

Foxy Foods

凤祥食品

# 山東 公司 Shandong Fengxiang Co., Ltd.

(A joint stock company incorporated in the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

股份代號 Stock Code : 9977



# 2023

Environmental, Social  
and Governance Report  
環境、社會及管治報告

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THE REPORT

#### Reporting Period

This Environmental, Social and Governance Report (“**this report**”) covers the period from January 1, 2023 to December 31, 2023.

#### Reporting Basis

This report has been prepared in accordance with the Environmental, Social and Governance Guide set out in Appendix C2 under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“**HKEX**”), and the amendments thereto.

#### Definitions

Shandong Fengxiang Co., Ltd. is also referred to in this report as “Fengxiang”, “the Company”, “Company”, “the Group”, “Group” and “We”.

#### Reporting Scope

This is the fourth published Environmental, Social and Governance Report by Shandong Fengxiang Co., Ltd. Unless otherwise stated, this report covers the main business scopes of the Company and its subsidiaries, namely Shandong Fengxiang Industrial Co., Ltd. (“**Fengxiang Industrial**”), iShape Food Technology Co., Ltd. (formerly known as Fengxiang Food Co., Ltd.) (“**iShape Food Technology**”), Shandong Fengxiang Food Development Co., Ltd. (“**Fengxiang Food Development**”), Yucheng Fengming Food Co. (“**Yucheng Fengming**”), Ltd. and Fengxiang Food (Japan) Co., Ltd (“**Fengxiang Japan**”).

#### Data Collection

The information and cases used in this report have been obtained from internal documents, public information and relevant statistics of Shandong Fengxiang Co., Ltd. and its subsidiaries. The board of directors of the Company (“**Board of Directors**”) has oversight of the environmental, social and governance (“**ESG**”) issues.

### 關於本報告

#### 報告期

本環境、社會及管治報告(「本報告」)的報告年度是2023年1月1日至2023年12月31日。

#### 編製標準

本報告遵循香港聯合交易所有限公司(以下簡稱「香港聯交所」)《證券上市規則》附錄C2《環境、社會及管治報告指引》，以及其主要修訂概要進行編製。

#### 指代說明

為方便表述和閱讀,「山東鳳祥股份有限公司」在本報告中亦使用「鳳祥」、「鳳祥股份」、「公司」、「本公司」、「集團」、「本集團」、「我們」等稱謂表示。

#### 匯報範圍

本報告為山東鳳祥股份有限公司對外發佈的第四份《環境、社會及管治報告》。除另有說明,本報告內容主要涵蓋本公司及其附屬公司,包括山東鳳祥實業有限公司(「鳳祥實業」)、山東優形食品科技有限公司(前稱為鳳祥食品有限公司)(「優形食品科技」)、山東鳳祥食品發展有限公司(「鳳祥食品發展」)、禹城鳳鳴食品有限公司(「禹城鳳鳴」)及鳳祥食品株式會社(「日本鳳祥」)的營業範圍。

#### 資料來源

本報告使用的資料及案例均來源於山東鳳祥股份有限公司及所屬公司的內部文件、公開信息和相關統計數據。本公司董事會(以下簡稱「董事會」)已全面監管環境、社會及管治(「ESG」)相關事項。

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### Report Approval and Access

This report follows the principles outlined in the Environmental, Social and Governance Guide. The Board of Directors has reviewed and approved this report for publishing and acknowledges the full responsibility of this report. This report is published in both English and Chinese. In case of discrepancies between the Chinese and English versions, please refer to the Chinese version. This report is available online on the website of the HKEX ([www.hkexnews.hk](http://www.hkexnews.hk)) and official website of the Company ([www.fengxiang.com](http://www.fengxiang.com)).

### Feedbacks & Suggestions

We value all feedbacks and comments to this report. Please find our contact information below:

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### 報告批准及獲取

本報告遵循《環境、社會及管治報告指引》重要性原則，董事會確認對本公司的環境及社會管治策略及匯報承擔全部責任，並已審閱及通過本報告。本報告以中英文兩種文字發佈，內容若存在歧義，請以中文版本為準。本報告電子版可在香港聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本公司官方網站([www.fengxiang.com](http://www.fengxiang.com))獲取。

### 報告回饋

我們歡迎您對本報告提出回饋意見及建議，請通過以下方式與我們聯繫：

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT US

#### Introduction

Shandong Fengxiang Co., Ltd. is one of the largest white-feathered broiler meat exporters and the leading retail enterprises of chicken meat food in the People's Republic of China (the "PRC"), which was established as a joint stock limited liability company in the PRC in December 2010 and listed on the Main Board of the HKEX in July 2020 (stock code: 9977).

The Group is principally based in Shandong in the PRC and produces chicken meat products substantially from white-feathered broilers. The main products include processed chicken meat products, raw chicken meat products, chicken breeds, etc. Apart from its leading domestic market position in the PRC, the Group has an established and growing export business supplying a wide range of premium quality chicken meat products to overseas customers in Japan, Malaysia, Europe, the Middle East, Korea, Mongolia and Singapore. The Group's whitefeathered chicken meat products are halal certified by adopting Islamic slaughter rituals. The Group adopts an integrated model of "from farm to table", which enables us to control every stage of the poultry life cycle, effectively managing the quality and cost of the entire process from chicken farming to the distribution and sales of chicken products.

#### Business Philosophy

Fengxiang upholds high standards in producing healthy, safe and green food. We strive to create a highly valued Chinese food brand and to become a world-renowned integrated food company.

### 關於我們

#### 公司簡介

山東鳳祥股份有限公司為中華人民共和國(「中國」)最大的白羽肉雞出口商及領先的雞肉食品零售企業之一，於2010年12月在中國成立為股份有限公司，並於2020年7月在香港聯交所主板上市(股份代號：9977)。

本集團主要位於中國山東，主要用白羽肉雞生產雞肉製品，主要產品包括深加工雞肉製品、生雞肉製品、雞苗等。除在中國國內市場的領先地位外，本集團亦擁有成熟並不斷壯大的出口業務，向日本、馬來西亞、歐盟、中東、英國、韓國、蒙古及新加坡的海外客戶供應多種優質雞肉製品。本集團的白羽雞肉製品採用伊斯蘭屠宰儀式進行清真認證。本集團採用一體化「從農場到餐桌」模式，使本集團能夠控制家禽生命周期的每個階段，從而有效管理從肉雞養殖到雞肉製品分銷及銷售整個流程的質量及成本。

#### 經營理念

鳳祥股份秉持最健康、最安全、最綠色的價值理念，締造中國高價值美食品牌，矢志成為享譽全球的世界級綜合食品集團。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Company Culture

### 公司文化

- 
- Culture-Led
  - Institutionalised Management
  - Corporate Strategy-Oriented
  - Healthy and Steady Development
  - Corporate Interests First
  - Safety First
  - Professional Operations
- 
- 堅持文化引領
  - 堅持制度化管理
  - 堅持集團戰略導向
  - 堅持穩健發展
  - 堅持公司利益至上
  - 堅持安全比天大
  - 堅持專業化運營
- 



- 
- |              |      |
|--------------|------|
| • Integrity  | • 誠信 |
| • Dedication | • 敬業 |
| • Respect    | • 尊重 |
| • Innovation | • 創新 |
| • Win-Win    | • 共贏 |
- 

- 
- Professional People Doing Professional Work
  - Unification of Responsibilities and Rights
  - Performance oriented Management
  - Transparent Culture
  - Employee Care
- 
- 專業的人做專業的事
  - 責權統一
  - 高績效導向
  - 陽光文化
  - 組織關懷
-

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Development goals

The Group will adapt to market demand and be committed to the industrial upgrading of chicken products, achieving sustained, stable, and balanced high-quality growth. The Group will continue to maintain a balanced development of multiple channels and expand its product line. We will maintain industry leadership in export business, enhance profitability and international influence. The Group will continuously increase the stickiness of important customers, proactively understand

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

OUR

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Brand Management

The Group already has three major brands of chicken products: Fengxiang Food (Fovo Foods), iShape and Wu Genglu.

The brand “Fengxiang Food (Fovo Foods)” has been the sole supplier of chicken products to the National Sports Administration Training Bureau for many years. Our products have been exported to Japan, South-east Asia, Europe and other international markets, enhancing the brand’s competitiveness in product quality. “Fengxiang Food (Fovo Foods)” is also one of the largest white-feathered chicken exporters and commercial suppliers (B-end) in China, and is committed to meeting end-market tastes and demands.



“iShape” was created to make it easier and more enjoyable for consumers to experience a healthy lifestyle. We have been building iShape with the focus on “health needs”, to gradually transform from rational brand philosophy of “high nutrition” and “high function” to emotional brand philosophy of “low physical burden”, “low psychological burden”, etc. In our relentless pursuit of professionalism and fashion, we continue to subdivide user groups in meeting and maximising the satisfaction of consumers’ diversified needs. As the pioneer among peers in the ready-to-eat chicken breast in China, “iShape” ranks No. 1 in terms of market share both online and offline. Through strong research and development capabilities, we continuously enrich our product line, currently covering multiple categories such as ready to eat meal chicken breast, chicken breast snacks, crab meat sticks, beef, etc., providing consumers with a rich selection of high-quality meat protein. In the future, the Company will continue to develop its products in the direction of “healthy meat products” through product innovation, pipeline cultivation and brand building to create more value experiences for consumers and continue to lead the development of the industry.

### 品牌經營

本集團已經擁有三個主要的雞肉品牌：鳳祥食品、優形及五更爐。

「鳳祥食品」是國家體育總局訓練局連續多年唯一的指定雞肉產品供應商。產品持續出口日本、東南亞、歐盟及中東地區等國際市場，進而增強了品牌在產品品質方面的說服力和競爭力。「鳳祥食品」亦是中國最大白羽雞雞肉出口商與商業供應商(B端)之一，並致力於滿足終端大眾市場口味與需求。



「優形」創立之初就旨在讓消費者能更輕鬆、更享受體驗健康生活，搭建以健康需求為軸心的品牌光譜，從「高營養」、「高功能」的理性品牌訴求逐漸轉向「低身體負擔」、「低心理負擔」等情感品牌訴求。不懈追求更專業、更時尚，不斷細分用戶人群，最大程度地滿足消費者多元化的消費需求。「優形」產品是中國即食雞胸肉品類同類品牌的開創者，目前線上線下市場佔有率均居第一。通過強大的研發能力，不斷豐富產品綫，目前已涵蓋即食代餐雞胸肉、雞胸肉零食、蟹肉棒、牛肉等多個品類，為消費者提供豐富的優質肉蛋白選擇。公司未來會持續圍繞「健康肉製品」方向進行產品創新、渠道深耕、品牌建設等方面發展，為消費者創造更多價值體驗，繼續引領行業的發展。

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As a famous trademark in China, “Wu Genglu” has been a well-known brand for smoked chicken and marinade products in the Shandong Province and its surrounding areas, and has long been a gift for people who are visiting friends and relatives. In the future, the “Wu Genglu” brand is set to enter a broader market through more distribution channels, create new local flavors and to launch regional-favorite quality products.

「五更爐」是中國馳名商標，亦是山東老字號，主推熏雞與滷味，主要銷售區域是山東省及其周邊地區，長期以來都是走親訪友的必備好禮。未來，「五更爐」系列將通過下沉渠道進入更廣闊的市場，與其他地方風味的創新結合，繼續推出區域性優質產品。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Our Awards and Certificates

The Company received a number of awards and certificates during the year, including 2023 “Most Popular Exhibitor” (最聚人氣參展商榮譽) issued by China Food E-commerce Organizing Committee (中國食材電商組委會); 2023 “Recommended Enterprise” (優質企業推薦榮譽); “Preparation and Protection Products for National Athletes of National Sports Training Center” (體育訓練局國家隊運動員備戰保障產品) and “Sponsors of National Sports Training Center” (體育訓練局贊助商) accredited by General Administration of Sport of China. In addition, the Company has also been awarded various honours, including “Shandong Animal Product Science Popularization Base” (山東省畜產品科普基地榮譽) by Shandong Animal Product Quality and Safety Center (山東省畜產品質量安全中心), and “Industry Research Contact Point” (產業調研聯繫點榮譽) by China Animal Health And Epidemiology Center of the Communist Party of China. The Company will continue to actively strengthen multi-level new product research and development system and provide high-quality and low-price products for the market, so as to continue to win market recognition and trust.

### 公司榮譽

本公司在本年度內獲得多項榮譽及獎項，其中包括由中國食材電商組委會頒發的2023「最聚人氣參展商榮譽」；2023年度「優質企業推薦榮譽」；國家體育總局授權成為「體育訓練局國家隊運動員備戰保障產品」及「體育訓練局贊助商」等榮譽。此外，本公司亦獲山東省畜產品質量安全中心頒發的「山東省畜產品科普基地榮譽」，以及中共中國動物衛生與流行病學中心頒發的「產業調研聯繫點榮譽」等殊榮。本公司將繼續積極鞏固多層次新品研發體系，向市場加推高質優價產品，繼續贏得市場認可和信賴。



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### CORPORATE GOVERNANCE

Good corporate governance standards are the basis for the Company to protect the interests of shareholders, enhance corporate value, formulate business strategies and policies, and improve transparency and responsibility. The Company strictly follows the requirements of laws, regulations and regulatory documents such as the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, and the Corporate Governance Code as set out in Appendix C1 of the Listing Rules of the HKEX, and gradually improves its corporate governance structure, giving full play to the roles of the general meeting, the Board of Directors and the Board of Supervisors in major decision-making, management and supervision to protect the rights and interests of shareholders.

#### Governance Structure

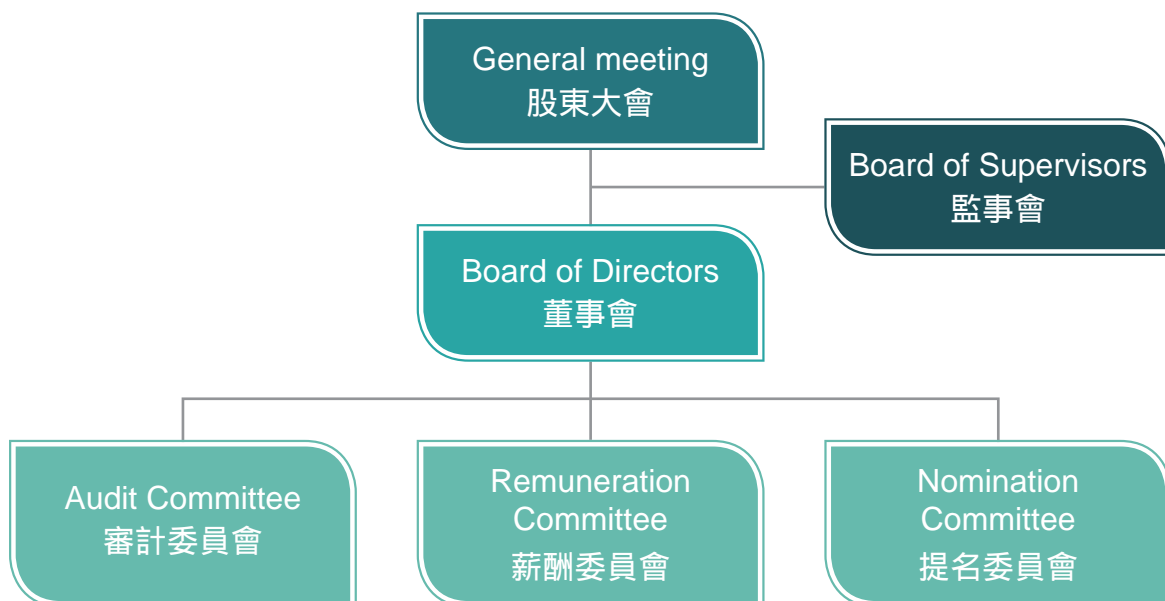
The Company is committed to ensuring a high standard of corporate governance practices and procedures and recognises the importance of good corporate governance in enhancing investor confidence in the Company. As at the date of this report, i.e. April 19, 2024, The Board of Directors comprises eight members, including two executive directors, four non-executive directors and three independent non-executive directors, and was composed of three committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee. During the reporting period, 13 meetings of the Board of Directors were held, 2 meetings of the Audit Committee, 1 meeting of the Nomination Committee and 4 meetings of the Remuneration Committee, with a 99% attendance rate of the Board of Directors members.

### 企業管治

良好的企業管治標準是本公司保障股東利益、提升企業價值、制訂業務策略和政策以及提高透明度與責任承擔的基礎。本公司嚴格遵循《中華人民共和國公司法》、《中華人民共和國證券法》、香港聯交所上市規則附錄C1《企業管治守則》等法律、法規和規範性文件的要求，逐步完善法人治理結構，充分發揮股東大會、董事會和監事會在重大決策、經營管理和監督方面的作用，保障股東權益。

#### 管治架構

本公司致力於確保高水平的企業管治常規及程序，並深明良好的公司管治對提高投資者對本公司的信心具有重要意義。截至本報告日期2024年4月19日，本公司董事會成員為9人，其中執行董事2人，非執行董事4人，獨立非執行董事3人，並下轄三個委員會，即審計委員會、薪酬委員會、提名委員會。於本匯報期內，董事會召開董事會會議13次，審計委員會會議2次，提名委員會會議1次，薪酬委員會會議4次，董事會成員出席率為99%。



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**Audit Committee:** The main duties of the Audit Committee are to make recommendations to the Board of Directors on the appointment and removal of the external auditor; to audit and oversee the independence and objectivity of the external auditor and the effectiveness of the audit process in accordance with applicable standards; to review financial information and oversee the financial reporting system and internal control procedures.

**Remuneration Committee:** The primary role of the Remuneration Committee is to make recommendations to the Board of Directors on the Company's policy and structure for the remuneration of directors and senior management and on the remuneration packages of individual executive directors and senior management. Details of the remuneration of each Director for the year are set out in the annual report.

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

**Board of Supervisors:** The primary duties of the Board of Supervisors are to supervise the directors, general manager and other senior management and are entitled to propose removal of relevant personnel pursuant to the Articles of Association; to review and verify the financial position of the Company, the financial report, business report and profit distribution proposal and other information; to propose the convening of extraordinary general meetings and submit proposals; to propose the convening of a provisional Board meeting, so as to protect the interests of the Shareholders and the Company to exercise its supervisory and counter balancing.

**審計委員會：**審計委員會的主要職責為就外部審計師的委任及罷免向董事會提供建議；按照適用標準審核及監督外部審計師的獨立性及客觀性以及審核過程的有效性；審閱財務資料及監督財務申報系統及內部監控程序。

**薪酬委員會：**薪酬委員會的主要職責是就本公司有關董事及高級管理人員的薪酬政策及架構，及就個別執行董事及高級管理人員的薪酬待遇向董事會提出建議。各董事於本年度的薪酬詳情載於年報中。

**提名委員會：**提名委員會的主要職責是檢討董事會的架構、人數及組成；物色具備合適資格可擔任董事會成員的人士；評核獨立非執行董事的獨立性；並就董事會任何建議變動或挑選提名有關人士出任董事；及或就董事委聘、續聘向董事會提供建議。

**監事會：**監事會的主要職責是根據本公司的《公司章程》對董事、總經理及其他高級管理人員的行為進行監督及有權對相關人員提出罷免；檢閱及核對公司財務狀況、財務報告、營業報告及利潤分配方案等資料；提出召開臨時股東大會並提出提案；提議召開董事會臨時會議等工作，以維護股東及本公司的利益，並發揮監督和制衡作用。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Board Diversity

The Company implements its board diversity policy in strict accordance with the prospectus of Shandong Fengxiang Co., Ltd. and Rule 13.92 and CG Code contained in Appendix C1 to the latest Listing Rules of the Hong Kong Stock Exchange. The Company takes into account factors including, but not limited to, gender, age, cultural and educational background, length of service, skills, geographical location and industry experience. We believe that diversity on the Board of Directors enhances corporate governance in general and has many benefits for the Company in achieving its long-term goals of sustainable development.

As at April 19, 2024, the date of this report, there are nine directors, including six male directors and three female director on the Board of Directors; the age of the directors ranges from 35 to 60 years old; all of the Company's current directors have solid professional qualifications and good educational background, with more than half of the directors having obtained a master's degree or above. In order to upgrade and keep abreast of the latest knowledge and skills, the Company encourages its directors to attend appropriate continuing professional training and courses. The Company's directors actively participate in professional training and learning of securities market practices. As at the end of the reporting period, the Company's directors had participated in a number of compliance training sessions on national policies, securities market laws and regulations, codes of conduct, etc.

### 董事會多元化

本公司嚴格按照《山東鳳祥股份有限公司招股章程》及最新的香港聯交所上市規則第13.92條及附錄C1《企業管治守則》，落實董事會多元化政策。公司考慮的因素包括但不限於性別、年齡、文化及教育背景、服務年期、技能、地區及行業經驗。我們相信董事會成員多元化可以全面提升公司管治能力，對公司實現可持續發展的長遠目標具有諸多益處。

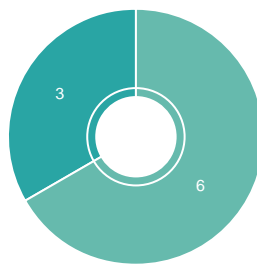
截至報告日期2024年4月19日，公司董事會由共9名董事組成，其中成員中有男性董事6名，女性董事3名；董事年齡從35歲至60歲；公司的現任董事均具備扎實專業素養和良好的教育背景，有超過一半的董事獲得了碩士及以上學位。為了提升並掌握最新的知識及技能，本公司鼓勵董事參與合適的持續專業培訓及課程。公司董事積極參與專業培訓和證券市場運作規範的學習。截至報告期末，本公司董事分別參與了多場合規培訓，涉及到國家政策、證券市場法律法規、行為規範等。

Distribution of Directors by Type  
董事類型分佈



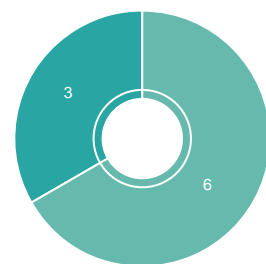
- Executive Director 執行董事
- Non-executive Director 非執行董事
- Independent non-executive Director 獨立非執行董事

Gender Distribution of Directors by Type  
董事性別分佈



- Male 男
- Female 女

Directors with a Master's Degree or Above  
獲得碩士或以上學位的董事



- Master's degree or above 獲得碩士或以上
- Others 其他

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Risk Management and Internal Oversight

In order to effectively manage risks, the Company has established a risk management system that is adapted to the development of the Company, including measures to identify and control various types of operational risks. The Board of Directors is responsible for the overall assessment and identification of various risk matters and overseeing the Company's risk response. In accordance with the relevant requirements of the Board of Directors and the Company's policies, the persons in charge of each functional department assess the risks faced by the Company in its daily operations in a timely manner and control them accordingly.

The Company has established a series of internal control policies, measures and procedures, including the Internal Audit Work Management System, to identify problems and risks in a timely manner through self-reporting and risk-oriented internal audits, thereby, promoting the rectification work of various departments. In 2023, the Audit Department continued to oversee the management of operations with overseeing the management of key businesses in the industrial chain, and continued to carry out 6,412 specialised supervision work on farming management, production and processing, procurement management, sales management, quality management, project management, off-office auditing, safety and environment, and energy. During the year, the Audit Committee of the Board of Directors was also responsible for reviewing the implementation of the internal control system, and the 2023 Financial Control, Internal Control and Risk Management System Report was approved by the Audit Committee of the Board of Directors and the Board of Supervisors.

### 風險管理和內部監督

為了有效管控風險，本公司建立了適合公司發展的風險管理體系，包括各類經營風險的識別與監控措施。董事會負責全面評估及確定各類風險事項，並監督公司風險應對情況。各職能部門負責人按照董事會相關要求及公司政策，適時評估公司日常經營中面臨的風險並進行相應控制。

本公司已建立《內部審計工作管理制度》等一系列內部監控政策、措施及程序，通過自查上報、以風險為導向的內部審計，及時發現問題和風險，進而推動各部門的整改工作。2023年公司審計部繼續監督業務管理，完成產業鏈重點業務的監督覆蓋，並持續執行養殖管理、生產加工、採購管理、銷售管理、質量管理、項目管理、離任審計、安環、及能源等專項監督工作，共計6,412次。本年度公司董事會審計委員會亦負責對內部控制體系的執容。

### ESG MANAGEMENT

### ESG管理

#### ESG Management Philosophy

Fengxiang has been committed to “becoming a responsible and respected enterprise” and has implemented the concept of sustainable development into all aspects of its operations. We uphold high standards in producing healthy, safe and green food. We strive to create a highly valued and healthy Chinese food brand and to become a world-renowned integrated food company.

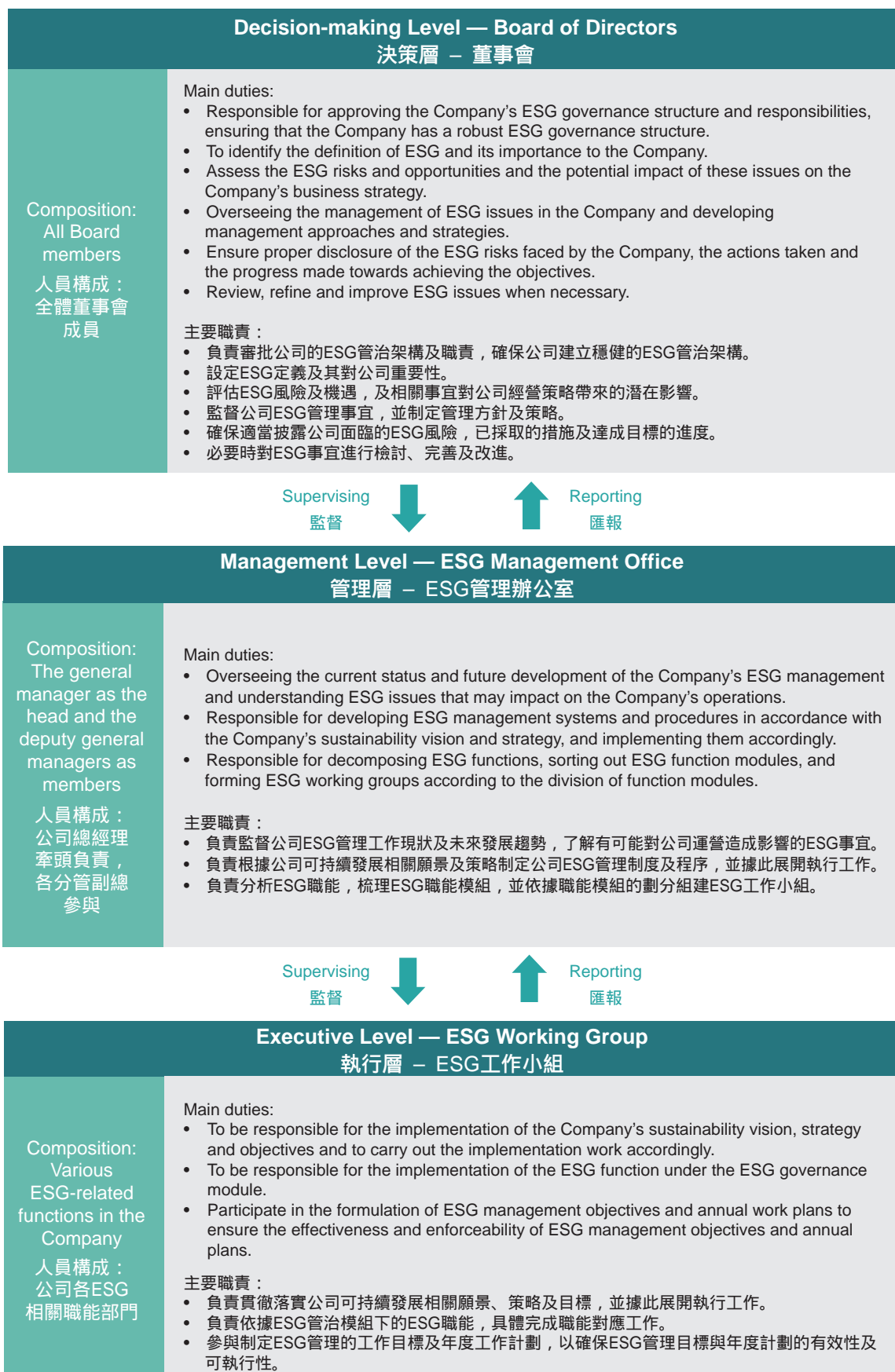
Since 2021, the Company's Board of Directors strengthened its management of ESG issues. Following discussions at the Board of Directors meeting, the Company established an environmental, social, governance (“**ESG**”) governance framework, identified ESG-related risks, clarified key ESG issues, and set long-term targets for emissions, waste, energy use and water use. The Board of Directors will continue to monitor the progress of the achievement of each target, make timely adjustments to the business strategy when necessary and propose more ESG-related targets in the future to ensure a steady improvement in the Company's ESG governance.

#### ESG Governance Framework

A scientific and effective ESG governance structure is the foundation for ESG work. In order to better ensure the overall control and efficient implementation of ESG matters, we have established a sustainable development management structure comprising the policy-making, management and executive levels after discussions and decisions by the Board of Directors. Since 2021, we also reviewed and improved our existing systems and formulated the “ESG Policy Manual”, which provides institutional support for the Company's ESG management and can better ensure the development of sustainable development management.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ESG Risk Management

In order to better implement the day-to-day management of sustainable development, the Company has formulated an ESG risk list, identifying more than 40 sustainable development risks at the governance, environmental and social levels and developed corresponding countermeasures. During the year, the list of sustainability risks was updated and revised on regular basis in accordance with changes in the external environment, such as national policies and regulatory requirements, as well as adjustments to the Company's development strategy, and was finally reviewed by the Board of Directors. Here, we have selected a few of the more significant risks that we have assessed for presentation:

### ESG 風險管理

為更好的實行可持續發展日常管理，公司制定了ESG風險清單，從管治、環境、社會三個層面梳理出四十余項可持續發展風險並制定了相應的應對措施。公司於本年度根據國家政策、監管要求等外部環境變化，及公司發展戰略的調整，對可持續發展風險清單進行了定期的更新與修訂，並由董事會進行了最終審議。在此，我們選取了幾項我們評估出的較為重要的風險進行披露：

ESG Risk ESG 風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
ESG governance risk	<ul style="list-style-type: none"> <li>Lack of overall governance of ESG matters (including: development of ESG strategy, approval of ESG-related objectives, implementation of ESG-related policy, identification of ESG-related risks, etc.) by the Company's management may result in ESG-related work not being effectively implemented from the top to the bottom.</li> </ul>	<ul style="list-style-type: none"> <li>Improve ESG governance and management system. As the highest governance institution of the Company, the Board of Directors is responsible for managing risks and opportunities related to ESG and ensuring that the Company has the ability to respond to changes in business pattern that may be caused by ESG factors.</li> <li>Establish sustainable development strategies and goals for the Company. Embrace new sustainable trends through continuous innovation and breakthroughs.</li> <li>Optimise the stakeholder communication mechanism, establish a stakeholder communication system, incorporate stakeholder communication into the Company's ESG decision-making system and establish a corresponding two-way communication system and mechanism.</li> </ul>	About Us Corporate Governance ESG Management
ESG管治風險	<ul style="list-style-type: none"> <li>若公司管理層缺乏對ESG事宜的總體管治(包括：ESG戰略的建立、ESG相關目標的批准、ESG相關政策的推行、ESG相關風險的識別等)，可能導致ESG相關工作無法自上而下地有效推進。</li> </ul>	<ul style="list-style-type: none"> <li>完善ESG治理和管理體系，董事會作為公司最高治理機構，負責管理與ESG相關的風險與機遇，並確保公司在應對ESG因素可能導致的業務格局變化方面具有應變能力。</li> <li>建立公司可持續發展戰略和目標。通過不斷創新、不斷突破，擁抱新的可持續發展趨勢。</li> <li>優化利益相關方溝通機制，建立利益相關方溝通體系，將利益相關方溝通工作納入公司ESG決策體系，構建相應的雙向交流體系與機制。</li> </ul>	關於我們企業管治 ESG 管理

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

ESG Risk ESG風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
Supply chain management risk 供應鏈管理風險	<ul style="list-style-type: none"> <li>The Company has not established a monitoring mechanism for the sustainability aspects of suppliers (e.g. procedures for identifying and assessing significant negative environmental and social impacts of the supply chain; how suppliers are identified and prioritised for assessing environmental and social impacts, etc.), which may result in the quality of suppliers not meeting sustainability needs.</li> </ul>	<ul style="list-style-type: none"> <li>Through “Green Production + Supplier Management + Green Logistics + Green Packaging”, the Company has built a green supply chain system.</li> <li>Improve the supplier monitoring mechanism and incorporate supplier sustainability assessment into the supplier monitoring mechanism.</li> </ul>	Cooperation Responsibility — Create Extraordinary Together
Employment Risk 僱傭風險	<ul style="list-style-type: none"> <li>The failure to improve human resources planning in conjunction with the Company’s sustainable development objectives and strategies may lead to staff wastage and instability of the Company’s talent team; or the loss of key technical personnel may lead to a decline in the Company’s core competitiveness, which is not conducive to the co-ordination of the Company’s talent requirements and cannot provide effective talent support for the Company’s future development planning.</li> </ul>	<ul style="list-style-type: none"> <li>Further refine human resource planning and conduct annual evaluations.</li> <li>Improve the talent allocation mechanism, establish an internal talent pool and strengthen the management of the reserve talent pool.</li> <li>The career development path of the staff will be enhanced, and the development path will be customised according to the characteristics of the staff’s position.</li> </ul>	Employment Responsibility — Focus on Win-Win Ecology
Supply chain management risk 供應鏈管理風險	<ul style="list-style-type: none"> <li>公司未建立針對供應商可持續發展的監察機制(如：用於識別及評估供應鏈對環境及社會所產生重大負面影響的程序；如何就評估環境及社會的影響識別供應商及決定供應商的優先次序等)，可能導致供應商質量無法滿足可持續發展需求。</li> </ul>	<ul style="list-style-type: none"> <li>通過「綠色生產+供應商管理+綠色物流+綠色包裝」，打造公司綠色供應鏈體系。</li> <li>完善供應商監察機制，將供應商可持續發展評估納入供應商監察機制中。</li> </ul>	合作責任攜手共創非凡
Employment Risk 僱傭風險	<ul style="list-style-type: none"> <li>未結合公司可持續發展目標戰略，完善人力資源規劃，可能導致公司人員流失、人才隊伍不穩定；或由於關鍵技術人才的流失，可能導致公司核心競爭力下降，不利於公司對人才需求的統籌安排，無法為公司未來發展規劃提供有效的人才支持。</li> </ul>	<ul style="list-style-type: none"> <li>進一步完善人力資源規劃，並每年進行評估。</li> <li>完善人才配置機制，建立健全內部人才儲備庫，加強後備人才儲備管理。</li> <li>健全員工職業發展通道，根據員工崗位特點，定製發展路徑。</li> </ul>	員工責任專注共生共贏



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

ESG Risk ESG風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
Resource utilisation risk	<p>Resource management is an important part of sustainable development management. If the Company has not set energy utilisation targets, nor developed energy conservation measures according to energy utilisation targets, the Company may fail to achieve energy conservation goals, or cannot meet external requirements, which is not conducive to the Company's long-term energy conservation work.</p>	<ul style="list-style-type: none"> <li>Strictly comply with national resource utilisation laws and regulations, and integrate resource conservation and emission reduction into the entire process of production and operation activities.</li> <li>To establish a system for monitoring the use of energy and to collect accurate statistics on the use of energy.</li> <li>Develop energy monitoring measures, monitor energy usage in real time and issue early warnings where necessary.</li> </ul>	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Stakeholder Materiality Assessment

Since its listing, the Company has always maintained a close relationship with its stakeholders and has sought to understand their suggestions and views through various communication methods. We believe that active stakeholder engagement is an integral part of the sustainable management of the Company. Under the leadership of the Board of Directors, the Company has grouped its key stakeholders and, based on the views and suggestions gathered through communication, has summarised stakeholders' expectations of the Company. We bring input from all parties into the Company's operational decision-making process to create a win-win situation with our value chain partners.

### 持份者評估

鳳祥股份自上市以來，一直與持份者保持緊密聯繫，並通過多種的溝通方式，了解持份者的建議與意見。我們相信持份者的積極參與，是公司可持續發展管理中不可或缺的重要環節。在董事會的領導下，公司將主要持份者進行歸類，並根據溝通所收集的意見和建議總結持份者對公司的期望。我們將各方意見引入公司經營決策過程，與價值鏈夥伴共創共贏。

Stakeholder Category 持份者類別	Expectations and Concerns 訴求與期望	Communication Channels 溝通渠道
Investors 投資者	<ul style="list-style-type: none"> <li>Protecting investors' rights</li> <li>Corporate compliance</li> <li>Accurate disclosure of information</li> <li>Investment returns</li> <li>保障投資者權益</li> <li>企業合規運營</li> <li>準確的信息披露</li> <li>投資收益</li> </ul>	<ul style="list-style-type: none"> <li>General meeting</li> <li>Company announcement</li> <li>Company website/email</li> <li>Investor conference</li> <li>股東大會</li> <li>公司公告</li> <li>公司官網 郵箱</li> <li>投資者會議</li> </ul>
Employees 員工	<ul style="list-style-type: none"> <li>Protecting the legal rights of employees</li> <li>Occupational health and safety</li> <li>Staff welfare</li> <li>Equal employment and development opportunities</li> <li>保障員工合法權益</li> <li>職業健康與安全</li> <li>員工福利</li> <li>平等就業及發展機會</li> </ul>	<ul style="list-style-type: none"> <li>Staff meeting</li> <li>Daily communication</li> <li>Staff feedback box</li> <li>Staff training</li> <li>員工大會</li> <li>日常溝通交流</li> <li>員工反饋信箱</li> <li>員工培訓</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Stakeholder Category 持份者類別	Expectations and Concerns 訴求與期望	Communication Channels 溝通渠道
Customers 客戶	<ul style="list-style-type: none"> <li>Product safety and quality</li> <li>Product research and development</li> <li>Market recognition</li> <li>Shipping management</li> </ul>	<ul style="list-style-type: none"> <li>Customer service communication</li> <li>Communication with sales representatives</li> <li>Company website/email</li> <li>Feedback on social media platforms</li> </ul>
客戶	<ul style="list-style-type: none"> <li>產品安全與質量</li> <li>產品研發</li> <li>市場認可度</li> <li>發貨管理</li> </ul>	<ul style="list-style-type: none"> <li>公司客服溝通</li> <li>銷售代表溝通</li> <li>公司官網 郵箱</li> <li>網絡社交平台反饋</li> </ul>
Suppliers and partners 供應商及合作夥伴	<ul style="list-style-type: none"> <li>Win-Win cooperation</li> <li>Equal opportunity for competition</li> <li>Long-term orders</li> </ul>	<ul style="list-style-type: none"> <li>Daily networking visits</li> <li>Supplier conference</li> <li>Supplier assessments</li> </ul>
供應商及合作夥伴	<ul style="list-style-type: none"> <li>合作共贏</li> <li>平等競爭機會</li> <li>長期訂單</li> </ul>	<ul style="list-style-type: none"> <li>日常交流走訪</li> <li>供應商大會</li> <li>供應商評估</li> </ul>
The public/community 公眾 社區	<ul style="list-style-type: none"> <li>Community investment</li> <li>Charity investment</li> <li>Donations</li> </ul>	<ul style="list-style-type: none"> <li>Visiting</li> <li>Volunteer activities</li> <li>Charitable activities</li> </ul>
公眾 社區	<ul style="list-style-type: none"> <li>社區投入</li> <li>公益投入</li> <li>捐款捐物</li> </ul>	<ul style="list-style-type: none"> <li>登門拜訪</li> <li>志願活動</li> <li>公益活動</li> </ul>
Government and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> <li>Legal and compliant operation</li> <li>Long-term business stability</li> <li>Safe operation</li> <li>Social contribution</li> </ul>	<ul style="list-style-type: none"> <li>Responding to inspections</li> <li>Participation in government meetings</li> <li>Submitting work reports</li> <li>Regular talks and exchanges</li> </ul>
政府及監管機構	<ul style="list-style-type: none"> <li>企業合法合規運營</li> <li>業務長期穩定發展</li> <li>安全運營</li> <li>社會貢獻</li> </ul>	<ul style="list-style-type: none"> <li>回應各項檢查</li> <li>參與政府會議</li> <li>提交工作報告</li> <li>定期座談交流</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Materiality Assessment of ESG Issues

Based on stakeholders' expectations and concerns, we have developed the Company's ESG management issues for the year and invited stakeholders to complete questionnaires on various ESG issues to collect their views and suggestions. The questionnaire was based on the five categories of focus, namely the environment, the employees, the community, operation and corporate governance. Stakeholders were asked to rate the importance of issues in each category. A total of 302 questionnaires were sent to stakeholders and a total of 292 questionnaires were returned from stakeholders, and the scores were weighted and calculated as outlined in the following table.

### ESG重要性議題評估

我們根據持份者的訴求與期望，制定了公司本年度的ESG管理議題，並就各項ESG議題邀請各利益相關方填寫問卷調查，收集各方的意見與建議。問卷圍繞環境、員工、社區、營運及公司治理五個方向展開，由各利益相關方根據議題的重要性進行評分。我們共發出份302份問卷予各利益相關方，共獲取292份問卷回覆，各類型利益相關方按以下權重進行得分統計。

Stakeholder category 利益相關方	Total number of questionnaire sent 問卷發出總數量	Total number of questionnaire returned 問卷回收總數量	Recovery rate of questionnaires 問卷回收比率	Weight 權重
Employees 員工	200	200	100%	68.5%
Customers 客戶	20	20	100%	6.8%
Suppliers 供應商	30	30	100%	10.3%
Investors 投資者	20	20	100%	6.8%
Government and regulatory bodies 政府及監管機構	15	15	100%	5.1%
The public/community 公眾 社區	15	5	33%	1.8%
Management 管理層	2	2	100%	0.7%
<b>Total 總計</b>	<b>302</b>	<b>292</b>	<b>97%</b>	<b>100%</b>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Based on the results of the questionnaires, we have compiled the following matrix for assessing the materiality of the ESG issues.

根據問卷調查的結果，我們編製了以下重要性議題評估矩陣。


# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Environmental Impacts

#### 環境影響

- 1 Air Emission  
空氣排放
- 2 Sewage  
污水
- 3 Greenhouse Gas Emissions (“GHG”)/Global Warming  
溫室氣體排放 全球暖化
- 4 Hazardous Waste  
有害廢棄物
- 5 Non-hazardous Waste  
無害廢棄物
- 6 Energy Usage  
能源使用
- 7 Water Usage  
水源使用
- 8 Packaging Materials  
包裝物料
- 9 Climate Resilience  
氣候應對
- 10 Compliance with Laws and Regulations relating to Environmental Protection  
遵守環境保護相關的法律法規

### Employment and Labour Related

#### 就業與勞工相關

- 11 Combating COVID-19  
抵抗新冠肺炎疫情
- 12 Recruitment & Dismissal  
僱傭及解僱
- 13 Promotion & Compensation  
晉升及薪酬
- 14 Work Hours & Holiday  
工作時間與假期
- 15 Benefits & Welfare  
員工福利
- 16 Inclusion, Equal Opportunity & Anti-Discrimination  
包容、平等機會及反歧視
- 17 Diversity  
多元化
- 18 Occupational Health & Safety  
職業健康與安全
- 19 Training & Development  
培訓及發展
- 20 Preventive Measures for Child Labour and Forced Labour  
預防童工及強制勞工的措施

### Community Participation

#### 社區參與

- 21 Charity Events & Donations  
慈善活動及捐款
- 22 Volunteering & Community Participation  
義工及社區參與

### Operation Related

#### 營運相關

- 23 Labour Standards in Supply Chain  
供應鏈中的勞工標準
- 24 Supply Chain Sustainability  
可持續供應鏈
- 25 Green & Ethical Procurement  
綠色及道德採購
- 26 R&D Capability and Production Quality  
研發能力及產品品質
- 27 Sustainable Chicken Breeding  
可持續化白羽雞養殖
- 28 Food Safety  
食品安全
- 29 Production Safety  
安全生產
- 30 Customer Satisfaction  
客戶滿意度
- 31 Customers' Privacy  
客戶私隱
- 32 Intellectual Property Rights  
知識產權
- 33 Economic Performance  
經濟績效

### Corporate Governance Related

#### 公司治理相關

- 34 Operational Compliance  
營運合規
- 35 Corporate Governance  
公司管治
- 36 Anti-corruption & Money Laundering  
反貪污及洗錢

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Based on the results of the materiality assessment matrix above, we have identified the three most important social, environmental and governance issues, namely food safety, production safety and customer satisfaction, among the significant environmental, social and governance issues covering environmental, social and operational aspects. As our operations range from the breeding of broilers to the distribution and sales of chicken products, food safety and production safety are of particular importance to stakeholders. In our food production process, we pay close attention to safe production by insisting on risk management and control from the source, deepening system governance and comprehensive governance, so as to continuously improve the level of safe production and protect the safety of life and property. We also continue to quickly follow up customer feedback to improve customer service quality, thereby improving customer satisfaction.

Looking ahead, we will regularly review and revise ESG issues to ensure that they meet the stakeholders' expectations of our ESG reports and issues of concern to the community.

### Sustainable Development Goals

As an important member of the society, it is the commitment to social responsibility that makes us more competitive in the market. The 17 Sustainable Development Goals (SDGs) provides a framework that calls on everyone to respond to the serious environmental and social challenges.

根據上圖重要性評估矩陣結果，我們就重大環境、社會及管治議題涵蓋環境、社會及運營方面，其中識別了3個最重要社會、環境及管治議題，即食品安全、安全生產及客戶滿意度。由於我們的業務以肉雞養殖到雞肉製品分銷及銷售，因此各持份者均特別重視食品安全及安全生產。在我們的食品生產過程中，非常關注安全生產，堅持從源頭做好風險管控，深化系統治理和綜合治理，不斷提高安全生產水平，保護好生命及財產安全。持續快速跟進客戶意見反饋，提升客戶服務質量，提高客戶滿意度。

展望未來，我們會定期審閱及修訂ESG議題，以確保符合各持份者對我們的環境、社會及管治報告的期望及社會關注的議題。

### 可持續發展目標

企業作為社會的重要成員，積極承擔社會責任才會令我們更具市場競爭力。聯合國制定了17個可持續發展目標(Sustainable Development Goals, 即SDGs), 呼籲大家應對環境及社會的嚴峻挑戰。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告


The Company's operation model is closely aligned with the SDGs, and we hope to contribute to global sustainability by integrating the goals into our daily operations. Under the leadership of the Board of Directors, we have selected objectives relevant to the Company's operations in line with the SDGs. The following table shows our actions taken in response to the SDGs as well as the specific chapters in this report that address relevant SDGs.

公司的運作模式緊貼聯合國可持續發展目標，我們希望通過將目標融入日常工作的點點滴滴，為全球可持續發展貢獻一份力量。在公司董事會的領導下，我們根據聯合國可持續發展目標，挑選出與公司運營相關的目標，並通過以下列表展現了我們為可持續發展工作所付出的行動，及各項行動所對應的聯合國可持續發展目標和本報告的具體章節。

	<b>SDGs</b> 聯合國可持續發展目標	<b>Our Actions</b> 我們的行動	<b>Chapter in this Report</b> 相關報告章節
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p>SDG 3: Good Health and Well-being</p> <p>目標3： 良好健康與福祉</p>	<p>Provide healthy, safe and hygienic products for employees and consumers, promote physical and mental wellbeing</p> <p>為員工和消費者提供健康、衛生、安心的產品，促進身心健康</p>	<p>Food Safety Responsibility Innovation Responsibility Employment Responsibility Product Responsibility 食安責任築守安心品質 創新責任順應市場趨勢 員工責任專注共生共贏 產品責任奉獻優質服務</p>
 <p><b>5</b> GENDER EQUALITY</p>	<p>SDG 5: Gender Equality</p> <p>目標5： 性別平等</p>	<p>Support equal employment opportunities, care for health and development of female employees</p> <p>支持平等僱傭關係，關愛女性員工健康和發展</p>	<p>Employment Responsibility 員工責任專注共生共贏</p>
 <p><b>6</b> CLEAN WATER AND SANITATION</p>	<p>SDG 6: Clean Water and Sanitation</p> <p>目標6： 清潔飲水和衛生設施</p>	<p>Wastewater treatment prior to discharge and ensure compliance</p> <p>污水經過處理後再排放，確保合規</p>	<p>Environment Responsibility 環境責任提供綠色能量</p>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>			

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

SDGs 聯合國可持續發展目標	Our Actions 我們的行動	Chapter in this Report 相關報告章節
 <p>SDG 9: Industry, Innovation and Infrastructure</p> <p>目標9： 產業、創新和基礎設施</p>	<p>Green buildings and infrastructure; enhance innovations and achieve sustainable industries</p> <p>建設綠色廠房，提升創新能力，打造可持續發展工業</p>	<p>Innovation Responsibility — Follow the Market Trend</p> <p>Environment Responsibility — Provide Green Energy</p> <p>創新責任順應市場趨勢</p> <p>環境責任提供綠色能量</p>



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUMMARY OF THE COMPANY'S ESG PERFORMANCE FOR THE YEAR

We have made significant improvements in various ESG areas this year. The following is the ESG performance summary of the Company for the year:

### 本年度公司ESG表現摘要

我們本年度在各個ESG領域有顯著的改善情況，以下為本年度公司ESG表現摘要：

#### 環境方面



As compared to 2022:

- Total air pollutant emissions decreased by approximately 25% with the total emission intensity by 25%.
- The total volume and emission intensity of hazardous waste and non-hazardous waste remained basically unchanged.



與2022年度比較：

- 空氣污染物總排放量減少約25%，總排放強度減少25%。
- 有害廢棄物及無害廢物總量及排放強度基本維持持平。

#### 僱員相關方面



- The Company currently has 3 female directors, accounting for 1/3 of the total number of directors, realising board diversity.



- Female employees account for approximately 50% of the total workforce.



- Employees with over 5 years of service account for about 62% of the total workforce, and employees with over 3 years of service account for about 77% of the total workforce.



- The average monthly turnover rate was 1.6%.
- Total training hours exceeded 300,000 hours.
- The number of work-related injuries further decreased to 22 persons, 11 cases less than the previous year.
- Lost days due to work injuries decreased to 1,353 days, with a decrease of 1,292 days.

- 公司現時有3名女性董事，佔董事會總人數的1/3，實現董事多元化。

- 女性僱員佔總員工人數約50%。

- 工齡超過5年的員工佔員工總人數約62%，工齡超過3年的員工佔員工總人數約77%。

- 月均平均人員流失率為1.6%。

- 實現培訓總時長超過30萬小時。

- 工傷人數進一步減少至22人，比上年度少11宗。

- 工傷損失天數減少至1,353天，減少1,292天。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 供應商及產品責任方面

- The Company currently has 1,495 suppliers, of which 844 are in Shandong Province and 651 are outside of it.
- There was 0 incident where the Company was punished or sued for food safety issues for the year.
- 40

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### FOOD SAFETY RESPONSIBILITY — PROVIDE REASSURING QUALITY

Food safety has always been one of the most important ESG issues for us and our stakeholders.

As a food processing company, we recognise that the safety and hygiene of our chicken meat products are crucial to the success of the Group. If we sell contaminated products to the public, the confidence of the consumers in our products will be seriously affected, which will in turn adversely affect our business. We therefore strictly comply with the Food Safety Law of the PRC and its implementing regulations. We have established a stringent and comprehensive quality management and food safety assurance system to ensure the quality of our chicken meat products. We are committed to delivering safe and quality products and ensuring the high standards of the raw materials we source for the production of feed, Parent Stock Day-Old Chicks, broiler eggs and chicken products. We have obtained ISO22000 (Food Safety) Certificate, ISO9001 (Quality) Certificate, GLOBALG.A.P. Global Good Agricultural Practices Certification, ISO14001 environmental management system certification, and HACCP Certification.

### 食安責任一築守安心品質

食品安全一直是我們和各持份者最關注的ESG議題之一。

作為食品加工企業，我們深知雞肉製品的安全及衛生對本集團的成功至關重要。若我們向公眾出售受污染產品，消費者對我們產品的信心將會受到嚴重影響，這反過來將對我們的業務產生不利影響。因此我們嚴格遵守《中華人民共和國食品安全法》及各項實施細則。我們已建立嚴格及全面的品質管理及食品安全保障體系，以確保雞肉製品的品質。我們致力於確保我們所生產的雞肉製品；及我們採購的用以生產飼料、父母代種雞苗、種蛋及雞肉製品的原材料的安全及品質方面達到高標準。我們已獲得ISO22000(食品安全)認證、ISO9001(質量)認證、全球良好農業操作規範認證、ISO14001(環境管理體系)認證、HACCP認證等。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Food Safety Management System

We have established and maintained a quality control system covering each stage of our operations. In addition, we have also established a food safety control system covering issues related to our research and development, supplier certification and management, procurement, production, storage, transportation and sales and distribution activities, which primarily includes the following measures:

Our packaging must bear specific labelling and other information as may be required by law and by our customers. In addition, all our chicken meat products require careful protection against physical and biological irritants that may damage our products during storage, transportation and delivery to our customers. As such, we endeavour to carefully and thoroughly pack our products to ensure maximum freshness and quality, and to display the correct information for food safety reasons.

We have adopted a comprehensive set of disease prevention and vaccination measures, reinforcing any particular prevention measures against a specific disease. We conduct sample tests on our broilers, and provide our chicken breeds and broilers with appropriate vaccination based on their age and health condition in accordance with our internal guidelines. We conduct sample tests on live chickens on acceptance to ensure that they have been issued with the Animal Quarantine Certificate (動物檢疫合格證明), the Drug Residue Test Report (藥殘檢測報告) and the Poultry Farm Preparedness Diary (禽類備案飼養場日誌). We also checked the health condition of our live chicken flock at least twice a day. We disinfect all items, vehicles and personnel by spraying or UV light before they are allowed entry to our premises. To ensure the cleanliness of our broiler farms, we conduct rigorous cleaning and disinfection of the farm area at different times of the shelters emptying and raising periods. Our preventing system continuously monitors and reports outbreaks (if any) or epidemics as well as pest detection and management (including reporting to management of the Company, local disease control centre, customs authorities; taking measures such as isolation and containment, disinfection, trapping and killing to deal with the situation). We also regularly collaborate with the local National Animal Disease Surveillance Station and our professional independent third party to monitor and test our live chicken flock for any outbreaks or viral infections. Our disease epidemic prevention system is reviewed and audited annually by a professional independent third party.

### 食品安全管理體系

我們已制定並持續使用貫穿各個業務階段的質量控制系統。此外，我們亦建立了食品安全控制系統，以解決與研發、供應商認證及管理、採購、生產、儲存、運輸以及銷售與分銷活動有關的問題，主要包括以下措施：

### 食品標籤及包裝

我們的包裝須帶有特定標籤以及法律及客戶規定的其他信息。此外，我們所有的雞肉製品在儲存、運輸及交付予客戶的過程中須小心保護以防受到可能損壞產品的物理及生物刺激物影響。因此，出於對食品安全的考慮，我們力圖對產品進行細緻完善的包裝，以最大程度地保持產品的新鮮度及品質並標示正確的信息。

### 有針對性的疾病預防與疫苗接種

我們已採取一套全面的疾病預防與疫苗接種措施，針對特定疾病加強特定預防措施。我們對肉雞進行抽樣檢測，並按照內部指引，根據雞苗及肉雞的年齡及健康情況對其進行適當的疫苗接種。我們會在接收活雞時進行抽樣檢測，確保活雞已獲取包括《動物檢疫合格證明》、《藥殘檢測報告》及《禽類備案飼養場日誌》。我們亦每天至少檢查兩次活雞群的健康情況。在所有物品、車輛及人員進入我們的場地之前均需經過噴霧或紫外線燈消毒。我們會在肉雞場空舍期、飼養期的不同時段對場區進行嚴格清洗及消毒，以確保養殖雞場清潔。我們的預防系統持續監控及報告疾病爆發(如有)或疫情以及害蟲發現及管理情況(包括上報公司管理層、當地疫病防控中心、海關部門；隔離封鎖、消毒、捕殺等措施處理方案)。本公司亦定期配合當地的國家動物疫情測報站及的專業的獨立第三方定期抽樣監督檢測，以檢查活雞群當中會否出現疫情或病毒感染，並由專業的獨立第三方每年檢查及審核我們的疫病防治系統。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In order to ensure the bacteria levels do not exceed the permitted standards under the relevant applicable laws, we have developed an internal control plan with corresponding control measures from raw materials, through processing and finished products. There is also strict temperature and time control at our processing facilities to maintain freshness of the chicken meat. Parameters measured throughout our premises include temperature, humidity and wind flow to ensure bacteria is discouraged from flourishing. We have an in-house laboratory for the detection of bacteria, and its equipment is regularly inspected and calibrated by external qualified personnel.

### Food Safety Traceability System

In order to better comply with the Group's internal control system and food safety requirements, we have developed the following traceability system which enables us to maintain traceability during the slaughtering and processing process, as further described below:

- Receiving of broilers: When broilers are received by our slaughtering and processing facilities, official veterinarian will issue a "Pre-slaughter Notice".
- Chicken hanging: Our staff responsible for chicken hanging shall, according to the "Pre-slaughter Notice", issue a "Chicken Source Transmission Sheet", which includes the name of the broiler farm, breeding number, time of hanging, and the beginning and end time of pre-cooling, and pass on the relevant information.
- Slaughtering: Our staff responsible for slaughtering are required to transmit information according to the "Chicken Source Transmission Sheet".
- Packaging: All our chicken meat products are required to be labelled with a product name, specification and production date in accordance with the information transmitted. The carton containing the relevant chicken meat products shall be labelled with information such as production date, expiry date and the relevant broiler farm identification number in accordance with our customer's requirements.

### 細菌控制

為確保細菌水平不超過有關適用法律規定的許可標準，我們已制定一份內部控制計劃，從原材料到加工及成品都有相應的控制措施。我們的加工設施亦設置嚴格的溫度和時間控制以保持雞肉的新鮮。在我們的場所內測量的參數包括溫度、濕度和風流動，以確保不易滋生細菌。我們設有一個內部實驗室用於檢測細菌，該實驗室設備由外部符合資格人員定期檢查並校準。

### 食品安全可追溯體系

為更好符合本集團的內控體系及食品安全要求，我們制定以下的可追溯體系，以能夠保證於屠宰加工過程中的可追溯性：

- 肉雞接收：當我們的屠宰加工設施收到肉雞時，官方獸醫同時開具《准予屠宰通知單》。
- 掛雞：掛雞負責人須根據《准予屠宰通知單》出具《雞源信息傳遞單》(包括肉雞場名稱、飼養編號、掛雞時間、進預冷時間及出預冷時間)，並傳遞相關信息。
- 宰殺：宰殺環節負責人須根據《雞源信息傳遞單》進行信息傳遞。
- 包裝：根據傳遞的信息，所有雞肉製品均需標明品名、規格和生產日期。在相關雞肉製品的外箱上，根據客戶要求標明生產日期、保質期、相關肉雞場標識編號等內容。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

- Freezing: We require product tracing identification cards to be hung on refrigerated trucks, stating batch numbers at one-hour intervals. The time shall be recorded on the last truck during of each one-hour period. Our chicken meat products should also enter our freezer warehouses by fixed routes.
- Storage: We have implemented detailed warehousing operating procedures, such as timely record keeping, appropriate labelling and periodic stock taking. Our finished products are stored separately by categories, production dates and batches. Based on timely records of inventory intake and despatch, we can closely monitor and maintain traceability of products purchased by our customers to the relevant production facility.
- 速凍：我們要求在冷藏車上懸掛產品追溯標識牌，以每小時為間隔點標明產品批次，並在各小時段的最後一架車上標注時間。我們的雞肉製品亦須按照固定路線入速凍庫。
- 儲存：我們已實施詳細的倉儲操作程序，例如及時記錄、妥當貼標籤及定期盤存。我們的成品按品種、生產日期和批次分開碼垛。根據及時的入庫及出庫記錄，我們能夠密切監控及維持我們的產品從相關生產車間到我們客戶手中的可追溯性。

With increasing awareness of food safety among the general public, Fengxiang has adopted advanced technique monitoring the real-time status of farms and slaughterhouses, in order to detect and control the outbreak of epidemic diseases timely. A substantial amount of time and investments are required to establish a comprehensive monitoring system, this system also raises our technological barriers.

隨著公眾對食品安全意識的不斷提高，鳳祥股份採取先進技術監控養殖場和屠宰場的實時狀況，以便及時發現並控制生物疫情的爆發。建立綜合性監控系統需要大量的時間和投資，這同時提升了我們的技術壁壘。

### Quality Control

### 質量管理

#### 生物安全措施

#### Isolation of breeder and broiler farms 隔離種雞場及肉雞場

Our breeder and broiler farms are located in areas which are far away from human activities and establishments, and sited in a demarcated fence area to provide an optimum environment for the breeding of our breeder and broiler. Further, the distance between our breeder and broiler farms shall be not less than 500 metres in accordance with relevant PRC laws and regulations.

我們的種雞場及肉雞場位於遠離人類活動和公共機構的地區，且坐落於劃定的圍欄區以為種雞及肉雞的飼養提供最佳環境。此外，根據相關中國法規，我們的種雞場及肉雞場之間的距離不應少於500米。

#### Biosecurity measures 生物安全措施

The access into and out of our production facilities is controlled. Only specific staff are allowed to enter into the enclosed site. We delegate specific staff with tasks to manage their specific sheds in the breeder and broiler farms and require them to live in their responsible sheds. All entrants who wish to enter the sheds are required to undergo certain hygiene procedures.

進出我們生產設施受到控制。僅專業員獲准進入封閉場地。我們授權有工作任務的專業人員管理其位於種雞場及肉雞場的專用雞舍要求其住在其責任雞舍。所有有意進入雞舍的人員須完成若干衛生程序。



#### Sterilisation and recordkeeping 消毒與記錄

Vehicles, staff, visitors and relevant equipment entering and exiting the breeder and broiler farms are required to undergo a disinfection process and be logged.

車輛、人員、參觀者及相關設備進出種雞場及肉雞場需進行消毒並記錄在案。

#### Hygiene measures 衛生措施

All entrants are required to put on uniforms and shoes provided by the Company before entering the enclosed area where our breeder and broiler farms are located. Our staff are prohibited from bringing their uniforms out of the enclosed farm area to minimise the chance of introducing bacteria from the external environment.

所有人員在進入種雞場及肉雞場所在封閉區域前均需穿上本公司提供的制服及鞋子。我們禁止員工將其制服帶離封閉場區以將由外部環境帶入細菌

#### Proper medicinal procedures 適當的醫療程序

Immunisation and medical procedures must be carried out as required by the relevant laws and regulations of the PRC and export countries, and be in strict compliance with the prescription from our veterinarians throughout the breeding process.

根據中國及出口國相關法律法規的規定，我們必須採取免疫及醫療措施，並於整個飼養過程中嚴格遵守獸醫處方。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 種雞及肉雞品質控制

To ensure that the operation of our production facilities meets the Company's quality requirements, we have adopted various preventive and management measures including vacancy periods, sterilisation and disinfection, an "all-in-all-out" policy, disease prevention and vaccination. We raise our breeders and broilers in breeder and broiler farms that have been designed and constructed according to prescribed standards on temperature, humidity and ventilation, with details as described below:

為確保各項生產設施的營運符合本公司的品質要求，我們已採取包括空置期、滅菌消毒、「全進全出」政策、疾病防控和疫苗接種等在內的各項防範和管理措施，並按照溫度、濕度及通風的規定標準設計及建造種雞場及肉雞場，以提供最佳飼養環境，具體如下：

Item monitored 監控項目	Points to note 關注事項
Temperature 溫度	<ul style="list-style-type: none"> <li>To check whether the temperature is ranged between our prescribed standards</li> <li>檢查溫度是否在我們規定的標準範圍內</li> </ul>
Humidity 濕度	<ul style="list-style-type: none"> <li>To check whether the humidity is in line with our prescribed standards</li> <li>檢查濕度是否符合我們的規定標準</li> </ul>
Ventilation level 通風級別	<ul style="list-style-type: none"> <li>To observe whether there exists difference in the ventilation of breeder and broiler farms</li> <li>To measure wind velocity, carbon dioxide density (in winter) and ammonia density, etc.</li> <li>觀察各種雞場及肉雞場通風是否存在差異</li> <li>測量風速、二氧化碳濃度(冬季)及氨氣濃度等</li> </ul>
Heating time 加熱時間	<ul style="list-style-type: none"> <li>To analyse the differences in heating time of each farm based on the records put on file by the head or deputy head of the farm before 20:00 every day</li> <li>根據各雞場的場長或副場長於每天20時正前提交的記錄，對各雞場的加熱時間差異進行分析</li> </ul>
Animal feeds and water supply system 供料及供水系統	<ul style="list-style-type: none"> <li>To check whether the automated feeding system is functional</li> <li>To record the type and quantity of animal feeds and the volume of water consumed per breeder and broiler per day, and compare such information against our prescribed standards</li> <li>檢查自動送料系統運行是否正常</li> <li>記錄每隻種雞及肉雞每日進食的飼料種類及分量以及飲用水的分量，並與我們的規定標準相比較</li> </ul>
State of breeders and broilers 種雞及肉雞狀態	<ul style="list-style-type: none"> <li>To observe the distribution and comfort of breeders and broilers</li> <li>To actively monitor the health of the breeders and broilers, for instance, by listening to the broilers' breathing and check whether they are panting, bawling or coughing</li> <li>觀察種雞及肉雞分佈情況及舒適度</li> <li>積極監測種雞及肉雞的健康狀況，例如，聆聽肉雞的呼吸聲，檢查其是否有喘氣、怪叫或咳嗽的情況</li> </ul>

飼料品質控制

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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In order to ensure that our chicken meat products are not contaminated, strict hygiene measures are implemented in our slaughtering and processing facilities, including: movement of our staff inside our slaughtering and processing facilities is restricted. In particular, our staff in the slaughtering section are not allowed to enter into our processing section. Facilities, equipment, tools and food contact surfaces in slaughtering and processing facilities are required to be cleaned and sterilised on a daily basis. Staff and other entrants entering our slaughtering and processing sections are required to undergo comprehensive hygiene procedures, including cleansing hands and wearing sterilised uniforms provided by the Group. We have also adopted the following control standards and procedures for the production of chicken meat products:

### *Centralised management*

Our food safety control team oversees the Group's implementation of food quality control to ensure the quality and safety of our chicken meat products.

### *Tracing and record keeping*

We record and trace each batch of our chicken meat products dispatched to our customers, and each batch of raw materials, ingredients and packaging materials used to produce our chicken meat products. Through our vertically integrated business model covering the entire white-feathered broiler industry value chain, we are able to control the source of our chicken meat products and effectively monitor and control all aspects of the breeding process, which effectively guarantees the safety and hygiene of our chicken meat products. We also have in place a product recall procedure, including conducting regular product recall drills testing from time to time to ensure our chicken meat products can be effectively recalled as and when necessary.

### *Testing centre*

We have an independent testing centre with an established laboratory quality management system, which has been accredited by the China National Accreditation Service ("CNAS") for Conformity Assessment. The testing centre batch-tests all outgoing chicken and its meat products that are to be sold domestically or abroad to ensure our products can fully meet the requirements of our customers and our exporting countries.

### *雞肉製品品質控制*

為確保雞肉製品不受污染，我們在屠宰加工設施內實施嚴格的衛生措施，包括限制員工於屠宰加工設施內的走動範圍，尤其是屠宰區的員工不得進入加工區；屠宰加工設施內的設備、工具和食品接觸面必須每日清潔和消毒；凡進入屠宰加工區的員工及其他人員必須進行全面的衛生程序，包括清潔雙手及穿上本集團提供的經消毒制服。我們亦已就生產雞肉製品採納以下控制標準及程序：

### *集中管理*

我們的食品安全控制團隊監督本集團食品質量控制的實施，以確保雞肉製品的質量及安全。

### *保持追蹤及記錄*

我們記錄及追蹤每批運送至客戶的雞肉製品，及每批用於生產雞肉製品的原材料、配料及包裝材料。通過我們覆蓋整個白羽肉雞產業價值鏈的縱向一體化業務模式，我們可控制雞肉製品的來源及有效監控養殖過程的所有方面，這有效保證了雞肉製品的安全及衛生。我們亦已制定產品召回程序，包括不時進行常規產品召回演練測試，以確保在必要的情況下我們的雞肉製品可被有效召回。

### *檢測中心*

我們擁有獨立的具備成熟實驗室質量管理體系的檢測中心，其已獲中國合格評定國家認可委員會（「CNAS」）的認證。檢測中心分批檢測將於國內或國外銷售的所有輸出雞肉及肉製品，以確保我們的產品可完全符合客戶的要求及出口的國家的要求。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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### *Standardised operating procedures*

Our staff was required to follow standardised production and operating procedures which are in strict accordance with requirements under HACCP and GMP (Good Manufacturing Practice), which effectively monitor and manage all aspects of food safety ranging from raw materials, equipment to personal hygiene. These procedures help us ensure consistent quality of our chicken meat products.

### *Key quality points*

We select and closely monitor key points in the production process, such as heating and ingredient mixing, which have the potential to materially impact the quality of our final products. This facilitates our timely identification of and prompt response to any quality problems.

### *Workplace management*

We have implemented a systematic workplace management system based on a comprehensive set of principles emphasising tidiness, hygiene and safety. A clean and organised workplace is essential to the effective implementation of our quality control system.

### *Pre-sale inspection*

Before our chicken meat products can be sold to our customers, we will conduct batch sample inspections and testing by staff of the quality control department to ensure the quality of the products that will be delivered to the customers before dispatch of finished products.

## INNOVATION RESPONSIBILITY — FOLLOW THE MARKET TREND

The Company firmly believes that excellent research and development (“R&D”) and innovation is one of the key factors to maintain market competitiveness. We believe that consistently delivering quality and diverse products to our customers is one of the key factors in maintaining our competitive market position and ensuring future growth and success. We are selective in developing new products to meet our clients’ needs. We continue to launch new products, introduce new flavours and packaging for existing products and upgrade existing products to meet consumer preferences and respond to changes in the market trends. With our expertise in new product development, we have significantly broadened the selection of poultry products and enhanced the product portfolio available to our clients.

### *標準化操作*

我們的員工須遵循嚴格遵守HACCP及GMP(良好作業規範)要求的標準化生產及操作程序,從原材料、設備到個人衛生全方位有效監控及管理食品安全。該等程序幫助我們確保雞肉製品質量穩定。

### *關鍵質量點*

我們選擇並密切監控生產過程中的關鍵點,如加熱及配料混合,其可能對我們最終產品的質量產生重大影響,有助於我們及時識別及處理任何質量問題。

### *工作場所的管理*

根據強調整潔、衛生及安全的綜合原則,我們已實施系統的工作場所管理制度。潔淨及有組織的工作場所是有效實施質量控制系統的關鍵。

### *售前檢查*

將雞肉製品銷售給客戶之前,我們會就成品出貨前由質量管理部人員負責進行批次抽樣檢查及測試以確保成品在交付予客戶時的產品質量。

## 創新責任—順應市場趨勢

本公司堅信出色的研發創新能力是保持市場競爭力的關鍵因素之一。我們認為,持續向客戶交付優質且多元化的產品是保持競爭地位及確保未來增長與成功的主要因素之一。我們有選擇地開發新產品以滿足客戶需求。我們持續推出新產品、為現有產品引進新口味、新包裝及推出升級產品,以更好地迎合消費者的喜好及順應市場的變化。憑藉我們在新產品開發方面的專業知識,我們已大大拓寬可向客戶提供的禽肉製品選擇及強化產品組合。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### R&D Team

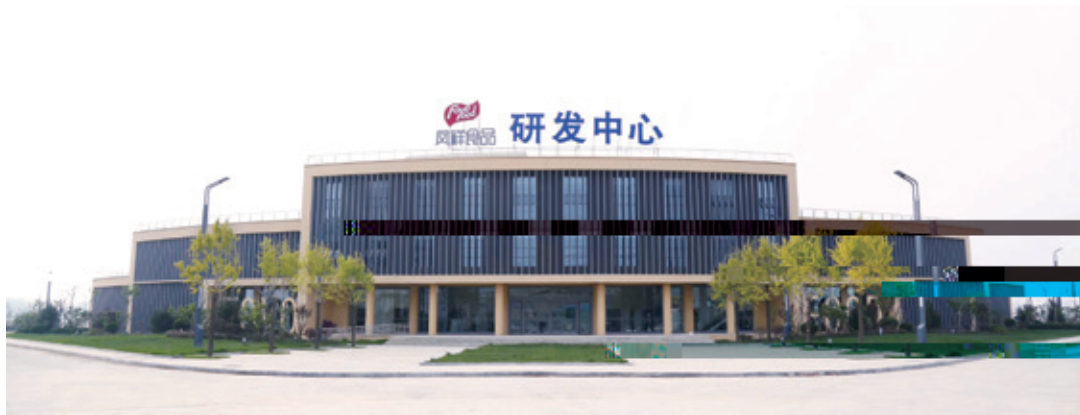
The Company has built and tailored a professional and efficient modern R&D team for each business channel. We have a dedicated R&D team, including more than 50 professional researchers. The team is responsible for the research of production process of chicken meat products and product development. Shandong R&D Centre was set up in its headquarters in Yanggu, Shandong, which is responsible for technology realisation and product implementation; Tokyo R&D Centre was set up in Tokyo, which introduces international R&D concepts, technical equipment and product ideas; Shanghai R&D Centre was set up in Shanghai, which makes full use of the talent centre, information centre, technology centre and resource centre of Shanghai as an international metropolis, thus forming a three-dimensional (3D) modern R&D system with both division of labour and collaboration.

Shandong R&D Centre relies on the Company's breeding and production base to provide comprehensive product support for B2B (Business-to-business), B2C (Business-to-customer), export and procurement channels, and promote the complete product implementation process from product development and process implementation to lean production, whole industry chain convergence and quality traceability system, which is an important part of the integrated chain of R&D and production.

### 研發團隊

本公司為各個業務渠道量身打造專業而高效的現代化研發團隊。我們的研發團隊包括50多名專業研發人員，負責對雞肉製品的生產過程及產品開發進行研究。我們在陽谷本部設立山東研發中心，負責技術實現和產品落地；在東京設立東京研發中心，導入國際化的研發理念、技術裝備和產品創意；在上海設立上海研發中心，充分利用上海國際大都市的人才中心、信息中心、技術中心、資源中心，由此形成既有分工又有協作的立體3D現代研發體系。

山東研發中心依托本公司養殖及生產基地，對B2B (Business-to-business)、B2C (Business-to-customer)、出口、集採等渠道提供全方位的產品支持，推進從產品開發、工藝落地、到精益生產、全產業鏈銜接及品質追溯體系的完整產品落地流程，是研發生產一體化的重要一環。



Picture of the front view of the Company's R&D Centre  
本公司研發中心正面

Tokyo R&D Centre has introduced a number of international top scholars to form a senior R&D team to conduct consumer research and product development for the entire Asian market by relying on Tokyo's research resources and cutting-edge intelligence. As the overseas R&D centre with the highest specification, the most complete functions and the most abundant research resources in China's chicken products industry, it boosts the Company's export and B2B and B2C business to grow continuously and rapidly.

東京研發中心引入多位國際頂尖學者組成資深研發團隊，依託東京的研究資源和前沿情報，面向整個亞洲市場進行消費者研究和產品開發。作為我國雞肉製品行業規格最高、功能最完整、研究資源最豐富的海外研發中心，助力本公司出口及B2B、B2C業務不斷高速增長。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

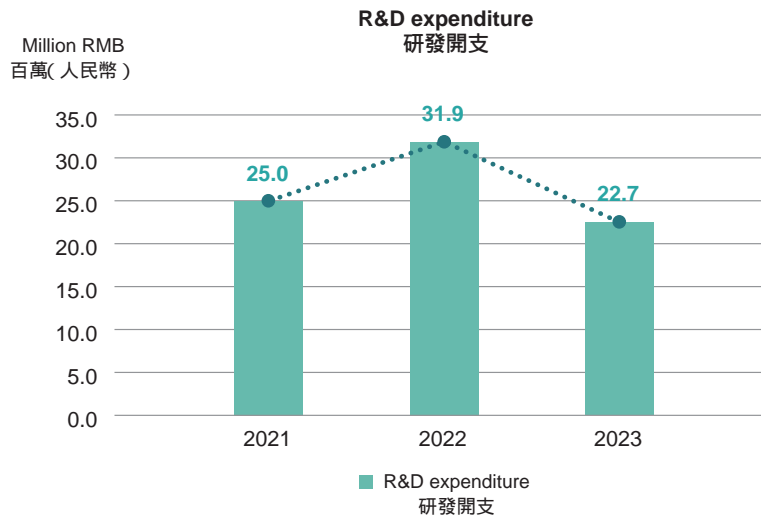
## 環境、社會及管治報告

Based on the resource advantages of Shanghai, Shanghai R&D Centre is close to key customers and the international city's large amount of internal and external resources, and its role as an "innovation hub" is becoming more prominent. Through the integration of industry resources, rapid response to key customers and efficient transformation of cutting-edge market intelligence, it boosts the Company's B2B key customers and B2C business to grow continuously and rapidly.

上海研發中心立足上海的資源優勢，貼近重點客戶與國際化都市的內外部海量資源，其「創新樞紐」的作用愈發突顯。通過整合行業資源、對重點客戶的快速響應及前沿市場情報的高效轉化，推動本公司B2B重點客戶及B2C業務持續快速增長。

During the year, our R&D expenditure was approximately RMB22.7 million, an decrease of 28.9% over the previous year (2022).

本年度我們的研發開支約為人民幣22.7百萬元，較上一年度(2022年度)下降約28.9%。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### R&D Highlights — Spicy Sauce Delicious New Product Launched by Fengxiang and accelerated expansion of product lines by iShape

With the continuous expansion of the domestic market in recent years, Fengxiang has developed Spicy Sauce Delicious — Barbed Chicken, Spicy Pepper Chicken Chunks, in order to better meet the needs of customers and create convenient and delicious products for customers.

“Barbed Chicken” uses Fengxiang’s exclusive braised recipe, adding various spices and simmering over low heat to blend and collide various fragrances. After being cooked, the chicken rack is spicy and delicious, stimulating the taste buds. In order to give the Barbed Chicken a pure and strong spicy flavor, each production process of braising is extremely complex. Eight hours of beef bone broth boiling, five hours of secret braising, and a large pot cooking process are used. After being pulled out, the bones are tasted and layer by layer penetrating the skin and bones. Fengxiang’s outstanding research and development technology has been fully demonstrated in the Barbed Chicken, which is suitable for use as a night snack or snack and is one of Fengxiang’s new product representatives.

In addition, Fengxiang has launched a brand new tasty Jiaoma Chicken Nuggets. The color of the mashed chicken chunks is tempting, with crispy and thin pulp, and a crispy and fragrant pepper and sesame flavor. The layers are rich, and the meat feels fresh and tender. The large chunks of meat have a strong texture, and the pepper and sesame flavor is unforgettable. The tingling sensation and tender aroma strike at the soul, while perfectly blending the numbing spiciness of peppercorns with the freshness of chicken, creating a lingering sensation on the taste buds. Whether it’s Chinese catering, school group meal or leisure fast food, Fengxiang Spicy Pepper Chicken Chunks can be a stunning and easy to cook helper for everyone, thanks to their fresh and tender taste and refreshing and juicy taste



### 研發亮點 — 鳳祥食品辣鹵美味新品上市，優形產品線快速擴容

近年來國內市場不斷的擴張，鳳祥為了更貼近客戶需求，為客戶創造便捷、美味的產品，開發了辣鹵美味一杠杠雞、麻椒雞肉塊。

「杠杠雞」使用鳳祥獨家鹵味配方，加入多種香辛料，慢火鹵制，將各種香味融合、碰撞出鍋後的雞架麻辣鮮香，刺激味蕾。為了讓杠杠雞能擁有純正濃厚的鹵辣香味每次生產鹵制工序都及其複雜八小時牛骨高湯熬制五小時秘傳鹵制工藝大鍋熬制，撈出來後骨骨入味，層層滲透連皮帶骨。鳳祥卓越的研發技術，在杠杠雞得到了充分的體現，杠杠雞適合當作夜宵，或者零食，是鳳祥新產品代表之一。

另外，鳳祥推出了全新美味椒麻雞肉塊。麻雞肉塊的色澤誘人，裹漿脆薄，椒麻酥香，層次豐富，肉感鮮嫩，大肉塊肉感強，椒麻鮮香令人回味無窮。酥麻感覺和鮮嫩香氣直擊靈魂，花椒的麻、雞肉的鮮，似不散的雲霧縈繞在口舌之間。無論是中式餐飲、學校團餐還是休閒快餐等場景，鳳祥椒麻雞肉塊都能憑借鮮嫩的口感和爽麻的味道驚艷四座快手料理的好幫手。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the reporting period, iShape accelerated its pace of expansion. Not only did it actively expand the track in leisure snacks, but it also ventured into the non-chicken protein field for the first time, continuously launching new products that are popular in the market, such as Alaska Crab Meat Sticks, Hand-Torn Chicken Breast Jerky, Slice of Chicken Breast Jerky, Crispy Chicken Breast Jerky, Light Lunch Meat Slices, Fried Chicken Legs with Sauce, Fried Chicken with Sauce, Thick-cut Crispy Meat, and Roasted Chicken Wing Roots.

優形在報告期內加速了擴容步伐，不但積極拓展休閒零食賽道，還首次涉足非雞肉蛋白領域，連續推出阿拉斯加蟹肉棒、手撕雞胸肉乾、一條雞胸肉脯、啱啱脆雞胸肉脯、輕食午餐肉切片、爆汁大雞腿、爆汁炸雞、厚切小酥肉、香烤雞翅根等頗受市場歡迎的全新產品。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ENVIRONMENT RESPONSIBILITY — PROVIDE GREEN ENERGY

We have always lived up to the original intention of “developing the industry to repay our country and the society”. We closely follow the pace of the Communist Party and the pulse of the times, dedicating to developing in a green and high-quality way. We successfully won the national “Green Factory” honour on top of the municipal and provincial “Green Factories”.

Standing at a new starting point, we will pay more attention to and actively respond to the national environmental-related policies. To achieve “carbon peaking” and “carbon neutrality” goals, we will start from the two aspects of “Resource Management” and “Emission Management” to constantly explore new paths of green science development.

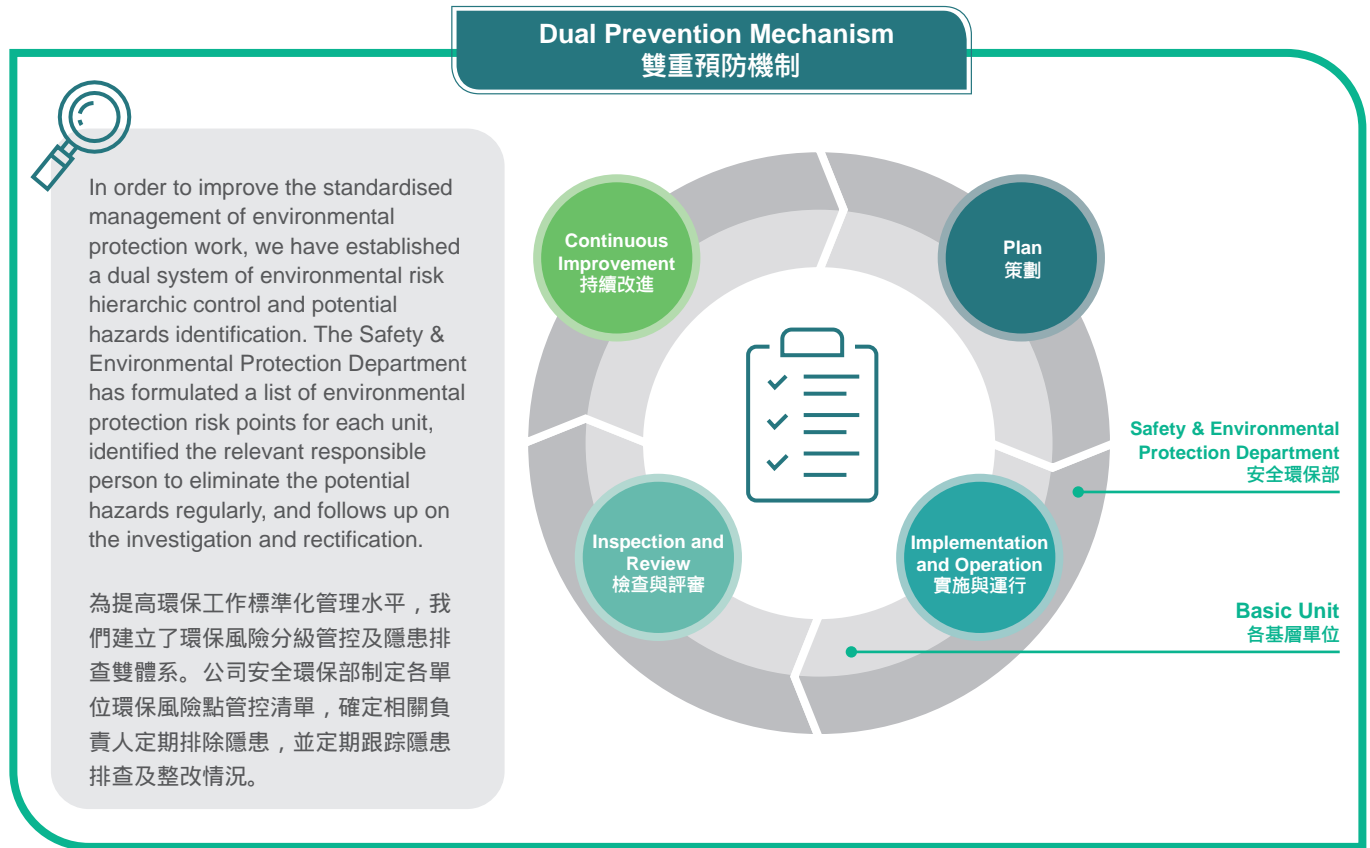
### 環境責任 — 提供綠色能量

我們始終踐行「實業報國，發展為民」的初心，緊跟黨的步伐，緊扣時代脈搏，走出了一條綠色高質量的發展道路。我們在取得市級、省級「綠色工廠」的基礎上，成功榮獲國家級「綠色工廠」榮譽。

站在新的起點，我們將更加關注並積極響應國家環境相關政策，為實現「碳達峰」與「碳中和」目標，我們從「資源管理」、「排放物管理」兩大方面著手，不斷探索綠色科學發展新路徑。

### “Two Hands” of Green Development

綠色發展的「兩隻手」



To develop in a sustainable, low carbon and eco-friendly way, we insist on the combination of “Cultural Guidance” and “Institutional Constraints”. We integrate the concept of “Energy Conservation and Emission Reduction” into all aspects of the production activities. Besides, we advocate “Green Supply Chain”, “Green Production”, “Green Logistics”, “Green Operation” and “Green Life”, striving to reduce resource consumption and three waste emissions from the source.

為貫徹落實低碳環保可持續發展，我們堅持「文化引領」與「制度約束」相結合。我們將「節能減排」理念融入到企業生產活動的方方面面，倡導「綠色供應鏈」、「綠色生產」、「綠色物流」、「綠色運營」、「綠色生活」，致力於從源頭降低資源消耗與三廢排放。

As compliance with laws and regulations relating to environmental protection is an ESG issue of great concern to us and our stakeholders, we strictly abide to the “Environmental Protection Law of the People’s Republic of China”, “Water Pollution Prevention and Control Law of the People’s Republic of China”, “Air Pollution Prevention and Control Law of the People’s Republic of China”, “Environmental Pollution by Solid Waste Prevention and Control Law of the People’s Republic of China”, “Energy Conservation Law of the People’s Republic of China” and other national environmental laws and regulations. Besides, we have formulated a series of rules and regulations, including the “Environmental Protection Management System”, “Sewage Tank and Sewage Pipe Network Cleaning System”, “Environmental Information Disclosure Management System”, which ensure the implementation of environmental protection measures, proper discharge and disposal of pollutants.

基於環境保護遵守是我們與各持份者均非常關注的 ESG 議題，公司始終時刻關注並嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國節約能源法》等國家環境相關法律法規，並依據上述法律法規，制定了一系列規章制度，包括《環境保護管理制度》、《污水池及污水管網清理制度》、《環境信息披露管理制度》，加速環保措施的有效落實、排放和棄置污染物的妥善處理。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the reporting period, we have not violated any laws or regulations related to environmental protection. Besides, we have not received any administrative penalties for environmental protection or any environmental-related complaints.

在報告期間，本公司未發生環保行政處罰情況，未違反環保相關法律法規，亦未接到環境相關投訴。

### Certificate of Environmental Management System

### 環境管理體系認證

During the reporting period, the Company and its subordinate Fengxiang Food Development and Fengxiang Industrial have successfully passed the certification audit of ISO14001:2015 Environmental Management System. ISO14001:2015 System has helped us to assess environmental impacts. Its eco-design concept encourages us to use renewable energy and clean production processes. In this way, we are able to produce environmentally friendly, green and low-carbon products.

本報告期間，公司及下屬鳳祥食品發展及鳳祥實業三家公司均順利通過ISO14001：2015環境管理體系的審核認證。ISO14001：2015體系幫助我們衡量環境影響，並通過生態設計，助力使用可再生能源和清潔生產過程，生產環保、綠色、低碳的產品。



Environmental Management System Certificate  
環境管理體系認證證書

### Resource Management

### 資源管理

We implement the concept of “Energy Conservation” to reduce the consumption of resources from the source. We advocate employees to save resource and optimise the structure and management of resource use. Meanwhile, we are constantly exploring new ways of resource recycling to improve the efficiency of resource use.

我們貫徹落實「節能」理念，倡導員工節約資源，優化資源使用結構，強化資源使用管理，從源頭減少資源消耗。同時，我們不斷探索資源循環使用新路徑，致力於提高資源使用效率。



Integrated Control Platform for Energy Management  
安全能源一體化管控平台

### Integrated Control Platform for Energy Management

We have established an integrated control platform for energy management. We have realised energy saving through real-time monitoring and managing of the resources. The platform can collect, statistic and analyse water, electricity, steam, natural gas and other resource consumption data in real time. Besides, it can visualise the analysis results of real-time monitoring, energy performance, early warning, energy consumption equipment, energy-saving space management and so on. In this way, the platform can help managers grasp the energy consumption accurately, formulate energy-saving plans scientifically and respond to abnormal energy consumption quickly.

### Energy management system certification

During the reporting period, the Company successfully passed the audit and certification of GB/T23331:2020 Energy Management System. ISO23331:2020 integrates various means and measures of energy management into an organic whole, comprehensively and systematically planning, implementing, inspecting, and improving various energy management activities, implementing full process management, thereby to achieve the best energy-saving effect.

### 安全能源一體化管控平台

我們已建立了安全能源一體化管控平台，通過對資源的實時監控管理，達到節能降耗的目的。該平台實時採集、統計和分析水、電、蒸汽、天然氣等資源消耗數據，並以可視化方式呈現實時監控、能源績效、能耗預警、能耗設備、節能空間管理等數據分析結果。平台高效幫助管理者準確掌握公司能耗情況，輔助其科學制定節能計劃，並快速響應異常能源消耗。

### 能源管理體系認證

本報告期間，公司順利通過GB/T23331：2020能源管理體系的審核認證。ISO23331：2020使能源管理的各項手段和措施形成一個有機整體，全面系統地策劃、實施、檢查和改進各項能源管理活動，實施全過程管理，以期獲得最佳的節能效果。



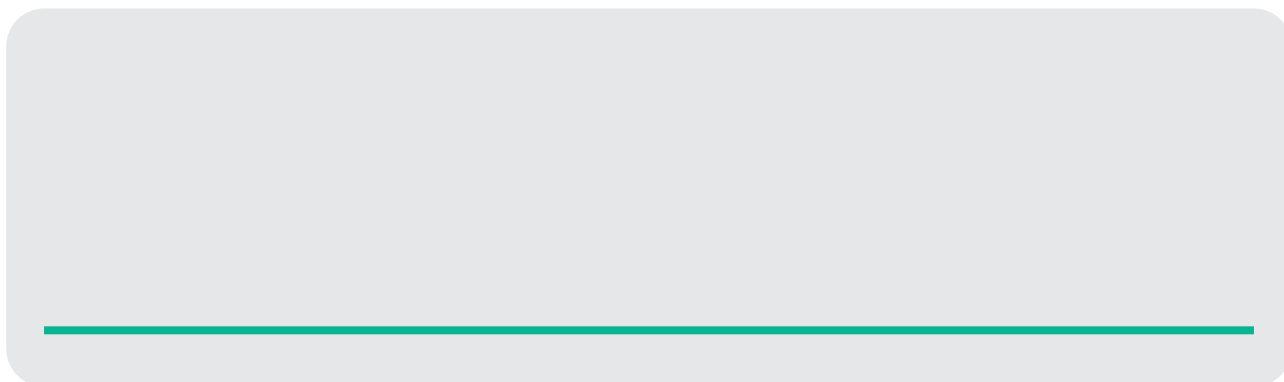
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Energy Management

能源管理

能源管理目標



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

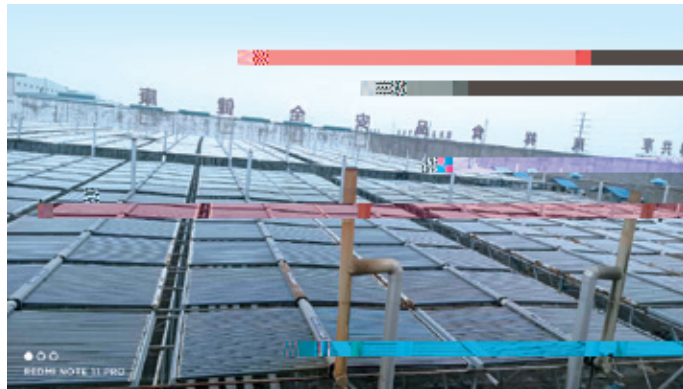
### 能源結構綠色轉型

#### Solar Collectors

The application of renewable energy helps us to implement the goal of “Carbon Peaking” and “Carbon Neutrality”. It is a green and low-carbon transformation. We actively promote the use of renewable energy to reduce the consumption of traditional energy. For example, we have installed 1,190 groups of solar energy heating system and use solar collectors to collect solar heat, which fully convert renewable light energy into heat energy. This application optimised the energy structure of our Company. Statistically, the system can produce 357 tons of hot water at 60°C per day, which can be used for the slaughtering and processing of broiler chicken and the cleaning of tools. The effective application of solar collectors can save more than 16,800 tons of steam and more than 2,800 tons of coal for the Company every year, and can reduce the sulfur dioxide emissions by approximately 67.2 tons and nitrogen oxide emissions by 19.6 tons per year, which creates great economic and social benefits for the Company.

#### 太陽能集熱設備

可再生清潔能源的使用有助於落實「碳達峰」、「碳中和」目標，實現綠色低碳轉型發展。我們積極推進可再生能源的使用，以減少傳統能源的消耗。我們共安裝太陽能集熱器1,190組，利用太陽能集熱設備採集太陽能熱量，將可再生光能充分轉化為熱能，優化公司能源使用結構。該系統可日產60°C的熱水357噸，產出的熱水用於公司肉雞的屠宰加工、工器具的清洗。太陽能集熱設備的有效應用每年可為公司節約蒸汽16,800餘噸，節約燃煤2,800餘噸，每年可減少二氧化硫排放量約67.2噸，減少氮氧化物排放量19.6噸，為公司創造了良好的經濟效益和社會效益。



Solar Collectors  
太陽能集熱設備

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### LED Lights

We have upgraded lighting systems to LED lights in our offices, factories and other areas. Compared with ordinary lights, LED lights have significant advantages, such as eco-friendly, energy saving and a longer life, which are the representative of "green lighting". The upgrade of lighting system can save electricity, which can protect the environment and reduce the cost of energy for the Group at the same time.

### Boiler Heat Recovery Equipment

We have installed waste heat recovery devices on heat transfer oil boilers and steam boilers. Waste heat recovery is an important technology to improve energy efficiency and protect the environment. We use the temperature of the flue gas and heat transfer oil recovered by the devices to heat the water, which can greatly reduce the consumption of natural gas.



The diesel used by transport vehicles is our main energy consumption. As at December 31, 2023, we have 206 diesel trucks to transport our farmed chickens. In recent years, both the society and the country have promoted the green transformation of automobiles. The Company is also making efforts to respond to the replacement of diesel transport vehicles with more environmentally friendly new energy vehicles. We have replaced all the forklifts we used with electric forklifts to reduce air pollution to the society.

During the Year, we invested approximately RMB2,184,000 in upgrading our energy-consuming equipment. We hope our energy consumption will be reduced by investing more resources in equipment upgrades, thereby reducing our total annual air pollutant and greenhouse gas emissions so that we can gradually move towards achieving our country's "Carbon Neutrality" vision for the future.

### 耗能設備綠色升級

#### LED燈

我們對公司辦公場所及各車間照明系統進行了節能改造。相較於普通照明設備，LED燈具有環保、節能、壽命長等顯著優勢，是「綠色照明」的代表。我們使用LED燈替代普通照明燈，可達至節省用電，踐行低碳環保的同時，也為集團降低了能源消耗的成本。

#### 鍋爐餘熱回收設備

我們在導熱油鍋爐及蒸汽鍋爐上安裝了餘熱回收裝置。餘熱回收是提高能源利用率和保護環境的重要技術。我們利用餘熱回收裝置回收的煙氣及導熱油的溫度給水加溫，從而減少天然氣的使用。



### 運送車輛綠色轉型

運送車輛使用的柴油屬於我們主要的能源耗量，截至2023年12月31日，我們擁有206台柴油貨車以供運輸我們的養殖雞隻。近年社會和國家均推動汽車綠色轉型，公司也正在努力響應利用較環保新能源車替代柴油運輸車輛，我們已將所有使用的叉車全部換成電動叉車，從而減少對社會的空氣污染。

本年度，我們投入於耗能設備升級的金額大約人民幣2,184,000元。我們希望透過大力投放資源進行設備升級可使我們的耗能降低，從而降低公司年度的總空氣污染物及溫室氣體的排放量，以逐步邁向實現國家的未來「碳中和」憧憬。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 減少生產能耗措施

#### *Electricity Saving Measures*

In order to save electricity, we have combined the freezing room to reduce the number of compressor units running. We use the freezer system to accurately control the product temperature and shorten the starting time of the compressor. In addition, in order to enhance the cooling efficiency, we have increased the evaporator defrosting frequency. We have also rationalised the operation time of the machine units in line with the production and order requirements to increase productivity and minimise power consumption, thus reducing the burden of electricity and cost. Moreover, We have installed axial fans in the control room of the new cooked food factory to reduce the temperature of the control room and to reduce the use of air conditioning so as to save electricity.

#### *Steam Saving Measures*

In order to reduce the use of steam, our feather milling workshop will reuse the steam from the steam recovery machine, which will be recycled together with the residual heat from the protein milling workshop to the solar collector water tank to supplement the hot water in the solar tank for slaughtering and processing of broilers and cleaning of industrial appliances. The gas boiler was originally equipped with an energy-saving device, but based on the exhaust temperature and the latest waste heat recovery technology, we have installed a secondary energy-saving device in boilers with high exhaust temperature. The water temperature will increase by about 5°C after the installation of the energy savers, thus reducing the use of natural gas.

#### *節約用電措施*

為節省電能使用，我們將速凍間合並，以減少壓縮機組運行數量。我們透過速凍系統精準管控產品溫度，縮短壓縮機開機時間。此外，為增強製冷效率，我們增加了蒸發器沖霜頻率。我們亦結合生產及訂單需求，更合理安排機組運行時間，以提高生產率並最大限度降低生產耗電情況，減低用電和電費負擔。而熟食新工廠製冷控制室亦加裝軸流風機換風，以減低控制室溫度，減少使用空調冷氣，以達至節約用電。

#### *節約用蒸汽措施*

為減低蒸汽使用，我們的羽毛粉車間會再次利用蒸汽回收機的蒸汽，與蛋白粉車間的餘熱共同回收到太陽能集熱水箱，以補充用太陽能水箱內的熱水用作肉雞的屠宰加工、工器具的清洗。燃氣鍋爐原已加裝節能器，而我們根據排煙溫度，根據最新餘熱回收技術，在排煙溫度高的鍋爐加裝二次節能器，在加裝節能器後水溫會提升大約5°C左右，從而減少天然氣的使用。

The “14th Five-Year” Plan for Energy Development of Liaocheng City (Draft for Comments) released by the Liaocheng City Development and Reform Commission clearly stipulates that Yanggu County will implement “Photovoltaic +” projects. The project requires to carry out photovoltaic pilot work in the whole county. Compared with traditional thermal power generation systems, photovoltaic has a short construction cycle without risk of depletion and air pollution emissions, and is a high-quality clean energy. We actively respond to the “14th Five-Year” Plan. We are discussing and preparing for construction of photovoltaic power generation equipment to reduce the consumption of fossil energy and the emission of various air pollution and greenhouse gases. In recent years, we have continuously adjusted the energy structure, hoping to feed back the surplus power to the community grid through its own new energy generation to promote sustainable development. The Company expects that if the solar photovoltaic power generation project is implemented, the installed capacity of the park and each chicken farm will be about 147 MW. If all the power generation equipment is installed, the annual capacity of power generation will be 162,000,000 kWh. If the installed capacity reaches 40%, it is expected to reduce energy consumption intensity by approximately 9.9% and greenhouse gas emission intensity by 12.8%. At present, the photovoltaic projects of various food factories in Fengxiang have completed project registration and are planned to be implemented after approval by the power company.

### 能源規劃

聊城市發展和改革委員會發佈的聊城市能源發展「十四五」規劃明確了在陽谷縣因地制宜，實施「光伏+」工程，開展整縣光伏試點工作。光伏發電建設周期短，相較於傳統火力發電系統，沒有枯竭的風險且無污染排放，是高質量清潔能源。公司將積極響應「十四五」規劃，公司正在討論和計劃籌建光伏發電設備，以減低對化石能源的使用和各種空氣污染物與溫室氣體的排放，不斷調整能源結構，並希望透過自身新能源發電將多餘電力回饋社區電網，助力可持續發展。公司預計如投入實施太陽能光伏發電項目，園區及各雞場裝機容量約147MW，如果按容量全部安裝發電設備可供年發電量162,000,000 kWh。如按照40%裝機量，預計可減少能耗強度約9.9%，減少溫室氣體排放強度12.8%。目前，鳳祥各食品廠光伏項目已完成項目備案，計劃待電力公司批准後實施。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 能源耗量數據列表

Energy Consumption 2023 <sup>1</sup> 能源耗量 2023 <sup>1</sup>	Unit 單位	2022 2022年	2023 2023年	Change <sup>5</sup> 變動 <sup>5</sup>
<b>Fuel Consumption</b>				
<b>燃料使用量</b>				
Gasoline <sup>2</sup> 汽油 <sup>2</sup>	Liters 公升	—	—	—
Diesel 柴油	Liters 公升	1,718,820	1,767,489	+3%
LPG 液化石油氣	Kilogram 千克	1,810	—	-100% <sup>6</sup>
Natural Gas 天然氣	Cubic meters 立方米	26,030,403	27,911,410	+4%
<b>Energy Consumption<sup>3</sup></b>				
<b>能源消耗量<sup>3</sup></b>				
Total Direct Energy Consumption 直接能源消耗量	'000 kWh 千個千瓦時	290,659	310,841	+7%
Total Indirect Energy Consumption — Electricity Purchase 間接能源消耗量—電力購入	'000 kWh 千個千瓦時	217,281	229,791	+6%
Total Energy Consumption 能源總消耗量	'000 kWh 千個千瓦時	507,940	540,632	+6%
Total Energy Consumption Intensity <sup>4</sup> 能源總消耗密度 <sup>4</sup>	'000 kWh/million RMB in revenue <sup>7</sup> 千個千瓦時 人民幣 每百萬元收入 <sup>7</sup>	100	105	+5%

Notes:

- In order to obtain a better understanding of our energy consumption by investors, we have updated descriptions on energy and fuel as disclosed in the above table.
- During the reporting period, the Company did not have any gasoline vehicles.
- Energy consumption is based on direct and indirect energy consumption amount obtained. And, it is calculated according to conversion equivalents in Appendix III of the "Energy Data Manual issued by the International Energy Agency".
- The "Intensity" ratio in this report choose "'000 kWh/million RMB in revenue for the reporting period" as an indicator.

註：

- 為能更好令投資者了解我們的能源消耗，我們已對上表所披露的能源及燃料描述進行更新。
- 本報告期間，公司未擁有任何使用汽油的車輛。
- 能源消耗量根據獲取的直接能源、間接能源耗量及《國際能源署發出的能源數據手冊》附錄三單位及轉換當量計算。
- 本報告中「密度」比率均選用報告期間「人民幣每百萬元收入」作為指標。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

- |  |   |
|--|---|
| <p>5. The Company will explain the reasons for the difference of more than 20% between the 2023 data and the 2022 data.</p> <p>6. During the reporting period, no LPG has been used by the Group.</p> <p>7. The sales revenue of the Group for 2022 was RMB5,085,790,000 and that for 2023 was RMB5,134,413,000.</p> | <p>5. 本公司會就2023數據與2022年數據差異變動超過20%的解釋原因。</p> <p>6. 集團本報告期間已沒有使用液化石油氣。</p> <p>7. 集團2022年度銷售收入為人民幣5,085,790,000元，而2023年度銷售收入為人民幣5,134,413,000元。</p> |
|--|---|

### 能源管理目標實施情況對比

In our 2021 ESG report, we explained that the Company voluntarily set consumption reduction targets with a baseline of the energy use in 2020. Each year, we compare the actual energy intensity of the reporting year with the energy intensity of the baseline year in real time, so that we can make corrections in real time. Please refer to the chart below for details:

我們在2021年度的ESG報告中說明，公司自願以2020年的能源使用情況為基線設立減耗目標。我們每年度將實時對報告年度實際能源使用強度與基線年度的能源使用強度進行對比，以便我們能實時進行修正工作，詳情請參考下列圖表：

#### Energy Consumption 2023 and Baseline (2020 Emission) Consumption Reduction Targets

Reduction Targets 能源耗量2023與基線 (2020年排放量)減耗目標	Unit 單位	2020 2020年	2023 2023年	Change 變動
Total Energy Consumption 能源消耗量	'000 kWh 千個千瓦時	443,208	540,632	22%
Total Energy Consumption Intensity 能源消耗密度	'000 kWh/million RMB in revenue <sup>1</sup> 千個千瓦時 人民幣 每百萬元收入 <sup>1</sup>	114	105	-8%

Note:

1. Sales revenue of the Company increased from RMB3,901,615,000 in 2020 to RMB5,134,413,000 in 2023.

註：

1. 本公司2020年度銷售收入由人民幣3,901,615,000元增至2023年度人民幣5,134,413,000元。

Going forward, we will continuously monitor our energy management targets to ensure that we can achieve the target percentage reduction as expected within the timeframe we set.

展望未來，我們將持續對能源管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。

### Water Resource Management

### 水資源管理

#### 水資源管理目標

#### 水資源管理目標



社會對可持續發展日益關注，為響應我國2030年實現碳達峰，2060年實現碳中和的偉大願景，及包括香港聯交所在內各類監管機構的號召，公司自願以2020年的水資源使用情況為基綫設立減耗目標。我們以耗量 收入的方式設立減耗目標。

基綫及背景



涵蓋公司上市範圍內所有實體，包括鳳祥股份、鳳祥實業、優形食品科技、鳳祥食品發展、禹城鳳鳴及日本鳳祥

實體範圍



涵蓋公司實體範圍內所有用水

能源使用範圍



至目標年，  
水資源用強度\*  
減少30%

預期效果



2030年

達成時間

\*水資源使用強度指水資源耗量 收入比

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

We advocate our employee to save water and put up water-saving posters in water-using and public areas. During the reporting period, we strengthened the supervision of water use and conducted regular assessments of water use in each unit. Then, we would carry out corresponding rectification or rewards according to the assessment results to motivate employees to save water spontaneously.

We pay attention to major water usage and water equipment in real time, and rapidly respond to abnormal situations, so as to reduce water waste. Meanwhile, we continue to actively carry out water-saving upgrading of production equipment that consumes water to improve the efficiency of water utilisation. For example, we have built a new wastewater treatment tank for our new cooked-food factory to recycle and reuse wastewater, thereby reducing the pollution to environment caused by wastewater. The thawing of our products is switched from thawing tanks to bubble thawing machines, which has reduced the consumption of thawing in tons by about 20%. We also changed the rinse water from reverse osmosis water to raw water in our cooked-food factory, while renovated the pipeline of rinse return water in the quickfreezing room to reduce water consumption. We gradually use lake water for cooling in respect of refrigeration and evaporative cooling. Our farms were retrofitted with wet curtain wells in summer to reduce use of groundwater.

### 加強用水監管

我們培養員工的「節水」理念，在用水設備及公共區域張貼節水宣傳海報。本報告期間，我們加強用水監管力度，對各單位用水情況進行定期考核，並根據考核結果進行相應整改或給予獎勵，激勵員工自發節水。

### 具體節約用水措施

我們實時關注重點用水環節、用水設備，對異常情況進行快速響應，減少水資源浪費。同時，我們不斷積極地對用水環節的生產設備進行節水改造，以提高水資源的利用效率。例如，我們熟食新工廠方面已新建設廢水處理池，進行廢水回收再利用，以減低廢水對環境造成污染。我們產品化凍由化凍槽改用氣泡解凍機，化凍噸耗減少約20%。我們在熟食工廠將沖霜水由反滲透水改為原水，而速凍間沖霜回水管道改造，以減低水資源耗用量。製冷蒸發冷逐步使用湖水進行冷卻降溫。我們的養殖場在夏季完成濕簾井改造，以減少地下水的使用量。



### Case: Key Processes Control — Thawed Water 案例：重點工序的管控 – 化凍用水

In terms of the high per consumption of thawed water problem in the Second Workshop of the First Production Department, the Equipment Department held an on-site meeting with the First Production Department. They decided to try pre-cooled machine thawing scheme. They used the hoist loading to test the thawing effect and water consumption of the scheme to analyse the feasibility.

針對生產一部二車間化凍用水單耗較高的問題，設備部組織生產一部召開現場會議，擬使用預冷機化凍方案。我們利用提升機上料，測試該方案的化凍效果及耗水量，並分析該方案的可行性。



Organise benchmarking studying  
安排組織對標學習



The Equipment Department  
organised the meeting  
設備部組織會議



The hoist installed  
提升機已安裝完成

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

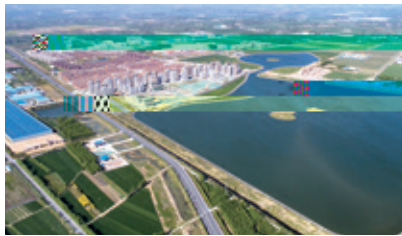
### 水源規劃

We have 7 water source wells at present. In order to implement the “Shandong Province Groundwater Over-exploitation Area Comprehensive Improvement Implementation Plan”, which aims to strengthen the management of groundwater resources, the Company has already shut down some deep groundwater wells, with 13 water source wells shut down in 2023. The Company intends to use surface water to meet non-production water needs and third-party water supply (including municipal water supply) to meet the living needs of employees. Fengxiang Industrial, a subsidiary of the Company, acquired the relevant facilities of the Yanggu No. 2 Sewage Treatment Plant to treat the sewage from the broiler breeding, cleaning and processing links. The facilities can convert the sewage into bio-sludge and pure water, which minimise the Company’s impact on the environment.

公司現有7口水源井，為貫徹落實《山東省地下水超採區綜合整治實施方案》，加強地下水資源管理，公司已逐步關停部分地下水井，在2023年度已封停13口水源井。公司利用地表水滿足非生產環節用水需求，利用協力廠商供水(包括市政供水)滿足員工生活需要。子公司鳳祥實業收購了陽谷縣第二污水處理廠相關設施資產，以便專門處理本集團肉雞飼養、清潔及加工環節的污水，使污水轉化為生物污泥和純淨水，盡可能降低本公司環境造成的影響。



Automatic Integrated Water Purifier  
全自動一體化淨水器



Reservoirs Proposed to Be Use  
擬利用水庫化淨水器



The Company's Water Source  
Wells Being Closed  
公司水源井封井

The comparison chart for annual water consumption is as follows:

以下為年度耗水量對比表格：

Water Consumption in 2023 2023年度耗水量	Unit 單位	2022 2022年	2023 2023年	Change 變動
Total Water Consumption 總耗水量	tonnes 噸	2,653,581	2,973,017	+12%
Total Water Consumption Intensity 總耗水密度	tonnes/million RMB in revenue <sup>1</sup> 噸 人民幣 每百萬元收入 <sup>1</sup>	522	579	+11%

Note:

註：

1. The sales revenue of the Group for 2022 was RMB5,085,790,000 and that for 2023 was 5,134,413,000.

1. 集團2022年度銷售收入為人民幣5,085,790,000元，而2023年度銷售收入為人民幣5,134,413,000元。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 水資源管理實施情況對比

As stated in our 2021 ESG report, the Company has voluntarily set a reduction target with a baseline of the water consumption in 2020. Each year, in order to determine any necessary adjustments, we will compare the actual water consumption intensity of the reporting year with the energy use intensity of the baseline year, details of which is presented in the following chart:

我們在2021年度的ESG報告中說明，公司自願以2020年的水資源使用情況為基線設立減耗目標。我們每年度將實時對報告年度實際水資源使用強度與基線年度的能源使用強度進行對比，以便我們能實時進行修正工作，詳情請參考下列圖表：

#### Water Consumption in 2023 and Baseline

##### (2020 Discharge) Consumption Reduction Target

水資源耗量2023與基線

(2020年排放量)減耗目標

	Unit	2020	2023	Change
	單位	2020年	2023年	變動
Total Water Consumption	tonnes	1,683,717	2,973,017	+77%
水資源消耗量	噸			
Total Water Consumption Intensity	tonnes/million	431	579	+34%
水資源消耗密度	RMB in revenue <sup>1</sup> 噸 人民幣 每百萬元收入 <sup>1</sup>			

Looking forward, we will monitor our water management targets to ensure that we maintain targeted percentage of reduction which we can achieve within the given time.

展望未來，我們將持續對水資源管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。

Note:

註：

- The sales revenue of the Company increased from RMB3,901,615,000 for 2020 to RMB5,134,413,000 for 2023.

- 本公司2020年度銷售收入由人民幣3,901,615,000元增至2023年度人民幣5,134,413,000元。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Eco-friendly Packages

We advocate to reduce the use of packages and choose eco-friendly and recyclable packages. Under the premise of meeting the functions of protection, convenience and sales, we minimise the amount of packaging materials and select degradable new packaging materials. We replaced the oil-ink printers with water-ink printers to print packages. The oil-ink emits a low concentration of volatile organic gas (VOC), whereas water-ink, being a dissolving carrier, hardly emit VOCs to pollute the atmospheric environment during the production or printing process.

### 環保包裝

我們倡導包裝減量化、環保化、可循環使用化。我們在滿足保護、方便、銷售等功能的前提下，盡量減少包裝材料的用量，選用可降解新型包裝材料。我們已將印刷包裝的油墨印刷機更換為水墨印刷機。油墨會散發出低濃度揮發性有機氣體(VOC)，水墨作為溶解載體，無論是生產還是印刷過程，幾乎不會散發 VOC，不會對大氣環境造成污染。

### Packaging Material Consumption in 2023

2023年度包裝材料使用量	Unit 單位	2022 2022年	2023 2023年	Change 變動
Total Packaging Material Consumption <sup>1</sup> 包裝材料使用總量 <sup>1</sup>	tonnes 噸	6,439	9,250	-44% <sup>2</sup>
Packaging Material Consumption Intensity 包裝材料使用密度	tonnes/million RMB in revenue <sup>3</sup> 噸 人民幣 每百萬元收入 <sup>3</sup>	1.3	1.8	-42%

Notes:

- The packaging materials used by the Company include paper packaging, plastic packaging, foam packaging and woven bags.
- The difference in the amount of packaging materials used compared to 2022 was mainly due to that the packaging material statistics ledger for 2022 is incomplete, and some packaging materials have not been counted. The relevant ledger was improved in 2023..
- The sales revenue of the Group for 2022 was RMB5,085,790,000 and that for 2023 was RMB5,134,413,000.

註：

- 本公司使用的包裝材料包括紙質包裝、塑料包裝、泡沫類包裝、編織袋。
- 對比2022年度出現包裝材料使用量差異的主要原因是2022年度的包裝材料統計台賬不完善，部分包裝材料未進行統計，2023年度對相關台賬進行完善。
- 集團2022年度銷售收入為人民幣5,085,790,000元，而2023年度銷售收入為人民幣5,134,413,000元。



The Water-ink Printers  
水墨印刷機

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Emission Management

We are committed to reducing the negative impact of our production processes on the environment and climate. To reduce the generation of waste gases, greenhouse gases and other wastes from the source, we constantly explore new ways to reduce emissions. At the same time, we pay attention to the treatment and disposal of emissions to ensure that national emission standards are met.

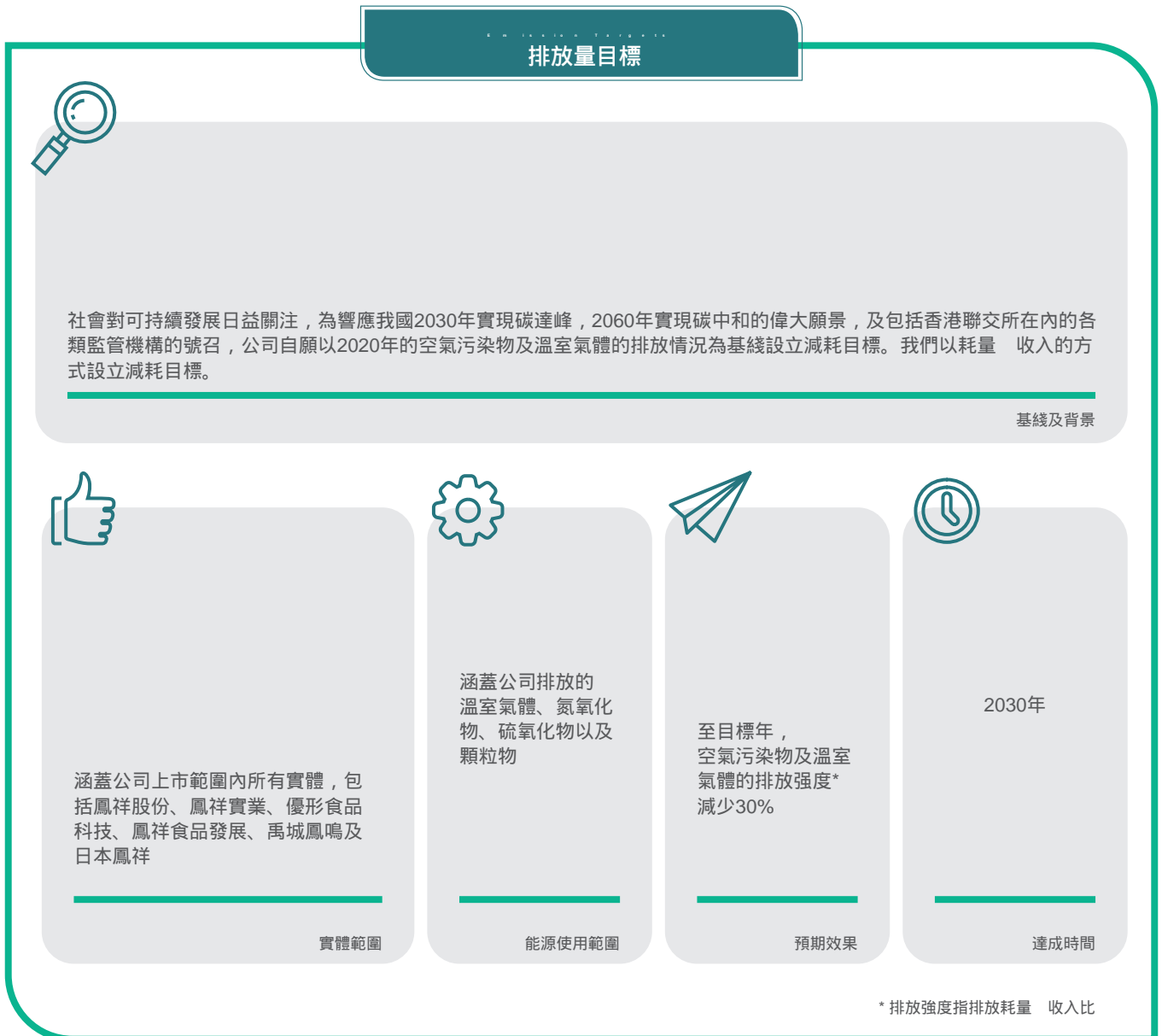
### 排放物管理

我們致力於降低生產經營過程對環境、氣候產生的負面影響。我們注重從源頭減少廢氣、溫室氣體及廢棄物的產生，不斷探索減排新路徑。同時，我們關注排放物的治理與處置，確保達到國家排放物標準。

### Gas pollution prevention and treatment

### 氣體污染防治

### 排放量目標



Our emissions of waste gases and greenhouse gases are mainly due to the combustion of fuels during production and the use of vehicles. The effective application of renewable energy reduces the consumption of traditional fuels. In this way, it greatly reduced the emissions of waste gases and greenhouse gases. We continue to promote the green transformation of the energy structure. According to statistics, the use of the solar thermal equipment can reduce the sulfur dioxide emissions by 67.2 tons and nitrogen oxide emissions by 18.2 tons per year.

We encourage employees to travel with low carbon, take public transportation such as shuttles, and reduce air travel. We check the Company's vehicle emissions every year. Besides, the vehicles that have reached the end of their life will be scrapped. Diesel used in vehicles is our major energy consumption. As of the Year, we had 206 diesel trucks in use for chicken transportation. China has been promoting the green transformation of vehicles across the whole country in recent years, and the Company also responded to such calls by replacing diesel vehicles with environmental-friendly new energy vehicles. All forklifts in use have been replaced with electric forklifts to reduce air pollution to the society. We have introduced new energy equipment such as electric forklifts to replace traditional fuel vehicles within the area. In terms of product logistics, the Company adheres to the principle of low carbon.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

To achieve the “30 • 60” goal, we implement the concept of “Low Carbon” and take multiple measures. We have implemented paperless office and advocated for employees to print on both sides, effectively reducing paper waste. Besides, we use ammonia to provide cooling air to our plants and offices, as the global warming potential of ammonia refrigerants is extremely low. During the Year, we also installed axial fans in the refrigeration control room within the area to lower down the temperature thereof to save electricity consumption. In addition, our facility management department also fine-tuned the management of the refrigeration system in the cold storage plant, and all these measures had enabled us to reduce refrigerant consumption. Despite the reduction of prevention and control measures for the COVID-19 pandemic and the gradual resumption of normal business transactions in 2023, we still encouraged employees to meet online and reduced the frequency of employees traveling for business. During the Year, the indirect carbon emissions due to the air travel for business rose from 56 tonnes to 85 tonnes, an increase of about 52%. We planted more than 600 large trees within the plants and around the office buildings to reduce carbon dioxide.

### 綠色辦公

我們貫徹「低碳」理念，多措並舉，致力實現「30 • 60」目標。我們已實施無紙化辦公，並倡導員工雙面打印，有效減少紙張使用。我們使用氨氣為廠區、辦公區提供冷氣，氨氣製冷劑的全球變暖潛能極低。我們在本年度更於廠區內的製冷控制室加裝軸流風機換風，通過降低控制室溫度以節約用電量。此外，我們的設備管理部門亦對冷藏廠製冷系統進行精細化管理，上述措施均使我們減少了製冷劑的消耗。隨著2023年度開始新冠疫情的防控措施的減少並逐步恢復正常業務往來，儘管如此，我們仍然鼓勵員工線上會議，減少員工出外公幹頻率，本年度因空載出行公幹的間接碳排放由56噸上升至85噸，上升約52%。我們在廠區及辦公大樓種植了600餘棵大樹，以此減少空氣中的二氧化碳。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 排放物治理

We pay great attention to the relevant laws and regulations of the country and put emphasis on emission treatment to ensure that the waste gases and sewage discharged by the Company meet the national emission standards. In this way, we could minimise the adverse impact on the environment. We have promoted a pipe network system for the diversion of rainwater and sewage. Recently, all plants have obtained the permits of the processing of sewage. We treat key areas of sewage generation to meet the national sewage discharge standards. Each unit conducts daily inspections of the wastewater pipe network in the unit to ensure that the wastewater is not drained away. Besides, we regularly carry out sewage cleaning work to ensure that there is no floating matter on the upper layer of the wastewater drainline, no agglomeration on both sides, and no more sediment at the bottom.

我們時刻關注國家相關法律法規，重視排放物的治理，確保公司排放的廢氣、污水達到國家排放標準，從而降低對環境造成的不良影響。我們推進雨水與污水分流的管網系統，現各廠區均已完成辦理污水許可證的相關手續。我們對污水產生的重點環節進行污水處理以達到國家污水可排放標準。各單位對本單位內廢水管網進行日常巡查、保證廢水無外排，並定期開展清污工作，確保廢水管網上層無漂浮物，兩側無結塊，底部無較多沉澱物。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

We also focus on the treatment of waste gases. The security and environment protection department had developed and implemented a self-monitoring scheme to achieve strict management, and inspect, repair, maintain and upgrade waste gas treatment equipment, pipelines, valves and other equipment on quarterly basis. Moreover, the Company also stresses the transparency and management of the monitor information and maintains self-monitoring records for examination of all parties. In order to comply with the requirements of the permits of the processing of sewage, we also arrange qualified third-party institutions to test the waste gases and issue relevant reports. If there is any abnormality, we will find the cause in time and take corresponding treatment measures to ensure that the waste gas meets the standard.

我們重視廢氣的治理，安環部編製並實施自行監測方案，嚴格自行監測管理，在每季度組織對廢氣處理設備、管道、閘門等進行檢查、維修、保養和升級改造。同時，公司重視監測信息公開管理執行情況，並建立全自行監測檔案，以便各方核查。為符合排污許可證辦理要求，我們定期安排有資質的第三方機構對產生的廢氣進行檢測，並出具相關報告。如果出現超標現象，及時查找原因，採取相應的治理措施，確保廢氣達標排放。



### Case: Key Waste Gas Treatment — Packing Plant

#### 案例：重點廢氣治理 — 包裝廠

The packing plant is a key area of exhaust gas treatment. We have retrofitted its waste gases treatment equipment. Based on the original high efficiency water shower, low temperature plasma and oxidation bed to treat, we installed an organic waste gas catalytic combustion purification device. The device uses three combined processes of activated carbon adsorption concentration, hot air desorption and catalytic combustion to purify organic gases, which further reduces the emission of volatile organic gases (VOCs).

包裝廠是我們廢氣治理的重點區域，我們對其尾處理裝置進行了改造。我們在原有的高效水淋、低溫等離子和氧化床的基礎上，安裝了有機廢氣催化燃燒淨化裝置。該裝置採用活性炭吸附濃縮、熱空氣脫附和催化燃燒三種組合工藝淨化有機氣體，進一步降低了廢氣中揮發性有機氣體(VOC)的排放。



Organic Waste Gas Catalytic  
Combustion Purification Device  
有機廢氣催化燃燒淨化裝置

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 排放物數據列表

Emission Statistics 排放物統計	Unit 單位	2022 2022年	2023 2023年	Change 變動
<b>Main Air Pollution Emission Statistics</b>				
<b>主要空氣污染物排放統計</b>				
Nitrogen Oxides (NOx) 氮氧化物(NOx)	tonnes 噸	38.65	28.54	-26% <sup>3</sup>
Sulfur Oxides (SOx) 硫氧化物(SOx)	tonnes 噸	0.02	0.03	+50%
Particulate Matters(PM) 顆粒物(PM)	tonnes 噸	1.52	1.80	+18%
Total Emissions 總排放	tonnes 噸	40.19	30.37	-24% <sup>3</sup>
Total Emissions Intensity 總排放密度	Tonnes/million RMB in revenue 噸 人民幣 每百萬元收入	0.008	0.006	-25% <sup>3</sup>
<b>Greenhouse Gas Emission Statistics<sup>1</sup></b>				
<b>溫室氣體排放統計<sup>1</sup></b>				
Scope 1: Direct Emissions <sup>2</sup> 範圍一：直接排放 <sup>2</sup>	tonnes 噸	82,570	108,144	+31% <sup>4</sup>
Scope 2: Energy Indirect Emissions <sup>2</sup> 範圍二：能源間接排放 <sup>2</sup>	tonnes 噸	126	131	+4%
Scope 3: Other Indirect Emissions <sup>2</sup> 範圍三：其他間接排放 <sup>2</sup>	tonnes 噸	1,895	2,056	+8% <sup>5</sup>
Total Emissions 總排放	tonnes 噸	84,592	110,331	+30%
Total Emissions Intensity 總排放密度	tonnes/million RMB in revenue <sup>6</sup> 噸 人民幣 每百萬元收入 <sup>6</sup>	16.1	21.5	+33%

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Notes:

1. To fully show the greenhouse gas emissions of the Company, we divide greenhouse gas emissions into the following three scopes according to Appendix C2 to the Listing Rules:

"Scope 1" — Direct emissions from operations that are owned or controlled by the Company;

"Scope 2" — "Energy indirect" emissions resulting from the consumption of purchased or acquired electricity; and

"Scope 3" — All other indirect emissions that occur outside the Company, including disposal of paper waste and business travel by employees

2. Scope 1 greenhouse gases include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O). Scope 2 and 3 greenhouse gases include carbon dioxide (CO<sub>2</sub>).
3. The decrease in air pollutant emissions compared with 2022 was mainly because the Company has no additional need to use the diesel fuel generator in white-feathered chicken rearing in the year 2023.
4. The increase in Scope 1 greenhouse gas emissions compared with 2022 was mainly due to the increase of refrigerant usage and fuel for trucks by the Company in 2023.
5. The increase in Scope 3 greenhouse gas emissions compared with 2022 was mainly due to the higher number of official trips by air arising from the slowdown in epidemic prevention and control measures in 2023.
6. The sales revenue of the Group for 2022 was RMB5,085,790,000 and that for 2023 was RMB5,134,413,000.

### 註：

1. 為了更全面的展示公司溫室氣體排放的情況，我們根據《主板上市規則》附錄C2將溫室氣體排放劃分為以下三個範圍：

「範圍1」 — 涵蓋由公司擁有或控制的業務直接產生的溫室氣體排放；

「範圍2」 — 涵蓋來自公司內部消耗(購買回來的或取得的)電力；及

「範圍3」 — 涵蓋公司以外發生的所有其他間接溫室氣體排放，公司涉及棄置到堆填區的廢紙、僱員乘坐飛機出外公幹

2. 範圍一溫室氣體包括二氧化碳(CO<sub>2</sub>)、甲烷(CH<sub>4</sub>)、氧化亞氮(N<sub>2</sub>O)。範圍二及三溫室氣體為二氧化碳(CO<sub>2</sub>)。
3. 對比2022年度出現空氣污染物排放下降的原因主要是2023年度公司無需額外使用柴油發電機用於白羽雞飼養。
4. 對比2022年度出現範圍一溫室氣體排放上升的原因主要是公司與2023年度的製冷劑用量上升，以及貨車用油增加導致。
5. 對比2022年度出現範圍三溫室氣體排放上升的原因主要是2023年度公司因空載出行公幹的次數因疫情防控措施的減緩而上升。
6. 集團2022年度銷售收入為人民幣5,085,790,000元，而2023年度銷售收入為人民幣5,134,413,000元。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 排放量目標實施情況

We stated in our ESG report for 2021 that the Company voluntarily set reduction targets with a baseline of the air pollutant and greenhouse gas emissions in 2020. Each year, we will immediately compare the actual air pollutant and greenhouse gas emissions intensity during the reporting year with the energy use intensity for the baseline year so that we can make amendments in time. For details, please refer to the following chart:

我們在2021年度的ESG報告中說明，公司自願以2020年的空氣污染物和溫室氣體排放量情況為基線設立減耗目標。我們每年度將實時對報告年度實際空氣污染物和溫室氣體排放強度與基線年度的能源使用強度進行對比，以便我們能實時進行修正工作，詳情請參考下列圖表：

#### Emissions 2023 and baseline

##### (2020 emissions) reduction targets

排放量2023與基線

(2020年排放量)減耗目標

Unit

單位

2020

2020年

2023

2023年

Change

變動

#### Comparison of Air Pollutant Emissions

##### 空氣污染物排放量對比

Air Pollutant Emissions	tonnes	27.37	30.4	+4%
空氣污染物排放量	噸			
Air Pollutant Emissions Intensity	tonnes/million	0.007	0.006	-14%
空氣污染物排放量密度	噸 人民幣 每百萬元收入 <sup>1</sup>			

#### Comparison of Greenhouse Gas

##### Emissions

##### 溫室氣體排放量對比

Greenhouse Gas Emissions	tonnes	186,120	110,331	-43%
溫室氣體排放量	噸			
Greenhouse Gas Emissions Intensity	tonnes/million	47.7	21.5	-56%
溫室氣體排放量密度	噸 人民幣 每百萬元收入 <sup>1</sup>			

Looking forward, we will continue to monitor the air pollutant emissions management target to ensure that we can maintain the percentage of reductions required to meet the set target within the set achievement time.

展望未來，我們將持續對空氣污染物排放量管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。

Note:

註：

1. The Company's sales revenue for 2020 increased from RMB3,901,615,000 to RMB5,134,413,000 for 2023.

1. 本公司2020年度銷售收入由人民幣3,901,615,000元增至2023年度人民幣5,134,413,000元。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Waste Control

We uphold the principle of “Classified Collection, Comprehensive Utilisation and Proper Disposal” for the treatment of solid waste. We set up “recyclable” and “non-recyclable” garbage cans in the production, office and living area. Waste residues that contain special hazardous substances, highly toxic substances and radioactive wastes shall be placed in a specific storage place and marked with warning signs.

### 廢棄物防治

我們對固體廢棄物的處理秉持「分類收集、綜合利用、合理處置」的原則。我們在生產區域、辦公區及生活區域設立雙垃圾桶，分別做出「可回收」、「不可回收」標識。含特殊有害物質、劇毒物質和放射性廢物等廢渣，投放於特定的存放場所，並標識相應的警示標誌。

### 減廢目標

#### 減廢目標



社會對可持續發展日益關注，為響應我國2030年實現碳達峰，2060年實現碳中和的偉大願景，及包括香港聯交所在內的各類監管機構的號召，公司自願以2020年的廢棄物的排放情況為基綫設立減排目標。我們以排放/收入的方式設立減排目標。

基綫及背景



涵蓋公司上市範圍內所有實體，包括鳳祥股份、鳳祥實業、優形食品科技、鳳祥食品發展、禹城鳳鳴及日本鳳祥

實體範圍



涵蓋公司排放的有害廢物和無害廢費廢棄物

能源使用範圍



至目標年，廢棄物排放強度\* 減少30%

預期效果



2030年

達成時間

\* 排放強度指排放耗量 / 收入比

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

We set up hazardous waste garbage storage room in each factory area. Each unit should contact with responsible department to entrust qualified institutions to deal with the hazardous waste generated in the production process. They also should report to the department of Safety & Environmental Protection Department and track the disposal process to ensure that the treatment of hazardous waste is legal. Our hazardous waste management plan for the year has been reported in the hazardous waste information management system and dynamically controlled.

Non-hazardous waste from our operations mainly include waste plastic paper, waste cartons, waste layered cloth, waste woven bags, scrap iron and others. We classify and treat waste. Besides, we combine “Source Reduction” and “Waste Transfer” to reduce the impact of non-hazardous waste on the environment. In order to treat non-hazardous waste from the source, we post posters such as “Save Paper” and “Clear Your Plate” in public areas to promote the rational use of resources. We strengthen resource procurement and management to reduce the unnecessary waste of resources.

Our plant construction uses durable, recyclable and eco-friendly materials, such as high-strength steel and 316L stainless steel, to reduce the generation of construction waste. We carry out strict classification of decoration waste and old decoration materials. The construction waste that no longer be used will be recycled by qualified companies. During the year, construction waste was generated due to the renovation project of chicken farms, but since only a small amount of construction waste was generated by the relevant renovation project, and the relevant construction waste was used by the surrounding villages and towns for recycling, the construction waste had less impact on our non-hazardous waste generation and we did not make specific statistics on the amount of relevant construction waste discarded.

We sort solid waste. We recycle waste as much as possible and dispose non-recyclable waste by qualified companies. We also standardise the management of solid waste production and storage sites in accordance with the national requirements for standardized management of solid waste and the inspection requirements of environmental protection departments at all levels. The administrative departments of each business department are responsible for the compliance transfer and disposal of solid waste to ensure that the disposal unit has the qualification and capacity to dispose of. The safety and environmental protection department of the Company shall inspect the management of solid waste on a monthly basis, and the inspection results shall be included in the assessment.

### 有害廢棄物

我們在各個廠區設立危廢暫存間。生產過程中產生的有害廢棄物由業務部門委託有處理資質的單位進行處理，並向安全環保部報備，各單位監督有害廢棄物的處置，確保有害廢棄物合法處理。我們在本年度公司危險廢物管理計劃並在危險廢物信息管理系統進行申報，並動態管控。

### 無害廢棄物

我們在營運過程中出現的無害廢棄物主要包括廢棄塑料紙、廢紙箱、廢分層布、廢編排袋及廢鐵等。我們對垃圾進行分類處理，採用「源頭減廢」和「廢物轉移」相結合的方式減少無害廢棄物對環境產生的影響。為從源頭治理無害廢棄物，我們在公共區域張貼「節約用紙」、「光盤行動」等宣傳海報，倡導員工合理使用資源。我們加強資源採購、資源使用管理，減少不必要的資源浪費。

我們的廠房建設選用高強度鋼材、316L不銹鋼等耐用、可回收利用的環保材料，減少了建築垃圾的產生。我們對裝修廢料、老舊裝修材料進行嚴格的分類處理，對於不能再利用的建築垃圾交由有資質的公司回收處理。本年度因雞場改造工程產生了建築垃圾，但由於相關改造工程只產生少量的建築垃圾，而相關建築垃圾被周邊的村鎮二次利用，相關建築垃圾對我們的無害廢棄物產生量造成較少影響，所以我們沒有就相關建築垃圾廢棄量進行具體統計。

我們將固體廢棄物進行分類處理，可回收的廢棄物盡可能回收再利用，不可回收的廢棄物交由有資質的公司處置。我們亦按照國家固體廢物規範化管理要求，結合各級環保部門檢查要求，規範固體廢物產生、貯存場所管理；而各事業部行政部門負責合規轉移處置固體廢棄物，確保處置單位具備處理資質和處理能力。公司安環部每月對固體廢棄物管理情況開展檢查，檢查結果納入考核。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Notes:

1. The Company's hazardous wastes mainly include breeding epidemic prevention equipment, laboratory waste liquid and waste, waste oil barrels, waste activated carbon, waste refrigeration oil, waste oil filter, waste battery, potassium permanganate residue;
2. The Company's non-hazardous waste can be divided into office and ordinary household garbage, kitchen waste, construction waste and other

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 廢棄物減廢目標實施情況

We stated in the ESG report 2021 that the Company is willing to set consumption reduction goals by regarding the waste emissions in 2020 as a baseline. We will immediately compare the actual waste emission intensity of the reporting year with the energy use intensity of the baseline year annually, so that we can make corrections promptly. For details, please refer to the following chart:

我們在2021年度的ESG報告中說明，公司自願以2020年的廢棄物排放情況為基線設立減耗目標。我們每年度將實時對報告年度實際廢棄物排放強度與基線年度的能源使用強度進行對比，以便我們實時進行修正工作，詳情請參考下列圖表：

#### Reduction Goals of the Waste Emission in 2023 and baseline (Emission in 2020) 廢棄物排放量2023與基線 (2020年排放量)減耗目標

	Unit	2020	2023	Change <sup>2</sup>
	單位	2020年	2023年	變動 <sup>2</sup>
Hazardous Waste Emission 有害廢棄物排放量	tonnes 噸	3.9	69	+1,669%
Hazardous Waste Emissions Intensity 有害廢棄物排放量密度	tonnes/million RMB in revenue <sup>1</sup> 噸 人民幣 每百萬元收入 <sup>1</sup>	0.001	0.013	+1,200%
Non-Hazardous Waste Emission 無害廢棄物排放量	tonnes 噸	319	3,122	+879%
Non-Hazardous Waste Emissions Intensity 無害廢棄物排放量密度	tonnes/million RMB in revenue <sup>1</sup> 噸 人民幣 每百萬元收入 <sup>1</sup>	0.082	0.608	+641%

Notes:

- The sales revenue of the Company in 2020 increased from RMB3,901,615,000 to RMB5,134,413,000 in 2023.
- The change in the above table was mainly due to the Company's revision of the data collection method, which resulted in a difference between the Group's total emissions data for 2023 and 2020, and the management and the Board of Directors will review whether to use the data for 2020 as the baseline.

註：

- 本公司2020年度銷售收入由人民幣3,901,615,000元增至2023年度人民幣5,134,413,000元。
- 出現上述表格變動的原因主要是本公司的對數據採集方法進行了修訂，使集團2023年的總排放量數據與2020年度出現差異情況，本公司將由管理層和董事會進行檢討是否使用2020年度的數據作基線。

Looking forward, we will continue to monitor the air pollution emission management objectives to ensure that we can maintain the reduction percentage, required to meet the set expected objectives within the set time.

展望未來，我們將持續對空氣污染物排放量管理目標進行監控，以確保我們能維持在設定的達成時間可完成設定預期目標的減量百分比。



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

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 環境風險及措施

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
<b>Physical Risks</b> 實體風險	<p>The Company is mainly located in Liaocheng City, Shandong Province. Liaocheng is located in the Luxi Plain, which belongs to the Haihe River Basin. Affected by the comprehensive influence of climate and geographical conditions, Liaocheng is susceptible to natural disasters, such as floods, storms, heavy rains, high temperature and drought. Natural disasters and extreme weather can cause power outages, gas shortages, water shortages, which will damage production and processing facilities and warehouses. Besides, it will also disrupt the transportation channels, which may interrupt our operations seriously and cause huge economic losses to the Company.</p>	<ul style="list-style-type: none"> <li>• With reference to relevant laws and regulations, we have formulated the Special Emergency Plan for Natural Disasters and established four emergency rescue teams, namely emergency coordination team, emergency evacuation team, medical rescue team and communication and supporting team, to be fully responsible for the extreme weather disasters response;</li> <li>• Purchase disaster emergency materials, equipment and so on in advance;</li> <li>• We regularly carry out emergency knowledge publicity and emergency drills for extreme weather disasters to improve employees' awareness of prevention and ability to avoid risk.</li> <li>• 我們參照相關法律法規，制定了《自然災難專項應急預案》，成立了搶險調度、應急疏散組、醫療救護組和通訊後勤組4支應急</li> </ul>
急性實體風險	<p>公司主要位於山東省聊城市，聊城位於魯西平原，屬海河流域。受氣候與地理條件的綜合影響，聊城易受洪澇、暴風、暴雨、高溫乾旱等自然災害影響。自然災害和極端天氣會造成斷電、缺氣、缺水、生產及加工設施及倉庫損壞或運輸渠道中斷，均有可能導致我們的經營嚴重中斷，給公司造成巨大經濟損失。</p>	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Chronic Physical Risks	<p>Poultry is very sensitive to challenging environments, such as high temperatures and high humidity, which is referred to as heat stress. Heat stress can lead to reduced feed intake, decreased immunity, abnormal behaviour in poultry. Liaocheng has a temperate monsoon climate, which is both hot and rainy in summer. Coupled with global warming, heat stress occurs frequently in poultry breeding, which seriously affect the economic benefits of poultry farming.</p>	<ul style="list-style-type: none"> <li>• We established an advanced intelligent three-dimensional breeding plant for broiler chicken. The temperature and humidity of the plant are managed by the AC2000 environment controller, which can automatically control the intake, waste of wind and heating system of the plant;</li> <li>• Through the real-time monitoring platform of the plant, we can monitor key production indicators such as temperature, humidity, feed intake, and drinking water during 24 hours in real time. In this way, we can realise abnormal situations and deal with them in time;</li> </ul>
慢性實體風險	<p>家禽對挑戰性環境非常敏感，例如高溫高濕，通常稱為熱應激。熱應激會導致家禽採食量減少、免疫力下降、行為異常、易發消化道疾病等。聊城屬溫帶季風氣候，夏季高溫多雨，雨熱同季，加之全球氣候變暖，熱應激在家禽養殖中頻繁發生，嚴重影響家禽養殖的經濟效益。</p>	<ul style="list-style-type: none"> <li>• Equipped with purification facilities and equipment, clean, and conduct disinfection and sterilization regularly;</li> <li>• Adjust daily nutrition dairy and feed scientifically.</li> <li>• 建立先進的智能化立體養殖肉雞廠，雞舍的溫度、濕度通過雞舍內的AC2000環境控制器，自動控制雞舍的進風、排風以及加熱系統，進而調節雞舍內的溫度、相對濕度；</li> <li>• 通過養殖遠程控制中心的養殖場實時監控平台，24小時實時監測雞舍內的溫度、濕度、採食量、飲水量等生產關鍵指標，在異常情況發出預警並及時處理；</li> <li>• 配備淨化設施設備，定期對雞舍清洗消毒；</li> <li>• 調整日常營養，科學飼養。</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Policy Risks	<p>In order to slow down the pace of global warming, coupled with the sharp increase in the cost of coal, the policy of “dual control of energy consumption” has been frequently introduced in various places. As a result, the pressure on power supply in some areas has increased. In the summer of 2022, power curtailment measures had been adopted, requiring different companies in the province to stagger their power consumption. We anticipate that the power curtailment policy may be implemented at different times in the future, which may lead to product deterioration and production stoppage. It is possible to affect our production capabilities and therefore may adversely affect our business.</p>	<ul style="list-style-type: none"> <li>• The Company actively promotes the green transformation of the energy structure. We try to reduce energy consumption and explore the possibility of new energy use:</li> <li>• Install solar collector equipment to reduce energy consumption;</li> <li>• Use steam produced by biomass power plants as a backup energy source;</li> <li>• The Company plans to build photovoltaic power plants to supply electricity, and currently the plan has not been completed;</li> </ul>
政策風險	<p>In addition, the PRC government claims to reach carbon peaking by 2030 and carbon neutrality by 2060, and may introduce different new policies such as carbon credits in the future. Failure to comply with the relevant laws and regulations and significant carbon emissions in the Company, it may cause economic losses to the Company and even damage its reputation.</p> <p>為減緩全球變暖步伐，煤電成本驟增等因素，各地有關「能耗雙控」政策頻出，局部地區電力供應壓力升高。國家曾於2022年夏天採取限電措施，要求省內不同公司錯峰用電。我們預計未來限電政策或會在不同時段推行，可能導致產品變質或損壞，停工停產等。這可能對我們的生產能力產生不利影響，從而給公司造成經濟損失。</p> <p>此外，國家目標在2030年達至碳達峰及2060年達至碳中和，國家或在未來推出不同的新政策例如碳排放權等。如公司未能遵守相關法律法規及有大量碳排放情況，或會給公司造成經濟損失，甚至使商譽受損。</p>	<ul style="list-style-type: none"> <li>• The Company continues to pay attention to the latest national environmental protection-related policies (including carbon emission rights, etc.), and formulates different strategies to meet the national development requirements.</li> <li>• 公司積極推進能源結構綠色轉型，降低能耗，探尋新能源使用可能性；</li> <li>• 安裝太陽能集熱設備，降低能耗；</li> <li>• 將生物質電廠生產的蒸汽作為備用能源；</li> <li>• 將考慮未來規劃建設光伏發電廠，利用清潔能源供電，現行亦未完成規劃；</li> <li>• 持續關注國家最新環保相關政策(包括碳排放權等事宜)，並制訂不同的策略以配合國家發展要求。</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Legal Risks	<p>If the pollutants, such as dead chicken, eliminated broiler chicken, sewage, and manure produced in the poultry breeding process, are not treated scientifically and centrally, it will have a serious impact on the ecological environment and even threaten human health. The Environmental Protection Tax Law of the PRC was implemented in 2018, to regulate the discharge of pollutants. Failure to comply with such laws and regulations may bring us serious consequences, including administrative, civil and criminal penalties, damage liability and negative reports. In case of serious violation, the Chinese government may suspend or shut down any business.</p>	<ul style="list-style-type: none"> <li>All dead chicken, eliminated broiler chicken should do harmless treatment;</li> <li>The sewage generated in the production process is transported to the Company's sewage treatment plant by tank truck for processing, and then reused by other companies in the industrial park. The sewage is not discharged in the whole process;</li> <li>All manure is recycled and disposed by the organic fertiliser plant;</li> <li>The Company monitors pollutant emissions and appoints third-party qualified certification institutions to assist in testing the waste gas and other emissions generated.</li> </ul>
法律風險	<p>家禽養殖過程產生的死雞、淘雞、污水、糞便等污染物若無科學、集中處理，會對生態環境造成嚴重影響，甚至威脅人類的健康。國家已於2018實施《中華人民共和國環境保護稅法》以規管污染物排放情況，若未能遵守該等法律及法規可能會給我們帶來嚴重後果，包括行政、民事及刑事處罰，損害賠償責任以及負面報導。倘嚴重違反，中國政府可能會暫停或關閉任何業務。</p>	<ul style="list-style-type: none"> <li>對所有死雞、淘雞進行無害化處理；</li> <li>生產過程產生的污水通過罐車運往公司的污水處理廠加工後，由所在工業園區其他公司再利用，全過程污水不對外排放；</li> <li>所有糞便由有機肥廠回收處置；</li> <li>監控污染物排放，並委任第三方有資質證明機構協助對產生的廢氣及其他排放物進行檢測。</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Technology Risks	<p>“Vegetarian meat” is popular abroad. Such products have also appeared in the domestic market in recent years. It is known for its high protein, low fat, no cholesterol and other advantages. Besides, it will not cause animal suffering due to appetite. In the future, if the research and development of vegetarian meat products can make the price significantly lower than real meat, the taste good enough and the additive content lower, which like natural food, coupled with the enhancement of the consumption concept of environmental protection, health and animal care, it may have an impact on the traditional poultry breeding industry.</p>	<ul style="list-style-type: none"> <li>The Company will promote the diversification of products to meet the different needs consumers;</li> <li>The Company will increase investment on the R&amp;D to create vegetarian meat products that are suitable for the tastes of the Chinese and are healthy and environmentally friendly.</li> </ul>
技術風險	<p>「素肉」食品在歐美盛行，近年來國內市場也陸續出現此類產品。素肉具有高蛋白質、低脂肪、不含膽固醇等優點，且不會因口腹之欲而造成動物的痛苦。未來，若素肉類產品研發能夠使價格大幅低於真肉、口味足夠好、添加劑含量小，接近於天然成品，加之環保、健康、關愛動物的消費理念不斷增強，可能對傳統家禽養殖行業造成衝擊。</p>	<ul style="list-style-type: none"> <li>推進產品多元化發展，以滿足消費者的不同需求；</li> <li>推進素肉類產品的研發，打造適合國人口味、健康環保的「素肉」製品。</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Market Risks	<p>With the continuous emphasis on sustainable development in international and domestic societies, consumers tend to environmentally friendly enterprises. At the same time, various regulatory agencies have increased their requirements for energy consumption and emissions. As a result, business customers have turned to enterprises with low impacts on climate change to build green supply chains. If the enterprise cannot meet the relevant emission and energy consumption standards, it may lose some customers.</p>	<ul style="list-style-type: none"><li>• The Company pays attention to laws</li></ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Risk Types 風險類別	Risk Description 風險描述	Measures 應對措施
Reputation Risks 聲譽風險	Shandong Province is a groundwater over-exploitation area. Groundwater over-exploitation will cause a series of ecological and environmental problems, such as groundwater level falling, aquifers drying, ground settlement, deterioration of water quality, and intrusion of sea (brackish) water. If we do not promote the treatment of ground water over-extraction, it will have a destructive impact on the environment and may cause an irreversible negative impact on the corporate image.  山東省為地下水超採區，地下水超採會造成地下水水位連續降低、含水層疏幹、地面沉降、水質變差、海(咸)水入侵等一系列生態與環境問題。若不推進地下水超採的治理工作，對環境造成破壞性影響，可能會對企業形象造成難以逆轉的負面影響。	<ul style="list-style-type: none"> <li>In response to the “Implementation Plan for the Comprehensive Improvement of Groundwater Over-exploitation Areas in Shandong Province”, the Company has sealed 13 groundwater wells during the year and currently has 7 groundwater wells remaining to be sealed.</li> <li>The Company uses third-party water supplies (including municipal government water supplies) to meet our employees’ basic needs and production demand.</li> <li>積極響應《山東省地下水超採區綜合整治實施方案》，公司本年度已封存13口地下水井，現時本公司尚餘7口地下水井未封存。</li> <li>公司利用第三方供水(包括市政府供水)滿足員工生活需要及滿足生產需求。</li> </ul>
Notes:		註：
1. This KPI risk category can be Annex to the TCFD Recommendations Report: Implementing Recommendations of the TCFD published in June 2017.		1. 此關鍵績效指標「風險類別」參見TCFD於2017年6月刊發的氣候相關財務披露建議的附錄：實行TCFD建議。

## EMPLOYMENT RESPONSIBILITY — FOCUS ON WIN-WIN ECOLOGY

### Optimise the Employment Environment

As a labour-intensive enterprise, Fengxiang has always adhered to the “people-oriented” management philosophy for thirty years. We treat our employees as our most valuable sources and asset. 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 Law of the People’s Republic of China on the Protection of Minors, the Regulations on the Prohibition of Child Labour, the Special Regulations on the Labour Protection of Female Workers, and other relevant national and regional laws and regulations. We accordingly establish various internal management procedures to govern our policies and measures regarding remuneration and termination, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other treatment and benefits.

## 員工責任 — 專注共生共贏

### 優化僱傭環境

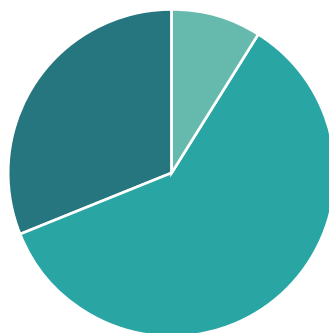
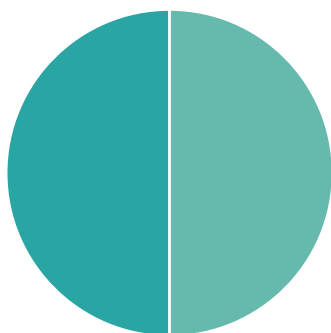
鳳祥股份作為一家勞動密集型企業，三十年以來，我們始終秉承「以人為本」的管理理念，將他們視為最寶貴的資源和財富。我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《女職工勞動保護特別規定》等國家及地區的相關法律法規規定，並據此制定公司內部各項管理程序，以規範公司在有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利等方面的政策和措施。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

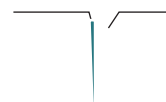
### Employee Overview

We strive to promote equal employment without discrimination on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, pregnancy, disability or political orientation. During the year, Fengxiang had 6,808 employees (2022: 7,202) from 12 ethnic groups, including Han, Hui, and Manchu etc, and all employees are full-time. Details of the number of employees for the year are as follows:



### 員工概況

我們著力推行平等就業，不因種族、宗教信仰、年齡、國籍、社會或種族起源、性取向、性別、婚姻狀況、懷孕、殘疾或政治取向而歧視員工。本年度鳳祥股份共有來自包括漢族、回族、滿族等12個民族的僱員6,808人(2022 : 7,202人)，且所有員工均為全職員工。本年度僱員人數詳細情況如下：



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Termination and Dismissal

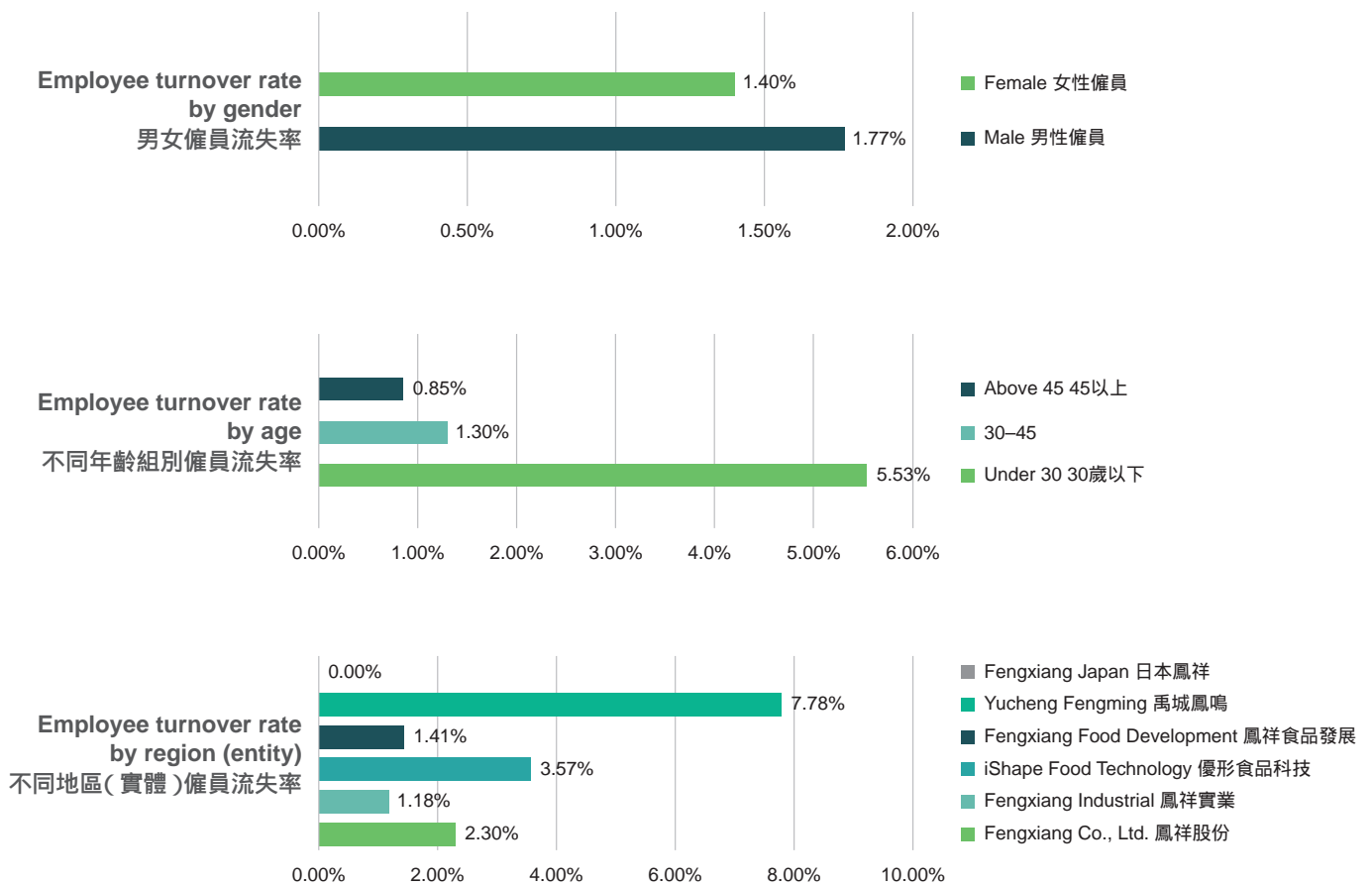
We have established the “Employee Transition Management System”, which regulates the Company’s policies and procedures for the employment termination. At the same time, we have sorted out the “Employee Behavior Standards” in the “Employee Handbook” and established the “Employee Behavior Red Line”. If an employee violates the work rules, Fengxiang will examine the relevant situation in accordance with the process, and only when the employee touches the “Behavior Red Line” will we consider the termination of the labour contract for punishment. We also respect the employee’s willingness for self-development, and the employee may voluntarily terminate the labour contract.

The monthly average employee turnover rate was 1.59%, and details of the monthly average employee turnover rate by category are as follows:

### 離職解僱

我們建立了《員工異動管理制度》，規範了公司在離職解僱方面的政策及措施。同時，我們在《員工手冊》中梳理了「員工行為規範」並建立了《員工行為紅線》，如員工違反工作紀律，鳳祥股份將按流程審核相關情況，只有在員工觸碰「行為紅線」的情況下才考慮以解除勞動合同的方式進行處分。我們亦尊重員工自我發展意願，員工可自願解除勞動合同。

本年度月均僱員流失率為1.59%，各類別月均流失率詳細情況如下：



\* The monthly turnover rate calculating formula: Number of employees leaving of a month ÷ (Number of employees of the month + Number of employees enrolled of the month) × 100% (The number of employees in the category leaving in each month should be added up and divided by 12 months.)

\* 月均流失率計算方法：該類別僱員當月離職人數 ÷ (該類別僱員當月總人數 + 期間當月離職僱員總人數) × 100% (需加總每月的該類別當月離職人數，再除以12個月)

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Remuneration and Benefits

In 2023, the total remuneration of our employees is on an upward trend. We have established a “Remuneration Management System” and offer market competitive wages to our employees in accordance with the “External Competitiveness Principle”.

We have also improved the “Attendance and Leave Management System”: employees not only enjoy all the statutory holidays stipulated by the government, but we also provide a variety of flexible leave benefits including maternity leave, breastfeeding leave, paternity leave, family visit leave, 5–15 days annual leave, work injury leave of absence, bereavement leave, marriage leave, etc. In addition, we pay social insurance for all employees in accordance with the Social Insurance Law of the People’s Republic of China and make contribution to the housing provident funds for some of our employees in accordance with the Regulations on Management of Housing Provident Fund.

We are always concerned about the physical and mental health of our employees. We organise regular medical check-ups and provide free psychological counseling sessions for our employees. In order to further strengthen the physical fitness of our employees and enrich their spare time, we provide free open gym, organise regular group activities and competitions, and carry out different leisure activities, such as annual activities, various cultural festivals and skill or technical competitions for our employees, in favor of increasing the employees’ cooperation and their sense of belonging.

### 薪酬及福利待遇

2023年度，我們員工總體薪酬呈上漲趨勢。我們建立了《薪酬管理制度》，並依照「外部競爭性原則」為我們的員工提供具有市場競爭力的薪酬。

同時，我們還完善了考勤與假期管理制度：員工可以不僅享有國家規定的所有法定假期，我們還提供了包括生育假、哺乳假、陪護假、探親假、5–15天年休假、工傷停工留薪期、喪假、婚假等多種靈活休假福利。此外，我們亦為所有員工按《中華人民共和國社會保險法》繳納社保及《住房公積金管理條例》為部分員工繳納住房公積金。

我們始終心繫員工的身心健康。我們定期為員工組織體檢，並提供免費心理諮詢講座。同時為了進一步加強員工的身體素質並豐富員工業餘生活，我們為員工提供了免費開放的健身活動場地並定期組織團建活動及比賽，舉辦不同的員工工餘活動例如年會活動、各種文化節日、技能或技術比賽等，增加員工合作性及歸屬感。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Employee Recruitment

Through a combination of internal and external talent recruitment, Fengxiang is committed to creating diversified recruitment channels. This year, our main recruitment methods include internal recommendation, internal self-application, rural recruitment, campus recruitment, WeChat and other third party recruitment platforms etc. In the recruitment process, we abide by the "Recruitment Management System", and our recruitment criteria are based on fairness, openness and equity. We will select suitable talents based on interview performance, academic requirements, and industrial and positional experience.

### Employee Promotion

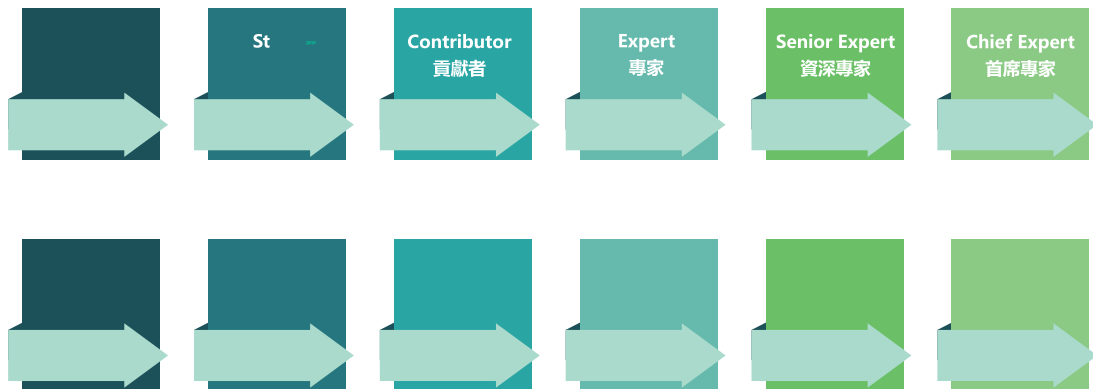
Fengxiang always aims to "expanding the development channel for employees, leading them to improve their abilities, and achieve the job matching", and has set up a "dual-channel promotion system" for our employees. We divide our core business into two major channels: professional and management, aiming to create smooth promotion and development channels for employees with different backgrounds and strengths, and help them plan their career paths so that they can give full play to their respective strengths in the most suitable positions.

### 員工招聘

鳳祥股份通過內部招聘與外部招聘相結合的方式吸納人才，我們致力於打造多元化的招聘渠道，本年度，公司主要招聘方式包括：內部推薦、內部自主報名、下鄉招聘、校園招聘、微信及第三方招聘平台等。我們在招聘過程中遵守《鳳祥股份招聘管理制度》，錄用標準以公正、公開與公平原則，會按面試表現、學歷要求、行業及崗位經驗等篩選合適的人才。

### 員工晉升

鳳祥股份始終以「拓展員工發展通道，牽引員工能力提升，清晰實現人崗匹配」為目標，為員工搭建了「雙通道晉升體系」：我們將核心業務分為專業和管理兩大序列，旨在為不同背景、不同特長的員工打造暢通的晉升發展通道，幫助他們規劃職業道路，讓他們能夠在最合適的崗位上發揮各自的特長。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Promote Safe Production

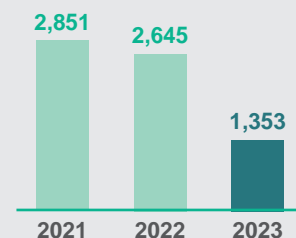
Employees' health and safety is always our primary priority, and it is also one of the most important ESG issues for us and our stakeholders. We strictly comply with national laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Law of the People's Republic of China on Production Safety, and the Regulations on the Reporting and Investigation of Production Safety Accidents. We have also established 15 safety management-related systems and monitored the safety processes in accordance with the requirements of these systems, in a bid to create a safe working environment to protect our employees from occupational hazards.

### Work Injury & Other Safety-Related KPI

### 促進安全生產

員工的健康與安全是我們貫徹始終的首要目標，亦是我們和各持份者最重視的ESG議題之一，我們嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、《生產安全事故報告和調查處理條例》等國家法律法規，同時建立了15項安全管理相關制度，並按照制度要求監管各項安全流程，傾力打造安全的工作環境以保障我們的員工免受職業性危害。卜韞瑞

Number of lost-days due to work injury  
因工傷損失天數



Rates of work-related fatalities  
因工亡故比率

### Dual Prevention System

This year, we continuously implemented the “Dual Prevention System of Safety Management”, which is a parallel system of “Risk Classification and Control System” and “Hazard Investigation System”. In the “Risk Classification and Control System”, we have mapped out the safety risk points and evaluated their risk levels according to two major categories: “Equipment Facilities” and “Operation Activities”. Meanwhile, we set the inspection cycle according to the importance of the risk level, and clarified the responsible persons for each safety risk point. The Safety and Environment Department of the Company has launched a key inspection on such aspects as electrical safety, fire safety, ammonia-related refrigeration, occupational health, flood control, dust and explosion, special equipment, and new construction etc.

### 雙重預防體系

本年度，我們持續推行「風險分級管控體系」與「隱患排查體系」並行的「安全管理雙重預防體系」。在「風險分級管控體系」中，我們按照「設備設施」和「作業活動」兩大類分別繪製了其安全風險點並評估其風險等級，同時根據風險等級的重要程度設定排查周期，明確了各項安全風險點的責任人。同時，公司安環部圍繞電氣安全、消防安全、涉氨製冷、職業衛生、防汛安全、粉塵涉爆、特種設備、新建專案施工等方面開展重點隱患排查。



### Safety & Professional Skills Training

During the year, the Safety and Environment Department of the Company launched various safety and occupational health trainings on fire safety, emergency drills, electrical safety, special equipment, dust and explosion, confined space, special operations, traffic safety, etc. At the same time, we organised safety manager to conduct safety professional training examinations to improve their professional level and motivated all safety manager to take the Certified Safety Engineer certification examination. Our special operations include forklift operation, boiler operation, quick-open pressure vessel operation, boiler water treatment, etc. All operators have obtained the appropriate special equipment operation certificates, and we have set up a comprehensive Ledger for Special Operators to monitor the review date of the special equipment operation certificates of the relevant employees. In addition, we also have personnel with special equipment safety management certificates to ensure the safe use and maintenance of special equipment.

### 安全、專業技能培訓

本年度，公司安環部圍繞消防安全、應急演練、電氣安全、特種設備、粉塵涉爆、有限空間、特種作業、交通安全、液氨製冷安全知識及泄露事故等方面開展各類安全、職業衛生培訓，培訓後考試成績全部合格；同時，我們組織安全管理人員開展安全專業培訓考試，提高安全管理人員專業水平，推動全體安全管理人員參與註冊安全工程師取證考試。我們的特種作業類別包括叉車操作、鍋爐操作、快開式壓力容器操作、鍋爐水質處理等，所有操作人員均已獲得相應的特種設備操作證，並已建立完善的《特種作業人員台賬》以監控相關員工特種設備操作證的複審日期；此外，我們亦配備持有特種設備安全管理證書的人員，以確保特種設備的使用安全及保養維護。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告





### Annual Health and Safety Work

We value great importance to the health and safe working environment for our employees. During the year, we established a sound occupational hazard prevention and control responsibility system in the feed and breeding business department, and set up a leading group for occupational hazard prevention and control to strengthen the occupational disease prevention and control work of the business department. The leading group of occupational hazard prevention and control has established internal monitoring systems and policies related to occupational hazard prevention and control as well as standardised occupational health management and made detailed provisions, thereby developing a set of appropriate rules and regulations for occupational disease prevention and control. In addition, we have also followed the Law on the Prevention and Control of Occupational Diseases to intensify the promotion and the education. Through various occupational disease prevention and control knowledge bulletin boards and trainings, we strengthened employees' knowledge of the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and relevant laws and regulations, enhanced employees' awareness of safety protection, improved the Company's safety, environment, occupational health, which is in line with the sustainable development requirements for the Company. We arranged all departments to carry out emergency drills such as environmental and natural disasters, occupational health emergencies, fire prevention, confined space, mechanical injury, emergency evacuation and liquid ammonia leakage during the year, so that employees may cope with emergencies as planned. The Company will engage an external qualified occupational health inspection agency to assist in the annual occupational health inspection to check whether the employees' work posts will damage their health, such as being affected by noise, harmful and harmless gases and dust, and the occupational health inspection agency will issue the annual occupational health inspection results report.

### 年度健康和安全工作

我們非常重視員工的健康和安全工作環境。本年度，我們在養殖和育種事業部門建立一套健全職業危害防治責任制，並設立職業危害防治工作領導組，以加強事業部的職業病防治工作。職業危害防治工作領導組建立有關職業危害防治相關內部監控制度與政策規範職業衛生管理工作做了詳細規定，為職業病防治工作設立一套合適的規章制度。此外，我們亦貫徹實施職業病防治法，加強宣傳教育力度。透過不同的職業病防治知識宣傳欄及培訓學習，加強員工對《中華人民共和國職業病防治法》和相關法律、法規的知識，增強員工安全防護意識，提升公司安全、環境、職業健康、滿足公司可持續發展的要求。我們組織各部門在本年度進行環境自然災害、職業健康突發事件、消防、有限空間、機械傷害、應急疏散和液氨泄漏等應急演練工作，使各員工更容易應對突發事件的情況。公司會委託外部有合格資質的職業健康檢查機構協助進行年度職業健康檢查，以檢查各員工工作崗位會否有損害員工健康情況，例如受到噪聲、有害及無害氣體、粉塵影響，並由職業健康檢查機構出具年度職業健康檢查結果報告。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Future Health and Safety Work

Since the health of employees and safety work environment are our most important property, our future goal is to strengthen the maintenance and ensure the health and safety work of employees. We will strengthen the internal troubleshooting and rectification of occupational health and safety production. We also will strengthen the follow-up work on the problems found in the annual occupational health inspection results report issued by external occupational health inspection agencies, and conduct careful analysis and figure out solutions to ensure that a comfortable and safe work environment is provided to employees. In addition, we plan to increase the knowledge and understanding about the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and relevant laws and regulations among employees and strengthen their occupational safety awareness. We also plan to introduce advanced occupational health protection technology and facilities to improve the prevention and control of occupational health hazards continuously, therefore creating a good work environment in line with occupational safety and health standards, improving the health of employees, and thus creating a better corporate image.

### Safety Management Systems

During the year, we continuously implemented the operation of the “Dual Prevention System”, based on which we centralised the control of data uploading, supervision and early warning by means of information technology. The online inspection and evaluation of the System met all the standards. At the same time, Fengxiang and its subsidiaries successfully passed the “Safety Standardisation Expiration Assessment” and “ISO45001 Occupational Health and Safety System Supervision Audit”.

### 未來健康和安全生产工作

由於員工健康及安全工作環境是我們最重要的財產，我們未來目標是加強維護及滿足員工健康和安全生产工作。我們會加強內部對職業健康和生產安全工作的排查隱患及整改工作，並加強就外部職業健康檢查機構出具的年度職業健康檢查結果報告發現的問題跟進工作，認真分析、研究和解決，以確保提供舒適及安全的工作環境給予員工。此外，我們計劃增加就《中華人民共和國職業病防治法》和相關法律法規的知識和理解，強化員工的職業安全意識。我們亦計劃引進先進的職業健康防護技術設施，不斷提升職業健康危害防治水平，創造良好的符合職業安全衛生標準的工作環境，提高職工健康水平，從而塑造更好的企業形象。

### 體系管理

本年度，我們持續推行「雙重預防體系」，在此基礎上我們通過信息化手段對數據上傳、監督、預警等各環節進行集中化管控，公司「雙重預防體系」網上巡查評估全部達標；同時，鳳祥股份及附屬公司順利通過了「安全標準化到期評審」及「ISO45001職業健康安全體系監督審核」。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### Assist Employee Development

We insist on the talent development strategy with the goal of “cultivating international professionals” and strives to build a professional and occupational talent team with international vision, international leadership knowledge of the industry, cross-cultural communication skills and innovative ideas.

We have built multiple types of training and learning platforms for employees in different positions, levels and business areas, including occupational health training, production safety training and fire safety training. During the year, we provided all of our employees across all business lines with more than 300,000 hours (2022: 200,000 hours) of training and learning, with an average of more than 39 hours (2022: 32 hours) of training per employee, an increase of about 22% year-on-year.

### 幫助員工發展

公司堅持以「培養國際化專業人才」為目標的人才發展策略，致力打造一支擁有國際化視野、掌握行業國際領先知識、具有跨文化溝通能力和創新意識的專業化、職業化人才隊伍。

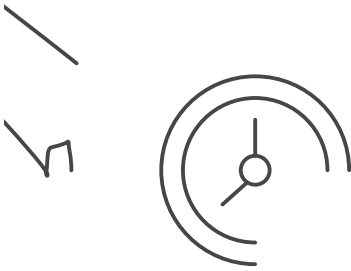
我們持續為不同崗位、不同層級和不同業務領域的員工搭建不同類型的培訓和學習平台，包括職業健康培訓、安全生產培訓、消防安全培訓等。本年度，我們為各條業務線的全體員工提供了累計超過30萬小時（2022：20萬小時）以上的總培訓學習時長，員工平均受訓時長超過39小時（2022：32小時）每人次，上升約22%。



More than 300,000 hours of training and learning  
超過30萬小時以上的總培訓學習



Average of more than 39 hours of training per employee  
員工平均受訓時長超過39小時



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Due to the turnover of employees, the training data are rolling statistics. During 2023, the total number of trainees was 7,694 (including resigned employees) (2022: 6,368), representing approximately 113% (2022: 88%) of the total number of employees as of December 31, 2023.

因員工存在流動性，培訓數據均為滾動統計。本年度的總培訓人數為7,694(包括已離職員工)(2022: 6,368)，佔截至2023年12月31日的全體員工總人數約113%(2022: 88%)。



### Protect the Rights of Employees

Based on the Law of the People's Republic of China on the Protection of Minors, the Regulations on the Prohibition of Child Labor, the Law of the People's Republic of China on Labor Contracts and other laws and regulations as well as the requirements of the supervisory authorities, Fengxiang has established a sophisticated labour system and strictly complies with the Convention on Minimum Age, the Convention on the Worst Forms of Child Labor, the Convention on Forced Labor and other international conventions related to human rights.

We have zero tolerance towards forced, exploitative and child labour. If our employees, suppliers and all walks of life discover relevant problems, they can report to the company's management through multiple channels such as telephone and email, and relevant departments will investigate and deal with them in a timely manner.

During the year, the Company did not engage in child labour or forced labour.

We have paid social insurance and housing provident funds for all employees in accordance with the Social Insurance Law of the People's Republic of China and Regulations on the Management of Housing Provident Funds. We have also prepared labour contracts in accordance with the Labor Contract Law of the People's Republic of China to protect the rights of employees.

### 保障員工權益

鳳祥股份基於《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《中華人民共和國勞動合同法》等各項法律法規及監管部門的要求建立了完善的勞動用工制度，並嚴格遵守《最低年齡公約》、《最惡劣形式的童工勞動公約》、《強迫勞動公約》等與人權有關的各項國際公約。

我們有對有強迫和剝削性質的勞工行為以及使用未達法定年齡的童工等行為採取「零容忍」，我們的員工、供應商及社會各界若發現相關問題，可通過電話、郵箱等多渠道向公司管理層舉報反映，相關部門會及時進行調查處理。

本年度，公司未發生使用童工或強制勞工的情況。

我們按《中華人民共和國社會保險法》及《住房公積金管理條例》為所有員工繳納社會保險及住房公積金。我們亦按照《中華人民共和國勞動合同法》編製《勞動合同》，以保障員工之權益。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### COOPERATION RESPONSIBILITY — CREATE EXTRAORDINARY TOGETHER

The Company is always dedicated to building a long-term win-win relationship with suppliers from all over the world. We strictly abide by the laws and regulations such as the Tender Law of the People's Republic of China, the Government Procurement Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. We have also established a comprehensive internal supplier management mechanism: through the Purchasing Control Procedures, the Supplier Management System and the Tender Management System to promote the development of the cooperative ecology.

#### Create Diversified Cooperation Ecosystem

We are committed to diversifying our supply chain. Over the years, we have insisted on cooperating with suppliers from different regions, nationalities, cultures and backgrounds. We also focus on local suppliers to reduce logistics costs and improve energy efficiency while promoting local economic development.

During the year, we have established partnerships with 1,495 suppliers (2022: 1,435) in 24 provinces (2022: 28) and countries, including 844 suppliers (2022: 816) in Shandong Province and 651 suppliers (2022: 619) outside Shandong Province.

#### Strengthen Supply Chain Management

We have setup a scientific supplier access procedure, identified a list of qualified suppliers, signed quality assurance agreements with selected suppliers, and established a supplier management information system. We will focus on supplier credit, production process, quality control, cost efficiency, supply channels and other key information for investigation, verification and rating before supplier access. We also conduct on-site inspections of suppliers to understand whether the size of the enterprise and the production management system meet our requirements for products, review the product inspection reports provided by suppliers, and fill out the "Basic Supplier Survey Form" together with relevant departments. At the same time, our procurement centre will also send the procurement information to the relevant inspection institutions for sampling and inspection from time to time.

### 合作責任 — 攜手共創非凡

公司始終致力於與來自各地的供應商共同打造互惠共贏的長久合作關係。我們嚴格遵守《中華人民共和國招投標法》、《中華人民共和國政府採購法》、《中華人民共和國反不正當競爭法》等法律法規，並建立了完善的內部供應商管理機制：通過《採購控制程序》、《供應商管理制度》、《招標管理制度》等制度以促進合作生態的良好發展。

#### 打造多元合作生態

我們力爭實現多元化供應鏈，多年來，我們堅持與不同地域、不同民族、不同文化、不同背景的供應商開展合作。同時我們也注重與本地供應商的合作，在推動本地經濟發展的同時降低物流成本，提高能效。

本年度，公司共與24個(2022年：28個)省份和國家地區的1,495家(2022年：1,435家)供應商建立合作關係，其中山東省供應商844家(2022年：816家)，山東省外供應商651家(2022年：619家)。

#### 強化供應鏈管理

我們建立了科學的供應商准入程序，確定合格供應商清單，與選定的供應商簽訂質量保證協議，建立供應商管理信息系統。我們在供應商准入前會重點對供應商資信、生產工藝、品質控制、成本效率、供貨渠道等關鍵資訊進行調查驗證及評分。我們亦會對供應商開展實地考察，深入了解企業規模及生產管理體系等方面是否符合深入了內

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Each year, we will evaluate and score the overall performance of suppliers in six dimensions: quality, price, delivery, service, technology and risk. Those with scores of 95 and above are excellent suppliers and can increase procurement amount and priority payment; those with scores between 85 and 95 are qualified suppliers and can be purchased normally; those with scores between 60 and 85 are still qualified suppliers, but need to be counseled, reduced or suspended from procurement; those with scores below 60 are unqualified suppliers and will be eliminated directly.

We have added “Sustainability Dimension” to the original six evaluation dimensions. We regularly request sustainability and social responsibility reports from suppliers or conduct sustainability evaluations of suppliers on a regular basis. We judge whether suppliers’ products are more suitable for recycling, made with more recycled materials, have less packaging and are more durable; meet higher energy efficiency requirements; use environmentally friendly technologies and/or less polluting fuels; reduced water consumption; and less irritating or toxic emissions during installation through surveys, site visits, etc. At the same time, we increased the weighting of sustainability assessment scores in the overall assessment performance score to increase the priority of suppliers that perform well in the sustainability assessment.

### PRODUCT RESPONSIBILITY — PROVIDE QUALITY SERVICES

Deeply engaged in the industry for 30 years, Fengxiang has become a global benchmark in white feather meat farming. We strictly comply with the Laws of the People’s Republic of China on Product Quality, Food Safety Law, Advertising Law, Trademark Law, Consumer Rights Protection Law, and Secrecy Law in all aspects of production and sales, and establish internal management procedures to create quality products and services with the spirit of “craftsmanship”. We are committed to providing quality products and services while protecting the rights of consumers in all aspects.

#### Control the Quality and Safety

The safety and quality of products are crucial to our success. Fengxiang has built a food safety and quality control system for the whole industrial chain from “farm to table”. The three modules of biosecurity measures, product traceability and quality control system are used to systematically monitor the overall production process to ensure that the safety and quality of our products meet the standards.

每年我們會從「質量、價格、交期、服務、技術、風險」這六大範疇對供應商全年整體表現進行評估。評分在95分及以上的為優秀供應商，可加大採購量，優先付款；評分在85分到95分之間的為合格供應商，可正常採購；評分在60分到85分之間的仍為合格供應商，但需要進行輔導、減少或暫停採購；評分低於60分的為不合格供應商，直接予以淘汰。

我們在原有六大評估範疇中加入「可持續發展範疇」：定期要求供應商提供可持續發展及社會責任報告或定期對供貨商進行可持續發展評估；通過調研、實地考察等方式對供應商的產品是否更適合循環再用、採用更多可再生材料製造、較少包裝和更持久耐用；符合更高能源效益要求；採用環保技術及或低污染燃料；減少耗水量；安裝或使用時排放較少刺激性或有毒物質等方面進行判斷。同時，我們增加了可持續發展評估分數佔總體評估表現分數的比重，提高在可持續發展評估中表現優秀的供應商的優先次序。

### 產品責任 — 奉獻優質服務

深耕行業30年，鳳祥股份已經成為全球白羽肉雞養殖標杆。我們在生產、銷售等各環節嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國食品安全法》、《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國消費者權益保護法》、《中華人民共和國保密法》等法律法規，同時建立各項內部管理程序，以「匠心精神」打造優質產品及服務，全方位守護消費者權益。

#### 嚴控安全品質

產品的安全品質對我們的成功至關重要。鳳祥打造了「從農場到餐桌」全產業鏈食品安全衛生體系及質量控制系統，圍繞「生物安全措施」、「產品可追溯體系」、「質量控制體系」三大模塊系統性監督整體生產過程，以保證我們的產品安全品質符合標準。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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We have a quality management team that is responsible for the quality of our products, including the development of quality standards and control measures. The team consists of almost 90 team members with extended experience in food inspection and research as well as expertise in various fields including biology, food science, veterinary science, etc. Our products comply with national food safety standards and have passed tests related to veterinary drugs or prohibited chemicals. Our export products also comply with the relevant standards required by the import countries.

We will strictly inspect and accept the raw and accessorial materials purchased and raised externally. We will conduct batch-tests of drug residue, on a sample basis, for chicken breeds, obtain the officially issued animal quarantine certificate, and ensure that the drug use and quarantine test results are qualified before acceptance. For the raw materials of other products, we will conduct sampling inspection on the packaging of auxiliary materials, label identification, shelf life, net content, product smell, texture, foreign substance, etc. in accordance with the acceptance criteria for accessorial ingredients, and check whether the test items in the quality analysis report meet the acceptance requirements (including the detection of microorganisms, etc.), and carry out physicochemical and microbiological tests according to the food safety monitoring program.

We pay close attention to the requirements for the edible quality of our products, so we will conduct internal spot checks on each batch of finished products, which is carried out by our quality control department and our factory director, covering the appearance, color, taste, smell, physicochemical, microbial and other aspects of the products. Only products with satisfactory results can be sold in the market. In addition to product quality control, we also pay attention to any recall and return of products due to safety issues. We have established a set of product withdrawal, recall or return procedure to regulate the product withdrawal/recall/return process. We will also conduct regular product recall drills and prepare the product recall summary report to compare the results of product recall, evaluate the recall process and work out the follow-up improvement suggestions, so as to ensure the actual operation of the product recall if necessary.

Given the effective measures abovementioned, during the year, there were no cases of "product recall" due to health/safety/quality.

我們設有質量控制小組，負責我們產品的質量，包括制定質量標準及控制措施。該小組由近90名成員組成，部分成員受過與生物學、食品科學及禽畜獸醫學等有關的高等教育，且在食品檢驗及研究方面富有經驗。我們的產品符合中國農業部及國家食品藥品監督管理總局要求的標準，並已通過與獸藥或違禁化學物有關的檢測。我們生產的用於出口的產品也均滿足出口國的相關檢測要求。

我們會嚴格地對原輔料進行檢驗驗收，包括對活雞進行批次抽樣藥殘檢測，並獲取具有官方開具的《動物檢疫合格證明》，並確保用藥和檢疫檢測結果均為合格才進行檢收；就其他產品原材料則根據輔料驗收標準對輔料包裝、標籤標識、保質期、淨含量、產品氣味、組織狀態、異物等進行抽樣檢查，並核對質量分析報告書內檢測項目是否符合驗收要求(包括對微生物等的檢測)，並根據食品安全監控計劃進行理化、微生物等檢測。

我們非常關注產品食用質量要求，因此我們對每批出廠的成品會進行內部抽查，由我們的質量控制部門連同我們的工廠廠長對產品的外觀、顏色、口感、氣味、理化、微生物等方面進行把控檢測，檢驗結論為合格的產品才可流出市面進行銷售。除產品出品監控外，我們亦關注產品在市場上的任何因安全問題而需召回及退換貨的工作。我們建立了一套《產品撤回、召回或退換貨程序》以規範產品撤回 召回 退換貨流程。我們亦會定期進行產品回收演練，並編製《產品回收總結報告》，以模擬產品召回結果，並評價召回過程流程工作，列明後續改善建議工作，以確保如需作產品召回時的實際操作工作。

基於上述有效的措施，本年度，我們未發生因健康安全 質量所導致的「產品回收」案例。

### Improve Product Service

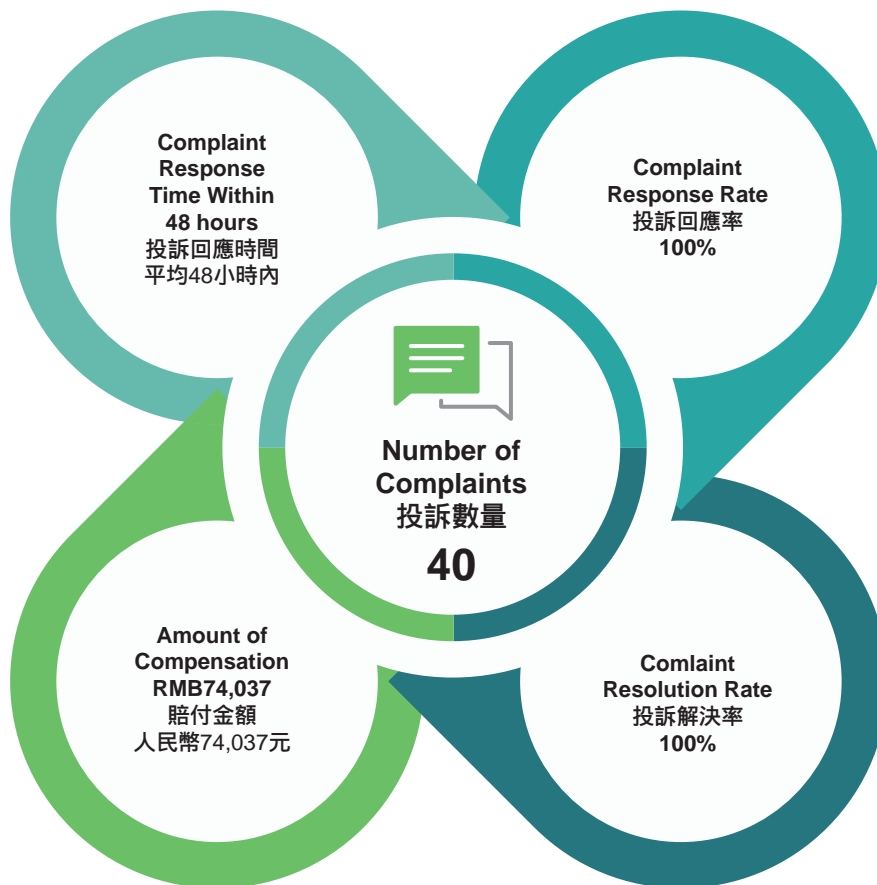
We have built the Customer Service Management System and incorporated the concept of “Customer First” into our daily management. We divided our main customers into two categories of “distributors” and “direct customers”. “Distributors” include channels of convenience store catering, supermarkets, group catering (catering channels of dining rooms of various government departments, enterprises and institutions, various schools from primary school to college, group meetings, and various restaurants). “Direct customers” refer to the end customers in delivery channel and e-commerce channel. We insist on listening to the voices of different customers and taking their opinions seriously. We have set up a professional customer service team to collect complaints and handle different types of complaints accordingly.

During the year, we received 40 (2022: 28) complaints from various channels, with the main types of complaints being product quality, product publicity, product validity and label, etc. There were no complaints due to material health and safety issues. Specific complaint-related data are as follows:

### 提升產品服務

我們建立了《客服管理制度》，將「客戶為先」的理念融入到日常管理中。我們將主要客戶分為「分銷商」與「直接客戶」兩大類，「分銷商」包括便利店餐飲渠道、商超渠道、團體膳食渠道(各類機關單位、企事業、大中小學校食堂類用餐渠道、團體類會議、各款餐廳)等；「直接客戶」指的是向終端客戶的外賣渠道和電商渠道等，同時堅持傾聽不同客戶聲音，正視客戶意見，設立專業客服團隊對客戶提出的投訴進行收集，並對不同的投訴類型進行相應處理。

本年度，我們各投訴渠道累計收到投訴40次(2022年：28次)，主要投訴類型集中為「產品質量」、「產品宣傳」、「產品效期和標籤」等，並未發生因嚴重食品健康和 safety 所導致的投訴。具體投訴相關數據如下：



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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### Intellectual Property Construction

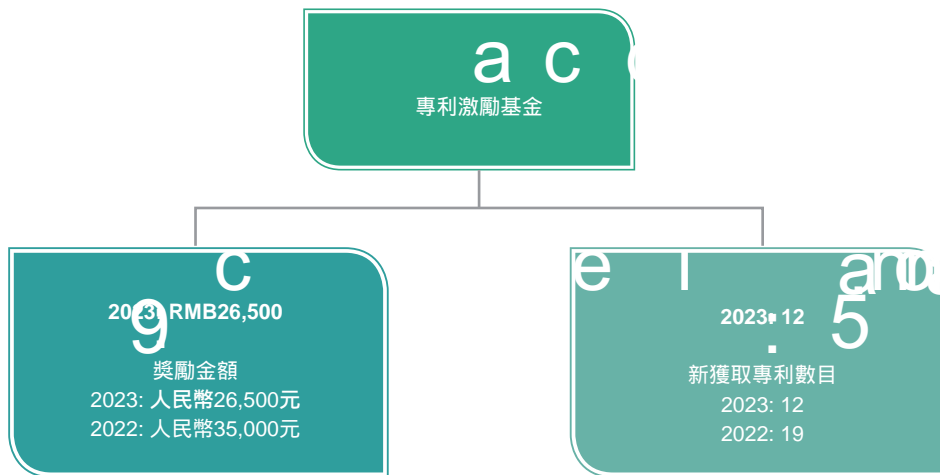
We have implemented all-round control and management of intellectual properties, and strictly comply with the People's Republic of China Trademark Law, the People's Republic of China Patent Law, the People's Republic of China Copyright Law, the People's Republic of China Anti-Unfair Competition Law and other related laws in its production and operation activities. We have formulated relevant management systems within the Company to clarify the requirements of intellectual property management. At the same time, we encourage technological innovation and have established the "patent incentive fund" to reward individuals or teams who apply for new patents.

As at December 31, 2023, the Company has been granted 147 (2022: 142) patents and registered 177 (2022: 181) trademarks.

### 知識產權建設

我們對知識產權實施全方位的控制和管理，在生產經營活動中嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國反不正當競爭法》等相關法律，並在公司內部制定相關管理制度，明確知識產權管理要求。同時，我們鼓勵技術創新，並建立了「專利激勵基金」，作為申請到新專利的個人或團隊的獎勵。

截至2023年12月31日，公司累計獲得專利數量147件(2022年：142件)；累計註冊商標177件(2022年：181件)。



### Protect Customer Privacy

Fengxiang values the protection of our customers' privacy and information security. Our information centre strictly followed information security procedures to centrally manage and fully protect the information of our customers. For distributor customers, both parties have signed a confidentiality agreement and the access was strictly limited to the required departments and personnel. For direct customers, all data was managed by the third party platform and we are not able to obtain or use the data.

### 保護客戶隱私

鳳祥股份重視保障客戶的隱私及信息安全，我們的信息中心嚴格按照信息安全程序對我們掌握的客戶資料進行集中管理及全面保護。對於分銷商客戶，雙方均簽訂保密協議，並嚴格按照要求由限定的部門及人員進行接觸。對於直接客戶，所有數據均由第三方平台進行管理，我們無權獲取其信息或對其資料進行使用。

### INTEGRITY RESPONSIBILITY — ADHERENCE TO VIRTUE

We strictly comply with the Anti-Corruption and Bribery Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China and other laws and regulations, which expressly prohibit corrupt practices such as corruption and bribery. To prevent fraud, strengthen corporate governance and internal control, reduce corporate risks, standardise business practices and protect the legitimate rights and interests of the Company and its shareholders, we have developed the “Employee Behavior Red Line” and “Employee Non-Compliance Management System” in accordance with the listing rules published by the HKEX, the regulations and requirements of the security exchange markets and regulatory agencies and combined with the actual conditions of the Company, which clearly define the violations, types of penalisation, principles of penalisation, investigation of violations and management of penalisation files.

In 2023, there were no cases of corruption, bribery, extortion, fraud and money laundering-related litigations involved the Company or its employees (2022: Nil).

#### Establish Complaint Reporting Procedure

By formulating rules and regulations such as “Employee Behavior Guidelines” and “Employee Non-compliance Management System”, the Company clearly defines the high-pressure line for commercial bribery, fraud and other non-compliant behaviors for all employees and creates a positive management culture. At the same time, the Company has drafted the “Report Management Regulations” to clarify the procedures for the investigation of reports and the obligations of the whistle-blower and the rights of the reported person. We have established smooth and convenient internal and external reporting channels, including dedicated telephone numbers and mailboxes for receiving reports, and publicised them to suppliers, customers and employees through channels such as

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In addition to screening and analysing the internal and external reports we receive and investigating them according to procedures, we conduct focused monitoring and analysis of business segments with a high risk of fraud in our audit plan, and continue to proactively contact suppliers, customers, and front-line employees to investigate the efficiency of company processes, service awareness in window departments, and personal integrity.

In 2023, a total of 0 reports were received from various reporting channels by the Company and there were no related reports of corruption, bribery, extortion, fraud and money laundering involved the Company or its employees. In 2022, a total of 10 reports were received from various reporting channels, mainly were internal mismanagement of the Company reported by our employees, of which 5 reports have been verified and handled in accordance with the system.

### Focus on Integrity Management

Fengxiang always adheres to the principle of honesty, fairness, integrity, and transparency. All our suppliers are required to sign the “Integrity Pledge”, and we have added the “Integrity Clause” in the contracts to strengthen the contractual constraints on each party’s behavior; we also issue the “Integrity Notice to Partners” at the beginning of each year to remind and emphasis our principles, prevent the occurrence of illegal and disciplinary acts for improper benefits and protect the legitimate rights and interests of both parties as well as a healthy and stable relationship.

### Conduct Anti-corruption Training

We train some employees on relevant laws and regulations during on-board training and conduct regular anti-corruption training for some existing employees to raise their awareness of business ethics. The Company also arranges trainings on integrity, compliant operation and anti-fraud to for employees from time to time, in order to promote employees’ integrity and adherence to virtue.

## CHARITY RESPONSIBILITY — DELIVER LOVE & WARMTH

Fengxiang is always determined to move forward on the road of sustainable development and promoting common prosperity. With the ambition of “making society better”, we have made “giving back to society and empowering the economy” an important mission. We are located in Yanggu, Shandong, and actively invest in building communities and enhancing local economic benefits. We participate in social investment in various ways, actively fulfill our corporate citizenship responsibilities, and promote the coordinated development of economic, social and environmental benefits.

我們除對接收的內外部舉報進行甄別分析、按程序調查外，在計劃內審計工作中對舞弊風險高的業務環節進行重點監控分析，同時持續主動聯繫供應商、客戶、一線員工，調研公司流程效率、窗口部門服務意識、個人廉潔情況。

2023年，本公司各舉報渠道共接收舉報0項，未有收到針對本公司或員工的貪污、賄賂、勒索、欺詐及洗黑錢等相關舉報。於2022年，各舉報渠道共接收舉報10項，主要為員工反映內部管理不良現象，其中5項經調查屬實，已按制度進行處理。

### 關注生態廉潔管理

鳳祥股份始終秉承誠實公正、廉潔透明的原則。與我們合作的所有供應商需簽署《廉潔承諾書》，同時我們在合同中加入了「廉潔條款」，以合約形式強化約束各方行為；我們亦在每年年初發佈《致合作夥伴廉潔告知》，提醒並強調我方原則，預防謀取不正當利益的違法違紀行為的發生，保護雙方的合法權益以及健康穩定的合作關係。

### 開展反貪污培訓

我們在入職培訓時對部分新員工進行反貪污相關法律法規的宣講，同時對部分現有僱員定期開展反腐敗培訓，提高員工的商業道德意識。公司亦會不定期向我們的員工進行廉潔及合規運營、反詐騙等的培訓，以加強員工維持廉潔及堅守德行標準。

### 慈善責任—傳遞愛與溫暖

鳳祥股份始終堅定的在可持續發展和促進共同富裕的道路上前行。秉承著「企業，讓社會更美好」的志願，我們將「回饋社會、賦能經濟」作為重要的使命。我們紮根山東陽谷，踴躍投資建設社區，提升當地經濟效益。我們通過多種方式參與社會投資，積極履行企業公民責任，促進經濟效益、社會效益、環境效益的協調發展。

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### Sports Investment

Over the years, Fengxiang has strongly supported the national sports industry. Since 2018, our food products, as the guarantee products for the Chinese national team athletes, have provided the athletes with nutritional support, witnessed every moment they devote to their dreams, and provided protection for their competition. During the year, we continued to serve as the authorized company and its subsidiaries to the Training Bureau of the General Administration of Sport of China to provide the Chinese national team athletes with designated guarantee products for preparing competition. During the year, the Company further demonstrated its goal of supporting the development of the national sports industry. Our iShape products was selected as the official supplier of Beijing Guoan Football Club, a member of Chinese Football Association Super League, in June 2022, providing more comprehensive and high-quality nutritional support for football players of Beijing Guoan, which was an important milestone in our support for national sports development.

In addition to the above support for Chinese national team athletes and Beijing Guoan Football Club, we also support the development of the youth sports industry. We have supplied chicken products for baseball youth teams' players for their growth and nutritional supplementation support for 5 consecutive years.

### Charity Activities

Giving back to the society is our unchanging original intention. Fengxiang insists on the charity concept of "systematization + professionalization + sustainability", and always actively participates in social charity and assumes corporate responsibility. We actively participate in charity activities, such as participating in "Daily Donation with Compassion" under the Charity Association of Yanggu County, providing funds to the Yanggu County Library for the purchase of 4,926 books, and donation to the Red Cross of Jinping County through targeted assistance loans of Agricultural Development Bank. The donations added up to approximately RMB691,000 (2022: approximately RMB367,000) for the year.

### 體育投資

多年來，鳳祥股份大力支持國家體育行業的發展。我們的食品自2018年起作為中國國家隊運動員「備戰保障產品」，為運動員們提供營養支持，見證他們為夢想付出的每個時刻，為他們征戰賽場提供保障。本年度我們繼續成為國家體育總局訓練局授權公司及附屬公司成為國家隊運動員指定備戰保障產品。本年度公司進一步體現對國家體育行業發展的目標，我們旗下的「優形」產品在2022年6月成為中國超級聯賽足球隊北京國安足球俱樂部的官方供應商，為北京國安的運動員提供更全面和高品質的營養支持，是我們對國家運動發展的重要里程碑。

除上述支持中國國家隊運動員和北京國安足球隊以外，我們也非常支持青少年運動行業的發展。我們在本年度為棒球青少年球隊連續5年提供雞肉產品作成長和營養補充的支持。

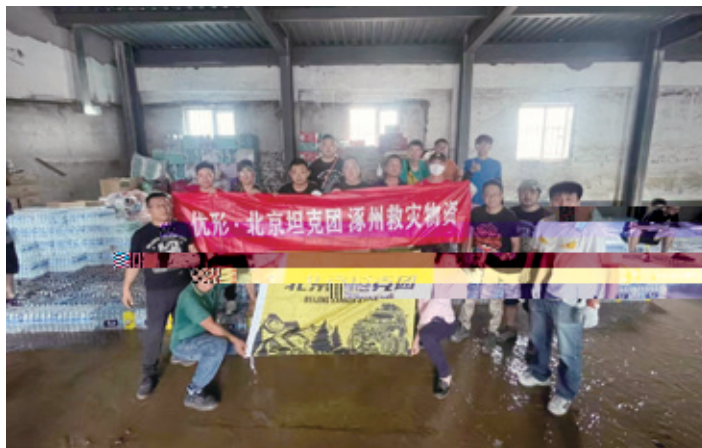
### 公益活動

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In 2023, due to factors such as Typhoon Doksuri, regions in North China and along the Yellow River and Huaihe River experienced floods caused by unprecedented heavy rainfall, and various sectors of society extended a helping hand. On August 6, 2023, "iShape", the chicken breast brand of Fengxiang, donated 10,880 pieces of disaster relief materials to the affected areas of Zhuozhou, Hebei, to help the orderly reconstruction of homes after the disaster.

於2023年度因颱風「杜蘇芮」等因素影響，華北黃淮等地區遭遇百年未見強降雨引發洪水，社會各界紛紛伸出援助之手。2023年8月6日，鳳祥股份旗下優形雞胸肉品牌向河北涿州災區捐贈賑災物資10,880份產品，助力災後重建家園工作有序開展。



Looking ahead, we will definitely pay our constant attention to and actively participate in social charity. Not only will we donate to communities in need and charity organizations that presents them, but we will also take part in different charity activities to give back to the society and help different communities, so as to establish a good corporate image.

展望未來，我們必定會持續地關注及積極參與社會公益，不僅向有需要的社群和幫助他們的公益機構捐款，我們更會坐言起行參與不同類型的公益活動，以回饋社會及幫助不同社群，建立良好的企業形象。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### APPENDIX I: REPORT INDEX

### 附錄I：報告索引

		Page(s) 頁碼
<b>A. Environmental</b>	<b>A1. Emission</b>	
<b>A. 環境</b>	<b>A1. 排放物</b>	
	Information on:	P. 60–71
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
	有關廢氣及溫室氣體排放、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。	
KPI	A1.1 The types of emissions and respective emissions data.	P. 65–67
關鍵績效指標	A1.1 排放物種類及相關排放數據。	
KPI	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P. 65–66
關鍵績效指標	A1.2 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
KPI	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P. 68–70
關鍵績效指標	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)。	
KPI	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P. 68–70
關鍵績效指標	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)。	
KPI	A1.5 Description of emission target(s) set and steps taken to achieve them.	P. 60–64
關鍵績效指標	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。	
KPI	A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	P. 68–71
關鍵績效指標	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。	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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		Page(s) 頁碼
<b>A2. Use of Resources</b>	Policies on the efficient use of resources, including energy, water and other raw materials.	P. 48–59
<b>A2. 資源使用</b>	有效使用資源(包括能源、水及其他原材料)的政策。	
KPI	A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	P. 53–54
關鍵績效指標	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)。	
KPI	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P. 57
關鍵績效指標	A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。	
KPI	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	P. 48–54
關鍵績效指標	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。	
KPI	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	P. 55–57
關鍵績效指標	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。	
KPI	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	P. 59
關鍵績效指標	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。	
<b>A3. The Environment and Natural Resources</b>	Policies on minimising the issuer's significant impacts on the environment and natural resources.	P. 44–47
<b>A3. 環境及天然資源</b>	減低發行人對環境及天然資源造成重大影響的政策。	
KPI	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P. 44–47
關鍵績效指標	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。	

		Page(s) 頁碼
<b>A4. Climate Change</b>	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	
<b>A4. 氣候變化</b>	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	
KPI	A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	P. 72–79
關鍵績效指標	A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
<b>B. Social</b>	<b>B1. Employment</b>	P. 79–83
<b>B. 社會</b>	<b>B1. 僱傭</b>	
	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.	
	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。	
KPI	B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P. 80
關鍵績效指標	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。	
KPI	B1.2 Employee turnover rate by gender, age group and geographical region.	P. 81
關鍵績效指標	B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	
<b>B2. Health and Safety</b>	Information on:	P. 84–89
<b>B2. 健康與安全</b>	(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.	
	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。	
KPI	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P. 84
關鍵績效指標	B2.1 過去三年(包括匯報年度)每年因工亡故的人數及比率。	

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	KPI	B2.2 Lost days due to work injury	P. 84
	關鍵績效指標	B2.2 因工傷損失工作日數。	
	KPI	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P. 85–89
	關鍵績效指標	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。	
<b>B3. Development and Training</b>		Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	P. 90–91
<b>B3. 發展及培訓</b>		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。	
	KPI	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	P. 90–91
	關鍵績效指標	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。	
	KPI	B3.2 The average training hours completed per employee by gender and employee category.	P. 90–91
	關鍵績效指標	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。	
<b>B4. Labour Standards</b>		Information on:	P. 91
<b>B4. 勞工準則</b>		(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.	
		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。	
	KPI	B4.1 Description of measures to review employment practices to avoid child and forced labour.	P. 91
	關鍵績效指標	B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。	
	KPI	B4.2 Description of steps taken to eliminate such practices when discovered.	P. 91
	關鍵績效指標	B4.2 描述在發現違規情況時消除有關情況所採取的步驟。	
<b>B5. Supply Chain Management</b>		Policies on managing environmental and social risks of the supply chain.	P. 92–93
<b>B5. 供應鏈管理</b>		管理供應鏈的環境及社會風險政策。	
	KPI	B5.1 Number of suppliers by geographical region.	P. 92–93
	關鍵績效指標	B5.1 按地區劃分的供應商數目。	

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KPI	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	P. 92–93
關鍵績效指標	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。	
KPI	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P. 92–93
關鍵績效指標	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。	
KPI	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	P. 92–93
關鍵績效指標	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方法。	
<b>B6. Product Responsibility</b>	Information on:	P. 93–96
<b>B6. 產品責任</b>	(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. 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。	
KPI	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	P. 94
關鍵績效指標	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。	
KPI	B6.2 Number of products and service related complaints received and how they are dealt with.	P. 95
關鍵績效指標	B6.2 接獲關於產品及服務的投訴數目以及應對方法。	
KPI	B6.3 Description of practices relating to observing and protecting intellectual property rights.	P. 96
關鍵績效指標	B6.3 描述與維護及保障知識產權有關的慣例。	
KPI	B6.4 Description of quality assurance process and recall procedures.	P. 93–94
關鍵績效指標	B6.4 描述質量檢定過程及產品回收程序。	

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	KPI	P. 96
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
	關鍵績效指標 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。	
<b>B7. Anti-corruption</b> <b>B7. 反貪污</b>	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. 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。	P. 97–98
	KPI	P. 97–98
	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	
	關鍵績效指標 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。	
	KPI	P. 97–98
	B7.2 Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	
	關鍵績效指標 B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	
	KPI	P. 97–98
	B7.3 Description of anti-corruption training provided to directors and staff.	
	關鍵績效指標 B7.3 描述向董事及員工提供的反貪污培訓。	
<b>B8. Community Investment</b> <b>B8. 社區投資</b>	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. 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。	P. 98–100
	KPI	P. 98–100
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	
	關鍵績效指標 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)。	
	KPI	P. 98–100
	B8.2 Resources contributed (e.g. money or time) to the focus area.	
	關鍵績效指標 B8.2 在專注範疇所動用資源(如金錢或時間)。	

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## 環境、社會及管治報告

### APPENDIX II: DATA STATISTICS

#### Environmental Data

### 附錄II：數據統計

#### 環境數據

	2022 2022年	2023 2023年
<b>能源耗量</b>		
<i>Fuel Consumption</i>		
<i>燃料使用量</i>		
Gasoline	—	—
汽油	—	—
Diesel	1,718,820 liters	1,767,489 liters
柴油	1,718,820升	1,767,489升
Natural Gas	26,030,403 cubic meters	27,911,411 cubic meters
天然氣	26,030,403立方米	27,911,411立方米
LPG	1,810 kilogram	—
液化石油氣	1,810千克	—
<i>Energy Consumption</i>		
<i>能源消耗量</i>		
Direct Energy Consumption	290,659 '000 kWh	310,841 '000 kWh
直接能源總耗量	290,659千個千瓦時	310,841千個千瓦時
Indirect Energy Consumption	217,281 '000 kWh	229,791 '000 kWh
間接能源總耗量	217,281千個千瓦時	229,791千個千瓦時
Total Energy Consumption	507,940 '000 kWh	540,632 '000 kWh
能源總耗量	507,940千個千瓦時	540,632千個千瓦時
Total Energy Consumption Intensity	100'000 kWh/million RMB in revenue	105'000 kWh/million RMB in revenue
能源總耗強度	100千個千瓦時 人民幣 (每百萬元收入)	105千個千瓦時 人民幣(每百萬元收入)
<b>排放物</b>		
<i>Air Pollution Emission</i>		
<i>空氣污染物排放</i>		
Nitrogen Oxides (NOx)	38.65 tonnes	28.54 tonnes
氮氧化物(NOx)	38.65噸	28.54噸
Sulfur Oxides (SOx)	0.02 tonnes	0.03 tonnes
硫氧化物(SOx)	0.02噸	0.03噸
Particulate Matters (PM)	1.52 tonnes	1.80 tonnes
顆粒物(PM)	1.52噸	1.80噸
Total Emissions	40.19 tonnes	30.37 tonnes
總排放	40.19噸	30.37噸
Total Emissions Intensity	0.008 tonnes/million RMB in revenue	0.006 tonnes/million RMB in revenue
總排放強度	0.008噸 人民幣(每百萬元收入)	0.006噸 人民幣(每百萬元收入)

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

	2022 2022年	2023 2023年
<i>Greenhouse Gas Emissions Data</i>		
<i>溫室氣體排放</i>		
Scope 1 — Direct Emissions 範圍一 — 直接排放	82,571 tonnes 82,571 噸	108,144 tonnes 108,144 噸
Scope 2 — Energy Indirect Emissions 範圍二 — 能源間接排放	126 tonnes 126 噸	131 tonnes 131 噸
Scope 3 — Other Indirect Emissions 範圍三 — 其他間接排放	1,895 tonnes 1,895 噸	2,056 tonnes 2,056 噸
Total Emissions 總排放	84,592 tonnes 84,592 噸	110,331 tonnes 110,331 噸
Total Emissions Intensity 總排放強度	16.6 tonnes/million RMB in revenue 16.6 噸 人民幣(每百萬元收入)	21.7 tonnes/million RMB in revenue 21.7 噸 人民幣(每百萬元收入)
<i>包裝材料</i>		
Total Packaging Material Consumption 包裝材料使用總量	6,434 tonnes 6,434 噸	9,250 tonnes 9,250 噸
Total Packaging Material Consumption Intensity 包裝材料使總強度	1.3 tonnes/million RMB in revenue 1.3 噸 人民幣(每百萬元收入)	1.8 tonnes/million RMB in revenue 1.8 噸 人民幣(每百萬元收入)
<i>耗水量</i>		
Total Water Consumption 總耗水量	2,653,581 m <sup>3</sup> 2,653,581 立方米	2,973,017 m <sup>3</sup>

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## 環境、社會及管治報告

### Social Data

### 社會數據

	2022 2022年	2023 2023年
<b>僱員數據</b>		
<b>Total Employees</b> 僱員總人數	7,202	6,808
<i>Gender</i> 性別		
Male 男	3,635	3,404
Female 女	3,567	3,404
<i>Age</i> 年齡		
Under 30 30以下	648	605
30–45 30–45之間	4,257	4,106
Above 45 45以上	2,297	2,097
<i>Education</i> 學歷		
PhD 博士	1	—
Master 碩士	37	35
Undergraduate 本科	550	593
Junior college 大專	1,169	1,249
High school and below 高中以下	5,445	4,931
<i>Employment Type</i> 僱傭類型		
Full-time 全職	7,202	6,808
Part-time 兼職	0	0
Temporary workers 臨時人員	0	0

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

	2022 2022年	2023 2023年
<i>Region</i>		
<i>地區</i>		
Inside Shandong 山東省內	7,019	6,634
Outside Shandong (including foreign employees) 山東省外(包括國外員工)	183	174
<i>Management Levels</i>		
<i>按管理層級</i>		
Senior level 高層	26	22
Mid-level 中層	196	197
Entry level 基層	6,980	6,589
<i>Years of Service</i>		
<i>工齡劃分</i>		
Less than one year 一年以下	594	577
1-3 years 1-3年	1,341	1,009
3-5 years 3-5年	1,190	1,001
5-10 years 5-10年	2,061	2,256
Over 10 years 超過10年	2,016	1,965
<i>員工月均流失率</i>		
Monthly Average 員工月均流失率	1.42%	1.59%
<i>By Gender</i>		
<i>性別(流失率)</i>		
Male 男	1.57%	1.77%
Female 女	1.26%	1.40%

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

	2022 2022年	2023 2023年
<i>By Age</i>		
<i>年齡(流失率)</i>		
Under 30 30以下	4.08%	5.53%
30–45 30–45之間	1.24%	1.30%
Above 45 45以上	0.87%	0.85%
<i>By Region (Entity)</i>		
<i>地區(按實體)(流失率)</i>		
Fengxiang 鳳祥股份	1.82%	2.30%
Fengxiang Industrial 鳳祥實業	1.18%	1.18%
iShape Food Technology 優形食品科技	1.71%	3.57%
Fengxiang Food Development 鳳祥食品發展	1.30%	1.41%
Yucheng Fengming 禹城鳳鳴	3.71%	7.78%
Fengxiang Japan 日本鳳祥	0%	0%
<b>員工培訓人數數據</b>		
Total Number of trained staff 員工培訓總人數	6,368	7,694
Trained staff percentage 培訓人數佔比	88%	113%
<i>By Gender</i>		
<i>性別</i>		
Male 男	3,243	3,694
Female 女	3,125	3,730
<i>By Employee Type</i>		
<i>人員類別</i>		
Senior level 高層	26	27
Mid-level 中層	94	83
Entry level 基層	6,248	7,584

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

	2022 2022年	2023 2023年
Average hours of Staff Training 員工培訓時長		
Total Training hours 總培訓時長	205,244	303,570
Average Training hours 平均培訓時長	32	39
<i>By Gender</i> 性別		
Male 男	30	47
Female 女	27	42
<i>By Employee Type</i> 人員類別		
Senior level 高層	29	45
Mid-level 中層	15	17
Entry level 基層	35	47
<b>員工健康與安全數據</b>		
Deaths Due to Work 因工亡故人數		
2021	N/A	N/A
2021年	不適用	不適用
2022	1	1
2022年		
2023	N/A	N/A
2023年	不適用	不適用
Lost Working Days Due to Work Injuries 因工傷損失工作日數	2,645	1,353
Number of Work Injury 工傷人數	33	22

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

	2022 2022年	2023 2023年
<b>供應商分佈</b>		
Total Number of Vendor 供應商總數	1,435	1,495
Domestic 國內	99.79%	99.7%
Abroad 國外	0.21%	0.3%
<b>產品責任數據</b>		
Total Number of Products Recalled Due to Safety and Health-related Issues 因安全和健康而召回的產品總數量	0	0
Total Number of Client's Complaints 客戶投訴總數量	28	40
Complaint Handling Rate 投訴處理率	100%	100%
Compensation Amount (RMB) 賠償金額(人民幣)	RMB108,177.83 108,177.83元	RMB74,037.39 74,037.39元
Total Patent Registered 總專利註冊量	142	147
Total Trademark Registered 總商標註冊量	181	177
Additional Trademark Registered for the year 年度新增專利註冊量	19	12
<b>Anti-Corruption-related Data</b>		
<b>反貪污相關數據</b>		
Time of Anti-Corruption Training 反貪污培訓時長	0	0
Number of Anti-Corruption Trainees 反貪污培訓參與人數	0	0
<b>Social Charity Data</b>		
<b>社會公益數據</b>		
Total Amount of Donations (RMB) 社會捐款總金額(人民幣)	Over RMB367,466 超過367,466元	Over RMB691,000 超過691,000元
Number of Participants in Charity Activities 公益活動參與人數	0	0
Participation hours of Charity Activities 公益活動參與時數	0	0

