嘉士利
国民烘焙大师

中华老字号
China Time-honored Brand

嘉士利集團有限公司
JIASHILI GROUP LIMITED

(Incorporated in the Cayman Islands with limited liability)
Stock Code : 1285



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2025




嘉士利
JIASHILI
清新抹茶云朵曲奇
FRESH MATCHA CLOUD COOKIES
CLOUD COOKIES
SiashiLi
XIAN DAN JUAN
鲜蛋卷
INSTANT PASTA
快食意大利面
ITALIAN TOMATO FLAVOR STYLE
意式番茄风味料理
DALÍCCA
蒂丽纱
焦糖夹心饼干
Wafer
嘉士利
粗粮
杂粮
稳糖米
专注国民健康米
净含量:2.5kg
FOLYKIKI
福利小天
鳗鱼薯片
鳗鱼 10%
蛋白质 15%
美味非同凡响
照烧鳗鱼味
非油炸
净含量:45g(12片入)
岩烧味脆

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CHAIRMAN'S STATEMENT

Dear Valued Stakeholders,

We are delighted to present our Environment, Social and Governance Report (the "Report") for the year ended December 31, 2025 ("2025"), This Report is related to corporate social responsibility published by Jiashili Group Limited (the "Company") and its subsidiaries (collectively, the "Group", "we", or "Jiashili") to summarize Jiashili's initiatives, plans and performance in environmental, social and governance ("ESG") and present its commitment to sustainable development.

Over the years, Jiashili has upheld the business philosophy of "Jiashili benefits the Nation and benefits all People" ("嘉士利、利國家、利大家"). We are dedicated to integrating sustainable development into our daily operations to achieve long-term business prosperity while enhancing stakeholder benefits and contributing to the planet. We aim to strengthen our collaboration within the industry by committing to sustainable practices and operational excellence, thereby boosting our competitiveness. As a responsible corporate citizen, we also seek to positively impact our community in line with our guiding philosophy. Aligned with our vision for sustainable development, we continually strive for improvement. We focus on minimizing the environmental and social impacts of our operations, conserving resources, enhancing management transparency, and fostering greater environmental awareness and social responsibility. Simultaneously, we are committed to elevating our product quality to offer a wider range of choices for our customers.

As a leading biscuit manufacturer in China, we are committed to continuous innovation and excellence in line with responsible investment and sustainability awareness. The Group is honored to be awarded the "Outstanding Enterprise in the Baked Food Products Industry on the 40th Anniversary of China's Reform and Opening-up" and has been awarded the "Top 10 Enterprises in the Baked Food and Sugar Products Industry (Biscuits) in China's Light Industry", "Top 10 Time-honored Enterprises in Guangdong", "Cleaner Production Enterprise in Guangdong Province" and "High-tech Enterprise". The annual honorary certificates issued by the Ministry of Commerce of the People's Republic of China include the Chinese time-honored brand, the positive contribution to helping build a livable, workable and beautiful village, the certificate of appreciation for helping the disabled, and the Jiangmen Marathon sponsor. In addition, the Group continues to serve as a postdoctoral innovation practice base for South China University of Technology. As Jiashili approaches its 70th anniversary in 2026, food sales represent only one aspect of our commitment to customer service. To us, serving customers also means acting as a responsible and sustainable enterprise–providing safe, nutritious, and affordable biscuits to all stakeholders, ensuring they receive exceptional value for money. These achievements are a testament to the correct decision-making of the Board of Directors of the Group, the tacit cooperation of various departments, and the hard work of all employees. I would like to take this opportunity to thank all departments and our important teams for their valuable contributions to this report.

Huang Xianming
Chairman of the Board

March 31, 2026

INTRODUCTION AND ESG POLICIES

About Jiashili

As a well-known brand and a top-quality enterprise in the market, Jiashili is leading the industry with high-quality products. In addition to the main line of biscuit products, the Group is also committed to the horizontal development of various types of products to meet customers' demand for different new tastes. As at December 31, 2025, Jiashili owns more than 2,300 distributors in China. The Group believes that the corporate culture of "People, Credibility, Quality and Efficiency", the team spirit of "Purpose, Communication, Cooperation and Sharing" and the action guideline of "Professionalism, Standardization, Responsibility and Quantization" are critical to the success of Jiashili. In line with the operation philosophy of "Jiashili benefits the Nation and benefits all People" "嘉士利、利國家、利大家", the Group strives to create positive ripple effects in various levels of society with its own commercial success, thus bringing positive changes in society. Over more than 60 years, the Group has been adhering to the above principles and is therefore widely recognized by all walks of life.

ABOUT THIS REPORT

Reporting framework and reporting principles

This Report has been compiled in accordance with the Appendix C2, Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong.

During the compilation of this Report, the Group has adopted the reporting principles set out in the ESG Reporting Guide as follows:

Materiality: The Group has carried out a materiality assessment to identify material issues and has identified material issues as the focus of the preparation of this Report. The materiality of the issues has been reviewed and confirmed by the Board and the Working Group. For further details, please refer to the sections "STAKEHOLDER ENGAGEMENT" and "MATERIALITY ASSESSMENT".

Quantitative: The criteria and methodologies used to calculate the key performance indicators ("KPIs") data and the applicable assumptions have been supplemented in the notes.

Consistency: Unless otherwise stated, this Report has been prepared in the same way as the previous year for comparison purposes. If there is any change in the reporting scope and calculation method, which may affect the comparison with previous reports, the Group will explain the corresponding data.

Scope of the report

The scope of the Report covers the Group's efforts and contributions to the environment and society. The environmental and social KPIs cover nine production plants of the Group in the Mainland China, located in four different locations including Kaiping City, Guangdong Province; Guangzhou City, Guangdong Province; Henan Province; and Hunan Province, which represent the Group's main sources of revenue. The Group will expand its scope of disclosure in the future along with improved data collection system and deepened sustainability work.

Reporting period

This report details the Group's ESG activities, challenges and measures taken by the Group during 2025.

STAKEHOLDER ENGAGEMENT

The Group and its stakeholders communicate with and support each other through two-track communication modes to achieve mutual growth. Therefore, the Group values opinions from different stakeholders on its operation and ESG matters. To fully understand, respond and address core concerns of different stakeholders, the Group has been keeping close communication with various stakeholders, including but not limited to the Board, employees, government and regulatory authorities, customers, suppliers, communities, shareholders and investors, social groups, non-governmental organizations ("NGOs") and the media. In the Group's daily operation practices, it shared the latest information through email, telephone, on-site visits, and communication meetings.



Through different stakeholder engagement and communication channels, the Group will bring their expectations into its operations and ESG strategy. The communication channels of stakeholders and their expectations and concerns for the Group are as follows:

Stakeholders	Communication channels	Expectations and concerns
The Board	• Regular board meetings • Daily communication and reporting	• Compliant operation • Financial performance • Corporate sustainability development
Employees	• Training activities • Team building activities • Regular performance assessment • Staff meetings • Daily communication and reporting	• Career development • Health and safety • Remuneration and benefits • Equal opportunity
Government and regulatory authorities	• Routine communication and reporting • Compliance management • Self tax-reporting • Information disclosure • Written communication if necessary	• Implementing relevant policies • Observing disciplines and laws • Paying taxes according to law • Business ethics • Community participation
Customers	• Customer activities • Satisfaction survey • Telephone and face-to-face meetings	• Customer information and privacy protection • Business integrity and ethics
Suppliers	• Meetings • On-site visits • Regular assessments • Exchange visits	• Fair competition • Business ethics and reputation • Product quality • Win-win cooperation
Communities	• Promoting employment • Community activities • Investment and donations	• Compliant operation • Promoting community development • Environmental protection

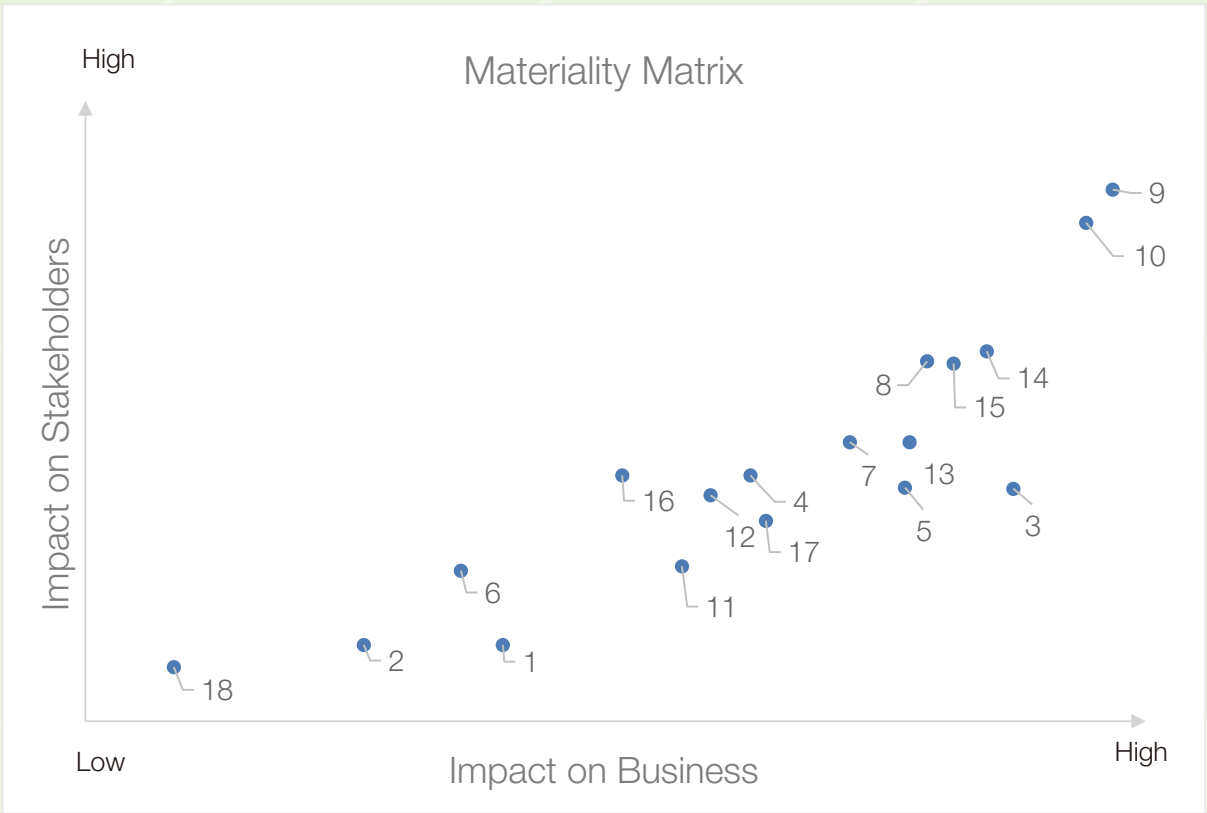
Stakeholders	Communication channels	Expectations and concerns
Shareholders and investors	• Annual general meeting and other shareholder meetings • Regular company's publications (including financial statements) • Issuing notice, circulars and announcements when required	• Compliant operation • Financial performance • Corporate sustainability
Social groups, NGOs and the media	• Company website • Circulars and announcements • Investment plan for the community • ESG reports	• Compliant operation • Promoting community development • Environmental protection • Business ethics • Health and safety

The Group is committed to working with its stakeholders to improve the Group's ESG performance and to continue to create greater value for its country and society.

MATERIALITY ASSESSMENT

The Group collects opinions from the management of each major function through a questionnaire to assist the Group in compiling this Report, reviewing its operations, identifying relevant ESG issues and assessing the importance of related matters to its businesses and stakeholders. Based on the assessed significant ESG issues, a data collection questionnaire was prepared to collect information from relevant departments and business units of the Group.

The Group's materiality matrix is as follows:



FY2025 Material Issues:

1. Emissions Management
2. Waste Management
3. Resource Consumption
4. Packaging Material Use
5. Raw Material Management
6. Climate Risk Mitigation Actions
7. Employee Compensation and Benefits
8. Recruitment, Promotion and Dismissal
9. Production Safety
10. Compliance Management
11. Employee Development and Training
12. Prevention of Child Labour and Forced Labour
13. Supply Chain Management
14. Quality Control
15. Customer Service and Privacy
16. Product Labelling and Promotion
17. Anti-Corruption Policy and System
18. Social welfare and philanthropy

The Group confirms that it has established appropriate and effective management policies and monitoring systems relating to ESG issues, and that contents disclosed in this Report comply with the requirements of the ESG Reporting Guide.

Contact the Group

Jiashili welcomes comments and suggestions from stakeholders. If you have any opinions on the Report or the Group's performance in sustainable development, please feel free to contact the Group via the following means:

Product Inquiries Hotline: 400-633-3876
Product Complaints Email: sales@gdjsl.com

GOVERNANCE STRUCTURE

The Board members are primarily responsible for formulating the overall vision, objectives, direction and strategy of the Group in ESG respects, monitoring and reviewing performance, and reviewing its performance and progress in relation to the relevant objectives. The Board is also responsible for identifying relevant risks and ensuring the effective implementation of risk management and internal control systems. In addition, the Board will closely monitor and pay attention to the latest relevant laws and regulations to keep the Board informed of any changes in such laws and regulations, and update its own environmental, social and governance measures to ensure that the Group complies with the latest regulatory requirements. To ensure compliance with the requirements of the Stock Exchange of Hong Kong (the "Exchange"), the Board oversees the compilation of this report and reviews the content and quality of this report. Where appropriate, external advisory services will be involved to provide expertise and professional advice on ESG management processes.

To manage environmental, social and governance issues under the authority of the Board of Directors. The management is comprised of core members from different departments of the Group and is responsible for collecting relevant information on the Group's environmental, social and governance aspects for the preparation of this report. Management reports to the Board at least once a year to help identify and assess the Group's environmental, social and governance risks and assess the effectiveness of internal control mechanisms. The management will also inspect and evaluate the Group's performance in the ESG areas in various areas such as environment, production safety, labour standards, product responsibility, etc. The Board will set the overall direction of the Group's ESG strategy and will be responsible for ensuring the effectiveness of ESG risk control and internal control mechanisms.

To prioritize material ESG-related issues, the Board has taken into account the views of different stakeholders, communicated with the Group's stakeholders on an ongoing basis, and regularly invited them to participate in materiality assessments to assess the materiality of a number of ESG issues and the risks they pose to the Group's operations. Information on stakeholder communication channels and materiality assessments conducted by the Group is set out in the sections of "Stakeholder Engagement" and "Materiality Assessment" respectively. To better understand stakeholders' expectations for the Group's sustainability, the Board reviews the Group's sustainability strategy at least once a year and, where appropriate, takes into account their views to formulate relevant sustainability policies and measures to enhance the Group's ESG performance.

CLIMATE-RELATED DISCLOSURES

Governance

The Board considers a full range of climate-related risks and opportunities when setting the Group's strategic direction and integrates these factors into the oversight of strategy, major transactions and policies. Meanwhile, ESG considerations and stakeholder expectations are embedded in decision-making, with the Board balancing short-term financial impacts and long-term resilience to support sustainable performance. On this basis, the Board oversees the development of climate-related targets based on credible data and clear execution plans and reviews their progress regularly. Although climate-related performance indicators are not yet included in remuneration policies, the Group remains fully committed to its climate objectives. Internal controls cover regular climate risk assessments as well as cross-functional reviews of regulatory and market developments. Furthermore, the Board is kept updated on emerging ESG trends, and ESG training is provided for directors and senior management.

Strategy

Achieving a sustainable business model requires not only stable and responsible investments but also consideration of the expectations of different stakeholders. For the formulation For better business decisions, the Group formulates an employee-centric sustainability vision based on employee psychology and skills development, nurturing research and innovation, professional development and stakeholder expectations, as well as equity, environmental awareness and social responsibility. The Group's sustainability goals are as follows:

- To become an employer of choice by providing employees with an exciting and fulfilling working environment;
- cooperate with transparent supervision and enhance risk management systems to enhance shareholder interests;
- managing environmental awareness and social responsibility in all business areas; and
- Increase stakeholder confidence in the Company based on sustainable business value.

Under this sustainability vision, the Group complies with quality requirements that comply with all local laws, regulations and standards, and is committed to providing healthy and delicious products to the market. The Group aims to provide customers with the quality products they have been requesting to improve their nutritional status.

Short-term (1–5 years): Our immediate focus is on enhancing operational efficiency, ensuring full compliance, and building the data and governance foundation needed to support our broader ESG strategy.

Medium-term (6–10 years): In the medium term, we will make substantial progress towards our ESG goals, integrating sustainability practices into our various operational activities. These goals are designed to achieve measurable improvements on the material issues we care about and align with our corporate strategic planning.

Long-Term Goals (Over 10 years): Our long-term goals focus on transformative outcomes that can contribute to broader social and environmental goals, including climate action and transitioning to a circular economy. These visions enable us to take a leadership role in shaping a sustainable future.

Addressing climate-related risks and opportunities

Climate change presents both risks and opportunities. We adopt a balanced strategy that weighs potential positives and negatives to minimize adverse impacts on the business while maximizing value creation.

Physical risk

Extreme weather such as typhoons and heavy rains due to climate change may disrupt business operations in the short term. Disruption of the Group's operations and resulting reduction in revenue would also result in higher operating and maintenance costs and higher insurance investments. In order to minimize the disruption to the Group's business operations, the Group has formulated the Operation Manual for "Three Preventions" in order to prevent and deal with the harm caused by typhoon, further improve the Group's typhoon prevention work, establish a programmatic, standardized and institutionalized response mechanism for typhoon defense and anti-typhoon work, and ensure anti-typhoon rescue and disaster relief work is carried out in an efficient and orderly manner to minimize casualties and property losses.

In addition to the above, the Group is also fully aware that extreme weather conditions may endanger the health and safety of employees. Therefore, the Group has formulated comprehensive arrangements for flood control, high temperature protection and extreme cold weather protection to ensure the safety of employees under extreme weather conditions. The Group also tries its best to take into account the different situations faced by individual employees under extreme weather conditions, such as the place of residence, nearby roads and traffic conditions, etc., and adopts flexible handling methods depending on the actual difficulties and needs of the employees. For example, the Group implements flexible work schedules for employees. At the same time, in case of extreme weather conditions, the Human Resources Department will remind and notify employees of the latest weather conditions through communication software or email.

Transition risk

In terms of legal risks, the Group expects that the laws and regulations related to climate change will be more stringent, for example, local governments may adopt more aggressive policies and measures to limit GHG emissions. As such, the Group may be exposed to legal risks and may need to incur higher operating costs to comply with regulatory changes. In response to possible legal risks, the Group has taken a series of measures. First of all, the Group continuously monitors any changes in laws, regulations and policies to avoid reputational risk due to slow response. Secondly, the Group has sought compliance consulting services to improve compliance. Third, the Group has been taking comprehensive measures to protect the environment, including measures aimed at reducing GHG emissions. Because the Group does not just meet compliance requirements, the Group can quickly adapt to tighter regulations that may arise.

Opportunities

Transitioning to a low-carbon business model may present opportunities for us. Consumers' growing awareness of ESG (Environmental, Social and Governance) is shaping the market, and their preferences are shifting towards more responsible companies. Efforts to improve energy efficiency and reduce waste not only reduce operating costs in the short term but also help businesses streamline and optimize their operations in the medium term. Emerging low-carbon markets are expected to mature within the next three to ten years, creating new opportunities for growth and innovation. By actively disclosing ESG performance and taking practical action, we can enhance our reputation and attract new capital and customers.

Impact on business models and value chains

The Group has identified the following risks and opportunities in its business model and value chain:

Types of risk	Description	Impact on business models	Impact on the value chain
Physical risk			
Acute risk	Extreme weather events are becoming more frequent • Extreme heat • Rain/flooding • Tropical cyclones	• Extreme weather causes damage to property and assets in affected areas • Increased demand for air conditioning and energy • Affects employee health and safety • Disrupting utility supply	• Disrupt the supply chain • Reduced insurance accessibility for assets in high-risk areas • Business disruption led to a decline in sales/production • Disrupt cloud services
Chronic risk	Variability in climate and precipitation patterns • Climate pattern changes	• Increased maintenance costs and insurance premiums • Reduce short-term income • Affect asset value	• Affects the cost and availability of utilities
Transformation risk			
Compliance risks	• Increase carbon pricing • Mandatory reporting obligations • Regulation of existing products and services • Facing the risk of litigation	• Increase regulatory requirements for carbon pricing • Dispose of existing assets ahead of schedule due to policy changes • Changes in energy efficiency standards • Increase the cost of adopting new compliance processes	• triggering structural changes in compliance across the value chain • Non-compliance from suppliers or partners increases risk • Reduce demand for high-emission products and services • Profit margins are reduced due to upstream compliance costs
Market risk	• Changes in consumer behavior • Market demand is unpredictable • Changes in the competitive landscape	• Input price changes (e.g., legal and compliance fees) • Increased output requirements (e.g. in terms of waste treatment and emission control)	• As procurement shifts to greener alternatives, existing upstream and downstream partnerships will take a hit
Reputational risk	• Criticism of the industry sector • Negative feedback from stakeholders	• Increased difficulty in talent retention and workforce planning • Reduce the ability to attract capital	• Reduce demand for goods and services across the value chain

Types of opportunities	Description	Impact on business models	Impact on the value chain
Efficiency improvements	• More efficient and diverse service offerings • Optimize the savings from resources • Energy and water efficiency • Application of new technologies	• In extreme weather, flexible work arrangements can improve efficiency • Increase profit margins • It benefits employee health, satisfaction, and productivity. • Reduce the risk posed by rising fossil fuel prices • Increase the availability of funds	• Increase capacity and resource utilization across the entire value chain • Reduced operating costs due to upstream improvements.
Market opportunity	• Access to new markets • Opportunity to expand geographical reach	• Increase revenue streams through new markets • Geographical distribution is diversified	• By expanding the range of products and services, we promote the maturity of the entire value chain
Consumer preferences	• Changes in consumer behavior and expectations	• Open up new revenue streams • Increase the market share of green enterprises	• Motivate sustainable innovation across the value chain, driven by downstream demand

Current and projected financial impact

In accordance with the capacity waiver and financial impact waiver requirements in the ESG Reporting Code, the Group does not disclose quantitative information on current and projected financial impacts.

Climate scenario analysis

The Group has used the capacity exemption and reasonable information exemption, so the climate scenario analysis has not been initiated in this report.

Our long-term transition plan

Our long-term transformation plan aims to lead the business towards a low-carbon and climate-resilient development. We have set climate targets and milestones spanning the short, medium, and long term, with a unified base year of 2025 to ensure data comparability and consistency. In addition, these targets are closely aligned with Hong Kong's long-term decarbonisation pathway and carbon neutrality vision, and are committed to making substantial contributions to the city's broader climate goals.

To achieve this plan, we will focus on reducing carbon emissions from our operations through improved energy efficiency, responsible resource management, and the adoption of low-carbon technologies. We will also enhance climate resilience by strengthening risk management and collaborating with partners along the value chain. Our transformation plan relies on the combined efforts of our employees and the broader community, as well as the speed at which the national grid is decarbonized.

The Group has set targets internally in accordance with its own strategic plan and has not adopted the industry's decarbonization approach as advocated for science-based carbon targets. At present, the Group is not considering the use of carbon credits to achieve any net targets. The Group's specific objectives for the coming period are set out below:

Goal	
Energy consumption density	Short-term target: unchanged or reduced compared to 2025 Medium-term target: 2% reduction compared to 2025 In the long term: a decrease of more than 2% compared to 2025
Hazardous waste density	Short-term target: unchanged or reduced compared to 2025 Medium-term target: 2% reduction compared to 2025 In the long term: a decrease of more than 2% compared to 2025
Greenhouse Gas ("GHG") Emission Density (Scope 1 & 2)	Short-term target: unchanged or reduced compared to 2025 Medium-term target: 2% reduction compared to 2025 In the long term: 2% or more reduction compared to 2025

Risk management

Risk management framework

The Group has established a comprehensive risk management framework. Fully integrate the identification, assessment, prioritization, and management of climate-related risks and opportunities into the overall risk management process of the enterprise. Relevant policies and procedures are maintained in an annual review mechanism and updated as needed.

The Group adopts a multi-level synergy mechanism to conduct a comprehensive assessment of climate-related risks and opportunities. The Board of Directors is responsible for setting strategic direction and exercising oversight and regular review functions on major climate issues. At the same time, the operation team performs risk exposure assessments annually to provide accurate grassroots insights. For the identified risks, relevant departments will implement mitigation measures and maintain regular reviews to ensure the long-term effectiveness and robustness of various control mechanisms.

All identified climate-related risks and opportunities play a key role in our strategic direction, operational priorities and internal policy development. We assess the potential impact and probability of risk occurrence to build a clear risk profile to support scientific decision-making. These assessments also lay the foundation for the above scenario analysis. For risks with high impact and likelihood scores, we will prioritize resource disposal to ensure that our resources are focused on the most critical areas.

Indicators and Targets

The Group has not yet implemented internal carbon pricing in its operations and has not allocated corresponding capital expenditures, financing or investments for climate-related risks and opportunities. The Group is not currently considering achieving any net emissions-related targets through the use of carbon credits. In accordance with the reasonable data exemption requirements of the ESG Reporting Code, the Group did not disclose the amount and proportion of assets and business activities that are vulnerable to climate-related physical risks, transition risks and opportunities. Climate-related performance indicators are also not currently included in the compensation policy.

A. ENVIRONMENT

A1. emissions

Jiashili attaches the great importance to good environmental management and strives to protect the environment to fulfil the Group's social responsibilities. The Group is committed to meeting or even exceeding environmental standards set out in national statutory requirements, adhering to sustainable development strategies in the course of operation, and developing an environmental management system ("EMS") based on ISO 14001:2015 standards. The Group emphasizes preventive measures to achieve zero pollution targets and establishes credibility and social capital through strict management in line with the philosophy of operation with integrity. The Group continues to maintain environmental management policies that meet lawful requirements and corporate integrity to reassure the public, and constantly pursue breakthroughs in reducing environmental pollution, with a view to achieving the ultimate goal of minimizing pollution in the near future.

The Group has established environmental protection policies, including the Procedures for Environmental Identification and Evaluation Control, the Procedures for Monitoring, Measurement, Analysis and Evaluation Control, etc. The Group will identify relevant environmental factors in the activities, products and services of the Company through data collection, onsite investigation, summarizing opinions from related parties, and process flows analysis to ensure timely update of environmental factors in case of any changes in circumstances or related laws, regulations and other requirements, thus effectively preventing and controlling the impact on the environment. The Group reviews and evaluates environmental factors on an annual basis to ensure that adjustments are made according to the latest changes.

In 2025, the Group was not aware of any non-compliance with the relevant laws and regulations that has a significant impact on the Group relating to air and greenhouse gas ("GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. The relevant laws and regulations include, but are not limited to, the Environmental Protection Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste.

Exhaust Gas emissions

In the course of production, the Group's main exhaust gas emissions are small amounts of oily fumes, odour and water vapour generated during the baking process. Despite its seemingly insignificant emission amount, the Group has installed sealed enclosures in the furnaces to ensure the baking process operated in an enclosed environment. The Group has collected these non-hazardous exhaust gases to reduce atmospheric pollution.

During the Group's operation, vehicles are used for general transportation, which will only emit a small amount of vehicle exhaust. In 2025, nitrogen oxides, sulphur oxides and particulate matters generated by vehicle exhaust[1] were approximately 807.06 kg, approximately 0.85 kg and approximately 44.63 kg respectively (2024: 952.47 kg, 0.85 kg, 58.55 kg of nitrogen oxides, sulphur oxides and particulate matters generated respectively). The Group regularly inspects its vehicles to reduce fuel consumption, thus reducing carbon and exhaust gas emissions.

Note:

1. The exhaust gas emissions calculations are based on the emission factors in "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

GHG Emissions

The Group's production operations are mechanized in producing biscuits. Although the use of energy and emissions of GHG and other air pollutants were inevitable, the Group strived to minimize these emissions. Most of the machinery is powered by electricity, and only a few boilers are powered by natural gas. These new machines have not only reduced the Group's carbon emissions but have also eliminated the fugitive dust emitted during combustion. In addition, the Group has actively adopted power-saving and energy-saving measures to reduce GHG emissions, including strict control of air-conditioning usage, which requires to turn off air-conditioning when no employee is in the office, and to post energy-saving tips to remind employees to save energy and reduce carbon emissions. Meanwhile, the Group has also replaced long-travel face-to-face meetings with telephone or video conferences to reduce carbon emissions generated by business travels.

The Group's main sources of GHG emissions are direct GHG emissions (Scope 1) generated by natural gas consumed in production facilities and gasoline consumed by the vehicles, as well as energy indirect GHG emissions (Scope 2) from the purchased electricity and other indirect greenhouse gas emissions (Scope 3). The Group's GHG emissions and its intensity performance were as follows:

GHG emissions[2]	Units	2025	2024
Direct GHG emissions (Scope 1)	tCO_2e	**17,651**	4,281
Energy indirect GHG emissions (Scope 2)	tCO_2e	**33,181**	33,694
Total GHG emissions (Scope 1 and 2)	tCO_2e	**50,832**	37,975
Intensity[3]	tCO_2e/million RMB revenue	**31.24**	21.06
Other indirect GHG emissions (Scope 3)	tCO_2e	**1,002.58**	Not applicable
Total GHG emissions (Scopes 1, 2 and 3)	tCO_2e	**51,834.73**	Not applicable
Intensity[3]	tCO_2e/million RMB revenue	**31.86**	Not applicable

Other indirect GHG emissions (Scope 3)	Units	2025	2024
Category 3: Purchased goods and services — Fresh water supply	tCO_2e	**184.14**	Not applicable
Category 5: Waste generated by operations — Paper — Supply waste — Sewage treatment	tCO_2e	**811.96**	Not applicable
Category 6: Business travel	tCO_2e	**6.49**	Not applicable
Total other indirect GHG emissions (Scope 3)	tCO_2e	**1,002.58**	Not applicable

Notes:

2. GHG emissions data are presented in terms of tCO_2e, with reference to, including but not limited to, the reporting requirements of "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare on ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by Stock Exchange, the carbon emission factor released by the Ministry of Ecology and Environment of the People's Republic of China in December 2024, "Global Warming Potential Values" from the IPCC Fifth Assessment Report. Scope 3 Emissions data calculation is based on (but not limited to) the International Civil Aviation Organization, Waste Category Specific Methodology, Hong Kong Low Carbon Living Calculator, Department for Environment, Food & Rural Affairs (Department for Environment, Food & Rural) in the United Kingdom Affairs, UK) and the United States Environmental Protection Agency (USEPA) EEIO database.

3. The Group's total revenue was approximately RMB1,627 million in 2025. The Group's total revenue was approximately RMB1,803 million in 2024.

Sewage Discharge

The cleansing water is the Group's major source of sewage. To ensure sewage discharge meets the regulatory standards, sewage treatment facilities are installed in all production plants to treat the wastewater. The sewage facilities utilize both anaerobic and aerobic treatment systems to breakdown microorganisms and pollutants in the wastewater. The Group has installed sewage sedimentation tanks of 120 m^3 with a daily sewage treatment capacity of up to 250 m^3. For water usage, please refer to the section headed "Water Management".



Picture of the sewage sedimentation tank (left) and the sewage facility (right)

Waste Management

In line with the principles of waste management, the Group has been committing to proper handling and disposal of all wastes generated in its business activities. The Group has identified and sorted out the wastes, stored and disposed wastes in a centralized and unified manner. The Group has set up unified sorting and collection boxes, and designated responsible persons for disposing wastes in a timely manner and keeping the environment around collection boxes clean. All of the Group's waste management practices are in compliance with relevant environmental laws and regulations.

Non-hazardous Wastes

The Group has established the Solid Waste Control Procedures, to control the environmental pollution by wastes generated during the Group's activities, products and services. All departments are responsible for the classification and collection of solid waste in their own department in accordance with the requirements of the procedures. The Production Department is responsible for waste management. The Central Management Department is responsible for the disposal of daily household wastes. The Purchase Department is responsible for the recycling of recyclable wastes. The procedures clearly set out requirements for the classification, storage, collection and management of various wastes.

The non-hazardous wastes produced by the Group are mainly bakery by-products, packaging waste and office paper. In order to pursue the above-mentioned target, the Group has implemented various waste reduction measures. These measures are described below:

Bakery By-product

Bakery by-products are the bits and pieces of dough, pastry crumbs, and broken pastries that have fallen off the conveyor belts. In most cases, these by-products are still usable. To upcycle these resources and reduce wastes while adhering to the food safety standards, collection trays are installed along the conveyor belts to capture these by-products in a hygienic manner for further use. In addition, the Group has also recruited third-party waste management service providers to collect these by-products and upcycle them into pest control baits and animal feed.

Packaging Wastes

Packaging wastes are mainly plastic bags that have been used for packaging the raw materials. The packaging wastes are sorted into different categories according to their reusability. Intact packaging materials in good condition will be returned to suppliers for re-use. Damaged but recyclable packaging materials are sent to recycling facilities, while materials that are neither recyclable nor reusable will be handled by the waste management companies.

Through the implementation of the above principles and measures, the Group strives to improve the efficiency of the use of production material and raise employees' awareness of waste management and reduction. The increase in total non-hazardous waste intensity was mainly due to the increase in the Group's business activities in 2025. The Group has taken effective measures to raise the awareness of waste reduction among employees. The Group's non-hazardous waste emissions and their intensity are as follows:

Types of non-hazardous wastes	Units	2025	2024
General garbage	tonnes	**94.63**	65.33
Plastic	tonnes	**626.66**	10.30
Biscuit crumbs and defected products	tonnes	**1,410.91**	214.40
Paper	tonnes	**860.28**	328.82
Flour bag	tonnes	**125.24**	157.07
Sugar bag	tonnes	**20.70**	23.51
Glycerin barrel	tonnes	**3.17**	3.46
Total non-hazardous wastes	tonnes	**3,141.60**	802.89
Intensity	tonnes/million RMB revenue	**1.93**	0.45

Hazardous Wastes

Due to the nature of business, the Group did not use toxic or hazardous production materials, so there were no hazardous wastes generated during the production process. The Group has established guidelines on the regulation and disposal of hazardous wastes. In case that any hazardous waste was generated, the Group must engage qualified chemical waste recyclers to dispose of the wastes in accordance with relevant environmental regulations and rules. The Group's hazardous waste emissions and their intensity are as follows:

Hazardous waste types	Units	2025	2024
Industrial wastewater	tons	**8,946**	Not applicable
Cleaning chemicals	tons	**6.62**	Not applicable
Energy-saving lamp	tons	**0.01**	Not applicable
Insecticide	tons	**<0.01**	Not applicable
Paint	tons	**<0.01**	Not applicable
Electronic devices	tons	**0.89**	Not applicable
Battery	tons	**<0.01**	Not applicable
Acid value/peroxide value monitoring waste liquid	tons	**0.04**	Not applicable
Total hazardous wastes	tons	**8,953.56**	Not applicable
Intensity	tons/million RMB revenue	**5.50**	Not applicable

A2. Use of Resources

In order to actively promote the effective use of resources, the Group has monitored the potential impact of business operations on the environment. Through four basic principles, namely, Reduction, Reuse, Recycling and Replacement, the Group promoted green office and operation environment to minimize the impact of the Group's operations on the environment. Employees of the Group all complied with policies to save electricity, papers and water resources in a volunteer and conscious manner. For example, employees were all implementing the policy of paperless office, and delivering documents in electronic format to reduce paper use.

In addition, in order to achieve sustainable development, the Group has conducted environmental education training and promoted practical advice on environmentally friendly life to enhance employees' awareness on environmental protection. The Group has also promoted green travel to raise employees' awareness of emissions and carbon reduction.

Energy Consumption

The Group has actively implemented the concept of energy-saving and emission reduction. In addition to reducing unnecessary use of electricity, the Group also improved equipment to achieve energy savings. In order to pursue the above-mentioned target, the Group has actively adopted low-impact lighting system and used LED lightings as the predominant light source in all of the facilities that require extended hours of artificial illumination. Compared to incandescent light and other energy saving light lighting systems, LED light has the highest lighting efficiency and the longest lifespan which can effectively save energy.

In addition, the Group has also promoted the waste heat recovery system to reduce energy waste. The waste heat recovery system has provided different means to reuse residual heat generated from the production process, such as heating up the water for employees' dormitory for cleaning as well as maintaining the temperature of the syrup during transportation. In order to achieve the goal of saving electricity and efficient use of electricity, the Group has also encouraged employees to:

- Develop a good habit of turning off lights after use;
- Unplug electrical equipment(s) that will not be used for a long time to save power during standby time; and
- Strictly control the temperature of air conditioner, which will avoid overconsumption of energy, extend the use life of the air conditioner and reduce generation of electrical wastes.

The increase in the total energy consumption intensity was mainly due to the increase in business activities in 2025. The Group's energy consumption and its intensity performance were as follows:

Energy type	Units	2025	2024
Direct energy consumption[4]	MWh	**87,020.75**	20,159.51
Natural gas	MWh	**86,364.33**	19,465.84
Petrol	MWh	**190.75**	180.23
Diesel	MWh	**372.34**	380.37
Liquefied petroleum gas	MWh	**93.34**	99.04
Biomass fuel	MWh	**43.8**	34.03*
Indirect energy consumption	MWh	**57,436.80**	62,791.25
Purchased electricity	MWh	**57,436.80**	62,791.25
Total energy consumption	MWh	**144,501.36**	82,950.76*
Intensity	MWh/million RMB revenue	**88.81**	46.01*

Note:

4. The unit conversion calculation is based on the conversion factors in "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange. *FY2024 data has been restated.

Water Management

The Group has been seeking effective ways to use water and prioritize water sustainability, and encourages all employees to develop a good habit of saving water consciously to reduce water consumption. In order to pursue the above-mentioned target, the Group has regularly identified and examined issues related to water usage modes in different production processes, and has implemented different measures to reduce water consumption. The Group continued to enhance publicity of water conservation, and post signs on water conservation near the hand-washing, eye-washing and bowl-washing sinks, requiring "Turning off water after use". In addition, the Group has installed foot-pedal powered faucets in all lavatories, which allows the users to manually control the water flow, promoting a more efficient use of water. In the process of cooling superheated machines, water in the cooling system has been recycled to reduce use of fresh water. Meanwhile, the Group also has established sewage treatment and recycling facilities, so that wastewater can be reused as cleaning water or flushing water after being treated. Employees' awareness on water saving has been raised through the above measures.

The Group did not have any significant problems in obtaining applicable water sources due to the geographical location of the Group's operation site.

The increase in the total water consumption intensity was mainly due to the increase in business activities in 2025. The Group's water consumption and its intensity performance were as follows:

Water consumption	Units	2025	2024
Total water consumption	m^3	**719,295**	666,847
Intensity	m^3/million RMB revenue	**442**	370

Use of Packaging Materials

As the Group's main products are biscuit products, its main packaging materials are cartons, plastic bags, plastic containers, cans and paper boxes. The Group has actively reduced the excessive use of packaging materials while not affecting its sales, so as to reduce secondary pollution. One of the top priorities of the Group's product development team is continuously seeking new packaging solutions that can optimize product freshness with minimum packaging. By reducing packaging, it not only allows the Group to operate more efficiently, but also reduces the amount of unnecessary wastes.

In support of recycling, the Group has opted for recycled materials to produce some of the packaging, such as cardboard boxes. For some of the plastic packaging, the Group has chosen single-material packaging design to facilitate recycling. For products that required multi-material packaging, the packaging is typically thinner in comparison, while the products are optimized to achieve the same freshness.

In 2025, the Group's use of packaging materials and its intensity performance were as follows:

Types of packaging materials	Units	2025	2024
Carton	tonnes	**46,882.77**	8,576
Plastic bags	tonnes	**1,502.03**	1,111
Plastic containers	tonnes	**211.60**	247
Cans	tonnes	**12.50**	242
Paper boxes	tonnes	**—**	38,991
Woven bags	tonnes	**144.00**	—
Total use of packaging materials	tonnes	**48,752.90**	49,166
Intensity	tonnes/million RMB revenue	**29.96**	27.27

A3. The Environment and Natural Resources

The Group has been pursuing best practices relating to the environment and attaching importance to the impact of the Group's business on the environment and natural resources. In addition to properly protecting the natural environment by complying with environmental laws and international standards, the Group has also taken a number of measures to reduce its environmental impact. On the other hand, the Group has also conducted environmental education to all employees to enhance their environmental awareness.

Clean Production

The Group attaches great importance to the management of the production process and understands that standardized production processes are of great significance to employees, the development of the Group and the protection of resources and the environment. The Group has formulated strict procedures for indoor air quality and raw material management to achieve clean production standards.

Indoor Air Quality Management

The Group's main businesses are to produce biscuits and cakes, and a large amount of flour will be used in the production process, so undue management will significantly undermine the air quality of workshops. In order to provide employees with a comfortable working environment, the Group has utilized air-conditioning for ventilation in all workshops, and anti-bacterial airbags, which can be cleaned separately, has been used to ensure good air quality. In addition, the Group has conducted regular hygiene tests to the air in the production area of workshops. In case of failing to meet relevant requirements on air quality, the Production Department will carry out sterilization and purification treatment in workshop, so as to ensure the safety of food and the sound air quality in the working environment.

Raw Materials Management

Flour, palm oil, and refined sugar are some of the most commonly used raw materials in the Group's production process. In assuring that the usage of these materials has minimal impact on the environment, the Group has established standard operating procedures ("SOP") for managing its raw materials. The procedures specify the precise amount of materials needed to produce every type of biscuit to ensure that all raw materials are prudently used without any wastage. The leftover materials are stored in temperature-controlled facilities to preserve their freshness and prolong their shelf life, reducing unnecessary consumption of raw materials.

B. SOCIETY

B1. Employment

Employees are the largest and most valuable asset and the core competitive advantage of the Group, providing the Group with the driving force for continuous innovations. The Group adheres to a people-oriented approach, respects and safeguards the legitimate interests of every employee, and protects employees' occupational health and safety. Through stipulating Human Resource Management Handbook and Employee Manual, the Group standardizes labor employment management, protects the vital interests of employees, and fully respects and values employees' enthusiasm, initiative and creativity in order to build a harmonious labor relation.

In 2025, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. The relevant laws and regulations include, but are not limited to, the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China.

As at 31 December 2025, the total number of employees of the Group was 2,325 (December 31, 2024:3,262). The specific information about employees of the Group is as follows:

Indicators	Unit	2025	2024
Total number of employees	No.	**2,325**	3,262
By gender			
Female	No. (%)	**1,279 (55)**	1,896 (58)
Male	No. (%)	**1,046 (45)**	1,366 (42)
By Employment Category			
Full-time	No. (%)	**2,085 (90)**	2,966 (91)
Part-time	No. (%)	**240 (10)**	296 (9)
By age group			
30 years old or below	No. (%)	**469 (20)**	820 (25)
31–40 years old	No. (%)	**938 (40)**	980 (30)
41–50 years old	No. (%)	**759 (33)**	981 (30)
51 years old or above	No. (%)	**159 (7)**	481 (15)
By geographical region			
Kaiping, Guangdong	No. (%)	**391 (17)**	2,021 (62)
Henan	No. (%)	**514 (22)**	400 (12)
Hunan	No. (%)	**251 (11)**	498 (15)
Guangzhou, Guangdong	No. (%)	**187 (8)**	243 (7)
Sichuan	No. (%)	**—**	6 (0.18)
Guangdong	No. (%)	**—**	20 (0.61)
Heilongjiang	No. (%)	**—**	1 (0.03)
Guangxi	No. (%)	**—**	12 (0.37)
Taishan, Guangdong	No. (%)	**—**	31 (1)
Others	No. (%)	**982 (42)**	30 (1)

Employee Remuneration and Benefits

The Group's employee remuneration and benefits are generally structured with reference to market terms and individual merits to establish a fair, reasonable and competitive remuneration system.

The remuneration package of the Group's employees consists of piece-rate wages, basic wages, post subsidies, related subsidies and various bonuses. The Group has signed and executed labor contracts with employees in accordance with the Labor Contract Law of the People's Republic of China. The signing rate of labor contracts is 100%.

The Group pays "five social insurance and one housing fund" for its employees including endowment insurance, medical insurance, unemployment insurance, work-related injury insurance, and maternity insurance as well as housing fund in accordance with laws and regulations to ensure employees are covered by social insurance. In addition, the Group will also provide annual medical examinations at the Group's expense for employees who are in direct contact with the food. The Group sincerely safeguards the legitimate interests of labor in accordance with the requirements of the Labor Law of the People's Republic of China and other national, local laws and regulations, respects the rights of employees on rest and leave, and regulates their working hours and their rights for various types of rest times and holidays. The Group has set leave for personal affairs, sick leave, marriage leave, maternity leave, funeral leave, annual welfare leaves and work-related injury leave. On traditional festivals and the Group's anniversary, the Group will arrange vacations or early work-off according to circumstances. The Group provides employees with fully furnished accommodations, subsidized meals and various benefits for hard-working employees. The Group will provide free labor protection appliances to employees that require specific labor protection.

Meanwhile, specific staff promotion programmes are implemented to empower the employees. The Group regularly holds employee excellence award ceremony. In 2025, the Group has delivered 49 awards for outstanding departments/units/companies and 408 awards for outstanding employees to recognise their performance in previous years, and motivate them for better performance over the coming years.

Diverse activities, such as cultural and educational festivals and team lunches or dinners, are regularly organized within the Group to promote employees' interactions, interpersonal skills, life-work balance and well-being. The Group will present a gift on the employee's birthday, and optionally distribute presents or cash gifts on various national legal holidays. In 2025 these activities included the winter solstice dinner, celebration of Women's Day and employee mid-autumn welfare activity.

Recruitment, Promotion and Dismissal

The Group actively implements a strategy of building a strong enterprise with talents, and bases its employment procedures on qualifications and merits. In the recruitment process, the Group standardizes the employment processes and recruitment principles, adheres to the principles of equity, fairness, equality and openness, so as to continuously attract and recruit outstanding talents. The Group will determine the position and salary level based on academic qualification, experience, work attitude and ability.

The Group defines the basis and process for promotion, transfer and demotion management, standardizes the separation process, protects the interests of both employees and the Company, and reduces unnecessary disputes. The Group has implemented a set of comprehensive employment procedures, pursuant to which it employs employees strictly based on qualifications and merits, and has provided employees with promotion and development opportunities to explore their potentials.

The Group will regularly assess and evaluate the performance of employees, based on objectives, plans and responsibilities, and the assessment results are linked to promotion and demotion, remuneration packages and other criteria. During employment, immediate superiors, department heads and the President's Office will evaluate the performance of employees. Employees who are rated as excellent will be considered for promotion or act as reserve cadres; employees who are rated as poor will be considered for transfer, demotion or dismissal.

In 2025, the total employee turnover rate of the Group was approximately 90.32% (2024: 47.70%*). The following is the basic information of the Group's employees' turnover rates by gender, age group and geographical region:

Indicators	Unit	2025	2024
Total employee turnover and rate[5]	No.	**2,523**	1,599*
By gender[6]			
Female	No. (%)	**1,625 (102)**	696 (37)
Male	No. (%)	**898 (74)**	903 (66)*
By age group[6]			
30 years old or below	No. (%)	**943 (146)**	425 (52)
31–40 years old	No. (%)	**696 (73)**	291 (30)
41–50 years old	No. (%)	**703 (79)**	586 (60)
51 years old or above	No. (%)	**181 (57)**	297 (62)
By geographical region[6]			
Kaiping, Guangdong	No. (%)	**857 (71)**	660 (33)
Henan	No. (%)	**692 (135)**	692 (173)
Hunan	No. (%)	**759 (216)**	103 (21)
Guangzhou, Guangdong	No. (%)	**78 (36)**	137 (56)
Guangdong	No. (%)	**—**	3 (15)
Others	No. (%)	**137 (14)**	4 (13)

Notes:

5. The calculation method of the total employee turnover rate: (the total number of departures in the year ÷ Average number of employees for the period) × 100%.

6. The calculation method of the employee turnover rate by category: (the number of departures in the category in the year ÷ Average number of employees in this category for the period) × 100%. *FY2024 data has been restated.

The Group's overall employee turnover rate in the 2025 financial year increased significantly compared with the same period in 2024. The rise in turnover was mainly attributable to the tight labour market across the food industry, increased mobility of frontline positions, temporary scheduling pressure during peak production periods, short-term adaptation turnover arising from process adjustments for new production lines, and the inherent mobility characteristics of the industry due to the relatively high proportion of young employees.

To stabilise its workforce and enhance employee engagement, the Group has implemented a series of improvement measures tailored to the characteristics of the food manufacturing industry: conducting market salary surveys and optimising the remuneration and benefits system for frontline technical staff, upgrading workplace safety and working environments, establishing skill grading and internal promotion pathways, optimising production scheduling to balance workload intensity, enhancing accommodation, catering and employee welfare, and continuously advancing automation upgrades for production lines. Going forward, the Group will continue to monitor turnover data, refine human resource management measures precisely, and safeguard stable and sustainable operations.

Communication and Exchange

The Group has always emphasized resource sharing, attached importance to information communication, and promoted communication coordination and a harmonious relationship to enhance understanding. The Group encourages active and open communications and exchanges between employees and forbids employees from starting or spreading any rumours and talking about others behind their back. Communication platforms include but not limited to office automation systems, office phones, suggestion boxes and regular communication meetings. In addition, the Group has a complaint box to accept written complaints from employees. The time, place, event and subject specified in complaints should be true. The Group forbids employees from defaming others and starting a rumour. The handling of complaints within the Group is managed by the President's Office, and the complainants who are reasonable and protect the interests of the company will be rewarded.

Equal opportunity

The Group strictly complies with national and local government regulations, adopts a fair, just and open recruitment process, and has established relevant employment procedures and promotion policies to prevent discrimination against employees on the ground of race, gender, skin colour, age, family background, national tradition, religion, physical fitness, nationality and other factors in the recruitment process, so that employees receive fair treatment in all processes including recruitment, remuneration, training and promotion, thus attracting professionals with different backgrounds to join the Group, and ensuring equal opportunities and diversity.

B2. Health and Safety

The Group's production process is largely mechanized, with using different machines and appliances. The Group attaches great importance to the health and safety of its employees, implements different occupational safety measures, and is committed to providing employees with a healthy, safe and comfortable working environment. In order to enhance the shipment management policy, the Group has purchased electric forklifts to facilitate employees to handle articles, reducing safety problems in handling processes and improving the work and transportation efficiency. In addition, the Group also has an excellent production safety management system, employee health management, fire safety management and other policies, so as to ensure the health and safety of employees.

In 2025, the Group was not aware of any non-compliance with the health and safety-related laws and regulations that would have a significant impact on the Group. The relevant laws and regulations include, but are not limited to, the Labor Law of the People's Republic of China, the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and the Fire Protection Law of the People's Republic of China. The Group will continue to strive to minimize the chances of potential work-related injuries and ensure the safety of employees.

Indicators	Unit	2025	2024	2023
No. of fatal cases	Cases (%)	**0 (0)**	0 (0)	0 (0)
No. of lost working days due to work injury	Days	**0**	3	94

Production Safety Management System

The Group creates a good working environment and safe production conditions for employees, and enhances safety inspection to ensure the safety of production equipment and facilities. The Group provides employees with safe and effective body protection tools, as well as production safety education and training, so that they have necessary production safety knowledge, and is familiar with relevant production safety regulations and operating procedures, and master the safe operation skills required for their respective positions.

In order to prevent the occurrence of occupational diseases and injuries caused by occupational hazards, the Group has made employees fully aware of occupational hazards, possible consequences of occupational hazards and safety precautions arising from production activities through occupational safety training, so that employees will not harm their health when working for the Group. The Group also takes measures including drill(s) to improve all employees' ability to respond to emergencies in the production process, so that all employees can enhance their safety awareness and take emergency measures quickly and effectively to reduce personal injury, property losses and adverse impact on environment arising from emergencies or accidents.

Based on the actual conditions of the Group, it has formulated policies and procedures including the Industrial Accident Management Policy, the Guiding Procedure for Determining the Extent of Injury, the Emergency Preparation and Response Procedure, the Report on Emergency Preparations and Responses and Handling of Accidents, etc., to standardize the management of work-related injuries, the risk assessment of process hazards, the attitudes towards emergencies, appropriate practices and reporting procedures. The Group's professional safety supervisors will also regularly monitor and evaluate safety measures and will immediately make a correction to prevent industrial accidents. The Emergency Preparation and Response Procedure also specifies that whether machinery equipment works normally shall be checked first prior to production, and that in case of failure of machinery equipment, production shall be suspended, and products produced in the shift shall be controlled and continued to use after passing the inspection by the production centre; the machinery workshop shall find out the failure causes and solve the failures before production is resumed.

Employee Health Management

Regular physical examinations for employees are conducted to establish employee occupational health records, including personal information cards, test results of workplace occupational risk, and other occupational health care data. This enables the Group to effectively oversee all hazardous issues and provide a healthy and safe workplace for the employees. In 2025, the number of employees receiving physical examinations was approximately 1,280 (2024: 1,640).

Fire Safety Management

The Group attaches great importance to fire safety in the plants, designs and carries out production factory construction in accordance with national fire control standards for engineering construction, and has formulated fire safety work measures and established fire control systems. There are fire-fighting facilities including fire sprinkler systems, fire extinguishers, fire hoses, in warehouses, production workshops and offices, which are regularly maintained by external professional companies. "No Flames" signs are posted in a conspicuous area of all gates and workshops. In addition, all the Group's warehouses are equipped with automatic fast shutter doors whose design provides a fire protection function and realizes the automatic closing of shutter doors when employees enter and leave the warehouse, so as to prevent pests from entering the warehouse. The Group also regularly provides fire trainings and emergency drills for its employees, to constantly remind employees not to treat potential fire risks carelessly, reduce fire hazards and improve the fire protection awareness of all employees. The Safety Office will conduct a regular inspection of all fire extinguishers and fire hydrants of the Group every month, fill fire extinguishers in a timely manner, and properly check the signs.

B3. Development and Training

The Group adopts a long-term employee development mechanism, and continuously provides job skill courses based on the needs of employees, to enhance their performance and enable them to have a smoother career path for promotion. Through a diversified training model, the Group meets different needs of employees at all levels and enhances employee skills, which helps achieve its sustainable development and at the same time promotes individual growth and development of employees.

Training Management and Courses

The Group attaches great importance to the professional development of its employees, providing extensive training and continuous professional development programs for employees at all levels. According to the human resources policy, all new employees will receive orientation training to understand the Group's supervision system, as well as posts, professional skills, rights and benefits. The Human Resources Department arranges career development training(s) annually based on the needs of employees.

The Group provides employees with irregular trainings, such as orientation training, on-the-job training, public training and professional training, to enhance their professional skills and professional quality. All trainings are required to be recorded by date. The Human Resources Department arranges career development trainings annually based on the needs of employees, including internal and external technology and management training plans covering system and mechanical operations, health and safety, food quality inspection, leadership and business management, anti-corruption, teamwork and strategy development, etc., so as to enhance the skill level and management skills of employees, and the competitiveness of the Group, thus supporting the Group's sustainable development objective. In addition, the Group will base on the development needs of the Group and its employees, arrange for employees holding a relevant position with professional quality and potential to take a refresher course, providing various training and learning opportunities for employees to enhance their overall quality, skills and level. In order to develop the Group into a learning-based organization, the Group encourages employees to undertake continuous learning to strengthen their professional level.

The Group also focuses on systematic education of employees on food safety, including but not limited to training in the Hazard Analysis Critical Control Points ("HACCP") Management Manual, the Supportive Safety Measures ("SSM") Program, Good Manufacturing Practice ("GMP"), Sanitation Standard Operating Procedures ("SSOP") and SOP, HACCP Proposals and other knowledge and skills related to food production safety and hygiene, which helps enhance employees' quality awareness and professional skill, ensures that quality system requirements and objectives are met, and ensures the edible safety of food. Relevant training methods include but not limited to, off-job training, pre-shift and post-shift lectures, watching videos, on-site guidance and posting leaflets.

The Group also attaches great importance to production safety training to protect the personal safety of employees. Relevant policies have been detailed in aspect B2 "Production Safety Management System".

The Group pays great attention to employee training. Specific information of employee training is as follows:

Indicators	2025	2024
Percentage of employees trained[7] (%)	**72.53%**	38.01%
By gender[8]		
Female	**71.02%**	40.88%
Male	**74.47%**	34.04%
By employee category[8]		
Manager	**60.12%**	48.11%
Office employee	**42.07%**	20.06%
Ordinary employee	**35.16%**	39.72%

Indicators	2025	2024
The total number of training hours employees received (hours)	**8,474**	59,221
Average number of training hours for employees[9] (hours)	**3.05**	18.15
By gender[10]		
Female	**2.78**	20.04
Male	**3.39**	15.54
By employee category[10]		
Manager	**42.37**	57.75
Office employee	**55.86**	62.66
Ordinary employee	**18.62**	11.49

Notes:

7. The calculation method of the percentage of the number of employees trained: (the total number of employees trained in the year ÷ the total number of employees at the end of the year) × 100%.

8. The calculation method of the percentage of employees trained by category: (the number of employees trained in the category in the year ÷ the number of employees in the category in the year) × 100%. * The figures of the FY2023 has been restated due to the change of the calculation methods.

9. The calculation method of the average number of training hours for employees: the total training hours of employees in the year ÷ the total number of employees at the end of the year.

10. The calculation method of training hours by category: the training hours of employees in the category in the year ÷ the number of employees in the category at the end of the year.

B4. Labor Standards

In 2025, the Group was not aware of any non-compliance with the relevant laws and regulations relating to preventing child and forced labor. The relevant laws and regulations include, but are not limited to, the Convention concerning the Abolition of Forced Labor, the Labor Law of the People's Republic of China and the Provisions on the Prohibition of Using Child Labor of the People's Republic of China. If it is found that the Group's employment procedures were not strictly followed, which leads to employment of child labor or forced labor, the Group will immediately stop the work of the child labor or forced labor and investigate the situation.

Prevention of Child Labor and Forced Labor

The Group expressly specifies in the recruitment brochure that only employees over the age of 18 can be recruited, and that new employees are required to provide true and accurate personal information upon recruitment. Recruiters strictly check the entry information including certificate of physical examination, academic certificate(s), ID card and registered permanent residence. The Group has established a perfect recruitment process to check the background of candidates and the formal reporting procedures to deal with any exceptions, and conducts regular reviews and inspections to prevent child and forced labor in the operation.

In addition, employees work overtime on a voluntary basis, the Group is committed to not forcing employees to work overtime, so as to avoid violation of labor standards and effectively safeguard the rights and interests of employees. All work outside working hours should be reported directly to the superior, and can be calculated as overtime work with the approval of the person in charge of the organization and upon review by the President's Office. In principle, for overtime work on ordinary days, executive employees are given compensatory time off, based on the actual number of hours, if it is unable to arrange compensatory time off, overtime payments will be made in accordance with relevant national regulations, so as to ensure that employees obtain corresponding remuneration.

B5. Supply Chain Management

The Group is known for its high-quality biscuits. In order to continuously produce high-quality products, the premise is to purchase high-quality, safe and healthy materials. With regards to this, the Group has formulated strict supplier evaluation criteria and detailed purchase guidelines to manage the supply chain and has imposed environmental and social risk control requirements on suppliers.

In the selection of materials, the Group also attaches great importance to the management of potential environmental and social risks in the supply chain, in addition to the purchase of raw materials according to the specifications of required products, the price trends of raw materials and the demand for products. It has a considerable number of considerations in terms of the sources of products and sustainability, so as to ensure that the use of these materials will not result in resource depletion, loss of biodiversity or a variety of social problems. The Group has maintained a List of Qualified Suppliers which is subject to regular assessment for a long time, so as to ensure a consistent quality level and identify any potential problems. If problems happened to certain suppliers but do not hinder the normal operation of the Group, sufficient time will be allowed to identify more suitable and qualified suppliers.

Supplier Quality Control

The Group manages and regularly reviews suppliers according to the Supplier Selection and Evaluation Criteria to ensure that the raw materials purchased and delivered to the plants meet the requirements. It clearly specifies the process of investigation, evaluation and selection of suppliers, as well as factors to be considered and otherwise. After taking back the Supplier Survey and Evaluation Form, the purchase centre will, together with relevant departments, evaluate the supply quality, price and reputation of suppliers (including delivery date and supply). The evaluation results are reviewed and approved by the Purchasing Director, who determines whether the suppliers are listed as qualified suppliers. The records of the survey, evaluation and selection are reflected in the Supplier Survey and Evaluation Form.

In addition, the Group will also assess whether suppliers comply with relevant laws and regulations and other required standards in terms of health, safety, forced labor and child labor, and will assess the awareness of suppliers in all of the above respects, and will consider the social and environmental impact of suppliers and otherwise, in determining whether the suppliers meet the standard of the Group. The Group maintains a List of Qualified Suppliers which is subject to regular assessment, so as to ensure a consistent quality level and identify any potential problems. Suppliers who are rated as qualified are listed by the purchase centre in the List of Qualified Suppliers. In 2025, the Group had a total of approximately 2,330 suppliers (2024: 1,197). All suppliers are located in Mainland China. In addition, the Group is committed to supporting the local economy by prioritizing the procurement of local suppliers to reduce the carbon footprint during transportation(s). The Group will also give priority to suppliers who use environmentally friendly products and services during the selection process, and strive to minimize potential environmental and social risks in the supply chain. The Group will continue to regularly review the performance and environmental and social standards of suppliers in its supply chain. If it finds any serious violation of laws and regulations, the Group will terminate the contract with these suppliers.

Fair and Open Procurement

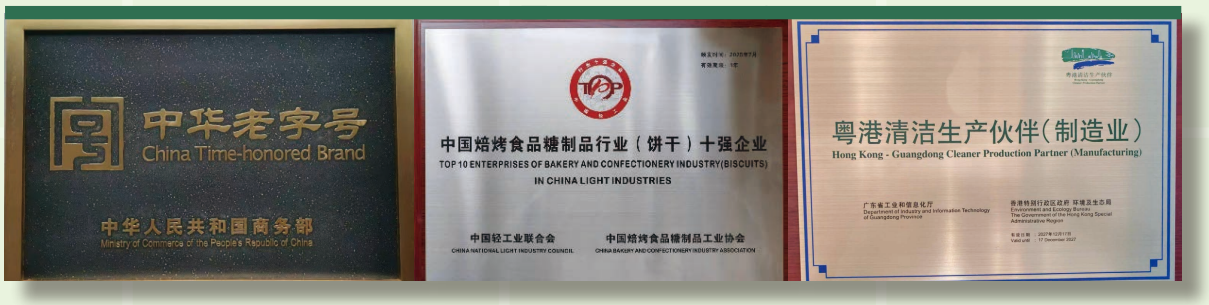
The Group's purchase process is carried out strictly in accordance with relevant laws including the Law of the People's Republic of China on Tenders and Bids, and in an open, fair and just manner without discrimination against any supplier, and employees and other persons who have an interest in relevant suppliers will not be allowed to participate in relevant purchase activities. The Group also pays close attention to the integrity of suppliers and partners, has a zero tolerance of bribery and corruption, and strictly forbids suppliers and partners to obtain purchase contracts or partnerships through any form of benefit transfer.

The Group continues to pay close attention to the policies implemented by the local governments where it operates. If the Group finds information on environmentally friendly products or services published by the official authorities, the Group will actively consider adopting the recommendations of the official authorities to procure goods and services that have less impact on the environment during the product cycle.

B6. Product and Service Responsibility

The Group regards the quality and safety of its products and its corporate reputation as its core competitiveness. It has always believed that only high-quality products can help create an enterprise with a place in the market, therefore the Group ensures the product and service quality actively through strict and cautious internal control, and strictly monitors the compliance and safety of the products sold, so that there are no health hazards to customers after eating products of the Group. The Group also maintains communication with its customers and provides after-sales services to ensure the understanding and satisfaction of customer needs and expectations, and wants to understand customer satisfaction, so as to continuously improve its products and services. In 2025, the Group did not have any products sold or shipped subject to recall due to safety and health reasons.

In 2025, the Group was awarded the honors of "China Time-honored Brand", "Top 10 Enterprises in China's Light Industry Baked Food Sugar Products Industry (Biscuits)" and "Guangdong Cleaner Production Enterprise" by the Ministry of Commerce of the People's Republic of China. These achievements bear witness to the Group's ethical management and healthy development in the spirit of "Jiashili, Benefit the Country, and Benefit Everyone" over the years, and affirm the Group's operation and quality control model.



In 2025, the Group was not aware of any material non-compliance with laws and regulations that have a significant impact on the Group, concerning product health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. The relevant laws and regulations include, but are not limited to, the Product Quality Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and the Advertising Law of the People's Republic of China.

Quality Control

The Group adheres to the principle of "Quality First" and has established a quality control system to monitor purchase, manufacturing, customer health and safety. The Group conducts on-site inspections on a regular basis to ensure that all facilities and equipment meet established standards. The Group also monitors real-time data through an online quality control system to support off-site real-time monitoring, and effectively carry out data collection and measurement.

If a complaint is received, the Group will immediately assess the complaint and conduct an internal investigation into the incident to trace the cause of the incident. If customers are dissatisfied with the quality of products and services or have safety concerns for products and services, the Group arranges sufficient channels and personnel to communicate with customers in a timely manner and resolve relevant issues as soon as possible. In 2025, the Group has received 58 complaints（2024:54 complaints） regarding product quality and appearance. All complaints have been resolved by relevant departments and reviewed thoroughly. Where appropriate, the Group will arrange for replacement of products or refunds after receiving complaints. To continuously improve product quality and appearance, the Group regularly collects customer feedback and enhances quality control processes to ensure that products meet high standards during production. Additionally, through employee training and data analysis, common issues are addressed in a targeted manner to further enhance product quality. Furthermore, strengthening supplier management and increasing transparency with customers are essential to fostering greater trust and satisfaction among consumers.

Quality Management System ("QMS")

The Group has formulated an internal quality management policy which complies with national GB/T 19001–2016. The QMS also complies with the ISO 9001:2015 international quality standard and the GMP standard. The continuous efforts to improve the quality standards prove the determination of the Group to become an internationally recognized and responsible manufacturer.

Food Safety Committee

The Group has established the Food Safety Committee responsible for analysing the food safety situation, researching, deploying, planning and guiding the food safety work of the Group, proposing major policy measures for food safety supervision, and supervising the performance of food safety supervision responsibilities. It vertically directs the work of the food safety team, so as to ensure the compliance of the Group's production material load and products with food safety requirements, reasonable transportation and storage, avoid cross-contamination, and ensure that food production processes meet food safety requirements and that production is conducted in strict accordance with HACCP plans and process instructions. In addition, The Group actively participates in quality management system and food safety management system certification activities. The Group has established the food safety management system (ISO22000:2018), and has passed the certification of third-party. In addition, the employees in charge of network evaluate purchase, raw materials, production processes and final products. The committee adopts a hierarchy method to monitor food safety issues at different levels of the value chain.

Food Safety Management System

As a large food processing and manufacturing enterprise, the Group has the commitment and responsibility to ensure the food safety throughout the product shelf life for customers. The Group's food safety management policy is "Safety and customer first; Pursuit of quality, continuous improvement, and provision of totally safe food for customers." The Group has formulated a food safety management system, reviewed its strategies and objectives, the applicability, adequacy and effectiveness of the system, and provided sufficient resources to promote and improve system operations, so as to improve customer satisfaction. GMP certificates are issued by the World Health Organization for all of its products. The certificates confirm that, to meet the Group's food safety requirements, each product should pass a rigorous hygiene process.

The Group has policies including the Food Safety Procedure Document, the GMP, the Emergency Preparation and Response Procedure, and has formulated a series of hygiene measures according to GMP standards, so as to ensure food safety. The Group's hygiene measures include avoidance of cross-infection, pest control, cleaning and disinfection plans and personal hygiene requirements on employees. The Group provides appropriate training for all employees to raise their awareness of hygiene management and establishes a routine hygiene inspection and monitoring system to adequately ensure hygiene. In addition, the Group will conduct a comprehensive analysis of the potential hazards for each step of the product processing process, take measures to prevent or control the hazard, and will also specify hygiene requirements for plant design and facilities, the production process, and storage and transportation of finished products.

The Quality Control Department regularly carries out hygiene inspection of the air and water quality in the production area of the workshop. If the air and water quality does not meet requirements, the Production Department will sterilize and purify the workshop, and the production will not be carried out until the quality meets requirements, and the Quality Control Department will organize food safety assessment of produced products. The Group also takes notice of possible potential accidents and emergencies affecting its food safety and environmental management, so it has the Emergency Preparation and Response Procedure. The Group makes a response when necessary, to prevent and deal with possible food safety and environmental accidents, thus ensuring its food and environmental safety. Each responsible department organizes regular drills in emergency preparation and response plans, records the drills, reviews the plans, and modifies them if necessary. The food safety team is responsible for supervising the implementation.

Product Recall

In order to prevent food safety defects in products, the Group has formulated the Product Recall and Control Procedures, to ensure that products circulating in the market can be quickly withdrawn from sale and the market and effectively recalled from the market to safeguard the health of consumers, if such recall is required at any time. Based on the confirmed recall level, each department decides whether the target of the recall is a dealer or a terminal consumer, and accordingly develops a recall plan, notifies and carries out the recall to ensure that consumers will not hold unsafe and unrecallable products, which pose a safety threat to customers. The Group has included a traceability plan section in the SOP, and established and carried out management of batches, codes and otherwise to ensure that items ranging from raw and auxiliary materials to finished products are clearly identified and traceable. The following information may be indicated on the packaging of products in the form of printing, spray printing and affixation of a seal to ensure traceability in the case of any problem: product name and specification, date of manufacture or batch number, shelf life, production unit, manufacturer and other relevant information.

Product Development

Innovation has made Jiashili a leading biscuit manufacturer in China. The Group continuously improves its workflow through research and reference materials. From automation to digitalization, the Group actively carries out all aspects of work through international cooperation to provide high-quality products. In terms of product innovation, the Group also introduces emerging research and development instruments to operate its own production test laboratories, in order to develop new products. This enables the Group to improve continuous research and development as well as the quality of various products.

The Group has the Quality and Environmental Management Manual that describes factors to be considered at each stage of design and development of a plan and in implementing control. Product design and development include project establishment, program planning, technical design, product sampling, trial production and mass production preparation, which are led by the Science and Technology Research Department and jointly participated by the project team comprising representatives from marketing, production, quality control and other departments. When necessary, customers and external suppliers will also participate in product design and development. In addition, the Group has documents and procedures including the Product Design Schemes, the Design Specification and the Design and Development Control Procedures to manage matters in relation to product design and development.

Protection of Intellectual Property Rights and Data Privacy

In order to protect the efforts of the product development team of Jiashili in improving products and manufacturing processes, the Group actively applies for patents for suitable products and technologies. As employees of the Group have the spirit of innovation and adventure, the Group owned 13 invention patents and 29 utility model patents as at December 31, 2025, including biscuit manufacturing, recycling systems and production optimization equipment. For the Group, patented products represent the important right and competitiveness promoting the uniqueness and innovation of the industry, and help maintain a fair competition environment and the utmost good faith in the industry.

The Group has Non-disclosure Agreements with all employees. Employees should keep confidential customer data and the Group's intellectual property rights during or after employment. All operations in relation to intellectual property rights and the protection of customer data fully comply with relevant laws and regulations.

The Group regularly evaluates whether the products and/or services of all its suppliers and partners infringe the intellectual property rights of any third parties. If any party is found to be infringing intellectual property rights, the Group will terminate the cooperation with the organization. In 2025, the Group did not identify any infringement of intellectual property rights (2024: Nil).

Customer Service and Privacy

The Group believes that good customer service and standardized service management can help bring a high quality and considerate service experience to consumers and customers. With the spirit of "quality first", the Group establishes, implements and maintains the monitoring of customer satisfaction and determines information required to be obtained, as well as monitoring and review methods. The Marketing Department should monitor and measure customer experience through customer satisfaction survey, customer feedback, market analysis, etc. and evaluate customer satisfaction by monitoring measurement results, so as to identify improvement directions. Complaints can be submitted by clients via mail, phone or in person, and the process is confidential to protect the interests of all parties involved and to ensure that the complaint process is conducted fairly and properly documented.

The Group strictly and cautiously manages customer files to avoid leakage of customer privacy, and requires relevant business personnel to sign the Non-disclosure Agreement when they join the Group, so as to strengthen the protection of the Group's business secrets. The Group understands that effective communication is the reason for the success of an enterprise, and understanding and meeting the needs of customers is the focus of the Group. Through regular training courses, promotion and seminars, the Group educates employees on the importance of understanding customer satisfaction and regulatory requirements. After the successful sale of products, the Group will also provide after-sales services for customers to facilitate customer enquiries. If there is a problem with products, the Group will actively consult with customers to discuss a product recall.

Advertising and Labelling

The Group has guidelines on advertising and labelling to standardize the advertising and labelling of products. In selling products, the Group will certainly provide customers with true product descriptions to prevent customers from being misled. The Group also regularly carries out random inspection of products to ensure that the product quality is the same as indicated on the label.

B7. Anti-corruption

Anti-corruption Policies and Systems

The Group believes that an honest corporate culture is the key to its continuous success. Therefore, the Group attaches great importance to anti-corruption work and system building, and is committed to building an honest and transparent corporate culture. In 2025, the Group was not aware of any incidents of non-compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering. The relevant laws and regulations include, but are not limited to, Anti-Money Laundering Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, Regulation of the People's Republic of China on the Administration of Company Registration, the Law of the People's Republic of China on Bid Invitation and Bidding and Interim Provisions on Prohibiting Commercial Bribery. In 2025, the Group was not aware of any concluded cases of corruption brought against the Group's issuers or their employees (2024: Nil).

The Group requires all employees to comply with the code of business ethics, undertakes not to commit corruption or bribery and will not engage in fraud, extortion and money laundering activities. The Group expects each employee to adhere to the principle of good faith and integrity in all aspects of their work, as one of the core values.

The Group has formulated an Anti-corruption Policy that explicitly specifies the expectations of the Group on employees in terms of matters relating to anti-corruption, and hopes that employees can consciously follow the rules, otherwise they will be severely punished. The Group has the Anti-commercial Bribery Agreement, which expressly sets out the definitions of commercial bribery, kickbacks, discounts and gifts, and prohibits commercial bribery or malpractice, and specifies the punishment for commercial bribery and unfair competition, and the assistance obligation.

The Group provides anti-corruption training, which covers legal knowledge on anti-corruption and skills relating to anti-corruption in the workplace, to the Group's employees and directors at least once every year. Anti-corruption training can help to encourage honesty and integrity, and enable employees to be strict with themselves and perform their duties with due diligence. In 2025, a total of 125 employees, 3 managers (2024: 113 employees, 3 managers) of the Group each received approximately 2 hour of anti-corruption training on preventing corporate employee occupational crimes. (2024: approximately 2 hour).

Whistle-blowing System

The Group has also formulated a whistle-blowing system to establish and maintain the honest and transparent culture of the Group. The Group has also established a rigorous and safe whistle-blowing mechanism for employees to report any suspected corruption cases. The Group will investigate the case to determine its authenticity. Once such case is confirmed, the Group will take necessary disciplinary and legal actions. The whistleblowing system also ensures that the whistle-blower will not be subject to unfair treatment due to whistle-blowing. For example, the whistle-blower will not be unreasonably dismissed or subject to disciplinary actions. The staff responsible for the whistle-blowing system will regularly review the complaints received by the Group in order to assess its effectiveness.

B8. Community Investment

Social Benefit

The Group believes that with the economic development, it should also shoulder the responsibility of giving back to society. The Group implements the Corporate Social Responsibility Policy, actively fulfils its social responsibility as a corporate citizen, and actively cooperates with philanthropic and charitable organizations in organizing social activities for philanthropic and charitable purposes, thus building a good public image while fulfilling its social responsibility.

Philanthropy Management

The Group is committed to serving the community, with the Integrated Management Department handling issues related to contribution to and communication with the community. The Group incorporates environment, labor demands, education, culture, etc., into community discussions, in order to support activities for relevant to the matters. The Group attaches importance to its social responsibility, with a care fund to help families in need.

In 2025, the Group also participated in various charitable affairs to demonstrate the Group's support for charitable business and its emphasis on different communities in the community. The Group not only attaches great importance to employee health and cultural development but also pays attention to the construction of community culture. In 2025, it sponsored the Jiangmen Marathon and participated in the Special Olympics National Paralympic Games. The Group fulfills its social responsibilities through concrete actions, making active contributions to the development of harmonious rural areas that are pleasant to live and work in. We participated in a total of 30 hours of community activities. In 2025, the Group made charitable donations of approximately RMB4.6 million (2024: approximately RMB5.0 million).



THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (1)

Mandatory Disclosure Requirements	Sections
Governance structure	CHAIRMAN'S STATEMENT; INTRODUCTION AND ESG POLICIES— Governance for Sustainability; STAKEHOLDER ENGAGEMENT; MATERIALITY ASSESSMENT
Reporting Principles	ABOUT THIS REPORT — Reporting Framework
Reporting Boundary	ABOUT THIS REPORT — Scope of Reporting

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (2)

Indicators	Description	Section/Declaration
A. Environment		
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.	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Emissions — Exhaust emissions
KPI A1.2	Replaced by Climate-Related Disclosures	See Part D for details
KPI A1.3	Total hazardous waste produced (in tonnes) and intensity.	Emissions — Waste management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Emissions — Waste management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions — Greenhouse gas emissions
KPI 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.	Emissions — Waste management
A2. Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Resources — Energy consumption
KPI A2.2	Water consumption in total and intensity.	Use of Resources — Water management
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources — Energy consumption
KPI 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.	Use of Resources — Water management
KPI A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced.	Use of Resources — Packaging material usage

Indicators	Description	Section/Declaration
A3. Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources — Cleaner Production; Environment and Natural Resources — Indoor air quality management; Environment and Natural Resources — Raw material management
A4. Climate Change		
General Disclosure	Replaced by Climate-Related Disclosures	See Part D for details
B. Social		
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.	Employment
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region	Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment — Recruitment, promotion and dismissal
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.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety — Safety production management system; Health and Safety — Employee health management; Health and Safety — Fire safety management
B3. Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training — training management and curriculum
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training — training management and curriculum

Indicators	Description	Section/Declaration
B4. Labour 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 labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards — Prevention of child and forced labour
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards — Prevention of child and forced labour
B5. Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management — Supplier quality control
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management — Supplier quality control
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management — Supplier quality control; Supply Chain Management — Fair and open procurement
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.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility — Product and service liability
KPI B6.2	Number of products-and service-related complaints received and how they are dealt with.	Product Responsibility — Quality control
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility — Intellectual property protection
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility — Quality control; Product Responsibility — Product recall
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility — Customer service and privacy

Indicators	Description	Section/Declaration
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.	Anti-corruption
KPI 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.	Anti-corruption — Anti-corruption policies and system
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Anti-corruption — Anti-corruption policies and system; Anti-corruption — Anti-corruption whistleblowing policy
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption — Anti-corruption policies and system
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.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment — Social activities
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment — Social activities

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE — PART D CLIMATE-RELATED DISCLOSURES

Climate-related Disclosures	Description	Section/Declaration
A. Environmental		
Governance	Governance	Governance Structure and Statement of the Board; Governance
Strategy	Strategy	Strategy
Risk Management	Risk Management	Risk Management
Metrics and Targets	GHG Emissions	A1. Emissions
	Cross-industry Metrics — Climate-related Physical Risks, Transition Risks and Opportunities	Strategy — Managing Climate-related Risks and Opportunities
	Cross-industry Metrics — Capital Deployment	
	Internal Carbon Prices	
	Remuneration	
	Industry-based Metrics	The Group has not applied the industry-based metrics under the Industry-based Guidance for IFRS S2.
	Climate-related Targets	Strategy — Our Long-term Transition Plan