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2024

Environmental, Social and Governance Report

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環境、社會及管治報告





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1. OVERVIEW

Preamble

The global push for sustainability has reached a critical juncture, and China is leading the charge with ambitious environmental goals. The nation's commitment to achieving carbon neutrality by 2060 and peaking carbon emissions by 2030 has set a clear roadmap for businesses to align with green development objectives. The "14th Five-Year Plan" further reinforces this vision, emphasising ecological conservation, resource efficiency, and the transition to a circular economy. These national priorities are not just policy directives but also catalysts for innovation, urging industries to rethink their operations and embrace sustainable practices.

The flavour and fragrance industry, a vital contributor to sectors such as food, beverages, personal care, and household products, plays a significant role in this transformation. In China, the flavour and fragrance industry has experienced rapid growth, driven by rising consumer demand for premium, natural, and sustainable products. As one of the world's largest markets for flavours and fragrances, China's flavour and fragrance industry is uniquely positioned to influence global trends. However, this growth comes with challenges. The industry must address its environmental footprint, particularly in areas such as energy consumption, water usage, waste management, and the sourcing of raw materials.

In recent years, the flavour and fragrance industry in China has made strides toward green development. Many companies are investing in sustainable sourcing practices, such as using renewable or biodegradable packaging materials, and adopting advanced technologies to reduce emissions and waste. The industry is also exploring circular economy models, such as recycling by-products and minimising packaging waste. Additionally, there is a growing emphasis on transparency and traceability, as consumers and regulators demand greater accountability in supply chains.

1. 概述

前言

全球對可持續發展的推動已進入關鍵時刻,而 中國正以宏大的環境目標引領這一潮流。中國 承諾到2060年前實現碳中和,並於2030年前 達到碳排放峰值,為企業與綠色發展目標接軌 制定了清晰的路線圖。「第十四個五年規劃」進 一步強化了這一願景,聚焦生態保護、資源高 效利用以及向循環經濟轉型。這些國家優先事 項不僅是政策指引,更是創新的催化劑,敦促 著各行各業重新思考其營運模式並採納可持續 的實踐。

香料香精行業作為食品、飲料、個人護理以及 家居產品等領域的重要貢獻者,在這一轉型中 扮演著重要的角色。在中國,得益於消費者對 高端、天然以及可持續產品需求的增長,香精行業正在經歷迅速發展。作為全球最大的 香精行業正在經歷迅速發展。作為全球最大的 香料香精市場之一,中國的香料香精行業具有 影響全球趨勢的獨特優勢。然而,這一增長同 時伴隨著挑戰。該行業必須應對其環境足跡 題,特別是在能源消耗、水資源使用、廢棄物 管理以及原材料採購等方面對環境的影響。

近年來,中國的香料香精行業在綠色發展方面 取得了顯著進展。眾多企業正積極投資於可持 續採購實踐,例如使用可再生或可生物降解的 包裝材料,並採用先進的生產技術以減少排 放和廢棄物的產生。同時,行業內亦在探索循 環經濟模式,包括回收副產品以及減少過度包 裝。此外,隨著消費者和監管機構的要求日益 提升,行業對供應鏈透明度和可追溯性亦愈加 重視。



At the same time, the flavour and fragrance industry faces increasing pressure to align with China's national sustainability agenda. This includes complying with stricter environmental regulations, such as the "Green and Low-Carbon Transformation Industry Guidance (2024 Edition)*". These regulations are driving innovation, pushing companies to develop cleaner production processes and more sustainable product offerings.

Against this backdrop, the flavour and fragrance industry is at a pivotal moment. Businesses that embrace sustainability not only contribute to national and global goals but also gain a competitive edge in an increasingly eco-conscious market. This report explores how Huabao is navigating these challenges and opportunities, striving to set new benchmarks for sustainability in the F&F industry.

1.1. About Us

GRI 2-1

The Group is a leading enterprise specialising in the research, development, production, and sale of flavours, fragrances, and raw materials. Established in 1996 and headquartered in China, Huabao has grown into a key player in the flavour and fragrance industry, serving a diverse range of sectors including food, beverages, tobacco, cosmetics, and household products.

We operate through a well-integrated value chain, from sourcing high-quality raw materials to delivering innovative and sustainable solutions to customers. With a strong emphasis on R&D, Huabao has established state-of-theart R&D centres and production facilities across China and internationally, enabling us to maintain a competitive edge in product innovation and quality. Our business is organised into four primary segments: F&F and food ingredients segment, tobacco raw materials segment, aroma raw materials segment and condiments segment. 與此同時,香料香精行業正面臨著與國家可持 續發展議程保持一致的壓力,其中包括遵守 《綠色低碳轉型產業指導目錄(2024年版)》等 更為嚴格的環境法規。這些法規推動著行業創 新,促使企業研發更清潔的生產工藝,並推出 更加可持續的產品。

在這一背景下,香料香精行業正處於關鍵的轉 型時刻。積極推進可持續發展的企業,不僅能 為實現國家和全球目標作出貢獻,亦能在日益 注重環保的市場中獲得競爭優勢。本報告將深 入探討華寶如何應對上述的這些挑戰與機遇, 努力為香料香精行業樹立可持續發展的新標 杆。

1.1. 關於我們

GRI 2-1

本集團是一家專業從事香料香精及食品配料研究、開發、生產和銷售的領先企業。華寶成立於1996年,總部位於中國,現已發展成為香料香精行業的領軍企業,服務於食品、飲料、煙草、化妝品以及家居產品等多個領域。

從採購優質原材料到為客戶提供創新和可持續 的解決方案,我們憑藉著一體化的價值鏈開展 業務。華寶高度重視研發,在中國及全球範圍 內設立起先進的研發中心和生產設施,確保我 們在產品創新和品質方面保持競爭優勢。我們 的業務主要分為四大核心板塊:香精及食品配 料板塊、煙用原料板塊、香原料板塊及調味品 板塊。

* Translation for identification purpose only



As a publicly listed company on the Hong Kong Stock Exchange, we are committed to maintaining high standards of corporate governance, transparency, and accountability. Our operations are guided by a robust governance framework, ensuring compliance with regulatory requirements and aligning with international best practices.

Huabao's success is driven by our talented workforce, innovative capabilities, and unwavering commitment to sustainability. Embracing the vision of "Flavour Your Life" and driven by the mission of "Green, Nutritious and Healthy", we aim to set new benchmarks for sustainability in our industry while creating long-term value for our stakeholders.

At Huabao, sustainability is not just a goal. By integrating ESG principles into our business strategy, we remain committed to accomplished green and lean production by bearing in mind our core visions, namely Performance Monitoring and Evaluation, Business Innovation, ESG Integration and Value Chain Transformation.

1.2. Huabao Sustainable Development Focus

Huabao Sustainable Development Goals Plan (2020-2025)

With a clear focus on achieving the 2025 sustainability goals, we have developed a detailed framework of targets, metrics, and execution plans that span its four business segments and administrative offices. Using FY2019 as the baseline year, these targets cover key areas such as air emissions, GHG emissions, solid waste management, energy consumption, and water usage. Further details on our Sustainable Development Goals Plan can be found in APPENDIX I on page 112.

To ensure the comprehensive and efficient execution of the sustainability plan, we have established dedicated task forces: the Group Task Force and the Business Segment Task Force. These teams are responsible for enhancing coordination and communication across ESG initiatives, ensuring alignment and accountability at all levels. To effectively track progress, we adopt a segmented management approach, with each business unit serving as a dedicated management entity. Regular monitoring and analysis of subsidiary operations enable the Group to evaluate performance comprehensively and ensure alignment with its sustainability targets.

作為香港聯合交易所上市公司,我們致力於維持高標準的企業管治、透明度和問責制。我們 以穩健的管治框架指導集團的營運,確保符合 監管要求並與國際最佳實踐接軌。

華寶的成功源於我們卓越的人才隊伍、傑出的 創新能力以及對可持續發展的堅定承諾。秉承 「美味生活引領者」的願景和「綠色、營養、健 康」的使命,我們致力於為行業樹立可持續發 展的新標杆,同時為利益相關者創造長期價 值。

在華寶,可持續發展不僅僅是一個目標。通過將ESG原則融入集團的業務戰略,我們始終致 力於綠色生產及精益生產,並牢記企業的核心 願景,即表現追蹤與評估、商業創新、ESG融 合以及價值鏈轉變。

1.2. 華寶可持續發展重點

華寶可持續發展目標規劃(2020至2025年)

我們以實現2025年可持續發展目標為明確方 向,制定了詳細的目標、指標和執行計劃框 架,涵蓋集團的四個業務板塊及行政辦公室。 這些目標和指標以2019財年為基準年,包括 廢氣排放、溫室氣體排放、固體廢物管理、能 源消耗和用水量等關鍵領域。有關本集團可持 續發展目標計劃的更多詳情,請參閱第112頁 的附錄一。

為確保可持續發展計劃的全面和高效執行,我 們設立了專責工作小組,包括集團工作小組和 業務板塊工作小組。這些團隊負責加強各部門 在ESG舉措之間協調與溝通,確保所有層級 的一致性與問責制。為有效追蹤目標進度,我 們採取分部管理的模式,將每個業務板塊作為 專門的管理單位。通過定期監控和分析旗下各 子公司的營運情況,本集團能夠全面評估其可 持續發展績效,確保與可持續發展目標保持一 致。



We reckon the importance of collaboration and knowledge sharing in driving sustainability. To this end, we have engaged external ESG advisors and internal coordinators to deliver training workshops and lectures, aiming to build a culture of active engagement and shared responsibility among subsidiaries, empowering them to contribute collectively to the Group's sustainability goals.

Working closely with business divisions and affiliated enterprises, we are committed to embedding ESG principles into our daily operations. By integrating ESG management approaches and standardising risk management and internal control systems, we strive to enhance the overall risk management capabilities and operational resilience. 我們深知協作與知識共享在推動可持續發展中 的重要性。為此,我們聘請了外部ESG顧問 和內部團隊為我們的員工提供培訓工作坊和講 座,旨在培養積極參與和責任共擔的企業文 化,賦能各子公司,共同為實現集團的可持續 發展目標貢獻力量。

我們與各業務部門及關聯企業保持密切合作, 致力於將ESG原則融入日常營運。通過整合 ESG管理方法並進一步規範風險管理和內部控 制體系,我們努力提升整體風險管理能力和營 運韌性。

Systematic Training on ESG and Sustainability ESG及可持續發展的系統化培訓

In March 2024, to enhance understanding and implementation of group-wide ESG strategies at all staff levels, Jiangxi Xinhui conducted an ESG System Training programme. This initiative included theoretical training and practical visits, allowing participants to gain a deeper understanding of ESG challenges and opportunities within corporate operations, as well as hands-on experience in applying ESG principles. The programme featured onsite visits to the production workshop and waste treatment centre, showcasing technological innovations in green production.



在2024年3月,為提升全體員工對集團ESG戰略的理解和執行能力,江西芯薈開展了ESG系統培訓計 劃。該計劃結合理論培訓與實地參觀,使讓參與者能夠深入了解企業營運中的ESG挑戰與機遇,並獲得應 用ESG原則的親身實踐經驗。培訓期間,員工們實地參觀生產車間和廢棄物處理中心,展示了企業綠色生 產中的技術創新成果。

This year, Huabao Flavours achieved a significant milestone in its sustainability journey. ESG rating agency Wind upgraded its rating from BB in 2023 to A, making it the only listed company in China's flavour and fragrance industry to receive this accolade. Additionally, Huabao Flavours was recognised



as an excellent practice case for sustainable development by the China Association of Listed Companies, underscoring its leadership and commitment to ESG excellence. 年內,華寶股份在其可持續發展 的道路上取得了重要的里程碑。 ESG評級機構Wind將其評級從 2023年的BB級上調至A級,成 為中國香料香精行業唯一一家獲 此項殊榮的上市公司。此外,華 寶股份亦被中國上市公司協會, 聲顯了其在ESG方面的領導地位 與卓越承諾。

1.3. A Letter from the Board

1.3. 董事會的信

As we reflect on the past year and look ahead to the future, we are proud to share Huabao's continued progress in embedding sustainability into every aspect of our operations. Sustainability is not just a slogan for us—it is a core value that drives our decisions, shapes our strategies, and defines our legacy. We have always remained steadfast in upholding our core values of "Client First, Value Creation and Shared Achievements" with a spirit of being "Innovative, Pragmatic, Loyal and Cooperative".

當我們回顧過去一年並展望未來時,我們非常自豪向各位分享華寶在將可持續發展融入業務各個方 面所取得的持續進展。對我們而言,可持續發展不僅僅是一句口號,而是一項企業的核心價值, 驅動著我們的決策,塑造著我們的戰略,並定義了我們的傳承。我們始終堅定不移地秉持「客戶至 上、價值創造、共享共贏」的企業核心價值觀,並以「創新、務實、忠誠、協作」的企業精神前行。

"Being adaptive and proactive to the ever-changing market with the delivery of consistently highquality products to our clients who are inspired to be more environmentally conscious and socially responsible"

「堅持順應自然的生態文明理念,推動質優價實的商業原則,以顧客為中心 的經營觀念,以承擔企業社會責任為主線,主動求變的業務可持續發展戰略

A Year of Milestones and Recognition

One of the highlights of 2024 is the official membership of Huabao Flavours in the UNGC, a testament to our dedication to upholding the highest standards of corporate responsibility. This milestone reflects our alignment with the UNGC's Ten Principles and our commitment to advancing the SDGs. Additionally, we are honoured to have received several sustainability-related awards this year, recognising our efforts in environmental stewardship, social responsibility, and governance excellence. These accolades inspire us to continue raising the bar and leading by example in our industry.

成就與認可共鑄的一年

作為2024年的亮點之一,華寶股份正式加 入聯合國全球契約組織,這充分彰顯了我們 對堅持企業責任最高標準的承諾。這一里程 碑反映出我們與聯合國全球契約組織十項原 則的一致性,亦展現了我們在推動可持續發 展目標方面的決心。此外,我們於年內榮獲 多項可持續發展相關的獎項。這些獎項肯定 了我們在環境保護、社會責任和卓越管治方 面的努力,並激勵我們繼續提高標準,在行 業中樹立榜樣。



In 2023, we made significant strides in promoting lean production, optimising resource efficiency, and minimising waste across our operations. These efforts have not only enhanced our operational performance but also reinforced our commitment to reducing our environmental footprint. Building on this foundation, 2024 marks a pivotal year as we actively advance green production initiatives. By integrating innovative technologies and sustainable practices, we aim to further reduce emissions, conserve energy, and promote circularity throughout our value chain. We are thrilled to announce that the manufacturing plant of our subsidiary, Jiangxi Xianghai, has been honoured with the title of "National Green Factory," just four months after receiving provincial recognition for its environmental initiatives, underscoring our commitment to environmental sustainability and excellence.

Our Actions on Climate Considerations

In 2020, to promote our endeavours to sustainability, we formulated the Huabao Sustainable Development Goals Plan (2020-2025). As we are approaching the final year of our five-year plan, we are conducting a thorough review of our progress. This evaluation not only highlights our achievements but also identifies areas for improvement, guiding us as we set new, ambitious targets.

In 2023, we initiated the close collaboration between our Strategic Development Department and external ESG experts in the development of a comprehensive climate governance framework. In 2024, reckoning the growing importance of climate-related risks and opportunities, we took a further step in proactively preparing for upcoming regulatory enhancements in climate-related disclosures. Over the past year, we have worked diligently to establish a robust climate management framework, laying a solid foundation for transparent and comprehensive reporting. This framework will enable us to better assess, manage, and disclose our climate-related impacts, ensuring alignment with stakeholder expectations and standards including the IFRS S2 Climate-related Disclosures standards published by ISSB.

推動精益和綠色生產

2023年,我們在推動精益生產、優化資源效 率和減少廢棄物方面取得了顯著進展。這些努 力不僅提升我們的營運績效,亦加強了我們減 少環境足跡的承諾。建基於這些成果,2024 年是我們積極推動緣色生產舉措的關鍵之年。 透過整合創新技術和可持續發展實踐,我們致 力於進一步減少排放、節約能源,並在整個價 值鏈中推動循環經濟。我們很榮幸地宣佈,我 們旗下的子公司江西香海的生產工廠在憑藉其 環保舉措獲得省級認可僅四個月後,榮獲「國 家級緣色工廠」的稱號,再次彰顯了我們對環 境可持續發展與卓越表現的承諾。

我們的氣候行動

為推動我們的可持續發展事業,我們於2020 年制定了《華寶可持續發展目標規劃(2020至 2025年)》。隨著我們邁向五年計劃的最後一 年,我們將全面審視過往的進展。這一評估不 僅展現著我們的成就,亦揭示了需要改進的空 間,為我們設定新的、更具挑戰性的目標提供 指引。

在2023年,我們的戰略發展部與外部ESG專 家開展密切合作,共同制定全面的氣候管治架 構。在2024年,考慮到氣候相關風險及機遇 的重要性日益增強,我們更進一步,積極應對 即將生效的更為嚴格的氣候相關信息披露法 規。在過去的一年中,我們不懈努力,建立起 穩固的氣候管理框架,為透明且全面的報告奠 定堅實的基礎。這一框架將幫助我們更好地評 估、管理並披露我們的氣候相關影響,確保符 合利益相關方的期望以及國際可持續準則理事 會所發布的《國際財務報告可持續披露準則第 2號一氣候相關披露》等標準。



2024 was a year that marked our various notable accomplishment in pursuing a greener production approach, thereby promoting a more sustainable community for all. As we move forward, we remain steadfast in our mission to create long-term value for our stakeholders. We are committed to developing a forward-looking sustainability strategy that aligns with international frameworks and addresses emerging global challenges.

Lastly, we would like to extend our deepest gratitude to everyone who has contributed to our sustainability journey. None of these achievements would be possible without the unwavering support of our employees, customers, partners, and stakeholders. Together, we are building a future where economic growth and environmental responsibility go hand in hand. We invite you to join us on this journey as we strive to make a meaningful impact—for our planet, our people, and future generations.

Ms. CHU Lam Yiu

Chairlady & Chief Executive Officer

28 March, 2025

共同展望未來

2024年是我們在追求綠色生產方式方面取得 諸多重要成就的一年,這些成就推動著可持續 發展社區的建設,為所有人帶來福祉。展望未 來,我們將繼續堅定不移地為利益相關者創造 長遠價值。我們致力於制定具有前瞻性的可持 續發展戰略,符合國際框架,更好地應對新興 全球挑戰。

最後,我們要向所有在我們可持續發展旅程中 作出貢獻的人致以最深切的感謝。如果沒有員 工、客戶、合作夥伴以及其他利益相關者的堅 定支持,我們將無法實現如此矚目的成就。 讓我們攜手共築一個經濟增長與環境責任並行 的未來。我們誠邀您與我們同行,為我們的地 球、人類及後代子孫創造更具意義的影響。

朱林瑤女士 *主席兼首席執行官*

2025年3月28日



Values may not add up due to rounding 由於四捨五入之誤差,數據總和未必相等



GRI	2-2;
HKEX	MDI

2; 2-3; 2-4; 2-5 DR 14; MDR 15

In compliance with the requirement of the ESG Guide under the "Comply or Explain" provision, the Group is pleased to present its standalone ESG Report for FY2024, which demonstrates the Group's approach and performance in terms of ESG management and corporate sustainable development for FY2024. For corporate governance section, please refer to the Group's 2024 Annual Report.

This ESG Report has also been developed with reference to the GRI Standards, and aligned with globally recognised frameworks such as TCFD and SDGs. For ease of reference, a comprehensive content index is provided on pages 104 to 111 to ensure the report's completeness. This Report is issued in English with a Chinese translation. In case of any discrepancy between the Chinese and English versions, the English version shall prevail.

The Group will publish the ESG Report for the Year on the websites of the Stock Exchange (www.hkexnews.hk) and the Company's website (https://www.hbglobal.com/) at the same time as its Annual Report is published. The ESG Report will be accessible under the "Investor Relations" section of the Company's website.

Boundary Setting

The scope of this ESG Report remains consistent with previous years, encompassing the performance and management policies of the Group's major operations, including the Flavours and Fragrances, and Food Ingredients business, Tobacco Raw Materials business, Aroma Raw Materials business, and Condiments business. This aligns with the business segmentation outlined in the Group's 2024 Annual Report, following the operational control approach. This year, due to the successful full-year operation of our manufacturing plant in Indonesia, we have further included the environmental performance of this plant in our reporting scope starting from this year.

2. 關於本報告

GRI	2-2; 2-3; 2-4; 2-5
聯交所	強制披露規定 MDR 14;
	MDR 15

本集團為遵守ESG指引「不遵守就解釋」條文的 規定,欣然呈現2024財年的獨立ESG報告。 本報告展示了本集團於2024財年在ESG管理 以及企業可持續發展方面的方針和表現。有關 企業管治部分,請參閱本集團的2024年度報 告。

本 ESG 報告的編製亦參考 GRI 標準,並氣候相 關財務信息披露工作組及可持續發展目標等 國際公認的框架保持一致。本報告第104頁至 111頁提供了一個完整的報告披露內容索引, 以方便讀者進行查閱,確保報告的完整性。本 報告以英文及中文譯本刊發。如中英文版本內 容存在任何不一致,概以英文版本為準。

本集團將於刊發年度報告的同時,在聯 交所(www.hkexnews.hk)及公司網站 (https://www.hbglobal.com/)發布本年度的 ESG報告。本ESG報告可於公司網站的「投資 者關係」欄目下查閱。

邊界設定

本ESG報告的披露範圍與往年保持一致,涵蓋 本集團主要業務的績效和管理政策,包括香精 及食品配料業務、煙用原料業務、香原料業務 和調味品業務。本ESG報告遵循營運控制法, 與本集團2024年度報告中概述的業務分類相 一致。今年,由於我們位於印尼的生產工廠全 年運作順利,我們從本報告年度起將該工廠的 環境表現納入報告範圍。



The preparation of this ESG Report is anchored in key reporting principles that shape its content, which is organised and presented based on materiality, quantitative, balance, and consistency.

Materiality:

To foster effective communication with stakeholders and support informed decision-making, we conduct an annual materiality assessment using the AHP. This process identifies, evaluates, and prioritises the concerns and expectations of key stakeholders regarding sustainable development and our business impacts. More details are provided in the following subsection.

Quantitative:

The quantitative principle is illustrated in the performance tables located in the appendices, which summarise our performance across various environmental and social aspects. Methodologies, assumptions, and conversion sources are clearly documented in the footnotes accompanying each table. While this ESG Report is not externally assured, we are committed to ensuring the accuracy of our quantitative disclosures through our internal review process. We also look forward to exploring external audit options in the coming years when management deems it appropriate.

Balance:

To provide an impartial view of the Group's sustainability efforts, we adhere to the principle of balance, presenting performance data without selectively omitting any information.

Consistency:

Recognising the importance of a stable reporting framework for enhancing reader understanding and evaluation, we have consistently utilised established methodologies and disclosure frameworks. This year, we have incorporated the operations of our manufacturing plant in Indonesia into our environmental performance reporting. To convey the extensive range of ESGrelated information clearly, we have enhanced our reporting structure with more climate-related disclosure embedded. If any changes occur, they will be clearly explained in adjacent sections for transparency. The restatement of information in this year's report mainly related to the environmental performance data, which are specified at the corresponding performance table.

報告原則

本 ESG 報告的編製基於主要的報告原則,構成 報告的內容,並根據重要性、量化、平衡及一 致性原則進行組織與呈現。

重要性:

為促進與利益相關者的有效溝通並助其做出知 情決策,我們採用層級分析法進行年度重要 性評估,以識別、評估並優先考慮關鍵利益相 關者對可持續發展及我們業務影響的關注與期 望。有關本集團年度重要性評估的更多信息, 請參閱下一章節。

量化:

量化原則的應用主要體現在附錄的績效表中, 其中總結了我們在環境和社會各方面的可持續 發展表現。有關數據的計算方法、假設及所用 換算系數的來源,亦載於各對應績效表的註 腳。儘管本ESG報告未經外部驗證,但我們 致力於通過內部審查流程確保量化披露的準確 性。我們也期待在未來幾年,當管理層認為適 當時,探索外部驗證的可能性。

平衡:

為公正地反映集團在可持續發展方面的努力, 我們堅持平衡原則,在呈現績效數據時不會選 擇性的遺漏任何資訊。

一致性:

我們深知穩定的報告框架對於讀者理解和評估 可持續發展表現至關重要,因此我們多年來始 終採用一致的方法及披露框架。今年,我們進 一步將位於印尼的生產工廠納入環境績效報告 範圍。為準確呈現廣泛的ESG相關信息,我們 對報告架構進行優化,並強化氣候相關披露。 如有任何變動,我們會在相應的章節進行明確 解釋,以確保透明度。在本年度報告中進行重 述的資訊主要涉及環境績效數據,具體請參閱 對應的績效表。



2.1. Stakeholder Engagement

2-29; 3-1; 3-2
MDR 14 (i); 14 (ii

Huabao prioritise stakeholder engagement as a core element of our sustainability management. Effective and transparent communication is essential for delivering accurate information to customers, investors, suppliers, and other stakeholders, helping them understand how their priorities shape the Group's sustainability strategy.

To adapt to evolving expectations, we conduct an annual survey of key stakeholders to gather feedback on our ESG management and sustainable development practices. This process aids in identifying and prioritising sustainability strategies while continuously addressing ESG impacts.

2.1. 利益相關者參與

GRI	2-29; 3-1; 3-2
聯交所	強制披露規定 MDR 14 (i);
	14 (ii)

華寶重視利益相關者參與,將其視為可持續發展管理的核心要素。有效且透明的溝通對於向客戶、投資者、供應商以及其他利益相關者傳達準確信息至關重要,幫助他們理解其關注事項對集團可持續發展戰略的影響。

為適應利益相關者不斷變化的期望,我們每年 對主要的利益相關者進行調查,徵求他們對集 團ESG管理及可持續發展實踐的反饋。這一過 程有助於確定可持續發展策略和優先事項,同 時持續應對ESG相關的影響。

Communication with Stakeholders

與利益相關者的溝通

Stakeholders 利益相關者	Key Concerns 主要關注點	Communication Channels 溝通渠道
Government and regulatory authorities 政府和監管機構	 Law and regulation compliance 遵守法律法規 Implement green production and conduct regular impact assessments 推行綠色生產並定期進行影響評估 Provide equitable employment opportunities and protect consumer rights 提供平等的就業機會並保護消費者權 益 Innovate incentive mechanisms to encourage employee creativity 建立創新激勵機制,激發員工創造力 	 Supervision on compliance with local laws and regulations 監督遵守當地法律法規 Workshops 專題討論會 Routine reports and tax payments 常規報告和納税
Directors and shareholders 董事及股東	 Return on investments 投資回報 Corporate governance 公司管治 Law and regulation compliance 遵守法律法規 Enhance internal management capabilities 提升內部管理能力 	 Regular reports and announcements 定期報告及公告 Regular general meetings 定期股東大會 Corporate website 企業網站



Stakeholders 利益相關者	Key Concerns 主要關注點	Communication Channels 溝通渠道
Employees 僱員	 Employee remuneration and benefits 員工的薪酬和福利 Foster a supportive and collaborative workplace culture 培養支持性和協作性的工作文化 Emphasise green production and talent development 重視綠色生產和人才發展 Lean production optimisation 精益生產優化 Commit to environmental governance and social responsibility 致力於環境治理和社會責任 	績效評估
Customers 客戶	 Product health and nutrition 產品健康與營養 Customer satisfaction 客戶滿意度 Maintain high product quality and provide excellent after-sales service 維持高質量產品並提供貼心的售後 服務 Emphasise product quality enhancement and innovation 重視產品質量提升與創新 	 Customer satisfaction surveys 客戶滿意度調查 Face-to-face meetings and visits 面對面的會議和現場調研 Customer service hotline and emails 客戶服務熱線和電子郵件
Suppliers 供應商	 Fair procurement that achieve win- win cooperation 公平採購,實現共贏合作 Strengthen internal management to ensure product success and reduce resource waste 加強內部管理,確保產品成功並減 少資源浪費 Foster awareness of environmental protection and commit to sustainable development 提升環保意識,致力於可持續發展 	 Open tenders 公開招標 Suppliers' satisfaction assessments 供應商的滿意度評估 Communication through conferences, meetings and visits 透過電話會議,面對面會議和現場調 研進行溝通
Seneral public 公眾	 Community involvement 社區參與 Ecological impacts of the Group's operations 集團業務對生態的影響 Employment opportunities 就業機會 	 Media conferences and responses to enquiries 媒體發布會和對詢問的回應 Face-to-face interviews 面對面的訪談





We identify and engage our stakeholders according to the ISO 26000 guidelines, considering legal obligations, influence, significance and participation willingness. In FY2024, a wide range of stakeholders, including directors, senior management, managerial staff and general employees, as well as suppliers, customers, authorities and NGOs, participated in an online survey focused on key ESG issues relevant to the Group's operations, allowing them to share insights that inform our development.

The materiality assessment identifies critical ESG risks and opportunities based on stakeholder feedback, shaping our strategy and ESG objectives. To ensure reliable results, we employ AHP to evaluate stakeholders on factors such as influence and engagement willingness, achieving a consistency ratio (CR) below 10%. The final outcomes are used as stakeholder group weights that applied to the survey results. For more information, please refer to APPENDIX II as set out on page 113.

Through the materiality analysis, the Group identified six ESG issues that were of relatively higher significance to the Group's sustainable strategy development this year. In FY2024, the introduction of new regulations regarding enhanced climate-related disclosures has drawn our stakeholders' attention to climate change and environmental issues. As a result, our material ESG focus has shifted from governance to environmental matters to better prepare ourselves for addressing stakeholder and regulatory concerns. In this report, we have expanded our climate-related disclosure section to provide more information about our current efforts to develop our climate management framework and improve our staff's overall competencies, thereby enabling us to collaboratively tackle environmental challenges. 我們根據ISO 26000(社會責任指南)中的原 則,考量法律義務、影響力、價值鏈的重要性 和參與意願等因素,識別和選取利益相關者。 於2024財年,本集團邀請眾多利益相關者, 包括董事、高級管理層、管理員工和普通僱 員,以及供應商、客戶、監管機構和非政府組 織,參與一項線上調查。該調查重點關注與本 集團營運相關的關鍵ESG議題,使參與調查的 利益相關者能夠分享見解,為我們的發展提供 指引。

重要性評估使我們能夠根據利益相關者的反 饋,識別關鍵的ESG風險及機遇,從而指導我 們的策略和ESG目標。為確保評估結果的可靠 性,我們採用「層級分析法」,對利益相關者的 影響力和參與意願等因素進行評估,確保結果 在合理的一致性比率(「CR」)限制範圍內(低於 10%)生成。最終結果作為每個利益相關者群 體的權重應用於此次調查結果中。更多詳情請 參閱第113頁的附錄二。

通過此次重要性分析,本集團將6個ESG議題 識別為對本年度可持續發展更為重要的關鍵議 題。在2024財年,隨著針對加強氣候相關信 息披露的新法規出台,我們的利益相關者對氣 候變化和環境相關議題的關注度增加。因此, 我們的ESG重點已從管治議題轉向環境議題, 從而更好地應對利益相關者和監管機構的關 注。在本報告中,我們對氣候相關披露部分進 行擴展,詳細闡述了我們當前建立氣候管理框 架方面的努力,以及提升員工整體能力的舉 措,從而使集團上下協同合作,共同應對環境 挑戰。



Materiality Assessment Outcome 重要性評估結果

- Business Ethics and Anti-corruption 商業道德和反腐敗
- Internal Grievance Mechanism 內部申訴機制
- Business Model Adaptation and Resilience to Environmental, Social, Political and Economic Risks and Opportunities
- 商業模型對環境、社會、政治和經濟風險和機遇的適應性和恢復力

 Management of the Legal and Regulatory Environment (regulatory compliance management)
- 法律監管環境變化的應對和管理(法律合規管理)
- Critical Incident Risk Responsiveness 突發事件應急風險應對能力
- Systemic Risk Management (e.g. Financial Crisis)
 系統化風險管理(例如,金融危機)

Areas that are identified to be relatively more important to external stakeholders 被確定為對外部利益相關者而言相對更重要的領域

+

Areas that are identified to be relatively less significant 被確定為相對不那麼緊迫的領域

- Labour Practices
 勞工權益
- Employee Remuneration and Benefits 僱員薪酬條件和福利政策
- Employee Development and Training 僱員發展及培訓
- Green Procurement 綠色採購
- Engagement with Suppliers 與供應商的良好溝通
- Environmental and Social Risk Management of Supply Chain 供應鏈的環境社會風險管理
- Supply Chain Resilience 供應鏈韌性
- Marketing and Promotion
 營銷和推廣
- Intellectual Property Rights 保護知識產權
- Labelling Relating to Products / Services 與產品/服務相關的標籤問題
- Participation in Philanthropy 公益慈善活動的參與
- Cultivation of Local Employment 促進當地就業
- Support of Local Economic Development 支持本地經濟發展

- GHG Emissions
 溫室氣體排放
- Energy Management 能源管理
- Water and Wastewater Management 水資源和廢水管理
- Solid Waste Stewardship 固體廢棄物管理
- Climate Change Mitigation and Adaptation 氣候變化緩解和適應
- Renewable and Clean Energy 可再生和清潔能源



Areas that are identified to be vital by both internal and external stakeholders 被確定為至關重要的領域

Areas that are identified to be relatively more important to internal stakeholders 被確定為對內部利益相關者而言相對更重要的 領域

-

- Occupational Health and Safety 職業健康與安全
- Product / Service Quality and Safety 產品/服務質量與安全
- Customer Privacy and Data Security 顧客私隱保護和數據安全





In our pursuit of excellence, Huabao values feedback and suggestions from stakeholders regarding the enhancement of our corporate ESG strategies and performance. We particularly encourage input on the key ESG issues highlighted in the Group's materiality assessment. Readers are invited to share their perspectives on these matters with the Group at ir@hbglobal.com.

利益相關者的反饋

在追求卓越的過程中,華寶重視利益相關者對 於提升我們企業ESG策略和表現的反饋和建 議,特別是就本集團重要性評估中最為重大 的ESG議題提供意見。歡迎讀者透過集團郵箱 ir@hbglobal.com與集團分享有關ESG事宜的 看法。





3. INTEGRATING SUSTAINABILITY

GRI 2-9; 2-11; 2-12; 2-13; 2-14

HKEX MDR 13 (i); 13 (ii); 13 (iii)

3.1. Our Approach to Sustainability

At Huabao, sustainability lies at the heart of our business. To realise our strategic objectives, particularly in alignment with the "Huabao Sustainable Development Goals Plan (2020-2025)", we have built a robust governance framework and utilise standardised KPIs to track, measure, and assess our progress.

The Board is responsible for overseeing all matters related to ESG and ensuring that sustainability principles are embedded within the organisation's fundamental processes. It bears ultimate accountability for the development of the ESG strategy, the accuracy of reporting, and the formulation of the management approach to sustainability. Management teams are tasked with the day-to-day operations, setting KPIs to monitor progress effectively. Every employee at Huabao is encouraged to act with responsibility, placing a strong emphasis on efficiency, safety, and resource conservation.

Recognising the critical role of a strong governance framework in achieving long-term business success, we have maintained our existing sustainability governance structure this year, ensuring that all key stakeholders remain actively involved.

3. 深耕可持續發展

GRI	2-9; 2-11; 2-12;
	2-13; 2-14
聯交所	強制披露規定 MDR
	13 (i); 13 (ii); 13 (iii)

3.1 我們的可持續性方式

在華寶,可持續發展是我們業務的核心。為實 現我們的戰略目標,特別是貫徹落實《華寶可 持續發展目標規劃(2020至2025年)》,本集 團建立起堅實的管治框架,並利用標準化的關 鍵績效指標來追蹤、衡量和評估我們所取得的 進展。

本集團董事會負責監督所有與ESG相關的事務,並確保將可持續發展原則融入組織的基本流程。董事會對ESG策略的發展、報告披露的準確性以及可持續發展管理方針的制定負有最終責任。管理團隊負責監督日常營運,設定關鍵績效指標以有效監控進展。華寶的每一位員工都應肩負起自身工作責任,強調效率、安全和資源節約。

認識到強大的管治框架在實現長期業務成功中 的關鍵作用,我們於年內維持了現有的可持續 管治架構,確保所有關鍵利益相關者積極參 與。





The Company Secretary and Compliance Department regularly updates the Board on ESG regulations, coordinating with external legal and ESG advisors to compile and disseminate relevant information to the Board. They also organise online training sessions for the Board on ESG-related legal updates, with further training provided by legal advisors biannually.

Executive Directors receive weekly updates on ESG risks from the management team, while the Internal Audit Department conducts annual audits of enterprise risks and internal control systems, presenting findings to the Board through report outlining key identified risks, changes, and corresponding corrective action. Starting with the 2024 Annual Report, ESG risk updates will be integrated into the reporting scope.

The Group Task Force

Chaired by the Board members, this task force includes departments such as Strategic Development, Investor Relations, Administration and Human Resources, Finance, and Compliance. 公司秘書及合規部定期向董事會匯報ESG法規 方面的更新,並與外部法律顧問及ESG顧問協 作,編製相關資訊並上報至董事會進行傳閱。 此外,公司秘書及合規部亦為董事會安排以線 上方式進行有關ESG法律法規更新的培訓,並 由法律顧問每半年提供進一步的培訓。

執行董事每週從管理團隊的匯報中獲得ESG風 險的最新資訊,而集團內審部則每年對集團企 業風險和內部控制系統進行審核工作,並製作 報告向董事會呈報回顧期間識別到的主要風 險、變化情況以及相應的整改措施。自2024 年年度報告起,有關ESG相關風險的更新信息 將被納入報告範圍。

集團ESG工作組

集團ESG工作組由董事會成員主導,涵蓋戰略發展部、投資者關係部、人事行政部、財務部以及合規部。





The Business Segment Task Force

Comprising senior management from various business segments, this task force oversees ESG management practices and receives ESG training to deepen their understanding. Leaders of each business unit coordinate with relevant departments to implement tasks, while subsidiary companies collectively advance ESG initiatives in technology, production, and finance, working alongside Administrative Departments.

The Refreshment of Roles and Responsibilities

In response to the upcoming regulations enhancing climaterelated disclosure obligations, we are reinforcing our climate management strategies. This year, we have refreshed the responsibilities within our governance framework to ensure more effective monitoring and reporting.

Our governance framework has been strengthened by clarifying roles within the existing structure, particularly enhancing ESG and climate risk functions in key areas like the Audit Committee and Strategic Development Department. Robust oversight mechanisms have been implemented at each level of our three-tier governance system – Governance layer; Management layer and Execution layer, creating a closed-loop management system for sustainability and climate-related issues, ensuring effective integration of ESG initiatives across the organisation.

The Systematic Way for Risk Review and Prioritisation

When evaluating, prioritising and managing material ESGrelated matters, the Board generally follows the following process, which is led by the Group ESG Task Force and reported to the Audit Committee:

業務板塊 ESG 工作組

業務板塊ESG工作組由各業務板塊的高級管理 層組成,負責監督ESG管理實踐並接受ESG相 關培訓,以加深對ESG相關概念的理解。各業 務部門負責人與其他部門協調執行任務,而下 屬子公司則負責與行政部門協作,共同推進技 術、生產和財務等範疇的ESG舉措。

角色與責任的更新

為應對即將實施的加強氣候相關披露義務的法 規,我們目前正在優化氣候管理策略。年內, 我們對管治框架中不同角色的職責進行了調整 和更新,以確保更有效的監督和報告。

我們通過明確現有架構中的角色職能,尤其是 加強審核委員會和戰略發展部等關鍵領域的 ESG和氣候風險職能,進一步優化集團的管治 框架。我們搭建起「治理層-管理層-執行層」 的三層級管治架構體系,並在每個層級實施嚴 密的監督機制,形成了針對可持續發展工作和 氣候相關議題的閉環管理系統,確保ESG舉措 在整個集團內的有效整合。

風險評估與優次排序的系統化方法

董事會在評估、優次排序和管理重大ESG相關 議題時,通常遵循以下流程,由集團ESG工作 組主導,並向審核委員會匯報:







The Monitoring of ESG-Related Goals

Huabao has been actively pursuing a set of ESG objectives under the "Huabao Sustainable Development Goals Plan (2020-2025)," established with the business nature of our light manufacturing business in mind. Beyond environmental performance, we are also focused on additional ESG goals, including maintaining a low injury rate and achieving zero legal cases related to anti-corruption and business ethics.

To ensure effective oversight, the terms of reference of the Audit Committee has stipulated that it will support the Board by reviewing ESG strategies, goals, and metrics proposed by the ESG Working Group. This includes monitoring progress, making recommendations for the Board, and overseeing the Group's ESG performance.

3.2. Working Towards SDGs

Huabao is deeply committed to sustainability, integrating globally recognised frameworks into its operations to drive meaningful progress in sustainable development. By adopting standardised metrics, we strengthen transparency and effectively communicate our ESG performance and impact.

In support of the 2030 Agenda for Sustainable Development^{*}, we actively contribute to the United Nation SDGs, fostering a balance between economic growth and sustainability. Since 2021, we have aligned with all 17 SDGs, with a particular focus on SDG 3: Good Health and Well-being and SDG 12: Responsible Consumption and Production, where our efforts can create the most significant impact. Beyond these, we remain dedicated to advancing other SDGs, reinforcing our role in global sustainability efforts.

ESG 相關目標的監測

華寶積極推進《華寶可持續發展目標規劃 (2020至2025年)》下的一系列ESG目標,這 些目標是基於我們輕工業製造業務的特性而制 定。除環境績效外,我們同樣重視其他ESG相 關目標,包括維持低工傷率以及實現零反貪污 及商業道德相關的訴訟案件。

為確保有效的監督,我們對審核委員會的職權 範疇進行明確規定,確保其協助董事會審閲 ESG工作組提出的ESG策略、目標和指標等。 此外,審核委員會負責監控進展情況,向董事 會提供建議,以及監督本集團的ESG表現。

3.2 向可持續發展目標邁進

華寶深耕可持續發展,將全球公認的框架融入 業務營運,以此推動可持續發展取得有意義的 進展。通過採用標準化的指標,我們增強披露 的透明度,並有效傳達我們的ESG表現與影 響。

為響應「2030年可持續發展議程」,我們積極 支持可持續發展目標,促進經濟增長與可持 續發展之間的平衡。自2021年以來,我們已 對標所有17項可持續發展目標,並將重點聚 焦於我們能夠產生最大貢獻的領域,即「可持 續發展目標3:良好的健康與福祉」及「可持續 發展目標12:負責任的消費和生產」。除此之 外,我們亦持續致力於推動其他可持續發展目 標,進一步強化我們在全球可持續發展中發揮 的重要影響。

* For more information, please refer to: https://sdgs.un.org/2030agenda



	Our Commitments 我們的承諾	Metrics for Evaluation 評估指標
3 GOOD HEATH AND WELL-BEING →√↓↓ 3 良好健康與 福祉	Rising from the residual effects of infectious diseases of previous years, we remain committed to employee health and safety, adhering to occupational health and safety policies.	 Employee benefits: Life insurance, health care, parental leave, and retirement provision Work-related injuries: Injury rate (IR) and fatalities
	We strive to achieve zero accidents as per the "Regulations on the Reporting, Investigation, and Disposition of Work Safety Accidents", as well as zero accidents involving fatalities, property loss exceeding RMB 100,000, serious injuries to 3+ individuals, or minor injuries to 10+ individuals.	
	在擺脱過去幾年全球疫情的餘波後,我 們始終致力於保障員工的健康與安全, 遵守職業健康與安全政策。	 員工福利:人壽保險、健康保 健、育嬰假以及退休金 工傷類型:工傷率以及因工死亡
	我們致力於不發生《生產安全事故報告 和調查處理條例》所規定的任何事故, 以及不造成人員死亡、財產損失人民幣 10萬以上、3人及以上的人員重傷或涉	人數

Prioritised SDGs 優先可持續發展目標

及10人及以上的輕傷和重傷的任何事

故。

Our Commitments

我們的承諾



Several of our subsidiaries have achieved ISO 50001 certification. To foster conservation awareness, we conduct internal training and promote knowledge sharing across factory teams, office staff, and external experts. These efforts focus on energy-saving, recycling, and sustainable management of production, office operations, and resource use.

我們的數家子公司已獲得ISO 50001認 證。為提升員工的節能意識,我們開展 內部培訓,並鼓勵工廠團隊、辦公室工 作人員與外部專業人員之間的知識共 享。我們專注於節能和回收舉措,重點 關注生產、辦公室營運以及資源使用的 可持續管理。

Metrics for Evaluation 評估指標

- % of recycled input materials in production
- Total energy consumption
- Total volume of recycled water
- Total paper recycling amount
- 生產中使用再生原料的百分比
- 能源消耗總量
- 循環再用的總水量
- 回收的紙張數量



Secondary SDGs 次要可持續發展目標

CO	Our Commitments 我們的承諾	Metrics for Evaluation 評估指標
1 [№] ^{Poveriy} 1 ^{無愛期} ハ ネ���ネ	Supports national poverty alleviation initiatives	Donations and poverty alleviation initiatives
/ ¥ T T T	支持國家的脱貧舉措	參與的捐款和扶貧活動
2 ⁷¹⁵⁰ 2 零机线	Invests in R&D for natural, healthy products to promote greener, nutritious lifestyles	Number of nutrition-focused products developed
	投資天然健康產品的研發,推廣更綠 色、營養的生活方式	以營養為導向的產品研發數量
4 @g教育	Provides comprehensive training for employees and partners to enhance skills and professionalism	Average training hours per employee (by gender, category, and position)
	為員工及業務合作夥伴提供綜合培訓, 提升其技能和專業水平	每位員工的平均受訓時數(按性別、 員工類別及職位劃分)
5 GENDER EQUALITY 受 す 5 性別平等 受 す	Promotes human rights and gender equality, ensuring non-discriminatory employment practices	Parental leave eligibility by genderEqual pay review frequencyNumber of disputes identified
	促進人權和性別平等,禁止任何歧視性 的僱傭實踐	 按性別統計有權請(侍)產假的僱員數目 同工同酬審查的頻率 已確認的糾紛事件數量
6 CLEAN WATER 6 清潔飲水和 MD SANITATION	Sets water efficiency targets and implements conservation measures as evidenced in the 2025 Huabao Sustainable Development Goals	Group-wide water accountingWater-saving projects and training
	如華寶2025年可持續發展目標所述, 制定用水效率目標並實施節水措施	集團範圍內的用水核算節水項目以及相關培訓



CO	Our Commitments 我們的承諾	Metrics for Evaluation 評估指標
7 AFFORMALE AND CLEAR DEERCY - 文文・ - 文文・ - 文文・ - 文文・ - 文文・	Evaluates refurbishment and retrofitting for environmental risk mitigation, together with the implementation of "green lighting" practices	 Total energy consumption Energy conservation and renewable energy initiatives
	評估降低環境風險的翻新和改造方案, 同時落實「綠色照明」實踐	 能源消耗總量 節能和可再生能源相關倡議
8 DECENT WORK AND ECONOMIC GROWTH 8 體面工作和 经演增長	Upholds labour rights across operations and supply chains	 Average working hours per week Gender-based salary ratio
	維護集團營運與供應鏈範圍內的勞工權 益	每週平均工作時數以性別為基礎的薪酬比率
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Drives innovation in energy efficiency, equipment safety, and circularity	 Investment in R&D and clean technology Innovative products launched
	推動能效、設備安全及循環等領域的創 新	 用於研發和清潔技術創新的投資 資 推出的創新產品
10 REDUCED NEROMAINES くまた 10 減少不平等 くまた	Supports underprivileged communities through financial aid, job creation, and education	 Donations to vulnerable populations Regional hiring rates
	通過財務援助、創造就業機會和教育舉 措來支援貧困社區	對弱勢群體的捐贈按地區劃分的僱用率
11 SUSTAINABLE CITES 11 可持续统行和 AND COMMINTES 11 社區	Contributes to local economic development through infrastructure investments	 Participation in local infrastructure and economic development
	投資基礎設施以促進當地經濟發展	 參與當地基礎設施建設和經濟 發展



Secondary SDGs 次要可持續發展目標

CO	Our Commitments 我們的承諾	Metrics for Evaluation 評估指標
13 ACTION 13 年候行動	Commits to national carbon neutrality by 2060, with climate risk assessments established under the ISSB framework	 Scope 1 and 2 GHG emissions intensity, with year-on-year comparison
	響應國家2060年前實現碳中和的承 諾,並在ISSB框架下進行氣候風險評估	 本集團範圍1和範圍2溫室氣體排 放強度,以及與去年同期比較的 結果
14 below water 美美学校 14 水下生物 美美学校 14 水下生物	Protects marine ecosystems through improved waste and wastewater management	 Waste and sewage discharge records (volume, quality, treatment)
	改善廢棄物和污水管理以保護海洋生態 系統	 廢物和污水排放記錄(包括數量、 質量、處理方式)
15 LFE のN IANO 15 陸地生物	Promotes land biodiversity through tree planting and conservation partnerships	Total trees plantedDetails of biodiversity partnerships
	通過植樹造林與保育合作,促進陸地生 態的生物多樣性	種植的樹木總數與合作夥伴促進生物多樣性的詳 細資訊
16 PFACE_JUSTICE AND STRONG PSTUTUTIONG メージー ・二二二 ・二二二 ・二二二 ・二二 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第四 ・二二 第二 ・二二 第二 ・二二 ・二 ・二 第二 ・二 ・二 ・二 ・二	Enforces anti-corruption policies and ethics programmes	 Anti-corruption training provided, with participants details Details of confirmed incidents
	落實反腐敗政策和道德操守計劃	 開展的反貪污培訓以及接受培訓 成員的詳細資訊 已確認的貪污事件的詳細信息
17 PARTNERSHIPS 17 IOR INE GOALS (OFF)	Engages in community investment and development programs	 Community development programme investments and manpower allocated
	參與社區投資與發展計畫	 社區發展項目的相關投資與人力 投放



4. ENVIRONMENTAL SUSTAINABILITY

Huabao, a leading name in the flavour and fragrance industry, places immense value on the natural world. Aware of the pressing challenges facing the environment, we are committed to playing an active role in conservation and restoration, especially in the areas where we operate. Upholding its commitment to environmental stewardship, Huabao rigorously complies with the applicable environmental laws and regulations in Hong Kong, Mainland China, Indonesia and other jurisdictions. For more information, please see APPENDIX V, as set out on page 124.

This section primarily discloses the Group's policies, practices, and quantitative data on emissions, use of resources, the environment and natural resources, as well as climate change in FY2024.

4.1. Minimising our emissions

GRI	2-27; 3-3 (c-d); 305; 306
HKEX	Aspect A1; KPI A1.5; KPI A1.6

In FY2024, the Group was in compliance with the material laws and regulations in relation to air and GHG emissions, discharges into water and land, generation of hazardous and nonhazardous wastes, and noise that have a significant impact on the Group. Guided by a vision of sustainable development, the Group has implemented forward-thinking initiatives to minimise its environmental impact and support the advancement of an ecological civilisation

Given the nature of the Group's business, air emissions mainly came from the fuel combustion for the operations of boilers, machinery, vehicles and other operating processes. In FY2024, the air emissions of SO_x , NO_x and PM amounted to 666 kg, 3,438 kg and 2,604 kg respectively. In FY2024, the GHG emissions from the Group mainly arose from the combustion of fossil fuels and the consumption of electricity during its operations, amounting to 58,645 tonnes CO_2e , with an intensity of 17.39 tonnes CO_2e /million RMB. During the year under review, the Group generated 6,995 tonnes of solid waste and discharged 643,949 m³ of wastewater. More detail regarding the Group's total emissions in FY2024 and comparison figures from FY2023 can be found in Table 1 in APPENDIX III, as set out on page 114.

4. 環境可持續發展

作為香料香精行業的領先品牌,華寶高度重視 自然環境。我們深切瞭解環境面臨的迫切挑 戰,因此致力於積極參與保護和恢復自然環境 的舉措,尤其是在集團經營的所在地區。秉持 對環境管理的承諾,華寶謹遵香港、中國內 地、印尼及其他經營地區的相關環境保護法律 法規,詳情請參閱第124頁的附錄五。

本節主要披露本集團於2024財年有關排放物、資源使用、環境與自然資源以及氣候變化 方面的政策、常規以及量化數據。

4.1. 減少我們的排放

GRI	2-27; 3-3 (c-d); 305; 306
聯交所	層面A1; KPIA1.5; KPIA1.6

於2024財年,本集團於日常營運中遵守相關 的國家及地方環境法律,尤其是有關廢氣及溫 室氣體排放、向水及土地排污、有害和無害廢 棄物的排放以及噪音等對本集團有重大影響的 重要法律法規。在可持續發展願景的指引下, 本集團實施了前瞻性的舉措,致力於盡量降低 環境影響並支持生態文明的推進。

鑒於本集團的業務性質,廢氣排放主要來自鍋 爐、機械設備、車輛和其他營運過程的燃料消 耗。於2024財年,SO_x,NO_x和PM廢氣排放 量分別為666千克、3,438千克以及2,604千 克。於2024財年,本集團的溫室氣體排放量 為58,645噸CO₂e,強度為17.39噸CO₂e/ 百萬人民幣,主要來自營運過程中化石燃料的 燃燒以及電力消耗。於回顧年度內,本集團共 產生6,995噸固體廢物以及排放643,949立方 米廢水。有關本集團2024財年總排放量的更 多詳細信息以及2023財年的比較數據,請參 見第114頁附錄三中的表1。



A Sankey diagram has been created to give a detailed overview of the Group's greenhouse gas emissions. This visual tool illustrates emissions trends, factoring in geographical locations, business segments, resource usage, and emission scopes. The width of the flows in the diagram represents the volume of emissions, providing a clear and effective representation of the Group's GHG emissions profile. 為更清晰展示集團的溫室氣體排放情況,我們 繪製了溫室氣體排放桑基圖。這一視覺化工具 結合地理位置、業務板塊、資源使用和排放範 圍等各種因素,展現了集團的溫室氣體排放 趨勢。圖中流量的寬度代表排放量的大小,從 而清晰且有效地呈現出集團溫室氣體排放的概 況。



** Values may not add up due to rounding

Air & GHG Emissions

The combustion of fossil fuels during industrial operations and transportation primarily generates air emissions, specifically exhaust gases such as SO_x , NO_x and PM. In FY2024, the amount of all air pollutants recorded significant drop, mainly due to the decrease in production activities in the specific subsidiaries in Tobacco Raw Materials business and F&F and Food Ingredients business, as well as the change in subsidiary accounting scope of the Aroma Raw Materials business.

** 由於四捨五入之誤差,數據未必等於總和

廢氣及溫室氣體排放

本集團的工業生產和運輸過程中所使用的化石 燃料主要產生SO_x、NO_x以及PM等廢氣。於 2024財年,本集團所有廢氣排放量均錄得顯 著下降,主要是由於煙用原料業務和香精及食 品配料業務旗下個別子公司生產活動減少,以 及香原料業務旗下子公司核算範圍變動所致。



This year, we observed growth across all emission categories—Scope 1 (Direct Emissions), Scope 2 (Energy Indirect Emissions), and Scope 3 (Other Indirect Emissions) compared to the previous year. Notably, Scope 1 emissions saw a significant increase, primarily driven by higher gasoline and natural gas consumption for business commuting and increased boiler usage in the Aroma Raw Materials business to support surged production activities. Additionally, the inclusion of a new manufacturing plant in Indonesia under the Tobacco Raw Materials business further contributed to this upward trend.

We acknowledge that our business activities contribute to air and GHG emissions and we are dedicated to strengthening our initiatives to reduce these impacts. In our day-to-day office operations, we prioritise sustainable practices, such as regulating air conditioning usage to maintain energy-efficient indoor temperatures and optimising vehicle use by minimising trips for short distances or small groups. Additionally, we have streamlined maintenance and refuelling processes to enhance efficiency. To foster a culture of environmental responsibility, we have introduced a reward and accountability system, recognising departments and individuals who demonstrate exceptional commitment to emission reduction, while applying fines as a corrective measure for non-compliance.

Beyond adhering to national and regional standards, such as Guangdong Province's Emission Limits of Air Pollutants (DB44/27-2001), our business units have adopted a robust framework to address the environmental impact of air emissions. This includes strategies to reduce fuel consumption, implement pre-treatment protocols for exhaust gases before release, and conduct regular inspections to ensure the ongoing effectiveness of emission control measures. These efforts reflect the Group's proactive approach to minimising its environmental footprint and promoting sustainable operations. 年內,我們所有溫室氣體排放類別均較去年有 所增長,包括範圍一(直接排放)、範圍二(能 源間接排放)以及範圍三(其他間接排放)。其 中,範圍一排放的顯著上升主要是由於業務通 勤的汽油及天然氣消耗增加,以及香原料業務 因生產活動增加而導致鍋爐使用量上升。此 外,煙用原料業務將位於印度尼西亞的生產工 廠首次納入披露範圍,亦導致本年度溫室氣體 排放上升。

我們意識到集團的業務活動對空氣污染物及溫 室氣體排放的影響,因此致力於加強舉措以減 少這些影響。在日常辦公營運中,我們優先採 用可持續實踐,例如調節空調使用以維持節能 的室內溫度,以及通過減少短途或小規模出行 次數來優化車輛使用。此外,我們已精簡了維 護和加油流程以提高效率。為培養負責任的環 境文化,我們引入獎勵與問責機制,表彰在減 排方面表現卓越的部門和個人,同時對違規行 為採取罰款作為糾正措施。

在遵守《廣東省地方標準大氣污染物排放限值》 (DB44/27-2001)等國家及地方有關法規的基礎上,各業務單位亦採用了一系列完善的框架 來管控廢氣排放對環境的影響。其中包括減少 燃料消耗的策略、對廢氣進行排放前預處理的 方案,以及定期檢查制度以確保廢氣排放控制 措施持續有效。這些努力充分體現了集團最大 程度減少環境足跡、推動可持續營運的積極態 度。



F&F and Food Ingredients business

This business effectively manages air emissions pollutants in compliance with standards including the Standard for Fugitive Emission of Volatile Organic Compounds (GB37822-2019) and the Integrate Emission Standard of Air Pollutants from Stationary Sources (DB31/933-2015), as well as the guidelines from the corresponding environmental impact assessment and pollution discharge permits.

Its laboratory operates under a micro-negative pressure, ensuring that organised exhaust gases are effectively captured and treated with a multi-step process including water spraying, ozone oxidation, photocatalytic catalysis, and activated carbon adsorption to remove pollutants, thereby emitting through exhaust stacks that exceed 15 meters in height. It also adopts clean energy that meets environmental protection requirements as fuel to reduce the impact on the ambient atmosphere.

To ensure effective optimal performance, it arranges the replacement of activated carbon twice yearly and conducts regular maintenance on its environmental protection equipment. Additionally, biannual monitoring of exhaust gas emissions is conducted to confirm compliance with emission standard.

Tobacco Raw Materials business

This business effectively controls its air emissions by adhering to applicable regulations including the Emission Standard of Air Pollutants for Boiler (GB13271-2014). With its primary source of air pollutants from the boilers, this business arranges dust removal and desulphurisation processes to ensure compliance. Dedicated personnel are assigned to oversee the boiler operation, with the Equipment Department responsible for regular inspections and maintenance, while EHS engineers monitor compliance.

香精及食品配料業務

本業務遵守《揮發性有機物無組織排放控制標 準》(GB37822-2019)及《大氣污染物綜合排 放標準》(DB31/933-2015)在內的相關排放標 準,並在相關環境影響評估及排污許可證的指 引下,有效管理廢氣排放。

本業務的實驗室在微負壓的環境下運行,對有 組織廢氣進行噴淋處理、臭氧氧化、光催化分 解及活性炭吸附等多重處理工序,有效捕獲污 染物並淨化廢氣。廢氣經處理後通過高度達 15米以上的排氣筒進行排放。此外,該業務 採用符合環保要求的清潔能源作為燃料,以減 少對周圍大氣的影響。

為確保設備處於最佳運行性能,本業務每年安 排兩次活性炭更換,並定期對環保設備進行維 護。同時,每半年進行一次廢氣排放監測,以 確保符合排放標準。

煙用原料業務

本業務遵守《鍋爐大氣污染物排放標準》 (GB13271-2014)等適用的法規,以有效控制 廢氣排放。由於鍋爐是本業務主要的廢氣排放 源,本業務採用除塵與脱硫工藝以確保廢氣排 放合規。同時,指定專職人員負責鍋爐運行, 設備部負責定期檢查與維護,而環境健康與安 全工程師則專門負責監控合規情況。





retrofit of four gas boilers with low-nitrogen combustion technology. Following this upgrade, emissions were inspected by professional institute, confirming that all SO_x , NO_x , and PM met the stringent limits set by the Emission Standard of Air Pollutants for Boilers (DB 44/765-2019).

Aroma Raw Materials business

This business implements a comprehensive strategy to manage air pollutant emissions, focusing on VOCs and PM. Both organised and unorganised exhaust gases are collected and treated through alkaline spraying and activated carbon adsorption, ensuring compliance before discharge. Regular third-party testing is conducted to verify adherence to emission standards such as GB 14554-1993 and DB44/27-2001.

Collected exhaust gas are directed to a Regenerative Thermal Oxidiser for combustion treatment. Measures are also in place to prevent material loss due to spills or leaks. To further our precautionary approach, an emergency response plan is also in place for incidents such as organic gas leaks and pollution control system failures, in which includes clear procedures and responsibilities, with regular drills to ensure a prompt and effective response to environmental emergencies.

To enhance gas collection efficiency, staff receive training on the proper use of the relevant exhaust collection devices, while adjustments to fan speeds are made during loading and unloading processes, in line with environmental department requirements. The establishment of the dedicated VOCs management team enables this business to control air emissions through source reduction, end-of-pipe treatment, and optimisation of treatment facility operations, maintaining low VOC concentrations with a treatment efficiency exceeding 95%. 於2021年,本業務的下屬 子公司廣東金葉投資逾6百 萬人民幣對其鍋爐進行升 級,將鍋爐燃料從原煤炭開 為天然氣,顯著減少廢氣 放。為響應國家《燃氣鍋 放。為響應國家《燃氣鍋 放。為響應國家《燃氣鍋 放。為響應國家《燃氣鍋 放。為響應國家《燃氣 號 行大氣污染物特別排放限 值》的政策要求,廣東金 業 於2024年進一步完成為期 兩個月的技術升級,對現有

的四台鍋爐進行低氮燃燒技術改造工作。升級 完成後,經專業機構檢驗,SO_x、NO_x以及PM 的排放均符合《鍋爐大氣污染物排放標準》(DB 44/765-2019)的嚴格限值要求。

香原料業務

本業務實施一套全面的廢氣排放管理策略,重 點控制VOCs以及PM。對有組織及無組織的 廢氣進行收集並採用鹼液噴淋與活性炭吸附處 理,確保合規後方可排放。此外,本業務定期 委託第三方進行檢測,確保符合《惡臭污染物 排放標準》(GB 14554-1993)及《大氣污染物排 放限值》(DB44/27-2001)等相關標準。

收集到的廢氣經蓄熱式熱力焚化爐進行燃燒處 理。同時,本業務採取措施防止因洩漏或溢出 造成的物料損失。為進一步加強預防措施,本 業務已制定針對有機廢氣洩漏以及污染控制 系統故障等突發情況下的應急處置計劃,明確 相關處理程序與責任人工,並定期開展應急演 練,以確保在突發環境事件時能夠迅速且高效 地應對。

為提高廢氣收集效率,相關員工接受了正確使 用排氣收集設備的培訓,同時根據環保部門的 要求,在投料和放料過程中及時調整風機變 頻。此外,本業務成立專門的VOCs深度治理 小組,通過源頭減排、末端治理以及優化治污 設施運行的方式,控制廢氣排放,將VOCs排 放濃度控制在較低水平,處理效率超過95%。



Condiments business

The EHS Department of this business has established management protocols to oversee operations across all departments, ensuring compliance with emission standards including "Emission standard of cooking fume" (GB 18483-2001). Regular monitoring is conducted by third-party agencies to assess various emissions metrics, and the EHS Department is responsible for the compliant handling of exhaust materials.

With its primary source of air pollutants from boiler combustion, this business has upgraded to low-carbon burners and adopted exhaust gas recirculation technology. Besides, this business replaced diesel forklifts with electric ones and adopted laser coding machines instead of inkjet coding machines to reduce its emissions. It also introduced advanced cold water units to improve efficiency and adopted new refrigerant to demonstrate its commitment to emission management.

To support the national goal of achieving carbon neutrality, we are committed to reducing emissions across all three scopes (i.e. Scope 1, Scope 2 and Scope 3) during daily operations, encompassing the enhancement of our facilities' energy efficiency, actively exploring the adoption of renewable energy sources, and offsetting carbon emissions through tree planting initiatives. More details regarding these actions can be found in the subsequent subsection on "**Electricity**" and "**Other energy resources**".

調味品業務

本業務的環安部已制定相關的管理制度,以監督各部門的營運,確保其符合《飲食業油煙排放標準》(GB 18483-2001)等排放標準。第三方機構定期對本業務廢氣排放進行監測,評估各項排放指標,由環安部負責排放物的合規處理。

由於本業務主要廢氣來源為鍋爐燃燒,因此該 業務升級為低炭燃燒機,並採用尾氣循環燃燒 技術。此外,本業務用激光打碼機替換油墨噴 碼機以減少排放。本業務亦引入先進的冷水機 組以提高能效,同時使用新的冷媒以展現對廢 氣排放管理的承諾。

為支持國家實現碳中和目標,我們致力於在日 常營運中減少所有三個範圍(範圍一、範圍二 及範圍三)的排放。這一承諾包括提升設施的 能源效率、積極探索應用可再生能源,以及 通過植樹舉措抵消碳排放。有關上述活動的更 多詳情,請參閱下一節「**用電**」和「其他能源資 源」。



In FY2024, we achieved a remarkable 22% reduction in total wastewater discharge. This accomplishment was driven by a 23% decrease in non-hazardous wastewater and a 12% reduction in hazardous wastewater. Across our operations, the Tobacco Raw Materials, F&F and Food Ingredients business units, as well as office operations, all contributed to this success, with reductions in non-hazardous wastewater discharge ranging from 17% to 33%. A standout achievement was also recorded in the Aroma Raw Materials business, where the successful implementation of "green production" initiatives at its manufacturing plant led to a substantial reduction of 9,651 m³ of hazardous wastewater. Additionally, the F&F and Food Ingredients business and Aroma Raw Materials business achieved a 132,900 m³ in wastewater recycling.

Non-hazardous commercial and domestic wastewater from office operations is directed to the municipal drainage system and managed by building property management teams. Since wastewater volume correlates with water usage, we actively work to minimise water consumption in our offices, as detailed later in this report. 於2024財年,我們的廢水排放總量較上一財 年顯著減少22%。其中,無害廢水排放量下 降23%,而有害廢水排放量則減少12%。 煙用原料業務、香精及食品配料業務,以及 辦公室營運的無害廢水排放減幅介乎17%至 33%,均為廢水排放減少作出貢獻。此外, 香原料業務亦取得傑出成就,其生產工廠成 功落實「綠色生產」措施,促使有害廢水排放 量減少9,651立方米。此外,香精及食品配料 業務和香原料業務的廢水回收重用量亦高達 132,900立方米。

辦公室營運所產生的無害商業和生活廢水直接 排入市政排水系統,並由大廈物業團隊處理。 由於廢水量與用水量密切相關,我們將積極開 展行動將辦公室的用水量降至最低。具體措施 將在以下小節中進一步説明。


To meet local regulatory standards, we rigorously monitor wastewater quality at manufacturing sites, tracking key metrics like COD and BOD. We also collaborate with certified third-party providers to conduct regular assessments and ensure compliance with discharge permits.

F&F and Food Ingredients business

This business employs a robust wastewater management system to handle industrial effluents generated primarily from the cleaning of reaction vessels. Utilising a "UASB (Upflow Anaerobic Sludge Blanket) + Biological Filter" process, wastewater is treated to meet the Class III standards of the Comprehensive Wastewater Discharge Standard (GB8978-1996). Once treated, compliant effluent is directed into the industrial park's drainage network.

In adherence to environmental regulations, an online monitoring system has been installed for automatic monitoring and discharge control. Additionally, the wastewater treatment facility is designed and constructed to meet regulatory standards, with quarterly monitoring confirming that discharge levels consistently meet required parameters, including a COD concentration of less than 500 mg/L.

Taking proactive approach to prevent the contamination of natural water bodies, this business ensures that rainwater and sewage pipes are distinctly separated to prevent untreated sewage or chemicals discharge into the rainwater system. Furthermore, hazardous waste oil and chemicals are stored in designated containers at specific locations, while septic tanks and sewage pipes undergo regular cleaning to maintain proper functioning.

Tobacco Raw Materials business

This business's wastewater management strategy aligns with applicable standards including GB8978-1996 and DB 44/26-2001. A dedicated wastewater treatment facility, staffed by professionals, has been established to ensure daily monitoring of effluent quality.

Industrial wastewater is collected through a network of pipes and processed in-house through three main stages: pretreatment, biochemical treatment, and advanced treatment. Treated effluent is partially reused for production and domestic purposes, with the remainder integrated into the municipal sewage system. 為確保廢水排放符合當地的法規標準,我們通 過追蹤化學需氧量和生物需氧量濃度等相關排 放質量指標,嚴格監控製造工廠的廢水質量。 我們亦與符合資格的第三方供應商合作開展定 期評估,確保符合廢水排放許可。

香精及食品配料業務

本業務採用完善的廢水管理系統來處理清洗反 應容器所產生的工業廢水。通過「上流式厭氧 污泥床+生物濾池」工藝對廢水進行處理,確 保處理後達到《污水綜合排放標準》(GB 8978-1996)中的三級標準要求。經過處理後,達標 的廢水被排入工業園區的排水管網,實現高效 且合規的污水處理與排放。

為確保遵守環保法規,本業務安裝了在線監測 系統,用於自動監測和控制廢水排放。此外, 污水處理設施均按照法規要求設計與建造。通 過季度監測,確認其排放水平穩定符合規定參 數,其中COD濃度穩定低於每升500毫克。

為防止天然水體受到污染,本業務秉持積極預防的策略,確保雨水和污水管道明確分開,防止未經處理的污水或化學品排入雨水管道系統。此外,有害廢油、廢化學品等物品應妥善存放指定地點的專用容器內。化糞池和污水管道亦會定期進行清洗,以維持系統的正常運行。

煙用原料業務

本業務的廢水管理策略遵循《污水綜合排放標 準》(GB 8978-1996)及廣東省《水污染物排放 限值》(DB 44/26-2001)等相關標準。本業務 設立專門的污水處理設施,並由專業人員負責 日常監測以管控出水水質。

本業務通過管道網絡集中收集工業廢水,並在 污水處理廠內進行預處理、生化處理以及深度 處理三大主要工序。經處理的廢水部分回用於 生產和生活用途,其餘則接入市政污水管網。



Additionally, wastewater from employee activities and vehicle cleaning undergoes pre-treatment via the industrial park's septic tank before discharge. The production management team oversees wastewater testing, while EHS engineers ensure compliance and effective monitoring.

Aroma Raw Materials business

This business ensures that all production and process wastewater are treated at the in-house wastewater treatment station before discharge, with the oversights of the Technical Development Department. Wastewater generated during production is systematically collected and settled prior to further treatment, while domestic sewage is integrated into this system, all of which undergo thorough processing to meet discharge standards including the GB 8978-1996.

Wastewater is categorised upon collection into specific types, including high-salinity, low-salinity, domestic sewage, boiler discharge, and cooling water. High-concentration or special wastewater is subjected to pre-treatment using Fenton reactors, micro-electrolysis tanks, and sedimentation processes to ensure it meets the treatment station's inflow requirements. High-salinity wastewater is further processed through a three-effect evaporator to remove salts before entering the biochemical treatment phase, which includes anaerobic towers and advanced oxidation processes. Each treatment stage is meticulously monitored and recorded, allowing for continuous assessment of operational efficiency. The Environmental Protection Department is responsible for the overall management of this system, reinforcing the company's commitment to sustainable wastewater practices.

Condiments business

This business improves water efficiency and minimises water loss by implementing scientifically formulated Standard Operating Procedures for equipment cleaning. Additionally, the condensing systems have been redesigned to optimise the use of steam condensate reflux. To promote the preservation of water resources, water consumption ratios in each workshop are closely monitored and linked to the annual performance appraisals of employees. In response to government initiatives, this business has undertaken rainwater and sewage separation measures and upgraded its sewage treatment facilities to ensure that wastewater discharge complies with relevant standards. 此外,員工活動及車輛清洗產生的廢水經工業 園區污水處理廠預處理後方可排放。生產管理 團隊負責廢水的檢測工作,並由環境健康與安 全工程師監督合規性與有效性。

香原料業務

在技術開發部的全程監督下,本集團確保所有 生產及工藝廢水在排放前均經由內部污水處理 站進行處理。生產過程中產生的廢水經系統化 的收集沉降後進一步處理,而生活污水亦納 入污水處理系統。所有廢水均須經過徹底的處 理,確保廢水排放符合《污水綜合排放標準》 (GB 8978-19960)等排放標準。

本業務對廢水進行分類收集,包括高鹽廢水、 低鹽廢水、生活污水、鍋爐排污水及冷卻水。 對於高濃度或特殊性質的廢水,利用芬頓反應 器、微電解槽以及沉降工藝進行預處理,確 保其符合污水處理站的進水要求。高鹽廢水須 經過三效蒸發裝置去除鹽分,進入生化處理階 段,其中包括厭氧塔以及多級氧化處理過程。 每個處理階段都經過細緻的監控和記錄,以便 持續評估運行效率。各子公司環保部負責此系 統的整體管理,加強公司對可持續廢水管理的 承諾。

調味品業務

本業務實施科學制定的設備清洗標準操作程 序,從而提升水資源利用效率並減少水資源浪 費。此外,本業務亦對冷凝系統進行了重新設 計,以優化並充分利用蒸汽冷凝回流。為促進 對水資源的保護,每個車間的用水比率均受到 密切監控,並於員工的年度績效考核掛鈎。為 響應政府倡議,本業務已完成雨水與污水分流 的改造措施,同時升級了污水處理設施,確保 廢水排放符合相關標準。





In FY2024, the Group disposed approximately 6,995 tonnes of solid waste, in which 2.302 tonnes were non-hazardous domestic waste and 1,255 tonnes of non-hazardous industrial waste. It is worth noting that our commitment to sustainable waste management paid off with a 53% and 49% drop in non-hazardous industrial waste generation for the Tobacco Raw Materials business and F&F and Food Ingredients business respectively. To further our efforts, we recycled around 1,085 tonnes of solid this year, which consisted of 234 tonnes of plastic waste, 126 tonnes of paper waste, 694 tonnes of metal waste and 5 tonnes of glass waste. We recorded a remarkable 327% increase in the total amount of waste recycled this year as compared to FY2023. In addition to the incidental increase in metal waste recycled due to the disposal of one of the production line in the Tobacco Raw Materials business, the paper waste and plastic waste recycled also marked a 43% and 75% increase, altogether contributing to this significant performance in FY2024.

於2024財年,本集團共計處置約6,995噸固 體廢棄物,其中包含2,302噸無害生活廢棄 物以及1,255噸無害工業廢棄物。值得一提的 是,煙用原料業務和香精及食品配料業務的無 害工業廢棄物量分別下降53%和49%,體現 出我們對可持續廢棄物管理的承諾已取得顯 著成效。為進一步推動廢棄物減量工作,我們 於年內回收了共計1,085噸固體廢棄物,其中 包括234噸塑料廢棄物、126噸紙製廢棄物、 694噸金屬廢棄物以及5噸玻璃廢棄物。相較 2023 財年,本財年回收的廢棄物總量顯著增 加327%。除金屬廢棄物由於煙用原料業務中 生產線的處置而導致大幅上升外,本集團紙製 及塑料廢棄物的回收量亦上升43%和75%, 共同促成2024 財年在回收廢棄物方面的卓越 表現。

We are committed to responsible solid waste management by complying with local regulations and enforcing internal policies, including the Environmental and Occupational Safety Monitoring and Control Procedures and Solid Waste Management Regulations, to ensure proper waste treatment and categorisation. The Administrative Department oversees these practices under the Monitoring and Measurement Control Procedures, addressing any non-conformities timely to prevent environmental risks from improper waste handling.

F&F and Food Ingredients business

This business adopts a comprehensive approach to managing both hazardous and non-hazardous solid waste, ensuring compliance with relevant regulations such as the Standard for Pollution Control on Hazardous Waste Storage (GB 18597-2001). Solid waste is categorised and disposed of following GB/T 39189 and applicable solid waste regulations.

Hazardous materials such as laboratory waste liquids, spent activated carbon, used laboratory equipment, dust, and waste light tubes are handled by qualified third-party disposal companies under annual contracts. All hazardous laboratory waste is collected and transported to dedicated storage facilities by trained personnel, with oversight provided by the Equipment Department to ensure compliance and proper documentation.

Non-hazardous solid waste is managed through a robust tracking system, ensuring timely inventory control and disposal by accredited third-party organisations. Its EHS monitoring procedures guide the management of waste to ensure adherence to environmental standards. Furthermore, any waste generated during operations, including waste packaging, is also entrusted to qualified third parties for safe disposal, with detailed records maintained to track all waste movements effectively.

Tobacco Raw Materials business

This business has established dedicated storage facilities for both hazardous and non-hazardous solid waste, ensuring unified collection and management through agreements with qualified external recycling and disposal providers. Domestic waste is handled by the Sanitation Department, while hazardous waste, such as coal ash and sludge, is entrusted to certified recovery units for reuse in the production of cement and organic fertilisers. Hazardous waste is disposed of by licensed hazardous waste treatment facilities, ensuring safe and compliant handling. 我們致力於負責任的固體廢棄物管理,遵守當 地法規,並執行《環境和職業健康安全監測和 測量控制程序》以及《固體廢棄物管理規定》等 內部政策,保障廢棄物得到妥善處理和分類。 行政部根據《監視和測量控制程序》進行密切 監控相關實踐,及時處理任何不符合規定的情 況,防止因廢棄物處理不當造成的環境風險。

香精及食品配料業務

本業務採取全面的方法管理有害及無害固體廢 棄物,確保其處置符合《危險廢物貯存污染控 制標準》(GB 18597-2001)等相關法規。所有 固體廢棄物均按照GB/T39189以及適用的固 體廢棄物法規進行分類與處理。

實驗廢液、廢活性碳、廢實驗用具、粉塵以及 廢燈管等有害廢棄物均由合資格的第三方處理 公司依照年度合約負責處置。所有實驗室產生 的有害廢棄物均由受過專業培訓的人員收集 並運送至專用的儲存設施,並由設備部全程監 督,以確保符合法規並妥善記錄。

無害固體廢棄物則透過一套嚴密的追蹤系統進 行管理,確保由受認證的第三方機構及時進行 庫存控制與處理。環境、健康與安全監測程序 為廢棄物管理提供指引,以確保符合環保標 準。此外,營運過程中產生的所有廢棄物(包 括包裝廢料)亦交由合資格的第三方負責安全 處置,並建立詳盡的記錄,以有效追蹤所有廢 棄物的流向。

煙用原料業務

本業務已建立專門的儲存設施,統一收集與管 理有害及無害固體廢棄物,並與合資格的外部 回收與處理機構簽訂合作協議,確保廢棄物的 妥善管理。生活廢棄物由環衛部門處理,而如 煤灰和污泥等有害廢棄物則交由具有資質的回 收單位,重新利用於生產水泥和有機肥料。其 他有害廢棄物則由獲得許可的有害廢棄物處理 單位處置,以確保處理過程安全、合規。 Its production solid waste, primarily consisting of discarded filter rods, is collected by designated personnel immediately after production and sent to the Material Management Department for centralised tracking. The Monopoly Office of the Warehouse Department liaises with the State Tobacco Monopoly Administration, which oversees the process of delivering this waste to a waste-to-energy plant for incineration and energy recovery. Overall, solid waste management is conducted through a warehouse system, with the EHS supervising operations.

Aroma Raw Materials business

This business employs a systematic approach to managing both hazardous and non-hazardous solid waste, ensuring compliance and environmental protection. Hazardous solid waste, such as spent activated carbon, is regularly collected and processed by a qualified external disposal company, with contracts in place to ensure consistent handling. Nonhazardous industrial waste, including coke, is also removed on a regular basis.

For effective waste management, hazardous waste is categorised and stored separately, with strict adherence to handling protocols. The Production Safety Department is responsible for the maintenance and operation of waste management facilities, ensuring their proper functioning and overseeing the collection and storage of solid waste. All solid waste generated is classified into categories such as hazardous waste, general industrial solid waste, and domestic rubbish. Each Producing Department is tasked with collecting and storing waste in designated areas, clearly labelled for hazardous waste management.

Environmental administrators maintain accurate records of hazardous waste types, quantities, production processes, and pollutant characteristics in accordance with local regulations such as Shandong Province Hazardous Waste Management Regulations, reporting this data to the provincial solid waste management system. It also implements measures to reduce the generation of solid waste during production. Additionally, residues from distillation processes are sampled and analysed to ensure 100% utilisation efficiency. 本業務生產過程中產生的固體廢棄物主要為廢 棄濾棒,生產完成後由專責人員及時收集,並 送往物質管理部計量集中管理。倉儲部專賣辦 公室與國家煙草專賣局協調,負責監督將此類 廢棄物運送至垃圾發電廠進行焚燒處理,同時 產生能源。整體而言,固體廢棄物管理透過倉 儲系統進行,並由環境、健康與安全人員監督 運作。

香原料業務

本業務採用系統化方式管理有害及無害固體廢 棄物,確保其合規性並兼顧環境保護。有害固 體廢物,如廢活性碳,由合資格的外部處理公 司定期收集與處理,並簽訂合約以確保一致的 處理方式。此外,本業務對焦炭等無害工業廢 棄物亦進行定期清運。

為有效管理廢棄物,本業務將有害廢棄物按類 別分類並獨立存放,嚴格遵循處理規範。生產 安全部負責廢棄物管理設施的維護與運作,確 保設備正常運行,並監督固體廢棄物的收集與 儲存。所有產生的固體廢棄物將依其性質劃分 為有害廢棄物、一般工業固體廢棄物及生活垃 圾等類別,各生產部須將廢棄物存放於指定區 域,並對有害廢棄物管理進行明確標識。

公司環保管理員負責根據《山東省危險廢物管 理條例》如實記錄有害廢棄物的種類、數量、 產生工序及污染特性,並將數據上報至省級固 體廢棄物管理系統。此外,本業務亦採取減 廢措施,以減少生產過程中固體廢棄物的產 生。同時,對生產過程中產生的蒸餾釜殘進行 取樣與化驗分析,確保物料的利用效率達到 100%。



This business generates both industrial and hazardous waste, such as organic solvent waste and waste mineral oil, which are transferred to certified third-party organisations for proper disposal. In compliance with relevant regulations and internal policies — including the Waste Disposal Management System and the Hazardous Waste Utilisation and Disposal Process — this business ensures responsible waste management. A dedicated department oversees regular monitoring, maintains discharge permits, and manages solid waste in alignment with environmental impact assessment requirements.

Annually, it produces approximately 1 tonne of hazardous solid waste, such as filtration-activated carbon and waste oil, which is securely stored in designated hazardous waste warehouses before being transferred. To minimise environmental risks, this business provides periodic training to employees, raising awareness of environmental protection and reducing the likelihood of pollution incidents caused by human error. Additionally, it has partnered with professional waste recycling firm to classify and recycle recyclable solid waste, further supporting its commitment to sustainable waste management practices.

調味品業務

本業務在生產過程中產生工業廢棄物及有害廢 棄物,包含廢棄有機溶劑及廢礦物油。這些廢 棄物將運送至具有認證的第三方機構進行妥善 處置。為確保負責任的廢棄物管理,本業務遵 循《廢棄物處理管理制度》及《危險廢物利用、 處置工藝》等相關規定和內部政策開展工作。 由專責部門負責定期監測,維護排放許可證, 並依據環境影響評估要求管理固體廢棄物。

本業務每年產生約1噸有害廢棄物,包括過濾 活性碳與廢油,這些廢棄物在轉運前均安全儲 存於專門的有害廢棄物倉庫。為降低環境風 險,本業務定期為員工提供環保培訓,提高員 工的環保意識,並減少因人為錯誤而引起污染 事故的可能性。此外,本業務亦與專業的廢棄 物回收公司合作,對可回收的固體廢棄物進行 分類回收,進一步支持對可持續廢棄物管理實 踐的承諾。

Noise

In FY2024, in compliance with the noise emission regulations including the Law on Prevention and Control of Environmental Noise Pollution and Emission Standards for Industrial Enterprises Noise at Boundary (GB12348-2008), we implemented



several measures to effectively manage noise pollution during operations. Improvements were made to the negative pressure fans in the production workshop by adding soundproofing materials, including acoustic insulation on exhaust ducts, to reduce noise levels around machinery and the surrounding areas. Additionally, the use of variable frequency silent motors further minimises operational noise, collectively contributing to a quieter environment. In FY2024, no substantiated noise complaints were received from nearby residents.

噪聲

於2024財年,我們謹遵《環境噪音污 染防治法》以及《工業企業廠界環境噪 聲排放標準》(GB 12348-2008)等噪 聲防治相關法規,並實施多項措施, 有效管理營運過程中的噪音污染。我 們對生產車間的負壓風機進行優化, 增設了隔音材料,包括在排氣管道上 安裝吸音棉等,以降低機械設備及其 周變頻靜音電機以進一步減少設備運

行時的噪聲,共同營造更為安靜的環境。於 2024財年期間,我們未收到來自周邊居民關 於噪音問題的實質性投訴。



4.2. Energy & Resources

GRI	3-3 (c-d); 302-4; 302-5; 303-1
HKEX	Aspect A2; KPI A2.3; KPI A2.4

In FY2024, the primary resources consumed by the Group were electricity, diesel, natural gas, gasoline, refrigerant, steam, water, paper and various raw materials as well as packaging materials. Table 2 in APPENDIX III on page 116 illustrates the amount of different resources consumed by the Group in FY2024 and FY2023.

4.2. 能源與資源

GRI	3-3 (c-d); 302-4; 302-5; 303-1
聯交所	層面 A2; KPI A2.3; KPI A2.4

於2024財年,本集團所消耗的主要資源為電力、柴油、天然氣、汽油、製冷劑、蒸汽、 水、紙張以及各種原材料和包裝材料。本集團 於2024財年和2023財年使用的不同資源量具 體表現於第116頁附錄三的表2。

Electricity

The electricity consumed by the Group mainly came from the operation of electrical equipment and device in the offices and factories. In FY2024, the electricity consumption of the Group was 69,642 MWh.

用電

本集團所消耗的電力主要來自辦公室及工廠的 電力設備及裝置的運作。於2024財年,本集 團的電力消耗總量為69,642兆瓦時。



In FY2024, we observed a modest increase of 19% in electricity consumption compared to FY2023. This rise can primarily be attributed to the inclusion of full-scale operations of our manufacturing plant in Indonesia for the Tobacco Raw Materials business, as well as the increased business activities from subsidiaries within the Aroma Raw Materials business. 於2024財年,本集團用電量較2023財年輕微 增長19%。這一增長主要歸因於煙用原料業 務位於印度尼西亞的生產工廠全面投入營運, 以及香原料業務旗下子公司業務活動增加。



To optimise electricity management, the Group employs tailored strategies for both domestic and production-related electricity use. General practices include turning off idle appliances, maximising natural light and airflow, and selecting energy-efficient devices during procurement. Additionally, specific goals and policies are set for different business segments. 為優化電力管理,本集團分別對生活用電和生產用電採取了具有針對性的策略。常規措施包括關閉所有閒置的電器,充分利用自然光和通風,以及在採購時選擇節能設備等。此外,本集團亦針對不同的業務板塊制定了具體的目標及指導政策,以進一步提升能源使用效率。

F&F and Food Ingredients business

Its facilities management department oversees environmental protection, energy, and emissions management, focusing on compliance with regulations and avoiding penalties. To boost



energy efficiency, this business also stresses on the use of "green lighting" system with durable, high-efficiency lighting and prioritises purchasing energy-saving water pumps and cooling towers. Its energy management follows the Energy Management System guidelines, prohibiting unauthorised installation of energyintensive equipment.

Tobacco Raw Materials business

Under the "Management System for Energy Conservation and Emission Reduction (Trial)," this business implements measures to optimise the use of water, electricity, fuel, and office supplies. An Energy Conservation and Emission Reduction Management Team is responsible for overseeing these efforts, while the Energy Conservation and Emission Reduction office coordinates implementation. They also collaborate with the power supply company to eliminate unnecessary basic electricity consumption based on the actual production capacity so as to reduce resource waste.

Aroma Raw Materials business

This business enhances electricity management by installing meters in workshops to analyse energy consumption and ensure the effective use of waste heat from steam condensate. During expansion projects, they prioritise high-efficiency equipment and aim to increase the adoption of renewable energy sources.

香精及食品配料業務

本業務的設施管理部負責環境保護、能 源及排放管理方面的工作,重點關注確 保業務營運的合規性,避免罰款風險。 為提升能源效率,本業務亦強調使用 「綠色照明」系統,採用耐用且高效的照 明設備,並優先採購節能型水泵與冷卻 塔。此外,本業務的能源管理遵循能源 管理體系指引,嚴禁私自裝接高能耗設 備。

煙用原料業務

根據《節能減排管理制度(試行)》的要求,本 業務採取多項措施來優化水、電、燃料及辦公 用品的使用。節能減排管理團隊負責監督各項 節能減排舉措,並由節能減排辦公室負責協調 具體的執行。此外,本業務與一家供電公司合 作,根據實際生產能力及時調整保底的基礎用 電量,減少不必要的資源浪費。

香原料業務

本業務通過在車間安裝電表以改善電力管理, 監測和分析各車間的能源消耗,並確保有效利 用蒸汽冷凝水產生的餘熱。在項目擴建中,本 業務優先採用高效設備,並積極提升可再生能 源的應用比例。



Condiments business

This business ensures monthly electricity usage is tracked for each product in all workshops, and outdated equipment is replaced with advanced chillers to ensure efficient electricity management.

Renewable energy resources

At Huabao, we are committed to integrating renewable energy into our operations to strive for cleaner production. Our initiatives include the installation of solar-powered streetlights across facilities and prioritising the procurement of renewable energy products, such as solar panels, to reduce reliance on conventional energy sources. This year, F&G, our subsidiary in the F&F and Food Ingredients business, managed to utilise 34,500 kWh of solar energy to support its operations. Also, Guangdong Jingye, our subsidiary in the Tobacco Raw Materials business, cooperated with a photovoltaic company to rent out extra warehouse rooftops for the installation of their solar cells, and will enjoy preferential price for the use solar energy in the future.

For our Aroma Raw Materials business, we have also developed a mid- to long-term renewable energy strategy, featuring a roadmap to lower generation costs and a renewable energy quota system. This is supported by green power certificate trading mechanisms to promote clean energy production and consumption. Aligning with national renewable energy plans, we optimise energy integration by enhancing grid operations, prioritising clean energy generation, and improving coordination between renewable energy development and power systems.

To ensure efficient renewable energy utilisation, we are investing in grid flexibility and peak shaving capabilities. This includes retrofitting coal-fired units, accelerating peak shaving power source construction, and improving self-owned power plant management.

Other energy resources

In FY2024, the Group utilised diesel, natural gas, gasoline and steam as its primary energy sources for operations and transportation. To effectively manage emissions resulting from the combustion of fossil fuels, the Group implements an enhanced energy management strategy that emphasises datadriven decision-making and the adoption of energy-efficient solutions and technologies, while maximising the untilisation of clean energy sources.

調味品業務

本業務確保對所有車間單位產品的月度用電情 況進行追蹤,並以先進的冷水機組取代老舊設 備,實現高效的電力管理。

可再生能源資源

在華寶,我們致力於將可再生能源的應用融入 業務營運,從而實現更清潔的生產方式。我們 實施多項舉措,包括在各個設施內安裝太陽能 路燈,並優先採購太陽能板等可再生能源應用 產品,以減少對傳統能源的依賴。年內,我們 香精及食品配料業務旗下的子公司F&G已成 功使用34,500千瓦時的光伏發電以支持其營 運。此外,我們煙用原料業務旗下的子公司廣 東金葉與一家光伏企業合作,將閒置倉庫屋頂 出租用於安裝太陽能電池板,未來將能夠以優 惠價格使用太陽能。

在香原料業務方面,我們已制定可再生能源中 長期發展戰略,其中包括降低可再生能源發電 成本的路線圖以及實施可再生能源電力配額 制。該戰略配合綠色電力證書交易體系,進一 步促進清潔能源的生產和消費。此外,我們積 極響應國家可再生能源發展規劃,通過優化電 網運行、優先發展清潔能源發電以及改善可再 生能源與電力系統的統籌協調,實現能源高效 整合。

為確保可再生能源的高效利用,我們正在投資 研究提高電網靈活性和調峰能力,其中包括改 造燃煤機組、加快調峰電源建設,以及改善自 備電廠的管理。

其他能源資源

於2024財年,本集團主要消耗柴油、天然 氣、汽油和蒸汽作為日常營運和交通運輸的主 要能源。為有效管理化石燃料所產生的排放, 本集團強化並推行能源管理策略,著重於數據 驅動決策,並採用高能效解決方案與技術,同 時最大限度提升清潔能源的利用率。



In FY2024, the total energy consumption of the Group (excluding electricity) amounted to 81,758 MWh, among which the F&F and Food Ingredients business, Tobacco Raw Materials business, Aroma Raw Materials business and Condiments business accounted for 10%, 19%, 64% and 8%* respectively. The administrative office of the Group did not consume any other energy resources during the year.

於2024財年,本集團除電力外的總體能源消 耗為81,758兆瓦時,其中香精及食品配料業 務、煙用原料業務、香原料業務及調味品業務 分別佔10%、19%、64%及8%*。本集團行 政辦公室於年內並未使用任何其他能源。



Energy Consumption Among Business Segments of the Group 本集團各業務板塊能源消耗量

Since 2021, we have taken significant strides in transitioning to cleaner energy sources, underscoring our commitment to sustainable operations. In the Tobacco Raw Materials business, we eliminated the use of coal entirely, replacing it with natural gas — a cleaner and more efficient fuel — for our boilers. Building on this progress, the Aroma Raw Materials business achieved a major milestone in 2023 when one of its subsidiaries ceased using biomass as fuel and transitioned to steam, a more environmentally friendly alternative. These strategic shifts have resulted in the complete elimination of coal and biomass consumption across our operations in recent years.

* Numbers may not add up to 100% due to rounding.

自2021年起,我們在向清潔能源轉型方面取 得顯著進展,體現了我們對可持續營運的承 諾。在煙用原料業務中,我們全面淘汰煤炭的 使用,改用更潔淨高效的天然氣作為鍋爐燃 料。在此基礎上,香原料業務於2023年實現 重大突破,旗下其中一家子公司停止使用生物 質燃料,轉而採用更環保的蒸汽能源作為替 代。這些戰略性轉型使我們於近年內的營運中 全面停止對煤炭和生物質燃料的消耗。

由於四捨五入之誤差,數字的總和未必等於 100%。



Today, our energy consumption profile is streamlined and sustainable, relying on just three major sources. Natural gas remains the cornerstone, accounting for over 90% of our energy use across all business segments. This consistent reliance on cleaner energy not only reduces our environmental footprint but also ensures uninterrupted production capacity. 如今,我們的能源消耗結構已更加精簡且可持續,僅依賴三大能源來源。天然氣仍然是核心 能源,佔所有業務板塊能源使用量的90%以 上。這種穩定使用清潔能源的策略不僅有助我 們減少環境足跡,亦確保我們生產能力的連續 性。

Recognising that fuel consumption is mainly divided into vehicle operations and production boilers, we are committed to optimising liquid fuel use, particularly in mobile activities. This is accomplished through initiatives such as regular vehicle maintenance, encouraging eco-friendly driving practices, and reducing nonessential business travel. We also promote the use of shuttle buses and public transit options, discouraging the use of personal fuel-powered vehicles. In alignment with national initiatives, we have also been adopting new energy vehicles for non-road machinery.



我們意識到燃料消耗主 要來自車輛使用及生產 鍋爐運行,因此致力 於優化對液體燃料的使 用,特別是在移動作業 方面。我們通過落實多 項舉措來實現這一目 標,包括定期維護車 輛、鼓勵環保的駕駛習 **惜以及減少非必要的商** 務出行。此外,我們提 倡員工乘坐通勤班車和 公共交通出行, 並鼓勵 減少私家燃油車輛的使 用。為響應國家政策, 我們亦逐步引入新能源

車輛於非道路機械領域。

Furthermore, to address stationary fuel usage, we urge our subsidiaries to follow the guidelines and actively improve energy efficiency while shifting towards greener, low-carbon operational practices. 此外,針對固定源燃料使用,我們敦促旗下子 公司遵循相關指引,積極提升能源效率,同時 轉向更加環保、低碳的營運實踐。

F&F and Food	Tobacco Raw	Aroma Raw	Condiments
Ingredients business	Materials business	Materials business	business
香精及食品配料業務	煙用原料業務	香原料業務	調味品業務
 Install energy-efficient heating devices on boilers and use warm or hot water when possible 在鍋爐上安裝節能加熱裝 置,並盡可能注入溫水或熱 水 Implement automatic controls and insulation on steam pipelines to reduce heat loss 在蒸汽管道上安裝自動控制 裝置並實施隔熱措施,減少 熱量損失 	 Perform daily inspections and maintenance on main steam pipelines 對主要蒸汽管道進行 日常檢查和維護 Adjust boiler operations swiftly in response to abnormal steam flow fluctuations 在蒸汽流量異常波動 時迅速調整鍋爐運行 	 Maintain energy supply pipelines regularly to enhance efficiency and prevent leaks 定期維護能源供應管 道,提高效率並防止 能量滲漏 Clean heat exchangers to boost heat exchange efficiency 清理熱交換器以提高 熱交換效率 	 Automatically regulate natural gas input based on steam demands 根據蒸汽用量需求自 動調節天然氣進量 Transition from diesel to electric forklifts to minimise fossil fuel usage 將柴油叉車替換為電 動叉車,以盡量減少 化石燃料的使用量



Water

In FY2024, the Group did not face any problem in sourcing water fit for its purposes. During the year under review, the Group's water consumption could be categorised into production and domestic use, with the total water consumption across all business segments amounted to 1,149,546 m³.

水

於2024財年,本集團在求取適用水源上沒有 遇到任何問題。於回顧年度內,本集團所有業 務板塊的總用水量為1,149,546立方米,主要 為生產用水和生活用水。



In FY2024, we achieved an approximate 37% reduction in water consumption, with significant decreases observed in our F&F and Food Ingredients business, as well as in office operations. This reduction highlights the effectiveness of our water-saving initiatives. Despite this overall decrease, the F&F and Food Ingredients business, along with the Aroma Raw Materials business, continued to be the highest consumers of water due to the nature of their production processes.

Notwithstanding that, we are committed to reducing our water consumption in production by refining processes and enhancing manufacturing technologies. To conserve domestic water, we emphasise employee education and cultivates a culture of water conservation to mitigate water wastage. Subsidiaries are encouraged to adhere to this policy and actively improve their water efficiency. 於2024財年,我們成功減少約37%的水資源 消耗,其中香精及食品配料業務以及辦公室營 運的用水量實現顯著下降。這一成果突顯了我 們節水舉措的成效。儘管整體用水量下降,但 由於生產流程的特性,香精及食品配料業務和 香原料業務仍是集團用水量最高的領域。

儘管如此,我們仍致力於通過優化流程和提升 製造技術來減少生產用水的消耗。為節約生活 用水,我們重視員工教育,在企業內培養節水 文化,減少浪費水資源的行為。我們鼓勵旗下 各子公司遵守相關政策,積極提高用水效率。

F&F and Food Ingredients business 香精及食品配料業務	Tobacco Raw Materials business 煙用原料業務	Aroma Raw Materials business 香原料業務	Condiments business 調味品業務
 Create a water treatment and regeneration facility to recycle water used in reactors for cleaning purposes 建立水處理與再生設施,回 收並重用反應釜中的水作清 潔用途 	 Implement a water management system across departments to promote the reuse of condensate 實施適用於各部門的 水資源管理體系,促 進冷凝水的再利用 	 Reuse treated wastewater and condensate in other operational processes 將處理過的廢水和冷 凝水再利用於其他營 運過程 	 Invest in state-of- the-art chillers and variable frequency water pumps to enhance efficiency 投資先進的冷水機組 和變頻水泵以提高效 率
 Schedule regular maintenance on water pipelines to prevent issues like evaporation, discharge, dripping, or leaks 定期維護供水管道,防止 「跑、冒、滴、漏」等問題 	 Engage employees in water-saving efforts through awareness campaigns and slogans 通過宣傳活動和節水標語,提升員工節水意識 Identify and resolve water leaks prominently 及時發現並解決顯著的水資源洩漏問題 Encourage participation in conservation efforts via posters affixed on main pathways 在主要通道張貼海報,鼓勵員工參與節 	 Assess water usage efficiency and total water withdrawal regularly 定期評估用水效率和 總取水量 Promote the water conservation practices among frontline staff and form standardised procedures 向前線員工推廣節水 實踐並形成規範化的 程序 	 Promote the reuse of condensate for other purposes including irrigation 推廣將冷凝水重用於 其他用途,例如灌溉 Keep comprehensive records and analyse water consumption metrics for each product across all workshops 全面記錄和分析所有 車間的單個產品耗水 指標

水行動



In FY2024, we consumed 5,023 kg of paper. Reckoning that paper is mainly utilised for administrative purposes, we are committed to fostering a "Paperless Office" and "Office Automation" culture by regulating how paper and printers are used in the workplace. Emphasising digital solutions for information sharing, we encourage double-sided printing and the use of recycled paper for internal documentation.



紙張

於2024財年,我們消耗共計5,023 千克紙張。考慮到紙張使用主要集中 於行政工作,我們致力於通過規範工 作場所中紙張和打印機的使用,推廣 「無紙化辦公」以及「辦公自動化」的文 化。我們強調充分利用數字化解決方 案分享資訊,並鼓勵雙面打印以及使 用環保紙作為內部文件的用紙。

F&F and Food Ingredients business 香精及食品配料業務

 Designate specific staff to oversee each printer and copier, keeping thorough records of printing activities, and transitioning to electronic receipts for customer transactions 安排指定的員工負責監管每 台打印機及複印機的使用, 保留打印和複印活動的詳細 記錄,並為客戶提供電子收 據

Materials business 煙用原料業務 • Implement the "Administrative Office Materials Management Regulations" to establish guidelines for paper procurement and set objectives for reducing paper consumption 實施《行政辦公物資 管理規定》,制定紙 張採購的指引並設立 節約紙張的目標

Tobacco Raw

Aroma Raw Materials business 香原料業務

- Launch the
 "Enterprise Paper Saving Proposal," which includes

 key initiatives
 aimed at motivating
 employees to
 minimise paper
 usage
 推行《企業節約用紙
 倡議書》,提出13項
 關鍵倡議以呼籲員工
 節約用紙
- Adopt "Office Automation" protocols to decrease reliance on paperbased approvals 採用「辦公自動化」 流程以減少在紙張上 的批復
- Aiming for 25% reduction in paper usage by 2030 計劃到2030年減少 25%的紙張使用量

2024 Environmental, Social and Governance Report 環境、社會及管治報告



Packaging materials

In FY2024, we reported a total usage of 16,625* tonnes of packaging materials, encompassing a variety of types such as plastic, paper, metal, wood, and glass. Recognising the growing demand for packaging due to increased production and sales, we have implemented effective strategies to manage the consumption of single-use packaging. These strategies focus on prioritising reusable and recyclable materials during procurement, reducing unnecessary packaging designs, and exploring sustainable alternatives.

包裝材料

於2024財年,我們的包裝材料總用量達 16,625*噸,其中包括塑料、紙張、金屬、木 材以及玻璃。我們意識到,隨著生產與銷量的 增長,我們對包裝的需求日益增加。為此,我 們已採取一系列有效策略來管理一次性包裝的 使用。這些策略著重於在採購過程中優先選用 可重複使用或可回收的包裝材料,減少不必要 的包裝設計,同時探索可持續的替代方案。

F&F and Food Ingredients business - HDPE plastic barrels, cardboard barrels, iron barrels, woven bags and aluminium bags 香精及食品配料業務 - 主要使用高密度 聚乙烯塑料桶、紙筒、 鐵桶、編織袋和鋁膜袋	Tobacco Raw Materials business - Paper pulp, film bags, cartons and plastic barrels 煙用原料業務 - 主要使用紙漿、 薄膜袋、紙箱 以及塑料桶	Aroma Raw Materials business - Cardboard barrels, composite paper barrels, cartons, plastic tanks, plastic barrels with bungs and polyethene bags 香原料業務 - 主要使用紙桶、 複合紙桶、紙箱、 塑料罐、閉口塑料桶 以及聚乙烯袋	Condiments business - Glass bottles, PET bottles, metal tins, plastic barrels, PE pipes, cartons and paper boxes 調味品業務 - 主要使用玻璃瓶・ 聚對苯二甲酸乙二酯 瓶、金屬罐、塑料桶、 聚乙烯管、紙箱和紙製 盒子
 Standardise packaging specifications to minimise excess packaging 統一包裝規格,盡量減少過 度包裝 Initiate a "paper instead of plastic" initiative for new packaging solutions 推動「以紙代塑」計劃,探 索新型包裝解決方案 	 Implement strict inventory management for packaging materials 對包裝材料的庫存進 行嚴格管理 Collect and reuse semi-finished rod packaging for further processing 收集並重複使用半成 品棒材包裝,作進一 步加工處理 	 Adhere to the "Packaging Material Management Regulation" to ensure the reuse of all barrels used in production 遵守《包裝材料管理 制度》,確保生產中 使用的所有周轉桶均 能重複使用 Packaging materials and labels are collected for use on demand 對包裝材料和標籤等 採取按需領用 	 Enforce stringent controls over packaging material purchases, prioritising eco- friendly options 嚴格管控包裝材料的 採購,優先選擇環保 材料 Promote the use of recyclable packaging materials by collaborating with suppliers in the use of more durable plastic boxes 通過與供應商合作使 用更加耐用的塑料箱 替代紙箱周轉使用, 推廣使用可回收包裝 材料

* Numbers may not add up due to rounding.

由於四捨五入之誤差,數字總和未必相等。



4.3. Respecting the Environment and Conserving Our Natural Resources

G	KI	
н	кех	

3-3 (c-d); 303-1; 304-2; 306-1; 306-2 Aspect A3; KPI A3.1

Aligned with its corporate vision of "Flavour Your Life", the Group is dedicated to creating a conducive operational environment that enables the identification of environmental impacts and the implementation of appropriate mitigation measures. As a prominent national enterprise, the Group diligently evaluates and identifies the significant environmental impacts resulting from its business operations, and endeavours to adopt diverse measures to manage the strain it places on the natural environment.

Considering its role as a manufacturer, the Group acknowledges that the consumption of natural resources such as energy and water, as well as emissions of air pollutants, GHG and waste constitute its most prominent environmental impacts. Consequently, a series of actions have been developed and implemented to address and mitigate these environmental impacts and associated risks.

Environmental Management System and Environmental **Targets**

and a

环境管理体系认证证书

救 证 明

广州华芳烟用香精有限公司

广东省广州市黄埔区云埔工业区云埔一路 22 号

不壞管理体系符

GB/T 24001-2016/ISO14001:2015 标准

烟用香精、香料的开发、生产和销售及相关管理活动 24代7月486.希着重加加加杂行的对象重要者。虽然的认识的、Q基基学可具有、组织的认识和思想 限证目期、2021年12月16日 预定目期、2024年12月16日 本证书有效增后2021年12月16日放至2024年12月15日 我让任规系必须定期接受监督审核并指电\\\\\\#64次运行为增快有效

本证书信息写在国家认证认可监督管理委员会官方网站(www.cncs.gov.on)上遗谣 证书时效及适用性可问认证影响营输;网址;www.gzoc.org.cn.或极端;020-63370902 中国广系监广而市广街大道中 227 号华星大量 4倍(5105200)中坚认过着限责任公司

公司代表(祭名)

统一社会信用代码, 914401

Our subsidiaries have successfully attained ISO 50001 and ISO 14001 certifications, underscoring their commitment to energy and environmental management. By embedding environmental protection into their daily operations, they have created comprehensive systems for identifying, preventing, mitigating, and monitoring the ecological impacts of their activities.

In alignment with the national initiative for ecological civilisation, we are unwavering in the dedication to environmental sustainability. This is exemplified by the implementation of the "2025 Huabao Sustainable Development Goals" across various business sectors over recent years. Recognising the importance of collaboration

in fostering environmental conservation, we actively promote changes in operational practices to expedite progress. For further details, please see APPENEDIX I as set out on page 112.

4.3. 尊重環境與保護自然資源

GRI	3-3 (c-d); 303-1;304-2;
	306-1; 306-2
聯交所	層面A3; KPI A3.1

秉承[美好生活引領者]的企業願景,本集團致 力於營造良好的營商環境,以便識別營運對環 境的影響並採取適當的緩解措施。作為國內知 名的領先企業之一,本集團嚴謹評估並識別其 業務營運所帶來的重大環境影響,並致力於採 取多種措施以減輕對自然環境造成的負擔。

考慮到其作為製造商的業務性質,本集團深知 能源與水等自然資源的消耗,以及廢氣、溫室 氣體和廢棄物的排放是其業務所造成的相對較 重大的環境影響。因此,本集團已制定並落實 一系列行動以應對和減輕其環境影響和相關風 險。

環境管理體系及環境目標

我們旗下的子公司已成功 獲得 ISO 50001 能源管理 體系以及ISO 14001環境 管理體系認證,彰顯了對 能源和環境管理的承諾。 通過將環保融入日常營 運,各子公司建立起全面 的系統,用於識別、預 防、緩解和監控其業務活 動對生態環境的影響。

此外,我們積極響應國家 生態文明建設的倡議,堅 定不移地致力於環境可 持續發展。近年來,我 們堅持在各業務領域落 實[2025華寶可持續發展 目標」便是這一承諾的體 現。我們同樣認識到合作

在推動環境保護方面的重要作用,因此積極推 動向低碳營運實踐轉型,加速可持續發展進 程。更多詳細內容可參閱第112頁的附錄-



Green Production

Adhering to the principle of "reducing pollution at source, improving resource utilisation efficiency, and minimising the generation and emission of pollutants throughout the production, service, and product lifecycle", we are dedicated to minimising our environmental impacts while also setting a benchmark for sustainable practices within the industry. In FY2024, Guangdong Jiahao, a subsidiary of our Condiment business, has achieved significant recognition in green manufacturing by fulfilling the rigorous requirements for cleaner production. Demonstrating a strong commitment to environmental sustainability, it has been certified as a "Hong Kong-Guangdong Cleaner Production Partner (Manufacturing)." By integrating eco-friendly processes

「粤港清洁生产伙伴」标志计划 《 Hong Kong - Guangdong Cleaner Production Partners Recognition Scheme	And And Sector 使請言生产伙伴 Sector Parameters
粤港清洁生产伙伴(制造业) Hong Kong - Guangdong Cleaner Production Partner (Manuf	
兹证明 This is to certify that	
公司名称嘉豪食品有限公司 Name of Enterprise [·] Jiahao Foodstuff Limited	
厂房名称广东嘉豪食品有限公司 Name of Factory 'Guangdong Jiahao Food Co. Ltd.	
厂房地区 - 中山港口 Location of Factory Gangkou, Zhongshan	
符合成为「粤港清洁生产伙伴(制造业)」的要求 并承诺致力落实清洁生产	
have fulfilled the requirement for Hong Kong - Guangdong Cleaner Production Partner (Manufacturi and demonstrated a high commitment to cleaner production	ng)
	#至2025年12月18日 dl 18 December 2025

我們堅持「從源頭削減污染, 提高資源利用效率,減少或避 免生產、服務和產品使用過程 中污染物的產生和排放」的原 則,致力於最大限度地減少對 環境的影響,同時為行業可持 續實踐樹立標杆。於2024財 年,我們調味品業務的子公司 廣東嘉豪,通過達成清潔生產 的嚴格要求,在綠色製造領域 獲得重要的認可。憑藉對環境 可持續發展的堅定承諾,廣東 嘉豪獲得2023年度「粵港清 潔生產夥伴」標誌企業稱號。 通過將環保工藝融入日常營 運,廣東嘉豪在提升營運效率 的同時,亦為開創更加可持續 發展的未來作出貢獻。

into its operations, Guangdong Jiahao is paving the way for a more sustainable future while enhancing its operational efficiency.

Another subsidiary, Guangzhou Owada, is committed to embedding ESG principles into its operations as part of its green factory initiatives by launching a comprehensive green development action plan that emphasises low-carbon practices and resource conservation. In 2024, Guangzhou Owada optimised its production facilities by phasing out high-energy-consuming equipment and introducing energyefficient technologies, achieving at least 20% energy savings. The manufacturing site also utilises environmentally friendly refrigerants to minimise greenhouse gas emissions. With 50% green space, including nearly 400 trees, and recreational facilities like sports courts, Guangzhou Owada fosters a healthy work environment while enhancing its competitive edge in sustainable practices. 此外,我們另一家子公司廣州澳華達致力於將 ESG原則融入其營運環節。作為綠色工廠計劃 的一部分,該子公司推出一項全面的園區綠色 化發展行動規劃,落實低碳實踐並貫徹資源節 約理念。在2024年,廣州澳華達逐步淘汰高 耗能設備並引入節能技術,優化其生產設施, 實現至少20%的節能效果。同時,其製造基 地使用環保製冷劑,以最大限度地減少溫室氣 體排放。公司園區綠色面積達50%,樹木與 綠植近400株,園區內還設有運動館等休閒設 施,為員工創造了一個健康的工作環境,同時 提升其在可持續發展實踐方面的競爭力。

綠色生產



Additionally, we are proud to announced that, Jiangxi Xianghai, a subsidiary of our Aroma Raw Material business, was awarded the "National Green Factory".

此外,我們很榮幸地宣布,我們香原料業務的 子公司江西香海榮獲「國家級綠色工廠」稱號。

Jiangxi Xianghai – the National Green Factory 江西香海-國家級綠色工廠

In late 2023, Jiangxi Xianghai achieved a significant milestone by being awarded the title of "National Green Factory," just four months after receiving provincial recognition for its environmental efforts. This prestigious designation is the highest form of acknowledgment from the government for excellence in environmental protection.

2023年底,江西香海在憑藉其環保工作獲得省級認可僅四個月後,再次實現重要進展,榮獲「國家級綠色 工廠」稱號,這一殊榮是政府對企業環境保護卓越表現的最高認可。

Jiangxi Xianghai has consistently aligned its operations with national and Group policies on green development. The company has implemented a range of measures to establish an efficient green manufacturing system characterised by low carbon emissions, the use of non-toxic raw materials, and the recycling of waste into reusable resources.

江西香海始終將其營運與國家和集團的綠色發展政策保持一致,並實施了一系列措施以建立一個高效的綠 色製造體系,聚焦於低碳排放、原料無害化以及廢棄物回收再利用。

Over the years, Jiangxi Xianghai has made substantial investments to enhance its manufacturing processes and equipment. In FY2024 alone, the company allocated RMB 10 million towards improving operational efficiency, sourcing eco-friendly materials, and promoting green products, respectively. This proactive approach showcases Jiangxi Xianghai's dedication to leading the green transformation within the industry and exemplifies its commitment to sustainable manufacturing practices.

多年來,江西香海投入了大量資源以提升其製造工藝和設備。僅在2024財年,公司就投入人民幣1,000 萬元,分別用於提高營運效率、採購環保材料以及推廣綠色產品。這一積極進取的舉措展現了江西香海在 行業內引導綠色轉型的決心,體現出公司對可持續製造實踐的承諾。







4.4. Climate Change

In light of the increasing concerns about climate change from stakeholders, particularly authorities, and the enhanced climate-related disclosure requirements outlined in the ESG Code published by the Stock Exchange, which aligns with the IFRS S2 standards, we recognise the importance of proactively improving our climate change management and disclosure, aiming to enhance transparency and credibility.

In FY2024, we continued our phased approach, building on the solid foundation established in previous years. This year, we have further clarified our structure, roles, and responsibilities to enhance our leadership effectiveness across the four pillars: governance, strategy, risk management, metrics and targets.

Governance

HKEX – ESG Code Part D 19 (a-b)

Structure and Responsibilities

To ensure that climate management is effectively integrated into our operations, our climate governance structure follows the same format as the ESG Governance Structure discussed in Section 3.1. The multi-tiered governance structure is characterised by the Board of Directors providing oversight, while Task Forces are established for the various business segments and subsidiaries.

In FY2024, we have announced the "Notice on Promoting Group Risk and Climate Management Related Work" across all levels of our operations, with clear roles and responsibilities defined, to ensure all involved members are well aware of their tasks. For instance, as the highest level of governance body, the ESG Leadership Team is responsible for setting our climate-related goals, and key initiatives. It also oversees the implementation of climate-related policies and ensures alignment with the latest disclosure requirements, including those set by the Stock Exchange.

4.4. 氣候變化

鑒於利益相關者,特別是監管機構,對氣候變 化的關注與日俱增,以及聯交所在其所發佈的 ESG守則中提出與IFRS S2準則保持一致的強 化氣候相關披露要求,我們認識到主動改善氣 候變化管理和披露的重要性,從而提升管理的 透明度和公信力。

於2024財年,我們在過去幾年奠定的堅實基礎上,繼續落實分階段進步的方針。今年, 我們進一步明確了氣候管理的架構、角色和職 責,以提升我們在管治、策略、風險管理以及 指標和目標這四大支柱方面的領導效能。

管治

聯交所-ESG守則 D部分19 (a-b)

架構與職責

為確保將氣候管理有效融入我們的營運中,我 們的氣候管治架構與第3.1章節中討論的ESG 管治架構保持一致。這一多層次的管治架構由 董事會負責監督,並為不同業務板塊和子公司 設立專門的工作小組。

於2024財年,我們發布《關於推進集團氣候風 險管理相關工作的通知》至營運的各層級,明 確每個層級的角色與職責,確保所有相關人員 清晰瞭解其職責分工。例如,作為最高管治層 的集團ESG領導小組,負責確定我們的氣候相 關目標與關鍵舉措,並監督氣候相關政策的執 行情況,確保與包括聯交所規定的最新披露要 求等保持一致。 Operationalising our climate risk management framework is the responsibility of the Group Task Force, which helps integrate climate-related considerations into our policies, processes, and decision-making. It also coordinates climaterelated training programmes for employees and ensures the collection and analysis of climate-related data. At the business unit level, the Business Segment Task Forces have been established to implement climate risk management plans. These groups collect and verify climate-related data, analyse risks and opportunities, and adjust business models, products, or services as needed. Similarly, at the subsidiary level, Subsidiary Task Forces execute climate risk management actions in line with the Group's overall strategy, reporting progress to the Business Segment Task Forces and ensuring compliance with Group-wide climate-related objectives.

Competency

In FY2024, we continue to strengthen our climate governance by ensuring our Strategic Development Department include specialised ESG personnel. This move was accompanied by a series of comprehensive training initiatives aimed at equipping management with a deeper understanding of current industry standards and regulatory changes.

To maintain our edge in climate risk management, we are committed to regular training programmes and collaborative efforts with external experts. We also promote the pursuit of professional certifications among employees working in ESG and climate-related roles, as well as directors and management, ensuring they possess the necessary expertise. This strategy aims to cultivate a proficient team capable of effectively addressing the complexities of climate-related issues. 集團工作小組負責落實氣候風險管理框架,協助將氣候相關考量因素納入我們的政策、流程及決策中。集團工作小組亦負責統籌員工的氣候相關培訓計劃,並確保氣候相關數據的收集與分析。在業務板塊層面,我們已設立事業部工作小組收集並核實氣候相關數據,分析風險及機遇,並根據需要調整業務模式、產品或服 根據集團整體戰略執行氣候風險管理行動,並 向事業部工作小組匯報進度,確保符合集團層 面的氣候相關目標。

能力

於2024財年,我們繼續加強氣候管治,確保 戰略發展部配備有專門的ESG人員。此外, 我們還舉辦了一系列全面的培訓活動,旨在加 深管理層對當前行業最新標準和監管變化的理 解。

為保持我們在氣候風險管理方面的優勢,我們 致力於定期舉辦相關的培訓課程,並與外部專 家合作。此外,我們鼓勵從事ESG及氣候相關 工作的員工、董事及管理層考取專業認證,確 保他們具備必要的專業知識。此一策略旨在培 養一支能夠有效應對複雜氣候相關議題的專業 團隊。



Governance approach

Climate-related risks and opportunities are integrated into our decision-making processes through several mechanisms. The ESG Leadership Team ensures that climate-related considerations are incorporated into our strategic planning and business model. The Group Task Force identifies, assesses, and manages climate-related risks, ensuring that these risks are reflected in our overall risk management framework. Regular progress reports are submitted to the ESG Leadership Team, enabling continuous monitoring and adjustment of climate-related initiatives.

To support these efforts, we have established robust processes for monitoring and reporting on climate-related risks and opportunities. The Group Task Force collects and analyses climate-related data, including GHG emissions to better understand risks and opportunities. We are also developing climate risk scenario analysis to assess the potential financial impacts of climate-related risks under different scenarios.

We will enhance our internal control systems and reporting frameworks. The Board and its committees will navigate climate-related risks and opportunities, with continuous support and independent reviews provided by the Internal Audit Team to guide and strengthen these efforts. This initiative will involve incorporating climate discussions into regular meetings, setting clear targets for key climaterelated risks and opportunities, and systematically tracking our progress toward achieving those goals. Through these efforts, we aim to ensure a comprehensive understanding and proactive management of climate-related challenges.

Strategy

HKEX – ESG Guide	Aspect A4; KPI A4.1
HKEX – ESG Code	Part D 20 (a-d); 21 (a-b)

To clarify our strategy for addressing climate-related challenges and to inform stakeholders about the implications of climate change on our operations, we conducted comprehensive discussions with key stakeholders across the Group. As the next step, we will collaborate with external professionals together with the corresponding business units to identify and evaluate effective strategies for mitigating climate-related impacts.

管治方針

我們透過多種機制將氣候相關風險及機遇融入 我們的決策流程。集團的ESG領導小組確保將 氣候相關的考量納入我們的策略規劃和商業模 式。集團工作小組識別、評估和管理氣候相關 風險,並確保將其反映在我們整體的風險管理 框架中。集團工作小組定期向ESG領導小組提 交進度報告,以便持續監控和調整氣候相關舉 措。

為支持上述工作,我們已建立完善的氣候相關 風險及機遇監察及報告流程。集團工作小組收 集及分析氣候相關數據,包括溫室氣體排放數 據,以更深入瞭解氣候風險與機遇。我們目前 正在開發氣候風險情景分析,以評估氣候相關 風險在不同情境下的潛在財務影響。

我們將進一步加強內部控制系統及報告框架。 董事會及其委員會將負責應對氣候相關風險和 機遇,並由內部審計團隊持續提供支持和獨立 審查,以指導和強化這些工作。其中包括將氣 候議題納入例行會議、為重大氣候風險及機遇 設立明確目標、以及系統性追蹤目標進展。透 過這些努力,我們致力於全面理解並積極管理 氣候相關挑戰。

策略 聯交所一 ESG指引 層面 A4; KPI A4.1 聯交所一 ESG 守則 D部分 20 (a-d); 21 (a-b)

為闡明我們應對氣候相關挑戰的策略,並讓利 益相關者瞭解氣候變化對我們營運的影響,我 們與集團內的關鍵利益相關者進行了深入討 論。下一步,我們將與外部專業人士及相關業 務部門開展合作,識別並評估緩解氣候相關影 響的有效策略。



Time horizon



時間範疇

Our analysis of climate-related issues extends through the timeframes, which have been categorised as follows:

我們對氣候相關議題的分析涵蓋以下時間範 疇:

Short term	Medium term	Long term
短期	中期	長期
0-3 years	3-6 years	6-10 years
0-3 年	3-6年	6-10年

Material climate risk and opportunities

Huabao consists of four distinct business segments, each with its unique business characteristics, which may lead to varying challenges related to climate change. To address this, we conducted the identification, assessment, and prioritisation of climate risks separately for each segment. We then consolidated the results to evaluate the overall risks faced by the Group.

Our analysis indicates that the impacts of climate risks and opportunities on F&F and Food Ingredients business and Condiment business are limited, while the Tobacco Raw Materials business and the Aroma Raw Materials business segments are likely to encounter relatively more significant impacts from climate change compared to the other segments.

Tobacco Raw Materials business 煙用原料業務

Physical risks 物理風險

Extreme Heat and Heatwaves 極端高溫及熱浪

Time horizon: Long term 時間範疇: 長期

Value chain affected area: 受影響的價值鏈環節:

It could affect raw material storage, potentially compromising product quality and delivery. 該風險可能對原材料儲存造成影響,進而影響產品質量和交付。

Rising Average Temperatures 平均氣溫上升

Time horizon: Long term 時間範疇: 長期

Value chain affected area: 受影響的價值鏈環節:

It may impact the growth of plant-based raw materials, affecting supply stability and quality. 該風險可能會影響植物類原材料的生長,影響供應的穩定性和質量。

重大氣候風險及機遇

華寶由四個不同的業務板塊組成,每個業務板 塊均具有其獨特的業務特性,因此各業務板塊 所面臨的氣候挑戰不盡相同。為應對這一情 況,我們分別對每個業務板塊進行了氣候風險 的識別、評估及優次排序,並將結果進行整 合,以評估氣候風險對集團的整體影響。

根據我們的分析,氣候風險及機遇對香精及食品配料和調味品業務產生的影響有限,而煙用 原料業務及香原料業務相較於其他業務板塊, 面臨著更為顯著的氣候影響。



Tobacco Raw Materials business 煙用原料業務

Transition risks 轉型風險

Strengthened Emission Reporting Obligations 強化排放報告義務

Time horizon: Short term 時間範疇:短期

Value chain affected area: 受影響的價值鏈環節:

Regulatory bodies and customers are increasingly demanding stricter carbon emission monitoring and reporting, requiring this business to allocate significant resources to meet these requirements. 監管機構和客戶對碳排放監控和報告的要求愈發嚴格,導致本業務須要分配一定的資源以滿足這些要求。

Opportunities *機遇*

Development of Energy-Efficient and Environmentally Friendly Processes 發展節能環保工藝

Time horizon: Medium term 時間範疇:中期

Affected area: 受影響的領域:

It could help reduce operational costs, improve resource efficiency, and enhance sustainability. 該機遇意味著降低營運成本、提高資源使用效率,並提升集團的可持續性。

Policy Incentives and Participation in Carbon Markets 政策激勵與碳市場參與

Time horizon: Short term 時間範疇: 短期

Affected area: 受影響的領域:

It could allow the business to leverage government incentives and carbon trading for financial and reputational benefits.

該機遇使企業能夠利用政府獎勵措施和碳交易來獲得財務及企業聲譽方面的收益。



Tobacco Raw Materials business 煙用原料業務

Enhancement of Brand Image 提升品牌形象

Time horizon: Short term 時間範疇: 短期

Affected area: 受影響的領域:

It could strengthen the business' reputation as a sustainability leader, attracting environmentally conscious customers and improving stakeholder relationships. 該機遇能夠加強集團作為可持續發展領軍企業的聲譽,吸引具有環保意識的客戶,並進一步提升與利益相關

者的關係。

Discussion: 討論:

The physical impacts of climate change pose relatively significant risks to the operational efficiency of this business, particularly through extreme heat and rising temperatures, which may disrupt raw material storage and supply chains. However, these challenges also present an opportunity to invest in energy-efficient and environmentally friendly processes. By adopting advanced technologies and sustainable practices, this business can mitigate the risks of climate-related disruptions while improving operational resilience and reducing costs.

氣候變化的物理影響對本業務的營運效率造成較為顯著的風險,尤其是極度高溫和平均氣溫上升,可能會干 擾原材料儲存和供應鏈。然而,這些挑戰亦提供機遇,促使本業務投資於節能環保的生產流程。透過採用先 進的技術及可持續發展實踐,本業務可減輕氣候相關風險對營運的干擾,同時提升營運韌性並降低成本。

The evolving regulatory landscape presents both risks and opportunities for the business. On one hand, stricter emission reporting obligations and potential regulatory changes could increase compliance costs. On the other hand, these trends create opportunities to participate in carbon markets and benefit from policy incentives. By proactively engaging with regulators and investing in carbon management capabilities, this business can turn regulatory challenges into strategic advantages. Also, by positioning itself as a leader in environmental responsibility, this business can build stronger relationships with customers, investors, and regulators, creating long-term competitive advantages.

不斷演變的監管環境亦為本業務帶來風險及機遇。一方面,更嚴格的排放報告義務和潛在的監管變化可能會 增加合規成本。另一方面,這些趨勢也創造了參與碳市場和受益於政策激勵的機遇。通過主動與監管機構溝 通並投資於碳管理能力,本業務可將監管挑戰轉化為戰略優勢。此外,透過將自身定位為環境責任的領導 者,本業務可與客戶、投資者及監管機構建立更穩固的關係,創造長期競爭優勢。

This business will look into the opportunities in investing in climate-controlled storage facilities to protect raw materials from temperature fluctuations, while explore the feasibility to scale energy-saving technologies to improve resource efficiency. It will also look into leveraging certifications and eco-labels to differentiate itself in the market.

本業務將探索投資氣候控制儲存設施的機會,以保護原材料免受溫度波動的影響。同時研究擴大節能技術應 用的可行性,以提高資源效率。此外,本業務亦將考慮利用認證及生態標籤來提升品牌差異化,從而在市場 中脱穎而出。



Aroma Raw Materials business 香原料業務

Transition risks 轉型風險

Tightening Environmental Regulations for the Aroma Industry 收緊香原料行業相關的環保法規

Time horizon: Long term 時間範疇:長期

Value chain affected area: 受影響的價值鏈環節:

It will require significant time and resources to comply with stricter environmental standards, including waste management and increased regulatory enforcement.

該風險將要求企業符合更嚴格的環境標準,包括廢棄物管理以及加大執法力度,導致企業投入大量時間與資 源。

Transition Costs to Green Products and Environmentally Friendly Processes 向綠色產品、環保友好工藝過渡的成本

Time horizon: Long term 時間範疇: 長期

Value chain affected area: 受影響的價值鏈環節:

It is associated with higher operational costs and potential failure risks from adopting green technologies, such as new chemical reactions, green catalysts, and optimised processes. 該風險涉及到採用綠色技術,包括新型化學反應、綠色催化劑和優化工藝參數等,意味著更高的營運成本以及潛在的失敗風險。

Rising Costs of Raw Materials and Energy 原材料及能源價格上漲

Time horizon: Long term 時間範疇:長期

Value chain affected area: 受影響的價值鏈環節:

It is driven by reduced supply and increased demand for raw materials, as well as energy price volatility, leading to higher production costs. 該風險主要涉及原材料供應減少而需求增加,以及能源價格波動,導致企業的生產成本上升。



Aroma Raw Materials business 香原料業務

Opportunities 機遇

Enhancing Brand Value and Customer Loyalty 提升品牌價值與客戶忠誠度

Time horizon: Long term 時間範疇:長期

Affected area: 受影響的領域:

It provides an opportunity to align with consumer demand for sustainable and health-conscious products, thereby strengthening brand value and customer loyalty.

該機遇使我們有機會滿足消費者對可持續發展和追求健康產品的需求,從而強化品牌價值並提高客戶忠誠 度。

Expanding into International Markets 拓展國際市場

Time horizon: Long term 時間範疇:長期

Affected area: 受影響的領域:

It provides an opportunity to tap into emerging markets, reduce reliance on a single market, and establish a global brand image. 該風險為我們進軍新興市場提供機會,減少對單一市場的依賴,並建立全球品牌形象。

Discussion: 討論:

The tightening of environmental regulations and the transition to green technologies pose significant challenges for this business. Compliance with stricter standards and the adoption of environmentally friendly processes will require substantial investment and operational adjustments. However, these challenges also present opportunities to innovate and improve operational efficiency. By investing in green procurement and sustainable practices, this business can mitigate regulatory risks, reduce supply chain vulnerabilities, and enhance its reputation as a sustainability leader.

環境法規日趨嚴格和綠色技術轉型為本業務帶來重大挑戰。遵守更嚴格的標準及採用環保工藝將需要大量投 資及營運調整。然而,這些挑戰同時為創新及提升營運效率帶來機遇。透過投資綠色採購及可持續發展實 踐,本業務將減輕監管風險,降低供應鏈脆弱性,並提升其作為可持續發展領導者的聲譽。 Aroma Raw Materials business 香原料業務

Meanwhile, the growing consumer preference for sustainable and environmentally friendly products creates significant opportunities for this business. By enhancing brand value and expanding into international markets, the business can drive revenue growth and build long-term competitive advantages. These opportunities not only align with global sustainability trends but also help mitigate risks associated with market volatility and regulatory changes.

同時,消費者對可持續及環保產品的偏好日益增長,為本業務創造了重大機遇。透過提升品牌價值及拓展國際市場,本業務可推動收入增長,並建立長期競爭優勢。這些機遇不僅與全球可持續發展趨勢一致,亦有助 於減緩市場波動及監管變化帶來的風險。

As part of its strategies, this business has been actively investing in R&D to adopt green technologies, such as lean and green production. It has also been working to develop and market low-carbon and environmentally friendly product lines to meet consumer demand. When possible, this business will also look for opportunities to build partnerships with local distributors and suppliers to facilitate global market penetration.

作為策略的一部分,本業務一直積極投資研發,例如採用精益及綠色生產技術。本業務亦致力於開發及推廣 低碳及環保產品系列,以滿足消費者需求。在可行的情況下,本業務將尋求機會與當地經銷商及供應商建立 合作夥伴關係,促進產品的全球市場滲透。 **⋦**

As a Group

Climate-related risks and opportunities pose significant potential impact onto our future business operations, market competitiveness, and brand reputation. Physical risks, such as extreme heat and rising temperatures, threaten the stability of our supply chains and operational efficiency, particularly in agriculture-dependent sectors. Meanwhile, transition risks, including stricter environmental regulations and rising costs of raw materials and energy, challenge us to innovate and adapt. However, these risks also drive us to improve efficiency and embrace sustainable practices.

We have identified key climate-related opportunities that align with global sustainability trends. By enhancing our brand reputation through low-carbon and sustainable products, we can meet growing consumer demand for environmentally friendly solutions. Expanding into international markets and adopting green technologies not only strengthens our competitive position but also opens new revenue streams and reduces market volatility risks.

To navigate this landscape, we are committed to strengthening our climate risk management, investing in green technologies, and optimising supply chain resilience. By enhancing transparency in our climate disclosures and aligning with global sustainability goals, we aim to build trust with stakeholders, including consumers, investors, and regulators.

集團層面

氣候相關風險及機遇對我們未來業務營運、市 場競爭力以及品牌聲譽構成顯著的潛在影響。 氣候相關的物理風險,如極端高溫及平均氣溫 上升,將威脅供應鏈穩定性以及營運效率,特 別是依賴農產品的行業。同時,氣候變化導致 的轉型風險,包括日益嚴格的環境法規及原材 料和能源成本上升,促使我們進一步創新並適 應市場環境的變化。然而,這些風險同時推動 著我們提升效率並採納可持續發展實踐。

我們已經識別到與全球可持續發展趨勢保持一 致的氣候相關機遇。通過推廣低碳和可持續產 品來提升品牌聲譽,我們可以滿足消費者對環 保解決方案日益增長的需求,而拓展國際市場 及採用綠色技術不僅鞏固我們的競爭優勢,亦 開闢新的收入來源並降低市場波動風險。

為應對這一形勢,我們致力於加強氣候風險管 理,投資綠色技術,並優化供應鏈韌性。透過 提升氣候資訊披露的透明度並與全球可持續發 展目標接軌,我們旨在與消費者、投資者和監 管機構等利益相關者建立信任。



In the long term, balancing operational stability with environmental responsibility will remain a priority. By embedding climate considerations into our strategy, we are well-positioned to achieve sustainability goals, drive innovation, and deliver value to all stakeholders. This proactive approach ensures we remain competitive and lead in the global transition to a low-carbon economy.

Risk Management

HKEX – ESG Code Part D 27 (a-c)

In FY2024, we took a proactive step to enhance our management of climate-related risks and opportunities by partnering with an external ESG consultancy. This collaboration focuses on establishing a structured methodology for the identification, assessment, prioritisation, and management of these critical factors.

Identification

We began with a qualitative scenario analysis to gauge the potential impacts on our operations, considering both the risks and opportunities involved, as well as historical data and the industry peers. This phase included narrative discussions aimed at pinpointing relevant climate risks and opportunities connected to our business activities.

Assessment

The Strategic Development Department spearheaded the assessment process, working closely with various business units to conduct a qualitative evaluation of the identified risks and opportunities. Each was classified as high, medium, or low priority, with clear definitions integrated into our operational framework. 從長遠來看,平衡營運穩定性與環境責任仍將 是我們的優先事項。透過將氣候因素融入策 略,我們有信心實現可持續發展目標,推動創 新,為所有利益相關方創造價值。這種前瞻性 的方法確保我們在全球向低碳經濟轉型的過程 中保持競爭力並處於領先地位。

風險管理

聯交所-ESG守則 D部分27 (a-c)

於2024財年,我們積極與外部ESG顧問合 作,進一步加強對氣候相關風險及機遇的管 理。此次合作的重點在於建立一套系統化方 法,用於識別、評估、優先排序及管理這些關 鍵因素。

識別

我們首先開展定性情景分析,衡量氣候變化對 我們營運的潛在影響以及涉及到的氣候風險和 機遇,並參考歷史數據與行業基準。這一階段 亦包括敘述性討論,以精準識別與我們業務活 動相關的氣候風險及機遇。

評估

由戰略發展部牽頭,與各業務部門緊密合作, 對識別到的氣候風險及機遇進行定性評估。每 個評分準則按高、中、低級劃分,並將明確的 定義納入我們的營運框架中。

Criteria for assessing risks	Criteria for assessing opportunities
評估風險的準則	評估機遇的準則
 Likelihood of occurrence	 Likelihood of occurrence
發生概率 Magnitude of impact	發生概率 Availability of resources
影響程度 Resources needed for recovery	資源可用性 Financial benefits
所需資源以適應 Resources needed for adaptation	財務收益 Non-financial benefits
所需資源以恢復	非財務收益



Prioritisation

To facilitate analysis, each risk and opportunity was assigned a score based on its priority level. With coordination from the Strategic Development Department, we established an 80% threshold for prioritisation. Those scoring above this benchmark were classified as high-priority and were subject to further exploration and management.

Due to variations in business activities and geographical locations, we observed that climate issues have different impacts on each of the Group's business segments. After the process of identification, assessment and prioritisation, we determined that the impacts of climate risks and opportunities on F&F and Food Ingredients business and Condiment business are not significant, while the Tobacco Raw Materials business and the Aroma Raw Materials are exposed to more significant climate risks and opportunities. In view of this, we have adopted a differentiated risk management strategy by focusing our resources on the Tobacco Raw Materials business and the Aroma Raw Materials to address the material climate issues. In addition, we will monitor the other two business segments to ensure operational stability.

Monitoring and management

As the next step in the coming year, we will conduct internal meetings with our business segments to engage relevant departments and gather insights into the business context. This collaboration will enable us to refine our risk management strategies and establish appropriate climate actions and targets for prioritised risks and opportunities. For more details, please see the "Strategy" section.

Continuous review and integration

This entire process will be subject to regular reviews to ensure that the identified risks and opportunities, along with our risk appetite and planned actions, remain aligned with our business operations. Our goal is to seamlessly integrate climate-related risk management into our broader enterprise management framework, allowing us to consider climate risks alongside other business-related risks in a comprehensive manner.

優次排序

為便於分析,我們根據風險及機遇的優先級為 每個評分準則分配相應的分數。在戰略發展部 的協調下,我們設立了80%的優先級閾值。 得分超過這一基準線的風險和機遇將被歸類為 高優先級,以進行深入的探索和管理。

由於業務活動和地理位置的差異,氣候議題對 於集團各業務板塊的影響存在差異。經過識 別、評估和優次排序,我們發現氣候風險及機 遇對香精及食品配料和調味品業務產生的影響 並不顯著,而煙用原料業務及香原料業務則面 臨著更為顯著的氣候風險及機遇。基於此, 我們採取差異化風險管理策略,重點投入資源 於煙用原料及香原料業務,以應對重大氣候議 題。此外,我們將全面監控其他兩個業務板塊 以確保營運穩定性。

風險監控

作為下一年度的計劃,我們將與各業務部門召 開內部會議,邀請相關部門參與,深入瞭解各 業務部門的營運背景。這一協作的方式將幫助 我們完善風險管理策略,並為列為優先應對的 風險和機遇建立適當的氣候行動和目標。更多 詳情請參閱「策略」章節。

持續審查與整合

我們將對整個風險管理流程進行定期審查,以 確保識別到的風險和機遇,以及我們的風險承 受能力和計劃採取的行動,始終與業務營運保 持一致。我們的目標是將氣候相關風險管理無 縫整合至更廣泛的企業管理框架中,從而以更 全面的方式將氣候風險與其他業務相關風險一 併考量。



Metrics and targets

HKEX – ESG Code Part D 34; 35; 37; 40

In our annual ESG report, we provide essential data on Scope 1, 2, and 3 GHG emissions, alongside metrics related to energy and water consumption, as well as waste management. By tracking these indicators, we can pinpoint significant impact areas and enhance our overall performance. For further details, please refer to APPENDIX III, as set out on page 114.

At present, we do not apply an internal carbon pricing mechanism in our decision-making processes, nor do we integrate climate considerations into our remuneration policies. However, we are actively working on developing cross-industry metrics to evaluate the proportion of our assets and business activities exposed to climate-related risks. Additionally, we are monitoring capital expenditures linked to these risks and opportunities.

To aid our transition toward a lower-carbon economy, we are contemplating more ambitious climate-related goals. We have previously established Scope 1 and Scope 2 GHG emissions absolute net reduction targets that aligned with the 2 $^{\circ}$ pathway, together with other targets associated with water consumption, energy consumption and solid waste disposal, all specified in our "2025 Huabao Sustainable Development Goals". As 2025 approaches, signalling the conclusion of our "2025 Huabao Sustainable Development Goals," we recognise the need to reassess and establish new targets that align with the current business landscape. We have set a foundational long-term roadmap for GHG emissions reduction to support our aim in alignment with achieving national dual carbon objectives by 2060. We will explore the feasibility and possibility in engaging in carbon offset projects in the future.

Future plans

As part of the transition to the new climate-related disclosure requirements, we are committed to enhancing our climate risk management framework in the coming year. In addition to coming up with more specific measures on mitigating the impacts of the identified risks, it also includes conducting more detailed climate scenario analysis and to assess the potential financial impacts of climate-related risks. Additionally, we plan to refine our Scope 3 emissions disclosure, ensuring more inclusive reporting across our value chain. These efforts will further strengthen the integration of climate-related considerations into our strategic planning and risk management processes, aligning with global best practices and regulatory expectations.

指標與目標

聯交所- ESG守則 D部分34;35;37;40

在我們的年度ESG報告中,我們提供了範圍 一、範圍二及範圍三溫室氣體排放的關鍵數 據,並提供了與能源、用水以及廢棄物管理的 相關指標。通過追蹤這些指標,我們能夠確定 關鍵影響領域並提升我們的整體表現。更多詳 情請參閱第114頁的附錄三。

目前,我們在決策過程中尚未應用內部碳定價 機制,亦未將氣候考慮納入薪酬政策。然而, 我們正在積極制定跨行業指標,用以評估我們 的資產和業務活動暴露於氣候風險的比例。此 外,我們正在監控與這些風險及機遇相關的資 本支出。

為助力向低碳經濟轉型,我們正在考慮制定更 具雄心的氣候相關目標。我們此前已設立了符 合2攝氏度控溫路徑的範圍一和範圍二溫室氣 體排放絕對淨減排目標,以及與用水、能源消 耗和固體廢棄物處理相關的其他目標,這些 目標均詳細列明於我們的《2025華寶可持續發展目標》中。隨著2025年的臨近,標誌著我 們的《2025華寶可持續發展目標》即將完成, 我們意識到有必要重新評估和建立符合當前業 務環境的新目標。我們已為溫室氣體減排制定 了一個基礎的長期路線圖,以支持我們與國 家2060年前實現與雙碳目標相一致的減排目 標。我們將在未來探索更多參與碳抵消項目的 可行性及可能性。

未來計劃

作為逐步符合新氣候相關披露要求的過渡披 露,我們承諾將在來年進一步加強我們的氣候 風險管理框架。除制定更具體的措施來減輕已 識別風險的影響外,我們將進行更詳細的氣候 情景分析,並評估氣候相關風險的潛在財務影 響。此外,我們計劃完善範圍三排放的披露, 確保在價值鏈範圍內進行更全面的報告。這些 努力將進一步推動氣候相關考量納入我們的戰 略規劃和風險管理流程,並與全球最佳實踐和 監管期望保持一致。



5. CARING ABOUT OUR PEOPLE

GRI HKEX 2-27; 3-3 (c) Aspect B1

As a key component of our commitment to sustainability, we prioritise the development of an inclusive corporate culture and the promotion of workforce diversity, ensuring that every employee is valued and respected. As of 31 December 2024, the Group employed a total of 4,065 individuals across various locations, including Mainland China, Hong Kong, Botswana, the United States, Korea, Indonesia and more. For further information, please refer to APPENDIX IV on page 118.

5.1. Supporting Good Employment

The Administrative and Human Resources Department plays a crucial role in this effort by consistently evaluating and revising internal policies to ensure compliance with current laws and regulations. To streamline human resources management, we implement and uphold a comprehensive set of internal policies that standardise processes and establish clear management standards. These policies include the "Regulations on the Administration of Labour Relations", "Employee Handbook", "Salary Management Regulationss", "Recruitment Management Regulations" and "Regulations on Attendance Management".

In FY2024, the Group was in compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the Group. More relate information can be found in APPENDIX V as set out on page 125.

Recruitment and promotion

We adhere to the principle of "ethics, integrity, competence, and capability" in our recruitment and promotion process, aimed at attracting and retaining diverse talents. Facilitated by a diverse range of internal policies such as the "Recruitment Management System" and "Management Measures for Promotion of Personnel", we prioritise professional skills, work experience, and alignment with company culture when evaluating candidates. Our recruitment approach involves both online and offline channels, with structured interviews and skills assessments to ensure the selection of the most suitable candidates. We also encourage internal employee referrals to foster diversity and teamwork. Furthermore, we collaborate with universities to recruit graduate trainees, offering them fast-track development opportunities.

5. 關愛我們的員工

GRI	2-27; 3-3 (c)
聯交所	層面 B1

作為我們對可持續發展承諾的重要組成部分, 我們優先發展包容性的企業文化,並促進員工 多元化,確保每一位員工都能得到應有的重視 和尊重。截至2024年12月31日,本集團在 中國內地、香港、博茨瓦納、美國、韓國、印 度尼西亞等地共僱用4,065名員工。更多詳情 請參閱第118頁的附錄四。

5.1. 支持良好的僱傭

本集團人事行政部在支持良好僱傭實踐方面發 揮著關鍵作用,負責持續評估和修訂集團內部 政策,以確保其符合現行的法律法規。為精簡 人力資源管理程序,我們實施並堅持落實一 系列綜合的內部政策,包括《勞動關係管理規 定》、《員工手冊》、《薪酬管理規定》、《招聘 管理規定》及《考勤管理規定》等,用來規範人 力資源管理流程並建立明確的管理標準。

於2024財年,本集團已遵守與薪酬和解僱、 招聘和晉升、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對本集團有 重大影響的相關法律及規例。更多相關信息請 參閱第125頁的附錄五。

招聘和晉升

我們在招聘和晉升過程中堅持「有道德、有境 界、有能力、有辦法」的用人原則,旨在吸引 和留住多元化人才。在《招聘錄用管理規定》以 及《生產機台人員晉升晉級管理辦法》等多項內 部政策的指引下,我們在評估候選人時,會優 先考慮其專業技能、工作經驗以及與公司文化 的契合度。我們的招聘方式涵蓋線上與線下渠 道,通過結構化面試和能力測試等方法,確保 選拔最合適的人選。我們亦鼓勵內部員工推薦 的方式,以此促進員工隊伍的多元化和團隊合 作精神。此外,我們與各大院校合作招募應屆 畢業生,為他們提供快速發展的機會。 We offer clear and transparent career development opportunities, guided by performance evaluations, professional skills, and contributions to the organisation. Employees are promoted based on annual assessments, and we operate a comprehensive performance management system to ensure fair promotion decisions. We prioritise internal talent development through a "High-Potential Talent" programme, which identifies and nurtures future leaders. Our promotion pathways include managerial, technical, and business development tracks, allowing employees to choose the path best suited to their interests and capabilities. These policies are designed to retain top talent while supporting individual career growth and aligning employee aspirations with our long-term goals.

Compensation and dismissal

Uploading our "Salary Management System", we offer a competitive and performance-driven compensation structure, which includes both annual and monthly salary options. Employees on an annual salary receive performance-based bonuses, while monthly-salaried employees are eligible for year-end bonuses depending on business performance. Our compensation packages include fixed and piece-rate wages for hourly and piece-rate workers, respectively, and performance-based incentives to reward individual contributions. We also ensure equal pay for equal work, providing additional allowances for roles like supervisors and technical staff, along with overtime compensation.

Our internal dismissal policy adheres strictly to local labour laws and ensures fairness, transparency, and legal compliance in all cases. Dismissal decisions are based on comprehensive performance evaluations, with employees given opportunities to improve, unless their actions involve serious misconduct or legal violations. In accordance with the "Labor Contract Law of the People's Republic of China", dismissed employees receive legal economic compensation, including an N+1 payout, and the process is registered with the relevant authorities. The Administrative and Human Resources Department continuously reviews and updates our dismissal policies in consultation with employees and unions to ensure they meet legal standards and reflect the evolving needs of the business. 我們以績效評估、專業技能和對組織的貢獻為 基準,為員工提供清晰透明的職業發展機會。 員工的晉升將以年度評估為依據,我們通過實 施全面的績效管理體系以確保公平的晉升決 策。我們通過「高潛人才制度」計畫優先發展 內部人才,發掘並培養未來的領導者。我們的 晉升途徑包括管理、技術和業務發展方向,讓 員工能夠選擇最符合自身興趣和能力的發展路 徑。這些政策旨在留住頂尖人才,同時支持個 人職業成長,將員工的職業抱負與我們的長期 目標相結合。

薪酬及解僱

根據我們的《薪酬管理規定》,我們為員工提供 具有競爭力且以績效為導向的薪酬結構,其中 包括年薪制和月薪制的選擇。年薪制員工年終 可獲得以自身績效為基礎的獎金,而月薪制員 工則根據公司營運情況獲得年終獎金。我們的 薪酬方案包括針對計時工和計件工的固定工資 和計件工資,以及基於績效的獎金,以獎勵個 人貢獻。我們亦確保同工同酬,並為主管和技 術人員等職位提供額外津貼以及加班補償。

我們的內部解僱政策謹遵當地勞動法,並確保 在所有情況下都做到公平、透明和合法合規。 除員工存在嚴重不當或違法行為的情況外,我 們的解僱決定將基於徹底的績效評估,並給予 員工改進的機會。根據《中華人民共和國勞動 合同法》的規定,我們為被解僱的員工提供合 法的經濟補償,包括N+1補償金,該過程將 在相關部門進行等級。人事行政部在諮詢員工 和工會的意見後,持續檢討和更新我們的解僱 政策,以確保相關政策符合法律標準,並反映 出企業不斷變化的需求。



Working hours and rest periods

In compliance with local regulations including the "Provisions of the State Council on Employees' Working Hours", we manage the working hours and rest periods of our staff through the implementation of our internal attendance management regulations. We follow a 5-day, 8-hour workweek for office staff, with weekends off and holidays as stipulated in the local labour laws. For production staff in the workshop, a four-shift, three-cycle system is implemented, ensuring that working hours align with schedules while allowing reasonable rest periods. In cases where regular rest periods cannot be granted due to production demands, overtime compensation is provided in accordance with relevant regulations.

Given the production-centric nature of the company, there are limited opportunities for long vacation time during peak production periods. Notwithstanding that, we comply with local regulations by granting employees their entitled statutory holidays. Employees are also eligible for various types of leave, including annual leave, sick leave, marriage leave, compassionate leave, maternity leave, and paternity leave. These leaves can be requested through the "Leave Approval Process."

Equal opportunity and anti-discrimination

We are committed to fostering an inclusive, respectful, and equal work environment, adhering to the principles of gender equality and equal pay for equal work. We promote diversity by ensuring human resources practices, including recruitment training, promotions, dismissals, and retirement, are free from discrimination based on factors such as gender, age, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion, or any other non-job-related attributes.

We firmly oppose all forms of discrimination. We have implemented anti-discrimination policies and provide training to raise awareness and respect for multiculturalism. Our commitment to equal opportunity means that all employees and job applicants are treated with fairness, and we actively encourage a diverse workforce, recognising that it drives innovation and a broader range of perspectives. Through these efforts, we aim to create an open, supportive, and inclusive environment where every employee can reach their full potential.

工作時數和假期

我們遵照《國務院關於職工工作時間的規定》 等當地法規,通過實施內部考勤管理制度來管 控員工的工作時數和休假。對於辦公室員工, 我們實行每週五天八小時工作制,並享有當地 勞動法規定的週末和節假日休息。對於車間負 責生產的員工,我們實行「四班三倒」的輪班制 度,確保工作時間與排班保持一致,同時提供 合理的休息時間。如果因生產經營需求無法給 予常規休息時間,我們將根據相關規定提供加 班補償。

由於旗下各公司主要以生產為核心的業務性 質,在生產高峰期,員工獲得長假的機會相對 有限。儘管如此,我們謹遵營運當地的相關法 規,確保員工享有法定假期。此外,員工亦可 申請多種類型的假期,包括帶薪年假、病假、 婚假、喪家、產假和陪產假。員工可通過《假 期審批流程》申請上述假期。

平等機會和反歧視

我們致力於營造一個包容、相互尊重和平等的 工作環境,恪守性別平等和同工同酬的原則。 我們致力於促進多元化,確保在員工招聘、培 訓、晉升、解僱及退休等人力資源實踐中,不 受僱員的性別、年齡、婚姻狀況、懷孕狀況、 家庭狀況、殘疾、種族、膚色、血統、民族或 族裔、國籍、宗教或任何其他非工作相關因素 影響。

我們堅決反對一切形式的歧視。我們已實施反 歧視政策,並通過培訓提高員工對多元文化的 認識和尊重。我們致力於提供平等機會,確保 所有員工及求職者都能獲得公平對待。同時, 我們積極鼓勵多元化的員工團隊,深信這有助 於推動創新並為集團帶來更廣闊的視角。通過 這些努力,我們致力於打造一個開放、支持和 包容的工作環境,讓每位員工都能發揮其最大 潛能。



Employees are encouraged to report any instances of discrimination to the Administrative and Human Resources Department through the Group's grievance mechanism, which is responsible for assessing, addressing, documenting, and taking appropriate disciplinary actions for substantiated cases. 我們鼓勵員工通過集團的申訴機制向人事行政 部舉報任何涉嫌歧視的事件。人事行政部將負 責對相關事件進行評估、處理和記錄,並就任 何已核實的事件採取適當的紀律處分。

Fair And Just Employment at Hunan Jishou 湖南吉首踐行公平公正僱傭原則

Hunan Jishou, one of our subsidiaries, serves as a model for employing and alleviating poverty among individuals with disabilities. In 2024, over 25% of the staff hired were disabled individuals. The subsidiary implements a piece-rate assessment system for all employees, ensuring equal pay for equal work. This commitment to fair employment, combined with favourable working conditions, fosters a strong sense of belonging among staff. As a result, employee engagement and passion for their work have significantly increased, creating a positive and sustainable management cycle.



作為我們旗下子公司之一,湖南吉首在促進殘障人士就業和幫扶殘障人士脱貧方面樹立起行業典範。 2024年,該公司聘用的殘障人士佔員工總數的25%以上,公司對所有員工實行計件考核制度,確保同工 同酬。這一對公平就業的承諾以及良好的工作環境,極大地增強了員工對公司的歸屬感。因此,員工的工 作積極性和工作熱情得到顯著提升,形成正向反饋,推動可持續管理。

Other benefits and welfare

Caring about the holistic well-being of our staff, we offered a diverse range of benefits and welfare programmes this year. These include birthday gifts, holiday gifts or bonuses for major festivals like Chinese New Year, Dragon Boat Festival, Mid-Autumn Festival, and National Day, as well as high-temperature subsidies from June to October. Employees are also provided with free accommodation and meals, transportation allowances, and annual health check-ups. In addition to statutory benefits such as social insurance and provident funds, we also offer long-service awards, communication allowances, and arrange various recreational activities like handcraft workshops, team-building events, outdoor activities, and competitions, aiming to promote employee engagement, foster a positive work environment, and support staff well-being.

其他待遇和福利

我們關心員工的整體福祉,並於年內提供了多 元化的福利與關懷計劃,其中包括生日禮物、 重大節日的禮品或獎金(如春節、端午節、中 秋節以及國慶節等),以及6月至10月的高溫 補貼。此外,我們為員工提供免費食宿、交通 補貼以及年度體檢等福利。除社會保險和公積 金等法定福利外,我們還設立了長期服務獎、 通訊補貼,並精心安排各類休閒活動,包括手 作工坊、團建活動、戶外活動及競賽等。這些 舉措旨在提升員工參與感,營造積極向上的工 作氛圍,全方位支持員工的身心健康。

Activities for Community Harmony and Team Cohesion 社區和諧與團隊凝聚活動

In May 2024, Huabao Flavours hosted the "2024 Family Day" in Shanghai, themed "Fragrance Meets Time Season". Over 100 employees and their families participated in activities like parent-child games, park check-ins, and a charity market, fostering connections between families and the company. The event featured a company exhibition hall visit, where families learned about Huabao's history and products. DIY stations also allowed families to create handmade items together, enhancing interaction and creativity. The event was concluded with a "Books for Vegetables" initiative and a lucky draw, with proceeds supporting charity education activities.

2024年5月,華寶股份於上海園區舉辦了以「香遇時光季」為主題的「2024家庭日」活動,吸引超過100名員 工及其家屬共同參與家庭親子遊戲、遊園打卡和公益市集等活動,加強員工家庭與企業之間的聯繫。本次 家庭日活動還特別設置了公司展廳參觀,讓員工家屬更好地理解華寶的歷史和產品。此外,活動設置多個 手作區,讓家庭成員一起親手創作手工藝品,增強員工與家人之間的互動,展現出員工家庭的創造力。活 動最後以「以書換蔬」慈善捐贈以及幸運抽獎環節畫上圓滿句號,活動所得款項將用於支持公益助學項目。



In autumn 2024, Huabao Flavours hosted an "Employee Autumn Harvest Sports Meeting" in Suzhou, themed "Golden Autumn Joy and Longing for Life", aiming to demonstrate its commitment to employee well-being through teamwork and integration. The sports meeting provided employees with a muchneeded break from their busy schedules, allowing them to relax and rejuvenate. Activities included the Golden Autumn Harvest Sports Meeting, the Golden Autumn Starlight Gala, and the Youth Unlimited Sports Meeting. Each event was filled with laughter and camaraderie, fostering a strong team spirit and stimulating innovation throughout the organisation.

2024年秋季,華寶股份於蘇州舉辦了一場以「金秋悦動嚮往生活」為主題的「員工秋收運動會」。此次活動 旨在通過團隊協作與融合,展現出企業對員工福祉的重視。此次活動包括金秋豐收運動會、金秋星光晚會 以及青春無限運動會等精彩活動,每一項活動都充滿歡聲笑語,增強了團隊凝聚力,同時激發組織內部的 創新精神。



Huabao's Groupwise Festival Event 華寶集團節慶活動

To show care and appreciation to our employees, we extended holiday greetings and present gifts to them, expressing heartfelt gratitude for their dedicated work. In addition to Mooncake box sets gifted during the Mid-Autumn Festival, in December 2024, we also arranged a new year welcoming event, and prepared exquisite chocolates and fruit gift boxes to our staff, symbolising best wishes for a prosperous new year. Additionally, our working sites in Shanghai was beautifully decorated to enhance the celebratory spirit, exemplifying our commitment to fostering a positive workplace culture.

為表達對員工的關懷與感謝,我們向員工致以節日問候並贈送禮物,向他們的辛勤付出表達衷心的感謝。 除在中秋節送上月餅禮盒外,我們還於2024年12月安排了新年迎新活動,為員工準備了精美的巧克力和 水果禮盒,象徵著對新一年的美好祝願。此外,我們對上海的工作場所進行精心的節日裝飾,以增添喜慶 的節日氛圍,體現出我們對營造積極職場文化的承諾。





5.2. Promoting Health, Safety, and Wellbeing

GRI	2-27; 3-3 (c); 403-1
HKEX	Aspect B2; KPI B2.3

Principle 1: Compliance with applicable laws, regulations, and requirements concerning environmental and occupational health and safety

Huabao places a high priority on the occupational health and safety of its employees and is dedicated to adhering to relevant health and safety regulations. In FY2024, the Group ensured compliance with applicable laws and regulations in Hong Kong, Mainland China, and other jurisdictions relating to provide a safe working environment and protecting employees from occupational hazards. For more details, please refer to APPENDIX V as set out on page 126.

5.2. 促進健康、安全與福祉

GRI	2-27; 3-3 (c); 403-1
聯交所	層面B2; KPIB2.3

原則1:遵守環境與職業健康安全適用的法律法 規及其他要求

華寶高度重視員工的職業健康與安全,並致 力於遵守相關的健康與安全法規。於2024財 年,本集團遵守香港、中國內地及各地有關提 供安全工作環境及保護僱員免受職業性危害的 相關法律和法規。更多詳情請參閱第126頁的 附錄五。




Guided by the motto "Safety First, Precaution Matter, Comprehensive Control", we ensure that employees are equipped with the necessary personal protective equipment and conduct annual health screenings, particularly for those in roles exposed to occupational hazards. Regular assessments by third-party specialists are conducted to evaluate workplace risks, ensuring compliance with industry standards and local regulations.

Principle 2: Implementation of policies for hazard prevention and control, and continuous improvement of environmental and occupational health and safety performance

Committed to creating a safe and controllable production environment, we established and implemented internal protocols including "Production Safety Management System", seeking to strengthen safety management and prevent production accidents by proactive risk control, early hazard identification, and comprehensive management of safety risks. 在「安全第一,預防為主」的方針指導下,我們 確保員工配備必要的個人防護裝備,並為從事 有潛在職業危害崗位的員工安排年度體檢。我 們亦定期邀請第三方專家開展工作場所風險評 估,以確保符合行業標準和營運當地的法規要 求。

原則2:實施危害預防及控制政策,持續不斷地 改善環境與職業健康安全績效

我們致力於打造安全可控的生產環境,制定並 落實《安全生產管理制度》等內部規程,旨在通 過主動風險控制、早期危害識別以及綜合安全 風險管理等措施,強化安全管理,預防生產事 故的發生。

Guangdong Jiahao Carried Our Hidden Danger Inspections 廣東嘉豪開展安全隱患排查

In April 2024, Guangdong Jiahao conducted its monthly Hidden Danger Inspections to swiftly identify and address potential issues impacting production and employee safety. Led by department heads, the inspections involved thorough "checking," "observing," and "asking" across all areas, including carports, warehouses, and workshops, ensuring that no blind spots were overlooked. During these inspections, a total of 11 safety hazards were identified, all of which were promptly rectified by the Quality, Safety, and Environmental Protection Department.

2024年4月,廣東嘉豪開展月度安全隱患排查,旨在及時發現並解決可能影響生產和員工安全的潛在問題。此次排查整治活動由各部門負責人帶隊,通過「查、看、問」的形式,對公司車棚、倉庫、車間等區域 進行全面排查,確保無死角全覆蓋。此次檢查發現共計11項安全隱患,所有問題均由公司質量安全環保 部及時整改到位。



To maintain a robust occupational health and safety framework, we have established a dedicated Safety Production Committee, responsible for developing and enforcing safety protocols, conducting safety inspections, and issuing corrective actions as needed. The Equipment Management Department collaborates with and supports the Safety Production Committee in implementing health and safety measures. The Operation Departments play a critical role in identifying and managing potential hazardous factors, including emissions, water pollution, and waste management, ensuring that all operational practices align with our safety standards. As the highest governing body overseeing safety management within the Group, the Safety Management Committee leads department heads and personnel responsible for safety affairs.

為維護完善的職業健康安全體系,我們已成立 專門的安全生產委員會,負責制定和執行安全 規程、開展安全檢查以及根據需要下發整改措 施。設備管理部與安全生產委員會緊密合作, 協助落實健康安全措施。各營運部門在識別和 管理廢氣排放、水污染以及廢棄物管理方面發 揮著關鍵作用,確保所有營運實踐符合我們的 安全標準。安全管理委員作為監督集團安全管 理的最高管理機構,將領導各部門負責人及安 全事務負責人共同推進安全管理工作。

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Safety Management Committee 安全管理委員會

- Ensure that all activities within the Group and its departments align with national laws, regulations, and safety policies related to production 確保集團及各部門的所有活動符合國家有關安全生產的法律、法規、政策和原則
- - 制定年度安全工作計劃,定期召開安全會議,並評估集團內的安全實踐工作報告
- Tackle critical safety challenges, manage resource allocation for safety initiatives, and oversee the financial aspects of safety operations 處理嚴峻的安全問題,管理安全計劃的資源分配,並監督安全營運相關的財務事宜
- Monitor departmental personnel responsible for production safety to ensure adherence to the accountability framework and protect employee well-being 監督負責安全生產工作的各部門員工,確保落實生產責任制,並保障員工的福祉
- Execute safety audits and implement a system of rewards and penalties for departmental leaders based on audit findings
 開展安全審核工作,並根據審核結果對部門主管落實獎懲制度



To ensure the successful implementation of the Group's occupational health and safety strategy, in addition to the establishment of internal management systems, representatives from the Safety Management Team and Safety Operation Team are also appointed to fulfil their respective duties. 為確保本集團職業健康安全戰略的順利實施, 除建立內部管理體系外,我們亦任命安全管理 團隊和安全營運團隊的代表,要求他們履行各 自的職責。



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Take comprehensive responsibility for the creation, implementation, maintenance, and ongoing enhancement of the company's environmental and occupational health and safety management system

全面負責公司環境及職業健康安全管理體系的建立、實施、維護和持續改進

Deliver reports to top management regarding the performance and effectiveness of the environmental and occupational health and safety management system, serving as a basis for continuous improvement

就環境及職業健康安全體系的表現和成效向最高管理層匯報,作為持續改進的基礎

- Organise and execute internal audits of the environmental and occupational health and safety management system, preparing documentation for management review 組織和執行環境及職業健康安全管理體系的內部審核,準備審核所需的資料供管理層審閱
- Facilitate the internal operations of the system and manage all external communications related to the environmental and occupational health and safety management system 對內負責協調體系的運行,對外負責所有與環境及職業健康安全管理體系有關的溝通



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安全營運團隊代表

Assess the practicality and effectiveness of safety policies and assist in defining the business's strategic goals and performance indicator 評估安全政策的可行性與有效性,協助設定企業的策略目標與績效指標

Clarify individual accountability and act as a conduit between management and employees to foster effective communication

釐清個人職責,作為管理層和一般員工之間的溝通媒介,促進企業內部的有效溝通

- Contribute to the monitoring, inspection, and evaluation of operational systems, advocating for the implementation of corrective and preventive measures within designated responsibilities 參與對體系運行情況的監督、審查與評估工作,並敦促落實與自身職責相關的糾正預防措施
- Participate in management reviews, evaluate organisational performance, and engage in discussions about setting future objectives, metrics, and reforms for the business 參與管理審核和評估組織的績效,並參與有關為企業設定未來目標、衡量標準和改進工作的討論



Staff training is a cornerstone of our safety management approach. We provide regular safety training sessions and emergency drills to enhance safety awareness and preparedness among staff. Additionally, we invite government officials to conduct training, ensuring that our workforce is knowledgeable about current regulations and best practices. Our Environmental, Health and Safety engineers oversee these training initiatives, reinforcing the effective use of protective equipment and emergency response procedures, thereby fostering a culture of safety throughout the organisation. In FY2024, the F&F and Food Ingredients business invested over RMB 50,000 in arranging training related to occupational health and safety, fire safety and transportation safety for all of its employees.

原則3:通過加深員工對集團政策的理解,提高 彼等的環境保護和職業健康安全意識

員工培訓是我們安全管理方針的基石。我們定 期為員工提供安全培訓課程和應急演練,以提 高他們的安全意識和應急準備能力。此外,我 們亦邀請來自政府機構的人員開展培訓,確保 們的員工瞭解最新的法規和最佳實踐的。 我們的員進康與安全工程師負責對相關的環境、健康與安全工程師負責對相關的有效 會應程序,從而在整個組織內培養會品配 計劃進行監督,從而在整個組織內培養食品配料 之約人民幣5萬元,為其所有員工安排 職業健康與安全、消防安全及運輸安全相關的 培訓。



Jiangxi Xianghai Held Safety Production Work Deployment Meeting 江西香海召開安全生產工作部署會議

In February 2024, Jiangxi Xianghai convened a meeting to enhance the effective implementation of the safety production responsibility system among all members of the Safety Production Committee. During the meeting, previous accidents were reviewed, emphasising the need for all departments to learn from these incidents. Participants were urged to earnestly uphold the relevant state requirements, heighten their awareness of production safety, and strengthen emergency drills and training, thereby aiming to ensure smooth and accident-free operations.

為加強安全生產責任制在安全生產委員會全體成員間的有效落實,江西香海於2024年2月召開安全生產 工作部署會議。會議對以往發生的安全事故案例進行了回顧,強調各部門須深刻吸取事故教訓。同時,敦 促與會人員認真貫徹落實國家和集團有關安全生產工作要求,提高生產安全意識,並加強應急演練和培 訓,確保生產營運穩健無事故。





5.3. Strengthening Development and Training

GRI HKEX 3-3 (c); 404-2 (a) Aspect B3

Huabao maintains a comprehensive human resources training management system designed according to internal documents such as "Training Management Measures" and "Huabao Star Cultivation and Management Programme", to enhance employee skills and knowledge with the implementation and oversight of the Administrative and Human Resources Department. New employees undergo an onboarding programme that covers corporate information, culture, organisational structure, and relevant regulations. Prior to starting their roles, production staff receive mandatory safety training, including fire safety exams, to ensure operational safety. Additionally, we focus on maintaining the validity of specialised work certifications and prepares a pool of trained personnel based on production needs.

Regular training needs assessments inform the development of tailored "Annual Training Plans" aligned with the Group's strategic objectives. Experts and internal experienced staff share their knowledge through lectures, workshops, and mentoring regarding topics such as ESG awareness and ethical practices. Employees are also encouraged to participate in external training sessions, including government-designated courses on ICT, warehouse management, welding, forklift operation, and electrical skills, with recognition for outstanding performers.

We emphasise continuous professional development, offering various training programs that cover essential topics such as equipment operation, safety protocols, and food safety. Monthly skill enhancement sessions foster a learning culture where employees can grow their capabilities. Specialised talent development initiatives identify high-potential and technical personnel for mentorship and training camps. Furthermore, the establishment of the "Jiahao Cloud Classroom" provides employees with access to a range of courses tailored to their needs, reinforcing the Group's commitment to fostering a skilled and adaptable workforce that drives sustainable growth and enhances organisational competitiveness.

5.3. 加強發展及培訓 GRI

聯交所

3-3 (c); 404-2 (a) 層面 B3

華寶根據《華寶香精股份有限公司培訓管理規 定》及《華寶之星(HBS)培養管理方案》等內部 文件制定了完善的人力資源培訓管理體系,旨 在提升員工的技能和知識水平,並由集團人事 行政部負責實施與監督。新員工需參加入職培 訓,內容涵蓋企業資訊、文化、組織架構及 關規章制度。生產員工在正式上崗前必須接受 安全培訓,包括消防安全考試,以確保員工的 操作安全。此外,我們注重保障特種作業人員 證件的有效性,並按照生產需求培養持有相關 特種作業證的儲備人員。

參考定期的培訓需求評估,我們制定了符合集 團戰略目標的《年度培訓計畫》。專家和內部資 深員工通過講座、探討會和導師指導等方式, 分享他們對ESG理念及道德實踐等主題的知 識。我們亦鼓勵員工參加外部培訓課程,包括 政府指定的資訊及通訊科技教育、倉儲管理、 焊接技能、叉車駕駛和電氣技能等課程,並對 表現優異者給予表彰。

我們重視員工持續的專業發展,為他們提供各 類培訓課程,涵蓋設備操作、安全規程和食品 安全等關鍵議題。我們每月舉辦技能提升課 程,在企業內營造積極學習的文化,幫助員工 不斷提升能力。通過專項人才培養計劃,我們 選拔高潛力和技術型人才參與導師指導和培訓 營。此外,「嘉豪雲課堂平台」的建立更是為員 工提供了豐富的定制化課程資源,進一步體現 了集團致力於培養技術精湛且適應性強的員工 隊伍,從而推動企業可持續發展,提升組織競 爭力。

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In FY2024, the Group provided training to a total of 2,171 employees, accumulating a combined training duration of 17,161 hours. The majority of training efforts, accounting for 85% of the allocated time, were dedicated to the career development of the general staff. For a detailed breakdown of the number of employees trained and the corresponding training hours, please refer to APPENDIX IV as set out on pages 121 to 122.

於2024財年,本集團共為2,171名員工提供 培訓,累計培訓時長達17,161小時。其中, 超過85%的培訓時間用於提升普通員工的職 業發展。有關受訓員工人數和培訓時間的詳細 信息,請參閱第121至122頁的附錄四。

Guangdong Jiahao Launched New Apprenticeship Skills Training 廣東嘉豪開展新型學徒技能培訓

In April 2024, Guangdong Jiahao partnered with local associations to organise a series of New Apprenticeship training activities. Over the course of nearly six months, more than 50 frontline production quality inspection staff received training from experienced mentors. The programme focused on various aspects of quality control, including incoming inspections, process inspections, and finished product inspections. By integrating theory with practical experience, the goal is to cultivate a highly skilled talent pool essential for the company's long-term development, thereby establishing a solid foundation for technological innovation and quality enhancement.

2024年3月,廣東嘉豪與當地協會合作,共同開展新型學徒系列培訓活動。在近六個月的時間裏,共有 50餘名一線生產質檢員工在經驗豐富的導師指導下接受了培訓。培訓內容涵蓋質量控制的方方面面,包 括進場檢驗、工序檢驗和成品檢驗。通過理論與實踐相結合的方式,此次培訓活動旨在對公司長期發展不 可或缺的高技術人才隊伍,從而為企業的技術創新和質量提升奠定基礎。





5.4. Eliminating Child and Forced Labour

GRI HKEX

2-27; 3-3 (c); 408-1 (c); 409-1 (b) Aspect B4; KPI B4.1; KPI B4.2

In FY2024, the Group complied with relevant labour laws and regulations in its operating regions, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), Labour Law of the People's Republic of China, the Basic Conditions of Employment Act of South Africa and Law No. 13/2003 concerning Manpower of Indonesia to prohibit any employment of child or forced labour.

To tackle the issue of underage labour, our Administrative and Human Resources Department enforces rigorous protocols as defined in the "Measures to Prevent Child Labor or Forced Labor" and "Recruitment Management System." This includes thorough verification of applicants' identification to ensure compliance with age regulations. For third-party employment, strict identity checks are also mandated to eliminate child labour risks within our operations. Access controls are in place to restrict underage individuals from entering the premises. Should any underage workers be discovered, immediate steps will be taken to suspend their work, contact guardians, and ensure safe transportation home. To prevent future occurrences, the Group will conduct regular training sessions to raise awareness among employees. Investigation findings and subsequent actions will be publicly disclosed to affirm our commitment to eradicating illegal employment practices. The human resources team will perform quarterly audits of identification documents and maintain meticulous records, including copies of IDs and medical evaluations for minors.

5.4. 消除童工和強制勞工

GRI	2-27; 3-3 (c);
	408-1 (c); 409-1 (b)
聯交所	層面B4; KPIB4.1;
	KPI B4.2

於2024財年,本集團遵守其營運地區相關的 勞工法律及法規,包括但不限於《僱傭條例》 (香港法例第57章)、《中華人民共和國勞動 法》、南非《就業基本條件法》以及《印度尼西亞 勞工法》(2003年第13號法令),禁止僱用任 何童工和強制勞工。

針對未成年勞工的問題,我們的人事行政部嚴 格執行《防止聘用童工或強制勞工的措施》及 《招聘管理規定》中所定義的規範,其中包括徹 底核實應聘者的身份、以確保符合年齡要求。 對於第三方僱用,我們亦要求進行嚴格的身份 核查,以消除營運中可能存在的童工風險。此 外,我們實施出入控制措施,限制未成年人進 入園區。一旦發現任何未成年工人,本集團將 立即採取措施,暫停其工作並聯繫其監督人, 確保其安全返家。為防止類似事件的發生,本 集團定期組織相關培訓以提高員工的意識。同 時,本集團將公開披露相關事件的調查結果以 及後續採取的行動,以表明我們堅決杜絕非法 僱傭行為的承諾。人力資源團隊每季度對員工 的身份證明文件進行審核,並保留員工的身份 證件複印件和未成年人的體檢報告等文件的詳 細記錄。

In addressing forced labour, we emphasise ethical recruitment, ensuring that no coercive practices are employed. Employees' valid documents are never withheld, and no fees are charged during hiring. Transparency is a cornerstone of our recruitment process, where applicants receive detailed information about the Group's policies and benefits. Contracts are negotiated in line with local regulations, guaranteeing freedom of movement for employees both during and outside work hours, with no enforced overtime. We maintain strict internal controls and engage third-party auditors to assess compliance throughout our supply chain. If human trafficking is suspected, we will promptly inform relevant authorities and terminate relationships with any suppliers involved in such practices. Upon identifying any violations, we will swiftly initiate internal investigations and take protective measures for those affected, while cooperating with law enforcement as needed. A thorough supply chain review will follow, and we will publicly share our findings to enhance transparency and accountability.

In FY2024, the Group was not in violation of material relevant laws and regulations, in relation to the prevention of child and forced labour that have a significant impact on the Group.

為打擊強迫勞動,本集團強調合乎道德的招募 方式,嚴禁使用任何強迫性質的做法。我們不 會扣押員工的任何有效證件,亦不會在招聘過 程中收取任何費用。我們在招聘流程中秉持透 明度的核心原則,向應聘者提供集團政策和福 利待遇的相關資訊。我們按照當地相關法規, 經雙方協商後簽署勞動合同,並確保員工在工 作期間及非工作期間的行動自由,嚴禁強制加 班。我們已建立嚴格的內部監控機制,並聘請 第三方審計人員對供應鏈的合規性進行評估。 如識別到任何人口販賣的可疑活動,我們將立 即通知相關執法機關,並終止與涉事供應商的 合作關係。一旦發現任何違規行為,我們將迅 速啟動內部調查,並對受影響的人員採取保 護措施,同時在需要時與執法機關合作。隨後 我們將對供應鏈進行全面審查,並公開調查結 果,以提升透明度和問責制。

於2024財年,本集團在防止童工或強制勞工 方面,並無違反任何對本集團有重大影響的相 關法律及規例。



6. DRIVING OPERATIONAL EXCELLENCE

6.1. Strengthening Responsibility in Supply Chains

GRI

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2-6 (b-ii); 3-3 (c, d); 303-1 (c); 308-1; 308-2; 414-1; 414-2 Aspect B5; KPI B5.1; KPI B5.2; KPI B5.3: KPI B5.4

In FY2024, Huabao collaborated with a total of 2,767 suppliers, comprising 2,689 local suppliers in Mainland China, 13 suppliers in Hong Kong, and 65 suppliers located overseas. These suppliers are integral to our ability to secure vital raw materials and services. We are dedicated to minimising social and environmental risks throughout our supply chain and enhancing our responsible sourcing initiatives. This commitment not only fosters a sustainable value chain but also guarantees that customers receive safe, high-quality products sourced in an ethical manner.

6. 推動卓越營運 6.1.加強供應鏈責任

GRI	2-6 (b-ii); 3-3 (c, d); 303-1 (c);
	308-1; 308-2; 414-1; 414-2
聯交所	層面B5; KPIB5.1; KPIB5.2;
	KPI B5.3; KPI B5.4

於2024財年,華寶共與2,767家供應商合 作,包括2,689家位於中國內地的本地供應 商、13家香港供應商以及65家海外供應商。 這些供應商對我們獲取關鍵生產原材料和服務 至關重要。我們致力於降低供應鏈中的社會和 環境風險,並加強負責任的採購計劃。這一承 諾不僅有利於促進可持續價值鏈的發展,同時 確保我們的客戶能夠獲得安全、優質且符合道 德規範的產品。



Distribution of suppliers of the Group 本集團供應商分佈



Risk Management

To enhance our approach to managing environmental and social risks within the supply chain, our Procurement Department operates under robust internal policies, including the "Supplier Management Procedures." This department is instrumental in evaluating the current social landscape and supply-demand dynamics. When significant risks or changes are detected, the procurement team swiftly relays these insights to the Production Operations and Technical Departments to formulate effective strategies.

We are committed to a comprehensive procurement strategy that ensures adherence to national regulations, such as the Product Quality Law of the People's Republic of China. This commitment is reflected in our internal policies, which set forth a variety of criteria, including legal compliance, supplier qualifications, environmental safeguards, safety measures, and operational standards.

To support these risk management initiatives, the Quality Control and R&D Department collaborate closely with the Procurement Department. They conduct routine inspections of supplier facilities and equipment, allowing us to maintain vigilance and ensure that all qualified suppliers meet the required standards.

If any environmental or social risks arise—such as issues related to environmental impact, labour rights, or food safety—the Procurement Department requires suppliers to address and rectify these shortcomings promptly. Suppliers that do not comply with these corrective measures will be disqualified from future procurement opportunities, reinforcing our commitment to responsible sourcing.

Supply Chain Resilience

To fortify our supply chain resilience, we implement a proactive approach by employing an early warning system and establishing contracts with high-risk suppliers. For raw materials identified as medium to high risk — particularly those frequently sourced in substantial volumes — we adjust safety stock levels and delivery schedules to effectively navigate potential disruptions.

風險管理

為加強我們的供應鏈環境和社會風險管理方 針,我們的採購部根據《供應管理程序》等嚴格 的內部政策開展業務。採購部在評估當前社會 環境以及供需動態方面發揮著關鍵作用。一旦 識別到任何重大風險或變化,採購團隊將及時 將這些發現傳達至生產營運中心和技術部門, 以制定有效的應對策略。

我們致力於實施全面的採購策略,確保遵守 《中華人民共和國產品質量法》等國家法律。這 一承諾反映在我們的內部政策中,其中對法律 合規性、供應商資質、環境保護措施、安全要 求和操作標準等方面設定多項標準。

為支持上述風險管理措施,品管部和研發部同 採購部密切合作,定期對供應商的設施和設備 進行檢查,使我們能夠保持高度警覺,確保所 有合格供應商均符合既定標準。

一旦發現合作的供應商存在環境影響、勞工權 利或食品安全相關的環境或社會風險,採購部 將要求相關供應商即使處理並糾正不足之處。 未能遵守整改措施的供應商將被取消未來的 採購資格,進一步體現我們對負責任採購的承 諾。

供應鏈韌性

為提升供應鏈的韌性,我們主動採取措施,建 立供應鏈預警體系並與風險較高的供應商簽訂 合同。對於被識別為中高風險且需要頻繁大量 採購的原材料,我們會對其安全庫存及交貨 週期進行適當調整,以有效應對可能的供應中 斷。 Additionally, during the tender evaluation process, we prioritise suppliers with recognised green credentials, such as ISO 14001 certification. These environmentally responsible partners earn additional points in their annual assessments. Suppliers are required to comply with legislation regarding emissions, covering wastewater, air pollutants, solid waste, and noise. In our procurement strategy, we actively seek to eliminate packaging and prevents tank truck transport to reduce environmental impact throughout the supply chain.

Moreover, our Procurement Department adopts flexible management practices to strengthen partnerships with suppliers. This includes on-site visits, regular digital communication, and periodic written assessments. Such initiatives have fostered robust relationships, resulting in minimal delays, conflicts, or significant issues in past engagements. By cultivating these connections, we ensure a reliable and efficient supply chain. 此外,在招標評估過程中,我們優先考慮已具 有緣色資質的供應商,例如獲得ISO 14001環 境管理體系認證的企業,並於年度評估中給予 他們額外的加分。供應商必須承諾遵守有關廢 水、廢氣、固體廢棄物、噪聲等污染物達標 排放的法律法規。在我們的採購策略中,我們 積極尋求減少包裝的解決方案,並避免槽車運 輸,以減少整個供應鏈對環境的影響。

此外,我們的採購部採用靈活管理的方式,通 過實地考察、定期線上溝通和定期書面評估等 渠道,加強與供應商的合作關係。這些措施促 進了我們與業務夥伴之間牢固的合作關係,在 過去的合作中極少出現延誤、衝突或其他重大 問題。通過培養這些關係,我們確保了供應鏈 的可靠與高效。

F&F and Food Ingredients business

香精及食品配料業務



Distribution of Suppliers in F&F and Food Ingredients business 香精及食品配料業務的供應商分佈



This business mainly collaborates with suppliers providing natural raw materials, synthetic raw materials, solvent, and packaging drums. It effectively engages and manages its suppliers by adhering to internal policies such as "Supplier Selection and Evaluation Procedures for Production Materials".

This policy mandates compliance with local laws, valid certifications, and a solid industry reputation. The Procurement Department collaborates with quality control and R&D teams to rigorously assess suppliers based on their production capabilities and ability to meet development needs. Priority is given to those with environmental and occupational health certifications, and every product batch undergoes stringent testing, supported by annual compliance evaluations.

It effectively mitigates supply chain risks through performing regular assessments of supplier performance, including product quality and delivery schedules, on a monthly and annual basis, with satisfactory suppliers continued to be included in the qualified supplier list. The business continuously monitors international standards, ensuring the selection of appropriate raw materials, particularly in line with cosmetic fragrance regulations, while revising banned substances and judiciously using restricted materials.

To further promote green procurement, suppliers must sign the "Environmental and Occupational Health and Safety Commitment Letter" upon contract signing, reinforcing commitments to environmental protection and pollution prevention. It sees environmental considerations are of paramount importance, with a focus on prioritising natural materials that do not adversely impact the environment. The operation centre and R&D Department are dedicated to minimising the use of chemically synthesised raw materials, ensuring sustainability is integral to the supply chain management strategy.

In FY2024, around 98% of its suppliers come from local regions, with the implementation rate of its supplier management policies being over 97%.

本業務主要與提供天然原料、合成原料、溶劑 及包裝桶的供應商合作。本業務遵守「生產性 物料供方選擇和評審程序」等內部政策,有效 地與供應商聯繫並對其進行管理。

該政策要求供應商必須遵守當地法律,持有有 效認證以及具備良好的業界聲譽。採購部與品 管部和研發團隊合作,根據生產能力和滿足開 發需求的能力對供應商進行嚴格評估。我們優 先考慮具有環境和職業健康認證的供應商,並 對每一批產品進行嚴格的檢測,同時本業務定 期進行年度合規評估。

為有效降低供應鏈風險,本業務定期對供應商 表現開展月度和年度評估,包括產品質量及交 貨期。表現優秀的供應商將被列入合格供應商 名冊。本業務持續關注國際標準的動態,確保 選擇合適的原材料,特別是在化學品香料法規 方面的,同時修訂禁用物質清單並謹慎控制受 限材料的使用。

為進一步推動綠色採購,我們要求合作的供 應商須在簽訂合約時簽署《環境、職業健康安 全承諾書》,強化對環境保護和預防污染的承 諾。本業務將環境因素視為重點,優先選擇對 不會對環境產生不利影響的天然材料。營運中 心和研發部致力於減少化合原料的使用,確保 可持續發展成為供應鏈管理策略中不可或缺的 一環。

於2024財年,本業務約98%的供應商來自本 地,而其供應商管理政策的實施涵蓋其超過 97%供應商。



This business depends on several key suppliers for essential inputs, including production additives, tobacco powder, stems, and packaging materials. Guided by the Q.C.D.S. principle—"Equal emphasis on quality, cost, delivery, and service"—the business follows the "External Supplier Selection and Evaluation Management Measures" and "External Supplier Evaluation Control Procedures." These frameworks govern the entire process, from supplier identification and due diligence to evaluation, onboarding of new suppliers, and annual assessments.

During supplier selection, potential environmental and social risks are meticulously assessed through comprehensive due diligence prior to formal agreements. The Material Management Department adheres to the "Raw and Auxiliary Materials Quality and Safety Guard Standard Requirements," ensuring that suppliers possess relevant international certifications, demonstrate a strong social reputation, maintain safe production capabilities, and comply with local regulations. 本業務依賴多家關鍵供應商提供生產添加劑、 煙末和煙梗、包裝材料等重要原材料。遵循 「質量、成本、交付與服務並重」的原則,本 業務依據《外部供方選擇與評價管理辦法》以及 《外部供應商評價控制程序》等內部政策開展 業務,涵蓋從供應商挑選、盡職調查、評估到 新供應商引進、年度評估和審查的整個工作流 程。

在篩選供應商的過程中,我們會在與供應商簽 訂正式合同之前,通過開展全面的盡職調查, 仔細評估潛在的環境和社會風險。物資管理部 遵守《原輔材料質量安全衛士標準要求》,確 保供應商擁有相關的國際認證、良好的社會聲 譽、穩定的安全生產能力,並遵守當地法規。

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This business prioritises partnerships with suppliers committed to environmental sustainability and resource conservation. Selection criteria for materials and suppliers derive from the "Green and Environmentally Friendly Procurement Material List," established by the Market Service Department. In FY2024, almost all suppliers were local, and the implementation rate of supplier management policies reached approximately 63%, supported by oversight from the Quality Control and Technology Departments. 本業務優先考慮與環境可持續和資源節約的供應商建立合作夥伴關係。材料和供應商的具體 選擇標準以市場服務部制定的《綠色環保採購 物料清單》為准。於2024財年,本業務合作的 本地供應商佔比接近100%,而其供應商管理 政策的執行率在品管部及技術部的監督與支持 下,亦覆蓋接近63%的供應商。

Aroma Raw Materials business

香原料業務





This business has implemented several internal policies to manage supplier sustainability effectively, including the "Qualified Supplier Management System" and "Procurement Control Procedures" for supplier selection and evaluation. The procurement team prioritises finding trustworthy suppliers who provide competitive pricing and consistent quality. They spearhead collaboration with the Quality Control and Technical Departments to thoroughly assess potential new suppliers. This involves evaluating various factors such as supplier credentials, production capabilities, logistics services, and quality assurance processes. Only those suppliers who successfully meet these stringent criteria are added to the approved supplier list. 為有效管理供應商的可持續發展,本業務已實 施《合格供應商管理制度》以及《採購控制程序》 等內部政策,以甄選和評估供應商。採購團隊 優先尋找價格具有競爭力且產品質量穩定的可 靠供應商,並與品管部及技術部密切合作,通 過對供應商資質、生產能力、物流服務、品質 保證流程等方面的審核,徹底評估潛在的新供 應商。僅有順利符合上述嚴格標準的供應商才 會被考慮納入合格供應商名單。



To promote environmentally responsible procurement, this business has developed the "Supplier Social and Environmental Responsibility Assessment Form," which outlines key metrics for evaluating ESG performance. Suppliers are required to complete this form to assess their sustainability practices. Additionally, the "Supplier Environmental Assessment Form" evaluates their performance during production, including waste management practices, history of environmental noncompliance fines, and certification under ISO 14001 for their Environmental Management System. This business prioritise collaboration with suppliers demonstrating strong performance in these assessments to foster responsible supply chain behaviour and minimise ESG risks within the value chain.

In FY2024, the implementation rate of the supplier management policies of the Aroma Raw Materials business was over 10%, with the Procurement Department responsible for implementation while the Operation Centre and Technical Department responsible for monitoring.

為最大限度地降低供應鏈中的環境和社會風險,本業務已制定《供應鏈環境及社會風險識 別政策》,其中概述了不符合當地環境法規、 資訊洩漏和知識產權侵權等潛在風險。該政策 亦包含風險緩解策略,指導採購團隊應對識別 到的風險。我們為員工提供定期培訓,以提高 對潛在環境和社會風險的認識,同時制定應急 預案並組織演習,以確保提前做好準備。

為促進環境友好型採購,本業務制定了《供應 商社會與環境責任評估表》,其中列明評估 ESG表現的關鍵指標。供應商須填寫此表格以 協助我們評估其可持續發展實踐。此外,《供 應商環境評估表》將用於評估供應商在生產過 程中的表現,包括廢棄物管理實務、環境違規 罰款記錄以及是否擁有ISO 14001環境管理體 系認證等。本業務將優先與在這些評估中表現 優異的供應商開展合作,以培養負責任的供應 鏈行為,並將價值鏈中的ESG風險降至最低。

於2024財年,香原料業務供應商管理政策的 覆蓋率超過10%,由採購部負責執行,營運 中心和技術部負責監察。



Condiments business

調味品業務



Distribution of Suppliers in Condiments business 調味品業務的供應商分佈

This business relies on key suppliers for raw and packaging materials, guided by the "Procurement Management Regulation," which prioritises price, quality, and delivery in supplier selection and evaluation.

The Procurement Department follows a structured supplier management process, maintaining a qualified supplier directory. When existing suppliers cannot meet needs, new suppliers are registered through the "New Supplier Evaluation Application Form" and "New Supplier Preliminary Survey Form." Depending on purchase type and value, either bidding or inquiry processes are initiated, leading to contract signing, order placement, delivery, quality inspection, and financial settlement, with annual assessments.

Regular evaluations are conducted for both new and existing suppliers. The Procurement Department oversees order execution, while the Quality Control Department manages acceptance and quality assessments. The Audit and Legal Departments conduct periodic evaluations and risk assessments. 本業務主要與原材料及包裝材料供應商合作, 並遵循《採購管理制度》的指導,重點關注價 格、質量以及交付能力三大方面。

採購部遵循結構化的供應商管理流程,維護合格供應商名錄。當現有供應商無法滿足業務需 求時,本業務將利用《新供應商開發評估申請 表》及《新供應商基本情況調查表》對新供應商 進行審核和准入。根據採購類型和金額,本業 務將啟動招標或詢價流程,隨後進行簽訂合 同、下達訂單、交付貨物、質檢驗收和財務結 算等環節,並開展年度供應商考核。

本業務將對新准入以及現有的供應商定期進行 評估。採購部負責監督各項採購訂單的執行, 而品管部則負責產品驗收和品質評估的管理工 作。審計和法務部則定期對供應商表現和相關 風險進行評估。



To minimise risks along the supply chain, the Quality Control Department leads efforts to assess compliance with national policies and food regulations, collaborating with R&D, legal, and procurement teams to promptly amend contracts, quality reports, and orders as necessary. Environmental regulations are similarly evaluated, with the Safety Department working with Procurement and Supply Chain Teams to ensure compliance.

To promote green procurement practices, the Procurement Department mandates that suppliers adhere to national environmental standards during production. The Quality Control Department closely monitors compliance during factory inspections, focusing on wastewater discharge and adherence to environmental policies. Suppliers that fail to meet these standards are excluded from the qualified supplier list. Conversely, suppliers demonstrating exceptional environmental practices are given priority in evaluations, provided their pricing and services are competitive. Notably, during the year under review, all suppliers engaged by this business segment were located within the local regions, and around 50% of the suppliers entered "Green Engagement" with this business.

In FY2024, the aforementioned supplier management measures are applicable to 100% of the Condiments business's suppliers.

2-27; 3-3 (c); 417-2; 417-3; 418-1

6.2. Product Responsibility

GRI

HKEX

Aspect B6

With regard to the Group's health and safety, advertising, labelling and privacy matters of its products and services, the Group was in compliance with the relevant rules, regulations and standards in Mainland China, Hong Kong and other localities in FY2024. More details can be found in APPENDIX V as set out on pages 126 to 127.

為將供應鏈上的風險降到最低,由品管部牽 頭,評估合作的供應商對國家政策和食品法規 的合規性,並與研發、法律和採購團隊合作, 及時修訂合同、質量報告和訂單。安全部門與 採購及供應鏈團隊攜手,對供應商對環保法規 的合規性進行評估,確保其符合要求。

為推動綠色採購實踐,採購部門規定供應商必 須在生產過程中遵守國家環保標準。品管部在 開展工廠巡查時密切監控供應商的合規性,並 重點關注廢水排放和環保政策的合規情況。 未能達到這些標準的供應商將被排除在合格供 應商名錄之外。反之,在價格和服務具有競爭 力的前提下,表現出卓越環保實踐的供應商將 在評估中獲得優先考慮。值得注意的是,本業 務於回顧年度聘用的所有供應商均位於營運當 地,其中約50%的供應商與本業務達成[綠色 合作]。

於2024財年,上述的供應商管理政策適用於 本集團調味品業務的所有供應商。

6.2. 產品責任

GRI	2-27; 3-3 (c);
	417-2; 417-3; 418-1
聯交所	層面B6

關於本集團產品和服務的健康和安全、廣告、 標籤及私隱事宜,本集團於2024財年遵守中 國內地、香港和其他當地的相關法律法規和 標準。更多詳情請參閱第126至127頁的附錄 五。



Product and Services Quality Assurance

HKEX

KPI B6.4

We have taken significant steps to ensure customer satisfaction through our rigorous implementation of the "Quality, Environment, and Occupational Safety (QEO) Management System", which focuses on service quality and safety assurance while adhering to core principles of "Safety and Quality, Technological Innovation, Honesty and Trustworthiness, and Continuous Improvement."

To effectively manage product quality, we adopt a range of internal policies and procedures including the "Product Monitoring and Measurement Control Procedures" and "Online Process Quality Early Warning Procedure," all designed to control factors impacting product quality during production.

Additionally, Technical Departments within each business segment establish product technical standards based on national and industry regulations. These standards cover inspection criteria, methods, packaging, and storage requirements, referencing guidelines such as GB/T 19001-2016 and ISO 9001:2015 (Quality Management System); GB/T 24001-2016 and ISO 14001:2015 (Environmental Management System); and GB/T 28001-2011 and ISO 45001:2018 (Occupational Health and Safety Management System).

F&F and Food Ingredients business

This business ensures quality through a comprehensive approach guided by its motto of "Safety, Quality, Technological Innovation, Integrity, and Continuous Improvement". By adhering to ISO 9001 Quality Management System requirements, it has established a robust guality management framework supported by the "Quality Manual" and "Inspection Control Procedures", that includes annual external audits and management reviews, ensuring alignment with market demands and effective achievement of management goals. Specific product standards have been set, detailing definitions, technical requirements, testing methods, inspection rules, and guidelines for packaging and storage applicable to its flavouring products. Strict quality control measures are implemented by the Quality Control Department to protect each critical process, and regular internal audits are conducted to ensure compliance with established protocols, facilitating ongoing improvements for any non-conformities.

產品和服務質量保證

聯交所 KPI B6.4

我們堅持「安全優質、科技創新、誠實守信、 持續改進」的核心原則,採取重點舉措並通過 嚴格執行《質量、環境和職業安全(「QEO」)管 理體系》,確保在服務質量和安全保障方面滿 足客戶的需求。

為有效管理產品質量,我們落實一系列內部政 策和程序,其中包括《產品監視和測量控制程 序》、《在線過程質量預警程序》,旨在對生產 過程中影響產品質量的各個因素進行控制。

此外,各業務板塊的技術部門根據國家或行 業要求制定產品技術標準,涵蓋檢驗標準、 方法、產品包裝以及儲存要求,並參考GB/ T 19001-2016及ISO 9001: 2015(質量管 理體系)、GB/T 24001-2016及ISO14001: 2015(環境管理體系)、GB/T 28001-2011及 ISO45001: 2018(職業健康安全管理體系)等 指引。

香精及食品配料業務

本業務以「安全優質、科技創新、誠實守信、 持續改進」為宗旨,通過完善的質量管理方針 確保產品品質。本業務依據ISO 9001質量管 理體系要求,建立穩健的質量管理框架,並以 《質量手冊》及《檢驗控制程序》等內部政策作為 支持,其中涵蓋年度外審和管理評審,確保符 合市場需求並有效達成管理目標。針對其調味 類型產品,我們已制定具體的產品企業標準, 詳細規定了相關術語定義、技術要求、試驗方 法、檢驗規則及包裝和儲存要求。品管部負責 實施嚴格的質量控制措施,確保每個關鍵環節 的質量得到保障。此外,本業務定期進行內 審,確保各項制度落實到位,並協助持續改善 任何不符合規範的情況。

Tobacco Raw Materials business

This business upholds stringent product quality control through a systematic approach aligned with customer requirements and relevant standards. The Technical Department sets product specifications, including inspection standards, methods, packaging, and storage requirements. The Quality Control Department formulates inspection procedures based on these specifications, detailing sampling methods and testing equipment. Incoming materials are sampled and tested, with results documented in reports indicating compliance or non-compliance. Non-conforming materials are isolated, and appropriate actions are initiated. Process inspectors monitor production lines, conducting tests at key control points and alerting the workshop for adjustments if needed. Finished products undergo rigorous testing to ensure they meet quality standards before storage. Prior to dispatch, outgoing products are sampled and inspected, ensuring only compliant goods are shipped, with non-conforming items managed according to established protocols.

Aroma Raw Materials business

The Quality Control Department is essential, implementing internal protocols for inspecting incoming products, monitoring processes, and evaluating finished goods. During the raw material procurement phase, inspections are conducted by the warehouse; only materials that meet standards are accepted into storage, while non-compliant items are returned. A directory of qualified suppliers is maintained and reviewed regularly based on their performance. In production, samples from various stages must pass inspection before moving forward. The department also establishes procedures for product recalls to effectively handle quality concerns. Additionally, the Legal Department ensures alignment with applicable laws and regulations. These thorough procedures and technical standards serve as quality assurance benchmarks, reinforcing a strong product quality framework.

煙用原料業務

本業務通過系統化的方法實施嚴謹的產品質量 控制,確保符合客戶需求及相關標準。由技術 部門制定產品的技術標準,包括檢驗標準、方 法、產品包裝及儲存要求。品管部則依據這 些標準,制定產品檢驗程序,詳細規定取樣方 法和檢測設備等。在原材料入庫時,來料須經 抽樣檢驗,並出具檢驗報告,報告中注明檢測 物料是否合格。對於不符合標準的材料,倉庫 將對其進行隔離並啟動不合格品處理流程。同 時,製程檢驗員負責監控生產線,在各工藝控 制點對產品進行檢測,並在工藝參數不合格時 通知車間予以調整。成品在入庫前須經過嚴格 的檢測,確保其符合質量標準。在成品出庫前 亦會進行抽樣檢驗,確保僅有符合標準的產品 才能准許出貨。對於不符合標準的產品,將按 照既定程序進行處理,以確保最終交付給客戶 的產品品質無虞。

香原料業務

本業務的品管部發揮著關鍵作用,負責執行內 部檢驗程序以檢查來料、監控生產流程及檢驗 成品。在原材料採購階段,由倉庫對來料進行 檢驗,僅符合標準的材料方可入庫,未達標材 料將被退回。本業務下屬子公司建立起合格供 應商名錄,並根據供應商表現進行定期評審。 在生產過程中,各階段樣品須通過車間檢驗合 格後方可進入下一道工序。品管部亦制定產品 召回程序,以有效應對可能出現質量問題。此 外,法律部負責確保企業的各項操作符合適用 的法律法規。憑藉嚴謹的程序及技術標準,本 業務為產品質量提供可靠的保障,亦進一步鞏 固企業的產品質量管理框架。



Condiments business

The Quality Control Department is vital to our commitment to food safety and quality. It develops internal control procedures, such as the Food Safety Quality Manual and Warehouse Management System, and oversees the inspection of packaging and raw materials. The department conducts inspections of outgoing finished goods and implements Unqualified Product Control Procedures to address noncompliance. By adopting the ISO 22000 and FSSC 22000 Food Safety Management System, it ensures that high food safety and quality standards are consistently maintained throughout operations.

Unqualified Output and Recall Procedures

HKEX

KPI B6.1; KPI B6.4

Huabao takes unqualified products very seriously and has established clear recall protocols across its business segments, such as "Non-conformity Control Procedure" and "Product Recall Control Programme".

調味品業務

本業務的品管部為我們在食品安全與質量方面 的承諾提供關鍵保障,負責制定《食品質量安 全手冊》及《倉庫管理制度》等內部控制程序, 並監督包裝材料和原材料的驗收工作。此外, 品管部負責對出庫成品進行檢驗,根據《不合 格產品控制程序》妥善處理不符合標準的產 品。通過實施ISO 22000及FSSC 22000食品 安全管理體系,品管部確保在整個營運過程 中,始終維持高標準的食品安全和質量要求。

不合格的產品和回收程序

聯交所 KPI B6.1; KPI B6.4

華寶高度重視不合格產品的情況,並已於各業務板塊建立起明確的召回流程,包括《不合格控制程序》及《產品召回控制方案》等政策。





Recall information is tracked and followed up on, with comprehensive files established. A summary report is prepared afterwards, outlining the recall situation, and timely communication is made with senior leaders and relevant departments for analysis and development of appropriate action.

In the event of a recall associated with food safety issue, the Quality Control Department will report the matter to the supply chain director, followed by a risk assessment to determine the affected regions and batches, thereby issuing recall notifications to sales offices. These structured approaches ensure that products with company branding can be efficiently and completely recalled from the market. In FY2024, the Group did not have any products subject to recall for safety and health reasons.

Labelling and Advertising

ΗΚΕΧ

Aspect B6

We emphasise compliance and integrity in our labelling and advertising practices. All advertisement content undergoes review by the Legal, R&D, Marketing and Quality Control Departments to ensure adherence to advertising laws, including Advertising Law of the People's Republic of China, avoiding misleading claims while respecting age-restriction guidelines.

Regulatory Compliance

Advertisements must align with local and international standards, substantiated by scientific evidence. The Quality Control Department conducts regular audits to ensure adherence, addressing any deviations through corrective actions. We prohibit deceptive or offensive content, focusing on socially responsible messaging. All marketing materials accurately reflect product features and usage instructions. 有關產品召回的資訊將被詳細追蹤並跟進,同時建立全面的產品召回檔案。召回完成後將編製總結報告,概述產品召回情況,並及時與高層管理領導和相關部門溝通,分析及制定適當的應對措施。

若召回的產品涉及食品安全問題,品管部將向 供應鏈部總監報告,隨後進行風險評估以確定 受影響地區及批次,並向銷售辦事處發出召回 通知。上述有序的措施確保帶有企業標誌的 產品能夠快速有效且徹底的從市場上召回。於 2024財年,本集團並無任何因安全與健康理 由而須回收的產品。

標籤和廣告

聯交所

層面 B6

我們於標籤和廣告宣傳的事宜中堅持合規並貫 徹誠信原則。所有廣告宣傳資料均須由法務 部、研發部、品管部、營銷部等相關職能部門 進行嚴格的聯合審查後發佈,以確保符合《中 華人民共和國廣告法》等相關的法律法規,避 免誤導性宣傳,並嚴格遵守年齡限制的相關指 引。

法規合規

廣告宣傳內容必須符合當地及國際標準,並以 科學證據作為支撐。品管部定期進行審核,以 確保廣告內容的合規性,並對任何偏差的描述 進行糾正。我們嚴格禁止任何虛假或冒犯性內 容,致力於傳遞有助於社會責任的資訊。所有 營銷材料均須準確反映產品特性及使用説明。



Labelling Standards

Product labels are reviewed against internal policies including the "Quality, Signs and Traceability Control Procedures" to ensure compliant with standards including GB7718 "National Food Safety Standard General Standard for the Labeling of Prepackaged Food". We follow the United Nations' Globally Harmonized System for export products and implement internal labelling regulations through the ERP-SAP system, ensuring unique batch identification and standardised formats.

Customer Satisfaction and Complaint Handling

GRI	2-29; 3-3 (c-d); 418-1
HKEX	KPI B6.2

To ensure all customer complaints are handled effectively and efficiently, we have adopted a structured and systematic process involving multiple departments, including the Customer Service Department, Quality Control Department, Marketing Department, Supply Chain Department, with its effective implementation monitored by the general manager. For instance, our factory in Indonesia has established a "Customer-related Process Control Procedures", in which complaints are categorised into classes with Class A representing the most serious complaint that cause financial lost and Class C representing the relatively minor verbal complaints. Roles and responsibilities of various departments at each handling step are also clearly stated:

標籤標準

我們按照《質量、標識和可追溯性控制程序》 等內部政策來審查產品標籤有關事宜,確保其 符合GB7718《食品安全國家標準預包裝食品 標籤通則》等相關標準的要求。我們的出口產 品遵循聯合國《全球化學品統一分類和標籤制 度》,並通過SAP企業資源規劃系統實施內部 標籤管理規定,確保每批產品具有唯一的批號 及標準化的標籤格式。

客戶滿意度和投訴處理

GRI	2-29; 3-3 (c-d); 418-1
聯交所	KPI B6.2

為確保所有客戶投訴都能得到妥善且高效的處 理,我們採用結構化、系統化的流程,涉及服 務部、品管部、營銷部及供應鏈部的多部門參 與,並由總經理負責監督執行情況。例如, 我們位於印度尼西亞的工廠制已建立《客戶相 關流程控制程序》,根據投訴嚴重程度進行分 級,其中A級代表最嚴重的投訴,可能造成公 司的財務損失,而C級則代表情節較輕的口頭 投訴。此外,該程序亦明確規定各部門在每個 處理流程中的角色和職責。





In FY2024, the Group received 223 complaints, which were all handled and resolved in accordance with the relevant policies and procedures.

Intellectual Property Rights & Innovation

HKEX

KPI B6.3

Committed to upholding intellectual property rights through a structured and proactive approach, we have been upholding to the "Enterprise Intellectual Property Management Standard (GB/T 29490-2013)" and internal policies, including the "Intellectual Property Management Measures" and "Patent Management Measures".

知識產權與創新

聯交所 KPI B6.3

我們致力於通過結構化且積極主動的方式維護 知識產權, 謹遵《企業知識產權管理規範(GB/T 29490-2013)》,以及《知識產權管理辦法》和 《專利管理辦法》等內部政策。

已根據相關政策和程序予以處理並妥善解決。



To prevent intellectual property rights infringement, we have established a specialised department responsible for managing and safeguarding intellectual property. The Marketing Department works closely with third-party intellectual property firms to combat online and physical counterfeiting, as well as illegal production activities. The Huabao Technology Centre* oversees the application, registration, and maintenance of intellectual property, ensuring timely patent applications and software copyright registrations. We actively collaborate with universities to learn advanced practices in intellectual property protection.

We have also formed a long-term partnership with external legal counsel and patent agency to enable quick verification of infringement and facilitate timely protective measures. Through these initiatives, Huabao is dedicated to maintaining the integrity of our intellectual property and fostering an innovative environment.

In FY2024, the Group continued its endeavours in R&D, highlighting the following achievements and innovations.

F&F and Food Ingredients business

This business was granted over 14 patents during the year, covering methods to reduce nicotine content in tobacco extracts and the development of tamarind flavour and its production method. For instance, Guangzhou Hua Fang has invested RMB 9,848,400 in the "Natural Flavor Enhancer" series, which has been recognised as a high-tech product in Guangdong Province in 2024, with key innovations including the development of a new extraction process. In addition, Yingtan Huabao has also allocated RMB 32,380,000 in R&D with notable achievements including the completion of two significant projects on developing natural flavours from raspberry and rose, along with six additional projects focused on various natural extracts. Furthermore, this business has actively developed enzymatic hydrolysis technology for the production of natural fragrance bases to achieve a more environmentally friendly and efficient production process. For instance, it is exploring the application of synthetic biological low-carbon technology to produce enzymatic low-carbon products.

* translation for identification purpose only

為加強對專有技術及知識產權相關資訊的管理,我們的研發部負責管理企業的專利申請, 由法務部管理商標註冊的事宜。2024年11 月,我們的煙用原料業務召開知識產權戰略會 議,明確來年的知識產權目標。

為防止知識產權侵權行為,我們設立專責部門 管理及保護集團的知識產權。營銷部更是與第 三方知識產權機構密切合作,打擊網上售假、 實體店售假以及生產假冒偽劣產品等違法行 為。華寶技術中心*負責知識產權的申請、註 冊及維護,確保及時及進行專利申請和軟件著 作權註冊。我們亦積極與各大院校合作,了解 先進的知識產權保護實踐。

此外,我們與外部法律顧問及專利代理事務所 建立長期的合作關係,以快速核實侵權行為並 及時採取保護措施。透過上述措施,華寶致力 於全面維護集團的知識產權,培育創新環境。

於2024財年,本集團持續投入研發工作,並 取得了以下創新成就:

香精及食品配料業務

本業務於年內共獲授超過14項專利,其中包 括《一種降低雲煙浸膏精製物中煙堿含量的製 備方法》以及《一種羅望子香精及其製備方法》 兩項發明專利及生產工藝。其中,廣州華芳投 入人民幣9,848,400元用於研發「增香保潤天 然香料」系列產品,該系列已於2024年被評 選為廣東省名優高新技術產品,其關鍵創新包 語開發了一種新型提取工藝。此外,鷹潭華 亦投入人民幣32,380,000元於研發,完成兩 項以覆盆子及玫瑰天然香料開發為主的重大項 目,以及六項專注於各種天然提取物的項目。 此外,該業務積極開發用於天然香基生產的酶 解技術,以實現更環保、更高效的生產流程。 例如,本業務正在探索應用合成生物低碳技術 來生產酶解低碳產品的解決方案。

英文翻譯僅供參考

Tobacco Raw Materials business

This business applied for over 21 patents this year, including invention patents that are mainly related to manufacture and application of HNB cigarettes products as well as perfection of production methods and process for capsules and filters. In particular, Guangdong Jinye invested in the innovation related to HNB Cigarettes using methods such as slurry and granulation. In response to customer needs, a variety of tailored flavours for different product types were also created. According to the annual new product development plan, Hunan Jishou has also accomplished breakthroughs in production equipment, including the development of thinwalled hollow tube forming technology for cigarette rods and the modification of equipment to improve the applicability of high-permeability paper for medium and fine filter rods. Furthermore, one of the subsidiary in this business has been awarded as "Professional, Advanced, Specialised and New SME" and "Municipal Enterprise Technology Centre", reflecting the competitiveness of our niche segment.

Aroma Raw Materials business

In FY2024, this business invested over RMB 2,000,000 in R&D. In particular, Jiangxi Xianghai has focused its innovative efforts on oakmoss-related products, with key innovations including:

- Using alternative reaction substrate to ensure green and efficient synthesis with simplified processing steps
- Optimising synthesis processes and catalyst use, achieving high-efficiency production with over 85% single-step yield of the main aromatic component
- Developing a novel synthesis method for key intermediates to improve yield and optimise process parameters
- Introducing chiral synthesis aids to enhance purity and meeting high-end market demands

Condiments business

To promote "Chinese Taste" as a global trend, this business was successfully granted over four new patents during the year, strengthening our technique and capacity in respect of storage and flavour preservation for products, as well as the promotion and development of soup base products.

煙用原料業務

本業務於年內申請超過21項專利,其中包括 主要涉及加熱不燃燒(HNB)新型煙草製品的製 造與應用,以及膠囊和濾棒生產方法與工藝改 進的發明專利。其中,廣東金葉投資於HNB 煙草創新,開發稠漿法、顆粒法等工藝,並根 據客戶需求研發多種針對不同產品類別的定制 口味。基於年度新品開發計劃,湖南吉首在生 產設備方面取得突破,包括研發薄壁空管基礎 棒成型煙槍的技術,以及提升中細支濾棒高透 成型紙適用性的設備改造。此外,本業務旗下 其中一家子公司榮獲[專精特新中小企業]及 「市級企業技術中心」的認定,反映出我們於香 料香精行業的競爭優勢。

香原料業務

於2024財年,本業務於研發方面投入超過人 民幣2,000,000元。其中,江西香海將重點放 在橡苔相關產品的創新研發,主要創新成果包 括:

- 使用替代反應底物,確保合成的綠色經 濟並簡化工藝步驟
- 優化合成工藝及催化劑的使用,實現高 效製備,使芳香成分產物的單步收率超 過85%
- 開發關鍵中間體的新型合成方法,提高 產率並優化工藝參數
- 引入手性合成助劑,提高合成純度並滿 足高端市場的需求

調味品業務

為推動「中國味道」成為全球趨勢,本業務於年 內成功獲得超過四項新專利,提升我們在產品 儲存及風味保鮮技術方面的能力,同時加強對 湯底產品的推廣與開發。



Protecting data and customer privacy

GRI	3-3 (c)
HKEX	KPI 6.5

At Huabao, we are committed to safeguarding customer privacy and ensuring data security through stringent policies and measures such as the "Information Security and Confidentiality System" and "Enterprise Confidentiality 件加密保管、信息儲存設備安全保管、定期備 System". In addition to key actions including sensitive 份重要數據等關鍵措施外,我們的內部實踐亦 document encryption, secure storage of information devices, and regular data back-ups, our internal practices also encompass the following:

保護數據和客戶隱私

GRI	3-3 (c)
聯交所	KPI 6.5

在華寶,我們致力於保護客戶隱私,並通過嚴 格落實《信息安全保密制度》及《企業保密制度》 等內部政策和措施,確保數據安全。除敏感文 涵蓋下列領域:





With the centralised monitoring and oversight at our headquarters, we ensure that employees are abstained from disclosing customers' information to any third party. Violations of this provision result in corresponding legal consequences and immediate termination of the labour contract. During the year under review, there were no substantiated complaints received by the Group concerning the breaches of customer privacy and losses of customer data.

laws and regulations regarding health and safety, advertising, labelling and privacy matters of its products and services that have a significant impact on the Group.

In FY2024, the Group was not in violation of material relevant

6.3. Maintaining	A Strong Ethics and Compliance Culture	6.3. 維持良
GRI	2-26; 2-27; 3-3 (c); 205-2; 205-3	GRI
НКЕХ	Aspect B7; KPI B7.1; KPI B7.2; KPI B7.3	聯交所

To safeguard our rights and interests, we employ a robust anti-corruption management approach founded on core principles of professionalism and ethical conduct. We aim to standardise employee behaviour and foster a transparent workplace culture that prevents practices harmful to the Group and its shareholders, while ensuring compliance with relevant laws and regulations.

In FY2024, the Group was in compliance with the local laws and regulations relating to bribery, extortion, fraud and money laundering including but not limited to the "Anti-Corruption Law of the People's Republic Of China", "the Law of the People's Republic of China on Anti-money Laundering", "the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong)" and "the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong)". For corporate governance section, please refer to the Group's 2024 Annual Report for further details.

Key internal policies, including the "Staff Integrity and Self-Discipline Commitment Letter", "Integrity Agreement" and "Anti-Fraud, Anti-Bribery and Reporting Policy", are actively enforced and monitored by the Legal Department. We conduct regular internal and external audits to identify and address potential corruption within our financial and operational practices. The internal Audit Department reports to the Group's Audit Committee and conducts special audits on procurement teams, ensuring thorough reviews for contracts exceeding specified financial thresholds.

透過總部的集中監控與督促,我們嚴禁員工向 任何第三方披露客戶信息。如違反規定,涉事 員工將承擔相應法律後果,而我們將立即終止 相關的勞動合同。於回顧年內,本集團並無收 到有關違反客戶私隱及客戶資料遺失的實質投 訴。

於2024 財年,本集團並沒有違反任何對本集 團有重大影響的有關其產品的健康與安全、廣 告、標籤及私隱事宜方面的相關法律及規例。

良好的道德與合規文化

GRI	2-26; 2-27; 3-3 (c);
	205-2; 205-3
聯交所	層面B7; KPIB7.1;
	KPI B7.2; KPI B7.3

為保障集團的自身權益與利益,我們以專業與 誠信為核心原則,落實反腐敗問題的管理方 針,旨在以此規範員工行為並營造廉潔的工作 文化。同時,防範任何可能損害集團或其持份 者利益的行為,並確保遵守相關法律法規。

於2024財年,本集團遵守當地有關參與賄 賂、勒索、欺詐和洗錢的法律法規,

包括但不 限於《中華人民共和國反腐敗法》、《中華人民 共和國反洗錢法》、《打擊洗錢及恐怖分子資金 籌集條例》(香港法例第615章)和《防止賄賂條 例》(香港法例第201章)。有關企業管治部分 的更多資訊,請參閱本集團的2024年度報告。

我們通過《員工廉潔自律承諾書》、《廉潔協議》 及《反舞弊、反賄賂與舉報管理制度》等內部政 策,明確規範員工行為,並由法務部負責執行 及監察。我們定期進行內部及外部審計,以發 現和糾正財務和業務操作中潛在的貪污風險。 內部審計部直接向集團審核委員會報告,並對 採購團隊進行專項審計,確保對超出特定金額 的合同進行嚴格審查。

Upon contract signing, we provide business partners with contact information for reporting bribery. In the event of contractual violations, the non-breaching party can terminate the relationship and seek recovery of any illicit gains. Significant procurement contracts are accompanied by "Integrity Agreement", which require prior approval. For instance, when engaging a supplier with an annual supply amount exceeding RMB 5 million or a partner involved in a project exceeding RMB 10 million, relevant management departments submit project materials to the "Anti-Fraud and Anti-Bribery Working Group" for review.

With the establishment of the grievance mechanism, employees and business partners can report known instances of fraud or misconduct through various channels, including directly to their supervisor, to a working group member, or via designated email. The effective mechanism can protect the whistle-blowers from unfair dismissal or victimisation. The "Anti-Fraud and Anti-Bribery Leading Group and Working Group" investigates allegations of misconduct and reports findings to Group working group. If criminal activity is suspected, timely notifications are made to relevant regulators or authorities, when deemed necessary by the management.

In our commitment to ethical conduct, we implemented comprehensive anti-corruption training for staff in 2024. This included Disciplinary Requirements Training during weekly meetings of our subsidiary, F&G (Botswana) and a mass online programme titled "Anti-Fraud and Anti-Bribery Special Training", designed with reference to the requirements of the ISO 37001:2016, for all employees in Autumn 2024. Targeted training sessions were also conducted for high-risk roles in finance, procurement, business development, and technical positions handling sensitive information. Additionally, new hires received dedicated training to familiarise them with our ethical standards and policies.

During the year, on top of the Group-wise mass training programme, more than 46 hours of anti-corruption-related training were arranged for over 70 management staff and 2,400 general staff across the Group. To enhance our training programmes, we invited external speakers to provide valuable insights. These initiatives are part of our ongoing efforts to foster a culture of integrity and transparency across the Group.

In FY2024, the Group did not record any concluded legal cases regarding corrupt practices brought against the Group or its employees.

在簽訂合同時,我們亦向業務夥伴提供舉報賄 賂的聯絡方式。一旦出現合同違規的情況,非 違約方有權終止合作並追回違約方的非法所 得。重大採購合同均附有《廉潔協議書》,經 審批後執行。例如,當涉及年度採購金額超過 人民幣500萬元的供應或項目金額超過人民幣 1,000萬元的業務合作時,相關管理部門須將 項目資料提交給「反舞弊、反賄賂工作小組」進 行審核。

本集團已建立申訴機制,使員工及業務夥伴均 可通過多種渠道就其所知曉的舞弊或其他任何 不當行為向集團進行舉報,包括直接告知上級 或工作小組成員,或提交舉報至指定的郵箱。 這一有效的舉報機制能夠保護舉報者免受不公 平解僱或打擊報復。本集團的「反舞弊、反賄 賂領導小組和工作小組」負責對不當行為的指 控進行調查,並將調查結果報告給集團工作小 組。如果發現涉嫌犯罪行為,本集團將在管理 層認為必要時立即向相關監管或執法機關報 告。

基於我們對道德行為的承諾,我們於2024年 為員工提供全面的反貪污培訓。其中,我們的 子公司F&G(博茨瓦納)於每週會議中進行紀 律要求培訓。此外,本集團在2024年秋季為 所有員工提供了根據ISO 37001:2016標準而 設計的以「反舞弊、反賄賂專題培訓」為主題的 大規模線上培訓項目。我們亦對財務、採購、 業務發展和接觸機密信息的技術職位等高風險 職務進行了有針對性的培訓。此外,新入職員 工亦需接受專門培訓,以熟悉我們的道德標準 和相關政策。

於回顧年度內,除集團開展的大規模培訓項目 外,我們還為逾70名管理層以及2,400一般 員工安排了超過46小時的反腐敗相關培訓。 為提升我們培訓項目的成效,我們邀請外部講 師分享寶貴的見解。這些舉措是我們持續推動 集團誠信與透明文化的一部分。

於2024財年,本集團沒有錄得任何對其或其 員工提出並已審結的貪污訴訟案件。





GRI	3-3 (c); 201-1 (a-ii); 203-1 (a)
НКЕХ	Aspect B8; KPI B8.1; KPI B8.2

Huabao is resolutely focused on driving positive change within society, with particular emphasis on caring for senior citizens and the empowerment of individuals with disabilities. We hold the conviction that everyone deserves access to equal opportunities and fulfilling employment.

In our efforts to contribute to community development, we align our activities with national objectives aimed at fostering prosperity. Our engagement goes beyond mere participation; we collaborate closely with local organisations, such as the Chinese Merchants Union, to support various community initiatives. Moreover, our staff members actively volunteer their time outside of work, embodying our commitment to social responsibility.

A notable example of our community support is the annual donation of 8,000 catties of rice, valued at RMB 20,000, by our subsidiary, Guangdong Jingye, to assist local residents.

Another subsidiary, Guangdong Jiahao, views local governments as essential partners in sustainable development and actively engage in their initiatives. By investing in the community, we aim for a win-win relationship, respecting local cultures and fostering positive interactions with residents. During the year, in addition to the RMB 3,000 worth donation in supporting the "2025 Zhongshan Charity Walk" and "New Year's Carnival", we also supported the intangible cultural heritage "Tianhou Festival" with RMB 10,000 donation and sponsored the Charity Spring Gathering with RMB 20,000 to back local charitable activities in Zhongshan.

Our dedication to inclusivity extends to individuals with disabilities, as we strive to create equitable employment opportunities. At our subsidiary, Hunan Jishou, we ensure that local individuals with disabilities are not only employed but also receive fair compensation for their work, reflecting our commitment to equality. Our efforts in this area have garnered recognition from local authorities in 2024, showcasing the impact of our initiatives.

7. 回報我們的社會

GRI	3-3 (c); 201-1 (a-ii);
	203-1 (a)
聯交所	層面B8; KPIB8.1;
	KPI B8.2

華寶堅定不移地致力於推動社會的正向發展, 尤其關注對長者的關懷以及為殘障人士賦能。 我們深信,每個人都應享有平等的機會和有意 義的就業機會。



行動踐行我們對社區責任的承諾。值得一提的 是,我們旗下的子公司廣東金葉每年均捐贈大 米8,000斤,價值人民幣2萬元,為當地居民 提供援助。

我們的另一家子公司廣東嘉豪視當地政府為其 可持續發展的重要合作夥伴,積極參與政府發 起的相關倡議。通過對社區的投資,我們致 力於建立互惠共贏的關係,尊重當地文化並 促進與當地居民的良好互動。年內,除捐贈 價值約人民幣3,000元的產品支持「2025年中 山慈善萬人行」及「元旦嘉年華」外,我們亦捐 出人民幣10,000元以支持非物質文化遺產「天 后誕」。此外,我們贊助人民幣20,000元用於 港口慈善春茗晚宴,以扶持中山當地的慈善活 動。



獲得了當地政府的認可, 彰顯了我們相關舉措 的積極影響。



This year, we once again sponsored the rural revitalisation practices in Tibet, with our subsidiary, Huabao Flavours, donating RMB 200,000 to support the civilisation initiatives in Zangxiong Village. Our ongoing community investment efforts in Tibet since 2016 have earned us the honour of "Excellent Rural Revitalization Practice Case of Listed Companies"* by the China Listed Companies Association.



In addition, we also focus on sponsoring the education for those in need of help to promote quality education for all. In particular, this year, Huabao Flavours and Huabao Union jointly launched the "The Growing Flower" Programme, which was a community education aid project to fund education projects in remote mountainous areas and let the seeds of love and hope sprout in everyone's heart. In November 2024, Huabao Flavours donated money to Shanghai Jiading Educational Reward Foundation

for the education construction of Jiading Industrial Zone.



華寶股份向上海市嘉定區教育獎勵基金會捐 款,助力嘉定工業區的教育建設。



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英文翻譯僅供參考



Caring Actions of Jiangxi Xianghai 江西香海開展關懷行動

Engagement with the Community 社區互動

Jiangxi Xianghai also arranged various elderly visits during the year, including the visit to Yiyang Home for the Elderly, during which staff members actively engaged with the residents and provided them with essential supplies including food.

江西香海亦於年內安排多次探訪長者活動,包括探訪宜陽敬老院,活動期間,員工們與院內長者積極互動 交流,並送上食品等生活必需品。



By addressing the needs of senior citizens, we aimed to enhance their quality of life and ensure they felt valued and cared for. Taking an active role in supporting our elderly neighbours is also contributing to the establishment of a more harmonious society. 通過關注長者需求,我們致力於改善他們的生活質量,讓他們感受到被重視與關懷。同時,我們積極支持

當地社區長者的舉措亦為構建更加和諧的社區貢獻力量。

Through these diverse initiatives, Huabao aims to make a profound and lasting contribution to society. As we move forward, we remain committed to these essential causes, continually exploring innovative strategies to cultivate a more inclusive and prosperous environment for everyone.

通過多元化的關懷舉措,華寶矢志為社會作出 深遠而持久的貢獻。展望未來,我們將繼續堅 守這些重要使命,不斷探索創新策略,為每個 人營造更加包容和繁榮的環境。

* translation for identification purpose only

英文翻譯僅供參考





REPORT DISCLOSURE INDEX

ESG Reporting Guide and GRI Content Index

報告披露索引 ESG報告指引和GRI標準內容索引

Statement of use 使用聲明	cited in th December 華寶國際控	nternational Holdings Limited has his GRI content index for the period 2024 with reference to the GRI Standa 空股有限公司參考全球報告倡議組織(GRI 目1日至2024年12月31日。報告內容已在	from 1 January 2 irds.)標準編製本報告 [,]	024 to 31 匯報期為
GRI 1 used 報告適用的 GRI 準則	GRI 1: Fou GRI 1:基征	ndation 2021 礎 2021		
•	SG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露 *	Page 頁碼
A. Environmental A.環境				
A1 :排放物 C	General Disclosure 一般披露	 Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、 有害及無害廢棄物的產生等的: (a) the policies; and (a) 政策;及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations. 註: 廢氣排放包括氮氧化物、硫氧化物及 其他受國家法律及規例規管的污染 物。溫室氣體包括二氧化碳、甲烷、 氧化亞氮、氫氟碳化合物、全氟化碳 及六氟化硫。有害廢棄物指國家規例 所界定者。 	GRI 2-27, GRI 3-3 (c), GRI 305, GRI 306	29,124
	XPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	GRI 305-1, 305-2, 305-3, 305-6, 305-7	114

Aspects 層面	ESG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露*	Page 頁碼
	KPI A1.2 關鍵績效指標 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)。	GRI 305-1, 305-2, 305-4	114
	KPI A1.3 關鍵績效指標 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)。	GRI 306-3 (a)	114
	KPI A1.4 關鍵績效指標 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)。	GRI 306-3 (a)	114
	KPI A1.5 關鍵績效指標 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。	GRI 3-3 (c, d), GRI 305-5	31,112
	KPI A1.6 關鍵績效指標 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。	GRI 3-3 (c, d), GRI 306-4, 306-5	35,112
A2: Use of Resources A2:資源使用	General Disclosure 一般披露	 Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。 Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 註: 資源可用於生產、儲存、運輸、樓宇、電子設備等。 	GRI 3-3 (c)	42
	KPI A2.1 關鍵績效指標 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). 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)。	GRI 302-1, 302-3	116



Aspects 層面	ESG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露 *	Page 頁碼
	KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計 算)。	GRI 303-5	116
	KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 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。	GRI 3-3 (c, d), GRI 302-4, 302-5	43,112
	KPI A2.4 關鍵績效指標 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. 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。	GRI 3-3 (c, d), GRI 303-1	47,112
	KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每 生產單位佔量。	GRI 301-1	116
A3: The Environment and Natural Resources A3:環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	GRI 3-3 (c)	51
	KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	GRI 3-3 (c, d), GRI 303-1, GRI 304-2, GRI 306-1, 306-2	51-53
A4: Climate Change A4:氣候變化	General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	GRI 2-12 (a, b-i), GRI 3-3 (c)	54
	KPI A4.1 關鍵績效指標 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. 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。	GRI 201-2	57-62

Aspects 晉面	ESG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露*	Page 頁碼
B. Social B.社會				
Employment and Labour 僱傭及勞工常規	Practices			
B1: Employment B1:僱傭	General Disclosure 一般披露	Information on: 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:	GRI 2-27, GRI 3-3 (c)	66,125
		 (a) the policies; and (a) 政策:及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的資料。 		
	KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or parttime), 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。	GRI 2-7 (a, c), GRI 405-1 (b)	118
	KPI B1.2 關鍵績效指標 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。	GRI 401-1 (b)	120
B2: Health and Safety B2:健康與安全	General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害 的:	GRI 2-27, GRI 3-3 (c), GRI 403-1	71,126
		(a) the policies; and (a) 政策;及		
		 (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. (b) 遵守對發行人有重大影響的相關法律及規例的 		




Aspects 層面	ESG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露*	Page 頁碼
	KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過往三年(包括匯報年度)每年因工亡故的人數及比 率。	GRI 403-9, 403-10	121
	KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	N/A	121
	KPI B2.3 關鍵績效指標 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。	GRI 3-3 (c, d), GRI 403-1, 403-3, 403-5, 403-7	71-76
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。註:培訓指職業培訓,可包括由僱主付 費的內外部課程。	GRI 3-3 (c), GRI 404- 2 (a)	77
		Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 註: 培訓指職業培訓,可包括由僱主付費的內外 部課程。		
	KPI B3.1 關鍵績效指標 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。	N/A	122
	KPI B3.2 關鍵績效指標 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。	GRI 404-1	123



Aspects 層面	ESG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露 *	Page 頁碼
B4: Labour Standards B4:勞工準則	General Disclosure 一般披露	 Information on: 有關防止童工或強制勞工的: (a) the policies; and (a) 政策;及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 遵守對發行人有重大影響的相關法律及規例的 資料。 	GRI 2-27, GRI 3-3 (c)	79,125
	KPI B4.1 關鍵績效指標 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。	GRI 3-3 (c), GRI 408- 1 (c), GRI 409-1 (b)	79,80
	KPI B4.2 關鍵績效指標 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。	GRI 3-3 (c, d), GRI 408-1 (c), GRI 409-1 (b)	80
Operating Practices 營運慣例				
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。	GRI 3-3 (c)	82,126
	KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	GRI 2-6 (b-ii)	123
	KPI B5.2 關鍵績效指標 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. 描述有關聘用供應商的慣例,向其執行有關慣例的供 應商數目,以及相關執行及監察方法。	GRI 2-6 (b-ii), GRI 3-3 (c, d), GRI 303-1 (c), GRI 308-1, 308- 2, GRI 414-1, 414-2	82-89
	KPI B5.3 關鍵績效指標 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。	GRI 2-6 (b-ii), GRI 3-3 (c, d), GRI 303-1 (c), GRI 308-1, 308- 2, GRI 414-1, 414-2	82-89



Aspects 層面	ESG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露 *	Page 頁碼
	KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣 例,以及相關執行及監察方法。	GRI 3-3 (c, d)	82-89
B6: Product Responsibility B6:產品責任	General Disclosure 一般披露	 Information on: 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) the policies; and (a) 政策;及 (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. (b) 遵守對發行人有重大影響的相關法律及規例的 資料。 	GRI 2-27, GRI 3-3 (c), GRI 417-2, 417-3, GRI 418-1	89,126
	KPI B6.1 關鍵績效指標 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。	N/A	93
	KPI B6.2 關鍵績效指標 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。	GRI 2-29, GRI 3-3 (c, d), GRI 418-1	94,95
	KPI B6.3 關鍵績效指標 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。	N/A	95,96
	KPI B6.4 關鍵績效指標 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。	N/A	92,93
	KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策,以及相關執行 及監察方法。	GRI 3-3 (c)	98,99



Aspects 層面	ESG Indicators 關鍵績效指標	Description 説明	GRI Standards Alignment* GRI標準與披露*	Page 頁碼
B7: Anti-corruption B7:反貪污	General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的: (a) the policies; and (a) 政策;及 (b) compliance with relevant laws and	GRI 2-27, GRI 3-3 (c), GRI 205-3	99
		regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. (b) 遵守對發行人有重大影響的相關法律及規例 的資料。		
	KPI B7.1 關鍵績效指標 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. 於報告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。	GRI 205-3	100
	KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序,以及相關執行及監察 方法。	GRI 2-26, GRI 3-3 (c), GRI 205	99,100
	KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	GRI 205-2	100
Community 社區				
B8: Community Investment B8:社區投資	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保 其業務活動會考慮社區利益的政策。	GRI 3-3 (c)	101
	KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健 康、文化、體育)。	GRI 203-1 (a)	101
	KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	GRI 201-1(a-ii)	101-103

* The linkage between the GRI standards and disclosures that relate to each aspect in HKEX ESG Reporting Guide refers to the summary table from the "Linking the GRI Standards and HKEX ESG Reporting Guide" (updated July 2020), with amendments from the GRI Universal Standards 2021. 香港聯交所環境、社會及管治報告指引各方面 有關的GRI標準及披露之間的聯繫乃參考《連結 GRI標準及香港聯交所環境、社會及管治報告指 引》綜合列表(2020年7月更新),並因應GRI通 用標準2021作出修改。

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APPENDIX I 2025 HUABAO SUSTAINABLE DEVELOPMENT GOALS

附錄一 2025華寶可持續發展目標

						Generation		
		r Pollutants (Kg/ 空氣污染物排放		GHG Emissions (T 溫室氣體		of Solid Wastes	Energy Consumption	Water Usage (m3/
	:) Sulphur	千克/百萬人民幣) Nitrogen	¹ Particulate	(噸二氧化硝	炭當量) ²	(Tonnes/Million RMB) ³	(kWh/Million RMB) ⁴	Million RMB) ⁵
	Oxides ("SO _x ") 硫氧化物	Oxides ("NO _x ") 氮氧化物	Matter ("PM") 固體顆粒物	Scope 1 範圍一	Scope 2 範圍二	固體廢棄物產 (噸/ 百萬人民幣)³	能源消耗 (千瓦時/ 百萬人民幣) ⁴	用水量 (立方米/ 百萬人民幣)⁵
Tobacco Raw Materials 煙用原料	9.34	37.36	6.23	25,834	8,233	9.90	106,000	370.52
F&F and Food Ingredients 香精及食品配料	0.04	0.36	0.0027	4,667	2,910	0.08	6,070	48.04
Aroma Raw Materials 香原料	_	_	_	6,572	15,863	0.19	106,000	314.70
Condiments 調味品	4.55	1.07	_	844	1,322	0.04	10,100	109.98
Administration Offices 行政辦公室	_	_	-	23	478	1 Kg/m ² floor area 1千克/ 平方米樓面面積	190 kWh/m ² floor area 190千瓦時/ 平方米樓面面積	4.64
Group 集團總目標	2.43	7.00	1.11	37,940	28,806	1.84	39,252	159

1.

- 1. Emissions of air pollutants only included the stationary sources of SO_x, NO_xand PM;
- 2. GHG emissions included only Scope 1 GHG emissions (combustion of fuels including diesel, gasoline, natural gas, coal and refrigerant in stationary sources and mobile sources) and Scope 2 GHG emissions (electricity purchased from power companies);
- 3. Generation of Solid Wastes only included domestic and commercial wastes, general industrial waste and hazardous wastes;
- 4. Energy Consumption only included the use of electricity, diesel, gasoline, natural gas and coal; and
- 5. Water Usage only included the amount of water withdrawal in all subsidiaries of the Group.

- 空氣污染物排放僅包括固定源產生的硫氧化 物、氮氧化物和固體顆粒;
- 溫室氣體排放僅包括範圍一排放(包括固定源和 移動源使用的柴油、汽油、天然氣、煤和製冷 劑)以及範圍二(從電力公司購買的電力);
- 3. 固體廢棄物的產生僅包括生活和商業廢棄物、 -般工業廢棄物以及有害廢棄物;
- 能源消耗僅包括對電力、柴油、汽油、天然氣 和煤的使用;以及
- 5. 水資源使用僅包括本集團所有子公司的取水量。

APPENDIX II AHP WEIGHTING

附錄二

層級分析法權重

	Hierarchy with Consolidated Priorities 重要性排序整理層級結構									
Goal 目標	Criteria 評選條件	Global Prioritisation 全局優先級	Directors 董事	Senior Management 高級管理層	Managerial Staff 管理層僱員	General Staff 普通僱員	Customers 客戶	Supplier/ Business Partner 供應商/ 業務夥伴	Government Agency 政府機構	NGOs 非政府組織
	Vulnerability 易受影響性	30.80%	0.118	0.131	0.131	0.213	0.134	0.134	0.08	0.059
Prioritisation of	Influence 影響力	32.60%	0.248	0.213	0.161	0.048	0.08	0.12	0.082	0.048
Stakeholder Groups in the Materiality Assessment	Legitimacy 合理性 Willingness for engagement	4.90%	0.125	0.125	0.125	0.125	0.125	0.125	0.125	0.125
重要性評估中	參與意願	8.10%	0.125	0.125	0.125	0.125	0.125	0.125	0.125	0.125
利益相關者組別的 重要性排序	Contribution 貢獻度 Necessity of involvement	14.80%	0.257	0.138	0.112	0.125	0.095	0.095	0.104	0.075
	包含必要性	8.80%	0.12	0.12	0.162	0.162	0.12	0.14	0.094	0.083
			18.20%	15.70%	14.00%	13.00%	10.80%	12.30%	9.10%	6.80%

Vulnerability - *The likelihood of stakeholders being seriously* affected (either positively or negatively) by the Group's decisions and activities;

Influence - The power of stakeholders whose activities and decisions can greatly affect or even change the Group's operations and business;

Legitimacy - The extent to which the organisation has legal obligations in the relationship with its stakeholders;

Willingness for engagement - The willingness, initiative and friendliness of the Group's stakeholders to express their concerns and participate in the events and activities leading to the Group's sustainable development;

Contribution - The level of expertise, power, information and knowledge of stakeholders that allow them to help the Group address certain risks and specific issues regarding ESG;

Necessity of involvement - The extent to which the exclusion of certain stakeholder in engagement could derail or delegitimise the process or undermine the Group's interest in its sustainable development.

易受影響性一利益相關者受到本集團決策和活 動所嚴重影響(正面或負面)的可能性;

影響力一利益相關者活動和決策極大影響甚至 改變本集團的營運和業務的力量;

合理性一組織在與利益相關者的關係中承擔法 律義務的程度;

參與意願一本集團利益相關者表達其關注並參 與本集團可持續發展活動的意願、主動性和友 好態度;

貢獻度一利益相關者幫助本集團應對有關ESG 風險和特定問題的專業知識、能力、信息和知 *識水平;*

包含必要性一將某些利益相關者排除在參與範 圍之外,可能會使本集團可持續發展流程偏離 *軌道或不合法,亦或損害本集團可持續發展利* 益的程度。





APPENDIX III

ENVIRONMENTAL PERFORMANCES

Table 1. Group's Total Emissions by Category in FY2024 and FY2023 $^{\rm 9,\ 10}$

附錄三

環境績效

表1. 本集團2024 財年與2023 財年排放信 息總覽^{9,10}

			FY20 2024		FY2023 ² 2023財年 ²		
Emission Category 排放物類別	Key Performance Indicator 關鍵績效指標	Unit 單位	Amount 排放量	Intensity ¹ (Unit per Million RMB) 強度 ¹ (單位/ 百萬人民幣)	Amount 排放量	Intensity (Unit per Million RMB) 強度(單位/ 百萬人民幣)	
	SO _x 硫氧化物	kg 千克	666	0.20	1,896	0.57	
Air emissions ³ 廢氣排放 ³	NO _x 氮氧化物	kg 千克	3,438	1.02	8,632	2.61	
	PM 顆粒物	kg 千克	2,604	0.77	2,682	0.81	
	Scope 1 (Direct Emissions) ^{4,} 範圍一(直接排放) ^{4,}	tonnes CO ₂ e 噸二氧化碳當量	14,733	4.37	7,065	2.14	
	Scope 2 (Energy Indirect Emissions) ⁵ 範圍二(能源間接排放) ⁵	tonnes CO ₂ e 噸二氧化碳當量	43,123	12.78	35,650	10.78	
GHG emissions 溫室氣體排放	Scope 3 (Other Indirect Emissions) ⁶ 範圍三(其他間接排放) ⁶	tonnes CO ₂ e 噸二氧化碳當量	844	0.25	764	0.23	
	GHG removals from planted trees ⁷ 種植樹木減除溫室氣體 ⁷	tonnes CO ₂ e 噸二氧化碳當量	56	0.02	67	0.02	
	Total (Scope 1, 2 & 3) 總排放(範圍一、二及三)	tonnes CO ₂ e 噸二氧化碳當量	58,645	17.39	43,412	13.12	
	Domestic and Commercial Solid Wastes 生活及商業固體廢棄物	tonnes 噸	2,302	0.68	2,078	0.63	
Non-hazardous waste 無害廢棄物	Industrial Solid Waste 生產固體廢棄物	tonnes 噸	1,255	0.37	2,267	0.69	
	Wastewater 廢水	m³ 立方米	572,206	169.63	745,376	225.34	
Hazardous waste	Solid wastes 固體廢棄物	tonnes 噸	3,438	1.02	152	0.05	
有害廢棄物	Wastewater ⁸ 廢水 ⁸	m³ 立方米	71,743	21.27	81,394	24.61	





APPENDIX III

ENVIRONMENTAL PERFORMANCES (Continued)

Table 1. Group's Total Emissions by Category in FY2024 and FY2023 ^{9, 10} (Continued)

- 1. The intensity for FY2024 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group's revenue of approximately RMB3,373 million in FY2024;
- 2. The amount and intensity data of FY2023 were restated for consistency alignment;
- 3. Air emissions included both the air pollutants from industrial operations and vehicles for transportation in all four business segments and administrative offices;
- 4. The Group's Scope 1 (Direct Emissions) included only the emissions arose from the consumption of fossil fuels for industrial operations and vehicles for transportation;
- 5. The Group's Scope 2 (Energy Indirect Emissions) included only the emissions arose from electricity consumption;
- 6. The Group's Scope 3 (Other Indirect Emissions) included other indirect emissions arose from paper waste disposed at landfills and electricity used for processing fresh water and sewage by government departments and business air travel;
- 7. The GHG removals from planted trees included all trees planted since the Group's establishment;
- 8. The total amount of hazardous wastewater included hazardous wastewater recorded by the Group's four business segments onsite;
- 9. The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report? -Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange and the 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines for National Greenhouse Gas Inventories; and
- 10. The environmental performance of our manufacturing plant in Indonesia was newly included in the disclosure starting from FY2024. Due to this difference, please be cautious when reading the performances trend and avoid making direct comparison.

附錄三

環境績效(續)

表1. 本集團2024 財年與2023 財年排放信 息總覽^{9,10} (續)

- 2024 財年的排放強度是通過將廢氣、溫室氣體 和其他排放量分別除以本集團2024 財年的收入 約33.73 億人民幣計算得出;
- 為保持數據的一致性,本集團已調整2023 財年 數據的整合方式並進行重述;
- 廢氣排放包括所有四個業務板塊和行政辦公室 的工業營運和運輸車輛所排放之空氣污染物;
- 本集團的範圍一(直接排放)僅包括工業營運和 運輸車輛的化石燃料消耗所產生之排放;
- 本集團的範圍二(能源間接排放)僅包括電力消 耗所產生之排放;
- 6. 本集團範圍三(其他間接排放)包括垃圾填埋場 處置的廢紙以及政府部門用於處理淡水和污水 的電力以及商務航空旅行所產生之其他間接排 放;
- 本集團通過種植樹木減除的溫室氣體包含自本 集團成立以來的所有種植數目;
- 有害廢水總量包含本集團四大業務板塊於生產 現場記錄的有害廢水;
- 9. 上述溫室氣體排放報告採用的方法基於由香港 聯合交易所有限公司發行的《如何編備環境、社 會及管治報告?附錄二:環境關鍵績效指標匯 報指引》以及2006年IPCC國家溫室氣體清單指 南;以及
- 我們於2024財年開始將位於印度尼西亞的製造 工廠的環境績效納入本報告的揭露範圍。基於 此差異,在閱讀績效趨勢時請保持謹慎,避免 直接比較。





APPENDIX III

ENVIRONMENTAL PERFORMANCES (Continued)

附錄三

環境績效(續)

Table 2. Total Resource Consumption in FY2024 andFY2023 7

表2. 2024 財年與2023 財年總資源使用量7

			FY20 2024		FY20 2023 J	
Use of Resources ⁴ 資源使用 ⁴	Key Performance Indicator (KPI) 關鍵績效指標	Unit 單位	Amount 使用量	Intensity ¹ (Unit per Million RMB) 強度 ¹ (單位/ 百萬人民幣)	Amount 使用量	Intensity (Unit per Million RMB) 強度(單位/ 百萬人民幣)
	Electricity 電力	kWh'000 千個千瓦時	69,642	20.6	58,391	17.7
	Diesel ³ 柴油 ³	L 升	100,363	29.8	167,965	50.8
	Natural gas 天然氣	m³ 立方米	7,341,687	2,176.4	3,597,956	1087.7
Energy 能源	Gasoline 汽油	L 升	118,570	35.1	98,501	29.8
	Refrigerant 製冷劑	Kg 千克	160	0.05	150	0.05
	Steam 蒸汽	m³ 立方米	1,528,886	453.2	396,261	119.8
	TOTAL ENERGY AFTER CONVERSION ⁵ 轉換後總能源 ⁵	kWh'000 千個千瓦時	151,400	44.9	100,121	30.3
Water 水	Water 水	m³ 立方米	1,149,546	340.8	1,830,543	553.4
Paper 紙張	Paper 紙張	Kg 千克	5,023	1.5	4,072	1.2
	Plastic 塑料	Tonnes 噸	2,473	0.7	2,120	0.6
Packaging materials	Paper 紙	Tonnes 噸	10,147	3.0	5,522	1.7
包裝材料	Metal 金屬	Tonnes 噸	662	0.20	250	0.1
	Others ⁶ 其他 ⁶	Tonnes 噸	3,344	1.0	3,417	1.0





Table 2. Total Resource Consumption in FY2024 and FY2023⁷ (Continued)

- 1. The intensity for FY2024 was calculated by dividing the use of various resources respectively by the Group's revenue of approximately RMB3,373 million in FY2024;
- 2. The amount and intensity data of FY2023 were extracted from the Group's 2023 ESG Report;
- *3. The consumption of diesel included the use for industrial operations and transportation;*
- 4. Adhering to its environmental commitment, the Group did not consume any biomass in FY2024;
- 5. The total energy consumption was calculation mainly based on the energy conversion factors from the default net calorific values (NCVs) and lower and upper limits of the 95% confidence intervals in 2006 IPCC Guidelines for National Greenhouse Gas Inventories, as well as the Appendix 2: Reporting Guidance on Environmental KPIs. The calculation data only included electricity, diesel, gasoline and natural gas in accordance with the principle of Materiality;
- 6. Packaging materials in FY2024 and FY2023 covered all subsidiaries under the Group's business segments due to its unremitting efforts in consistently strengthening its measurement on the weight of consumed packaging materials. Others included Wood and Glass-made packaging materials; and
- 7. The environmental performance of our manufacturing plant in Indonesia was newly included in the disclosure starting from FY2024. Due to this difference, please be cautious when reading the performances trend and avoid making direct comparison.

附錄三

環境績效(續)

表2. 2024 財年與2023 財年總資源使用量⁷ (續)

- 2024 財年的強度是通過將各種資源的使用分別 除以本集團2024 財年的收入約33.73 億人民幣 計算得出;
- 2023 財年的資源使用量及強度均摘錄自本集團 2023 財年的ESG報告;
- 3. 柴油的消耗量僅包括用於工業營運和運輸的使 用;
- (4. 秉承其環保承諾,本集團於2024財年未消耗任 何煤炭或生物質;
- 總能源消耗主要基於默認的淨熱值、2006年 IPCC國家溫室氣體清單指南中95%置信區間的 上下限以及《如何編備環境、社會及管治報告? 附錄二:環境關鍵績效指標匯報指引》,並按照 重要性原則僅包括電力、柴油、汽油和天然氣;
- 我們於2024財年開始將位於印度尼西亞的製造 工廠的環境績效納入本報告的揭露範圍。基於 此差異,在閱讀績效趨勢時請保持謹慎,避免 直接比較。

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SOCIAL PERFORMANCES

附錄四

社會績效

Table 3. Number of Employees by Age Group, Gender,Employment Type, Position Level, Geographical Locationsand Business Segments of The Group in FY20241

表3.2024 財年按年齡組、性別、僱傭類型、職位、地理位置和業務板塊劃分的本集 團員工人數¹

Unit:Number of e 單位:員工人數	mployees		Age group 年齡組			
Gender 性別		Aged 30 or below 30歲或以下	Aged between 31 and 40 31 至 40 歲	Aged between 41 and 50 41至50歲	Aged 51 or above 51歲或以上	Total 總數
Male Female	男性 女性	434 216	864 675	718 498	528 132	2,544 1,521
Total	總數	650	1,539	1,216	660	4,065

	Employment type 僱傭類型		
Full time 全職	雇 庸 與空 Part time 兼職	Total 總數	
4.065	0	4.065	

		Position Level 職位			
General staff 普通僱員	Middle-level managers 部門經理	Senior managers 高級經理	Senior executives 高級行政領導	Total 總數	
3,537	284	219	25	4,065	

	Geographical location 地理位置							
Locations 地點	Number of employees 員工人數	Locations 地點	Number of employees 員工人數	Locations 地點	Number of employees 員工人數	Locations 地點	Number of employees 員工人數	
Beijing 北京	32	Shanxi 山西	20	Guizhou 貴州	8	Xinjiang 新疆	11	
Shanghai 上海	587	Shaanxi 陜西	35	Chongqing 重慶	14	Hong Kong 香港	30	
Zhejiang 浙江	11	Gansu 甘肅	23	Hunan 湖南	181	Inner Mongolia 內蒙古	18	
Jiangsu 江蘇	151	Tianjin 天津	12	Hubei 湖北	12	Indonesia 印度尼西亞	267	
Guangdong 廣東	906	Liaoning 遼寧	37	Jiangxi 江西	989	Africa continent 非洲大陸	30	
Fujian 福建	137	Jilin 吉林	13	Henan 河南	51	Germany 德國	8	
Hainan 海南	2	Heilongjiang 黑龍江	19	Hebei 河北	23	The U.S.A. 美國	1	
Guangxi 廣西	10	Yunan 雲南	42	Anhui 安徽	7	Singapore 新加坡	15	
Sichuan 四川	20	Xizang 西藏	11	Shanodng 山東	328	Others 其他	4	
						Total: 總計:	4,065	



SOCIAL PERFORMANCES (Continued)

Table 3. Number of Employees by Age Group, Gender,Employment Type, Position Level, Geographical Locationsand Business Segments of The Group in FY20241(Continued)

1. The employment data in headcount was obtained from the Group's Administrative and Human Resources Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

附錄四

社會績效(續)

表3.2024 財 年 按 年 齡 組 、 性 別 、 僱 傭 類 型 、 職位 、 地理位置和業務板塊劃分的本集 團員工人數¹(續)

 職工數據是根據本集團與其僱員之間訂立的僱 備合同,從本集團的人事行政部獲得。此數據 涵蓋根據當地有關法律與本集團有直接僱傭關 係的僱員以及其工作和/或工作場所受本集團 控制的員工。上述報告職工數據所採用的方法 乃基於聯交所發佈的《如何編備環境、社會及管 治報告?-附錄三:社會關鍵績效指標匯報指 引》。

Table 4. Number of New Employees by Age Group and Gender of the Group in FY2024 ¹

表4. 2024 財年按年齡組和性別劃分的新員 工人數¹

Unit:Number of employees 單位:員工人數		Age group 年齡組			
Gender 性別	Aged 30 or below 30歲或以下	Aged between 31 and 40 31 至 40 歲	Aged between 41 and 50 41 至 50 歲	Aged 51 or above 51歲或以上	Total 總數
Male 男性	203	167	74	23	467
Female 女性	79	132	44	10	265
Total 總數	282	299	118	33	732

1.

1. The employment data in headcount was obtained from the Group's Administrative and Human Resources Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

職工數據是根據本集團與其僱員之間訂立的僱 傭合同,從本集團的人事行政部獲得。此數據 涵蓋根據當地有關法律與本集團有直接僱傭關 係的僱員以及其工作和/或工作場所受本集團 控制的員工。上述報告職工數據所採用的方法 乃基於聯交所發佈的《如何編備環境、社會及管 治報告?-附錄三:社會關鍵績效指標匯報指 引》。





SOCIAL PERFORMANCES (Continued)

Table 5. Employee Turnover Rate by Age Group, Genderand Geographical Locations in FY2024 1

附錄四

社會績效(續)

表5. 2024 財年按年齡組、性別和地理位置 劃分的員工離職率¹

Unit:Number of employees left 單位:員工離職人數		Age group 年齡組			
Gender 性別	Aged 30 or below 30 歲或以下	Aged between 31 and 40 31 至 40 歲	Aged between 41 and 50 41 至 50 歲	Aged 51 or above 51歲或以上	Total 總數
Male 男性	123	211	131	116	581
Employee turnover rate 員工離職率	28%	24%	18%	22%	23%
Female 女性	48	131	56	59	294
Employee turnover rate 員工離職率	22%	19%	11%	45%	19%
Total 總數	171	342	187	175	875
Total employee turnover rate 員工總離職率	26%	22%	15%	27%	22%

Geographical locations 地理位置					
Locations 地點	Employee turnover 員工離職人數	Employee turnover rate 員工離職率	Locations 地點	Employee turnover 員工離職人數	Employee turnover rate 員工離職率
Beijing 北京	4	13%	Fujian 福建	7	5%
Shanghai 上海	52	9%	Xizang 西藏	6	55%
Shandong 山東	119	36%	Hong Kong 香港	4	13%
Jiangsu 江蘇	30	20%	Indonesia 印度尼西亞	38	14%
Jiangxi 江西	291	29%	Africa continent 非洲大陸	1	3%
Guangdong 廣東	277	31%	Singapore 新加坡	1	7%
Yunnan 雲南	3	7%	South Korea ² 韓國 ²	1	_
Hunan 湖南	41	23%			



APPENDIX IV SOCIAL PERFORMANCES (Continued)

Table 5. Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2024¹ (Continued)

- 1. The turnover data in headcount was obtained from the Group's Administrative and Human Resources Department based on the employment contracts entered into between the Group and its employees. Turnover rate was calculated by dividing the number of employees who resigned in FY2024 by the number of employees as of the end of FY2024. The methodology adopted for reporting on turnover data set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange; and
- 2. The turnover rate cannot be determined as there is zero employees at this location as of the year of FY2024.

附錄四

社會績效(續)

表5. 2024 財年按年齡組、性別和地理位置 劃分的員工離職率¹(續)

- 員工流失數據是根據本集團與其僱員之間訂立 1 的僱傭合同,從本集團的人事行政部獲得。流 失比率是通過將2024財年內員工離職數除以 2024 財年末的員工人數計算得出。上述報告員 工流失數據所採用的方法乃基於聯交所發佈的 《如何編備環境、社會及管治報告?一附錄三: 社會關鍵績效指標匯報指引》;以及
- 由於該地區截至2024財年末員工數為0,因此 2 未能計算其員工流失率。

Table 6. Number and Rate of Work-related Injuries or Fatalities of the Group in Past Three Years ¹

Financial Year 財年 2022 2023 2024 Number of work-related fatalities 工作相關的死亡人數 0 0 0 Number of work-related injuries 工作相關的受傷人數 5 12 4 Rate of injuries (per hundred workers) 工傷率(每百名員工) 0.31 0.10 0.12 Lost days due to work injury 因工傷損失天數 181 333 87.5

1. The injury and fatality information was obtained from the Group's Administrative and Human Resources Department. The methodology adopted for reporting the number and rate of work-related fatalities set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

Table 7. Number and Percentage of Employees Trained in the Group by Gender and Position Level in FY2024¹

Total numb 2024 財年受 Number of 2024 財年員 Percentage 本集團受訓

表6過去三年中本集團與工作有關的傷亡人 數和傷亡率1

1. 因工傷亡數據數據從本集團的人事行政部獲 得。上述報告員工工傷數據所採用的方法乃基 於聯交所發佈的《如何編備環境、社會及管治報 告?一附錄三:社會關鍵績效指標匯報指引》。

表7.2024 財年本集團按性別和職位劃分接 受培訓的人數及比例1

ber of employees trained in FY2024	
受訓員工總數	2,171
f employees as of the end of FY2024 員工總數	4.065
e of employees trained in the Group	4,005
員工比例	53.4%



SOCIAL PERFORMANCES (Continued)

Table 7. Number and Percentage of Employees Trainedin the Group by Gender and Position Level in FY20241(Continued)

附錄四

社會績效(續)

表 7. 2024 財年本集團按性別和職位劃分接 受培訓的人數及比例 1(續)

Unit:Number of employees trained 單位:受訓員工人數		Position Level 職位			
Gender 性別	General staff 普通僱員	Middle-level managers 部門經理	Senior managers 高級經理	Senior executives 高級行政領導	Total 總數
Male 男	1,485	86	31	13	1,615
Percentage of employees trained 培訓員工比例	68.4%	4.0%	1.4%	0.6%	74.4%
Female 女	498	43	12	3	556
Percentage of employees trained 培訓員工比例	22.9%	2.0%	0.6%	0.1%	25.6%
Total 總數	1,983	129	43	16	2,171
Percentage of employees trained 培訓員工比例	91.3%	5.9%	2.0%	0.7%	53.4%

1. The training information was obtained from the Group's Administrative and Human Resources Department. Training refers to the vocational training that the Group's employees attended in FY2024. The methodology adopted for reporting on the number and percentage of employees trained set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange. 培訓數據從本集團的人事行政部獲得。培訓是 指本集團員工在2024財年參加的職業培訓。上 述報告員工受訓人數和百分比數據所採用的方 法乃基於聯交所發佈的《如何編備環境、社會 及管治報告?一附錄三:社會關鍵績效指標匯 報指引》。



SOCIAL PERFORMANCES (Continued)

Table 8. Training Hours Completed in the Group byGender and Position Level in FY2024 1

附錄四

社會績效(續)

表8. 2024 財年本集團按性別和職位劃分的 培訓時數¹

Unit:Training Hours 單位:培訓時數		Position Level 職位			
Gender 性別	General staff 普通僱員	Middle-level managers 部門經理	Senior managers 高級經理	Senior executives 高級行政領導	Total 總數
Male 男	9,250	937	430	221	10,837
Average training hours 平均培訓時數	4.3	4.9	2.7	13.0	4.3
Female 女	5,262	760	199	104	6,324
Average training hours 平均培訓時數	3.9	8.1	3.4	13.0	4.2
Total 總數	14,511	1,697	629	325	17,161
Average training hours 平均培訓時數	4.1	6.0	2.9	13.0	4.2

1. The training information was obtained from the Group's Administrative and Human Resources Department. The methodology adopted for reporting training hours set out above was based on "How to Prepare an ESG Report? — Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange. 培訓數據從本集團的人事行政部獲得。上述報 告員工受訓時數所採用的方法乃基於聯交所發 佈的《如何編備環境、社會及管治報告?一附 錄三:社會關鍵績效指標匯報指引》。

Table 9. Number of Suppliers by Geographical Regions

表9.按地理區域劃分的供應商數量

Locations 地點	Number of suppliers 供應商數量
	131
Northeast China 東北	33
Eastern China 華東	1,377
Central China 華中	495
Southern China 華南	520
Southwest China 西南	110
Northwest China 西北	23
Total in Mainland China 中國內地總計	2,689
 Hong Kong 香港	13
Overseas 海外	65
 Total 總計	2,767

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APPENDIX V COMPLIANCE WITH LAWS, REGULATIONS AND STANDARDS

附錄五 法律、法規與標準合規

Environmental Sustainability 環境可持續發展

- Environmental Protection Law of the People's Republic of China 中華人民共和國環境保護法
- Environmental Impact Assessment Law of the People's Republic of China 中華人民共和國環境影響評價法
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 中華人民共和國大氣污染防治法
- 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
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes 中華人民共和國固體廢物污染環境防治法
- Law of the People's Republic of China on the Prevention and Control of Pollution from Environmental Noise 中華人民共和國環境噪聲污染防治法
- Law of the People's Republic of China on Conserving Energy 中華人民共和國節約能源法
- Circular Economy Promotion Law of the People's Republic of China 中華人民共和國循環經濟促進法
- Environmental Protection Tax Law of the People's Republic of China 中華人民共和國環境保護税法
- Regulation on the Implementation of the Environmental Protection Tax Law of the People's Republic of China 中華人民共和國環境保護税法實施條例
- Regulations of the Management of Economical Use of Urban Water 城市節約用水管理規定
- Emission standard for industrial enterprises noise at boundary (GB12348-2008)
 GB 12348-2008 工業企業廠界環境噪聲排放標準
- Emission standard of air pollutants for boiler (GB 13271-2014)
 GB 13271-2014 鍋爐大氣污染物排放標準
- Standard for pollution control on hazardous waste storage (GB 18597-2001)
 GB 18597-2001 危險廢物儲存污染控制標準
- Discharge limits of water pollutants (DB 4426-2001)
 DB 4426-2001 水污染物排放限值
- Emission standards for odour pollutants (GB14554-93)
 GB 14554-93 惡臭污染物排放標準
- Standards for pollution control on the storage and disposal site for general industrial solid wastes (GB18599-2001) GB18599-2001一般工業固體廢物貯存、處置場污染控制標準
- Measures for the Environmental Management Registration of New Chemical Substances 新化學物質環境管理登記辦法



APPENDIX V COMPLIANCE WITH LAWS, REGULATIONS AND STANDARDS (Continued)

附錄五 法律、法規與標準合規(續)

Caring about our people 關愛我們的員工

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong) 僱傭條例(香港法例第57章)
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong) 僱員補償條例(香港法例第282章)
- Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong) 強制性公積金計劃條例(香港法例第485章)
- Disability Discrimination Ordinance (Cap. 487 of the Laws of Hong Kong) 殘疾歧視條例(香港法例第487章)
- Race Discrimination Ordinance (Cap. 602 of the Laws of Hong Kong) 種族歧視條例(香港法例第602章)
- Sex Discrimination Ordinance (Cap. 480 of the Laws of Hong Kong) 性別歧視條例(香港法例第480章)
- Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong) 最低工資條例(香港法例第608章)
- Labour Law of the People's Republic of China 中華人民共和國勞動法
- Law of the People's Republic of China on Promotion of Employment 中華人民共和國就業促進法
- Insurance Law of the People's Republic of China 中華人民共和國社會保險法
- Regulations on the Supervision of Labour Security 勞動保障監察條例
- Labour Contract Law of the People's Republic of China 中華人民共和國勞動合同法
- Minimum Wage Regulations 最低工資規定
- Basic Conditions of Employment Act 基本僱傭條件法
- Labor Relations Act 勞工關係法
- Law No.13 of 2003 regarding Manpower 印度尼西亞勞工法(2003 年第 13 號法律)
- Law No. 6 of 2023 regarding Omnibus Law
 印度尼西亞創造就業綜合法(2023年第6號法律)

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APPENDIX V COMPLIANCE WITH LAWS, REGULATIONS AND STANDARDS (Continued)

附錄五

法律、法規與標準合規(續)

Caring about our people 關愛我們的員工

- Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) 職業安全及健康條例(香港法例第509章)
- Production Safety Law of the People's Republic of China 中華人民共和國安全生產法
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases 中華人民共和國職業病防治法
- Fire Control Law of the People's Republic of China 中華人民共和國消防法
- Regulation on the Safety Management of Hazardous Chemicals 危險化學品安全管理條例
- Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents 生產安全事故報告和調查處理條例
- Special Equipment Safety Law of the People's Republic of China 中華人民共和國特種設備安全法
- Regulation on Work-Related Injury Insurance 工傷保險條例

Driving Operational Excellence 推動卓越營運

- Product Quality Law of the People's Republic of China 中華人民共和國產品質量法
- Food Safety Law of the People's Republic of China 中華人民共和國食品安全法
- Production Safety Law of the People's Republic of China 中華人民共和國安全生產法
- Standardization Law of the People's Republic of China 中華人民共和國標準化法
- Patent Law of the People's Republic of China 中華人民共和國專利法
- Trademark Law of the People's Republic of China 中華人民共和國商標法
- Intellectual Property Law of the People's Republic of China 中華人民共和國知識產權法
- Law on Protection of Consumer Rights and Interests of the People's Republic of China 中華人民共和國消費者權益保護法
- Tort Liability Law of the People's Republic of China 中華人民共和國侵權責任法



附錄五 法律、法規與標準合規(續)

Driving Operational Excellence 推動卓越營運

- Advertising Law of the People's Republic of China 中華人民共和國廣告法
- Measures for the Management of Food Production License 2020 食品生產許可管理辦法2020
- Measures for the Administration of Food Recalls 食品召回管理辦法
- Administrative Measures for Food Safety National Standards 食品安全國家標準管理辦法
- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) 個人資料(私隱)條例(香港法例第486章)
- Consumer Council Ordinance (Cap. 216 of the Laws of Hong Kong) 消費者委員會條例(香港法例第216章)
- Trademarks Ordinance (Cap. 559 of the Laws of Hong Kong) 商標條例(香港法例第559章)
- Patents Ordinance (Cap. 514 of the Laws of Hong Kong) 專利條例(香港法例第514章)
- GB 2760-2014 National Food Safety Standard for Uses of Food Additives GB 2760-2014 食品安全國家標準食品添加劑使用標準
- GB14881-2-13 National Food Safety Standard General Hygienic Regulation for Food Production GB14881-2-13 食品安全國家標準食品生產通用衛生規範
- GB 7718-2011 General Standard for the Labelling of Pre-packaged Foods GB 7718-2011 預包裝食品標籤通則
- YC/T 16-2014 Reconstituted tobacco YC/T 16-2014 再造煙葉
- YC/T 498-2014 The evaluation methods of sensory quality for reconstituted tobacco (paper-process) YC/T 498-2014 再造煙葉(造紙法)感官評價方法



GLOSSARY

AHP 層級分析法

Board 董事會

BOD 生物需氧量

COD 化學需氧量

CO₂e CO₂e

Company or Huabao 本公司

EHS 環境健康與安全

EHS Department 環安部

ESG ESG

ESG Code

ESG守則

ESG Guide

ESG指引

F&F and Food Ingredients 香精及食品配料

F&G F&G

FY2024 or Year 2024財年或本年度

GHG 溫室氣體

GRI GRI

詞彙

Analytical Hierarchy Process 層級分析法

The board of directors of the Company 本公司的董事會

Biological Oxygen Demand 生物需氧量

Chemical Oxygen Demand 化學需氧量

Carbon dioxide equivalents 二氧化碳當量

Huabao International Holdings Limited 華寶國際控股有限公司

Environmental Health and Safety 環境健康與安全

The Department of Environmental Health and Safety 環境健康與安全部

Environmental, Social and Governance 環境、社會和管治

Appendix C2 - Environmental, Social and Governance Reporting Code (to be effective from 1 January 2025) 上市規則附錄C2-《環境、社會及管治報告守則》(自2025年1月1 日起生效)

Appendix C2 - Environmental, Social and Governance Reporting Guide of the Listing Rules 上市規則附錄C2-《環境、社會及管治報告指引》

Flavours and fragrances, and food ingredients 香精及食品配料

F&G (Botswana) (Proprietary) Limited F&G (Botswana) (Proprietary) Limited

For the year ended 31 December 2024 截至2024年12月31日止年度

Greenhouse gas 溫室氣體

The Global Reporting Initiative 全球報告倡議組織



GLOSSARY

Group or Huabao Group or we 本集團或華寶或我們

Guangdong Jiahao 廣東嘉豪

Guangdong Jinye 廣東金葉

Guangdong Zhaoqing 廣東肇慶

Guangzhou Hua Fang 廣州華芳

Guangzhou Owada 廣州澳華達

HDPE 高密度聚乙烯

HNB HNB

Hong Kong

香港

Hong Kong Stock Exchange or HKEX 香港聯交所或聯交所

Huabao Flavours

華寶股份

Hunan Jishou 湖南吉首

IFRS S2

IFRS S2

ISSB 國際可持續準則理事會

Jiangxi Xinhui 江西芯薈 詞彙

The Company and its subsidiaries 本公司及其子公司

Guangdong Jiahao Foodstuff Co.,Ltd. 廣東嘉豪食品有限公司

Guangdong Golden Leaf Technology Development Co., Ltd 廣東省金葉科技開發有限公司

Zhaoqing Perfumery Co., Ltd. (Guangdong) 廣東省肇慶香料廠有限公司

Guangzhou Hua Fang Tobacco Flavors Ltd. 廣州華芳煙用香精有限公司

Owada Flavours (Guangzhou) Co., Ltd. 澳華達香精(廣州)有限公司

High-density polyethylene 高密度聚乙烯

Heat-not-burn 加熱不燃燒

Hong Kong Special Administrative Region of the People's Republic of China 中華人民共和國香港特別行政區

The Stock Exchange of Hong Kong Limited 香港聯合交易所有限公司

Huabao Flavours & Fragrances Co., Ltd., a joint stock limited company established in the PRC with limited liability and an indirect non-wholly owned subsidiary of the Company 華寶香精股份有限公司,於中國成立的股份有限公司,為本公司間接 擁有的非全資附屬公司

Hunan Jishou Minzu Materials Co., Ltd 湖南吉首市民族煙材有限公司

International Financial Reporting Standards S2 Climate-related Disclosures published by the International Sustainability Standards Board 《國際財務報告可持續披露準則第2號一氣候相關披露》

國際財務報告可持續拔蕗凖則弗2號一 氣候相關拔蕗

International Sustainability Standards Board 國際可持續準則理事會

Jiangxi Huabao Xinhui Technology Co., Ltd. 江西省華寶芯薈科技有限公司



GLOSSARY

詞彙

Jiangxi Xianghai	Jiangxi Xianghai Biological Technology Co., Ltd.
江西香海	江西香海生物科技有限公司
Listing Rules	The Rules Governing the Listing of Securities on the Main Board of the Hong Kong Stock Exchange
上市規則	香港聯交所主板證券上市規則
Mainland China or PRC	The People's Republic of China
中國或國內	中華人民共和國
MWh	Megawatt-hour, a unit of energy measurement
兆瓦時	兆瓦時,能量計量單位
NO _x	Nitrogen oxides
NO _x	氮氧化物
PET	Polyethylene terephthalate
聚對苯二甲酸乙二酯	聚對苯二甲酸乙二酯
PM	Particulate matter
PM	顆粒物
R&D	Research and development
研發	研究及發展
RMB	Renminbi, the lawful currency of the PRC
人民幣	人民幣,中國法定貨幣
SDGs	Sustainable Development Goals
可持續發展目標	可持續發展目標
Shandong Huaxin	Shandong Huaxin Fragrance Material Co., LTD
山東華馨	山東華馨香料有限公司
Shanghai Yifang	Shanghai Yifang Rural Technology Holdings Co.,Ltd
上海奕方	上海奕方農業科技股份有限公司
SO _x	Sulphur oxides
SO _x	硫氧化物
TCFD	Task Force on Climate Related Financial Disclosures
氣候相關財務披露	氣候相關財務披露
UNGC	United Nations Global Compact
聯合國全球契約組織	聯合國全球契約組織
VOCs	Volatile Organic Compounds
VOCs	揮發性有機化合物

HUABAO INTERNATIONAL HOLDINGS LIMITED 華寶國際控股有限公司

