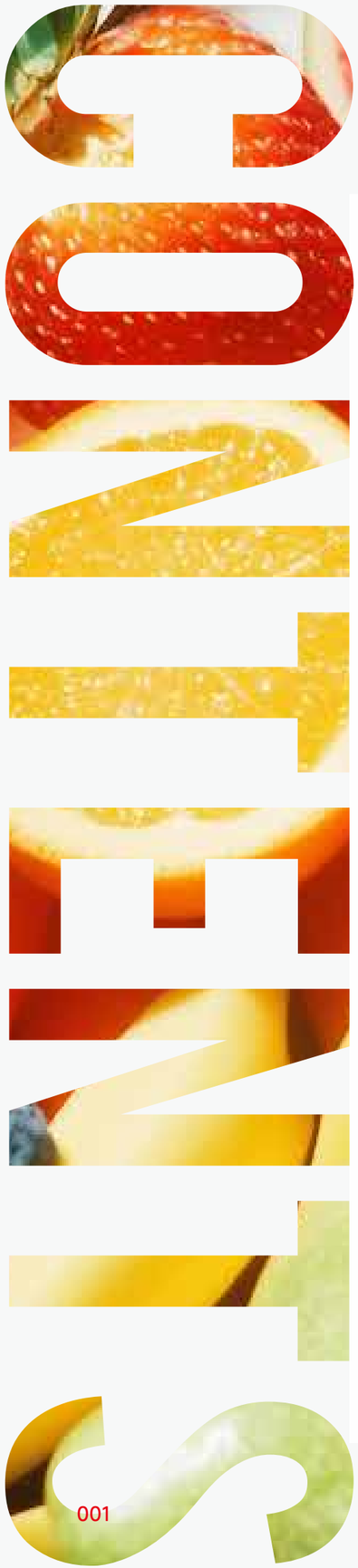
統一企業中國控股有限公司
UNI-PRESIDENT CHINA HOLDINGS LTD.
(a company incorporated in the Cayman Islands with limited liability)
(一家於開曼群島註冊成立的有限公司)
(Stock Code 股份編號：220)



2025
Sustainability Report



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About the Report

Uni-President China Holdings Ltd. (the "Company", stock code: 220) hereby issues the 2025 Sustainability Report (the "Report", the "ESG Report") . Taking into comprehensive consideration the current status of the Company sustainable development, along with external regulatory requirements and industry trends, the Company has officially renamed the "Corporate Social Responsibility Report" to the "Sustainability Report" for this year. This change aims to comprehensively demonstrate to all stakeholders the Company's practices and performance across various sustainability issues.

Reporting Scope

Unless otherwise specified, the Report covers the major businesses of the Company and its subsidiaries (collectively referred to as the "Group", "we" or "Uni-President") in the manufacture of food and beverages in the mainland of China during the period from 1 January 2025 to 31 December 2025 (the "Reporting Period").

Report Reference

The Report strives to comply with relevant industry-wide sustainability reporting standards. It highlights corporate characteristics based on the industry background. The Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") set out in Appendix C2 to the Rules Governing the Listing of Securities (the "Listing Rules") on The Stock Exchange of Hong Kong Limited (the "Hong Kong Exchange") and with reference to "GRI Standards" of the Global Sustainability Standards Board.

Notes to the Report's data

All monetary amounts quoted in the Report are shown in Renminbi ("RMB") unless otherwise specified.

Reporting Principles

The Report is prepared in accordance with the following reporting principles required in the "ESG Reporting Code":

"Materiality": Significant stakeholders were identified and key ESG issues were determined through stakeholder engagement and materiality assessment. Description of stakeholders, process of stakeholder engagement, process and results of materiality assessment has been disclosed in the Report.

"Quantitative": Information on the standards, methodologies and source of conversion factors used for the reporting of emissions/energy consumption has been disclosed in the Report.

"Consistency": The scope of the Report is consistent with the Company's "2024 Corporate Social Responsibility Report" published on 29 April 2025.

"Balance": This report follows the principle of balance and objectively presents the ESG performance of the Group.

Report Availability

The Report is released in online version and is available for view or download on the HKEXnews website (http: //www.hkexnews.hk) and the Company's official website (http: //www.uni-president.com.cn).

Feedback

If you have any comments or recommendations for the Report or our sustainable responsibility work, please contact us through:

Email: ir@pec.com.cn

Postal address:

(i) No. 131, Linhong Road, Hongqiao Linkong Economic Park, Changning District, Shanghai

(ii) Unit 703A, 7/F., Golden Centre, 188 Des Voeux Road Central, Hong Kong

Chairman's Statement



Mr. Lo Chih-Hsien
(Chairman of Uni-President China Holdings Ltd.)

Practicing with integrity for a sustainable future

Upholding the "Honesty and Diligence; Innovation and Excellence" philosophy, we embed innovation and accountability into every aspect of business operations, with an open mindset and resolute actions. Facing the opportunities and challenges of the new era, we uphold the conviction of "long-term planning and pragmatic cultivation" and maintain an attitude of "continuous innovation and keeping pace with the times". While delivering economic value, we are committed to fostering the synergy of social and environmental values to build an outstanding enterprise boasting "Integrity", "Brand" and "Taste".

We always place food safety and customer experience at the heart of our business growth. Staying attentive to feedback from stakeholders, we translate their expectations into driving forces to continuously optimise our products and service experiences. In 2025, we fortified our defence lines for food safety with stricter standards, and delivered on commitments to consumers with higher levels of dedication. Guided by market insights and R&D results, we drive innovation that offers diversified, healthy and customised products, ensuring that the joy of taste is built on trust and care.

As the global climate governance landscape keeps evolving, we actively respond to the 1.5°C temperature control goal under the Paris Agreement and to China's goal of "carbon peaking and carbon neutrality". To this end, we systematically advance energy conservation, emission reduction and green operations across multiple fields to reduce carbon emissions. In 2025, we increased investments in low-carbon technologies, energy efficiency improvements and circular economy initiatives. We also enhanced the management of climate-related risks and opportunities for greater climate resilience, and built climate resilient development pathways to establish a new paradigm for sustainability.

Faced with the opportunities and challenges of the digital era, we take steady steps toward intelligent and digital transformation. This empowers our quality management and customer service, and helps build a more agile and intelligent operational system, injecting new momentum into future growth.

Uniting strength to shape a new era of sustainability

For years, the trust from all sectors of society has been vital in driving our progress and breakthroughs. We sincerely appreciate our dedicated employees, business partners and people from the wider community.

Looking ahead, we will remain true to our original aspiration, with an attitude of "no superficiality, but solidity", and with a focus on innovation in key areas. We will upgrade our employee care system and foster a healthy, inclusive workplace that provides employees with a strong sense of belonging. In addition, we will further engage in community building and public welfare as a corporate citizen, conveying corporate warmth, and pooling forces for greater impact. Let us move forward together to reshape a brighter future through innovation and responsible operations, and create a healthy and happy tomorrow.

About Uni-President

Group Overview

Uni-President China Holdings Ltd., one of the market-leading manufacturers of beverages and instant noodles, started to operate in 1992 and listed on the Main Board of the Hong Kong Exchange on 17 December 2007. As of the end of the Reporting Period, the Group reported revenue of 31,714 million and total assets of 24,489 million.

The Group adheres to the business philosophy of "Honesty and Diligence; Innovation and Excellence" and upholds the long-term principle of "Value Marketing". With a focus on business operation, we are dedicated to creating brand value, with an aim to evolve into an enterprise boasting "Integrity", "Brand "and "Taste". Since the entrance into the mainland China market more than 30 years ago, we have formed a multicategory product matrix covering instant noodles, tea drinks, juice, bottled water, soy milk, bottle can products, etc., featuring in "Soup Daren (“湯達人”)","Lai Yi Tong(“来一桶”)"、"Tong Yi 100 (“统一100”)"、"The King of Tomato (“茄皇”)", "Uni Ice Tea (“統一冰紅茶”)", "(Uni Green Tea“統一綠茶”) ", "Shuangcui (“雙萃”) ", "Uni Orangeate (“統一鮮橙多”)", "Haizhiyan (“海之言”) ", "Uni Assam Milk Tea (“統一阿薩姆奶茶”)" and other popular products.

revenue of **31,714** million

total assets of **24,489** million



Corporate Culture

Business Philosophy

- Business Philosophy: Three Goods and One Fairness: Good Quality, Good Credit, Good Service and Fair Price
- Honesty and Diligence, Innovation and Excellence

Vision

- Play "everyone's all-time favourite symphony of food"
- Build with love and care a "life industry" inseparable from people's life

Value chain

Upstream

- Raw material sourcing
- Supplier management
- Inbound logistics

The Group's operation

- Production management
- Food safety and quality management
- Warehousing and outbound logistics management
- Product development and innovation
- Risk management and audit

Downstream

- Marketing and brand management
- Customer service and support
- Channel management

2025 Corporate Honours

Social Recognition

★ Uni-President was awarded the title of "Hong Kong Wealth Management Summit Forum & 12th 'HK 100'".

★ Uni-President was awarded with the title of "Industry Influential Brand in the Consumer Market" by the Consumer Daily.

★ Uni-President was awarded the title of "National Quality Inspection Stable and Qualified Product" by the China Association for Quality Inspection (CAQI).

★ Uni-President was awarded the title of "National Enterprise for Product and Service Quality Integrity Commitment" by the China Association for Quality Inspection (CAQI).

★ Uni-President was awarded the title of "National Quality Inspection Stable and Qualified Product Quality Reputation Commitment" by the China Association for Quality Inspection (CAQI).

★ Uni-President was awarded the title of "2025 National 'Quality Month' Quality Integrity Advocacy Enterprise" by the China Association for Quality Inspection (CAQI).

★ Uni-President was awarded the title of "Group Member Unit of the China Association for Quality Inspection" by the China Association for Quality Inspection (CAQI).

★ Uni-President was awarded with the title of "Outstanding Case of Food Safety Management 2024-2025" by the China Food Safety Newspaper Agency.

★ Uni-President was awarded with the title of "Food Safety Commitment Unit 2024-2025" by the China Food Safety Newspaper Agency.

★ Uni-President was awarded the title of "Member Unit of China Quality Supervision Network" by the China Quality Supervision Magazine.

★ Uni-President was awarded the title of "Standing Director Unit of the China Food Newspaper Council" by the China Food Newspaper Council.

★ Uni-President was awarded the title of "2025 Annual Report on Excellent ESG Practices of Foreign-Invested Enterprises in Shanghai" by the Shanghai Association of Foreign Investment and the ESG Branch of Multinational Regional Headquarters.

★ Uni-President was awarded the title of "2025 CAI Wen Award - Social Responsibility Award" by Zhejiang CAI Wen Media.

★ Uni-President was awarded the certificate of "2025 Star of Charity in Changning District" by the Shanghai Charity Foundation Changning District Office.

★ Chengdu Uni-President. was honoured with the "National Green Factory" award.

★ Changbaishan(Jilin) Uni-President. was honoured with the "National Green Factory" award.

★ Fuzhou Uni-President. was honoured with the "National Green Factory" award.

★ Xinjiang Uni-President. was honoured with the "National Green Factory" award.

★ Jinan Uni-President. was honoured with the "Provincial Green Factory" award.

★ Shanxi Uni-President. was honoured with the "Provincial Green Factory" award.

★ Hainan Uni-President. was honoured with the "Provincial Green Factory" award.

★ Nanning Uni-President. was honoured with the "Provincial Green Factory" award.

★ Shanghai Uni-President. was honoured with the "Provincial Green Factory" award.

★ Changbaishan (Jilin) Uni-President. was honoured with the " Carbon-Neutrality Factory" award.

★ Nanchang Uni-President. was honoured with the "Jiangxi Provincial Model Enterprise for Safety Culture Construction " award.

★ Jiangsu Uni-President. was honoured with the "Zero Waste Factory" award.

★ Hangzhou Uni-President was. honoured with the "Water-Saving Enterprise" award.

Product Honour

★ The "Man Han Da Can Braised Beef Noodle" was selected as a representative case for the "2024-2025 Annual Scientific and Industrial Innovation Trends in China's Instant Food Industry".

★ The "Uni-President Assam" Low-Sugar Jasmine Milk Tea won the "Most Popular Product Award" at the 5th Jiangnan Innovation and Creative Food Exhibition.

2025 Focus

Operation

Total assets
24,489 million

Revenue
31,714 million

Total profit
2,050 million

R&D investment
284.0 million

Environmental

Direct (Scope 1) greenhouse gas ("GHG") emissions:
201,944 tCO_2e

Energy indirect (Scope 2) GHG emissions:
484,226 tCO_2e

Natural gas consumption:
763,056 MWh

Electricity:
515,068 MWh

Purchased steam:
579,670 MWh

Total energy consumption:
1,857,794 MWh

Water consumption:
12,514,849 tonnes

Hazardous waste:
258 tonnes

Non-hazardous waste:
66,466 tonnes

Packaging materials consumption:
498,915 tonnes

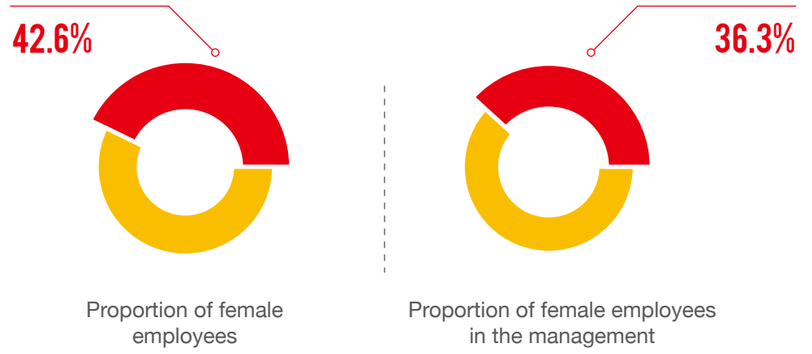
Social

The Food Safety Testing Centre has over **700** independent test items all year round and a total of **173** CNAS test items

Total number of employees: **34,305**

Valid intellectual property rights held: **3,244**

Devoted approximately RMB **13.49** million and **13,638** hours for social and public welfare activities and natural disaster donations in total

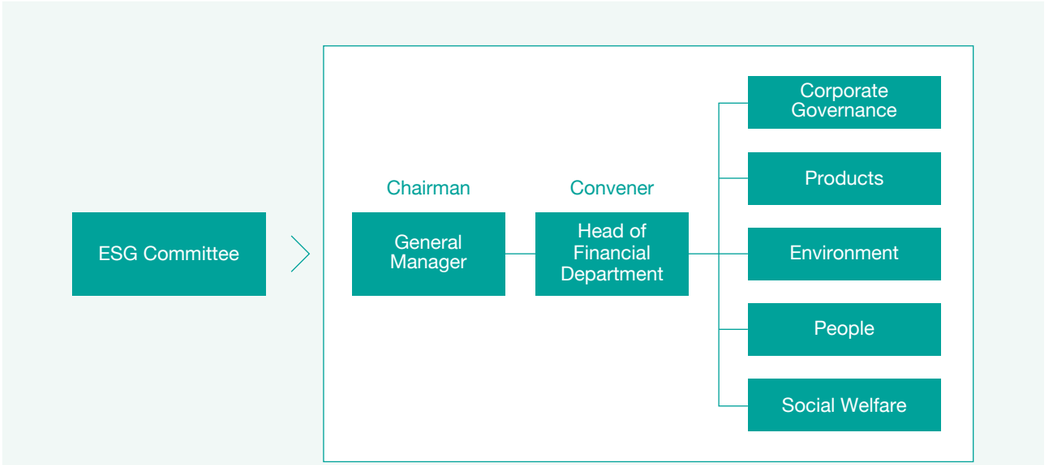


Implementing Sustainable Management Practices

01

Sustainability governance structure

Uni-President understands that improving its environmental and social performances is essential for creating value for society and achieving sustainable operation. We have incorporated sustainable development risks and opportunities into the Group's business strategy to guide daily business operations, practice high-quality development initiatives, and create long-term value. We established the ESG Committee as a part of management. Chaired by the General Manager and convened by the Head of Financial Department, the committee oversees five functions including corporate governance, products, environment, people and social welfare.



The Board is the highest responsible body for the sustainable responsibility strategy and management of Uni-President. The duties of the Board include identifying, prioritising and managing major sustainable responsibility matters with reference to stakeholders communication and materiality assessment, assessing sustainable responsibility risks, as well as formulating sustainable responsibility strategies, setting performance targets and regularly reviewing the progress.

As the core organisation for the Group's sustainable operations, the ESG Committee consists of senior executives from different functions as conveners. The committee is responsible for identifying stakeholders, formulating policies, metrics and schemes related to sustainable responsibility for issues such as climate change, overseeing the progress of these metrics and targets, reviewing the annual sustainability Report, and regularly reporting to the Board on matters related to sustainable responsibility and sustainable operations.

During the Reporting Period, the ESG Committee, through its various functions, presented 2 reports to the Board on sustainable responsibility related matters. These reports included proposals regarding (1) environmental management practices, a review of key performance, goal setting for climate-related risks and opportunities, and plans for future works; (2) the current status and future works of public welfare projects; and (3) internal control practices and the effectiveness of risk management. The Board monitors the results of sustainable responsibility risk management, and urges the operation teams to make adjustments when necessary. The Committee makes further optimisation based on the Board's opinions. During the Reporting Period, we convened one meeting of the ESG Committee to review our progress on and achievements in sustainability management and initiatives and to clarify the future management improvement direction for low-carbon transition and sustainable development.

Stakeholders communication

Committed to the philosophy of "Join Hands to Build Uni-President's Future", we continue communicating with our stakeholders on sustainability issues. Maintaining engagement and communication is essential for Uni-President to achieve sustainable operations. By doing so, we aim to better disclose our sustainability performance, foster two-way communication and understand the expectations and feedback from stakeholders. This allows us to make responses with strategic planning, so as to balance the interests of multiple parties in resource allocation and operational decisions. Such a cooperative approach is the foundation of our sustainable business development.

We have identified seven major stakeholder groups, which have a significant impact on our performance or are significantly affected by our performance.

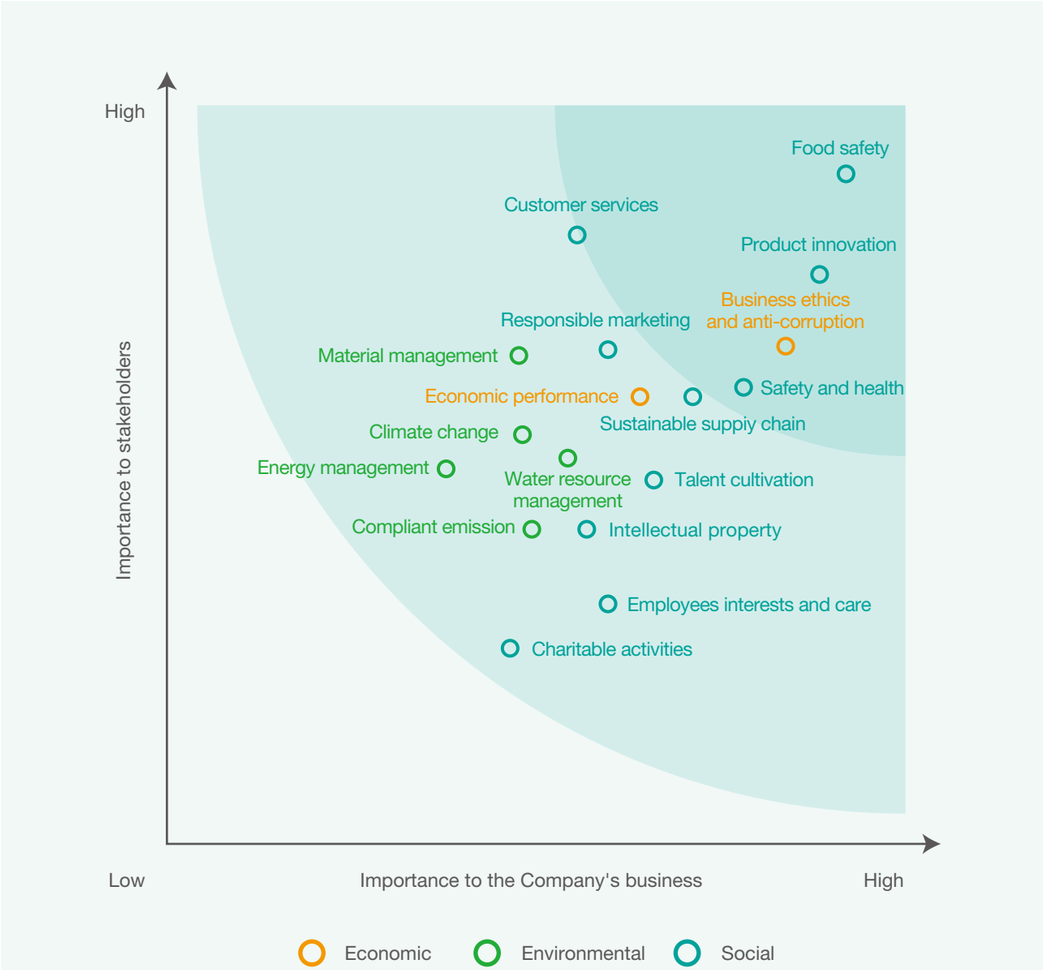
Stakeholders	Expectations and concerns	Engagement channels
Shareholders or investors	• Protection of shareholders' rights • Compliance operation and management • Information disclosure • Return on investment	• General meetings • Announcements (interim reports, annual reports, ESG Reports, circulars and announcements) • Websites of the Company/the Hong Kong Exchange • Investor's' conferences and roadshows
Government or regulatory authorities	• Law and compliance supervision • Fulfilment of tax obligations • Social contribution • Business and economic development • Safe operation	• Government reception • Compliance reports • Field inspection • Participation in government meetings or seminars • Submission of documents • Response to queries or investigation
Suppliers	• Fair competition • Long-term business relationship • Product quality monitoring	• Evaluation of suppliers • Field inspection • Daily communication
Employees	• Protection of employees' interests and rights • Communication between management and staff • Occupational safety and health • Staff benefits improvement • Equal employment opportunities and diversified development	• General Manager direct communication mailbox • Daily communication • Staff seminars • Staff representatives' meetings • Staff training
Customers	• Long-term business relationship • Performance and product safety • Product quality • Inventory management	• Daily communication • Customer satisfaction survey • Customer feedback and visits • Product management
Environment	• Compliant emission • Resource conservation • Reducing packaging materials • Climate change	• Environmental management improvement • Promoting energy saving • Strictly managing and controlling emissions • Response to climate change
Community	• Community involvement • Charitable projects	• Volunteer activities • Charitable activities

Materiality assessment

Through materiality assessment, we identify and prioritise sustainable responsibility issues that are material to the Company's business and to stakeholders. The process is summarised as follows:

	2020 materiality assessment	2025 review
Identify Issues	Taking into account the Group's operational characteristics and strategic direction, and following Sustainable Development Goals (SDGs), "GRI Standards" of Global Sustainability Standards Board and "ESG Guide" of the Hong Kong Exchange, we identified 17 social responsibility issues concerning the Group after internal assessment.	We assessed internal and external development environments, including changes to the "ESG Reporting Code", and reviewed the 17 issues to confirm that the Group's sustainability practices for the Reporting Period were comprehensively covered.
Conduct Survey	Identifying significant internal and external stakeholders and invited stakeholder representatives to complete questionnaire surveys, in order to learn their views on materiality of each issue and collect their opinions and suggestions.	Conducting interviews and meetings with key internal and external stakeholders to understand their level of concern about the sustainable responsibility issues we identified as important.
Confirm Results	A total of 1,947 valid questionnaires were collected. After the analysis of survey results of internal and external stakeholders, we identified the priority of economic, environmental, and social issues, and generated a materiality assessment matrix which was then reviewed and verified by the Social Responsibility Working Group.	Based on the communication with internal and external stakeholders, we confirmed that among the 17 sustainability issues, climate change has seen a slightly higher level of materiality during the Reporting Period, while there were no significant changes in the materiality assessment results of the remaining 16 issues. The materiality assessment matrix was reviewed and confirmed by the Group's ESG Committee.

The materiality assessment matrix below illustrates the Group's key sustainable responsibility issues. We will prudently consider and focus on these issues throughout our business operations, and pay constant attention to and allocate resources to manage all issues affecting the Group and stakeholders on the whole.



Materiality Assessment Results

Response to SDGs

In 2015, all United Nations Member States adopted 17 Sustainable Development Goals (SDGs) as a universal call to action to end poverty, protect the planet and improve the lives and future of all people. Considering our major sustainable responsibility issues, we actively answer to the call and support SDGs from multiple aspects.

Title of Sections	Sustainable Responsibility Issues	Responses to UN SDGs
☆ About Uni-President	• Economic performance	8 DECENT WORK AND ECONOMIC GROWTH
☆ Practising Good Governance with Integrity	• Business ethics and anti-corruption	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
☆ Delivering High-Quality Food with Smart Production	• Food safety • Product innovation	3 GOOD HEALTH AND WELL-BEING; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
☆ Embracing Low-Carbon and Sustainable Development	• Material management • Water resource management • Climate change • Energy management • Compliant emission	7 AFFORDABLE AND CLEAN ENERGY; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
☆ Empowering Talents for Mutual Growth	• Safety and health • Talent cultivation • Employees interests and care	3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH
☆ Creating Value for Coordinated Development	• Customer services • Sustainable supply chain • Responsible marketing • Intellectual property	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
☆ Co-creating a Brighter Future for Society	• Charitable activities	1 NO POVERTY; 2 ZERO HUNGER; 3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION

Practising Good Governance with Integrity

02

Uni-President sees the business philosophy of "Honesty and Diligence; Innovation and Excellence" as the backbone, and "Integrity" as the principle for business conducts. By fostering a corporate culture of integrity, transparency and accountability, Uni-President is determined to become a partner that is preferred and trusted by stakeholders. Aiming for the highest standards of corporate governance and business ethics, we have integrated this corporate culture into our daily operations to meet and even go beyond regulatory requirements.

The UN Sustainable Development Goals we have attended to





Corporate governance

Uni-President upholds operational transparency, prioritizes shareholder rights, and believes that a sound and efficient board of directors is the foundation of good corporate governance. The Board is responsible for the leadership and control of the Company. The Board oversees the Group's businesses, investment and strategic decisions, maintains the effectiveness of the Group's risk management and internal control systems, and monitors the performance of the Group. There are currently four committees established under the Board, each committee has its terms of reference and reports to the Board regularly. The duties of committees are:

Audit Committee

The primary duties of the Audit Committee are to make recommendations to the Board on appointment and removal of the external auditors, approving the remuneration and terms of engagement of external auditors, reviewing financial information and overseeing the financial reporting system and internal control procedures.

Nomination Committee

The primary duties of the Nomination Committee are to review the structure, size and composition of the Board, identify individuals suitably qualified to become members of the Board, assess the independence of independent non-executive directors and make recommendations to the Board on any proposed changes to the Board, or select individuals nominated for directorships and/or appoint or re-appoint directors.

Remuneration Committee

The primary duties of the Remuneration Committee are to make recommendations to the Board on the Company's policy and structure of the remuneration of the directors and senior management, to determine on behalf of the Board the remuneration packages of individual executive directors and senior management, and to make recommendations to the Board on the remuneration packages of non-executive directors.

Investment, Strategy and Development Committee

The primary duties of the Investment, Strategy and Development Committee are to review the investment and development plans and policies of the Group, and review investment proposals and make recommendations to the Board.

As of the release of the Report

the Board consisted of **9** members, including **2** executive directors, **2** non-executive directors and **5** independent non-executive directors.

During the Reporting Period

we held **6** meetings of the Board, **3** meetings of the Audit Committee, **5** meetings of the Nomination Committee, **4** meetings of the Remuneration Committee and **3** meetings of the Investment, Strategy and Development Committee, **1** annual meeting of Shareholders.

Board capacity building and diversity

The Board adopted a Board Diversity Policy, aiming at improving the efficiency of the Board, maintaining the highest level of corporate governance, and recognising and embracing the benefits of having a diverse Board. Under the Board Diversity Policy, in order to achieve a diversity of perspectives, skills and experience within the Board, a number of factors will be considered when deciding on appointments to the Board and the continuation of those appointments, including but not limited to gender, age, cultural and educational background, length of service, skills, regional and industry experience. In forming its perspectives on Board diversity, the Company will also consider its own business model and specific needs from time to time. As of the release of the Report, out of the 9 Board members, 7 of them are male and 2 of them are female.

For other details of the Company's corporate governance, please refer to "Corporate Governance Report" as set out in the Company's Annual Report of the year.

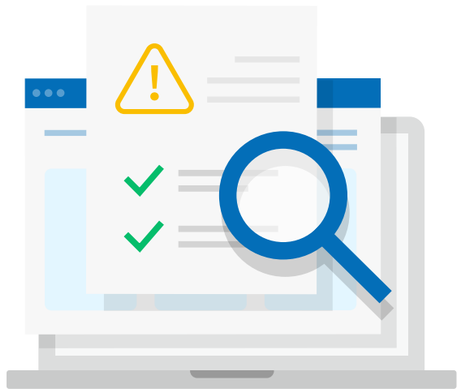
Business ethics

We are fully aware that integrity in management and honest operation are the foundation of sustainable development. In this regard, we constantly monitor business ethics not only within our own operations but throughout the industry chain, aiming to build an efficient operation system. The Group strictly abides by the "Criminal Law of the People's Republic of China", the "Anti-Unfair Competition Law of the People's Republic of China" and other laws and regulations, and has zero tolerance for any violations of business ethics, such as corruption, bribery, fraud, money laundering and anti-unfair competition. Internal Audit Department of the Group (the "Internal Audit Department") is responsible for monitoring internal anti-corruption. It takes charge of prevention of the risk of corruption in all aspects of operation and management, corruption reports handling and integrity culture construction.

Standardise professional ethics

The Group prohibits employees or anyone acting on behalf of the Company from obtaining business interests through corruption and bribery in any form or other misconduct of the same nature. The Group explicitly stated "Professional Ethics and Code of Conduct" within the "Staff Manual", covering "anti-harassment and discrimination", "conflict of interest", "illegal or improper behaviour" and "prevention of corruption and bribery", and established a series of business ethics and integrity requirements for relationships with suppliers, requiring all staff and business partners to adhere to ethical and transparent business practices at all times. We also assist business partners to understand the right ways to do our business by complying with our due diligence procedures and integrity terms.

We carry out internal audits and checks at different frequencies according to the importance and risk level of our business to monitor compliance at each subsidiary, especially compliance with business ethics. We categorise our subsidiaries according to their size and business status, and review each subsidiary once a year, twice a year or once every three years based on their size and business status to achieve internal audits and reviews covering for all subsidiaries every three years to ensure that all subsidiaries operate in compliance. To continuously enhance the identification of material risks, we assess and determine review items for the following year considering multiple factors, including previous audit findings, common complaints, high-priority areas, impacts of external events, and subsidiary scale. Food safety and occupational safety (fire safety) are included as key review areas. In 2025 ,we completed 45 reviews and conducted 31 internal reviews and rectified all deficiencies identified.



Whistle-blowing and Complaint Management

The Group encourages internal and external stakeholders such as employees, customers and business partners to report any suspected violations of laws and regulations or business ethics. Through the "Operational Standards on Whistle-blowing System" and "Whistle-blower Policy", the Group stipulates the scope, means and channels, verification rules, post-procedures upon receiving reports as well as reward and penalty policy. We also keep several whistleblowing channels open, such as reporting mailbox, reporting hotline, reporting email, office platform reporting portal. A whistle-blower is encouraged to report to the Internal Audit Department or Audit Committee of the Group through a variety of means including official document, face-to-face meeting, letter, email, phone (fax) or any other way(s) the whistle-blower deems appropriate. Upon receiving the report, the leader of Internal Audit Department assigns a staff to conduct a preliminary review and decide whether to formally file a case. If a case needs to be filed for investigation, the assigned staff shall investigate and report to the leader of Internal Audit Department. A formal report will then be prepared and submitted to the chairman of the Board for approval.

In addition, in accordance with the whistle-blower protection and incentive measures, the Group maintains the confidentiality of the whistleblowers' information and the materials provided by them through the whole-process protection of "acceptance, registration, storage, and investigation", resolutely prevented the occurrence of retaliation against whistle-blowers and imposed severe penalties on those who had violated the regulations.

During the Reporting Period, the Group received and resolved a total of 89 complaints, neither the Group nor any of our employees was involved in any corruption lawsuits that had already been filed and concluded.

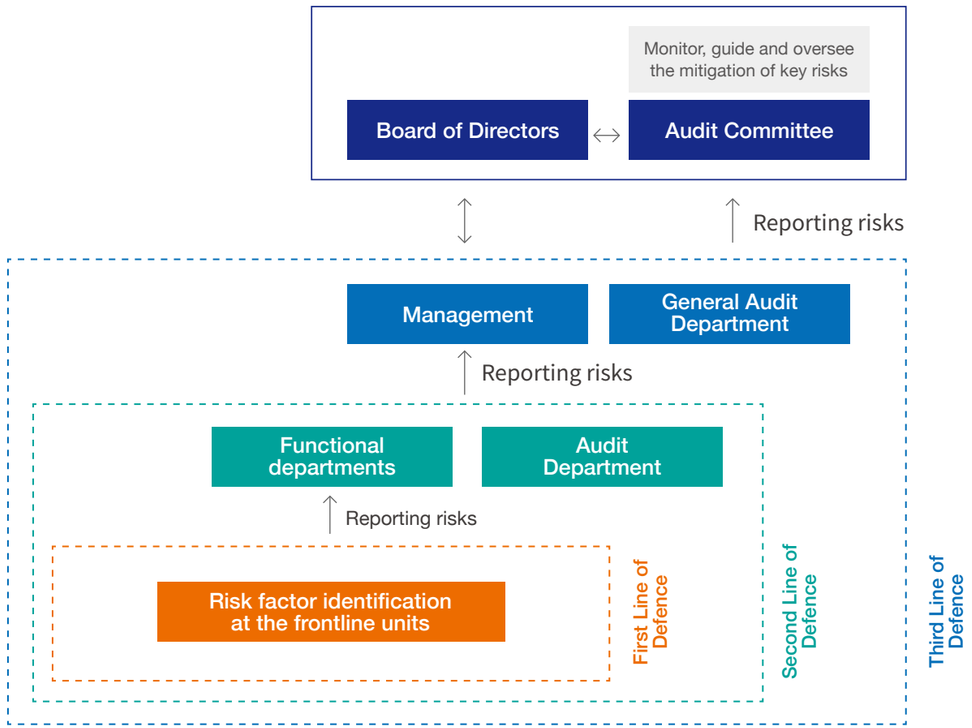
Establish a clean culture

The Group holds the philosophy of "honesty" and provides business integrity training for all staff and management, continuously updates the corporate knowledge platform with new anti-corruption cases for education purpose and focuses on strengthening the integrity education of employees and management in key positions, enhancing the integrity awareness of all staff. During the Reporting Period, we conducted anti-corruption and business integrity training via "Cloud Classroom" and "DingTalk notifications". The curriculum covered topics such as anti-unfair practices, anti-monopoly regulations, definitions of corruption and related criminal liabilities, case studies, key corporate anti-corruption points, internal control system development, internal grievance channels, and the concept of business integrity. A total of 15,571 employees participated, all of whom successfully passed the assessment. In addition, we provided anti-corruption and business ethics training to all directors by distributing relevant training materials and data. During the Reporting Period, we facilitated the delivery of "Anti-Corruption Training" materials to all directors through the Hong Kong Company Secretary to strengthen compliance and governance capabilities at the Board level.

Risk management and internal control

The Group has established a sound risk management system that covers governance, environmental and social aspects. A bottom-up and top-down approach is utilised to implement a holistic risk management process. The bottom-up approach is supported by key business units to identify and prioritise risks, while under the top-down approach, management reviews and assesses whether risks are comprehensively identified, prioritised and properly addressed by key business units to ensure the accomplishment of the Group's objectives.

We continue to optimise our risk management framework, under which the Board and the Audit Committee oversee the design, implementation and monitoring of risk management and internal control systems. Specifically, three lines of defence have been established. The first line consists of frontline units, responsible for Identification of risk factors through internal control and external information and providing timely feedback to functional units. The second line comprises functional units and the Audit Department. They evaluate and analyse the causes and consequences of operational risks, and report findings to management for formulating response strategies and reports. Management and the General Audit Department, as the third line, identify key risk areas based on strategic objectives, and report to the Board for formulating control plans and reports. The General Audit Department makes an audit plan and performs reviews annually.



Three lines of defence for risk management

As sustainability-related risks, including climate change, increasingly affect our business environment, the management and monitoring of such risks show greater significance. The Group identifies, analyses and assesses potential environmental, social and governance risks according to its operating environment, and addresses them through transparent and appropriate management approaches. We also regularly identify and update potential risks based on our business development and industry trends, putting all risks under effective prevention and control.

Risk Category	How we address the risk	Relevant Section
Food safety risk	• Set up Food Safety and Quality Committee, improve management and further enhance food safety risk assessment, alert and monitoring; • Establish "Three Lines of Food Safety Defence" of food safety (namely qualification review, field inspection, food safety testing), and through multi-perspective risk control, to effectively control food safety risks arising from suppliers; • Adopt "Three Checks of Quality Control" (namely quality control on development and design, quality control on production process and quality control on delivery channel) and actively analyse for improvement and track products to cautiously prevent abnormalities in quality; • Carry out digital empowerment in design, procurement, production, sales and other links, comply with relevant requirements of "Three Lines of Food Safety Defence" and "Three Checks of Quality Control", and strengthen food safety management at the source of supply chain and food safety monitoring of finished products.	Delivering High-Quality Food with Smart Production
Business integrity risk	• Operate in good faith, follow the principles of fairness, honesty, integrity and transparency in business activities, and establish a corporate culture of honest operation and a sound risk control mechanism.	Practising Good Governance with Integrity

Risk Category	How we address the risk	Relevant Section
Occupational Health and safety risk	• Adhere to "people-oriented, safe and healthy" approach, striving to become a safe, healthy and environmental- friendly factory; • Establish a production safety management system, develop and continuously improve various standards and policies for production safety and occupational health management; • Regularly deliver trainings on staff production safety and occupational health, provide all-round protection for staff.	Empowering Talents for Mutual Growth
Environmental policy risk	• Strictly abide by national environmental protection laws and regulations and integrate the energy conservation and emission reduction work into the whole process of production and operation activities.	Embracing Low-Carbon and Sustainable Development
Climate change risk	• Engage external consultants to conduct climate risk assessments and scenario analyses, identifying and evaluating the impacts of related risks on the company. • Initiate targeted training on climate change risk management themes and prepare climate-related disclosures in accordance with Part D of the Hong Kong Stock Exchange's "ESG Reporting Code". • Continue to pursue improvement in standardization and systematisation. The reduction of energy use and pollutant emissions is ultimately achieved, and the impact of climate change on the Group's operations and finances is effectively managed, through management of target, as well as the system of daily checking, performance inspection, analysis and rectification, and the formulation of corresponding mitigation and response measures.	Embracing Low-Carbon and Sustainable Development

In addition, in terms of public opinion risk, public opinion that may trigger a negative incident or emergency is promptly captured and handled with via public opinion monitoring and early warning service provided by a third party. In addition, the "Operational Standards for Handling Media-related Negative Incidents", "Operational Standards for Eliminating Negative Opinions", and the "Contact List for Reporting Negative Incidents" specify processes, responsibilities, timeframe, strategy and subsequent actions for monitoring and early warning, and for emergency responses, to ensure proper response and handling of public opinion risks while playing the role of public opinion monitoring and continuously improving the level of internal management.

Intellectual property management

Intellectual property protection is a key driver for innovation and business growth. The Group respects and protects intellectual property, sticks to originality and combats counterfeiting, safeguarding its own and consumers' rights. We strictly complied with the "Copyright Law of the People's Republic of China", the "Patent Law of the People's Republic of China", the "Trademark Law of the People's Republic of China", the "Anti-Unfair Competition Law of the People's Republic of China" and other relevant laws and regulations. We applied certificates for all patents, trademarks, and copyright from intellectual property authorities and signed patent and copyright transfer contracts where third-party patents or works are involved.

We advance management and protection of intellectual property in a refined way. In accordance with the "Operational Standards on Anti-infringement Mechanism and Counterfeits Handling Process Regarding Intellectual Property" ,"Counterfeits Handling Process Regarding Intellectual Property" and "Operation Standards for Intellectual Property Protection". To ensure the stability of patents, copyrights, and trademark rights, we take proactive measures such as conducting trademark searches, registering copyrights for original images and texts, and performing pre-release reviews for promotion copywriting.

Meanwhile, we constructed a line of defence against infringing products and conducted market investigation and monitoring to crack down on infringing products and maintain our brand image. As of the end of the Reporting Period, the Group holds a total of 3,244 valid intellectual property rights, ranging from food safety, product R&D, process optimisation to manual process optimisation. During the reporting period, no intellectual property infringement cases occurred.

We also focus on enhancing the intellectual property awareness among employees. For this purpose, we organised multiple training sessions on intellectual property in 2025. In addition, we attended the "Forum on Trade Secret Protection" hosted by Changning District, Shanghai Administration for Market Regulation, where we gained in-depth insights into the latest policies, regulations, and case studies.

In recent years, intellectual property risks associated with AI-generated content (AIGC), such as ambiguity in copyright ownership and similarity in outputs, have become increasingly evident. To address these risks, we have formulated the "AIGC Tool Security and Usage Guidelines" defining standards for AI-assisted creation, and conduct infringement searches on AI-generated works. For such works produced by external third parties, we require submission of documentation such as the "Statement of Originality" or the "Non-Infringement Declaration".



the Group holds a total of

3,244 valid intellectual property rights

Information security and privacy protection

The Group has set up an effective information security management mechanism and established an information security management system in line with ISO/IEC 27701. The Group protects information security in all aspects according to the "Regulations on Information Security Management", "Guidelines for User Information Security" and other policies.

We have formed responsible teams to standardise management mechanisms regarding aspects such as the confidential level of company information, the level of information security incidents, the reporting flow of information security incidents, the penalty of information security incidents as well as the investigation of information security incidents. Thus the integrity, availability and security of the Group's information assets are guaranteed, and compliance obligations are performed when collecting and using private or clients' information. Our online system "Uni-President e-Mall" has passed the national information system security (Level 3) certification, and many employees have obtained the certificate of Certified Information Security Professional (CISP).

We adopt a variety of technical means to strengthen the security of the information system. We establish redundancy mechanism, backup mechanism, and network security protection mechanism, and develop system access control policies to effectively manage the continuity, security and stability of the application system, the continuity and integrity of backup data, and the security of stored information. During the Reporting Period, we upgraded our bastion host for maintenance staff to view operation logs in real time. Our application firewall has been newly configured with the dual-machine hot standby (HSB) architecture. This mode effectively strengthened both security and system availability. We also regularly detected and remediated vulnerabilities to ensure end-to-end management and stable business operations. To further reinforce our security defences, we also worked with external organisations to provide training on penetration testing to improve information management security personnel's professional capabilities.

We value consumers' privacy and security and protect their personal information rights and interests. When it is necessary to collect user privacy information, we sign the "Registration Agreement for Uni-President Users" and "Privacy Policy Agreement" with users, inform the users the way we collect, store, protect and manage personal information. We continue to enhance third-party data security and privacy management by controlling the authority of suppliers (raw material suppliers and logistics carriers) and requiring them to collect information on a minimal basis. We also provide publicity and training on standards to third parties, requiring them to sign privacy agreements and regulating information acquisition, storage and retrieval procedures.

The Group has established effective information security audit mechanism, including self-inspection by each department, security audit of user information and third-party audit to ensure the compliance of information security management. During the Reporting Period, we conducted 9 internal information security audits, promptly rectified deficiencies found during the audit, and continued to improve our internal information security management system.

We distribute the "Information Security Monthly" to all employees periodically and conduct information security and privacy protection training on a regular basis to enhance employees' information security awareness. We adopt a range of methods, including the Yunxuetang App, offline meetings, DingTalk tweets, billboards, and emails to improve the training effect. During the Reporting Period, we published 12 issues of the "Information Security Monthly", covering topics such as information security standards, and conducted on-site training on AI-related risks. We strengthened employees' awareness and capabilities through phishing email tests, awareness promotions and spot checks on information security knowledge and information security system development training for employees in different positions.



Delivering High-Quality Food with Smart Production

03

Uni-President upholds the philosophy of "Three Goods and One Fairness", and adheres to the food safety mission of "be comfortable and happy to eat" to offer safe, healthy and delicious food to consumers. Deeply committed to product R&D and innovation, we have built a diverse product portfolio that caters to varying consumer needs. Amid the wave of digital intelligence, we have invested in smart plants for higher quality and efficiency, striving to be a trusted guardian of food safety.

The UN Sustainable Development Goals we have attended to





Prioritising food safety

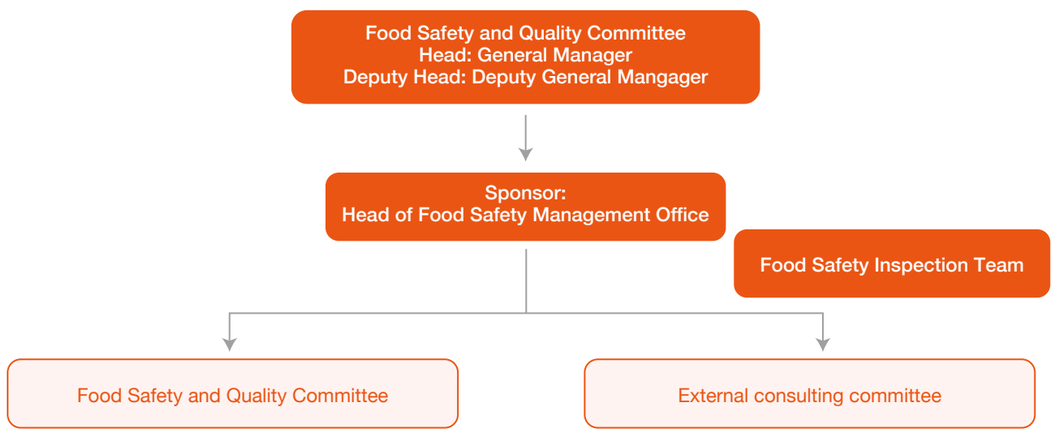
Improving management system

Uni-President always regards customers' health and safety as the top priority, and is committed to the mission of "Be Comfortable and Happy to Eat". We have set up the Food Safety and Quality Committee and the Food Safety Management Office to establish a comprehensive food safety management mechanism, and to strengthen our employees' professionalism to provide high-quality and safe products that satisfy consumers.

Organisational structure

The Food Safety and Quality Committee, the highest authority in the management of food safety and quality system, is headed by the General Manager and includes supervisors from the Commercial Research and Development (R&D) Institute, the Procurement Resource Management Office, the Production Management Office, the Food Safety Management Office and other relevant departments of the Group. The External Consulting Committee has been set up to enhance our food safety management capabilities. Also, experts from well-known domestic universities and the China National Centre for Food Safety Risk Assessment (CFSA) are invited to serve as the Group's consultants, offering professional insight into the food safety management system. The Food Safety and Quality Committee holds regular meetings to keep abreast of national updates on food safety regulations, and closely monitor emerging food safety risks in the industry. We effectively deploy the food safety management system to improve daily management and preventive measures, and oversee the implementation of food safety policies.

During the Reporting Period, a food safety team was established as led by the General Manager, with members from functions such as general audit, internal audit, technology and food safety. The team is responsible for conducting internal unannounced inspections and providing guidance on external audits, further strengthening food safety management in an integrated and standardised manner. Paying close attention to industry developments, we have formed a microbiology technology expert group dedicated to research on foodborne pathogens. This group leads efforts in risk prevention, technological innovation, standards development, collaboration with universities, and tracking of cutting-edge technologies, thereby enhancing our capability to prevent and control emerging and high-risk pathogens.



System development

With reference to the requirements of ISO 22000 Food Safety Management System and FSSC 22000 Food Safety Management System as well as Hazard Analysis Critical Control Point (HACCP) system, we continuously improve our food safety management system and strengthen the system by expanding certification coverage. As of the end of the Reporting Period, 24 subsidiaries of the Group were accredited with the ISO 22000 certification, 5 with the HACCP certification and 1 with the FSSC 22000 certification.

In 2025, in recognition of its outstanding performance in food safety management, Uni-President Changsha was honoured with the "Exemplary Enterprise in Standardised Operations" by the Administration for Market Regulation.

Building a solid defence line for food safety

The Group strictly complies with relevant food safety laws and regulations, such as the "Food Safety Law of the People's Republic of China". Additionally, we stringently implement food safety safeguards, and offer consumers safe, healthy, and reliable products. During the Reporting Period, we developed the "Standards on the Plan for the Supervision and Administration of the Implementation of Main Responsibility for Food Safety by Enterprises", and updated multiple operational standards, continuously refining our food safety management system.

A structure for food safety management has been implemented in our plants, including the main responsible person of the enterprise, the food safety director and the food safety officer. We have also established standard operating procedures for daily control, weekly inspection, and monthly scheduling of food safety risks, and formulated records, reports or minutes for daily control, weekly inspection, and monthly scheduling according to the risk management and control list.

We stick to the objective of "**zero** food safety incidents, **zero** quality incidents, **100%** pass rate in government inspections, **100%** pass rate in customer inspections, and **zero** major or above customer complaints".

During the Reporting Period

the Group had no food safety incidents or quality incidents, and recorded a **100%** pass rate in both government and customer inspections, and **zero** major or above customer complaints.

Whole-process control system for food safety

The Group has established a comprehensive quality management system that covers all parties across the value chain, and built a food safety control process featuring "Three Lines of Food Safety Defence". Insisting on "Three Checks of Quality Control", the Group standardised product traceability procedures for monitoring, analysis, control and prevention of each key point of food safety and quality control from source to end customers, ensuring product quality and safety in all aspects.

Trace at the Source

Establish a source control mechanism for high-risk core raw material vegetables, and organize a professional team to go to the cultivation base of the raw material vegetables to conduct a counselling and checking process to ensure that the products meet the quality standards of food safety.

Three Lines of Food Safety Defence

Second line: field inspection

- System guarantee
- Collaboration guarantee
- Risk classification and audits
- Continuous tracking and improvement

First line: qualification review

Third line: food safety testing

Three Checks of Quality Control

Second control: quality control on production process

- Monitoring of critical control point
- Management for production process quality
- Inconformity treatment

First control: quality control on development and design

Third control: quality control on delivery channel

Product Recall Management

The "Measures for Handling ex-Plant Products with Abnormal Quality" have been established. Recall is made based on the level of severity. We have clarified the responsibilities of each department in the event of recalls, and required each plant to regularly conduct recall drill to enhance the recall system.

Farmland → Supplier → Raw material → Warehousing → Test → Produce → Store and Transport → Consumers

Three "not" of food safety

1.Not to introduce of suppliers with food safety risks 2.Not to let off suppliers with food safety hazards 3.Not to pass food safety risks

Three "not" of quality

1.Not to design products with quality hazards 2.Not to let off processes with abnormal quality 3.Not to pass quality risks

During the Reporting Period, our finished products achieved a 100% batch pass rate in internal inspection, a 100% batch pass rate in external inspection and a 100% batch pass rate upon shipment.

We actively conduct recall drills to ensure effective food safety management and further guard the health of consumers. In 2025, we carried out 34 recall drills nationwide for 34 plants and 46 batches of products. During the Reporting Period, the Group had no product recalls due to product safety and health reasons.

Focus: supplier management

We adhere to the management concept of "selecting the best to match the strong, eliminating the weak and retaining the strong, helping each other and growing together", and strictly control the quality of raw materials through supplier reviews.

Select the best to match the strong

We have set up "Three Lines of Food Safety Defence" to introduce qualified suppliers, perform strict admission reviews on new suppliers, and reject suppliers that do not meet relevant standards.

Eliminate the weak and retain the strong

We have formulated the supplier risk grading and management system. Through annual reviews and unannounced inspections, suppliers are dynamically scored under the dynamic risk model each year. Factors considered include raw material risk, supplier risk, and supply performance. This helps reduce the proportion of high-risk suppliers year by year.

Help each other and grow together

We gradually publicise our food safety management culture to external suppliers, manufacturers and distributors through food safety management training and monthly publication. In addition, we regularly engage external organisations to provide training for supply chain partners and conduct on-site reviews. We have also established a dedicated team to offer targeted guidance to high-risk and newly onboarded suppliers.

During the Reporting Period, we conducted reviews on 257 existing suppliers and 130 new suppliers. For any non-conformities identified, suppliers are required to make rectification within two months and receive follow-up reviews by professional third parties.

Focus: trace at source

For high-risk core raw materials, including dehydrated vegetables, sauerkraut, meat products, animal fats, and tea leaves, the Food Safety Management Office has established a "Core Raw Material Source Control and Farm Management Mechanism". The office also adopts and continuously refines the digital tracking system for "one-click traceability", building a fully transparent supply chain from farm to factory.

Core raw materials (dehydrated vegetables and sauerkraut)

We implement strict source control for vegetable planting bases, and oversee the whole process covering site selection, environmental assessments, records of fertilisation and pesticide application, and quality monitoring.

Meat products and animal fats

We adopt a "two-tier upstream traceability" model to trace products back to the slaughterhouse, and implement on-site supervision. Slaughterhouses can only be admitted as our suppliers after they pass the field inspections.

Tea leaves

Crude tea processors of core tea leaves suppliers are under traceability control, and are subject to reviews on tea garden conditions, crude tea quality, production management practices, fertiliser and pesticide use, and other factors.

Focus: in-house food safety testing

The Group's Food Safety Management Office has a Food Safety Testing Centre, responsible for the testing and verification of both finished products and raw materials. Since 2005, the centre has passed the expert review of China National Accreditation Service (CNAS) for Conformity Assessment every year. This demonstrates that the centre meets national laboratory standards in both testing and management capabilities.

The Food Safety Testing Centre had 173 test items accredited by CNAS, a number of practical new national patent authorisations, and over 700 test items all year round. Test items include over 485 items for pesticide residues, 32 for veterinary residues, 22 for heavy metals, and 18 for plasticisers. The centre can test food safety-related items, such as beverages, foods, water, additives, grain and oil, and packaging materials.

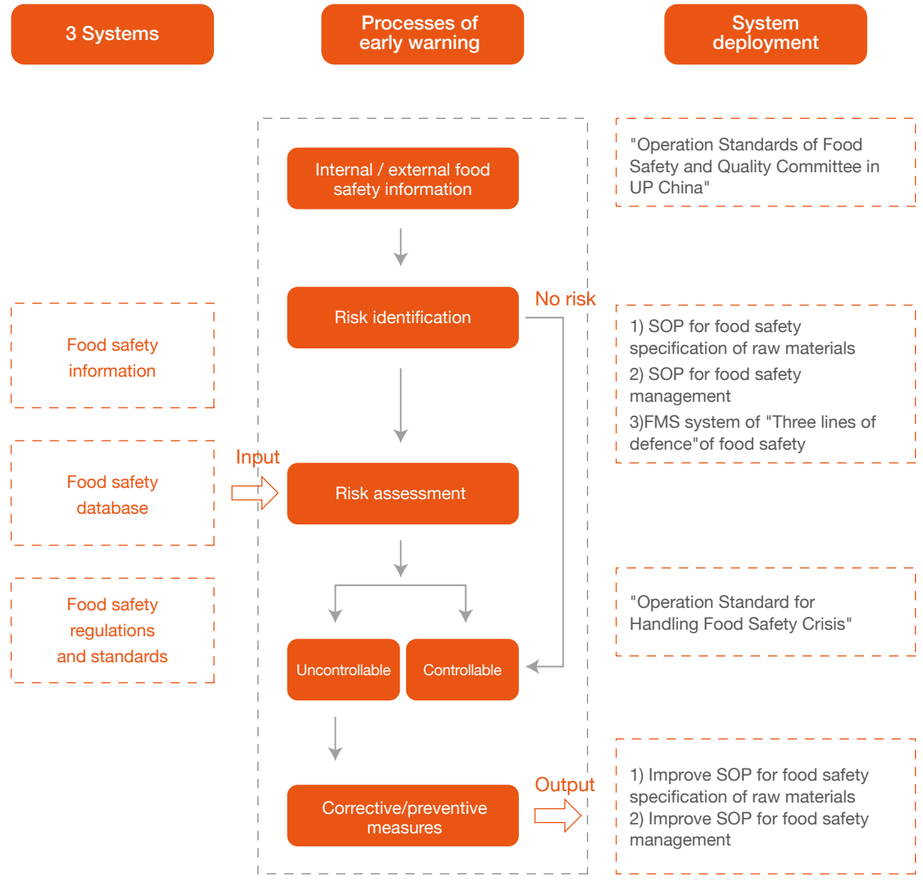
To ensure accurate and reliable laboratory test results, we also phase out and upgrade food safety testing equipment based on demands, and have regular testing cooperation and technical exchanges with well-known third-party testing companies as well as government agencies and university testing institutions at home and abroad.





Risk warning

We pay close attention to various external food safety accidents and conduct timely risk assessments for emerging food safety issues. Identical or similar raw materials and finished products involved in food safety accidents will be inspected to ensure food safety. We also collect information on food regulations and domestic and international food safety development trends, strengthen the education of all staff on food safety awareness, and implement food regulations and safety standards.



Risk warning management

Digital-intelligent food safety

Embracing the digital transformation trend in the industry, we have deployed a digital food safety management platform to enhance management efficiency. During the Reporting Period, guided by the goal of "reducing quality costs and improving operational efficiency", we made optimisation by integrating the food safety system into the central quality management system. This comprehensive upgrade enhanced audit workflows and management functions across key modules, including sample inspection, supplier review, raw material testing, food safety risk database and quality rating, further strengthening food safety safeguards.

Sample inspection

- The sample submission process is integrated with the Huicai procurement system, enabling online review and whole-process traceability to improve review efficiency and transparency.

Supplier review

- Connected to Huicai, this module automatically sends reminders for suppliers to report and update their qualifications to ensure real-time information.
- The system automatically assesses suppliers by risk levels and generates rectification forms for food safety non-conformities. To keep risks under control, suppliers that fail to complete rectification within the specified period will not receive orders from us.



Raw material testing

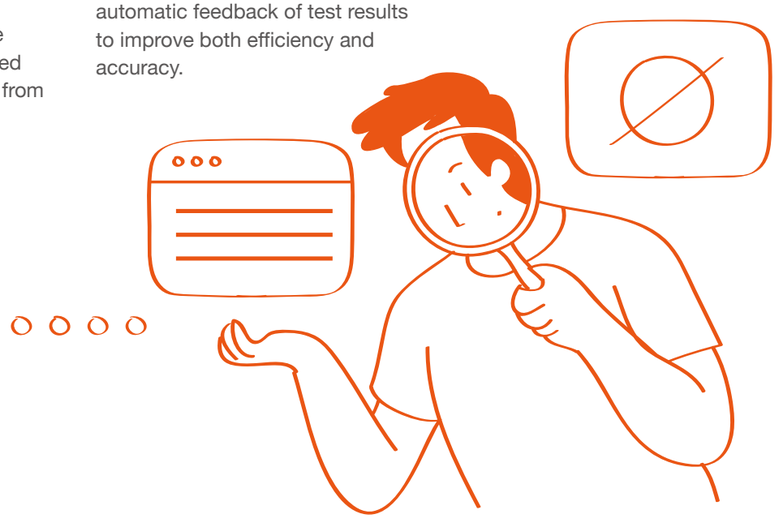
- The testing workflow is fully integrated with the Testing Centre's system, allowing automatic feedback of test results to improve both efficiency and accuracy.

Quality rating

- Ratings are updated in real time and synchronised with Huicai for suppliers to view their performance anytime and make continuous improvement.

Safety risk database

- The public opinion monitoring module has been introduced to track external incidents related to raw materials in real time, enabling automatic alerts and records traceability.



Food safety culture

Uni-President consistently upholds a food safety culture, and embeds the principle of "Food Safety First" into daily business activities. We have developed a tiered food safety training programme for different employee groups. New employees must complete food safety training before onboarding, while existing employees must participate in food safety knowledge training at least once a year.

During the Reporting Period, we organised a number of training sessions on food safety for internal and external personnel. For management personnel, we provided 2 sessions on process quality management and 12 sessions on professional knowledge. For employees, we provided 2 sessions on food safety laws and regulations, 16 sessions on process quality management and 12 sessions on professional knowledge. For suppliers, we provided 2 sessions on food safety laws and regulations and 12 sessions on professional knowledge. These sessions involved a total of approximately 10,200 attendances.

Additionally, we regularly release the "Food Safety Weekly". As of the end of the Reporting Period, the Group recorded a total of 904 issues, of which 46 were released this year. In this way, the Group shares food safety knowledge and best practices.

We actively respond to the call of the national quality month and regularly organise quality/food safety enhancement activities within the Group. We also participate in the monthly quality themed activities organised by the General Administration of Quality Supervision, Inspection and Quarantine of the People's Republic of China and China Consumers Association. We also engage with national industry associations. As a council member of the Shanghai Food Safety Federation, we participate in the formulation of standards for self-heating food to contribute to a regional food safety culture.

the Group recorded a total of **904** issues, of which **46** were released this year

Uni-President welcomes visits from national industry associations and government departments to jointly advance food safety management

In June 2025, a delegation from the Food Safety Standards Monitoring and Evaluation Department of the National Health Commission of the People's Republic of China and local health authorities visited our subsidiary, Uni-President Kunshan. They mainly reviewed the digital-based food safety management and digital labelling practices. In October 2025, a delegation from the Shanghai Association for Food & Cosmetics Quality Safety Management conducted an on-site inspection at our subsidiary, Uni-President Shanghai. Delegates visited the production sites and had in-depth discussions on risk prevention and control in instant food manufacturing, offering valuable insights for refining industry regulatory policies and enhancing quality and safety management practices.

Product R&D and innovation

Creating new products

Under the research and development ("R&D") concept of "be comfortable and happy to eat", Uni-President focuses on consumer needs and responds to the trend of healthy food with low salt, low sodium, low sugar, and fewer additives. We develop new products and strengthen our product competitiveness to provide consumers with high-quality, and innovative products.

Keen on "Research" and "Development" integration, we have established the Commercial R&D Institute. Specifically, we have built an R&D system focusing on food, beverage, milk tea and collaborative innovation, supported by parties specialised in packaging materials, technology and R&D planning. The "Collaborative Innovation R&D Institute" was newly established during the Reporting Period. Adhering to the philosophy of "Agile Collaboration for Value Creation", the institute builds its competitive advantages by mainly serving high-value clients and strategic cooperation projects, and operating under a customer-centric agile R&D mechanism. Additionally, certain R&D personnel working on core applications are embedded within business units, to foster closer collaboration between R&D and business units and drive product iteration and commercialisation. During the Reporting Period, the Shanghai R&D Centre was officially put into operation. As an open innovation platform for key clients, the centre is tasked with customised project development, Tier-1 market insights, collaborative innovation with universities, and talent recruitment. This move will further strengthen R&D resources allocation and the innovation ecosystem.

We continuously refine the talent pipeline development and incentive mechanism for R&D personnel to turn innovation ideas into tangible results. As of the end of the Reporting Period, the Group's Commercial R&D Institute had 191 authorised patents and an R&D team of 170 members, with 41.52% holding master's degrees or above. To boost innovation among R&D teams, we have built a specialised pipeline for R&D talents, and defined career planning and promotion criteria. Also, we commend and encourage innovative talents in accordance with the relevant reward operation standards.

The Group maintains a deep and dynamic understanding of consumer preferences and market trends, using these insights as a critical compass for our R&D and innovation efforts, with an aim to offer more innovative and competitive products. In 2025, we explored the application of AI and digital tools in product innovation, market research, and consumer insights, and engaged in technical exchanges with globally leading flavour and fragrance companies to further enhance our R&D and innovation capabilities. During the Reporting Period, we introduced several highly praised innovative products, including "Uni Assam (統一阿薩姆)" Jasmine Green Milk Tea (Low Sugar), "Soup Daren (湯達人)" "Manhan Feast (滿漢大餐) Black Pork Minced Meat Noodles (Dry Mixed)." Among them, "Uni Assam (統一阿薩姆)" Jasmine Green Milk Tea (Low Sugar) gained popularity among consumers, and was awarded the "Most Popular Product" at the 5th Jiangnan Innovation & Creative Food Exhibition. Manhan Feast Scallion Braised Beef Flavour Noodles was selected as a "Representative Case of Technological and Industrial Innovation Trends in China's Instant Food Industry (2024-2025)" by the Organising Committee of the China Instant Food Conference.



Manhan Feast Scallion Braised Beef Flavour Noodles was selected as a "Representative Case of Technological and Industrial Innovation Trends in China's Instant Food Industry (2024-2025)"

Innovating products around consumers insights

In 2025, we captured growing consumer interest in natural healing, outdoor lifestyles and emotional wellness. In response, we launched a new product series featuring low sugar, low calories, portable packs and delightful flavours, enabling consumers to relax in nature with delicious food. We also recognise that food today plays multifaceted roles beyond mere nutrition. Proactively addressing young consumers' deeper desire for emotional expression and social connection, we introduced products such as "Little Raccoon Crispy Noodles Spicy Turkey Flavour (小浣熊火雞味乾脆面)" and "Spicy Durian Turkey Korean-Style Instant Noodles (辣翻天榴蓮火雞拌面)". These offerings cater to consumers' desire for sensory excitement and stress relief, sparking enthusiastic participation in brand campaigns and social media posts.

Product innovation achievements



"Uni Assam (統一阿薩姆)" Jasmine Green Milk Tea (Low Sugar)

"Uni Assam (統一阿薩姆)" Jasmine Green Milk Tea (Low Sugar) offers a healthier and lighter choice, featuring over 30% less sugar and being trans fat-free. For ingredients, the tea base blends high mountain green tea grown in regions above 800 meters with jasmine tea. The jasmine tea undergoes multiple rounds of scenting and is enhanced by natural jasmine extract for authentic floral aroma. The product also uses an innovative low-sugar milk base. For production processes, the beverage leverages advanced techniques such as automated multi-temperature continuous extraction, deoxygenation, and nitrogen sealing to maximise its freshness, flavour, and nutrition.



"Soup Daren (湯達人)" Yuzu Tonkotsu Udon Noodles

"Soup Daren (湯達人)" Yuzu Tonkotsu Udon Noodles series centres on consumer co-creation that precisely responds to the "punk wellness" trend. The product mixes Yuzu juice from Changshan, Zhejiang, with rich tonkotsu broth to create a refreshing Japanese-style flavour. The innovative flat udon noodles are chewy, convenient and ready to eat in 5 minutes. Especially, toppings include cat paw-shaped fish cakes, adding playful charm and visual comfort. This series fully demonstrates our ongoing innovation in youth-oriented and health-focused products and consumer co-creation.

Besides, we actively cooperate with our downstream customers to create healthy products that resonate with consumers.

Products co-created with customers



Unif 100% NFC Blueberry Juice

Maintaining our rigorous selection standards, the product contains only NFC blueberry juice. Each pack is made from the juice of no fewer than 180 fresh blueberries, delivering a rich, natural and refreshing blueberry flavour.



"Manhan Feast (滿漢大餐)" Black Pork Braised Noodle

To meet consumers' demand for healthy and clean-label food, we have jointly carried out product co-creation with Sam's Club, focusing on the innovative R&D of high-value noodle products to satisfy the new expectations of the middle-class consumer group for high-quality and healthy diets. The product adopts Uni-President's unique seasoning technology and clean label system to ensure a balance between taste and safety. By applying advanced technologies such as dual-peak sterilization and low-temperature vacuum tumbling, the original juice and texture of black pork are locked in; combined with the multi-layered matching of Guanmiao noodles, green onion crisp packets, braised pork packets and salted egg yolk flavour sauce packets, it brings consumers a noodle experience that combines Tainan's traditional flavour with modern innovation.

In addition, we have launched a variety of products available in small packages to meet the needs of different consumer groups, helping them control their nutritional intake and manage their diets in a reasonable and healthy way, while also reducing food waste.

2025 Rolled-out core products in small packages



"Uni Assam (統一阿薩姆)" Jasmine Green Milk Tea (Low Sugar) - 300mL

External cooperation

As a member of industry associations, we maintain active engagement with the industry by participating in industry-specific technical exchanges. We also foster good cooperation with research institutes and universities in the food industry, to continuously promote the industry-academic-research integration and accelerate the transformation of technological innovation into productivity.

Industry Associations and Academic Institutions Joined

- China Beverage Industry Association (Including the Mineral Water Branch, Tea and Plant Beverage Branch, Fruit and Vegetable Juice Branch, and Coffee Beverage Branch)
- Chinese Institute of Food Science and Technology (Including the Flour Products Branch)
- China Nutrition and Health Food Association
- China Automatic Identification Association
- China Quality Inspection Association
- Jiangnan University Healthy Food Industry Innovation and Development Community
- School of Food Science and Technology, Jiangnan University

Establishing a school-enterprise partnership

In 2025, we deepened our cooperation with the School of Food Science and Technology of Jiangnan University, advancing multiple projects and cutting-edge research on food. In addition, in 2025, Uni-President officially became a member of the Jiangnan University Healthy Food Industry Innovation and Development Consortium, further expanding the scope of cooperation.

Building smart plants

The Group deeply explores and advances corporate digital transformation. Leveraging the digital management system and automatic production lines, we are building an integrated intelligent operation platform. This aims to achieve standardised, refined and intelligent operations management, while continuously improving production efficiency and product quality.

We actively adapt to the trends of artificial intelligence and smart manufacturing. AI technologies are more extensively used in design, procurement, manufacturing and sales. Meanwhile, we focus on digitalising business data management for process connection and data sharing to build smart plants. We independently develop the intelligent systems for procurement, food safety information monitoring, food safety management, production process quality management, and finished product delivery. These systems strengthen food safety management at the source of supply chain and the monitoring of finished products under the requirements of "Three Lines of Food Safety Defence" and "Three Checks of Quality Control". We keep trying to apply various emerging intelligent technologies, for instance, deploying AI-powered equipment for foreign object detection in raw materials. Through Robotic Process Automation (RPA), suppliers are subject to 24-hour real-time monitoring and receive warnings for risks such as legal disputes, credit, taxation, environmental protection, business operations, food safety, and engineering issues. This allows the Group to strictly control risks arising from daily operation.

Our digital-based plants are based on the Supervisory Control and Data Acquisition System (SCADA). The system is integrated with the Group's operation monitoring, raw material traceability, equipment management, quality management, and energy data collection systems. This aims to realise lean production, process automation, information digitisation, management transparency, thereby improving the agility and rapid response capabilities of the Group.

Production and marketing management

Production and Marketing Management

Production and Marketing Management: Based on the Production and Marketing Planning Platform System (PMS), we connect the data links of business systems such as marketing, production management, procurement, and logistics. The system conducts daily dynamic monitoring, multi-dimensional analysis, and intelligent visual display of the core PSI (Production, Sales, Inventory) indicators, continuously improving the refinement level of production and marketing plans. Digital production and marketing collaboration empowers supply chain to ensure stable supply, efficiently responds to the rapid demands of new product and new business format development, and realizes the full-process control of product freshness.



Raw materials and production management

Raw Materials Management

Through the Material Management System (MTR), the inbound, outbound, and inventory of raw materials are managed, enabling expiration warnings and quality traceability of raw materials. It realizes the mobile operation of receiving and issuing raw materials, and the inbound and outbound information is automatically synchronized to the MTR system, replacing manual data entry and improving work efficiency.

Production and Manufacturing Management (MES System)

We continuously drive the digital transformation of the manufacturing process and deepen the functional application of the Manufacturing Execution System (MES), expand applicable scenarios, and fully realize the application of functional modules such as raw material traceability, quality management, and equipment management. Combined with code-scanning + mobile office technology, we realize the information digitization and management transparency of production process quality monitoring, precise batching and traceability management, and production line equipment inspection, improving the operational efficiency of the production and manufacturing end.



Food Safety Management

In terms of raw materials, we leverage digital and intelligent tools to achieve full-process transparency among upstream suppliers through three key modules: source tracing management, on-site resident tracing management, and local/regional tracing management. Regarding production processes and finished products, we utilize food safety electronic dashboards to monitor risk points during manufacturing and the ex-factory process. This approach not only reduces labor hours but also enhances the accuracy and coverage of data analysis.



EHS Management

The EHS management information system is continuously optimized and upgraded to refine application scenarios. Through the system's artificial intelligence (AI) recognition capabilities, data statistics and analysis functions are strengthened, and a dashboard feature is developed to enhance the group's control and dynamic supervision over safety measure implementation across all factories. Meanwhile, the safety education and training module is completed and put into use.



Energy Management

In terms of energy, we introduced an energy management platform and established three major functional modules: energy data collection, energy data application, and energy dashboard. The platform realizes the consistency of energy allocation, visualization of energy consumption data, systematization of energy efficiency analysis, and electronation of energy reports, providing data support for energy consumption collection, performance appraisal, and energy lean management of each production base, and improving energy utilization efficiency.



Delivery management

Finished Product Warehousing Management

We promote the automation and three-dimensional construction of finished product warehousing facilities. Through the Warehouse Management System (WMS), finished products are scanned for warehousing, with their batch numbers recorded by storage location, and shipped out in accordance with the first-in-first-out principle, realizing the systematization and informatization of warehousing operations. We connect the information data flow between suppliers, service providers and our company, and develop interfaces for the WMS systems of front-end OEM enterprises and back-end logistics service providers, reducing the amount of duplicate work between front and back ends and improving operational efficiency.

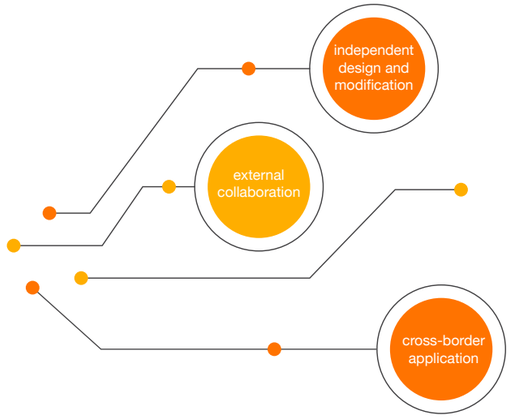
Logistics Management

Through the Transport Management System (TMS), we realize the full-process online operation and real-time cloud monitoring of order processing, in-transit transportation, customer signing, and delivery order filing. Relying on GPS positioning and electronic fence technology, we achieve precise tracking and full-process control of vehicles and goods. Through transparent order management and real-time tracking, we comprehensively improve logistics operation efficiency, shorten delivery cycles, and enhance the accuracy of product traceability and control precision.



Whole-Process management of smart plants

By applying the modes of "independent design and modification, external collaboration, and cross-border application", we have also collaborated and innovated with external equipment manufacturers, and successfully developed and imported a number of technological equipment, such as Automatic Palletizing Equipment for Food Semi-Finished Products, Automatic Food Auxiliary Material Adding Device, the upgrading of Food Seasoning Packet Cooling Equipment, AI Intelligent Detection System Equipment and Dry Sterilization Blow-Fill-Seal Integrated Equipment, so as to advance the automation upgrade of the production line.



Automatic Palletizing Equipment for Food Semi-Finished Products

Implementing the automatic palletizing equipment in the food semi-finished product process, we realise automatic palletizing, replacing manual stacking operations and reducing the labour intensity of personnel.



Upgrading of Food Seasoning Packet Cooling Equipment

Implementing the self-designed and developed circulating online cooling equipment for food seasoning packets, we reduce the manual handling workload, lower employees' labour intensity, and improve work efficiency.





AI Intelligent Detection System Equipment

Introducing the brand-new AI intelligent detection system equipment in the production line we realise accurate identification and automatic rejection of defective products, improve product quality, reduce rework, and lower the labor intensity of personnel.



Automatic Food Auxiliary Material Adding Device

Implementing the online automatic auxiliary material adding device in the food production line, we realise automatic and precise feeding, replacing manual adding operations and reducing the work intensity of personnel.

Dry Sterilization Blow-Fill-Seal Integrated Equipment

Introducing the internationally leading blow-fill-seal integrated equipment in the dairy beverage aseptic line which adopts the preform dry sterilization process, we reduce the traditional empty bottle conveying link, improve the energy efficiency of the entire line, decrease CIP cleaning operations, and lower the labour intensity of personnel.



Embracing Low-Carbon and Sustainable Development

04

We advocate eco-friendly and green behaviours in our daily operations. In response to the national strategy of “promoting green development and harmonious coexistence between human and nature” , we promote green and low-carbon lifestyles for sustainable development. We have established a sound environmental management mechanism to manage environmental and climate-related risks. We also advance our low-carbon transition by improving resource efficiency, expanding the use of clean energy, and exploring innovative green technologies, thereby contributing to the industry’ s green development.

The UN Sustainable Development Goals we have attended to



Fulfilling environmental management

The Group deeply integrates environmental management into strategic planning and operations. In this regard, environmental governance framework and policies have been established and are constantly refined to ensure the implementation of green initiatives We clarify the pathway to achieve the “Carbon Peaking and Carbon Neutrality Goals” by building a full lifecycle management system that includes risk assessment, target decomposition, and performance tracking. Leveraging green manufacturing as a pivot, we systematically promote energy structure transformation, process optimisation, and resource recycling, while strengthening the alignment of environmental standards within the supply chain. This collaborative effort with upstream and downstream partners fosters a low-carbon ecosystem. Relying on digital platforms, we construct a dynamic environmental monitoring network, enhance emergency response mechanisms and conduct regular training programmes to raise the environmental responsibility awareness of all employees.

The Group strictly abides by the environmental protection laws and regulations of the PRC, including but not limited to "Environmental Protection Law of the People's Republic of China". We adopt overall environmental management to strictly control environmental resources and emissions by implementing such management systems as ISO 14001 Environmental Management System and Cleaner Production Management System, as well as through environment-related standards as "Environmental Factor Identification and Evaluation Management Procedure" and “Wastewater, Waste Gas and Boundary Noise Management Procedures”.

To achieve continuous improvement in our environmental management, we have set key environmental targets to effectively monitor and manage environmental impacts of resource use and emissions, with a view to minimising the environmental and ecological impacts of our production and operation.

	Medium and long-term environmental objectives	2025 achievements
Wastewater	Gradually decrease the intensity of wastewater discharge and realize a **14.0%** decrease by 2025 as compared to 2020.	Wastewater discharge intensity in 2025 is **1.67** tonnes per tonne products, a drop of **18.9%** compared to 2020 (2.06 tonnes per tonne products).
Energy	Gradually decrease the intensity of energy and realize a **12.0%** decrease by 2025 as compared to 2020.	Energy intensity in 2025 is **0.41** MWh per tonne products, a decrease of **16.7%** compared to 2020 (0.49 tonnes per tonne products).
Water	Gradually decrease the intensity of water and realize a **12.0%** decrease by 2025 as compared to 2020.	Water intensity in 2025 is **2.76** tonnes per tonne products, a decrease of **13.3%** compared to 2020 (3.19 tonnes per tonne products).
Scope 1 and scope 2 GHG	Gradually decrease the intensity of Scope 1 and scope 2 GHG emission and realize a **12.0%** decrease by 2025 as compared to 2020.	Scope 1 and scope 2 GHG emissions intensity in 2025 is **0.1515** tonnes per tonne products, a decrease of **17.9%** compared to 2020 (0.1846 tonnes per tonne products).
Hazardous waste	Gradually decrease the intensity of hazardous waste discharge and realize a **30.0%** decrease by 2025 as compared to 2020.	Hazardous waste discharge intensity in 2025 was **0.0570** kilogrammes per tonne products, a decrease of **34.7%** compared to 2020 (0.0874 kilogrammes per tonne products).
Non-hazardous waste	Gradually decrease the intensity of non-hazardous waste discharge and realize a **20.0%** decrease by 2025 as compared to 2020.	Non-hazardous waste discharge intensity in 2025 was **14.67** kilogrammes per tonne products, a decrease of **30.1%** compared to 2020 (21.0 kilogrammes per tonne products).

Management model

Functional departments have been set up at both the headquarters and plants of the Group to implement tiered environmental performance management and improve management practices. The headquarters of the Group is responsible for planning and promoting environmental management, while each plant is responsible for implementing plant-specific environmental management measures. Taking technology and management as a lever, the Group continues to introduce new technologies, equipment, and processes, gradually advancing toward standardization, systematisation, and intelligence.

Hierarchical Management			
	Headquarters	Mainly responsible for planning and promoting various environmental management tasks	Technical Side-Continuous Introduction New Technologies New Equipment New Processes Management Side-Gradual Advancement Standardization Systematization Intelligentization
	Factories	Mainly responsible for implementing and executing specific environmental management measures	

System development

The Group actively drives all plants to develop and obtain certificates of environmental management systems, energy management systems and cleaner production systems. We also apply for certifications as green factory, water-saving enterprise, zero-waste factory and carbon-neutral factory, driving efficient environmental management. As of the end of the Reporting Period, the certification of the Group's plants was as follows:

Certification	Number of plants
ISO 14001 Environmental Management System	26
ISO 50001 Energy Management System	26
Clean Production Management System	18
National Green Factory	12
Provincial Green Factory	26
Water-Saving Enterprise	25
Zero-Waste Factory	8
Carbon-Neutrality Factory	1

Highlights on "Green Manufacturing" certification

"Green Factory" refers to the factory that achieves intensive land use, utilises harmless raw materials, implements cleaner production processes, maximises waste resource utilisation and adopts low-carbon energy sources. The "Green Factory" Certification requires that factories, while ensuring product functionality, quality, and occupational health and safety during the production process, incorporate the concept of life cycle, give priority to using green raw materials, processes, technologies and equipment, meet the comprehensive evaluation requirements of infrastructure, management systems, energy and resource input, products, environmental emissions, and performance, and continuously improve. In accordance with the "General Principles for Assessment of Green Factory" and other national standards, the Group systematically promotes the development of management systems required in the production process, so as to improve the performance of energy, resource input and other aspects. We also actively apply for the green factory certification. During the reporting period, a total of 12 factories received "national-level green factory certification". Additionally, 26 factories received "provincial-level green factory certification". The newly added "National Green Factories" in 2026 include Xinjiang Uni-President Enterprises Food Co., Ltd., Chengdu Uni-President Enterprises Food Co., Ltd., Fuzhou Uni-President Co., Ltd., etc.



In 2025, relying on the excellent ecological environment of the Changbai Mountain Water Source Protection Area, Changbaishan Plant took the initiative to apply and obtained certification after review by a professional third-party organization, becoming the Group's first production base to obtain the carbon-neutral factory declaration. We have reduced energy consumption to lower carbon emissions through energy-saving measures such as reducing bottle blowing pressure, increasing injection molding capacity, and retrofitting boiler blowdown expanders; at the same time, we have reduced and neutralized carbon emissions by means of energy structure optimization, clean energy substitution, and purchase of carbon credits. In addition, in 2025, Changbaishan Plant was awarded the title of "National Green Factory" issued by the Ministry of Industry and Information Technology of the People's Republic of China.



Changbaishan Carbon-Neutrality Factory



Changbaishan Carbon-Neutrality Factory Certification

Climate change actions

With the convening of the 30th Conference of the Parties to the "United Nations Framework Convention on Climate Change" (COP30), the global climate governance agenda has opened a new chapter amid both challenges and opportunities. Uni-President has long been committed to advancing green development in the industry. We actively respond to the major national goal that "China will strive to peak carbon dioxide emissions before 2030 and achieve carbon neutrality before 2060", as well as to the temperature control goal under the "Paris Agreement". Specifically, we effectively reduce greenhouse gas emissions by formulating effective energy management strategies, enhancing the use of clean energy, and optimising packaging materials and warehousing and logistics management. To cope with climate change, we disclose our climate actions at four levels: governance, strategy, risk management, and metrics and targets, to enhance our climate resilience. Such disclosure aligns with the climate-related disclosure requirements in Part D of the "Environmental, Social and Governance Reporting Code" by the Stock Exchange of Hong Kong Limited (SEHK) and the IFRS S2 - Climate-Related Disclosures.

Governance

Uni-President has established a top-down climate management structure. The Board of Directors, as the ultimate authority for climate governance, is responsible for overseeing the identification, assessment and response to climate-related risks and opportunities. The "ESG Committee", consisting of the Group's General Manager and the head of five functions, including corporate governance, products, environment, people and social welfare, is responsible for identifying and assessing climate-related risks and opportunities, setting targets for such risks and opportunities, overseeing the implementation of climate actions, and reporting regularly to the Board on climate-related matters. In accordance with the requirements of the "ESG Committee", all functions need to plan and implement climate-related actions and projects. They should also regularly track project progress, and report to the ESG committee to ensure that climate risks are effectively managed. For detailed responsibilities of each governance level, please refer to Chapter 1 "Implementing Sustainable Management Practices" of this report.

The Board of Directors and senior management regularly receive climate-related training to stay abreast of the latest developments in climate change and evolving sustainability trends. In April 2025, we conducted a themed training session on climate risks and opportunities for members of the "ESG Committee" and relevant functional heads, further strengthening the management's capacity in climate governance and response.



Strategy

Uni-President is fully aware that climate-related risks and opportunities can exert impacts on our business and finances over short, medium and long terms. To this end, we have identified major climate-related risks and opportunities of the Group through desk research and stakeholder engagement. Through climate scenario analysis, we have assessed the impact of climate-related risks and opportunities and our climate resilience. Accordingly, we have developed a management strategy to integrate the management of climate-related risks and opportunities into our overall risk management and business strategy.

Identification of risks/opportunities

Preliminarily identify climate-related risks and opportunities based on international mainstream databases for climate risks and opportunities, the Group's current operating performance and business planning, extensive industry research, and global climate regulation updates.

Prioritisation of risks/opportunities

Invite department representatives to perform quantitative assessment[2] on the short-, medium- and long-term[1] impacts of climate-related risks and opportunities in terms of severity and probability, and prioritise them based on management opinions and external expert recommendations to identify major climate-related risks and opportunities.

Scenario analysis

Conduct climate scenario analysis, that is, an in-depth analysis of impacts of climate-related risks and opportunities on the Group's operations and value chain, taking into account publicly available climate scenario models and data.

Resilience assessment

Assess Uni-President's climate resilience and the effectiveness of climate responses based on the results of the scenario analysis and the Group's climate response strategy.

Note:

[1] Considering the Group's business planning, targets and strategies for energy conservation and emission reduction, as well as climate-related policies of the countries or regions where we operate, we define the short, medium and long term as 0-2 years, 3-10 years and 11-30 years respectively.

[2] The impact of risks/opportunities is quantified according to the importance of the risk/opportunity × the probability of occurrence, which is categorised as low, medium and high based on the risk/opportunity threshold.

Identification and prioritisation of risks/opportunities

In 2025, taking into consideration the Group's current operating performance and business planning, as well as global climate change trends and industry developments, the ESG Committee reviewed the major climate-related risks and opportunities identified in 2024. According to assessment, the 6 major climate-related risks and 3 major climate-related opportunities identified in 2024 were still applicable to the Group.

Type of risks/opportunities		Description of risks/opportunities	Value chain components impacted
Physical risk	Chronic	Mean temperature rise	Upstream, operation, downstream
	Acute	Extreme weather such as typhoons and floods	Upstream, operation, downstream
	Chronic	Water scarcity	Upstream, operation
Transition risk	Market	Rising costs for raw materials	Upstream, operation, downstream
	Technology	Costs for low-carbon technology transformation	Operation
	Policies and laws	Climate-related mandatory rules and regulations	Upstream, operation, downstream
Opportunity	Resource	Energy management strategy	Operation
	Technology	Technical innovation and transformation	Upstream, operation, downstream
	Products and services	Shifts in consumer preferences	Upstream, operation, downstream

Scenario analysis

To fully assess the impact of climate change on the Group, we selected three climate scenarios, i.e. low emissions, status quo and high emissions, and conducted a forward-looking analysis of major climate-related risks and opportunities under different climate scenarios and across varying time horizons. On this basis, we assessed the effectiveness of our strategies and actions in response to climate change, as well as the Group's climate resilience.

	Low emissions	Status quo	High emissions
Definition	Take ambitious climate actions to limit global warming to 1.5°C or well below 2°C by the end of the century	Proceed with current strategies and actions in response to climate change, with the global mean temperature rising by about 2-4°C by the end of the century	Take no climate actions, with the global mean temperature rising by more than 4°C by the end of the century
Description	The globe has witnessed an improving sustainability awareness. Countries and regions have taken ambitious climate actions, including formulating strict climate policies and emission reduction targets, and levying carbon taxes. Consumers are showing a growing preference for green and low-carbon goods, and enterprises are actively responding to climate policies to drive low-carbon transition. Many countries and regions have made a commitment to net zero emissions by 2050. We have selected this scenario to assess how climate strategies and actions to meet the temperature control target of 1.5°C or well below 2°C in the "Paris Agreement" affect the Group.	The globe has not seen a significant change in sustainability awareness, and countries and regions are proceeding with existing climate policies and actions. Enterprises not subject to stringent climate policy requirements can choose their production and operation models. Although certain countries, regions and companies continue to promote green transition and achieve climate targets, a considerable number of countries and regions are still unable to achieve their climate targets. We have selected this scenario to assess how the climate-related risks and opportunities under the current models affect the Group.	No global consensus has been reached on the severity of climate change, and existing climate policies and actions are terminated or not strictly enforced. Fossil fuels remain the dominant energy source, accelerating greenhouse gas emissions. Physical risks posed by climate change have increased significantly, with global mean temperature rising sharply and extreme weather events becoming more frequent and severe. We have selected this scenario to assess how the worsening climate change and a substantial rise in climate-related physical risks due to a lack of effective climate actions affect the Group.
Reference	• IPCC SSP 1-2.6, a scenario characterised by a sustainable society dominated by clean energy, with global warming limited to well below 2°C by adopting effective climate actions; • IEA Net Zero Emissions by 2050 (NZE), a scenario that global energy systems and certain developed economies achieve net zero emissions by 2050, with global warming limited to 1.5°C. • <2°C Forecast Policy (IPR), a scenario that climate actions start abruptly and with a delay around 2030, leading to limited early-stage transition risks. After 2030, climate-related risks are expected to rise significantly, driven by factors such as greenhouse gas (GHG) pricing, regional protective. regulations, and the rapid scaling up of bioenergy with carbon capture and storage (BECCS) capabilities. In this scenario, transition risks evolve over time.	• IPCC SSP 3-7.0, a scenario that there is no significant change in global socio-economic patterns, that is, an "intermediate pathway". • IEA Stated Policies (STEP), a scenario that countries and regions around the world proceed with existing climate policies and planning, and governmental climate targets cannot be fully achieved; • NGFS current policies, a scenario that only policies currently implemented are retained, and the emissions will continue to increase till 2080, leading to global warming of approximately 3°C and serious physical risks.	• IPCC SSP 5-8.5, a scenario that there are no additional global climate policies, and economic development is increasingly dependent on fossil fuels, leading to increasing greenhouse gas emissions.

Risk assessment

During the Reporting Period, we performed quantitative scenario analysis on five major climate-related risks and opportunities to assess their potential impact under different climate scenarios and across varying time horizons (short, medium, and long term). For other major climate-related risks and opportunities, we analyse and judge their short-, medium- and long-term changes based on reasonable and substantiated information, including external industry research findings and internal data, with reference to opinions from internal and external experts.

The chart below summarises the findings of the quantitative scenario analysis for the current reporting period, highlighting the rate of change in the impact of climate-related risks and opportunities compared to the 2025 baseline. It is expected that under the low-emission scenario, transition risks such as raw material costs will have a more pronounced medium- and long-term impact. Concurrently, a unified energy management strategy will contribute to unlocking cost advantages and potential in the high-emission scenario. Under the high-emission scenario, as global mean temperature continues to rise, extreme weather events such as typhoons and floods are projected to become more pronounced in the long term.

	2030 (Medium-term)			2050 (Long-term)		
	High emissions	Status quo	Low emissions	High emissions	Status quo	Low emissions
Transition risk						
Rising costs for raw materials[3]	High	Moderate	Moderate	High	Moderate	Moderate
Physical risk						
Mean temperature rise[4]	High	High	Low	High	High	Low
Extreme weather such as typhoons and floods[4]	Moderate	Moderate	Low	Moderate	Moderate	Low
Water scarcity[4]	High	High	Moderate	High	High	Moderate
Opportunity						
Energy management strategy[5]	Moderate	Moderate	High	High	High	High

Risk level: Low, Moderate, High, Very High

Opportunity level: Low, Moderate, High, Very High

[3]Based on quantitative analysis with reference to industry data.
[4]Based on risk exposure measured by case-specific risk metrics and predefined climate thresholds, with comprehensive results calculated by weighting the production capacity proportion of each subsidiary.
[5]Based on quantitative analysis, the threshold for the ratio of annual energy cost savings from the accelerated transition strategy compared to the BAU strategy against sales costs is defined as: Low: ⩽ 0.1%, Moderate: 0.1–0.5%, Very High: 0.5–1%, Extreme: ⩾ 1%.

The table below enumerates the physical and transition risks associated with our operations and their potential operational and financial impacts, and outlines our response measures.

Physical risk	
Risk	Mean temperature rise
Risk description and impact analysis	Global mean temperature is rising as greenhouse gas concentrations increase. 2025 ranks among the three warmest years on record, continuing a sustained period of exceptional global heat. The past 11 years constitute the warmest 11-year period on record, with ocean warming continuing unabated. Under the high-emission scenario, the global mean temperature is projected to rise by 1.6°C in 2030 and 2.5°C in 2050. Under the status quo scenario, the global mean temperature is expected to increase by 1.5°C and 2.2°C in 2030 and 2050, respectively. Rising temperatures have led to an increased reliance on cooling equipment such as air conditioners and freezers. This has not only driven up energy consumption and associated costs but also contributed to higher production and operating costs. Furthermore, power grids operating under high loads are in the risks of power rationing or even outages, which can directly cause production disruptions. This may also result in the loss of raw materials and finished products, leading to additional costs and decreased profits. Additionally, prolonged high temperatures intensify the challenges associated with storing and transporting goods such as food and beverages, leading to increased costs for warehousing and logistics management.
Response measures	We have strictly adhered to local electricity consumption limits, balancing production output and energy usage through flexible scheduling of operations and downtime. To mitigate power rationing risks, we have relied on a three-tier coordination mechanism involving headquarters, regional offices, and plants to dynamically adjust production schedules and conduct cross-plant inventory transfer drills. To reduce energy loss, we have introduced Grade 1 energy efficiency transformers at multiple plants, saving power by approximately 844 MWh annually. Simultaneously, we have deployed emergency generators to ensure a continuous power supply for critical production processes. In addition, we have continuously optimised our energy structure and management systems through key initiatives, including expanding the use of green electricity such as photovoltaic power, introducing high-efficiency equipment, enhancing production line energy efficiency, and optimising warehousing and logistics. For detailed strategies and measures, please refer to the “4.3 Optimising energy use management” section of this report.
Risk	Extreme weather such as typhoons and floods
Risk description and impact analysis	As climate change intensifies, the frequency and severity of typhoons, floods and other extreme weather are expected to increase. Under the status quo scenario, the NGFS current policies scenario data suggests that in China, compared to 2015, the maximum consecutive five-day precipitation is projected to increase by 132% and 256% by 2030 and 2050 respectively. Meanwhile, the number of days with heavy precipitation is expected to rise by 2.91% and 5.81% in 2030 and 2050 respectively. As a number of the Group’s plants are located in coastal or riverside areas, the risk of extreme weather is expected to increase under the high-emission scenario. Extreme weather events may cause direct damage to buildings, equipment, raw materials and finished goods, threaten employee health and safety, and lead to financial impacts such as asset impairment, inventory losses, and increase in disaster prevention inputs and insurance costs. Furthermore, extreme precipitation and typhoon disasters may lead to transport disruptions and supply chain bottlenecks. These can result in secondary effects such as delayed product deliveries, slower inventory turnover, rising warehousing costs, and sales pressure, thereby posing potential challenges to the Group’s operational efficiency and financial performance.
Response measures	We have optimised production scheduling and stockpiling strategies by prioritising the production of goods with shorter raw material shelf lives. Production sequences are flexibly adjusted based on the actual degree of material or water shortage, with contingency plans including shifting production between plants or implementing dynamic output reductions where necessary. Meanwhile, we keep a running stock of raw materials for 1-2 months, and increase the proportion of local procurement to lower the risk of production suspension caused by logistics disruption. We have designed different solutions for different transportation scenarios to address the challenges posed by extreme weather on the transportation of frozen and refrigerated products. These measures include shifting a portion of refrigerated shipments to frozen transport modes and converting dedicated deliveries to customer pickup arrangements. Such adjustments have ensured both product quality and timely delivery. To minimise asset losses, we strictly implement policies such as the “Operation Standards for Building Safety and Maintenance” and the “Operation Standards for Heat Prevention, Cooling and Frost Protection”. We regularly inspect plant equipment and reinforce structures in typhoon-prone areas to ensure the safety and reliability of facilities. Meanwhile, we have set up an energy emergency response team, and conducted annual drills based on the “Guidelines on Emergency Response to Energy Supply Exceptions”. By doing so, we can enhance our overall emergency response ability. Besides, we have also insured plant and equipment against disaster damage and provided health and safety insurance for employees to alleviate financial burdens. To support distributors in addressing climate-related risks, we recommend they purchase property insurance. We also help them enhance risk resilience through measures such as establishing strict inventory and turnover management mechanisms and integrating extreme weather early warning systems.

Physical risk	
Risk	Water scarcity
Risk description and impact analysis	The Group operates in the food and beverage industry, where production processes are highly reliant on substantial water resources. Although no significant water extraction or usage difficulties arose during the Reporting Period, we are acutely aware of the finite nature of water resources. Ensuring water quality and sustainable supply is critically important for the Group and its upstream supply chain. We conduct regular water stress risk assessments of our plants using the Water Risk Atlas AqueductTM developed by the World Resources Institute (WRI). According to the IPCC SSP 5-8.5 scenario results, the number of our plants in areas characterised by extremely high baseline water stress is expected to reach 10 and 12 in 2030 and 2050, respectively. Under the high-emission scenario, rising temperatures and reduced regional precipitation are expected to significantly exacerbate water scarcity risks at certain plants. This may lead to production cuts or stoppages due to water scarcity, directly impacting operating income. Meanwhile, water scarcity is likely to result in further production reductions and price increases of other raw materials (including sugarcane, wheat and other crops), leading to higher purchasing costs for clean water and key raw materials.
Response measures	In terms of raw materials management, we have established an alternative supplier system to enhance the stability and diversity of key raw material supply. We dynamically adjust our production plans or shifting production between plants based on the price and availability of water resources and other raw materials in each region. In terms of water resource management, we adhere to the principle of “increasing sources, reducing consumption, and promoting recycling”. We have implemented various measures to enhance water efficiency, including installing water storage facilities, upgrading water supply equipment, establishing water recycling systems, and optimising water-saving processes. These efforts help us reduce water consumption and mitigate the impact of water shortage on production. Meanwhile, we conduct regular water stress analysis every year to assess the water resource risk of each plant and formulate corresponding solutions. For detailed strategies and measures, please refer to the “4.4 Improving resource efficiency” section of this report.

Transition risk	
Risk	Rising costs for raw materials
Risk description and impact analysis	As a production-oriented enterprise, raw material procurement constitutes one of the Group’s core operating costs. Climate change may impact the supply, cost, and delivery timelines of key food raw materials by affecting agricultural production conditions, water availability, and supply chain stability. Under the low-emission scenario, driven by agricultural emission-reduction policies and requirements for low-carbon production transition, price volatility of major agricultural products is expected to intensify, with a rising trend in supply chain costs. Rising food raw material prices would impose significant pressure on our operating costs. Increase in product price to pass on cost may lead to a decline in sales, thereby affecting overall revenue. Conversely, maintaining current price will directly compress profit margins.
Response measures	We have established an alternative supplier mechanism, which enables us to proactively monitor supply dynamics through diversified sourcing and strengthened supplier collaboration, thereby enhancing supply chain stability. At the same time, we have mitigated the risk of price volatility resulting from supply disruptions by increasing the proportion of local procurement and maintaining a 1-2 month inventory of key raw materials. To further address the risk of uncertainties in imports, we have comprehensively accelerated the localisation of raw material procurement, thereby continuously enhancing supply stability and self-reliance. In addition, we dynamically adjust production plans or initiate cross-plant transfers based on raw material prices and supply conditions in different regions. We also focus on advancing the development of alternatives to reduce dependency on specific raw materials. We continuously improve product yields through process optimisation, thereby steadily reducing raw material consumption per unit of output.

Transition risk	
Risk	Climate-related mandatory rules and regulations
Risk description and impact analysis	As China advances its carbon peaking and carbon neutrality goals, climate-related regulatory policies and market mechanisms are being rapidly enhanced. Three of the Group’s plants have been included in provincial and municipal carbon emission trading systems. Under the low-emission scenario, the IEA NZE scenario data suggests that China's carbon price will reach USD 125/tonne in 2035 and USD 200/tonne in 2035. Under the status quo scenario, China's carbon price will reach USD 22/tonne in 2035 and USD 34/tonne in 2050, according to the IEA STEP scenario data. Should more plants be incorporated into the carbon market in the future, and if we fail to concurrently advance the energy structure optimisation and the adoption of low-carbon technologies, the Group may face pressure in managing carbon costs. In recent years, mandatory regulations in the areas of global climate and sustainability have been tightening. The Hong Kong Stock Exchange, where the Group is listed, has officially put the “ESG Reporting Code” into effect, imposing stricter requirements on climate disclosures for listed companies. Additionally, the Chinese government continues to refine its policy and regulatory frameworks in areas such as ecological protection, green packaging, and plastic reduction. Failure by the Group to promptly respond to and implement relevant requirements could lead to increased compliance costs, heightened risks of environmental penalties, and potential damage to brand reputation.
Response measures	We consistently monitor the latest regulatory developments both domestically and internationally, respond to policies such as the “Interim Rules for Carbon Emissions Trading Management”, and actively participate in the operation of carbon markets in relevant regions. To address rising carbon costs and compliance risks, we have been systematically advancing our green operation transformation. Measures such as enhancing energy efficiency and resource utilisation, expanding the application of green electricity, and developing green packaging have been taken to continuously reduce carbon emissions and mitigate environmental impact. For detailed strategies and implementation paths, please refer to Chapter 4 “Embracing Low-Carbon and Sustainable Development” of this report. We conduct annual greenhouse gas inventories. As required by the Hong Kong Stock Exchange, and with reference to GRI, ISSB S2 and other international standards, as well as industry trends, we disclose our ESG Reports in high quality to enhance our information transparency and brand reputation. Within the supply chain, we have integrated sustainability performance into our supplier evaluation system. Through admission reviews and annual reviews, we identify related risks and develop response measures. For details, please refer to the “6.1 Proper supply chain management” section of this report.

Risk	Costs for low-carbon technology transformation
Risk description and impact analysis	In response to regulatory and market demands for low-carbon development, the Group is actively advancing transformation initiatives such as improvement of energy efficiency and application of green energy. In the short term, however, the relevant technology transformation requires substantial investments of time and capital, which may elevate operational costs and exert pressure on cash flows. Besides, if the low-carbon technologies adopted are not well-aligned with actual production and operation conditions, it could result in transformation outcomes falling short of expectations or even failure. This would not only result in the inability to recoup initial investments but also require additional resource commitments to meet compliance requirements, thereby further intensifying costs and cash flow pressures.
Response measures	In advancing the low-carbon transition of our plants, we adhere to the principles of prudence and suitability. We systematically evaluate the maturity and applicability of transition technologies, and take into account factors such as each plant’s geographic location, product portfolio, process characteristics, energy and raw material structures, existing equipment condition, and return on investment. Transformation is then implemented in a phased and orderly manner. Prior to introducing new technologies and equipment, we first conduct pilot trials at one or two plants to validate performance, and measure the input-output ratio and investment payback period. Once technological stability and economic feasibility are confirmed, we gradually promote the new technologies and equipment in other plants, while continuously refining the implementation pathway to minimise transformation costs and risks.

Climate-related opportunities	
Opportunity	Energy management strategy
Opportunity description and impact analysis	China proposed the targets of “achieving carbon peaking by 2030 and carbon neutrality by 2060” in 2020. In response to the national “carbon peaking and carbon neutrality” strategy, the Group continuously promotes a comprehensive energy management approach that integrates clean energy substitution and energy efficiency management optimisation. IEA scenario data indicates that, under both the low-emission scenario and the status quo scenario, the costs of clean energy technologies are demonstrating a clear downward trend. Particularly in the field of photovoltaic power generation, driven by technological innovation, scale-up production, and increased policy support, the unit cost of power generation is expected to consistently fall below that of fossil fuels. Under the high-emission scenario, fossil fuel prices (especially natural gas and steam energy) may increase significantly due to carbon emission costs and supply-demand volatility. In contrast, deploying in-house photovoltaics and implementing high-efficiency energy management measures can effectively mitigate the cost pressures associated with rising energy prices, thereby creating opportunity-cost benefits for companies. Therefore, although the green transition may entail increased capital expenditure in the short term, from a medium- to long-term perspective, as the costs of green technologies decline and the adoption of low-cost clean energy increases, the Group’s electricity, natural gas, and steam costs are projected to decrease overall. This will further optimise the energy expenditure structure, thereby reducing overall operating costs.
Response measures	To reduce energy consumption and associated carbon emissions, we systematically advance energy management optimisation. This includes expanding the deployment of clean energy sources such as photovoltaics, introducing high-efficiency and energy-saving equipment, enhancing the energy efficiency of existing equipment, developing a digital energy management platform, and optimising warehousing and logistics systems. For detailed strategies and implementation, please refer to the “4.3 Optimising energy use management” section of this report.
Opportunity	Technical innovation and transformation
Opportunity description and impact analysis	By establishing digital factories, we achieve automated, lean, and transparent management across the entire process from design, procurement, and manufacturing to sales. This effectively enhances production efficiency and product quality, reduces production and operation costs, and simultaneously improves product sales volume, thereby increasing revenue. At the same time, the digitalised system enhances our capacity for risk response and compliance management. In addition, we continue to introduce green and innovative technologies. Through process optimisation and system upgrades, we reduce the consumption of energy, resources and raw materials, thereby decreasing production and operation costs while advancing our green transition.
Response measures	Building upon a supervisory control and data acquisition system (SCADA), we progressively extend digital technologies into supply chain management, production and manufacturing, food safety, production-sales coordination, warehousing and logistics, and other critical areas, establishing a comprehensive smart plant system that spans all chains. For details, please refer to the “3.3 Building smart plants” section of this report. We actively adopt high-efficiency, low-emission, and low-pollution green technologies to continuously mitigate the environmental impact of our production and operations. For details of green technology innovation, please refer to Chapter 4 “Embracing Low-Carbon and Sustainable Development” of this report.
Opportunity	Shifts in consumer preferences
Opportunity description and impact analysis	Agriculture and livestock account for 22% of global greenhouse gas emissions. Pesticide residues and waste generated during these processes also contribute to increasingly severe pollution of soil and water environments. In this context, sustainable food solutions have garnered widespread attention as effective measures for addressing these challenges. Additionally, rising consumer attention and demand for green and healthy products - especially among emerging consumer groups such as Generation Z - are expected to drive rapid growth in the sustainable food and beverage market. In response to this trend, we must increase the investment in research and development of green products and the procurement of environmentally friendly raw materials, which may lead to higher operating costs in the short term. However, from a long-term perspective, deploying green and healthy product lines will help enhance brand reputation and drive sustained growth in sales and revenue. Conversely, if we fail to meet market demands in a timely manner, or if our competitors introduce more attractive sustainable solutions, we may face risks of diminished brand competitiveness and declining market share.
Response measures	We focus on consumer needs and follow the trend of healthy consumption with low salt, low sodium, low sugar and fewer additives. On this basis, we constantly develop nutritious and healthy new products and optimise existing products to continuously improve product competitiveness. For details of product strategies and measures, please refer to the “3.2 R&D and innovation of products” section of this report. We also actively explore environmentally friendly packaging materials, focusing on reducing packaging materials and promoting recyclable materials to develop green and low-carbon products. For detailed measures for green packaging materials, please refer to the “4.4 Improving resource efficiency” section of this report.

Resilience review

The results of the climate scenario analysis indicate that the Group mainly faces physical risks under the status quo and high-emission scenarios, while transition risks are more pronounced under the low-emission and status quo scenarios. Furthermore, the analysis shows that the risk level will progressively increase over time.

In terms of physical risks, the Group operates 37 plants across China. Therefore, a single weather event at a particular site will not have a significant impact on our production and operations. In addition, based on our past experience, the Group’s plants have never experienced significant asset losses or major disruptions to production and operations due to extreme weather events such as typhoons, heavy rainfall and floods. In terms of transition risks, the Group has never received significant penalties for non-compliance with climate-related policies. Besides, as of the end of the Reporting Period, three of our plants that were included in the carbon trading market achieved a surplus of carbon credits, thanks to their continuous investment in new equipment and technology. In addition, the Group steadily ramps up its investment in green transition. In recent years, the Group’s capital investment in energy conservation management has witnessed a year-on-year increase. We also actively promote product carbon footprint certification. During the Reporting Period, we have completed the lifecycle carbon footprint accounting for our product, “The King of Tomato Italian-Style Mixed Noodles ”.



The King of Tomato
Italian-Style Mixed Noodles





Carbon Footprint Verification Statement for
"The King of Tomato Italian-Style Mixed Noodles"

The Group has developed carbon reduction strategies from two dimensions:

Short -term

the Group focuses on energy conservation and carbon reduction by increasing investment in the installation of photovoltaic panels and upgrading public energy equipment.

Medium -term

the Group aims to further reduce emissions by introducing energy-efficient production lines and enhancing green operations.

Long -term

the Group considers to achieving net zero emissions through low-carbon product development and synergy among upstream and downstream partners.

We recognise that climate-related risks will have an ongoing impact on our production and operations as well as on upstream and downstream value chains. However, given the long-term nature of addressing climate change, and the influence of international trends and national policies on both physical and transition risks, there are uncertainties in future climate change trends. Under the leadership of the Board of Directors, the “ESG Committee” will continue to oversee and guide the Group’s climate-related strategies, continuously enhancing our climate resilience.

Risk management

As relatively crucial risks of the Group, climate-related risks, together with climate-related opportunities, have been integrated into the Group's overall risk management system. In this context, core business units are responsible for identifying and assessing climate-related risks and opportunities through a bottom-up approach. At the same time, climate-related risks are also systematically reviewed and assessed by management through a top-down model. Meanwhile, the Board, as the highest responsible body, effectively oversees the identification, assessment and management of climate-related risks and opportunities to ensure that climate-related risks are properly addressed, supported by the Audit Department and the ESG Committee. For details of the risk management structure and processes, please refer to the "2.3 Risk management control" section of this report.

Metrics and targets

Climate targets



In 2021, the Group set the emission reduction and energy conservation targets of "gradually reducing both Scope 1 and Scope 2 greenhouse gas emissions intensity and energy intensity by **12.0%** by 2025 as compared to 2020". We review the progress of the targets in due course and update the targets according to the actual situation. As of the end of 2025, the greenhouse gas emissions intensity for Scope 1 and Scope 2 of the Group is **0.1515** tCO_2e per tonne of product, a decrease of **17.9%** compared to 2020, and the energy intensity was **0.41**MWh per tonne of products, a decrease of **16.7%** compared to 2020.

To actively respond to China's goal of "carbon peaking and carbon neutrality" and fulfill corporate social responsibilities, in 2025,based on the actual achievement of the Group's short-term goals by 2025, the Group has further formulated group-wide medium and long-term greenhouse gas emission reduction and energy conservation management goals by 2030: an emission reduction goal of "Scope 1 and Scope 2 greenhouse gas emission intensity will decrease gradually, with a **22.0%** reduction by 2030 compared to 2020" and an energy conservation goal of "energy intensity will decrease gradually, with a **21.0%** reduction by 2030 compared to 2020". The Group will review the progress of goal achievement in a timely manner and update the goals according to the actual situation.

We have continuously strengthened our management of climate change and incorporated climate-related indicators into the Group' s policy management. We have set annual energy conservation and emission reduction targets, implementing a hierarchical management system from top to bottom. The headquarters formulates overall climate-related metrics (such as energy density, wastewater density, hazardous/non-hazardous waste density) and decomposes the total targets to each plant. Each plant then implements specific control and management measures, and regularly conducts reviews and continuous improvements. We have not yet included climate-related targets into the remuneration policy of the Board or the ESG committee, but the targets have been included in the performance evaluations of factory managers and production department supervisors to foster close integration between climate-related target management and the plants' production and operation management.

Climate metrics

GHG emissions of the Group during the Reporting Period covering the recent three years is showed as below:

Indicators	2025	2024	2023
Direct (Scope 1) GHG emissions (tCO_2e)	201,944	209,573	187,547
Energy indirect (Scope 2 - Based on Location) GHG emissions (tCO_2e)	484,226	481,760	457,572
Total (Scope 1 + Scope 2) GHG emissions (tCO_2e)	686,170	691,333	645,119
GHG emission intensity (tCO_2e /ton products)	0.1515	0.1510	0.1596

Note:

1.GHG emission intensity is presented in "tonne of product" based on "product weight".

2.From 2024, the organisational boundary for reporting Scope 1 and Scope 2 greenhouse gas emissions in this report aligns with that of the Group's annual report.

3.In the Reporting Period, GHG emissions are calculated according to the "Guidelines for Enterprise Greenhouse Gas Emission Accounting and Reporting (Food, Tobacco and Alcohol, Beverage and Refined Tea Industries) (Trial)" issued by the NDRC, the "2019 Guidelines for National Greenhouse Gas Inventories" issued by the Intergovernmental Panel on Climate Change, the "How to Prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Hong Kong Stock Exchange, China's 2023 national average carbon dioxide emission factors of electricity issued by the Ministry of Ecology and Environment, and were measured in accordance with the "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2024)" developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

4.The greenhouse gas emissions: Scope 1: include direct greenhouse gas emissions from stationary combustion sources, mobile combustion sources, fugitive emission sources, and processes; and Scope 2: indirect greenhouse gas emissions from purchased energy (electricity and steam).

In 2025, we assessed greenhouse gas emission sources across our upstream and downstream value chain. Based on data availability and the materiality of emission sources, we have undertaken and completed the calculation of Scope 3 greenhouse gas emissions for priority categories. The Scope 3 emissions for 11 key categories[6] amount to 3,918,694 metric tonnes of CO_2 equivalent. The detailed breakdown of emissions is as follows:

Scope 3 categories	Description	Methods and assumptions	Sources of emission factors	2025
1: Purchased goods and services	Emissions from extraction, production, and transportation of key raw materials purchased by Uni-President.	Weight of each category of purchased key raw materials multiplied by its corresponding emission factor.	• China Products Carbon Footprint Factors Database (CPCD) • Carbon footprint data for milk powder products provided by the primary origin, New Zealand • CarbonCloud Emission Factor Database	3,264,379
2: Capital goods	Emissions from the material extraction, production, and transportation of capital goods purchased by Uni-President	Procurement expenditure multiplied by the corresponding emission factor	• The “USEEIO - Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6” published by the U.S. Environmental Protection Agency	10,524
3: Use of fuels and energy	Emissions from purchased or consumed fuels and energy that are not included in Scope 1 or Scope 2 for calculation	Amount of natural gas, liquefied gas, gasoline, diesel, purchased electricity, purchased steam, and self-consumption PV multiplied by the emission factor	• The “Greenhouse gas reporting: conversion factors 2025” published by the Department for Energy Security & Net Zero • Ecoinvent • China’s 2023 national average carbon footprint factors of electricity published by the Ministry of Ecology and Environment of the People’s Republic of China	75,913
4: Upstream transportation and distribution	Emissions from transportation and distribution by Uni-President.	Land transport distance in transportation and delivery multiplied by the weight of goods and the emission factor	• The “Greenhouse gas reporting: conversion factors 2025” published by the Department for Energy Security & Net Zero • The “China Products Carbon Footprint Factors Database (CPCD) (2022)” published by the Ministry of Ecology and Environment of the People’s Republic of China	278,427
5: Waste from operations	Emissions from disposal and treatment of wastes	Weight of each category of waste generated from production and operation facilities multiplied by the corresponding emission factor for each waste category.	• The “Greenhouse gas reporting: conversion factors 2025” published by the Department for Energy Security & Net Zero • The “China Products Carbon Footprint Factors Database (CPCD) (2022)” published by the Ministry of Ecology and Environment of the People’s Republic of China	4,378
6: Business travel	Transport emissions from employee business travel	Business travel distance multiplied by the corresponding emission coefficients of the transportation categories.	• The “USEEIO - Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6” published by the U.S. Environmental Protection Agency	4,486
7: Employee commuting	Transport emissions from employees’ travels between their residences and workplace	Number of employees multiplied by the average commuting distance and the emission factor for diesel vehicles	• The “Greenhouse gas reporting: conversion factors 2025” published by the Department for Energy Security & Net Zero	38,765
8: Upstream leased assets	Operational emissions from the use of leased assets	Leased area multiplied by the lease duration, then multiplied by the emission factor for operation of public buildings	• The “China Building Energy and Carbon Emission Yearbook 2023 - Decarbonize Urban Heating Systems” published by the Building Energy Research Centre of Tsinghua University.	8,951
12: Scrapping of products sold	Emissions from disposal of products sold by Uni-President	The weight of each type of used product multiplied by the corresponding emission factor for that product category.	• The “Greenhouse gas reporting: conversion factors 2025” published by the Department for Energy Security & Net Zero	814
13: Downstream leased assets	Emissions from operation of major assets owned and leased out by Uni-President	Tenant electricity consumption multiplied by the emission factor	• The “Announcement on the Release of 2023 Electricity Carbon Dioxide Emission Factors” issued by the Ministry of Ecology and Environment of the People’s Republic of China	212,094
15: Investments	Emissions generated during the operation of assets invested by Uni-President	Scope 1 and scope 2 3missions generated during the operation of assets invested by Uni-President	• “2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories” • The “Announcement on the Release of 2023 Electricity Carbon Dioxide Emission Factors” issued by the Ministry of Ecology and Environment of the People’s Republic of China	19,965

[6] Based on our assessment, Scope 3 Category 9 (Downstream transportation and distribution), Category 10 (Processing of sold products), Category 11 (Use of sold products), and Category 14 (Franchises) are considered not applicable or immaterial to the Group, and have therefore been excluded from our Scope 3 carbon inventory.

Energy Consumption of the Group during the Reporting Period covering the recent three years is shown as below:

Indicators	2025	2024	2023
Natural gas (MWh)	763,056	778,017	730,169
Total direct energy consumption (MWh)	763,056	778,017	730,169
Purchased electricity (MWh)	515,068	508,048	457,954
Purchased steam (MWh)	579,670	554,117	516,396
Total indirect energy consumption (MWh)	1,094,738	1,062,165	974,350
Total energy consumption (MWh)	1,857,794	1,840,182	1,704,519
Energy consumption intensity (MWh/ton products)	0.41	0.40	0.42

Note:

1. Energy consumption intensity is presented in “ton of products” based on “product weight”.

2. Energy consumption is presented in MWh (kWh in ’000s). Calculation method and conversion factors come from the “Accounting Method and Reporting Guideline of GHG Emissions for Food, Tobacco and Alcohol, Beverage and Refined Tea Enterprises (Trial)” and “Accounting Method and Reporting Guideline of GHG Emissions for Other Industrial Enterprises (Trial)” released by the National Development and Reform Commission (NDRC).

Optimising energy use management

Energy use represents the Group’s main source of emissions. We consistently pursue green and low-carbon operations and continuously refine our energy management strategy, working to reduce carbon emissions across multiple dimensions such as management systems, green energy, energy efficiency, and warehousing and logistics. This drives forward efficient, low-carbon, and green production.

- Improve the level of environmental management and energy consumption management by promoting energy management and environmental management certification;
- Accelerate the green energy transition and increase the use of green energy such as photovoltaic power;
- Improve energy efficiency and reduce energy consumption in production;
- Optimise warehousing and logistics patterns to improve product turnover and logistics transportation efficiency.

Development of energy management system

To continuously strengthen the development of our energy management system, we strictly adhere to laws and regulations such as the “Energy Conservation Law of the People’s Republic of China” and the “Cleaner Production Promotion Law of the People’s Republic of China”, and promotes the ISO 50001 Energy Management System certification. As of the end of the Reporting Period, 26 plants across China obtained the “ISO 50001 Energy Management System certification”. Energy teams have been established at the Group’s headquarters and plants. Energy-saving and consumption reduction targets, such as energy intensity objectives and specific energy consumption objectives have been set and incorporated into relevant job performance indicators of relevant managers and employees, thereby further enhancing both management and staff awareness of and commitment to energy conservation efforts.

The Group’s headquarters centrally formulates technical energy conservation solutions and explores the application of new technologies, processes, and equipment. Each plant actively implements measures for energy conservation and consumption reduction, strictly controls energy usage, and continuously improves energy efficiency. We have also established a management goal of “gradually reducing energy intensity, aiming for a **12.0%** reduction by 2025 compared to the 2020 baseline.” As of the end of 2025, the Group's energy intensity was **0.41** MWh per ton of product, representing a **16.7%** decrease compared to 2020. In 2025, we invested approximately RMB **24,501** thousand[7] in energy conservation management, an increase of **4.9%** from 2024.

To further strengthen the automation and refinement of energy management, we have established a digital energy management platform to automate and visualise energy data management and achieve accurate energy management. For details of the energy management platform, please refer to the “3.3 Building smart plants” section of this report.

In response to the increasingly stringent dual-control policy on energy consumption (i.e. controls on total energy consumption and energy consumption intensity) in China, the Group has formulated and implemented the “Guidelines on Emergency Response to Energy Supply Disruptions” to guide its production plants in handling energy supply disruptions. Meanwhile, each of our plant has established an energy emergency response team, led by the factory manager. These teams develop emergency operation procedures for energy supply disruptions and conduct emergency response drills, to ensure that all plants can respond in a timely and orderly manner in the event of an energy supply disruption, thereby safeguarding production continuity and minimising losses to the greatest extent possible.

[7]The scope of statistics covers energy conservation investments, technology upgrades with energy efficiency benefits, and quality improvement expenditures, excluding investments in new bases and new production lines.

Use of green energy

In alignment with the national call to accelerate the establishment of a clean, low-carbon, safe, and efficient energy system, we continuously optimise our corporate energy structure. We actively promote energy conservation and emission reduction projects at all our production and operation locations. Through initiatives such as advancing rooftop photovoltaic installations at our plants and purchasing green electricity, we gradually increase the proportion of renewable and green energy in our energy consumption.

Installation of rooftop photovoltaic systems

The construction of photovoltaic systems is one of the key measures for achieving low-carbon transition. We have set the target of “ensuring 100% installation and grid connection of photovoltaic power generation systems at all eligible production bases nationwide by 2030”. It is expected that by 2030, the total electricity generated by these PV systems will account for 10% of the Group’s total electricity consumption.

In 2025, we continued to advance rooftop photovoltaic installations, newly launched photovoltaic power generation projects at plants in Kunshan, Jinshan, and Hefei. As of the end of the Reporting Period, we introduced photovoltaic power generation systems in a total of 17 plants across China, generating approximately 43,145 MWh of electricity in 2025, which would reduce carbon dioxide emissions by approximately 23,151 tonnes.



Purchase of green electricity

We encourage our plants to purchase green power through direct electricity trading and obtain green power transaction or consumption certificates issued by third-party entities. In this way, we can further increase the proportion of green energy used by the Group and reduce carbon emissions. In 2025, the Group’s plants in Xinjiang, Hefei, Kunming and Shaanxi actively purchased green electricity. They have all obtained green electricity consumption certificates and purchased a total of 12,215 MWh of green electricity, which was equivalent to reducing/offsetting approximately 6,481 tonnes of carbon dioxide emissions.



Collaboration with government to turn wastewater into carbon sources

Wastewater generated by the food industry is typically non-toxic, harmless, and highly biodegradable, making it an ideal high-quality carbon source for municipal wastewater treatment plants. It can effectively substitute for traditional carbon sources purchased. In 2025, through deepened government-enterprise collaboration, the Hefei Plant began discharging its pretreated production wastewater directly into the municipal pipeline network, where it is centrally processed by the municipal wastewater treatment plant. This saves the original anaerobic and aerobic biological treatment processes at our plants, which is expected to reduce carbon emissions by approximately 3,600 tonnes annually. Meanwhile, it provides a stable carbon source for the municipal wastewater treatment plant, achieving a win-win outcome.



Energy efficiency improvement

We constantly enhance energy efficiency and minimise energy waste by introducing energy-efficient equipment, upgrading existing equipment, and optimising production processes and technologies. We continuously advance projects such as Introduction of integrated blow-fill-dry aseptic equipment, Implementation of compressed air waste heat recovery, Optimisation of the AIC cooling process for sterilisation machines on aseptic production lines etc. to continuously reduce energy consumption. Prior to launching new projects, we conduct pilot tests at certain plants to assess feasibility. Only after confirming viability do we proceed with nationwide implementation, continuously refining and optimizing the solutions throughout the process.

Introduction of integrated blow-fill-dry aseptic equipment

Introduced internationally leading integrated blow-fill-dry aseptic equipment, which significantly reduced production line energy consumption and improved overall line energy efficiency. Simultaneously, it reduced the consumption of cleaning agents, conserving resource usage.



Project sites

Jiangsu, Nanchang

Project results

Saving approximately 1,440 MWh of electricity, 18,000 tons of water, and 720 tons of steam per production line annually

Implementation of compressed air waste heat recovery

Installed supporting waste heat recovery units for both high-pressure and low-pressure air compressors. This recovers waste heat generated during compressor operation to replace electric heating fans in the coconut oil warming rooms and insulation chambers.



Project sites

Jiangsu, Nanchang

Project results

Saving approximately 380 MWh of electricity annually

Optimisation of the AIC cooling process for sterilisation machines on aseptic production lines

A high-temperature CIP cleaning process using sterilisation technology has been implemented: heating, holding, cooling to ambient temperature, and cyclic reheating. This process raises the cyclic cooling temperature in the AIC high-temperature operation, reducing energy consumption associated with repeated cooling and heating.



Project sites

9 plants including Wuhan Plant, Changsha Plant and Jinan Plant

Project results

Saving steam by approximately 528 tonnes annually

Introduction of high-efficiency machine room for chilled-water system.

A high-efficiency machine room for the chilled-water system has been introduced. It utilises high-efficiency magnetic-levitation chillers and pump motors, large-radius elbow fittings, and low-resistance valves, integrated with a large-temperature-difference system design to effectively reduce pipeline resistance and energy consumption. Through integrated control management, the system operates with enhanced efficiency.



Project sites

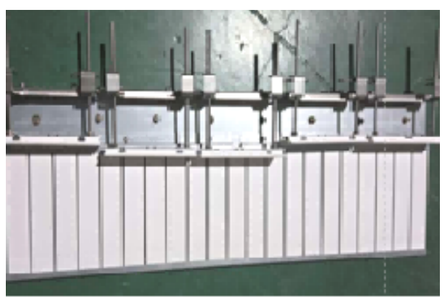
Jiangsu, Nanchang

Project results

Improving operating efficiency by 8%

Optimisation of bottle blowing furnace structure

Ceramic reflector panels have been added to the top of the bottle blowing furnace to reduce heat loss from the exhaust system. Simultaneously, LRP precision ceramic infrared heating lamps have been introduced to enhance thermal radiation efficiency and lower energy consumption during the blowing process.



Project sites

Guangzhou

Project results

Saving electricity by approximately 201 MWh annually

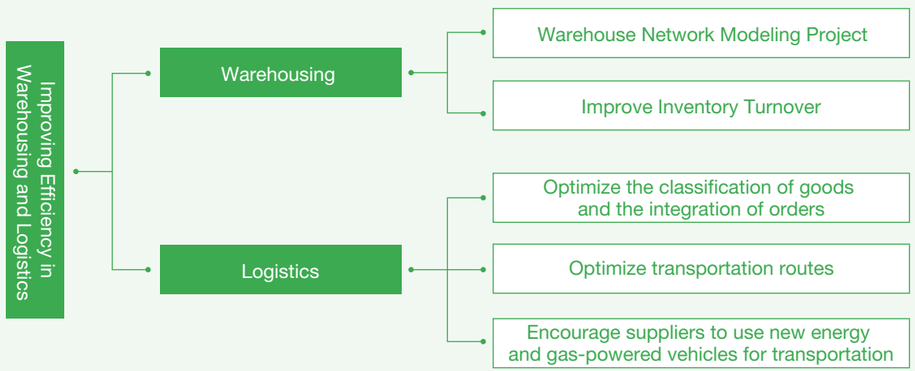
Improvement of warehousing and logistics efficiency

As a production-oriented enterprise, we identify the warehousing and logistics of products as one of our main energy consumption scenarios. In warehouse management, through our warehouse network planning project, we utilize service efficiency and operating costs as decision-making criteria, supported by data-driven insights and intelligent algorithms, to formulate optimized resource allocation plans. These plans cover warehouse network layout and production line capacity distribution across factories. By optimizing capacity structure and promoting the intensive utilization of warehouse resources, we have improved inventory turnover efficiency, reduced energy consumption per unit of space, and effectively eliminated redundant warehousing and repetitive operations.

In logistics and transportation, we have integrated green and low-carbon principles throughout the entire process. We continue to promote the application of new energy vehicles (NEVs) and enhance logistics efficiency through multiple measures to support carbon reduction initiatives. In 2025, we conducted a total of 37,349 green transport trips using NEVs, achieving a collaborative carbon reduction of approximately 2,200 tons at the downstream logistics end. Simultaneously, we upgraded our logistics vehicle structure, increasing the proportion of large vehicles to 66%. Leveraging order optimization and consolidation, we achieved a full-truck-load (FTL) transportation rate of over 99%. These efforts have improved transportation efficiency, reduced carbon emissions from logistics, and helped build a green and efficient supply chain logistics system.







Collaborative carbon reduction across the value chain

We encourage upstream suppliers to adopt green energy and prioritize selecting low-carbon, green suppliers. Through enhancing the energy efficiency of refrigeration equipment, such as refrigerators and beverage dispensers, we reduce the carbon footprint of downstream product retails. Simultaneously, we encourage and guide employees to adopt green commuting practices, contributing to the low-carbon transition in the transportation. During the Reporting Period, we implemented multiple greenhouse gas emission reduction initiatives across both upstream and downstream segments of our value chain:

Optimisation of tomato cultivation model

We collaborate with upstream suppliers through a “company + cooperative + farmer” cultivation model. By seedling nurseries at tomato bases and optimising planting model, we reduce carbon emissions and foster a virtuous cycle across the value chain. In 2025, we supported upstream suppliers in introducing biomass fuel in 12 greenhouses, reducing coal consumption by 15 tonnes and carbon emissions by approximately 13 tonnes. Additionally, we assisted the suppliers in the implementation of biodegradable mulch films across 2,000 mu of farmland, reducing consumption of non-biodegradable plastic mulch by 9 tonnes and carbon emissions by approximately 28 tonnes.





Green and low-carbon procurement of raw materials

We promote green and low-carbon concepts among upstream raw material suppliers and prioritize the procurement of environmentally friendly, green, and healthy products and services to jointly foster sustainable development. We are committed to sourcing "high-quality and sustainable" dairy products. In 2025, we purchased a total of 27,640 tons of green and healthy raw materials from suppliers, reducing carbon emissions by around 250,873 tons.



Intellectualisation of refrigerators

We implement intelligent upgrades for refrigerators targeting downstream operations. These smart refrigerators now feature device positioning, temperature monitoring, and remote cooling control functions. Compared to conventional models, the smart refrigerators can reduce energy consumption and associated carbon emissions by over 40%. Newly purchased smart refrigerators adhere to China's National Grade 1 Energy Efficiency Standard, delivering significant energy savings. For instance, an 800L smart refrigerator saves approximately 136,282 MWh of electricity annually and reduce carbon emissions by approximately 73,129 tonnes.



Employee Lifestyle Center

Since 2025, the Employee Lifestyle Center has been committed to transparency regarding "carbon emissions per meal," publicly disclosing daily food carbon footprint data. This initiative has made emission reduction a visible and tangible environmental responsibility for employees. Through continuous advocacy, we have successfully reduced carbon emissions by 0.3 kilograms per person per meal. Simultaneously, we have promoted a food waste reduction campaign, publicly displaying daily food waste data in the Employee Lifestyle Center to deeply embed the "Clean Plate Campaign." In 2025, the average daily food waste was reduced by 2.5 kilograms, equivalent to a daily carbon emission reduction of 3 kilograms. The cumulative annual carbon reduction reached 693 kilograms. Through these actions, employees have integrated green concepts into their daily lives, pooling small efforts to contribute to carbon reduction.

Green and low-carbon employee commuting and travel

Focusing on employee travel, we advance carbon reduction measures based on the principles of "prioritizing trains, optimizing ride-hailing methods, and selecting low-carbon hotels." By promoting the use of electronic invoices for corporate payments to replace paper invoices, we saved a total of 190,661 paper invoices in 2025. Furthermore, we actively introduced new energy vehicles for official use and leveraged shared mobility resources to practice green travel. In 2025, these initiatives reduced carbon emissions by approximately 25 tons.





Improving resource efficiency

Water resource management

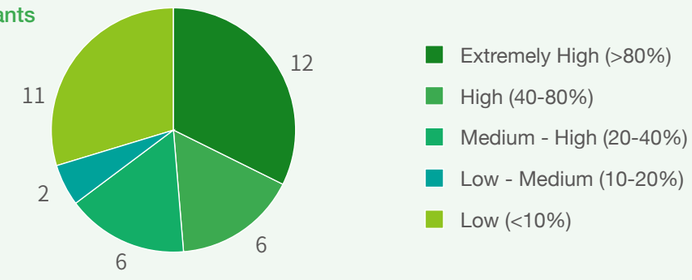
Water resources are fundamental to human survival and development. In response to the increasingly critical global water resource situation, we strictly abide by relevant laws and regulations such as the "Water Law of the People's Republic of China" in our production and operation. Besides, we continuously optimise water resource management and improve water efficiency to minimise negative impacts on water resources. Meanwhile, we have established a "ESG Committee" composed of the management team and chaired by the General Manager, which oversees the Group's environmental issues—including the management and strategic planning of water resource usage. Under this committee, an environment group has been set up to carry out related work.

Conserving water and protecting water sources are our priorities. We actively adopt advanced water-saving technologies, enhance water efficiency, and ensure that water resources are utilised fully and effectively to jointly safeguard water security. As of the end of the Reporting Period, 25 of the Group's plants in Chengdu, Zhengzhou, Fuzhou, Guiyang, Aksu and other places have been titled as "Water-Saving Enterprises" by provincial or municipal authorities. The effectiveness of our water resource protection and conservation initiatives has received full affirmation and recognition from relevant local government departments.

Water stress risk assessment

As global climate change intensifies, water scarcity is emerging as a significant potential risk for us. In 2025, we conducted water stress risk assessments of our plants using the Water Risk Atlas Aqueduct™ developed by the World Resources Institute (WRI). The assessment results show that 12 of our plants are located in areas characterised by extremely high baseline water stress, while 6 plants are located in areas characterised by high baseline water stress. The total number of plants in each area characterised by different baseline water stress is as follows:

Number of plants



We have further analysed the water consumption of our plants in areas characterised by extremely high and high baseline water stress, conducted a comprehensive assessment for the Group's water risks, and developed targeted management measures.

Case studies on improving water resource utilisation in plants

Promoting water-saving projects for tomato production

As a tomato processing enterprise, Hutubi Plant has to consume a large amount of water to clean raw materials. We have established a dedicated water-saving task force and implemented measures including primary recycled water for drum-filter spraying, reuse of circulating-pump and vacuum-pump cooling water, installation of defoaming systems, and substitution of reclaimed water for filter-cloth rinsing in sludge presses and micro-filter cleaning in wastewater treatment. These actions substantially reduced water consumption, saving water by approximately 65,000 tonnes annually.



Increasing water reuse rates

By recycling bottle-washing water for uses such as conveyor chain lubrication, cooling machine replenishment, and cooling tower makeup, Zhengzhou Plant and Jinan Plant have increased water reuse and achieved an annual water saving of approximately 64,000 tonnes.





In 2021, the Group set a medium - and long - term water resource management target: to achieve **12.0%** reduction in water intensity by 2025 as compared to 2020. Guided by this target, we have set unit water consumption targets for each plant, and conducted performance gap analysis and improvement, with corresponding reporting processes being established. Through continuous management enhancement, process optimisation, water resource recycling, and the elimination of leaks and wastage, we strive to improve water performance. The energy team consistently monitors and manages water resource performance, while the headquarters sets performance targets, regularly evaluates and reviews the unit water consumption for each product. The outcomes are tied to the performance assessment of managers at each plant.



As of the end of 2025, the Group's water intensity was **2.76** tons per ton of product, representing a **13.3%** decrease compared to 2020. Based on the actual achievement of short-term targets in 2025, the Group has further established mid-to-long-term water resource management goals for 2030: "To achieve a continuous and gradual reduction in water intensity, reaching a **17.0%** decrease by 2030 compared to 2020 levels." The Group will review progress toward these goals at appropriate times and update them as necessary based on actual circumstances. In 2025, we invested approximately RMB **5,934** thousand in water saving, an increase of **8.5%** compared to 2024.

Water consumption of the Group during the Reporting Period is shown as below:

Indicators	2025	2024	2023
Water (tons)	12,514,849	12,559,533	11,416,744
Water consumption intensity (tons/ton product)	2.76	2.74	2.82

Note:

1. Water intensity is presented in “ton of product” based on “product weight”.

2. During the Reporting Period, the Group's total municipal water supply was 11,725,031 tonnes and groundwater abstraction was 789,818 tonnes.

The Group’s water supply primarily comes from municipal sources and groundwater. The use of groundwater is subject to the oversight of local government authorities. During the Reporting Period, the Group did not encounter any issues in sourcing applicable water supplies. Focusing on increasing sources, reducing consumption, and promoting recycling, we continuously implement and promote a series of water resource management optimisation projects nationwide. These projects include the time extension of hot line production process, water consumption reduction for bottle/cap rinsing, water-saving projects in tomato production lines, rainwater collection, and recycling of RO water, condensed water and reclaimed water. In 2025, we continued to advance water recycling initiatives, reusing 1.66 million tonnes of reverse osmosis concentrate water, 0.92 million tonnes of condensed water, and 0.26 million tonnes of reclaimed water.

Projects of water resource efficiency improvement

Optimization of Dairy and Beverage Production Cycles and Reclaimed Water Recycling:

By optimizing production cycle times for dairy and beverage lines, we have reduced the frequency of product changeovers and Clean-in-Place (CIP) cleaning cycles, thereby saving water used for cleaning. Simultaneously, we continue to promote the reuse of reclaimed water for factory cleaning, landscaping, and municipal purposes, saving approximately 268,000 tons of water annually.





Bottle Washing Water Recycling:

Bottle washing water from filling machines on beverage production lines is filtered and treated for recovery and reuse in applications such as cooling tower makeup water, enhancing overall water utilization efficiency. In 2025, the Guangzhou factory successfully implemented this facility, saving approximately 30,000 tons of water annually.

Green material management

In recent years, with the global advancement of concepts and technologies regarding plastic reduction, waste source reduction, and circular economy, coupled with growing consumer environmental awareness, the Group has actively responded to international plastic reduction trends and domestic environmental policies. Always aiming to increase the use of environmentally friendly packaging materials and reduce resource consumption, we have continuously deepened our efforts to enhance the sustainability of product packaging. We have established a Packaging R&D Team that, while ensuring food safety, quality, and consumer experience, focuses on the lightweighting, recyclability, and biodegradability of food and beverage packaging. We have developed packaging emission reduction strategies covering design, production, storage, and transportation. During the Reporting Period, through various packaging reduction and substitution measures, we reduced packaging material usage by approximately 2,291 tons and substituted approximately 875 tons with eco-friendly materials.

Design phase

•Develop single-layer paper buckets to replace double-layer ones and optimize structural designs to achieve lightweighting of paper and plastic products.

•Actively promote the reduction of full-coverage printing on cardboard boxes, the substitution of single-material PP, the use of BC cans, and other methods to enhance the recyclability of packaging materials.

•Gradually promote the use of biodegradable plastics to support ecological and environmental protection.

Production phase

•Through process optimization, reduce the grammage (weight per unit area) of plastic products and cardboard boxes while ensuring they meet strength requirements for production, storage, and transportation.

•Optimize film dimensions based on packaging equipment specifications to reduce plastic usage.

•Formulate standard for packaging material loss rates on production line equipment and strictly control packaging material consumption.

Storage and transportation phase

•Optimize cardboard box dimensions by improving the arrangement of contents, thereby enhancing warehouse space utilization and vehicle loading efficiency.

•Encourage direct shipment in original packaging to reduce waste from secondary packaging.

Furthermore, regarding product packaging, we actively adopt renewable and eco-friendly packaging materials. We annually procure internationally recognized sustainable packaging, extensively using FSC (Forest Stewardship Council) certified materials such as aluminium foil paper. In 2025, the usage of eco-friendly paper-based packaging materials was approximately 1,007 tons.

We actively collaborate with upstream suppliers to promote the reuse of external packaging cartons of some packages, and substitute disposable cardboard boxes with reusable plastic turnover crates. In 2025, the consumption of packaging cartons was reduced by approximately 1,672 tonnes.

Structural and process upgrades to reduce plastic usage

•For the 1L "Huan Shen" and "Shuang Cui" aseptic bottle types and the 1.5L "Assam" bottle type, the bottle shoulder structure was optimized to enhance compressive strength, reducing PET plastic usage by approximately 154 tons in 2025.

•The inner tray structure for oat cookies was optimized to maintain stiffness, reducing PET plastic usage by approximately 11 tons in 2025.

•The structure and interface thickness of the "Kai Xiao Zao" straight spoons and folding spoons were optimized, reducing PP plastic usage by approximately 7 tons in 2025.

•Optimization of the thickness of the inner poly-coated paper packaging for bagged noodles reduced PP plastic usage by approximately 44 tons in 2025.

•The film size for the vegetable packs in instant noodle buckets was optimized to meet packaging dimensional requirements and quality safety, reducing PP plastic usage by approximately 20 tons in 2025.



Structural and paper configuration optimization to reduce paper usage

•Under the premise of ensuring compressive strength and product safety, the structures of powder, noodle, egg, meat, and sausage containers are optimized and paper lid covers are removed; the bucket structure for "Qie Huang" pasta is optimized and cardboard box dimensions are reduced, saving approximately 621 tons of paper in 2025.

•Meeting container compressive strength requirements, the base paper grammage is reduced, saving approximately 198 tons of paper in 2025.

•The tuck-flap and inner liner structures of the "Zuo An" milk tea carton are optimized, saving approximately 158 tons of paper in 2025.

•Ensuring cardboard strength meets production and logistics requirements, the flute type, paper configuration, arrangement, and dimensions of large cartons are optimized, saving approximately 587 tons of paper in 2025.



Cardboard printing optimization to reduce ink usage

•Optimizes the printing layout for instant noodle and beverage cartons to improve recyclability, reducing ink usage by approximately 459 tons in 2025.

•For "Classmate Xiaoming" products, the printing process is adjusted, reducing ink and varnish usage by approximately 32 tons in 2025.



Selection of eco-friendly materials for substitution and recycling

•"Zuoan" Milk Tea adopts biodegradable PLA+PBS straws instead of common PP plastic straws, balancing environmental protection with user experience; in 2025, approximately 11 tons of biodegradable PLA+PBS were used.

•The oat cookie wrap film adopts a recyclable single-material PP design to enhance packaging recycling value; in 2025, approximately 68 tons of single-material PP were used.





Packaging material consumption of the Group during the Reporting Period is shown as below:

Indicators	2025	2024	2023
Total packaging materials consumption for finished products (tons)	498,915	504,049	446,437
Packaging materials consumption per unit of production (tons/ton)	0.0992	0.0996	0.0999

Note:

1.Packaging materials consumption per unit of production intensity is presented in "ton of product" based on "product weight".

Standardising emissions management

The Group strictly abides by the “Environmental Protection 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 “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 Environmental Pollution by Solid Waste” and other relevant laws and regulations. Wastewater, waste gas and solid waste generated from production and operation activities of each plant are all treated appropriately and effectively. They can only be discharged after meeting the criteria set by the national and local environmental authorities.

In response to the “waste-free city” initiative, we make great efforts to establish “zero waste factories”. Guided by the principle of source reduction, recycling, and green and low-carbon development, we actively promote raw materials replacement, process transformation, and technology upgrades to minimise carbon emissions. As of the end of the Reporting Period, the Group’s 8 plants, including plants located in Guangzhou, Jiangsu, Nanchang, Chengdu, and other regions were titled as “zero waste factories”, and their emissions management performance had been recognised and praised by governmental authorities.

Wastewater and gas emissions management

To ensure compliance with national and local emission standards, the Group clarifies the generation, treatment, and management requirements for wastewater, waste gases, and plant noises in internal policies, including the “Operation Standards for Work Safety Management Committee”, the “Management Programme of Sewage, Waste Gas and Plant Noise” and the “Environmental Factor Identification and Evaluation Management Procedure”. We have also established the “Operation Standards on Boilers and Water Quality Management” and the “Operation Standards on Sewage Treatment” and other relevant standards. These documents specify the operating procedures, daily inspection, operational record, and equipment repair and maintenance policy to ensure the treatment facilities are properly used.

In addition, we develop a rigorous early warning mechanism and a contingency plan for emissions to take early warning control of all discharged pollutants. We set 80% of the standard limits for discharged pollutants as the early warning threshold. In case that the actual discharge exceeds the threshold, we will immediately launch the contingency plan and take effective measures to ensure compliant discharge.

In 2021, we set a medium- and long-term management target for wastewater discharge: to gradually decrease the intensity of wastewater discharge by **14.0%** by 2025 as compared to 2020. Moreover, the energy team is responsible for continuously assessing and tracking the compliant discharge and progress towards the target. As of the end of 2025, the Group's wastewater discharge intensity was **1.67** tons per ton of product, representing an **18.9%** decrease compared to 2020. Based on the actual achievement of short-term targets in 2025, the Group has further established mid-to-long-term wastewater discharge management goals for 2030: "To achieve a continuous and gradual reduction in wastewater intensity, reaching a **23.0%** decrease by 2030 compared to 2020 levels." The Group will review progress toward these goals at appropriate times and update them as necessary based on actual circumstances. The Group’s plants are all equipped with a sewage treatment station. Wastewater is treated up to the standard by using “pre-treatment + biological treatment + aerobic treatment” technology and then discharged into the municipal sewage network. We monitor wastewater indicators, including chemical oxygen demand, suspended solids, total nitrogen, total phosphorus, and pH value, through online system, manual testing and third-party testing.

In terms of managing waste gas emissions, we implement low-nitrogen transformation of boilers and installing volatile organic compounds (VOCs) treatment facilities for bottle manufacturing. We also conduct third-party testing on relevant emission indicators, including nitrogen oxide concentration and VOCs concentration in bottle-making, to ensure compliant discharge. In 2025, we invested approximately RMB **16,168** thousand in emissions and pollution control, representing a **7.12%** increase as compared to 2024. The funds were primarily allocated to projects including online wastewater monitoring, sewage odour treatment equipment, fume treatment equipment, VOC control facilities, PAA recovery retrofits, and low-nitrogen transformation of boilers

Pollutant management measures

Upgrade of wastewater treatment aeration control system

The aeration blowers in the aerobic tank are upgraded from manual on/off operation to automatic operation controlled by online dissolved oxygen meters, ensuring stable data. This system has been implemented in six factories, including Tianjin, Shanxi, and Guangzhou, reducing COD in wastewater discharge by more than 5% compared to pre-implementation levels.



Low-nitrogen transformation of boilers

In 2025, Changchun Plant and Changbaishan Plant implemented low-nitrogen transformation of boilers. As of the end of the Reporting Period, a total of 20 plants nationwide completed the transformation, reducing nitrogen oxide emissions by approximately 2.7 tonnes annually.



Optimisation of wastewater odour treatment

In 2025, Shanxi Plant and Shijiazhuang Plant installed wastewater odour treatment equipment that adopts a chemical scrubbing process, collecting and treating waste gases from wastewater treatment. This ensures 100% compliance with emission standards for odour concentration.



Optimization of bottle manufacturing vocs treatment

Expanded the installation of two-stage bottle manufacturing exhaust treatment facilities to 4 additional factories, including Wuhan, Hefei, and Jinan. This effectively reduces volatile organic compound emissions, decreasing annual VOCs emissions by approximately 2.3 tons.

Types of emissions and respective data of the Group during the Reporting Period are shown as below:

Indicators	2025	2024	2023
Wastewater (tons)	7,556,236	7,776,665	7,159,846
Chemical oxygen demand (tons)	456	487	481
Nitrogen oxides(tons)	37	39	38

Solid waste management

In accordance with the “Solid Waste Management Standards”, the “Operation Standards for Scraps Management” and other relevant standards, the Group strictly regulates the generation, classification, handover, storage, and disposal of all types of solid waste, including hazardous waste and non-hazardous waste. This ensures that the solid waste generated by each plant is treated in compliance. In addition, we are also actively exploring the reduction and recycling of solid waste to minimise environmental impacts.

Hazardous waste management

We stringently manage hazardous waste by engaging qualified professional agencies for compliant disposal to effectively preventing environmental, health, and safety risks. In 2021, the Group established a management target to reduce hazardous waste discharge intensity by **30%** by 2025 compared to 2020 levels. As of the end of 2025, the Group's hazardous waste discharge intensity was **0.0570** kg per ton of product, representing a **34.7%** decrease compared to 2020.

Based on the actual achievement of these short-term targets in 2025, the Group has further formulated mid-to-long-term management goals for hazardous waste emissions through 2030: "To achieve a continuous and gradual reduction in hazardous waste intensity, reaching a **36.0%** decrease by 2030 compared to 2020 levels." The Group will review progress toward these goals at appropriate times and update them as necessary based on actual circumstances.

Safe storage

Each factory is equipped with dedicated hazardous waste storage areas featuring comprehensive safety facilities and monitoring systems, including ventilation, sun protection, rainproofing, leak prevention, anti-seepage measures, corrosion resistance, fire prevention, and toxin protection. For storage zones containing flammable and explosive hazardous wastes, we have installed organic gas alarms, fire alarm systems, and electrostatic grounding devices.

Additionally, these areas are fully stocked with emergency protective equipment such as gas masks, acid-and-alkali-resistant gloves, protective goggles, protective suits, and eyewash stations. Furthermore, we conduct regular inspections of warehouse facilities via our EHS system to ensure all equipment operates safely and effectively.

Safe Transportation

We strictly implement the hazardous waste transfer manifest system. By utilizing the National Hazardous Waste Information Management System, we standardize the completion and operation of electronic manifests, ensuring full traceability throughout the transfer process. We maintain a registry for qualification management of hazardous waste disposal units and enforce an access audit system for both transportation and disposal providers. This involves rigorous verification and retention of statutory credentials, including Hazardous Waste Operation Permits, Road Dangerous Goods Transport Permits, vehicle registration certificates, and professional qualification certificates for drivers and escorts. These measures ensure that all transportation and disposal activities are legal, compliant, safe, and controllable.

Measures for reduction and recycling of hazardous waste

Improvement of acid and alkali fluid storage and transport to Reduce Packaging Containers

Partnering with our suppliers, we continue to promote tank trucks instead of barrels for transport to reduce the generation of hazardous containers. In 2025, Hangzhou Plant, Guangzhou Plant and Wuhan Plant adopted this transport mode, reducing the use of hazardous containers around 31.6 tonnes.



Reconditioning and recycling of lead storage batteries to Reduce Waste Generation

In active response to the national call for recycling lead storage batteries, we cooperate with qualified agencies to recycle waste batteries from forklifts. In 2025, we recycled a total of approximately 23.6 tonnes of waste lead storage batteries.



Reclamation and reuse of waste lubrication oil to Reduce Waste Generation

We recycle waste lubrication oil from equipment maintenance and replacement for bio-fuel refining. In 2025, 17 plants in cities including Wuhan, Nanchang, Fuzhou and Hainan achieved waste lubricating oil recycling, recovering a total of approximately 12.6 tons.



Recovery of empty barrels for acid and alkali fluid storage to Reduce Packaging Waste

We returned chemical agent drums from factories in Guangzhou, Shaanxi, and Shanxi to qualified hazardous waste vendors for reuse. In 2025, we recycled approximately 92 tons of empty acid-alkali drums.

Additionally, in 2025, the Chongqing factory introduced an upgraded acid-alkali packaging initiative, replacing the original 200kg packaging specifications with 1.5-ton recyclable and reusable containers. This measure reduced packaging waste generation by approximately 8.7 tons.



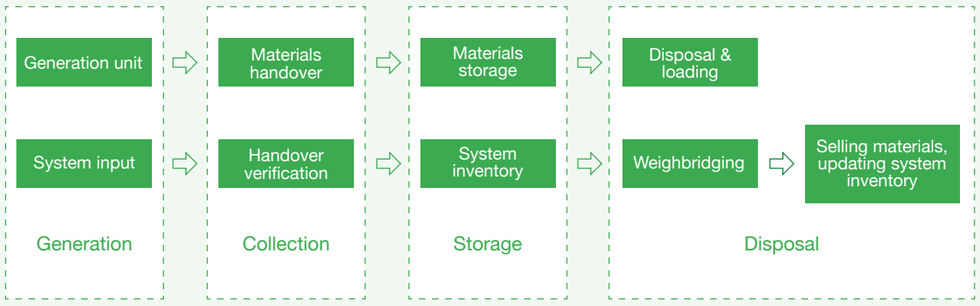
Non-hazardous waste management

We categorise non-hazardous waste into recyclable and non-recyclable types, and have established and utilized a scraps management system for end-to-end management and monitoring of recyclable waste. For recyclable waste, we actively promote resource recovery and utilization; for non-recyclable waste, we entrust qualified professional entities with compliant disposal, ensuring waste management is standardized, efficient, and environmentally friendly.



In 2021, the Group set a management target to reduce non-hazardous waste discharge intensity by **20%** by 2025 compared to 2020 levels. As of the end of 2025, the Group's non-hazardous waste discharge intensity was **14.67** kg per ton of product, representing a **30.1%** decrease compared to 2020.

Based on the actual achievement of these short-term targets in 2025, the Group has further formulated mid-to-long-term management goals for non-hazardous waste emissions through 2030: "To achieve a continuous and gradual reduction in non-hazardous waste intensity, reaching a **34.0%** decrease by 2030 compared to 2020 levels." The Group will review progress toward these goals at appropriate times and update them as necessary based on actual circumstances.

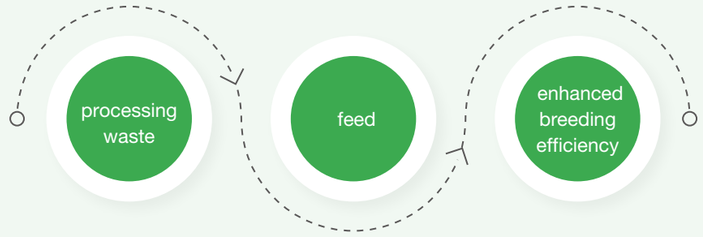


Guided by the concept of circular economy, we advance waste management by strengthening internal classified recycling and resource recycling, while fostering external collaboration across the industry chain and different sectors to jointly promote solid waste reduction and resource recycling. During the Reporting Period, we actively implemented multiple measures for reducing and recycling non-hazardous waste:

Measures for reduction and recycling of non-hazardous waste

Resource Utilization of Tomato Pomace to Reduce Waste Generation

We actively collaborate with local livestock breeding cooperatives. Leveraging the characteristics of tomato pomace, which is rich in lycopene, crude protein, and soluble sugars, we mix it layer-by-layer with crop straw, compact it, and ferment it to create feed. This nutrient-rich feed has become a preferred winter option for local farmers. In 2025, the Hutubi factory recycled approximately 2,805 tons of tomato pomace for conversion into feed, establishing a closed-loop model of "processing waste → feed → enhanced breeding efficiency."



Sludge Resource Utilization: Turning Waste into Treasure

Through cooperation with professional vendors, five factories, including those in Jinan and Chengdu, have converted wastewater treatment sludge into new environmentally friendly bricks. This initiative turned waste into a valuable resource, reducing the volume of sludge requiring incineration or landfill by approximately 1,026 tons in 2025.

Recycling and Reuse of Waste Cardboard Boxes to Reduce Waste Generation

We promote the circular use of used cardboard boxes. In 2025, 24 factories implemented recycling programs for bottle caps, paper bowl cartons, and other cardboard packaging, reducing cardboard consumption by approximately 1,010 tons.



Optimization of Transport Pallets for TP Product Packaging to Reduce Wood Usage

In collaboration with upstream suppliers, our factories in Guangzhou and Nanning replaced wooden pallets with plastic pallet boards for TP (Tetra Pak) packaging materials and established a system for recycling these plastic pallets. In 2025, this reduced wood consumption by approximately 20.5 tons, equivalent to saving 545 five-year-old pine trees from being harvested.



Recycling of plastic turnover boxes to Reduce Waste Generation

We encouraged packaging suppliers to reuse plastic turnover boxes for paper bowls for approximately 40 times. In 2025, the plants in Changsha and Jinan reduced cardboard usage by about 662 tonnes.



Classification and Management of Domestic Waste in Factories: Practicing Environmental Responsibility

We actively implement domestic waste classification management. Standardized waste sorting stations and express packaging recycling bins have been set up in employee living and office areas. These measures guide employees to sort and dispose of waste nearby and efficiently, fostering awareness and habits regarding waste classification and recycling. In 2025, approximately 60 tons of cardboard were recycled, effectively enhancing the level of resource circular utilization.



Solid waste emissions of the Group during the Reporting Period are shown as below:

Indicators	2025	2024	2023
Total hazardous waste(tons)	258	264	241
Hazardous waste intensity (kilogrammes/ton products)	0.0570	0.0577	0.0596
Total non-hazardous waste (tons)	66,466	67,136	63,612
Non-hazardous waste intensity (kilogrammes/ton product)	14.67	14.67	15.74

Note:

1. Solid waste intensity is presented in “ton of products” based on “product weight”.

Empowering Talents for Mutual Growth

05

At Uni-President, we consistently put people first. Grounded in the belief that "Talent is the Cornerstone of Enterprise Development," we adhere to the principle of selecting and employing individuals with both "Excellent Ability and Good Virtues." We are committed to identifying and developing outstanding talent and safeguarding employee rights, striving to build a healthy, safe, fulfilling, and diverse workplace. We empower long-term career development for all employees and share the fruits of our development, moving forward together towards a promising future.

The UN Sustainable Development Goals we have attended to



Promoting employee development

Protecting employees' rights and interests

Uni-President strictly complies with relevant national laws and regulations, including the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China". Guided by internal labour standards such as the "Staff Manual" and the "General Principles and Standards of Human Resources Management", we have established a compliant and well-structured employment management system to effectively protect the legitimate rights and interests of all employees.

Recruitment and dismissal

We uphold the principle of fair employment and standardize the entire process of recruitment and dismissal management. Upon joining, all employees legally sign labor contracts that clearly define core terms such as salary, working hours, benefits, and leave arrangements, establishing the rights, responsibilities, and obligations of both employer and employee. The execution, modification, termination, and conclusion of all contracts strictly adhere to national laws, regulations, and policies. All employees have the legal right to terminate their employment relationship. The Group has established clear dismissal criteria and standardized resignation procedures to prevent arbitrary dismissals and effectively safeguard employee rights. Aligned with our business development, we implement a diversified talent recruitment strategy to continuously energize the organization. Through a dual-track recruitment mechanism of "Internal Development + External Introduction," we have built multi-dimensional talent channels. By breaking down barriers related to major fields of study and educational background, we widely attract high-quality talent that fits our strategic development under the principles of fairness and impartiality.

2025 Key Talent Recruitment Projects

Management trainee recruitment and nurturing

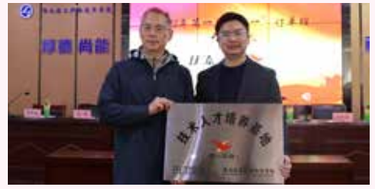
For the three core systems—marketing, R&D, and administration—we recruit management trainees for phased development, focusing on cultivating both specialised and versatile professionals. Through cross-brand, cross-departmental rotations and systematic training, we cultivate a cohort of key talents who recognise the Group's values and possess both professional competence and comprehensive strengths. We foster them to grow into core business partners supporting the Group's medium- to long-term strategic development. Simultaneously, this program empowers employees to deepen their expertise and break through growth barriers, striving to become industry-leading professionals. This ultimately achieves a resonance between employee career growth and the high-quality development of the enterprise.





Extensive school-enterprise cooperation

We place great importance on building campus talent pipelines and deepening collaboration with vocational and higher education institutions. By jointly establishing high-standard practical training bases and delivering customized vocational training, we provide students with hands-on practice platforms that closely align with real industry demands. Through campus recruitment, we actively attract outstanding graduates. This not only supports youth employment and skill enhancement but also injects sustained innovative vitality into the Group. We have successfully established a virtuous cycle of "schools nurturing talent, enterprises employing talent, and students achieving success," solidifying a robust campus talent reserve for the Group's long-term development.





Support for special groups

We create direct employment platforms for military veterans, persons with disabilities, and low-income groups across our operational regions, providing them with sustainable job opportunities and relevant vocational skills training. We ensure fairness throughout the recruitment and employment process and provide equal opportunities and treatment.

In 2025, we cumulatively recruited 340 military veterans, assisted 258 persons with disabilities and 390 individuals from low-income groups to achieve employment. Through differentiated talent acquisition and refined development, we continuously create stable jobs and support group income growth, practicing corporate inclusive development and social responsibility through concrete actions.







Internal referral

For core front-line positions in production and sales, we have opened internal referral channels and established a talent referral bonus mechanism. This initiative encourages employees to identify and recommend high-quality talent, while also helping employees find roles better suited to their skills within the company. This facilitates the rational mobility and optimal allocation of talent.

Compensation and benefits system

The Group sets up a “Competitive and Fair” compensation and benefits system based on employees' positions and abilities. We conduct regular compensation surveys and adjust the compensation range in line with the survey results and competitiveness to motivate and retain talents. The Group implements a fair, open and equitable assessment and reward mechanism, sticking to the concept of “Only the Continuous Development of the Group Can Bring Employees a Broader Platform and a Higher Salary”. We gradually build a competitive atmosphere in our teams through differentiated reward to unleash employees’ potential for further progress. In accordance with internal policies such as the “Operation Standards on Job-Based Remuneration Management” and the “Operation Standards on Benefits Management”, we provide employees with a comprehensive compensation and benefits system.

The Company provides employees with numerous subsidies and benefits. In addition to the mandatory social insurance and housing fund, we additionally provide commercial insurance and establish various subsidies such as transportation assistance, computer equipment assistance, housing assistance, business trip and communication expense reimbursement, and meal assistance. Meanwhile, we provide caring benefits such as health check-ups, marriage assistance, and condolence payments. We also enrich employees' cultural lives through year-end banquets, festival benefits, birthday gifts, and labor union activities. As of the end of the reporting period, our investment in employee benefits exceeded RMB 37.8 million.

Working hours and holidays

In compliance with the “Labour Law of the People’s Republic of China” and the “Labour Contract Law of the People’s Republic of China”, we implement the standard working hour system and the comprehensive working hour system to ensure sufficient rest for employees. Furthermore, the Group's employees enjoy a variety of holidays such as national holidays, annual leave, personal leave, sick leave, marriage leave, maternity leave and funeral leave. On this basis, we appropriately extend relevant holidays to improve employees' happiness.

Communication and rights protection

We are committed to building an open and efficient communication environment where all employees’ voices can be heard and their concerns will be resolved. To this end, the Group has established a “Direct-to-management and Digital Intelligence-based” communication and reporting system, enabling seamless connection between employees and management. The “General Manager Mailbox” was launched in early 2021. As of the end of the Reporting Period, a total of 677 employee letters were handled.

Committed to “replying to every concern and resolving every issue”, we achieved a 100% completion and response rate. We also conducted follow-up phone calls on a weekly basis for end-to-end management, ensuring that problems are addressed and rights are safeguarded. Meanwhile, we build an HR intelligent customer-service platform, which as of the end of 2025 achieved an online response rate of 92.2%, efficiently addressing employees’ daily inquiries and information needs through digital means.

The Group also continuously receives employee feedback and addresses their concerns through diverse two-way channels such as employee meetings, employee congresses, and regular satisfaction surveys. The 2025 survey indicated high employee “Satisfaction” with the Group’s HR management. In the future, we will continue to refine our communication mechanisms, focusing on employees’ genuine needs in a systematic, human-centric, and digitalised manner. This will effectively safeguard employees’ rights and build a harmonious, stable and sustainable workplace.

Equity, diversity, and anti-discrimination

We advocate equality and oppose discrimination, ensuring that all employees are not subjected to discrimination in any work scenario—including hiring, compensation, promotion, disciplinary actions, dismissal, and retirement—on account of gender, race, ethnicity, nationality, colour, religious belief, disability status, marital status, or any other factor. This principle is clearly stipulated in our "Code of Ethics," which strictly prohibits any form of harassment or discrimination, ensuring that every employee is treated with respect and dignity. As of the end of the reporting period, the proportion of female employees in management was 36.3%.

We strive to build a diverse and equitable work environment by promoting a positive corporate culture and organizational atmosphere through platforms such as the "Culture Platform" and the "Uni-President Monthly." As of the end of this reporting period, the Culture Platform has published 865 articles on cultural information, awarded 542 commendation badges, and sent 361,300 thank-you cards and blessings. Additionally, the "Uni-President Monthly" has published 164 issues, reaching all employees and disseminating corporate culture and the vibrant lives of Unified employees through various themed columns.

Prohibition of child labour and forced labour

We abide by the “Labour Law of the People's Republic of China”, the “Provisions on the Prohibition of Using Child Labour” and other relevant laws and regulations. All employees are required to provide relevant identification documents when onboarding. In addition, the Group has formulated remedial procedures and measures for the employment of child labour. Once child labour is found, we will stop their work immediately and report to the local labour department, and conduct health check-ups to ensure that they suffer no physical or mental harm. All employees of the Group are beyond the minimum age to work as stipulated by national laws and regulations. At the same time, we respect employees' willingness to work and prevent forced labour.

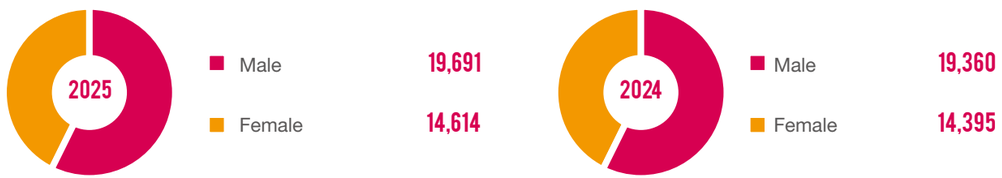


Distribution of talents

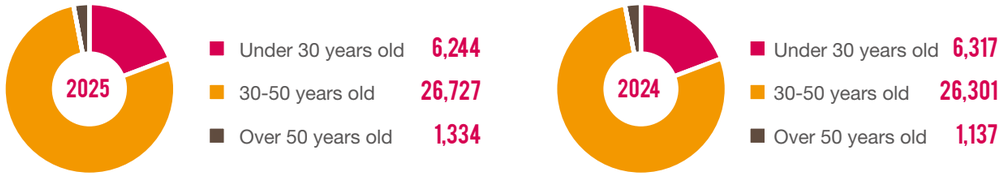
As of the end of the Reporting Period, the Group had a total of 34,305 full-time employees, all of whom were employed on a full-time basis. The number of employees and employee turnover rates by gender, age and region are as follows:

Type		
Total employees	2025：34,305	2024：33,755

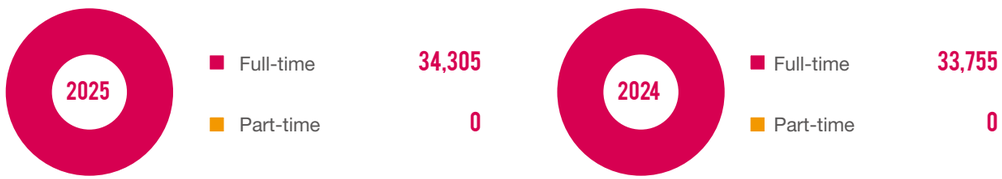
By gender



By age



By employment type



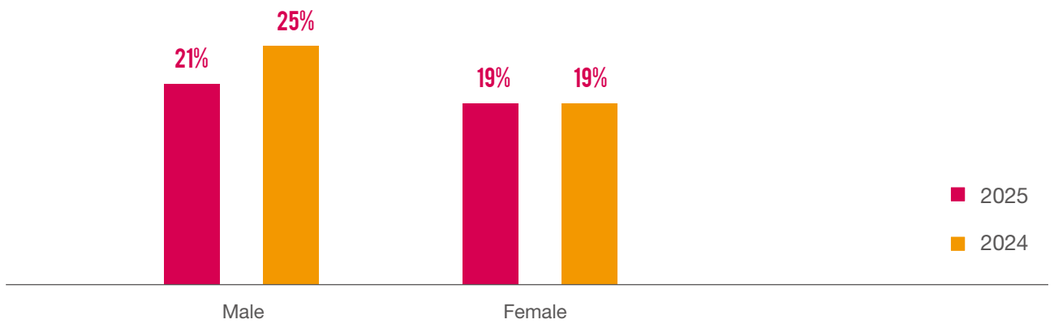
By geographical region





Employee Turnover rate[8]

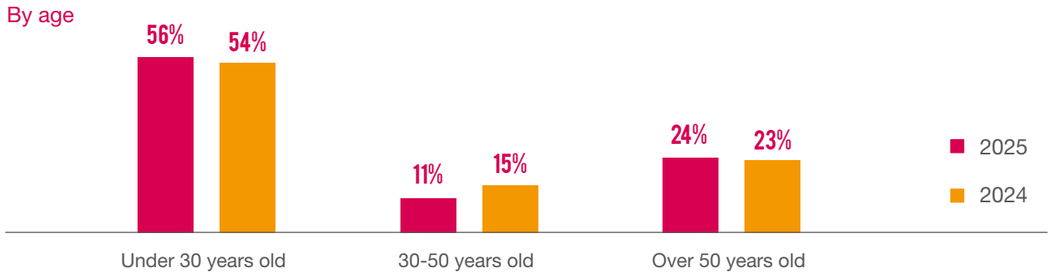
By gender



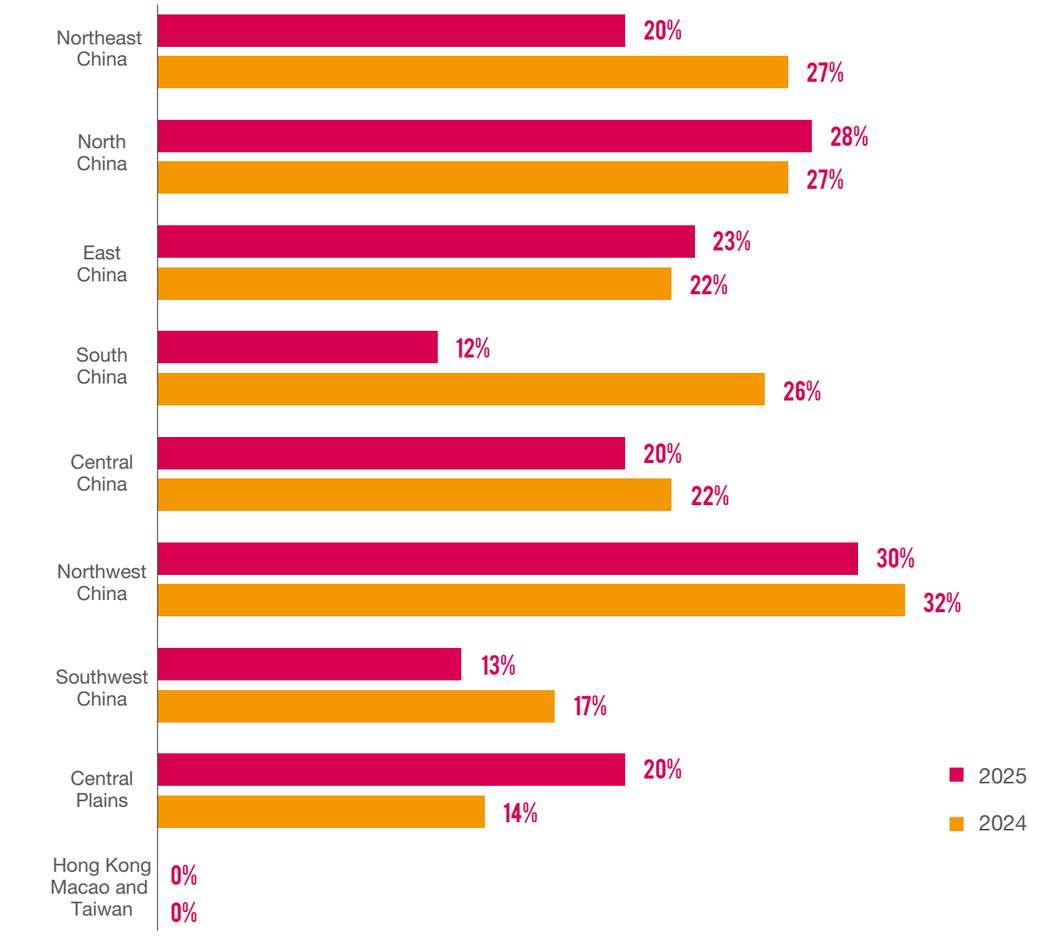
[8]Turnover rate by category = number of employees who left (including retirement) the category during the Reporting Period / total number of employees in the category at the end of the Reporting Period * 100%

Employee Turnover rate

By age



By geographical region



Supporting employee development

We respect the unique value of every employee and are committed to building a professional platform that fully unleashes their potential. We provide multiple career development pathways so that all employees can apply their strengths to achieve personal career goals. Meanwhile, through performance bonuses and special reward programmes, we promptly recognise and motivate employees who make outstanding contributions. To systematically empower employees, we have explicitly included “Providing Training and Development Opportunities for All Employees” in the corporate purpose. Guided by this principle, we have established a training system driven by “Performance Enhancement + Talent Development”. By building a digital learning platform, we continuously enrich training scenarios and resources. In addition, we steadily improve employees’ competency through internal advanced training, job rotations, and external exchanges, providing robust support for the full-cycle growth of our talents.

Talent development strategy

The Group’s talent pipeline development is closely aligned with our business strategies. Through systematic talent inventory and analysis of key-team competency matrix, we focus on versatile talents who possess both professional expertise and cross-boundary collaboration capabilities. We attract key talents in areas such as digital application and ecosystem cooperation, as well as young professionals with business and technical acumens. We also introduce international talents, thereby improving the Group’s talent structure and talent pipeline development in an orderly manner. In 2025, our core talent reserve rate reached 34%, laying a solid talent foundation for the Group’s sustainable development.

We fully deployed an integrated talent development system in 2025. This system incorporates a “competence tag” framework based on multi-dimensional data, including performance, projects, learning, and culture. By generating dynamic, multi-faceted digital competency profiles for employees, it enables a transformation of talent management from experience-based judgement to data-driven decision-making. Through this platform, we can intelligently match internal job requirements with employees’ competency profiles, significantly enhancing person-job fit. Meanwhile, leveraging the system, we identify succession pipelines for key positions and customise their growth paths, effectively promoting internal mobility and further growth of talents, and strengthening organisational vitality and competitiveness.

Incentive and promotion mechanisms

Based on the Group's strategic development goals and business strategies, combined with talent development needs and job analysis, we formulate compensation incentive policies and performance appraisal programs, such as the "Operation Standards on KPI Assessment Management" and the "Operation Standards on Incentive Management". Using KPI performance appraisal as the foundation, we have established a performance appraisal system covering 100% of employees, providing a sound compensation system and promotion opportunities. In 2025, a total of 589 employees were promoted. Furthermore, we have built a performance-based salary adjustment matrix and a diversified dynamic incentive system, fully leveraging the role of compensation as a lever to continuously enhance employee engagement and organizational efficiency.

We utilize digital platforms and tools for data analysis to improve the transparency and fairness of compensation and performance, ensuring that rewards are truly linked to performance. This enables more objective and accurate evaluation of employee performance and provides real-time performance feedback and incentives to employees, promptly recognizing those who have made contributions. Meanwhile, we analyse employee compensation performance and talent assessment data. Based on talent assessment results, we develop personalized development plans for employees, focusing on cultivating skills and competencies related to their positions. Centered on corporate culture building, we continuously strengthen our honor incentive system, establishing multiple honor selections such as “The Most Virtuous Employee”, “The Extraordinary Director”, and “The Food Safety Star”, fully mobilizing employee enthusiasm.

Regarding the promotion system, we establish clear and specific promotion policies based on positions and publish them to all employees. Strictly following the standard promotion procedures, we set a pre-promotion announcement period to ensure employees' opportunity for fair competition.

Training system development

We comprehensively optimise our training system by upgrading our digital learning platform, and by improving instructor resources. Training plans are designed in accordance with the "Operation Standards for Training Management", enabling our employees to acquire and share professional knowledge through multiple channels. In the future, we will further deepen digital transformation and expand training scenarios. We will also enhance the integrated talent development ecosystem of "Content-Pathway-Platform" to inject sustained momentum to the mutual growth of the Group and employees.

Platform building

Platform building Since 2015, the Group has been investing in the development and integration of digital learning resources while enhancing the end-to-end and integrated talent development platform that incorporates "Talent Cultivation + Content Development + Learning Roadmap". As of the end of the Reporting Period, the E-learning platform launched 5,155 online courses, an increase of more than 1,300 as compared to 2024. In 2025, 34,053 employees participated in online learning, and an overall learning coverage rate of 99%.

Empowering educators

We continuously optimise the instructor system. In 2025, we implemented an annual assessment for instructors for graded certification and dynamic management, and established a course-grading review and reward mechanism. Meanwhile, we rolled out empowerment and incentive measures such as a four-tier instructor competency matrix, hourly fees, certification packages, and trainer-training programmes.

Cultivating talent with precision

In 2025, we customised training sessions for different groups, including new employees, management trainees, front-line supervisors, and key talents. Structured by level and category, our targeted training, which was tailored to job characteristics, covered corporate culture, work safety, professional skills, general competencies, and leadership. Examples included "Go-Out/Bring-In" series for branding roles, training on product differentiation in value marketing for marketing roles, and lean management training for R&D roles.

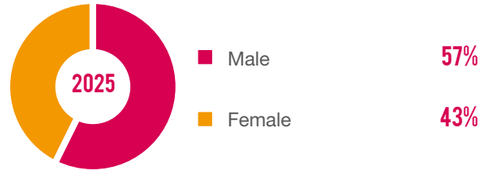
AI-specific competency

Driven by "Empowerment + Incentive", we design and build a tripartite AI-themed development system of "Training Empowerment - Benchmark Learning - Long-Term Operation". This includes initiatives such as "Benchmark for AI Application", "AI Efficiency Pioneer Programme", and "AI Wisdom Academy Programme", forming an end-to-end management from "AI hands-on practice" to "AI productivity enhancement". The aim is to empower all employees with AI competency, enhance organisational performance, and build a future-oriented core competitiveness.

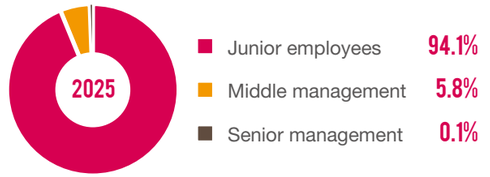
During the Reporting Period, the percentage of employees trained and the average training hours by gender and job level in the Group are shown as follows:

Percentage of employees trained[9]

By gender

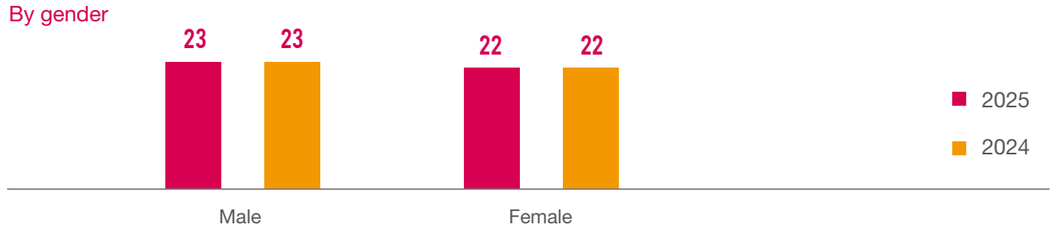


By job level

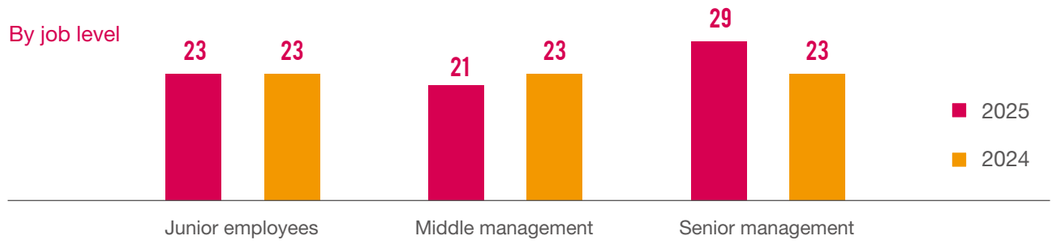


Average training hours[10]

By gender



By job level



[9] Percentage of employees trained by category = number of employees in the specified category who took part in training during the Reporting Period / total number of employees who took part in training during the Reporting Period * 100%

[10] Average training hours by category = Total number of training hours for employees in the specified category during the Reporting Period / total number of employees in the specified category during the Reporting Period

Caring for employees

We are committed to creating an inclusive and open workplace that fosters a strong sense of belonging. We care about employee well-being and work-life balance and diversify our care system to enhance employee happiness. In 2025, the company established an Employee Care and Services Department and rolled out a “Five-Care” system focusing on providing “warm-hearted, reassuring, blissful, insightful and considerate” services for our employees. Though this system, we provide employees with comprehensive support covering basic safeguards, health protection, team building, in-depth exchanges, and lifelong development. It is designed to fully empower employees and stimulate team creativity.

“Five-Care” initiatives

Caring for Women

In 2025, themed on “Female Power, Shine Bright”, the Group’s headquarters launched an exclusive “Fan-Pampering Campaign” for all female employees. The campaign included custom gift boxes, craft workshops across three locations, and a “March 8th Sisters Sports Day”, receiving 100% positive feedback. In the future, we will continue to refine the care system to provide more support for “female power”.






Networking Party

Through the “Blind Date for Single” campaign, the Group made efforts to enhance employees’ well-being. We partnered with external resources such as the Changning District Federation of Trade Unions and other companies in the Linkong Park to co-build a dating platform. In 2025, the Group arranged the “In the Name of Love” social gathering, attracting 18 participants from different departments to sign up. By enriching care activities, the Group creates a warm-hearted workplace that fosters a strong sense of belonging among employees and supports them in experiencing diverse forms of happiness.




Culture Nurturing

In November 2025, the group held a cultural handcraft activity themed “Gold-Leaf Painting Creation”, inviting a professional instructor to provide on-site demonstrations of the techniques. The event attracted 30 enthusiastic employees, all of whom successfully completed their personalised gold-leaf artworks. The atmosphere was harmonious and interactive, with participants widely praising the activity as novel, stress-relieving, and creatively fulfilling.




Yoga Club

Established in 2018, the UP Yoga Club has attracted over one hundred participants. It has consistently adopted a hybrid model of offline and online teaching activities and regularly organizes diverse outdoor activities. The club not only helps members build a strong physique and enhance their inner temperament but also serves as a “flexible hub” for cross-departmental communication.




It effectively promotes interaction among colleagues, strengthens team cohesion and a sense of belonging, and shapes a healthy, harmonious, and positive spiritual outlook among employees.

Badminton challenge

In November 2025, with the strong support of the Company Headquarters Union, the 8th UP Badminton Challenge “Badminton - Share with You, Compete with You” commenced. The challenge involved a total of nine elite teams and over one hundred employees, demonstrating strong teamwork and a highly energetic atmosphere on site. The event not only significantly promoted communication and collaboration among employees from different departments, but also greatly enhanced team cohesion, winning unanimous praise from all levels of the company.



Heartfelt greetings

To build a year-round, full-cycle care system, the Group provides employees with “Caring Supplies” during hot summers and cold winters, in addition to traditional benefits, to pass on daily warmth to employees. Meanwhile, we cherish important moments in employees’ lives, organising monthly birthday parties to convey family-like care and holding retirement farewell gatherings to honour their contributions. With this full-cycle, warm-hearted care, we accompany employees from onboarding to retirement, allowing warmth to permeate every detail of work and life.



Caring for health

In 2025, themed on “Caring for Health Altogether” , the company strived to build a systematic employee health service system. On one hand, we actively engaged external experts to conduct multi-departmental free medical consultations, providing convenient and professional health advice to over 150 participants. On the other hand, we innovatively launched emotional-management themed salons to address employees’ mental health issues, helping them relieve stress and strengthen psychological adaptability.



Adhering to a people-oriented, health-first philosophy, the company continuously improve the employee health support system by providing accessible basic medical care and regular psychological care. These efforts help us safeguard employees’ physical and mental health in an all-around manner and fortify a line of health defence for the Group.

Safeguarding health and safety

Guided by the policy of “People-Oriented, Health and Safety”, the Group consistently regards employees’ occupational safety and health as the core for the Group’s business development. We adhere to national laws and regulations on work safety and occupational health, and establish and refine internal standards and policies to implement a work safety accountability mechanism for all employees. Through systematic construction, targeted risk prevention, and regular education, we safeguard all employees’ work safety and physical and mental health in all respects, thereby building a solid groundwork for high-quality development.

Vision: To achieve excellence in health and safety, tirelessly striving for the well-being of our employees!

Medium- and Long-term Management Target

To achieve **20%** decrease in the number of work-related injury accidents per million working hours by 2030 as compared to 2020 (Baseline value: 0.46 case/million working hours), and to maintain **0** occupational disease accidents.

There were **0** work-related fatalities in the past three years, including the current reporting period, maintaining a work-related fatality rate of **0%**.

During the Reporting Period, the Group:

- The number of lost days due to work injury was **437**;
- The number of work-related injury accidents per million working hours was 0.36 case/million working hours, **22%** lower compared to 2020;
- The number of occupational disease accidents was **0**;
- The incidence rate of occupational diseases stood at **0%**.

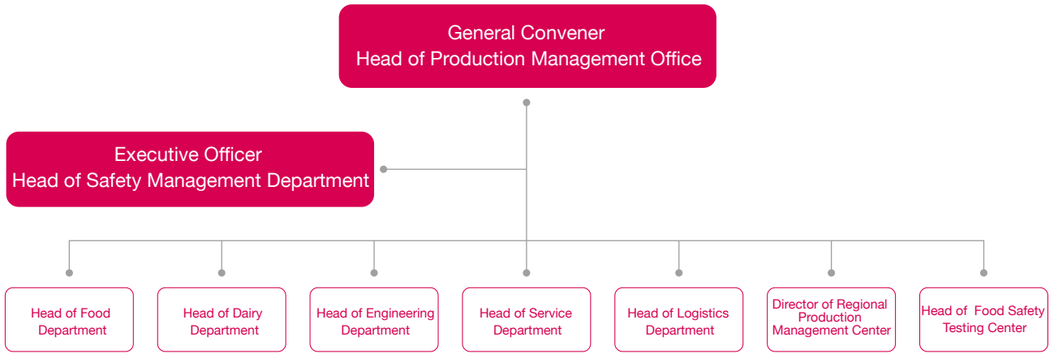
Note:

The number of lost working days due to work-related injuries and the number of work-related injury accidents per million working hours cover all production plants of the Group.

Consolidating occupational safety

We comply with relevant laws and regulations on safety management such as the “Work Safety Law of the People's Republic of China” and the “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”. Centred on the ISO 45001 Occupational Health and Safety Management System and the work safety standardization, and in compliance with internal management measures including the “Operation Standards for Work Safety Management Committee”, the “Procedures for Occupational Health Management”, the “Operation Standards on Reporting Work Safety Incidents and Investigation Handling” and the “Operation Standards on Special Equipment Management”, we comprehensively advance work safety management across all plants.

The Group has established a “Work Safety Management Committee” at the headquarters and each plant, consisting of a general convener at the headquarters, executive officers, committee members, team leaders and other relevant members. The headquarters is responsible for planning and promoting the management of occupational health and work safety, while each plant is responsible for implementing various plant-level measures. The Group has established health and safety management indicators, which are incorporated into the performance evaluation and incentive schemes for Board members and senior executives. These indicators are linked to their compensation system, facilitating the implementation of the Group’s commitment to sustainable development.



Organizational structure of the Production Safety Committee

To continuously enhance management, we spare no effort in building a professional safety management team to steadily strengthen the systematic and standardised safety management. As of the end of the Reporting Period, all plants of the Group passed the work safety standardization certification, with 18 plants having passed the “Level-2 Certification of Work Safety Standardization” and 14 plants having passed the “Level-3 Certification of Work Safety Standardization” respectively. In addition, 21 plants obtained the certificate of “ISO 45001 Occupational Health and Safety Management System”



Certificates for work safety standardization/ occupational health and safety management system

Note:

Level-2 Certification of Work Safety Standardization is granted, reviewed and announced by the provincial-level emergency management department where the enterprise is located.

Level-3 Certification of Work Safety Standardization is granted, reviewed and announced by the municipal-level emergency management department of the locality where the enterprise is based.

Fulfilling work safety

The Group's plants implement a work safety accountability mechanism, establishing and improving the production safety responsibility framework. Managers at all levels are responsible for work safety within their respective scopes of duties. In the event of work safety and occupational health accidents, management at all levels will be assessed and penalised and held accountable according to the Group's relevant standards and the severity of the accidents. Monthly, we summarise and analyse national laws, regulations, standards and other requirements regarding work safety and occupational health to continuously improve standard operating procedures and related safety rules and policies. In 2025, we reviewed, optimised and revised 15 standard operating procedures, continuously standardising and refining work safety management.

We have formulated and follow the "Hazard Identification Management Specifications". This involves systematically identifying potential hazards through the categorisation of activities, locations, and facilities, and by considering three states (normal, abnormal, emergency) and three timeframes (past, present, future). We also apply the LEC (Likelihood + Exposure + Consequence) evaluation method to assess risks and formulate control measures. Annually, we organise managers, front-line employees, and safety specialists to jointly review and update these measures for end-to-end risk management.

We have established the "Plant EHS Management Audit Standard", based on which we formulate an EHS audit plan every year to conduct hierarchical management of the plants, and perform EHS management reviews at different frequencies. For non-conformities found in the reviews, we require the plants to complete the rectification within the prescribed time limit. In 2025, we reviewed the EHS management at 12 plants, comprehensively evaluating their practices in environmental, health, and safety management. All plants fully completed rectification and passed reviews, effectively improving the overall operational safety and environmental compliance.

Furthermore, we empower work safety through digitalisation. We build an EHS management information system, covering five major functional modules: risk classification and control, mobile inspection, safety inspection, hidden hazard treatment, and dangerous operation management. By doing this, we realize the informatized management of the entire process of risk identification, hidden-hazard investigation and treatment, and dangerous operations. In 2025, we continued to promote the upgrading of the EHS system, developed the safety education and training module, and established a systematic management mechanism for annual training of on-the-job employees and three-level training of new employees. At the same time, we further refined the system functions and application scenarios, enhanced data statistics and analysis capabilities, significantly improving the intelligent level and operational efficiency of safety management.

Intelligent upgrade of the gas detection and alarm system

In 2025, we carried out a comprehensive intelligent upgrade to the system for detecting and alarming combustible, toxic, and harmful gases. Through 4G industrial wireless networks, alarm information can be transmitted to responsible personnel's mobile devices and computer terminals, and AI early warning calls can be made to responsible personnel in real time, ensuring rapid response to alarms. Supported by the system's data analysis functions, we have built an integrated management mechanism for real-time monitoring, remote warning, and risk assessment.

Shanghai Jinshan Plant and Kunshan Plant served as pilots for the upgrade, which was rolled out their upgrade nationwide before December 2025.



Upgrade of the safety protection system

In 2025, we further strengthened the safety protection system of palletisers, fully upgrading all plants across the country. By installing fully-enclosed guardrails and equipping access doors with trapped key interlocking devices, we ensure that employees can enter the working area only when equipment is completely powered off and in a safe state, effectively preventing the risk of mechanical injury.





Safeguarding occupational health

The Group consistently prioritises employee health and safety. Aiming to "Create Safe, Healthy and Environmentally Friendly Plants", we integrate occupational health and safety management into our core responsibility framework. To this end, we have established an Occupational Health Management Committee, responsible for reviewing policies and measures for occupational health and safety. We adhere to laws and regulations concerning occupational health and hygiene management. We have formulated a series of rules and policies including the "Operation Standards for Work Safety Management Committee", the "Procedures for Occupational Health Management", and the "Procedures for Personal Protective Equipment Management. These documents clarify full-process management requirements, with an emphasis on source prevention and process control, thereby facilitating the construction of a comprehensive, systematic occupational health management mechanism.

We have established a robust accountability mechanism for occupational disease prevention and control. We take multiple measures to prevent and control occupational diseases, such as providing work-related injury insurance in accordance with the law, and standardising the reporting of occupational hazard projects, to reduce occupational health and safety risks. During the Reporting Period, we invested approximately RMB 39,250 thousand in occupational health and safety management.

Occupational health management

Preventing occupational hazards

We arrange annual occupational health examinations for employees. Meanwhile, based on potential hazards in workplaces and the nature of job tasks, we provide employees with labour protection equipment that complies with national standards—such as protective goggles, protective clothing, dust masks, gas masks, gloves, and safety shoes. Through daily morning-meeting and training, we instruct employees on the proper use of labour protection equipment to reduce occupational disease risks.





Caring for occupational health

We define plant-level standards for first-aider training and assign first-aiders accordingly. Annually, we invite external professionals to conduct training on first-aid skill, knowledge and practices for employees, enhancing their self-rescue and mutual-rescue capabilities. As of the end of the reporting period, a total of 1,372 employees nationwide obtained first-aid certificates. Meanwhile, our plants are equipped with detection and emergency devices such as automated external defibrillators (AEDs), blood-pressure monitors, rapid electrocardiogram detectors, thermometers, and first-aid toolkits. We also designate personnel to regularly inspect and maintain such devices.

In addition, we organize an annual "Occupational Health Awareness Week." Through a variety of channels—including professional consulting services from external institutions, knowledge lectures, bulletin boards, banners, videos, and social media—we promote the "Occupational Disease Prevention and Control Law" and related protection knowledge. We also conduct occupational health training for personnel in positions involving occupational hazards.





Building low-noise plants

To effectively control and reduce the harm of workplace noises to employee health, the Group follows the laws, regulations, and standards such as the “Law of the People's Republic of China on the Prevention and Control of Occupational Diseases”, the “Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise”, and the “Provisions on the Supervision and Administration of Occupational Health at Work Sites”. In addition, through an integrated prevention and control strategy of “source reduction, transmission blocking, personal protection, supervision and management, and education and training”, we continuously improve noise management.

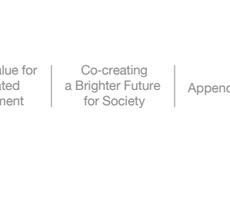
In source management, we strictly implement the “Three Simultaneities” policy, ensuring that all new, modified, or expansion projects incorporate noise-prevention measures at the design stage and that post-operation noise emissions comply with national standards. We prioritise low-noise equipment and adopt flexible joints and damping wraps for pipeline connections. We also conduct regular equipment maintenance and overhaul, and phase out old and high-noise equipment. In transmission management, we adopt physical isolation measures in high-noise work areas to block noise propagation. In personal protection, we provide national-standard anti-noise supplies and instruct employees on the correct use to ensure effective protection. In supervision and management, we regularly engage qualified third-party agencies to conduct occupational hazard detection and perform annual noise emission monitoring. Any areas exceeding standards are promptly rectified for end-to-end management of “Detection - Assessment - Rectification - Review”.

Noise reduction measures and achievements in 2025

Powder-packing workshop noise reduction improvement

We improved noise reduction for high-speed powder-packing machines by reducing the noise source through modifying the hammer bar material and slowing noise transmission by applying soundproof paper inside the equipment.





Beverage preparation room noise improvement

We set up soundproof rooms in the beverage preparation area to cut off noise transmission paths through physical isolation, providing operators with a safe monitoring space.



Air-compressor room noise reduction improvement

We installed silencing pipes at the heat-exhaust outlets of the air-compressor room, using sound-absorbing materials to absorb incident sound energy and effectively improve the on-site environment.



Deepening safety awareness

To systematically enhance safety capacity and deepen the safety culture among all employees, the Group has built a full-cycle safety development system covering training, communication, and drills. Focusing on the four dimensions of “responsibility fulfilment, awareness deepening, skill enhancement, and hazard remediation,” we have developed specialised safety training plans. Through a combination of pre-job training and periodic on-the-job retraining, we continuously reinforce employees’ awareness of work safety and occupational health. Meanwhile, we actively carry out themed campaigns represented by "Work Safety Month", and "Fire Safety Awareness Month". Through external professional agency consultations, knowledge lectures, and other channels, we publicise the “Law of the People's Republic of China on the Prevention and Control of Occupational Diseases” and knowledge on occupational disease protection among all employees. This helps us foster a culture of “everyone takes safety seriously and emphasises prevention constantly”.

In terms of emergency response plans and practical drills, based on actual operational needs, we have formulated a series of policies including the “Comprehensive Emergency Plan”, the “Firefighting Emergency Plan”, and the “Special Emergency Plan for Work Accidents in Confined Spaces”, as well as an annual drill plan. During the Reporting Period, our plants nationwide organised 45 comprehensive drills and 626 special drills, effectively improving emergency response and incident handling.





Emergency rescue and fire drill

In terms of safety training and awareness promotion, through interactive mechanisms such as “Impressive Education” and safety morning meetings, we further emphasise employees’ principal responsibilities and obligations in work safety, building a safety management pattern of full participation and joint oversight.

In 2025,

our plants across the country conducted a total of **1,314** training sessions on work safety,

accumulatively involving **85,988** person-times

participants in a total of **138,311** training hours.

Through the training sessions, we effectively reinforced the safety foundation for the Group’s sustainable operations.

Special training on health and safety in 2025

Mechanical safety education

We invited experts from the Guangdong Association of Emergency to conduct the “Mechanical Safety Risk Assessment Training”. The training mainly covered the identification of mechanical hazards, use of protective devices, and safe operating procedures, enhancing employees’ awareness of mechanical safety and their response to mechanical emergency and ensuring the work safety of personnel and equipment.



Work-injury prevention education

We invited external experts to deliver training on “Common Types of Work-Injury Accidents and Prevention”. The training mainly included basic knowledge, concepts and measures for preventing work-injury accidents, aiming at to help employees understand and identify various potential hazards in the workplace, thereby proactively avoiding hazards at work and reducing the probability of work-related injury accidents.



Industrial Explosion-Proof Safety Training

A professional instructor from Shanghai was invited to deliver a course on Industrial Explosion-Proof Safety Training. The training covered fundamental knowledge of industrial explosion protection, classification of hazardous zones, identification and assessment of ignition source risks, and selection and installation of explosion-proof equipment. The program aimed to enhance employees' awareness of dust and combustible gas explosion risks, strengthen explosion-proof safety management and response capabilities, and prevent dust and gas explosion accidents.





In addition, to foster a safety culture, we actively expand communication channels and diversify educational approaches. By regularly publishing the "EHS Monthly Newsletter" and "Safety Classroom", we promptly disseminate newly issued laws and regulations, share safety accidents for alert, and popularise safety knowledge. As of the end of the Reporting Period, "EHS Monthly Newsletter" had published 92 issues, an "Safety Classroom" had released 162 issues. We also form a safety culture that reflects the Group's characteristics and resonates with all employees. This enables us to continuously cultivate an atmosphere of "Everyone Takes Safety Seriously and Emphasises Prevention Constantly", thereby comprehensively solidifying the six major safety concepts for safety and health.

Uni-President Six Major Safety Concepts

- Everyone is the primary responsible person for their own safety and health.
- Safety is the foundation of life; violations are the root of accidents.
- All levels of management are accountable for safety production within their respective responsibilities.
- Any identified safety hazards must be corrected promptly.
- Safety outside of work is as important as safety during work.
- All employees participate in safety initiatives and receive safety training.





《EHS Monthly Newsletter》

Creating Value for Coordinated Development 06

Uni-President is committed to building a responsible supply chain. By consolidating the quality foundation at source, and developing a collaborative network with suppliers based on mutual benefit, mutual trust, and win-win partnership, we promote the sound development and synergistic progress of the industrial ecosystem. We strive to align with consumer needs, and attentively listen to market demands and customer feedback to diligently create safe, healthy, and delicious food products. Meanwhile, we adhere to the principles of integrity marketing, ensuring that product information is accurate, truthful, and transparent through a responsible marketing approach, to continuously foster a healthy and trust-based consumption environment.

The UN Sustainable Development Goals we have attended to



Proper supply chain management

Uni-President is fully aware that effective management of raw material suppliers is vital to product quality and food safety. Therefore, we continuously improve the supervision mechanism throughout the raw material supply chain, and strengthen food safety management at source to reduce food safety risks.

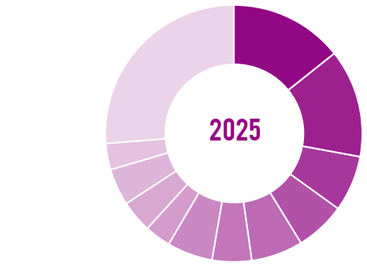
Supplier management system

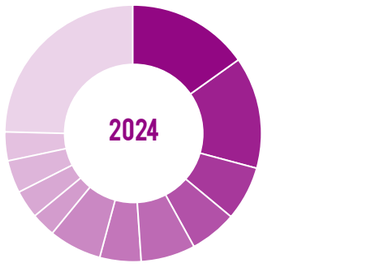
In accordance with the rules such as the "Measures for Introduction of Raw Material Suppliers", the "Operation Standards on Field Inspection of Raw Material Manufacturers", the "Quality Rating Standards on Deliveries of Raw Material Suppliers", and the "Measures for Classification Management of Raw Material Suppliers", we carry out supplier qualification assessments and field inspections for food safety. We also promote food safety monitoring and management for raw materials to strengthen food quality and safety management in the supply of raw materials.

As of the end of the Reporting Period, the Group had 726 raw materials suppliers. The number of raw material suppliers by geographical region is shown as below:

	2025	2024
Number Of Raw Material Suppliers	726	748

By Province





To standardise supplier conduct, the Group has developed multiple standard operating procedures, including the "Operation Standards on Handling Non-Compliant Suppliers with the Three-Line Defence of Food Safety", the "Operation Standards on IQA Raw Material Supplier Quality Monitoring", and the "Measures for Classification Management of Raw Material Suppliers". Through policy-based control and continuous monitoring, we drive suppliers to follow our requirements for business ethics, food safety, and quality management.

Supplier review mechanism

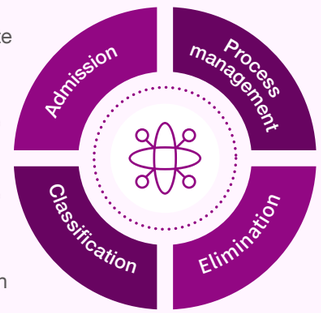
Uni-President consistently prioritise suppliers' product quality and food safety. We strengthen process control at source and deepen digital management to enhance efficiency while reinforcing risk oversight. By optimising the classification management system and implementing periodic and ongoing evaluations, we improve suppliers' performance in supply quality, production environment, and other areas, assisting them in establishing sound, science-based food safety and quality management systems. Annually, we promptly verify the compliance and validity of supplier qualifications. We also implement differentiated management according to their food-safety risk levels, such as executing unannounced inspections and pre-notice inspections at varying frequencies. In field inspections, we establish internal and external review mechanisms covering four dimensions: food safety management, production management, procurement management, and R&D management. By engaging external professional auditors to perform different types of field inspections, we conduct risk assessments on suppliers from a third-party perspective. This strengthens independence and professionalism, thereby reducing food safety risks at source.

In 2025, we conducted inspections for 726 suppliers as planned, including 257 existing suppliers and 130 new suppliers. The pass rate reached 99%, and all suppliers completed rectification of non-conformities within two months after the inspections. We also render services on field inspection and special quality enhancement coaching to our suppliers for their effective improvement in management.

Digitalised supplier management system

Supported by a digital management platform, we carry out supplier admission management in areas such as demand identification, sourcing of suppliers, sample inspection, qualification review, field inspection, and food safety testing. We also implement the principle of "one-vote veto" on food safety issues.

We implement quality rating, unannounced inspections, and pre-notice inspections for cooperative suppliers based on the operation standards for suppliers' daily management and quality rating by leveraging automated capture and inspection of a digital bot. We also assist them in improving their management through training.



We establish a risk management system to realise classified management on suppliers based on their category, risk level and performance level. We formulate a differentiated supplier management strategy to improve the pertinence and effectiveness of supplier management.

We establish and implement operation standards for supplier elimination based on the category of suppliers.

Sustainable supplier management

We actively advance social responsibility management of suppliers by updating and implementing the "Supplier Code of Conduct", which all on-boarded suppliers must sign and adhere to. The Code outlines fundamental standards for suppliers in labour, ethics, health, safety, environment and quality, radiating the impact of social responsibilities to the upstream supply chain to foster a sustainable supply network together. We place emphasis on control over environmental and social risks of upstream suppliers, and continuously enhance our digital monitoring system. In this regard, credit risk, tax risk, environmental risk, operational risk, food safety risk, engineering risk, etc. are monitored in a 24-hour and real-time manner by our Robotic Process Automation (RPA) credit system, enabling automated capture and early warning of risk information.

In 2025, we increased the weighting of environmental, social and governance criteria in the assessment of general raw material procurement to 61%. This assessment covers 13 issues, including environmental protection, credit standing, protection of minors, prohibition of forced labour, fair compensation and benefits, respect for human rights and safety protection. Furthermore, based on assessment results, we require suppliers to make continuous improvements in areas such as labour rights, safety management and environmental protection, urging them to prioritise employee health and safety.

We are firmly committed to responsible sourcing and building a green supply chain. This includes encouraging meat suppliers to address animal welfare issues and packaging suppliers to use environment-friendly recyclable materials. In fulfilment of the Group's climate commitments, we focus on collaborating with suppliers to implement emission reduction initiatives across the supply chain, jointly driving its low-carbon transition. For instance, New Zealand milk powder purchased already carry the carbon reduction label, PAS2050 carbon footprint certificate, or New Zealand government grass-fed certificate.

Building a low-carbon dairy supply chain

Dairy products are important raw materials of milk tea products, and their production process includes dairy cattle feeding, feed production, transportation and processing, which produce methane and carbon dioxide. As income from our milk tea business continues to grow, we regard reducing emissions from dairy products as a priority for carbon reduction in our supply chain.

We work closely with our dairy suppliers. All milk powder procured by the Group can be traced back to the farms and the products' carbon footprint has been certified. Our milk powder suppliers use grass-fed free range models to help dairy farmers reduce their carbon footprint. According to suppliers' internal calculations, their carbon emissions are 70% lower than the global average[11].

We place high importance on supplier integrity management. Through our supplier contract management platform, we regularly publish and update contract templates. We sign a "Letter of Commitment for Integrity Terms" with all suppliers and partner plants to clarify fair cooperation principles. We have also publicised anti-corruption reporting channels (including email addresses and contact numbers), to resolutely reject commercial bribery and jointly build a trustworthy supply chain.

In 2025, we delivered multiple training sessions on business integrity and anti-corruption for procurement staff at Group headquarters and regional offices. These sessions were complemented by examinations and performance tracking to strengthen their awareness of business ethics and their capacity for compliance and self-discipline. Training content included interpretation of corporate procurement-related laws and regulations (such as the "Civil Code" and the "Bidding Law"), analysis of typical cases, and risk prevention and control measures.

[11]According to publicly available data from the World Meteorological Organisation (WMO), the annual average level of CO2 measured by the Global Atmosphere Watch in 2024 was 423.9 ppm.

Supplier empowerment and support

In the hope of "seeking mutual development" with suppliers, we have developed precise empowerment programmes for suppliers according to their specific conditions, supporting their improvement in management capabilities, production efficiency, and sustainability management. In addition to specialised training in areas such as food safety and quality management, we offer targeted financial support solutions for suppliers at different stages of development, empowering our supply chain partners from both capital financing and technological investment perspectives. On one hand, we help partners optimise their cash flow through customised financial support solutions, such as advance payments and supply chain finance (SCF) instruments. On the other hand, we share the initial costs of upgrading artificial intelligence and automated equipment for agricultural producers through strategic investments, driving the entire supply chain toward greater intelligence and efficiency.

Providing quality services

The Group actively expands diverse consumer outreach channels in both online and offline manners, and optimises the service and communication systems for greater efficiency and convenience. We closely monitor consumer needs and feedback, continuously develop high-quality products, and effectively safeguard consumer rights and interests, thereby strengthening brand trust and enhancing long-term competitiveness.

Consumer access channels

Embracing digital trends, the Group actively advances digital transformation and explores new business models. Through digital marketing approaches, we build an integrated online-offline marketing system to continuously enhance consumer loyalty.

We have established and continually optimised the omni-channel marketing mall system and the new marketing ecosystem that integrates "brand–channel–consumer" to achieve digital intellectualisation of marketing and the diversification of consumer access channels. By creating offline publicising scenarios, and combining various online and offline marketing activities such as sales promotions, custom products offering, new product sample offering for trying out, food spots visit, event marketing, social media publicising, marketing at advertising spots, Key Opinion Consumer ("KOC") livestreaming, and KOC propagation, we enhance the product and brand recognition and stimulate the demands of consumers. During the Reporting Period, we conducted training on e-commerce operation models to define differentiated strategies across official flagship stores, platform supermarkets, and online distribution channels, ensuring precise consumer engagement.

In 2025, we continued to increase the regional coverage of Uni-President's cloud store partners, covering nine cities including Nanjing, Chengdu, Xi'an, Shijiazhuang, Shenzhen, Hangzhou, Changsha, Zhengzhou, and Shenyang, attracting a total of 19,083 merchants to register. Leveraging the diverse product offerings continuously provided by Uni-President's cloud stores, partner merchants can attract more consumers and broaden their consumer access channels.

Consumer communication

We attentively listen to and value consumer's voices and feedback. We have established a Customer Service Centre, which is responsible for consumer-related communication. We establish a well-designed customer feedback handling mechanism under policies like the "Handling Standards on Consumer Complaints". We have set up several customer service platforms including 400 consumer service hotline. The Group also monitors customer feedback on we-media by artificial intelligence (AI), and listens carefully to consumer feedback. In 2025, we addressed various types of customer feedback in a targeted manner and continuously optimized our operating standard.



During the Reporting Period, we received 10,854 pieces of feedback for products and services (including positive ones). All consumers' feedback was recorded and tracked for relevant departments to make improvements.



Procedures for customer feedback handling

Distributor management

Distributors are our vital partners. We continuously deepen communication mechanisms, strengthen capacity-building support, and conduct routine reviews of marketing and sales practices to ensure that all business practices comply with laws, regulations, and industry standards, seeking collaborative growth with our distributors.

During the Reporting Period, we carried out an annual update of the "Operation Standards for Food and Beverage Intermediary Determination and Elimination" in the standard distributor management process to continuously strengthen the standardised management of distributor determination, daily operation and replacement.

We have established a comprehensive distributor-customer management mechanism. By conducting on-site visits, we gain a thorough understanding of customers' situations, including basic information, warehouse stock levels, and account information. This approach enables us to address customer needs effectively and strengthen customer loyalty through high-quality front-line services. To sustain a fair cooperation environment with our distributors over the long term, we encourage all distributors to report incidents involving solicitation, bribery, embezzlement, misappropriation, or other breaches of business ethics through channels including the Customer Correspondence Platform, official WeChat account, reporting email, account verification, and exit audits. Additionally, we incorporate documents such as the "Manufacturer Commitment Letter", the "Reporting Letter" and the "Unilateral Customer Commitment Letter" into the distributor contract to reinforce integrity management requirements, and raise awareness of integrity among distributors through poster campaigns.

Regarding management of new distributors, we strictly enforce a 100% qualification review system. In 2025, every new distributor underwent a 100% assessment, and those failing to meet our standards were not on-boarded. For existing distributors, we conduct annual audits focusing on their performance in areas including product operation compliance, sales channel management, food safety management, and property insurance coverage. During the Reporting Period, we further strengthened distributor audits by including a comprehensive food safety assessment management. This assessment covers eight management requirements: hardware conditions, basic protection, pest control, non-conforming product management, fire safety, vehicle management, loading/unloading operations, and winter protection. In 2025, 88.8% of existing distributors passed the audit.

We attach great importance to the feedback from our distributors. In this regard, we have set up a special functional department to maintain close communication and contact with our distributors. This department summarises distributor requests on a monthly basis and conducts follow-ups, promptly responding to and addressing their feedback and suggestions. Concurrently, regular in-person customer visits are carried out to gain deep insights and resolve practical issues, ensuring dynamic oversight of their operational status. Furthermore, we strengthen daily communication with distributors through regular activities such as annual distributor conferences, ordering meetings, and corporate annual conferences, as well as diverse channels such as online interactions via the "Customer Correspondence Platform" and routine offline visits. These efforts effectively support the business growth and development of our distributors. During the Reporting Period, we interviewed a total of 8,415 distributors, received feedback from 371 customers, and responded to and solved their problems as soon as possible.

Protecting consumers' rights and interests

Guided by the principle of "Honest Operation", the Group strictly abides by the "Law of the People's Republic of China on the Protection of Consumer Rights and Interests", the "Advertising Law of the People's Republic of China", the "Food Safety Law of the People's Republic of China" and other relevant laws and regulations. We have established corresponding systems to standardise after-sales services and product labelling. Adhering to the principle of "Truth and Pragmatism", we convey the most accurate information to consumers, safeguard their rights and interests, and earn their trust.

Product labelling and marketing ideas

We recognise that product labelling and marketing ideas are primary sources of product information for consumers. We therefore conduct responsible marketing in principles of transparency and authenticity. We strictly comply with relevant laws and regulations such as the "Measures for the Supervision and Administration of Food Labelling" and the "National Food Safety Standard – General Standard for the Labelling of Prepackaged Foods" (GB 7718-2025). We have established product label review standard procedures, clearly defining the responsibilities of departments including business units, R&D, legal affairs, and food safety. Targeted guidance manuals are provided to prevent labelling errors and disputes. In line with the "Uni-President Labelling and Packaging Usage Specifications" and the "Operation Standards for Product Labelling and Advertising Review Process", we standardise product packaging labels and advertising language, ensuring complete labelling of product ingredients. Through the "Product Label Review Procedures" and "Product Promotion Review Procedures", we rigorously verify all information including trademarks, brand names, nutritional labelling, environmental recycling symbols, manufacturing origins, certification marks, warning statements, and promotional language to prevent misleading packaging and advertising. During the Reporting Period, we optimised the "Operation Standards for External Consultation Release", enhancing compliance management of externally released information. We also regularly organise internal training on advertising compliance and product labelling to strengthen marketing compliance.

We have been long-committed to health as our foundation, actively promoting a scientific, sustainable and healthy lifestyle to the public. By continuously developing and launching "zero calorie", "zero fat", and "zero sugar" product offerings, we respond to consumers' growing concern and demand for nutrition and wellness while practically advocating for a new dietary culture that emphasises reduced sugar and fat intake and balanced nutrition. Through these efforts, we help the public embrace a healthier and more fulfilling life.

Co-creating a Brighter Future for Society

07

Committed to the corporate spirit of "giving back to the community", the Group leverages its resources and strengths to generate long-term value that integrates economic and social development. We remain dedicated to giving back to society by investing in public welfare initiatives across rural revitalisation, disaster relief, promotion of fitness for all, preservation of intangible cultural heritage, care for vulnerable groups, and caring community building, contributing to social development and fulfilling our corporate social responsibility.

The UN Sustainable Development Goals we have attended to



The Group conducts public welfare activities in accordance with the "Operation Standards on External Public Welfare Activities" and the "Procedures of Donation for Public Security Events". We have set up a Public Welfare Planning Specialist responsible for information collection, submission, liaison, statistics and evaluation of the benefits of public welfare activities. We have been engaged in public welfare donations in areas such as rural revitalisation, flood control and disaster relief, community co-building, support for sports development, and care for vulnerable groups.

During the Reporting Period, the Group invested approximately RMB **13,488,536** in social welfare activities and spent approximately **13,638** hours

Bringing warmth to communities

Uni-President actively advocates and practises the concept of "willing to dedicate, caring for others and building communities together" . Through a rich variety of community-based charitable activities, we pass on social warmth, embody the spirit of volunteer service, and join hands with residents to build harmonious and caring communities.

Voluntary services

Adhering to the spirit of "dedication, fraternity, cooperation and improvement", we regularly encourage our employees to volunteer in the community, delivering warmth and kindness through concrete actions and spreading positive energy to society.

In 2025, Kunshan and Hefei Uni-President actively responded to the government's call for blood donation by organising employees to participate in voluntary blood drives, helping to replenish the blood inventory in local medical institutions and support patients in need. Furthermore, to foster harmonious coexistence between people and nature in Huangpu and promote the "Huangpu Employee Public Welfare Forest" initiative, Guangzhou Uni-President organised voluntary tree-planting activities to protect green spaces, improve the ecological environment and advance sustainable community development.



Hefei Uni-President organised employees to participate in voluntary blood drives



Guangzhou Uni-President organised voluntary tree-planting activities

Caring support for exam-takers

In 2025, as the "Caring Support for Exam-takers" initiative entered its 18th year, Zhengzhou Uni-President cooperated with Puyang Traffic Radio, drivers, and caring people from all walks of life to continue offering free transportation and various assistance services to students taking the national college entrance examination, cheering them on in their academic journey.

Guangzhou Uni-President, joining hands with Guilin Media Convergence Centre under the public welfare IP of "Green Ribbon for Caring Exam Support", sponsored drinking water for bus drivers, traffic police, taxi drivers, and other personnel involved in exam support, helping Guilin students travel smoothly to their examination venues.

Caring for front-line workers

In 2025, Uni-President entities across multiple regions actively fulfilled their social responsibility by carrying out a series of care initiatives for front-line workers:

- Hefei Uni-President, responding to the government's call, launched a summer "Cooling" campaign, where beverages and bottled water were handed out to workers labouring under high temperatures, thanking them for their dedication and hard work;
- Shenyang Uni-President collaborated with the Medical Volunteer Association to launch the "Adding Coolness to the City" public welfare drive, distributing cooling supplies worth RMB 13,500 to bus drivers under the publicity efforts of official platforms such as television stations and media convergence centres;
- Guangzhou Uni-President engaged in multiple efforts by participating in the Huangpu District Employee Spring Festival Gala while also supporting the "Summer Public Welfare Cooling" charity event at Futian District's HALO Plaza Commercial Street, delivering cooling care to those working under the scorching sun;
- Nanning Uni-President partnered with Wanda to launch an urban cooling initiative, providing free iced drinks to outdoor workers over two days in a core commercial district.



Hefei Uni-President launched a summer "Cooling" campaign



Guangzhou Uni-President supported the "Summer Public Welfare Cooling" charity event

Refreshing take-away deliverymen

In 2025, the sixth "Uni Green Tea Adds Refreshment for Delivery Riders" public welfare campaign centred on refreshing take-away deliverymen. Teaming up with Meituan and Cainiao, and leveraging official media including CCTV, the campaign reached over ten million on-demand delivery workers nationwide, reinforcing its position as a summer-care model. Throughout the year, the campaign invested a total of RMB 22.5 million and dedicated 2,880 hours, consistently delivering refreshment and care through action.

"Deepening Collaboration with Meituan"

- The coverage of cooling-drink vehicles expanded from **8** to **50** cities
- Government support secured in **47** cities.
- Additionally, **125** "Squirrel Convenience" flash warehouses were added as distribution channels

"Product Innovation for Public Welfare"

- A limited-edition "Six-Star Rating Bottle" packaged product was launched
- 300,000 bottles distributed specifically to delivery riders



"Media Collaboration and Outreach"

- Together with China Media Group Mobile, we co-produced the public-welfare programme "Delivery Riders, You Are Beautiful"
- which was broadcast across 7 platforms



The sixth "Uni Green Tea Adds Refreshment for Delivery Riders" campaign



China Media Group Mobile - "Delivery Riders, You Are Beautiful" programme

Promoting everyone's health

While committed to offering consumers safe, healthy and quality food products, we also actively support the sports sector to contribute towards fulfilling the United Nations' Sustainable Development Goal of "Good Health and Well-being".

Marathons for all

To align with the national initiative for universal fitness and encourage a healthy and positive way of life, we sponsor various marathon events nationwide. During the Reporting Period, the Group's total sponsorship for marathon sports activities amounted to RMB 4,874 thousand.

In March 2025

Uni Soup Daren supported the Chongqing Women's Half Marathon, joining 15,000 female runners in the Guanyinqiao Subdistrict of Jiangbei District for a series of events under the theme "Beautiful Chongqing Joyful Jiangbei".

In May 2025

Uni Soup Daren and Haizhiyan served as official sponsor of the 3rd Huanggu Half Marathon in Shenyang, distributing race pack supplies to 15,000 participants.

In September 2025

Uni-President Haizhiyan sponsored the Yan'an Half Marathon. Bridging sports and cultural tourism, the brand joined 8,000 runners for a passionate run.

In October 2025

Uni Soup Daren and Little Raccoon sponsored the Chongqing Changjiahui Half Marathon. Connecting Dongyuan 1891 and Longmenhao Old Street, the event achieved deep integration of business, tourism, culture and sports, and welcomed 50,000 runners on the journey toward the Chongqing Marathon.



Haizhiyan sponsored the Yan'an Half Marathon



Uni Soup Daren and Little Raccoon sponsored the Chongqing Changjiahui Half Marathon

In December 2025

Uni Haizhiyan served as a supplier of the Fuzhou Marathon, joining elite domestic runners and 35,000 participants to experience the thrill and sweat of a winter race.



Haizhiyan sponsored the Fuzhou Marathon

New appeal of cycling

In 2025, Uni Green Tea continued to shape its positive, shiny, and healthy brand image. By partnering again with the leading fitness platform Keep, Uni Green Tea invested RMB 30 million to launch the 2nd nationwide "Smile Cycling" initiative, rolled out across 14 cities including Wuhan, Zhengzhou, and Guangzhou. Centred on cycling and themed around smile, the initiative dedicated a total of 5,760 hours to promoting a healthy lifestyle and green concept nationwide, inspiring a wide community of young sports enthusiasts to join the green movement.



Uni Green Tea × Keep the 2nd nationwide "Smile Cycling" initiative

The rise of hiking

In May 2025, the 15th Kunshan Hiking Festival welcomed the spring season, where Uni Haizhiyan provided material support to nearly 20,000 hiking enthusiasts. By building a shared community platform for hikers and supporting Kunshan's fitness-for-all activities, Uni Haizhiyan encouraged citizens to embrace a healthy and happy lifestyle.



Uni Haizhiyan sponsored the Kunshan Hiking Festival

In May 2025, Uni Spring Breeze sponsored the Guilin Education Support Association's "Walk for Love" charity hike. Under the theme "Charitable Education Support + Civilisation Development + Eco-friendly Sports", participants experienced the power of love with every step, and fulfilled social responsibility with concrete action.

Caring for special groups

We maintain a sustained focus on youth development and the well-being of special groups, addressing their needs through practical action to help improve their environment and convey social care and human warmth.

Heart-warming action

In 2025, we continued our care action for special schools and welfare homes in Kunshan. Kunshan Uni-President provided daily supplies and warm companionship through interactions with students and teachers, fulfilling our long-term commitment to community care.



Care action for special schools and welfare homes in Kunshan.

Caring for people with disabilities

In 2025, Hangzhou and Kunshan Uni-President jointly conducted visits to homes for people with disabilities, bringing joy and warmth through interactive engagement to alleviate loneliness and enhance happiness. We donated a range of goods including rice, flour, cooking oil, and juice beverages, worth RMB 7,828, to support their daily living and basic needs.



Hangzhou and Kunshan Uni-President jointly conducted visits to homes for people with disabilities

Nurturing children's dreams

On 1 June 2025, Group headquarters sponsored the "Children's Day" event at the China Welfare Institute Children's Palace, providing a variety of activities and supplies to support the happy growth of young people.

Facilitating rural revitalisation

Rural revitalisation is a key link in realising Chinese-style modernisation, playing a significant role in promoting rural economic and social development and improving farmers' living standards. Guided by a strong sense of social responsibility, Uni-President actively responds to national initiatives. Leveraging government-enterprise collaboration platforms, we focus on two key areas: rural education and rural sports. Through actions such as sponsoring study programs and supporting sporting events, we engage in diverse public welfare practices to contribute our strength to rural revitalisation.

Empowering through educational assistance

In 2025, aligning with our focus on the growth of rural children and the implementation of the rural revitalisation strategy, we continued our deep participation in the new round of Yunnan public welfare assistance theme activities launched by Shanghai Hongqiao Linkong Economic Demonstration Zone - "Rural Children's Study Project" for a better life in schools and villages in Yunnan Province. We organised employees to travel to Yunnan, utilising study programs as a medium to continuously advance targeted poverty alleviation through dedicated public welfare initiatives. These efforts have broadened the horizons of rural children and contributed strength to the development of rural education.



Yunnan "Rural Children's Study Project"

Sponsoring sports and cultural events

Bama Uni-President, responding to the call of the Bama Yao Autonomous County Culture, Radio, Television, Sports and Tourism Bureau, sponsored RMB 20,000 for the "New Year Cup" sports activities held from January to February 2025.

Guangzhou Uni-President actively supported rural sports development. Serving as a sponsor for the "Village BA" basketball tournament organised by the Liusha government, Guangzhou Uni-President provided supplies to participants, as a practical response to the call of "Welcoming the 15th National Games · Contributing to the High-quality Rural Development Project".



Bama Uni-President sponsored for the "New Year Cup" sports activities

Mobilising support for disaster-struck areas

In the face of natural disasters, every bit of strength counts. We remain attentive to social disaster situations. Consistently adhering to the principle of "giving back to society and overcoming difficulties together", we mobilise fully in disaster relief efforts by providing material and financial support to those affected. In 2025, we responded swiftly to flood prevention and control efforts across North, Central, Northwest, and Southwest China, donating supplies and assisting on-site rescue operations to support community rebuilding and post-disaster recovery.

Joining forces in disaster relief

In January 2025

following an earthquake in Dingri County, Shigatse City, Xizang Autonomous Region, UP Headquarters promptly delivered instant foods and drinks to the affected area and contributed an additional donation of RMB 2 million through the Xizang Autonomous Region Charity Federation. Shaanxi Uni-President donated supplies worth RMB 100,500 to the front-line of earthquake relief, supporting post-disaster resettlement and reconstruction.



In June 2025

severe flooding struck Zhangjiajie, Hunan Province, and Rongjiang County, Guizhou Province, creating critical flood-control challenges. Changsha and Guizhou Uni-President swiftly organised relief material donations valued at RMB 109,440.



In July 2025

Beijing experienced extreme rainfall that triggered serious flooding. Beijing Uni-President urgently distributed 1,000 cases of drinking water and instant noodles, with donations valued at RMB 32,500.



Writing new chapters for intangible cultural heritage

Uni-President uses its brands as a bridge to deeply connect with intangible cultural heritage (ICH) and traditional folk customs. Through diverse practices such as event cooperation, sponsorship, and scenario marketing, we facilitate dynamic inheritance of ICH, revitalising traditional culture with renewed energy and vitality.

Uni-President Shuangcui × Guinness World Records™

On 13 September 2025, Uni-President Shuangcui Lemon Tea, drawing inspiration from the ICH "Kung Fu · Wing Chun", initiated the Guinness World Records challenge for "Most People Simultaneously Striking a Wing Chun Wooden Dummy" at the "2025 National ICH · Foshan Wing Chun Competition" in Shishan, Guangdong. Centred on "arts & sports + public welfare + brand", the event encompassed four key components: Guinness authorisation, competition sponsorship, on-site execution, and inheritor collaboration. With a total investment of approximately RMB 3.75 million and 720 hours of dedicated effort, the challenge ultimately succeeded, setting a new record with 264 participants. Through this achievement, the Uni-President Shuangcui brand was honoured as "Wing Chun Culture Promotion Ambassador", effectively shaping its image as an innovative and authentic Cantonese-style lemon tea brand and enriching its cultural resonance.







The venue of Guinness World Records Challenge -
"Most People Simultaneously Striking a Wing Chun Wooden Dummy"

Spring Breeze: Carrying forward folk customs in Shaxi

On 30 April 2025, Guangzhou Uni-President carried out Uni Spring Breeze brand activities during the government-endorsed traditional folk custom "Shaxi April 8th Folk Procession" and the "ICH Tourism & Culture Week" coinciding with the May Day holiday. Through on-site scenario creation and new product sample offering for trying out, Guangzhou Uni-President distributed products worth RMB 70,860. This folk custom with over 400 years of history gained wider reach through brand collaboration. By participating in this event, we enhanced the recognition of Uni Spring Breeze brand while demonstrating our social responsibility in promoting traditional culture.



Guangzhou Uni-President carried out Uni Spring Breeze brand activities during the government-endorsed traditional folk custom "Shaxi April 8th Folk Procession"

Refreshing the dragon boat race with our brand

During the 2025 Dragon Boat Festival, Guangzhou Uni-President provided supplies for the Sea Dragon Boat Race in Jianghong Town, Suixi County, Zhanjiang City, valued at RMB 208,560. By leveraging the millennia-old port's dragon boat race heritage, we carried out Haizhiyan brand promotion activities that not only raised brand visibility but also contributed tangibly to the preservation and promotion of traditional dragon boat culture.



Content Index of Part C of the "Environmental, Social and Governance Reporting Code"

KPI	Description	Section(s)	Pages
A1	Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Standardising emissions management	88
A1.1	The types of emissions and respective emissions data	Standardising emissions management	88
A1.3	Total hazardous waste produced and, where appropriate, intensity	Standardising emissions management	88
A1.4	Total non-hazardous waste produced and, where appropriate, intensity	Standardising emissions management	88
A1.5	Description of emissions target(s) set and steps taken to achieve them	Standardising emissions management	88
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	Standardising emissions management	88
A2	Use of Resource		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	Improving resource efficiency	81
A2.1	Direct and/or indirect energy consumption by type in total and intensity	Climate change actions	59
A2.2	Water consumption in total and intensity	Improving resource efficiency	81
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Climate change actions Optimising energy use management	59 74
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	Improving resource efficiency	81
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Improving resource efficiency	81
A3	The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	Fulfilling environmental management	55
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Improving resource efficiency	81

KPI	Description	Section(s)	Pages
B1	Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Promoting employee development	99
B1.1	Total workforce by gender, employment type, age group and geographical region	Promoting employee development	99
B1.2	Employee turnover rate by gender, age group and geographical region	Promoting employee development	99
B2	Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	Safeguarding health and safety	111
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Safeguarding health and safety	111
B2.2	Lost days due to work injury	Safeguarding health and safety	111
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	Safeguarding health and safety	111
B3	Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Promoting employee development	99
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	Promoting employee development	99
B3.2	The average training hours completed per employee by gender and employee category	Promoting employee development	99
B4	Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor	Promoting employee development	99
B4.1	Description of measures to review employment practices to avoid child and forced labor	Promoting employee development	99
B4.2	Description of steps taken to eliminate such practices when discovered	Promoting employee development	99

KPI	Description	Section(s)	Pages
B5	Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain	Proper supply chain management	123
B5.1	Number of suppliers by geographical region	Proper supply chain management	123
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	Proper supply chain management	123
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Proper supply chain management	123
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Proper supply chain management	123
B6	Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Protecting consumers' rights and interests	128
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Prioritising food safety	35
B6.2	Number of products and service related complaints received and how they are dealt with	Providing quality services	126
B6.3	Description of practices relating to observing and protecting intellectual property rights	Intellectual property management	30
B6.4	Description of quality assurance process and recall procedures	Prioritising food safety	35
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	Information security and privacy protection	31
B7	Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	Business ethics	25
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Business ethics	25
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	Business ethics	25
B7.3	Description of anti-corruption training provided to directors and staff.	Business ethics	25
B8	Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	Co-creating a Brighter Future for Society	129
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport)	Co-creating a Brighter Future for Society	129
B8.2	Resources contributed (e.g. money or time) to the focus area	Co-creating a Brighter Future for Society	129

Content Index of Part D of the "Environmental, Social and Governance Reporting Code"

GOVERNANCE	DESCRIPTION	SECTION(S)	PAGES
19 (a)	the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individuals responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	Climate change actions	59
	(i) how the body(s) or individual(s) determines whether appropriate skills and competences are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Climate change actions	59
	(ii)how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	Climate change actions	59
	(iii)how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	Climate change actions	59
	(iv)how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and	Climate change actions	59
19 (b)	management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	Climate change actions	59
	(i)whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Climate change actions	59
	(ii)whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Climate change actions	59

STRATEGY	DESCRIPTION	SECTION(S)	PAGES
Climate-related risks and opportunities			
20 (a)	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	Strategy	60
20 (b)	(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	Strategy	60
20 (c)	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	Strategy	60
20 (d)	(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	Strategy	60

STRATEGY	DESCRIPTION	SECTION(S)	PAGES
Business model and value chain			
21 (a)	a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and	Strategy	60
21 (b)	a description of where in the issuer's business model and value chain climate- related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets)	Strategy	60
Strategy and decision-making			
22 (a)	information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	Strategy	60
	(i)current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;	Strategy	60
	(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);	Strategy	60
	(iii)any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and	Strategy	60
	(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	Strategy	60
22 (b)	information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Strategy	60
23.	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	Strategy	60
Financial position, financial performance and cash flows- Current financial effect			
24 (a)	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	Strategy	60
24 (b)	the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Strategy	60

STRATEGY	DESCRIPTION	SECTION(S)	PAGES
Financial position, financial performance and cash flows- Anticipated financial effect			
25 (a)	how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	We have conducted quantitative financial analysis on the 5 most important climate risks and opportunities of our Group. For detailed results, please refer to the chapter on Climate change actions. In the future, we will further carry out quantitative financial analysis on other climate risks and opportunities.	60
	(i) its investment and disposal plans; and		60
	(ii) its planned sources of funding to implement its strategy; and		60
25 (b)	how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.		60
25 (c)	provide quantitative information about the combined financial effects of that climate- related risk or opportunity with other climate-related risks or opportunities and other factors unless the issuer determines that quantitative information about the combined financial effects would not be useful.		60
Climate resilience			
26 (a)	the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	Strategy	60
	(i)the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	Strategy	60
	(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	Strategy	60
	(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	Strategy	60
26 (b)	how and when the climate-related scenario analysis was carried out, including:		
	(i) information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	Strategy	60
	(ii) the key assumptions the issuer made in the analysis; and	Strategy	60
	(iii) the reporting period in which the climate-related scenario analysis was carried out.	Strategy	60

RISK MANAGEMENT	DESCRIPTION	SECTION(S)	PAGES
27 (a)	the processes and related policies it used to identify, assess, prioritise and monitor climate-related risks, including information about:	Strategy Risk management	60 69
	(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	Strategy Risk management	60 69
	(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	Strategy Risk management	60 69
	(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	Strategy Risk management	60 69
	(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	Strategy Risk management	60 69
	(v) how the issuer monitors climate-related risks; and	Strategy Risk management	60 69
	(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;	Strategy Risk management	60 69
27 (b)	the processes the issuer uses to identify, assess, prioritise and monitor climate- related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	Strategy Risk management	60 69
27 (c)	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.	Risk management and internal control Strategy Risk management	27 60 69

METRICS AND TARGETS	DESCRIPTION	SECTION(S)	PAGES
Greenhouse gas emissions			
28	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions.	Metrics and targets	69
29 (a)	measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	Metrics and targets	69

METRICS AND TARGETS	DESCRIPTION	SECTION(S)	PAGES
29 (b)	disclose the approach it uses to measure its greenhouse gas emissions including: (i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions; (ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Metrics and targets	69
29 (c)	for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	Metrics and targets	69
29 (d)	for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	Metrics and targets	69
Climate-related transition risks			
30	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Reasonable Information Relief	/
Climate-related physical risks			
31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Reasonable Information Relief	/
Climate-related opportunities			
32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Reasonable Information Relief	/
Capital deployment			
33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Optimising energy use management	74
Internal carbon prices			
34(a)	an explanation of whether and how the issuer is applying a carbon price in decision- making (for example, investment decisions, transfer pricing, and scenario analysis); and	Based on current operational conditions, we have not yet implemented an internal carbon pricing mechanism.	/
34(b)	the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	Based on current operational conditions, we have not yet implemented an internal carbon pricing mechanism.	/
Remuneration			
35	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	Metrics and targets	69

METRICS AND TARGETS	DESCRIPTION	SECTION(S)	PAGES
Industry-based metrics			
36	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry- based metrics associated with disclosure topics described in the IFRS S2 Industry- based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Metrics and targets	69
Climate-related targets			
37	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	Metrics and targets	69
37 (a)	the metric used to set the target;	Metrics and targets	69
37 (b)	the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Metrics and targets	69
37 (c)	the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	Metrics and targets	69
37 (d)	the period over which the target applies;	Metrics and targets	69
37 (e)	the base period from which progress is measured;	Metrics and targets	69
37 (f)	milestones or interim targets (if any);	Metrics and targets	69
37 (g)	if the target is quantitative, whether the target is an absolute target or an intensity target; and	Metrics and targets	69
37 (h)	how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Metrics and targets	69
38	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	Metrics and targets	69
38 (a)	whether the target and the methodology for setting the target has been validated by a third party;	Based on current operational conditions, we have not yet pursued third-party verification of the targets.	/
38 (b)	the issuer's processes for reviewing the target;	Metrics and targets	69
38 (c)	the metrics used to monitor progress towards reaching the target; and	Metrics and targets	69
38 (d)	any revisions to the target and an explanation for those revisions.	Metrics and targets	69

METRICS AND TARGETS	DESCRIPTION	SECTION(S)	PAGES
39	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	Metrics and targets	69
40	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	/	/
40(a)	which greenhouse gases are covered by the target;	Our targets encompass relevant greenhouse gases (GHGs) under the Greenhouse Gas Protocol (GHG Protocol) accounting framework.	59
40(b)	whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Metrics and targets We have not yet established greenhouse gas (GHG) emission reduction targets covering Scope 3 emissions.	69
40(c)	whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	Considering the Company's operational expansion, we have adopted intensity-based targets.	/
40(d)	whether the target was derived using a sectoral decarbonisation approach; and	/	/
40(e)	the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	We have purchased carbon credits, but currently do not intend to use them for offsetting emissions to meet compliance targets.	/
40(e) (i)	the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;		/
40(e) (ii)	which third-party scheme(s) will verify or certify the carbon credits;		/
40(e) (iii)	the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and		/
40(e) (iv)	any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).		/
Applicability of cross-industry metrics and industry-based metrics			
41	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	Metrics and targets	69

GRI Standards Index

GRI Standards	Disclosure Title	Section(s)	Pages
GRI 2: General Disclosures 2021	2-1 Organizational details	About Uni-President	07
	2-2 Entities included in the organization's sustainability reporting	About the Report	04
	2-3 Reporting period, frequency and contact point	About the Report	04
	2-4 Restatements of information	No prior information has been modified, and no restatement is required	/
	2-5 External assurance	Assurance Report	155
	2-6 Activities, value chain and other business relationships	About Uni-President	07
	2-7 Employees	Promoting employee development	99
	2-8 Workers who are not employees	/	/
	2-9 Governance structure and composition	Corporate governance	23
	2-10 Nomination and selection of the highest governance body	Please refer to the Company's annual report.	/
	2-11 Chair of the highest governance body	Corporate governance	23
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability governance structure	15
	2-13 Delegation of responsibility for managing impacts	Sustainability governance structure	15
	2-14 Role of the highest governance body in sustainability reporting	Sustainability governance structure	15
	2-15 Conflicts of interest	Please refer to the Company's annual report.	/
	2-16 Communication of critical concerns	Sustainability governance structure	15
	2-17 Collective knowledge of the highest governance body	Corporate governance	23
	2-18 Evaluation of the performance of the highest governance body	Please refer to the Company's annual report.	/
	2-19 Remuneration policies	Please refer to the Company's annual report.	/
	2-20 Process to determine remuneration	/	/
	2-21 Annual total compensation ratio	/	/
	Disclosure 2-22 Statement on sustainable development strategy	Chairman's Statement	05
	2-23 Policy commitments	Sustainability governance structure Promoting employee development	15 99
	2-24 Embedding policy commitments	Sustainability governance structure Corporate governance	15 23
	2-25 Processes to remediate negative impacts	Risk Management and Control	27
	2-26 Mechanisms for seeking advice and raising concerns	Business ethics	25
	2-27 Compliance with laws and regulations	No relevant incidents have occurred	/
	2-28 Membership associations	Prioritising food safety Product innovation	35 45
	2-29 Approach to stakeholder engagement	Stakeholders communication	16
	2-30 Collective bargaining agreements	Promoting employee development	99
GRI 3: Material Topics 2021	3-1. Guidance to determine material topics	Materiality assessment	17
	3- 2. Disclosures on material topics	Materiality assessment	17
	3-3 Management of material topics	Materiality assessment	17
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	About Uni-President	7
	201-2 Financial implications and other risks and opportunities due to climate change	Climate change actions	59
	201-3 Defined benefit plan obligations and other retirement plans	/	/
	201-4 Financial assistance received from government	/	/
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	/	/
	202-2 Proportion of senior management hired from the local community	/	/
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Bringing warmth to communities	131
	203-2 Significant indirect economic impacts	Facilitating rural revitalisation	137
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Proper supply chain management	123
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business ethics	25
	205-2 Communication and training about anti-corruption policies and procedures	Business ethics	25
	205-3 Confirmed incidents of corruption and actions taken	Business ethics	25
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No relevant legal proceedings have been involved	/
GRI 207: Tax 2019	207-1 Approach to tax	Please refer to the Company's annual report.	/
	207-2 Tax governance, control, and risk management	Please refer to the Company's annual report.	/
	207-3 Stakeholder engagement and management of concerns related to tax	Please refer to the Company's annual report.	/
	207-4 Country-by-country reporting	Please refer to the Company's annual report.	/

GRI Standards	Disclosure Title	Section(s)	Pages
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Improving resource efficiency	81
	301-2 Recycled input materials used	Improving resource efficiency	81
	301-3 Reclaimed products and their packaging materials	Improving resource efficiency	81
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate change actions	59
	302-2 Energy consumption outside of the organization	/	/
	302-3 Energy intensity	Climate change actions	59
	302-4 Reduction of energy consumption	Climate change actions	59
	302-5 Reductions in energy requirements of products and services	Climate change actions	59
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Improving resource efficiency	81
	303-2 Management of water discharge-related impacts	Standardising emissions management	88
	303-3 Water withdrawal	Improving resource efficiency	81
	303-4 Water Discharge	Standardising emissions management	88
	303-5 Water Consumption	Improving resource efficiency	81
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No relevant operational sites	/
	304-2 Significant impacts of activities, products, and services on biodiversity	No material impact	/
	304-3 Habitats protected or restored	No related locations	/
	304-4 IUCN Red List species and national conservation list Species with habitats in areas affected by operations	No related locations	/
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate change actions	59
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change actions	59
	305-3 Other indirect (Scope 3) GHG emissions	Climate change actions	59
	305-4 GHG emissions intensity	Climate change actions	59
	305-5 Reduction of GHG emissions	Climate change actions	59
	305-6 Emissions of ozone-depleting substances (ODS)	/	/
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	/	/

GRI Standards	Disclosure Title	Section(s)	Pages
GRI 306: Waste 2016	306-1 Waste generation and significant waste-related impacts	Standardising emissions management	88
	306-2 Management of significant waste related impacts	Standardising emissions management	88
	306-3 Waste generated	No significant leakage incidents have occurred	/
	306-4 Waste diverted from disposal	/	/
	306-5 Waste directed to disposal	/	/
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Proper supply chain management	123
	308-2 Negative environmental impacts in the supply chain and action taken	Proper supply chain management	123
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Promoting employee development	99
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Promoting employee development	99
	401-3 Parental leave	Promoting employee development	99
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	/	/
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safeguarding health and safety	111
	403-2 Hazard identification, risk assessment, and incident investigation	Safeguarding health and safety	111
	403-3 Occupational health services	Safeguarding health and safety	111
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safeguarding health and safety	111
	403-5 Worker training on occupational health and safety	Safeguarding health and safety	111
	403-6 Promotion of worker health	Safeguarding health and safety	111
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safeguarding health and safety	111
	403-8 Workers covered by an occupational health and safety management system	Safeguarding health and safety	111
	403-9 Work-related injuries	Safeguarding health and safety	111
	403-10 Work-related ill health	Safeguarding health and safety	111
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Promoting employee development	99
	404-2 Programs for upgrading employee skills and transition assistance programs	Promoting employee development	99
	404-3 Percentage of employees receiving regular performance and career development reviews	Promoting employee development	99

GRI Standards	Disclosure Title	Section(s)	Pages
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Promoting employee development	99
	405-2 Ratio of basic salary and remuneration of women to men	/	/
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Promoting employee development	99
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	/	/
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Promoting employee development	99
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Promoting employee development	99
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	/	/
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable	/
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Bringing warmth to communities	131
	413-2 Operations with significant actual and potential negative Impacts on local communities	No such operational sites exist	/
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Proper supply chain management	123
	414-2 Negative social impacts in the supply chain and actions taken	Proper supply chain management	123
GRI 415: Public Policy 2016	415-1 Political contributions	No political donations have been made	/
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Prioritising food safety	35
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No related incidents have occurred	/
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Protecting consumers' rights and interests	128
	417-2 Incidents of non-compliance concerning product and service information and labeling	No related incidents have occurred	/
	417-3 Incidents of non-compliance concerning marketing communications	No related incidents have occurred	/
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No related incidents have occurred	/

Assurance Report

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INDEPENDENT ASSURANCE OPINION STATEMENT

Statement No.: SRA 840571

Uni-President China Holdings Ltd. Sustainability Report 2025

To the stakeholders and management of Uni-President China Holdings Ltd.

The British Standards Institution (BSI) has conducted a limited assurance engagement on the sustainability information (described in the "Scope") in the Sustainability Report 2025 (hereafter referred to as "Report") of Uni-President China Holdings Ltd. (hereafter referred to as "**Uni-President**" in this statement) .

Scope & Criteria

The Scope and verification criteria of engagement agreed between **Uni-President** and BSI includes the following:

1. The assurance covers all information and data presented in the Report, and focuses on the food and beverage-related business activities of **Uni-President** and its wholly-owned subsidiaries ("the Group") during the period from January 1, 2025 to December 31, 2025.

2. The Report is prepared in accordance with the Hong Kong Stock Exchange's ("HKEx") Environmental, Social and Governance Reporting Code ("ESG Code"), and it also referred to the Global Reporting Initiative's "Sustainability Reporting Standards 2021" (GRI Standard 2021).

3. Evaluation of the specified sustainability performance data management disclosed in the Report, including but not limited to the following in accordance with ISAE3000 (Revised) with limited assurance:

Environment:

- Total direct GHG emissions (Scope 1)
- Total indirect GHG emissions from energy (Scope 2)
- Total GHG emissions and emission density (Scopes 1 & 2)
- Total amount and density of hazardous waste
- Total amount and density of non-hazardous waste
- The total amount and density of waste water
- Total amount and density of Packaging material
- Total purchased electricity
- Total steam consumption
- Total natural gas consumption
- Total energy consumption and density
- Total water consumption and density

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Social:

- Total number of employees by gender, employment type, age group, and region
- Employee turnover rate by gender, age group, and region
- Number and rate of work-related deaths
- Lost time due to work-related injuries
- Average training hours per employee
- Total number of food safety incidents

Opinion Statement & Conclusion
We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above (Sustainability Information).

Based on the assurance procedures described in this report, we have not identified:
- Any significant inaccuracies or omissions in the data and information described in the ESG report of the reporting organization.
- Anything that leads us to believe that there are significant aspects of the sustainable development information that do not comply with HKEx ESG Guide.

Methodology
Our assurance engagement was carried out in accordance with International Standard on Assurance Engagements 3000 (Revised) —— Assurance Engagements other than Audits or Reviews of Historical Financial Information, and ISO14064-3 Specification with guidance for the verification and validation of greenhouse gas statements, issued by the International Auditing and Assurance Standards Board. Our work was designed to gather evidence on which to base our conclusion. These standards require that we plan and perform this engagement to obtain limited assurance on whether the Sustainability Information is free from material misstatement. We undertook the following activities:

- A top level review of issues raised by external parties that could be relevant to **Uni-President**s policies to provide a check on the appropriateness of statements made in the Report
- Discussion with senior executives on **Uni-President**'s approach to stakeholder engagement. We had no direct contact with external stakeholders
- Interview with staff involved in sustainability management, report preparation and provision of report information
- Review and assessment of double materiality assessment process
- Review of key developments of the Group
- Review of the process and systems for collecting and reporting the sustainability information/data
- Review of supporting evidence for claims made in the Report
- Review of environmental, social and governance data, including the target progress achieved, to ensure the data had been appropriately measured, recorded, collated and reported
- An assessment of the Group's reporting and management processes concerning this Report against the principles of Inclusivity, Materiality, Responsiveness and Impact

Statement No.: SRA 840571

Responsibility

- It is the responsibility of **Uni-President** for the preparation and fair presentation of the Sustainability Information in accordance with agreed criteria as stated in the Scope and verification criteria section of this statement. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Sustainability Information that is free from material misstatement, whether due to fraud or error.
- BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the Scope and methodology described. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to **Uni-President** only.

Independence, Quality Control and Competence

- BSI is independent to **Uni-President** and has no financial interest in the operation of **Uni-President** other than for the assurance of the sustainability statements contained in this Report.
- This independent assurance opinion statement has been prepared for the stakeholders of **Uni-President** only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the Scope above.
- This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by **Uni-President**. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by **Uni-President** is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.
- BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.
- BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), including GRI standard, IWA 48, AA1000, ISAE3000, HKEx ESG Code, Beijing/Shanghai/Shenzhen ESG Guidelines, ISO 10002, ISO 14001, ISO 45001, ISO 45003 and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Verifier of the Report:

Team Leader: Chunrong Lu



統一企業中國控股有限公司

UNI-PRESIDENT CHINA HOLDINGS LTD.

(a company incorporated in the Cayman Islands with limited liability)
(一家於開曼群島註冊成立的有限公司)
(Stock Code 股份編號：220)