卫龙美味全球控股有限公司

WEILONG DELICIOUS GLOBAL HOLDINGS LTD

(Incorporated in the Cayman Islands with limited liability)
（於開曼群島注冊成立的有限公司）
Stock code **股份代號**: 09985.HK

2025

Environmental, Social and Governance Report

Contents

About This Report

Overview

This report is the 2025 Environmental, Social, and Governance (ESG) Report published by WEILONG Delicious Global Holdings Ltd. ("WL Delicious", "Weilong" or "the Company") and its subsidiaries ("the Group", "our Group" or "we"). It transparently discloses the Group's practices in fulfilling its responsibilities to key stakeholders such as shareholders, customers, partners, employees, the environment, and the community, as well as its performance in environmental, social, and governance (ESG) aspects.

Reporting Scope and Boundary

This report covers the activities of the financial year from January 1, 2025, to December 31, 2025 (the "Reporting Period" or "the Current Year"), with some information extending back to previous years or forward to 2026. The policies and data provided in this report apply to the Group, and the reporting scope is consistent with that of the annual report. Unless otherwise specified, financial data in this report is presented in Renminbi (RMB), and intensity data are calculated using the Group's 2025 revenue as the denominator.

Preparation Basis

This report has been prepared in accordance with the *Environmental, Social and Governance Reporting Code* ("ESG Reporting Code") set out in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited.

Materiality

Through online and offline engagement with stakeholders, the Group systematically identifies ESG issues that are material to our business and stakeholders, and addresses these issues in this report.

Quantification

This report provides quantitative disclosures of key performance indicators in the ESG domain, clearly defining statistical standards, calculation methods, and data scope, supplemented by explanatory text.

Balance

This report objectively presents the Group's ESG initiatives and performance.

Consistency

Unless otherwise stated, the Company will adopt consistent disclosure and statistical methods for each reporting period to ensure the comparability of data across different years.

Data Sources and Assurance of Reliability

The data and cases in this report are primarily derived from the Group's statistical reports and relevant documents. The Company's Board of Directors certifies that this report contains no false statements or misleading statements and assumes responsibility for the authenticity, accuracy, and completeness of its content.

Confirmation and Approval

This report was confirmed by the Company's management and approved by the Board of Directors on March 26, 2026.

Accessing and Responding to This Report

An electronic version of this report is available on the Company's official website: https://www.weilongshipin.com/ESG/

The Group highly values the views of all stakeholders regarding this report. If you have any questions or suggestions, please feel free to contact us via email at: ir@wlspjt.com.

Message from Management

2025 is a pivotal year for Weilong Delicious in terms of proactive innovation and efficiency improvement. This year, we continue to fulfill our mission of "To Let the World Fall in Love with Chinese Flavors", deeply integrating sustainable development principles into our business operations, further enhancing our ESG governance standards, and driving high-quality development through practical actions.

We fully recognize that compliant operations form the foundation for a company's steady and sustainable growth. We have continuously refined our ESG governance framework, strengthened risk assessment and response mechanisms, and elevated our standards for corporate compliance. We strictly adhere to business ethics guidelines, have established robust business ethics standards and integrity management systems, and provide a strong safeguard for the Group's long-term, steady development.

We place equal emphasis on technological innovation and product quality, striving to offer consumers a wider range of healthy and diverse product choices. We attach great importance to product safety and quality, establishing a comprehensive quality management mechanism covering the entire process from product development and raw material sourcing to production, processing, and after-sales service, working with partners to uphold the baseline of quality.

We uphold the principle that "lucid waters and lush mountains are invaluable assets". Through the optimization of environmental management systems, the adoption of clean energy, and the development of low-carbon technologies, we promote the synergistic advancement of business growth and ecological conservation. We actively respond to the national "dual carbon" goals by establishing a three-tier governance framework for climate risks, identifying climate-related risks and opportunities, and continuously improving our environmental performance.

We value our employees' personal growth and self-realization. We have built a comprehensive, multi-tiered talent development system to provide a robust platform for career advancement and continuously unlock employees' potential. We are committed to fostering a diverse, equitable, and inclusive workplace environment, ensuring open two-way communication channels, safeguarding employees' legal rights and interests, and promoting mutual growth between employees and the company.

We view giving back to society as a reflection of our corporate value. We actively fulfill our corporate social responsibility by focusing on public welfare initiatives such as rural revitalization, poverty alleviation, disaster relief, and community development. We provide tangible assistance to those in need, convey our corporate warmth through concrete actions, and contribute to building a more open and inclusive society.

Looking ahead, we will continue to uphold a pragmatic and truth-seeking approach, taking even more resolute steps to drive the sustainable development of the spicy snack food industry, and work hand in hand with partners to write a new chapter in green development.

About Us

Group Overview

Weilong Delicious (Stock Code: HK 09985) was established in 2001. For over two decades, we have consistently upheld the core values, "Putting consumer experience at the core, valuing those who strive, benchmarking courageously against best-in-class peers, and embracing continuous self-reflection", and have transformed from a small food processing plant into China's largest modern spicy snack food enterprise integrating R&D, production, and sales.

Inspired by traditional Chinese cuisine, the Group's founder launched the Weilong business by starting with seasoned flour products ("Latiao"). After years of development, the Group has emerged as one of the leading enterprises in China's spicy snack food industry, successfully building a beloved snack brand that has earned the affection and trust of consumers nationwide.

We focus on the research, development, production, and sales of seasoned flour products, vegetable products, and other categories. Our flagship products include Big Latiao, Mini Latiao, Kiss-Burn, Ma La Ma La, Konjac Shuang, and Fengchi Kelp, among others.

To strengthen our competitive edge, we consistently prioritize innovation as our core driving force, continuously expanding our product portfolio to meet diverse consumer needs and sustain steady growth in sales performance. We operate two R&D centers staffed by a multidisciplinary team of professionals covering key fields such as food engineering, food safety and nutrition, polymer chemistry, biology, and testing and inspection, providing robust support for technological breakthroughs and product innovation. Simultaneously, we are increasing investments in process digitization, business digitization, and smart manufacturing to drive organizational efficiency through "digital and intelligent transformation" and build a highly efficient, intelligent modern operational system.

To adapt to the modern consumer market, we actively promote the diversified development of sales channels, targeting supermarkets, convenience store chains, and e-commerce platforms—where young people congregate—as key platforms for sales channel expansion. Currently, we have established strategic partnerships with 1,633 offline distributors, with a sales network spanning dozens of countries and regions worldwide. At the same time, we are actively building a comprehensive platform ecosystem, fully leveraging digital channels such as e-commerce and social media to deepen brand penetration through approaches that resonate with young people, thereby solidifying the foundation for our brand's youth-oriented and engaging development.

Mission

Let the world fall in love with Chinese flavors

Vision

Making authentic Chinese gourmet more entertaining, casual, convenient, affordable, digitally intelligent, to achieve leadership in NPS[1] and operational efficiency, and ultimately build a great business that brings joy and happiness to people for 123 years

Core Value

Putting consumer experience at the core, valuing those who strive, benchmarking courageously against best-in-class peers, and embracing continuous self-reflection

1 NPS (Net Promoter Score), is a metric used to measure customer loyalty

Awards & Honors

Value

2025 New Consumer Brands List: Leading Enterprise
Stockstar

Most Valuable Consumer Company
Zhitong Caijing, inbfund

2025 Peace of Mind Award: Trusted Snack Brand
Jiemian News

China's Top 10 Snack Brands in 2025
World Business (Brand) Management Center

2025 Ranking of China's Most Popular Snack Brands
Zhongshang Industry Research Institute

Brand

2025 Top 500 Chinese Consumer Brands
iiMedia Research

Whale & Elephant Awards 2025 Top 100 Most Valuable Brands
Whale & Elephant Awards Business Innovation Conference

13th JRJ "Golden Wisdom Award" Annual Selection: Outstanding Influential Brand Award
JRJ

Growth50: 2025 China Consumer Annual Leading Brands in Smart Innovation
CBNData

2025 Food Internal Reference "Most Anticipated Brand by Distributors" Award
Food Business Corporation

2025 Leading Enterprise with the Greatest Influence in the Consumer Sector
Caijing.com

2025 Global Premiere · Hurun China Top 100 Food Industry List
Hurun Research Institute, Global Newest

Product

2025 Consumer Awards: Top Picks
Southern Metropolis Daily Bay Finance Agency

2025 (Fall) Best-Selling Golden Products
China (Shanghai) Golden Products Promotion Organizing Committee, et al.

2024-2025 Food Safety Commitment Organization
China Food Safety News

2025 (Fall) Rising Star (Konjac Shuang)
China (Shanghai) Golden Products Promotion Organizing Committee, et al.

2024-2025 Outstanding Food Safety Management Case
China Food Safety News

Marketing

Broneze Award for Commercial Creativity
The 18th ROI Festival

DMAA International Digital Marketing Awards - Gold Award, Brand Case Category
The 9th DMAA International Digital Marketing Summit

ESG

Caiwen Awards - Social Responsibility Award
Hithink RoyalFlush Information Network Co., Ltd. and Zhejiang Caiwen Media Technology Co., Ltd.

2025 Weilong Milestones

2025

New launches including Konjac Shuang in sesame paste flavour, high-fiber Porcini flavour and spicy Dai (Yunnan)-style pounded chicken-feet flavour, and Kiss Burn in spicy beef flavour have further enriched the Group's product portfolio.

2024

Several promotional limited-edition and new-flavor products were launched.

Continued expansion of the product portfolio, with enhanced omnichannel development and brand building.

2023

Established the Overseas Business Development Center and began expanding overseas operations. Accelerated the development of an omnichannel strategy spanning both online and offline channels.

2022

The Luohe Xinglin factory began partial operations. The Company listed on the Main Board of the Hong Kong Stock Exchange on December 15, 2022.

2019

Established 22 sales regions and built an omnichannel sales and distribution network by integrating online and offline resources.

The Weidao Food production facility was completed and began operations, significantly enhancing automation levels and production capacity.

2020

Shanghai Weilong Delicious Biotechnology commenced operations. Construction of the Luohe Xinglin Food Factory began.

2021

Entered the pre-IPO round of financing and introduced strategic institutional investors.

2017

Production capacity expanded rapidly. Successfully implemented the world-leading SAP information management system.

Opened a self-operated online store on JD.com to further boost online sales.

2015-2016

Implemented a series of branding and marketing strategies to upgrade the brand image.

2010-2015

Engaged several well-known celebrities as brand ambassadors to boost brand awareness.

Automated equipment, such as stretch film packaging machines, was introduced to continuously improve production processes.

Expanded production capacity for seasoned flour products and bean-based products.

Opened a self-operated online store on Tmall, one of China's major e-commerce platforms, to promote the brand online.

2001

Founders Mr. Liu Weiping and Mr. Liu Fuping came to Luohe City to start their business and created the first Latiao snack.

2003

The Weilong trademark was applied for.

2004

Pingping Foods was established and moved into the Luohe Industrial Park.

2006-2010

Construction and commissioning of Pingping Foods' second factory began. Weilong's "Big Latiao" and "Mini Latiao" products were launched.

2025 ESG Highlights

For Responsibility

In 2025, a total of **20** integrity-related training sessions and promotional activities were conducted, with each employee participating in **12.75** hours of anti-corruption training on average.

Formulated and implemented the "Strengthening the Safety Foundation, Building Digital Guardians" company-wide information security awareness enhancement plan to ensure information and data security.

For Quality

A cumulative total of **214** patents have been granted, and **1,309** trademarks have been registered

including **24** newly granted patents and **20** new patent applications in 2025

Participated in the formulation of

1 industry standard

1 national standard

7 group standards

Selected as a "China Consumer Brand" and awarded the Henan Provincial Governor's Quality Award; initiated the application process for Shanghai High-Tech Enterprise status

Customer satisfaction reached **95%**

For Environment

Wastewater, exhaust gases, and waste were treated in full compliance with standards

No environmental administrative penalties were imposed

By the end of 2025

the total installed photovoltaic capacity was approximately **21.7** MW

with an annual power generation of **13.79** million kWh.

In 2025

the total steam produced by biogas boilers was **11,748** tonnes

with **100%** used for internal consumption

A total of **171** energy efficiency projects have been implemented

With **118** completed

Unit consumption of key energy sources such as electricity and steam has decreased

Innovations in packaging design have gained industry recognition, and the patent for the "Konjac Shuang Packaging Bag" was awarded the **"5th Henan Provincial Patent Award"**.

For Employees

A total of **6,150** full-time employees

A total of **9** sessions of the "Centennial Weilong People" training program were held, covering **418** new employees.

In 2025, a total of **1,680** safety hazards were eliminated, with a **100%** rectification rate for major hazards

For Community

Donated HK$ **3** million to support the victims of the Tai Po fire in Hong Kong in rebuilding their homes

Cumulative investment in social welfare initiatives reached approximately RMB **8.5** million

2025 Economic Performance

As a leading domestic spicy snack food company, we leverage our exceptional brand influence and product competitiveness to continuously advance upgrades in products, channels, branding, and supply chains, demonstrating robust business growth momentum.

In 2025, we placed greater emphasis on building a diversified product portfolio, accelerating the pace of product R&D and innovation, and based on standardized management, seized opportunities presented by the times to achieve steady growth in operating revenue. In the 2025 fiscal year, the Group's annual revenue reached RMB 7,223.8 million.

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RMB **7,223.8** million

Sustainable Development Governance

Weilong Delicious continues to enhance the effectiveness of its ESG governance, driving the deep integration of sustainable development principles into corporate strategy and operations. We have established an ESG governance framework aligned with our business development, maintain open and transparent communication with stakeholders, dynamically manage and address ESG-related risks, and proactively identify and seize sustainable development opportunities.

ESG Philosophy

We have deeply embedded the concept of sustainability into our corporate culture, driving the integration of ESG principles into strategic planning and operational management. Building on sound corporate governance and responsible business practices, we continuously pursue product innovation and service enhancement, meeting consumers' aspirations for a better life while minimizing the negative environmental impact of our supply chain. We firmly believe that talent is the foundation of our development and are committed to fostering an organizational environment that supports mutual growth, promoting the synergistic development of our employees and the company. At the same time, we actively fulfill our corporate social responsibilities, participate in community building and social welfare initiatives, and contribute to the creation of a better society.

Board of Directors Statement

The Group strictly complies with the *Company Law of the People's Republic of China*, the *Hong Kong Companies Ordinance*, and the *Corporate Governance Code* (Appendix C1) and the *Environmental, Social and Governance Reporting Code* (Appendix C2) of the Listing Rules of the SEHK. We continuously advance the refinement and optimization of our ESG governance system.

We have established a three-tier governance structure comprising the Board of Directors, the ESG Management Team, and the ESG Working Group, with clearly defined responsibilities for oversight, management, and execution to ensure the effective implementation of ESG management. The Board of Directors plays a central leadership role, taking the lead in formulating and overseeing the Group's ESG strategy.

The Board of Directors actively monitors changes in the internal and external environment, assesses ESG risks and opportunities, and adjusts and optimizes the Group's ESG management strategies. By establishing regular internal and external stakeholder communication mechanisms, the Board of Directors guides the identification and materiality assessment of ESG material issues, reviews and determines the priority of such issues, and ensures that the Group's ESG initiatives accurately address stakeholder expectations.

During the Reporting Period, the Board of Directors' specific activities in ESG governance included:

Review of Policies, Targets, and Annual Reports

- Reviewing and approving adjustments and updates to the ESG materiality matrix, as well as progress and updates on ESG targets
- Reviewing and approving the 2025 ESG Report

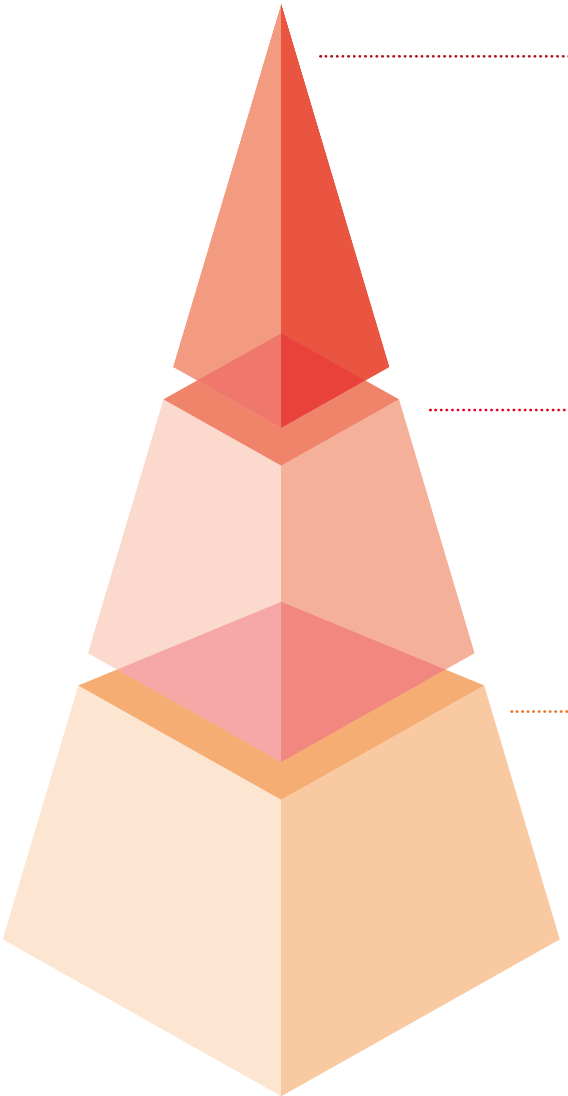
Climate Governance and Capacity Building

- Reviewing and approving the results of the climate change risk and opportunity assessment, and adopted the updated ESG governance framework and division of responsibilities based on these findings
- Engaging external experts to conduct climate change-related training to enhance the Board of Directors' understanding and capacity for climate change governance

ESG Governance Structure

The Group regards the effective operation and continuous improvement of the ESG governance system as an important cornerstone of corporate sustainability. We have established a clear and efficient ESG governance structure with well-defined responsibilities, and based on this, we have developed core ESG principles aligned with the Group's development strategy to continuously enhance the effectiveness of ESG practices.

We have established a three-tier ESG governance structure with clearly defined responsibilities. The Board of Directors assumes the highest decision-making and oversight responsibilities, and is responsible for reviewing and approving ESG strategic direction and major issues. Under the leadership of the Board, the ESG Management Team coordinates ESG strategic planning, risk management, and information disclosure management. The ESG Working Group is responsible for coordinating the implementation of various objectives, tracking and reporting on key performance indicators, and ensuring the effective execution of sustainability requirements within business operations.



Board of Directors

- Bears ultimate responsibility for the Group's ESG-related matters and plays a central leading role, assuming full responsibility for and overseeing ESG management
- Reviews and approves adjustments and updates to the ESG materiality matrix, and approves and oversees the disclosure content of ESG reports

ESG Management Team

- Supports the Board of Directors in establishing the Group's ESG strategic framework, policy direction, and risk management system
- Coordinates and drives the effective implementation of ESG strategic and risk management initiatives
- Monitors and evaluates the progress and effectiveness of ESG initiatives across departments and subsidiaries

ESG Working Group

- Works closely with the ESG Management Team to drive the effective implementation of ESG initiatives within their respective departments/subsidiaries
- Regularly updates the ESG Management Team on work progress and report on the progress and outcomes of ESG initiatives within the department/subsidiary
- Promotes the deep integration of ESG management into all aspects of business operations and strengthen risk control

ESG Governance Structure

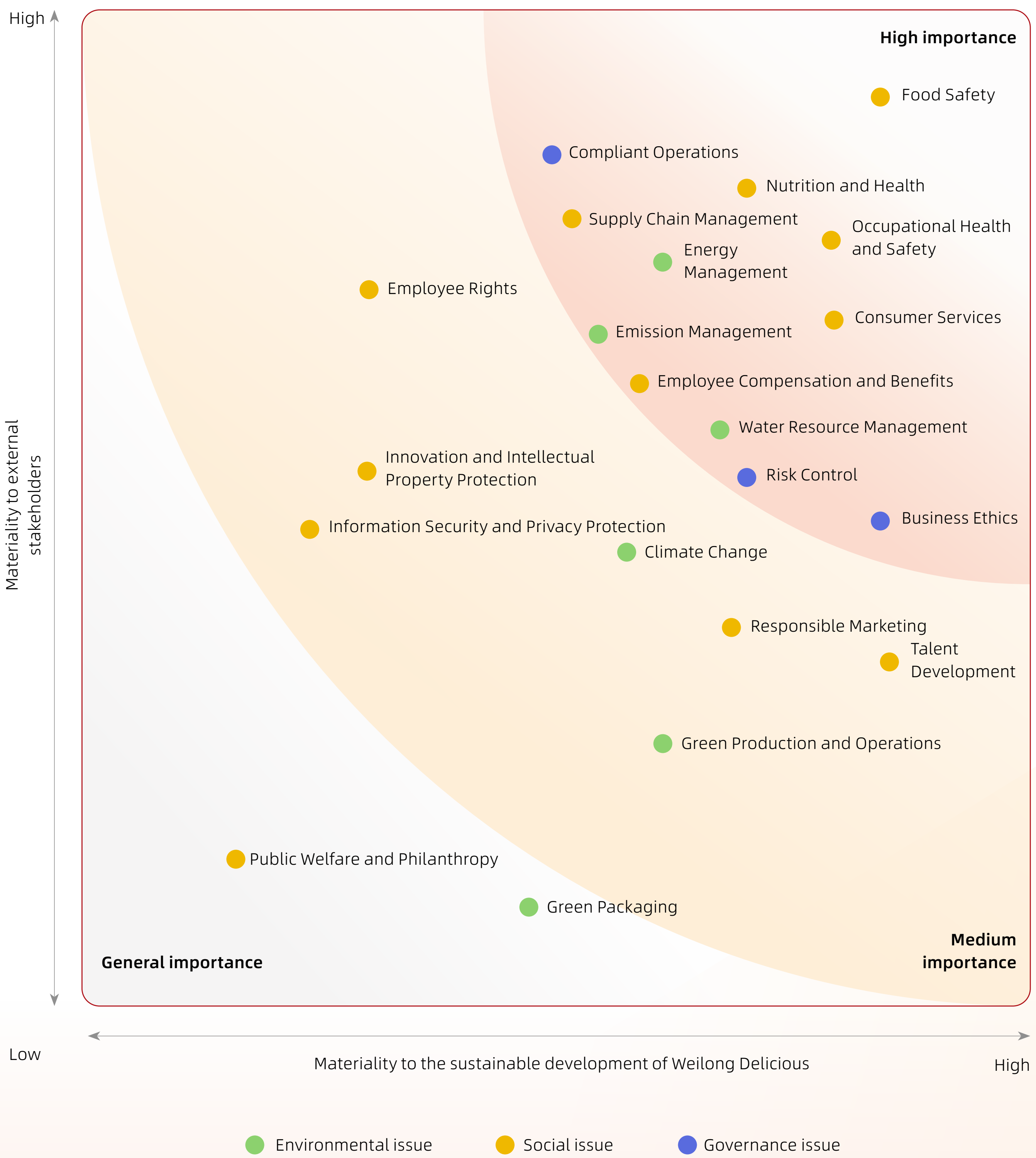
Stakeholder Engagement

The Group places great importance on stakeholder expectations and feedback, and is committed to establishing a systematic and transparent two-way communication mechanism. We maintain close contact with stakeholders through various channels, including regular surveys, thematic forums, participation in industry summits, and daily interviews. We incorporate the feedback and suggestions as key references into our long-term strategic planning for ESG governance, thereby effectively safeguarding the relevant interests of our stakeholders.

Stakeholder Categories	Key Issues	Communication Channels
Shareholders/Investors	• Compliant Operations • Risk Management • Business Ethics • Innovation and Intellectual Property Protection	• HKEXnews website and the Group's official website • Periodic Reports and Announcements • Investor Email Communication • Investor Roadshows • Investor Day
Group Employees	• Employee Compensation and Benefits • Talent Development • Occupational Health and Safety • Employee Rights	• Regular Communication Activities (e.g., Employee Council) • Survey Feedback • Training Activities • Employee Union
Suppliers	• Supply Chain Management • Food Safety • Compliant Operations	• Contracts and Agreements • Supplier Evaluation • Supplier Communication and Training
Government and Regulatory Authorities	• Compliant Operations • Business Ethics • Public Welfare and Philanthropy • Energy Management • Water Resource Use • Emissions Management • Green Packaging	• Information Disclosure and Reporting • Visitor Reception • Project Collaboration • Supervision and Inspection
Clients	• Food Safety • Nutrition and Health • Consumer Services • Responsible Marketing • Information Security and Privacy	• Client Visits • Market Research • National Customer Service Hotline
Media	• Food Safety • Emissions Management • Responsible Marketing • Green Production and Operations	• Daily Communication and Response • Public Opinion Monitoring and Response • News Disclosure on the Official Website • Interviews and Q&As • Participation in Offline Media Events • Online Media Forums
Community and the Public	• Public Welfare and Philanthropy • Responsible Marketing • Green Production and Operations	• Volunteer Services • Community Service

Material Issues

Based on our development strategy and operational management status, the Group regularly conducts identification and assessment of ESG material issues. We collect feedback from internal and external stakeholders through diverse channels to comprehensively evaluate the importance of various ESG issues. Ultimately, we developed a materiality matrix comprising 12 issues of high importance, 7 of medium importance, and 2 of general importance, providing a solid foundation for the Group's long-term ESG planning.



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For Responsibility

Strengthening the Foundation of Governance

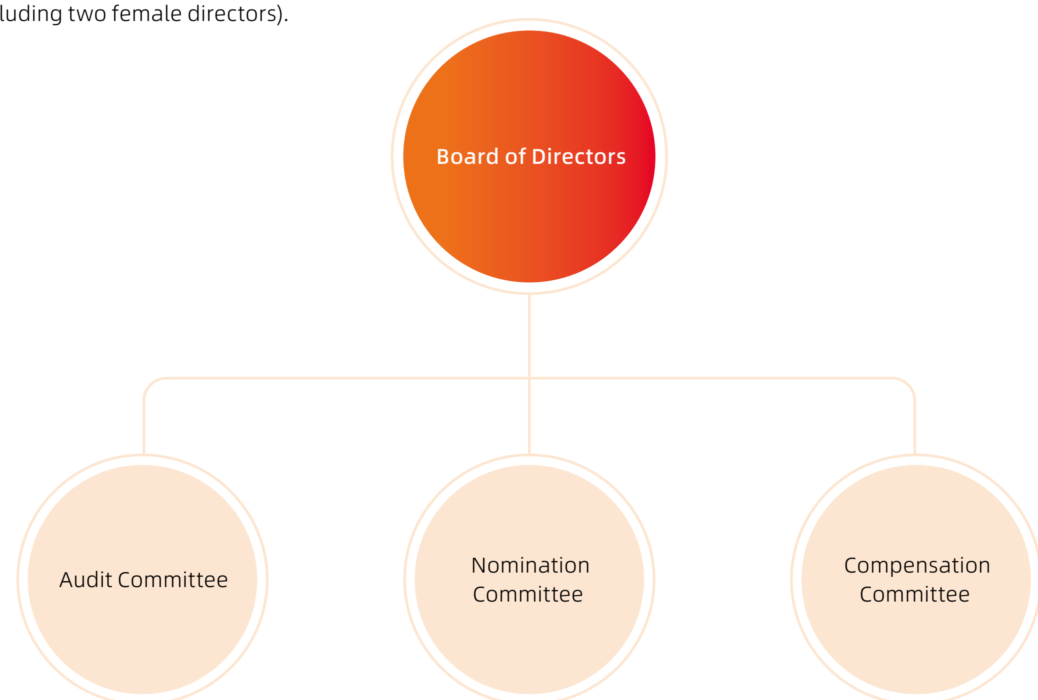
Weilong Delicious is committed to building a diverse and professional governance team, strengthening risk management capabilities, adhering to business ethics, and improving the level of compliant operations. At the same time, we continuously improve our ESG governance framework, thoroughly identify material issues, and maintain close communication with all stakeholders to jointly create a more open and inclusive governance structure.

Efficient Corporate Governance

With a professional and efficient Board of Directors as its core pillar, the Group continuously improves its corporate governance system, refines risk assessment and response mechanisms, and strengthens business ethics management. We enhance the implementation of compliance management to foster a fair, transparent, and integrity-driven business environment, providing a solid foundation for the company's steady development.

The Group strictly adheres to laws and regulations, including the *Company Law of the People's Republic of China*, as well as listing regulatory requirements in conducting corporate governance. The Board of Directors is the Company's standing decision-making body and is accountable to the General Meeting of Shareholders. Under the Board, there are Audit Committee, Nomination Committee, and Compensation Committee, each fulfilling distinct responsibilities and working in concert to advance the operation of the corporate governance system.

We place great emphasis on the diversity of our Board of Directors. In the nomination and selection process, we comprehensively evaluate candidates' industry backgrounds, professional capabilities, international perspectives, and strategic insight to continuously enhance the Board's strategic leadership capabilities. As of the date of this report, the Company's Board of Directors consists of eight directors, including four executive directors, one non-executive director, and three independent non-executive directors (including two female directors).



Governance Structure

Comprehensive Risk Management

The Group is committed to establishing a systematic risk management mechanism. At the institutional level, during the reporting period, we introduced the *Closed-Loop Management System for Audit Issues* and revised the *Internal Audit Control Procedures*, further clarifying the definition of internal audit, professional ethics standards, and confidentiality requirements. At the organizational level, we have established a multi-tiered risk management framework to systematically assess business operational risks, providing a solid foundation for the implementation of risk management mechanisms.

Audit Committee

- Review and approve the annual internal audit plan (including the risk control plan)
- Oversee and evaluate risk management and internal control activities
- Oversee and evaluate internal audit activities

Internal Control Department

- Develop the annual risk assessment and control plan
- Identify risk areas, record them in the risk control matrix, and track progress
- Collaborate with various functional departments to carry out risk response and control optimization

Internal Audit Department

- Develop the annual internal audit plan (including the risk control plan)
- Conduct internal audits and identify risk areas
- Organize departments to implement risk response measures
- Conduct audit projects and oversee corrective actions

Legal Department

- Establish legal and compliance systems, and build a contract management system and contract performance tracking mechanism
- Provide compliance-related training and manage compliance matters
- Establish a multi-dimensional intellectual property management system and infringement detection system

Risk Management System

We focus on four key areas–fraud prevention, deviation correction, vulnerability identification, and remediation enhancement – to systematically advance our annual audit work, effectively mitigate compliance risks, and enhance the effectiveness of internal controls.

Fraud Prevention

We conduct integrity training and anti-fraud awareness campaigns through various channels, including Weidong Headlines and integrity promotion posters

Deviation Correction

Verify employee behaviors that deviate from internal control designs through proactive investigations and verification of whistleblower reports

Vulnerability Identification

Test and evaluate internal control processes across multiple business areas, including procurement, production operations, and quality management

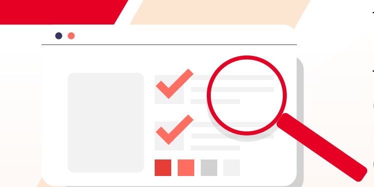
Remediation Enhancement

We drove departmental corrective actions for identified deficiencies and tracked and verified the results of these actions

During the Reporting Period, we continued to conduct business ethics audits, focusing on expense management, employee conduct, and all business processes. Through special audits and compliance inspections, we worked to establish an effective closed-loop risk management system.

Two Expenses, One Conduct

We regularly conduct specialized compliance audits on marketing expenses, personnel costs, and employee conduct. In 2025, we completed audits covering marketing travel, snack distribution channels, event expenses, and sales personnel to identify potential risks and strengthen our business ethics defenses.



End-to-End Compliance Review

We conduct compliance inspections across the entire process–from procurement, production, warehousing, and logistics to sales–covering logistics and express delivery, production and operations, on-site management, and advertising and media, to ensure compliant operations.

Upholding Business Ethics

The Group adheres to a business philosophy of integrity, honesty, and compliance, maintaining a "zero-tolerance" stance toward corruption and violations of business ethics. We have established a robust business ethics and integrity management system. Through integrity education, a comprehensive whistleblower handling mechanism, and information security management, we promote compliant business operations and embed a culture of integrity into our corporate culture.

Anti-Corruption

The Group explicitly prohibits acts of corruption, fraud, and other violations of business ethics. By improving institutional frameworks, strengthening integrity education, and optimizing whistleblowing mechanisms, we comprehensively enhance the effectiveness of corporate integrity governance.

Institutional Framework

We strictly comply with laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Audit Law of the People's Republic of China*, and the *Civil Code of the People's Republic of China*, and have established and continuously improved our internal management systems. During the Reporting Period, we revised the *Reporting Management System* to clarify the scope of reports accepted and the handling procedures, providing an institutional basis for preventing and addressing risks related to business ethics.

To standardize the conduct of employees and partners, we have established a comprehensive internal reporting and handling mechanism, strengthened investigations and penalties for violations, and reduced business ethics risks. For employees who violate regulations, we handle cases strictly in accordance with the *Rewards and Penalties Management Policy*; for all formal suppliers, we continue to promote the signing of *Integrity Agreements*, explicitly stipulating that partners found in violation will be permanently blacklisted and all cooperation terminated. During the Reporting Period, there were no concluded corruption-related lawsuits filed against the Group or its employees.

Integrity Education

To foster a clean and upright corporate atmosphere and business environment, we have continuously organized integrity education and awareness activities for all employees and partners. Through diverse methods such as in-person training, online video education, and regular promotional campaigns, we have enhanced integrity awareness among all parties and solidified the foundation for compliant operations. During the Reporting Period, we organized a total of 20 integrity-related training and promotional activities.

CASE **Employee Integrity Education**

We conduct integrity education for all employees through a combination of training, videos, and regular updates. During the Reporting Period, the average employee of the Group participated in 12.75 hours of anti-corruption training[2].

Training Activities

- Throughout the year, we conducted a total of 18 integrity training sessions for employees in various roles, covering topics such as business standards, analysis of typical cases, and compliance guidelines.
- We conducted 8 integrity training sessions for production staff, 5 for the marketing system, 4 for production management, and 1 for internal procurement


Integrity Training Activities

Video Education

- We released the integrity-in-tendering promotional video titled "Duty and Cooperation, Integrity and Mutual Benefit" and a series of integrity and compliance videos to deepen all employees' understanding of integrity and compliance requirements through vivid and intuitive educational content.

Integrity in Bidding Promotional Video

Ongoing Awareness Campaigns

- Through daily information updates, we continuously educate all employees on integrity-related laws and regulations as well as typical case studies, enhancing their ability to identify risks and providing a solid foundation for building the company's integrity culture.

Regular Integrity Updates

While fortifying our internal integrity defenses, we extend our integrity principles to our partners to jointly build a fair and clean business ecosystem.

CASE **Integrity Collaboration with Partners**

Specialized Training: During the Reporting Period, we conducted two integrity training sessions for suppliers and partners to clarify integrity standards and behavioral boundaries in our collaborations, thereby mitigating the risk of supply chain violations.

Holiday Integrity Reminder: To maintain a business environment characterized by integrity and honesty, we send integrity reminders to all employees and business partners during major holidays such as the Spring Festival, guiding all parties to conduct themselves appropriately and ensuring the effective implementation of integrity initiatives.

[2] Data does not include training related to the Board of Directors

Whistleblowing Mechanism

To ensure the effective operation of our reporting mechanism, we strictly handle all reported matters in accordance with the *Reporting Management System*, clearly defining the scope of accepted reports and the processing timelines. We have established and maintain reporting channels such as SMS, dedicated email, online platforms, and postal mail to facilitate the reporting of potential non-compliance by internal and external stakeholders, including employees, suppliers, and contractors. Additionally, we have integrated a WeChat Mini Program entry point to further enhance the convenience of our online reporting platform.

Mini Program	Chairman's Integrity Reporting Email	Chairman's Integrity Reporting SMS	Mailing Address
"Integrity Reporting" WeChat Mini Program "Weilong Integrity Reporting" WeChat Mini Program	liu_weiping@wlspjt.com	+86 139 3953 1914	Henan Province, Luohe City, Economic and Technological Development Zone, South Section of Zhongshan Road, No. 13, Weilong Meiwai Phase II Park, Gate 1, Audit Center

Integrity Reporting Channels

We will promptly initiate investigation and handling procedures for all reports or complaints received to ensure the effective implementation of integrity management regulations.

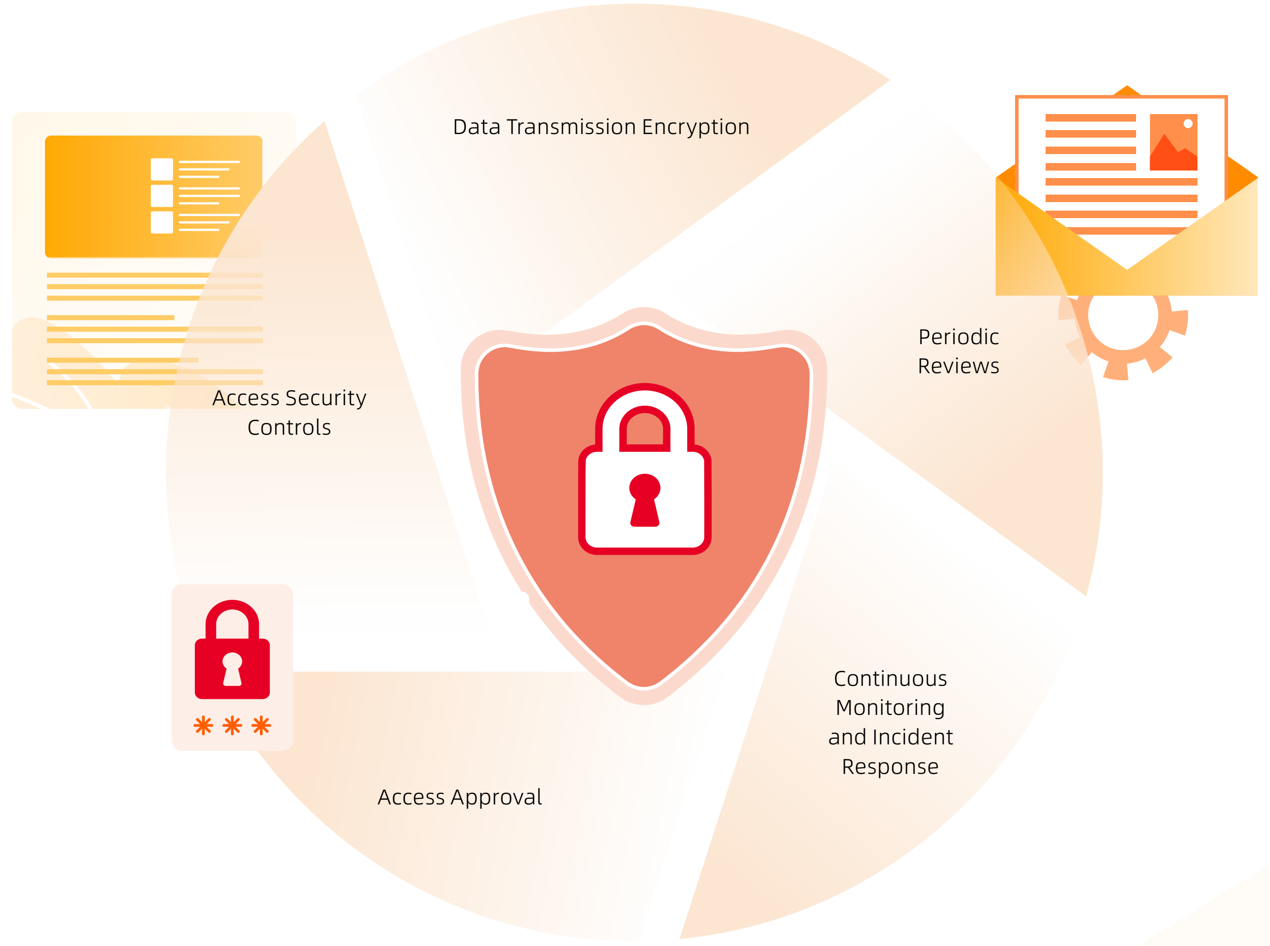
Preliminary Assessment	Conduct a preliminary assessment of the reported information to determine whether it constitutes corruption or embezzlement that harms the Group's interests, and clarify its nature and severity
Assignment of Investigators	Based on the nature and severity of the report or complaint, we assign professional investigators to conduct the inquiry, ensuring the process is conducted fairly and impartially.
Information Gathering	Comprehensively gather all types of information and evidence related to the case, including but not limited to written documents, electronic records, witness statements, and on-site verification results; if necessary, further communicate with the whistleblower to supplement key information and relevant details
Investigation and Analysis	Conduct an in-depth analysis of the collected case information to identify the root causes of the issues and their scope of impact, and assess whether there are management deficiencies or systemic loopholes in the company's operations, thereby providing a basis for formulating subsequent handling plans
Decision on Action	Report the investigation findings and collaborate with relevant departments to develop a handling plan, including personnel disciplinary actions and management improvements, ensuring the plan complies with legal regulations and company policies
Feedback to the Whistleblower	Provide the whistleblower with the investigation findings and the resolution plan, clearly explaining the basis for the resolution and the corresponding measures; if the whistleblower objects to the resolution, provide channels for further appeal to effectively safeguard their legitimate rights and interests

Integrity Reporting Investigation Process

Information Security

The Group places high importance on information security, strictly implementing and continuously strengthening all management measures. We regularly conduct internal and external audits to verify the effectiveness of our security framework, and organize routine security awareness campaigns and specialized training for all employees to build a comprehensive, multi-layered security defense system and a culture of compliance.

We strictly comply with laws and regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and the *Data Security Law of the People's Republic of China*. During the Reporting Period, we updated the *Information Security Management Policy*, refining and improving management measures related to endpoint security, vulnerability management, data encryption, and information storage, thereby enhancing our information security management and risk response capabilities.



Core Mechanisms of Public Internet Access Security Management

To drive the transformation of information security management toward proactive defense, we focus on optimizing systems and enhancing capabilities across key areas such as endpoints, hosts, networks, data, vulnerabilities, and personnel management.

Security Culture Development
- Regularly distribute security alerts and risk case studies through methods such as online quizzes and simulated phishing exercises
- Establish a dedicated incentive program for employees who actively participate in training and pass the assessments

Host and Container Management
- Use the internal image repository exclusively; all images must undergo vulnerability scanning and compliance checks before deployment
- The image repository must enable an automated alerting mechanism; images containing high-risk vulnerabilities will be automatically taken offline or blocked from being pulled
- Containers must not run with root privileges; restricted user accounts must be used, and network policies must be implemented to isolate containers for different business operations

Endpoint Security Management
- All endpoint devices accessing the Group's internal network must ensure identifiable identities and controllable statuses
- All endpoints are prohibited from having read/write access to USB storage devices; only charging functionality is permitted
- The installation of non-work-related software is strictly prohibited

Full Lifecycle Vulnerability Management
- For high-risk vulnerabilities, clear deadlines for remediation are established based on their nature and severity
- Emergency measures must be taken for systems with overdue issues or those posing significant risks

Account and Permissions Management
- Remote access is limited to VPN, bastion hosts, and the iOA Zero Trust platform; any unauthorized third-party tools or private channels are strictly prohibited
- Highly sensitive systems, such as financial, R&D, and customer data systems, must enable multi-factor authentication (MFA)
- All operations and maintenance tasks must be performed via the bastion host, with full system auditing

Data Transmission and Storage Management
- Internal and external data transmission must use encrypted channels such as HTTPS, TLS, and SFTP
- Set clear retention periods for different types of data and automatically initiate data purging

Information Security Management Measures

We continuously conduct information security audits to ensure comprehensive management covering network perimeter protection, system configuration compliance, endpoint behavior, and personnel operation audits. We are strengthening our internal and external audit mechanisms by increasing audit frequency, expanding audit scope, and reinforcing the closed-loop remediation process to ensure compliance and information security standards throughout the Group's digital transformation.

Internal Audits

- We adopt a combination of regular and special audits, conducting in-depth audits every six months focusing on key areas such as endpoint and access security, account and permission management, cloud collaboration security, host and container security, and data storage compliance
- For issues identified during audits, we have established a comprehensive remediation and accountability mechanism. We ensure the effective implementation of audit findings through mandatory corrections, awareness campaigns, and targeted incentives

External Audits

- We combine collaborative audits with specialized technical testing, engaging third-party audit firms to conduct independent assessments of the Group's critical information systems, focusing on governance and technical risk control for core systems
- For issues identified during audits, we will drive corrective actions and governance improvements by standardizing processes, strengthening access controls, and optimizing response mechanisms

To address data security risks arising from the company's digital transformation, in 2025, the Group formulated and implemented the "Strengthening Security Foundations, Building Digital Defenders" company-wide information security awareness enhancement program. This program integrates policy dissemination, tiered training, routine security alerts, and emergency drills to internalize information security requirements as part of employees' daily conduct, thereby fortifying the information security defense line.

CASE Information Security Training

During the Reporting Period, we conducted training under the theme "Beware of Unintentional Actions; Safeguard the Company's Digital Assets". Through the analysis of real-life case studies, we highlighted high-risk behaviors and their consequences in daily operations, and provided an in-depth interpretation of relevant provisions in the *Information Security Management Policy* to clarify behavioral boundaries and compliance requirements for employees. Additionally, the training addressed specific scenarios such as employee handover upon resignation and external collaboration, standardizing security procedures and guidelines for tool usage. This training enhanced employees' ability to identify security risks and improved the standardization of daily operations, providing a more robust safeguard for the company's data assets. In 2025, the employee coveragerate for information security training is 93%.

Since 2018, the Group has maintained a record of zero information security incidents, demonstrating our capabilities in protection and governance within the information security domain.

For Quality

02

Leading the Way to a New Era of Health

Quality is Weilong Delicious's core commitment throughout the entire product lifecycle. Driven by innovation, the company strictly adheres to quality control standards, actively responds to consumer needs, and collaborates with upstream and downstream partners in the supply chain to build a cooperative ecosystem based on shared responsibility and value, thereby fortifying the product quality defense line.

Partnering for Health and Innovation

Innovation is the core engine of the Group's sustainable development. We continuously refine our R&D system, enhance our independent innovation capabilities, and focus on upgrading products to be healthier, more nutritious, and of higher quality, providing consumers with diverse and healthy snack food options.

Innovation System

Based on regulations such as the *Product Category Lifecycle Delivery Review and Delivery Requirements*, the *Project Management System*, the *New Product Development Process*, and the *Innovation Management System*, the Group has established a new product R&D process covering four stages: "Concept, Preliminary Research, Development, and Launch." We are continuously refining our innovation project management system to enhance innovation efficiency. During the Reporting Period, the company optimized the organizational structure of its R&D Center, established eight specialized R&D teams, and implemented refined product development. At the same time, we formulated 2025 R&D goals, including new product launch rates and extended product shelf life, to improve R&D efficiency, optimize product quality, and advance the construction of a sustainable innovation system through goal-oriented approaches.

We strengthened our R&D team by recruiting highly educated professionals, continuously enhancing the team's expertise and innovative vitality. Our R&D team partnered with government to establish a joint doctoral workstation, deepening industry-academia-research collaboration to accelerate breakthroughs in core technologies and the commercialization of research outcomes.

In addition, we actively promote the application of AI technology in R&D and production. We utilize AI to automate the analysis of food safety monitoring data and generate reports, thereby improving the efficiency of quality supervision. We also use AI to analyze production line operational data to identify areas for production optimization. Furthermore, we leverage AI to automatically generate market data insight reports, which support product iteration and business decision-making, thereby enhancing the intelligence of R&D and the scientific basis of decision-making.

Health Products

The Group proactively promotes healthier products, with particular attention to their nutritional and health properties. We actively respond to policy directives such as the *Healthy China Action (2019-2030)*, the *Dietary Guidelines for Chinese Residents (2022)*, and the *Healthy China 2030 Plan Outline*. We systematically integrate nutritional and health concepts into every stage—from raw material selection and ingredient application to packaging design—and are committed to becoming a premium snack brand that aligns with healthy living trends and contributes to the nation's health development.

Nutrition and Health Initiatives

We continue to focus on high-quality ingredients, clean label practices, food preservation, and packaging optimization R&D to comprehensively enhance the nutritional and health standards of our products.

High-Quality Ingredients

- We insist on sourcing ingredients directly from premium production regions. Through standardized cultivation and large-scale production, we establish stable partnerships with farmers to ensure quality throughout the entire process from farm to factory;
- We prioritize the development of high-nutritional-value ingredients, centering on konjac and combining it with healthy ingredients such as kelp and mushrooms to build a high-fiber, healthy product portfolio, offering consumers superior nutritional and health choices

Healthy Foods

- We have independently developed a non-frying extrusion cooking process and utilized innovative techniques such as flash-freezing to lock in freshness and reduced-salt flavor retention. We strictly control the use of trans fatty acids, cyclamate, and preservatives to balance health and taste;
- Focusing on the "Two Highs and Three Lows" (high fiber, high satiety, low calories, low carbohydrates, low fat), we continuously upgrade our "three reductions and one control" initiative (reducing sugar, oil, and salt; controlling additives). Mainstream products[3] have reduced salt content by over 20%, while the fat content of our Konjac Shuang has been lowered to 7.5%, and the entire product line[4] now adopts strict control over cyclamate and trans fats

Food Preservation

- Utilizing natural bio-preservatives and nitrogen-flushing packaging to reduce reliance on chemical preservatives—such as replacing synthetic preservatives like potassium sorbate with natural preservatives—to achieve safer, more natural preservation solutions

Small-Packaged Foods

- For product lines such as Big Latiao and Mala Mala, we have introduced small-portion and sharing packages, establishing a differentiated packaging system that balances consumer diversity with the promotion of scientific dietary habits

Product and Flavor Innovation

Guided by market demand and consumer feedback, we drive flavor innovation and production technology upgrades while continuously enriching and optimizing our product portfolio to provide consumers with increasingly diverse and high-quality choices.

In 2025, focusing on our vegetable products series, we continued to drive product innovation, successively launching several new Konjac Shuang varieties, including sesame paste flavor, high-fiber porcini mushroom flavor, and Dai-Style pounded chicken feet flavor. Each product retains the signature chewy and smooth texture. Among them, the Sesame Paste flavor features a savory and rich taste with carefully balanced spiciness, offering a new taste experience distinct from traditional classic flavors; the High-Fiber Porcini Mushroom flavor maintains its low-calorie, light-on-the-stomach benefits with a rich mushroom aroma, further appealing to consumers seeking light meals and non-spicy options; and the Dai-Style Pounded Chicken Feet flavor is tangy and appetizing, recreating the distinctive flavors of Yunnan to provide consumers with more diverse choices.

As part of our noodle product series, we have launched the spicy beef-flavored Kiss-Burn. Drawing inspiration from the development of five-spice braising sauces, this product combines four regional aromatic ingredients—Jinyang green Sichuan peppercorns, Wudu Sichuan peppercorns, Henan chili peppers, and Indian ghost peppers. Through precise blending and refined craftsmanship, it integrates spicy, numbing, and savory flavors with the rich taste of beef into the layered noodle structure. The product delivers a deeply penetrating numbing sensation and is plump and juicy, infusing classic products with new gustatory vitality while further expanding the boundaries of flavor innovation.

[3] Mainstream Products: Primarily includes konjac products and noodle products.

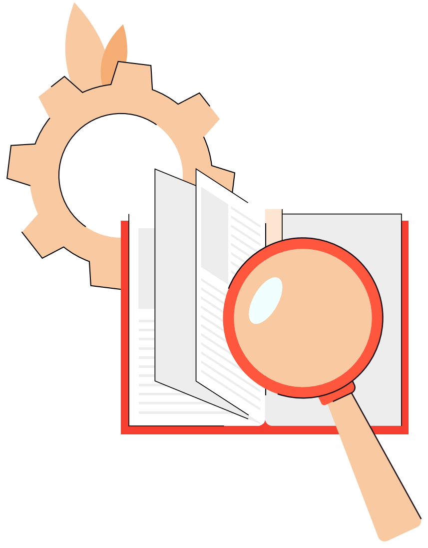
[4] Full Value Chain: Refers to all relevant stages from raw material cultivation, storage, and transportation to product processing, packaging, transportation, and sales.

Intellectual Property Protection

Intellectual property management serves as a vital pillar for corporate innovation and competitiveness. Our Group strictly adheres to relevant laws and regulations, including the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and the *Trademark Law of the People's Republic of China*. We have established a standardized intellectual property management system and regularly optimize our *Intellectual Property Management and Control Procedures* to continuously enhance management standards. We place high importance on protecting our own intellectual property rights and consistently uphold respect for the intellectual property rights of others.

Protection of Our Own Intellectual Property

- Through our intellectual property management system, we strengthen the management of confidential information and have introduced specialized intellectual property management software to identify potential infringement risks.
- At the same time, we clearly define intellectual property and confidentiality clauses in all types of contracts and agreements to further mitigate potential risks.



Preventing Infringement of Third-Party Intellectual Property

- During the project initiation phase, we conduct intellectual property searches and analyses and, with the support of professional agencies, identify potential rights conflicts to avoid infringing on third-party prior rights, thereby ensuring the compliance of our R&D and business operations.

We regularly provide employees with training on intellectual property management, covering topics such as intellectual property protection, trade secret management, and the sharing of international enforcement experiences, to continuously enhance employees' risk prevention awareness. During the Reporting Period, we participated in four external intellectual property training sessions and organized two internal training sessions, covering key departments such as the Legal Department, Marketing, and Product, further strengthening employees' practical intellectual property capabilities in their daily work.

As of the end of the Reporting Period, the Group has been granted 214 patents and registered a total of 1,309 trademarks, including 24 newly granted patents and 20 new patent applications in 2025.

Industry Collaboration

The Group continues to promote the co-construction of the food industry ecosystem, advocating a development model based on openness, collaboration, and mutual benefits. Through collaborative research and mutual exchange, we work hand in hand with industry partners to explore future directions, implement standardized practices, and jointly propel the food industry toward a new phase of high-quality and specialized development.

We continue to deepen industry-academia-research collaboration by partnering with universities and research institutions to conduct research on key food processing technologies, focusing on optimizing the texture, flavor, and quality stability of spicy snack products. By establishing open collaboration platforms, we promote knowledge sharing and joint technological innovation, driving overall technological progress in the industry and contributing to collaborative development.

We actively participate in industry exchanges to promote the implementation of food safety principles. As a corporate member of the "Food Safety Together" initiative, we consistently participate in food safety seminars, share quality management experiences, and leverage our professional expertise to support industry development. Capitalizing on our position as an industry pioneer and drawing on our long-term experience in the spicy snack food sector, we have taken the lead in participating in multiple industry standard research projects. In 2025, building on our earlier explorations, we achieved significant progress in advancing these standards.

During the Reporting Period, we entered into a partnership with the China National Institute of Standardization, and the project to formulate a national standard for konjac products officially entered the project initiation phase, providing a roadmap for the standardized development of the food industry. As of the end of the Reporting Period, the Group has cumulatively participated in the formulation of 1 industry standard, 1 national standard, and 7 group standards.

1 Industry Standard

- QB/T 5729-2022 Seasoned Flour Products

1 National Standard

- GB/T Sensory Analysis Methods Texture Profile Analysis

7 Group Standards

- T/FDSA 034-2022 Children's Snack Egg Products
- T/CMATB 2003-2022 Soft-boiled Eggs
- T/LFSA 007-2021 Composite Seasoning
- T/LFSA 008-2021 Cooked Meat Products
- T/LFSA 004-2020 Konjac Ready-to-Eat Foods
- T/CFNA 6101-2020 Sichuan peppercorns
- T/LFSA 001-2019 Seasoned Flour Products

Based on our continuous investment and practice in the fields of food safety and quality management, we have gained widespread recognition within the industry. During the Reporting Period, the Group was selected as a "China Consumer Brand" and received the Henan Provincial Governor's Quality Award, and initiated the application process for Shanghai High-Tech Enterprise status.

Comprehensive Assurance of Safety and Quality

The Group has established a quality assurance system covering the entire product lifecycle to comprehensively safeguard safety and quality, continuously providing consumers with reliable and trustworthy products. At the same time, we are continuously enhancing our customer service capabilities. By optimizing feedback response mechanisms and driving closed-loop resolution of issues, we are constantly strengthening brand trust through efficient and reliable service performance.

Quality System

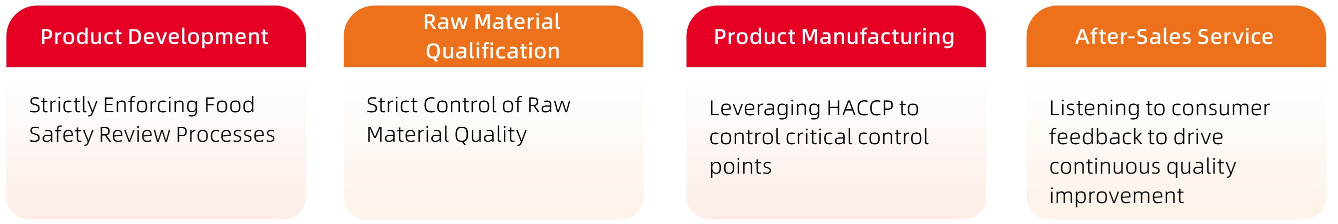
The Group strictly adheres to the requirements of relevant laws and regulations, including the *Food Safety Law of the People's Republic of China*, the *Product Quality Law of the People's Republic of China*, and the *Measures for the Administration of Food Safety Standards*. We have established an institutional framework centered on the *Quality and Food Safety Management Manual*. During the Reporting Period, we continued to refine our systems across various dimensions—including product design, raw material sourcing, production processes, hygiene control, warehousing and transportation, and incident response—to ensure the efficient operation of our food safety management system.

Our food safety management policy spans the entire product lifecycle, placing the customer at the center, strengthening risk control, and striving to provide global consumers with safe, delicious, and trustworthy Chinese flavor foods.

By 2025, our Comprehensive Quality Management Center had expanded to include seven subordinate departments. Focusing on key areas such as food safety, raw material inspection, contract manufacturer management, quality audits, and testing management, we systematically advanced the professionalization and refinement of our quality management efforts. Additionally, we continuously optimized the operational mechanisms of our five major quality modules, effectively ensuring the orderly advancement of quality management across all stages of the product lifecycle.

5 Major Quality Modules

We have established a management system covering the entire product lifecycle—from R&D, procurement, and production to after-sales service—to ensure clear quality control checkpoints and accountability mechanisms at every stage, providing systematic support for food safety and quality management. By adhering to comprehensive food safety standards, we have integrated the entire management chain from raw material sourcing to end products, implementing a comprehensive quality assurance mechanism to continuously enhance food safety management and product quality consistency.



End-to-End Quality Management Mechanism

We continuously benchmark against internal and external food safety and quality management requirements to drive the continuous optimization of management processes, ensuring the stability and controllability of food safety and quality. We organize and conduct internal audits of the FSSC 22000 and HACCP systems, and continuously pursue third-party certification. In 2025, the Group commissioned third parties to conduct a total of 9 system certification audits to ensure that system operations comply with standard requirements and are continuously improved.

Furthermore, in response to global cultural diversity and differences in dietary habits, the Group continues to pursue overseas certifications to enhance its brand's international recognition. As at the end of the Reporting Period, certain products of the Group have respectively obtained halal certification from Malaysia and Indonesia, HALAL certification, British Retail Consortium (BRC) Certification, and low GI (Glycemic Index) product certification.

Quality Initiatives

Food Safety and Quality Control

The Group centers its operations on end-to-end quality control, comprehensively driving the closed-loop operation of the quality management system—from the identification and prevention of food safety risks, to dynamic inspections and the establishment of internal and external oversight mechanisms, to the continuous enhancement of testing capabilities—to ensure quality assurance throughout the entire process, from source to end-user.

We have further refined our food safety risk prevention and control mechanisms to comprehensively identify and manage key risks from product development through to market distribution, ensuring that every stage complies with regulatory requirements and quality standards. Relying on regulations such as the *Food Safety Monitoring, Risk Assessment, and Control Guidelines* and the *Food Safety Information Collection and Early Warning System*, we regularly formulate risk testing plans covering raw materials, production processes, and finished products. By combining professional testing methods with data tracking and analysis, we achieve early identification of food safety risks and timely intervention, effectively safeguarding product quality and consumer health. At the same time, to enhance the foresight and response efficiency of our risk prevention and control efforts, we continuously monitor external regulatory developments and food safety incidents. By addressing public concerns, we conduct training and self-inspection initiatives to strengthen our capabilities in early risk identification and prevention.

In accordance with the *Food Safety Risk Monitoring Standards*, we systematically carry out food safety risk monitoring and screening. During the Reporting Period, the Group conducted comprehensive monitoring of food raw materials, production processes, and finished products, carrying out a cumulative total of 840 risk monitoring tests, with a 100% pass rate for all items, providing a solid guarantee for product quality and safety.

We have refined our internal and external quality supervision mechanisms and expanded our supervision channels. During the Reporting Period, the Group underwent 2 audits or inspections by external regulatory authorities and 14 customer audits. Additionally, we conducted quarterly hygiene and health inspections of production workshops, process flows, and product packaging to ensure quality control at every stage. At the same time, we actively collaborate with regulatory authorities and customers to jointly identify potential quality issues and promote multi-party cooperation in quality management.

Furthermore, we have continuously strengthened laboratory testing capabilities. During the Reporting Period, the Group conducted 65 supervisory reviews of laboratory personnel, 48 internal and external training sessions, and 24 quality control activities in accordance with the *Laboratory Personnel Management and Training Procedure*, and carried out 13 technical benchmarking sessions with external suppliers to ensure that testing capabilities consistently meet relevant standard requirements. In addition, we completed method development for 8 new testing items, conducted validation for over 10 testing methods, and significantly shortened the testing development cycle by optimizing laboratory processes, equipment, and resource allocation, thereby comprehensively enhancing the professionalism and efficiency of quality testing.

Product Recall Management

In accordance with the *Measures of Food Recall Management*, we have established the Product Withdrawal/Recall Control Procedure and the *Identification and Traceability Control Procedure* to systematically standardize emergency response and product recall processes during unexpected incidents. We regularly conduct simulated recall drills, requiring each production facility to complete one bidirectional simulation drill annually—tracing from raw materials to finished products and from finished products back to raw materials—to comprehensively test the integrity of the traceability system and the effectiveness of the response mechanism. During the Reporting Period, no product recall incidents caused by food safety issues occurred within the Group.

Recall Triggers

- Recall initiated in accordance with requirements from national regulatory authorities
- Conduct hazard investigations and assessments regarding quality issues reported internally and externally; initiate recall procedures upon confirmation of risks

Emergency Response Mechanism

- Establish a product recall emergency team and clarify the responsibilities and divisions of labor among departments
- Make decisions and report key progress within 24 hours

Recall Execution

- Complete the recall within the specified timeframe
- Implement remedial actions, rework, or disposal of recalled products
- Conduct root cause analysis, and develop and implement corrective and preventive actions

Product Recall Process

Food Safety Culture

We organize multiple specialized training sessions based on the latest international and domestic quality standards to effectively integrate these requirements into the quality and safety management system, further strengthening the standardization and adaptability of the system's operations. Key training topics include:

GB 14881	• Conducting a comparison of differences between the old and new versions, advancing the assessment of co-line production, and implementing HACCP control plans • Promoting factory hardware upgrades to enhance allergen control and production compliance
GB 28050	• Upgraded nutrition labeling from "1+4" to "1+6," mandating the addition of "saturated fat" and "sugar" labels, and initiated the process of updating label layouts
GB 7718	• Strictly regulate claims such as "sugar-free" and "zero additives"; implement mandatory "dual date" and allergen labeling requirements • Allergens (such as wheat flour) must be prominently labeled in the ingredient list, and coding equipment must be upgraded to support dual-date labeling

We also organized employee participation in various internal and external quality training programs to systematically enhance quality and safety control capabilities. Externally, we selected personnel to attend training sessions on international regulatory interpretations and food safety management; internally, we conducted quality and food safety knowledge training, as well as specialized training on the implementation of newly revised production standards, to solidify the foundation for the execution of the quality management system. During the Reporting Period, the Group organized over 700 training sessions, with a cumulative duration exceeding 630 hours, and more than 40,000 participants.

Internal Training

- Annual Quality and Food Safety Knowledge Training
- Implementation training for updates to production standards

External Training

- Interpretation of international regulations, such as the U.S. Food and Drug Administration (FDA) inspection requirements
- Basic food safety training, such as key points for risk monitoring of seasoned noodle products
- Specialized training organized by clients, such as foreign object management
- Explanation of the BRC Food Safety Management System Standard

Food Safety and Quality Training (Selected)

In addition, we conduct annual food safety and quality awareness campaigns, using a variety of engaging and interactive methods to continuously enhance quality and safety awareness among all employees.

CASE "Everyone is a Quality Guardian—I Take Responsibility for Everything I Handle" Quality Campaign

From August to December 2025, we launched the "I Check Everything That Passes Through My Hands" quality campaign to implement the quality management philosophy of "full participation and end-to-end control". Through multi-faceted initiatives—including sharing best practices, selecting quality pioneers, providing funding for exemplary practices, issuing warnings and implementing corrective measures for negative cases, and conducting specialized skills training—the campaign has deeply ingrained quality awareness and fostered a strong culture of quality and safety.

Customer Service

Customer experience is a cornerstone of quality management. Starting from user needs, the Group continuously optimizes its customer feedback response mechanisms while strengthening real-time monitoring of public sentiment. We strive to transform public opinion and customer complaint data into quality improvements, thereby continuously enhancing service value and brand credibility.

Customer Complaint Management

We have refined our after-sales service system, updated the *400 Service Hotline Operating Guidelines* and the *Customer Complaint Handling Procedures*, and continuously optimized processes for handling customer complaints and social media sentiment. These efforts effectively enhance the consumer experience and improve service response efficiency.

Diverse Communication Channels

We have established multiple channels, including the 400 hotline, the 12315 complaint reporting platform, the Black Cat complaint platform, messages via our social media accounts, and dealer feedback. Additionally, we have launched official Weibo Blue V, Douyin, and Xiaohongshu accounts for Weilong Customer Service to promptly collect customer feedback.

Categorized Handling of Customer Complaints

We categorize customer complaints into four types: product, delivery, warehousing, and operations. We have clearly defined processing procedures and time limits for each category to ensure all consumers receive high-quality service.

Efficient Resolution of Customer Complaints

We require that all complaints received be forwarded to the responsible department within 8 hours. The department responsible must initiate improvement projects for specific complaints and continuously track the progress of these improvements.

During the Reporting Period, we required that unresolved complaints from the current day be followed up within 3 days, and we conducted a centralized resolution of outstanding issues at the end of each month to ensure closed-loop management; furthermore, we incorporated the resolution rate of individual complaints into the daily performance metrics for customer service representatives.

Customer Complaint Handling System

With the goal of improving service response quality, we cultivate the capabilities of our service team. We conduct weekly case-sharing training sessions to review customer complaint situations and, during the Reporting Period, optimized the customer complaint compensation process to create a more efficient and convenient service experience.

Service Incentives

- Based primarily on customer satisfaction rates, we conduct monthly "Service Star" awards to motivate frontline service staff to improve service quality.

Cross-Functional Collaboration

- We collaborate with the Quality Department to launch targeted feedback initiatives for high-frequency issues, accelerating the resolution of key problems on the front lines;
- We have established a customer complaint information synchronization mechanism to break down information barriers between the factory and the market, clearly defining deadlines for problem investigation and feedback to ensure rapid issue identification and response.

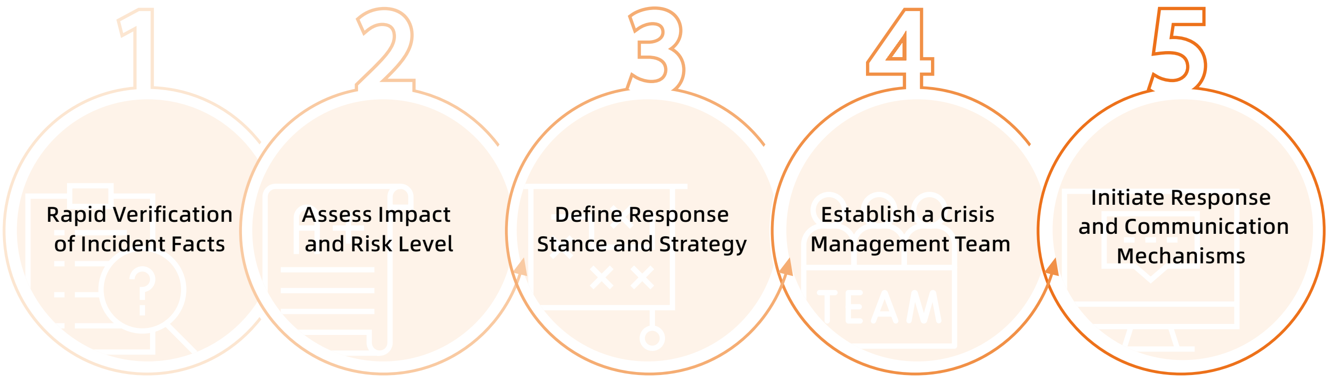
Highlights of Customer Service Optimization

During the Reporting Period, the Group received a total of 37,336 complaints related to products and services[5], with a customer satisfaction rate of 95%.

[5] The scope of customer complaint statistics for 2025 includes direct feedback from consumers and reports of issues encountered during online shopping

Public Sentiment Management

We advanced the refinement of our public sentiment management mechanism. Through the "Product Quality Whistleblower" initiative, we empowered frontline employees to identify potential risks, while leveraging quality data dashboards to visualize risks. By integrating a sensitive keyword database with automated monitoring systems, we mitigated systemic service risks.



Crisis Response Process

We classify negative public sentiment based on its severity and have established a corresponding tiered response mechanism. We develop response plans with hourly-level precision to ensure rapid, accurate, and closed-loop management of public sentiment. Additionally, we organize annual public sentiment conferences to conduct specialized training on common issues encountered in direct-to-consumer scenarios. We also provide frontline staff with targeted case studies of typical public sentiment incidents to strengthen their practical response capabilities and enhance the team's proficiency in customer communication and risk mitigation.

Customer Rights

Our Group consistently places the protection of customer rights at the core of our operations, reinforcing dual safeguards through responsible marketing and privacy protection. Through institutionalized processes, cross-departmental collaboration, and full-cycle closed-loop mechanisms, we ensure the authenticity and credibility of our communications and the security and controllability of our data, thereby effectively safeguarding consumers' rights to information, choice, and privacy.

Responsible Marketing

In accordance with laws and regulations such as the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the *Advertising Law of the People's Republic of China*, we have established internal policies including the *External Release Management Process*, *Product Packaging Design, Production and Printing Process System*, and *Dealer Management Standards* to ensure full-process compliance and control over marketing communications.

For promotional materials, we have established a cross-departmental collaborative review mechanism. A compliance audit team comprising the Legal Department, marketing, quality, and production departments conducts closed-loop reviews of key stages–including content upload, team review, revision confirmation, and release execution–to ensure that product packaging, labels, and advertising content comply with regulations and brand standards. Simultaneously, we conduct real-time monitoring of dynamic promotional content such as trending keywords and influencer scripts after materials go live, forming a management loop that integrates pre-release review with post-release monitoring.

Furthermore, we have integrated the concept of responsible marketing into new employee onboarding training and daily awareness programs to strengthen compliance awareness at the source. We also conduct regular monthly and quarterly reviews of marketing materials to continuously optimize content management processes, effectively prevent potentially misleading promotions, and promote greater transparency and credibility in our marketing activities.

During the Reporting Period, the Group continued to gain market and consumer recognition on major e-commerce platforms, receiving honors such as the Taobao Leading Business Award, JD Supermarket's Best Partner Award, and Tmall Supermarket's "Tianjin Consumers' Favorite Category" award.

Privacy Protection

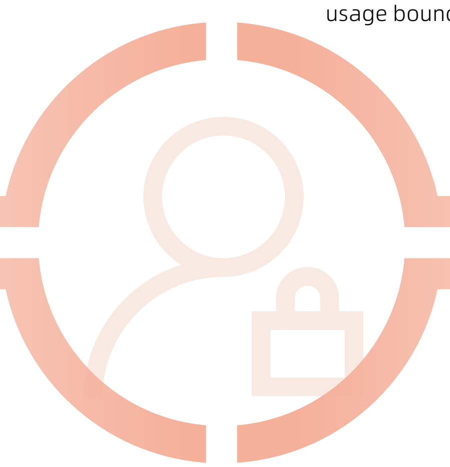
We strictly adhere to the requirements of laws and regulations such as the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the *Personal Information Protection Law of the People's Republic of China*, continuously improving our *Information Security Management Policy* to strengthen account permission controls and data security management.

Standardized Information Collection

- When collecting consumer information, we clearly disclose the purpose, scope, and methods of use to safeguard users' right to know and right to choose;
- We implement strict confidentiality management for collected information to prevent unauthorized access, disclosure, or misuse

Restrictions on Information Use and Access

- Consumer information is managed by designated departments in accordance with laws and regulations, and unauthorized access, use, or disclosure is strictly prohibited;
- For consumers participating in activities, their personal information may only be viewed and exported by personnel with specific permissions within the authorized scope;
- When collaborating with third parties, confidentiality agreements must be signed to clearly define data usage boundaries and prohibit information leaks



Data Storage Encryption

- Data containing consumer personal information is stored in encrypted form to ensure its security, integrity, and compliance during storage, thereby mitigating risks of leakage, loss, or tampering

Data De-identification

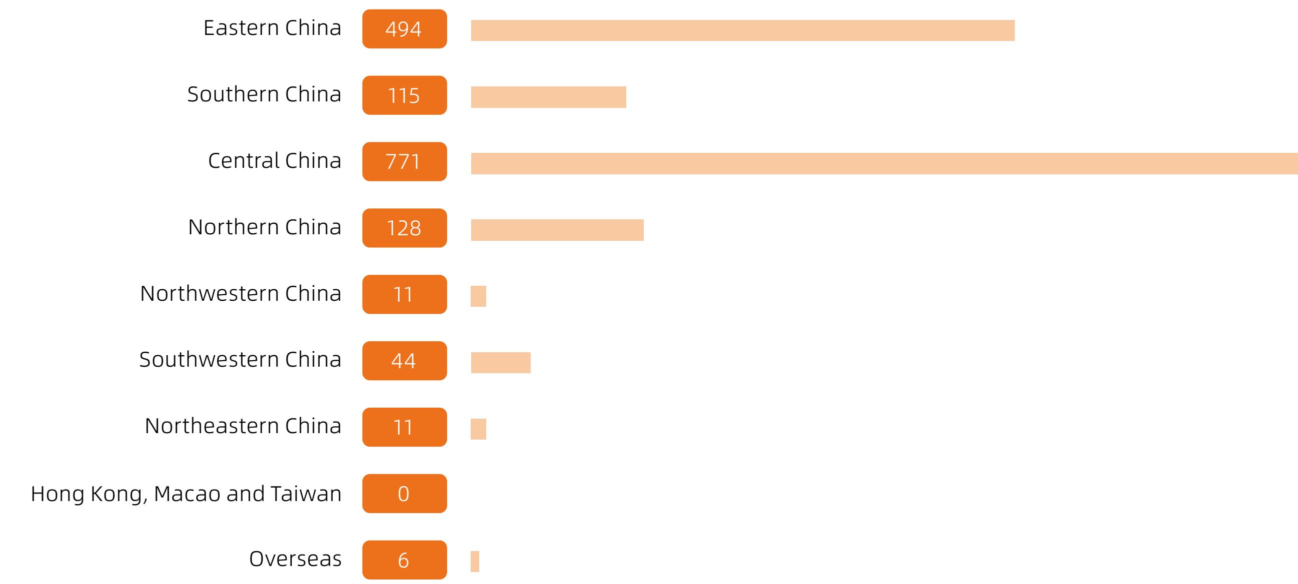
- In data processing and analysis scenarios, strict de-identification measures are enforced to ensure that consumers' personally identifiable information is not exposed during reporting, analysis, or sharing

Personal Information and Privacy Protection Measures

We regularly review and update our customer privacy protection mechanisms to ensure ongoing compliance with the latest privacy and security standards and legal requirements. Additionally, we conduct quarterly information security and consumer privacy protection training to educate employees on compliance requirements for data collection and processing, thereby continuously enhancing privacy awareness across the organization. Furthermore, we have established reporting and feedback channels for internal and external stakeholders, including employees, suppliers, and customers, to ensure that any violations involving customer privacy are promptly addressed and resolved. During the Reporting Period, no customer privacy breaches occurred within the Group.

Management of Industry Partners

The Group regards robust and reliable partnerships as the cornerstone of quality assurance. We have established a systematic supplier screening and evaluation mechanism to prudently identify potential risks, and we conduct targeted communication and capacity-building initiatives to achieve full lifecycle control from sourcing to delivery. We simultaneously advance distributor onboarding management and capability enhancement, strengthen channel synergy, and comprehensively ensure product quality and market responsiveness. As of the end of the Reporting Period, the Group had a total of 1,580 suppliers.



Number of Suppliers by Region in 2025

Supplier Qualification and Onboarding

The Group continues to advance supplier onboarding management by formulating the *Supplier Access Management Measures* and updating a series of management systems, including the *Raw Material Supplier Quality Management Process*, the Supplier Factory Visit Operational Standards, the Existing Raw Material Test Run Process, and the *Raw Material Abnormality Assessment Standards*. These measures clarify the division of responsibilities and audit processes at each onboarding stage, thereby strengthening quality control at the source.

Supplier Sourcing

Tender information is published on the Group's official website and WeChat official account to initiate the search for high-quality suppliers;

Conduct preliminary background checks on candidate suppliers; those meeting the criteria complete registration and certification in the SRM supplier management system

Supplier Audit

The tender working group conducts audits based on qualifications, management systems, and food safety performance, implementing a comprehensive screening process that includes initial screening, specialized quality factory audits, and final management review; suppliers of relevant products must provide samples for trial production;

In accordance with the *Raw Material Supplier Quality Management Process*, suppliers with food safety or quality issues are subject to a one-vote veto mechanism

Supplier Site Visits

The tender working group conducts on-site evaluations of suppliers that have passed the audit, performing comprehensive inspections covering warehouse management, incoming material management, transportation management, and traceability of non-conforming products. An evaluation report is prepared, and the decision to onboard the supplier is made based on the scoring results

Supplier Onboarding Process

In 2025, we introduced new evaluation criteria, expanding the scope of audits to include production environments, food safety, green operations, employee rights, and labor compliance, thereby achieving multi-dimensional and comprehensive coverage of supplier management. Concurrently, we strengthened the closed-loop management of supplier audits, implementing a tiered rectification system and assigning clear accountability for audit findings; suppliers failing re-inspection are subject to demotion or elimination. Additionally, we integrated procurement strategies with specialized training to enhance problem-resolution capabilities.

We also continue to advance refined supplier management by clarifying requirement standards and strictly controlling the quality of supplier onboarding.

Quality	• In addition to basic physical and chemical requirements, we have introduced traceability requirements for the origin of raw materials; • We have refined microbiological testing criteria and further tightened limit requirements for specific harmful microorganisms;
Scale and Capacity	• Based on market demand forecasts, we have established clear requirements for supplier production capacity flexibility to ensure they can effectively respond to short-term order fluctuations
Qualifications and Certifications	• Raw material suppliers must hold ISO 9001 and ISO 14001 certifications; additionally, we prioritize core raw material suppliers that have obtained international certifications issued by authoritative bodies (such as FSSC 22000 Food Safety System Certification, BRCGS Global Standard for Product Safety, International Featured Standard (IFS), Halal certification, etc.).

Measures for Refined Supplier Management

Furthermore, we extend supplier management to tier-two suppliers, standardize key parameter standards, enter raw material lifecycle information into the system, and conduct regular on-site audits to strengthen process oversight.

Supplier Performance Evaluation

The Group continuously refines its supplier performance evaluation system, leveraging digital technology to focus on core dimensions such as safety, environmental protection, and compliance. We have established a full-cycle supplier evaluation and improvement mechanism to drive management toward proactive prevention and continuous improvement.

Qualification Review and Management	Review of Major Exceptions	Annual On-Site Assessments
The SRM supplier management system dynamically monitors supplier qualifications and automatically issues alerts when qualifications are about to expire; suppliers may only place orders within the system after submitting updated qualification materials and passing the review, ensuring continuous compliance with qualification requirements	In response to major supplier incidents, we conduct unannounced inspections, perform root cause analysis, assist in developing and implementing corrective measures, and eliminate potential risks at their source	An annual supplier site visit plan is established, focusing on comprehensive evaluations of key areas such as food safety systems, second-tier supply networks, raw material acceptance, finished product testing, and production process control

Supplier Evaluation Management System

In 2025, we comprehensively upgraded our digital supplier management system by launching the QMS (Quality Management System). This enabled the comprehensive optimization of systems such as SAP (Enterprise Resource Planning), SRM (Supplier Relationship Management), MES (Manufacturing Execution System), WMS (Warehouse Management System), TMS (Transportation Management System), thereby driving coordinated management across the entire quality chain. In particular, the integration of the SRM system with SAP expanded the scope of supplier monitoring to cover the entire lifecycle, achieving simultaneous improvements in both the breadth and depth of management.

During the Reporting Period, the Group conducted supplier audits, completing 13 executive interviews and 76 on-site evaluations of raw material suppliers. For identified issues, we implemented corrective actions and closed-loop supervision. Through in-depth analysis of root causes during interviews, we increased the efficiency of issue resolution by 50% year-over-year, and reduced the average resolution time for core issues from 23 days to 12 days.

We also continued to advance supplier performance management. In accordance with the *Supplier Performance Assessment Measures*, we conducted comprehensive assessments across dimensions such as product quality, delivery performance, and service support. Combining these assessments with on-site inspection results, we classified suppliers into four tiers: A (Excellent), B (Good), C (Qualified but Requires Improvement), and D (Non-Compliant), thereby implementing a closed-loop management system for supplier incentives, corrective actions, and de-listing.

Supply Chain Security and Stability

The Group continues to strengthen end-to-end supply chain risk management, focusing on social compliance, environmental sustainability, and resilience to external shocks. We are advancing the coordinated management of supplier environmental and social risks, as well as the development of emergency response mechanisms, to comprehensively ensure the stability and sustainable development of the supply chain.

Environmental Risk Management

During the supplier onboarding process, we prioritize environmentally responsible suppliers. We require ISO 14001 environmental management system certification as a mandatory prerequisite for supplier qualification and conduct comprehensive evaluations of their application of environmental technologies and the development of their environmental management systems to ensure their capacity for sustainable operations.

During the partnership, we implement routine oversight of environmental management, conducting regular reviews of environmental measure implementation, production process compliance, and resource utilization efficiency. We issue rectification requirements and impose management constraints on non-compliant suppliers to guide them toward gradual improvements in environmental performance.

Regarding capacity building, we regularly organize environmental training sessions for suppliers, focusing on topics such as environmental regulatory requirements and the establishment of environmental management systems. We establish long-term communication channels to continuously enhance suppliers' environmental compliance awareness and management capabilities. Through benchmarking, we use industry best practices as a reference to deeply study their environmental management mechanisms and practical experience, thereby continuously optimizing our own supply chain environmental risk management and driving the green transformation and sustainable development of the supply chain.

CASE **Factory Environmental Gate Access Management**

During the Reporting Period, the Group promoted the installation of environmental gate access control systems at all factories. In accordance with local air quality control requirements, we implemented environmental classification management for vehicles entering and exiting the premises. During periods of severe air pollution, we prioritized the entry of new energy vehicles into the factories to reduce on-site carbon emissions and environmental impact.

As part of our collaborative efforts, we actively encourage suppliers to participate in the use of recycled materials. We sign cooperation agreements with suppliers to clarify the responsibilities and obligations of both parties regarding the use of recycled materials, and provide specialized training covering usage standards, maintenance, and management requirements for recycled materials.

Social Risk Management

Throughout all stages of supplier management, we prioritize ethical operations, human rights protection, and integrity management to ensure our partners possess compliance awareness and the capacity to fulfill their responsibilities. We require suppliers to establish comprehensive labor management systems from the sourcing and onboarding stages. Through systematic communication and training on topics such as occupational disease prevention, we enhance their management capabilities regarding safety and health. Additionally, we explicitly require suppliers to provide basic employee benefits, including health checkups and vocational training, and to disclose their measures and commitments regarding human rights protection within the supply chain.

Throughout our ongoing partnerships, we strengthen the joint development of an integrity culture and risk prevention and control. We have embedded integrity risk alerts into our SRM system to enable early warnings during the procurement process, and we routinely conduct integrity awareness campaigns in daily communications to help suppliers deepen their understanding of compliance. Furthermore, we have clearly defined integrity requirements for the entire procurement process in the *Procurement Integrity Management Measures*, accompanied by clear accountability and penalty mechanisms to strengthen enforcement at the institutional level. Additionally, as a member of the Corporate Anti-Fraud Alliance and the Sunshine Integrity Alliance, we participate in the joint development of a culture of integrity, continuously building a supply chain characterized by integrity and trustworthiness.

Ensuring Supply Chain Stability

To ensure the stable operation of the supply chain, we have established a collaborative supply chain risk management mechanism covering "all personnel, the entire chain, all departments, and the entire process". We have formed a risk emergency response team and defined the responsibilities and collaboration processes for each functional department in risk identification, assessment, and response, enabling efficient communication of risk information and cross-departmental coordinated handling.

At the same time, in accordance with the *Procurement and Supply Emergency Response Management Measures*, we have further refined and standardized response procedures for various risk scenarios, including extreme weather, policy and regulatory adjustments, supplier violations, and social emergencies. This systematically reduces the risk of supply disruptions or quality issues caused by external shocks, thereby minimizing adverse impacts on production and operations.

Risk Types		Emergency Response Team	Response Time
Climate Risks	The impact of extreme weather such as typhoons, heavy rains, snowstorms, floods, freezing rain, etc. on production, logistics and transportation	• Production-related Departments • Quality-related Departments • Procurement-related Departments • Marketing-related Departments	1 hour
Policy and Regulatory Risks	The impact of policies such as environmental protection audits and production and electricity restrictions on raw material delivery and production plans		2 hours
Quality Risks	The impact on product safety and quality arising from suppliers' insufficient capabilities or non-compliant conduct		4 hours
Social Emergency Risks	The impact of accidents, disasters, public health, social security and other emergencies on the supply chain		Immediate response (no more than 20 minutes)

Risk Emergency Response Mechanism

During the Reporting Period, the Group identified potential risks in the wheat cultivation phase, such as climate fluctuations and price volatility. We immediately initiated a special analysis and promptly adjusted our procurement strategy, effectively mitigating these risks without causing any adverse impact on the company.

Omnichannel Information Collection

Collect key data—such as wheat planting area, sowing progress, seedling condition monitoring, and climate forecasts—through public channels including suppliers, partner organizations, and market intelligence; simultaneously track industry reports, policy developments, and market conditions to monitor wheat price trends and supply-demand changes

Supply and Demand Assessment and Analysis

Based on wheat price trends and yield forecast data, we assessed the extent of raw material cost increases; by combining the Company's procurement scale and inventory levels, we analyzed the risk of supply shortages, quantified their impact on production plans and product gross margins, and supported decision-making

Supplier Communication and Empowerment

The Group implements comprehensive supplier lifecycle management through regular communication, technical empowerment, and specialized guidance to drive continuous improvement in supplier capabilities and the quality of our partnerships.

In the supply chain for key agricultural products such as konjac, Sichuan peppercorns, chili, and cumin, we have deepened the implementation of a model that combines direct raw material procurement with procurement through cooperatives, effectively ensuring that farmers receive reasonable returns. At the same time, we monitor market dynamics, conduct forward-looking analyses of raw material price fluctuations, and adjust procurement strategies and purchase prices in a timely manner in response to market changes, thereby effectively stabilizing farmers' planting expectations.

For suppliers with weaker capabilities or whose performance falls short of expectations, we provide ongoing specialized guidance and empowerment to help them identify issues, develop improvement plans, and implement enhancement measures, striving to achieve coordinated progress across the entire supply chain.

CASE **Supplier Support Case Study**

Foreign matter in kelp has long been a common pain point across the industry. To further ensure product quality, we organized equipment operation training sessions focused on this issue during the Reporting Period and collaborated with suppliers to drive improvements at the source.

During the training, we invited suppliers to visit our Group's facilities and equipment manufacturers to observe the operation of kelp foreign object screening equipment firsthand. We facilitated exchanges on topics such as upgrading automated cleaning processes, comparing equipment operation, and sharing best practices, providing suppliers with equipment application training and technical support to continuously enhance foreign object control capabilities. As a result of this training, the kelp foreign object removal rate increased by 80%, further strengthening our product quality assurance capabilities.

Distributor Ecosystem Management

The Group has strengthened its distributor management system, focusing on entry standards, capability enhancement, and collaborative partnership development. We are driving the distributor network toward greater professionalism and standardization to comprehensively improve channel operational efficiency and market responsiveness.

In response to business evolution and market changes, we have updated regulations such as the *Sales Product and Pricing Management Guidelines*, the *Non-Sales Customer Management Guidelines*, the *Customer Management Guidelines*, and the *QR Code Management Guidelines*, raising entry thresholds for distributors in terms of sales volume and evaluation scores. At the same time, we prevent market disorder risks at the source by strictly controlling practices such as actual control and cross-regional customer transfers. Through a reserve pool mechanism and on-site evaluations, we carefully select high-quality partners and rigorously inspect contract fulfillment to promote transparent and trustworthy channel management.

In addition, the Group empowers its distributors through nationwide training tours and specialized training programs. In 2025, the Group organized the distributor Chinese New Year kick-off meeting, covering 1,227 distributors nationwide, where participants jointly reviewed past performance and set new-year goals. During the Reporting Period, the Group also conducted sales support and efficiency improvement training, established model pilot stores, and achieved noticeable performance improvements in these pilot stores, effectively strengthening its channel organizational capabilities and execution.

For Environment

Leading Green Development

Weilong Delicious firmly believes that a company's long-term development is built upon a healthy ecosystem. We deeply integrate green and environmental protection concepts into our production and operations. Through environmental management, improved energy efficiency, and optimized resource utilization, we actively address the challenges of climate change, minimize the environmental impact of our operations, and fulfill our long-term responsibilities to consumers, society, and the natural environment.

Environmental Compliance Management

A comprehensive system of regulations and a robust management framework are the fundamental guarantees for the Group's commitment to green development. We strictly implement environmental management responsibilities through a three-tier management structure to support the Group's compliance in environmental governance and long-term sustainable development.

Environmental Management System

The Group strictly adheres to the laws and regulations of all operating locations, including but not limited to the *Environmental Protection Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Solid Waste Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Noise Pollution*, the *Environmental Impact Assessment Law of the People's Republic of China*, and Indonesia's Law *No. 32 of 2009 on Environmental Protection and Management*. Building on this foundation, we have established and continuously refined our internal environmental management systems to effectively manage environmental risks and continuously improve environmental performance.

The Group has established a three-tier environmental management structure characterized by clear delineation of responsibilities and efficient operations. Through specialized division of labor and vertical management, we have established a three-tier chain of responsibility: decision-making by the Board of Directors, coordination by the Safety and Environmental Protection Center, and implementation by the Production Centers.

Decision Making Level — Board of Directors

The Company's Board of Directors is responsible for formulating the Group's environmental and safety strategy, reviewing major matters such as the annual budget and risk management objectives, and appointing senior management to directly oversee the Group's safety and environmental protection efforts, thereby reinforcing top-level accountability.

Executive Level — Safety and Environmental Protection Center

Composed of professional engineers responsible for compliance, fire safety, environmental protection, and system development; it coordinates and guides the work of safety teams at each Production Center and oversees the progress of cross-departmental environmental risk remediation.

Implementation Level — Production Center Safety Teams

Each Production Center has established a safety team, whose safety officers are directly managed by the Safety and Environmental Protection Center. These teams are responsible for strictly enforcing all regulations and plans, conducting daily inspections and employee training, and driving the implementation of a three-pronged control approach comprising "hardware protection, regulatory compliance assessment, and employee training".

To ensure management effectiveness, we strictly enforce the *EHS Incident Classification Management System* and incorporate key environmental performance indicators into the performance evaluations of senior management and relevant responsible parties, linking performance to environmental responsibility to strengthen environmental awareness among all employees. As of the end of the Reporting Period, the Group's environmental management system has fully covered all production facilities, providing a solid foundation for the implementation of environmental management initiatives.

Environmental Objectives

Based on the Group's actual business operations, environmental strategy, and management priorities, we have established multi-dimensional environmental objectives. Guided by these objectives, we plan and implement specific environmental actions and measure management effectiveness.

Carbon Emissions Management

- Establish a system for the accounting and statistics of carbon emissions;
- Reduce carbon emission intensity in office and production operations through technological innovation and energy efficiency improvements;
- Gradually implement carbon management assessments and capacity-building initiatives for suppliers to collaboratively drive emissions reductions across the entire value chain.

Emissions Management

- Short-term: Ensure the compliant operation of facilities for wastewater, exhaust gas, solid waste, and noise control, with 100% of pollutants discharged in compliance with standards;
- Long-term: Through process and equipment upgrades, conserve energy and reduce consumption, minimize the types and quantities of pollutants generated at the source, and achieve zero wastewater discharge.

Water Resource Management

- Increase investment in water-saving processes and technologies to reduce water consumption intensity in production at the source;
- Promote green office practices, reduce operational water consumption through the adoption of water-saving fixtures and awareness campaigns;
- Identify and assess water-related risks at each operational site to enhance the climate resilience of water resource management.

Energy Management

- In production, strengthen energy consumption management, improve energy efficiency, and continuously reduce energy intensity; expand the use of clean energy sources such as solar power;
- In operations, promote green office practices to reduce operational energy consumption.

Environmental Management Goals

Strict Control of Compliant Emissions

The Group strictly complies with the laws and regulations of operating locations, including the *Pollutant Discharge Permit Management Measures* and the *Technical Guidelines for Mobile Source Supervision and Verification in Key Industries*. In accordance with internal policies such as the *Environmental Protection 'Three Simultaneities' Management System*, the *Three Wastes Management System*, the *Pollutant Discharge Permit Declaration and Implementation Management System*, and the *Hazardous Waste Management System*, we implement comprehensive management of wastewater, exhaust gas, and solid waste emissions, clearly defining responsibilities and processes at every stage.

During the Reporting Period, we issued the *Management System for Pollution Discharge Permit Application and Implementation* to further standardize discharge practices, strengthen end-to-end control, and promote continuous environmental improvement.

Wastewater Management

The Group complies with national regulations and local standards regarding wastewater discharge. By continuously optimizing production processes and implementing equipment upgrades, we reduce wastewater generation at the source. At the same time, we strictly control wastewater discharge within our facilities, ensuring the separate collection and standardized treatment of industrial wastewater and domestic sewage. During the Reporting Period, 100% of the Group's wastewater met discharge standards, and there were no incidents of accountability or penalties resulting from non-compliant wastewater discharge.

Production Wastewater

Each factory ensures compliant discharge through processes such as pretreatment, anaerobic treatment, aerobic treatment, and advanced treatment. Among these, some effluent treated through advanced processes meets reuse standards and is utilized for equipment cleaning, cooling circulation, and other processes, with a reuse rate exceeding 90%.

Domestic Wastewater

Domestic sewage undergoes pretreatment in septic tanks before being fed into the on-site wastewater treatment plant, where it is treated in conjunction with industrial wastewater. After all wastewater meets discharge standards, a portion of the treated effluent is reused for on-site landscaping, toilet flushing, and other purposes.

To ensure ongoing compliance and process reliability in wastewater management, we have established a routine internal and external testing mechanism.

Internal Testing

- The wastewater treatment plant conducts regular sampling to monitor key indicators, and workshop staff perform daily self-inspections;
- By integrating monitoring data through automated control and smart platforms, we enable remote control, anomaly alerts, and historical data tracking;
- The Safety and Environmental Protection Center at Weilong Headquarters, in collaboration with each Production Center, conducts regular supervisory inspections of the testing frequency and data quality at each factory's wastewater treatment plant in accordance with the *Operational Management Standards for Wastewater Treatment Systems*.

External Testing

- Each factory's wastewater treatment plant discharge outlet is equipped with an online wastewater monitoring system. We have commissioned a qualified third-party organization to implement standardized management of these online monitoring systems, ensuring real-time monitoring of key indicators such as wastewater discharge flow rate, chemical oxygen demand (COD), ammonia nitrogen, total phosphorus, and pH;
- In accordance with environmental impact assessment and discharge permit requirements, each factory commissions qualified third-party agencies to conduct regular compliance evaluations.

During the Reporting Period, we prioritized the optimization and upgrading of wastewater treatment facilities to enhance treatment efficiency and mitigate environmental risks.

CASE Wastewater Treatment Station Consolidation

To increase treatment capacity and energy efficiency, we implemented a consolidation and renovation of wastewater treatment plants. We connected the wastewater treatment plants at the Pingping and Xinglin factories, ensuring that all wastewater is discharged compliantly into the municipal sewer system through a single discharge outlet at the Xinglin factory.

As online monitoring at the Pingping Plant was discontinued, annual laboratory waste liquid was reduced by approximately 1 ton, and the power consumption of related equipment was reduced accordingly. Biogas generated during the wastewater treatment process is fully recovered as a clean fuel, reducing annual natural gas consumption by approximately 324,000 cubic meters, equivalent to a reduction of approximately 701 tonnes of carbon dioxide emissions.

CASE Upgrade and Renovation of the Wastewater Discharge Pipeline Network

To eliminate overflows and environmental risks caused by insufficient pipe diameters in the municipal sewer system, we have implemented a comprehensive upgrade of the factory's external discharge pipeline network, utilizing new pipes with larger diameters and superior performance.

Following the renovation, the drainage capacity of the pipeline network has significantly improved. No backflow or overflow occurred during the flood season, reducing the environmental risks previously caused by pipeline overflows. The new pipeline network features a reliable structure that ensures continuous compliance with discharge regulations and smooth operation, while saving tens of thousands of yuan in annual maintenance costs.

In 2025, the Group's wastewater-related indicators and data are as follows.

Indicator	Total Amount	Unit
Total industrial wastewater discharge	3,175,300	Tonnes
COD discharge	58.25	Tonnes
Ammonia nitrogen discharge	4.53	Tonnes

2025 Wastewater Indicators

Air Emissions Management

The Group strictly adheres to national and local air emission standards and implements comprehensive management of air emissions generated during production and operations. During the Reporting Period, we conducted regular testing covering emissions from industrial boilers, malodorous emissions from wastewater treatment plants, as well as both organized and fugitive emissions at plant boundaries. We also implemented categorized control measures for air emissions, ensuring 100% compliance with emission standards.

Waste Gases from Wastewater Treatment	Workshop Oil Fumes	Workshop Dust	Kitchen Oil Fumes
Using deodorizing spray towers to treat malodorous gases, hydrogen sulfide, and ammonia	Treating workshop oil fumes using fume purifiers, UV photolysis units and exhaust stacks	Removal of dust using baghouse dust collectors and exhaust stacks	Treating kitchen oil fumes using fume purifiers and exhaust stacks

Measures for Categorized Air Emissions Management

CASE Environmental Compliance and Noise Control

During the Reporting Period, the Xinglin Plant implemented a specialized noise reduction project targeting exhaust noise from safety valves in the steam distribution room. Through protective measures involving "wall soundproofing insulation + acoustic wrapping of pipes", we reduced nighttime noise levels at the plant boundary to below 50 dB(A), meeting and exceeding the limits set by relevant national noise emission standards, thereby further strengthening environmental compliance during production operations.

Waste Management

The Group strictly adheres to regulations such as the *Solid Waste Classification and Code Directory* and the *National List of Hazardous Wastes*. In accordance with internal policies including the *Hazardous Waste Management System*, *Hazardous Waste Temporary Storage Area Management System*, and *Waste Warehouse Management System*, we standardize waste collection, storage, and disposal processes to strictly prevent hazardous waste leaks.

During the Reporting Period, we continuously improved the compliance and resource recovery levels of waste management through measures such as scientific waste classification, dynamic monitoring, and entrusting third parties with professional disposal.

Non-Hazardous Waste

- General solid waste is managed through a classification system. Each business department and factory collects waste according to classification standards and regularly transfers it to suppliers for recycling or compliant incineration.
- The departments responsible at each factory monitor the final disposal methods for general solid waste and sludge generated at wastewater treatment plants on a monthly basis to ensure compliant disposal.

Hazardous Waste

- Hazardous waste is classified and stored according to its hazardous characteristics, and all signage within storage areas is updated promptly in accordance with regulatory requirements.
- An IoT monitoring system for hazardous waste has been established, and a third-party company has been contracted to provide technical operation and maintenance services, enabling standardized management of hazardous waste throughout the entire process from generation and storage to transfer and disposal.
- All hazardous waste is entrusted to qualified third-party companies for regular transfer and safe disposal, with Environmental safety engineers monitoring the entire transfer process and disposal outcomes to ensure management accountability.

During the Reporting Period, the Group did not incur any environmental penalties, and all pollutant disposal targets were met.

Wastewater Treatment Compliance Rate	Hazardous Waste Treatment Compliance Rate	Air Emission Treatment Compliance Rate	Environmental Penalties
100 %	100 %	100 %	0 case

2025 Environmental Management Performance

During the Reporting Period, the amounts of non-hazardous and hazardous waste generated by our Group are as follows.

Indicator	Total Amount/Intensity	Unit
Total non-hazardous waste	13,532.00	Tonnes
Intensity of non-hazardous waste	1.87	Tonnes per million revenue
Total hazardous waste	17.90	Tonnes
Intensity of hazardous waste	0.002	Tonnes per million revenue

2025 Waste Indicators

Resource Conservation

The Group focuses on the management of water resources, raw materials, and packaging consumables, integrating resource efficiency into operational decision-making. Through technological optimization and circular design, we continuously reduce per-unit consumption and environmental impact, building a more resilient and efficient model for resource utilization.

Water Resource Management

The Group strictly adheres to laws and regulations such as the Water Law of the People's Republic of China, as well as internal management requirements, to comprehensively manage water usage in both production and office settings. We implement water-saving technological upgrades and refined management practices, promoting the use of water-efficient equipment and fixtures in production and office areas to enhance water usage efficiency. At the same time, we prioritize water quality safety by regularly commissioning third-party testing agencies to conduct water quality inspections, ensuring that water quality consistently complies with GB 5749, the Hygienic Standards for Drinking Water.

CASE Innovation in Thawing Process for the Latest Konjac Production Line

In the production of konjac products, the Group has replaced traditional water-based thawing with a steam thawing process, reducing production water consumption and wastewater discharge at the source. This process reduces water consumption per production line by 72%. While doubling production capacity, water consumption per unit of output has decreased by 68% year-over-year. This water-saving initiative has become a benchmark for replacing water-intensive processes in the snack food industry and has been implemented across three factories.

CASE Upgraded Reclaimed Water Reuse System

The Group has upgraded its on-site wastewater treatment system to ensure the treated water meets reuse standards for landscaping and toilet flushing, and has installed a dedicated reclaimed water pipeline network. The treated water is used for toilet flushing, landscaping irrigation, and equipment and floor cleaning. By 2025, we had cumulatively reused 46,900 metric tonnes of treated water through this system, thereby improving the recycling rate of water resources.

CASE Water Resource Recycling Practices at Overseas Factories

At our Indonesian factory, we achieve efficient water management and resource recovery through the following measures:

Internal Circulation of Washing Wastewater	Water used to soak konjac is filtered through sedimentation tanks and then reused in the production process, achieving an internal water circulation system.
Reuse of Treated Wastewater	Treated washing wastewater that meets regulatory standards is used to irrigate nearby farmland, bringing value to community agriculture.

To consolidate and deepen our water conservation practices, the Group has established incentive programs and conducted environmental training to raise employees' awareness of water conservation and emissions reduction, fostering a culture of full participation.

The Group's water use throughout the year primarily comes from municipal water supply. The Group's water consumption data for the Reporting Period are as follows.

Indicator	Total Amount/Intensity	Unit
Total water consumption	3,265.30	Thousand cubic meters
Water consumption intensity	0.45	Thousand cubic meters per million revenue

2025 Water Consumption Indicators

Raw and Auxiliary Material Management

The Group adheres to the principle of avoiding food waste and practising strict economy, and is committed to reducing food waste during the production process. We continuously optimize production processes to minimize losses of raw and auxiliary materials and consistently improve resource utilization.

Packaging Material Management

The Group adheres to the concept of source reduction, thoroughly considering the environmental impact of packaging at the design stage. We follow the "3R" principles of Reduce, Reuse, and Recycle. While ensuring product safety and quality, we promote packaging simplification and process optimization to reduce resource consumption and environmental impact.

During the Reporting Period, through multiple design optimizations and technical improvements, we enhanced the environmental sustainability of our packaging while increasing production efficiency. Our innovations in packaging design have gained industry recognition, and the patent for the "Konjac Shuang Packaging Bag" was awarded the "5th Henan Provincial Patent Award".

CASE **Optimizing Packaging Design to Reduce Consumption at the Source**

We optimized the structure of our product packaging to improve packaging material applicability and production efficiency. For example, we modified the packaging for the "Kiss-Burn" and "Ma La Ma La" product series, reducing the packaging production defect rate by 64% year-over-year and effectively minimizing material waste. Additionally, we streamlined the size specifications of small packaging bags for certain vegetable-based snack products from seven to four, thereby improving production efficiency.

CASE **Improving Material Processes to Reduce Environmental Impact**

We implemented process optimizations and design simplifications to reduce the environmental impact of packaging.

Paper Packaging

We optimized the tear-line structure of paper boxes and eliminated the external lamination process, reducing the use of polyolefin shrink film (POF) by approximately 60% while enhancing packaging strength. Additionally, we streamlined the layout design of cardboard box printing plates, reducing ink usage during production by about 30%.

Plastic Packaging

While ensuring package stability, we adjusted the width of e-commerce packaging tape, reducing plastic usage by approximately 11%.

During the Reporting Period, the Group's packaging material usage amount and intensity are as follows.

Indicator	Total Amount/Intensity	Unit
Metal	3,519	Tonnes
Paper	47,477	Tonnes
Plastic	27,772	Tonnes
Packaging material usage intensity	10.90	Tonnes per million revenue

2025 Packaging Material Indicators

Efficient Energy Utilization

Energy efficiency is at the core of green competitiveness. The Group regards energy management as a key pillar of sustainable development. Through systematic development and technological innovation, we continuously optimize our energy mix, improve energy efficiency, and steadily advance the low-carbon transformation of our operations.

Energy Management System

At the institutional and systemic levels, the Group strictly adheres to laws and regulations in its operating locations, including the *Energy Conservation Law of the People's Republic of China*, the *Renewable Energy Law of the People's Republic of China*, and the *Administrative Measures for Energy Conservation in Key Energy Consumers*. Furthermore, it implements energy management responsibilities and evaluation mechanisms in accordance with the *Weilong Group Energy Management Standards*.

At the same time, the Group actively promotes the acquisition of relevant certifications by its factories. The ISO 50001 Energy Management System certification held by Pingping Factory remains valid, and the annual surveillance audit was completed during the Reporting Period.

During the Reporting Period, we optimized the operational management structure of our Production Centers while simultaneously advancing the standardization of production processes. This initiative closely aligns with the Group's production standardization requirements, focusing on five key areas: equipment, data, 5S workplace management, workplace safety, and planning management. We have established an energy management system centered on "equipment energy conservation as the key driver, supported by data quantification, and driven by cross-functional collaboration" to achieve the goal of precise energy control and management.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建立的能源管理体系符合
GB/T 23331-2020 idt ISO 50001:2018 标准和
RB/T 120-2015 能源管理体系 食品企业认证要求
通过认证范围如下：
资质范围内调味面制品、魔芋淀粉制品生产所涉及的能源管理活动
注：能耗数据及核算边界见附件
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Pingping Factory ISO 50001 Certification

Energy Consumption

The energy used in the Group's production operations primarily comes from national grid electricity, power plant steam, and pipeline natural gas. To optimize our energy mix and promote low-carbon operations, we are actively enhancing our self-supply capacity for clean energy while simultaneously deepening energy conservation management. We have increased the supply of clean electricity and steam by installing on-site photovoltaic systems and biogas boilers. At the same time, we continue to advance energy-saving technological upgrades and strengthen daily energy consumption management to systematically reduce energy consumption and greenhouse gas emissions.

Regarding photovoltaic power generation, we continuously advance the construction of rooftop solar installations at various factories. As of the end of the Reporting Period, the Group's total installed photovoltaic capacity reached approximately 21.7 MW, generating 13.79 million kWh of electricity annually. Of this, 12.26 million kWh were self-generated and self-consumed, accounting for approximately 9% of total production electricity consumption.

CASE Distributed Photovoltaic Power Plant

We have constructed a distributed solar power plant with an installed capacity of 13 MW. This project utilizes high-efficiency N-type solar modules and is integrated with a smart energy management platform, which matches solar power generation output with workshop electricity demand in real time and dynamically schedules the operation of production equipment, thereby increasing the self-consumption rate of solar power.

Regarding the clean utilization of biogas, during the Reporting Period, the Group's biogas boilers produced a total of 11,748 tonnes of steam, all of which were integrated into production, achieving a 100% self-consumption rate. Additionally, we completed the connection project between the wastewater treatment plants at the Xinglin and Pingping factories, enabling flexible allocation and automatic transportation of biogas between the two sites. This ensures 100% recovery and utilization of biogas resources while meeting production steam demands.

In production operations, the Group has fully integrated production standardization into energy management and organized all employees to participate in the identification of energy improvement projects, while simultaneously implementing a project tracking system. We have cumulatively implemented 171 related projects, of which 118 have been completed and have yielded actual energy savings, and the unit consumption of major energy sources such as electricity and steam has also decreased.

Parallel Connection of the Chilled Water Systems for Packaging and Air Conditioning

At the Xinglin Center, the packaging chilled water system was connected in parallel with the air conditioning chilled water system. By operating only the more energy-efficient air conditioning chillers to provide centralized cooling, approximately 3,300 kWh of electricity is saved daily during peak hours.

Energy-saving Retrofit of Air Handling Units

In Workshops 4 and 5 of Xinglin Center, the original 55 kW air handling unit fans were replaced with 22 kW motors, resulting in annual electricity savings of approximately 149,700 kWh.

Optimization of Constant-Pressure Water Supply System

Xinglin Center added new municipal water supply inlets and increased pipe diameters to utilize municipal water pressure in place of the constant-pressure water supply station, thereby reducing the number of pumps in operation. This results in annual electricity savings of approximately 510,000 kWh for the pumps.

Cooling Water Pump Energy-Saving Retrofit

Xinglin Center Factory 1 Replaced existing equipment with low-head pumps to reduce the operating power of cooling water pumps, resulting in annual electricity savings of approximately 260,000 kWh.

2025 Key Energy Technology Upgrade Projects

While advancing technical energy-saving upgrades, we are simultaneously strengthening energy management in daily operations. The key initiatives are as follows:

Digital and Intelligent Monitoring and Control

- Launched a dynamic energy consumption monitoring platform to track energy usage in real time and issue alerts for anomalies
- Established an energy data dashboard to track project progress and provide data support for energy-saving decisions

Full Process Control

- Established a three-tier inspection mechanism comprising team self-inspections, departmental weekly inspections, and company-wide monthly inspections
- Implemented an equipment energy efficiency improvement plan to phase out high-energy-consumption equipment and promote energy-efficient products

Green Office Practices

- Promote paperless operations, use energy-efficient lighting, and reduce energy waste in office areas
- Promote eco-friendly commuting, expand the number of charging stations on campus, and prioritize the use of new energy vehicles for official use

Evaluation and Communication

- Incorporate energy consumption targets into team KPIs and implement an energy-saving points reward system
- Promote energy-saving concepts through morning and weekly meetings, and conduct energy management training covering all positions

In 2025, the Group's energy consumption categories and corresponding consumption amounts are shown in the table below.

Energy Indicator	Total Amount/Intensity	Unit
Gasoline	5.63	Tonnes
Diesel	15.78	Tonnes
Self-consumption of PV power	1.23	10 Million kWh
Natural gas (pipeline gas)	260.05	10,000 Cubic meters
Coconut shells	843.05	Tonnes
Biomass fuel	117.48	10,000 Cubic meters
Purchased steam (power plant steam)	26.40	10,000 Tonnes
Purchased electricity	14.84	10 million kWh
Total direct energy consumption	5,801.97	Tonnes of standard coal
Total direct energy consumption intensity	0.80	Tonnes of standard coal per million revenue
Total indirect energy consumption	52,188.13	Tonnes of standard coal
Total indirect energy consumption intensity	7.22	Tonnes of standard coal per million revenue
Total comprehensive energy consumption	57,990.10	Tonnes of standard coal
Total comprehensive energy consumption intensity	8.03	Tonnes of standard coal per million revenue

2025 Energy Consumption Indicators[6]

[6] The direct and indirect energy consumption figures in this table are calculated based on the principles for converting various energy sources to standard coal and the reference conversion coefficients specified in GB/T 2589, General Rules for Calculating Comprehensive Energy Consumption.

Addressing Climate Change

To systematically manage climate-related risks and opportunities, the Group has established a framework covering governance, strategy, risk management, metrics and targets, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the requirements of Part D: Climate-related Disclosures of Appendix C2, *Environmental, Social and Governance Reporting Code*, of the Rules Governing the *Listing of Securities on The Stock Exchange of Hong Kong Limited*. This framework aims to enhance the climate resilience of both the Group and its value chain.

Governance

The Group has established an ESG governance structure comprising the Board of Directors, the ESG Management Team, and the ESG Working Group, and has integrated climate change-related matters into management responsibilities at all levels.

Board of Directors

- As the highest decision-making body, the Board is responsible for the coordination and oversight of climate change matters, including reviewing relevant strategies and approving annual targets.
- The Board regularly receives reports from the ESG Management Team to monitor progress in managing climate-related risks and opportunities, and incorporates climate considerations into strategic deliberations and decision-making processes.
- Members of the Board of Directors participate in annual climate change-related training to enhance its awareness of climate risks and its ability to fulfill its duties.

ESG Management Team

- Under the guidance of the Board of Directors, the ESG Management Team is responsible for identifying and assessing climate-related risks and opportunities, formulating relevant strategies and disclosing information, and driving the implementation of these strategies.

ESG Working Group

- Responsible for breaking down and implementing climate targets and action plans, driving projects, tracking progress, and compiling data, and regularly reporting progress to the ESG Management Team.

Strategy

The Group closely monitors domestic and international policy trends and industry developments related to climate change and employs a systematic process to identify relevant risks and opportunities. By integrating historical climate data, industry benchmarks, and policy and market dynamics, we comprehensively assess both physical risks and transition risks, while identifying potential opportunities such as green energy and sustainable products.

Scenario Building and Risk Identification

- Referencing the scenario analysis frameworks of the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), we select physical and transition risk scenarios applicable to the Group.
- Based on the selected scenarios, we identify the physical and transition risks, as well as potential opportunities, that each operating location and business process may face, and compile a list of risks and opportunities.

Risk Assessment

- For the identified risks, analyze their potential effects on the Group's various operational locations and business processes in the short term (0–2 years), medium term (2–5 years), and long term (5+ years).
- Based on the results of the analysis of climate risk exposure and risk levels, prioritize risks by combining the likelihood of occurrence and the severity of effect to determine high, medium, and low risk levels.

Results Analysis and Response Strategies

- Based on the risk inventory, develop targeted response strategies, including risk mitigation and response measures, business model adjustments, and transformation.

Continuous Monitoring and Updates

- Continuously track climate-related policies and market trends.
- Regularly update the results of risk and opportunity identification and adjust response strategies.

Process for Identifying Climate-related Risks and Opportunities

We use climate scenario analysis tools to assess the risks and opportunities under different climate pathways in order to develop forward-looking response strategies.

Physical Risks

We selected two scenarios: SSP1-2.6 (low-emission scenario) and SSP5-8.5 (high-emission scenario).

Transition Risks

We selected two scenarios: the Announced Commitments Scenario (APS) and the Net-Zero Emissions by 2050 Scenario (NZE).

The scenarios are defined as follows:

Physical Risk Analysis Scenarios

SSP1-2.6 Scenario

This scenario combines the Shared Socioeconomic Pathway 1 (SSP1) with the Representative Concentration Pathway (RCP2.6). Under this scenario, strong global mitigation measures are implemented to keep greenhouse gas concentrations at a low level, with global temperature rise expected to be limited to within 2° C.

SSP5-8.5 Scenario

This scenario combines Shared Socioeconomic Pathway 5 (SSP5) with the Representative Concentration Pathway (RCP8.5). Under this scenario, due to heavy reliance on fossil fuels, greenhouse gas emissions continue to rise, leading to a significant increase in greenhouse gas concentrations. Global temperatures may rise by more than 3° C, and could even exceed 4° C.

Transition Risk Analysis Scenarios

Announced Pledges Scenario (APS)

This scenario assumes that all climate commitments made by governments worldwide–including Nationally Determined Contributions (NDCs) and long-term net-zero targets–are fully achieved on schedule. Under the APS scenario, the IEA projects that global average temperatures will rise by 1.7° C by 2100.

Net-Zero Emissions (NZE) Scenario

This scenario assumes net-zero CO_2 equivalent emissions by 2050, consistent with efforts to limit global temperature rise to 1.5° C and avoid temperature overshoot.

The list of climate-related risks and opportunities we have identified that may impact our business is as follows:

Physical Risks

Under the SSP1-2.6 scenario, the overall exposure of the Group's primary operating locations to climate-related risks is moderate; under the SSP5-8.5 scenario, this exposure will further increase. These risks may have potential implications for equipment safety, supply chain stability, and employee health and safety, and may also lead to increased costs related to operations and maintenance, business disruptions, and personnel protection.

Types of Risks		Time Horizon	Overall Impact	Risk Description	Response Measures
Acute	Extreme Heat	Long term	Medium	Hot weather will increase energy consumption for cooling and equipment maintenance costs at production sites, and may affect employee health and productivity; simultaneously, extreme heat may lead to reduced yields of key raw materials such as wheat and chili peppers, increasing raw material procurement costs and supply chain uncertainty. Potential Financial Impact: Increased operating costs and manufacturing expenses	• Enhance supply stability: Strengthen strategic supply chain partnerships and adopt heat-resistant packaging and transportation technologies. • Protect equipment safety: Strengthen equipment inspections and maintenance, and provide backup power sources. • Safeguard Employee Health and Safety: Optimize high-temperature work procedures and cooling measures; improve emergency response mechanisms.
Acute	Drought	Medium to long term	Medium	Drought may lead to shortages of water for production, increasing operational costs and the risk of production disruptions; it may also affect crop yields, drive up prices of key agricultural raw materials, and potentially trigger supply chain volatility. Potential Financial Impact: Increased operating costs and administrative expenses	• Water Conservation and Management: Implement water-saving technologies and establish rainwater harvesting and reclaimed water reuse systems. • Supply Chain Diversification: Establish multi-regional supply networks and explore drought-tolerant crops or alternative raw materials. • Contingency Plans: Develop drought emergency response mechanisms to swiftly address the impacts of drought.
Acute	Floods	Medium term	Medium	Floods may directly impact production facilities and warehouses, resulting in asset losses and business disruptions; they may also disrupt logistics networks, affecting raw material supply and product distribution. Potential Financial Impact: Increased non-operating expenses and operating costs	• Facility Protection: Reinforce production facilities against flooding; prioritize building new factories in low-risk areas. • Logistics Network Optimization: Establish a flexible logistics system and plan alternative transportation routes. • Contingency Plans and Risk Monitoring: Develop contingency plans, optimize inventory levels, and utilize early warning systems to monitor flood risks.
Chronic	Rising mean temperatures	Long term	Low to medium	Long-term temperature increases will raise energy consumption for refrigeration, accelerate equipment wear and tear, and may affect raw material storage and long-distance transportation conditions, driving up overall operational and logistics costs. Potential Financial Impact: Increased operating costs and administrative expenses	• Enhance Equipment Management: Improve equipment temperature monitoring and cooling systems, and install emergency cooling devices. • Enhance occupational health and safety: Optimize workshop ventilation and cooling facilities, adjust working hours, establish high-temperature emergency response plans, and conduct regular employee health monitoring. • Improve storage and transportation management: Upgrade warehouse temperature control systems, optimize storage and transportation processes, and expand supply channels.

Transition Risks

The overall effect of climate transition risks faced by the Group is low to moderate. Under the "announced commitments" scenario, we need to steadily advance our low-carbon transition; under the "net-zero by 2050" scenario, we will need to undertake more extensive capacity-building for the transition. Relevant policy and technological changes may affect operating costs and long-term investment structures through rising carbon costs, asset repricing, and shifts in market demand.

Types of Risks		Time Horizon	Overall Impact	Risk Description	Response Measures
Policy and Legal Risk	Increased Carbon Pricing	Long term	Low	• Increased carbon pricing will directly increase the cost of carbon emissions associated with the company's own energy consumption and production processes. At the same time, these costs will be passed down through the supply chain, leading to higher raw material procurement prices. • Potential Financial Impact: Increased operating costs	• Strengthen carbon asset management: Establish an internal carbon accounting and management system to monitor and optimize operational emissions; actively monitor carbon trading market trends to prepare for flexible management of carbon assets in the future. • Technological Innovation: Invest in R&D for low-carbon technologies and clean energy solutions; introduce advanced energy-saving equipment and production processes to reduce operational carbon emissions. • Supply Chain Optimization: Promote carbon reduction across the supply chain, implement green procurement policies, and prioritize suppliers with environmental certifications.
Policy and Legal Risk	Stricter Emissions Reporting Requirements	Short to medium term	Medium	• Stricter emissions disclosure requirements will increase compliance and data management costs; non-compliance may result in fines and reputational damage. Additionally, the need for supply chains to provide more accurate carbon emissions data will increase management complexity. • Potential Financial Impact: Increased administrative expenses and non-operating expenses	• Strengthen data management: Engage external experts to conduct data verification and training, ensuring internal teams master greenhouse gas emissions data collection and verification methods. • Regular training: Conduct regular training for employees to ensure they understand the latest reporting requirements and processes.
Policy and Legal Risk	Mandatory Oversight of Existing Products and Services	Short to medium term	Medium	• Increasingly stringent environmental and health standards will require the company to upgrade production processes and product formulations and increase related investments, while also requiring the supply chain to provide raw materials that meet the new standards, which may increase procurement costs and complexity. • Potential Financial Impact: Increased operating costs and administrative expenses.	• Strengthen quality control and product upgrades: Strengthen product quality control and gradually phase out product lines that do not meet new environmental and health standards; accelerate the R&D and market launch of eco-friendly products that align with new trends. • Production Process Improvements: Prioritize the adoption of energy-efficient and environmentally friendly production technologies to reduce energy consumption and emissions during the production process. • Policy Monitoring and Compliance: Continuously monitor developments in relevant domestic and international product regulations to ensure the company's operations and products remain compliant at all times.
Technology Risk	Costs of Transitioning to Lower-Emission Technologies	Medium to long term	Low	• The procurement of equipment and production line retrofits required for the transition to low-carbon technologies will increase capital expenditures, and the overall upgrade of the supply chain will drive up overall costs. • Potential Financial Impact: Increased capital expenditures	• Phased Implementation of the Transition: Prioritize projects with lower costs and quicker results, such as optimizing logistics routes or piloting eco-friendly packaging, and gradually implement equipment upgrades and energy structure optimization. • Collaboration and Cost Sharing: Share the costs of the transition with suppliers and logistics partners, for example, through joint procurement of eco-friendly materials or the sharing of new energy logistics resources. • Leveraging Policy and Market Incentives: Actively seek policy support such as government subsidies and tax incentives. • Technological Innovation and Large-Scale Application: Strengthen cooperation with green technology suppliers to promote the innovation, standardization, and large-scale application of low-carbon technologies.
Market Risk	Increased Cost of Raw Materials	Medium to long term	Medium	• Climate change-induced crop yield reductions and the pass-through of carbon costs will drive up procurement costs for key agricultural products such as wheat and chili peppers, as well as packaging materials. • Potential Financial Impact: Increased operating costs	• Long-term partnerships and price locking: Establish long-term partnerships with key suppliers to lock in raw material prices and supply volumes, thereby reducing the impact of market price fluctuations. • Sustainable agricultural practices: Collaborate with agricultural partners to promote water-saving, energy-efficient, and low-carbon farming techniques to enhance crop yields and stability, thereby reducing the risk of climate-induced yield losses. • Low-Carbon Supply Chain Optimization: Prioritize low-carbon suppliers, optimize logistics routes, and adopt clean energy transportation to reduce carbon emissions in the supply chain and alleviate pressure from rising carbon costs. • Sustainable Procurement and Technological Innovation: Implement sustainable procurement strategies by selecting suppliers with strong environmental credentials, while promoting recycling technologies in areas such as packaging materials to reduce long-term costs.
Reputation Risk	Shifts in Consumer Preferences	Short to medium term	Medium	• Consumers are increasingly inclined to choose healthier, more environmentally friendly products and are paying attention to brands' transparency and concrete actions regarding sustainability. • Potential Financial Impact: Increased administrative and sales expenses	• Product Innovation and Upgrades: Continuously develop healthier, low-carbon, and eco-friendly product formulations; reduce the use of additives; and create new product categories aligned with healthy eating concepts. Simultaneously, optimize packaging design by using biodegradable or recyclable materials to reduce packaging waste. • Enhance Brand Transparency: Establish a product lifecycle traceability system and disclose raw material sources, production processes, and carbon footprint data to consumers; publicly showcase the company's specific actions and achievements in environmental protection and social responsibility. • Strengthen Consumer Communication: Communicate the company's sustainability philosophy and practices through multiple channels; promptly understand and respond to consumer demands regarding product health and environmental protection to enhance brand trust.
Reputation Risk	Increased Stakeholder Concern or Negative Feedback from Stakeholders	Short to medium term	Low	• Stakeholders such as investors and consumers are paying increasing attention to corporate performance in environmental protection and social responsibility; negative feedback or unmet expectations could rapidly damage brand reputation and market trust. • Potential Financial Impact: Increased administrative and sales expenses	• Strengthen the ESG Management System: Under the existing ESG governance framework, improve the processes for identifying and assessing ESG risks, and incorporate the assessment results into decision-making. • Enhance Transparency: Conduct carbon audits, continuously monitor and disclose key environmental indicators such as carbon emissions and energy consumption, and strengthen the credibility of disclosures. • Deepen Stakeholder Engagement: Communicate regularly with stakeholders to showcase the company's progress and efforts in sustainability; simultaneously, proactively share the company's environmental initiatives with stakeholders via social media to enhance the brand's eco-friendly image.

Climate-Related Opportunities

Types of Opportunity	Opportunity Description	Action Initiatives
Resource Efficiency	Continuously improve energy and resource efficiency to reduce the environmental footprint and enhance brand competitiveness while lowering production costs per unit.	Continuously optimize production processes and promote water-saving technologies; optimize packaging design and enhance packaging recycling.
Energy Source	Deploy renewable energy sources such as solar power and energy-saving technologies to reduce reliance on traditional energy sources, mitigate the risk of energy cost fluctuations, and build a green brand image.	Expand the installed capacity of photovoltaic power generation within the factory premises; continuously implement energy-saving technical upgrades, phase out energy-intensive equipment, and improve energy utilization efficiency.
Markets	Growing consumer demand for healthy snacks presents opportunities to develop green products and expand into new market channels.	Develop new products aligned with health and environmental trends; expand the green consumer market; leverage digital marketing to promote sustainability.
Resilience	Enhance the ability to respond to physical climate risks and market volatility through energy supply diversification, supply chain risk management, and building disaster resilience in facilities.	Increase the proportion of clean energy used; implement supply chain diversification strategies; strengthen the climate resilience of infrastructure.

Risk Management

Through scenario analysis and comprehensive assessment, the Group has identified four major climate-related physical risks–extreme heat, drought, floods, and rising mean temperatures–as well as key transition risks such as policy and legal changes, raw material price volatility, and reputational risk.

To effectively manage these risks, we have established a three-tier management framework for climate risks and have integrated climate-related risks into our overall risk management system. We follow a risk management process covering "identification, assessment, response, and monitoring":

- We regularly analyze historical data, industry trends, and policy developments, and utilize climate scenario frameworks such as those from the IPCC to identify both physical and transition risks facing each business segment, while also identifying potential transition opportunities.

- For the identified risks, we assess the severity of their potential effects and the likelihood of their occurrence.
- We comprehensively prioritize all climate-related risks to determine management priorities. For identified opportunities, we also assess their potential value and feasibility.

- Based on the results of risk assessments and prioritization, we develop and implement targeted risk mitigation measures, contingency plans, and business adjustment strategies.
- We also implement targeted strategies to capitalize on opportunities of strategic value.

- Through regular management evaluation and reporting mechanisms, we continuously monitor the effectiveness of risk and opportunity management and periodically update management processes and strategies.

Metrics and Targets

The Group actively responds to the national "dual carbon" goals. Focusing on improving energy efficiency, promoting resource recycling, ensuring emissions compliance, and enhancing supply chain coordination, we have established and implemented multiple management objectives to enhance operational climate resilience and continuously improve environmental performance.

Targets	Target Description	Progress in 2025
Optimize Environmental and Energy Management Systems	• Maintain ISO 50001 Energy Management System Certification • Implement technical upgrades and equipment modernization to improve energy and resource efficiency while increasing the proportion of renewable energy used	Achieved
Enhance Corporate Climate Resilience	• Incorporate climate-resilient design into factory construction and equipment operation and maintenance to promptly identify and address potential safety hazards	Achieved
Improve Resource Utilization	• Upgrade production technologies to reduce raw material waste • Optimize product packaging to reduce the use of plastic and paper materials	Achieved
Emissions Compliance	• Standardize daily management of waste disposal and noise control to consistently meet environmental regulations	Achieved
Promoting Green Supply Chain Development	• Sign agreements and strengthen cooperation with suppliers to increase the reuse of materials	Achieved

Climate Change Response Targets

We have continued to deepen our greenhouse gas (GHG) management system. Building on the routine disclosure of GHG emissions from our own operations, we completed the inventory of Scope 3 emissions across both upstream and downstream value chains during the Reporting Period, providing critical data to support the low-carbon transition of the full value chain. Meanwhile, we conducted product carbon footprint analyses to comprehensively identify key carbon emission points throughout the production chain, enabling carbon reduction practices from a product life cycle perspective.

Indicator	Total/Intensity	Unit
Scope 1 greenhouse gas emissions	5,688.01	Tonnes of CO_2 equivalent
Scope 2 greenhouse gas emissions	170,313.82	Tonnes of CO_2 equivalent
Total greenhouse gas emissions (Scope 1+Scope 2)	176,001.83	Tonnes of CO_2 equivalent
Greenhouse gas emission intensity (Scope 1+Scope 2)	24.36	Tonnes of CO_2 equivalent per million revenue
Scope 3 greenhouse gas emissions	303,114.21	Tonnes of CO_2 equivalent
Total greenhouse gas emissions (Scope 1+Scope 2+ Scope 3)	479,116.04	Tonnes of CO_2 equivalent

2025 Greenhouse Gas Emissions Indicators[7]

[7] For Scope 1 in this table, calculations are based on the lower heating value of energy as specified in the *China Energy Statistical Yearbook 2013*, the carbon content per unit of energy as specified in the *Guidelines for Provincial Greenhouse Gas Inventories (Trial)*, and the fuel carbon oxidation rate. For Scope 2, calculations are based on the national grid average emission factor of 0.6096 kgCO_2/kWh specified in the *Announcement on the Release of 2023 Electricity CO_2 Emission Factors*. Scope 3 emissions are inventoried in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the ISO 14064 series of standards. The data covers the following eight categories: Category 1 Purchased goods and services, Category 2 Capital goods, Category 3 Fuel and energy related activities, Category 4 Upstream transportation and distribution, Category 5 Waste generated in operations, Category 6 Business travel, Category 7 Employee commuting, and Category 8 Upstream leased assets.

04

For Employees

Creating a Happy Workplace Together

Weilong Delicious values employee growth and well-being, providing ongoing skills training and clear career development paths to support employees in realizing their personal potential. At the same time, we foster a secure work environment through diverse care initiatives and health and safety management, promoting the mutual growth of employees and the company.

Committed to a People-First Approach

The Group adheres to a people-oriented philosophy, safeguarding employees' equal rights, promoting diversity and inclusion, and eliminating all forms of discrimination. We are committed to creating a work environment characterized by respect and a sense of belonging, thereby continuously attracting and retaining top talent.

Protection of Rights

In accordance with laws and regulations such as the *Labor Law of the People's Republic of China*, the *Provisions on the Prohibition of Child Labor*, and the *Special Rules on the Labor Protection of Female Employees*, the Group has established internal policies including the *Recruitment Information Release Management*

Specifications and the *Employee Rewards and Disciplinary Management Policy*. We have strengthened our management systems against child labor and forced labor, implemented compliant hiring practices, and ensured the protection of human rights.

We strictly prohibit the employment of child labor or the use of any form of forced labor. During the Reporting Period, we upgraded our recruitment system, centering on "age compliance verification", to implement a dual-verification process combining automated system identification with manual review, ensuring that all hired employees meet the legal working age. Should any violations of the above be discovered, we will handle them strictly in accordance with internal regulations. During the Reporting Period, no incidents of child labor or forced labor occurred within Weilong Delicious.

We strictly prohibit any form of direct or indirect employment discrimination in recruitment and the workplace, as well as any form of harassment, and explicitly prohibit such conduct in our relevant policies. We actively promote equal pay for equal work between male and female employees to ensure fair compensation and equal employment opportunities. We handle any violations of candidates' or employees' rights strictly in accordance with laws and regulations.

As of the end of the Reporting Period, the Group had a total of 6,150 full-time employees and no part-time employees. Detailed employee data is as follows.

Indicator	2025	Unit
Number of Employees by Gender		
Male	3,096	Persons
Female	3,054	Persons
Number of employees by age group		
30 and below	1,451	Persons
31-40	3,026	Persons
41-50	1,594	Persons
51 and above	79	Persons
Number of Employees by Region		
Eastern China (Shandong, Jiangsu, Anhui, Zhejiang, Fujian and Shanghai)	587	Persons
Southern China (Guangdong, Guangxi and Hainan)	114	Persons
Central China (Hubei, Hunan, Henan, Jiangxi)	5,080	Persons
Northern China (Beijing, Tianjin, Hebei, Shanxi, Inner Mongolia)	111	Persons
Northwestern China (Ningxia, Xinjiang, Qinghai, Shaanxi, Gansu)	63	Persons
Southwestern China (Sichuan, Yunnan, Guizhou, Tibet, Chongqing)	101	Persons
Northeastern China (Liaoning, Jilin, Heilongjiang)	55	Persons
Hong Kong, Macau, and Taiwan	2	Persons
Overseas (Regions outside Mainland China, Hong Kong, Macau, and Taiwan)	37	Persons

Talent Attraction

The Group strictly adheres to laws and regulations such as the *Labor Contract Law of the People's Republic of China* and has established internal policies including the *Implementation Rules for Incentives for New Employee Mentoring* and the *Regulations on Frontline Employee Recruitment Management* to enhance talent retention and foster a sense of belonging.

We actively recruit outstanding talent through diverse channels, primarily utilizing online recruitment platforms, supplemented by employee referrals, campus recruitment, and social media outreach, to provide employment opportunities to the public. At the same time, we continuously optimize the recruitment experience and onboarding support. We enhance engagement through pre-onboarding activities such as campus visits and exchanges, streamline the onboarding process, and establish a one-week onboarding feedback mechanism for new employees to drive continuous improvement. During the Reporting Period, the Group upgraded its onboarding system to include smart prompts and progress visualization features, resulting in a more than 40% increase in onboarding efficiency, significantly enhancing the onboarding experience and efficiency.

Furthermore, in accordance with the *Employee Probationary Period Management System* and the *Resignation Management System*, we have strengthened talent retention management to support new employees' long-term development. We have clearly defined probationary period objectives and durations, organized onboarding activities to facilitate integration, and conducted regular one-on-one meetings to gain a deeper understanding of employees' status, thereby effectively advancing employee retention efforts. During the Reporting Period, the Group's employee turnover rate was 28.88%, with specific data as follows.

Indicator	2025
By gender	
Male	31.11%
Female	26.46%
By age	
30 and below	44.38%
31-40	24.10%
41-50	17.02%
51 and above	39.23%
By region	
Eastern China (Shandong, Jiangsu, Anhui, Zhejiang, Fujian and Shanghai)	22.46%
Southern China (Guangdong, Guangxi, Hainan)	11.63%
Central China (Hubei, Hunan, Henan, Jiangxi)	30.82%
Northern China (Beijing, Tianjin, Hebei, Shanxi, Inner Mongolia)	5.93%
Northwestern China (Ningxia, Xinjiang, Qinghai, Shaanxi, Gansu)	10.00%
Southwestern China (Sichuan, Yunnan, Guizhou, Tibet, Chongqing)	19.20%
Northeastern China (Liaoning, Jilin, Heilongjiang)	14.06%
Hong Kong, Macau, and Taiwan	0.00%
Overseas (Regions outside Mainland China, Hong Kong, Macau, and Taiwan)	5.13%

Supporting Career Growth

The Group places great emphasis on employee growth and the realization of their potential, providing clear career paths and systematic training. Through talent reviews, performance feedback, and promotion mechanisms, we support employees in enhancing their capabilities. At the same time, we offer competitive compensation and benefits to ensure that growth is recognized, fostering mutual development between individuals and the company.

Employee Development

An exceptional talent team is the key driving force behind the company's sustained progress. Through systematic talent assessments to identify potential, combined with a comprehensive training system, the Group tailors development paths for employees, continuously empowers their growth, and guides them toward a thriving professional future.

Talent Assessment

We regularly conduct assessments of the current state from organizational, talent, and efficiency perspectives. By aligning these assessments with business planning, we identify competency gaps and formulate targeted improvement measures. Following the assessment, we implement these measures through job rotations and the implementation of Individual Development Plans (IDPs) to strengthen talent development and organizational effectiveness.

Employee Training

We have established a comprehensive, multi-tiered training system. Drawing on our long-standing benchmark programs and diverse specialized training initiatives, we provide employees with opportunities for growth and a platform for advancement. We focus on building the capabilities of key talent and developing succession pipelines, establishing a talent development system that encompasses three core modules: management mindset, knowledge and skills, and the Century-Old Weilong People. This system empowers employees to grow through practical experience and achieve professional advancement.

Management Mindset

Enhancing management awareness through benchmarking exchanges, collaborative workshops, and high-potential training camps

Knowledge and Skills Development Across Centers

We conduct targeted training for new managers and technical roles in key positions such as production, marketing, and functional departments

Century-Old Weilong People

Covering new hires, senior executives, and management trainees, with a focus on the entire process of integration and growth

Talent Development System

We have launched the "Century-Old Weilong People" new employee training program. Centered on the company's mission, vision, and core values, the program provides a comprehensive introduction to organizational policies, business systems, product knowledge, and job responsibilities, helping new employees quickly integrate and clarify their career paths. In 2025, the Group conducted a total of nine sessions of the "Century-Old Weilong People" training through a blended online and offline model, reaching 418 new employees.

2025 "Century-Old Weilong People" New Hire Training

We conduct a new manager training program for managerial staff, focusing on enhancing core competencies such as channel management, business logic, and team leadership to cultivate management talent with practical skills. During the Reporting Period, the Group organized two high-potential training camps, delivering progressive training spanning over four months through a hybrid online-offline approach to comprehensively enhance the overall competence of the management team.

2025 New Manager Training

In addition, we continue to advance cross-system initiatives and specialized training programs to support employee growth through practical experience and stimulate organizational vitality.

Internal Trainer Empowerment — Focus on Internal Training Course Development and Instructor Capacity Building

- Course design adheres to the principles of applicability, foresight, and structure;
- Develop standardized course materials based on foundational knowledge and core concepts;
- Refining instructor skills through multi-dimensional development in pre-class preparation, classroom delivery, and interactive facilitation;
- Ensure course quality based on standards such as clear viewpoints and logical coherence.

External Partnerships — Identify external opportunities and establish collaboration platforms;

- Collaborate with external organizations to conduct employee training, including Weilong Business System (WBS) workshops, AI audits, compliance training, and financial training

Professional Certification — Focus on the assessment and training for special operations certificates

- Continuously enhancing the operational capabilities of production system employees by conducting assessment and training for Special Operation Personnel certificates

During the Reporting Period, the Group achieved 100% employee training coverage. The employee training statistics are as follows.

Indicator	2025
Percentage of employees trained	
Percentage of total employees trained	100%
By gender	
Male	51%
Female	49%
By job level	
Senior management	0.25%
Middle management	7.45%
General employees	92.30%

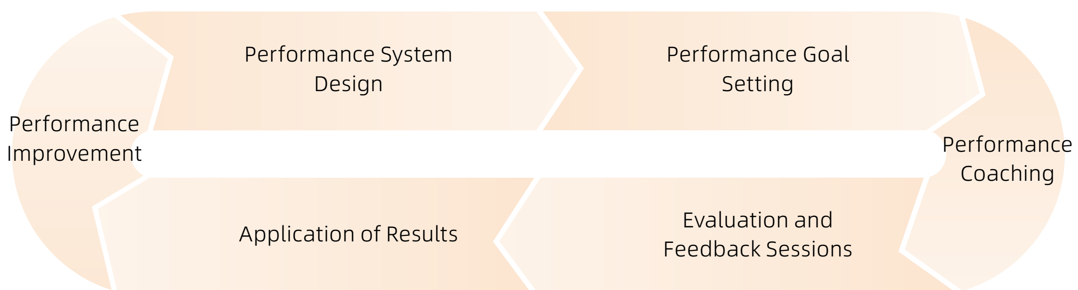
Indicator	2025	Unit
Average training hours per employee	10.48	Hours
By gender		
Male	10.48	Hours
Female	10.48	Hours
By job level		
Senior management	238.69	Hours
Middle management	78.35	Hours
General employees	4.39	Hours

Compensation and Performance

A comprehensive employee development support system is a key pillar for driving the Group's sustainable growth and enhancing organizational vitality. We utilize scientific performance management to recognize employee contributions, establish clear promotion pathways to facilitate career advancement, and reinforce motivation through a competitive compensation and benefits package, thereby fully unlocking employees' potential.

Performance Management

During the Reporting Period, we updated the *Performance Management Policy*, established performance management processes, and comprehensively optimized the employee performance evaluation system. This system clarifies the goal-setting principle of "top-down, tier-by-tier decomposition; bottom-up, ensuring implementation", establishes a two-tier performance appraisal mechanism, and introduces a five-level (S/A/B/C/D) employee competency evaluation standard. It constructs a performance management system with clear objectives, scientific standards, traceable processes, and evaluable results, effectively supporting the implementation of organizational strategies and the closed-loop talent development process.



Closed-loop Performance Management Process

To ensure the fairness and transparency of performance evaluations, we strictly adhere to the performance appraisal process. At the end of each evaluation cycle, employees and their supervisors jointly review performance from the previous period and set performance goals for the next phase based on the feedback. During the performance feedback cycle, supervisors at all levels must communicate with employees in a timely manner as required, provide feedback on evaluation results, and offer specific, actionable suggestions for improvement.

Employee Promotion

We have established the *Qualification Management System* to continuously provide employees with fair and transparent development opportunities and promotion pathways. In 2025, we officially released the *Promotion and Demotion Management System*, which clarifies the principles, conditions, and processes for employee promotions and demotions, further refining a promotion mechanism that is vertically integrated and dynamically managed.

We have designed and implemented three major career development tracks: Management, Professional, and Operational. Based on organizational strategic priorities and individual preferences, employees can pursue lateral rotations or vertical promotions across these tracks. When an employee's capabilities meet the standards for a corresponding grade, they may proactively apply for cross-track development, fostering a mutually beneficial synergy between personal growth and the optimization of the organization's talent structure.

M Management Track	P Professional Track	O Operational Track
Production System	IT/R&D	Production
Sales System	Function	Equipment
Functional System		

Employee Career Path

At the same time, we implement a rigorous five-step promotion process. A review committee composed of senior management, department heads, and the Human Resources department conducts a comprehensive evaluation based on criteria such as strategic thinking and performance outcomes to select outstanding talent with development potential and a sense of responsibility.

Employee Promotion Process

In addition, through our "Talent Internal Incentive Mechanism"—which prioritizes internal promotions for entry-level management positions—and by combining methods such as internal competitive selection, acting appointments, formal appointments, and transfers, we flexibly address the promotion and development needs of all employees, continuously stimulating the organization's internal momentum.

We initiate the promotion and salary adjustment process every April and October. Employees nominated for promotion must undergo a six-month probationary period, during which they must complete goal setting, monthly summaries and feedback, mid-term evaluations, and final confirmation assessments to comprehensively evaluate their competence and ensure a scientific and fair promotion process.

Compensation and Benefits

We are committed to building a market-competitive compensation system. We strictly adhere to laws and regulations such as the *Interim Regulations on Wage Payment* and the *Provisions on Minimum Wage* to safeguard employees' compensation rights and continuously enhance the fairness and attractiveness of our compensation incentives.

We implement a comprehensive compensation payment mechanism centered on employee capabilities, integrating job grade levels and performance evaluations. The compensation structure includes fixed salaries, performance bonuses, and equity incentives to motivate employees. The flexible salary system covers all employees, with a piece-rate system implemented for frontline production staff, while mid-to-senior management and employees in key positions participate in equity incentive plans such as restricted stock.

During the Reporting Period, we optimized the scheduling system for production floor employees and security personnel. While maintaining the overall compensation level, this adjustment resulted in an increase in actual hourly wages, effectively improving employees' work-life balance and quality of life. Concurrently, we advanced wage reforms in certain facilities, raising the daily wage standards for maintenance positions to reflect our recognition of the value of frontline technical roles.

Furthermore, we have established a multi-dimensional compensation and incentive system that "stabilizes growth through short-term incentives and aligns development through long-term incentives". Short-term bonuses motivate performance achievement, while long-term incentive mechanisms strengthen the bond between employees and the company, fostering shared growth and continuously enhancing organizational cohesion.

In the functional system, we have implemented an "Instant Recognition Card" incentive mechanism to strengthen timely feedback and positive recognition of employees' daily work achievements. In the production system, building upon the Instant Recognition Card initiative, we have introduced workshop support allowances, seniority bonuses for frontline employees, and position efficiency allowances. These measures optimize labor intensity while increasing employees' overall compensation. We have also established honorary awards such as "Outstanding Production Employee" and "Equipment Maintenance Award", and conducted special incentive campaigns in conjunction with "Work Safety Month". In the sales system, we have implemented competitive challenges for key product targets, key strategic performance indicators, and over-target bonus mechanisms, linking performance to bonus distribution and promotion pathways. Additionally, we have established team awards such as the "Best Offensive Award" and the "Spotlight Program", as well as individual awards like the "Sales Star", tailored to regional levels, to continuously foster a positive atmosphere of mutual learning and healthy competition.

Focus on Employee Well-being

The Group continues to invest resources in building a comprehensive care system that covers both daily life and professional development. We have established an open two-way communication mechanism to listen to employee feedback, drive management optimization, and promote the mutual growth of employees and the company.

Employee Care

The Group's *Attendance Management Policy* clearly stipulates that employees are entitled to sick leave, work-related injury leave, and annual leave. We have established a robust leave management mechanism and, in accordance with the law, contribute to employees' social insurance and housing provident fund, thereby safeguarding all statutory employee rights and interests.

We have strengthened our management of employee health and work-life balance by implementing automatic tracking of overtime hours. When an employee's cumulative monthly overtime reaches 36 hours, the system automatically sends a reminder to effectively prevent the risk of excessive working hours. At the same time, based on remaining vacation days and expiration dates, we proactively remind employees to plan their time appropriately, thereby promoting a healthy and sustainable work rhythm. We have also enhanced our health management efforts by expanding the coverage and upgrading the scope of specialized health checkups for management personnel. We ensure that all employees receive basic health checkups and free health certificate examinations throughout the year, thereby establishing routine basic health monitoring.

Furthermore, based on employees' job levels and role characteristics, we have implemented differentiated benefits and incentive mechanisms . In accordance with policies such as the *Union Fund Usage Guidelines*, the *Telephone Allowance Management Policy*, and the *Transportation Allowance Management Policy*, we are systematically advancing the development of employee welfare systems to enhance employees' sense of fulfillment and quality of life.

For All Employees

- Providing department-level annual team-building funds tailored to local conditions
- Workshop Support Allowance
- Benefits for statutory holidays and birthdays

For Frontline Staff

- Employee care and sympathy allowances
- Monthly allowance for frontline employees with at least one year of service

Special benefits for employees at specific job levels and above

- Housing allowance
- Annual physical examination
- Reimbursement of travel expenses for employees returning home from other locations
- Fuel subsidy
- Telephone expense allowance for business purposes

For Overseas Assignees

- Commercial insurance and overseas assignment allowances
- Assistance with social security and tax card registration

For High-Performing Employees

- Organizing knowledge-sharing sessions and high-end team-building activities

For Employees with Disabilities

- Assistance with applying for special allowances
- Provision of adapted return-to-work positions

In 2025, we continued to optimize employee benefits, addressing a total of 228 issues related to safety, dining facilities, tools and equipment, and the work environment. This effectively reduced on-site risks and hazards while enhancing employee comfort and efficiency. During the Reporting Period, employee satisfaction with the Group's dormitories, factory dining services, and shuttle bus services all saw a significant improvement compared to the previous year.

Employee Communication

The Group implements a full-lifecycle communication mechanism, featuring onboarding integration activities and probationary evaluations during the onboarding phase; in-depth exchanges on work and life during the employment phase; and differentiated exit interviews and random surveys during the departure phase. This approach ensures we genuinely listen to employees' voices at every stage and drive management response.

We continuously listen to employee feedback through diverse channels, such as employee representative seminars and company-wide feedback sessions. We engage in in-depth discussions on topics including team management, work methodologies, personal growth, and cultural atmosphere to identify issues, build consensus on improvements, and develop actionable rectification plans to ensure issues are fully resolved.

Additionally, we have established a multi-dimensional workplace communication mechanism for employees. Online, we have set up dedicated complaint and reporting channels on the Lark platform to ensure convenient and confidential information transmission. Offline, the HRBP team conducts regular one-on-one communications to monitor employees' work progress and mental well-being, promptly addressing emotional concerns and responding to their needs. The team also efficiently receives and resolves employee complaints, ensuring that issues are thoroughly followed up on, thereby enhancing employee trust and organizational transparency.

Ensuring Health and Safety

The Group prioritizes the safety and health of its employees, refining safety management systems and strengthening risk identification and process control. Aligned with our annual safety objectives, we have increased resource allocation to implement training programs and activities, thereby enhancing safety awareness and emergency response capabilities to fortify our production safety defenses.

Adhering to a safety-first development philosophy, the Group strictly complies with local laws and regulations, including the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Work Safety Law of the People's Republic of China*, the *Provisions on the Administration of Occupational Health at Workplaces*, and the *Safety Regulations for Confined Space Operations in Industrial and Trade Enterprises*, thereby comprehensively strengthening the legal foundation of safety management.

In accordance with the *EHS Incident Classification Management System*, we categorize safety incidents into eight levels based on severity (Level 1 being the most severe and Level 8 the least severe). We have established safety targets for 2025 to strengthen risk classification control and goal-oriented management.

Xinglin Production Center	Weidao Production Center	Noodle Products Production Center
Zero incidents of Levels 1-7,	0 incidents of Levels 1-7,	0 incidents of Levels 1-7,
≤5 incidents of Level 8, and	≤3 incidents of Level 8, and	≤3 incidents of Level 8, and
≤1.5% of lost-time incidents within 3 days	≤1.5% of lost-time incidents within 3 days	≤1.5% of lost-time incidents within 3 days

2025 Safety Objectives

We have established the *Safety Management System for Relevant Parties* and the *Hazardous Operations Safety Management System* to consolidate management requirements for various high-risk operations and ensure uniform safety management of contractors. Additionally, we implement risk-based tiered control of contractors, strictly regulate entry qualifications and work permits, conduct daily inspections, and enforce quantitative performance evaluations to achieve full-cycle closed-loop management, thereby comprehensively ensuring employee safety during operations.

During the Reporting Period, the Group recorded 4,589 lost working days due to work-related injuries. There were no work-related fatalities from 2023 to 2025[8], resulting in a zero work-related fatality rate.

Safety Management

We have established a safety incident reporting mechanism covering all employees. We require managers to properly handle incidents using root cause analysis methods and to formulate targeted improvement measures to drive management optimization and enhance risk prevention capabilities.

In 2025, we restructured our Job Safety Analysis (JSA) system to cover all production positions—including powder blending, seasoning, and packaging—as well as four major operational scenarios: pre-operation preparation, normal production, abnormal situation handling, and machine shutdown and cleaning. Additionally, we systematically identified safety hazards in production through a three-step approach: "On-site Observation and Interviews–Team Analysis–LEC[9] Quantitative Evaluation." We identified risk factors and completed closed-loop rectification for 75 medium-to-high-risk hazards, including mechanical injuries, electrical safety, and hazardous operations. We also compiled the *Essential Knowledge and Skills On-the-Job Training Manual* and accompanying *Safety Maps* to enhance production safety standards.

8 The statistical scope for work-related fatalities refers to the number of fatal accidents that occur to employees of our Group during their work due to hazardous situations.

9 LEC stands for: Likelihood (the probability of an accident occurring), Exposure (the frequency with which personnel are exposed to hazardous environments), and Consequence (the severity of potential consequences resulting from an accident).

We commissioned a third-party agency to conduct comprehensive testing of occupational hazard factors, including noise. Based on the results, we created a "red-yellow-green" noise distribution map for workstations, providing precise data support for noise reduction efforts. We simultaneously established a registry of equipment exceeding noise limits and implemented tailored noise prevention measures for different equipment, steadily advancing noise reduction initiatives.

Additionally, we optimized the factory's air conditioning system by introducing smart temperature control technology to achieve precise temperature regulation, significantly improving the working environment for employees. At the same time, we continue to improve the provision of personal protective equipment (PPE) such as dust masks, safety shoes, and specialized sterile footwear. We routinely conduct safety behavior observations and comprehensively review employee operating procedures to effectively ensure production safety and employee health.

During the Reporting Period, the Group's overall JSA training pass rate increased from 78% to 95%, employee risk identification accuracy improved by 60%, and the rate of non-compliant operations decreased by 42%.

Safety Culture

Guided by the principle of "Safety First, Life Above All," we have promoted safety culture awareness, conducted emergency drills, and implemented hazard identification and rectification measures, thereby upgrading our safety management from a reactive approach to proactive prevention.

CASE **Routine Safety Training**

Through three-tier safety education, monthly and weekly training sessions, as well as special initiatives such as safety messages and safety slogan contests, we instill a safety culture characterized by "conceptual integration, behavioral cultivation, and atmosphere building" among all employees.

CASE **Work Safety Month Activities**

During the Reporting Period, in conjunction with the 24th National Work Safety Month, we organized a series of activities under the theme "Everyone Talks About Safety, Everyone Knows How to Respond to Emergencies–Identifying Safety Hazards Around Us." These included on-the-job risk verification, hazard identification incentives, and accountability measures, effectively enhancing employees' safety awareness, risk identification capabilities, and proactive engagement.

CASE **Special Campaign for Safety Hazard Remediation**

In 2025, we formulated a special rectification plan for major hazards, established a three-tier inspection mechanism covering the entire Group, and promoted the dynamic elimination of hazards. During the Reporting Period, the Group completed the rectification of 1,680 safety hazards, achieving a 100% rectification rate for major hazards, thereby achieving closed-loop management and keeping risks under control.

CASE **Emergency Drills**

Factories under Weilong, Xinglin, and the Noodle Products Center have all established emergency drill systems and strictly implemented annual drill plans. We organized a total of 52 drills throughout the year, achieving full coverage across all positions. Through tiered drills, we honed emergency response capabilities; combined with post-drill reviews and optimizations, the average emergency response time was reduced by 30%, significantly enhancing management efficiency.

For Community

Committed to Social Welfare

05

Weilong Delicious has deeply integrated social responsibility into its long-term corporate development strategy to continuously promote sustainable social development. We actively engage in key areas such as rural revitalization, disaster relief, assistance for those in need, and community development, contributing through concrete actions to help build an open, inclusive, and harmonious social environment. During the Reporting Period, the Group’s cumulative investment in social welfare initiatives totaled approximately RMB 8.5 million, and these efforts earned high recognition from both the government and society.

Rural Revitalization

We actively respond to the national "Rural Revitalization" strategy, taking concrete actions to promote common prosperity in both urban and rural areas. We continue to deepen our localized raw material procurement model, driving the development of the chili cultivation industry in Luohe and surrounding areas, and by engaging directly with production regions, we foster income growth across the entire supply chain through partnerships involving specialty agricultural products such as konjac. Through our commitment to quality, we transform local agricultural products into the core driving force for rural industrial revitalization, supporting the long-term development of the rural economy.

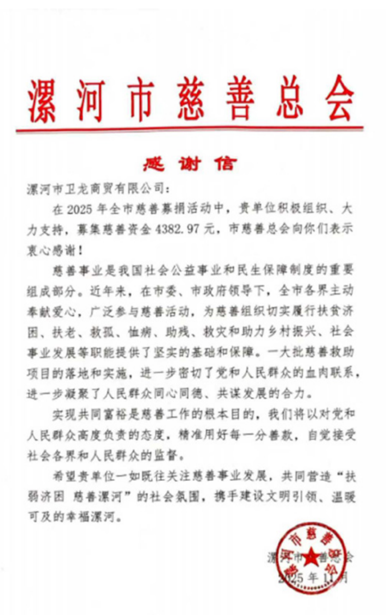
CASE Weilong Konjac Shuang X Xinhua Net Traceability Initiative

During the Reporting Period, we partnered with Xinhua Net to visit the place of origin of konjac in Xishuangbanna, Yunnan, and jointly released a konjac traceability video documenting the quality journey from farm to product.

We consistently adhere to direct sourcing of agricultural products like konjac from their places of origin. Through a "company-plus-farmers" model, we purchase directly from farmers' doorsteps, driving the extension of the industrial chain, helping farmers increase their income locally, and building the konjac industry into a powerful engine for rural revitalization.

CASE Luohe City "Yu Shan Tongxing & One-Day Charity Donation" Campaign

We actively fulfill our social responsibilities and take concrete actions to foster a positive social atmosphere of "helping the vulnerable and the needy–Charitable Luohe." In August 2025, in response to the call from the Luohe City Charity Federation, we organized the "Yu Shan Tongxing & One-Day Charity Donation" campaign. The event raised a total of 4,382.97 yuan, which will be allocated to projects such as rural industrial assistance, infrastructure development, and aid for vulnerable groups.



漯河市慈善总会

感谢信

漯河市卫龙商贸有限公司:

在2025年全市慈善募捐活动中，贵单位积极组织、大力支持，募集慈善资金4382.97元，市慈善总会向你们表示衷心感谢!

慈善事业是我国社会公益事业和民生保障制度的重要组成部分。近年来，在市委、市政府领导下，全市各界主动奉献爱心，广泛参与慈善活动，为慈善组织切实履行扶贫济困、扶老、救孤、恤病、助残、救灾和助力乡村振兴、社会事业发展等职能提供了坚实的基础和保障。一大批慈善救助项目的落地和实施，进一步密切了党和人民群众的血肉联系，进一步凝聚了人民群众同心同德、共谋发展的合力。

实现共同富裕是慈善工作的根本目的，我们将以对党和人民群众高度负责的态度，精准用好每一分善款，自觉接受社会各界和人民群众的监督。

希望贵单位一如既往关注慈善事业发展，共同营造"扶弱济困 慈善漯河"的社会氛围，携手建设文明引领、温暖可及的幸福漯河。

漯河市慈善总会
2025年11月

CASE Donation to the Great Love Pingjiang Charity Foundation

During the Reporting Period, we donated 300,000 yuan to the Pingjiang County Great Love Pingjiang Charity Foundation. The funds were used to construct a water supply network in Diping Village, Sanshi Town, Pingjiang County, effectively resolving the local villagers' water supply issues, helping to improve their living environment, and raising their standard of living.

Disaster Relief and Assistance for Those in Need

We have integrated the fulfillment of social responsibility into the core of our business operations, continuously investing resources and care into public welfare initiatives. We focus on key areas such as inclusive education, disaster relief, charitable donations, and medical assistance, providing financial and material support to vulnerable groups to demonstrate our corporate commitment through concrete actions.

CASE Inclusive Education

We maintain a consistent focus on supporting socially vulnerable groups, conveying the warmth of our enterprise to them. In September 2025, we actively responded to the call of local governments and the Charity Federation by donating 36,000 yuan in scholarships to 12 underprivileged college students. This initiative effectively alleviated the financial pressures faced by students in need, supported their growth and development, and enhanced the reputation of the Weilong brand.

CASE Disaster Relief

In December 2025, in response to the fire in Hong Kong, we donated 3 million Hong Kong dollars through the Hong Kong Red Cross to support the Tai Po fire relief efforts. The funds were specifically allocated to provide temporary housing subsidies and daily living allowances for affected residents. We joined forces with all sectors of society to help affected residents rebuild their homes as soon as possible.

卫龙美味捐赠300万港元
支援香港大埔火灾

11月26日下午，中国香港大埔宏福苑多栋住宅楼发生火灾，造成重大人员伤亡和损失，前线救援工作牵动着全国人民的心。

卫龙美味集团通过香港红十字会向香港大埔火灾捐赠300万港元，善款将用于为受灾群众提供临时安置补助、日常生活补助等。

我们向所有救援一线的消防员、医护人员，以及每一位参与抢险救灾的热心人士致以最诚挚的敬意。

卫龙与香港同胞同心共济，祝愿早日渡过难关。

卫龙美味
2025年12月3日

Empowering Communities

Guided by the philosophy of co-creating value and sharing development, we carry out public welfare initiatives in various areas through systematic resource allocation and diverse community engagement. We are committed to building long-term relationships of mutual growth and prosperity with society, thereby enhancing our corporate social impact.

CASE Giant Panda Conservation

In June 2025, the giant panda twins "Ba Xiaobao" (Shuangshuang) and "Dao Xiaobei" (Chongchong), whom Weilong Delicious has adopted for life, celebrated their 6th birthday at Chongqing Zoo. As a key part of the celebrations for the panda brothers for the second consecutive year, Weilong collaborated with the zoo to launch a series of initiatives. Through the introduction of innovative enrichment facilities and public science outreach activities, we promoted the socialization of giant panda conservation efforts.

ESG Reporting Code Content Index

Part C: "Comply or Explain" Provisions

Key Environmental, Social, and Governance (ESG) Categories, Dimensions, General Disclosures, and Key Performance Indicators			Index
A. Environmental			
A1: Emissions	General Disclosures	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a material impact on the issuer, relating to air emissions, discharges to water and land, and the generation of hazardous and non-hazardous waste. *Note: Air emissions include NOx, SOx, and other pollutants regulated by national laws and regulations. Hazardous waste are those defined by national regulations*.	Environmental Compliance Management Strict Control of Compliant Emissions
	A1.1	The types of emissions and respective emissions data.	Strict Control of Compliant Emissions
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Strict Control of Compliant Emissions
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Strict Control of Compliant Emissions
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Compliance Management
	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.	Strict Control of Compliant Emissions
A2: Resource Use	General Disclosures	Policies on the efficient use of resources including energy, water, and other raw materials. *Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.*	Resource Conservation Efficient Energy Utilization
	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).	Efficient Energy Utilization
	A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	Resource Conservation
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Compliance Management Efficient Energy Utilization
	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.	Resource Conservation
	A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Resource Conservation
A3: Environment and Natural Resources	General Disclosures	Policies on minimising the Issuer's significant impacts of activities on the environment and natural resources.	Environmental Compliance Management Strict Control of Compliant Emissions
	A3.1	Describe the significant impacts of activities on the environment and natural resources and actions taken to manage them.	Environmental Compliance Management Strict Control of Compliant Emissions

Key Environmental, Social, and Governance (ESG) Categories, Dimensions, General Disclosures, and Key Performance Indicators			Index
B. Social			
B1: Employment	General Disclosures	Information regarding: (a) policies; and (b) compliance with relevant laws and regulations that have a material impact on the issuer, concerning compensation and termination, hiring and promotion, working hours, leave, equal opportunity, diversity, anti-discrimination, and other terms and benefits.	Committed to a People-First Approach
	B1.1	Total number of employees by gender, employment type (e.g., full-time or part-time), age group, and region.	Committed to a People-First Approach
	B1.2	Employee turnover rate by gender, age group, and region.	Committed to a People-First Approach
B2: Health and Safety	General Disclosures	Information regarding: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, concerning the provision of a safe working environment and the protection of employees from occupational hazards.	Ensuring Health and Safety
	B2.1	The number and rate of work-related fatalities for each of the past three years (including the reporting year).	Ensuring Health and Safety
	B2.2	Number of workdays lost due to work-related injuries.	Ensuring Health and Safety
	B2.3	Describe the occupational health and safety measures adopted, as well as the relevant implementation and monitoring methods.	Ensuring Health and Safety
B3: Development and Training	General Disclosures	Policies regarding the enhancement of employees' knowledge and skills necessary to perform their job duties. Describe training activities. Note: Training refers to vocational training and may include internal and external courses paid for by the employer.	Supporting Career Growth
	B3.1	Percentage of employees who received training, broken down by gender and employee category (e.g., senior management, middle management).	Supporting Career Growth
	B3.2	Average number of training hours completed per employee, broken down by gender and employee category.	Supporting Career Growth
B4: Labor Practices	General Disclosures	Information regarding: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, concerning the prevention of child labor or forced labor.	Committed to a People-First Approach
	B4.1	Describe measures to review recruitment practices to avoid child labor and forced labor.	Committed to a People-First Approach
	B4.2	Describe the steps taken to address violations when they are identified.	Committed to a People-First Approach
B5: Supply Chain Management	General Disclosures	Policy on managing environmental and social risks in the supply chain.	Management of Industry Partners
	B5.1	Number of suppliers by region.	Management of Industry Partners
	B5.2	Describe the practices regarding the engagement of suppliers, the number of suppliers to whom these practices apply, and the methods used to implement and monitor these practices.	Management of Industry Partners
	B5.3	Describe practices for identifying environmental and social risks at each stage of the supply chain, as well as the methods for implementing and monitoring these practices.	Management of Industry Partners
	B5.4	Describe practices for promoting the use of environmentally friendly products and services when selecting suppliers, as well as related implementation and monitoring methods.	Management of Industry Partners

Key Environmental, Social, and Governance (ESG) Categories, Dimensions, General Disclosures, and Key Performance Indicators			Index
B6: Product Responsibility	General Disclosures	(a) policies regarding health and safety, advertising, labeling, and privacy matters related to the products and services provided, as well as remedies; and (b) information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Comprehensive Assurance of Safety and Quality
	B6.1	The percentage of products sold or shipped that must be recalled for safety and health reasons.	Comprehensive Assurance of Safety and Quality
	B6.2	Number of complaints received regarding products and services, and how they were addressed.	Comprehensive Assurance of Safety and Quality
	B6.3	Description of practices related to the maintenance and protection of intellectual property.	Partnering for Health and Innovation
	B6.4	Describes quality verification processes and product recall procedures.	Comprehensive Assurance of Safety and Quality
	B6.5	Describe consumer data protection and privacy policies, as well as related implementation and monitoring methods.	Comprehensive Assurance of Safety and Quality
B7: Anti-Corruption	General Disclosures	Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a material impact on the issuer, relating to the prevention of bribery, extortion, fraud, and money laundering.	Upholding Business Ethics
	B7.1	The number of corruption-related legal proceedings initiated against the issuer or its employees during the reporting period and the outcomes of such proceedings.	Upholding Business Ethics
	B7.2	Describe preventive measures and whistleblowing procedures, as well as related implementation and monitoring methods.	Upholding Business Ethics
	B7.3	Describe the anti-corruption training provided to directors and employees.	Upholding Business Ethics
B8: Community Investment	General Disclosures	Policies regarding community engagement to understand the needs of the communities in which the organization operates and to ensure that its business activities take community interests into account.	For Community: Committed to Social Welfare
	B8.1	Areas of focus (e.g., education, environmental issues, labor needs, health, culture, sports).	For Community: Committed to Social Welfare
	B8.2	Resources allocated to focus areas (e.g., financial resources or time).	For Community: Committed to Social Welfare

Part D: Climate-Related Disclosures

Climate-related disclosure requirements		Compliance
(I) Governance	Information on the governance body (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	Addressing Climate Change
	The management's role in the governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities.	
(II) Strategy	Climate-related Risks and Opportunities	Addressing Climate Change
	Business Model and Value Chain	During the reporting period, an assessment determined that climate change-related risks and opportunities did not have a material effect on the Group's financial position, operating results, or cash flows.
	Strategy and Decision-Making	
	Financial Position, Financial Performance, and Cash Flows—Current Financial Effect	Assuming no significant changes in the current operational layout and scope of business, and based on the results of climate scenario analysis, the Group determines that climate-related risks and opportunities will not have a material impact on the Company's financial position, operating results, and cash flows in the foreseeable short, medium, and long term.
	Financial Position, Financial Performance, and Cash Flows—Anticipated Financial Effect	
	Climate Resilience	
(III) Risk Management	The processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks	Addressing Climate Change
	The processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities	
	The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process	
(IV) Metrics and Targets	Greenhouse Gas Emissions	Addressing Climate Change
	Climate-related Transition Risks	The results of the climate scenario analysis indicate that climate-related risks and opportunities do not have a material effect on the Company's asset value or core business activities.
	Climate-related Physical Risks	
	Climate-related Opportunities	
	Capital Deployment	
	Internal Carbon Prices	We monitor carbon market trends. Based on our business model and current carbon costs, an Internal Carbon Pricing (ICP) mechanism has not yet been adopted, but will be evaluated as regulations and business needs evolve.
	Remuneration	In the future, the company will, as appropriate, evaluate the feasibility of incorporating relevant performance metrics into the remuneration assessment of senior management.
	Industry-based Metrics	Addressing Climate Change
	Climate-related Targets	Addressing Climate Change
	Applicability of Cross-sectoral Metrics and the Industry-based Metrics	Not Applicable

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