

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

# 環境、社會及管治報告

「2024/2025」



**中國旺旺控股有限公司**  
Want Want China Holdings Limited

(於開曼群島註冊成立的有限公司)  
Incorporated in the Cayman Islands with limited liability)  
股份代號: 0151 Stock Code: 0151



# 關於本報告

## About this Report

### 概覽

本報告是中國旺旺控股有限公司（以下簡稱「本公司」或「中國旺旺」）發佈的環境、社會及管治（Environmental, Social and Governance，以下簡稱「ESG」）報告，秉承重要性、量化、平衡及一致性的原則，重點披露本公司及其附屬公司（簡稱「旺旺」、「集團」、「旺旺集團」、「我們」）於中國大陸境內在ESG方面表現的相關信息。本報告涵蓋之財政年度（簡稱「財年」）為2024年4月1日至2025年3月31日（以下簡稱「報告期」、「2024財年」）的工作。

### 編制依據

本報告編制遵循香港聯合交易所有限公司（以下簡稱「香港聯交所」）上市規則附錄C2所載的《環境、社會及管治報告指引》進行編制，亦參考與回應了MSCI（明晟指數）ESG評級及CDP全球環境信息研究中心所關注的議題。

本報告內容是按照一套有系統的程序而釐定的。有關程序包括：識別和排列重要的利益相關方、識別和排列ESG相關重要議題、決定ESG報告的界限、收集相關材料和數據、根據資料編制報告以及對報告中的資料進行檢視等。

### Overview

This is the Environmental, Social and Governance (“ESG”) report published by Want Want China Holdings Limited (the “Company” or “Want Want China”). It adheres to the principles of materiality, quantitative, balance, and consistency to focus on the disclosure of information regarding the ESG performance of the Company and its subsidiaries (“Want Want”, the “Group”, “Want Want Group”, “we” or “us”) in the Chinese Mainland. This report covers the fiscal year (“FY”) from 1 April 2024 to 31 March 2025 (the “Reporting Period” or “2024FY”).

### Basis of Preparation

This report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange” or “HKEx”). It has been prepared with reference and in response to the MSCI ESG ratings, and the issues of concern to the CDP.

The content of this report has been developed in accordance with a systematic process, which includes identifying and ranking key stakeholders, identifying and ranking key ESG-related issues, determining the ESG reporting scope and boundaries, collecting relevant materials and data, compiling the report based on the information, and reviewing the information contained in the report.

## 報告範圍及邊界

本集團報告期內超過90%的收益與業務均在中國大陸境內發生，故本報告中的政策、聲明、數據等信息均覆蓋中國旺旺控股有限公司及其中國大陸境內附屬公司。若無特殊說明，本報告中的財務數據以人民幣為單位。

## 資料來源及可靠性保證

本報告的資料和案例主要來源於本集團統計報告和相關數據及文檔。本集團承諾本報告不存在任何虛假記載、誤導性陳述，並對其重要方面的內容真實性、準確性和完整性負責。

## 確認及批准

本報告經管理層確認後，並經ESG委員會推薦，於2025年6月24日獲董事會通過。

## Scope and Boundaries of the Report

During the Reporting Period, more than 90% of the Group's revenue and businesses were generated and conducted in the Chinese Mainland, so the policies, statements, data, and other information contained in this report cover Want Want China Holdings Limited and its subsidiaries in the Chinese Mainland. Unless otherwise stated, the financial information in this report is presented in Renminbi ("RMB").

## Sources of Information and Reliability Assurance

The information and cases contained in this report are primarily derived from the statistical reports and related data and records of the Group. The Group undertakes that this report does not contain any false statements or misleading representations and accepts responsibility to the authenticity, accuracy, and completeness of the contents of this report in material aspects.

## Confirmation and Approval

This report was approved by the board of directors (the "Board") on 24 June 2025 upon recommendation by the ESG Committee following confirmation by the management.

## 聯繫方式

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## 董事會聲明

本集團深諳良好的企業管治對企業發展的重要性。我們不斷完善ESG管治體系與架構，致力將ESG理念融入至日常工作生活之中，以營造環境與社會的共融，助力我們在環境、社會與管治方面實現自身價值，推動社會發展。

作為旺旺集團ESG工作的最高決策機構，董事會高度認同可持續發展及ESG管理工作對公司長久穩健經營的重要性，認可並承擔ESG策略及ESG治理的總體責任。董事會下設ESG委員會，負責審議集團可持續發展戰略、目標及風險情況，檢討ESG目標達成進度，監管ESG關鍵議題承諾及表現，確保ESG理念與集團政策的深度融合，並積極探索ESG與集團業務相結合的可持續發展新模式。為進一步推進ESG戰略及可持續發展工作，集團建立了ESG工作小組，負責執行並落實ESG目標及工作計劃，協調各參與部門的ESG工作溝通，並定期向ESG委員會匯報進展。

我們時刻關注著利益相關方的期望與訴求，不斷拓展更高效、便捷的雙向溝通渠道，通過定期發放調查問卷等方式了解利益相關方所關切的問題。為有效防控源於內外部的各類風險，集團定期開展重大性風險識別和管理工作，並逐年對ESG議題重要性開展評估排序，確保ESG重大性風險被納入集團策略，並得到妥善管理。

2024財年，我們回顧可持續發展策略目標的推進及達成情況，我們對集團可持續發展策略目標的實現路徑進行了審閱與監督。未來，我們將繼續嚴格遵守環境、社會及管治的要求，持續優化內部管理，繼續為各利益相關方提供可靠、一致、可比的ESG報告，不斷推動集團環境、社會及管治水平的提升，共同為更好的明天努力。

## Statement by the Board

The Group recognises the importance of good corporate governance to enterprise development. We continue to improve our ESG governance system and structure, and strive to integrate ESG concepts into our daily work and life to promote the harmony between the environment and society as a way to realise our own value in environmental, social and governance aspects, and facilitate social development.

As the highest decision-making body on ESG of Want Want Group, the Board highly recognises the significance of sustainable development and ESG management to the Company's long-term and stable operation, confirming and assuming the overall responsibility of ESG strategies and ESG governance. The Environmental, Social and Governance committee (the "ESG Committee") under the Board is responsible for examining the Group's sustainability strategies, objectives, and risks, reviewing the progress of achieving ESG objectives, and monitoring the commitment and performance on key ESG issues to ensure the deep integration of ESG concepts with the Group's policies, and actively exploring a new sustainable development model that combines ESG with the business of the Group. In order to further enhance ESG strategies and pursue sustainable development, the Group has established an ESG Working Group, which is responsible for executing and implementing ESG objectives and work plans, coordinating the communication on ESG work among participating departments, and regularly reporting the progress to the ESG Committee.

We always pay attention to the expectations and demands of stakeholders, continuously explore more efficient and convenient two-way communication channels, and understand the concerns of stakeholders through various measures including issuing questionnaires on a regular basis. In order to effectively prevent and control various internal and external risks, the Group regularly identifies and manages material risks, and evaluates and prioritises ESG issues year by year to ensure that material ESG risks are taken into account in the strategies of the Group and properly managed.

In 2024FY, we reviewed the progress and achievement of strategies and objectives in terms of sustainable development. We reviewed and supervised the measures taken by the Group to realise its strategies and objectives of sustainable development. In the future, we will, as always, strictly abide by environmental, social and governance requirements to optimise internal management, provide reliable, consistent, and comparable ESG reports for all stakeholders, improve the Group's environmental, social and governance performance, and work together with stakeholders for a better future.

核心策略及目標 Core Strategies and Targets	2024財年進展 Progress in 2024FY
確立可持續發展目標 Establishing Sustainability Goals	<p>氣候目標：以2020財年為基準，到2030財年，運營溫室氣體排放密度降低36%。 Climate Target: to reduce the operational greenhouse gas (GHG) emission intensity by 36% by 2030FY, using 2020FY as a benchmark.</p> <p>減碳目標：到2030財年，旺旺使用綠色電力佔總電力使用比例為16%。 Carbon Reduction Target: green power consumption of Want Want accounts for 16% of the total power consumption by 2030FY.</p> <p>2024財年相對2020財年溫室氣體排放密度下降23.0%，為此，集團對溫室氣體排放範疇一、二實施詳細碳排查，並結合減排路徑評估制定2030財年目標，相對2020財年運營溫室氣體排放密度降低36%。 The greenhouse gas emission intensity of 2024FY has reduced by 23.0% as compared with that of 2020FY. Therefore, the Group has conducted a detailed carbon investigation of GHG emissions (Scopes 1 and 2), and combined with the assessment of emission reduction pathways, the Group has set a 2030FY target to reduce the GHG emission intensity of its operations by 36% as compared with that of 2020FY.</p> <p>2024財年，旺旺使用綠色電力佔總電力使用比例為14.2%。 In 2024FY, the green power consumption of Want Want accounted for 14.2% of the total power consumption.</p>
	<p>資源目標：以2020財年為基準，到2030財年，實現能源消耗／用水密度下降20%。 Resource Target: to achieve a 20% reduction in energy/water consumption intensity by 2030FY, using 2020FY as a benchmark.</p> <p>2024財年總能源消耗密度已較2020財年下降12.8%；用水密度較2020財年已下降17.1%。 In 2024FY, the total energy consumption intensity has reduced by 12.8% as compared with that of 2020FY; and the water consumption intensity has decreased by 17.1% as compared with that of 2020FY.</p>
	<p>包材長期目標：包裝材料100%可回收。 Long-term Target for Packaging Materials: 100% recyclable packaging materials.</p> <p>包材材料可回收率91%，相對上一財年提升1個百分點。 The recycling rate of packaging materials was 91%, representing an increase of 1 percentage point as compared with that of the previous fiscal year.</p>
	<p>廢棄物長期目標：實現廢棄物零填埋。 Long-term Target for Waste: to achieve zero waste to landfill.</p> <p>集團3家已取得廢棄物零填埋認證的工廠2024財年均順利通過權威機構審核；旺旺廢棄物數智化管理—固廢平台運行。 The Group's three factories, which have obtained the Zero Waste to Landfill certification, successfully passed the review by an authoritative institution in 2024FY; Want Want's digital waste management – solid waste platform is in operation.</p>
引導利益相關方參與 Engaging Stakeholders	<p>旺旺始終與內外部利益相關方保持著密切的聯繫，我們重新審視了2023財年識別的重要性議題，通過分析行業發展、利益相關方關注要點以及集團商業戰略與可持續發展戰略，評估了已識別的重大性議題的相關性。並以此繪制ESG重大性議題矩陣。通過ESG委員會對議題的確認與排序，形成旺旺2024財年ESG重要性議題。 Want Want has always maintained close contact with internal and external stakeholders. We have reviewed the material issues identified in 2023FY and assessed the relevance of the identified material issues by analysing industry development, stakeholders' key concerns as well as the Group's business strategies and sustainability strategies. And we have drew a matrix of ESG material issues. The ESG Committee considered and ranked the issues by priority, which formed the ESG material issues of Want Want for 2024FY.</p>
重視環保投入 Emphasis on Investment in Environmental Protection	<p>旺旺持續加大對環保方面的重視度，2024財年共計投入2,825萬元人民幣，環境排放均達到國家標準。 Want Want has continued to pay more attention to environmental protection, with a total amount of RMB28.25 million being invested in 2024FY and emissions to the environment in compliance with the national standards.</p>
高效使用資源 Efficient Use of Resources	<p>旺旺堅持高效使用資源，在提升能源使用效率、水資源使用效率和包材循環利用表現上持續發力，節約效率比上一財年進一步提升，同時旗下工廠湖北立旺，成都明旺基於系統管理及高效使用資源表現獲得JIPM（Japan Institute of Plant Maintenance）協會頒佈的TPM優秀獎。 Want Want has insisted on efficient use of resources, and made continued efforts in improving energy efficiency, water use efficiency, and packaging material recycling. As a result, the efficiency has been further improved as compared with the previous fiscal year. Meanwhile, its factories Hubei Lee-Want and Chengdu Ming-Want won the Award for TPM Excellence by Japan Institute of Plant Maintenance (JIPM) for their systematic management and efficient use of resources.</p>
專注技術創新 Focus on Technological Innovation	<p>旺旺已擁有專利619件，於報告期內新增156件。 Want Want has obtained 619 patents, of which 156 patents were obtained during the Reporting Period.</p>



# ESG委員會致辭

## Message from the ESG Committee

2024財年是旺旺可持續發展目標取得關鍵性突破的一年，旺旺始終以「緣、自信、大團結」的經營理念，堅持向消費者提供美味健康的消費食品，追求產品由裡到外絕對完美，並立志將旺旺打造成「綜合消費食品王國」。

本集團深知可持續發展代表的長遠發展意義，董事會下設ESG委員會，圍繞旺旺五項可持續發展策略，監管策略的穩固達成，我們持續在「確立可持續發展長期目標」、「引導利益相關方參與」、「重視環保投入」、「高效使用資源」、「專注技術創新」五個方面回顧並加以改善，以「前期高達成、後期穩固」的管理原則，持續推進集團的可持續發展策略，在本財年提前達成2025財年承諾目標的基礎上，進一步更新了2030財年氣候目標。

我們持續關注食品安全和營養健康，本年度，我們的食品安全各考察指標皆有效達成，集團下屬71家常規運營工廠<sup>1</sup>已獲得質量&食品安全類體系FSSC 22000、BRCGS、CHINA HACCP、ISO 22000、ISO 9001等128份標準認證證書。旺旺憑藉品質安全、持續創新、可持續發展等方面的突出表現，榮獲中國食品健康七星獎——年度傳承創新獎；2024中國消費品行業健康行動——行業領軍獎等獎項；在中國食品工業走進70年之際，「旺旺」憑藉卓越的品牌影響力入選「中國食品工業發展70年品牌」。

旺旺將氣候變化納入集團發展戰略考量，我們定期識別環境風險並重視企業的低碳轉型，積極探索能源結構轉型與清潔能源帶來的新機遇。2024財年，我們持續擴大綠色能源佔比，實現綠色電力佔總電力使用比例為14.2%，持續推進節能減排，能源消耗密度相較2020財年（目標基準年）

2024FY is a critical breakthrough year for Want Want's sustainability goals. Want Want has always adhered to the management philosophy of "People-Oriented, Self-Confidence, and Unity" to provide consumers with delicious and healthy consumer foods, pursues the perfection of its products from the inside out, and is determined to build Want Want into a "comprehensive consumer food kingdom".

The Group is well aware of the long-term development significance of sustainable development. The ESG Committee under the Board focuses on Want Want's five strategies of sustainable development and supervises the solid achievement of such strategies. We have made continued efforts to review and improve in the five aspects of "establishing long-term sustainability goals", "engaging stakeholders", "emphasis on investment in environmental protection", "efficient use of resources", and "focus on technological innovation", and have kept advancing the Group's sustainable development strategies by following the management principle of "high achievement in the early stage and stability in the later stage", and achieved the 2025FY commitment targets ahead of schedule in this fiscal year. Building on this momentum, we have further updated the 2030FY climate target.

We keep our attention on food safety, and nutrition and health. This year, our food safety inspection indicators were effectively achieved. The 71 regularly operating plants<sup>1</sup> of the Group obtained 128 standard certifications for quality and food safety systems, including FSSC 22000, BRCGS, CHINA HACCP, ISO 22000 and ISO 9001. Want Want was honoured with The Annual Seven-Star Awards - Heritage Innovation Award of the Year, 2024 China Consumer Goods Industry Health Action - Industry Leader Award, and other awards, recognising its outstanding performance in quality safety, continuous innovation, and sustainable development. As China's food industry marked its 70th anniversary, "Want Want" was selected as one of the "Brands contributing to 70 years of China National Food Industry Development" for its exceptional brand influence.

Want Want integrates climate change into the development strategies of the Group. We regularly identify environmental risks, attach importance to the low-carbon transformation of the Company, and actively explore new opportunities brought by energy structure transformation and clean energy. In 2024FY, we have been consistently increasing the share of green energy, achieving a 14.2% proportion of green power consumption in the total power consumption. We have also been continuously advancing energy efficiency and emission reduction, achieving a 12.8%

<sup>1</sup> 常規運營工廠是指2024財年正常運營達6個月以上，且不處於停產狀態的工廠

<sup>1</sup> Regularly operating plants refer to those that have been in normal operation for more than 6 months in 2024FY and are not under suspension

下降12.8%，溫室氣體排放密度相較2020財年（目標基準年）下降23.0%。我們於報告期內提升用水效率，用水密度相較2020財年（目標基準年）下降17.1%，基於集團系統化的水資源管理能力，榮獲AWS（國際可持續水管理）最高等級「白金級」認證。同時，我們積極打造循環經濟，導入廢棄物零填埋管理體系，固廢密度同比下降4%，包材可回收率達到91%。

旺旺致力於為員工創造一個健康、公平、多元共融的工作環境，切實保障員工權益，強調人文關懷，增強員工的獲得感、成就感和幸福感。我們堅持打造「一家人」的工作氛圍，以「大團結」的精神與每一位員工為創造更輝煌的明天而努力。

旺旺深知自身的責任擔當，60多年以來的成長歷程中離不開社會各界的支持，我們時刻不忘回報社會，傳遞企業社會責任價值。2024財年旺旺在敬老、愛幼、扶殘、醫療、助學等慈善領域，開展了諸多公益活動，集團向中國大陸諸多鄉村地區先後多次捐贈營養健康食品物資，助力中國鄉村振興。我們也不斷開展諸如「暖旺計劃」、「綠旺計劃」等主題公益活動。報告期內，旺旺在兒童福利院、幼兒園及敬老院、社會救助中心等社會福利機構開展「暖旺」公益活動共參與548人次，產生1,708.5公益時，共有9,732人受益。

一路走來，旺旺始終堅守初心、踏實幹勁、行穩致遠。作為集團堅實的後備力量，旺旺ESG委員會將不斷精益管理水平，深化可持續發展理念，助力集團可持續發展治理能力的提升，加速推動集團綠色、低碳可持續發展進程。

decrease in energy consumption intensity compared to the 2020FY (baseline year) and a 23.0% reduction in greenhouse gas emission intensity compared to the 2020FY (baseline year). During the Reporting Period, we improved our water use efficiency, and reduced water consumption intensity by 17.1% as compared with that of 2020FY (baseline year). We have obtained the highest “platinum-level” certification from the Alliance for Water Stewardship (AWS), recognising our Group’s systematic water management capabilities. Additionally, we have proactively implemented circular economy practices, and implemented a zero-waste landfill management system. Consequently, we achieved a 4% year-on-year reduction in solid waste intensity, and our packaging materials achieved a recycling rate of 91%.

Want Want is committed to creating a healthy, fair, diverse, and inclusive working environment for employees, where the rights and interests of employees are effectively protected, and humanistic care is emphasised, to enhance employees’ sense of achievement and happiness. We insist on creating a “Family” working atmosphere, and with the spirit of “Unity”, we strive together with every employee to create a more brilliant future.

Want Want is well aware of its own responsibility. Our growth journey of over 60 years is inseparable from the support of all walks of life. Therefore, we always bear in mind to give back to society and pass on corporate social responsibility values. In 2024FY, Want Want carried out public welfare activities in respect for the elderly, love for children, assistance for the disabled, medical treatment, education assistance, and other charitable fields. The Group donated nutritional and healthy food supplies for many times to various rural areas in the Chinese Mainland to facilitate China’s rural revitalisation. We also continued to carry out themed public welfare activities such as “Want Want Caring Programme” and “Green Want Want Programme”. During the Reporting Period, Want Want launched “Want Want Caring Programme” in social welfare institutions such as children’s welfare homes, kindergartens, elderly homes, and social assistance centres, which attracted 548 people to participate, generated 1,708.5 public welfare hours, and benefited a total of 9,732 people.

Along the way, Want Want has always adhered to its original intention, worked hard, and advanced steadily. As a solid reserve force of the Group, the ESG Committee of Want Want will continue to enhance the management level, deepen the concept of sustainable development, facilitate the enhancement of the Group’s sustainable development governance capabilities, and expedite the green, low-carbon, and sustainable development of the Group.



# 關鍵績效

## Key Performance

## 環境類關鍵績效

### Environmental Key Performance

截至報告期末，集團下屬  
共**36**家

工廠取得ISO 14001、  
ISO 45001國際認證

36 factories of the Group have  
obtained ISO 14001 and ISO  
45001 international certifications  
as at the end of  
the Reporting Period

截至報告期末，旺旺在節能環保領域  
累計申請相關專利**95**件

共獲得節能環保類專利授權78件

By the end of the Reporting Period, Want  
Want has applied for 95 relevant patents  
in the field of energy conservation and  
environmental protection, and obtained a  
total of 78 patents for energy conservation  
and environmental protection

報告期內，集團完  
成首家零碳工廠認  
證——嘉興美旺

During the Reporting  
Period, the Group  
completed the  
certification of its first  
zero-carbon factory –  
Jiaxing Mei-Want

報告期內，新增**5**家  
工廠成功通過綠色工廠認證

其中國家級3家，省級2家，截至2024財年底  
旺旺集團共計21家公司通過綠色工廠認證

During the Reporting Period, an addition of 5 factories  
have been successfully certified as green factories,  
including 3 on national-level, and 2 on provincial-level.  
As of the end of 2024FY, a total of 21 factories of Want  
Want Group had passed the green factory certification

▼**23.0**%

2024財年溫室氣體排放密度  
相較2020財年下降

The greenhouse gas  
emission intensity in  
2024FY has reduced by  
23.0% as compared with  
that of 2020FY

▼**12.8**%

2024財年能源消耗密度相較  
2020財年下降

Energy consumption  
intensity in 2024FY has  
reduced by 12.8% as  
compared with that of  
2020FY

✓ **687** 項

報告期內，實施生產工藝  
程序優化節能提案

687 energy-saving  
proposals for production  
process optimisation were  
implemented during the  
Reporting Period

光伏累計裝機量為**81.5**<sub>MW</sub>  
綠色電力佔總電力使用比例為14.2%

2024財年光伏發電量約73,575兆瓦時，其中自用電量  
50,436兆瓦時，餘電上網量23,139兆瓦時，  
2016財年至2024財年旺旺光伏累計發電量194,274兆瓦時

Green power consumption accounted for 14.2% of the total power  
consumption; cumulative installed capacity of photovoltaics was 81.5 MW with  
the photovoltaic power generation of approximately 73,575 MWh in 2024FY, including 50,436 MWh  
of self-consumed electricity and 23,139 MWh of surplus electricity exported to the grid, and the  
cumulative photovoltaic power generation of Want Want was 194,274 MWh from 2016FY to 2024FY



▼17.1 %

2024財年用水密度較  
2020財年用水密度下降

The water consumption intensity in 2024FY has reduced by 17.1% as compared with that of 2020FY

28.7 萬噸

開展三類節水專項行動，  
共173個項目，估計節水量可達到

Three types of special water-saving project actions were carried out with a total of 173 project items, and the estimated amount of water saved may reach 287,000 tonnes

91 %



包材100%可回收目標穩步推進，  
當前包材可回收率已達

Steadily advanced towards the goal of 100% recyclability of packaging materials, and the current recycling rate of packaging materials has reached 91%

旺旺持續推動AWS認證，獲得國際可持續水管理（AWS）最高等級認證——白金級認證

Want Want continued to promote Alliance for Water Stewardship (AWS) certification and obtained the highest-level certification, platinum-level certification, from the AWS

導入廢棄物零填埋管理體系：3家工廠通過廢棄物零填埋管理體系復審，  
其中山東旺旺被列入2024年度山東省「無廢細胞」名單

Implement a zero-waste landfill management system: three factories have passed the recertification of the Zero Waste to Landfill Management System, among which Shandong Want Want was included in the 2024 "Waste-Free Cell" list of Shandong Province

▼4 %

2024財年，固廢總量減少  
3,150噸，固廢密度同比下降

Total solid waste has reduced by 3,150 tonnes in 2024FY and solid waste intensity decreased by 4% year-on-year

4.04 億元人民幣

自2016財年起，旺旺累計投入環保改造資金  
報告期內投入2,825萬元人民幣

Want Want has invested a total of RMB404 million in environmental protection and renovation since 2016FY, of which RMB28.25 million was invested during the Reporting Period



## 社會亮點表現

### Social Performance Highlight



正式職工勞動合同簽訂率為

Labour contract signing rate of regular employees was

100 %

無僱傭童工或強制勞工事件發生

There were no cases of child labour or forced labour

0



V-SPARK項目共  
7,497位員工受惠

7,497 employees have benefited from the V-SPARK project



員工幸福指數分數為

Employee happiness index score was

89.85 分  
points

培訓總人次達280,638，  
配備內訓師1,070人，  
人均培訓時數31小時

Trainings were provided to 280,638 employees in total, with 1,070 internal trainers. The average training hours per employee was 31 hours

集團範圍內死亡、  
重傷、職業病

There was no death, serious injury, or occupational disease within the Group's operating places

0 事故  
accident



員工安全教育培訓覆蓋率

Coverage rate of staff safety education

100 %



特種作業人員持證率

Certification rate of special operators

100 %

工廠安全生產責任書  
簽訂率達

Signing of factory safe production responsibility letters

100 %

旺旺先後多次向全國各地區捐贈營養健康食品物資

Want Want donated nutritional and healthy food supplies for many times in various regions of China

旺旺在兒童福利院、幼兒園及敬老院、社會救助中心等社會福利機構開展暖旺公益活動總達成548人次，產生1,708.5公益時，共有9,732人受益

Want Want launched Want Want Caring charity activities in children welfare homes, kindergartens, elderly homes, social assistance centres, and other social welfare institutions, which attracted 548 people to participate, generated 1,708.5 public welfare hours, and benefited a total of 9,732 people

## 管治類關鍵績效

### Governance Key Performance

報告期內，我們為全體董事會提供反貪及防貪相關信息

During the Reporting Period, all directors of the Board were provided with materials on anti-corruption and corruption prevention



廉潔承諾協議覆蓋率

Integrity commitment  
agreement coverage rate

100%

知識產權<sup>2</sup>已累計持有

Intellectual property rights<sup>2</sup>  
held amounted to

5,404 項  
in total

<sup>2</sup> 包含有效的商標、版權及專利

<sup>2</sup> Including valid trademarks, copyrights, and patents

# **旺旺故事** Story of Want Want

中國旺旺控股有限公司（股票代碼：0151.HK）是中國最具領先地位的食品和飲料製造商之一，是食品飲料業務生產及銷售行業的領軍企業。旺旺集團堅守「緣、自信、大團結」的經營理念，採用最先進的生產工藝、嚴苛的管理方式，秉持「不斷創新，堅持品質」的企業文化，樹立「旺旺」品牌形象，立志成為「綜合消費食品王國」，向著「中國第一，世界第一」的目標不斷前進。

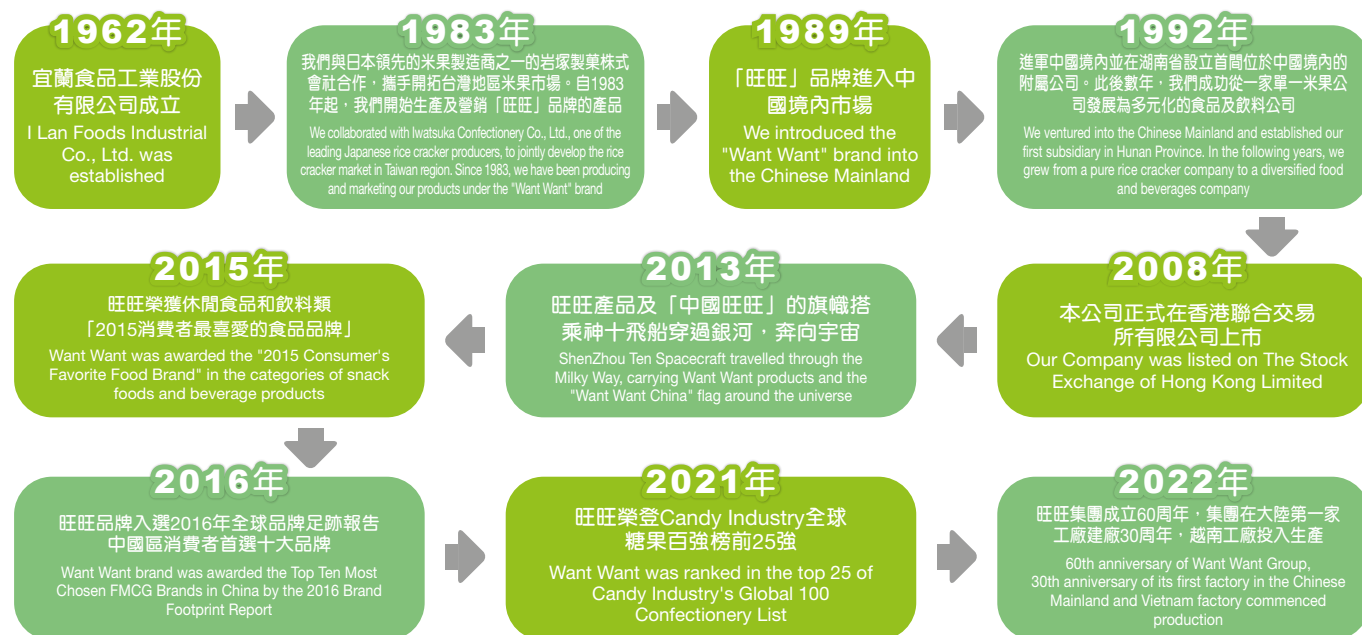
於2025年3月31日，旺旺集團在中國大陸境內共投資設立了35個生產基地及89間生產工廠，419家營業所。歷經六十多年的發展，我們創立了以「旺旺」、「旺仔」、「貝比瑪瑪」、「邦德」、「Fix XBody」、「辣人」、「愛至尊」、「WANT POWER」等諸多主打品牌商標。我們以米果、乳品及飲料、休閒食品及其他產品的製造、分銷與銷售的主營業務已遍佈亞洲、歐洲、非洲、北美洲、中南美洲和大洋洲的63個國家及地區。

Want Want China Holdings Limited (Stock Code: 0151.HK) is one of the leading food and beverage companies in China, and a pioneer in the production and sales of food and beverage businesses. Want Want Group adheres to the management philosophy of "People-Oriented, Self-Confidence, and Unity", adopts the most advanced production technologies and strict management methods, and upholds a corporate culture of "being innovative and ensuring quality", which underpins the brand image of "Want Want". Want Want Group is determined to become a "comprehensive consumer food kingdom" and keeps forging ahead toward the goal of being the "first in China, first in the world".

As at 31 March 2025, Want Want Group has invested and set up 35 production bases, 89 production plants, and 419 sales offices in the Chinese Mainland. After more than 60 years of development, we have developed various flagship brands, including "Want Want", "Hot-Kid", "Baby Mum-Mum", "Mr. Bond", "Fix XBody", "Mr. Hot", "Elder's Mark", "WANT POWER", and others. Our principal business, the manufacturing, distribution, and sales of rice crackers, dairy products and beverages, snack foods, and other products, has spanned 63 countries and regions in Asia, Europe, Africa, North America, Central and South America, and Oceania.

## 發展歷程

## Development History



# ESG獎項及榮譽

## ESG Awards and Recognition

旺旺集團憑借著對產品製作過程和質量的嚴格把控、專業的研發團隊以及有保障的OEM加工服務，在業內享有廣泛的知名度與美譽度，報告期內，獲得以下榮譽獎項：

With strict control of product production process and quality, professional R&D team, and guaranteed OEM processing services, Want Want Group has a widespread popularity and reputation in the industry. During the Reporting Period, Want Want Group won the following recognition and awards:

**項目/主體：** 幼兒雪餅有機藍莓味

**Project/Entity:** Toddler Mum-Mum Organic Rice Biscuits Blueberry Flavor

**獎項/榮譽：** 2024年Monde Selection國際食品品質金獎

**Awards/Recognition:** Gold Quality Award at the World Selection of Food Products 2024 of Monde Selection



**項目/主體：** 旺旺集團

**Project/Entity:** Want Want Group

**獎項/榮譽：** 2024年臺灣25大國際品牌

**Awards/Recognition:** Top 25 Best Taiwan Global Brands in 2024



**項目/主體：** 旺旺集團

**Project/Entity:** Want Want Group

**獎項/榮譽：** 2024乳業科技創新企業

**Awards/Recognition:** 2024 Dairy Industry Science and Technology Innovation Enterprise



**項目/主體：**旺旺集團一種無菌後均質的實現方式及其應用

**Project/Entity:** Want Want Group – A Method for Implementation and Application of Post-aseptic Homogenisation Technology

**獎項/榮譽：**中國乳製品工業協會技術進步獎二等獎

**Awards/Recognition:** Second Prize of Technology Advancement Award of China Dairy Industry Association



**項目/主體：**旺旺集團

**Project/Entity:** Want Want Group

**獎項/榮譽：**2023年度中國優秀休閒食品創新製造企業

**Awards/Recognition:** 2023 Excellent Snack Food Innovative Manufacturing Enterprise in China



**項目/主體：**哎呦麻糬濃湯系列（玉米、蘑菇、羅宋）和旺旺Q米麵（酸湯肥牛味）

**Project/Entity:** Aiyou Mochi Cream Soup Series (Corn, Mushroom, and Borscht Flavours) and Want Want Q Rice Noodles (Sour and Spicy Beef Soup Flavour)

**獎項/榮譽：**2023-2024年度中國方便食品行業創新產品

**Awards/Recognition:** 2023-2024 Innovative Products in China Convenience Food Industry



**項目/主體：**旺旺集團

**Project/Entity:** Want Want Group

**獎項/榮譽：**中國食品健康七星獎—年度傳承創新獎

**Awards/Recognition:** The Annual Seven-Star Awards – Heritage Innovation Award of the Year



**項目/主體：**旺旺集團

**Project/Entity:** Want Want Group

**獎項/榮譽：**2024中國消費品行業健康行動—行業領軍獎

**Awards/Recognition:** 2024 China Consumer Goods Industry Health Action – Industry Leader Award



**項目/主體：**旺旺集團

**Project/Entity:** Want Want Group

**獎項/榮譽：**中國食品工業發展70年品牌

**Awards/Recognition:** Brand contributing to 70 years of China National Food Industry Development

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**“旺業長青，  
世界聚龍”**

**Lasting Business and Elite  
Dragons of the World**



**1.1 企業管治**  
Corporate Governance

**18**

**1.2 利益相關方**  
Stakeholders

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**1.3 ESG重大性議題**  
ESG Material Issues

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**1.4 克己奉公，廉潔旺旺**  
Self-discipline, Dedication, and Integrity

**25**

## 1.1 企業管治

良好的管治水平是企業實現穩健經營與高質量發展的基本保障。我們嚴格遵守上市地監管要求，堅守香港聯合交易所有限公司證券上市規則（「上市規則」）附錄C1所載的《企業管治守則》及運營地各項法律法規，持續完善企業管治架構與可持續發展管理水平，致力於維持高標準的企業治理，全面保障股東合法權益。

### 多元董事會

旺旺集團高度重視董事會多元化，參照我們發佈的《董事會多元化政策》（2018年修訂版），在甄選、提名、確立董事會過程中，我們從多元化觀點出發，全面考慮董事的性別、年齡、文化及教育背景、種族、專業經驗、技能、知識、未來可能給集團所帶來的助益等情況，以充分保障董事會決策的合理性與有效性。報告期內，董事會由14名董事組成，包含7名執行董事、2名非執行董事及5名獨立非執行董事，其中女性董事2名。

## 1.1 Corporate Governance

Good governance is a basic factor to achieve stable operation and high-quality development. We strictly abide by the regulatory requirements of the listing place, adhere to the Corporate Governance Code set out in Appendix C1 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules") and the laws and regulations of the places where we have business operations, continue to improve the corporate governance structure and sustainable development management, strive to maintain high standard of corporate governance, and fully protect the legitimate rights and interests of shareholders.

### Board Diversity

Want Want Group attaches great importance to the diversity of the Board. With reference to our Board Diversity Policy (revised in 2018), in the process of selection, nomination, and appointment to the Board, we fully consider the candidates' gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and possible benefits to the Group in the future with the view of diversity, so as to ensure the rationality and effectiveness of decision-making of the Board. During the Reporting Period, the Board was consisted of 14 directors, including 7 executive directors, 2 non-executive directors, and 5 independent non-executive directors, of which 2 were female directors.



姓名 Name	董事類別 Directorship	性別 Gender
蔡衍明 Tsai Eng-Meng	執行董事 Executive Director	男 Male
蔡紹中 Tsai Shao-Chung	執行董事 Executive Director	男 Male
蔡旺家 Tsai Wang-Chia	執行董事 Executive Director	男 Male
黃永松 Huang Yung-Sung	執行董事 Executive Director	男 Male
朱紀文 Chu Chi-Wen	執行董事 Executive Director	男 Male
蔡明輝 Tsai Ming-Hui	執行董事 Executive Director	男 Male
黎康儀 Lai Hong Yee	執行董事 Executive Director	女 Female

姓名 Name	董事類別 Directorship	性別 Gender
槇春夫 Maki Haruo	非執行董事 Non-executive Director	男 Male
鄭文憲 Cheng Wen-Hsien	非執行董事 Non-executive Director	男 Male
貝克偉 Pei Kerwei	獨立非執行董事 Independent Non-executive Director	男 Male
謝天仁 Hsieh Tien-Jen	獨立非執行董事 Independent Non-executive Director	男 Male
李國明 Lee Kwok Ming	獨立非執行董事 Independent Non-executive Director	男 Male
潘志強 Pan Chih-Chiang	獨立非執行董事 Independent Non-executive Director	男 Male
江何佩琮 Kong Ho Pui King, Stella	獨立非執行董事 Independent Non-executive Director	女 Female

## 管治架構

為保障集團穩定運營，維護健康良好的企業管治環境，旺旺集團董事會下設薪酬委員會、審核及風險管理委員會、提名委員會和策略委員會，各專業委員會各司其職、各盡所能，推動集團高效、科學、規範運行。

## Governance Structure

In order to ensure the stable operation of the Group and maintain a healthy and sound corporate governance environment, Want Want Group has set up the Remuneration Committee, the Audit and Risk Management Committee, the Nomination Committee, and the Strategy Committee under the Board. Each committee performs its duties and does its best to promote the efficient, scientific, and standardised operation of the Group.



旺旺集團董事會架構  
The Board Structure of Want Want Group

### 薪酬委員會 Remuneration Committee

- 確保集團能夠招攬、挽留及激勵高質素之僱員，彼等乃本集團成功之根基，以及就集團對董事及高級管理層所有薪酬的政策、架構及程序，向董事會提出建議。  
To ensure that the Group can recruit, retain, and motivate high quality personnel who are essential to the success of our Group and to make recommendations to the Board on all the Group's policies, structures, and procedures for remuneration of directors and senior management.

### 審核及風險管理委員會 Audit and Risk Management Committee

- 監察及檢討本集團之財務匯報系統、風險管理及內部監控系統及其有效性，以及審閱集團的財務資料。  
To oversee and review the Group's financial reporting, risk management, and internal control systems and their effectiveness, and to review the financial information of the Group.

### 提名委員會 Nomination Committee

- 定期檢討董事會的架構、規模、組成，並就董事提名與委任、董事繼任計劃向董事會提出建議。  
To regularly review the structure, size, and composition of the Board and make recommendations to the Board on nomination and appointment of directors and succession planning for directors.

### 策略委員會 Strategy Committee

- 與董事會密切合作，為本集團的持續發展和可持續的競爭優勢制訂中、長期策略計劃，處理管理層繼任計劃及整體人力資源規劃等事宜，並提供改善營運效率及提升競爭力的建議。  
To work closely with the Board in formulating the medium- and long-term strategic plans for the continuous development and sustainable competitive advantages of the Group, address issues relating to management succession planning and overall human resources planning, and make recommendations to improve operational efficiency and enhance competitiveness.

#### 委員會職能及重點工作摘要

#### Function of the Committees and Summary of Main Responsibilities

董事會已於2020年8月成立ESG委員會，由集團首席運營官擔任ESG委員會主席，負責本集團的可持續發展目標的監管及達成，協助董事會管理與遵守上市規則附錄C2《環境、社會及管治報告指引》的有關事宜。我們定期審核、監管及檢討集團對重大性ESG議題的相關願景、目標及策略的實施。旺旺持續圍繞5項核心ESG策略開展工作：「確立可持續發展長期目標」、「引導利益相關方參與」、「重視環保投入」、「高效使用資源」、「專注技術創新」。

The ESG Committee was established by the Board in August 2020, which was chaired by the Group's chief operating officer, to oversee and achieve the Group's sustainable development objectives and assist the Board in managing and complying with the Environmental, Social and Governance Reporting Guide set out in Appendix C2 to the Listing Rules. We regularly review, monitor, and audit the implementation of the Group's vision, objectives, and strategies on significant ESG issues. Want Want continues to focus on five core ESG strategies: "establishing long-term sustainability goals", "engaging stakeholders", "emphasis on investment in environmental protection", "efficient use of resources", and "focus on technological innovation".

## 環境、社會及管治（ESG）委員會 ESG Committee

- 協助董事會促進並管理環境、社會及管治相關事宜，如相關策略、政策、舉措、績效與報告等。  
To assist the Board in promoting and managing ESG-related issues, such as relevant strategies, policies, initiatives, performance, and reporting.

為進一步夯實集團董事會專業素養，強化董事會隊伍建設，提升其履責盡職能力，集團設立董事會培訓計劃。針對新任董事，集團安排董事參加就任培訓及給予一套就任備忘錄，當中載有根據上市規則規定及其他法律和法定要求，董事應履行之主要持續責任和義務。針對在職董事，我們為其提供每月業務表現情況報告，不定期為其提供上市規則、相關法律法規及監管規定的最新進展及修訂，以便董事履行其職責，並讓董事會及時了解企業管治及監管發展的最新動態，以此加強董事會建設。報告期內，集團向董事會開展最新上市規則及企業管治守則修訂、監管執行重點及案例分享、ESG信息披露要求及商業道德及反貪腐內容培訓，董事會參與度100%。

### ESG管治

為踐行集團可持續發展理念，貫徹可持續發展戰略，旺旺集團建立了ESG三級管理架構，將ESG貫徹落實於企業日常運營之中。其中ESG委員會負責審核、監管及檢討集團對ESG議題的相關願景、目標及策略的實施，並針對旺旺集團5項可持續發展策略開展工作。

The Group has established a training programme for the Board so as to further consolidate the professional quality of the Board, enhance the team construction of the Board, and improve directors' ability to perform duties. For new directors, the Group will arrange an induction training programme for directors and provide them with a memorandum on the principal continuing obligations and responsibilities of directors under the Listing Rules and other laws and regulations. For existing directors, we will provide monthly business performance reports and update them on the latest developments and changes in the Listing Rules and other relevant legal and regulatory requirements from time to time in order to enable directors to discharge their duties, keep the Board abreast of the latest corporate governance and regulatory developments, and strengthen the Board. During the Reporting Period, the Group provided trainings on the latest amendments to the Listing Rules and Corporate Governance Code, regulatory enforcement priorities and case studies, ESG disclosure requirements, business ethics, and anti-corruption for the Board, with 100% participation of the Board.

### ESG Governance

In order to put the Group's sustainable development concept into practice and implement its sustainable development strategy, Want Want Group has established an ESG three-level management structure to implement ESG in the daily operation of the Company. Of these, the ESG Committee is responsible for auditing, monitoring, and reviewing the implementation of the Group's vision, objectives, and strategies on ESG issues, and working on the five sustainability strategies of Want Want Group.

## ESG管理架構 ESG Management Structure

負責統籌決策集團的ESG治理舉措，審閱並批准集團的ESG相關事宜、審閱並批准集團ESG相關政策的發佈。

Responsible for overseeing the Group's ESG governance initiatives, reviewing and approving the Group's ESG-related issues, reviewing and approving the publication of the Group's ESG-related policies.

監督集團ESG措施的執行情況，設定目標以衡量集團ESG治理的實現情況，審查並檢討集團的ESG表現，識別、審查、監督並向董事會彙報集團的ESG提升願景、策略及規劃。

Responsible for monitoring the implementation of the Group's ESG governance, setting targets to measure the achievement of the initiatives, reviewing and discussing the Group's ESG performance, identifying, reviewing, monitoring, and reporting to the Board on the Group's ESG enhancement vision, strategy, and planning.



負責集團ESG治理的實施，並向ESG委員會彙報各項ESG相關事宜的實施進度，落實推進集團ESG目標。

Responsible for the implementation of the Group's ESG governance and reporting to the ESG Committee on the progress of various ESG-related issues and the implementation of the Group's ESG objectives.

為進一步推進集團5項可持續發展戰略，我們將該戰略目標納入集團執行管理團隊年度目標達成項中，並將其與年度考核薪酬掛鉤。同時，我們針對可持續發展工作的推進情況，面向集團員工制定了提案獎勵制度、專利激勵辦法、行政獎勵等多種激勵方式。

We have included these strategic objectives into annual target achievement of the Group's executive management team and linked it to the annual appraisal and remuneration, with the aim to further promote the Group's five sustainability strategies. Meanwhile, in view of the progress of sustainability work, we have developed a variety of incentives for employees such as proposal incentive system, patent incentive system, and administrative incentive.

## 1.2 利益相關方

我們重視與利益相關方的溝通，密切關注各利益相關方的訴求與期盼，通過搭建多元、便捷的溝通渠道與利益相關方保持積極、雙向的交流與協作，以更好地了解利益相關方的意見與建議，並在戰略管理與運營過程中納入相關反饋，同時通過本報告回應利益相關方的關注議題及內容。

### 利益相關方識別與溝通

報告期內，我們開展了利益相關方識別工作，並將利益相關方劃分為股東及投資者、政府及監管機構、消費者、合作夥伴、員工、媒體、社區七類，與各利益相關方的溝通情況如下：

## 1.2 Stakeholders

We attach importance to the communication with stakeholders, pay close attention to stakeholders' demands and expectations, and maintain active and two-way communication and cooperation with stakeholders through providing diversified and convenient communication channels to better understand the opinions and suggestions from stakeholders, incorporate relevant feedback into strategic management and operational processes, and address stakeholders' concerns through this report.

### Stakeholders Identification and Communication

During the Reporting Period, we conducted a stakeholder identification exercise, and categorised our stakeholders into seven groups, namely shareholders and investors, governments and regulatory authorities, consumers, business partners, employees, media, and the community. The Group's communication with various stakeholders were as follows:

利益相關方組別 Stakeholder Groups	關注的主要議題 Main Issues of Concern	溝通渠道/回饋方式 Communication Channels /Feedback Approach	頻率/次數 Frequency/Times
股東/投資者 Shareholders and Investors	經營業績 Operating results 食品安全 Food safety 氣候變化風險 Risk of climate change 企業廉潔管理 Corporate integrity management	股東大會 General meetings 投資者電話 Investor calls 投資者見面會 Investor meetings 新聞稿/公告 Press releases/announcements 線上/線下路演 Online/offline roadshows 郵件溝通 Mail communications	定期 Regular 不定期 Occasional
政府及監管機構 Governments and Regulatory Authorities	食品安全 Food safety 綠色生產 Green production 合規經營 Compliant operation 環境保護 Environmental protection	現場調研 Onsite surveys 會議 Meetings 政務審批 Administrative approval	不定期 Occasional
消費者 Consumers	食品安全 Food safety 供應鏈管理 Supply chain management 營養健康的食品 Nutritious and healthy food 產品研發 Product research and development	線上推廣發佈 Online marketing releases 線下推廣活動 Offline promotional activities 電話/電子郵件 Phone calls/emails 微信公眾號 WeChat official account 客戶服務 Customer service	不定期 Occasional 定期 Regular

利益相關方組別 Stakeholder Groups	關注的主要議題 Main Issues of Concern	溝通渠道/回饋方式 Communication Channels /Feedback Approach	頻率/次數 Frequency/Times
合作夥伴 Business Partners	產品質量與安全 Product quality and safety 供應鏈管理 Supply chain management 公平採購 Fair purchase 合規經營 Compliant operation	現場調研 Onsite surveys 供應商考核 Supplier assessment 供應商大會 Suppliers meeting	不定期 Occasional
員工 Employees	員工權益 Rights and interests of employees 薪酬福利 Compensation and benefits 平等就業 Equal employment 健康與安全 Health and safety 培訓發展 Training and development	員工溝通 Employee communication 內部電郵/熱線 Internal emails/hotlines 微信公眾號 WeChat official account 員工滿意度調查 Employee satisfaction surveys 投訴舉報 Complaint reporting	不定期 Occasional
媒體 Media	食品安全 Food safety 產品追溯 Product traceability	新聞稿/公告 Press releases/announcements 採訪 Interview 會議 Meetings	不定期 Occasional
社區 Community	慈善公益捐款 Charitable donations 環境友好活動 Environment-friendly activities 促進經濟發展 Promoting economic development 促進就業 Promoting employment	公益活動 Charitable activities 社區活動 Community activities 信息披露 Information disclosure 微信公眾號 WeChat official account	不定期 Occasional

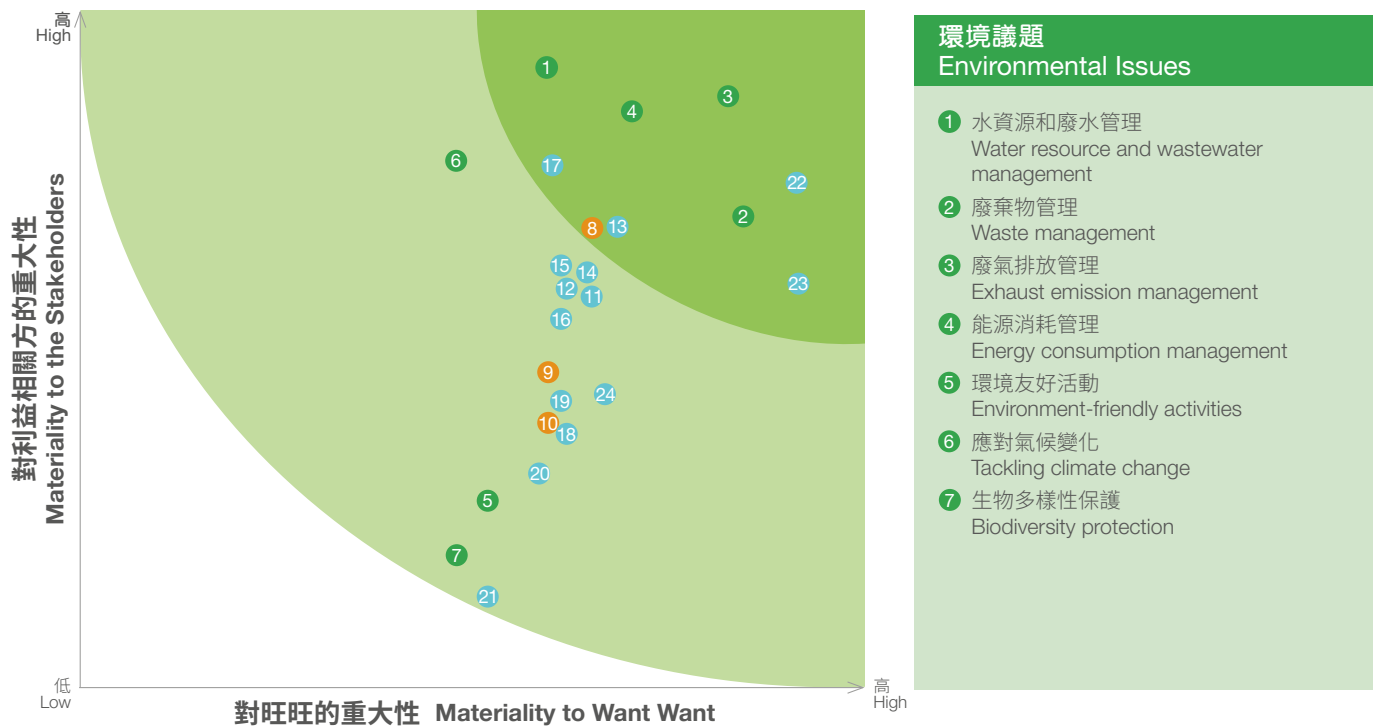
### 1.3 ESG重大性議題

我們重新審視了2023財年識別的ESG重大性議題，通過分析行業發展、利益相關方關注要點以及集團商業戰略與可持續發展戰略，評估了已識別的重大性議題的相關性。2024財年ESG重大性議題矩陣如下：

### 1.3 ESG Material Issues

We reviewed the material ESG issues identified in 2023FY and assessed the relevance of the identified material issues by analysing industry development, stakeholders' key concerns as well as the Group's business strategies and sustainability strategies. The ESG materiality matrix for 2024FY is as follows:

## 旺旺重大性議題矩陣 Materiality Matrix of Want Want



### 1.4 克己奉公，廉潔旺旺

旺旺集團深刻理解良好的集團治理是企業發展的基石與保障。我們嚴格遵守運營地的各項法律法規，不斷加強內部合規管理。在集團管治層面，我們在拓展自身業務佈局的同時深化內部控制、風險管理等建設，進一步強化集團依法經營意識、促進合規經營、提升風險防範能力，全力保障集團穩健發展。我們以集團的合規運

### 1.4 Self-discipline, Dedication, and Integrity

Want Want Group deeply understands that good group governance is the cornerstone and guarantee of enterprise development. We strictly comply with the laws and regulations of the places where we operate, and continuously strengthen internal compliance management. At the level of group governance, while expanding our own business layout, we deepen the internal control and risk management to further strengthen the Group's awareness of operating in accordance with the law, promote compliant operations, and improve risk prevention capabilities as a way to make every effort to ensure the steady growth

營為前提，主動識別集團可能面臨的ESG風險，不斷強化內部控制和風險防控體系。

## 合規經營

旺旺集團將誠信經營與合規守法視為企業長遠發展的根本，我們秉承著「經營得法」的理念，積極履行社會責任。集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國反不正當競爭法》等相關法律法規，制定並執行《法規信息溝通作業辦法》等合規治理政策，建立合規運營管控程序與措施，我們堅決維護公平的商業競爭，保護商業環境中各方權益，尊重市場公平競爭規則，竭力打造合規經營的營商環境。

## 嚴防風險

本集團高度重視風險管理，通過建立集團風險控制管理體系，以更好地識別、應對各類潛在關鍵風險，保障集團及各利益相關方的權益。旺旺法務團隊密切關注法律法規的修訂情況，定期監測法律法規的變化與動向，不斷降低運營風險。

## 商業道德

旺旺集團始終致力於打造廉潔透明的商業環境與道德文化，我們秉持著「克己奉公」的準則，搭建了商業道德管治架構，並將貪污腐敗相關的不當行為視為管理的「高壓線」。報告期內，旺旺集團未發生有關集團或員工貪污的訴訟案件。

## 廉潔管理

我們嚴格遵守《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《防止賄賂條例》等法律法規，制定《業務體系職業操守準則》、《關於重申端正集團廉潔風氣的規定》、《員工道德規範、保密義務和利益衝突排解協議》等制

of the Group. We proactively identify ESG risks that the Group may face on the premise of compliant operations, continuously strengthen internal controls, as well as risk prevention and control system.

## Compliant Operation

Want Want Group regards operating in good faith and compliance with laws as the foundation of long-term development of the Company. We adhere to the concept of “operating lawfully”, and actively fulfill our social responsibilities. In strictly accordance with the Company Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and other relevant laws and regulations, the Group has formulated and implemented compliance governance policies such as the Operational Measures for Communication of Regulatory Information to establish control procedures and measures for compliant operation. We resolutely uphold fair business competition, protect the rights and interests of all parties in the business, respect the rules of fair competition in the market, and strive to create a business environment for compliant operation.

## Strict Risk Prevention

The Group attaches great importance to risk management and has established the Group's risk management and control system to better identify and respond to various potential key risks and effectively protect the rights and interests of the Group and its stakeholders. Want Want's legal team would closely follow the revision of laws and regulations, and regularly monitor changes and trends of laws and regulations so as to continuously reduce risks of operation.

## Business Ethics

Want Want Group is as committed as ever to creating a clean and transparent business environment and ethical culture. We uphold the principle of “self-discipline and dedication”, have developed a business ethics governance framework, and regard corruption-related misconduct as a “red line” of management. During the Reporting Period, Want Want Group did not involve in any legal action against the Group or our employees relating to corruptions.

## Integrity Management

In strictly accordance with the Criminal Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Prevention of Bribery Ordinance, and other laws and regulations, we have formulated documents such as the Code of Business Ethics of Business Organisation, the Regulations on Reaffirming the Maintenance of Group Integrity, and the Employees' Code of Ethics, Confidentiality Obligations, and Conflicts of

度文件，積極建設廉潔誠信文化，確保在與各利益相關方的互動中，以最高的商業標準開展商業行動。

Interest Resolution Agreement to actively build a culture of integrity and honesty, and ensure that business actions are carried out with the highest business standard in our interactions with various stakeholders.

## 最高層級 Highest Level

- 董事會明確集團商業道德以「經營得法」為核心理念，建立集團層級道德管理。  
The Board clarifies that the Group's business ethics takes "operating lawfully" as the core concept to establish ethical management at each level of the organisation.

## 責任文化 Culture of Responsibility

- 集團明確要求員工、合作夥伴及供應商遵守職業操守及商業道德，堅持同心同責，對違規侵權等行為秉持零容忍態度。  
The Group clearly requires employees, business partners, and suppliers to abide by professional conduct and business ethics, share the same responsibility, and have zero tolerance for violations and infringements.

## 制度搭建 System Building

- 集團具有完善的商業道德制度體系，全面保障公平交易、誠信廉潔、風險管控等政策及制度的合理性與有效性。  
The Group has a comprehensive business ethics system in place to safeguard the rationality and effectiveness of policies and systems in respect of fair trade, honesty and integrity, risk management and control, and other aspects.

## 提升管理 Enhancing Management

- 董事會授權成立反腐倡廉小組，統籌並推動反腐倡廉工作，定期面向全體員工及集團董事開展反腐倡廉培訓。  
The Board authorised the establishment of an anti-corruption task force to coordinate and promote anti-corruption work, and regularly conduct anti-corruption training for all employees and directors of the Group.

### 旺旺集團商業道德管治架構 Business Ethics Governance Framework of Want Want Group

旺旺每年開展的各類內部審計工作，覆蓋集團全部附屬公司及分公司，依照旺旺《舉報管理制度》，對於查處屬實的問題均依法依規處理，並定期維護改善制度流程。

針對新入職員工，集團要求其簽署《員工道德規範、保密義務和利益衝突排除協議》及《員工手冊》，進一步明確包含員工對內業務行為、對外業務行為、個人行為及利益衝突等方面的行為準則，以

Want Want conducts various types of internal audit work each year covering all subsidiaries and branch offices of the Group. Based on Want Want's Whistle-blowing Management System, confirmed issues, after investigation, will be dealt with according to laws and regulations, and related system process is maintained and improved regularly.

For newcomers, the Group requires them to sign the Employees' Code of Ethics, Confidentiality Obligations, and Conflicts of Interest Resolution Agreement and Employee Handbook to further clarify the code of conduct for employees in terms of internal business conduct, external business conduct, personal conduct, and the conflicts of interest, so as to strengthen the Group's

此強化集團對商業道德及反貪腐行為的管理，最大程度保障集團內部廉潔。報告期內，集團要求採購人員全員簽署《採購人員廉潔自律承諾書》，同步推動《誠信廉潔自律承諾書》實現全體員工全覆蓋，通過分層級、全鏈條的廉潔承諾機制，進一步壓實崗位廉潔責任，夯實企業廉政建設根基。

我們杜絕貪污腐敗、壟斷等不正當競爭行為。旺旺進一步優化升級了供應商合規守信、廉潔供應鏈的要求，將《旺旺集團供應商合作行為準則》、《供應商合規守信承諾函》、《反腐倡廉宣導函》取代了原來的《廉潔聲明書》、《禁止商業賄賂保證書》等文件，保障旺旺集團與合作夥伴的持續健康發展與良性循環，建立與業務相適應的合規標準和道德要求。

### 舉報機制

檢舉舉報是反貪腐工作的重要一環，旺旺集團不斷完善舉報流程及途徑，制定並下發《舉報管理制度》，鼓勵員工及外部人員積極對廉政違紀行為進行檢舉揭發，並承諾為舉報人採取必要的保密措施。

### 舉報流程

1

投訴舉報接收  
Receive complaints and reports

2

審核團隊獨立查核  
Independent review by the audit team

3

參照《獎懲管理辦法》條款處罰直至追究法律責任  
Refer to the provisions of the Regulations on Rewards and Punishments to penalise until legal responsibility is pursued

4

對實名舉報者給予嘉獎  
Reward real-name whistleblowers

5

集團監察、審計團隊開展檢討，追蹤整改情況，加強商業道德宣導  
The monitoring and audit teams of the Group conduct reviews and follow-up rectification, and strengthen business ethics promotion

management of business ethics and anti-corruption practices, to maximise the internal integrity of the Group. During the Reporting Period, the Group required all procurement staff to sign the Integrity and Self-discipline Pledge for Procurement Staff, simultaneously promoted the Commitment to Honesty, Integrity, and Self-discipline to achieve full coverage of all employees, and further solidified integrity responsibilities for each position through the hierarchical and chain-wide integrity commitment mechanism, so as to consolidate the foundation for corporate integrity building.

We eliminate corruption, monopoly, and other improper competition practices. Want Want has further optimised and upgraded the requirements for compliance and trustworthiness of suppliers, and a clean supply chain. The original documents such as the Statement of Integrity and the Undertaking of Anti-Commercial Bribery have been replaced by the Code of Conduct for Want Want Group's Supplier Cooperation, the Supplier Compliance and Trustworthiness Commitment Letter, and the Anti-Corruption and Integrity Promotion Letter to ensure the sustainable and healthy development of Want Want Group and its partners and a virtuous circle, and establish compliance standards and ethical requirements that are compatible with our business.

### Whistle-blowing Mechanism

As an important part of anti-corruption, Want Want Group has continuously improved the whistle-blowing process and channels, and formulated and issued the Whistle-blowing Management System to encourage employees and outsiders to actively report integrity violations, and ensure necessary confidentiality measures for whistleblowers.

### Whistle-blowing Process

	電話舉報 Reporting by phone: (86) 021-61151931
	手機舉報 Reporting by mobile phone: (86) 13661813132
	郵箱舉報 Reporting by email: GY_jihe@want-want.com

	線上舉報： Online reporting:	
	微信公眾號： WeChat official account: 旺行天下-廉潔旺旺	

#### 舉報途徑 Reporting Channels

### 廉潔文化建設

本集團積極宣導誠信文化，致力於營造陽光廉潔的工作氛圍，持續提升集團內部廉潔意識。我們定期面向董事會、高級管理層、員工開展商業道德及反貪腐等相關培訓，並定期進行廉潔測試，以增強集團各層級反貪腐知識，確保風險及反舞弊管理工作的落實，將反貪腐意識融入至集團運營各層面。

旺旺積極倡導供應鏈廉潔文化，堅決維護廉潔、公平、公正、公開的營商環境，在反商業賄賂及廉潔守信方面採取「零容忍」政策，構建制度化供應商廉潔管理體系。集團於供應商管理平台公示與各供應商、經銷商建立公平交易及反貪腐要求的保證協議書範本，如《旺旺集團供應商合作行為準則》、《供應商合規守信承諾函》、《反腐倡廉宣導函》等。

### 商業道德培訓

旺旺力求將商業道德文化建設落實到公司的各個層級，以期讓所有員工和外包員工都積極參與其中。我們的內部審核團隊每季度向董事會層面報告內控重大事項及風險管控流程改善情況，通報違規、舞弊調查及處理情況，及時匯報反腐倡廉建設等工作進展。報告期內，我們為全體董事會提供反貪及防貪相關信息。

### Building a Culture of Integrity

The Group actively promotes a culture of integrity, strives to create a transparent and ethical working atmosphere, and keeps enhancing awareness of integrity within the organisation. We regularly provide business ethics and anti-corruption trainings for the Board, senior management, and employees, and conduct integrity tests to enhance anti-corruption knowledge at all levels of the Group, and ensure the implementation of risk and anti-fraud management. By doing this, we integrate anti-corruption awareness into all levels of operation.

Want Want actively advocates a culture of integrity in the supply chain, resolutely preserves a clean, fair, just, and open business environment, and adopts a “zero tolerance” policy in fighting against commercial bribery and maintaining integrity and trustworthiness, as a way to build a systematic supplier integrity management system. The Group publishes on the supplier management platform the templates of the guarantee agreement to be entered with suppliers and distributors for establishing fair trade and fulfilling anti-corruption requirements, including the Code of Conduct for Want Want Group's Supplier Cooperation, the Supplier Compliance and Trustworthiness Commitment Letter, and the Anti-Corruption and Integrity Promotion Letter, etc.

### Business Ethics Training

Want Want strives to implement business ethics culture at all levels of the organisation, so that all employees and outsourced employees can actively participate in it. Each quarter, our internal audit team provides the Board with comprehensive reports detailing material internal control matters, improvements to risk management and control processes, updates on investigations and handling of non-compliance and fraud incidents, as well as progress updates on anti-corruption and integrity-building initiatives. During the Reporting Period, all directors of the Board were provided with materials on anti-corruption and corruption prevention.

此外，針對高級管理層，我們通過高管會議定期提醒廉潔文化建設的責任人意識，落實對員工廉潔從業的培訓和宣導，引導廉潔風氣，持續開展反貪污、反舞弊之宣傳教育。我們通過製作視頻、文稿，在內部刊物及傳媒宣導，並開設廉潔旺旺微信企業號、微信公眾號，在官網、經銷商、供應商網站公示等方式，向員工、客戶、供應商宣導，同時還製作案例宣導。

根據業務所在國家或地區《反洗錢法》等相關法律法規及國際公約，集團內部要求所有財務人員及關聯崗位人員遵守所在國家或地區法律法規和道德行為規則，接受不定期的反商業賄賂、反勒索、反欺詐和反洗錢的培訓及宣導；對於在業務中存在的上述可疑行為風險提前預警，並採取針對性措施予以防範，確保集團各項業務穩健運行。

## 保護知識產權

旺旺集團始終將知識產權視為企業的重要財產，重視對知識產權成果的管理，並嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》等運營機構所在地法律法規要求，不斷完善集團知識產權管理架構及專利管理佈局。我們制定了《旺旺集團知識產權管理辦法》、《法規審核作業辦法》、《維權管理辦法》，有效規範知識產權管理，提升集團員工產權保護意識，規範本集團商標、字號的申請、使用、費用收取、監督以及保護工作。

報告期內，旺旺集團新增有效專利156件。截至2025年3月31日，旺旺集團共擁有有效商標數量4,606件、有效版權數量179件、有效專利數量619件。

In addition, for the senior management, we regularly remind them of their responsibilities in the construction of a culture of integrity through senior management meetings, organise trainings and advocacy activities for employees on integrity and ethical practices in their work, promote a culture of integrity, and continue to carry out anti-corruption publicity and education. We produce videos and documents, and promote relevant materials in internal publications and other media, set up Integrity of Want Want WeChat enterprise account and WeChat official account, and make public announcements on official website and websites for distributors and suppliers to communicate with employees, customers, and suppliers, and prepare case studies for advocacy activities.

In accordance with the Anti-Money-Laundering Law and other relevant laws, regulations, and international conventions in the countries or regions where the Group operates, the Group internally requires all financial personnel and personnel in related positions to comply with the laws, regulations, and rules of ethical conduct in the countries or regions where they operate, and to receive anti-bribery, anti-extortion, anti-fraud, and anti-money-laundering training and publicity materials from time to time. We have in place early warning risk indicators to identify early sign of the above suspicious behaviour in our business so that corresponding actions are taken to prevent them from happening and to ensure the healthy operation of the Group's businesses.

## Intellectual Property Protection

As Want Want Group always regards intellectual property as an important asset of the enterprise, it attaches importance to the management of intellectual property achievements. Want Want Group constantly improves its intellectual property management structure and patent management system in strict accordance with the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China, and other laws and regulations of the place where the operation is located. We have formulated the Intellectual Property Management Regulations of the Want Want Group, the Operational Measures for Regulatory Review, and the Management Measures for the Rights Protection to effectively standardise the management of intellectual property rights, enhance the awareness of property rights protection of our employees, and standardise the application, use, fee collection, supervision, and protection of the Group's trademarks and trade names.

During the Reporting Period, Want Want Group added 156 valid patents. As of 31 March 2025, Want Want Group has obtained a total of 4,606 valid trademarks, 179 valid copyrights, and 619 valid patents.

報告期內，旺旺集團審核產品版面設計、廣告、網頁文描等文件3,757件。

During the Reporting Period, Want Want Group reviewed 3,757 documents such as product layout designs, advertisements, and web page descriptions.

報告期內，法務處下轄的維權支持部嚴格履行職責，依法嚴厲打擊各類侵權行為，在維護公司合法權益方面表現卓越，成效顯著。

During the Reporting Period, the rights defence support division under the legal department diligently upheld its responsibilities to crack down on any infringement in accordance with laws, and achieved remarkable results in safeguarding the Company's legitimate rights and interests.

**報告期內，旺旺集團共發起仿冒、假貨等被侵權訴訟案件383件，共結案件328件，累計獲賠192餘萬元人民幣。並被上海知識產權局評選為2024年度優秀維權項目，獲50萬元人民幣現金獎勵。**

**During the Reporting Period, Want Want Group initiated a total of 383 infringement lawsuits, including against imitation and counterfeit goods, concluded a total of 328 cases, and received a total of over RMB1.92 million in compensation. These cases were recognised by the Shanghai Intellectual Property Administration as the 2024 Outstanding Rights Protection Projects and Want Want Group was awarded RMB500,000 in cash.**

為強化集團內部員工對知識產權的保護意識，對廣告、宣稱、標籤等的法律遵守意識，我們有針對性的開展相關培訓課程。

In order to strengthen the awareness of our employees on the protection of intellectual property rights, we conduct targeted training courses on legal compliance awareness in advertising, claims, labels, etc.

## 案例：專項培訓 Case: Specialised Training

2024年9月，集團邀請到上海市靜安區市場監督管理局的專業老師，給集團產品經理、電商運營人員、企劃人員、業務人員及法務、法規、客服專員等70餘人，開展標籤與廣告合法合規宣導，共同探討食品銷售推廣與市場監管中遇到的問題。市監局的專家們分別就「食品經營監管環節問題」、「《消法實施條例》重點內容解析」、「有獎銷售及盲盒經營行為規範解析」、「商業廣告合規重點關注內容」等主題切入，深入剖析了旺旺集團在經營過程中所面臨的主要問題及應對措施，並介紹了最新的法律法規和監管政策，幫助集團更好地理解、遵守相關規定。

In September 2024, the Group invited experts from the Market Supervision Administration of Jing'an District, Shanghai to carry out a publicity training on the legal compliance of labelling and advertising for over 70 individuals, including product managers, e-commerce operation personnel, project personnel, business personnel, as well as legal and compliance specialists, and customer service representatives of the Group. The session facilitated joint discussions on challenges in food sales promotion and market supervision. Experts from the Market Supervision Administration delivered specialised lectures covering "Supervision Issues in Food Business Operations", "Interpretation of Key Provisions in the Regulations on the Implementation of the Law on the Protection of Consumer Rights and Interests", "Regulatory Analysis of Prize-giving Sales and Blind Box Operations", and "Critical Compliance Considerations for Commercial Advertising". They deeply analysed the major challenges faced by Want Want Group in its operations, proposed countermeasures, and introduced the latest laws, regulations, and supervisory policies to help the Group better understand and comply with relevant regulations.

2025年1月，集團面向產品經理、電商運營人員、企劃人員、營銷人員及客服專員等70餘人，開展《商業推廣活動中的合法性審查》、《食品標籤標識法規法務》的培訓，本次培訓圍繞制度進行深入解讀，從審查角度入手，帶領參訓者了解重點風險點，並通過解讀案例，進一步宣導風險識別及規避的方式。

In January 2025, the Group conducted training on Legality Review in Commercial Promotion Activities and the Regulation Practice on Food Labelling for more than 70 people, including product managers, e-commerce operation personnel, project personnel, marketing personnel, and customer service specialists. This training focused on the in-depth interpretation of systems, with the perspective of review as a starting point, to lead participants to understand key risk areas, and further illustrate ways to identify and mitigate risks through case studies.





**“ 旺旺品質，  
有口皆碑 ”**

**Want Want Quality Earning  
Respected Popularity**



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旺旺秉承「食品企業是良心事業，我們追求產品由里到外絕對完美」的宗旨，在六十餘年間不斷成長。我們將食品安全文化融入公司治理，打造數字化、智能化供應鏈，通過賦能產品、探索創新，積極開展行業交流與溝通，打造旺旺家喻戶曉的「金字招牌」。

## 2.1 食品安全，面面俱到

### 食品安全承諾與目標

旺旺積極落實國家食品安全策略，履行旺旺食品安全承諾。我們與行業上下游夥伴通力合作，將食品安全理念貫穿旺旺的全價值鏈，保障食品安全。報告期內，我們的食品安全目標有效達成。

Want Want upholds the principle that “food enterprise is a business of conscience, and Want Want products strive to be perfect from the inside out”. Want Want has been growing steadily over the past 60 years. We integrate food safety culture into our corporate governance, develop a digital and intelligent supply chain, and actively carry out industry exchanges and communication through empowering products and exploring innovation, so as to build a well-known “golden reputation” of Want Want.

## 2.1 Food Safety in All Aspects

### Food Safety Commitments and Targets

Want Want actively implements the national food safety strategies and fulfills Want Want's commitment to food safety. We work with upstream and downstream partners in the industry to integrate the concept of food safety throughout the entire value chain of Want Want as a way to ensure food safety. During the Reporting Period, our food safety targets were effectively achieved.

### 食品安全關鍵績效 Key Performance of Food Safety

外檢合格率100%  
成品質檢合格率100%  
投訴解決率100%  
消費者滿意度98%  
食品安全召回突發事件0

100% pass rate of external inspections  
100% pass rate of quality inspection of finished products  
100% complaint resolution rate  
98% consumers' satisfaction  
0 incident of food safety recall emergencies



## 食品安全管理體系

旺旺嚴格遵守《中華人民共和國食品安全法》、《中華人民共和國產品質量法》、《中華人民共和國食品安全法實施條例》、《中華人民共和國消費者權益保護法》等法律法規。結合國內外先進的食品安全管理理念和標準，建立了符合集團特點的WSQM（旺旺標準質量管理體系），全方位監督和保障食品安全管理制度及標準的建立和有效執行，將品質把控貫穿到每項工作環節。

WSQM體系整合了GFSI（Global Food Safety Initiative，全球食品安全倡議）組織認可的FSSC 22000、BRCGS等食品安全管理體系，以HACCP（Hazard Analysis and Critical Control Point）原理為制度基礎，融合風險預防等主要管理理念，實現從原料產地到客戶手中的全流程食品質量保障與食品安全管理。報告期內，共修訂WSQM文件39份，涉及管理、工藝、操作規範等方面。

集團下屬71家常規運營工廠獲得質量&食品安全類體系，如FSSC 22000、BRCGS、CHINA HACCP、ISO 22000、ISO 9001等標準認證證書共128張，體系認證覆蓋率100%，GFSI認可標準認證覆蓋率88.7%，其中，廣州永旺、廣州大旺、廣州必旺、廣州旺旺、泉州立旺獲得了BRCGS認證AA級，浙江乳旺通過了BRCGS包材認證。此外，我們還取得了企業誠信管理體系、有機食品、無麩質食品、清真食品、低GI食品等認證，完善的質量管控受到行業的高度認可。報告期內，江西旺旺食品檢測中心獲得CNAS實驗室認證，為質量管理提供堅實後盾和可靠依據。



## Food Safety Management System

Want Want abides strictly by the Food Safety Law of the People's Republic of China, the Product Quality Law of the People's Republic of China, the Regulations on the Implementation of the Food Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumers Rights and Interests, and other laws and regulations. By incorporating advanced concepts and standards of food safety management from both domestic and international sources, we have developed the WSQM (Want-Want Standard Quality Management) system, tailored to the characteristics of our Group, to supervise and ensure the establishment and effective implementation of food safety management systems and standards to carry out quality control throughout all aspects of our operations.

The WSQM system integrates globally recognised food safety management systems accredited by the Global Food Safety Initiative (GFSI), such as FSSC 22000 and BRCGS. It is based on the principles of Hazard Analysis and Critical Control Point (HACCP) and incorporates key management concepts such as risk prevention. Through this system, we ensure full-process food quality assurance and food safety management of our products from the origin of raw materials to the hands of the consumers. During the Reporting Period, we revised a total of 39 WSQM documents in terms of management, process, operating procedures, and other aspects.

The 71 regularly operating plants of the Group have obtained a total of 128 standard certificates for quality and food safety systems, including FSSC 22000, BRCGS, CHINA HACCP, ISO 22000 and ISO 9001, with a 100% coverage rate of system certification and 88.7% coverage rate of GFSI recognised standard certification. Among them, Guangzhou Yong-Want, Guangzhou Big-Want, Guangzhou Be-Want, Guangzhou Want Want, and Quanzhou Lee-Want have obtained Grade AA BRCGS certification, and Zhejiang Ru-Want passed BRCGS certification. In addition, we have also obtained corporate integrity management system, organic food, gluten-free food, halal food, low GI food, and other certifications. The well-developed quality control has been highly recognised by the industry. During the Reporting Period, Jiangxi Want Want Food Testing Centre has obtained CNAS laboratory certification, providing solid support and reliable basis for quality management.



## 卓越旺旺品質管理團隊建設

旺旺實施適合本公司發展戰略的卓越品質管理團隊建設五年規劃，搭建專業穩定的管理與技術雙軌品保團隊，持續完善食品安全品質策略，不斷提升自身質量管理水平。

## Construction of the Want Want Excellent Quality Management Team

Want Want carries out a five-year plan for the construction of excellent quality management team that is suitable for the Company's development strategy, and builds a professional and stable management and technical quality assurance team as a means to continuously improve the food safety and quality strategies and enhance its own quality management.

## 旺旺卓越品保團隊建設發展戰略

## Construction and Development Strategies of Want Want Excellent Quality Assurance Team

### 管理梯隊化 Management Ladder

目標：團隊梯隊儲備率、資質符合度和崗位勝任度達到100%。

Objective: achieve 100% management ladder reserve rate, qualification match rate, and job competence.

2024財年，管理梯隊儲備率85%、資質符合度84%、頂崗（勝任度）完成度75.5%。

In 2024FY, the management ladder reserve rate was 85%, the qualification match rate was 84%, and the job competence was 75.5%.

### 技術專業化 Technology Specialisation

目標：技術人員的培養與達人認證實現全品項覆蓋。

Objective: the technical personnel training and the master certification achieve full product coverage.

2024財年，品保技術已認證415人，已覆蓋集團全品項，甚至部分優秀區域和優秀工廠已全品項覆蓋並養成高級達人。

In 2024FY, 415 people were certified in quality assurance technology, covering all products of the Group, and some excellent regions and factories even achieved full product coverage and developed senior masters.

### 團隊柔性化 Management Flexibility

目標：從理論培訓和多崗位輪崗等多方面提升全員品保水平，實現品質團隊人員「一人三崗」和「一崗三人」的發展優勢。

Objective: from theoretical training to multi-position rotation, the quality assurance level of all staff was enhanced, and the development advantages of "one person taking three positions" and "one position taken by three persons" for members of the quality assurance team was achieved.

2024財年，一人多崗參評率85%（其中一人二崗專精率79%、一人三崗專精率42%），一崗多人參評率80.6%（其中一崗三人參評率63.5%）。

In 2024FY, the evaluation participation rate for one person taking multiple positions reached 85% (with a proficiency rate of 79% for one person taking two positions and 42% for one person taking three positions). The evaluation participation rate for one position taken by multiple persons stood at 80.6% (with an evaluation participation rate of 63.5% for one position taken by three persons).

## 食品安全培訓

根據《中華人民共和國食品安全法》和《食品安全國家標準食品生產經營企業從業人員培訓管理指南》的規定，食品安全管理人員每年應當接受不少於40小時的食品安全培訓。旺旺開展全員食品安全培訓，從管理團隊和技術團隊等不同層級積極開展食品安全培訓，對食品安全總監進行能力驗證，將「食品是良心事業，我們追求產品由裡到外絕對完美」的理念深入到每位員工的日常工作中。

## Food Safety Training

According to the Food Safety Law of the People's Republic of China and the Guidelines for the Training and Management of Employees of Food Production and Operation Enterprises of the National Standard for Food Safety, food safety management personnel shall receive no less than 40 hours of food safety training per year. Want Want actively carries out food safety training for all employees at different levels such as management team and technical team. It conducts proficiency verification on food safety directors, and incorporates the concept that "food enterprise is a business of conscience, and Want Want products strive to be perfect from the inside out" into the daily work of each employee.

“

**報告期內，集團共計開展食品安全培訓2,341場，參與102,154人次，培訓時長7,782小時，人均培訓時長178小時，員工培訓覆蓋率100%。**

**During the Reporting Period, the Group conducted a total of 2,341 food safety training sessions for 102,154 participants, amounting to a total of 7,782 training hours and 178 hours per capita and representing a 100% training coverage rate.**

”

2024財年，旺旺卓越品質管理團隊建設規劃達成情況如下：

In 2024FY, our achievements of the objectives to construct the Want Want Excellent Quality Management Team are as follows:

## 品質達人培養 Quality Master Training

旺旺針對全國品管團隊甄選優秀人員開展品質達人特訓營、組建達人品質攻堅小組，以培養、提升其專業知識、系統性思維、專案設計與推行等能力，提升一線質量管理綜合水平，打造高素質的旺旺質量管理團隊。

Want Want selected outstanding members among the quality management teams across China to carry out special training camps for quality masters and set up a team of masters for tackling quality difficulties, cultivating and improving their professional knowledge, systematic thinking, project design, and implementation capabilities, etc., so as to improve the front-line quality management level in a comprehensive manner and build an excellent quality management team for Want Want.

2024財年，集團共遴選出各類品質達人155名，為集團品質管理儲備專業人員，並成立由品質達人組成的品質改善小組，成功完成各類品質難題改善案217項，技術精進與研究專案98個，流程優化74項等。

In 2024FY, the Group selected a total of 155 quality masters as professional staff reserves for quality management in the Group, and established a quality improvement team composed of quality masters, which completed 217 improvement plans to address various quality difficulties, 98 technical refinement and research projects, 74 process optimisation projects, etc.

## 體系法規達人培養 System Regulation Master Training

2024財年共培養法規體系專業人24位，達人圍繞合規研究、風險評估與控制、技術標準認證、計量管理、數據整合及分析以及質量管理與體系優化六大方面，開展了諸如數字標籤研究、致敏原風險評估、預包裝食品FOP（front-of-package）解讀等研究專案，研究基於工廠實際需求，強調法規與體系的持續改進，為集團提質增效、風險防控、人才培養、可持續發展提供支撐。共產出可集團推廣的技術成果19項。

In 2024FY, a total of 24 regulatory system professionals were cultivated. These masters conducted research projects centred around six key areas: compliance research, risk assessment and control, technical standard certification, measurement management, data integration and analysis, as well as quality management and system optimisation. Key projects included research on digital labelling, allergen risk assessment, and interpretation of front-of-package (FOP) for prepackaged foods. Based on actual factory needs, these researches emphasised continuous improvement of regulations and systems to support the Group in improving quality and efficiency, preventing risks, cultivating talents, and pursuing sustainable development. Such efforts yielded 19 technological achievements that could be promoted within the Group.

## 品檢達人培養 Quality Control Master Training

每年持續從實驗室品檢團隊中篩選各檢測類別的優秀種子，通過檢測專業理論、實驗室體系管理、檢測操作、品檢數據分析、檢測專項研究等多元化的培養方式，經過闖關式的層層考核，截至報告期末共培養130位品檢精英。成功完成諸如檢測方法比對、樣品處理標準化、檢測方法優化等各類改善專案181項，其中123項已在集團內推廣使用，為品質管控提供保障，更為旺旺產品品質保駕護航。

We continuously select members who demonstrate outstanding performance in various inspection categories from the quality inspection team of the laboratory every year. Through diversified training methods such as professional theory of inspection, laboratory system management, testing operation, analysis of quality inspection data, and special research on testing, a total of 130 quality inspection elites, who have passed various levels of examinations, were cultivated as of the end of the Reporting Period. We successfully completed 181 improvement plans such as comparison of testing methods, standardisation of sample processing, and optimisation of testing methods, 123 of which have been promoted and used within the Group, providing assurance for quality control, and safeguarding the quality of Want Want's products.

## 訪廠達人培養 Factory Auditor Training

針對集團龐大且複雜的供應商規模，我們從全國品保、生產、採購團隊中甄選優秀人員，組織開展訪廠達人特訓，以培養、提升其專業知識、系統性思維、訪廠要點等技術及能力，嚴格把關供應商准入，提升供應商質量管理綜合水準。2024財年，已甄選出訪廠達人102位。成功完成訪廠技術類專案36項，其中30項在集團內推廣使用。

In light of the Group's large and complex supplier base, we selected outstanding members from quality assurance, production, and procurement teams across the nation to carry out special training for factory auditors. The training aims to cultivate and improve their professional knowledge, systematic thinking, key points of factory audit, and other skills and capabilities as a way to strictly control supplier admission and enhance the supplier quality management in a comprehensive manner. In 2024FY, 102 factory auditors have been selected. 36 plans for factory audit skills have been successfully completed, 30 of which have been promoted and used within the Group.

## 外銷達人培養 Export Sales Master Training

隨著集團出口業務發展，外銷業務需求逐年上漲，客戶的需求類型也愈加複雜，需要外銷品質管理的專業人才，才能保證集團外銷工作在各外銷工廠能夠更好地執行。因此，集團設立了外銷專員崗位，並圍繞工廠外銷情況、法規、語言、流程、體系認證等內容對外銷專員進行培養，以提升其專業能力及系統性思維。外銷專員現已承接例行法規審核、法規預警、認證審核、出口資質維護、其他外銷相關工作及專案。2024財年共評選出4名外銷達人，為集團外銷品質工作儲備專業人員。

With the development of the Group's export business, the demand for export operations has been rising annually. The increasing complexity of customer requirements necessitates professionals in export quality management to ensure that the Group's export activities are effectively executed across various factories. To address this need, the Group has established the position of export specialist. Training for these specialists encompasses factory export conditions, regulations, language skills, processes, and system certifications, etc., which aimed at enhancing their professional capabilities and systematic thinking. Export specialists are now responsible for routine regulatory audits, regulatory alerts, certification reviews, maintenance of export qualifications, and other export-related tasks and projects. In 2024FY, a total of four masters of export sales were selected as professional staff reserves for export quality operations of the Group.

## 食品安全文化

旺旺積極建設食品安全文化，培養旺旺人共同的食物安全價值觀，捍衛食物安全。集團建立了《食物安全文化建設程序》和《生產體系品質安全獎金發放辦法》機制，營造「食物安全等於員工行為」的食物安全文化。旺旺通過多形式的質量激勵和培訓活動增進集團的食物安全文化建設，將「食物企業是良心事業，我們追求產品由里到外絕對完美」的理念深入到每位員工的日常工作中，從意識和物質層面雙向健全旺旺食物安全文化。

旺旺開展食物安全與質量培訓、通過推送食安文章、食物安全文化專題活動和樹立品質標杆等活動，提升質量管理與控制水準。報告期內，旺旺《食物安全承諾書》員工簽署率為100%，新員工入職培訓後將立即簽署《食物安全承諾書》。

## Food Safety Culture

Want Want builds food safety culture actively, cultivates shared values of food safety among Want Want employees and upholds food safety. The Group has established a mechanism of the Food Safety Culture Construction Programme and the Measures for Payment of Bonus for the Quality and Safety of Production Organisation, and creates a food safety culture of "food safety equals to employee behaviour". Want Want has enhanced the food safety culture building of the Group through various forms of motivational and training activities, and has deeply embedded the concept that "food enterprise is a business of conscience, and Want Want products strive to be perfect from the inside out" into the daily work of every employee, so as to enhance the food safety culture of Want Want on both the awareness and substance levels.

Want Want improves quality management and control through offering food safety and quality training, publishing food safety articles, holding food safety culture special activities, and establishing quality benchmarks. During the Reporting Period, the staff signing rate of Want Want's Food Safety Pledge was 100% and new employees shall sign the Food Safety Pledge immediately after the induction training.

## 食品安全主題活動 Food Safety Themed Activities

- 旺旺持續開展「一日稽核員、食品安全文化培訓、品質楷模」專題活動，推行「人人品管」，在集團範圍內保持良好的食品安全文化氛圍，有效將品質和食品安全異常扼殺於萌芽中。  
Want Want continued to carry out the "auditor of the day, food safety culture training, and quality models" special activities to promote the message of "everyone is taking part in quality control", maintain a good food safety culture atmosphere within the Group, and effectively nip quality and food safety abnormalities in the bud.
- 2024財年全國工廠開展食品安全文化培訓2,341場，品質楷模共評選出1,283人，開展「一日稽核員」活動1,408次，100%解決主動發現的風險並攔截相關異常情況。  
In 2024FY, 2,341 food safety culture training sessions were carried out in factories nationwide; a total of 1,283 quality models were selected; 1,408 "Auditor of the Day" activities were conducted; and 100% of the risks discovered were solved and related anomalies were intercepted.

### 品質第一，人人品管

旺旺始終堅持「安全第一，品質完美」的管理理念，通過優化調整獎金設置和分解崗位職責，針對不同崗位與品質職責進行分類，更多關懷關愛一線現場直接作業人員對產品品質的關鍵貢獻，讓一線現場所有員工意識到每個人都是產品的監管員，只有大家齊心協力，才能維護好旺旺的金字招牌。

### 食品安全激勵

與此同時，為了讓員工能切身感受到集團對食品安全的重視與決心，讓員工有激情、有信心地投身於食品安全防衛隊伍中去，旺旺特意在員工工資與績效獎金之外設立了品質安全獎金，以生產廠為單位，每季度發放給產線所有工作人員，用於鼓勵和肯定該工廠全體人員對於品質安全做出的貢獻和努力。2024財年，品質安全獎金各生產基地產線覆蓋率100%。

### 食品安全管治與提升

旺旺在全國工廠內部，圍繞質量、效益、能源、成本、創新、環境、安全等多方面推行品管圈（QCC，Quality Control Circle）、WCM（World Class

### Quality First and Everyone is Taking Part in Quality Control

Want Want consistently upholds the management philosophy of "safety first, perfect quality". By optimising and adjusting the bonus structure and clarifying job responsibilities, classification is made according to the quality responsibilities associated with different positions, with particular emphasis on the critical contributions of front-line workers directly involved in production. This approach ensures that all front-line employees understand that everyone is taking part in quality control. It is only through working together that Want Want's prestigious reputation can be maintained.

### Food Safety Incentives

Meanwhile, to demonstrate the Group's commitment and determination to food safety and to inspire employees with passion and confidence to join the food safety protection work, Want Want has established a quality and safety bonus. This bonus is distributed quarterly to all production line staff at each factory, in addition to their wages and performance bonuses, to encourage and recognise their contributions and efforts towards maintaining quality and safety. In 2024FY, the coverage rate of quality and safety bonus reached 100% in the production line of each production base.

### Food Safety Governance and Improvement

Want Want promotes the Quality Control Circle (QCC) and World Class Manufacturing (WCM) quality improvement team in various aspects such as quality, efficiency, energy, cost, innovation, environment, and safety in factories across China to elevate quality work to a new height. During the Reporting

Manufacturing) 質量改善小組，將質量工作推向新高度。報告期內，集團舉辦了QCC活力工廠評選、QCC全國發表會等活動，傳承QCC精神與經驗，表彰優秀的人員與圈組。

集團持續開展QCC提案改善活動。2024財年，集團共有QCC改善小組171個，成員1,539人，共產出改善提案72,843件，投入超390萬元人民幣用於激勵員工在質量改善方面做出的貢獻。

與此同時，為了降低產品質量風險、保障食品安全、提升消費者對產品的滿意度，2024財年集團持續從廠房硬件、設備自動化升級、新型檢測儀器導入、推行質量管理專案、生產工藝改進等方面全面提升產品質量。旺旺嘗試在新品上線測試階段，導入風險評估模型，對產品生產全過程進行風險評估，並根據評估的風險等級進行針對性質量管理，報告期內完成模型運用28次。

Period, the Group held the QCC vibrant factory selection, the QCC national presentation, and other activities to inherit the spirit and experience of QCC and commend outstanding personnel and circles.

The Group continues to carry out QCC proposal improvement activities. In 2024FY, the Group had a total of 171 QCC improvement groups with 1,539 members, produced a total of 72,843 improvement proposals, and invested more than RMB3.9 million to reward employees for their contributions to quality improvement.

In the meantime, in order to reduce product quality risks, ensure food safety, and enhance consumers' satisfaction with products, the Group has made sustained efforts to comprehensively improve the product quality in 2024FY from the aspects of plant hardware, equipment automation upgrades, introduction of new testing instruments, implementation of quality management projects, improvement of production processes, and other aspects. Want Want attempts to introduce a risk assessment model during the testing phase of new product launch to conduct risk assessment throughout the entire product manufacturing process and carry out targeted quality management based on the risk level as assessed. During the Reporting Period, the model was applied 28 times.

## 品質專案推行 Implementation of Quality Projects

- 開展市場走訪行動，深入市場了解經銷商、終端門店等對於產品品質理解和需求，從客戶的角度出發解決客戶問題，提升客戶滿意度，增加產品防護效果，降低因銷售流通導致異常產品達到消費者手中可能，切實將「讓消費者吃得開心、吃得快樂、對旺旺食品有信心」理念延伸到銷售端，截至2024財年末已完成300餘家經銷商及其下屬市場的走訪服務。

We have initiated a market visit action to gain a deeper understanding of distributors and end-store perspectives on product quality understanding and needs. By addressing issues from the customers' standpoint, we aim to enhance consumers' satisfaction, enhance product protection, and minimise the risk of defective products reaching consumers due to sales circulation. These efforts effectively extend the philosophy of "ensuring consumers enjoy and have confidence in Want Want products" to the sales end. By the end of 2024FY, we have completed visits to over 300 distributors and their respective markets.

- 站在消費者的角度去評估產品品質，集團持續開展並擴大產品隨機市場抽樣、分公司調樣品評機制，切實掌握旺旺產品在市場上的質量情況，2024財年市場抽樣及分公司調樣1400餘批次，產品覆蓋率100%。

From the perspective of consumers in evaluating product quality, the Group continued to conduct and expand random market sampling of products along with cross-evaluation mechanism for product sampling between branch offices. This ensured a comprehensive grasp of the quality status of Want Want products in the market. In 2024FY, over 1,400 batches were sampled from markets and undergone inter-branch product sampling cross-evaluation, achieving 100% product coverage rate.

## 品質改善活動

完美品質的實現離不開硬體的投入與升級，2024財年集團用在品質改善相關硬體投入總費用約9,727萬元人民幣。

## Quality Improvement Activities

The pursuit of flawless quality requires investment in and upgrading of hardware. In 2024FY, the Group invested a total of approximately RMB97.27 million in hardware related to quality improvement.

### 自動化檢測設備應用 Application of Automated Inspection Devices

- 為了提升產品製程監控能力，旺旺持續增加視覺檢測系統、在線稱重系統、在線色選系統等先進檢測設備投入，2024財年共計投入檢測設備約1,690萬元人民幣。  
In order to improve our product production process monitoring capabilities, Want Want has continued to increase the investment in advanced testing equipment including vision inspection system, online weighing system, and online colour sorting system, and invested a total of approximately RMB16.9 million in testing equipment in 2024FY.
- 集團持續引入噴碼在線視覺系統、在線稱重系統、在線色選系統、在線溫控系統等在線檢測儀器，實現實時對各生產關鍵環節進行監控。  
The Group has continued to introduce online inspection instruments such as coding online vision system, online weighing system, online colour sorting system, and online temperature control system to realise real-time monitoring of each key stage of production.
- 集團持續引進FOSS FT3乳製品成分儀、商業無菌快檢儀、物流運輸測試模擬儀等新型檢測技術，加嚴管控的同時增加檢測效率。  
The Group has continued to introduce new testing technologies such as FOSS FT3 dairy product composition analyser, commercial sterile rapid inspection instrument, and logistics and transportation test simulator, to increase the inspection efficiency while tightening management and control.

### 廠房硬體更新 Plant Hardware Update

- 為了建設更好的生產環境，集團關注廠房的硬體改善，提升生產環境；生產設施方面，集團積極擁抱自動化升級，汰換/增設自動化產線，提升產能的同時也提升了製程穩定性，保證產品品質。  
In order to build a better production environment, the Group has focused on the hardware improvement of the plant to enhance the production environment; in terms of production facilities, the Group positively embraced automation upgrades by replacing/adding automated production lines, which not only enhances production capacity but also improves the stability of the production process and ensures the quality of its products.

## 品質為本 追求卓越

旺旺始終視產品品質為可持續發展的重要因素，堅信質量鑄就品牌，追求產品由里到外絕對完美。通過全鏈條管理、嚴苛的原料管理等等，保障產品安全品質。報告期內，旺旺集團榮獲多個獎項，產品品質及品牌受到行業及消費者的認可。

## Quality First and Pursuit of Excellence

Want Want has always regarded product quality as a critical element for sustainable development, firmly believing that quality forges brands, and pursuing absolute perfection in products from the inside out. Through full-chain management and stringent control over raw materials, the Group ensures the safety and quality of products. During the Reporting Period, Want Want Group won multiple awards, with its product quality and brand recognised by the industry and consumers.

## 中國食品健康七星獎——年度傳承創新獎 The Annual Seven-Star Awards – Heritage Innovation Award of the Year

「中國食品健康七星獎」作為食品行業的重要獎項，歷年來旨在表彰在品質、創新和可持續發展方面表現突出的企業。繼摘奪七星獎最高榮譽——年度星鑽企業后，旺旺憑藉食品安全成果、經典與創新平衡等方面獲得肯定，獲得年度傳承創新獎。

"The Annual Seven-Star Awards", prestigious awards in the food industry, have been dedicated to recognising enterprises excelling in quality, innovation, and sustainable development over the years. Following its attainment of the highest honour of The Annual Seven-Star Awards – Star Diamond Enterprise of the Year, Want Want secured further recognition through its food safety achievements and balanced approach to heritage preservation and innovation, earning the Heritage Innovation Award of the Year.



## 2024中國消費品行業健康行動——行業領軍獎 2024 China Consumer Goods Industry Health Action – Industry Leader Award



2024消費品論壇公佈《品牌賦能·共築健康——中國消費品行業健康行動報告》，旺旺集團榮獲「2024中國消費品行業健康行動——行業領軍獎」。該獎項標誌著旺旺在推動健康中國建設方面已經獲得了專業的認可，這也是對旺旺在健康領域持續創新的鼓勵。

In 2024, the Consumer Goods Forum released the Empowering Brands, Building Health Together: Health Action Report on China Consumer Goods Industry (《品牌賦能·共築健康——中國消費品行業健康行動報告》). Want Want Group was honoured with the "2024 China Consumer Goods Industry Health Action - Industry Leader Award". This award signifies that Want Want has gained professional recognition for advancing the Healthy China initiative, while also serving as an encouragement for Want Want's ongoing innovations in the health sector.

## 旺旺集團榮膺「雙70」殊榮 Want Want Group was Bestowed with the "Double 70" Honour

中國食品工業協會、全國糖酒商品交易會組委會聯合召開「中國食品行業趨勢發佈會」上，「旺旺」品牌憑藉卓越的品牌影響力和對行業發展的突出貢獻，入選「中國食品工業發展70年品牌」。中國食品工業已走過了70年的輝煌歷程。作為已發展60餘年的食品企業，旺旺集團始終秉持「產品由里到外絕對完美」的理念，不斷創新產品、提升品質，致力於為消費者提供美味、健康、安全的食品體驗。

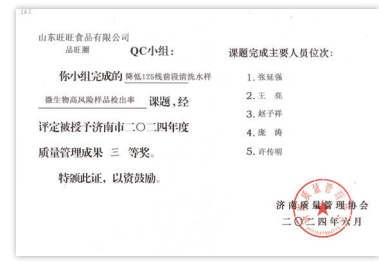
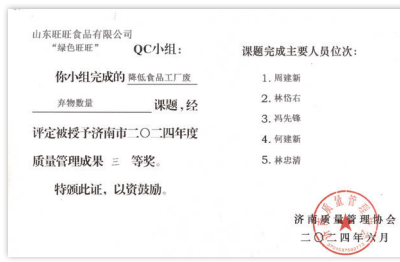
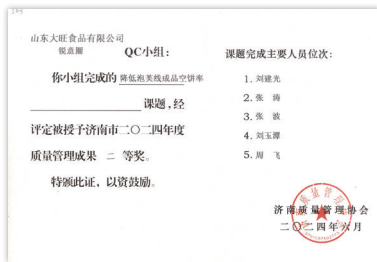
At the "China Food Industry Trends Press Conference" (中國食品行業趨勢發佈會) jointly organised by China National Food Industry Association and the organising committee of China Food and Drinks Fair, the "Want Want" brand was honoured as one of the "Brands contributing to 70 years of China National Food Industry Development", recognising its exceptional brand influence and outstanding contributions to the development of the industry. China's food industry has undergone a glorious 70-year journey. As an enterprise having operated for over six decades in the food industry, Want Want Group has consistently adhered to the philosophy of "pursuing the absolute perfection of products from the inside out". By continuously innovating products and improving quality, the Group remains dedicated to providing consumers with delicious, healthy, and safe food experiences.



## 旺旺榮獲多項質量管理小組活動獎 Want Want Won a Number of Awards in Various Quality Management Activities and Competitions

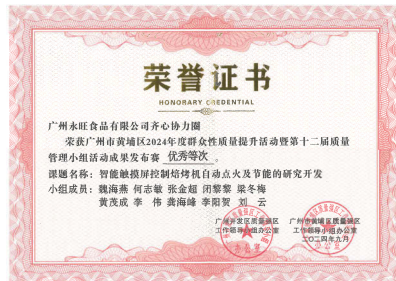
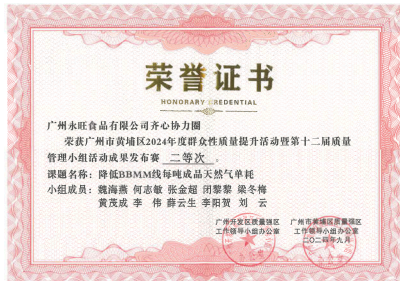
在報告期內，山東大旺食品有限公司、山東旺旺食品有限公司的3個QCC小組榮獲濟南市2024年QCC成果發表賽1個二等獎和2個三等獎。

During the Reporting Period, three QCC teams from Shandong Big-Want Foods Ltd. and Shandong Want Want Foods Ltd. were awarded 1 second prize and 2 third prizes at the 2024 Jinan City QCC Results Release Competition.



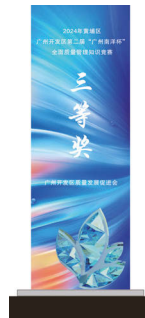
廣州永旺食品有限公司、廣州立旺食品有限公司的QCC小組，在廣州市黃埔區第十二屆品質管理小組活動成果發佈賽中，共取得「二等次1個、優秀等次2個」。

QCC teams from Guangzhou Yong-Want Foods Ltd. and Guangzhou Lee-Want Foods Ltd. won "1 second prize and 2 awards for excellence" at the 12th Guangzhou Huangpu District Quality Management Group Activity Results Release Competition.



同時，廣州永旺食品有限公司、廣州立旺食品有限公司的QCC小組，還在2024年第二屆「廣州南洋杯」全面品質管理知識擂台賽中，榮獲「三等獎」。

Meanwhile, QCC teams from Guangzhou Yong-Want Foods Ltd. and Guangzhou Lee-Want Foods Ltd. were awarded the "third prize" at the 2nd "Guangzhou Nanyang Cup" (廣州南洋杯) Comprehensive Quality Management Knowledge Competition in 2024.



## 2.2 責任供應，貫徹始終

旺旺作為食品行業可持續發展的踐行者，始終將構建低碳、可追溯的可持續綠色價值鏈作為旺旺重要關注願景及核心戰略。我們通過建立供應商全生命週期評估標準、搭建供應商數字管理平台等創新舉措，持續完善供應商管理體系。

我們恪守公平、公正、公開、透明的核心準則，矢志不渝地將可持續發展理念深度植入供應商全生命週期管理體系，通過建立戰略協作夥伴關係，與上下游供應商共同構建ESG協同機制，系統推進綠色採購標準、實施供應商可持續發展評價。我們持續深化環境社會治理實踐，攜手供應商夥伴構建低碳循環經濟模式，致力於打造具有行業標桿意義的綠色價值鏈生態圈。

### 供應商管理體系

旺旺已經構建覆蓋供應商全生命週期管理的標準化體系，涵蓋准入評估、資質審核、現場核查、質量檢驗、試車驗證、績效考核、分級管控七大核心環節。通過部署供應商協同平台（SRM），實現從註冊建檔、資質文件管理、訪廠評審管理、質量檢驗到試產驗證管理的全流程數字化管控，顯著提升供應鏈透明度與運營協同效率。2024財年，集團繼續將供應商管理體系全面納入標準化運營管理，持續細化深化供應商遴選標準顆粒度，分級管理制度及合作發展機制。值得強調的是，我們通過戰略合作優化項目、供應改進等互動方式，推動核心供應商深度參與，在技術研發、質量改進及可持續發展等領域形成價值共創機制，這種基於數字化賦能的端到端管理創新，不僅實現了供應鏈風險的系統化防控，更構建起互利共生的戰略夥伴生態，為鞏固行業領軍地位注入持續發展動能。

## 2.2 Responsible Supply in Whole Process

As a practitioner of sustainable development in the food industry, Want Want has consistently prioritised the establishment of a low-carbon, traceable, and sustainable green value chain as its key vision and core strategy. We continuously enhance our supplier management system through establishing full life cycle evaluation standards for suppliers, building a digital supplier management platform, and other innovative initiatives.

We steadfastly adhere to the core principles of fairness, justice, openness, and transparency, unswervingly integrate the concept of sustainable development deeply into the full life cycle management system for suppliers. By establishing strategic and collaborative partnerships, we work with upstream and downstream suppliers to build an ESG coordination mechanism, systematically advancing green procurement standards and implementing sustainable development evaluations for suppliers. We continuously deepen environmental and social governance practices, partnering with suppliers to establish a low-carbon circular economy model, and are committed to building an industry-leading green value chain ecosystem.

### Management System of Suppliers

Want Want has established a standardised system covering the full life cycle management of suppliers, encompassing seven core aspects: admission evaluation, qualification assessment, on-site inspection, quality inspection, trial-run validation, performance evaluation, and tiered management. By deploying a Supplier Relationship Management (SRM) platform, Want Want has digitally controlled the entire workflow from registration and documentation, qualification management, management of factory audit review, quality inspections to management of trial production validation, significantly enhancing supply chain transparency and operational collaboration efficiency. In 2024FY, the Group continued to fully integrate the supplier management system into standardised operation and management, further refining supplier selection criteria, tiered management systems, and collaborative development mechanisms. Notably, through strategic partnership optimisation projects, supply improvement, and other interactive approaches, we facilitated deep engagement of core suppliers, fostering a value co-creation mechanism in technological R&D, quality enhancement, sustainable development, and other areas. This digitally empowered end-to-end management innovation has not only achieved systematic risk prevention and control across the supply chain but also has built a mutually beneficial and strategic partnership ecosystem, injecting sustained growth momentum into consolidating our leading position in the industry.

## 供應商管理體系 Management System of Suppliers

### 新供應商開發管理 New Supplier Development and Management

- 新供應商註冊階段系統化建檔：通過系統化作業，實現信息採集與風險初篩，模塊化管理基礎經營信息、承攬業務範圍、產能規模等，對營業執照、行業資質證書、稅務登記等文件進行合規性初篩，同時通過第三方平台交叉驗證企業信用與訴訟記錄等風險情況。

Systematic documentation at new supplier registration phase: through systematic operations, we collect information and initially screen risks. We adopt modular management of basic business information, scope of contracted business, and production capacity, and conduct initial compliance screening for documents such as business licenses, industry qualification certificates, and tax registrations. Concurrently, we cross-verify corporate credit, litigation records, and other risk profiles through third-party platforms.

- 新供應商准入審核多維度驗證：依託供應商協同平台（SRM），以「多渠道引進、跨單位協同判定」為處理原則，系統化協同作業驗證新供應商具備的生產技術能力、質量體系、安全合規、產品追溯等能力指標，根據集團原物料的物理特性、化學特性等質量管理要求建立相應原物料的供應商准入管控標準流程及審查機制。

New supplier admission examination with multi-dimensional verification: leveraging the SRM platform, we follow the principle of "Bringing in suppliers through multiple channels and cross-department collaborative evaluation". We systematically and collaboratively verify the production and technological capabilities, quality systems, safety compliance, product traceability, and other capability indicators of new suppliers. Based on the quality management requirements of the Group for physical and chemical properties of raw materials, we establish standard processes and review mechanisms to manage and control the supplier admission of corresponding raw materials.

- 供應商資質動態監控：基於原物料質量管控標準與風險規範，實現SRM系統證件到期自動提醒功能，預警風險並有效防控。同時在SRM系統實現跨單位數據共享，對於集團內各工廠高風險供應商名單聯動，避免重複引入高風險供應商，系統化實現風險升級管控機制。

Dynamic monitoring of supplier qualifications: based on the quality control standards and risk regulations for raw materials, the SRM system features automatic qualification expiration reminders, enabling timely risk alerts and effective prevention and control. Meanwhile, cross-unit data sharing within SRM system facilitates synchronised high-risk supplier lists across all factories within the Group, preventing repeated introduction of high-risk suppliers. In this way, we systematically establish a risk escalation and control mechanism.

### 供應商績效評價 Supplier Performance Evaluation

#### 多維量化評價體系：

#### Multi-dimensional Quantitative Evaluation System:

- 評價維度：按品類劃分，從質量管控（入廠檢驗、制程檢驗、異物檢出）、訂單履約（按時到貨率、到貨準確率）、商業表現（成本控制、服務響應）及改善能力（CAR單閉環）八大明細指標實施量化評估。

Evaluation dimensions: we conduct quantitative evaluations by category based on eight detailed indicators including quality control (incoming inspection, in-process inspection, foreign object detection), order fulfillment (on-time delivery rate, delivery accuracy rate), business performance (cost control, service responsiveness), and improvement capabilities (closed-loop corrective action request (CAR) forms).

- 系統化運作：原物料供應商評價依託ERP系統，實現自動匯總跨單位（品質中心、供應鏈中心、採購中心）的評估數據，實現品類與供應商雙維度的智能評估與展示。可視化儀錶盤：供應商得分雷達圖直視呈現強弱項，便於進行針對性改善。

Systematic operation: the evaluation of raw material suppliers relies on the ERP system to automatically aggregate cross-departmental (quality centre, supply chain centre, and procurement centre) evaluation data, enabling intelligent evaluation and presentation by category and supplier. Visualised dashboard: supplier score radar charts provide intuitive display of strengths and weaknesses, facilitating targeted improvements.

#### 動態發展改進機制：

##### Dynamic Development and Improvement Mechanism:

- 持續改進計劃：結合系統化評價結果，差異化改善輔導，針對評估結果不佳的供應商，通過定期培訓與現場輔導，針對性提升供應商在質量、交期、成本、服務四大核心能力，全面推動供應商多維競爭力的提升，2024財年原物料供應商實施持續改善輔導的合計19家。

Continuous improvement plan: we provide differentiated improvement guidance based on systematic evaluation results. For underperforming suppliers, we offer regular training and on-site coaching to enhance their four core capabilities in a targeted manner, namely quality, delivery, cost, and service. This comprehensively promotes the multi-dimensional competitiveness of suppliers. In 2024FY, a total of 19 raw material suppliers received continuous improvement coaching.

- 戰略夥伴培育：基於系統化評估結果找尋及發展戰略供應商，定向培養長期戰略合作夥伴，強化集團供應鏈能力，創造集團長期競爭優勢。

Strategic partner cultivation: we identify and develop strategic suppliers based on systematic evaluation results, with a focus on fostering long-term strategic partnerships. This approach aims to strengthen the Group's supply chain capability and creates long-term competitive advantages.

## 供應商分級管理 Supplier Grading Management

- 分級標準矩陣：綜合考量年度評價得分、合作年限、供貨能力（可供應產能）及價格競爭力構成量化分級標準。

Grading criteria matrix: a quantitative grading criteria is formed by comprehensively considering annual evaluation scores, length of cooperation, supply capacity (available production capacity), and price competitiveness.

- 分級差異化發展策略：構建分級管理制度，強化激勵A級優質供應商效能，深化與核心供應商的戰略協同關係；重點培育並扶持具有成長潛力的B級供應商，同步實行動態評估與淘汰機制，持續優化供應鏈能力。

Grading differentiated development strategy: we establish a grading management system which enhances incentives for the effectiveness of A-grade premium suppliers and deepens the strategic synergy with core suppliers. We focus on cultivating and supporting B-grade suppliers with growth potential, coupled with implementing a dynamic evaluation and elimination mechanism to continuously optimise our supply chain capability.

- 分級管理目標：優化供應商結構，實施供應商組合優化，通過數字化賦能深化核心戰略夥伴聯盟，構建風險可控的可持續供應鏈體系，實現供應鏈全週期風險管控系統的閉環建設。

Grading management target: we optimise the supplier structure and supplier portfolio, deepen alliances with core strategic partners through digital empowerment, and build a risk-controllable and sustainable supply chain system, achieving the closed-loop construction of the risk control system for the full supply chain cycle.

## 供應商大會 Supplier Conference

集團有關供應商大會的舉辦類型及頻次選擇，已經納入集團相應的供應商管理標準規範，主要有三種類型：

The type and frequency of supplier conference organised by the Group have been incorporated into relevant supplier management standards of the Group, mainly including three categories:

- 集團供應商大會：三年一次，主要目的是為讓戰略供應商了解旺旺未來5~10年的發展方向及策略，同時與戰略供應商建立長期、友好、互信的合作關係。  
Group-level supplier conference: it is held once every three years, mainly aiming to familiarise strategic suppliers with development directions and strategies of Want Want for the next 5 to 10 years, and establish long-term, friendly, and trust-based partnerships with them.
- 品類供應商大會：一年一次，主要目的是針對品類的行業標準，旺旺的要求和方向與供應商達成共識。  
Category-specific supplier conference: it is held annually, mainly aiming to align suppliers with industry standards and Want Want's requirements and strategic directions for specific product categories.
- 日常供應商會議：隨時進行，主要目的是解決重大異常、緊急、突發事項以及日常工作中根據業務需要開展，包括但不限於關於品質改善，交期改善、服務以及技術交流等方面。  
Daily supplier meeting: it is held as needed, mainly aiming to address major anomalies, urgent, and unexpected issues, and daily operational needs. The topics include but are not limited to quality improvement, delivery optimisation, services, and technical exchanges.

2024財年旺旺與供應商主要通過日常企微及電話溝通解決原物料交付及使用過程中問題，同時每年至少一次邀約供應商面談或技術交流等形式溝通提升品質、快速交付及可持續發展等方面的內容。

In 2024FY, Want Want primarily resolved issues related to raw material delivery and usage through daily communication via WeCom and phone calls with suppliers. Additionally, Want Want invites suppliers for at least one face-to-face meeting or technical exchange each year on quality improvement, fast delivery, sustainable development, and other aspects.

## 供應商風險評估

旺旺已建立常態化供應商風險管理體系，通過對供應商的整體綜合實力表現、風險管控狀況、可持續發展能力進行系統化深度評估。基於原物料重要程度及風險分級，通過資質驗證、體系認證審核與現場稽核等多元評估方式，構建動態供應商風險管理機制，同步升級《供應商合作行為準則》，將環境保護與可持續發展納入旺旺供應商合作行為準則。

## Risk Assessment of Suppliers

Want Want has established a normalised supplier risk management system that conducts systematic in-depth evaluations of suppliers' overall comprehensive strengths, risk management and control positions, and sustainable development capacities. Based on the criticality of raw materials and associated risk level, Want Want has established a dynamic risk management mechanism for suppliers through diversified evaluation methods including qualification verification, system certification review, and on-site inspections. Meanwhile, Want Want has upgraded the Code of Conduct for Supplier Cooperation (《供應商合作行為準則》) by incorporating environmental protection and sustainable development.

## 供應風險評估流程 Assessment Process of Supply Risks

### 資質動態審核管理

### Dynamic Management of Examination and Verification of Qualifications

依託集團供應商管理系統 (SRM) 平台，公司構建了以風險防控為導向的供應商資質動態審核管理機制，持續提升供應鏈韌性與合規水平。

Relying on the Group's Supplier Relationship Management (SRM) platform, the Company has established a risk prevention-oriented dynamic qualification review and management mechanism for suppliers, continuously enhancing supply chain resilience and compliance standards.

在資質溯源管理方面，公司建立了全鏈條透明化信息管理體系。通過系統性要求供應商提交涵蓋原材料規格、檢驗認證、驗收標準確認及關鍵生產參數（如原料種類、配比、產地、技術風險指標）的完整資質證明文件，並實施嚴格的交叉驗證機制，有效保障了供應商資質信息的真實性、完整性與全流程可追溯性。

In terms of qualification traceability management, the Company has established a fully transparent information management system across the entire supply chain. By systematically requiring suppliers to submit comprehensive documentation covering raw material specifications, inspection certifications, acceptance criteria confirmation, and critical production parameters (e.g., raw material types, ratios, origins, and technical risk indicators), coupled with rigorous cross-verification mechanisms, the Company effectively ensures the authenticity, completeness, and end-to-end traceability of supplier qualification information.

### 實地訪廠&產地調研 Onsite Audit & Origin Research

為確保原物料品質安全穩定，依據ISO 22000及HACCP等標準，定期對關鍵供應商進行現場審核。審核覆蓋質量管理體系、生產控制、檢驗能力、追溯、不合格品管理等核心環節。審核後，通過CAP追蹤驗證改進成效，建立閉環。2024財年完成審核475家，並同步開展質量標準對標，通過實現評核與賦能的雙軌並行。

To ensure the safety and quality stability of raw material, the Company conducts regular onsite audits of key suppliers in accordance with ISO 22000 and HACCP standards. The audits cover core areas including quality management systems, production controls, inspection capabilities, traceability, and non-conforming product management. After audits, the Company verifies improvement effectiveness through CAP tracking, establishing a closed-loop system. In 2024FY, the Company completed audits of 475 suppliers while simultaneously conducting quality standard benchmarking, achieving parallel implementation of evaluation and capability enhancement.

集團每年會針對大米等核心農產品原料、實施產地調研及審核監督，重點了解產季趨勢、種植規範、加工衛生、儲存條件及農殘／重金屬風險。本年度完成11次產地審核，有效管控質量風險，保障原材料源頭安全。

The Group annually implements origin research and audit supervision for core agricultural raw materials such as rice, focusing on understanding harvest season trends, cultivation standards, processing hygiene, storage conditions, and pesticide residue/heavy metal risks. This year, the Group completed 11 origin audits, effectively controlling quality risks and ensuring raw material source safety.

## 原物料標準&檢測管控 Raw Material Standards & Testing Control

為保障供應商原料質量的符合，我們建立標準制定及質量檢測協同機制，根據產品特性需要，建立非執行標準項目的檢測方法，實施全品類原料入廠檢驗。

To ensure supplier raw material quality conformity, we have established a collaborative mechanism for standard formulation and quality testing. According to product characteristic requirements, testing methods for non-mandatory standard items have been developed, with full-category raw material incoming inspection implemented.

同時，通過多維度合規風險評估（涵蓋國內外法規標準、長期監測數據分析、行業預警信息等），對原物料實施風險分級管理，通過比例抽樣方式進行持續監控，系統性保障供貨品質的穩定與合規。

Meanwhile, through multi-dimensional compliance risk assessment (covering domestic/international regulations/standards, long-term monitoring data analysis, industry alert information, etc.), risk classification management is implemented for raw materials. Continuous monitoring through proportional sampling methods systematically ensures stable and compliant supply quality.

## 開展供應商品質保障交流 Conducting Supplier Quality Assurance Communication

供應商溝通與協作是本體系高效運行的關鍵支柱。在2024財年，我們持續深化與供應商的雙向質量交流，旨在精準傳遞要求、共享關鍵信息、預警潛在風險、促進協同改進，主要舉措與成果包括：

Supplier communication and collaboration form the key pillar for the efficient operation of this system. In 2024FY, we continued to deepen two-way quality exchanges with suppliers, aiming to accurately convey requirements, share critical information, pre-warn potential risks, and promote collaborative improvements. Key initiatives and achievements include:

**1. 質量標準協同與制度化：**持續優化《原物料驗收標準》，強化標準制定過程的嚴謹與透明。系統化評估非強制執行標準項的重要性，明確驗證方法，使其成為與供應商日常質量確認的依據，提升共識基礎。借助多渠道實現高效溝通，全年高效處理並確認了399份常規標準，有效保障供應鏈運作的順暢與響應效率。

**1. Quality standard alignment and institutionalisation:** we continuously optimised the Raw Material Acceptance Standards, strengthening rigor and transparency of standard development processes. We systematically evaluated the significance of non-mandatory standard items, clarified verification methods, and established them as the basis for daily quality confirmation with suppliers, thereby strengthening consensus. Through multi-channel communication, we efficiently processed and confirmed 399 routine standards throughout the year, ensuring smooth supply chain operations and response efficiency.

**2. 高風險供應商深度互動：**聚焦「面對面」深度協作。本年度共計開展221次線上或線下溝通，覆蓋201項關鍵質量標準。

**2. In-depth engagement with high-risk suppliers:** we focused on “face-to-face” deep collaboration. This year, we conducted 221 online/offline communication sessions, covering 201 critical quality standards.

**3. 前瞻性法規與信息共享：**建立了主動預警機制。本年度提前識別並共享了20項重要的新法規信息及草案。引導供應商提前準備，有效規避潛在合規風險，保障供應鏈持續穩定運行。

**3. Proactive regulatory and information sharing:** we established an early-warning mechanism. This year, we proactively identified and shared 20 important new regulatory updates and drafts, enabling suppliers to prepare in advance, effectively mitigate potential compliance risks, and maintain stable supply chain operations.

旺旺一直以來非常重視供應商產品品質、交期及服務方面的表現情況，供應商品質提升及快速交付是採購管理中的重要環節，因此旺旺在以下幾個方面關注並提升供應商品質及交付能力：

1、要求供應商提供的原物料必須符合國家、行業及旺旺內部的質量標準，且不同批次原物料應保持質量一致性，減少波動對生產的影響，同時要求使用過程中具備良好的可靠性。

2、關注供應商是否能夠按照合同約定的時間及數量交付，避免因延遲交付影響企業的生產。

3、關注原物料包裝及運輸質量，確保原物料在包裝和運輸過程中應得到妥善保護，避免因包裝不當或運輸過程中的損壞導致質量問題。

4、關注供應商質量改進能力及持續改進意願：發生質量問題時，供應商是否能夠迅速響應並採取有效的整改措施；是否能夠通過技術創新或工藝改進來提升產品質量，滿足企業更高的質量要求。

Want Want has always placed great emphasis on the performance of suppliers in product quality, delivery timelines, and services. Quality improvement and fast delivery of suppliers are critical aspects of procurement management. Therefore, Want Want focuses on and improves supplier quality and delivery capability in the following aspects:

1. Require suppliers to provide raw materials that comply with national, industrial, and Want Want's internal quality standards. Different batches of raw materials shall maintain quality consistency to reduce the impact of fluctuations on production, while demonstrating good reliability during usage.

2. Focus on suppliers' abilities to deliver according to contractually agreed timelines and quantities so as to avoid impacts on our production caused by delayed deliveries.

3. Focus on the quality of packaging and transportation of raw materials, ensuring that raw materials are properly protected during packaging and transportation to prevent quality issues caused by improper packaging or damage during transportation.

4. Focus on the quality improvement capabilities of suppliers and their continuous improvement commitment: when quality issues occur, whether a supplier can respond promptly and implement effective corrective actions; whether it can enhance product quality to meet our requirements for higher quality standards through technological innovation or process improvement.

5、關注供應商是否建立了有效的內部質量監控機制，並能夠及時發現並糾正質量問題。

6、針對供應商交付及使用過程中發生主要異常，協同供應商對異常進行分析改進，並採取訪廠輔導、技術交流等形式持續提升供應商產品品質及快速交付能力。

依據上述管理體系，報告期內，集團共計擁有合作供應商<sup>3</sup>826家，按照地區的劃分情況如下：

5. Focus on whether suppliers have established effective internal quality monitoring mechanisms and are capable of promptly identifying and correcting quality issues.

6. In response to major anomalies occurring during supplier delivery and usage processes, collaborate with suppliers to analyse and improve the issues and take measures such as providing guidelines during factory audits and technical exchanges to continuously enhance the product quality and fast delivery capabilities of suppliers.

According to the above management system, during the Reporting Period, the Group had a total of 826 partnering suppliers<sup>3</sup>, and their categorisation by region is as follows:

地區 Region	數量（家） Number
東北區域 Northeast Region of Chinese Mainland	23
華北區域 North China	77
西北區域 Northwest Region of Chinese Mainland	18
西南區域 Southwest Region of Chinese Mainland	22
華東區域 East China	525
華中區域 Central China	58
華南區域 South China	81
中國大陸以外的地區 Regions outside Chinese Mainland	22

## 供應商ESG管理

旺旺構建了覆蓋ESG績效表現的供應商全生命週期管理體系，通過嚴格的供應商資質審核和現場實地訪廠審查、動態評估等方式對供應鏈風險進行全面監控。在綜合衡量產品質量水平、交付狀況、價格及服務水準之外，我們優先考慮環保資質、合規經營資質、食品安全資質、職業健康安全管理体系、商業道德與反腐敗機制、綠色低碳等ESG表現較好的供應商，持續推動供應商提升其可持續發展表現。

## Supplier ESG Management

Want Want has established a comprehensive supplier lifecycle management system covering ESG performance, which comprehensively monitors supply chain risks through strict supplier qualification examination, onsite factory audits, and dynamic evaluation, etc. In addition to comprehensively considering the product quality, delivery performance, pricing and service quality, we give priority to suppliers with good ESG performance, including environmental protection qualifications, compliance operation qualifications, food safety qualifications, occupational health and safety management systems, business ethics and anti-corruption mechanism, and green and low-carbon performance, so as to continuously propel suppliers to enhance their sustainability performance.

<sup>3</sup> 供應商數量：統計口徑為2024財年與旺旺有實際交易金額的集團層面的供應商。

<sup>3</sup> Number of suppliers: only those group-level suppliers who have actual transaction with Want Want in 2024FY are counted.

2022財年，為激勵合作供應商提升對ESG的關注程度、積極主動導入可持續理念，我們率先建立了供應商ESG績效評估標準，從ESG相關披露報告、第三方評級、官網宣傳、可持續相關證書及榮譽貢獻四個維度制定了相關的供應商考核指標，作為供應商的加分項開展評估，以打造更負責任、更可持續性的供應鏈體系。

2023財年，有關ESG加分項的評核指標已經正式納入集團標準化作業程序（SOP），實現了指標量化、流程固化和數據可視化。

2024財年，基於數字化升級規劃，我們正將ESG管理深度整合至供應商關係管理系統（SRM），這一系統藍圖將配合集團SRM2.0的規劃進一步實施推進，以期構建旺旺供應商ESG數字檔案庫，實現風險評估、能力建設、績效追蹤的智能化管理。

In 2022FY, in order to motivate partnering suppliers to pay more attention to ESG and actively introduce sustainable concepts, we pioneered the establishment of supplier ESG performance assessment standards and formulated relevant supplier assessment indicators from four dimensions: ESG-related disclosure reports, third-party ratings, official website promotion, and sustainability-related certificates and honorary contributions, and evaluated such indicators as additional points for suppliers to create a more responsible and sustainable supply chain system.

In 2023FY, the evaluation criteria related to ESG additional points have been officially integrated into the Group's Standard Operating Procedure (SOP), achieving quantitative indicators, solidified processes, and visualised data.

In 2024FY, as part of our digital transformation plan, we deeply integrated ESG management into the Supplier Relationship Management (SRM) system. This system blueprint will be further advanced in alignment with the Group's SRM2.0 plan to build a digital ESG profile database for Want Want suppliers, enabling intelligent management of risk assessment, capability building, and performance tracking.

## 供應鏈廉潔建設舉措 Initiatives of Building a Clean Supply Chain

### 簽訂廉潔協議 Signing the Statement of Integrity

- 簽訂《採購人員廉潔自律承諾》、《反腐倡廉宣導函》等文件資料。  
Signing the Integrity and Self-discipline Pledge for Procurement Staff, the Anti-Corruption and Integrity Promotion Letter, and other documents.
- 簽訂《員工道德規範、保密義務和利益衝突排解協議》。  
Signing the Employees' Code of Ethics, Confidentiality Obligations, and Conflicts of Interest Resolution Agreement.

### 完善舉報途徑 Improving Reporting Channels

- 公郵、熱線電話、微信公眾號、官網等。  
Official mail, hotline, WeChat official account, and official website, etc.
- 旺旺供應商管理系統首頁也公示了旺旺廉潔舉報途徑。  
The homepage of Want Want Supplier Management System also publicises Want Want integrity reporting channels.

## 廉潔風險核查 Verifying Integrity Risks

- 通過愛旺旺信息比對、天眼查等多個平台進行風險查核。  
Risks are verified through reconciling information from various sources such as i want-want and TianYanCha.com.

### 廉潔供應鏈

旺旺積極倡導供應鏈廉潔文化，堅決維護廉潔、公平、公正、公開的營商環境，在反商業賄賂及廉潔守信方面採取「零容忍」政策，構建制度化供應商廉潔管理體系。我們杜絕貪污腐敗、壟斷等不正當競爭行為。旺旺進一步優化升級了供應商合規守信、廉潔供應鏈的要求，針對新供應商，將《旺旺集團供應商合作行為準則》、《供應商合規守信承諾函》、《反腐倡廉宣導函》取代了原來的《廉潔聲明書》、《禁止商業賄賂保證書》等文件，保障旺旺集團與合作夥伴的持續健康發展與良性循環，建立與業務相適應的合規標準和道德要求。

### 原材料追溯體系

優質原料是構築產品卓越品質的基石，旺旺秉承可持續發展理念，在供應鏈管理中引入ESG評估指標，通過建立供應商可持續發展表現的加分激勵措施，開展對供應商環境保護及社會責任表現審查，持續推動產業鏈可持續發展改進。

旺旺已經構建健全的原材料追溯體系，從原材料採買、入廠接收、生產製造、倉儲物流及市場流通的全過程追溯機制確保原材料溯源信息完整可查。我們對產品中涉及的利樂包材、棕櫚油、奶粉等關鍵原材料實施嚴格的追溯調查，依據旺旺各類原材料驗收標準對每批次入廠原料嚴格執行入庫前檢測管控，並對每批次檢測的品質情況進行記錄和分析總結，系統

### Clean Supply Chain

Want Want actively advocates a culture of integrity in the supply chain, resolutely preserves a clean, fair, just, and open business environment, and adopts a “zero tolerance” policy in fighting against commercial bribery and maintaining integrity and trustworthiness, as a way to build a systematic supplier integrity management system. We strictly prohibit corruption, monopoly, and other improper competition practices. Want Want has further optimised and upgraded the requirements for supplier compliance, integrity, and maintaining a clean and ethical supply chain. The original documents such as the Statement of Integrity and the Undertaking of Anti-Commercial Bribery have been replaced by the Code of Conduct for Want Want Group’s Supplier Cooperation, the Supplier Compliance and Trustworthiness Commitment Letter, and the Anti-Corruption and Integrity Promotion Letter in respect of new suppliers to ensure the sustainable and healthy development of Want Want Group and its partners and a virtuous circle, and establish compliance standards and ethical requirements that are compatible with our business.

### Raw Material Traceability System

High-quality raw materials serve as the cornerstone for building products of excellent quality. Committed to the sustainable development concept, Want Want incorporates ESG evaluation indicators into its supply chain management. By implementing incentive measures that award points for suppliers’ sustainable development performance, Want Want evaluates their environmental protection and social responsibility performance as a way to continuously improve the sustainable development of industrial chain.

Want Want has established a comprehensive raw material traceability system. The traceability mechanism covers the entire process from raw material procurement, incoming inspection, production and manufacturing, warehousing and logistics to market circulation, ensuring complete and verifiable traceability information of raw materials. We conduct rigorous traceability investigations on key raw materials such as Tetra Pak packaging materials, palm oil, and milk powder involved in our products. In compliance with Want Want’s raw material acceptance standards, each batch of incoming raw materials undergoes stringent pre-storage testing and control measures. The quality testing status of each batch is recorded, analysed, and summarised. The systematic and

化可視化的品質數據利於追溯信息的完整可查，依託質量檢驗大數據的系統整合及分析機制，實現綠色轉型全程追溯。

visualised quality data ensures complete and verifiable traceability information. By leveraging the systematic integration and analysis mechanism of quality inspection big data, full-process traceability is achieved throughout the green transformation.

## 制度保障 System Assurance

- 通過建立可食用原料《原材料調查表》實施源頭管控，管理供應商供應原料的製造工藝、營養成分、質量指標、產品配料及添加比例等信息，並嚴格執行不定期實地現場審核，全面降低質量風險。  
Implement source control by establishing the Materials Survey Form for edible raw materials to manage information such as the production process, nutritional content, quality indicators, product ingredients, and additive proportions of raw materials supplied by suppliers, and strictly conduct irregular on-site examination, thereby comprehensively reducing quality risks.

## 體系認證 System Certification

- 要求所有棕櫚油供應商獲得可持續棕櫚油圓桌認證（RSPO）證書，且100%追溯到原產地。  
Require all palm oil suppliers to obtain the Roundtable on Sustainable Palm Oil (RSPO) certification, and the country of origin needs to be 100% traceable.
- 要求乳製品100%追溯到生產工廠。  
Require 100% traceability of dairy products to the production plant.
- 重視森林保護和可持續性土地利用，持續選用經過森林管理委員會（FSC）認證的可再生包材。  
Place strong emphasis on forest conservation and sustainable land use and continue to use Forest Stewardship Council (FSC) certified renewable packaging materials.

### 原材料追溯體系 Raw Material Traceability System

## 綠色採購

集團踐行原材料綠色採購理念，助力公司各生產基地實現可持續發展。在原材料採購環節落實綠色標準，優先選擇與有相關資質認證的供應商進行合作，優先與具備環保、綠色產品及可持續發展資質的優質廠商合作。同時，旺旺大力推進環保原輔料替代計劃，提升循環再生原料使用比例，通過產業鏈協同合作，持續推動行業綠色轉型。

## Green Procurement

The Group practices the concept of green procurement of raw materials and helps the production bases of the Company achieve sustainable development. We implement green standards and give priority to cooperation with suppliers with relevant qualifications and certifications in the raw material procurement process. We give preference to high-quality manufacturers with qualifications in environmental protection, green products, and sustainable development. Meanwhile, Want Want actively promotes plans to substitute raw materials and auxiliary materials with eco-friendly alternatives, increases the proportion of recycled and renewable raw materials used, and continues to promote the green transformation of the industry through collaborative efforts across the industrial chain.

產品類別 Product Category	綠色產品、循環再造產品合作情況 Cooperation on Green Products and Recycled Products
特選珍珠米 Selected Pearl Rice	旺旺的特選珍珠米供應商獲得綠色食品認證和有機產品認證。 Selected pearl rice supplier of Want Want has obtained the green food certification and the organic product certification.
棕櫚油 Palm Oil	旺旺繼續與取得可持續棕櫚油圓桌認證（RSPO）證書的供應商進行合作。 Want Want continues to work with suppliers which have obtained the Roundtable on Sustainable Palm Oil (RSPO) certification.
綠色包材 Green Packaging Materials	旺旺採購經森林管理委員會（FSC）認證的包材。 Want Want procures packaging materials certified by the Forest Stewardship Council (FSC).
再生鋁 Recycled Aluminium	旺旺與供應商協同提升鋁蓋料中再生鋁的回收使用比例，2024財年集團鋁蓋料再生鋁減少碳排放4.6萬噸。 Want Want collaborates with suppliers to increase the proportion of recycled aluminium used in aluminium caps. In 2024FY, the Group reduced carbon emissions by 46,000 tonnes by recycling aluminium from aluminium caps.

同時，我們注重綠色產品需求，始終將綠色發展理念貫穿於產業鏈各環節，通過持續規範棕櫚油、木材等森林風險商品的採購流程，強化供應商溯源管理，積極助力在最大限度保護森林資源的同時，有效降低毀林風險，為綠色食品產業的可持續發展奠定堅實基礎。

Meanwhile, we pay attention to the demand for green products, and always put the concept of green development into all aspects of the industrial chain. We keep standardising the procurement process for forest risk commodities like palm oil and wood, enhance supplier traceability management, and actively work to effectively reduce deforestation risks while maximising forest resource protection, thereby establishing a strong foundation for the sustainable development of the green food industry.

## 大米循環經濟 Rice Circular Economy

旺旺積極響應建設資源節約型社會的號召，持續踐行循環經濟發展模式，通過提升資源綜合利用效率，實現廢棄物減量化。旺旺攜手戰略合作夥伴益海嘉里集團，助力大米循環經濟項目，自2019財年開始，旺旺與益海嘉里大米循環再造原料採購規模突破2億人民幣/年，2022財年之後，旺旺與益海嘉里關於大米循環再造原料採購規模更是進一步擴大至3億多人民幣/年，合作成效顯著。

Want Want has actively responded to the call for building a resource-conserving society by continuously implementing a circular economy development model. Through improving the comprehensive resource utilisation efficiency, Want Want has reduced waste. Collaborating with strategic partner Yihai Kerry Group, Want Want supports the rice circular economy project. Starting from 2019FY, the annual procurement scale of raw materials recycled from rice between Want Want and Yihai Kerry exceeded RMB200 million, and further expanded to over RMB300 million after 2022FY, demonstrating remarkable cooperation results.



### 旺旺持續使用包材供應商利樂FSC認證包材

### Continuous Use of FSC-certified Packaging Materials from Tetra Pak, Want Want's Packaging Material Supplier

旺旺包材供應商利樂紙基包裝100%經由FSC認證，符合FSC環境適宜、社會有益、經濟可行的三大原則。同時，得益於FSC產銷監管鏈認證體系，我們可通過供應商對木材原產地進行管理，確保其整個供應鏈木材原料的可追溯性，保障供應鏈的透明性與合規性。

Paper-based packaging of Tetra Pak, the packaging material supplier of Want Want, is 100% FSC certified, which is in line with the three principles of FSC, being environmentally suitable, socially beneficial, and economically feasible. Meanwhile, benefiting from the FSC Chain of Custody certification system, we can manage the origin of wood through our suppliers to ensure traceability of wood raw materials throughout their supply chain and safeguard the transparency and compliance of the supply chain.

## 旺旺水性油墨試點項目 Want Want Water-based Ink Pilot Project

旺旺持續推動綠色採購項目，並推動水性白墨替代傳統墨水，2024財年已替代使用26噸，減少揮發性有機物（VOCs）排放14噸，後續將逐步提升水性白墨使用量，減少VOCs逸散，提升噴塗穩定性，推進原材料的可持續管理。

Want Want continued to promote green procurement projects and the replacement of traditional inks with water-based white inks. 26 tonnes of water-based white inks have been used in 2024FY, reducing volatile organic compounds (VOCs) emissions by 14 tonnes. The use of water-based white inks will be gradually increased in the future, so as to reduce the escape of VOCs, improve spraying stability, and promote the sustainable management of raw materials.

## 旺旺材質優化可持續項目 Want Want Material Optimisation Sustainable Projects

旺旺與供應商協作，改進產品設計以減少資源消耗及提高產品可回收性，與供應商協同推進原膜減薄、罐蓋金屬料規格及材質優化、原紙尺寸優化減少邊角料、泡芙／黑白配降低材質克重及優化材質、紙箱膠印改預印等可持續項目，在保證品質同時，實現環保減排並降低採購成本；同時旺旺原物料評估優先本地化採購，有效減少運輸排放並節約採購成本；2024財年原物料成本下降對集團利潤提升提供了有效支撐。

Want Want collaborates with suppliers to improve product design, thereby reducing resource consumption and enhancing product recyclability. Collaborative efforts have also been made to promote sustainable projects, including thinning raw films, optimising metal specifications and materials for can lids, optimising raw paper dimensions to minimise waste, reducing packaging material gram weight for Puff/Hei Bai Pei (黑白配) products and optimising the packaging materials, and switching from offset printing to pre-printing for cartons. While ensuring quality, these measures have achieved environmental benefits, lowered carbon emissions, and reduced procurement costs. Meanwhile, Want Want prioritises localised procurement in raw material evaluation, effectively reducing transportation emissions and procurement costs. In 2024FY, the decrease in the cost of raw materials effectively supported the increase in the profit of the Group.

## 2.3 創新驅動，健康營養

健康中國，營養旺旺。我們始終以提升自身產品營養價值、保障消費者健康為準繩，堅持不懈地完善自身創新研發體系、推進營養健康戰略、落實「旺旺大健康」全民計劃，為消費者健康飲食保駕護航。

### 創新研發體系

為了給消費者提供新體驗、新口味、新工藝、新營養，旺旺不斷打磨自身創新研發能力。我們專注在新品研發、包材研究、品質改善、方法開發等領域，通過持續培養創新人才，著力壯大創新團隊、推動產學研合作。我們持續完善人才自主創新相關激勵機制，強化了《專利激勵制

## 2.3 Innovation-driven, Health and Nutrition

Healthy China, Nutritious Want Want. We always take improving the nutritional value of our products and protecting the health of consumers as the criterion to unrelentingly improve our own innovative R&D system, promote the nutrition and health strategy, and implement the national plan of "Want Want Great Health" so as to ensure the healthy diet of consumers.

### Innovative R&D System

In order to provide consumers with new experiences, tastes, processes, and nutrition, Want Want continues to polish its own innovative research and development (R&D) capabilities. We focus on R&D of new product, research on packaging materials, quality improvement, method development, and other fields, and make continuous efforts to cultivate innovative talents as a way to build up our innovation team and promote industry-university-research cooperation. We continue to improve the incentive mechanism related to

度》，鼓勵員工申請發明專利，激發創新潛力。

employee self-initiated innovation, and enhanced the Patent Incentive System as a means to encourage employees to apply for invention patents and unleash their innovation potential.

## 創新研發績效 Innovative R&D Performance

<p>創新能力增項 10%/年</p> <p>Innovation capacity increasing 10%/year</p>	<p>重大技術突破4項 專利申請4項 國家級獎項2項</p> <p>4 major technological breakthroughs 4 patent applications 2 national awards</p>	<p>品質改進、效益提升 500萬元人民幣</p> <p>Quality improvement and efficiency enhancement of RMB5 million</p>	<p>重點產品開發完成率100% 專案完成時效100%</p> <p>Completion rate of key product development reaching 100% and timeliness of completion of special projects reaching 100%</p>
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## 創新研發績效 Innovative R&D Performance



- 幼兒雪餅有機藍莓味榮獲2024年Monde Selection國際食品品質金獎  
Toddler Mum-Mum Organic Rice Biscuits Blueberry Flavor won the Gold Quality Award at the World Selection of Food Products 2024 of Monde Selection



- 一種無菌後均質的實現方式及其應用榮獲中國乳製品工業協會技術進步獎二等獎  
A Method for Implementation and Application of Post-aseptic Homogenisation Technology won the Second Prize of Technology Advancement Award of China Dairy Industry Association

- 哎呦麻糬濃湯系列（玉米、蘑菇、羅宋）和旺旺Q米麵（酸湯肥牛味）榮獲中國方便食品行業創新產品獎  
Aiyou Mochi Cream Soup Series (Corn, Mushroom, and Borscht Flavours) and Want Want Q Rice Noodles (Sour and Spicy Beef Soup Flavour) won the Innovation Product Award of China Convenience Food Industry





- 旺旺榮獲中國乳製品工業協會頒發2024中國乳業科技創新企業獎  
Want Want was awarded the honorary title of 2024 Dairy Industry Science and Technology Innovation Enterprise presented by China Dairy Industry Association



- 旺旺獲2023年度中國休閒食品創新製造企業獎  
Want Want was honoured with the title of 2023 Excellent Snack Food Innovative Manufacturing Enterprise in China

## 研發目標與戰略

以《國民營養計劃（2017年-2030年）》、《中國防治慢性病中長期規劃（2017年-2025年）》、《健康中國行動（2019-2030年）》和《中國居民膳食指南（2022）》等營養與健康計劃及指南為參照，旺旺以市場需求為導向，以健康營養為核心，制定了旺旺健康營養研發戰略和健康營養目標。

## R&D Goals and Strategies

Taking the National Nutrition Plan (2017-2030), the Medium- and Long-term Plan for the Prevention and Control of Chronic Diseases in China (2017- 2025), the Healthy China Action (2019-2030), the 2022 Dietary Guidelines for Chinese Residents and other nutrition and health plans and guidelines as references, guided by market demand and centred on health and nutrition, Want Want has formulated the Want Want health and nutrition R&D strategies, and health and nutrition targets.

## 持續推進「三減三健」在產品中的應用

### Continuously Promoting the Application of "Three Reductions and Three Health Benefits" in Products

「三減三健」即減油、減鹽、減糖，健康體重、健康骨骼、健康口腔，旺旺在各品類產品中應用「三減三健」的全民健康生活理念，倡導健康膳食行動。

"Three reductions and three health benefits" means less oil, less salt, less sugar, healthier body weight, healthier bones, healthier oral cavity. Want Want applied this Healthy Lifestyle concept to various product categories to advocate healthy diet action.

## 持續推進有機天然（減少人工成分）原料的應用 Continuously Promoting the Use of Organic and Natural Ingredients (with Less Artificial Components)

積極響應國家商務部等11部門推進有機食品產業發展的指導意見，旺旺大力推動有機食品國家標準的貫徹執行，減少食品中的人工成分，推廣天然原料應用。

Actively responding to the guiding opinions of 11 departments (including the Ministry of Commerce) in relation to promoting the development of the organic food industry, Want Want vigorously promotes the implementation of national standards for organic food, reduces artificial components in food, and advocates the use of natural ingredients.

## 持續推進營養強化與植物基產品佔比 Continuously Increasing the Proportion of Nutritionally Fortified and Plant-based Products

順應全球低碳綠色轉型浪潮，植物基產品成為食品行業新的增長點，營養強化產品成為消費者新追求，旺旺抓住機遇，持續提高營養強化與植物基產品佔比。

In line with the wave of global low-carbon and green transformation, plant-based products have become a new growth driver for the food industry, and nutritionally fortified products have become a new pursuit of consumers. Want Want seizes the opportunity to keep increasing the proportion of nutritionally fortified and plant-based products.

## 持續推進產品升級，提高清潔標籤產品比例 Continuously Promoting Product Upgrades and Increasing the Proportion of Products with Clean Labels

為滿足當前消費者對於清潔標籤產品，即天然無人工添加、成分清潔的食品產品的需求，旺旺持續減少食品中的人工成分，提升清潔標籤產品比例。

In order to meet the current consumer demand for clean label products, that is, natural food products without artificial additives but clean ingredients, Want Want continues to reduce artificial ingredients in food and increase the proportion of clean label products.

## 持續推進包裝材料可持續發展 Continuously Promoting the Sustainable Development of Packaging Materials

包裝材料碳足跡降低、輕量化、可循環化、可降解化是當前包裝材料發展的必由之路，旺旺持續減少金屬材料使用及碳排放等綠色可持續包裝解決方案，推動包裝材料可持續發展。

Being low in carbon footprint, lightweight, recyclable, and degradable is the only way to develop packaging materials, and Want Want continues to reduce the use of metal materials and carbon emissions by implementing green sustainable packaging solutions to promote the sustainable development of packaging materials.

為貫徹落實營養健康戰略目標，旺旺大力推進營養健康戰略行動。我們以旺旺冰品為代表產品，致力於將糖添加量下降7%，白砂糖年用量減少1,700噸。以此為起點，旺旺將不斷拓寬營養健康目標，圍繞目標持續努力。

## 營養健康成果及案例

報告期內，我們在健康營養創新驅動下，繼續深化研發低糖、低脂、低鈉、有機、減少人工成分、植物基和強化營養成分的各類產品，滿足不同消費群體不同營養需求，不斷推陳出新，充實旺旺健康概念系列產品，致力於為消費者提供美味與營養兼得的食物。

In order to realise the nutrition and health strategic targets, Want Want vigorously promotes the nutrition and health strategic actions. Taking Want Want Popsicles as a representative example, we are devoted to reduce the amount of sugar added in Want Want Popsicles by 7%, and the annual consumption of white sugar by 1,700 tonnes. Taking this as a starting point, Want Want will continue to broaden its nutrition and health targets and make continued efforts in this regard.

## Nutrition and Health Outcomes and Cases

During the Reporting Period, driven by health and nutrition innovation, we continued to deepen the research and development of various products with low sugar, low fat, low sodium, organic substances, reduced artificial ingredients, plant-based and fortified nutrients to meet the diverse nutritional needs of different consumer groups, and continuously innovated to enrich the series of products of Want Want Healthy Concept, and was committed to providing consumers with delicious and nutritious food.

### 有機幼兒雪餅 Toddler Mum-Mum Organic Rice Biscuits

- 有機天然：主原料為有機米粉，添加有機白砂糖、有機果疏粉、天然香精、天然色素  
Organic and natural: use organic rice flour as main ingredient, with organic sugar, organic fruit/vegetable powder, natural flavours, and natural colours added
- 低鈉：去鹽，鈉含量低於傳統雪餅  
Reduced sodium: salt removed, sodium content is lower than the traditional sugar-coated rice crackers
- 營養強化：添加維生素A、B1、D，補充幼兒營養  
Fortified nutrition: added vitamins A, B1, and D to support toddler's development
- 包裝輕便：內含獨立小包裝，方便攜帶，避免食物浪費  
Convenient packs: individually wrapped for portability and food waste prevention



### 有機糙米薄餅系列 Organic Brown Rice Crisps Series

- 有機天然原料：主原料使用有機大米、有機糙米，搭配不含人工香精、色素的調味料，不含麩質過敏原

Organic and natural ingredients: made with organic rice and organic brown rice, seasoned with natural flavours (no artificial flavours or colours), and gluten-free

- 營養豐富：黃豆、藜麥、芝麻、小米、亞麻籽、蕎麥等多種穀物，增加膳食纖維

Nutrient-rich: added soybeans, quinoa, sesame, millet, flaxseed, buckwheat, and other grains, which increase dietary fibre

- 無糖低脂：不添加白砂糖；採用焙烤工藝非油炸，使用不飽和脂肪酸含量較高的高油酸葵花籽油替代氫化玉米油及棕櫚油

Sugar-free and low-fat: no sugar added; baked (not fried) with high-oleic sunflower oil (rich in unsaturated fatty acids) instead of hydrogenated corn oil or palm oil



### 迷你薄餅 Mini Rice Crackers

- 天然原料：不添加人工香精、色素，原料天然，無麩質

Natural ingredients: no artificial flavours or colours added, natural ingredients, and gluten-free

- 健康低脂：熱風焙烤工藝非油炸，僅少量油附

Healthy and low-fat: hot-air baked (not fried) with minimal oil added



### 愛至尊低GI五黑餅乾 Elder's Mark Low GI Five Black Ingredients Biscuits

- 高蛋白（蛋白質含量 14.5g/100g）  
High protein (protein content 14.5g/100g)
- 高纖（膳食纖維含量 12.7g/100g）  
High fibre (dietary fibre content 12.7g/100g)
- 高鈣（鈣含量 320mg/100g）  
High calcium (calcium content 320mg/100g)

- 低GI和生產線符合認證通過  
Low GI and production lines are certified

- 配方設計符合《老年營養食品團體標準》  
The formula design complies with the Group Standard for Elderly Nutritional Foods



### 愛至尊低GI黑芝麻核桃軟糕

#### Elder's Mark Low GI Black Sesame Walnut Soft-bar

- 低GI認證  
Low GI certified
- 無糖無鹽：採用糖醇代替白砂糖，不添加鹽，總糖含量低於0.5%  
Free of sugar and salt: substitute sugar alcohol for sugar, no salt added; total sugar content is less than 0.5%
- 富含膳食纖維：14.3g/100g  
Rich in dietary fibre: 14.3g/100g
- 高蛋白：14.5g/100g  
High protein: 14.5g/100g
- 高鈣：988mg/100g  
High calcium: 988mg/100g
- 口感鬆軟：易於咀嚼，搭配濃郁芝麻香氣  
Soft texture: easy to chew, with rich sesame aroma
- 包裝輕便：內含獨立小包裝，方便攜帶儲存  
Convenient packs: individually wrapped for portability and ease of storage



### 低GI燕麥夾心卷 Low GI Oat Filled-Rolls

- 雙重控糖：不添加糖；優選工藝，精選燕麥粉、抗性糊精等特製原料使產品符合0糖標準  
Dual sugar control: no sugar added; advanced processing, carefully selected oat flour and specially chosen ingredients such as resistant dextrin to make the product meet the 0-sugar standard
- 穀物低GI：科學配比，富含膳食纖維，並通過中國食品發酵工業研究院低GI檢測（紅酒味GI值40，黑巧味GI值35），食用過後不擔心血糖快速上升  
Low GI grains: scientifically formulated, rich in dietary fibre, and passed the low GI test by China National Research Institute of Food & Fermentation Industries (red wine flavour: GI value 40; dark chocolate flavour: GI value 35), so there is no need to worry about a rapid rise in blood sugar level after consumption
- 好吃更健康：外層酥脆燕麥餅皮與內層絲滑0糖巧克力夾心碰撞，不含反式脂肪酸，既健康又美味  
Delicious and healthy: nicely combine the crispy oat crust with the silky 0-sugar chocolate filling, free of trans fatty acids, making it both healthy and delicious



### WANT POWER 億菌卷 WANT POWER Billions-Probiotic Filled Roll



- 益腸道：每50g添加21億CFU活性益生菌、350mg益生元、350mg後生元，三位一體調節腸道健康；添加菊粉，改善腸道環境  
Intestinal health: added 2.1 billion CFU active probiotics, 350mg prebiotics, and 350mg postbiotics per 50g, a trinity for regulating intestinal health; added inulin to improve the intestinal environment
- 美容養顏：添加燕窩酸，促進免疫調節，美容養顏  
Beauty and skincare: added sialic acid to promote immune regulation, beauty and skincare
- 美味口感：夾心風味濃厚、餅皮口感酥脆  
Delicious taste: the filling is rich in flavour, and crust is crispy
- 集團首支宣稱活性益生菌的注心餅乾類產品  
The Group's first filled biscuit product claiming active probiotics

### 邦德咖啡輕椰拿鐵 Mr. Bond Coffee Coconut Light Latte

- 植物基咖啡：印尼椰漿、菲律賓椰子水  
Plant-based coffee: Indonesian coconut milk, Philippine coconut water
- 低糖低脂：糖含量低於5.0g/100mL，脂肪含量低於1.5g/100mL  
Low sugar and low-fat: sugar content is less than 5.0g/100mL, and fat content is less than 1.5g/100mL
- 營養強化：含有膳食纖維  
Fortified nutrition: contain dietary fibre



### WANT POWER 肽嫩杯膠原蛋白肽嫩布丁

#### WANT POWER Peptide Smooth Cup Collagen Peptide Pudding



- 天然原料：添加庫拉索蘆薈汁、魔芋粉  
Natural ingredients: added Curacao aloe juice and konjac flour
- 低糖低能量：採用果汁代替白砂糖，0脂肪  
Low sugar and low energy: substitute fruit juice for sugar, 0 fat
- 營養強化：添加牛奶蛋白、膠原蛋白肽、鰵魚彈性蛋白肽  
Fortified nutrition: added dairy protein, collagen peptides, bonito elastin peptides
- 包裝輕便：一杯90g，小巧便捷  
Convenient packs: 90g per cup, compact and convenient



#### WANT POWER 閃光包 白番茄蒟蒻吸吸

#### WANT POWER Flash Pack White Tomato Konjac Jelly

- 天然原料：添加白番茄濃縮粉、紅石榴濃縮粉、針葉櫻桃粉  
Natural ingredients: added white tomato concentrate powder, red pomegranate concentrate powder, coniferous cherry powder
- 低糖低能量：採用果汁代替白砂糖，0脂肪  
Low sugar and low energy: substitute fruit juice for sugar, 0 fat
- 營養強化：添加維生素E、維生素C  
Fortified nutrition: added vitamin E and vitamin C
- 包裝輕便：每袋120g，輕負擔  
Convenient packs: 120g per bag, light burden

#### 茶飲料系列 Tea Beverage Series

- 減糖策略：冰紅茶、冰綠茶符合國家低糖標準，茉莉味茶、烏龍茶符合國家無糖標準  
Sugar reduction strategy: iced black tea and iced green tea meet the national low sugar standard, while jasmine tea and oolong tea meet the national sugar free standard
- 營養強化：內含源自天然茶葉組分的茶多酚（茶多酚具有抗氧化、輔助減脂的作用）  
Fortified nutrition: contain tea polyphenols derived from natural tea components (tea polyphenols have antioxidant qualities and fat-reducing effects)
- 包裝輕便：獨立小包裝，方便攜帶、儲存  
Convenient packs: individual small packaging for portability and ease of storage



#### 貝比瑪瑪鱈魚棒 Baby Mum-Mum Codfish Sticks

- 海魚原料：含76%以上鱈魚原料  
Marine-sourced fish ingredients: contain more than 76% codfish ingredients
- 無色素無防腐劑：不添加色素和防腐劑  
No colours or preservatives: free from artificial colours and preservatives
- 營養強化：添加DHA藻油，增加DHA  
DHA fortified: with DHA algal oil added
- 包裝輕便：內含獨立小包裝，方便攜帶、儲存  
Convenient packs: individually wrapped for portability and ease of storage

在全面推進產品營養與健康優化的同時，旺旺著力打造新銳零食品牌，更加精準錨定新生代消費群體對營養健康新生活的追求，從全球甄選優質原材料，自主研發生產，通過均衡營養搭配，希望實現新一代年輕人「零食自由」的夢想，打造全新的健康營養美食品牌印象。

## 縮小包裝，放大享受

懂得節制，方得長遠。為了避免單個包裝食品量大造成的浪費，旺旺持續推進小包裝產品，讓消費者安心享受而不會一次性過量攝入食品和熱量，或產生不得不浪費食品的心理負擔。目前，小包裝食品已在多個品類的產品普及開來，例如旺仔小饅頭14g裝、貝比瑪瑪盒內獨立小包裝、邦德超咖啡等。

## 2.4 貼心服務，真誠為您

旺旺秉持「有心、用心、道德心」的經營理念，重視消費者體驗環節的管理，把堅持以客戶為中心作為服務的長期主義指導思想，為客戶提供多樣化的增值服務，持續打造有溫度、負責任的品牌形象。

## 客戶服務

在嚴格遵守《中華人民共和國消費者權益保護法》、《中華人民共和國食品安全法》的前提下，我們重視每一位顧客的意見與感受，持續完善旺旺集團《質量客訴作業辦法》、《消費者服務熱線標準話術》等制度與檔案，並且在全國各公司佈局客戶服務網絡，對每一位消費者的訴求做到高效服務、切實落地、有問必答。2024財年，旺旺共收到客戶產品和服務的有效投訴數量8,952件，均得到妥善解決。

旺旺建立了多元化的消費者信息反饋渠道，持續增加客戶服務投入，升級了

While optimising product nutrition and health in an all-round way, Want Want focuses on building a cutting-edge snack brand, more precisely targeting the new generation of consumer groups in their pursuit of a nutritious and healthy lifestyle. We select high-quality raw materials from all over the world, and independently develop and produce the products. We hope to realise the dream of “snack freedom” for the new generation of young people through balanced nutrition and create a new brand impression of healthy and nutritious food.

## Smaller Packages Bringing More Enjoyment

Knowing how to be temperate leads to long-term success. In order to avoid the waste caused by the large amount of food in a single package, Want Want continues to promote small package products, so that consumers can enjoy it with peace of mind without excessive intake of food and calories at one time, or the psychological burden of having to waste food. At present, small packaged food has been adopted in many categories of products, such as Hot-Kid Ball Cakes 14g pack, Baby Mum-Mum individual small packaging inside the box, Mr. Bond Coffee Rush, etc.

## 2.4 Attentive, Sincere Service for You

Upholding the management philosophy of “Be Caring, Be Attentive, and Be Considerate”, Want Want attaches importance to the management of consumer experience. We adhere to a long-term and customer-centric guiding ideology of service, and provides customers with diversified value-added services as a way to keep creating a warm and responsible brand image.

## Customer Service

Under the premise of strictly abiding by the Law of the People's Republic of China on the Protection of Consumers Rights and Interests and the Food Safety Law of the People's Republic of China, we attach importance to the opinions and feelings of every consumer. To this end, we continue to improve the Action Procedures for Customers' Quality Complaints, the Standard Communication Techniques for Consumer Service Hotline and other systems and documents of Want Want Group, and lay out customer service networks in various companies across China to offer efficient services and answer to the demand of each consumer. In 2024FY, Want Want received a total of 8,952 valid complaints from consumers about its products and services, all of which were properly resolved.

Want Want has established diversified consumer information feedback channels, continuously increased investment in customer service, upgraded CRM

全新呼叫中心CRM系統，集成了語音、在線、郵箱等多種信息受理視窗，在線客服更是提供了7\*16小時的貼心服務。

## 輿情風險管理

旺旺始終致力於解決消費者反饋的問題，通過「全渠道監測—精準分析—快速回應」的輿情監測體系，持續優化服務品質與風險防控能力。在輿情監測方面，依託數位化平台，實時追蹤社交媒體、論壇等多元管道的消費者反饋，識別潛在產品品質、服務體驗等風險信號，並建立預警機制，對輿情風險確保早發現、早介入。

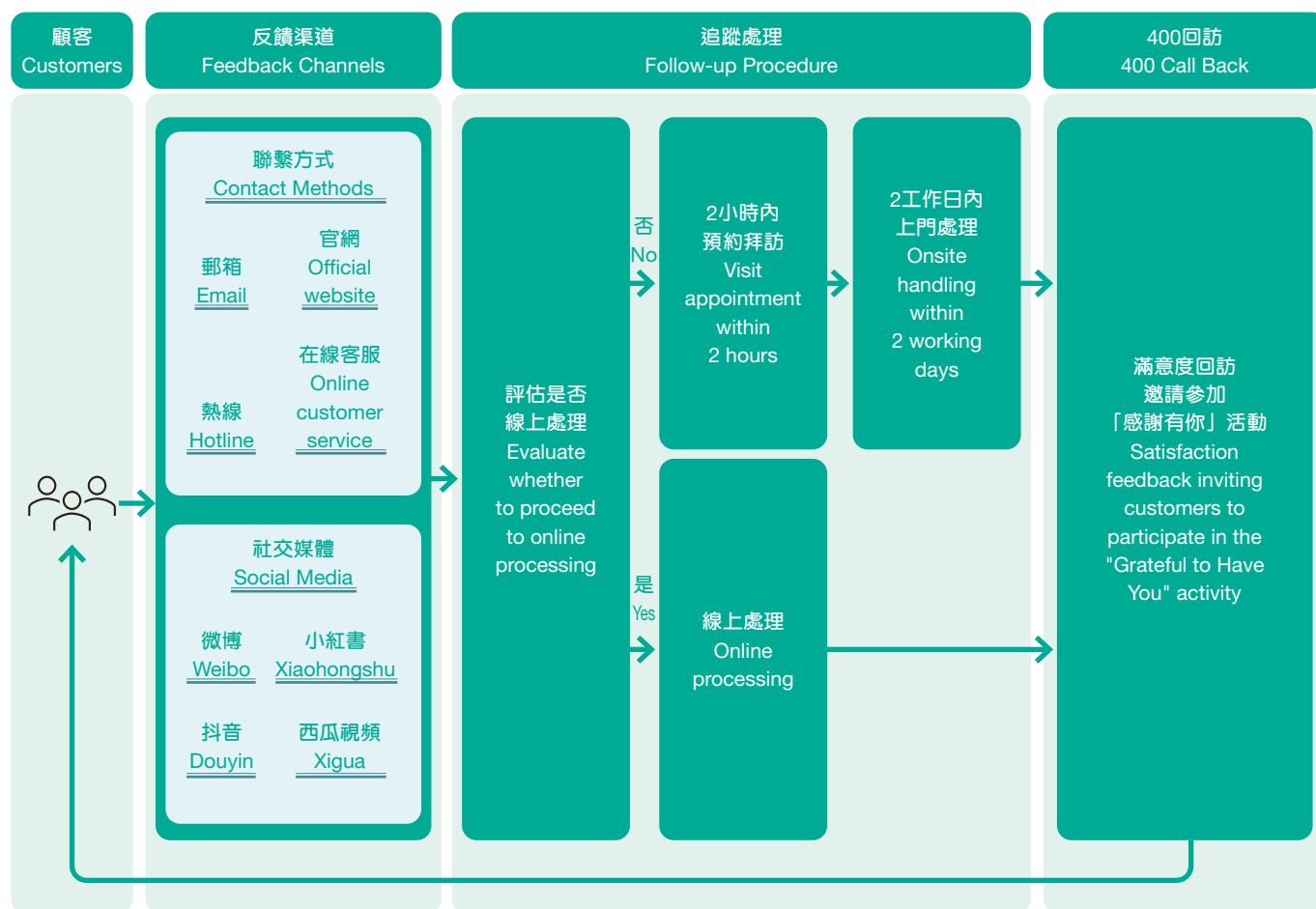
針對消費者反饋，通過跨部門協作，確保問題溯源、制定解決方案，實現閉環處理。報告期內，13.5%的市場反饋信息來源於輿情監測。

system in a new call centre, offering voice, online, email, and other information acceptance windows, with online customer service providing 7\*16 hours of caring service.

## Public Opinion Risk Management

Want Want remains committed to addressing consumer feedback. Through the “all-channel monitoring, precise analysis, and rapid response” public opinion monitoring system, Want Want has continuously optimised its service quality and risk prevention capability. For public opinion monitoring, Want Want leverages digital platforms to track consumer feedback across social media, forums, and other multiple channels in real time. This enables Want Want to identify potential risk signals related to product quality and service experience, and establishes early warning mechanisms to ensure timely detection and intervention in public opinion risks.

To address consumer feedback, we ensure to trace the problem, develop solutions and resolve in a closed-loop manner through cross-departmental collaboration. During the Reporting Period, 13.5% of market feedback was sourced from public opinion monitoring.



投訴處理流程  
Procedures for Handling Complaints

旺旺不斷完善消費者問題解決方案的閉環管理，自主研發了追蹤管理系統，並進行升級反覆運算。旺旺高度重視服務過程中的細節管理，採用線上溝通、實地拜訪相結合的處理模式，妥善快速地解決消費者反饋的問題。再由400熱線回訪解決方案的落實情況，調研消費者滿意度。為更好地回饋消費者，集團每季度舉辦「感恩有你」回饋活動。對於消費者反饋的產品問題，由專業人員研判分析，持續提升品質。各處理環節緊密銜接，從而實現消費者服務全流程管理，用實際行動保障每一位消費者的利益。

## 消費者滿意

消費者滿意度既是我們工作與付出的直接反饋，也是指引我們努力前進的方向。不斷優化自身產品和服務、提升客戶滿意度，是我們貫穿始終的堅持。

旺旺推行客戶服務質量與效率雙重管理，嚴格遵守國家法規，通過標準化流程，形成具有旺旺特色的服務，全方位提升消費者服務體驗。

旺旺並不止步於年度目標的達成，而是始終追求消費者100%的滿意度，針對消費者不滿意的原始數據進行逐條分析，2024財年消費者滿意度為98%。

Want Want has constantly improved the closed-loop management of solutions to consumers' problems, independently developed a tracking and management system, and upgraded it. Want Want attaches great importance to the detail management in the service process, and adopts the combined processing mode of online communication and on-site visits to properly and quickly solve the problems reported by consumers. The relevant personnel will verify the implementation of the solution through 400 hotline and conduct consumer satisfaction survey. To better give back to consumers, the Group holds a "Grateful to Have You" feedback activity every quarter. For the product issues reported by consumers, the professionals will conduct research and analysis, and continue to improve the quality. Each handling process is closely connected, so as to achieve full-process management of consumer service, and protect the interests of each consumer with actions.

## Consumer Satisfaction

Consumers' satisfaction is not only the direct feedback on our work and efforts, but also a direction for us to strive forward. We are always committed to continuously optimising our products and services and improving consumers' satisfaction.

Want Want promotes dual management of customer service quality and efficiency, strictly abides by national regulations, and forms a service with Want Want's characteristics through standardised processes, so as to improve the service experience of consumers in an all-round way.

Want Want does not stop at achieving annual targets, but always pursues 100% consumers' satisfaction by analysing the raw data of consumer dissatisfaction item by item. The consumers' satisfaction in 2024FY was 98%.

年度目標 Annual Target	消費者滿意度表現 Consumers' Satisfaction Performance
消費者滿意度95% Consumers' satisfaction of 95%	2024財年消費者滿意度98% Consumers' satisfaction of 98% for 2024FY

旺旺會根據滿意度調查結果展開分析、改善和消費者建議的再收集，建立了滿意度提升矩陣，全方位進行針對性改善提高。

Want Want will conduct analysis and improvement and regather consumer suggestions according to the results of satisfaction survey. Want Want has established a satisfaction improvement matrix to carry out targeted improvement in an all-round way.

**夯實基礎 持續精進**  
Lay a Solid Foundation to Make Continuous Progress

從管理層面，簡化、優化流程，完善團隊結構，嚴格控制流程執行，協調部門合作，解決管理痛點。

From the management perspective, simplify and optimise the process, improve the team structure, strictly control the process execution, coordinate the cooperation among departments, and solve management pain points.

**賦能員工 專業服務**  
Empower Employees with Professional Services

從個案層面追蹤客訴處理人，對相關人員進行1對1輔導，提升服務水準。

Track customer complaint handlers of each case, provide 1-on-1 coaching to relevant personnel so as to improve service quality.

**信息共用 追求卓越**  
Information Sharing and Pursuit of Excellence

將消費者建議整理輸出至集團各對口單位，對其中重點意見進行追蹤跟進。

Organise the circulation of consumer suggestions to each corresponding unit of the Group, and follow up on the key opinions.

**感恩有你 暖心回饋**  
Grateful to Have You and Give Back to Society

邀請消費者參加集團「感恩有你」消費者回饋活動、開展活動滿意度調研，進一步持續獲得消費者喜愛與支持。報告期內，「感恩有你」滿意度調研活動中累計參加人數1,028人，滿意度99.35%。

Invite consumers to participate in the "Grateful to Have You" consumer feedback activity of the Group, and carry out activity satisfaction surveys to continue to win the love and support from consumers. During the Reporting Period, a total of 1,028 people participated in the "Grateful to Have You" satisfaction survey activity, with a satisfaction rate of 99.35%.

**滿意度提升矩陣**

**Satisfaction Improvement Matrix**

與此同時，旺旺為客戶提供多種多樣貼心、全面的附加增值服務，將改善提升舉措延申至自身運營範圍之外，建設自身品牌形象和提高消費者滿意度的同時，帶動下游經銷商共同進步。

Meanwhile, Want Want provides its customers with a variety of attentive and comprehensive value-added services to extend the improvement measures beyond its own operating scope, which drives downstream distributors to make common progress while building its own brand image and improving consumers' satisfaction.

旺旺幫助經銷商客戶規範倉庫管理，向優質客戶額外提供免費倉儲優化服務，並不定期安排就近員工實地指導，幫助客戶整理倉庫，優化倉庫佈局。

Want Want helps distributors manage their warehouses in a standardised manner. Want Want provides additional free warehousing optimisation service to high-quality distributors and arranges for local employees to provide onsite guidance from time to time to help distributors organise their warehouses and optimise their storage layout.

對於非旺旺責任的市場流通過程中產生的產品客訴問題，旺旺針對該類問題集中區域進行專案改善，提高產品防護，確保產品品質完好地送達消費者手中。

For customer complaints about products which arise during the circulation of products in the market that are not the responsibility of Want Want, Want Want carries out special improvement project at the regions where such problems frequently occur to improve product protection, and ensure that products reach consumers in good condition.

旺旺主動、及時向經銷商客戶傳遞國家食安相關規定，通過微信公眾號持續向客戶推送食安相關科普以及倉儲管理、政策解讀的培訓圖文或視頻。

Want Want takes the initiative to timely deliver the relevant national food safety regulations to distributors, and continuously deliver food-safety-related educational content as well as training materials on storage management and policy interpretation, in the form of articles or videos, to distributors through WeChat official account.

**客戶增值服務**

**Customer Value-added Services**

## 召回管理

為切實保障消費者健康與安全，旺旺嚴格遵守《食品召回管理辦法》等法律法規，建立產品模擬追溯機制和召回流程，我們推行主動反饋從我做起，主動規避食品安全風險。2024財年，旺旺並無已售或已運送產品中因安全與健康理由而須回收的情況，已連續多年食品安全召回突發事件為0。

旺旺依託數字化管理手段，通過SAP系統進行追溯管理，實現從採購、生產、配送到銷售的全流程追溯。旺旺下屬食品工廠每年開展一次原物料到成品、成品到原物料的雙向模擬追溯，核算物料平衡。報告期內，共完成271次雙向模擬追溯，平均耗時3.6小時，追溯成功率100%。

## 客戶權益

### 隱私與信息安全管理

旺旺高度重視保護客戶與消費者的信息與隱私安全，在遵守《中華人民共和國消費者權益保護法》、《信息安全技術個人信息安全規範》（GB/T 35273-2017）等法律法規要求的基礎上，依據內部《質量客訴作業辦法》，旺旺明確了客戶信息的加密與保護機制，具備技術上保護消費者個人信息和規範化管理的能力，切實保障消費者的隱私安全與合法權益。同時，當相關單位產生信息調取需求時，須向總部稽核單位提交書面申請並通過審核，以明確信息獲取、保存和使用過程中的保密性。

## Recall Management

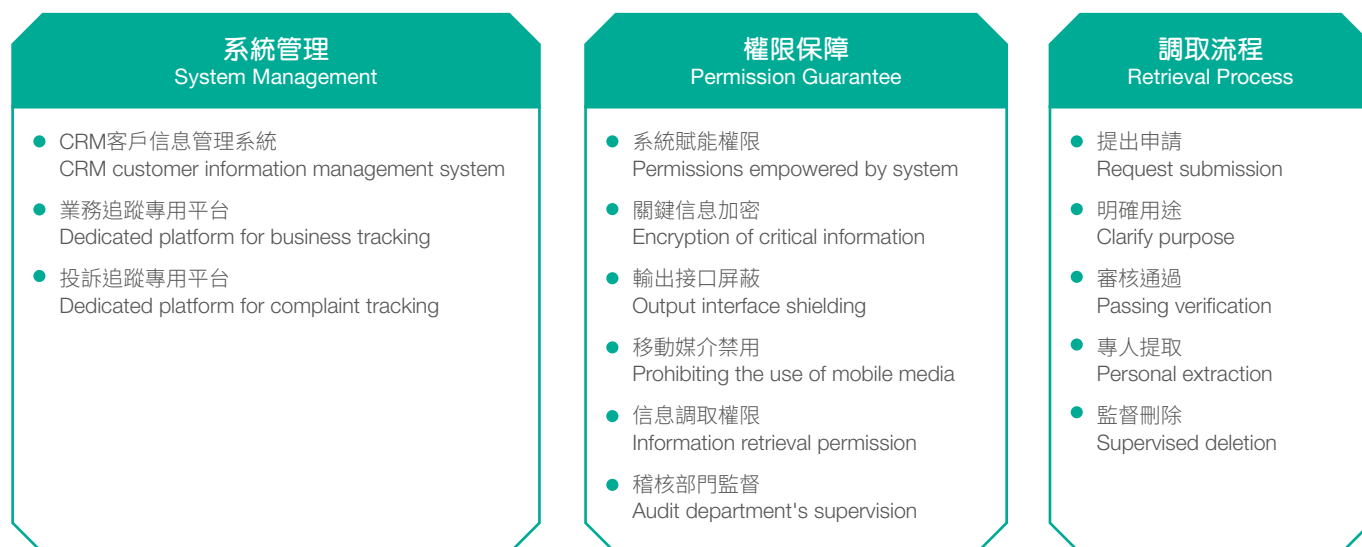
In order to protect the health and safety of consumers effectively, Want Want strictly abides by the Food Recall Management Measures, and other laws and regulations. Want Want has established a product simulation traceability mechanism and recall process. We advocate active feedback to avoid food safety risks on our own initiative. In 2024FY, Want Want did not recall any of the products sold or shipped for safety and health reasons, and has had no food safety recall emergencies for many consecutive years.

Relying on digital management means, Want Want conducts traceability management through SAP system from procurement, production, distribution, and sales to ensure the whole process is traceable. Once a year, the food factories of Want Want carries out two-way simulation tracking from raw materials to finished products and from finished products to raw materials to verify the material balance. During the Reporting Period, a total of 271 two-way simulated tracking exercises were completed, with an average time of 3.6 hours and a success rate of 100%.

## Customer Rights

### Privacy and Information Security Management

Want Want attaches great importance to protecting the information and privacy of clients and consumers. On the basis of complying with the Law of the People's Republic of China on the Protection of Consumers Rights and Interests, the Information Security Technology Personal Information Security Specification (GB/T 35273-2017), and other laws and regulations, and in accordance with the internal Action Procedures for Customers' Quality Complaints, Want Want has clarified the encryption and protection mechanism of customer information, and is capable to protect consumers' personal information technically and manage such information in a standardised manner so as to effectively protect consumers' privacy security, and legitimate rights and interests. In the meantime, when relevant units have a need for information retrieval, they must submit a written application to the audit unit at headquarters for approval to ensure confidentiality during the process of information acquisition, storage, and usage.



客戶信息管理  
Customer Information Management

對於集團整體信息安全，旺旺將信息安全納入整體風險管理框架，由審核及風險管理委員會審議相關議題，同時旺旺制定了《集團信息安全總體方針》、《網絡安全管理制度》、《集團信息安全管理辦法》等制度，督促員工學習與落實，提供信息安全意識培訓，為集團信息安全提供制度保障。

在制度保障下，我們不斷完善信息安全管理体系，明確相關責任部門和責任人，建立健全防止網絡攻擊與系統中斷的相關預警與處置程序，設計信息安全響應計劃，並開展年度網絡安全敏感性及壓力性測試，依據《信息系統災備演練管理辦法》展開網絡信息安全專項應急場景演練。旺旺官方網站、愛旺旺系統、SFA系統、旺仔旺鋪、旺仔俱樂部五大系統及其關聯設施均通過國家信息安全等級保護二、三級認證，並由專業第三方機構定期開展滲透性測試，確保旺旺具備保護網絡信息安全的能力。

For the overall information security of the Group, Want Want incorporates information security into the overall risk management framework. The Audit and Risk Management Committee deliberates relevant issues. At the same time, Want Want has formulated the General Policy on Information Security of the Group, the Network Security Management System, the Group Information Security Management Measures, and other systems to urge employees to learn and put them into practice, and offers training on information security awareness to provide regulation assurance for the information security of the Group.

On the basis of regulation assurance, we continuously improve the information security management system, clarify the relevant responsible departments and personnel, establish and improve the relevant early warning and handling procedures to prevent network attacks and system interruptions, design information security response plans, and conduct annual test on network security sensitivity and pressure. We also conduct drills of special emergency scenarios of network information security in accordance with the Management Measures for Disaster Drills of Information Systems. The five systems – Want Want's official website, i want-want, SFA system, Hot-Kid Want Shop, and Hot-Kid Club – together with their associated infrastructures have all passed the national information security protection level II and III certifications, and penetration tests have been conducted by professional third-party institutions on a regular basis to ensure that Want Want has the ability to keep the network information secure.

報告期內，旺旺未發生侵犯客戶隱私或洩露客戶資料的投訴，未發生網絡安全或信息洩露事件。

## 負責任營銷

旺旺承諾，始終遵循負責任營銷的原則開展標籤審核、宣傳營銷工作，嚴格遵守《中華人民共和國食品安全法實施條例》、《預包裝食品標籤通則》、《預包裝食品營養標籤通則》、《食品標識管理規定》等國家法律法規，並積極參與GB7718《預包裝食品標籤通則》、GB28050《預包裝食品營養標籤通則》及《食品標識監督管理辦法》等標籤法規標準的制修訂、意見反饋、問答收集等，依託集團產品種類優勢，反饋行業執行問題。

同時，集團響應衛健委號召，成為首批數字標籤試點企業，試點產品作為行業典範推廣。集團遵循內部《法規審核作業辦法》、《外銷法規審核作業辦法》等內部管理規範，多部門協作共同對產品進行標籤合規性、營銷合規性的控制與審查，維護消費者知情權與選擇權。

集團設置法規專崗每日登錄國家監管單位、各協會官網收集最新法規信息、確保集團產品持續合規。報告期內，共收集國家已發佈法規108份、100%解讀宣貫；意見徵集178份，反饋意見209條，官方採納率43%。同時，全國29家生產基地<sup>4</sup>設有品保員，每日收集地方法規信息，報告期內，共收集地方法規175份。

報告期內，旺旺進一步關注產品原料信息對標籤帶來的影響，將信息審核程序前置，與原料調查表的審核進行相關聯，截至報告期末，共審核版面超5,285份，審核覆蓋率100%，未發生標籤合規性問題。

<sup>4</sup> 此處29家生產基地指2024財年正常運營6個月以上，且不處於停產狀態的食品製造基地，一個基地通常有1至6家工廠。

During the Reporting Period, Want Want did not have any complaints of invasion of customer privacy or leakage of customer information, and no network security or information leakage incidents occurred.

## Responsible Marketing

Want Want promises to always follow the principles of responsible marketing to carry out label review, publicity, and marketing. We strictly abide by the Regulations on the Implementation of the Food Safety Law of the People's Republic of China, General Standards for the Labelling of Prepackaged Foods, General Standards on Nutrition Labels for Prepackaged Foods, the Administrative Provisions on Food Labelling, and other national laws and regulations. We also actively participate in the formulation and revision, feedback, and Q&A collection for label regulations and standards such as GB7718 General Standards for the Labelling of Prepackaged Foods, GB28050 General Standards on Nutrition Labels for Prepackaged Foods, and the Measures for the Supervision and Administration of Food Labelling. We provide feedback to the industry on the implementation of these regulations relying on the advantages of the Group's product categories.

Meanwhile, in response to the call of the National Health Commission, the Group became one of the first batch of pilot enterprises for digital labels, and the pilot products were promoted as an industry model. The Group follows the Processes of the Regulatory Review Method, the Regulations on Audit Practice for Export Sales, and other internal management practices. Multi-department cooperation is carried out to jointly control and review product labelling and marketing compliance as a way to safeguard consumers' right to know and choose.

The Group has established a dedicated regulatory post, logging into websites of national regulatory units and various associations daily to gather the latest regulatory information, ensuring continuous compliance of the Group's products. During the Reporting Period, a total of 108 national regulations were collected, with a 100% interpretation and dissemination rate. Additionally, 178 opinions were solicited, yielding 209 feedback responses, with an official adoption rate of 43%. Furthermore, each of the 29 production bases<sup>4</sup> nationwide has quality assurance personnel who collect local regulatory information daily. Throughout the Reporting Period, a total of 175 local regulations were collected.

During the Reporting Period, Want Want paid more attention to the impact of product raw material information on labels, and therefore brought the information review procedure forward and linked it with the review of the raw material survey forms. As at the end of the Reporting Period, a total of more than 5,285 layouts were reviewed, with a review coverage rate of 100%, and no labelling compliance issues occurred.

<sup>4</sup> The 29 production bases refer to food manufacturing bases that are in normal operation for more than six months in 2024FY and are not in a state of shutdown, and a manufacturing base usually owns 1-6 factories.

## 產品設計階段 Product Design Stage

所有營養健康標識均依據《法規審核作業辦法》嚴格把關；以配方測算、檢測、驗證多種方式互相驗證。  
All nutrition and health labels are strictly checked in accordance with the Processes of the Regulatory Review Method; mutual verifications are conducted through formula measurement, testing, and verification.



## 廣告設計階段 Advertising Design Stage

文案與腳本設計由集團最高主管親自把關，法務部門與合規部門共同參與，避免誤導性、不合規的內容出現。  
The story and script design is personally checked by the top executives of the Group, with the participation of the legal department and the compliance department to avoid misleading and non-compliant content.



## 線上營銷階段 Online Marketing Stage

有任何超出產品標籤信息之外的營養標識，必須經法務和合規部門審核後，確認無誇大、無誤導、無違規後方可投放。  
Any label on nutrition beyond the product label information must be reviewed by the legal and compliance departments to confirm that there is no exaggeration, no misleading information, or no violation before it can be delivered.



## 客戶反饋階段 Customer Feedback Stage

由專人定期收集經銷商的營銷行為，並對消費者、市場端的反饋進行輿情監測，確保不會有引起消費者誤解的營銷行為。  
Specially-assigned personnel regularly collect the marketing behaviour of distributors and monitor public opinion feedback from consumers and the market to ensure that there will be no marketing behaviour that causes misunderstanding among consumers.

### 全流程負責任營銷 Responsible Marketing Throughout the Process

旺旺始終以「產品全生命週期負責任行銷」為核心，構建起覆蓋全業務鏈條的系統化培訓體系。從產品研發、標籤合規設計，到原物料嚴格驗收、生產過程管控、倉儲物流運輸及終端銷售，每個環節均針對研發、行銷、生產、品質管理、採購、儲運等不同業務板塊，開展差異化培訓，確保責任行銷理念深度融入全流程。報告期內，公司累計開展960餘場內容豐富的培訓活動，總時長超2,400小時，實現7.5萬人次員工深度覆蓋，真正實現產品從誕生到交付消費者的全生命週期負責任管理。

Always committed to “responsible marketing throughout the product life cycle”, Want Want has established a systematic training system spanning the entire business chain. From product R&D and compliant design of labels to strict acceptance inspection of raw materials, production process control, warehousing, logistics, transportation, and terminal sales, each stage incorporates differentiated training tailored to distinct business sectors, including R&D, marketing, production, quality management, procurement, warehousing, and transportation, ensuring that the responsible marketing concept is deeply embedded into all processes. During the Reporting Period, the Company organised over 960 diverse training sessions, totaling over 2,400 hours and deeply engaging 75,000 employees. By doing this, we have executed responsible management of the entire product life cycle from production to delivery to consumers.

在行銷能力建設方面，公司聚焦網絡營銷規範與全媒體傳播場景，圍繞食品標籤合規應用、廣告實務操作等核心領域，針對產品經理人、商品運營、活動策劃等不同崗位層級，精心組織59場專項培訓。115小時的課程設計深度貼合業務場景，通過剖析產品全生命週期的信息披露規範，結合前沿行銷案例與創新理念，為5千餘名參訓人員全面提升責任行銷意識與實戰能力。這一系統化培養機制，不僅夯實了行銷團隊的專業根基，更為構建高效、合規的行銷人才梯隊注入持續動能。

In terms of marketing capability building,

the Company focuses on online marketing standards and all-media dissemination scenarios. Centring around core areas such as compliant application of food labelling and advertising practices, we meticulously organised 59 specialised training sessions targeting various position levels including product managers, merchandise operators, and event planning personnel. Our 115-hour course design was deeply aligned with business scenarios. By analysing information disclosure standards of the entire product life cycle, while incorporating cutting-edge marketing cases and innovative concepts, the programme comprehensively enhanced responsible marketing awareness and practical skills of over 5,000 training participants. The systematic cultivation mechanism not only strengthened the professional foundation of the marketing team, but also injected continuous momentum for building a highly-efficient and compliant marketing talent team.

為深化落實食品及品質安全主體責任，總部法規部協同各基地構建責任體系網，任命573名管理人員，形成「高層引領、中層推進、基層落實」的三級責任傳導鏈條。各基地結合工廠實際建立風險清單，依此有序開展日管控、周排查、月調度相關工作，基層巡查、中層研判、高層決策形成閉環管理。報告期內，各基地接受179次外部監管單位檢查，均100%通過，其責任落實與風險管控成效獲高度認可，為行業樹立標杆。

## 2.5 攜手共建，行業共榮

旺旺深知，推動行業可持續發展需要與各方夥伴攜起手來共建共榮。旺旺致力於貢獻與分享自身優勢，與外部積極交流、精誠合作、共同進步，推動價值鏈上下游與行業內同行共同進步，共同發展。



To further assume the principal responsibilities for food and quality safety, the Headquarters Regulatory Department has collaborated with each base to establish a responsibility system network. A total of 573 management personnel have been appointed, forming a three-tiered responsibility transmission chain featuring “top-level guidance, middle-level promotion, and grassroots execution”. Based on operational realities, each base has developed a risk list, pursuant to which it executes daily control, weekly inspections, and monthly scheduling in an orderly manner. By doing this, we have achieved closed-loop management of grassroots inspection, middle-level analysis and judgment, and top-level decision-making. During the Reporting Period, our bases received 179 external regulatory inspections with 100% compliance rate. Our fulfillment of responsibilities and effective risk controls were highly recognised, setting a benchmark for industry practices.

## 2.5 Working Together for Industry Common Prosperity

Want Want knows that promoting the sustainable development of the industry requires it to work together with partners to seek common development and prosperity. Being committed to contributing and sharing its own advantages, Want Want actively communicates with external parties, sincerely cooperates for common progress, and promotes common development and progress of the upstream and downstream of the value chain as well as peers in the industry.

## 攜手供應商

帶動供應商共同發展進步對於旺旺建立可持續發展供應鏈，維護穩定良性的合作關係具有重要意義。因此，旺旺熱衷於同合作供應商深入交流、互利共贏，並不斷開拓分享共建渠道。

旺旺的供應商渠道主要包括供應商大會、品質交流會議、駐廠交流、技術交流等，交流內容涵蓋產品品質、技術革新、服務改善、可持續發展等，各類交流按照實際需要以每天、每週、每月或每年不等的頻率開展。

## 本地供應商扶持

為促進供應穩定、降低供應鏈上的成本損耗和能源、碳排放負擔，旺旺始終著力扶持本地供應商，推進進口原料國產化，帶動本土供應商創新與可持續發展並與之建立長期穩定的合作關係。

## Joining Hands with Suppliers

Driving suppliers to seek common development and progress is of great significance for Want Want to establish a sustainable supply chain and maintain a stable and benign cooperative relationship. Therefore, Want Want is keen to have in-depth exchanges with partnering suppliers to pursue mutual benefit and win-win results, and constantly opens up channels for sharing and co-construction.

The supplier channels of Want Want mainly include supplier conferences, quality exchange meetings, on-site exchanges, and technical exchange, with the content covering product quality, technological innovation, service improvement, sustainable development, etc. All kinds of exchanges are conducted on a daily, weekly, monthly, or annual basis according to actual needs.

## Support Local Suppliers

To ensure supply stability and to reduce costs, energy consumption and carbon burden in the supply chain, Want Want actively supports local suppliers by promoting the localisation of imported raw materials. This strategy encourages innovation and sustainable development among local suppliers while fostering long-term and stable collaborative relationships.

## 原料國產化替代專案

### Project for Substituting Imported Raw Materials with Domestic Alternatives

國際市場受綜合因素影響，原材料供應情況波動較大。為提升供應鏈穩定性，控制供應風險，旺旺採用國產明膠代替進口明膠，基於品質保障的前提下，選用國產化優良原料。

The international market is affected by various factors so that the supply of raw materials fluctuates greatly. In order to enhance supply chain stability and mitigate supply risks, Want Want applies domestic gelatin instead of imported gelatin, and selects high-quality domestic raw materials on the premise of quality assurance.

## 行業合作

行業的分享與交流是雙贏共進的重要動力，不僅是旺旺自身成長的必由之路，也是旺旺貢獻社會價值的重要途徑。為此，旺旺積極與外部機構、同行展開合作，聘請專家顧問分享行業洞見，同時加入了各類權威協會，參與行業標準制定，致力於推動行業協同發展。

## 工藝提升與技術合作

旺旺集團擁有強大的技術顧問團隊，聘請了原日本森永乳業研究所所長富田守社

## Industry Cooperation

The sharing and exchange of the industry is an important driving force for win-win progress, which is not only the route Want Want must take to grow itself, but also an important way for Want Want to contribute to social value. To this end, Want Want actively cooperates with external institutions and peers, engages expert consultants to share industry insights, and joins various authoritative associations to participate in the formulation of industry standards as a way to promote the coordinated development of the industry.

## Process Improvement and Technical Cooperation

Want Want Group has a strong technical consultant team, and has employed Mr. Tomita Mamoru, former director of Morinaga Milk Industry Research Institute in

長、台灣國際生命科學會副會長營養專家蔡敬民教授等，為旺旺提供來自不同行業前沿的理念、技術與知識。與此同時，旺旺不定期邀請各個領域專家進行交流、分享與學習，更新旺旺的知識邊界與行業認知。

## 行業聯盟交流

旺旺當前是消費品論壇（CGF）成員，同時是全球食品安全倡議（GFSI）中國工作組成員，旺旺生產研發群總處長曹永梅女士是中國工作組運營委員會聯席副主席，同時是BRCGS國際顧問委員會（International Advisory Board）亞太區成員之一。此外，旺旺目前是包括中國食品工業協會、中國食品科學技術學會、中國營養學會、中國乳製品工業協會等在內的32家行業協會的會員、理事，我們於報告期內新加入中國酒業協會、中國食品藥品企業質量安全促進會、中國食葯促進會食品與健康產品分會、全國飲料標準化技術委員會，致力於在食品行業全價值鏈中推進食品供應鏈的穩定、提高供應鏈中的品質標準，與行業夥伴達成食品安全、營養健康的共識。旺旺積極與這些協會組織保持密切的合作，將合作項目範圍覆蓋至原料到成品流程中的各個方面。報告期內參與協會組織會議46次，涉及標準法規制修訂研討、標準法規培訓解讀、行業年會等，了解最新法規動向及行業發展趨勢，確保集團始終處於行業領先。

## 行業標準制定

行業發展離不開行業標準的規範與完善，旺旺作為領先的食品企業，深知自身肩負的職責與使命，積極參與食品相關標準制定。報告期內，旺旺參與了《植物基食品通則》、《果蔬汁及其飲料品質通則》、《全穀物食品》、《食品包裝用聚烯烴複合膜、袋》、《食品中致敏原成分檢測方法》標準修訂，同時還參與了例如生產許可審查細則、GB7099《糕點、麵包》、GB25191《調製乳》等法規意見徵集33份。

Japan, nutrition expert Prof. Tsai Jing-Min, vice president of the International Life Sciences Institute Taiwan, and others to provide Want Want with cutting-edge ideas, technologies, and knowledge from different industries. Meanwhile, Want Want, from time to time, invites experts in various fields to communicate, share, and learn from them to update Want Want's knowledge boundary and industry cognition.

## Industry Alliance Exchange

Want Want is currently a member of the Consumer Goods Forum (CGF) and a member of the Global Food Safety Initiative (GFSI) China Working Group. Ms. Cao Yongmei, managing director of the manufacturing and R&D group of Want Want, is a co-vice chairwoman of the operation committee of the China Working Group, and also a member of the International Advisory Board of BRCGS in the Asia-Pacific region. In addition, Want Want is currently a member/director of 32 industrial associations, including China National Food Industry Association, the Chinese Institute of Food Science and Technology, and the Chinese Nutrition Society, and China Dairy Industry Association. We joined China Alcoholic Drinks Association, China Food and Drug Corporation Quality and Safety Promotion Association ("FDSA"), the Food and Health Products Branch of FDSA, and the National Technical Committee on Beverage of Standardisation Administration of China during the Reporting Period to promote the stability of the food supply chain in the entire value chain of the food industry, improve quality standards in the supply chain, and reach consensus with industry partners on food safety, nutrition, and health. Want Want actively maintains close cooperation with these associations and organisations, and extends cooperation projects to all aspects of the process from raw materials to finished products. During the Reporting Period, Want Want Group participated in 46 meetings organised by various industry associations. These meetings included discussions on the development and revision of standards and regulations, interpretative training sessions on standards and regulations, and industry annual conferences. By engaging in these activities, the Group stays informed about the latest regulatory trends and industry developments, ensuring that it remains at the forefront of the industry.

## Industry Standard Setting

The development of the industry is inseparable from standardised and well-established industry standards. As a leading food company, Want Want is well aware of its responsibilities and missions, and actively participates in the formulation of food-related standards. During the Reporting Period, Want Want participated in the revision of standards such as General Principle for Plant-Based Foods, General Principle for Fruit & Vegetable Juices and Fruit & Vegetable Beverage (Nectars), Whole Grain Foods, Polyolefin Laminated Films and Pouches for Packaging, and Detection Methods of Allergen Components in Food. Meanwhile, Want Want also took part in the collection of 33 opinions on laws and regulations such as rules of production license review, GB7099 Hygienic Standard for Pastry and Bread, and GB25191 Modified Milk.



**“綠色旺旺，  
領先實踐”**

**Green Want Want Leading  
in Practice**



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### 3.1 綠色管理，全面覆蓋

#### 環境管理

旺旺嚴格遵守國家相關法律法規，不斷優化提升環境管理體系。遵循「前期高達成、後期穩固」的管理原則，我們依託完善的旺旺標準安全管理體系（WSSM），不斷更新修訂《危險廢物管理辦法》、《工廠固廢管理程序》、《工廠突發環境事件管理辦法》、《工廠污染防治管理程序》等環境保護管理制度，以保證旺旺的可持續發展管理方針穩固達成，環境管理表現不斷提升。我們始終致力於推進旺旺可持續發展管理方針，以綠色工廠申報、綠色能源發展、能源效率大幅提升、可持續水管理、包材100%可回收、廢棄物零填埋及綠色採購作為旺旺的可持續發展方針。在完善的管理體系保障下，旺旺過去三年未發生任何環境違規罰款情況。

### 3.1 Green Management with Full Coverage

#### Environmental Management

Want Want strictly abides by relevant national laws and regulations, constantly optimising and improving the environmental management system. Following the management principle of “high achievement in the early stage and stability in the later stage”, we rely on the well-established Want Want Standard Safety Management System (WSSM) to continuously update and revise environmental protection management systems such as the Hazardous Waste Management Regulations, the Factory Solid Waste Management Procedures, the Factory Emergency Environmental Incident Management Measures, and the Factory Pollution Prevention Management Procedures to ensure that the sustainable development management policies of Want Want are steadily achieved and its environmental management performance is continuously improved. We have always been committed to advancing the sustainable development management policies of Want Want, which include green factory declaration, green energy development, significant improvement in energy efficiency, sustainable water management, 100% recyclable packaging materials, zero waste to landfill, and green procurement. Safeguarded by the sound management system, Want Want has not incurred any fines for environmental violations in the past three years.





旺旺可持續發展管理方針  
Want Want Sustainable Development Management Policies

在管理層面，我們將管理人員薪酬與環境績效表現掛鉤，推行環境目標考核管理，形成內驅力推動環境表現提升；執行層面，我們將長期環境管理目標逐年分解、逐級落實，通過細化目標將責任細分到每個生產基地，確保工作有效落實。截至報告期末，集團下屬共36家工廠取得ISO 14001、ISO 45001國際認證。

在開展環境績效提升工作的同時，我們自主研發創新，實施了諸多節能管理實踐措施。為了不斷加強環境管理能力，我們持續開展節能環保研究並申請相關專利。報告期內，旺旺在節能環保領域申請相關專利累計95件，共獲得節能節水環保類專利授權78件。通過技術創新，我們不斷優化了各個生產節點的環保管理與能源管控，提高可持續發展水平。

At the management level, we link the remuneration of managers with environmental performance by implementing environmental target assessment management so as to develop an internal driving force to improve environmental performance. At the operation level, we break down and implement long-term environmental management targets year by year, and subdivide responsibilities to each production base through refined targets to ensure effective implementation. As of the end of the Reporting Period, a total of 36 factories of the Group have obtained ISO 14001 and ISO 45001 international certifications.

While improving environmental performance, we independently develop and innovate to implement numbers of energy-saving management practices. In order to continuously strengthen our environmental management capabilities, we continue to carry out research on energy conservation and environmental protection and apply for related patents. During the Reporting Period, Want Want applied for a total of 95 relevant patents in the field of energy conservation and environmental protection, and obtained a total of 78 patents for energy conservation, water conservation, and environmental protection. Through technological innovation, we have continuously optimised the environmental management and energy control of each production node to enhance sustainable development.

## 環境法規科普知識培訓 Training on Environmental Regulation

- 為了提升員工環境保護意識，2024財年各工廠除了開展環境保護常態化培訓外，《水環境污染防治科普》、《大氣環境污染防治科普》、《土壤環境污染防治科普》、《固廢科普視頻》多部環保科普視頻上傳至旺旺學習空間供員工隨時觀看。

In order to enhance employees' awareness of environmental protection, in 2024FY, in addition to conducting regular environmental protection training at each factory, several educational videos on environmental protection, such as the General Science on Water Environment Pollution Prevention and Control, the General Science on Air Environment Pollution Prevention and Control, the General Science on Soil Environment Pollution Prevention and Control, and the General Science on Solid Waste, have been uploaded to the Want Want Learning Space for employees to watch at any time.

### 綠色工廠申報

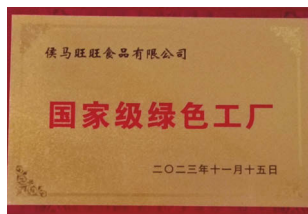
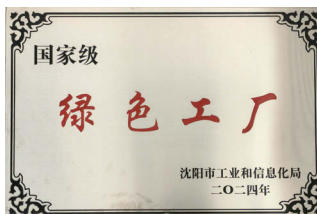
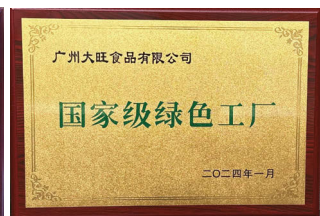
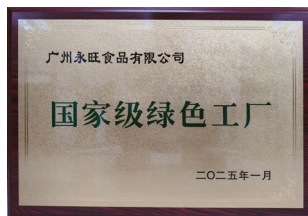
報告期內，旺旺共計新增5家工廠成功通過綠色工廠認證，其中國家級3家，省級2家。截至報告期末，集團共計21家工廠通過綠色工廠認證：

### Green Factory Declaration

During the Reporting Period, additional 5 factories of Want Want successfully passed the green factory certification, including 3 on national-level, and 2 on provincial-level. As of the end of the Reporting Period, a total of 21 factories of the Group had passed the green factory certification:

公司名稱 Company Name	綠色工廠認證等級 Green Factory Certification Level	認證時間 Time of Certification
湖南旺旺食品有限公司 Hunan Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2024
廣州永旺食品有限公司 Guangzhou Yong-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2024
廣西明旺食品有限公司 Guangxi Ming-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2024
漯河旺旺食品有限公司 Luohe Want Want Foods Ltd.	河南省省級綠色工廠認證 Provincial Green Factory Certification in Henan Province	2024
山東旺旺食品有限公司 Shandong Want Want Foods Ltd.	山東省省級綠色工廠認證 Provincial Green Factory Certification in Shandong Province	2024
侯馬旺旺食品有限公司 Houma Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
江西必旺食品有限公司 Jiangxi Be-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
廣州大旺食品有限公司 Guangzhou Big-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
哈爾濱雙城瑞麥食品有限公司 Harbin Shuangcheng Rimalt Foods Ltd.	黑龍江省級綠色工廠認證 Provincial Green Factory Certification in Heilongjiang Province	2023
哈爾濱旺旺食品有限公司 Harbin Want Want Foods Ltd.	黑龍江省級綠色工廠認證 Provincial Green Factory Certification in Heilongjiang Province	2023
淮安旺旺食品有限公司 Huaian Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
	江蘇省省級綠色工廠認證 Provincial Green Factory Certification in Jiangsu Province	2022
	江蘇省淮安市市級綠色工廠認證 Municipal Green Factory Certification in Huaian City, Jiangsu Province	2022

公司名稱 Company Name	綠色工廠認證等級 Green Factory Certification Level	認證時間 Time of Certification
瀋陽旺旺食品有限公司 Shenyang Want Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2023
	遼寧省省級綠色工廠認證 Provincial Green Factory Certification in Liaoning Province	2022
湖南大旺食品有限公司 Hunan Big-Want Foods Ltd.	國家級綠色工廠認證 National Green Factory Certification	2022
	湖南省省級綠色工廠認證 Provincial Green Factory Certification in Hunan Province	2019
南京大旺食品有限公司 Nanjing Big-Want Foods Ltd.	江蘇省省級綠色工廠認證 Provincial Green Factory Certification in Jiangsu Province	2022
江西旺旺食品有限公司 Jiangxi Want Want Foods Ltd.	江西省省級綠色工廠認證 Provincial Green Factory Certification in Jiangxi Province	2022
山東大旺食品有限公司 Shandong Big-Want Foods Ltd.	山東省濟南市市級綠色工廠認證 Municipal Green Factory Certification in Jinan City, Shandong Province	2022
杭州旺旺食品有限公司 Hangzhou Want Want Foods Ltd.	浙江省杭州市市級綠色工廠認證 Municipal Green Factory Certification in Hangzhou City, Zhejiang Province	2022
齊河旺旺食品有限公司 Qihe Want Want Foods Ltd.	山東省德州市市級綠色工廠認證 Municipal Green Factory Certification in Dezhou City, Shandong Province	2022
浙江明旺乳業有限公司 Zhejiang Ming-Want Dairy Ltd.	國家級綠色工廠認證 National Green Factory Certification	2021
	浙江省省級綠色工廠認證 Provincial Green Factory Certification in Zhejiang Province	2020
山東真旺包裝材料有限公司 Shandong Jet-Want Packaging Ltd.	山東省濟南市市級綠色工廠認證 Municipal Green Factory Certification in Jinan City, Shandong Province	2021
安慶旺旺食品有限公司 Anqing Want Want Foods Ltd.	安徽省省級綠色工廠認證 Provincial Green Factory Certification in Anhui Province	2020



\* 部分基地政府文件已公告但尚未頒發證書。

\* Government documents for some bases have been announced, but certificates have not yet been issued.

## 零碳工廠申報

報告期內，旺旺完成集團首家零碳工廠認證，嘉興美旺機械製造有限公司順利獲得中國節能協會頒發的I型三星級《零碳工廠評價證書》。

## Application for Zero-Carbon Factory Certification

During the Reporting Period, Want Want completed the certification of its first zero-carbon factory, and Jiaxing Mei-Want Machinery Ltd. successfully obtained the Type I Three-Star Zero-Carbon Factory Evaluation Certificate issued by China Energy Conservation Association.



## 3.2 低碳轉型，應對變化

近年來，全球氣候與工業化時代相比已發生巨大變化。旺旺高度重視氣候變化風險與機遇的識別、應對和管理，將氣候變化風險納入企業整體風險管理體系之中。報告期內，我們參照金融穩定理事會（FSB）氣候相關財務信息披露工作組（TCFD）2017年發佈的《氣候相關財務信息披露工作組建議報告》，並結合科學碳目標倡議組織（SBTi）管理框架，實施集團層面碳盤查，並結合減排路徑，制定更長遠的氣候目標。

### 治理

旺旺建立了完善的氣候變化相關公司管治體系，董事會下設環境、社會及管治（ESG）委員會，負責對氣候變化應對相

## 3.2 Low-Carbon Transformation to Cope with Change

In recent years, the global climate has changed dramatically compared to the industrial era. Want Want attaches great importance to the identification, response, and management of climate change risks and opportunities, and incorporates climate change risks into the overall risk management system of the enterprise. During the Reporting Period, we implemented a group-level carbon inventory and set longer-term climate targets in conjunction with our emission reduction paths, with reference to the Recommendations of the Task Force on Climate-related Financial Disclosures issued by the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board (FSB) in 2017, and in line with the Science Based Targets initiative (SBTi) management framework.

### Governance

Want Want has established a sound corporate governance system related to climate change. The Board has set up an Environmental, Social and Governance (ESG) Committee, which is responsible for managing and supervising the

關的願景、目標及策略實施進行管理與監督審核，每年至少展開一次氣候變化議題審議，討論ESG管理方針匯報以及ESG相關目標進度，並向董事會彙報。

ESG委員會主任委員由蔡旺家先生擔任，蔡旺家先生具有多年深厚的食品與飲料行業工作經驗。我們的ESG委員會委員來自會計金融、食品科學、企業管理學等多元學術背景，共同為旺旺可持續發展保駕護航。與此同時，為了提升ESG委員會監督和應對氣候相關問題的能力，我們不定期針對委員會委員開展氣候變化工作坊和ESG培訓。

同時，我們為旺旺管理層設立ESG工作小組，貫徹落實董事會及ESG委員會制定的氣候變化應對相關制度、目標與策略，協調各部門開展具體工作。在具體工作中，我們將氣候變化相關目標的達成情況作為管理層績效考核的要素之一，與管理層薪酬掛鉤。

## 策略

旺旺始終秉持其可持續發展方針，定期對整個生產價值鏈中潛在的氣候變化風險進行評估，從強化能源與資源規劃、積極踐行節能增效舉措、探索綠色能源使用等方面落實集團氣候管理策略，積極響應國家十四五規劃綠色要求，力求減緩氣候變化對生產運營造成的風險。

我們運用情景分析的方式來識別各項氣候變化風險對業務、戰略及財務績效的影響程度，從而更貼合實際地制定應對策略。我們使用包括聯合國政府間氣候變化專門委員會（IPCC）所制定的代表性濃度路徑RCP4.5與RCP8.5和國際能源署（IEA）所模擬的宣佈承諾場景（APS）與2050年零碳排放情景（NZE）數據，具體情景定義如下：

implementation of the vision, objectives, and strategies related to climate change response, and reviewing climate change issues at least once a year to discuss ESG management policies and the progress of the ESG-related targets, and reporting to the Board.

Mr. Tsai Wang-Chia, the chairman of the ESG Committee, has many years of extensive working experience in the food and beverage industry. Our members of the ESG Committee come from diversified academic backgrounds such as accounting and finance, food science, and business management, and work together to promote the sustainable development of Want Want. Meanwhile, in order to enhance the ability of ESG Committee to monitor and respond to climate-related issues, we conduct climate change workshops and ESG training for committee members from time to time.

In the meantime, an ESG Working Group has been set up for Want Want management to implement the systems, objectives, and strategies relevant to climate change response formulated by the Board and the ESG Committee, and coordinate the specific work of various departments. In the specific work, we take the achievement of climate change-related targets as one of the elements in management's performance appraisal, and link it with their remuneration.

## Strategies

Want Want always adheres to its sustainable development policies, regularly assesses potential climate change risks in the entire production value chain, and implements the climate management strategies of the Group from strengthening energy and resource planning, actively practicing measures to conserve energy and enhance efficiency, and exploring green energy use. Want Want actively responds to the green requirements specified in the national 14th Five-Year Plan, and strives to mitigate the risks caused by climate change to production and operation.

We use scenario analysis to identify the extent to which climate change risks impact business, strategies, and financial performance to better develop response strategies. We use data from representative concentration pathways RCP4.5 and RCP8.5 developed by the United Nations Intergovernmental Panel on Climate Change (IPCC), the Announced Pledges Scenario (APS) modelled by the International Energy Agency (IEA), and the Net Zero Emissions (NZE) by 2050 Scenario, as defined as follows:

## 實體風險情景 Physical Risk Scenarios

### RCP4.5情景：

假設全球溫室氣體排放在本世紀中葉達到峰值，之後逐漸減少，該情景下全球平均氣溫相對於工業化前水平上升2°C至3°C之間。

### The RCP4.5 Scenario:

Assuming that global greenhouse gas emissions peak by the middle of this century and gradually decrease thereafter, the global average temperature in this scenario will rise by 2°C to 3°C compared to pre-industrial levels.

### RCP8.5情景：

假設全球溫室氣體排放在本世紀末仍然持續增加，該情景下全球平均氣溫相對於工業化前水平上升4°C以上。

### The RCP8.5 Scenario:

Assuming that global greenhouse gas emissions continue to increase by the end of this century, the global average temperature in this scenario will increase by more than 4°C compared to pre-industrial levels.

## 轉型風險情景 Transition Risk Scenarios

### 宣佈承諾場景（APS）：

假設世界各國政府做出的所有氣候承諾，包括國家自主貢獻（NDC）和長期淨零目標，都將全部按時實現。

### The Announced Pledges Scenario (APS):

It is assumed that all climate commitments made by governments around the world, including Nationally Determined Contributions (NDC) and long-term net-zero targets, will be met on time.

### 2050 年零碳排放情景（NZE）：

到2050 年實現二氧化碳當量（CO<sub>2</sub>e）淨零排放，不依賴能源領域以外的減排來實現其目標。

### The Net Zero Emissions (NZE) by 2050 Scenario:

Achieve net-zero carbon dioxide equivalent (CO<sub>2</sub>e) emissions by 2050, and not rely on emissions reductions outside the energy sector to meet its targets.

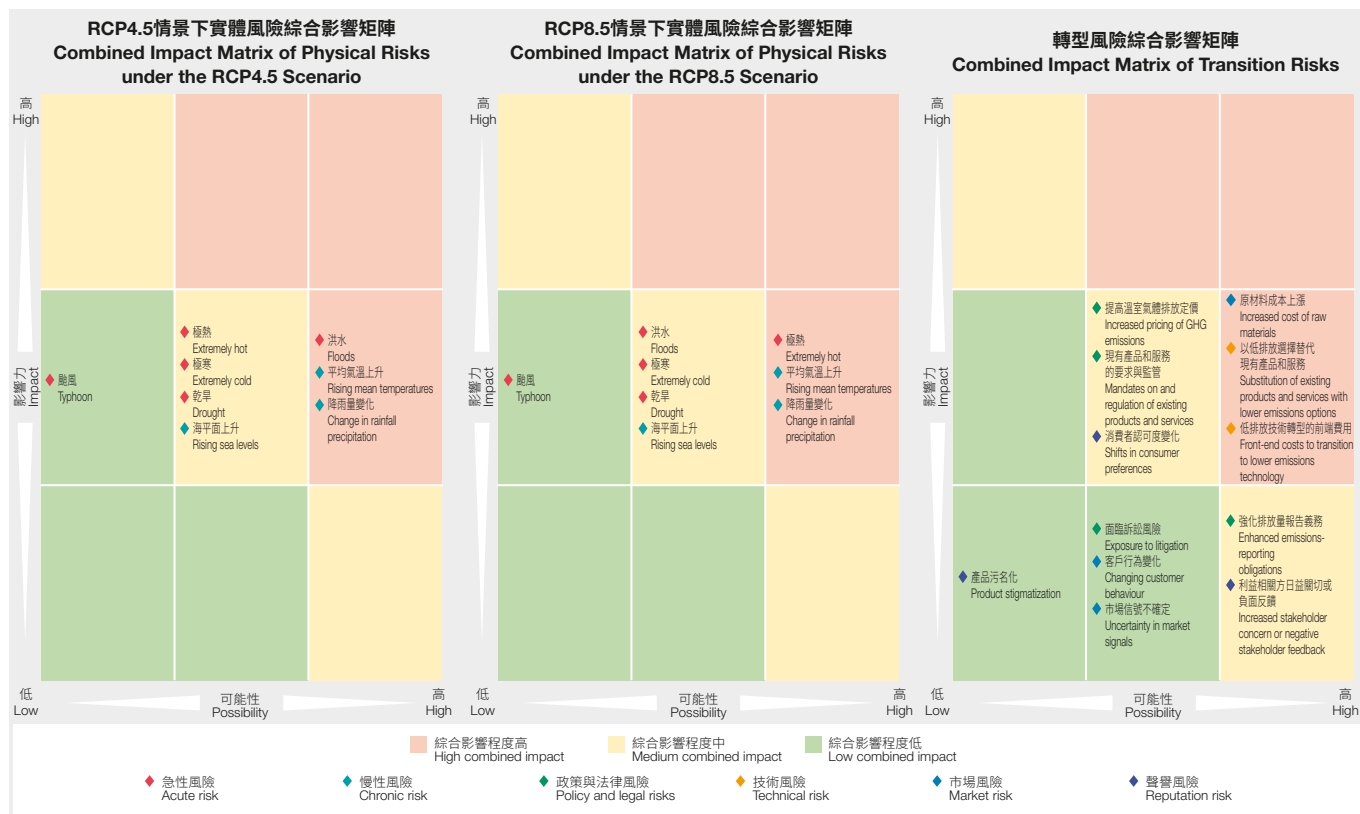
## 氣候變化情景選擇 Selection of Climate Change Scenarios

報告期內，在不同情景下，我們從短期（0-1年）、中期（1-3年）和長期（3-10年）三個時間維度，從風險可能性與財務影響力兩個維度對氣候變化風險與機遇進行識別與排序，並最終擬定低、中、高三個等級的氣候變化風險與機遇對旺旺的影響程度。

我們對旺旺主要運營地開展的氣候變化風險與機遇識別結果如下：

During the Reporting Period, under different scenarios, we identified and prioritised climate change risks and opportunities from three time-dimensions of short-term (0-1 year), medium-term (1-3 years), and long-term (3-10 years), and from two dimensions of risk possibility and financial impact. Finally, we determined the impact degree of climate change risks and opportunities on Want Want as low, medium, and high levels.

Our identification of climate change risks and opportunities at Want Want's principal places of operation is as follows:



### 氣候變化風險影響程度 Impact Degree of Climate Change Risks

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
實體風險 Physical Risks	急性風險 Acute risk	極熱天氣 Extremely hot weather	短期/中期 Short/medium term	高 High	<p>極熱天氣通常指至少持續兩到三天的高溫度和高濕度，一般為溫度超過35攝氏度（90華氏度）的天氣情況。根據此定義，我們選定旺旺各工廠基地氣溫處於極熱情況的天數為指標，以此衡量各基地發生極熱天氣的風險。</p> <p>Extremely hot weather usually refers to high temperatures and high humidity that last at least two to three days, generally when the temperature exceeds 35 degrees Celsius (90 degrees Fahrenheit). Based on this definition, we measure the risk of extremely hot weather at each site by selecting the number of days the temperature is in extreme heat at each factory and site of Want Want.</p> <p>在RCP4.5情景下，旺旺工廠所在的江蘇省、安徽省、廣東省極熱天氣發生的可能性等級為高。</p> <p>In the RCP4.5 scenario, the risk of extremely hot weather affecting Jiangsu, Anhui, and Guangdong provinces where Want Want factories are located is high.</p> <p>在RCP8.5情景下，旺旺工廠所在北京市、河南省、山東省極熱天氣發生的可能性等級由中等轉為高，江蘇省、安徽省極熱天氣發生的可能性顯著增強。</p> <p>In the RCP8.5 scenario, the possibility of extremely hot weather affecting Beijing, Henan Province, and Shandong Province where Want Want factories are located has shifted from medium to high, and the risk of extremely hot weather affecting Jiangsu and Anhui provinces has also significantly increased.</p> <p>極端天氣可能會影響工廠的正常運營，並對基礎設施設備造成損壞，從而增加工廠的運營成本。</p> <p>Extreme weather may affect the normal operation of factories and cause damage to infrastructure and equipment, thus increasing the operating costs of factories.</p>
	慢性風險 Chronic risk	極冷天氣 Extremely cold weather	長期/遠期 Long/long-term	中 Medium	

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
實體 風險 Physical Risks	急性風險 Acute risk	洪水 Floods	短/中期 Short/medium term	中 Medium	<p>河流和海岸系統的洪水是與氣候相關的最常見和最具破壞性的災害。 Flooding of river and coastal systems is the most common and devastating climate-related disaster.</p> <p>在RCP4.5情景下，旺旺工廠所在的浙江省、廣東省、湖南省洪水發生的可能性等級較高，北京市、河北省的發生的可能性較低。 In the RCP4.5 scenario, Zhejiang Province, Guangdong Province, and Hunan Province where the Want Want factories are located have a higher possibility of being affected by floods, while Beijing and Hebei Province have a lower risk level.</p> <p>在RCP8.5情景下，浙江省、湖南省發生洪水的可能性等級由高轉為中等。 In the RCP8.5 scenario, the possibility of being affected by floods of Zhejiang and Hunan provinces has shifted from high to medium.</p> <p>洪水自然災害可能會直接損壞廠房、阻礙交通，還會影響產品原材料的穩定供應，造成供應鏈斷裂，從而對廠區的正常生產、產品的運輸和銷售產生影響。 Flood, a type of natural disasters, may directly damage factories, hinder traffic, and affect the stable supply of raw materials, causing supply chain disruptions, thereby affecting the normal production of factories, and the transportation and sales of products.</p>
	慢性風險 Chronic risk	平均氣溫 上升 Rising mean temperatures	長期 Long term	中-高 Medium-high	<p>平均氣溫通常是指在給定時間段（通常為一年）內由正確暴露的溫度計指示的空氣平均溫度。我們選定旺旺各工廠基地氣溫在未來年度平均氣溫上升變化（<math>^{\circ}\text{C}</math>）為指標以衡量平均氣溫上升影響的風險等級。 Average air temperature generally refers to the average temperature of air indicated by a properly exposed thermometer over a given period of time, usually a year. We select the change in rising mean temperatures in the coming year at each Want Want factory as an indicator to measure the risk level of the impact of the average temperature rise.</p> <p>在RCP4.5情景下，旺旺工廠所在的北京市、東北三省、河南省、新疆省、青海省平均氣溫上升幅度較高。 In the RCP4.5 scenario, the rising mean temperatures are higher in Beijing, the three northeastern provinces, Henan Province, Xinjiang Province, and Qinghai Province, where Want Want factories are located.</p> <p>在RCP8.5情景下，吉林省、黑龍江省、江蘇省、山東的平均氣溫進一步升高。 In the RCP8.5 scenario, the average temperature in Jilin Province, Heilongjiang Province, Jiangsu Province, and Shandong Province further increases.</p> <p>全球氣溫上升會影響工廠的正常生產與供應，甚至導致業務中斷；氣溫升高也會對生產設備正常使用產生影響，增加工廠的運維成本。位於北京市、吉林省、新疆省等地的生產工廠的平均氣溫上升趨勢更大，從而可能面臨高的運營成本。 Rising global temperatures will affect the normal production and supply of factories, and even cause business interruption; rising temperatures will also have an impact on the normal use of production equipment and increase the operation and maintenance costs of the factory. Production factories in Beijing, Jilin Province, and Xinjiang Province have a greater trend of average temperature rise, and thus may face high operating costs.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
實體 風險 Physical Risks	慢性風險 Chronic risk	降雨量變化 Change in rainfall precipitation	長期 Long term	中-高 Medium-high	<p>降雨量指一定時間內以雨的形式降下的水分或水量，降落到水平面上（無滲漏、蒸發、流失等）的雨水深度。我們選定旺旺各工廠基地降雨量在未來年度平均降雨量變化（mm）為指標，以此衡量各基地年度平均降雨量上升造成影響的可能性。</p> <p>Rainfall precipitation refers to the amount of water that falls in the form of rain in a certain period, and the depth of rain that falls to the horizontal surface (without infiltration, evaporation, loss, etc.). We selected the change in annual average rainfall precipitation (mm) of the rainfall of each factory base of Want Want in the future as an indicator to measure the possibility of the impact caused by the increase in annual average rainfall precipitation of each base.</p> <p>在RCP4.5情景下，旺旺工廠所在的河南省、山東省、安徽省降雨量變化發生的可能性較大。</p> <p>In the RCP4.5 scenario, the possibility of change in rainfall precipitation is higher in Henan Province, Shandong Province, and Anhui Province, where Want Want factories are located.</p> <p>在RCP8.5情景下，浙江省、湖南省進一步升高，且在長期情況下降雨量變化風險對旺旺生產的綜合影響進一步增大。</p> <p>In the RCP8.5 scenario, the level of risk in Zhejiang Province, and Hunan Province further increases. And in the long run, the combined impact of rainfall change risk on Want Want production further increases.</p> <p>平均降雨量的上升或下降可能導致地區極端天氣事件或乾旱天數的增加，並影響旺旺原材料的供應，從而導致未來運營過程中採購成本的增加。</p> <p>An increase or decrease in average rainfall precipitation may lead to an increase in regional extreme weather events or days of drought and affect the availability of Want Want's raw materials, resulting in an increase in procurement costs during future operations.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	政策與法律 風險 Policy and legal risks	提高溫室氣體 排放定價 Increased pricing of GHG emissions	中-長期 Medium-long term	中 Medium	<p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>根據國際能源署（IEA）數據庫預計，包括中國在內的已提出碳中和行動方案的各發展中國家在該情境下，以2021年實際貨幣價值計算，2030年碳定價將達到40美元每噸，2050年碳定價將達到160美元每噸。溫室氣體排放定價的提高可能會使得旺旺支付更高的能源成本和碳稅，從而對其財務表現產生負面影響，增加了生產成本，若旺旺不採取措施減少溫室氣體的排放量，這種影響可能會更加顯著。</p> <p>According to the International Energy Agency (IEA) database, for developing countries, including China, that have proposed carbon neutrality action plans, carbon pricing will reach US\$40 per tonne in 2030 and US\$160 per tonne in 2050 in this scenario based on the real value of currencies in 2021. Increased pricing of GHG emissions may cause Want Want to pay higher energy costs and carbon taxes, which will negatively affect its financial performance and increase production costs. The impact may be even more significant if Want Want does not take steps to reduce GHG emissions.</p>
					<p>2050年零碳排放情景（NZE）： The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>根據國際能源署（IEA）數據庫預計，包括中國在內的已提出碳中和行動方案的各發展中國家在該情境下，以2021年實際貨幣價值計算，2030年碳定價將達到90美元每噸，2050年碳定價將達到200美元每噸。更大幅度溫室氣體排放定價的提高可能會使得旺旺支付更高能源成本和碳稅的壓力陡增，從而對其財務表現產生負面影響，甚至影響到生產策略，倒逼旺旺採取措施減少溫室氣體的排放量，進一步產生資本支出。另一方面，碳定價也將作為一種刺激，促使旺旺實施更多的環保措施，例如改善能源效率或轉向使用更環保的供應鏈，這有助於降低長期經營成本並提高品牌形象。</p> <p>According to the International Energy Agency (IEA) database, for developing countries, including China, that have proposed carbon neutrality action plans, carbon pricing will reach US\$90 per tonne in 2030 and US\$200 per tonne in 2050 in this scenario based on the real value of currencies in 2021. A larger increased pricing of GHG emissions may drive the pressure on Want Want to pay higher energy costs and carbon taxes, which will negatively affect its financial performance and even affect its production strategies, forcing Want Want to take measures to reduce GHG emissions and further generate capital expenditure. On the other hand, carbon pricing will also act as an incentive for Want Want to implement more environmental measures, such as improving energy efficiency or switching to a greener supply chain, which will help reduce long-term operating costs and improve brand image.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	政策與法律 風險 Policy and legal risks	強化排放量報 告義務 Enhanced emissions- reporting obligations	短-中期 Short-medium term	中 Medium	<p>中國對企業溫室氣體排放披露的監管要求正在逐年加強。此外，香港交易所於2024年4月修訂《上市規則》ESG框架下氣候信息披露要求，規定上市公司以符合國際財務報告準則基金會的國際可持續發展準則理事會（ISSB）刊發的國際財務報告準則（IFRS）S1號—可持續相關財務信息披露一般要求（IFRS S1）及國際財務報告準則S2號—氣候相關披露（IFRS S2）之方式編備ESG報告。經修訂的《上市規則》於2025年1月1日生效。新氣候信息披露要求將採用分階段方法實施。</p> <p>China has imposed increasingly stringent regulatory requirements on corporate greenhouse gas emissions disclosure year by year. Furthermore, HKEx published an amendment to climate-related information disclosure requirements under the ESG framework of the Listing Rules in April 2024 to require all issuers to prepare their ESG reports in compliance with IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and IFRS S2 Climate-related Disclosures (IFRS S2) published by the International Sustainability Standards Board (ISSB) of the IFRS Foundation. The amended Listing Rules has come into effect on 1 January 2025. A phased approach is adopted for the implementation of the new climate-related information disclosure requirements.</p> <p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>在《中華人民共和國國民經濟和社會發展第十四個五年規劃和2035年遠景目標綱要》中，中國也將溫室氣體排放控制作為主要目標之一，瞄準2060年前實現碳中和的目標，提出要以碳強度控制為主、碳排放總量控制為輔的要求，推動能源清潔低碳安全高效利用，實現重點行業與領域的低碳轉型。同時，由於中國政府致力於將碳達峰和碳中和納入國家發展戰略，未來可能會進一步加強企業溫室氣體排放的披露監管政策，以確保企業的數據真實可靠，促進企業加強碳排放管理和減排行動，共同推動應對氣候變化的工作。</p> <p>In the Outline of the 14th Five-Year Plan (2021-2025) for National Economic and Social Development of the People's Republic of China and the Long-Range Objectives Through the Year 2035, China also regards the control of greenhouse gas emissions as one of its main objectives. Aiming at the target of achieving carbon neutrality by 2060, it proposes a system based on carbon intensity control and supplemented by total carbon emission control, promoting clean, low-carbon, safe, and efficient use of energy, and realising low-carbon transformation in key industries and fields. At the same time, as the Chinese government is committed to incorporating carbon peaking and carbon neutrality into its national development strategies, it may further strengthen the regulatory policies on the disclosure of corporate GHG emissions in the future, so as to ensure the authenticity and reliability of the data of enterprises, promote the strengthening of carbon emission management and emission reduction actions of enterprises, and jointly promote the work of tackling climate change.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	政策與法律 風險 Policy and legal risks	強化排放量報 告義務 Enhanced emissions- reporting obligations	短-中期 Short-medium term	中 Medium	<p>2050年零碳排放情景（NZE）：</p> <p>The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>強化排放量報告義務可能會要求企業投入更多時間、人力和資金進行溫室氣體排放核算和報告以滿足相關法規和標準的要求。在此過程中企業可能發現的潛在問題也需要採取一系列措施進行治理，從而可能導致額外的管理成本和投資（例如使用更高效節能的設備等）增加。另一方面，實施排放量報告義務也可能為旺旺帶來長期投資價值，促使其提高環保意識和採取減排措施，從而改善企業形象並符合消費者環保意識的需求，提高企業可持續性。</p> <p>Strengthening emissions reporting obligations may require more time, manpower, and money to be invested in the accounting and reporting of GHG emissions to meet the requirements of relevant regulations and standards. Potential problems that may be identified during this process also require a series of measures to be taken to address them, which may lead to additional management costs and investments (e.g., the use of higher energy-efficient equipment). On the other hand, the implementation of emission reporting obligations may also bring long-term investment value to Want Want, prompting it to raise environmental awareness and adopt emission reduction measures, thereby improving its corporate image and meeting the needs of consumers for environmental awareness, and improving corporate sustainability.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	政策與法律 風險 Policy and legal risks	現有產品和服 務的要求與 監管 Mandates on and regulation of existing products and services	短-中期 Short-medium term	中 Medium	<p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>在《中華人民共和國國民經濟和社會發展第十四個五年規劃和2035年遠景目標綱要》，國家已明確提出要實現生產生活方式綠色轉型成效顯著，能源資源配置更加合理、利用效率大幅提高的主要目標。受此驅動，國家正在持續倡導資源節約和循環利用，積極鼓勵企業採取各種措施提高能源和物料利用效率，在此背景下，政府可能會要求食品企業在整個生產過程中最大限度地實現資源的可持續利用。</p> <p>In the Outline of the 14th Five-Year Plan (2021-2025) for National Economic and Social Development of the People's Republic of China and the Long-Range Objectives Through the Year 2035, China has clearly put forward the main objectives of achieving remarkable results in the green transformation of production and lifestyle, more reasonable allocation of energy resources, and great improvement in utilisation efficiency. Driven by this, China has been continuing to advocate resource conservation and recycling, actively encourages companies to take various measures to improve energy and material efficiency, and in this context, the government may require food enterprises to maximise the sustainable use of resources throughout the production process.</p> <p>2050年零碳排放情景（NZE）： The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>政府機構對食品行業產品和服務對氣候變化影響的監管和要求將會進一步加強，推動企業採取更多的環保措施，以實現可持續發展。對旺旺而言，國家對低碳節能產品和技術要求在一定程度上能夠幫助旺旺降低企業運營成本，減少企業能源消耗和碳排放。雖然初期投入成本可能比傳統設備高，但從長期來看，可為企業帶來持續的節能效益和降低碳稅、碳交易費用等的減免收益。其次，選擇綠色包裝可以提高企業環保形象和品牌競爭優勢，進一步拓展市場，創造更多價值和回報。除此之外，採用這些符合國家要求的技術和工藝可以增加政府和公眾對企業的認可。這將有助於企業獲得政府和社會的支持和信任，並促進其可持續發展。</p> <p>Government agencies will further strengthen regulations and requirements on the impact of food industry products and services on climate change, and push companies to adopt more environmental measures to achieve sustainable development. For Want Want, the national requirements for low-carbon energy-saving products and technologies can help Want Want reduce its operating costs and lower energy consumption and carbon emissions. Although the initial investment may be higher than that for the traditional equipment, in the long term, it can bring continuous energy saving benefits, lower carbon tax, the reduction of carbon trading costs, and other benefits. Secondly, choosing green packaging can improve the enterprise's environmental image and brand competitive advantage, further expand the market, and create more value and returns. In addition, the adoption of these technologies and processes in line with national requirements can increase the recognition of enterprises by the government and the public. This will help enterprises gain the support and trust from the government and society, and promote their sustainable development.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	技術 風險 Technical risk	以低排放選擇 替代現有產品 和服務 Substitution of existing products and services with lower emissions options	短-中期 Short-medium term	高 High	<p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>在國家政策與食品市場需求的驅動下，旺旺應投入大量資金積極發展低碳產品以適應綠色食品消費需求，通過投資低碳食品研發技術、支持內部創新研發人才發展，實現低碳產品轉型，這可能會導致運營成本的增加。</p> <p>Driven by national policies and the demands in the food market, Want Want should invest a lot of money to actively develop low-carbon products to meet the demand for green food consumption, and realise the transformation of low-carbon products by investing in low-carbon food research and development technology and supporting the development of internal innovative research and development talents, which may lead to an increase in operating costs.</p> <p>2050年零碳排放情景（NZE）： The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>隨著國家對於食品行業的低碳轉型愈發重視，綠色食品、有機食品、食品行業科技發展與創新加工對於旺旺來言可能會成為更主流的發展趨勢，同時，低碳飲食方式轉變、消費者對低碳食品的意識也會促使旺旺構建低碳食品體系。</p> <p>As China attaches more and more importance to the low-carbon transformation of the food industry, green food, organic food, scientific and technological development, and innovative processing of the food industry may become the mainstream development trend for Want Want. At the same time, the transformation of low-carbon diet and consumers' awareness of low-carbon food will also promote Want Want to build a low-carbon food system.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	技術 風險 Technical risk	低排放技術轉 型的前端費用 Front-end costs to transition to lower emissions technology	短-中期 Short-medium term	高 High	<p>能源在食品加工中佔據著重要地位，針對企業所有可能產生溫室氣體的來源，需要全面評估企業碳足跡，進行排放源清查與數據搜集量化，制定相應措施，強化企業減少碳排放的意識。同時，需在食品企業推廣使用光伏、風能清潔能源，降低對火電等高碳能源的需求。然而不合理的能源結構或項目的開展或將給旺旺帶來較大成本負擔。</p> <p>Energy plays an important role in food processing. For all possible sources of greenhouse gases, it is necessary to comprehensively assess the carbon footprint of enterprises, conduct emission source investigation as well as data collection and quantification, formulate appropriate measures, and strengthen the awareness of enterprises to reduce carbon emissions. At the same time, it is necessary to promote the use of photovoltaic, wind energy, and other clean energy in food enterprises to reduce the demand for high-carbon energy such as thermal power, but unreasonable energy structure or project development may bring a greater cost burden to Want Want.</p> <p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>為實現食品生產的低碳轉型，旺旺需要在低碳技術方面投入額外前端費用。在食品加工生產方面，旺旺需要進行技術與工藝革新，對原有設備進行升級改造，以加強能源優化管理、水資源管理。在食品包裝方面，國家目前已出台多項標準與規定以激勵食品包裝的再利用與食品包裝材料技術的創新研究，如包裝材料的輕量化、包裝材料創新研發等。因此，旺旺需要在食品包裝方面加大創新研究與應用，以實現綠色化包裝，提升產品競爭力。</p> <p>To achieve a low-carbon transition in food production, Want Want needs to invest additional front-end costs in low-carbon technologies. In terms of food processing and production, Want Want needs to innovate technology and process, and upgrade the original equipment so as to strengthen the optimal management of energy and water resources. In terms of food packaging, China has introduced a number of standards and regulations to encourage the reuse of food packaging and innovative research on food packaging material technology, such as lightweight packaging materials, innovative R&amp;D of packaging materials, etc. Therefore, Want Want needs to increase innovative research and application in food packaging to achieve green packaging and enhance product competitiveness.</p> <p>2050年零碳排放情景（NZE）： The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>要實現食品行業的碳中和，旺旺還需協同生產價值鏈上的供應商等合作夥伴共同探索低碳轉型技術的創新與應用，以應對目前市場對於綠色食品消費的倡導。旺旺需要投入更多的前端費用用於研發。</p> <p>To achieve carbon neutrality in the food industry, Want Want also needs to work with suppliers and other partners in the production value chain to explore the innovation and application of low-carbon transition technologies, in response to the current market advocacy for green food consumption, and also needs to invest more front-end expenses in R&amp;D.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	市場 風險 Market risk	原材料成本 上漲 Increased cost of raw materials	中-長期 Medium-long term	高 High	<p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>氣候變化所帶來的生長季節變化以及不穩定的降雨模式和減少的降雨量，會擾亂旺旺的原材料供應、質量和成本。例如，氣候變化導致的極端天氣對旺旺上游農產品供應的產量及價格都有較大影響，從而影響旺旺產品原材料的成本和可獲得性，增加旺旺的生產成本，降低旺旺的供貨能力。此外，由於多類原材料需要從海外進口，因此旺旺的供應鏈也受全球氣候變化風險的影響。在包裝材料方面，由於塑膠包裝原料的價格與原油價格存在較高關聯，世界監管機構對化石能源及原料方面的監管可能對塑膠包裝成本帶來較大影響。</p> <p>Change in season of growth as a result of climate change, and erratic and reduced rainfall patterns will disrupt Want Want's raw material supply, quality, and cost. For example, the extreme weather caused by climate change has a greater impact on the output and price of Want Want's upstream agricultural products supply, thus affecting the cost and availability of raw materials for Want Want's products, and resulting in the increase in the production cost of Want Want and reducing the supply capacity of Want Want. In addition, as various types of raw materials need to be imported from overseas, Want Want's supply chain is also affected by global climate change risks. In terms of packaging materials, due to the high correlation between the price of plastic packaging raw materials and the price of crude oil, the supervision of fossil energy and raw materials by world regulators may have a greater impact on the cost of plastic packaging.</p> <p>2050年零碳排放情景（NZE）： The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>在零碳排放情境下，對高排放原料的生產和使用會更加嚴格，旺旺上游的乳牛養殖等行業均會受到衝擊，成本上升將進一步給下游企業帶來實質性影響。如果旺旺不能有效應對氣候變化帶來的風險，對原材料採購進行可持續的管理，管理其波動性，則會對旺旺的成本產生不利影響。</p> <p>In the zero-carbon emission scenario, the production and use of high-emission raw materials will be more stringent. Want Want's upstream dairy cattle farming and other industries will be impacted, and the rising cost will further have a substantial impact on downstream enterprises. If Want Want is unable to effectively address the risks posed by climate change, sustainably manage raw material purchases and manage their volatility, it will adversely affect Want Want's cost.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	聲譽 風險 Reputation risk	消費者 認可度 變化 Shifts in consumer preferences	短-中期 Short-medium term	中 Medium	<p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>隨著綠色消費與綠色飲食習慣的普及，消費者對食品飲料企業的環境和社會方面也越來越感興趣。同時，國家對於生產製造過程的溫室氣體排放管控也使得「無害環境製造」逐漸成為消費者關注的重點，產品的生產過程、成分來源甚至是種植過程的公開透明度不足將導致旺旺品牌形象受損，進一步影響聲譽。</p> <p>With the popularity of green consumption and eating habits, consumers are increasingly interested in the environmental and social aspects of food and beverage companies. At the same time, China's control of greenhouse gas emissions in the production and manufacturing process has also made "environment-friendly manufacturing" gradually become the focus of consumers' attention, and therefore the lack of transparency in the production process of the product, the sources and even the planting processes of the ingredients will cause damage to the brand image of Want Want and further affect its reputation.</p> <p>2050年零碳排放情景（NZE）： The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>在零碳情景下，消費者需求變化會更加明顯，如果旺旺無法(i)快速地預測消費者在口味、飲食習慣和環境影響方面的期望變化；(ii)識別此類消費者趨勢；(iii)將此類趨勢轉化為適當的產品供應；(iv)跟上消費者的喜好，將導致消費者對旺旺產品的認可度下降，業績和聲譽也會受到負面影響。</p> <p>In a zero-carbon scenario, changes in consumer demand will be more pronounced. If Want Want is unable (i) to predict changes in consumer expectations in terms of taste, eating habits, and environmental impact quickly; (ii) to identify such consumer trends; (iii) to convert such trends into appropriate product offerings; (iv) to keep up with consumers' preferences, it will lead to a decline in consumer recognition of Want Want products, and the performance and reputation of Want Want will also be negatively affected.</p>

氣候變化風險 Climate Change Risks			時間維度 Time Dimensions	綜合影響 Combined Impact	相關性描述 Relevance Description
轉型 風險 Transition Risks	聲譽 風險 Reputation risk	利益相關方日益關切或負面反饋 Increased stakeholder concern or negative stakeholder feedback	短期 Short term	中 Medium	<p>宣佈承諾場景（APS）： The Announced Pledges Scenario (APS):</p> <p>資本市場、投資者、監管機構等利益相關方越來越關注企業的ESG表現，例如MSCI、DJSI等評級已經將企業應對氣候變化風險的披露以及碳目標的披露納入到企業的ESG評級指標中。企業在氣候變化相關的信息披露可能使企業面臨越來越多的監管審查和緩解氣候變化行動的壓力，增強旺旺ESG表現有助於吸引投資者關注，降低旺旺的融資成本。</p> <p>The capital market, investors, regulators, and other stakeholders are paying more and more attention to the ESG performance of enterprises. For example, MSCI, DJSI, and other ratings have incorporated the disclosure of enterprises' response to climate change risks and disclosure of carbon targets into the ESG rating indicators of enterprises. Corporate disclosures related to climate change may expose enterprises to increasing regulatory scrutiny and pressure for climate change mitigation actions. Enhancing the ESG performance of Want Want will help attract investors' attention and reduce Want Want's financing costs.</p> <p>2050年零碳排放情景（NZE）： The Net-Zero Emissions (NZE) by 2050 Scenario:</p> <p>零碳目標對與公司所採取的應對氣候變化措施有更為嚴格的要求，需要密切跟蹤與氣候變化相關的政策及監管要求、財政激勵措施、股東的直接行動和來自公眾的反饋等情況，不斷調整碳中和實現路徑。</p> <p>The zero-carbon target has more stringent requirements for companies to take climate change measures, and needs to closely follow climate change-related policy and regulatory requirements, financial incentives, shareholders' direct action, and feedback from the public, etc., so as to constantly adjust the path to carbon neutrality.</p>

旺旺氣候變化風險識別  
Climate Change Risks Identification of Want Want

氣候變化相關機遇 Climate Change-related Opportunities	相關描述 Related Description	綜合影響 Combined Impact
資源效率機遇 Resource Efficiency Opportunities	在國家逐漸強化溫室氣體排放管理的監管環境下，旺旺將有更多驅動力進行低碳技術創新、強化能源與資源使用管理，同時也會刺激旺旺聯合價值鏈夥伴一同提高資源效率，這有助於降低旺旺的長期經營成本並提高品牌形象。 In the regulatory environment where China is gradually strengthening the management of GHG emissions, Want Want will have more driving forces to innovate low-carbon technologies, strengthen energy and resource use management, and also motivate Want Want to work with value chain partners to improve resource efficiency, which will help reduce Want Want's long-term operating costs and enhance brand image.	高 High
產品和服務機遇 Product and Service Opportunities	旺旺作為食品生產企業中的佼佼者，可以通過加大研發和創新，探索新型低碳排放產品，擴大綠色產品種類，在適應氣候變化的同時提高自身競爭力，引領行業發展。 As a leader among food production enterprises, Want Want can lead the development of the industry by increasing R&D and innovation, exploring new low-carbon emission products, expanding the range of green products, and improving its competitiveness while adapting to climate change.	中 Medium
適應力機遇 Resilience Opportunities	提高旺旺自身應對氣候變化風險的能力，旺旺可以通過優化生產工藝、加快綠色技術研究、激勵供應鏈合作提高可持續發展風險管理水平等措施提高企業適應氣候的韌性。 In order to improve the ability to cope with climate change risks, Want Want can improve the resilience of the enterprise to adapt to climate by optimising production processes, accelerating green technology research, and encouraging supply chain cooperation to improve the risk management of sustainable development.	中 Medium

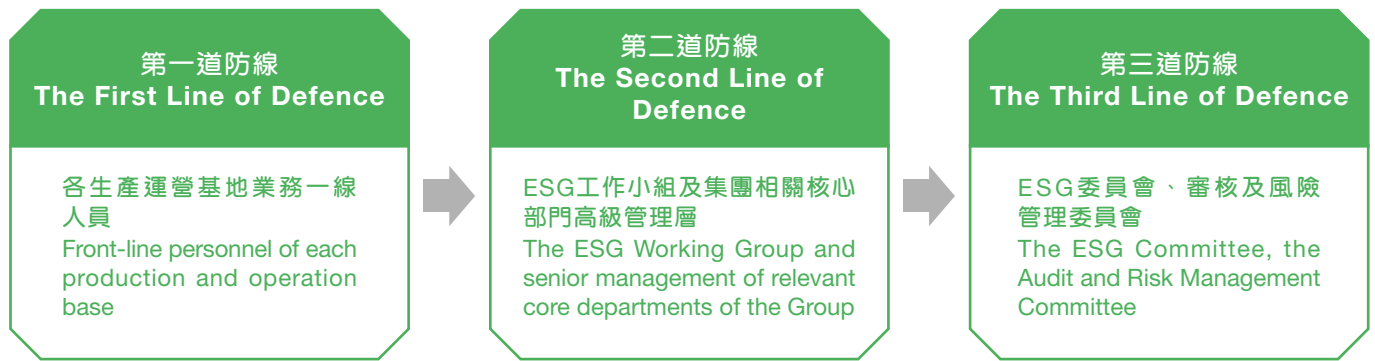
### 旺旺氣候變化機遇識別 Climate Change-related Opportunities Identification of Want Want

## 氣候風險管理

旺旺將氣候變化風險納入公司整體風險管理體系，建立全面的氣候變化風險管理三道防線職能體系，針對上述已識別出的風險，由旺旺集團ESG委員會全程參與，審核及風險管理委員會最終把控。在日常運營中，我們組建了三級氣候變化風險管理架構，由各生產運營基地業務一線人員基於各地區的政策制度及規劃、氣候條件與極端天氣記錄等外部因素，識別各地區生產運營基地面臨的風險。對於各生產運營基地可能面臨的氣候影響，由ESG工作小組及集團核心管理層結合集團內部情況進行綜合分析，識別旺旺氣候變化風險及機遇清單。由集團ESG委員會及審核及風險管理委員會組成第三道防線，致力於提升旺旺對氣候變化風險的應對能力。

## Climate Risk Management

Want Want has incorporated climate change risk into the overall risk management system of the Company by establishing three-line of defence functional system for the management of climate change risks in a comprehensive way. For the above identified risks, the ESG Committee of Want Want Group will participate in the whole process, and the Audit and Risk Management Committee will exercise ultimate control. In our daily operations, we have established a three-level climate change risk management framework, in which front-line personnel of each production and operation base identify the risks faced by each region's production and operation bases based on external factors such as policies, systems and plans, climatic conditions, and extreme weather records. For the possible climate impacts faced by each production and operation base, the ESG Working Group and the core management of the Group will conduct a comprehensive analysis based on the internal situation of the Group to identify the list of climate change risks and opportunities of Want Want. The third line of defence, comprising the ESG Committee and the Audit and Risk Management Committee of the Group, is committed to enhancing the ability of Want Want to respond to climate change risks.



旺旺氣候變化風險三道防線  
Three Lines of Defence for Climate Change Risk of Want Want

旺旺的氣候變化風險管理流程如下：

The climate change risk management process of Want Want is as follows:

### 風險識別 Risk Identification

結合各地政策制度及地區規劃，識別對公司各生產運營地可能造成重大實體、轉型風險和機遇的類型，納入集團風險/機遇清單。

Align with local policies and systems and regional planning, identify the types of major physical risks, transition risks, and opportunities that may be caused to each production and operation location of the Company, and include them in the list of risks/opportunities of the Group.

### 情景分析 Scenario Analysis

根據各運營地現狀結合各氣候風險模型，對潛在的氣候變化風險開展情景分析，確定不同情景下風險和機遇對於公司的潛在影響。

Based on the current situation of each operating site and each climate risk model, scenario analysis of potential climate change risks is carried out to determine the potential impact of risks and opportunities on the Company under different scenarios.

### 風險評估 Risk Assessment

根據情景分析的結果，結合業務現狀，從風險影響水平、可能性等方面評估和排序，形成集團氣候風險及機遇評估分析清單。

According to the results of scenario analysis and the current business situation, evaluate and prioritise from the aspects of risk impact level and possibility, and form an assessment and analysis list of climate risks and opportunities of the Group.

### 策略制定 Strategy Development

針對已識別的風險和機遇，將氣候風險納入日常運營管理工作中，結合公司運營特點制定相應應對措施，落實到責任部門。

In view of the identified risks and opportunities, incorporate climate risks into daily operation and management, formulate corresponding response measures based on the operating characteristics of the Company, and implement them to the responsible departments.

## 監測評估 Monitoring and Evaluation

ESG工作小組定期監測氣候變化應對舉措的實行情況，由ESG委員會根據監測結果審核指導集團氣候變化應對舉措的改善提升。

The ESG Working Group regularly monitors the implementation of climate change response measures, and the ESG Committee reviews and guides the improvement of the Group's climate change response measures based on the monitoring results.

### 旺旺氣候變化風險識別和評估流程

#### Climate Change Risk Identification and Assessment Process of Want Want

## 目標與指標

為確保氣候變化行動戰略及風險管理有效推進，旺旺建立了以目標為導向，以指標為抓手的氣候變化管理體系，從三方面推動氣候變化目標的層層分解和有效落地：

## Targets and Indicators

In order to ensure the effective promotion of climate change action strategies and risk management, Want Want has established a target-oriented climate change management system with indicators as a leverage to promote the layer-by-layer decomposition and effective implementation of climate change targets from three aspects:

### 基於風險管理清單制定內部評價指標

#### Develop Internal Evaluation Indicators Based on the Risk Management List

旺旺根據自身面臨的氣候變化風險制定了一系列內部評價指標，包括溫室氣體排放總量、百萬產值能源密度、單位耗電量、IPE（公共環境研究中心）企業違規記錄等。

Want Want has developed a series of internal evaluation indicators based on its own climate change risks, including total GHG emissions, energy intensity of million output value, unit electricity consumption, corporate violation records of the Institute of Public and Environmental Affairs (IPE), etc.

### 基於全球權威數據庫獲取運營地氣候變化風險評分

#### Obtain the Score of Climate Change Risks in the Place of Operation Based on the Global Authoritative Database

為更好地應對氣候變化物理風險，旺旺使用多項國際的權威數據來源和氣候變化風險管理工具，如世界自然基金會水風險評估工具（WWF Water Risk Filter）、國際能源署及氣候影響實驗室（Climate Impact Lab）、《中國產品全生命週期溫室氣體排放係數庫》，獲取各個運營地面臨的實體風險評分和轉型風險評估參數，綜合評定氣候變化風險，針對性制定風險應對措施。

In order to better address the physical risks of climate change, Want Want uses a number of international authoritative data sources and climate change risk management tools such as the WWF Water Risk Filter, the International Energy Agency and the Climate Impact Lab, and the GHG Emission Coefficient Database of Chinese Products in the Whole Life Cycle to obtain physical risk score and transition risk assessment parameters faced by each place of operation, so as to comprehensively assess climate change risk and formulate targeted risk response measures.

## 追蹤月度氣候變化指標並與管理層績效掛鉤

### Track Monthly Climate Change Indicators and Link Them to Management Performance

集團運營層面通過環境執行小組對氣候變化相關指標進行每月監控，並將監控、分析結果納入管理層績效指標，提升集團應對氣候變化內驅力。

At the operational level, the Group monitors climate change-related indicators on a monthly basis through the environmental execution group, and incorporates the monitoring and analysis results into the management performance indicators to strengthen the Group's internal driving force to address climate change.

在該指標體系保障下，旺旺減排目標與規劃穩步推進，報告期內取得進一步進展：

Under this indicator system, the emission reduction targets and plans of Want Want have been steadily advanced. Further progress was made during the Reporting Period:

## 減碳目標 Carbon Reduction Targets

- 以2020財年為基準，到2030財年，運營溫室氣體排放密度降低36%。  
Achieving a 36% reduction in the operational greenhouse gas emission intensity by 2030FY, based on the level of 2020FY.
- 到2030財年，旺旺綠色電力佔總電力使用比例達到16%。  
Green power consumption of Want Want accounts for 16% of the total power consumption by 2030FY.

## 2024財年節能減排進度

### Progress of Energy Conservation and Emission Reduction in 2024FY

- 2024財年相對2020財年溫室氣體排放密度下降23.0%。  
The greenhouse gas emission intensity of 2024FY has reduced by 23.0% as compared with that of 2020FY.
- 2024財年，旺旺使用綠色電力佔總電力使用比例為14.2%。  
In 2024FY, the green power consumption of Want Want accounted for 14.2% of the total power consumption.

## 持續優化調整行政能源結構綠色發展

### Continuously Optimise and Adjust the Administrative Energy Structure to Advance Green Development

- 旺旺集團在2024財年行政能源管理方面取得顯著成效，各項能源目標均達成，鑒於2025財年設備新增及能源結構調整等因素，集團在行政能源管控方面持續挖掘節能機會潛力，推動ESG戰略目標的實現。未來集團對於行政能源將從三方面深化能源管理：一是重點管控食堂、宿舍等高耗能區域，推行以人均耗用為核心的精細化能源管理模式；二是依託「文明旺旺」專項活動，持續強化員工節能意識和環保節能習慣；三是積極推進節能技術改造，包括照明系統升級、能源結構優化（評估使用電磁爐代替現有炒菜爐）、提高中水、車間熱水、冷凝水的使用率等創新舉措，全方位推動企業行政單位綠色低碳發展。

In 2024FY, Want Want Group achieved significant results in administrative energy management, meeting all energy targets. In light of factors such as the addition of new equipment and adjustments in energy structure for 2025FY, the Group continues to explore energy-saving opportunities within administrative energy management and control to realise its ESG strategic targets. In the future, the Group will deepen the management of administrative energy in three aspects. First, we will prioritise control over high-energy consumption areas such as canteens and dormitories by implementing precise energy management centred on per capita consumption. Second, by leveraging the "Civilised Want Want" special campaign, we will continue to strengthen employees' energy-saving awareness and habits of environmental protection and energy conservation. Third, we will actively promote energy-saving technological renovations through innovative measures such as upgrading lighting system, optimising the energy structure (evaluating the use of induction cookers to replace existing cooking stoves), and increasing the utilisation rates of reclaimed water, workshop hot water, and condensate water, thereby comprehensively driving the green and low-carbon development in administrative units of the enterprise.



## 減排規劃 Emission Reduction Planning

- 逐年制定節能減排目標  
Formulate energy conservation and emission reduction targets year by year
- 完善碳排放盤查，本報告期完成集團範疇一和二的碳排放盤查，範疇一、二碳排放數據100%全覆蓋  
Improve carbon emission accounting, and completed the Scope 1 and 2 carbon emission accounting of the Group during the Reporting Period, with 100% coverage of Scope 1 and 2 carbon emission data
- 制定減排路徑，並按計劃實施  
Develop emission reduction paths and implement them according to the plan

### 1. 植樹植林：

#### 1. Tree planting:

為了促進生態平衡和減少碳排放，旺旺積極推動生態林業發展，以增加綠色植被，提高空氣質量，同時也有助於減緩全球變暖的速度。報告期內，農林種植面積6,996畝。

In order to promote ecological balance and to reduce carbon emissions, Want Want actively advances the development of ecological forestry to increase green vegetation, improve air quality, and also help to slow down the rate of global warming. During the Reporting Period, the planting area of agriculture and forestry was 6,996 mu.

### 2. 光伏存量開發：

#### 2. Development of existing photovoltaic stocks:

為了減少對化石燃料的依賴，我們加大力度開發存量光伏。通過安裝太陽能路燈，屋面光伏應裝盡裝，提升旺旺光伏發電比例；報告期內，使用光伏發電佔總電力使用比例為14.2%。

In order to reduce our dependence on fossil fuels, we have stepped up efforts to develop existing photovoltaic stocks. The solar street lights and photovoltaic roofs have been installed as much as possible to increase the proportion of Want Want photovoltaic power generation. During the Reporting Period, the photovoltaic power consumption contributed to 14.2% of the total power consumption.

### 3. 綠色能源採購：

#### 3. Green energy procurement:

在能源採購過程中，我們優先選擇綠色能源供應商。通過購買綠電或綠色蒸汽，我們進一步減少溫室氣體排放，同時也推動了綠色能源市場的發展。

In the energy procurement process, we give preference to green energy suppliers. By purchasing green electricity or steam, we further reduce greenhouse gas emissions while also promoting the development of the green energy market.

### 4. 用能類型轉換：

#### 4. Energy type conversion:

在生產製造環節，根據能源排放系數、評估能源效率，推動能源類型轉換，實現減碳，如報告期內推動低壓蒸汽改電熱、燃氣爐改電磁爐、天然氣熱水器改空氣能熱水器、電能路燈改太陽能路燈等。

In the production and manufacturing process, based on the energy emission coefficient and the evaluation of energy efficiency, we promote the conversion of energy types to reduce carbon emission, such as the conversion of low-pressure steam to electric heat, the gas stoves to induction cookers, the natural gas water heaters to air energy water heaters, and the electric street lights to solar street lights during the Reporting Period.

### 5. 同類型高/低能耗工廠差異化優化：

#### 5. Differentiated optimisation of high/low energy consumption factories for similar type:

報告期內，分析同類生產線中不同能耗水平的工廠，對高能耗工廠進行能效分析和改造，降低其能耗水平；對低能耗工廠的經驗和做法，將其推廣至其他工廠，實現整體能效的提升。

During the Reporting Period, we analysed factories with similar production lines but different energy consumption levels, and conducted energy efficiency analysis and transformation of high-energy consumption factories to reduce their energy consumption levels. The experience and practices of low-energy consumption factories were introduced to other factories as a way to improve the overall energy efficiency.

報告期內完成湖南大旺EMS能源可視化系統建設，實現生產基地水、電、燃氣及蒸汽能源數據收集及分析，並結合能源平衡圖、KPI、產能、產量、重點用能設備、表差等數據進行綜合分析，發現節能機會點，提升能源利用效率及數據的準確性。

During the Reporting Period, we completed the construction of a visualised EMS energy system at Hunan Big-Want, enabling energy data collection and analysis for water, electricity, gas, and steam at the production base. By integrating data from energy balance diagrams, KPIs, production capacity, output, key energy-consuming equipment, and metre discrepancies, we conducted comprehensive analyses to identify energy-saving opportunities, thereby enhancing energy utilisation efficiency and data accuracy.



### 能源管理目標 Energy Management Target

- 2030財年相對2020財年能源消耗密度下降20%。  
20% reduction in energy consumption intensity in 2030FY compared to 2020FY.

### 能源管理進度 Energy Management Progress

- 2024財年同比2020財年能源消耗密度下降12.8%。  
12.8% reduction in energy consumption intensity in 2024FY compared to 2020FY.

## 低碳行動

為全面掌握旺旺碳足跡分佈情況，旺旺積極開展溫室氣體排放盤查，並結合碳中和長期目標制定階段減排目標。在報告期內，旺旺結合《企業溫室氣體排放報告核查指南（試行）》、《溫室氣體排放計算體系-企業排放計算與報告標準（修訂版）》、《Technical Guidance for

## Low-carbon Action

In order to fully grasp the distribution of Want Want's carbon footprint, Want Want actively carries out greenhouse gas emission accounting and formulates phase-by-phase emission reduction targets in conjunction with the carbon neutrality long-term goal. During the Reporting Period, Want Want implemented a company-wide carbon investigation by incorporating the Guidelines for the Verification of Greenhouse Gas Emission Reports of Enterprises (Trial), the Greenhouse Gas Emission Calculation System - Enterprise Emission Calculation

Calculating Scope 3 Emissions (version 1.0) (範圍三排放計算技術指南) 等相關碳排放計算標準實施全公司範圍內碳排查，為旺旺更進一步制定氣候目標奠定基礎。

報告期內，我們持續推動生產工藝優化、設備升級汰換與技術開發和改造，開展實施節能減碳措施累計514項，旨在降低因產品生產製造及工廠運營中產生的碳排放。所有優化措施預計節約天然氣69萬立方米，節約蒸汽35,246噸，節約電13,838兆瓦時，減少溫室氣體排放共計13,428噸。與此同時，我們在乳飲、休閒食品、米果等各生產線推廣節能專利申請與應用，更新生產裝置，持續降低生產過程中的能源消耗與溫室氣體排放。

and Reporting Standards (Revised), the Technical Guidance for Calculating Scope 3 Emissions (version 1.0), and other relevant carbon emission calculation standards, laying the foundation for Want Want to further set its climate targets.

During the Reporting Period, we continued to optimise production process, upgrade equipment, and develop and transform technologies. We implemented a total of 514 energy-saving and carbon-reduction measures to reduce carbon emissions from product manufacturing and plant operations. These optimisation measures are expected to save 0.69 million cubic metres of natural gas, 35,246 tonnes of steam, and 13,838 MWh of electricity, reducing greenhouse gas emissions by 13,428 tonnes in total. Meanwhile, we promoted the application and use of energy-saving patents in various production lines such as dairy products and beverages, snack foods, and rice crackers, and updated production equipment to continuously reduce energy consumption and greenhouse gas emissions in the production process.

## 生產工藝優化與減排專利應用

### Patent Application for Production Process Optimisation and Emission Reduction

2024財年，集團積極採取工藝優化措施以達到節能減排的效果，共計措施311項，預計減少能耗26,146兆瓦時，相當於減少碳排放8,520噸。

In 2024FY, the Group actively adopted process optimisation measures to achieve energy conservation and emission reduction, with a total of 311 measures being put into place, which are expected to reduce energy consumption by 26,146 MWh, equivalent to a reduction of 8,520 tonnes of carbon emissions.

典型案例如下：

Typical cases are as follows:

1. 優化生產流程，將包裝機與醬付機管道與主管道斷開連接，使用一台空壓機專供包裝機與醬付機用氣，將其它空壓機工作壓力降低到0.4MPa，減少空壓機耗電，預計可節電358,051kWh/年。

1. Optimise the production process by disconnecting the pipelines of the packaging machine and sauce feeding machine (醬付機) from the main pipeline. Use a dedicated air compressor to supply air exclusively to these two machines, and reduce the operating pressure of other air compressors to 0.4 MPa. This will reduce the power consumption of air compressors and is estimated to save 358,051 kWh of electricity per year.

2. 米果線燒上線設備開啟優化節能改善：提升燒上機速度，調整點火方式與壓力，可減少一台燒上的開啟，預計可節電203,067kWh/年。

2. Optimise and improve the energy-saving performance of roasting line (燒上線) equipment of rice cracker production line: by enhancing the speed of rice crackers machines and adjusting the ignition method and pressure, we can reduce the activation of one roasting unit. It is estimated to save 203,067 kWh of electricity per year.

3. 優化果凍線調理二次水預加熱：使用閒置換熱器，將飲料線蒸汽冷凝水餘熱經換熱器對二次水進行預加熱升溫後添加到熱水桶內，預計可節約天然氣113,366立方米/年。

3. Optimise the preheating of secondary water in the jelly production line: utilise an idle heat exchanger to recover waste heat from steam condensate in the beverage production line. The recovered heat will preheat the secondary water through the heat exchanger before it is supplied to the hot water tank. This is expected to save 113,366 cubic metres of natural gas per year.

4. 優化鐵罐牛奶在殺菌釜內殺菌時的蒸汽耗用量，預計可節約蒸汽1,479噸/年。

4. Optimise the steam consumption for sterilising canned milk in retort machines, which is estimated to save 1,479 tonnes of steam per year.

## 能源數字化管理及設備改造升級汰換減排 Digital Management of Energy and Transformation, Upgrading, Replacement of Equipment to Reduce Emission

集團28座淨水站加裝淨水水質在線監測設備，實現水質數據自動監測的同時減少水資源浪費。

The Group's 28 water purification stations have been equipped with online water quality monitoring devices, enabling the automatic monitoring of water quality data while reducing water waste.



同時我們深知，能源結構轉型與清潔能源使用規模的擴大，才能從源頭和根本上提升企業應對低碳轉型和節能減排要求的能力。因此，旺旺自2016年以來始終堅持建設綠電光伏設施，擴大綠色能源佔比。

Meanwhile, we know that the transformation of energy structure and the expansion of clean energy use can fundamentally improve the ability of the enterprise to cope with low-carbon transformation and requirements on energy conservation and emission reduction from the source. Therefore, Want Want has always insisted on building photovoltaic facilities for green power since 2016, to expand the proportion of green energy.

## 旺旺光伏發電規模不斷擴大 Photovoltaic Power Generation Scale of Want Want Continues to Expand

報告期內，旺旺集團共計新增5個光伏項目，新增光伏裝機量17.5MW，較上年度增長27.3%。

During the Reporting Period, Want Want Group added a total of 5 new photovoltaic projects, with additional installed capacity of 17.5 MW, representing an increase of 27.3% over the previous year.

截至報告期末，旺旺使用綠色電力佔總電力使用比例為14.2%，光伏累計裝機量為81.5MW，年發電量約73,575兆瓦時，其中自用電量50,436兆瓦時，餘電上網量23,139兆瓦時，2016年至2024財年旺旺光伏累計發電量194,274兆瓦時，減少碳排放約11萬噸。

As of the end of the Reporting Period, the green power consumption of Want Want accounted for 14.2% of the total power consumption, the cumulative installed capacity of photovoltaics was 81.5 MW, and the annual power generation was about 73,575 MWh, including 50,436 MWh of self-consumed electricity and 23,139 MWh of surplus electricity exported to the grid. The cumulative photovoltaic power generation of Want Want from 2016 to 2024FY was 194,274 MWh, reducing carbon emissions by approximately 110,000 tonnes.



在此基礎上，旺旺不僅滿足於生產運營階段能源結構的優化提升，同樣積極推動供應與運輸鏈條上的能源汰換與結構升級。報告期內，我們持續推動新能源電動貨車運輸專案，並投入運營，同時優先從內部供應商及重點供應商入手，推動供應商碳排放管理。

On this basis, Want Want is not only satisfied with the optimisation and improvement of energy structure in the production and operation stage, but also actively promotes energy replacement and structural upgrading in the supply and transportation chain. During the Reporting Period, we continued to promote the new energy electric truck transportation project and put it into operation, while giving priority to our internal suppliers and key suppliers to promote suppliers' carbon emission management.

## 低碳節能，共享出行

旺旺集團為踐行ESG共享綠色發展理念，提高用車服務滿意度，創新共享網約用車模式，2024年1月開始，優化公務車使用策略：循序將原燃油公務車汰換成新能源車和引入共享網絡平台用車方案，後續持續推動公務車優化創新，不斷倡導踐行綠色出行社會責任。

## Low-carbon and Shared Travel to Save Energy

To implement the ESG concept of shared green development and to enhance the satisfaction of vehicle services, Want Want Group has innovated a shared ride-hailing model. Want Want Group has optimised the official vehicle usage strategy since January 2024. This involves phasing out fuel-powered official vehicles and replacing them with new energy vehicles, and introducing a shared network platform for vehicle usage solution. Want Want Group will continuously promote the optimisation and innovation of official vehicles and advocate for the fulfillment of social responsibility in green travel.

供應商減排推動

為激勵供應商減排，集團優選具環保、綠色產品及可持續發展相關資質的廠商合作，同時賦能重點供應商，推動供應商減排；本報告期內，旺旺結合碳盤查結果，優先從原物料內部供應商及戰略供應商推動碳減排，如對內部供應商實施能源管理及優化培訓，協作推動減排項目，其中空壓機、冰水機中央集控改造減碳600噸每年。

報告期內，旺旺的溫室氣體排放指標展示如下：

Promotion of Suppliers' Emission Reduction

In order to motivate suppliers to reduce emissions, the Group prefers to cooperate with manufacturers with qualifications related to environmental protection, green products, and sustainable development, and also empowers key suppliers to promote emission reduction. During the Reporting Period, based on the results of the carbon inventory, Want Want gave priority to promoting carbon emission reduction from internal suppliers of raw materials and strategic suppliers. For instance, it offered energy management and optimisation training for internal suppliers, and collaborated with them to promote emission reduction projects, including 600 tonnes of carbon reduction per year for the centralised control transformation of air compressors and water chillers.

During the Reporting Period, the greenhouse gas emission indicators of Want Want are shown as follows:

指標類別及名稱 Categories and Names of Indicators	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
溫室氣體排放指標 Greenhouse Gas Emission Indicators				
範疇一排放量 Scope 1 Emission	噸 Tonne	182,475.59	187,785.92	191,465.44
範疇一排放量密度 Scope 1 Emission Intensity	噸/百萬元人民幣產值 tonne per million RMB of output value	8.32	8.43	8.79
範疇二排放量 Scope 2 Emission	噸 Tonne	260,146.19	279,557.06	302,314.53
範疇二排放量密度 Scope 2 Emission Intensity	噸/百萬元人民幣產值 tonne per million RMB of output value	11.86	12.56	13.88
總溫室氣體排放量 Total Greenhouse Gas Emission	噸 Tonne	442,621.78	467,342.98	493,779.97
總溫室氣體排放密度 Total Greenhouse Gas Emission Intensity	噸/百萬元人民幣產值 tonne per million RMB of output value	20.17	20.99	22.67

2024財年範疇一溫室氣體包含天然氣產生的溫室氣體排放，範疇二溫室氣體包含外購電力及蒸汽等產生的溫室氣體排放。天然氣與蒸汽排放因數來自《食品、煙草及酒、飲料和精製茶企業溫室氣體排放核算方法與報告指南（試行）》。電力排放因數來自於《2011年和2012年中國區域電網平均二氧化碳排放因數》。

密度數據分母所採納的產值為保證數據準確性，與本報告的統計範圍保持一致。

根據生態環境部發佈的《關於做好2023-2025年發電行業企業溫室氣體排放報告管理有關工作的通知》中對《企業溫室氣體排放核算方法與報告指南發電設施（2022年修訂版）》的更新，全國電網平均排放因子由0.6101t CO<sub>2</sub>/MWh調整為0.5703t CO<sub>2</sub>/MWh。

Scope 1 greenhouse gas for 2024FY includes greenhouse gas emission from natural gas, and Scope 2 greenhouse gas includes greenhouse gas emission from purchased electricity and steam, etc. The natural gas and steam emission factors are derived from the Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Food, Tobacco, Alcohol, Beverages and Purified Tea Manufacturing Enterprises (Trial). The electricity emission factors are derived from 2011 and 2012 Regional Power Grid Average CO<sub>2</sub> Emission Factors in China.

To ensure data accuracy, the output value adopted in the denominator of the intensity data shall be consistent with the statistical scope of this report.

According to the Notice issued by the Ministry of Ecology and Environment on the Management of Greenhouse Gas Emissions Reports for Enterprises in the Power Generation Industry from 2023 to 2025, the update to the Accounting Methods and Reporting Guidelines for Enterprise Greenhouse Gas Emissions – Power Generation Facilities (2022 Revised Edition) has been made. The average emission factor of the national power grid has been adjusted from 0.6101t CO<sub>2</sub>/MWh to 0.5703t CO<sub>2</sub>/MWh.

## 能源管理體系

旺旺集團制定了一套詳盡的《能源作業管理辦法》，並不斷對其進行優化升級。該辦法針對不同類型的能源進行了明確的責任劃分，詳細規定了能源的合理使用、能源損耗排查等關鍵管理環節的具體實施步驟。我們始終將環境能源管理控制程序作為旺旺標準生產管理體系（WSPM）的核心組成部分，對能源管線的佈局、能源使用記錄、最優能源利用點以及能源平衡狀態進行細緻監控和深入分析。

為確保能源管理的高效執行，我們建立了一套完善的能源管理控制程序。該程序將能源管理目標層層分解，從各生產基地到各生產線，再到長期目標細化至每年，並進一步分解至每月的具體目標。一線工作人員按照該程序要求，每日記錄能源消耗數據，分析不同產品的能源效率，並追蹤目標完成情況。

對於未能達到既定目標的領域，我們啟動專門的分析程序，識別問題所在，並制定重點提升計劃。同時，為激勵全員參與能源管理，我們設立了環境目標激勵機制，將能源管理月度目標的達成情況與員工及管理人員的獎金掛鉤，納入績效考核體系，以此確保能源管理目標的有效實施和持續提升。

報告期內，我們開啟了旺旺標準管理體系（WSM）體系落地工作，能源管理作為其中8大模塊之一，在各層級、各基地主管層面進行了學習打卡，同時形成宣傳教育手冊，推動全員學習，輔助能源管理體系進一步完善提升。

## 能源管理行動

報告期內，我們推動設備升級改造，購置使用電磁爐替代燃氣爐及使用電磁爐替代蒸汽煮醬鍋、汰換空氣懸浮風機等，節能效果顯著。

## Energy Management System

Want Want Group has formulated a detailed set of the Energy Operation Management Regulations and has been continuously optimising and upgrading them. The Measures have clearly divided responsibilities for different types of energy, and stipulated the specific implementation steps of the key management processes in detail, such as rational use of energy and energy loss investigation. We continue to treat the environment and energy management and control procedures as a core component of the Want-Want Standard Production Management (WSPM) system, and closely monitor and carry out in-depth analysis of the distribution of energy pipelines, energy consumption records, optimal energy consumption points, and energy balance.

In order to ensure the efficient execution of energy management, we have established a complete set of energy management and control programme. The programme breaks down energy management targets in layers from production sites to production lines, and details long-term targets to annual targets, and further to specific targets on a monthly basis. Front-line workers follow the requirements of the programme to record energy consumption data on a daily basis, analyse the energy efficiency of different products, and track the progress of achieving the targets.

For areas where the targets are not met, we initiate a dedicated analysis procedures to identify the problems and develop plans for focused improvement. Meanwhile, in order to motivate all employees to participate in energy management, we have established an incentive mechanism for environmental targets, which links the progress of achieving monthly energy management targets with employee and management bonuses and incorporates them into the performance appraisal system, so as to ensure the effective execution and continuous improvement of energy management targets.

During the Reporting Period, we implemented the Want-Want Standard Management (WSM) system. Being one of the eight major modules, energy management was studied and checked in at all levels and among base supervisors. Meanwhile, a publicity and education manual was formulated to promote the learning by all staff and assist in the further improvement of the energy management system.

## Energy Management Actions

During the Reporting Period, we advanced the upgrading and transformation of equipment, purchased and used induction cookers instead of gas stoves, used induction cookers instead of steam cooking saucepan, and replaced air suspension blowers to achieve remarkable energy-saving effect.

## 空氣懸浮風機升級改造 Upgrading of Air Suspension Blowers

報告期內共計11個生產基地完成13台空氣懸浮風機升級改造，年節電量約30萬度，截至報告期末集團共計完成60台空氣懸浮風機升級改造替代原有羅茨風機。

During the Reporting Period, a total of 13 air suspension blowers were upgraded at 11 production bases, resulting in an annual electricity saving of approximately 300,000 kWh. As at the end of the Reporting Period, the Group had completed the upgrading of a total of 60 air suspension blowers to replace the original Roots blowers.



報告期內，旺旺的能源績效指標展示如下：

During the Reporting Period, the energy performance indicators of Want Want are shown as follows:

指標類別及名稱 <sup>5</sup> Categories and Names of Indicators <sup>5</sup>	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
能源消耗指標 Energy Consumption Indicators				
外購電力使用量 Purchased Electricity Usage	兆瓦時 MWh	354,879	358,172	348,833
天然氣使用量 Natural Gas Usage	兆瓦時 MWh	912,649	939,209	957,613
外購蒸汽使用量 Purchased Steam Usage	兆瓦時 MWh	318,825	334,141	330,115
直接能源消耗總量 Total Direct Energy Consumption	兆瓦時 MWh	912,649	939,209	957,613
間接能源消耗總量 Total Indirect Energy Consumption	兆瓦時 MWh	673,704	692,313	678,948
綜合能耗總量 Total Comprehensive Energy Consumption	兆瓦時 MWh	1,586,354	1,631,522	1,636,561
綜合能耗密度 Comprehensive Energy Consumption Intensity	兆瓦時/百萬元 MWh per million RMB	72.29	73.27	75.12

<sup>5</sup> 直接能源消耗包括天然氣消耗，間接能源消耗指外購電力和蒸汽消耗。計算參考GB/T 2589-2020《綜合能耗計算通則》世界資源研究所（WRI）和世界可持續發展工商理事會（WBCSD）發佈的《溫室氣體核算體系》（GHG Protocol）。其中，蒸汽使用量包含集團使用生物質燃料鍋爐生產的綠色蒸汽的能源使用量。

<sup>5</sup> Direct energy consumption includes natural gas consumption and indirect energy consumption refers to purchased electricity and steam consumption. The calculation refers to GB/T 2589-2020 General Rules for Calculating Comprehensive Energy Consumption and the GHG Protocol jointly released by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Among them, the steam usage includes the energy usage of green steam produced by the Group using biomass fuel boilers.

### 3.3 節約用水，合規排放

#### 水資源管理承諾與目標

水資源不僅是旺旺集團的生命之源，也是人類社會賴以生存的可持續發展之源。因此，旺旺承諾高度重視可持續用水與可持續排放，不斷深化落實集團水管理戰略，節約用水、合理排放，並對自身運營地面臨的水資源風險進行評估和積極應對。

用水管理目標 Water Management Target	用水管理進度 Progress of Water Management	污水管理目標 Wastewater Management Target	污水管理進度 Progress of Wastewater Management
2030財年相對2020財年用水密度下降20% 20% reduction in water consumption intensity in 2030FY compared to 2020FY	2024財年用水密度較2020財年（目標基準年）下降17.1% In 2024FY, the water consumption intensity was down by 17.1% from 2020FY (baseline year)	污水處理率達到100% 100% wastewater treatment rate	污水處理率100% 100% wastewater treatment rate

#### 水資源管理

旺旺嚴格遵循合規取水 and 可持續用水的原則進行水資源管理。在旺旺標準管理體系（WSM）支撐下，我們建立了完善的水資源控制程序、水資源使用效益目標和水資源使用監管體系，要求各生產基地記錄每日用水量、排水量及循環水量，由ESG工作組監督核查集團資源控制程序的落實情況，並對用水工藝、設備及流程進行改造升級，提升用水效率及可持續用水表現。對於地下水取用，各工廠取水前均已進行取水論證並向政府部門申請《取水許可證》，並在取水過程中嚴格核定取水量。

### 3.3 Water Conservation and Compliant Discharge

#### Water Resources Management Commitments and Targets

Water resources are not only the source of life for the Want Want Group, but also the source of sustainable development on which human society relies. Therefore, Want Want promises to attach great importance to sustainable water use and discharge, continuously deepens the implementation of the Group's water management strategies to save water and discharge rationally, and assesses and actively responds to water risks faced by the places of operation.

#### Water Resource Management

Want Want strictly adheres to the principles of compliant water intake and sustainable water use for water management. Supported by the WSM, we have established a sound water resource control procedure, water resource use efficiency target, and water resource use monitoring system. Each production base is required to record daily water consumption, discharge, and recycled water volume. The ESG Working Group supervises and verifies the implementation of the Group's resource control procedures, and upgrades water use processes, equipment, and procedures to improve water efficiency and sustainable water performance. For groundwater withdrawal, each factory has conducted a water intake demonstration and applied for a Water Intake Permit (《取水許可證》) from government departments before taking water, and strictly checked and validated the amount of water withdrawal during the water intake process.

自2020年加入AWS可持續水聯盟成為會員以來，旺旺持續推動AWS認證，以AWS國際可持續水資源管理體系為框架開展一系列可持續水資源管理行動，成效顯著。報告期內，AWS國際可持續水管理標準試點項目在多個工廠順利展開，包含水資源風險管理、多元化水源開拓和水風險防治技術開發三大主要內容，旗下多家工廠獲得AWS（國際可持續水管理）最高等級認證-白金級認證。

## 水風險評估

對於水資源風險管理，旺旺基於世界自然基金會水風險評估工具對自身運營所在地面臨的水風險進行評估。評估結果顯示，9家基地的流域風險（Basin Risk）屬於世界自然基金會所定義的高風險水平，且年產值均超過總產值的1%，因此集團持續對其水耗減（Water Depletion），水質（Quality），水壓力（Baseline Water Stress）等指標進行追蹤監控，分析其潛在風險並制定應對措施，如水質下降支持流域修復，強降水制定洪水應急計劃，高耗水基地制定乾旱應急計劃等應急預案。

同時，我們對供應鏈中存在的水資源風險進行評估，尤其是關鍵原物料供應商面臨的水資源風險，並將評估結果作為供應商准入與考核評價的要素之一。經評估，當前共有6家關鍵供應商存在較大流域水風險，我們積極對其進行幫扶培訓，推動其改善自身表現，降低旺旺供應鏈中存在的水風險。對於上一年度識別出來的重點風險供應商，我們對其改善情況進行了復評考察，並持續關注。

Since joining the Alliance for Water Stewards (AWS) as a member in 2020, Want Want has continued to promote AWS certification and carried out a series of sustainable water management actions based on the AWS International Water Stewardship Standard, achieving remarkable results. During the Reporting Period, the AWS International Water Stewardship Standard pilot project was successfully carried out in a number of factories, covering three main contents: water resources risk management, diversified water source development, and development of water risk prevention and control technologies. A number of its factories obtained the highest platinum-level certification from the Alliance for Water Stewardship (AWS).



## Water Risk Evaluation

For water risk management, Want Want assesses the water risks faced by its operating sites based on the WWF Water Risk Filter. The assessment results show that the basin risk of the 9 sites is at the high level as defined by WWF, and their annual output value exceeds 1% of the total output value. Therefore, the Group continues to track and monitor their water depletion, quality, baseline water stress, and other indicators, analyses their potential risks and formulate countermeasures, such as watershed restoration for water quality decline, flood contingency plans for heavy precipitation, and drought contingency plans for high water consumption sites.

At the same time, we assess the water risks in the supply chain, especially the water risks faced by suppliers of key raw materials, and take the assessment results as one of the elements of supplier access and assessment. Upon assessment, a total of 6 key suppliers currently has large river basin water risks, and we actively help and train them to improve their performance as a way to reduce water risks in Want Want supply chain. For the key risky suppliers identified in the previous year, we have re-evaluated their improvement and followed up.

## 水資源管理實踐

報告期內，旺旺共開展三類節水專項行動，分別為工藝流程優化節水、設備改進升級節水和回收循環利用節水，共173個項目，節水量達到28.7萬噸。水循環利用率為16%。

## Water Resources Management Practices

During the Reporting Period, Want Want carried out three types of special water-saving project actions, namely process optimisation, equipment improvement and upgrading, and recycling to save water. A total of 173 project items were carried out, saving 287,000 tonnes of water. Water recycling rate was 16%.

在充填機冷媒循環冷卻水前端加裝冰水換熱板換，在外圍水塔無法滿足冷媒降溫溫度時，適當調節板換冰水閥門使冷媒冷卻水溫度低至標準溫度25度（如冷卻塔能達到標準溫度則關閉冰水閥門），使壓縮機達到其標準工作狀態，預計減少用水7,000噸/年。

Install an ice water plate-type heat exchanger at the front end of the refrigerant circulating cooling water system of the filling machine. When the external cooling tower fails to meet the refrigerant cooling temperature requirements, appropriately adjust the ice water valve of the plate-type heat exchanger to lower the refrigerant cooling water temperature to the standard 25°C (close the ice water valve if the cooling tower can achieve the standard temperature), making the compressor operate under standard working conditions. This is estimated to reduce 7,000 tonnes of water per year.

米果線一工程洗米時間由8分鐘的洗米時間減少至5分鐘以下，減少3分鐘的用水時間，預計可減少耗水3,906噸/年。

The rice washing time in phase 1 of the rice cracker production line is reduced from 8 minutes to under 5 minutes. The 3-minute reduction in water usage is estimated to save 3,906 tonnes of water per year.

乳飲鐵罐線殺菌機的軸封冷卻水回收使用，預計可節水8,972噸/年。

The recycling of shaft seal cooling water in the steriliser of the canning line of dairy products and beverages is estimated to save 8,972 tonnes of water per year.

管狀線將淨水工藝與碳槽清洗系統結合，以動態循環模式維持槽水潔淨，以及減少自來水使用並延長真空泵使用壽命，實現年節水約18,396噸。

The tubular line combines the water purification process with the carbon tank cleaning system to maintain the cleanliness of the tank water in a dynamic circulation mode, reduce the use of tap water, and extend the service life of the vacuum pump, achieving an annual water savings of approximately 18,396 tonnes.

優化小小酥、大米餅產線的煮醬鍋冷卻系統：自制冷卻水箱，內部加裝循環管道，接入冰水循環，水箱盛滿自來水並加裝水泵及壓力控制系統連接至4台煮醬鍋冷卻管道，使用冰水冷卻儲水桶的自來水後對煮醬鍋進行冷卻，實現自來水循環利用。預計每年可節水6,960噸。

Optimise the cooling system of cooking saucepans of Mini Crisps (小小酥) and Da Mi Bing (大米餅) production lines: self-made cooling water tanks are applied. The tanks feature internally installed circulation pipelines connected to an ice water loop. Water tanks are filled with tap water, and water pumps and pressure control systems are added to connect the cooling pipes of four cooking saucepans. Ice water first cools tap water in the storage tank and then circulates through the sauce cooking pots for cooling. Thus, the tap water is continuously recycled. It is estimated to save 6,960 tonnes of water per year.

報告期內，旺旺的水資源使用指標展示如下：

During the Reporting Period, the water resource usage indicators of Want Want are shown as follows:

水資源耗用 Water Resource Usage	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
生產及辦公總取水量 Total Water Intake for Production and Office	噸 Tonne	7,143,908.54	7,650,054.50	8,035,530.00
市政取水量 Municipal Water Withdrawal	噸 Tonne	6,300,496.44	6,622,223.50	7,220,733.00
自然水體取水量 <sup>6</sup> Natural Water Withdrawal <sup>6</sup>	噸 Tonne	843,412.10	1,027,831.00	814,797.00
水回用量 Volume of Reused Water	噸 Tonne	915,296.00	1,112,971.00	876,606.00
生產及辦公用水密度 Water Consumption Intensity of Production and Office	噸/百萬元人民幣產值 Tonne per million RMB of output value	325.55	343.6	368.86
糖果產品用水強度 Water Consumption Intensity of Candy Products	噸水/噸產品 Tonne of water/ tonne of products	2.54	2.49	2.92
米果產品用水強度 Water Consumption Intensity of Rice Crackers	噸水/噸產品 Tonne of water/ tonne of products	3.07	3.28	3.43
乳飲產品用水強度 Water Consumption Intensity of Dairy Products and Beverages	噸水/噸產品 Tonne of water/ tonne of products	2.86	2.92	2.95
合計產品用水強度 Total Water Consumption Intensity of Products	噸水/噸產品 Tonne of water/ tonne of products	2.11	2.94	3.03

廢水排放管理

旺旺承諾在遵循《中華人民共和國水污染防治法》、《污水綜合排放標準》等國家相關排放標準和法律法規的基礎上，嚴格落實排放管理標準，堅持廢水管理減量化、再利用、再循環的3R原則，踐行可持續發展。

當前旺旺全部生產基地均裝備有污水處理系統，每日檢測污水排放量及污染物排放濃度，確保污水處理率達到100%並達標排放。同時，旺旺不斷推動廢水站技術改造與革新，在生產端減少污染濃度，降低廢水污染物含量。

Wastewater Discharge Management

Want Want promises to strictly implement discharge management standards on the basis of complying with relevant national discharge standards, laws, and regulations such as the Water Pollution Prevention and Control Law of the People's Republic of China and the Integrated Wastewater Discharge Standard. Want Want adheres to the 3R principles of reducing, reusing, and recycling as a way to practice sustainable development.

At present, all production bases of Want Want are equipped with sewage treatment systems, which monitor sewage discharge and the concentration of pollutant discharge every day to ensure that the sewage treatment rate reaches 100% and the wastewater meets the discharge standards. At the same time, Want Want continuously promotes the technological transformation and innovation of wastewater stations to reduce pollution concentration at the production end, and lower pollutant content in wastewater.

<sup>6</sup> 集團自然水體取水來源為地下水水源，集團已嚴格遵守相關法律法規要求進行取水。

<sup>6</sup> The Group's natural water sources are groundwater sources, and the Group has strictly complied with the relevant laws and regulations for water extraction.

**優選低污染清洗劑，  
規範清洗流程**

**Give Preference to Low-contamination Cleaning Agents, Standardise Cleaning Process**

通過與供應商協作優選對水體污染較少的清洗劑，如無磷配方清洗劑，同時規範清洗流程，減少管路料液殘留，從源頭減少污染濃度。

Through collaboration with suppliers, we prioritise the use of cleaning agents that are less polluting to water, such as phosphorus-free formula cleaners, and standardise the cleaning process to reduce pipeline liquid residue and cut down pollution concentration from the source.

**制定高於國家標準的  
嚴格污水排放標準**

**Formulate Strict Sewage Discharge Standards, which is Stricter than National Standards**

通過污水排放中COD（化學需氧量）、BOD（生化需氧量）等指標監控污水污染濃度，當前旺旺排放標準嚴於國家標準1.3倍。

The pollution concentration of sewage is monitored by virtue of indicators such as chemical oxygen demand (COD) and biochemical oxygen demand (BOD) in sewage discharge. The current Want Want emission standards are 1.3 times stricter than the national standards.

**降低乳飲不良率，  
減少廢水排放**

**Reduce the Defect Rate of Dairy Products and Beverages and Cut Down Wastewater Discharge**

通過不斷優化改進乳飲制程，減少牛奶損耗，實現乳飲不良率下降，約減少廢水排放154,150噸。

As the production process of dairy products and beverages is continuously optimised and improved, milk loss is reduced, the defect rate of dairy products and beverages is decreased, and the wastewater discharge is cut down by about 154,150 tonnes.

**案例：新增壓濾設備以減少污水站污泥量**  
**Case: Adding Pressure Filtration Equipment to Reduce Sludge Volume in Sewage Treatment Plants**

報告期內，共8個生產基地完成8台板框壓濾機升級汰換，污泥量較上一年減少約2,700噸，截至報告期末集團共計14個基地完成19台板框壓濾機的升級汰換，替換原濾帶式脫泥機。

During the Reporting Period, a total of 8 plate-and-frame filter presses were upgraded and replaced at 8 production bases, resulting in a reduction of approximately 2,700 tonnes of sludge compared to the previous year. As of the end of the Reporting Period, the Group had completed the upgrading and replacement of 19 plate-and-frame filter presses across 14 bases to replace the original belt filter dewatering machines.



報告期內，旺旺的廢水排放績效指標展示如下：

During the Reporting Period, the wastewater discharge performance indicators of Want Want are shown as follows:

廢水排放指標 Wastewater Discharge Indicators	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
廢水排放總量 Total Wastewater Discharge	噸 Tonne	6,233,609	6,569,086	6,824,366
化學需氧量COD排放量 COD Emissions	噸 Tonne	223	240	252

### 3.4 綜合利用，循環經濟

#### 目標與承諾

### 3.4 Comprehensive Utilisation and Circular Economy

#### Targets and Commitments

包材管理目標 Packaging Material Management Target	2024財年包材管理進度 Progress of Packaging Material Management in 2024FY	廢棄物管理目標 Waste Management Target	2024財年廢棄物管理進度 Progress of Waste Management in 2024FY
集團使用包材100%可回收 100% recyclable packaging materials used by the Group	包材可回收率達91% <sup>7</sup> 91% <sup>7</sup> recyclability of packaging materials	固體廢棄物零填埋 Solid zero-waste to landfill	固廢零填埋體系全品項覆蓋 The system of solid zero-waste to landfill achieved full product coverage

#### 包材可持續利用

生產者和消費者都需要採取多種方法來減少、重複使用及回收我們使用的包裝，打造循環經濟。實現包材可持續利用是旺旺做出的鄭重承諾，也是攜手供應商夥伴與消費者共同可持續發展的重要途徑。為此，我們制定了包材100%可回收目標與固體廢棄物零填埋目標並不斷努力。

#### Sustainable Packaging Materials

Both producers and consumers need to adopt a variety of methods to reduce, reuse, and recycle the packaging we use, creating a circular economy. Realising the sustainable use of packaging materials is a solemn commitment made by Want Want. It is also an important way to work with suppliers and consumers to achieve sustainable development. To this end, we have set a target of 100% recyclability of packaging materials and a target of solid zero-waste to landfill, and continuously strive for it.

<sup>7</sup> 由於產品結構改變而導致數據變化，旺旺持續追求達成包裝材料長期目標

<sup>7</sup> The change of product structure resulted in the change of data, and Want Want continues to pursue the long-term target for packaging materials

我們制定了以包裝材料可循環化、包裝材料輕量化、包裝材料減量化為3大核心管理支柱的包裝材料管理策略。集團生產運營中心、研發中心通力合作，著力在產品的全生命週期中通過以下手段減少包裝材料使用，提升包材可回收率，落實旺旺的包裝材料管理策略：

- 減少周轉包裝材料的使用

- 銷售包裝材料的減少使用

- 產品包裝形式的優化（縮小包裝尺寸）

- 開發新型包裝材料/減少塑料包裝使用（紙質包裝替代塑料包裝）

- 逐步採用黃金設計原則，提升循環利用率（去除塑料包裝的問題元素）

- 與供應商合作減少包裝浪費（包裝規格改變、包裝循環使用）

報告期內，旺旺包裝材料管理策略通過以下舉措取得積極進展：

We have developed a packaging materials management strategy with three core management pillars: recyclable packaging materials, lightweight packaging materials, and reduction of packaging materials. The production and operation centre and the research and development centre of the Group work together to reduce the use of packaging materials, improve the recycling rate of packaging materials, and implement the packaging material management strategy of Want Want through the following means in the whole life cycle of products:

- Reduce the use of turnover packaging materials

- Reduce the use of sales packaging materials

- Optimise the form of product packaging (reduction of packaging size)

- Develop new packaging materials/reduce the use of plastic packaging (paper packaging instead of plastic packaging)

- Gradually adopt golden design principles to increase recycling rate (removal of problematic elements of plastic packaging)

- Cooperate with suppliers to reduce packaging waste (change of packaging specification, packaging recycling)

During the Reporting Period, Want Want's packaging materials management strategy made positive progress through the following initiatives:

### 包材減量化重點提升 Focusing on Reducing Packaging Materials

周轉包材一直是生產至銷售過程中一大包材耗費來源，報告期內，旺旺針對周轉包材減量使用與回收利用展開多個改善行動，頗具成效：

Turnover packaging materials have always been a major source of packaging material consumption in the process from production to sales. During the Reporting Period, Want Want carried out a number of improvement actions to reduce the use of turnover packaging materials and recycle them, which were quite effective:

- 回收廢棄紙箱：旺旺持續擴大回收廢棄紙箱作為周轉包材的形式，對旺旺大禮包生產過程中的周轉紙箱進行替代。  
Recycling of waste cartons: Want Want continues to expand the use of recycled waste cartons as turnover packaging materials to replace the turnover cartons in the production process of Want Want gift bags.
- 鐵罐磁性收卸罐：持續增加並投入鐵罐磁性收卸罐使用，可有效減少周轉箱使用，年節約紙箱可達4,800噸。  
Magnetic cans for magnetic collection and unloading tanks: by continuously increasing cans for magnetic collection and unloading tanks and putting them into use, the use of turnover boxes can be effectively reduced, saving cartons of 4,800 tonnes annually.
- 自動裝箱工序：持續擴大利樂禮盒自動改裝應用，減少周轉箱使用，每年可節約紙箱使用1,500噸。  
Automatic packing process: by continuously expanding the application of automated conversion of Tetra Pak gift box, the use of turnover boxes can be reduced, saving 1,500 tonnes of cartons per year.

## 包材輕量化持續推進 Advancing Lightweight Packaging Materials

在保證包材品質的前提下推進包材輕量化，不僅可以減少包材耗用與廢棄，還能減少運輸壓力。旺旺對自身使用的金屬罐體、紙箱等進行持續改進，成果顯著：

Promoting the lightweight packaging materials under the premise of ensuring the quality of packaging materials does not only reduce the consumption and waste of packaging materials, but also reduce the pressure of transportation. Want Want has continuously improved its own metal cans, cartons, etc., and achieved remarkable results:

- 罐裝飲料鋁蓋減薄項目：在上一年度工作開展的基礎上，旺旺持續推進，通過對鋁制頂蓋以及不同容量大小飲料金屬罐體的材質輕量化替換，報告期內減少鐵皮使用4,480噸，工作成果顯著。

Canned beverage aluminium lid thinning project: on the basis of the work carried out in the previous year, Want Want continued to reduce the use of tinplate sheets by 4,480 tonnes during the Reporting Period through the lightweight replacement of aluminium top covers and metal cans for beverages of different volumes and sizes. The results were remarkable.

- 旺旺持續推進紙箱輕量化工作，將原用紙箱由五層箱優化為三層箱，年節省原紙1,000噸。

Want Want continued to promote lightweight cartons, optimising the original carton from five-layer boxes to three-layer boxes, saving 1,000 tonnes of raw papers per year.



報告期內，旺旺逐步採用黃金設計原則，通過去除塑料包裝問題元素、減少塑料外包裝、提高PET的回收再生價值，並縮小其空間容積，實現尺寸優化、結構優化，進而減少包裝材料的使用量。例如，通過紙箱刀版設計去除塑膠提手底片，在不增加用紙的情況下，減少塑膠包材的使用量；Fix XBody外包裝使用紙包裝等。

During the Reporting Period, Want Want gradually adopted golden design principles, which optimised the size and structure by removing problematic elements of plastic packaging, reducing plastic outer packaging, increasing the recycling value of PET, and reducing its space volume, thereby cutting down the use of packaging materials. For example, the removal of gasket of plastic lifting handle by the carton cutter design reduces the amount of plastic packaging material used without increasing the amount of paper used; the outer packaging of Fix XBody uses paper packaging, etc.

## 包裝環保化創新升級 Innovative and Upgraded Packaging for Environmental Protection

持續推廣無溶劑膠水和水性膠水使用：

Continue to promote the use of solvent-free glues and water-based glues:

由於包材中原本使用的溶劑型油墨易產生揮發性有機物逸散，造成大氣污染且不易防控，報告期內旺旺開展水性油墨替代溶劑型油墨的研發工作並進入測試階段。

The solvent-based inks originally used in the packaging materials easily produce volatile organic compounds escape, resulting in air pollution, and are hard to prevent and control. During the Reporting Period, Want Want launched the R&D of water-based inks to replace solvent-based inks and entered into the testing stage.

此外，旺旺持續選用無溶劑膠水/水膠替換現有溶劑膠水，2017年推廣使用以來，使用比例逐年增加，當前全集團範圍內無溶劑膠水和水性膠水的佔比已達95.23%。

In addition, Want Want continues to use solvent-free glue/water-based glue to replace existing solvent glue. Since the promotion in 2017, the proportion of solvent-free glue/water-based glue has increased year by year, reaching 95.23% in the whole Group.

報告期內，旺旺的包裝材料耗用績效指標展示如下：

During the Reporting Period, the packaging material consumption performance indicators of Want Want are shown below:

包裝材料耗用指標 Packaging Material Consumption Indicators	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
包材消耗總量 Total Consumption of Packaging Materials	萬噸 10 thousand tonnes	24.26	27.26	21.57
木/紙制包裝材料用量 Wooden/Paper Packaging Material Consumption	萬噸 10 thousand tonnes	13.73	17.03	13.48
金屬制包裝材料用量 Metal Packaging Material Consumption	萬噸 10 thousand tonnes	6.38	5.99	4.92
塑膠包裝材料用量 Plastic Packaging Material Consumption	萬噸 10 thousand tonnes	4.15	4.23	3.16
使用FSC及SFI森林體系認證的紙盒數量 Number of FSC and SFI Certified Cartons	億個 100 million	36.5	42.4	37.4
包裝材料每生產單位佔量 Proportion of Packaging Materials per Production Unit	%	14.0	15.3	12.6
包材消耗密度 Packaging Material Consumption Intensity	萬噸/百萬元人民幣產值 10 thousand tonnes per million RMB of output value	0.0011	0.0012	0.0010
塑膠包裝材料中可回收材料用量佔比 Percentage of Recyclable Materials Used in Plastic Packaging Materials	%	47	36	45
塑膠包裝材料中可回收成分佔比 Proportion of Recyclable Components in Plastic Packaging Materials	%	72	70	70
塑膠包裝材料產品覆蓋率 Product Coverage Rate of Plastic Packaging Materials	%	17	16	26

## 廢棄物管理制度

遵循減量化、再利用、再循環3R原則，我們對廢棄物產生、收集、內部轉運與儲存、運輸、回收利用與最終處置各環節均設置規範的作業流程。同時，我們制定了《危險廢物管理辦法》、《工廠固廢管理程序》，明確了固體廢棄物分類收集、源頭減量、回收利用、貯存管理、處置方式、流向管理的相關要求，並結合國家最新固體廢棄物相關法規優化了固體廢棄物分類及管理台帳，在固廢績效管理方面設定固廢考核目標，確保固體廢物的合規管理。報告期內，集團結合最新的國家危廢貯存標準修訂了《危險廢物管理辦法》，集團未發生因固廢管理問題產生的突發環境異常事件。與此同時，山東生產基地建立的廢棄物零填埋管理體系於報告期內被山東省列入「無廢細胞」名單。

## Waste Management System

Following the 3R principles of reducing, reusing, and recycling, we set up standardised operating procedures for waste generation, collection, internal transfer and storage, transportation, recycling, and final disposal. At the same time, we have formulated the Hazardous Waste Management Regulations and the Factory Solid Waste Management Procedures, which clarify the relevant requirements for classified collection, source reduction, recycling, storage management, disposal, and flow management of solid waste. We have optimised the solid waste classification and management ledger, incorporating the latest national laws and regulations on solid waste, and set solid waste assessment targets in solid waste performance management as a way to ensure the compliance management of solid waste. During the Reporting Period, the Group revised the Hazardous Waste Management Regulations in conjunction with the latest national standard for the storage of hazardous waste. The Group had no environmental emergencies arising from solid waste management issues. Meanwhile, the zero waste to landfill management system established by the Shandong production base was included in the "Waste-Free Cell" list by Shandong Province during the Reporting Period.

為進一步減少固廢，推進廢棄物零填埋目標實現，旺旺於報告期內在所有工廠加大了固廢處置供應商的審核力度，要求所有固廢處置商簽訂《環境安全協議》，明確固廢處置方式、避免或減少固廢填埋。在減量方面，我們通過開展包裝優化、工藝優化、產能提升、設備自動化改造、紙箱回收重複利用等系列專案。報告期內，工廠固廢總量減少3,150噸，固廢密度同比下降4%。

旺旺集團為持續加強ESG管制廢棄物管理，不斷落實廢棄物減量化、資源化、無害化要求，持續推進廢棄物減量目標實現，2024財年持續推行「ESG廢棄物減量專案」。截至報告期末，全國工廠共開展219+個專案活動。基於系列專案活動推展，各項管理指標圓滿達成。

2025財年旺旺將持續從廢棄物生命週期全流程風險介入，探尋廢棄物減量化和資源化利用的最佳機會點方案，從而將廢棄物轉化為可進行再利用的資源，減少廢棄物管理費用，降低企業運營成本，最終實現從廢棄物管理向資源管理轉變。

In order to further reduce solid waste and achieve the target of zero waste to landfill, Want Want enhanced its efforts in the audit of solid waste disposal suppliers at all factories during the Reporting Period, requiring all solid waste disposal suppliers to sign the Environmental Safety Agreement to specify the solid waste disposal methods and avoid or reduce solid waste to landfill. In terms of reduction, we carry out a series of projects such as packaging and process optimisation, capacity improvement, equipment automation transformation, and carton recycling and reuse. During the Reporting Period, the total amount of solid waste in factories decreased by 3,150 tonnes, and the solid waste intensity decreased by 4% year-on-year.

In order to continuously strengthen ESG-regulated waste management, Want Want Group continued to implement the requirements for waste reduction, resource utilisation, and harmlessness, and promote the achievement of waste reduction target. Want Want Group continuously implemented the “ESG Waste Reduction Projects” in 2024FY. By the end of the Reporting Period, a total of 219+ projects have been launched at factories nationwide. Due to the implementation of these projects, various management targets have been successfully achieved.

In 2025FY, Want Want will continue to explore the best solutions for waste reduction and resource utilisation with respect to the risks of the whole process of waste life cycle, so as to turn waste into reusable resources, reduce waste management costs, and lower corporate operating costs. Eventually, there will be a shift from waste management to resource management.



## 光盤行動助推餐廚垃圾減量

旺旺集團踐行ESG廚餘減量目標，防範食堂浪費現象，合理管控食堂運行成本，倡導節約糧食理念，養成文明就餐習慣，在確保員工就餐滿意度持續提升的前提下，工廠人均餐次廚餘從原85g/餐次，下降至59g/餐次，下降31%。2024財年全國工廠廚餘676噸，較同期下降340噸，下降33.47%。

2025財年旺旺集團各基地食堂持續實施精準報餐、就餐管理機制、舉辦廚神大賽，提升廚師做菜水平、員工行為引導、張貼宣傳標語及語音提醒、建立光盤獎勵機制等多方面持續落實光盤行動，同時助力於廢棄物減量目標達成。

## The Clean Plate Campaign Promotes the Reduction of Food Waste

Want Want Group has advanced its ESG goals for kitchen waste reduction by curbing canteen waste, reasonably managing the operational costs of canteens, and promoting a food conservation concept and civilised dining habits. While ensuring the continuous improvement in employees' dining satisfaction, the kitchen waste per capita per meal in factories has decreased from 85g per meal to 59g per meal, representing a 31% reduction. In 2024FY, the kitchen waste of factories across the country was 676 tonnes, representing a decrease of 340 tonnes or 33.47% year-on-year.

In 2025FY, Want Want Group's canteens will continue implementing multiple measures to advance the Clean Plate Campaign. Key initiatives include operating a precise meal reservation and management system, organising Cooking God Competitions to enhance chefs' culinary skills, guiding employee behaviour, posting promotional slogans with voice reminders, and establishing a Clean Plate rewards system. These coordinated efforts also contribute to achieving waste reduction targets.



## 固廢管理電子信息化平台運行 Construction of Electronic Information Platform for Solid Waste Management

為提升旺旺自身信息化管理固體廢棄物能力，我們於2023年11月份在工廠正式上線使用固廢電子信息化平台，該平台可以實現固廢產生、入庫、出庫、流向、處置方式等環節相關信息的電子化記錄，並對固廢處置商進行系統管理，報告期內該平台運行穩定。

In order to enhance Want Want's ability to manage solid waste through information technology, we officially launched the solid waste electronic information platform in the factories in November 2023. This platform can achieve electronic recording of information related to solid waste generation, warehousing, outbound, flow direction, disposal methods, and other aspects, and systematically manage solid waste disposal companies. This platform operated stably during the Reporting Period.

報告期內，旺旺的廢棄物處置績效指標展示如下：

During the Reporting Period, the waste disposal performance indicators of Want Want are shown as follows:

無害廢棄物 <sup>8</sup> Non-hazardous Waste <sup>8</sup>	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
產生的無害廢棄物總量 Total Amount of Non-hazardous Waste Generated	噸 Tonne	52,981.87	56,439.76	62,674.16
無害廢棄物清運量 Amount of Non-hazardous Waste Removed	噸 Tonne	14,210.88	19,196.78	24,075.01
廢棄物填埋量 <sup>9</sup> Amount of Waste Landfilled <sup>9</sup>	噸 Tonne	1,705.32	4,021.57	5,136.17
用於能量回收的廢棄物焚燒量 <sup>10</sup> Amount of Waste Incinerated for Energy Recovery <sup>10</sup>	噸 Tonne	5,072.83	9,376.26	4,829.32
通過其他方法處理的廢棄物總量 <sup>11</sup> Total Amount of Waste Treated by Other Methods <sup>11</sup>	噸 Tonne	7,432.73	5,798.95	14,109.52
無害廢棄物回收量 Amount of Non-hazardous Waste Recycled	噸 Tonne	38,770.99	37,242.98	38,599.16
無害廢棄物產生密度 Non-hazardous Waste Generation Intensity	噸/百萬元 人民幣產值 Tonne per million RMB of output value	2.46	2.57	2.99

<sup>8</sup> 集團自2021財年起，依《一般固體廢物分類與代碼GB/T 39198-2020》，增加了無害廢棄物數據的統計口徑（包括污泥、廢棄資源、食品加工廢物、生活垃圾等），廢棄物強度分母口徑為生產直接相關產值，與歷史統計口徑一致。

<sup>9</sup> 廢棄物由工廠當地政府指定的專業處置單位進行填埋。

<sup>10</sup> 廢棄物由工廠當地政府指定的專業處置單位焚燒發電處理。

<sup>11</sup> 廢棄物由專業處置單位使用其他方式進行處理，如污泥做有機肥料及厭氧發電等。

<sup>8</sup> From 2021FY, the Group has increased the statistical scope of non-hazardous waste data (including sludge, waste resources, food processing waste, domestic waste, etc.) in accordance with the General Solid Waste Classification and Code GB/T 39198-2020. The denominator of waste intensity is the output value directly related to production, which is consistent with the historical statistical caliber.

<sup>9</sup> Waste was landfilled by the authorised disposal unit appointed by the local government.

<sup>10</sup> Waste was disposed of by the professional disposal unit designated by the local government for power generation.

<sup>11</sup> Waste was disposed of by professional disposal units through other methods, such as sludge for organic fertiliser and anaerobic power generation, etc.

廢棄物 Waste	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
有害廢棄物清運量 Amount of Hazardous Waste Removed	噸 Tonne	398.62	368.61	366.67
無害廢棄物清運量 Amount of Non-hazardous Waste Removed	噸 Tonne	14,210.88	19,196.78	24,075.01
有害廢棄物清運量密度 Intensity of Hazardous Waste Removed	噸/百萬元 人民幣產值 Tonne per million RMB of output value	0.019	0.017	0.017
無害廢棄物清運量密度 Intensity of Non-hazardous Waste Removed	噸/百萬元 人民幣產值 Tonne per million RMB of output value	0.66	0.88	1.15

## 反食品浪費

作為食品生產企業，旺旺始終致力於減少食品浪費。我們承諾，積極回應國家號召，遵守《中華人民共和國反食品浪費法》，弘揚勤儉節約的中華傳統美德，積極建設反食品浪費管控體系，實行精益生產。

降低食品產品不良率，是減少食品原材料廢棄和成品廢棄，減少食品浪費的有效途徑。因此，旺旺根據不同產品特性和實際情況制定了食品不良率下降目標作為反食品浪費目標。報告期內，通過WSM標準管理體系的落實以及對損失情況的分解分析和針對性改善，食品浪費率得到有效降低。

## Anti-food Waste

As a food production enterprise, Want Want has always been committed to reducing food waste. We promise to actively respond to the call of the state, abide by the Anti-food Waste Law of the People's Republic of China, promote the traditional Chinese virtue of thrift, actively build an anti-food waste control system, and implement lean manufacturing.

Reducing the rate of defective food products is an effective way to reduce the abandonment of food raw materials and finished products as well as food waste. Therefore, Want Want has set a target in respect of food defect rate reduction as an anti-food waste target based on different product characteristics and actual situations. During the Reporting Period, through the implementation of the WSM standard management system and the breakdown analysis and targeted improvement of losses, the food waste rate was effectively reduced.

## 反食物浪費管控體系 Anti-food-waste Control System



基於旺旺反食物浪費模型，我們對從採購到銷售再到技術創新的全鏈路閉環中執行旺旺食品浪費控制體系，分別為識別、控制、檢核與優化四個步驟。首先鎖定生產經營全流程中食品浪費產生的環節，針對識別出的浪費節點實施措施加以控制並明確有挑戰性的控制目標，再對目標完成進度進行檢核，最終回顧體系整體執行效果，優化與改進。

Based on the anti-food-waste model of Want Want, we implement a food waste control system of Want Want throughout the entire closed-loop chain from procurement to sales and then to technological innovation, which consists of four steps: identification, control, inspection, and optimisation. Firstly, we identify the stages where food waste occurs throughout the entire production and operation process, implement measures to control the identified waste points, and set clear and challenging control targets. Then, we check the progress of target completion, and finally review the overall effectiveness of the system's implementation, optimise the system, and make improvement.

### 3.5 保護生態，友愛自然

#### 生態友好制度

旺旺嚴格踐行生態友好的可持續發展理念，在遵守《中華人民共和國環境影響評價法》的前提下，保護生態環境，遠離生態紅線，不在生物多樣性脆弱地區及周邊建廠運營。同時，我們積極為生態環境保護貢獻旺旺力量，截至報告期末，旺旺累計投入環保改造資金4.04億元人民幣，報告期內投入2,825萬元人民幣。

與此同時，我們基於世界自然基金會生物多樣性風險評估工具（WWF Biodiversity Risk Filter）對自身運營所在地面臨的生物多樣性風險進行評估，我們期待與供應商夥伴和當地利益相關方攜手共建，推動生態保護合作。

### 3.5 Protecting Ecology and Caring the Nature

#### Ecological Friendly System

Want Want strictly adheres to the concept of ecological friendly sustainable development. While complying with the Law of the People's Republic of China on Environmental Impact Assessment, Want Want protects the ecological environment, stays away from the ecological red line, and does not build or operates factories in or around areas with fragile biodiversity. Meanwhile, we actively contribute to the protection of the ecological environment. By the end of the Reporting Period, Want Want has invested a total of RMB404 million in environmental protection and renovation, of which RMB28.25 million was invested during the Reporting Period.

At the same time, we assess biodiversity risks in our own operating sites based on the WWF Biodiversity Risk Filter, and we look forward to working with our suppliers and local stakeholders to promote the cooperation on ecological conservation.

## 生態友好承諾

## Eco-friendly Commitments

### 生產活動不超出所在地環境容量 Production Activities not Exceeding the Local Environmental Capacity

旺旺承諾保護生態環境，減少危險化學品使用及排放，確保自身生產活動不超出所在地環境容量，不損害生物多樣性，不影響流域水質。

Want Want is committed to protecting the ecological environment and reducing the use and discharge of hazardous chemicals to ensure that its own production activities do not exceed the local environmental capacity, do not damage biodiversity, and do not affect the water quality of the watershed.

### 建廠與生產運營不毀壞森林 The Construction of Factories and Production Operations not Destroying Forests

旺旺承諾不毀壞森林，保護所在地植被健康安全，不砍伐樹木，不破壞當地水土環境。

Want Want promises not to destroy forests, protect the health and safety of local vegetation, not cut down trees, and not damage the local water and soil environment.

### 踐行可持續農業 Practice Sustainable Agriculture

旺旺承諾，自身做到並敦促上游原料供應商中涉及農業生產的合作夥伴踐行可持續農業原則，合理用藥用肥、優化水資源使用、減少環境污染、保護土壤健康、阻止生態破壞。

Want Want undertakes to and urge partners involved in agricultural production in upstream raw material suppliers to practice the principles of sustainable agriculture, rationally use agricultural chemicals and fertilisers, optimise water use, reduce environmental pollution, protect soil health, and prevent ecological damage.

## 生態友好公益活動

## Eco-friendly Public Welfare Activities

### 案例：益企護河－護河志願活動 Case: Public Welfare Enterprises River Protection – River Protection Volunteer Activity

為了提升公眾對河流保護的關注度，並為生態保護貢獻旺旺的一份力量，我們積極參與並全力支持保護母親河的公益活動，致力於守護生態環境的健康與活力。報告期內，旺旺集團廣州總廠與當地環保局、社區等共同參與了淨灘志願活動。

In order to increase public attention to river protection and contribute to ecological conservation, we actively participated in and fully support public welfare activities to protect the mother river, and committed to safeguarding the health and vitality of the ecological environment. During the Reporting Period, the Guangzhou general factory of Want Want Group, together with the local environmental protection bureau and community, participated in the Clean Beach Volunteer Activity.



## 廢氣排放管理

為了降低自身運營帶給周邊生態環境的負擔和負面影響，我們在遵守《中華人民共和國大氣污染防治法》、《大氣污染物綜合排放標準》等法律法規的基礎上，報告期內制定了《工廠污染防治管理程序》，對自身油煙淨化標準、揮發性有機物排放等指標嚴格管控，並對排放物定期委託第三方專業機構進行監測，確保達標排放。

## Exhaust Emission Management

In order to reduce the burden and negative impact of our own operations on the surrounding ecological environment, we have formulated the Factory Pollution Prevention Management Procedures during the Reporting Period, on the basis of complying with laws and regulations such as the Atmospheric Pollution Prevention and Control Law of the People's Republic of China and the Comprehensive Emission Standards for Air Pollutants. We strictly control our own oil fume purification standards, volatile organic compound emissions, and other indicators, and regularly entrust third-party professional institutions to monitor emissions to ensure that the emissions meet the standards.

### 廢氣管理目標 Exhaust Management Target

- 嚴格管理廢氣排放降低污染物濃度。  
Strictly manage exhaust emissions and reduce pollutant concentrations.

### 廢氣管理進度 Progress of Exhaust Gas Management

- 2024財年新增16台鍋爐完成低氮改造（含老舊鍋爐汰換，報告期內新增鍋爐14台，調撥高效鍋爐7台，鍋爐低氮改造2台）。  
In 2024FY, the low-nitrogen transformation for an addition of 16 boilers was completed (including replacing old boilers, adding 14 new boilers, relocating 7 high-efficiency boilers, and performing low-nitrogen transformation on 2 boilers during the Reporting Period).

## 鍋爐低氮改造 Boiler Low-nitrogen Transformation

報告期內旺旺新增16台鍋爐完成低氮改造，截至報告期末，旺旺集團共計70台鍋爐完成低氮改造（含老舊鍋爐汰換）。

During the Reporting Period, the low-nitrogen transformation for an addition of 16 boilers of Want Want was completed. By the end of the Reporting Period, the low-nitrogen transformation for a total of 70 boilers of Want Want Group had been completed (including the replacement of old boilers).



報告期內，旺旺的廢氣排放績效指標展示如下：

During the Reporting Period, the exhaust emission performance indicators of Want Want are shown as follows:

廢氣排放指標 <sup>12</sup> Exhaust Emission Indicators <sup>12</sup>	單位 Unit	2024財年 2024FY	2023財年 2023FY	2022財年 2022FY
氮氧化物 Nitrogen Oxides Emissions	噸 Tonne	106.95	128.99	132.12
硫氧化物排放量 Sulphur Oxides Emissions	噸 Tonne	33.76	34.74	35.42

<sup>12</sup> 2022財年，集團更新統計方式統一依天然氣用量進行核算，參考《排污許可證申請與核發技術規範鍋爐》（HJ953-2018）。

<sup>12</sup> In 2022FY, the Group updated the statistical method by unifying the calculation based on the amount of natural gas consumed with reference to the Technical Specification for Application and Issuance of Pollutant Permit Boilers (HJ953-2018).



**“ 以人為本，  
結緣旺才 ”**

**Caring for People and  
Forging Talents**



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旺旺以「緣、自信、大團結」作為集團經營理念，落實多元企業文化，保障員工權益，持續提升員工的幸福感與歸屬感。我們持續建設一流的職業生涯發展平台以及安全、健康和舒適的職場環境，努力營造「一家人」的工作氛圍，讓每一位旺旺人與集團共同成長。

## 4.1 平等僱傭，多元舞台

### 合規僱傭

集團始終堅信人才是公司的寶貴財富，秉持「腳踏實地」的用人原則，致力於為員工打造平等包容的職場氛圍。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》等相關法律法規，制定了明確的招聘流程和《任用管理辦法》、《獎懲管理辦法》等制度。我們在招聘制度中明確禁止招聘童工及使用強制勞工，避免職場歧視與騷擾、不合理加班等情況發生。我們的《員工手冊》、《任用管理辦法》等制度中有明確規定「未滿16周歲者」不予錄用，並於報告期內細化補充了涉及任用原則中不予錄

Taking "People-Oriented, Self-Confidence, and Unity" as its management philosophy, Want Want implements a diversified corporate culture, protects the rights and interests of employees, and continuously enhances employees' sense of happiness and belonging. We continue to build a first-class career development platform and a safe, healthy, and comfortable workplace environment, and strive to create a "Family" working atmosphere, so that each Want Want employee can grow together with the Group.

## 4.1 Equal Employment and Diversified Stage

### Compliant Employment

The Group always believes that talents are the precious wealth of the Company. Adhering to the principle of "down-to-earth" employment, the Group is committed to creating an equal and inclusive workplace atmosphere for employees. We strictly abide by the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, and other relevant laws and regulations, and have formulated a clear recruitment process and systems, including the Appointment Administrative Measures and the Regulations on Rewards and Punishments. We explicitly prohibit the recruitment of child labour and the use of forced labour as well as avoid workplace discrimination, harassment, unreasonable overtime, and other situations in our recruitment system. Our Employee Handbook, the Appointment Administrative Measures, and other systems clearly stipulate that "those under the age of 16" will not be employed. During the Reporting Period, we have detailed and



用情形，進一步規範及明確特殊利益關係及回避情況。報告期內，集團與員工依法建立勞動關係，正式職工勞動合同簽訂率為100%，未發生僱傭童工或強制勞工事件。

supplemented the circumstances of non-employment in the principles of appointment, and further regulated and clarified the special interest relationship and situations that need to be avoided. During the Reporting Period, the Group established labour relations with employees in accordance with the law, with the signing rate of formal employee labour contracts reaching 100%. No child labour or forced labour incidents occurred during the Reporting Period.

## 提倡合理工作時間 Advocate Reasonable Working Hours

- 旺旺嚴格按照國家法律法規，制定並執行集團內部考勤管理制度，明確所有員工休息、休假權利及須遵循事項，全體員工均享有法定節假日、雙休日、帶薪年休假、婚假、產假、探親假、喪假等假期。此外，我們根據不同員工職級，額外增加二至五天的年假天數，宣導勞逸結合、提高工作效率、合理分配工作時間，保護員工個人身體健康和 safety。  
In strict accordance with national laws and regulations, Want Want has formulated and implemented an internal attendance management system, clearly specifying all employees' rights to rest and leave as well as the matters to be followed. All employees are entitled to statutory holidays, weekends, paid annual leave, marriage leave, maternity leave, home leave, funeral leave, and other holidays. In addition, we add an additional two to five days of annual leave based on different employee ranks, advocate for a balance between work and rest to improve work efficiency, and allocate work time reasonably, so as to protect employees' personal health and safety.

## 尊重員工隱私，保護個人信息安全 Respect Employees' Privacy and Protect Personal Information Security

- 旺旺嚴格遵守國家《中華人民共和國個人信息保護法》，人力資源部門根據國家最新出台的法律法規及時修訂《任用管理辦法》背景調查作業規範，明確規定在進行背景調查前須取得經新進人員簽字確認的《個人信息收集或使用授權書》，切實尊重和保護全體員工基本權益，打造安全的職場環境。  
Want Want strictly abides by the Personal Information Protection Law of the People's Republic of China. The human resources department timely amends the background investigation operating procedure in the Appointment Administrative Measures in accordance with the latest laws and regulations promulgated by the state, clearly stipulating that before conducting background investigations, it must obtain the Personal Information Collection or Use Authorisation Letter (《個人信息收集或使用授權書》) signed and confirmed by the new recruit, so as to effectively respect and protect the basic rights and interests of all employees, and create a safe workplace.

## 人才吸引

集團致力於打通人才招聘死角，積極創建良好僱傭體驗。報告期內，集團重點打造並搭建以「人才發展規劃為核心」的人資數字化平台，通過搭建「選、育、用、評、留」全流程管理平台，提高招聘效率，降低優秀人才流失率，鞏固核心競爭力，實現「人力資源全面數字化，賦能人才發展」的目的。

## Talent Attraction

The Group is committed to breaking through the talent recruitment blind spots and actively creating a good employment experience. During the Reporting Period, the Group focused on building a digital human resources platform with "talent development planning as the core". By building a digital whole-process human resources management platform of "selection, cultivation, employment, evaluation, and retention", the Group improved recruitment efficiency, reduced the attrition rate of outstanding talents, consolidated core competitiveness, and achieved the purpose of "comprehensive digitalisation of human resources and empowering talent development".

## 規範人力資源流程與數據

### Standardise Human Resources Processes and Data

對全流程人力資源業務進行端到端業務流程梳理、設計、優化，規範統一未來人力資源業務流程和數據。支持全維度信息展示，提高整體管理水平。為管理動作、領導決策提供充分準確的依據。

Conduct end-to-end process review, design, and optimisation for the entire human resources workflow, standardise and unify future human resources process and data. Support full-dimensional information display to improve the overall management level. Provide sufficient and accurate basis for management actions and executive decisions.

## 統一平台並驅動業務轉型

### Unify the Platform and Drive Business Transformation

建設全集團人力資源管理一體化平台，協同對接SAP、BPM、企業微信、CBS、電簽平台、招聘系統、學習系統。提升整體運營效率，驅動業務轉型和管理提升。

Build an integrated platform for human resource management of the whole Group, integrating with SAP, BPM, WeCom, CBS, e-signature platform, recruitment system, and learning system. Improve overall operational efficiency, drive business transformation, and improve management capabilities.

## 提升用戶和員工體驗

### Enhance User and Employee Experience

HR/員工/經理等角色的移動端、PC端用戶賦能和體驗得到強化優化，包括線上查看數據和處理待辦等自助服務、員工關懷、移動化等功能，激發員工動力與活力。

Strengthen and optimise the empowerment and experience of mobile and PC users in HR/employee/manager roles, including online access to data and self-service features for handling pending tasks, employee care, mobility, and other functions to inspire employee motivation and vitality.

## 招聘、測評系統一體化

### Integration of Recruitment and Assessment System

#### 強化僱用與招聘效力

對標多家同行業實踐，支撐招聘多角色、多業態高效招聘。

#### Strengthen the effectiveness of employment and recruitment

Benchmark the practices of many peers in the same industry to support the efficient recruitment of multiple roles and formats.

#### 打通人才管理斷點

與E-HR深度耦合，統一人員入口，把關員工編制數。

#### Unimpeded talent management

Deeply couple with E-HR to unify the personnel entrance and monitoring the headcount size.

#### 盤活數據與人才庫價值

智慧化技術與實際業務融合，各層級管理有抓手。

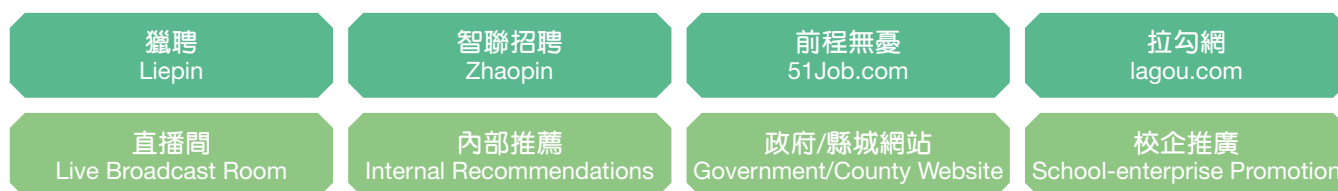
我們也積極拓展線上、線下招聘渠道，開設彈性面試時間，通過廣結人才實現下層市場效益提升。

#### Revitalise the value of data and talent pools

Intelligent technologies are integrated with actual business, and management at all levels has a starting point.

We have also actively expanded online and offline recruitment channels, set up flexible interview times, and improved the efficiency of the lower market by gathering talents.

旺旺人資數字化平台搭建情況  
Construction of Digital Human Resources Platform of Want Want

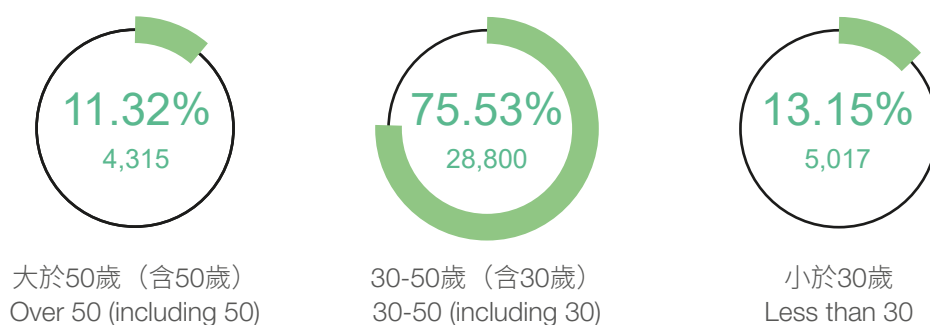


### 旺旺員工招聘渠道 Employee Recruitment Channels of Want Want

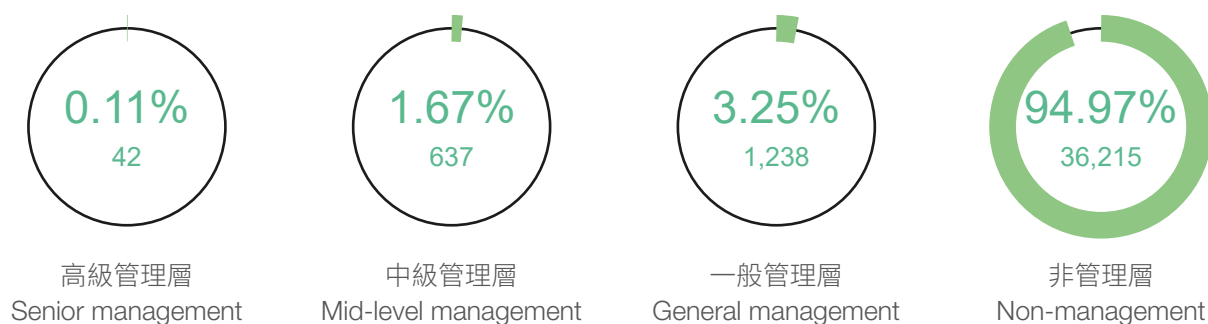
報告期內，旺旺全體在職員工38,132人<sup>13</sup>，女性員工20,441人，佔總員工數約54%，男性員工佔比46%；少數民族員工1,134人，國外族裔員工35人；新招聘員工4,531人，其中男性員工佔比52%，女性員工佔比48%。全體員工中，集體談判協議簽署率達33%，本公司員工按地區、職級和年齡劃分情況如下：

During the Reporting Period, Want Want had 38,132 full-time employees<sup>13</sup>, of which 20,441 were female employees, accounting for about 54% of the total number of employees, and male employees accounting for 46%. 1,134 were ethnic minority employees, and 35 were foreign ethnic employees. Want Want recruited 4,531 new employees, of which 52% were male and 48% were female. Among all employees, the signing rate of collective bargaining agreements was 33%. The breakdown of the Company's employees by region, ranking, and age is as follows:

#### 按年齡劃分（單位：人；%） By age (unit: person; %)



#### 按職級劃分（單位：人；%） By ranking (unit: person; %)



<sup>13</sup> 數據為中國大陸地區截至2025年3月31日的在職人數。

<sup>13</sup> The data referred to the number of employees in the Chinese Mainland as of 31 March 2025.

按地區劃分 (單位：人；%)  
By region (unit: person; %)



## 平等僱傭

旺旺堅持以人為本，以《聯合國世界人權宣言 (Universal Declaration of Human Rights, UDHR)》等國際人權公約和勞工標準為指引，堅持男女同工同酬，嚴格杜絕在招聘、薪酬、福利、晉升等過程中發生任何因性別、年齡、民族、宗教、傷殘等因素導致的歧視行為。

集團提倡多元與包容，貫徹機會均等的標準與方針，確保每位員工得到公平公正的對待與尊重，為員工打造安心、尊重、多元的工作環境。同時，我們尊重和保障員工知情權、參與權、表達權和監督權，建立了舉報處理機制，通過電話專線及郵箱、微信企業號、微信公眾號、官網等方式暢通申訴渠道，受理包含職場歧視、騷擾、強迫勞動、工作不作為等多類問題，切實保障員工合法權益。報告期內，旺旺未發生任何歧視或騷擾相關的投訴事件。

## Equal Employment

Want Want upholds the people-oriented approach, guided by international human rights conventions and labour standards such as the Universal Declaration of Human Rights (UDHR). It adheres to equal pay for men and women for equal work, and strictly prevents any discrimination based on gender, age, ethnicity, religion, disability, and other factors in the process of recruitment, salary, benefits, promotion, etc.

The Group promotes diversity and inclusion, and implements standards and policies on equal opportunities as a way to ensure that every employee is treated fairly and with respect, and create a safe, respectful, and diverse working environment for employees. Meanwhile, we respect and protect employees' rights to know, participate, express, and supervise. We establish a whistleblower handling mechanism and smooth complaint channels through telephone lines and mailboxes, WeChat enterprise accounts, WeChat official accounts, official websites, etc., and handle various types of issues including workplace discrimination, harassment, forced labour, and inaction at work, so as to effectively protect the legitimate rights and interests of employees. During the Reporting Period, Want Want did not have any complaints related to discrimination or harassment.

## 助力員工全面發展，營造良好工作氛圍 Help Employees Develop in an All-round Way and Create a Good Working Atmosphere

旺旺規劃實施V-SPARK專案，為全員成長型項目，聚焦在每位員工的「內在生命力」培育，圍繞「幸福力」與「成長力」雙核共同驅動，立足讓每一位旺旺人都能享受幸福生活。其課程體系圍繞冰山模型進行設計，在打造情緒管理、壓力管理、溝通管理、思維應用等多種課程之外，也關注積極心態及自我認知對生涯的影響，同時依據員工培訓需求，不斷優化調整課程設置。截至2025年1月，旺旺集團已涉及7,497名員工受惠，學員幸福度訓後較訓前提升15.8%。旺旺作為正能量的傳播者，除受惠集團員工外，未來V-SPARK項目也將走向集團外部，造福更多合作人群。

Want Want has launched the V-SPARK project, an organisation-wide development programme. The project focuses on cultivating employees' "inner vitality" driven by the "ability to be happy" and the "ability to grow", and is designed to enable every Want Want employee



to enjoy a fulfilling life. The curriculum, structured around the iceberg model, develops various courses such as emotion management, stress management, communication management, and thinking application, and also emphasises the impact of positive mindset and self-awareness on career development. Furthermore, the programme continuously optimises and adjusts course offerings based on employee training needs. As of January 2025, the programme has already benefited 7,497 employees of Want Want Group, with trainees' happiness rate showing a 15.8% increase post-training compared to that of pre-training. As a promoter of positive energy, Want Want will extend the V-SPARK project beyond its workforce in the future, benefiting a wider range of collaborative partners.



2024財年旺旺職能與職級性別平等績效指標  
Performance Indicators for Gender Equality in Function and Ranking of Want Want in 2024FY

女性在管理層中佔比 Proportion of Women in Management	女性員工在所有管理層（包括初級、中級和高級）的佔比 Proportion of female employees in all management levels, including junior, middle, and senior levels	38%
	女性員工在初級管理層的佔比 Proportion of female employees in junior management	35%
	女性員工在高級管理層的佔比 Proportion of female employees in senior management	17%
創收職能部門中的女性管理人員佔比 Proportion of Female Management Members in Revenue-generating Functions		56%
女性員工在STEM相關職位中的佔比 Proportion of Female Employees in STEM-related Positions		58%

## 4.2 優待員工，關愛包容

### 員工幸福

旺旺集團始終將員工福祉置於企業發展的重要位置，將員工幸福指數納入考核體系，構建完善的幸福指數評價機制。該評價體系基於影響員工幸福感的核心要素，系統性地涵蓋了衣食住行、工作環境、組織氛圍、管理魅力、學習成長及企業文化六大維度，全面關注員工的工作與生活質量。為確保評價的時效性和真實性，集團每半年開展一次匿名在線問卷調查，2024財年員工參與率高達95%，充分體現了員工積極反饋的熱情。數據顯示，2024財年下半年員工幸福指數達到90.4分，較上半年的89.3分呈現穩步提升態勢，創歷史最好水平。其中在衣食住行方面改善尤為顯著：住宿滿意度中「硬件損壞維修服務」和「宿管員服務態度」兩項指標分別獲得94%和93%的高滿意度評價。展望2025財年，旺旺集團將持續優化員工關懷體系，多措并举提升員工幸福指數，為打造更具凝聚力和幸福感的企業環境而不懈努力。

## 4.2 Treating Employees Well with Care and Inclusiveness

### Employee Happiness

Want Want Group has always prioritised employee welfare as a crucial aspect of corporate development, incorporated employee happiness index into its evaluation system, and established a comprehensive evaluation mechanism for happiness index. The evaluation system is designed around core factors that influence employees' sense of well-being, systematically encompassing six key dimensions: basic living necessities (clothing, food, housing, and transportation), work environment, organisational atmosphere, leadership appeal, learning and development, and corporate culture, all of which holistically address the quality of employees' work and lives. To ensure the timeliness and authenticity of evaluations, the Group conducts an anonymous online questionnaire every six months. The employee participation rate reached 95% in 2024FY, fully demonstrating their enthusiasm for actively providing feedback. Data shows that the employee happiness index reached 90.4 points in the second half of 2024FY, representing a steady increase from 89.3 points in the first half of the year and achieving the highest level on record. Significant improvements were observed in basic living aspects including clothing, food, housing, and transportation. In accommodation evaluations, the indicators of "hardware damage repair services" and "service attitude of dormitory management staff" scored high satisfaction rates of 94% and 93%, respectively. Looking ahead to the 2025FY, Want Want Group will continue to enhance its employee care system, implement multifaceted measures to elevate employee happiness index, and make persistent efforts to cultivate an enterprise environment characterised by greater cohesion and sense of happiness.

## 發掘一線基層員工閃光點——“最美旺旺人”評選活動

### Explore the Shining Points of Front-line Employees – the “Most Beautiful Want Want Employee” Selection Activity

旺旺集團自2013年啟動「最美旺旺人」評選項目以來，已持續深耕十餘載，這項員工關懷計劃始終秉持「發現平凡中的非凡」的核心理念，聚焦生產體系一線基層工作者，以「旺旺好人」和「最美旺旺人」評選機制，系統化發掘並表彰那些在平凡崗位上展現卓越職業精神的員工典範——他們或許沒有耀眼的學歷背景，卻以十年如一日的工匠精神深耕基層；雖不擅言辭，卻用任勞任怨的工作態度詮釋責任擔當；始終以踏實肯幹的職業素養、不計得失的奉獻精神、使命必達的執行力，同時形成見賢思齊、比學趕超的良好團隊氛圍，持續為企業可持續發展注入基層動能。在項目邁入第二個十年之際，集團將持續以ESG視角重新解構評選體系的社會價值，以「把簡單做到極致就是不凡」的價值主張持續精進推動項目不斷升級。這不僅是對集團「以人為本」組織文化的廣續傳承，更是通過構建基層人才價值發現機制，持續增強組織韌性、激發內生動力，為利益相關方創造可持續社會價值的重要實踐。

Since its launch in 2013, the “Most Beautiful Want Want Employee” selection project of Want Want Group has thrived for over a decade. This employee care programme steadfastly upholds its core philosophy of “discovering the extraordinary in the ordinary”, focusing specifically on grassroots workers in production systems. By virtue of the selection mechanism of “Want Want Good Employee” and the “Most Beautiful Want Want Employee”, the programme systematically identifies and honours exemplary employees who demonstrate exceptional professionalism in ordinary positions. These honourees who may lack prestigious academic credentials, yet demonstrate decade-spanning craftsmanship in front-line positions, who though not particularly articulate, define responsibility through diligent and committed work ethic, who exemplify down-to-earth work ethics, selfless dedication, and mission-driven execution, collectively foster a culture of peer-to-peer learning and healthy competition. Their contributions continuously infuse grassroots vitality into the enterprise’s sustainable development. As the project enters its second decade, the Group will continue to redefine the social value of the selection system through an ESG lens, while upholding its value proposition that “to perfect simplicity is to achieve the extraordinary” to continuously refine and elevate the project. This evolution not only perpetuates the “people-centred” organisational culture of the Group, but also represents a significant practice to reinforce organisational resilience, unleash endogenous momentum, and create sustainable social value for stakeholders by establishing a mechanism for discovering the value of grassroots talents.



## 暢通溝通渠道，傾聽員工心聲

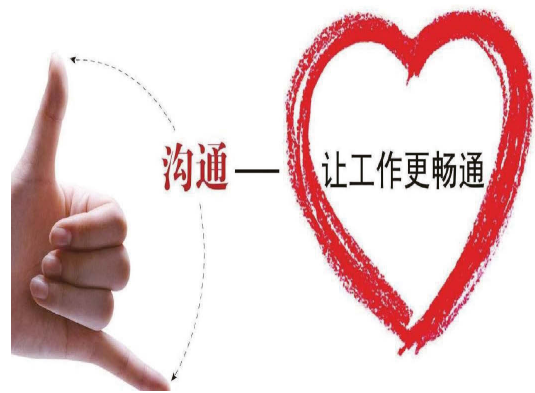
### Smooth Communication Channels and Listen to Employees

旺旺集團始終將員工權益保障與意見反饋作為ESG治理的重要實踐，構建多層次、立體化的員工溝通體系，設立微信高管直通平台，同時為保障溝通有效性，各地方基地設置員工座談會、實體信箱、數字化二維碼等反饋途徑，系統性完善員工權益表達溝通渠道。

Want Want Group consistently prioritises employee rights protection and feedback mechanisms as a core practice in its ESG governance. The Group has established a multi-level and three-dimensional employee communication system, including a WeChat executive direct communication platform. Meanwhile, to ensure effective communication, local bases set up employee forums, physical mailbox, digital QR code, and other feedback channels, systematically improving the communication channels for employees to voice rights and interests.

目前集團已形成受理-響應-改進的全流程閉環管理機制，對於個性化問題通過定向溝通解決，共性議題則納入體系性政策宣導與制度優化良性發展機制。

Currently, the Group has established a closed-loop management mechanism covering the entire process of acceptance-response-improvement. Personalised issues are resolved through targeted communication, while common topics are incorporated into a sound development mechanism for systematic policy advocacy and institutional optimisation.



## 豐富員工精神世界，增強員工精神力量

### Enrich Employees' Spiritual World and Enhance Their Mental Strength



旺旺集團為深入傳承和弘揚旺旺精神，自2024財年起推出「文明旺旺之精神旺旺」實踐計劃。該計劃圍繞「綠色文明」、「工作文明」、「健康文明」、「用餐文明」、「行為文明」五大維度，鼓勵各基地結合當地特色自主策劃活動方案，旨在全面提升旺旺人的精、氣、神，將旺旺精神內化形成員工的自驅力和行動力，激發團隊活力、增強向心力，將文明實踐轉化為精神力量，引領企業文明新風尚，從而提升團隊整體競爭力。2024財年，各基地共

規劃完成506+項活動，累計帶動114,538+人次參與，取得了顯著成效。基於這一良好基礎，2025財年集團將進一步深化活動內涵，轉變執行理念—從被動落實升級為主動追求，致力於從心底進一步激發員工對幸福生活的內在渴望和對美好生活的不斷主動追求。集團將持續推進相關活動的組織與落實，通過長期實踐培養文明習慣，讓旺旺精神真正融入員工的日常行為，為企業發展注入持久活力。

To further inherit and carry forward the Want Want spirit, Want Want Group has rolled out the “Civilised Want Want: Spirited Want Want” (文明旺旺之精神旺旺) practice plan since 2024FY. The programme is centred around five core dimensions: “Green Civilisation”, “Work Civilisation”, “Health Civilisation”, “Dining Civilisation”, and “Behavioural Civilisation”, and encourages local bases to independently plan activities in combination with local characteristics. The programme aims to holistically enhance the essence, energy, and spirit of Want Want employees, internalise the Want Want spirit into employees’ self-motivation and execution capabilities, unleash team vitality, and strengthen the organisational cohesion. By transforming cultural practices into spiritual capital, the Group pioneers a new paradigm of corporate civilisation, ultimately enhancing the overall competitiveness of the team. In 2024FY, our bases completed over 506 activities, cumulatively engaging over 114,538 participants and achieving remarkable outcomes. Building on this solid foundation, the Group will further enrich the activity substance in 2025FY through a shifting in execution from passive implementation to proactive pursuit. The Group is committed to deeply inspiring employees’ intrinsic aspirations for a fulfilling life and nurturing their continuous self-driven pursuits of a good life. The Group will persist in organising and implementing related activities to cultivate civilised habits through long-term practices and truly integrate the Want Want Spirit into employees’ daily conduct as a way to infuse lasting vitality into the development of enterprise.



## 關愛員工

旺旺堅持「以人為本」的發展策略，為員工創造幸福有愛的工作環境，培養忠於旺旺事業、志同道合的員工隊伍。我們建立了完善的員工福利體系，包括年節福利、常規福利和其他福利等，從健康、經濟、家庭與個人、工作生活平衡等多方面提供保障，激勵員工實現長足發展。

旺旺的發展離不開所有旺旺人的共同努力，特別是廣大的女性同仁。針對女性員工，旺旺開展女性健康講座、節日專屬福利等形式多樣的關愛活動，讓全體女員工在節日期間充分感受集團的關愛和祝福。

## Care for Employees

Adhering to the “people-oriented” development strategy, Want Want strives to create a happy and loving working environment for employees, and to cultivate a team of like-minded employees who are loyal to Want Want’s cause. We have established a sound employee welfare system, including annual festival benefits, regular benefits, and other benefits, etc., to provide guarantee from health, economy, family and personal, work-life balance, and other aspects, and motivate employees to achieve long-term development.

The development of Want Want is inseparable from the joint efforts of all Want Want employees, especially the female colleagues at large. For female employees, Want Want carries out various forms of care activities such as women’s health lectures and festival-exclusive benefits, so that all female employees can fully feel the Group’s care and greeting during the festivals.

### 年節福利 Annual Festival Benefits

- 婦女節  
Women’s Day
- 勞動節  
Labour Day
- 國慶節  
National Day
- 春節  
Spring Festival

### 常規福利 Regular Benefits

- 結婚禮金、喜糖福利  
Wedding gift money and wedding candy benefits
- 高溫補貼  
High temperature allowance
- 喪葬慰問金  
Funeral condolence money
- 開工紅包  
Kick-off red packet
- 彌月禮盒  
Gift box for baby shower
- 「功在旺旺」榮退紀念  
"Merit in Want Want" honourable retirement commemoration

### 其他福利 Other Benefits

- 員工宿舍  
Staff dormitory
- 豐富의 社團活動  
Abundant club activities
- 年度體檢計劃  
Annual medical checkup programme
- 哺乳室  
Breastfeeding room
- 工作餐  
Meals at work
- 生日福利  
Birthday benefits
- 健康講座  
Health seminar
- 急難救助  
Emergency Relief Fund
- 班車  
Shuttle bus
- 入職紀念日  
Inauguration day
- 特殊員工關懷  
Special employee care

旺旺努力營造「一家人」氛圍，發揚人道主義精神，向困難及弱勢群體員工伸出援助之手。集團特設員工「急難救助金」，在員工及其家屬的身體健康或生命出現重大問題時給予一定經濟上的幫助。此外，我們長期致力於關愛殘疾人的公益事業，不僅捐贈物資愛心助殘、傳播正能量，更為殘疾人提供幫扶上崗政策，讓他們重新插上夢想的翅膀。

Want Want strives to create a "Family" atmosphere, carries forward the humanitarian spirit, and reaches out to employees in need and vulnerable groups. The Group has set up an "Emergency Relief Fund" for employees to provide financial assistance in cases of significant health or life-threatening issues affecting the employee or their family members. In addition, we are committed to long-term philanthropic efforts in caring for individuals with disabilities. We not only donate resources to support them with love and compassion to promote positivity, but also provide assistance and support through job placement policies, enabling individuals with disabilities to regain their dreams and aspirations.



中國旺基金會  
Want Foundation

## 強化溝通

旺旺致力於建立完善的薪酬管理體系，不斷探索更加多元的薪酬激勵機制，為員工提供有競爭力的薪酬水準。我們還細化薪酬激勵方案，圍繞年終獎、團隊特殊貢獻激勵、年度調薪、財年末獎金等方面內容進行優化，開展崗位價值評估校準及薪酬數據澄清分析，通過拆解、重構激勵方案鼓勵員工不斷提升自我、創新突破，與集團共同成長。

旺旺充分重視員工意見，通過工會、集體協商等方式與員工建立暢通的溝通渠道，解決爭議事端，不斷優化職場。此外，員工還可以通過年度滿意度調查、「我對曹總說」建言平台、座談會、信箱等反饋建議。我們在接收員工信息反饋後，積極受理並針對員工提出的問題或建議給予及時反饋，如屬於共性問題，將通過生產體系全國視訊會議進行宣導。

## Enhance Communication

Want Want is committed to establishing a sound remuneration management system, constantly exploring more diversified remuneration incentive mechanisms, and providing employees with competitive remuneration. We also refine and design the remuneration incentive plan, and optimise the content in respect of the year-end bonus, team special contribution incentive, annual remuneration adjustment, financial year-end bonus, etc. Efforts are made to evaluate and calibrate position value, and clarify and analyse remuneration data. Through dismantling and restructuring the incentive plan, we motivate employees to continuously improve themselves, innovate, and make breakthroughs, and grow together with the Group.

Want Want places paramount importance on employee feedback. Through trade unions and collective bargaining mechanisms, we have established effective communication channels with employees to resolve workplace disputes and continuously enhance the working environment. In addition, employees can also provide feedback suggestions through annual satisfaction surveys, "Speak to Ms. Cao (我對曹總說)" suggestion platform, symposiums, mailboxes, and other channels. Upon receiving employee feedback, we actively accept and give timely response to the questions or suggestions raised by employees. Common problems will be addressed through the national video-conference of the production system.

旺旺始終關注員工訴求，定期對員工流失率情況進行統計，編制月報對離職率及離職原因進行分析，每季度統計崗位滿足及招聘情況。我們建立紅黃綠燈警示機制，對於離職率超出標準的單位進行紅燈、黃燈警示，分析結果納入定期管理工作報告，督促超標準的單位開展員工工作獲得感、幸福感、滿意感提升和潛在的壓力值自查，保持員工的熱忱和提升員工滿意度。

報告期內，旺旺員工主動離職率18%，具體情況如下：

Want Want always pays attention to the demands of employees and regularly makes statistics on employee turnover rate, compiling monthly reports to analyse the turnover rate and reasons for leaving, and reviews the status of job satisfaction and recruitment on a quarterly basis. We establish a red, yellow, and green light warning mechanism, give red light and yellow light warnings for units with turnover rate exceeding the standard, and incorporate the analysis results into regular management work reports. We urge units that exceed the standard to carry out self-examination of employees' sense of achievement, happiness, satisfaction, and potential pressure, so as to maintain employees' enthusiasm and improve their satisfaction.

During the Reporting Period, the voluntary turnover rate of Want Want employees was 18%, as follows:

員工主動流失率分佈 <sup>14</sup> Employee Voluntary Turnover Rate Distribution <sup>14</sup>		
按性別劃分 By Gender	男性 Male	19%
	女性 Female	16%
按年齡劃分 By Age	30歲以下 Less than 30	37%
	30-50歲 30-50	15%
	50歲以上 Over 50	16%
按地區劃分 By Region	東北區 Northeast China	20%
	華北區 North China	19%
	西北區 Northwest China	32%
	西南區 Southwest China	21%
	華東區 East China	18%
	華中區 Central China	15%
	華南區 South China	18%

<sup>14</sup> 主動僱員流失率的統計範圍包括自願離職而解除僱傭關係的僱員，未包括試用期內離職的僱員，計算方式為：報告期內，對應類別僱員的主動離職數除以該類別的僱員數。

<sup>14</sup> The statistical scope of the voluntary turnover rate includes employees who voluntarily quit their employment but excludes employees who quit during the probation period. It is calculated by dividing the number of employees voluntarily quit their employment in each category by the number of employees in the corresponding category during the Reporting Period.

## 4.3 職業發展，尊才重賢

### 員工培訓

2024財年企業文化活動緊密圍繞宣揚旺旺人的核心準則展開，借助企業文化深度學習會、知識競賽和培訓專員激勵與賦能計劃這三大核心舉措，力促核心準則內於心、外於行。深度學習會深化管理人員對文化準則的認知，知識競賽廣泛普及企業文化於集團員工之中，而激勵賦能計劃強化了培訓專員的傳播效能與影響力，確保企業文化能夠精確且高效地觸達每位員工，實現文化落地的深度與廣度。

## 4.3 Career Development and Respect for Talents

### Employee Training

In 2024FY, corporate culture activities were closely aligned with promoting the core principles of Want Want employees. Through three core initiatives, namely deep learning sessions on corporate culture, knowledge competitions, and incentive and empowerment programme for training specialists, Want Want worked to ensure these principles became internalised in mindset and externalised in behaviour. The deep learning sessions strengthened administrative staff's understanding of cultural guidelines, while the knowledge competitions broadly disseminated corporate culture among employees of the Group. The incentive and empowerment programme enhanced the communication effectiveness and influence of training specialists, guaranteeing precise and efficient dissemination of corporate culture to each employee. The three-pronged approach achieved deep and wide promotion of corporate culture.



### 新人培訓 Newcomer Training

目標：新人培訓覆蓋率≥98%

Target: newcomer training coverage rate ≥ 98%

### 儲備人才培訓 Reserve Talent Training

目標1：總部／營銷／生產三體系舉辦場次≥1期/年

Target 1: the three systems, namely headquarters/marketing/production, hold at least one event per year

目標2：推動企業文化核心價值觀與行為準則從理念認知向實踐履職的轉化落地

Target 2: promote the transformation of the core values of corporate culture and code of conduct from conceptual awareness to practical performance

目標3：內訓師團隊搭建，2024財年共滿足63個單位TTT培訓需求，舉辦7場培訓，新增認證內訓師共計339人

Target 3: build an internal trainer team to meet the TTT training needs of 63 units in 2024FY, hold 7 training sessions, and add a total of 339 certified internal trainers

## 旺旺員工亮點培訓專案績效

## Performance of Employee Highlight Training Project of Want Want

- 1) **總部管理層培訓－專案管理訓練營**：集合專案輔導工作坊，還原真實職場案例，學以致用，並在培訓最後增加了共創成果彙報、高管點評環節，確保培訓成果的即時落地。

- 1) **Management Training at Headquarters – Project Management Training Camp**: integrating project coaching workshops and re-enacting real workplace cases to apply what has been learned, and adding co-creation achievement report and senior management comments sessions at the end of the training to ensure immediate implementation of the training outcomes.



- 培訓場次：1場
- 畢業人數：40人
- 培訓時長：28小時
- Training session: 1
- Number of graduates: 40
- Training duration: 28 hours



- 培訓場次：7場
- 覆蓋人數：443人
- 新增內訓師人數：339人
- 內訓師總人數：1,070人
- Training sessions: 7
- Number of people covered: 443
- Number of new internal trainers: 339
- Total number of internal trainers: 1,070

- 2) **內訓師項目-內訓團隊搭建**：為構建組織智慧庫，推動知識創新循環，2024財年滿足63個單位的內訓師培訓需求，提升知識複用率，打造“內生型”學習生態，強化組織競爭力。
- 2) **Internal Trainer Project – Internal Training Team Building**: in order to build an organisational wisdom base and promote a knowledge innovation cycle, the training needs of internal trainers of 63 units were met in 2024FY to enhance the knowledge reuse rate, create an “endogenous” learning ecosystem, and strengthen the competitiveness of the organisation.

- 3) **外訓專項賦能**：涵蓋生產/營銷/總部內勤三體系人員攜手外部培訓機構，錨定單位核心能力，實施精準賦能，提升人才素養以促價值躍升。
- 3) **Specialised Empowerment of External Training**: the personnel from the production/marketing/headquarters office work systems, together with external training institutions, focused on the core capabilities of the unit and implemented precise empowerment, so as to enhance the quality of talents to drive value growth.

- 培訓場次：14場
- 覆蓋人數：821人
- 培訓時長：169小時
- Training sessions: 14
- Number of people covered: 821
- Training duration: 169 hours



- 培訓場次：2場
- 覆蓋人數：32人
- 培訓時長：5.5小時
- Training sessions: 2
- Number of people covered: 32
- Training duration: 5.5 hours

- 4) **OKR系統培訓**：可共享數據更新，進行數據統計，項目的設定及追蹤，對人員進行績效管理等，具有總結功能，員工可及時彙報工作進度。
- 4) **OKR System Training**: sharing data update, data statistics collection, project setting and tracking, and performance management of personnel, etc. with summary function allowing staff to report work progress in a timely manner.

5) **線上學習平台**：積極開展線上培訓。

5) **Online Learning Platform**: actively launching online training.

學習平台針對不同員工群體，推出體系化、模塊化培訓課程，涵蓋生產、營銷、總部內勤三大體系，分為6大模塊、63門課程，滿足基層員工與管理層的差異化學習需求。

The learning platform launched systematic and modular training courses tailored for different employee groups, covering three major systems, namely production, marketing, and office work at headquarters. These offerings were structured into 6 modules with 63 courses, meeting the differentiated learning needs of both grassroots employees and the management.

同時，為提升人資團隊專業能力，打造年度特色「人資學苑」專案，開設92門課程，總課時90小時，實現集團422位人資同仁全覆蓋。全年四學期學員累計輸出作業3,360份、改善方案48份，有力推動人資團隊建設，助力人才全面發展。

Meanwhile, to elevate the professional capabilities of human resources team, we launched the signature annual "Human Resources Learning Academy" (人資學苑) project, featuring 92 courses and totaling 90 academic hours. The project achieved full coverage of all 422 human resources colleagues. Through four learning cycles spanning the year, participants cumulatively delivered 3,360 assignments alongside 48 improvement proposals, which effectively propelled the development of human resources team and advanced talent growth in an all-round manner.

我們同樣激勵員工不斷提升自我，通過報銷培訓費用等方式，鼓勵員工考取經驗及業務運作所必須的相關職業資格證書，提高崗位工作技能。報告期內，旺旺集團培訓總人次達280,638人，配備內訓師1,070人，平均為每名全職員工培訓與發展投入金額294元，人均培訓時數31小時。

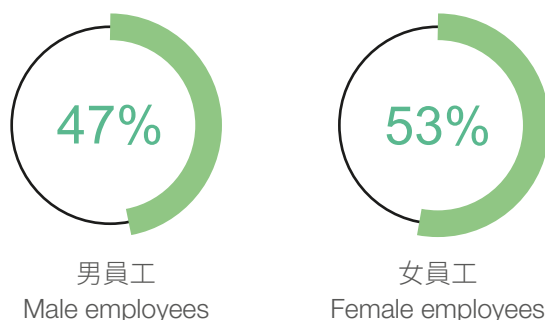
We also motivate our employees to continuously improve themselves, and encourage them to obtain relevant vocational qualifications necessary for management and business operations by reimbursing training expenses and other means to improve their job skills. During the Reporting Period, Want Want Group trained a total of 280,638 people, and provided 1,070 internal trainers, with an average investment of RMB294 for training and development of each full-time employee. The training hours per capita were 31.



- 員工線上學習總時長210,608 小時
- 有效學習時長146,958 小時
- 參與學習人數18,640人，登錄覆蓋率為95.8%，學習覆蓋率為75%
- Total duration of online learning for employees is 210,608 hours
- Effective learning duration is 146,958 hours
- 18,640 people participated in the learning, with a login coverage rate of 95.8% and a learning coverage rate of 75%

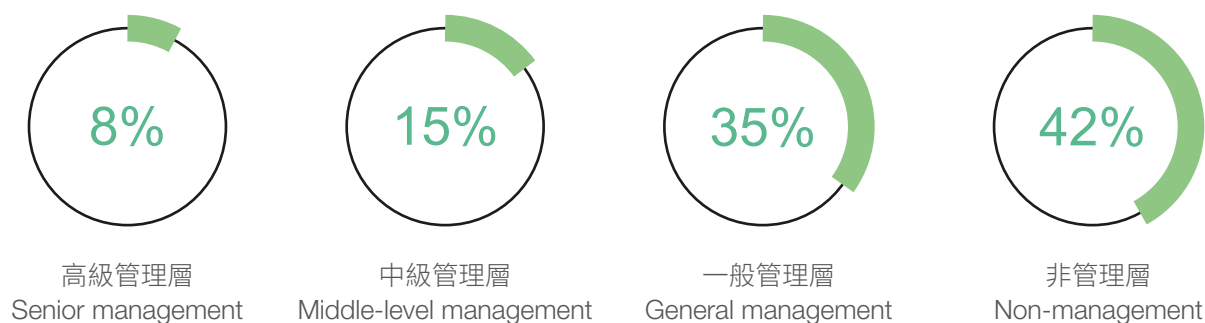
### 按性別劃分受訓百分比

Percentage of employees trained by gender



### 按職級劃分受訓百分比

Percentage of employees trained by position



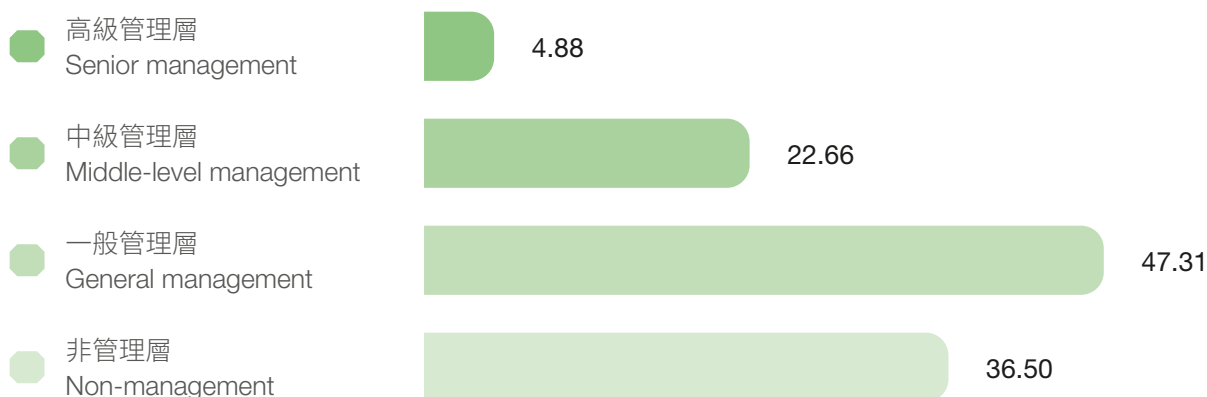
### 按性別劃分僱員完成受訓的平均時數（單位：小時）

Average training hours completed per employee by gender (unit: hour)



### 按職級劃分僱員完成受訓的平均時數（單位：小時）

Average training hours completed per employee by position (unit: hour)





- 6) **企業員工健康講座**：與上海市閔行區精神衛生中心及上海市閔行區虹橋社區衛生服務中心一起舉辦。講座主題為：《應急救助》、《職場壓力管理》、《慢性病傳染病專題科普》、《中醫睡眠密碼》。

- 6) **Lectures on Enterprise Employee Health**: co-hosted with the Mental Health Centre in Minhang District, Shanghai and the Hongqiao Community Health Service Centre in Minhang District, Shanghai. Topics include: Emergency Relief, Workplace Stress Management, Special Science Popularisation on Chronic and Infectious Diseases, and Traditional Chinese Medicine Code for Sleep.



- 培訓場次：4場
- 覆蓋人數：169人
- 培訓時長：6.5小時
- Training sessions: 4
- Number of people covered: 169
- Training duration: 6.5 hours

## 7) 2024財年高潛人才盤點

### 7) High potential talent inventory in 2024FY

目的：配合集團組織發展，未來5年，計劃在培育人才上通過科學化的測評工具，進行多維度、全方位人才測評，根據測評資料形成各自團隊角色標籤、九宮格人才分佈，為集團各單位相關崗位提供測評報告和人才診斷，也為其今後的人才賦能、人才培養提供科學的參考依據。

Purpose: in alignment with the organisational development of the Group, we plan to conduct multi-dimensional, comprehensive talent evaluations through scientific evaluation tools to cultivate talents in the next five years. Based on evaluation data, we generate role labels and 9-box talent distributions for individual teams, providing evaluation reports and talent diagnosis for relevant positions across all business units of the Group. This also provides a scientific reference basis for future talent empowerment and cultivation.

盤點對象：總部職能、生產體系、營銷體系人員（聘四-委一）。<sup>15</sup>

Target Groups: employees of headquarters functions, production system, and marketing system, from Engaged Tier 4 to Appointed Tier 1.<sup>15</sup>

- 主管：共計2,021人，其中高潛人員1,035人，佔比51.21%
- 非主管：共計5,427人，其中高潛人員2,273人，佔比41.88%
- Supervisors: 2,021 in total, among which 1,035 are high potentials, accounting for 51.21%
- Non-supervisors: 5,427 in total, among which 2,273 are high potentials, accounting for 41.88%

<sup>15</sup> 聘四、委一分別為集團職級名稱，職級順序由低到高為聘四至委一。

<sup>15</sup> Engaged Tier 4 and Appointed Tier 1 are the Group's job position titles, with the hierarchy ascending from Engaged Tier 4 to Appointed Tier 1.

## 企業文化培訓活動

2024財年，聯合全國29家工廠，共同推進企業文化深度落地與學習實踐項目。吸引各工廠一、二級主管踴躍參與，累計參與人數達753人次。同時採取「培訓融合」策略，將企業文化理念深度嵌入各類專業培訓體系，目前已策劃並實施6場專項企業文化培訓活動，累計參與人數達239人次。通過「學—研—行」三位一體的培養模式，推動企業文化核心價值觀與行為準則從理念認知向實踐履職的轉化落地。

## Corporate Culture Training Programmes

In 2024FY, we collaborated with 29 factories nationwide to drive deep implementation of corporate culture and a learning and practice programme. The initiative attracted enthusiastic participation from first- and second-level supervisors across various factories, with the cumulative number of participants reaching 753. Meanwhile, a “training integration” strategy was adopted to deeply embed our corporate culture concepts into various professional training systems. To date, 6 dedicated corporate culture training sessions have been organised and implemented, with the cumulative number of participants reaching 239. Through an integrated “learning-research-practice” cultivation model, we facilitated the transformation of the core values of corporate culture and code of conduct from conceptual awareness to practical performance.

集團新人訓（總部/營銷/生產）：新人訓每期均安排集團高管分享企業文化故事，並新增創意零食會環節，完善新人學習體驗，幫助新人認同理解企業文化。

New employee training (headquarters/marketing/production) of the Group: each session of the new employee training features corporate culture storytelling by senior management of the Group, complemented by newly added creative snack sessions, enriching the onboarding learning experience to help newcomers embrace and comprehend our corporate culture.



- 培訓場次：1,957場
- 覆蓋人數：25,904人
- 培訓時長：15,656小時
- Training sessions: 1,957
- Number of people covered: 25,904
- Training duration: 15,656 hours

## 4.4 築牢安全，健康旺旺

### 安全生產承諾與目標

2024財年我們以安全第一、預防為主、綜合治理的安全生產方針為指導，持續健全安全生產制度和標準化體系運行，嚴格落實全員安全生產責任制、安全教育培訓、安全風險分級管控與隱患排查治理，全面推進供應鏈安全管理，全方位、多角度為生產保駕護航，安全生產目標及達成情況具體如下：

## 4.4 Building a Safe and Healthy Want Want

### Safe Production Commitments and Targets

In 2024FY, guided by the safe production policy of safety first, prevention-driven, and comprehensive governance, we continued to improve the safe production policies and standardised safe operations, rigorously implementing the safe production responsibility system for all employees, safety education and training, hierarchical safety risk controls, and identification and rectification of potential hazards. We comprehensively advanced supply chain safety management, and employed holistic and multi-dimensional measures to safeguard production. The details of targets and achievements of safe production are as follows:

### 安全生產目標 Safe Production Targets

- 死亡、重傷、職業病0事故
- 員工安全教育培訓覆蓋率100%
- 特種作業人員持證率100%
- 0 death, serious injury, or occupational disease
- 100% coverage rate of staff safety education
- 100% certification rate of special operators

### 2024財年目標達成情況 Progress of Target Achievement in 2024FY

- 重傷及職業病事故為0
- 員工因傷損失工作日數2,214，每百萬工時工傷事故傷害數為1.0812次/百萬工時
- 員工安全教育培訓覆蓋率100%達成
- 特種作業人員持證率100%達成
- 0 serious injury or occupational disease
- The number of days lost due to work-related injuries was 2,214, representing lost time injury frequency rate of 1.0812 times/million working hours
- Achieved 100% coverage rate of staff safety education
- Achieved 100% certification rate of special operators

## 安全生產行動

旺旺嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國消防法》、《生產安全事故應急預案管理辦法》等法律法規，助力企業合規生產；集團基於安全生產標準化體系建設要求，建立旺旺標準安全管理WSSM管理體系，確保制度的適用性和有效性，保障地方生產基地生產運行的安全穩定。2024財年，集團持續落實全員安全生產制，及時修訂了安全責任書內容，工廠安全生產責任書簽訂率達100%，層層落實安全生產責任。

### Safe Production Action

Want Want strictly abides by the Work Safety Law of the People's Republic of China, the Fire Protection Law of the People's Republic of China, the Production Safety Accident Emergency Plan Management Measures, and other laws and regulations, assisting enterprises in compliant production. Based on the requirements for the construction of a standardised production safety system, the Group has established the Want Want Standard Safety Management (WSSM) system to ensure the applicability and effectiveness of the system and guarantee the safety and stability of production and operation of local production bases. In 2024FY, in order to continuously implement the safe production system for all employees, the Group revised the content of the safety responsibility letter in a timely manner, and the signing rate of factory safe production responsibility letter reached 100%, so as to fulfill the production safety responsibility at all levels.



## 一階安全管理手冊 Stage One – Safety Management Manual

- 對安全管理事宜進行明確規定並給出詳細指引  
Provide clear regulations and detailed guidelines on safety management matters

## 二階安全管理程序 Stage Two – Safety Management Procedures

- 涵蓋8大支柱管理控制程序  
Cover the management control procedures of the 8 pillars
- 包括目標責任制、制度管理控制、環安異常控制、應急預案控制、現場運行控制、風險控制及隱患排查治理、安全教育培訓控制、績效評估及持續改進控制  
Include target responsibility control, system management control, environmental safety irregularity control, emergency plan control, onsite operational control, risk control and risk identification and management, safety education and training control, performance assessment, and continuous improvement control

## 三階安全管理辦法 Stage Three – Safety Administrative Measures

- 涉及9個方面安全管理事宜  
Cover 9 aspects of safety management matters
- 包括工廠體系環境安全管理人員、個人勞動防護用品標準配置、特種設備安全、特殊作業安全、設備維修與掛牌上鎖、消防設施安全、危險化學品安全、外來人員作業安全、危險廢棄物  
Include factory system environmental safety management personnel, standard configuration of personal labour protective equipment, specialty equipment safety, safety of special operations, notice posting and locking for equipment maintenance, fire facility safety, hazardous chemicals safety, operation safety of external personnel, and hazardous waste

### 旺旺WSSM三階安全管理體系 WSSM Three-Stage Safety Management System of Want Want

為加強員工安全防護技能，我們堅持企業發展與安全生產同等重要原則，從安全制度、現場管理、教育培訓、員工安全文化建設等多角度切入，切實保障員工生命安全。

### 安全教育

旺旺定期開展主題安全教育培訓及不定期案例宣導活動，包括教育訓練、案例宣導、實操演練等，敲響安全生產的警鐘。2024財年，旺旺通過安全生產文化活動宣導及學習，推行「安全生產保命紅

In order to strengthen the safety protection skills of employees, we adhere to the principle that enterprise development and safe production are equally important, and effectively protect the life safety of employees from the aspects of safety system, on-site management, education and training, and safety culture cultivation among employees.

### Safety Education

Want Want carries out themed safety education and training on a regular basis and case publicity activities from time to time, including education and training, case publicity, practical trials, etc., to sound the alarm for safe production. In 2024FY, through publicity and learning of safe production culture activities, Want Want promoted the regulations of “Red Line for Safety Production (安

線」規定，通過全員學習、考試、檢核等深化安全紅線推行深度，持續深化，提升全員安全紅線意識。

全生產保命紅線”，deepened the implementation of regulations for the safety red line through company-wide learning, examinations, and inspections, and continued to deepen and enhance the awareness of the safety red line among all employees.



此外，為提升全員交通安全意識、有效降低員工交通意外傷害事故，2024財年集團持續深化交通安全專案管理、製作交通安全宣傳海報，更新交通安全法規考試題庫，組織員工開展電動自行車路考、專項檢查，主管交通執勤等工作。集團工廠與當地交通管理部門聯合檢查，邀請交警入廠開展交通安全培訓，通過交通事故案例和法規宣導，增加員工交通安全意識和駕駛技能，有效防控交通事故。

In addition, in order to enhance the traffic safety awareness of all employees and effectively reduce traffic accident injuries among employees, the Group continued to deepen its traffic safety project management, produced traffic safety posters, updated the database of test questions on traffic safety laws and regulations, organised employees to do road tests and special inspections of electric bicycles and supervised traffic duty in 2024FY. The factories of the Group conducted joint inspections with local traffic management departments, and invited traffic police to the factory to carry out traffic safety training, so as to increase employees' awareness of traffic safety and driving skills through discussing cases of traffic accidents and the promotion of laws and regulations, effectively preventing and controlling traffic accidents.

## 危險化學品管理

旺旺及時識別、結合國家最新的危化品和國家危險廢物管理最新法規要求，制定了《危險化學品安全管理辦法》、《危險廢物管理辦法》，完善補充了易制毒、易制爆危化品管理相關法規依據要求，持續監督危險化學品的規範使用情況，確保危險廢物的貯存安全及處置合規。

我們明確下轄工廠危化品使用部門職責，所有危險化學品管理人員需經過專業培訓獲得危險化學品管理人員資格證書後方可上崗操作。

我們搭建危險化學品採購、運輸、驗收、使用、儲存和處置的全流程管理模

## Hazardous Chemicals Management

Want Want has timely identified and incorporated the latest national hazardous chemicals and hazardous waste management laws and regulations in formulating the Dangerous Chemicals Safety Management Measures and the Hazardous Waste Management Regulations, which has improved and supplemented the relevant legal requirements for the management of poison precursors and explosive hazardous chemicals, continuously supervised the standardised use of hazardous chemicals, and ensured the storage safety and disposal compliance of hazardous waste.

We clarify the responsibilities of the departments within our factories using hazardous chemicals. All hazardous chemical keepers need to undergo professional training and obtain the qualification certificate of hazardous chemical management personnel before taking the position.

We have established a whole-process management mode for the procurement, transportation, acceptance, use, storage, and disposal of hazardous

式，定期更新危險化學品清單，嚴格管控易制毒、易制爆危化品數量。同時，旺旺嚴格依法依規進行備案，落實雙人雙鎖、雙人收發貨管理，設置完善的台賬管理。在危險化學品處置階段，針對危險廢棄物採取最嚴格環保標準委託具備相關資質的第三方單位進行處理。

集團深刻認識到危險化學品管理在安全生產中的重要性，定期組織集團下轄工廠開展危化品突發事件的現場應急演練，提升危化品使用人員突發應急處置能力。

為加強員工安全防護技能，我們堅持企業發展與安全生產同等重要原則，從安全制度、現場管理、教育培訓、員工安全文化建設等多角度切入，切實保障員工生命安全。

## 供應鏈安全管理

旺旺將安全審核流程覆蓋至生產上游，制定了完備的合格供應商名錄，定期對供應商、承包商等外部單位的安全資質進行逐一審核。在篩選供應商或新供應商入庫之前，集團環安部門會根據實際情況隨同需求部門訪廠，確保供應商資質公司的安全符合旺旺集團要求。

2024財年，集團下轄工廠嚴格落實《外來作業安全管理辦法》，會根據作業內容要求外來作業單位簽訂《環境安全協議》，明確雙方承擔的安全職責和義務，對承包商、供應商進廠人員進行相應安全教育培訓。針對外來人員廠內的作業行為，依據集團《外來作業安全管理辦法》進行現場的安全監督管理。針對施工作業中涉及特殊作業的情況，我們也會要求工廠安排專人安全監護，確保作業安全。我

chemicals, regularly updated the list of hazardous chemicals, and strictly controlled the quantity of dangerous chemicals that can be easily made into drugs and explosives. Meanwhile, we strictly follow the requirements of laws and regulations to record, implement the double-person, double-lock, and double-person dispatch and receipt management, and set up comprehensive ledger management. For hazardous chemical disposal, a third-party unit with relevant qualifications is entrusted to handle in accordance with the strictest environmental protection standards for hazardous waste.

The Group is deeply aware of the importance of hazardous chemical management in safe production, and regularly organises factories of the Group to carry out on-site drills for hazardous chemical emergencies to improve the emergency response capabilities of personnel using hazardous chemicals.

In order to strengthen the safety protection skills of employees, we adhere to the principle that enterprise development and safe production are equally important, and effectively protect the life safety of employees from the aspects of safety system, on-site management, education and training, and safety culture cultivation among employees.

## Supply Chain Safety Management

Want Want extends the safety audit process to the upstream of production by formulating a complete list of qualified suppliers and conducting regularly audit on the safety qualifications of external units such as suppliers and contractors. Before screening suppliers or new suppliers prior to admission, the environmental safety department of the Group will, based on actual situation, carry out the factory audits with requesting departments to ensure that the safety qualification of the supplier meets the requirements of Want Want Group.

In 2024FY, the factories of the Group strictly implemented the Safety Management Measures for External Operations (《外來作業安全管理辦法》), and required external operators to sign the Environmental Safety Agreement according to the operation content to clarify the safety responsibilities and obligations undertaken by both parties, and conduct corresponding safety education and training for contractors and suppliers entering the factory. For operations of external personnel in the factory, on-site safety supervision and management is carried out in accordance with the Safety Management Measures for External Operations (《外來作業安全管理辦法》). In the case where special operations are involved, we will also require the factory to arrange special

們監管供應商在集團範圍內工作期間的作業安全，報告期內，無供應商因工損失工作日。

## 工作旺旺

在運營過程中，旺旺恪守《中華人民共和國職業病防治法》等相關法律法規，基於ISO 45001職業健康安全管理体系制定了完善的內部安全管理體系，為員工的工作安全提供制度指引，自上至下嚴格貫徹落實安全生產主體責任。

集團針對所有可能帶來職業病危害的設備，開展重點設備篩選，有側重性地提出改善要求並制定計劃，守護旺旺大家庭中每一位成員的職業健康安全。2024財年，旺旺要求所有下轄工廠開展職業衛生現狀評價，對職業病危害因素進行整體的排摸、追蹤及更新，安排員工按照國家要求的體檢頻次進行相應的職業健康檢查，發現4起疑似聽力職業病，集團按照法規要求將檢查結果告知員工，並將員工調整至非噪聲接觸崗位。

為進一步提升安全作業能力，旺旺建立職業健康應急預案體系，制定中暑現場處置方案，在夏季來臨前對高溫崗位及室外作業員工進行培訓及應急演練，確保員工掌握相應的應急知識。此外，我們還委託外部專業人士展開急救培訓，構建應急救護保障隊伍，確保員工個人健康狀況得到保障。

In order to further enhance its ability to operate safely, Want Want has established an occupational health emergency response plan system, developed a heatstroke on-site handling plan, and provided training and emergency drills for employees in high-temperature positions and outdoor operations before the arrival of summer to ensure that employees master corresponding emergency response knowledge. In addition, we also entrust external professionals to conduct first aid training and build an emergency rescue and support team to safeguard the personal health of employees.

2024財年旺旺集團及下轄35家生產基地發生職業病傷害事故0起，在過去三年發生因工死亡0起。因工亡故的比率為0。

personnel to monitor the safety as a way to ensure the safety of operations. We supervise the operational safety of suppliers during their work within the area of the Group. During the Reporting Period, there were no suppliers lost working days due to work injuries.

## Want Want at Work

In the process of operation, Want Want abides by the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and other relevant laws and regulations. We have formulated a sound internal safety management system based on ISO 45001 occupational health and safety management system to provide institutional guidance for employees' work safety. By doing this, the main responsibility for safe production is strictly implemented from top to bottom.

For all equipment that may bring occupational disease hazards, the Group selects key equipment, puts forward improvement requirements with focus, and develops plans to safeguard the occupational health and safety of each member of the Want Want family. In 2024FY, Want Want required all of its factories to evaluate the current occupational health situation, conduct an overall investigation, tracking, and update on occupational disease hazards, and arrange employees to undergo corresponding occupational health examinations in accordance with the physical examination frequency required by the state. Four cases of suspected occupational hearing diseases were identified, and the Group informed its employees of the results of the examinations in accordance with regulatory requirements and redeployed employees to non-noise exposure positions.



Want Want Group and its 35 production bases had 0 occupational disease injuries in 2024FY and 0 work-related death occurred in the past three years. The ratio of work-related death was 0.



**“旺旺傳愛心，  
公益啟新程”**

**Want Want Spreading Love for a  
New Journey of Public Welfare**



**5.1 兩岸情，一家親**  
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**5.2 獻愛心，傳溫暖**  
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旺旺以高度的社會責任感、強烈的愛心公益理念不斷回饋社會。我們秉持集團「人溺己溺、人饑己饑」的精神，在全中國範圍內從事多項公益活動。報告期內，我們以「取之於社會、用之於社會」的理念，將旺旺集團的仁心，奉獻給老人、兒童、殘疾人等困難弱勢及特殊群體；將旺旺的善意給予志願者、一線工作人員，將旺旺的愛心，輸送到鄉村、受災區域等。

旺旺紮根中國三十多年，積極倡導「勇擔社會責任，創造社會價值」的理念，並於1997年成立中國旺基金會，專注於在國內開展公益慈善事業，攜手慈善機構、社區公益組織，將愛心與關懷傳遞到更多需要援助的地區，並將溫暖送達弱勢群體。

Having a high sense of social responsibilities, Want Want upholds a strong love and public welfare concept to constantly give back to society. Adhering to the Group's spirit of "being empathetic for other people's situations", we have engaged in a number of public welfare activities throughout China. During the Reporting Period, adhering to the concept of "giving back to society", we dedicated the benevolence of Want Want Group to the elderly, children, the disabled, and other difficult, vulnerable, and special groups, showed the kindness of Want Want to the volunteers and front-line workers, and delivered the love of Want Want to suburban, disaster-stricken, and other areas.

Deeply rooted in China for over three decades, Want Want has actively advocated the concept of "bearing social responsibilities and creating social value". Established in 1997, the Want Foundation has dedicated itself to public welfare and charitable activities in China, partnering with charitable institutions and public welfare organisations in communities to extend love and care to more regions in need of assistance and deliver warmth to vulnerable groups.



## 5.1 兩岸情，一家親

## 5.1 One Family across the Taiwan Strait

### 援災物資速達 Rapid Delivery of Disaster Relief Supplies

2025年1月7日，西藏日喀則市定日縣發生6.8級地震。正值寒冬時節，災情牽動人心，集團在第一時間向災區捐贈現金500萬元，用於支持西藏日喀則市定日縣地震災區抗震救災工作。

On 7 January 2025, an earthquake of magnitude 6.8 struck Dingri County, Shigatse City, Xizang. Amid harsh winter conditions, the disaster deeply concerned the public. The Group mobilised immediate relief efforts, donating RMB5 million in cash to support earthquake relief work in the affected areas.



### 助力多地抗洪救災 旺旺集團攜手公益組織捐贈物資 Want Want Group Partners with Public Welfare Organisations to Donate Supplies, Supporting Flood Relief Efforts in Multiple Regions

從2024年5月起，在全國多地遭受嚴重洪澇災害的緊急時刻，旺旺集團再次彰顯企業的社會責任感與擔當精神。面對災情，旺旺集團迅速響應，緊急調配資源，向安徽省、湖南省、廣西壯族自治區、黑龍江省、江西省、重慶市、貴州省、四川省、山東省、陝西省、福建省、北京市、遼寧省、河南省的災區群眾送去了溫暖與希望。Since May 2024, as severe flooding ravaged multiple regions across China, Want Want Group once again demonstrated its sense of social responsibility and commitment. Responding swiftly to the disaster, Want Want Group urgently mobilised resources, delivering warmth and hope to people in the disaster-stricken areas, including Anhui, Hunan, Guangxi Zhuang Autonomous Region, Heilongjiang, Jiangxi, Chongqing Municipality, Guizhou, Sichuan, Shandong, Shaanxi, Fujian, Beijing Municipality, Liaoning, and Henan.

捐贈行動中，旺旺集團旗下工廠及分公司均積極參與其中，並與多地公益組織聯動，共同確保救災捐贈工作的順利進行，提高捐贈物資的分發效率，也助力救災行動更加有序和專業地開展。

In this donation initiative, factories and branch companies of Want Want Group actively engaged across the board, coordinating with regional public welfare organisations to ensure the smooth progress of disaster relief efforts and donations, enhance distribution efficiency of donated supplies, and contribute to a more orderly and professional approach in the disaster relief operations.

平江縣、益陽市、沅陵縣、新化縣及周邊區域遭受了嚴重的洪水侵襲，部分區域積水嚴重，引發山體滑坡及道路中斷，洪水不僅淹沒了大片良田，更造成多處房屋受損，災後景象令人觸目驚心。

Severe floods struck Pingjiang County, Yiyang City, Yuanling County, Xinhua County, and surrounding areas. Some regions experienced critical waterlogging, causing landslides and widespread road closures, vast tracts of fertile farmlands submerged by floodwaters, and numerous houses damaged, leaving behind a heart-wrenching scene of devastation.

旺旺集團長沙分公司積極響應號召，第一時間向總部申請支援災區，緊急啟動簡易審批程序，緊急調撥物資，以最快的速度調撥牛奶和餅乾等產品2,800多箱，馳援受災地區開展群眾生活救助工作。

Changsha branch of Want Want Group promptly responded to the call by immediately applying to the headquarters for disaster relief assistance. They urgently activated a simplified approval process and allocated supplies of over 2,800 cartons of products including milk and biscuits within the shortest time frame. These resources were swiftly delivered to support life-saving relief operations for people in disaster-stricken areas.



在了解到鄱陽縣洪澇災情後，旺旺集團南昌分公司聞「汛」而動，為受災群眾送去愛心和溫暖。鄱陽縣委副書記、副縣長楊少華對旺旺集團的愛心善舉表示衷心的感謝。他表示，旺旺集團作為最早進入大陸的中國台灣食品企業之一，可謂老少皆知、家喻戶曉。這次旺旺集團南昌分公司熱心向鄱陽捐贈，幫助災區群眾渡過難關，既體現了台資企業高度的社會責任感，也彰顯了兩岸同胞的骨肉親情。相信旺旺集團展現出的社會擔當，也會激勵著更多的企業和個人加入到公益事業中來，激發出全社會更多向上向善的正能量。

Upon learning of the flood devastation in Poyang County, Nanchang branch of Want Want Group swiftly mobilised relief efforts, sending love and warmth to affected people.

Yang Shaohua (楊少華), deputy secretary of the CPC Poyang Committee and deputy county executive of Poyang, expressed profound gratitude for the initiative, noting that as one of the earliest China's Taiwan-founded food enterprises entering the Chinese Mainland, Want Want Group is a well-known name, widely recognised by people of all ages. Nanchang branch of Want Want Group made a warmhearted donation to Poyang County, helping people in the disaster-stricken areas overcome hardships. This benevolent act not only demonstrated the strong sense of social responsibility of the Taiwan-funded enterprise, but also vividly illustrated the deep kinship between compatriots across the Taiwan Strait. He believed that the social responsibility demonstrated by Want Want Group would also inspire more enterprises and individuals to participate in programmes for public good, generating greater positive and uplifting energy throughout society.



## 5.2 獻愛心，傳溫暖

## 5.2 Spreading Love and Warmth

### 助農—鄉村振興 Supporting Agriculture – Rural Revitalisation

為弘揚「能幫就幫」精神，踐行扶貧濟困美德，切實履行企業社會責任，彰顯企業擔當，旺旺集團南寧分公司積極投身於愛心公益事業，通過廣西紅十字基金會向邕寧區百濟鎮八聯村，隆安縣布泉鄉、都結鄉，都安瑤族自治縣下坳鎮、永安鎮、板嶺鄉、大興鎮等鄉村振興扶貧點進行愛心捐贈，共計捐贈旺旺食品約4,600件，價值30餘萬元人民幣。各村幹部積極配合將旺旺集團的愛心物資送到困難戶手中，並代表村民感謝旺旺集團的愛心捐贈。

To promote the spirit of “helping whenever possible”, carry forward the virtue of poverty alleviation, fulfill corporate social responsibility, and demonstrate corporate commitment, Nanning branch of Want Want Group actively engaged in charitable and public welfare undertakings. Through the Guangxi Red Cross Foundation, the company donated approximately 4,600 pieces of Want Want food products worth over RMB300,000 to rural revitalisation and poverty alleviation sites, including Balian Village in Baiji Town of Yongning District, Buquan Township and Dujie Township in Long'an County, as well as Xia'ao Town, Yong'an Town, Banling Township, and Daxing Town in Du'an Yao Autonomous County. Cadres from various villages actively assisted in delivering Want Want Group's charitable supplies to households in need and expressed gratitude on behalf of the villagers for the caring donation of Want Want Group.

愛心需要感召和傳遞，傳承與發揚，旺旺集團南寧分公司在集團的帶領下，會繼續關注愛心公益事業，以實際行動踐行企業社會責任。

Love needs to be inspired and passed on, inherited and carried forward. Under the leadership of the Group, Nanning branch will continue to pay attention to charitable and public welfare undertakings and fulfill corporate social responsibility with practical actions.



傳承中華慈善文化，助力鄉村全面振興，傳遞旺旺大愛精神。2024年4月28日，在陝西省委宣傳部的協調下，在陝西千善基金會的支持下，旺旺集團西安分公司「大愛無疆 善行天下」銅川市耀州區「助力鄉村振興」捐贈儀式在關莊鎮舉行，旺旺集團西安分公司本次捐贈公司產品1,789箱，總價值49.6萬元人民幣，用於「關愛鄉村弱勢群眾」。

To carry forward China's philanthropic culture, boost comprehensive rural revitalisation, and spread Want Want's spirit of great love, on 28 April 2024, coordinated by the Publicity Department of the CPC Shaanxi Provincial Committee and supported by the Shaanxi Qianshan Foundation, Xi'an branch of Want Want Group held the donation ceremony themed "Boundless Love, Virtuous Acts Across China" (大愛無疆 善行天下) for "Empowering Rural Revitalisation" in Guanzhuang Town, Yaozhou District, Tongchuan City. The company donated 1,789 cases of Want Want products worth RMB496,000 to support disadvantaged groups in rural areas.



2024年4月15日，漯河市紅十字會與旺旺集團漯河分公司舉行愛心捐贈活動。

On 15 April 2024, the Red Cross Society of China Luohe Branch and Luohe branch of Want Want Group jointly held a caring donation event.

此次旺旺集團漯河分公司捐贈產品6,800件，全部用於助力漯河全市鄉村振興和五星支部創建工作。活動現場，臨潁縣巨陵鎮齊莊村、鄆城區孟廟鎮閭陶村等七個村代表現場接受捐贈。

Luohe branch of Want Want Group donated 6,800 pieces of products, all of which were used to support the rural revitalisation and

the establishment of five-star Party branches across Luohe City. At the donation event, representatives from seven villages including Qizhuang Village, Juling Town, Linying County and Yantao Village, Mengmiao Town, Yancheng District were present to receive the donations.

漯河市政府副秘書長周俊偉，對旺旺集團的愛心捐贈給予了高度贊揚。他表示，希望有更多像旺旺集團這樣的愛心企業，發揮企業優勢，積極響應黨和政府的號召，勇擔社會責任，主動投身社會公益事業，用實際行動回饋社會。

Zhou Junwei (周俊偉), deputy secretary general of the Luohe Municipal Government, highly praised the charitable donation from Want Want Group. He expressed the hope that there will be more caring enterprises like Want Want Group, which leverage corporate strengths to actively respond to the calls of the Party and government, courageously shoulder social responsibilities, voluntarily engage in the work for the social public good, and give back to society through concrete actions.

## 扶殘提供溫暖 Providing Warmth and Support to the Disabled

2024年8月21日，旺旺集團上海分公司前往上海悅苗殘疾人寄養園捐贈公司產品。此次捐贈儀式由旺旺集團中國旺基金會林郁華協理和上海殘疾人福利基金會王屏南秘書長代表雙方進行捐贈。

On 21 August 2024, Shanghai branch of Want Want Group donated company products to the Shanghai Yue Miao Disabled Sponsorship Park (上海悅苗殘疾人寄養園). At the donation ceremony, Lin Yuhua (林郁華), assistant manager of the Want Foundation of Want Want Group, and Wang Pingnan (王屏南), secretary general of the Shanghai Foundation for Disabled Persons (上海殘疾人福利基金會), represented their respective organisations in the donation process.

林郁華協理表示，在這個世界的每一個角落，都有一群特殊的孩子，他們或許因為先天的缺陷或後天的意外，與常人有著不同的生活狀態。他們是殘疾兒童，是我們社會大家庭中需要更多關愛與支持的成員。捐贈，不僅僅是物質上的資助，更是心靈上的慰藉。能為殘疾兒童帶來歡笑和勇氣，幫助他們更好地融入社會，體驗生活的美好。

Assistant manager Lin Yuhua stated that in every corner of the world, there were special children whose living conditions differed from others due to congenital conditions or acquired disabilities. As members of our societal family, these children with disabilities required more care and support from us. Donations represented not merely material assistance, but also emotional solace. They brought laughter and courage to these children, helping them better integrate into society and experience the beauty of life.



## 愛幼呵護成長 Love and Care for Children's Growth



2024年，在「六一」國際兒童節來臨之際，旺旺集團北京分公司通過中國宋慶齡基金會、北京市慈善協會分別向宋慶齡故居、宋慶齡青少年科技文化中心、北京市兒童福利院、北京市第二兒童福利院、北京SOS兒童村、仙棲谷精神障礙托養中心、房山區慈善協會、門頭溝區慈善協會、懷柔區慈善協會、昌平區慈善協會等機構進行愛心捐贈，讓即將迎接兒童節的孩子們切身感受到旺旺的精神和社會的溫暖與關愛。

In 2024, on the occasion of the International Children's Day on 1 June, Beijing branch of Want Want Group made caring donations through the China Soong Ching Ling Foundation and Beijing Charity Association

to multiple institutions, including the Former Residence of Song Qingling, the China Soong Ching Ling Science and Culture Centre for Young People, Beijing Children's Welfare Institute (北京市兒童福利院), Beijing Second Children's Welfare Institute (北京市第二兒童福利院), Beijing SOS Children's Village (北京SOS兒童村), Xianqigu Mental Disability Support Centre (仙棲谷精神障礙托養中心), Fangshan District Charity Association (房山區慈善協會), Mentougou District Charity Association (門頭溝區慈善協會), Huairou District Charity Association (懷柔區慈善協會), and Changping District Charity Association (昌平區慈善協會). These donations enabled children celebrating the upcoming festival to truly feel the spirit of Want Want and the warmth and care of society.

## 尊老情暖夕陽 Respect for the Elderly Warms the Sunset

旺旺集團始終堅守著一份對長者的關懷與責任，傾心投身於公益敬老事業。我們深知，每一位老人都是歲月沉澱下來的瑰寶，他們用一生的辛勤為社會發展添磚加瓦。秉持著「老吾老以及人之老」的理念，定期組織員工走進敬老院，走進社區為老人們帶去精心準備的慰問品，這份公益敬老行動，不僅是企業回饋社會的擔當之舉，更是希望在全社會傳遞出尊老、敬老、愛老的正能量。未來，旺旺也將矢志不渝地在公益敬老之路上篤定前行，續寫愛的篇章。

Want Want Group has always upheld its care and responsibility for the elderly, and has devoted itself to public welfare on respect for the elderly. We deeply understand that every elderly person is a treasure accumulated over the years, who has contributed to social development through a lifetime of hard work. Adhering to the philosophy of “to respect the elderly is to respect our own elders as well as

those of others (老吾老以及人之老)”, we regularly organise employees to visit elderly homes and communities to deliver carefully prepared solace to the elderly. This public welfare on respect for the elderly is not only a commitment of the enterprise to contribute to society, but also an effort to spread positive energy of respecting, honouring, and caring for the elderly throughout society. In the future, Want Want will remain steadfast and continue to move forward on the path of public welfare on respect for the elderly, writing new chapters of love.



2024年7月，旺旺集團合肥分公司向老年群體捐贈產品。  
In July 2024, Hefei branch of Want Want Group donated products to senior citizens.

## 致敬一線工作人者 Tribute to Frontline Workers

在城市奔湧的浪潮中，有這樣一群人，他們宛如屹立不倒的燈塔，默默守護著萬家燈火，他們就是奮戰在一線的工作者們——無私奉獻的志願者、堅毅勇敢的警察、赴湯蹈火的消防員、城市的美容師環衛工人以及無數個同樣堅守崗位、辛勤付出的身影。旺旺集團懷著最深的敬意，向這些平凡卻又偉大的英雄們致以最誠摯的問候與感謝。

Amid the relentless surge of urban life, there exists a group of individuals who stand as steadfast beacons, silently safeguarding countless families. They are the front-line workers – selflessly dedicated volunteers, resolute and courageous police officers, firefighters who brave danger, sanitation workers known as the city's beauticians, and countless others who steadfastly dedicate themselves to their posts. Want Want Group, with the deepest reverence, extends the most sincere greetings and gratitude to these ordinary yet great heroes.

2024年5月16日旺旺集團營口分公司在大連瓦房店市慈善總會及營口市政府機關的大力支持下，向仙人島能源化工區消防隊捐贈產品。

On 16 May 2024, Yingkou branch of Want Want Group, with the strong support of the Dalian Wafangdian Charity Federation (大連瓦房店市慈善總會) and offices of Yingkou Municipal Government, donated products to the fire brigade of Xianrendao Energy and Chemical Park (仙人島能源化工區).



2025年1月16日旺旺集團包頭分公司通過包頭市紅十字會向包頭市公安乾警進行捐贈。

On 16 January 2025, Baotou branch of Want Want Group made a donation to police officers in Baotou City through the Baotou Red Cross Society (包頭市紅十字會).



2024年5月10日旺旺集團成都分公司通過四川省城鄉融合人才培育研究基金會向成都市環衛工人進行捐贈。

On 10 May 2024, Chengdu branch of Want Want Group made a donation to sanitation workers in Chengdu through the Sichuan Urban-Rural Integration Talent Development and Research Foundation (四川省城鄉融合人才培育研究基金會).



## 暖旺計劃

旺旺不斷踐行社會責任、資助關愛老人及兒童、奉獻愛心的初衷和願望，積極開展暖旺活動，為尊老愛幼奉獻著自己的力量，同時我們持續定向資助關懷很多可愛的孩子，讓旺旺和童心緊密相連。報告期內，旺旺向各類兒童福利院、學校、敬老院等捐贈愛心物資，開展暖旺公益活動累計有548人次，用時1,708.5小時，共有9,732人受益。我們將繼續為公益事業注入新動力，從而增強旺旺在社會責任領域的影響力。

## Want Want Caring Programme

Want Want constantly fulfills its social responsibility, supports, and cares for the elderly and children, and expresses its original intention and wish of dedicating love. We actively carry out the Want Want Caring activities to dedicate our strength in respecting the elderly and caring for the young. At the same time, we continue to provide targeted support and care for many lovely children, making Want Want closely connected with childlike innocence. During the Reporting Period, Want Want donated charitable materials to various children's welfare homes, schools, nursing homes, etc. A total of 548 people were involved in the Want Want Caring public welfare activities, spending 1,708.5 hours and benefiting a total of 9,732 people. We will continue to inject new impetus into public welfare, thereby enhancing Want Want's influence in the field of social responsibility.

## 附錄1：ESG內容索引

## Appendix 1: ESG Content Index

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosure and KPIs		披露章節 Section of Disclosure
A.環境 A. Environmental		
層面 A1 Aspect A1	排放物 Emissions	3.綠色旺旺，領先實踐 3. Green Want Want Leading in Practice
一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	3.綠色旺旺，領先實踐 3. Green Want Want Leading in Practice
關鍵績效指標 A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.5保護生態，友愛自然 3.5 Protecting Ecology and Caring the Nature
關鍵績效指標 A1.2 KPI A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
關鍵績效指標 A1.3 KPI A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.4綜合利用，循環經濟 3.4 Comprehensive Utilisation and Circular Economy
關鍵績效指標 A1.4 KPI A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.4綜合利用，循環經濟 3.4 Comprehensive Utilisation and Circular Economy
關鍵績效指標 A1.5 KPI A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of the emission target(s) set and steps taken to achieve them.	3.2低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change 3.3節約用水，合規排放 3.3 Water Conservation and Compliant Discharge
關鍵績效指標 A1.6 KPI A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	3.4綜合利用，循環經濟 3.4 Comprehensive Utilisation and Circular Economy
層面 A2 Aspect A2	資源使用 Use of Resources	3.綠色旺旺，領先實踐 3. Green Want Want Leading in Practice
一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources including energy, water and other raw materials.	3.3節約用水，合規排放 3.3 Water Conservation and Compliant Discharge 3.4綜合利用，循環經濟 3.4 Comprehensive Utilisation and Circular Economy

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosure and KPIs		披露章節 Section of Disclosure
關鍵績效指標 A2.1 KPI A2.1	按類型劃分的直接及/或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
關鍵績效指標 A2.2 KPI A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	3.3 節約用水，合規排放 3.3 Water Conservation and Compliant Discharge
關鍵績效指標 A2.3 KPI A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of the energy use efficiency target(s) set and steps taken to achieve them.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
關鍵績效指標 A2.4 KPI A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	3.3 節約用水，合規排放 3.3 Water Conservation and Compliant Discharge
關鍵績效指標 A2.5 KPI A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	3.4 綜合利用，循環經濟 3.4 Comprehensive Utilisation and Circular Economy
<b>層面 A3 Aspect A3</b>	<b>環境及天然資源 The Environment and Natural Resources</b>	3. 綠色旺旺，領先實踐 3. Green Want Want Leading in Practice
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
關鍵績效指標 A3.1 KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3. 綠色旺旺，領先實踐 3. Green Want Want Leading in Practice
<b>層面 A4 Aspect A4</b>	<b>氣候變化 Climate Change</b>	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change
關鍵績效指標 A4.1 KPI A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	3.2 低碳轉型，應對變化 3.2 Low-carbon Transformation to Cope with Change

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosure and KPIs		披露章節 Section of Disclosure
<b>B. 社會</b> <b>B. Social</b>		
僱傭及勞工常規 Employment and Labour Practices		
<b>層面 B1</b> <b>Aspect B1</b>	<b>僱傭</b> <b>Employment</b>	4. 以人為本，結緣旺才 4. Caring for People and Forging Talents
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4. 以人為本，結緣旺才 4. Caring for People and Forging Talents
關鍵績效指標 B1.1 KPI B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full- or part-time), age group, and geographical region.	4.1 平等僱傭，多元舞台 4.1 Equal Employment and Diversified Stage
關鍵績效指標 B1.2 KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rates by gender, age group, and geographical region.	4.2 優待員工，關愛包容 4.2 Treating Employees Well with Care and Inclusiveness
<b>層面 B2</b> <b>Aspect B2</b>	<b>健康與安全</b> <b>Health and Safety</b>	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
關鍵績效指標 B2.1 KPI B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
關鍵績效指標 B2.2 KPI B2.2	因工傷損失工作日數。 Lost days due to work injury.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
關鍵績效指標 B2.3 KPI B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.4 築牢安全，健康旺旺 4.4 Building a Safe and Healthy Want Want
<b>層面 B3</b> <b>Aspect B3</b>	<b>發展及培訓</b> <b>Development and Training</b>	4.3 職業發展，尊才重賢 4.3 Career Development and Respect for Talents

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosure and KPIs		披露章節 Section of Disclosure
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	4.3職業發展，尊才重賢 4.3 Career Development and Respect for Talents
關鍵績效指標 B3.1 KPI B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.3職業發展，尊才重賢 4.3 Career Development and Respect for Talents
關鍵績效指標 B3.2 KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	4.3職業發展，尊才重賢 4.3 Career Development and Respect for Talents
<b>層面 B4 Aspect B4</b>	<b>勞工準則 Labour Standards</b>	4.1平等僱傭，多元舞台 4.1 Equal Employment and Diversified Stage
一般披露 General Disclosure	有關防止童工或強制勞工的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	4.1平等僱傭，多元舞台 4.1 Equal Employment and Diversified Stage
關鍵績效指標 B4.1 KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	4.1平等僱傭，多元舞台 4.1 Equal Employment and Diversified Stage
關鍵績效指標 B4.2 KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	4.1平等僱傭，多元舞台 4.1 Equal Employment and Diversified Stage
營運慣例 Operating Practices		
<b>層面 B5 Aspect B5</b>	<b>供應鏈管理 Supply Chain Management</b>	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
關鍵績效指標 B5.1 KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosure and KPIs		披露章節 Section of Disclosure
關鍵績效指標 B5.2 KPI 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、以及有關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
關鍵績效指標 B5.3 KPI 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。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
關鍵績效指標 B5.4 KPI B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.2責任供應，貫徹始終 2.2 Responsible Supply in Whole Process
<b>層面 B6 Aspect B6</b>	<b>產品責任 Product Responsibility</b>	2.旺旺品質，有口皆碑 2. Want Want Quality Earning Respected Popularity
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2.旺旺品質，有口皆碑 2. Want Want Quality Earning Respected Popularity
關鍵績效指標 B6.1 KPI 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。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
關鍵績效指標 B6.2 KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
關鍵績效指標 B6.3 KPI B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
關鍵績效指標 B6.4 KPI B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	2.1 食品安全，面面俱到 2.1 Food Safety in All Aspects 2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You
關鍵績效指標 B6.5 KPI 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。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2.4貼心服務，真誠為您 2.4 Attentive, Sincere Service for You

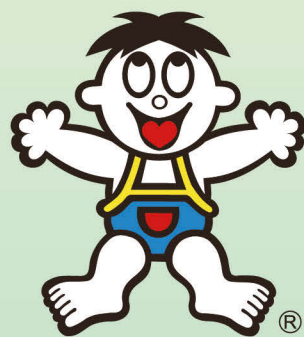
主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosure and KPIs		披露章節 Section of Disclosure
<b>層面 B7 Aspect B7</b>	<b>反貪污 Anti-corruption</b>	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
關鍵績效指標 B7.1 KPI 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。 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.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
關鍵績效指標 B7.2 KPI B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
關鍵績效指標 B7.3 KPI B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	1.4克己奉公，廉潔旺旺 1.4 Self-discipline, Dedication, and Integrity
社區 Community		
<b>層面 B8 Aspect B8</b>	<b>社區投資 Community Investment</b>	5.旺旺傳愛心，公益啟新程 5. Want Want Spreading Love for a New Journey of Public Welfare
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	5.2獻愛心，傳溫暖 5.2 Spreading Love and Warmth
關鍵績效指標 B8.1 KPI 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）。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	5.旺旺傳愛心，公益啟新程 5. Want Want Spreading Love for a New Journey of Public Welfare
關鍵績效指標 B8.2 KPI B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	5.旺旺傳愛心，公益啟新程 5. Want Want Spreading Love for a New Journey of Public Welfare

## 附錄2:法律法規清單

## Appendix 2: List of Laws and Regulations

法律類別 Category	法律法規名稱 Name
企業管治 Corporate Governance	《中華人民共和國公司法》 Company Law of the People's Republic of China
	《中華人民共和國企業所得稅法》 Enterprise Income Tax Law of the People's Republic of China
	《中華人民共和國市場主體登記管理條例》 Regulation of the People's Republic of China on the Administration of the Registration of Market Entities
	《中華人民共和國刑法》 Criminal Law of the People's Republic of China
	《中華人民共和國反洗錢法》 Anti-Money Laundering Law of the People's Republic of China
	《中華人民共和國專利法》 Patent Law of the People's Republic of China
	《中華人民共和國商標法》 Trademark Law of the People's Republic of China
	《中華人民共和國著作權法》 Copyright Law of the People's Republic of China
	《企業管治守則》 Corporate Governance Code
	《環境、社會及管治報告指引》 Environmental, Social and Governance Reporting Guide
	《中華人民共和國反不正當競爭法》 Anti-Unfair Competition Law of the People's Republic of China
	《防止賄賂條例》 Prevention of Bribery Ordinance
	《上市公司防貪實務指南》 Anti-corruption Programme – A Guide for Listed Companies
產品品質 Product Quality	《中華人民共和國食品安全法》 Food Safety Law of the People's Republic of China
	《中華人民共和國產品質量法》 Product Quality Law of the People's Republic of China
	《中華人民共和國食品安全法實施條例》 Regulations on the Implementation of the Food Safety Law of the People's Republic of China
	《中華人民共和國消費者權益保護法》 Law of the People's Republic of China on the Protection of Consumers Rights and Interests
	《中華人民共和國商標法》 Trademark Law of the People's Republic of China
	《預包裝食品標籤通則》 General Standards for the Labelling of Prepackaged Foods
	《預包裝食品營養標籤通則》 General Standards on Nutrition Labels for Prepackaged Foods

法律類別 Category	法律法規名稱 Name
環境保護 Environmental Protection	《中華人民共和國環境保護法》 Environmental Protection Law of the People's Republic of China
	《中華人民共和國水污染防治法》 Water Pollution Prevention and Control Law of the People's Republic of China
	《中華人民共和國大氣污染防治法》 Atmospheric Pollution Prevention and Control Law of the People's Republic of China
	《大氣污染物綜合排放標準》 Comprehensive Emission Standards for Air Pollutants
	《中華人民共和國固體廢物污染環境防治法》 Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes
	《中華人民共和國噪聲污染防治法》 Law of the People's Republic of China on Noise Pollution Prevention and Control
	《中華人民共和國土壤污染防治法》 Soil Pollution Prevention and Control Law of the People's Republic of China
	《中華人民共和國環境影響評價法》 Law of the People's Republic of China on Environmental Impact Assessment
	《排污許可管理條例》 Regulation on the Administration of Permitting of Pollutant Discharges
	《中華人民共和國反食品浪費法》 Anti-food Waste Law of the People's Republic of China
	《污水綜合排放標準》 Integrated Wastewater Discharge Standard
人才僱傭 Employment	《中華人民共和國勞動法》 Labour Law of the People's Republic of China
	《中華人民共和國勞動合同法》 Labour Contract Law of the People's Republic of China
	《中華人民共和國就業促進法》 Employment Promotion Law of the People's Republic of China
	《中華人民共和國社會保險法》 Social Insurance Law of the People's Republic of China
	《中華人民共和國勞動爭議調解仲裁法》 Labour Dispute Mediation and Arbitration Law of the People's Republic of China
	《中華人民共和國個人信息保護法》 Personal Information Protection Law of the People's Republic of China
	《中華人民共和國安全生產法》 Work Safety Law of the People's Republic of China
	《中華人民共和國消防法》 Fire Protection Law of the People's Republic of China
	《中華人民共和國職業病防治法》 Law of the People's Republic of China on the Prevention and Control of Occupational Diseases



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