

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

2025/2026



中國旺旺控股有限公司
Want Want China Holdings Limited

(於開曼群島註冊成立的有限公司)
(Incorporated in the Cayman Islands with limited liability)

股份代號: 0151.HK Stock Code: 0151.HK

關於本報告

About this Report

概覽

本報告是中國旺旺控股有限公司（以下簡稱「本公司」或「中國旺旺」）發佈的環境、社會及管治（Environmental, Social and Governance，以下簡稱「ESG」）報告，秉承重要性、量化、平衡及一致性的原則，重點披露本公司及其附屬公司（簡稱「旺旺」、「集團」、「旺旺集團」或「我們」）於ESG方面表現的相關信息。本報告覆蓋範圍與年度報告保持一致，包括中國大陸及海外運營單位。本報告涵蓋之財政年度（簡稱「財年」）為2025年4月1日至2026年3月31日（以下簡稱「報告期」、「2025財年」）的工作。

編制依據

本報告編制遵循香港聯合交易所有限公司（以下簡稱「香港聯交所」）上市規則附錄C2所載的《環境、社會及管治報告守則》進行編制，亦參考與回應了MSCI（明晟公司）ESG評級、S&P（標普）全球企業可持續發展評估及CDP（碳披露項目）關注的議題。

本報告內容是按照一套有系統的程序而釐定的。有關程序包括：識別重要的利益相關方、識別和排列ESG相關重要議題、明確ESG報告的界限、收集相關材料和數據、根據資料編制報告以及對報告中的資料進行檢視等。

Overview

This is the Environmental, Social and Governance (“ESG”) report published by Want Want China Holdings Limited (the “Company” or “Want Want China”). It adheres to the principles of materiality, quantitative, balance, and consistency to focus on the disclosure of information regarding the ESG performance of the Company and its subsidiaries (“Want Want”, the “Group”, “Want Want Group”, “we” or “us”). The coverage of this report is in line with that of the annual report and includes operations in the Chinese Mainland and overseas. This report covers the fiscal year (“FY”) from 1 April 2025 to 31 March 2026 (the “Reporting Period” or “2025FY”).

Basis of Preparation

This report has been prepared in accordance with the Environmental, Social and Governance Reporting Code as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange” or “HKEx”). It has been prepared with reference and in response to the MSCI ESG ratings, S&P Global Corporate Sustainability Assessment and the issues of concern to the CDP (Carbon Disclosure Project).

The content of this report has been developed in accordance with a systematic process, which includes identifying key stakeholders, identifying and ranking key ESG-related issues, defining the ESG reporting scope and boundaries, collecting relevant materials and data, compiling the report based on the information, and reviewing the information contained in the report.

報告範圍及邊界

本報告中的政策、聲明、數據等信息均覆蓋中國旺旺控股有限公司及其附屬公司，與本集團年度報告範圍一致。若無特殊說明，本報告中的財務數據以人民幣為單位。本財年數據統計範圍擴大，涵蓋所有生產體系，並納入海外工廠數據。

資料來源及可靠性保證

本報告的資料和案例主要來源於本集團統計報告和相關數據及文檔。本集團承諾本報告不存在任何虛假記載、誤導性陳述，並對其重要方面的內容真實性、準確性和完整性負責。

確認及批准

本報告經管理層確認後，並經ESG委員會推薦，於2026年6月30日獲董事會通過。

Scope and Boundaries of the Report

The policies, statements, data, and other information contained in this report cover Want Want China Holdings Limited and its subsidiaries, and are consistent with the scope of the Group's annual report. Unless otherwise stated, the financial information in this report is presented in Renminbi ("RMB"). The scope of data statistics for this fiscal year has been expanded to cover all production systems and include data from overseas factories.

Sources of Information and Reliability Assurance

The information and cases contained in this report are primarily derived from the statistical reports of the Group, as well as related data and documents. The Group undertakes that this report does not contain any false statements or misleading representations and is responsible for the authenticity, accuracy, and completeness of the contents of this report in all material aspects.

Confirmation and Approval

This report was approved by the board of directors (the "Board") on 30 June 2026 upon recommendation by the ESG Committee following confirmation by the management.

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核心策略及目標 Core Strategies and Targets		2025財年進展 Progress in 2025FY
確立可持續發展目標 ¹ Establishing Sustainability Goals ¹	氣候目標：以2020財年為基準，到2030財年，實現單位產品溫室氣體排放總量累計降低9萬噸 Climate Target: the total greenhouse gas emissions per unit of product will be reduced by 90,000 tonnes by 2030FY, based on the level of 2020FY	截至2025財年，已累計完成降碳4.8萬噸 Up to 2025FY, a total of 48,000 tonnes of carbon emissions had been reduced
	減碳目標：到2030財年，旺旺使用綠色電力佔總電力使用比例為16% Carbon Reduction Target: green power consumption of Want Want accounts for 16% of the total power consumption by 2030FY	2025財年，旺旺使用綠色電力佔總電力使用比例為18.2% In 2025FY, the green power consumption of Want Want accounted for 18.2% of the total power consumption
	資源目標：以2020財年為基準，到2030財年，實現單位產品耗水量累計減少114萬噸 Resource Target: the total water consumption per unit of product will be reduced by 1,140,000 tonnes by 2030FY, based on the level of 2020FY	截至2025財年，已累計完成節水66萬噸 Up to 2025FY, a total of 660,000 tonnes of water had been saved
	包材長期目標：包裝材料100%可回收 Long-term Target for Packaging Materials: 100% recyclable packaging materials	包裝材料可回收率90% 90% packaging materials were recyclable
	廢棄物長期目標：實現廢棄物零填埋 Long-term Target for Waste: to achieve zero waste to landfill	2025財年，旺旺北京總廠成功獲得廢棄物零填埋三星最高等級認證 In 2025FY, the Beijing general factory of Want Want successfully obtained the highest three-star certification for zero waste to landfill
引導利益相關方參與 Engaging Stakeholders	旺旺始終與內外部利益相關方保持著密切的聯繫，我們回顧了2024財年識別的ESG重大性議題，通過分析行業發展、利益相關方關注要點以及集團商業戰略與可持續發展戰略，評估了已識別的重大性議題的相關性。 通過ESG委員會對議題的確認與排序，形成旺旺2025財年ESG重大性議題 Want Want has always maintained close contact with internal and external stakeholders. We have reviewed the ESG material issues identified in 2024FY and assessed the relevance of identified material issues by analysing industry development, stakeholders' key concerns as well as the Group's business strategies and sustainability strategies. The ESG Committee considered and ranked the issues by priority, which formed the ESG material issues of Want Want for 2025FY	
重視環保投入 Emphasising Investment in Environmental Protection	旺旺持續加大對環保方面的重視度，2025財年共計投入2,514萬元人民幣； 環境排放均達到國家標準 Want Want has continued to pay more attention to environmental protection, with a total amount of RMB25.14 million being invested in 2025FY and emissions to the environment in compliance with the national standards	
高效使用資源 Efficiently Using Resources	旺旺堅持高效使用資源，在提升能源使用效率、水資源使用效率和包材循環利用表現上持續發力， 節約效率比上一財年進一步提升 Want Want has insisted on efficient use of resources, and made continued efforts in improving energy efficiency, water use efficiency, and packaging material recycling. As a result, the efficiency has been further improved as compared with the previous fiscal year	
專注技術創新 Focusing on Technological Innovation	旺旺擁有有效專利數量672件，於報告期內新增53件 Want Want has obtained 672 valid patents, of which 53 patents were obtained during the Reporting Period	

¹ 2025財年因統計範圍擴大，將海外基地的溫室氣體排放和用水納入管理及披露，部分原目標相較基準年失去可比性，因此我們本年度重新評估並調整了氣候目標與資源目標。

¹ In 2025FY, the Group incorporated GHG emissions and water consumption from overseas sites into management and disclosure as the statistic scope has been expanded, with certain original targets no longer comparable with the baseline year. Accordingly, we reassessed and adjusted the climate target and resource target for the year.

ESG委員會致辭

Message from the ESG Committee

2025財年，面對外部環境變化、消費需求升級以及低碳轉型要求的持續深化，旺旺堅持以穩健經營回應利益相關方的長期信任，並將可持續發展進一步融入集團經營管理。我們秉承「緣、自信、大團結」的經營理念，堅守「不斷創新，堅持品質」的企業文化，持續夯實食品安全、綠色製造、員工關懷及社會責任等方面的管理基礎，向消費者提供美味健康的食品，並朝著打造「綜合消費食品王國」及實現「中國第一，世界第一」的戰略目標穩步前行。

本集團始終將可持續發展置於長遠戰略的核心位置。董事會下設ESG委員會，圍繞五項可持續發展核心策略——「確立可持續發展目標」、「引導利益相關方參與」、「重視環保投入」、「高效使用資源」及「專注技術創新」——監督相關目標的推進與落實。我們按照「前期高達成、後期穩固」的管理原則，以年度目標復盤、階段性進展檢視及績效考核聯動為抓手，將集團5項可持續發展戰略目標納入執行管理團隊年度績效考核及激勵機制，推動可持續發展目標由戰略層向執行層有效傳導。本財年，集團在鞏固既有承諾成果的基礎上，進一步更新2030財年氣候目標進展，以目標牽引綠色低碳轉型。

食品安全與營養健康始終是旺旺可持續發展的根基。報告期內，集團以體系化管理持續夯實質量與食品安全基礎，本年度食品安全各項考察指標均有效達成。集團下屬71家常規運營工廠全面通過CHINA HACCP、ISO 22000、ISO 9001等審核，共持有各類質量與食品安全管理體系認證證書135張，認證覆蓋率持續保持100%，GFSI認可標準認證覆蓋率亦達90%；廣州永旺、廣州大旺、廣州必旺、廣州旺旺、廣州祥旺及泉州立旺工廠均獲評BRCGS AA級。報告期內，旺旺集團入選「中國食品工業發展70品牌」，並榮獲中國食品工業協會與全國糖酒商品交易會組委會聯合頒發的「雙70」殊榮，體現了行業對集團品質管理、產品創新與可持續發展實踐的認可。

In 2025FY, amid a shifting external landscape, evolving consumer expectations, and the accelerating imperative for low-carbon transition, Want Want remained steadfast in honouring the long-term trust of stakeholders through prudent operations, and further embedded sustainable development into the Group's management and operations. Upholding the business philosophy of "People-Oriented, Self-Confidence, and Unity", and adhering to the corporate culture of "being innovative and ensuring quality", we continued to consolidate the management foundations in areas such as food safety, green manufacturing, employee care and social responsibility. We provide consumers with delicious and healthy food, and are steadily advancing towards the strategic goals of building a "comprehensive consumer food kingdom" and being the "first in China, and first in the world".

The Group has always placed sustainable development at the core of its long-term strategy. The Board has established an ESG Committee, which, centring on the five core sustainability strategies of "establishing sustainability goals", "engaging stakeholders", "emphasising investment in environmental protection", "efficiently using resources", and "focusing on technological innovation", oversees the advancement and implementation of the relevant targets. In accordance with the management principle of "high achievement at the early stage and stability at the later stage", and through annual target reviews, periodic progress assessments, and performance appraisal linkage, we incorporate the Group's five sustainability strategic goals into the annual performance appraisal and incentive mechanisms of the executive management team, thereby effectively cascading the sustainability goals from the strategic level to the execution level. During the fiscal year, while consolidating the achievements of existing commitments, the Group further updated the progress of climate targets by 2030FY, driving the green and low-carbon transition with targets.

Food safety, nutrition and health have always been the foundation of Want Want's sustainable development. During the Reporting Period, the Group continued to consolidate the quality and food safety foundation through systematic management, and all inspection indicators of food safety for the year were effectively met. All 71 regular operating factories of the Group have passed CHINA HACCP, ISO 22000, ISO 9001 and other audits, holding a total of 135 certificates for various quality and food safety management systems. Certification coverage remained consistently at 100%, with GFSI-recognised standard certification coverage also reaching 90%. Guangzhou Yong-Want, Guangzhou Big-Want, Guangzhou Be-Want, Guangzhou Want Want, Guangzhou Xiang-Want and Quanzhou Lee-Want factories have all been awarded BRCGS AA grade. During the Reporting Period, Want Want Group was selected as one of the "Brands Contributing to 70 Years of China National Food Industry Development" and was bestowed with the "Double 70" honour jointly presented by the China National Food Industry Association and the organising committee of the China Food and Drinks Fair, reflecting the industry's recognition of the Group's quality management, product innovation and sustainable development practices.

旺旺將氣候變化納入集團整體發展戰略考量，定期識別氣候相關風險與機遇，並圍繞2030財年氣候目標，從能源管理、綠色製造、水資源管理及循環經濟等方面推進低碳轉型。報告期內，我們開展了集團層面的範圍三溫室氣體排放盤查，識別價值鏈上下游重點排放來源，為後續完善碳管理邊界、深化價值鏈減碳管理奠定基礎；同時持續擴大綠色能源使用比例，新增6家工廠通過ISO 50001能源管理體系認證，累計獲認證工廠總數達16家。集團亦持續完善綠色製造體系，新增11家工廠通過綠色工廠認證、2家工廠通過零碳工廠認證；截至報告期末，累計31家工廠通過綠色工廠認證、4家工廠通過零碳工廠認證。在水資源管理方面，集團持續推進AWS國際可持續水管理標準認證，截至報告期末已有3家工廠獲得AWS認證，其中廣州大旺工廠獲得最高等級（白金級）認證。在循環經濟方面，集團深入推進廢棄物零填埋管理體系，旺旺北京總廠獲得廢棄物零填埋三星最高等級認證，成為集團內第三家獲此認證的工廠。

員工是旺旺可持續發展的重要夥伴。旺旺致力於為員工創造健康、公平、多元共融的工作環境，切實保障員工權益，並通過持續的人文關懷，讓員工在安全、尊重與支持的環境中實現成長。報告期內，集團圍繞員工學習發展、健康關懷及多元共融持續投入，累計開展員工培訓67,843人次，人均培訓時長53小時。我們持續完善員工關懷機制，並針對女性員工常態化開展女性健康講座、節日專屬活動等多元化關愛舉措。旺旺也將繼續營造「一家人」的工作氛圍，與每一位員工攜手共創更輝煌的明天。

Want Want has incorporated climate change into the overall development strategy considerations of the Group, and regularly identifies climate-related risks and opportunities. Aligned with our climate targets by 2030FY, Want Want advances the low-carbon transition in areas such as energy management, green manufacturing, water resource management and the circular economy. During the Reporting Period, we conducted a group-level inventory of Scope 3 greenhouse gas emissions, identifying key emission sources along the upstream and downstream value chain, thereby laying a foundation for subsequently improving carbon management boundaries and deepening carbon reduction management along the value chain. Meanwhile, we continued to increase the proportion of green energy use, with 6 factories obtaining ISO 50001 energy management system certification, bringing the cumulative total of certified factories to 16. The Group also continued to improve the green manufacturing system, with 11 additional factories certified as green factories and 2 additional factories certified as zero-carbon factories. As of the end of the Reporting Period, a cumulative total of 31 factories were certified as green factories and 4 factories were certified as zero-carbon factories. In terms of water resource management, the Group continued to promote the AWS International Water Stewardship Standard certification. As of the end of the Reporting Period, 3 factories had obtained AWS certification, among which the Guangzhou Big-Want factory achieved the highest platinum-level certification. In terms of the circular economy, the Group deeply advanced the zero waste to landfill management system. The Beijing general factory of Want Want obtained the highest three-star certification for zero waste to landfill, being the third factory within the Group certified in this regard.

Employees are important partners in Want Want's sustainable development. Want Want is committed to creating a healthy, fair, diverse and inclusive working environment for employees, effectively safeguarding their rights and interests. Through continuous humanistic care, Want Want enables employees to grow in a safe, respectful and supportive environment. During the Reporting Period, the Group continued to invest in employee learning and development, health and well-being, and diversity and inclusiveness, and offered training sessions for a total of 67,843 attendances, with an average of 53 training hours per person. We continued to improve the employee care mechanism, and routinely carried out a diverse range of care initiatives for female employees, including women's health lectures and festive special activities. Want Want will also continue to foster a "Family" working atmosphere, joining hands with every employee to create an even brighter tomorrow.

旺旺深知，60多年的成長離不開社會各界的支持，也需要企業以長期行動回饋社會。2025財年，旺旺持續深耕敬老、愛幼、扶殘、醫療、助學等慈善領域，依托「暖旺計劃」、「綠旺計劃」等品牌公益活動，向中國大陸諸多鄉村地區多次捐贈營養健康食品物資，助力中國鄉村振興。報告期內，旺旺向各類兒童福利院、學校、敬老院等捐贈愛心物資，累計捐款3,300萬元人民幣，開展的公益活動共惠及88萬人；面對極端天氣引發的湖北恩施、廣西河池、陝西吳起及定邊等地洪澇災情，集團第一時間通過省級慈善總會、紅十字基金會等渠道緊急調撥愛心物資馳援一線，以實際行動支持受災地區及有需要群體渡過難關。

展望未來，旺旺ESG委員會將繼續作為集團可持續發展管治的重要推動力量，以目標管理、風險識別、績效跟蹤及利益相關方溝通為抓手，持續提升ESG管理水平，深化可持續發展理念，推動集團綠色、低碳、可持續發展進程，與各利益相關方共築長期價值。

Want Want is keenly aware that its more than 60 years of development would not have been possible without the support of all sectors of society, and that the enterprise must give back to society through long-term actions. In 2025FY, Want Want continued to deepen its engagement in philanthropic areas such as respecting the elderly, caring for the young, supporting people with disabilities, medical aid and education support. Leveraging branded charitable initiatives such as the “Want Want Caring Programme” and the “Green Want Want Programme”, Want Want made multiple donations of nutritious and healthy food supplies to numerous rural areas in Chinese Mainland, contributing to China's rural revitalisation. During the Reporting Period, Want Want donated supplies to various children's welfare homes, schools, nursing homes and other institutions, with cumulative donations amounting to RMB33 million. A total of 880,000 people benefited from the charity activities. In response to the flood disasters caused by extreme weather in areas including Enshi in Hubei, Hechi in Guangxi, and Wuqi and Dingbian in Shaanxi, the Group, at the earliest opportunity, urgently dispatched supplies to the front line through channels such as provincial charity federations and the Red Cross Foundation, supporting the disaster-affected areas and groups in need to overcome their difficulties through concrete actions.

Looking ahead, the ESG Committee of Want Want will continue to serve as a key driving force for the Group's sustainable development governance. Through target management, risk identification, performance tracking and stakeholder communication, it will continue to enhance the level of ESG management, deepen the philosophy of sustainable development, and advance the Group's green, low-carbon transformation and sustainable development, creating long-term value together with all stakeholders.

2025財年ESG亮點績效

ESG Performance Highlights for 2025FY

環境類亮點績效

Environmental Performance Highlights

截至報告期末，集團下屬

共 **34** 家

工廠取得ISO 14001、
ISO 45001國際認證

As of the end of the Reporting Period, a total of 34 factories of the Group obtained ISO 14001 and ISO 45001 international certifications

報告期內，旺旺共計新增 **11** 家

工廠成功通過綠色工廠認證

其中國家級3家，省級4家，市級4家
截至報告期末，集團共計31家工廠通過綠色工廠認證

During the Reporting Period, 11 factories of Want Want were newly certified as green factories, including 3 on national-level, 4 on provincial-level, and 4 on municipal-level. As of the end of the Reporting Period, the Group had a total of 31 factories certified as green factories

光伏累計裝機量為 **84** MW

綠色電力佔總電力使用比例為18.2%

截至報告期末，旺旺進一步擴大可再生能源使用，可再生電力使用佔總電力使用比例為18.22%，其中光伏累積裝機量為84MW，年發電量約84,770兆瓦時，其中自用電量58,694兆瓦時，餘電上網量26,076兆瓦時，外購可再生電力16,637兆瓦時。2016年至2025財年旺旺光伏累積發電量279,044兆瓦時，減少碳排放約159萬噸。

The cumulative installed capacity of photovoltaics was 84 MW, with the green power consumption accounting for 18.2% of the total power consumption

As of the end of the Reporting Period, Want Want further expanded its use of renewable energy, and renewable electricity consumption accounted for 18.22% of the total power consumption, the cumulative installed capacity of photovoltaics was 84 MW, and the annual power generation was approximately 84,770 MWh, including 58,694 MWh of self-consumed electricity, 26,076 MWh of surplus electricity exported to the grid, and 16,637 MWh of purchased renewable electricity. The cumulative photovoltaic power generation of Want Want from 2016 to 2025FY was 279,044 MWh, reducing carbon emissions by approximately 1,590,000 tonnes.

報告期內，集團共計新增 **1** 個
光伏項目

新增光伏裝機量2 MW，
較上年度增長2.4%

During the Reporting Period, the Group newly established 1 photovoltaic project, with additional installed capacity of 2 MW, representing an increase of 2.4% over the previous year

報告期內，旺旺共計新增 **2** 家
工廠成功通過零碳工廠認證

截至報告期末，集團共計4家工廠
通過零碳工廠認證

During the Reporting Period, 2 factories of Want Want were newly certified as zero-carbon factories. As of the end of the Reporting Period, the Group had a total of 4 factories certified as zero-carbon factories

17 件

報告期內，集團申請
並獲得環保相關專利共計

During the Reporting Period, the Group applied for and was granted a total of 17 environment-related patents

396 項

報告期內，實施生產工藝程序
優化節能提案

396 energy-saving proposals for production process optimisation were implemented during the Reporting Period

開展三類節水專項行動，共122個
項目，估計節水量可達到115.6萬噸

旺旺持續推動AWS認證，獲得國際可
持續水管理（AWS）最高等級認證—
白金級認證

Three types of special water-saving project actions were carried out with a total of 122 project items, and the estimated amount of water saved may reach 1,156,000 tonnes

Want Want continued to promote Alliance for Water Stewardship (AWS) certification and obtained the highest-level certification, platinum-level certification, from the AWS

旺旺北京總廠成功獲得廢棄物
零填埋三星最高等級認證

自2016財年起，旺旺累計投入環保
改造資金4.29億元人民幣，報告期
內投入2,514萬元人民幣

The Beijing general factory of Want Want successfully obtained the highest three-star certification for zero waste to landfill

Want Want has invested a total of RMB429 million in environmental protection and renovation since 2016FY, of which RMB25.14 million was invested during the Reporting Period

社會類亮點績效

Social Performance Highlights

100 %

正式職工勞動合同簽訂率為

Labour contract signing rate of regular employees was 100%

0

僱傭童工或強制勞動事件為

There were 0 cases of child labour or forced labour

V-SPARK專案惠及員工8,081位

8,081 employees have benefited from the V-SPARK Programme

90.53 分
points

員工幸福指數分數為

Employee happiness index score was 90.53 points

培訓總人次達67,843人，
配備內訓師1,266人，
人均培訓時長53小時

Total number of trained participants was 67,843, with 1,266 internal trainers and an average of 53 training hours per employee

集團範圍內因公亡故、重傷及職業病

0 事故
accident

There were 0 cases of work-related fatalities, serious injuries and occupational diseases within the Group

100 %

員工安全教育培訓覆蓋率

100% coverage rate of staff safety education

100 %

特種作業人員持證率

100% certification rate of special operators

100 %

工廠安全生產責任書
簽訂率

100% signing rate of factory safe production responsibility letters

旺旺向各類兒童福利院、學校、敬老院等捐贈愛心物資，累計捐款3,300萬元人民幣，開展暖旺公益活動累計719人次，惠及88萬人

Want Want donated charitable materials to various children's welfare homes, schools, nursing homes, and other institutions, with cumulative donations amounting to RMB33 million. A total of 719 attendances were involved in the Want Want Caring public welfare activities, benefiting 880,000 people

管治類亮點績效

Governance Performance Highlights

報告期內，我們為全體董事會提供反貪及防貪相關信息

During the Reporting Period, all directors of the Board were provided with materials on anti-corruption and corruption prevention

採購人員全員簽署廉潔自律承諾；
《誠信廉潔自律承諾書》實現員工100%簽署

All procurement staff signed the Commitment to Integrity and Self-discipline, and the Commitment to Honesty, Integrity, and Self-discipline achieved full coverage for all employees

集團擁有有效商標的數量4,934件，
擁有有效版權數量260件，
擁有有效專利數量672件

The Group held 4,934 valid trademarks, 260 valid copyrights, and 672 valid patents

集團共新發起仿冒、假貨等被侵權訴訟案件244件，共結案248件(含以往案件)，
累計獲賠4,232.6萬元人民幣

The Group newly initiated 244 infringement lawsuits involving counterfeiting, fake goods and other violations, and concluded 248 cases (including cases from prior periods), obtaining cumulative compensation of RMB42.326 million

旺旺故事

Story of Want Want

中國旺旺控股有限公司（股票代碼：0151.HK）是中國最具領先地位的食品和飲料製造商之一，是食品飲料業務生產及銷售行業的領軍企業。旺旺集團恪守「緣、自信、大團結」的經營理念，依託先進生產工藝與嚴苛管理體系，持續踐行「不斷創新，堅持品質」的企業文化，深化「旺旺」品牌形象建設，致力於成為「綜合消費食品王國」，向成為「中國第一，世界第一」的戰略邁進。

截至2026年3月31日，旺旺集團在中國大陸境內構建起龐大的產銷網絡，共投資設立了34個生產基地、88間生產工廠及418家營業所，合作經銷商客戶13,200個。歷經六十餘載深耕，我們成功打造了以「旺旺」、「旺仔」、「貝比瑪瑪」、「邦德」、「Fix XBody」、「辣人」、「愛至尊」、「WANT POWER」等多元品牌矩陣。主營業務涵蓋米果、乳品及飲料、休閒食品等領域，分銷及銷售網絡已遍佈亞洲、歐洲、非洲、北美洲、中南美洲和大洋洲的63個國家及地區。

Want Want China Holdings Limited (Stock Code: 0151.HK) is one of the leading food and beverage companies in China, and a pioneer in the production and sales of food and beverage businesses. Want Want Group adheres to the management philosophy of "People-Oriented, Self-Confidence, and Unity", leverages the advanced production technologies and strict management system, and continuously practices a corporate culture of "being innovative and ensuring quality", which deepens the brand image of "Want Want". Want Want Group is committed to becoming a "comprehensive consumer food kingdom" and keeps forging ahead towards the strategy of being the "first in China, first in the world".

As of 31 March 2026, Want Want Group has established a vast production and sales network in the Chinese Mainland, and has invested and set up 34 production bases, 88 production plants and 418 sales offices, and worked with 13,200 distributors. After more than 60 years of development, we have successfully built a diversified brand portfolio, including "Want Want", "Hot-Kid", "Baby Mum-Mum", "Mr. Bond", "Fix XBody", "Mr. Hot", "Elder's Mark", "WANT POWER", and others. The principal business covers rice crackers, dairy products and beverages, snack foods and other products, and its distribution and sales network has spanned 63 countries and regions in Asia, Europe, Africa, North America, Central and South America, and Oceania.

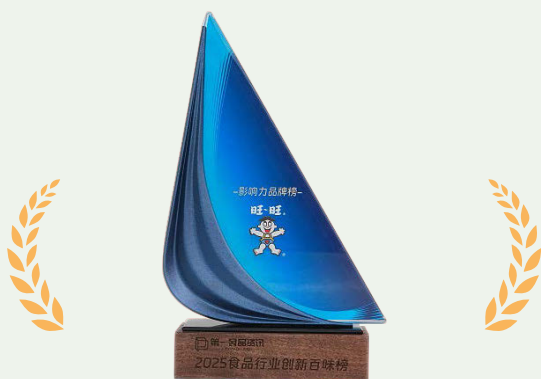
發展歷程

Development History



ESG獎項及榮譽

ESG Awards and Recognition



項目/主體：旺旺集團
Project/Entity: Want Want Group

榮譽：旺旺品牌入選2025食品行業創新百味榜
—年度影響力品牌榜

Recognition:
Want Want Brand was selected for the 2025
Food Industry Innovation 100 Flavours List –
Annual Influential Brand List



項目/主體：旺旺集團
Project/Entity: Want Want Group

榮譽：2025食品飲料工業—榮格技術創新獎

Recognition:
Food and Beverage Industry – Ringier
Technology Innovation Award 2025



項目/主體：旺旺集團
Project/Entity: Want Want Group

榮譽：中國食品工業協會馬鈴薯食品專業委員會為行
業創新發展做出突出貢獻的優勢企業

Recognition:
Outstanding Enterprise for Making Outstanding
Contributions to Industry Innovation and
Development Recognised by the Potato Food
Professional Committee of the China National Food
Industry Association



項目/主體：廣州旺旺
Project/Entity: Guangzhou Want Want

榮譽：廣州市黃埔區食品生產企業落實食品安全主
體責任爭先創優示範企業

Recognition:
Model Enterprise in Implementing Food Safety
Primary Responsibilities and Striving for
Excellence among Food Production Enterprises
in Huangpu District, Guangzhou City



項目/主體：Fix XBody燕麥夾心卷
Project/Entity: Fix XBody Oat Filled-Rolls
榮譽：FFC 2025功能性食品大會產品創新獎
Recognition:
 Product Innovation Award of FFC 2025
 Functional Food Conference



項目/主體：Fix XBody元氣脆脆-椰子味/太妃味
Project/Entity: Fix XBody Vitality Crisps –
 Coconut Flavor/Toffee Flavor
榮譽：FFI年度產品領航者獎
 (2025營養健康品&運動營養食品年度之星)
Recognition:
 FFI Product of the Year Pioneer Award (2025
 Nutritional Health Product & Sports Nutrition
 Food Star of the Year)



項目/主體：辣人脆米餅
Project/Entity: Mr. Hot Crispy Rice Crackers
榮譽：長三角名優食品
Recognition:
 Famous and High-Quality Food in the Yangtze
 River Delta



項目/主體：旺仔脆脆面
Project/Entity: Hot-Kid Crispy Noodles
榮譽：2025年第十六屆上海特色旅遊食品
Recognition:
 16th Shanghai Specialty Tourist Food in 2025

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旺業長青 世界聚龍

Lasting Business and
Elite Dragons of the World



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1.1 企業管治

規範、高效的企業管治是保障集團穩健運營、維護健康商業環境及實現可持續發展的堅實基石。旺旺集團嚴格遵循運營所在地相關法律法規，持續深化頂層設計，積極完善董事會及各專業委員會的管治職能，致力於為集團高質量、長遠發展提供保障。

1.1.1 夯實管治

為維護健康良好的企業管治環境，從而保障集團穩定運營，旺旺集團建立了完善的董事會管治架構。集團董事會下設薪酬委員會、審核及風險管理委員會、提名委員會和策略委員會，各專業委員會各司其職、協同履責，共同推動集團實現高效、科學、規範運行。

1.1 Corporate Governance

Standardised and efficient corporate governance is the solid cornerstone for safeguarding the Group's stable operations, maintaining a healthy business environment, and achieving sustainable development. Want Want Group strictly complies with the relevant laws and regulations of the places where it operates, continuously deepens the top-level design, and actively enhances the governance functions of the Board and its specialised committees, striving to provide assurance for the high-quality, long-term development of the Group.

1.1.1 Strengthening Governance

To maintain a healthy and sound corporate governance environment, thereby safeguarding the Group's stable operations, Want Want Group has established a robust Board governance structure. The Board of the Group has established the Remuneration Committee, the Audit and Risk Management Committee, the Nomination Committee and the Strategy Committee. Each specialised committee performs respective duties and fulfils responsibilities in a coordinated manner, collectively driving the Group towards efficient, scientific and standardised operations.



旺旺集團董事會架構
The Board Structure of Want Want Group

薪酬委員會 Remuneration Committee

- 確保集團能夠招攬、挽留並激勵高素質之僱員，彼等乃本集團成功之根基，以及就集團對董事及高級管理層所有的薪酬政策、架構及程序，向董事會提出建議。

To ensure that the Group can recruit, retain, and motivate high quality personnel who are essential to the success of the Group and to make recommendations to the Board on all the Group's policies, structures, and procedures for remuneration of directors and senior management.

審核及風險管理委員會 Audit and Risk Management Committee

- 監察及檢討本集團之財務匯報系統、風險管理及內部監控系統及其有效性，以及審閱集團的財務資料。

To oversee and review the Group's financial reporting, risk management, and internal control systems and their effectiveness, and to review the financial information of the Group.

提名委員會 Nomination Committee

- 定期檢討董事會的架構、規模、組成，並就董事提名與委任、董事繼任計劃向董事會提出建議。

To regularly review the structure, size, and composition of the Board and make recommendations to the Board on nomination and appointment of directors and succession planning for directors.

策略委員會 Strategy Committee

- 與董事會密切合作，為本集團的持續發展和可持續的競爭優勢制訂中、長期策略計劃，處理管理層繼任計劃及整體人力資源規劃等事宜，並提供改善運營效率及提升競爭力的建議。

To work closely with the Board in formulating the medium- and long-term strategic plans for the continuous development and sustainable competitive advantages of the Group, address issues relating to management succession planning and overall human resources planning, and make recommendations to improve operational efficiency and enhance competitiveness.

委員會職能及重點工作摘要

Function of the Committees and Summary of Main Responsibilities

董事會多元化

旺旺集團高度重視董事會多元化，並發佈了《董事會多元化政策》（2018年修訂版）。集團在董事會成員的甄選、提名及任命過程中，始終堅持多元化原則。我們全面考量候選人的性別、年齡、種族、文化與教育背景，並綜合評估其專業經驗、知識技能以及對集團長遠發展的潛在貢獻，以此確保董事會決策的科學性與有效性。報告期內，旺旺集團董事會由14名董事組成，包括7名執行董事、2名非執行董事及5名獨立非執行董事，其中女性董事2名，具備均衡的專業背景與多元視角。

Board Diversity

Want Want Group attaches great importance to Board diversity and has issued the Board Diversity Policy (revised in 2018). The Group adheres to the principle of diversity throughout the selection, nomination and appointment of Board members. We holistically consider candidates' gender, age, ethnicity, cultural and educational background, and comprehensively evaluate their professional experience, knowledge and skills, as well as their potential contribution to the Group's long-term development, so as to ensure the scientific rigour and effectiveness of the Board's decision-making. During the Reporting Period, the Board of Want Want Group comprised 14 directors, including 7 executive directors, 2 non-executive directors and 5 independent non-executive directors, among whom 2 were female directors, representing a balanced mix of professional backgrounds and diverse perspectives.

姓名 Name	董事類別 Directorship	性別 Gender	專業/行業背景 Professional/Industry Background
蔡衍明 Tsai Eng-Meng	執行董事 Executive Director	男 Male	食品及飲料 Food and Beverage
蔡紹中 Tsai Shao-Chung	執行董事 Executive Director	男 Male	食品及飲料 Food and Beverage
蔡旺家 Tsai Wang-Chia	執行董事 Executive Director	男 Male	食品及飲料 Food and Beverage
朱紀文 Chu Chi-Wen	執行董事 Executive Director	男 Male	經濟學、財務管理 Economics, Financial Management
黃永松 Huang Yung-Sung	執行董事 Executive Director	男 Male	銷售及市場營銷 Sales and Marketing
蔡明輝 Tsai Ming-Hui	執行董事 Executive Director	男 Male	機械、食品及飲料 Mechanical Engineering, Food and Beverage
黎康儀 Lai Hong Yee	執行董事 Executive Director	女 Female	會計學、公司秘書及治理 Accounting, Company Secretary and Governance
槇春夫 Maki Haruo	非執行董事 Non-executive Director	男 Male	食品 Food
鄭文憲 Cheng Wen-Hsien	非執行董事 Non-executive Director	男 Male	商業 Business
貝克偉 Pei Kerwei	獨立非執行董事 Independent Non-executive Director	男 Male	會計學、榮譽教授、企業顧問 Accounting, Professor Emeritus, Corporate Consulting
謝天仁 Hsieh Tien-Jen	獨立非執行董事 Independent Non-executive Director	男 Male	法律 Law
李國明 Lee Kwok Ming	獨立非執行董事 Independent Non-executive Director	男 Male	會計學、財務管理、企業融資 Accounting, Financial Management, Corporate Finance
潘志強 Pan Chih-Chiang	獨立非執行董事 Independent Non-executive Director	男 Male	金融、工商管理、投資諮詢 Finance, Business Administration, Investment Consulting
江何佩琮 Kong Ho Pui King, Stella	獨立非執行董事 Independent Non-executive Director	女 Female	銀行、財富管理 Banking, Wealth Management

管治有效性

為進一步夯實集團董事專業素養，提升董事會履責盡職能力，旺旺集團設立了健全的董事會培訓機制。針對新任董事，集團安排其參加就任培訓，並通過就任備忘錄等形式幫助其明確上市規則規定及其他法律和法定要求，應履行的主要持續責任和義務。針對在職董事，集團定期提供業務表現情況報告，以及上市規則、相關法律法規及監管規定的最新進展及修訂，以便董事及時了解企業管治及監管發展的最新動態，以此加強董事會建設。

報告期內，集團面向董事會積極推進多維度的專項賦能培訓，核心內容緊扣最新上市規則與企業管治守則修訂、上市監管及合規執行要點、風險管理與內控系統的持續監察檢討要求、ESG責任及信息披露標準，以及商業道德與反貪腐規範。本年度董事會培訓參與率達100%，有效強化了決策層的合規管治意識與全面履職效能。

1.2 ESG管治

旺旺集團深諳可持續發展對企業長遠價值的重要性。為全面踐行集團的可持續發展理念並貫徹相關戰略，集團於2020年8月正式成立了ESG委員會，建立了自上而下、權責分明的ESG三級管理架構，將環境、社會及管治要求深度融入企業的日常運營之中。該架構以董事會為最高決策層，由集團首席運營官擔任ESG委員會主席，下設ESG工作組作為具體執行力量。通過高效的層級聯動，集團確保了各項ESG事務的穩步推進。

Governance Effectiveness

To further strengthen the professional competence of the Group's directors and enhance the capacity of the Board to discharge duties and responsibilities, Want Want Group has established a sound Board training mechanism. For newly appointed directors, the Group arranges induction training and, through memorandum of appointment and other means, helps them understand their principal ongoing responsibilities and obligations under the Listing Rules and other legal and regulatory requirements. For serving directors, the Group regularly provides business performance reports and updates on the latest developments and amendments to the Listing Rules, relevant laws and regulations, and regulatory requirements, so as to keep directors informed of the latest developments in corporate governance and regulation, thereby strengthening Board construction.

During the Reporting Period, the Group actively advanced multi-dimensional, specialised capability-building training for the Board, with core content closely focused on the latest Listing Rules and amendments to the Corporate Governance Code, key points in listing regulation and compliance enforcement, requirements for the ongoing monitoring and review of the risk management and internal control systems, ESG responsibilities and disclosure standards, as well as business ethics and anti-corruption norms. During the year, the participation rate of the Board training reached 100%, effectively strengthening the decision-making body's compliance governance awareness and overall performance effectiveness.

1.2 ESG Governance

Want Want Group has a profound understanding of the importance of sustainable development to long-term corporate value. To fully practise the Group's sustainable development philosophy and implement the relevant strategies, the Group formally established the ESG Committee in August 2020, putting in place a top-down, three-tier ESG management structure with clearly defined authority and responsibilities, and deeply embedding environmental, social and governance requirements into its daily operations. Under this structure, the Board serves as the highest decision-making body, the chief operating officer of the Group acts as chairman of the ESG Committee, and an ESG Working Group is established beneath the ESG Committee as the dedicated execution arm. Through efficient cross-tier coordination, the Group ensures the steady advancement of all ESG matters.

ESG管理架構

ESG Management Structure



為確保ESG管治的有效性，我們將集團5項可持續發展戰略目標全面納入執行管理團隊的年度目標達成項中，使其與年度考核薪酬深度掛鉤。其中，我們尤為注重健康安全議題，並將高管薪酬與安全績效（例如：重大事故、特重大事故數量等指標）直接關聯，確保從戰略層到執行層實現安全管理目標的傳導與閉環。

To ensure the effectiveness of ESG governance, we have fully incorporated the Group's five strategic objectives of sustainable development into the annual target deliverables of the executive management team, closely linking them to annual performance-based remuneration. Among them, we place special emphasis on health and safety issues, and directly link the remuneration of senior management to safety performance (for example, indicators such as the number of major accidents and extraordinarily serious accidents), ensuring that safety management objectives are cascaded and fully realised from the strategic level to the execution level.

面向管理與行政主管，我們將環境績效（例如：固體廢棄物密度降低、單位產值能耗降低、原輔料製成率提升、行政能源管控情況與百公里油耗等指標）納入績效考核指標體系。我們將依據考評結果落實季度和年度獎懲，並同步運用到員工晉升、崗位調整及專項培訓中，充分發揮績效導向作用。

面向基層員工，我們根據可持續發展工作的實際推進情況，制定了包括提案獎勵制度、專利激勵辦法及行政獎勵在內的多種激勵方式，全方位激發全員參與綠色低碳與技術創新的主觀能動性，在企業內部構建起全員參與的可持續發展文化。

For managerial and administrative supervisors, we incorporate the environmental performance (for example, indicators such as solid waste intensity reduction, reduction in energy consumption per unit of output value, increase in the yield rate of raw and auxiliary materials, administrative energy control performance and fuel consumption per hundred kilometres) into the performance appraisal indicator system. We will implement quarterly and annual rewards and penalties based on the appraisal results, which will also be applied to employee promotion, position adjustment and specialised training, thereby fully leveraging the performance-driven effect.

For grassroots employees, we have formulated multiple incentive approaches based on the actual progress of sustainable development work, including a proposal reward scheme, patent incentive measures and administrative awards, to holistically stimulate all employees' subjective initiative to participate in green and low-carbon development and technological innovation, and to foster a sustainable development culture involving all employees within the enterprise.

董事會聲明

Statement by the Board

董事會責任 Board Responsibility

董事會為旺旺集團的可持續發展相關工作承擔ESG策略及ESG管治的總體責任。董事會下設ESG委員會，負責審議集團可持續發展戰略、目標及風險情況，檢討ESG目標達成進度，監管ESG關鍵議題承諾及表現，確保ESG理念與集團政策的深度融合，並積極探索ESG與集團業務相結合的可持續發展新模式。

The Board assumes overall responsibility for the ESG strategy and ESG governance of Want Want Group's sustainable development-related work. The ESG Committee under the Board is responsible for considering the Group's sustainability strategies, objectives, and risks, reviewing the progress of achieving ESG objectives, and monitoring the commitment and performance on key ESG issues to ensure the deep integration of ESG concepts with the Group's policies, and actively exploring a new sustainable development model that combines ESG with the business of the Group.

可持續發展風險管理 Sustainable Development Risk Management

集團高度重視可持續相關風險與機遇管理，並將其納入企業整體風控體系，以有效落實可持續發展的管理策略。針對已識別的風險，由集團ESG委員會全程參與監督，審核及風險管理委員會實施最終把控。

The Group attaches great importance to the management of sustainability-related risks and opportunities and has incorporated them into the overall corporate risk control system, so as to effectively implement management strategies of sustainable development. For identified risks, the ESG Committee of the Group participates in supervision throughout the entire process, and the Audit and Risk Management Committee exercises ultimate control.

重要性議題管理 Management of Material Issues

旺旺集團時刻關注著利益相關方的期望與訴求，不斷拓展更高效、便捷的雙向溝通渠道，通過定期發放調查問卷等方式了解利益相關方所關切的問題。為有效防控源於內外部的各類風險，集團定期開展重大性風險識別和管理工作，並逐年對ESG議題重要性開展評估排序，確保ESG重大性風險被納入集團策略，並得到妥善管理。

Want Want Group always pays attention to the expectations and demands of stakeholders, continuously explores more efficient and convenient two-way communication channels, and understands the concerns of stakeholders through various measures including issuing questionnaires on a regular basis. In order to effectively prevent and control various internal and external risks, the Group regularly identifies and manages material risks, and evaluates and prioritises ESG issues year by year to ensure that material ESG risks are taken into account in the strategies of the Group and properly managed.

可持續發展事務執行 Execution of Sustainable Development Matters

ESG委員會定期監督集團ESG措施的執行情況，設定目標以衡量集團ESG管治的實現情況，審查並檢討集團的ESG表現。ESG工作組負責集團ESG管治的實施，並向ESG委員會匯報各項ESG相關事宜的實施進度，落實推進集團ESG目標。

The ESG Committee regularly oversees the implementation of the Group's ESG measures, sets targets to measure the achievement of the Group's ESG governance, and reviews and examines the Group's ESG performance. The ESG Working Group is responsible for the implementation of the Group's ESG governance, reports to the ESG Committee on the progress of various ESG-related matters, and implements and drives forward the Group's ESG targets.

1.3 重大性議題評估

旺旺集團高度重視利益相關方溝通，緊密圍繞各方的核心訴求，依託多元暢通的渠道開展積極、雙向的交流協作，全面聆聽其意見與建議。以此為基石，集團科學推進ESG實質性議題的識別與評估，精準確立對企業發展及各利益相關方具有重大影響的核心議題，並將各方反饋深度融入戰略規劃與日常運營之中，並通過本報告對各方關注的議題給予系統回應。

1.3.1 利益相關方識別與溝通

報告期內，我們開展了利益相關方識別工作，並將利益相關方劃分為股東及投資者、政府及監管機構、消費者、合作夥伴、員工、媒體、社區七類，與各利益相關方的溝通情況如下：

1.3 Material Issues Assessment

Want Want Group attaches great importance to stakeholder communication, focuses on the core demands of all parties, and conducts active, two-way communication and collaboration through diverse and open channels, listening comprehensively to their opinions and suggestions. Based on this foundation, the Group scientifically advances the identification and assessment of ESG material issues, precisely identifies the core issues that have a significant impact on the enterprise’s development and various stakeholders, deeply integrates the feedback from all parties into strategic planning and daily operations, and provides a systematic response to the issues of concern to stakeholders through this report.

1.3.1 Stakeholders Identification and Communication

During the Reporting Period, we conducted a stakeholder identification exercise, and categorised our stakeholders into seven groups, namely shareholders and investors, governments and regulatory authorities, consumers, business partners, employees, media, and the community. The Group’s communication with various stakeholders were as follows:

利益相關方組別 Stakeholder Groups	關注的主要議題 Main Issues of Concern	溝通渠道/反饋方式 Communication Channels/ Feedback Approach	頻率/次數 Frequency/Times
股東/投資者 Shareholders and Investors	產品質量及安全 Product quality and safety 應對氣候變化 Tackling climate change 企業廉潔管理 Corporate integrity management 風險管理 Risk management	股東大會 General meetings 投資者電話 Investor calls 投資者見面會 Investor meetings 新聞稿/公告 Press release/announcements 線上/線下路演 Online/offline roadshows 郵件溝通 Mail communications	定期 Regular 不定期 Occasional
政府及監管機構 Governments and Regulatory Authorities	產品質量及安全 Product quality and safety 企業廉潔管理 Corporate integrity management 生物多樣性保護 Biodiversity conservation 廢棄物管理 Waste management 廢氣排放管理 Exhaust emission management 水資源和廢水管理 Water resource and wastewater management 責任營銷 Responsible marketing	現場調研 Onsite surveys 會議 Meetings 政府審批 Government approval	不定期 Occasional

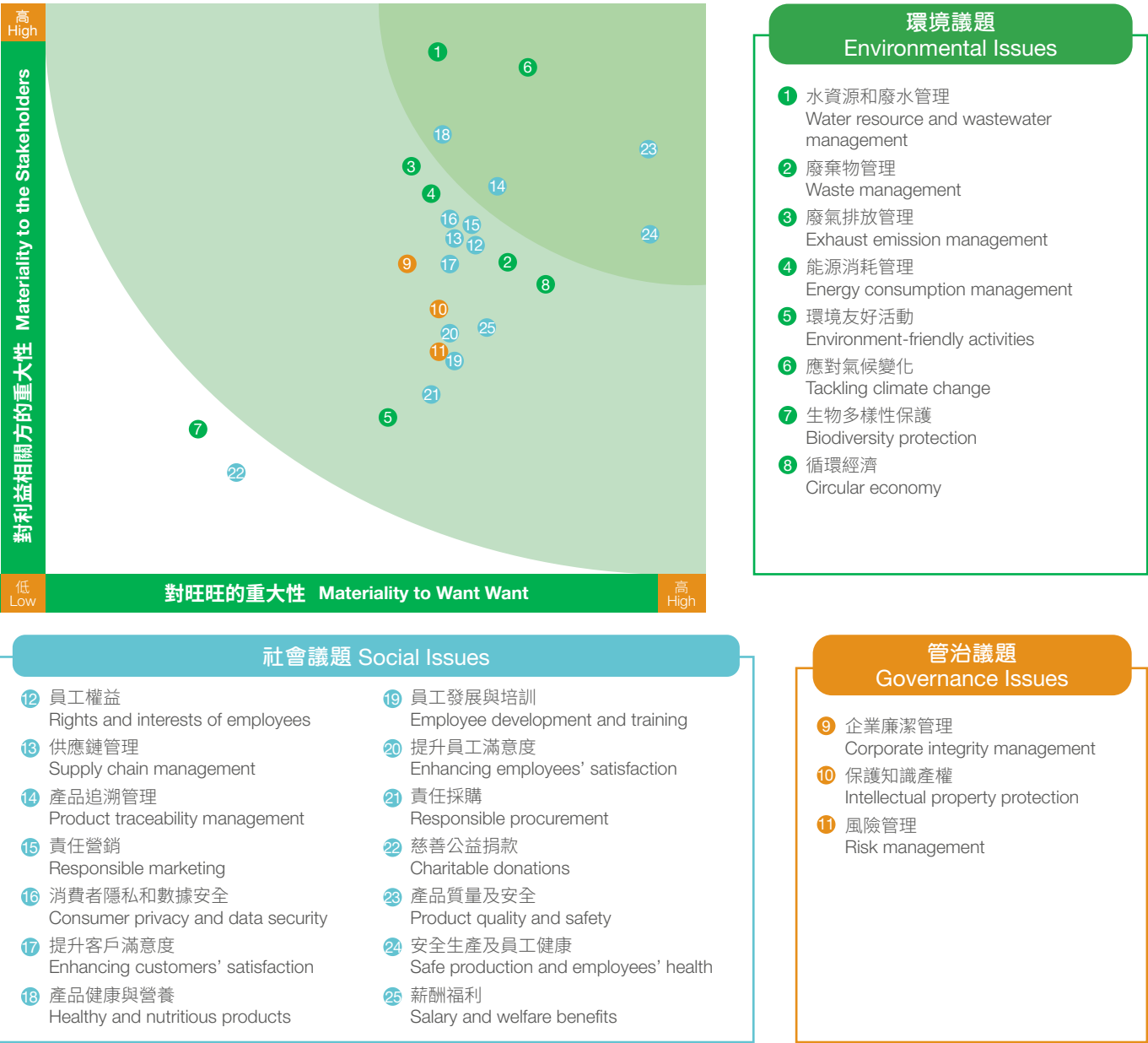
利益相關方組別 Stakeholder Groups	關注的主要議題 Main Issues of Concern	溝通渠道/反饋方式 Communication Channels/ Feedback Approach	頻率/次數 Frequency/Times
消費者 Consumers	產品質量及安全 Product quality and safety 供應鏈管理 Supply chain management 產品健康與營養 Healthy and nutritious products 責任營銷 Responsible marketing 消費者隱私和數據安全 Consumer privacy and data security 提升客戶滿意度 Enhancing customers' satisfaction	線上推廣發佈 Online marketing releases 線下推廣活動 Offline promotional activities 電話/電子郵件 Phone calls/emails 微信公眾號 WeChat official account 客戶服務 Customer service	不定期 Occasional 定期 Regular
合作夥伴 Business Partners	產品質量及安全 Product quality and safety 供應鏈管理 Supply chain management 責任採購 Responsible purchase 產品追溯管理 Product traceability management 企業廉潔管理 Corporate integrity management 風險管理 Risk management	現場調研 Onsite surveys 供應商考核 Supplier assessment 供應商大會 Suppliers meeting	不定期 Occasional
員工 Employees	員工權益 Rights and interests of employees 員工發展與培訓 Employee development and training 提升員工滿意度 Enhancing employees' satisfaction 安全生產及員工健康 Safe production and employees' health 薪酬福利 Salary and welfare benefits	員工溝通 Employee communication 內部電郵/熱線 Internal emails/hotlines 微信公眾號 WeChat official account 員工滿意度調查 Employee satisfaction surveys 投訴舉報 Complaint reporting	不定期 Occasional
媒體 Media	產品質量及安全 Product quality and safety 產品追溯管理 Product traceability management 慈善公益捐款 Charitable donations 企業廉潔管理 Corporate integrity management	新聞稿/公告 Press releases/announcements 採訪 Interview 會議 Meetings	不定期 Occasional
社區 Community	慈善公益捐款 Charitable donations 環境友好活動 Environment-friendly activities 循環經濟 Circular economy	公益活動 Charitable activities 社區活動 Community activities 信息披露 Information disclosure 微信公眾號 WeChat official account	不定期 Occasional

1.3.2 ESG重大性議題

本年度，我們回顧了2024財年識別ESG重大性議題，通過分析行業發展、利益相關方關注要點以及集團商業戰略與可持續發展戰略，評估了已識別的重大性議題的相關性。更新後的2025財年ESG重大性議題矩陣如下所示：

1.3.2 ESG Material Issues

During the year, we reviewed the material ESG issues identified in 2024FY and assessed the relevance of the identified material issues by analysing industry development, stakeholders' key concerns as well as the Group's business strategies and sustainability strategies. The updated ESG materiality matrix for 2025FY is as follows:



旺旺重大性議題矩陣
Materiality Matrix of Want Want

1.4 克己奉公，廉潔旺旺

旺旺集團深刻理解良好的集團管治是企業發展的基石與保障。我們嚴格遵守運營地的各項法律法規，不斷加強內部合規管理。在集團管治層面，我們在拓展自身業務佈局的同時深化內部控制、風險管理等建設，進一步強化集團依法經營意識、促進合規經營、提升風險防範能力，全力保障集團穩健發展。我們以集團的合規運營為前提，主動識別集團可能面臨的ESG風險，不斷強化內部控制和風險防控體系。

1.4.1 合規經營

旺旺集團將誠信經營與合規守法視為企業長遠發展的根本，我們秉承著「經營得法」的理念，積極履行社會責任。集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國反不正當競爭法》等相關法律法規，制定並執行《法規信息溝通作業辦法》等合規管治政策，建立合規運營管控程序與措施，我們堅決維護公平的商業競爭，保護商業環境中各方權益，尊重市場公平競爭規則，竭力打造合規經營的營商環境。報告期內，集團未發生任何因不正當競爭行為、利益衝突、洗錢或內幕交易而導致的訴訟案件，亦未受到相關重大行政處罰。

1.4.2 嚴防風險

本集團高度重視風險管理，通過建立集團風險控制管理體系，以更好地識別、應對各類潛在關鍵風險，保障集團及各利益相關方的權益。旺旺法務團隊密切關注法律法規的修訂情況，定期監測法律法規的變化與動向，不斷降低運營風險。

1.4 Self-discipline, Dedication, and Integrity

Want Want Group deeply understands that good group governance is the cornerstone and guarantee of enterprise development. We strictly comply with the laws and regulations of the places where we operate, and continuously strengthen internal compliance management. At the level of group governance, while expanding our own business layout, we deepen the internal control and risk management to further strengthen the Group's awareness of operating in accordance with the law, promote compliant operations, and improve risk prevention capabilities as a way to make every effort to ensure the steady growth of the Group. We proactively identify ESG risks that the Group may face on the premise of compliant operations, continuously strengthen internal controls, as well as risk prevention and control system.

1.4.1 Compliant Operation

Want Want Group regards operating in good faith and compliance with laws as the foundation of long-term development of the Company. We adhere to the concept of "operating lawfully", and actively fulfil our social responsibilities. In strict accordance with the Company Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and other relevant laws and regulations, the Group has formulated and implemented compliance governance policies such as the Operational Measures for Communication of Regulatory Information to establish control procedures and measures for compliant operation. We resolutely uphold fair business competition, protect the rights and interests of all parties in the business, respect the rules of fair competition in the market, and strive to create a business environment for compliant operation. During the Reporting Period, the Group did not have any litigation cases arising from improper competition, conflicts of interest, money laundering, or insider trading, nor was it subject to any material administrative penalties in this regard.

1.4.2 Strict Risk Prevention

The Group attaches great importance to risk management and has established the Group's risk management and control system to better identify and respond to various potential key risks and effectively protect the rights and interests of the Group and its stakeholders. Want Want's legal team would closely follow the revision of laws and regulations, and regularly monitor changes and trends of laws and regulations so as to continuously reduce risks of operation.

1.4.3 商業道德

旺旺集團始終致力於打造廉潔透明的商業環境與道德文化，我們秉持著「克己奉公」的準則，搭建了商業道德管治架構，並將貪污腐敗相關的不當行為視為管理的「高壓線」。報告期內，旺旺集團未發生有關集團或員工貪污的訴訟案件，亦未受到相關重大行政處罰。

廉潔管理

我們嚴格遵守《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《防止賄賂條例》等法律法規，制定《業務體系職業操守準則》、《關於重申端正集團廉潔風氣的規定》、《員工道德規範、保密義務和利益衝突排解協議》等制度文件，積極建設廉潔誠信文化，確保在與各利益相關方的互動中，以最高的商業道德標準開展商業活動。

1.4.3 Business Ethics

Want Want Group has always been committed to creating a clean and transparent business environment and ethical culture. We uphold the principle of “self-discipline and dedication”, have developed a business ethics governance framework, and regard corruption-related misconduct as a “red line” of management. During the Reporting Period, Want Want Group did not involve in any legal action against the Group or our employees relating to corruption, nor did it receive any material administrative penalties in this regard.

Integrity Management

In strict accordance with the Criminal Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Prevention of Bribery Ordinance, and other laws and regulations, we have formulated documents such as the Code of Business Ethics of Business Organisation, the Regulations on Reaffirming the Maintenance of Group Integrity, and the Employees' Code of Ethics, Confidentiality Obligations, and Conflicts of Interest Resolution Agreement to actively build a culture of integrity and honesty, and ensure that business activities are carried out with the highest standards of business ethics in our interactions with various stakeholders.

最高層級 Highest Level

- 董事會明確集團商業道德以「經營得法」為核心理念，建立集團層級道德管理。
The Board clarifies that the Group's business ethics takes "operating lawfully" as the core concept to establish ethical management at each level of the organisation.

責任文化 Culture of Responsibility

- 集團明確要求員工、合作夥伴及供應商遵守職業操守及商業道德，堅持同心同責，對違規侵權等行為秉持零容忍態度。
The Group clearly requires employees, business partners, and suppliers to abide by professional conduct and business ethics, share the same responsibility, and have zero tolerance for violations and infringements.

制度搭建 System Building

- 集團具有完善的商業道德制度體系，全面保障公平交易、誠信廉潔、風險管控等政策及制度的合理性與有效性。
The Group has a comprehensive business ethics system in place to safeguard the rationality and effectiveness of policies and systems in respect of fair trade, honesty and integrity, risk management and control, and other aspects.

提升管理 Enhancing Management

- 董事會授權成立反腐倡廉小組，統籌並推動反腐倡廉工作，定期面向全體員工及集團董事開展反腐倡廉培訓。
The Board authorised the establishment of an anti-corruption task force to coordinate and promote anti-corruption work, and regularly conduct anti-corruption training for all employees and directors of the Group.

旺旺集團商業道德管治架構 Business Ethics Governance Framework of Want Want Group

針對新入職員工，集團要求其簽署《員工道德規範、保密義務和利益衝突排除協議》及《員工手冊》，明確了包含員工對內業務行為、對外業務行為、個人行為及利益衝突等方面的行為準則，以此強化集團對商業道德及反貪腐行為的管理，最大程度保障集團內部廉潔。報告期內，集團實現了採購人員全員簽署廉潔自律承諾，以及全體員工簽署《誠信廉潔自律承諾書》，通過分層級、全鏈條的廉潔承諾機制，進一步壓實崗位廉潔責任，夯實企業廉政建設根基。為貫徹落實集團廉潔政策及相關規定，我們已將員工績效與商業行為準則合規掛鉤。對於觸及紅線指標的人員，我們將依據違規嚴重程度，嚴格執行薪酬、晉升方面的處罰。

For newcomers, the Group requires them to sign the Employees' Code of Ethics, Confidentiality Obligations, and Conflicts of Interest Resolution Agreement and Employee Handbook to clarify the code of conduct for employees in terms of internal business conduct, external business conduct, personal conduct, and the conflicts of interest, so as to strengthen the Group's management of business ethics and anti-corruption practices, to maximise the internal integrity of the Group. During the Reporting Period, the Group achieved that all procurement staff signed the Commitment to Integrity and Self-discipline, and all employees signed the Commitment to Honesty, Integrity, and Self-discipline, and further solidified integrity responsibilities for each position through the hierarchical and chain-wide integrity commitment mechanism, so as to consolidate the foundation for corporate integrity building. To implement the Group's integrity policy and relevant regulations, we have linked employee performance to compliance with the business code of conduct. For individuals who trigger red-line indicators, we will strictly impose penalties in respect of remuneration and promotion in accordance with the severity of the violation.

我們杜絕合作夥伴的貪污腐敗、壟斷等不正當競爭行為，在反商業賄賂及廉潔守信方面採取「零容忍」政策，構建制度化供應商廉潔管理體系。集團於供應商管理平台公示與各供應商、經銷商建立公平交易及反貪腐要求的保證協議書範本，如《旺旺集團供應商合作行為準則》、《供應商合規守信承諾函》、《反腐倡廉宣導函》等供應鏈廉潔管理文件，並與所有經銷商簽署《經銷商行為準則》，保障旺旺集團與合作夥伴的持續健康發展與良性循環，建立與業務相適應的合規標準和道德要求。在常態化風控與全域監督方面，集團深度落實合作夥伴的日常廉潔風險核查。我們結合年度資質審核與例行風險評估，利用內外信息平台進行全方位的法律合規性篩查，確保合作夥伴有效執行商業道德相關法律法規與公司政策。

旺旺稽核部門每年開展各類內部審計工作，覆蓋集團全部附屬公司及分公司，審計內容涵蓋商業道德相關領域，旨在檢查各單位是否有效執行集團商業道德相關政策。我們依照旺旺商業道德相關管理制度，對於經查證屬實的違規問題均依法依規處理，並定期優化完善制度流程。

舉報機制

檢舉舉報是反貪腐工作的重要一環，旺旺集團不斷完善舉報流程及途徑，制定並下發《舉報管理制度》，鼓勵員工及外部人員積極對廉政違紀行為進行檢舉揭發。我們提供暢通的匿名舉報方式並鼓勵舉報人實名進行舉報，並承諾為舉報人採取必要的保密措施。對任何針對舉報人的打擊報復行為，我們秉持「零容忍」政策，如查明打擊報復情況將依照法律法規及公司制度進行嚴厲處理。

We eliminate corruption, monopoly, and other improper competition practices on the part of our partners, adopt a “zero tolerance” policy in fighting against commercial bribery and maintaining integrity and trustworthiness, and build a systematic supplier integrity management system. The Group publishes on the supplier management platform the templates of the guarantee agreements to be entered into with suppliers and distributors for establishing fair trade and fulfilling anti-corruption requirements, including supply chain integrity management documents such as the Code of Conduct for Want Want Group’s Supplier Cooperation, the Supplier Compliance and Trustworthiness Commitment Letter, and the Anti-Corruption and Integrity Promotion Letter, and has entered into the Code of Conduct for Distributors with all distributors, so as to ensure the sustainable and healthy development of Want Want Group and its partners and a virtuous circle, and to establish compliance standards and ethical requirements compatible with our business. In terms of regular risk control and all-round supervision, the Group thoroughly implements daily integrity risk checks on its partners. Combining annual qualification reviews with routine risk assessments, we conduct comprehensive legal compliance screening using internal and external information platforms, ensuring that partners effectively comply with laws, regulations, and company policies related to business ethics.

Want Want’s audit department conducts various types of internal audit work each year, covering all subsidiaries and branch offices of the Group. The audit scope covers areas related to business ethics, aiming to examine whether each unit has effectively implemented the Group’s policies relating to business ethics. In accordance with Want Want’s management systems relating to business ethics, confirmed violations, upon verification, are dealt with in accordance with laws and regulations, and the relevant systems and processes are optimised and improved on a regular basis.

Whistle-blowing Mechanism

Whistle-blowing is an important part of anti-corruption efforts. Want Want Group has continuously improved the whistle-blowing process and channels, and formulated and issued the Whistle-blowing Management System to encourage employees and outsiders to actively report integrity violations. We provide unimpeded anonymous whistle-blowing channels and encourage whistle-blowers to report under their real names, and undertake to adopt necessary confidentiality measures for whistle-blowers. We adopt a “zero tolerance” policy towards any retaliation against whistle-blowers, and where retaliation is confirmed, it will be dealt with severely in accordance with laws and regulations and the Company’s policies.

舉報流程

Whistle-blowing Process

1

投訴舉報接收
Receive complaints and reports

2

審核團隊獨立查核
Independent investigation by the audit team

3

參照《獎懲管理辦法》條款處罰直至追究法律責任
Imposition of penalties in accordance with the Regulations on Rewards and Punishments up to the pursuit of legal liability

4

對實名舉報者給予嘉獎
Commendation for real-name whistle-blowers

5

集團監察、審計團隊開展檢討，追蹤整體整改情況，加強商業道德宣導
Review by the Group's supervision and audit teams, tracking of overall rectification, and strengthening the promotion of business ethics

舉報途徑 Reporting Channels



電話舉報 Reporting by phone:
(86) 021-61151931



手機舉報 Reporting by mobile phone:
(86) 13661813132



郵箱舉報 Reporting by email:
GY_jihe@want-want.com



信函舉報 Reporting by postal:
上海市紅松東路1088號-旺旺集團 稽核查收
For Audit & Inspection Department, Want Want Group,
No.1088 East Hongsong Road, Shanghai



線上舉報：
Online reporting:



微信公眾號：
WeChat official account:
旺行天下-廉潔旺旺



預約來訪舉報
Scheduled in-person
reporting

商業道德培訓

旺旺力求將商業道德文化建設落實到公司的各個層級，以期讓所有員工和外包員工都積極參與其中。我們定期面向董事會、高級管理層、員工開展商業道德及反貪腐等相關培訓，並定期進行廉潔測試，以增強集團各層級反貪腐知識，確保風險及反舞弊管理工作的落實，將反貪腐意識融入至集團運營各層面。

Business Ethics Training

Want Want strives to implement business ethics culture at all levels of the organisation, so that all employees and outsourced employees can actively participate in it. We regularly provide business ethics and anti-corruption training sessions for the Board, senior management, and employees, and conduct integrity tests to enhance anti-corruption knowledge at all levels of the Group, and ensure the implementation of risk and anti-fraud management. By doing this, we integrate anti-corruption awareness into all levels of operation of the Group.

我們的內部審核團隊每季度向董事會層面報告內控重大事項及風險管控流程改善情況，通報違規、舞弊調查及處理情況，及時匯報反腐倡廉建設等工作進展。報告期內，我們為全體董事會提供反貪腐及防貪相關信息。

此外，針對高級管理層，我們通過高管會議定期提醒廉潔文化建設的責任人意識，落實對員工廉潔從業的培訓和宣導，引導廉潔風氣，持續開展反貪污、反舞弊之宣傳教育。我們通過製作視頻、文稿，在內部刊物及傳媒宣導，並開設廉潔旺旺微信企業號、微信公眾號，在官網、經銷商、供應商網站公示等方式，向員工、客戶、供應商宣導，同時還製作案例宣導。

根據業務所在國家或地區《反洗錢法》等相關法律法規及國際公約，集團內部要求所有財務人員及關聯崗位人員遵守所在國家或地區法律法規和道德行為規則，接受不定期的反商業賄賂、反勒索、反欺詐和反洗錢的培訓及宣導；對於在業務中存在的上述可疑行為風險提前預警，並採取針對性措施予以防範，確保集團各項業務穩健運行。

Each quarter, our internal audit team provides the Board with comprehensive reports detailing material internal control matters, improvements to risk management and control processes, updates on investigations and handling of non-compliance and fraud incidents, as well as progress updates on anti-corruption and integrity-building initiatives. During the Reporting Period, all directors of the Board were provided with materials on anti-corruption and corruption prevention.

In addition, for the senior management, we regularly remind them of their responsibilities in the construction of a culture of integrity through senior management meetings, organise training sessions and advocacy activities for employees on integrity and ethical practices in their work, promote a culture of integrity, and continue to carry out anti-corruption and anti-fraud publicity and education. We produce videos and documents, and promote relevant materials in internal publications and other media, set up Integrity of Want Want WeChat enterprise account and WeChat official account, and make public announcements on official website and websites for distributors and suppliers to communicate with employees, customers, and suppliers, and prepare case studies for advocacy activities.

In accordance with the Anti-Money-Laundering Law and other relevant laws, regulations, and international conventions in the countries or regions where the Group operates, the Group internally requires all financial personnel and personnel in related positions to comply with the laws, regulations, and rules of ethical conduct in the countries or regions where they operate, and to receive anti-bribery, anti-extortion, anti-fraud, and anti-money-laundering training and publicity materials from time to time. We have in place early warning risk indicators to identify early signs of the above suspicious behaviour in our business so that corresponding actions are taken to prevent them from happening and to ensure the healthy operation of the Group's businesses.

1.4.4 知識產權保護

圍繞知識產權這一核心企業資產，旺旺集團持續完善產權管理架構與專利佈局，高效推進各項成果的合規管理。在法治與制度建設上，集團嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》和《中華人民共和國著作權法》等法律法規要求，並嚴格執行《旺旺集團知識產權管理辦法》、《法規審核作業辦法》及《維權管理辦法》等內部制度，規範了旗下商標、字號從申請、使用到費用收取、日常監督及維權保護的全流程管理，在切實提升全員產權保護意識的同時，為企業的創新發展與品牌價值提供了強有力的制度保障。

1.4.4 Intellectual Property Protection

Centring on intellectual property (IP) as a core corporate asset, Want Want Group continuously improves the IP management framework and patent portfolio, and efficiently advances the compliant management of all achievements. In terms of rule of law and institutional construction, the Group strictly complies with the requirements of the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China and other laws and regulations, and strictly implements internal policies, including the Intellectual Property Management Regulations of the Want Want Group, the Operational Measures for Regulatory Review and the Management Measures for the Rights Protection. These policies standardise the entire life cycle management of the trademarks and trade names, spanning application, usage, fee collection, routine monitoring and rights protection, and provide a strong institutional safeguard for the enterprise's innovative development and brand value, while effectively raising the IP protection awareness of all employees.

集團開展知識產權與維權打假常態化培訓，提升全員產權保護意識

The Group Conducted Regular Training on IP and Anti-Counterfeiting to Enhance the Awareness of IP Protection among All Employees

報告期內，為了全面提升全員產權保護意識與維權打假能力，我們開展了知識產權與維權打假常態化專題培訓，將維權打假流程嵌入月度新人培訓及業務宣導大會中，通過常態化的專題宣講，持續提升員工的知識產權保護意識，掌握實用的侵權辨別技巧。期間，集團累計開展相關培訓284次，參與人數達千人以上，有效築牢全員參與的知識產權防護網。

During the Reporting Period, to comprehensively enhance the IP protection awareness and anti-counterfeiting capabilities of all employees, we conducted regular thematic training on IP and anti-counterfeiting, and embedded the anti-counterfeiting workflow into the monthly orientation training for new hires and business briefing sessions. Through ongoing thematic presentations, we continuously strengthened employees' awareness of IP protection and equipped them with practical skills for identifying infringements. During the period, the Group carried out a total of 284 related training sessions, with the number of participants exceeding one thousand, effectively fortifying a company-wide IP protection network with the participation of all employees.



知識產權與維權打假專題培訓
Thematic Training on IP and Anti-Counterfeiting

報告期內，旺旺集團成功打擊3個銷售窩點與1個製假窩點，均已達到刑事立案標準。同時，集團共新發起仿冒、假貨等被侵權訴訟案件244件，共結案248件（含以往案件），累計獲賠4,232.6萬元人民幣。報告期內，集團專利情況如下：

During the Reporting Period, Want Want Group successfully cracked down on 3 sales dens and 1 counterfeit production den, all of which met the criteria for criminal case filing. Meanwhile, the Group newly initiated 244 infringement lawsuits involving counterfeiting, fake goods and other violations, and concluded 248 cases (including cases from prior periods), obtaining cumulative compensation of RMB42.326 million. During the Reporting Period, the patents of the Group were as follows:

指標名稱 Indicator	單位 Unit	2025財年 2025FY
被授權專利數量 Number of patents granted	件 Number	61
擁有有效商標的數量 Number of valid trademarks	件 Number	4,934
擁有有效版權數量 Number of valid copyrights	件 Number	260
擁有有效專利數量 Number of valid patents	件 Number	672

旺旺集團2025財年專利情況
Patents of Want Want Group in 2025FY



**旺旺品質
有口皆碑**

**Want Want Quality Earning
Respected Popularity**



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2.1 食品安全，面面俱到

旺旺始終秉持「食品企業是良心事業，我們追求產品由裡到外絕對完美」的宗旨，堅持品質至上。我們通過與產業鏈上下游夥伴通力協作，將食品安全理念深度融入全價值鏈各環節，共同履行旺旺食品安全承諾，致力於將旺旺打造成經得起時間考驗的「金字招牌」。

報告期內，各項食品安全管理目標及達成情況如下：

指標 Indicator	目標 Target	達成情況 Progress of Achievement
送外檢合格率 Pass rate of external inspections	100%	100%
監管部門抽檢合格率 Pass rate of casual inspections by the regulatory authorities	100%	100%
投訴解決率 Complaint resolution rate	100%	100%
消費者滿意度 Consumers' satisfaction	≥95%	98%
食品安全召回突發事件 Incident of food safety recall emergencies	0	0

2.1.1 食品安全管理體系

旺旺嚴格遵守《中華人民共和國食品安全法》、《中華人民共和國產品質量法》、《中華人民共和國食品安全法實施條例》、《中華人民共和國消費者權益保護法》等法律法規。通過汲取國內外先進管理經驗，建立了旺旺標準管理體系（Want-Want Standard Management，簡稱WSM），涵蓋質量(WSQM)、生產(WSPM)、安全(WSSM)及培訓(WSTM)各方面，將食品安全管理制度落實到每一個業務節點，構建起全方位的食品安全防护網。

WSQM體系不僅整合了全球食品安全倡議（GFSI）基準的FSSC²22000與BRCGS³標準，更以危害分析與關鍵控制點（HACCP）原理為基礎，持續融入風險預防思維，實現了從原料產地溯源至客戶端交付的全鏈路質量保障。

² FSSC: 食品安全體系認證

³ BRCGS: 全球標準—食品安全

2.1 Food Safety in All Aspects

Want Want has always upheld the principle that “food enterprise is a business of conscience, and Want Want products strive to be perfect from the inside out”, and has always prioritised quality. Through close collaboration with upstream and downstream partners across the industry chain, we deeply embed the food safety philosophy into every link of the entire value chain, jointly honouring Want Want's food safety commitment and striving to build Want Want into a trusted brand that stands the test of time.

During the Reporting Period, the food safety management targets and their progress of achievement are as follows:

2.1.1 Food Safety Management System

Want Want abides strictly by the Food Safety Law of the People's Republic of China, the Product Quality Law of the People's Republic of China, the Regulations on the Implementation of the Food Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumers Rights and Interests, and other laws and regulations. By drawing on advanced domestic and international management experience, the Group has established the Want-Want Standard Management (WSM) system, covering Quality (WSQM), Production (WSPM), Safety (WSSM), and Training (WSTM). This system ensures that food safety management policies are implemented at every business node, thereby building a comprehensive food safety protection network.

The WSQM system not only integrates the FSSC² 22000 and BRCGS³ standards, which are benchmarked against the Global Food Safety Initiative (GFSI), but is also built upon the principles of Hazard Analysis and Critical Control Points (HACCP), continuously incorporating a risk-prevention mindset. This achieves quality assurance throughout the entire chain, from raw material origin traceability to end-customer delivery.

² FSSC: Food Safety System Certification

³ BRCGS: Brand Reputation through Compliance by Global Standards

在體系落地層面，集團71家常規運營工廠已全面通過FSSC 22000、BRCGS、ISO⁴ 22000、ISO 9001等審核，共持有各類質量與食品安全管理體系認證證書135張，認證覆蓋率持續保持100%，GFSI認可標準認證覆蓋率亦達90%。標桿引領方面，廣州永旺、廣州大旺、廣州必旺、廣州旺旺、廣州祥旺及泉州立旺工廠均獲評BRCGS AA級認證。此外，集團還取得企業誠信管理體系、有機食品、無麩質食品、清真食品等30項認證，持續完善多元化質量管理。

At the system implementation level, 71 regular operating factories of the Group have passed FSSC 22000, BRCGS, ISO⁴ 22000, ISO 9001 and other audits, holding a total of 135 certificates for various quality and food safety management systems, with certification coverage consistently maintained at 100% and GFSI-recognised standard certification coverage also reaching 90%. In terms of benchmarking and leading performance, Guangzhou Yong-Want, Guangzhou Big-Want, Guangzhou Be-Want, Guangzhou Want Want, Guangzhou Xiang-Want and Quanzhou Lee-Want factories have all been awarded BRCGS AA-level certifications. In addition, the Group has obtained 30 other certifications for corporate integrity management system, organic food, gluten-free food, and halal food, continuously enhancing the diversified quality management.



BRCGS 證書
BRCGS Certificate



FSSC 22000 證書
FSSC 22000 Certificate

集團持續加大實驗室技術與管理體系建設投入，全面對標國際權威標準，不斷提升內部檢測能力和管理能力，以強化監管合規並提振國內外客戶信心。截至財報期間，江西旺旺實驗室已獲得CNAS認可（中國合格評定國家認可委員會），涵蓋24項關鍵檢測項目。山東旺旺實驗室已完成改造和準備，預計在26年完成認證審核，成為集團第二家CNAS實驗室。

The Group has continuously increased its investment in the development of laboratory technology and management systems, comprehensively benchmarking against international authoritative standards, and continuously enhancing its internal testing and management capabilities, in order to strengthen regulatory compliance and boost the confidence of domestic and international customers. As of the Reporting Period, the Jiangxi Want Want laboratory has obtained CNAS accreditation (China National Accreditation Service for Conformity Assessment), covering 24 key testing projects. The Shandong Want Want laboratory has completed its renovation and preparation, and is expected to complete the accreditation audit in 2026, becoming the Group's second CNAS-accredited laboratory.

⁴

ISO：國際標準化組織

⁴

ISO: International Organization for Standardization



2.1.2 品質管理與提升

旺旺將品質視為企業發展的生命線，持續深化常態化質量管理機制。一方面，統籌供應端與生產端的源頭管控；另一方面，將「讓消費者吃得開心、放心、有信心」的理念延伸至銷售終端。通過構建覆蓋全生命週期的質量護城河，實現全鏈條、各環節的穩健可控。

2.1.2 Quality Management and Enhancement

Want Want regards quality as the lifeline of enterprise development and continuously deepens routine quality management mechanisms. On the one hand, it coordinates source control at the supply and production ends; on the other hand, it extends the philosophy of “letting consumers eat with enjoyment, reassurance and confidence” to the sales terminals. By establishing a comprehensive quality assurance framework that covers the entire life cycle, it achieves robust and controllable operations across the entire chain and at every stage.

供應商質量協同 Quality Collaboration with Suppliers

集團強化與供應商的質量溝通與要求，通過持續優化《原物料驗收標準》，有效保障供應鏈運作的順暢與響應效率。

The Group has strengthened communication of quality standards and requirements with suppliers, and continuously optimised the Raw Material Acceptance Standards to effectively ensure the smooth operation and response efficiency of the supply chain.

產品質量管理 Product Quality Management

集團深化產品全流程質量管理機制，確保從原物料入廠、製程工藝至產成品出廠放行的全過程受控，最大限度降低食品安全風險。

The Group has deepened the full-process product quality management mechanism, ensuring that the entire process from raw material receipt and production processing to finished product release is under control, thereby minimising food safety risks.

銷售端品質監測 Sales-End Quality Monitoring

集團建立覆蓋銷售端的全鏈條品質監測體系，通過前端溝通反饋與後端數據驗證相互支撐，進一步完善產品質量風險識別與閉環管理機制。

The Group has established a full-chain quality monitoring system covering the sales end. Through the mutual reinforcement of front-end communication and feedback and back-end data verification, it further refines the product quality risk identification and closed-loop management mechanisms.

旺旺質量管理舉措 Quality Management Measures of Want Want

同時，通過推行品質專案、開展品質改善活動及升級硬件設施，系統提升質量管理水平，進一步降低質量風險、保障食品安全並持續提升消費者滿意度。

Meanwhile, by implementing quality projects, conducting quality improvement activities and upgrading hardware facilities, the Group has systematically enhanced the quality management level, thereby further reducing quality risks, safeguarding food safety and continuously improving consumer satisfaction.

品質專案推行

旺旺深入實施品質專案，圍繞供應鏈、原物料、生產與市場四大端口分別落地針對性措施，系統優化各環節品質表現，堅持全鏈精耕、精益求精，持續提升品質競爭力。

Implementation of Quality Projects

Want Want has implemented in-depth quality projects, deploying targeted measures across four key areas of supply chain, raw materials, production and market, to systematically optimise quality performance at every stage. Adhering to the principles of meticulous management across the entire chain and continuous improvement, the Group has persistently enhanced the quality competitiveness.

供應端 Supply Side

- 我們通過將質量標準前置，從源頭強化供應商協同與准入管控，確保質量要求貫穿採購全鏈條，有效降低後續驗收爭議與合規風險。

By setting quality standards upfront, we strengthen supplier collaboration and admission control at the outset, ensuring that quality requirements are embedded throughout the entire procurement chain, thereby effectively reducing subsequent acceptance disputes and compliance risks.

- 報告期內，旺旺累計向外部供應商完成799份原物料標準宣貫普及，組織供應商針對專項議題討論173次，妥善解答供應商諮詢513份，並建立主動預警機制，識別並共享了16份重要的法律法規更新及草案，因此，2025財年順利實現252家供應商、563個原物料品項到貨驗收零爭議。

During the Reporting Period, Want Want cumulatively communicated and disseminated 799 raw material standards to external suppliers, organised 173 special seminars for suppliers, and properly addressed 513 enquiries from suppliers. Want Want also established an automatic early-warning mechanism, identified and shared 16 important updates and drafts of laws and regulations, and successfully achieved zero disputes on inspection of incoming merchandise from 252 suppliers and for 563 raw material items in 2025FY.

原物料端 Raw Material Side

- 我們與英國政府化學家實驗室（LGC）合作開展產品質量檢測，旨在持續提升實驗室檢測技術與管理水平，提升檢測結果的國際公信力。
We partnered with the Laboratory of the Government Chemist (LGC) in the UK to conduct product quality testing, which aimed to continuously enhance our laboratory testing technologies and management standards, and to strengthen the international credibility of our testing results.
- 報告期內，旺旺集團成功組織旗下26個生產基地的實驗室參與了LGC的國際能力驗證。本次考核項目覆蓋了原料質量與特性指標，以及飲料和乳製品原料及成品的高風險微生物指標。累計上報的300個檢測結果中，整體滿意率高達99.76%。
During the Reporting Period, Want Want Group successfully organised the laboratories of 26 production bases to participate in LGC's international proficiency testing. The testing items covered quality and characteristic indicators of raw materials, as well as high-risk microbiological indicators for beverage and dairy raw materials and finished products. Among a cumulative total of 300 reported test results, the overall satisfactory rate reached 99.76%.

生產端 Production Side

- 我們在新品上線測試階段，積極引入風險評估模型，對產品全生產過程開展風險識別與評估，並依據風險等級實施差異化質量管理措施。
During the testing phase of the new product launch, we have actively introduced a risk assessment model to conduct risk identification and assessment across the entire production process, and implemented differentiated quality management measures based on the risk levels.
- 報告期內，我們在216個新產品的試生產階段啟用風險評估模型，梳理出349項高風險項，並在新品上市前將其全部降至低風險可接受範圍。
During the Reporting Period, we implemented a risk assessment model during the trial production stage of 216 new products, identified 349 high-risk items, and reduced all of them to an acceptable low-risk range prior to the new product launch.

市場端 Market Side

- 集團持續開展市場走訪行動，深入市場了解經銷商、終端門店等對產品品質的認知與需求，從客戶視角出發及時響應並解決相關問題，持續提升客戶滿意度與產品品質保障水平，降低因銷售流通環節導致異常產品流入消費者端的可能性。2025財年，共計走訪重點客戶139家。
The Group continuously conducted market visit initiatives, gaining in-depth understanding of the perceptions and needs of distributors and retail stores regarding product quality. From a customer perspective, it promptly responded to and resolved relevant issues, continuously enhancing customer satisfaction and product quality assurance level, and reducing the likelihood of non-conforming products reaching consumers due to issues in the sales and distribution processes. In 2025FY, the Group visited a total of 139 key customers.
- 集團持續開展並擴大產品隨機市場抽樣及分公司調樣品評機制，以消費者視角出發評估產品品質，切實掌握旺旺產品在市場端的質量表現與實際狀況，強化市場端質量監測與反饋閉環管理能力。
The Group continuously conducted and expanded the random market sampling, and adjusted sampling mechanism at branches, assessing product quality from the consumer's perspective to gain a solid grasp of the quality performance and actual condition of Want Want products at the market end, thereby strengthening the closed-loop management capabilities for market-side quality monitoring and feedback.
- 報告期內，集團已完成市場抽樣及分公司調樣合計1,900餘批次，產品覆蓋率達100%。
During the Reporting Period, the Group completed a cumulative total of more than 1,900 batches of market sampling and adjusted sampling at branches, achieving a product coverage rate of 100%.

品質改善活動

集團持續深化品質圈（QCC，Quality Control Circle）與世界級製造（WCM，World Class Manufacturing）體系建設，圍繞質量、效益、能源、成本、創新、環境與安全七大維度，在全國工廠全面推進基層質量改善小組活動，穩步提升質量管理水平與運營效能。報告期內，集團成功舉辦QCC全國發表會活動，通過經驗分享、成果展示與先進表彰，持續營造「人人品管」的文化氛圍。

同時，常態化推進QCC提案改善活動，打通一線員工的創新通道。截至報告期末，集團共有QCC改善小組169個，參與成員1,768人，共提出改善提案74,298件，並投入超400萬元人民幣用於激勵員工在質量改善方面的持續貢獻，不斷推動內部質量管理與運營效率提升。

硬件設施升級

為持續夯實產品品質保障的基礎能力，推動質量管理由經驗驅動向系統化、標準化升級，集團持續加大在質量改善相關硬件方面的投入，積極推進生產車間效能升級並引入自動化設備，為質量安全提供基礎保障。報告期內，集團用於品質提升相關硬件投入總費用約1.1908億元人民幣。

Quality Improvement Activities

The Group has continued to deepen the development of the Quality Control Circle (QCC) and World Class Manufacturing (WCM) systems. Centring on seven dimensions of quality, efficiency, energy, cost, innovation, environment and safety, it has comprehensively promoted basic quality improvement group activities across factories nationwide, steadily enhancing quality management level and operational effectiveness. During the Reporting Period, the Group successfully held a QCC National Presentation Conference, fostering a cultural atmosphere of “everyone taking part in quality control” through experience sharing, achievement showcases and recognition of excellence.

Meanwhile, the Group routinely advances QCC proposal improvement activities, opening up innovation channels for front-line employees. As of the end of the Reporting Period, the Group had a total of 169 QCC improvement groups, involving 1,768 members, who collectively put forward 74,298 improvement proposals. Over RMB4 million was invested in motivating employees to continuously contribute to quality improvement, consistently improving internal quality management and operational efficiency.

Hardware Facility Upgrades

To continuously strengthen the foundational capabilities for product quality assurance and to drive the upgrade of quality management from experience-driven to systematic and standardised approaches, the Group has continued to increase investment in hardware for quality improvement, actively advanced the efficiency upgrade of production workshops and introduced automated equipment, thereby providing a fundamental safeguard for quality and safety. During the Reporting Period, the Group's total investment in hardware for quality improvement amounted to approximately RMB119.08 million.

旺旺導入自動化檢測設備，實現精準質控

Want Want Introduced Automated Inspection Equipment to Achieve Precision Quality Control

為進一步提升產品製程監控與質量管理水平，集團持續推進生產過程質量管控能力建設，報告期內相關投入約1,299萬元人民幣。

To further enhance product in-process monitoring and quality management standards, the Group continuously developed quality control capabilities in production process, with related investments during the Reporting Period amounting to approximately RMB12.99 million.

- 在產線製程監控方面，積極導入視覺、稱重、色選等在線檢測設備，實現對生產關鍵工序的實時監測與動態管控。

In terms of in-process monitoring of production lines, the Group actively introduced online inspection equipment in terms of vision, weighing and colour sorting, achieving real-time monitoring and dynamic control of key production processes.

- 在質量判定方面，積極導入「物料防護性測試儀器」、「利樂無人搖包檢測」、「商業無菌快檢」等設備，從原材料導入、成品放行等角度護航產品品質。

In terms of quality determination, the Group actively introduced equipment such as “material protective testing instruments”, “Tetra Pak unmanned shake detection” and “rapid commercial sterility testing”, safeguarding product quality from the perspectives of raw material introduction to finished product release.

報告期內，廣州大旺廠雪餅產線啟動AI視覺檢測及異常餅乾剔除系統研發試點。該系統通過AI圖像識別技術，對包裝前雪餅餅體的完整性、形態規則性及雜質情況進行自動識別，並通過自主學習比對產品與標準樣之間的差異，自動剔除異常產品，保障產品品質。

During the Reporting Period, Guangzhou Big-Want factory commenced an R&D pilot of an AI visual inspection and abnormal biscuit removal system on the rice biscuit production line. The system leverages AI image recognition technology to automatically detect the integrity, shape regularity and presence of impurities of rice biscuits before packaging, and through self-learning, compares the differences between products and standard samples, automatically removing abnormal products to ensure product quality.



自動化檢驗設備
Automated inspection equipment

旺旺推進產線自動化升級，提升質量均一性

Want Want Promoted Automation Upgrades of Production Lines to Enhance Quality Uniformity

為持續提升生產效能，集團持續關注廠房硬件設施的優化與改善，不斷提升整體生產環境的規範化與現代化水平。在生產設施方面，積極推進自動化升級與產線優化，通過汰換及新增自動化生產線，在提升整體產能效率的同時，進一步增強製程穩定性與一致性。

To continuously improve production efficiency, the Group persistently focused on the optimisation and improvement of hardware facilities in factories, steadily elevating the standardisation and modernisation level of the overall production environment. In terms of production facilities, it actively advanced automation upgrades and production line optimisation. By replacing and adding automated production lines, the Group not only enhanced overall production capacity and efficiency, but also strengthened process stability and consistency.

報告期內，旺旺湖南總廠AD鈣奶生產線完成自動化升級改造，設備互聯與數據統一採集系統已投入使用。各生產環節設備實現數據互通，運行參數及狀態信息實時匯聚至中央監控平台，操作人員可通過監控大屏掌握整條產線的設備運轉、生產進度及關鍵工藝指標。

During the Reporting Period, the AD calcium milk production line of the Hunan general factory of Want Want completed an automation upgrade. The equipment interconnection and unified data collection system has been put into use, achieving data sharing among devices throughout the production process. With operating parameters and status information aggregated in real time on the central monitoring platform, operators can monitor the equipment operation, production progress, and key process indicators of the entire production line through the large monitoring screen.



產線自動化升級
Automation Upgrades of Production Lines



設備互聯與數據採集系統
Equipment Interconnection and Data Collection System

旺旺上線智能圖文比對系統，杜絕包裝印刷差錯

Want Want Launched an Intelligent Image and Text Comparison System to Eliminate Packaging Printing Errors

為提升食品標籤合規審核效能、強化數字化風控能力，集團引入GVD 智能圖文比對系統賦能標籤稿件全流程審核。通過數字化智能審核替代傳統人工逐字核驗的模式，有效縮短審核週期、大幅提升工作效率，同時規避人工肉眼審核的疏漏與主觀誤差，從源頭嚴控標籤合規風險，進一步夯實產品標籤標準化、規範化管控體系。

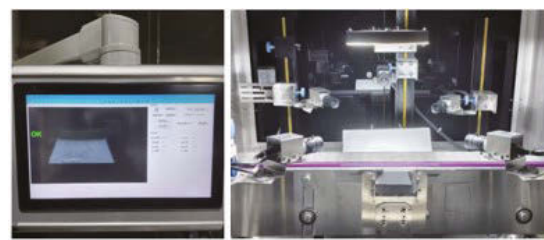
To enhance the efficiency of food labelling compliance review and strengthen digital risk control capabilities, the Group introduced the GVD intelligent image and text comparison system, to empower the entire-process review of label content. By replacing the traditional manual word-by-word verification model with digital intelligent review, the system effectively shortened the review cycle, significantly improved work efficiency, and avoided omissions and subjective errors inherent in manual visual inspection, thereby strictly controlling labelling compliance risks at the source and further strengthening the standardised and normalised control system for product labelling.

2025財年，旺旺湖南總廠啟動AI視覺檢測設備試點應用，並在所有產線安裝配套日期識別系統，對產品包裝形態及噴碼清晰度進行智能識別，有效攔截包裝異常、噴碼模糊等不合格品。經多輪測試，該AI質檢方案整體準確率穩定達到99.9%。

In 2025FY, the Hunan general factory of Want Want launched a pilot application of AI visual inspection equipment and installed corresponding date recognition systems on all production lines to intelligently identify the product packaging appearance and the clarity of inkjet printing, effectively intercepting non-conforming products such as those with abnormal packaging or blurred codes. After multiple rounds of testing, the overall accuracy rate of the AI quality inspection solution remained stable at 99.9%.



智能圖文比對系統
Intelligent Image and Text Comparison System

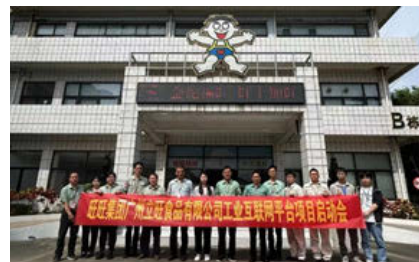


AI視覺檢測設備
AI Visual Inspection Equipment

廣州立旺食品攜手知業科技打造工業互聯網平台，提供智能製造數據支撐 Guangzhou Lee-Want Foods Joins Hands with Zhiye Technology (知業科技) to Build an Industrial Internet Platform, Providing Data Support for Intelligent Manufacturing

2025年4月17日，旺旺旗下核心子公司廣州立旺食品有限公司正式啟動工業互聯網平台項目建設。該項目構建以工藝資產化為核心的工藝監測與優化平台，實現關鍵工藝參數的實時採集、分析與可視化管理，推動多品類休閒食品生產流程標準化與透明化，降低人為干預風險並沉澱核心工藝資產，為實現智能製造提供堅實的數據支撐。

On 17 April 2025, Guangzhou Lee-Want Foods Ltd., a core subsidiary of Want Want, officially launched the construction of its Industrial Internet Platform project. The project builds a process monitoring and optimisation platform centred on process assetisation, enabling real-time collection, analysis and visualised management of key process parameters. It promotes the standardised and transparent production processes for multiple categories of leisure foods, reduces the risk of human intervention, and consolidates core process assets, providing solid data support for the realisation of intelligent manufacturing.



旺旺集團廣州立旺食品有限公司
工業互聯網平台啟動會
Launch Ceremony of the Industrial
Internet Platform of Guangzhou Lee-
Want Foods Ltd. of Want Want Group

2.1.3 食品安全文化與賦能

旺旺始終堅持「安全第一，品質完美」的管理理念，積極推進食品安全文化建設，持續培育全體員工共同認同的食品安全價值觀，不斷強化食品安全責任意識，共同守護食品安全。圍繞卓越品質管理團隊建設五年規劃，旺旺持續推進管理梯隊化、技術專業化與團隊柔性化建設，完善專業穩定的管理與技術雙軌品保體系，進一步優化食品安全與質量管理策略，不斷提升整體質量管理水平與體系化運營能力。

2.1.3 Food Safety Culture and Empowerment

Want Want has always adhered to the management philosophy of “safety first, perfect quality”, actively promoting the development of a food safety culture, continuously fostering food safety values shared by all employees, and consistently strengthening the sense of responsibility for food safety, so as to jointly safeguard food safety. Centring on the five-year plan for building an excellent quality management team, Want Want continues to advance the development of a tiered management structure, technical specialisation and team flexibility, and to refine a professional and stable dual-track quality assurance system covering both management and technology, thereby further optimising food safety and quality management strategies and continuously enhancing the overall quality management level and systematic operational capabilities.

管理梯隊化 Management Ladder

- 目標：管理梯隊儲備率、資質符合度和崗位勝任度達到100%。
Objective: achieve 100% management ladder reserve rate, qualification match rate, and job competence.
- 2025財年，管理梯隊儲備率88.8%、資質符合度88.4%。
In 2025FY, the management ladder reserve rate was 88.8%, and the qualification match rate was 88.4%.

技術專業化 Technology Specialisation

- 目標：技術人員的培養與達人認證實現全品項覆蓋。
Objective: the technical personnel training and the specialist certification achieve full product coverage.
- 2025財年，品保技術已認證423位達人，已覆蓋集團全品項，甚至部分優秀區域和優秀工廠已全品項覆蓋並養成高級達人。
In 2025FY, 423 specialists were certified in quality assurance technology, covering all products of the Group, and some excellent regions and factories even achieved full product coverage and developed senior specialists.

團隊柔性化 Management Flexibility

- 目標：從理論培訓和多崗位輪崗等多方面提升全員品保水平，實現品質團隊人員「一人三崗」和「一崗三人」的發展優勢。
Objective: from theoretical training to multi-position rotation, the quality assurance level of all staff was enhanced, and the development advantages of “one person taking three positions” and “one position taken by three persons” for members of the quality assurance team were achieved.
- 2025財年，一人二崗專精率75.6%、一人三崗專精率42.91%，一崗二人參評率82.87%、一崗三人參評率64.2%。
In 2025FY, the proficiency rate for one person taking two positions reached 75.6% and the proficiency rate for one person taking three positions reached 42.91%. The evaluation participation rate for one position taken by two persons stood at 82.87% and the evaluation participation rate for one position taken by three persons stood at 64.2%.

旺旺卓越品質保團隊建設發展戰略

Construction and Development Strategies of Want Want Excellent Quality Assurance Team

2025財年，旺旺卓越品質管理團隊建設規劃達成情況如下：

In 2025FY, our achievements of the objectives to construct the Want Want Excellent Quality Management Team are as follows:

品質達人培養 Quality Specialist Training

- 旺旺針對全國品管團隊甄選優秀人員開展品質達人特訓營、組建達人品質攻堅小組，以培養、提升其專業知識、系統性思維、項目設計與推行等能力，提升一線質量管理綜合水平，打造高素質的旺旺質量管理團隊。
Want Want selected outstanding employees from quality management teams throughout the country to attend special training camps for quality specialists and form quality task forces, so as to cultivate and enhance their professional knowledge, systematic thinking, project design and implementation capabilities and other abilities, thereby improving the overall frontline quality management proficiency and building a high-quality team for quality management.
- 2025財年，集團共遴選出各類品質達人153名，為集團品質管理儲備專業人員，並成立由品質達人組成的品質改善小組，成功完成技術精進、AI應用、流程優化等各類技術成果305項，其中專精研究26項、獲2項專利，產出有形效益499萬元人民幣。
In 2025FY, the Group selected a total of 153 quality specialists of various categories to build a talent reserve for corporate quality management. Quality improvement teams consisting of these specialists were set up, which successfully delivered 305 technological achievements in various areas including technical advancement, AI application and process optimisation, including 26 specialised research, obtaining two patents and generating tangible benefit of RMB4.99 million.

法規體系達人培養 Regulatory Specialist Training

- 2025財年，旺旺共培養法規體系達人27位，達人圍繞合規研究、風險評估與控制、技術標準認證、計量管理、數據整合及分析，以及質量管理與體系優化六大方面，開展了數字化知識庫建設、稿件審核與「合規通」等智能技術工具開發應用，並推進法規解析與體系優化等研究項目。相關研究基於工廠實際需求，強調法規管理與體系運行的持續改進，為集團提質增效、風險防控、人才培養及可持續發展能力建設提供支撐。共產出可推廣至集團的技術成果20項。
In 2025FY, Want Want cultivated a total of 27 regulatory specialists. Focusing on six major areas including compliance research, risk assessment and control, technical standard certification, metrology management, data integration and analysis, as well as quality management and system optimisation, the specialists carried out digital knowledge base development, document review, and the development and application of intelligent technology tools such as “Compliance Connect” (合規通), and promoted the regulation analysis and system optimisation and other research projects. Such research projects are conducted based on actual factory demands, with a focus on continuous improvement of regulatory management and system operation, providing support for quality enhancement, efficiency improvement, risk prevention and control, talent cultivation and capacity building for sustainable development of the Group. A total of 20 technological achievements were produced that can be rolled out across the Group.

品檢達人培養 Quality Inspection Specialist Training

- 旺旺每年持續從實驗室品檢團隊中篩選各檢測類別的優秀種子人員。2025財年，我們通過檢測專業理論、實驗室體系管理、檢測操作、品檢數據分析、檢測專項研究等多元化的培養方式，經過闖關式的層層考核，共培養137位品檢達人。目前，達人成功完成諸如檢測方法比對、樣品處理標準化、檢測方法優化、快速檢測設備評估、檢測試劑耗材驗證評估等各類改善項目190項，其中58項已在集團內推廣使用，為品質管控提供保障，更為旺旺產品品質保駕護航。

Each year, Want Want continuously selects outstanding talents from the laboratory quality inspection team across various testing categories. In 2025FY, through diverse training methods, including professional testing theory, laboratory system management, testing operations, quality inspection data analysis and specialised testing research, combined with a multi-tier assessment mechanism, we cultivated 137 quality inspection specialists. Specialists successfully completed 190 various improvement projects, such as comparison of testing methods, standardisation of sample processing, optimisation of testing methods, evaluation of rapid testing equipment, and validation and evaluation of testing reagents and consumables, 58 of which have been promoted and used within the Group, providing assurance for quality control, and safeguarding the quality of Want Want's products.

訪廠達人培養 Factory Auditor Training

- 針對集團龐大且複雜的供應商規模，旺旺從全國品保、生產、採購團隊中甄選優秀人員，組織開展訪廠達人特訓，以培養、提升其專業知識、系統性思維、訪廠要點等技術及能力，嚴格把關供應商准入，提升供應商質量管理綜合水準。2025財年，已甄選出訪廠達人102位，成功完成670家供應商訪廠。

To address the Group's extensive and complex supplier network, Want Want selects outstanding personnel from its nationwide quality assurance, production and procurement teams and organises special training for factory auditors, aiming to cultivate and enhance their professional knowledge, systemic thinking, identify key factory audit points and other skills and abilities, strictly controlling the admission of suppliers and improving overall quality management level for suppliers. In 2025FY, the Group selected 102 factory auditors, and successfully audited factories of 670 suppliers.

外銷達人培養 Export Sales Specialist Training

- 隨著集團出口業務發展，外銷業務需求逐年上漲，客戶的需求類型也愈加複雜，需要外銷品質管理的專業人才，才能保證集團外銷工作在各外銷工廠能夠更好地執行。因此，集團設立了外銷專員崗位，並圍繞工廠外銷情況、法規、語言、流程、體系認證等內容對外銷專員進行培養，以提升其專業能力及系統性思維。目前，外銷專員已承接例行合規審核、法規更新預警、出口地進口通報、認證審核、訪廠接待等外銷相關工作。2025財年，旺旺共評選出4名外銷達人，成功完成流程優化類和品質提升類專案6項、AI成果7項（均已推廣至集團內使用），為外銷品質管理精進提供有力保障。

With the development of the Group's export business, the demand for export operations has been rising annually. The increasing complexity of customer requirements necessitates professionals in export quality management to ensure that the Group's export activities are effectively executed across various factories. To address this need, the Group has established the position of export specialist. Training for these specialists encompasses factory export conditions, regulations, language skills, processes, and system certifications, etc., which is aimed at enhancing their professional capabilities and systematic thinking. At present, export specialists have taken on export-related work, including routine compliance audits, regulatory update alerts, import notifications at destination markets, certification audits, and factory visit reception. In 2025FY, four export sales specialists were selected, and a total of 6 process optimisation and quality improvement projects and 7 AI achievements were rolled out across the Group, providing strong support for the refinement of export quality management.

食品安全文化

旺旺建立了《食品安全文化建設程序》及《生產體系品質安全獎金發放辦法》等管理制度，積極營造「食品安全等於員工行為」的食品安全文化氛圍。我們通過構建多元質量激勵機制、常態化開展質量培訓，持續深化食品安全文化建設，將「食品企業是良心事業，我們追求產品由裡到外絕對完美」的理念融入員工日常工作之中。

Food Safety Culture

Want Want has established management policies including the Food Safety Culture Construction Programme and the Measures for Payment of Bonus for the Quality and Safety of Production Organisation, actively fostering a food safety culture where “food safety equals to employee behaviour”. By building a diversified quality incentive mechanism and conducting regular quality training, we continuously deepen the development of our food safety culture, embedding the philosophy that “food enterprise is a business of conscience, and Want Want products strive to be perfect from the inside out” into the daily work of our employees.

強化崗位責任意識 Strengthening Sense of Job Responsibility

旺旺通過崗位職責分解與優化獎金設置，針對不同崗位與質量職責進行分類管理，進一步壓實一線直接作業人員品質保障責任，強化全員質量意識，樹立人人都是質量監督員的理念。

Want Want reinforces the quality assurance responsibilities of front-line operators by breaking down job responsibilities and optimising bonus structures, and implementing category-based management for different positions and quality duties. This further solidifies the quality awareness of all employees and establishes the mindset that everyone is a quality supervisor.

食品安全激勵 Food Safety Incentives

旺旺在員工工資與績效獎金體系之外，專門設立了品質安全獎金，按季度發放至產線全體工作人員，用於激勵和肯定各生產基地全員在品質安全方面的持續貢獻與努力。2025財年，品質安全獎金在各生產基地產線覆蓋率達100%。

In addition to the employee salary and performance bonus system, Want Want has specially established a quality and safety bonus, which is distributed quarterly to all production line staff. This bonus is designed to motivate and recognise the continuous contributions and efforts of all staff at each production base in upholding quality and safety. In 2025FY, the coverage rate of the quality and safety bonus across production lines at all production bases reached 100%.

營造食安文化氛圍 Fostering a Food Safety Culture

從新員工入職開始，開展食品安全文化培訓，並簽署食安承諾書；各產線每月推選品質楷模，以鼓勵對食品安全有貢獻的人員，發揮榜樣的力量；每月開展一日稽核員，讓員工脫離自身崗位，去了解其他崗位、人員對質量的要求與做法；各基地每月推送食安微信文章，鼓勵員工將對質量的事跡講給大家聽；2025財年內新員工食安承諾書簽署率100%，推選品質楷模1,290人，開展一日稽核員1,493次，推送食安微信文章831篇。

Starting from the onboarding of new employees, an introduction to food safety culture is carried out, and a food safety commitment letter is signed. Each production line selects a quality model on a monthly basis to encourage personnel who have contributed to food safety and to demonstrate the power of role models. Want Want conducts the “Auditor of the Day” activities monthly, allowing employees to step away from their own positions to learn about the quality requirements and practices of other roles and colleagues. Each production base publishes food safety-themed articles on WeChat monthly, encouraging employees to share their quality-related stories with everyone. In 2025FY, the signing rate of food safety commitment letters among new employees reached 100%, 1,290 quality models were selected, 1,493 “Auditor of the Day” activities were conducted, and 831 food safety-related WeChat articles were published.

旺旺廣州總廠開展「食安事跡」攢積分活動，激發全員履職動力 Guangzhou General Factory of Want Want Pioneered a “Food Safety Deeds” Points Accumulation Programme, to Inspire Employees’ Dedication and Passion for Their Duties

旺旺廣州總廠首創「食安事跡」攢積分活動，通過積分激勵引導員工關注日常操作細節，並圍繞生產現場品質管控關鍵點提出建議，發動員工共同提升生產過程品質管理水平。2025財年，該活動共有944人參與，員工參與率達54.2%。

The Guangzhou general factory of Want Want pioneered a “Food Safety Deeds” points accumulation programme, leveraging point-based incentives to guide employees to pay attention to daily operational details and to make recommendation on key quality control points at the production site, thereby mobilising employees to jointly enhance the quality management level during the production process. In 2025FY, a total of 944 employees participated in the programme, with an employee participation rate of 54.2%.



「食安事跡」攢積分活動
“Food Safety Deeds” Points
Accumulation Programme

食品安全培訓

旺旺持續完善食品安全培訓體系，面向管理團隊、技術團隊及一線員工等不同層級開展針對性培訓，並對食品安全總監實施能力驗證，不斷提升員工食品安全意識與專業能力，將「食品企業是良心事業，我們追求產品由裡到外絕對完美」的理念融入日常管理與生產實踐，推動食品安全責任落實到每一個崗位和工作環節。

Food Safety Training

Want Want continuously improves the food safety training system, conducting targeted training for different levels including the management team, technical team and front-line employees, and implementing competency verification for food safety directors, so as to continuously enhance food safety awareness and professional competence of employees. The philosophy that “food enterprise is a business of conscience, and Want Want products strive to be perfect from the inside out” is embedded into daily management and production practices, driving the implementation of food safety responsibilities at every position and in every work process.

報告期內，累計開展食品安全員工培訓90,893人次，總培訓時長4,949小時，人均培訓時長75小時；舉辦食品安全文化活動2,007場次，新進員工食品安全承諾書簽署率保持100%。

During the Reporting Period, the Company delivered food safety training to a cumulative 90,893 employee attendances, with a total training duration of 4,949 hours and an average of 75 hours per capita. A total of 2,007 food safety cultural activities were held, and the signing rate of food safety commitment letters by new employees remained at 100%.



食品安全文化活動
Food Safety Culture Activities



食品安全承諾書簽署
Signing of the Food Safety Commitment Letter

食品安全法規
與標準宣貫
Food Safety
Regulations
and Standards
Promotion

報告期內，由集團法規部主導開展合規專項培訓18場，累計受訓1,368人次；各生產基地落地基層質量及合規培訓788場，受訓51,000餘人次，管理崗、生產一線、品控審核、營銷運營關鍵崗位實現100%覆蓋。

During the Reporting Period, the Regulatory Department of the Group led 18 specialised compliance training sessions, with a cumulative total of 1,368 participants. Across all production bases, 788 basic quality and compliance training sessions were conducted, with over 51,000 participants, achieving 100% coverage of key positions, including management, production front line, quality control and audit, and marketing and operations.

食品安全培訓
知識體系更新
Update of Training
Knowledge System
on Food Safety

報告期內，我們持續完善培訓知識體系，全年完成49份標準化課件評審，新增及修訂合規與質量類課件21份，實現培訓內容與法規新規、行業標準、企業內控要求同步更新。

During the Reporting Period, we continuously improved the training knowledge system. Throughout the year, we completed the review of 49 standardised training materials, and added or revised 21 compliance and quality-related training materials, ensuring that training content was updated in sync with new regulations, industry standards and corporate internal control requirements.

旺旺開展食品安全與營銷合規專項培訓，嚴控食品安全風險

Want Want Conducted Special Training on Food Safety and Marketing Compliance to Strictly Control Food Safety Risks

我們採用「法規條文解讀 + 典型違規案例復盤 + 現場實操答疑」模式，聚焦產品標籤標識、市場宣傳合規、生產過程質量紅線等高風險場景開展專題授課；同步面向供應商開展質量准入及履約規範定向培訓，從源頭統一質量標準、壓實主體責任，有效強化全員及供應鏈夥伴的質量意識、合規意識與風險防控能力，築牢集團全產業鏈質量文化根基。

We adopted a model of “regulatory provision interpretation + review of typical violation cases + on-site operation Q&A”, delivering thematic lectures focused on high-risk scenarios such as product labelling and identification, marketing compliance, and quality red line in production process. Simultaneously, targeted training on quality admission and performance norms was conducted for suppliers, to unify quality standards at source and reinforce primary responsibilities. This effectively strengthened the quality awareness, compliance awareness and risk prevention and control capabilities of all employees and supply chain partners, consolidating the quality culture foundation of the Group's entire industry chain.



食品安全與營銷合規專項培訓
Special Training on Food Safety and Marketing Compliance

2.1.4 質量管理成果

旺旺始終堅守食品安全底線，全面推行全產業鏈質量管控模式，持續完善品質管理與安全生產體系，憑借穩定可靠的產品品質與規範的經營管理，收獲市場消費者及監管部門的廣泛認可與肯定。

2.1.4 Quality Management Achievements

Want Want has always adhered to the baseline of food safety, fully implemented a quality management and control model across the entire industry chain, and continuously improved quality management and safe production systems. By virtue of its stable and reliable product quality and standardised operation and management, the Group has garnered widespread recognition and endorsement from consumers in the market and regulatory authorities.

旺旺品牌入選「中國消費名品」

Want Want Brand was Selected for "China's Premium Consumer Brands"

「中國消費名品」是工業和信息化部推出的消費名品名單，旨在從產品創新力、市場競爭力、品牌影響力、文化賦能力等多維度進行價值評價，為消費者甄選優質產品提供權威參考。旺旺品牌成功入選「中國消費名品」名單，彰顯旺旺集團扎根大陸、創立國民品牌、深耕消費的卓越品牌影響力。

"China's Premium Consumer Brands" is a list of renowned consumer brands launched by the Ministry of Industry and Information Technology, designed to evaluate value across multiple dimensions including product innovation capability, market competitiveness, brand influence and cultural empowerment capacity, providing an authoritative reference for consumers in selecting quality products. Want Want Brand was successfully selected into the "China's Premium Consumer Brands" list, highlighting the outstanding brand influence of Want Want Group rooting itself in the Chinese Mainland, building a national brand, and deeply cultivating the consumer market.

工业和信息化部办公厅关于公布2025年度中国消费名品名单的通知

工信部消费品司（2025）37号

各省、自治区、直辖市及计划单列市，新疆生产建设兵团工业和信息化主管部门：

为深入贯彻落实党的二十大和二十届三中全会精神，加快落实全国新型工业化推进大会工作部署，贯彻落实《国务院办公厅关于推动消费品工业高质量发展的指导意见》，根据《工业和信息化部办公厅关于公布2025年度中国消费名品名单的通知》（工信部消费品司〔2025〕37号），经企业申报、前期工业和信息化部消费品司审核、专家评审和网上公示，工业和信息化部确定了2025年度中国消费名品名单，现予以公布。

鼓励地方加强名品企业宣传推介，加大政策支持力度，加快培育特色优势产业和优质消费品牌，中国消费名品企业应严格遵守国家法律法规，诚信经营，积极履行社会责任，向消费者提供高质量产品和高品质服务，工业和信息化部建立健全管理工作机制，定期开展复核评估，对涉及违法违规生产、发生重大质量、安全、环境事故的单位，将取消资格并通报批评。

附件：2025年度中国消费名品名单

工业和信息化部办公厅
2025年1月27日

序号	企业名称	所属行业	品牌名称
144	小罐茶	六堡茶类（广西）有限公司	参茸品牌
145	康悦	康悦食品（厦门）有限公司	厦门品牌
146	康悦	康悦食品（厦门）有限公司	厦门品牌
147	冠旺	上海冠旺食品集团有限公司	金牌品牌
148	康悦	康悦食品（厦门）有限公司	金牌品牌
149	冠旺食品	上海冠旺食品集团有限公司	金牌品牌
150	艾美特	艾美特电器（深圳）有限公司	金牌品牌

廣州旺旺獲評黃埔區食品生產企業落實食品安全主體責任爭先創優示範企業 Guangzhou Want Want was Named as a Model Enterprise in Implementing Food Safety Primary Responsibilities and Striving for Excellence among Food Production Enterprises in Huangpu District

旺旺嚴守食品安全主體責任，食品安全管理成效獲得監管部門充分肯定，廣州旺旺食品有限公司獲評「黃埔區食品生產企業落實食品安全主體責任爭先創優示範企業」。

Want Want strictly fulfils its primary food safety responsibilities, and its achievements in food safety management have been fully recognised by the regulatory authorities. Guangzhou Want Want Foods Ltd. was named a "Model Enterprise in Implementing Food Safety Primary Responsibilities and Striving for Excellence among Food Production Enterprises in Huangpu District".



旺旺榮獲多項質量管理小組活動獎 Want Want Won a Number of Awards in Various Quality Management Activities and Competitions

廣州永旺食品有限公司、廣州大旺食品有限公司先後在廣州市黃埔區2025年度群眾性質量提升活動暨第十三屆質量管理小組活動成果現場發表賽中，榮獲一等獎和優秀獎。

Guangzhou Yong-Want Foods Ltd. and Guangzhou Big-Want Foods Ltd. respectively won the First Prize and the Excellence Award at the 2025 Mass Quality Improvement Activity and the 13th Quality Management Group Activity Achievement On-site Presentation Competition in Huangpu District, Guangzhou.



旺旺榮獲廣州市多項質量管理小組活動獎
Want Want Received Multiple Awards in a Quality Management Group Activity in Guangzhou

隆昌立旺食品有限公司在內江市2025年度「質量強市 & 創新提質」QC小組職工創新大賽典型案例選樹活動中，榮獲1個四等獎和1個五等獎。

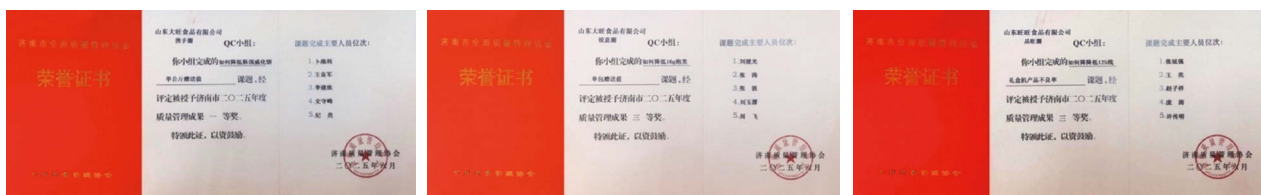
Longchang Lee-Want Foods Ltd. won one Fourth Prize and one Fifth Prize at the 2025 "Quality-driven City & Innovation-driven Quality Improvement" themed Typical Case Selection Activity of QC Group Employee Innovation Competition in Neijiang City.



旺旺榮獲內江市多項質量管理小組活動獎
Want Want Received Multiple Awards in a Quality Management Group Activity in Neijiang

山東大旺食品有限公司、山東旺旺食品有限公司先後在濟南市2025年度群眾性質量管理活動經驗交流會中，榮獲濟南市2025年度質量管理成果一等獎1個和三等獎2個。

Shandong Big-Want Foods Ltd. and Shandong Want Want Foods Ltd. respectively won one First Prize and two Third Prizes for Jinan City 2025 Quality Management Achievements at the Jinan City 2025 Mass Quality Management Activity Experience Exchange Conference.



旺旺榮獲濟南市多項質量管理小組活動獎
Want Want Received Multiple Awards in a Quality Management Group Activity in Jinan

2.2 責任供應，貫徹始終

旺旺深諳穩健與可持續的供應鏈對於企業高質量發展的關鍵支撐作用，始終致力於打造一條綠色透明、合規高效且富有韌性的供應鏈。我們依託採購系統數字化迭代升級，建立了涵蓋供應商准入評估、績效考核到分級管控的全生命週期體系，並通過資質動態審核與實地訪廠，全面築牢供應鏈多維風險防線。

同時，旺旺將ESG指標與廉潔要求深度整合至供應商全流程管理中，大力推進核心農產品與包裝材料的綠色採購及原產地鏈路追溯，積極助力產業鏈的低碳循環轉型。我們持續深化本地供應商扶持與國產化替代，通過常態化培訓、技術創新協同與多渠道溝通矩陣，全面賦能供應商提質增效，攜手夥伴共築互利共贏、協同發展的永續供應鏈生態。

2.2 Responsible Supply in Whole Process

Want Want is keenly aware of the critical supporting role that a robust and sustainable supply chain plays in the high-quality development of the enterprise, and is consistently dedicated to building a green, transparent, compliant, efficient and resilient supply chain. Leveraging the digital, iterative upgrade of the procurement system, we have established a full life cycle management system covering supplier admission assessment, performance appraisal and tiered management and control. Through dynamic qualification reviews and on-site factory audits, we have comprehensively fortified the multi-dimensional risk defence line of the supply chain.

Meanwhile, Want Want has deeply integrated ESG indicators and integrity requirements into the entire supplier management process, and has vigorously promoted green procurement and origin chain traceability of core agricultural products and packaging materials, actively contributing to the low-carbon, circular transformation of the industry chain. We continue to deepen the support for local suppliers and domestic substitution. Through regular training, technological innovation collaboration and a multi-channel communication matrix, we comprehensively empower suppliers to enhance quality and efficiency, and join hands with partners to build a sustainable supply chain ecosystem that strives for mutual benefits and win-win results and develops in a coordinated way.

2.2.1 供應商管理體系

旺旺構建了覆蓋供應商全生命週期的標準化管理體系，涵蓋准入評估、資質審核、現場核查、質量檢驗、試車驗證、績效考核、分級管控七級核心環節。通過部署供應商協同平台（SRM），實現從註冊建檔、資質文件管理、訪廠評審管理、質量檢驗到試產驗證管理的全流程數字化管控，顯著提升供應鏈透明度與運營協同效率。

報告期內，旺旺通過採購系統的迭代升級和數據賦能，重點圍繞供應商管理、風險識別及採購流程數字化等方面進行了系統性優化，全面提升供應鏈的透明度與協同效率，推動採購邁向管理智能化，全力構建穩健高效的供應鏈生態。

2.2.1 Management System of Suppliers

Want Want has established a standardised management system covering the entire life cycle of suppliers, encompassing seven core stages: admission assessment, qualification review, on-site inspection, quality inspection, trial-run verification, performance appraisal, and tiered management and control. Through the deployment of the Supplier Relationship Management (SRM) platform, digital control has been achieved across the entire process from registration and profile creation, qualification document management, management of factory audit review, quality inspection, to management of trial production verification, significantly enhancing supply chain transparency and operational collaboration efficiency.

During the Reporting Period, through the iterative upgrade and data empowerment of the procurement system, Want Want carried out systematic optimisation with a focus on supplier management, risk identification and the digitalisation of procurement processes, comprehensively improving the transparency and collaboration efficiency of supply chain, advancing procurement towards intelligent management, and making every effort to build a robust and efficient supply chain ecosystem.

新供應商准入審核多維度驗證

New supplier admission examination with multi-dimensional verification

- 遵循「多渠道引進、跨單位協同判定」的准入原則，系統化協同作業驗證新供應商在生產技術、質量體系、安全合規及產品追溯等能力指標，並依據原物料的質量管理要求，建立相應的准入管控標準流程及審查機制。
Adhering to the admission principle of “bringing in suppliers through multiple channels and cross-department collaborative evaluation”, we systematically conduct collaborative verification of new suppliers' capability indicators including production technology, quality systems, safety compliance and product traceability, and establish corresponding admission control standard procedures and review mechanisms based on the quality management requirements for raw materials.

供應商資質動態監控

Dynamic monitoring of supplier qualifications

- 在系統註冊環節集成工商、司法等第三方平台接口，自動獲取企業成立年限、註冊資金、訴訟記錄及異常經營等主數據，進行風險篩查與實時卡控提示。
During the system registration stage, interfaces with third-party platforms covering industry and commerce, judiciary and other domains are integrated to automatically capture master data such as the enterprise's years of establishment, registered capital, litigation records and abnormal operations, thereby conducting risk screening and providing real-time control alerts.

全流程閉環檔案

Full-process, closed-loop archives

- 通過系統實現新供應商從申請、審核到認證的完整閉環流程，在系統內自動形成規範的供應商池與管理檔案。
Through the system, a complete closed-loop process from application, review to certification for new suppliers is achieved, and a standardised supplier pool and management archives are automatically generated within the system.

多矩陣溝通

Multi-matrix communication

- 我們在系統首頁集成官方招標採購信息微信公眾號並全面公示詳細的對外聯繫方式，實現需求公告的全渠道發佈，有效拓寬優質供應商源頭。

We have integrated the official WeChat public account for tender and procurement information on the system homepage and fully disclosed the detailed external contact information, enabling omni-channel release of demand announcements and effectively broadening the sources of quality suppliers.

供應商開發管理措施

Supplier Development Management Measures

多維量化評價體系

Multi-dimensional Quantitative Evaluation System

- 按品類劃分，從質量管控（入廠檢驗合格率、製成使用合格率、異常響應效率）、訂單履約（按時到貨率、到貨準確率）、商業表現（成本控制、服務響應）及改善能力（糾正措施請求單閉環）八大明細指標對供應商實施量化評估。

We conduct quantitative evaluations of suppliers by category based on eight detailed indicators including quality control (pass rate of incoming inspection, production yield rate, and abnormality response efficiency), order fulfillment (on-time delivery rate, delivery accuracy rate), business performance (cost control, service responsiveness), and improvement capabilities (closed-loop corrective action request forms).

系統化運作

Systematic Operation

- 依託ERP系統對原物料供應商評價，自動匯總跨部門的評估數據，通過供應商雷達圖實現品類與供應商雙維度的智能評估與展示，便於進行針對性改善。

By leveraging the ERP system in the evaluation of raw material suppliers, cross-departmental assessment data is automatically consolidated. Supplier score radar charts enables intelligent evaluation and presentation by category and supplier, and facilitates targeted improvements.

動態發展改進與業務洞察預測

Dynamic Development, Improvement and Business Insight Forecasting

- 針對評估結果不佳的供應商，通過定期培訓與現場指導，針對性優化供應商在質量、交期、成本、服務四大核心能力。報告期內，旺旺合計對37家原物料供應商實施持續改善輔導。

For suppliers with unsatisfactory evaluation results, we offer regular training and on-site coaching to enhance their four core capabilities in a targeted manner, namely quality, delivery, cost, and service. During the Reporting Period, Want Want provided continuous improvement coaching for 37 raw material suppliers.

供應商績效評價舉措

Supplier Performance Evaluation Measures

科學量化分級
標準矩陣
Scientific and
Quantitative
Grading Criteria
Matrix

綜合考量年度評價得分、合作年限、供貨能力（可供應產能）及價格競爭力，構成量化分級標準，將供應商精細化劃分為A、B、C、D四個等級。

Suppliers are classified into four grades (A, B, C and D) through quantitative grading criteria, which comprehensively take into account annual evaluation scores, length of cooperation, supply capacity (available production capacity), and price competitiveness.

分級差異化
合作策略
Differentiated
Cooperation
Strategies by
Grade

依據評級結果實施差異化的激勵與管控策略。對A級優質供應商考慮提供資質單白名單准入，並給予一定供貨激勵；對B級供應商維持當前合作規模並輔導專項改善；對C級供應商執行以6個月為限的輔導改善；對D級供應商暫停招投標。

Differentiated incentive and control strategies are implemented based on the grading results. For Grade A high-quality suppliers, consideration is given to granting white-list admission for qualification documents and providing certain supply incentives; for Grade B suppliers, the current scale of cooperation is maintained and guidance is provided for specific improvements; for Grade C suppliers, guided improvement with a time limit of six months is enforced; for Grade D suppliers, bidding participation is suspended.

核心戰略夥伴培育
與正向激勵
Core Strategic
Partner Cultivation
and Positive
Incentives

定向培育並發展長期戰略合作夥伴，凡連續3年獲A級評定，滿足戰略性供應商准入條件的合作方，劃定為戰略供應商，其首標供貨佔比予以適當提升。

Long-term strategic partners are cultivated and developed on a targeted basis. Any partner company that has been rated as Grade A for three consecutive years and meet the admission conditions for strategic suppliers will be designated as a strategic supplier, and the proportion of its supply in the initial tender will be appropriately increased.

供應商分級管理舉措
Supplier Tiered Management Measures

截至報告期末，旺旺集團共計擁有一級供應商⁵971家，按照地區的劃分情況如下：

As of the end of the Reporting Period, Want Want Group had a total of 971 tier-1 suppliers⁵, with the geographical distribution as follows:

地區 Region	數量(家) Number
東北區域 Northeast Region of Chinese Mainland	22
華北區域 North China	86
西北區域 Northwest Region of Chinese Mainland	12
西南區域 Southwest Region of Chinese Mainland	35
華東區域 East China	607
華中區域 Central China	63
華南區域 South China	126
中國大陸以外的地區 Regions outside Chinese Mainland	20

旺旺集團2025財年按地區劃分供應商情況
Supplier Distribution by Region of Want Want Group in 2025FY

⁵ 一級供應商：統計口徑為2025財年與旺旺有實際交易金額的集團層面的供應商，不包括廠建資訊供應商。

⁵ Tier-1 suppliers: The statistical scope refers to group-level suppliers that had actual transaction amounts with Want Want in 2025FY, excluding factory construction and IT suppliers.

2.2.2 供應商風險管理

旺旺已建立常態化供應商風險管理體系，通過對供應商的整體綜合實力表現、風險管控狀況、可持續發展能力進行系統化深度評估，通過資質驗證、體系認證審核與現場稽核等多元評估方式，構建動態供應商風險管理機制，並同步升級《供應商合作行為準則》，將環境保護與可持續發展納入旺旺供應商合作行為準則。

2.2.2 Supplier Risk Management

Want Want has established a normalised supplier risk management system that conducts systematic in-depth evaluations of suppliers' overall comprehensive strengths, risk management and control positions, and sustainable development capacities. Want Want has established a dynamic risk management mechanism for suppliers through diversified evaluation methods including qualification verification, system certification review, and on-site inspections. Meanwhile, Want Want has upgraded the Code of Conduct for Supplier Cooperation by incorporating environmental protection and sustainable development.

資質動態審核 Dynamic Qualification Review

- 依託SRM平台構建供應商資質動態審核管理機制。資質溯源方面要求供應商提交涵蓋原物料規格、檢驗認證、驗收標準確認及關鍵生產參數（包括原料種類、配比、產地、技術風險指標）的完整資質證明文件，並實施嚴格的交叉驗證機制。A desk assessment management mechanism for supplier qualifications has been established based on the SRM platform. In terms of qualification traceability, suppliers are required to submit complete qualification documentation covering raw material specifications, inspection and certification, acceptance standard confirmation and key production parameters (including raw material types, proportions, places of origin and technical risk indicators), and a rigorous cross-verification mechanism is implemented.

實地訪廠審核 On-site Factory Audit

- 依據集團針對不同類型原物料的訪廠評核標準，定期對關鍵供應商進行現場審核，覆蓋質量管理體系、原物料管控、生產控制、檢驗能力、追溯、不合格品管理等核心環節，並通過CAR（Corrective Action Report）追蹤驗證改進成效以建立管理閉環。2025財年，共完成747家供應商現場審核並開展質量標準對標。Based on standards for factory audit in respect of different raw materials of the Group, on-site audits of key suppliers are conducted regularly, covering core aspects including the quality management system, raw materials control, production control, inspection capability, traceability and non-conforming product management. Improvement effectiveness is verified through CAR (Corrective Action Report) tracking to establish closed-loop management. In 2025FY, on-site audits of 747 suppliers were completed and quality standard benchmarking was conducted.

產地調研 Origin Research

- 每年針對大米、馬鈴薯澱粉、水果等核心農產品原料實施產地調研與審核監督，重點瞭解產季趨勢、種植規範、加工環境衛生、儲存條件及農殘／重金屬風險。2025財年，共完成6次產地審核。The Group implements origin research and audit supervision for core agricultural raw materials such as rice, potato starch and fruits, focusing on understanding harvest season trends, cultivation standards, processing hygiene, storage conditions, and pesticide residue/heavy metal risks. In 2025FY, a total of 6 origin audits were completed.

原物料標準檢測管控 Raw Material Standards and Testing Control

- 建立標準制定及質量檢測協同機制，根據產品特性需要，開發質量特性指標的檢測方法。通過涵蓋國內外法規標準、長期監測數據分析及行業預警信息的多維度合規風險評估，對原物料實施風險分級管理，並通過比例抽樣方式進行持續監控。
A collaborative mechanism for standard setting and quality testing has been established, and testing methods for quality characteristic indicators are developed according to product characteristics. Through a multi-dimensional compliance risk assessment covering domestic and international regulatory standards, long-term monitoring data analysis and industry early warning information, raw materials are managed under a risk-based classification approach and continuously monitored through proportional sampling.

數據驅動預警 Data-Driven Early Warning

- 通過報表中心統一數據出口，保障數據的一致性和準確性。採購團隊借助「獨家SKU預警報表」等智能化管理報表體系實現趨勢預測和異常預警。
Data consistency and accuracy are ensured through the unified data export of the reporting centre. The procurement team leverages an intelligent management reporting system, including the “exclusive SKU early warning report”, to achieve trend forecasting and anomaly alerts.

供應商風險評估舉措 Supplier Risk Assessment Measures

永久停權機制 Permanent Disqualification Mechanism

- 設定明確的「永久停權」紅線標準，包括不履行合同、欺詐行為、不正當交易等違規行為，一旦觸及，無論原評級如何都將啟動停權流程。
Clear “permanent disqualification” red-line criteria have been established, including violations such as non-performance of contracts, fraudulent acts and improper transactions. Once such violations occur, the disqualification process will be initiated regardless of the supplier's original grading.

品質與交付能力保障 Quality and Delivery Capability Assurance

- 圍繞質量標準一致性、契約按時按量交付、包裝運輸質量以及質量持續改進意願四個核心維度對合作供應商進行全面跟蹤，發生質量問題時要求供應商嚴格執行整改或工藝改進，確保原物料具備良好的可靠性，避免因延遲交付或包裝損耗影響旺旺的正常生產。
Collaborating suppliers are comprehensively tracked across four core dimensions: consistency with quality standards, on-time and in-full delivery as contracted, packaging and transportation quality, and willingness to pursue continuous quality improvement. When quality issues arise, suppliers are required to strictly implement rectification or process improvements to ensure that raw materials possess sound reliability, thereby preventing delayed delivery or packaging damage from affecting Want Want's normal production.

風險應對與懲戒機制 Risk Response and Punishment Mechanism

2.2.3 供應商ESG管理

旺旺構建了覆蓋ESG績效表現的供應商全生命週期管理體系，通過明確的聯動與閉環管理機制，持續深化供應鏈的可持續風險管控，我們依託《旺旺集團供應商合作行為準則》中關於勞工保護、環境保護與可持續發展、反腐敗等核心規範，引導新供應商的可持續發展行為，協同合作夥伴共同打造綠色低碳、誠信合規的可持續供應鏈體系。

2.2.3 Supplier ESG Management

Want Want has established a supplier full life cycle management system that encompasses ESG performance. Through clear linkage and closed-loop management mechanisms, it continuously deepens the sustainable risk control of the supply chain. Relying on the core standards set out in the Code of Conduct for Want Want Group's Supplier Cooperation regarding labour protection, environmental protection and sustainable development, as well as anti-corruption, we guide the sustainable development practices of new suppliers and collaborate with partners to jointly build a sustainable supply chain system that is green, low-carbon, integrity-driven and compliant.

准入審核 Admission Review

- **前置合規篩選：**將ESG考評要求作為激勵導向融入准入流程，通過合規承諾簽署和資質評估，引導意向合作供應商前置披露其在低碳運營、社會責任及商業道德等層面的實踐，從源頭篩選夥伴。
Pre-compliance screening: ESG assessment requirements are embedded into the admission process as an incentive orientation. Through the signing of compliance commitments and qualification evaluations, prospective suppliers are guided to proactively disclose their practices in areas such as low-carbon operations, social responsibility and business ethics, thereby screening partners at the source.
- **安全責任綁定：**在工廠端的採購環節與供應商簽訂各類安全協議，明確控管要求，落實安全主體責任。
Safety responsibility binding: At the factory-end procurement stage, various safety agreements are signed with suppliers to specify control requirements and enforce primary safety responsibilities.
- **多維資質核驗：**在審核環節通過現場評估和資質單據審核落實ESG要求。由品質中心等部門通過數字平台，專項核驗供應商的環境與職業健康管理體系等各類合規證書的真實性與有效性。
Multi-dimensional qualification verification: During the review stage, ESG requirements are implemented through on-site assessments and qualification document reviews. Departments such as the quality centre specifically verify the authenticity and validity of various compliance certificates, including environmental and occupational health management systems of suppliers, via the digital platform.

績效評價 Performance Evaluation

- **動態風險覆蓋：**實施常態化ESG風險評估，目前已覆蓋超過90%的統購合作供應商及關鍵非一級供應商。
Dynamic risk coverage: Routine ESG risk assessments are conducted, which currently cover over 90% of collaborative suppliers for unified purchase and key non-tier-1 suppliers.
- **多維量化評分：**將ESG評分作為最高10分的考評加分項嵌入綜合評價體系。評分緊扣四個維度進行量化計分：ESG相關披露報告、第三方權威評級、官網宣傳、可持續相關證書及榮譽貢獻。
Multi-dimensional quantitative scoring: The ESG score is embedded as a bonus item worth up to 10 points in the comprehensive evaluation system. Scoring is carried out through quantitative assessment based on four dimensions: ESG-related disclosure reports, authoritative third-party ratings, official website publicity, and sustainability-related certificates and honorary contributions.
- **考評結果運用：**優秀的ESG表現可通過加分直接提升供應商的年度評級，從而獲得戰略合作及訂單傾斜機會；針對存在重大風險的低分重點供應商，通過發放《原物料供應商月度考核反饋表》等機制，聯合落實針對性的糾正改善計劃，並嚴格執行限期整改或業務約束措施。
Application of evaluation results: Outstanding ESG performance can directly improve a supplier's annual rating through bonus points, thereby gaining opportunities for strategic cooperation and order priority. For low-scoring key suppliers with material risks, mechanisms such as issuing the Raw Material Supplier Monthly Assessment Feedback Form are employed to jointly implement targeted, corrective improvement plans, with strict enforcement of time-bound rectification or business restriction measures.

發展賦能 Development and Empowerment

- **綠色專項技術輔導：**聯合內部生產運營技術團隊深入紙類包材等高能耗供應商廠區，開展能耗排查與重點用能系統檢測，提供節能降耗改造的專業技術輔導，並出具專項能耗診斷報告。

Green, special technical guidance: In collaboration with internal production and operation technical teams, we conduct in-depth visits to the factories of high-energy-consumption suppliers such as paper packaging material manufacturers, carry out energy consumption audits and inspections of key energy-using systems, provide professional technical guidance on energy-saving and consumption-reduction retrofitting, and issue dedicated energy consumption diagnostic reports.

- **數字建檔智能化：**規劃在系統內增設ESG信息上傳模塊，建立商戶ESG數字檔案庫，全面推進供應鏈風險評估、能力建設及績效追蹤的智能化管理。

Intelligent digital archiving: Plans are in place to add an ESG information upload module to the system and establish a digital ESG archive database for suppliers, comprehensively promoting intelligent management of supply chain risk assessment, capacity building and performance tracking.

旺旺集團供應商ESG管理體系

Supplier ESG Management System of Want Want Group

廉潔供應鏈

旺旺始終將誠信廉潔視為供應鏈穩健運行的合規底線，建立了綜合性的供應商反腐敗管理體系，堅決對商業舞弊與不正當交易採取「零容忍」政策，全力打造公開、透明、規範的陽光供應鏈生態。供應鏈廉潔管理詳見「克己奉公，廉潔旺旺」章節的「商業道德」部分。

Clean Supply Chain

Want Want has always regarded honesty and integrity as the compliance baseline for the stable operation of the supply chain. The Group has established a comprehensive supplier anti-corruption management system, resolutely adopting a “zero tolerance” policy towards commercial fraud and improper transactions, and is fully committed to building an open, transparent and standardised ethical supply chain ecosystem. For details on supply chain integrity management, please refer to the “Business Ethics” section in the chapter headed “Self-discipline, Dedication, and Integrity”.

可持續採購培訓

為確保供應鏈ESG管控的有效落地，旺旺持續面向內部採購團隊開展專題賦能培訓，明確其在可持續供應鏈管治中的核心角色與履職責任。

Sustainable Procurement Training

To ensure the effective implementation of supply chain ESG control, Want Want continuously conducts specialised capacity-building training for internal procurement team, clarifying their core role and responsibilities in sustainable supply chain governance.

包材採購中心開展採購團隊專項培訓，強化供應鏈合規與數字管理效能 Packaging Material Procurement Centre Conducted Specialised Training for the Procurement Team to Strengthen Supply Chain Compliance and Digital Management Effectiveness

2025財年，包材採購中心圍繞合規履職、專業能力提升、數字化賦能等維度開展採購團隊專項培訓。合規上嚴格規範渠道，要求業務對接統一通過企業微信並執行電話錄音留痕，上崗前簽核必知必動文件；數字化上組織DIFY平台AI技能培訓，賦能供應商ESG數據核查與風險識別；管理上引入WCOM (World Class Operations Management) 世界級製造-採購管理專項培訓，涵蓋戰略及績效管理，重塑團隊的可持續採購與全生命週期管理思維。

In 2025FY, the packaging materials procurement centre conducted specialised training for the procurement team across dimensions including compliance performance, professional capability enhancement and digital empowerment. In terms of compliance, channels were strictly regulated, requiring business communication to be uniformly conducted via WeCom with telephone recordings retained as evidence, and mandatory must-know and must-do documents to be signed off before assuming duties. In terms of digitalisation, AI skills training on the DIFY platform was organised to empower supplier ESG data verification and risk identification. In terms of management, the specialised training on WCOM (World Class Operations Management) was introduced, covering strategy and performance management to reshape the team's mindset on sustainable procurement and full life cycle management.



採購團隊專項培訓
Specialised Training for the Procurement Team

2.2.4 原材料追溯

旺旺已經構建健全的原材料追溯體系，通過覆蓋原材料採買、入廠檢驗、生產製造、倉儲物流及市場流通的全過程追溯機制確保原材料溯源信息完整可查。我們對產品中涉及的包材、棕櫚油、奶粉等關鍵原材料實施嚴格的追溯調查，依據旺旺各類原材料驗收標準對每批次入廠原料嚴格執行入庫前檢測管控，並對每批次檢測的品質情況進行記錄和分析總結，形成系統化、可視化的品質數據，利於追溯信息的完整可查。依託質量檢驗大數據的系統整合及分析機制，我們實現了綠色轉型全程追溯。

2.2.4 Raw Material Traceability

Want Want has established a comprehensive raw material traceability system. The traceability mechanism covers the entire process from raw material procurement, incoming inspection, production and manufacturing, warehousing and logistics to market circulation, ensuring complete and verifiable traceability information of raw materials. We conduct rigorous traceability investigations on key raw materials such as packaging materials, palm oil, and milk powder involved in our products. In compliance with Want Want's raw material acceptance standards, each batch of incoming raw materials undergoes stringent pre-storage testing and control measures. The quality testing status of each batch is recorded, analysed, and summarised, forming systematic and visualised quality data so as to ensure complete and verifiable traceability information. By leveraging the systematic integration and analysis mechanism of quality inspection big data, full-process traceability is achieved by us throughout the green transformation.

制度保障 System Assurance

- 通過建立可食用原料《原材料調查表》實施源頭管控，管理供應商供應原料的製造工藝、營養成分、質量指標、產品配料及添加比例等信息，並嚴格執行不定期實地現場審核，全面降低質量風險。
Implement source control by establishing the Materials Survey Form for edible raw materials to manage information such as the production process, nutritional content, quality indicators, product ingredients, and additive proportions of raw materials supplied by suppliers, and strictly conduct irregular on-site examination, thereby comprehensively reducing quality risks.

體系認證 System Certification

- 持續要求所有棕櫚油供應商獲得可持續棕櫚油圓桌認證（RSPO），且100%追溯到原產地。2025財年，旺旺合作的棕櫚油供應商已實現100%原產地追溯，可追溯至印尼或馬來西亞的所屬州份。
Continue to require all palm oil suppliers to obtain the Roundtable on Sustainable Palm Oil (RSPO) certification, and the country of origin needs to be 100% traceable. In 2025FY, palm oil suppliers cooperating with Want Want achieved 100% traceability of origin, enabling tracing to specific states in Indonesia or Malaysia.
- 持續要求乳製品100%追溯到生產工廠。2025財年，我們與恆天然等核心供應商開展深度合作，全面導入牧場追溯政策，已實現乳製品100%可追溯。
Continue to require 100% traceability of dairy products to the production plant. In 2025FY, we engaged in deep collaboration with core suppliers such as Fonterra, fully rolled out a farm traceability policy, and achieved 100% traceability for dairy products.
- 重視森林保護和可持續性土地利用，採購經森林管理委員會（FSC）認證的利樂包材，其紙基包裝100%經由FSC認證，確保了木材原料的可追溯性。
Place strong emphasis on forest conservation and sustainable land use, and purchase Tetra Pak packaging materials certified by the Forest Stewardship Council (FSC). The paper-based packaging of these materials is 100% FSC-certified, ensuring the traceability of wood raw materials.

原材料追溯體系
Raw Material Traceability System

2.2.5 綠色採購

集團踐行原材料綠色採購理念，助力各生產基地實現可持續發展，優先與具備環保、綠色產品及可持續發展資質的優質廠商合作。同時，集團注重綠色產品需求，始終將綠色發展理念貫穿於產業鏈各環節。我們大力推進環保原輔料替代計劃，提升循環再生原料使用比例；此外，我們通過持續規範棕櫚油、木材等森林風險商品的採購流程，制定了完備的「零毀林」採購政策和制度，在最大限度保護森林資源的同時，有效降低毀林風險。

2.2.5 Green Procurement

The Group upholds the principle of green procurement of raw materials, supporting all production bases in achieving sustainable development, and prioritises cooperation with quality vendors that possess environmental, green product and sustainable development qualifications. Meanwhile, the Group attaches great importance to the demand for green products and consistently integrates the philosophy of green development across all stages of the industry chain. We vigorously promote the substitution plan for environmentally friendly raw and auxiliary materials and increase the proportion of recycled and renewable raw materials used. In addition, by continuously standardising the procurement process for forest-risk commodities such as palm oil and timber, we have formulated comprehensive “zero deforestation” procurement policies and systems, maximising the protection of forest resources while effectively reducing deforestation risks.

產品類別 Product Category	綠色產品、循環再造產品合作情況 Cooperation on Green Products and Recycled Products
特選珍珠米 Selected Pearl Rice	旺旺的特選珍珠米供應商獲得綠色食品認證和有機產品認證。 Want Want's selected pearl rice suppliers have obtained the green food certification and the organic product certification.
棕櫚油 Palm Oil	2025財年的合作供應商100%持有可持續棕櫚油圓桌認證（RSPO）證書。 In 2025FY, 100% of collaborating suppliers held Roundtable on Sustainable Palm Oil (RSPO) certification.
綠色包材 Green Packaging Materials	旺旺採購經森林管理委員會（FSC）認證的利樂包材，其紙基包裝100%經由FSC認證。 Want Want purchases Tetra Pak packaging materials certified by the Forest Stewardship Council (FSC), with 100% of the paper-based packaging being FSC-certified.
再生鋁 Recycled Aluminium	旺旺與供應商協同提升鋁蓋料中再生鋁的回收使用比例，2025財年集團鋁蓋料再生鋁減少碳排放2.2萬噸。 Want Want collaborates with suppliers to increase the proportion of recycled aluminium used in aluminium caps. In 2025FY, the Group reduced carbon emissions by 22,000 tonnes by recycling aluminium from aluminium caps.
咖啡 Coffee	2025財年，經過Common Code for the Coffee Community (4C)認證的咖啡覆蓋率為12%。 In 2025FY, the coverage rate of coffee certified by the Common Code for the Coffee Community (4C) reached 12%.
糖 Sugar	2025財年，獲得邦蘇克羅認證的糖產品覆蓋率為6.06%。 In 2025FY, the coverage rate of sugar products certified by Bonsucro reached 6.06%.

旺旺開展水性油墨試點項目，促進原材料可持續管理 Want Want Has Launched Water-Based Ink Pilot Project to Promote Sustainable Raw Material Management

旺旺持續推動水性白墨替代傳統墨水，2025財年，已替代使用37.1噸，減少揮發性有機物（VOCs）排放11.3噸，後續將逐步提升水性白墨使用量，減少VOCs逸散，提升噴塗穩定性，推進原材料的可持續管理。

Want Want continued to promote the replacement of traditional inks with water-based white inks. 37.1 tonnes of water-based white inks have been used in 2025FY, reducing volatile organic compounds (VOCs) emissions by 11.3 tonnes. The use of water-based white inks will be gradually increased in the future, so as to reduce the escape of VOCs, improve spraying stability, and promote the sustainable management of raw materials.

旺旺攜手合作夥伴推進大米循環經濟項目，提升資源綜合利用效率 Want Want Joins Hands with Partners to Promote a Rice Circular Economy Project, Enhancing Comprehensive Resource Utilisation Efficiency

旺旺積極響應建設資源節約型社會的號召，持續踐行循環經濟發展模式，通過提升資源綜合利用效率，實現廢棄物減量化。旺旺攜手戰略合作夥伴益海嘉里集團，助力大米循環經濟項目，通過對水稻進行全產業鏈的精細化加工與綜合利用，將碎米、米糠、稻殼等副產品轉化為高附加值產品。2022財年之後，旺旺與益海嘉里關於大米循環再造原料採購規模擴大至3億多人民幣/年，合作成效顯著。

Want Want actively responds to the national call to build a resource-conserving society and continuously implements a circular economy development model, and achieves waste reduction by enhancing comprehensive resource utilisation efficiency. Want Want has partnered with its strategic partner Yihai Kerry Group to support a rice circular economy project. Through refined processing and comprehensive utilisation across the entire rice industry chain, by-products such as broken rice, rice bran and rice husks are converted into high value-added products. Since 2022FY, the procurement volume of recycled rice raw materials between Want Want and Yihai Kerry has expanded to over RMB300 million per year, demonstrating significant cooperation results.



綠色合作與聯合研發

為貫穿綠色採購宗旨，旺旺深化與供應商在可持續供應鏈建設領域的協作，圍繞工藝革新、物料替換、包材輕量化及數字化升級等多維度推進綠色合作項目。在輕量化與減排研發上，我們在保證質量要求的前提下，協同供應商，提升塑料原膜厚度管控精度，同時提升包材材質性能及優化設備技術參數，推動塑料包裝及金屬包裝減薄，實現減塑1,400噸/年，減少鐵資源使用1,500噸/年、減少鋁材使用200噸/年；同時，開發鋼管芯替代紙管芯、實施原紙幅寬控制，年減少固廢100噸/年。此外，我們每年針對紫菜、青蔥、果肉等產季農產品，前往供應商處開展1至2次產地調研與農藥管理交流，針對廠建與管道工程供應商推行全覆蓋的進場前崗前培訓，嚴格管控施工廢棄物與現場安全。

Green Collaboration and Joint R&D

To uphold the principle of green procurement, Want Want deepens the collaboration with suppliers in the field of sustainable supply chain development, advancing green cooperation projects across multiple dimensions including process innovation, material substitution, packaging light-weighting and digital upgrading. In terms of light-weighting and R&D of emission reduction, we collaborated with suppliers to enhance the precision of thickness control for plastic films while ensuring quality standards are met. Simultaneously, we have improved the performance of packaging materials and optimised the technical parameters of equipment to promote the thinning of plastic and metal packaging, achieving an annual reduction in plastic use of 1,400 tonnes, an annual reduction of 1,500 tonnes in iron resource use and an annual reduction of 200 tonnes in aluminium material use. At the same time, we developed steel tube cores to replace paper tube cores, and controlled the width of base paper, reducing solid waste by 100 tonnes per year. In addition, we conduct one to two origin research and pesticide management exchange visits to suppliers each year for seasonal agricultural products such as seaweed, scallions and fruit pulp, and implement full-coverage pre-commencement induction training for factory construction and pipeline engineering suppliers, strictly controlling construction waste and on-site safety.

旺旺攜手供應商開展包材印刷工藝與環保緩衝物料綠色升級合作，助力供應鏈綠色轉型 Want Want Collaborates with Suppliers on the Green Upgrading of Packaging Printing Processes and Eco-Friendly Cushioning Materials to Drive the Green Transformation of the Supply Chain

旺旺與供應商協同包裝工藝優化，將彩印標箱、禮盒原有膠印工藝逐步調整為預印工藝，有效削減生產環節碳排放，實現綠色生產與物料輕量化。同時，針對傳統泡沫緩衝墊體積偏大、倉儲佔用空間大且環保性不足的問題，旺旺聯合供應商專項定制紙托替代方案，逐步推行紙托替換。此舉既優化了倉儲物流周轉效率、壓降綜合運營成本，又提升了包裝物料整體環保屬性，積極助力供應鏈綠色轉型。

Want Want works with suppliers to optimise packaging processes, progressively shifting the existing offset printing process for colour-printed cartons and gift boxes to a pre-printing process. This effectively reduces carbon emissions during the production stage and achieves green production and material light-weighting. Meanwhile, to address the issues of traditional foam cushioning pads, such as their relatively large volume, high warehousing space requirements and inadequate environmental performance, Want Want has collaborated with suppliers to develop a tailored paper tray alternative solution and is gradually rolling out the substitution of paper trays. This initiative not only optimises warehousing and logistics turnover efficiency and reduces overall operating costs, but also enhances the overall environmental attributes of packaging materials, actively contributing to the green transformation of the supply chain.

包材採購中心開展供應商節能降碳技術幫扶與實地調研，推動供應商節能降耗 Packaging Materials Procurement Centre Conducted Technical Assistance and On-Site Research on Energy-Saving and Carbon-Reduction for Suppliers, Driving Suppliers to Conserve Energy and Reduce Consumption

2025財年，包材採購中心借助生產運營中心工匠班技術團隊，針對紙類有意願的供應商開展節能降耗專項培訓與現場技術服務。團隊共走訪3家供應商，深入生產現場對其紙箱及紙板線的空氣壓縮機能效、管道配置、蒸汽用能風險與配置合理性開展能耗實測與隱患排查，出具專業能耗診斷報告並提供定向技術指導。經測算，若供應商全面實施相關改善，預計每年可減少碳排放約700噸。

In 2025FY, the packaging materials procurement centre, assisted with the technical team from craftsman class of the production and operation centre, carried out specialised training on energy saving and consumption reduction and offered on-site technical services for willing paper-based suppliers. The team visited a total of three suppliers, conducting on-site energy consumption measurements and hazard inspections on the air compressor energy efficiency, piping configuration, and steam energy risks and configuration rationality of their corrugated box and paperboard production lines, issued professional energy consumption diagnostic reports and provided targeted technical guidance. It is estimated that if the suppliers fully implement the relevant improvements, carbon emissions could be reduced by approximately 700 tonnes per year.

旺旺構建全國集團化數字貨運平台，提升全場景數字供應鏈的跨組織協同效率 Want Want Has Built a National Group-Wide Digital Freight Platform to Enhance Cross-Organisational Collaboration Efficiency in the Full-Scenario Digital Supply Chain

旺旺正式開展數字貨運平台技術合作，全面引入運輸管理軟件（TMS）解決方案。該平台全面覆蓋旺旺遍佈全國的34個基地、76間工廠，打破不同廠區與外部承運商、司機之間的信息壁壘，實現訂單、運力、在途信息及結算數據的無縫流轉與實時共享，通過集團化管控視角統籌優化運輸網絡，大幅提升全場景數字供應鏈的跨組織協同效率。

Want Want has officially conducted technical cooperation for a digital freight platform, fully introducing a Transportation Management Software (TMS) solution. The platform comprehensively covers 34 bases and 76 factories of Want Want across the country, breaking down the information barriers between different factories and external carriers and drivers, and enabling the seamless flow and real-time sharing of orders, transport capacity, in-transit information and settlement data. Through a group-wide management and control perspective, Want Want has coordinated and optimised the transportation network, significantly enhancing cross-organisational collaboration efficiency in the full-scenario digital supply chain.

2.2.6 供應商交流與扶持

旺旺積極開展供應商交流與協作，構建起多元化、多渠道的供需雙向溝通矩陣。我們靈活採用線上會商、現場實地座談及專屬交互平台，及時共享前瞻性法規、品質標準與貨需信息，協同合作夥伴高效化解供應鏈全流程潛在風險，攜手全球供應商夥伴打造長期、友好、互信的共贏生態。

供應商交流

1

集團供應商大會：每三年舉辦一次，旨在幫助戰略供應商了解旺旺未來發展方向並建立長期互信的合作關係。
Group-level supplier conference: Held every three years, it aims to help strategic suppliers understand Want Want's future development direction and build a long-term mutual trust-based cooperative relationship.

2

品類供應商大會：每年舉辦一次，用於針對行業標準和旺旺需求與供應商達成共識。
Category-specific supplier conference: Held annually, it is used to reach consensus with suppliers on industry standards and Want Want's demands.

3

日常供應商會議：隨時進行，旨在及時解決突發異常並開展品質與技術交流。
Daily supplier meetings: Conducted at any time, they aim to promptly resolve unexpected anomalies and carry out quality and technical exchanges.

供應商大會分類 Categories of Supplier Conferences

「智領包材、共贏未來」包材採購供應商大會 “Intelligently Leading Packaging Materials, Win-Win for the Future” Themed Packaging Materials Procurement Supplier Conference

報告期內，旺旺在集團總部舉辦了以「智領包材、共贏未來」為主題的包材採購供應商大會。會議邀約紙類、塑料類等核心戰略合作供應商，聯合供應鏈管理中心、原物料風控評估部門、生產管理部門及各事業單元多方參會。各方圍繞生產工藝優化、新品聯合技術研發、綠色低碳轉型及可持續供應鏈建設等核心方向，開展產品成果展示、前沿技術研討與深度業務洽談，全面打通上下游技術互通與資源協同渠道。

During the Reporting Period, Want Want held the packaging materials procurement supplier conference under the theme “Intelligently Leading Packaging Materials, Win-Win for the Future” at the Group's headquarters. The conference brought together core strategic supplier partners from the paper and plastics categories, with multiple parties in attendance including the supply chain management centre, the raw material risk control and assessment department, the production management department, and various business units. Centring on core directions such as production process optimisation, joint technological research and development of new products, green and low-carbon transformation, and sustainable supply chain development, all parties engaged in product achievement showcases, discussions on cutting-edge technologies and in-depth business negotiations, comprehensively opening up channels for upstream-downstream technical exchange and resource collaboration.



「智領包材、共贏未來」包材採購供應商大會
“Intelligently Leading Packaging Materials, Win-Win for the Future” Themed Packaging Materials Procurement Supplier Conference

本地供應商扶持

旺旺持續推進本地供應商培育與扶持工作，在原材料供應商選用中，本地化採購佔比達到60%。我們穩步落實核心原輔材料國產化替代，優化供應鏈結構並築牢自主供應保障能力。大宗採購方面，我們成功為全脂奶粉開發1家國內供應商，在奶片、吸吸糖產線完成600噸（涉及約1,770萬元人民幣）的國產化替代；同時為脫脂奶粉開發1家國內供應商，在AD鈣、乳酸菌產線完成1,300噸（涉及約2,683.7萬元人民幣）的國產化替代。包材採購方面，熱熔膠品類國產與進口採購比例優化調整為6:4；PET瓶胚生產所用阻隔劑順利完成全域國產化替代。原物料採購方面，無溶劑膠及雙氧水也分別成功對接國內優質供應商並實現165噸和26噸的國產替代，拉環油國產供應商亦處於批試階段。

Local Supplier Support

Want Want has continuously promoted the cultivation and support of local suppliers. In the selection of raw material suppliers, localised procurement accounted for 60%. We have steadily implemented the domestic substitution of core raw and auxiliary materials, optimised the supply chain structure and strengthened the capability for independent supply guarantee. In terms of bulk procurement, we successfully developed one domestic supplier for whole milk powder, completing 600 tonnes of domestic substitution (involving approximately RMB17.70 million) across the milk tablet and sippable candy production lines. We also developed one domestic supplier for skimmed milk powder, completing 1,300 tonnes of domestic substitution (involving approximately RMB26.837 million) across the production lines for AD calcium and lactic acid bacteria. In packaging material procurement, the domestic-to-import procurement ratio for the hot melt adhesive category was optimised and adjusted to 6:4, and the barrier agent used in the production of PET bottle preforms was successfully switched to a wholly domestic substitute. In raw material procurement, solvent-free adhesives and hydrogen peroxide were also successfully matched with quality domestic suppliers, achieving domestic substitution of 165 tonnes and 26 tonnes respectively, while domestic suppliers for manufacturing lubricant are currently at the batch trial stage.

本地供應商質量提升駐廠專項輔導

On-Site Specialised Assistance for Local Supplier Quality Improvement

2025財年，針對部分本地供應商存在的供貨質量異常問題，旺旺原物料及風險評估處安排專業人員開展駐廠幫扶與質量提升專項行動。團隊派駐專業人員實施全流程改善支持，圍繞人員崗位配置、管理流程、生產工藝、產品技術及質量管控等維度開展系統性診斷與定向提升輔導。通過持續整改優化，該重點供應商紙盒類產品異常率由28%大幅降至5%，質量管控能力與供貨穩定性顯著提升。

In 2025FY, to address supply quality anomalies arising from certain local suppliers, the raw material and risk assessment department of Want Want deployed professional personnel to carry out on-site assistance and a special quality improvement initiative. The team stationed professional staff to implement full-process improvement support, conducting systematic diagnostics and targeted enhancement coaching across dimensions including personnel and position allocation, management processes, manufacturing technique, product technology and quality control. Through continuous rectification and optimisation, the abnormality rate of paper box products from the key supplier was significantly reduced from 28% to 5%, with its quality control capability and supply stability substantially improved.

供應商培訓與賦能

旺旺已建立常態化、全覆蓋的供應商培訓與考核分析機制，全面賦能供應商持續改善。集團積極提煉內部工廠成熟的現場改善方案（如加裝防靜電離子風棒減少異物混入），並將其轉化為標準化培訓內容向外部供應商推廣賦能，有效引導供應商優化生產潔淨度管控能力。

Supplier Training and Empowerment

Want Want has established a routine, full-coverage supplier training and assessment analysis mechanism to comprehensively empower suppliers for continuous improvement. The Group actively extracts mature on-site improvement solutions from its internal factories (such as installing anti-static ionising air bars to reduce foreign matter contamination) and transforms them into standardised training content to promote to and empower external suppliers, effectively guiding suppliers to optimise their production cleanliness control capabilities.

在大宗原料採購方面，採購中心設立儀表盤異常跟蹤處理機制，針對每月供應商考核和異常率情況進行系統分析；報告期內，大宗供應商培訓覆蓋率達到100%，已定向對10家異常單數較高的供應商展開質量、交貨及考核機制宣導培訓，並針對米類供應商開展了線上專項對接培訓（覆蓋9人）。

在異常品項協同管控方面，針對到貨及產品質量異常，集團建立起多方協同溝通機制，本年度累計聯動21家重點合作供應商開展專項溝通對接38場次，其中塑料類品項開展專項溝通9次（覆蓋4家供應商），紙類品項開展專項溝通29次（覆蓋17家供應商）。

In terms of bulk raw material procurement, the procurement centre has established a dashboard-based abnormality tracking and handling mechanism to conduct systematic analysis of monthly supplier assessments and abnormality rates. During the Reporting Period, the training coverage rate for bulk suppliers reached 100%. Targeted awareness training on quality, delivery and assessment mechanisms was conducted for 10 suppliers with a high number of abnormalities, and online specialised coordination training was carried out for rice suppliers (covering 9 people).

In terms of collaborative control of abnormal items, the Group has established a multi-party collaborative communication mechanism to address quality anomalies of incoming goods and products. During the year, a total of 21 key cooperative suppliers were engaged in 38 specialised communication and coordination sessions, including 9 specialised communication sessions for plastic items (covering 4 suppliers) and 29 specialised communication sessions for paper items (covering 17 suppliers).

旺旺北京工廠與山東工廠聯合舉辦包材技術交流培訓會，強化上下游協同保障能力 Want Want Beijing Factory and Shandong Factory Jointly Held a Packaging Material Technical Exchange and Training Session to Strengthen Upstream-Downstream Collaborative Support Capabilities

2025財年，旺旺北京工廠與山東工廠聯合組織了專題包材技術交流培訓會。會議特邀紙類、塑料類包裝設備廠商及核心原輔料供應商參會，集團總部技術處、原物料風險與評估處、採購處及包材生產處等相關部門共同參與。培訓緊扣生產效能提升、成本結構優化、品質標準共建及環保低碳升級等關鍵內容開展深度研討與實操培訓，切實強化了上下游的協同保障能力，有效助力供應鏈穩定高效運行。

In 2025FY, Beijing factory and Shandong factory of Want Want jointly organised a thematic technical exchange and training session on packaging materials. The session specially invited manufacturers of paper and plastic packaging equipment and suppliers of core raw and auxiliary materials, with the participation of relevant departments including the Group's headquarters technical department, raw material risk and assessment department, procurement department and packaging material production department. The training focused closely on key areas such as production efficiency enhancement, cost structure optimisation, joint establishment of quality standards, and environmental and low-carbon upgrades, conducting in-depth discussions and hands-on practical training. These efforts effectively strengthened the upstream-downstream collaborative support capabilities and robustly contributed to the stable and efficient operation of the supply chain.



北京工廠與山東工廠聯合舉辦包材技術交流培訓會
Want Want Beijing Factory and Shandong Factory Jointly Held a Packaging Material Technical Exchange and Training Session

2.3 創新驅動，健康營養

旺旺秉持「健康中國，營養旺旺」的理念，堅守提升產品營養與保障消費者健康的承諾。我們通過不斷完善研發創新機制、深化營養健康戰略佈局、推進「旺旺大健康」全民計劃，全方位護航消費者的健康飲食生活。

2.3 Innovation-driven, Health and Nutrition

Want Want upholds the philosophy of “Healthy China, Nutritious Want Want” and remains committed to enhancing product nutrition and safeguarding consumer health. We continuously refine our R&D and innovation mechanisms, deepen the strategic layout for nutrition and health, and advance the “Want Want Great Health” nationwide programme, thereby holistically protecting the healthy eating lifestyles of consumers.

2.3.1 創新研發

旺旺持續精進自身創新研發實力，致力於為消費者帶來全新的產品體驗、口味與營養選擇。我們聚焦新產品開發、包裝材料研究、品質提升及方法開發等核心領域，並通過培育創新人才、擴充研發團隊及深化產學研合作來推動創新升級。此外，我們不斷優化自主創新人才的激勵體系，通過《專利激勵制度》鼓勵員工積極申請發明專利，釋放團隊的創新潛能。

旺旺持續優化科研管理體系，制定明確的研發戰略規劃，包括深化基礎研究、精準把握消費趨勢與群體行為需求、推動文化創意與產品創新深度融合、聚焦綠色包裝等可持續領域的前瞻研究，確保研發方向與市場及時代脈搏同頻共振，同時，旺旺通過設定研發目標體系，以量化指標與戰略導向共同支撐並推動創新研發工作的開展，持續提升品牌核心競爭力。

2025財年旺旺創新研發目標及達成情況：

2.3.1 Innovative R&D

Want Want continuously sharpens its innovative R&D capabilities, striving to bring consumers new experiences, tastes, and nutritional options. We focus on core areas such as new product development, packaging material research, quality enhancement and method development, and drive innovation and upgrade by cultivating innovative talent, expanding the R&D team and deepening industry-academia-research cooperation. Furthermore, we continuously optimise the incentive system for independent innovation talent. Through the Patent Incentive Policy, we encourage employees to actively apply for invention patents, unlocking the team's innovation potential.

Want Want continuously optimises its scientific research management system and has established a clear R&D strategic plan that encompasses deepening basic research, precisely grasping consumer trends and the behavioural needs of target groups, promoting the deep integration of cultural creativity and product innovation, and focusing on forward-looking research in sustainable areas such as green packaging, so as to ensure that the R&D direction resonates with the pulse of the market and the times. At the same time, Want Want has set an R&D target system, with quantitative indicators and strategic orientation jointly supporting and driving the advancement of innovative R&D work, thereby continuously enhancing the core competitiveness of the brand.

Innovation and R&D targets and achievement status of Want Want in 2025FY:

重點工作方向 Key Work Direction	目標 Target	達成情況 Achievement Status
創新技術能力提升 Innovative Technology Capability Enhancement	- 創新能力增加10%/年 Innovation capability increased by 10% per year - 完成重大技術突破4項，專利申請4項、國家級獎項2項 Complete 4 major technological breakthroughs, 4 patent applications and 2 national-level awards	已達成 Achieved
產品創新與工藝設計 Product Innovation and Process Design	重點產品開發完成率100%，專案完成時效性100% Completion rate of 100% for key product development, and project completion timeliness of 100%	已達成 Achieved
品質精進與效益提升 Quality Improvement and Efficiency Enhancement	- 品質改進、效益提升500萬元人民幣 Quality improvement and efficiency enhancement of RMB5 million - 完成原物料包材研究10項、檢測方法20項 Complete 10 raw material and packaging material studies and 20 testing methods	已達成 Achieved
流程及制度改善 Process and System Improvement	- 推進3項有意義的流程與制度改善 Advance 3 meaningful process and system improvements, - PLM、SAP、BOM系統100%高效運維 100% efficient operation and maintenance of PLM, SAP and BOM systems	已達成 Achieved
人才培養幹部儲備 Talent Development and Management Reserve	中層主管儲備10人，關鍵人才留存率90% Middle management reserve of 10 people, and key talent retention rate of 90%	已達成 Achieved

2.3.2 營養健康產品

旺旺積極響應「健康中國」國家戰略，緊跟國民營養健康政策，持續對標《中國居民膳食指南》（2016及2022版）、《國民營養計劃（2017-2030）》及《健康中國行動（2019-2030）》等營養健康計劃或指南，並深入貫徹「三減三健」（減油、減鹽、減糖，健康體重、健康骨骼、健康口腔）理念、《中國防治慢性病中長期發展規劃》及《中國兒童青少年零食指南》等專項要求，將全民健康訴求深度融入企業產品創新脈絡。

旺旺健康營養研發戰略

旺旺重視營養健康領域的研發創新能力建設，於報告期內成立健康研究中心，並設立專項研發小組，以專業化團隊保障健康營養領域的研發深度與落地效能。我們堅持以市場需求為導向，探索營養健康機遇，並制定了旺旺健康營養研發戰略與量化目標，通過持續的研發創新，為消費者提供更科學、更健康的食品選擇。

2.3.2 Nutritious and Healthy Products

Want Want actively responds to the “Healthy China” national strategy, closely follows the national nutrition and health policies, and continuously benchmarks against nutrition and health plans or guidelines such as the Dietary Guidelines for Chinese Residents (2016 and 2022 editions), the National Nutrition Plan (2017-2030) and the Healthy China Action (2019-2030). It also deeply implements the concept of “Three Reductions and Three Health Benefits” (reducing oil, salt and sugar; healthy weight, healthy bones and healthy oral cavity), and the specific requirements of the China Medium- and Long-Term Plan for the Prevention and Treatment of Chronic Diseases and the Snack Guidelines for Chinese Children and Adolescents, deeply integrating the public health demands into the context of the enterprise’s product innovation.

Health and Nutrition R&D Strategies of Want Want

Want Want attaches great importance to building in-house innovation capacity in the field of nutrition and health. During the Reporting Period, a health research centre was established along with a dedicated R&D team, ensuring depth of research and effective implementation in the health and nutrition domain through a specialised team. Adhering to a market demand-driven approach, we explore nutrition and health opportunities and have formulated health and nutrition R&D strategy and quantitative targets of Want Want. Through continuous R&D and innovation, we provide consumers with more scientific and healthier food choices.

持續推進「三減三健」在產品中的應用

Continuously Promoting the Application of “Three Reductions and Three Health Benefits” in Products

- 「三減三健」即減油、減鹽、減糖，健康體重、健康骨骼、健康口腔，旺旺在各品類產品中應用「三減三健」的全民健康生活理念，倡導健康膳食行動。
“Three reductions and three health benefits” means less oil, less salt, less sugar, healthy body weight, healthy bones, healthy oral cavity. Want Want applied this healthy lifestyle concept to various product categories to advocate healthy dietary practices.

持續推進有機天然(減少人工成分)原料的應用

Continuously Promoting the Use of Organic and Natural Ingredients (with Less Artificial Components)

- 積極響應國家商務部等11部門推進有機食品產業發展的指導意見，旺旺大力推動有機食品國家標準的貫徹執行，減少食品中的人工成分，推廣天然原料應用。
Actively responding to the guiding opinions of 11 departments (including the Ministry of Commerce) in relation to promoting the development of the organic food industry, Want Want vigorously promotes the implementation of national standards for organic food, reduces artificial components in food, and advocates the use of natural ingredients.

持續推進營養強化與植物基產品佔比

Continuously Increasing the Proportion of Nutritionally Fortified and Plant-based Products

- 順應全球低碳綠色轉型浪潮，植物基產品成為食品行業新的增長點，營養強化產品成為消費者新追求，旺旺抓住機遇，持續提高營養強化與植物基產品佔比。
In line with the wave of global low-carbon and green transformation, plant-based products have become a new growth driver for the food industry, and nutritionally fortified products have become a new pursuit of consumers. Want Want seizes the opportunity to keep increasing the proportion of nutritionally fortified and plant-based products.

持續推進產品升級，提高清潔標籤產品比例

Continuously Promoting Product Upgrades and Increasing the Proportion of Products with Clean Labels

- 為滿足當前消費者對於清潔標籤產品，即天然無人工添加、成分清潔的食品產品的需求，旺旺持續減少食品中的人工成分，提升清潔標籤產品比例。
In order to meet the current consumer demand for clean label products, that is, natural food products without artificial additives but clean ingredients, Want Want continues to reduce artificial ingredients in food and increase the proportion of clean label products.

旺旺健康營養研發戰略 Health and Nutrition R&D Strategies of Want Want

營養健康成果

在健康營養戰略的驅動下，旺旺持續深化產品創新迭代。我們致力於研發低糖、低脂、低鈉、有機、植物基及強化營養成分的多元化產品，並主動減少人工成分添加，以精準滿足不同消費群體的差異化營養訴求。通過不斷擴充「旺旺健康概念」系列陣容，我們努力打破美味與營養的邊界，為消費者提供兼具口感與健康價值的優質食品選擇。

Nutrition and Health Outcomes

Driven by the health and nutrition strategy, Want Want continuously deepens product innovation and iteration. We are committed to developing a diversified product portfolio that is low in sugar, low in fat, low in sodium, organic, plant-based and fortified with nutrients, while proactively reducing the addition of artificial ingredients, so as to precisely meet the differentiated nutritional demands of various consumer groups. By continuously expanding the product range under the "Want Want Healthy Concept", we strive to break down the boundary between deliciousness and nutrition, offering consumers quality food choices that deliver both superior taste and health value.

乳品類 Dairy Products

● 旺旺低脂高鈣牛乳

進口乳源：選用新西蘭優質進口乳源

低脂配方：含有3.6g/100mL優質蛋白，而脂肪含量僅1.5g/100mL

高鈣：鈣含量180mg/100mL，遠高於國標要求（≥120mg/100mL）

Low-Fat High-Calcium Milk of Want Want

Imported milk source: Select premium milk source imported from New Zealand

Low-fat formula: Contain 3.6g/100mL of high-quality protein, while fat content is only 1.5g/100mL

High calcium: Calcium content 180mg/100mL, well above the national standard requirement (≥120mg/100mL)



● Fix Xbody燕麥奶系列

谷物飲料：純植物基，0乳糖，乳糖不耐受人群友好

燕麥粉（≥70g/L），堅果醬（≥10g/L）/榛子醬（≥10g/L）

低糖：糖含量2.4g/100mL，低於5.0g/100mL

低飽和脂肪：飽和脂肪含量0.4g/100mL，低於0.75g/100mL

Fix Xbody Oat Milk Series

Grain beverage: Purely plant-based, 0 lactose, friendly for those with lactose intolerance. Oat powder (≥70g/L), nut butter (≥10g/L)/hazelnut butter (≥10g/L)

Low sugar: Sugar content 2.4g/100mL, below 5.0g/100mL

Low saturated fat: Saturated fat content 0.4g/100mL, below 0.75g/100mL



米果類 Rice Cracker Products

● 旺旺藜麥仙貝

天然原料、營養強化：含3%白藜麥，含膳食纖維

減少油：0反式脂肪、非油炸

輕量化：高端紙盒包裝，內設獨立小包裝

Want Want Quinoa Senbei

Natural ingredients, nutrient fortified: Contain 3% white quinoa, and dietary fibre

Reduced oil: 0 trans fats, non-fried

Light-weighting: Premium paper box packaging, with individually wrapped inner packs



● 旺旺五黑雪餅

中式養生：甄選五種黑色優質原料——黑芝麻（防脫髮、藥食同源）、黑藜麥（高蛋白）、黑枸杞粉（美容抗衰）、黑桑葚粉（補血、藥食同源）、黑米粉（膳食纖維）

減少油脂：非油炸/0反式脂肪

天然原料：0色素，餅體採用墨魚汁呈現顏色

Want Want Five-Black Rice Biscuits

Chinese-style wellness: Select five premium black ingredients — black sesame (anti-hair loss, medicine-food homology), black quinoa (high protein), black wolfberry powder (beauty and anti-ageing), black mulberry powder (blood nourishing, medicine-food homology), black rice flour (dietary fibre)

Reduced oil: Non-fried/0 trans fats

Natural ingredients: 0 colourants, and the colour of biscuit body being derived from cuttlefish ink



● 愛至尊食養米餅

古方食養，藥食同源：精選優質的甜源紅棗和良材枸杞，美味生香；精選山珍猴頭菇搭配溫潤山藥，與米香交融，一口喚起食慾

清潔配方：0蔗糖、0膨鬆劑、0甜味劑、0色素、0味精、0明膠、0反式脂肪酸

減少油脂：非油炸烘焙技藝，酥脆易於咀嚼

營養強化：添加鈣、鐵、鋅、硒四重礦物質，幫助銀齡群體補充日常營養缺口



Elder's Mark Food-Based Rice Cakes

Traditional food-based wellness, medicine-food homology: Select premium red dates (sweet source) and good quality wolfberry, which are delicious and aromatic; select mane mushroom, a delicacy from mountains, paired with mild Chinese yam, blending with the fragrance of rice, awakening the appetite in a single bite

Clean formula: 0 sucrose, 0 leavening agents, 0 sweeteners, 0 colourants, 0 Monosodium Glutamate, 0 gelatine, 0 trans fatty acids

Reduced oil: Non-fried baking technique, crispy and easy to chew

Nutrient fortified: Added with four minerals — calcium, iron, zinc and selenium — to help the silver-haired population supplement daily nutritional shortfalls

餅乾類 Biscuit Products

● Fix Xbody奇亞籽高蛋白威化

產品概念及流行趨勢：

甄選抗性糊精、奇亞籽，富含膳食纖維，不額外添加白砂糖，主打低糖、高纖、高蛋白概念，適合健身人群、白領和控糖人群

健康營養特徵：

低糖，不含反式脂肪酸

富含蛋白質 (≥16g/100g)

富含膳食纖維 (≥10g/100g)

添加奇亞籽 (≥3%)



Fix Xbody Chia Seed High-Protein Wafer

Product concept and trends:

Select resistant dextrin and chia seeds, which is rich in dietary fibre, with no additional white sugar added. It features a low-sugar, high-fibre, high-protein concept, suitable for fitness enthusiasts, office workers and individuals managing sugar intake

Health and nutrition characteristics:

Low sugar, containing no trans fatty acids

High in protein (≥16g/100g)

High in dietary fibre (≥10g/100g)

Added chia seeds (≥3%)

● 愛至尊低GI無糖燕麥卷

產品概念及流行趨勢：

富含膳食纖維、0糖、低GI，酥脆易咀嚼，關注老年群體，活力銀齡、食之有道

營養健康特徵：

清潔配料，無香精、無色素

富含膳食纖維

低GI認證

高鈣



Elder's Mark Low-GI Sugar-Free Oat Rolls

Product concept and trends:

Rich in dietary fibre, 0 sugar, low GI, crispy and easy to chew, focused on the elderly, active silver age, eating with purpose.

Health and nutrition characteristics:

Clean label ingredients, no flavourings, no colourants

Rich in dietary fibre

Low GI certified

High calcium

膨化類 Puffed Products

● Fix Xbody系列元氣脆脆

添加益生元：使用低聚果糖（益生元），添加量 $\geq 20\%$ ，促進腸道有益菌增殖，維護腸道健康

低糖&高纖：不添加白砂糖，高膳食纖維含量

非油炸：採用烘烤工藝，0反式脂肪酸，非油炸更健康

獲FFI年度產品領航者獎（2025營養健康產品&運動營養食品年度之星）

Fix Xbody Series Vitality Crisps

Added prebiotics: $\geq 20\%$ added fructooligosaccharides (prebiotics), promoting the growth of beneficial gut bacteria and maintaining intestinal health

Low sugar & high fibre: No white sugar added, high dietary fibre content

Non-fried: Use baking technology, 0 trans fatty acids, healthier as non-fried

Awarded the FFI Product of the Year Pioneer Award (2025 Nutritional Health Product & Sports Nutrition Food Star of the Year)



● 莓呵護蔓越莓泡芙

產品概念及流行趨勢：

甄選蔓越莓果粉、韓國紅石榴濃縮粉、脫水針葉櫻桃粉、膠原蛋白肽、鰵魚彈性蛋白肽，主打5重自護，適合女性群體

營養健康特徵：

1,800mg蔓越莓果汁固體飲料/48g

200mg脫水針葉櫻桃粉固體飲料/48g

200mg紅石榴濃縮粉固體飲料/48g

添加0.04% N-乙酰神經氨酸，增強免疫力，抗炎、抗氧化

添加膠原蛋白肽、鰵魚彈性蛋白肽

Berry Care Cranberry Puffs

Product concept and trends:

Select cranberry fruit powder, Korean red pomegranate concentrate powder, dehydrated acerola cherry powder, collagen peptides, and bonito elastin peptides. It features a 5-fold self-care concept, suitable for women

Health and nutrition characteristics:

1,800mg cranberry juice solid beverage/48g

200mg dehydrated acerola cherry powder solid beverage/48g

200mg red pomegranate concentrate powder solid beverage/48g

Added 0.04% N-acetylneuraminic acid to enhance immunity, anti-inflammatory, antioxidant

Added collagen peptides and bonito elastin peptides



果凍類 Jelly Products

● 果汁魔芋吸的凍

使用天然原料：添加5%果汁、魔芋粉

營養強化：添加膳食纖維、鈣鐵鋅、維生素、益生元

Fruit Juice Konjac Slurping Jelly

Use natural ingredients: Added 5% fruit juice, konjac powder

Nutrient fortified: Added dietary fibre, calcium, iron, zinc, vitamins, prebiotics



糖果類 Candy Products

● 食技研功能軟糖

添加菊粉、乳酸菌類後生元、甄選奧地利接骨木莓、四川安岳檸檬
葉黃素酯4.7mg/袋、薑黃粉26.4mg/袋、膳食纖維1440mg/袋

Food Tech Functional Gummies

Added inulin, lactic acid bacteria postbiotics; select Austrian elderberry and lemon from Anyue, Sichuan

Lutein ester 4.7mg/pack, turmeric powder 26.4mg/pack; dietary fibre 1440mg/pack



● 樂寶倍醇奶糖

減糖25%，控糖人群首選

新西蘭進口乳源，品質有保障

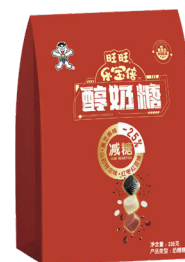
天然食材×營養素搭配：黑芝麻+茶葉茶氨酸、山藥+低聚異麥芽糖、紅棗濃縮汁、紅豆粉+葉黃素酯吃出好狀態

Le Bao Bei Milk Candies

25% sugar reduction, the preferred choice for individuals managing sugar intake

Milk source imported from New Zealand, quality guaranteed

Natural ingredients × nutrient pairing: Black sesame + theanine, Chinese yam + isomaltooligosaccharide, red date juice concentrate, red bean powder + lutein ester for a great state of well-being



飲料類 Beverage Products

● 食技研藥食同源飲料系列

清潔標籤：配料表僅有水、果蔬汁，柑橘纖維、藥食同源植物

天然原料：小黃薑、大麥苗粉、金銀花、荷葉等藥食同源植物，不添加香精、色素和防腐劑

健康0脂肪：果蔬汁總含量≥90%

Food Tech Medicine-Food Homology Beverage Series

Clean label: Ingredient list contains only water, fruit and vegetable juice, citrus fibre, and medicine-food homologous plants

Natural ingredients: Small yellow ginger, barley grass powder, honeysuckle, lotus leaf and other medicine-food homologous plants, no added flavourings, colourants or preservatives

Healthy with 0 fat: Total fruit and vegetable juice content ≥90%



● Fix Xbody「美好蔬醒」果蔬汁

無人工添加：配料表僅有水、果蔬汁，不含色素防腐劑

使用多種果蔬汁：蘋果、山楂、胡蘿卜、菠蘿等多種蔬菜水果，果蔬汁總含量100%

0蔗糖、0脂：不添加白砂糖，脂肪含量為0

Fix Xbody "Beautiful Veg Awakening" Fruit and Vegetable Juice

No artificial additives: Ingredient list contains only water and fruit and vegetable juice, no colourants or preservatives

Use multiple fruit and vegetable juices: Apple, hawthorn, carrot, pineapple and other vegetables and fruits; total fruit and vegetable juice content being 100%

0 sucrose, 0 fat: No white sugar added, fat content is 0



提升產品可負擔性或可及性

旺旺積極踐行社會責任，致力於提升產品的可負擔性與可及性。我們關注老年人、兒童及低收入人群等弱勢群體，通過研發適老及嬰童專屬營養產品滿足弱勢群體健康訴求，以小規格包裝降低經濟門檻，並依託公益下鄉項目與線上折扣活動打通觸達渠道，提升弱勢群體對優質食品的可負擔性與可及性。

Enhancing Product Affordability and Accessibility

Want Want actively fulfils its social responsibility and is committed to improving the affordability and accessibility of its products. We pay attention to vulnerable groups such as the elderly, children and low-income populations. By developing elderly-friendly and infant/child-specific nutritional products, we address the health needs of vulnerable groups; by adopting small-sized packaging, we lower the economic threshold; and by leveraging pro bono rural outreach programmes and online discount campaigns, we open up channels of access, thereby improving the affordability and accessibility of quality food for vulnerable groups.

健康科學 Health Science

- 開發低GI營養產品
Develop low-GI nutritional products
- 推出Fix Xbody健康品牌
Launch the Fix Xbody health brand
- 開發貝比瑪瑪嬰幼兒專屬食品
Develop Baby Mum-Mum infant- and toddler-specific foods

經濟可負擔性 Economic Affordability

- 通過小規格產品設計（如單份QQ糖）降低單價門檻
Lower the unit price threshold through small-format product designs (e.g. single-serve QQ Candy)
- 攜手電商平台發放線上折扣券
Distribute online discount coupons in partnership with e-commerce platforms

社區營養與公益行動 Community Nutrition and Public Welfare Initiatives

- 推進「送旺下鄉」項目覆蓋偏遠地區
Promote the “Bringing Want Want to the Countryside” programme to cover remote areas
- 與旺旺博物館合作開展健康科普教育活動
Carry out the health and science education activities in collaboration with the Want Want Museum

提升產品可負擔性或可及性的舉措
Measures to Enhance Product Affordability and Accessibility

旺旺適老產品案例 Want Want Elderly-Friendly Product Case

● 愛至尊低GI中老年酸奶

0蔗糖、0乳糖、高膳食纖維，緊跟低GI食品趨勢，適合老年人群、控糖人群以及乳糖不耐受人群

營養健康特點：

低GI認證 (GI=49, GL=5)

高膳食纖維 (4.9g/100mL)

法國進口菌種

0蔗糖、0乳糖

Elder's Mark Low-GI Yogurt for Middle-Aged and Elderly

0 sucrose, 0 lactose, high dietary fibre, closely following the low-GI food trend, suitable for the elderly, individuals managing sugar intake, and those with lactose intolerance

Nutrition and health characteristics:

Low GI certified (GI=49, GL=5)

High dietary fibre (4.9g/100mL)

French-imported bacterial cultures

0 sucrose, 0 lactose



● 愛至尊高鈣五紅/五黑穀物牛奶飲品

高鈣、藥食同源，0香精、0甜味劑、0膽固醇、0反式脂肪酸，適合中老年人

營養健康特點：

高鈣 (60mg/100mL)

精選枸杞、紅米、紅皮花生、紅棗、紅豆/黑豆、黑米、黑藜麥、黑芝麻、黑小麥

0膽固醇、0反式脂肪酸

Elder's Mark High-Calcium Five-Red/Five-Black Grain Milk Beverage

High calcium, medicine-food homology, 0 flavourings, 0 sweeteners, 0 cholesterol, 0 trans fatty acids, suitable for middle-aged and elderly populations

Nutrition and health characteristics:

High calcium (60mg/100mL)

Select wolfberry, red rice, red-skinned peanuts, red dates, red beans/black beans, black rice, black quinoa, black sesame, black wheat

0 cholesterol, 0 trans fatty acids



旺旺兒童產品案例 Want Want Children's Product Case

● 果汁魔芋吸的凍

極簡清潔配方：不添加香精、色素、防腐劑及任何化學添加劑；甜和酸來源於果汁、不添加白砂糖

天然凝膠機制：摒棄傳統氯化鉀、乳酸鈣等凝膠劑，利用果汁中天然含有的鈣離子、鉀離子、鎂離子等電解質與魔芋葡甘聚糖發生交聯反應形成凝膠網絡

趣味體驗：三種吃法滿足不同場景需求，實現了「有趣」與「有用」的平衡

Fruit Juice Konjac Slurping Jelly

Minimalist clean formula: No added flavourings, colourants, preservatives or any chemical additives; sweetness and sourness derived from fruit juice, no white sugar added

Natural gelation mechanism: Abandon traditional gelling agents such as potassium chloride and calcium lactate, instead utilising the naturally occurring electrolytes in fruit juice, such as calcium, potassium and magnesium ions to crosslink with konjac glucomannan to form a gel network

Fun experience: Three ways to enjoy, meeting the needs of different scenarios, achieving a balance between “fun” and “functional”



● 旺仔兒童成長牛乳

添加HMO母乳低聚糖：模擬母乳營養結構，提升兒童機體免疫力

添加維生素D與高鈣：維生素D助力鈣元素吸收，滿足兒童成長對鈣的營養需求

添加優質DHA藻油：為眼睛和腦部發育提供關鍵營養，助力兒童視力與智力健康提升

Want Want Children's Growth Milk

Added HMO (Human Milk Oligosaccharides): Mimic the nutritional structure of breast milk to enhance children's immune function

Added vitamin D and high calcium: Vitamin D aids calcium absorption, meeting the calcium requirements for children's growth

Added premium DHA algal oil: Provide key nutrients for eye and brain development, supporting the healthy improvement of children's vision and intelligence



推行小包裝設計，適度攝入與減少浪費

旺旺倡導適度與可持續的消費理念。為應對大包裝易導致的過量攝入與食物浪費問題，我們持續推進小包裝產品設計。此舉旨在引導消費者安心享用美味，有效控制單次熱量攝入，同時從源頭消除因份量過大而不得不丟棄食物的困擾，實現健康與環保的雙重減負。目前，小包裝食品已在多個產品品類中逐步普及，例如單粒QQ糖、20g小包裝果凍、貝比瑪瑪盒內獨立小包裝、邦德超咖啡等。

Promoting Small-Pack Design for Moderate Intake and Waste Reduction

Want Want advocates a philosophy of moderate and sustainable consumption. To address the issues of excessive intake and food waste that are easily caused by large packaging, we continue to promote small-pack product designs. This initiative aims to guide consumers to enjoy delicious products with peace of mind, effectively control single-serving calorie intake, and, at the source, eliminate the dilemma of having to discard food due to oversized portions, thereby achieving a dual burden reduction for both health and environmental protection. At present, small-pack foods have been gradually adopted across multiple product categories, examples of which include single-piece QQ Candy, 20g small-pack jelly, individually wrapped small packs inside Baby Mum-Mum boxes, and Mr. Bond Coffee Rush.

2.4 貼心服務，真誠為您

「有心、用心、道德心」是旺旺的經營與服務理念。我們始終把消費者放在首位，高度重視消費者體驗的全流程管理。我們致力於提供多元化的增值服務，持續塑造有溫度、負責任的品牌形象，以真誠服務回報社會信賴。

2.4 Attentive, Sincere Service for You

“Being Caring, Attentive, and Considerate” is Want Want's business and service philosophy. We always put consumers first and attach great importance to the full-process management of the consumer experience. We are committed to providing diversified value-added services, continuously shaping a warm and responsible brand image, and repaying the trust of society with sincere service.

2.4.1 客戶服務

旺旺嚴格遵守《中華人民共和國消費者權益保護法》與《中華人民共和國食品安全法》等法律法規，高度重視每一位消費者的反饋與訴求。我們持續完善集團《質量客訴作業辦法》、《消費者服務熱線標準話術》等內部規範，並在全國佈局

2.4.1 Customer Service

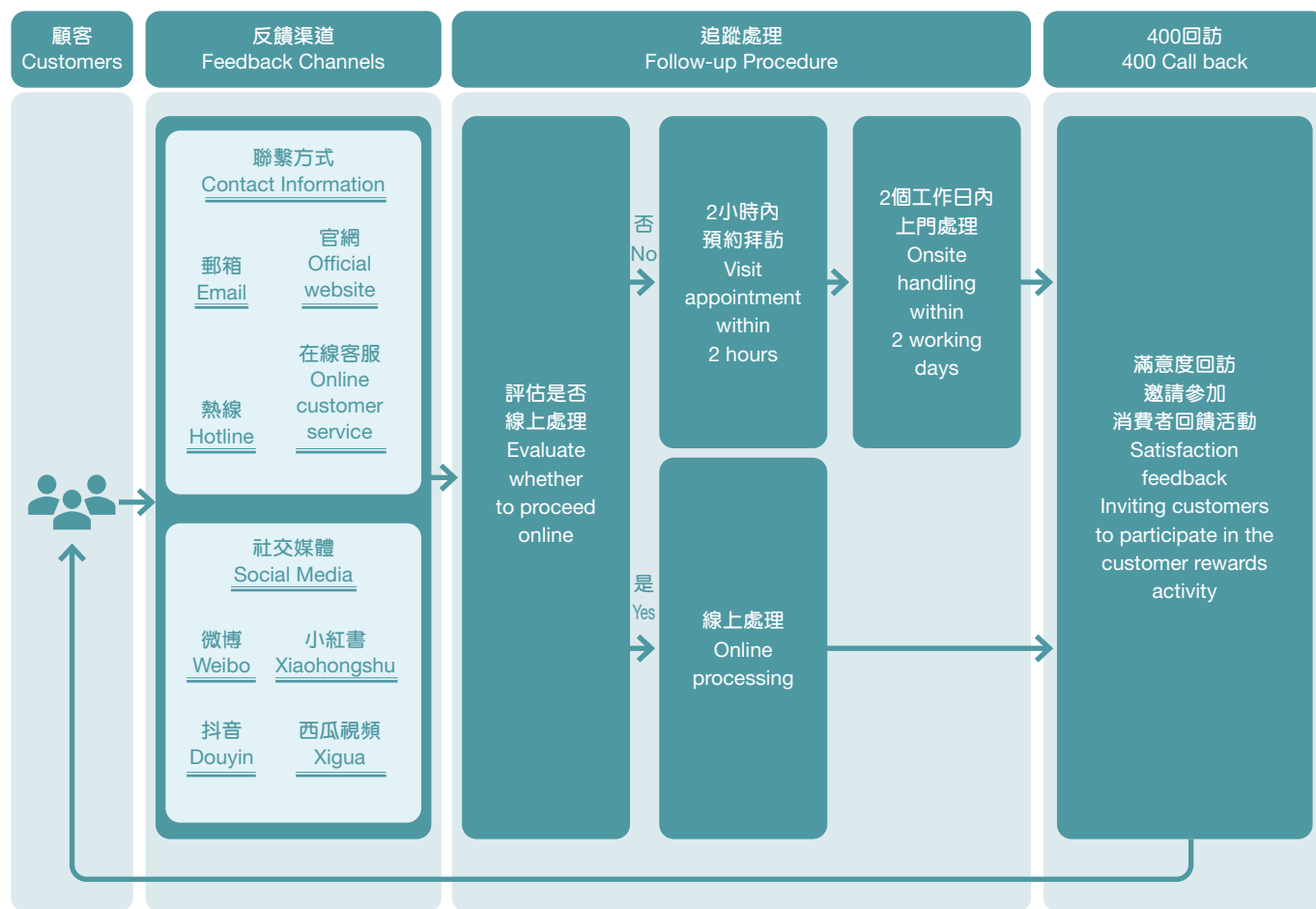
Want Want strictly complies with the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Food Safety Law of the People's Republic of China and other laws and regulations, and attaches great importance to the feedback and demands of every consumer. We continuously refine our internal policies, including the Action Procedures for Customers' Quality Complaints and the Standard Communication Techniques for Consumer

一體化的客戶服務網絡，確保對消費者的每一個訴求做到高效響應、閉環解決、有問必答，切實保障消費者合法權益。

2025財年，旺旺共收到客戶產品和服務相關的有效投訴8,907件，解決率100%。

Service Hotline, and have deployed an integrated customer service network nationwide to ensure that every demand of consumer is addressed with efficient response, closed-loop resolution, and a commitment to answer every enquiry, thereby effectively safeguarding the legitimate rights and interests of consumers.

In 2025FY, Want Want received a total of 8,907 valid complaints related to products and services, and the resolution rate was 100%.



投訴處理流程
Procedures for Handling Complaints

1

優化考核機制：新增7天結案率考核指標，明確各環節處理時限與責任分工，推動客訴處置時效提升。
Optimise Assessment Mechanism: A new assessment indicator of 7-day case closure rate has been introduced, clearly defining processing timelines and responsibility allocation for each stage, thereby improving timeliness in complaint handling.

2

完善跨時段處置：建立非工作時段網絡客訴響應機制，要求相關人員及時介入處置，梳理各崗位工作要求並納入績效考核。
Enhance Off-Hour Handling: An off-hour online complaint response mechanism has been established, requiring relevant personnel to intervene promptly; job requirements across all positions have been reviewed and incorporated into performance appraisals.

3

強化人員培訓：借助AI智能體開展專項培訓，通過錄音監聽、典型案例講解，提升客訴處理人員專業能力。
Strengthen Personnel Training: Specialised training has been conducted with the aid of AI agents, using call monitoring and typical case analysis to enhance the professional competence of complaint handling personnel.

4

智能工具賦能：引入機器人助手、AGENT工具完善知識庫，輔助客訴單據處理；依託智能報表，實現單據追蹤、問題實時共享，推動流程動態優化。
Empowerment through Intelligent Tools: A robot assistant and AGENT tool have been introduced to refine the knowledge base and assist in complaint case processing; leveraging intelligent reporting, case tracking and real-time issue sharing are achieved, driving dynamic process optimisation.

提升客訴處理能力的舉措

Measures to Enhance Complaint Handling Capabilities

2.4.2 輿情風險管理

作為深耕食品行業多年的國民品牌，中國旺旺始終將品牌聲譽治理、公眾溝通管理納入ESG可持續發展體系，多措並舉完善輿情與聲譽管理體系，築牢品牌信任根基。

2.4.2 Public Opinion Risk Management

As a national brand deeply rooted in the food industry for many years, Want Want China has always incorporated brand reputation governance and public communication management into its ESG sustainable development system. Through multiple measures, it refines the public opinion and reputation management system to consolidate the foundation of brand trust.

健全全域輿情預警機制

Establish a Comprehensive Omni-Channel Public Opinion Early Warning Mechanism

- 健全平台輿情監測體系，圍繞食品安全、產品品質、消費體驗等重點維度實時監測研判，實現風險前置預判、快速介入，從源頭降低輿論風險。
A platform-wide public opinion monitoring system has been established, conducting real-time monitoring and assessment across key dimensions such as food safety, product quality and consumer experience, thereby enabling proactive risk anticipation and rapid intervention to mitigate public opinion risks at source.
- 報告期內，8.7%的市場反饋源於該體系的主動監測。
During the Reporting Period, 8.7% of market feedback originated from the proactive monitoring of this system.

優化應急處置與客訴溝通機制

Optimise Emergency Response and Customer Complaint Communication Mechanism

- 堅守真誠坦誠、實事求是準則，高效接收消費者反饋，優先辦結各類消費訴求。
Adhering to the principles of sincerity, candour, and seeking truth from facts, we received consumers' feedback in an efficient manner and gave priority to resolving different consumer appeals.

深耕正向科普與輿論引導

Deepen Positive Science Communication and Public Opinion Guidance

- 開展食品科學知識科普，普及食品添加劑、健康飲食等專業內容，為破除大眾食安認知誤區貢獻企業力量。
We have carried out popular science education on food science knowledge, disseminating professional content on food additives, healthy diets and other topics, contributing corporate strength to dispelling public misconceptions about food safety.

維護品牌合法權益

Safeguard the Legitimate Rights and Interests of the Brand

- 建立網絡不實信息快速處置機制，依法維護品牌合法權益，守護品牌聲譽，營造良好輿論環境。
A rapid response mechanism for handling false online information has been established to protect the legitimate rights and interests of the brand in accordance with the law, safeguard brand reputation, and foster a favourable public opinion environment.

輿情與聲譽管理舉措

Public Opinion and Reputation Management Measures

2.4.3 消費者滿意提升

旺旺構建了多維度的客戶滿意度調查機制，覆蓋客訴處理、消費者回饋活動及熱線即時評價。我們針對不同服務場景設定明確的滿意度指標，以目標為導向持續優化服務細節，驅動服務品質迭代升級，不斷提升消費者滿意度。

2.4.3 Consumer Satisfaction Enhancement

Want Want has established a multi-dimensional customer satisfaction survey mechanism, covering complaint handling, consumer feedback activities and real-time hotline evaluations. We set clear satisfaction indicators for different service scenarios, and take a target-oriented approach to continuously refine service details, driving the iterative upgrade of service quality and consistently enhancing consumer satisfaction.

滿意度調查方式 Satisfaction Survey Method	2025財年設立目標 Target for 2025FY	目標達成情況 Target Achievement Status
投訴處理滿意度：結案後由400熱線主動電話回訪，收集客戶滿意度及改進建議 Complaint Handling Satisfaction: Proactive telephone follow-up by the 400 hotline after case closure to collect customer satisfaction and improvement suggestions	95%	97%以上 Above 97%
消費者回饋活動滿意度：每年開展3-4期產品派送活動，活動後通過專線回訪收集反饋 Consumer Feedback Activity Satisfaction: Conduct 3-4 product giveaway campaigns annually, with dedicated follow-up calls after the activities to collect feedback	95%	99%以上 Above 99%
400熱線即時滿意度評價（2025財年新增）：通話結束後由消費者按鍵評價服務體驗 400 Hotline Real-time Satisfaction Evaluation (newly introduced in 2025FY): Consumers rate the service experience by key-press at the end of the call	96%	99%以上 Above 99%

為持續提升消費者滿意度，我們從服務標準化、渠道多元化、能力專業化、管理精細化等方面發力，確保消費者訴求閉環解決，持續提升品牌信任度。

To continuously enhance consumer satisfaction, we are making concerted efforts in areas including standardised services, diversified channels, professional capabilities, and refined management, ensuring the closed-loop resolution of consumer appeals and continuously strengthening brand trust.

1

完善標準化服務體系：制定客服標準作業流程及溝通話術，搭建專屬知識庫並實行年度優化更新，夯實服務基礎。

Improve Standardised Service System: Standard operating procedures and communication scripts for customer service have been formulated, a dedicated knowledge base has been established with annual optimisation and updates, thereby consolidating the service foundation.

2

優化接聽效能：精簡IVR導航，設定3秒接聽服務指標，2025財年實際平均等待時長僅2.2秒，有效縮短消費者等待時間。建立未接來電外呼機制，主動回訪未接通消費者，實現客戶訴求全閉環響應。

Optimise Call Handling Efficiency: The IVR menu is streamlined and a 3-second answer service indicator is set. In 2025FY, the actual average waiting time was only 2.2 seconds, effectively reducing consumer waiting time. A missed-call outbound mechanism has been established to proactively follow up with consumers whose calls are not connected, achieving fully closed-loop responses to customer appeals.

3

拓寬服務渠道：拓展線上服務矩陣，新增旺旺產品服務中心及小紅書、抖音、微博服務賬號，推行7×16小時服務響應機制，覆蓋非工作時段。

Expand Service Channels: The online service matrix is expanded, with the addition of the Want Want Product Service Centre and service accounts on platforms such as Xiaohongshu, Douyin and Weibo, implementing a 7×16-hour service response mechanism to cover non-working hours.

4

強化人員賦能：開展全方位客服專項培訓，涵蓋服務意識、產品知識、法規政策、流程規則及案件分析等多維度內容；推出前端員工前置輔導措施，提前梳理服務重難點，規避服務疏漏。

Strengthen Personnel Empowerment: Comprehensive specialised customer service training has been conducted, covering multi-dimensional content including service awareness, product knowledge, regulatory policies, process rules and case analysis. Pre-service guidance measures for front-line employees have been introduced to sort through service challenges and key points in advance, thereby avoiding service oversights.

5

健全質量管控：新增客服語音流程稽核，對通話錄音進行常態化抽檢評分，結果納入績效考核；搭配AI實時轉寫、智能小結等功能，減少重複錄入，提升應答效率。

Enhance Quality Control: Customer service voice process audits have been newly introduced, with routine random inspection and scoring of call recordings, and the results are incorporated into performance appraisals. This is complemented by features such as AI-powered real-time transcription and intelligent call summarisation to reduce repetitive data entry and improve response efficiency.

6

優化滿意度管理：建立滿意度專項分析及考核機制，對不滿意個案逐條核查、分析原因並落實整改，形成閉環優化。

Optimise Satisfaction Management: A dedicated satisfaction analysis and assessment mechanism has been established. Dissatisfied cases are individually reviewed, with causes analysed and rectification measures implemented to form a closed-loop optimisation process.

滿意度提升舉措 Satisfaction Enhancement Measures

2.4.4 召回管理

為切實保障消費者健康與安全，旺旺嚴格遵守《食品召回管理辦法》等法規要求，建立健全產品追溯與召回體系。我們依託SAP系統實現從採購、生產、配送至銷售的全鏈路數字化追溯。為驗證體系效能，各食品工廠每年常態化開展原物料至成品的雙向模擬追溯演練。報告期內，集團共完成265次演練，平均耗時3.4小時，追溯成功率100%，物料平衡率達99.6%，彰顯了高效的精準溯源能力。

在風險防控上，旺旺堅持主動預防理念，前置規避潛在食品安全隱患。報告期內，旺旺無任何因安全健康理由引發的產品召回事件，亦無食品安全突發事件發生，切實守護了消費者舌尖上的安全。此外，針對國家市場監督管理總局發佈的新版《食品召回管理辦法》，我們迅速響應並修訂了內部《產品召回和撤回控制程序》，更新了召回啟動時限、過程報告義務及公告內容等核心條款，確保內控體系始終符合國家最新法規要求。

2.4.5 客戶隱私與信息安全管理

旺旺高度重視客戶與消費者信息及隱私安全保護。我們以《中華人民共和國消費者權益保護法》、《信息安全技術個人信息安全規範》（GB/T 35273-2020）等法律法規為合規底線，依據內部《質量客訴作業辦法》建立客戶信息加密與保護機制，具備完善的技術防護與規範化管理能力，切實保障消費者隱私安全與合法權益。此外，為嚴防信息洩露，旺旺實行嚴格的內部調取權限管控：當相關單位產生信息調取需求時，必須提交書面申請，並抄送總部稽核單位以確保信息在獲取、保存及使用環節的保密性。

2.4.4 Recall Management

To effectively safeguard consumer health and safety, Want Want strictly complies with the Food Recall Management Measures and other regulatory requirements, and has established a sound product traceability and recall system. Leveraging the System Applications and Products (SAP), we achieve full-chain digitalised traceability from procurement, production, distribution to sales. To verify the effectiveness of the system, each food factory routinely conducts two-way simulated traceability drills from raw materials to finished products each year. During the Reporting Period, the Group completed a total of 265 drills, with an average duration of 3.4 hours, achieving a traceability success rate of 100% and a material balance rate of 99.6%, demonstrating highly efficient and precise traceability capability.

In terms of risk control, Want Want adheres to a proactive prevention philosophy, pre-emptively avoiding potential food safety hazards. During the Reporting Period, Want Want had no product recalls due to safety or health reasons, nor did any food safety emergencies occur, thereby faithfully safeguarding the food safety of consumers. Furthermore, in response to the new version of the Food Recall Management Measures issued by the State Administration for Market Regulation, we responded swiftly and revised our internal Product Recall and Withdrawal Control Procedure, updating core provisions including the time limit for initiating a recall, process reporting obligations and announcement content, thereby ensuring that the internal control system remains aligned with the latest national regulatory requirements.

2.4.5 Customer Privacy and Information Security Management

Want Want attaches great importance to the protection of customer and consumer information and privacy. We take the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Information Security Technology Personal Information Security Specification (GB/T 35273-2020) and other laws and regulations as our compliance baseline, and have established a customer information encryption and protection mechanism in accordance with our internal Action Procedures for Customers' Quality Complaints. With sound technical protection and standardised management capabilities, we effectively safeguard the privacy and legitimate rights and interests of consumers. Furthermore, to strictly prevent information leakage, Want Want implements rigorous internal access control. When relevant units need access to such information, they must submit a written application and copy it to the headquarters' audit unit, so as to ensure the confidentiality of information during the acquisition, storage and use stages.

系統管理 System Management

- 客戶信息管理系統
Customer information management system
- 業務追蹤專用平台
Dedicated platform for business tracking
- 投訴追蹤專用平台
Dedicated platform for complaint tracking

權限保障 Access Right Safeguards

- 系統賦能權限
System-enforced access rights
- 關鍵信息加密
Encryption of critical information
- 輸出接口屏蔽
Output interface shielding
- 移動媒介禁用
Prohibiting the use of mobile media
- 信息調取權限
Information access rights
- 稽核部門監督
Supervision by audit department

調取流程 Access Request Process

- 提出申請
Request submission
- 明確用途
Clarify purpose
- 審核通過
Passing verification
- 專人提取
Extraction by designated personnel
- 監督刪除
Supervised deletion

客戶信息管理 Customer Information Management

旺旺將信息安全納入集團全面風險管理框架，由審核及風險管理委員會頂層統籌，構築起「制度-管理-技術」三位一體的防禦體系。

Want Want incorporates information security into the Group's comprehensive risk management framework. With top-level coordination by the Audit and Risk Management Committee, it has established a tripartite defence system integrating policies, management and technology.

制度保障 Institutional Safeguards

- 制定《集團信息安全總體方針》《網絡安全管理制度》等核心規範，輔以全員安全意識培訓，確保制度有效落地。
Core norms including the General Policy on Information Security of the Group and the Network Security Management System have been formulated, complemented by company-wide security awareness training to ensure effective system implementation.

風險管控 Risk Management and Control

- 強化信息安全主體責任，建立防攻擊、防中斷的預警與處置程序及專項響應計劃。
The primary responsibility for information security has been reinforced, with early warning and response procedures as well as dedicated contingency plans established to defend against attacks and service disruptions.
- 依據《信息系統災備演練管理辦法》，常態化開展網絡安全壓力測試與災備應急演練，提升實戰韌性。
In compliance with the Management Measures for Disaster Drills of Information Systems, routine network security stress tests and disaster recovery drills are conducted to enhance real-world resilience.

技術防護 Technical Protection

- 官網、愛旺旺、SFA、旺仔旺鋪及旺仔俱樂部五大核心系統均通過國家信息安全等級保護二級與三級認證，並由第三方定期開展滲透測試，持續驗證集團守護網絡信息安全的核心能力。
The five core systems, namely the official website, i want-want, SFA, Hot-Kid Want Shop and Hot-Kid Club have all obtained Level 2 and Level 3 certification under the national information security level protection scheme, and third-party penetration tests are conducted regularly to continuously verify the Group's core capability in safeguarding network information security.

信息安全管理措施 Information Security Management Measures

報告期內，旺旺未發生侵犯客戶隱私或洩露客戶資料的投訴，亦未發生網絡安全或信息洩露事件。

During the Reporting Period, Want Want did not have any complaints of invasion of customer privacy or leakage of customer information, and no network security or information leakage incidents occurred.

2.4.6 負責任營銷

旺旺嚴格遵守《中華人民共和國食品安全法》《中華人民共和國廣告法》等法規要求，構建了全流程營銷合規管控機制。我們聚焦產品標籤、市場宣推及全媒介傳播等高風險環節，制定專項合規指引與標準化管控要求。

針對產品標籤上營養與健康信息的營銷宣稱，我們建立了一套系統化、全流程的自我監管體系，版面信息均需通過研發、法規、生產工廠等部門的協同確認，新品上市前均送第三方有資質的檢驗機構檢驗合格。該體系以法規遵循、科學嚴謹、數字賦能、責任導向為核心，從標準制定到審核機制，全方位確保標籤信息真實、準確、合規，杜絕虛假或誤導性宣傳。

2.4.6 Responsible Marketing

Want Want strictly complies with the Food Safety Law of the People's Republic of China, the Advertising Law of the People's Republic of China and other regulatory requirements, and has established a full-process marketing compliance management and control mechanism. Focusing on high-risk areas such as product labelling, marketing and promotion, and omnichannel communication, we have formulated specialised compliance guidelines and standardised control requirements.

With regard to marketing claims relating to nutrition and health information on product labels, we have established a systematic, full-process self-regulatory system. All information on the layout is subject to collaborative confirmation by departments including R&D, regulatory affairs and production factories, and new products are sent to qualified third-party testing institutions for inspection and are found to be qualified prior to market launch. Anchored in regulatory compliance, scientific rigour, digital empowerment and responsibility orientation, this system holistically ensures, from standard setting to review mechanisms, that label information is truthful, accurate and compliant, thereby eliminating false or misleading publicity.



全流程負責任營銷
Responsible Marketing Throughout the Process

面對2025年食品標籤法規的重大革新，如新規GB 7718、GB 28050及《食品標識監督管理辦法》的發佈，我們迅速成立專項工作組，通過內外部法規研討與專業培訓優化管控流程，構建起涵蓋改版策劃、生產切換與庫存管控的一體化管理體系，高效完成數千份標籤的合規迭代，全面適配新規要求。我們對廠內全部內銷產品版面進行大改版，建立改版進度追蹤表，實時動態跟蹤完稿、切換、到貨、庫存等信息，提前完成標籤內容的規範調整與迭代落地。

2025財年，我們共審核版面7,906份，同比增長50%。為應對大幅增加的標籤版面審核，我們引入AI賦能合規管理工作，建立廠內稿件會簽在線智能表，取消原有的紙質會簽單，根據不同人員設置權限，實現在線簽核流程、自動化提醒流程、凍結鎖定等功能，顯著提升審核時效。

此外，我們常態化推進合規能力建設，圍繞食品標籤與廣告宣傳合規開展系統化培訓。報告期內，我們採用「理論授課+案例復盤」的實戰模式，累計舉辦60場專項培訓，總時長105小時，覆蓋產品、運營、市場及審核等全鏈條核心崗位4,800餘人次。通過持續的合規宣導與專業賦能，我們有效提升了營銷環節的風險識別與處置能力，從源頭規範營銷行為，堅守負責任營銷底線，致力於以透明、真實的信息傳遞保障消費者知情權與合法權益。

Faced with major reforms in food labelling regulations in 2025, such as the promulgation of the new GB 7718, GB 28050 and the Measures for the Supervision and Administration of Food Labelling, we swiftly established a dedicated working group and, through internal and external regulatory discussions and professional training, optimised the management and control processes, building an integrated management system encompassing revision planning, production changeover and inventory control. We efficiently completed the compliance iteration of several thousand labels to comprehensively align with the new regulatory requirements. We completely redesigned the layout of all the products for domestic sales in the factory, established a redesign progress tracking sheet to dynamically track information such as content finalisation, changeover, arrival of goods and inventory in real time, and completed the standardised adjustment and iterative implementation of label content ahead of schedule.

In 2025FY, we reviewed a total of 7,906 label layouts, a year-on-year increase of 50%. To cope with the substantial increase in label layout reviews, we introduced AI to empower compliance management and established an online intelligent form for the internal circulation and countersignature of label artwork, replacing the original paper-based countersignature forms. By setting permissions for different personnel, we achieved functions such as online sign-off workflows, automated reminder processes and freezing/locking functions, significantly enhancing review timeliness.

In addition, we routinely advance compliance capability building and conduct systematic training on food labelling and compliance of advertising and promotion. During the Reporting Period, we adopted a hands-on model of "theory-based lectures + case review" and held a cumulative total of 60 specialised training sessions, totalling 105 hours, covering over 4,800 attendances across core positions throughout the entire chain, including product, operations, marketing and review. Through continuous compliance promotion and professional empowerment, we have effectively enhanced the capability to identify and handle risks in the marketing section, standardised marketing practices at source, and upheld the baseline of responsible marketing, dedicated to safeguarding consumers' right to know and legitimate rights and interests through transparent and truthful information disclosure.

2.5 攜手共建，行業共榮

行業的持續創新與高質量發展離不開各方的協同共建。旺旺始終秉持開放共贏理念，通過深化技術創新、推進物流數字化升級及拓展產教融合，全面賦能產業轉型與應用型人才培育。同時，集團緊密依託多元化行業聯盟開展多維交流，深度投身國家、行業與團體標準的制修訂工作，積極發揮領軍示範作用，攜手夥伴共築健康韌性、協同共榮的行業新生態。

行業合作

旺旺積極推進與行業領先企業的深度合作，通過搭建開放共贏的交流平台，加速產業技術革新與資源協同。

2.5 Working Together for Industry Common Prosperity

The sustained innovation and high-quality development of the industry depend on the collaborative efforts of all parties. Want Want has always upheld the philosophy of openness and win-win cooperation. By deepening technological innovation, advancing the digital upgrade of logistics, and expanding industry-education integration, it comprehensively empowers industrial transformation and the cultivation of application-oriented talent. Meanwhile, the Group closely relies on diverse industry alliances to conduct multi-dimensional exchanges, deeply participates in the formulation and revision of national, industry and group standards, and plays a leading and exemplary role, joining hands with partners to build a new industry ecosystem that is healthy, resilient, and characterised by synergy and shared prosperity.

Industry Cooperation

Want Want actively promotes deep collaboration with leading enterprises in the industry, and through the establishment of an open and win-win communication platform, accelerates industrial technological innovation and resource synergy.

旺旺聯合專業團隊開展食品密封技術專題研討，強化食品安全與設備穩運保障 Want Want Collaborated with a Professional Team to Hold a Special Seminar on Food Sealing Technology, Strengthening Food Safety and Ensuring Stable Equipment Operation

2025財年，科德寶密封技術團隊走進旺旺開展食品密封技術專題交流。交流中，雙方緊密結合飲料、乳品及休閒食品生產的典型工況，深入研討了橡膠、聚氨酯（PU）和聚四氟乙烯（PTFE）等主要密封材料的性能特徵，並系統分享了符合FDA、EU 1935/2004、USP Class VI等國際標準的食品級密封解決方案，由專家針對生產一線遇到的應用瓶頸提出專業分析，有力築牢食品安全與設備穩定運行的第一道防線。

In 2025FY, the sealing technology team from Freudenberg visited Want Want to conduct a special exchange on food sealing technology. During the exchange, both parties closely integrated the typical operating conditions of beverage, dairy and snack food production, and delved into the performance characteristics of major sealing materials such as rubber, polyurethane (PU) and polytetrafluoroethylene (PTFE). They systematically shared food-grade sealing solutions that comply with international standards including FDA, EU 1935/2004 and USP Class VI. Experts provided professional analysis targeting the application bottlenecks encountered on the production front line, thereby robustly fortifying the first line of defence for food safety and stable equipment operation.



科德寶食品密封技術團隊走進旺旺開展食品密封技術交流
Freudenberg Food Sealing Technology Team Visits Want Want for an Exchange on Food Sealing Technology

行業交流

旺旺當前是消費品論壇（CGF）成員，同時是全球食品安全倡議（GFSI）中國工作組成員，旺旺生產研發群總處長曹永梅女士是中國工作組運營委員會指導委員之一，同時是BRCGS國際顧問委員會（International Advisory Board）亞太區成員之一。此外，旺旺先後加入包括中國食品工業協會、中國食品科學技術學會、中國營養學會、中國乳製品工業協會等在內的標委會、行業協會等組織39家。除積極加入行業協會並參與相關組織會議外，旺旺還廣泛參與行業重大的榮譽評選與表彰活動，通過發揮行業標杆的示範引領作用，持續深化產業交流。

旺旺積極與協會組織保持密切的合作，將合作項目範圍覆蓋至原料到成品流程中的各個方面，致力於在食品行業全價值鏈中推進食品供應鏈的穩定、提高供應鏈中的品質標準，與行業夥伴達成食品安全、營養健康的共識。報告期內，我們新加入中國糧油學會，共參與各個協會組織會議36次，涉及標準法規制修訂研討、標準法規培訓解讀、行業年會等，了解最新法規動向及行業發展趨勢，確保集團始終處於行業領先。

Industry Exchange

Want Want is currently a member of the Consumer Goods Forum (CGF) and a member of the Global Food Safety Initiative (GFSI) China Working Group. Ms. Cao Yongmei, managing director of the manufacturing and R&D group of Want Want, is one of the steering members of the operation committee of the China Working Group, and also a member of the International Advisory Board of BRCGS in the Asia-Pacific region. In addition, Want Want has successively joined 39 organisations, including standardisation committees and industry associations such as the China National Food Industry Association, the Chinese Institute of Food Science and Technology, the Chinese Nutrition Society and the China Dairy Industry Association. Beyond actively joining industry associations and participating in relevant organisational meetings, Want Want also extensively takes part in major industry honorary selection and commendation activities, continuously deepening industry exchange by playing an exemplary and leading role as an industry benchmark.

Want Want maintains close cooperation with industry associations and organisations, extending the scope of collaborative projects to cover all aspects of the process from raw materials to finished products. The Group is committed to promoting the stability of the food supply chain throughout the entire value chain of the food industry and enhancing the quality standards within the supply chain, and to building consensus with industry partners on food safety, nutrition and health. During the Reporting Period, we newly joined the Chinese Cereals and Oils Association, and participated in a total of 36 meetings organised by various associations and organisations, covering areas such as discussions on the formulation and revision of standards and regulations, training and interpretation of standards and regulations, and industry annual conferences, to stay informed of the latest regulatory developments and industry trends and to ensure that the Group remains at the forefront of the industry.

中國食品工業協會與全國糖酒商品交易會組委會聯合召開「中國食品行業趨勢發佈會」，旺旺集團榮獲中國食品工業發展「雙70」殊榮

The China National Food Industry Association and the Organising Committee of the China Food and Drinks Fair jointly held the “China Food Industry Trends Press Conference”, at which Want Want Group was Bestowed with the “Double 70” Honour for China’s Food Industry Development

2025年3月25日，值此全國糖酒商品交易會70週年之際，中國食品工業協會與全國糖酒商品交易會組委會在成都聯合召開「中國食品行業趨勢發佈會」。會上發佈了用於表彰為中國食品工業高質量發展做出突出貢獻的企業和個人榮譽名單。旺旺集團憑藉卓越的品牌影響力成功入選「中國食品工業發展70品牌」，同時，集團生產研發群總處長曹永梅榮獲「中國食品工業發展70人（企業家）」稱號。

On 25 March 2025, coinciding with the 70th anniversary of the China Food and Drinks Fair, the China National Food Industry Association and the organising committee of the China Food and Drinks Fair jointly held the “China Food Industry Trends Press Conference” in Chengdu. At the conference, an honours list was released to recognise enterprises and individuals who have made outstanding contributions to the high-quality development of China’s food industry. Leveraging its exceptional brand influence, Want Want Group was successfully selected as one of the “Brands Contributing to 70 Years of China National Food Industry Development”. Meanwhile, Ms. Cao Yongmei, managing director of the Group’s manufacturing and R&D group, was awarded the title of “Entrepreneurs Contributing to 70 Years of China National Food Industry Development”.

行業標準制定

行業發展離不開行業標準的規範與完善，旺旺作為領先的食品企業，深知自身肩負的職責與使命，積極參與食品相關標準制定。集團加入全國休閒食品標準化技術委員會、全國糕點餅乾標準化專業委員會、全國糖果和巧克力標準化專業委員會、全國飲料標準化技術委員會、全國焙烤製品標準化委員會等5個標準化技術委員會，每年以委員身份參與標委會主導相關標準制修訂研討。報告期內，旺旺新加入3個標準起草組，分別為GB/T 19883《果凍質量通則》、GB/T 15680《棕櫚油》及團體標準《綠色消費品選品指南》，持續為標準制修訂提供行業實踐數據。

集團建立了法規標準動態跟蹤與評估機制，設置專職法規專員持續收集國內法規標準發佈，2025財年共收集標準意見反饋207份，反饋意見156條。此外，旺旺積極配合國家部委、行業協會開展標準制修訂調研等活動，期間共參與調研11次，及時了解行業現狀並反饋集團需求。

Formulation of Industry Standards

Industry development is inseparable from the standardisation and improvement of industry standards. As a leading food enterprise, Want Want is keenly aware of its responsibilities and mission and actively participates in the formulation of food-related standards. The Group has joined five standardisation technical committees, including the National Technical Committee on Leisure Food Standardisation, the National Specialised Committee on Pastry and Biscuit Standardisation, the National Specialised Committee on Candy and Chocolate Standardisation, the National Technical Committee on Beverage Standardisation, and the National Committee on Bakery Products Standardisation. As a committee member, the Group participates annually in the discussions on the formulation and revision of relevant standards led by these committees. During the Reporting Period, Want Want newly joined three standard drafting groups, namely those for GB/T 19883 General Quality Requirements for Jelly, GB/T 15680 Palm Oil, and the group standard Guidelines for the Selection of Green Consumer Products, continuously providing industry practice data for the formulation and revision of standards.

The Group has established a dynamic tracking and assessment mechanism for regulatory standards, and has assigned dedicated regulatory officers to continuously collect domestic regulatory standards as they are issued. In 2025FY, a total of 207 pieces of standard feedback were collected, with 156 comments submitted. In addition, Want Want has actively cooperated with national ministries and commissions as well as industry associations in conducting surveys and other activities for the formulation and revision of standards. During the period, the Group participated in a total of 11 surveys to stay informed of the current status of the industry and provide feedback on the Group's demand.

旺旺集團出席全國糖果和巧克力標準化技術委員會會議，助力行業標準制修訂 Want Want Group Attended the Meeting of the National Technical Committee on Candy and Chocolate Standardisation, Contributing to the Formulation and Revision of Industry Standards

2025年9月，旺旺集團受邀出席全國糖果和巧克力標準化技術委員會會議。期間，原物料及風險評估處處長葉星梅緊密結合集團拳頭糖果產品的生產、檢驗及標籤審核等豐富的一線行業實踐經驗，針對糖果與巧克力相關標準的制修訂工作積極諫言獻策。

In September 2025, Want Want Group was invited to attend the meeting of the National Technical Committee on Candy and Chocolate Standardisation. During the meeting, Ms. Ye Xingmei, director of the raw material and risk assessment department, drew closely upon her extensive, front-line, and practical experience in the industry in terms of the production, inspection and label review of the Group's signature candy products, and actively offered suggestions and recommendations for the formulation and revision of standards related to candy and chocolate.





綠色旺旺 領先實踐

Green Want Want Leading
in Practice



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3.1 綠色管理，全面覆蓋

旺旺深知環境保護是企業不可推卸的社會責任，努力構建資源節約型、環境友好型的食品生產企業。我們將環保責任貫穿於生產運營的全生命週期，確保環境管理的規範化、制度化與常態化。

3.1.1 環境管理

旺旺持續完善環境管理體系建設，優化各項環保制度與流程，確保環境風險得到有效管控。同時，我們深入開展環保文化宣貫，將綠色理念內化為全員自覺行動，並積極推動環保技術創新，以科技賦能綠色轉型。

環境管理體系

旺旺恪守國家環保法律法規，持續精進環境管理體系。公司秉持「前期高達成、後期穩固」的管控原則，依託旺旺標準安全管理體系（WSSM），動態修訂並完善《危險廢物管理辦法》、《工廠固廢管理程序》、《工廠突發環境事件管理辦法》、《工廠污染防治管理程序》、《重

3.1 Green Management with Full Coverage

Want Want is keenly aware that environmental protection is an unshirkable corporate social responsibility and strives to build a resource-conserving, environmentally friendly food production enterprise. We integrate environmental responsibility throughout the entire life cycle of production and operations, ensuring that environmental management is standardised, institutionalised and normalised.

3.1.1 Environmental Management

Want Want continuously improves the environmental management system, optimises various environmental policies and procedures, and ensures that environmental risks are effectively controlled. Meanwhile, we conduct in-depth dissemination of environmental culture, internalise green concepts into the conscious actions of all employees, and actively promote environmental technology innovation to empower green transformation through technology.

Environmental Management System

Want Want strictly complies with national environmental laws and regulations and continuously enhances the environmental management system. Upholding the control principle of “high achievement at the early stage and stability at the later stage” and based on the Want Want Standard Safety Management System (WSSM), the Company has dynamically revised and improved core environmental policies, including the Hazardous Waste Management Regulations, the Factory Solid Waste Management Procedures, the Factory Emergency Environmental Incident



點能耗設備管理制度》及《污水處理管理規範》等核心環保制度，為企業綠色發展提供制度保障。在完善的管理體系保障下，旺旺過去三年未發生任何環境違規罰款情況。

Management Measures, the Factory Pollution Prevention Management Procedures, the Key Energy-Consuming Equipment Management System, and the Wastewater Treatment Management Standards, thereby providing institutional safeguards for the green development of the enterprise. Safeguarded by the sound management system, Want Want has not incurred any fines for environmental violations in the past three years.



旺旺可持續發展管理方針
Want Want Sustainable Development Management Policies

截至報告期末，集團下屬共34家工廠取得ISO 14001、ISO 45001國際認證。

As of the end of the Reporting Period, a total of 34 factories of the Group have obtained ISO 14001 and ISO 45001 international certifications.

本年度，旺旺聚焦水密度、能源密度、碳密度三大核心目標統籌推進綠色低碳管控，並推行環境目標考核管理，通過將環境績效與薪酬激勵直接關聯，確保環境管理目標從戰略層面傳導至執行層面。我們設置了包括固廢密度降低、單位產值能耗降低、原輔料製成率提升等年度指標，並與最高主管KPI績效掛鉤。我們將長期環境管理目標逐年分解、逐級落實，通過細化目標將責任細分到每個生產基地，確保工作有效落實。

During the year, Want Want focused on the three core targets of water intensity, energy intensity and carbon intensity to drive green and low-carbon management and control in a coordinated manner, and implemented environmental target assessment and management. By directly linking environmental performance to remuneration incentives, the Company ensured that environmental management targets were cascaded from the strategic level to the execution level. We set annual indicators, including solid waste intensity reduction, reduction in energy consumption per unit of output value, and increase in the yield rate of raw and auxiliary materials, and linked these indicators to the KPI performance of top executives. We broke down long-term environmental management targets on an annual basis and implemented them level by level, and subdivided responsibilities to each production base through refined targets to ensure effective implementation.

環保技術創新

我們持續深化節能環保技術研發，並

Environmental Protection Technology Innovation

We continuously deepened research and development in energy-saving

積極佈局相關知識產權。報告期內，集團申請並獲得環保相關專利共計17件。通過技術創新，我們持續優化生產全流程的環保與能源管控。

and environmental protection technologies, and actively arranged for related intellectual property rights. During the Reporting Period, the Group applied for and was granted a total of 17 environment-related patents. Through technological innovation, we continuously optimised environmental and energy management and control across the entire production process.

旺旺自研閃蒸回收裝置技術，減少熱能浪費

Want Want's Self-Developed Flash Steam Recovery Device Reduced Thermal Energy Waste

針對米果一工程蒸練區閃蒸汽直排導致的環境安全隱患與熱能浪費問題，我們從循環經濟與低碳製造角度出發，自主研發出一種基於DN25不鏽鋼翅片盤管的閃蒸回收裝置。該技術利用自來水循環吸收閃蒸汽廢熱，無需額外能耗即可將低品位蒸汽轉化為棕油溶解、設備清機及清洗所需的熱水，真正實現廢熱資源化、近零排放。該環保創新技術結構緊湊、換熱高效、耐腐蝕，實施後大幅削減熱排放、改善作業環境、降低能源消耗，並已獲得實用新型專利授權，為食品加工行業提供了可複製推廣的綠色節能解決方案。

To address the environmental safety hazards and thermal energy waste caused by the direct discharge of flash steam from the steaming and kneading area of the rice cracker project I, we proceeded from the perspectives of circular economy and low-carbon manufacturing and independently developed a flash steam recovery device based on DN25 stainless steel finned coil tubes. The technology uses circulating tap water to absorb the waste heat from flash steam, converting low-grade steam into hot water required for palm oil dissolution, equipment cleaning and washdown without additional energy consumption, thereby truly achieving waste heat recovery and near-zero emissions. This innovative environmental technology features a compact structure, high heat exchange efficiency and corrosion resistance. Following its implementation, the technology has substantially reduced heat emissions, improved the working environment and lowered energy consumption, and has been granted a utility model patent, providing a replicable and promotable green energy-saving solution for the food processing industry.

環境風險管控

環境風險管控方面，旺旺通過專項排查與內部監督，實現外部環保檢查零處罰。2025財年，旺旺啟動污水管理、固廢管理等專項排查，並配套製作專項排查「一看就懂」手冊及宣傳視頻，消除環境風險隱患。同時，公司實施季度評比通報，每季度對全國各基地外部政府檢查情況進行「比一比」通報公示，形成合規內驅動力。

Environmental Risk Management and Control

In respect of environmental risk management and control, Want Want has achieved zero penalties from external environmental inspections through special inspections and internal oversight. In 2025FY, Want Want initiated special inspections on wastewater management, solid waste management and other areas, and produced accompanying “easy-to-understand” handbooks and promotional videos for the special inspections, eliminating environmental risk hazards. Meanwhile, the Company conducted quarterly performance evaluation and notification, comparing and publicly announcing the external government inspection results of all bases nationwide each quarter, thereby fostering an internal compliance drive.

環保文化宣導

此外，中國旺旺面向各級員工及供應商開展常態化環保培訓與文化建設，致力於將綠色低碳理念深植於運營各環節。通過持續的宣導賦能，我們推動環保意識從

Promotion and Dissemination of Environmental Culture

In addition, Want Want China provides regular environmental training and cultural development programmes for employees at all levels and suppliers, and is committed to embedding green and low-carbon concepts in every aspect of operations. Through ongoing advocacy and empowerment, we drive the

認知向行動轉化，形成全員參與、上下游協同的環保共識與行動自覺。

transformation of environmental awareness from cognition to action, fostering environmental protection consensus and self-motivation that encompass the participation of all employees and collaboration across the upstream and downstream value chain.

旺旺積極推廣零廢理念，提升全員環保意識 Want Want Actively Promoted the Zero Waste Concept to Enhance Environmental Awareness among All Employees

2025財年，旺旺通過製作《邁向綠色未來-全面推行廢棄物零填埋管理體系》宣傳視頻，對源頭減量等零廢理念全集團推廣，覆蓋範圍包括全集團生產基地、所有員工。

In 2025FY, Want Want produced a promotional video entitled Towards a Green Future — Full Implementation of the Zero Waste to Landfill Management System, through which zero waste concepts such as source reduction were promoted across the Group, covering all production bases and all employees of the Group.



零廢理念推廣
Promotion of the Zero Waste Concept

3.1.2 廢氣管理

旺旺嚴格遵守《中華人民共和國大氣污染防治法》、《大氣污染物綜合排放標準》等運營地法律法規，並制定《工廠污染防治管理程序》，規範廢棄管理。我們嚴控油煙與揮發性有機物（VOCs）等排放指標，並委託第三方專業機構對排放物定期進行監測，確保達標排放，最大程度降低自身運營帶給周邊生態環境的負擔和負面影響。

3.1.2 Exhaust Management

Want Want has strictly complied with the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Comprehensive Emission Standards for Air Pollutants and other laws and regulations of the places where it operates, and has formulated the Factory Pollution Prevention Management Procedures to standardise exhaust management. We strictly control emission indicators such as oil fume and volatile organic compounds (VOCs), and commission third-party professional organisations to conduct regular monitoring of emissions to ensure compliant discharge, thereby minimising the burden and negative impact of our operations on the surrounding ecological environment.

廢氣管理目標 Exhaust Management Target

嚴格管理廢氣排放降低污染物濃度。
Strictly manage exhaust emissions and reduce pollutant concentrations.

廢氣管理進度 Progress of Exhaust Gas Management

2025財年新增9台鍋爐完成低氮改造。
In 2025FY, the low-nitrogen transformation for 9 boilers was completed.

旺旺集團為塗膠機加裝廢氣收集排放系統，降低氨氣濃度 Want Want Group Installed Exhaust Gas Collection and Discharge Systems on Glue Spreading Machines to Reduce Ammonia Concentration

針對塗膠工序含氨封口膠在高溫烘烤下產生氨氣無組織排放的問題，旺旺實施專項治理，為塗膠機加裝廢氣收集排放系統。治理後，設備0.5米處氨氣濃度降至0.15PPM以下，顯著消除車間異味，減少大氣污染物排放，有效改善作業環境與員工福祉。

To address the issue of unorganised ammonia emissions generated by ammonia-containing sealing adhesive during high-temperature baking in the glue spreading process, Want Want implemented targeted treatment and installed exhaust gas collection and discharge systems on glue spreading machines. After treatment, the ammonia concentration at 0.5 metres from the equipment was reduced to below 0.15PPM, significantly eliminating odours in the workshop, reducing atmospheric pollutant emissions, and effectively improving the working environment and employee well-being.

旺旺集團實施鍋爐低氮改造，降低氮氧化物排放 Want Want Group Implemented Low-Nitrogen Transformation of Boilers to Reduce Nitrogen Oxide Emissions

旺旺持續推進老舊鍋爐汰換為超低氮鍋爐，將氮氧化物排放穩定控制在 $30\text{mg}/\text{m}^3$ 以內，大幅削減大氣污染物排放、弱化工廠對周邊區域的環境影響，同時新設備熱效率更高、能耗更低。報告期內旺旺新增9台鍋爐完成低氮改造，截至報告期末，旺旺集團100%按照法規要求完成整改。

Want Want continued to replace old boilers with ultra-low nitrogen boilers, stably controlling nitrogen oxide emissions within $30\text{mg}/\text{m}^3$, substantially reducing atmospheric pollutant emissions and mitigating the environmental impact of factories on surrounding areas. Moreover, the new equipment provides higher thermal efficiency and lower energy consumption. During the Reporting Period, the low-nitrogen transformation for 9 boilers of Want Want was completed. By the end of the Reporting Period, Want Want Group has fully completed the rectification in strict accordance with regulatory requirements.



超低氮鍋爐
Ultra-Low Nitrogen Boilers

報告期內，旺旺的廢氣排放績效指標展示如下：

During the Reporting Period, the exhaust emission performance indicators of Want Want are shown as follows:

廢氣排放指標 Exhaust Emission Indicators	單位 Unit	2025財年 ⁶ 2025FY ⁶	2024財年 2024FY	2023財年 2023FY
氮氧化物 Nitrogen Oxides	噸 Tonne	112.91	106.95	128.99
硫氧化物 Sulphur Oxides	噸 Tonne	34.89	33.76	34.74

⁶ 本財年數據收集範圍擴大，新增越南及台灣工廠數據，因此廢氣排放量上升。

⁶ In this fiscal year, the data collection scope was expanded to include data from factories in Vietnam and Taiwan, resulting in an increase in exhaust emission.

3.1.3 廢水管理

旺旺恪守《中華人民共和國水污染防治法》及《污水綜合排放標準》等國家法規與排放標準，將廢水管理減量化、再利用、再循環的3R原則融入運營，踐行可持續發展承諾。2025財年，為強化制度管理，旺旺對淨水、污水及鍋爐等關鍵環節的管理規範進行了修訂。我們針對淨水高風險點完善了《淨水處理管理辦法》的應急機制；針對污水操作細化了《除臭設備執行手冊》等三項制度，覆蓋工藝與廢氣處理模塊，並同時將重大風險排查與水質檢測指標納入《鍋爐設備安全管理規範》，以制度迭代驅動精細化管理水平提升。

在行動層面，旺旺所有生產基地均配備污水處理系統，實施每日監測以確保100%合規排放。同時，集團持續推動廢水站技術改造，從生產源頭削減污染負荷，有效降低廢水污染物濃度。

3.1.3 Wastewater Management

Want Want has strictly complied with the Water Pollution Prevention and Control Law of the People's Republic of China, the Integrated Wastewater Discharge Standard and other national regulations and discharge standards, and has integrated the 3R principles of wastewater management — reducing, reusing and recycling — into its operations, honouring its commitment to sustainable development. In 2025FY, to strengthen institutional management, Want Want revised the management norms for key links such as water purification, wastewater and boilers. We improved the emergency response mechanism of the Water Purification Treatment Management Measures for high-risk points in water purification; for wastewater operations, we refined three policies including the Implementation Manual for Deodorisation Equipment, covering the process and exhaust gas treatment modules, and at the same time incorporated major risk inspections and water quality testing indicators into the Boiler Equipment Safety Management Norms, enhancing refined management through iterative system upgrades.

At the operational level, all of Want Want's production bases are equipped with wastewater treatment systems and conduct daily monitoring to ensure 100% compliant discharge. Meanwhile, the Group continuously promotes technological upgrades of wastewater stations, reducing pollution loads at the production source and effectively lowering the concentration of wastewater pollutants.

優選低污染清洗劑， 規範清洗流程

Give Preference to Low-contamination Cleaning Agents, and Standardise Cleaning Process

通過與供應商協作優選對水體污染較少的清洗劑，如無磷配方清洗劑，同時規範清洗流程，減少管路料液殘留，從源頭降低污染濃度。

Through collaboration with suppliers, we prioritise the use of cleaning agents that are less polluting to water, such as phosphorus-free formula cleaners, and standardise the cleaning process to reduce pipeline liquid residue and cut down pollution concentration from the source.

制定高於國家標準的嚴格污水排放標準

Formulate Strict Sewage Discharge Standards, which is Stricter than National Standards

通過污水排放中化學需氧量（COD）、生化需氧量（BOD）等指標監控污水污染濃度，當前旺旺排放標準嚴於國家標準1.3倍。

The pollution concentration of sewage is monitored by virtue of indicators such as chemical oxygen demand (COD) and biochemical oxygen demand (BOD) in sewage discharge. The current Want Want emission standards are 1.3 times stricter than the national standards.

降低乳飲不良率，減少廢水排放

Reduce the Defect Rate of Dairy Products and Beverages and Cut Down Wastewater Discharge

通過不斷優化改進乳飲製程，減少牛奶損耗，實現乳飲不良率下降，約減少廢水排放152,992噸。

As the production process of dairy products and beverages is continuously optimised and improved, milk loss is reduced, the defect rate of dairy products and beverages is decreased, and the wastewater discharge is cut down by about 152,992 tonnes.

廢水污染物管理舉措

Wastewater Pollutant Management Initiatives

湖南大旺與當地污水廠合作，提升污水處理效率
Hunan Big-Want Cooperates with Local Wastewater Disposal Plant to Enhance Wastewater Treatment Efficiency

湖南大旺廠與當地污水廠合作，由調節池直接抽水至市政管網達成直排，該項目計劃於2026年5月投入，減少污水處理中的廢氣排放，提升污水處理效率。該項目預計節碳700噸，減少污泥處理731噸。目前廣州、合肥、淮安三家基地正積極洽談中，爭取達成直排，形成雙方共贏局面。

Hunan Big-Want cooperates with the local wastewater disposal plant, pumping water directly from the regulating tank to the municipal pipe network to achieve direct discharge, which is scheduled to be put into operation in May 2026, thereby reducing waste gas emissions during wastewater treatment and enhancing wastewater treatment efficiency. The project is expected to save 700 tonnes of carbon and reduce treatment volume of 731 tonnes of sludge. Currently, three bases in Guangzhou, Hefei and Huai'an are in active negotiations, striving to achieve direct discharge and a win-win situation.

報告期內，旺旺的廢水排放績效指標
During the Reporting Period, the wastewater discharge performance indicators of Want Want are shown as follows:

廢水排放指標 Wastewater Discharge Indicators	單位 Unit	2025財年 ⁷ 2025FY ⁷	2024財年 2024FY	2023財年 2023FY
廢水排放總量 Total Wastewater Discharge	噸 Tonne	6,881,447	6,233,609	6,569,086
化學需氧量COD排放量 COD Emissions	噸 Tonne	224	223	240

3.1.4 廢棄物管理

旺旺遵循廢棄物3R原則，規範廢棄物從產生到處置的全生命週期流程。通過制定《危險廢物管理辦法》與《工廠固廢管理程序》，我們明確了源頭減量、分類收集、流向管控等要求。各生產基地充分考慮新品試車、淡季整改等因素，合理制定固廢減量目標及措施，集團環境管理部門每季度對全國各基地的固廢密度目標達成情況進行通報，驅動固廢合規管理落地。

3.1.4 Waste Management

Want Want adheres to the 3R principles for waste and standardises the entire life cycle process of waste from generation to disposal. Through the formulation of the Hazardous Waste Management Regulations and the Factory Solid Waste Management Procedures, we have clearly defined requirements for source reduction, classified collection and flow control. Each production base takes into full consideration factors such as new product trial runs and off-season rectifications, and formulates reasonable solid waste reduction targets and measures. The environmental management department of the Group reports on the achievement of solid waste intensity targets for all bases nationwide on a quarterly basis, driving the implementation of compliant solid waste management.

2025財年廢棄物管理目標 2025FY Waste Management Targets	目標達成情況 Progress of Target Achievement
固體廢棄物處置產生密度不高於2.79噸/百萬元人民幣產值 Intensity of solid waste disposal not exceeding 2.79 tonnes per million RMB of output value	已達成 Achieved
固體廢棄物零填埋 Zero solid waste to landfill	固廢零填埋體系全品項覆蓋 Full category coverage under the zero solid waste to landfill system 旺旺北京總廠成功獲得廢棄物零填埋三星最高等級認證 Want Want Beijing general factory successfully obtained the highest three-star zero waste to landfill certification

⁷ 本財年數據收集範圍擴大，新增越南及台灣工廠數據，因此廢水排放量上升。
⁷ In this fiscal year, the data collection scope was expanded to include data from factories in Vietnam and Taiwan, resulting in an increase in wastewater discharge.

廢棄物零填埋

旺旺持續推進廢棄物零填埋管理體系建設。自2021年啟動目標以來，集團對標國家標準系統化梳理固廢類別及對處置商進行監督管理，並於2023年上線自主開發的固廢平台，實現從產生到處置追蹤的電子化台賬管理，結合總部年度考核，形成常態化全流程管控。

2025財年，該體系進一步深化，旺旺北京總廠成功獲得廢棄物零填埋三星最高等級認證（集團第三家）。同時，北京總廠制定的《固廢管理辦法》明確了流程權責，保障體系自主運行，該標準現已向全國基地推廣，驅動集團全面踐行零填埋理念。



Zero Waste to Landfill

Want Want has continued to advance the development of zero waste to landfill management system. Since the launch of this target in 2021, the Group has benchmarked against national standards to systematically sort solid waste categories and to supervise and manage disposal contractors. In 2023, the Group launched a self-developed solid waste platform, enabling electronic ledger-based tracking from generation to disposal. Combined with annual assessments by the headquarters, this has resulted in regular and full-process management and control.

In 2025FY, the system was further advanced. Want Want Beijing general factory successfully obtained the highest three-star certification for zero waste to landfill (the third factory in the Group). Meanwhile, the Solid Waste Management Measures formulated by the Beijing general factory has clearly defined process responsibilities and authorities, ensuring the system's autonomous operation. The standard has now been promoted to bases nationwide, driving the Group to fully honour its zero waste to landfill philosophy.

固體廢棄物減量

旺旺嚴格落實廢棄物「減量化、資源化、無害化」要求，以「ESG廢棄物減量專案」為抓手驅動零填埋目標落地。2025財年，集團旗下3家廢棄物零填埋標桿工廠聚焦固廢減量與資源化再生、落地減廢、二次利用，累計開展超過31個專案活動，各項減量管理指標全面達成。

在具體舉措上，集團雙軌並進：末端強化固廢處置供應商審核，要求所有固廢處置商簽訂《環境安全協議》，明確固廢處置方式、避免或減少固廢填埋；源頭推進包裝與工藝優化、設備自動化改造及紙箱回收等一系列減量專案。2025財年，集團財年固廢密度目標制定考量新品產品結構等因素，制定2025財年密度目標為2.79（2021財年固廢密度3.42，下降18%），實際達成密度為2.50（較2021財年下降27%）。

Solid Waste Reduction

Want Want strictly implements the requirements for waste “reduction, resource utilisation and non-hazardous treatment”, and uses the “ESG Waste Reduction Project” as a lever to drive the implementation of the zero waste to landfill target. In 2025FY, the Group's three benchmark zero waste to landfill factories focused on solid waste reduction and resource recycling, waste reduction implementation, and reutilisation, and carried out over 31 activities in total, fully achieving reduction management indicators.

In terms of specific measures, the Group adopts a two-pronged approach: at the downstream end, it has strengthened the audit of solid waste disposal suppliers, requiring all solid waste disposal suppliers to sign the Environmental Safety Agreement, which specifies the methods of solid waste disposal and aims to avoid or reduce solid waste landfilling; at the source, it has advanced a series of reduction projects, including packaging and process optimisation, equipment automation retrofitting and cardboard box recycling. In 2025FY, taking into account factors such as the new product mix, the Group set its solid waste intensity target at 2.79 (a decrease of 18% from 3.42 in 2021FY). The actual intensity achieved was 2.50, representing a decrease of 27% compared to 2021FY.

固體廢棄物管理目標 Solid Waste Management Targets	目標達成情況 Target Achievement Status
2025財年相對2021財年固廢密度下降18% 18% reduction in solid waste intensity in 2025FY compared to 2021FY	已達成，2025財年固廢密度較2021財年（目標基準年）下降27% Achieved, the solid waste intensity in 2025FY was down by 27% from 2021FY (baseline year)
2025財年固廢密度2.79噸／百萬元人民幣產值 Solid waste intensity in 2025FY was 2.79 tonnes per million RMB of output value	已達成，2025財年固廢密度為2.57噸／百萬元人民幣產值 Achieved, the solid waste intensity in 2025FY was 2.57 tonnes per million RMB of output value

報告期內，旺旺的廢棄物處置績效指標展示如下：

During the Reporting Period, the waste disposal performance indicators of Want Want are shown as follows:

無害廢棄物管理指標 ⁸ Management indicators of non-hazardous waste ⁸	單位 Unit	2025財年 ⁹ 2025FY ⁹	2024財年 2024FY	2023財年 2023FY
產生的無害廢棄物總量 Total amount of non-hazardous waste generated	噸 Tonne	59,811.89	52,981.87	56,439.76
無害廢棄物清運量 Amount of non-hazardous waste removed	噸 Tonne	11,470.97	14,210.88	19,196.78
廢棄物填埋量 ¹¹ Amount of waste landfilled ¹¹	噸 Tonne	888.92 ¹²	1,705.32	4,021.57
用於能量回收的廢棄物焚燒量 ¹³ Amount of waste incinerated for energy recovery ¹³	噸 Tonne	10,529.94	5,072.83	9,376.26
通過其他方法處理的廢棄物總量 ¹⁴ Total amount of waste treated by other methods ¹⁴	噸 Tonne	52.10 ¹⁵	7,432.73	5,798.95
無害廢棄物回收量 Amount of non-hazardous waste recycled	噸 Tonne	48,340.93	38,770.99	37,242.98
無害廢棄物產生密度 Intensity of non-hazardous waste generated	噸/百萬元人民幣產值 Tonne per million RMB of output value	2.57	2.46	2.57

廢棄物 Waste	單位 Unit	2025財年 ¹⁰ 2025FY ¹⁰	2024財年 2024FY	2023財年 2023FY
有害廢棄物清運量 Amount of hazardous waste removed	噸 Tonne	393.56	398.62	368.61
無害廢棄物清運量 Amount of non-hazardous waste removed	噸 Tonne	11,470.97	14,210.88	19,196.78
有害廢棄物清運量密度 Intensity of hazardous waste removed	噸/百萬元人民幣產值 Tonne per million RMB of output value	0.017	0.019	0.017
無害廢棄物清運量密度 Intensity of non-hazardous waste removed	噸/百萬元人民幣產值 Tonne per million RMB of output value	0.49	0.66	0.88

⁸ 集團自2021財年起，依《一般固體廢棄物分類與代碼GB/T 39198-2020》，增加了無害廢棄物數據的統計口徑（包括污泥、廢棄資源、食品加工廢物、生活垃圾等），廢棄物強度分母口徑為生產直接相關產值，與歷史統計口徑一致。

⁹ 本財年數據收集範圍擴大，新增越南及台灣工廠數據，因此廢棄物總量上升。

⁸ From 2021FY, the Group has increased the statistical scope of non-hazardous waste data (including sludge, waste resources, food processing waste, domestic waste, etc.) in accordance with the General Solid Waste Classification and Code GB/T 39198-2020. The denominator of waste intensity is the output value directly related to production, which is consistent with the historical statistical caliber.

⁹ In this fiscal year, the data collection scope was expanded to include data from factories in Vietnam and Taiwan, resulting in an increase in total amount of waste.

環境、社會及管治報告

- ¹⁰ 本財年數據收集範圍擴大，新增越南及台灣工廠數據，因此廢棄物清運量上升。
- ¹¹ 廢棄物由工廠當地政府指定的專業處置單位進行填埋。
- ¹² 2025財年集團持續推進廢棄物「減量化、資源化、無害化」整治，因廢棄物焚燒發電具備更高的資源化利用價值，逐步替代廢棄物填埋，故本年度廢棄物填埋量降低，用於能量回收的廢棄物焚燒量上升。
- ¹³ 廢棄物由工廠當地政府指定的專業處置單位焚燒發電處理。
- ¹⁴ 廢棄物由專業處置單位使用其他方式進行處理，如污泥做有機肥料及厭氧發電等。
- ¹⁵ 2025財年調整了「其他方法處理的廢棄物總量」的統計口徑，將處理方式為回收利用的廢棄物（如用養殖蚯蚓的污泥量）合併至「無害廢棄物回收量」。

- ¹⁰ In this fiscal year, the data collection scope was expanded to include data from factories in Vietnam and Taiwan, resulting in an increase in amount of waste removed.
- ¹¹ Waste was landfilled by the authorised disposal unit appointed by the local government.
- ¹² In 2025FY, the Group continued to advance the treatment of waste towards "reduction, resource utilisation, and harmlessness". As waste incineration for power generation offers higher resource utilisation value and has gradually replaced landfill disposal, the amount of waste sent to landfill decreased this year, while the amount of waste incinerated for energy recovery increased.
- ¹³ Waste was disposed of by the professional disposal unit designated by the local government for power generation.
- ¹⁴ Waste was disposed of by professional disposal units through other methods, such as sludge for organic fertiliser and anaerobic power generation, etc.
- ¹⁵ In 2025FY, the statistical scope of "Total amount of waste treated by other methods" was adjusted to include the waste disposed of through recycling (such as the amount of sludge used for earthworm breeding) under "Amount of non-hazardous waste recycled".

3.1.5 綠色工廠

報告期內，旺旺共計新增11家工廠成功通過綠色工廠認證，其中國家級3家，省市級8家。截至報告期末，集團共計31家工廠通過綠色工廠認證。

3.1.5 Green Factory

During the Reporting Period, 11 factories of Want Want were newly certified as green factories, including 3 on national-level, and 8 on provincial- and municipal-level. As of the end of the Reporting Period, the Group had a total of 31 factories certified as green factories.

公司名稱 Company Name	綠色工廠認證等級 Green Factory Certification Level	認證時間 Time of Certification
泉州立旺食品有限公司 Quanzhou Lee-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2025
安陽立旺食品有限公司 Anyang Lee-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2025
廣州明旺食品有限公司 Guangzhou Ming-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2025
湖南旺旺食品有限公司 Hunan Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2024
廣州永旺食品有限公司 Guangzhou Yong-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2024
廣西明旺食品有限公司 Guangxi Ming-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2024
淮安旺旺食品有限公司 Huai'an Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
瀋陽旺旺食品有限公司 Shenyang Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
廣州大旺食品有限公司 Guangzhou Big-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
侯馬旺旺食品有限公司 Houma Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
江西必旺食品有限公司 Jiangxi Be-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
湖南大旺食品有限公司 Hunan Big-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2022

公司名稱 Company Name	綠色工廠認證等級 Green Factory Certification Level	認證時間 Time of Certification
浙江明旺食品有限公司 Zhejiang Ming-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2021
長春旺旺食品有限公司 Changchun Want Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2025
湖北明旺食品有限公司 Hubei Ming-Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2025
齊河旺旺食品有限公司 Qihe Want Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2025
成都明旺食品有限公司 Chengdu Ming-Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2025
山東旺旺食品有限公司 Shandong Want Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2024
漯河大旺食品有限公司 Luohe Big-Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2024
雙城瑞麥食品有限公司 Shuangcheng Rimalt Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2023
哈爾濱旺旺食品有限公司 Harbin Want Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2023
南京大旺食品有限公司 Nanjing Big-Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2022
江西旺旺食品有限公司 Jiangxi Want Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2022
安慶旺旺食品有限公司 Anqing Want Want Foods Ltd.	省級綠色工廠認證 Provincial Green Factory Certification	2020
嘉興美旺機械製造有限公司 Jiaxing Meiwang Machinery Manufacturing Co., Ltd.	市級綠色工廠認證 Municipal Green Factory Certification	2025
北京乳旺食品有限公司 Beijing Dairy-Want Foods Ltd.	市級綠色工廠認證 Municipal Green Factory Certification	2025
北京來旺食品有限公司 Beijing Lion-Want Foods Ltd.	市級綠色工廠認證 Municipal Green Factory Certification	2025
上海立旺食品有限公司 Shanghai Lee-Want Foods Ltd.	市級綠色工廠認證 Municipal Green Factory Certification	2025
山東真旺食品有限公司 Shandong Jet-Want Foods Ltd.	市級綠色工廠認證 Municipal Green Factory Certification	2022
山東大旺食品有限公司 Shandong Big-Want Foods Ltd.	市級綠色工廠認證 Municipal Green Factory Certification	2022
杭州旺旺食品有限公司 Hangzhou Want Want Foods Ltd.	市級綠色工廠認證 Municipal Green Factory Certification	2022

3.1.6 零碳工廠

報告期內，旺旺共計新增2家工廠成功通過零碳工廠認證。截至報告期末，集團共計4家工廠通過零碳工廠認證。

3.1.6 Zero-Carbon Factory

During the Reporting Period, 2 factories of Want Want were newly certified as zero-carbon factories. As of the end of the Reporting Period, the Group had a total of 4 factories certified as zero-carbon factories.

公司名稱 Company Name	認證時間 Time of Certification
湖南大旺食品有限公司 Hunan Big-Want Foods Ltd.	2025
南京大旺食品有限公司 Nanjing Big-Want Foods Ltd.	2025
瀋陽旺旺食品有限公司 Shenyang Want Want Foods Ltd.	2024
嘉興美旺機械製造有限公司 Jiaxing Meiwan Machinery Manufacturing Co., Ltd.	2024

湖南大旺工廠獲評零碳工廠 Hunan Big-Want Factory was Certified as a Zero-Carbon Factory

湖南大旺零碳工廠是旺旺集團中部地區綠色製造標杆項目，響應國家「雙碳」戰略與湖南省零碳工廠建設政策，在獲評國家級綠色工廠基礎上推進零碳升級。工廠建立了完善的低碳組織管理體系，通過 ISO 14001、ISO 50001 等認證，並導入數字化能源管理平台，實現電、蒸汽、水等能耗實時監控、智能分析。同時，該工廠大力推進屋頂分佈式光伏清潔能源應用，配套建成中水回用、廢水循環、固廢100%分類資源化體系，並通過 AWS 白金級水管理認證。2025年12月，該工廠獲中國工業節能與清潔生產協會基礎級零碳工廠認證，碳排放強度、能源密度、用水密度較基準期顯著下降，光伏年減碳成效突出，形成食品行業可複製的零碳建設模式，為集團及區域工業零碳轉型提供示範。

Hunan Big-Want zero-carbon factory is a benchmark green manufacturing project of Want Want Group in central China. Responding to the national "dual carbon" strategy and Hunan Province's zero-carbon factory construction policy, the factory advanced its zero-carbon upgrade on the foundation of having been certified as a national green factory. The factory has established a comprehensive low-carbon organisational management system, obtained certifications including ISO 14001 and ISO 50001, and introduced a digital energy management platform that enables real-time monitoring and intelligent analysis of energy consumption such as electricity, steam and water. Meanwhile, the factory has vigorously promoted the application of rooftop distributed photovoltaic clean energy, along with a supporting system for reclaimed water reuse, wastewater recycling and 100% classified resource recovery of solid waste. The factory also holds platinum-level water management certification from Alliance for Water Stewardship (AWS). In December 2025, the factory was certified as a foundational-level zero-carbon factory by the China Industrial Energy Conservation and Cleaner Production Association. Its carbon emission intensity, energy intensity and water intensity decreased significantly compared with the baseline period, and its annual carbon reduction from photovoltaic generation was outstanding, forming a replicable zero-carbon construction model for the food industry and serving as a demonstration for the Group's and the region's industrial zero-carbon transition.



3.2 低碳轉型，應對變化

在近年全球氣候變化加劇的背景下，氣候議題已成為企業可持續發展的核心戰略要素。旺旺高度重視氣候風險與機遇管理，並將其納入企業整體風控體系。報告期內，我們依據《氣候相關財務信息披露工作組建議報告》（TCFD），融合科學碳目標倡議（SBTi）管理框架，開展了集團層級的碳盤查工作，確立了具前瞻性的長期氣候目標，依循減排路徑，引領集團邁向低碳轉型之路。

3.2.1 管治

旺旺構建了健全的氣候變化管治架構，在董事會下設ESG委員會，負責管理與監督環境管理戰略和績效，包括氣候變化應對的目標、策略及執行。該委員會每年至少召開一次氣候變化專題審議會議，評估ESG管理方針及目標達成進度，並將審議結果向董事會呈報。

ESG委員會主席由深耕食品與飲料行業、具備豐富實務經驗的蔡旺家先生擔任。委員會成員涵蓋會計金融、食品科學及企業管理等多元領域的專業背景，為旺旺的可持續發展提供堅實指引。為強化委員會對氣候議題的監督與應變能力，集團不定期舉辦氣候變化專題工作坊及ESG專業培訓。

同時，我們在管理層層面設立了ESG工作小組，負責落實董事會與ESG委員會制定的氣候變化相關制度、目標及策略，並統籌協調各部門的具體執行工作。為確保執行力，我們將氣候變化目標的達成情況納入管理層績效考核體系，作為關鍵評估指標之一，與高管薪酬直接掛鉤。

3.2 Low-Carbon Transformation to Cope with Change

Against the backdrop of intensifying global climate change in recent years, climate issues have become a core strategic element of corporate sustainable development. Want Want attaches great importance to the management of climate-related risks and opportunities, and has incorporated them into the overall corporate risk control system. During the Reporting Period, in accordance with the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and integrating the management framework of the Science Based Targets initiative (SBTi), we conducted a group-level carbon inventory, established forward-looking, long-term climate targets, and followed an emissions reduction pathway to guide the Group towards low-carbon transition.

3.2.1 Governance

Want Want has established a sound climate change governance structure, and has established an ESG Committee under the Board, which is responsible for managing and overseeing environmental management strategies and performance, including objectives, strategies and execution related to climate change response. The Committee convenes at least one special review meeting on climate change annually to assess ESG management policies and the progress of target achievement, and reports the review results to the Board.

The chairman of the ESG Committee is Mr. Tsai Wang-Chia, who has been deeply engaged in the food and beverage industry and possesses extensive practical experience. The Committee members bring diverse professional backgrounds covering accounting and finance, food science, and corporate management, providing solid guidance for Want Want's sustainable development. To strengthen the Committee's oversight and adaptability on climate issues, the Group organises climate change thematic workshops and ESG professional training sessions from time to time.

Meanwhile, we have established an ESG Working Group at the management level, which is responsible for implementing the climate change-related policies, targets and strategies formulated by the Board and the ESG Committee, and for coordinating the specific execution efforts across various departments. To ensure execution, we have incorporated the achievement of climate change targets into the management performance appraisal system as one of the key evaluation indicators, directly linking it to the remuneration of senior management.

3.2.2 策略

旺旺將氣候相關風險與機遇深度融入業務規劃與運營體系，定期對全生產價值鏈的潛在氣候風險開展評估。為制定更具實操性的應對策略，我們採用情景分析法，以識別各項氣候風險對集團業務、戰略及財務績效的潛在影響。在具體分析中，我們參考了聯合國政府間氣候變化專門委員會（IPCC）的代表性濃度路徑（RCP2.6及RCP8.5），以及國際能源署（IEA）的已既定政策情景（STEPS）與2050淨零排放情景（NZE）等權威數據和氣候變化風險管理工具，獲取各個運營地面臨的實體風險評分和轉型風險評估參數，綜合評定氣候變化風險，針對性制定風險應對措施。

在不同情景下，我們從短期（0-1年）、中期（1-3年）和長期（3-10年）三個時間維度，從風險可能性與財務影響力兩個維度對氣候變化風險與機遇進行識別與分析。

我們對旺旺主要運營地開展的氣候變化風險與機遇識別結果如下：

3.2.2 Strategies

Want Want deeply integrates climate-related risks and opportunities into the business planning and operational system, and regularly assesses potential climate risks across the entire production value chain. To formulate more actionable response strategies, we adopt scenario analysis to identify the potential impacts of various climate risks on the Group's business, strategy and financial performance. In the specific analysis, we have referenced authoritative data and climate change risk management tools, including the Representative Concentration Pathways (RCP2.6 and RCP8.5) of the United Nations Intergovernmental Panel on Climate Change (IPCC), as well as the Stated Policies Scenario (STEPS) and the Net Zero Emissions by 2050 Scenario (NZE) of the International Energy Agency (IEA), to obtain physical risk scores and transition risk assessment parameters for each place of operation, thereby comprehensively assessing climate change risks and formulating targeted risk response measures.

Under different scenarios, we have identified and analysed climate change risks and opportunities from three time-dimensions of short-term (0-1 year), medium-term (1-3 years), and long-term (3-10 years), and from two dimensions of risk possibility and financial impact.

Our identification of climate change risks and opportunities at Want Want's principal places of operation is as follows:

氣候相關風險 Climate-related Risk			風險描述 Risk Description	財務影響 Financial Impact	氣候 情景 Climate Scenario	各時間維度下的影響程度 Degree of Impact by Time Horizon		
						短期 Short-term	中期 Medium-term	長期 Long-term
物理風險 Physical Risks	急性 風險 Acute risks	極熱 Extreme heat	極端高溫天氣可能導致中國旺旺生產設施的冷卻系統負荷增加，影響食品加工和倉儲環節的溫控穩定性，進而影響產品質量和生產效率。此外，高溫可能影響乳製品等原材料的儲運安全。 Extremely high temperature weather may increase the load of cooling systems in the production facilities of Want Want China, affect the temperature control stability in food processing and warehousing, and thus impact product quality and production efficiency. In addition, high temperature may affect the storage and transportation safety of raw materials such as dairy products.	極端高溫可能導致能源消耗增加及冷鏈運營成本上升；產品損耗率可能因溫控不穩定而提高。 Extremely high temperatures may lead to increased energy consumption and higher costs for cold chain operations; and the product loss rate may rise due to unstable temperature control.	RCP2.6	低 Low	低 Low	中 Medium
					RCP8.5	低 Low	低 Low	高 High
		颱風 Typhoon	颱風等極端天氣事件可能對中國旺旺位於沿海地區的生產基地和物流網絡造成損害，導致生產中斷、物流延遲和財產損失。 Typhoons and other extreme weather events may cause damage to Want Want China's production bases and logistics networks located in coastal areas, leading to production disruptions, logistics delays and property damage.	颱風可能導致固定資產損毀及維修支出增加；供應鏈中斷可能造成銷售收入損失。 Typhoons may result in damage to fixed assets and increased repair expenditures; and supply chain disruptions may lead to losses in sales revenue.	RCP2.6	低 Low	低 Low	低 Low
					RCP8.5	低 Low	低 Low	中 Medium
		洪水 Floods	洪水災害可能影響中國旺旺的生產設施、原材料倉庫及配送中心，造成設備損壞、庫存損失和物流中斷。 Flood disasters may affect production facilities, raw material warehouses and distribution centres of Want Want China, causing equipment damage, inventory losses and logistics disruptions.	洪水可能導致廠房設備損毀的資本支出增加；庫存損失和停產期間的收入減少可能對財務產生不利影響。 Floods may lead to increased capital expenditure for factory and equipment repairs; and inventory losses and revenue reductions during production downtime may adversely affect the finance.	RCP2.6	低 Low	中 Medium	中 Medium
					RCP8.5	低 Low	高 High	高 High
	慢性 風險 Chronic risks	降水模式改變及水壓力 Change in precipitation patterns and water stress	降水模式變化可能影響中國旺旺核心原材料（如大米、牛奶、糖等）的主產區產量和質量。 Changes in precipitation patterns may affect the yield and quality in the main production areas of Want Want China's core raw materials (such as rice, milk and sugar).	水資源短缺可能導致生產用水成本增加；農產品原材料供應波動可能推高採購成本。 Water scarcity may lead to increased production water costs; and fluctuations in the supply of agricultural raw materials may drive up procurement costs.	RCP2.6	低 Low	低 Low	低 Low
					RCP8.5	低 Low	低 Low	中 Medium
		平均氣溫上升 Rising mean temperatures	長期氣溫升高可能改變消費者對休閒食品和飲料的需求偏好，同時增加公司冷鏈物流和倉儲的能耗需求。此外，持續高溫可能影響農業產區的作物產量，影響原材料供應穩定性。 Long-term temperature rise may alter the demand preferences of consumers for snack foods and beverages, while increasing the energy consumption requirements of the Company's cold chain logistics and warehousing. Moreover, sustained high temperatures may affect crop yields in agricultural production areas, impacting the stability of raw material supply.	冷鏈物流及倉儲能耗成本可能持續上升；原材料價格波動可能對毛利率產生長期壓力。 The energy consumption costs of cold chain logistics and warehousing may rise continuously; and fluctuations in raw material prices may exert long-term pressure on gross profit margin.	RCP2.6	低 Low	低 Low	低 Low
					RCP8.5	低 Low	低 Low	中 Medium

氣候相關風險 Climate-related Risk		風險描述 Risk Description	財務影響 Financial Impact	氣候 情景 Climate Scenario	各時間維度下的影響程度 Degree of Impact by Time Horizon			
					短期 Short-term	中期 Medium-term	長期 Long-term	
轉型風險 Transition Risks	政策和法律 Policy and law	提高溫室氣體排放定價 Increased pricing of GHG emissions	隨著中國碳市場逐步擴大覆蓋範圍，食品製造業可能被納入碳排放交易體系。中國旺旺作為大型食品飲料生產企業，其生產過程中的能源消耗和溫室氣體排放可能面臨碳定價約束，增加合規成本。 As China's carbon market gradually expands its coverage, the food manufacturing industry may be included in the carbon emissions trading system. As a large-scale food and beverage producer, Want Want China may be subject to carbon pricing constraints in terms of the energy consumption and GHG emissions during the production process, thus increasing compliance costs.	碳排放配額購買可能增加運營成本；為減少排放所需的設備升級投資可能增加資本支出。 The purchase of carbon emission quotas may increase operating costs; and the investment in equipment upgrades required to reduce emissions may increase capital expenditures.	NZE50	低 Low	中 Medium	高 High
					STEPS	低 Low	低 Low	中 Medium
	強化碳排放報告義務 Enhanced obligations on reporting carbon emissions	監管機構對企業碳排放信息披露要求不斷提升，中國旺旺可能需要投入更多資源建立完善的碳排放核算、監測和報告體系，包括覆蓋全產業鏈的範圍一、二、三排放數據收集。 As regulatory authorities have been continuously raising the requirements for enterprises to disclose information on carbon emissions, Want Want China may need to invest more resources to establish a sound system for carbon emission accounting, monitoring and reporting, including the collection of emission data in Scopes 1, 2 and 3 covering the entire industrial chain.	建立和維護碳排放監測報告系統可能增加管理費用；聘請第三方審驗機構的費用可能增加運營成本。 Establishing and maintaining a carbon emission monitoring and reporting system may increase management costs; the cost of engaging a third-party verification agency may increase operating costs.	NZE50	低 Low	低 Low	低 Low	
					STEPS	低 Low	低 Low	低 Low
	現有產品和服務的要求與監管 Mandates on and regulation of existing products and services	政府及非政府機構就氣候變化對食品包裝、生產工藝和產品標籤的環保要求日益增加。相關法規對塑料包裝限制、可回收材料使用比例等方面不斷提出更高標準，中國旺旺需要持續適應這些變化。 Governments and non-governmental organisations are increasingly imposing environmental requirements on food packaging, production processes and product labelling in response to climate change. Relevant regulations continue to set higher standards for restrictions on plastic packaging and the proportion of recyclable materials used. Want Want China needs to continuously adapt to these changes.	公司可能需要投入更多資源以滿足合規要求，導致包裝材料成本和產品研發支出上升。 The Company may need to invest more resources to meet compliance requirements, leading to higher packaging material costs and product R&D expenditures.	NZE50	低 Low	低 Low	中 Medium	
					STEPS	低 Low	低 Low	低 Low

氣候相關風險 Climate-related Risk			風險描述 Risk Description	財務影響 Financial Impact	氣候 情景 Climate Scenario	各時間維度下的影響程度 Degree of Impact by Time Horizon		
						短期 Short-term	中期 Medium-term	長期 Long-term
轉型風險 Transition Risks	技術 Technology	以低排放選擇替代現有產品和服務 Substitution of existing products and services with lower emissions options	監管機構可能推出更嚴格的政策，要求企業採取更低排放的生產技術和包裝方案。中國旺旺需要投資研發低碳生產工藝、環保包裝替代方案以及清潔能源應用，以適應向低碳經濟的轉型。 Regulatory authorities may introduce stricter policies, requiring enterprises to adopt production technologies and packaging solutions with lower emissions. Want Want China needs to invest in R&D for low-carbon production processes, environmentally friendly packaging alternatives and the application of clean energy to adapt to the transition to a low-carbon economy.	公司可能需要投入更多的低排放技術研發費用，導致資本支出及運營成本上升。 The Company may need to invest more in the R&D of low-emission technologies, leading to increased capital expenditures and operating costs.	NZE50	低 Low	中 Medium	中 Medium
					STEPS	低 Low	中 Medium	中 Medium
		低排放技術轉型的前端費用 Front-end costs to transition to lower emissions technology	向低排放技術轉型需要大量前期投資，包括生產線節能改造、可再生能源設施建設、低碳包裝生產線升級等。這些投資在短期內可能無法產生回報，對公司現金流和盈利能力形成壓力。 The transition to low-emission technologies requires significant upfront investment, including energy-saving retrofits of production lines, construction of renewable energy facilities, and upgrades to low-carbon packaging production lines. These investments may not yield returns in the short term, exerting pressure on the Company's cash flow and profitability.	設備升級改造和新技術引進的資本支出可能顯著增加；轉型過渡期內運營效率可能暫時下降。 Capital expenditures for equipment upgrades and the introduction of new technologies may increase significantly; and operational efficiency may temporarily decline during the transition period.	NZE50	低 Low	中 Medium	中 Medium
					STEPS	低 Low	低 Low	中 Medium
	市場 Market	原材料成本上漲 Increased cost of raw materials	中國旺旺核心業務高度依賴農產品的穩定供應，氣候變化可能導致極端天氣頻發，這將導致相關地區的農產品減產，進而引發供應短缺與農產品價格升高的風險。除農產品外，能源的價格也可能隨著氣候變化相關政策的改變而發生變動。 The core business of Want Want China is highly dependent on the stable supply of agricultural products. Climate change may lead to more frequent extreme weather, which could reduce the production of agricultural products in relevant regions, posing risks of supply shortages and higher agricultural product prices. In addition to agricultural products, energy prices may also fluctuate due to changes in climate change-related policies.	氣候變化可能導致農產品相關採購成本上升；趨嚴的氣候相關政策可能導致能源相關運營成本上升。 Climate change may lead to higher procurement costs for agricultural products; and increasingly stringent climate-related policies may lead to higher energy-related operating costs.	NZE50	低 Low	中 Medium	高 High
					STEPS	低 Low	中 Medium	中 Medium

氣候相關風險 Climate-related Risk		風險描述 Risk Description	財務影響 Financial Impact	氣候 情景 Climate Scenario	各時間維度下的影響程度 Degree of Impact by Time Horizon		
					短期 Short-term	中期 Medium-term	長期 Long-term
轉型風險 Transition Risks	聲譽 Reputation	消費者認可度變化 Shifts in consumer preferences	隨著消費者環保意識增強，對食品企業的可持續發展表現關注度提升。如中國旺旺未能在包裝減塑、碳足跡標籤、綠色供應鏈等方面展現積極行動，可能影響品牌形象和消費者購買意願。 As consumers' environmental awareness increases, the attention to the sustainability performance of food enterprises is growing. If Want Want China fails to take proactive actions in areas such as plastic reduction in packaging, carbon footprint labelling and green supply chains, its brand image and consumers' purchase intentions may be affected.	消費者偏好轉變可能導致產品銷售收入下降；品牌重塑和可持續營銷投入可能增加費用支出。 Changes in consumer preferences may lead to a decline in product sales revenue; and investments in brand repositioning and sustainable marketing may increase expenses.	NZE50	低 Low	低 Low
					STEPS	低 Low	低 Low
		利益相關方日益關切或負面反饋 Increased stakeholder concerns or negative stakeholder feedback	隨著越來越多的利益相關方（如監管機構、投資人、顧客及社會公眾等）對氣候變化的關注日益增強，如若公司未能採取恰當的措施開展氣候變化應對及披露工作，則會對公司聲譽造成影響。此外，公司溫室氣體減排等承諾及目標受不確定性所限，可能較預期更為困難且更昂貴。 As an increasing number of stakeholders (such as regulatory authorities, investors, customers and the general public) are paying closer attention to climate change, the Company's reputation could be affected if it fails to take appropriate measures to address climate change and disclose relevant information. Moreover, the commitments and targets of the Company such as reducing GHG emissions are subject to uncertainties and may prove more difficult and costly than expected.	回應利益相關方關注以及採取行動滿足可持續發展方面的承諾可能導致運營成本上升。若未能採取適當措施就氣候相關事宜回應利益相關方關注，或未能履行減排承諾，可能導致聲譽受損，進而產生對業務和財務表現的不利影響。 Responding to stakeholder concerns and taking actions to meet sustainability commitments may lead to higher operating costs. Failure to take appropriate measures to address stakeholder concerns on climate-related matters, or failure to fulfil emission reduction commitments, could result in reputational damage, which in turn may adversely affect business and financial performance.	NZE50	低 Low	低 Low
					STEPS	低 Low	低 Low

中國旺旺氣候相關風險評估結果
Climate-related Risk Assessment Results of Want Want China

綜合考量本集團各營運據點的地理區位與氣候特徵，並借助世界自然基金會(WWF)等氣候變化風險評估數據庫，我們將各營運地所面臨的急性物理風險劃分為高、中、低三個等級，並通過分析處於中高風險區域的固定資產比重，推算出暴露於高氣候物理風險下的資產比例。具體評估結果如下：

Taking into account the geographical locations and climatic characteristics of each of the Group's operating sites, and leveraging climate change risk assessment databases such as the World Wide Fund for Nature (WWF), we have categorised the acute physical risks faced by each operating site into three levels: high, medium and low. By analysing the proportion of fixed assets situated in areas with medium to high risk levels, we have derived the proportion of assets exposed to high climate-related physical risks. The specific assessment results are as follows:

	洪水 Floods	颱風 Typhoon	極熱 Extreme Heat
RCP 2.6			
短期 Short-term	0.0%	0.0%	7.5%
中期 Medium-term	13.2%	7.5%	7.5%
長期 Long-term	22.1%	7.5%	24.7%
RCP 8.5			
短期 Short-term	0.0%	0.0%	7.5%
中期 Medium-term	25.6%	7.5%	7.5%
長期 Long-term	25.6%	11.1%	79.4%

不同情境下暴露於高物理風險的固定資產比例
Proportion of Fixed Assets Exposed to High Physical Risks under Different Scenarios

此外，我們亦識別了氣候變化相關機遇。通過把握低碳轉型趨勢、提升資源使用效率及增強業務適應能力，本集團有望進一步優化運營表現、提升長期競爭力，並推動業務可持續發展。

In addition, we have also identified climate change-related opportunities. By capitalising on the trend of low-carbon transition, enhancing resource utilisation efficiency and strengthening business adaptability, the Group is expected to further optimise operational performance, enhance long-term competitiveness, and drive the sustainable development of business.

氣候相關機遇 Climate-related Opportunities			機遇描述 Opportunity Description	財務影響 Financial Impact
轉型機遇 Transition Opportunities	能源來源 Energy source	推動可再生能源轉型 Promoting the transition to renewable energy	隨著可再生能源技術成本持續下降及政策支持力度加大，中國旺旺可通過在工廠屋頂安裝分佈式光伏、採購綠色電力證書及參與綠電交易等方式，逐步提升可再生能源使用比例，降低對傳統化石能源的依賴，同時樹立負責任企業形象。 As the cost of renewable energy technologies continues to decline and policy support intensifies, Want Want China can gradually increase the share of renewable energy by installing distributed photovoltaic systems on factory rooftops, purchasing green power certificates, and participating in green power trading. This will reduce its reliance on traditional fossil fuels while establishing a responsible corporate image.	可再生能源使用比例提升有助於降低長期能源採購成本；綠色能源投資可享受政府補貼和稅收優惠，降低整體運營成本。 A higher proportion of renewable energy usage helps lower long-term energy procurement costs; and investments in green energy may qualify for government subsidies and tax incentives, thereby reducing overall operating costs.

氣候相關機遇 Climate-related Opportunities			機遇描述 Opportunity Description	財務影響 Financial Impact
轉型機遇 Transition Opportunities	資源效率 Resource efficiency	提升能源使用效率 Enhancing energy utilisation efficiency	通過引進先進節能設備、優化生產工藝流程及實施智能化能源管理系統，中國旺旺可顯著提升各生產基地的能源利用效率。食品飲料生產中的烘焙、乾燥、冷卻等高能耗環節存在較大節能空間。 By introducing advanced energy-saving equipment, optimising the technological process of production, and implementing intelligent energy management systems, Want Want China can significantly improve energy utilisation efficiency across production bases. Energy-intensive processes in food and beverage production, such as baking, drying, and cooling, present considerable energy-saving potential.	能效提升可直接降低單位產品能耗成本，改善運營利潤率；節能改造投資通常具有較短的回收期，長期可持續降低運營支出。 Improved energy efficiency can directly reduce energy costs per unit of product and enhance operating profit margins; and investments in energy-saving retrofits typically have a short payback period and can sustainably lower operating expenses over the long term.
	產品與服務 Product and service	開發低碳產品 Developing low-carbon products	隨著消費者對可持續產品的需求增長，中國旺旺可通過開發使用環保包裝、低碳足跡原材料的產品系列，推出碳標籤產品，滿足市場對綠色消費的偏好，拓展新的產品差異化競爭優勢。 As consumers' demand for sustainable products grows, Want Want China can develop product lines that use eco-friendly packaging and raw materials with low-carbon footprint, and launch carbon-labeled products, to meet the market preference for green consumption and build a new differentiated competitive advantage of products.	低碳產品系列可提升品牌溢價能力，吸引環保意識較強的消費群體，帶動銷售收入增長；同時有助於提前佈局碳關稅等未來貿易壁壘。 Low-carbon product lines can enhance brand premium capacity, attract environmentally conscious consumer groups, and drive the growth of sales revenue; and these product lines also help the Company proactively prepare for future trade barriers such as carbon tariffs.
	適應力 Adaptability	打造低碳供應鏈 Building a low-carbon supply chain	通過優化供應鏈佈局、推動供應商減排、縮短運輸距離及採用低碳物流方案，中國旺旺可構建更具韌性和可持續性的供應鏈體系，降低供應鏈整體碳排放並增強應對氣候風險的適應能力。 By optimising supply chain layout, promoting supplier emission reductions, shortening transportation distances, and adopting low-carbon logistics solutions, Want Want China can build a more resilient and sustainable supply chain system, reduce the overall carbon emissions of the supply chain, and strengthen the adaptability to address climate risks.	通過推動供應商實施節能技術、清潔生產或資源循環利用等減排措施，直接或間接降低企業採購環節綜合成本的系統性收益。 By driving suppliers to implement emission reduction measures such as energy-saving technologies, cleaner production, or resource recycling, the Company can achieve systemic benefits by directly or indirectly reducing the comprehensive costs of the enterprise's procurement process.

中國旺旺氣候相關機遇評估結果 Climate-related Opportunity Assessment Results of Want Want China

基於前述氣候相關風險評估結果，本集團已識別出極熱、洪水、溫室氣體排放定價及原材料成本上漲為高風險項。針對上述高風險項，我們已制定並實施了一系列針對性的應對舉措，以降低其對集團運營與財務的潛在負面影響。具體的氣候相關風險與機遇應對措施詳見下表：

Based on the results of the aforementioned climate-related risk assessment, the Group has identified extremely hot weather, floods, GHG emission pricing, and increase in raw material costs as high-risk items. In response to these items, we have formulated and implemented a series of targeted response measures to mitigate their potential adverse impacts on the Group's operations and finance. Specific response measures for the climate-related risks and opportunities are detailed in the table below:

氣候相關風險及機遇 Climate-related Risks and Opportunities			應對措施 Response Measures
實體風險 Physical Risks	急性風險 Acute risks	極熱 Extreme heat	- 採購高能效空調及製冷設備：公司在空調及製冷設備選型時，將設備能效及其在極端高溫條件下的運行情況納入考量，並開展常態化維護及檢修工作，以確保設備在極端溫度情況下正常運行。 Purchasing high-efficiency air-conditioning and refrigeration equipment: In selecting air-conditioning and refrigeration equipment, the Company takes into account the energy efficiency of equipment and its operational performance under extreme high-temperature conditions, and conducts routine maintenance and inspection to ensure that the equipment operates normally under extreme temperatures. - 建築物應用隔熱設計：工廠、辦公樓及冷庫採用優化隔熱設計，以確保室內維持適宜的環境溫度，降低極端高溫對生產和倉儲環節的影響。 Applying thermal insulation design for buildings: Factories, office buildings and cold storage facilities adopt optimal thermal insulation design to maintain suitable indoor ambient temperatures and mitigate the impact of extreme heat on production and warehousing. - 能源數字化管理：建設能源數智化系統，涵蓋淨水、污水、鍋爐、配電等核心能源使用領域，實現能耗實時監控與智能分析，及時發現和應對高溫導致的異常能耗波動。 Digital management of energy: A digital, intelligent energy system has been established, covering core energy consumption areas such as water purification, wastewater, boilers and power distribution, to enable real-time monitoring and intelligent analysis of energy consumption, thereby facilitating timely identification and response to abnormal fluctuations in energy consumption caused by high temperatures.
		洪水 Floods	- 選址過程中將洪水風險納入考量：旺旺在選址過程中充分評估洪水風險，位於長江流域等易澇區域的生產基地優先選擇地勢較高地段，並評估歷史洪水數據。 Taking flood risk into account during the site selection process: Want Want fully assesses flood risk during the site selection process. Production bases located in flood-prone areas such as the Yangtze River basin are preferentially situated on elevated terrain, and historical flood data are evaluated. - 建設過程中強化防洪能力：工廠建設中採取了防洪措施，包括建設排水系統、設置防洪堤壩、提升設備安裝高度等，以降低洪水對生產設施的影響。 Enhancing flood prevention capability during construction: Flood prevention measures have been adopted during factory construction, including the construction of drainage systems, the erection of flood control dams, and the elevation of equipment installation heights, so as to reduce the impact of floods on production facilities. - 制定洪水應急預案：公司針對強降水風險制定洪水應急計劃，包括原材料和成品的緊急轉移方案、備用倉儲啟用流程、以及災後快速恢復生產的操作指引。 Formulating flood emergency plans: The Company has formulated flood emergency plans for heavy rainfall risks, encompassing emergency transfer plans for raw materials and finished products, procedures for activating backup warehousing, and operational guidelines for rapid post-disaster production recovery. - 購置洪水相關保險：公司已購買財產綜合保險，覆蓋洪水等自然災害造成的固定資產和庫存損失。 Purchasing flood-related insurance: The Company has purchased comprehensive property insurance covering losses of fixed assets and inventory caused by natural disasters such as floods.

氣候相關風險及機遇 Climate-related Risks and Opportunities			應對措施 Response Measures
轉型風險 Transition Risks	政策和法律 Policy and law	提高溫室氣體排放定價 Increased pricing of GHG emissions	- 建立碳排放管理體系：旺旺嚴格參照《企業溫室氣體排放報告核查指南（試行）》等權威核算標準，實施全公司範圍的碳盤查工作。 Establishing a carbon emission management system: Want Want has strictly referred to authoritative accounting standards such as the Guidelines for the Verification of Greenhouse Gas Emission Reports of Enterprises (Trial) and implemented company-wide carbon inventory exercises. - 制定減排目標與路徑：旺旺聚焦水密度、能源密度、碳密度三大核心目標統籌推進綠色低碳管控，並推行環境目標考核管理，將環境績效與薪酬激勵直接關聯。 Setting emission reduction targets and pathways: Want Want focuses on three core targets of water intensity, energy intensity and carbon intensity to holistically advance green and low-carbon management, and implements environmental target assessment management that directly links environmental performance with remuneration incentives. - 推動綠色包裝轉型：旺旺制定了以包材循環化、輕量化、減量化為三大核心支柱的包裝材料管理策略，削減包裝環節碳排放量。 Promoting the transition to green packaging: Want Want has formulated a packaging material management strategy underpinned by three core pillars, namely packaging material recycling, lightweighting and reduction to reduce carbon emissions in the packaging process.
	市場 Market	原材料成本上漲 Increased cost of raw materials	- 多元化採購渠道：公司積極拓展全球化的原材料採購網絡，建立多供應商、多產區的供應體系，降低單一區域氣候事件對原材料供應和價格的衝擊。 Diversifying procurement channels: The Company actively expands the global raw material procurement network and establishes a supply system featuring multiple suppliers and multiple production regions to mitigate the impact of climate events in any single region on the supply and prices of raw materials. - 推進供應商協同減碳：旺旺在供應商准入環節優先選擇具備環保、綠色產品及可持續發展資質的廠商。組建內部技術團隊對紙類包材核心供應商的蒸汽與空壓等高耗能系統進行實測排查與技術調研，幫扶供應商完成節能降耗改造。 Promoting collaborative carbon reduction with suppliers: In the supplier admission process, Want Want prioritises vendors possessing environmental, green product and sustainability qualifications. An internal technical team has been formed to conduct on-site measurement, investigation and technical research on high-energy-consumption systems such as steam and compressed air systems of core suppliers of paper packaging materials, assisting suppliers in completing energy-saving and consumption-reduction retrofits. - 推進能源結構調整：通過提升可再生能源使用比例和能源效率，降低對傳統化石能源的依賴，對沖氣候政策變化可能帶來的能源成本上升。 Advancing energy structure adjustment: By increasing the proportion of renewable energy usage and improving energy efficiency, the Company reduces the reliance on traditional fossil fuels, thereby hedging against the potential increase in energy costs arising from changes in climate policies. - 推動綠色低碳運輸：旺旺有序推進燃油公務車新能源化，並持續推動新能源電動貨車運輸專案投入運營，將綠色低碳要求向上下游物流環節延伸，以清潔運力賦能供應鏈配送的節能降耗。 Promoting green and low-carbon transportation: Want Want is systematically promoting the transition of fuel-powered corporate vehicles to new energy vehicles, and continues to advance the deployment of new energy electric truck transportation projects, extending green and low-carbon requirements to upstream and downstream logistics links and empowering energy saving and consumption reduction in supply chain distribution with clean transport capacity.

中國旺旺氣候相關風險與機遇應對措施

Response Measures for Climate-related Risks and Opportunities of Want Want China

經過內部分析，報告期內，氣候相關風險項未對旺旺當期及下年度財務狀況產生重大影響。此外，因部分財務影響無法單獨拆分，且預期量化結果受成本、技術及供應鏈轉型等多因素影響而可參考性較低，符合相關寬免條件。因此，我們將持續關注在中長期被評估為高風險暴露的氣候相關風險項，並進一步分析其預期財務風險，於未來適時披露。

為積極應對氣候變化挑戰，旺旺制定了全面的低碳戰略，圍繞能源管理體系建設、清潔能源使用、能效提升等五大路徑開展能源管控，系統性推動集團綠色低碳發展。

低碳轉型路徑

在氣候相關風險與機遇識別與分析的基礎上，我們制定了清晰的低碳轉型路徑，聚焦於強化能源管理體系、探索綠色能源應用及踐行節能增效舉措，並將節能減碳管理延伸至價值鏈。

Based on internal analysis, during the Reporting Period, climate-related risk items did not have a material impact on the financial position of Want Want for the current period and the next financial year. In addition, as certain financial impacts cannot be separated out individually, and the expected quantification results are subject to multiple factors such as costs, technology and supply chain transition, rendering them of limited reference value, the relevant exemption conditions are met. Therefore, we will continue to monitor climate-related risk items assessed as having high-risk exposure over the medium to long term, further analyse their expected financial risks, and make disclosures in due course in the future.

To proactively address the challenges of climate change, Want Want has formulated a comprehensive low-carbon strategy, implementing energy control through five major pathways including energy management system development, clean energy utilisation and energy efficiency enhancement, so as to systematically drive the Group's green and low-carbon development.

Low-carbon Transition Pathway

Based on the identification and analysis of climate-related risks and opportunities, we have formulated a clear low-carbon transition pathway, focusing on strengthening the energy management system, exploring green energy applications, implementing measures to save energy and enhance efficiency, and extending energy-saving and carbon reduction management to the value chain.



旺旺節能減碳路徑
Want Want's Energy-Saving and Carbon Reduction Pathway

能源管理體系建設

旺旺致力於構建精細化的能源管理體系，以制度為基石、以認證為標準、以審計為抓手、以數智為引擎，持續提升能源使用效率，挖掘節能降耗潛力。集團制定了一套《能源作業管理辦法》，並不斷對其進行優化升級。我們於報告期內修訂了《能源跑冒滴漏巡檢制度》，進一步明確基地能源跑冒滴漏巡檢週期、巡檢內容、負責人員；修訂了《重點能耗設備管理制度》，進一步明確基地重點能耗設備開啟原則、巡檢管理機制。2025財年，集團新增6家工廠通過ISO 50001能源管理體系認證，累計獲認證工廠總數達16家。

此外，集團依託WSPM（旺旺標準生產管理體系）開展常態化能源管控與節能潛力識別；同時，選取標杆工廠開展TPA（全面工廠評估體系）專項調研，深度挖掘各環節能源優化機遇，並推動改善措施落地。

能源數字化管理系統建設

2025財年，旺旺以7家工廠為先導，建設能源數智化系統，涵蓋淨水、污水、鍋爐、配電等核心能源使用領域，通過搭建智能化數字化管理體系，提升能源管控效能。該系統可實現五大核心效能：

Energy Management System Development

Want Want is committed to building a refined energy management system that is underpinned by policies, benchmarked against certifications, driven by audits, and powered by digital intelligence, aiming to continuously enhance energy use efficiency and unlock potential for energy conservation and consumption reduction. The Group has formulated a set of Energy Operation Management Regulations and continually refines and upgrades them. During the Reporting Period, we revised the Energy Leakage and Dripping Inspection System to further specify the inspection frequency, inspection content and responsible personnel for energy leakage and dripping at the bases; and revised the Key Energy-Consuming Equipment Management System to further specify the start-up principles and inspection management mechanisms for key energy-consuming equipment at the bases. In 2025FY, 6 factories of the Group were certified under the ISO 50001 energy management system, bringing the cumulative total of certified factories to 16.

In addition, the Group leverages the Want-Want Standard Production Management (WSPM) system to carry out regular energy control and identify energy-saving potential. Meanwhile, benchmark factories are selected for special surveys on Total Plant Assessment (TPA) to deeply explore energy optimisation opportunities across all stages and to drive the implementation of improvement measures.

Development of a Digital Energy Management System

In 2025FY, Want Want took seven factories as pilot sites to build a digital, intelligent energy system covering core energy consumption areas such as water purification, wastewater, boilers and power distribution. By establishing an intelligent and digital management system, we aim to enhance the effectiveness of energy management and control. The system is designed to deliver five core efficiencies:

巡檢效率提升 Enhanced inspection efficiency

替代傳統人工巡檢模式，顯著提升現場檢查效率與覆蓋面。

The system replaces the traditional manual inspection model, significantly improving on-site inspection efficiency and coverage.

異常響應提速 Accelerated response to abnormalities

系統自動觸發異常預警，大幅壓縮故障發現與閉環處置時長。

The system automatically triggers abnormal alerts, substantially reducing the time required for fault detection and closed-loop handling.

節能精準施策 Precision energy-saving measures

依託設備運行數據智能分析，精準挖掘節能降耗空間，助力減排目標落地。

Based on intelligent analysis of equipment operation data, the system accurately identifies energy-saving and consumption-reduction opportunities to support the achievement of emission reduction targets.

過程全程追溯 Full-process traceability

實現廢水及工藝處理全流程實時自動監控，確保全程可追溯。

The system enables real-time automatic monitoring of the entire wastewater and process treatment flow, ensuring full-process traceability.

運行智能優化 Intelligent operation optimisation

根據生產工況智能匹配最優運行場景模式，兼顧運營成本最優與生產穩定、品質安全雙重保障。

The system intelligently matches the optimal operational scenario modes according to production conditions, balancing optimal operating costs with the dual assurance of production stability and quality safety.

湖南總廠搭建能源管理系統，提升能源管理效率 The Hunan General Factory Establishes an Energy Management System to Enhance the Energy Management Efficiency

湖南總廠能源管理系統（EMS）通過185塊智能表計實現全廠水、電、汽、氣及太陽能數據的實時採集與可視化。系統構建了涵蓋工廠級至設備級的四層級能耗監控體系，以數據驅動「監測—分析—改善」的節能閉環管理，從源頭推動工廠低碳運營。

The Energy Management System (EMS) of Hunan general factory enables real-time collection and visualisation of factory-wide data on water, electricity, steam, gas and solar energy through 185 smart meters. The system has established a four-tier energy consumption monitoring system spanning from the factory level down to the equipment level, driving a closed-loop energy-saving management covering monitoring, analysis and improvement with data, and promoting low-carbon operations of the factory at the source.



湖南總廠能源管理系統
Energy Management System of
Hunan General Factory

清潔能源使用

推動能源結構轉型與擴大清潔能源應用規模，是從源頭夯實企業低碳轉型與節能減排能力的根本路徑。旺旺自2016年起持續推進光伏設施建設，不斷提升綠色能源在整體能耗中的佔比。

Clean Energy Use

Promoting the transformation of the energy structure and expanding the scale of clean energy application is the fundamental pathway to strengthening the enterprise's capabilities in low-carbon transition, energy conservation, and emissions reduction. Since 2016, Want Want has continuously advanced the construction of photovoltaic facilities, consistently increasing the share of green energy in its overall energy consumption.

**報告期內，旺旺集團共計新增1個光伏項目，
新增光伏裝機量2MW，較上年度增長2.4%。**

During the Reporting Period, Want Want Group newly established one photovoltaic project, with additional installed capacity of 2 MW, representing an increase of 2.4% over the previous year.

截至報告期末，旺旺進一步擴大可再生能源使用，可再生電力使用佔總電力使用比例為18.22%，其中光伏累積裝機量為84MW，年發電量約84,770兆瓦時，其中自用電量58,694兆瓦時，餘電上網量26,076兆瓦時，外購可再生電力16,637兆瓦時。2016年至2025財年旺旺光伏累計發電量279,044兆瓦時，減少碳排放約159萬噸。

As of the end of the Reporting Period, Want Want further expanded its use of renewable energy, and renewable electricity consumption accounted for 18.22% of the total power consumption, the cumulative installed capacity of photovoltaics was 84 MW, and the annual power generation was approximately 84,770 MWh, including 58,694 MWh of self-consumed electricity, 26,076 MWh of surplus electricity exported to the grid, and 16,637 MWh of purchased renewable electricity. The cumulative photovoltaic power generation of Want Want from 2016 to 2025FY was 279,044 MWh, reducing carbon emissions by approximately 1,590,000 tonnes.

浙江明旺工廠創新建設「自平衡型」多源可調工業智能微網，推動能源結構轉型

Zhejiang Ming-Want Factory Innovatively Constructed a “Self-Balancing” Multi-Source Adjustable Industrial Smart Microgrid to Drive Energy Structure Transformation

浙江明旺工廠在已建成的6MW光伏電站和新建成2MW光伏電站、480kW儲能電站的基礎上，設計建設「自平衡型」多源可調工業智能微網。該項目首創基於生產計劃與光伏發電預測的動態充放電策略，精準響應不同生產週期下的削峰控需，實現綠電最大化消納。同時，通過重構源網荷儲架構，依託數字化運營平台，實現微網運行「一圖總覽」、經濟效益「一本賬」。該智能微網通過光儲協同優化，較傳統微網項目整體效益提升8%-15%，在工業微網動態調控與新型電力系統建設領域具有顯著的示範意義。

Based on an already-built 6 MW photovoltaic power station, a newly-built 2 MW photovoltaic power station and 480 kW energy storage station, Zhejiang Ming-Want factory designed and constructed a “self-balancing”

multi-source adjustable industrial smart microgrid. This project pioneered a dynamic charging and discharging strategy based on production schedules and photovoltaic power generation forecasting, precisely responding to peak shaving and demand control across different production cycles to maximise the utilisation of green power. Meanwhile, by restructuring the source-grid-load-storage architecture and relying on a digital operations platform, the project enabled comprehensive operational oversight through a single dashboard and unified economic performance tracking. Through optimised coordination of photovoltaic and storage, the smart microgrid increased overall efficiency by 8% to 15% compared to traditional microgrid projects, serving as a significant demonstration model in dynamic industrial microgrid control and new power system development.



「光儲一體化」微電網項目
“Photovoltaic-Storage Integrated” Microgrid Project

案例：旺旺推進工廠供熱模式轉型，降低溫室氣體與污染物排放 Case: Want Want Promoted the Transformation of Factory Heating Model to Reduce Greenhouse Gas and Pollutant Emissions

旺旺主動將工廠自產蒸汽轉為外購集中供熱，並優先選用生物質鍋爐熱源合作廠商。通過專業化集中供熱提升能源利用效率，同時依託生物質清潔能源屬性，大幅降低化石能源消耗與碳排放、削減氮氧化物等污染物排放。以安慶總廠為例，2026年5月20日由自產蒸汽轉變為外購生物質蒸汽，預計年度可節水6萬噸，節碳1.3萬噸。此外，石家莊等工廠目前已進入項目洽談階段，預計2026財年可陸續完成落地。

Want Want proactively shifted from self-generated steam to outsourced centralised heating, and gave priority to suppliers using biomass boilers as their heat source. By adopting specialised centralised heating, Want Want improved energy utilisation efficiency. Meanwhile, leveraging the clean energy attributes of biomass, it significantly reduced fossil fuels consumption and carbon emissions, while also cutting emissions of nitrogen oxides and other pollutants. For instance, since 20 May 2026, the Anqing general factory has shifted from self-generated steam to outsourced biomass steam, with an expected conservation of 60,000 tonnes of water and 13,000 tonnes of carbon annually. In addition, the projects for factories such as the Shijiazhuang factory are under negotiation, and are expected to be in place successively in 2026FY.

能源效率提升

報告期內，我們持續推進生產工藝優化、設備升級汰換及技術開發改造，累計實施節能減碳措施396項，旨在降低因產品生產製造及工廠運營中產生的碳排放。所有優化措施預計節約天然氣50萬立方米，節約蒸汽30,313噸，節約電6,682兆瓦時，減少溫室氣體排放共計13,816噸。

Energy Efficiency Enhancement

During the Reporting Period, we continuously advanced the optimisation of production processes, equipment upgrades and replacements, and technology development and retrofitting. A total of 396 energy-saving and carbon-reduction measures were implemented, aimed at reducing carbon emissions during production and manufacturing as well as factory operations. These measures are expected to save 500,000 cubic metres of natural gas, 30,313 tonnes of steam, and 6,682 MWh of electricity, and reduce a total of 13,816 tonnes of greenhouse gas emissions.

旺旺利用最新的永磁變頻空壓機技術替換現有的傳統空壓機，提升能源使用效率

Want Want Replaced Existing Conventional Air Compressors by virtue of the Latest Permanent Magnet Variable Frequency Air Compressor Technology to Enhance Energy Use Efficiency

永磁變頻空壓機是推動空壓系統從「高耗低效」向「綠色智造」轉型的核心技术路徑，在能效提升與智能化管理方面實現了系統性升級。2025財年，集團積極推進設備節能改造，累計更換永磁變頻空壓機35台，預計每年可節省用電400萬kWh，減少二氧化碳排放約1,600噸。其中，山東總廠南廠區於2025年12月通過空壓系統整合優化，成功獲評「一級能效壓縮空氣站」。

Permanent magnet variable frequency air compressors represent a core technology pathway for transforming air compression systems from “high consumption and low efficiency” to “green intelligent manufacturing”, achieving systemic upgrades in energy efficiency enhancement and intelligent management. In 2025FY, the Group actively promoted equipment energy-saving retrofitting, replacing a cumulative total of 35 permanent magnet variable frequency air compressors, which is expected to save 4 million kWh of electricity annually and reduce carbon dioxide emissions by approximately 1,600 tonnes. Notably, the southern area of Shandong general factory was certified as a “Class-I Energy Efficiency Compressed Air Station” in December 2025 following the integrated optimisation of its air compression system.

旺旺利用最新的磁懸浮冰水機技術替換現有的螺桿冰水機，減少碳排放

Want Want Replaced Existing Screw Chillers by virtue of the Latest Magnetic Levitation Chiller Technology to Reduce Carbon Emissions

磁懸浮冰水機憑藉無油運行、全變頻控制及超高能效等核心優勢，實現了對傳統螺桿冰水機的代際超越，是製冷設備從「機械時代」邁向「電氣化智能時代」的關鍵路徑。2025財年，集團積極推進製冷系統升級，累計更換磁懸浮冰水機20台，預計每年可節省用電400萬kWh，減少二氧化碳排放約1,600噸，有力推動了工廠製冷環節的綠色低碳轉型。

Magnetic levitation chillers, with core advantages including oil-free operation, full variable frequency control and ultra-high energy efficiency, achieve a generational leap over traditional screw chillers and represent a key pathway for refrigeration equipment to transition from the “mechanical age” to the “electrified and intelligent age”. In 2025FY, the Group actively promoted the upgrade of refrigerating systems, replacing a cumulative total of 20 magnetic levitation chillers. This is expected to save 4 million kWh of electricity annually and reduce carbon dioxide emissions by approximately 1,600 tonnes, thereby strongly advancing the green and low-carbon transition of the factory refrigeration process.

供應商協同減碳

為驅動供應鏈減排，旺旺在供應商准入環節優先選擇具備環保、綠色產品及可持續發展資質的廠商；在深化合作環節，聚焦重點供應商推動減碳實踐。報告期內，旺旺結合碳盤查結果，優先針對內部及戰略供應商開展減排行動，通過實施能源管理與優化培訓，並協作推進具體減排項目，賦能供應鏈綠色轉型。

Collaboration with Suppliers on Carbon Reduction

To drive emissions reduction across the supply chain, Want Want prioritises suppliers with environmental protection, green product and sustainable development qualifications during the supplier admission stage. In deepening cooperation, it focuses on key suppliers to advance carbon reduction practices. During the Reporting Period, based on the results of carbon inventories, Want Want prioritised emission reduction actions targeting internal and strategic suppliers, implementing energy management and optimisation training and collaboratively promoting specific emission reduction projects to empower the green transition of supply chain.

案例：旺旺開展包裝綠色升級協同合作，降低產品碳足跡 Case: Want Want Collaborated on Green Packaging Upgrades to Reduce Product Carbon Footprint

報告期內，旺旺從材料替代與工藝優化方面聯動供應商推進包裝綠色升級。材料使用方面，旺旺與供應商持續推進再生鋁的回收使用，25財年集團再生鋁使用減少碳排放2.2萬噸。印刷技術方面，旺旺依託供應商技術建議，與供應商協同推進包裝印刷工藝優化，將彩印標箱、禮盒原有膠印工藝逐步調整為預印工藝。通過工藝迭代有效削減生產環節碳排放量，並同步優化原輔材料配置、降低用材克重，有效降低了產品全生命週期碳排放。

During the Reporting Period, Want Want joined forces with suppliers to promote green packaging upgrades in terms of material substitution and process optimisation. In terms of material use, Want Want and its suppliers continuously promoted the use of recycled aluminium. In 2025FY, the Group's use of recycled aluminium reduced carbon emissions by 22,000 tonnes. In terms of printing technology, leveraging technical advice from suppliers, Want Want worked with suppliers to optimise packaging printing processes, progressively shifting the existing offset printing process for colour-printed cartons and gift boxes to a pre-printing process. These process iterations effectively reduced carbon emissions in the production phase, while simultaneously optimising the configuration of raw and auxiliary materials and lowering material grammage, thereby effectively reducing carbon emissions across the entire product life cycle.

案例：旺旺開展供應商節能降碳幫扶合作，推進低碳供應鏈建設 Case: Want Want Conducted Energy-Saving and Carbon-Reduction Support Programme for Suppliers to Advance Low-Carbon Supply Chain Development

旺旺組建內部技術團隊，主動對接供應商合作意願，開展常態化實地走訪。聚焦紙類包材核心供應商，深入生產一線對紙箱、紙板產線的蒸汽與空壓等高耗能系統進行實測排查與技術調研。基於現場診斷，旺旺為合作方出具專業能耗診斷報告，並提供定向技術指導與優化方案，精準幫扶供應商完成生產工序節能降耗改造。此舉有效降低了供應商的生產能耗與運營成本，切實推動了低碳高效的綠色供應鏈建設。

Want Want established an internal technical team to proactively engage with willing suppliers and conduct regular on-site visits. Focusing on core paper packaging material suppliers, the team conducted in-depth field assessments at production facilities, performing on-site measurements and technical audits of high-energy-consumption systems such as steam and compressed air in corrugated box and paperboard production lines. Based on these on-site

diagnostics, Want Want issued professional energy consumption diagnostic reports to partner companies, providing tailored technical guidance and optimisation solutions to precisely assist suppliers in implementing energy-saving and consumption-reduction retrofits across their production processes. This initiative effectively reduced suppliers' energy consumption and operating costs, helping build a low-carbon, efficient green supply chain.

綠色出行與低碳運輸

旺旺集團主動革新公務出行模式，有序推進燃油公務車新能源化，並引入共享網約平台用車方案。這一綠色共享出行實踐，旨在踐行ESG理念、提升出行服務品質，並從運營端落實節能減排。我們持續推動新能源電動貨車運輸專案並投入運營，將綠色低碳要求向上下游物流環節延伸，以清潔運力賦能供應鏈配送的節能降耗。

3.2.3 風險管理

旺旺已將氣候變化風險深度融入公司整體風險管理體系，並構建了「三道防線」管理架構。針對已識別的風險，由集團ESG委員會全程參與監督，審核及風險管理委員會實施最終把控。在日常運營層面，我們搭建了三級氣候風險管理機制：各生產基地一線人員基於當地政策規劃、氣候條件及極端天氣記錄等外部因素，識別區域層面的氣候風險；ESG工作小組及集團核心管理層結合內部運營狀況，對各基地面臨的潛在氣候影響進行綜合研判，從而梳理出集團整體的氣候變化風險與機遇清單；由集團ESG委員會與審核及風險管理委員會共同構築第三道防線，全面提升旺旺的氣候風險應對與韌性能力。

Green Travel and Low-Carbon Transportation

Want Want Group is proactively reforming its official travel model by systematically transitioning fuel-powered official vehicles to new energy vehicles and introducing shared ride-hailing platform solutions. This green, shared travel practice is intended to implement ESG principles, enhance travel service quality, and achieve energy conservation and emission reduction at the operational level. We continue to promote new energy electric truck transport projects and have put them into operation, extending green and low-carbon requirements to upstream and downstream logistics links, empowering supply chain distribution with clean transport capacity to save energy and reduce consumption.

3.2.3 Risk Management

Want Want has deeply integrated climate change risks into the overall corporate risk management system and established a "three lines of defence" management structure. For identified risks, the ESG Committee of the Group participates in oversight throughout the entire process, while the Audit and Risk Management Committee exercises ultimate control. At the daily operational level, we have established a three-tier climate risk management mechanism: frontline personnel at each production base identify climate risks at the regional level based on external factors such as local policy plans, climatic conditions and extreme weather records; the ESG Working Group and the Group's core management then conduct a comprehensive assessment of the potential climate impacts faced by each base in light of internal operational conditions, thereby compiling a list of the Group's overall climate change risks and opportunities; and the ESG Committee and the Audit and Risk Management Committee of the Group jointly form the third line of defence, comprehensively enhancing Want Want's climate risk response and resilience capabilities.



旺旺氣候變化風險三道防線
Three Lines of Defence for Climate Change Risk of Want Want

旺旺的氣候變化風險管理流程如下：

The climate change risk management process of Want Want is as follows:

風險識別 Risk Identification

- 結合各地政策制度及地區規劃，識別對公司各生產運營地可能造成重大實體、轉型風險和機遇的類型，納入集團風險/機遇清單。
Align with local policies and systems and regional planning, identify the types of major physical risks, transition risks, and opportunities that may occur in each production and operation base of the Company, and include them in the list of risks/opportunities of the Group.

情景分析 Scenario Analysis

- 根據各運營地現狀結合各氣候風險模型，對潛在的氣候變化風險開展情景分析，確定不同情景下風險和機遇對於公司的潛在影響。
Based on the current situation of each operating site and each climate risk model, scenario analysis of potential climate change risks is carried out to determine the potential impact of risks and opportunities on the Company under different scenarios.

風險評估 Risk Assessment

- 根據情景分析的結果，結合業務現狀，從風險影響水平、可能性等方面評估和排序，形成集團氣候風險及機遇評估分析清單。
According to the results of scenario analysis and the current business situation, evaluate and prioritise from the aspects of risk impact level and possibility, and form an assessment and analysis list of climate risks and opportunities of the Group.

策略制定 Strategy Development

- 針對已識別的風險和機遇，將氣候風險納入日常運營管理工作中，結合公司運營特點制定相應應對措施，落實到責任部門。

In view of the identified risks and opportunities, incorporate climate risks into daily operation and management, formulate corresponding response measures based on the operating characteristics of the Company, and implement them to the responsible departments.

監測評估 Monitoring and Evaluation

- ESG工作小組定期監測氣候變化應對舉措的實行情況，由ESG委員會根據監測結果審核指導集團氣候變化應對舉措的改善提升。

The ESG Working Group regularly monitors the implementation of climate change response measures, and the ESG Committee reviews and guides the improvement of the Group's climate change response measures based on the monitoring results.

旺旺氣候變化風險識別和評估流程

Climate Change Risk Identification and Assessment Process of Want Want

3.2.4 目標與指標

為保障氣候變化行動戰略與風險管理的有效落實，旺旺構建了「目標導向、指標驅動」的氣候變化管理體系。集團逐年制定節能減碳目標，並將其層層分解，從生產基地到生產線，從長期規劃細化至年度、月度具體目標。在執行端，一線人員依控制程序每日記錄能耗、分析產品能效並追蹤進度；運營層環境執行小組則對相關指標進行月度監控與分析。同時，我們設立環境目標激勵機制，將月度監控結果與目標達成情況直接與員工及管理層的獎金掛鉤，納入績效考核體系，以此提升全員應對氣候變化的內驅力，確保節能減碳工作的有效實施與持續提升。

3.2.4 Targets and Metrics

To ensure the effective implementation of climate change action strategies and risk management, Want Want has established a "target-oriented, metric-driven" climate change management system. The Group sets annual energy-saving and carbon-reduction targets, and breaks them down level by level from production bases to production lines, further refining long-term plans into specific annual and monthly targets. On the execution side, front-line personnel record energy consumption daily, analyse product energy efficiency and track progress in accordance with control procedures, while the environmental execution team at the operational level conducts monthly monitoring and analysis of the relevant indicators. Meanwhile, we have established an environmental target incentive mechanism, directly linking the monthly monitoring results and target achievement to the bonuses of employees and management, and incorporating them into the performance appraisal system, thereby enhancing the intrinsic motivation of all employees to address climate change and ensuring the energy-saving and carbon-reduction efforts are effectively implemented and continuously improved.

旺旺減碳目標 ¹⁶ Want Want Carbon Emission Reduction Targets ¹⁶	2025財年減碳進度 Carbon Reduction Progress in 2025FY	2026財年計劃 Plan for 2026FY
以2020財年為基準，到2030財年，實現單位產品溫室氣體排放總量累計降低9萬噸 The total greenhouse gas emissions per unit of product will be reduced by 90,000 tonnes by 2030FY, based on the level of 2020FY	截至2025財年，已累計完成降碳4.8萬噸 Up to 2025FY, a total of 48,000 tonnes of carbon emissions had been reduced	通過節能降耗完成減碳0.8萬噸，並力爭挑戰完成自建光伏減碳0.9萬噸目標。 Achieve carbon reduction of 8,000 tonnes through energy saving and consumption reduction, and strive to challenge the target of reducing carbon by 9,000 tonnes through self-built photovoltaic systems.
到2030財年，旺旺綠色電力佔總電力使用比例達到16% Green power consumption of Want Want accounts for 16% of the total power consumption by 2030FY	2025財年，旺旺使用綠色電力佔總電力使用比例為18.2% In 2025FY, the green power consumption of Want Want accounted for 18.2% of the total power consumption	後續將結合2026財年實際達成情況，遵循前期多達成、後期穩成果的原則，科學制定後續年度降碳任務，確保2030年整體降碳目標穩步落地。 Subsequently, based on the actual achievement in 2026FY and adhering to the principle of achieving more at the early stage and stabilising results at the later stage, subsequent annual carbon reduction tasks will be scientifically formulated to ensure the steady implementation of the overall carbon reduction target by 2030.

為全面掌握碳足跡分佈情況，旺旺積極開展溫室氣體排放盤查，並依據碳中和長期願景設定階段性減排目標。報告期內，公司嚴格參照《企業溫室氣體排放報告核査指南（試行）》、《溫室氣體排放計算體系-企業排放計算與報告標準（修訂版）》及《Technical Guidance for Calculating Scope 3 Emissions (version 1.0)》等權威核算標準，實施了全公司範圍的碳盤查工作，為後續深化氣候目標制定奠定堅實的數據基礎。

In order to fully grasp the distribution of carbon footprint, Want Want actively carries out greenhouse gas emission inventories, and has set phased emission reduction targets in line with its long-term carbon neutrality vision. During the Reporting Period, the Company strictly referred to authoritative accounting standards, including the Guidelines for the Verification of Greenhouse Gas Emission Reports of Enterprises (Trial), the Greenhouse Gas Emission Calculation System - Enterprise Emission Calculation and Reporting Standards (Revised), and the Technical Guidance for Calculating Scope 3 Emissions (version 1.0), and carried out a company-wide carbon inventory, laying a solid data foundation for further formulation of climate targets.

¹⁶ 2025財年因統計範圍擴大，將海外基地的溫室氣體排放納入管理及披露，部分原目標相較基準年失去可比性，因此我們本年度重新評估並調整了氣候目標。

¹⁶ In 2025FY, the Group incorporated GHG emissions from overseas sites into management and disclosure as the statistic scope has been expanded, with certain original targets no longer comparable with the baseline year. Accordingly, we reassessed and adjusted the climate target for the year.

報告期內，旺旺的溫室氣體排放指標展示如下：

During the Reporting Period, the greenhouse gas emission indicators of Want Want are shown as follows:

碳排放指標 Indicators of carbon emission	單位 Unit	2025財年 2025FY	2024財年 2024FY	2023財年 2023FY
範圍一排放量 ¹⁷ Scope 1 emissions ¹⁷	噸 Tonne	270,776.35	182,475.59 ¹⁸	187,785.92
範圍一排放量密度 ¹⁹ Scope 1 emission intensity ¹⁹	噸／百萬元人民幣產值 tonne per million RMB of output value	11.63	8.32	8.43
範圍二排放量 ²⁰ Scope 2 emissions ²⁰	噸 Tonne	307,059.74 ²¹	260,146.19	279,557.06
範圍二排放量密度 Scope 2 emission intensity	噸／百萬元人民幣產值 tonne per million RMB of output value	13.19	11.86	12.56
總溫室氣體排放量（範圍一+範圍二） Total greenhouse gas emissions (Scope 1+Scope 2)	噸 Tonne	577,836.09	442,621.78	467,342.98
總溫室氣體排放密度（範圍一+範圍二） Total greenhouse gas emission intensity (Scope 1+Scope 2)	噸／百萬元人民幣產值 tonne per million RMB of output value	24.82	20.17	20.99
範圍三排放量 ²² Scope 3 emissions ²²	噸 Tonne	981,142.96	—	—
— 外購商品及服務 – Purchased goods and services	噸 Tonne	187,609.91	—	—
— 資本貨物 – Capital goods	噸 Tonne	11,600.49	—	—
— 燃料和能源相關活動 – Fuel- and energy-related activities	噸 Tonne	84,072.09	—	—
— 上游運輸與配送 – Upstream transportation and distribution	噸 Tonne	76,547.70	—	—
— 運營中產生的廢棄物 – Waste generated during operations	噸 Tonne	77,575.82	—	—
— 商務差旅 – Business travel	噸 Tonne	3,413.20	—	—
— 員工通勤 – Employee commuting	噸 Tonne	8,032.00	—	—
— 上游租賃 – Upstream lease	噸 Tonne	194.73	—	—
— 下游運輸與分銷 – Downstream transportation and distribution	噸 Tonne	520,011.54	—	—
— 售出產品加工 – Processing of sold products	噸 Tonne	345.99	—	—
— 已售產品廢棄處理 – Disposal of sold products	噸 Tonne	11,739.50	—	—

17	2025財年範圍一溫室氣體包含天然氣、液化石油氣、汽油、柴油、製冷劑逸散、廢水處理甲烷逸散產生的溫室氣體排放。天然氣、液化石油氣、汽油、柴油及蒸汽排放因子來自《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》。製冷劑GWP溫室氣體潛值來自《聯合國政府間氣候變化專門委員會（IPCC）第六次評估報告（AR6）》。廢水處理排放因數來自《省級溫室氣體清單編製指南》及《2006年IPCC國家溫室氣體清單指南-第五卷-廢棄物》。	17	In 2025FY, Scope 1 greenhouse gas emissions comprise emissions generated from natural gas, liquefied petroleum gas, petrol, diesel, refrigerant fugitive emissions, and methane fugitive emissions from wastewater treatment. The emission factors for natural gas, liquefied petroleum gas, petrol, diesel, and steam are derived from the Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and Other Industrial Enterprises (Trial). The Global Warming Potential (GWP) values for refrigerants are derived from the Sixth Assessment Report (AR6) of the United Nations Intergovernmental Panel on Climate Change (IPCC). The emission factors for wastewater treatment are derived from the Guidelines for the Preparation of Provincial Greenhouse Gas Inventories and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories – Volume 5: Waste.
18	本年度範圍一溫室氣體統計類別及範圍擴大，類別包含天然氣、液化石油氣、柴油、汽油、製冷劑逸散、廢水處理甲烷逸散；統計範圍包含了海外生產基地，故範圍一排放量相比2024年上升。	18	This year, the statistical categories and scope of Scope 1 greenhouse gas emissions were expanded, with categories comprising natural gas, liquefied petroleum gas, diesel, petrol, refrigerant fugitive emissions, and methane fugitive emissions from wastewater treatment; the statistical scope included overseas production bases, resulting in an increase in Scope 1 emissions compared with 2024.
19	密度數據分母所採納的產值為保證數據準確性，與本報告的統計範圍保持一致。	19	To ensure data accuracy, the output value adopted in the denominator of the intensity data shall be consistent with the statistical scope of this report.
20	2025財年範圍二溫室氣體包含外購電力及蒸汽的溫室氣體排放。蒸汽排放因子來自工業其他行業企業溫室氣體排放核算方法與報告指南（試行）。電力排放因子來自於生環境部《關於發佈2023年電力二氧化碳排放因子的公告》。經核算，本年度公司範圍二基於位置溫室氣體排放總量為307,059.74二氧化碳當量，基於市場溫室氣體排放總量為319,458.38二氧化碳當量。	20	Scope 2 greenhouse gas emissions for 2025FY comprise greenhouse gas emissions from purchased electricity and steam. The steam emission factors are derived from the Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and Other Industrial Enterprises (Trial). The electricity emission factors are derived from the Announcement on the Release of the Electricity Carbon Dioxide Emission Factor for 2023 issued by the Ministry of Ecology and Environment of China. Upon verification, the total Scope 2 greenhouse gas emissions (location-based) of the Company for the year were 307,059.74 tonnes of CO ₂ equivalent, while the total greenhouse gas emissions (market-based) were 319,458.38 tonnes of CO ₂ equivalent.
21	2025財年因產量增加，蒸汽使用量上升，故範圍二排放量相比2024年上升。	21	In 2025FY, as production volume increased, steam consumption rose accordingly, resulting in an increase in Scope 2 emissions compared with 2024.
22	旺旺涉及的溫室氣體範圍三包含類別一外購商品和服務、類別二資本貨物、類別三燃料和能源相關活動、類別四上游運輸及分銷、類別五運營中產生的廢棄物、類別六商務差旅、類別七員工通勤、類別八上游租賃資產、類別九下游運輸和配送、類別十已售產品的加工、類別十二已售產品的廢棄處理。暫不涉及類別十一已售產品使用、類別十三下游租賃資產、類別十四特許經營、類別十五投資。	22	Scope 3 greenhouse gas categories applicable to Want Want include Category 1 Purchased Goods and Services, Category 2 Capital Goods, Category 3 Fuel- and Energy-related Activities, Category 4 Upstream Transportation and Distribution, Category 5 Waste Generated during Operations, Category 6 Business Travel, Category 7 Employee Commuting, Category 8 Upstream Leased Assets, Category 9 Downstream Transportation and Distribution, Category 10 Processing of Sold Products, and Category 12 Disposal of Sold Products. Category 11 Use of Sold Products, Category 13 Downstream Leased Assets, Category 14 Franchises, and Category 15 Investments are not currently applicable.

報告期內，旺旺的能源績效指標展示如下：

During the Reporting Period, the energy performance indicators of Want Want are shown as follows:

指標類別及名稱 Categories and Names of Indicators	單位 Unit	2025財年 ²³ 2025FY ²³	2024財年 2024FY	2023財年 2023FY
外購電力使用量 ²⁴ Purchased electricity usage ²⁴	兆瓦時 MWh	338,043	354,879	358,172
可再生光伏使用量 Renewable photovoltaic usage	兆瓦時 MWh	58,694	50,436	—
天然氣使用量 Natural gas usage	兆瓦時 MWh	947,152	912,649	939,209
液化石油氣使用量 Liquefied petroleum gas usage	兆瓦時 MWh	46,278	—	—
柴油使用量 Diesel usage	兆瓦時 MWh	689	—	—
汽油使用量 Petrol usage	兆瓦時 MWh	24	—	—
外購蒸汽使用總量 ²⁵ Total purchased steam usage ²⁵	兆瓦時 MWh	343,548	318,825	334,141
市政蒸汽使用量 Municipal steam usage	兆瓦時 MWh	300,168	—	—
生物質蒸汽使用量 Biomass steam usage	兆瓦時 MWh	43,380	—	—
直接能源消耗總量 ²⁶ Total direct energy consumption ²⁶	兆瓦時 MWh	994,143	912,649	939,209
間接能源消耗總量 ²⁷ Total indirect energy consumption ²⁷	兆瓦時 MWh	756,921	673,704	692,313
綜合能耗總量 Total comprehensive energy consumption	兆瓦時 MWh	1,751,064	1,586,354	1,631,522
綜合能耗密度 Comprehensive energy consumption intensity	兆瓦時／百萬元 人民幣產值 MWh per million RMB of output value	75.22	72.29	73.27

²³ 本財年數據收集範圍擴大，新增越南及台灣工廠數據，因此整體能源使用總量有所上升。

²⁴ 外購電力使用量不包含綠色電力。

²⁵ 外購蒸汽使用量包含集團使用生物質燃料鍋爐生產的綠色蒸汽。

²⁶ 直接能源消耗包括固定燃燒源天然氣，液化石油氣消耗，以及移動燃燒源汽油、柴油的消耗，計算參考GB/T 2589-2020《綜合能耗計算通則》。

²⁷ 間接能源消耗指外購電力和蒸汽消耗，其中蒸汽使用量包含集團使用生物質燃料鍋爐生產的綠色蒸汽的能源使用量。

²³ In this fiscal year, the data collection scope was expanded to include data from factories in Vietnam and Taiwan, resulting in an increase in total energy consumption.

²⁴ Purchased electricity usage does not include green power.

²⁵ Purchased steam usage includes the green steam produced by the Group using biomass fuel boilers.

²⁶ Direct energy consumption includes stationary combustion source (natural gas and liquefied petroleum gas) consumption and mobile combustion source (petrol and diesel) consumption. The calculation refers to GB/T 2589-2020 General Rules for Calculating Comprehensive Energy Consumption.

²⁷ Indirect energy consumption refers to purchased electricity and steam consumption, among them, the steam usage includes the energy usage of green steam produced by the Group using biomass fuel boilers.

3.3 節約用水，合規排放

旺旺高度重視水資源保護，持續深化落實集團水管理戰略，全面推進節約用水，並積極評估與應對運營端面臨的水資源風險，以保障水資源的可持續利用。

3.3.1 水資源管理

集團秉持合規取水與可持續用水原則，依託旺旺標準管理體系（WSM），構建了完善的水資源管控機制。我們制定了水資源使用效益目標與監管體系，要求各生產基地每日精準記錄取水、排水及循環水量，並由ESG工作組監督核查程序落實情況。同時，集團持續推進用水工藝、設備及流程的改造升級，不斷提升用水效率。在地下水取用方面，各工廠均嚴格履行取水論證程序，依法申領《取水許可證》，並在取水過程中嚴控核定取水量，確保合規運營。

自2020年加入AWS可持續水聯盟成為會員以來，旺旺持續推動AWS認證，以AWS國際可持續水資源管理體系為框架開展一系列可持續水資源管理行動。截至報告期末，集團共3家工廠成功獲得AWS國際可持續水管理標準認證。其中，廣州大旺廠獲得AWS最高等級（白金級）認證。

3.3 Water Conservation and Compliant Discharge

Want Want attaches great importance to water resource protection, continuously deepens the implementation of water management strategy of the Group, comprehensively promotes water conservation, and actively assesses and addresses water resource risks at the operational level to ensure the sustainable utilisation of water resources.

3.3.1 Water Resource Management

The Group adheres to the principles of compliant water withdrawal and sustainable water use. Leveraging the WSM, the Group has established a comprehensive water resource control mechanism. We have set water resource use efficiency targets and a monitoring system, requiring each production base to accurately record the volumes of water withdrawn, discharged and circulated on a daily basis, with the ESG Working Group overseeing the implementation of verification procedures. Meanwhile, the Group continuously promotes the upgrade and retrofitting of water-consuming processes, equipment and procedures to continuously improve water use efficiency. With regard to groundwater extraction, all factories strictly follow water withdrawal assessment procedures, apply for Water Withdrawal Permits in accordance with the law, and strictly control the approved water withdrawal volumes during the extraction process to ensure compliant operations.

Since becoming a member of the Alliance for Water Stewardship (AWS) in 2020, Want Want has continued to promote AWS certification and has carried out a series of sustainable water management actions based on the AWS International Water Stewardship Standard. As of the end of the Reporting Period, a total of three factories of the Group successfully obtained AWS International Water Stewardship Standard certification. Among them, the Guangzhou Big-Want factory achieved the highest platinum-level certification from AWS.

水資源管理目標 ²⁸ Water Resource Management Targets ²⁸	目標達成情況 Target Achievement Status
以2020財年為基準，到2030財年， 實現單位產品耗水量累計減少114萬噸 The total water consumption per unit of product will be reduced by 1,140,000 tonnes by 2030FY, based on the level of 2020FY	截至2025財年，已累計完成節水66萬噸 Up to 2025FY, a total of 660,000 tonnes of water had been saved

²⁸ 2025財年因統計範圍擴大，將海外基地的用水納入管理及披露，原目標相較基準年失去可比性，因此我們本年度重新評估並調整了水資源管理目標。

²⁸ In 2025FY, the Group incorporated water consumption from overseas sites into management and disclosure as the statistic scope has been expanded, with original targets no longer comparable with the baseline year. Accordingly, we reassessed and adjusted the water resource management targets for the year.

3.3.2 水風險評估

在水資源風險管理方面，旺旺依據最新世界自然基金會（WWF）水風險評估工具，對運營所在地進行系統評估，結果顯示旺旺工廠所在的省市地區目前不涉及水壓力地區²⁹。我們仍持續追蹤監測各工廠水資源消耗、水質及基線水壓力等核心指標，分析潛在風險並制定針對性預案：針對水質退化風險，主動支持流域生態修復；針對強降水風險，制定洪水應急計劃；針對高耗水基地，制定乾旱應急預案，以系統化舉措提升水風險應對韌性。

同時，我們將水風險評估延伸至供應鏈，重點關注關鍵原物料供應商的水資源風險，並將評估結果納入供應商准入與績效考核體系。針對處於高流域水風險區域的供應商，集團積極對其開展賦能培訓，推動其改善水管理表現，以降低供應鏈整體水風險；針對上一年度識別的重點風險供應商，我們對其改善情況進行了跟蹤復評，持續督導其水風險管控成效。

在外部供應自來水水質波動情況較大的地區，旺旺每年豐水季提前與水務集團對接，關注出廠水質指標變化，同時內部加強檢測，增設RO設備，對現有RO水配比供水系統自動控制進行完善，實現並聯運行，防止突發情況下的應急措施，同時針對外部水質異常突發情況制定完善應急預案。

3.3.3 水資源管理實踐

報告期內，旺旺聚焦生產運營核心環節，圍繞工藝流程優化節水、設備改進升級節水和回收循環利用節水，開展節水專項行動。報告期內，集團共開展122個項目，節水量達到115.6萬噸，水循環利用率³⁰為12%。

²⁹ 指WWF定義的「高風險」或「極高風險」區域。

³⁰ 水循環利用率計算方式為：（冷凝水總量+中水回收總量）／基地總耗水量

3.3.2 Water Risk Assessment

In terms of water resource risk management, Want Want has conducted a systematic assessment of the places of operation based on the latest WWF Water Risk Filter. The results indicate that the provinces and cities where Want Want's factories are located are not currently classified as water-stressed areas²⁹. We continue to track and monitor core indicators such as water resource consumption, water quality and baseline water stress at each factory, analyse potential risks and formulate targeted contingency plans. In respect of water quality degradation risk, we proactively support watershed ecological restoration; in respect of heavy precipitation risk, we have formulated flood emergency plans; and in respect of factories with high water consumption, we have formulated drought contingency plans, thereby enhancing water risk response resilience through systematic measures.

Meanwhile, we extend water risk assessment to the supply chain, focusing on the water resource risks of key raw material suppliers, and incorporate the assessment results into the supplier admission and performance appraisal system. For suppliers located in areas with high basin water risk, the Group actively provides empowerment training to drive improvements in their water management performance, so as to reduce the overall water risk of the supply chain. For key risk suppliers identified in the previous year, we conduct follow-up reassessments of their improvement status and continuously oversee the effectiveness of their water risk management and control.

In regions where the quality of externally supplied tap water fluctuates significantly, Want Want communicates in advance with the water affairs group during the wet season each year to track changes in treated water quality indicators. At the same time, it strengthens internal testing, installs additional RO equipment, and refines the automatic control of the existing RO water blending supply system to achieve parallel operation, minimising the need for emergency responses. Comprehensive emergency response plans have also been formulated to address sudden external water quality anomalies.

3.3.3 Water Resources Management Programme

During the Reporting Period, Want Want focused on the core links of production and operations and carried out special water conservation initiatives centred on water saving through process optimisation, equipment improvement and upgrade, and recycling and reuse. During the Reporting Period, the Group carried out a total of 122 projects, saving 1,156,000 tonnes of water, and the water recycling rate³⁰ was 12%.

²⁹ Refer to areas defined by WWF as "high risk" or "extremely high risk".

³⁰ The water recycling rate is calculated as follows: (total condensate + total reclaimed water recycled)/water consumption in total at the base

地下消防管道暗管改明管

Converting Underground Fire Protection Pipes from Concealed to Exposed

- 對廠房內外消防管道將地下暗管改為明管佈置，取消地下管道使用，有效減少消防管道漏水的水資源耗用。以湖南總廠為例，該舉措修復了原有地理管道滲漏嚴重致使無法保壓的問題，經整改後預計可實現年節水2,000噸。
Want Want converted the underground concealed fire protection pipes inside and outside the factory buildings to an exposed pipe layout, eliminating the use of underground pipes and effectively reducing water resource consumption caused by leakage from fire protection pipes. For instance, the Hunan general factory fixed the problem of failure in pressure retaining due to severe leakage in original underground pipelines by this measure. After rectification, it is expected to save 2,000 tonnes of water annually.

淨水新增超濾系統 Addition of Ultrafiltration System to Water Purification

- 山東總廠淨水系統新增超濾裝置，提升原水預處理淨化效果，穩定產水水質，保障生產純水品質達標，滿足食品生產衛生規範要求，減少廢水排放、提升水資源利用效率，預計可實現年節水21,507噸。
The Shandong general factory added an ultrafiltration unit to the water purification system, enhancing the purification effect of raw water pre-treatment, stabilising the quality of product water, ensuring that the quality of the produced pure water meets the standards and complies with requirements of food production hygiene standards, reducing wastewater discharge and improving water resource utilisation efficiency. It is expected to save 21,507 tonnes of water annually.

鍋爐蒸汽冷凝水回收 Recovery of Boiler Steam Condensate

- 廣西總廠殺菌段加熱器蒸汽冷凝水由直排改為回收至鍋爐房復用，有效減少廢水外排，提升水資源循環利用率，同時降低熱排放污染、節約能源消耗，預計該項目可每年減碳72噸。
The Guangxi general factory diverted the steam condensate from the sterilisation section heater from direct discharge to recovery for reuse in the boiler room, effectively reducing wastewater discharge, increasing the recycling rate of water resources, while also reducing thermal emission pollution and saving energy consumption. The project is expected to reduce carbon emissions by 72 tonnes annually.

2025財年核心節水項目
Key Water Conservation Projects in 2025FY

報告期內，旺旺的水資源使用指標展
示如下：

During the Reporting Period, the water consumption indicators of Want Want are
shown as follows:

水資源耗用 Water Consumption	單位 Unit	2025財年 2025FY	2024財年 2024FY	2023財年 2023FY
生產及辦公總取水量 Total Water Intake for Production and Office	噸 Tonne	7,964,699	7,143,900	7,650,055
市政取水量 Municipal Water Withdrawal	噸 Tonne	7,339,715	6,300,496	6,622,224
地下水取水量 Groundwater withdrawal	噸 Tonne	624,984	843,412	1,027,831
水回用量 Volume of Reused Water	噸 Tonne	983,734	915,296	1,112,971
生產及辦公用水密度 Water Consumption Intensity of Production and Office	噸/百萬元人民幣產值 Tonne per million RMB of output value	342.1	325.55	343.6

水資源耗用 Water Consumption	單位 Unit	2025財年 2025FY	2024財年 2024FY	2023財年 2023FY
糖果產品用水強度 Water Consumption Intensity of Candy Products	噸水/噸產品 Tonne of water/ tonne of products	2.60	2.54	2.49
米果產品用水強度 Water Consumption Intensity of Rice Crackers	噸水/噸產品 Tonne of water/ tonne of products	2.88	3.07	3.28
乳飲產品用水強度 Water Consumption Intensity of Dairy Products and Beverages	噸水/噸產品 Tonne of water/ tonne of products	2.83	2.86	2.92
包材用水強度 Water Consumption Intensity of Packaging Materials	噸/萬隻萬米 Tonne per 10,000 units or 10,000 metres	0.01	-	-
合計產品用水強度 Total Water Consumption Intensity of Products	噸水/噸產品 Tonne of water/ tonne of products	2.11	2.11	2.94

3.4 綜合利用，循環經濟

旺旺積極踐行循環經濟，以「減量化、再利用、資源化」為行動指南，將綜合利用理念貫穿於生產經營全過程。我們聚焦包材可持續利用、反食品浪費與廚餘垃圾減量三大關鍵領域，致力於實現資源利用最大化與環境影響最小化。

3.4.1 包材可持續利用

推動循環經濟的發展需要生產端與消費端共同踐行包裝的減量化、重複使用及回收利用。實現包材的可持續利用，不僅是旺旺對社會的莊嚴承諾，更是我們與供應鏈夥伴及消費者攜手共進、推動可持續發展的關鍵路徑。我們確立了包材100%可回收目標，並制定了以包材循環化、輕量化、減量化為三大核心支柱的包裝材料管理策略。集團生產運營中心與研發中心通力協作，著力在產品全生命週期中，通過以下手段減少包材使用並提升可回收率，落實旺旺的包材管理策略：

3.4 Comprehensive Utilisation and Circular Economy

Want Want actively practices the circular economy, taking “reduction, reuse and recycling” as its guiding principle, and integrates the concept of comprehensive utilisation throughout the entire process of production and operations. We focus on three key areas, namely sustainable use of packaging materials, anti-food waste, and food waste reduction, and are committed to maximising resource utilisation while minimising environmental impact.

3.4.1 Sustainable Packaging Materials

Advancing the development of a circular economy requires both the production end and the consumption end to jointly practice packaging reduction, reuse and recycling. Achieving the sustainable use of packaging materials is not only a solemn commitment of Want Want to society, but also a key pathway for us to progress hand in hand with supply chain partners and consumers in promoting sustainable development. We have established a target of 100% recyclable packaging materials and have formulated a packaging material management strategy with three core pillars: recyclable, lightweight packaging materials, and reduction of packaging materials. The production and operation centre and the research and development centre of the Group work in close collaboration, with a focus on reducing the use of packaging materials and enhancing the recycling rate throughout the entire product life cycle through the following means to implement Want Want’s packaging material management strategy:

1

減少周轉包裝材料的使用

Reduce the use of turnover packaging materials

2

銷售包裝材料的減少使用

Reduce the use of sales packaging materials

3

產品包裝形式的優化（縮小包裝尺寸）

Optimise the form of product packaging (reduction of packaging size)

4

開發新型包裝材料/減少塑料包裝使用（紙質包裝替代塑料包裝）

Develop new packaging materials/reduce the use of plastic packaging
(paper packaging instead of plastic packaging)

5

逐步採用黃金設計原則，提升循環利用率（去除塑料包裝的問題元素）

Gradually adopt golden design principles to increase recycling rate
(removal of problematic elements of plastic packaging)

6

與供應商合作減少包裝浪費（包裝規格改變、包裝循環使用）

Cooperate with suppliers to reduce packaging waste
(change of packaging specification, packaging recycling)

旺旺湖南工廠長沙倉推行廢舊紙箱循環復用， 助力降本與低碳運營

The Changsha Warehouse of Want Want Hunan Factory
Recycles and Reuses Waste Cardboard Boxes, Contributing
to Cost Reduction and Low-carbon Operations

為控制物流成本並踐行綠色運營理念，長沙倉啟動廢舊紙箱循環復用機制，將退換貨及到貨拆箱環節產生的完好可復用紙箱統一整理並二次整平，復用為出庫包裹外包裝。2025財年，項目累計回收復用紙箱43.11萬隻，直接節約新紙箱採購成本145.07萬元。

To control logistics costs and practice the philosophy of green operations, the Changsha warehouse launched a recycling and reuse mechanism for waste cardboard boxes. Intact and reusable cardboard boxes generated during product returns, exchanges, and inbound unpacking were centrally sorted and re-flattened for reuse as outer packaging for outbound parcels. In 2025FY, the project recycled and reused a total of 431,100 cardboard boxes, directly saving RMB1,450,700 in the cost of purchasing new cardboard boxes.



長沙倉廢舊紙箱循環復用
Recycling and Reuse of Waste Cardboard Boxes
at Changsha Warehouse

報告期內，旺旺包裝材料管理策略通過以下舉措取得積極進展：

During the Reporting Period, Want Want's packaging materials management strategy made positive progress through the following initiatives:

包裝設計與生產 Packaging Design and Production

- **空罐**：245ml規格彩印鐵減窄，實際使用19萬張，減少固廢1.14噸；245ml規格彩印鐵減薄，實際使用32.2萬張，節約固廢0.0798噸
Empty cans: We narrowed the width of colour-printed iron for the 245ml specification, with 190,000 sheets actually used, reducing solid waste by 1.14 tonnes; reduced the thickness of colour-printed iron for the 245ml specification, with 322,000 sheets actually used, saving 0.0798 tonnes of solid waste
- **鋁蓋**：鋁蓋廠回收利用包裝紙袋61萬隻，降低固廢13.2噸；回收木棧板1,278塊、蓋板1,278塊，降低固廢19噸
Aluminium lids: The aluminium lid factory recycled and reused 610,000 paper packaging bags, reducing solid waste by 13.2 tonnes; recycled 1,278 wooden pallets and 1,278 cover boards, reducing solid waste by 19 tonnes
- **紙箱**：實施原紙降克重專案，減少原紙用量359噸；原紙幅寬減窄專案，減少原紙用量63噸
Cardboard boxes: We implemented a project to reduce the grammage of raw paper, reducing raw paper consumption by 359 tonnes, and a project to reduce the width of raw paper, reducing raw paper consumption by 63 tonnes

包裝採購 Packaging Procurement

- **彩印紙質包裝工藝及用材優化**：覆蓋彩印標箱、禮品禮盒，以預印工藝替代傳統膠印，降低生產碳排放，同步下調用材克重，實現工藝降碳與物料減量
Optimisation of colour-printed paper packaging processes and materials: It covered colour-printed cartons and gift boxes, and the traditional offset printing process was replaced with a pre-printing process, reducing production carbon emissions, while material grammage was simultaneously lowered to achieve process carbon reduction and material reduction
- **紙質包材減量**：在保障抗壓、承重等物理指標達標前提下，下調包材克重，減少原生紙漿消耗。紙盒主要品項減重50g（下降12.50%），彩印禮盒主要品項減重50g（下降16.67%）
Reduction of paper packaging materials: On the premise of ensuring physical indicators such as compressive strength and load-bearing capacity meet standards, the grammage of packaging materials was lowered to reduce the consumption of virgin pulp. The main paper box items achieved a weight reduction of 50g (a decrease of 12.50%), and the main colour-printed gift box items achieved a weight reduction of 50g (a decrease of 16.67%)
- **外覆塑膜減薄**：外用多包膜厚度減薄16μm（下降45.71%），並完成配套設備適配改造，確保封裝質量與外觀效果
Thinning of outer shrink film: The thickness of the outer multi-pack film was reduced by 16μm (a decrease of 45.71%), and the adaptation and retrofitting of supporting equipment was completed to ensure sealing quality and appearance effect
- **食品卷膜輕量化**：吸食果凍專用卷膜厚度縮減10μm，在保障密封與安全前提下，實現柔性包材節能降耗
Light-weighting of food-grade film: The thickness of the dedicated film for sucking jelly was reduced by 10μm, achieving energy saving and consumption reduction of flexible packaging materials while ensuring sealing and safety
- **緩衝包裝材質替代**：以環保紙托替代傳統泡沫墊，解決環保性差、倉儲及物流成本高的問題，實現緩衝物料結構升級
Substitution of cushioning packaging materials: Traditional foam pads were replaced with environmentally friendly paper trays, resolving the issues of poor environmental performance and high warehousing and logistics costs, and achieving a structural upgrade of cushioning materials

此外，為系統化推進廢棄物減量化、資源化管理，旺旺強化廠區廢棄物量化目標管控，設定了製成率以及噸產出率的提升目標、不良率下降的目標管理指標，推動節省用料和減少不良品、廢品的產生。各廠區深度落實垃圾分類管控、廢舊紙箱二次利用、用生鮮筐代替紙箱、編織袋等減廢舉措，深挖資源循環利用潛力，有效實現工業垃圾減量提質。

報告期內，旺旺的包裝材料耗用績效指標展示如下：

包裝材料耗用指標 Packaging Material Consumption Indicators	單位 Unit	2025財年 2025FY	2024財年 2024FY	2023財年 2023FY
包材消耗總量 Total Consumption of Packaging Materials	萬噸 10 thousand tonnes	25.09	24.26	27.26
木/紙製包裝材料用量 Wooden/Paper Packaging Material Consumption	萬噸 10 thousand tonnes	14.86	13.73	17.03
金屬製包裝材料用量 Metal Packaging Material Consumption	萬噸 10 thousand tonnes	5.41	6.38	5.99
塑膠包裝材料用量 Plastic Packaging Material Consumption	萬噸 10 thousand tonnes	4.81	4.15	4.23
使用FSC及SFI森林體系認證的紙盒數量 Number of FSC and SFI Certified Cartons	億個 100 million	38.03	36.5	42.4
包裝材料每生產單位佔比 Proportion of Packaging Materials per Production Unit	%	13.9	14.0	15.3
包材消耗密度 Packaging Material Consumption Intensity	萬噸/百萬元人民幣產值 10 thousand tonnes per million RMB of output value	0.0011	0.0011	0.0012
塑膠包裝材料中可回收材料用量佔比 Percentage of Recyclable Materials Used in Plastic Packaging Materials	%	47	47	36
塑膠包裝材料中可回收成分佔比 Proportion of Recyclable Components in Plastic Packaging Materials	%	73	72	70
塑膠包裝材料產品覆蓋率 Product Coverage Rate of Plastic Packaging Materials	%	19	17	16

Furthermore, to systematically advance waste reduction and resource recovery management, Want Want strengthened quantitative target control over waste at its factories by setting target management indicators for improvements in the yield rate and per-tonne output rate, as well as a reduction in the defect rate, to drive material savings and reduce the generation of defective products and waste. Each factory implemented in-depth waste reduction measures such as waste sorting control, reuse of waste cardboard boxes, and replacing cardboard boxes and woven bags with fresh produce baskets, deeply tapping the potential for resource recycling and effectively reducing the volume and improving the quality of industrial waste.

During the Reporting Period, the packaging material consumption performance indicators of Want Want are shown below:

3.4.2 光盤行動助推餐廚垃圾減量

旺旺積極防範食堂浪費現象，倡導節約糧食理念。集團積極踐行ESG廚餘減量目標，穩步推進廚餘垃圾減量工作落地見效。旺旺全國工廠均制定了2025財年人均廚餘垃圾減量管控目標。全年實際達成50.97克/餐次，較既定目標下降12.71%。

餐廚廢棄物閉環環保管理

食堂日常產生的餐廚廢油脂統一規範收集、密閉儲存，嚴格交由具備資質的合作單位統一回收處置，推動廢油脂轉化為生物柴油，實現資源化再利用，踐行無害化、資源化環保處置原則。

食材供應源頭減廢

2025財年，各工廠食堂全面升級食材供應模式，引入大型商超集中供貨，建立標準化食材監管體系。通過商超淨菜供應，從源頭剔除蔬菜外皮、邊角廢料，有效減少廚餘產生。此舉同步提升了食材品質與員工滿意度，從源頭落實廢棄物減量。

「光盤行動」倡導

2025財年，旺旺各基地食堂持續實施精準報餐機制、舉辦廚神大賽提升烹飪水平、加強員工行為引導、設置宣傳標語與語音提醒、建立光盤獎勵機制等，多維度落實光盤行動，切實助力廢棄物減量目標達成。

3.4.2 The Clean Plate Campaign Promotes the Reduction of Food Waste

Want Want actively prevents waste in its canteens and advocates the philosophy of food conservation. The Group earnestly implements the ESG food waste reduction targets and steadily promotes the effective implementation and achievement of food waste reduction. Want Want's factories nationwide have formulated per capita food waste reduction control targets for 2025FY. The actual amount achieved for the full year was 50.97 grams per meal, representing a decrease of 12.71% compared with the established target.

Closed-Loop Environmental Management of Food Waste

Waste cooking oil generated daily from canteens is collected in a unified and standardised manner, stored in sealed containers, and strictly handed over to qualified partner organisations for unified recovery and disposal, facilitating the conversion of waste oil into biodiesel, thereby achieving resource-based reuse and honouring the principles of harmless treatment and resource recovery in environmental disposal.

Waste Reduction at Source of Food Ingredient Supply

In 2025FY, factory canteens comprehensively upgraded their food ingredient supply model by introducing centralised supply from large supermarkets and establishing a standardised food ingredient monitoring system. Through the supply of clean vegetables from supermarkets, vegetable peels and scraps were eliminated at source, effectively reducing the generation of food waste. This initiative simultaneously enhanced ingredient quality and employee satisfaction, implementing waste reduction at source.

Promotion of the “Clean Plate Campaign”

In 2025FY, canteens at all of Want Want's bases continued to implement precise meal reporting mechanisms, held culinary competitions to enhance cooking skills, strengthened employee behavioural guidance, set up promotional signage and voice reminders, and established Clean Plate incentive mechanisms. These multi-faceted initiatives effectively advanced the Clean Plate Campaign, tangibly contributing to the achievement of waste reduction targets.



3.4.3 反食品浪費

作為食品生產企業，旺旺始終致力於減少食品浪費。我們積極回應國家號召，遵守《中華人民共和國反食品浪費法》，踐行勤儉節約傳統美德，承諾持續建設反食品浪費管控體系，推行精益生產，致力於從源頭減少食品浪費。

食品浪費管控體系與量化指標

我們基於旺旺反食物浪費模型，從採購、生產、銷售到技術創新各業務環節中執行旺旺食品浪費控制，分為識別、控制、檢核與優化四個步驟。我們首先鎖定生產經營全流程中食品浪費產生的環節，針對識別出的浪費節點實施措施加以控制並明確有挑戰性的控制目標，再對目標完成進度進行檢核，最終回顧體系整體執行效果，優化與改進。

降低食品產品不良率，是減少食品原材料廢棄和成品廢棄、減少食品浪費的有效途徑。因此，旺旺根據不同產品特性和實際情況制定了食品不良率下降目標作為反食品浪費目標。報告期內，我們通過WSM標準管理體系的落實以及對損失情況的分解、分析和針對性改善，食品浪費率得到有效降低。

食品類原料廢棄物資源化回收

針對生產過程中產生的廢棄奶粉及廢奶液，在全程滿足當地環保監管標準的前提下，各工廠制定專項再利用轉銷售處置方案，統一合規交由專業企業回收加工，用作畜禽動物飼料原料。該舉措兼顧環保合規與資源高效利用，實現了食品類原料廢棄物的資源化閉環。

3.4.3 Anti-food Waste

As a food production enterprise, Want Want has always been committed to reducing food waste. We actively respond to the call of the state, abide by the Anti-food Waste Law of the People's Republic of China, honour the traditional virtue of thrift, and pledge to continuously build an anti-food waste management and control system and promote lean production, striving to reduce food waste at source.

Food Waste Management and Control System and Quantitative Indicators

Based on the anti-food-waste model of Want Want, we control food waste of Want Want across all business links, from procurement, production and sales to technological innovation, which consists of four steps: identification, control, inspection, and optimisation. Firstly, we identify the stages where food waste occurs throughout the entire production and operation process, implement measures to control the identified waste points, and set clear and challenging control targets. Then, we check the progress of target completion, and finally review the overall effectiveness of the system's implementation, optimise the system, and make improvement.

Reducing the rate of defective food products is an effective way to reduce the abandonment of food raw materials and finished products as well as food waste. Therefore, Want Want has set a target in respect of food defect rate reduction as an anti-food-waste target based on different product characteristics and actual situations. During the Reporting Period, through our implementation of the WSM standard management system and the breakdown, analysis and targeted improvement of losses, the food waste rate was effectively reduced.

Resource Recovery of Food-Related Raw Material Waste

For waste milk powder and waste milk liquid generated during the production process, on the premise of full compliance with local environmental regulatory standards, each factory formulates a special reuse-to-sale disposal plan, uniformly and compliantly transferring them to professional enterprises for recycling and processing. Such milk powder and milk liquid will be used as raw material of feed for livestock and poultry animals. This approach balances environmental compliance with efficient resource utilisation, achieving a closed-loop resource recovery of food-grade raw material waste.

3.5 保護生態，有愛自然

旺旺踐行生態友好理念，嚴格遵守《中華人民共和國環境影響評價法》，堅守生態紅線，承諾不在生物多樣性脆弱區及周邊建廠運營。我們積極投入生態保護，截至報告期末累計環保改造資金4.29億元人民幣，報告期內投入2,514萬元人民幣。此外，旺旺運用WWF生物多樣性風險評估工具對運營所在地進行風險篩查，期待與供應商及當地利益相關方攜手，共推生態保護合作。

3.5 Protecting the Ecosystem, and Caring for Nature

Want Want upholds the eco-friendly philosophy, strictly complies with the Law of the People's Republic of China on Environmental Impact Assessment, adheres to ecological red lines, and pledges not to build or operate factories in or around biodiversity-vulnerable areas. We actively invest in ecological protection. As of the end of the Reporting Period, cumulative funds for environmental retrofitting amounted to RMB429 million, with an investment of RMB25.14 million during the Reporting Period. In addition, Want Want uses the WWF Biodiversity Risk Filter to screen the risks of its places of operation, and looks forward to joining hands with suppliers and local stakeholders to jointly promote ecological conservation cooperation.

生態友好承諾

Eco-friendly Commitments

生產活動不超出所在地環境容量

Production Activities not Exceeding the Local Environmental Capacity

- 旺旺承諾保護生態環境，減少危險化學品使用及排放，確保自身生產活動不超出所在地環境容量，不損害生物多樣性，不影響流域水質。

Want Want is committed to protecting the ecological environment and reducing the use and discharge of hazardous chemicals to ensure that its own production activities do not exceed the local environmental capacity, do not damage biodiversity, and do not affect the water quality of the watershed.

建廠與生產運營不毀壞森林

The Construction of Factories and Production Operations not Destroying Forests

- 旺旺承諾不毀壞森林，保護所在地植被健康安全，不砍伐樹木，不破壞當地水土環境。

Want Want promises not to destroy forests, to protect the health and safety of local vegetation, not cut down trees, and not damage the local water and soil environment.

踐行可持續農業 Practice Sustainable Agriculture

- 旺旺承諾，自身做到並敦促上游原料供應商中涉及農業生產的合作夥伴踐行可持續農業原則，合理用藥用肥、優化水資源使用、減少環境污染、保護土壤健康、阻止生態破壞。

Want Want undertakes to and urges partners involved in agricultural production in upstream raw material suppliers to practice the principles of sustainable agriculture, rationally use agricultural chemicals and fertilisers, optimise water use, reduce environmental pollution, protect soil health, and prevent ecological damage.



以人為本 結緣旺才

Caring for People and
Forging Talents



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4.1 平等僱傭，多元舞台

旺旺以「緣、自信、大團結」為文化基石，積極營造開放、多元的職場生態，讓每一位員工的獨特價值得以彰顯。我們始終堅持將理念轉化為行動，通過健全的制度設計與人文關懷，全方位保障員工合法權益，在提升組織凝聚力的同時，實現員工與企業的共同成長。

4.1.1 合規僱傭

旺旺秉持「腳踏實地」的用人理念，致力於為員工打造公平、公正、包容的職場環境。我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國個人信息保護法》等法律法規，建立規範透明的招聘與用工管理及員工個人信息保護機制，並制定《任用管理辦法》、《獎懲管理辦法》及背景調查作業規範等制度，不斷完善個人信息收集、使用與管理流程，為依法合規用工提供堅實的制度保障。

我們在招聘管理中明確禁止僱傭童工及使用強制勞動，堅決杜絕職場歧視、騷擾及不合理加班等行為。《員工手冊》、《任用管理辦法》等制度明確規定「未滿

4.1 Equal Employment and Diverse Opportunities

Want Want takes “People-Oriented, Self-Confidence, and Unity” as its cultural cornerstones, and actively fosters an open and diverse workplace ecosystem where the unique value of every employee is fully demonstrated. We consistently transform our philosophy into action, comprehensively safeguarding the legitimate rights and interests of employees through sound institutional design and humanistic care, thereby enhancing organisational cohesion while achieving shared growth for both employees and the enterprise.

4.1.1 Compliant Employment

Want Want upholds the employment philosophy of “being down-to-earth” and is committed to creating a fair, just and inclusive workplace environment for employees. We strictly comply with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China and other laws and regulations, and have established standardised, transparent recruitment and employment management as well as employee personal information protection mechanisms. We have also formulated systems including the Appointment Administrative Measures, the Regulations on Rewards and Punishments and standards for background checks, continuously refining the processes for collecting, using and managing personal information, thereby providing solid institutional safeguards for lawful and compliant employment.

We explicitly prohibit the employment of child labour and the use of forced labour in recruitment management, and resolutely eliminate discrimination, harassment and unreasonable overtime practices in workplace. The Employee Handbook, the Appointment Administrative Measures and other policies clearly stipulate that



16週歲者」不予錄用，並於報告期內進一步細化任用原則相關規定，補充明確特殊利益關係及迴避情形，持續提升招聘與任用管理的規範化水平。

報告期內，集團依法與員工建立勞動關係，正式員工勞動合同簽訂率保持100%，未發生僱傭童工或強制勞動事件。

4.1.2 平等僱傭

旺旺始終堅持以人為本，以《聯合國世界人權宣言（Universal Declaration of Human Rights, UDHR）》等國際人權公約及勞工標準為指引，持續完善人力資源管理制度，保障員工合法權益。集團堅持男女同工同酬原則，嚴格杜絕在招聘、薪酬、福利及晉升等環節中因性別、年齡、民族、宗教或殘障等因素產生的任何歧視行為，持續營造公平、公正、包容的用工環境。

集團提倡多元與包容，貫徹機會均等的原則與方針，確保每位員工在招聘、任用、晉升及發展過程中均獲得公平、公正的對待與尊重，持續營造安全、尊重與多元的工作環境。我們持續關注殘疾員工等特殊群體的實際需求，通過崗位適配支持、工作環境優化和人文關懷等措施，保障其平等就業與職業發展權利，不斷提升特殊群體的工作體驗與歸屬感，推動構建多元、包容、溫暖的職場生態。

“those under the age of 16” shall not be employed. During the Reporting Period, we further refined the provisions on appointment principles, supplementing and clarifying circumstances involving special interest relationships and requiring recusal, thereby continuously enhancing the standardisation of recruitment and appointment management.

During the Reporting Period, the Group established labour relations with employees in accordance with the law. The signing rate of labour contracts for regular employees remained at 100%, and no incidents of child labour or forced labour occurred.

4.1.2 Equal Employment

Want Want has always adhered to a people-oriented philosophy. Guided by the Universal Declaration of Human Rights (UDHR) and other international human rights conventions and labour standards, the Group continuously improves the human resources management system to safeguard the legitimate rights and interests of employees. The Group upholds the principle of equal pay for men and women for equal work, strictly prohibiting any discrimination based on gender, age, ethnicity, religion, disability or other factors in recruitment, remuneration, benefits and promotion, thereby continuously fostering a fair, just and inclusive employment environment.

The Group advocates diversity and inclusion, and implements the principle and policy of equal opportunity, ensuring that each employee is treated fairly and justly and receives respect during the recruitment, appointment, promotion and development process, and continuously cultivating a safe, respectful and diverse working environment. We pay ongoing attention to the actual needs of special groups such as employees with disabilities. Through measures including job adaptation support, workplace environment optimisation and humanistic care, we safeguard their rights to equal employment and career development, continuously enhance the work experience and sense of belonging of special groups, and promote the building of a diverse, inclusive and warm workplace ecosystem.

旺旺廣州總廠開展殘疾員工適配崗位安置，傳遞企業人文溫度 The Guangzhou General Factory of Want Want Provides Job Placement for Employees with Disabilities, Conveying the Enterprise's Humanistic Care

旺旺廣州總廠充分考慮兩名因自身疾病致殘員工的實際情況，為其量身適配崗位；同時秉持回饋社會、關愛特殊群體的理念，主動對接屬地街道殘聯，安置11名殘疾人就業，營造包容、平等的用工氛圍。

The Guangzhou general factory of Want Want fully considered the actual circumstances of two employees who became disabled due to illness and tailored suitable positions for them. At the same time, adhering to the concept of giving back to society and caring for special groups, the factory proactively liaised with the local Disabled Persons' Federation at the sub-district and arranged employment for 11 persons with disabilities, fostering an inclusive and equal employment atmosphere.



廣州總廠安置殘疾人員工
Job Placement for Employees with Disabilities at
Guangzhou General Factory

同時，集團尊重並保障員工的知情權、參與權、表達權及監督權，建立完善的舉報與申訴處理機制，通過電話專線、電子郵件、微信企業號、微信公眾號及官方網站等多渠道暢通申訴路徑，受理包括職場歧視、騷擾、強迫勞動及工作不作為等相關問題，切實維護員工合法權益。報告期內，旺旺未發生任何歧視或騷擾相關投訴事件。

Meanwhile, the Group respects and safeguards employees' rights to know, to participate, to be heard and to oversee, and has established a comprehensive whistle-blowing and grievance handling mechanism. The Group provides multiple accessible channels for grievance, including dedicated phone lines, email, WeChat enterprise account, WeChat official account and the official website, accepting issues relating to workplace discrimination, harassment, forced labour and work-related inaction, thereby effectively protecting the legitimate rights and interests of employees. During the Reporting Period, Want Want did not receive any complaints relating to discrimination or harassment.

2025財年旺旺職能與職級性別平等績效指標
Performance Indicators for Gender Equality in Function and Ranking of Want Want in 2025FY

女性在管理層中佔比 Proportion of Women in Management	女性員工在所有管理層（包括初級、中級和高級）的佔比 Proportion of female employees in all management levels, including junior, middle, and senior levels	37%
	女性員工在初級管理層的佔比 Proportion of female employees in junior management	34%
	女性員工在高級管理層的佔比 Proportion of female employees in senior management	25%
	創收職能部門中的女性管理人員佔比 Proportion of Female Management Members in Revenue-generating Functions	35%
	女性員工在STEM相關職位中的佔比 Proportion of Female Employees in STEM-related Positions	38%

4.1.3 人才吸引

旺旺集團始終將人才視為驅動發展的核心動力。報告期內，集團新設人才發展處，系統構建海內外引才育才體系，並動態迭代人才庫。在管理機制上，集團持續優化招聘與配置流程，同步推行人才池機制，通過「選拔-培養-認證」閉環，為關鍵崗位儲備合格後備力量，實現空缺快速補位。該機制重點支撐兩大發展路徑：管培生體系與內部輪崗機制。

4.1.3 Talent Attraction

Want Want Group has always regarded talents as the core driving force of development. During the Reporting Period, the Group newly established the talent development office, systematically building a domestic and overseas talent introduction and cultivation system, and dynamically iterating the talent pool. In terms of management mechanism, the Group continuously optimises the recruitment and deployment processes, while implementing a talent pool mechanism. Through a closed loop of "selection – cultivation – certification", it reserves qualified backup candidates for key positions, enabling rapid filling of vacancies. This mechanism primarily supports two major development pathways: the management trainee system and the internal job rotation mechanism.

管培生專項培養 Specialised Training for Management Trainees

- 集團針對應屆畢業生設計管培生項目，依託五階段培養路徑——通識訓練→輪崗實習→定崗實習→專業積累→主管育成，培養既懂如何定義好產品、又懂如何賣爆產品的複合型人才。
The Group has designed a management trainee programme targeting fresh graduates. Relying on a five-stage development pathway, namely general education training→rotational internship→fixed-position internship→professional accumulation→managerial development, it cultivates versatile talents who understand both how to define good products and how to sell them successfully.

內部流動與輪崗 Internal Mobility and Job Rotation

- 集團鼓勵員工內部競聘和跨領域發展，並開發了內部應聘平台，崗位空缺優先向內部發佈。
The Group encourages employees to pursue internal job competitions and cross-functional development, and has developed an internal job application platform, where job vacancies are posted internally on a priority basis.

旺旺深入貫徹國家關於深化產教融合的決策部署，通過與高等院校建立新型戰略合作關係，推動產業鏈、人才鏈與教育鏈的深度融合。

Want Want deeply implements the national decisions and arrangements on deepening industry-education integration, and through establishing new strategic cooperative relationships with institutions of higher learning, promotes the deep integration of the industry chain, talent chain and education chain.

旺旺集團新疆廠與瑪納斯中等職業技術學校共建食品加工 校外實訓基地，實現校企雙向賦能

The Xinjiang Factory of Want Want Group and Manasi Secondary Vocational and Technical School Jointly Establish an Off-Campus Food Processing Practical Training Base, Achieving Two-Way Empowerment Between School and Enterprise

2025年12月25日，旺旺集團新疆廠（含新疆旺旺食品有限公司、新疆乳旺乳業有限公司）與瑪納斯中等職業技術學校舉行校企合作揭牌儀式，共同落成「食品加工校外實訓基地」。雙方聚焦食品加工工藝等關鍵專業，依託旺旺的食品製造實踐平台與技術優勢，通過共定培養方案、共建實訓基地、指派企業技術和管理骨幹參與教學等舉措，將實際生產標準與崗位需求深度引入人才培養體系。此項合作有效暢通了定向實習實訓與就業通道，通過資源共享與優勢互補破解教學與產業實踐脫節的難題，切實實現校企雙向賦能。

On 25 December 2025, Xinjiang factory of Want Want Group (comprising Xinjiang Want Want Foods Ltd. and Xinjiang Ru-Want Dairy Co., Ltd.) and Manasi Secondary Vocational and Technical School held a school-enterprise cooperation unveiling ceremony, jointly inaugurating the “Off-Campus Food Processing Practical Training Base”. Focusing on key specialties such as food processing technology, and leveraging Want Want’s food manufacturing practice platform and technological strengths, both parties have, through measures such as jointly formulating training programmes, co-building the practical training base, and appointing key technical and managerial personnel from the enterprise to participate in teaching, deeply integrated actual production standards and job requirements into the talent cultivation system. This collaboration effectively streamlines pathways for targeted internship, practical training and employment, and bridges the gap between academic instruction and industrial practice through resource sharing and complementary advantages, and yields tangible results in two-way empowerment between school and enterprise.



旺旺集團新疆廠與瑪納斯中等職業技術學校
舉行校企合作揭牌儀式
Xinjiang Factory of Want Want Group and Manasi
Secondary Vocational and Technical School
Held a School-Enterprise Cooperation Unveiling
Ceremony

報告期內，集團持續推進人力資源數字化建設，將數字化平台作為提升組織管理效能、優化員工體驗及賦能人才發展的重要抓手。圍繞員工全職業周期管理，集團持續完善人力資源數字化平台建設，推動招聘、學習、績效、薪酬等核心業務系統協同互聯，不斷提升數據管理水平、運營效率及人才管理能力，推動人力資源管理向標準化、數字化和精細化方向發展，為集團高質量發展提供堅實的人才支撐。

During the Reporting Period, the Group continued to promote the digitalisation of its human resources, treating the digital platform as an important lever for enhancing organisational management effectiveness, optimising employee experience, and empowering talent development. Centring on the full career lifecycle management of employees, the Group continued to improve the development of its human resources digital platform, driving the interconnection and collaboration of core business systems such as recruitment, learning, performance, and compensation, and continuously enhancing the standard of data management, operational efficiency, and talent management capabilities, so as to advance human resources management towards standardisation, digitalisation, and refinement, thereby providing solid talent support for the Group’s high-quality development.

圍繞人力資源系統數字化建設，集團重點從流程與數據、平台協同、員工體驗及人才管理四個方面持續完善平台能力，進一步提升組織運營效率及人才管理水平。

Centring on the digitalisation of its human resources systems, the Group focused on continuously enhancing platform capabilities in four areas, namely process and data, platform collaboration, employee experience, and talent management, so as to further improve organisational operational efficiency and the standard of talent management.

流程與數據規範 Process and Data Standardisation

- 對企業人力資源流程開展標準化梳理，制定統一規範，強化員工全職業周期信息整合與全景化展示，打通關鍵數據鏈路，持續提升數據準確性、完整性及實時性，為組織運營及管理決策提供可靠的數據支持。

We conducted a standardised review of corporate human resources processes and formulated unified standards, strengthened the integration and panoramic presentation of employee information in the full career lifecycle, and connected key data pathways, continuously improving the accuracy, completeness, and timeliness of data, so as to provide reliable data support for organisational operations and management decision-making.

平台協同建設 Development of Platform Collaboration

- 持續推進全鏈條人力資源數字化平台建設，實現與業務流程管理(BPM)、招聘、學習、績效等核心業務系統互聯互通，整合業務流程，提升整體運營效率，推動人力資源管理由事務處理向數據驅動決策轉型。

We continued to advance the development of a full-chain human resources digital platform, achieving interconnection with core business systems such as Business Process Management (BPM), recruitment, learning, and performance, integrating business processes and improving overall operational efficiency, thereby driving the transformation of human resources management from transactional processing towards data-driven decision-making.

員工體驗提升 Enhancement of Employee Experience

- 持續優化員工、管理者及HR等不同角色的數字化平台使用體驗，完善移動端及PC端自助服務功能，支持線上信息查詢、待辦事項處理等應用，並持續完善員工關懷模塊，提升員工滿意度及工作活力。

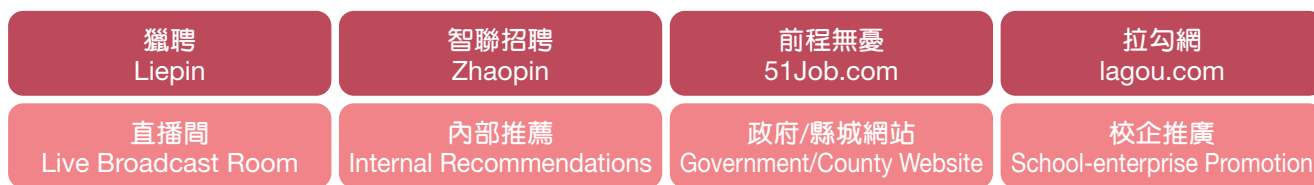
We continued to optimise the digital platform experience for different roles, including employees, managers, and HR, improved self-service functions on both mobile and PC platforms to support applications such as online information enquiries and the handling of pending tasks, and continued to enhance the employee care module, so as to improve employee satisfaction and workplace vitality.

人才管理優化 Optimisation of Talent Management

- 持續推進招聘、測評及績效管理系統一體化建設，深化平台與E-HR及薪酬系統集成，統一績效數據入口，持續完善績效管理機制，確保個人目標與集團戰略保持一致，構建更加透明、公正的人才評價與激勵體系。

We continued to promote the integrated development of recruitment, assessment, and performance management systems, deepened the integration of the platform with the E-HR and compensation systems, unified the entry point for performance data, and continued to improve the performance management mechanism to ensure alignment between individual goals and the Group's strategy, so as to build a more transparent and fair talent evaluation and incentive system.

人力資源數字化平台建設情況
Development of the Human Resources Digital Platform



旺旺員工招聘渠道
Employee Recruitment Channels of Want Want

報告期內，旺旺全體在職員工39,998人³¹，女性員工20,885人，佔總員工數約52%，男性員工佔比48%；少數民族員工1,230人，國外族裔員工13人；新招聘員工5,672人，其中男性員工佔比57%，女性員工佔比43%。全體員工中，集體談判協議簽署率達5%，本公司員工按地區、職級和年齡劃分情況如下：

During the Reporting Period, Want Want had 39,998 full-time employees³¹, of which 20,885 were female employees, accounting for about 52% of the total number of employees, and male employees accounting for 48%. 1,230 were ethnic minority employees, and 13 were foreign ethnic employees. Want Want recruited 5,672 new employees, of which 57% were male and 43% were female. Among all employees, the signing rate of collective bargaining agreements was 5%. The breakdown of the Company's employees by region, ranking, and age is as follows:

員工人數分佈

Distribution of the number of employees



³¹ 數據為中國大陸地區截至2026年3月31日的在職人數。

³¹ Based on the number of employees in the Chinese Mainland as of 31 March 2026.

4.2 優待員工，關愛包容

旺旺始終將員工視為最寶貴的財富，通過完善多元福利與權益保障，依託多元文化活動與暢通的溝通機制，全方位守護員工身心健康與職業尊嚴，持續增強全體旺旺人的幸福感與歸屬感。

4.2.1 員工關愛

旺旺集團始終將員工福祉置於企業發展的核心，將員工幸福指數納入管理與評估體系，持續完善幸福指數評價機制。該體系基於影響員工幸福感的關鍵要素，涵蓋衣食住行、工作環境、組織氛圍、管理體驗、學習成長及企業文化六大維度，全面關注員工的工作體驗與生活品質。

為保障評價的時效性與真實性，集團每半年開展一次匿名在線問卷調查。報告期內，員工參與率達到95%，員工幸福指數提升至90.53分。我們持續推進員工關懷體系優化，通過多元化舉措不斷提升員工幸福指數，進一步增強組織凝聚力與員工歸屬感，著力打造更具幸福感的工作環境。

為持續提升團隊凝聚力並豐富員工文化生活，集團總部及各下屬單位每年開展形式多樣的員工關愛與文化活動，包括定期組織團隊向心力活動、年度春活活動以及總部家庭日活動等，持續提升員工歸屬感與組織凝聚力。

4.2 Treating Employees Well with Care and Inclusiveness

Want Want has always regarded its employees as the most valuable asset. By enhancing diverse welfare and rights protection, and leveraging a variety of cultural activities and open communication mechanisms, we holistically safeguard the physical and mental well-being and professional dignity of our employees, and continuously strengthen the sense of happiness and belonging among all Want Want people.

4.2.1 Employee Care

Want Want Group has always placed employee well-being at the core of enterprise development, integrating the employee happiness index into the management and evaluation system and continuously refining the happiness index assessment mechanism. Based on the key factors influencing employee happiness, the system covers six dimensions, namely basic necessities (clothing, food, housing and transportation), working environment, organisational climate, management experience, learning and growth, and enterprise culture, thereby paying a holistic attention to employees' work experience and quality of life.

To ensure the timeliness and authenticity of the evaluation, the Group conducts an anonymous online questionnaire survey every six months. During the Reporting Period, the employee participation rate reached 95%, and the employee happiness index rose to 90.53 points. We continuously optimise the employee care system, and through a wide variety of measures, consistently enhance the employee happiness index, further strengthen organisational cohesion and employees' sense of belonging, and make dedicated efforts to create a more fulfilling working environment.

To continuously enhance team cohesion and enrich employees' cultural life, the headquarters of the Group and all subordinate units carry out a broad range of employee care and cultural activities each year, including regular team cohesion activities, the annual spring banquet, and the headquarters family day, thereby continuously strengthening employees' sense of belonging and organisational cohesion.

旺旺開展向心力戶外團建拓展活動，增強團隊凝聚力

Want Want Organises Centripetal Force Outward-Bound Team-Building Activities to Strengthen Team Cohesion

旺旺集團及下屬各單位每年常態化組織戶外拓展與趣味團建遊戲，依託戶外參觀遊覽、團隊拓展互動形式，促進全員互助協作、互補創新，有效拉近團隊距離，增強團隊向心力與凝聚力。

Want Want Group and its subordinate units routinely organise outward-bound and fun team-building games each year. Through outdoor visits and sightseeing, as well as outward-bound interactive activities, the Group promotes mutual assistance, collaboration, and complementary innovation among all employees, effectively bridging the distance among team members and enhancing the team's centripetal force and cohesion.

2025財年，旺旺北京總廠組織員工參觀塞罕壩紀念館，以「賡續紅色基因，踐行綠色發展」主題，通過參觀紅色教育基地、觀摩歷史人文遺跡，讓管理幹部接受紅色文化熏陶，學習艱苦奮鬥、堅守奉獻的精神內核，強化意識與使命感，提升管理團隊思想素養。

In 2025FY, the Beijing general factory of Want Want organised employees to visit the Saihanba Memorial Hall. Under the theme of "Carrying Forward the Red Legacy and Practising Green Development", the visit to a

red education base and the observation of historical and cultural sites allowed management cadres to be immersed in red culture, learn the inner spirit of arduous struggle and dedicated perseverance, and strengthen their awareness and sense of mission, thereby enhancing the ideological calibre of the management team.



北京總廠向心力活動
Team Cohesion Activity of Beijing General Factory



向心力活動
Team Cohesion Activity

work stress and benefited physical and mental health, but also further enhanced employees' sense of belonging and identification with the enterprise, effectively unleashing team vitality and strengthening collective cohesion.

旺旺組織員工前往臨汾雲丘山景區開展團建活動。大家分組登山拓展、集體合影留念，此次活動不僅舒緩了工作壓力、有益身心健康，更進一步增強了員工的歸屬感與企業認同感，有效激發團隊活力、提升集體凝聚力。

Want Want organised employees to visit the Yunqiu Mountain scenic area in Linfen for team-building activities. Everyone participated in group mountain climbing activities, and took group photos as a memento. This activity not only alleviated

旺旺舉辦年會活動，提升團隊歸屬感

Want Want Holds Annual Gala Events to Enhance the Team's Sense of Belonging

旺旺開展年末尾牙、新春春酒活動，答謝員工年度辛勞，提振團隊新年士氣，通過宴席、節目、抽獎等豐富形式，增加團隊凝聚力與歸屬感。

Want Want organises year-end dinners for employees and Spring Festival banquet events to express gratitude to employees for their hard work throughout the year and to boost team morale for the new year. Through a rich variety of formats including banquets, performances and lucky draws, the events enhance team cohesion and its sense of belonging.



年會活動
Annual Gala Events

旺旺開展家庭日活動，增加員工家庭認同感

Want Want Holds Family Day Events to Strengthen Employees' Sense of Belonging to their Families

旺旺定期舉辦家庭日活動，邀請員工及家屬共同參與、沉浸式互動體驗，拉近企業與員工、員工與家庭的距離，營造溫暖融洽、溫情向善的組織氛圍。

Want Want regularly holds Family Day events, inviting employees and their families to participate together in immersive, interactive experiences, thereby narrowing the distance between the enterprise and employees as well as between employees and their families, and fostering a warm, harmonious and benevolent organisational atmosphere.



家庭日活動
Family Day Events

4.2.2 員工福利

旺旺堅持「以人為本」的發展策略，致力於為員工營造幸福有愛的工作環境，持續培養忠於旺旺事業、價值認同一致的員工隊伍。集團建立並不斷完善員工福利體系，涵蓋年節福利、常規福利及其他專項福利，從健康保障、經濟支持、家庭關懷及工作生活平衡等多個維度為員工提供系統性保障，持續激發員工長期發展動力。

全體員工均依法享有法定節假日、雙休日、帶薪年休假、婚假、產假、探親假、喪假等各類假期。此外，集團根據不同職級員工的實際情況，額外提供二至五天年假福利，積極倡導勞逸結合的工作理念，鼓勵員工合理安排工作與休息時間，不斷提升工作效率與身心健康水平，助力員工實現工作與生活的平衡發展。

針對女性員工，集團高度重視其在企業發展中的重要作用，常態化開展女性健康講座、節日專屬活動等多元化關愛舉措，在重要節點傳遞溫暖與祝福，切實守護女性員工的職業發展與身心健康。

環境、社會及管治報告

4.2.2 Employee Benefits

Want Want adheres to a “people-oriented” development strategy and is committed to creating a happy and caring working environment for its employees, while continuously cultivating a workforce that is loyal to Want Want's business and shares the same values. The Group has established and continuously improves its employee benefits system, which covers festive benefits, regular benefits and other special benefits, providing systematic support for employees across multiple dimensions including health protection, financial support, family care and work-life balance, thereby continuously motivating employees to pursue long-term development.

All employees are entitled in accordance with the law to statutory holidays, weekends, paid annual leave, marriage leave, maternity leave, home leave, bereavement leave and other various types of leave. In addition, the Group provides an extra two to five days of annual leave benefits based on the actual circumstances of employees at different levels, and actively advocates a work philosophy that balances work and rest, encouraging employees to arrange their work and rest time reasonably, continuously enhancing their work efficiency and physical and mental well-being, and helping employees achieve balanced development between work and life.

With regard to female employees, the Group attaches great importance to the significant role they play in corporate development, and routinely carries out a diverse range of care initiatives including women's health lecture and festive special activities, conveying warmth and blessings at important moments, and tangibly safeguarding the career development and physical and mental health of female employees.

年節福利 Annual Festival Benefits

- 婦女節
Women's Day
- 勞動節
Labour Day
- 國慶節
National Day
- 春節
Spring Festival

常規福利 Regular Benefits

- 結婚禮金
Wedding gift money
- 喜糖福利
Wedding candy benefits
- 高溫補貼
High temperature allowance
- 喪葬慰問金
Funeral condolence money
- 開工紅包
Kick-off red packet
- 彌月禮盒
Gift box for baby shower
- 「旺仔小金人」榮退紀念
“Hot-Kid Little Gold Man” honourable retirement commemoration

其他福利 Other Benefits

- 員工宿舍
Staff dormitory
- 工作餐
Meals at work
- 班車
Shuttle bus
- 豐富的社團活動
Abundant club activities
- 生日福利
Birthday benefits
- 入職紀念日
Inauguration day
- 年度體檢計劃
Annual medical checkup programme
- 健康講座
Health seminar
- 特殊員工關懷
Special employee care
- 哺乳室
Breastfeeding room
- 急難救助
Emergency relief fund
- 商業保險
Commercial insurance

旺旺員工福利體系 Employee Welfare System of Want Want

旺旺推行V-SPARK 專案，助力女性員工全面發展 Want Want Implements the V-SPARK Programme to Support the Holistic Development of Female Employees

旺旺規劃實施V-SPARK專案，聚焦基層女性員工「內在生命力」培育，以「幸福力」與「成長力」雙核驅動為核心，致力於提升女性員工的幸福感與自我發展能力，助力每一位女性旺旺人實現更有質量的工作與生活體驗。

Want Want has planned and implemented the V-SPARK Programme, focusing on cultivating the “inner vitality” of grassroots female employees. Centred on the dual driving forces of “happiness power” and “growth capacity”, the programme is dedicated to enhancing the sense of happiness and self-development capability of female employees, helping every woman at Want Want achieve a more fulfilling work and life experience.

該專案課程體系基於冰山模型進行設計，在情緒管理、壓力管理、溝通管理及思維應用等課程基礎上，結合員工實際需求，增設針線活、花藝等興趣類課程，豐富員工精神文化生活與綜合體驗。截至報告期末，專案已覆蓋8,081名員工，學員對項目綜合滿意度95.19%。

The course system of the programme is designed based on the iceberg model. Building on courses in emotional management, stress management, communication management and thinking application, and in line with the actual needs of employees, the programme has added interest-based courses such as needlework and flower arrangement to enrich the spiritual and cultural life and overall experience of employees. As of the end of the Reporting Period, the programme had covered 8,081 employees, with participants' overall satisfaction rate reaching 95.19%.



V-SPARK專案
V-SPARK Programme

旺旺南京總廠開展婦女節活動，傳遞節日祝福 The Nanjing General Factory of Want Want Organises Activities on the International Women's Day to Convey Festive Blessings

2026年3月，旺旺南京總廠組織開展三八節關懷活動，活動現場為在崗女員工發放定制抱枕被禮品，現場送上節日慰問。此次「三八」女神節慰問活動的成功舉辦，不僅傳遞了節日的美好祝願，更進一步增強了團隊的凝聚力和向心力，展現了旺旺以人為本、關愛員工的企業文化，為構建和諧奮進的工作氛圍添上了溫馨的一筆。

In March 2026, the Nanjing general factory of Want Want organised a care activity on the International Women's Day. At the event, customised pillow-blanket gifts were distributed to female employees on duty, and festive greetings were extended to them on the spot. The successful holding of the care activity on the International Women's Day not only conveyed the best wishes, but also further strengthened team cohesion and centripetal force, showcasing Want Want's people-oriented, employee-caring corporate culture and adding a warm touch to the building of a harmonious and enterprising working atmosphere.



三八節活動
Activity on the International Women's Day

旺旺山東總廠開展關愛女性健康 & 兩癌篩查專項活動，保障女性員工健康

The Shandong General Factory of Want Want Organises a Special Campaign on Caring for Women's Health with Breast and Cervical Cancer Screening to Safeguard the Health of Female Employees

2026年3月，旺旺山東總廠組織開展關愛女性健康 & 兩癌篩查專項活動，本次活動旨在落實女職工健康保障政策、普及兩癌防治知識、防範女職工重大疾病用工風險。本次活動實現 387 名女職工全員參檢，篩查出 21 名指標異常人員均完成回訪督促複查，女職工兩癌健康知曉率由 42% 提升至 95%，相關病症缺勤同比下降 31%，活動員工好評率達 97.4%。

In March 2026, the Shandong general factory of Want Want organised a special campaign on caring for women's health with breast and cervical cancer screening. The campaign aimed to implement the health protection policy for female employees, disseminate knowledge on the prevention and treatment of breast and cervical cancer, and prevent the employment risks associated with major diseases among female employees. The campaign achieved full coverage of all 387 female employees in the screening. A total of 21 individuals with abnormal indicators were identified, and all of them were followed up and urged to undergo re-examination. The awareness rate of breast and cervical cancer prevention among female employees increased from 42% to 95%, absence due to related illnesses decreased by 31% year-on-year, and the employee satisfaction rate for the campaign reached 97.4%.



關愛女性健康 & 兩癌篩查專項活動
Special Campaign on Caring for Women's Health with Breast and Cervical Cancer Screening

旺旺湖南總廠開展女職工普法宣傳活動， 築牢婦女權益法治屏障。

The Hunan General Factory of Want Want Launches Legal Publicity Campaign for Female Employees, Strengthening the Rule of Law for Women's Rights and Interests.

3月6日，旺旺湖南總廠聯合望城區總工會舉辦「情系女職工·法在你身邊」2026年「三八」維權行動月主題活動。活動聚焦女職工勞動權益保障，並同步開展心理健康科普，提升女職工的心理調適能力和依法維權意識。

On 6 March, the Hunan general factory of Want Want, in collaboration with the Wangcheng District Federation of Trade Unions, organised the "Caring for Female Employees, Law by Your Side" themed activity for the "8 March" 2026 rights protection action month. The activity focused on protecting female employees' labour rights and interests, and concurrently carried out mental health education to enhance female employees' psychological resilience and awareness of safeguarding their rights in accordance with the law.



女性普法宣傳講座
Women's Legal Publicity Seminar

旺旺湖南總廠開展高血壓員工健康督導，撐起員工健康綠傘。

The Hunan General Factory of Want Want Conducts Health Supervision for Employees with Hypertension, Protecting Employees' Health.

旺旺湖南總廠建立健全高血壓員工分級健康干預機制，每年2月、8月定期開展全員血壓監測。針對高風險人群，工廠開展每週跟蹤監測，並加強用藥指導與科學健身干預。

The Hunan general factory of Want Want has established and enhanced a tiered health intervention mechanism for employees with hypertension, and conducts regular blood pressure monitoring for all employees in February and August each year. For high-risk groups, the factory carries out weekly follow-up monitoring and strengthens medication guidance and scientific exercise interventions.



全員血壓篩查
Blood Pressure Screening for All Employees

4.2.3 員工溝通

旺旺集團構建了科學完備的薪酬管理體系，通過多維度的激勵機制，確保薪酬待遇的市場競爭力。為充分激活組織效能與人才潛能，集團實施年度績效評估，並動態優化以年終績效獎金、專項激勵、薪酬回顧及財年獎勵為核心的復合激勵方案；同時依託常態化的崗位價值評估與市場數據對標，確保體系公平。我們旨在通過這一閉環管理，驅動員工精進專業、勇於創新，最終實現員工與集團在價值共創中的同頻共振與長效發展。

4.2.3 Employee Communication

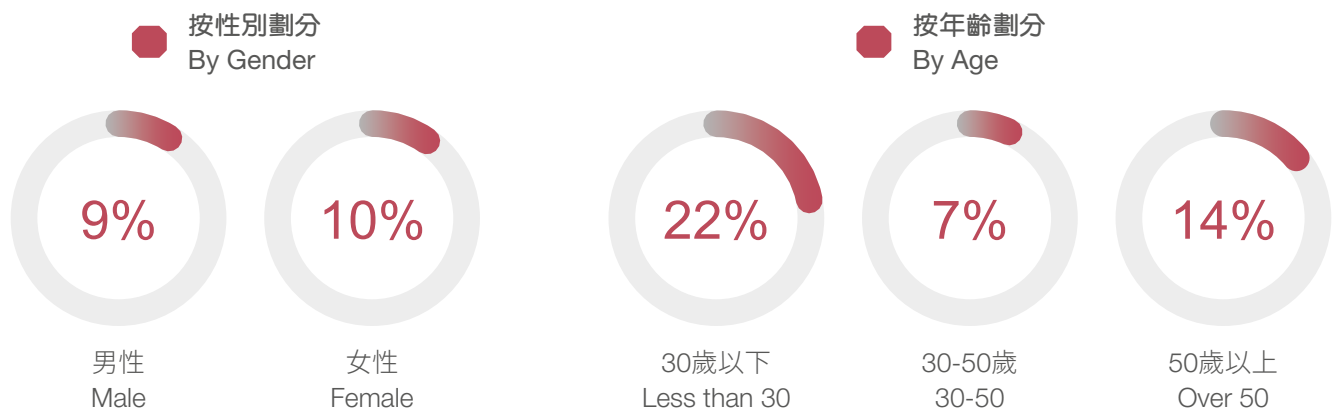
Want Want Group has established a scientific and complete remuneration management system, and through a multi-dimensional incentive mechanism, ensures the market competitiveness of its remuneration package. To fully activate organisational effectiveness and talent potential, the Group implements annual performance appraisals and dynamically optimises a composite incentive scheme centred on year-end performance bonuses, special incentives, salary reviews and fiscal year rewards. Meanwhile, routine job value assessments and market data benchmarking are relied upon to ensure the fairness of the system. Through this closed-loop management, we aim to motivate employees to excel in their professions and embrace innovation, ultimately achieving aligned growth and sustainable development between employees and the Group in the co-creation of value.

旺旺充分重視員工意見反饋與溝通機制建設，通過工會、集體協商等方式與員工建立暢通溝通渠道，及時協調並解決相關爭議事項，不斷優化職場環境。同時，員工可通過年度滿意度調查、「我對曹總說」建言平台、座談會及意見信箱等多元渠道提出建議。集團在接收反饋後及時響應處理，並對共性問題通過生產體系全國視頻會議進行統一宣導與改進。

此外，旺旺持續關注員工發展與穩定情況，定期統計員工流失率並編製月度分析報告，對離職率及離職原因進行系統分析，同時按季度跟蹤崗位滿足及招聘情況。集團建立紅黃綠燈預警機制，對離職率超標單位實施分級預警，並將分析結果納入定期管理報告，督促相關單位開展員工獲得感、幸福感與滿意度提升工作及潛在壓力自查。同時，通過離職面談深入了解員工訴求，針對性開展挽留及崗位調整等措施，持續提升員工穩定性。

報告期內，旺旺員工主動流失率10%，具體情況如下：

員工主動流失率分佈³² Employee Voluntary Turnover Rate Distribution³²



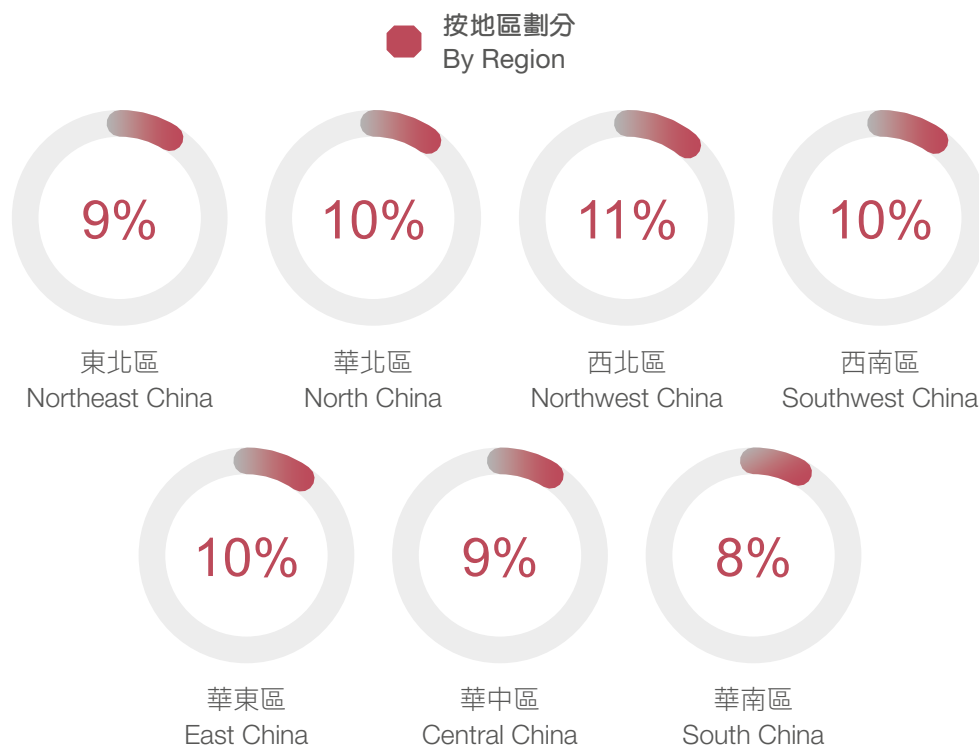
³² 主動僱員流失率的統計範圍包括自願離職而解除僱傭關係的僱員，未包括試用期內離職的僱員，計算方式為：報告期內，對應類別僱員的主動離職數除以該類別的僱員數。

Want Want attaches great importance to the construction of employee feedback and communication mechanisms. Through labour union, collective consultation and other means, Want Want has established smooth channels of communication with employees to promptly coordinate and resolve relevant disputes and continuously optimise the workplace environment. Meanwhile, employees may put forward suggestions through diverse channels including the annual satisfaction survey, the “Speak to Ms. Cao” suggestion platform, symposiums and suggestion boxes. Upon receiving feedback, the Group responds and addresses it in a timely manner, and common issues are communicated and improved uniformly through national video conferences of the production system.

In addition, Want Want continuously monitors the development and stability of employees, regularly compiling statistics on employee turnover rates and preparing monthly analysis reports. It systematically analyses the turnover rate and reasons for resignation, while tracking position fulfilment and recruitment status on a quarterly basis. The Group has established a red, yellow and green light early warning mechanism, implementing tiered warnings for units whose turnover rates exceed the standard, and incorporating the analysis results into regular management reports, thereby urging relevant units to carry out self-checks on initiatives to enhance employees’ sense of gain, happiness and satisfaction, as well as on potential stress. Meanwhile, through exit interviews, the Group gains in-depth understanding of employee demands and implements targeted measures such as retention and job reassignment to continuously enhance employee stability.

During the Reporting Period, the voluntary turnover rate of Want Want employees was 10%, as follows:

³² The statistical scope of the voluntary turnover rate includes employees who voluntarily quit their employment but excludes employees who quit during the probation period. It is calculated by dividing the number of employees voluntarily quit their employment in each category by the number of employees in the corresponding category during the Reporting Period.



4.3 職業發展，尊才重賢

旺旺致力於打造一流的職業發展平台，營造安全、健康、舒適的職場環境，以「一家人」的溫度，讓每一位旺旺人與集團共成長、同奮進。我們持續完善分層分類的培養體系與多元成長通道，通過系統化賦能與實戰歷練，實現個人與組織的雙向奔赴與共同躍升。

4.3.1 員工培訓

旺旺致力於鍛造與業務發展同頻共振的人才培養體系。我們通過系統化、分層分類的培訓項目，為員工規劃多元化成長路徑。具體而言，體系涵蓋新人入職培訓、關鍵崗位儲備人才培養、全員在線學習平台，並開設專項能力升級培訓，從而持續為組織強化人才供應鏈，為業務發展注入核心動能。

4.3 Career Development and Respect for Talents

Want Want is committed to building a first-class career development platform and fostering a safe, healthy and comfortable workplace environment. With the warmth of a "Family", we enable every Want Want employee to grow and advance together with the Group. We continuously refine our tiered and categorised training system along with diverse growth pathways. Through systematic empowerment and hands-on experience, we achieve the mutual commitment and shared growth for both individuals and the organisation.

4.3.1 Employee Training

Want Want is committed to forging a talent cultivation system that is closely aligned with its business development. Through systematic, tiered and categorised training programmes, we chart diversified growth pathways for our employees. Specifically, the system encompasses onboarding training for new hires, the cultivation of reserve talent for key positions, an all-employee online learning platform, and specialised capability enhancement training, thereby continuously strengthening the talent supply chain for the organisation and injecting core momentum into business development.

新人培訓 New Employee Training

- 系統覆蓋全集團新入職人員，幫助新同仁快速了解集團發展歷程、規章制度與企業文化，加速角色融入。
Systematically cover all new employees of the Group, helping them quickly understand the Group's development history, regulatory framework, and corporate culture, thereby facilitating their integration into the Group.

內訓師資賦能 Internal Trainer Empowerment

- 搭建組織智庫，實現知識傳承創新與高效復用，構建內生學習生態，夯實組織競爭力。
Build an organisational think tank to achieve knowledge inheritance, innovation and efficient reuse, constructing an endogenous learning ecosystem and consolidating organisational competitiveness.

外訓專項賦能 External Specialised Training Empowerment

- 結合員工技能水平與業務場景，分層分類開展專項培訓，精準提升工作效能。
Based on the skills of employees and business scenarios, deliver specialised training courses on a tiered and categorised basis, precisely enhancing work effectiveness.

旺旺員工培訓體系 Employee Training System of Want Want

旺旺致力於搭建完備長效的職業發展通道，通過設計管理序列與專業序列並行的雙通道職業發展路徑，既支持員工競聘進階與縱向晉升，也為專業人才提供不依賴管理崗位、僅憑專業能力即可實現職級與待遇持續提升的通道，有效解決專業骨幹流失難題，助力員工實現個人長遠成長。

Want Want is committed to establishing a comprehensive and enduring career development pathway. By designing a dual-track career development path that runs management and professional tracks in parallel, Want Want not only supports employees in pursuing competitive advancement and vertical promotion, but also provides a channel for professional talent to achieve continuous improvement in rank and remuneration solely through their professional capabilities, without relying on assuming management positions. This effectively addresses the challenge of professional backbone attrition and helps employees achieve long-term personal growth.

管理序列 Management Track



專業序列 Professional Track



旺旺雙通道職業發展路徑 Dual-Track Career Development Pathway of Want Want

我們積極鼓勵員工持續學習與自我提升，通過培訓費用報銷、職業資格認證支持等方式，鼓勵員工考取崗位所需的專業資質與職業證書，不斷提升專業能力與崗位勝任水平，助力員工職業發展與成長。報告期內，旺旺集團培訓總人次達67,843人，配備內訓師1,266人，平均為每名全職員工培訓與發展投入302元人民幣，人均培訓時長53小時。

We actively encourage employees to pursue continuous learning and self-improvement. Through measures such as the reimbursement of training expenses and support for occupational qualification certification, we encourage employees to obtain the professional qualifications and vocational certificates required for their positions, thereby continuously enhancing their professional competence and job competency levels, and supporting their career development and growth. During the Reporting Period, Want Want Group offered training sessions for a total of 67,843 attendances, and had 1,266 internal trainers, with an average investment of RMB302 for training and development of each full-time employee. The training duration per capita was 53 hours.

旺旺員工亮點培訓專案

Employee Highlight Training Project of Want Want

旺旺開展儲備幹部（JMT）成長加速班，助力儲備人才成長 Want Want Launches the Junior Management Training (JMT) Accelerated Growth Programme to Facilitate the Growth of Reserve Talents

2025年10月-11月，集團組織實施JMT成長加速班，面向總部營銷/生產/後勤等職能部門，採用小班教學，通過「學習—實踐—反饋—迭代」閉環，以實際管理難題為起點，強化問題解決與履職能力。整體培訓堅持以業務需求為導向、以解決問題為終點，實現人才儲備與組織效能雙向賦能。本次活動共計培養82名儲備基層管理人才。

From October to November 2025, the Group organised and implemented the JMT Accelerated Growth Programme, targeting functional departments including marketing, production and logistics at the headquarters. Delivered in a small-class format, the programme adopted a closed-loop process of “learning – practice – feedback – iteration”, taking actual management challenges as the starting point to strengthen problem-solving and job performance capabilities. The overall training was business-demand driven and problem-solving oriented, achieving two-way empowerment of talent reserve and organisational efficiency. A total of 82 reserve grassroots management talents were cultivated through the programme.



JMT 成長加速班
JMT Accelerated Growth Programme

5門核心課程：

Five Core Courses:

《MBTI性格認知與自我探索》：聚焦個人成長與實際應用：將認知成果轉化為行動力。

MBTI Personality Awareness and Self-Exploration: Focusing on personal growth and practical application: transforming cognitive insights into actionable competence.

《管理者角色認知》：實現重心轉變：從個人作戰到賦能他人，成為組織協作的關鍵樞紐。

Understanding the Manager's Role: Achieving a shift in focus: from individual contributor to empowering others, becoming a key hub of organisational collaboration.

《目標管理與任務拆解》：了解目標的價值：運用目標制定的SMART原則、設定高質量目標。

Goal Management and Task Decomposition: Understanding the value of goals: applying the SMART principles for goal setting and establishing high-quality objectives.

《結構思考力》：提升洞察分析：萃取組織智慧，打造可複製的方法論。

Structural Thinking: Enhancing insight and analysis: extracting organisational wisdom to create replicable methodologies.

《團隊溝通技巧》：培養系統視角：構建「團隊溝通契約」。

Team Communication Skills: Cultivating a systemic perspective: building a "team communication contract".

數字化應用人才培育項目 Digital Application Talent Cultivation Programme

為加速公司數字化能力建設，旺旺圍繞AI與BI兩大關鍵領域，實施了以實戰應用為導向的賦能計劃。

To accelerate the construction of the Company's digital capabilities, Want Want implemented an empowerment programme oriented towards practical application, centred on two key areas: AI and BI.

- AI賦能方面，結合員工技能水平與業務場景，分層分類開展AI課程培訓，精準提升工作效能。

In terms of AI empowerment, AI course training was conducted on a tiered and categorised basis, aligned with employee skill levels and business scenarios, to precisely enhance work effectiveness.

- BI賦能方面，著力培養「懂業務+懂技術」的數據分析人才，幫助學員建立數據驅動思維，提升業務場景下的數據應用與分析能力。

In terms of BI empowerment, efforts were focused on cultivating data analysis talents "understanding both the business and the technology", helping participants establish a data-driven mindset and enhancing their data application and analysis capabilities within business scenarios.

報告期內，本次培訓賦能人數達9,586人。

During the Reporting Period, the training empowered a total of 9,586 participants.



數字化培訓
Digital Training

旺旺與南京機電職業技術學院電子工程系共建「旺旺訂單班」， 實現教育鏈與產業鏈有機銜接

Want Want and the Department of Electronic Engineering of Nanjing Vocational Institute of Mechanical Technology Jointly Establish the “Want Want Customised Class” to Achieve Organic Integration of the Education Chain and Industry Chain

2025年8月28日，旺旺與南京機電職業技術學院電子工程系正式簽署戰略合作協議，聚焦智能製造、工業物聯網等前沿領域共建「旺旺訂單班」。旺旺充分發揮在食品智能製造與物聯網技術等層面的技術優勢，參與人才培養全過程，通過組建校企合作專項工作組並建立月度項目對接機制，持續優化人才培養方案，實現教育鏈與產業鏈的有機銜接。

On 28 August 2025, Want Want formally signed a strategic cooperation agreement with the Department of Electronic Engineering of Nanjing Vocational Institute of Mechanical Technology, jointly establishing the “Want Want Customised Class” focused on frontier fields such as intelligent manufacturing and the Industrial Internet of Things (IIoT). Want Want fully leveraged its technical strengths in intelligent manufacturing of food and IIoT technology, and participated in the entire talent cultivation process. By forming a dedicated school-enterprise cooperation working group and establishing a monthly project coordination mechanism, both parties continuously refined the talent cultivation programme, achieving the organic integration of the education chain and the industry chain.



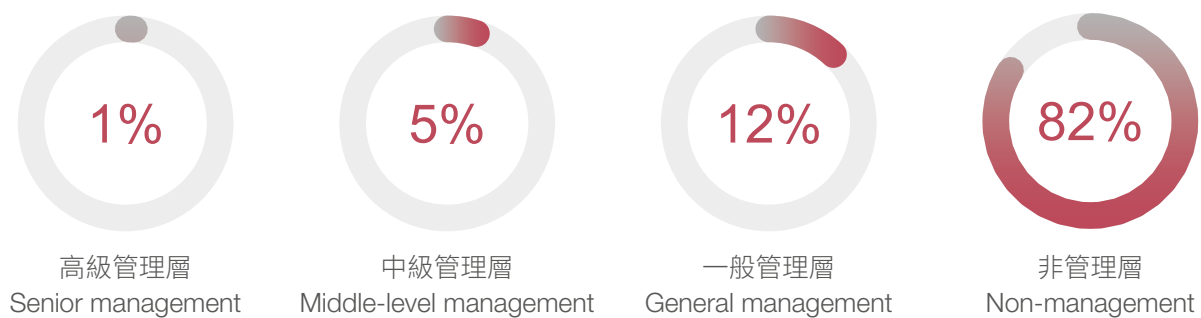
南京機電職業技術學院電子工程系與旺旺集團
簽訂戰略合作協議

The Department of Electronic Engineering of Nanjing Vocational Institute of Mechanical Technology Signed a Strategic Cooperation Agreement with Want Want Group

按性別劃分受訓百分比
Percentage of employees trained by gender



按職級劃分受訓百分比
Percentage of employees trained by position



按性別劃分僱員完成受訓的平均時數 (單位：小時)
Average training hours completed per employee by gender (unit: hour)



按職級劃分僱員完成受訓的平均時數 (單位：小時)
Average training hours completed per employee by position (unit: hour)



4.3.2 企業文化培訓活動

文化是組織的基因，人才是戰略的載體。旺旺集團深諳「以人為本、結緣配才」之道，始終將企業文化深度踐行與核心人才梯隊的系統性鍛造視為可持續發展的雙輪驅動。報告期內，旺旺聯合全國29

4.3.2 Corporate Culture Training Programmes

Culture is the DNA of an organisation, while talent is the carrier of strategy. Want Want Group is well aware of the principle of “people-oriented, and matching talents with positions”, and has always regarded the deep practice of corporate culture and the systematic forging of core talent pipeline as the two forces driving sustainable development. During the Reporting Period, Want Want,

家工廠持續推進企業文化深度落地與學習實踐專案，吸引各工廠一、二級主管積極參與，累計參與達753人次。

同時，集團持續推進「培訓融合」模式，將企業文化理念深度融入各類專業培訓體系，策劃並實施企業文化專項培訓活動6場，累計參與239人次。通過「學—研—行」三位一體培養模式，持續推動企業文化核心價值觀與行為準則由理念認知向實踐應用轉化，進一步提升企業文化認同感與組織凝聚力。

in collaboration with 29 factories nationwide, continued to advance the deep implementation and learning practice of corporate culture, attracting active participation from first- and second-tier supervisors across all factories, with a total of 753 participants.

Meanwhile, the Group continued to promote the “training integration” model, deeply embedding corporate culture principles into various professional training systems. It planned and implemented six dedicated corporate culture training activities, with a cumulative total of 239 participants. Through the trinity cultivation model of “learning – research – practice”, the Group has continuously driven the transformation of core values of corporate culture and codes of conduct from conceptual understanding to practical application, further enhancing corporate culture recognition and organisational cohesion.

旺旺開展企業文化學習會總部全國巡講，深化員工文化認同 Want Want Conducts Nationwide Headquarters Tour Lectures on Corporate Culture Learning to Deepen Employees' Cultural Identity

2025財年，集團緊扣「一家人」精神內核，開展企業文化學習會總部全國巡講，面向工廠中層及核心儲備人才開展文化學習與管理賦能。

In 2025FY, anchored in the core spirit of a “Family”, the Group launched nationwide headquarters tour lectures on corporate culture learning, delivering cultural learning and management empowerment to middle-level managers and core reserve talents in the factories.



企業文化學習會總部全國巡講
Nationwide Headquarters Tour Lectures on Corporate Culture Learning

系列活動累計開展11場，覆蓋12家工廠、13家分公司，379位核心骨幹參與其中。參會人員給出29.97分（滿分30分）的近滿分評價，內容與組織成效廣受認可。

A total of 11 sessions were conducted across the series, covering 12 factories and 13 branch companies, involving 379 key members. Attendees gave a near-perfect score of 29.97 out of 30, with the content and organisational effectiveness receiving widespread recognition.

旺旺開展新人訓活動，幫助新員工快速融入 Want Want Launches New Employee Orientation Programme to Help them Integrate Quickly

為幫助新員工快速融入組織並深入理解企業文化，旺旺開展新人訓活動，每期均安排集團高管分享企業文化故事，結合自身經歷傳遞企業價值觀與發展理念；同時，培訓新增「旺旺新食光」特色環節，帶領大家近距離品鑒公司最新產品，深入了解旺旺品牌矩陣與創新成果。

To help new employees quickly integrate into the organisation and gain an in-depth understanding of the corporate culture, Want Want has launched the new employee orientation programme. Each session features senior executives of the Group sharing corporate culture stories, conveying the enterprise's values and development philosophy through their own experiences. Meanwhile, the programme has introduced a special segment called "Want Want New Food Moments", leading participants to taste the Company's latest products and gain an in-depth understanding of Want Want's brand matrix and innovation achievements.



新人訓活動
New Employee Orientation Programme

通過「聽故事+品新品」的沉浸式體驗，幫助新人快速融入旺旺大家庭，增強品牌認同感與歸屬感。報告期內，集團共組織新人訓活動24場次，參與人數達1,163人。

Through the immersive experience of "listening to stories and tasting new products", newcomers are able to quickly integrate into the Want Want family, enhancing their brand identity and sense of belonging. During the Reporting Period, the Group organised a total of 24 new employee orientation sessions, with a total of 1,163 participants.

4.4 築牢安全，健康旺旺

旺旺始終將員工生命安全與財產安全置於首位，深入貫徹『安全第一、預防為主、綜合治理』的方針，通過體系化的管理與標準化的運行，築牢企業高質量發展的基石。同時，我們持續深化安全生產长效机制建設，通過壓實全員責任、強化風險管控與隱患排查，實現安全管理從被動應對向主動預防轉型。

4.4.1 職業健康安全管理

旺旺嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《中華人民共和國消防法》、《生產安全事故應急預案管理辦法》等相關法律法規，持續推進企業合規生產管理。集團基於安全生產標準化體系建設要求，建立旺旺WSSM管理體系，不斷優化制度適用性與運行有效性，保障各地方生產基地安全穩定運行。

報告期內，集團持續落實全員安全生產責任制，各工廠安全生產責任書簽訂率達100%，通過層層分解與逐級落實機制，進一步壓實安全生產主體責任。

4.4 Building a Safe and Healthy Want Want

Want Want has always placed the safety of employees' lives and property as the top priority, thoroughly implementing the policy of "safety first, prevention-oriented, and comprehensive governance", and through systematic management and standardised operations, has laid a solid foundation for the enterprise's high-quality development. Meanwhile, we continue to deepen the establishment of a long-term mechanism for safe production. By reinforcing the responsibilities of all employees, and strengthening risk control and potential risks identification, we have achieved the transformation of safety management from passive response to proactive prevention.

4.4.1 Occupational Health and Safety Management

Want Want strictly complies with 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, the Fire Protection Law of the People's Republic of China, the Production Safety Accident Emergency Plan Management Measures and other relevant laws and regulations, and continuously advances the compliant production management of the enterprise. Based on the requirements for building a safety production standardisation system, the Group has established the WSSM of Want Want, continuously optimising the applicability and operational effectiveness of its policies, to safeguard the safe and stable operation of all local production bases.

During the Reporting Period, the Group continued to implement the safe production responsibility system for all employees, with the signing rate of safe production responsibility statements at all factories reaching 100%. Through a mechanism of layer-by-layer decomposition and stepwise implementation, the primary responsibility for safe production has been further consolidated.

一階安全管理手冊 Stage One – Safety Management Manual

- 對安全管理事宜進行明確規定並給出詳細指引
Provide clear regulations and detailed guidelines on safety management matters

二階安全管理程序 Stage Two – Safety Management Procedures

- 涵蓋8大支柱管理控制程序
Cover the management control procedures of the 8 pillars
- 包括目標責任制、制度管理控制、環安異常控制、應急預案控制、現場運行控制、風險控制及隱患排查治理、安全教育培訓控制、績效評估及持續改進控制
Include target-oriented responsibility system, system management control, environmental safety irregularity control, emergency plan control, onsite operational control, risk control and hidden danger identification and management, safety education and training control, performance assessment, and continuous improvement control

三階安全管理辦法 Stage Three – Safety Management Measures

- 涉及9個方面安全管理事宜
Cover 9 aspects of safety management matters
- 包括工廠體系環境安全管理人員、個人勞動防護用品標準配置、特種設備安全、特殊作業安全、設備維修與掛牌上鎖、消防設施安全、危險化學品安全、外來人員作業安全、危險廢棄物
Include environmental safety management personnel in the factory system, standard configuration of personal protective equipment, specialty equipment safety, safety of special operations, equipment maintenance and tagging and locking out, fire facility safety, hazardous chemicals safety, operation safety of external personnel, and hazardous waste

旺旺三階安全管理體系 Three-Stage Safety Management System of Want Want

旺旺始終堅持「安全第一、預防為主、綜合治理」的安全生產方針，持續完善安全生產管理體系和安全標準化運行機制，不斷強化全員安全生產責任落實、安全教育培訓、安全風險分級管控及隱患排查治理工作。報告期內，集團圍繞有限空間、高處作業、電氣、消防、危化品等10個重點主題開展安全專項排查，由專業部門牽頭、專業人員實施系統性隱患排查，共發現隱患5,727項，整改完成率達99.47%，有效提升風險隱患排查的深度與廣度，持續夯實安全生產基礎管理水平。

2025財年，集團持續推進各項安全生產管理工作，安全生產目標及達成情況如下：

Want Want has always adhered to the safe production policy of “safety first, prevention-oriented, and comprehensive governance”, continuously improving its safe production management system and safety standardisation operating mechanism, and consistently strengthening the implementation of safe production responsibilities among all employees, safety education and training, classified control of safety risks, and the investigation and management of potential hazards. During the Reporting Period, the Group carried out specialised safety inspections centred on 10 key themes, including confined spaces, working at heights, electrical safety, fire protection and hazardous chemicals. These systematic hazard inspections were led by specialised departments and carried out by professional personnel, uncovering a total of 5,727 hazards, with a rectification completion rate of 99.47%. This effectively enhanced the depth and breadth of hazard investigation, and continuously consolidated the fundamental management of safe production.

In 2025FY, the Group continued to advance various safe production management initiatives. The safe production targets and their achievement status are as follows:

安全生產目標 Safe Production Targets

- | | |
|-------------------|--|
| ● 死亡、重傷、職業病0事故 | ● 0 death, serious injury, or occupational disease |
| ● 員工安全教育培訓覆蓋率100% | ● 100% coverage rate of staff safety education |
| ● 特種作業人員持證率100% | ● 100% certification rate of special operators |

達成情況 Achievement

- 重傷及職業病事故為0
- 員工因傷損失工作日數3,565
- 每百萬工時工傷事故傷害數為1.0052次/百萬工時
- 員工安全教育培訓覆蓋率100%
- 特種作業人員持證率100%
- 0 serious injury or occupational disease
- The number of days lost due to work-related injuries was 3,565
- Lost time injury frequency rate of 1.0052 times/million working hours
- 100% coverage rate of staff safety education
- 100% certification rate of special operators

4.4.2 供應鏈安全管理

旺旺將安全審核流程延伸至生產上游，建立完善的合格供應商名錄體系，並定期對供應商及承包商等外部單位的安全資質進行逐一審核。在供應商篩選及新供應商准入階段，集團環境安全部門會同需求部門開展聯合訪廠評估，確保供應商在安全管理及資質條件方面符合旺旺集團相關要求。

2025財年，集團開展承包商安全管理自查專項工作，圍繞外包作業現場風險管控進行系統優化。在原有「資質審查—協議簽訂—交底培訓—抽查檢查」管理框架基礎上，進一步強化現場執行要求，建立動態審查機制，並建立人員准入與清退的動態管理機制及作業前現場資質覆核要求。

同時，我們強化作業過程管理，將安全技術交底從通用培訓升級為基於風險辨識的書面交底，明確作業風險與控制措施，並落實每日班前會機制；在過程管控方面，建立項目全流程台賬，對動火、高處、有限空間等高風險作業實施全程監護與記錄管理，並同步加強門禁核驗與現場監督，實現外包作業全流程閉環管控。報告期內，無供應商因工損失工作日。

4.4.2 Supply Chain Safety Management

Want Want extends the safety review processes to the upstream of production by establishing a comprehensive qualified supplier list system, and conducts regular audits of the safety qualifications of external entities such as suppliers and contractors on a case-by-case basis. During the supplier screening and new supplier admission stages, the environmental safety department of the Group, together with the requesting department, carries out joint factory visit assessments to ensure that suppliers meet the relevant requirements of Want Want Group in terms of safety management and qualification conditions.

In 2025FY, the Group launched a special self-inspection initiative on contractor safety management, systematically optimising the risk management and control of outsourced operations on site. Building on the existing management framework of “qualification review – agreement signing – briefing and training – spot checks and inspections”, we further strengthened on-site execution requirements, established a dynamic review mechanism, and put in place both a dynamic management mechanism for personnel admission and removal and a requirement for on-site qualification re-verification prior to work.

Meanwhile, we strengthened operational process management by upgrading safety and technology briefings from general training to written briefings based on risk identification, clarifying operational risks and control measures, and implementing a daily pre-shift meeting mechanism. In terms of in-process control, a full-process project ledger was established, with full-process monitoring and record management implemented for high-risk operations such as hot work, working at heights and confined space operations. Access control verification and on-site supervision were synchronously strengthened, achieving closed-loop control of the entire process of outsourced operations. During the Reporting Period, there were no supplier lost working days due to work injuries.

4.4.3 工作旺旺

旺旺恪守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等相關法律法規，基於ISO 45001職業健康安全管理体系建立並持續完善內部安全管理体系，為員工職業健康與作業安全提供制度化保障，自上而下嚴格落實安全生產主體責任，持續提升職業健康安全水平。

同時，集團持續強化應急管理能力，定期組織下屬工廠開展突發事件現場應急演練，不斷提升相關人員應急處置能力與風險應對水平。通過從制度建設、現場管理、教育培訓及安全文化等多維度協同推進，持續提升全員安全意識與防護能力，切實保障員工生命安全。

4.4.3 Want Want at Work

Want Want strictly complies with 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 other relevant laws and regulations. Based on the ISO 45001 occupational health and safety management system, it has established and continuously improved the internal safety management system, providing institutional safeguards for employees' occupational health and operational safety. It strictly implements the primary responsibility for work safety from top to bottom, and continuously enhances the standard of occupational health and safety management.

Meanwhile, the Group continues to strengthen the emergency management capability, regularly organising subordinate factories to conduct on-site emergency drills for unexpected incidents, thereby continuously improving the emergency response capabilities and risk response levels of relevant personnel. By advancing in a coordinated manner across multiple dimensions including institutional development, on-site management, education and training, and safety culture, the Group continuously raises the safety awareness and protective capabilities of all employees, thereby effectively safeguarding the safety of employees' lives.

安全教育培訓 Safety Education and Training

- 旺旺定期開展主題安全教育培訓及不定期案例宣導活動，涵蓋教育訓練、案例分享及實操演練等多種形式，持續強化員工安全意識與風險防範能力。

Want Want regularly conducts themed safety education and training sessions and occasional case-based awareness campaigns, covering a variety of formats including educational training, case sharing and hands-on drills, to continuously strengthen employees' safety awareness and risk prevention capabilities.

安全風險辨識與評估 Safety Risk Identification and Assessment

- 旺旺每年定期組織各基地開展安全風險辨識與評估工作，評估範圍覆蓋：生產車間、倉庫、儲運、工務等。
- Want Want organises production bases to conduct safety risk identification and assessment on an annual basis, with the scope of assessment covering production workshops, warehouses, storage and transportation, and engineering services, among others.

應急預案與演練 Emergency Response Plans and Drills

- 旺旺各工廠均已建立《生產安全綜合應急預案》並根據綜合應急預案落實專項、現場處置演練（如火災逃生演練、有限空間、機械傷害、觸電事故、特種設備事故等）。

Each factory of Want Want has established a Comprehensive Emergency Response Plan for Work Safety, and based on the comprehensive plan, carries out special and on-site response drills (such as fire evacuation, confined space, mechanical injury, electric shock accident, special equipment accident, etc.).

職業健康體檢 Occupational Health Examinations

- 旺旺安排員工按照國家相關法規要求的體檢頻次定期開展職業健康檢查，對於經評估不適宜原崗位作業的員工，依法依規及時調整崗位。

Want Want arranges employees to undergo regular occupational health examinations at a frequency required by relevant national regulations. For employees assessed as unsuitable for their original positions, roles are promptly adjusted in accordance with laws and regulations.

旺旺職業健康與安全舉措
Occupational Health and Safety Measures of Want Want

旺旺開展危險化學品安全專項培訓，保障倉儲與人員安全 Want Want Conducts Specialised Training on Hazardous Chemicals Safety to Safeguard Warehouse and Personnel Safety

旺旺啟動危化品倉庫管理人員及接觸危化品重點崗位人員培訓與技能考核工作，持續強化關鍵崗位安全管理能力。本次培訓與考核共有526人通過考核並達到合格標準。

Want Want initiated training and skills assessment for warehouse management personnel of hazardous chemicals and employees in key positions exposed to hazardous chemicals, continuously strengthening the safety management capabilities of critical positions. A total of 526 people passed the assessment and met the standards in the programme.

同時，針對考核成績優秀人員，集團統一頒發危化品培訓合格證書，報告期內，共計發放培訓合格證書268張，進一步提升重點崗位人員專業能力與規範操作意識。Meanwhile, the Group uniformly issued hazardous chemicals training certificates to those with outstanding assessment results. During the Reporting Period, a total of 268 training certificates were issued, further enhancing the professional competence and standardised operation awareness of personnel in key positions.



危險化學品安全培訓合格證
Hazardous Chemicals Safety Training Certificate

報告期內，旺旺集團及下轄35家生產基地職業病傷害事故發生0起，近三年因工死亡事故為0起，因工亡故比率為0。

During the Reporting Period, Want Want Group and its 35 subordinate production bases recorded zero cases of occupational disease-related injuries. Over the past three years, there have been zero work-related fatalities, and the work-related fatality rate has remained at zero.



旺旺傳愛心 公益啟新程

Want Want Spreads Love,
Starts New Journey of
Public Welfare



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Spreading Love and Warmth

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旺旺以高度的社會責任感、強烈的愛心公益理念不斷回饋社會。我們秉持集團「人溺己溺、人飢己飢」的精神，在全中國範圍內從事多項防汛救災與暖心公益活動。報告期內，我們以「取之於社會、用之於社會」的理念，將旺旺集團的仁心奉獻給老人、兒童、殘疾人等困難弱勢及特殊群體；將旺旺的善意給予志願者、一線工作人員，將旺旺的愛心輸送到鄉村、受災區域等，切實履行企業擔當，彰顯守望相助的同胞情誼。

With a strong sense of social responsibility and a deep commitment to charity and public welfare, Want Want continuously gives back to society. Upholding the Group's spirit of "being empathetic for other people's situations", we have engaged in numerous flood prevention, disaster relief and heart-warming public welfare activities across China. During the Reporting Period, guided by the philosophy of "taking from society and giving back to society", we dedicated the benevolence of Want Want Group to the elderly, children, people with disabilities and other vulnerable and special groups in need. We extended the goodwill of Want Want to volunteers and front-line workers, and delivered the love of Want Want to rural areas and disaster-stricken regions, thereby faithfully fulfilling our corporate duty and demonstrating the mutual support and camaraderie among compatriots.



5.1 兩岸情，一家親

5.1 Cross-Strait Love, Family Ties

旺旺集團在長沙舉辦「孝親楷模推薦暨孝親短視頻大賽」頒獎典禮，
引導公眾付諸孝心具體實踐

Want Want Group Holds the “Filial Piety Role Model Recommendation and Filial Piety Short Video Contest” Awards Ceremony in Changsha, Guiding the Public to Put Filial Piety into Concrete Practice

2025年10月29日九九重陽節之際，旺旺孝親獎「孝親楷模推薦暨孝親短視頻大賽」頒獎典禮在湖南長沙舉行。該活動旨在通過多元宣導弘揚中華孝順美德，營造孝親敬老的社會氛圍並履行企業社會責任。海峽兩岸關係協會會長張志軍出席典禮致辭並為獲獎者頒獎，高度肯定了該獎項在推動兩岸交流、守護中華文化及促進同胞心靈契合層面的重要作用。此外，典禮現場正式發佈了「旺旺現代二十四孝生活準則」，以貼近日常生活的方式，切實引導公眾將孝心付諸具體實踐。

On 29 October 2025, coinciding with the Double Ninth Festival, the award ceremony of the Want Want filial piety award themed “Filial Piety Role Model Recommendation and Filial Piety Short Video Contest” was held in Changsha, Hunan. The event aimed to promote the traditional Chinese virtue of filial piety through diverse promotion efforts, foster a social atmosphere of filial piety and respect



for the elderly, and fulfil corporate social responsibility. Mr. Zhang Zhijun, president of the Association for Relations Across the Taiwan Straits, attended the ceremony, delivered a speech and presented awards to the winners, highly affirming the award's significant role in promoting cross-strait exchanges, safeguarding Chinese culture and fostering spiritual affinity among compatriots. In addition, the “Modern Twenty-Four Filial Acts Lifestyle Guidelines of Want Want” were officially unveiled at the ceremony, guiding the public in a manner close to daily life to put filial piety into concrete practice.



旺旺孝親獎「孝親楷模推薦暨孝親短視頻大賽」頒獎典禮
Award Ceremony of the Want Want Filial Piety Award themed
“Filial Piety Role Model Recommendation and Filial Piety Short Video Contest”

攜手公益組織捐贈物資，助力多地抗洪救災

Want Want Group Partnered with Public Welfare Organisations to Donate Supplies, Supporting Flood Relief Efforts in Multiple Regions

旺旺集團馳援湖北恩施防汛救災愛心物資捐贈，詮釋大愛善舉 Want Want Group Rushes Relief Supplies to Enshi, Hubei for Flood Prevention and Disaster Relief, Demonstrating Benevolence and Charitable Acts

極端天氣引發湖北恩施土家族苗族自治州部分地區洪災，旺旺集團第一時間與湖北省慈善總會取得聯繫，通過內部特殊渠道緊急申請並調撥價值40餘萬元人民幣的愛心物資運抵來鳳縣、宣恩縣受災一線，全力支援當地防汛救災工作。近年來，旺旺集團及旗下子公司已累計通過湖北省慈善總會捐贈總價值200餘萬元人民幣的愛心物資，用實際行動詮釋大愛善舉。

Extreme weather caused floods in parts of the Enshi Tujia and Miao Autonomous Prefecture in Hubei Province. Want Want Group immediately contacted the Hubei Charity Federation. Through special internal channels, Want Want Group urgently applied for and dispatched charitable supplies worth over RMB400,000 to the front line of the disaster in Laifeng County and Xuan'en County, fully supporting local flood prevention and disaster relief efforts. In recent years, Want Want Group and its subsidiaries have cumulatively donated charitable supplies with a total value of over RMB2 million through the Hubei Charity Federation, demonstrating benevolence and charitable acts through concrete actions.

旺旺集團攜手紅十字基金會定向慰問廣西河池受災群眾，保障受災群眾的民生所需

Want Want Group Partners with the Red Cross Foundation to Provide Targeted Support to Disaster-Affected Communities in Hechi, Guangxi, Ensuring Their Livelihood Needs

2025年7月4日，針對廣西河池市多地因持續強降雨引發的嚴重洪水內澇，旺旺集團通過廣西紅十字基金會定向捐贈價值35萬元人民幣的愛心物資。7月7日，旺旺集團南寧分公司聯合紅十字會工作人員與志願者，將滿載愛心的旺仔奶糖等物資精準運送至金城江區等受災嚴重的鄉鎮與社區，並一同前往水洞社區走訪看望困難住戶，切實保障受災群眾的民生所需。

On 4 July 2025, in response to severe flooding and waterlogging caused by persistent heavy rainfall across multiple areas in Hechi City, Guangxi, Want Want Group donated charitable supplies valued at RMB350,000 through the Guangxi Red Cross Foundation. On 7 July, the Nanning branch of Want Want Group, together with staff from the Red Cross and volunteers, accurately delivered supplies including Hot-Kid Milk Candy, which were full of warmth and care, to severely affected townships and communities such as Jinchengjiang District. They also visited and extended their regards to households in need in Shuidong Community, thereby effectively safeguarding the livelihood needs of the disaster-affected people.



旺旺集團向河池捐贈愛心物資
Want Want Group Donated Charitable Supplies to Hechi

旺旺集團高效協同多方資源，馳援北京張家台村災後保障 Want Want Group Efficiently Coordinates Resources from Multiple Parties to Provide Post-Disaster Support to Zhangjiatai Village in Beijing

2025年8月15日，面對強降雨自然災害對北京張家台村造成的重創，旺旺集團通過北京市黃埔軍校同學會積極協調並整合資源，迅速啟動應急幫扶，將總價值5萬元人民幣的旺旺食品運抵受災村委會。集團公共事務團隊深入河道受損與山體滑坡現場，實地掌握村莊基礎設施受損全貌，並詳細了解村民災後生活保障情況，彰顯了兩岸同胞同心守望的深厚情誼。

On 15 August 2025, in response to the severe damage inflicted on Zhangjiatai Village in Beijing by a natural disaster arising from heavy rainfall, Want Want Group, through the Beijing Alumni Association of the Huangpu Military Academy, actively coordinated and integrated resources, swiftly launched emergency assistance, and delivered Want Want food products with a total value of RMB50,000 to the affected village committee. The Group's public affairs team visited the site of damaged river courses and landslides, gaining a first-hand understanding of the full extent of damage to the village's infrastructure, and thoroughly inquired into the post-disaster living conditions of the villagers, demonstrating the profound sentiment of compatriots on both sides of the Taiwan Straits who watch over each other with one heart.



旺旺集團愛心捐贈助力張家台村災後重建
Want Want Group's Charitable Donation
Supporting the Post-Disaster Reconstruction of
Zhangjiatai Village

旺旺集團西安分公司聯合陝西婦女兒童發展基金會緊急馳援 陝北災區，保障受災群眾的日常生活所需

The Xi'an Branch of Want Want Group Joins Hands with the Shaanxi Women and Children Development Foundation to Urgently Provide Relief to Disaster-Stricken Areas in Northern Shaanxi, Safeguarding the Daily Livelihood Needs of Affected Residents

2025年8月18日，旺旺集團西安分公司緊急馳援遭受洪澇災害影響的陝西吳起、定邊兩縣。集團西安分公司通過陝西省婦女兒童發展基金會，向災區群眾精準捐贈價值76.87萬元人民幣的急需愛心物資，有力保障了受災群眾的日常生活所需。

On 18 August 2025, the Xi'an branch of Want Want Group urgently provided relief to Wuqi County and Dingbian County in Shaanxi Province, which had been affected by flood disasters. Through the Shaanxi Women and Children Development Foundation, the Xi'an branch of the Group accurately donated urgently needed charitable supplies worth RMB768,700 to the affected people, effectively safeguarding their daily livelihood needs.



旺旺集團支援陝北地區救災行動捐贈愛心物資
Want Want Group Donated Charitable Supplies to Support
Disaster Relief Operations in Northern Shaanxi

5.2 獻愛心，傳溫暖

旺旺不斷踐行社會責任、資助關愛老人及兒童、奉獻愛心的初衷和願望，積極開展暖旺活動，為尊老愛幼奉獻著自己的力量，同時我們持續定向資助關懷很多可愛的孩子，讓旺旺和童心緊密相連。報告期內，旺旺向各類兒童福利院、學校、敬老院等捐贈愛心物資，累計捐款3,300萬元人民幣，開展暖旺公益活動累計有719人次，共有88萬人受益。我們將繼續為公益事業注入新動力，從而增強旺旺在社會責任領域的影響力。

敬老安老，點亮銀齡守護

旺旺積極弘揚尊老敬老的傳統美德，將溫情關懷精準送到長者身邊，以實際行動助力養老服務水平提升。

5.2 Spreading Love and Warmth

Want Want constantly fulfils the social responsibility, financially supports and cares for the elderly and children, and practices the original intention and aspiration of dedicating love. We actively carry out the Want Want Caring activities to dedicate our strength in respecting the elderly and caring for the young. At the same time, we continue to provide targeted financial support and care for many lovely children, making Want Want closely connected with childlike innocence. During the Reporting Period, Want Want donated charitable materials to various children's welfare homes, schools, nursing homes, and other institutions, with cumulative donations amounting to RMB33 million. A total of 719 attendances were involved in the Want Want Caring public welfare activities, benefiting 880,000 people. We will continue to inject new impetus into public welfare, thereby enhancing Want Want's influence in the field of social responsibility.

Respecting and Caring for the Elderly, Illuminating the Path of Elder Care

Want Want actively promotes the traditional virtue of respecting and caring for the elderly, delivering warmth and care precisely to the seniors, and contributing to improving elderly care service standards through concrete actions.

旺旺集團政企聯動走進北京豐台右安門養老院新春慰問， 探討養老服務提質增效路徑

Want Want Group, Through Government-Enterprise Collaboration, Visits a Nursing Home in You'anmen, Fengtai, Beijing to Deliver Chinese New Year Greetings and Explore Pathways for Improving the Quality and Efficiency of Elderly Care Services

2026年1月26日，豐台區台辦聯合右安門街道、旺旺集團共同走進右安門街道翠林養老院，開展節前走訪慰問活動。工作人員現場細緻詢問老人們的起居與身體狀況，並由旺旺集團送上精心準備的暖心慰問品。活動通過深化政企與社區聯動，在傳遞台企社會溫情的同時，積極交流探討養老服務提質增效路徑。

On 26 January 2026, the Taiwan Affairs Office of Fengtai District, together with the You'anmen Subdistrict Office and Want Want Group, jointly visited the Cuilin Nursing Home in You'anmen Street to conduct pre-holiday visit and consolation activities. Staff members carefully inquired about the daily lives and health conditions of the elderly on site, and Want Want Group presented carefully prepared heart-warming gifts. Through deepening government-enterprise-community collaboration, the activity conveyed the social warmth of Taiwan enterprises while actively engaging in discussions to explore paths for improving the quality and efficiency of elderly care services.



旺旺集團於右安門街道翠林養老院開展節前走訪慰問暨參訪活動
Want Want Group Conducted Pre-Holiday Visit, Consolation and Inspection Tour to Cuilin Nursing Home in You'anmen Street

「愛至尊」品牌持續捐贈長者飯堂，深耕銀齡健康
 “Elder’s Mark” Brand Continues to Donate to Elderly Canteens,
 Deepening the Commitment to Senior Health

自2025年以來，旺旺集團旗下專注銀齡食品的專業品牌「愛至尊」，多次向廣州市黃埔區穗東街長者飯堂及頤康中心精準捐贈低GI五黑餅乾、黑芝麻核桃軟糕等適老健康食品。捐贈產品嚴格遵循「藥食同源」的科學理念，口感軟糯細膩，完美適配老年群體的咀嚼與消化能力，全方位貼合長者日常飲食與健康需求。

Since 2025, “Elder’s Mark”, a professional brand under Want Want Group dedicated to food for seniors, has made multiple targeted donations of elderly-friendly health foods, including Low GI Five Black Ingredients Biscuits and Black Sesame Walnut Soft-bar, to the elderly canteen and Yikang Centre in Suidong Street, Huangpu District, Guangzhou City. The donated products strictly adhere to the scientific concept of “medicine-food homology”, offering a soft, glutinous and delicate texture that perfectly matches the chewing and digestive capabilities of the elderly population, comprehensively catering to the daily dietary and health needs of seniors.



旺旺集團愛至尊品牌捐贈助力頤康長者飯堂活動
 Elder's Mark Brand of Want Want Group Donated to Support the
 Yikang Elderly Canteen Initiative

扶殘助弱，傳遞社會溫情

旺旺高度關注殘疾人等社會弱勢群體的生活福祉，通過常態化的精準幫扶，切實改善其日常生活質量。

Supporting People with Disabilities and Assisting the Vulnerable, Conveying Social Warmth

Want Want pays close attention to the well-being of people with disabilities and other socially vulnerable groups, and through regular and targeted assistance, tangibly improves the quality of their daily life.

旺旺天津分公司向殘疾人福利基金會提供精準援助，
 展現企業社會擔當

The Tianjin Branch of Want Want Provides Targeted Assistance to
 the Foundation for Disabled Persons, Demonstrating Corporate
 Social Responsibility

2025年10月20日下午，旺旺集團天津分公司多部門員工前往發貨現場，向天津市殘疾人福利基金會無償捐贈4,530箱旺旺旗下優質食品。現場基金會工作人員與企業員工高效協作完成物資清點與發放，通過切實的援助緩解受助群體的日常生活困難，生動展現了企業的社會擔當。

On the afternoon of 20 October 2025, employees from multiple departments of Want Want Group's Tianjin branch went to the dispatch site to donate 4,530 cases of Want Want's quality food products to the Tianjin Welfare Fund for the Handicapped. Staff of the Fund collaborated efficiently with our employees on site to complete the inventory and distribution of the supplies. Through concrete assistance, the difficulties in daily life of the assisted groups were alleviated, vividly demonstrating the enterprise's social responsibility.



旺旺集團天津分公司捐贈助力天津殘疾人福利事業
Tianjin Branch of Want Want Group Donated to Support
the Welfare Undertakings for Persons with Disabilities
in Tianjin

助學育人，傾心關愛兒童

鄉村教育與兒童健康成長是旺旺公益事業的長期核心，集團依託多元化的校企合作與助學物資捐贈，呵護鄉村學子向陽而生。

Supporting Education and Nurturing Children with Care

Rural education and the healthy growth of children are long-term core focuses of Want Want's philanthropic endeavours. Through diverse school-enterprise collaborations and donations of educational supplies, the Group cares for rural students and supports their positive development.

成都分公司愛心包裹送達涼山八嘎村小學， 凝聚對涼山鄉村教育的溫情關注

Chengdu Branch's Love Parcels are Delivered to Baga Village Primary School
in Liangshan, Gathering Warm Attention for Rural Education in Liangshan



旺旺集團成都分公司愛心包裹送達涼山八嘎村小學
Love Parcels from Chengdu Branch of Want Want Group
Delivered to Baga Village Primary School in Liangshan

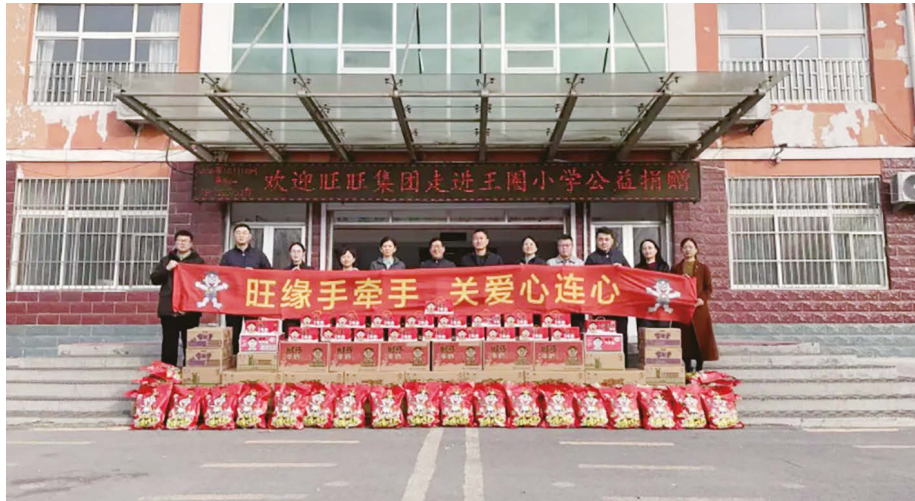
of Want Want Group across mountains and seas to Baga Village Primary School in Hougumo Town, Meigu County. The parcels contained children's favourites such as Hot-Kid Milk, crispy biscuits and confectionery snacks, bringing sweetness and care while gathering the warm attention of social forces for rural education in Liangshan.

2025年10月13日，四川省涼山州檢察院攜同四川省城鄉融合人才培育研究基金會，將旺旺集團成都分公司籌備的「愛心包裹」跨越山海送達美姑縣侯古莫鎮八嘎村小學。禮包內涵蓋孩子們喜愛的旺仔牛奶、酥脆餅乾與糖果零食，在帶去甜蜜與關懷的同時，凝聚了社會力量對涼山鄉村教育的溫情關注。

On 13 October 2025, the People's Procuratorate of Liangshan Prefecture, Sichuan Province, together with the Sichuan Province Urban-Rural Integration Talent Cultivation Research Foundation, delivered the "Love Parcels" prepared by the Chengdu branch

旺旺集團走進濟陽王圈小學開展公益助學，延續愛心力量 Want Want Group Visits Wangquan Primary School in Jiyang to Conduct Public Welfare Education Assistance, Continuing the Power of Love

2025年12月10日上午，旺旺集團帶領愛心團隊走進濟南市濟陽區王圈小學。在與學校開展深度座談、達成校企合作共識後，團隊並肩協作為學子親手分發豐富的愛心物資。後續，學校將組織師生走進集團開展研學活動，旺旺集團也將持續對校內貧困學生進行長期資助，以實際行動延續愛心力量。



旺旺集團走進濟陽王圈小學開展公益助學
Want Want Group Visited Wangquan Primary School in Jiyang to
Conduct Public Welfare Education Assistance

On the morning of 10 December 2025, Want Want Group led a team to visit Wangquan Primary School in Jiyang District, Jinan City. After holding in-depth discussions with the school and reaching a consensus on school-enterprise collaborative education, the team worked side by side to distribute a rich assortment of caring supplies to the students. Going forward, the school will organise teachers and students to visit the Group for study and learning activities, and Want Want Group will also continue to provide long-term financial support to underprivileged students at the school, continuing the power of love through concrete actions.

致敬一線，關懷城市守衛

旺旺積極踐行社會責任，開展愛心物資捐贈活動，為消防員、公安民警、環衛工人等堅守一線的工作者送去各類食品物資，以實際行動向城市裡最可愛的人致以誠摯敬意。

Saluting Front-line Workers, Caring for City Guardians

Want Want actively fulfils its social responsibility by carrying out charitable material donation activities, delivering various food supplies to front-line workers such as firefighters, police officers and sanitation workers. Through concrete actions, it extends sincere respect to the most beloved people in the city.

旺旺集團舉行暖心慰問活動，致敬七里河一線消防應急人員
Want Want Group Holds a Heart-Warming Consolation Activity to Salute Front-line Fire and Emergency Response Personnel in Qilihe



旺旺集團慰問七里河區消防、應急、保供一線人員
Want Want Group Visited Front-line Firefighting, Emergency Response and Supply Support Personnel in Qilihe District

2025年12月30日下午，蘭州市七里河區應急局、商務局連同旺旺集團在七里河區消防救援大隊院內舉行暖心慰問活動。旺旺集團向長期奮戰在搶險救援、應急處置及民生保供最前線的消防指戰員與應急工作者送出滿載節日祝福的新年禮物，在跨年交接的特殊時刻提供堅實的物質關懷與精神共勉。

On the afternoon of 30 December 2025, the Emergency Management Bureau, the Commerce Bureau of Qilihe District, Lanzhou City, together with Want Want Group, held a heart-warming consolation

activity in the compound of the Qilihe District Fire Rescue Brigade. Want Want Group presented New Year gifts filled with festive blessings to the fire commanders and emergency workers who have long fought on the front line of emergency rescue, emergency response and safeguarding the people's livelihood, providing solid material care and mutual spiritual encouragement at this special moment of the new year's transition.

情繫基層，精準助力鄉村

緊扣鄉村振興和基層民生改善大局，旺旺多點聯動地方機構，確保幫扶物資精準、及時地惠及困難群眾。

Caring for the Grassroots, Precisely Supporting Rural Areas

Closely aligned with the overall framework of rural revitalisation and the improvement of grassroots livelihoods, Want Want collaborates with local institutions at multiple points to ensure that assistance supplies reach those in need precisely and in a timely manner.

貴陽分公司無償捐贈開陽縣永亨村，精準落實物資幫扶
Guiyang Branch Makes a Gratuitous Donation to Yongheng Village in Kaiyang County, Accurately Delivering Material Assistance

2026年2月5日下午，在貴陽市委統戰部、市委台辦的積極牽線下，旺旺集團貴陽分公司向開陽縣永溫鎮永亨村村民委員會無償捐贈共計1,529件、總價值6萬餘元人民幣的食品物資。村支「兩委」幹部、選調生與企業員工全程參與、仔細核對，高效將這批象徵關愛的愛心物資送達基層。



旺旺集團貴陽分公司向開陽縣永溫鎮永亨村村民委員會愛心捐贈
Guiyang Branch of Want Want Group Made a Charitable
Donation to the Villagers' Committee of Yongheng Village,
Yongwen Town, Kaiyang County

On the afternoon of 5 February 2026, under the active coordination of the United Front Work Department of the Guiyang Municipal Committee and the Municipal Taiwan Affairs Office, the Guiyang branch of Want Want Group donated a total of 1,529 pieces of food supplies, with a total value of over RMB60,000, to the Villagers' Committee of Yongheng Village, Yongwen Town, Kaiyang County. Cadres of the Village Party Branch Committee and Villagers' Committee, selected graduates, and our employees participated throughout the entire process and carefully checked the supplies, efficiently delivering these caring materials, symbolising love and concern, to the grassroots communities.

貴陽分公司愛心物資溫暖息烽縣流長鎮，覆蓋萬餘群眾 Donated Supplies from Guiyang Branch Warm Liuchang Town, Xifeng County, Covering Over Ten Thousand Residents

2026年新春時節，旺旺集團貴陽分公司帶著4,252件、總價值18萬餘元人民幣的豐富愛心食品走進息烽縣流長鎮。這批實用貼心的物資由各村工作人員迅速搬運發放，實現了對全鎮萬餘名群眾以及「一老一小一貧一低一弱」五類重點群體的無遺漏覆蓋，將真摯的新春暖意與冬季安全政策宣導一同送到群眾心坎上。

During the Spring Festival of 2026, the Guiyang branch of Want Want Group donated 4,252 pieces of food supplies, with a total value of over RMB180,000, to Liuchang Town, Xifeng County. These practical and thoughtful supplies were promptly transported and distributed by staff members of each village, fully covering over ten thousand residents across the town, as well as the five key groups of the elderly, children, the poor, the low-income and the vulnerable. The genuine warmth of Spring Festival was delivered together with winter safety policy promotion to the hearts of the people.



旺旺集團貴陽分公司愛心食品送達息烽縣流長鎮
Donated Food Supplies from Guiyang Branch of Want Want Group
Delivered to Liuchang Town, Xifeng County

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)			披露章節 Section of Disclosure
A.環境 A. Environmental			
A1：排放物 A1: Emissions	一般披露 General Disclosure	有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. 有害廢棄物指國家規例所界定者。 Hazardous wastes are those defined by national regulations.	3.1綠色管理，全面覆蓋 3.1 Green Management with Full Coverage
	A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	3.1綠色管理，全面覆蓋 3.1 Green Management with Full Coverage
	A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.1綠色管理，全面覆蓋 3.1 Green Management with Full Coverage
	A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.1綠色管理，全面覆蓋 3.1 Green Management with Full Coverage
	A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of the emission target(s) set and steps taken to achieve them.	3.1綠色管理，全面覆蓋 3.1 Green Management with Full Coverage
	A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	3.1綠色管理，全面覆蓋 3.1 Green Management with Full Coverage

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)			披露章節 Section of Disclosure
A2：資源使用 A2: Use of Resources	一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials. 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。 Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.3節約用水，合規排放 3.3 Water Conservation and Compliant Discharge
	A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	3.3節約用水，合規排放 3.3 Water Conservation and Compliant Discharge
	A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of the energy use efficiency target(s) set and steps taken to achieve them.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 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.	3.3節約用水，合規排放 3.3 Water Conservation and Compliant Discharge
	A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	3.4綜合利用，循環經濟 3.4 Comprehensive Utilisation and Circular Economy
A3：環境及天然資源 A3: The Environment and Natural Resources	一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	3.5保護生態，有愛自然 3.5 Protecting the Ecosystem, and Caring for Nature
	A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3.5保護生態，有愛自然 3.5 Protecting the Ecosystem, and Caring for Nature

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)			披露章節 Section of Disclosure
B. 社會 B. Social			
僱傭及勞工常規 Employment and Labour Practices			
B1：僱傭 B1: Employment	一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 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.	4.1 平等僱傭，多元舞台 4.1 Equal Employment and Diverse Opportunities
	B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full-or part-time), age group, and geographical region.	4.1 平等僱傭，多元舞台 4.1 Equal Employment and Diverse Opportunities
	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group, and geographical region.	4.1 平等僱傭，多元舞台 4.1 Equal Employment and Diverse Opportunities
B2：健康與安全 B2: Health and Safety	一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 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.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
	B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
	B2.2	因工傷損失工作日數。 Lost days due to work injury.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
	B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)			披露章節 Section of Disclosure
B3：發展及培訓 B3: Development and Training	一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 註：培訓指職業培訓，可包括由僱主付費的內外部課程。 Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	4.3職業發展，尊才重賢 4.3 Career Development and Respect for Talents
	B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.3職業發展，尊才重賢 4.3 Career Development and Respect for Talents
	B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	4.3職業發展，尊才重賢 4.3 Career Development and Respect for Talents
B4：勞工準則 B4: Labour Standards	一般披露 General Disclosure	有關防止童工或強制勞工的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 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.	4.1平等僱傭，多元舞台 4.1 Equal Employment and Diverse Opportunities
	B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	4.1平等僱傭，多元舞台 4.1 Equal Employment and Diverse Opportunities
	B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	4.1平等僱傭，多元舞台 4.1 Equal Employment and Diverse Opportunities
營運慣例 Operating Practices			
B5：供應鏈管理 B5: Supply Chain Management	一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
	B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
	B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
	B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
	B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察的方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)			披露章節 Section of Disclosure
B6：產品責任 B6: Product Responsibility	一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 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.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
	B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
	B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
	B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
	B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
	B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
B7：反貪污 B7: Anti-corruption	一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 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.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
	B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
	B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
	B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)			披露章節 Section of Disclosure
社區 Community			
B8：社區投資 B8: Community Investment	一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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.	5.2獻愛心，傳溫暖 5.2 Spreading Love and Warmth
	B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	5.2獻愛心，傳溫暖 5.2 Spreading Love and Warmth
	B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	5.2獻愛心，傳溫暖 5.2 Spreading Love and Warmth
D部分：氣候相關披露 Part D: Climate-related Disclosures			
(I)管治 (I) Governance	1. 發行人須披露以下有關方面的資料： 1. An issuer shall disclose information about:		
	(a)負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人的資訊。具體而言，發行人須指出有關機構或個人及披露以下資訊： (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:		3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(i)該機構或個人如何釐定當前或將來是否有適當的技能和勝任能力來監督應對氣候相關風險和機遇的策略； (i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;		3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(ii)該機構或個人獲悉氣候相關風險和機遇的方式和頻率； (ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;		3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(iii)該機構或個人在監督發行人的策略、重大交易決策和風險管理程序及相關政策的過程中，如何考慮氣候相關風險和機遇，包括該機構或個人是否有考慮與該等氣候相關風險和機遇相關的權衡評估； (iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;		3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(iv)該機構或個人如何監督有關氣候相關風險和機遇的目標制定並監察達標進度（見第19段至第22段），包括是否將相關績效指標納入薪酬政策以及如何納入（見第17段）；及 (iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 19 to 22), including whether and how related performance metrics are included in remuneration policies (see paragraph 17); and		3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)		披露章節 Section of Disclosure
	(b)管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色，包括以下資訊： (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(i)該角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督；及 (i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(ii)管理層可有使用監控措施及程序協助監督氣候相關風險和機遇；如有，這些監控措施及程序如何與其他內部職能部門進行整合。 (ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
(II)策略 (II) Strategy	氣候相關風險和機遇 Climate-related risks and opportunities 2.發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須： 2. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
	(a)描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇； (a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(b)就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險； (b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(c)就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍（短期、中期或長期）；及 (c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(d)解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。 (d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)	披露章節 Section of Disclosure
業務模式和價值鏈 Business model and value chain 3. 發行人須披露能夠讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露： 3. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose: (a) 描述氣候相關風險和機遇對發行人業務模式和價值鏈的當前和預期影響；及 (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and (b) 描述在發行人的業務模式和價值鏈中，氣候相關的風險和機遇集中的地方（例如，地理區域、設施及資產類型）。 (b) a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). 策略和決策 Strategy and decision-making 4. 發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露： 4. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: (a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。具體而言，發行人須披露以下資訊： (a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about: (i) 因應氣候相關風險和機遇而在當前及預期將來對發行人業務模式（包括資源配置）作出的變動； (i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities; (ii) 已經或預期將進行的任何適應或減緩工作（直接或間接）； (ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect); (iii) 發行人任何與氣候相關轉型計劃（包括制定轉型計劃時使用的主要假設的資訊，以及該計劃所依賴的因素），或若發行人並未有這樣的計劃，則作適當的否定聲明； (iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan;	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

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(iv) 發行人計劃如何實現第19至22段所述的任何氣候相關目標（包括任何溫室氣體排放目標（如有））；及 (iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 19 to 22; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
(b) 有關發行人當前及將來計劃如何為根據第4(a)段披露的行動提供資源。 (b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 4(a).	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
5. 發行人須披露先前各匯報期內按照第4(a)段所披露計劃的進度。 5. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 4(a).	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
財務狀況、財務表現和現金流量 Financial position, financial performance and cash flows 當前財務影響 Current financial effect 6. 發行人須披露以下定性和量化資料： 6. An issuer shall disclose qualitative and quantitative information about:	
(a) 氣候相關風險和機遇如何影響發行人在匯報期的財務狀況、財務表現及現金流量；及 (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
(b) 當存在將導致下一匯報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險時，關於第24(a)段中識別的氣候相關風險和機遇的資訊。 (b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
財務狀況、財務業績和現金流量預期財務影響 Financial position, financial performance and cash flows Anticipated financial effect 7. 發行人須披露以下定性和量化資料： 7. The issuer shall provide qualitative and quantitative disclosures about: (a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化： (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	
(i) 其投資及處置計劃；及 (i) its investment and disposal plans; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
(ii) 其為實施策略所需的資金的計劃資金來源；及 (ii) its planned sources of funding to implement its strategy; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

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(b)基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。 (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
氣候韌性 Climate resilience 8.在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露： 8. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose: (a)發行人截至匯報日對其氣候韌性的評估，其有助於了解： (a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	
(i)發行人的分析結果對其策略和業務模式的影響（如有），包括發行人需要如何應對氣候相關情景分析中確定的影響； (i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
(ii)發行人對氣候韌性的評估中考慮的重大不確定因素的範疇；及 (ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
(iii)發行人根據氣候發展調整其短期、中期和長期策略和業務模式的能力。 (iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

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	(b)如何及何時進行氣候相關情景分析，包括： (b) how and when the climate-related scenario analysis was carried out, including:	
	(i)使用的輸入數據，包括： (i) information about the inputs used, including: (1)發行人在分析中使用的氣候相關情景及其來源 (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios (2)分析是否涵蓋多種不同的氣候相關情景 (2) whether the analysis included a diverse range of climate-related scenarios (3)分析所使用的氣候相關情景是否與氣候相關轉型風險或氣候相關物理風險有關 (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks (4)發行人在其情景中是否使用了與最新氣候變化國際協議相一致的情景 (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change (5)發行人為何認為所選擇的氣候相關情景與評估其氣候相關變化、發展或不確定性的韌性相關 (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties (6)發行人在分析中所使用的時間範圍 (6) time horizons the issuer used in the analysis (7)發行人分析所涵蓋的營運範圍（例如分析所涵蓋的營運地點及業務單位） (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis)	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(ii)發行人在分析中所作的關鍵假設；及 (ii) the key assumptions the issuer made in the analysis; and	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(iii)進行氣候相關情景分析的匯報期。 (iii) the reporting period in which the climate-related scenario analysis was carried out.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

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(III) 風險管理 (III) Risk Management	9. 發行人須披露以下資訊： 9. An issuer shall disclose information about: (a) 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策，包括有關以下方面的資訊： (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	
	(i) 發行人使用的輸入數據及參數（例如資料來源及程序所涵蓋的業務範圍）； (i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(ii) 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險； (ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(iii) 發行人如何評估有關風險的影響的性質、可能性及程度（例如發行人可有考慮定性因素、量化門檻或其他所用標準）； (iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(iv) 發行人可有及如何就氣候相關風險相對於其他類型風險的優次排列； (iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(v) 發行人如何監察其氣候相關風險；及 (v) how the issuer monitors climate-related risks; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(vi) 與上一個匯報期相比，發行人可有及如何改變其使用的流程。 (vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及 (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。 (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

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(IV)指標及目標 (IV) Metrics and Targets	溫室氣體排放 Greenhouse gas emissions 10. 發行人須披露匯報期內的溫室氣體絕對總排放量（以公噸二氧化碳當量表示），並分為： 10. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO ₂ equivalent, classified as:	
	(a) 範圍1溫室氣體排放； (a) Scope 1 greenhouse gas emissions;	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(b) 範圍2溫室氣體排放；及 (b) Scope 2 greenhouse gas emissions; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(c) 範圍3溫室氣體排放。 (c) Scope 3 greenhouse gas emissions.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	11. 發行人須：(a) 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004年）》計量其溫室氣體排放； 11. An issuer shall: (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(b) 披露其用於計量溫室氣體排放的方法，包括： (b) disclose the approach it uses to measure its greenhouse gas emissions including:	
	(i) 發行人用於計量其溫室氣體排放的計量方法、輸入數據及假設； (i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(ii) 發行人為何選擇該計量方法、輸入數據及假設計量溫室氣體排放；及 (ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(iii) 發行人在匯報期對計量方法、輸入資料及假設進行的任何變更以及變更原因； (iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(c) 就根據第10(b)段披露的範圍2溫室氣體排放，披露其以地域為基準的範圍2溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及 (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 10(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)	披露章節 Section of Disclosure
(d)就根據第10(c)段披露的範圍3溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準（2011年）》所述的範圍3類別披露發行人計量範圍3溫室氣體排放中包含的類別。 (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 10(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
氣候相關轉型風險 Climate-related transition risks 12.發行人須披露易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。 12. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
氣候相關物理風險 Climate-related physical risks 13.發行人須披露易受氣候相關物理風險影響的資產或業務活動的金額及百分比。 13. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
氣候相關機遇 Climate-related opportunities 14.發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。 14. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
資本運用 Capital deployment 15.發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。 15. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	33
內部碳定價 Internal carbon prices 16.發行人須披露如下： 16. An issuer shall disclose:	
(a)闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）；及 (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and	34

33 報告期內，中國旺旺暫未統計於氣候相關風險和機遇的資本開支，且未開展氣候投融資互動，暫不涉及此項。

34 報告期內，中國旺旺未設內部碳價格，暫不涉及此項。

33 During the Reporting Period, Want Want China did not have statistics on capital expenditure related to climate-related risks and opportunities, nor did it engage in climate investment and financing activities, and therefore this item was not applicable.

34 During the Reporting Period, Want Want China did not set internal carbon prices and therefore this item was not applicable.

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)	披露章節 Section of Disclosure
(b)發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；或適當的否定聲明，確認發行人沒有在決策中應用碳定價。 (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	/
薪酬 Remuneration 17.發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第1(a)(iv)段作出的披露的一部分。 17. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 1(a)(iv).	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
行業指標 Industry-based metrics 18.本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。 18. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
氣候相關目標 Climate-related targets 19.發行人須披露(a)其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及(b)法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。發行人須就每個目標逐一披露： 19. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	
(a)用以設定目標的指標； (a) the metric used to set the target;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
(b)目標的目的（例如減緩、適應或以科學為基礎的舉措）； (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)		披露章節 Section of Disclosure
	(c)目標的適用範圍（例如目標是適用於發行人整個公司還是部分（如僅適用於某個業務單位或地理區域））； (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(d)目標適用期間； (d) the period over which the target applies;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(e)衡量進度的基準期間； (e) the base period from which progress is measured;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(f)階段性目標或中期目標（如有）； (f) milestones or interim targets (if any);	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(g)如屬量化目標，其屬絕對目標還是強度目標；及 (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(h)最新氣候變化國際協議（包括該協議產生的司法承諾）如何幫助發行人設定目標。 (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	20.發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括： 20. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
	(a)目標本身及設定目標的方法是否經第三方驗證； (a) whether the target and the methodology for setting the target has been validated by a third party;	³⁵
	(b)發行人審核目標的程序； (b) the issuer's processes for reviewing the target;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(c)用於監察達標進度的指標；及 (c) the metrics used to monitor progress towards reaching the target; and	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

³⁵ 中國旺旺所設定的氣候相關目標未經第三方認證，暫不涉及此項。

³⁵ The climate-related targets set by Want Want China have not been certified by a third party and therefore do not involve this item.

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)		披露章節 Section of Disclosure
	(d)任何修訂目標的內容及原因。 (d) any revisions to the target and an explanation for those revisions.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	21. 發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。 21. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	22. 就按第19至21段披露的每一項溫室氣體排放目標，發行人須披露： 22. For each greenhouse gas emissions target disclosed in accordance with paragraphs 19 to 21, an issuer shall disclose:	
	(a)目標涵蓋哪些溫室氣體； (a) which greenhouse gases are covered by the target;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(b)目標是否涵蓋範圍1、範圍2或範圍3的溫室氣體排放； (b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(c)此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標； (c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(d)目標是否是採用行業脫碳方法得出的；及 (d) whether the target was derived using a sectoral decarbonisation approach; and	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
	(e)發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。關於使用碳信用的計劃，發行人須披露： (e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
	(i)依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式； (i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	/ ³⁶
	(ii)該碳信用將由哪些第三方計劃驗證或認證； (ii) which third-party scheme(s) will verify or certify the carbon credits;	/

³⁶ 報告期內，中國旺旺未涉及使用碳信用抵銷溫室氣體排放，暫不涉及此項。

³⁶ During the Reporting Period, Want Want China did not involve the use of carbon credits to offset greenhouse gas emissions and therefore do not involve this item.

環境、社會及管治範疇與一般披露及關鍵績效指標(KPI) Environmental, Social and Governance Aspects, General Disclosure and Key Performance Indicators (KPIs)		披露章節 Section of Disclosure
	(iii)碳信用的類型，包括相關抵消是否是基於自然還是基於科技的碳消除，以及相關抵消是通過減碳還是碳消除實現；及 (iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	/
	(iv)為讓人了解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素（例如，對碳抵消效果的假設）。 (iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	/
	跨行業指標及行業指標的適用性 Applicability of cross-industry metrics and industry-based metrics 23.在編製披露內容以符合第3至8及19至20段的規定時，發行人須參考(i)跨行業指標（見第10至17段）及(ii)行業指標（見第18段）並考慮其是否適用。 23. In preparing disclosures to meet the requirements in paragraphs 3 to 8 and 19 to 20, an issuer shall refer to and consider the applicability of (i) cross-industry metrics (see paragraphs 10 to 17) and (ii) industry-based metrics (see paragraph 18).	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

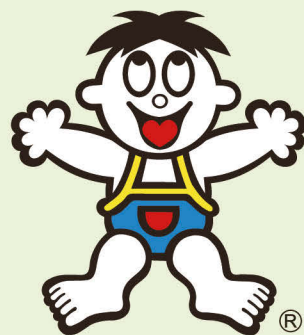
附錄2：法律法規清單

Appendix 2: List of Laws and Regulations

法律類別 Category	法律法規名稱 Name
企業管治 Corporate Governance	《中華人民共和國公司法》 Company Law of the People's Republic of China
	《中華人民共和國企業所得稅法》 Enterprise Income Tax Law of the People's Republic of China
	《中華人民共和國市場主體登記管理條例》 Regulation of the People's Republic of China on the Administration of the Registration of Market Entities
	《中華人民共和國刑法》 Criminal Law of the People's Republic of China
	《中華人民共和國反洗錢法》 Anti-Money Laundering Law of the People's Republic of China
	《中華人民共和國專利法》 Patent Law of the People's Republic of China
	《中華人民共和國商標法》 Trademark Law of the People's Republic of China
	《中華人民共和國著作權法》 Copyright Law of the People's Republic of China
	《企業管治守則》 Corporate Governance Code
	《環境、社會及管治報告守則》 Environmental, Social and Governance Reporting Code
	《中華人民共和國反不正當競爭法》 Anti-Unfair Competition Law of the People's Republic of China
	《防止賄賂條例》 Prevention of Bribery Ordinance
	《上市公司防貪系統實務指南》 Anti-Corruption Programme – A Guide for Listed Companies

法律類別 Category	法律法規名稱 Name
產品品質 Product Quality	《中華人民共和國食品安全法》 Food Safety Law of the People's Republic of China
	《中華人民共和國產品質量法》 Product Quality Law of the People's Republic of China
	《中華人民共和國食品安全法實施條例》 Regulations on the Implementation of the Food Safety Law of the People's Republic of China
	《中華人民共和國消費者權益保護法》 Law of the People's Republic of China on the Protection of Consumers Rights and Interests
	《中華人民共和國廣告法》 Advertising Law of the People's Republic of China
	《中華人民共和國商標法》 Trademark Law of the People's Republic of China
	《預包裝食品標籤通則》 General Standards for the Labelling of Prepackaged Foods
	《預包裝食品營養標籤通則》 General Standards on Nutrition Labels for Prepackaged Foods
環境保護 Environmental Protection	《中華人民共和國環境保護法》 Environmental Protection Law of the People's Republic of China
	《中華人民共和國水污染防治法》 Water Pollution Prevention and Control Law of the People's Republic of China
	《中華人民共和國大氣污染防治法》 Atmospheric Pollution Prevention and Control Law of the People's Republic of China
	《大氣污染物綜合排放標準》 Comprehensive Emission Standards for Air Pollutants
	《中華人民共和國固體廢物污染環境防治法》 Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes
	《中華人民共和國噪聲污染防治法》 Law of the People's Republic of China on Noise Pollution Prevention and Control
	《中華人民共和國土壤污染防治法》 Soil Pollution Prevention and Control Law of the People's Republic of China
	《中華人民共和國環境影響評價法》 Law of the People's Republic of China on Environmental Impact Assessment
	《排污許可管理條例》 Regulation on the Administration of Permitting of Pollutant Discharges
	《中華人民共和國反食品浪費法》 Anti-food Waste Law of the People's Republic of China
	《污水綜合排放標準》 Integrated Wastewater Discharge Standard

法律類別 Category	法律法規名稱 Name
人才僱傭 Employment	《中華人民共和國勞動法》 Labour Law of the People's Republic of China
	《中華人民共和國勞動合同法》 Labour Contract Law of the People's Republic of China
	《中華人民共和國就業促進法》 Employment Promotion Law of the People's Republic of China
	《中華人民共和國社會保險法》 Social Insurance Law of the People's Republic of China
	《中華人民共和國勞動爭議調解仲裁法》 Labour Dispute Mediation and Arbitration Law of the People's Republic of China
	《中華人民共和國個人信息保護法》 Personal Information Protection Law of the People's Republic of China
	《中華人民共和國安全生產法》 Work Safety Law of the People's Republic of China
	《中華人民共和國消防法》 Fire Protection Law of the People's Republic of China
	《中華人民共和國職業病防治法》 Law of the People's Republic of China on the Prevention and Control of Occupational Diseases



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