



2022

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

Fufeng Group Limited  
阜豐集團有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 546





# CONTENTS

## 目錄

About this Report 關於本報告	2
Materiality Assessment 重要性評估	2
Regulatory Structure for Environmental, Social and Governance Issues 環境、社會及管治的管治架構	2
Executive Summary 管理層摘要	4
Environmental Targets 環保目標	6
Protection of the Ecological Environment and Focus on Climate Change 保護生態環境、關注氣候變化	7
Emission 排放物	8
Use of Resources 資源使用	18
Environment and Natural Resources 環境及天然資源	22
Climate Change 氣候變化	23
Compliance Operation and Mutual Growth 合規經營、共同成長	23
Creating Excellent Quality 打造卓越品質	23
Strengthening Supply Chain Management 加強供應鏈管理	28
People-oriented and Caring for Employees 以人為本、關注員工需求	30
Attracting a Large Pool of Talents 廣泛吸引人才	30
Protecting Employees' Health and Safety 保障員工健康與安全	35
Supporting Employee Development 支持員工發展	45
Abiding by Labour Standards 遵守勞工準則	47
Upholding Business Ethics 恪守商業道德	48
Giving Back to Society and People's Livelihoods 回饋社會民生	50
Appendix: HKEX ESG Index 附錄：香港聯交所 ESG 指標索引	51
Glossary 詞彙	58



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### About this Report

In accordance with the “Environmental, Social and Governance Reporting Guide” of the Stock Exchange of Hong Kong, the Group prepared its 2022 Environmental, Social and Governance (hereinafter referred to as the “ESG”) Report for the period from 1 January 2022 to 31 December 2022, covering its subsidiaries 山東阜豐發酵有限公司 (Shandong Fufeng Fermentation Co., Ltd.), 寶雞阜豐生物科技股份有限公司 (Baoji Fufeng Biotechnologies Co., Ltd.), 內蒙古阜豐生物科技股份有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.), 呼倫貝爾東北阜豐生物科技股份有限公司 (Hulunbeier Northeast Fufeng Biotechnologies Co., Ltd.), 新疆阜豐生物科技股份有限公司 (Xinjiang Fufeng Biotechnologies Co., Ltd.) and 齊齊哈爾龍江阜豐生物科技股份有限公司 (Qiqihar Longjiang Fufeng Biotechnologies Co., Ltd.). Fufeng Group has been pursuing sustainable business operations in terms of economic, social and environmental aspects, and has been in strict compliance with the regulatory requirements in relation to employment, human rights, labour interest, supply chain management, product liability and anti-corruption. The Report will illustrate the Group’s performance in sustainable development from both environmental and social perspectives.

### Materiality Assessment

The Board of Directors understands that the opinions of stakeholders are closely related to the sustainable development of the Company, and is committed to establishing a communication platform between the Company and its major stakeholders. We maintain close communication with stakeholders such as the government/regulatory organizations, shareholders/investors, employees, customers, suppliers, and communities, and strive to balance opinions and interests through constructive dialogue. This helps us determine our direction for sustainable development.

Following the “ESG Reporting Guide”, through analyzing the concerns of stakeholders such as regulators, customers, and investors, conducting industry benchmarking analysis, and taking into account the comprehensive discussions with ESG expert advisors and management team, we have analyzed and evaluated the important environmental, social, and governance issues for Fufeng. Following the assessment effort, as a sizeable manufacturer that has greater demand for energy consumption, we have identified, among others, the energy, greenhouse gas emissions, water resource management, production safety, and food quality and safety as the most important ESG issues of Fufeng Group, and implemented the targeted ESG management and disclosure measures.

In accordance with the “Environmental, Social and Governance Reporting Guide”, Fufeng Group conducted a materiality assessment to determine the information and content to be disclosed in this report.

### 關於本報告

根據香港聯合交易所《環境、社會及管治報告指引》要求，本集團編制了2022年環境、社會及管治（以下簡稱「ESG」）報告，覆蓋集團下轄山東阜豐發酵有限公司、寶雞阜豐生物科技股份有限公司、內蒙古阜豐生物科技股份有限公司、呼倫貝爾東北阜豐生物科技股份有限公司、新疆阜豐生物科技股份有限公司和齊齊哈爾龍江阜豐生物科技股份有限公司報告的時間範圍為2022年1月1日至2022年12月31日。阜豐集團一直力求在經濟、社會及環境方面以可持續的方式經營業務，並且恪守關於僱傭、人權、勞工權益、供應鏈管理、產品責任及反貪污的監管規定。本報告從環境和社會兩個範疇闡述本集團在可持續發展方面的表現。

### 重要性評估

董事會深明持份者意見與維持業務可持續發展息息相關，並致力建立本集團與主要持份者之間的溝通平台。我們與政府／監管組織、股東／投資者、員工、客戶、供應商、社區等持份者保持密切聯繫，力求通過建設性交流平衡意見與利益。從而確定我們的可持續發展方向。

我們以《ESG報告指引》為準則，通過分析監管、客戶及投資人等利益相關方的關切，開展同業對標分析，並結合ESG專家顧問及管理團隊的綜合討論，我們分析與評估對阜豐重要的環境、社會及管治議題。經評估，作為一家對能源需求較高的大型製造型企業，我們將能源及溫室氣體排放、水資源管理、生產安全、產品品質與食品安全等ESG議題識別為阜豐集團的最重要的環境、社會及管治議題，並展開針對性的ESG管理和披露工作。

阜豐集團根據聯交所《環境、社會及管治報告指引》進行了重要性評估，以決定本報告披露的資料和內容。



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

### Regulatory Structure for Environmental, Social and Governance Issues

On 31 August 2021, the Group announced the establishment of the ESG Committee of the Board (the “Committee”) with detailed explanation and announcement of the terms of reference of the Committee, with the aim of facilitating the development and implementation of ESG issues of the Group. The Committee is responsible for developing and reviewing the Group’s ESG vision, objectives, strategy and management approach, as well as reviewing and monitoring the ESG management structure, policies and operations to advise the Board on relevant ESG work for ensuring ongoing compliance with legal and regulatory requirements; reviewing key ESG trends to identify ESG-related risks and opportunities and, in this regard, assess the adequacy and effectiveness of the Group’s ESG-related framework, and also adopting and updating the ESG policy as necessary; overseeing the communication with the Group’s stakeholders to identify ESG-related issues that have a significant impact on the Group’s operations or the interests of other key stakeholders; overseeing the development of the Group’s ESG objectives and their implementation rules and effectiveness, as well as reviewing the progress made in achieving the ESG objectives on a regular basis to advise on the actions required to improve performance; identifying the ESG-related issues arising from external factors to assess the external and internal impact of ESG work, and also receiving external and internal feedback on the Group’s ESG work before making recommendations on how to improve the Group’s ESG work in the future; ensuring the Group’s preparation and disclosure of ESG report in accordance with legal and regulatory requirements, and reviewing the ESG report before reporting to the Board, and then making recommendation on the actions or decisions in detail to the Board.

In 2022, the Committee continuously improved the Group’s ESG management system, actively optimized ESG management measures and effectively enhanced ESG management performance by conducting materiality assessments, reviewing and monitoring ESG operational management, and overseeing the formulation and achievement of ESG targets.

### 環境、社會及管治的管治架構

集團於2021年8月31日宣告成立董事會環境、社會及管治委員會，並對該委員會的職權範圍詳細解釋並進行公告，旨在促進集團環境、社會及管治事宜的發展及落實。委員會制定並檢討集團ESG的願景、目標、策略及管理方針，檢討並監察ESG的管理架構、政策及運營管理，並就相關ESG工作向董事會提供建議，確保持續符合法律及監管要求；審視ESG的主要趨勢，識別ESG有關風險和機遇，並就此評估集團ESG有關架構是否足夠及有效，於必要時採納並更新ESG政策並確保該政策與時俱進；監察集團利益相關方的溝通工作，識別對集團運營或其他重要利益相關方的權益構成重大影響的ESG相關事宜；監督集團ESG目標制定及相應的實施規則及成效，定期檢討ESG目標達成的進度，並就需要提升表現所需採取的行動給予建議；識別因外部因素引致有關ESG範疇的事宜，評估ESG工作對集團外部及內部的影響，聽取集團外部及內部對於ESG工作的反饋意見，並就下一步ESG工作提出改善建議；確保集團根據法律法規要求編制及披露ESG報告，審閱ESG報告並向董事會彙報，同時向董事會建議具體行動或決策。

2022年，委員會持續通過重要性評估、檢討監察ESG的運營管理、監督ESG目標制定及完成情況等工作，不斷完善集團ESG管理體系，積極優化ESG管理措施，有效提升ESG管理表現。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Executive Summary

Following the establishment of the Environmental, Social, and Governance (ESG) Committee of the Board, 2022 marks the first year of the comprehensive transformation of the ESG management system of the Fufeng Group. We have been paying attention to the expectations of society, markets, and investors regarding the Group's ESG performance, and have given higher strategic significance to the development of ESG. We actively practice ESG concepts by focusing on sustainable development, diversity, business ethics, and community welfare.

Under the leadership of the national “dual-carbon goals”, Fufeng Group continues to evaluate and explore the implementation of green and low-carbon solutions. We are increasing investment in energy conservation and emissions reduction technology renovation projects and replacing high-energy-emitting equipment with green and low-energy-emitting equipment to promote the Company's low-carbon transformation. Fufeng Group prioritizes product quality as the top priority in our daily work. Meanwhile, in order to provide consumers with better products and services, we continuously optimize and improve product processes and improve customer service and after-sales service. “People-oriented” is the core value of Fufeng Group. We strive to create a work environment that is equal, respectful, inclusive, and diverse in culture, and focus on the growth and development of every employee. Fufeng Group always adheres to creating a sunny, honest, and self-disciplined atmosphere, adheres to the bottom line of business ethics, and builds new social trust. As a promoter of sustainable communities, Fufeng Group actively participates in social welfare interactions, supports rural revitalization, and continues to give back to society through practical actions.

#### 管理層摘要

2022年是阜豐集團成立董事會環境、社會及管治委員會之後的第一年，是集團全面提升ESG管理體系的轉型之年。我們早已經關注到社會、市場、投資人對集團ESG表現的期望，將ESG發展賦予更高的戰略意義，我們通過高度關注可持續發展、多元化、商業道德、社區公益等，積極踐行ESG理念。

在國家「雙碳目標」引領推動下，阜豐集團持續評估探索落實綠色低碳的方案，通過加大節能減排技改項目的投資投入、更換綠色低能排放設備，推動公司低碳轉型。阜豐集團將保證產品質量作為日常工作的第一位，同時為了給消費者提供更優質的產品及服務，我們持續積極優化改進產品工藝、提升客服售後服務。「以人為本」是阜豐集團的核心價值觀，我們努力建設平等、尊重、包容、多元文化的工作環境，關注每一位員工的成長與發展。阜豐集團始終堅持營造陽光、廉潔、自律的氛圍，堅守商業道德底線，構建社會新信任。作為可持續社區的推動者，阜豐集團積極參與社會公益互動、支持鄉村振興，通過實際行動持續行動回報社會。



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

Under the leadership of the management, all employees of Fufeng Group achieved the below ESG performance highlights in 2022:

### Operational Performance

- Financial performance: The sales revenue for the year was RMB27,475 million, representing an increase of 27.55% as compared to 2021.

### Disclosure and Reporting

- In 2022, Fufeng Group received the “Green Deposit Scheme” award from Mitsubishi UFJ Financial Group, Inc. (MUFG).

### Environmental Performance

- Emission concentration of greenhouse gases was 323.87 tCO<sub>2</sub>e/million RMB revenue, representing a decrease of 8.16% as compared to 2021.
- Exhaust emission density was 0.16 tonne/million RMB revenue, representing a decrease of 11.11% as compared to 2021.
- Total sewage discharge was 9,845,500 tonnes, representing a decrease of 1.28% as compared to 2021.
- Recycled sewage volume was 44,387,700 tonnes, representing an increase of 32.33% as compared to 2021.
- Emission intensity of non-hazardous waste was 44.41 tonne/million RMB revenue, representing a decrease of 13.70% as compared to 2021.
- Total energy intensity was 7,119.95 GJ/million RMB revenue, representing a decrease of 13.79% as compared to 2021.
- Total water consumption was 16,949,800 tonnes, representing a decrease of 1.93% as compared to 2021; and total water consumption intensity was 0.62 tonne/thousand RMB revenue, representing a decrease of 22.50% as compared to 2021.

阜豐集團全體員工在管理層的領導下，2022年在ESG方面做出績效，亮點摘要如下：

### 經營績效

- 財務表現：全年銷售收入為274.75億元人民幣，較2021年增長27.55%。

### 資料披露與報告

- 阜豐集團於2022年獲得三菱日聯金融集團(MUFG)頒發的「綠色存款計劃」獎項。

### 環境績效

- 溫室氣體排放密度為323.87噸二氧化碳排放／百萬元人民幣營業額，較2021年降低8.16%。
- 廢氣排放密度為0.16噸／百萬元人民幣營業額，較2021年降低11.11%。
- 總廢水量為984.55萬噸，較2021年降低1.28%。
- 廢水回收利用量為4,438.77萬噸，較2021年增加32.33%。
- 無害廢棄物排放密度為44.41噸／百萬元人民幣營業額，較2021年降低13.70%。
- 總能源密度為7,119.95千兆焦／百萬元人民幣營業額，較2021年降低13.79%。
- 總耗水量為1,694.98萬噸，較2021年降低1.93%；總耗水密度為0.62噸／千元人民幣營業額，較2021年降低22.50%。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Social Performance

- Total number of employees: 15,099.
- Accumulated number of trained employees: 13,700, accounting for 90.7% of the total number of employees.
- Accumulated training hours of employees: 550,866 hours.
- Cumulative resources invested in public welfare: RMB11.85 million.
- 2 surveys on customer satisfaction with a satisfaction score of 4.48 (out of 5).
- 0 product recall for safety and health reasons.
- 1,600+ reports on quality hazard received, and corrective measures being formulated to effectively reduce quality hazard.

In 2023, Fufeng Group will continue to be committed to the development and prosperity of the bio-fermentation industry and other diversified industries. We will persist in entrepreneurship, continue to strive, and act with integrity to fulfill our responsibilities to customers, employees, shareholders, and society, creating value and achieving mutual benefit and win-win cooperation. We will work together to move forward towards a brighter future.

#### Environmental Targets

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

#### 社會績效

- 僱員總數：15,099人。
- 員工累計受訓人數13,700人，佔員工總數90.7%
- 員工累計受訓時長：550,866小時。
- 公益累計資源投入約：1,185萬元人民幣。
- 完成2次客戶滿意度調查工作，滿意度調查分數達到4.48分（滿分5分）。
- 0起因安全與健康理由需要進行產品回收的問題。
- 收集1,600餘份質量隱患報告，制定整改措施有效降低質量隱患。

2023年，阜豐集團將持續致力於生物發酵行業及其他多元化產業的發展與繁榮，堅持持續創業，不斷奮鬥，誠信地為客戶、員工、股東、社會承擔責任、創造價值，與之互惠雙贏、同舟共進。

#### 環保目標

2021年，阜豐集團基於集團現狀及未來發展規劃，針對廢氣排放和蘇氨酸單位產品綜合能耗，設定以下目標：

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

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

### Protection of the Ecological Environment and Focus on Climate Change

With the attitude of being responsible to investors, customers, employees and other relevant stakeholders, and adhering to the concept of sustainable operations, Fufeng Group incorporates environmental protection into its daily work, and continuously improves its environmental management level while resolutely abiding by the requirements of relevant laws and regulations. Among the members of Fufeng Group, Baoji Fufeng, Shandong Fufeng, Xinjiang Fufeng, Longjiang Fufeng, Hulunbeier Fufeng and IM Fufeng have established ISO 14001: 2015 environmental management system and passed the certification. Every production company will continuously improve the management of various emissions, including wastewater, waste gas, greenhouse gases and hazardous or non-hazardous waste, while actively paying attention to the latest environment protection policies in various regions.

In 2022, the Group's sales revenue increased by 27.55%. The Group attaches great importance to energy saving and emission reduction by conducting various technology improvement projects for environmental protection, while improving its production capacity and production volume to earn income. In addition, Xinjiang Fufeng increased investment in technology improvement projects for environmental protection in 2022 by an amount of approximately RMB50 million for the second-cooling renovation of cooling pool, upgrading fermentation spray towers, and treatment of peculiar odors in tube bundle dryers, which effectively reduced the pollution caused to the environment during the production activities.

Fufeng Group has long been committed to contributing to the ESG field. In 2022, Fufeng Group received the "Green Deposit Scheme" award from Mitsubishi UFJ Financial Group, Inc. (MUFG), which recognizes Fufeng Group for depositing RMB125,000,000 in banks from 14 October 2022 to 14 November 2022 to support ESG and the green and environmental protection cause.

### 保護生態環境、關注氣候變化

秉持對投資者、客戶、員工等各相關利益相關方負責的態度，阜豐集團始終堅持可持續發展，將環境保護工作納入日常工作中，在堅決遵守相關法律法規的要求的同時，不斷提升自身的環境管理水平，其中寶雞阜豐、山東阜豐、新疆阜豐、龍江阜豐、呼倫貝爾阜豐、內蒙古阜豐均已建立 ISO 14001:2015 環境管理體系，並通過認證。各生產公司不斷完善對各類排放物如廢水、廢氣、溫室氣體及有害或無害廢棄物的管理，積極關注各地最新環保政策。

2022年集團銷售收入增長27.55%。提升產能產量創造收益的同時，集團高度重視節能減排，開展各項環保技改項目。此外，新疆阜豐加大在環保技改項目的投資，2022年投資約5,000萬元人民幣，開展降溫水池二冷改造、發酵噴淋塔升級改造、管束烘乾異味治理等技改項目，有效降低了生產活動過程中對環境產生的污染。

阜豐集團長期致力於在ESG領域貢獻自己的一份力量。2022年，阜豐集團獲得三菱日聯金融集團(MUFG)頒發的「綠色存款計劃」獎項，該獎項表彰了阜豐集團在2022年10月14日至2022年11月14日將125,000,000元人民幣存入銀行用於支持ESG綠色環保事業。





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Emission

In strict compliance with the requirements of relevant laws and regulations, such as the Environmental Protection Law of People's Republic of China (中華人民共和國環境保護法), the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法), Air Pollution Prevention and Control Action Plan (大氣污染防治行動計劃) and Law of the People's Republic of China on the Prevention and Control of Water Pollution (中華人民共和國水污染防治法), Fufeng Group continued to reduce such sewage, exhaust, greenhouse gases, hazardous and non-hazardous wastes that are discharged from the production and operation. In order to meet the emission standards under relevant national, provincial and municipal laws and regulations, the Group has established different management and control measures for various emissions to implement effective control targeted to various emissions, enabling the emissions to meet the relevant national, local and industrial discharge standards.

- **As for exhaust**

In 2021, based on the summary of the changes in historical emissions from each production company as well as the Group's current status and future development plans, Fufeng Group set a total exhaust emissions target for the next three years from 2022 to 2025 that exhaust emissions intensity shall be decreased by 1% per annum based on the 2021 exhaust emissions intensity (exhaust emissions intensity: calculated based on tonne/million RMB revenue).

Fufeng Group is a fermentation manufacturing enterprise, and its exhaust emitted was mainly generated from the  $\text{NO}_x$ ,  $\text{SO}_2$ , foul odor as well as smoke and dust and pollutants such as particulates and odor concentration during the production process. In terms of exhaust control, the Group strictly complied with the various legal and regulatory requirements, including National Environmental Protection Standards of the People's Republic of China 《(中華人民共和國國家環境保護標準)》(HJ2053-2018), the Emission Standard of Air Pollutants for Coal-fired Power Plants 《(火電廠大氣污染物排放標準)》(GB13223-2011), the Comprehensive Emission Standard for Atmospheric Pollutants 《(大氣污染物綜合排放標準)》(GB16297-1996), the Comprehensive Emission Standard for Atmospheric Pollutants from Boilers 《(鍋爐大氣污染物綜合排放標準)》(GB13271-2014) and the Environmental Noise Emission Standards for Industrial Enterprises at Boundary 《(工業企業廠界環境噪聲排放標準)》(GB12348-2008).

#### 排放物

阜豐集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《大氣污染防治行動計劃》、《中華人民共和國水污染防治法》等相關法律法規，不斷降低生產運營過程中所產生的廢水、廢氣、溫室氣體、有害及無害廢棄物的排放。集團為達到國家、省、市相關法律法規要求的排放標準，為各類排放物的制定了不同的管理及控制辦法，有針對性的對各類排放物進行有效管控，使各類排放物均達國家、地方和行業相關標準後再進行合法排放。

- **廢氣方面**

2021年，阜豐集團總結各生產公司歷史廢氣排放量的變化，基於集團現狀及未來發展規劃，制定了2022年至2025年未來三年集團整體的廢氣排放量目標：以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度（廢氣排放密度：按照噸／百萬元人民幣營業額作為計算標準）。

作為發酵製造業企業，阜豐集團廢氣排放主要來自各生產過程中產生的 $\text{NO}_x$ 、 $\text{SO}_2$ 、惡臭及煙塵及生產過程中產生的顆粒物、臭氣濃度等污染物，集團在廢氣治理方面嚴格遵守《中華人民共和國國家環境保護標準》(HJ2053-2018)、《火電廠大氣污染物排放標準》(GB13223-2011)、《大氣污染物綜合排放標準》(GB16297-1996)、《鍋爐大氣污染物綜合排放標準》(GB13271-2014)、《工業企業廠界環境噪聲排放標準》(GB12348-2008)等法律法規要求。



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

In 2022, all production companies of the Group strictly implemented measures to prevent and control exhaust pollution during their operation, and adopted the dust removal method of limestone wet desulfurization + SNCE denitrification + electrostatic + electric-bag secondary filter, or the self-developed process of “deep treatment project for flue gas combustion” to control flue gas emissions at a level below the requirements of environmental standards and achieve ultra-low emissions.

A dedicated department was established by each production company to take responsibility for the daily management of exhaust emissions. In addition, each production company has installed an on-line monitoring system, data of which is sent to the local environmental protection agencies through network connected to achieve joint monitoring with the environmental protection agencies. The Group is strictly prohibited from discharging the exhaust gas without treatment, and therefore all the exhaust must meet the relevant standards before they are discharged. Meanwhile, the Group and each production company remained in active collaboration with the national environmental protection authorities on annual inspection and spot checks. In 2022, all inspections carried out against the Group and each production company reached the national and local standards.

In 2022, the Group's overall total exhaust emissions increased by 358.94 tonnes, or 9.16%, compared to the previous year, mainly due to an increase in exhaust emissions generated in the production process as a result of the increase of 680,000 tonnes in the production volume of the Group. In order to ensure the exhaust emissions can meet the national standards and minimize the exhaust emissions, the Group and its production companies increased investment in the exhaust treatment equipment. In 2022, Baoji Fufeng set up a special team for exhaust treatment, equipped with professional exhaust treatment equipment to carry out the emission reduction process of dust removal, desulfurization and denitrification to ensure that the exhaust emissions are at a level lower than the national and local standards. In addition, in order to reduce exhaust emissions, the Company controlled the sulfur content of coal in the procurement process of fuel coal, and recycled flue gas in exhaust emissions. Under the requirements of the local environmental protection department, the Company launched an emergency plan in the heavily polluted weather in winter and adopted stricter pollutant emission control measures. In 2022,

2022年集團各生產公司在運營期間嚴格落實廢氣污染防治措施，採用石灰石濕法脫硫+SNCE脫硝+靜電+布袋二級除塵器除塵法、或採用自主研發的「煙氣燃燒法深度治理」工藝將廢氣排放量控制在環保標準要求以下，實現超低排放。

各生產公司安排專門的責任部門對廢氣的排放進行日常的管理，並且各生產公司均已安裝在線監測系統，通過監測系統所收集的數據與當地環保部門聯網，實現與環保部門聯動監測。集團嚴禁未經處理直接將廢氣排放，所有的廢氣必須達到相關標準後方可進行排放。集團及各生產公司每年都積極配合國家環保部門的檢查與抽查，2022年集團及各生產公司在各項檢查中均達到國家及地方標準。

2022年，集團整體廢氣排放總量較上年增加358.94噸，漲幅9.16%，主要原因是集團產量較上年增加68萬噸，導致生產過程中的廢氣排放量增加。為保證廢氣排放量符合國家標準，同時盡力降低廢氣排放量，集團及各生產公司加大對廢氣處理設備的投入，2022年寶雞阜豐設立專門的廢氣處理團隊，配備專業的廢氣處理裝置來進行除塵、脫硫、脫硝等減排過程，確保廢氣排放均低於國家和地方標準。此外，為減少廢氣排放，公司在燃料煤的採購過程中對煤的含硫量進行控制，並在廢氣排放環境進行煙氣循環利用。在地方環保部門的要求下，公司在冬季重污染天氣啓動應急預案，採取更嚴格的污染物排放控制措施。2022年集團整體廢氣排放密度由0.18噸／百萬元人民幣營業額降低至0.16噸／百萬元人民幣營業額，降幅



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

the Group's overall exhaust emission density reduced by 11.11% from 0.18 tonne/million RMB revenue to 0.16 tonne/million RMB revenue, reaching the emission target set by the Group in 2021 (i.e. exhaust emissions intensity shall be decreased by 1% per annum based on the 2021 exhaust emissions intensity).

11.11%，達到了2021年集團制定的廢氣排放量目標（即以2021年廢氣排放密度為基準，每年降低1%的廢氣排放密度）。

Performance Indicator	績效指標	Unit 單位	2021 2021 年度	2022 2022 年度
NO <sub>x</sub> emissions	氮氧化物排放量	tonne 噸	2,407.38	<b>2,766.27</b>
SO <sub>2</sub> emissions	二氧化硫排放量	tonne 噸	1,174.38	<b>1,168.55</b>
Smoke and dust emissions	煙塵排放量	tonne 噸	338.64	<b>344.52</b>
Total exhaust emissions	廢氣排放總量	tonne 噸	3,920.40	<b>4,279.34</b>
<b>Exhaust emission density*</b>	<b>廢氣排放密度*</b>	tonne/million RMB revenue 噸/百萬元人民幣營業額	0.18	<b>0.16</b>

\* The exhaust emission density in 2022 is calculated based on tonne/million RMB revenue

\* 廢氣排放密度按照噸/百萬元人民幣營業額作為2022年計算標準

#### As for sewage

In terms of sewage control, Fufeng Group managed and controlled the sewage discharge in strict compliance with the requirements under laws and regulations, including the 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》), and based on the Environmental Protection Management System (《環境保護管理制度》) and the Administrative Measures on Sewage Discharge for Environmental Protection Treatment (《環保處理廠廢水排放管理辦法》) issued by the Group, ensuring that the sewage discharged by each of the respective production companies meet the existing national sewage standards such as the Water Pollutant Discharge Standard for the Starch Industry (《澱粉工業水污染物排放標準》) (GB25461-2010), the Pollutant Discharge Standard for the MSG Industry (味精工業污染物排放標準) (GB19431-2004) and the Sewage Quality Standards for Discharging to Municipal Sewers (《污水排入城下水道水質標準》) (GB/T31962-2015). In 2022, various production companies of the Group continued to maintain the standards of sewage discharge.

#### 廢水方面

阜豐集團在廢水治理方面嚴格遵守《中華人民共和國水污染防治法》等法律法規要求，依據集團所發布的《環境保護管理制度》、《環保處理廠廢水排放管理辦法》、《環保處理廠廢水排放管理辦法》和《環保處理廠廢水排放管理辦法》等管理要求對廢水的排放進行監管，保證各生產公司的廢水排放達到《澱粉工業水污染物排放標準》(GB25461-2010)、《味精工業污染物排放標準》(GB19431-2004)、《污水排入城鎮下水道水質標準》(GB/T31962-2015)等國家現行的廢水相關標準的要求。2022年集團各生產公司的廢水排放全部持續穩定達標。

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

The sewage discharged by various production companies mainly includes the waste water generated in the production process and the domestic sewage in the plant area. In 2022, the Group continued to improve the various systems and administrative measures in favor of waste water. On top of the existing ancillary wastewater treatment station, the Group improved and upgraded wastewater treatment systems and technologies. Based on the indicators pinpointed for wastewater emission reduction, the Group conducted regular inspection and appraisal, and implemented real-time management on the discharge of various waste water, so as to avoid random or excessive discharge from the water treatment system and eradicate sewage pollution accidents, thus ensuring the standard discharge of the Group's production sewage and preventing water pollution.

For waste water treatment, we adopted advanced multi-stage membrane coupling-simulated moving bed chromatography technology (模擬移動床色譜技術) and four-effect evaporation technology to reduce the intake of new water and production sewage from the production chain, and to achieve efficient use of water resources through recycling of waste water. The sewage from the industrial production process was divided into high and low concentration sewage according to its concentration. A comprehensive treatment system for sewage was established, in which the sewage was graded based on the content of ammonia, pollutants and solids. The amino acid fermentation raffinate with high ammonia nitrogen are directly produced into liquid amino acid fertilizer after raw material batching and evaporation and concentration, while the sewage with high amino acid and other production sewage might be either discharged, if standards are met, after the primary settling, anaerobic treatment with complex biological agents, aerobic treatment and secondary settling, or be put into the water recycling system. In addition, the domestic sewage was discharged into the drainage network of the park and eventually entered the sewage treatment plant of the park for treatment.

各生產公司所排放的廢水主要包括生產過程中所產生的廢水與廠區的生活污水。2022年集團不斷完善各種與廢水相關的制度與管理辦法，在原有配套建設的廢水處理站基礎上，改進提升廢水處理系統和技術，設置廢水減排的指標，定期進行檢查與考核，實時管理各類廢水外排，避免水處理系統隨意排放或超標排放，杜絕廢水污染事故的發生，確保集團的生產廢水均達標排放，防止水污染。

廢水處理通過採用先進的多級膜耦合—模擬移動床色譜技術、四效蒸發技術等，從生產環節減少了新水的取用及生產廢水的產生，並且通過循環使用廢水實現水資源的高效利用。工業生產過程中的廢水按濃度高低分為高濃度廢水和低濃度廢水，根據廢水中氨氮、污染物及固形物的含量，對其進行分級處理，建立一整套廢水綜合處理系統。高氨氮的氨基酸發酵尾液經原料配料和蒸發濃縮後直接制得氨基酸液態肥，氨基酸濃污水和其他生產廢水經過初次沉降、複合生物菌劑厭氧處理、好氧處理和二次沉降後，或達標排放，或進入中水回用系統；生活污水排入園區排水管網，最終進入園區污水處理廠進行處理。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In 2022, the Group recorded a total sewage discharge of 9,845,490.68 tonnes, a total recycled sewage volume of 44,387,662.23 tonnes, a total COD of 412.91 tonnes and a total N-NH<sub>3</sub> of 22.63 tonnes. In 2022, the total sewage discharge decreased by 128,138.5 tonnes as compared to the last year, representing a decrease of 1.28%. The total recycled sewage volume increased by 10,844,723.49 tonnes as compared to the last year, representing an increase of 32.33%. In particular, IM Fufeng replaced the reverse osmosis membrane for water recycling to increase the recycling rate, thereby realizing a reduction in sewage discharge. In addition, Longjiang Fufeng started to implement wastewater recycling in 2022, reducing the use of fresh water while increasing wastewater recycling, thus reducing sewage discharge.

The Group's COD increased by 37.78% compared to previous year, due to the fact that COD emissions of Hulunbeier Fufeng increased in 2022 as it upgraded its production process of MSG and threonine, which resulted in the change of water usage from recycled water to primary fresh water and thus an increase in water discharge; and that COD detection value of Baoji Fufeng increased in 2022 as it increased the cycle of wastewater in the wastewater treatment facilities in accordance with the local environmental protection requirements, which resulted in the discharge of some suspended matter due to the shortening of the settling cycle.

The Group's N-NH<sub>3</sub> increased by 152.21% compared to previous year, due to an increase in water discharge in line with the increased use of fresh water as a result of the improvement of production process by Hulunbeier Fufeng in 2022.

2022年，集團總廢水量為9,845,490.68噸，廢水回收利用量44,387,662.23噸，COD合計412.91噸，N-NH<sub>3</sub>合計22.63噸。2022年總廢水量較上年相比降低了128,138.5噸，降幅1.28%。總廢水回收利用量較上年相比增加了10,844,723.49噸，漲幅32.33%。其中，內蒙古阜豐更換了中水回用反滲透膜，提高回用率，從而實現了廢水排放量降低。此外，龍江阜豐在2022年開始實施廢水回收利用，在提升廢水回收利用量的同時減少對新鮮水的使用，降低了廢水排放量。

集團COD較上年增加了37.78%，原因在於：2022年呼倫貝爾阜豐提升了味精、蘇氨酸的生產工藝，用水由循環水變更為一次新鮮水，排水量增加導致COD排放量增加。2022年寶雞阜豐根據地方環保要求，增加了廢水在污水處理施中的周期，沉降周期縮短導致部分懸浮物未沉降即隨水排出，造成COD檢測值增加。

集團N-NH<sub>3</sub>較上年增加了152.21%，原因在於：2022年呼倫貝爾阜豐由於生產工藝提升，增加了新鮮水的使用，導致排水量增加，N-NH<sub>3</sub>排放增加。

Performance indicator	績效指標	Unit 單位	2021 2021 年度	2022 2022 年度
Total sewage discharge	總廢水量	tonne 噸	9,973,629.18	<b>9,845,490.68</b>
Recycled sewage volume	廢水回收利用量	tonne 噸	33,542,938.74	<b>44,387,662.23</b>
COD	COD	tonne 噸	299.67	<b>412.91</b>
N-NH <sub>3</sub>	N-NH <sub>3</sub>	tonne 噸	8.97	<b>22.63</b>

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

In 2022, Baoji Fufeng set up a special environmental protection workshop equipped with a professional management team and professional wastewater treatment equipment and facilities, to reduce the sewage discharge through implementing cascade of water recycling of greywater, and ensure that the sewage discharge outperforms the national and local standards through the renovation of wastewater treatment facilities. Through recycling of greywater, the wastewater recycling rate was over 90%. The biogas produced in the sewage treatment process is collected and recycled for production.

- **As for greenhouse gas emissions**

Carbon dioxide is the major greenhouse gas produced during the operation of Fufeng Group, most of which is derived from the combustion process of coal in the daily production of the Group, with a small amount produced in the wet limestone-gypsum desulphurization process. In 2022, the Group's greenhouse gas emissions were mainly generated from industrial production emissions and gasoline and diesel emissions of the Group, which totaled 8,898,100 tonnes of carbon dioxide equivalent, representing an increase of 17.14% as compared to the previous year. This was mainly due to the fact that limestone emissions increased as IM Fufeng used limestone for desulfurization due to the suspension of production of calcium carbide slag manufacturers due to the pandemic; and that Longjiang Fufeng began to test carbon content of the fuel in April 2022 for the purpose of accurately calculating the emissions from fuel coal combustion, and used the data from the testing agents as a parameter for calculation, which improved the accuracy of the emission data.

In 2022, Fufeng Group gave active response to the national policy on energy emission reduction by vigorously increasing the investment in environmental protection facilities to improve the overall efficiency of existing environmental protection equipment and strictly controlling utilization of coal and enhancing environmental efficiency. The concentration of greenhouse gases was 323.87 tCO<sub>2</sub>e/million RMB revenue, representing a decrease of 8.16% as compared to the previous year.

2022年，寶雞阜豐設立專門環保處理車間與專業管理團隊，配備專業的污水處理裝置與設備，通過梯度用水、中水回用等方式減少廢水的產生，並通過改造污水處理裝置，保證外排廢水優於國家和地方標準。通過中水回用，實現90%以上的廢水回收利用率。對於廢水處理過程中產生的沼氣，進行收集並回用於生產。

- **溫室氣體排放方面**

阜豐集團運營過程中溫室氣體排放主要為二氧化碳，大部分產生於日常生產過程中所使用的煤炭燃燒，少量產生於濕法石灰石-石膏脫硫工藝過程。2022年集團溫室氣體排放主要來源於集團工業生產制程排放、車輛汽柴油燃燒排放，排放總量為889.81萬噸二氧化碳當量，較上年增加17.14%。主要原因在於：2022年因疫情原因生產電石渣廠家未開產，內蒙古阜豐使用石灰石進行脫硫，導致石灰石排放量增加。龍江阜豐為了更加準確計算燃料煤燃燒排放量，2022年4月開始進行了燃料的碳元素含量檢測，使用檢測公司的數據作為參數進行計算，提升了排放數據的準確性。

阜豐集團2022年積極響應國家能源減排政策，大力增加環保設施的投入量，提升現有環保設備的整體效率，嚴格控制煤炭的使用和環保效能，溫室氣體排放密度實現323.87噸二氧化碳排放/百萬元人民幣營業額，較上年成功降低8.16%。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Performance indicator 績效指標	Unit 單位	2021 2021 年度	2022 2022 年度
Emission from fuel coal combustion 燃料煤燃燒排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	6,568,173.40	<b>8,293,594.19</b>
Raw coal emission 原料煤排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	897,203.16	<b>451,716.05</b>
Limestone emission 石灰石排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	6,384.44	<b>10,139.86</b>
Sodium carbonate emission 碳酸鈉排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	73,978.33	<b>82,518.41</b>
Methane emission from sewage treatment 廢水處理甲烷排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	1,204.76	<b>98.59</b>
Emission from vehicle fuel combustion 車輛燃料燃燒排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	8,217.29	<b>8,414.33</b>
Emission from external purchase of electricity 外購電排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	41,113.52	<b>50,563.99</b>
Emission from external purchase of steam 外購蒸汽排放	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	0	<b>1,102.53</b>
<b>Total emissions of greenhouse gases 溫室氣體排放總量</b>	tCO <sub>2</sub> e 噸二氧化碳排放 (tCO <sub>2</sub> e)	7,596,274.90	<b>8,898,147.95</b>
<b>Emission concentration of greenhouse gases* 溫室氣體排放密度*</b>	tCO <sub>2</sub> e/million RMB revenue 噸二氧化碳排放 (tCO <sub>2</sub> e) / 百萬元人民幣營業額	352.66	<b>323.87</b>

\* Emission concentration of greenhouse gases in 2022 was calculated based on tCO<sub>2</sub>e/million RMB revenue

\* 溫室氣體排放密度按照噸二氧化碳當量 (tCO<sub>2</sub>e) / 百萬元人民幣營業額作為2022年計算標準

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

In 2022, our CO<sub>2</sub> emissions from coal decreased by 49.65% compared to the previous year, with total emissions of 451,700 tons of CO<sub>2</sub> equivalent, mainly due to decrease in ammonia production at IM Fufeng in 2022, which in turn led to a decrease in the use of raw coal and, consequently, a reduction in CO<sub>2</sub> emissions from coal.

In 2022, our methane emissions from wastewater treatment amounted to 98.59 tons of CO<sub>2</sub> equivalent, representing a significant decrease of 91.82% compared to the previous year, mainly due to the shutdown of the anaerobic section of our wastewater treatment process in the Hulunbeier Fufeng, which resulted in no more methane production. As a result, our methane emissions from wastewater treatment were reduced to zero.

In 2022, Shandong Fufeng had additional emissions from external purchase of steam of 11,025,300 tons of CO<sub>2</sub> equivalent, mainly due to the use of steam instead of electricity in its MSG drying process.

In 2022, Xinjiang Fufeng established a greenhouse gas emissions monitoring program to reduce greenhouse gas emissions and completed the 2021 greenhouse gas emissions audit work.

In 2022, Baoji Fufeng completed the verification of its greenhouse gas emissions by regulatory authorities in accordance with the requirements of the local governments of Shaanxi Province and Baoji City. In addition, in order to reduce the relevant greenhouse gas emissions, Baoji Fufeng used some biomass fuels to replace the use of coal.

- **As for waste discharge**

In 2022, Fufeng Group strengthened its management of waste discharge treatment. As a result, the Group attached great importance to and formulated the management documents, including the Administrative Measures on Solid Waste, the Hazardous Solid Waste Management System and the Administrative Measures on Industrial and Domestic Waste

2022年，原料煤排放為45.17萬噸二氧化碳當量，較上年降低49.65%，主要原因在於內蒙古阜豐2022年合成氨產量減少，原料煤使用減少導致原料煤排放減少。

2022年，廢水處理甲烷排放為98.59噸二氧化碳當量，較上年大幅降低91.82%，主要原因在於呼倫貝爾阜豐在中濃度廢水處理工藝的厭氧工段停工，導致不再產生甲烷，公司廢水處理甲烷排放為0。

2022年，山東阜豐新增外購蒸汽排放1,102.53噸二氧化碳當量，主要原因在於公司雞精烘乾採用蒸汽加熱代替了電加熱。

2022年，新疆阜豐為減少溫室氣體排放，建立了溫室氣體排放監測計劃，並完成2021年溫室氣體排放審核工作。

2022年，寶雞阜豐根據陝西省及寶雞市地方政府的要求，完成了監管機構對公司溫室氣體排放的核查。此外，為減少相關溫室氣體排放，寶雞阜豐採用部分生物質燃料替代燃煤的使用。

- **廢棄物排放方面**

2022年，阜豐集團加強對廢棄物的處置管理。根據國家《一般工業固體廢棄物貯存、處置場污染控制標準》(GB18599)和《危險廢物貯存污染控制標準》(GB18597-2001)的要求以及《中華人民共和國固體廢物污染環境防治法》與《城





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Disposal in accordance with the requirements of the Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste (GB18599) and the Standard for Pollution Control on Hazardous Waste Storage (GB18597-2001) and the requirements of the Law of People's Republic of China on the Prevention and Control of Solid Waste Pollution (中華人民共和國固體廢物污染環境防治法) and the Administrative Measures on Urban Domestic Waste (城市生活垃圾管理辦法). The Group and its various production companies strictly complied with the relevant systems and regulations to implement the waste management and treatment.

The Group collects and temporarily stores waste according to their different forms and nature. The Group's hazardous waste mainly includes waste oil, waste catalysts, laboratory waste liquid, waste liquid of water testing equipment and paint drums, etc., which are handled by third-party organizations with hazardous waste recycling qualifications. Each production company has entered into a hazardous waste disposal contract for the transfer and disposal of hazardous waste in accordance with relevant national and local regulations. Non-hazardous waste includes coal ash, cinder, lime slag, sugar slag, sludge, waste packaging and domestic waste. To fully improve the efficiency of resources use, the coal ash and cinder and lime slag are recycled by relevant legal units for the production of cement, red bricks and other building materials; sugar slag is used to make feed; sludge is used to produce fertilizer; waste packaging is recycled by legal recycling units and processed into recycled plastic and other products.

In 2022, Fufeng Group transferred a total of 504.48 tonnes of hazardous waste, representing an increase of 132.31 tonnes as compared with 2021, and the emission density was the same as last year. This was mainly due to the fact that Hulunbeier Fufeng generated more waste oil from the operation of equipment as it dismantled 2 sulfuric acid production lines in 2022, resulting in an increase in the amount of waste oil; and that Hulunbeier Fufeng shortened the maintenance cycle of equipment to improve the utilization rate of equipment, resulting in an increase in the amount of waste oil. In addition, the catalyst replacement period of Hulunbeier Fufeng expired in 2022, resulting in an additional 172.76 tonnes of waste catalyst.

市生活垃圾管理辦法》要求，制定集團《固體廢棄物管理辦法》、《危險固體廢棄物管理制度》、《工業及生活垃圾處置管理辦法》等管理文件。集團及各生產公司嚴格按照相關制度規程執行並落實相關廢棄物管理及處置。

集團按照廢棄物的形態和性質不同進行分類收集和暫存。集團有害廢棄物主要是廢機油、廢催化劑、實驗室廢液，水質檢測廢液以及油漆桶等，以上均由具有危廢回收資質的第三方機構進行處理，各生產公司簽訂了危險廢棄物處置合同，按照國家和地方相關規定進行危險廢棄物轉移和處置。無害廢棄物包括煤灰、煤渣、石灰渣、糖渣、污泥、廢包裝和生活垃圾等。煤灰渣、石灰渣均由相關合法單位進行回收，用於製作水泥、紅磚等建築材料；糖渣等用於製作飼料；污泥等用於生產肥料；廢包裝物由合法回收單位進行回收後，加工再生塑料等製品，充分提高資源的使用效率。

2022年阜豐集團共轉移有害廢棄物504.48噸，較2021年增長了132.31噸，排放密度與上年相同。主要原因是2022年呼倫貝爾阜豐拆除2條硫酸生產線，所拆生產線轉動設備產生的廢機油較多，導致廢機油量增加；同時呼倫貝爾阜豐為提高設備利用率，縮短設備保養周期，導致廢機油產生量增加。此外2022年呼倫貝爾阜豐催化劑達到更換周期，導致新增廢催化劑172.76噸。

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

In 2022, Fufeng Group transferred 1,220,094.33 tonnes of non-hazardous waste, and the emission density decreased by 13.70%. In 2022, Baoji Fufeng conducted a composting trial, using waste water and sludge, corn residue and other scraps for composting research, to reduce the total amount of wastewater treated and sludge sold.

2022年阜豐集團轉移無害廢棄物1,220,094.33噸，排放密度降低13.70%。2022年，寶雞阜豐進行了堆肥試驗，使用廢水污泥、玉米渣等下腳料進行堆肥研製，減少污水處理污泥出售總量。

Performance indicators 績效指標	Unit 單位	2021 2021 年度	2022 2022 年度
<b>Total discharge of hazardous waste</b> 有害廢棄物排放總量	tonne 噸	372.17	<b>504.48</b>
<b>Total discharge of non-hazardous waste</b> 無害廢棄物排放總量	tonne 噸	1,108,480.95	<b>1,220,094.33</b>

Performance indicators 績效指標	Unit 單位	2021 2021 年度	2022 2022 年度
<b>Emission intensity of hazardous waste*</b> 有害廢棄物排放密度*	tonne/million RMB revenue 噸/百萬元人民幣營業額	0.02	<b>0.02</b>
<b>Emission intensity of non-hazardous waste*</b> 無害廢棄物排放密度*	tonne/million RMB revenue 噸/百萬元人民幣營業額	51.46	<b>44.41</b>

\* Emission intensity of hazardous and non-hazardous waste in 2022 is calculated based on tonne/million RMB revenue

\* 有害及無害廢棄物排放密度以噸/百萬元人民幣營業額作為2022年計算標準

• **Smoke and dust and peculiar smell emission**

Fufeng Group actively implements the Environmental Protection law of People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Emission Standards for Odor Pollutants (《惡臭污染物排放標準》) (GB14554-93) and the Emission Standard of Air Pollutants for Coal-fired Power Plants (《火電廠大氣污染物排放標準》) (GB13223-2011) as well as other laws and regulations, pursuant to which the Group continued to invest in equipment for prevention and control of stench or odor pollution during the production process over the past years. The smoke and dust testing equipment is used to test the smoke and dust emissions and such data is uploaded to the website of the Department of Environmental Protection in a timely manner to ensure that the emissions meet the requirements of environmental protection and ultra-low emissions are achieved, thus protecting the safety and health of the Company's employees.

• **煙塵及異味排放**

阜豐集團積極貫徹《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《惡臭污染物排放標準》(GB14554-93)、《GB13223-2011火電廠大氣污染物排放標準》等法律法規，多年投入用於進行生產過程的異味污染防治設備，採用煙塵檢測設備檢測煙塵排放量並及時將數據上傳環保網站，確保排放量符合環保要求，實現超低排放，從而保障公司員工的安全及健康。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In 2022, Fufeng Group implemented the ESG system and advocated green and low carbon to support the national dual-carbon strategy goals. Each production company made its active efforts to purchase high-quality coal. In order to ensure that emissions of smoke and dust meet the national standards, production companies of the Group were required to strengthen the treatment of smoke and dust, and improve the overall efficiency of economizers and fans. In particular, Baoji Fufeng replaced the cloth bags of electric-bag filters of two boilers to increase the smoke and dust interception efficiency and effectively reduce the emissions of smoke and dust. Thanks to the joint efforts of the Group and all production companies, the increase in smoke and dust emissions was limited to 1.74% in 2022, despite an increase of 680,000 tonnes in the Group's production volume and an increase of 9.93% in coal consumption.

#### Use of Resources

Fufeng Group has been striving to promote green and low-carbon development, and making tremendous efforts to conserve energy and reduce emissions in strict compliance with the Law of the People's Republic of China on Energy Conservation (《中華人民共和國節約能源法》). Centering on the Outline of the 14th Five-Year Plan for National Economic and Social Development and Long-range Objectives through the Year 2035 of the People's Republic of China, the Group, after taking into consideration its actual situations, proactively followed the latest policies, regulations and standards on energy conservation provided by national, local and industrial authorities, and continued improving management measures and increasing investments in technological transformation in the field of energy conservation. In 2022, through actively implementing the programme of improving resource efficiency, the Group continued to strengthen its commitment to environmental protection, energy conservation and reducing the impact on the environment, thus minimizing the unnecessary use of resources. The production department of the Group is responsible for the comprehensive management of water, electricity, gas and other resources, and it is also responsible for calculating the usage monthly by means of the energy measurement instruments and meters and then assess the production companies based on such calculation. The production companies have designated a full-time person in charge of maintenance of the metering instruments to ensure the accuracy of energy-saving measurement.

2022年阜豐集團貫徹國家雙碳戰略目標，落實ESG體系，倡導綠色低碳。各生產公司積極購入高質量煤炭。為確保煙塵排放符合國家標準，集團要求各生產公司加大煙塵處理力度，提高省煤器、風機的整體效率，其中寶雞阜豐對兩台鍋爐的「電-布除塵器」布袋進行了更換，增加了煙塵攔截效率，有效降低了煙塵的排放量。在集團及各生產公司的共同努力下，2022年集團產量增加68萬噸，煤使用量增加9.93%，但煙塵排放量增加幅度控制在1.74%。

#### 資源使用

阜豐集團一直致力於推動綠色低碳發展，大力進行節能減排，並嚴格遵守《中華人民共和國節約能源法》，圍繞《中華人民共和國國民經濟和社會發展第十四個五年規劃和2035年遠景目標綱要》，結合集團實際情況，積極根據國家、地方、行業主管部門等最新出台的節能方針政策、法規及標準不斷的完善相關管理措施，加大節能技術與設備改造的投入。2022年，集團積極推行資源效益改善方案，持續在全集團範圍內強化節能及減輕環境影響的環保理念，降低無謂資源使用。集團生產部負責對水、電、氣等資源進行綜合管理，對必要能源計量儀器與儀錶，每月統計用量，依據計量值對各生產公司進行考核。各生產公司指定專職負責人維護計量儀錶，保證節能計量準確性。



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

### • As for energy saving

In order to implement the standards and relevant laws and regulations including the Law of the People's Republic of China on Energy Conservation (《中華人民共和國節約能源法》), the General Principles on Enterprise Energy Audit Technology (《能源審計技術通則》) (GB/T17166-2019), the General Principles on Allocation and Management of Energy Measuring Devices in Energy-Using Units (《用能單位能源計量器具配備和管理通則》) (GB17167-2006) and the General Principles on Allocation and Management of Water Measuring Devices in Water-Using Units (《用水單位水計量器具配備和管理通則》) (GB24789-2009), Fufeng Group formulated and fully implemented a series of rules and regulations, including the Comprehensive Management System on Energy (《能源綜合管理制度》), the Management System on Environmental Protection (《環保管理制度》), the Measuring Management System (《計量管理制度》) and the Management System on Energy Conservation and Consumption Reduction (《節能降耗管理制度》), in which case, these control procedures and systems will be constantly improved based on the annual actual situations. In addition, the Group is equipped with energy measuring devices to monitor and measure the operation and results of energy management systems in of the Group to ensure that the energy management systems operate effectively to achieve the expected energy performance. The Group makes great investments in rationalizing energy consumption, reducing energy costs, and improving energy efficiency, which is aimed at constantly improving the energy performance and energy management systems.

In 2022, due to the increase in production capacity, the total coal consumption of the Group increased by 9.93% as compared to 2021. The total consumption of electricity from external purchase in 2022 was 64,275,420 kWh, representing an increase of 35.4% compared to the previous year, mainly due to a significant increase in electricity consumption as a result of the increase of approximately 11,000 tonnes in production of xanthan gum, isoleucine, citrulline, theanine and phenylalanine in the downstream workshop of in Xinjiang Fufeng in 2022. However, despite the significant increase in production volume, the Group and its production companies controlled their energy consumption in an effective manner, resulting in a decrease of 13.79% in total energy intensity.

### • 節能方面

阜豐集團為貫徹《中華人民共和國節約能源法》、《能源審計技術通則》(GB/T17166-2019)、《用能單位能源計量器具配備和管理通則》(GB17167-2006)和《用水單位水計量器具配備和管理通則》(GB24789-2009)等標準及相關法律法規，制定並全面實施了《能源綜合管理制度》、《環保管理制度》、《計量管理制度》及《節能降耗管理制度》等一系列規章制度，並根據每年的實際情況對這些控制程序及制度進行不斷完善，整體配備能源計量器具，對各集團能源管理體系運行情況及其結果進行監視和測量，確保能源管理體系得到良好控制，實現預期的能源績效。集團每年在促進耗能合理化、降低能源成本、提高能源利用效率上投入大量精力，以求實現連年改進能源績效與能源管理體系的目的。

2022年，由於產能增加，集團整體煤耗用量較2021年增加9.93%。2022年集團整體外購電耗用量為64,275,420度，較上年增長35.4%，主要原因在於：2022年新疆阜豐下游車間的黃原膠、異亮氨酸、瓜氨酸、茶氨酸、苯丙氨酸五個產品增產約11,000噸，導致用電量大幅增加。但在產量大幅增長的情況下，集團及各生產公司有效的控制了能源的使用，使總能源密度有效降低13.79%。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In 2022, Hulunbeier Fufeng and Longjiang Fufeng continued to improve their technology and carry out energy saving and consumption reduction projects to achieve the lean production management. The Group's comprehensive energy consumption per unit of threonine product was 1.44tce/t, which outperformed the state-approved advanced level of green factories (1.5tce/t: that is, 1.5 tonnes of standard coal is consumed for one tonne of threonine produced), indicating that the Group's target for the comprehensive energy consumption of its threonine product set in 2021 was achieved.

The total energy consumption in 2022 is as follows:

Performance indicators	績效指標	Unit 單位	2021 2021 年度	2022 2022 年度
Electricity	電	kWh 度	64,275,420.00	87,031,950.00
Coal	煤	tonne 噸	5,222,806.81	5,741,600.64
Gasoline	汽油	litre 升	56,574.21	51,985.12
Diesel	柴油	tonne 噸	2,615.49	2,682.28
<b>Total energy intensity*</b>	<b>總能源密度*</b>	GJ/million RMB revenue 千兆焦/百萬元人民幣 營業額	8,258.88	7,119.95

\* Total energy intensity in 2022 is calculated based on GJ per million RMB revenue

#### As for water conservation

In strict compliance with the Water Law of the People's Republic of China and national, provincial, municipal laws and regulations, Fufeng Group thoroughly implements the water conservation policies. The Group's water consumption is sourced from municipal water supply, rivers, groundwater and reservoirs, etc. In order to improve the utilization rate of water and reduce water consumption, the Group has adopted water conservation measures and methods to improve water recycling, and actively promotes recycling of greywater and other water-saving technological transformation projects. Water conservation training has also been provided to employees, and water conservation signs have been posted throughout the Company to enhance their awareness of water conservation. The Group

2022年，呼倫貝爾阜豐和龍江阜豐持續進行技術提升、開展節能降耗項目，達到更精細化的生產管理，集團蘇氨酸單位產品綜合能耗1.44tce/t，優於國家認定的綠色工廠先進水平（1.5tce/t：即每生產1噸蘇氨酸消耗1.5噸標準煤）的目標，實現了集團在2021年制定的蘇氨酸綜合能耗目標。

2022年資源消耗總量如下：

\* 總能源密度以千兆焦/百萬元人民幣營業額作為2022年計算標準

#### 節水方面

阜豐集團嚴格遵守《中華人民共和國水法》及國家、省、市相關法律法規的要求，深入貫徹節約用水的方針。集團使用的水源包括市政供水、河流、地下水和水庫等，集團為提高水的利用率，減少水的消耗量，採取了節水措施和提高水的循環利用的方法，積極推動中水回用等節水技術改造項目；對員工開展節水培訓，同時在公司內張貼節水標識，增強

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

developed the “Compilation of Water Conservation Management System” to clarify the responsibilities of the relevant personnel in water conservation management, and formulated the water conservation meeting system, measurement management system, water conservation rewards and penalties system, water equipment inspection and maintenance procedures and other systems to regulate the Company’s water conservation management in all aspects.

The total water consumption of the Group in 2022 was 16,949,841.88 tonnes, representing a decrease of 1.93% as compared to that in 2021, mainly due to the fact that each production company took active response to the calls for water conservation from the PRC and the Group by continuously optimizing its water-saving equipment to improve water recycling rates and reduce water consumption. In 2022, the Group’s total water consumption intensity was 0.62 tonne/thousand RMB revenue, representing a decrease of 22.50% as compared to last year.

員工的節水意識。通過制定《節水管理制度彙編》明確了節水管理各相關人員崗位職責，通過節水會議制度、計量管理制度、節水獎罰制度、水設備巡迴檢查及維修程序等制度全方面規範公司節水管理。

2022年集團總耗水量16,949,841.88噸，較2021年降低1.93%，主要原因是各生產公司為了響應國家及集團的節水號召，不斷優化節水設備，並提高中水回收利用率，降低了水資源使用量。2022年集團總耗水密度為0.62噸／千元人民幣營業額，較上年降低22.50%。

Performance indicator	績效指標	Unit 單位	2021 2021年度	2022 2022年度
Total water consumption	耗水總量	tonne噸	17,283,476.60	<b>16,949,841.88</b>
<b>Total water consumption intensity*</b>	<b>總耗水密度*</b>	tonne/thousand RMB revenue 噸／千元人民幣營業額	0.80	<b>0.62</b>

\* Total water consumption intensity in 2022 is calculated based on tonne/thousand RMB revenue

\* 總耗水密度以噸／千元人民幣營業額作為2022年計算標準

### • Packaging materials

Packaging materials used by the Group are mainly composite packaging materials, paper packaging materials and plastic packaging materials. The total of packaging materials consumed by the Group in 2022 increased by 34.53% compared to previous year, due to the decrease in the consumption of composite packaging materials and the increase in the consumption of paper packaging materials and plastic packaging materials as a result of the increase in the classification and production volume of the Group’s products. There was a decrease of 12.98% in composite packaging

### • 包裝材料

集團所使用的包裝材料主要包括複合包裝材料、紙質包裝材料與塑料包裝材料。2022年集團包裝材料耗用總量耗用較上年增長34.53%，由於集團產品分類增多、產量增加，導致複合包裝材料的使用量下降，紙質包裝材料和塑料包裝材料均增加。與2021年相比，複合包裝物下降



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

materials, an increase of 47.73% in paper packaging materials and an increase of 173.88% in plastic packaging materials as compared to 2021. The decrease in composite packaging materials was mainly due to the fact that Longjiang Fufeng did not use composite packaging materials in 2022. The increase in paper packaging materials was mainly due to the increase in consumption of paper packaging materials by Hulunbeier Fufeng as a result of the increase in production of its MSG, bacterial protein and dried amino acid products. The increase in plastic packaging materials was mainly due to the fact that IM Fufeng improved the statistical classification of packaging materials in 2022 and added a new category of plastic bag packaging; and that Longjiang Fufeng increased the total production volume of products by 23.2% in 2022, resulting in an increase in the consumption of plastic packaging materials.

Set out below is the total amount of various packaging materials consumed in 2022:

12.98%，紙質包裝材料增加47.73%，塑料包裝材料增加173.88%。複合包裝物下降的主要原因在於：龍江阜豐2022年未使用複合包裝物。紙質包裝材料增加的主要原因在於：呼倫貝爾阜豐味精、菌體蛋白、烘乾氨基酸產品產量增加，導致相應紙質包裝物消耗量增加。塑料包裝物增加的主要原因在於：內蒙古阜豐2022年完善了包裝物的統計分類，新增塑料袋包裝分類；龍江2022年產品總產量增加了23.2%，導致相應塑料包裝物消耗量增加。

2022年共耗用各類包裝材料總量如下：

Performance indicator	績效指標	Unit 單位	2021 2021 年度	2022 2022 年度
Composite packaging materials	複合包裝材料	tonne 噸	10,623.13	<b>9,244.75</b>
Paper packaging materials	紙質包裝材料	tonne 噸	2,408.21	<b>3,557.65</b>
Plastic packaging materials	塑料包裝材料	tonne 噸	3,393.84	<b>9,295.19</b>

### Environment and Natural Resources

In 2022, Fufeng Group has no significant impact on the environment and natural resource use. The Group has been strenuously practicing the concept of green development and vigorously promoting the green development of the industrial chain in all provinces and cities in the PRC. The Group and its production companies have qualifications for hazardous waste treatment, and clearly stipulate the emergency procedures to be adopted in the occurrence of incidents that may cause environmental pollution. The Group reports all environmental-related information to local relevant departments in a timely manner, and cooperates with relevant departments to conduct analysis and investigation to ensure that the Group and its production companies have no significant impact on the environment and natural resources.

### 環境及天然資源

2022年阜豐集團無重大環境及天然資源使用影響。集團多年來積極踐行綠色發展理念，著力於在全國各省、市推動產業鏈的綠色發展升級。集團及各生產公司都擁有危險廢物處理資質，清晰界定在面對有可能造成環境污染的事故時，應採取的緊急程序。集團會及時向地方相關機構報告所有與環境有關的信息，並會配合相關部門進行分析調查，確保集團及各生產公司對環境及天然資源無重大影響。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Climate Change

In 2022, the production companies of the Fufeng Group formulated relevant systems to cope with the risks of climate change (such as coping with extreme weather, energy shortage, increase in raw material prices and strengthening of government policies on emission reduction). IM Fufeng released the “Heavy Pollution Weather Emergency Emission Reduction Measures and Site Verification Form (《重污染天氣應急響應減排措施及現場核查表》)” and the “Emergency Plans for Heavy Pollution Weather of 內蒙古阜豐生物科技有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.) (《內蒙古阜豐生物科技有限公司重污染天氣應急響應應急預案》)”. Baoji Fufeng paid attention to, and strictly followed the temporary control policies of Baoji City and Qishan County on heavy polluted weather, and it prepared, implemented, and initiated in a timely manner according to the government’s warnings, the “Emergency Operation Plan for Heavy Polluted Weather (《重污染天氣應急相應操作方案》)”. In addition to taking corresponding measures, the company set up a bulletin board for external environmental information and emergency plans for heavy polluted weather to disclose the information in a timely manner. In order to cope with energy shortages and rising raw material prices and in line with government policies on emission reduction, Xinjiang Fufeng formulated the Emergency Plan for Material Procurement, the Notice Form of Price Adjustment and the Market Survey Report.

#### Compliance Operation and Mutual Growth Creating Excellent Quality

Besides recognizing the importance of product quality management, Fufeng Group continues to improve and optimize the quality management of each production company every year, so that product safety and quality can be guaranteed, while the legitimate rights and interests of our consumers are protected. On the one hand, the Group vigorously implements the international standardization management system to ensure all work at the company level proceeds in a regulated and standardized manner. On the other hand, the Group makes tremendous investments in its hardware construction, which aims to transform the manufacturing environment and technological equipment of each production company into a leading professional production line in the industry worldwide. By constantly improving and reforming our management system, the Group ensures high-caliber production process management under scientific management procedures, effectively manifesting its international leadership in product and service quality.

#### 氣候變化

2022年阜豐集團各生產公司為應對氣候變化風險(如應對極端天氣、能源緊缺、原材料價格上漲、政府減排政策加強等風險)制定了相關制度。內蒙古阜豐發布了《重污染天氣應急響應減排措施及現場核查表》、《內蒙古阜豐生物科技有限公司重污染天氣應急響應應急預案》。寶雞阜豐關注寶雞市及岐山縣關於重污染天氣的臨時管控政策，並嚴格按照相關政策執行；公司編制和實施《重污染天氣應急相應操作方案》並根據政府預警信息及時啟動預案，採取相應措施，同時設立對外環保信息、重污染天氣應急預案公告欄，並實時公開信息。新疆阜豐為應對能源緊缺、原材料價格上漲及政府減排政策等，制定了《物資採購緊急預案》、《價格調整通知單》、《市場行情調查報告》等制度。

#### 合規經營、共同成長 打造卓越品質

阜豐集團高度重視產品質量管理，每年對各生產公司質量管理不斷改進與完善，確保該產品安全、優質並符合消費者合法權益。集團一方面大力貫徹實施國際標準化管理體系，保證企業各項工作的規範化、標準化。另一方面，集團大力投資硬件建設，將各生產公司的生產環境、工藝設備打造成全球同行業內一流的專業生產線。集團通過持續進行管理提升和變革，以科學的流程管理保障優質的生產過程管理，有效實現產品及服務質量的國際領導者地位。





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- **Management of Product Quality and Food Safety**

Setting itself as an example by strictly complying with the requirements of such laws and regulations as the Food Safety Law of the People's Republic of China 《(中華人民共和國食品安全法)》 and the Product Quality Law of the People's Republic of China 《(中華人民共和國產品質量法)》, Fufeng Group pays close attention to typical food safety cases in the industry and integrates the relevant provisions and requirements into its daily production. In 2022, the Group continued to arrange for every production company to carry out the certification of product quality management system, with all production companies passing the ISO 9001:2015 quality management system certification. Food safety has always been the focus of the Group and all production companies passed ISO 22000:2018 Food Safety Management System Certification. Meanwhile, in order to meet the needs of different markets and products, every production company has passed a series of certifications including FSSC 22000 Food Safety System Certification, HACCP System Certification, FSMA FSVP Certification, BRC Food Safety Global Standard Certification, Corporate HALAL Halal Certification, KOSHER Kosher Certification, IP Non-GMO Certification, FAMI-QS EU Feed Additive and Premixed Feed Code of Practice Management System Certification, GMP Food Hygiene General Standard Certification and Green Food Certification. The Group is committed to providing consumers with safe, high-quality and highly trusted food products, and has established an effective and strict management mechanism on quality, and food safety, all of which are documented for implementation so that the same can be improved and updated, ensuring the high quality of the Group's products and truly implementing the Group's high requirements and policies for food safety.

- **產品質量與食品安全管理**

阜豐集團以身作則，嚴格遵守《中華人民共和國食品安全法》、《中華人民共和國產品質量法》等法律法規，密切關注行業內典型的食品安全案例，將相應條款、要求與日常生產相融合。2022年集團持續組織各生產公司開展產品質量管理體系的認證工作，所有生產公司均通過了ISO 9001:2015質量管理體系認證。食品安全也一直是集團公司關注的重點，所有生產公司均通過了ISO 22000:2018食品安全管理體系認證，同時各生產公司為滿足不同市場和產品的需求，通過了一系列包括FSSC22000食品安全體系認證，HACCP體系認證、FSMA食品安全認證、BRC食品安全全球標準認證、企業HALAL清真認證、KOSHER猶太食品認證、IP非轉基因認證、FAMI-QS歐盟飼料添加劑及預混合飼料操作規範管理體系認證、GMP食品衛生通用規範認證、綠色食品認證。集團致力於為廣大消費者提供安全、優質、高度信賴的食品類產品，建立質量、食品安全管理等有效並嚴格的管理機制，將其形成相關文件、並固化實施，並每年進行改進與完善，確保集團產品的高品質，真正落實集團對食品安全的高要求方針。

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

The quality management department of the Group strengthened quality audit and cooperated with a third party to carry out compliance works in 2022, such as sorting out and interpretation on a monthly basis of the latest national and industry regulations and typical cases in the industry, including the General Provisions on the Food Production Licensing Examination (2022 Edition) and the Regulations on the Supervision and Administration of the Implementation of Main Responsibility for Food Safety by Enterprises (2022 Edition). The quality management department updated the corresponding provisions of quality audits in a timely manner and incorporated the regulatory requirements and latest provisions into the scope of quality audits of production companies. Ten GMP quality audits and 4 GLP audits were completed throughout the year, and the audit scores of production companies improved to different degrees compared with last year.

The Group conducted regular training on pre-packaged food labeling, quality management tools, supplier audits, and laboratory management, and successfully completed the training program for 2022.

The Group continues to conduct quality improvement and enhancement activities. In order to promote the implementation of change management processes and the implementation of front-line management, the Group established an incentive program for quality hazard reporting and institutional requirements for change management, and received more than 1,600 reports in 2022. It also formulated corrective measures to follow up rectification of defects, thus effectively reducing quality hazards. At the same time, the Group commended companies and employees who have made outstanding contributions to quality improvement at the end of 2022 to fully enhance employees' engagement.

集團質量管理部加強質量審計工作，2022年與第三方合作開展合規性服務，月度梳理、解讀國家、行業發布的最新法規及行業內的典型相關案例，包括食品生產許可審查通則（2022版）、企業落實食品安全主體責任監督管理規定（2022版）；質量管理部及時更新質量審計相應條款，將法規要求、最新條款納入到生產公司質量審計的範疇，全年完成GMP質量審計10次，GLP審計4次，生產公司審計得分較去年均有不同程度提高。

集團定期開展培訓工作，包括預包裝食品標籤、質量管理工具、供應商審計、化驗室管理等方面，成功完成了2022年度培訓計劃。

集團持續開展質量提升和改善活動，為推動變更管理流程的實施，為推動前置管理的實施，集團建立了質量隱患報告激勵方案和變更管理的制度要求，2022年共收集1,600餘份報告，制定整改措施跟進隱患整改，有效降低質量隱患。同時，集團於2022年底表彰在質量改善活動方面做出突出貢獻的公司和員工，充分調動員工參與的積極性。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### • Rights and Interests of Consumers

Fufeng Group has persisted in listening to and understanding the true opinions and views of consumers for many years, and has established procedures for customer satisfaction survey reports and customer complaint handling to collect timely and accurately the suggestions and opinions from customers in order to improve the quality of products and services and better serve the market. The Group has established the Product Recall Procedures to effectively prevent, timely control and reduce the harmful effects of food safety incidents, so as to safeguard the public health and life safety. In 2022, there was no product recalls for safety and health reasons.

Fufeng Group has established the “Customer Complaint Handling Procedure”, which clearly stipulates the responsibilities of relevant staff and the customer complaint handling process and authority in the case of customer complaints, so as to ensure that customer complaints can be handled and resolved promptly, accurately and effectively. At the same time, the Group has established a statistics model to keep statistics on the number of complaints on a monthly basis, with details including the time of complaint, status for handling, company to which the complaint belongs, product name, number of complaints, complaint content, sales company, customer name, details of the complaint handling, etc. In 2022, Fufeng Group received a total of 4 customer complaints, and took timely and prompt measures to deal with the complaints. There were no outstanding customer complaints in 2022.

Fufeng Group attaches great importance to customer satisfaction. In 2022, the Group completed a total of 2 customer satisfaction surveys, and received a total of 175 questionnaires from end-user customers, distributors and individuals, covering production plants, logistics and transportation and marketing and sales, with a customer satisfaction score of 4.48 out of 5. Through the satisfaction surveys, the Group was able to understand the needs of customers for the Company's products and services in advance and better serve customers.

#### • 消費者權益

阜豐集團多年來堅持聽取並瞭解消費者的真實意見和想法，建立客戶滿意度調查報告和客戶投訴處理程序，及時、準確的收集消費者的建議、想法，以提高產品和服務質量，更好的服務市場。集團建立產品撤回控制程序，有效預防、及時控制和減少食品安全事故的危害，以保障公眾健康與生命安全。2022年未發生因安全與健康理由需要進行產品回收的問題。

阜豐集團建立了《客戶投訴處理程序》制度，制度明確規定了當發生客戶投訴時各相關工作人員的職責以及客戶投訴處理流程和權限，確保能夠迅速、準確、有效處理和解決客戶投訴。同時集團已建立數據統計模式，按月對投訴次數進行了統計，每次統計信息包括投訴時間、處理狀態、所屬公司、產品名稱、投訴數量、投訴內容、銷售公司、客戶名稱、投訴處理詳情等。2022年，阜豐集團共收到客戶投訴4起，針對投訴事項及時迅速採取處理措施，2022年未存在未解決的客戶反饋事項。

阜豐集團高度重視客戶滿意度，2022年共完成2次客戶滿意度調查工作，收到來自終端實體客戶、經銷商和個人的共計175份調查問卷，問卷涉及到生產工廠、物流運輸和市場銷售等方面，客戶滿意度調查分數達到4.48分（滿分5分）。通過滿意度調查工作，使集團能夠提前瞭解客戶對公司產品和服務的需求，更好地為客戶提供服務。



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

### • Advertisement and Trademark

When selecting advertising media, Fufeng Group will conduct a scientific evaluation of the target audiences. In addition to ensuring accurate selection, Fufeng Group will focus on investing in those advertising platforms that enjoy higher frequencies in contact with target audiences of other media and brands and a higher dependency by target audiences, as well as advertising through further multiple-screen integration. By disseminating news about our corporate activities, and accentuating our leadership in the industry, our corporate image will be further enhanced.

In terms of the use of trademarks, the Group has established a standard Management System on the Use of Trademarks to regulate the trademark management of the Group, and establish, maintain and safeguard the corporate reputation and image, so that the Group can continue to maintain and improve the value of its trademarks as intangible assets. In addition, the Group has formulated the Brand Protection and Control Procedures to make further requirements on the management of trademark registration, operation and printing. In addition, the Fufeng Group VI Manual Management Regulations formulated by the Group has clearly defined its examination and approval, design, inspection and acceptance, modification, supplementation, supervision and management on the VI system.

The Identifications and Retrospective Control Procedures established by the Group requires to carry out proper identifications on raw and auxiliary materials, semi-finished goods and finished goods used in the products and their supervision and condition examination, so as to ensure the traceability of the production and sales procedures of the products. Thus, any unexpected use and delivery can be prevented.

### • 廣告與標簽

阜豐集團在選擇廣告媒體時科學評估受眾群體、精確選擇把焦點投放在媒體與品牌目標受眾的傳播平台跨屏整合傳播。傳遞企業新聞與信息，彰顯行業領袖風度，提升社會形象。

商標使用方面，集團建立了《商標使用管理制度》以規範集團商標管理、梳理和維護企業信譽，保護集團企業形象，保證集團商標無形資產不斷保值增值。此外，《品牌保護控制程序》進一步對商標註冊管理、經營管理、印刷管理等方面做出具體規定。《阜豐集團VI手冊管理規定》明確對VI系統審批、設計、驗收、修改、補充、監督與管理作出明確要求。

集團建立的《標識和可追溯性控制程序》要求對產品所用原輔材料、半成品與成品及其監視和測量狀態進行適當標識，確保產品生產、銷售過程中可追溯並有效防止非預期使用與交付。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- **Privacy and Trade Secrets protection**

Fufeng Group has enhanced and standardized the patent work management process and responsibilities by constantly improving the Management Regulations on Corporate Intellectual Property Rights. It has been also implementing the Administrative Rules for Commercial Secrets and the Management System of Commercial Secrets Protection to strengthen the management of the Group's commercial secrets and protect the legitimate rights and interests of the Group. In accordance with relevant laws and regulations in the PRC and the Management Regulations on Corporate Intellectual Property Rights, the Group has established its internal confidential system and requires all the personnel to sign confidentiality agreements, while certain core technicians are further required to sign the Non-competition Agreement to protect the privacy of internal information of the Group.

In addition, regarding "KPI B6.5 Descriptive consumer data protection and privacy policy, and related implementation and monitoring methods", this indicator is not applicable to Fufeng Group as its main customers are corporate customers and its daily business activities do not involve the collection of consumer data and privacy information.

### Strengthening Supply Chain Management

The Group has established a sound supplier management system, including supplier admission standards and supplier evaluation management process, so as to promote the continuous and comprehensive enhancement of the quality of suppliers. Suppliers will only become qualified suppliers of the Group if they have been fully assessed to meet the relevant price, quality and qualification requirements. For suppliers, the Group will carry out an assessment of the suppliers in terms of supplier quality, delivery cycle, after-sales management, and occurrence of production safety accidents, and disqualified suppliers will be required to make timely rectification or be included into the blacklist according to the results of the assessment.

- **隱私及商業秘密保護**

阜豐集團持續完善《集團知識產權管理規定》，加強並規範專利工作管理流程與職責。同時堅持執行《商業秘密管理辦法》與《商業秘密保護管理制度》，加強集團商業秘密管理，保護集團合法權益。依照國家法律法規與《集團知識產權管理規定》，集團內部已建立保密制度，要求集團全員簽署該保密協議，對部分核心技術人員要求進一步簽署《競業限制協議》做到對集團內部信息的隱私保護。

另外，關於關鍵績效指標「KPI B6.5描述性消費者數據保障及隱私政策，以及相關執行及監察方法。」由於阜豐集團主要客戶為企業客戶，日常經營活動中不涉及收集消費者的數據及隱私資料，因此該指標對阜豐集團不適用。

### 加強供應鏈管理

集團建立了一套完善的供應商管理制度，包括供應商的准入標準和評價的管理流程，從而持續全面提升供應商質量。供應商只有經過全面的評估滿足相關價格、質量、資質等要求，才能成為集團合格供應商；對於供應商，集團從供貨質量、交貨周期、售後管理、是否發生生產安全事故等方面對供應商進行評價，並根據結果要求不合格的供應商進行及時整改或加入黑名單。



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

Our Purchasing Department has established the Procedures for Indirect Procurement of Materials, under which procurement process for indirect procurement of materials by the Group have been formulated with clear division of responsibilities, including specifications on procurement plan, price inquiry and comparison, and bid winner selection process. Meanwhile, procurements are subject to review and approval at different levels, depending on the amount of procurement, according to the procedures. In respect of the fulfillment of procurement contracts, relevant purchasing personnel are required to carry out a statistical analysis of the fulfillment of contracts or orders on a regular basis. When any of the suppliers are found having material breaches, the supply department of each company shall promptly send a letter to the supplier to urge it fulfill the contract or order and notify the procurement department of the Group.

In response to the requirements of the central government and governments at various levels for energy saving and environmental protection, the Group prefers suppliers who are able to provide cleaner and ecofriendly equipment when purchasing equipment. In 2022, the Group purchased a number of environmental-friendly and energy-efficient equipment, such as cooling tower, filling cooling tower, and permanent magnet motor.

At present, the Group categorizes all suppliers based on the three regions of mainland China; Hong Kong, Macao and Taiwan; and overseas. The distribution in 2022 is as follows:

集團採購部建立了《間接物料採購流程制度》，制度中針對集團間接採購的物料工作制定了明確的職責分工和採購流程，包括採購計劃、詢比價、中標選擇流程的規範；同時，制度中對不同金額的採購事項規定了不同級別的審批權限。針對採購合同的執行，制度中規定相關採購人員需定期對合同或訂單履行情況進行統計分析，當發現供應商出現重大違約等情況時，各公司供應部應及時發函敦促執行並告知集團採購部。

集團為響應國家及各級政府節能環保的要求，在採購設備時更加偏好能提供更清潔環保設備的供應商。2022年集團採購了多個環保節能設備，如冷卻塔、填料型冷卻塔、永磁電機等。

目前，集團將所有供應商按照中國大陸、港澳臺、海外三個地區進行分類，2022年分布數量如下表：

Region where suppliers are located	供應商所在地區	Number of supplier distribution in 2022 2022年供應商分布數量
Mainland China	中國大陸地區	1,266個
Hong Kong, Macao and Taiwan	港澳臺地區	0個
Overseas	海外地區	0個



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### People-oriented and Caring for Employees Attracting a Large Pool of Talent

Fufeng Group believes that only by providing its employees with a work environment featuring equality, respect and diversity, allowing them to fully enjoy work and life and realise their personal value and ideals, can we achieve a greater and brighter future. Therefore, the Group continues to improve the policies on talent introduction and motivation to ensure the rights and interests of every employee are effectively protected and they are given the opportunity for continuous improvement and self-development.

- **Employment**

In strict compliance with the requirements of laws and regulations such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Law of the People's Republic of China on Promotion of Employment (《中華人民共和國就業促進法》), the Special Provisions on Labor Protection for Female Employees (《女職工勞動保護特別規定》) and the Law of the People's Republic of China on the Protection of Minors (中華人民共和國未成年人保護法), the Group has established a complete personnel management system and formulated the Recruitment Process System by adhering to the principles of fairness and openness to provide positions suitable for all employees. The Group has developed clear cooperate hierarchy, employment process and recruitment principles. The Group recruits talents through various channels and hires talents upon comprehensive evaluation by the Group. The Group adheres to gender diversity, function diversity, age diversity and geographical diversity when carrying out recruitment. The Group prohibits any discrimination from factors such as gender, ethnicity, age, color, region, family status, etc. during the recruitment. Fufeng Group has formulated the Regulations on Staff Entry, Post Adjustment and Resignation Management of Fufeng Group and signs formal labour contracts with staff in accordance with national and local regulations. No child labour or forced labour was employed by the Group. The Group makes contributions to social insurance for its employees in accordance with national and local laws and regulations and effectively protects the legitimate rights and interests of its employees.

#### 以人為本、關注員工需求 廣泛吸引人才

阜豐集團相信，只有給予人才平等、尊重、多元的工作環境、充分享受工作各生活，實現個人價值和理想，才能成就集團更遠大的美好未來。因此，集團持續完善人才引進和激勵政策，確保每一位員工權益得到切實保障，擁有不斷提升和發展自我的機會。

- **僱傭**

集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《女職工勞動保護特別規定》、《中華人民共和國未成年人保護法》等相關法律法規，建立完善的人事管理體系，制定了《招聘流程制度》，堅持公平公開的原則，為所有員工提供適合的崗位。集團崗位設置明確，招聘流程及原則清晰，通過各類渠道公開招聘並經集團綜合評估後錄用優秀人才。集團堅持性別多元化、職能多元化、年齡多元化和地域多元化開展招聘工作，不允許由於性別、民族、年齡、膚色、地域、家庭狀況等因素而導致的歧視行為，杜絕在招聘過程中任何涉歧視現象。阜豐集團制定了《阜豐集團員工入職、調崗及離職管理規定》，按照國家及地方法規與員工全部簽訂正式勞動合同，集團絕不違法招收童工或強制勞工。集團按照國家和地方法規為員工繳納社會保險，切實保障員工合法權益。



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

In 2022, the total number of regular employees in the Fufeng Group and its production companies was 15,099 without hiring part-time employees. The human resources department of the Group has categorized employees by gender, age group and region where the production companies are located, and compiled statistics on the corresponding staff turnover rate.

2022年，阜豐集團及各生產公司正式僱員總人數為15,099人，未使用兼職人員，集團人力資源部按照性別、年齡組別及生產公司所在地區劃分對僱員進行了分類統計，並統計相應員工流失率。

Categorization	Indicators	Number of full time employees 2022年 全職僱員人數	Staff turnover rate 2022年 員工流失率
劃分類型	指標		
The Group as a whole 集團整體	The Group as a whole 集團整體	15,099	24.29%
By gender 按性別劃分	Male 男性	11,991	24.89%
	Female 女性	3,108	21.87%
By age groups 按年齡劃分	35 and below 35歲及以下	6,433	30.70%
	34 to 45 34-45歲	4,948	19.71%
	45 and above 45歲及以上	3,718	17.30%
By regions 按地區劃分	Shandong 山東	836	14.43%
	Xinjiang 新疆	1,722	35.67%
	Heilongjiang 黑龍江	2,200	17.23%
	Inner Mongolia 內蒙古	9,247	25.25%
	Shaanxi 陝西	1,094	13.11%





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### • Remuneration

The Group believes that people are its most valuable assets and retains excellent talent by taking measures such as continuously building a locally competitive remuneration and benefit system. The Management Regulations on the Probation and Remuneration of the Intermediate and Senior Staff of Fufeng Group, the Remuneration Management Measures of Fufeng Group and the Staff Position Grade Management Measures of Fufeng Group Limited issued by the Group expressly stipulate its compensation policies for staff at different departments and levels. Every year, the Group is committed to ensuring that the average remuneration offered to its staff is locally competitive, making timely adjustments to its remuneration policies with the assistance of external parties in response to changes in the external environment, and paying salaries in full and on time to effectively protect the legitimate rights and interests of employees.

#### • Benefits

The Group makes contributions to pension insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund for its employees in accordance with national and local laws and regulations. It has also formulated its Staff Leave System according to the relevant national laws and regulation and with reference to the actual conditions of the Group. We offer our staff paid holidays, including annual leave, sick leave, marriage leave, maternity leave, funeral leave and work injury leave. At the same time, the Group attaches importance to gender equality at work and has incorporated it into the standards of the Company. Subject to the local governmental regulations, the Group gradually improves the Staff Leave System and provides paternity leave for male employees and menstrual leave for female employees.

Xinjiang Fufeng, for example, has a staff canteen and provides free staff dormitories (for 2–4 persons in a room) with separate toilets. Employees can enjoy subsidy based on length of service, being RMB60 per month for every completed year of service. In addition, labour insurance supplies are provided monthly, and birthday cakes at employees' birthdays, as well as other benefits such as mooncakes, yoghurt, ham, rice, noodles and oil on specified festive days.

#### • 薪酬

集團認為人才是最重要的資產，通過持續構建在當地具有競爭力的薪酬及福利體系等措施留任優秀人才。集團制定了《阜豐集團中高層試用期及薪酬管理規定》、《阜豐集團薪酬管理辦法》和《阜豐集團員工職級管理辦法》明確集團不同部門、不同層級員工的薪酬體系。集團每年努力保障員工平均薪酬水平在當地佔有競爭性，並根據外部環境的變化，借助外部智力，適時作出薪酬政策調整，按時足額發放員工薪酬，切實保障員工合法權益。

#### • 福利

集團根據國家與地方法律法規為所有員工繳納養老保險、醫療保險、失業保險、工傷保險和生育保險，及住房公積金。並根據國家有關法律法規，結合集團實際情況制定了《員工休假制度》，結合集團賦予員工年休假、病假、婚假、產假、喪假、工傷假等多種帶薪假期。集團同時也重視兩性工作平等並將其納入公司規範，根據當地政府法規，逐步完善《員工休假制度》，男性給予陪產假，女性給予生理假。

以新疆阜豐為例，新疆阜豐設有員工食堂，提供免費的員工宿舍（2–4人間）內有獨立衛生間，在員工工作期滿一年後每滿一年享受廠齡補貼60元人民幣/月，每月發放一次勞保用品，生日蛋糕，年節發放員工福利如月餅、酸奶、火腿、米、面、油等。



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

### • Talent development

The Group regards people to be as the most valuable assets of the Company and attaches great importance to their shared growth and development. The Group is committed to building a self-driven talent cultivation system, and has formed a talent cultivation system that focuses on inheritance of Fufeng Culture, breakthroughs in results of operations and building of core competence. Two different channels of promotion have been made available for talents, namely channel of promotion for management featuring enhancement of comprehensive management capabilities, and channel of promotion for professionals featuring cultivation of professional capabilities. The operational support system for talent cultivation that focuses on qualification, talent review, curriculum system, teacher system, institutional system, evaluation system and resources matching has been gradually improved. The Group's human resources department and Business Schools regularly provide targeted induction trainings for various new employees to help new employees to understand the corporate culture and job requirements so that they can integrate into Fufeng as soon as possible. The Group actively creates a favorable development environment where talents can demonstrate their specialised skills in a planned way. In addition, the Group also endeavors to constantly improve the system of personal growth and development of employees by encouraging its employees to tap into their full potential and maximize their personal value, as well as by providing protection and creating conditions for employees to promote the growth and development of both our Company and our employees.

In light of the industry situation and development needs, the Group has formulated the Management Regulations on Internal Trainers of Fufeng Group (《阜豐集團內訓師管理制度》), the Management Regulations on Course Development of Fufeng Group (《阜豐集團課程開發管理制度》) and Tutor Management Regulations of Fufeng Group (《阜豐集團導師管理制度》), and revised the Training Management Regulation of Fufeng Group (《阜豐集團培訓管理制度》), providing an effective system for talent cultivation.

### • 人才培養

集團把人才看作是公司最大的資產，注重與員工的共同成長與發展。集團致力於打造自驅式人才培養體系，逐漸形成了以阜豐文化傳承、經營業績突破、核心能力打造為核心的人才培養體系；打通了以綜合管理能力提升的管理通道和以專業能力培養的專業通道兩種人才發展路徑；並逐步完善任職資格、人才盤點、課程體系、師資體系、制度體系、評估體系以及資源鏈接為主的人才培養運營保障體系。集團人力資源部門與商學院，定期為新入職各類員工進行針對性的入職培訓，協助新員工瞭解企業文化和崗位要求，使其儘快融入阜豐。集團有計劃地積極營造人盡其才的良好成長環境，從激發員工潛能、實現員工個人價值出發不斷完善員工成長與發展體系，為員工提供保障、創造條件，促進企業與員工兩者共同的正面成長與發展。

集團根據行業情況及企業發展需要制定了《阜豐集團內訓師管理制度》、《阜豐集團課程開發管理制度》、《阜豐集團導師管理制度》並修訂了《阜豐集團培訓管理制度》，為人才培養提供了有效的制度保障。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- **Diversity**

The Group strives to create a diversified work and living environment by providing its employees with community service facilities, such as dormitories, bathhouses, hair salons, entertainment, audio-visual and sports and fitness facilities. It also organizes a variety of cultural and sports activities in public holidays to enrich leisure life and improve physical and mental health of its employees in all respects.

(1) *Cultural and sports activities*

IM Fufeng organised a series of cultural and sports activities to celebrate the “Labour Day in May” from 29 April 2022 to 5 May 2022. Apart from traditional competition events such as basketball, table tennis, badminton, billiards and fun competitions, three skill competitions including “electric soldering”, “argon arc welding” and “gas cutting” were also organised, enriching the spare-time life of the staff. In the afternoon of 5 May, IM Fufeng held the closing ceremony and the award-giving ceremony for “Labour Day Celebration” serial events on the basketball court in the living areas to present prizes to award-winning employees and teams.



- **多元化**

集團每年積極營造多元化工作及生活環境，為員工配備了宿舍、浴室、理髮室等便利生活設施，配備完善娛樂、影音與體育健身設施，並在各種公眾節日組織豐富多彩的文體活動，豐富全集團員工的業餘生活，全方面提高員工身心健康。

(1) *文體活動*

2022年4月29日至5月5日，內蒙古阜豐舉辦迎「五一」系列文體活動，本次賽事除了傳統比賽項目籃球、乒乓球、羽毛球、檯球以及趣味比賽以外，還舉辦了「電焊」「氬弧焊」「氣割」三項技能比賽，豐富了全廠員工的業餘生活。5月5日下午，內蒙古阜豐在生活區籃球場舉辦了「迎五一」系列活動閉幕式暨頒獎儀式，為獲獎員工、團隊頒發獎品。



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

### (2) Staff travel

On 18 June 2022, IM Fufeng organised a trip to Linhu Gusai for its staff, which increased their cohesion and sense of belonging and broadened their horizon while allowing them to relax and relieve their pressure.



### (2) 員工旅游

2022年6月18日，內蒙古阜豐組織公司員工赴林胡古塞旅遊，讓廣大員工在放鬆心情，緩解壓力的同時，增加了員工凝聚力和歸屬感，開闊了視野。



#### • Anti-discrimination

Fufeng Group treats all its employees equally, regardless of its race, gender, age, family background, religious belief and disability. The Group guarantees that all employees enjoy the equal opportunities in respect of remuneration systems, training opportunities and promotion assessments under the same standards while ensuring that there is no discrimination or preference in recruitment and promotion.

### Protecting Employees' Health and Safety

Employees are the most valuable assets of Fufeng Group. The Group has always taken employees' health and safety as its top priority of all times and is committed to providing a healthy, safe and comfortable work environment for its staff. The Group attaches great importance to the occupational health and safety of its employees, and abides by the Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》) and other occupational health and safety related laws and regulations.

#### • 反歧視

不論員工種族、性別、年齡、家庭背景、宗教信仰、殘疾等，阜豐集團一律平等對待。集團保證所有員工在薪酬體系、培訓機會、晉升考核等方面享受同等標準。

### 保障員工健康與安全

員工是阜豐集團最寶貴的財富。無論何時，集團始終將員工健康安全放首位，致力為員工提供一個健康、安全、舒適的工作環境。集團高度重視員工職業健康安全，遵守《中華人民共和國安全生產法》等多部職業健康與安全相關法律、法規。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

As production safety is of paramount importance for Fufeng Group in fulfilling its corporate social responsibilities, the Group continuously focused on the occupational health and safety of its employees in 2022. In order to better implement production safety work, the Group strengthened management of its certified safety engineers. At present, there are 20 certified safety engineers. A team of certified safety engineers has been formed at the group level according to the situation of each production company to enhance the communication of safety management among production companies.

In 2022, the Group actively promoted intrinsic safety improvements in the area of safety, which further laid a solid foundation for protecting employee's health and safety. Under the guidance of the Group, each production company continued to enhance the level of intrinsic safety through active technological transformation in combination with its own risk profile.

- **Health and safety of employees in the past three years**

Fufeng Group has always attached great importance to the safety of employees' lives. Through the formulation and improvement of various safety systems and the dissemination of such information to employees, the Group required its employees to strictly comply with the safety regulations stipulated in such systems in their daily work. At the same time, the Group has conducted health and safety training for its employees on a regular basis to protect their health and safety in various aspects. From 2020 to 2022, there was no record of work-related fatalities in the Group and its production companies.

In 2022, there were 4 minor injuries to 4 employees in Fufeng Group, with the number of working days lost due to injury being 35 days. The Group promptly dealt with the minor injuries and gave the employees leave for work-related injuries.

推行安全生產是阜豐集團踐行企業社會責任重中之重，2022年集團持續關注員工的職業健康與安全，為了更好地實施安全生產工作，集團加強對註冊安全工程師的管理，目前有註冊安全工程師20人，並根據各生產公司情況組建了集團註冊安全工程師隊伍，提升了各生產公司之間的安全管理工作交流。

2022年集團積極推進安全領域的本質安全改進工作，進一步為保障員工健康與安全打下良好基礎工作。各生產公司根據集團指示精神結合公司存在的風險情況，積極通過技術改造，不斷提升本質安全水平。

- **近三年員工健康安全概況**

阜豐集團一直非常注重員工的生命安全，通過制定和完善各類安全制度並對員工進行宣貫，要求員工在日常工作中嚴格遵守制度中的安全規定。同時，集團經常對員工進行健康安全培訓，多方位保障員工的健康安全。從2020年至2022年，集團及各生產公司均未發生員工因工亡故。

2022年阜豐集團共4名員工發生4起輕傷事件，因傷損失工作日天數為35天。集團及時對輕傷事件進行處理，給予員工一定的工傷假期。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- **COVID-19 precautionary measures**

With the frequent outbreak of COVID-19 pandemic across the country in 2022, China entered the stage of normalized pandemic control. In response to the new forms of pandemic prevention, Fufeng Group and its production companies have taken active solutions and prevention measures at work to provide a safe working environment for the employees.

In particular, the epidemic prevention and control team of Baoji Fufeng continued to improve the management systems and plans, including the “Plan for Regular Prevention and Control of COVID-19 Pandemic”, “Disinfection Plan for Regular Prevention and Control of COVID-19 Pandemic”, “Material Support Plan for Regular Prevention and Control of COVID-19 Pandemic”, “Implementation Plan for Regular Nucleic Acid Testing” and “Emergency Plan for Pandemic Prevention and Control”. In 2022, Baoji Fufeng ensured the normalization of pandemic prevention and control through external procurement of over 20,000 surgical masks, over 50 sets of protective clothing, 500 pairs of protective gloves, 500 thermometers, over 500 face shields and approximately 1,000 bottles of various types of disinfectant. IM Fufeng issued the Supplementary Notice on Implementing Closed Management for Pandemic Prevention and Control (《疫情防控實施封閉式管理的補充通知》) and the Notice on Optimising the Management Measures for Normalised Prevention and Control of Pandemic (《關於常態化疫情防控管理措施優化的通知》), and gave out medicine, meals, surgical masks and other supplies to its employees for free during the pandemic lockdown period from October to December, effectively protecting the health and safety of its employees.

- **新型冠狀病毒肺炎防疫工作**

2022全國各地疫情頻繁爆發，疫情進入常態化管控，為應對新的防疫形式，阜豐集團及各生產公司均在工作中採取積極的解決方案和防疫措施，為員工提供安全的工作環境。

其中，寶雞阜豐疫情管控小組持續完善了《疫情常態化管控方案》、《疫情常態化管控消殺方案》、《疫情常態化管控物資保障方案》、《常態化人員核酸檢測實施方案》、《疫情防控應急預案》等管理制度及方案。2022年，寶雞阜豐通過外部採購疫情防控物資，總計口罩20,000餘隻，防護服50餘套，防護手套500雙，溫度計500具，防護面屏500餘副，各類消毒液1,000瓶左右，確保了公司疫情防控常態化管控。內蒙古阜豐發布了《疫情防控實施封閉式管理的補充通知》及《關於常態化疫情防控管理措施優化的通知》，並在10月至12月疫情封控期間，為員工免費提供藥品、餐食、口罩等物資，切實保障了員工的健康安全。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- **Developing a Management System for Occupational Health and Safety**

In order to protect the occupational health of employees, the Group has comprehensively established an occupational health and safety management system which has been implemented and continuously improved. All production companies have established ISO 45001:2018 occupational health and safety management system and passed the certification.

(1) *Production Safety*

In the third quarter and fourth quarter of 2022, Hulunbeier Fufeng supplemented and improved the safety production rules and regulations, and supplemented two management systems, namely, the “System for Hidden Safety Hazards Reporting and Reporting Incentive (《事故隱患報告和舉報獎勵制度》)” and the “Management System for Safety Risk Research and Safety Commitment Announcement (《安全風險研判和安全承諾公告管理制度》)”, to ensure that safety management could be conducted in accordance with rules and regulations. At the same time, based on its actual situation and according to the “Hazardous Chemicals Guidelines for the Detection and Control of Safety Risks in Enterprises (2019)”, it revised the “Safety Hazard Investigation and Management System”. It also included the assessment on the equipment, fire and explosion accidents to the “Safety Production Monthly Inspection and Assessment Rules” and established the “Safety Management System for Fire Prevention, Explosion Prevention, Poisoning Prevention and Leak Prevention” while abolishing the “Safety Management System for Leak Prevention”.

- 職業健康安全管理體系的建設

集團為保護員工的職業健康，全面建立了職業健康安全管理體系，形成制度並加以實施和持續完善，各生產公司均已建立 ISO 45001:2018 職業健康安全管理體系，並通過了認證。

(1) *生產安全*

呼倫貝爾阜豐 2022 年第三季度、第四季度對安全生產規章制度進行補充完善，對《事故隱患報告和舉報獎勵制度》、《安全風險研判和安全承諾公告管理制度》2 項管理制度進行了補充，確保安全管理有規可尋、有章可依；同時按照公司實際情況對《隱患排查治理制度》按照《危險化學品企業安全風險隱患排查治理導則（2019 年）》進行了修訂；在《安全生產月度檢查考核細則》中添加發生設備、火災、爆炸事故的考核內容；建立了《防火、防爆、防中毒、防泄漏安全管理制度》，同時廢止《防泄漏安全管理制度》。

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

In 2022, the Group increased its inspection efforts and implemented rectification measures. The production company in Xinjiang conducted safety inspections on the production sites of each unit at the end of each month, and supervised the implementation of safety hazard investigation in the workshop twice a month and four times at a team level. For any non-compliance found, the security department has issued inspection records on the correction of non-compliance and ordered to rectify within 3 days. For those that cannot be rectified immediately, the reasons should be explained and a timetable for rectification should be formulated and reported to the security department for review, and for those that can be rectified but were not rectified in time, the responsible person of the department should be held responsible for safety production; for those that have been rectified, the security department should be responsible for follow-up and acceptance, and the inspection results should be included in the safety assessment at the end of the month. Through the safety production assessment, the Group could effectively monitor the safe production of all units.

In 2022, Xinjiang Fufeng improved the intrinsic safety of high-risk processes, including the safety improvement of the starch sweetener workshop – manual addition of sulfuric acid in saccharification tank, the safety improvement of the xanthan gum workshop – corrosion in alcohol tank, the safety improvement of the xanthan gum workshop- benzene panels in the wall of the aseptic room, and the safety improvement of the amino acid workshop I – high temperature in the fluidized bed dryer on the refining second floor, in order to protect the health and safety of employees.

2022集團加大檢查力度，落實整改措施。新疆生產公司每月月底對各單位安全生產現場進行安全檢查，督促落實車間每月2次及班組級隱患排查4次，對查處的不符合項由安保部開具糾正不符合項檢查記錄，限期3日內整改。不能立即整改的需說明原因，並制定出整改時間表，報安保部審核，對於能整改而未及時整改的，追究部門負責人安全生產責任；對於已整改的由安保部負責跟蹤驗收，同時將檢查結果納入月底安全考核。通過安全生產考核對各單位安全生產工作進行有效監督。

2022年新疆卓豐對高風險工序本質安全進行改進，包括澱粉糖車間—糖化罐人工手動添加硫酸安全改進、黃原膠車間—酒精罐體腐蝕安全改進、黃原膠車間—無菌室牆體苯板安全改進、氨基酸—車間—精製二樓流化床烘乾機高溫安全改進等，從而保障員工的健康安全。





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

The Group attaches importance to various training, including personal safety, equipment safety, especially the three-level education and training for new employees. The security department of the production companies organized plant-level education and safety training for new employees, workshop-level education and training, and team training and education before starting work, and established new employee training and education files to regulate the safety management of new employees. In particular, in 2022, Hulunbeier Fufeng conducted a total of 69 plant-level safety education and trainings for new employees, with a total of 2,058 people trained, and 5 trainings provided by external agencies, with a total of 259 people trained, and all of them passed the examination.

集團重視各項培訓，包含人身安全、設備安全，尤其新員工三級教育培訓，生產公司安保部對新員工組織了廠級教育安全培訓，車間進行車間級教育培訓，上崗前進行班組培訓教育，並建立新員工培訓教育檔案，規範了新員工安全管理。其中，呼倫貝爾阜豐2022年共對進廠新人員進行廠級安全教育培訓69批次，合計培訓人數2,058人，外協單位共計培訓5批次，合計培訓259人，並全部經過試卷考核合格。



Safety Training of Hulunbeier Fufeng in 2022  
2022年呼倫貝爾阜豐安全培訓照片



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

The Group strictly implements management and control on special operations to reduce the probability of accidents, and implements key supervision on processes, equipment, facilities, places and positions with significant safety risks. In August 2022, Baoji Fufeng continued to improve the rules and regulations, including the Comprehensive Management System on Safe Production, the Management System on Major Hazardous Sources, the Management System on Fire Prevention, the Safety Management Regulations on Dangerous Chemicals, the Management System on Eight Special Operations and the Management System on Occupational Health. In addition, the company revised the comprehensive emergency rescue plan and process operating procedures. By taking an active part in the construction of a dual prevention system of risk classification and control as well as safety hazard investigation and control management, and making continued efforts to promote the three-year special rectification, the company strictly implemented the core responsibility of safety production in the following order of priority: responsibility, risk control, investigation and treatment of safety hazard. Top priority was given to investigation and treatment of safety hazard.

集團嚴格執行特殊作業管理，降低事故發生幾率，對存在重大安全風險的工藝、設備、設施、場所、崗位，實行重點監管。寶雞卓豐2022年8月對《公司安全生產綜合管理制度》、《重大危險源管理制度》、《消防管理制度》、《危險化學品安全管理規定》、《八大特種作業管理》、《職業衛生管理制度》等規章制度進行不斷完善，並對公司綜合應急救援預案、工藝操作規程重新進行了修訂。公司積極開展風險分級管控和安全隱患排查治理雙重預防體系建設，持續推進三年專項整治，嚴格落實安全生產主體責任，做到將責任挺在風險管控前面、將風險管控挺在隱患排查治理前面、將隱患排查治理作為第一要務。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### (2) Fire safety

The Group adheres to the fire prevention policy, which giving priority to prevention. Hulunbeier Fufeng formulated the Management System on Fire Safety (《消防安全管理制度》) in 2022, explicitly stating the responsibilities of the company in fire safety management, and regulating the fire safety inspection, fire safety education, fire fighting facilities and devices management system of the company. Each production company incorporates fire prevention know-how and fire-fighting skill training programmes into its annual education training plan. Meanwhile, external fire training institutions are invited to provide training on fire safety know-how for production units in its production companies. In accordance with the Group's overall plan on fire safety, the production companies have enhanced fire safety training for their employees. In particular, Baoji Fufeng incorporated fire prevention know-how and fire-fighting skill training programmes into its annual employee education plan, which explicitly set out the schedule, content, method and person-in-charge of the training, thus ensuring the effective implementation of the training. At the same time, Caijiapo Fire Brigade was invited to organise an onsite skill training for members of the emergency response team of the company. In February 2022, Baoji Fufeng conducted an emergency rescue drill in the fertilizer workshop, which effectively improved the emergency response capability, emergency handling level, the abilities for self-rescue and escape and safety awareness of the employees.

#### (2) 消防安全

集團堅持以預防為主的消防方針。呼倫貝爾阜豐2022年制定了《消防安全管理制度》，明確規定了公司消防安全管理職責，規範了消防安全檢查、消防教育、消防設施、器材管理等制度。各生產公司將消防知識與消防技能培訓納入員工年度教育培訓計劃，均邀請外部消防培訓機構對生產單位進行相關消防安全知識培訓。生產公司根據集團的總體消防安全規劃，加強了員工的消防安全培訓。其中，寶雞阜豐將消防知識及消防技能培訓納入員工年度教育計劃，明確培訓時間、內容、方式及責任人，保障培訓能得到有效落實。同時，邀請蔡家坡消防大隊，對公司應急分隊人員進行了現場技能培訓。2022年2月，寶雞阜豐在肥料車間進行事故應急救援演練，有效地提高了員工的應急反應能力和應急處理水平，增強了員工的應急自救、逃生能力和安全意識。

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



Drill with firefighting equipment of Baoji Fufeng in 2022  
2022年寶雞阜豐消防器材實際演練照片

In 2022, Hulunbeier Fufeng strengthened the building of its firefighting forces. In March, the company purchased new firefighting combat suits and firefighting boots to provide sufficient protection for its firefighting operations. Meanwhile, the company conducted trainings on fire safety knowledge on a regular basis to continuously enhance the skills and knowledge reserve of full-time fighters, and strengthen the screening and treatment of fire hazards. To draw a lesson from the "11.21" extremely serious fire accident in Anyang Henan, the company carried out a special examination on the fire safety of each unit from 23 November to 29 November 2022, during which a total of 31 hazards were found and rectified.

呼倫貝爾阜豐2022年加強企業消防力量建設。3月，公司新購消防戰鬥服和消防戰鬥靴為公司消防提供充足保障。同時，公司定期開展消防知識培訓，不斷增強專職消防員的技能水平和知識儲備，加強消防隱患排查治理。為深刻吸取河南安陽「11·21」特別重大火災事故教訓，公司於2022年11月23-29日對各單位消防安全進行專項檢查，共查出隱患31項並已全部完成整改。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### (3) Occupational Health

Fufeng Group and its production companies have strictly abided by the requirements of the Prevention and Control of Occupational Diseases Law of the PRC and the Production Safety Law of the PRC. In 2022, IM Fufeng formulated the Compilation of Management System on Production Safety (《安全生產管理制度彙編》), in which the System on Prevention and Treatment of Occupational Hazards (《職業危害防治制度》) was included. The compilation explicitly states the responsibility system for prevention and treatment of occupational hazards, and regulates the operating procedures for occupational health, the plan for prevention and treatment of occupational diseases and its implementation plan, the management system on protective equipment of employees, the management system on occupational health surveillance files of employees, etc.

In 2022, each production company strengthened the management of employee occupational health. In particular, Xinjiang Fufeng engaged Xinjiang Huaxin Hengchang Environmental Testing and Assessment Co., Ltd. to conduct an onsite testing of occupational health hazards on 30 June 2022, including with respect to noise, dust, sulfur dioxide, hydrogen sulfide, carbon monoxide, exposure to power-frequency electric fields and work at high altitude, all of which met the requirements of exposure limits. In each production company, the shift manager organizes monthly special safety and health inspections to continuously check the safety hazards in the production process and provide timely correction and rectification to ensure that no personal safety accidents occur in the production process. In addition, the leaders of the Administration of Work Safety of Autonomous Region and Urumqi City have also conducted inspections on the investment and implementation of occupational health and safety management of the Company for many times, and fully recognized the current status of occupational health and safety management of the Company.

#### (3) 職業安全

阜豐集團及各生產公司嚴格落實《中華人民共和國職業病防治法》、《安全生產法》的要求，2022年內蒙古阜豐制定了《安全生產管理制度彙編》，彙編中收錄《職業危害防治制度》，明確了職業危害防治責任制，規範了職業健康操作規程、職業病防治計劃和實施方案、從業人員防護用品管理制度、從業人員職業健康監護檔案管理制度等。

2022年，各生產公司加強對員工職業健康的管理工作。其中新疆阜豐聘請新疆華信恒昌環境檢測評價有限公司於2022年6月30日進行了職業健康危害因素現場檢測，所檢測項目包括噪聲、粉塵、二氧化硫、硫化氫、一氧化碳、工頻電場、高溫等危害因素，所檢查危害因素均符合接觸限值的的要求。各生產車間，由值班長每月組織專門的安全衛生檢查，不斷排查生產過程中存在的安全隱患，並及時的給予糾正和整改，確保生產過程不發生人身安全事故。此外，自治區以及烏魯木齊市安監局領導也多次就公司職業健康安全管理的投入以及實施運行情況進行檢查，並對公司職業健康安全現狀給予了充分的肯定。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Supporting Employee Development

Fufeng Group attaches great importance to the development and training of employees, and aims to build a self-driven talent growth system by continuously improving its talent training and development system. In 2022, the Group has basically built a talent training and development system supported by a system of lecturers, courses, systems and processes. In the implementation of training projects, we always focus on our business and follow it closely, with the goal of promoting the implementation of business strategies, continuously optimizing project plans, and achieving the iterative upgrade of talent training and development projects in terms of project lecturers' qualification, course matching, system guarantee and process improvement.

In June and July 2022, as the beginning year for the comprehensive promotion of performance management, we organized rotation training sessions of "Performance Process Counseling and Feedback Interview Skills (《績效過程輔導與反饋面談技巧》)" for more than 300 middle and senior management personnel of the Group and production companies in 6 places, and reviewed the results of performance training respectively, so that the participants could gain a deep understanding on the process management methods of performance management and lay a foundation for the development of performance management. In August, 42 personnel were selected to participate in the training of "Post Experience Learning (《崗位經驗萃取》)", with 42 courses produced and 42 qualified internal trainers selected through course evaluation and internal trainer assessment, which improved and enriched the internal trainer system and course system of the Group.

The incorporation of marketing B2B reserve talents by the Group in 2022 into its reserve cadre program, which has continued for three years, has enriched the scope of the reserve cadre, and made the Group's reserve cadre training consistent in pace and standard. The program implements the rolling reserve echelon training to ensure a grade-by-grade supply of talented professionals, and satisfies high-quality development requirements, while focusing on strengthening the managers' comprehensive management capabilities. At the same time, the leadership model of middle and senior management is built and training programs are determined according to the plan, so that the management ability and leadership of middle and senior management can be improved and cultivated in a targeted manner.

#### 支持員工發展

阜豐集團一如既往高度重視員工的發展和培訓，以打造自驅式人才成長體系為目標，持續完善集團人才培養發展體系，2022年已基本搭建完成講師體系、課程體系、制度體系及流程體系為支撐的人才培養發展體系。在培訓項目實施上始終圍繞業務、緊跟業務，以推進業務戰略落地為目標，持續優化項目方案，從項目師資配備、課程匹配、制度保障以及流程完善上實現人才培訓發展項目的迭代升級。

作為全面推進績效管理開局之年，2022年6月和7月組織了集團及生產公司中高層管理人員6地300餘名中高管人員《績效過程輔導與反饋面談技巧》輪訓，並分別複盤了績效培訓成果，讓參訓人員更加深入瞭解了績效管理的過程管理方法，為績效管理工作的開展奠定了基礎；8月組織選拔了42名人員參加了《崗位經驗萃取》培訓，經過課程評審以及內訓師評審產出了42門課程和42位合格內訓師，完善並豐富了集團的內訓師體系和課程體系。

集團儲備幹部項目已持續3年，2022年加入了營銷B2B儲備人才，豐富了儲備幹部範圍，使得集團儲備幹部培養步調一致、標準統一。項目實現滾動式後備梯隊培養，逐級輸出人才，實現高質量發展要求，重點打造管理者的綜合管理能力提升。同時，根據規劃搭建中高層的領導力模型並定培訓項目，針對性對中高層管理者管理能力和領導能力進行提升和培養。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In addition, each production company organized regular rotation training sessions on safety and operation skills for front-line employees by taking full advantage of existing internal trainers and internal course resources. Targeted trainings have been arranged for relevant personnel under 8 categories including general management, equipment management, quality management, product knowledge, business knowledge, production technique, safety and environmental protection, and marketing, which further strengthens the role of training and education as an engine in employee development, and continues to improve the training system that covers all employees at different levels. Furthermore, we analyze the training requirements of the Company and individuals through questionnaires, on-site discussions, performance analysis and other methods every year, so as to identify the direction and focus of training. The training workflow, including on-demand investigation, planning and preparation, training implementation, effectiveness evaluation, and analysis and improvement, will be improved gradually, which in turn will continue to improve the training effectiveness.

In 2022, the Group and each production company trained a total of 13,700 employees at all levels. The number, percentage and average hours of trained employees are calculated based on gender and employee level, details of which are set forth as follows:

除此之外，各生產公司充分利用現有內訓師以及內部課程資源，對一線員工組織有關安全、操作技能常規輪訓。通過通用管理類、設備管理類、質量管理類、產品知識類、業務知識類、生產工藝類、安全環保類、市場營銷類8個類別對相關人員實施針對性培訓，進一步強化培訓教育在員工發展中的引擎作用，繼續完善逐級分層全員覆蓋的培訓體系。每年通過問卷調查、現場座談、績效分析等多種方式，分析組織與個體的培訓需求，找出培訓的方向與重點。逐步完善需求調查、計劃編制、培訓實施、效果評估、分析改進的培訓工作流程，持續改進培訓效果。

2022年集團及各生產公司對各級合計13,700名各級別僱員進行了培訓，按照性別及僱員級別對受訓僱員人數、受訓僱員百分比及僱員受訓平均時數進行統計，具體情況如下：

By category	Indicator	Number of trained employees	Percentage of trained employees	Average hours of trained employees (by hours)
劃分類型	指標	受訓僱員人數	受訓僱員百分比	僱員受訓平均時數(小時)
By gender 按性別劃分	Male 男性	10,880	79.42%	39.84
	Female 女性	2,820	20.58%	41.63
By employee rank 按僱員級別劃分	Senior management 高層管理人員	40	0.29%	21.53
	Middle management 中層管理人員	210	1.53%	36.10
	General management 基層人員	13,450	98.18%	40.33

Note: Senior management refers to assistant general manager, deputy general manager and general manager; middle management refers to assistant manager, deputy manager and manager; general staff refers to supervisor, captain, functional staff, operator, etc.

註：高層管理人員指總經理助理、副總經理、總經理；中層管理人員指經理助理、副經理、經理；基層人員指主管、隊長、職能員工、操作工等。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Abiding by Labour Standards

The Fufeng Group Recruitment Process System clearly specifies that: Fufeng Group strictly follows the international labour standards that newly recruited employees must be over 18 years old; and the use of child labour is prohibited. The Group continues to strictly abide by the requirements of the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and Prohibition of the use of Child Labour (《禁止使用童工規定》) and relevant laws and regulations. Over the course of actual recruitment, the Group carries out stringent examination over the ID information of our employees and their academic degree certificates to verify and review their ages. As stipulated in the Fufeng Group Regulations on Staff Entry, Post Adjustment and Resignation Management, the Group shall enter into a labour contract with its new employees and an internship agreement with internship students (which could be covered into a labour contract upon their confirmation for remaining with the Company after graduation), to ensure non-use of child labour. The Group did not engage in child labour during the reporting period.

The Group strictly complies with relevant national laws and regulations on working hours. The employees' resting time is well respected and the employees enjoy paid holidays in accordance with laws and regulations. To maintain the physical and mental health and balance of the employees, a human resources attendance system is established and improved to achieve effective and reasonable management in the working hours and resting dates of the employees. Any imposition of mandatory measures on the employees of the Group in violation of laws or human rights of employees is prohibited. To avoid forced overtime work, staff shall be arranged for overtime work (if required) on a voluntary basis, with such work hours and pay in conformity with the requirements of local regulations.

#### 遵守勞工準則

《阜豐集團招聘流程制度》中明確規定：阜豐集團嚴格按照國際勞工標準，新招聘員工需年滿18周歲；禁止招聘童工。集團持續嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《禁止使用童工規定》等法律法規規定，在實際招聘過程中嚴格審核員工身份證件及學歷學位證書信息來檢查與審核員工年齡。《阜豐集團員工入職、調崗及離職管理規定》中規定新員工入職即簽訂《勞動合同》，對還未畢業進行頂崗實習學生簽訂《實習協議》待學生畢業後確認將本公司留職再簽訂《勞動合同》，通過此防範措施來確保集團杜絕使用童工。集團在報告期內未發生任何違法僱傭童工事項。

集團嚴格遵守國家對工時規定的相關法律法規，高度尊重員工休息時間，依法規給予休假，建置完善人力資源考勤系統，有效並合理管理員工勞動時間及休假期日，保障員工健康身心平衡。若因工作需要安排其員工加班必須由員工自願參加，禁止對員工實施不合法令或者違反員工人權的強制措施，為防止強迫加班之事發生，集團加班費給付皆均符合當地法規要求。





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Upholding Business Ethics

Fufeng Group advocates its employees to strictly adhere to professional ethics and bottom line, while constantly strengthening self-discipline, and achieving self-respect, self-examination, self-alertness and self-excitation at all times, so as to consciously resist various temptations, enhance the awareness of integrity, honesty and self-discipline, and practice honestly. In strict compliance with the requirements of laws and regulations, such as the “Group Law of the People’s Republic of China” (《中華人民共和國集團法》), the “Tendering and Bidding Law of the People’s Republic of China” (《中華人民共和國招標投標法》), the “Anti-Unfair Competition Law of the People’s Republic of China” (《中華人民共和國反不正當競爭法》) and the “Interim Provisions on Banning Commercial Bribery Acts” (《關於禁止商業賄賂行為的暫行規定》), the Group guides the establishment of a sound anti-corruption mechanism, and has established systems and rules such as the Administrative Regulation on Anti-Corruption of Fufeng Group, the External Codes of Conduct of Fufeng Group and System of Declaration of Conflict of Interest of Fufeng Group. The Group advocates adherence to the code of integrity, and fully implements the integrity work for every employee.

A sound monitoring and reporting mechanism is established within Fufeng Group along with specialized telephone line and email address for whistleblowing purposes. The Group will initiate the investigation proceeding with respect to complaints after being verified by the human resources and audit departments. In case that any illegal action is perpetuated, such case will be handed over to the judicial authority. Every year, the Group conducts self-examination, self-reflection, self-correction, mutual assessment and reporting work from time to time, and imposes severe penalties against the discovered corruption. In 2022, there were no corruption cases occurred in the Fufeng Group.

Conducting anti-corruption training for the Board and employees of the Group is an important means for Fufeng Group to implement clean practice. The Group conducts integrity building and professional ethics training for all employees every year, to promote a culture of integrity, and constantly strengthen employees’ awareness against unfair competition. During the reporting period, the Group organized anti-corruption training for the Board and all employees, including “Why Excellent Private Enterprises are Fighting Against Corruption” and “146 Fraud Risks in Eight Categories Commonly Used by Enterprises”. We conducted anti-corruption and integrity training three times for the Board, professional ethics training twice for supervisors and above, and anti-corruption and integrity training five times for all employees.

#### 恪守商業道德

阜豐集團提倡員工嚴守職業道德與底線，同時不斷強化對自我的約束，做到自重、自省、自警、自勵，時刻保持清醒的頭腦，自覺抵制各種誘惑，增強誠信、廉潔、自律的意識，切實做到廉潔從業。集團嚴格依照《中華人民共和國集團法》、《中華人民共和國招標投標法》、《中華人民共和國反不正當競爭法》和《關於禁止商業賄賂行為的暫行規定》等法律法規的規定，指導建立完善的反貪腐機制，建立《阜豐集團反舞弊管理規定》、《阜豐集團對外行為規範手冊》、《阜豐集團利益衝突申報制度》等制度規定，宣傳恪守廉潔的行為準則，並且將廉潔工作全面落實到每一名員工。

阜豐集團內部建立了完善的監督舉報機制，設立監督舉報專用電話和郵箱，集團由人力資源部、審計部對投訴舉報核實後展開相應調查，對於涉及違法行為則移交司法機關。集團每年舉行不定期自查、自省、自糾、互評、互報工作，並對發現的貪腐問題嚴懲不貸。2022年，阜豐集團未發生腐敗案件。

面向集團董事會及員工開展反貪污培訓，是阜豐集團落實廉潔從業的重要手段。集團每年對全體員工進行廉潔建設和職業道德培訓，宣揚廉潔文化，不斷強化員工反不正當競爭意識。報告期內，集團向董事會及全體員工統一組織了「為什麼優秀的民營企業都在反腐」及「企業常用八大類146項舞弊風險清單」等反貪污培訓工作，面向董事會開展反腐倡廉培訓共3次，面向主管及以上員工開展職業道德培訓共2次，面向員工開展反腐倡廉培訓共5次。

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

In order to effectively strengthen the integrity building of the Group, create a sunny, clean and self-disciplined corporate culture, and strengthen internal and external supervision, the Group has established an official account of “Honest Fufeng (廉潔阜豐)”, to publicize anti-fraud and integrity building on the platform, and has set up a reporting and complaint channel.

In 2022, the audit department of the Group continued to publish high quality anti-fraud articles on a regular basis on the official account, “Honest Fufeng” to create an upright and honest corporate atmosphere through the sharing of external cases and the promotion of anti-fraud knowledge.

In October 2022, the marketing company launched the “Practice of Integrity”, to understand, establish and guide the positive and sunny working atmosphere through training provided by internal and external lecturers, posters, and cultural walls, and to guide the employees of Fufeng Group to firmly build the ideological line of defense against corruption. Focusing on improving the professional ethics and compliance awareness of employees, the Group also regulated the daily behavior of employees, and actively practiced the norms of employee behavior, to jointly promote an atmosphere of “cleanliness and integrity”.

In 2022, to improve the supervision and reporting system, the audit department of the Group strengthened internal and external supervision channels, created a “Sunny Fufeng” column under the official account of Fufeng Group, and set up the reporting process and contact information for reporting, to strengthen the Company's integrity building, and create a sunny, honest and self-disciplined working atmosphere.

In 2022, the audit department of the Group conducted anti-fraud business exchanges with a number of well-known enterprises in the PRC, prompting auditors to learn and exchange excellent anti-fraud experiences of other enterprises, and continuously improve the anti-fraud management level of Fufeng Group by integrating new ideas and measures through the audit work.

為切實加強集團廉潔建設，營造陽光、廉潔、自律的企業文化，同時強化內、外監督，集團開通「廉潔阜豐」公眾號，在平台宣傳反舞弊、廉潔建設，並設有舉報投訴通道。

2022年集團審計部持續在「廉潔阜豐」公眾號定期發表高質量反舞弊文章，通過外部案例分享、反舞弊知識等內容的宣傳，營造清正廉潔的公司氛圍。

2022年10月，營銷公司開展「正風行動」，通過內外講師培訓、海報宣傳語、文化牆，從思想上認識、從氛圍上入手、從視覺上引導積極陽光的工作風氣，引導阜豐員工牢築防腐拒變的思想防線，著力提升員工的職業道德、合規意識，規範員工日常行為，主動踐行員工行為規範，共同推動建設「風清氣正」的公司氛圍。

2022年集團審計部完善監督舉報制度，強化內、外部監督途徑，在阜豐集團公眾號開設「陽光阜豐」專欄，設置舉報流程及舉報聯繫方式，加強公司廉潔建設，營造陽光、廉潔、自律的工作氛圍。

2022年集團審計部與多家全國知名企業進行反舞弊業務交流，促使審計人員學習、交流其他企業優秀反舞弊經驗，通過審計工作的開展，融入新思想、新舉措，不斷提高阜豐集團反舞弊管理水平。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Giving Back to Society and People's Livelihoods

Fufeng Group actively participates in social public welfare and devotes itself to various fields such as education, culture, social assistance, medical projects, and rural infrastructure construction, helping communities and people in the areas where its subsidiaries are located and spreading warmth. The major programs are as follows:

On 20 January 2022, Longjiang Fufeng sent rice, noodles, oil, milk and other Spring Festival gifts to the poor and disabled villagers in Yushutun town and surrounding areas, further establishing a good image of the Group in the area.

On 18 April 2022, Fufeng Group donated RMB10 million to the People's Government of Junan County for its pandemic prevention and control.

In March 2022, Hulunbeier Fufeng donated approximately RMB850,000 to the Zalantun Construction Bureau for the 2022 Spring Festival Lighting Public Welfare project, to make contribution for such public welfare undertaking. In October 2022, Hulunbeier Fufeng donated RMB1 million to the Hulunbeier Red Cross for pandemic prevention and control, making positive contributions to Hulunbeier for winning the battle of pandemic prevention and control.

#### 回饋社會民生

卓豐集團積極參與社會公益互動，投身教育文化、社會幫扶、醫療項目、農村基礎建設等多個領域，幫助各公司所在地區的社區和人員，傳遞卓豐溫度。主要項目如下：

2022年1月20日，龍江卓豐向榆樹屯鎮及周邊地區的貧困、殘疾村民送去米、面、油、牛奶等春節慰問品，進一步樹立企業在當地的良好形象。

2022年4月18日，卓豐集團向莒南縣人民政府捐贈1,000萬抗疫資金，用於全縣疫情防控工作。

2022年3月，呼倫貝爾卓豐為扎蘭屯建設局2022年春節亮化公益性項目捐贈約85萬元，為此項公益事業添磚加瓦；2022年10月呼倫貝爾卓豐向呼倫貝爾紅十字會捐贈100萬用於疫情防控，為呼倫貝爾打贏疫情防控阻擊戰貢獻了一份愛心和力量。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

## Appendix: HKEX ESG Index

## 附錄：香港聯交所 ESG 指標索引

ESG KPIs ESG 指標編號	KPIs Description 指標說明	Disclosure Chapter 披露段落
<b>Subject Area A. Environmental</b>		
主要範疇 A. 環境		
<b>Aspect A1: Emissions</b>		
層面 A1 排放物		
A1	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>一般披露 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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例。</p>	Emission  排放物
KPI 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。	Emission 排放物
KPI A1.2 關鍵績效指標 A1.2	Total greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emission 排放物
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）。	Emission 排放物
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）。	Emission 排放物
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。	Emission 排放物
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) and steps taken to achieve them.. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emission 排放物



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

ESG KPIs ESG 指標編號	KPIs Description 指標說明	Disclosure Chapter 披露段落
<b>Aspect A2: Use of Resources</b>		
<b>層面 A2 資源使用</b>		
A2	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources
關鍵績效指標 A2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	資源使用
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources
關鍵績效指標 A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	資源使用
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
關鍵績效指標 A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	資源使用
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources
關鍵績效指標 A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	資源使用
<b>Aspect A3: The Environment and Natural Resources</b>		
<b>層面 A3 環境及天然資源</b>		
A3	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Natural Resources 環境及天然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境及天然資源

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

ESG KPIs ESG 指標編號	KPIs Description 指標說明	Disclosure Chapter 披露段落
<b>Aspect A4: Climate Change 層面 A4 氣候變化</b>		
A4	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 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。	Climate Change 氣候變化
關鍵績效指標 A4.1		
<b>Subject Area B. Social 主要範疇 B. 社會</b>		
<b>Aspect B1: Employment 層面 B1 僱傭</b>		
B1	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露 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：	Attracting a Large Pool of Talent 廣泛吸引人才
KPI 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。	Attracting a Large Pool of Talent 廣泛吸引人才
關鍵績效指標 B1.1		
KPI 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。	Attracting a Large Pool of Talent 廣泛吸引人才
關鍵績效指標 B1.2		



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

ESG KPIs ESG 指標編號	KPIs Description 指標說明	Disclosure Chapter 披露段落
<b>Aspect B2: Health and Safety 層面 B2 健康與安全</b>		
B2	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Protecting Employees' Health and Safety  保障員工健康安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括彙報年度)每年因工亡故的人數及比率。	Protecting Employees' Health and Safety 保障員工健康安全
關鍵績效指標 B2.1		
KPI B2.2	Lost days due to work injury. 因工傷損失工作日數。	Protecting Employees' Health and Safety 保障員工健康安全
關鍵績效指標 B2.2		
KPI 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。	Protecting Employees' Health and Safety 保障員工健康安全
關鍵績效指標 B2.3		
<b>Aspect B3: Development and Training 層面 B3 發展及培訓</b>		
B3	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露 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。	Supporting Employee Development 支持員工發展
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Supporting Employee Development 支持員工發展
關鍵績效指標 B3.1		
KPI B3.2	The average training hours completed per employee by gender and employee category.	Supporting Employee Development 支持員工發展
關鍵績效指標 B3.2		
關鍵績效指標 B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Supporting Employee Development 支持員工發展

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

ESG KPIs ESG 指標編號	KPIs Description 指標說明	Disclosure Chapter 披露段落
<b>Aspect B4: Labour Standards</b> 層面 B4 勞工準則		
B4	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露 有關防止童工或強制勞工的：	Abiding by Labour Standards  遵守勞工準則
KPI 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。	Abiding by Labour Standards 遵守勞工準則
KPI 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。	Abiding by Labour Standards 遵守勞工準則
<b>Aspect B5: Supply Chain Management</b> 層面 B5 供應鏈管理		
B5	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	Strengthening Supply Chain Management 加強供應量管理
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Strengthening Supply Chain Management 加強供應量管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 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。	Strengthening Supply Chain Management 加強供應量管理
KPI 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。	Strengthening Supply Chain Management 加強供應量管理





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

ESG KPIs ESG 指標編號	KPIs Description 指標說明	Disclosure Chapter 披露段落
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。	Strengthening Supply Chain Management 加強供應量管理
<b>Aspect B6: Product Responsibility 層面 B6 產品責任</b>		
B6	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	Creating Excellent Quality 打造卓越品質
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。	Creating Excellent Quality 打造卓越品質
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。	Creating Excellent Quality 打造卓越品質
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。	Creating Excellent Quality 打造卓越品質
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。	Creating Excellent Quality 打造卓越品質
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。	Creating Excellent Quality 打造卓越品質

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

ESG KPIs ESG 指標編號	KPIs Description 指標說明	Disclosure Chapter 披露段落
<b>Aspect B7: Anti-corruption 層面 B7 反貪污</b>		
B7	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering  一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	Upholding Business Ethics  恪守商業道德
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Upholding Business Ethics
關鍵績效指標 B7.1	於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	恪守商業道德
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Upholding Business Ethics
關鍵績效指標 B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	恪守商業道德
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Upholding Business Ethics
關鍵績效指標 B7.3	描述向董事及員工提供的反貪污培訓。	恪守商業道德
<b>Aspect B8: Community Investment 層面 B8 社區投資</b>		
B8	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.  一般披露 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。	Giving back to Society and People's Livelihoods  回饋社會民生
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Giving back to Society and People's Livelihoods
關鍵績效指標 B8.1	關注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	回饋社會民生
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Giving back to Society and People's Livelihoods
關鍵績效指標 B8.2	在專注範疇所動用資源(如金錢或時間)。	回饋社會民生



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Glossary

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

#### 詞彙

於本ESG報告內，除非文義另有所指，否則下列詞彙具有以下涵義：

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





Fufeng Group Limited  
阜豐集團有限公司