



2024 ANJOY ESG REPORT

Environmental, Social and Governance Report



ANJOY FOODS GROUP CO., LTD.

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Introduction

About the Report

This report's contents are guaranteed to be true, accurate, and comprehensive by the Board of Directors and all of the Company's directors, and also assume personal and joint liability for any false records of deceptive statements or material omission.



Introduction of the Report

<The Environmental, Social, and Governance (ESG) Report 2024> (hereinafter referred to as the 'Report') aims to truthfully disclose the Company's ESG performance in FY2024, and to publicly demonstrate to stakeholders Anjoy's thinking and actions on sustainability management, and to respond to the expectations and concerns of stakeholders, achieve effective communication with various stakeholders.



Report Scope

This report mainly describes the work of the Company and its subsidiaries from 1 January 2024 to 31 December 2024 in operation and management, environmental responsibility, employee responsibility, public welfare and charitable responsibility and other stakeholder responsibility. In order to enhance the comparability and forward-looking nature of the report, some of the contents have been extended appropriately.



Report Access

This report is published online. The internet version can be viewed and downloaded from the website of the Shanghai Stock Exchange (www.sse.com.cn) and the Company (www.anjoyfood.com).

Preparation Basis



International standards and basis	Domestic standards and basis
<ul style="list-style-type: none">◆ Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)◆ Global Reporting Initiative (hereinafter ‘GRI’) Sustainability Reporting Standards (GRI Standards)◆ Morgan Stanley Capital International ESG Rating Criteria (i.e., ‘MSCI ESG Ratings’)	<ul style="list-style-type: none">◆ Shanghai Stock Exchange's Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 - Sustainability Report (for Trial Implementation)◆ Appendix C2 Code on Environmental, Social and Governance Reporting of the Main Board Listing Rules of the Hong Kong Exchanges and Clearing Limited



Source of Data

The financial data in this report are from the Company's 2024 Annual Report, and the currencies involved in the report are all measured in RMB and audited by Lixin Certified Public Accountants (Special General Partnership); other data are from the Company's internal statistics, some of which are appropriately traced back to previous years, and do not contain any false records, misleading statements or material omissions.



Description of titles

For the convenience of expression and reading, in this report, "Anjoy Group", "Anjoy", "we", and "the Company" refer to Anjoy Foods Group Co., Ltd. and its subsidiaries; "Anjoy Food" and "Xiamen Base" refer to Anjoy Foods Group Co., Ltd. For the designations of some subsidiaries of Anjoy Group, please refer to the following table.

Company abbreviation	Full company name
Wuxi Watson, Wuxi base	Wuxi Huashun Minsheng Foods Co., Ltd.
Taizhou Anjoy, Taizhou base	Taizhou Anjoy Foods Co., Ltd.
Liaoning Anjoy, Liaoning base	Liaoning Anjoy Foods Co., Ltd.
Sichuan Anjoy, Sichuan base	Sichuan Anjoy Foods Co., Ltd..
Hubei Anjoy, Hubei base	Hubei Anjoy Foods Co., Ltd.
Henan Anjoy, Henan base	Henan Anjoy Foods Co., Ltd.
Guangdong Anjoy	Guangdong Anjoy Foods Co., Ltd.
Shandong Anjoy, Shandong base	Shandong Anjoy Foods Co., Ltd.
Honghu Anjoy	Honghu Anjoy Food Co., Ltd.
Frozen goods	Xiamen Anjoy frozen goods supply chain Co., Ltd.
Hubei Anrun	Hubei Anrun Foods Co., Ltd.
Xinhongye	Honghu Xinhongye Foods Co., Ltd.
Xinliuwu	Hubei Xinliuwu Foods Group Co., Ltd.
Kung Fu Food	Oriental Foods Express Ltd.

Message
from the Chairman



Keeping the Beginning and
Practising the Mission,
Starting a New Journey of
Innovative Development



Looking back to 2024, in the face of the complex and severe situation of increasing external pressure, internal difficulties and fierce market competition, expanding domestic demand, especially consumer demand, by benefiting the people's livelihood and promoting consumption has become the key to smooth the domestic cycle. As a listed leading enterprise in the frozen food industry, Anjoy Foods continues to uphold the development concept of ‘pursuing progress while ensuring stability’, actively adapts to the development and changes of the industry and the market, and achieves steady development through a series of initiatives such as innovation drive, optimization of layout, and strengthening of management.

The Company adhered to the original intention and followed the business strategy of ‘three-pronged advancement’ of uick-frozen flavored and processed products, quick-frozen prepared dishes and quick-frozen flour and rice products and the channel strategy of ‘BC balance, full channel force’, and continued to

make great efforts in the field of frozen food to further enhance the competitiveness of large single products in all channels and consolidate its leading position in the industry; the Company has also strengthened the competitiveness of large single products and consolidated its leading position in the industry. At the same time, the Company has given full play to the competitive advantages of rich product matrix and channel sinking, optimized channel layout, increased investment in emerging channels such as group meals, strengthened regional products and competition in regional markets, increased the proportion of medium- and high-end products, and improved the added value of the Company's products and brand reputation. In 2024, the company achieved operating income of 15.127 billion yuan, up 7.70% year-on-year. Among them, both quick-frozen flavored and processed products, quick-frozen prepared dishes segments achieved double-digit growth in operating income.

Under the market environment of rising restaurant



Revenue reached RMB **15.127** billion
representing a year-on-year increase of **7.70%**

chain rate and increasing demand for product customization of special-purpose channels and new retail platforms, the Company has responded to the times and the trend by carrying out localized R&D and channel development in the regions where its production bases are located in conjunction with the market characteristics, and proactively embracing medium-to-large-sized catering chains and platforms for customized Big B customers. The R&D, quality, marketing, branding and other professional teams distributed around the world work closely together, actively docking with the local catering ecosystem, and exploring and carrying out customized production in line with the B-end catering market. In January 2024, the Company signed a strategic cooperation agreement with Zhang Liang Enterprise Management (Group) Co., Ltd., a well-known brand of spicy hot pots, to set up a mechanism for information sharing and to empower in joint R&D, product services, brand promotion, channel construction, etc.; In 2024, total sales of 172 million yuan were achieved, representing nearly 100 per cent year-on-year sales growth.

Product innovation is the core driving force of enterprise development. In order to meet the increasingly diversified needs of consumers, the Company adheres to the market-oriented principle and always focuses on the strategic core of creating explosive products. In 2024, the Company included volcanic stone grilled sausage and other grill channel products in its annual promotion priorities, and took multiple measures to launch multi-specification and multi-flavor grilled sausage products, covering a variety of channels, such as supermarkets, vegetable shops, grill shops and canteens, and strived to build the second growth curve of the enterprise. The Company's main brands continued to advance along the route of mid-to-high-end with the help of the Lock&Load series, Volcanic Grilled Sausage, Shrimp Paste, Steamed dumplings and Wanzhizun series, while star products such as the crispy fried pork of sub-brands Anjoy Xiaochu and the Beef and Lamb Rolls of Frozen goods were also well received by the market and achieved a brilliant performance. In June 2024, Anjoy Foods Select Volcanic Grilled Sausage was awarded as the champion of the category of 2024 China's New Food Ingredients (Media), which is the first time that Anjoy Foods has launched a new food product in China. The Company's large

single-product strategy and multi-brand portfolio strategy have yielded another fruitful result.

During the year, the Company upgraded and optimized its data warehouse, network architecture and customer service system, introduced the ONES management project, and strengthened the security protection of hardware and software to better protect the stable operation of its business; in the digitalization of management, the Company improved the efficiency of its financial and risk prevention and control work by putting on-line consolidated statements, implementing a risk control system, and optimizing contract management; in the digitalization of marketing and production, the Company upgraded and replaced a number of business systems by developing large-screen reports to assist decision-making, and developed its own WMS system to serve a number of customers, and built a supplier scoring system. In the digitalization of marketing and production, the informationization level of marketing and production was further improved through the development of large-screen reports to assist in decision-making, upgrading and replacing multiple business systems, self-developed WMS system to serve multiple customers, assisting distributors in private marketing through public numbers, and setting up a supplier scoring system, among other measures.

The Board of Directors of Anjoy Foods attaches great importance to the improvement of the Company's quality, pays close attention to the capital market's reflection of the Company's value, and has actively responded to the policy call to develop a market value management system. By firmly establishing the awareness of returning to shareholders, taking measures to protect the interests of investors, especially small and medium-sized investors, doing a good job of investor relationship management on the basis of promoting the improvement of the level of operation and the quality of development, and actively taking measures to boost investor confidence, we have strongly ensured that the market capitalization management activities are in harmony with the overall strategy of the Company. Since its listing in 2017, the Company has paid cash dividends 11 times, with a cumulative dividend amount of 2.449 billion yuan, effectively enhancing investors' sense of gain. In 2024, the Company wrote into its

articles of association an annual cash dividend ratio of not less than 40%, and in the half-year of 2024, the Company adopted a dividend ratio of 57.5%, and in the third quarter of 2024, the compan increased the dividend distribution ratio to 65%. 2024, the company's cumulative dividend amount is expected to be 1.040 billion yuan (including tax), accounting for 70.05% of the company's 2024 consolidated statement of net profit attributable to shareholders of listed companies (audited). Share the fruits of high-quality development with investors.

In 2024, the comprehensive strength and high-quality development of the Company were fully affirmed by the industry, the state and the local community again: the Company was awarded the 2024 Hurun Top 100 Chinese Prepared Vegetable Producers and 'Most Powerful Chinese Prepared Vegetable Producers' ; the wholly-owned subsidiary, Sichuan Anjoy, was awarded the National Sichuan Anjoy, a wholly-owned subsidiary of the Company, was awarded the 'National May 1st Labor Certificate' ; Liaoning Anjoy was awarded the honorary title of 'Outstanding Contributing Enterprise' in the first year of the three-year action of Liaoning Province's comprehensive revitalization and breakthrough, and was successfully recognized as one of the eighth batch of national key leading enterprises in agricultural industrialization. In addition, the Company has also won awards in various fields, such as being ranked 5th in the 'Top 100 Food Ingredients Suppliers to China's Catering Enterprises' and 349th in the 'Top 500 Global Consumer Brands' by AiMedia Consulting, and being listed in the 'Manufacturing Leading Enterprises' in the list of 2024 and 2024 by the Department of Industry and Information Technology of Fujian Province. Wuxi Anjoy Food Marketing Co., Ltd. has been ranked among China's top 500 service enterprises for three consecutive years, and the ranking continues to rise. 2025, the Company has also been listed on the list of 'Hurun China's Top 500 Non-State-Owned Enterprises in 2024' , and shortlisted for 'the first batch of China's famous consumer brands' by the Ministry of Industry and Information Technology. The Company was also listed on the '2024 Hurun China Top 500 Non-State Owned Enterprises' and shortlisted by the Ministry of Industry and Information Technology (MIIT) as one of the 'First Batch of Famous Chinese Consumer Products' .

As a listed leading enterprise in the frozen food industry, in 2024, the Company obtained the highest grade A (for the second consecutive year) in the annual rating of information disclosure work of the Shanghai Stock Exchange, and was awarded the title of 'Top 100 Mainboard Listed Companies in Terms of Value' by the People's Daily's 'Securities Times' .

The year 2025 is the concluding year of the '14th Five-Year Plan' and a critical year for the preparation of the '10th Five-Year Plan' , and the Central Economic Work Conference in December 2024 set out the economic work in 2025, with the focus on boosting consumption and expanding domestic demand on all fronts. The Central Economic Work Conference in December 2024 set out the economic work for 2025, and made boosting consumption and expanding domestic demand in all aspects one of the key tasks for 2025.

Today's consumer market presents many new trends, personalized and diversified goods have become the choice of more consumers. In particular, emerging consumer groups are more concerned about quality and price, product quality and performance, as well as emotional value, and the rise of the concept of sustainable consumption. Along with the continuous development of the economy, demographic structure and lifestyle changes, China's per capita consumption of frozen food than the developed market is still there is greater room for improvement, the industry concentration of enterprises is expected to further increase in product research and development, channel promotion, branding and other aspects of the integrated advantages of the enterprise will be better adapted to the market changes, with a greater potential for development.

In the firm development of confidence at the same time, Anjoy food is also clearly aware that the industry is facing 'consumption downgrade' , 'overcapacity' and 'price involution' , and other new challenges. In fact, from the end of 2023 onwards, consumers' pursuit of cost-effective more and more intense, and many brands in the catering industry to further active or passive price reductions, the industry in general, "increase revenue but not increase profits" unfavorable situation. Another crayfish industry, for example, with industry in recent years, even overheating, accelerated entry of capital and the supply side of the rapid expansion of shrimp tail and crayfish prices continue to decline, the relevant business pressures increased steeply. In addition, in the frozen food industry, including China's FMCG market channel differentiation, the fragmentation trend is also becoming more and more obvious.

In the face of the new market situation and industry opportunities, the Company once again focused on 'channel-driven, cost-driven, brand-driven, digitally-driven, product-driven, strategy-driven and culture-driven' as the seven major driving forces for growth, and committed itself to the sustainable development of the Company. At the start of 2025, the Company has had a smooth opening, with production and sales in order and continued to operate efficiently.

In terms of new product research and development, the Company has continued to build on the initial success of the grill channel products such as volcanic stone grilled sausages in 2024: optimizing formulas in production to enhance product profitability; and shifting from B-end to C-end in marketing to further expand market share. The Company's first product, the Lock Fresh Pack series, will continue to be miniaturized and striped, and develop into a high-end product to increase sales, improve profits and upgrade the brand. In the hot pot material products, the Company will increase the promotion of spicy hot pot channel general products, such as tiger skin fried eggs. Based on the resources of Honghu Anjoy surimi, the company develops series of products such as tender fish ball, crayfish, fish paste, lucky bag serialization, shrimp paste, etc., and continuously enriches the product line.

In terms of refined management, Anjoy continues to deepen the adjustment of its organizational structure, optimize management methods, and improve its management level.

In terms of raw material procurement, Anjoy will continue to promote the bidding work for group procurement of major bulk raw materials.

The Company accelerated the development of new quality productivity and actively embraced the wave of AI to empower business growth. The Company is introducing AI artificial intelligence to achieve data self-analysis, customer service self-service, image recognition determination, etc., to enhance the level of enterprise management and operational capabilities; in terms of management digital construction, the Company plans to upgrade EAS, integrate the big data analysis platform, and go online with the APS system, etc., to optimize the supply chain management and enhance operational efficiency. For M&A enterprises, it will promote projects such as CRM dealer management, e-contracts, BI data analysis, EAM asset management, etc., to strengthen the level of information management and control; on network and security, the Company will promote technical solutions such as desktop management and introduce security solutions to safeguard the Group's operational security further.

In recent years, under the leadership of the Sustainability Committee of the Board of Directors, the Company has attached great importance to ESG construction and achieved good results in exploration and practice, and in January 2025, the Company was listed on the list of New Fortune 50 'ESG Best Practice Award'. From the values to the concept of talent to the whole business philosophy, the Company has built up a team full of passion and fighting force armed with the corporate culture for many years. In order to improve organizational cohesion and stimulate employees' creativity to the fullest extent, in addition to the new phase of the Share Incentive Scheme, which is still in the 3-year exercise restriction period and will benefit more key employees, the Company also optimizes the remuneration system and improves the performance appraisal system in order to fully mobilise the initiative, motivation and creativity of the Company's management and business backbones.

As an old saying goes, food is of primary importance to the people. The Company attaches great importance to food quality and safety, and has built a comprehensive quality control system throughout the group, and has also formed high norms and standards in the selection of raw materials. Taking surimi, the strategic raw material of Anjoy Foods' quick-frozen flavored and processed products, as an example, the Company is currently the only enterprise in the industry that performs fat testing, peroxide value testing, and MTG enzyme testing during the procurement of surimi raw materials; in the procurement of freshwater surimi and seawater high-grade surimi, the Company requires the raw material quality management personnel to be stationed in the factory to supervise the whole production process, so that the quality of surimi raw materials can be strictly controlled. The Company's sub-brand 'An Run', which is mainly engaged in the processing of high-grade frozen freshwater surimi and aquatic by-products, has an industry-standardized factory, and its independently-produced high-grade frozen surimi is highly praised in the industry for its high whiteness, fewer

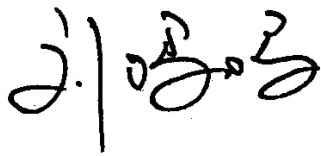
contaminants, and full retention of protein functionality. As of 31 December 2024, Anjoy Foods and its related supply chain have obtained 150 certificates for various management systems such as ISO 22000, ISO 9001, ISO 14001, ISO 45001, HACCP, etc.; and in 627 batches of official (national/provincial/municipal) sampling inspections conducted in 2024, the Company's sampling results were all satisfactory.

The Company actively participates in social welfare and charity undertakes social responsibility. On the basis of the traditional annual 'New Year's Charity Lunar New Year's Eve Dinner' and other projects, in 2024, the Company donated funds to the Xiamen headquartered Haicang District Xinyang Street Xinyang Education Promotion Association for scholarships and education within the jurisdiction; and Xiamen University to carry out school-enterprise cooperation to promote the integration of the development of industry and academia, Anjoy Foods, 'Exploration of the Multi-brand Operation Model'. The two topics of 'Research on Middle and Senior Managers' Echelon Construction' won the first and second place in Xiamen University MBA Business Diagnostic Practice (BDP) Project Ultimate PK Competition.

Through prudent judgment and comprehensive consideration of the domestic market competition pattern, international market space and industry opportunities, the Company accelerated the pace of 'going out' and 'bringing in' based on sound operation in the domestic market. In late January 2025, after intensive preparatory work, the Company formally submitted its application for H-share issuance and listing to the Hong Kong Stock Exchange. The Company is actively promoting and carrying out the relevant work in an orderly manner, with a view to achieving the listing of H shares in 2025, which will be a key milestone for the implementation of the internationalization strategy and the empowerment of the business to go overseas.

In the new year, Anjoy Foods will not forget its original intention, adhere to its main business, continue to innovate, be brave to explore, and continuously strengthen the 'hard power' of products, channels and brands, to create a new situation of sustainable and high-quality development, and deliver a satisfactory answer sheet for investors!

Liu Mingming, Chairman of Anjoy Foods Group



About Anjoy



Enter Anjoy

Established in December 2001, Anjoy Foods Group Co., Ltd. is mainly engaged in research and development, production and sales of frozen food products such as quick-frozen flavored and processed products, quick-frozen prepared dishes and quick-frozen flour and rice products. The Company has set up 13 production, marketing and research bases in China, including Xiamen Anjoy Group Headquarters, Wuxi Watson, Taizhou Anjoy, Liaoning Anjoy, Sichuan Anjoy, Hubei Anjoy, Henan Anjoy,

Guangdong Anjoy, Shandong Anjoy, Xinhongye, Xinliuwu, and Honghu Anjoy, as well as Kung Fu Food of the United Kingdom. With nearly 20,000 employees, the Company's business territory continues to grow.

After more than two decades of development, the company has grown into a leading frozen food enterprise in China with significant influence and brand recognition. It is also the first company in China's frozen food industry to achieve annual revenue exceeding 10 billion yuan



National Enterprise
Technology Centre



National Frozen Seasoned
Aquatic Products
Processing Technology
R&D Sub-centre



National Surimi and
Surimi Products
Processing Technology
R&D Sub-centre



CNAS National
Accredited Laboratory

Most Competitive
Chinese Prepared
Food Producer

National Key
Leading Enterprise
of Agricultural
Industrialization

National
Demonstration
Enterprise of Staple
Food Processing
Industry

National Model
Enterprise of
Industrial Brand
Cultivation

Leading Enterprise
in Marine Industry of
Fujian Province

AA-level Enterprise
in Credit
Management of
Entry-Exit Inspection
and Quarantine

369

valid
patents

77

invention
patents

20

more than 20
national

5

international
standards



and profits surpassing 1 billion yuan. On February 22, 2017, Anjoy Foods Group Co., Ltd. was listed on the main board of the Shanghai Stock Exchange under the stock abbreviation "Anjoy Food" and ticker symbol "603345." In 2024, the company reported operating revenue of 15.127 billion yuan, a year-on-year increase of 7.70%, and net profit attributable to shareholders of 1.485 billion yuan, up 0.46% year-on-year, achieving notable profit growth. This further solidified its leading position in the frozen food industry and demonstrated strong resilience in development. Notably, the company's quick-frozen flavored and processed products segment generated revenue of 7.839 billion yuan, an 11.41% year-on-year increase, accounting for 51.82% of total revenue. As a result, on March 15, 2024, Anjoy Food was recognized as the "Most Competitive Chinese Prepared Food Producer" in the "2024 Hurun China Prepared Food Producers Top 100 & Best-Selling Products Champions List" released by the Hurun Research Institute, reaffirming its industry-leading strength. Currently, Anjoy holds the top position in China's frozen food industry in terms of scale, profitability, and market capitalization.

The Company attaches great importance to investment in scientific research and follows the principle of specialization in the production process, which guarantees food safety, product development and quality improvement, and strongly promotes the development of the industry. Anjoy has established the 'National Enterprise Technology Centre', 'National Frozen Seasoned Aquatic Products Processing Technology R&D Sub-centre', 'National Surimi and Surimi Products Processing Technology R&D Sub-centre' and other platforms. 'CNAS National Accredited Laboratory' and other platforms; "National Key Leading Enterprise of Agricultural Industrialization", "National Demonstration Enterprise of Staple Food Processing Industry" and "National Model Enterprise of Industrial Brand Cultivation". The Company has been awarded the titles of 'National Key Leading Enterprise in Agricultural Industrialization', 'National Model



Enterprise in Staple Food Processing Industry', 'National Model Enterprise in Cultivating Industrial Brands', 'AA-level Enterprise in Credit Management of Entry-Exit Inspection and Quarantine' and 'Leading Enterprise in Marine Industry of Fujian Province'. Up to now, the Company owns 369 valid patents, including 77 invention patents; it has undertaken more than 20 national, provincial and ministerial projects, and has presided over or participated in more than a hundred standards, 63 of which have been completed and released, including 5 international standards.

The Company has formed a marketing network centered on East China and radiating across the country, including 10 branches, 31 liaison offices, 13 independent workstations and nearly 300 directly-affiliated workstations. The Company's marketing model includes distributors, supermarkets, Tetong Direct, e-commerce and new retail. In terms of the B-end channel, distributor resources have become one of Anjoy's core competitiveness. Through continuous empowerment and personal service, Anjoy has formed a team of more than 2,000 first-tier distributors with high loyalty and strong distribution capability; and has established relationships

with a number of domestic catering chain customers, such as Zhangliang Spicy Hot Pot, Bantianyao Grilled Fish, Xiabuxiabu Catering, Haidilao Catering, Fish You Together boiled fish with Sichuan pickles, and some leisure food listed companies, such as Zhouhei Duck Food, Juwei Food, Hubei Xule Food, Zhejiang Ruisong Food, Zhejiang Yufu Food, and their upstream supply chain enterprises to establish a cooperative relationship. In terms of C-end channels, Anjoy has reached strategic cooperation with RT Mart, Yonghui, Walmart, Wumart, Rainbow and other commercial hypermarkets. In recent years, the Company has adhered to the channel strategy of 'balancing BC and all-channel force', on the basis of consolidating the traditional distribution and supermarket channels, we continue to deepen the development of omni-channels such as special pass, new retail and interest e-commerce, and maximize the benefits through a reasonable combination of channels.

In the quick-frozen flavored and processed products segment, the Company mainly produces frozen surimi products such as fish tofu, fish roe buns and crabmeat steak, and frozen meat products such as juicy beef balls, mini sausage and xiami dumplings; in the quick-frozen prepared dishes segment, the Company mainly produces egg dumplings, shrimp paste and thousand-layer tofu; in the quick-frozen flour and rice products segment, the Company mainly produces steamed dumplings, pastry pancakes, milky steamed buns and brown sugar sponge cakes. And Frozen goods' Boiled Fish with Sichuan pickles, Deep-Fried Lotus Root with Pork Stuffing and other products, and Anjoy Xiaochu brand of crispy fried pork, Glutinous rice chicken and other seasoning products; as well as the holding subsidiary of the Xinhongye, the Xinliuwu production of prepared aquatic dishes such as crayfish tails, seasoned crayfish

In the future, Anjoy will continue to promote its own sustainable and high-quality development, and actively participate in the cause of building a healthy



China, interpreting corporate social responsibility and commitment with practical actions, setting a benchmark for the industry, and creating greater value for society.



fundamental tenet of its business
Food is of primary importance to the people



noble mission
Delivering Health and Happiness, Making Deliciousness Simpler



corporate values
Responsibility, Righteousness, Action, and Win-Win



corporate style
Act immediately, and do it with the dedication



corporate vision
Continuously pursuing progress to become the world's leading food company



Corporate Mission

Since its establishment, Anjoy has taken ‘Food is of primary importance to the people’ as the fundamental tenet of its business. We have always harbored the noble mission of ‘Delivering Health and Happiness, Making Deliciousness Simpler’ , and unswervingly put into practice the corporate values of ‘Responsibility, Righteousness, Action, and Win-Win’ , At the same time, Anjoy has a solid style of ‘Act immediately, and do it with the dedication’ throughout its daily operations and a corporate vision of ‘Continuously pursuing progress to become the world's leading food company’ .

Anjoy knows that product power, channel power and brand power are the key driving factors for business development, so we focus on these three core areas, explore them in depth, cultivate them in detail, and constantly explore their potential. In product development and production, we strictly control the quality, and strive to create more excellent and higher quality products for consumers, so as to win the trust of consumers and enhance the brand's reputation. In terms of channel development, we have actively laid out and built an efficient and diversified sales network to ensure that our products can accurately reach our target customer groups. In terms of brand building, we will continue to invest in strengthening our brand image and enhancing our overall competitiveness through innovative marketing, service enhancement and other initiatives.

Three core products



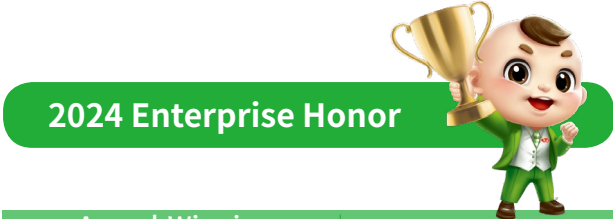
quick-frozen flavored and processed products



quick-frozen prepared dishes



quick-frozen flour and rice products



Award-Winning Organization	Certificate of Honor	Awarding Authority	Level
Anjoy Foods Group Co., Ltd.	Ministry of Industry and Information Technology's "Digital Three Products" Excellent Application Case	General Office of the Ministry of Industry and Information Technology	National Level
Anjoy Foods Group Co., Ltd.	2024 China's Top 500 Agricultural Enterprises (Ranked 66th)	Farmer's Daily/Rural Development Research Center	National Level
Anjoy Foods Group Co., Ltd.	2024 Fujian Top 100 Private Enterprises (Ranked 32nd)	Fujian Federation of Industry and Commerce	Provincial Level
Anjoy Foods Group Co., Ltd.	2024 Fujian Top 100 Manufacturing Private Enterprises (Ranked 20th)	Fujian Federation of Industry and Commerce	Provincial Level
Anjoy Foods Group Co., Ltd.	2024 Fujian Top 100 Innovative Private Enterprises (Ranked 38th)	Fujian Federation of Industry and Commerce	Provincial Level
Anjoy Foods Group Co., Ltd.	2024 Fujian Top 100 Enterprises (Ranked 69th)	Fujian Enterprise Confederation & Entrepreneurs Association/Fujian Academy of Social Sciences/Fujian Radio, Film and Television Group	Provincial Level
Anjoy Foods Group Co., Ltd.	2024 Fujian Top 100 Manufacturing Enterprises	Fujian Enterprise Confederation & Entrepreneurs Association/Fujian Academy of Social Sciences/Fujian Radio, Film and Television Group	Provincial Level
Anjoy Foods Group Co., Ltd.	Fujian Provincial Manufacturing Leading Enterprise	Fujian Provincial Department of Industry and Information Technology	Provincial Level
Anjoy Foods Group Co., Ltd.	2024 Xiamen Top 100 Enterprises (Ranked 20th)	Xiamen Enterprise Confederation & Entrepreneurs Association/School of Management, Xiamen University/Xiamen Daily/Xiamen Media Group	City level
Anjoy Foods Group Co., Ltd.	2024 Xiamen Top 20 Private Manufacturing Enterprises	Fujian Federation of Industry and Commerce	City level
Anjoy Foods Group Co., Ltd.	2024 Xiamen Top 10 Manufacturing Enterprises (Ranked 7th)	Xiamen Enterprise Confederation & Entrepreneurs Association/School of Management, Xiamen University/Xiamen Daily/Xiamen Media Group	City level
Anjoy Foods Group Co., Ltd.	2023 China's Leading Enterprise in Frozen and Refrigerated Food Industry	Frozen & Refrigerated Food Professional Committee, China Food Industry Association	Industry Honors

Sustainability Management

The Company has established a clear ESG governance structure to ensure effective management of environmental, social and governance (ESG) related matters. The Company has established a Sustainability Committee at the Board level, which is responsible for ESG strategy formulation, risk identification and execution supervision, forming a three-tier structure comprising the Board of Directors, the Sustainability Committee and the management to ensure the systematic and efficient management of ESG.

the Board of Directors of the Company has the ultimate responsibility for ESG matters and ensures that ESG objectives are consistent with the overall strategic direction of the Company. The Board of Directors, through the Sustainability Committee, considers and approves the Company's ESG strategies, objectives and related policies, receives regular reports on ESG work and supervises the disclosure of ESG information.

The Sustainability Committee is a special committee under the Board of Directors, responsible for analyzing the global economic and industry situation, formulating ESG strategies in light of the actual situation of the Company, identifying ESG-related risks and supervising ESG implementation, etc. It is accountable to the Board of Directors and reports on its work. The Company shall provide the Committee with the necessary working conditions, the company's securities legal affairs or agency is responsible for daily work such as work liaison, meeting organisation, material preparation and file management, while the management and relevant departments shall cooperate with the Committee. The members of the Committee shall be appointed by the Board of Directors from among the directors and shall consist of at least three members, with a chairman appointed by the Board of Directors and presiding over the work.

ESG Organizational Structure

Board of Directors	The Board of Directors assumes responsibility for ESG decision-making, approves the ESG strategy and policy, considers the annual ESG report and monitors the achievement of ESG objectives.
Sustainability Committee	(i) Focusing on ESG development trends and ensuring that the Company's position and performance on sustainability issues are up-to-date and in compliance with applicable laws, regulatory requirements and international standards; (ii) Conducting research, analysis and risk assessment on the Company's sustainable development and ESG-related matters, and proposing the Company's ESG vision, strategy and structure; (iii) Reviewing and approving the Company's ESG development objectives and key performance indicators, monitoring the progress of the implementation of ESG objectives, and making recommendations based on the results of ESG implementation and the achievement of performance objectives; (iv) Supervising the operation of the ESG system of the Company's business segments, considering and reviewing the impact of the Company's business on the environment and society, responding positively to emerging sustainability issues, and providing the Board of Directors with recommendations and proposals on enhancing the Company's sustainability performance; (v) Regularly reporting to the Board of Directors on the Company's ESG-related work, providing timely feedback on the progress of the Company's ESG work, the issues of concern to the Company from internal and external stakeholders, and putting forward proposals to improve the Company's ESG management; (vi) Reviewing the annual ESG report of the Company and reporting to the Board of Directors; (vii) Studying and making recommendations on other major matters affecting the sustainable development of the Company; (viii) Other matters authorized by the Board of Directors of the Company and other matters covered by relevant laws and regulations.
Management level and Relevant Departments	The management of the Company is responsible for the specific execution of ESG work and ensuring that the Company's business segments implement the ESG strategy. The office of the Board of Directors serves as the daily office of the Sustainability Committee, undertaking duties such as work liaison, meeting organization, material preparation, file management, etc. At the same time, it is equipped with specialized personnel or organizations to assist in the promotion of ESG work.

ESG Strategy Formulation and Implementation Process

This year, Anjoy Food Group unveiled its sustainable development strategy, centered on seven key drivers: "Channel-Driven, Cost-Driven, Brand-Driven, Digitalization-Driven, Hit Product-Driven, Strategy-Driven, and Culture-Driven", to advance high-quality corporate growth.

Within its three core competencies—product excellence, channel strength, and brand power—Anjoy will rigorously uphold product quality standards, build a diversified and efficient sales network, and reinforce brand positioning through innovative marketing and enhanced services to boost overall competitiveness.

Looking ahead, Anjoy Group will actively contribute to the "Healthy China" initiative, demonstrating its corporate social responsibility through concrete actions. By setting industry benchmarks and creating greater societal value, the Company aims to lead by example in sustainable business practices.

Strategy Formulation	The Board of Directors and the Sustainability Committee set ESG objectives and key performance indicators (KPIs) based on industry trends, regulatory requirements and stakeholder needs.
Policy and Implementation	Management is responsible for the implementation of ESG policies approved by the Board of Directors, with specific implementation by each business unit, including environmental management, social responsibility, and governance practices.
Oversight and Reporting	The Sustainability Committee regularly reviews ESG implementation, reports to the Board of Directors, and makes recommendations to management for improvement.
Information Disclosure	The Company prepares an annual ESG report to ensure the transparency of ESG information.



Stakeholder Communication

The Anjoy Group continues to strengthen stakeholder communication, identifying and sorting out ESG-related issues of significance, and promoting the organic integration of the concept of sustainability with corporate development and management.

Stakeholders	Communication Channels	Communication Highlights
Shareholders and Investors	<ul style="list-style-type: none">Timely, Comprehensive and Easy-to-Understand Information DisclosureRegular Disclosure of Operational InformationInvestor Research and Interactive CommunicationShareholders' MeetingInvestor Hotline	<ul style="list-style-type: none">Responded to SSE e-interactive 139 timesHeld 2 performance briefing sessions1 online collective reception day for investors of listed companies in the Xiamen area1 'Understanding My Listed Company and Entering the Greater Bay Area' series of activities specialized in Anjoy Foods
Government and Regulatory Authorities	<ul style="list-style-type: none">Routine Regulatory Work MeetingsInformation ReportingTax Authority E-mail	<ul style="list-style-type: none">Henan works closely with local governments to attract investment and create a large number of jobs;Actively responding to the call to donate products to local governments on the International Day of Disabled Persons.
Customers	<ul style="list-style-type: none">Manufacturer communication meetingCustomer service hotlineDistributor conferenceOnline storeSocial media platformsOn-site and specialquestionnaire surveys	<ul style="list-style-type: none">Customer satisfaction scores were all above 90Customer service theme related activities and training for a total of 20 timesClosing rate of customer complaints 100 percent
Suppliers and Business Partners	<ul style="list-style-type: none">Signing Sunshine AgreementsSupplier TrainingSupplier EmpowermentCollaboration and Exchange to Support Partner Growth	<ul style="list-style-type: none">Conducted 465 vendor training sessionsTotal time 1,127.6 hoursTotal number of participants 4,628
Employees and Labor Unions	<ul style="list-style-type: none">Vocational Skills and Safety TrainingOccupational Health ProtectionWorkers' CongressEmployee Care Activities	<ul style="list-style-type: none">Conducted 28 labor unions, resolved a total of 117 incidents, covering 303 peopleCollected a total of 168 employee problems, and the problem feedback rate is 96 percentComplaints/reporting mailboxes received 34 employee problems, and the problem resolution rate was 100%.
Industry Associations	<ul style="list-style-type: none">Industry Exchange and Project CooperationParticipation in Council Meetings Organized by Industry AssociationsAttendance at Industry Conventions and Annual Conferences	<ul style="list-style-type: none">Company personnel hold positions in 11 associations, including but not limited to vice president, council president, executive directorThe Company participates in a total of 8 industry associations, with levels including but not limited to vice-president unit and council member unitThe Company participated in 5 major industry conferences during the reporting year: the 24th China Convenience Food Conference, the 2024 China Prepared Vegetable Industry Conference, the Second Council of the Seventh Session of the China Aquatic Products Distribution and Processing Association and the Third Standing Council, and the 21st Annual Conference of the Chinese Society of Food Science and Technology.

Stakeholders	Communication Channels	Communication Highlights
Communities and NGOs	<ul style="list-style-type: none">Public Welfare and Charitable DonationsSocial Responsibility InitiativesParticipation in Industrial Development Forums and SeminarsEngagement in Corporate and NGO Exchange Meetings	<ul style="list-style-type: none">Wuxi marketing team donated 100,000 RMB to Xiamen University Education Development FoundationXiamen Anjoy collected more than 2,000 pieces of unused clothing from all employees of the CompanyParticipated in the 24th China Convenience Food ConferenceParticipated in the Second Council of the Seventh Session and the Third Executive Council of the China Aquatic Products Distribution and Processing Association.
Academic Experts	<ul style="list-style-type: none">Academic SymposiumAnnual Academic Conference of Corporate R&D PlatformParticipation in University Board of Trustees MeetingsRelease of Industry Collaborative Research Projects via Corporate R&D PlatformAttendance at Annual Technical R&D System Conference with Yearly Work Report	<ul style="list-style-type: none">Held and participated in the 'Fourth Meeting of the First Academic Committee of the Key Laboratory of Frozen and Conditioned Aquatic Products Processing in Fujian Province' and the 'Fourth Working Meeting of the Second Academic Committee of the Key Laboratory of Frozen and Conditioned Aquatic Products Processing in the Ministry of Agriculture and Rural Development' , '2024 Annual Meeting of National Aquatic Products Processing Technology R&D System' .During the reporting year, the Company released 3 horizontal topics to the public
Media	<ul style="list-style-type: none">Media PartnershipsPress CoverageExecutive Interviews	<ul style="list-style-type: none">Cooperation with Frozen Food, Frozen Food Headline, New Ingredients, Food Industry Home, Sales and Market and other mediaA total of 13 news reportsInterview with China Food News: 'Zhang Qingmiao, President of Anjoy: Ten Billion Anjoy, Surpassing the Road in Perseverance' .Interviewed by Sales & Market Magazine: 'Zhang Qingmiao of Anjoy Foods: Building "Anjoy Speed" through Strategic Winning' .



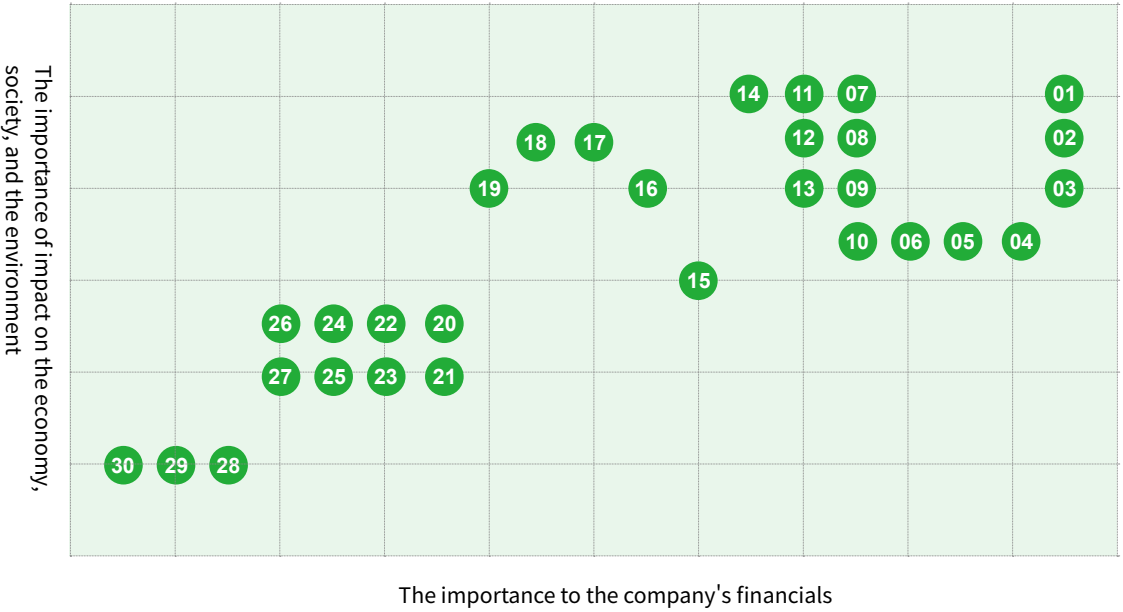
Materiality Analysis

Materiality Matrix



Critical				Important		Relevant	
01	Supply Chain Management	11	Product Quality & Safety	20	Intellectual Property Protection	28	Social Contribution
02	Customer Service	12	Risk Management	21	Green Packaging & Circular Economy	29	Rural Revitalization
03	Occupational Health & Safety	13	Talent Development	22	Nutrition & Health	30	Tech Ethics
04	Anti-Bribery & Anti-Corruption	14	Compliance Management	23	Energy Management		
05	Business Ethics	15	Anti-Unfair Competition	24	Responsible Marketing		
06	Due Diligence	16	Stakeholder Engagement	25	Ecosystem & Biodiversity Protection		
07	R&D Innovation	17	Pollutant Emissions	26	Climate Change Response		
08	Shareholder Rights Protection	18	Waste Management	27	Water Resource Management		
09	Data Security	19	Environmental Compliance				
10	Employee Compensation & Benefits						

Double Materiality Matrix



Critical				Important		Relevant	
01	Supply Chain Management	11	Product Quality & Safety	20	Intellectual Property Protection	28	Social Contribution
02	Customer Service	12	Risk Management	21	Green Packaging & Circular Economy	29	Rural Revitalization
03	Occupational Health & Safety	13	Talent Development	22	Nutrition & Health	30	Tech Ethics
04	Anti-Bribery & Anti-Corruption	14	Compliance Management	23	Energy Management		
05	Business Ethics	15	Anti-Unfair Competition	24	Responsible Marketing		
06	Due Diligence	16	Stakeholder Engagement	25	Ecosystem & Biodiversity Protection		
07	R&D Innovation	17	Pollutant Emissions	26	Climate Change Response		
08	Shareholder Rights Protection	18	Waste Management	27	Water Resource Management		
09	Data Security	19	Environmental Compliance				
10	Employee Compensation & Benefits						



Key Changes to Material Issues in 2024 for Anjoy Group

Material Issues for 2023	Material Issues for 2024	Changes	Reason for change
Business ethics and anti-corruption	Anti-Business Bribery and Anti-Corruption	Segmentation	The granularity of the information is enhanced through splitting, so that the key contents can be presented in a more detailed and accurate manner. It makes the disclosure of information more standardized and detailed, meets the requirements of the Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 - Sustainability Report (for Trial Implementation), and helps outsiders to have a more comprehensive and in-depth understanding of the Company's performance and effectiveness in various aspects.
	Business ethics		
Environmental Pollution Prevention	Pollutant Discharge		
	Waste Disposal		
	Environmental Compliance Management		
Philanthropy	Social Contribution		
	Rural Revitalization		
	Due Diligence	New Issues	Through the addition of new issues to enable the Company to meet the requirements of the Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 - Sustainability Report (for Trial Implementation), to further enhance the compliance and standardization of the Company's operations, and to effectively resonate with the regulatory requirements.
	Anti-Unfair Competition		
	Stakeholder Communication		
	Technology Ethics		
Information Security	Data Security	Change of Presentation	The presentation has been adjusted so that the content of the topics closely matches the regulatory guidelines such as Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 - Sustainability Report (for Trial Implementation) and other regulatory guidelines, which effectively improves the quality of information disclosure and compliance.
Product Quality and Safety	Product and Service Quality and Safety		
Biodiversity Protection	Ecosystem and Biodiversity Conservation		
Industry Synergy		Deletion	As the original topics lacked sufficient detail and some of them overlapped with existing topics, the topics were deleted to ensure the scientific and effective setting of the topics.



01 Compliant and Law-abiding Operators

Corporate Governance..... 20

Risk Control 26

Business Ethics 32

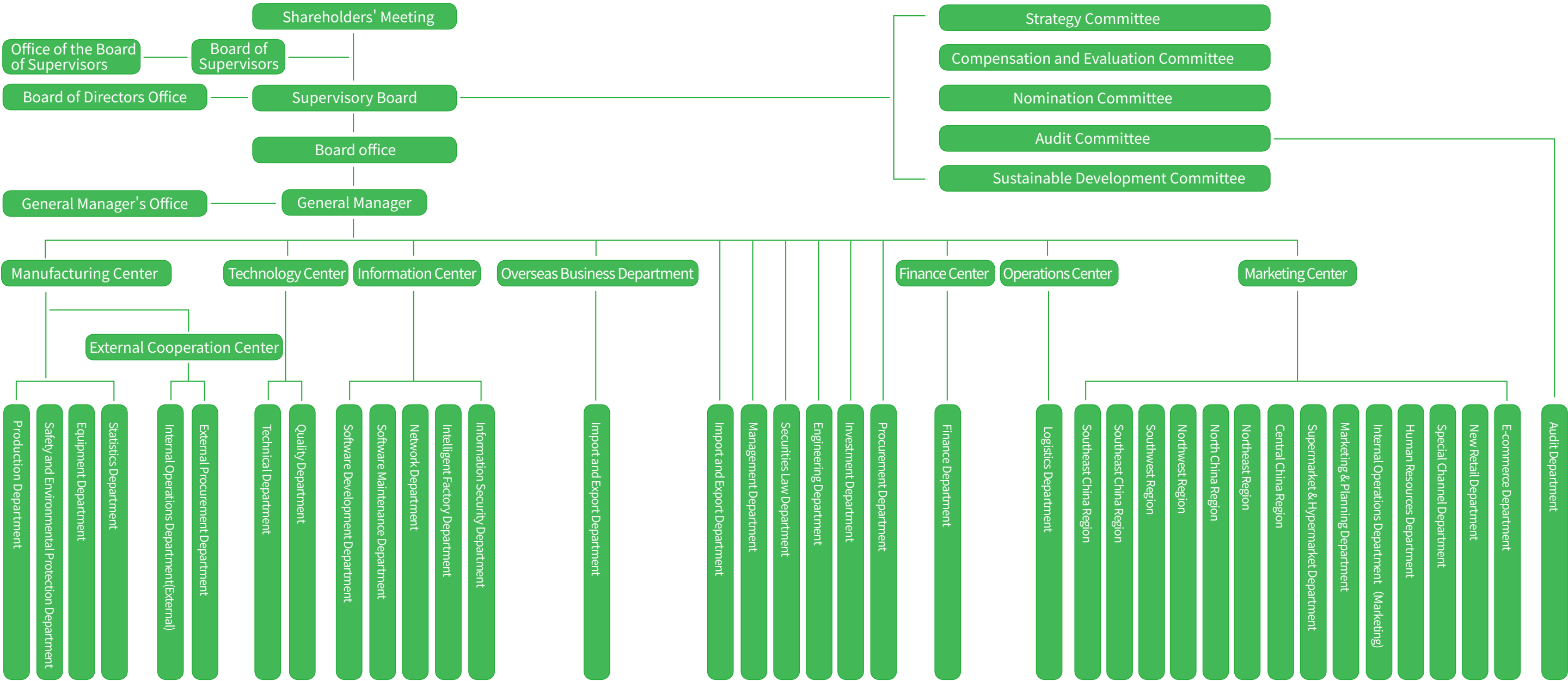
Corporate Governance

Anjoy Group is committed to achieving high-standard corporate governance by establishing diligent and responsible Three-Board organizations (Board of Directors, Supervisory Board, and Shareholders' Meeting), improving internal oversight mechanisms, and building a diversified governance framework to elevate overall governance standards.

While consolidating the high-quality development of its core business, the Company continues to implement internal control systems rigorously. In strict compliance with laws and regulations such as the Company Law and

the Securities Law, as well as guidelines including the Measures for the Administration of Information Disclosure by Listed Companies and the Basic Standards for Enterprise Internal Control, Anjoy Group aligns with its Articles of Association to continuously enhance Three-Board governance. The Company actively organizes directors, supervisors, and senior management (DSMs) to participate in regulatory training programs, strengthening their understanding of legal requirements. These efforts further refine the modernization of corporate systems and governance structures.

Group Organizational Structure Diagram



Three-Board organizations

Shareholders' Meetings

In 2024, Anjoy Group convened one annual shareholders' meeting and four extraordinary shareholders' meetings, reviewing 34 proposals. The shareholders' meetings voted on major issues including the Company's business policies, shareholder return plan and profit distribution scheme, H-share listing plan, and amendments to the Articles of Association. The Company provided shareholders with on-site proxy voting and online voting, offering channels for investors, especially minority shareholders, to participate in corporate governance and protect investors' legitimate rights and interests. All shareholders' meetings were conducted with standardized procedures, witnessed by lawyers who issued legal opinions, ensuring the legality and validity of the resolutions. During the reporting period, all proposals at the shareholders' meetings were approved, with no incidents of insider trading by company shareholders or insiders, or any matters that

harmed the interests of the Company and its shareholders.

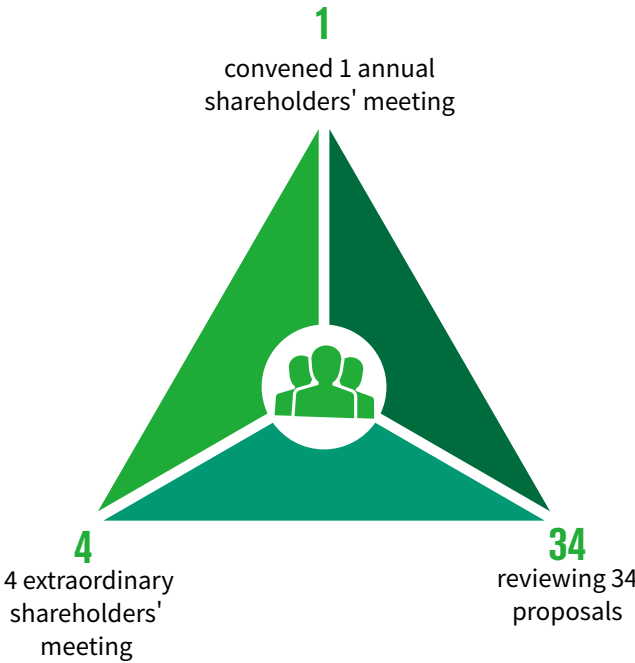
At the 2023 annual shareholders' meeting, the shareholders authorized the board of directors to determine and implement the 2024 interim (including semi-annual and first three quarters) profit distribution plans without submitting them to the shareholders' meeting for review, provided that the cash dividend conditions and the upper limit of the cash dividend ratio were met. Meanwhile, the Company amended the cash dividend ratio clause in the Articles of Association, increasing the annual profit distribution in cash from no less than 20% to 40% of the available profit realized in the year.

During the reporting period, the Company implemented the 2023 profit distribution plan as resolved at the 2023 annual shareholders' meeting: The company's profit distribution proposal for 2024 is to distribute a cash dividend of 1.015 yuan per share (including tax). Based on this calculation, the proposed cash dividend this time is 296,515,331.98 yuan (including tax). In the interim period of 2024 (including the semi - annual and the first three - quarter periods), the company has distributed a total of 680,670,663.56 yuan (including tax) in cash dividends to all shareholders. According to Article 8 of the "Self - regulatory Regulatory Guidelines No. 7 for Listed Companies on the Shanghai Stock Exchange - Share Repurchase", when a listed company repurchases shares through centralized competitive bidding or tender offer with cash as consideration, the amount of share repurchases implemented in the current year shall be regarded as the amount of cash dividends and included in the calculation of the relevant proportion of cash dividends for that year. In 2024, the company repurchased a total of 753,600 shares of its own stock through centralized competitive bidding, with an amount of 62,873,869.00 yuan (excluding transaction fees). In summary, the company's cumulative dividend amount in 2024 is expected to be 1,040,059,864.54 yuan (including tax), accounting for 70.05% of the company's net profit (audited) attributable to shareholders of the listed company in the 2024 consolidated financial statements.

Board of Directors

The Board of Directors of the Company is accountable to the Shareholders' Meeting and exercises the management and administration of the Company by the law. All directors strictly comply with the provisions of the Articles of Association, the Rules of Procedure for the Board of Directors, and relevant laws and regulations. With integrity, diligence, and a sense of responsibility, they exercise independent, objective, and impartial judgment on matters reviewed by the Board based on their professional knowledge and capabilities, fulfilling their rights and obligations by the law.

The Board of Directors consists of nine members, who are elected or replaced by the Shareholders' Meeting



for a term of three years. Directors may be re-elected upon expiration of their term. The term of office is calculated from the date of appointment until the expiration of the current Board's term. Directors may concurrently serve as the General Manager or other senior management personnel, provided that the number of directors holding such concurrent positions does not exceed half of the total number of directors.

Meanwhile, Anjoy places emphasis on the diversification of the Board of Directors. Taking into account the Company's development model and business needs, the composition of the Board is carefully considered from multiple perspectives, including gender, educational background, age, and professional expertise. Among the members, five non-independent directors possess unique insights into management capabilities, while three independent directors bring extensive experience and backgrounds in management research, financial accounting, and marine biology, respectively.

The Company appoints one General Manager, hired or dismissed by the Board of Directors. The General

Name	Position	Gender	Age	Strategy Committee	Remuneration and Appraisal Committee	Audit Committee	Nomination Committee	Sustainable Development Committee
Liu Mingming	Chairman of the Board	Male	63					
Zhang Gaolu	Vice Chairman of the Board	Male	49					
Zhang Qingmiao	Director/General Manager	Male	56					
Zheng Yanan	Director	Male	71					
Dai Fan	Director	Male	68					
Huang Jianlian	Director	Male	54					
Zhang Mei	Independent Director	Female	54					
Zhao Bei	Independent Director	Female	67					
Zhang Yueping	Independent Director	Male	54					

Note: represents being a member, represents being the convener of the committee.

Executive Directors (4 in total):

Diverse educational background from civil engineering, urban planning, business administration, and food engineering.

Independent Directors (3 in total):

Extensive experience and background in management research, financial accounting, and marine biology, respectively.



9 members
of the board
of directors



2 female
directors



Independent
directors account for
1/3 of the board
of directors



2 directors with
PhD degree



4 directors with
master's degree

In 2024, the Board held 9 meetings to review 66 proposals, all of which were approved. The Board also organized 15 specialized committee meetings, including 3 Strategic Committee meetings, 6 Audit Committee meetings, 2 Nomination Committee meetings, 3 Remuneration and Assessment Committee meetings, and 1 Sustainable Development Committee meeting. These meetings focused on reviewing key matters such as financial budgets and outbound investment plans, providing professional advice for the scientific decision-making of the Board of Directors.

Supervisory Board

The Supervisory Board consists of 3 supervisors, including 1 chairman elected by a majority vote of all supervisors. The Supervisory Board comprises 1 shareholder representative and 2 employee representatives, with the employee representatives being democratically elected by the Company's staff. The selection and composition of supervisors comply with relevant laws and regulations as well as the Articles of Association. The Supervisory Board has clearly defined responsibilities, and all supervisors perform their duties diligently and responsibly.

The Supervisory Board is responsible to the Shareholders' Meeting. In 2024, it convened 6 meetings to review 42 proposals, all of which were approved. The Supervisory Board oversees the Company's financial status, related-party transactions, and the legality and compliance of directors and senior management in performing their duties, safeguarding the interests of shareholders and employees. The current Supervisory Board consists of 3 supervisors, including 2 employee representatives.



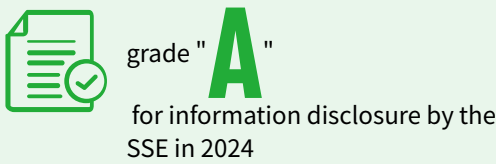
Remuneration Plan for Directors, Supervisors and Senior Management

The remuneration of directors (excluding independent directors), supervisors, senior management, and other leadership team members consists of a base salary and performance-based salary. The base salary is determined based on job scope, responsibilities, importance, and industry salary levels. The Remuneration Committee of the Board of Directors and the Company's HR department will set performance indicators for directors (excluding independent directors), supervisors (excluding employee supervisors), senior management, and other leadership team members, and distribute performance-based salaries according to assessment results.

Independent directors receive an allowance of RMB 100,000/year (tax inclusive), paid quarterly in equal installments.

Information Disclosure and Investor Relations

In 2024, in strict compliance with laws and regulations including the Company Law, Securities Law, and the Measures for the Administration of Information Disclosure by Listed Companies, as well as the requirements stipulated in the Articles of Association and the Information Disclosure Management System, the Company diligently fulfilled its information disclosure obligations. 170 announcement documents were disclosed throughout the year, with no corrective announcements or disclosure errors occurring. The Company was awarded an "A" grade for information disclosure by the Shanghai Stock Exchange in 2024.

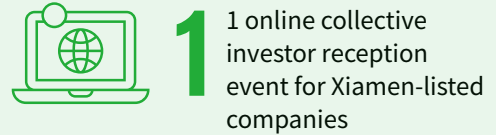


Among these, the top 10 categories of announcements by quantity are as follows:

Category of announcements	Number of announcements (copies)	Category of announcements	Number of announcements (copies)
Use and Management of Proceeds	21	Standardized Operation System	20
Board of Directors and Supervisory Board	15	Corporate Governance	15
Shareholders' Meeting	15	Intermediaries' reports	14
Share buyback	11	IPeriodic reports	8
Equity distribution and implementation	7	Changes in important basic information about the Company	6

The Company strictly complied with the Listing Rules of Shanghai Stock Exchange, the Measures for the Administration of Information Disclosure by Listed Companies and its internal policies, adhering to the principles of truthfulness, accuracy, completeness, timeliness and fairness in information disclosure. We meticulously standardized disclosure practices, enhanced the awareness of subsidiaries and department heads regarding the importance of information disclosure, and deepened their understanding of information disclosure. In response to the "clear, concise and easily understandable" disclosure requirements of the new Securities Law, the Company actively fulfilled its disclosure obligations, completing the compilation of periodic reports and temporary reports without issuing any corrections.

In 2024, upholding the principles of fairness, impartiality and transparency, the Company actively engaged in communication activities through earnings briefings, the SSE e-Interaction platform, investor hotlines, and on-site researches. Throughout the year, the Company promptly responded to investor inquiries, replying 139 times on the SSE e-Interaction platform. To provide investors with a more timely understanding of the production and operation situation, it disclosed investor research summaries and publicly addressed recent investor general concerns on the SSE e-Interaction platform. During the year, the Company held 2 earnings briefings, 1 online collective investor reception event for Xiamen-listed companies, and 1 Anjoy Foods special session under the "Know My Listed Company - Enter the Greater Bay Area" series, directly engaging with investors to enhance their understanding of the Company's current operations and development prospects. A total of 37 research institutions published 98 research reports for the Company during the year.



Risk Control

Risk Management

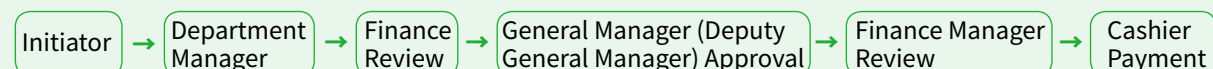
Anjoy Group adheres to a rigorous and standardized business philosophy. Under the Anjoy Foods Group Financial System Regulations, we implements strict screening and evaluation of suppliers. Background investigations comprehensively verify qualifications and certifications, assessing financial status, production capacity, scale, industry position, and personnel management capabilities. Evaluations also cover payment terms, transportation services (delivery timelines), and pricing support. For new suppliers of high-risk raw materials, internal reviews are conducted strictly in compliance with regulatory requirements. Only after passing the review can suppliers be included in the qualified list, with enhanced inspections for initial deliveries. This scientific and stringent management system ensures stable operations, prioritizes product quality, secures supply chain stability, and maintains compliance, enabling the Company to meet various due diligence requirements with ease.

The Company's Board of Directors has established an Audit Committee for formulating internal audit policies. The internal audit department executes audit plans and reports findings to the Board and management. With the starting point of preventing risks, avoiding fraud, standardizing financial processes and discipline, and improving management standards, Anjoy focuses on the Company's operational priorities and risk management. The Company achieves understanding of the Company's economic activities beforehand, auditing and supervising in the middle of the process and summarizing the report afterward. We carries out key monitoring on major contracts, external guarantees, related-party transactions, and large-scale fund transfers to ensure the legality, compliance, and accuracy of financial information. By strengthening the implementation of internal control systems, the Company audits and evaluates the rationality, compliance, and timeliness of these systems, assessing the internal control environment and operational risks to reinforce corporate governance.

Contract Review

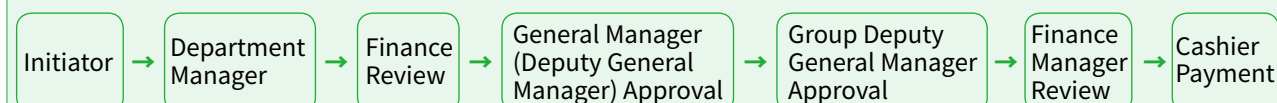
Anjoy Group has established comprehensive contract review procedures under the Anjoy Foods Group Financial System Regulations. All payment items (excluding personnel and incidental expenses) require contracts and relevant approval documentation. Contracts must specify unit prices, quantities, and amounts (except for annual framework agreements where prices fluctuate with market conditions and are confirmed by purchase orders), and must be promptly filed with the Finance Department. For framework agreements with frequent procurement, the unit price of the items needs to be submitted to the General Manager for approval and the Finance Department for filing on a monthly basis. All categories requiring contract approval and reporting must be provided contracts or approval forms to Finance for record-keeping. Approvals involving the General Manager or Chairman follow the established system workflow, with Finance processing reimbursements or payments accordingly. Specific procedures include:

For single contracts > RMB 2 million:



(Procurement Department payments ≤ RMB 2 million; Equipment Department hardware payments ≤ RMB 50,000).

For single contracts > RMB 2 million:



(Procurement Department payments > RMB 2 million; Equipment Department hardware payments > RMB 50,000).

Inventory Management

Anjoy Group has implemented a comprehensive BI system featuring 11 inventory management modules to monitor raw material inventory in real-time. The system tracks inventory availability days, shortage alerts, overage reminders, and 5-day material demand forecasts. Based on ending inventory, 10-day projected demand, and in-transit quantities, it generates three-tier warning signals: red (critical shortage), yellow (caution), and green (sufficient), enabling the procurement team to adjust purchasing plans promptly and ensure uninterrupted production. Additionally, the system provides graded alerts for dormant materials at 30, 60, and 90-day intervals, with monthly analysis conducted for items exceeding 90 days to reduce overstocking. Monthly reports in PPT format consolidate data on dormant materials and expiration alerts to optimize inventory control. Future enhancements may include inventory optimization recommendations and supplier performance evaluation modules to improve efficiency and cost management.

AI and Large Model Applications in Risk Management

The Company has established a centralized contract management platform integrating contract processing, e-signatures, physical seal control, and AI archiving to mitigate contractual and seal-related risks. By linking payment terms with goods and fund flows, operational risks are further reduced. Advanced analytics including large language models and big data technologies enable real-time monitoring of supplier and customer operating conditions, with early warnings for legal and operational risks. An in-house EDI system coupled with SCADA to PLC Connection ensures production data visibility from raw materials to finished goods, guaranteeing product safety. For logistics, a TMS system monitors temperature and humidity in real time during transit to maintain product integrity.

Public Opinion Management

To enhance the ability to respond to various types of public opinion, Anjoy Foods developed the Anjoy Foods Co., Ltd. Public Opinion Management Procedures in compliance with the Company Law of the People's Republic of China, the Shanghai Stock Exchange Listing Rules, and its Articles of Association. This establishes rapid response and emergency mechanisms to address operational, reputational, and investment value impacts from public incidents, safeguarding investor interests.



The Company maintains two dedicated units: a Routine Public Opinion Management Task Force and an Emergency Leadership Group, ensuring centralized command, coordinated response, and swift action across all types of public opinion.

	Job Position	Job Responsibilities
Routine Public Opinion Management Task Force	The task force, led by the Board Secretary, serves as the Company's standing body for addressing matters of general public opinion. It regularly reports to the Board of Directors on public opinion management and makes decisions regarding related work, including determining the release of external information when necessary.	(1) Determining the initiation and conclusion of various public opinion handling procedures; (2) Formulating response plans for different types of public opinion information; (3) Coordinating and organizing external publicity efforts during public opinion management processes; (4) Responsible for submitting required information to securities regulatory authorities and maintaining communication with the Shanghai Stock Exchange; (5) Handling other relevant matters arising during public opinion management processes.
Emergency Leadership Group for Public Opinion Management	The group is chaired by the Company's Chairman, with the general manager serving as deputy leader, and members comprising responsible persons from relevant departments and subsidiaries involved in public opinion matters.	When major unexpected public opinion incidents occur, the Board Office will lead the prompt establishment of the Emergency Leadership Group to provide unified command. The group may seek advice from professional intermediaries as needed, while relevant departments and subsidiaries cooperate closely per their responsibilities to control the dissemination of public opinion, assess impacts, implement resolutions, and report incident details and outcomes to the Board.

Relevant Measures

- (1) When public opinion is reported or reposted by major financial media and may have or has already had a significant impact on the Company's stock price, we will proactively conduct self-inspections, promptly communicate with the Shanghai Stock Exchange and issue clarification announcements, while reporting the self-inspection results to the relevant securities regulatory bureau. When necessary and as required by regulatory authorities, we may engage permanent intermediary institutions (including sponsors, accounting firms, law firms, etc.) to conduct verification and announce their findings.
- (2) Strengthen communication with investors by improving consultation services, visit management and survey responses. Make full use of the investor relations interactive platform to ensure all communication channels remain unobstructed. Provide timely updates to investors with messages such as "the Company attaches great importance to the matter, investigations are ongoing, and results will be disclosed promptly." Implement mitigation measures to keep the market well informed, reduce misinterpretations and prevent escalation of online discussions.
- (3) Strictly comply with information disclosure regulations.
- (4) Conduct post-crisis reviews and detailed analyses, comprehensively evaluate crisis handling outcomes, implement recovery management plans, and continuously improve crisis response capabilities through lessons learned.

During the reporting period, the Company underwent 2 external audits and organized 6 internal audits (including 4 routine quarterly subsidiary audits and 2 special audits on raised funds). No risk incidents occurred during the reporting period. The Company conducted 15,852 internal control training sessions with 100% employee coverage.



2 underwent 2 external audits

6 organized 6 internal audits

conducted 15,852 internal control training sessions

employee coverage

15,852

100%

Internal Control Management

During the reporting period, the Company placed high importance on the improvement of internal systems and compliance management. It regularly conducted internal system reviews and revised or newly established relevant regulations through multiple board meetings. Specifically, during the 5th 9th Board Meeting, 5th 11th Board Meeting, 5th 15th Board Meeting, and 5th 16th Board Meeting, the Company reviewed and approved revisions and formulations of several important systems. These systems primarily focused on corporate governance, information disclosure, related-party transactions, board operations, and overseas listing matters, aiming to further enhance corporate governance standards, ensure lawful and compliant operations, and safeguard shareholders' legitimate rights and interests.

Key Initiatives



Standardizing the Selection of Accounting Firms

By regulating the process of selecting accounting firms, the Company ensures transparency, fairness, and impartiality. This approach improves the quality of financial information, protects shareholder interests, enhances financial transparency, boosts investor confidence, and reduces audit and compliance risks.



Improving Corporate Governance Structure

The Company enhances its corporate governance by developing and revising relevant systems. This clarifies management responsibilities and authorities, optimizes governance mechanisms, improves decision-making efficiency, and standardizes operations. Such measures help to minimize management loopholes and decision-making errors, strengthen risk resilience, and establish a foundation for long-term, stable development.



Strengthening Information Disclosure Management

By standardizing information disclosure practices, the Company ensures the truthfulness, accuracy, completeness, and timeliness of disclosures, improves disclosure quality, mitigates legal and reputational risks, and enhances market transparency and corporate credibility.

Key Initiatives



Supporting Hong Kong Listing (H Shares)

By revising relevant systems, the Company ensures its governance structure complies with domestic and international laws and regulatory requirements, prepares for overseas listing, meets the regulatory standards of the Hong Kong Stock Exchange, boosts confidence among international investors, and enhances competitiveness and influence in global capital markets.



Optimizing Investment and Public Opinion Management

By standardizing investment practices and strengthening public opinion management, the Company improves the scientificity of investment decisions and risk control capabilities, enhances its ability to respond to public opinion, reduces investment risks and the impact of negative public opinion, and elevates brand value and market trust.



Ensuring Compliance with Laws and Regulations

The Company revises its systems by the latest legal and regulatory requirements to ensure lawful and compliant operations, mitigate compliance risks, improve governance standardization and transparency, and provide legal safeguards for long-term stable development.

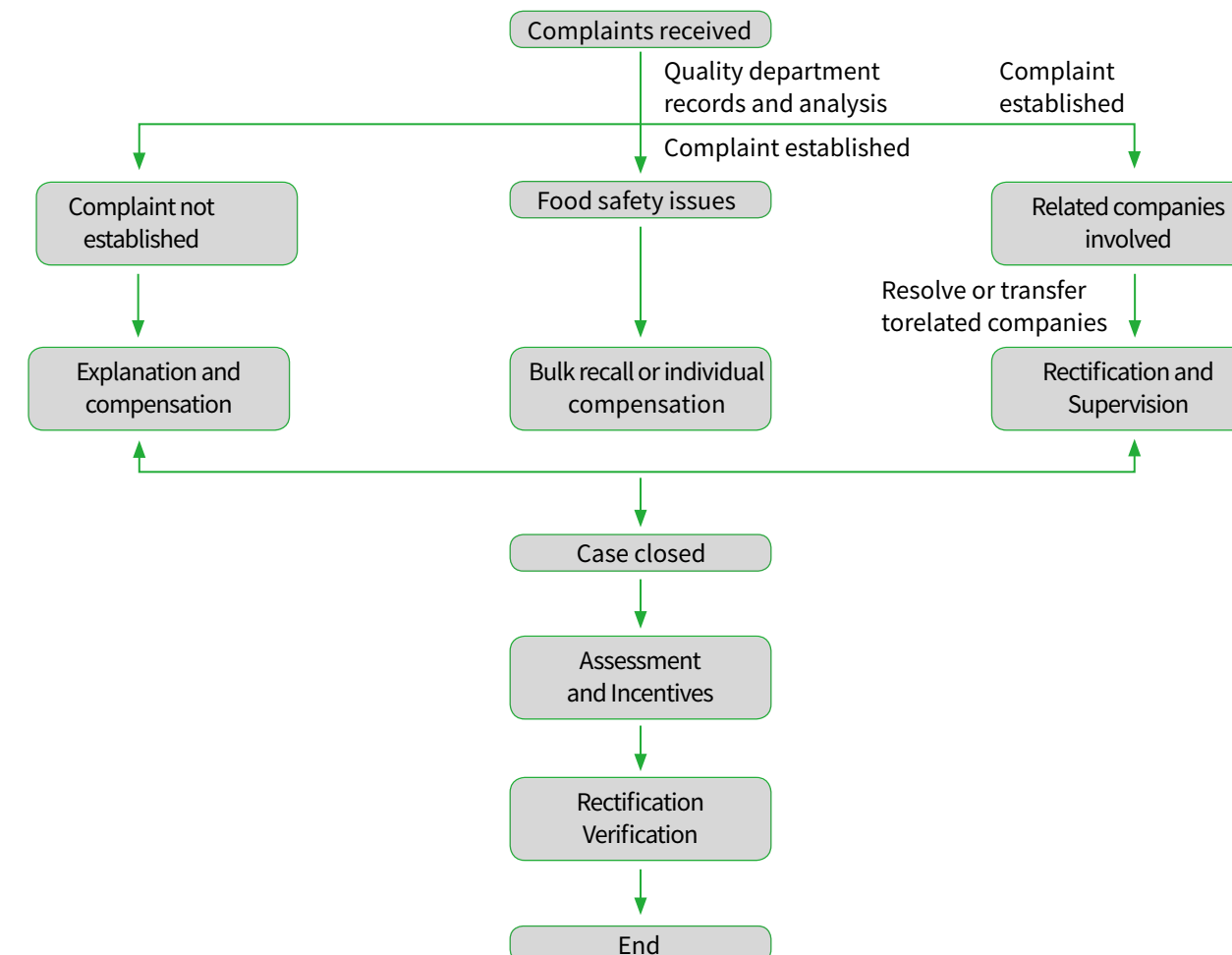
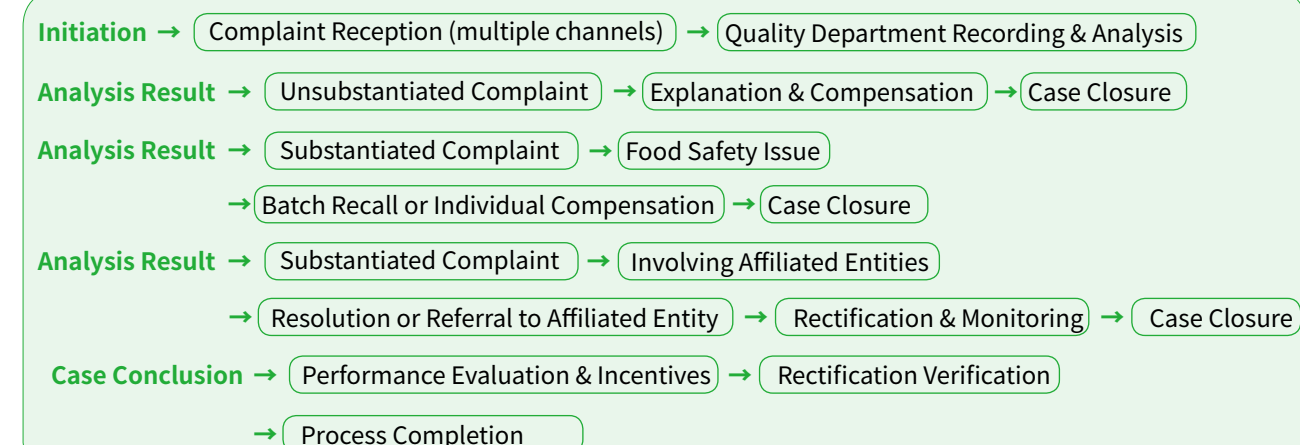
Key updated or newly drafted regulations include:

The Information Disclosure Management System, which further standardizes the information disclosure practices of the Company and relevant obligated parties, and strengthens information disclosure management; the Articles of Association (Draft) and its appendices Rules of Procedure for Shareholders' Meetings (Draft) and Rules of Procedure for Board Meetings (Draft), which have been comprehensively revised in accordance with the Company's plan to issue H shares and list on the Hong Kong Stock Exchange; the Related Party Transaction Decision-Making System, which clarifies the decision-making procedures and requirements for related party transactions; the Working Rules for Independent Directors, Working Rules for the Board Audit Committee, Working Rules for the Board Nomination Committee and Working Rules for the Board Remuneration and Assessment Committee, which further improve the operational mechanisms of the Board and its specialized committees; the Management System for Shares Held by Directors, Supervisors and Senior Management and Their Changes, which strengthens the regulation of shareholding behavior by the Company's management; and the Confidentiality and Archives Management System for Overseas Securities Issuance and Listing, which ensures strict compliance with relevant confidentiality and archives management requirements during the overseas listing process.

The revision and formulation of these regulations fully demonstrate the Company's efforts in optimizing governance structure, enhancing information disclosure transparency, and pursuing international development, laying a solid institutional foundation for the Company's stable growth in the future. All revised and newly formulated regulations have been reviewed and approved by the Board of Directors, with some requiring further review and approval by the shareholders' meeting, and will officially come into effect on the date when the Company's H shares are listed on the Hong Kong Stock Exchange. Until then, the existing regulations will continue to apply.

Whistleblowing Mechanism

The Company has established a comprehensive complaint and whistleblowing management mechanism to standardize reporting channels and procedures, ensuring timely and effective resolution of reported incidents. The Group provides open and diversified whistleblowing channels, which are publicly disclosed through the corporate website and integrity clauses. The Group achieved a 100% case resolution rate for all whistleblowing reports received during the year.



Anjoy Group encourages real-name reporting and has established a comprehensive protection mechanism to safeguard whistleblowers' legitimate rights and interests. The Company strictly maintains confidentiality regarding whistleblowers' personal information (including name, work company, and home address) and reported content, with all materials classified as confidential documents. During investigation processes, Anjoy ensures whistleblowers' personal safety and never discloses their identity. The Company explicitly prohibits any department or individual from obstructing, suppressing reports, or withholding materials. Retaliation against whistleblowers will be disciplined according to internal policies, with illegal cases referred to judicial authorities.



Reporting Channels

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Mailing Address: Supervisory Board, No.2508 Xinyang Road, Haicang District, Xiamen, Fujian Province

Business Ethics

Anti-Unfair Competition & Anti-Corruption

The Company's business ethics and anti-corruption matters are under the overall supervision of the Audit Committee. In accordance with relevant national laws and regulations, the Company has established a sound compliance management mechanism for key business ethics areas, promoting its core corporate values of "Responsibility, Integrity, Action, and Win-Win", and is committed to building a comprehensive business ethics management and supervision framework to enhance ethical standards and resolutely maintain fair, just and transparent business order.

The Company conducts comprehensive compliance and audit supervision on business ethics, provides unimpeded compliance consultation and whistleblowing channels, and strictly investigates violations of laws, regulations and disciplines. In its existing routine and special audits, the internal audit department has incorporated the assessment of business ethics and corruption risks in corporate operations in a timely manner according to the Company's relevant policies, systems and documents on business ethics and anti-corruption.

Measures for Business Ethics and Anti-Corruption

Anjoy Group always regards business ethics and anti-corruption as core principles of corporate operation, which run through all aspects of corporate governance, employee conduct and partner relationships. With integrity and compliance as the cornerstone, we require all employees and partners to strictly comply with the "Sunshine Clauses" in business management to ensure transparent and standardized business cooperation. The Company has established a sound anti-commercial bribery compliance management mechanism, resolutely prohibiting any form of commercial bribery and corrupt practices, strictly forbidding the exchange of financial or non-financial benefits such as gifts, rebates and employment opportunities, and is committed to building a fair and just business ecosystem.

At the same time, the Company requires employees to adhere to the principles of integrity and self-discipline, strictly prohibiting behaviors such as disclosing company secrets, embezzling company property, misappropriating company funds, soliciting or accepting bribes, and eradicating falsification, irregular guarantees and accepting gifts or money from partners. Employees are prohibited from accepting any entertainment arrangements, including but not limited to banquets, travel, fitness or recreational activities, that may compromise their impartiality in performing duties. They are also forbidden from making improper recommendations or promotions of business and products to partners, so as to maintain the integrity of professional conduct.

In addition, the Company strictly complies with relevant laws and regulations on labor employment, adheres to equal employment and equal treatment of every employee, prohibits any form of discrimination, harassment or

violent behavior, and creates a respectful and inclusive working environment. By strengthening organizational and personnel discipline, the Company requires employees to abandon provocative acts, fighting and other behaviors to ensure standardized and efficient operations.

Through the above measures, Anjoy Group has deeply rooted the concepts of business ethics and anti-corruption in its corporate culture, laying a solid ethical and compliance foundation for the sustainable development of the enterprise.

In 2024, Anjoy Group recorded zero corruption-related legal cases and identified no internal corruption incidents.

Responsible Marketing

Responsible Marketing Training

Anjoy Group attaches great importance to improving the professional capabilities and responsibility awareness of marketing staffs. During the reporting year, the Company organized 234 training sessions covering multiple key areas, reflecting its continuous efforts in responsible marketing. The training topics included 'How to Prevent Chronic Diseases Through Diet', designed to help marketing personnel gain in-depth knowledge of healthy eating and communicate scientific dietary concepts to consumers to promote public health awareness; 'Effective Communication Techniques', which enhanced marketers' communication skills to ensure more efficient and transparent interactions with consumers and partners, thereby building trust; 'Sustainable Growth of Fresh-Lock Packaging' and 'New Product Promotion for Fresh-Lock Packaging', focusing on product innovation and sustainable development by guiding marketers to promote environmentally friendly and efficient fresh-lock technologies that reduce food waste and practice green consumption concepts; 'Case Studies of New Product Launches' shared practical cases to help marketers master scientific promotion methods, ensuring new product launches meet market demands while conveying brand value; additionally, 'Skill Enhancement for Functional Roles and Professional Development Pathways' provided career guidance for marketing personnel, encouraging continuous professional improvement and contributions to the Company's sustainable development.



Sustainable Growth of Fresh-Lock Packaging



New Product Promotion for Fresh-Lock Packaging



How to Prevent Chronic Diseases Through Diet



Effective Communication Techniques



Marketing Support

Anjoy Group consistently implements responsible marketing principles by providing comprehensive support to distributors and end markets to promote healthy and sustainable consumption patterns. Throughout the year, the Company assisted distributors in organizing 84 ordering meetings, 95 product tasting events, and 15 sales promoter mobilization meetings to enhance their understanding of product features and market trends, thereby improving sales capabilities. Simultaneously, the Company actively participated in and supported 7,494 agricultural trade and supermarket activities to bridge the gap with consumers and communicate healthy dietary concepts. In terms of channel expansion, Anjoy Group helped distributors establish connections with downstream clients and explore emerging channels such as community group buying to build a diversified sales network. Additionally, the Company provided distributors with full-fledged promotional support, including offline terminal advertisements at 18,112 locations and thematic campaign materials, to bolster the brand image and market penetration. Through these initiatives, we not only empower distributor growth but also fulfill our responsibilities to consumers, partners, and society through concrete actions, driving the healthy development of the industry.



Dealer order meeting



Supermarket activities



Product tasting event



02 Innovative
Product
Developer

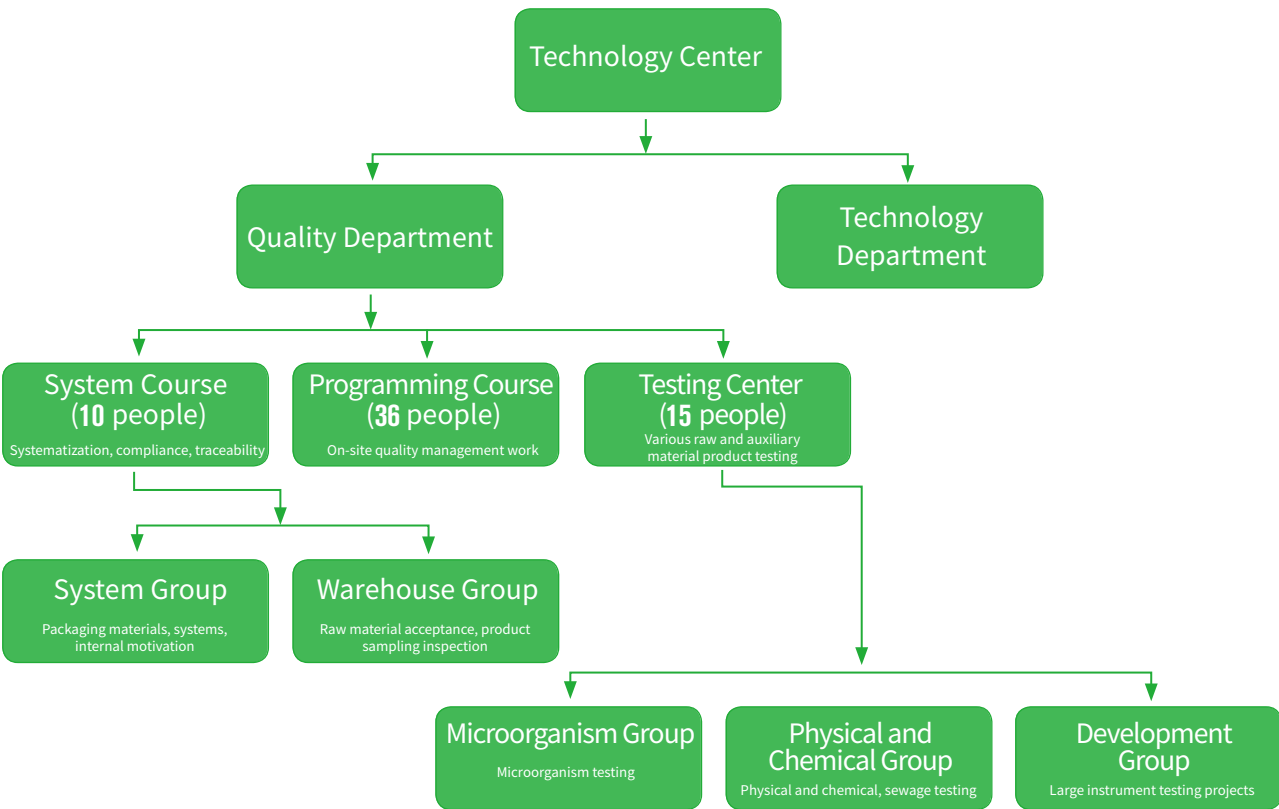
Food Quality and Safety	36
Research, Development	40
and Innovation	
Nutrition and Health	49
Customer Service	50
Data Security	51

Food Quality and Safety

The survival and development of enterprises rely on a solid foundation of legal compliance. To ensure the orderly implementation of food safety initiatives, the Company has established dedicated positions including Food Safety Director and Food Safety Officers. During the reporting period, all Group subsidiaries thoroughly studied the updated Regulations on the Implementation of Food Safety Responsibility by Food Production and Operation Enterprises, Supervisory Measures for Entrusted Food Production, and newly issued national food safety standards. Following local food safety regulatory requirements, the Company improved and submitted self-inspection reports, integrated traceability systems, and further optimized the implementation of the "Daily Control, Weekly Inspection, Monthly Scheduling" mechanism.

In product design, Anjoy consistently prioritizes legal and regulatory requirements as fundamental principles, applying them throughout R&D, procurement, equipment, production, and quality monitoring processes. During the reporting period, subsidiaries also studied the forthcoming Supervisory Measures for Food Labeling, GB 2760-2024 National Food Safety Standard for Food Additive Use, and newly released national food safety standards. Building on this, the Company established a comprehensive Design and Development Control Procedure, strictly adhering to regulatory standards and consumer needs during formula development. Products must pass small-scale and pilot-scale trials, followed by approval through new product launch and production transition processes, before mass production commences across Group subsidiaries. This ensures full regulatory compliance, zero quality defects, and effective mitigation of food safety risks.

Product quality organizational structure



Certificate Name	Total number	Certificate Name	Total number
ISO22000	7	BRCGS	3
ISO9001	6	FSSC22000	6
HACCP	6	ASC Certification	1
CNAS (approve)	1	COC Certification	1
ISO14001	2	Certification	1
ISO45001	2	Sedex (Social Responsibility)	2
ISO50001	1		

Quality and Safety Culture Development

We firmly believe that the commitment of every employee builds the exceptional quality of Anjoy Group.

Anjoy Group actively disseminates quality culture through multiple initiatives including Quality Month campaigns, food safety knowledge assessments, annual quality evaluations, and pest control programs, ensuring these principles are deeply ingrained among all employees and partners. Concurrently, the Company fosters a strong culture of collective engagement in quality improvement by organizing knowledge competitions, corporate quality conferences, case study seminars, and summer safety training programs, thereby establishing a continuous improvement philosophy for quality and safety.

Anjoy Group conducts regular quality and safety training sessions covering food safety knowledge, hygiene standards, and regulatory compliance requirements. These programs enable employees to fully understand quality management specifications while enhancing their safety awareness and professional competencies.

In 2024, Anjoy conducted 192,385 internal and 71 external training sessions totaling 16,744.65 hours, with 773,295 participants.

The Group set 334 food safety targets during the reporting period, achieving 283 (84.73% completion rate).

192,385 conducted 192,385 internal sessions

16,744.65 totaling hours

71 conducted 71 external training sessions

773,295 participants



Quality and Safety Measures

This year, the State Administration for Market Regulation (SAMR) released multiple regulatory documents including the Announcement on Optimizing the Labeling of Production Dates and Shelf Life for Pre-packaged Foods, draft Supervisory Measures for Food Labeling, draft National Food Safety Standard - General Rules for Pre-packaged Food Labels, and draft National Food Safety Standard - Nutrition Labeling Rules for Pre-packaged Foods. The Company proactively adjusted its production date labeling methods to adopt clearer printing formats. SAMR's 62-item Food Safety Risk Control List prompted the Company to conduct comparative analyses and training for quick-frozen flavored and processed products and quick-frozen flour and rice products, while improving its "Daily Control, Weekly Inspection, Monthly Scheduling" system. Regional teams studied SAMR's Guidelines and Examination Outline for food safety managers with supporting materials. Ongoing training ensured compliance with GB 2760-2024 (food additives), GB 44917-2024 (edible oil transportation), Food Business Licensing Review Guidelines, MARA Announcement No. 821, and GB 4789.4-2024 (Salmonella testing), guaranteeing regulatory adherence.

Anjoy actively cooperates with the requirements of the State Administration for Market Regulation. Multiple bases have newly obtained the FSSC22000 system certification, and several management systems such as the Knowledge Management Control Procedure, Customer Satisfaction Evaluation Control Procedure, Food Loss and Waste Control Procedure, and Production Line Start-up and Changeover Control Procedure have been added. In response to the requirements of different domestic and foreign customers, further revisions have been made to the Allergen Control Procedure, Genetically Modified Organism Control Procedure, etc.

Anjoy Group continues to optimize the EDI (Electronic Data Interchange) system to empower the management of the production site. It has cumulatively completed more than 78 optimization projects, including the version upgrade of the quality supervision system, the introduction of EDI management and control in the testing center, the development of 5 anti-fooling and error-prevention early warning and strong control measures, the adaptation to the newly added automatic liquid supply and automatic powder supply systems, and the improvement of the one-click traceability success rate to about 99%. At the same time, through the automatic generation of reports and the automatic unbinding of some processes, the workload has been further reduced and the operational efficiency has been improved.

In terms of product quality and environmental hygiene, the Company always maintains high standards and strict requirements. In addition to conducting microbial tests on products and in-process products, 76,959 environmental microbial sampling tests have been completed, and the test results all meet the relevant national standards. To further enhance quality control, the Company has adopted stricter internal control standards, and the internal control qualified rate has reached 97.66%. In addition, the Company has carried out high-density sampling inspections of in-process and final products, comprehensively covering key indicators such as product appearance, packaging appearance, individual specifications, net content, taste, and flavor, to ensure the stability and reliability of product quality.



Import and Export Management

Anjoy Group strictly complies with the laws and regulations of its own country and the target countries in its import and export business to ensure compliant operations. A complete catalog of laws and regulations documents has been established within the Company, covering key documents such as the Food Safety Law of the People's Republic of China and the Administrative Measures on Import and Export Food Safety of the People's Republic of China. Before export, multiple departments, including the traders, the Quality Department, the E-commerce Direct Sales Department, and the Technology Department, work together to proactively understand the food-related laws, regulations and standards of the target countries, including basic food laws and regulations, label regulations, additive requirements, etc. When signing the contract, traders are required to provide relevant laws, regulations and standards, which are then archived by the Quality Department to ensure that all departments implement them in place.

Anjoy Group has also established a complete import and export process system to ensure that every link from customer product selection to final export is strictly regulated and executed efficiently. The process covers key nodes such as customer product selection, formula review, quotation, order review, label submission for inspection, contract signing, joint signing of packaging layout, order production confirmation, production and warehousing, factory inspection report, shipment notice, inspection application, container loading, customs declaration, shipment, bill of lading issuance, foreign exchange settlement, export tax rebate and document filing. Each link is equipped with a clear approval process and form records to ensure information transparency and clear responsibilities. All departments work collaboratively, including the Technology, Quality, Procurement, Production, and Logistics Departments, to ensure that the products meet the laws, regulations and customer requirements of the target countries. In addition, the process particularly emphasizes the timely feedback and handling of abnormal situations to ensure that problems are solved quickly. This reflects Anjoy Group's highly standardized and refined management of its import and export business.

Through the above measures, the Company has not only improved production efficiency and management, but also set a higher benchmark in terms of product quality and hygiene safety, laying a solid foundation for continuously meeting customer needs.

Product Sampling

The Company ensures product quality and food safety of the products produced on behalf of others by means of transfer acceptance at Anjoy's bases. The acceptance standards are all higher than or equal to the national standards or industry standards of the corresponding products. The quality fluctuations of products are reflected

through the feedback of low-risk sensory indicators and economic indicators to give early warnings about the control level of the factory. Warning lines and return lines are set for high-risk safety indicators to strictly control the bottom line of food safety. The Company's bases have accepted a total of more than 11,150 batches (over 6.38 million pieces) of products from the foundries, and the batch pass rate is 83.55%.

In 2024, Anjoy's own bases produced a total of 88,128 batches of products, and the qualification rate of ex-factory inspections was 100%. 2,041 batches of type inspection reports were issued. The Company has accepted official supervision sampling inspections at all levels, with 627 countable inspections, and the product qualification rate is 100%.

To ensure that the risks of quality and food safety are controllable, Anjoy Group implements full-process traceability management and gradually establishes and improves it through digital empowerment. In 2024, each base launched 15 simulated recalls and carried out 219 traceability drills to ensure the effectiveness of the traceability and recall plans and strengthen employees' awareness of food safety risks and the operation process of product recalls.

Research, Development and Innovation

Led by Science and Technology

Anjoy Group's national research and development (R&D) business layout is established relying on the R&D centers of each production base. Currently, there are 18 R&D platforms, among which 15 are scientific research platforms at or above the provincial and ministerial levels. These platforms have covered major sales regions such as East China, Southeast China, Northeast China, North China, Central China, South China, and Southwest China. Each R&D center has a technology department and a laboratory, forming multi-dimensional business capabilities including product development, basic research, industrial application, inspection and verification, etc. During the reporting period of this report, Hubei Anjoy was approved to establish an enterprise technology center in Hubei Province, providing strong support for the sales and R&D strategy of "R&D at the production site".



During the reporting period, Anjoy Food invested RMB 97.2138 million in R&D, accounting for 0.64% of total revenue..

The Company has 508 R&D personnel, accounting for 2.98% of the total number of employees in the Company.



R & D investment
RMB million

97.2138

accounting for
of main business
revenue

0.64%

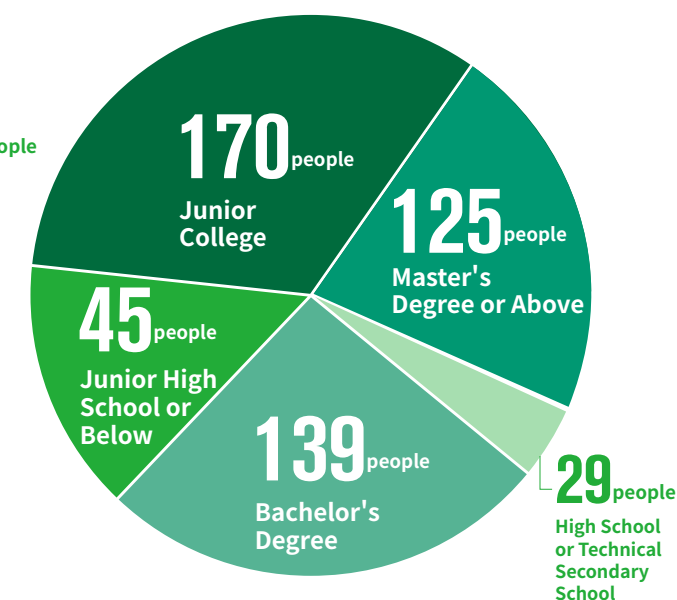
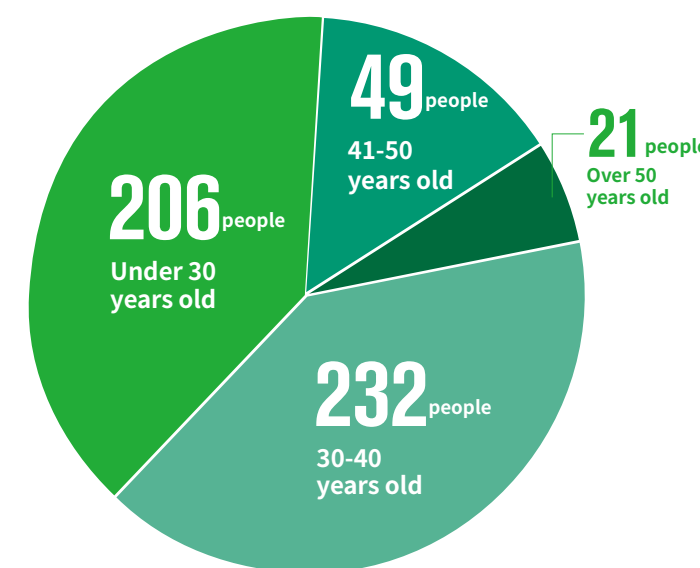


Company R & D
personnel

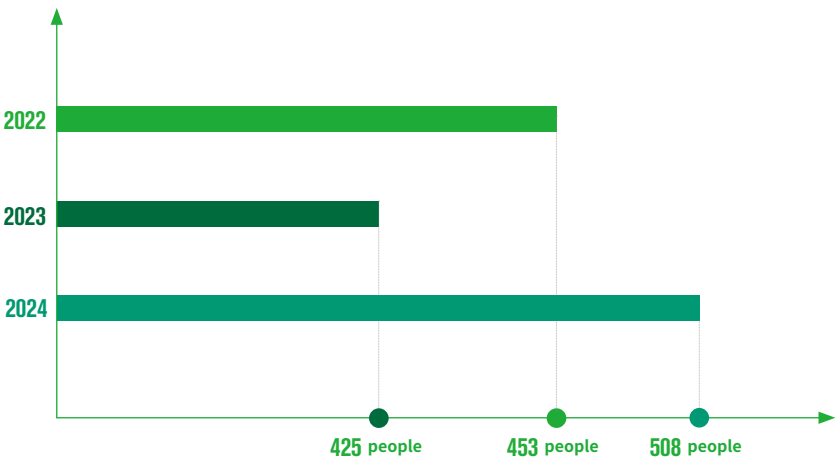
508

accounting for
of the total number of
employees

2.98%



Research and development personnel(2022-2024)



Innovation Incentives

Anjoy Group attaches great importance to scientific and technological innovation. By formulating a wide-ranging incentive system, it comprehensively stimulates the vitality of research and development. The Company has issued the Anjoy Group Incentive Measures for Technological Transformation and R&D, established a technical reward fund mechanism, and provides rewards for technological improvements, paper publications, patent applications, etc. During the process of new product research and development and production launch, phased rewards are implemented, and additional incentives are given to new products with excellent sales performance after they are launched on the market. In addition, the Company also provides corresponding rewards to teams that have won provincial, ministerial or national awards and those that have participated in the formulation of industry or national standards. At the same time, we are actively promoting the technological transformation process of each factory in terms of production automation, mechanization, informatization and intelligence, accelerating product development and improvement, and enhancing comprehensive strength construction such as product quality improvement and cost optimization. Through this series of incentive measures, Anjoy Group has not only promoted technological innovation and achievement transformation, but also injected strong impetus into the sustainable development of the enterprise.

Innovation Ability Training

The Company organized a total of 25 innovation ability training sessions throughout the year, with nearly 1,000 cumulative participants. The training content covers multiple fields, including the specification of pre-packaged food labels, basic knowledge of patents, preparation of formula operation instruction manuals, new product launch process, technology research and development and innovation, professional skills competitions, innovation incentive mechanisms, as well as talent cultivation and team building.

Scientific and Technological Ethics

25 innovation
ability training
sessions

1,000 nearly
cumulative
participants



Anjoy Group in 2024 strictly complies with relevant national system documents on scientific and technological ethics, such as the Guidelines to Strengthen the Governance over Ethics in Science and Technology and the Measures for the Review of Scientific and Technological Ethics (Trial). The Company adheres to the principles of scientific and technological ethics, namely, promoting human well-being, respecting the rights of life, upholding fairness and justice, reasonably controlling risks, and maintaining openness and transparency, to ensure that all scientific and technological activities are carried out within the ethical framework.

Honors and Awards

Product Innovation

In August 2024, the 24th China Convenient Food Conference, organized by the China Institute of Food Science and Technology, took place at the Kunshan International Convention and Exhibition Center. With the theme of "The Light of 'New Quality' of Chinese Convenient Food under Forging Pressure", the conference focused on the needs of the industry and solved the common problems in development.

During the reporting period, Anjoy Group continued to promote mid-to-high-end products represented by fresh-locking packaging. At the same time, it entered the high-growth market segments of the industry by adding ready-to-cook dishes and sausage products, seizing new potential for future development. Among them, the Company focused on cultivating products for grill machine channels such as Volcanic Stone Sausage and Golden Baked Fish Stick, and included them in the annual promotion focus to further enhance brand influence and market share.

At this China Convenient Food Conference, Anjoy Golden Baked Fish Stick won the honor of "2023 - 2024 China Convenient Food Industry Innovative Product", Anzi Selected Fish Belly won the "2023 - 2024 China Convenient Food Industry Innovative Product" award, and Anjoy Paper - Skin Steamed Dumpling won the "2024 Most Popular Convenient Food" award.

In March 2024, the 12th China Food Ingredients E-commerce Festival 2024 of Liangzhilong was grandly held at the Wuhan International Expo Center. Frozen goods Pickled Fish with Pickled Mustard Greens was rated as the



"2024 Gold Product of the Catering Supply Chain". Behind numerous honors, it also demonstrates Anjoy Group's business philosophy of "Food is of primary importance to the people". By deeply cultivating products, creating popular products, and continuously providing consumers with more healthy and delicious food experiences, Anjoy Group jointly promotes the sustainable development of the industry.

In May 2024, the 4th Jiangnan Innovative and Creative Food Exhibition, co-hosted by the School of Food Science and Technology of Jiangnan University and the Communist Youth League Committee of Jiangnan University, was held in the gymnasium. The Shrimp Ball of Anjoy Group was awarded the "Most Popular Product Award" of the 4th Jiangnan Innovative and Creative Product Exhibition. Each product of Anjoy reflects our persistent pursuit of quality and precise grasp of consumers' needs. Anjoy is also well-aware of its responsibility for the development of the industry. While developing itself, it actively cooperates with industry partners to jointly promote the sustainable development of the entire food industry and leads the industry to move forward in a more healthy and innovative direction.

Scientific and Technological Awards

Project Name	Award Category	Award Level	Awarding Institution
Key Technologies and Applications of Multi-scenario Microwave Processing of Foods	First Prize of Scientific and Technological Progress of China National Light Industry Council in 2024	First Prize	China National Light Industry Council
Multidimensional Processing Technology and Industrial Application of High-quality Meat Prefabricated Dishes	Scientific and Technological Progress Award	Second Prize	China Cuisine Association
Key Technologies and Equipment for Efficient Dehydration Processing of Vegetables and Green Utilization of Waste	Scientific and Technological Progress Award of China National Light Industry Council in 2024	Second Prize	China National Light Industry Council

Innovation Case



01 Chaoshan-flavored Beef Balls

In order to meet the increasing demand of the South China regional market, with the development strategy of developing localized new products, Anjoy launched the first traditional Chaoshan delicacy with brand power, product power and competitiveness-beef balls. By screening superior raw materials and exploring their application characteristics, regulating the production process, designing the layout of the production line, and strictly controlling the quality standards, Anjoy has established multi-dimensional technical barriers. With the characteristics of elastic and tough taste, juicy and rich application scenarios, the product has seized the mid-to-high-end market in the industry and radiated across the country, showing the potential to become a national bestseller.

Innovation Features and Product Characteristics:

- The flexible beating technology simulates the traditional manual beating process, resulting in a crispy texture and distinct layers of meat fibers. The unique and characteristic fragrant satay sauce is skillfully matched with crispy garlic, presenting a strong Chaoshan regional flavor. It has a wide audience, highly restores the quality advantages of

traditional beef balls, and has a high-cost performance. Once launched, the product has been highly recognized by consumers.

- The total meat content is 70%. Adhering to the core concept of greenness and health, the ingredients are simplified, and the label is clear and concise, allowing consumers to have a clear understanding at a glance, so that they can buy and eat with confidence.
- The single-pack weight is carefully designed to be 400g, meeting the diversified application scenarios such as catering, supermarkets and families. The vacuum fresh-locking technology is adopted, making the products neatly arranged, effectively slowing down the oxidation of fat and reducing the water migration, thus fully retaining the product quality. High-transparency food-grade packaging materials are introduced, and a visual window is designed to display the internal products, increasing consumers' intuitive feeling, trust and purchase desire.

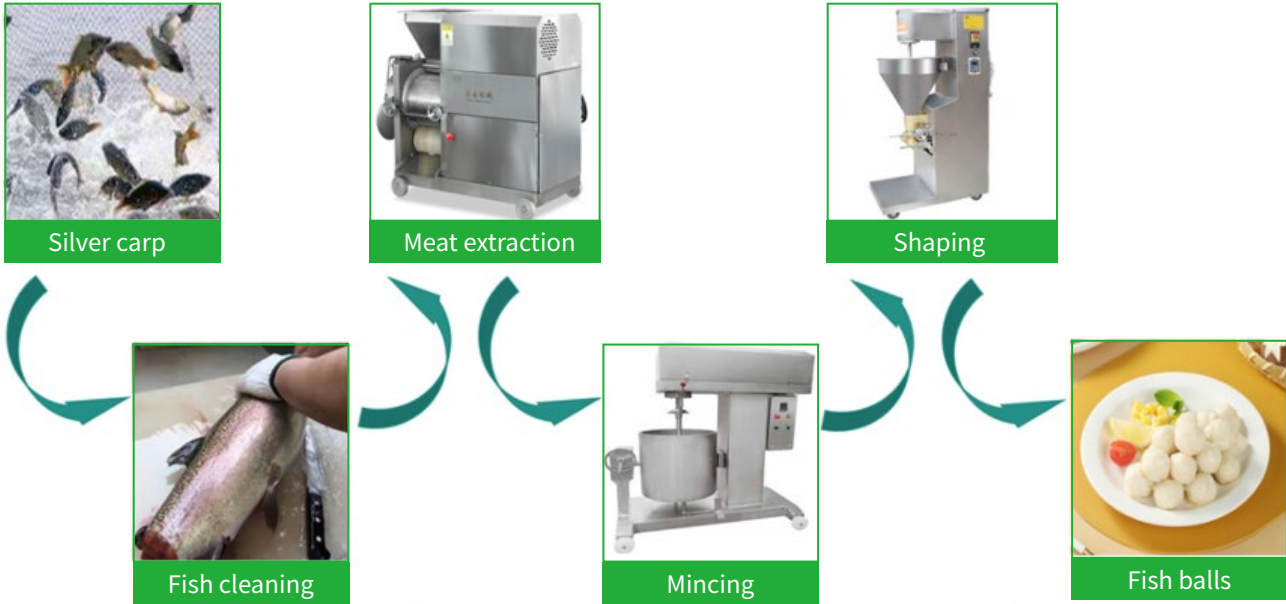
02 Tender Fish Balls

The tender fish balls are mainly made of silver carp fish meat. Relying on the regional advantages of the stable raw material supply at the Hubei base, the mature silver carp collection and processing production line, the "short-distance" fish meat transportation, and strict quality management, etc., the used fish meat has few impurities, high whiteness, and retains a large amount of nutrients, presenting the soft and tender feeling and white appearance of the fish balls to the greatest extent. The joint processing and production mode of Anjoy (Hubei) and Anrun (Hubei) gives full play to the advantages of both sides in terms of raw material supply, production technology,

- Innovation Features and Product Characteristics:**
- Good water breeds good fish. Fresh and live silver carp are carefully selected, with tender meat and a rich fish flavor.
 - The ingredients are healthy, following the original flavor of the fish meat and highlighting the tender taste of the product.



- The fish meat collection and processing production line is arranged. Live fish are slaughtered on-site, the meat is collected efficiently, and the temperature is then lowered to preserve freshness and ensure the quality of the fish meat used.
- Quick-freezing preservation is adopted to retain the delicious flavor and soft and tender taste of the fish balls.





Premium Silver Carp

Selected fresh silver carp, tender meat, rich in nutrients



Efficient Production

Mature fish meat processing line



Tender and Smooth Fish Balls

Tender, smooth, and flavorful

Innovation through Industry-University-Research Cooperation

Innovation through Industry-University-Research Cooperation

Anjoy Group attaches great importance to the integrated development of industry, university and research. It actively establishes long-term cooperative relationships with multiple universities, promotes knowledge sharing and talent cultivation, and recruits high-quality talents from the industry and universities.

The Company has carried out in-depth cooperation between enterprises and universities with Xiamen University, jointly exploring cutting-edge topics such as multi-brand operation models and the construction of middle and senior management echelons. Among them, the two topics, "Exploration of Multi-brand Operation Models" and "Research on the Construction of Middle and Senior Management Echelons", won the first and second prizes respectively in the final PK competition of the MBA Business Diagnostic Practice (BDP) project of Xiamen University. This fully demonstrates the Company's innovation capabilities and practical achievements in strategic management and talent cultivation.



Anjoy Group has also established industry-university-research cooperation platforms with many universities such as Jiangnan University, Sichuan University, Sichuan Agricultural and Forestry University of Science and Technology, and South China University of Technology. Through various forms such as joint research, talent cultivation, and internship practice, it helps with the growth and development of young people. The Company provides a large number of internship positions for college students every year to help them combine theoretical knowledge with practice, and cultivate compound talents with both innovative spirit and practical ability for society and the industry. In the future, Anjoy will continue to deepen industry-university-research cooperation, promote the transformation of scientific and technological achievements, inject new impetus into the high-quality development of the industry, and create greater value for society.

In August 2024, Wu Zhengguo, Secretary of the Party Committee of Jiangnan University, led a delegation to visit Anjoy Foods Group Co., Ltd. to deepen the cooperation and communication between the two sides. As a director unit of Jiangnan University, Anjoy Foods has always maintained close contact with Jiangnan University. The two sides had in-depth exchanges centering on industry-university-research cooperation and visiting enterprises to expand job opportunities. This exchange meeting aimed to further

consolidate the foundation of the strategic cooperation between the two sides, jointly explore breakthroughs in scientific and technological innovation, and work together to cultivate high-quality talents who meet the development needs of the industry. At the exchange meeting, the two sides had extensive discussions on the direction and mode of in-depth integration of industry, university and research, and shared their respective experiences and needs in technical research and development, talent cultivation and other aspects. Through in-depth communication, the two sides reached several consensuses in strengthening cooperation between enterprises and universities, promoting the transformation of scientific and technological achievements, and optimizing talent cultivation programs, laying a solid foundation for future cooperation. This exchange activity is not only an important milestone in the long-term cooperation between Anjoy Foods and Jiangnan University, but also opens a new chapter in the cooperation between the two sides in scientific and technological innovation and talent cultivation.



During the reporting year, the Company released 4 horizontal research projects externally

Platform Open Project Period	Project Name	Undertaking Unit
January 2024 - December 2025	High-quality Processing Technology and Product Development of Silver Carp Surimi Based on Microbial Metabolism Regulation	South China Sea Fisheries Research Institute, Chinese Academy of Fishery Sciences
January 2024 - December 2025	Influence of Temperature-sensitive Colloids on the Extrusion and Molding Processes of Surimi Microwave 3D Printing	Jiangnan University
January 2024 - December 2025	Research and Development of Nutritionally Fortified Surimi Products with Controllable Gel Strength	Dalian Polytechnic University
May 2024 - May 2026	Screening and Preparation of OVA Nanobodies	Jimei University

Participation in the Formulation/Revision of Standards

Anjoy Group actively collaborates with universities, research institutes, and other enterprises to formulate and revise industry standards.

Serial Number	Type	标准名称	标准号	发布日期
01	Industry Standard	Evaluation Requirements for Green Factories of Frozen Foods	QB/T 5981-2024	2024.03.29
02	Industry Standard	Quick-frozen Spring Rolls	QB/T 8009-2024	2024.03.29
03	Industry Standard	Quick-frozen Glutinous Rice Balls	QB/T 8010-2024	2024.03.29
04	Industry Standard	Glutinous Rice Cakes	QB/T 8006-2024	2024.03.29
05	National Standard	Guidelines for the Labeling of Food Production Materials	GB/T 44135-2024	2024.06.29
06	National Standard	Technical Guidelines for the Management of Food Production Material Balance	GB/T 43812-2024	2024.03.15
07	National Standard	Frozen Surimi	GB/T 36187-2024	2024.09.29
08	National Standard	Shrimp Paste	GB/T 44980-2024	2024.12.31
09	National Standard	Technical Specification for the Circulation Management of Aquatic Products	GB/T 24861-2024	2024.06.29
10	National Standard	Technical Specification for the Processing of Frozen Surimi	GB/T 36395-2024	2024.06.29
11	National Standard	Technical Specification for the Transportation of Live Aquatic Products	GB/T 36192-2024	2024.06.29
12	National Standard	Technical Specification for the Processing of Salted Fish	GB/T 27988-2024	2024.06.29
13	National Standard	Salted Fish	GB/T 30894-2024	2024.06.29
14	National Standard	Frozen Fish Slices	GB/T 45061-2024	2024.12.31
15	National Standard	Meat and Meat Products - Determination of Polyphosphates	ISO 5553:2024	
16	National Standard	Meat and Meat Products - Determination of Nitrite and Nitrate Contents	ISO 7158:2024	

Intellectual Property Protection

Anjoy Group attaches great importance to intellectual property protection and regards it as an important cornerstone of innovation and sustainable development. By establishing a comprehensive intellectual property management system covering multiple fields such as patents, trademarks, and copyrights, the Company actively safeguards its legitimate rights and interests through legal means. In the future, Anjoy will continue to strengthen the protection of intellectual property rights, safeguard the achievements of innovation, and set an example of respecting intellectual property rights for the industry.

	Number of newly added valid patents this year		Total number of valid patents	Number of newly added software copyrights this year		Total number of software copyrights
	Application Quantity (Pieces)	Granted Quantity (Pieces)	Granted Quantity (Pieces)	Application Quantity (Pieces)	Granted Quantity (Pieces)	Granted Quantity (Pieces)
Invention Patent	17	1	77	8	8	14
Utility Model Patent	9	8	56			
Design Patent	33	22	233			
Total	59	31	369			

Awards Related to Patents

Anjoy Foods Group Co., Ltd. won the Excellent Award of the 25th China Patent for its invention patent "A Microwave Combined Heating Method for Improving the Gel Strength of Surimi Products". This technology optimizes the microwave heating mode and adjusts the microwave power within a specified temperature range, significantly improving the gel strength and production efficiency of surimi products. At the same time, it conforms to the new trend of microwave heating in the processing of surimi products. This innovation not only enhances the elasticity and quality of the products but also provides an efficient and environmentally friendly solution for the food processing industry, further promoting the technological progress and industrial development of surimi products.

Nutrition and Health

Anjoy Group continues to make efforts in the nutrition and health segment, and is committed to providing consumers with healthier and more nutritious products. The Company actively responds to the trend of healthy eating by reducing the content of fat and sugar. According to GB28050 General Principles of Nutrition Labeling for Pre-packaged Foods, many rice and flour products of the Company qualify as low fat. At the same time, the proportion of sugar in products such as milk-flavored steamed buns, custard bun fillings, and red bean bun fillings has been reduced, and low-sugar, low-sweetness, and miscellaneous grain series products have been launched to meet consumers' needs for a healthy diet.

Anjoy follows strict management principles in its use of food additives. The Company implements the management mode of special personnel, special warehouses, special projects, and special departments. From procurement to feeding, all additives are strictly implemented under relevant laws, regulations, and standards, and the use of non-edible substances is completely prohibited. The Company strictly controls the amount of food additives used, preferentially using food additives without dosage limits, naturally extracted additives, and monomer additives with clear components, and accurately measuring them before use to ensure that the verification and calibration of measuring instruments and the preparation records are accurate. In addition, the Company clearly states that it does not add additives for anti-corrosion and antibacterial, and requires that the raw materials provided by upstream suppliers do not contain preservatives, aspartame, and other controversial components, and conducts batch-by-batch inspections in the raw material acceptance process. The usage amounts of all limited food additives are lower than the national standard limits, further ensuring the safety and health of products.

Through the above measures, Anjoy enhances the nutritional and health value of its products, demonstrates the Company's high sense of responsibility for consumers' health, and sets an example for promoting the sustainable development of the food industry.



Customer Service

Complaint Response

Anjoy Group attaches great importance to the feelings of customers. It has set up multiple channels, such as a customer service hotline, an online official mall, Weibo, WeChat, and the ODR (12315 Online Dispute Resolution Platform), to receive consumers' feedback and complaints. At the same time, Anjoy also irregularly collects feedback, complaints, and suggestions from other channels and platforms. Internally, relevant groups for complaint handling have been established, bringing together customer service and the quality department to communicate about complaint handling, quality improvement, etc., to handle consumers' complaints and answer their questions more quickly and conveniently.

In 2024, the Company received 3,741 complaints. Among them, 2,626 were quality-related complaints, and 1,115 were other types of complaints. The complaint closure rate was 100%. Among them, 802 complaints were from outsourced processing factories. Anjoy will spare no effort to improve product quality and service to provide consumers with a better experience.



The complaint closure rate was

100%

Customer Satisfaction

Customer satisfaction surveys have been conducted on multiple production bases. On the one hand, hundreds of questionnaires were sent to front-line marketing personnel and end customers. The survey content covered product performance, service level, complaint handling, product research and development, transportation and payment, etc. The satisfaction scores were all above 90 points. Some suggestions were put forward on product self-source foreign matter, cold chain logistics, and product pricing.

On the other hand, on-site investigations were carried out in the warehouses or sales sites of various sellers to understand the warehouse temperature, product sales, product quality, and consumers' feedback. Each department analyzed the feedback from customers and made internal improvements to ensure that the product quality meets customers' needs and continuously improves customer satisfaction.

Relevant Training

The Company has held a total of 20 activities and training with the theme of customer service, including themes such as "Together with You and the Fish", the New Product Recommendation Meeting for Distributors in the Central China Region, the Visit of Frozen Food Kitchen and the Production and Sales Coordination Meeting, and Marketing Short Videos.



Customer Privacy Protection

Anjoy Group attaches great importance to the collection, use, storage, and sharing of customer privacy data. Data desensitization and encryption are carried out on customer privacy data. In incidents such as the leakage of customer privacy data, the Information Security Department is responsible for emergency response and handling.

Access to privacy data is carried out through the database operation and maintenance platform, and zero trust is implemented to prevent unauthorized access. The confidentiality of customer privacy data is guaranteed by the Confidentiality Agreement.

In 2024, there were zero incidents of customer privacy leakage.

In 2024, the statistically verified number of complaints regarding the infringement of customer privacy and the loss of customer information was zero.



Incident on Client
Privacy Leakage



Confirmed Compliant on Privacy
Violation or Data Lossage

Data Security

While providing consumers with safe and delicious food, Anjoy Group attaches great importance to information security work and makes every effort to protect consumers' personal information and corporate data security. The Company has formulated the Data Security Management System and the Business System Emergency and Response Specification, which strictly regulate the entire process of data from collection to use. Key data is encrypted for storage and backed up regularly, and a complete emergency response mechanism is established to ensure that the business system can be quickly restored in case of emergencies. At the same time, Anjoy adopts an advanced security protection system to strengthen identity authentication and access control. It regularly organizes data security risk assessments and promptly fixes potential vulnerabilities. In addition, by regularly organizing information security training for employees, Anjoy enhances the information security awareness of all employees, making each employee a guardian of information security. It continuously optimizes the information security management system to ensure the effectiveness and adaptability of information security work.

Hierarchy	Responsibilities
Decision-making Level	Composed of members of the Company's board of directors and senior leaders. This level is responsible for formulating the long-term strategic plan for data security to ensure that data security work is in line with the Company's overall strategic objectives. It approves major data security decisions, such as data cross-border transmission strategies and data security budget allocation.
Management Level	Data Security Management Department: Responsible for formulating and improving data security management systems, processes, and standards. It organizes data security risk assessments, compliance audits, and other work, and conducts emergency response and handling of data security incidents. Business Department Heads: As the primary responsible persons for data security within their respective departments, they are responsible for implementing the Company's data security policies. According to business needs, they formulate data usage rules for their departments to ensure the secure use of data in business activities.
Execution Level	Data Security Administrators: Responsible for the daily management of data, including data classification, grading, storage, backup, and restoration, etc. They strictly authorize and monitor data access under the data security management system. Security Technology Team: Composed of experts such as network security engineers and penetration testing engineers. It is responsible for constructing and maintaining the data security technical protection system, such as firewalls, intrusion detection systems, data encryption algorithms, etc. It promptly responds to various network security threats to ensure the security of data transmission and storage. Ordinary Employees: In their daily work, they are required to abide by the Company's data security regulations and use data according to authorization. If they discover data security issues, they should promptly report to the relevant departments.

Four Operational Mechanisms of Data Security



Communication and Coordination Mechanism

Regular data security work meetings are held, organized by senior leaders and attended by heads of various departments. These meetings discuss the implementation of the data security strategy, solutions to major data security issues, etc.
Each department timely communicates data security-related information and the implementation of relevant systems through OA and other means.



Risk Assessment Mechanism

The data security management department regularly organizes data security risk assessments. In special situations (such as major data security incidents and significant changes in business systems), risk assessments can be carried out at any time.
Technical personnel use qualitative and quantitative methods to identify, analyze, and evaluate data security risks. Based on the assessment results, corresponding risk control measures are formulated, and the implementation effects of these measures are tracked.



Emergency Response Mechanism

Formulate the Business System Emergency and Response Specification system and the emergency response plan for data security incidents, clarifying the emergency response process, the responsibilities of each department, and emergency handling measures.
When a data security incident occurs, the emergency response mechanism is quickly activated according to the emergency response plan. The data security management department coordinates the emergency handling of each department to control the situation and reduce losses.



Supervision and Assessment Mechanism

The data security management department supervises and inspects the data security work of each department. The inspection focuses on the implementation of data security systems and measures.

Anjoy ensures data security through "six aspects of security, one classification, and one training"



Data Collection Security

Principle of Legality, Legitimacy and Necessity: Data collection should be carried out in accordance with the law, and data should not be obtained by stealing or other illegal means.
Principle of Minimality and Necessity: Only collect the minimum types and quantities of data required to meet specific purposes.
Data Quality Control: Ensure the accuracy, integrity, timeliness and consistency of the collected data.



Data Transmission Security

Encrypted Transmission: Use encryption technology to protect the security of data during the transmission process.
Identity Authentication: Conduct identity authentication at both ends of data transmission to ensure the trustworthiness of both transmitting parties.
Integrity Verification: Use verification technology to ensure that data is not tampered with during the transmission process.



Data Storage Security

Classified and Graded Storage: Classify and grade data for storage according to its importance and sensitivity.
Access Control: Implement strict access control strategies to ensure that only authorized personnel can access relevant data.
Backup and Restoration: Establish a data storage backup mechanism and regularly conduct backup and restoration drills.



Data Processing Security

Principle of Minimization: Follow the principle of minimization during the data processing process, and only process the data required to meet specific purposes.
Data Desensitization: Desensitize sensitive data to reduce the risk of data leakage.
Security Audit: Conduct security audits of data processing activities, record and monitor the data processing process.



Data Exchange Security

Approval and Agreement: Strict approval should be obtained before data sharing, and a cooperation agreement should be signed with the sharing party.
Secure Transmission: Adopt secure transmission methods during the sharing process to ensure that data is not leaked.
Personal Information Protection: When sharing personal information, comply with the requirements of relevant laws and regulations to ensure the security of personal information.



Data Destruction Security

Clear Destruction Mechanism: Establish a data destruction mechanism, and clarify the deletion methods of storage media and the data destruction process.

Reliable Destruction Technology: Adopt reliable technical means to ensure that the deleted and destroyed data cannot be recovered.

Destruction Audit: Audit and record the data destruction process to ensure the compliance of the destruction activities.

Data Classification and Grading

According to the degree of harm caused to economic operation, social order, public interests, or the legitimate rights and interests of individuals and organizations once the data is leaked, tampered with, damaged, or illegally obtained, used, or shared, general data is divided into four levels from low to high: Level 1, Level 2, Level 3, and Level 4.



Level 1 Data

Once the data is leaked, tampered with, damaged, or illegally obtained, used, or shared, it will not cause harm to the rights and interests of individuals or organizations. Level 1 data has the attribute of public dissemination and can be publicly released, forwarded, and spread externally. However, it is also necessary to consider the quantity and categories of the publicly released data to avoid being used for correlation analysis due to a large number of categories or a large quantity.



Level 2 Data

Once the data is leaked, tampered with, damaged, or illegally obtained, used, or shared, it will cause general harm to the rights and interests of individuals and organizations. Level 2 data is usually shared and used within the organization and among related parties. After obtaining the authorization of the relevant parties, it can be shared outside the organization.



Level 3 Data

Once the data is leaked, tampered with, damaged, or illegally obtained, used, or shared, it will cause serious harm to the rights and interests of individuals and organizations. Level 3 data can only be accessed by authorized internal institutions or personnel. If the data needs to be shared externally, relevant conditions need to be met and the authorization of the relevant parties needs to be obtained.



Level 4 Data

Once the data is leaked, tampered with, damaged, or illegally obtained, used, or shared, it will cause particularly serious harm to the rights and interests of individuals and organizations, or cause general harm to economic operation, social order, and public interests. Level 4 data is strictly managed according to the approved authorization list, and can only be shared or disseminated within a controlled range after strict approval and evaluation.

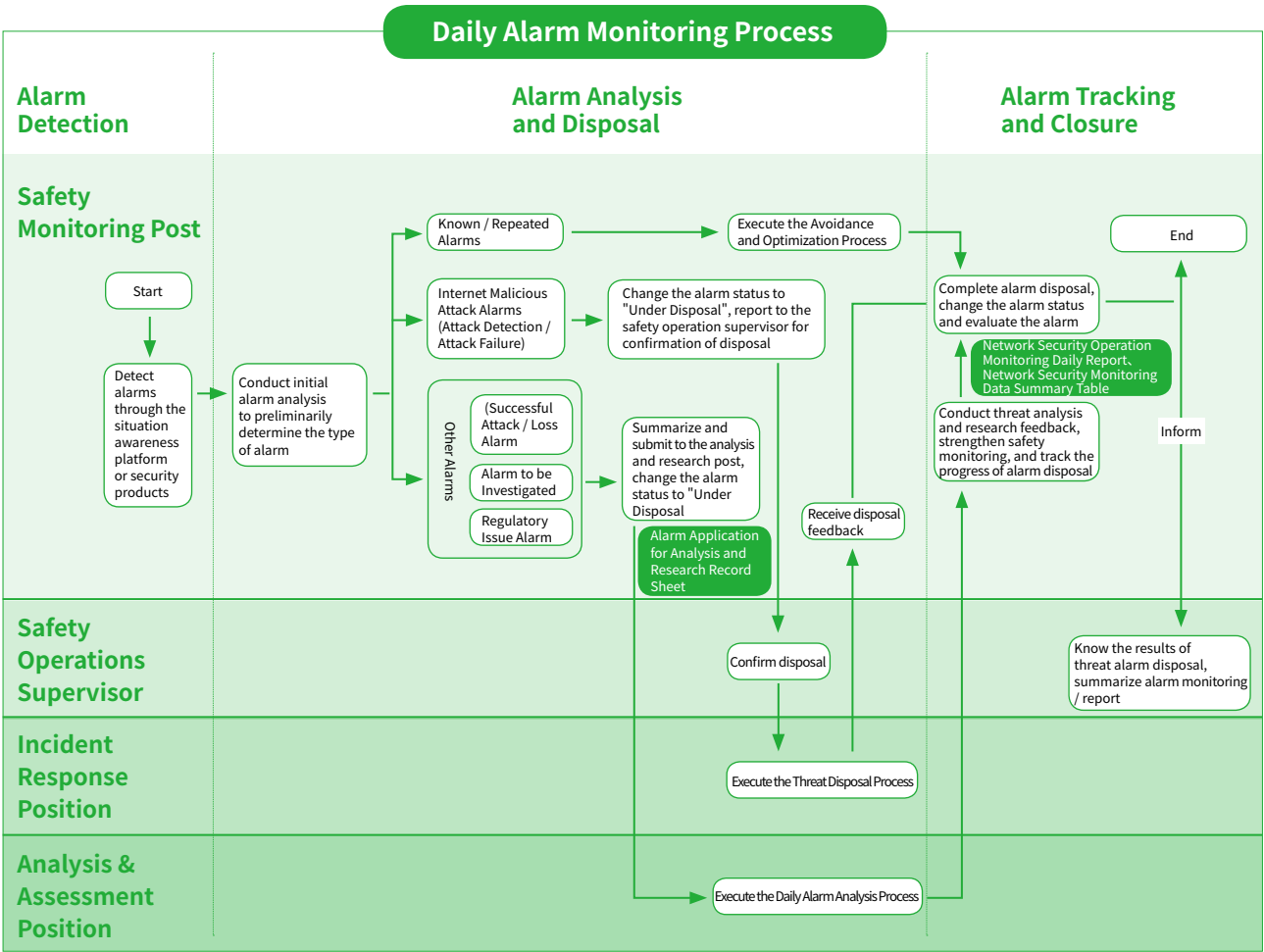
Data Security Emergency Response Process

In order to ensure that Anjoy Group can quickly and effectively handle emergencies of various business systems (such as technical failures, cyberattacks, etc.), it has established the Business System and Corresponding

Specification system. This enables the comprehensive, efficient, and orderly implementation of the emergency response mechanism for business systems and maintains the continuity of business systems.

Daily Information Security Incidents

The handling mainly refers to the daily alarm monitoring and analysis processes. In the daily alarm analysis process, the risk assessment is carried out by the analysis and judgment post. And a tracking record of security alarm handling and a security alarm handling notification form will be formed.



Emergency Information Security Incident Risk Assessment

The management of the security emergency response team shall conduct a risk assessment and issue disposal plans based on the assessment results.

Data Security Training

- The relevant departments shall conduct training on employees' data security awareness at least two times a year to ensure that employees have enough time to deeply learn and understand the relevant knowledge of data security.
- The organization or individual can choose an appropriate training method according to the actual situation and ensure the pertinence and practicality of the training content.
- After the training, the training effect shall be evaluated. This can be done through examinations,



questionnaires, practical operation tests, and other means.

- The organization shall establish a sound training record system to record and file information such as the time, place, content, participants, and training effect of each training.

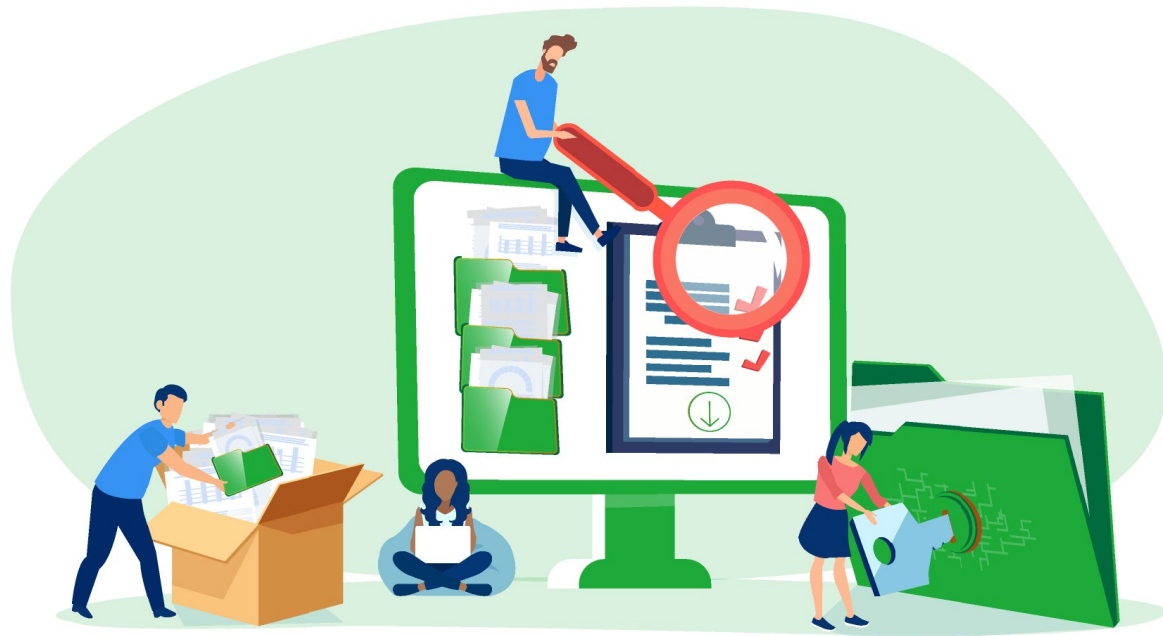
Business Secret Management System

- Identification of Business Secrets: Data security specialists shall classify and grade each database, and manually identify the confidential data in the high-level databases.
 - Access Control of Confidential Data: Access control of confidential data shall be carried out through the database operation and maintenance platform and the zero-trust intranet access software. The confidential data shall be desensitized, and personnel operations shall be restricted through policies. Authorized personnel shall access the confidential data indirectly through the proxy. For the storage locations of confidential data such as computer rooms, corresponding access control systems, surveillance cameras, and other facilities shall be set up. Personnel entering and exiting shall be registered and can only enter if they have access control rights.
 - Confidentiality Awareness Training: The employee handbook contains regulations on relevant confidential data. When employees join the Company, they shall sign the Confidentiality Agreement if necessary.
 - Emergency Response: For emergency responses to events such as data leakage, the information security department shall be responsible for event tracking and disposal.
- In 2024, there were no data security incidents in Anjoy Group.



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Data Security Incident



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Green Operation

Anjoy Group adheres to the concept of green and sustainable development, sets environmental goals, pursues the recycling of resources, and actively explores ways to reduce energy consumption intensity. It complies with the relevant systems of the Environmental Protection Law of the People's Republic of China, and in the process of production and development, it adheres to implementing environmental protection as a basic national policy, adheres to the principle of "prevention first, combined with prevention and control", and adheres to the principles of combining resource protection with damage control, overall planning, special treatment, highlighting key points, step - by - step implementation, and "whoever pollutes shall be responsible for the treatment". While ensuring high-quality products, it also takes into account high-standard environmental protection requirements.

Governance Structure

The Company and its subsidiaries have established an equipment department under the manufacturing center as the environmental management agency. The equipment department is responsible for the overall environmental protection work of the Company, and is responsible for the implementation of the Company's environmental management and the development of relevant performance work. This department also has a special environmental protection specialist position, specifically responsible for environmental protection management work. The specific structure is as follows.



The specific responsibilities of the environmental management agency are as follows:

Rank	Responsibilities
Enterprise Environmental Management Team Leader	<ul style="list-style-type: none">Take overall responsibility for the environmental management work of the enterprise.Be responsible for supervising and guiding the work of the enterprise's environmental protection specialists, and reviewing the enterprise's environmental reports and environmental information, etc.Be responsible for organizing the formulation and implementation of the enterprise's pollution reduction plan, and implementing the reduction targets.Be responsible for organizing the formulation and implementation of the enterprise's internal environmental management system.Be responsible for establishing and organizing the implementation of the enterprise's emergency system for environmental emergencies.
Deputy Team Leader of Enterprise Environmental Management	<ul style="list-style-type: none">Be responsible for formulating and supervising the implementation of the enterprise's environmental protection work plans and rules and regulations.Be responsible for the implementation of the enterprise's pollution reduction plan and provide technical support for the work, and assist in the verification of pollution reduction.Assist in organizing the preparation of the environmental impact reports and the "three simultaneous" plans for the enterprise's new construction, reconstruction and expansion projects, and urge their implementation.Be responsible for inspecting the operation status of the production facilities that generate pollution, pollution prevention facilities and facilities with potential environmental safety hazards in the enterprise, and supervising the work of each environmental protection operation post.Be responsible for inspecting and grasping the pollutant discharge situation of the enterprise.Be responsible for reporting the pollutant discharge situation, the operation status of pollution prevention facilities, the progress of pollutant reduction projects and the achievement of the main pollutant reduction targets to the environmental protection department, accepting the guidance and supervision of the environmental protection department, and cooperating with the environmental protection department in supervision and inspection.Assist in carrying out work such as cleaner production, energy conservation and water conservation.Organize the preparation of the enterprise's environmental emergency plan, promptly report sudden environmental pollution incidents to the environmental protection department, and deal with them.Be responsible for environmental statistics work.Be responsible for organizing environmental protection knowledge training for the enterprise's employees.
Members of Enterprise Environmental Management	<ul style="list-style-type: none">Do a good job in water quality testing, effectively control the quality, and ensure that all indicators of the effluent meet the discharge standards.If the test results are found to be exceeding the standard or showing signs of exceeding the standard, directly take samples from the water treatment for further testing, analyze and find out the reasons.Be responsible for the calibration of the tools and instruments in the sewage treatment station, including dissolved oxygen meters, pH meters, etc.

Environmental Risk Management

Anjoy Group has always adhered to the concept of sustainable development, strictly complied with national and local environmental protection laws and regulations, and comprehensively implemented systems such as the Law of the People's Republic of China on the Respo Response and the Fire Control Law of the People's Republic of China. To ensure that environmental risks are controllable, each base of the Company has specifically formulated a sound emergency plan management system, covering links such as environmental risk identification, prevention, monitoring, and emergency handling.

Prevention and Early Warning

Anjoy actively takes various measures to strengthen the monitoring of risk targets for all possible sudden environmental incidents, and has established an emergency early warning mechanism, striving to achieve "early detection, early reporting, and early handling". By strengthening the management of risk substances and units, implementing the equipment maintenance management system, ensuring that emergency supplies and equipment are in good condition, and conducting regular emergency training and drills, the occurrence of sudden environmental incidents can be effectively prevented.

Anjoy has established a complete prevention system in environmental management, covering multiple

fields such as rules and regulations, monitoring measures, chemical management, wastewater treatment, waste gas emissions, fire prevention, soil protection, and emergency supplies management. Through comprehensive preventive measures, environmental and safety risks have been effectively reduced, and the stable operation of production and the sustainable development of the environment have been guaranteed.



Monitoring and Alarm

Video Monitoring: Monitor key areas like the factory area, sewage treatment station, and workshops.
Real-time Monitoring: Monitor equipment operation, personnel activities, and trigger abnormal alarms.



Chemicals Management

Procurement: Select qualified suppliers and obtain safety technical specifications.
Storage: Store in categories, managed by dedicated personnel, with regular inspections.
Usage: Standardize operations to prevent leakage, and equip with protective devices.



Wastewater Treatment

Facility Operation: Adopt a dual-pump system and conduct regular patrol inspections for stable operation.
Water Quality Monitoring: Regularly entrust external testing to ensure compliant discharge.
Emergency Measures: Set up accidental wastewater ponds, emergency valves, and emergency pumps.



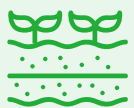
Waste Gas and Lampblack Treatment

Equipment Maintenance: Regularly overhaul and replace consumables for normal operation.
Emission Control: Discharge at high altitudes to avoid unorganized emissions.
Patrol Records: Conduct daily patrols and address any issues promptly.



Fire and Explosion Prevention

Fire-fighting Facilities: Equip with fire extinguishing systems and sprinkler devices, and maintain regularly.
Equipment Explosion-proof: Use explosion-proof electrical equipment, and improve lighting protection and anti-static facilities.
Employee Training: Provide fire protection knowledge training and conduct emergency drills.



Soil Protection

Anti-seepage Measures: Apply anti-corrosion and anti-seepage treatments to the ground and walls of the wastewater treatment station.
Emergency Interception: Install emergency valves at rainwater inlets to prevent pollution spread.



Emergency Supplies Management

Supplies Stockpiling: Have a list of emergency supplies and equipment.
Regular Inspections: Inspect monthly to ensure supplies are available.
Unified Allocation: The logistics support team is responsible for allocation.



Important Facilities Maintenance

Regular Inspections: Inspect emergency vehicles, water supply, power supply, and sewage treatment facilities regularly.
Equipment Maintenance: Ensure equipment operates within the safe service life.
Unified Allocation: The logistics support team is responsible for allocation.



Other Measures

Labor Protection Supplies: Strictly wear labor protection supplies and comply with safety operation procedures.
Safety Education: Incorporate into business management and popularize safety knowledge.
Skill Training: Improve employees' emergency handling capabilities.



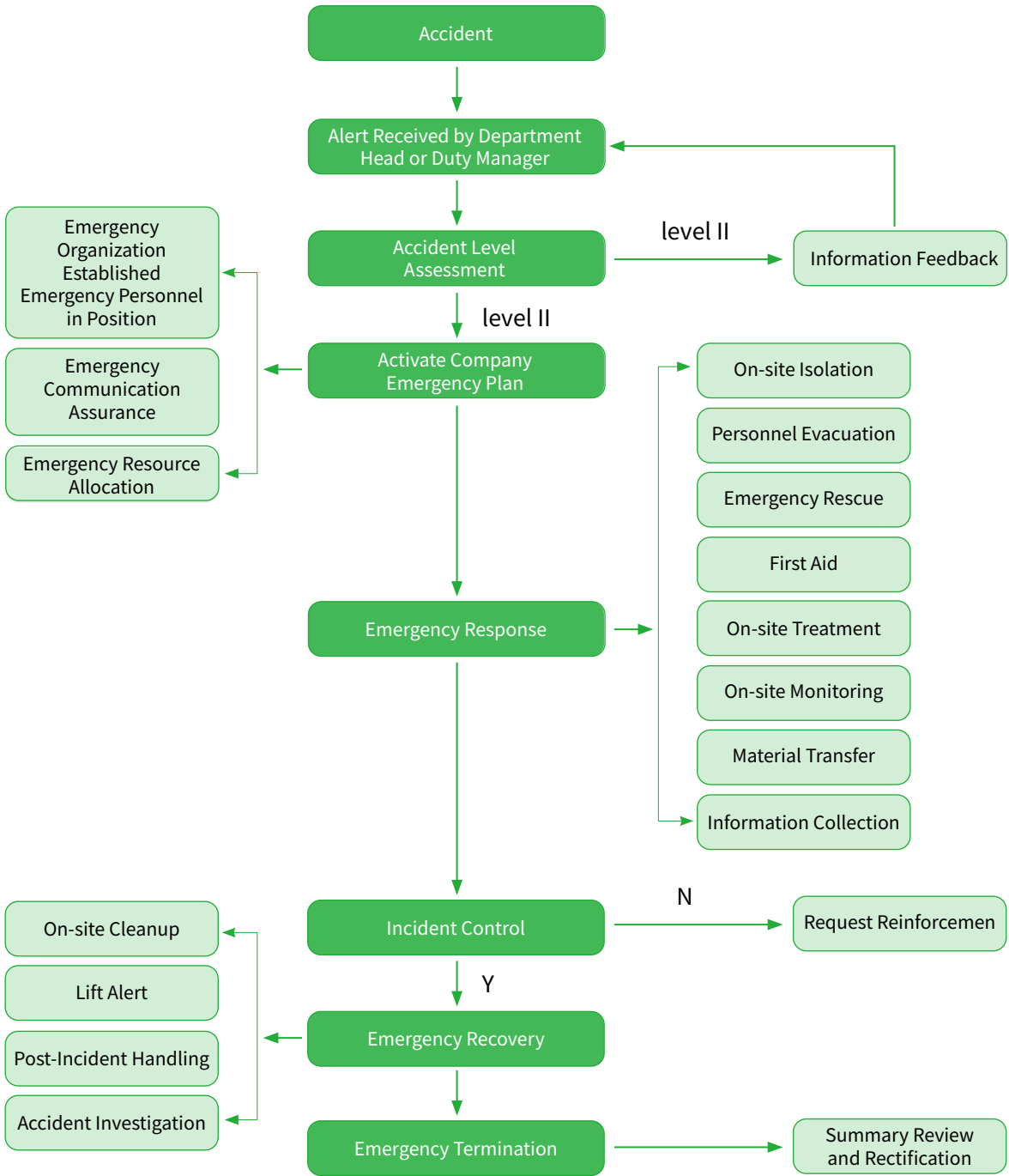
Key control of explosion-proof storage cabinets
for hazardous chemicals



Accident emergency pool sign

In terms of early warning, Anjoy Group has established a sound early warning mechanism for sudden environmental incidents. According to the level of the incidents, the early warnings are classified into red (social level), orange (company level), and yellow (workshop level). The early warning information is obtained through external channels (such as the heavy rain and typhoon warnings issued by the government) and internal channels (such as equipment failures, chemical leaks, fire protection facilities failures, etc.).

The emergency leadership team activates the corresponding emergency plans according to the development of the situation, and takes measures such as issuing early warning notices, investigating risk sources, mobilizing emergency supplies, organizing rescue teams to prepare for action, etc. When necessary, it will transfer or evacuate personnel and seek external support. After the situation is brought under control, and after the risk is confirmed to be lifted through evaluation, the emergency commander-in-chief will issue an order to lift the early warning. Through the hierarchical early warning and rapid response, it is ensured that sudden environmental incidents can be effectively dealt with, and the environmental impact and losses are minimized.



Environmental Monitoring

Anjoy Group has strictly prepared its self-monitoring plan in accordance with the requirements of national environmental monitoring specifications and completed the filing in the Self-Monitoring Management System for National Pollutant Source Enterprises. By equipping an automatic wastewater discharge monitoring system and entrusting a third-party professional institution for operation and maintenance, the authenticity, accuracy, and integrity of the monitoring data are ensured.

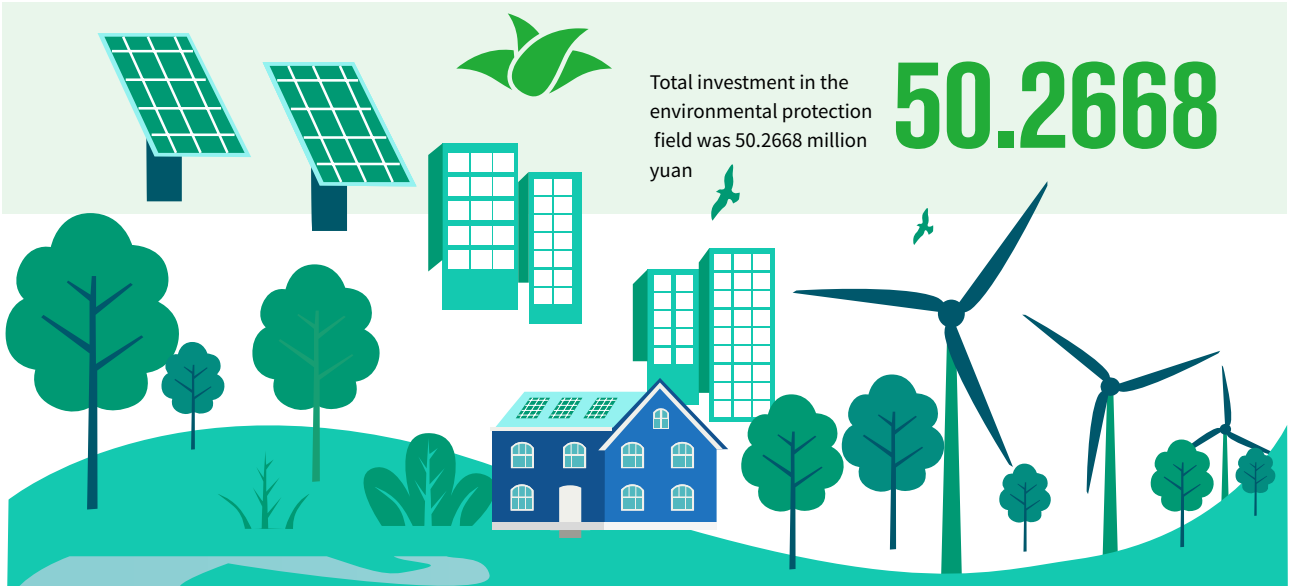
All production bases of the group have established a complete monitoring system, achieving full coverage monitoring of key pollution factors. The monitoring of water pollutants covers characteristic indicators such as ammonia nitrogen, SS (suspended solids), BOD5 (biochemical oxygen demand for five days), total nitrogen, total phosphorus, fecal coliforms, and anionic surfactants. The waste gas monitoring system includes key parameters such as ammonia, hydrogen sulfide, odor concentration, and ozone, and the emission monitoring is carried out simultaneously.

Environmental Awareness Enhancement

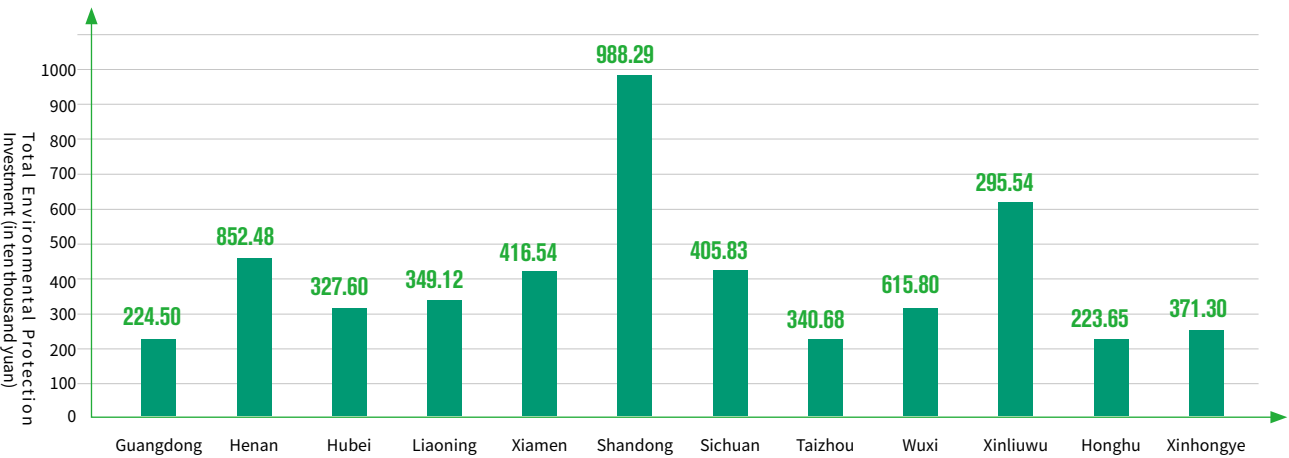
Anjoy Group comprehensively improves employees' environmental protection awareness and emergency response capabilities through systematic emergency plan drills, publicity, education and training, as well as a mechanism of rewards and punishments for responsibilities. The Company organizes practical drills (including procedural and verification drills) and tabletop drills every year to test the effectiveness of the emergency response plans and the coordination and linkage capabilities among various departments. It also evaluates and summarizes the effects of drills to continuously improve the emergency management system.

Meanwhile, the Company regularly conducts special training on fire protection, chemical handling, first aid, etc., to ensure that employees master the necessary emergency skills, especially that personnel in key positions receive targeted training every year. In addition, the Company further strengthens the environmental protection responsibility awareness of all employees by rewarding individuals and teams that perform outstandingly in emergency response and holding those accountable for dereliction of duty. This ensures that environmental protection is deeply ingrained in people's hearts and implemented in practical actions.

Anjoy has taken remarkable measures in environmental protection investment this year. The environmental protection investment statistics for this year have added Shandong Anjoy and Honghu Anjoy, demonstrating the Company's positive attitude and practical actions in environmental protection. It has made efforts for the Company's sustainable development and the protection of the local environment. During the reporting period, Anjoy's total investment in the environmental protection field was 50.2668 million yuan.



2024Total Environmental Protection Investment (in ten thousand yuan)



Climate Change Response

Climate Risk Management

Anjoy Group actively responds to the national "Dual Carbon" goal and engages in global climate governance actions. It ensures the effective management of climate-related issues through a sound management mechanism. To solidly promote carbon-neutral work, Anjoy has established a carbon-neutral management framework consisting of a "decision-making level - organization level - execution level" to clarify the responsibilities of each level, promote the orderly implementation of carbon management work, drive the low-carbon development of the entire industrial chain, and help achieve the goals of "carbon peak and carbon neutrality".

Decision-making level: Anjoy Foods has set up a Board Strategy Committee and a Sustainability Committee at the Board level, which are responsible for studying the long-term development strategic plan, guiding the work on sustainability, reviewing the annual sustainability plan (including climate change, etc.) and its implementation, and supervising the implementation of the relevant plan, respectively.

Organization level: The equipment department is specifically responsible for daily management, project promotion, technical support, and guidance of climate change to ensure the effective implementation of carbon-neutral work. Through this management framework, Anjoy implements carbon-neutral work in a down-to-earth, in-depth, and thorough manner, providing a solid guarantee for achieving green and sustainable development

Climate Risk Goals

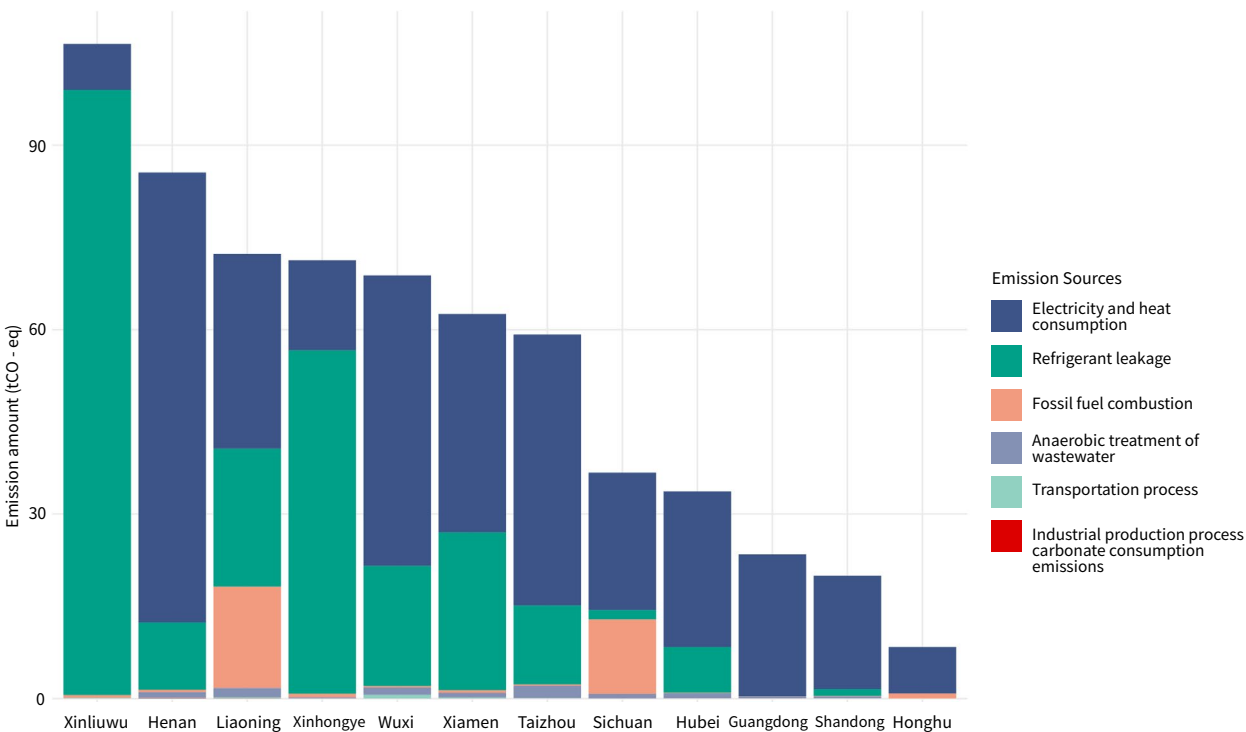
Currently, 63% of Anjoy's carbon emissions come from electricity or heat procurement. The national average electricity emission factor is approximately 0.5366 kgCO₂/kWh (Announcement on the Release of the 2022 Electricity Carbon Dioxide Emission Factor). According to the China Regional Power Grids Carbon Dioxide Emission Factors released by the Chinese Academy of Environmental Planning in 2023, the average power grid emission factor of the national power grid will be reduced to 0.032 kgCO₂/kWh by 2030. The reduction in electricity-related carbon emissions alone accounts for 58% of the total emissions. However, considering that the existing R22 refrigerant will be replaced by the R507 refrigerant, which has a higher greenhouse effect, and assuming that the leakage rate is reduced by 5% through equipment maintenance, the refrigerant leakage will increase by 40% relative to the total emissions. Taking both aspects into account, Anjoy aims to reduce greenhouse gas emissions per unit

of revenue by 18% in the next five years.

Carbon Emission Management

When calculating the greenhouse gas emissions, Anjoy Group strictly refers to international and domestic authoritative standards and methods, including ISO 14067 (Standard for Quantification and Communication of Product Carbon Footprint), GHG Protocol (Greenhouse Gas Accounting System), and GB/T 32150 General Rules for Accounting and Reporting of Greenhouse Gas Emissions from Industrial Enterprises. At the same time, by the specific requirements of the Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions of Chinese Enterprises in the Food, Tobacco, Alcohol, Beverage and Refined Tea Sectors and the Guidelines for Accounting and Reporting of Greenhouse Gas Emissions in Other Industrial Sectors, the Company systematically designs and implements the greenhouse gas emission accounting process. Through scientific and standardized accounting methods, Anjoy ensures the accuracy and transparency of greenhouse gas emission data, providing a reliable basis for formulating emission reduction targets and promoting sustainable development.

Carbon emissions of the Anjoy Group in 2024



As a subsidiary of Anjoy Group, Wuxi Huashun Minsheng Food Co.,Ltd. is committed to achieving the goal of carbon neutrality and promoting green and sustainable development through a number of initiatives.

The Company has obtained the ISO 14001 Environmental Management System Certification and ISO 50001 Energy Management System Certification. It manages and reduces energy consumption and carbon emissions in production and operation in a systematic way.

In addition, the Company has actively participated in national, provincial and municipal scientific research projects. Up to now, the Company has undertaken a total of 8 national, provincial and municipal projects.

Wuxi Watson also attaches great importance to technological innovation and owns 85 authorized patents, among which 17 are invention patents, providing technical support for energy conservation and emission reduction.

Adhering to the brand values of "green, healthy and safe", the Company is committed to becoming the food enterprise with the greatest social responsibility, enabling consumers to enjoy delicious food while contributing to environmental protection.



Clean Production

Anjoy Group complies with laws and regulations such as the Water Pollution Prevention and Control Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste, and Regulations of the People's Republic of China on the Prevention and Control of Noise Pollution. It implements emission standards including the Integrated Wastewater Discharge Standard, Wastewater Quality Standards for Discharge to Municipal Sewers, Discharge Standard of Water Pollutants for Meat Packing Industry, Emission Standards for Odor Pollutants, and Emission Standard for Industrial Enterprises Noise at Boundary. Additionally, it formulates management systems such as the Environmental Management System, Standard Management System for Hazardous Waste Pollution, and Operating Procedures for Sewage Treatment Stations to effectively treat the wastewater, exhaust gas, waste, and noise generated during the production process.

Wastewater Management

The Company has constructed a supporting sewage treatment station and strictly implements the Operating Procedures for Sewage Treatment Stations. It conducts centralized treatment of pollutants such as chemical oxygen demand and ammonia nitrogen in the wastewater. The operation status of the sewage treatment station is monitored through an online monitoring system, daily manual monitoring in the Company's laboratory, and entrusting third-party monitoring to ensure that the emissions comply with national and local sewage pollutant discharge standards.

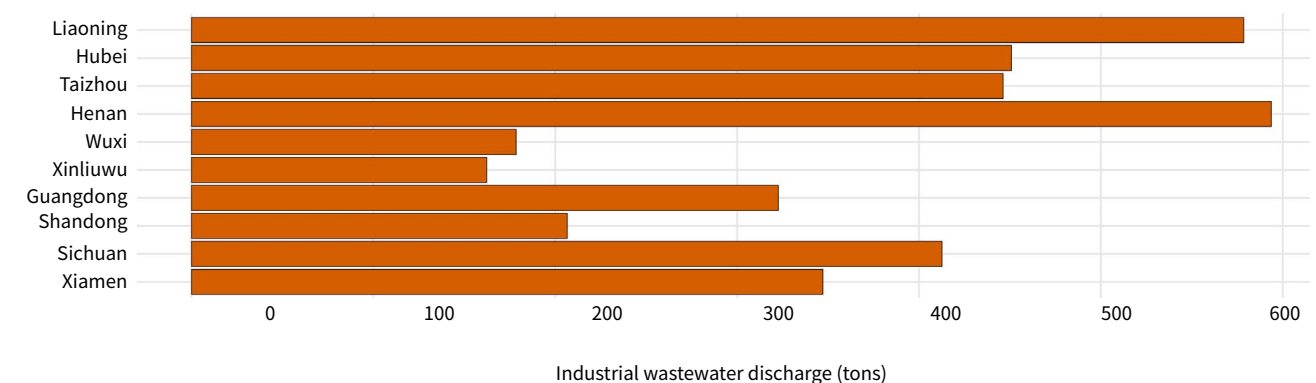
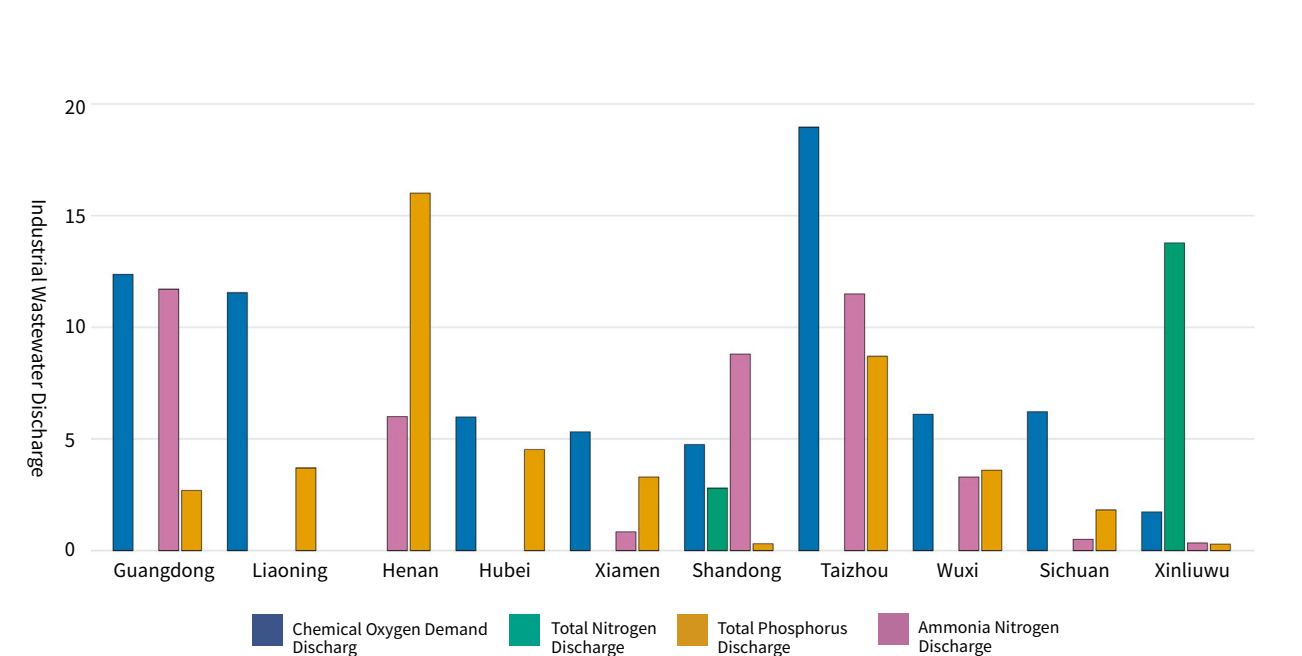
Wastewater Types	Treatment
Production Wastewater	<ul style="list-style-type: none"> Through processes such as grid separation, rotary screens, air flotation, acidification tanks, UASB (Upflow Anaerobic Sludge Blanket), aerobic biochemical systems, secondary sedimentation tanks, and sand filter tanks, a combination of physical filtration, chemical treatment, and biological treatment is adopted to make the production wastewater meet the discharge standards. All production wastewater is treated in the sewage treatment station. After meeting the standards, part of the reclaimed water is reused, and part is discharged externally through the municipal pipeline network to the municipal sewage treatment plant.

	<ul style="list-style-type: none"> ● Key equipment has one in use and one as a backup. The sewage team is responsible for regular equipment maintenance, and the machine repair workshop is responsible for equipment maintenance and repair to ensure the normal operation of the equipment.
Domestic Sewage	<ul style="list-style-type: none"> ● After being treated by the septic tank to meet the standards, the domestic sewage is discharged into the municipal pipeline network according to the requirements of the environmental impact assessment, or enters the sewage treatment station for further treatment and then is discharged into the municipal pipeline network

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Wastewater discharge of Anjoy Group in 2024



Waste Gas Management

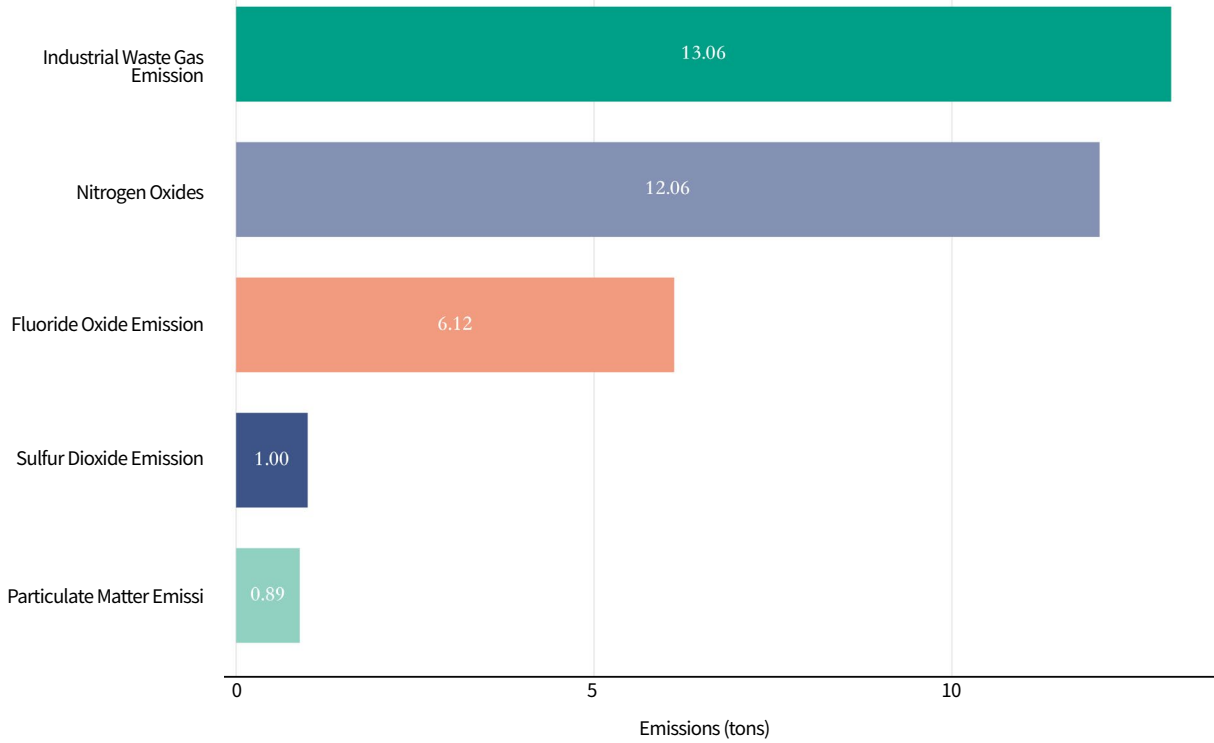
The waste gas emissions of Anjoy Group mainly come from pollutants such as sulfur dioxide, nitrogen oxides generated in the production and heat supply processes, lampblack produced in the frying process, and malodorous gases from the sewage treatment station. The Company and its subsidiaries mainly purchase pipeline steam through centralized heating, and some of their boilers use clean energy natural gas to reduce the emissions of waste gases such as nitrogen oxides, sulfur dioxide, and soot. Waste gas treatment facilities are installed for lampblack and malodorous gases from the sewage station to ensure waste gas is discharged up to the standard.

Waste Gas Types	Treatment Methods
Nitrogen Oxides, Sulfur Dioxide	Reduce boiler waste gas emissions through centralized heating and other means.
Lampblack	Significantly enhance the electrostatic adsorption capacity for lampblack waste gas through a spray device and a high-voltage electrostatic adsorption device. By installing a lampblack purification device, the waste gas treatment efficiency exceeds 90%
Sewage Malodor	The odor-generating areas are hermetically collected. After hermetic collection, the odorous gases are transported by a fan through a conveying pipeline to a biological purification device. After being treated to meet the standards, they are discharged at a high altitude through a 15-meter chimney

This year, Anjoy Group has demonstrated remarkable improvement and deepening in waste gas management. For the first time, Xiamen Anjoy, Taizhou Anjoy, and Wuxi Anjoy have been included in the scope of waste gas emission statistics, further expanding the coverage of the monitoring system. Based on the original statistics of nitrogen oxides and sulfur dioxide emissions, industrial waste gas, fluorine oxides, particulate matter, and volatile organic compounds emissions have been added, reflecting higher requirements for the comprehensive control of air pollutants. At the same time, Anjoy has achieved an important breakthrough in data disclosure. It has shifted from only providing the overall data of the group last year to refining the emission statistics of each subsidiary base, fully reflecting Anjoy's continuous efforts and sense of responsibility in promoting green production and optimizing environmental performance.



Waste gas emissions of the Anjoy Group in 2024



Waste Disposal

Solid Waste Management

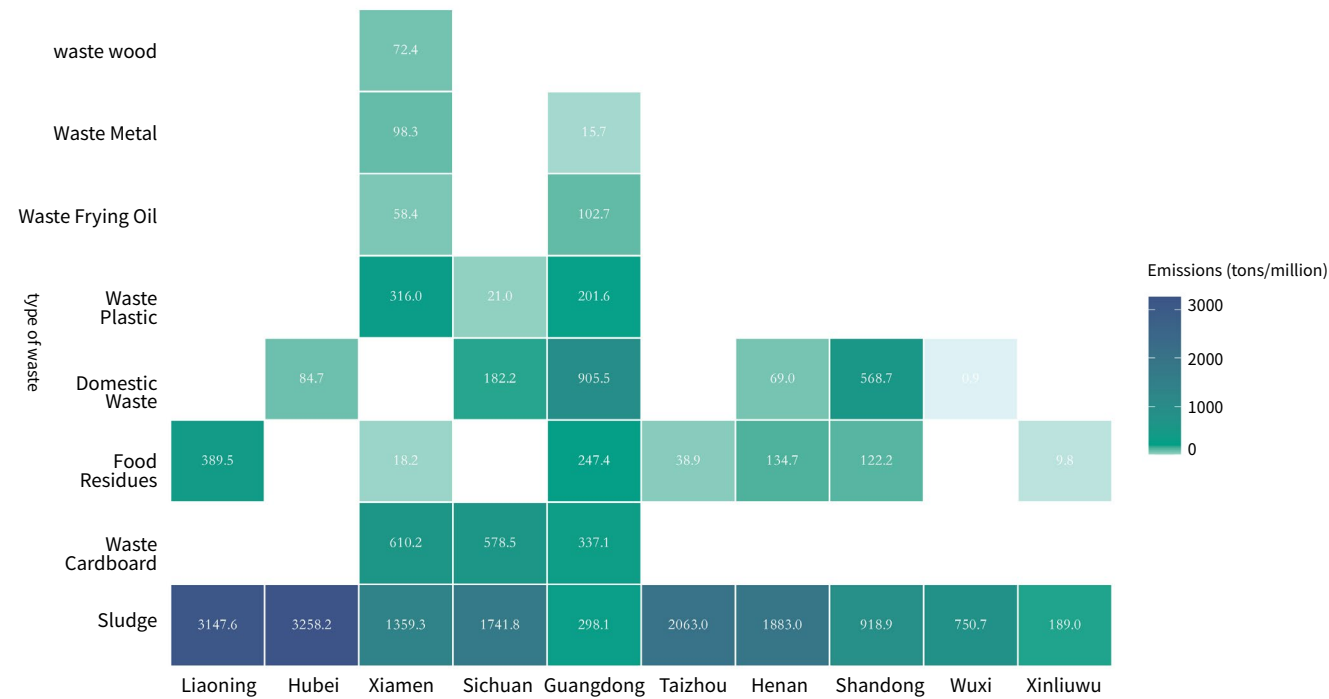
The solid waste of Anjoy Group mainly consists of three categories: general solid waste, hazardous waste, and kitchen waste. The Company has set up hazardous waste storage rooms and garbage rooms to handle solid waste in a classified and graded manner.

Hazardous wastes such as waste mineral oil generated from the normal maintenance of mechanical equipment like refrigeration units and laboratory testing reagents are collected and stored in accordance with the requirements of the Pollution Control Standard for Hazardous Waste Storage (GB 18597-2001). And a company with relevant qualifications is entrusted to implement harmless treatment. The transfer and treatment of hazardous waste are reported and approved according to the procedures, and the transfer consignment note system is strictly implemented.

General solid wastes such as waste cardboard, waste metal, waste plastic, waste grease, and sewage sludge are recycled and comprehensively utilized. They are placed in the garbage room according to waste classification, and a third party regularly clears them away.

Kitchen waste from the canteen, waste materials intercepted by the sewage grid, and scrapped raw materials, finished products, and semi-finished products in the workshop are regarded as kitchen waste by the municipal department. After treatment, they can be comprehensively utilized. They are uniformly cleared out of the factory by the municipal department at a fixed time every day to ensure that there is no accumulation in the factory area.

General industrial solid waste emissions of Anjoy Group in 2024



Hazardous Waste Management

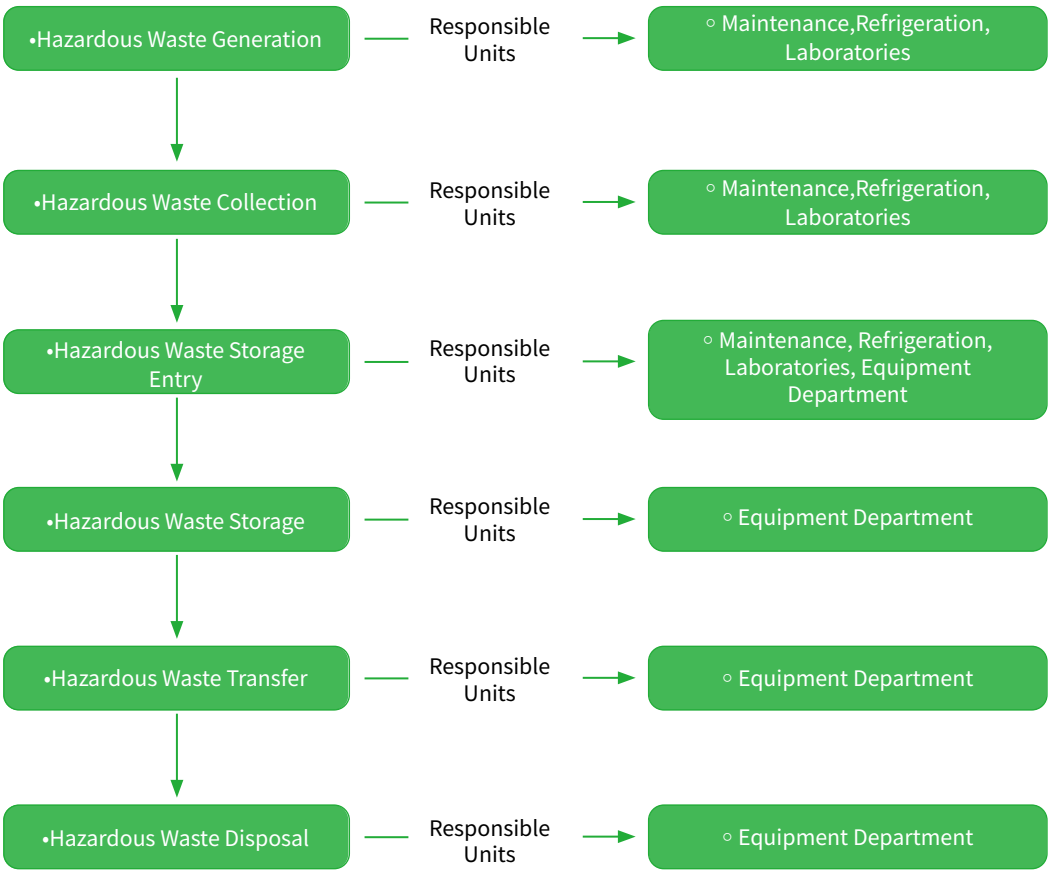
To implement the Work Safety Law of the People's Republic of China, put into practice the principle of "Safety First, Prevention First, and Comprehensive Treatment", standardize the management of hazardous chemicals, ensure the safety of enterprise production, prevent the occurrence of major and serious accidents, and maintain the stability of the Company's situation, the Hazardous Substances Management System is specially formulated.

Management System:

Department	Responsibilities
Work Safety Department	Responsible for formulating emergency response plans for sudden accidents involving hazardous substances, regularly organizing and conducting drills, and filing them with relevant government departments; responsible for promoting the training work related to the management of hazardous substances in the Company and supervising the implementation.
Security Office	Responsible for the inspection of hazardous substances entering and leaving the factory area and the daily patrol inspection of hazardous substances.
Procurement Department	Responsible for the procurement and transportation safety management of hazardous substances (if purchased by the using department, the using department shall be responsible).
Warehousing Workshop	Responsible for the safety management of the unloading, storage, and scrapping of hazardous substances (if stored by the using department, the using department shall be responsible).
Using Department and Workshop	Responsible for the safety management of the receipt, use, scrapping, and temporary storage of hazardous chemicals.
Equipment Department	Responsible for the final treatment of hazardous waste.

Waste Management Process

Waste Management Process



Noise Management

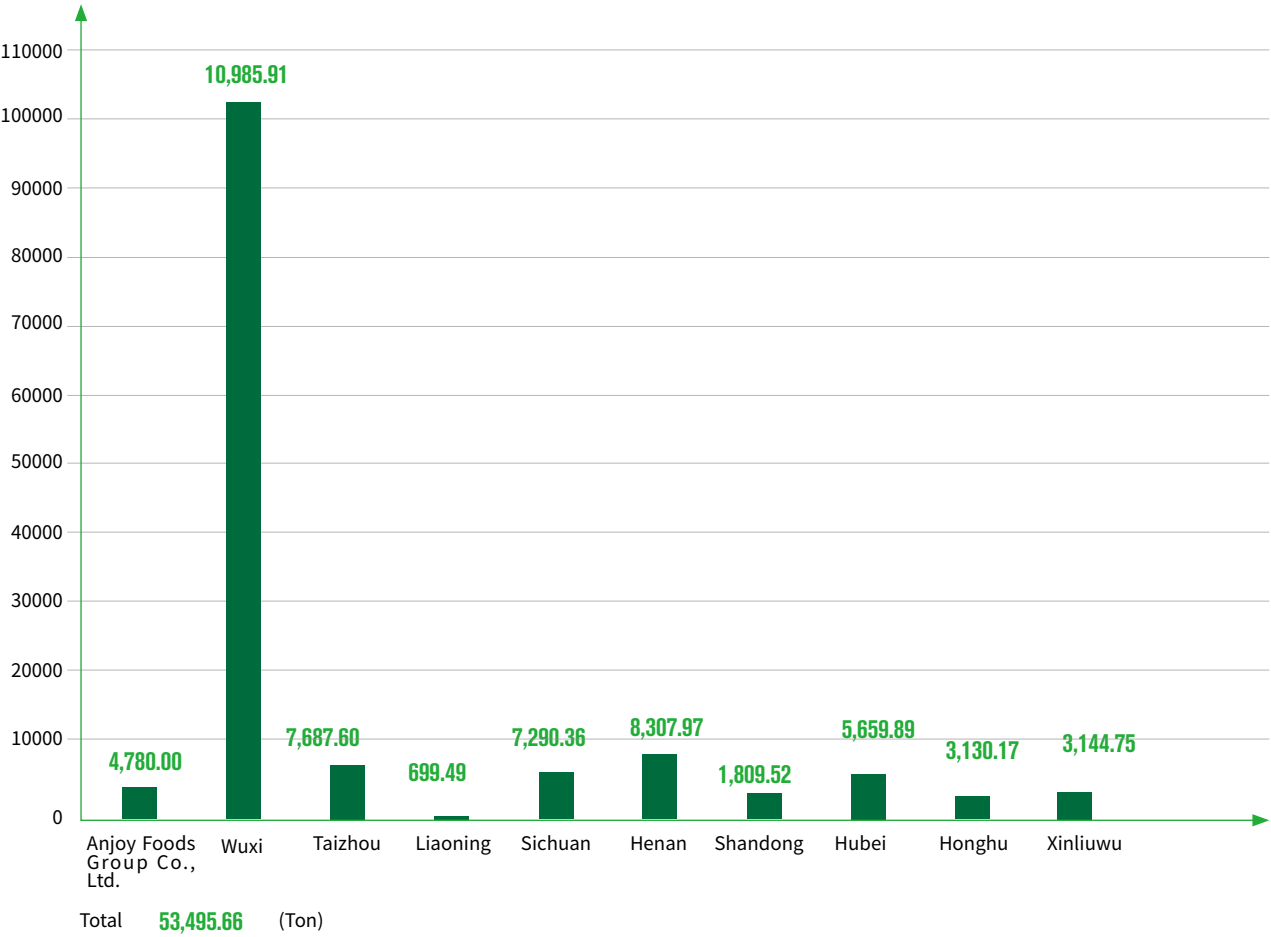
Through reasonable layout of the factory area (high-noise equipment is kept away from the factory boundary), planting trees and grass around, installing vibration damping pads on the pumps of the wastewater treatment station and the fans of the waste gas treatment facilities, and using sound-absorbing cotton, sound-absorbing bricks and other noise reduction measures in the refrigeration machine room and the sewage fan room, the daily maintenance and repair of equipment are strengthened to ensure that all equipment, especially the equipment for preventing and controlling high-noise pollution, is in normal working conditions, to reduce the impact of noise on the outside world as much as possible.

The noise at the factory boundary complies with the Emission Standard for Industrial Enterprises Noise at Boundary (GB12348-2008). A qualified third party conducts tests every quarter, and the emissions all meet the standards.

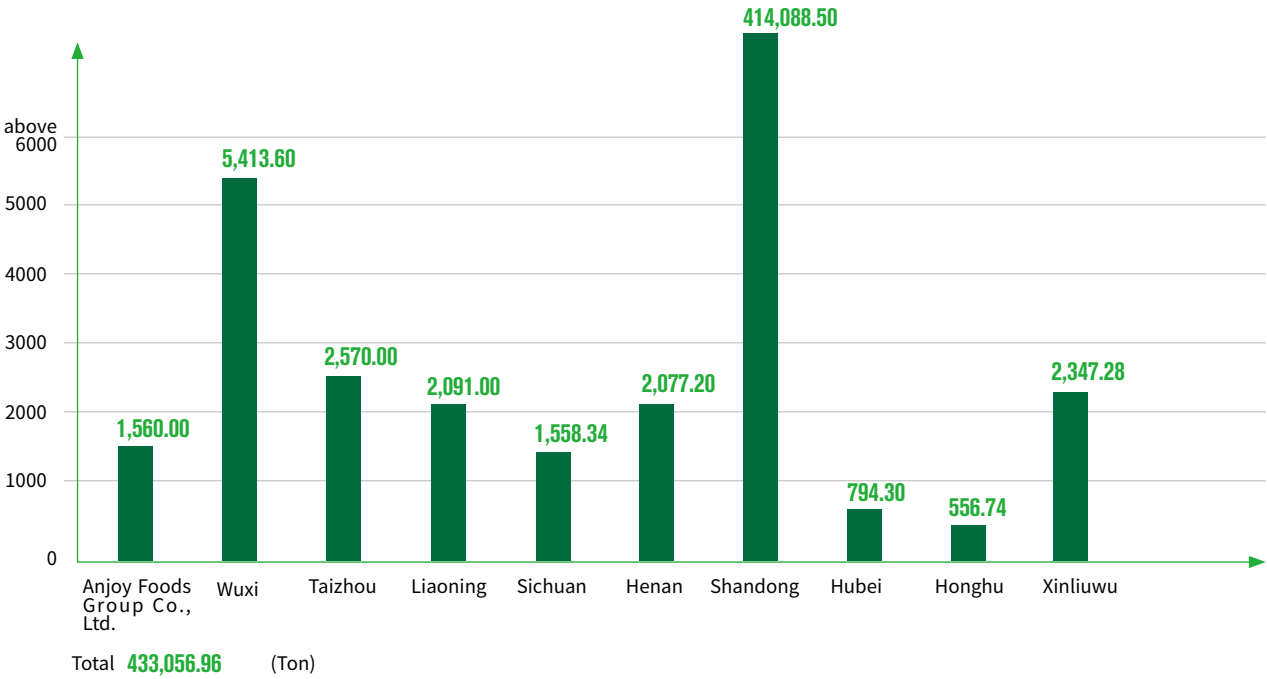
In order to implement and enforce the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste and relevant laws and regulations, and to protect the environment, the hazardous waste management system is specially formulated.

Packaging Usage

Packaging material usage of the Anjoy Group in 2024



Packaging material usage of the Anjoy Group in 2024



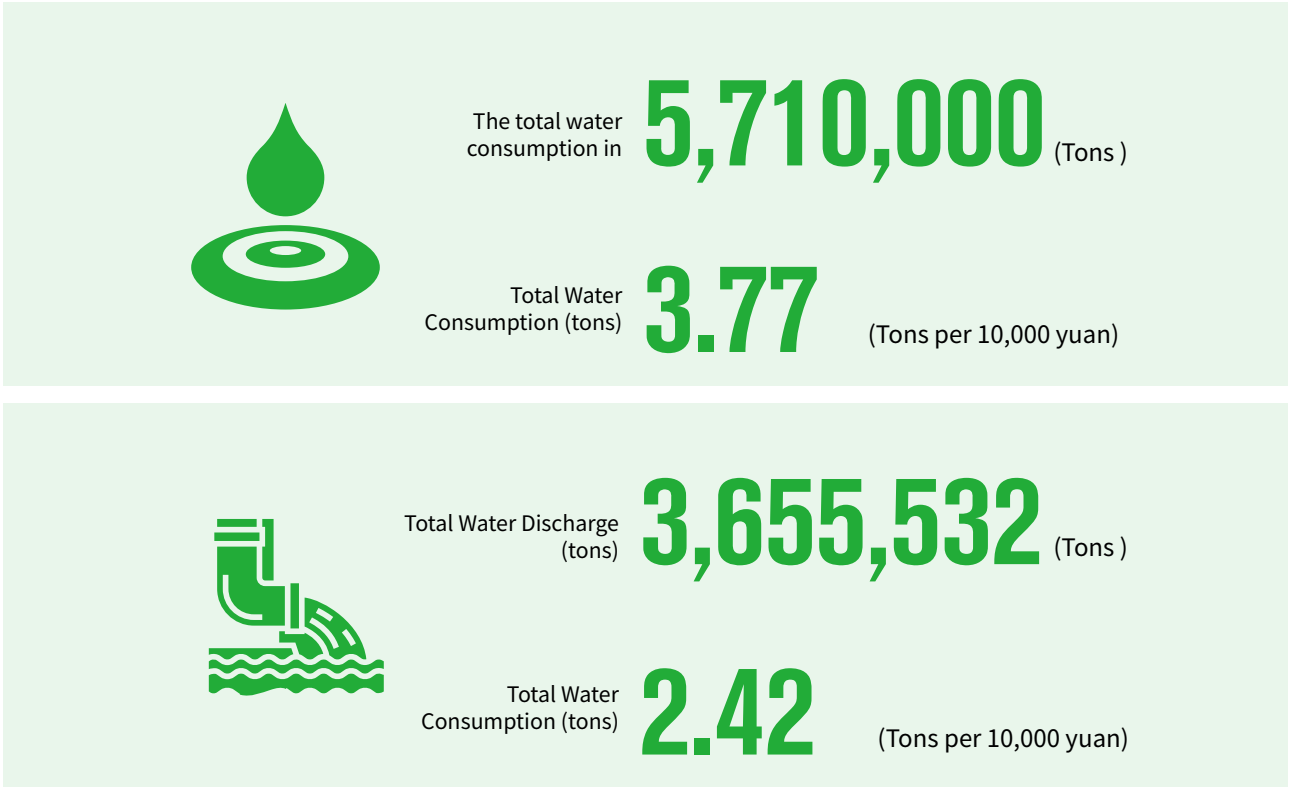
Replacement of Oil Tanks and PP Turnover Frames for Traditional Cartons

In line with the ESG sustainable development concept, Anjoy Group has specially set up first-level insulated soybean oil tanks. By coordinating with Yihai Kerry and the Oil and Fat Business Department of COFCO, the Company has changed the delivery of oil in carton packaging to delivery in oil tanks, reducing the use of 780,000 carton packages annually. At the same time, in cooperation with suppliers of agricultural and sideline products and auxiliary food, within the permitted range, part of the carton outer packaging has been replaced with non-toxic, harmless and odorless PP turnover baskets. The group has reduced the use of 1,345,000 cartons in total. Some carton products have been changed to reusable non-toxic, harmless and odorless turnover containers, with approximately 442,000. Anjoy Group continuously optimizes the packaging materials. During the reporting period, the group has reduced the use of cartons by approximately 2,567,000 in total, indirectly reducing the consumption of 2,350 tons of base paper and cutting down carbon emissions. In the later stage, the group will continue to cooperate with suppliers to deepen the cooperation in sustainable development.

Water Resources Management

Anjoy Group strictly complies with local laws and regulations regarding water intake, water use and drainage at its operation locations. It adheres to laws and regulations such as the Water Law of the People's Republic of China, Soil and Water Conservation Law of the People's Republic of China, and Law of the People's Republic of China on the Prevention and Control of Water Pollution. It vigorously carries out water-saving activities through preventing "leaks, drips, and spills". By eliminating continuous running water, reducing water flow, and decreasing water use points, it achieves the goal of water conservation.

Water Resources Usage of Anjoy Group:



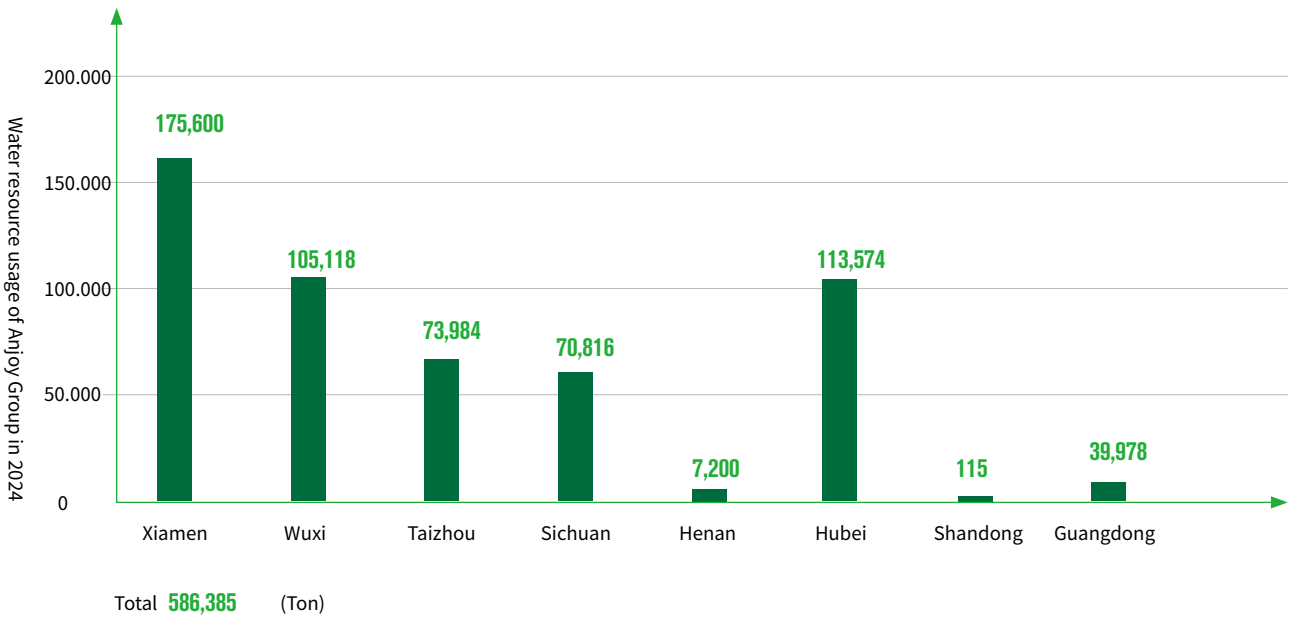
Note: The original units of the water intake and discharge of Liaoning Anjoy were cubic meters. In order to unify the units, the water is calculated based on a density of 1 ton per cubic meter.

Reclaimed Water Reuse Statistics

Through continuous improvement of production processes, introduction of advanced water-saving equipment, and strengthening of water resources management, Anjoy Group has effectively improved the efficiency of reclaimed water reuse, making substantial contributions to reducing water resource consumption and environmental load. The Company has made remarkable progress in reclaimed water reuse. In 2024, the amount of reclaimed water reused by the Company was 586,400 tons, while in 2023, the amount of reclaimed water reused by the Company was 429,300 tons, representing a year-on-year increase of approximately 36.59%. These measures demonstrate Anjoy Group's firm commitment and practical actions in promoting green production and fulfilling environmental responsibilities.



Water resource usage of Anjoy Group in 2024



Water-saving Measures

Anjoy Group actively practices the concept of water conservation and environmental protection. By establishing a complete reclaimed water reuse system, the reclaimed water produced after sewage treatment is reused in multiple links of the factory area, including evaporation cooling condensation cycle, greening irrigation, dormitory toilet flushing, production workshop toilet flushing, and garbage room flushing. At the same time, the Company has also implemented water-saving measures such as sewage treatment with chemicals, effectively improving the utilization rate of water resources and demonstrating the Company's environmental protection commitment to sustainable development.

Base	Reclaimed Water Reuse (Ton)
Reclaimed Water Reuse System	<ul style="list-style-type: none">Water source: Reclaimed water after sewage treatment.Reuse scenarios: Toilet flushing in the factory area, green irrigation, etc.Annual reclaimed water reuse amount: 39,978 tons, accounting for 10.20% of the total water consumption in the factory area.
Renovation of Workshop Lubricating Water Circulation System	<ul style="list-style-type: none">Technical transformation of the circulating water of the slicing machine: Saving 11 m³ of water per single shift.Technical transformation of the lubricating water of the fish roe bun forming machine: Saving 12 tons of water per single shift.Optimization of the water intake of the lubricating water of the forming machine: Saving 12 tons of water per single shift and reducing steam consumption by 300,000 calorie units
Recycling and Utilization of Evaporation Condensate Water	<ul style="list-style-type: none">Recycling temperature: 80-100°C .Energy-saving effect: Saving 10 m³ of natural gas for heating each ton of water

Energy Utilization

The resources required for the production and operation of Anjoy Group mainly include energy sources such as electricity, steam, and natural gas, as well as water resources. Among them, electricity, steam, and natural gas constitute the main energy consumption. The Company has continuously attached great importance to the efficient utilization of energy, and has focused on optimizing the resource structure and improving the utilization efficiency to reduce the dependence on non-renewable resources. By introducing advanced technologies, it has accelerated the elimination and transformation of backward processes and equipment, and promoted the modernization of processes and equipment upgrades.

At the same time, the Company has taken measures such as adjusting the energy consumption structure, implementing energy-saving innovations, and introducing renewable energy sources. It has also established a complete energy management system and formulated normative documents including the energy review control procedure, energy performance parameter and benchmark control procedure, energy target and indicator and management implementation plan control procedure, energy service and equipment procurement control procedure, as well as monitoring, measurement and analysis control procedures, and supporting professional operation instruction manuals. It has achieved remarkable results in the utilization of renewable energy sources and the transformation of energy-saving technologies, improved the energy utilization efficiency, and effectively enhanced the comprehensive competitiveness and economic benefits of the enterprise.

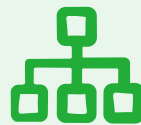
In order to promote the construction of the energy management system, further strengthen internal management, control energy indicators, and reduce production costs, Anjoy Group has specially established an energy management system team to uniformly guide the energy management work of various departments of the Company:

Leadership Responsibilities



- Responsible for the overall promotion of the Company's energy management system (including the initial energy review).
- Determine the method of the initial energy review.
- According to the current situation of the Company's energy management and use, review the areas and opportunities for energy improvement.
- Approve the target indicators for annual energy consumption control.
- Examine and approve major energy-saving technical transformation plans.

Member Responsibilities

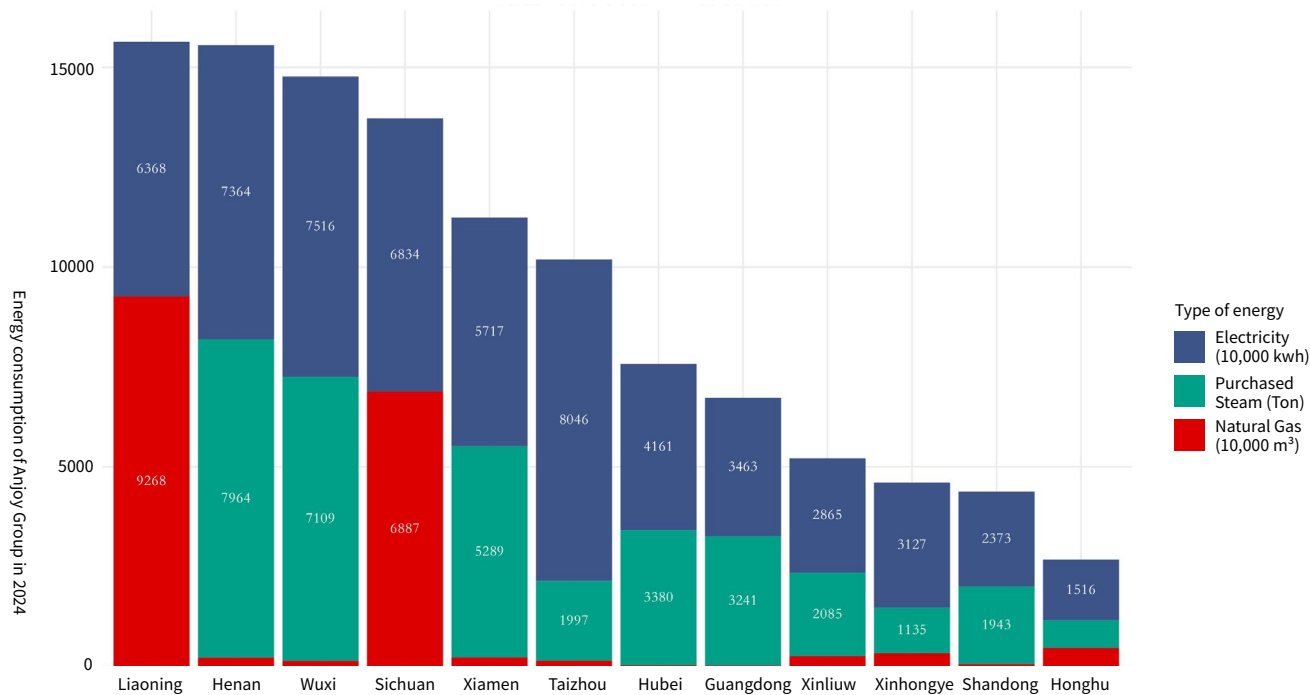


- Investigate the historical and current data of the Company's energy consumption and use.
- Determine the main energy-consuming equipment according to the Company's energy use situation.
- Understand the current situation of the Company's energy management and the existing energy management system.
- Analyze the existing problems and deficiencies in the current energy management process of the Company, initially identify the main energy use areas and the influencing factors of the main energy use, and put forward the loopholes and weak links in energy management, the key processes, links, technologies and methods for improvement; put forward suggestions on the adoption of new energy sources, new materials, new processes, and energy target indicators.
- Prepare the Company's initial energy review report according to the review results.



Anjoy Group is committed to sustainable development and plans to reduce the energy consumption per unit of revenue by 10% within the next 5 years. We will continuously improve energy utilization efficiency through a variety of measures, such as optimizing the production process, introducing advanced energy-saving technologies, strengthening energy management, and exploring the application of renewable energy sources. This goal not only reflects our responsibility for environmental protection, but also helps the enterprise reduce costs and increase efficiency, enhance its market competitiveness, and lay a solid foundation for achieving green and high-quality development.

Energy consumption of Anjoy Group in 2024



Cases of Renewable Energy and Energy Recovery

Scheme Name	Saving Effect
Distributed Photovoltaic Power Generation System	<ul style="list-style-type: none">● Installed capacity: 1,830kW● Power generation in 2024: 1.999 million kWh, accounting for 6.62% of the total electricity consumption of Guangdong Anjoy● Technical characteristics: Adopt high-efficiency photovoltaic modules to achieve the substitution of clean energy
Heat Recovery Device of Refrigeration Unit	<ul style="list-style-type: none">● Technical principle: Recover the waste heat from the heat exchange of the refrigeration system and use it to heat the tap water for production● Annual heat recovery amount: 9,200 tons (equivalent hot water)● Application scenarios: Re-invest in the production processes that require hot water to reduce steam consumption
Equipment Operation Optimization	<ul style="list-style-type: none">● Linkage control of outsourced roller scales: Saving 8 kWh of electricity per single shift● Replacement of Roots blowers with magnetic levitation blowers: Saving 63,000 yuan in electricity costs annually (the power is reduced by 11kW, and the air volume efficiency is increased by 48%)● Optimization of the rack density of the defoamer: Saving 40 kWh of electricity per day on average

Ecosystem and Biodiversity Protection

All the factory locations of Anjoy Group have passed the environmental impact assessment. We fully evaluate the impact of construction projects on the ecological environment. All construction projects are designed, constructed, and equipped with corresponding environmental protection treatment facilities in strict accordance with the requirements of the environmental impact assessment. In daily operations, strict sewage discharge management is formulated and implemented to reduce the threats to biodiversity in all aspects of operations.

By optimizing the spatial layout of each production base, Anjoy promotes the intensive and green development of the industries in the regions where they are located, mitigates the impact on the surrounding environment, and strictly adheres to the ecological protection red line. Through the implementation of clean production, Anjoy deeply implements the concept of circular economy, follows the principles of "reduction, reuse, and recycling", and takes measures such as the cascading use of water resources and the reuse of reclaimed water to reduce water resource consumption, decrease the discharge of wastewater, improve the comprehensive utilization rate of regional water resources, reduce the wastewater discharge from the source, and ensure the ecological environmental safety of each production base and the surrounding areas.

Anjoy Group strictly complies with laws and regulations such as the Environmental Impact Assessment Law of the People's Republic of China, Land Administration Law of the People's Republic of China, Soil and Water Conservation Law of the People's Republic of China, Catalogue for the Classification Management of Environmental Impact Assessment of Construction Projects, and Regulations on the Environmental Impact Assessment of Plans, as well as the environmental protection laws and regulations of the project location. Environmental impact assessment work is carried out for new construction projects. Construction is prohibited in ecologically sensitive areas such as restricted breeding areas, prohibited breeding areas, water sources, and wetland protection areas to ensure the protection of biodiversity.

Through school-enterprise cooperation and basic scientific research, Anjoy continuously improves its formulas and actively promotes the model of replacing part of the marine fish surimi with farmed freshwater fish surimi. Anjoy Group closely cooperates with upstream suppliers, drives the healthy development of upstream industries with downstream demand, cultivates and leads the domestic freshwater silver carp industry to reduce the fishing volume of marine fish, making upstream production more rhythmic and regular, avoiding the overfishing and abuse of freshwater and marine fish resources, and playing a good role in protecting fish biodiversity.

Green Supply Chain Construction

Anjoy Group actively practices the concept of sustainable procurement and is committed to building a green and responsible supply chain system. Through systematic measures, we promote suppliers to improve their environmental management and work safety levels, effectively protect the labor rights and interests of the supply chain, and work hand in hand with our partners to create a compliant and respectful workplace environment.

The group strictly follows international standards such as ISO 22000 and ISO 9001 and relevant laws and regulations, and has established a complete supplier management system. By formulating institutional documents such as the Supplier Quality Evaluation and Control System and Procurement Control Procedure, we have deeply integrated supplier management into the entire life cycle of procurement, and constructed a full-process compliant management system from development, evaluation to withdrawal. This system has effectively promoted sustainable procurement practices and provided a strong guarantee for building a green and responsible supply chain.

Anjoy Group's Green Supply Chain Construction: Sustainable Innovation from the Ocean to the Land

Anjoy Group takes the "ecologically friendly supply chain" as its core strategy and has achieved systematic breakthroughs in three major fields: fishery resource protection, agricultural sustainable development, and green packaging transformation. Through innovative practices in 2024, it has cumulatively reduced carbon emissions by more than 5,800 tons and established a green value network covering the entire industrial chain.

Management of Freshwater Fish Surimi Suppliers

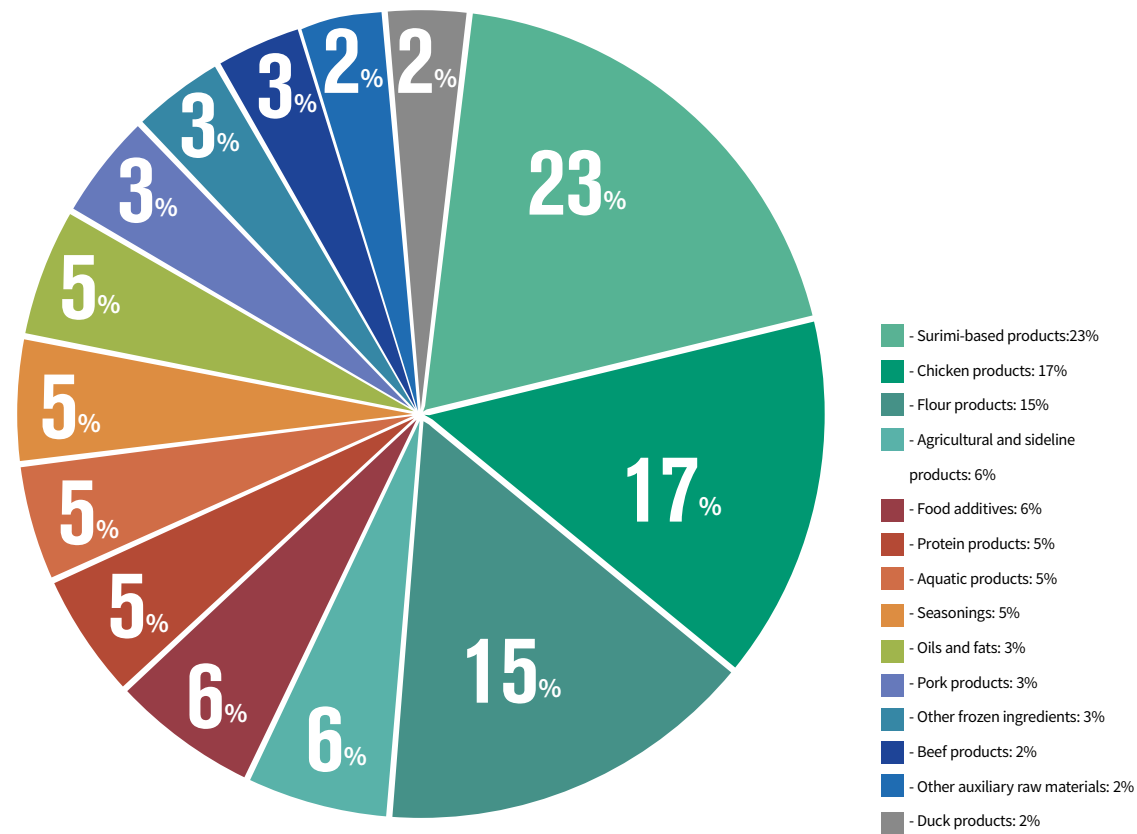
Continuously optimize product formulas, reduce the proportion of marine-caught fish surimi in the formulas, and shift to farmed silver carp surimi. In 2024, marine-caught fish surimi accounted for 46.47% of the total fish surimi demand, while freshwater fish surimi accounted for 53.53% (fish surimi procurement accounted for 23% of the total material procurement). Freshwater fish surimi is farmed fish surimi, which is a renewable resource. It has replaced the demand for marine fish surimi, reducing the marine fish catch by approximately 27,500 tons. This reduction in marine fish catch has alleviated the pressure on marine fishing and laid a good foundation for the development of sustainable fisheries. In the future, Anjoy Group will continue to focus on researching and developing the use of farmed silver carp surimi, reducing the marine fish catch and the pressure on marine fishing, laying a solid foundation for the development of sustainable fisheries, and continuously and effectively supporting the sustainable development of marine fishing fisheries.

At the same time, in 2024, Anjoy Group aims to promote the development of sustainable fisheries to ensure the current and future supply of seafood products. 100% of the cod surimi purchased by Anjoy Group comes from fishery farms that have obtained the sustainable certification of the Marine Stewardship Council (MSC). By leveraging the influence of the supply chain, it participates in ensuring the continuous supply of high-quality seafood products and contributes to the restoration of global fish populations and the protection of the marine environment.





2024 Group Material Procurement Amount Proportion Chart



Management of Soy Protein Suppliers

Anjoy Group requires suppliers to provide soybean IP certification certificates. All raw soybeans used for soy protein isolate are sourced from suppliers with IP certification, and the soy protein isolate complies with GB 20371, National Food Safety Standard - National Standard for Vegetable Proteins Used in Food Processing. In the future, Anjoy Group will further deepen its cooperation with soybean suppliers, and carry out the certification and traceability work of sustainable soybeans.



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Supplier Collaborative Development

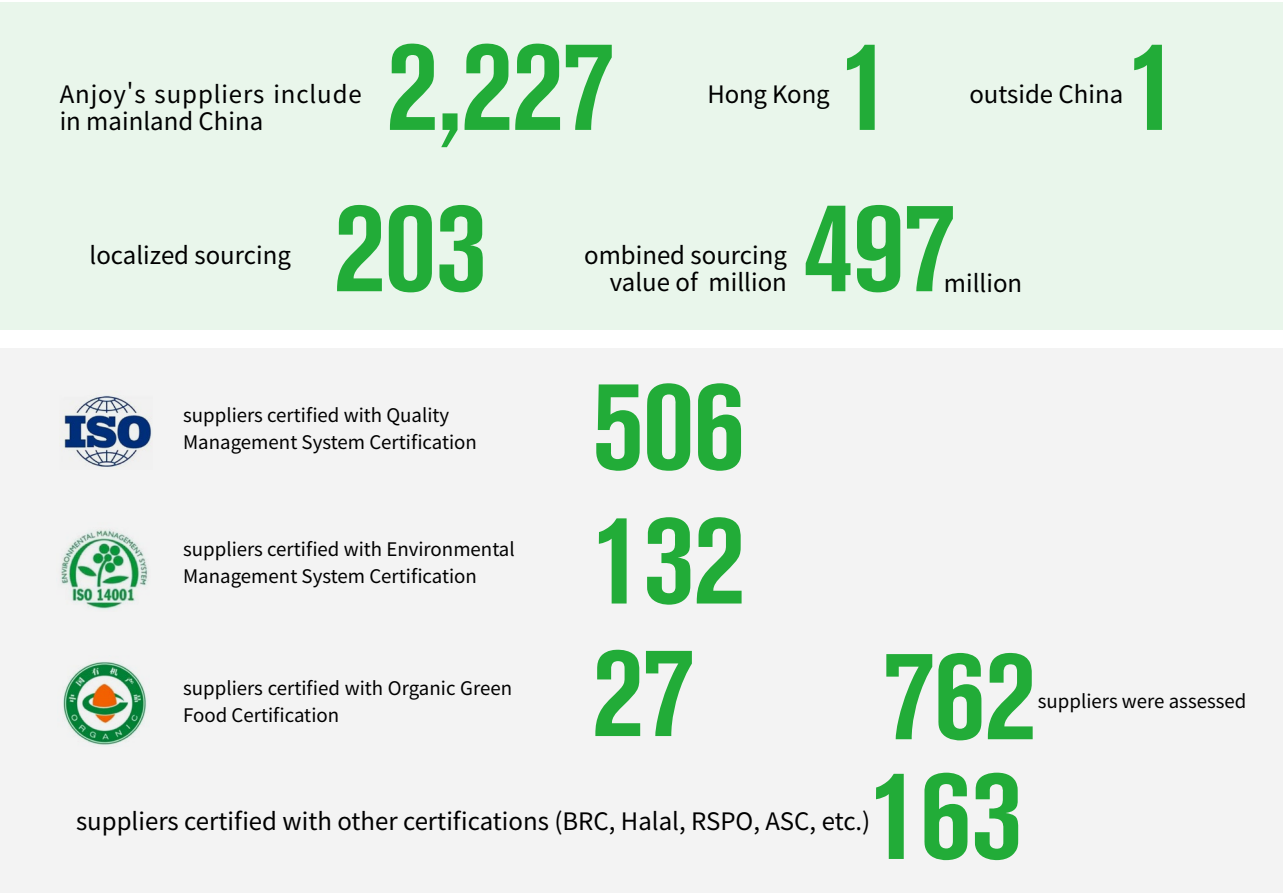
Anjoy has always been committed to building a responsible supply chain system and effectively preventing supply chain risks by continuously optimizing the supplier management mechanism and procurement process. We work hand in hand with our suppliers, upholding the concepts of equality and mutual benefit and win-win cooperation, to jointly promote the sustainable development of the supply chain, and to set an example of responsibility for the industry.

Supplier data:

Anjoy's suppliers include 2,227 in mainland China, 1 in Hong Kong, Macao and Taiwan, and 1 outside China. Among them, 203 are localized sourcing, with a combined sourcing value of 497 million, which has boosted the local economy and provided opportunities for local employment of personnel.

Among them:

- 506 suppliers certified with Quality Management System Certification.
- 132 suppliers certified with Environmental Management System Certification.
- 27 suppliers certified with Organic Green Food Certification.
- 163 suppliers certified with other certifications (BRC, Halal, RSPO, ASC, etc.).
- 762 suppliers were assessed.



Supplier Quality Management

The quality stability of raw and auxiliary materials is an important part of ensuring product quality. The Company has formulated a series of documents entitled ‘Supplier Quality Evaluation and Control System’ and ‘Procurement Control Procedures’ , which put forward management requirements for suppliers in terms of the dimensions of potential suppliers ‘ evaluation and admission, suppliers’ risk identification and auditing, suppliers ‘ evaluation, and suppliers’ exclusion and so on.

Supplier Evaluation and Admission

Anjoy conducts risk assessments for suppliers in terms of the quality of raw materials, the degree of management standardization, logistics and distribution capability, and capital management capability. The Company specifies the risk level of food safety of suppliers in the Supplier Quality Evaluation and Control System, and takes into account the factor of corporate social responsibility fulfillment in the process of supplier admission, and gives priority to suppliers that have passed the quality system certification ISO22000/ISO9001, the environmental system certification, and the occupational health management certification.

Supplier Audit and Evaluation

The Purchasing Department establishes a list of qualified suppliers and manages to update and maintain it in a timely manner. In the first quarter of each year, the Purchasing Department will lead the implementation of supplier evaluation, according to the annual quality management scores, integrated price factors, delivery efficiency, housekeeping and other project factors, supplier scoring, according to the annual evaluation scores to make the supplier's grade evaluation, less than 60 points are not included in the qualified suppliers, ≥ 60 points are included in the qualified suppliers, and combined with the actual supply and demand to determine the supplier in the subsequent half-year cooperation intention.

For the quality management annual board to establish the ‘quality module assessment details’ , quality module score W, the quality department calculates the full 100 points system, $W = Y - A - C$. Supplier evaluation needs to be the quality module score $W * 55\%$ conversion and then scoring.

Table 5: The Quality Module Assessment Detailed Table

Quality Score W	No.	Source	Statistical Method	Calculation basis
Quality Module W (out of 100 points)	X	EAS interval batch score (by single)	The default score for each batch of material quality is 100 points. If there is a non-conforming product processing order, the warehouse QA according to Table 5 for the deduction of points and then enters the score in the EAS system	Interval batch score = sum of scores per batch / total batch
	Y	Large interval accumulation	Add the concept of abnormal quantity, BI automatically captures	$= X(1 - \text{abnormal quantity in the interval} / \text{total quantity of incoming goods in the interval})$
	Z	One vote veto	Manual entry	In the event of a major adverse quality event
	A	One vote veto	Warehouse QA according to the actual situation of the evaluation, did not happen to deduct 0 points. There are occurrences according to the frequency of deductions of 1-5 points	
	C	On-site audit	According to the supplier audit evaluation, audit score ≥ 90 points, no deduction; audit score of 80-90 points, deduct 5 points; audit score of 70-80 points, deduct 10 points; audit score of 60-70 points, deduct 15 points, <60 points, not included in the qualified suppliers. Rectification of poor cooperation, failure to carry out rectification and then deduct 5 points.	

Note: The evaluation system is in the process of continuous improvement and updating.

凡 Any supplier with serious quality problems and the emergence of serious forgery and other malicious events, will implement the quality of one-vote veto system, go supplier black application, the quality department report to the technical director or vice president of production for approval and confirmation, the quality of the veto power to the quality department. Unqualified suppliers need to continue to purchase. It is necessary to re-assess in accordance with the new supplier evaluation process.

The quality stability of raw and auxiliary materials is an important part of ensuring product quality, the Company carries out

annual audits of suppliers and formulates the ‘Supplier Audit Procedure’ , which focuses on the supplier's quality assurance capability, production capacity, and implementation of the corporate social responsibility system to carry out the assessment work.

The Company has unified the acceptance specification for raw and auxiliary materials, which stipulates the arrival date of raw and auxiliary materials, testing items, testing frequency, testing methods, and disposition of abnormality, with the number of specific indexes and requirements higher than or equal to the national standards and industry standards.

In 2024, Anjoy accepted a total of 114,866 batches of raw materials and qualified 105,589 batches, a qualification rate of 91.91%. The Company conducts self-inspection on various safety indicators of raw materials, including 23,118 batches of veterinary drug pollutant residue testing, 6,747 batches of pesticide residue testing, 4,345 batches of heavy metal testing, and 7,682 batches of food additive testing. All raw materials detected with abnormal safety indicators are required to be returned, scrapped and disposed of.

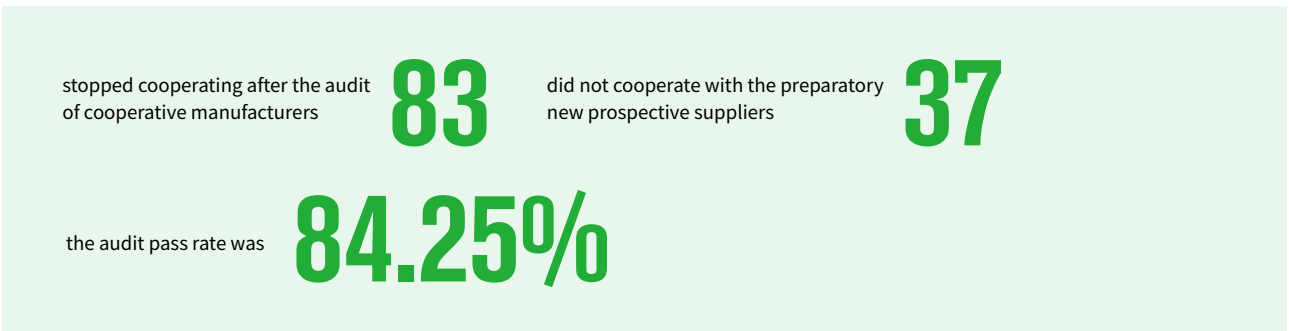
The Company's production bases carry out sensory inspections of raw materials in storage every working day, totaling 4,002 inspections, of which more than 90,336 batches of raw materials were sensory and temperature inspected; food additives and compounded flavorings conduct self-inspection of preservatives once every six months; livestock and poultry meat are monitored for peroxide value once a quarter; and 3,943 batches of raw materials are sent to third-party testing organizations to conduct various types of special tests on food safety.

Dynamic Supplier Supervision

The Company implements dynamic purchasing supervision of suppliers, and adopts the mode of audit+training+rectification+review to assist qualified suppliers to implement rectification in conjunction with material arrival and acceptance. Some of the suppliers have successfully passed HACCP certification through Anjing's training and counseling. At the same time, we also make use of our own testing capabilities to conduct testing counseling and exchanges with suppliers to enhance their self-inspection capabilities. Reduce the risk of contamination by pests, rodents, foreign objects and microorganisms. 1,055 people were involved in auditing suppliers ‘work. 4,268 people were involved in training suppliers’ work.

The Company conducts a comprehensive assessment of suppliers based on their supply capacity, quality and financial liquidity to optimize the entry and exit mechanism of suppliers. According to the results of the supplier assessment, the Company will carry out targeted measures to rectify the situation of suppliers who need to improve cooperation, so as to improve the participation and cooperation of suppliers and achieve the original intention of win-win cooperation.

Supplier Management Performance



Supplier Risk Management

Adhering to the principle of risk control front, Anjoy Group formulates the procedure document ‘Supplier Quality Evaluation and Control System’ , which confirms the food safety risk coefficient based on the number of raw materials, the degree of danger, and the frequency of hazards in the previous year, and formulates the ‘Risk Assessment Form for Raw and Auxiliary Ingredients and Food-Related Products’ , which categorizes the suppliers into four categories: high-risk, higher-risk, medium-risk, and low-scoring risk. Risk situations and risk levels are targeted to determine whether on-site audits must be conducted for assessment, and post-supervision is executed in accordance with the requirements of procedural documents. In order to safeguard the stability of the supply chain and prevent the instability of the supply chain due to uncontrollable and non-human factors, an emergency procurement disposal plan has been included in the Group's Procurement Control Procedure Document, which eliminates supply chain risks and ensures the stability of the supply chain.

Supplier Risk Identification

Responsibilities/ Activities	Identified risk sources	Possible risk consequences	Level assessment	Disposal Measures
Procurement of qualified raw and auxiliary materials from qualified suppliers	Material supplier is a single supplier, prepayment, unstable financial chain, complex supply chain	Procurement of raw and auxiliary materials does not meet production requirements, resulting in production stoppage	Medium Risk	Implementation of the existing provisions of the measures: ① emergency suppliers also need to go through a temporary evaluation process; ② temporary evaluation process to go through as soon as possible after the completion of the supplier evaluation process in accordance with the provisions of the supplier evaluation process to reevaluate the supplier, including the supplier's qualifications, raw and auxiliary materials, quality, etc.; ③ according to the results of the evaluation of the supplier to assess the subsequent supply to ensure that the product quality of our company.
Emergency Procuremen	A single supplier of the same material	There is no target for selection and comparison, and no emergency supplier in case of emergencies	Medium Risk	qualifications, raw and auxiliary materials, quality, etc.; ③ according to the results of the evaluation of the supplier to assess the subsequent supply to ensure that the product quality of our company.

Responsibilities/ Activities	Identified risk sources	Possible risk consequences	Level assessment	Disposal Measures
Emergency Procurement	A single supplier of the same material	There is no target for selection and comparison, and no emergency supplier in case of emergencies	Medium Risk	The implementation of the existing provisions of the measures: ① the same material with two or more suppliers, try to avoid the situation of a single supplier; ② if an emergency situation occurs, the temporary negotiation with the sister factory for material transfer or from the brother factory suppliers to buy materials to ensure normal production; ③ if the above does not hold true, then urgently looking for a new supplier and speed up the process of supplier evaluation.
Sample Confirmation	Purchasing new materials without sample confirmation	Purchasing new materials is not applicable, resulting in waste	Medium Risk	Implementation of the existing provisions of the measures: ① new materials before the arrival of quality, technology needs to be based on the actual situation of its trial/ confirmation, retain the sample confirmation sheet; ② procurement of the first purchase of new materials according to the actual needs of the purchase, to avoid a large number of stockpiling after the phenomenon of inappropriateness.
Abnormal handling	Unqualified material arrivals	Fail to meet the quality requirements, affecting production and use	Medium Risk	Implementation of the existing provisions: ① According to the inspection results, coordinate with the relevant departments to carry out risk assessment, based on the assessment results of the raw and auxiliary materials to accept concessions or return processing; New measures: ① for frequent quality problems of the supplier required to submit a rectification report, if necessary, the supplier for factory inspection, for the monitoring of important indicators; ② to strengthen self-inspection of raw materials sent to the inspection project and frequency, to reduce the risk of abnormalities in the arrival of raw materials.
Supplier evaluation	No annual evaluation of suppliers	Supply can not meet the requirements of the Company's suppliers continue to supply	Low risk	Implementation of the existing provisions of the measures: ① in accordance with the 'procurement control procedures,' the implementation of the annual evaluation of suppliers; ② annual evaluation of the end of the procurement needs to check whether all suppliers in the list of qualified suppliers have been evaluated; ③ for the supplier did not carry out an annual reassessment of the assessment immediately organize the relevant departments to carry out the assessment and retain the assessment record The supplier should be reviewed by the relevant departments immediately and records of the review should be kept.
Contract signing	The special requirements of special materials and the supplier of the procurement contract are not reflected	No clear requirements for the supplier, can not protect the rights and interests of the Company	Low risk	Measures to implement existing regulations: Use uniform templates confirmed by the Group's legal department according to the requirements for each type of material.
Conclusion of contracts	Components of materials are not covered by testing standards and cannot be monitored comprehensively, resulting in the contract not being reflected	Driven by economic interests, manufacturers arbitrarily fail to add according to the agreed requirements, the ingredient list is not labeled, and fraud is committed by substitution. Loss of company's interest due to unspecified special excipients in raw materials which cannot be fully monitored	Low risk	Implementation of existing provisions: clearly agree on the authenticity of ingredients and agree on the penalties for differences in ingredients in the contract, and determine the treatment based on food fraud: claim, return or stop cooperation; New measures: conduct vulnerability assessment of food fraud, select key materials for management and control, and strengthen the self-inspection of raw materials to send the items for inspection and the frequency of the items, so as to reduce the risk of food fraud.

Supplier Integrity Management

Anjoy Group advocates a culture of clean procurement, adheres to the principles of openness, fairness and justice, and eliminates all commercial bribery. By signing a sunshine procurement agreement with suppliers, we jointly bind both employees to ensure cleanliness and self-discipline, and create a healthy cooperative relationship. 100% of the Company's suppliers have signed the sunshine terms and conditions, and provide contact information of the Group's leadership, which ensures the implementation and execution of the sunshine agreement in a multi-dimensional way.

Protection of Small and Medium-sized Enterprises

Anjoy Foods always adheres to the concept of ‘equality and mutual benefit, cooperation and win-win’ , and attaches great importance to the important role of small and medium-sized enterprises (SMEs) in the supply chain. During the reporting period, SMEs accounted for 28.59% of procurement expenditure and 36.20% of procurement transactions, fully reflecting their key position in market vitality and innovation. The healthy development of SMEs is an important force driving the industry's progress and economic prosperity. Therefore, Anjing Food will continue to optimize its supply chain services to provide SMEs with more competitive procurement support, more flexible transaction methods and more efficient logistics solutions, helping SMEs to reduce costs, increase efficiency and enhance competitiveness. Anjing Foods will always work hand in hand with SMEs to build a fair, transparent and sustainable supply chain ecology and contribute to the high-quality development of the industry.





05 **Creators of Employee Happiness**

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Staff Recruitment and Employment

Recruitment Channels and Processes of Employees

Anjoy mainly adopts three recruitment methods, namely social recruitment, campus recruitment, and internal recommendation. The recruitment process includes such links as online resume submission, resume screening, initial interview, final interview, background check, and employment. Among them, campus recruitment is an important part of the Company's recruitment.

The Company has a complete talent cultivation and selection mechanism and is committed to providing fresh graduates with broad development space and diversified career paths. In 2024, offline promotional activities were carried out in more than 100



undergraduate universities across the country. The Company received more than 3,000 resumes in total, and finally hired more than 800 people.

Diverse and Equal Employment Approaches

Anjoy has always adhered to an equal employment strategy and opposes discrimination based on factors such as gender, age, and disability. It places great emphasis on ensuring equal pay for equal work between men and women in aspects of salary, benefits, etc. Additionally, a Special Agreement on Collective Consultation of Special Rights and Interests of Female Employees has been signed to demonstrate care for female employees.

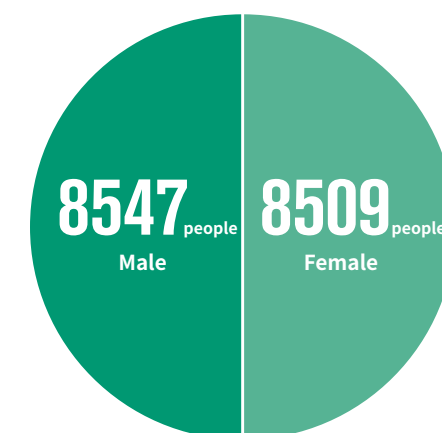
Against Child Labor and Forced Labor

Anjoy attaches great importance to combating forced labor, formulates and improves the Employee Rights and Interests

Protection System, and clearly prohibits forced labor behaviors. It is clearly stipulated that employees' overtime work should be based on voluntariness, and the Company does not encourage overtime work.

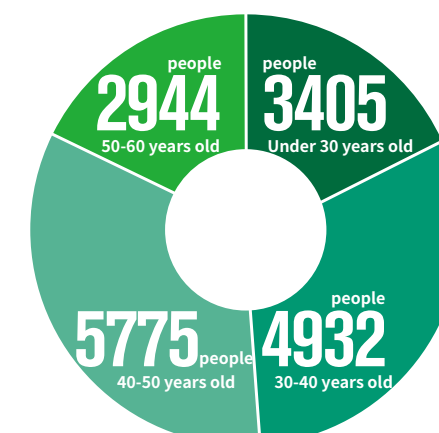
Anjoy has always strictly complied with national regulations on the Prohibition of the Use of Child Labor. Upholding the principles of respecting human rights and protecting the rights and interests of minors, it strictly prohibits the use of child labor in any business links within the Company. It conducts strict inspections of employees' ID card information, and firmly prohibits the use of child labor and forced labor. All personnel information is managed through the HR software system. Rules are directly set in the system to prevent the employment of child laborers, controlling the situation at the source. Moreover, the Company supervises and inspects the labor employment situation. Since its establishment, the Company has not had any cases of employing child labor or forced labor.

Gender Ratio

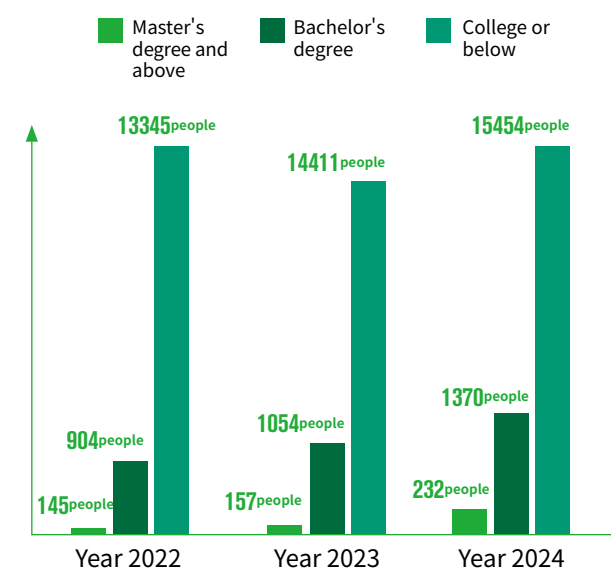


Number of regular employees 17,056

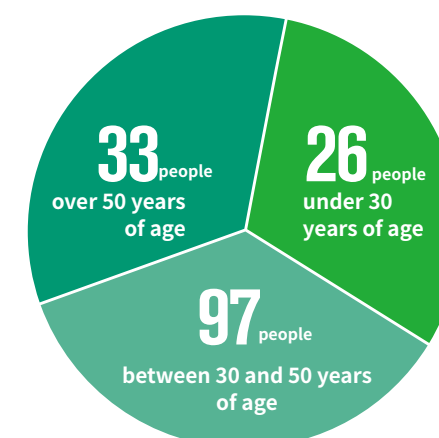
Age structure



Education structure



Employment of People with



Employee Salaries and Benefits

The Company formulates the Salaries and Benefits System and establishes a salary system consisting of basic salary, allowances, performance salary, and overtime pay. It implements a system of setting positions, grading, and determining salaries according to the positions, ranks, and grades of different departments. When the position is adjusted, the grade and salary are also adjusted accordingly. Through the provisions of the assessment and salary system, a dynamic balance of being able to move up or down is achieved, giving full play to the incentive and guiding role for employees. In addition, employees enjoy legally prescribed benefits such as high-temperature and low-temperature subsidies, and they are entitled to annual leave. Special protection is provided for female employees, who can enjoy prenatal check-up leave, maternity leave, parental leave, and receive maternity benefits. The Company provides employees with three free meals a day and free accommodation. Employees can also enjoy birthday gifts, holiday fruits, and condolence gifts, etc.

Composition of Salaries

Employees' salaries are composed of basic salary, performance salary, allowances, and overtime pay. Different salary calculation standards are formulated according to different job ranks. The Company's long-term incentive measure is equity incentive, which provides incentives based on employees' contributions and performance to the enterprise. This stimulates employees' enthusiasm and creativity, reflects their contributions, and enhances their sense of happiness.

Performance Appraisal

Each department within the Company sets its own performance appraisal system according to its respective business characteristics. A series of systems such as the Performance Management System, Performance Management Measures for Workshop Management Personnel, Performance Management Measures for Front-line Personnel in the Production Workshop, and Assessment Regulations for Management Personnel have been established. Various assessment methods such as indicator assessment, top-down and bottom-up assessment, cross-assessment, and 360-degree assessment are carried out. The assessment content includes performance completion, professional ability, personal qualities, etc. The assessment results are promptly fed back to employees, and incentives are given in terms of salary distribution, promotion, selection of advanced individuals, etc. Relying on data support and using advanced information technology means, accurate collection, analysis,

Performance Management Process



Set Department-Specific Performance Standards
Each department formulates performance standards according to its unique needs.



Create Management Policies
Develop policies to guide the performance evaluation process.



Implement Diversified Evaluation Methods
Adopt multiple methods for comprehensive evaluation.



Collect and Analyze Data
Use advanced technologies to collect and analyze performance data.



Provide Feedback to Employees
Give employees feedback on the evaluation results.



Link Results with Incentives
Link evaluation results to compensation and promotion.



Boost Employee Motivation
Enhance employees' enthusiasm and creativity through incentive measures.

and application of assessment data are realized. Adhering to the principle of balancing incentives and pressure, performance rewards and improvement measures are reasonably set to stimulate employees' enthusiasm and creativity and promote the sustainable development of the enterprise.

Employee Benefits and Care

Anjoy has always been wholeheartedly committed to enhancing employee benefits and providing comprehensive care. In addition to the statutory benefits such as social insurance and legal holidays, the Company offers employees a more diverse range of benefits. The aim is to significantly enhance employees' sense of happiness and belonging, while also boosting the overall vitality of the enterprise. The specific measures are as follows:

1.Dining Environment and Menu The Company continuously optimizes the dining environment and enriches the variety of dishes. During traditional festivals like the Dragon Boat Festival and Mid-Autumn Festival, special delicacies such as zongzi and tangyuan are provided for employees.

2.Commuting ConvenienceAnjoy provides free shuttle bus services and regularly optimizes the routes to effectively reduce employees' commuting time, making their daily journey to and from work more convenient.

3.Care in Extreme WeatherIn summer, the Company offers refreshing cool drinks to help employees relieve the heat. In winter, warm brown sugar ginger-jujube tea is provided to help them dispel the cold and keep warm.

4.Cultural ActivitiesThe Company regularly organizes various cultural and recreational activities. For example, fun sports meetings are held to encourage teamwork and physical activity. During the Mid-Autumn Festival, bo-bing games are organized, and barbecue team-building events are arranged to strengthen team cohesion. On International Women's Day, female employees receive special gifts and are granted a half-day holiday. During the Qixi Festival, singles' parties are held to provide opportunities for single employees to socialize. Moreover, pregnant female employees are entitled to additional free dishes in the Company cafeteria.

5.Health BenefitsThe Company cares about the health of female employees and provides "two-cancer" screenings. Additionally, every month, on employees' birthdays, the Company sends them gifts and longevity noodles as a warm birthday wish.

6.Leave System

- Marriage Leave: Employees are entitled to a 15-day paid marriage leave.
- Prenatal Check-up Leave: Pregnant female employees can enjoy 11 prenatal check-up leaves, each lasting 0.5 days.
- Maternity Leave: Female employees are eligible for 158-day maternity leave. In cases of difficult labor or multiple births, additional days are granted according to relevant regulations.
- Care Leave: Male employees whose spouses give birth can enjoy a 15-day paid care leave to take care of their families during this special period.
- Parental Leave: Before the child reaches the age of 3, both the husband and wife are entitled to 10-day parental leave per year, allowing them to spend more time with their young children.
- Nursing Leave: Female employees are entitled to one hour of breastfeeding time per day from the start of the seventh month of pregnancy until the child reaches one year old. For female employees with multiple births, additional breastfeeding time will be provided.



Organizing fun sports games regularly



Singles Party



Giving gifts to female employees on Women's Day

Rights and Interests Protection

Rules and Regulations for Managing Employees' Working Hours, Rest, and Leave

Anjoy Group always adheres to the people-oriented concept. To protect employees' rights and interests regarding rest and leave, the Company has formulated a scientific and comprehensive attendance and leave system. This system not only strictly complies with national laws and regulations but also fully takes into account employees' actual needs, ensuring that each employee can strike a reasonable balance between work and life. Through standardized management processes and people-oriented policy design, Anjoy provides employees with flexible and convenient leave arrangements, enabling employees to be more energetic at work and realizing the common growth of the enterprise and employees.

Establishment of a Trade Union

The Company's trade union plays a crucial role in enterprise management in many aspects. It formulates the Trade Union Constitution, Trade Union Management Measures, Trade Union Responsibilities, Trade Union Funds Management, etc., aiming to clarify the responsibilities, rights, and obligations of the trade union and ensure its effective operation.

1. Employee Rights and Interests Protection System: It is clearly stipulated that the trade union should actively safeguard employees' legitimate rights and interests in areas such as labor remuneration, working hours, labor safety and hygiene, rest and leave, and social insurance. For instance, through regular communication and negotiation with the Company's management, a reasonable salary growth mechanism is established to ensure that employees' income can increase reasonably with the development of the enterprise and the improvement of the economic situation.

2. Employee Democratic Management System: A system of employee representative congresses is established, specifying procedures such as the election of representatives, the convening of meetings, the discussion of topics, and the adoption of resolutions in the employee representative congresses. For example, employee representative congresses are held regularly every year, enabling employee representatives to participate in the discussion and voting on major enterprise decisions, such as enterprise development plans and salary and welfare policies.

3. Employee Education and Training System: An employee education and training plan is formulated, covering skill training, safety training, and professional ethics education, etc. For example, according to the development needs of the enterprise and the personal growth needs of employees, a certain proportion of employees are arranged to participate in various training courses each year to enhance employees' comprehensive quality and professional ability.

4. Employee Cultural Activity Organization System: Specific arrangements for regularly organizing various cultural activities are specified, such as art performances, sports competitions, and employee birthday parties. For example, an art activity is

organized once a month, and an employee sports meeting is held annually to enrich employees' amateur cultural life.

5. Trade Union Funds Management System: The sources, scope of use, and management methods of trade union funds are clarified. For example, trade union funds are mainly used for organizing employee activities, providing employee welfare, and offering assistance to employees in need. The use of funds must be strictly approved in accordance with the budget and specified procedures.

Process for Resolving Labor Disputes for Employees

1. Dispute Acceptance: In the event of labor disputes, employees can submit their demands to the Company or the Company's trade union. The Company designates a specific department or staff members to handle employees' dispute applications.

2. Incident Investigation: The Company conducts a preliminary assessment of the dispute situation and collects relevant materials. It communicates with the involved employees to listen to their demands, and carries out a comprehensive and in-depth investigation, which includes reviewing documents and records, and interviewing relevant personnel, etc., to ensure the fairness, justice, and transparency of the investigation.

3. Propose a Solution: Based on the investigation results, the Company proposes a solution. Employees are invited for negotiation. On the basis of equality and voluntariness, their demands are clarified. In accordance with laws, regulations, and other relevant rules, a mutually acceptable solution is sought, and the feasibility of the solution is discussed.

4. Negotiation and Mediation, and Formulate a Mediation Agreement: Try to reach an agreement through negotiation as much as possible. Once both parties reach an agreement, a written mediation agreement shall be formulated.

5. Feedback and Record-keeping: The handling result is communicated to the employees, and the entire dispute-handling process is documented for future reference.

6. Follow-up: Regularly follow up with employees to check the implementation of the agreement, listen to their opinions, continuously improve corporate management, and prevent the recurrence of similar disputes.

Employee Communication

Anjoy places a high premium on employees' opinions and suggestions, and consistently maintains two-way communication with its workforce. The Company is dedicated to establishing a diversified, open, and user-friendly democratic communication mechanism. By unblocking employee communication channels and promptly addressing employee feedback, Anjoy aims to foster a positive and conducive working environment.

To actively seek employees' opinions, the Company has formulated the Employee Appeal System. This system is intended to offer employees a fair and transparent platform for voicing their concerns, enabling the Company to gain a comprehensive understanding of employees' perspectives and feedback. In addition, the Company has established multiple complaint channels. These include the general manager's mailbox, trade union meetings, employee meetings, a dedicated WeChat QR code for complaints, and communication via the Yunzhijia instant-messaging software.

Upon receiving complaints and suggestions, the Company follows a set of processing procedures, which involve reporting, verification, communication, and resolution of issues. Once a complaint is verified to be valid, the Company will handle it rigorously in accordance with relevant rules and regulations.



Collected more than 1,300 employee opinions

1,300



55 opinions were collected in the suggestion box/ chairman's mailbox

55



response rate

100%

The Company, leveraging the platform of the Employee Representative Congress, effectively unblocks the channels for employees to voice their demands. It successfully translates employees' thoughts and expectations into specific measures that enable the enterprise to undertake practical actions and address issues. A democratic management system, with the Employee Representative Congress as its fundamental form, has been established. This system clearly defines its organizational structure, scope of authority, and working procedures. All these aspects are submitted to the Employee Representative Congress for deliberation and adoption and are integrated into the overall management system.

The Company organizes and convenes Employee Representative Congresses and employee symposiums annually. The topics of these meetings cover a wide range, such as the revision of the Employee Handbook, the negotiation of the Collective Labor Contract, and the application for special working hours, among other regulations and themes. To date, a total of over 30 employee symposiums and Employee Representative Congresses have been held.

Employee Training and Development

Employee Training

The Company formulates an annual training plan and has constructed a comprehensive training system that integrates internal and external training resources. Each department strictly adheres to the training plan, ensuring the timely completion of various training sessions with quality and quantity guaranteed. The management departments of the Company and its subsidiaries formulate talent cultivation goals and plans every year, based on the actual work requirements and job specifications. They also establish a talent cultivation and reserve mechanism that combines theoretical learning and practical application. This mechanism includes orientation training, lecture-style training, production rotation practical training, management position probation, and monthly sharing sessions. Currently, Anjoy has established a robust training system that combines online and offline approaches, with support from both internal and external sources. Online, Anjoy Academy offers a series of courses, including enterprise regulations, professional ethics codes, work safety, and food safety responsibilities. Employees can access and study these courses at any time, which provides them with continuous and targeted education and training opportunities. Offline, the Company conducts targeted and diversified training by integrating internal and external training resources, aiming to



continuously enhance employees' comprehensive quality and capabilities.

The training programs cover various types of employees, including management personnel, front-line workers, logistics staff, and sales personnel. The total expenditure on training amounts to 601,000 yuan. There have been over 300 training courses in total, and more than 150,000 employees participated in training.

Number of people receiving career development training

Year	Total number of trainees (persons)	Male(persons)	Female (persons)
2024	17,498	10,023	7,475



Executive Training

On February 27, 2024, directors Zhang Gaolu, Zheng Yanan, Dai Fan, deputy general manager Huang Qingsong, and supervisor Zhang Wei participated in the "Special Training on High-Quality Development of Listed Companies" held by the Xiamen Listed Companies Association.

On June 13, 2024, all directors, supervisors, and executives participated online in the "Interpretation of the New Regulations on Share Reduction of Listed Companies" online training held by the China Listed Companies Association.

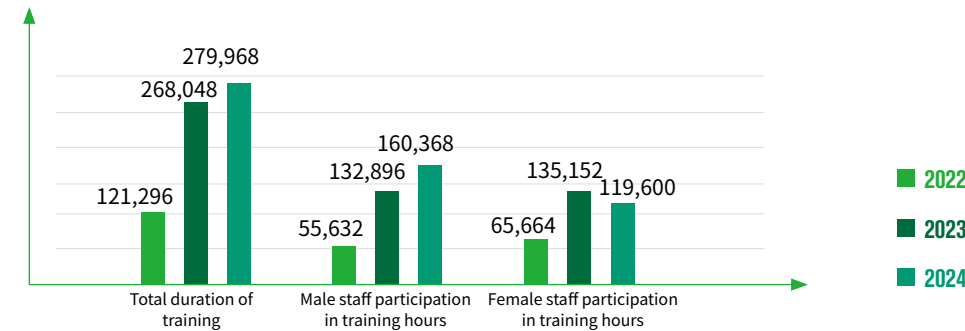
On November 28, 2024, chairman Liu Mingming and board secretary Liang Chen participated offline, while other directors, supervisors, and executives participated online in the "Comprehensive Punishment and Prevention of Financial Fraud in Xiamen Capital Market and Special Training on Mergers and Acquisitions of Listed Companies" held by the Xiamen Listed Companies Association.

On November 29, 2024, all directors, supervisors, and executives participated in the training on "Requirements for the Responsibilities and Core Rules of Directors of Hong Kong - Listed Companies" presented by the lawyers of Davis Polk & Wardwell in a combination of offline and online ways.

On March 28, 2024, all directors, supervisors, and executives participated offline in the "Training Class for Improving the Quality of Listed Companies" in the Xiamen area.



Career Development Training Hours



Career development training per capita performance:

Year	Total training hours per person	Training days per person
2024	16	2

Case of the Company's Industry Skills Competition Activities

The Company actively organizes skills competitions across various departments and workshops, including forklift operator skills competitions, packaging machine operation monitoring competitions, and special equipment competitions. This initiative fosters a positive learning atmosphere, stimulates the enhancement of employees' skills, and propels the development of the enterprise. Among them, the Wuxi Marketing team also participated in the "Wuxi Craftsman · The 17th Wuxi Workers' Vocational Skills Competition", which was guided by the Wuxi Federation of Trade Unions, hosted by the Huishan District Federation of Trade Unions, and undertaken by the Qianqiao Sub-district Federation of Trade Unions. In the computer application operation competition event, all 11 participants secured awards.



The 17th Wuxi Employee Vocational Skills Competition, Computer Application Operation Competition

Highlight Data of Talents



2024

- Mr. Zhang Qingmiao of the group was rated as a Class A high-level talent in Xiamen City.
- Mr. Huang Jianlian of the group was rated as a Class A high-level talent in Xiamen City.
- Mr. Liang Chen of the group was rated as a Class B high-level talent in Xiamen City.
- At the Sichuan base, Mr. Zhang Shaohua was rated as the first "Outstanding Talent of Ziyang" in Ziyang City. Ms. Tan Qifan was awarded the title of "Meritorious Woman in Ziyang City", and Mr. Li Jiansen was rated as an Excellent Communist Party Member in Ziyang City.
- At the Shandong base, Ms. Yu Xiaojun was awarded the title of "Laoling City May 1st Labor Model".
- Lian Huizhang and Huang Lei from Wuxi Huashun established an employee innovation studio.
- At the Xiamen base, Mr. Zhang Wenhai was rated as a Class C high-level talent in Xiamen City. Mr. Chen Jiangping was awarded the honorary title of "National May 1st Labor Medal". Ms. Yao Yaxian was rated as a Class C high-level talent in Xiamen City, and Mr. Ding Tianwei was rated as a craftsman in Xiamen's industry.
- The No. 1 Production Workshop of the Liaoning base was awarded the honorary title of "Liaoning Workers' Pioneer".



Employee Promotion

Employee Promotion Standards and Assessment Dimensions

The Company adheres to the employment principle of "those who are capable rise, those who are average yield, and those who are mediocre fall". It has established a dual-channel promotion mechanism, namely the management channel and the professional talent channel. Promotions are determined based on employees' capabilities, job performance, and the Company's comprehensive assessment of them.

The Company organizes internal competition activities irregularly and implements an internal job rotation system within the group. These measures provide promotion opportunities and facilitate the alignment between the Company's strategies and employees' career needs. After employees meet the corresponding ability requirements through training and assessment, they are included in the reserve talent pool. Subsequently, middle-level and grassroots job competition meetings are regularly held, allowing reserve talents to compete for positions and forming a healthy promotion mechanism.



Diversified Career Development Paths

The Company offers employees diversified career development paths, which generally encompass the following aspects:

Vertical Promotion Paths

- Professional Route
- Management Route

Employees can continuously deepen their expertise in their specialized fields. They can progress from a professional level 10 to level 1 and eventually become professional experts.

Employees with management potential and the willingness to pursue a management career can develop along the management channel. Starting as team leaders, they can be promoted to department managers, directors, and even higher-level management positions.



Horizontal Development Paths

- Job Rotation
- Project Work

The Company arranges for employees to rotate among different departments or positions, either in the short term or long term. This enables employees to gain insights into different business processes, broaden their horizons, and develop cross-departmental cooperation and comprehensive business capabilities.

Employees participate in various cross-departmental and cross-disciplinary projects, assuming roles such as project members and project team leaders. Through these experiences, they can accumulate project management experience and cross-team collaboration skills.



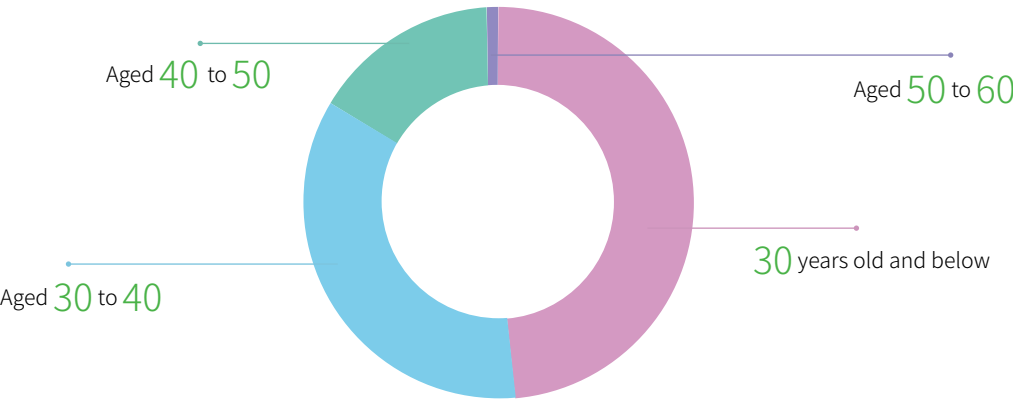
Self-improvement Paths

- Training and Education

The Company provides internal training courses, online learning platforms, external training opportunities, and collaborates with universities for degree education programs. These resources help employees enhance their professional knowledge and skills.



Age Distribution of Promoted Employees



Occupational Health and Safety

The factories of Xiamen Anjoy, Guangdong Anjoy, Wuxi Anjoy, Sichuan Anjoy, Taizhou Anjoy, and Hubei Anjoy all hold the certificates of enterprises with the third-level work safety standardization. In terms of the certification of the occupational health and safety management system, Wuxi Anjoy and Taizhou Anjoy possess relevant certification certificates, demonstrating Anjoy Food's outstanding achievements in both work safety and occupational health management.



Employee Promotions

1,114

Total number of employees promoted

6.5%

Percentage of Promoted Employees to Total Employees



Occupational Health

Anjoy Food, together with its employees and partners, jointly complies with laws and regulations such as the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and the Regulations on Work-related Injury Insurance, as well as the requirements of the supervision and management measures for the "simultaneous design, construction, and commissioning" of safety facilities. To ensure the safety of production operations, we have established a multi-faceted and all-encompassing safety management system. We initiate from aspects such as risk identification, hazard investigation and treatment, safety risk monitoring, and safety culture promotion, and carry out safety management work.

- 1. Inform new employees of the corresponding occupational hazard risks of their positions upon entry and have them sign an occupational hazard notification letter.
- 2. Paste occupational hazard notification cards at the operation site.
- 3. Organize pre-employment, in-service, and off-post medical examinations for employees exposed to occupational hazard factors; complete the annual declaration of occupational hazard projects in a timely manner.
- 4. Regularly commission third-party institutions to detect occupational hazard environmental factors and announce the detection results.
- 5. Regularly maintain and service equipment and facilities related to occupational hazard factors.
- 6. Provide and distribute occupational health labor protection supplies and regularly check whether employees are wearing them properly.
- 7. Regularly organize occupational health education and training.
- 8. Develop an information module for employee occupational health management to digitize employee occupational health files.

Performance of Occupational Health and Safety Management

- 1. The number of work safety accidents caused by extremely large and major equipment is zero.
- 2. The number of work safety liability accidents identified by the regulatory authorities is zero.
- 3. The number of major fire (explosion) accidents is zero.
- 4. The number of major environmental pollution accidents is zero.
- 5. When supervised and inspected by foreign-related safety regulatory authorities, the number of issues of the main responsible department/workshop under inspection does not exceed 3 each time, and the Company has not received any administrative penalties. The rectification rate of the problems found in the inspection reaches 100% before the next inspection.
- 6. The number of acute poisoning accidents within the scope of the main responsibility is zero.
- 7. The rate of employees who are required to hold special operation and special equipment operation certificates for their posts is 100%.
- 8. The rate of special operation guardians holding certificates is 100%.
- 9. The completion rate of special operation implementation is 100%.
- 10. The passing rate of training for work safety management personnel is 100%.
- 11. The completion rate of the three-level education for employees before their entry is 100%.
- 12. The rectification rate of accident hazards is 100%.
- 13. The provision rate of personal protective equipment is 100%.
- 14. The archiving rate of personnel related to occupational health is 100%.
- 15. The rate of all required pre-employment and in-service occupational health medical examinations being conducted is 100%.



Occupational training



The number of person-times of
occupational health training in
2024

20,036

Work Safety

In accordance with the Work Safety Law of the People's Republic of China, Anjoy has established the Accident Management System and the Work-related Injury Management System. These systems are designed to standardize the accident management and reporting processes, enabling the Company to more effectively identify the root causes of incidents and prevent their recurrence. Meanwhile, the Company arranges for internal professional lecturers to conduct training on work safety professional knowledge, which further enhances employees' awareness of work safety.

Training Content: The training content encompasses equipment safety training, job safety operation procedure training, high-altitude operation safety training, job transfer safety training, confined space safety training, environmental safety education and training, fire safety training, factory area safety training, accident safety education and training, electrical safety training, safety training on the use of labor protection supplies, post-shift hygiene safety training, fire source control training, labor discipline safety training, special equipment safety training, emergency treatment training for accidental injuries, comprehensive emergency plan training, employee blood pressure detection management training, occupational health training, explosion-proof electrical appliance safety training, environmental protection laws and regulations training, handheld power tool safety training, work safety laws and regulations training, heatstroke prevention safety training.











work safety



Occupational Health and Safety Management System Framework

Management Elements	Management Measures	Detailed Measures
Framework of OHS Management System	Policy & Objectives	Safety Policy with Quantified Targets
	Organizational Structure & Responsibilities	Leadership Accountability, Dedicated Safety Unit, Full Employee Participation
	Laws, Regulations & Standards	Compliance Checklist, Internal Policies
Risk Management & Prevention	Hazard Identification & Risk Assessment	Tiered Control Measures, Dynamic Updates
	Hazard Investigation & Control	Routine Inspections, Closed-Loop Management, Technical Solutions
	Safety Training & Culture Building	Three-Level Training ,Specialized Training, Cultural Integration
Emergency & Incident Management	Emergency Preparedness	Contingency Plan System, Resource Stockpiling, Coordination Mechanism
	Incident Response	Immediate Reporting, Scientific Rescue Operations, Investigation & Accountability
	Recovery & Improvement	Psychological Intervention, Systemic Improvement
Performance Monitoring & Continuous Improvement	Performance Indicators	Process Metrics, Outcome Metrics
	Audits & Reviews	Internal Audits, Management Reviews
	Continuous Improvement	PDCA Cycle, Technological Innovation
Support & Resource Assurance	Financial Investment	-
	Technical Support	-
	Information Transparency	-
	6S Management	-
	Machine Guarding & Interlock Devices	-
	Equipment Automation	-

Safety measures

Safety Measures	Specific Contents
 Safety Policies	Developed 45 occupational safety policies covering work-related injuries, operating procedures, responsibility systems, etc.
 Pre-employment Prevention	Clearly specified in employment contracts: occupational disease hazards, potential consequences, and health protection measures.
 Safety Training	Conduct regular training programs covering laws & regulations, company policies, risk identification, and standard operating procedures.
 Dual-Control Mechanism	Conduct workplace and equipment risk assessments to identify potential hazards; perform regular inspections to eliminate or control risks.
 Personal Protective Equipment (PPE)	Provide appropriate PPE to all employees and monitor proper usage.
 Equipment Safety	Perform regular safety inspections and maintenance; promptly address equipment hazards to ensure safe operating conditions.
 Emergency Response	Develop emergency plans, create drill schedules, and conduct regular emergency exercises.
 Safety Culture Activities	Foster a safety-first culture through awareness campaigns, recognition programs for outstanding safety performance, and initiatives to boost employee engagement.

Work Safety Management System

Anjoy Group has established a comprehensive and systematic work safety management system that covers multiple aspects, including goal management, responsibility implementation, risk prevention and control, occupational health, and emergency management. This system comprises basic components such as work safety goal management, occupational health responsibility system, safety commitment management,

cost extraction and utilization, and safety management of "new technologies, new processes, new materials, and new equipment". Additionally, it is refined to cover the management of specific areas like document records, equipment and facilities, hazardous substances, and safety warning signs.

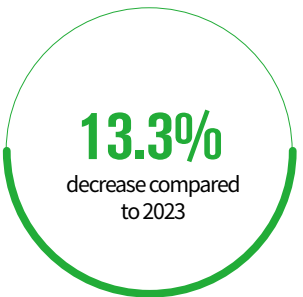
Moreover, Anjoy places particular emphasis on occupational health and the prevention and control of occupational diseases. The Company has formulated specialized systems, such as occupational health management, employee blood pressure management, and safety management in high-temperature weather. In terms of risk prevention and control, the Company has established a multi-level risk management and control mechanism through systems like safety risk identification, hazard investigation and treatment, and major hazard source management. Regarding emergency management, the system encompasses emergency plans, accident management, minor injury and near-miss accident management, etc., ensuring an efficient response to emergencies.

Anjoy has also innovatively introduced the employee risk classification management system based on a point system, along with the daily control, weekly inspection, and monthly scheduling mechanisms for the safety risks of special equipment. These measures further enhance the level of refinement in safety management. Through the implementation of this series of systems, Anjoy has created a safe and healthy working environment for employees and laid a solid foundation for the sustainable development of the enterprise.

Key Components of a Comprehensive Safety Management Framework



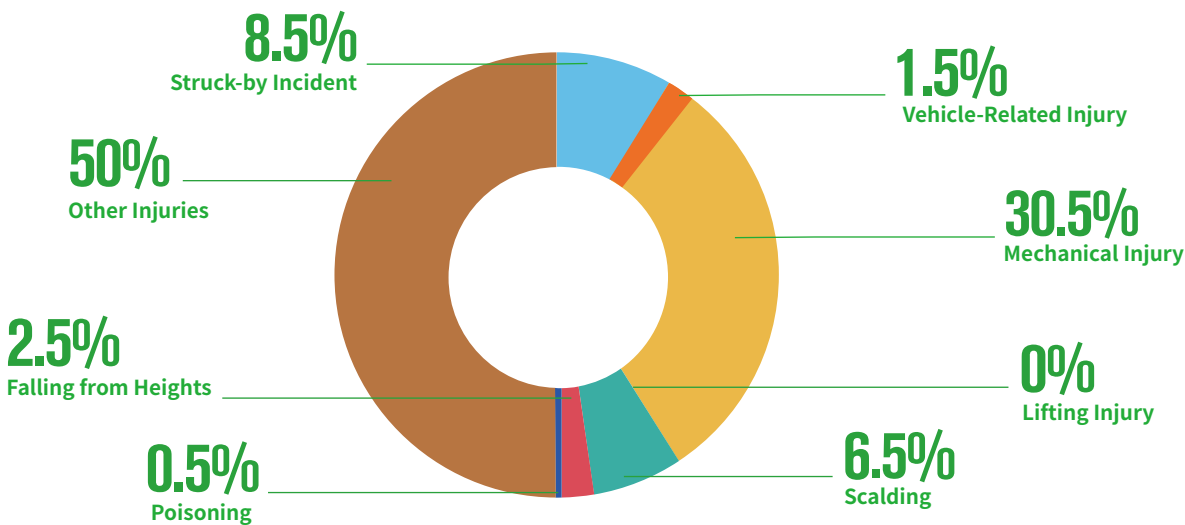
Number of Days Lost Due to Work-related Injuries



In 2024, the number of days lost due to work-related injuries was 6,656, marking a 13.3% decrease compared to 2023 (excluding the data of newly added bases this year).



Types and proportions of safety accidents



Other injuries: e.g. sprains, falls, frostbite, wild animal bites, nail sticks, etc.

Total number of accidents

201

Types of Accidents in 2024

Type of accident in 2024	Notes	Total (Number of Incidents)
Object strikes	Refers to personal injury accidents caused by the inertial force of out of control objects.	17
Vehicle Injury	Refers to mechanical injury accidents caused by the motor vehicles of this enterprise.	3
Mechanical Injury	Refers to injuries such as entanglement, rolling, collision, stabbing, and cutting caused by mechanical equipment and tools.	62
Lifting Injury	Refers to mechanical injury accidents caused during lifting operations.	0
Burns	Refers to burns caused by strong acids or alkalis splashing on the body, burns caused by flames, or scalds caused by high temperature objects.	13
Falls from heights		5
Poisoning		1
Other Injuries	Such as sprains, falls, frostbites, animal bites, nail punctures, etc.	100
Dents		201



Work Safety-related Emergency Drills

Anjoy Group has always placed work safety at the top of its priorities. It attaches great importance to emergency drill activities and is committed to comprehensively enhancing employees' safety awareness and emergency response capabilities. The Company regularly organizes various specialized drills, such as fire drills, natural gas leakage emergency drills, and workshop dust explosion-proof drills, to ensure that every employee is well-versed in the emergency plans and operation procedures. By simulating real-life scenarios, employees can quickly master essential skills such as evacuation, rescue operations, and equipment operation, effectively improving their ability to handle emergencies.

In 2024, Anjoy further categorized the types of risks and formulated targeted drill plans, including emergency drills for fire incidents, natural gas leakage, and workshop dust explosion prevention. Through multiple simulations of actual events and emergency response processes, participants can gain an in-depth and intuitive understanding of emergencies, thereby increasing their alertness towards potential risk sources. These drills not only enhance employees' emergency response capabilities but also provide a robust guarantee for the Company's work safety. Anjoy will continue to establish a solid safety barrier with a rigorous attitude and scientific methods to ensure the safety and health of every employee. A total of 473 drills were conducted in 2024.



(Photo: a natural gas leakage emergency drill)

Mental Health Counseling

Anjoy Group has always placed the physical and mental health of its employees at the forefront. It is dedicated to creating a healthy, safe, and caring working environment for every employee. The Company regularly arranges mental health counseling sessions to help employees relieve stress and maintain a positive mindset. In addition, through a diverse range of cultural, sports, and recreational activities, health lectures, and team-building events, the Company encourages employees to achieve a better work-life balance, improve their physical fitness, and enhance their sense of well-being. Whether in the sweltering heat of summer or the frigid cold of winter, the Company prepares heatstroke prevention and cooling supplies or warm ginger tea for employees, demonstrating its care with tangible actions. Anjoy firmly believes that the physical and mental health of employees is the foundation of the enterprise's development. It will continue to make unremitting efforts to safeguard the physical and mental health of every employee, enabling each Anjoy employee to work with peace of mind and enjoy a fulfilling life here.



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Social Contributions

Anjoy has always remained true to its original aspiration for public welfare. It meticulously spreads warmth, continuously expands the scope of its public welfare activities, precisely addresses the needs of the public, and tailors special services for vulnerable groups.

Mid-Autumn Warmth and Targeted Poverty Alleviation

During the Mid-Autumn Festival in 2024, filled with sincere care and warmth, Anjoy Group visited the paired-up rural villages and carried out the targeted poverty alleviation public welfare activity titled "Thousands of Enterprises Connect with Villages, Reunion under the Mid-Autumn Moon". Gathering together with the villagers, Anjoy shared the festive joy and presented carefully prepared condolence gifts to families in need. Through such activities, we hope not only to provide material support to the villagers but also to make them feel the care and warmth of society. We firmly believe that every small act of kindness can converge into a ray of light that illuminates the future of the countryside, and we are willing to join hands with everyone to jointly write a splendid chapter of rural revitalization.



Protecting Innocence and Lighting Up Dreams

In the aspect of supporting children's education, Anjoy Group pays particular attention to left-behind children and initiates the "Linxin Protecting the Young" action, using warmth and care to safeguard the innocence of children's childhood. We helped some children in Lengjia Village realize their dream of having children's bicycles. We also presented new clothes and new shoes to many children, lighting up their childhood dreams. Each gift embodies Anjoy's care and blessings for the children, and every bit of care adds warmth and hope to their growth journey. We will continue to fulfill our social responsibilities, carefully protect every innocent heart, and let dreams shine brightly in the embrace of love and care.

Innovative Public Welfare, Warming People's Hearts

Anjoy has always integrated social responsibilities into its enterprise development, actively organized volunteer service activities, and jointly carried out innovative public welfare activities with universities. For instance, the Wuxi marketing team jointly held the "Sand 13" Challenge with Xiamen University and donated 100,000 yuan to the Education Development Foundation of Xiamen University to support the education cause and convey love and hope. These activities not only showcase our care and responsibility towards society but also inject new vitality into public welfare undertakings.

We believe that every innovation can ignite hope, and every bit of warmth can touch people's hearts.

Entering the Community and Caring for the Elderly and the Weak

Anjoy has always adhered to the concept of "caring for society and giving back to society", has been passionately engaged in public welfare undertakings for a long time, and actively participated in activities such as bringing love to the community and caring for the elderly living alone. We call on the public to jointly pay attention to the disabled group, provide them with job opportunities, and assist the disabled in integrating into society and realizing their self-worth. Through practical actions, we not only bring warmth and care to the elderly and the weak in the community but also contribute to building a harmonious society. We firmly believe that every bit of care can light up hope, and every bit of warmth can transmit strength. We will continue to fulfill our social responsibilities, walk hand in hand with the community, and jointly create a better future.

Anjoy's Sincere Heart, Love in Second-hand Clothes

Anjoy has always embraced the public welfare concept of "Anjoy's Sincere Heart, Love in Second-hand Clothes" and has been consistently organizing loving clothes donation activity, donating clothes to poverty-stricken regions. Each piece of clothing brimming with love not only brings the warmth of genuine affection to those in need but also spreads positive energy throughout society, adding a vivid touch to the vision of building a better life. Among these efforts, Xiamen Anjoy collected over 2,000 pieces of idle clothing from all employees of the Company. Simultaneously, a meticulous garbage classification system was established to actively foster employees' awareness of garbage classification, promote low-carbon emission reduction, and encourage the practice of garbage sorting.

Blood Transfusion, Boundless Love

Case: From 2022 to 2024, the Wuxi factory actively answered the call of society and organized 22 employees to take part in the community's voluntary blood donation activity. Every blood donation is a life-sustaining relay, and every drop of blood is a manifestation of love. Our employees have demonstrated the spirit of selfless dedication through their practical actions and have contributed their own strength to society. We believe that every bit of love can ignite hope, and every drop of blood can



warm the world. We will continue to encourage and support employees to engage in public welfare undertakings and jointly strive for the health and happiness of society.

Protecting the Homeland and Building the Future Together

Liaoning Anjoy actively responded to the call for ecological protection, took the initiative to reach out to the county Party committee and the county government, and organized employees to actively participate in activities such as sand prevention and control and scientific afforestation. In the initial stage of the activity, we claimed 500 saplings and made contributions to the local ecological environment construction with practical deeds. Through this activity, we not only fulfilled our part in improving the local ecological environment but also enhanced employees' awareness of environmental protection and their sense of social responsibility. We firmly believe that environmental protection is everyone's duty. We will continue to implement the concept of green development, contribute to building a beautiful China, and let every bit of greenery become a beacon of hope for the future.

Rural Revitalization

Anjoy actively responds to the national rural revitalization policy. By leveraging local characteristic resources, it has delved deep into areas such as promoting agriculture through industrial development, rejuvenating agriculture with talent cultivation, supporting agriculture through educational initiatives, and benefiting farmers through ecological measures. Anjoy is exploring characteristic and replicable rural revitalization paths, enabling farmers to share the development dividends of modern agriculture.

Assisting Agriculture through Orders, Building a Happy Road for the Countryside

Anjoy plays a leading role in driving industrial development. It signs purchase agreements with professional cooperatives to establish stable production and marketing relationships. Taking the initiative, it signs purchase cooperation agreements with nearby professional planting cooperatives. Specifically, Henan Anjoy purchases over 5,800 tons of agricultural and sideline products annually. This includes more than 32,000 tons of chicken, over 4,500 tons of duck, more than 1,000 tons of pork, and over 600 tons of beef each year. Additionally, it buys more than 120 tons of aquatic products and over 20,000 tons of surimi annually, with an annual purchase value of approximately 1 billion yuan. It directly and indirectly drives more than 5,000 peasant households in Anyang City and its surrounding areas to raise broilers and live pigs, helping them shake off poverty and achieve prosperity. In 2024, Hubei Anjoy purchased a total of over 36,000 tons of agricultural and sideline raw materials, amounting to about 220 million yuan. It also purchased nearly 4,975 tons of local agricultural and sideline products each year, radiating influence and driving more than 5,000 peasant households. Through targeted poverty alleviation efforts, Anjoy makes significant contributions to rural revitalization.

In 2024, the Anjoy factory in Sichuan actively responded to the rural revitalization strategy and signed purchase agreements with multiple agricultural cooperatives in Sichuan Province. It innovatively implemented the "contract farming" model, which effectively boosts rural economic development. Through this model, Anjoy has not only opened up stable sales channels for local agricultural and sideline products but also radiated influence and driven approximately 6,000 peasant households to increase their incomes and achieve prosperity. Anjoy demonstrates its corporate social responsibility with practical actions, effectively connecting the high-quality resources in the countryside with market demands. This not only solves the problem of agricultural product sales but also brings tangible economic benefits to peasant households. In the future, Anjoy will continue to deepen its cooperation with rural areas, make greater contributions to rural revitalization, and ensure that every bit of hard work yields hope and happiness.

Walking Hand in Hand, Lighting up Hope with Warmth

On the occasion of the International Day of Persons with Disabilities, Guangdong Anjoy actively and voluntarily donated the Company's products to the local government, demonstrating warmth and care through its actions. In 2024, Anjoy continued to fulfill its social responsibilities by providing 243 job positions for people with disabilities, helping them realize their self-worth. At the same time, the Company resettled 581 registered poor individuals and 23 demobilized soldiers, and provided stable job opportunities for over 22,000 on-the-job employees. Among them, nearly 10,000 migrant workers have found new hope in life at Anjoy. Whether they are college students, landless peasants, laid-off workers, returned migrant workers, or the surplus rural labor force, Anjoy, with an open mindset and practical actions, builds a bridge for their employment, enabling every dream to shine brightly.

Joining Hands with the Countryside, Building a Dream of Characteristic Industries Together

The Henan factory actively responds to the call for rural revitalization and fully supports the development of rural characteristic industries and local employment. It closely cooperates with the county Party committee and the county government. Through investment attraction efforts, it has successfully introduced upstream and downstream enterprises such

as Yuanxiang Food and Qiliang Food to settle in the area. This not only creates a large number of job opportunities locally but also achieves the "strengthening and supplementing of the chain" of the frozen food industry chain. This measure not only promotes the vigorous development of the rural economy but also brings tangible benefits to local residents. Anjoy demonstrates its corporate social responsibility with practical actions, helps rural characteristic industries step onto a broader stage, and turns every rural specialty into a source of hope for getting rich and attaining happiness.

Walking with Integrity, Building the Future with Warmth Together

Anjoy Group has always adhered to the concepts of honest operation and compliance with laws and regulations. It strictly abides by national laws and regulations and earnestly fulfills its corporate social responsibilities. The Company pays taxes in accordance with the law, signs and performs labor contracts with all employees, and pays social insurance and housing provident funds on time and in full, ensuring that employees' rights and interests are fully protected. In terms of salary and benefits, the Company not only pays salaries on time and in full but also sets up various incentive measures such as year-end bonuses, full-attendance bonuses, seniority bonuses, and holiday allowances to comprehensively care for employees' lives. Through a sound salary system and welfare policies, the comprehensive annual income of each grassroots employee reaches over 70,000 yuan, which is far higher than the local average level. Anjoy Group demonstrates its commitment to employees with practical actions, strives to create a better working environment and development opportunities for employees, and realizes the common growth of the enterprise and its employees.





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Economic Performance

Project	Unit	FY2024
Operating Revenue	Million yuan	15,126.6517
Net profit attributable to shareholders of the listed company	Million yuan	1,484.8312
Basic earnings per share (EPS)	Yuan	5.08
Taxes and surcharges paid	Million yuan	1,245.0963
Total assets	Million yuan	17,375.0984
Shareholders' equity attributable to owners of the parent company	Million yuan	12,952.5292
Operating costs	Million yuan	11,602.4943

Governance performance

Project		Unit	FY2024
Number of Shareholders' Meetings Held		Time(s)	5
Proposals Reviewed at Shareholders' Meetings		Items(s)	34
Number of Board of Directors Meetings Held		Time(s)	9
Proposals Reviewed by the Board of Directors		Items(s)	66
Number of Committee Meetings Held	Strategy Committee	Time(s)	3
	Audit Committee	Time(s)	6
	Nomination Committee	Time(s)	2
	Remuneration & Evaluation Committee	Time(s)	3
	Sustainability Committee	Time(s)	1
Number of Supervisory Board Meetings Held		Time(s)	6
Proposals Reviewed by the Supervisory Board		Items(s)	42
Total Board Members		Person(s)	9
By Gender	Female	Person(s)	2
	Male	Person(s)	7
By Independence	Independent Directors	Person(s)	3
	Non-Independent Directors	Person(s)	6
By education	PhD	Person(s)	2
	Master’ s Degree	Person(s)	4
	Bachelor’ s Degree	Person(s)	3
By Age Group	40-49years	Person(s)	1
	50-59years	Person(s)	4
	60-69years	Person(s)	3
	70-79years	Person(s)	1



Environmental performance			
Project		Unit	FY2024
Total Greenhouse Gas Emissions	CO Emissions from Fossil Fuel Combustion	tCO2 Equivalent	32,075.19
	CO Emissions from Industrial Production Processes	tCO2 Equivalent	207.23
	CO Emissions Caused by the Net Purchase of Electricity and Heat Consumption by the Enterprise	tCO2 Equivalent	350,672.14
	CO Emissions Generated from Anaerobic Treatment of Wastewater	tCO2 Equivalent	8,575.06
	Carbon Dioxide Emissions Generated During the Transportation Process	tCO2 Equivalent	1,202.98
	Refrigerant Leakage Emissions	tCO2 Equivalent	255,699.82
Carbon Emission Intensity per Unit Revenue	tCO2 Equivalent per million	tCO2 Equivalent per million	0.43
Total Environmental Protection Investment		Million	5,026.68
Industrial Wastewater Discharge Volume		Ton	3,699,242.00
Industrial Wastewater Discharge Intensity		Ton per million yuan	2.45
Industrial Waste Gas Emissions Volume		Ton	13.06
Industrial Waste Gas Emission Intensity		Ton per billion yuan	0.09
Total General Industrial Solid Waste	Food Residues	Ton	960.69
	SludgeSludge	Ton	15,609.63
	Domestic Waste	Ton	905.52
	Scrap Metal	Ton	113.98
	Waste Plastic	Ton	538.64
	Waste Cardboard	Ton	1,525.86
	Waste Wood	Ton	72.39
	Waste Frying Oil	Ton	161.11
Total Hazardous Waste Discharge		Ton	49.9256
Total Packaging Material Usage	Cardboard Boxes	Ton	53,495.66
	Plastic	Ton	433,056.96
Water Resource	Total Water Consumption	Ton	5,710,000.00
Management	Consumption		
	Water Consumption Intensity	Ton per million yuan	3.77.00
	Total Water Discharge	Ton	3,655,532.00
	Water Discharge Intensity	Ton per million yuan	2.42.00
Recycled Water Reuse Volume		Ton	586,385.00
Energy Consumption	Electricity	10,000 kWh	48,290.93
	Purchased Steam	Ton	405,233.98
	Natural Gas	10,000 m³	1,489.85
	Total Energy Consumption	Tce	112,283.73
	Energy Consumption Intensity per Unit Product	Tce/Ton product	0.10
	Energy Consumption Intensity per Unit Revenue	Tce/10,000 yuan	0.07

Social Performance			
Project		Unit	FY2024
Total Number of Employees		Person(s)	17,056
Employee Breakdown by Gender	Female Employees	Person(s)	8,509
	Male Employees	Person(s)	8,547
Full-time Employees by Age Group	Above 50 years old	Person(s)	2,944
	40-49 years old	Person(s)	5,775
	30-39 years old	Person(s)	4,932
	Under 30 years old	Person(s)	3,405
Total R&D Staff		Person(s)	508
R&D Staff by Age Group	Above 50 years old	Person(s)	21
	41-50 years old	Person(s)	49
	30-40 years old	Person(s)	232
	Under 30 years old	Person(s)	206
R&D Staff by Education Level	Master’ s Degree or Higher	Person(s)	125
	Bachelor’ s Degree	Person(s)	139
	Associate Degree	Person(s)	170
	High School/Vocational Diploma	Person(s)	29
Middle School or Below		Person(s)	45
Innovation Capability Training		Session(s)	25
R&D Investment Amount		Million yuan	97.2137
Quality-related Training	Total Participants	Time(s)	773,295
	Total Training Hours	Hour(s)	16,744.65
	In-house Training Sessions	Time(s)	192,385
	External Training Sessions	Time(s)	71
Quality-related Certificates of Anjoy Group	ISO22000	Unit(s)	7
	ISO9001	Unit(s)	6
	HACCP	Unit(s)	6
	China National Accreditation Service	Unit(s)	1
	ISO14001	Unit(s)	2
	ISO45001	Unit(s)	2
	ISO50001	Unit(s)	1
	BRCGS	Unit(s)	3
	FSSC22000	Unit(s)	6
	ASCCertification	Unit(s)	1
	COCCertification	Unit(s)	1
	Halal Certification	Unit(s)	1
	Sedex (Supplier Ethical Data Exchange)	Unit(s)	2

Project		Unit	FY2024
Total Patent Applications (2024)		Item(s)	59
Patent Applications by Type (2024)	Invention Patents	Item(s)	17
	Utility Model Patents	Item(s)	9
	Design Patents	Item(s)	33
Total Patents Granted (2024)		Item(s)	31
Patents Granted by Type (2024)	Invention Patents	Item(s)	1
	Utility Model Patents	Item(s)	8
	Design Patents	Item(s)	22
Total Valid Patents (as of Dec 31, 2024)		Item(s)	369
Valid Patents by Type	Invention Patents	Item(s)	77
	Utility Model Patents	Item(s)	59
	Design Patents	Item(s)	233
Total Software Copyright Applications (2024)		Item(s)	8
Total Software Copyrights Granted (2024)		Item(s)	8
Total Valid Software Copyrights (as of Dec 31, 2024)		Item(s)	14



Index of HKEx Indicators			
'Comply or Explain' Provisions			Location of disclosure
Environment	A1 Emissions	General disclosure: in relation to emissions, discharges to water and land, generation of hazardous and non-hazardous wastes, etc: (a) policies; and (b) compliance with relevant laws and regulations that have a material effect on the issuer	Clean Production
		A1.1 Types of discharges and related discharge information	Clean Production
		A1.3 Total amount of hazardous waste in tonnes and, if applicable, density (e.g. per production unit, per facility)	Clean Production
		A1.4 Total amount of non-hazardous waste generated (in tonnes) and (if applicable) density (if calculated per unit of production, per facility)	Clean Production
		A1.5 Description of emission targets set and steps taken to meet them	Clean Production
		A1.6 Describe methods for handling hazardous and non-hazardous wastes, and describe waste reduction targets and steps taken to achieve them	Clean Production
	A2 Resource use	General Disclosure: Policies for the Efficient Use of Resources (including Energy, Water and Other Raw Materials)	Water ResourcesManagement、Energy Utilization
		A2.1 Total direct and/or indirect energy (e.g., electricity, gas, or oil) consumption by type (in thousands of kilowatt-hours) and intensity (e.g., per unit of production, per facility)	Energy Utilization
		A2.2 Water consumption and intensity (e.g. per unit of production, per facility)	Water Resources Management
		A2.3 Description of energy efficiency targets set and steps taken to achieve them	Water Resources Management
		A2.4 Description of any problems that may exist in accessing water sources, and the water efficiency targets set and steps taken to achieve them	Water Resources Management
		A2.5 The total amount of packaging materials used for finished goods (in tonnes) and, if applicable, the percentage per unit of production	Clean Production
	A3 Environmental and natural resources	General disclosure: Policies to minimize the issuer's significant impact on the environment and natural resources	Green Operation、Ecosystem and Biodiversity Protection
		A3.1 A description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage those impacts	Green Operation、Climate Change Response、Ecosystem and Biodiversity Protection

“Comply or Explain” Provisions			Reporting section
Society	B1 Employment	General disclosure: in relation to pay and termination, recruitment and promotion, hours of work, leave, equal opportunities, diversity, anti-discrimination and other treatment and benefits: (a) policies; and (b) compliance with relevant laws and regulations that have a material impact on the Issuer	Staff Recruitment and Employment, Employee Salaries and Benefits
		B1.1 Total number of employees by gender, type of employment (e.g. full-time or part-time), age group and location	Staff Recruitment and Employment
		B1.2 Employee turnover rate by gender, age group and region	\
	B2 Health and Safety	General Disclosure: In relation to the provision of a safe working environment and protection of employees against occupational hazards: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	Occupational Health and Safety
		B2.1 Number and rate of work-related deaths in each of the past three years (including the reporting year)	\
		B2.2 Number of working days lost due to work-related injuries	Occupational Health and Safety
		B2.3 Description of occupational health and safety measures adopted, and related enforcement and monitoring methods	Occupational Health and Safety
	B3 Development and training	General disclosure: Policies to enhance employees' knowledge and skills in performing their job duties. Describe training activities.	Employee Training and Development
		B3.1 Percentage of employees trained by gender, type of employment (e.g., senior management, middle management)	Employee Training and Development
		B3.2 Average number of hours of training completed per employee, by gender and type of employment	Employee Training and Development
	B4 Labor Standards	General disclosure: in relation to the prevention of child or forced labor: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	Staff Recruitment and Employment
		B4.1 Describe measures to review recruitment practices to avoid child and forced labor	Staff Recruitment and Employment
		B4.2 Describe the steps taken to eliminate non-compliance when it is detected	\
	B5 Supply Chain Management	General Disclosure: Policies for Managing Environmental and Social Risks in the Supply Chain	Supplier Collaborative Development
		B5.1 Number of suppliers by region	Supplier Collaborative Development
		B5.2 Description of practices for engaging suppliers, number of suppliers to whom practices are enforced, and related enforcement and monitoring methods	Supplier Collaborative Development
		B5.3 Description of practices for identifying environmental and social risks at each stage of the supply chain, and related implementation and monitoring methods	Supplier Collaborative Development
		B5.4 Description of practices to promote the use of environmentally preferable products and services when selecting suppliers, and related implementation and monitoring methods	Supplier Collaborative Development

“Comply or Explain” Provisions			Reporting section
Society	B6 Product Liability	General disclosure: health and safety, advertising, labeling and privacy issues, and remedies for products and services provided: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	Food Quality and Safety
		B6.1 Percentage of the total number of products sold or shipped that are subject to recall for safety and health reasons	Food Quality and Safety
		B6.2 Number of complaints received about products and services and how they were responded to	Customer Service
		B6.3 Description of practices related to the defense and protection of intellectual property rights	Research, Development and Innovation
		B6.4 Describe the quality assurance process and product recall procedures	Food Quality and Safety
		B6.5 Description of consumer data protection and privacy policies, and related enforcement and monitoring practices	Data Security
	B7 Anti-Corruption	General disclosure: in relation to the prevention of bribery, extortion, fraud and money laundering: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	Business Ethics
		B7.1 The number of corruption proceedings brought against the issuer or its employees that have been concluded during the reporting period and the outcome of those proceedings	Business Ethics
		B7.2 A description of the preventive measures and reporting procedures, and the methods of enforcement and monitoring thereof	Risk Control
		B7.3 A description of anti-corruption training provided to directors and employees	Employee Training and Development
	B8 Community Investment	General disclosure: policy on community involvement to understand the needs of the communities in which it operates and to ensure that its business activities take into account the interests of the community	Social Contributions、Rural Revitalization
		B8.1 Focus areas of contribution (e.g. education, environmental issues, labor needs, health, culture, sports)	Social Contributions、Rural Revitalization
		B8.2 Focused areas of resource use (e.g., money or time)	Social Contributions、Rural Revitalization




Index of SSE Indicators

Environmental, social and sustainable development-related governance		Reporting section
Environment	Combating Climate Change	Climate Change Response
	Pollutant Emissions	Clean Production
	Waste treatment	Clean Production
	Ecosystem and Biodiversity Conservation	Ecosystem and Biodiversity Protection
	Environmental Compliance Management	Green Operation
	Energy Utilization	Energy Utilization
	Water Utilization	Water Resources Management
	Circular Economy	Clean Production、Green Supply Chain Construction
Society	Rural Revitalization	Rural Revitalization
	Social Contributions	Social Contributions
	Innovation Drive	Research, Development and Innovation
	Science and Technology Ethics	Research, Development and Innovation
	Supply Chain Security	Supplier Collaborative Development
	Equal Treatment for SMEs	Protection of Small and Medium-sized Enterprises
	Product and Service Security and Quality	Food Quality and Safety
	Data Security and Customer Privacy Protection	Data Security
	Employees	Staff Recruitment and Employment、Employee Salaries and Benefits、Employee Communication、Employee Training and Development、Occupational Health and Safety
Sustainable development-related governance	Due Diligence	Risk Control
	Stakeholder Communication	Stakeholder Communication
	Anti-Bribery and Corruption	Business Ethics
	Anti-Bribery and Corruption	Business Ethics


reading the Anjoy

Dear Reader:

Thank you very much for reading theAnjoy Foods Group Co., Ltd. 2024 Environmental, Social and Governance Report. We are very concerned about your comments on the report. In order to promote the enhancement and improvement of the Company's work in ESG, we would like to invite you to give us your comments and suggestions on the report and feedback to us, so that we can continuously improve the report.

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