消費者個人數據，故判定該指標不適用。

6.5. Intellectual Property Management

Fufeng Group continuously improves and standardises its intellectual property compliance management system, enhances intellectual property awareness among all employees, proactively prevents intellectual property risks, and leverages intellectual property to guide the Company's industrial restructuring and strategic upgrading, ensuring that the level and volume of independent intellectual property effectively support the construction of an innovative and service-oriented enterprise. As of the end of the Reporting Period, the Group accumulated a total of 375 authorised patents, including 298 authorised patents of invention, 73 utility model patents and 4 design patents.

In strict compliance with the national laws and regulations such as the Patent Law of the People's Republic of China (《中華人民共國專利法》) and the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), we have developed management systems and procedural documents including the Intellectual Property Management Regulations, Intellectual Property Manual, Intellectual Property Compliance Management Manual, Control Procedure for Intellectual Property Maintenance, Control Procedure for Intellectual Property Risk Management, Intellectual Property Emergency Response Plan, System on the Use of Trademarks and Brand Protection Control Procedures, to ensure that intellectual property regulations and processes are compliant and effective, and that intellectual property rights, including patents for technologies and products, trademarks, and software copyrights, are effectively protected. IM Fufeng, Hulunbeier Fufeng, Xinjiang Fufeng and Longjiang Fufeng, the subsidiaries of the Group, have all obtained certification for their intellectual property management systems.

6.5. 知識產權管理

阜豐集團持續完善和規範知識產權合規管理體系，加強全體員工的知識產權意識，前置性防範知識產權風險，實現知識產權引導推動公司產業結構調整和戰略升級，使自主知識產權的水平和擁有量能夠有效支撐創新型服務型企業建設。截至報告期末，本集團累計授權專利數共375件，其中發明授權專利298件，實用新型專利73件，外觀設計專利4件。

我們嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》等國家法律法規，制定了《知識產權管理規定》、《知識產權手冊》、《知識產權合規管理手冊》、《知識產權維護控制程序》、《知識產權風險管理控制程序》、《知識產權應急預案》、《商標使用制度》、《品牌保護控制程序》等管理制度與程序文件，確保知識產權規定與流程做到合規有效，技術與產品專利、商標、軟件著作權等知識產權得到有效保護。集團所屬的內蒙古阜豐、呼倫貝爾阜豐、新疆阜豐及龍江阜豐均通過了知識產權管理體系認證。

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Longjiang Fufeng Intellectual Property Management System Certificate
龍江阜豐知識產權管理體系證書



IM Fufeng Intellectual Property Management System Certificate
內蒙古阜豐知識產權管理體



Xinjiang Fufeng Intellectual Property Management System Certificate
新疆阜豐知識產權管理體系證書



Northeast Fufeng Intellectual Property Management System Certificate
東北阜豐知識產權合規管理體系證書

Intellectual Property Management System Certifications of the Group
集團知識產權管理體系認證

We actively implement intellectual property risk management and have established an intellectual property risk management system to identify, assess and prevent intellectual property risks within the Company through cross-departmental collaboration and coordination, thereby avoiding or minimizing the potential harm to the enterprise caused by intellectual property disputes. Furthermore, we respect the intellectual property rights of others. The relevant departments responsible for the centralised management of intellectual property rights within the Company are tasked with monitoring the market in relation to the implementation of such property rights, conducting regular monitoring and analysis of situations where the products may infringe upon the intellectual property rights of others, analysing potential disputes and the extent of damage they may cause to the enterprise, and proposing preventive plan.

我們積極開展知識產權風險管理，搭建知識產權風險管理體系，通過組織多部門協同與配合，開展公司知識產權風險的識別、評測和防範，規避或降低可能的知識產權糾紛對企業的損害。此外，我們尊重他人知識產權，內部知識產權歸口管理的各有關部門分別負責相關知識產權實施的市場監控，定期監控和分析產品可能涉及他人知識產權的狀況、分析可能發生的糾紛及其對企業的損害程度，並提出防範預案。

By developing an intellectual property emergency response plan, we have defined clear response procedures and disposal plans for patent infringement incidents, and established a full-chain closed-loop management mechanism encompassing “monitoring, assessment, response, accountability and review”, thereby minimising commercial losses, strengthening our core intellectual property barriers, and enhancing our market competitiveness and influence within the industry.

我們通過制定知識產權應急預案，明確了專利侵權事件的響應流程與處置方案，構建了「監測－評估－響應－追責－複盤」的全鏈條閉環機制，最大限度降低商業損失，穩固核心知識產權壁壘，強化市場競爭力與行業話語權。





Intellectual property training conducted by IM Fufeng,
intellectual property training conducted by Xinjiang Fufeng
內蒙古阜豐開展知識產權培訓、新疆阜豐開展知識產權培訓

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7. GREEN ACTION TO STRENGTHEN ENVIRONMENTAL PROTECTION

Fufeng Group strives to achieve a harmonious and mutually beneficial relationship between corporate development and natural ecosystem by committing itself to continuously improving its environmental and energy management systems, constantly optimising energy utilisation efficiency, strengthening controls on pollutant emissions, and proactively addressing the challenges posed by climate change by means of technological innovation and scientific management, thereby putting our solemn commitment to the sustainable development of the earth into action.

In 2025

- Exhaust emission intensity: 0.15 tonnes/RMB million revenue
- Greenhouse gas emission intensity: 507.33 tCO_2e/RMB million RMB revenue

7.1. Environmental Compliance Management

Fufeng Group strictly complies with the national environmental laws, regulations and related requirements, such as the Environmental Protection law of People's Republic of China (《中華人民共和國環境保護法》), Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》, and diligently fulfills its corporate social responsibility. Guided by the principles of green, low-carbon and sustainable development, the Group continuously promotes pollution reduction and ecological protection, constantly optimises its environmental management system, and steadily improves its environmental performance. During the Reporting Period, Neimenggu Fufeng Biotechnologies Co., Ltd. passed the cleaner production certification.

7. 綠色行動，加強環境保護

阜豐集團始終致力於通過技術創新與科學管理，持續完善環境能源管理體系，不斷優化能源利用效率、強化污染物排放管控，主動應對氣候變化帶來的挑戰，矢志追求企業發展與自然生態的和諧共贏，以實際行動踐行對地球可持續發展的莊嚴承諾。

2025年

- 廢氣排放密度0.15噸／百萬元人民幣營業額
- 溫室氣體排放密度507.33噸二氧化碳當量／百萬元人民幣營業額

7.1. 環境合規管理

阜豐集團始終嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》等國家環保法律法規及相關要求，切實履行企業社會責任。集團堅持綠色低碳、可持續發展的理念，持續推進污染減排與生態保護，不斷優化環境管理體系，穩步提升環境績效。報告期內，內蒙古阜豐生物科技有限公司通過清潔生產認定。

The Company implements a legal person accountability system for environmental matters. The Environmental, Health and Safety Department at each production base advances the implementation of various environmental protection systems and promotes the achievement of all indicators in accordance with the environmental management guidelines and policies. At the same time, the Company has developed the Environmental Management System with reference to the relevant requirements of ISO 14001 and in light of its actual circumstances, serving as a guiding document for the establishment and improvement of the Company's environmental management system. As of the end of the Reporting Period, all production companies of the Group have all received the ISO 14001 Environmental Management System Certification.

公司環境實行法人負責制，各生產基地環境健康與安全部依據環境管理方針與政策，推進各項環保制度的落地，推動各項指標達成。同時公司參照ISO 14001的相關要求，結合自身實際情況編制《環境管理制度》，並以其作為綱領性文件，指導公司環境管理體系的建設完善。截至報告期末，本集團所有生產公司均已取得ISO 14001環境管理體系認證。

7.1.1. Environmental Target Management

Since 2021, based on its actual development and with a focus on long-term planning, Fufeng Group has set scientific phased targets centered on two key indicators of exhaust emission control and optimisation of comprehensive energy consumption per unit of threonine product, and established an annual environmental audit mechanism to verify the effectiveness of its environmental management and drive continuous improvement.

7.1.1. 環境目標管理

自2021年起，阜豐集團立足發展實際、著眼長遠規劃，圍繞廢氣排放控制與蘇氨酸單位產品綜合能耗優化兩大關鍵指標，科學設定階段性目標，並建立年度環境審計機制以驗證環境管理成效、驅動持續改進。

Targeted object 設定的目標對象	Targeted content 設定的目標內容	Status in 2025 2025年狀態
Exhaust emissions 廢氣排放	Exhaust emissions intensity shall be decreased by 1% per annum based on the 2021 exhaust emissions intensity (exhaust emissions intensity: calculated based on tonne/RMB million revenue) 以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度（廢氣排放密度：按照噸／百萬元人民幣營業額作為計算標準）	Achieved 已實現
Comprehensive energy consumption per unit of threonine product 蘇氨酸單位產品綜合能耗	From 2022 to 2025, the comprehensive energy consumption per unit of threonine product can continue to outperform the state-approved advanced level of green factories (1.5tce/t: i.e. 1.5 tonnes of standard coal is consumed for 1 tonne of threonine produced) 2022年至2025年，蘇氨酸單位產品綜合能耗持續優於國家認定的綠色工廠先進水平（1.5tce/t：即每生產1噸蘇氨酸消耗1.5噸標準煤）	Achieved 已實現

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7.1.2. Environmental Audit

The Company continues to carry out internal environmental audits. Specialised internal environmental audits are conducted annually, covering 100% of production sites. The Quality Management Department is responsible for coordinating the audit work, including formulating audit plans, organising and coordinating the implementation of audit activities, and tracking and verifying the completion of rectifications. Each responsible department must complete rectifications within a specified timeframe in response to non-conformities identified during the audit, thereby establishing a closed-loop management of "audit – rectification – verification" to ensure the steady improvement of environmental performance.

7.1.2. 環境審計

公司持續開展內部環境審計工作。內部環保專項審計按年度開展，100%覆蓋生產基地。審計工作由質量管理部統籌負責，包括制定審計計劃、組織協調審計活動實施，並跟蹤驗證整改落實情況；各責任部門針對審計發現的不符合項，須限期完成整改，形成「審計－整改－驗證」的閉環管理，確保環境績效穩步提升。

7.1.3. Environmental Emergency Response and Awareness Enhancement

With respect to environmental risk management, the Company has established the Environmental Factors, Hazard Source Identification and Impact Assessment and Control Planning Procedures, which systematically identifies environmental factors and hazard source in production and operation activities, scientifically assesses risk levels, and plans corresponding control measures to achieve effective management of environmental risks.

At the same time, the Company attaches great importance to the prevention and response to environmental emergency incidents. In accordance with the requirements of relevant laws and regulations, such as the Law of the People's Republic of China on Emergency Responses (《中華人民共和國突發事件應對法》) and the National Environmental Emergency Response Plan (《國家突發環境事件應急預案》), the Company has formulated the Emergency Preparedness and Response Control Procedure (《應急準備和回應控制程序》) to prevent and respond to potential environmental emergency incidents.

7.1.3. 環境應急與意識提升

在環境風險管理方面，公司制定《環境因素、危險源辨識、風險評價和控制策劃程序》，系統識別生產經營活動中的環境因素與危險源，科學評估風險等級，並策劃相應控制措施，實現對環境風險的有效管控。

同時，公司高度重視突發環境事件的防範和應對。根據《中華人民共和國突發事件應對法》、《國家突發環境事件應急預案》等相關法律法規的要求，制定《應急準備和響應控制程序》，預防和應對可能發生的環境突發事件。

The Company actively promotes environmental protection capacity building and awareness enhancement among all employees. During the Reporting Period, employee environmental training coverage reached 100%. For employees in pollution-generating departments and key environmental management positions, the Company actively provides specialised environmental management training to strengthen awareness of environmental regulations, risk prevention capabilities and emergency response skills, ensuring that environmental responsibilities are assigned to specific posts and effectively implemented. Meanwhile, the Company consistently monitors ecological and environmental protection and advocates the concept of green development. We have carried out a variety of environmental protection activities during key occasions such as "World Water Day", "National Low Carbon Day" and "June 5 Environment Day". In 2025, a total of 44 environmental training sessions were held, with 6,498 people trained. Through continuous and in-depth training activities, we have raised environmental awareness among our staff.

公司積極開展全員環保能力培養和意識提升工作，報告期內，員工環保培訓覆蓋率達100%。針對產污部門和環保管理重點崗位員工，公司積極開展環保管理專項培訓，強化環境法規意識、風險防控能力與應急處置技能，確保環保責任落實到崗、執行到位。同時，公司持續關注生態環境保護，倡導綠色發展理念。在「世界水日」、「全國低碳日」、「六五環境日」等重要節日裡開展豐富多樣的環保活動，2025年共開展環保培訓44次，培訓6,498人次，通過持續深入地開展培訓活動，提升員工的環保意識。



Training on Environmental Protection Organised by Northeast Fufeng
東北阜豐開展環保培訓

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7.2. Energy Management

With a strong commitment to environmental protection and sustainable development, Fufeng Group has integrated the green and low-carbon concepts into all aspects of its operations and continuously contributed to energy conservation and emission reduction. The Group strictly complies with the laws and regulations such as the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), and has formulated a series of systems, including the Comprehensive Management System on Energy (《能源綜合管理制度》) and the Management System on Energy Conservation and Consumption Reduction (《節能降耗管理制度》), to build a robust energy management system and refine its energy management organisational structure. Each subsidiary has established an energy-saving work leadership group led by the general manager, with the production technology department specifically responsible for daily energy-saving management, and dedicated energy management personnel are assigned to ensure the effective implementation of energy-saving and consumption-reduction measures.

Types of energy used in the Group's current production and operating activities mainly include coal, electricity, steam, natural gas and gasoline and diesel for vehicles. We establish a systematic energy management framework with reference to the requirements of the energy management system, effectively monitoring and evaluating energy usage to achieve efficient energy utilisation. As of the end of the Reporting Period, IM Fufeng and Longjiang Fufeng have also obtained ISO 50001 Energy Management System Certification.

Energy consumption during production is a key focus of the Group's energy management. During the design development of products and processes, the production department reviews energy usage that may significantly impact energy performance. We reduce energy consumption by introducing advanced energy-saving technologies and equipment, such as efficient motors and intelligent lighting systems. Meanwhile, we continuously optimise our production processes and adopt efficient production equipment and technologies to minimise energy use and enhance overall efficiency.

7.2. 能源管理

秉持著對環境保護和可持續發展的堅定承諾，阜豐集團將綠色低碳理念深度融入企業運營的各個環節，並在節能減排領域持續發力。集團嚴格遵守《中華人民共和國節約能源法》等法律法規，制定《能源綜合管理制度》、《節能降耗管理制度》等一系列制度，建立健全能源管理系統，完善能源管理組織結構。各子公司成立了以總經理為組長的節能工作領導小組，明確生產技術部承擔日常節能管理職責，並配備專業節能管理人員，保障節能降耗措施的有效落地。

集團目前生產運營活動中使用的能源類型主要包括煤、電力、蒸汽、天然氣，以及車輛使用的汽油、柴油等。我們參照能源管理體系要求，建立系統化的能源管理框架，有效地監控和評估能源使用情況，以實現能源的高效利用。截至報告期末，內蒙古阜豐、龍江阜豐已通過ISO 50001能源管理體系認證。

生產過程中的能源消耗是集團能源管理的重點，在對產品和工藝過程進行設計開發時，生產部對能源績效可能具有較大影響的能源使用情況進行評審。我們通過引入先進的節能技術和設備，比如高效電機、智能照明系統等，降低能耗。同時，我們持續對生產流程進行優化，採用高效的生產設備和技術，降低能源消耗，提高整體效率。

Subsidiary 所屬公司	Energy Conservation Project 節能項目	Energy-saving Effect 節能效果
Xinjiang Xanthan Gum Plant No. 3 新疆黃原膠三廠	Energy-efficiency tower transformation 能效塔改造	Annual reduction of 13,888 tonnes of standard coal 年減少使用13,888噸標煤
Northeast Glucose Plant 東北葡萄糖廠	Preheating system transformation 預熱系統改造	Annual reduction of 7,753 tonnes of standard coal 年減少使用7,753噸標煤
Longjiang Thermal Power Plant 龍江熱電廠	Replacement of fans and steam turbines 風機汽輪機換新	Annual reduction of 8,648 tonnes of standard coal 年減少使用8,648噸標煤
Inner Mongolia Thermal Power Plant No. 1 內蒙熱電一廠	Replacement of fan tubes 風機更換列管	Annual reduction of 9,746 tonnes of standard coal 年減少使用9,746噸標煤

During the Reporting Period, the total energy consumption of the Fufeng Group is as follows:

報告期內，阜豐集團能源消耗總量如下：

Performance Indicator[1]	績效指標[1]	Unit 單位	2024 2024年度	2025 2025年度
Direct energy	直接能源	MWh兆瓦時	38,998,714.74	**40,644,975.63**
Coal[2]	煤[2]	MWh兆瓦時	38,884,688.56	**40,526,036.61**
Gasoline	汽油	MWh兆瓦時	1,495.33	**1,089.26**
Diesel[2]	柴油[2]	MWh兆瓦時	51,958.29	**54,972.26**
Natural gas[2]	天然氣[2]	MWh兆瓦時	60,572.56	**62,877.49**
Indirect energy	間接能源	MWh兆瓦時	813,216.45	**881,944.79**
External purchase of electricity	外購電力	MWh兆瓦時	123,742.28	**112,281.57**
External purchase of steam[2]	外購蒸汽[2]	MWh兆瓦時	689,474.17	**769,663.22**
Total energy consumption	能源消耗總量	MWh兆瓦時	39,811,931.19	**41,526,920.42**
Energy consumption intensity	能源消耗密度	MWh/RMB million revenue 兆瓦時／百萬元人民幣營業額	1,434.29	**1,489.53**
Clean energy utilisation	清潔能源使用量	MWh兆瓦時	23,760.00	**55,723.00**

Notes:

1. The major sources of energy consumption of the Group include direct energy consumption and indirect energy consumption. Direct energy consumption comes from coal, diesel, gasoline, natural gas; while indirect energy consumption comes from external purchase of electricity and steam. The total energy consumption is calculated in accordance with the General Rules for Comprehensive Energy Consumption Calculation (GB/T 2589-2020) (《綜合能耗計算通則 (GB/T 2589-2020)》).

2. During the Reporting Period, the consumption of coal, diesel, natural gas and external purchase of steam all increased due to the Group's new projects commenced production and increased production capacity.

註釋：

1. 本集團主要能源消耗包括直接能源消耗與間接能源消耗兩部分。直接能源消耗來源於煤炭、柴油、汽油及天然氣；間接能源消耗則來自外購電力與蒸汽。能源消耗總量依據《綜合能耗計算通則(GB/T 2589-2020)》進行核算。

2. 報告期內，因本集團新項目投產及產能提升，煤炭、柴油、天然氣及外購蒸汽消耗量均有所增加。

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7.3. Management of Resources

The Company values the efficient use of resources, and continuously enhances resource utilisation efficiency through the optimisation of energy and water resources, improvement of product packaging design and other methods, thereby achieving a win-win situation of economic benefits and resource conservation.

7.3.1. Water Resource Management

In strict compliance with the requirements of the Water Law of the People's Republic of China (《中華人民共和國水法》) and relevant national, provincial and municipal laws and regulations, the Fufeng Group formulates the "Compilation of Water Conservation Management System" to clarify the responsibilities of relevant personnel in water conservation management. Through systems such as water conservation meetings, measurement management, reward, punishment and incentive, and equipment inspection and maintenance, the Company's water conservation management is comprehensively regulated. The water resources obtained by the Company are primarily used to meet the production and domestic needs of its operational bases, with water mainly sourced from municipal water supplies, rivers and reservoirs.

7.3. 資源管理

公司注重資源高效利用，通過優化能源與水資源使用、改進產品包裝設計等方式，持續提升資源利用效率，實現經濟效益與資源節約雙贏。

7.3.1. 水資源管理

阜豐集團嚴格遵守《中華人民共和國水法》及國家、省、市相關法律法規的要求，制定《節水管理制度彙編》，明確了節水管理各相關人員崗位職責。公司通過建立節水會議、計量管理、獎罰激勵及設備巡檢維修等制度，全方位規範節水管理工作。公司獲取的水資源主要用於滿足運營基地的生產和生活需求，主要取水來自市政供水、河流和水庫等。

Performance Indicator	績效指標	Unit 單位	2024 2024年度	2025 2025年度
Total water consumption	耗水總量	tonne 噸	20,397,546.00	**20,549,442.00**
Water consumption intensity	總耗水密度	tonne/RMB thousand revenue 噸／千元人民幣營業額	0.73	**0.74**

During the Reporting Period, the Company implemented water-saving transformation measures such as concentrate recovery at its pure water station, online desalination of condensate to conserve water, and reuse of steam condensate. In particular, the Xinjiang Environmental Protection Treatment Plant saved 82,800 tonnes of water through its reclaimed water production increase and emission reduction project.

報告期內，公司開展純水站濃水回收、冷卻水在線除鹽節水、蒸汽冷凝水回用等節水改造措施，其中，新疆環保處理廠通過中水增產減排項目，節水82,800噸。





Reclaimed Water Treatment Station
中水處理站

Case Study: Condensate Reuse Project of Xinjiang Fufeng
案例：新疆阜豐冷凝水回用項目

Xinjiang Fufeng has established a comprehensive steam condensate collection system by adding auxiliary facilities such as water pumps, transmission pipelines and storage tanks in each workshop. The steam condensate generated from each workshop is centrally recovered and transmitted to the power workshop for use as boiler feedwater. This measure not only significantly reduces raw water consumption but also decreases wastewater discharge, achieving water resource recycling. During the Reporting Period, a total of 172,800 tonnes of water was saved.

新疆阜豐通過在各車間新增配套的水泵、輸送管道及儲存罐體等輔助設施，構建完善的蒸汽冷凝水收集系統。將各車間產生的蒸汽冷凝水進行集中回收，輸送至動力車間作為鍋爐用水。該措施不僅能顯著降低原水消耗，同時減少污水排放，實現水資源的循環利用，報告期內，共節水172,800噸。

7.3.2. Packaging Materials Management

To enhance the precision of packaging materials management, the Company has formulated the "Packaging Material Inbound and Outbound Management System" (《包裝物使用出入庫管理制度》) and the "Packaging Material Wastage Standard" (《包裝物損耗標準》), strictly controlling the hygiene and safety of packaging materials. At the same time, it has specified wastage rate control indicators for each production plant, set up a mechanism for regular statistical analysis and assessment, and promoted the continuous optimisation of packaging material waste to achieve resource conservation and green operation. During the Reporting Period, the packaging materials used by the Group mainly included composite packaging materials, paper packaging materials and plastic packaging materials. The total consumption of various packaging materials in 2025 is as follows:

7.3.2. 包材管理

為提升包裝物管理精細化水平，公司制定《包裝物使用出入庫管理制度》及《包裝物損耗標準》，嚴格把控包裝物衛生安全；同時明確各生產工廠損耗率控制指標，建立定期統計分析與考核機制，推動包裝物損耗持續優化，實現資源節約與綠色運營。報告期內，集團所使用的包裝材料主要包括複合包裝材料、紙質包裝材料與塑料包裝材料，2025年共耗用各類包裝材料總量如下：

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Performance Indicator	績效指標	Unit 單位	2024 2024年度	2025 2025年度
Composite packaging materials	複合包裝材料	tonne 噸	13,750.11	**13,049.37**
Paper packaging materials	紙質包裝材料	tonne 噸	6,107.20	**6,106.60**
Plastic packaging materials	塑料包裝材料	tonne 噸	10,235.98	**11,028.37**
Total amount of packaging materials	包裝材料總量	tonne 噸	30,093.29	**30,184.35**
Packaging materials used intensity	包裝材料使用密度	tonne/RMB million revenue 噸／百萬元人民幣營業額	1.08	**1.08**

7.4. Emission Management

Fufeng Group strictly complies with the relevant laws and regulations, such as the Environmental Protection Law of People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), the Air Pollution Prevention and Control Action Plan (《大氣污染防治行動計劃》) and the Law of the People's Republic of China on the Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》). Each production unit has obtained the emission permit or completed pollutant discharge registration for stationary pollution sources in accordance with laws. Differentiated control measures are implemented for various types of emissions, with classified management in place, and third-party testing is conducted regularly to ensure that all emissions fully comply with national, local and industry standards.

7.4. 排放管理

阜豐集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《大氣污染防治行動計劃》、《中華人民共和國水污染防治法》等相關法律法規，各生產單位均依法取得排污許可證或完成固定污染源排污登記。針對各類排放物制定差異化管控措施，實施分類管理，並定期開展第三方檢測，確保各項排放全面符合國家、地方及行業標準要求。

Emission Targets
排放目標

- Exhaust: Reduce atmospheric pollutant emissions, by decreasing exhaust emissions intensity by 1% per annum based on the 2021 exhaust emissions intensity
- 廢氣：減少大氣污染物排放，以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度

- Sewage: Strengthen sewage management to ensure the 100% compliant discharge of sewage
- 廢水：加強廢水管理，廢水100%合規達標排放

- Waste: Implement waste classification management and reduce the generation of various types of waste, while achieving 100% compliant handling of hazardous waste
- 廢棄物：開展廢棄物分類管理，降低各類廢棄物的產生量，同時危險廢棄物實現100%合規處理

7.4.1. Exhaust Management

The Company is committed to minimizing the environment impact of exhaust emissions and strictly complies with regulatory requirements such as the Exhaust Emission Standards for Thermal Power Plants (《火電廠大氣污染物排放標準》), establishes the Environmental Management System (《環保管理制度》) and the Environmental Assessment Management Measures (《環保考核管理細則》) at each production unit, and continuously reduces emissions and strengthens exhaust testing through various initiatives, including technological research and development and upgrades of exhaust treatment equipment, so as to ensure that the emission indicators outperformed national and local standards.

7.4.1. 廢氣管理

公司致力於將廢氣排放對環境的影響降至最低，嚴格遵守《火電廠大氣污染物排放標準》等法規要求，各生產單位建立《環保管理制度》、《環保考核管理細則》，通過技術研發、廢氣處理設施升級等舉措持續降低排放，並強化廢氣檢測，確保排放指標優於國家和地方標準。

Case Study: Power Plant Boiler Exhaust Transformation
案例：電廠鍋爐廢氣改造

To continuously improve the governance standards of environmental protection, the Group's Inner Mongolia Company has implemented a process optimisation and upgrade for the original desulphurisation system at the thermal power plant boilers. The new process offers advantages such as relatively low operating costs, reduced corrosion to equipment and a simplified wastewater treatment process. Following the transformation, the operational stability of the desulphurisation system has been effectively enhanced, resolving fluctuations in flue gas emissions and ensuring that environmental parameters consistently meet standards over the long term. Furthermore, the process has markedly reduced ammonia slip, minimising environmental impact and alleviating pressure on downstream wastewater treatment process, achieving the dual objectives of precise flue gas treatment and long-cycle system operation.

為持續提升環保治理水平，集團內蒙公司對熱電廠鍋爐原脱硫系統實施工藝優化升級。新工藝具有運行成本相對較低、對設備腐蝕性小、廢水處理流程簡化等優勢。改造後，脱硫系統運行穩定性得到有效提升，解決了煙氣排放波動問題，確保了環保參數的長期穩定達標。同時，該工藝顯著改善了氨逃逸現象，減少了對環境的影響，降低了後端廢水處理環節的壓力，實現了煙氣治理精準化與系統長週期運行的雙重目標。



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The Fufeng Group maintains active cooperation with the national environmental protection authorities on inspections and spot checks every year. Each production company establishes a dedicated department to manage exhaust emissions, installs an online monitoring system, and reports monitoring data in real time to the local environmental protection authority, ensuring linked monitoring with these authorities. During the Reporting Period, the Group satisfied the national and local standards in various inspections. Specific exhaust emission indicators are as follows:

阜豐集團每年積極配合國家環保部門的檢查與抽查，各生產公司建立責任部門管理廢氣排放、安裝在線監測系統，將監測數據實時上報當地環保部門，實現與環保部門聯動監測。報告期內，本集團在各項檢查中均達到國家及地方標準，具體廢氣排放指標如下：

Performance Indicator	績效指標	Unit 單位	2024 2024年度	**2025 2025年度**
NO_x emissions[1]	氮氧化物排放量[1]	tonne噸	3,010.29	**2,753.44**
SO_2 emissions[1]	二氧化硫排放量[1]	tonne噸	1,649.38	**1,263.91**
Smoke and dust emissions[1]	煙塵排放量[1]	tonne噸	222.47	**170.19**
Total exhaust emissions[1]	廢氣排放總量[1]	tonne噸	4,882.15	**4,187.55**
Exhaust emission intensity[1]	廢氣排放密度[1]	tonne/RMB million revenue 噸／百萬元人民幣營業額	0.18	**0.15**

Note:

1. During the Reporting Period, all exhaust emission indicators were lower than those in in 2024 due to the upgrade and renovation of dust removal equipment.

註釋：

1. 報告期內，由於對除塵設備進行升級改造，各廢氣排放指標相比於2024年均有所降低。

7.4.2. Sewage Management

All production units of the Fufeng Group strictly followed the "Management Measures for Sewage Discharge from Environmental Protection Facilities (《環保處理廠廢水排放管理辦法》)" to ensure that the sewage discharge consistently met the standards. On this basis, all production companies established sewage reduction targets. Through regular inspections and assessments, it continues to optimises sewage treatment processes and technologies to ensure that the quality of discharged water outperforms national and local standards.

7.4.2. 廢水管理

阜豐集團各生產單位嚴格遵循《環保處理廠廢水排放管理辦法》，確保廢水排放持續穩定達標。在此基礎上，設立廢水減排目標，通過定期檢查與考核，持續優化廢水處理工藝與技術，保證外排水質優於國家和地方標準。

Sewage Reduction Measures 廢水減排	Sewage Treatment 污水處理	Odour Treatment 氣味處理	Reuse of Recycled greywater 中水回用
• Multi-stage membrane coupling-simulated moving bed chromatography technology (模擬移動床色譜技術) and four-effect evaporation technology are used to reduce sewage during production • 通過多級膜耦合－模擬移動床色譜、四效蒸發等技術減少生產環節的廢水產生	• All production companies have obtained the relevant discharge permits or completed fixed pollution source discharge registrations in accordance with the "Emission Permit Management Measures", to ensure that the level of discharged water outperforms national and local standards • 所有生產公司均已按照《排污許可管理辦法》獲取相關排污許可或辦理固定污染源排污登記，保證外排水指標優於國家和地方標準	• Processes such as bacterial protein extraction from high-concentration sewage and ammonium sulphate extraction are adopted to eliminate sewage odour • 通過對高濃度廢水的菌體蛋白提取和硫酸銨提取等工藝，消除廢水氣味	• Over 90% of sewage is recycled by multiple measures, including establishment of greywater recycle workshops, cascaded water usage, and reuse of greywater • 通過設立中水回用車間、梯度用水、中水回用等方式實現90%以上的廢水回收利用

Sewage Reduction Measures
廢水減排措施

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The sewage discharged by the Fufeng Group mainly includes sewage generated during the production process and domestic sewage from the factory area. The specific data is as follows:

阜豐集團所排放的廢水主要包括生產過程中所產生的廢水與廠區的生活污水，具體數據如下：

Performance Indicator	績效指標	Unit 單位	2024 2024年度	**2025 2025年度**
Total sewage discharge	總廢水量	tonne噸	9,904,247.87	**10,102,332.83**
Recycled sewage volume	廢水回收利用量	tonne噸	34,642,544.37	**34,303,243.29**
COD[1]	COD[1]	tonne噸	635.23	**679.43**
$N\text{-}NH_3$[2]	$N\text{-}NH_3$[2]	tonne噸	16.11	**3.16**

Notes:

1. During the Reporting Period, the amount of sewage increased compared to 2024 due to reconstruction and expansion projects, the introduction of new equipment, and adjustments to operating water quality, resulting in elevated COD content.

2. Some production companies replaced water treatment equipment and processes (cultivating new nitrifying bacteria) during the Reporting Period, leading to stable operation of the aerobic tanks with improved treatment capacity, which resulted in a decrease in $N\text{-}NH_3$ content.

註釋：

1. 報告期內，由於改擴建項目、新設備引進及調整運行水質等，廢水量相比於2024年有所增加，故COD含量升高

2. 部分生產公司於報告期內更換水處理設備、工藝（培養新硝化菌），好氧池運行穩定，處理能力提高，故$N\text{-}NH_3$含量降低。

7.4.3. Waste Management

Fufeng Group always devotes itself to acting in an environmentally responsible manner. The Fufeng Group is committed to implementing strict control over waste emissions and strategies for efficient recycling and utilisation of resources to minimise our environmental impacts. The Group has formulated a series of management documents, including the "Administrative Measures on Solid Waste", the "Hazardous Solid Waste Management System" and the "Administrative Measures on Disposal Industrial and Domestic Waste" in accordance with laws and regulations such as the Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste (《一般工業固體廢棄物貯存、處置場污染控制標準》). The documents provide a solid institutional safeguard for standardised waste management.

7.4.3. 廢棄物管理

阜豐集團始終秉持著對環境負責的態度，致力於通過嚴格的廢棄物排放控制和高效的資源回收利用策略，將環境影響降至最低。依據《一般工業固體廢棄物貯存、處置場污染控制標準》等法律法規，集團制定了包括《固體廢棄物管理辦法》、《危險固體廢棄物管理制度》、《工業及生活垃圾處置管理辦法》在內的一系列管理文件，為廢棄物的規範管理提供了堅實的制度保障。

In the specific waste management practice, Fufeng Group strictly adheres to relevant institutional regulations to conduct categorising, collecting and storing waste according to its form and nature. For non-hazardous waste, the Group has also adopted proactive and effective recycling measures. To improve the efficiency of resources use, the coal ash and cinder and lime slag are recycled by relevant legal units for the production of cement, aerated bricks and other building materials; soy pulp is used to make feed; waste activated carbon is collected and recycled by activated carbon manufacturers; sludge from sewage treatment plants is incinerated in boilers for power generation after being pressed and squeezed; waste plastic packaging is recycled by legal recycling units and processed into recycled plastic and other products. For non-hazardous waste that cannot be recycled, it will be passed to legally qualified units for disposal.

在具體的廢棄物管理實踐中，阜豐集團嚴格遵循相關制度規程，按照廢棄物的形態和性質進行分類收集和暫存。對於無害廢棄物，集團同樣採取了積極有效的回收利用措施。煤灰、煤渣、石灰渣等由相關合法單位進行回收後用於製作水泥、加氣磚等建築材料；豆渣等用於製作飼料；廢活性炭收集後交由活性炭廠家回收；污水處理廠的污泥經過板框壓榨後用於鍋爐焚燒發電；廢棄塑料包裝物由合法回收單位進行回收後，加工再生塑料等製品，提高了資源的使用效率。對於不能回收利用的無害廢棄物交由具備合法資質的單位進行處置。

Dangerous waste generated by the Group mainly includes waste oil, waste catalysts, all of which are categorised and stored under supervision in dedicated storage warehouses of the Group. Each production company has also appointed third-party organisations with hazardous waste recycling qualifications to transfer and dispose of hazardous waste in accordance with relevant national and local regulations.

集團產生的危險廢棄物，如廢機油、廢催化劑等，均有專門的貯存庫房進行分類貯存，並設有專人監管。各生產公司通過聘請具有危廢回收資質的第三方機構，嚴格按照國家和地方相關規定進行危險廢棄物的轉移和處置。

During the Reporting Period, the emission data for hazardous and non-hazardous waste from the Fufeng Group is as follows:

報告期內，阜豐集團危險廢棄物及無害廢棄物排放數據如下：

Performance Indicator	績效指標	Unit 單位	2024 2024年度	**2025 2025年度**
Total discharge of hazardous waste[1]	危險廢棄物排放總量[1]	tonne噸	494.63	**313.09**
Total discharge of non-hazardous waste[2]	無害廢棄物排放總量[2]	tonne噸	1,935,831.75	**2,150,823.72**
Emission intensity of hazardous waste	危險廢棄物排放密度	tonne/RMB million revenue 噸／百萬元人民幣營業額	0.02	**0.01**
Emission intensity of non-hazardous waste	無害廢棄物排放密度	tonne/RMB million revenue 噸／百萬元人民幣營業額	69.74	**77.15**

Notes:

1. The Group's hazardous waste mainly consists of waste oil and waste catalysts. Since most of the production companies' equipment operated normally in 2025, oil usage was lower; catalysts were replaced once after many years. Some production companies did not replace them in 2025, resulting in a decrease in the amount of catalyst disposal.

2. During the Reporting Period, the commencement of new projects and the increase in production volume of the Group led to an increase in the emission of non-hazardous wastes such as lime slag, domestic garbage and sugar slag.

註釋：

1. 本集團的危險廢棄物主要包含廢機油和廢催化劑。由於2025年大多數生產公司設備運行正常，故機油使用量降低；催化劑為多年更換一次，2025年部分生產公司未更換，故催化劑處置量減少。

2. 報告期內，本集團新項目開產及產量增加，導致石灰渣、生活垃圾、糖渣等無害廢棄物排放量增加。

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7.5. Responding to Climate Change

The Fufeng Group keeps close track of the challenges and opportunities brought by climate change, while actively taking measures to cope with climate change. We closely monitor the latest developments in climate change and continuously explore solutions in combination with our practical experience to address the growing challenges posed by climate change. We have developed corresponding strategies by identifying and screening for climate risks and opportunities with a high probability of occurrence and significant impacts on the Group:

7.5. 應對氣候變化

阜豐集團高度關注氣候變化帶來的挑戰與機遇，積極採取措施應對氣候變化。我們密切關注氣候變化的最新動態，結合實際經驗不斷探索氣候變化的解決方案，以應對日益加劇的氣候變化挑戰。通過識別和篩選發生可能性高、對我們影響程度大的氣候風險與機遇，我們制定了相應的應對策略：

Climate risks and opportunities 氣候風險與機遇				Potential impacts 潛在影響	Countermeasures 應對舉措
Risks	Physical risks	Acute	Increased severity of extreme weather events such as typhoon and floods	Risks such as threats to employee health and safety, production disruptions, and asset impairment due to extreme weather, severe pollution, and catastrophic climate events	To establish an "Emergency Response Plan for Heavily Polluted Weather" to ensure emergency emission reduction targets are met; set up announcement boards for external environmental protection information and emergency plans for heavily polluted weather; and disclose information in real-time
風險	實體風險	急性	颱風、洪水等極端天氣事件嚴重性加劇	因極端天氣、重污染天氣、災難性氣候而導致的員工健康安全威脅、生產中斷、資產減值等風險	建立《重污染天氣應急響應應急預案》，確保實現應急減排目標，設立對外環保信息、重污染天氣應急預案公告欄，並實時公開信息
		Chronic	Rising mean temperatures	Increased operational costs caused by prolonged high temperatures resulting from climate change	To conduct regular equipment maintenance and increase the number of cooling equipment
		慢性	平均氣溫上升	氣候變化導致的持續高溫天氣導致運營成本增加	定期進行設備維護，增加降溫設備
	Transition risks	Policy and legal	Enhanced carbon emissions reporting obligations	Local governments may impose stricter carbon emission policies and regulatory measures, increasing the cost of carbon emissions in corporate production and operation	To actively respond to national energy reduction policies, by improving environmental protection facilities, and enhancing the overall efficiency of existing environmental equipment
	轉型風險	政策法律	碳排放監管加強	各地政府可能會頒佈更為嚴格的碳排放政策和監管措施，增加企業生產運營中的碳排放成本	積極響應國家能源減排政策，改善環保設施，提升現有環保設備的整體效率

Climate risks and opportunities 氣候風險與機遇				Potential impacts 潛在影響	Countermeasures 應對舉措
		Technology 技術	Upfront costs of low-carbon emission technology transformation 低碳排技術轉型的前端費用	In line with low-carbon emission requirements, operating costs increase due to increased investment in exploring and researching new technologies, as well as retrofitting existing R&D and production equipment 為滿足低碳排放的要求，加強新技術的探索和研究投入，以及對現有的研發和生產設備進行改造，增加運營成本	To phase out high-energy-consuming equipment, procure low-energy-consuming equipment, and carry out multiple clean technology upgrades 淘汰高能耗設備，採購低能耗設備，開展多項清潔技術改造
		Market 市場	Increased costs of raw materials and energy 原材料成本、能源成本上漲	Increased production costs due to price of raw materials (e.g., energy and water) 原料價格(如能源、水)導致生產成本提高	To develop a monitoring and forecasting system for the pricing of raw materials and energy, as well as an emergency response plan 制定原材料、能源價格的監測、預測制度及應急預案
		Reputation 聲譽	Stakeholders' concerns on negative feedback 利益相關方對負面反饋的關切	Potential reputational impacts arise from our responses to stakeholders' expectations for taking proactive actions in addressing climate change and enhancing information disclosure transparency 為響應利益相關方在應對氣候行動方面採取積極行動和提升信息披露透明性的期望，產生的潛在聲譽影響	To regularly engage in communications with stakeholders to fully understand and respond to their concerns and expectations 定期開展利益相關方溝通，以充分了解並回應他們關切與期望
Opportunities 機遇	Energy transition 能源轉型	Increased proportion of clean energy 清潔能源佔比增加		Increased use of low-emission/clean energy to reduce the risk of future energy price hikes 提高對低排放能源／清潔能源的使用，降低未來能源價格上漲風險	To optimise the energy structure and increase the proportion of clean energy use 優化能源結構，提高清潔能源使用佔比

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The greenhouse gas emissions from the Fufeng Group's operations are mainly carbon dioxide, with the majority generated from the combustion of energy consumption used in daily production processes, and a small amount produced from the wet limestone-gypsum desulfurisation process. In 2025, Fufeng Group's greenhouse gas emission data is as follows:

阜豐集團運營過程中產生的溫室氣體排放主要為二氧化碳，大部分來源於日常生產過程中所使用的能源消耗燃燒，少量產生於濕法石灰石－石膏脫硫工藝過程。2025年，阜豐集團溫室氣體排放數據如下：

Performance Indicator[1]	績效指標[1]	Unit 單位	2024 2024年度	2025 2025年度
Greenhouse gas emissions (Scope 1)	溫室氣體排放（範圍一）	tCO_2e 噸二氧化碳當量(tCO_2e)	13,464,223.66	**14,072,709.91**
Emission from fuel coal combustion	燃料煤燃燒排放	tCO_2e 噸二氧化碳當量(tCO_2e)	11,468,104.43	**12,062,023.35**
Raw coal emission	原料煤排放	tCO_2e 噸二氧化碳當量(tCO_2e)	1,851,665.64	**1,746,685.40**
Emission from natural gas combustion	天然氣燃燒排放	tCO_2e 噸二氧化碳當量(tCO_2e)	15,281.92	**15,415.93**
Limestone emission	石灰石排放	tCO_2e 噸二氧化碳當量(tCO_2e)	21,624.08	**60,628.51**
Sodium carbonate emission	碳酸鈉排放	tCO_2e 噸二氧化碳當量(tCO_2e)	93,527.53	**173,237.58**
Methane emission from sewage treatment	廢水處理甲烷排放	tCO_2e 噸二氧化碳當量(tCO_2e)	89.55	**100.12**
Emission from vehicle fuel combustion	車輛燃料燃燒排放	tCO_2e 噸二氧化碳當量(tCO_2e)	13,930.51	**14,619.01**
Greenhouse gas emissions (Scope 2)	溫室氣體排放（範圍二）	tCO_2e 噸二氧化碳當量(tCO_2e)	53,875.93	**71,368.20**
Emission from external purchase of electricity	外購電力排放	tCO_2e 噸二氧化碳當量(tCO_2e)	53,619.53	**71,081.98**
Emission from external purchase of steam	外購蒸汽排放	tCO_2e 噸二氧化碳當量(tCO_2e)	256.40	**286.22**
Total emissions of greenhouse gases	溫室氣體排放總量	tCO_2e 噸二氧化碳當量(tCO_2e)	13,518,099.59	**14,144,078.11**
Emission intensity of greenhouse gases	溫室氣體排放密度	tCO_2e/RMB million revenue 噸二氧化碳當量(tCO_2e)／百萬元人民幣營業額	487.01	**507.33**

Notes:

1. The Company calculates its greenhouse gas emissions in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard (2004).

2. Scope 1 greenhouse gas emissions cover emissions generated from the consumption of fossil energy in the Company's operations (such as the sum of emission from fuel coal combustion, raw coal emission, emission from natural gas combustion, limestone emission, sodium carbonate emission, methane emission from sewage treatment and emission from vehicle fuel combustion as shown in the table above); Scope 2 greenhouse gas emissions cover emissions from external purchase of electricity and steam consumed in the Company's operations (such as the sum of emission from external purchased electricity and emission from external purchased steam as shown in the table above).

3. During the Reporting Period, the commencement of new projects and the increase in production volume of the Group led to higher energy consumption and increased emissions of limestone and sodium carbonate, resulting in an increase in greenhouse gas emissions.

4. As it is currently difficult to obtain data for Scope 3 emissions along the value chain, no figures have been disclosed.

Meanwhile, the Group has continued to deepen its green development path in 2025 and actively purchased green electricity based on the actual energy consumption requirements of its subsidiaries.

註釋：

1. 公司按照《溫室氣體核算體系：企業核算與報告標準（2004年）》來進行溫室氣體計算

2. 範圍一溫室氣體排放涵蓋公司運營中消耗化石能源所產生的排放（如上表燃料煤燃燒排放、原料煤排放、天然氣燃燒排放、石灰石排放、碳酸鈉排放、廢水處理甲烷排放以及車輛燃料燃燒排放加總）；範圍二溫室氣體排放涵蓋公司運營中消耗的外購電力及蒸汽的排放（如上表外購電力排放與外購蒸汽排放加總）。

3. 報告期內，本集團新項目開產及產量增加，能源用量增加，石灰石、碳酸鈉排放增加，導致溫室氣體排放上升

4. 目前範圍三因價值鏈數據獲取困難，故未進行統計披露。

與此同時，集團於2025年持續深化綠色發展路徑，依據各所屬企業實際用能需求，積極採購綠色電力。

Name of companies 公司	Amount of green electricity purchased 購買綠電數額
IM Fufeng 內蒙古阜豐	11,174 MWh兆瓦時
Xinjiang Fufeng 新疆阜豐	280,00 MWh兆瓦時
Baoji Fufeng 寶雞阜豐	16,549 MWh兆瓦時

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Green Electricity Certificate Transaction Vouchers
綠色電力交易憑證

8. QUALITY EXCELLENCE TO ENSURE PRODUCT SAFETY

The Group remains committed to the vision of "becoming a globally renowned bio-fermentation enterprise", continuously enhances research and development investment, accelerates the digitalisation and intelligent process, optimises the industrial layout, actively consolidates the quality foundation, establishes a full-chain quality control system, strives for excellence in customer service, and fully leverages its influence to promote the green transformation of the industry. In addition, the Group implements the principles of sustainable development and transparent procurement, builds a green supply chain and further enhances supply chain resilience to strengthen the market competitiveness.

In 2025

- Research and development investments amounted to RMB370,420,824

8.1. Quality Management

Building on its global market presence, Fufeng Group strictly adheres to quality management laws, regulations, systems and requirements, has established a full-chain management system spanning from raw material procurement to product delivery, and further ensures the stability and reliability of its product quality through continuously optimisation of its quality control system and management measures.

8. 卓越品質，保障產品安全

集團始終秉持「做全球著名的生物發酵企業」的願景，持續加強科研投入，加快數智化進程，優化產業佈局，積極夯實質量基石，構建全鏈條質控體系，在客戶服務方面精益求精，充分發揮自身影響力，推動產業綠色轉型；此外，集團貫徹可持續發展與陽光採購理念，打造綠色供應鏈，進一步強化供應鏈韌性以提升市場競爭力。

2025年

- 研發投入人民幣370,420,824元

8.1. 質量管理

阜豐集團立足全球市場佈局，嚴格遵守質量管理法律法規及制度規定，構建了從原材料採購至產品交付的全鏈條管理體系，通過持續優化質控體系與管理舉措，進一步保障產品質量的穩定性與可靠性。

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8.1.1. Quality Management System

The Group has consistently adhered to the quality management philosophy of "producing products commensurate with our industry standing", strictly comply with laws, regulations, systems and requirements such as the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Food Safety Law of the People's Republic of China (《中華人民共和國食品安全法》) and Regulations on Administration of Feed and Feed Additives (《飼料和飼料添加劑管理條例》. In accordance with the ISO 9001 Quality Management System, ISO 22000 Food Safety Management System, BRCGS Food Safety Global Standard and other systems, we have established the Comprehensive Management Manual, the Specifications for Quality Standards of Raw and Auxiliary Materials, the Quality Standards for Finished Products, the Product Monitoring and Measurement Control Procedures, Emergency Management Procedure for Quality and Safety Incidents, and other management and procedural documents. During the Reporting Period, we formulated the Principles for the Shipment and Protection of Export Products and the Internal Control Standards and Shipment Protection Standards for Export By-products, and revised relevant management systems such as the Management System for the Improvement of By-product Quality, the Sampling Management Regulations, the Acceptance Standards for Wooden Pallets and the Acceptance Criteria for Packaging Materials and Regulations for the Non-conforming Disposal, thereby refining product quality control systems and standardised processes.

The Group has established a multi-tiered control framework in which the general manager reviews and approves, the Quality Management Department follows up and implements, each production link executes efficiently, and the Group's Quality Management Department provides guidance and supervision; furthermore, 100% of the Group's production companies have achieved ISO 9001 Quality Management System Certification.

8.1.1. 質量管理制度

集團始終秉持「做與行業地位相匹配的產品」的質量管理理念，嚴格遵守《中華人民共和國質量法》、《中華人民共和國食品安全法》、《飼料和飼料添加劑管理條例》等法律法規及制度規定，依據ISO 9001質量管理體系、ISO 22000食品安全管理體系及BRCGS食品安全全球標準等體系，制定了《綜合管理手冊》、《原輔料質量標準規格書》、《成品質量標準》、《產品的監視和測量控制程序》、《質量安全突發事件應急管理程序》等管理及程序文件。報告期內，我們制定了《出口產品發運與防護原則》、《出口副產品內控標準及發運防護標準》，修訂了《副產品質量改善管理制度》、《取樣管理規定》、《木質託盤驗收標準》、《包裝物驗收標準及不合格處置規定》等相關管理制度，完善產品質量管控制度及標準化流程。

集團搭建了由總經理審核、批准，質量管理部跟進落實，各生產鏈條高效執行，集團質量管理部指導、監督的多層級管制架構；此外，本集團所有生產公司通過ISO 9001質量管理體系認證率為100%。

ISO 9001 Quality Management System Certification ISO 9001 質量管理體系認證	ISO 22000 Food Safety Management System Certification ISO 22000 食品安全管理體系認證	FSSC 22000 Food Safety System Certification FSSC 22000 食品安全體系認證
HACCP Hazard Analysis Critical Control Point Certification HACCP危害分析和關鍵控制點認證	BRCGS Global Food Safety Standard Certification BRCGS全球食品安全標準認證	HALAL Certification HALAL清真認證
KOSHER Certification KOSHER猶太食品認證	IP Non-GMO Certification IP非轉基因食品認證	FAMI-QS EU Feed Additive and Premixed Feed Code of Practice Management System Certification FAMI-QS歐盟飼料添加劑及預混合飼料操作規範管理體系認證

Domestic/international certificates passed by Fufeng Group
阜豐集團已通過的國內／國際認證

- **Quality Management Objectives**

  The Group establishes quality objectives in accordance with its quality policy and conducts regular annual reviews of these objectives to ensure they satisfy the quality policy, laws, regulations and customer requirements.

  2025 Quality Related Objectives (Partial)
  - Average passing rate of key products reaches 99.16%
  - Average passing rate of key control procedure indicator reaches 99.23%

- **質量管理目標**

  集團依據質量方針制定質量目標，並且每年定期對質量目標進行評審，以確保其符合質量方針、法律法規及客戶要求。

  2025年質量相關目標（部分）
  - 關鍵產品平均合格率達99.16%
  - 關鍵控制過程指標平均合格率達99.23%

8.1.2. Quality Management Measures

The Group regards quality as the core cornerstone of its corporate development. It systematically advances the optimisation of its quality management system, actively implements a full-staff reporting mechanism for quality hazards and a monthly risk early-warning mechanism, and promotes the early detection, early intervention and early resolution of quality issues. It carries out self-inspection and rectification campaigns for quality issues to reduce the incidence of quality hazards at the source, achieving a strategic transformation of quality management from post-incident response to pre-incident prevention.

8.1.2. 質量管理舉措

集團始終將質量作為企業發展的核心基石，系統推進質量管理體系優化，積極推行質量隱患全員報告機制與月度風險預警機制，推動質量問題早發現、早干預、早解決，實施質量問題自查整改行動，從源頭降低質量隱患發生概率，實現質量管理由事後響應向事前預防的戰略轉型。

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- **Quality Inspection and Assurance**

The Group has formulated a series of quality-related management systems and procedural documents, including the Administrative Regulations on Penalties for Quality Accidents, the Quality Feedback Handling Procedures, the Quality Complaint Handling Procedures, the Procedures for Monitoring, Measurement and Control of Products, and the Inspection Specifications for Finished Products, Semi-finished Products and Raw & Auxiliary Materials.

We require that product quality indicators and performance parameters, among others, meet or exceed international benchmarks. We conduct close monitoring and measurement of finished products, raw materials, auxiliary materials, and materials in contact with products. We further enhance product quality by defining clear testing procedures, e.g. testing points, testing frequencies, sampling plans and acceptance criteria. Inspection records and certificates of product conformity are retained to ensure that products comply with specified quality standards. We have in place a "quality traceability to individuals" mechanism, which links production batches, equipment operating parameters, testing records and other data to operating personnel. A clear accountability chain is established whereby "the previous process is responsible for the next process", realising full-chain quality management. A quality assessment programme is enforced, tying quality indicators to the performance appraisal of relevant personnel. For instance, "product quality conformity, pass rate and inspection scores" are incorporated as core assessment indicators for production departments, with rigid assessments applied to key metrics such as batch pass rate and customer complaint rate.

In 2025, the Group carried out a normative inspection of its laboratory management system, standardising quality inspection procedures for multiple raw materials and products including corn by-products, amino acids, xanthan gum, MSG and magnesium sulfate. It sorted out and standardised the xanthan gum production process and rules for the use of packaging bags during production. The Group also completed standard updates and compliance reports for 14 products in 80 countries or regions, providing core support for quality risk prediction and quality compliance assurance in overseas markets.

- **質量審核與保障**

集團制定了《質量事故處罰管理規定》、《質量反饋處理程序》、《質量投訴處理程序》、《產品的監視和測量控制程序》、《成品、半成品和原輔材料檢驗規範》等質量相關管理制度與程序文件。

我們要求產品的質量指標、性能參數等均需對標或高於國際標杆水平，對提供的終產品、原料、輔料、與產品接觸的材料進行密切監視和測量，通過明確檢測規程，例如檢測點、檢測頻率、抽樣方案、驗收準則等，進一步提升質量水平，並保留檢驗記錄及產品合格的證明文件以保障產品達到規定質量標準。我們推行「質量追溯到人」機制，將產品的生產批次、設備運行參數、檢測記錄等與操作人員關聯，明確「上道工序對下道工序負責」的責任鏈條，實現質量管理的全鏈條管控；實施質量考核方案，將質量指標與相關人員的績效考核掛鈎，例如，將「產品質量匹配度、質量合格率、質量檢查得分」等納入生產部門考核的核心指標，並對批次合格率、客戶投訴率等關鍵指標實施剛性考核。

2025年，集團開展實驗室管理體系規範性核查工作，統一玉米副產品、氨基酸、黃原膠、味精、硫酸鎂等多項原料與產品的質量檢驗規程；梳理並規範了黃原膠生產流程及過程包裝袋使用規則；完成了14個產品在80個國家或地區的標準查新與合規性報告工作，為海外市場的質量風險預判與質量合規保障提供了核心支撐。

- **Digital-Intelligent Quality Control**

  We have achieved improvements in both testing efficiency and accuracy through digital-intelligent approaches such as equipment interconnection, automatic data collection, and intelligent analysis and early warning. For example, Longjiang Fufeng has realised full-process monitoring of threonine and lysine production via online inspection. Its real-time data monitoring and early warning enable early identification of potential quality risks. In addition, our laboratories are equipped with intelligent instruments including high-performance liquid chromatography, atomic absorption spectrophotometer, atomic fluorescence spectrophotometer, and amino acid analyser. They are used to test quality indicators such as moisture, protein, amino acid content, sugar content, pollutant risk indicators and microbiological indicators, further enhancing the efficiency and precision of quality control.

- **Quality Complaint Handling**

  We have established a quality improvement mechanism covering complaint acceptance, classified resolution, responsibility allocation, and follow-up improvement to ensure effective resolution of customer concerns and further safeguard brand reputation. In the event of a complaint, relevant departments conduct joint traceability to accurately pinpoint the root cause of quality issues, achieving full-chain traceability from production to sales. A dedicated person will follow up on subsequent handling and improvement. During the Reporting Period, the Company received five complaints related to products and services, all of which have been properly resolved.

- **Quality Improvement Training**

  We systematically promote the improvement of employees' quality management capabilities. Through targeted professional empowerment and a regular training mechanism, we deeply integrate quality standards and food safety regulations, fully strengthen employees' professional quality competence, and comprehensively enhance their awareness of the importance of quality management. In 2025, quality training hours exceeded 1,500 hours, covering over 35,000 participants.

- **數智化質量監控**

  我們通過設備互聯、數據自動採集、智能分析預警等數智化方式，實現檢測效率與精準度的雙重提升。例如龍江阜豐通過在線檢測，實現蘇氨酸、賴氨酸產品生產過程的全過程監控，並通過實時數據監控與預警，提前識別質量隱患。此外，我們的實驗室配備了高效液相色譜儀、原子吸收分光光度計、原子熒光光度計、氨基酸分析儀等智能化儀器，用於產品水分、蛋白、氨基酸含量、糖含量、污染物風險指標、微生物指標等質量指標的檢測，進一步提升了質量管控的效率及精準度。

- **質量投訴處理**

  我們建立了一套涵蓋投訴受理、分類處置、責任分工、後續改進的質量改善機制，確保客戶的訴求得到有效解決，進一步維護品牌信譽。一旦出現投訴，相關部門會聯動追溯，精準定位質量問題的源頭，形成從生產到銷售的全鏈條追溯，並由專人跟進後續的處理與改進。報告期內，公司有五宗關於產品及服務的投訴，投訴均已妥善解決。

- **質量提升培訓**

  我們系統推進員工質量管理能力提升工作，通過精準化業務賦能與常態化培訓機制，深度融合質量標準與食品安全規範，充分加強員工的質量業務能力，全面提升員工對於質量管理重要性的認知。2025年，質量培訓課時超過1,500小時，覆蓋超過35,000人次。

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8.1.3. Food Safety Management

The Group has established a rigorous food safety and quality system. In accordance with the ISO 22000 Food Safety Management System, FSSC 22000 Food Safety System, BRCGS Food Safety Global Standard, and GB 14881 National Food Safety Standard, it has formulated management systems including the Hazard Analysis Control Procedures and the Food Safety Plan Control Procedures. This enables the precise translation of standard requirements into operational specifications, further promoting the standardisation, institutionalisation, and routine implementation of food safety and quality audits. All of the Group's production subsidiaries have achieved 100% certification under the ISO 22000 Food Safety Management System. Meanwhile, we extend strict food quality and safety requirements to the supply chain. At the beginning of the Reporting Period, we formulated a supplier inspection plan and promoted its implementation across all subsidiaries. In 2025, we completed quality inspections of 27 packaging material suppliers, with a completion rate of 100%.

We require the Food and Feed Safety Team to conduct hazard analyses and maintain records. A food safety plan has been developed and corresponding control procedures have been implemented, with defined monitoring systems and management requirements for various types of hazards to ensure effective review and updating of the food safety plan. We have also carried out planning for food and feed safety verification and established corresponding control procedures to ensure the scientific validity and effectiveness of operational prerequisite programmes and control measures.

We exercise strict control over food quality indicators. For MSG products, for example, while requiring compliance with international standards for colour, taste, odor, sodium glutamate content, transmittance, chloride content and pH, the Group has also established internal control standards for crystal length, crystal breakage rate, sieving pass rate, agglomerated/conjoined crystals, and colour grade. We are fully committed to producing food products that are responsible for customer health and safety.

8.1.3. 食品安全管理

集團構建了嚴密的食品安全質量體系，依據ISO 22000食品安全管理體系、FSSC 22000食品安全體系、BRCGS全球食品安全標準及GB14881食品安全國家標準要求，制定了《危害分析控制程序》、《食品安全計劃控制程序》等管理制度，實現標準要求向操作規範的精準轉化，進一步推動食品安全質量審核工作的標準化、制度化與常態化。本集團所有生產公司通過ISO 22000食品安全管理體系認證的比率為100%。同時，我們將嚴格的食品質量安全要求延伸至供應鏈，於報告期年初組織制定了供應商檢查計劃並推動各公司落實。2025年，我們共完成27家包裝物供應商的質量檢查，完成率100%。

我們要求食品與飼料安全小組開展危害分析並記錄，建立了食品安全計劃並實施相應的控制程序，規定了針對各類危害的監視系統及管理要求，保障食品安全計劃的有效覆核與更新；開展食品與飼料安全驗證策劃，構建了相應控制程序，確保操作性前提方案及控制措施的科學性和有效性。

我們對食品質量指標進行嚴格把控，例如針對味精產品，集團在要求產品的色澤、滋味、氣味、谷氨酸鈉、透光率、氯化物、PH等方面符合國際標準的前提下，對其長度、斷晶率、過篩率、並晶／連體及色度均制定了內控標準要求，全力打造對客戶健康與安全負責的食品產品。



2025 annual supervision and audit of quality, food safety and other management systems conducted by Baoji Fufeng
寶雞阜豐開展2025年度質量、食品安全等管理體系的監督審核工作

8.1.4. Product Recall

The Group has established a closed-loop product recall management mechanism centred on proactive prevention and control, rapid response, and full-chain traceability, and has formulated a comprehensive and standardised product recall emergency mechanism to earnestly fulfill its primary responsibilities. We have developed a series of management systems and procedural documents, including the Control Procedures for Non-conforming Products, the Control Procedures for Potentially Unsafe Products, the Control Procedures for Product Withdrawal, the Control Procedures for Incident Investigation, Non-conformity, Corrective and Preventive Actions, the Control Procedures for Identification and Traceability, and the Emergency Response Plan for Product Withdrawal and Recall. During the Reporting Period, the Company did not experience any product recalls due to safety hazards or health risks.

We strictly implement the non-conforming product management system, and carry out full-chain identification and disposal of raw materials, work-in-progress, and finished products to prevent unintended circulation. Through the identification and traceability control procedures, we accurately identify product batches and their relationships with raw material batches, processing, and distribution records, and differentiate between incoming materials from direct suppliers and the distribution of finished products to direct distributors. This enables us to pre-control potentially unsafe products or respond promptly to possible withdrawals. We dynamically activate the product recall emergency plan based on risk levels, systematically conduct root cause analysis and closed-loop improvement, and perform annual product recall emergency drills, so as to minimise safety risks while safeguarding consumers' rights and interests.

8.1.4. 產品召回

集團構建了以主動防控、快速響應、全程追溯為核心的產品召回閉環管理機制，制定了完善且規範的產品召回應急機制，切實履行自身主體責任。我們制定了《不合格品控制程序》、《潛在不安全產品控制程序》、《產品撤回控制程序》、《事件調查、不符合、糾正與預防措施控制程序》、《標識和可追溯性控制程序》、《產品撤回召回應急響應預案》等管理制度與程序文件。報告期內，公司未發生因安全隱患或健康風險而召回產品的情況。

我們嚴格執行不合格品管理制度，對原料、在製品和成品實施全鏈條標識與處置，杜絕非預期流轉；通過標識和可追溯性控制程序，精準識別產品批次及其與原料批次、加工和分銷記錄的關係，區分直接供方的進料、最終產品分銷直至直接分銷方的情況，使得我們能夠對潛在的不安全產品進行預處理或及時應對可能發生的撤回。我們依據風險等級動態啟動產品召回應急預案，系統開展根本原因分析與閉環改進，每年進行產品召回應急演練，在保障消費者權益的同時最大限度地降低安全風險。

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Case Study: Product Recall Emergency Drill Conducted by Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd.
案例：呼倫貝爾東北阜豐生物科技有限公司開展產品召回應急演練

During the Reporting Period, in the spirit of full accountability for products and customers, Northeast Fufeng carried out an MSG product recall drill to verify the effectiveness of its MSG product recall mechanism.

On the day of the drill, the company's product recall team made decisions and implemented actions covering safety hazard assessment of products, customer communication, product traceability and tracking, identification and isolation of inventory products, filing with regulatory authorities, and post-recall disposal. Following the drill, the company concluded that communication and coordination among departments should be strengthened to ensure the effectiveness of customer communication channels. Through this drill, the company conducted a comprehensive review of the entire processing chain for MSG production, promptly corrected identified loopholes, and formulated preventive measures, effectively enhancing the company's emergency response capability for product recalls.

報告期內，東北阜豐秉持對產品與客戶完全負責的精神，開展味精產品召回演練計劃，以驗證味精產品召回機制的有效性。

演練當日，公司產品召回小組就產品的安全危害評估、客戶溝通、產品溯源與追蹤、庫存產品標識與隔離、監管部門報備、召回後處理等環節進行決策實施。演練後，公司得出需加強各部門間的溝通協調、保障客戶溝通渠道有效性的結論。通過此次演練，公司對該味精產品生產的加工鏈進行了全面摸排，針對發現的漏洞及時糾正並制定了預防措施，有效強化了公司應對產品召回的應急處理能力。


呼伦贝尔东北阜丰生物科技有限公司

2025 年味精产品
召回演练报告

DF/DTX-048

阜丰

演练日期：2025 年 2 月 12-13 日

2025 MSG product recall drill report of Northeast Fufeng
東北阜豐2025年味精產品召回演練報告

8.2. Research and Development Innovation

The Group attaches great importance to scientific research and innovation, digital-intelligent transformation, and intellectual property protection. It actively builds an open and collaborative innovation ecosystem, and encourages breakthroughs in cutting-edge technologies and the creation of original achievements, thus fully advancing digital-intelligent transformation, optimising business processes, and improving decision-making efficiency. Meanwhile, a comprehensive and full-chain intellectual property management system has been established and improved, contributing solid support to technological progress and digital transformation across the industry.

8.2.1. Research and Development Management

The Group continuously refines its scientific research management system, optimises the innovative industrial layout and product development, cultivates high-quality R&D teams, steadily increases investment in innovation and R&D, and further promotes the transformation of scientific research achievements. We have formulated the Special Award Management Measures to actively encourage initiative and creativity among R&D personnel, implement incentive mechanisms, and improve the retention rate of scientific research talents. As for the development of scientific research platform, we have 2 National Enterprise Technology Centres and 3 Key Enterprise Laboratories designated by the Ministry of Agriculture and Rural Affairs.

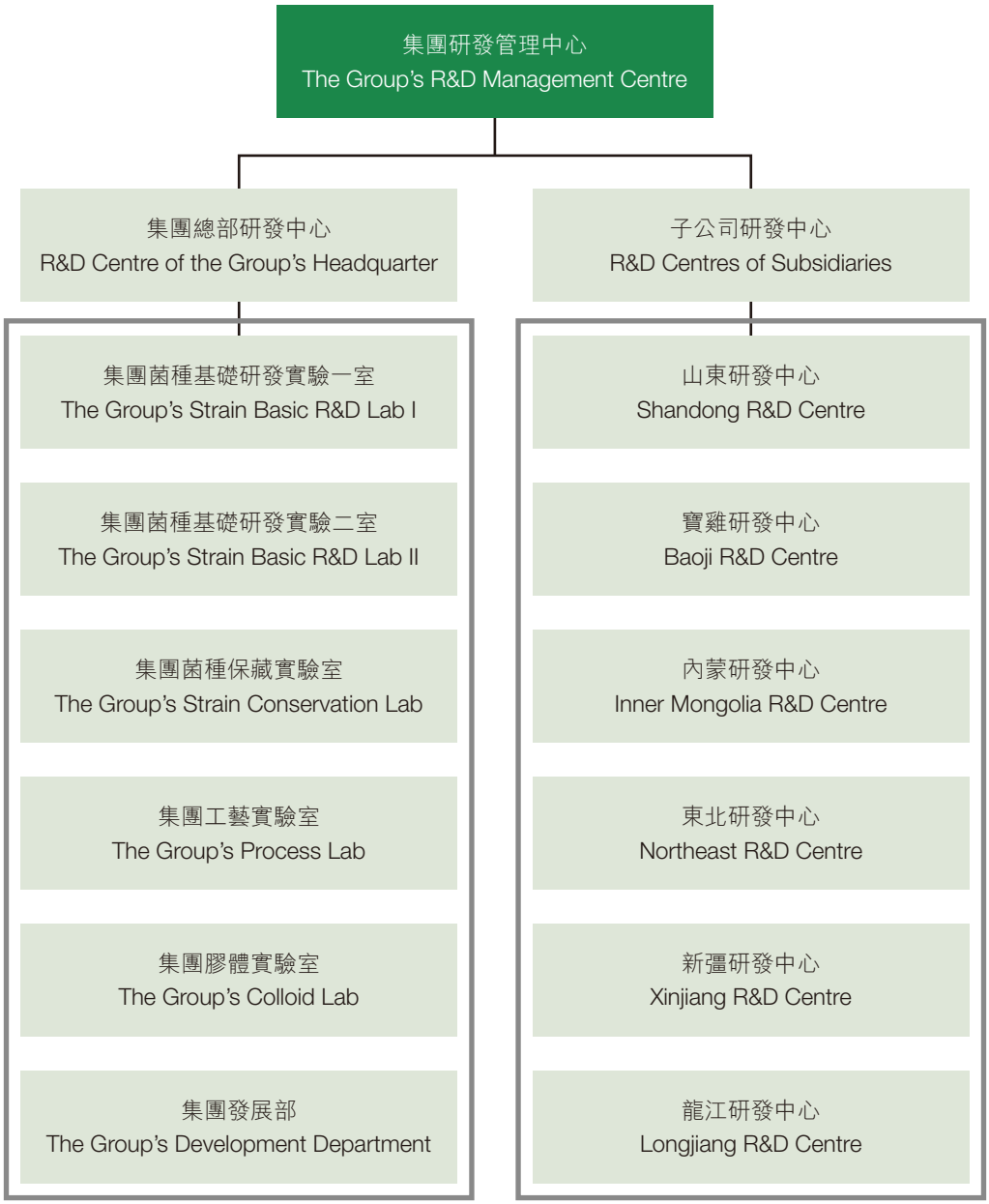
8.2. 研發創新

集團高度重視科研創新、數智化轉型與知識產權保護，積極構建開放協同的創新生態，鼓勵前沿技術突破與原創性成果產出，全面推進數智化轉型，優化業務流程並提升決策效能。同時，建立健全覆蓋全鏈條的知識產權管理體系，為行業技術進步與數字化轉型貢獻堅實力量。

8.2.1. 研發管理

集團不斷完善科研管理體系，優化創新產業佈局與產品研發，培養優質研發團隊，持續加大創新研發投入力度，進一步推動科研成果的轉化。我們制定《特別獎管理辦法》，積極鼓勵研發人員發揮主動性與創造性並實施激勵，提升科研人員留存率。在科研平台建設方面，我們擁有2家國家企業技術中心以及3家農業農村部企業重點實驗室。

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Organisational structure of the Group's R&D management centre
集團研發管理中心組織架構

Research and development personnel: As of the end of the Reporting Period, the Group had a total of 1,808 research and development personnel in research and development system, including 4 individuals with doctoral degrees, 52 with master's degrees, 7 professor-level senior engineers, 10 senior engineers and 80 engineers.

研發人員：截至報告期末，研發體系共有研發人員1,808名，其中博士4人，碩士52人；正高級工程師7人，高級工程師10人，工程師80人。

Research and development investments: Research and development investments of Fufeng Group amounted to RMB370,420,824 in 2025.

研發投入：2025年，阜豐集團研發投入人民幣370,420,824元。

Research and development achievements: We received awards for a number of scientific research projects, including development and industrialisation of key technologies for glutamic acid metabolic regulation and green extraction.

研發成果：谷氨酸代謝調控與綠色提取關鍵技術開發及產業化等多項科研項目獲獎。

Construction of laboratory: We have 2 National Enterprise Technology Centres and 3 Key Enterprise Laboratories designated by the Ministry of Agriculture and Rural Affairs.

實驗室建設：擁有2家國家企業技術中心，3家農業農村部企業重點實驗室。

- **Scientific Research Achievements**

  In 2025, using wastewater from glutamic acid extraction as the main nutrient medium, Baoji Fufeng fermented polyglutamic acid with salt-tolerant Bacillus licheniformis. Meanwhile, through the research and development of ion complexation extraction technology, it successfully developed and produced agricultural-grade polyglutamic acid, realising the high-value and green application of glutamic acid extraction wastewater. In addition, in cooperation with Jiangnan University, Baoji Fufeng developed a multi-stage membrane separation system integrating ceramic membrane filtration, activated carbon decolourisation, ultrafiltration membrane separation and electrodialysis desalination to address the difficulty in concentration caused by high ammonium sulfate content in the mother liquor. This system enables efficient fractional recovery of glutamic acid, bacterial residue and ammonium sulfate from the mother liquor, providing a feasible technical route for the resource utilisation and reduction of glutamic acid mother liquor, and further promoting the transformation of scientific research achievements.

- **科研成果**

  2025年，寶雞阜豐以谷氨酸提取廢水為主要營養基質，選用耐鹽性地衣芽孢桿菌發酵聚谷氨酸，同時研究開發離子絡合提取技術成功開發生產出農業級聚谷氨酸，實現了谷氨酸提取廢水的高值化、綠色化應用。此外，寶雞阜豐與江南大學合作，針對母液中硫酸銨含量高導致濃縮困難的問題，開發出耦合陶瓷膜過濾、活性炭脱色、超濾膜分離及電滲析除鹽等多級膜分離系統，實現母液中谷氨酸、菌渣與硫酸銨的高效分級回收，為谷氨酸母液資源化與減量化處理提供了可行的技術路徑，進一步推動科研成果轉化。

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Polyglutamic acid product packaging, and ultrafiltration membrane equipment of Baoji Fufeng
聚谷氨酸產品包裝、寶雞阜豐超濾膜設備

Case Study: Research and Application of High-Quality and Green Modified Biological Polysaccharide Production Technology Based on High-Quality and High-Yield Strains
案例：基於優質高產菌種的高質綠色改性生物多糖生產工藝研究及應用

To break through the bottlenecks of high energy consumption, low efficiency and environmental pollution in traditional biological polysaccharide production, Neimenggu Fufeng Biotechnologies Co., Ltd. strengthened the synthetic pathway of target products through precise gene editing and metabolic regulation, and cultivated high-yield, high-quality and stable production strains. On this basis, it adopted an intelligent fermentation control strategy and a multi-parameter coupled optimisation model to realise precise regulation and process intensification of the fermentation process. Through green chemical modification, active groups were directionally introduced to regulate the molecular structure and functional properties of polysaccharides, expanding their application performance in high-end fields such as construction, printing and dyeing, and cosmetics.

內蒙古阜豐生物科技有限公司為突破傳統生物多糖生產中的高能耗、低效率及環境污染瓶頸，通過精準的基因編輯與代謝調控，強化目標產物的合成通路，構建高產、優質、穩定的生產菌種。在此基礎上，運用智能化發酵控制策略與多參數耦合優化模型，實現發酵過程的精細調控與工藝強化，並通過綠色化學修飾手段，定向引入活性基團，調控多糖的分子結構與功能性質，拓展其在建築、印染、化妝品等高端領域的應用性能。

The whole R&D process follows the concept of "green, efficient and high-quality", emphasising the environmental friendliness and resource conservation of the process. It aims to establish a complete technical system covering strain optimisation, fermentation production, functional modification and pilot demonstration, form a replicable and promotable industrial demonstration model, and drive the transformation and upgrading of the biological polysaccharide industry toward high-end and green development, so as to provide technical support and industrial examples for the high-quality development of bio-manufacturing in China.

整個研發過程貫穿「綠色、高效、高質」的理念，強調工藝的環境友好性與資源節約性，旨在建立一條從菌種優化、發酵生產、功能改性到中試示範的完整技術體系，形成可複製、可推廣的產業化示範模式，推動生物多糖產業向高端化、綠色化轉型升級，為我國生物製造的高質量發展提供技術支撐與產業範例。

Scientific Research Projects with Awards and Honours of the Group in 2025
集團2025年度科研項目獎項榮譽

Name of Project 項目名稱	Company 公司	Category of Award 獎項類別
Key Technologies for Directed Creation of Microbial Polysaccharides and Industrial Demonstration 微生物多糖定向創制關鍵技術及產業化示範	Xinjiang Fufeng Biotechnologies Co., Ltd. 新疆阜豐生物科技有限公司	Second Prize of Autonomous Region Science and Technology Progress Award 自治區科技進步獎二等獎
A Process for Preparation and Extraction of L-Leucine 一種製備和提取L-亮氨酸的工藝	Xinjiang Fufeng Biotechnologies Co., Ltd. 新疆阜豐生物科技有限公司	Third Prize of Autonomous Region Patent Award 自治區專利獎三等獎
Research and Application of Key Technologies for Efficient Production of Crystallised Glucose 結晶葡萄糖高效生產關鍵技術研究與應用	Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd. 齊齊哈爾龍江阜豐生物科技有限公司	Second Prize of Achievement Transformation, 2024 Heilongjiang Provincial Science and Technology Progress Award 2024年度黑龍江省科技進步獎成果轉化二等獎
Innovation and Application of Key Technologies for Green Manufacturing of Peptide-Rich Functional Products from Corn Protein Resources by Biological Methods 玉米蛋白資源富肽功能產品生物法綠色製造關鍵技術創新與應用	Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd. 齊齊哈爾龍江阜豐生物科技有限公司	Second Prize of Technological Invention, 2024 Heilongjiang Provincial Science and Technology Progress Award 2024年度黑龍江省科技進步獎技術發明二等獎
Development and Industrialisation of Key Technologies for Glutamic Acid Metabolic Regulation and Green Extraction 谷氨酸代謝調控與綠色提取關鍵技術開發及產業化	Baoji Fufeng Biotechnologies Co., Ltd. 寶雞阜豐生物科技有限公司	Third Prize of Shaanxi Provincial Science and Technology Progress Award 陝西省科技進步獎三等獎
Agricultural-Grade Slow-Release Polyglutamic Acid 農業級緩釋聚谷氨酸	Baoji Fufeng Biotechnologies Co., Ltd. 寶雞阜豐生物科技有限公司	Shaanxi Provincial Excellent Industrial Product 陝西省工業精品

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The project of development and application of key technologies for glutamic acid mother liquor resource utilisation of Baoji Fufeng passed sci-tech achievement evaluation
寶雞阜豐谷氨酸母液資源化關鍵技術開發及應用項目順利通過科技成果評價

8.2.2. Digital and Intelligent Transformation

We continue to promote intelligent transformation and upgrading. Taking the Enterprise Resource Planning (ERP) system as the central platform, we deeply integrate key information modules such as Customer Relationship Management (CRM), Supplier Relationship Management (SRM), Order Tracking and Warehouse Management (OTWB), and unattended weighbridge system, and build an end-to-end closed-loop intelligent operation system covering procurement, production, sales and finance.

In 2025, Baoji Fufeng actively advanced intelligent construction and successively implemented a series of technological upgrades including isoelectric automation and crystal transformation automation, realising fully automatic control of the glutamic acid extraction process. After the automation system was put into operation, motor start-stop and operating status have been incorporated into centralised monitoring and automatic regulation. Key indicators such as liquid level, pH value, concentration and temperature are all under automatic control. The DCS system precisely adjusts feeding and flow acceleration rates, effectively stabilising process indicators and improving parameter control accuracy. This has significantly reduced employee misoperation rates and labour intensity, while enhancing the stability and reliability of the production process.

8.2.2. 數智化進程

我們持續推進智能化轉型升級，以企業資源計劃(ERP)系統為中樞平台，深度集成客戶關係管理(CRM)、供應商關係管理(SRM)、訂單跟蹤與倉儲管理(OTWB)及地磅無人值守系統等關鍵信息化模塊，全面構建覆蓋採購、生產、銷售與財務的端到端閉環智能運營體系。

2025年，寶雞阜豐積極推進智能化建設，先後實施了等電自動化、變晶自動化等一系列技術升級，實現了谷氨酸提取過程的全面自動化控制。在自動化系統投運後，電機啟停與運行狀態均納入集中監控與自動調節，液位、pH值、濃度、溫度等關鍵指標全部實現自動控制；DCS系統精準調節進料與流加速率，有效實現了穩定工藝指標，提升參數控制精度的目標，有效降低了員工誤操作率與勞動強度，提高了生產過程的穩定性與可靠性。



Digital and intelligent construction of Northeast Fufeng, and automatic control room of Baoji Fufeng
東北阜豐智能化數字化建設、寶雞阜豐自動化控制室

Case Study: Advanced Intelligent Factory for Amino Acid Production
案例：氨基酸生產先進級智能工廠

During the Reporting Period, Northeast Fufeng deeply integrated digital and intelligent technologies into the fermentation production process. By introducing advanced sensors, control systems and data analysis tools, it promoted data interconnection and optimised business collaboration, realising precise monitoring and optimisation of the production process.

報告期內，東北阜豐將數字化、智能化技術深度融入發酵生產過程，通過引入先進的傳感器、控制系統和數據分析工具，促進數據互聯互通和業務協同優化，實現了對生產過程的精準監控和優化。

At present, the digital transformation capability of Northeast Fufeng has reached Level 3 (integration), and its intelligent manufacturing capability has reached Level 3 (integrated), ranking at a high level in the industry. Northeast Fufeng has carried out digital and intelligent construction in 13 specific scenarios across 5 processes: production operation, quality control, safety control, energy-carbon management and environmental management. The digital control rate of key processes has reached more than 90%, and the digitisation rate of production equipment, networking rate of digital production equipment, and cloud connection rate of industrial equipment all exceed 80%. This serves as a demonstration for the digital transformation of traditional industries, promoting the company's quality improvement, efficiency enhancement and capacity expansion, and strengthening its core market competitiveness.

目前，東北阜豐數字化轉型能力達到L3（綜合集成）、智能製造能力達到三級（集成級），在行業內處於較高水平。東北阜豐在生產作業、質量管控、安全管控、能碳管理、環保管理5個環節13個具體場景實施數智化建設，做到關鍵工序數控化率達90%以上、生產設備數字化率、數字化生產設備聯網率、工業設備上雲率均達到80%以上，起到傳統產業數字化轉型示範作用，推動企業提質增效擴能，增強公司市場核心競爭力。

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8.3. Promotion of Industrial Development

The Group actively participates in various industry exchanges and academic seminars, takes the initiative to showcase its technical strengths and innovative achievements, conducts extensive cooperation with industry peers, and fully expands its industry influence. It also vigorously promotes university-enterprise cooperation, achieving shared prosperity and symbiotic development with its partners.

As a vice-chairman unit of the China Biotech Fermentation Industry Association, we attach great importance to industry exchanges and standard formulation in the biological fermentation industry. During the Reporting Period, Xinjiang Fufeng participated in the formulation of two industry standards proposed by the China Biotech Fermentation Industry Association, namely the Guidelines for the Classification of Amino Acid Products and the Amino Acids, Amino Acid Salts and Their Analogues – Part 28: L-Alanyl-L-Glutamine, both of which have been submitted for approval.

8.3. 推動行業發展

集團積極參與各類行業交流與學術研討會議，主動展示自身的技術實力和創新成果，與行業友商展開廣泛合作，充分擴展行業影響力，積極推動校企合作，與合作夥伴共榮共生。

我們作為中國生物發酵產業協會的副理事長單位，重視生物發酵產業的行業交流與標準制定。報告期內，新疆阜豐參與制定了中國生物發酵產業協會提出的《氨基酸產品分類導則》與《氨基酸、氨基酸鹽及其類似物第28部分：L－丙氨醯－L－穀氨醯胺》共計2項行業標準且均已報批。

Case Study: The Group Visited Heilongjiang Juli Technology Group (黑龍江聚力科技集團) for In-Depth Exchanges and New Development Opportunities

案例：集團赴黑龍江聚力科技集團開展深入交流，探討發展新契機

During the Reporting Period, the Group's management paid a visit to Heilongjiang Juli Technology Group. The two parties held in-depth discussions on ongoing projects including electrical special cabinets, supporting distribution boxes, electrical accessories and civil engineering projects, conducted a detailed analysis of the current development trends of the Internet of Things (IoT) market, and explored ways to optimise power distribution systems and improve energy efficiency through IoT technologies, formulating preliminary plans and directions for follow-up cooperation.

報告期內，集團管理層拜訪黑龍江聚力科技集團，雙方就公司正在開展的電器專用櫃、配套變電箱、電氣配件、土建項目展開深入研討，並對當前物聯網市場的發展趨勢進行了細緻分析，探討了如何利用物聯網技術優化配電系統，並提升能源利用效率等方面，為後續合作制定了初步的規劃與方向。

This on-site investigation and in-depth communication not only deepened mutual understanding and trust, but also laid a solid foundation for in-depth cooperation between the two parties in the field of civil engineering projects in the future.

此次實地調研與深入交流，不僅加深了彼此之間的了解與信任，更為雙方未來在土建項目領域的深度合作奠定了堅實基礎。



Digital and intelligent honours received by Northeast Fufeng in 2025
東北阜豐2025年度獲得的數智化榮譽

Honours for Promoting Industry Development Received by the Group in 2025
集團2025年度獲得的助力行業發展榮譽

Honour 榮譽	Awarded by 授予單位	Company 公司
Top 10 Fermentation Enterprises in China's Light Industry 中國輕工業發酵行業十強企業	China National Light Industry Council 中國輕工業聯合會	Fufeng Group Limited 阜豐集團有限公司
Top 100 Science and Technology Enterprises in China's Light Industry 中國輕工業科技百強企業		
Top 200 Enterprises in China's Light Industry 中國輕工業二百強企業		
Top 50 Food Enterprises in China's Light Industry 中國輕工業食品行業五十強企業		
Inner Mongolia Key Laboratory of Microbial Metabolism and Green Fermentation Engineering 內蒙古自治區微生物代謝與綠色發酵工程重點實驗室	Department of Science and Technology of Inner Mongolia Autonomous Region 內蒙古自治區科技廳	Neimenggu Fufeng Biotechnologies Co., Ltd. 內蒙古阜豐生物科技有限公司
National Benchmark Enterprise for Energy Conservation and Environmental Protection in Bio-fermentation Industry 全國生物發酵產業節能環保標杆企業	China Biotech Fermentation Industry Association 中國生物發酵產業協會	
National Key Leading Enterprise in Agricultural Industrialisation 農業產業化國家重點龍頭企業	Ministry of Agriculture and Rural Affairs 農業農村部	
Manufacturing Single Champion in the Autonomous Region (Monosodium Glutamate) 自治區製造業單項冠軍(谷氨酸鈉)	Department of Industry and Information Technology 工業和信息化廳	

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Honour 榮譽	Awarded by 授予單位	Company 公司
First Batch of Key Industrial Chain Innovation Consortia in the Autonomous Region 自治區首批重點產業鏈創新聯合體	Department of Science and Technology of Inner Mongolia Autonomous Region 內蒙古自治區科技廳	Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd. 呼倫貝爾東北阜豐生物科技有限公司
Manufacturing Single Champion in the Autonomous Region (Threonine) 自治區製造業單項冠軍（蘇氨酸）	Department of Industry and Information Technology 工業和信息化廳	
Leading Agricultural Science and Technology Enterprise of Inner Mongolia Autonomous Region 內蒙古自治區龍頭型農業科技企業	Bureau of Agricultural and Animal Husbandry Sciences of the Autonomous Region 自治區農科局	



A delegation from the Development and Reform Commission of Hulunbeier City, together with the Institute of Agricultural Resources and Regional Planning of the Chinese Academy of Agricultural Sciences, visited Northeast Fufeng to conduct on-site research for the formulation of the “15th Five-Year Plan” in the field of grain and material reserves.
呼倫貝爾市發展和改革委員會帶領中國農業科學院農業資源與農業規劃研究所蒞臨東北阜豐開展糧食和物資儲備領域「十五五」規劃編制實地調研

- Industry-Academia-Research Cooperation
- 產學研合作

Industry-Academia-Research Cooperation Projects of the Group in 2025
集團2025年度產學研合作項目

Partner University 合作大學	Category of Project 項目類別	Name of Project 項目名稱	Company 公司
Xinjiang University 新疆大學	Ganquanbao Science and Technology Programme 甘泉堡科技計劃項目	Research on Key Technological Innovation and Industrial Application of High Value-Added Amino Acid Biosynthesis 高附加值氨基酸生物合成關鍵技術創新與產業化應用研究	Xinjiang Fufeng 新疆阜豐
Inner Mongolia University of Technology 內蒙古工業大學	Special Fund for Scientific and Technological Innovation and Development of the Autonomous Region (7th Batch, 2025) 2025年第七批自治區科技創新發展專項資金	Synthetic Biology Construction of High-Yielding High-Temperature Chassis Cells and Its Application in L-Threonine Production 高產高溫底盤細胞的合成生物學構建及在L-蘇氨酸生產中的應用	Northeast Fufeng 東北阜豐
		Achievement Transformation of Feed Utilisation of Corn Deep-Processing By-Products and Waste Liquor 玉米深加工副產物和廢液飼料化成果轉化	
Jiangnan University, Qingdao University of Science and Technology, and Institute of Microbiology, Heilongjiang Academy of Sciences 江南大學、青島科技大學、黑龍江省科學院微生物研究所	Advanced Technology Special Project of Provincial Key R&D Programme (2025) 2025年省重點研發計劃前沿技術專項項目	Breeding of Characteristic Yeast Strains, Optimisation of Fermentation Technology and Integrated Research on Post-Processing Technology 特色酵母菌種選育、發酵工藝優化及後加工技術集成研究	Longjiang Fufeng 龍江阜豐
Inner Mongolia Agricultural University 內蒙古農業大學	Key R&D and Achievement Transformation Programme 重點研發和成果轉化計劃	Research and Application on Biomass Composite Material Treatment of MSG Wastewater and Its Resource Conversion Mechanism 生物質複合材料處理味精廢水及其資源化轉化機制研究與應用項目	IM Fufeng 內蒙古阜豐

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8.4. Customer Service and Satisfaction

The Group has established a sound customer service management system, defined the main responsibilities of relevant departments, and set up a customer-oriented closed-loop management process for complaint handling. We have formulated management systems and procedural documents including the Customer Complaint Handling Procedures, the Customer Property Controlling Procedures, and the Procedures for Controlling Customer Satisfaction Measurement, aiming to comprehensively improve service quality and optimise customer experience. This ensures standardised complaint response, clear accountability, and a data-driven improvement mechanism.

We value customer feedback and use it to drive continuous improvement in product quality and service processes, so as to ensure that our products adapt to and keep pace with market demand. In 2025, we held customer exchange meetings for MSG, xanthan gum and glucose products. A total of 54 feedback issues were collected and all 54 were resolved, representing a 100% completion rate of improvements with noticeable effects. Through customer visits, 31 feedback issues were collected, of which 30 were resolved, representing a 96.77% completion rate of improvements. All improvements were recognised by customers upon completion. These dedicated customer visits helped us accurately identify directions for product optimisation, and dynamically revise and upgrade internal product quality standards. Through subsequent cross-departmental collaboration, we successfully developed highly competitive customised products, laying a solid foundation for the Group's overseas business.

During the Reporting Period, we actively organised product exchange meetings, implemented the customer visit mechanism, and went deep into customers' production sites to directly understand the adaptability of our products in processing, compounding and other processes. We explored customers' unspoken potential needs to provide precise guidance for upgrading product quality and meeting customer requirements.

8.4. 客戶服務與滿意度

集團構建了完善的客戶服務管理體系，明確了相關部門的主要工作職責，搭建了以客戶為中心的投訴閉環管理流程。我們制定了《客戶投訴處理程序》、《顧客財產控制程序》、《顧客滿意度測量控制程序》等管理制度與流程文件，全面提升服務質量、優化客戶體驗，實現投訴響應標準化、責任分工明晰化、改進機制數據化的要求。

我們重視客戶意見，並以此驅動產品質量與服務流程的持續改進，確保產品能夠適應並跟隨市場需求。2025年，我們開展了味精、黃原膠、葡萄糖產品的客戶交流會，共收集問題反饋項54項，改進完成54項，改進完成率達100%，改進效果明顯；通過客戶走訪共收集問題反饋項31項，已改進完成30項，改進完成率達96.77%，改進完成後均得到客戶認可。此次的客戶專項走訪，幫助我們精準定位產品優化方向，動態修訂並升級產品內控質量標準，後續通過跨部門協同攻堅，成功研發出具備強競爭力的定制化產品，為集團的出海業務奠定了堅實的支撐。

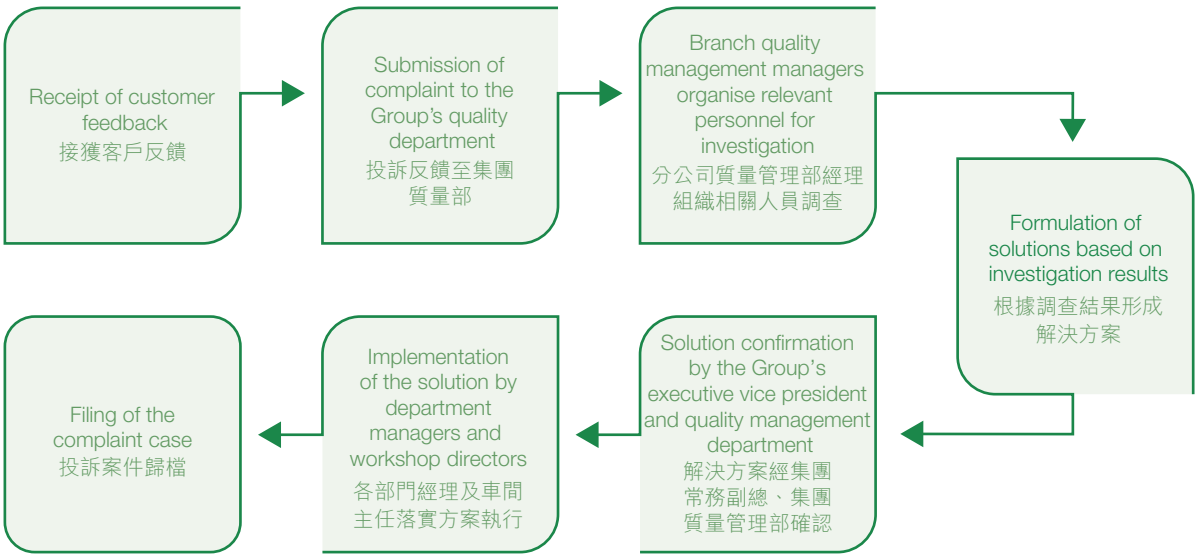
報告期內，我們積極組織產品交流會，落實客戶拜訪機制，深入客戶生產現場，直觀了解產品在加工、複配等環節的適配情況，挖掘客戶未明確表達的潛在需求，為產品質量升級以及客戶需求滿足提供了精準的導向。

- **Customer Complaint Handling**

  The Group has formulated the Customer Complaint Handling Procedures and established diversified communication channels, including telephone, WeChat, and customer follow-up visits. For customer complaints, we conduct an immediate investigation upon receiving customer feedbacks, develop targeted solutions and implement them accordingly. We provide timely follow-ups and feedback to customers throughout the process, and file the complaint cases once completed. We summarise and analyse complaint cases on a monthly basis, categorise and sort out the types of issues, and hold sharing and exchange meetings with relevant departments. A verification mechanism for rectification effectiveness has been established, forming a closed-loop management system covering feedback collection, problem analysis, measure formulation, rectification implementation, and effectiveness verification. This prevents the recurrence of similar quality issues and ensures that customer needs and quality improvement are truly prioritised and effectively implemented.

- **客戶投訴處理**

  集團制定了《客戶投訴處理程序》，並提供電話、微信、客戶回訪等多元化溝通渠道。針對客戶投訴，我們會在收到客戶反饋後立即開展調查，形成針對性的解決方案並落實，其間適時跟進並反饋客戶，在處理完成後將投訴案件歸檔。我們按月對投訴案件進行匯總與分析，分類梳理問題類型，同時協同各相關部門召開分享交流會議，建立整改效果驗證機制，形成「反饋收集－問題分析－措施制定－整改落實－效果驗證」的閉環管理，避免同類質量問題的重複發生，做到真正將客戶需求與質量改善放在心上，落到實處。



Complaint Handling Process
投訴處理流程

- **Customer Satisfaction**

  The Group has formulated the Procedures for Controlling Customer Satisfaction Measurement, which requires relevant departments to conduct proactive regular surveys. Through a combined analysis of periodic proactive surveys and multi-source passive feedback, the Group comprehensively collects key inputs including quality compliance, demand satisfaction, pricing and delivery performance, usage feedback, business attrition, customer commendations, claim records, and dealer feedback. This enables the quantification of customers' perception of products and services, which serves as core evidence for the operational effectiveness of the management system, provides targeted inputs for management reviews, and drives continuous improvement and strategic decision-making.

  In addition, we conduct satisfaction follow-ups with customers across all product lines. Through follow-up communication and feedback collection, we gain insight into customers' actual needs and genuine experience, and make timely optimisations and adjustments based on customer opinions and business conditions, effectively safeguarding customer rights and consumer experience.

- **客戶滿意度**

  集團制定了《顧客滿意度測量控制程序》，規定相關部門應主動定期調查，通過週期性主動調查與多源被動反饋融合分析，全面採集質量合規性、需求滿足度、價格與交付表現、使用意見、業務流失、客戶讚揚、索賠記錄及經銷商反饋等關鍵輸入數據，從而量化顧客對產品與服務的感知水平，並將其作為管理體系運行有效性的核心證據，定向輸入管理評審，驅動持續改進與戰略決策。

  同時，我們對各產品線客戶進行滿意度回訪，通過回訪溝通與意見收集，了解客戶的切實需求與真實體驗，結合客戶意見與業務情況及時優化調整，有效保障客戶權益與消費體驗。

8.5. Supply Chain Management

Fufeng Group is committed to building a sustainable supply chain by implementing full-life-cycle management for suppliers. We focus on suppliers' performance in environmental protection, social responsibility and corporate governance, and actively organise supplier support activities. By establishing supplier admission criteria, conducting supplier due diligence, and improving supply chain risk assessment and management, we fully ensure supply chain resilience. During the Reporting Period, Fufeng Group had 3,058 suppliers, all of which were domestic suppliers.

8.5. 供應鏈管理

阜豐集團致力於打造可持續供應鏈，對供應商實施全生命週期管理，關注供應商在環境保護、社會責任與公司治理方面的履責情況，積極組織供應商幫扶活動。我們通過制定供應商准入標準，開展供應商盡職調查工作，完善供應鏈風險評估與管理，全面保障供應鏈韌性。報告期內，阜豐集團擁有供應商3,058家，均為國內供應商。

8.5.1. Supplier Management System

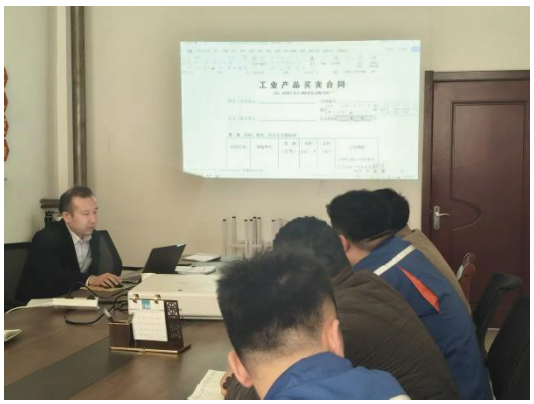
The Group has formulated policies, systems and procedural documents including the Supplier Management System, the Procurement Control Procedures, the Procedures for Procurement of Indirect Materials, and the Disposal Management Regulations for Non-conforming Purchased Materials. By establishing strict admission criteria and implementing supplier review and evaluation mechanisms, we effectively ensure the stable supply of raw materials and procurement quality. On this basis, following the principles of "integration, standardisation and visualisation", we have built the SRM supplier management system to achieve systematised closed-loop management for the entire business processes from supplier demand management, sourcing management, contract management, procurement execution evaluation to settlement management, so as to achieve the purpose of whole procurement process visibility and data performance traceability.

For risk control purposes, the Group requires the procurement department to conduct risk identification, assessment and reporting at least once semi-annually, and provide risk control reports to various functional departments and the audit department in a timely manner, with a view to offering strong support for the Company's decision-making and risk management.

8.5.1. 供應商管理制度

集團制定了《供應商管理制度》、《採購控制程序》、《間接物料採購流程制度》、《採購物資不合格品處置管理規定》等政策制度與程序文件，通過制定嚴格的准入標準、實施供應商審核與評估機制，有效保障原材料的穩定供應與採購質量。在此基礎上，我們遵循「一體化、標準化、可視化」原則，搭建了SRM供應商管理系統，實現了供應商需求管理、尋源管理、合同管理、採購執行考評以及結算管理全業務流程的系統化閉環管理，達成採購流程可視化、數據績效可追溯的目的。

為實現風險管控，集團要求採購部每半年至少進行一次風險識別、評估和報告，及時向各職能部門與審計部提供風控報告，為公司決策和風險管理提供有力支持。



Special training session themed Key Points for Contract Drafting and Risk Control organised by Supply Department I of Northeast Fufeng
東北阜豐供應一部組織開展了《合同起草的注意事項及風險管控》專題培訓

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8.5.2. Supplier Admission and Due Diligence

In accordance with the supplier admission criteria and evaluation management procedures, the Group requires procurement personnel to develop and select high-quality suppliers strictly against the four core dimensions of quality, cost, delivery and service. To diversify procurement channels, the Company integrates multiple channels such as online information platforms, industry directories, referrals from competitors and peers, industry exhibitions, and voluntary supplier applications to identify potential new partners.

When formulating supplier admission requirements, the Company specifies that all potential suppliers must complete due diligence including ESG criteria. In the preliminary questionnaire and self-assessment stage, all potential suppliers are required to register in the SRM (Supplier Relationship Management) system and fill in basic information. We issue the Supplier Basic Information Questionnaire to potential suppliers, review their qualifications covering business scope, product quality standards, and validity of relevant qualification certificates, and verify whether they have obtained certifications such as ISO 14001 Environmental Management System. Among them, suppliers of food-grade plastic woven bags must pass on-site audits before participating in annual bidding. Once the business department confirms the accuracy of the information, the supplier will be included in the supplier database. Upon passing sample trial testing, the supplier may apply to become an official qualified supplier.

In addition to admission requirements and procedures, we have also established mandatory standards. Mandatory standards will be imposed on suppliers that: commit serious environmental violations (such as malicious discharge of pollutants and unlicensed operation) and fail to rectify them; have major ethical misconducts (such as fraud and corruption); fail to provide basic compliance documents required by laws and regulations (such as business licenses and environmental approval documents). We require suppliers to strictly abide by environmental protection laws and regulations to ensure their operations comply with environmental standards, and encourage suppliers to continuously improve practices in environmental protection and social responsibility to promote sustainable development. Suppliers with outstanding performance in environmental protection and social responsibility fulfilment will be given priority in business cooperation opportunities, jointly building a green supply chain ecosystem.

8.5.2. 供應商准入與盡職調查

集團依據供應商准入標準與評價管理流程，要求採購人員嚴格遵循質量、成本、交付及服務四大核心要素，開發並篩選優質供應商。為拓寬採購渠道，公司整合網絡信息平台、行業名錄、競爭對手及同行推薦、行業展會以及供應商自主申請等多維途徑，發掘具備潛力的新合作夥伴。

公司在制定供應商准入要求時，明確潛在供應商必須通過包含ESG標準的盡職調查。在初步問卷與自評階段，所有潛在供應商需在SRM（供應商管理系統）註冊並填寫基本信息；我們會向潛在供應商發放《供應商基本信息調查表》，對其資質進行審核，涵蓋經營範圍、產品質量標準及相關資質證書的有效性，確認其是否通過ISO 14001環境管理體系等認證，其中，食品級塑編袋供應商必須通過現場審查才可以參與年度招標；當業務部門確認信息無誤後會將其錄入供應商數據庫；當樣品試用合格後，供應商可申請轉為正式的合格供應商。

除了准入要求與流程，我們還制定了強制性標準。當供應商存在嚴重的環境違法行為（如惡意排污、無許可證經營）且未整改、供應商在商業道德方面有重大污點（如欺詐、腐敗）、供應商無法提供法律法規要求的基本合規證明（如營業執照、環保批文）時會執行強制性標準。我們要求供應商嚴格遵守環境保護相關法律法規，確保運營活動符合環保標準，鼓勵供應商在環境保護和社會責任領域持續優化實踐，推動可持續發展；對於在環保表現和社會責任履行方面表現突出的供應商，我們將優先提供業務合作機會，共同構建綠色供應鏈生態。

8.5.3. Supplier Classification and Dynamic Evaluation

In accordance with the Supplier Management System, the Group classifies suppliers into five categories: Potential, Qualified, Demoted, Eliminated, and Blacklisted. All approval processes are strictly required to be conducted via the SRM system to ensure fairness and transparency in management. During the Reporting Period, the Group formulated the Packaging Supplier Performance Evaluation System, which defines the assessment indicators and performance evaluation methods for packaging suppliers. Suppliers are graded as Excellent, Good, Qualified, or Unqualified based on their scores, with corresponding reward and punishment measures for each grade. Particularly, unqualified suppliers will have their cooperation suspended and be required to rectify within a specified time frame. Suppliers rated unqualified for three consecutive months will be removed from the list of cooperating suppliers, and their partnership with us will be terminated.

To ensure suppliers consistently meet quality, delivery and service standards, we implement a regular on-site inspection and visit mechanism to dynamically evaluate their performance capabilities. Meanwhile, regular communication and two-way feedback mechanisms are adopted to strengthen cooperative relationships and promptly identify and resolve potential issues in collaboration. In addition, based on the impact of raw materials on product quality and food safety as well as their consumption volume, the Group systematically identifies and assesses the risk levels of raw and auxiliary materials, and categorises them as low-risk, medium-risk or high-risk. Accordingly, differentiated and tiered supplier management strategies are implemented to achieve precise resource allocation and effective risk control.

We apply a periodic performance evaluation mechanism for qualified suppliers to dynamically monitor their service quality. The tiered management system is used to drive rectification and optimisation: strategic cooperation is strengthened with compliant suppliers, while rectification plans within a time limit are imposed on non-compliant ones. Ultimately, a supply chain system featuring both resilience and efficiency is established.

8.5.3. 供應商分級與動態評估

集團依據《供應商管理制度》，將供應商劃分為潛在、合格、降級、淘汰、黑名單五類，並嚴格規定所有審批流程須在SRM系統中操作實現，確保管理過程的公正性與透明度。報告期內，集團制定了《包裝物供應商績效評價制度》，明確了包裝供應商的考核指標與績效評估方式，根據評分將供應商分為優秀、良好、合格、不合格四個等級，不同等級對應不同的獎懲措施；其中，不合格供應商將暫停合作並按時整改，連續三個月考核等級為不合格的供應商將從合作供應商名單中剔除，終止合作關係。

為保障供應商穩定滿足質量、交付與服務標準，我們實施定期實地考察與走訪機制，動態評估其履約能力；同時，通過常態化溝通與雙向反饋機制，強化合作關係，及時識別並解決合作中的潛在問題。此外，集團基於原料對產品質量與食品安全的影響程度及使用量，系統開展原輔材料風險等級識別與評估工作，將原料劃分為低風險、中風險、高風險三類，並據此實施差異化、分級化的供應商管理策略，實現資源精準配置與風險有效管控。

我們實施合格供應商的週期性績效評估機制，動態監控供應商的服務質量，通過分級管理機制推動整改優化，對達標供應商強化戰略合作，對未達標者實施限期改正計劃，最終構建兼具韌性與效率的供應鏈體系。

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- **Transparent Procurement**

  The Group requires procurement personnel to adhere to the principle of "acting impartially and safeguarding the interests of the Company", actively promote the concept of transparent procurement, conduct publicity and guidance on supply chain integrity and compliance, and strengthen the development of an integrity culture within the Group.

  In accordance with relevant national laws and integrity policies, we have formulated the Integrity Agreement and required suppliers to sign and abide by it. Suppliers must uphold the principles of fairness, impartiality, openness, honesty and trustworthiness, and shall not engage in any improper practices to seek illegal or illegitimate benefits, nor violate the Group's rules and regulations on construction project management, material procurement, bidding and tendering. "Existence of corrupt practices" is included in suppliers' monthly assessment indicators, effectively maintaining a clean and transparent procurement environment for the Group.

8.5.4. Supplier Communication and Guidance

The Company has established a regular communication mechanism to provide suppliers with comprehensive support including technical guidance, management optimisation and resource coordination, helping them improve production efficiency and compliance. A dedicated communication channel has also been set up to promptly address challenges encountered by suppliers in their operations, ensuring rapid closed-loop resolution of issues and promoting steady upgrading of the supply chain.

- **陽光採購**

  集團要求採購人員恪守「秉公辦事、維護公司利益」原則，積極貫徹陽光採購理念，開展供應鏈廉政合規宣導，加強集團廉潔文化建設。

  我們根據國家相關法律和廉潔政策規定，制定了《廉潔協議書》，要求供應商簽署並遵守，確保供應商遵守公平、公正、公開和誠實守信的原則，不得為獲取非法或不正當利益採取任何形式的灰色行為，不得違反集團在工程建設管理、物資採購、招標投標等方面的規章制度，並將「是否存在腐敗行為」納入供應商月度考核指標，有效維護集團的廉潔採購環境。

8.5.4. 供應商宣貫

公司建立常態化溝通機制，為供應商提供技術指導、管理優化及資源對接等全方位支持，助力其提升生產效能與合規水平；同時設立專項溝通渠道，及時響應供應商在運營中遇到的挑戰，確保問題快速閉環解決，推動供應鏈的穩健升級。

Case Study: The Group's Supply Chain Partner Exchange Conference was Successfully Held in Qingdao
案例：集團供應鏈合作夥伴交流會在青島圓滿舉辦

During the Reporting Period, to further enhance communication and collaboration among supply chain partners and jointly address market challenges, the Group held the 2025 Fufeng Supply Chain Partner Exchange Conference.

At the conference, the Group's management elaborated on the supplier management strategy and put forward requirements for compliance and legality under a transparent supply chain, with emphasis on the future policy of branding and standardisation in procurement. Supplier representatives spoke actively, and both parties put forward valuable opinions and suggestions on practical issues encountered in cooperation, laying a solid foundation for further optimising the cooperation model and improving supply chain efficiency.

報告期內，為進一步加強供應鏈之間的溝通與協作，共同應對市場挑戰，集團舉辦了2025年阜豐供應鏈合作夥伴交流會。

會議上，集團管理層闡述了供應商管理策略，並對供應商提出了陽光供應鏈合規性、合法性的要求，重點強調了未來採購工作推行品牌化、標準化的方針；供應商代表們積極發言，雙方對合作過程中遇到的實際問題提出了寶貴的意見和建議，為進一步優化合作模式，提升供應鏈效率奠定了堅實基礎。

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9. CO-CREATING VALUE AND ENHANCING PARTNER WELL-BEING

The Group upholds a people-oriented approach to employee management, consistently follows lawful and compliant employment practices, and strives to provide employees with an equal, respectful and diverse working environment. It continuously optimises the employee remuneration and benefits system, opens up smooth communication channels, pays attention to employee welfare and activities, and endeavors to create an inclusive workplace that offers a strong sense of belonging. The Group steadily improves employee promotion and training processes to support individual growth. We strictly comply with national laws and regulations concerning workplace safety and occupational health, ensure the effective implementation of various safety measures, and continuously enhance the management efficiency of workplace safety and occupational health.

In 2025

- Accumulated number of trained employees: 15,815, accounting for 90.15% of the total number of employees
- Amount invested in public welfare: RMB3.02 million

9.1. Compliant Employment and Employee Rights and Interests

The Group strictly observes national labour laws and regulations, adheres to the principle of lawful employment, continuously improves talent introduction and incentive mechanisms, and seeks to create a healthy, safe and harmonious working environment, thereby achieving mutual development between the Group and its employees.

9. 價值共生，提升夥伴福祉

集團秉持以人為本的員工管理理念，始終遵循合法合規僱傭，致力於為員工提供平等、尊重且多元的工作環境；持續優化員工薪酬福利體系，暢通員工溝通渠道，注重員工福利與活動，努力營造包容且富有歸屬感的工作環境。穩步加強員工晉升與培訓流程以促進員工個人成長。我們嚴格遵守國家有關安全生產和職業健康的法律法規，確保各項安全措施有效落實，持續提升安全生產與職業健康管理效率。

2025年

- 員工累計受訓人數15,815人，佔員工總數90.15%
- 社會公益投入金額人民幣302萬元

9.1. 合規用工與員工權益

集團嚴格遵守國家勞動法律法規，堅持合法用工原則，持續完善人才引進與激勵機制，致力於創造健康、安全、和諧的工作環境，實現企業與員工的雙向奔赴。

9.1.1. Compliant Employment

The Group upholds the employment philosophy of "strategic orientation, performance focus, motivation for endeavor, and systematic development". It strictly complies with laws and regulations including the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China on Promotion of Employment, the Law of the People's Republic of China on the Protection of Minors, the Special Provisions on Labour Protection for Female Employees, and the Regulations to Prohibit Use of Child Labour, as well as relevant rules. It has formulated institutional documents such as the Recruitment Process System, the Management System for Personnel Recruitment and Allocation, the Regulations on Staff Entry, Post Adjustment and Resignation Management, and the Measures for the Recruitment and Development of Management Trainees. All formal employees are required to sign a Labour Contract in accordance with the law upon onboarding. We conduct rigorous verification of employees' identity cards, academic degree certificates and other credentials to ensure standardised and compliant employment management. During the Reporting Period, the Group issued the Implementation Rules for Standard Job Titles and the Special Award Management Measures, and revised the Administrative Measures for the Recruitment and Development of Management Trainees and the Management Regulations on Internal Trainers. These measures further standardised job titles and promotion criteria, and refined incentive plans as well as process management for management trainee development.

9.1.1. 合規僱傭

集團始終秉持「戰略導向、績效為本、激勵奮鬥、系統發展」的用人理念，嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《中華人民共和國未成年人保護法》、《女職工勞動保護特規定》、《禁止使用童工規定》等法律法規及相關規定，制定了《招聘流程制度》、《人員招聘與配置管理制度》、《員工入職、調崗及離職管理規定》、《管培生招聘與培養管理辦法》等制度文件，要求所有正式員工在入職環節均須依法簽訂《勞動合同》，嚴格審核員工的身份證件、學歷學位證書等信息，實現用工管理的規範化與合規化。報告期內，集團制定了《崗位標準名稱實施細則》、《特別獎管理辦法》，修訂了《管培生招聘與培養管理辦法》、《內訓師管理制度》，進一步規範了公司崗位名稱與晉升標準，細化了激勵方案與管培生培養過程管理。

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- **Diversity and Equality**

  We uphold the principle of equal pay for equal work and strictly prohibit any form of discrimination, including but not limited to discrimination on the grounds of gender, ethnicity, age, colour, region, family status and other factors, ensuring every applicant receives equal competitive opportunities. We firmly oppose illegal acts such as child labour and forced labour. The prohibition of child labour and forced labour is clearly defined as a bottom line of the Group's business ethics and a red line in employment relations, requiring unconditional compliance in all business regions and operational processes (including direct employment and the supply chain). Should the Company employ any person below the legal working age, corresponding measures will be taken in strict accordance with relevant laws and regulations to fully protect employees' legitimate rights and interests and foster a fair, respectful and diverse workplace. In 2025, the Group did not identify any case involving illegal employment of child labour.

- **多元與平等**

  我們堅持同工同酬原則，並嚴禁任何形式的歧視行為，包括但不限於性別、民族、年齡、膚色、地域、家庭狀況等因素，確保每一位應聘者都能夠獲得平等的競爭機會；堅決抵制僱傭童工和強制勞動等非法違規行為，並將禁止童工與強制勞動明確為集團商業道德的底線和僱傭關係的紅線，要求任何業務地區、任何運營環節（包括直接僱傭和供應鏈）無條件遵守；倘若本公司僱傭未滿足法定就業年齡要求的人員，我們將嚴格依據相關法律法規採取相應處理措施，全力維護員工合法權益，塑造公平、互相尊重和多元的工作環境。2025年，本集團未發生任何違法僱傭童工的行為。

Employment Management 僱傭管理

- All applicants must present the original valid government-issued identification. The human resources department shall conduct visual verification and system checks, and file a copy for the record. Individuals whose age is close to the legal limit shall undergo additional careful verification.
- 所有應聘者必須提供政府簽發的有效身份證明原件，人力資源部門須進行肉眼比對與系統核驗，並將複印件歸檔。對年齡接近界限者，須進行額外審慎核查。

Supply Chain Management 供應鏈管理

- All new supplier admission and regular evaluations require the signing of a Social Responsibility Undertaking which contains provisions prohibiting child labour and forced labour. The Group reserves the right to conduct unannounced on-site audits of high-risk suppliers.
- 所有新供應商准入及定期評估，必須簽署包含禁止使用童工與強迫勞動條款的社會責任承諾書。集團保留對高風險供應商進行不預先通知的現場審核的權利。

On-the-Job Management 在職管理

- Employees have the right to retain the originals of their personal identification documents unconditionally. All overtime work must be based on explicit, voluntary written consents from employees and strictly subject to statutory limits. Wages must be paid in full, on time, and directly to employees' personal bank accounts.
- 員工有權無條件持有本人身份證件原件。所有加班必須基於員工明確、自願的書面同意，並嚴格遵守法定時限。工資必須全額、按時直接支付至員工個人賬戶。

Relevant rules and regulations of the Group on prohibiting child labour and forced labour
集團禁止使用童工與強制勞動的相關規章制度

Case Study: The Group was Awarded 2025 China Best ESG Employer
案例：集團榮獲2025中國最佳ESG僱主榮譽

During the Reporting Period, the Group received two honours: "Aon's 2025 China Best ESG Employer" and "Aon's 2025 China Best ESG Employer – Outstanding Overseas Development Award". These awards not only represent high recognition from all sectors of society for the Group's long-term commitment to its ESG philosophy, but also highlight the Group's persistent efforts in its overseas development.

報告期內，集團榮獲「怡安 • 2025中國最佳ESG僱主」及「怡安 • 2025中國最佳ESG僱主評選－優秀海外發展獎」兩項榮譽，這不僅是社會各界對集團長期以來積極踐行ESG理念的高度肯定，也凸顯出集團在海外發展道路上的不懈努力。



The Group was awarded "Aon's 2025 China Best ESG Employer" and "Outstanding Overseas Development Award"
集團榮獲「怡安 • 2025中國最佳ESG僱主」與「優秀海外發展獎」兩項榮譽

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- **Employee Composition**

  In 2025, the Group had a total of 17,543 employees, with a labour contract signing rate of 100%. It employed 84 persons with disabilities, and the employee turnover rate stood at 11%.

- **員工構成**

  2025年，集團員工總數為17,543人，勞動合同簽訂率為100%，僱傭殘疾人員工84名；員工流失率為11%。

Categorisation 劃分類型	Indicators 指標	Number of Trained Employees 受訓僱員人數	Trained Employee Turnover Rate 受訓僱員百分比 (%)
The Group as a whole 集團整體	The Group as a whole 集團整體	17,543	11.05%
By gender 按性別劃分	Male 男性	14,155	10.54%
	Female 女性	3,388	13.19%
By age group 按年齡劃分	30 and below 30歲及以下	4,137	18.20%
	31 to 40 31歲至40歲	6,141	8.22%
	41 to 50 41至50歲	4,674	7.94%
	51 and above 51歲及以上	2,591	11.96%
By region 按地區劃分	Shandong 山東	1,007	7.35%
	Xinjiang 新疆	2,107	18.13%
	Heilongjiang 黑龍江	2,360	10.64%
	Inner Mongolia 內蒙古	9,641	12.42%
	Shaanxi 陝西	1,065	2.54%
	Other regions 其他地區	1,363	0.59%

9.1.2. Employee Rights and Interests

The Group consistently complies with national laws and regulations on working hours, continuously improves its human resources attendance system, effectively protects employees' right to rest, implements leave systems in accordance with the law, and scientifically arranges working hours and vacations to safeguard employees' physical and mental health. In overtime management, the Group adheres to the principle of voluntary participation by employees and strictly prohibits any acts that violate laws or infringe upon employees' rights and interests. During the Reporting Period, the Group did not identify any case involving illegal employment.

- **Democratic Communication**

  The Group regards employees as the core force of enterprise development, attach great importance to in-depth communication and exchange with employees, fully respect the opinions of every employee and listen carefully to their voices, aiming to building an equal, harmonious, smooth and transparent communication environment. We have established the Employee Representative Congress and elected employee representatives. The Regulations on Employee Representative Congress were deliberated and adopted democratically at the congress. We have launched the "Fufeng Direct Line" and the official WeChat account "Fufeng Group Limited" to open up communication channels, ensuring that employees' demands and suggestions can be fully expressed and valued. Regular employee symposiums are held every year to collect issues of common concern and formulate corresponding solutions, so as to enhance team cohesion and employee experience.

9.1.2. 員工權益

集團始終恪守國家工時法規，持續完善人力資源考勤體系，切實保障員工休息權益，依法落實休假制度，科學統籌勞動時間與假期安排，以維護員工身心健康。在加班管理方面，堅持員工自願原則，嚴禁任何違反法規或侵害員工權益的行為。報告期內，集團未出現任何違規用工情況。

- **民主溝通**

  集團始終將員工視為企業發展的核心力量，高度重視與員工之間的深度溝通與交流，充分尊重每一位員工的意見並認真傾聽他們的心聲，致力於打造一個平等、和諧、溝通順暢且透明的溝通環境。我們組建了職工代表大會，選舉了職工代表，並通過召開大會以民主方式審議通過了《職工代表大會條例》；開通了「阜豐直通車」及「阜豐集團有限公司」公眾號暢通溝通渠道，確保員工的訴求和建議都能得到充分表達與重視；每年定期開展員工座談會，在會議上收集員工普遍關注的問題，從而制定相應的解決方案，增強團隊凝聚力和員工體驗感。

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Communication channels: “Fufeng Direct Line” and the official WeChat account “Fufeng Group Limited”
溝通渠道「阜豐直通車」及「阜豐集團有限公司」公眾號

- **Grievance Channels**

  To effectively protect the legitimate rights and interests of employees, the Group has actively established a standardised, fair and confidential grievance system for labour rights, so as to properly resolve labour disputes in a timely manner and foster a harmonious and stable labour relationship. We have set up a dedicated grievance mechanism. Employees may file grievances regarding the working environment, remuneration and performance, appraisal management and other matters through multiple channels, including direct communication with supervisors, the human resources department counter, and the Employee Representative Congress. Upon receiving a grievance, the Group will initiate the handling process to ensure efficient and fair resolution.

- **申訴渠道**

  為切實維護員工合法權益，集團積極構建規範、公正且保密的勞工權益申訴體系，及時妥善化解勞動糾紛，營造和諧穩定的勞動關係。我們設立了專門的申訴機制，員工可通過直接上級溝通、人力資源部窗口、職工代表大會等多種渠道提出工作環境、薪酬績效、考核管理等方面的申訴，收到申訴後，集團將啟動處理流程，確保問題得到高效、公正地解決。

Acceptance and Registration 受理與登記	• The grievance acceptance department shall confirm the grievance within 3 working days upon receipt, conduct confidential registration, and inform the complainant of the preliminary handling procedures and time limits • 申訴受理部門在收到申訴後3個工作日內予以確認，並進行保密登記，告知申訴人初步處理流程與時限
Investigation and Verification 調查與核實	• In accordance with the content of grievance, an investigation team will be formed to conduct an independent and objective investigation through interviews, document review and other methods, and complete an investigation report within 15 working days (appropriate extension may be granted for complex cases) • 根據申訴內容，成立調查小組，通過訪談、查閱記錄等方式，在15個工作日內(複雜情況可適當延長)完成獨立、客觀的調查，並形成調查報告
Decision and Resolution 決議與處理	• Based on the investigation results, the investigation team shall put forward handling recommendations and submit them to the competent management for final decision. The decision may include: correcting improper acts, adjusting management decisions, providing financial compensation, imposing disciplinary sanctions on responsible persons, dismissing the grievance, etc. • 根據調查結果，由調查小組提出處理建議，報請有權限的管理層作出最終決議；決議可能包括：糾正不當行為、調整管理決定、提供經濟補償、對責任人進行紀律處分、駁回申訴等

The Group's employee grievance handling procedures
集團員工申訴處理流程

9.2. Remuneration, Benefits and Employee Care

The Group has established a scientific and rational remuneration system to ensure that employees receive remuneration commensurate with their performance and contribution, and has put in place corresponding incentive mechanisms to motivate employee initiative and creativity. It provides employees with a diverse range of benefits and care initiatives to enhance their sense of belonging and enrich their life.

9.2.1. Remuneration and Benefits

Adhering to the "performance-oriented and shared-responsibility" philosophy for remuneration and appraisal, the Group implements an employee incentive approach featuring "differentiated pay gaps and multi-layered incentives". It strengthens the characteristics of "performance-driven, incentive-focused, and channel-separated management", and continues to deepen the reform of its human resource management system. Through systematic research on remuneration trends in the industry and regional markets, the Group scientifically formulates competitive remuneration strategies and institutional frameworks.

9.2. 薪酬福利與關懷

集團建立科學合理的薪酬待遇體系，確保員工獲得與其工作績效和貢獻相匹配的報酬，設定相應的激勵機制，激發員工積極性與創造力；為員工提供多樣化的福利與關懷，增強員工歸屬感，豐富員工的生活。

9.2.1. 薪酬福利

集團秉持「績效為王，責任共擔」的薪酬考核理念，貫徹「拉開差距，多重激勵」的員工激勵理念，強化「強績效、重激勵、分通道」的特點，持續深化人力資源管理體系改革，通過系統調研行業及區域市場薪酬動態，科學制定具備市場競爭力的薪酬策略與制度框架。

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- **Remuneration Management**

  We have developed remuneration management documents including the Management Regulations on the Probation and Remuneration of the Intermediate and Senior Staff, the Remuneration Management Measures, and the Staff Position Grade Management Measures, forming a differentiated remuneration system that covers all departments and all levels, so as to ensure a reasonable remuneration structure and transparent standards. We adopt a "fixed salary + variable performance bonus" model and have established a dynamic remuneration adjustment mechanism. Each year, remuneration policies are optimised and updated in light of changes in the macroeconomic environment, industry remuneration trends, and recommendations from external professional institutions. We ensure timely and full payment of employee remuneration, maintain a market-leading remuneration level in our places of operation, and provide employees with sustainable and attractive financial rewards.

- **Performance Appraisal**

  We have refined the Performance Process Counseling and Feedback Interview Skills and revised the Special Award Management Measures and other performance management systems during the Reporting Period. We continue to promote institutional innovation and strive to build a scientific, rigorous and efficiently implemented performance appraisal management system. We implement a "100+100 scoring system" for middle and senior managers, which combines KPI assessment with pioneering work. Performance appraisal results are applied to employee remuneration, promotion, and even dismissal decisions. We have established expert library allowances and an independent "Special Award" to grant substantial rewards proportionate to the value of contributions for acts that generate direct benefits, such as technological innovation and securing government resources. In 2025, the Group added a "Carbon Emission Reduction" category to the Special Award to raise all employees' awareness of green and low-carbon development.

- **薪酬管理**

  我們制定了《中高層試用期及薪酬管理規定》、《薪酬管理辦法》、《員工職級管理辦法》等薪酬管理文件，構建了覆蓋全部門、全層級的差異化薪酬體系，確保薪酬結構合理、標準透明；我們實行「固定工資+浮動績效」模式，建立了薪酬動態調整機制，每年結合宏觀經濟環境變化、行業薪酬趨勢及外部專業機構建議，對薪酬政策進行優化迭代，確保員工薪酬按時足額發放，並在運營所在地保持市場領先水平，為員工提供可持續的、具有吸引力的經濟回報。

- **績效考核**

  我們完善了《績效過程輔導與反饋面談技巧》，並於報告期內修訂《特別獎管理辦法》等績效管理制度，持續推進體系革新，著力構建科學嚴謹、高效執行的績效考核管理體系。我們實施KPI與開拓性工作相結合的中高層管理者「雙百分制」考核，將績效結果應用在員工的薪酬、晉升甚至淘汰等方面，設立專家庫津貼與獨立的「特別獎」，對技術創新、政府資源爭取等帶來直接效益的行為，按貢獻價值比例予以重獎。2025年，集團針對「特別獎」內容新增「碳減排」獎項，提升全體員工對綠色低碳的重視。

In strict alignment with the spirit of the annual strategic meeting, the Group's human resources department provides comprehensive guidance and supervision over the performance appraisal of managers and employees at all levels. Through systematic evaluation, we accurately identify implementation deficiencies, ambiguous standards and areas for improvement in the appraisal process, conduct a summary and analysis of potential risks, and formulate special reports. We assist appraisees in developing improvement plans to boost work efficiency and promote continuous performance optimisation, so as to ensure that the performance appraisal system is consistent with our strategic objectives and core values. This helps reduce risks in strategy implementation and provides strong support for the Group to steadily advance toward its development goals.

集團人力資源部門緊密圍繞年度戰略會議精神，全面指導與監督各層級管理者及員工的績效考核工作。通過系統評估，精準識別考核流程中存在的執行缺失、標準模糊及需優化環節，並對潛在風險進行匯總分析，形成專項報告；協助被考核方制定改進方案，推動實際工作效能提升，助力績效持續優化，確保績效考核體系與組織戰略目標及核心價值觀一致，有利於降低戰略執行風險，為集團穩健邁向發展目標提供有力支撐。

9.2.2. Employee Care Activities

The Group provides social security and welfare benefits for its employees, cares for their physical and mental health, and creates a harmonious, friendly and safe working environment.

- **Employee Well-being**

  In strict compliance with national laws and regulations, the Group makes full contributions to employees' social insurance programmes, including pension, medical, unemployment, work-related injury and maternity insurance, as well as the housing provident fund, building a comprehensive safeguard for employees' basic rights and interests. We have formulated policies such as the Staff Leave System and Employee Care Management System, offering a diverse range of paid leave including statutory holidays, annual leave, sick leave, marriage leave, bereavement leave and work-related injury leave. We provide care covering six dimensions: festivals and holidays, birthdays, health, major family events, veteran staff, and employee symposiums. This enhances team solidarity and cohesion, further motivates employees' dedication and initiative, and helps them achieve a better work-life balance.

9.2.2. 關懷活動

集團為員工配置社會保障和福利項目，關心員工身心健康，為員工創造和諧、友善且安全的工作環境。

- **員工福祉**

  集團嚴格遵循國家法律法規要求，為全體員工足額繳納養老、醫療、失業、工傷、生育等各項社會保險及住房公積金，全方位築牢員工基本權益保障屏障。我們制定了《員工休假制度》、《員工關懷管理制度》等政策文件，為員工提供涵蓋法定假期、年休假、病假、婚假、喪假、工傷假等多樣化的帶薪假期安排，做到覆蓋節假日、生日、健康、員工重大家事、老幹部、員工座談會等六個方面的關懷，增強團隊的向心力和凝聚力，進一步激發員工愛崗敬業的工作熱情和積極性，助力員工實現工作與生活的平衡。

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Case Study: Fufeng Female Employees Shared a "Berry" Good Time
案例：豐華綻放·共阜莓好

During the Reporting Period, Longjiang Fufeng organised a themed celebration for Women's Day titled "Sharing a 'Berry' Good Time" for all female employees. Through flower presentations, movie screenings, strawberry picking and other activities, the company extended festive greetings to female employees and demonstrated its care for them.

報告期內，龍江阜豐組織全體女職工開展「豐華綻放·共阜莓好」三八婦女節主題慶祝活動。通過鮮花贈送、觀影、草莓採摘等環節，向女職工致以節日問候，傳遞公司關懷。



Team building on Women's Day
婦女節團建

We have built a variety of convenient facilities for employees, including staff canteens, meal delivery services, dormitories, kindergartens and commuter shuttles, comprehensively easing daily life worries, demonstrating sincere care for employees, and creating a warm working environment with a sense of happiness and belonging. Longjiang Fufeng launched the construction of an employee affordable housing project that meets the needs of modern living, providing employees with an ideal space for rest and relaxation amid busy work. We also launched online meal ordering and on-site meal delivery services, effectively improving employees' daily satisfaction and well-being.

我們為員工打造了涵蓋食堂、送餐服務、宿舍、幼兒園、通勤班車在內的多項便利設施，全方位化解生活後顧之憂，向員工傳遞深切關懷，打造充滿幸福感與歸屬感的溫馨工作環境。龍江阜豐啟動了員工保障性住房項目建設，充分契合員工現代化生活需求，為員工在忙碌工作之餘提供理想的休憩放鬆空間；為員工推出網上點餐、線下送餐服務，有力提升了員工的日常滿意度與幸福感。

We also attach great importance to supporting employees in need and strengthening care for veteran staff. For employees facing severe financial hardship due to serious illness, severe injury, disasters or accidents, we establish hardship files and develop special support measures. During major festivals such as the Spring Festival and Mid-Autumn Festival every year, we organise visits to veteran staff to learn about their living and health conditions, provide consolation funds and festival gifts, and send festive greetings via text messages. We also regularly hold symposiums for veteran staff to deepen emotional bonds between employees and the Company and actively carry forward the corporate culture.

我們同樣重視幫扶困難員工並加強老幹部關懷，當員工遭遇重大疾病、重大傷害或災難事故等導致家庭經濟發生嚴重困難的，我們將建立困難員工檔案並研究制定特殊幫扶措施；每年春節與中秋節等重要節假日我們會組織老幹部走訪，了解其生活與健康狀況，發放慰問金及節日禮物，並通過短信致以節日慰問祝福；我們還定期舉辦老幹部座談會，加深員工與公司間的情感聯繫，積極傳承企業文化。



Distribution of Mid-Autumn Festival benefits to all employees by Baoji Fufeng, and Spring Festival benefits by Shandong Fufeng
寶雞阜豐為全體員工發放中秋福利、山東阜豐發放春節福利

- **Employee Activities**

Guided by the people-oriented development philosophy, the Group highly values work-life balance for its employees and actively advocates a healthy, efficient and dynamic working style. We have actively planned and organised a diverse range of corporate cultural activities, including team building, festival celebrations, sports competitions and cultural performances, aiming to build a diversified platform for employees to relieve work pressure, relax physically and mentally, and enhance emotional communication.

- **員工活動**

集團始終秉持以人為本的發展理念，高度關注員工生活與工作的平衡，積極倡導健康、高效且富有活力的工作模式。我們積極策劃並組織了多樣化的企業文化活動，涵蓋團建活動、節日慶典、體育競技及文藝表演等多個方面，致力於為員工打造一個既能釋放工作壓力、放鬆身心，又能增進情感交流的多元化平台。

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Case Study: National Day Series Cultural and Sports Activities of the Group
案例：集團開展十·一系列文體活動

During the Reporting Period, a series of cultural and sports activities were held at the Group's Qingdao base to celebrate National Day. The event consisted of four major competitions (basketball, badminton, Gouji card game, table tennis) and fun activities (tug-of-war, group rope skipping, stone-crossing relay, ball-passing relay and Honour of Kings e-sports). More than 900 participants from various centres of the Group, the marketing head office, fast moving consumer goods business department, Xinjiang Fufeng sales system, and real estate subsidiary took part in the events.

報告期內，集團青島駐地舉辦慶十·一系列文體活動，活動共分四個大項（籃球、羽毛球、夠級、乒乓球）和趣味活動（拔河、跳大繩、摸石過河、夾球接力賽、王者榮耀）。集團各中心、營銷總公司、快消品事業部、新疆阜豐銷售系統、地產公司共900餘人次參加各項活動。



National Day series cultural and sports activities
十•一系列文體活動

Case Study: A Trip with Fufeng to Hecheng Happy World at Zhalong
案例：阜豐同行鶴舞紮龍

To ease work pressure, help employees relax, and effectively improve their sense of happiness and belonging, Longjiang Fufeng organised a 5-day team-building trip themed "a Trip with Fufeng to Hecheng Happy World at Zhalong – Uniting Hearts and Embracing Nature". The company arranged a one-day trip to Zhalong Wetland and Hecheng Happy World with more than 1,200 employees and their family members registering for the activity, enabling employees to enjoy quality family time outside of work and care from the Group.

為緩解員工工作壓力，放鬆身心，切實提高員工幸福感和歸屬感，龍江阜豐組織員工開展了為期5天的「阜豐同行鶴舞紮龍－同心聚力共赴自然之約」旅遊團建活動。公司帶領員工前往紮龍濕地與鶴城歡樂世界遊樂項目一日遊，共有員工及家屬1,200餘人報名參加，助力員工在工作之餘享受家庭溫馨時光，感受公司關懷。



Team-building trip
旅遊團建活動

Case Study: A Decade of Progress, a Future in Full Bloom
案例：阜行十載 • 風華正茂

During the Reporting Period, the marketing subsidiary held its 10th anniversary celebration under the theme of "a Decade of Progress, a Future in Full Bloom", and reviewed its ten-year development and brilliant achievements. At the event, the company presented a custom 10th anniversary commemorative badge to each employee and shared a celebratory cake with profound symbolism. This event not only demonstrated the company's recognition of employees' long-term contributions, but also united the strength of all staff and strengthened confidence and determination to embrace the future together.

報告期內，營銷公司舉辦十周年慶祝活動，活動以「阜行十載 • 風華正茂」為主題，回顧了公司十年發展歷程與輝煌成就。活動現場，公司為每位員工頒發了專屬的十周年紀念徽章，並共同分享了寓意深遠的慶祝蛋糕。本次活動不僅彰顯了公司對員工長期貢獻的認可，更凝聚了全員力量，堅定了共同邁向未來的信心與決心。

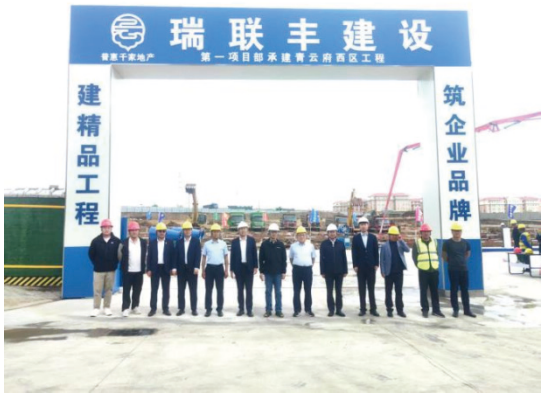


10th anniversary celebration of the marketing subsidiary
營銷公司十周年慶祝活動

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One-day outdoor development trip to Zhengguo Canal and Yuanjia Village organised by Baoji Fufeng
寶雞阜豐開展「鄭國渠、袁家村一日遊」戶外拓展活動



Northeast Fufeng officially commenced construction of the "Qingyun Mansion" employee welfare housing project
東北阜豐「青雲府」員工福利房項目正式動工



Lantern Festival gala held by Longjiang Fufeng
龍江阜豐元宵晚會



Spring Festival fun event held by IM Fufeng
內蒙古阜豐開展迎新春趣味活動



Team-building trip organised by Xinjiang Fufeng

新疆阜豐開展旅遊團建活動



Food festival themed "Reliving the Good Old Flavours" held by the Group
集團舉行「重返舊食光」的美食節活動

Employee activities held in 2025
2025年開展的員工活動

9.3. Employee Training and Development

The Group adheres to the climber's spirit of "focus on professionalism, pragmatic approach, continuous progress, and perseverance". While keeping close track of industry trends and business development requirements, we dynamically optimise the echelon talent management mechanism to ensure accurate selection and cultivation of high-quality talent teams aligned with the Group's strategic development. We have innovated a dual-track promotion system consisting of a management track and a professional track, providing employees with diversified development paths, fully unlocking talent potential, and promoting sustainable development for both employees and the Company.

9.3.1. Employee Training

Upholding the philosophy of shared growth and development with employees, the Group continues to optimise the talent cultivation and development system and build an all-round talent development system supported by a faculty system, curriculum system, institutional system, and process system. We have formulated a series of institutional documents, including the Management Regulations on Internal Trainers, the Management Regulations on Course Development, the Tutor Management Regulations, and the Training Management Regulation, ensuring systematic and standardised talent cultivation. In the implementation of training projects, the Group takes the implementation of business strategies as the core objective. While implementing the training projects, it continuously iterates and upgrades plans across multiple dimensions, including faculty staffing, curriculum design, institutional guarantees, and process optimisation, to ensure the high quality of the training projects.

To accurately meet the training needs of our employees, the Group gains an in-depth understanding of employees' development expectations and orientation towards capability enhancement through various means, such as questionnaires, seminars, and performance analysis, ensuring that the training content closely aligns with their actual needs. We formulate annual training programmes and continue to iterate and upgrade talent training projects from multiple aspects, including faculty staffing, curriculum matching, institutional guarantees, and process improvements, to better meet the learning and growth requirements of our employees.

9.3. 員工培訓與發展

集團始終踐行「專注專業、腳踏實地、持續進步、堅持到底」的攀登者精神內核，緊密追蹤行業動態與企業發展需求，動態優化梯隊人才管理機制，確保精準選拔與培養契合集團戰略發展的高素質人才梯隊；創新構建管理序列與專業序列雙通道晉升體系，為員工提供多元化發展路徑，充分激發人才潛能，助力員工與公司實現可持續發展。

9.3.1. 員工培訓

集團秉持與員工共同成長的理念，持續優化人才培養發展體系，構建了以講師體系、課程體系、制度體系及流程體系為支撐的全方位人才培養架構。我們制定了《訓師管理制度》、《課程開發管理制度》、《導師管理制度》、《培訓管理制度》等制度文件，保障人才培養的系統性和規範性。在培訓項目推進過程中，集團以業務戰略落地為核心目標，在培訓項目實施時持續從師資配備、課程設計、制度保障以及流程優化等多維度持續迭代升級方案，確保培訓項目的高質量。

為精準對接員工培訓需求，集團通過問卷調查、專題座談會及績效分析等多種方式，深入洞察員工的發展期望與能力提升方向，確保培訓內容緊密貼合實際需求。我們編制年度培訓計劃，從師資配置、課程匹配、制度保障以及流程完善等維度持續推動人才培訓項目持續迭代升級，從而更好地滿足員工學習與成長需求。

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The Group's Training System
集團培訓體系



"Pooling Talents, Creating Unstoppable Momentum": Fufeng Group 2025 reserve cadre development project launched at Northeast Fufeng
「眾川阜海，豐不可擋」阜豐集團2025年度儲備幹部培養項目在東北阜豐開展



Marketing subsidiary external training course: "core managerial skills enhancement – delegation, motivation and mentoring"
營銷公司外訓學習《管理者核心技能提升－授權、激勵、輔導》課程

Categorisation 劃分類型	Indicators 指標	Number of trained employees 受訓僱員人數	Percentage of trained employees (%) 受訓僱員百分比 (%)	Average hours of trained employees (by hours)[2] 僱員受訓平均時數（小時）[2]
By gender 按性別劃分	Male 男性	12,577	79.53%	37.09
	Female 女性	3,238	20.47 %	27.9
By employee rank 按僱員級別劃分	Senior management[1] 高層管理人員[1]	44	0.28%	22.85
	Middle management 中層管理人員	277	1.57%	42.29
	General management 基層人員	15,494	97.97%	35.11

Notes:

1. Senior management refers to assistant general manager, deputy general manager and general manager; middle management refers to assistant manager, deputy manager and manager; general staff refers to supervisor, captain, functional staff, operator, etc.

2. Average hours of trained employees = total training hours of employees under the specified category/number of employees under the specified category.

註釋：

1. 高層管理人員指總經理助理、副總經理和總經理；中層管理人員指經理助理、副經理、經理；基層人員指主管、隊長、職能員工、操作工等。

2. 僱員受訓平均時數=特定類型僱員的總受訓時數／特定類型的僱員人數。

9.3.2. Career Promotion

The Group upholds a three-pronged philosophy for talent selection, development and retention: equal opportunities and competitive selection; systematic planning and echelon development; retaining talents through career development and platform growth. It has formulated a series of institutional documents including the Echelon Talent Management Measures, the Professional Talent Development Management Measures, and the Management Reserve Talent Management Measures, and has innovated a dual-track career development path consisting of the professional track and the management track. During the Reporting Period, we revised the Management Trainee Recruitment and Development Management Measures and the Management Regulations on Internal Trainers. By strengthening process management in talent development, we have improved the success rate of management trainees. At the same time, we quantified three-dimensional evaluation criteria covering seniority, skills and competence, and clarified that employee promotion must meet three requirements: qualifying service years, credit points, and average annual performance score.

For reserve talents, the Group implements a mechanism of "selection – probation – promotion". All promotions to a new level (e.g., echelon talents to reserve cadres, middle managers to assistant general managers) must first be selected into the "reserve talent pool", followed by a 6-month probation period for official observation, assessment and integration. Only qualified candidates are formally appointed with corresponding salary adjustments. Management trainees participate in a project-based development process of "intensive training – job rotation – position placement". We have designed an exclusive growth path for fresh graduates, who will be automatically included in the "echelon talent pool" after one year of service, ensuring seamless connection with the campus recruitment system. For talent retention, we provide clear promotion ladders and diversified development paths, and encourage employees to participate in major projects.

9.3.2. 職業晉升

集團秉持著「機會平等，競爭擇優；系統規劃，梯隊建設；事業留人，平台留人」的三重選拔、發展與人才保留理念，制定了《梯隊人才管理辦法》、《專業人才發展管理辦法》、《管理類後備人才管理辦法》等制度文件，創新搭建了專業序列與管理序列雙軌並行的職業發展通道。報告期內，我們修訂了《管培生招聘與培養管理辦法》與《內訓師管理制度》，通過加強對培養過程的管理，提升管培生的成才率；同時，量化了「年限、技能、素質」三維度評估標準，明確員工晉升須滿足年資、積分與年度績效平均分三項條件。

後備人才實施「選拔－見習－晉升」的機制，即所有晉升至新層級（如梯隊人才升儲備幹部、中層升總經理助理）均需通過選拔進入「後備庫」，並經歷6個月見習期作為正式觀察、評估和融入環節，合格後方可正式任職並調整薪酬。管培生則進入「集訓－輪崗－定崗」的項目制培養，我們為應屆畢業生設計了專屬的成長通道，入職滿一年後自動納入「梯隊人才」，實現與校園招聘系統的銜接。對於人才保留，我們則提供清晰的晉升階梯和多元發展路徑，鼓勵員工多參與重大項目。

The Group implements a dual-mentor system for talent development. Reserve talents such as management trainees are assigned both a career mentor and a professional mentor, providing dual guidance that fully supports their growth mindset and professional competence. Meanwhile, breaking through traditional rank frameworks, the Group has established cross-subsidiary virtual expert organisations. Expert groups are divided by production lines, forming cross-regional and cross-departmental teams to build an efficient platform for technical problem-solving and knowledge sharing.

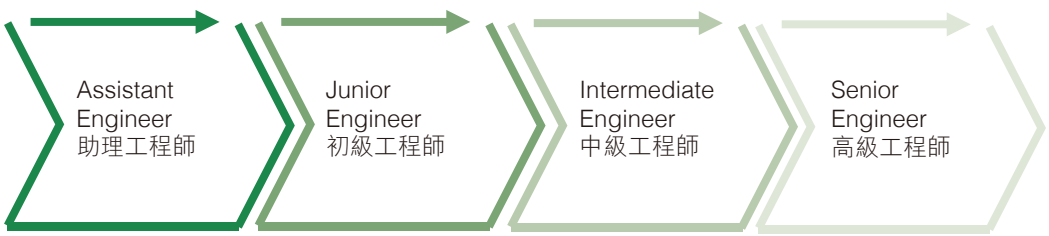
集團實施「雙導師制」人才培養模式，為管培生等後備人才精心配備職業導師與專業導師的雙軌指導體系，全面關注其成長心態與業務技能。同時，集團突破傳統職級框架，構建跨子公司的虛擬專家組織，按產線劃分專家組，組建跨地域、跨部門的專家團隊，為技術攻關與知識共享搭建高效平台。

Employee promotion is mainly conducted through standardised selection procedures, open and transparent processes, and a performance- and competence-based promotion mechanism. To ensure transparency in promotion information and processes, all key steps including selection results and appraisal results are required to be publicised internally and subject to supervision.

集團主要通過標準化的選拔流程、公開透明的程序以及基於績效與能力的晉升機制實行員工晉升。為保障晉升信息與過程透明度，所有關鍵環節如選拔結果、考核結果均要求在公司內部進行公示並接受監督。



Promotion mechanism for management track
管理序列晉升機制



Promotion mechanism for professional track
專業序列晉升機制

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9.4. Occupational Health and Safety

The Group has established a dynamically monitored occupational health and safety management system, continuously consolidating the foundation of employee occupational health management and building a solid safety safeguard for employees. It is committed to providing a safe working environment for employees, optimising standardised production safety processes, and ensuring the effective operation of the health and safety management system.

In the past three years, there was no record of work-related fatalities in the Group and its production companies. In 2025, the number of working days lost due to work-related injuries was 396 days.

9.4.1. Occupational Health

All subsidiaries under the Group strictly comply with the requirements of the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. Based on their own operational characteristics, they have formulated the Quality, Environment, Occupational Health and Safety, and Food Safety Management System, and appointed full-time occupational health and safety representatives to coordinate the development of the occupational health management system. This has standardised the management of occupational health and safety to safeguard employees' physical and mental health in an all-round way. We provide comprehensive health examinations for employees in positions with occupational health hazards and establish complete electronic occupational health records to enable dynamic management of health data. Meanwhile, each production base has set clear key management indicators such as the incidence rate of acute occupational poisoning and the incidence rate of occupational diseases. By regularly tracking the achievement of targets, we strengthen risk prevention and control at the source, continuously consolidate the foundation of occupational health management, and build a solid safety barrier for employees.

9.4. 職業健康與安全

集團建立動態跟蹤職業健康與安全管理體系，持續夯實員工職業健康管理基礎，為員工構築堅實的安全保障屏障，致力於為員工提供安全的工作環境，優化安全生產標準化流程，確保健康與安全管理體系的有效運行。

過去三年內，本集團及各生產公司均未發生員工因工死亡事件。2025年，因工傷損失工作日數為396天。

9.4.1. 職業健康

集團旗下各公司始終恪守《中華人民共和國職業病防治法》要求，結合自身運營特點，制定了《質量、環境、職業健康安全和食品安全管理體系》，設立專職職業健康安全事務代表，統籌推進職業健康管理體系建設，實現了職業健康安全管理的規範化、標準化運作，全方位保障員工身心健康。我們為職業健康危害崗位員工提供全面的健康體檢服務，為其建立完善的員工職業健康電子檔案，實現健康數據動態管理。同時，各生產基地明確設定急性職業中毒事故發生率、職業病發病率等關鍵管理指標，通過定期追蹤目標完成情況，強化源頭風險防控，持續夯實職業健康管理基礎，為員工構築堅實的安全保障屏障。

Work-Related Injuries and Occupational Disease Management 工傷、職業病管理	• Provide employees with personal protection supplies, first aid kits, and other equipment, and formulate rules regarding use of safety and personal protection equipment, requiring employees to use and wear personal protection equipment correctly; conduct an annual assessment over effective detection and control of occupational disease hazard factors, issue the corresponding assessment report, and carry out rectifications as appropriate; improve production environment to reduce the incidence of occupational diseases • 員工配備勞保用品和急救箱等設備，制定安全及勞保用品使用規範，要求員工正確使用、佩戴勞保用品；每年開展職業病危害因素檢測控制效果評價活動，出具評價報告並酌情整改；改進生產環境，減少職業病發病因素
Occupational Health Monitoring and Measurement Management 職業健康監視和測量管理	• Formulate the "Occupational Health Monitoring and Measurement Management", and contact the disease prevention and control centre for an annual assessment of the effective monitoring and control of occupational disease hazard factors; conduct pre-job, on-the-job, and off-the-job occupational disease physical examinations for employees in positions with occupational hazard factors • 制定《職業健康監視和測量管理》，每年聯繫疾病預防控制中心對職業病危害因素監測控制效果進行一次評價；對涉及職業健康危害因素崗位的人員進行崗前、崗中、離崗時的職業病體檢
Occupational Health Culture Development 職業健康文化建設	• Post "Health Tips" posters within the Group, carry out promotional campaigns for occupational disease prevention law week, and conduct offline occupational health knowledge training activities to enhance employees' knowledge about occupational health • 在集團部張貼「健康小常識」海報。開展職業病防治法宣傳周、職業健康知識線下培訓等活動，提升員工職業健康知識水平

The Group's initiatives on occupational health management
集團職業健康管理舉措

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Case Study: Improving Employees' Working Environment with Automated Production Lines
案例：自動化產線改善員工工作環境

During the Reporting Period, the glucose plant of Northeast Fufeng successfully introduced fully automatic intelligent packaging production lines, realising full-process automation from weighing, bagging and sealing to palletising. This initiative has successfully freed workers from repetitive, heavy physical labour and dusty working environments, and reassigned them to positions such as equipment monitoring, maintenance and technical management, protecting employees' occupational health and enhancing employee satisfaction and occupational safety.

報告期內，東北阜豐葡萄糖廠成功引入了全自動智能化包裝生產線，實現了從稱重、裝袋、封口到碼垛的全流程自動化。這一舉措成功將工人從重複、繁重的體力勞動和粉塵環境中解放出來，轉向設備監控、維護和技術管理等崗位，保護了員工的職業健康，提升了員工滿意度與職業安全。



A fully automatic intelligent packaging production line
全自動智能化包裝生產線

We consistently focus on the physical and mental health of our employees. We organise annual health check-ups and establish health records for employees. We promptly identify and address employees' emotional issues at work to create a relaxed, pleasant and efficient working atmosphere. We also carry out a variety of cultural and sports activities in due course to improve employees' physical and mental health. During the Reporting Period, all testing results of occupational disease hazard factors in the production workshop of Baoji Fufeng met the required standards in July.

我們始終關注員工身心健康狀況，每年組織員工進行健康體檢，建立健康檔案，在工作中隨時發現和疏導員工存在的情緒問題，營造輕鬆、愉悅、高效的工作氛圍，適時開展豐富多彩的文體活動，提高員工身心健康水平。報告期內，寶雞阜豐生產車間7月份職業病危害因素檢測結果全部達標。



Health science popularisation training activities held by Baoji Fufeng
寶雞阜豐開展健康科普培訓活動



Health education and training conducted by Longjiang Fufeng
龍江阜豐開展健康教育培訓



Special health check-ups for examinees of special equipment operator certificate arranged by Northeast Fufeng
東北阜豐組織特種設備操作證考試人員開展專項健康體檢



Occupational health check-ups for employees organised by Xinjiang Fufeng
新疆阜豐組織員工進行職業健康體檢

Occupational health and safety activities launched in 2025
2025年開展職業健康與安全活動

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9.4.2. Production Safety

The Group places employees' occupational health and safety at the core, and strictly complies with national laws and regulations including the Law of the People's Republic of China on Work Safety, the Law of the People's Republic of China on Emergency Responses, and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. With reference to the ISO 45001 standard for occupational health and safety management system, the Group has systematically established an integrated management system covering quality, environment, occupational health and safety, and food safety.

- **Production Safety Management**

  Fufeng Group takes the fulfilment of the primary responsibility for production safety as its core task. It has set up a Production Safety Committee to comprehensively strengthen the organisational leadership and overall coordination of production safety across the Company. We have formulated institutional documents including the Comprehensive Administrative System for Production Safety, the Administrative System for Major Hazard Sources, and Administrative System for Accident Safety Hazard Reporting and Safety Commitment Announcements. These cover key areas such as hazard identification and assessment, hidden danger investigation and remediation, hazardous chemicals management, special equipment and special operations management, fire safety management, and emergency drills. We continuously improve the production safety management system and emergency response mechanisms to effectively ensure the smooth progress of production activities. In addition, we link production safety to individual performance, position promotion and performance appraisal, ensuring standardisation and efficiency in all aspects of production safety.

9.4.2. 安全生產

集團始終將員工職業健康與安全置於核心位置，嚴格遵循《中華人民共和國安全生產法》、《中華人民共和國突發事件應對法》、《中華人民共和國職業病防治法》等國家法律法規要求，參照ISO 45001職業健康安全管理體系標準，系統構建了涵蓋質量、環境、職業健康安全及食品安全的一體化管理體系。

- **安全生產管理**

  阜豐集團始終將落實企業安全生產主體責任作為核心要務，成立了安全生產委員會，全面加強公司安全生產工作的組織領導和統籌協調。我們制定了《生產安全綜合管理制度》、《重大危險源管理制度》、《事故安全隱患報告和安全承諾公告管理制度》等制度文件，覆蓋危險源識別評估、隱患排查治理、危化品管理、特種設備及特種作業管控、消防安全管理、應急演練等關鍵環節，持續完善安全生產管理體系與應急響應機制等安全生產方面，切實保障生產活動的穩定運行。此外，我們將安全生產工作與個人績效、職位晉升與績效考核掛鈎，保障安全生產各個環節的規範與高效。

The Group organises several rounds of exchanges and cross inspections among outstanding safety management personnel from subsidiaries in different regions. Relying on the long-term mechanism of "daily inspection + monthly inspection + special inspection + pre-holiday inspection + external expert evaluation", we have comprehensively consolidated the foundation of production safety and effectively reduced the accident rate. Furthermore, we regularly identify weak links in production and operation, eliminate safety hazards in a timely manner, and actively conduct production safety training to enhance employees' safety awareness, continuously improve control measures, and steadily enhance the Company's production safety capabilities.

集團組織各地公司優秀安全管理骨幹開展多輪交流與交叉檢查，並依託「每日排查+月度檢查+專項檢查+節前檢查+外部專家評估」的長效機制，全面提升安全生產基礎，有效降低事故率。此外，我們定期梳理生產經營中的薄弱環節，及時排除安全隱患，積極開展安全生產培訓，增強員工安全意識，持續改進管控措施，不斷提高公司安全生產能力。

100% of production bases under the Group have passed the ISO 45001 Occupational Health and Safety Management System Certification. Hulunbeier Fufeng has passed Level 3 Safety Production Standardisation Certification, marking the effective operation of the Group's occupational health and safety management system.

集團旗下各生產基地通過ISO 45001職業健康安全管理體系認證率為100%，呼倫貝爾阜豐已取得三級安全生產標準化認證，標誌著集團職業健康安全管理體系的有效運行。



Experts from the provincial department, accompanied by personnel from county-level emergency management bureau, conducted a special safety inspection at Baoji Fufeng
縣應急局陪同省廳專家赴寶雞阜豐開展安全專項檢查

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Project contractors are required to submit safety documentation and undergo our safety qualification review, covering their safety management organisations, management systems and assurance systems, relevant certifications, and safety qualifications. In addition, production safety responsibilities for all positions shall be clearly defined, and letters of production safety responsibility shall be signed. Safety education shall be provided to all construction personnel. Newly recruited workers must receive three-level safety education, and special operation personnel must hold valid certificates and receive regular re-examination and training. Regular safety inspections in various forms shall be carried out, and detailed ledgers of safety hazards shall be established, with clear persons responsible, rectification measures and time limits. In accordance with national and local regulations, complete safety protection facilities shall be installed, civilised construction management at construction sites shall be strengthened, and prominent safety warning signs shall be set up to create a sound construction environment.

項目承包商需提交安全資料並接受我們的安全資格審查，內容涵蓋其安全管理機構、管理制度和保證體系、相關持證情況及安全資質等內容。此外，需明確各崗位人員的安全生產職責，簽訂安全生產責任書；對全體施工人員開展安全教育，新進場工人必須接受三級安全教育，特種作業人員須持證上崗並定期複審培訓；定期開展多形式安全檢查，建立安全隱患詳細隱患台賬，明確整改責任人、措施與期限；依照國家和地方規定，設置完備安全防護設施，加強施工現場文明施工管理，設置醒目安全警示標誌，營造良好施工環境。



Northeast Fufeng introduced an intelligent production safety management system, featuring functions such as crowd gathering prevention alerts, as well as the collection, entering and verification of information on external construction teams and relevant personnel qualifications.
東北阜豐引入智能化安全生產管理系統，具備防止人員聚集報警、統計、填寫及審核外協施工隊伍公司信息和人員相關資質信息等功能

- **Production Safety Risk Management and Emergency Response Plan**

To strengthen production safety risk control, the Group has formulated management documents including the Hazard Identification and Assessment Management Procedure, the Hazard Source List, the Unacceptable Risk List, and the Administrative Rules on Safety Hazard Reporting, Whistle-Blowing, and Safety Recommendation Rewards. It scientifically identifies and evaluates risk controllability, organises relevant departments to conduct hazard identification and evaluation, and updates changed risk items in a timely manner. We have developed an annual hazard investigation plan and carried out multi-dimensional inspections including routine inspections, special inspections, comprehensive inspections and demonstrative inspections, with strict closed-loop management for rectification and acceptance. We have also established an incentive mechanism for hazard reporting to encourage employees to take the initiative in reporting safety hazards. Corresponding rewards will be given based on the level of hazard to fully mobilise all staff to participate in safety management.

The Group has also formulated the Emergency Preparedness and Response Control Procedure, which systematically defines the division of responsibilities for emergency personnel, identifies potential accidents, emergencies and incidents and develops corresponding plans, and specifies emergency methods and measures, emergency contact numbers and matters related to external rescue liaison. Food or feed safety, environmental impact, occupational health risks and other requirements are taken into account in the plans to ensure that all departments can take preventive and emergency control measures in a timely manner to provide proactive responses, prevention and control in the event of an emergency or abnormal situation. This helps to prevent, or minimise the loss from, environmental pollution incidents, occupational health and safety incidents, as well as food or feed safety incidents. In addition, the Group organises multi-scenario emergency drills and continuously optimises plans through review and analysis, significantly improving the scientificity, pertinence and practical effectiveness of the plans, and comprehensively enhancing employees' emergency response capabilities.

- **安全生產風險管控與應急預案**

為加強安全生產風險管控，集團制定了《危險源識別評價管理程序》、《危險源清單》、《不可接受風險清單》、《安全隱患報告、舉報及安全建議獎勵管理規定》等管理文件，科學識別與評估風險可控性，組織相關部門對危險源進行識別與評價，及時更新變化風險項。我們制定了年度隱患排查計劃，通過日常檢查、專項檢查、綜合檢查及示範性檢查等多維模式開展隱患排查，嚴格實施整改驗收閉環管理；建立隱患舉報激勵機制，鼓勵員工主動報告安全隱患，並根據隱患等級給予相應獎勵，充分調動全員參與安全管理的積極性。

集團還制定了《應急準備和響應控制程序》，系統規範應急人員職責分工，識別潛在事故、緊急情況和事件並制定預案，明確應急的方法和措施、應急電話和對外尋求救援聯絡事項等內容；預案協調兼顧食品或飼料安全、環境影響、職業健康風險等要求，確保公司出現緊急或異常情況時，各部門能及時採取相應的預防、應急控制措施，做出積極的響應、預防及控制，避免環境污染事故、職業健康安全事故及食品或飼料安全事故的發生或最大限度地減少損失。此外，集團組織多場景應急演練，通過複盤分析持續優化預案，顯著提升預案的科學性、針對性和實戰有效性，全面增強員工應急處置能力。

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Fire drill held by Baoji Fufeng, and special fire drill held by Longjiang Fufeng
寶雞阜豐開展消防火災應急演練、龍江阜豐消防安全專項演練

- **Production Safety Training**

  We continue to promote the development of employee safety culture. Based on the actual safety management conditions of each company, the Group's professional safety engineer team has compiled easy-to-understand required-knowledge handbooks from 14 key aspects. Each company has formulated systematic learning plans in accordance with the handbooks and organised employees to conduct learning and assessment in an orderly manner, effectively disseminating basic safety knowledge for production positions. In addition, we regularly carry out safety education through diversified activities such as three-level safety education for new employees, promotional campaigns for safety work month, safety knowledge competitions, and accident warning education, strengthening employees' safety awareness from multiple aspects to ensure that safety concepts are internalised in mind and externalised in practice. During the Reporting Period, we organised a total of 1,084 safety training sessions for employees.

- **安全生產培訓**

  我們持續推進員工安全文化建設，緊密結合各公司安全管理實際，組織集團專業安全工程師團隊，從十四個關鍵維度編制了簡明易懂的應知應會手冊。各公司依據手冊內容，系統制定學習計劃，有序組織員工開展學習與考核，切實普及生產崗位基礎安全知識。此外，我們通過新員工三級安全教育、安全月主題宣傳、安全知識競賽、事故警示教育等多樣化活動，定期開展安全教育活動，多維度強化員工安全意識，確保安全理念內化於心、外化於行。報告期內，我們共組織員工進行安全培訓1,084次。



Training on hazard identification held by Threonine Plant No.1 of Northeast Fufeng
東北阜豐蘇氨酸一廠開展危險辨識的相關培訓

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10. PUBLIC WELFARE AND GIVING BACK TO SOCIETY

Fufeng Group actively upholds the public welfare philosophy of "serving the country and enriching people through industries, focusing on the present and giving back to society". It has been pooling corporate strength to engage in scholarship programmes, village-enterprise cooperation and social welfare undertakings, actively driving the development of social welfare. During the Reporting Period, the Group's total investment in social public welfare amounted to RMB3.02 million.

Supporting Rural Development

We persist in providing targeted assistance to villages around the cities and regions where we operate, and regularly extend care and support to these communities. In 2025, all subsidiaries actively carried out a variety of public welfare activities during the Reporting Period. Personnel from Xinjiang Fufeng visited Wutong Village and Hongliu Village, conveyed greetings to the two village committees, and donated daily necessities including rice, flour and corn oil, bringing warmth from the corporate. IM Fufeng visited Beishizhou Township, Tuzuo Banner, to offer condolences to people affected by floods and provide support for post-disaster relief. Northeast Fufeng donated 26.33 tonnes of coal to Bianbei Village, Haduohe Town, and offered 15 tonnes of soil conditioner to Daxing Village, providing tangible support for rural livelihood and production.

Supporting People with Disabilities

The Company actively carries out activities to care for people with disabilities, delivering warmth and support to families with disabled members through material assistance and sincere greetings. During the Reporting Period, Northeast Fufeng donated Spring Festival condolence materials worth RMB150,000 to the Disabled Persons' Federation of Zhalantun City. In cooperation with the Disabled Persons' Federation in the district, Longjiang Fufeng provided daily necessities and festival blessings worth RMB50,000 for 30 households in need, turning support into real benefits.

10. 公益向善，積極回饋社會

阜豐集團積極踐行「實業報國，產業富民，做好當下，回饋社會」的公益理念，始終凝聚企業力量，投身於獎學金設立、村企共建與社會福利事業，持續為社會公益注入積極動力。報告期內，集團社會公益投入總計人民幣302萬元。

關注新農村建設

我們堅持對所在地市周邊的村莊開展定點幫扶，定期傳遞關懷。2025年，旗下各公司於報告期內積極開展多元公益活動。新疆阜豐走訪梧桐村與紅柳村，慰問「兩委」班子並送上大米、麵粉、玉米油等生活物資，傳遞企業的溫暖。內蒙古阜豐奔赴土左旗北什軸鄉，慰問當地受洪澇影響的群眾，助力災後關懷。東北阜豐向哈多河鎮邊北村捐贈煤炭26.33噸，並為大興村提供15噸土壤調理劑，以切實行動支持鄉村民生與生產。

關注殘疾人事業

公司積極開展助殘關愛活動，以切實物資與真摯問候，為殘疾人家庭送去溫暖與支持。報告期內，東北阜豐向紮蘭屯市殘聯捐贈了15萬元春節慰問物資。龍江阜豐則攜手區殘聯，為30戶困難家庭送上價值5萬元的生活必需品與節日祝福，將支持落到實處。

11. APPENDIX: HKEX INDEX

11. 附錄：香港聯交所指引索引

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
A1 Emissions **A1 排放物**		
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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emission management Responding to Climate Change
一般披露	有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	排放管理 應對氣候變化
A1.1	The types of emissions and respective emissions data.	Emission management
A1.1	排放物種類及相關排放數據。	排放管理
A1.2 (Repealed 1 January 2025)	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).	–
A1.2（於2025年1月1日刪除）	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	–
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission management
A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	排放管理
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission management
A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	排放管理
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emission management
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	排放管理
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.	Emission management
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	排放管理

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
A2 Use of Resources **A2資源使用**		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Management of Resources
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	資源管理
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).	Energy Management
A2.1	按類型劃分的直接及╱或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	能源管理
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Management of Resources
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	資源管理
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Management
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	能源管理
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.	Management of Resources
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源管理
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Management of Resources
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	資源管理
A3 The Environment and Natural Resources **A3環境及天然資源**		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Compliance Management Management of Resources
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	環境合規管理 資源管理
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Management of Resources
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	資源管理

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
A4 Climate Change (Repealed 1 January 2025) **A4 氣候變化（於2025年1月1日刪除）**		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	–
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	–
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.	–
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	–
B1 Employment **B1 僱傭**		
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.	Compliant Employment and Employee Rights and Interests Remuneration, Benefits and Employee Care
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	合規用工與員工權益 薪酬福利與關懷
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Compliant Employment and Employee Rights and Interests
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	合規用工與員工權益
B1.2	Employee turnover rate by gender, age group and geographical region.	Compliant Employment and Employee Rights and Interests
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	合規用工與員工權益

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B2 Health and Safety **B2健康與安全**		
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.	Occupational Health and Safety
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	職業健康與安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety
B2.1	過去三年（包括彙報年度）每年因工亡故的人數及比率。	職業健康與安全
B2.2	Lost days due to work injury.	Occupational Health and Safety
B2.2	因工傷損失工作日數。	職業健康與安全
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	業健康與安全
B3 Development and Training **B3發展及培訓**		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Training and Development
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	員工培訓與發展
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employee Training and Development
B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	員工培訓與發展
B3.2	The average training hours completed per employee by gender and employee category.	Employee Training and Development
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	員工培訓與發展

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B4 Labour Standards **B4勞工準則**		
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.	Compliant Employment and Employee Rights and Interests
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	合規用工與員工權益
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Compliant Employment and Employee Rights and Interests
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	合規用工與員工權益
B4.2	Description of steps taken to eliminate such practices when discovered.	Compliant Employment and Employee Rights and Interests
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	合規用工與員工權益
B5 Supply Chain Management **B5供應鏈管理**		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	供應鏈管理
B5.1	Number of suppliers by geographical region.	Supply Chain Management
B5.1	按地區劃分的供貨商數目。	供應鏈管理
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.	Supply Chain Management
B5.2	描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目以及相關執行及監察方法。	供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
B5.4	描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	供應鏈管理

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B6 Product Responsibility **B6 產品責任**		
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.	Responsible Marketing
一般披露	有關所提供產品和服務的健康與安全、廣告、標簽及隱私事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	負責任營銷
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Customer Service and Satisfaction
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	客戶服務與滿意度
B6.2	Number of products and service related complaints received and how they are dealt with.	Customer Service and Satisfaction
B6.2	接獲關於產品及服務的投訴數目以及應對方法。	客戶服務與滿意度
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Protection
B6.3	描述與維護及保障知識產權有關的慣例。	知識產權保護
B6.4	Description of quality assurance process and recall procedures.	Quality Management
B6.4	描述質量檢定過程及產品回收程序。	質量管理
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Data Security and Privacy Protection
B6.5	描述消費者數據保障及隱私政策，以及相關執行及監察方法。	數據安全與隱私保護

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B7 Anti-corruption **B7反貪污**		
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.	Business Ethics
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	商業道德
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.	Business Ethics
B7.1	於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	商業道德
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	商業道德
B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics
B7.3	描述向董事及員工提供的反貪污培訓。	商業道德
B8 Community Investment **B8社區投資**		
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.	Public Welfare and Giving Back to Society
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	公益向善積極回饋社會
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Public Welfare and Giving Back to Society
B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	公益向善積極回饋社會
B8.2	Resources contributed (e.g. money or time) to the focus area.	Public Welfare and Giving Back to Society
B8.2	在專注範疇所動用資源（如金錢或時間）。	公益向善積極回饋社會



Fufeng Group Limited

阜豐集團有限公司