



Fufeng Group Limited
阜豐集團有限公司

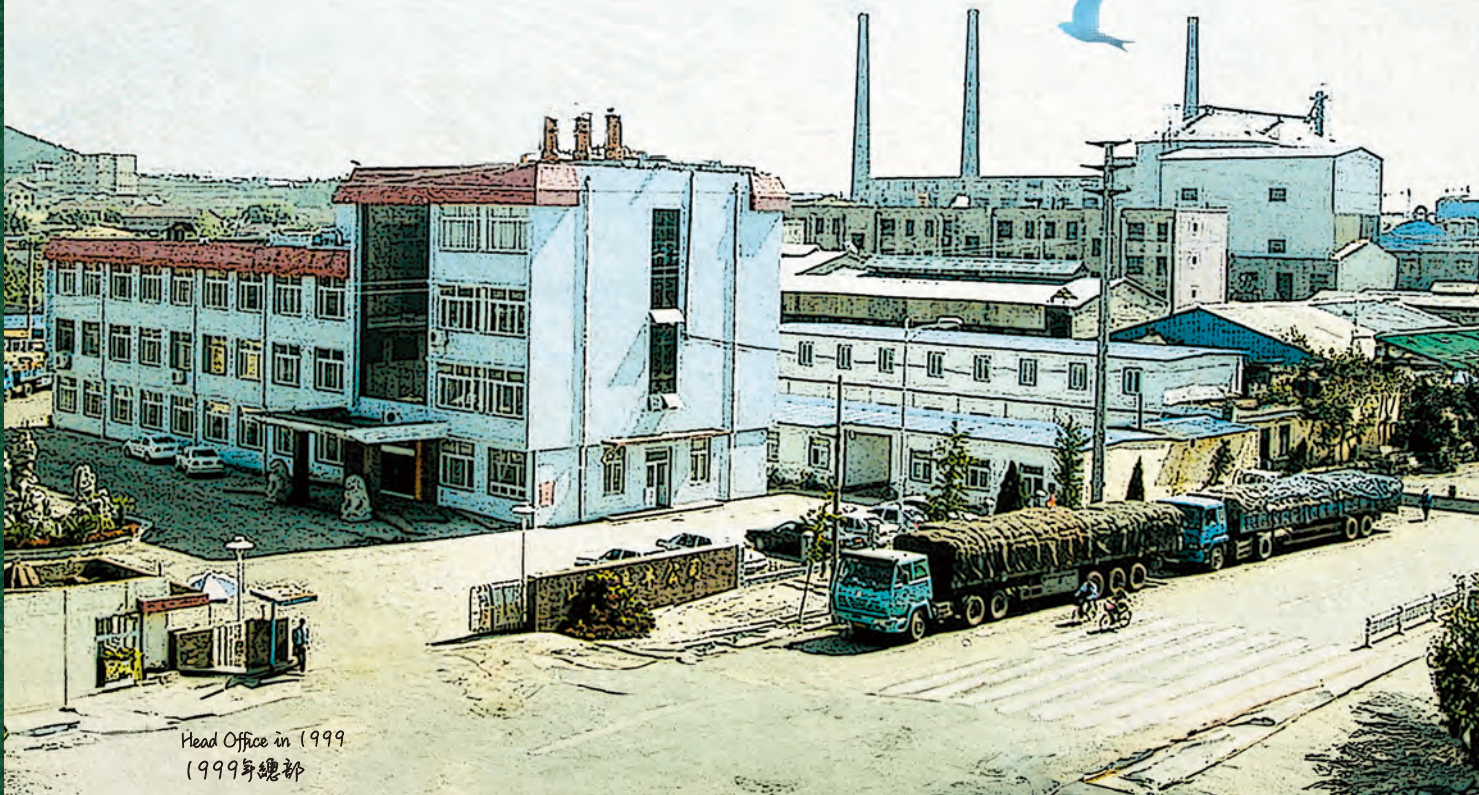
(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)
Stock Code 股份代號 : 546

2023

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

千里之行
始於足下

A Thousand Miles Journey Begins with This Step



Head Office in 1999
1999年總部



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT ESG REPORT

Fufeng Group Limited and its subsidiaries published the 2023 Environmental, Social and Governance Report (the “ESG Report”), which is the eighth ESG Report we have published, aiming at presenting our ESG strategy, philosophy, practices and performance.

Scope of the Report

This Report covers the Group’s subsidiaries, namely 山東阜豐發酵有限公司 (Shandong Fufeng Fermentation Co., Ltd.), 寶雞阜豐生物科技有限公司 (Baoji Fufeng Biotechnologies Co., Ltd.), 內蒙古阜豐生物科技有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.), 呼倫貝爾東北阜豐生物科技有限公司 (Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd.), 新疆阜豐生物科技有限公司 (Xinjiang Fufeng Biotechnologies Co., Ltd.) and 齊齊哈爾龍江阜豐生物科技有限公司 (Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd.). The reporting period spans from 1 January 2023 to 31 December 2023 (the “Reporting Period”), and certain information may extend beyond the aforementioned timeframe.

Data Description

The data and information contained herein are mainly derived from the statistical reports and relevant documents of the Company. The Board of the Company undertakes that this Report does not contain any false information or misleading statements and is liable for the truthfulness, accuracy and completeness of its contents. Unless otherwise specified, the monetary amounts mentioned in the Report are denominated in Renminbi.

關於 ESG 報告

阜豐集團有限公司及其附屬公司發佈2023年環境、社會及管治報告(簡稱「ESG報告」),本報告為我們發佈的第8份ESG報告,旨在介紹我們的ESG策略、理念、實踐與績效。

報告範圍

本報告覆蓋本集團轄下山東阜豐發酵有限公司、寶雞阜豐生物科技有限公司、內蒙古阜豐生物科技有限公司、呼倫貝爾東北阜豐生物科技有限公司、新疆阜豐生物科技有限公司和齊齊哈爾龍江阜豐生物科技有限公司。時間範圍為2023年1月1日至2023年12月31日(「報告期」),部分信息或超出上述時間範圍。

數據說明

報告中所包括的數據與信息主要來源於公司統計報告和相關文件。本公司董事會承諾本報告不存在任何虛假記載、誤導性陳述,並對其內容真實性、準確性和完整性負責。如無特殊說明,報告中所涉及貨幣金額以人民幣作為計量幣種。

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Reporting Principles

This Report is prepared in accordance with the requirements of the ESG Reporting Guide set out in Appendix C2 to the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

This Report is prepared in accordance with the reporting principles in the ESG Reporting Guide, including:

- **Materiality:** The Group has identified material ESG issues through stakeholder engagement and materiality assessment, and has made targeted disclosures in the ESG Report;
- **Quantitative:** The Report presents key performance indicators relating to the environmental and social aspects in a quantitative manner, accompanied by explanations to elucidate their purpose and impact;
- **Balance:** The Report follows the principle of balance to objectively portray the Group’s ESG management status;
- **Consistency:** The data disclosure and statistical methods used in this Report are consistent with the 2022 ESG Report to ensure comparability of information.

Access method

The electronic version of this Report is available on the official website of the Group at www.fufeng-group.com and the website of the Stock Exchange at www.hkexnews.hk.

報告原則

本報告依據香港交易所及結算所有限公司(「聯交所」)主板上市規則附錄C2《ESG報告指引》的相關要求編制。

本報告在編制過程中遵循《ESG報告指引》的彙報原則，包括：

- **重要性：**本集團透過與持份者溝通及重要性評估，識別出ESG重要議題，並在ESG報告中作有針對性的披露；
- **量化：**本報告採用量化數據的方式展現環境與社會層面的關鍵績效指標，並附帶說明，以闡述其目的和影響；
- **平衡：**本報告遵循平衡原則，客觀展現本集團的ESG管理現狀；
- **一致性：**本報告採用的數據披露和統計方法與2022年ESG報告一致，以確保信息的可比性。

獲取方式

本報告電子版可在本集團官方網站 www.fufeng-group.com 及聯交所網站 www.hkexnews.hk 獲取。

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BOARD STATEMENT

• Board's Responsibility

As the highest governing body responsible for ESG management and public disclosure of Fufeng Group, the Board carries the ultimate responsibility for formulating Fufeng Group's ESG management policy, setting ESG-related objectives, and reviewing progress towards those objectives and ESG performance. The Board has a comprehensive understanding of the Company's ESG management status, makes final decisions on ESG-related matters, and continuously improves the ESG management system of the Group.

• Daily Implementation

At the day-to-day operational level, the Group has established an Environmental, Social and Governance (ESG) Committee under the Board, which is responsible for developing and reviewing ESG vision, objectives, strategy and management approach, reviewing and monitoring the ESG management structure, policies and operations, conducting research and making recommendations on significant ESG decisions, coordinating ESG resources and implementation efforts, managing ESG-related risks and opportunities, as well as preparing and reviewing the ESG report.

• Management Policies

The Board continuously monitors ESG development trends and the performance of peers, evaluates ESG risks and opportunities in alignment with its own development plans, and timely updates management policies and strategies to ensure that ESG-related work remains progressive. The Group maintains close daily communication and engagement with internal and external stakeholders and assesses, analyses and prioritises material ESG issues. For details of the results of the 2023 ESG issue assessment, please refer to the "ESG Management – Materiality Assessment".

• Objective Review

Fufeng Group sets annual ESG management objectives and corresponding implementation measures covering areas such as air emissions and comprehensive energy consumption per unit of product, regularly reviews the progress towards the objectives, and makes recommendations to facilitate the achievement of the objectives.

董事會聲明

• 董事會責任

董事會作為卓豐集團 ESG 事宜管理及公開披露的最高責任機構，對卓豐集團 ESG 管理方針、ESG 相關目標制定、目標進度檢討以及 ESG 表現負最終責任。董事會充分瞭解本公司的 ESG 管理現狀，就 ESG 相關事宜形成最終決策，並不斷完善本集團 ESG 管理體系。

• 日常實施

在日常運營層面，本集團在董事會下設立了環境、社會及管治委員會，負責制定並檢討 ESG 願景、目標、策略及管理方針，檢討並監察 ESG 的管理架構、政策及營運管理，對 ESG 相關的重大決策進行研究並提出建議，協調 ESG 資源和工作實施，管理 ESG 相關風險與機遇，以及編制並審閱 ESG 報告。

• 管理方針

董事會持續關注 ESG 發展趨勢及同行表現，結合自身發展規劃，評估 ESG 風險與機遇，並適時更新管理方針及策略，確保 ESG 相關工作與時俱進。本集團與內外部持份者保持緊密的日常溝通與交流，並對重要 ESG 議題進行評估、分析及依次排序。2023 年 ESG 議題評估結果詳見「ESG 管理－重要性評估」。

• 目標檢討

卓豐集團制定覆蓋廢氣排放、產品單位綜合能耗等方面的 ESG 年度管理目標和對應的實施措施，定期對相關目標進展情況進行檢討，並提出建議以促進目標達成。

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LETTER FROM MANAGEMENT

In the challenging and uncertain year of 2023, amidst ongoing economic instability, we remained steadfast in our “dual-high” strategic mission, and achieved favorable economic results, demonstrating exceptional resilience in our development. We successfully ensured the high-quality operation of our existing production capacity, constantly solidified our leadership position in the PRC market, and actively explored the feasibility of establishing production bases in the United States and Eastern Europe to accelerate the internationalization of our production and sales networks.

While strengthening our business management, we continued to promote the integration of ESG management with our corporate strategy and operations, committing ourselves to making positive contributions to global social and environmental sustainability. During the Reporting Period, we were honored with the “Aon’s 2023 China Best ESG Employer”, recognising our significant achievements in ESG practices.

The deepening advancement of ESG initiatives in 2023 injected new vitality into the high-quality development of the Company. We remained committed to upholding the dual importance of product quality and innovation, consistently providing society with high-quality products, and diligently building the reputation of “Quality Fufeng”. Confronted with increasingly pressing environmental challenges, we were dedicated to leading the way in green development through measures such as energy-saving technology transformation, equipment upgrades and packaging reduction, proactively responded to climate change risks and contributed to the construction of a clean, low-carbon and recycling green economic system. We respected our partners, employees and communities, working hand in hand with upstream and downstream to build a sustainable supply chain. We provided a diverse and inclusive working environment for our employees, assisting them in realising their own value. Actively giving back to society, we joined our local communities in promoting compassion and goodwill, helping rural revitalization and cultural tourism development, and delivering warmth and strength through various means such as material and financial support.

Looking ahead, we are resolute and determined to forge ahead. In the face of industry difficulties and challenges, we will actively seek breakthroughs, create new opportunities, continuously enhance our core competitiveness, and steadfastly advance our internationalisation strategy. Together with our partners, we will write a more brilliant future chapter!

管理層致辭

在充滿挑戰與不確定性的2023年，經濟不穩定因素尚未緩解，而我們篤定「雙高」的戰略任務，實現了十分良好的經濟效益，表現出了超強的發展韌性。我們成功確保了現有產能的高質量運行，不斷鞏固在中國市場的領導地位，並積極探索在美國和東歐建設生產基地的可行性，以加快國際化生產及銷售網絡的佈局。

我們在加強業務管理的同時，繼續推進ESG管理與公司戰略和運營相融合，致力於為全球社會和環境的可持續發展做出積極貢獻。報告期內，我們獲評「怡安2023中國最佳ESG僱主」，ESG實踐取得顯著成果。

2023年，ESG建設的深入推進為公司的高質量發展注入了新的活力。我們堅持產品質量與創新並重，持續為社會提供高品質產品，用心打造「質量阜豐」。面對日益嚴峻的環境問題，我們致力於通過節能技術改造、設備升級和包裝減量等舉措引領綠色發展，並積極應對氣候變化風險，為構建清潔、低碳、循環的綠色經濟體系貢獻力量。我們尊重合作夥伴、員工和社區，攜手上下游共建可持續供應鏈，為員工提供多元包容的工作環境並幫助他們實現自身價值。我們積極回饋社會，與所在社區共同傳承愛心與善行，協助鄉村振興和文化旅遊發展，通過物資、資金支持等多種方式傳遞溫暖與力量。

展望未來，我們踔厲奮發、破浪前行。面對行業的困境與挑戰，我們將積極尋求突破，創造新的機遇，持續提升核心競爭力，堅定不移地推進國際化戰略，與合作夥伴攜手共進，共同書寫更加輝煌的未來篇章！

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ABOUT FUFENG GROUP

Fufeng Group Limited is a global bio-fermentation products manufacturer which is listed on the Main Board of the Hong Kong Stock Exchange. It mainly focuses on the research and development (R&D), production and operation of various kinds of amino acids, their derivatives and biological colloids, and is a world-renowned producer of monosodium glutamate (MSG), xanthan gum and amino acids..

The Group is composed of the following enterprises: Shandong Fufeng Fermentation Co., Ltd., Baoji Fufeng Biotechnologies Co., Ltd., Neimenggu Fufeng Biotechnologies Co., Ltd., Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd., Xinjiang Fufeng Biotechnologies Co., Ltd., Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd., Fufeng Group R&D Center and Fufeng Group Marketing Centre, etc and has a presence in Shandong, Heilongjiang, Shaanxi, Inner Mongolia, Xinjiang, etc. The Group possesses a diversified product portfolio comprising five main product segments, namely food additives (including key products such as MSG, compound seasoning, starch sweeteners, glutamic acid and corn oil); animal nutrition (including key products such as threonine, lysine and corn refined products); high-end amino acid products (including key products such as valine, leucine, isoleucine, glutamine and hyaluronic acid); colloid (including key products such as xanthan gum and gellan gum); and others (including key products such as fertilisers and synthetic ammonia). Our primary products are distributed nationwide and exported to over 90 countries and regions worldwide.

The Group has passed the certification of ISO 9001 Quality Management System, ISO 22000 Food Safety Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, GMP, KOSHER Certification, HALAL Certification, BRCGS Food Safety Global Standard Certification, and IP Certification one after another. Fufeng Group has been selected as China's top 500 private enterprises, and has been titled with national high and new technology enterprise and the national outstanding leading food enterprise etc.

關於阜豐集團

阜豐集團有限公司是一家在香港聯交所主板上市的國際化生物發酵製品公司，主要致力於各種氨基酸及其衍生製品和生物膠體的研發、生產和經營，是全球著名味精、黃原膠、氨基酸生產商。

本集團下轄山東阜豐發酵有限公司、寶雞阜豐生物科技有限公司、內蒙古阜豐生物科技有限公司、呼倫貝爾東北阜豐生物科技有限公司、新疆阜豐生物科技有限公司、齊齊哈爾龍江阜豐生物科技有限公司、阜豐集團研發中心和阜豐集團營銷中心等多家實體，產業遍佈山東、黑龍江、陝西、內蒙古、新疆等省區。本集團產品多元化，分為五大產品分部：食品添加劑（主要產品包括味精、複合調味品、澱粉甜味劑、谷氨酸和玉米油）；動物營養（主要產品包括蘇氨酸、賴氨酸和玉米提煉產品）；高檔氨基酸產品（主要產品包括纈氨酸、亮氨酸、異亮氨酸、谷氨醯胺、透明質酸）；膠體（主要產品包括黃原膠和結冷膠）；及其他（主要產品包括肥料、合成氨等）。主導產品銷往全國各地，並出口世界九十多個國家和地區。

本集團先後通過ISO 9001質量管理體系、ISO 22000食品安全管理體系、ISO 14001環境管理體系、ISO 45001職業健康安全體系、GMP、KOSHER猶太食品認證、HALAL清真認證、BRCGS食品安全全球標準認證、IP認證。阜豐集團入選中國民營企業500強，先後榮獲國家級高新技術企業、全國優秀龍頭食品企業等榮譽稱號。

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Corporate Culture

企業文化

Enterprise Mission 企業使命

Products abound and people live in plenty
物阜民豐

The mission to employees – Employee achievement
對員工的使命 – 成就員工

The mission to stakeholders – Value alliance
對利益相關方的使命 – 價值聯盟

The mission to the community – Prosper the regional economy
對社會的使命 – 繁榮區域經濟

Enterprise Vision 企業願景

To be a global famous biological fermentation enterprise, meanwhile become
an investment holding group with diversified and high value
做全球著名的生物發酵企業，同時成為一個多元化、高價值的投資控股集團

Core Values 核心價值觀

Put United Endeavour as the Root, Put the Company Overall Interests First
以團結奮鬥者為本，以公司整體利益為重

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Product Layout

產品佈局



ESG MANAGEMENT

Fufeng Group places great importance on ESG practices and gradually integrates ESG principles into various aspects of its production and operations to facilitate the high-quality and sustainable development of the Group.

ESG 管理

阜豐集團重視 ESG 工作，將 ESG 理念逐步融入到生產運營的各個環節，以促進集團高質量、可持續發展。

ESG Governance Structure

A robust ESG governance structure is essential to ensure effective implementation of ESG management within the organization. Fufeng Group has established the ESG Committee, with the aim of facilitating the development and implementation of ESG issues of the Group. As a dedicated working body of the Board, the Committee is responsible for developing and reviewing the Group's ESG vision, objectives, strategy and management approach, as well as conducting research and making recommendations on the Company's sustainable development and significant ESG-related decisions. Within the Committee, an ESG Working Group is established as the executing body responsible for making preparations for the Committee's decision-making, providing relevant materials and advancing ESG management and ESG reporting matters. During the Reporting Period, the ESG Committee continuously improved the Group's ESG management system, actively optimised management measures and effectively enhanced ESG management performance by conducting materiality assessments, reviewing and monitoring ESG operational management, and overseeing the formulation and achievement of targets.

ESG 管治架構

健全的 ESG 管治架構是確保企業有效落實 ESG 管理的重要基礎。阜豐集團成立了環境、社會及管治委員會，旨在促進集團環境、社會及管治事宜的發展及落實。作為董事會的專門工作機構，委員會制定並檢討集團 ESG 的願景、目標、策略及管理方針並對公司可持續發展及 ESG 相關的重大決策進行研究並提出建議。委員會下設 ESG 工作小組作為執行機構，工作小組負責做好委員會決策的前期準備工作、提供相關材料、推進 ESG 管理工作與 ESG 報告相關事宜。報告期內，環境、社會及管治委員會通過重要性評估、檢討監察 ESG 的運營管理、監督目標制定及完成情況等工作，不斷完善集團 ESG 管理體系，積極優化管理措施，有效提升 ESG 管理表現。

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Board 董事會

- Coordinating overall ESG development efforts;
- Supervising and reviewing ESG strategy development and implementation;
- Evaluating the Company's ESG performance targets and progress, and overseeing continuous improvement of performance.
- 統籌整體ESG發展工作；
- 監督審核ESG戰略制定及實施；
- 評估公司ESG績效目標及實現情況，監督績效持續改進。

ESG Committee 環境、社會及管治委員會

- Developing and reviewing the Group's ESG vision, objectives, strategy and management approach;
- Conducting research and making recommendations on the Company's sustainable development and significant ESG-related decisions;
- Managing ESG-related risks and opportunities;
- Reviewing ESG reports and reporting to the Board.
- 制定並檢討集團ESG的願景、目標、策略及管理方針；
- 對公司可持續發展及ESG相關的重大決策進行研究並提出建議；
- 管理ESG相關風險、機遇；
- 審閱ESG報告並向董事會彙報等職責。

ESG Working Group ESG工作小組

- Implement various ESG-specific tasks proposed by the Committee;
- Advancing ESG management within the Company.
- 落實委員會提出的各項ESG具體工作；
- 推進企業內的ESG管理工作。

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Communication with Stakeholders

In the course of daily operation and management, Fufeng Group has established regular communication mechanisms with various stakeholders, which enables timely and effective understanding of their expectations and demands, and allows the Group to respond and improve accordingly based on its own circumstances. During the Reporting Period, we identified the key stakeholders of the Group based on our business characteristics and operational features, drawing upon best practices from the industry.

與持份者的溝通

在日常運營管理過程中，阜豐集團與各持份者建立了常態化的溝通機制，及時有效地瞭解各方的期望與訴求，並根據本集團自身實際情況進行回應和提升。報告期內，我們根據自身的業務特徵和運營特點，借鑒同業先進經驗，識別了本集團的主要持份者。

Stakeholder Requests and Responses

持份者要求與回應

Stakeholders 持份者	Expectations and demands 期望與訴求	Communication channels 溝通渠道
Governments and Regulatory Authorities 政府及監管機構	<ul style="list-style-type: none"> Compliant Operations Environmental Management Anti-Corruption Product Quality and Food Safety 合規運營 環境管理 反貪腐 產品品質與食品安全 	<ul style="list-style-type: none"> Government Meetings Regulatory Notifications Site Investigations Information Disclosure 政府會議 監管通知 現場調查 信息披露
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Corporate Governance Compliant Operations Privacy and Trade Secret Protection 企業管治 合規運營 隱私及商業秘密保護 	<ul style="list-style-type: none"> Investor Relations Website Shareholders' General Meeting Information Disclosure Reception of visits 投資者關係網站 股東大會 信息披露 接待來訪
Customers/Users 客戶／用戶	<ul style="list-style-type: none"> Product Quality and Food Safety Privacy and Trade Secret Protection Customer Satisfaction 產品品質與食品安全 隱私及商業秘密保護 滿意度 	<ul style="list-style-type: none"> Visit to Customers or Customers Visit Customer Service Hotline Customer Satisfaction Survey 客戶拜訪或來訪 客戶服務熱線 客戶滿意度調查

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Stakeholders 持份者	Expectations and demands 期望與訴求	Communication channels 溝通渠道
Employees 員工	<ul style="list-style-type: none"> Employee Rights and Interests Protection Employee Training and Development Employee Communication and Care Occupational Health and Safety 保障員工權益 員工培訓與發展 員工溝通關愛 職業健康與安全 	<ul style="list-style-type: none"> Employee Training Employee Activities Employee Research Team Building 員工培訓 員工活動 員工調研 團隊建設
Suppliers/Partners 供應商／合作夥伴	<ul style="list-style-type: none"> Product Quality and Food Safety Sustainable Procurement Industry Cooperation and Development 產品品質與食品安全 可持續採購 行業合作與發展 	<ul style="list-style-type: none"> Supplier Assessment Supplier Communication and Training Visit to Suppliers or Suppliers Visit 供應商評估 供應商交流與培訓 供應商拜訪或來訪
Community and Media 社區及媒體	<ul style="list-style-type: none"> Community Investment and Development Production Safety Environmental Protection 社區投入與發展 安全生產 環境保護 	<ul style="list-style-type: none"> Charity Community Activities Media Communication 公益慈善 社區活動 媒體交流

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Materiality Assessment

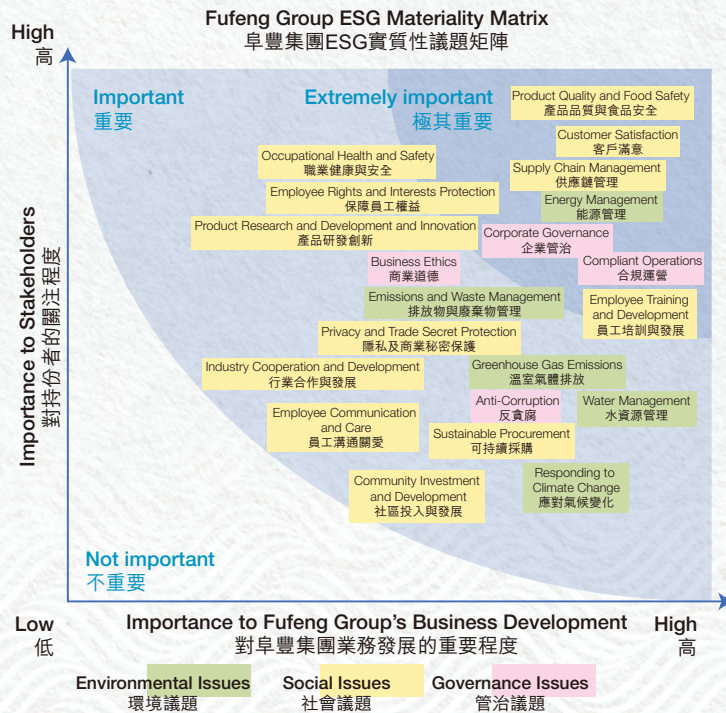
During the Reporting Period, Fufeng Group identified 21 ESG issues and ranked the importance of the issues with reference to the global sustainable development trends, important strategic directions of the Company, stakeholder demands, industry concerns and the requirements of disclosure standards, taking into account its own actual practice and business characteristics, so as to provide clear guidance for the Group's ESG management efforts.

重要性評估

報告期內，阜豐集團參考全球可持續發展趨勢以及公司重要戰略方向、持份者訴求、同業關注及披露標準要求等，結合自身實際和業務特點，梳理識別出21項ESG議題，並對議題進行重要性排序，為本集團ESG管理工作指明方向。



Material Issues Assessment Process
重要性議題評估過程



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1 ROBUST CORPORATE GOVERNANCE

Fufeng Group firmly believes that sound corporate governance is the foundation for achieving compliant operations and efficient management. We continuously enhance our compliance and risk management practices, uphold high standards of business ethics throughout our operations, and continually improve our competitiveness and sustainability, thereby establishing a solid foundation for the long-term development of our Company.

In 2023

- No legal cases regarding corrupt practices occurred
- Accumulated a total of 325 authorised patents, including 274 authorised patents of invention and 51 utility model patents.

1.1 Risk Management

To continuously improve the risk management and internal control systems and enhance the level of risk management and prevention capabilities, the Group has developed a Risk Management Manual, which outlines its risk management strategy and structure. During the Reporting Period, the Group introduced the Risk Control Management Regulations, providing the necessary institutional basis for implementing risk management across the Group and ensuring the Group's timely and accurate response to various risks and challenges.

1 穩健的企業管治

阜豐集團堅信完善的企業管治是實現合規運營和高效管理的基礎。我們持續完善合規和風險管理，在運營過程中貫徹高標準的商業道德實踐，不斷提高企業的競爭力和可持續發展能力，為企業的長遠發展奠定堅實的基礎。

2023年

- 未發生任何貪污訴訟案件
- 累計授權專利數325件，其中發明授權專利274件，實用新型專利51件。

1.1 風險管理

為不斷改良風險管理及內部控制系統，提升管理和預防風險能力的水平，本集團制定《風險管理手冊》，確立了風險管理策略及風險管理架構。報告期內，本集團新增制定《風險控制管理規定》，為集團推行風險管理提供制度依據，確保本集團能夠及時、準確地應對各類風險挑戰。

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To ensure the timeliness and effectiveness of risk management, the Group has established risk management procedures that encompass key steps such as risk identification and assessment, risk handling, risk monitoring and risk reporting. These procedures enable the management to promptly understand the Company's risk profile and make scientific and reasonable decisions based on the risk levels and impact.

為確保風險管理的時效性和有效性，本集團制定了涵蓋風險識別及評估、風險處理、風險監察和風險彙報等關鍵步驟的風險管理程序。確保管理層能夠及時瞭解公司面臨的風險狀況，並根據風險等級和影響程度做出科學、合理的決策。

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Key Steps in Fufeng Group's Risk Management Process 卓豐集團風險管理程序關鍵步驟

We place great importance on enhancing employees' risk awareness by organising various risk training sessions such as thematic training on "In-depth Implementation of Risk-Oriented Full-Process Auditing", and training on the Risk Control Management Regulations and their reporting templates, which included explanations on risk understanding, identification of high-risk business segments, and sharing experiences and insights on conducting end-to-end audits with a risk-oriented approach, aiming to improve the overall understanding of risk management among employees and strengthen their capabilities and skills in practical risk management.

Furthermore, we conduct internal control audits annually, focusing on key and high-risk business modules such as operation management, logistics and procurement, covering major subsidiaries such as IM Fufeng, Longjiang Fufeng and the marketing company. During the audit process, we develop detailed and practical rectification plans, clarifying the relevant responsible persons and setting rectification timelines. We rigorously follow up according to the set rectification timelines and continuously monitor the progress of rectification in subsequent audit work, thereby continuously enhancing the Company's internal control level and business operation efficiency.

我們重視員工風險意識的提升，組織《深入開展以風險為導向的全流程審計》主題培訓、《風險控制管理規定》及其報告模板等風險培訓，通過講解對風險的認識、梳理公司高風險業務環節以及分享如何以風險為導向開展全流程審計的經驗和心得，提高全員對風險管理的理解，同時加強員工在風險管理實踐中的能力和技巧。

此外，我們每年針對運營管理、物流、採購等重點及高風險的業務模塊開展內控審計，覆蓋內蒙古卓豐、龍江卓豐、營銷公司等主業公司。在審計過程中，我們制定了詳細且切實可行的整改計劃，明確相關責任人和整改時間，嚴格按照整改時間進行跟進，並在後續審計工作中持續跟蹤整改業務的進展，不斷提升公司的內控水平和業務運營效率。

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1.2 Business Ethics

Fufeng Group is committed to creating a fair and just corporate environment with integrity, honesty and management standards, while fostering a culture of honesty and integrity. In strict compliance with relevant laws and regulations concerning business ethics, such as the Group Law of the People's Republic of China (《中華人民共和國集團法》), the Tendering and Bidding Law of the People's Republic of China (《中華人民共和國招標投標法》), the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and the Interim Provisions on Banning Commercial Bribery Acts (《關於禁止商業賄賂行為的暫行規定》), the Group has established internal management systems such as the Administrative Regulation on Anti-Corruption, the External Codes of Conduct and the System of Declaration of Conflict of Interest. Every year, the Group conducts self-examination, self-reflection, self-correction, mutual assessment and reporting work from time to time to continuously improve and strengthen its business ethics management. During the Reporting Period, no legal cases regarding corrupt practices occurred within our Group.

1.2 商業道德

阜豐集團致力於營造公平公正、誠信正直、具管理規範的公司環境，倡導廉潔、誠信的企業文化。本集團嚴格遵守《中華人民共和國集團法》、《中華人民共和國招標投標法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》等商業道德相關的法律法規，制定《反舞弊管理規定》、《對外行為規範手冊》、《利益衝突申報制度》等內部管理制度，每年舉行不定期自查、自省、自糾、互評、互報工作，不斷完善並健全商業道德管理。報告期內，本集團未發生任何貪污訴訟案件。

Internal Training 內部培訓	External Requirements 外部要求	Reporting Mechanism 舉報機制
<ul style="list-style-type: none"> Business staff of the marketing company are required to sign an "Employee Undertaking" to ensure they have read and understood the content of the "Anti-Commercial Bribery Management System". Employees are provided with the "External Codes of Conduct" and the "Internal Codes of Conduct" to familiarise themselves with the business ethics requirements of the Group. Anti-corruption-related promotion and training are conducted for Directors and employees. 要求營銷公司業務人員簽署《員工承諾書》，確保已經閱讀並理解《反商業賄賂管理制度》的內容。 向員工發放《對外行為規範手冊》、《對內行為規範手冊》，要求員工瞭解本集團商業道德要求。 針對董事和員工開展反貪腐相關宣傳。 	<ul style="list-style-type: none"> Suppliers are required to sign the "Integrity Agreements" and the "Anti-commercial Bribery Agreements" to ensure their compliance with legal norms and business ethics code when conducting business with the Group. We engage in anti-fraud business exchanges with our partners to jointly promote integrity in the industry. 要求供應商簽署《廉潔協議書》、《反商業賄賂協議書》，確保其在與本集團進行業務往來時遵守法律規範和商業道德準則。 與合作夥伴開展反舞弊業務交流，共同推動行業的誠信建設。 	<ul style="list-style-type: none"> Multiple reporting channels, such as telephone, WeChat, email, and a dedicated column on our official account, are established to ensure timely and effective response to every report. We have developed a "Whistleblower Reward Scheme" to strongly support and encourage customers to report any non-compliant behavior involving the Group's employees. 設置電話、微信、郵箱和公眾號專欄等多種舉報渠道，確保每一起舉報都能得到及時、有效的回應。 制定《舉報獎勵方案》，大力支持、倡導客戶對涉及本集團員工的不合規行為進行監督舉報。

Fufeng Group Business Ethics Management Initiatives
阜豐集團商業道德管理舉措

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Fufeng Group's Reporting Channels

阜豐集團舉報通道



Tel
電話

+86-532-5828-3730



Email
郵箱

ffjtsj@163.com



Official account
公眾號

Honest Fufeng 廉潔阜豐

Fufeng Group attaches great importance to protecting the rights and interests of whistleblowers and continuously improves whistleblower protection regulations. We support both anonymous and real-name reporting and take active and effective reporting confidentiality measures to ensure the strict confidentiality of the whistleblower's identity and report content. For whistleblowers who prefer not to publicly receive rewards, we promise strict confidentiality and provide the reward through a secure method provided by the whistleblower, ensuring that the interests of the whistleblower are fully protected. At the same time, we strictly prohibit any form of retaliation and will, depending on the severity, take appropriate measures, including but not limited to salary reduction, demotion, job reassignment, or termination of employment contracts, against employees or partners who violate the regulations. By providing comprehensive protection and support to whistleblowers, we encourage more people to bravely come forward and report any violations.

1.3 Responsible Marketing

Fufeng Group recognises the importance of compliant operations and integrity in achieving long-term business development. Throughout our marketing and promotional activities, we consistently practice responsible marketing and strictly adhere to relevant laws and regulations in the jurisdictions where we operate, to ensure that all our activities are conducted within the framework of legality and compliance. To further strengthen and reinforce the concept of responsible marketing, we actively engage in activities such as transparent marketing training, aiming to enhance the awareness of responsible marketing among all employees and to ensure that our sales and marketing practices not only comply with laws and regulations but also align with social norms and ethical standards.

阜豐集團高度重視舉報人的權益保護，持續完善舉報人保護規範。我們支持匿名舉報和實名舉報兩種方式，並採取積極有效的舉報保密措施，確保舉報人的身份和舉報內容得到嚴格保密。對於不願意公開接受獎勵的舉報人，我們承諾將嚴格保密，並通過舉報人提供的保密方式支付獎金，確保舉報人的利益得到充分保障。同時，我們堅決禁止任何形式的打擊報復行為，對於違反規定的員工或合作夥伴，我們將視情況輕重採取相應的處理措施，包括但不限於降薪降職、調離崗位、解除勞動合同等，為舉報人提供完善的保護和支持，鼓勵更多的人勇敢地站出來舉報違規行為。

1.3 負責任營銷

阜豐集團深知合規經營和誠信共贏對企業長遠發展的重要性。在市場宣傳及營銷過程中，我們始終踐行負責任營銷，嚴格遵守各業務經營地的相關法律法規，確保所有活動都在合法合規的框架內進行。為進一步鞏固和強化負責任營銷理念，我們積極開展陽光營銷培訓等活動，旨在提升全體員工的負責任營銷意識，確保銷售和營銷實踐不僅符合法律法規，更貼合社會規範與道德標準。

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1.4 Information Security

Fufeng Group considers data security and privacy protection as vital responsibilities in its business operations and improves its information security management system in strict compliance with relevant laws and regulations, such as the Civil Code of the People's Republic of China (《中華人民共和國民法典》), the Cybersecurity Law of the People's Republic of China (《中華人民共和國網絡安全法》), the Personal Information Protection Law of the People's Republic of China (《中華人民共和國個人信息保護法》), and the Data Security Law of the People's Republic of China (《中華人民共和國數據安全法》). We conduct our daily work in accordance with the requirements of the Grade III for Protection of Information System by the State (國家信息系統安全等級保護). We have implemented measures such as the development of system usage manuals and the integration of identity authentication systems to ensure that all operations meet the highest security standards. In 2023, the Group conducted a comprehensive upgrade of network firewall hardware and advanced the establishment of a network traffic monitoring platform to further enhance its network security capabilities and to ensure comprehensive strengthening of enterprise data security and privacy protection.

To effectively safeguard the security of trade secrets of the Company and its partners, the Group has established internal policies and systems, such as the Administrative Rules for Commercial Secrets and the Management System of Commercial Secrets Protection, and has built a long-term mechanism for information protection to ensure the confidentiality, integrity and availability of trade secrets. We also require certain core technicians to sign the Non-competition Agreement to protect the Company's core competitiveness and trade secrets, jointly creating a secure and trustworthy business environment.

Regarding "KPI B.6.5 Descriptive consumer data protection and privacy policy, and related implementation and monitoring methods", this indicator is not applicable to Fufeng Group as its main customers are corporate customers and its daily business activities do not involve the collection of consumer data and privacy information.

1.4 信息安全

阜豐集團將數據安全與隱私保護作為企業運營的重要責任，嚴格遵循《中華人民共和國民法典》、《中華人民共和國網絡安全法》、《中華人民共和國個人信息保護法》、《中華人民共和國數據安全法》等相關法律法規，完善信息安全管理體系。我們按照國家信息系統安全等級保護三級認證的要求開展日常工作，通過制定系統使用手冊名錄、集成身份認證系統等舉措，確保各項操作符合最高安全要求。2023年，本集團對網絡防火牆硬件進行了全面升級，並推進網絡流量監控平台的搭建，以進一步提升網絡安全防護能力，確保企業數據安全與隱私保護得到全面加強。

為切實保障公司和合作夥伴的商業秘密安全，本集團制定了《商業秘密管理辦法》、《商業秘密保護管理制度》等內部政策制度，構建了信息保護的長效機制，確保商業秘密的機密性、完整性和可用性。我們亦要求部分核心技術人員簽署《競業限制協議》，保護公司的核心競爭力和商業機密，共同打造安全、可信的商業環境。

關於關鍵績效指標「KPI B.6.5描述性消費者數據保障及隱私政策，以及相關執行及監察方法」，由於阜豐集團主要客戶為企業客戶，日常經營活動中不涉及收集消費者的數據及隱私資料，因此該指標對阜豐集團不適用。

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1.5 Intellectual Property Protection

Fufeng Group attaches great importance to the protection of intellectual property rights. We strictly comply with relevant laws and regulations, such as the Patent Law of the People's Republic of China (《中華人民共和國專利法》) and the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), and have developed and continuously improved the "Management Regulations on Intellectual Property Rights" to promote standardised, institutionalised and refined management and utilization of intellectual property. As of the end of the Reporting Period, the Group accumulated a total of 325 authorised patents, including 274 authorised patents of invention and 51 utility model patents.

To enhance intellectual property protection and innovation capabilities, the Group utilises external patent data retrieval tool "Zhihuiya (智慧芽)". Through its intelligent, professional and visualised patent monitoring services, we enhance the efficiency and accuracy of patent information retrieval, enabling timely identification of market opportunities and prevention of intellectual property infringement risks. This lays a solid foundation for the Company's long-term development and ensures the Company's leading position in the market competition.

We also closely monitor the latest changes in laws and regulations regarding the use of trademarks and visual identity (VI) design. Taking into account the actual operating conditions of the Group, we have developed internal systems such as the Management System on the Use of Trademarks, the Brand Protection and Control Procedures and the VI Manual Management Regulations, which set out clear provisions on the management of trademark registration and the approval and management of the VI system, so as to ensure the standardised use of trademarks and VI.

1.5 知識產權保護

阜豐集團重視知識產權的保護工作，嚴格遵循《中華人民共和國專利法》、《中華人民共和國商標法》等相關知識產權的法律法規，制定並不斷完善《知識產權管理規定》，促進知識產權管理及使用的規範化、制度化、精細化。截至報告期末，本集團累計授權專利數共325件，其中發明授權專利274件，實用新型專利51件。

為強化知識產權保護和創新能力，本集團採用外部專利數據檢索工具「智慧芽」，通過其提供的智能化、專業性、可視化的專利監控服務，提升專利信息的檢索效率和準確度，及時挖掘市場機會和防範知識產權侵權風險，為公司的長遠發展奠定堅實基礎，確保了公司在市場競爭中保持領先地位。

我們亦時刻關注商標使用及VI設計方面最新法律法規的變動。結合本集團實際運營情況，我們制定《商標使用管理制度》、《品牌保護控制程序》、《VI手冊管理規定》等相關內部制度，對商標註冊管理、VI系統的審批及管理等工作作出明確規定，確保商標及VI使用規範。

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2 LEADING EXCELLENCE IN QUALITY

Excellent product quality serves as the cornerstone for earning customer trust and satisfaction. Fufeng Group continually enhances the quality management systems of its production companies to elevate product quality. By actively listening and responding to customer needs, we continuously improve customer satisfaction. In addition, we have established a rigorous supplier management system and increased investments in product innovation, committed to quality assurance and continuous improvement.

In 2023

- Over 1,000 training hours were conducted on quality, covering nearly 10,000 employees
- Research and development investments amounted to RMB375,009,300
- 2 National Enterprise Technology Centers
- 1 Key Enterprise Laboratory designated by the Ministry of Agriculture and Rural Affairs

2.1 Research and Development Innovation

Driven by research and development innovation, Fufeng Group continuously expands its innovation into specialised areas, focusing on becoming a globally renowned bio-fermentation company.

2 引領卓越品質

優良的產品品質是贏得客戶信任和滿意的基石。阜豐集團不斷完善各生產公司質量管理體系，提升產品質量。通過積極傾聽和回應客戶需求，不斷提升客戶滿意度。此外，我們建立了嚴格的供應商管理體系並加大產品創新投入，致力於質量保障和持續改進。

2023年

- 開展質量培訓1,000餘課時，覆蓋員工近1萬人
- 研發投入37,500.93萬元
- 國家企業技術中心2家
- 國家農業農村部企業重點實驗室1家

2.1 研發創新

阜豐集團以研發創新為驅動，不斷向專業領域拓展創新，專注於打造全球著名的生物發酵企業。

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2.1.1 Scientific Research Achievements

We encourage innovative thinking and actively invest in the research, development and application of key technologies to lead the Company towards a more sustainable future with scientific and technological innovation. During the Reporting Period, Fufeng Group invested RMB375,009,300 in research and development. We possessed 2 National Enterprise Technology Centers, 1 Key Enterprise Laboratory designated by the Ministry of Agriculture and Rural Affairs, and several research projects recognised by academicians and experts for reaching international or domestic leading levels. Furthermore, 2 scientific research projects received provincial-level awards for technological advancements.

2.1.1 科研成果

我們鼓勵創新性思維，積極投資於關鍵技術研發與應用，以科技創新引領企業向更加可持續的未來邁進。報告期內，阜豐集團研發投入37,500.93萬元，擁有2家國家企業技術中心，1家國家農業農村部企業重點實驗室，多項研發項目經院士專家認定達到國際領先水平或國內領先水平，2個科研項目獲得省級技術進步獎。

Scientific research projects with honors and recognitions 獲得榮譽認可的科研項目

No. 序號	Scientific research project 科研項目	Honors and recognitions 榮譽認可	Award/Certification 獎項證書
1	Recycling Comprehensive Utilization Technology and Application of High-Concentration Glutamic Acid Mother Liquor 谷氨酸高濃度母液資源化綜合利用技術及應用	International Leading Level 國際領先水平	
2	Scientific and Technological Achievements of Key Technological Research Project on Efficient and Green Manufacturing of L-Glutamic Acid L-谷氨酸高效綠色製造關鍵技術研究項目科技成果	Domestic Leading Level 國內領先水平	

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No. 序號	Scientific research project 科研項目	Honors and recognitions 榮譽認可	Award/Certification 獎項證書
3	Research and Application of Common Key Technologies for Waste Gas Treatment in Amino Acid Fermentation Industry 氨基酸發酵行業廢氣處理共性關鍵技術研究與應用	Second Prize of Inner Mongolia Autonomous Region Science and Technology Progress Award 內蒙古自治區科學技術進步獎二等獎	
4	Key Technology Research and Industrialization of L-Tryptophan Biosynthesis L2色氨酸生物合成關鍵技術及產業化	Second Prize of Xinjiang Uygur Autonomous Region Science and Technology Progress Award 新疆維吾爾自治區科技進步獎二等獎	
5	Research and Application of Key Technologies for Organic Waste Gas Treatment in the Whole Process of Amino Acid Production 氨基酸生產全過程有機廢氣處理關鍵技術研究與應用	First Prize of 2023 Agricultural Science and Technology in the Nenjiang River Basin, Qiqihar City 2023年度齊齊哈爾市嫩江流域農業科學技術一等獎	
6	Integrated Control Platform for Green Manufacturing of Amino Acids 氨基酸綠色製造一體化管控平台項目	Case Study Award of 2023 Northeast Digital Transformation and Innovation Selection Project 2023東北數字化轉型與創新評選項目案例獎	

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2.1.2 Research and Development Team Building

Fufeng Group consistently invests in research and development team building, attracting innovative and talented researchers to create a high-quality scientific research workforce. As of the end of the Reporting Period, the Group had 1,300 research and development personnel, including 3 individuals with doctoral degrees, 37 with master's degrees, 2 professor-level senior engineers, 6 senior engineers and 28 engineers.

We encourage scientific and technological innovation and create a favorable innovation environment for research and development personnel by continuously improving our innovation incentive mechanisms. Fufeng Group has formulated the Special Award Management Measures of Fufeng Group to inspire the enthusiasm and creativity of our research and development personnel and enhance the vitality of scientific research and innovation.

2.2 Quality First

Fufeng Group is committed to providing customers and consumers with high-quality products. We have established strict quality standards and production management processes and continuously improve the standardization, proceduralization and normalization of quality management to ensure that the products are safe, of high quality and in line with the legitimate rights and interests of consumers.

2.1.2 研發團隊建設

阜豐集團持續研發團隊建設投入，不斷吸引创新型科研人才的加入，打造優質科研隊伍。截至報告期末，本集團擁有研發人員1,300名，其中博士3人、碩士37人，正高級工程師2人、高級工程師6人、工程師28人。

我們鼓勵科技創新，為研發人員創造良好的創新環境，持續完善創新激勵機制。本集團制定了《阜豐集團特別獎管理辦法》，以激發研發人員的積極性和創造性，提升科研創新活力。

2.2 品質為先

阜豐集團致力於為客戶和消費者提供高品質的產品，建立了嚴格質量標準和生產管理流程，持續完善質量管理的標準化、流程化和規範化，確保產品安全、優質並符合消費者合法權益。

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2.2.1 Management of Product Quality and Food Safety

Fufeng Group strictly complies with laws and regulations such as the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Food Safety Law of the People's Republic of China (《中華人民共和國食品安全法》) and Regulations on Administration of Feed and Feed Additives (《飼料和飼料添加劑管理條例》). Based on ISO 9001 Quality Management System, ISO 22000 Food Safety Management System Certification, BRCGS Food Safety Global Standard, and other relevant system standards, as well as national standards for various products, we have established internal management systems such as the Specifications for Quality Standards of Raw and Auxiliary Materials, the Quality Standards for Finished Products, the Inspection Specifications for Finished Products, Semi-finished Products and Raw and Auxiliary Materials, and the Management Provisions on Penalties for Quality Incidents, to strengthen the management of raw and auxiliary materials and product quality, ensuring that all indicators of raw and auxiliary materials, semi-finished products and finished products meet the required quality standards. During the Reporting Period, we developed over 100 Specifications for Quality Standards of Raw and Auxiliary Materials, further standardising the acceptance of raw and auxiliary materials. Additionally, we revised the internal control indicators for major products such as finished MSG and gellan gum, and formulated 5 quality specifications for gellan gums tailored to different application industries.

Fufeng Group has established a comprehensive quality management system and implemented a multi-level control structure, with the general manager reviewing and approving, the quality control department following up and implementing, efficient execution across the production chain, and Group's Quality Management Department providing guidance and supervision. We continue to pursue certifications for quality, food safety and other related systems. All of the production companies of the Group have obtained ISO 9001 Quality Management System and ISO 22000 Food Safety Management System Certification, and the main production companies have obtained FSSC 22000 Food Safety System, HACCP System, BRCGS Food Safety Global Standard, HALAL Certification, KOSHER Certification, IP Non-GMO Certification and FAMI-QS EU Feed Additive and Premixed Feed Code of Practice Management System Certification.

2.2.1 產品質量與食品安全管理

阜豐集團嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國食品安全法》、《飼料和飼料添加劑管理條例》等法律法規，基於ISO 9001質量管理體系、ISO 22000食品安全管理體系認證、BRCGS食品安全全球標準等相關體系標準及各產品國家標準，建立了《原輔料質量標準規格書》、《成品質量標準》、《成品、半成品和原輔材料檢驗規範》、《質量事故處罰管理規定》等內部管理制度，強化原輔料、產品質量管理工作，保證原輔料、半成品和出廠產品各項指標符合質量要求。報告期內，本集團完成100餘份《原輔料質量標準規格書》的制定，進一步規範了原輔材料驗收工作；同時，我們對成品味精、結冷膠等主要產品的內控指標進行修訂，並根據不同應用行業制定了5種結冷膠質量規格書。





阜豐集團建立了完善的質量管理體系，搭建了由總經理審核、批准，品管部跟進落實，各生產鏈條高效執行，集團質量管理部指導、監督的多層級管制架構。我們持續推進質量、食品安全等相關體系的認證工作，本集團所有生產公司均已通過ISO 9001質量管理體系和ISO 22000食品安全管理體系認證，主要生產公司均已通過FSSC 22000食品安全體系，HACCP體系、BRCGS食品安全全球標準、HALAL清真、KOSHER猶太食品、IP非轉基因、FAMI-QS歐盟飼料添加劑及預混合飼料操作規範管理體系認證等。

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ISO 9001 Quality Management System ISO 9001 質量管理體系	ISO 22000 Food Safety Management System Certification ISO 22000 食品安全管理體系認證	FSSC 22000 Food Safety System FSSC 22000 食品安全體系
HACCP System HACCP 體系	BRCGS Food Safety Global Standard BRCGS 食品安全全球標準	HALAL Certification HALAL 清真認證
KOSHER Certification KOSHER 猶太食品認證	IP Non-GMO Certification IP 非轉基因認證	FAMI-QS EU Feed Additive and Premixed Feed Code of Practice Management System Certification FAMI-QS 歐盟飼料添加劑及預混合飼料操作規範管理體系認證

Domestic/international certificates passed by Fufeng Group
卓豐集團已通過的國內／國際認證

Fufeng Group sets product quality objectives and continuously follows up on their achievement. The objectives cover the first acceptance rate, product misjudgment and omission rate, and qualified rate of purchased raw and auxiliary materials. Each production company formulates corresponding quality objectives based on specific circumstances. 卓豐集團制定產品質量目標，並持續跟進目標的達成情況。目標涵蓋產品的一次交驗合格率、產品錯檢、漏檢率、採購原輔材料合格率等，各生產公司依據具體情況制定相應質量目標。

 <p>100% pass rate of training for new employees, specialised operators, food safety teams and CCP employees 新員工、特種作業員工、食品安全小組、CCP員工培訓合格率達100%</p>	 <p>The first acceptance rate of amino acids, fertilisers and other finished products is not less than 99% 氨基酸、肥料等產成品一次交驗合格率不低於99%</p>	 <p>Zero occurrence of major quality accidents 重大質量事故發生率為0</p>	 <p>100% timely handling rate of customer feedback 顧客意見及時處理率100%</p>
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Quality and Food Safety Objectives of Baoji Fufeng (Partial)
寶雞卓豐質量和食品安全目標(部分)

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2.2.2 Quality Inspection and Audit

Fufeng Group has developed an annual monitoring plan for raw and auxiliary materials, semi-finished products and finished products, and has established its own testing technology center with a CNAS laboratory accreditation certificate to ensure the authenticity and reliability of testing data. Inspection personnel strictly conduct related testing work according to the listed monitoring indicator categories, standard requirements and inspection frequencies in the plan. The Group has established and implemented the “Identifications and Retrospective Control Procedures” and “Hazard Analysis Control Procedures” to carry out proper identifications on the condition examination of raw and auxiliary materials, semi-finished goods and finished goods used in the products, so as to ensure the traceability of the production and sales procedures of the products. It strictly controls the production process of monosodium glutamate (MSG), edible glucose, xanthan gum, corn oil, chicken powder and other products, and is committed to providing safe and high-quality products to consumers. In 2023, the Group's product factory qualification rate was 100%.

Fufeng Group continues to conduct quality audits of its subsidiaries, and has established the Subsidiary Quality Audit Rules based on the requirements of ISO 22000 Food Safety Management System, FSSC 22000 Food Safety System, BRCGS Food Safety Global Standard and GB 14881-2013 National Food Safety Standard. We have cooperated with FoodMate.net for compliance services, reviewing and interpreting the latest national and industry regulations and violation cases in the industry on a monthly basis. During the Reporting Period, Fufeng Group completed 12 GMP quality audits, and received and passed over 100 external audits such as government and customer factory inspections, and completed the rectification of all non-conformities raised during the audits.

2.2.2 質量檢定與審計

阜豐集團制定了原輔料、半成品和成品年度監測計劃，並自建具有CNAS實驗室認可證書的檢測技術中心，保證檢測數據的真實可靠。檢驗人員根據計劃中所列監控指標類別、標準要求和檢驗頻次嚴格進行相關檢測工作。本集團建立並實施了《標識和可追溯性控制程序》、《危害分析控制程序》，對產品所用原輔材料、半成品與成品的測量狀態進行適當標識，確保產品生產、銷售過程中可追溯，並嚴格管控谷氨酸鈉(味精)、食用葡萄糖、黃原膠、玉米油、雞精等產品生產過程，致力於為廣大消費者提供安全、優質的產品。2023年，本集團產品出廠合格率100%。

阜豐集團持續開展分公司質量審計工作，依據ISO 22000食品安全管理體系、FSSC 22000食品體系和BRCGS食品安全全球標準、GB 14881-2013食品安全國家標準要求，建立了《分公司質量審核細則》，與食品夥伴網開展合規性服務合作，每月梳理解讀國家、行業發佈的最新法規及業內違規案例。報告期內，阜豐集團共完成GMP質量審計12次，接受並通過政府、客戶驗廠等外部審核100餘次，並對審核中提出的不符合項全部完成了整改。

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2.2.3 Quality Improvement

Fufeng Group continuously carries out quality improvement work and implements a quality hazard reporting system. We organise all employees to participate in quality management work, eliminating quality hazards in the early stages to achieve proactive management. In 2023, the Group received more than 1,900 quality hazard reports and conducted monthly reviews of all quality hazards.

2.2.3 質量改進

阜豐集團不斷開展質量改進工作、推行質量隱患報告制度。我們組織全體員工共同參與質量管理工作，將質量隱患消除在萌芽階段，以達到前置管理的目的。2023年，本集團共收到1,900餘份質量隱患報告，對所有質量隱患進行了月度回顧。

Equipment Introduction 設備引進

- By replacing and using automatic packaging machines, the Company effectively eliminated the risk of product contamination caused by loose equipment parts while avoiding the contamination risks associated with personnel handling.
- By installing and using advanced foreign matter monitoring equipment such as magnetic rods, metal detectors, and color sorters, the Company was able to promptly and effectively detect and remove metal particles and non-metal foreign objects such as yellowed MSG, lint and plastic particles, significantly enhancing product quality.
- 通過更換使用自動包裝機，有效避免設備零件脫落造成的產品異物問題，同時規避了人員對產品的污染風險。
- 通過安裝使用磁棒、金檢機、色選機等先進異物監測設備，及時有效預警、剔除產品中金屬顆粒及發黃的味精、線絨、塑料顆粒等非金屬異物，大幅提高產品質量。

Process Improvement 工序改進

- To address the industry-wide issue of foreign matters introduced by shedding of packaging threads, we organised trials of thermal cutting processes in food workshops across different regions, and we have essentially solved the industry pain point of foreign matters introduced by the shedding of food packaging threads.
- 針對包裝線頭脫落產生異物的行業性問題，組織各地食品車間試驗熱能切割工序，目前已基本解決食品包裝物線頭脫落引入異物的行業性痛點問題。

Quality improvement initiatives 質量改進舉措

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2.2.4 Product Recall

Fufeng Group has established the Product Recall Procedures, which standardises the process and requirements for product recalls. Meanwhile, in accordance with the Emergency Response Plan for Product Withdrawal and Recall, we develop annual recall drill plans for different products to prevent and timely control food safety incidents, so as to safeguard the public health and life safety. During the Reporting Period, the Group did not experience any product recall incidents or the need for product recalls for safety and health reasons.

Furthermore, the Group has developed and strictly implemented the Non-Conforming Product Management System to effectively identify and control non-conforming raw materials, work-in-progress and finished products within the factory, avoiding the unintended use or delivery of non-conforming products.

2.2.5 Quality Training

Fufeng Group attaches great importance to quality culture construction and conducts diverse quality training activities annually to comprehensively enhance employees' quality awareness and professional competence. During the Reporting Period, the Group conducted training on various topics, including BRCGS Food Safety Global Standard, food foreign object management, supplier audits, laboratory management, accumulating over 1,000 training hours and reaching nearly 10,000 employees. Based on specific needs, subsidiaries have also conducted knowledge training in areas such as quality and food safety.

2.2.4 產品召回

卓豐集團制定了《產品召回控制程序》，規範了產品召回的流程和要求。同時，我們依據《產品撤回召回應急響應預案》，每年針對不同產品制定撤回演練計劃，預防和及時控制食品安全事故的發生，保障公眾健康與生命安全。報告期內，本集團未發生任何產品召回事件，亦未出現因安全與健康理由需要進行產品回收的問題。

此外，本集團制定了《不合格品管理制度》並嚴格實施，對工廠中不合格的原料、在製品、成品進行有效的識別和控制，避免不合格品的非預期使用或交付。

2.2.5 質量培訓

卓豐集團高度重視質量文化建設，每年開展多樣化的質量培訓活動，全面提升員工的質量意識和專業水平。報告期內，本集團開展了包括BRCGS食品安全全球標準、食品異物管理、供應商審計、化驗室管理等培訓，累計培訓1,000餘課時，覆蓋員工近1萬人。各分公司根據實際需求，相繼開展了質量、食品安全等相關領域的知識培訓。

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Case Study: Training on the New Version of BRCGS Food Safety Global Standard

案例：BRCGS 食品安全全球標準新版培訓

In February 2023, the Group provided training on the latest version of BRCGS Food Safety Global Standard to grassroots quality management personnel in various workshops, as well as personnel from the warehousing and supply departments. The training lasted for 8 hours, with more than 80 participants, and all the trainees successfully passed the examination and obtained the Company's qualification certificate after the study.

2023年2月，本集團對各車間基層質量管理人員及倉儲部、供應部相關人員開展最新BRCGS食品安全全球標準的培訓，培訓時長8小時，參加培訓人數80餘人，學員們經學習後均順利通過考試獲得企業資質證書。



Laboratory Management and Testing Quality Assurance Training
實驗室管理與檢測質量保證培訓



Practical Training in the Laboratory
實驗實操培訓

2.3 Rights and Interests of Customers

Fufeng Group pays full attention to the voice of customers and takes various measures to safeguard the basic rights and interests of customers. The Group has established procedures related to customer complaints, standardising product marketing, maintaining corporate reputation and image, and conducting customer satisfaction surveys with prompt feedback.

2.3.1 Customer Satisfaction

Fufeng Group attaches great importance to customer satisfaction and listens to customer opinions through activities such as customer communication meetings and customer satisfaction surveys. During the Reporting Period, the Group conducted customer satisfaction surveys, covering 27 provinces and cities nationwide. The customer satisfaction score reached 4.4 out of 5, with a product satisfaction rate of 93.5%.

2.3 客戶權益

阜豐集團充分重視客戶的聲音，採取多種措施保障客戶基本權益。本集團建立了客戶投訴相關程序，規範產品營銷，維護企業信譽與形象，開展客戶滿意度調查並及時反饋。

2.3.1 客戶滿意度

阜豐集團高度重視客戶滿意度，從客戶交流會、客戶滿意度調查中傾聽客戶意見。報告期內，本集團開展了客戶滿意度調查工作，覆蓋全國27個省市，客戶滿意度分數達到4.4分（滿分5分），產品滿意率為93.5%。

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2.3.2 Customer Complaints

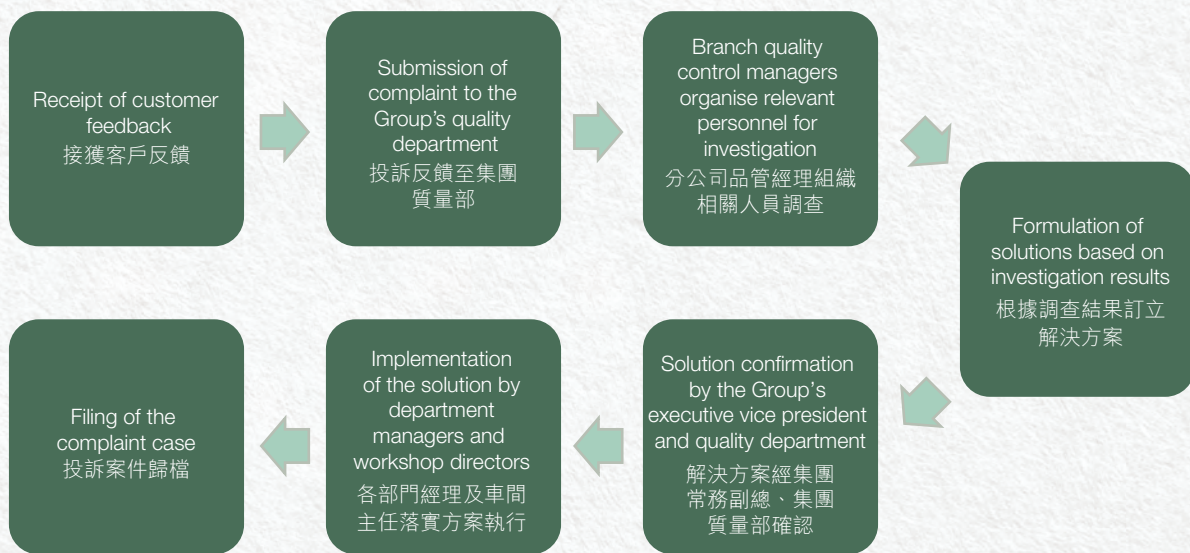
We have established the Customer Complaint Handling Procedure and the Management Provisions on Penalties for Quality Incidents, which clearly stipulates the responsibilities of relevant staff and the customer complaint handling process and authority in the case of customer complaints, so as to ensure that customer complaints can be handled and resolved promptly, accurately and effectively.

Fufeng Group has established a comprehensive product complaint handling process. When sales personnel receive customer feedback, the relevant responsible personnel conduct investigations, formulate and implement solutions, provide timely feedback to the customers, and arrange filing for the complaint cases. The Group conducts monthly statistics on complaint cases, consolidates them into regular quality training materials, and shares them among subsidiaries internally to prevent the recurrence of similar quality issues, thereby improving customer service and product quality.

2.3.2 客戶投訴

我們建立了《客戶投訴處理程序》、《質量事故處罰管理規定》，明確規定當發生客戶投訴時各相關工作人員的職責以及客戶投訴處理流程和權限，確保能夠迅速、準確、有效處理和解決客戶投訴。

阜豐集團建立了完善的產品投訴處理流程，銷售人員在接獲客戶反饋後，由相關責任人開展調查，訂立、落實解決方案並及時反饋客戶，並將投訴案件歸檔。集團會按月對投訴案件進行統計，匯總為日常質量培訓材料，在集團各子公司內部進行分享交流，避免同類質量問題重複發生，提升客戶服務和產品質量。



Complaint Handling Process

投訴處理流程

During the Reporting Period, Fufeng Group received a total of three customer complaints, all of which were duly resolved.

報告期內，阜豐集團共收到三宗客戶投訴，投訴均已妥善解決。

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2.4 Supply Chain Management

Fufeng Group believes that an efficient, stable and sustainable supply chain is crucial for the long-term operation of our business. We have established comprehensive supplier management systems such as the Supplier Management System, the Procedures for Indirect Procurement of Materials and the Disposal Management Regulations for Non-conforming Purchased Materials, to continuously improve our supplier management processes. Following the principles of “integration, standardization and visualization”, we have built a unified information management platform to achieve end-to-end systemised closed-loop management of supplier demand management, sourcing management, contract management, procurement execution evaluation and settlement management, so as to achieve the purpose of whole process visibility and data traceability. During the Reporting Period, Fufeng Group had 1,713 suppliers, all of which were domestic suppliers.

2.4.1 Supplier Admission

Fufeng Group has established supplier admission standards and supplier evaluation management process to promote the continuous and comprehensive enhancement of the quality of suppliers. The Group requires its procurement personnel to develop and select qualified and high-quality suppliers by adhering to the principle of “handling things impartially and safeguarding the interests of the Company” (秉公辦事，維護公司利益) and by giving equal importance to quality, cost, delivery and service. Suppliers can only become qualified suppliers of the Group after undergoing a comprehensive evaluation and meeting relevant requirements such as price, quality and qualifications.

During the Reporting Period, the Group further increased the admission standards for key material suppliers that are prone to cause production fluctuations or abnormalities.

2.4 供應鏈管理

阜豐集團相信高效、穩定、可持續的供應鏈是我們企業長久經營的關鍵之一。我們建立了《供應商管理制度》、《間接物料採購流程制度》、《採購物資不合格品處置管理規定》等完善的供應商管理制度，持續完善供應商管理流程。我們以「一體化、標準化、可視化」為原則，搭建了統一的信息化管理平台，實現了供應商需求管理、尋源管理、合同管理、採購執行考評、結算管理的全業務流程系統化閉環管理，達到全程可視、數據可追溯的目的。報告期內，阜豐集團擁有供應商1,713家，均為國內供應商。

2.4.1 供應商准入

阜豐集團建立了供應商准入標準和評價管理流程，持續全面提升供應商質量。本集團要求採購人員必須堅持「秉公辦事、維護公司利益」，遵循質量、成本、交付、服務並重原則，開發和選擇合格且優質的供應商。供應商只有經過全面的評估，滿足相關價格、質量、資質等要求，才能成為本集團的合格供應商。

報告期內，本集團對於容易引發生產波動或異常的關鍵物料供應商，進一步提高了准入標準。

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2.4.2 Hierarchical Management over Suppliers

The quality of raw and auxiliary materials has a significant impact on product quality and food safety. In 2023, the Group carried out the identification and review of risk levels for raw and auxiliary materials, and conducted a comprehensive evaluation based on factors such as the impact of materials on product quality and food safety, as well as their usage, thereby categorising materials into high-risk, medium-risk and low-risk categories. At the same time, the Group developed a supplier audit plan for 2023 and implemented hierarchical management over suppliers of different risk-level materials. We established audit principles and conducted audits in accordance with the established audit guidelines for high-risk, medium-risk and low-risk raw and auxiliary materials. We also evaluated suppliers based on criteria such as supply quality, delivery cycles, after-sales management, and the occurrence of production safety incidents. We followed up and required unqualified suppliers to make timely rectification based on the evaluation results, in an effort to build a stable and efficient supply chain.

During the Reporting Period, Fufeng Group completed audits for all 28 high-risk material suppliers, which helped mitigate the risk of incoming material quality from the source and effectively implemented proactive management.

2.4.3 Supplier ESG Management

Fufeng Group requires suppliers to comply with relevant environmental protection laws and regulations, and encourages and supports suppliers in making continuous improvements in environmental protection and social responsibilities. We provide more business opportunities and cooperation support to suppliers who demonstrate outstanding performance.

2.4.2 供應商分級管理

原輔料質量對產品質量、食品安全有著重要影響。2023年，本集團開展了原輔材料風險等級識別與梳理工作，根據原料對產品質量和食品安全影響程度及用量等要素進行綜合評估，確定了高風險、中風險和低風險原料的類別。同時，本集團制定了2023年供應商審核計劃，對不同風險等級原料供應商進行分級管理，規定了審核原則，並按照既定的高風險、中風險、低風險原輔料審核細則組織實施審核。我們亦從供貨質量、交貨週期、售後管理、是否發生生產安全事故等方面對供應商進行評價審核，並根據結果跟進要求不合格的供應商及時整改，努力打造穩定、高效的供應鏈。

報告期內，阜豐集團完成了28家所有高風險原料供應商的審計，從源頭上降低了來料質量風險，有效做到了前置管理。

2.4.3 供應商ESG管理

阜豐集團要求供應商必須遵守相關環境保護法律法規，並鼓勵支持供應商在環保和社會責任方面作出的持續改進，對於表現優秀的供應商，我們會給予更多的業務機會和合作支持。

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3 PROTECTING THE GREEN FUTURE

The Fufeng Group strives to achieve a harmonious coexistence with the natural environment by committing itself to improving its environmental and energy management system, continuously optimising energy use and emission control, and actively addressing climate change risks by means of innovative technologies and efficient management practices, demonstrating our determination to be responsible for the future of the Earth.

In 2023

- Exhaust emission intensity: 0.16 tonnes/million RMB revenue
- Greenhouse gas emission intensity: 354.06 tCO₂e/million RMB revenue

3.1 Environmental Management

Upholding a responsible attitude towards investors, customers, employees, and other stakeholders, the Fufeng Group has consistently adhered to the sustainable development, by strictly complying with relevant laws and regulations, and integrating environmental protection into its daily work practices. Baoji Fufeng, Shandong Fufeng, Xinjiang Fufeng, Longjiang Fufeng, Hulunbeier Fufeng, and IM Fufeng have all received the ISO 14001 environmental management system certification. Furthermore, IM Fufeng and Longjiang Fufeng have also obtained ISO 50001 energy management system certification. Each of the production companies has been constantly improving the management of various emissions such as sewage, exhaust, greenhouse gases, and hazardous or non-hazardous waste, while actively keeping abreast of the latest environmental protection policies in various regions, as part of their continuing commitment to improving their environmental management capabilities.

3 守護綠色未來

阜豐集團致力於通過創新技術和高效管理實踐，完善環境能源管理體系，不斷優化能源使用、排放控制，積極應對氣候變化風險，努力實現與自然環境的和諧共存，展示我們對地球未來負責的決心。

2023年

- 廢氣排放密度0.16噸／百萬元人民幣營業額
- 溫室氣體排放密度354.06噸二氧化碳當量／百萬元人民幣營業額

3.1 環境管理

秉持對投資者、客戶、員工等各持份者負責的態度，阜豐集團始終堅持可持續發展，堅決遵守相關法律法規要求，將環境保護工作納入日常工作中。寶雞阜豐、山東阜豐、新疆阜豐、龍江阜豐、呼倫貝爾阜豐、內蒙古阜豐均已通過ISO 14001環境管理體系認證，內蒙古阜豐、龍江阜豐已通過ISO 50001能源管理體系認證。各生產公司持續完善對各類排放物如廢水、廢氣、溫室氣體及有害或無害廢棄物的管理，積極關注各地最新環保政策，不斷提升自身的環境管理水平。

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3.1.1 Environmental Targets and Achievements

Since 2021, based on the Group's current status and future development plan, Fufeng Group set the following targets for exhaust emissions and comprehensive energy consumption per unit of threonine product:

3.1.1 環境相關目標及達成情況

自2021年起，阜豐集團結合自身現狀及未來發展規劃，針對廢氣排放和蘇氨酸單位產品綜合能耗，設定了以下目標：

Targeted object 設定的目標對象	Targeted content 設定的目標內容	Status in 2023 2023年狀態
Exhaust emissions 廢氣排放	exhaust emissions intensity shall be decreased by 1% per annum based on the 2021 exhaust emissions intensity (exhaust emissions intensity: calculated based on tonne/million RMB revenue) 以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度（廢氣排放密度：按照噸／百萬元人民幣營業額作為計算標準）	Achieved 已實現
Comprehensive energy consumption per unit of threonine product 蘇氨酸單位產品綜合能耗	From 2022 to 2025, the comprehensive energy consumption per unit of threonine product can continue to outperform the state- approved advanced level of green factories (1.5tce/t: that is, 1.5 tonnes of standard coal is consumed for one tonne of threonine produced) 2022年至2025年，蘇氨酸單位產品綜合能耗持續優於國家認定的綠色工廠先進水平（1.5tce/t:即每生產1噸蘇氨酸消耗1.5噸標準煤）	Achieved 已實現

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3.1.2 Training and Promotion

To ensure that employees understand the importance and urgency of energy conservation, various subsidiaries of the Fufeng Group strengthen the dissemination effort in energy conservation and emission reduction, disseminating and promoting new knowledge, technologies, and equipment for energy conservation and consumption reduction, posting energy-saving and water-saving signs in various factory areas, and conducting promotional campaigns for energy and water conservation to enhance employees' environmental awareness. Furthermore, Xinjiang Fufeng launched the initiative "Energy Conservation and Carbon Reduction, We Are in This Together" to employees, issuing over 200 copies of the energy conservation initiative. Moreover, Longjiang Fufeng conducted a promotional campaign for water resource conservation on World Water Day, introducing the current global water resources situation, water pollution issues, and daily water-saving measures.



Energy-saving Publicity Week
「節能宣傳周」活動

3.2 Use of Resources

In 2023, the Fufeng Group continued to advance the resource efficiency improvements, including maximising the conservation of water, electricity, coal, and other energy sources, undertaking special projects to promote energy conservation and consumption reduction, and implementing various projects focused on energy-saving technology transformation and equipment upgrade. Furthermore, reduction was carried out in packaging waste to reduce the environmental impacts of our business activities.

3.1.2 培訓宣傳

為使廣大員工瞭解節約能源的重要性和緊迫性，阜豐集團各子公司加強節能減排宣傳工作，宣傳和推廣節能降耗新知識、新技術、新設備，在各廠區內張貼節能節水標語、開展節能節水宣傳活動，增強員工環保意識。新疆阜豐向員工開展「節能降碳，你我同行」倡議，下發節能倡議書200餘份。龍江阜豐在世界水日開展節約水資源宣傳活動，介紹當前世界水資源現狀、水污染問題及日常節水措施。



Water-saving publicity activities
節水宣傳活動

3.2 資源使用

2023年，阜豐集團持續推行資源效益改善，最大限度節約水、電、煤等能源，開展節能降耗專項推進工作，落實多項節能技術改造、設備升級項目，並開展包裝物減量化工作，降低企業活動對環境的影響。

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3.2.1 Energy-efficient Management

The Fufeng Group has consistently been committed to promoting green and low-carbon development, including conducting energy conservation and emission reduction activities. In order to implement laws and regulations such as the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), the Group has formulated regulations and systems, including the Comprehensive Management System on Energy (《能源綜合管理制度》), the Management System on Environmental Protection (《環保管理制度》), and the Management System on Energy Conservation and Consumption Reduction (《節能降耗管理制度》), establishing the sound energy management system and organizational structure. Each subsidiary has established an energy-saving work leadership group with the general manager as the leader, and the production technology department, equipped with dedicated energy management personnel, is specifically responsible for daily energy-saving management. In 2023, the Group implemented multiple energy-saving and consumption reduction projects, achieving more refined production management. Certain of the energy conservation projects implemented in 2023 are as follows:

3.2.1 節能管理

阜豐集團一直致力於推動綠色低碳發展，開展節能減排活動。集團為貫徹《中華人民共和國節約能源法》等法律法規制定了《能源綜合管理制度》、《環保管理制度》、《節能降耗管理制度》等規章制度，建立了健全的能源管理系統和完善的能源管理組織結構。各子公司成立了以總經理為組長的節能工作領導小組，由生產技術部具體負責日常節能管理工作，配備專職節能管理人員。2023年，集團落實多項節能降耗項目，實現更精細化的生產管理。2023年落實的部分節能項目展示：

Subsidiary 所屬公司	Energy Conservation Project 節能項目	Energy-saving Effect 節能效果
Xinjiang Fufeng 新疆阜豐	Microbial polysaccharide cleaning production technology transformation 微生物多糖清潔生產技術改造	Annual reduction of 21,000 tonnes of standard coal 年減少使用21,000噸標準煤
Hulunbeier Fufeng 呼倫貝爾阜豐	Desulfurisation tower flue transformation 脫硫塔進口煙道改造	Annual reduction of 16,948 tonnes of standard coal 年減少使用16,948噸標準煤
IM Fufeng 內蒙古阜豐	Transformation of xanthan gum single-tower distillation to differential pressure distillation 黃原膠單塔蒸餾改差壓蒸餾	Annual reduction of 23,126 tonnes of standard coal 年減少使用23,126噸標準煤
	Upgrade of starch plant equipment 澱粉廠設備升級	Annual reduction of 5,800 tonnes of standard coal 年減少使用5,800噸標準煤
	Step-by-step degradation and purification of amino acid mother liquor 氨基酸母液逐級降解淨化	Annual reduction of 30,369 tonnes of standard coal 年減少使用30,369噸標準煤
Baoji Fufeng 寶雞阜豐	Multiple equipment automation upgrade projects 多項設備自動化升級項目	Annual reduction of 3,865 tonnes of standard coal 年減少使用3,865噸標準煤

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Replacement of high-efficiency square towers
for thermoelectric cooling towers
熱電冷卻塔更換高效方塔



Replacement of high-efficiency rare earth permanent
magnet motors for powder cyclones
粉旋流器更換高效稀土永磁電機

During the Reporting Period, the total energy consumption of the Fufeng Group is as follows¹:

報告期內，阜豐集團能源消耗總量如下¹：

Performance Indicator ¹	績效指標 ¹	Unit 單位	2022 2022 年度	2023 2023 年度
Direct energy	直接能源	MWh 兆瓦時	34,716,570.30	38,833,105.25
Coal ²	煤 ²	MWh 兆瓦時	34,689,403.09	38,758,749.47
Gasoline ³	汽油 ³	MWh 兆瓦時	454.34	1,345.97
Diesel ⁴	柴油 ⁴	MWh 兆瓦時	26,712.37	35,246.29
Natural gas ⁵	天然氣 ⁵	MWh 兆瓦時	0.00	37,763.52
Indirect energy	間接能源	MWh 兆瓦時	720,392.74	807,541.81
External purchase of electricity ⁶	外購電力 ⁶	MWh 兆瓦時	87,031.95	114,655.34
External purchase of steam ⁷	外購蒸汽 ⁷	MWh 兆瓦時	633,360.79	692,886.47
Total energy consumption	能源消耗總量	MWh 兆瓦時	35,436,963.05	39,640,647.06
Energy consumption intensity	能源消耗密度	MWh/million RMB revenue 兆瓦時／百萬元人民幣 營業額	1,289.81	1,415.39

Note:

- The major sources of energy consumption of the Group includes direct energy consumption and indirect energy consumption. Direct energy consumption comes from coal, diesel, gasoline, natural gas, while indirect energy consumption comes from external purchase of electricity and steam. The total energy consumption is calculated in accordance with the General Rules for Comprehensive Energy Consumption Calculation (GB/T 2589-2020) (《綜合能耗計算通則 (GB/T 2589-2020)》).
- During the Reporting Period, the commencement of new projects and increased production of the Group led to an increase in coal consumption.

註釋：

- 本集團主要能源消耗包含直接能源消耗及間接能源消耗。直接能源消耗來自煤、柴油、汽油、天然氣，間接能源消耗來自外購電力及蒸汽。能源消耗總量參照《綜合能耗計算通則 (GB/T 2589-2020)》計算。
- 報告期內，本集團新項目開產及產量增加，導致用煤量增長。

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| <p>3. During the Reporting Period, the Group increased external exchanges and outings, leading to an increase in gasoline consumption for vehicles.</p> <p>4. During the Reporting Period, increased vehicle usage due to project construction and increased production resulted in an increase in diesel consumption.</p> <p>5. During the Reporting Period, Longjiang Fufeng implemented a coal-to-gas project for fertiliser production lines, resulting in an increase in natural gas consumption.</p> <p>6. During the Reporting Period, Longjiang Fufeng conducted maintenance on thermal power boilers, increasing the external purchase of electricity. Xinjiang Fufeng increased its production capacity and reduced its electricity generation in accordance with local government coordination, resulting in an increase in external purchase of electricity.</p> <p>7. The Group retrospectively adjusted the energy consumption data for 2022, by supplementing the energy consumption generated from external purchase of steam. During the Reporting Period, Shandong Fufeng increased its production, leading to an increase in external purchase of steam.</p> | <p>3. 報告期內，本集團對外交流和外出活動增加，導致車輛汽油使用量增加。</p> <p>4. 報告期內，因項目建設和產量增加，車輛使用增多，導致柴油用量增長。</p> <p>5. 報告期內，龍江阜豐實施肥料生產線煤改氣項目，增加天然氣使用量。</p> <p>6. 報告期內，龍江阜豐熱電鍋爐檢修，增加外購電力使用量，新疆阜豐因產能增加且按照當地政府統籌協調減少發電量，導致外購電力使用量增加。</p> <p>7. 本集團對2022年度能源消耗數據重溯，補充外購蒸氣產生的能源消耗量。報告期內，山東阜豐產量增加，外購蒸氣使用量增多。</p> |
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3.2.2 Water Conservation Management

In strict compliance with the requirements of the Water Law of the People's Republic of China and relevant national, provincial, and municipal laws and regulations, the Fufeng Group thoroughly implements the water conservation policy by formulating the "Compilation of Water Conservation Management System" to clarify the responsibilities of relevant personnel in water conservation management. Through systems such as water conservation meetings, measurement management systems, water conservation reward and punishment systems, and water equipment inspection and maintenance procedures, the Company's water conservation management is comprehensively regulated.

In 2023, the Fufeng Group reduced water consumption by establishing measures such as square box cooling towers, and continued to implement water-saving technology transformation projects, such as actively promoting the reuse of recycled greywater, to improve the recycle of water resources. During the Reporting Period, the total water consumption of the Group, mainly sourced from municipal water supply, rivers, and reservoirs, is as follows.

3.2.2 節水管理

阜豐集團嚴格遵守《中華人民共和國水法》及國家、省、市相關法律法規的要求，深入貫徹節約用水方針，制定《節水管理制度彙編》，明確了節水管理各相關人員崗位職責，通過節水會議制度、計量管理制度、節水獎罰制度、水設備巡迴檢查及維修程序等制度全方面規範公司節水管理。

2023年，阜豐集團通過建立方箱降溫塔等手段降低取水消耗，並持續落實積極推動中水回用等節水技術改造項目，提高水資源循環使用。報告期內，集團水資源消耗總量如下，主要取水來源為市政供水、河流和水庫等。

Performance Indicator	績效指標	Unit 單位	2022 2022年度	2023 2023年度
Total water consumption	耗水總量	tonne 噸 tonne/thousand RMB revenue	16,949,841.88	19,268,243.10
Water consumption intensity	總耗水密度	噸/千元人民幣營業額	0.62	0.69

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3.2.3 Use of Packaging Materials

As the production output continues to increase, use of packaging materials is also steadily rising. The Group prioritises promoting the recycle of packaging materials and reducing material wastage as key focus areas. The Fufeng Group has established the “Packaging Material Inbound and Outbound Management System” (《包裝物使用出入庫管理制度》) and the “Packaging Material Wastage Standard” (《包裝物損耗標準》), ensuring the hygiene and safety of packaging materials, while specifying the wastage rate for packaging materials in each production factory. As a result, the wastage remains at a reasonable level.

In 2023, the Fufeng Group achieved notable results in streamlining packaging layouts. It reduced the layouts of MSG packaging by 3 and merged over 10 layouts of MSG, xanthan gum, glucose, and amino acid packaging. Furthermore, it redesigned the packaging layout for MSG products using a single colour, thereby reducing ink consumption.

The packaging materials used by the Fufeng Group mainly include composite packaging materials, paper packaging materials, and plastic packaging materials. The total consumption of various packaging materials in 2023 is as follows:

3.2.3 包裝材料使用

隨著產量持續上升，包裝材料用量也在不斷增加，推進包裝材料循環使用、降低包材損耗為本集團的重點工作之一。阜豐集團制定了《包裝物使用出入庫管理制度》、《包裝物損耗標準》，以保障包裝物衛生安全，並規定了各生產工廠包裝物損耗率，使包裝物損耗控制在合理水平。

2023年，阜豐集團開展的包裝物版面精簡工作取得成效：刪減味精包裝物版面3個，合併味精、黃原膠、葡萄糖、蘇氨酸包裝物版面10餘個，使用單一色彩重新設計味精產品包裝物版面，降低油墨用量。

阜豐集團所使用的包裝材料主要包括複合包裝材料、紙質包裝材料與塑料包裝材料，2023年共耗用各類包裝材料總量如下：

Performance Indicator	績效指標	Unit 單位	2022 2022年度	2023 2023年度
Composite packaging materials	複合包裝材料	tonne 噸	9,244.75	11,614.73
Paper packaging materials	紙質包裝材料	tonne 噸	3,557.65	5,093.64
Plastic packaging materials	塑料包裝材料	tonne 噸	9,295.19	7,538.04
Total amount of packaging materials	包裝材料總量	tonne 噸	22,097.59	24,246.41
Packaging materials intensity	包裝材料使用密度	tonne/million RMB revenue 噸/百萬元人民幣營業額	0.80	0.87

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3.2.4 Environment and Natural Resources

In 2023, the Fufeng Group did not have any significant impacts on the environment or natural resources. Over the years, the Group has been actively practicing the concept of green development and vigorously promoting the green development of the industrial chain in all provinces and cities in the PRC. The Group and its production companies have qualifications for hazardous waste treatment, and clearly stipulate the emergency procedures to be adopted in the occurrence of incidents that may cause environmental pollution. The Group reports all environmental information to local relevant departments on a regular basis, and proactively cooperates with relevant departments to conduct analysis and investigation to ensure that the Group and its production companies have no significant impact on the environment and natural resources.

3.3 Emission Management

In strict compliance with the requirements of relevant laws and regulations, such as the Environmental Protection Law of People's Republic of China (中華人民共和國環境保護法), Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法), Air Pollution Prevention and Control Action Plan (大氣污染防治行動計劃) and Law of the People's Republic of China on the Prevention and Control of Water Pollution (中華人民共和國水污染防治法), the Fufeng Group has established different management and control measures for various emissions to implement effective control targeted to various emissions, while regularly undertaking third-party testing, enabling the emissions to meet the relevant national, local and industrial discharge standards.

3.2.4 環境及天然資源

2023年，阜豐集團無重大環境及天然資源使用影響。多年來，我們積極踐行綠色發展理念，著力於在全國各省、市推動產業鏈的綠色發展升級。集團及各生產公司均擁有危險廢物處理資質，清晰界定在面對有可能造成環境污染的事故時，應採取的緊急程序。同時，本集團定期向地方相關機構報告所有與環境有關的信息，積極配合相關部門進行分析調查，確保集團及各生產公司對環境及天然資源無重大影響。

3.3 排放管理

阜豐集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《大氣污染防治行動計劃》、《中華人民共和國水污染防治法》等相關法律法規，為各類排放物制定不同的管理及控制辦法，有針對性地對各類排放物進行有效管控，定期進行第三方檢測，使各類排放物均達國家、地方和行業相關標準。

Emission Targets 排放目標



- Exhaust Emissions: Reduce atmospheric pollutant emissions, by decreasing exhaust emissions intensity by 1% per annum based on the 2021 exhaust emissions intensity
- 廢氣：減少大氣污染物排放，以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度



- Sewage: Strengthen sewage management to ensure the 100% compliant discharge
- 廢水：加強廢水管理，廢水100%合規達標排放



- Waste: Reduce the generation of various types of waste, while achieving 100% compliant handling of hazardous waste and implementing waste classification management
- 廢棄物：降低各類廢棄物的產生量，同時危險廢棄物實現100%合規處理，廢棄物分類管理

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3.3.1 Exhaust Emission Management

As a fermentation manufacturing enterprise, the Fufeng Group's exhaust emissions mainly come from pollutants including nitrogen oxides, sulphur oxides, odours, fumes and particulate matters generated during various production processes, as well as particles and odour concentrations generated during the production process. The Group complies with legal and regulatory requirements such as the Exhaust Emission Standards for Thermal Power Plants (《火電廠大氣污染物排放標準》), and establishes the corresponding "Environmental Management System" (《環保管理制度》) and "Environmental Assessment Management Measures" (《環保考核管理細則》) at each production company. Through measures such as exhaust emission monitoring, exhaust emission reduction equipment upgrades, and research and development of exhaust emission reduction technology, the Group ensures that the exhaust emission indicators outperformed national and local standards.

3.3.1 廢氣管理

作為發酵製造業企業，阜豐集團廢氣排放主要來自各生產過程中產生的氮氧化物、硫氧化物、惡臭及煙塵及生產過程中產生的顆粒物、臭氣濃度等污染物。本集團遵守《火電廠大氣污染物排放標準》等法律法規要求，各生產公司相應建立《環保管理制度》、《環保考核管理細則》，並通過廢氣檢測、廢氣減排設備升級、減排技術研發等多項舉措確保廢氣排放指標均優於國家和地方標準。

Exhaust Emission Monitoring

廢氣監測

- Each production company establishes responsible agencies to manage exhaust emissions and installs online monitoring systems to report monitoring data to local environmental protection departments in real time, achieving joint monitoring with environmental protection agencies.
- 各生產公司建立責任部門管理廢氣排放，安裝在線監測系統，將監測數據實時上報當地環保部門，實現與環保部門聯動監測。

Exhaust emission reduction equipment upgrades

廢氣處理設備升級

- Professional exhaust treatment equipment is installed to carry out the process of dust removal, desulfurization and denitrification.
- 配備了專業的廢氣處理裝置進行除塵、脫硫、脫硝工藝。

Research and development of exhaust emission reduction technology

廢氣處理技術研發

- Self-developed technologies, such as "deep treatment project for flue gas combustion", effectively reduce flue gas emissions to such a level that outperform the standards.
- 自主研發「煙氣燃燒法深度治理」等技術，有效將煙氣排放量降低至優於標準水平。

Exhaust Emission Reduction Measures

廢氣減排措施

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The Fufeng Group maintains active cooperation with the national environmental protection agencies on inspections and spot checks every year. During the reporting period, the Group satisfied the national and local standards in various inspections. Specific exhaust emission indicators are as follows:

阜豐集團每年積極配合國家環保部門的檢查與抽查，報告期內，本集團在各項檢查中均達到國家及地方標準，具體廢氣排放指標如下：

Performance Indicator	績效指標	Unit 單位	2022 2022 年度	2023 2023 年度
NO _x emissions	氮氧化物排放量	tonne 噸	2,766.27	2,803.78
SO ₂ emissions	二氧化硫排放量	tonne 噸	1,168.55	1,501.97
Smoke and dust emissions	煙塵排放量	tonne 噸	344.52	280.34
Total exhaust emissions	廢氣排放總量	tonne 噸	4,279.34	4,586.09
Exhaust emission intensity	廢氣排放密度	tonne/million RMB revenue 噸／百萬元人民幣 營業額	0.16	0.16

3.3.2 Sewage Management

During the reporting period, all production companies of the Fufeng Group strictly followed the “Management Measures for Sewage Discharge from Environmental Protection Facilities (《環保處理廠廢水排放管理辦法》)”, and the sewage discharge consistently met the standards. Furthermore, we established sewage reduction targets, which is subject to regular inspections and assessments and continues to help improve sewage treatment systems and technologies, ensuring that discharged sewage outperforms national and local standards.

3.3.2 廢水管理

報告期內，阜豐集團各生產公司嚴格遵循《環保處理廠廢水排放管理辦法》，廢水排放全部持續穩定達標。此外，我們設立了廢水減排指標，定期檢查與考核，持續改進提升廢水處理系統和技術，保證外排廢水優於國家和地方標準。

Sewage Reduction Measures 廢水減排	Sewage Treatment 污水處理	Odour Treatment 氣味處理	Reuse of Recycled greywater 中水回用
<ul style="list-style-type: none"> Multi-stage membrane coupling-simulated moving bed chromatography technology (模擬移動床色譜技術) and four-effect evaporation technology are used to reduce the intake of new water and production sewage from the production chain 通過多級膜耦合—模擬移動床色譜、四效蒸發等技術減少生產環節的廢水產生 	<ul style="list-style-type: none"> Each production company of the Group has established dedicated sewage treatment workshops to ensure that discharged sewage outperforms national and local standards. 集團各生產公司均設立了專門污水處理車間，保證外排廢水優於國家及地方標準。 	<ul style="list-style-type: none"> Processes such as bacterial protein extraction from high-concentration sewage and ammonium sulphate extraction are adopted to eliminate sewage odour 通過對高濃度廢水的菌體蛋白提取和硫酸銨提取等工藝，消除廢水氣味 	<ul style="list-style-type: none"> Over 90% of sewage is recycled due to multiple measures, including establishment of greywater recycle workshops, cascaded water usage, and reuse of greywater 通過設立中水回用車間、梯度用水、中水回用等方式實現90%以上的廢水回收利用

Sewage Reduction Measures 廢水減排措施

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The sewage discharged by the Fufeng Group mainly includes sewage generated during the production process and domestic sewage from the factory area. The specific data is as follows:

阜豐集團所排放的廢水主要包括生產過程中所產生的廢水與廠區的生活污水，具體數據如下：

Performance Indicator	績效指標	Unit 單位	2022 2022 年度	2023 2023 年度
Total sewage discharge	總廢水量	tonne 噸	9,845,490.68	9,370,206.71
Recycled sewage volume	廢水回收利用量	tonne 噸	44,387,662.23	39,702,750.00
COD	COD	tonne 噸	412.91	442.67
N-NH ₃	N-NH ₃	tonne 噸	22.63	38.09

3.3.3 Waste Management

The Fufeng Group is committed to implementing strict control over waste emissions and efficient utilisation of resources to minimise our environmental impacts. The Group has formulated management documents, including the “Administrative Measures on Solid Waste”, the “Hazardous Solid Waste Management System” and the “Administrative Measures on Industrial and Domestic Waste” in accordance with laws and regulations such as the Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste.

The Fufeng Group and each of its production companies strictly adhere to relevant institutional regulations, whereby categorising, collecting and storing waste according to its form and nature. The Group’s generation of hazardous waste mainly includes waste oil, waste catalysts, laboratory waste liquid, waste liquid of water testing equipment and paint drums, etc., which are sorted and stored under supervision in dedicated storage warehouses of the Group. The Group also appointed third-party organizations with hazardous waste recycling qualifications for recycling purposes. Each production company has entered into a hazardous waste disposal contract for the transfer and disposal of hazardous waste in accordance with relevant national and local regulations.

3.3.3 廢棄物管理

阜豐集團致力於實施嚴格的廢棄物排放控制和高效的資源回收利用策略，以對我們環境的影響減至最低。本集團根據《一般工業固體廢棄物貯存、處置場污染控制標準》等法律法規，制定了《固體廢棄物管理辦法》、《危險固體廢棄物管理制度》、《工業及生活垃圾處置管理辦法》等管理文件。

阜豐集團及各生產公司嚴格遵循相關制度規程，按照廢棄物的形態和性質進行分類收集和暫存。集團產生的有害廢棄物包括廢機油、廢催化劑、實驗室廢液、水質檢測廢液以及油漆桶等，對有害廢棄物集團建立專門貯存庫房，分類貯存並設有專人監管。集團聘請具有危廢回收資質的第三方機構進行回收處理，各生產公司簽訂了危險廢棄物處置合同，按照國家和地方相關規定進行危險廢棄物轉移和處置。

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Non-hazardous waste generated by the Group includes coal ash, cinder, lime slag, sugar slag, sludge, waste packaging and domestic waste. To fully improve the efficiency of resources use, the coal ash and cinder and lime slag are recycled by relevant legal units for the production of cement, red bricks and other building materials; sugar slag is used to make feed; waste activated carbon is collected and recycled by activated carbon manufacturers; ash, slag, and flue gas desulfurization gypsum are all sold externally for use as construction materials. Sludge from sewage treatment plants is incinerated in boilers for power generation after being pressed and squeezed; waste packaging is recycled by legal recycling units and processed into recycled plastic and other products.

During the reporting period, the emission data for hazardous and non-hazardous waste from the Fufeng Group is as follows:

阜豐集團產生的無害廢棄物包括煤灰、煤渣、石灰渣、糖渣、污泥、廢包裝和生活垃圾等。煤灰渣、石灰渣均由相關合法單位進行回收，用於製作水泥、紅磚等建築材料；糖渣等用於製作飼料；廢活性炭收集後交由活性炭廠家回收；爐灰、爐渣及電石膏全部外售作為建築材料使用；污水處理廠的污泥經過板框壓榨後用於鍋爐焚燒發電；廢包裝物由合法回收單位進行回收後，加工再生塑料等製品，充分提高資源的使用效率。

報告期內，阜豐集團有害廢棄物及無害廢棄物排放數據如下：

Performance Indicator	績效指標	Unit 單位	2022 2022 年度	2023 2023 年度
Total discharge of hazardous waste	有害廢棄物排放總量	tonne 噸	504.48	683.76
Total discharge of non-hazardous waste	無害廢棄物排放總量	tonne 噸	1,220,094.33	1,286,441.61
Emission intensity of hazardous waste	有害廢棄物排放密度 tonne/million RMB revenue 噸/百萬元人民幣營業額		0.02	0.02
Emission intensity of non-hazardous waste	無害廢棄物排放密度 tonne/million RMB revenue 噸/百萬元人民幣營業額		44.41	45.93

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3.4 Climate Change

The Fufeng Group keeps close track of current climate change and its risks, while actively contributing to the human campaign combating climate change. By continuously exploring solutions to address climate change in combination with our practical experiences, the Fufeng Group will strive to address the growing challenges of climate change. The Group has identified and screened for climate risks and opportunities with a high probability of occurrence and significant impacts on the Group.

3.4 氣候變化

阜豐集團高度關注當下氣候變化及其風險，積極為人類應對氣候變化貢獻力量，結合實踐不斷探索應對氣候變化的解決方案，以應對日益增長的氣候變化挑戰。本集團識別、篩選了發生可能性高、對本集團影響程度大的氣候風險與機遇。

Climate risks and opportunities 氣候風險與機遇				Potential impacts 潛在影響	Countermeasures 應對舉措
Risks 風險	Physical risks 實體風險	Acute 急性	Increased severity of extreme weather events such as cyclones and floods 颱風、洪水等極端天氣事件嚴重性加劇	Risks such as threats to employee health and safety, production disruptions, and asset impairment due to extreme weather, severe pollution, and catastrophic climate events 因極端天氣、重污染天氣、災難性氣候而導致的員工健康安全威脅、生產中斷、資產減值等風險	To establish an “Emergency Response Plan for Heavily Polluted Weather” to ensure emergency emission reduction targets are met; set up announcement boards for external environmental protection information and emergency plans for heavily polluted weather; and disclose information in real-time 建立《重污染天氣應急響應應急預案》，確保實現應急減排目標，設立對外環保信息、重污染天氣應急預案公告欄，並實時公開信息
		Chronic 慢性	Rising mean temperatures 平均氣溫上升	Increased operational costs caused by prolonged high temperatures resulting from climate change 氣候變化導致的持續高溫天氣導致運營成本增加	To conduct regular equipment maintenance and increase the number of cooling equipment 定期進行設備維護，增加降溫設備
	Transition risks 轉型風險	Policy and legal 政策法律	Enhanced emissions-reporting obligations 碳排放監管加強	Local governments may impose stricter carbon emission policies and regulatory measures, increasing the cost of carbon emissions in corporate production and operation 各地政府可能會頒佈更為嚴格的碳排放政策和監管措施，增加企業生產運營中的碳排放成本	To actively respond to national energy reduction policies, by improving environmental protection facilities, and enhancing the overall efficiency of existing environmental equipment 積極響應國家能源減排政策，改善環保設施，提升現有環保設備的整體效率

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Climate risks and opportunities 氣候風險與機遇		Potential impacts 潛在影響		Countermeasures 應對舉措
Transition risks (continued) 轉型風險 (續)	Technology	Upfront costs of low-carbon emission technology transformation	In line with low-carbon emission requirements, operating costs increase due to increased investment in exploring and researching new technologies, as well as retrofitting existing R&D and production equipment	To phase out high-energy-consuming equipment, procure low-energy-consuming equipment, and carry out multiple clean technology upgrades
	技術	低碳排技術轉型的前端費用	為滿足低碳排放的要求，加強新技術的探索和研究投入，以及對現有的研發和生產設備進行改造，增加運營成本	淘汰高能耗設備，採購低能耗設備，開展多項清潔技術改造
	Market	Increased costs of raw materials and energy	Increased production costs due to pricing of raw materials (e.g., energy and water)	To develop a monitoring and forecasting system for the pricing of raw materials and energy, as well as an emergency response plan
	市場	原材料成本、能源成本上漲	原料價格(如能源、水)導致生產成本提高	制定原材料、能源價格的監測、預測制度及應急預案
	Reputation	Negative stakeholder feedback	Potential reputational impacts arise from our responses to stakeholders' expectations for taking proactive actions in addressing climate change and enhancing information disclosure transparency	To regularly engage in communications with stakeholders to fully understand and respond to their concerns and expectations
	聲譽	持份者對負面反饋的關切	為響應持份者在應對氣候行動方面採取積極行動和提升信息披露透明性的期望，產生的潛在聲譽影響	定期開展持份者溝通，以充分瞭解並回應他們關切與期望
Opportunities 機遇	Energy transition 能源轉型	Increased proportion of clean energy 清潔能源佔比增加	Increased use of low-emission/clean energy to reduce the risk of future energy price hikes 提高對低排放能源/清潔能源的使用，降低未來能源價格上漲風險	To optimise the energy structure and increase the proportion of clean energy use 優化能源結構，提高清潔能源使用佔比

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The greenhouse gas emissions from the Fufeng Group's operations are mainly carbon dioxide, with the majority generated from the combustion of coal used in daily production processes, and a small amount produced from the wet limestone-gypsum desulfurization process and the combustion of gasoline and diesel in vehicles. In 2023, Fufeng Group's greenhouse gas emission data is as follows:

阜豐集團運營過程中溫室氣體排放主要為二氧化碳，大部分產生於日常生產過程中所使用的煤炭燃燒，少量產生於濕法石灰石-石膏脫硫工藝過程、車輛汽油燃燒。2023年，阜豐集團溫室氣體排放數據如下：

Performance Indicator ¹	績效指標 ¹	Unit 單位	2022 2022 年度	2023 2023 年度
Greenhouse gas emissions (Scope 1)	溫室氣體排放(範圍一)	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	8,846,481.43	9,848,293.60
Emission from fuel coal combustion	燃料煤燃燒排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	8,293,594.19	9,182,126.42
Raw coal emission	原料煤排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	451,716.05	550,153.22
Emission from external purchase of natural gas	外購天然氣排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	/	7,724.12
Limestone emission	石灰石排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	10,139.86	8,585.60
Sodium carbonate emission	碳酸鈉排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	82,518.41	90,079.93
Methane emission from sewage treatment	廢水處理甲烷排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	98.59	93.98
Emission from vehicle fuel combustion	車輛燃料燃燒排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	8,414.33	9,530.33
Greenhouse gas emissions (Scope 2)	溫室氣體排放(範圍二)	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	51,666.52	67,851.58
Emission from external purchase of electricity	外購電力排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	50,563.99	66,645.43
Emission from external purchase of steam	外購蒸汽排放	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	1,102.53	1,206.15
Total emissions of greenhouse gases	溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量(tCO ₂ e)	8,898,147.95	9,916,145.19
Emission concentration of greenhouse gases*	溫室氣體排放密度	tCO ₂ e/million RMB revenue 噸二氧化碳當量(tCO ₂ e) / 百萬元人民幣營業額	323.87	354.06

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During the reporting period, Xinjiang Fufeng, Hulunbeier Fufeng, IM Fufeng, and Baoji Fufeng established and passed the review of greenhouse gas emission monitoring plans. Xinjiang Fufeng, IM Fufeng, and Baoji Fufeng undertook and passed the greenhouse gas verification, among which Xinjiang Fufeng, Baoji Fufeng, IM Fufeng, and Hulunbeier Fufeng have been included in the carbon market quota management. Longjiang Fufeng continued to conduct carbon content testing of fuels, using data from testing companies as parameters for calculation to improve the accuracy of emission data. In terms of measures to reduce related greenhouse gas emissions, Baoji Fufeng has replaced certain coal with biomass fuel.

報告期內，新疆阜豐、呼倫貝爾阜豐、內蒙古阜豐、寶雞阜豐建立並通過審核了溫室氣體排放監測計劃，新疆阜豐、內蒙古阜豐、寶雞阜豐開展並通過了溫室氣體核查，其中新疆阜豐、寶雞阜豐、內蒙古阜豐、呼倫貝爾阜豐已納入碳市場配額管理。龍江阜豐持續開展燃料的碳元素含量檢測，使用檢測公司的數據作為參數進行計算，以提升排放數據準確性。在減少相關溫室氣體排放舉措上，寶雞阜豐將部分燃煤替換為生物質燃料。

4 JOINT EFFORTS TO BUILD A BETTER SOCIETY

The Fufeng Group actively fulfills its social responsibilities in employee growth and community development. As a responsible employer, we empower employee development and drive business growth with a diversified talent force. As a corporate citizen, we assume commensurate responsibilities to create sustainable value for communities through practical actions, achieving harmonious coexistence between the Company and society.

4 共創美好社會

阜豐集團積極履行在員工成長和社區共建等領域的社會責任。作為負責任的僱主，我們賦能員工發展，以豐富的人才力量推動業務發展。作為企業公民，我們挺膺擔當，通過實際行動為社區創造可持續價值，實現企業與社會的和諧共存。

In 2023

- Accumulated number of trained employees: 15,960, accounting for 93.3% of the total number of employees
- Accumulated training hours of employees: 653,806 hours
- Participated in 10 industry forums and conferences
- Amount invested in public welfare: RMB2,068,354

2023年

- 員工累計受訓人數15,960人，佔員工總數93.3%
- 員工累計受訓時長653,806小時
- 參與各類行業論壇會議10次
- 社會公益投入金額2,068,354元

4.1 Talents as the Driver

The Fufeng Group considers talent as a vital asset and has unwaveringly advanced its talent pool development strategy. We provide an equitable, respectful, and diverse workplace for every employee, while continuing to refine talent acquisition, retention, and incentive mechanisms. We offer employees comprehensive career development pathways and ample opportunities to grow within the Group, as our commitment to fostering a healthier, safer, and more harmonious workplace that enables mutually beneficial advancement for both the Company and our employees.

4.1 人才驅動

阜豐集團認為人才是重要資產，始終堅定不移地推進人才發展戰略。我們為公司的每一位員工提供平等、尊重、多元的工作環境，持續完善人才引進、保留和激勵機制，為員工在集團內的成長提供全方面的職業發展通道與廣闊的空間，致力於創造更加健康、安全、和諧的工作環境，實現企業與員工的雙向奔赴、共創共贏。

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4.1.1 Safeguarding Employee Rights and Interests

The Group is dedicated to safeguarding employees' legitimate rights and interests in strict compliance with national and local laws and regulations, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Law of the People's Republic of China on Promotion of Employment (《中華人民共和國就業促進法》), the Special Provisions on Labour Protection for Female Employees (《女職工勞動保護特別規定》) and the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》) and the Regulations to Prohibit Use of Child Labour (《禁止使用童工規定》). We have formulated administrative policies, such as the Recruitment Process System and the Regulations on Staff Entry, Post Adjustment and Resignation Management, to clarify recruitment procedures and position setups, providing employees with a fair, just, and safe workplace.

We resolutely oppose illegal and non-compliant employment practices, such as child labour. The Recruitment Process System explicitly specifies that new recruits must be at least 18 years old. During the actual recruitment, we require new hires to enter into a Labour Contract upon induction, and rigorously verify their identity documents and academic credentials to inspect and validate their age, preventing occurrence of such incidents. In case that any individual below the statutory working age is found working at the Company, we will address this issue in accordance with legal and regulatory requirements. During the reporting period, the Group did not identify any case involving illegal employment of child labour.

4.1.1 保障員工權益

本集團致力於保障員工合法權益，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》、《中華人民共和國就業促進法》、《女職工勞動保護特別規定》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》等國家及地方法律法規，制定了《招聘流程制度》、《員工入職、調崗及離職管理規定》等管理政策，明確招聘流程和崗位設定，為員工提供一個公平、公正、安全的工作環境。

我們堅決抵制僱傭童工等非法違規的僱傭行為，在《招聘流程制度》中明確規定新招聘員工需年滿18周歲。在實際招聘過程中，我們要求新員工入職即簽訂《勞動合同》，並嚴格審核員工身份證件及學歷學位證書信息，以檢查與審核員工年齡，杜絕此類事件發生。若有任何未達到法定就業年齡人士在本公司工作，我們將按照法律法規要求進行處理。報告期內，本集團未發生任何違法僱傭童工行為。

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In strict compliance with relevant national laws and regulations on working hours, we have established and improved the human resources attendance system. We strongly respect employees' rest periods, grant their legally mandated leave, and effectively and reasonably manage employees working hours and vacation dates to ensure a healthy work-life balance for our employees. Where overtime is required due to work demands, the Company will only arrange voluntary employees for such overtime. We prohibit the enforcement of illegal orders or coercive measures that violate the human rights of employees. To prevent occurrence of forced overtime, the Company ensures that the overtime pay is in compliance with local regulatory requirements. During the reporting period, the Group did not engage in any forced labour practices.

We uphold the principles of diversity, equality, and inclusivity, in strict compliance with the different laws and regulations of national and local governments in respect of race, gender, skin colour, age, family background, religious beliefs, disabilities, and other identity statuses. We prohibit any discriminatory action and ensure that all employees enjoy equal standards in compensation systems, training opportunities, promotion assessments, and other aspects, as our commitment to creating a diverse and inclusive workplace that respects and safeguards human rights.

我們嚴格遵守國家對工時規定的相關法律法規，建立健全人力資源考勤系統，高度尊重員工休息時間，依法給予休假，有效並合理管理員工勞動時間及休假日期，保障公司員工健康身心平衡。若因公司工作需要安排其員工加班必須由員工自願參加，禁止對員工實施不合法令或者違反員工人權之強制措施，為防止強迫加班之事發生，公司加班費給付皆均符合當地法規要求。報告期內，本集團未發生任何強制勞工行為。

我們秉持多元化、平等與包容的原則，嚴格遵守國家及地方所在地政府對種族、性別、膚色、年齡、家庭背景、宗教信仰、殘疾等身份地位的不同的法律法規，禁止任何歧視行為，確保所有員工在薪酬體系、培訓機會、晉升考核等方面享受同等標準，打造尊重和保障人權的多元包容職場。

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In 2023, the Group and its production companies employed a total of 17,111 full-time employees. Set out below is a table of the number of employees by gender, age group, and regions of production companies:

2023年，本集團及生產公司正式僱員總人數為17,111人，均為全職員工。按照性別、年齡組別及生產公司所在地區劃分的僱員人數請見下表：

Categorisation 劃分類型	Indicators 指標	Number of employees 僱員人數	Employee turnover rate 員工流失率
The Group as a whole 集團整體	The Group as a whole 集團整體	17,111	22.11%
By gender 按性別劃分	Male 男性	13,576	22.60%
	Female 女性	3,535	19.78%
By age groups 按年齡劃分	35 and below 35歲及以下	7,271	31.88%
	34 to 45 35至45歲	5,686	18.01%
	45 and above 45歲及以上	4,154	12.66%
By regions 按地區劃分	Shandong 山東	862	17.19%
	Xinjiang 新疆	1,828	37.85%
	Heilongjiang 黑龍江	2,904	18.55%
	Inner Mongolia 內蒙古	10,075	20.92%
	Shaanxi 陝西	1,442	19.93%

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4.1.2 Implementing Remuneration and Benefits

To attract and retain outstanding talents, the Group conducts a thorough comparison of remuneration levels in the overall industry and local markets to formulate competitive remuneration policies and systems. We expressly stipulate the compensation policies for employees at different departments and levels within the Group, such as the Management Regulations on the Probation and Remuneration of the Intermediate and Senior Staff, Remuneration Management Measures, and Staff Position Grade Management Measures. We annually review employee compensation levels and, when necessary, adjust remuneration policies based on external expert opinions in response to changes in the external environment. We make timely and full payment of employee salaries to maintain the market competitiveness of our employees' average remuneration in the regions where we operate.

We continue to improve our assessment mechanisms and indicators, by adopting scientific, rational, and effective administrative measures for performance assessments to ensure their fairness and impartiality. We have also formulated the "Performance Process Counseling and Feedback Interview Skills (《績效過程輔導與反饋面談技巧》)" to help managers more effectively guide employees and promote personal growth and overall team performance through timely feedback interviews.

4.2 Employee Care

We stress the importance of employee care, by striving to provide our employees with competitive benefits, diverse employee activities, and unobstructed communication channels to create a happy and harmonious workplace. This is aimed at stimulating employees' enthusiasm for work, which is expected to inject continuous momentum into the Company's sustainable growth.

4.1.2 落實薪酬福利

為吸引和留住優秀人才，本集團深入比較整體行業和當地市場薪酬水平，制定了具有競爭力的薪酬政策與制度。我們在《中高層試用期及薪酬管理規定》、《薪酬管理辦法》、《員工職級管理辦法》等政策中明確表述集團不同部門、不同層級員工的薪酬體系。我們每年回顧員工薪酬水平，根據外部環境的變化，適時根據外部專家意見調整薪酬政策，按時足額發放員工薪酬，確保本集團員工平均薪酬在運營所在地的市場競爭力。

我們持續完善考核機制和指標，採取科學合理、執行有力的績效考核管理辦法，確保績效考核管理辦法的公正與公平。我們亦制定《績效過程輔導與反饋面談技巧》，旨在幫助管理者更有效地輔導員工，並通過及時的反饋面談，促進員工個人成長與團隊整體績效的提升。

4.2 員工關懷

我們重視對員工的關懷，致力於為員工提供具有競爭力的福利、多樣化的員工活動以及暢通無阻的溝通渠道，以打造幸福、和諧的工作場所，進而激發員工的工作積極性，為公司的可持續增長注入源源不斷的動力。

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4.2.1 Employee Benefits

In accordance with relevant national laws and regulations, we provide all employees with pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident funds. Based on the Group's actual situation, the Group has formulated the Staff Leave System to provide various types of paid leave for all employees, including national statutory holidays, annual leave, sick leave, marriage leave, maternity leave, bereavement leave, work-related injury leave, and menstrual leave. This ensures that employees enjoy the right to take leave while working, achieving a balance between work and life.

Furthermore, we offer a comprehensive and thoughtful range of benefits to employees, including staff canteens, meal delivery vehicles, staff dormitories, kindergartens, and employee shuttle buses to facilitate their corporate life. We also express our care and gratitude to employees through monthly/quarterly benefits, holiday benefits, and employee travel, striving to create a happy workplace where employees feel a strong sense of belonging.



Women's Day Gifts at Northeast Fufeng
東北阜豐婦女節禮品

4.2.1 員工福利

我們根據國家有關法律法規為所有員工繳納養老保險、醫療保險、失業保險、工傷保險、生育保險及住房公積金，並結合本集團實際情況制定了《員工休假制度》，為所有員工提供國家法定假期、年休假、病假、婚假、產假、喪假、工傷假、生理假等多種帶薪假期，確保員工在工作的同時，也享有休假的權益，實現工作與生活的平衡。

此外，我們為員工提供一系列全面且貼心的福利，包括員工食堂、送餐車、員工宿舍、幼兒園、通勤車等，以方便員工生活；同時通過月度／季度福利、節假日福利及員工旅遊，表達我們對員工的關心與感謝，努力打造幸福且具有歸屬感的工作場所。



Mid-Autumn Festival Benefits at IM Fufeng
內蒙古阜豐中秋節福利

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Online Order Meal Delivery Vehicles at Longjiang Fufeng
 龍江阜豐網上訂單送餐車



Employee Travel at Xinjiang Fufeng
 新疆阜豐員工旅遊

4.2.2 Employee Activities

We advocate a balance between employees' life and work, by organising a variety of corporate cultural activities to enhance their happiness and sense of belonging. We regularly hold themed events for holidays such as National Day, Mid-Autumn Festival, and Spring Festival. Furthermore, we organise sports activities including basketball, badminton, table tennis, Gouji card games, tug-of-war, and four-person five-legged races, during which employees relieve their stress and increase their happiness and sense of belonging in a relaxing and enjoyable atmosphere.

4.2.2 員工活動

我們倡導員工生活與工作平衡，通過組織豐富多彩的企業文化活動提升員工幸福感和歸屬感。我們定期舉辦國慶節、中秋節和春節等節日主題活動，並通過籃球、羽毛球、乒乓球、狗級、拔河和四人五足等體育活動，讓員工在輕鬆愉快的氛圍中釋放壓力，提升幸福感和歸屬感。



Table Tennis Competition at the Group
 集團乒乓球比賽



Tug-of-War at the Group
 集團拔河比賽

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Spring Festival Entertainment Activities at IM Fufeng
內蒙古阜豐春節娛樂活動



Dragon Boat Festival "Rice Dumpling Eating Competition" at Xinjiang Fufeng
新疆阜豐端午「吃粽子比賽」

4.2.3 Communication with Employees

We recognise the importance of in-depth communication and exchange with our employees, by fully respecting and taking heed of their opinions and suggestions. In pursuit of equality, harmony, openness and transparency in communication, we constantly strive to optimise communication mechanisms and provide diverse communication channels and methods, such as internal networks, regular meetings, seminars, written materials, and electronic media, ensuring that every employee's feedback can be received and taken into due consideration.

4.3 Employee Training and Development

The Fufeng Group adheres to the climber's spirit of "focus on professionalism, pragmatic approach, continuous progress, and perseverance", thereby committing to crafting a self-driven talent growth system. While keeping close track of industry trends and business development requirements, we flexibly adjust and optimise the echelon talent management mechanism to ensure accurate selection and cultivation of talent teams that meet the Group's sustainable development requirements.

4.2.3 員工溝通

我們重視與員工的深入溝通與交流、充分尊重並傾聽員工的意見和建議。為營造平等、和諧、暢通且透明的溝通環境，我們持續努力優化溝通機制，提供多樣化的溝通渠道和方式，如內部網絡、定期會議、座談研討、書面材料以及電子媒體等，確保每一位員工的聲音都能被聽到和重視。

4.3 員工培訓與發展

阜豐集團奉行「專注專業，腳踏實地，持續進步，堅持到底」的攀登者精神，致力於構建自驅式人才成長體系。我們緊密關注行業趨勢和企業發展需求，靈活調整和優化梯隊人才管理機制，確保能夠精準選拔和培養符合集團持續發展需求的人才隊伍。

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4.3.1 Employee Training

We attach great importance to their shared growth and development, by continuing to improve the Group's talent cultivation and development system, and building a talent training and development system supported by a faculty system, curriculum system, institutional system, and process system. We have formulated policies and systems, including the "Management Regulations on Internal Trainers (《內訓師管理制度》)", the "Management Regulations on Course Development (《課程開發管理制度》)" and "Tutor Management Regulations (《導師管理制度》)", and the "Training Management Regulation (《培訓管理制度》)". These systems and policies are engineered to implement training projects aimed at promoting the implementation of business strategies. By continuing to optimise project plans, including project faculty staffing, course matching, institutional guarantees, and process improvements, we will achieve iterative upgrades of talent training and development projects.

4.3.1 員工培訓

我們注重與員工的共同成長，持續完善集團人才培養發展體系，搭建了講師體系、課程體系、制度體系及流程體系為支撐的人才培養發展體系。我們制定了《內訓師管理制度》、《課程開發管理制度》、《導師管理制度》、《培訓管理制度》等政策制度，以推進業務戰略落地為目標實施培訓項目，持續優化項目方案，從項目師資配備、課程匹配、制度保障以及流程完善上實現人才培訓發展項目的迭代升級。

Middle and Senior Management Training 中高層培訓

An essential component of the talent development strategy
人才發展戰略重要組成部分

- An essential component of the talent development strategy
- 開展領導力和戰略相關系統性培訓，培養優秀管理者

Reserve Cadre Training 儲備幹部培訓

A crucial initiative for the future
面向未來重要舉措

- Select outstanding young talent and provide them with systematic training and cultivation to build a reserve cadre team full of vitality and potential
- 選拔優秀的年輕人才，對其進行系統的培訓和培養，打造充滿活力和潛力的儲備幹部隊伍

Management Trainee Training 管培生培訓

Talent cultivation plan for fresh graduate
應屆畢業生人才培養計劃

- Cultivate fresh graduates into the core workforce of the future through a 2-year systematic training and practical exercises
- 通過為期2年的系統培訓和實踐鍛煉，將應屆畢業生培養成未來的核心力量

Internal Trainer Training 內訓師培訓

A key measure to improve the quality of internal training
提升內部培訓質量的關鍵舉措

- Select and appoint outstanding internal employees as internal trainers and provide them with professional training and guidance, who will offer strong support for internal training work and enhance the overall quality and effectiveness of training
- 選拔優秀的內部員工擔任內訓師，並進行專業的培訓和指導，為企業內部的培訓工作提供強而有力支持，提升整體培訓的質量和效果

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We gain an in-depth understanding of employees' training requirements through various means, including questionnaires, seminars, and performance analysis, ensuring a comprehensive picture of employees' expectations for personal development and orientation towards capability enhancement. We formulate the Company's annual training programmes, which are engineered to implement training projects aimed at promoting the implementation of business strategies. We continue to optimise project plans from multiple aspects, including project faculty staffing, course matching, institutional guarantees, and process improvements, thereby continuing to iterate and upgrade talent training and development projects to align with the growth requirements of the Company and our employees while keeping abreast of times.

我們通過多種方式深入瞭解員工的培訓需求，包括問卷調查、座談會以及績效分析等，確保全面把握員工的發展期望和能力提升方向。我們編制公司年度培訓計劃，以推進業務戰略落地為目標實施培訓項目，從項目師資配備、課程匹配、制度保障以及流程完善等多方面持續優化項目方案，確保人才培訓發展項目不斷迭代升級，與時俱進地滿足公司和員工的成長需求。

Case Study: Training Activities of Internal Course Development at IM Fufeng

案例：內蒙古阜豐《內部課程開發》培訓活動

To strengthen the development of the Company's internal trainer team and promote the annual course development work, in January 2023, Neimenggu Fufeng Biotechnologies Co., Ltd. organised a special training session on the Internal Course Development. This training aimed to enhance the professional capabilities and innovative awareness of the Company's internal course development team, ensuring that the course content is closely linked to the Company's strategy and business requirements. A total of 58 personnel related to course development participated in this training, which improved the team's capabilities in course planning, design, and production which also laid a solid foundation for the Company's course development in 2023.

為強化公司內訓師隊伍建設，推進年度課程開發工作，2023年1月，內蒙古阜豐生物科技有限公司組織了針對《內部課程開發》的專題培訓。此次培訓旨在提升公司內部課程開發團隊的專業能力和創新意識，確保課程內容與公司戰略和業務需求緊密相連。本次培訓共有58名課程開發相關人員參與，提升了團隊在課程策劃、設計、製作等方面的能力，也為公司2023年度的課程開發奠定了堅實的基礎。



Training Activities of Internal Curriculum Development at IM Fufeng
內蒙古阜豐《內部課程開發》培訓

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During the reporting period, the Group and its production companies trained a total of 15,960 employees. Set out below is a table of the training-related data categorised by gender and employee rank:

報告期內，本集團及各生產公司共培訓 15,960 人，按照性別及僱員級別劃分的培訓相關數據見下表：

Categorization 劃分類型	Indicators 指標	Number of trained employees 受訓僱員人數	Percentage of trained employees (%) 受訓僱員百分比 (%)	Average hours of trained employees (by hours) 僱員受訓平均時數 (小時)
By gender 按性別劃分	Male 男性	12,660	79.32%	37.84
	Female 女性	3,300	20.68%	39.63
By employee rank 按僱員級別劃分	Senior management 高層管理人員	60	0.38%	70.41
	Middle management 中層管理人員	270	1.69%	84.23
	General management 基層人員	15,630	97.93%	37.34

Notes:

1. Senior management refers to assistant general manager, deputy general manager and general manager; middle management refers to assistant manager, deputy manager and manager; general staff refers to supervisor, captain, functional staff, operator, etc.
2. Average hours of trained employees= total training hours of employees under the specified category/number of employees under the specified category.

註釋：

1. 高層管理人員指總經理助理、副總經理和總經理；中層管理人員指經理助理、副經理、經理；基層人員指主管、隊長、職能員工、操作工等。
2. 僱員受訓平均時數=特定類型僱員的總受訓時數/特定類型的僱員人數。

4.3.2 Career Development

To establish and improve the Group’s talent development mechanism, the Group has formulated the “Echelon Talent Management Measures (《梯隊人才管理辦法》)”, thereby constructing a dual-channel talent development system that includes both professional and management tracks. We effectively select and cultivate echelon talent teams to align with the Group’s healthy, reasonable, and sustainable development requirements. Meanwhile, we provide employees with a clear and transparent promotion mechanism and process, enabling them to realise their self-worth while enhancing overall team effectiveness. These efforts therefore provide a strong talent guarantee for the Group’s long-term stable development.

4.3.2 職業發展

為建立和完善集團人才發展機制，本集團制定《梯隊人才管理辦法》，構建了包含專業和管理兩大序列的人才發展雙通道。我們通過有效選拔、培養梯隊人才隊伍，滿足集團健康合理持續發展需要，同時也為員工提供了清晰、透明的晉升機制及流程，實現員工自我價值的同時提升整體團隊效能，為集團的長期穩定發展提供有力的人才保障。

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4.4 Occupational Health and Safety

We attach great importance to the occupational health and safety of our employees. In accordance with the GB/T 45001 Occupational Health and Safety Management System, as well as national laws, regulations, and standards including the Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》), the Law of the People's Republic of China on Emergency Responses (《中華人民共和國突發事件應對法》), and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), we have formulated systems such as the Quality, Environment, Occupational Health and Safety, and Food Safety Management System (《質量、環境、職業健康安全和食品安全管理體系》) to ensure the standardisation and normalisation of occupational health and safety management, fully protecting the physical and mental health of our employees. All production companies have passed the ISO 45001:2018 Occupational Health and Safety Management System and ensure its effective operation.

In the past three years, there was no record of work-related fatalities in the Group and its production companies. In 2023, the number of working days lost due to work-related injuries was 408 days.

4.4.1 Production Safety

To fulfil the primary responsibility for production safety in enterprises, we have established a Production Safety Committee to further strengthen the organisational leadership of the Company's production safety work. We have formulated administrative systems, including the "Comprehensive Administrative System for Production Safety (《生產安全綜合管理制度》)", "Administrative System for Major Hazard Sources (《重大危險源管理制度》)", and "Administrative System for Accident Safety Hazard Reporting and Safety Commitment Announcements (《事故安全隱患報告和安全承諾公告管理制度》)". Furthermore, we continue to improve production safety management in various aspects, including hazard identification and assessment, hidden danger investigation, hazardous chemicals management, and special equipment and special operations management, as part of our commitment to adhering to the bottom line of safe development to ensure the Company's high-quality and safe development.

4.4 職業健康與安全

我們高度重視員工的職業健康安全，依據GB/T 45001職業健康安全管理體系及《中華人民共和國安全生產法》、《中華人民共和國突發事件應對法》、《中華人民共和國職業病防治法》等國家相關的法律、法規、標準，制定《質量、環境、職業健康安全和食品安全管理體系》等制度，確保職業健康與安全管理的規範化、標準化，全力守護員工的身心健康。各生產公司均已通過ISO 45001:2018職業健康安全管理體系，並確保其有效運行。

過去三年內，本集團及各生產公司均未發生員工因工亡故事件。2023年，因工傷損失工作日數為408天。

4.4.1 生產安全

為落實企業安全生產主體責任，我們成立安全生產委員會，進一步加強公司安全生產工作的組織領導。我們制定《生產安全綜合管理制度》、《重大危險源管理制度》、《事故安全隱患報告和安全承諾公告管理制度》等管理制度，從危險源識別評價、隱患排查、危險化學品管理和特種設備及特種作業管理等方面不斷完善生產安全管理，堅守安全發展底線，以保障公司高質量安全發展。

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In addition, we advocate the notion of “proactive prevention” by adhering to closely integrating emergency response to accidents and disasters into prevention work. We have formulated the “Emergency Preparedness and Response Control Procedures (《應急準備和響應控制程序》)”, expressly delineating the specific responsibilities of emergency personnel, methods and measures for emergency response, emergency contact numbers, and matters related to seeking external rescue. This ensures that expeditious, efficient, and orderly emergency rescue work can be carried out in response to an accident. We ensure the applicability and effectiveness of this system through annual reviews and make necessary improvements and adjustments based on actual situations. During the reporting period, we conducted a series of emergency drills, including comprehensive emergency drills for liquid nitrogen leakage and emergency drills for asphyxiation accidents. These practical exercises continue to improve the Company’s emergency response capabilities.

此外，我們倡導「主動預防」理念，堅持將事故災難的應急響應與預防工作緊密結合，制定《應急準備和響應控制程序》，對應急人員的具體職責、應急處理的方法和措施、應急聯絡電話以及尋求外部救援的相關事項進行了明確規定，確保在事故發生後能夠迅速、高效、有序地展開應急救援工作。我們通過年度評審來確保該制度的適用性和有效性，並根據實際情況進行必要的完善和調整。報告期內，我們開展了液氮洩露綜合應急演練、中毒窒息事故應急演練等一系列應急演練活動，通過實踐演練不斷提升公司的應急響應能力。



Comprehensive emergency drill for liquid nitrogen leakage
液氮洩露綜合應急演練



Emergency drill for asphyxiation accidents
中毒窒息事故應急演練



Emergency drill for dust explosion incidents
粉塵爆炸事故應急演練



On-site handling drill for mechanical injuries
機械傷害現場處置演練

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We are committed to enhancing employees' safety awareness. Through new employee three-level training, promotional campaigns for safe work month, safety knowledge competitions, accident warning education, company-wide workplace safety pledges, and regular production safety meetings, we ensure that safety awareness is instilled into every employee and becomes a conscious code of conduct. Additionally, to further improve the production safety knowledge of frontline safety management personnel, the Group has specifically established a team of registered safety engineers, and formulated an annual safety training programme to strengthen the foundation of safety production management. Furthermore, production safety work is linked to personal performance, rank, position promotion, and bonus distribution, ensuring that the Company's production safety at all levels can be professional, standardised, and efficient.

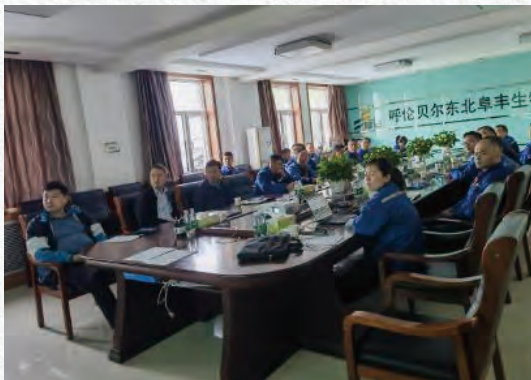
我們致力於提升員工的安全意識，通過新員工三級教育培訓、安全月宣傳、安全知識競賽、事故警示教育、全員安全宣誓以及定期的安全生產例會等，確保安全意識深入人心，成為每位員工自覺遵循的行為準則。同時，為進一步提高基層安全管理人員安全生產知識水平，本集團特別組建註冊安全工程師小組，制定年度安全培訓計劃，強化安全生產管理基礎，同時將安全生產工作與個人績效、職級、職位晉升、獎金發放掛鉤，確保公司在安全生產的各個環節都能做到專業、規範、高效。



Promotional Campaign for Safe Work Month
安全月宣傳活動



The "Guardians of Life" Safety Knowledge
Competition of the 9th "Fufeng Cup"
第九屆「阜豐杯」「守護生命」安全知識競賽



Production Safety Meetings
安全生產例會



Company-wide Workplace Safety Pledges
全員安全宣誓

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4.4.2 Fire safety

We pay attention to fire safety management, and therefore have formulated the “Fire Safety Management System (《消防安全管理制度》)” to clearly define the Company’s fire safety management responsibilities, making detailed provisions on fire safety inspections, fire safety education, and the use of fire-fighting facilities and equipment. This will ensure the orderly implementation of fire safety work.

4.4.2 消防安全

我們注重消防安全管理，制定《消防安全管理制度》，明確公司消防安全管理職責，對消防安全檢查、消防教育、消防設施和器材使用等做出詳盡規定，確保消防安全工作的有序開展。

Fire Safety Facilities 消防設施	Enhancing Employee Awareness 提升員工意識
<ul style="list-style-type: none"> All production companies have established fire stations and have dedicated fire brigades, equipped with professional emergency rescue equipment such as foam water fire engines, fire emergency pumps, fire-fighting suits, self-contained breathing apparatuses, and sealed fully protective suits, which are regularly maintained and serviced. 所有生產公司均建有消防站，並設有專職消防隊，配備泡沫水消防車、消防應急泵、消防服、空呼器、密閉全防化服等專業應急救援器材，並進行定期維護保養。 	<ul style="list-style-type: none"> Training sessions are arranged on fire safety technology and knowledge about use of fire equipment to improve employees’ fire safety knowledge; Fire emergency drills, liquid ammonia leakage comprehensive emergency drills, and other fire safety-related exercises are conducted to enhance employees’ emergency response capabilities. 開展消防安全技術、消防器材使用知識等培訓，提高員工的消防安全知識儲備； 開展火災應急演練、液氨洩露綜合應急演練等消防安全相關演練，提高員工的應急處理能力。

Fufeng Group’s Administrative Measures for Fire Safety 阜豐集團消防安全管理舉措



Fire Safety Knowledge Training
消防知識培訓

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Case: Baoji Fufeng conducts a forklift charger fire drill in the MSG warehouse

案例：寶雞阜豐開展味精庫房叉車充電器起火演練

To enhance employees' fire safety awareness, in March 2023, Baoji Fufeng conducted a forklift charger fire drill in the MSG warehouse. This drill assisted our employees at all positions and frontline personnel in thoroughly mastering the knowledge of fire emergency responses, correct use of fire extinguishers, and evacuation procedures. We have specifically set up rescue and firefighting taskforces, logistics support groups, and communication and rescue groups to ensure that our employees can achieve quick and orderly self-rescue and safe and efficient evacuation in the face of emergencies, maximising the protection of personnel safety.

為提高員工的消防安全意識，2023年3月寶雞阜豐開展味精庫房叉車充電器起火演練活動。本次活動讓各崗位及一線人員深入掌握消防應急常識，學會正確使用滅火器以及掌握逃生的方法。我們特別設立搶險救火組、後勤保障組和通信救護組等多個專業小組，以確保在面對突發事件時，員工們能夠迅速、有序地自救互救，並安全、快速地疏散，最大限度地保障人員安全。



Pre-drill fire safety training
火災演練事前培訓



Fire hose firefighting simulation
模擬消防水帶滅火

4.4.3 Occupational Health

To improve the Group's occupational disease prevention and control capabilities and effectively protect the occupational health and legitimate rights and interests of our employees, we have established occupational health and safety representatives responsible for comprehensive coordination and promotion of occupational health and safety management work, ensuring the effective implementation of various measures. Each production company has formulated a series of occupational health and safety-related policies based on its own actual conditions, set occupational health-related management targets such as acute occupational poisoning incidents and occupational disease incidence rates, and tracked their completion status. Such arrangement has strengthened source control and consolidated the foundation of occupational health work.

4.4.3 職業健康

為提高本集團職業病防治能力，切實維護員工的職業健康及合法權益，我們設立職業健康安全事務代表，負責全面協調和推進職業健康安全管理，確保各項措施得到有效落實。各生產公司根據自身實際情況制定一系列職業健康安全相關政策，設立急性職業中毒事故、職業病發病率等職業健康相關管理目標並追蹤完成情況，強化源頭防控，夯實職業健康工作基礎。

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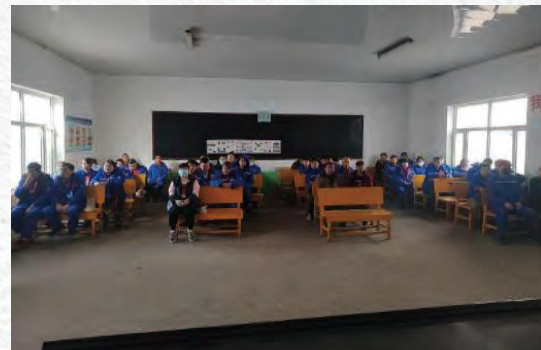


Fufeng Group's Administrative Measures for Occupational Health

阜豐集團職業健康管理舉措



Promotional Banner for Occupational
Disease Prevention Law Week
職業病防治法宣傳周橫幅



Offline occupational health knowledge training
職業健康知識線下培訓

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4.5 Industry Exchange

Industry exchanges not only serve as a platform for knowledge sharing and learning, but also an important way to promote sustainable development and strengthen industrial cooperation. The Group actively participates in various industry conferences, seminars, and exhibitions, showcasing its research and development achievements through the platform, and strengthening industrial cooperation. As a result, the Company has further strengthened its reputation and influence. In 2023, the Group participated in 10 forums and conferences such as the China Grain, Oil and Feed Market Analysis Conference (中國糧油飼料市場分析會議) and the China Synthetic Biology Technology Innovation Development Forum (中國合成生物學技術創新發展論壇), as well as 11 exhibitions such as the China Animal Husbandry Expo and the API China.

We actively promote industry-academia-research cooperation. During the reporting period, the technological achievement “High-Concentration Glutamic Acid Mother Liquor Resource Utilisation Technology and Application” developed by IM Fufeng in collaboration with Qilu University of Technology and other higher institution, which was evaluated by an academican expert team, reached the “leading international standard”, and the “Technological Achievement from L-Glutamic Acid High-Efficiency Green Manufacturing Key Technology Research Project” developed by the Northeast Company in collaboration with Tianjin University of Science and Technology, which was evaluated by an expert team, reached the “leading domestic standard”.

4.5 行業交流

行業交流不僅是知識共享和學習的平台，也是推動可持續發展和加強行業合作的重要途徑。集團積極參與各種行業會議、研討會和展覽，通過平台展示研發成果，強化行業合作、提升公司知名度和影響力。2023年，本集團參與了中國糧油飼料市場分析會議、中國合成生物學技術創新發展論壇等各類論壇會議10次，中國畜牧業博覽會、中國醫藥原料展等各類展會11次。

我們積極推進產學研合作，報告期內，內蒙古阜豐與齊魯工業大學等高校聯合研發的「谷氨酸高濃度母液資源化綜合利用技術及應用」技術成果經院士專家團隊鑒定達到「國際領先水平」，東北公司與天津科技大學聯合研發的「L-谷氨酸高效綠色製造關鍵技術研究項目科技成果」項目經專家團隊鑒定達到「國內領先水平」。

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4.6 Charity Engagement for Communities

Upholding the social mission of “Bring Prosperity to the Regional Economy”, we actively participate in community development and pay special attention to and assist the underprivileged demographic. As a socially responsible enterprise, we fully leverage our own advantages and focus on areas such as rural revitalisation and cultural tourism development to co-build harmonious and amicable communities. In 2023, the Group’s total investment in social public welfare amounted to RMB2,068,354.



Poverty alleviation in Xiaogangfang Village,
Yaogouxiang
瑶溝鄉小缸房村扶貧



Solicitude visits to the underprivileged families
during Spring Festival
春節慰問貧困殘疾人家庭



Donation of workwear for sanitation
workers in Longjiang Fufeng
龍江阜豐為鶴城環衛工人捐贈工作服



Solicitude Visits to Wutong Village and
Hongliu Village in Xinjiang Fufeng
新疆阜豐慰問梧桐村和紅柳村

4.6 善行天下

我們秉持「繁榮區域經濟」的社會使命，積極投身社區建設，重點關注並幫助困難群體。作為有社會責任感的企業，我們充分利用自身優勢，聚焦鄉村振興和文化旅遊發展等領域，共建和諧友愛社區。2023年，本集團社會公益投入金額共計2,068,354元。

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Case: IM Fufeng donates 50 tonnes of fertiliser to support rural revitalisation

案例：內蒙古阜豐捐贈肥料50噸助力鄉村振興

Neimenggu Fufeng Biotechnologies Co., Ltd. has always been committed to consolidating and expanding the results of poverty alleviation, and effectively aligning with the rural revitalisation strategy to ensure high-quality promotion of key rural revitalisation initiatives. In 2023, IM Fufeng, based on its own actual situation, donated 50 tonnes of fertiliser to Deshenggou Township, Wuchuan County, with the aim of providing strong support for local agricultural activities. Such concrete action has contributed to the rural revitalisation campaign, jointly enabling the villages to regain new vitality.

內蒙古阜豐生物科技有限公司始終致力於鞏固拓展脫貧攻堅成果，並與鄉村振興戰略實現有效銜接，確保高質量地推進鄉村振興的各項重點工作。內蒙古阜豐結合自身實際情況，於2023年向武川縣德勝溝鄉捐贈了50噸肥料，旨在為當地的農耕活動提供有力支持，以實際行動為鄉村振興事業添磚加瓦，共同助力鄉村煥發新的生機與活力。



IM Fufeng donated 50 tonnes of fertiliser for agricultural use
 內蒙古阜豐捐贈肥料50噸用作農耕

Case: IM Fufeng supports the 20th Ice and Snow Naadam of the Inner Mongolia Autonomous Region

案例：內蒙古阜豐助力內蒙古自治區第二十屆冰雪那達慕

In December 2023, the 20th Ice and Snow Naadam of the Inner Mongolia Autonomous Region and the Hulunbeier Ice and Snow Culture, Sports and Tourism Season were launched at the Chen Qi Huhe Nuor Scenic Area, aimed at promoting the ethnic culture and driving the popularity and development of ice and snow tourism. Adhering to the principle of “giving back to society and benefiting the local area”, IM Fufeng actively fulfilled its social responsibility by donating RMB50,000 to the Ice and Snow Naadam, supporting the successful holding of the event and promoting the prosperity and progress of the local cultural tourism industry.

2023年12月，內蒙古自治區第二十屆冰雪那達慕暨呼倫貝爾市冬季冰雪文旅系列活動在陳旗呼和諾爾景區拉開帷幕，旨在宣揚民族文化，推動冰雪旅遊的普及與發展。內蒙古阜豐堅守「回報社會、地方造福」的原則，積極履行社會責任，向冰雪那達慕活動捐贈5萬元，以實際行動支持活動順利召開，推動地方文旅產業的繁榮與進步。



The 20th Ice and Snow Naadam of the Inner Mongolia Autonomous Region and the Hulunbeier Ice and Snow Culture, Sports and Tourism Season
 內蒙古自治區第二十屆冰雪那達慕暨呼倫貝爾市冬季冰雪文旅系列活動

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APPENDIX

HKEX ESG Index

附錄

香港聯交所ESG指引索引

Aspects 層面	Description 描述	Disclosure Chapter 披露章節
A1 Emissions		
A1 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 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：	Emission management and climate change 排放管理、氣候變化
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emission management 排放管理
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). 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)。	Climate change 氣候變化
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Emission management 排放管理
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Emission management 排放管理
A1.5	Description of emissions target(s) set and steps taken to achieve them. 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。	Emission management 排放管理
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. 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。	Emission management 排放管理

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
A2 Use of Resources		
A2 資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	資源使用
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).	Use of Resources
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)。	資源使用
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	資源使用
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
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。	資源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources
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。	資源使用
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	資源使用
A3 The Environment and Natural Resources		
A3 環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Use of Resources
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	資源使用
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Use of Resources
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。	資源使用
A4 Climate change		
A4 氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate change
一般披露	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。	氣候變化
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.	Climate change
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。	氣候變化

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B1 Employment		
B1 僱傭		
General Disclosure 一般披露	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：	Talents as the Driver
B1.1	(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。	
B1.1	Total workforce by gender, employment type (for example, full- or part- time), age group and geographical region. 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。	Talents as the Driver 人才驅動
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Talents as the Driver 人才驅動
B2 Health and Safety		
B2 健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的：	Occupational Health and Safety 職業健康與安全
B2.1	(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。	
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括彙報年度）每年因工亡故的人數及比率。	Occupational Health and Safety 職業健康與安全
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康與安全
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 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。	Occupational Health and Safety 職業健康與安全

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B3 Development and Training		
B3 發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	Employee Training and Development 員工培訓與發展
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 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。	Employee Training and Development 員工培訓與發展
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。	員工培訓與發展
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Employee Training and Development 員工培訓與發展
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。	員工培訓與發展
B4 Labour Standards		
B4 勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 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。	Talents as the Driver 人才驅動
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Talents as the Driver 人才驅動
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	人才驅動
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Talents as the Driver 人才驅動
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	人才驅動

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B5 Supply Chain Management		
B5 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供貨商數目。	Supply Chain Management 供應鏈管理
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. 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Supply Chain Management 供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供貨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。	Supply Chain Management 供應鏈管理

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B6 Product Responsibility		
B6 產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 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。	Responsible Marketing 負責任營銷
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Customers' Rights 客戶權益
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customers' Rights 客戶權益
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Property Protection 知識產權保護
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Quality First 品質為先
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Information Security 信息安全

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Aspects 層面	Description 描述	Disclosure Chapter 披露章節
B7 Anti-corruption		
B7 反貪污		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics
一般披露	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。	商業道德
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Business Ethics
B7.1	於彙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。	商業道德
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	商業道德
B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics
B7.3	描述向董事及員工提供的反貪污培訓。	商業道德
B8 Community Investment		
B8 社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Charity Engagement for Communities
一般披露	有關以社區參與來瞭解營運所在設區需要和確保其業務活動會考慮設區利益的政策。	善行天下
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Charity Engagement for Communities
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)。	善行天下
B8.2	Resources contributed (e.g. money or time) to the focus area.	Charity Engagement for Communities
B8.2	在專注範疇所動用資源(如金錢或時間)。	善行天下

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

Glossary

In this ESG report, the following expressions shall have the following meanings unless the context otherwise requires:

詞彙

於本ESG報告內，除非文義另有所指，否則下列詞彙具有以下涵義：

Baoji Fufeng 寶雞阜豐	寶雞阜豐生物科技有限公司 (Baoji Fufeng Biotechnologies Co., Ltd.), an indirect wholly-owned subsidiary of the Company 寶雞阜豐生物科技有限公司，本公司間接全資附屬公司
Board 董事會	the board of Directors 董事會
Company 本公司	Fufeng Group Limited 阜豐集團有限公司
ESG ESG	environmental, social and governance 環境、社會及管治
ESG Committee ESG委員會	environmental, social and governance committee 環境、社會及管治委員會
Fufeng Group, the Group, We, Us 阜豐集團、本集團、集團、我們	Fufeng Group Limited and its subsidiaries 阜豐集團有限公司及其附屬公司
Hulunbeier Fufeng 呼倫貝爾阜豐	呼倫貝爾東北阜豐生物科技有限公司 (Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd.), an indirect wholly-owned subsidiary of the Company 呼倫貝爾東北阜豐生物科技有限公司，本公司間接全資附屬公司
IM Fufeng 內蒙古阜豐	內蒙古阜豐生物科技有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.), an indirect wholly-owned subsidiary of the Company 內蒙古阜豐生物科技有限公司，本公司間接全資附屬公司
Longjiang Fufeng 龍江阜豐	齊齊哈爾龍江阜豐生物科技有限公司 (Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd.), an indirect wholly-owned subsidiary of the Company 齊齊哈爾龍江阜豐生物科技有限公司，本公司間接全資附屬公司
Shandong Fufeng 山東阜豐	山東阜豐發酵有限公司 (Shandong Fufeng Fermentation Co., Ltd.), an indirect wholly-owned company of the Company 山東阜豐發酵有限公司，本公司間接全資附屬公司
Xinjiang Fufeng 新疆阜豐	新疆阜豐生物科技有限公司 (Xinjiang Fufeng Biotechnologies Co., Ltd.), an indirect wholly-owned subsidiary of the Company 新疆阜豐生物科技有限公司，本公司間接全資附屬公司



Fufeng Group Limited
阜豐集團有限公司