

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

2021



凤祥食品



山東鳳祥股份有限公司 Shandong Fengxiang Co., Ltd.

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

(於中華人民共和國註冊成立的股份有限公司)

股份代號 Stock Code : 9977

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ABOUT THE REPORT

Reporting Period

This Environmental, Social and Governance Report (“**this report**”) covers the period from January 1, 2021 to December 31, 2021.

Reporting Basis

This report has been prepared in accordance with Appendix 27 of The Listing Rules of The Stock Exchange of Hong Kong Limited (“**HKEX**”), the “Environmental, Social and Governance Guide” and the amendments thereto.

Definitions

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

Reporting Scope

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

Data Collection

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

關於本報告

報告期

本環境、社會及管治報告（「**本報告**」）的時間跨度是2021年1月1日至2021年12月31日。

編製標準

本報告遵循香港聯合交易所有限公司（以下簡稱「**香港聯交所**」）《證券上市規則》附錄二十七《環境、社會及管治報告指引》，以及其主要修訂概要進行編製。

指代說明

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

匯報範圍

本報告為山東鳳祥股份有限公司對外發佈的第二份《環境、社會及管治報告》。除另有說明，本報告內容主要涵蓋本公司及其附屬公司，包括山東鳳祥實業有限公司（「**鳳祥實業**」）、山東優形食品科技有限公司（前稱為鳳祥食品有限公司）（以下簡稱「**優形食品科技**」）、山東鳳祥食品發展有限公司（「**鳳祥食品發展**」）、禹城鳳鳴食品有限公司（「**禹城鳳鳴**」）及鳳祥食品株式會社（「**日本鳳祥**」）的營業範圍。

資料來源

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

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Report Approval and Access

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

Feedbacks & Suggestions

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

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報告批准及獲取

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

報告回饋

我們歡迎您對本報告提出回饋意見及建議，請通過以下方式與我們聯繫：

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CHAIRMAN'S STATEMENT

Dear Shareholders and Investors,

Shandong Fengxiang Co., Ltd. was founded in 1991, which is one of the modern large-scale food enterprise, mainly engaged in breeding poultry, feed processing, slaughtering, poultry meat production and processing. Over the years, we uphold the value of "Healthy, Safe and Green", and built a food safety system of the whole industry chain "from farm to table". We have currently become the largest exporter of white feathered broilers in China and the key leading enterprise in agricultural industrialisation.

It is difficult to be successful without others help. The past achievements we obtained are inseparable from the strong support of the local government and the society, so as to the Earth on which we live and we are grateful for such. We will face more complex challenges and shoulder more responsibilities in the future. Besides, we will comprehensively benchmark the United Nations Sustainable Development Goals, and integrate the new development value of "Innovation, Coordination, Green, Openness and Sharing" into the strategic practice and strive to achieve the harmonious progress of enterprises, employees, nature and society.

"Keep Innovation"

Innovation is the source of development. We are active in innovation, and we are enthusiastic in developing and innovating even under difficult conditions. Our self-developed remote management system for smart breeding, which uses the Internet of Things, big data and other technologies, leads a new model of "Smart Breeding" in the industry. We continuously deliver high-quality and diversified products to our customers. We have selectively developed new products, introduced new flavours and new packages for existing products. We constantly created new consumption scenarios to better adapt to the changing lifestyles and dietary habits of Chinese consumers.

董事長致辭

各位尊敬的股東，各位尊敬的投資者：

山東鳳祥股份有限公司是一家集種禽繁育、飼料加工、肉雞飼養、屠宰分割、禽肉熟製品生產加工於一體的現代化大型食品企業集團。多年來，我們秉持健康、安全、綠色的價值理念，打造了「從農場到餐桌」全產業鏈的食品安全體系，成為中國目前最大的白羽肉雞出口商及農業產業化國家重點龍頭企業。

獨木不成林，滴水難成海。公司過去的成績離不開當地政府及民眾的大力支持，更離不開我們賴以生存的土地，對此我們心懷感恩。未來，我們將面臨更複雜的挑戰，承擔更艱巨的責任。我們將全面對標聯合國可持續發展目標，將「創新、協調、綠色、開放、共享」的新發展理念融入企業戰略實踐中，致力於實現企業、員工、自然、社會和諧共進。

「思行合一，智創未來」

創新是發展的源動力，我們既有坐的住「冷板凳」的技術創新，也有「小步快跑」的產品創新。我們自主研發的智慧養殖遠程管理系統，利用物聯網、大數據等技術，在同行業率先開啟「智慧養殖」新模式。我們持續向客戶交付優質且多元化的產品。我們有選擇的開發新產品、為現有產品引進新口味、新包裝，不斷創造新的消費場景，以更好地順應中國消費者不斷變化的生活方式及飲食習慣。

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“Care the Employees and the Society”

We uphold the development concept of “People-oriented” and “Support our employees and feedback to the community”. Internally, we create a safe and comfortable working environment for employees. We pursue an equal and diversified corporate culture, establish a fair and transparent promotion mechanism, and strive to build a professional talent team, which has international vision, cross-cultural communication ability and professional sense of innovation, so that we can achieve the strategic goal of “Platform attracts talents. Talents promote development. Career retains talents”. Externally, we have taken root in Yanggu and built communities, which improve the life of the surrounding villagers. We insisted on leading rural revitalisation through industrial revitalisation. We build modern farms and unify farming standards. Besides, we let retail farmers work from the fields to workshop. Compared with the previous retail farming model of “Enterprises + Farmers”, the income and breeding quality of farmers have been greatly improved.

“Protect Environment”

To achieve the goal of “Carbon Peaking and Carbon Neutrality”, we must adhere to high-quality green development. All along, we have followed the development concept that good environment is invaluable. We continue to explore new way to green transformation of the energy structure, improve the energy efficiency and continuously pay attention to the treatment and disposal of all wastes. We strive to create a circular, efficient and green development ecosystem. Recently, we have been rated as a municipal, provincial and national “Green Factory”.

“Devoted to Charities”

This year, we actively participated in public welfare undertakings, donating more than RMB700,000 in total. Besides, we provided Henan with nutritious and high-protein foods for the frontline of flood relief. We support Xi'an to win the battle against the epidemic. At the same time, we shoulder the heavy responsibility entrusted by the times and integrated poverty alleviation into the industrial development strategy, and strive to develop a truly replicable and sustainable precision poverty alleviation model.

「以人為本，逐夢未來」

我們秉持「以人為本」的發展理念，堅持「對內成就人才，對外回饋社會」。對內，我們為員工創造安全、舒適的工作環境，營造平等、多元的企業文化，建立公正、透明的晉升機制，致力打造一支擁有國際化視野、掌握行業國際領先知識、具有跨文化溝通能力和創新意識的專業化、職業化人才隊伍，實現「平台吸引人才，人才促進發展，事業留住人才」的戰略目標。對外，我們扎根陽谷，建設社區，帶動周邊村民共同富裕，堅持以產業振興撬動鄉村振興。我們興建現代化養殖場，統一養殖標準，讓散戶從田間走入車間。相較於此前「企業+農戶」的散戶養殖模式，農戶的收入和養殖品質都得到了極大的提高。

「積攢綠色，儲蓄未來」

實現碳達峰、碳中和目標，必須堅持高質量綠色發展。一直以來，我們遵循「綠水青山就是金山銀山」的發展理念。我們不斷探索能源結構綠色轉型新通道，提升能源使用效率新路徑，持續關注三廢治理與處置，致力打造循環、高效、綠色型發展業態。目前，在獲得市級、省級「綠色工廠」的基礎上，我們成功榮獲國家級「綠色工廠」榮譽。

「涓涓熱血，共赴未來」

本年度，我們積極投身公益事業，累計捐款人民幣70餘萬元；馳援河南，為抗洪救災一線提供營養高蛋白食品；馳援西安，為打贏疫情防控阻擊戰貢獻力量。同時，我們扛起時代委以的重任，將扶貧工作融入到產業發展戰略中，致力於開發真正可複製、可持續的精準扶貧模式。

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In the future, we will continue to improve the core technical capabilities driven by innovation. We will also promote the comprehensive revitalisation of rural areas in the process of reaching the “Double Carbon” goal.

This “Environmental, Social, and Governance Report 2021” is a summary of the Company’s environmental protection, social responsibility and corporate governance, which fully expresses the Company’s vision of sustainable development and its unlimited prospects for future development. We hope to receive recognition and continued support from our shareholders and investors.

Shandong Fengxiang Co., Ltd.

Liu Zhiguang

Chairman of the Board of Directors

未來，我們將充分發揮產業發展優勢，繼續以創新為驅動，促進核心技術能力的提升，在擁抱「雙碳」目標、實現高質量發展的進程中，全面推進鄉村振興和農民農村共同富裕。

此份《2021年度環境、社會及管治報告》是公司對於環境保護、社會責任及公司管治的總結，充分表達了公司在可持續發展方面的願景，以及公司對未來發展的無限展望。希望得到各位股東和投資人的認同與持續的支持。

山東鳳祥股份有限公司

董事會主席

劉志光

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ABOUT US

Introduction

Shandong Fengxiang Co., Ltd. (the “**Company**” or “**Fengxiang**” together with its subsidiaries, the “**Group**”) is the largest white-feathered broiler meat exporter and the leading retail enterprise of chicken meat food in the People’s Republic of China (the “**PRC**”), which was established as a joint stock limited liability company in the PRC on 17 December 2010 and listed on the Main Board of the Stock Exchange on 16 July 2020 (stock code: 9977).

The Group is principally based in Shandong in the PRC and produces and sells processed chicken meat products and raw chicken meat products mainly from white-feathered broilers. The main products include processed chicken meat products, raw chicken meat products, chicken breeds, etc. Apart from its leading domestic market position in the PRC, the Group has an established and growing export business supplying a wide range of premium quality chicken meat products to overseas customers in Japan, Malaysia, the European Union, the Middle East, the United Kingdom, Korea, Mongolia and Singapore.

Business Philosophy

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

關於我們

公司簡介

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

本集團主要位於中國山東，主要用白羽肉雞生產雞肉製品，主要產品包括深加工雞肉製品、生雞肉製品、雞苗等。除在中國國內市場的領先地位外，本集團亦擁有成熟並不斷壯大的出口業務，向日本、馬來西亞、歐盟、中東、英國、韓國、蒙古及新加坡的海外客戶供應多種優質雞肉製品。

經營理念

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

Company Culture

公司文化



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Corporate Strategy

In recent years, the Company has been engaged in business transformation, by implementing the “123” Development Strategy, which stands for “One Foundation, Two Major Markets and Three Driving Forces”. We are constantly increasing the proportion of processed food in our production as well as expanding our retail business to continue as a leading brand in chicken products in China.

One Foundation

To strengthen the Group’s advantage in its vertically integrated business model across the entire industry value chain and the industry ecological chain and effectively manage the supply chain, so as to ensure food quality and safety, offer consumers with quality assured products and lay down a solid foundation for product quality.

Two Major Markets

To simultaneously develop the domestic market and the international market, ensure “same production line, same standard, same quality” for domestic sales and export sales and facilitate the mutual circulation of the domestic and international markets.

Three Driving Forces

Firstly, to coordinate online and offline resources to focus on the developing new retail business. New retail represents the B2C business of the Group which has undergone vigorous development over the past few years, providing quality branded products such as “iShape” and “Fengxiang” directly to consumers through online e-commerce services, offline convenience stores and boutique supermarkets.

Secondly, to develop the new centralised procurement business targeted at the catering industry and the convenience store system. New centralised procurement, in relation to the food and beverage industry in which the Group has been focusing on, refers to the provision of high quality products to leading enterprises of the catering industry and the convenience store system, with high quality products of group purchasing and procurement business.

集團戰略

近年來，本公司決心轉型升級，實施「123」發展戰略，即「一個基礎、兩大市場、三駕馬車」，不斷加大「深加工」食品比重，不斷拓展零售業務，創造中國領先的雞肉品牌。

一個基礎

將縱向一體化業務模式優勢擴展至全產業價值鏈與生態鏈，有效管控供應鏈，確保食品質量安全，為消費者提供安心的產品，奠定堅實的品質基礎。

兩大市場

同步發展國內市場與國際市場，堅持內外銷「同線同標同質」，加速促進國內、國際雙循環。

三駕馬車

一是線上線下協力重點發展新零售業務。新零售對應本集團在幾年前開始大力佈局發展的B2C業務，主要通過線上電商、線下便利店及精品商超等渠道，直接向消費者提供「優形」、「鳳祥」等優質的品牌產品。

二是面向餐飲行業與便利店開拓的新集採業務。新集採對應本集團之前所重點佈局的餐飲行業，指本集團借助多年服務知名餐飲品牌的經驗，順應採購標準升級趨勢，向餐飲行業與便利店系統的優秀企業以及集團客戶提供優質的團購或集採產品。

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Thirdly, to construct the new export business through product optimisation and multiple channels. New export refers to the upgrading of the long-term leading position in the Group's export business, through accumulation of its export experience for 20 years, to deliver supreme services and to achieve diversified channels through upgrading services, developing markets and expanding channels.

三是通過優化產品與渠道構建的新出口業務。新出口對應公司長期領先的出口業務的升級，指公司基於20多年出口經驗的積澱，升級服務，開發市場，拓寬渠道，實現服務的極致化與渠道的多元化。

Our History

歷史沿革



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環境、社會及管治報告

Brand Management

The Group already has three major brands of chicken products: iShape series, Fovo Foods series and Wu Genglu series.

We have been building iShape with the focus on “health needs”, to gradually transform from rational brand philosophy of “high nutrition” and “high function” to emotional brand philosophy of “low physical burden”, “low psychological burden”, etc. In our relentless pursuit of professionalism and fashion, we continue to subdivide user groups in meeting and maximising the satisfaction of consumers' diversified needs.



品牌經營

本集團已經擁有三個主要的雞肉品牌：優形系列、鳳祥食品系列及五更爐系列。

「優形」產品是搭建以健康需求為軸心的品牌光譜，從「高營養」、「高功能」的理性品牌訴求逐漸轉向「低身體負擔」、「低心理負擔」等情感品牌訴求，不懈追求更專業、更時尚，不斷細分用戶人群，最大程度地滿足消費者多元化的消費需求。



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As a well-known trademark in China, the brand “Fengxiang Food (Fovo Foods)” focuses on “the peace of mind”. Fengxiang Food has long insisted on quality and perfection in all details of food safety, and is committed to producing chicken products that can put consumers’ minds at ease. We have been the sole supplier of chicken products to the National Sports Administration Training Bureau for many years. Our products have been exported to Japan and the European Union for an extended period of time, enhancing the brand’s competitiveness in product quality.



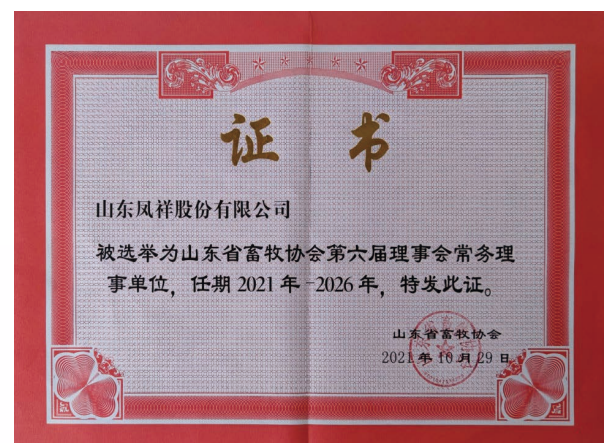
“Wu Genglu” has been a well-known brand for smoked chicken products in the Shandong Province and has long been a gift for local people who are visiting friends and relatives during the Chinese New Year holidays. In the future, the “Wu Genglu” brand is set to enter a broader market through more distribution channels, create new local flavors and to launch regional-favorite quality products.

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



Our Awards and Certificates

公司榮譽



CORPORATE GOVERNANCE

Good corporate governance standards are the basis for the Company to protect the interests of shareholders, enhance corporate value, formulate business strategies and policies, and improve transparency and responsibility. The Company strictly follows the requirements of laws, regulations and regulatory documents such as the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, and the Corporate Governance Code as set out in Appendix 14 of the Listing Rules of the HKEX, and gradually improves its corporate governance structure, giving full play to the roles of the general meeting, the Board of Directors and the Supervisory Committee in major decision-making, management and supervision to protect the rights and interests of shareholders.

Governance Structure

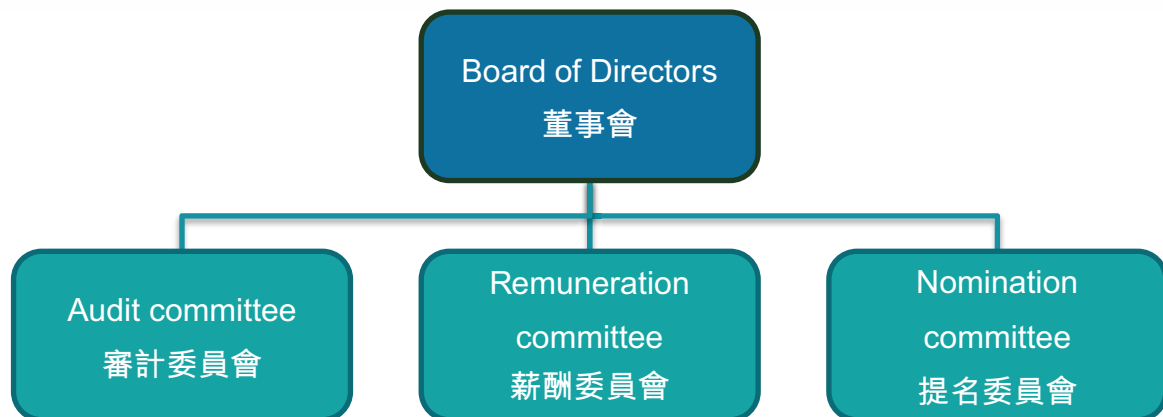
The Company is committed to ensuring a high standard of corporate governance practices and procedures and recognises the importance of good corporate governance in enhancing investor confidence in the Company. As of the reporting date, the Board of Directors comprised seven members, including two executive directors, two non-executive directors and three independent non-executive directors, and was composed of three committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee. During the reporting period, seven meetings of the Board of Directors were held, three meetings of the Audit Committee, two meetings of the Nomination Committee and three meetings of the Remuneration Committee, with a 100% attendance rate of the Board of Directors members.

企業管治

良好的企業管治標準是本公司保障股東利益、提升企業價值、制訂業務策略和政策以及提高透明度與責任承擔的基礎。本公司嚴格遵循《中華人民共和國公司法》、《中華人民共和國證券法》、香港聯交所上市規則附錄十四《企業管治守則》等法律、法規和規範性文件的要求，逐步完善法人治理結構，充分發揮股東大會、董事會和監事會在重大決策、經營管理和監督方面的作用，保障股東權益。

管治架構

本公司致力於確保高水平的企業管治常規及程序，並深明良好的公司管治對提高投資者對本公司的信心具有重要意義。截至本報告日期，本公司董事會成員為7人，其中執行董事2人，非執行董事2人，獨立非執行董事3人，並下轄三個委員會，即審計委員會、薪酬委員會、提名委員會。於本匯報期內，董事會召開董事會會議7次，審計委員會會議3次，提名委員會會議2次，薪酬委員會會議3次，董事會成員出席率為100%。



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

Remuneration Committee: The primary role of the Remuneration Committee is to make recommendations to the Board of Directors on the Company's policy and structure for the remuneration of directors and senior management and on the remuneration packages of individual executive directors and senior management. Details of the remuneration of each Director for the year are set out in the annual report of the Company dated 28 April 2022.

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

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

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

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

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Board Diversity

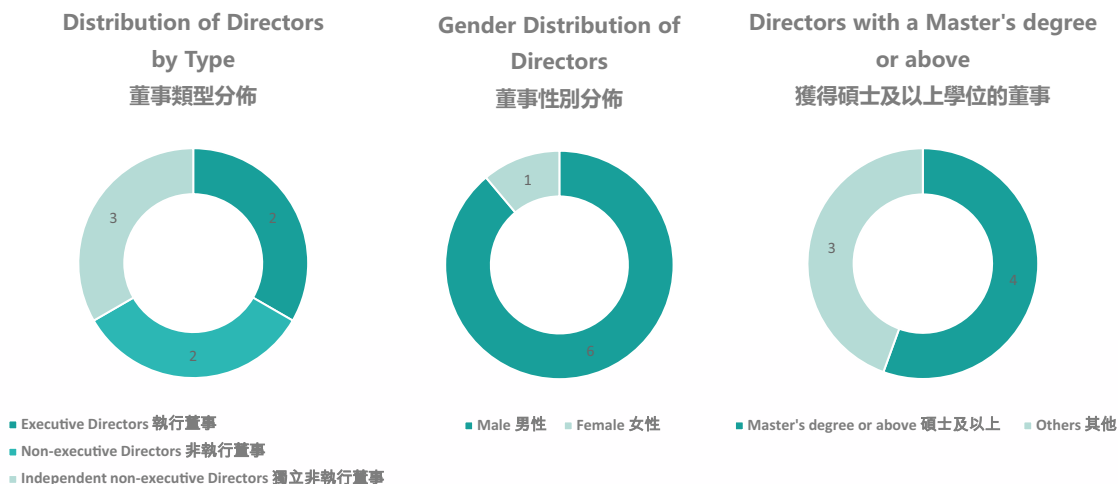
The Company implements its board diversity policy in strict accordance with the prospectus of Shandong Fengxiang Co., Ltd. Subject to the premise of not violating the relevant laws, regulations and regulatory rules of the place where the Company is listed, the Company carefully selects suitable members in accordance with its development needs and board diversity policy. The Company takes into account factors including, but not limited to, gender, age, cultural and educational background, length of service, skills, geographical location and industry experience. We believe that diversity on the Board of Directors enhances corporate governance in general and has many benefits for the Company in achieving its long-term goals of sustainable development.

As of the reporting date, there were six male directors and one female director on the Board of Directors; the age range of the directors ranged from 41 to 71 years; all of the Company's current directors have solid professional qualifications and good educational background, with more than half of the directors having obtained a master's degree or above. In order to upgrade and keep abreast of the latest knowledge and skills, the Company encourages its directors to attend appropriate continuing professional training and courses. The Company's directors actively participate in professional training and learning of securities market practices. As at the end of the reporting period, the Company's directors had participated in a number of compliance training sessions on national policies, securities market laws and regulations, anti-corruption, corporate systems, codes of conduct, etc.

董事會多元化

本公司嚴格按照《山東鳳祥股份有限公司招股章程》，落實董事會多元化政策。在不違反公司上市地相關法律法規及監管規則的前提下，公司根據發展需要及董事會多元化政策，謹慎挑選合適的成員。公司考慮的因素包括但不限於性別、年齡、文化及教育背景、服務年期、技能、地區及行業經驗。我們相信董事會成員多元化可以全面提升公司管治能力，對公司實現可持續發展的長遠目標具有諸多益處。

截至報告日期，公司董事會中有男性董事6名，女性董事1名；董事年齡跨度從41歲至71歲；公司的現任董事均具備紮實專業素養和良好的教育背景，有超過一半的董事獲得了碩士及以上學位。為了提升並掌握最新的知識及技能，本公司鼓勵董事參與合適的持續專業培訓及課程。公司董事積極參與專業培訓和證券市場運作規範的學習。截至報告期末，本公司董事分別參與了多場合規培訓，涉及到國家政策、證券市場法律法規、反腐敗、公司制度、行為規範等。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Risk Management and Internal Oversight

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

The Company has established a series of internal control policies, measures and procedures, including the Internal Audit Work Management System, to identify problems and risks in a timely manner through self-reporting and risk-oriented internal audits, and to promote the rectification work of various departments. In 2021, the Audit Department continued to oversee the management of key businesses in the industrial chain, and continued to carry out specialised supervision work on project quality, farming management and production management. During the year, we completed 7 management audits, 13 special audits, 24 special investigations, 51 project quality inspections, 30 weeks of farming management inspections and 42 production management inspections. In addition, the Company further improved its internal control system during the year and the Audit Committee of the Board of Directors conducted a review on the implementation of the internal control system.

風險管理和內部監督

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

本公司已建立《內部審計工作管理制度》等一系列內部監控政策、措施及程序，通過自查上報、以風險為導向的內部審計，及時發現問題和風險，進而推動各部門的整改工作。2021年公司審計部繼續下沉監督業務管理，完成產業鏈重點業務的監督覆蓋，並持續執行一體化項目質量、養殖管理、生產管理等專項監督工作。期間完成管理審計7項、專項審計13項、專項調查24項、項目質量監督51場次、養殖管理監督30周次、生產管理現場監督42廠次。此外，本年度公司進一步完善了內部控制體系，並由董事會審計委員會對內部控制體系的執行情況進行了審查。

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ESG MANAGEMENT

ESG Management Philosophy

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

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

ESG Governance Framework

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

ESG 管理

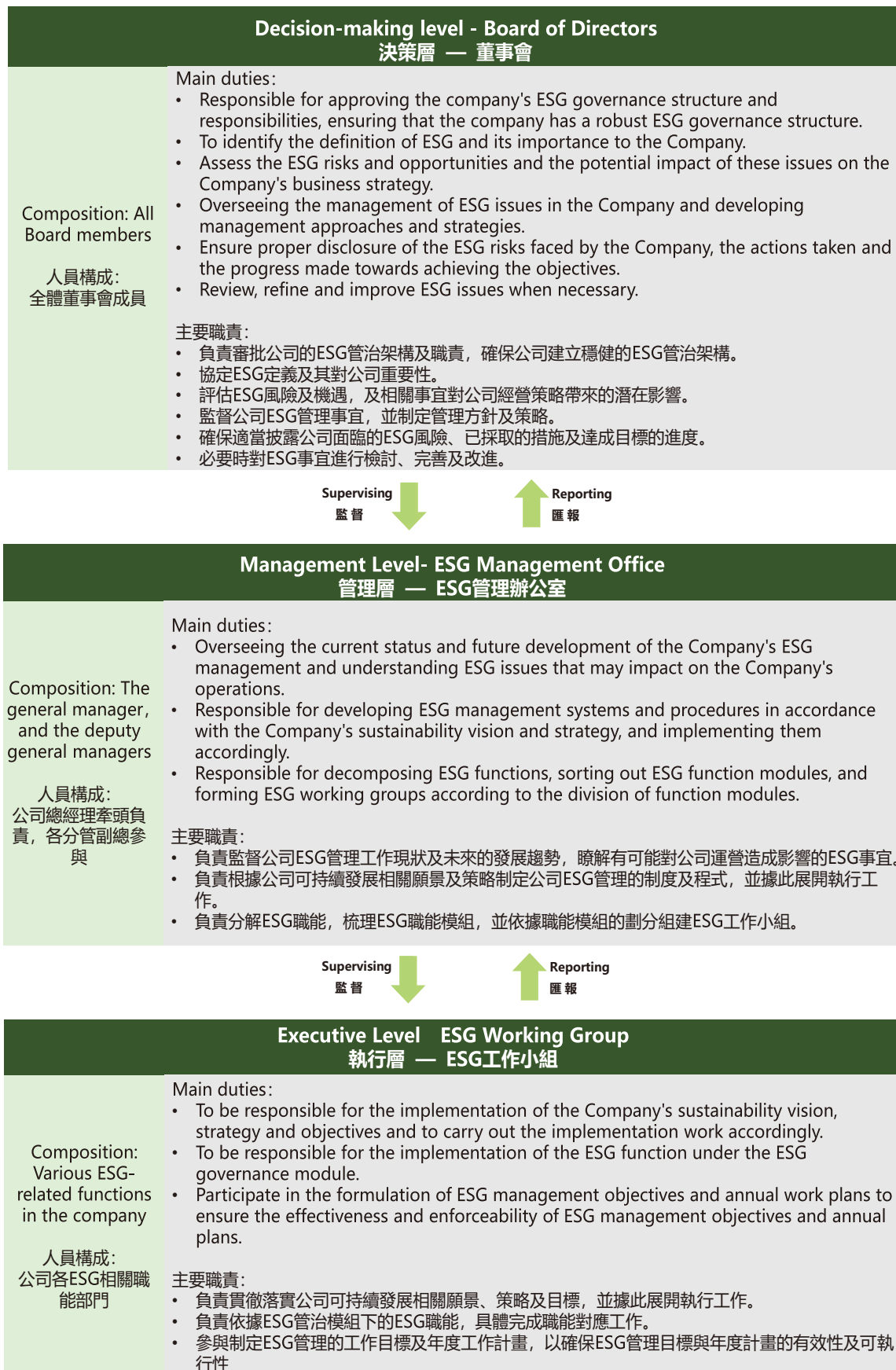
ESG 管理理念

鳳祥股份一直以來以「成為負責任和受人尊敬的企業」為發展宗旨，將可持續發展理念落實到企業運營的方方面面。我們秉持最健康、最安全、最綠色的價值理念，締造中國高價值美食品牌，矢志成為享譽全球的世界級綜合食品集團。

本年度，公司董事會進一步加強對**ESG**事宜的管理。經董事會會議討論，公司設立了**ESG**管治架構，梳理了**ESG**相關風險、明確了重要**ESG**議題；並針對排放物、廢棄物、能源使用、水資源使用設立了長期目標。董事會將持續關注各項目標的完成進度，在需要時及時調整經營策略，並在未來提出更多**ESG**相關目標，以保障公司**ESG**管治水平的穩固提升。

ESG 管治架構

科學有效的**ESG**治理架構是工作推進的基礎，為了更好地保障對事宜的整體把控和高效執行，經過董事會討論決定，我們設立了包含決策層、管理層及執行層的可持續發展管理架構。本年度，我們還對現有制度進行了梳理與完善，制定了「**ESG**政策手冊」，該手冊為公司**ESG**管理提供了制度支撐，可以更好的保障可持續發展管理工作的開展。



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ESG Risk Management

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

ESG 風險管理

為更好的實行可持續發展日常管理，公司制定了 ESG 風險清單，從管治、環境、社會三個層面梳理出四十餘項可持續發展風險並制定了相應的應對措施。本年度，公司根據國家政策、監管要求等外部環境變化，及公司發展戰略的調整，對可持續發展風險清單進行了更新與修訂，並由董事會進行了最終審議。在此，我們選取了幾項我們評估出的較為重要的風險進行展示：

ESG Risk ESG 風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
ESG governance risk ESG 管治風險	- Lack of overall governance of ESG matters (including: identification of ESG strategy, approval of ESG-related objectives, clarity of ESG-related policy documents, identification of ESG-related risks, etc.) by the company's governance level may result in ESG-related work not being effectively implemented from the top to the bottom. - 若公司治理層缺乏對 ESG 事宜的總體管治(包括：ESG 戰略的確定、ESG 相關目標的批准、ESG 相關政策檔的明確、ESG 相關風險的識別等)，可能導致 ESG 相關工作無法自上而下地有效推進。	- Improving ESG governance and management system. As the highest governance institution of the Company, the Board of Directors is responsible for managing risks and opportunities related to ESG and ensuring that the Company has the ability to respond to changes in business pattern that may be caused by ESG factors. - 完善 ESG 治理和管理體系，董事會作為公司最高治理機構，負責管理與 ESG 相關的風險與機遇，並確保公司在應對 ESG 因素可能導致的業務格局變化方面具有應變能力。 - Establishing sustainable development strategies and goals for the Company. Embracing new sustainable trends through continuous innovation and breakthroughs. - 建立公司可持續發展戰略和目標。通過不斷創新、不斷突破，擁抱新的可持續發展趨勢。 - Optimise the stakeholder communication mechanism, establish a stakeholder communication system, incorporate stakeholder communication into the Company's ESG decision-making system and establish a corresponding two-way communication system and mechanism. - 優化利益相關方溝通機制，建立利益相關方溝通體系，將利益相關方溝通工作納入公司 ESG 決策體系，構建相應的雙向交流體系與機制。	About Us Corporate Governance ESG Management 關於我們 企業管治 ESG 管理

ESG Risk ESG 風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
Supply chain management risk 供應鏈管理風險	- The Company has not established a monitoring mechanism for the sustainability aspects of suppliers (e.g. procedures for identifying and assessing significant negative environmental and social impacts of the supply chain; how suppliers are identified and prioritised for assessing environmental and social impacts, etc.), which may result in the quality of suppliers not meeting sustainability needs. - 公司未建立針對供應商可持續發展層面的監察機制(如:用於識別及評估供應鏈對環境及社會所產生重大負面影響的程式;如何就評估環境及社會的影響識別供應商及決定供應商的優先次序等),可能導致供應商質量無法滿足可持續發展需求。	- Through "Green Production + Supplier Management + Green Logistics + Green Packaging", the Company has built a green supply chain system. - 通過「綠色生產+供應商管理+綠色物流+綠色包裝」,打造公司綠色供應鏈體系。 - Improve the supplier monitoring mechanism and incorporate supplier sustainability assessment into the supplier monitoring mechanism. - 完善供應商監察機制,將供應商可持續發展評估納入供應商監察機制中。	Cooperation Responsibility – Create Extraordinary Together 合作責任 攜手共創非凡
Employment Risk 僱傭風險	- The failure to improve human resources planning in conjunction with the Company's sustainable development objectives and strategies may lead to staff wastage and instability of the Company's talent team; or the loss of key technical personnel may lead to a decline in the Company's core competitiveness, which is not conducive to the co-ordination of the Company's talent requirements and cannot provide effective talent support for the Company's future development planning. - 未結合公司可持續發展目標戰略,完善人力資源規劃,可能導致公司人員流失、人才隊伍不穩定;或由於關鍵技術人才的流失,可能導致公司核心競爭力下降,不利於公司對人才需求的統籌安排,無法為公司未來發展規劃提供有效的人才支撐。	- Further refine human resource planning and conduct annual evaluations. - 進一步完善人力資源規劃,並每年進行評估。 - Improve the talent allocation mechanism, establish an internal talent pool and strengthen the management of the reserve talent pool. - 完善人才配置機制,建立健全內部人才儲備庫,加強後備人才儲備管理。 - The career development path of the staff will be enhanced, and the development path will be customised according to the characteristics of the staff's position. - 健全員工職業發展通道,根據員工崗位特點,定制發展路徑。	Employment Responsibility – Focus on Win-Win Ecology 員工責任專註 共生共贏

ESG Risk ESG 風險	Risk Description 風險描述	Responses 應對方式	Relevant Sections 回應章節
Emissions management risk 排放物管理風險	- The Company's business activities directly or indirectly generate various types of emissions, including greenhouse gases, hazardous waste and non-hazardous waste. If the Company has not formed a comprehensive emission management system, set targets and actions for energy saving and emission reduction, conduct long-term monitoring and analysis of emission data, set countermeasures in accordance with the emission reduction targets or take unreasonable countermeasures, the Company may fail to achieve its environmental protection targets and long-term emission reduction strategy. - 公司的經營活動直接或間接地產生各類排放物，包括溫室氣體、有害廢棄物、無害廢棄物等。若公司未形成完善的排放物管理體系，未制定節能減排的目標和行動並未對排放物數據進行長期監測和分析，未依據減排目標設定應對措施或應對措施不合理，可能導致公司無法實現環保目標及長期減排戰略。	- Strictly comply with national environmental protection laws and regulations, and integrate environmental protection and emission reduction into the entire process of production and operation activities. - 嚴格遵守國家環保法律法規，將環保減排工作貫穿於生產經營活動全過程。 - Formulate targeted emission management plans in line with long-term strategic development objectives and sustainable development-related policies. - 結合長期戰略發展目標及可持續發展相關政策，形成有針對性的排放物管理方案。 - To establish scientifically sound emission reduction targets and measures. Optimise production methods to achieve targets and reduce the environmental impact of business operations. - 設立科學合理的減排目標及減排措施，優化生產方式以實現目標並有效減少商業運作對環境的影響。 - To carry out monitoring and analysis of emissions data. - 開展排放物數據的監測和分析工作。	Environment Responsibility- Provide Green Energy 環境責任 提供綠色能量
Energy use risk 資源使用風險	- Energy management is an important part of sustainable development management. If the Company does not set energy usage targets and develop energy saving countermeasures in accordance with the energy usage targets, the Company may not be able to achieve its energy saving targets or meet external requirements, which is detrimental to the development of the Company's long-term energy saving efforts. - 資源管理工作是可持續發展管理中的重要環節，若公司未設定能源使用目標，未依據能源使用目標制定節能應對措施，可能導致公司節能目標無法實現，或無法滿足外部要求，不利於公司長期節能工作的開展。	- Strictly comply with national laws and regulations on the use of energy, and integrate energy conservation into the entire process of production and operation activities. - 嚴格遵守國家資源使用法律法規，將資源節約貫穿於生產經營活動全過程。 - To establish a system for monitoring the use of energy and to collect accurate statistics on the use of energy. - 建立資源使用監管體系，準確收集、統計公司各項資源的使用情況。 - Develop energy monitoring measures, monitor energy usage in real time and issue early warnings where necessary. - 制定能耗監管措施，實時監控資源使用狀況並在必要時發出預警。 - Set up scientific and reasonable targets and measures to optimise energy use to achieve the targets. - 設立科學合理的減耗目標及減耗措施，優化資源使用渠道以實現目標。	Environment Responsibility- Provide Green Energy 環境責任 提供綠色能量

Stakeholder Materiality Assessment

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

持份者評估

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

Stakeholder Category 持份者類別	Expectations and concerns 訴求與期望	Communication channels 溝通渠道
Investors 投資者	- Protecting investors' rights - Corporate compliance - Accurate disclosure of information - Investment returns - 保障投資者權益 - 企業合規運營 - 準確的信息披露 - 投資收益	- General meeting - Company announcement - Company website/email - Investor conference - 股東大會 - 公司公告 - 公司官網／郵箱 - 投資者會議
Employees 員工	- Protecting the legal rights of employees - Occupational health and safety - Staff welfare - Equal employment and development opportunities - 保障員工合法權益 - 職業健康與安全 - 員工福利 - 平等就業及發展機會	- Staff meeting - Daily communication - Staff feedback box - Staff training - 員工大會 - 日常溝通交流 - 員工反饋信箱 - 員工培訓

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Stakeholder Category 持份者類別	Expectations and concerns 訴求與期望	Communication channels 溝通渠道
Customers 客戶	- Product safety and quality - Product development - Market recognition - Shipping management	- Customer service communication - Communication with sales representatives - Company website/email - Feedback on social media platforms
Suppliers and partners 供應商及合作夥伴	- Win-Win cooperation - Equal opportunity for competition - Long-term orders - 合作共赢 - 平等競爭機會 - 長期訂單	- Daily networking visits - Supplier conference - Supplier assessments - 日常交流走訪 - 供應商大會 - 供應商評估
The Public/Community 公眾／社區	- Community investment - Charity investment - Donations - 社區投入 - 公益投入 - 捐款捐物	- Visiting - Volunteer activities - Charitable activities - 登門拜訪 - 志願活動 - 公益活動
Government and regulatory authorities 政府及監管機構	- Legal and compliant operation - Long-term business stability - Safe operation - Social contribution - 企業合法合規運營 - 業務長期穩定發展 - 安全運營 - 社會貢獻	- Responding to inspections - Participation in government meetings - Submitting work reports - Regular talks and exchanges - 回應各項檢查 - 參與政府會議 - 提交工作報告 - 定期座談交流

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Materiality Assessment of ESG Issues

Based on our understanding of stakeholders' expectations and concerns, we have developed the Company's ESG management issues for the year and invited stakeholders to complete questionnaires on various ESG issues to collect their views and suggestions. The questionnaire was based on the four categories of focus, namely the environment, the employees, the community and the value chain. Stakeholders were asked to rate the importance of issues in each category. A total of 334 questionnaires were returned from stakeholders and the scores were weighted and calculated as outlined in the following table.

ESG重要性議題評估

我們根據了解到的持份者訴求與期望，制定了公司本年度的ESG管理議題，並就各項ESG議題邀請各利益相關方填寫問卷調查，收集各方的意見與建議。問卷圍繞環境、員工、社區及價值鏈四個方向展開，由各利益相關方根據議題的重要性進行評分。我們共獲取到334份問卷，各類型利益相關方按如下權重進行得分統計。

Stakeholder Category 利益相關方	Weight 權重
Employees 員工	25%
Customers 客戶	20%
Suppliers 供應商	20%
Investors 投資者	20%
Government and Regulatory Bodies 政府及監管機構	10%
The Public/Community 公眾／社區	5%
Total 總計	100%

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

根據問卷調查的結果，我們編製了以下重要性議題評估矩陣。



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Category 議題類別	Issue 議題內容		
Environmental 環境	1. Air Emission 空氣排放	4. Hazardous Waste 有害廢棄物	7. Water Usage 水源使用
	2. Sewage 污水	5. Non-hazardous Waste 無害廢棄物	8. Packaging Materials 包裝物料
	3. Greenhouse Gas ("GHG") 溫室氣體	6. Energy Usage 能源使用	9. Climate Resilience 氣候應對
Employee 員工	10. Recruitment & Dismissal 僱傭及解僱	13. Benefits & Welfare 員工福利	16. Occupational Health & Safety 職業健康與安全
	11. Promotion & Compensation 晉升及薪酬	14. Equal Opportunity & Anti-Discrimination 平等機會及反歧視	17. Training & Development 培訓及發展
	12. Work Hours & Holiday 工作時長與假期	15. Diversity 多元化	18. Anti-Child Labor & Forced Labor 反童工及強制勞工
Community 社區	19. Responsible Investment 責任投資	20. Charity Events & Donations 慈善活動及捐款	21. Volunteering & Community Participation 義工及社區參與
	22. Supply Chain Sustainability 可持續供應鏈	25. Sustainable Chicken Breeding 可持續化白羽雞養殖	28. Client Satisfaction 客戶滿意度
Value Chain 價值鏈	23. Green & Ethical Procurement 綠色及道德採購	26. Food Safety 食品安全	29. Intellectual Property Rights 知識產權
	24. R&D Capability and Production Quality 研發能力及產品品質	27. Production Safety 安全生產	30. Anti-Corruption and Money Laundering 反貪污及洗錢

Sustainable Development Goals

As a member of the society, it is critical for companies to be socially responsible to increase competitiveness in the market. The 17 United Nations Sustainable Development Goals (UN SDGs) provides a framework that calls everyone to face and resolve environmental and social challenges in society and to create a sustainable future.

可持續發展目標

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

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We have integrated the UN SDGs into our daily operations to contribute to global sustainability. Under the leadership of the Board of Directors, we have selected objectives relevant to the Company's operations in line with the UNSDGs. The following table shows our actions taken in response to the UN SDGs as well as the specific chapters in this report that address relevant UN SDGs.

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

SDGs 聯合國可持續發展目標	Our Actions 我們的行動	Chapter in this report 相關報告章節
3 GOOD HEALTH AND WELL-BEING 	SDG 3 : Good Health and Well-being 目標3： 良好健康與福祉	Provide healthy, safe and hygienic products for employees and consumers; promote physical and mental wellbeing 為員工和消費者提供健康、衛生、安心的產品，促進身心健康 Food Safety Responsibility Innovation Responsibility Employment Responsibility Product Responsibility 食安責任 築守安心品質 創新責任 順應市場趨勢 員工責任 專注共生共贏 產品責任 奉獻優質服務
5 GENDER EQUALITY 	SDG 5: Gender Equality 目標5： 性別平等	Support equal employment opportunities; care for health and development of female employees 支持平等僱傭關係，關愛女性員工健康和發展 Employment Responsibility 員工責任 專注共生共贏
6 CLEAN WATER AND SANITATION 	SDG 6: Clean Water and Sanitation 目標6： 清潔飲水和衛生設施	Wastewater treatment prior to discharge and ensure compliance 污水經過處理後再排放，確保合規 Environment Responsibility 環境責任 提供綠色能量
7 AFFORDABLE AND CLEAN ENERGY 	SDG 7: Affordable and Clean Energy 目標7： 經濟適用的清潔能源	Promote the use of clean energy and energy management centre 通過能源管理中心及清潔能源的使用，推動發展現代能源 Environment Responsibility 環境責任 提供綠色能量
8 DECENT WORK AND ECONOMIC GROWTH 	SDG 8: Decent Work and Economic Growth 目標8： 體面工作和經濟增長	Prohibit child labour and forced labour; promote sustainable development of the local economy 提倡平等機會，杜絕宗教、年齡、地域等歧視 Employment Responsibility Charity Responsibility 員工責任 專注共生共贏 慈善責任 傳遞愛與溫暖

SDGs 聯合國可持續發展目標	Our Actions 我們的行動	Chapter in this report 相關報告章節
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	SDG 9: Industry, Innovation and Infrastructure 目標9： 產業、創新和基礎設施	Green buildings and infrastructure; enhance innovations 建設綠色廠房，提升創新能力，打造可持續發展工業 Innovation Responsibility Environment Responsibility 創新責任 順應市場趨勢 環境責任 提供綠色能量
10 REDUCED INEQUALITIES 	SDG 10: Reduced Inequalities 目標10： 減少不平等	Promote equal opportunities; eliminate discrimination on the basis of religion, gender, age and geography 提倡平等機會，杜絕宗教、年齡、地域等歧視 Employment Responsibility Charity Responsibility 員工責任 專注共生共贏 慈善責任 傳遞愛與溫暖
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	SDG 12: Responsible Consumption and Production 目標12： 負責任消費和生產	Reduce, recycle, reuse, creating a model of green production and consumption 減少、回收、再利用，開啓綠色生產和消費新模式 Employment Responsibility Product Responsibility 環境責任 提供綠色能量 產品責任 奉獻優質服務
13 CLIMATE ACTION 	SDG 13: Climate Action 目標13： 氣候行動	Integrate sustainable development into corporate strategy; taking action for environmental protection 將可持續發展納入公司戰略，為環境保護而行動 Environment Responsibility 環境責任 提供綠色能量
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	SDG 16: Peace, Justice and Strong Institution 目標16： 和平、正義與強大機構	Ensure compliance; improve corporate governance 合規經營，提升治理能力 Cooperation Responsibility Integrity Responsibility 合作責任 攜手共創非凡 廉潔責任 堅守德行標準

FOOD SAFETY RESPONSIBILITY — PROVIDE REASSURING QUALITY

食安責任 — 築守安心品質

As a food processing company, we recognise that the safety and hygiene of our chicken meat products are crucial to the success of the Group. If we sell contaminated products to the public, the confidence of the consumers in our products will be seriously affected, which will in turn adversely affect our business. We therefore strictly comply with the Food Safety Law of the PRC and its implementing regulations. We have established a stringent and comprehensive quality management and food safety assurance system to ensure the quality of our chicken meat products. We are committed to delivering safe and quality products and ensuring high standards throughout our production process. We have ISO 22000 certified in EU BRC certification, Food Safety Management System and ISO 9001 certified in Quality Management System. GLOBALG.A.P. Global Good Agricultural Practices Certification and HACCP Certification.

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

享受 凤祥食品好品质

欧盟BRC认证、IFS、ISO22000、
HACCP、ISO17025、ISO9001、ISO14001



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Food Safety Management System

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

Food Labelling and Packaging

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

Targeted Disease Prevention and Vaccination

We have adopted a comprehensive set of disease prevention and vaccination measures, reinforcing any particular prevention measures against a specific disease. We conduct sample tests on our broilers, and provide our chicken breeds and broilers with appropriate vaccination based on their age and health condition in accordance with our internal guidelines. We disinfect all items, vehicles and personnel before they are allowed entry to our premises. Our preventing system continuously monitors and reports outbreaks (if any) or epidemics as well as insect discovery and management. Our disease epidemic prevention system is reviewed and audited annually by a professional independent third party.

食品安全管理體系

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

食品標籤及包裝

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

有針對性的疾病預防與疫苗接種

我們已採取一套全面的疾病預防與疫苗接種措施，針對特定疾病加強特定預防措施。我們對肉雞進行抽樣檢測，並按照內部指引，根據雞苗及肉雞的年齡及健康情況對其進行適當的疫苗接種。在所有物品、車輛及人員進入我們的場地之前都要進行消毒。我們的預防系統持續監控及報告疾病爆發（如有）或疫情以及害蟲發現及管理情況。專業的獨立第三方每年檢查及審核我們的疫病防治系統。

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Bacteria Control

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

Food Safety Traceability System

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

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

細菌控制

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

食品安全可追溯體系

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

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

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- **Freezing:** We require product tracing identification cards to be hung on refrigerated trucks, stating batch numbers at one-hour intervals. The time shall be recorded on the last truck during of each one-hour period. Our chicken meat products should also enter our freezer warehouses by fixed routes.
- **Storage:** We have implemented detailed warehousing operating procedures, such as timely record keeping, appropriate labelling and periodic stock taking. Our finished products are stored separately by categories, production dates and batches. Based on timely records of inventory intake and despatch, we can closely monitor and maintain traceability of products purchased by our customers to the relevant production facility.

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

- **速凍:** 我們要求在冷藏車上懸掛產品追溯標識牌，以每小時為間隔點標明產品批次，並在各小時段的最後一架車上標註時間。我們的雞肉製品亦須按照固定路線入速凍庫。
- **儲存:** 我們已實施詳細的倉儲操作程序，例如及時記錄、妥當貼標籤及定期盤存。我們的成品按品種、生產日期和批次分開碼垛。根據及時的入庫及出庫記錄，我們能夠密切監控及維持我們的產品從相關生產車間到我們客戶手中的可追溯性。

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

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Quality Control

質量管理

Biosecurity Measures

生物安全措施

Isolation of breeder and broiler farms

隔離種雞場及肉雞場

Our breeder and broiler farms are located in areas which are far away from human activities and establishments, and sited in a demarcated fenced area to provide an optimum environment for the breeding of our breeders and broilers. Further, the distance between our breeder and broiler farms shall be no less than 500 metres in accordance with relevant PRC laws and regulations.

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

Controlled access

封閉管理

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

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



Sterilisation and recordkeeping

消毒與記錄

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

車輛、人員、參觀者及相關設備進出種雞場及肉雞場需進行消毒並記錄在案。



Hygiene measures

衛生措施

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

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



Proper medicinal procedures

適當的醫療程序

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

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



Quality Control over Breeders and Broilers

種雞及肉雞品質控制

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

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

Item monitored 監控項目	Points to note 關注事項
Temperature 溫度	- To check whether the temperature is ranged between our prescribed standards - 檢查溫度是否在我們規定的標準範圍內
Humidity 濕度	- To check whether the humidity is in line with our prescribed standards - 檢查濕度是否符合我們的規定標準
Ventilation level 通風級別	- To observe whether there exists difference in the ventilation of breeder and broiler farms - To measure wind velocity, carbon dioxide density (in winter) and ammonia density, etc. - 觀察各種雞場及肉雞場通風是否存在差異 - 測量風速、二氧化碳濃度(冬季)及氨氣濃度等
Heating time 加熱時間	- To analyse the differences in heating time of each farm based on the records put on file by the head or deputy head of the farm before 20:00 every day - 根據各雞場的場長或副場長於每天20時正前提交的記錄，對各雞場的加熱時間差異進行分析
Animal feeds and water supply system 供料及供水系統	- To check whether the automated feeding system is functional - To record the type and quantity of animal feeds and the volume of water consumed per breeder and broiler per day, and compare such information against our prescribed standards - 檢查自動送料系統運行是否正常 - 記錄每隻種雞及肉雞每日進食的飼料種類及分量以及飲用水的分量，並與我們的規定標準相比較
State of breeders and broilers 種雞及肉雞狀態	- To observe the distribution and comfort of breeders and broilers - To actively monitor the health of the breeders and broilers, for instance, by listening to the broilers' breathing and check whether they are panting, bawling or coughing - 觀察種雞及肉雞分佈情況及舒適度 - 積極監測種雞及肉雞的健康狀況，例如，聆聽肉雞的呼吸聲，檢查其是否有喘氣、怪叫或咳嗽的情況

Quality control over animal feeds

飼料品質控制

Inspection of animal feeds 飼料檢查

- We inspect animal feeds supplied to broilers with respect to appearance (including colour, humidity and chalking rate) in accordance with our internal animal feed quality control procedures . Any unsatisfactory animal feeds supplied must be rejected and reported to the manager in charge and the responsible feedmill.
- 我們根據內部飼料質量控制程序檢查供應予肉雞的飼料的外觀（包括顏色、濕度及粉化率）。任何不符合要求的飼料將不予接收並上報給主管領導和相應的飼料加工廠。

Nutritious animal feed formula 營養飼料配方

- We formulate animal feed formula based on the nutrition levels essential for broilers and produce animal feed through high-temperature processing.
- 我們根據肉雞所必需的營養水平制定飼料配方，並通過高溫加工生產飼料。

No growth promoters 不添加生長促進劑

- We do not add antibiotic growth promoters to animal feeds and refrain from using animal-based raw materials for our animal feeds.
- 我們不會在飼料中添加抗生素生長促進劑，亦不會在飼料中使用動物性原料。



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Quality control over chicken meat products

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

Centralised management

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

Tracing and record keeping

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

Testing centre

We have an independent testing centre with an established laboratory quality management system, which has been accredited by the China National Accreditation Service for Conformity Assessment to be of ISO/IEC 17025 standard. The testing centre batch-tests all outgoing chicken meat products that are to be sold domestically or abroad to ensure our products can fully meet the requirements of our customers' and our exporting countries' requirements.

雞肉製品品質控制

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

集中管理

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

保持追蹤及記錄

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

檢測中心

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

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Standardised operating procedures

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

Key quality points

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

Workplace management

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

Pre-sale inspection

Before our chicken meat products can be sold to our customers, we conduct sample inspections and testing to ensure the quality of the products that will be delivered to the customers.

INNOVATION RESPONSIBILITY — FOLLOW THE MARKET TREND

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

標準化操作程序

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

關鍵質量點

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

工作場所的管理

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

售前檢查

將雞肉製品銷售給客戶之前，我們進行抽樣檢查及測試以確保將交付予客戶的產品的質量。

創新責任 — 順應市場趨勢

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

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R&D Team

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

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

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

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

研發團隊

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

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

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

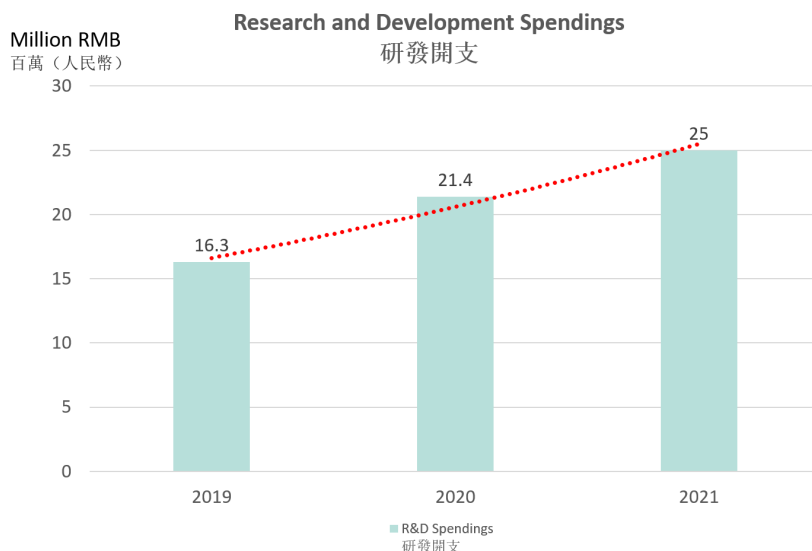
上海研發中心立足上海的資源優勢，貼近重點客戶與國際化都市的內外部海量資源，其「創新樞紐」的作用愈發突顯。通過整合行業資源、對重點客戶的快速響應及前沿市場情報的高效轉化，推動本公司B2B重點客戶及B2C業務持續快速增長。

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During the year, our R&D expenditure reached RMB25.0 million, an increase of 16.7% over the previous year.

本年度我們的研發開支達到人民幣25.0百萬元，較上一年度提升16.7%。



R&D Highlights — Products Matrix Upgrade for iShape

The acceleration of urbanisation has resulted in rising consumption awareness and level among the general public. Chicken meat products, as the representative of healthy meat products with lower calorie, lower fat and higher protein, have become increasingly popular, demonstrating revolutionary changes of the national nutritional diet structure. With the development of e-commerce such as Tiktok, Xiaohongshu and Kuaishou, interest in e-commerce has become another important marketing field outside the traditional e-commerce platform, and has been integrated with traditional e-commerce. The new e-commerce are refreshing the business pattern in the past and the consumer goods industry is also undergoing a new round of golden era of development; and along with the growth of the younger generation, their emphasis on health, recognition of brands, desire for a new lifestyle and the needs for all-rounded consumption have become the core driver for growth and development of quality consumer goods and excellent brands.

研發亮點 — 優形品牌產品矩陣升級

隨著城市化進程的加速，人民消費意識和水平的提高，以雞肉為代表的更低熱量更低脂肪更高蛋白質的健康肉製品，越來越受到歡迎，國民營養膳食結構正在發生革命性的變化。隨著抖音、小紅書、快手等興趣商成為企業在傳統電商平台以外的另一重要營銷領域，並與傳統電商相互融合，正在刷新過往商業格局，消費品行業迎來了新一輪黃金發展期；隨著新一代年輕人的成長，他們對於健康的重視，對於品牌的認可，對於全新生活方式的渴望，滿足他們的全場景消費需求，也成為優質消費品與優秀品牌成長髮展的最核心源動力。

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iShape has already established its own “professional” and “delicious” product style, as well as “healthy” and “young” brand attributes, which have made it a leader in the field of ready-to-eat chicken breast segment, with considerable brand recognition and pioneer advantage; and focusing on the all-rounded consumption needs of our target customers, iShape products set foot on its chicken breast ingredients, targeting healthy meat products, commencing speedy development of new products and gradually expanding into new areas. At present, iShape products have already made achievements in the areas of meal replacement and meal supplement. In addition, iShape has already launched the “YoYo” series in the second half of 2021, targeting the needs of children.

優形已經樹立了自己「專業」、「美味」的產品調性，「健康」、「年輕」的品牌屬性，成為即食雞胸肉領域中的領先者，具備一定的品牌認可度與先發優勢；圍繞著目標客戶的全場景消費需求，優形產品立足於雞胸肉原料，鎖定於健康肉製品，快速開發新產品，逐步拓展新領域。就目前而言，優形產品在代餐佐餐領域已經開創局面，並於2021年下半年，針對兒童需求，推出「每日優優」系列產品。



“YoYo” in the product name means that the product contains the nutrition required by children for a day, as well as the consumption time reminder, which conveys the information that consumers need to eat every day. “YoYo” hopes to express the ingenuity of the brand, select raw materials and provide high-quality primary nutrition for children’s excellent growth; The packaging adopts imaginative creative design, and uses food to put out various vivid and interesting shapes to stimulate inspiration and improve children’s creativity. The whole product gives children a delicious and fun experience.

「每日優優」即包含了兒童一天所需的營養，又包含了食用時間提醒，傳達給消費者每天都需要食用的資訊；「每日優優」希望表達品牌的匠心精神，精選原料，提供優質原生營養，讓孩子優秀成長；包裝採用賦有想像力的創意設計，採用食物擺出各種生動有趣的造型，激發靈感，提高孩子的創造力，整個產品給孩子好吃又好玩的體驗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ENVIRONMENT RESPONSIBILITY — PROVIDE GREEN ENERGY

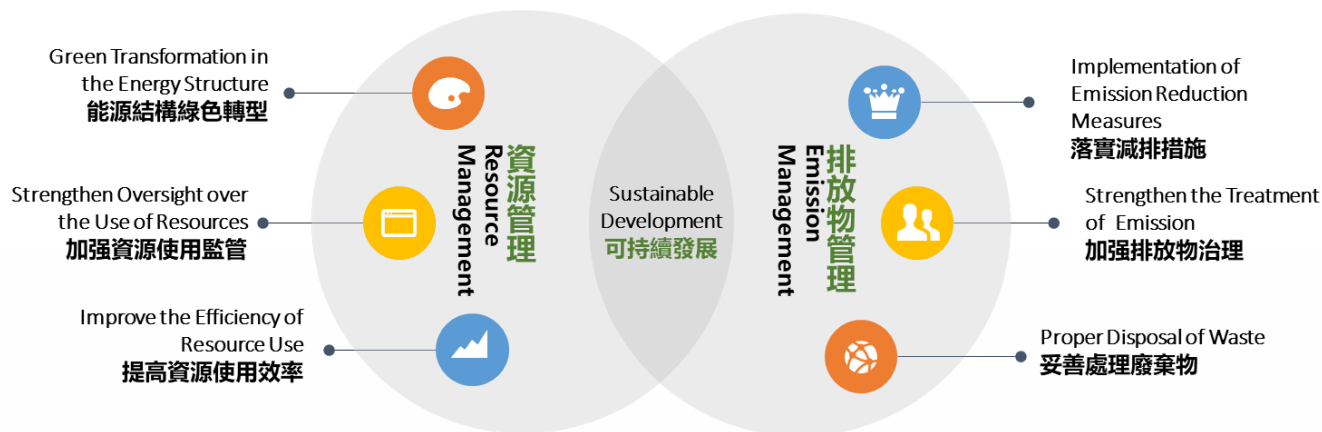
We keep the original intention, which is “Develop the industry to repay our country and the society”. We closely follow the pace of the Communist Party and the pulse of the times, dedicating to developing in a green and high-quality way. In February 2021, we successfully won the national “Green Factory” honor on top of the municipal and provincial “Green Factories”.

Standing at a new starting point, we will pay more attention to the national environmental-related legal and policies. To achieve “Carbon peaking” and “Carbon neutrality” goals, we will start from the two aspects, including “Resource Management” and “Emission Management”. Besides, we will constantly explore new paths for the development, which are green and scientific.

環境責任 — 提供綠色能量

我們始終踐行「實業報國，發展為民」的初心，緊跟黨的步伐，緊扣時代脈搏，走出了一條綠色高質量的發展道路。2021年12月，我們在取得市級、省級「綠色工廠」的基礎上，成功榮獲國家級「綠色工廠」榮譽。

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



“Two Hands” of Green Development

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

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

綠色發展的「兩隻手」

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

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

Culture Guidance
文化引領

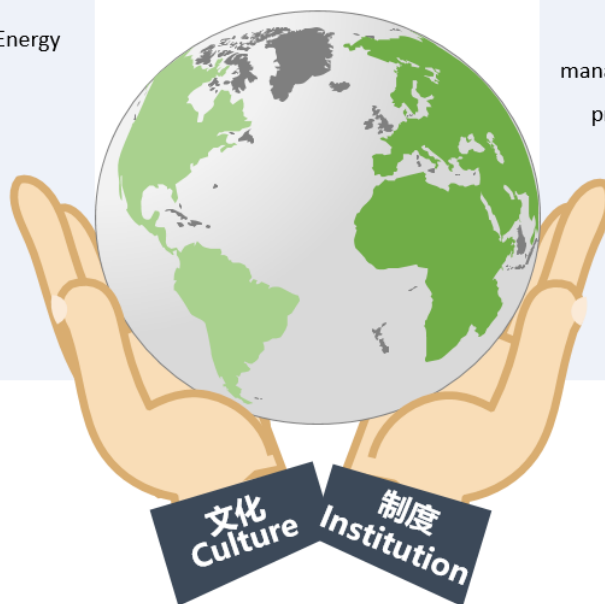
We integrate the concept of [Energy Conservation] and [Emission Reduction] into the corporate culture.

我們將「節能減排」理念融入企業文化。

Institutional Constraint
制度約束

We formulate environmental management regulations to implement protection measures, according with relevant laws and regulations.

根據相關法律法規，我們制定環境管理規章制度，落實環保措施



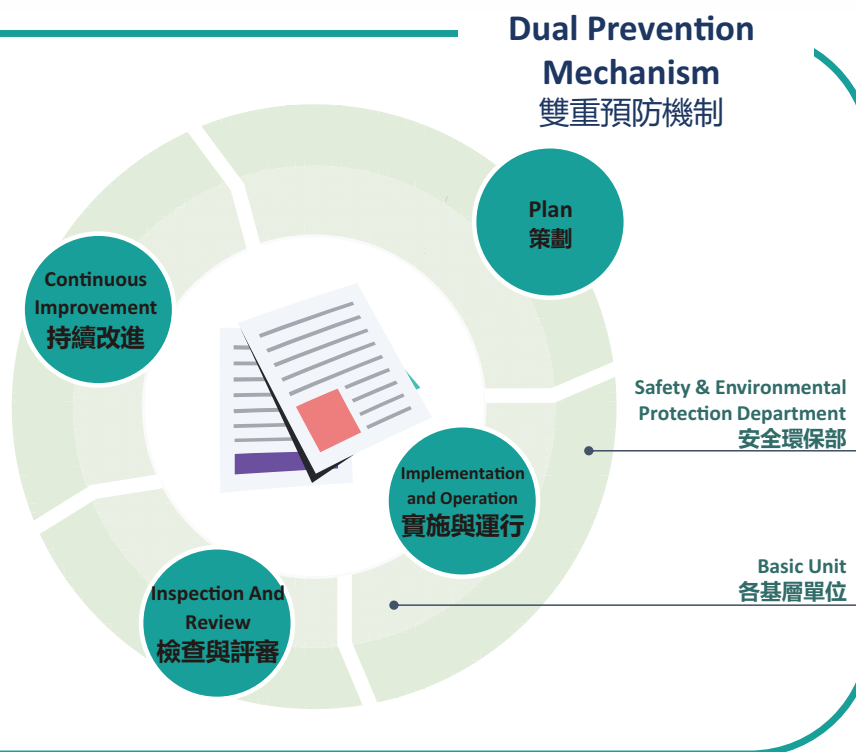
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



In order to improve the standardised management of environmental protection work, we have established a dual system of environmental prevention Mechanism. The Safety & Environmental Protection Department has formulated a list of environmental protection risk points for each unit, identified the relevant responsible person to eliminate the potential hazards regularly, and follows up on the investigation and rectification.

為提高環保工作標準化管理水平，我們建立了環保風險分級管控及隱患排查雙體系。公司安全環保部制定各單位環保風險點管控清單，確定相關負責人定期排除隱患，並定期跟蹤隱患排查及整改情況。



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

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

Certificate of Environmental Management System

環境管理體系認證

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

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



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

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Resource Management

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

Integrated Control Platform

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

資源管理

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

安全能源一體化管控平台

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



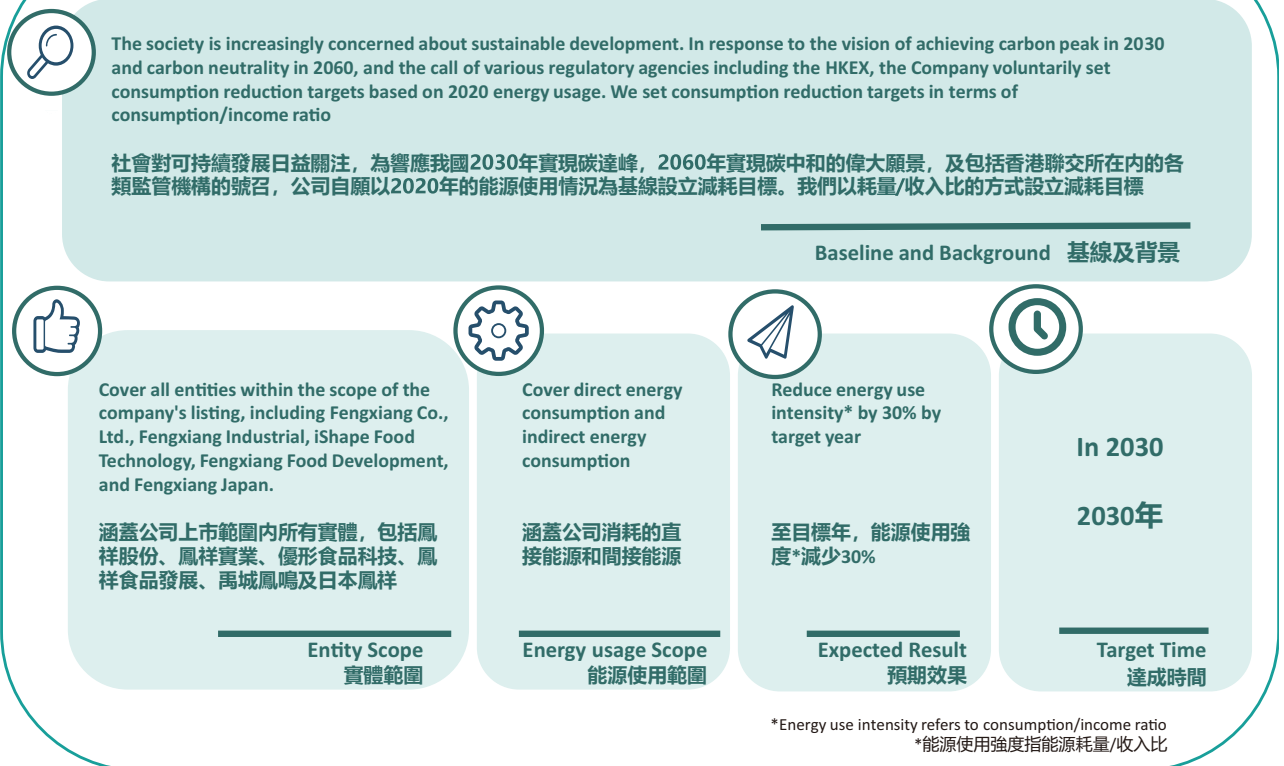
Integrated Control Platform for Energy Management
安全能源一體化管控平台

Energy Management

能源管理

Energy Management Targets

能源管理目標

Energy Management Targets
能源管理目標

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Green Transformation

Solar Collectors

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

Biomass Power Plants

Biomass is a kind of renewable energy. Compared with other renewable energy sources, name solar energy and wind energy, biomass is not limited by any natural factors, which is available at any where and any time. Besides, biomass is the fourth largest energy source after coal, oil and natural gas. Recently, we have already viewed the steam produced by biomass power plants as a backup energy source. In the future, we will gradually promote the energy produced by biomass power plants to reduce the use of traditional energy.



Solar Collectors
太陽能集熱設備

能源結構綠色轉型

太陽能集熱設備

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

生物質發電廠

生物質作為可再生能源，相較於太陽能、風能等其他可再生能源，不受自然因素的限制，隨處、隨時可獲得，是僅次於煤炭、石油、天然氣的第四大能源。目前公司將生物質電廠生產的蒸汽作為備用能源，未來我們將逐步擴大生物質電廠生產能源的使用範圍，減少傳統能源的使用。



Biomass Power Plants
生物質發電廠

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Green Upgrade

LED Lights

We have upgraded lighting systems to LED lights in our office, factories and other areas. Compared with ordinary lights, LED lights have significant advantages, such as eco-friendly, energy saving and have a longer life, which are the representative of "green lighting". The upgrade of lighting system can save about 57% of electricity, which can protect the environment and reduce the cost of energy for the group at the same time.

Boiler Heat Recovery Equipment

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



LED Lights
LED 燈

Energy Planning

The "14th Five-Year" Plan for Energy Development of Liaocheng City (Draft for Comments) released by the Liaocheng City Development and Reform Commission clearly stipulates that Yanggu County will implement "Photovoltaic +" projects. The project requires to carry out photovoltaic pilot work in the whole county. Compared with traditional thermal power generation systems, photovoltaic has no risk of depletion and no air pollution emissions, which is a high-quality clean energy. We actively respond to the plan and prepare for the construction of photovoltaic power generation projects. In recent years, we have continuously adjusted the energy structure to promote sustainable development.

耗能設備綠色升級

LED燈

我們對公司辦公場所及各車間照明系統進行了節能改造。相較於普通照明設備，LED燈具有環保、節能、壽命長等顯著優勢，是「綠色照明」的代表。我們使用LED燈替代普通照明燈，可節電約57%，踐行低碳環保的同時，也為集團降低了能源消耗的成本。

鍋爐餘熱回收設備

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



Boiler Heat Recovery Equipment
鍋爐餘熱回收設備

能源規劃

聊城市發展和改革委員會發佈的聊城市能源發展「十四五」規劃(徵求意見稿)明確了在陽谷縣因地制宜，實施「光伏+」工程，開展整縣光伏試點工作。光伏發電建設週期短，相較於傳統火力發電系統，沒有枯竭的風險且無污染排放，是高質量清潔能源。公司積極響應「十四五」規劃，計劃籌建光伏發電項目，不斷調整能源結構，助力可持續發展。

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Energy Consumption 2021 能源耗量	Unit 單位	In 2020 2020年	In 2021 2021年
Direct Energy Consumption¹ 直接能源耗量 ¹			
Gasoline ² 汽油 ²	Liters 公升	26,566	4,123
Diesel 柴油	Liters 公升	1,544,841	1,770,026
LPG 液化石油氣	Kilogram 千克	9,703	6,045
Natural Gas 天然氣	Cubic meters 立方米	23,989,773	30,746,709
Indirect Energy Consumption³ 間接能源消耗量 ³			
Electricity Purchase 電力購入	'000 kWh 千個千瓦時	174,773	209,329
Total Direct Energy Consumption 直接能源消耗量	'000 kWh 千個千瓦時	268,436	340,645
Total Indirect Energy Consumption 間接能源消耗量	'000 kWh 千個千瓦時	174,773	209,329
Total Energy Consumption ⁴ 能源消耗量 ⁴	'000 kWh 千個千瓦時	443,208	549,974
Total Energy Consumption Intensity ⁵ 能源消耗密度 ⁵	'000 kWh/million RMB in revenue 千個千瓦時／人民幣 每百萬元收入	114 ⁶	125

Notes:

1. The direct energy consumed by the Company includes gasoline, diesel, liquefied petroleum gas and natural gas;
2. The significant decline in gasoline usage during the reporting period was attributable to the Company's further reduction in the use of gasoline vehicles;
3. The main form of indirect energy consumed by the Company is external electricity purchase;
4. Energy consumption is based on direct and indirect energy consumption amount obtained. And, it is calculated according to conversion equivalents in Appendix III of the "Energy Data Manual issued by the International Energy Agency";
5. The "Density" ratio in this report choose "'000 kWh/million RMB in revenue for the reporting period" as an indicator.
6. Change the unit of data in the ESG report in 2020.

註:

1. 本公司消耗的直接能源包括汽油、柴油、液化石油氣以及天然氣；
2. 本報告期間，汽油使用量的大幅下降係公司進一步減少了汽油車的使用；
3. 本公司消耗的間接能源主要形式為外購電力；
4. 能源消耗量根據獲取的直接能源、間接能源耗量及《國際能源署發出的能源數據手冊》附錄三單位及轉換當量計算；
5. 本報告中「密度」比率均選用報告期間「人民幣每百萬元收入」作為指標。
6. 對2020年度ESG報告中數據進行單位變更。

Water Resource Management

水資源管理

Water Resource Management Targets

水資源管理目標

Water Resource Management Targets

水資源管理目標



The society is increasingly concerned about sustainable development. In response to the vision of achieving carbon peak in 2030 and carbon neutrality in 2060, and the call of various regulatory agencies including the HKEX, the Company voluntarily set consumption reduction targets based on 2020 water usage. We set consumption reduction targets in terms of water consumption/income ratio

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

Baseline and Background 基線及背景



Cover all entities within the scope of the company's listing, including Fengxiang Co., Ltd., Fengxiang Industrial, iShape Food Technology, Fengxiang Food Development, and Fengxiang Japan.

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

Entity Scope
實體範圍



Cover the water consumption of all entities within the company

涵蓋公司實體範圍內所有用水

Water Resource Scope
水資源範圍



Reduce water consumption intensity* by 30% by target year

至目標年，水資源使用強度*減少30%

Expected Result
預期效果



In 2030

2030年

Target Time
達成時間

*Water consumption intensity refers to water consumption/income ratio

*水資源使用強度指水資源耗量/收入比

Strengthen Water Use Management

We advocate our employee to save water and put up water-saving posters in water-using areas. During the reporting period, we strengthened the supervision of water use and conducted regular assessments. Then, we would carry out corresponding rectification or rewards according to the assessment results to motivate employees to save water spontaneously. We pay attention to key water use links and water equipment in real time, so that we could respond quickly to abnormal situations. Meanwhile, we continue to improve the water equipment to promote the efficiency of water resources.

加強用水監管

我們培養員工的「節水」理念，在用水設備及公共區域張貼節水宣傳海報。本報告期間，我們加強用水監管力度，對各單位用水情況進行定期考核，並根據考核結果進行相應整改或給予獎勵，激勵員工自發節水。我們實時關注重點用水環節、用水設備，對異常情況進行快速響應，減少水資源浪費。同時，我們不斷對用水環節的生產設備進行節水改造，以提高水資源的利用效率。

► Case: Key ProcessesControl - Thawed Water

案例：重點工序的管控-化凍用水

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

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



Organise benchmarking studying
安排組織對標學習



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



The hoist installed
提升機已安裝完成

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Water Source Planning

We have 19 water source wells at present. In order to implement the "Shandong Province Groundwater Over-exploitation Area Comprehensive Improvement Implementation Plan", which aims to strengthen the management of groundwater resources. The company has already shut down some groundwater wells and planned to seal all groundwater wells in the next fiscal year. The company intends to use surface water to meet production needs and third-party water supply (including municipal water supply) to meet the living needs of employees. During the reporting period, Fengxiang Industrial acquired the relevant facilities from the No. 2 Sewage Treatment Plant of Yanggu County to treat the sewage from the broiler breeding, cleaning and processing links. The facilities can convert the sewage into bio-sludge and pure water, which minimize the company's impact on the environment



Automatic Integrated Equipment
全自動一體化淨水器

水源規劃

公司現有19口水源井，為貫徹落實《山東省地下水超採區綜合整治實施方案》，加強地下水資源管理，公司已逐步關停部分地下水井，並計劃於下一財年封停所有地下水井。公司擬利用地表水滿足生產需求，利用協力廠商供水(包括市政供水)滿足員工生活需要。本報告期間，子公司鳳祥實業收購了陽谷縣第二污水處理廠相關設施資產，以便專門處理本集團肉雞飼養、清潔及加工環節的污水，使污水轉化為生物污泥和純淨水，盡可能降低本公司環境造成的影響。



Reservoirs Proposed to Be Used
擬利用水庫

Water Consumption in 2021		Unit	In 2020	In 2021
2021 年度耗水量		單位	2020 年	2021 年
Total Water Consumption		tonnes	1,683,717	1,894,344
總耗水量		噸		
Total Water Consumption Intensity		tonnes/million RMB in revenue	431	429
總耗水密度		噸／人民幣 每百萬元收入		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Eco-friendly Packages

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

環保包裝

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

Packaging Material Consumption in 2021	Unit	In 2020	In 2021
2021 年度包裝材料使用量	單位	2020年	2021年
Total Packaging Material Consumption ¹	tonnes	4,994	6,771
包裝材料使用總量 ¹	噸		
Total Packaging Material Consumption Intensity	tonnes/million RMB in revenue	1.3	1.5
包裝材料使用總密度	噸／人民幣 每百萬元收入		



The Water-ink Printers
水墨打印機

Note:

1. The packaging materials used by the Company include paper packaging, plastic packaging, foam packaging and woven bags.

註：

- 1 本公司使用的包裝材料包括紙質包裝、塑料包裝、泡沫類包裝、編織袋。

Emission Management

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

排放物管理

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

Gas pollution prevention and treatment

氣體污染防治

Emission Targets

排放量目標

Emission Targets
排放量目標

The society is increasingly concerned about sustainable development. In response to the vision of achieving carbon peak in 2030 and carbon neutrality in 2060, and the call of various regulatory agencies including the HKEX, the Company voluntarily set emission reduction targets based on 2020 greenhouse gas and air pollution emission. We set emission reduction targets in terms of emission/income ratio

社會對可持續發展日益關注，為響應我國2030年實現碳達峰，2060年實現碳中和的偉大願景，及包括香港聯交所在內的各類監管機構的號召，公司自願以2020年空氣污染物及溫室氣體的排放情況為基線設立減排目標。我們以排放/收入比的方式設立減排目標

Baseline and Background 基線及背景



Cover all entities within the scope of the company's listing, including Fengxiang Co., Ltd., Fengxiang Industrial, iShape Food Technology, Fengxiang Food Development, and Fengxiang Japan.

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

Entity Scope
實體範圍

Cover emission of greenhouse gas, NOx, SOx, PM

涵蓋公司排放的溫室氣體、氮氧化物、硫氧化物以及顆粒物

Emission Scope
排放物範圍

Reduce air emission intensity* by 30% by target year

至目標年，空氣污染物及溫室氣體的排放強度減少30%

Expected Result
預期效果

In 2030

2030年

Target Time
達成時間

*Emission intensity refers to water consumption/income ratio
*排放強度指排放量/收入比

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

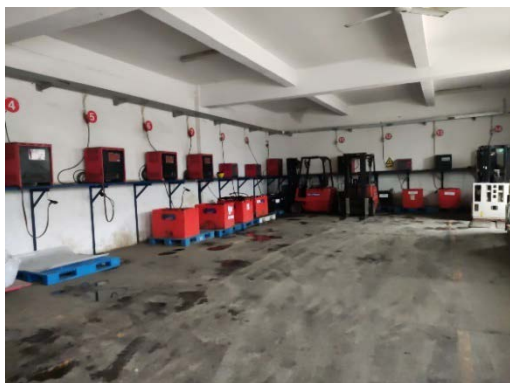
環境、社會及管治報告

Reduce Emissions from Fuel Combustion

Our emissions of waste gases and greenhouse gases are mainly due to the combustion of fuels and the use of vehicles. The effective application of renewable energy reduces the consumption of traditional fuels. In this way, it greatly reduced the emissions of waste gases and greenhouse gases. We continue to promote the green transformation of the energy structure. According to statistics, the use of the solar thermal equipment can reduce the sulfur dioxide emissions by 67.2 tons and nitrogen oxide emissions by 19.6 tons per year. Biomass, as a stable renewable energy, its carbon and sulfur content is extremely low, and biomass power plant emits less waste gases and greenhouse gases during the production compared with traditional energy power plant.

Reduce Emission from Fuel Vehicles

We encourage employees to travel with low carbon and take public transportation, such as shuttles. We check the Company's vehicle emissions every year. Besides, the vehicles that have reached the end of their life will be scrapped. We have introduced new energy equipment such as electric forklifts to reduce the use of traditional fuel vehicles within the area. In terms of logistics and transportation, the Company adheres to the principle of "Nearby Warehouse Delivery" and concentrate resources through third-party logistics companies, optimise routes and reduce the waste emissions during the product delivery.



Forklift Charging Idle
叉車充電閒

降低傳統燃料燃燒排放

本公司的廢氣與溫室氣體的排放主要來源於燃料的燃燒及車輛的使用。公司對可再生清潔能源的有效應用，在減少傳統燃料消耗的同時，大大降低了廢氣及溫室氣體的排放。我們不斷推進能源結構綠色轉型，據統計顯示，公司太陽能集熱設備的使用，每年減少二氧化硫排放量67.2噸，減少氮氧化物排放量19.6噸。生物質作為穩定的可再生能源，其中碳、硫的含量極低，生物質發電廠生產蒸汽的過程中，產生的廢氣及溫室氣體相較於傳統能源大幅降低。

減少傳統燃料車使用

我們鼓勵員工低碳出行，乘坐班車等公共交通工具，減少空載出行。我們每年檢查公司車輛排放環保持況，將達到報廢年限的車輛進行報廢處置。在園區內，我們引進電動叉車等新能源設備，減少傳統燃油車輛的使用。物流運輸方面，公司秉持就近倉庫發貨原則，並通過第三方物流公司集約資源，優化路線，減少產品運輸過程產生的尾氣排放。



Warehouse
倉庫

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Green Office

To achieve the “30·60” goal, we implement the concept of “Low Carbon” and take multiple measures. We advocate our employees to print on both sides. Besides, we install large printers in common office areas to replace for the smaller printers and set printing limits for each department. Compared with small printers, large public printers are less consumable, prints faster and are easier for management, which could effectively reduce paper waste. Besides, we use ammonia to provide cooling air to our plants and offices, as the global warming potential of ammonia refrigerants is extremely low. We also encourage employees to meet online and reduce the frequency of employees traveling for business. Finally, we planted more than 600 large trees in our Company to reduce carbon dioxide.

綠色辦公

我們貫徹「低碳」理念，多措並舉，致力實現「30•60」目標。我們倡導員工雙面打印，在公共辦公區域安裝大型打印機取代小打印機，並設置各部門打印限額。相較於小打印機，公共大打印機耗材少、打印速度快且更便於管理，有效減少紙張浪費。我們使用氨氣為廠區、辦公區提供冷氣，氨氣製冷劑的全球變暖潛能極低。我們鼓勵員工線上會議，減少員工出外公幹頻率。我們在廠區及辦公大樓種植了600餘棵大樹，以此減少空氣中的二氧化碳。



Printers in Common Office Areas
公共辦公區域打印機

Emission Treatment

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

排放物治理

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

➤ Case: Key Sewage Treatment Link - Slaughtering and Processing 案例：重點污水治理環節-屠宰加工

Slaughtering and processing is a key area of our wastewater treatment. In order to meet the relevant standards of national sewage discharge, we have installed a sewage treatment system in the slaughtering and processing plant, which filters sewage before treatment. Besides, the system is connected to the designated sewage treatment network of the local government. Meanwhile, we regularly clean the sludge of the sewage tank and sewage grain line to keep unobstructed. In this way, we could prolong the life of the sewage grain line and avoid the deterioration of wastewater, which would do harm to the environment.

屠宰加工是我們污水管理重點關注的環節，為達到國家污水排放相關標準，我們在屠宰加工工廠安裝了污水處理系統，污水處理系統可於處理前過濾污水，該系統亦與當地政府的指定污水處理網絡連接。同時，我們定期對污水池及污水管網進行污泥清理，保持污水管網暢通，從而延長污水管網及污水池的使用壽命，避免廢水水質惡化污染環境。



Sewage Treatment Equipment
污水處理設備

We also focus on the treatment of waste gases. Each unit inspect, repair, maintain and upgrade waste gas treatment equipment, pipelines, valves and other equipment regularly. We also arrange qualified third-party institutions to test the waste gases and issue relevant reports. If there is any abnormality, we will find the cause in time and take corresponding treatment measures to ensure that the waste gas meets the standard.

我們重視廢氣的治理，各單位定期對廢氣處理設備、管道、閥門等進行檢查、維修、保養和升級改造。同時，我們定期安排有資質的第三方機構對產生的廢氣進行檢測，並出具相關報告。如果出現超標現象，及時查找原因，採取相應的治理措施，確保廢氣達標排放。

➤ **Case: Key Waste Gas Treatment - Packing Plant**

案例：重點廢氣治理-包裝廠

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

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



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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Emission Statistics 排放物統計	Unit 單位	In 2020⁴ 2020年 ⁴	In 2021 2021年
Main Air Pollution Emission Statistics			
主要空氣污染物排放統計			
Nitrogen Oxides (NO _x) ¹ 氮氧化物(NO _x) ¹	tonnes 噸	25.57	29.00
Sulfur Oxides (SO _x) 硫氧化物(SO _x)	tonnes 噸	0.04	0.05
Particulate Matters (PM) 顆粒物(PM)	tonnes 噸	1.76	1.97
Greenhouse Gas Emission Statistics			
溫室氣體排放統計			
Scope 1 : Direct Emissions ² 範圍一：直接排放 ²	tonnes 噸	79,369	91,687
Scope 2 : Energy Indirect Emissions 範圍二：能源間接排放	tonnes 噸	106,629	127,711
Scope 3 : Other Indirect Emissions 範圍三：其他間接排放	tonnes 噸	122	147
Total Emissions ³ 總排放 ³	tonnes 噸	186,120	219,545
Total Emissions Intensity 總排放密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入	47.7	49.7

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Notes:

1. The Emission Factors above are based on "The Clean Air Charter — A Business Guidebook" published by the Hong Kong General Chamber of Commerce and the Hong Kong Business Coalition on the Environment and data from the Towngas Sustainability Report 2018. The Emission Factors above are based on the Hong Kong Environmental Protection Department's ("EPD") EMFAC-HK Vehicle Emission Calculation model
2. To fully show the greenhouse gas emissions of the Company, we divide greenhouse gas emissions into the following three scopes according to Appendix 27 to the Listing Rules:

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

[Scope 2] — "Energy indirect" emissions resulting from the generation of purchased or acquired electricity

[Scope 3] — All other indirect emissions that occur outside the Company, including disposal of paper waste and business travel by employees;
3. Data on greenhouse gas emissions are presented in terms of carbon dioxide equivalent and are based on following reference:
 - The Intergovernmental Panel on Climate Change (IPCC) Synthesis Report (AR5) (2014)
 - The EPD's "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong"
 - The Ministry of Ecology and Environment of People's Republic of China (2019)
4. The Company reviewed and adjusted some data in 2020 and revised the calculation coefficient (consistent with 2021); Therefore, the data has changed compared with the ESG report in 2020.

Waste Control

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

註:

1. 公司的廢氣排放主要來源於氣體燃料消耗及汽車尾氣的排放，氣體燃料的排放係數參照香港總商會及香港商界環保大聯盟發表的《清新空氣約章—商界指南》及煤氣公司《可持續發展報告2018》；汽車的排放係數參照香港環境保護署汽車排放計算模型；
2. 為了更全面的展示公司溫室氣體排放的情況，我們根據《主板上市規則》附錄二十七將溫室氣體排放劃分為以下三個範圍：

[範圍1] — 涵蓋由公司擁有或控制的業務直接產生的溫室氣體排放

[範圍2] — 涵蓋來自公司內部消耗(購買回來的或取得的)電力

[範圍3] — 涵蓋公司以外發生的所有其他間接溫室氣體排放，公司涉及棄置到堆填區的廢紙、僱員乘坐飛機出外公幹
3. 溫室氣體排放的數據是按二氧化碳當量的方式呈現，並參照：
 - 政府間氣候變化專門委員會(IPCC)第五次評估報告(AR5) (2014)
 - 環境保護署《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》
 - 中華人民共和國生態環境部
4. 公司對2020年部分數據進行了覆核與調整，並對計算系數進行了修訂(與2021年一致)；因此，數據較2020年ESG報告發生了變更。

廢棄物防治

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

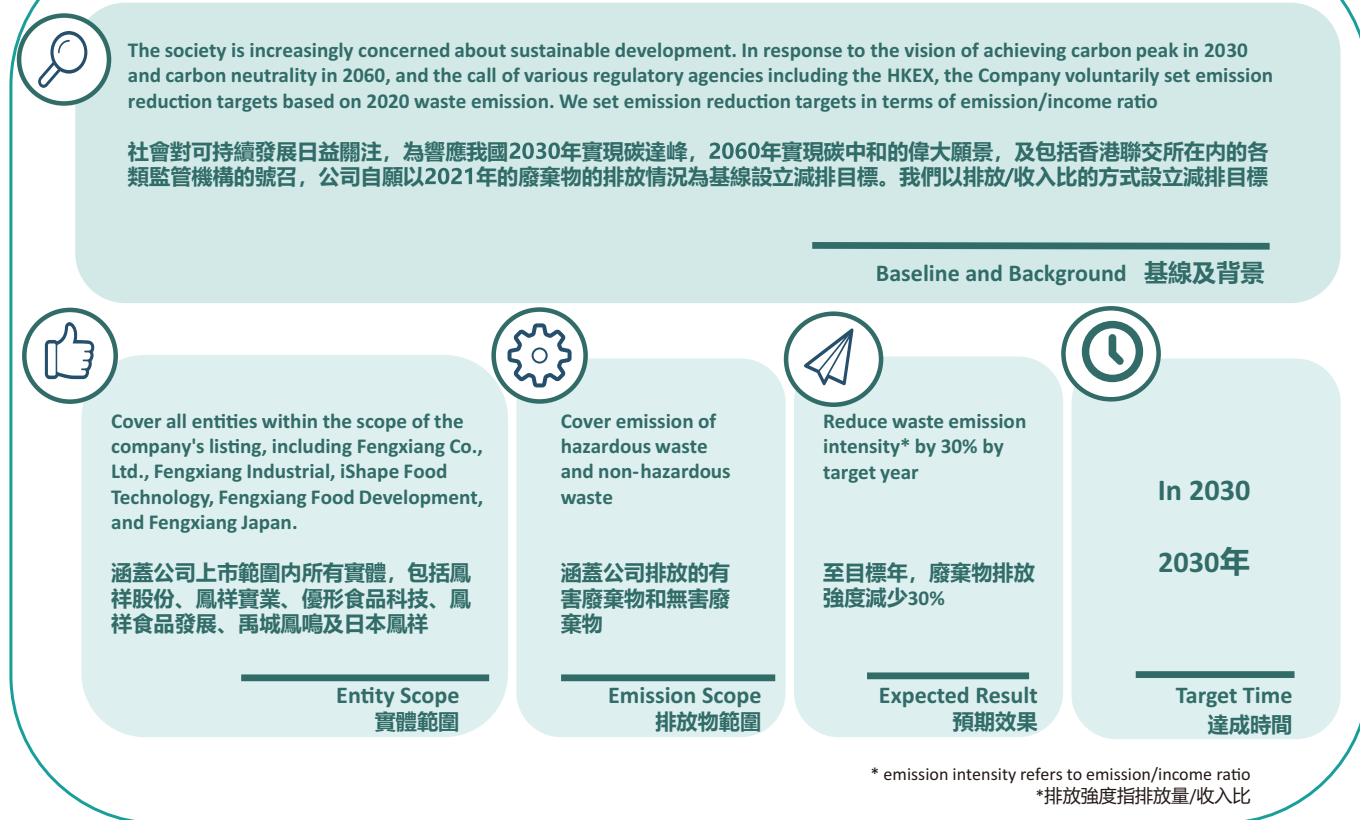
環境、社會及管治報告

Waste Reduction Targets

減廢目標

Waste Reduction Targets

減廢目標



Hazardous Waste

We set up hazardous waste garbage cans in each factory area. Each unit should contact with responsible department to entrust qualified institutions to deal with the hazardous waste generated in the production process. They also should report to the department of Safety & Environmental Protection Department and track the disposal process to ensure that the treatment of hazardous waste is legal.

有害廢棄物

我們在各個廠區設立危廢垃圾桶。生產過程中產生的有害廢棄物由業務部門委託有處理資質的單位進行處理，並向安全環保部報備，各單位監督有害廢棄物的處置，確保有害廢棄物合法處理。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Non-Hazardous Waste

We classify and treat waste. Besides, we combine “Source Reduction” and “Waste Transfer” to reduce the impact of non-Hazardous waste on the environment.

In order to treat non-hazardous waste from the source, we post posters such as “Save Paper” and “Disc Action” in public areas to promote the rational use of resources. We strengthen resource procurement and management to reduce the unnecessary waste of resources.

Our plant construction uses durable, recyclable and eco-friendly materials, such as high-strength steel and 316L stainless steel, to reduce the generation of construction waste. We carry out strict classification of decoration waste and old decoration materials. The construction waste that no longer be used will be recycled by qualified companies.

We sort solid waste. We recycle waste as much as possible and dispose non-recyclable waste by qualified companies.

無害廢棄物

我們對垃圾進行分類處理，採用「源頭減廢」和「廢物轉移」相結合的方式減少無害廢棄物對環境產生的影響。

為從源頭治理無害廢棄物，我們在公共區域張貼「節約用紙」、「光盤行動」等宣傳海報，倡導員工合理使用資源。我們加強資源採購、資源使用管理，減少不必要的資源浪費。

我們的廠房建設選用高強度鋼材、316L不銹鋼等耐用、可回收利用的環保材料，減少了建築垃圾的產生。我們對裝修廢料、老舊裝修材料進行嚴格的分類處理，對於不能再利用的建築垃圾交由有資質的公司回收處理。

我們將固體廢棄物進行分類處理，可回收的廢棄物盡可能回收再利用，不可回收的廢棄物交由有資質的公司處置。

Waste Disposal Data in 2021 2021 年度廢棄物統計	Unit 單位	In 2020 2020年	In 2021 2021年
Hazardous Waste ² 有害廢棄物 ²	tonnes 噸	3.9 ¹	25
Hazardous Waste Intensity 有害廢棄物密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元	0.001	0.0057
Non-Hazardous Waste ³ 無害廢棄物 ³	tonnes 噸	319 ¹	3,895
Non-Hazardous Waste Intensity 無害廢棄物密度	tonnes/million RMB in revenue 噸／人民幣 每百萬元收入	0.082	0.882

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Notes:

1. The statistical coverage of waste data in 2020 is not comprehensive enough, which leads to a big difference from the 2021 data;
2. The Company's hazardous wastes mainly include breeding epidemic prevention equipment, laboratory waste liquid, waste oil barrels, waste activated carbon, waste refrigeration oil;
3. The Company's non-hazardous waste can be divided into office and ordinary household garbage, kitchen waste, construction waste and other non-hazardous waste. Other non-hazardous waste include sewer silt, sedimentation pond sludge, waste layered cloth, cartons, woven bags, scrap iron, etc.

註：

1. 年廢棄物數據統計覆蓋範圍不夠全面，因此與2021年數據存在較大差異；
2. 本公司的有害廢棄物主要包括養殖防疫器具、化驗室廢液、廢油桶、廢活性炭、廢冷凍機油；
3. 本公司的無害廢棄物可分為辦公及普通生活垃圾、廚餘垃圾、建築廢棄物及其他無害廢棄物。其他無害廢棄物中包括下水道淤泥、沉澱池污泥、廢分層布、紙箱、編織袋、廢鐵等。

Climate Change and Corporate Risks

Environmental Risk Assessment

We adhere to the risk management principle of "Prevention first, rapid response, coordinated linkage". We assess the possibility and impact of environmental change to the Company's business. Besides, we take timely countermeasures to reduce the losses caused by environmental risks.

氣候變化與企業風險

環境風險評估

我們秉持「預防為主，快速響應、協調聯動」的風險管理原則，通過風險評估體系，評估環境對公司業務產生危害的可能性及影響，並及時採取應對措施，降低環境風險給我們造成的損失。



		IMPACT/ CONSEQUENCE 影响/结果	
		LOW 低	HIGH 高
LIKELIHOOD 可能性	HIGH 高	REDUCE 降低	AVOID 避免
	LOW 低	ACCEPT 接受	Transfer 轉移

Environmental Risks and Measures

環境風險及措施

Risk Types ¹ 風險類別 ¹	Risk Description 風險描述	Measures 應對措施
Physical Risks		
實體風險		
Acute Physical Risks	The Company is mainly located in Liaocheng City, Shandong Province. Liaocheng is located in the Luxi Plain, which belongs to the Haihe River Basin. Affected by the comprehensive influence of climate and geographical conditions, Liaocheng is susceptible to natural disasters, such as floods, storms, and heavy rains. Natural disasters and extreme weather can cause power outages, gas shortages, water shortages, which will damage production and processing facilities and warehouses. Besides, it will also disrupt the transportation channels, which may interrupt our operations seriously and cause huge economic losses to the company	— With reference to relevant laws and regulations, we have formulated the “Extreme Severe Weather Emergency Rescue Plan” and established an emergency rescue team to be fully responsible for the extreme weather disasters response; — Purchase disaster emergency materials, equipment and so on in advance; — We regularly carry out emergency knowledge publicity and emergency drills for extreme weather disasters to improve employees' awareness of prevention and ability to avoid risk
急性實體風險	公司主要位於山東省聊城市，聊城位於魯西平原，屬海河流域。受氣候與地理條件的綜合影響，聊城易受洪澇、暴風、暴雨等自然災害影響。自然災害和極端天氣會造成斷電、缺氣、缺水、生產及加工設施及倉庫損壞或運輸渠道中斷，均有可能導致我們的經營嚴重中斷，給公司造成巨大經濟損失	— 我們參照相關法律法規，制定了《極端惡劣天氣應急救援預案》，成立了應急救援小組，全面負責極端天氣災害的應對工作； — 提前購置災害應急物資、設備等； — 我們定期開展應急知識宣傳、極端天氣災害應急演練，提高員工防範意識和避險能力

環境、社會及管治報告

慢性實體風險

Risk Types ¹ 風險類別 ¹	Risk Description 風險描述	Measures 應對措施
Transition Risks		
過渡風險		
Policy Risks	In order to slow down the pace of global warming, coupled with the sharp increase in the cost of coal, the policy of “dual control of energy consumption” has been frequently introduced in various places. As a result, the pressure on power supply in some areas has increased. Shandong Province consumes huge energy, and in 2021, it adopted the most stringent power curtailment measures. They took the pull-out treatment for cities that have not completed the allocation of power curtailment targets. In the future, the power curtailment policy will continue, which may lead to product deterioration and production stoppage. It is possible to affect our ability to complete sales orders and therefore may adversely affect our business	The Company actively promotes the green transformation of the energy structure. We try to reduce energy consumption and explore the possibility of new energy use: — Install solar collector equipment to reduce energy consumption; — Use steam produced by biomass power plants as a backup energy source; — The Company plans to build photovoltaic power plants to supply electricity
政策風險	為減緩全球變暖步伐，加之煤電成本驟增等因素，各地有關「能耗雙控」政策頻出，局部地區電力供應壓力升高。山東省耗能巨大，2021年其採取最嚴格的限電措施，對未完成分攤限電措施的地市採取拉閘處理。未來限電政策仍會持續，可能導致產品變質或損壞，停工停產等。這可能對我們完成銷售訂單的能力產生不利影響，從而給公司造成經濟損失	公司積極推進能源結構綠色轉型，降低能耗，探尋新能源使用可能性： — 安裝太陽能集熱設備，降低能耗； — 將生物質電廠生產的蒸汽作為備用能源； — 規劃建設光伏發電廠，利用清潔能源供電

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Risk Types ¹ 風險類別 ¹	Risk Description 風險描述	Measures 應對措施
Legal Risks 法律風險	If the pollutants, such as dead chicken, eliminated broiler chicken, sewage, and manure produced in the poultry breeding process, are not treated scientifically and centrally, it will have a serious impact on the ecological environment and even threaten human health. In recent years, the laws and regulations related to environmental protection have become increasingly stringent. Failure to comply with such laws and regulations may bring us serious consequences, including administrative, civil and criminal penalties, damage liability and negative 家禽養殖過程產生的死雞、淘雞、污水、糞便等污染物若無科學、集中處理，會對生態環境造成嚴重影響，甚至威脅人類的健康。近年來，國家環境保護相關法律法規日益嚴格，若未能遵守該等法律及法規可能會給我們帶來嚴重後果，包括行政、民事及刑事處罰，損害賠償責任以及負面報導。倘嚴重違反，中國政府可能會暫停或關閉任何業務	— All dead chicken, eliminated broiler chicken should do harmless treatment ; — The sewage generated in the production process is transported to the company's sewage treatment plant by tank truck for processing, and then reused by other companies in the industrial park. The sewage is not discharged in the whole process; — All manure is recycled and disposed by the organic fertiliser plant
Technology Risks 技術風險	"Vegetarian meat" is popular aboard. Such products have also appeared in the domestic market in recent years. It is known for its high protein, low fat, no cholesterol and other advantages. Besides, it will not cause animal suffering due to appetite. In the future, if the research and development of vegetarian meat products can make the price significantly lower than real meat, the taste good enough and the additive content lower, which like natural food, coupled with the enhancement of the consumption concept of environmental protection, health and animal care, it may have an impact on the traditional poultry breeding industry 「素肉」食品在歐美盛行，近年來國內市場也陸續出現此類產品。素肉具有高蛋白質、低脂肪、不含膽固醇等優點，且不會因口腹之慾而造成動物的痛苦。未來，若素肉類產品研發能夠使價格大幅低於真肉、口味足夠好、添加劑含量小，接近於天然成品，加之環保、健康、關愛動物的消費理念不斷增強，可能對傳統家禽養殖行業造成衝擊	— The Company will promote the diversification of products to meet the different needs of consumers; — The Company will increase investment on the R&D to create vegetarian meat products that are suitable for the tastes of the Chinese and are healthy and environmentally friendly

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Risk Types ¹ 風險類別 ¹	Risk Description 風險描述	Measures 應對措施
Market Risks 市場風險	With the continuous emphasis on sustainable development in international and domestic societies, consumers tend environmentally friendly enterprises. At the same time, various regulatory agencies have increased their requirements for energy consumption and emissions. As a result, business customers have turned to enterprises with low impacts on climate change to build green supply chains. If the enterprise cannot meet the relevant emission and energy consumption standards, it may lose some customers 隨著國際、國內社會對「可持續發展」的不斷重視，消費者傾向於環境友好型企業。同時，各類監管機構對能耗、排放的要求不斷提高，業務客戶轉向對氣候變化影響低的企業，從而構建綠色供應鏈。企業若不能達到相關排放、能耗標準，可能造成部分客戶流失	— The Company pays attention to laws and regulations related to environmental protection. We also constantly explores new paths for energy conservation and emission reduction; — The Company will establish a comprehensive supplier management system and incorporate sustainable development into the dimensions of the Company's supplier assessment
Reputation Risks 聲譽風險	Shandong Province is a groundwater over-exploitation area. Groundwater over-exploitation will cause a series of ecological and environmental problems, such as groundwater level falling, aquifers drying, ground settlement, deterioration of water quality, and intrusion of sea (brackish) water. We have 19 water source wells now, if we do not promote the treatment of groundwater overextraction, it will have a destructive impact on the environment in the near future and may cause an irreversible negative impact on the corporate image 山東省為地下水超採區，地下水超採會造成地下水水位連續降低、含水層疏乾、地面沉降、水質變差、海(鹹)水入侵等一系列生態與環境問題。本公司現有19口水源井，若不推進地下水超採的治理工作，對環境造成破壞性影響，可能會對企業形象造成難以逆轉的負面影響	— In response to the "Implementation Plan for the Comprehensive Improvement of Groundwater Overexploitation Areas in Shandong Province", the Company has gradually shut down some underground wells. We plan to seal all groundwater wells in the next fiscal year; — The Company plans to use surface water to meet production needs and third-party water supplies (including municipal government water supplies) to meet the needs of employees — 積極響應《山東省地下水超採區綜合整治實施方案》，公司已逐步關停部分地下水井，並計劃於下一財年封存所有地下水井； — 公司擬利用地表水滿足生產需求，利用第三方供水(包括市政府供水)滿足員工生活需要的

Note:

註：

1. This KPI risk category can be Annex to the TCFD Recommendations Report: Implementing Recommendations of the TCFD published in June 2017;

1. 此關鍵績效指標「風險類別」參見TCFD於2017年6月刊發的氣候相關財務披露建議的附錄：實行TCFD建議；

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

EMPLOYMENT RESPONSIBILITY — FOCUS ON WIN-WIN ECOLOGY

Optimize the Employment Environment

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

Employee Overview

We strive to promote equal employment without discrimination on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, pregnancy, disability or political orientation. During the year, Fengxiang had 7,524 employees from 12 ethnic groups, including Han, Hui, and Manchu etc. Details of the employees for the year are as follows:

員工責任 — 專注共生共贏

優化僱傭環境

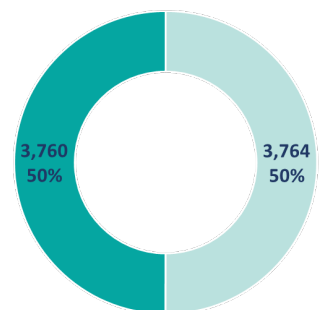
鳳祥股份作為一家勞動密集型企業，三十年以來，我們始終秉承「以人為本」的管理理念，將他們視為最寶貴的資源和財富。我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《女職工勞動保護特別規定》等國家及地區的相關法律法規規定，並據此制定公司內部各項管理程序，以規範公司在有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利等方面的政策和措施。

員工概況

我們著力推行平等就業，不因種族、宗教信仰、年齡、國籍、社會或種族起源、性取向、性別、婚姻狀況、懷孕、殘疾或政治取向而歧視員工。本年度鳳祥股份共有來自包括漢族、回族、滿族等12個民族的僱員7,524人。本年度僱員詳細情況如下：

Gender

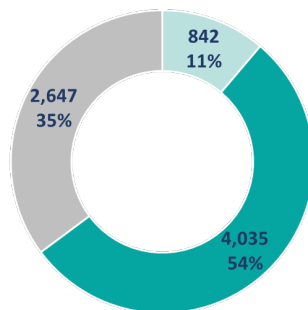
性別



Male 男性員工 Female 女性員工

Age

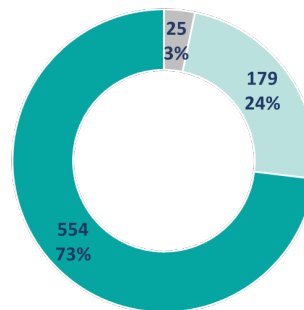
年齡區間



Under 30 30以下
30-45
Above 45 45以上

Management Levels

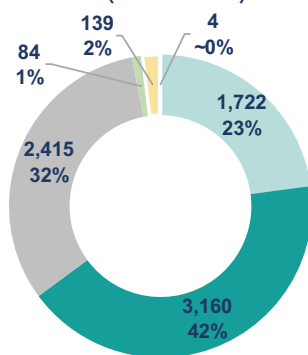
管理層級



Senior Level 高層
Mid-level 中層
Entry Level 基層

Area (by entity)

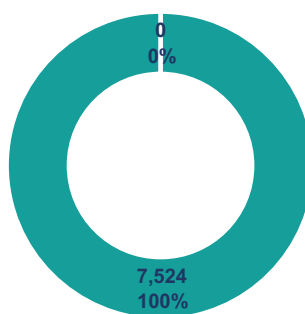
地區 (按實體劃分)



Fengxiang Co., Ltd. 鳳祥股份
Fengxiang Industrial 鳳祥實業
Fengxiang Food Development 鳳祥食品發展
Yucheng Fengming 禹城鳳鳴
Fengxiang Japan 日本鳳祥
iShape Food Technology 優形食品科技

Employment Type

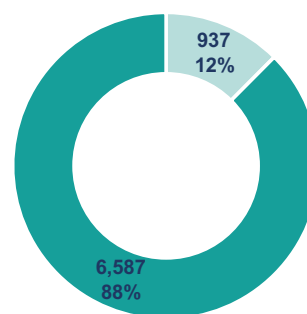
僱傭類型



Full-time 全職
Part-time 兼職

Years of Service

工齡劃分



Less than one year 一年以下
Over one year 一年以上

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Termination and Dismissal

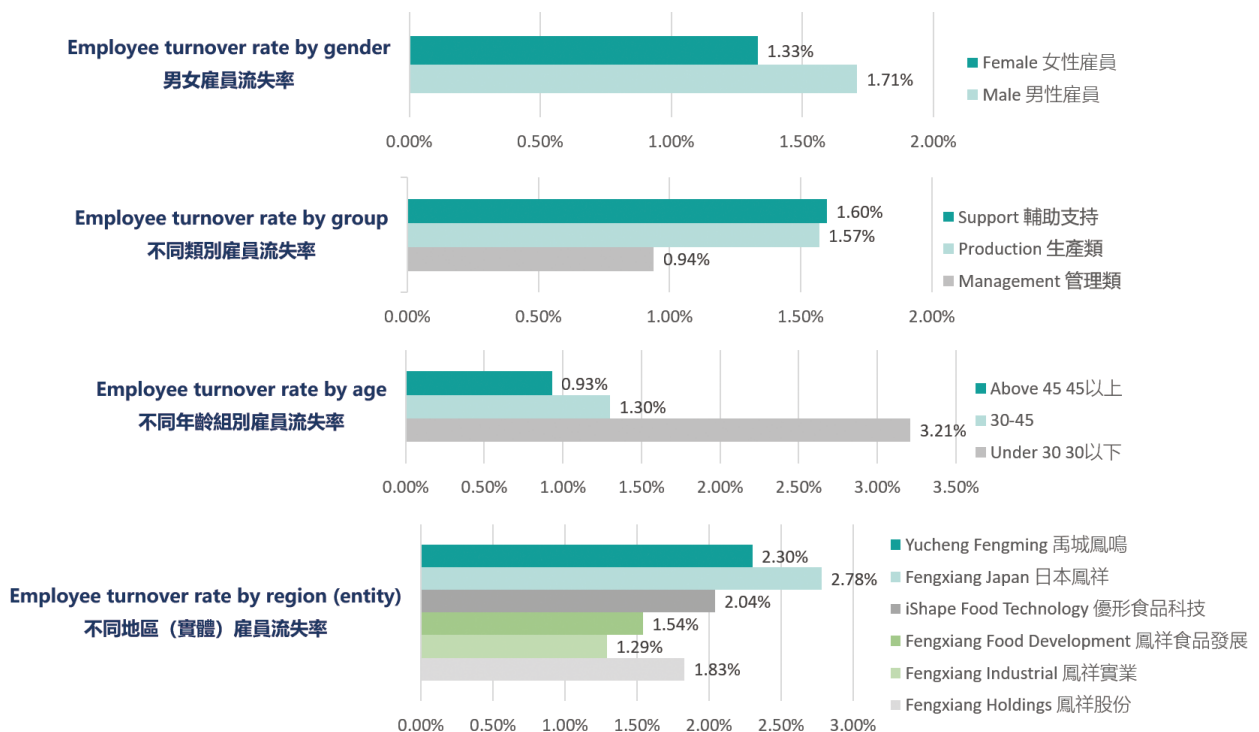
We have established the “Employee Transition Management System”, which regulates the company’s policies and procedures for the employment termination. At the same time, we have sorted out the “Employee Behavior Standards” in the “Employee Handbook” and established the “Employee Behavior Red Line”. If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

Details of the monthly average employee turnover rate are as follows:

離職解僱

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

本年度月均僱員流失率詳細情況如下：



* The turnover rate calculating formula: Number of employees leaving ÷ (Number of employees at the beginning of the period + Number of employees enrolled during the period) × 100%

* 流失率計算方法：該類別僱員離職人數 ÷ (該類別僱員期初總人數 + 期間入職僱員總人數) × 100%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Remuneration and Benefits

In 2021, the total remuneration of our employees is on an upward trend.

We have established a “Remuneration Management System” and offer market competitive wages to our employees in accordance with the “External Competitiveness Principle”.

We have also improved the “Attendance and Leave Management System”: employees not only enjoy all the statutory holidays stipulated by the government, but we also provide a variety of flexible leave benefits including maternity leave, breastfeeding leave, paternity leave, family visit leave, 5–15 days annual leave, etc.

We are always concerned about the physical and mental health of our employees. We organise regular medical check-ups and provide free psychological counseling sessions for our employees. In order to further strengthen the physical fitness of our employees and enrich their spare time, we provide free open gym and organise regular group activities for our employees.



Employee Recruitment

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

薪酬及福利待遇

2021年度，我們員工總體薪酬呈上漲趨勢。

我們建立了《薪酬管理制度》，並依照「外部競爭性原則」為我們的員工提供具有市場競爭力的薪酬。

同時，我們還完善了考勤與假期管理制度：員工可以不僅享有國家規定的所有法定假期，我們還提供了包括生育假、哺乳假、陪護假、探親假、5-15天年假等多種靈活休假福利。

我們始終心繫員工的身心健康。我們定期為員工組織體檢，並提供免費心理諮詢講座。同時為了進一步加強員工的身體素質並豐富員工業餘生活，我們為我們的員工提供了免費開放的健身活動場地並定期組織團建活動。



員工招聘

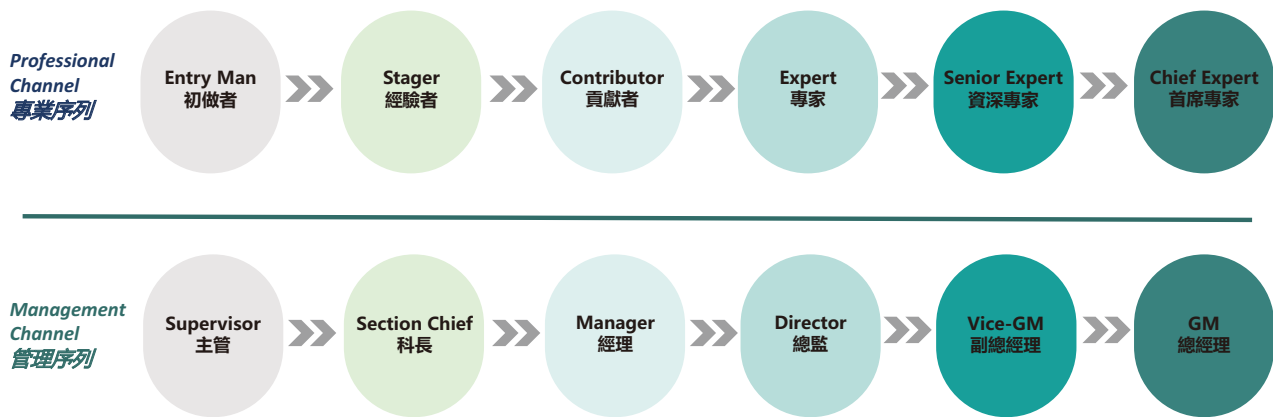
鳳祥股份通過內部招聘與外部招聘相結合的方式吸納人才，我們致力於打造多元化的招聘渠道，本年度，公司主要招聘方式包括：內部推薦、內部自主報名、下鄉招聘、校園招聘、微信及第三方招聘平台等。我們在招聘過程中遵守《鳳祥股份招聘管理制度》，錄用標準以公正、公開與公平原則，會按面試表現、學歷要求、行業及崗位經驗等篩選合適的人才。

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Employee Promotion

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



Promote Safe Production

The health and safety of our employees is always our primary priority. We strictly comply with national laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Law of the People's Republic of China on Production Safety, and the Regulations on the Reporting and Investigation of Production Safety Accidents. We have also established 15 safety management-related systems and monitor the safety processes in accordance with the requirements of these systems.

員工晉升

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

促進安全生產

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

Work Injury & Other Safety-Related KPI

工傷及其他安全關鍵績效指標



KPI 關鍵 績效 指標	Year 年份	2019	2020	2021
	Number of work injury 工傷人數	20	47	46
	Number of lost-days due to work injury 因工傷損失天數	/	/	2,851
	Number of work-related fatalities 因工死亡人數	0	4	0
	Rate of work-related fatalities 因工亡故比率	0%	0.05%	0%

100%	0項	0項
Safety Training Coverage Rate 安全教育培訓覆蓋率	Occupational Safety & Health Administrative Penalties 安全、職業衛生行政處罰	(Above) Severe Injury Safety Production Accidents 重傷以上安全生產事故

Dual Prevention System

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

雙重預防體系

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

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Hazard Investigation System 隱患排查體系



5,419

Number of Hazards Identified
排查隱患數量



5,409

Number of Hazards Resolved
整改完成



99.8%

Completion Rate
整改完成率

*The remaining 10 items have been postponed to 2022 or have not yet reached the deadline
*剩餘10項已延期至2022年度整改或未到整改期限

Safety & Professional Skills Training

In 2021, the Safety and Environment Department of the company launched various safety and occupational health trainings on fire safety, emergency drills, electrical safety, special equipment, dust and explosion, limited space, special operations, traffic safety, etc. At the same time, we organised safety manager to conduct safety professional training examinations to improve their professional level and motivated all safety manager to take the Certified Safety Engineer certification examination.



安全、專業技能培訓

2021年度，公司安環部圍繞消防安全、應急演練、電氣安全、特種設備、粉塵涉爆、有限空間、特種作業、交通安全等方面開展各類安全、職業衛生培訓，培訓後考試成績全部合格；同時，我們組織安全管理人員開展安全專業培訓考試，提高安全管理人員專業水平，推動全體安全管理人員參與註冊安全工程師取證考試。





Professional Assessment Qualification 專業考核資質



Certified Safety Engineer
注册安全工程師

9



Certified Fire Protection Engineer
注册消防工程師

1



Employment Rate with Permit of Special(Equipment) Operations Personnel
特種（設備）作業人員持證上崗率

100%

Emergency Drills

In 2021, we organised 40 emergency drills in strict compliance with our plans and national safety laws and regulations, including 30 “on-site disposal drills” (mechanical injury accidents, high fall accidents, etc.); 8 “special emergency drills” (fire and explosion accidents, boiler accidents, etc.); and 2 “comprehensive plan emergency drills”.



應急演練

2021年度，我們嚴格遵照計劃與國家安全法律法規規定組織開展了共40次各類應急演練，其中30次「現場處置演練」（「機械傷害事故」、「高出墜落事故」）等次「應急專項演練」（「火災爆炸事故」、「鍋爐事故」）等次「綜合預案應急演練」。



Safety Management Systems

In 2021, we continuously developed the operation of the “Dual Prevention System”, based on which we centralised the control of data uploading, supervision and early warning by means of information technology. The online inspection and evaluation of the System met all the standards. At the same time, Fengxiang successfully passed the “Safety Standardisation Expiration Assessment” and “ISO45001 Occupational Health and Safety System Supervision Audit”.

體系管理

2021 年度，我們持續開展「雙重預防體系」的良好運行，在此基礎上我們通過信息化手段對數據上傳、監督、預警等各環節進行集中化管控，公司「雙重預防體系」網上巡查評估全部達標；同時，鳳祥股份及下屬公司順利通過了「安全標準化到期評審」及「ISO45001職業健康安全體系監督審核」。

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Assist Employee Development

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

助力員工發展

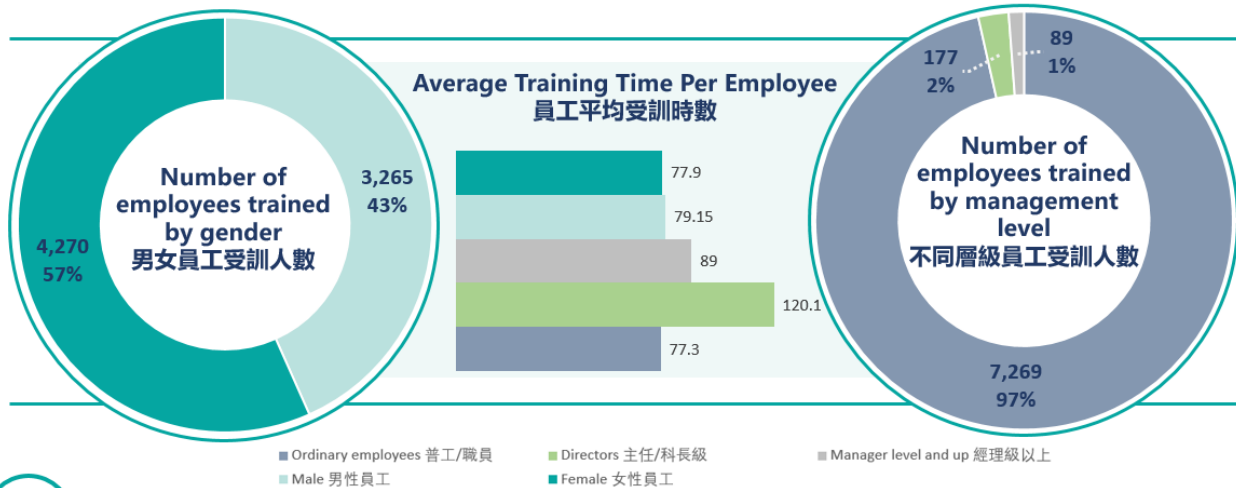
公司堅持以「培養國際化專業人才」為目標的人才發展策略，致力打造一支擁有國際化視野、掌握行業國際領先知識、具有跨文化溝通能力和創新意識的專業化、職業化人才隊伍。

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We have built multiple types of training and learning platforms for employees in different positions, levels and business areas. During 2021, we provided all of our employees across all business lines with more than 580,000 hours of training and learning, with an average of more than 78 hours of training per employee, an increase of about 90% year-on-year.

我們持續為不同崗位、不同層級和不同業務領域的員工搭建不同類型的培訓和學習平台。本年度，我們為各條業務線的全體員工提供了累計超過58萬小時以上的總培訓學習時長，員工平均受訓時長超過78小時每人，同比上漲約90%。



100%

Training Rate
受訓員工率

78.06H

Average Training Hours
平均受訓時數

* Due to the turnover of employees, the training data are rolling statistics; and the number of employees trained throughout the year is greater than the total number of employees at the end of the year, so the rate of trained employees is recognised as 100% by default.

* 因員工存在流動性，培訓數據均為滾動統計；且全年培訓員工總數大於年末員工總數，故受訓員工率默認為100%



Specialized Training 特色培訓：核心序列專項培訓



Entry Level Management Class 核心序列：基層管理班

The Entry Level Management Class is to select and build management talents with high education, high ability and high standards, aiming to establish a future team.

基層管理班為培養或選拔高學歷、高能力、高水準的管理人才，旨在提高基層管理人員意識和水準，建立管理人才梯隊。



Equipment Professional Class 核心序列：設備專業班

The Equipment Professional Class is to meet the demand of equipment professionals, to improve the professional knowledge and skills of the trainees, and combine with work practice to obtain relevant certificates.

設備專業班為滿足公司設備專業人才的需求，旨在提升學員專業知識和技能，並結合工作實操，取得相關持證證書。

Protect the Rights of Employees

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

We have zero tolerance towards forced, exploitative and child labour. Concerns in labour rights can be reported anonymously to our management team for further investigation.

In 2021, the Company did not engage in child labour or forced labour.

保障員工權益

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

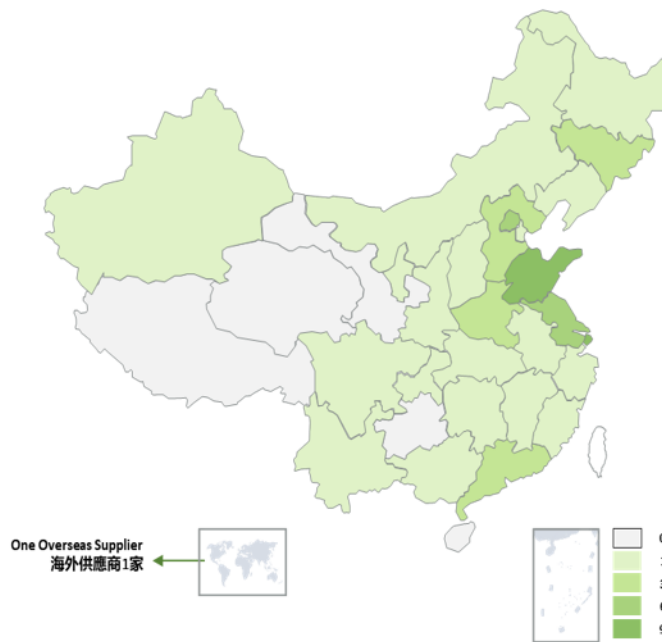
我們有對有強迫和剝削性質的勞工行為以及使用未達法定年齡的童工等行為採取「零容忍」，我們的員工、供應商及社會各界若發現相關問題，可通過電話、郵箱等多渠道向公司管理層舉報反映，相關部門會及時進行調查處理。

本年度，公司未發生使用童工或強制勞工的情況。

COOPERATION RESPONSIBILITY — CREATE EXTRAORDINARY TOGETHER

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

Create Diversified Cooperation Ecosystem



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

During the year, we have established partnerships with 1,323 suppliers in 29 provinces and countries, including 760 suppliers in Shandong Province and 563 suppliers outside Shandong Province.

合作責任 — 攜手共創非凡

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

打造多元合作生態

Province 地區	Amount of Suppliers 供應商數量
Anhui 安徽	13
Beijing 北京	69
Chongqing 重慶	1
Fujian 福建	12
Guangdong 廣東	34
Guangxi 廣西	4
Hebei 河北	55
Heilongjiang 黑龍江	11
Henan 河南	46
Hubei 湖北	8
Hunan 湖南	2
Jiangsu 江蘇	66
Jiangxi 江西	1
Jilin 吉林	53
Liaoning 遼寧	21
Inner Mongolia 內蒙古	1
Ninxia 寧夏	1
Shandong 山東	760
Shanghai 上海	95
Shaanxi 陝西	3
Shanxi 山西	2
Sichuan 四川	6
Tianjin 天津	24
Xinjiang 新疆	1
Yunnan 雲南	1
Zhejiang 浙江	27
Oversea 海外	1

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

本年度，公司共與29個省份和國家地區的1,323家供應商建立合作關係，其中山東省供應商760家，山東省外供應商563家。

Strengthen Supply Chain Management.

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

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

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

強化供應鏈管理

我們建立了科學的供應商准入程序，確定合格供應商清單，與選定的供應商簽訂質量保證協議，建立供應商管理信息系統。我們在供應商准入前會重點對供應商資信、生產工藝、品質控制、成本效率、供貨渠道等關鍵資訊進行調查驗證。我們亦會對供應商開展實地考察，深入了解企業規模及生產管理體系等方面是否符合我們對產品的要求，並審核供應商提供的產品檢驗報告，與相關部門共同填寫《供應商基本情況調查表》。同時我們的採購中心也會不定期地將採購物資送至相關檢驗機構抽樣檢查。

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

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

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PRODUCT RESPONSIBILITY — PROVIDE QUALITY SERVICES

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

Control the Quality and Safety

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

We have a quality management team that is responsible for the quality of our products, including the development of quality standards and control measures. The team consists of almost 400 team members with extended experience in food inspection and research as well as expertise in various fields including biology, food science, veterinary science, etc. Our products comply with national food safety standards and have passed tests related to veterinary drugs or prohibited chemicals. Our export products also comply with the relevant standards required by the import countries.

In 2021, there were no cases of "product recall" due to health/safety/quality.

產品責任 — 奉獻優質服務

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

嚴控安全品質

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

我們設有質量控制小組，負責我們產品的質量，包括制定質量標準及控制措施。該小組由近400名成員組成，部分成員受過與生物學、食品科學及禽畜獸醫學等有關的高等教育，且在食品檢驗及研究方面富有經驗。我們的產品符合中國農業部及國家食品藥品監督管理總局要求的標準，並已通過與獸藥或違禁化學物有關的檢測。我們生產的用於出口的產品也均滿足出口國的相關檢測要求。

本年度，未發生因健康／安全／質量所導致的「產品回收」案例。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Improve Product Service

We have built the Customer Service Management System and incorporated the concept of “Customer First” into our daily management. We divided our main customers into two categories: distributors and direct customers. We insist on listening to the voices of different customers and taking their opinions seriously. We have set up a professional customer service team to collect complaints and handle different types of complaints accordingly. In 2021, we received 39 complaints from our direct customers, with the main types of complaints being service attitude, shipping time, packaging problems during shipping, etc. There were no complaints due to health/safety/quality. Specific complaint-related data are as follows:

提升產品服務

我們建立了《客服管理制度》，將「客戶為先」的理念融入到日常管理中。我們將主要客戶分為「分銷商」與「直接客戶」兩大類，同時堅持傾聽不同客戶聲音，正視客戶意見，設立專業客服團隊對客戶提出的投訴進行收集，並對不同的投訴類型進行相應處理。2021年度，我們各投訴渠道累計收到投訴39次，均來自於「直接客戶」，主要投訴類型集中為「服務態度」、「運輸時效」、「運輸過程中的包裝問題」等，並未發生因健康／安全／質量所導致的投訴。具體投訴相關數據如下：



Intellectual Property Construction

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

As at December 31, 2021, the Company has been granted 125 patents and registered 83 trademarks.

知識產權建設

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

截至2021年12月31日，公司累計獲得專利數量123件；累計註冊商標162件。

Patent Incentive Fund 專利激勵基金



31,900

Incentive Amount
獎勵金額



11

No. of New Patents Granted
2021年新獲專利數

Protect Customer Privacy

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

保護客戶隱私

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

INTEGRITY RESPONSIBILITY — ADHERENCE TO VIRTUE

We strictly comply with the Anti-Corruption and Bribery Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China and other laws and regulations, which expressly prohibit corrupt practices such as corruption and bribery. To prevent fraud, strengthen corporate governance and internal control, reduce corporate risks, standardize business practices and protect the legitimate rights and interests of the Company and its shareholders, we have developed the "Employee Behavior Red Line" and "Employee Non-Compliance Management System", which clearly define the violations, types of penalizations, principles of penalisation, investigation of violations and management of penalisation files.

In 2021, there were no cases of corruption, bribery, extortion, fraud or money laundering related litigations.

廉潔責任 — 堅守德行標準

我們嚴格遵守《中華人民共和國反貪污賄賂法》、《中華人民共和國反洗錢法》等法律法規，明令禁止貪污、賄賂等貪腐行為。我們為防止舞弊，加強公司治理和內部控制，降低公司風險，規範經營行為，維護公司和股東合法權益，根據上市公司法律法規、證券交易市場和監管機構的規定和要求，結合公司實際情況，制定了《員工行為紅線》和《員工違規行為管理制度》，明確了違規行為、處罰類型、處罰原則、違規行為調查、處罰檔案管理等方面。

2021年，未發生針對本公司或員工的貪污、賄賂、勒索、欺詐及洗黑錢等相關訴訟案件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Establish Complaint Reporting Procedure

By formulating rules and regulations such as “Corporate Culture Outline”, “Employee Behavior Guidelines”, “Non-compliance Management System” and “Red Line for Employee Behavior”, the Company clearly defines the high-pressure line for commercial bribery, fraud and other non-compliant behaviors for all employees and creates a positive management culture. At the same time, the Company has drafted the “Report Management Regulations” to clarify the procedures for investigation of reports and the obligations of the whistle-blower and the rights of the reported person. We have established smooth and convenient internal and external reporting channels, including dedicated telephone numbers and mailboxes for receiving reports, and publicised them to suppliers, customers and employees through channels such as suppliers’ inquiry and quotation platforms, bidding sites and the intranet. The Company has also developed the “Employee Governance Management Code” to set up a channel for employees to reflect problems and suggestions directly to the company’s governance, and to encourage them to participate in daily working management.

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

In 2021, 15 reports were received from various reporting channels, mainly of them were internal mismanagement, of which three have been verified and handled in accordance with the system.

建設投訴舉報程序

公司通過制定《企業文化大綱》、《員工行為規範》、《違規行為管理制度》、《員工行為紅線》等規章制度，給全體員工清晰地劃定商業賄賂、舞弊及其他違規行為的高壓線，塑造風清氣正的管理文化。同時，公司制定了《舉報管理辦法》明確舉報調查程序和舉報人及被舉報人權利義務，並建立暢通、便捷的內外部舉報渠道，包括用於接收舉報的專用電話和郵箱，並通過供應商詢報價平台、招投標現場、內網等渠道向供應商、客戶、員工公示。公司還制定《員工治企管理規範》，搭建了員工直達公司管理層反映問題和建議的渠道，鼓勵員工參與管理、建言獻策。

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

2021年，各舉報渠道共接收舉報15項，主要為員工反映內部管理不良現象，其中3項經調查屬實，已按制度進行處理。



Focus on Integrity Management

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

Conduct Anti-corruption Training

We train employees on relevant laws and regulations during on-board training, and conduct regular anti-corruption lectures and training to current employees to raise their awareness of business ethics. In 2021, our external anti-corruption training profile is as follows:

關注生態廉潔管理

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

開展反貪污培訓

我們在入職培訓時對新員工進行反貪污相關法律法規的宣講，同時對老員工定期開展反腐敗培訓，提高員工的商業道德意識。2021年度，我們的外部反腐敗培訓概況如下：

			
Training Topic 培訓主題	Participant 參與人員	Training Hours 培訓時長	No. of Participants 參與人數
Anti-corruption 反腐敗培訓	Director 董事 Supervisor 監事	2 Hours	12

CHARITY RESPONSIBILITY — DELIVER LOVE & WARMTH

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

慈善責任 — 傳遞愛與溫暖

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Sports Investment

Over the years, Fengxiang has strongly supported the national sports industry. Our food products, as the protection products for the Chinese national team athletes, provide the athletes with nutritional support.

體育投資

多年來，鳳祥股份大力支持國家體育行業的發展。我們的食品作為中國國家隊運動員保障產品，為運動員們提供營養支持，見證他們為夢想付出的每個時刻，為他們征戰賽場提供保障。



Charity Activities

We insist on the concept of “systematization + professionalisation + sustainability”, and always actively participate in social charity and assume corporate responsibility.

公益活動

回饋社會是我們不變的初心，鳳祥股份堅持「系統化+專業化+可持續」的公益理念，始終積極投身社會公益中，承擔企業責任。

Caring Charity Baseball Team 夢想守護，愛心加倍

We have been committed to helping and caring for teenagers. For three consecutive years, we have been supporting the “Baseball Angels” charity baseball team, providing living and training materials to team members from poor families who love baseball, and at the mean while inviting our brand ambassadors and volunteers to participate in the activities to help them ignite their passion for the future and give them courage.

我們一直致力於對青少年的幫扶與關懷，我們連續3年為「強棒天使愛心棒球隊」助力護航，為家庭貧困但熱愛棒球的少年提供生活及訓練物資支持，同時邀請我們的品牌代言人及志願者參與到活動中來，幫助他們點燃對未來的熱情，賦予他們夢想與勇氣。

鳳祥食品 5倍配捐
让爱心加倍

Henan rainstorm disaster donations 與子同袍，向光而行

In the face of the shortage of food and other supplies under the disaster situation in Henan Province, Fengxiang urgently allocated 7 tons of chicken meat supplies to help the people in Henan and provide nutritious and high-protein food for the front line of flood relief.

面對河南暴雨災情中食品等物資短缺的情況，鳳祥股份緊急調撥7噸雞肉物資，馳援河南人民，為抗洪救災一線提供營養高蛋白食品。



Social Charity Activities 大音希聲，大愛無疆

We continuously and actively participated in such activities as "Tencent Charity" and "99 Charity Day", and cooperated with such organizations as "Pu Cunxin Charity Foundation", "China Women's Development Foundation", "Beijing Qiai Charity Foundation", "China Social Aid Foundation" and "Ronald McDonald House", with a total donation of more than 700,000 RMB this year.

我們持續且積極的參與「騰訊公益」、「99公益日」等活動，並與「濮存昕愛心基金」、「中國婦女發展基金」、「北京啓愛公益基金會」、「中國社會救助基金會」、「麥當勞叔叔之家」等機構平臺合作，本年度累計捐贈金額70餘萬元。



APPENDIX: REPORT INDEX

附錄：報告索引

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	B4.2 Description of steps taken to eliminate such practices when discovered.	80

	ESG Reporting Guidance ESG 指引內容	Pages 頁碼
B5 Supply Chain Management B5 供應鏈管理	B4.2 描述在發現違規情況時消除有關情況所採取的步驟。 General disclosure 一般披露 B5.1 Number of suppliers by geographical region. 81 B5.1 按地區劃分的供應商數目。 81 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. 82 B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 82 B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 82 B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 82 B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 82 B5.4 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察的方法。 82	80
B6 Product Responsibility B6 產品責任	General disclosure 一般披露 B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. 83 B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 83 B6.2 Number of products and service related complaints received and how they are dealt with. 84 B6.2 接獲關於產品及服務的投訴數目以及應對方法。 84 B6.3 Description of practices relating to observing and protecting intellectual property rights. 84 B6.3 描述與維護及保障知識產權有關的慣例。 84 B6.4 Description of quality assurance process and recall procedures. 83 B6.4 描述質量檢定過程及產品回收程序。 83 B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. 85 B6.5 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 85	
B7 Anti-corruption B7 反貪污	General disclosure 一般披露	

	ESG Reporting Guidance ESG 指引內容	Pages 頁碼
	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.	85
	B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	85
	B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	87
	B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	87
	B7.3 Description of anti-corruption training provided to directors and staff	87
	B7.3 描述向董事及員工提供的反貪污培訓。	87
B8 Community Investment	General disclosure	
B8 社區投資	一般披露	
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	88
	B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	88
	B8.2 Resources contributed (e.g. money or time) to the focus area.	88
	B8.2 在專注範疇所動用資源(如金錢或時間)。	88

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

APPENDIX II: DATA STATISTICS

附錄II：數據統計

Environment

環境

Category 類別	2020 Data 2020年數據	2021 Data 2021年數據	Unit 單位
Energy Consumption			
能源耗量			
<i>Direct Energy Consumption</i>			
<i>直接能源耗量</i>			
Gasoline 汽油	26,566	4,123	Liters 公升
Diesel 柴油	1,544,841	1,770,026	Liters 公升
LPG 液化石油氣	9,703	6,045	Kilogram 千克
Natural Gas 天然氣	23,989,773	30,746,709	Cubic meters 立方米
<i>Indirect Energy Consumption</i>			
<i>間接能源耗量</i>			
Electricity Purchase 電力購入	174,773	209,329	'000 kWh 千個千瓦時
Total Direct Energy Consumption 直接能源總耗量	268,436	340,645	'000 kWh 千個千瓦時
Total Indirect Energy Consumption 間接能源總耗量	174,773	209,329	'000 kWh 千個千瓦時
Total Energy Consumption 能源總耗量	443,208	549,974	'000 kWh 千個千瓦時
Total Energy Consumption Intensity 能源總耗密度	114	125	'000 kWh/million RMB in revenue 千個千瓦時／人民幣每百萬元收入
Emissions Data			
排放物			
Nitrogen Oxides (NO _x) 氮氧化物(NO _x)	25.57	29	tonnes 噸
Sulfur Oxides (SO _x) 硫氧化物(SO _x)	0.04	0.05	tonnes 噸
Particulate Matters (PM) 顆粒物(PM)	1.76	1.97	tonnes 噸
Greenhouse Gas Emissions Data			
溫室氣體排放			
Scope 1 — Direct Emissions 範圍一 — 直接排放	79,369	91,687	tonnes 噸
Scope 2 — Energy Indirect Emissions 範圍二 — 能源間接排放	106,629	127,711	tonnes 噸
Scope 3 — Other Indirect Emissions 範圍三 — 其他間接排放	122	147	tonnes 噸
Total Emissions 總排放	186,120	219,545	tonnes 噸
Total Emissions Intensity	47.7	49.7	tonnes/million RMB in revenue

Environment

環境

Category 類別	2020 Data 2020年數據	2021 Data 2021年數據	Unit 單位
總排放密度			噸／人民幣每百萬元收入
Packaging Material Consumption			
包裝材料			
Total Packaging Material Consumption 包裝材料使用總量	4,994	6,771	tonnes 噸
Total Packaging Material Consumption Intensity 包裝材料使用總密度	1.3	1.5	tonnes/million RMB in revenue 噸／人民幣每百萬元收入
Water Consumption			
耗水量			
Total Water Consumption 總耗水量	1,683,717	1,894,344	tonnes 噸
Total Water Consumption Intensity 總耗水密度	431	429	tonnes/million RMB in revenue 噸／人民幣每百萬元收入
Waste Disposal Data			
廢棄物統計			
Hazardous Waste 有害廢棄物	3.9	25	tonnes 噸
Hazardous Waste Intensity 有害廢棄物密度	0.001	0.0057	tonnes/million RMB in revenue 噸／人民幣每百萬元收入
Non-Hazardous Waste 無害廢棄物	319	3,895	tonnes 噸
Non-Hazardous Waste Intensity 無害廢棄物密度	0.082	0.882	tonnes/million RMB in revenue 噸／人民幣每百萬元收入

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social Responsibility

社會責任

Category

類別

Unit

單位

2020 Data

2020年數據

2021 Data

2021年數據

Employment Data

僱員數據

Employees

僱員

Gender

性別

Age

年齡

Education

學歷

Employment Type

僱傭類型

Employee Type

人員類別

Region

地區

Total

總數

Male

男性

Female

女性

Under 30

30以下

30-45

30-45之間

Above 45

45以上

PhD

博士

Master

碩士

Undergraduate

本科

Junior college

大專

High school and below

高中及以下

Full-time

全職

Part-time

兼職

Temporary workers

臨時人員

Senior level

高層

Mid-level

中層

Entry level

基層

Inside Shandong

山東省內

Outside Shandong

山東省外

Turnover Rate of Employees

員工月均流失率

Monthly Average

員工月均流失

Total

總數

Turnover rate

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social Responsibility

社會責任

Category 類別	Unit 單位	2020 Data 2020年數據	2021 Data 2021年數據
	流失率		
By Gender 性別(流失率)	Male 男	1.4%	1.71%
	Female 女	1.2%	1.33%
By Age 年齡(流失率)	Under 30 30以下	2.1%	3.21%
	30-45 30-45之間	1.2%	1.3%
	Above 45 45以上	0.9%	0.93%
By Region (Entity) 地區(實體)	Fengxiang Holdings 鳳祥股份	/	1.83%
	Fengxiang Industrial 鳳祥實業	/	1.29%
	iShape Food Technology 優形食品科技	/	2.04%
	Fengxiang Food Development 鳳祥食品發展	/	1.54%
	Yucheng Fengming 禹城鳳鳴	/	2.30%
	Fengxiang Japan 日本鳳祥	/	2.78%

Employee Training Data

員工培訓人數數據

Employee Training 員工培訓	Number of trainees 培訓人數	7,663	7,535
	Trainees percent 培訓人數佔比	99.9%	100%
By Gender 性別	Male 男	3,841	3,265
	Female 女	3,822	4,270
By Employee Type 人員類別	Senior level 高層	/	89
	Mid-level 中層	/	177
	Entry level 基層	/	7,269

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Social Responsibility

社會責任

Category

類別

Unit

單位

2020 Data

2020年數據

2021 Data

2021年數據

Average Length of Staff Training

員工培訓平均時長

Average Training Time

平均培訓時長

Hours

小時

41

78

By Gender

性別

Male

男

/

78

Female

女

/

78

By Employee Type

人員類別

Senior level

高層

/

89

Mid-level

中層

/

120.1

Entry level

基層

/

77.3

Employee Health and Safety Data

員工健康與安全數據

Deaths Due to Work

因工亡故人數

In 2019

2019年

/

0

In 2020

2020年

/

4

In 2021

2021年

/

0

Lost Working Days Due to Work

Injuries

因工傷損失工作日數

Days

日

/

2,851

Vendor Distribution Data

供應商分佈

Total

供應商總數

unit

個

1,104

1,323

Domestic

國內

Percent

百分比

/

99.92%

Abroad

國外

Percent

百分比

/

0.08%



凤祥食品

山東鳳祥股份有限公司
Shandong Fengxiang Co., Ltd.