



Zhou Hei Ya International Holdings Company Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 1458

Producing Food with Conscience, and Building a Century-Aged Enterprise

2025

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT



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Message from the Management

2025 saw challenges and opportunities encountered, and transformation and breakthroughs achieved by Zhou Hei Ya. In the context of changing global economy and consumer market, Zhou Hei Ya attached great importance to the value of “delicacy, health and responsibility”, responded soundly to the market change, drove strategic upgrading, and achieved significant results in brand rejuvenation, product innovation, channel optimization, and supply chain efficiency.

Meanwhile, Zhou Hei Ya has consistently adhered to a development philosophy that places equal emphasis on commercial value and social responsibility. The company embeds sustainability into its core DNA, serves consumers with meticulously crafted products, and works alongside industry partners to build a shared future.

Building a strong foundation for growth through responsibility

Zhou Hei Ya always regards robust corporate governance as a critical pillar of sustainable and healthy growth. We enhance governance effectiveness and transparency by strengthening board governance, improving risk control, and adhering to business ethics. Meanwhile, we integrate ESG principles into daily operations, transforming sustainability requirements into key components of our corporate culture and operational practice.

Putting food safety first, ensuring every bite is safe

Taking food safety as a fundamental guiding principle, Zhou Hei Ya strictly implements food safety standards across every stage of its operations, from raw material procurement to



production, processing, warehousing, and logistics. We continue to improve our quality management system, optimize product formulations, and leverage digital tools to better customer service, ensuring that product quality and consumer experience are improved together.

Low-carbon operation, fulfilling its commitment to sustainability

In response to the national “dual carbon” strategy, Zhou Hei Ya integrates green operation into our sustainability framework. We reduce environmental impact across our operations by optimizing energy consumption in production, reducing water usage, and promoting eco-friendly packaging. In both production and logistics, we continue to implement energy-saving and carbon-reduction initiatives, exploring efficiency improvement to advance low-carbon transformation across the value chain.

Welcoming top professionals to create an outstanding future together

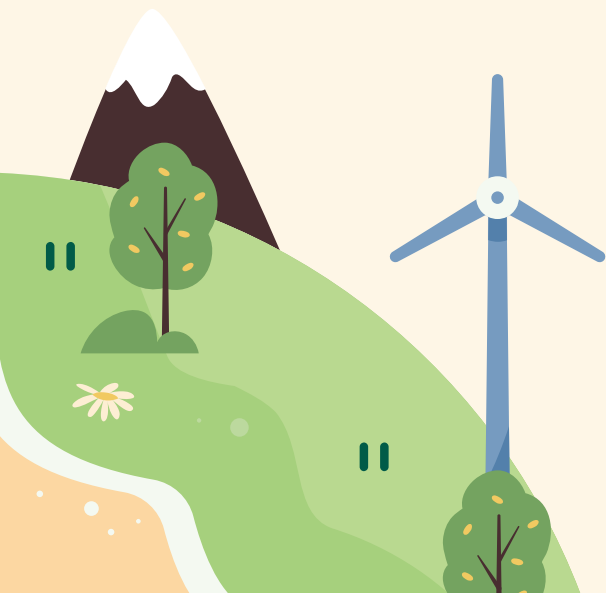
Zhou Hei Ya values employees’ development by creating an open, inclusive work environment with clearly defined roles and responsibilities. We improve our training system and

promotion mechanism to provide growth opportunities for talent. We address employees’ needs through two-way communication. We continue to organize team-building activities to strengthen organizational cohesion and promote growth of both employees and the Company.

Driven by our original mission, gathering the power of good

Zhou Hei Ya actively fulfills our social responsibilities, promoting the development of both the Company and the community. We have created “Zhou Hei Ya Braised Culture Experience Center”, transforming industrial visits into brand experience with educational and social values, helping showcase the local industrial culture. Additionally, we work with universities to build training bases, offering students a platform to learn about modern food industry and management practice. In terms of charity, we continue to cooperate with partners to support community development, putting our corporate citizenship into action.

Looking ahead, Zhou Hei Ya will always uphold a sense of reverence. It takes excellence in quality as the foundation of its identity, continuous innovation as the driving force of development, and social responsibility as its enduring commitment. By staying true to its principles, it forges ahead and embraces change to shape the future. We look forward to working with all stakeholders to create a new chapter of high-quality development for Chinese food industry.



About this Report

Overview

This report is the tenth Environmental, Social and Governance (“ESG”) Report of Zhou Hei Ya International Holdings Company Limited (hereinafter referred to as “the Company”). It focuses on disclosure economic, social and environmental performance and relevant information of the Company and its subsidiaries (collectively, the “Group” or “Zhou Hei Ya”) for the Reporting Period from January 1 to December 31 of 2025 (hereinafter referred to as “the Reporting Period”). Some information is sourced before 2025.

Reporting Reference

This report was prepared with reference to *Appendix C2 Environmental, Social and Governance Reporting Guide* of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (hereinafter referred to as the HKEX).

The content of this report was prepared in accordance with a set of systematic procedures, including identifying and prioritizing key stakeholders, conducting materiality analysis of key issues relevant to ESG, deciding the scope of the ESG report, collecting relevant materials and data, writing the report based on the data, and reviewing the report, etc.

Materiality: To further clarify the key areas and information of corporate disclosure on environmental, social and governance practices and to enhance the relevance and responsiveness of the report, this year we once again carried out material issue identification procedures. Based on environmental, social and governance matters which have a material impact on investors and other stakeholders as determined by the Board, we judged the materiality of each issue and finally determined the level of disclosure and boundary of the issues in accordance with the principle of materiality, which ensured a more accurate and complete disclosure of the Group’s operational management related information.

Quantitative: In accordance with the “key performance indicators” listed in the Appendix C2 ESG Reporting Guide, we formulated objectives of reducing minor impacts, introduced quantitative indicators and calculation methods, standards and assumptions with some notes, and disclosed data for some indicators of three consecutive years since 2023 in order to ensure that the effectiveness of environmental, social and governance policies and management systems are assessable and verifiable. Moreover, we offered carefully considered reasons to the unexplained provisions

Balance: This report strives to achieve objective, fair and truthful reflection of the Group’s ESG effectiveness and practice in 2025. The contents of the report are from the Group’s internal management documents, statistics, public disclosure, as well as media coverage, with no improper modification.

Consistency: The report follows a consistent range of statistics. The scope of coverage is the Group with no major adjustments compared to previous years. The Reporting Period is the whole year of 2025 (from January 1 to December 31, 2025), and some information is sourced before 2025.



Scope and Boundary of the Report

The policies, statements, materials and data in this report cover the Group and its subsidiaries. Unless otherwise stated, all currencies involved in this report are denominated in RMB.

Source of Material and Assurance

All materials and cases contained in this report were collected from the statistics reports and relevant documents of the Company. The Company promises that this report does not contain any false and misleading statement, and is responsible for the authenticity, accuracy and completeness of its contents.

Confirmation and Approval

This report was approved by the Board on 26 March 2026 after confirmed by the management.

Access to the Report and Feedback

This report is prepared in Traditional Chinese and English. The electronic copy is available both in Zhou Hei Ya's "Financial Statements/ESG Information" at the website of HKEX and the website of the Company.

We highly value stakeholders' opinions. Readers are welcome to contact us in the following ways. Your comments and suggestions will help us continuously improve this report and the environmental, social and governance performance of Zhou Hei Ya.

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Highlights in 2025

Three Decades Strong, Zhou Hei Ya Embarks on a New Chapter

Zhou Hei Ya has consistently upheld the craftsmanship of its signature braised products, maintaining high-quality standards. It has achieved breakthroughs in freshness-locking packaging, overcoming regional limitations and expanding across the national market. Today, the brand pursues a strategy of youthfulness and globalization. Over the past thirty years, Zhou Hei Ya has continuously led the evolution of the braised food industry and remained aligned with broader industry transformations.

In 2025, Zhou Hei Ya officially launched its brand refresh, using three core colors – “Flavor Yellow,” “Braised Brown,” and “Duck Black” – as key visual anchors. The brand IP “Little Zhou” features lively dot-shaped eyes and softly curved shoulders instead of rigid lines, giving it a friendly, welcoming appearance as if embracing every customer. The calligraphic Chinese character of “Zhou Hei Ya, China’s Braised Flavor” breaks from traditional constraints, with curved strokes creating a distinctive visual rhythm and high recognizability.



As a leading enterprise in the casual braised food industry, Zhou Hei Ya has established the dual-drive strategy of “physical stores + sales channels” as its core approach, firmly operating its offline foundation and deeply responding to market changes. In terms of business scenarios and membership operations, the Company has aligned with new consumption trends by deepening collaborations with supermarkets to broaden outreach scenarios and implementing live-streaming by store staff to empower both online and offline channels. At the same time, it has continued to advance the upgrade of membership operations, achieving deeper value extraction from existing customers through system iterations and updated benefits. Within the year, we added over 5 million new members, with member sales steadily increasing as a proportion of offline revenue.

By the end of the Reporting Period, our stores had covered 214 cities among 21 provinces, 3 autonomous regions and 4 municipalities in Chinese Mainland.

- Offline stores: 3,019
- Franchise stores: 1,214
- Self-operated stores: 1,805

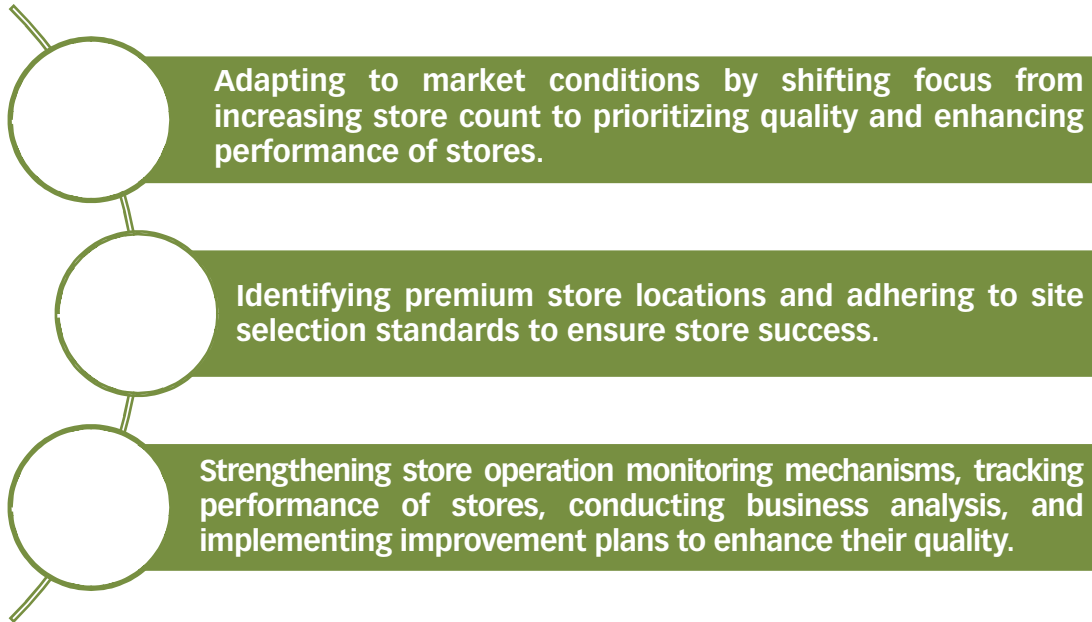
In 2025, Zhou Hei Ya 3A tourist attraction leveraged industrial tourism as a platform to fulfill social responsibility, receiving 23,363 visitors across 555 study tours. The attraction not only makes public its intelligent production line and immersive brand experiencing space, but also emphasizes integrating cultural heritage and emotional education. For example, we incorporate a 'Filial Piety in Action' segment into our featured experiential learning programs, guiding young participants to prepare braised food products by hand and share them with their families, thereby subtly instilling the values of "Filial Piety" and "Sharing".

Bridging the Company, the community and the public, the tourist attraction transforms production lines into communication media through tangible and industrial tourism experience, enhancing public awareness and appreciation of the local industrial culture. This initiative not only elevates Zhou Hei Ya's brand warmth but also promotes the local industrial culture and community integration, fulfilling our social responsibilities in community engagement and cultural promotion.



For the future, Zhou Hei Ya has proposed two key strategies:

- Building a high-performing and resilient team, aligned with our vision of becoming a global creator of quality flavors.
- Forging a strategic ecosystem with overseas partners to bring the flavors of China to the world.



Zhou Hei Ya Market Development Strategy

From the busy streets along the Yangtze River to the “taste of China” on the global stage, Zhou Hei Ya has stayed true to its quality commitment for thirty years while embracing change with a youthful spirit. As remarked by Zhou Fuyu, founder and chairman of Zhou Hei Ya, “Sincerity is the foundation of a century-old brand, and innovation is the answer to the current needs. Zhou Hei Ya is to become a pioneer in the global braised food culture, not a follower.”



Rooted in Responsibility, Advancing with Stability

1.1

Corporate Governance

1.2

Business Ethics

1.3

ESG Governance

Zhou Hei Ya anchors its long-term development in operational compliance. We strictly adhere to corporate governance laws and regulations, uphold high standards of business ethics, and enhance board diversity and professionalism while maintaining a robust risk management system. Furthermore, we have integrated ESG principles into all aspects of our operations, advancing sustainable development through systematic and institutionalized governance practices.

1.1 Corporate Governance

Zhou Hei Ya strictly abides by the *Company Law of the People's Republic of China*, the *Corporate Governance Code of the HKEX Listing Rules* and other laws and regulations, as well as the requirements of relevant regulatory authorities. A clearly defined governance structure with a clear division of rights and responsibilities has been established and led by the board. The Board currently comprises six members, including three Executive Directors and three Independent Non-Executive Directors, and has established four specialized committees: Audit, Nomination, Remuneration, and Strategy Development. Each committee operates in accordance with its terms of reference. The specific terms of reference of the committees are available on the websites of the Company and the Stock Exchange of Hong Kong.

The diversity of members of the board of directors is an important factor in maintaining good corporate governance, achieving sustainable development, and meeting the strategic goal. The Company places great emphasis on the diversity of its Board members. In the nomination and appointment process, it systematically considered multiple factors to enhance the rigor and comprehensiveness of the Board's decision-making, including gender, age, cultural and educational background, geographical representation, professional experience, skills and knowledge, tenure compliance, etc. As of the end of the Reporting Period, the Board included one female director, representing 17% of its total membership.

1.2 Business Ethics

While strictly adhering to laws and regulations, such as the *Contract Law of the People's Republic of China*, the *Company Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, Zhou Hei Ya also continuously enhances its integrity management framework through a comprehensive set of internal policies and procedures, including: the *Anti-Corruption Working System and the Articles of Discipline Inspection Committee of Zhou Hei Ya*, the *Implementation Measures for Discipline Inspection, Supervision, and Reporting*, and the *Measures for Discipline Inspection and Supervision Management of Zhou Hei Ya*. During the Reporting Period, the Group published the *Audit and Supervisory Personnel Code of Conduct* to further standardize our disciplinary oversight and regulatory mechanisms.

During the Reporting Period, we have also refined our business ethics governance structure by delineating clear responsibilities: the Discipline Inspection Committee is tasked with active supervision, while the Risk Management Committee leads the risk control initiatives.

Discipline Inspection Committee

The Committee maintains rigorous disciplinary supervision, develops robust internal supervision mechanisms, and ensures that the Group's operations and management remain legal and compliant, cultivating an ethical and upright organizational environment to support the Group's strategic goals.

Risk Management Committee

Established in March 2025, the Committee oversees the development of a comprehensive risk management system. It focuses on elevating the Group's proficiency in risk identification and assessment while ensuring that risk control efforts directly support and advance our strategic goals.

Zhou Hei Ya is committed to maintaining a clean business environment by rejecting any act of corruption and any infringement of consumers' interests. We established channels for feedback, supervision, and reporting of fraud by optimizing the supervision and reporting system. We pledge to respond quickly to each report, follow up, and conduct detailed investigations promptly while protecting the legal rights of reporters.

To further strengthen the awareness of internal supervision, we have established a system to provide rewards for reporters to recognize individuals who provide valid leads. During the Reporting Period, the Group received 11 complaints and handled 9 related personnel cases.

In 2025, Zhou Hei Ya increased the visibility of reporting channels across our workplaces. This ensures that stakeholders can safely submit their feedback and reports in time.

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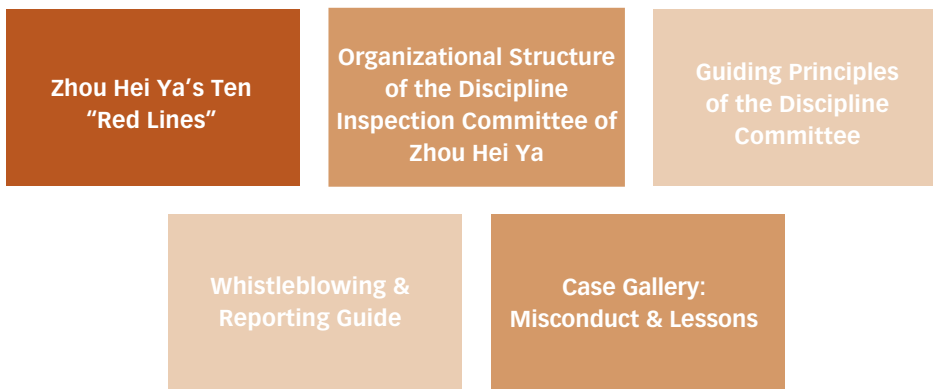
Reporting channels of Zhou Hei Ya





Notice Board at the Entrance of Zhou Hei Ya Factory

In order to reinforce deterrence and foster a culture of integrity, the Audit and Supervision Department established an “Integrity Culture Wall” in August 2025, themed “Supervision is Care.”



Zhou Hei Ya Integrity Culture Wall

In 2025, Zhou Hei Ya continued to strengthen compliance awareness across employees through targeted and multi-level training programs, focusing on key business areas and positions. Throughout the year, Zhou Hei Ya conducted 3 comprehensive compliance training sessions, ensuring that such initiatives remain a regular and recurring part of our operations.

During the Reporting Period, business ethics training organized by Zhou Hei Ya reached 3,310 participants, with a 90% overall attendance rate and 100% for directors and senior management. Training topics covered key areas such as laws and regulations, company policies, anti-fraud and integrity practices, and business codes of conduct.

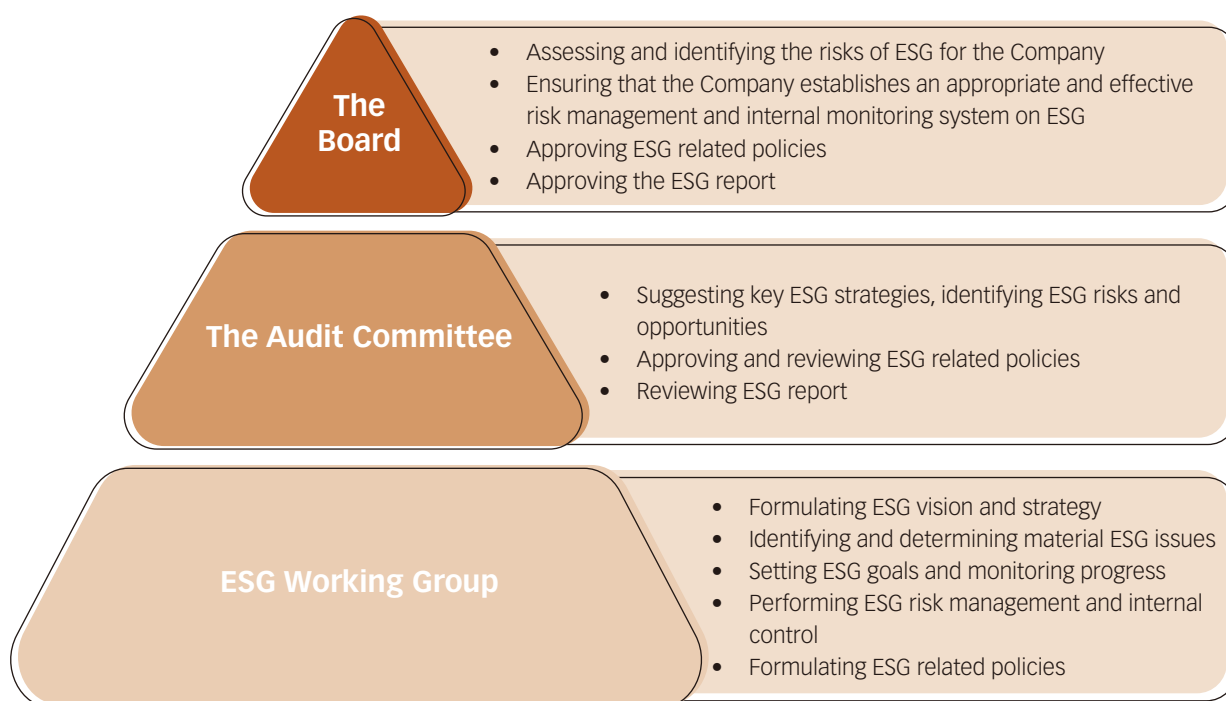


1.3 ESG Governance

Zhou Hei Ya deeply recognizes that sustainable development is not only essential for long-term operations but also fundamental to shaping our corporate culture. We always regard sustainable development as an important cornerstone for the company's steady progress and continuous growth. Therefore, the Group continues to deepen communication with stakeholders, systematically advance the management of ESG objectives, optimize internal governance structures, and integrate ESG principles into all aspects of operations.

1.3.1 ESG Management

To systematically advance our ESG initiatives, Zhou Hei Ya has established a three-tier governance structure that includes oversight by the Board of Directors, daily management by the Audit Committee, and execution by the ESG Working Group. Duties at all levels are clearly defined and coordinated, ensuring that our ESG governance is effectively implemented and continuously improved.



ESG Statement from Board

Board Responsibility

The Board of Directors of Zhou Hei Ya supervises and is ultimately responsible for the Group's ESG performance. It is responsible for regularly discussing and reviewing the Group's ESG risks and opportunities, performance, and progress to ensure that the Group establishes a sound and effective ESG management and internal control system. The Audit Committee and ESG Working Group under the Board oversee and implement the Company's ESG initiatives.

Day-to-day Implementation

The members of Audit Committee are appointed among the Non-Executive Directors of the Board. Their responsibilities include: proposing the Group's ESG strategy, identifying significant risks and opportunities, overseeing and reviewing the setting of ESG related goals, regularly discussing the adaptability of goals as the Company develops, following up on the progress of ESG goal achievement, reviewing ESG reports, etc. The ESG Working Group develops ESG vision and strategy, identifies and determine major ESG issues, sets ESG goals and monitors their progress, implements ESG risk management and internal monitoring, formulates ESG related policies, and ensures the implementation of ESG work. The Audit Committee regularly reports and makes recommendations to the Board of Directors. During the Reporting Period, the Audit Committee held three meetings.

Identifying ESG Risks & Opportunities

The nature of the Company's business and its operating environment exposes the Company to various potential risks that may have an impact on the sustainable development of the Group. The Board oversees major ESG issues, including related risks and opportunities. The Audit Committee and ESG Working Group assess environmental and social risks. During the Reporting Period, they made a systematic review of climate change-related risks and opportunities, and advised the Board of Directors on risks of strategic importance and developed future risk response and mitigation plans. We have incorporated the relevant significant risks into the enterprise risk management framework and taken proactive measures to mitigate the relevant impacts.

Materiality Analysis

The Group regularly organizes internal and external events to keep communicating closely with our stakeholders to identify, persistently evaluate and prioritize ESG issues. The ranking of major issues has been determined through the third-party's materiality analysis, and the results have been discussed and approved by the Audit Committee of the Company.

1.3.2 Stakeholder Engagement

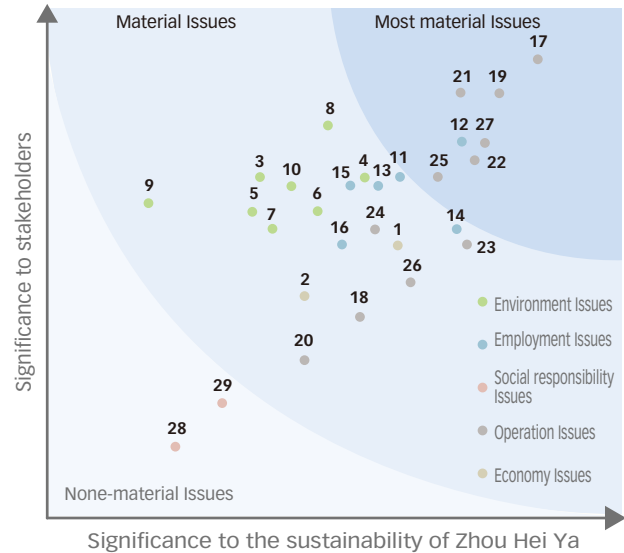
Zhou Hei Ya has actively and regularly communicated with six types of major stakeholders from all walks of life (including shareholders/investors, government departments, suppliers, employees, media, and consumers) on ESG-related issues. We stay informed of stakeholder expectations regarding ESG issues through field research, in-depth interviews, questionnaire surveys, and other forms, both regularly and non-periodically. Relevant feedback is incorporated into our operational decision-making for implementing targeted measures to respond to these concerns in a timely manner.



1.3.3 ESG Materiality Analysis

Zhou Hei Ya conducts questionnaire surveys over stakeholders regularly to systematically collect their opinions and expectations of ESG. Based on the survey results, we timely update the materiality analysis, and focus on the issues that have a significant impact on our sustainable development, which is highlighted in the ESG report. During the Reporting Period, the Company has identified and summarized 29 ESG issues, seven of which are the major ESG issues that this report focuses on.

ESG Materiality Analysis of Zhou Hei Ya



No.	ESG Issues
1	Business performance and economic results
2	ESG governance
3	Consumption of energy sources
4	Wastewater treatment and discharge
5	Greenhouse gas emissions
6	Exhaust fume treatment
7	Treatment and disposal of solid waste
8	Food waste disposal
9	Response to climate change risks
10	Consumption of packaging materials and Sustainable packaging
11	Compliance employment
12	Employee remuneration and benefits
13	Employee diversity and equal opportunities
14	Occupational health and safety

No.	ESG Issues
15	Career development and employee training
16	Employees care and communication
17	Product quality and safety management
18	Food nutrition
19	Food safety of supply chain
20	Environmental and social impact of suppliers
21	Food traceability management
22	Consumer service and communication
23	Consumer information and privacy
24	Intellectual property rights
25	Business ethics and Anti-corruption
26	Responsible marketing
27	R&D and innovation
28	Investment in philanthropy
29	Community contribution





Food Safety as the Foundation, Quality Driving the Future

2.1

Food Quality and Safety

2.2

Innovation Driven Development

2.3

Responsible Supply Chain

2.4

Customer-First Service

Zhou Hei Ya prioritizes quality by controlling food safety from end to end. We continue to increase R&D investment and perfect service to provide consumers with healthier, more delicious products and thoughtful experience. Meanwhile, we strengthen industrial chain collaboration, improve supply chain management, and work with partners to explore long-term paths toward sustainable development.

2.1 Food Quality and Safety

We continuously improve our product quality and food safety management systems, and gradually build a quality management mechanism that spans R&D, production, and distribution. Meanwhile, we enhance employees' awareness of quality and responsibility, embedding quality management requirements into daily operations and specific tasks.

2.1.1 Quality and Safety Management System

We conduct production and operation in strict compliance with the relevant laws and regulations, including the *Food Safety Law of the People's Republic of China*, the *Regulations on the Implementation of the Food Safety Law of the People's Republic of China*, the *Product Quality Law of the People's Republic of China*, the *State Administration for Market Regulation of the People's Republic of China on the Supervision and Administration of Enterprise Implementation of Food Safety Main Responsibility*. And we are also in accordance with national standards the *National Food Safety Standard-Limit of Pollutants in Food (GB 2762-2022)* and the *Sanitary Standard for Drinking Water (GB 5749-2022)*, to ensure food safety in production, processing, storage, transportation and sales.

With quality coming first, we continuously improve our systems and policies for food quality and safety management. During the Reporting Period, the headquarters of Zhou Hei Ya revised and added 220 regulations of food safety and quality, including: the Compliance-related regulation – the *Management System for Food Safety and Responsibility of Centralized Catering Units* (added, in response to revisions to the relevant laws), the regulations of risk Identification – the *Risk Assessment and Control Plan for High-Speed Rail Partnerships*, the *Standard Operating Procedure for Channel Customer Complaints*, and the *Compliance Management Procedure for External Promotional Materials* (added), and the *Management Process of Supervision and Random Inspection Risk Prevention* (updated). Meanwhile, we formulated technical documents such as process specifications and shelf-life evaluations for products like extended-shelf-life items and bottled sauces to support new product launches.

We attach great importance to product recall management by conducting recall drills regularly to verify and improve the process of recall. During the Reporting Period, nothing happened to this Group that triggered any product recall for the reasons of safety and health.

By the end of the Reporting Period, five major factories of Zhou Hei Ya had passed the certification of FSSC 22000, HACCP and ISO 9001 food safety and quality management system and also achieved 100% coverage. In addition to the above certifications, Hubei Industrial Park had also maintained BRCS certification, FSMA certification, FCE¹ certification for exported products.

¹ The certification of Food Canning Establishment (FCE) registration issued by U.S. FDA (U.S. Food and Drug Administration).





Zhou Hei Ya ISO 14001 Certification

During the Reporting Period, we organized a comprehensive food safety system audit covering R&D, procurement, production, and sales, identified food safety risks and implemented targeted control measures to mitigate potential risks. During the Reporting Period, we conducted 5 special audits and 5 combined audits in our factories; 4 system audits across the Central, North, South, and East war zones and their stores; 1 system audit for headquarter functions including procurement, R&D, and e-commerce. All corrective actions were 100% closed.

In 2025, Zhou Hei Ya consolidated and updated the store inspection checklist and implemented three-tier inspection, namely self-inspections by commercial units, oversight by retail centers, and unannounced spot checks by the quality center.

Quality Assurance Department at the Headquarters

- The department conducted food safety self-inspections across commercial operations. In January 2025, all stores completed self-inspection, which focused on critical risks such as quality red lines, non-conforming products, near-expiry products, daily record management, and pest control.
- In March 2025, improvements were launched for after-hours deliveries, non-conforming product management, and pest control, verified through headquarter spot checks. By the end of the Reporting Period, after-hours deliveries and non-conforming product management were 100% accepted.
- Professional pest control companies were invited to implement a unified, tiered management system for store pest risks. The performance was significantly improved compared to the start of the year.
- In April 2025, an inspection and maintenance program for freezers was carried out to ensure product storage safety for the coming summer.

Comprehensive Inspection and Supervision Team for Commerce and Trading

- An unannounced store inspection team was established to conduct monthly spot checks for key markets; quarterly for all commercial regions.
- Issues identified during inspections were 100% addressed through on-site correction and follow-up rectification.

Self-inspection for Commercial Regions

- Safety self-inspection was conducted within stores across commercial regions 1-2 times per month. Routine checks focused on quality red lines, non-conforming product management, and pest control.
- Common issues identified were addressed through continuous follow-up and targeted improvements to enhance food safety management within stores.

Warehousing, Logistics, and E-commerce Management

- Food safety self-inspection was conducted at logistics, warehouses and e-commerce distribution centers, with a focus on quality red lines, pest control, inventory shelf-life, and refrigeration equipment.
- Follow-up actions were implemented to address identified issues, strengthening food safety risk control across warehousing logistics, and e-commerce operations.

Comprehensive Supervision and Inspection of Zhou Hei Ya Stores in 2025





Zhou Hei Ya Food Safety and Quality Flight Inspection in 2025

2.1.2 Whole-Process Quality Control

In order to constantly strengthen food safety management levels, Zhou Hei Ya has established and implemented whole-process quality control system. From supplier admission, production, logistics and transportation to store operation, we follow Zhou Hei Ya quality control standards and objectives strictly to provide consumers with safe, reliable and high-quality food.

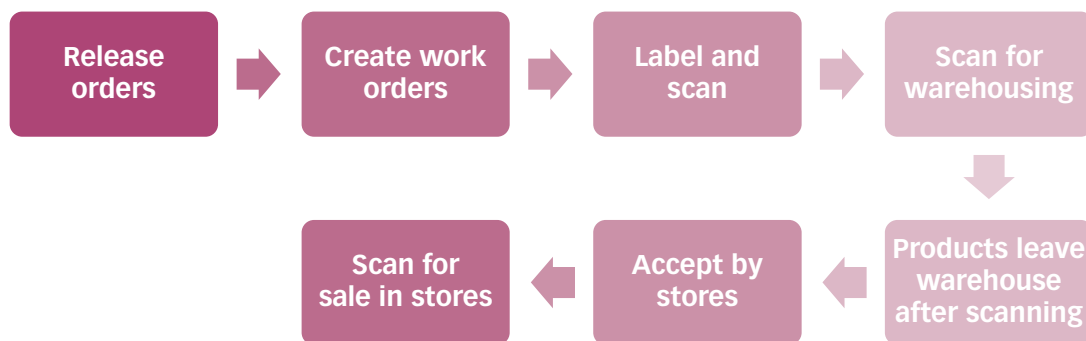
Pre-production Source control and raw material guaranteeing	In production Process control and risk management	Post-production Implementation of responsibilities and closed-loop management
<ul style="list-style-type: none"> • We have established systems for supplier management, new product validation, product launch monitoring, and acceptance procedures, supported by failure control and batch traceability. • With direct sourcing, we maintain long-term strategic cooperation with leading domestic farming and slaughtering enterprises to reduce intermediary links and ensure a stable supply of core raw materials such as necks, wings, lockets, feet, and tongues. • Suppliers undergo strict admission audits covering farming conditions, feed standards, inspection and quarantine to prevent food safety risks at the source. • This is complemented by a high-standard raw material testing system with specialized laboratories that conduct tests on veterinary drug residues, etc. • Transportation of raw materials is in a “cold chain + full temperature control” model to minimize quality fluctuation risks during transit. 	<ul style="list-style-type: none"> • We have developed and implemented the food safety management manuals, quality red lines, internal audit procedures, and emergency plans. • We have identified risks from personnel, machinery, materials, methods, and environment, etc. and conducted inspections and spot checks according to the frequency of quality control and monitoring. • Products using innovative processes undergo 100% batch-by-batch testing, while mature, stable products are subject to high-coverage sampling to ensure that all products leaving factories meet national standards and internal requirements. • The Headquarters calls on factories to hold monthly quality meetings over product quality issues. • The Headquarters conducts flight inspections over all factories on an irregular basis. 	<ul style="list-style-type: none"> • We have formulated regulations on main responsibility for food safety, designated the first responsible person, and a three-tier responsibility system. • We have implemented a “daily control, weekly inspection, monthly review” system for food safety management, and strengthened post-production supervision and corrective actions. • The Group’s Quality Center has coordinated with all production bases to conduct quality monitoring and supervisory sampling along the distribution chain. • A “production-distribution-feedback” quality tracking loop has been established to identify and provide warning of potential risks.

Zhou Hei Ya Full-process Quality Control



Zhou Hei Ya places great emphasis on full product life-cycle management. A scan-to-trace system has been established across production, distribution, and sales, “one code for one item, traceable in the chain.” Through monitoring and failure interception, we ensure that defective products can be identified and addressed promptly. During the Reporting Period, the scan-to-trace system remained stable, and its reliability was validated through annual simulation drills.

Zhou Hei Ya Full-Chain Scan-to-Trace System	
Information Traceability	<ul style="list-style-type: none"> Each product is assigned a unique traceability code linked to key information including product ID, shelf life, production line, production date and time, batch number, and raw material supplier code, ensuring clear identity and complete information.
Operational Mechanism	<ul style="list-style-type: none"> Automatically generated and coded in production; Logistics is traced real-time via TMS (Transportation Management System) and GPS, with cold chain temperature (2–6°C) data recorded simultaneously; Codes are scanned at stores to verify products upon receipt, with any defective product intercepted immediately; After-sales scanning enables rapid identification of issues and product flow, reducing the time required for non-conformance tracing to hours and allowing recall precision down to individual packages.
Failure Interception	<ul style="list-style-type: none"> A blacklist system is in place for defective products. It automatically identifies and intercepts them; any scan of a blacklisted product triggers an alert, preventing it from sale.
Expired Product Control	<ul style="list-style-type: none"> At the point of sale, POS automatically blocks the sale of expired products upon scanning and clearly indicates the reason, preventing such products from reaching consumers.



Zhou Hei Ya Full-Chain Scanning and Tracing System



2.1.3 Quality Culture Construction

Zhou Hei Ya creates the food safety culture by building a quality culture management system, which combines management, stores and factories, to guarantee the wide-spread and in-depth practice of the food safety culture, improve employees' quality awareness, and encourage them to participate in the Group's product quality control.

Management

In 2025, Zhou Hei Ya organized 30 quality and food safety training sessions, focusing on laws and regulations, corporate procedures, professional skills, and quality management methods. Training topics cover the compliance requirements for new food labeling regulations, sales, warehousing and logistics, prevention of store inspection risks, quality month initiatives, and sampling of raw materials.

During the Reporting Period, more than 6,000 participants attended the training sessions, covering brands, R&D, procurement, production, logistics, e-commerce, and after-sale.



Management Training Modules

Case: Food safety training by Zhou Hei Ya

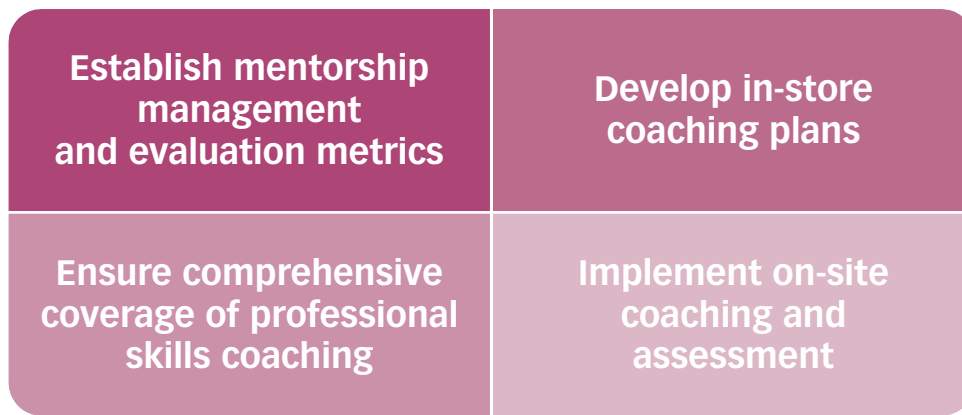
The Group provided training according to the *GB 7718-2025 National Food Safety Standard – General Standard for Prepackaged Food Labels*, the *GB 28050-2025 National Food Safety Standard – General Rules for Nutrition Labels of Prepackaged Foods*, the *Food Labeling Supervision and Administration Measures*, and the *GB 14881-2025 National Food Safety Standard – General Hygienic Practice for Food Production*. The training interpreted key revisions and compliance risks. By explaining the regulatory logic behind the new standards, compliance risks, and implementation requirements, we strengthened awareness of hygiene management in production and promoted application of new standards across production processes.

Stores

To strengthen the capabilities of store personnel and reinforce the execution of food safety management responsibilities, Zhou Hei Ya developed an on-site coaching management program for store inspection staff in 2025, aiming to ensure food safety and regulatory compliance across its store operations.

Under this program, we delivered theoretical training on *Store Quality Inspection Techniques* and store quality management practices, complemented by one-for-one on-site drills and assessments, further enhancing the inspection capabilities of store food safety personnel.

Under this program, the Company delivered theoretical training on *Store Quality Inspection Techniques* and store quality management practices, complemented by one-on-one on-site drills and assessments, further enhancing the inspection capabilities of store food safety personnel.



In-Store Inspection Personnel Coaching and Management

Case: Zhou Hei Ya provides store quality and operations training

Zhou Hei Ya delivers targeted training programs to store supervisors, managers, and frontline staff across its commercial outlets, focusing on the red-line requirements for store quality management. The training emphasizes the interpretation of key provisions, typical violation cases, and corresponding disciplinary measures. Additionally, we provide specialized training on laws and regulations related to store operations, incorporating real-world case studies to illustrate common violations, compliance requirements, and potential legal consequences.

Factories

To develop employees' quality awareness and motivate their teamwork, Zhou Hei Ya focuses on key quality issues and improvement directions at stores, by providing employee training and organizing factory quality award activities. Awards include the On-Site Quality Improvement Award, Quality Guardian – Risk Control Pioneer Award, and Quality Guardian – Vacuum Breakthrough Award, encouraging employees to enhance their production quality improvement and process optimization through cross-departmental collaboration, systematic analysis, and innovative practice.



Zhou Hei Ya Full-Chain Product Standardization Initiatives in 2025	
On-site supervision and PDCA cycle	Through on-site frequent supervision and inspection by factory Quality Control (QC) teams, combined with headquarters unannounced inspections and guidance, we deepened the PDCA cycle of “goal – execution – inspection – correction – improvement”, embedding operating standards into daily habits.
Perfection of operating standard systems	We reviewed and refined operating standards and key control points for vacuum packaging, sterilization, and outer packaging, while advancing monitoring and evaluation of compliance.
Specialized improvement and standardization	We conducted research and testing on product forms and packaging yield, including weekly sampling, failure management, and modifications to the oil baffle used in modified-atmosphere packaging.
Standardization capacity building	We organized activities such as factory standardization competitions, individual skill competitions, and knowledge contests, fostering a positive atmosphere for operating standardization and strengthening employees’ awareness of implementation.

Case: Zhou Hei Ya Factory Quality Month

From October to November 2025, Zhou Hei Ya held Quality Month activities across the industrial parks in Hubei, Hebei, Guangdong, Jiangsu, and Sichuan focusing on microbial cross-contamination control so that everyone values and safeguards quality. The activities involved production, equipment, and quality control personnel. An improvement team was established in each factory to enhance self-inspection and correction, where training and assessment was 100% accepted. The Hebei Factory was named as Excellent Factory in Quality Month. A number of benchmark and pioneer teams were selected to promote the philosophy – “Okay at Once”.

Case: Zhou Hei Ya provides training on cold chain compliance and temperature control

Zhou Hei Ya provided training on compliance management and temperature control along the cold chain and distribution process, interpreting the *E-commerce Warehouse SOP* as well as laws and regulations related to cold chain transportation and warehousing, reinforcing the critical role of cold chain temperature control in food safety. Participants included supply chain managers, e-commerce warehouse teams, warehouse management personnel, and drivers. Cold chain operating standards were clarified to reduce food safety risks caused by temperature problems.



2.2 Innovation Driven Development

Zhou Hei Ya continuously advances product innovation and upgrading, leveraging new product development and iteration, product line expansion, and flavor innovation as primary levers. While strengthening product characteristics, we provide consumers with more diversified product choices.

Winners	Awards/Honors
Zhou Hei Ya, South China Agricultural University, Ningbo University	China General Chamber of Commerce Science and Technology Award – Commercial Science and Technology Progress Award – First Prize Online Evaluation for Provincial Science and Technology Award – Second Prize
Zhou Hei Ya, South China Agricultural University	Hubei Quality Control and Processing Technology of Healthy Soy Sauce-braised Products – Provincial Enterprise-University Joint Innovation Center – approved

Zhou Hei Ya Product Honors 2025



2.2.1 R&D and Innovation

Zhou Hei Ya adheres to product research and development with focus on consumers, identify and respond to consumer demands through market research. While advancing flavor innovation, optimizing product forms, and expanding modified-atmosphere product categories, we are innovating in manufacturing processes and production capacities, which meets favorable reception from customers.

Overview of Zhou Hei Ya Product Innovation in 2025	
<p>Shelf-stable leisure snacks</p>	<p>We optimized the shelf-stable product portfolio by completing flavor and taste upgrades for vacuum-packed products, e.g. duck neck, wing, clavicle, web, and tongue, and adding new vacuum-packed sweet & spicy duck wingette.</p> <p>We advanced the layout of vegetarian product category, completing preliminary R&D preparations for kelp, dried tofu, and konjac products.</p> <p>We promoted the application of nitrogen-flushed packaging and irradiation sterilization technology. Nitrogen-flushed sauced duck, chicken wingettes, and spicy chicken achieved mass production and market launch. A total of 8 irradiated medium-shelf-life modified-atmosphere products were launched.</p>
	  



Overview of Zhou Hei Ya Product Innovation in 2025

<p>Compound seasonings</p>	<p>We developed braised spice packs and duck meat sauce for Sam's Club, achieving mass production and market launch for these new categories.</p> <p>We completed quantitative packaging design for semi-solid braised spice packs through process and formulation optimization, and improved the stability of the duck meat sauce filling process.</p>	
<p>Modified-atmosphere products</p>	<p>We added new products such as spicy potato slices, sauced duck (pasteurized), sauced duck drumette, five-spice braised pork trotters, fish tofu, dry-fried spicy soy-based jerky, and braised quail eggs, enriching the modified-atmosphere product matrix.</p> <p>We completed process optimization and re-launched modified-atmosphere braised squid, achieving the annual goal as planned.</p>	
<p>Bulk products</p>	<p>We developed products for supermarket clients like Pang Dong Lai and Yonghui, including braised goose, braised goose wing, braised duck, and sauced duck.</p>	
<p>Frozen products</p>	<p>We initiated customized frozen products for catering by adjusting the production line. The Black Duck Stew series, and the product of 400g duck meat block were launched.</p>	



Overview of Zhou Hei Ya Manufacturing Process & Production Capacity Innovation 2025	
Brine standardization process	We implement a centralized and periodic brine flavor standardization process to enhance the consistency and stability of product flavor.
Upgrading of automated & semi-automated production lines	We introduced automated blanching lines, frying lines, and packaging equipment to improve efficiency and operational standardization.
Application testing of automated brine cooking system technology	We advanced the automated brine cooking system into the pilot testing phase within the workshop, preparing for future large-scale application.
Development and launch of nitrogen-flushed products	We completed R&D and initiated production of nitrogen-flushed spicy chicken, expanding application scenarios for nitrogen-flushed packaging.

Case: Zhou Hei Ya optimizes detection of circulating vegetable oil using potentiometric analysis

In 2025, Zhou Hei Ya optimized the testing method for circulating vegetable oil at the Hubei factory. In response to frequent replacement of frying oil for the hand-torn chicken neck products, we introduced the cold solvent automatic potentiometric titration method for testing according to the *National Food Safety Standard – Determination of Acid Value in Food (GB 5009.229-2016)*. This method is less affected by human factors, so the results are more stable and accurate, which provides a more reliable basis for assessing oil usage in production. Currently, this testing method is applied to fried products such as sauced duck wingette, eggs, spicy chicken, and hand-torn chicken neck.



Case: Zhou Hei Ya two-step filling process facilitates successful launch of new duck meat sauce

In 2025, Zhou Hei Ya launched a new duck meat sauce product, developed a “two-step filling method”, which uses separate filling steps for solid spices and liquid ingredients, thus resolving stability and appearance consistency related to mixed filling. Not only does this method meet new product launch but also fills a gap in the market for similar packaging formats. Given the tight schedule, high standard, and filling complexity for Sam’s Club, we rapidly completed the integration and commissioning of the duck meat sauce line, ensuring stable supply and successful production launch.



During the Reporting Period, Zhou Hei Ya optimized the product R&D system based on front-end market research findings. The R&D management mechanism, covering project initiation, small-scale trial, planning input review, pilot-scale trial, validation, corrective action, pre-launch preparation, and post-launch follow-up, was further refined, thus enhancing the standardization and controllability of new product development.

Risk identification and pre-verification	Process and safety review before launch	Stability monitoring at the start of launch
We introduced document review during new product validation to identify potential chemical, physical, and microbiological risks to strengthen safety control at the start of R&D.	We conducted process feasibility review and on-site validation before product launch, made validation reports and implemented corrective actions. Meanwhile, product shelf-life testing was conducted to ensure product safety.	During the period of initial launch, we supervised factories in monitoring the shelf-life and flavor stability of mass-produced products to ensure consistent product quality.

Zhou Hei Ya Product R&D System



Zhou Hei Ya continues to implement its development philosophy of health, nature, and green, striving to provide consumers with better food choices. During the Reporting Period, we advanced excipient cleaning and formula optimization. We replaced oyster sauce containing sucralose and potassium sorbate, with gradual transition based on the actual inventory. While ensuring food safety, we reduced preservatives in existing excipients by two types so far. On the other hand, we cooperate with Huazhong Agricultural University and Ningbo University, achieving phased progress in translation of research results.

Case: R&D with Huazhong Agricultural University and Ningbo University

In collaboration with Huazhong Agricultural University and Ningbo University, we addressed the challenge of quantitatively standardizing the flavor of industrialized braised duck products. We analyzed the formation of characteristic flavors in braised duck products and the release patterns of key spice components during the braising process. This led to the development of an online flavor detection and correction system, achieving flavor standardization for industrial products.

2.2.2 Intellectual Property Rights Protection

Zhou Hei Ya attaches importance to protecting intellectual property rights (IPRs). The Company has established and complied with the *Intellectual Property Right Management Measures*, and implemented systematic management over its trademarks, patents and other IPRs, and protected our intangible assets. In 2025, the Audit and Supervision Department of Compliance Center added the *Code of Conduct for Audit and Supervision Personnel*, the *Recommendations on Group License and Permit Management Measures*, the *Audit and Supervision Department Unannounced Inspection Management Measures*, the *Six Major IT Work Order Processes of Audit and Supervision Department*, and the *Supervision Management System of Zhou Hei Ya Bidding and Tendering Standard*, covering employees' conduct, license management, supervision and inspection, process control, and project compliance, etc.

We advance the confirmation and protection of trademark rights. During the Reporting Period, we completed 171 trademark registration applications, 119 review cases, and 144 renewals and assignments.

For legal protection of innovation outcomes, we pursue patents and copyrights in product packaging and design. During the Reporting Period, we filed 7 patent applications and completed 39 copyright registrations.

In response to infringements, we make more efforts in anti-counterfeiting and rights' protection, pursuing legal action through civil and criminal means. During the Reporting Period, we handled 366 civil cases with 55 concluded, and initiated 2 criminal ones.

Zhou Hei Ya IPRs Protection in 2025



Case: Zhou Hei Ya participates in China International Trademark & Brand Festival to enhance brand protection awareness

In 2025, we participated in the 15th China International Trademark & Brand Festival by focusing on registration, protection, utilization, management, and service of trademarks and brands. During that period, we paid close attention to AI and IPR protection, cultural heritage and tourism IP, the integration of intangible cultural heritage with time-honored brands and geographical indications, to deepen our understanding of cutting-edge trends and hot topics.

Case: Zhou Hei Ya keeps pace with trademark examination trends, and standardizes registration and management practice

To grasp the latest requirements for trademark review, Zhou Hei Ya participated in the training and communication on the “Latest Development in Trademark Examination and Adjudication Matters”, to have a good understanding of policy direction and practical standard in trademark review. By studying the latest examination practice, we further standardized our trademark registration and application, thus enhancing the efficiency and overall quality of trademark registration.

Case: Zhou Hei Ya focuses on the characteristics of the FMCG industry and deepens

In 2025, Zhou Hei Ya attended the 3rd Fast-Moving Consumer Goods Intellectual Property Service Conference, engaging in exchanges on trademarks and brands, design patents, and unfair competition for the FMCG industry. Through expert speech and thematic dialog, the event facilitated experience sharing and in-depth discussion among enterprises, helping us optimize intellectual property management based on the industrial characteristics.



2.3 Responsible Supply Chain

Zhou Hei Ya embraces win-win cooperation and builds a sustainable supply chain on a fair and transparent basis. The Company works closely with our suppliers on product quality and ESG performance, etc. to promote the healthy development of the industry.

During the Reporting Period, the Group established cooperation with 268 suppliers of raw materials, auxiliary materials and packaging materials. Among them, there are 175 non-local suppliers and 93 local suppliers representing 34.7%. Meanwhile, we have entered into environmental protection agreements with 93 suppliers, up 11.2% compared to 2024, and provided 10 training sessions in order to build a healthy, stable industrial ecosystem with our partners.

2.3.1 Supplier Management System

Guided by accountability and sustainable development, Zhou Hei Ya has established a good supplier management mechanism. Our management system covers supplier admission, performance evaluation, assessment, and exit. Through a tiered and categorized management strategy, we select suppliers with excellent cooperation willingness, performance capability, product quality, and service excellence to promote coordinated development and mutually beneficial outcomes across the value chain.



Indicator	2025 Data
Total Number of Suppliers	268
Number of Local Suppliers	93
Number of Non-local Suppliers	175
Number of Suppliers with Signed Environmental Protection Agreements	93
Number of Trainings Provided to Suppliers	10

2.3.2 Supply Chain Risks Identification and Control

To enhance supply chain stability and suppliers' risk response, Zhou Hei Ya has established a sound supply risk management mechanism and formulated the *Emergency Procurement Handling Regulations* and a three-phase supply-demand balancing framework to monitor the short-, medium-, and long-term supply of raw and auxiliary materials. We have designed a risk monitoring chart to assess and provide warning for supply interruption, quality fluctuation, capacity bottleneck, single-source dependency, and demand stability to prevent potential supply chain risks.



3-Stage Supply-Demand Balancing System

We have implemented a series of sound management and control measures based on the classification of risks, to ensure smooth operation of the supply chain, maintain stable development of business, and enhance overall competitiveness.

All-around unannounced inspections are implemented for major raw material suppliers to reduce quality fluctuation.

Supplier empowerment measures helped improve the acceptance of incoming materials for seven consecutive months in the second half of 2025.

An online monitoring mechanism for Critical Control Points (CCPs) was established to identify and manage industry-wide failures better.

A specialized quality control plan was implemented for key materials, whose acceptance in the fourth quarter improved significantly compared to the first three.

Zhou Hei Ya Supplier Risk Management Initiatives



2.4 Customer-First Service

The Group prioritizes product quality and taste, with brand development based on customer service. While adhering to compliance marketing, Zhou Hei Ya strengthens brand building, enhances brand value, and builds stronger emotional bonds with its consumers. Meanwhile, we continue to optimize customer service experience, so that every customer can feel our sincerity.

2.4.1 Marketing with Compliance

Zhou Hei Ya standardizes its marketing and promotional activities through improved systems and processes, ensuring all marketing activities are legally compliant and all information is truthful and accurate. The Company implements the *Regulations on Promotional Materials Management* to standardize promotional standards, reviews the promotional content based on the *External Promotion Data Review Process*. And it regulates advertising placement according to the *Advertising Placement Management Regulations*, ensuring product information is accurate, thereby effectively preventing any misleading of consumers. For e-commerce marketing and promotion, we respect consumers' right to know and choose. Automated marketing is conducted only with consumers' consent, which provides clear opt-out options and avoids differentiated settings based on personal characteristics.

During the Reporting Period, Zhou Hei Ya furthers intensified its focus on channel marketing compliance, and take initiatives across system, control, and content. Meanwhile, the Company provides compliance marketing training to enhance employees' compliance awareness, ensures all aspects of channel marketing meet regulatory requirements and our standards, and achieves both compliance management and business development.

Zhou Hei Ya Channel Marketing Compliance Initiatives in 2025		
Policy	Control	Content
<ul style="list-style-type: none"> Formulated the <i>Marketing Expense Management Regulations</i> for compliance management of expense application, execution, and verification; Clarified voucher standard and review requirements to mitigate expense management risks at the source. 	<ul style="list-style-type: none"> Improved price system and unified management methods; Regulated channel pricing structures and prevented low-price dumping and price confusion. 	<ul style="list-style-type: none"> Worked with the Brand Department to update product manuals and introductions; Regulated product claims according to the advertising law; Ensured all product information is truthful and traceable to eliminate any false advertising and exaggerated claim.

While adhering to compliance marketing, we continue to advance brand building with a consumer-centric focus in order to strengthen the connection with consumers. Through e-commerce marketing, we transform product advantages and brand philosophy into tangible, interactive consumer experience, thus enhancing brand reputation while driving continuous release of brand value and market influence.

Case: Tmall 618 Shopping Festival

During the Tmall 618 shopping festival 2025, Zhou Hei Ya ranked No. 10 on the store transaction list for beef jerky, pork jerky, and braised snacks. The Duck Neck & Wing Gift Pack was the best-seller out of braised meat; duck wing top five, outperforming the peers in the same tier. During the campaign, store transactions reached RMB7.02 million, with 100,000 paying buyers and 210,000 items sold.

Case: Taobao Nov. 11 Campaign

During Taobao November 11 Campaign 2025, Zhou Hei Ya achieved a significant increase in sales, with payment exceeding RMB7 million, 1.2 times that in 2024. The user base continued to expand, with revenues from new customers reaching RMB80,000 during the campaign, over 6,000 new members, and over 3,000 new followers.

Case: JD.com Nov. 11 Campaign

During JD.com November 11 Campaign, Zhou Hei Ya ranked No. 2 in the industry. We improved member conversion efficiency through JD PLUS member-exclusive pricing, reward points, and exclusive voucher packs; meanwhile, we offered targeted access to users who added items but did not complete transaction in order to enhance transaction conversion. We emphasized 211 Delivery and Hourly Delivery to meet consumer demand for fast delivery during the promotional period, further enhancing the consumption experience and brand reputation.

Case: Pinduoduo Dec. 12 Campaign

During the Pinduoduo December 12 Campaign, Zhou Hei Ya ranked top ten in the duck meat category. We participated in the 10-Billion Subsidy program, attracting price-sensitive consumers through annual low price and bundled offer. Meanwhile, group buying and share-to-reduce-price were used to increase sales with lower customer acquisition costs. Tailored product specifications and exclusive flavor combinations were also introduced based on users' preferences, thus enhancing channel differentiation and product appeal.



2.4.2 Service Improvement

By upholding and implementing its business philosophy and corporate culture of “Customers First”, Zhou Hei Ya takes consumer experience as a key of service management, and lead long-term service practice centered on customers. We enrich the value-added service to receive trust and recognition from customers.

High-quality Service

Guided by the core belief that service creates value, Zhou Hei Ya has consistently provided high-quality service to consumers. During the Reporting Period, we improved customer experience through digital empowerment, by upgrading packaging look, and improving customer service capabilities.

Case: Developing customer service knowledge base to improve service capacity

Addressing the needs of customer service, Zhou Hei Ya compiled and improved the Customer Service Knowledge Base. It covers foundational, operational, and experiential layers, to transform dispersed individual experience into reusable corporate knowledge assets. By reviewing customer service chat daily, we optimize the application of the knowledge base continuously. As a result, the Gold Medal Customer Service metrics have been achieved a number of times on key platforms during the year.

Case: List of high-frequency issues with risk classes to handle customers' feedback efficiently

Zhou Hei Ya updates the list of common product complaints and consumer misunderstandings regularly, categorize high-frequency issues such as foreign objects in food, taste deviations, and shelf-life disputes, clarify root causes and provide standardized supporting images to help service personnel quickly identify issues and improve efficiency. Meanwhile, we have developed a risk determination list with handling standards to reduce delays.

Case: Developing raw material information base to enhance transparency

We have established a raw material information base to sort the pre- and post-marinating state of ingredients. This helps customer service staff explain product characteristics to consumers accurately, reduce mis-complaints, and improve communication efficiency and consumers' understanding.

名称	卤制前	卤制后
生姜		
		

解说：生姜带有大量姜丝，卤制后容易被误认为是丝带和编织袋类异物。

Case: Upgrading e-commerce logistics and packaging to strengthen the first touch-point

During the Reporting Period, Zhou Hei Ya upgraded the color and material of our e-commerce logistics and packaging. This enhanced visual recognition while conveying unique flavor and reliable quality to consumers, thus boosting brand reputation and trust.

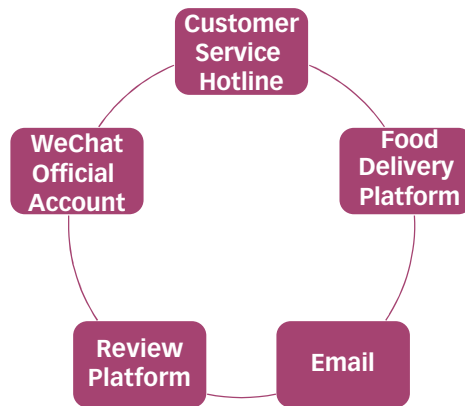
**Case: Establishing a complaint data analysis system to drive continuous improvement**

Zhou Hei Ya analyzes consumer feedback from sales channels on a monthly basis, and breaks it down to factories, distribution centers, and delivery service providers, covering packaging, microorganisms, and foreign objects. For new products, daily feedback tracking is implemented to relay consumers' feedback to production and supply chain for rapid adjustment and optimization.

Response to Customer Complaints

In accordance with the *Law of the People's Republic of China on Protecting Consumers' Rights and Interests*, and the *Food Safety Law of the People's Republic of China*, Zhou Hei Ya has formulated rules and regulations, e.g. the *Regulations on Customer Complaint Handling and Public Opinion Management*. Under the rule, we define complaint channels and classification standards to ensure consumer concerns are handled promptly. The Group has established online and offline complaint handling procedures to ensure efficient response.

To improve service efficiency and customer experience, we have introduced artificial intelligence (AI) across telephone and WeChat for intelligent + human customer service. For high-frequency, standardized issues, the system can identify and respond quickly. Complex or specialized inquiries, however, are handled by human service to ensure effective resolution.



Customer Complaint Channels

During the Reporting Period, we received 593 complaints via 400-hotline, with 98.99% resolved.

The Group has replaced traditional experience-based scheduling with data analysis. By analyzing complaint data from all channels over the last 90 days, we identify peak and low service periods, implementing a scheduling strategy of intensified staffing during peak hours, and optimization during low hours. While ensuring service capacity during peak periods, we utilize low-traffic periods for employee training and knowledge base updates. By optimizing shifts, we reduce consecutive night shifts and excessive overtime to guarantee employees' well-being and enhance team stability.



Zhou Hei Ya Customer Complaint Handling Process

During the Reporting Period, complaints were handled within an average of 36 hours.

To enhance customer complaint handling and customer satisfaction, we provide systematic training for our customer service team. Focusing on complaint handling procedures, laws and regulations, product knowledge, and communication skills, we try to improve their competence and service and optimize consumers' feedback experience.



Case: Zhou Hei Ya improves complaint handling through training

We provide training focused on the core needs of complaint handling, covering all kinds of capabilities. In 2025, we provided 4 complaint handling training sessions for 903 participants, focusing on complaint response, product knowledge, and complex complaint handling. Meanwhile, we provided 3 special training sessions on service awareness and skills, and 2 typical case-sharing meetings to review exemplary handling cases and analyze common issues.

Case: Establishing a complaint handling team to improve co-working efficiency

We have established a complaint handling team based on the Mis-Complaint Information Base for Raw Materials and the Pre- and Post-Braising Status Database for Auxiliary Materials. Also, we have formulated the *Quality Management Response Procedure*, which helps improve communication between customer service and quality control teams, and accelerate issue response and handling.

To improve service quality and regulate customer service, we established the customer service satisfaction spot-check mechanism in 2025 centered on follow-up verification, process spot checks, and performance linkage.

2025 Zhou Hei Ya Customer Service Satisfaction Spot-Check Mechanism	
Phone call via 400	<ul style="list-style-type: none"> We implemented a system of telephone follow-up within 24 hours of complaint closure, with dedicated personnel for satisfaction check to ensure customer feedback is authentic and traceable.
Daily telephone and WeChat service	<ul style="list-style-type: none"> We integrated service quality into core performance assessment to strengthen management of service process and outcomes through routine spot checks + monthly review and optimization.
Customer service assessment	<ul style="list-style-type: none"> We took complaint handling timeliness and customer satisfaction as core indicators. Evaluation was based on supplementary indicators, e.g. service standardization and first-call resolution, both of which together accounted for 50% of the customer service performance assessment weight. During spot checks, a unified scoring standard was applied. Telephone service was assessed on greeting norms, empathy, and response accuracy, while WeChat service focused on response timeliness, script standardization, and solution completeness. For unsatisfactory feedback from follow-ups, the Group completed internal reporting within 24 hours and formulated corrective actions to be followed up.

2.4.3 Privacy Protection and Information Security

Zhou Hei Ya has formulated and implemented the *Data Security Management Measures*, defined the duties of the data governance committee, the information data center and other departments in data management, followed the principles of compliance, minimization, confidentiality, integrity and availability, and conducted data classification and hierarchical management to strengthen the data governance system.

In terms of personal information and privacy protection, according to the *Law of the People's Republic of China on Protecting Personal Information*, Zhou Hei Ya formulated and improved the internal management systems such as the *Privacy Protection Regulations*, clarified the boundaries of rights and responsibilities and legal obligations of employees when dealing with customer sensitive information, and established a customer privacy management system covering information collection, use, storage, and transmission.

2025 Zhou Hei Ya Customer Data Privacy and Security Measures	
Mini-program registration management	Upon first-time registration by users, the policy of personal information collection will be displayed, stating what is collected, the purpose of use, and authorization options. Users can withdraw their consent at any time.
Third-party data transfer and backup	A data processing agreement will be signed when working with third parties, e.g. food delivery platforms and e-commerce sites. Customers' privacy shown on their orders (e.g., name, phone number) will be desensitized, processed using technical encryption, and backed up at different locations to ensure data security and control.

Furthermore, we have established a management mechanism for data security incidents, covering warning, handling, and corrective actions, in order to strengthen data security protection. During the Reporting Period, the Group reported zero incidents of data security or customer privacy breach, nor receive any complaint in that regard.





Low-Carbon Operations for Green Future

3.1

Response to Climate Change

3.2

Environment Management

3.3

Use of Resources

As a leader in Chinese braised food industry, we are committed to building an eco-friendly production system. By taking actions of environmental management, energy conservation, carbon reduction, and efficient resource utilization, we try our best to meet the national “dual carbon” goals, contributing to promoting the green, low-carbon transformation of the industry.

3.1 Response to Climate Change

Zhou Hei Ya adheres to sustainable development, regarding the identification of climate change risks as a key part of corporate management. According to the TCFD (Task Force on Climate-related Financial Disclosures) guide, the Group roundly assessed and identified climate change risks and opportunities, and developed concrete countermeasures. While preventing future risks, we also promote low-carbon transformation to enhance the Group’s capacity to address climate change.

3.1.1 Governance

We include climate change management functions into our ESG three-tier management structure, take the Board of Directors as the supreme authority, establish a normalized communication and improvement mechanisms, and improve climate change governance.

Board of Directors

- Developing management strategies for climate risks and opportunities
- Supervising and reviewing the effectiveness of management methods

Audit Committee

- Reviewing and approving climate related objectives, and tracking implementation of performance objectives.
- Identifying and managing budgets, resources, and investments for identifying, mitigating, and monitoring climate related issues.

ESG Work Team

- Identifying risks and opportunities related to climate change.
- Promoting implementation of climate change risk management and climate management strategies.

3.1.2 Strategy

Zhou Hei Ya develops its climate change management strategy based on a scientific methodology. Through climate scenario analyses, we systematically identify and assess potential risks and opportunities arising from climate change. We further distinguish between physical risks and transition risks, and evaluate their potential impacts on the company.

For physical risks, the Group selected the 1.5°C warming scenario (SSP2-4.5) and the 3°C warming scenario (SSP5-8.5) proposed by the Intergovernmental Panel on Climate Change (IPCC) for analysis. For transition risks, we referenced the Net Zero Emissions (NZE) and the Announced Pledges Scenario (APS) set by the International Energy Agency (IEA) for assessment.



Risk category	Climate scenario	Description
Physical Risks	SSP2-4.5	SSP2-4.5 is a medium emission scenario, in which, assuming the implementation of some emission reduction measures, global greenhouse gas emissions are projected to peak around mid-century and then gradually decline. In this case, the global average temperature increase is expected to be approximately 2.4°C to 3.0°C by 2100.
	SSP5-8.5	SSP5-8.5 is a high emission scenario, often regarded as the “business-as-usual” pathway, assuming that no additional future emission reduction policies are implemented and global greenhouse gas emissions continue to rise.
Transition risks	NZE 50	The Net Zero Emission (NZE) scenario aims to outline a technically feasible, cost-effective pathway to achieve the goal of limiting global warming to 1.5°C, ensuring that CO ₂ emissions from the global energy and industrial systems reach net zero by 2050.
	APS	The Announced Pledges Scenario (APS) constructs corresponding future energy and emission pathways based on climate policies and commitments announced by governments, while assessing the potential impacts of these policies on energy demand, prices, and emissions.

For identified risks, we have integrated climate change counter-measures into our risk management system, and formulated mitigation and adaptation initiatives to address challenges. Meanwhile, the Group has taken the opportunities from energy efficiency improvement, green product innovation and low-carbon market expansion to promote steady progress on the path of sustainable development. Risk counter-measures are formulated from risk identification and assessment. We define climate risks as short-term (within one year, until 2026), medium-term (2026 to 2030), and long-term (2030 to 2060).



Risk category	Risk sub-category	Risk	Time horizon	Risk description
Physical risk	Acute risk	Floods (including storms, increased rainfall, and river overflows)	Short term	<ul style="list-style-type: none"> Rainstorms and floods cause serious damages to the infrastructure and equipment of the operation sites, factories and stores. The interruption of power supply requires immediate evacuation of personnel, resulting in suspension of operation, significant loss of assets, and decrease in sales revenue; Rainstorms and floods have an adverse impact on the logistics and supply chain, preventing delivery of products to stores. This not only impairs product quality, but also leads to inventory backlog, which increases operating costs and decreases sales revenue; Rainstorms and floods also have a devastating impact on the supply chain of raw materials, resulting in serious shortage of raw materials, which lowers sales, increases procurement cost and reduces profitability.
		Drought	Short term	<ul style="list-style-type: none"> Drought may cause water shortage, leading to an increase in water costs. In addition, insufficient water supply increases overall operating costs.
		Strong wind/cyclone/typhoon	Short term	<ul style="list-style-type: none"> Due to the complexity and uncertainty of forecast, typhoons often cause damage to the infrastructure and related equipment of operating sites, factories, and stores, leading to continuous interruption of operations and significant loss of assets; Under extreme weather conditions, employees are often unable to work outdoors, and prevented from commuting. This not only poses risks to the safety and health of employees, but also has adverse effects on operational efficiency, thus increasing the operating cost.



Risk category	Risk sub-category	Risk	Time horizon	Risk description
Physical risk	Acute risk	Extreme heat	Short term	<ul style="list-style-type: none"> Extreme high temperature may have adverse effects on the health of ducks, e.g. causing heatstroke and diseases, thus reducing their reproduction. This not only affects product quality, but also lowers profitability; With extreme high temperature, products may be deteriorated significantly during transportation. This increases transportation cost and food waste, thus raising the operating costs.
		Extreme cold	Short term	<ul style="list-style-type: none"> Extreme cold weather may have adverse effects on duck farming, thus leading to a shortage of raw materials and a significant increase in costs; Extreme cold weather often leads to heavy snow and road closures, thus delaying transportation of raw materials and interrupting the supply chain.
	Chronic risk	Extreme fluctuations in weather patterns and changes in rainfall patterns	Long term	<ul style="list-style-type: none"> It is very possible for unstable weather to have a profound impact on the types and quantities of raw materials and products. For example, it may lead to a significant decrease in aquaculture production, thus resulting in drastic fluctuation in sales prices.
		Sea level rise	Long term	<ul style="list-style-type: none"> The existing stores are located on the coast of East China and South China, including the operational centers in Guangdong and Jiangsu. According to our prediction, these areas will face a serious threat of rising sea by the end of the 21st century (2081-2100), which may flood the operating premises and stores (2081-2100).
		Temperature rise	Long term	<ul style="list-style-type: none"> It is expected that the average temperature will rise by 4-6°C in the said regions by the end of the 21st century (from 2081 to 2100). The significant increase in temperature will affect production equipment, refrigeration system, human resource and products.



During the Reporting Period, Zhou Hei Ya commercial operations in the southern region were affected by typhoons, with an estimated financial impact of approximately RMB1 million². Under different climate scenarios, the financial impact from physical risks varies: low for SSP2-4.5; medium for SSP5-8.5, where, with intensified warming, the financial impact from typhoons and extreme heat increases significantly in the medium to long term.

Therefore, we have formulated and implemented the following measures:

- Perfecting emergency systems: Develop special plans for different physical risks, and introduce the National Warning 12379 platform and China Meteorological Administration to improve response efficiency and shorten the “warning to response” time.
- Strengthening local response: Implement a “local management” system for extreme weather. The Headquarters issues medium-term warning notices 10 days in advance, allowing operators to adjust logistics, store hours, and employee commuting arrangements based on actual conditions, while conducting safety alerts and seasonal special training to ensure operational stability.
- Optimizing supply chain resilience: Maintain at least two qualified suppliers for all types of raw and auxiliary materials, and implement a multi-region, multi-source supply strategy for major raw materials.
- Establishing climate goals: Respond to global climate challenges by setting greenhouse gas reduction targets, implementing energy-saving and emission-reduction measures, and reducing the operational carbon footprint.
- Controlling product quality: In response to extreme high temperature, define standards for outer packaging and ice packs used for modified-atmosphere packaged products to ensure safe transportation and storage.
- Advanced reserves: Address the risk of road closures due to heavy snow in Northeast in winter, implement local raw material procurement and reserves to ensure production continuity and project progress.

² The financial impact of typhoons includes effects on sales revenues, goods losses, and fixed asset losses.



Risk category	Risk sub-category	Risk	Time horizon	Risk description
Transition risk	Policies, laws and regulations	Requirements and regulations concerning existing products and services	Short term, Long term	<ul style="list-style-type: none"> In the implementation plan for controlling greenhouse gas emissions during the 14th Five Year Plan period in Hubei Province, it is emphasized that a green manufacturing system will be established for green products, green factories and green parks. With the increasingly strict requirements and supervision of national and local policies on environmental performance of products and factories, it is expected that policies will be further tightened in the future, which may increase operation costs.
		Increasing GHG emissions pricing	Short term, Long term	<ul style="list-style-type: none"> Governments are committed to fulfilling their emission reduction commitments within the framework of the <i>Paris Agreement</i>. In this context, China has launched a nationwide carbon emission trading market. As more industries and enterprises are incorporated into the trading system, it is expected that the cost of carbon emission exceeding the quota will continue to rise. At present, Zhouheiya Hubei Industrial Park has been included in the pilot carbon trading market. Zhouheiya has fulfilled its carbon emission compliance obligations by purchasing carbon allowances.
		Strengthen emission reporting obligations	Short term, Long term	<ul style="list-style-type: none"> With the continuous improvement and implementation of carbon emission management and carbon trading mechanisms, the national and local requirements for this Group's emission reporting become stricter and stricter.
	Technology risk	Front-end cost of transition towards low-carbon emission technology	Short term	<ul style="list-style-type: none"> In order to meet government emission reduction requirements and consumer demand for environment-friendly products, the Group needs to control product carbon emissions and may increase research and development of new technology and update production equipment. These measures may increase costs in a short term.
		Failed investments in new technologies	Short term	<ul style="list-style-type: none"> The 14th Five Year Plan emphasizes green transformation, and carbon emissions are strictly controlled by the government, which requires this Group turn to low-carbon technology and invest in energy conservation and emission reduction. However, the timing and outcome of technology development and application are uncertain, which may affect the return on investment in technology.

Risk category	Risk sub-category	Risk	Time horizon	Risk description
Transition risk	Market risk	Changes in customer behavior	Long term	<ul style="list-style-type: none"> Because of climate change, consumers pay more attention to green food, greenhouse gas emissions from animal husbandry and industry, and the environmental impact of animal husbandry. This may affect customers' choice and even lead them to choose plant proteins, which poses a threat to our revenues; To meet customers' demand for low-carbon service and green products, and accelerate the transition to carbon neutrality, we may increase expenses of research, development and operation.
		Uncertain market signals	Long term	<ul style="list-style-type: none"> Climate change may have adverse effects on the quality and quantity of raw materials, making it impossible to ensure steady product quality and continuous supply, thus posing a potential threat to our revenues; The emergence of alternative products and the uncertainty of upstream and downstream partners and consumer dependency may have unforeseeable impacts on the business development of this Group.
		Rising raw material costs	Short term	<ul style="list-style-type: none"> Rising temperature may have serious impacts on animals; exceeding their tolerance limits may cause heat stress and an increase of demand for energy and water, and affect weight gain and reproductive ability, thus increasing the cost of raw materials; Extreme weather may interrupt supply chain and transportation, resulting in raw material shortage, rising cost and revenue reduction.
	Reputation risk	Change of customer preference	Long term	<ul style="list-style-type: none"> Consumers may spread negative opinions about Zhou Hei Ya, which may impair our brand reputation; If we fail to meet customer expectations in sustainable development areas, e.g. energy conservation and consumption reduction, and fail to become a low-carbon benchmark in the industry, the existing customers may choose to cooperate with our competitors. This will lead to the loss of our customer base.
		Stakeholders' increasing concern about negative feedback	Medium term	<ul style="list-style-type: none"> If our environmental performance and information disclosure are not good, investors and customers may turn to our competitors, thus decreasing revenues; Investors are paying more attention to our performance in utilization of new energy and renewable energy, and have put forward their requirements; As customers and investors pay more attention to our environmental performance, our failure to comply with regulations may cause a loss of contracts and investments.



During the Reporting Period, Hubei Industrial Park was included in the pilot carbon trading market. We fulfilled carbon emission compliance by purchasing carbon allowances, acquiring 677 tons of carbon dioxide equivalent at a cost of RMB25,049. Under different climate scenarios, the financial impact from transition risks varies: stable for APS, with the impact from policy, legal, and regulatory risks being low; under NZE 50, policy, legal, and regulatory risks continue to increase, carbon allowances are tightened, and carbon prices show an upward trend, which will help enhance our carbon reduction technology. In this course, the financial impact of transition risks from climate change on Zhou Hei Ya is expected to be medium-high.

We have formulated measures to address the transition risks. We comply with national and local regulations and standards, disclose greenhouse gas emission data, and have set an emission reduction goal: achieving carbon neutrality by 2060. Meanwhile, we promote R&D and innovation of green and low-carbon products, adopt energy-saving and emission-reduction measures and strive to reduce emissions across the business chain and supply chain.

Energy Management

We strictly comply with the *Law of the People's Republic of China on Energy Conservation*, and continue to optimize our regulations, e.g. the *Energy Resource Management Procedures* and the *Energy Assessment Mechanism*. To regulate energy management, we have clarified the responsibilities of individual departments and relevant personnel, implemented the Group's requirements for energy use and management, and improved energy efficiency.

The Group has established an energy management matrix model, focusing on the data of power and thermal energy consumption. During the Reporting Period, we conducted more detailed statistical analysis of energy consumption data for production, warehousing, logistics, and office operations, etc. based on the energy consumption management matrix model. Through cause analysis of energy consumption differences, all industrial parks have taken a series of energy-saving and consumption-reducing measures, such as optimizing operation, upgrading and transforming equipment, and promoting clean energy, in order to achieve the goals of energy conservation, emission reduction, and improving energy utilization.

Energy consumption identification

- Comprehensive collection and statistical analysis of energy consumption data for production, administration, logistics and supply chain, etc. have been conducted. By comparing energy consumption data from different periods and regions, the cause of energy consumption differences was identified.

Energy management

- Inspection and audit have been conducted strictly. Audit is checked by manager and supervisor, who also attend discussions on Data System Management (DMS).
- 10% of the performance of employees in key positions, e.g. equipment operation, is related to energy consumption cost control.

Zhou Hei Ya energy management matrix model

Production

In 2025, the Wuhan factory expanded its workshop energy-saving lighting renovation project. Upon completion, the project is expected to reduce annual consumption by 173,400 kWh. It was accepted by the Wuhan Energy Conservation Supervision Center and included in the *Compendium of Typical Cases for Energy Conservation and Carbon Reduction Technology Applications in Wuhan*.

Replacement of dishwashers and tray washers with external steam network

- The team developed a heating tank and automatic control system adapted to the external steam network and integrated with the cleaning equipment. After three months of data comparison and validation, the new external steam network and custom heating system fully met production and quality standards. It helps save RMB380,000 of natural gas annually, move the boiler room out of service, and reduce CO₂ emission by 911 kilograms per year.

Cooling tower cleaning energy-saving project, Phase II

- Through cleaning, the heat exchange efficiency of the cooling tower was restored, and the energy consumption was significantly reduced. While meeting the cooling requirements, it achieves considerable economic benefits and carbon emission reductions. During the Reporting Period, CO₂ emission was reduced by 14.5 tons.

Ongoing benefits of the photovoltaic power generation project

- In 2025, the Hubei Industrial Park generated 3.84 million kWh of photovoltaic power, utilizing 2.67 million kWh, consuming 70%, reducing over 2,000 tons of CO₂ equivalent.

Energy-saving and carbon reduction at the Wuhan factory

In response to the Group's call for environmental protection and energy conservation, the Guangdong Industrial Park implemented energy-saving retrofits in the year: replacing 30W traditional lamps with 9.5W LED energy-saving lights in production and storage areas; installing light-sensing devices in stairwells of production areas to turn off lights when unoccupied; and optimizing refrigerant piping to reduce the operation of one chiller unit in summer and autumn, saving 240,000 kWh annually.



Warehousing and logistics

The logistics department optimized 4 transportation routes in the year, operated 9 joint distribution routes, took on 1 route for external distribution service, and opened 4 direct express delivery zones. The efforts are estimated to reduce 167,000 kilometers of annual transportation, saving 21,700 liters of fuel.

In Hunan, the logistics department deployed 4 new energy distribution vehicles serving 110 stores, equal to 19,600 kilometers, saving RMB10,000 of fuel cost, both monthly in average. The total annual mileage was 235,000 kilometers, saving RMB120,000 of fuel cost in total.

In 2025, logistics carriers used new energy vehicles on 13 routes. The number of new energy distribution routes nationwide has reached 60. In addition to the original seven provinces, it covered some routes in Guangxi, Hainan, Chongqing, Guangdong, and Guizhou, etc. The estimated annual new energy distribution is 198,000 kilometers, which, compared to traditional fuel vehicles, would reduce fuel consumption by 25,700 liters.

Office operations

Human induction lights were used in all public areas of office buildings, thus reducing power consumption.

3.1.3 Risk Management

According to international risk management guidelines and frameworks, we integrate climate change factors into our corporate risk management system, and have established a comprehensive management process for climate risks and opportunities.

We assess the potential impact and probability of risks we may face under different climate scenarios based on authoritative meteorological data and analysis of the impact of historical climate events, the geographical distribution of our operations and the corresponding business and asset layout.

For identified potential climate risks, we formulated response plans covering infrastructure, energy management, and supply chain resilience, and incorporated climate risk response into the routine plans.



3.1.4 Metrics and Targets

We address climate change challenges, seize low-carbon transformation opportunities, and advance the monitoring and assessment of greenhouse gas emissions, striving to reduce carbon emissions across the business and supply chain. We have set a long-term goal of achieving carbon neutrality by 2060.

During the Reporting Period, we set targets for the consumption of power and gas per ton of products based on historical energy consumption data from each industrial park. These targets include maintaining average monthly consumption per ton of products below 1,850 kWh under stable production conditions, and average monthly oxygen consumption (including natural gas and steam) per ton of products below 450 cubic meters.

For that purpose, we established an energy consumption management matrix, set critical control points, reviewed progress on energy consumption targets monthly, and organized exchanges and learning sessions among factories on energy-saving improvement. Our energy consumption and carbon emission data during the Reporting Period are as follows:

Energy	Unit	2023	2024	2025
Purchased electricity	kWh	53,860,168	47,479,381	45,665,639
Purchased steam	m ³	29,008	27,915	33,532
Natural gas	m ³	2,144,911	1,980,090	2,175,286
Gasoline	liter	51,752	20,233	15,813
Diesel	liter	515,933	337,193	351,175
Direct energy consumption	tonne of standard coal	3,046	2,612	2,840
Indirect energy consumption	tonne of standard coal	8,858	7,989	7,766
Total energy consumption	tonne of standard coal	11,904	10,602	10,606
Energy consumption per RMB10,000 revenue	tonne of standard coal/ RMB10,000	0.04	0.04	0.04

Greenhouse Gas Emissions ³	Unit	2023	2024	2025
Scope 1 ⁴ greenhouse gas emissions	tonne of CO ₂	5,194	5,202	5,666
Scope 2 ⁵ greenhouse gas emissions	tonne of CO ₂	39,451	33,589	33,493
Scope 3 ⁶ greenhouse gas emissions	tonne of CO ₂	/	300	969
Total greenhouse gas emissions (Scope 1 and 2)	tonne of CO ₂	44,645	38,791	39,159
Greenhouse gas emissions per RMB10,000 revenue (Scope 1 and 2)	tonne of CO ₂ / RMB10,000	0.16	0.16	0.15

³ The calculation of greenhouse gas emissions is based on the *Guidelines of Greenhouse Gas Emissions Accounting and Reporting: Food, Tobacco and Alcoholic, Beverage and Refined Tea Enterprises (Trial)* issued by the National Development and Reform Commission of the People's Republic of China.

⁴ Scope 1: Covering the greenhouse gas emissions from the combustion of natural gas, unleaded petrol and diesel oil of the Group.

⁵ Scope 2: Covering the greenhouse gas emissions indirectly generated by the Group's use of outsourced electricity and purchased steam.

⁶ Scope 3: Covering greenhouse gas emissions generated during business trips.



3.2 Environment Management

With green development as the guide, Zhou Hei Ya continuously improves the environmental management system, implement the sustainable development strategy with an open and innovative attitude, actively fulfill corporate ecological responsibilities and work together to protect our green planet.

3.2.1 Environmental Objectives

To lead environmental management around this Group, we put forward a number of long-term goals based on our own and the industrial characteristics. In order to track the progress and performance of such goals, we introduce a target review mechanism and include it into our performance evaluation system. While monitoring the performance, we also ensure effective supervision and dynamic adjustment of our environmental management, so that this Group is on the way to achieve the sustainable development goals.

Water Consumption target	Waste Discharge target
<ul style="list-style-type: none"> • The pass rate of sewage discharge sampling is greater than 99%. • The daily average pass rate of online sewage monitoring is 100% 	<ul style="list-style-type: none"> • The compliant disposal rate of solid waste is 100%. • The recycling of cardboard boxes is 100%.

Zhou Hei Ya's Water Resource Utilization and Waste Management Objectives

3.2.2 Environmental Management System

This Group acts in compliance with laws, rules and regulations related to environmental management, e.g. the *Environmental Protection Law of the People’s Republic of China*, the *Law of the People’s Republic of China on Air Pollution Prevention and Control*, the *Law of the People’s Republic of China on Water Pollution Prevention and Control*, the *Law of the People’s Republic of China on Solid Waste Pollution Prevention and Control*, and the *Law of the People’s Republic of China on Environmental Impact Assessment*. During the Reporting Period, we re-identified the list of laws, regulations, and standards, and integrated external regulatory requirements with our management system. Also, we improved our management policies such as the *Regulations on Greening Environment and Environmental Management*, the *Regulations on Hazardous Waste Management*, and the *Environmental Emergency Plan* in order to regulate our environmental management and emission well.

We continued to promote environmental management system certification and auditing, and improve our environmental management. In 2024, the environmental management system audits for Hubei Industrial Park and the Sichuan factory were completed. By the end of the Reporting Period, all factories in Hubei, Hebei, Guangdong, Jiangsu, and Sichuan had passed ISO 14001 environmental management system certification.



3.2.3 Exhaust Gas Management

The Group complies with the *Law of the People's Republic of China on Air Pollution Prevention and Control*, the *GB 13271-2014 Emission Standard of Air Pollutants for Boiler*, the *Emission Standard for Oil Fume Pollutants in the Catering Industry (for comment)* and other exhaust gas emission standards. It continuously improved internal management procedures and optimized the *Procedures for Waste Water, Exhaust Gas and Noise Control*.

During the Reporting Period, we checked the exhaust gas treatment facilities and online monitoring systems to enhance corrections and improve on-site management. The Group's total exhaust emissions were 450,459,600 m³, and all the exhaust emissions emitted up to the standard.

3.2.4 Wastewater Management

This Group strictly complies with relevant laws, regulations and standards including the *Law of the People's Republic of China on Water Pollution Prevention and Control* and the *GB 13457-92 Discharge Standard for Water Pollutants in the Meat Processing Industry*, we ensure the compliance and stability of wastewater treatment by improving wastewater treatment facilities and management.

To strengthen wastewater treatment, during the Reporting Period, we updated the *Wastewater Station Operation Specifications*, clarified job responsibilities, equipment management, and detailed daily inspection. Meanwhile, we completed technical upgrading of wastewater treatment stations and provided operating procedure training to improve operational efficiency and standardization. During the Reporting Period, all discharged wastewater met standard limits, with no incidents of water source pollution or administrative penalties.

Emergency drill training for wastewater leak

To enhance our response to sudden environmental incidents, the EHS department, in collaboration with the Equipment Management Department and the Logistics Support Department, organized an emergency drill training for a simulated wastewater leak. The drill simulated a scenario of wastewater leak due to a burst pipe at a wastewater treatment station, involving 8 employees.



Discharge Amount of Wastewater and Pollutant	Unit	2023	2024	2025
Wastewater discharge	tonne	435,836	438,406	514,819
COD discharge	tonne	51.59	41.01	47.53
Ammonia nitrogen discharge	tonne	1.37	1.43	1.20

3.2.5 Waste Management

The Group adheres to “reduction, reuse, and harmless treatment” for solid waste. Based on the latest regulations and standards, including the *Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, the *GB 18597-2023 Pollution Control Standard for Hazardous Waste Storage*, and the *Technical Specifications for the Setting of Hazardous Waste Signs (HJ 1276-2022)*, we have improved the waste control system.

To enhance management precision, we revised the *Solid Waste Management Measures* and the *Waste Management Procedures*, and updated the *Hazardous Waste Management Regulations*. The revisions refine operational specifications for classified collection, standardized storage, legal transfer, and compliant disposal, clarify zoning and tiered management requirements for hazardous waste versus other waste, and strengthen measures to prevent dispersion, loss, and leakage.

Solid waste generated in production is centrally collected within factories, transported every day to the designated sites for compaction, and then for disposal by qualified third-party entities. During the Reporting Period, all waste was classified and disposed of according to law, with no environmental leaks or safety incidents.



Waste Classification Management

Emergency training for hazardous waste accidents

In June 2025, the EHS department, together with the Equipment Department and the Logistics Support Department, organized an emergency training session for hazardous waste accidents. Conducted as a practical drill, this training involved 10 employees and aimed to enhance emergency response to unexpected hazardous waste incidents.

Solid Waste	Unit	2023	2024	2025
Non-recyclable industrial solid waste	tonne	917	499	529
Recyclable industrial solid waste	tonne	2,607	2,573	2,729
Household waste	tonne	1,415	1,275	471
Total amount of non-hazardous waste	tonne	6,584	5,966	4,975
The amount of non-hazardous waste per RMB10,000 revenue	tonne/RMB10,000	0.02	0.02	0.02
Total hazardous waste generated	kg	26,380 ⁸	2,544	3,868
The amount of hazardous waste per RMB10,000 revenue	g/RMB10,000	96.15	10.38	15.25

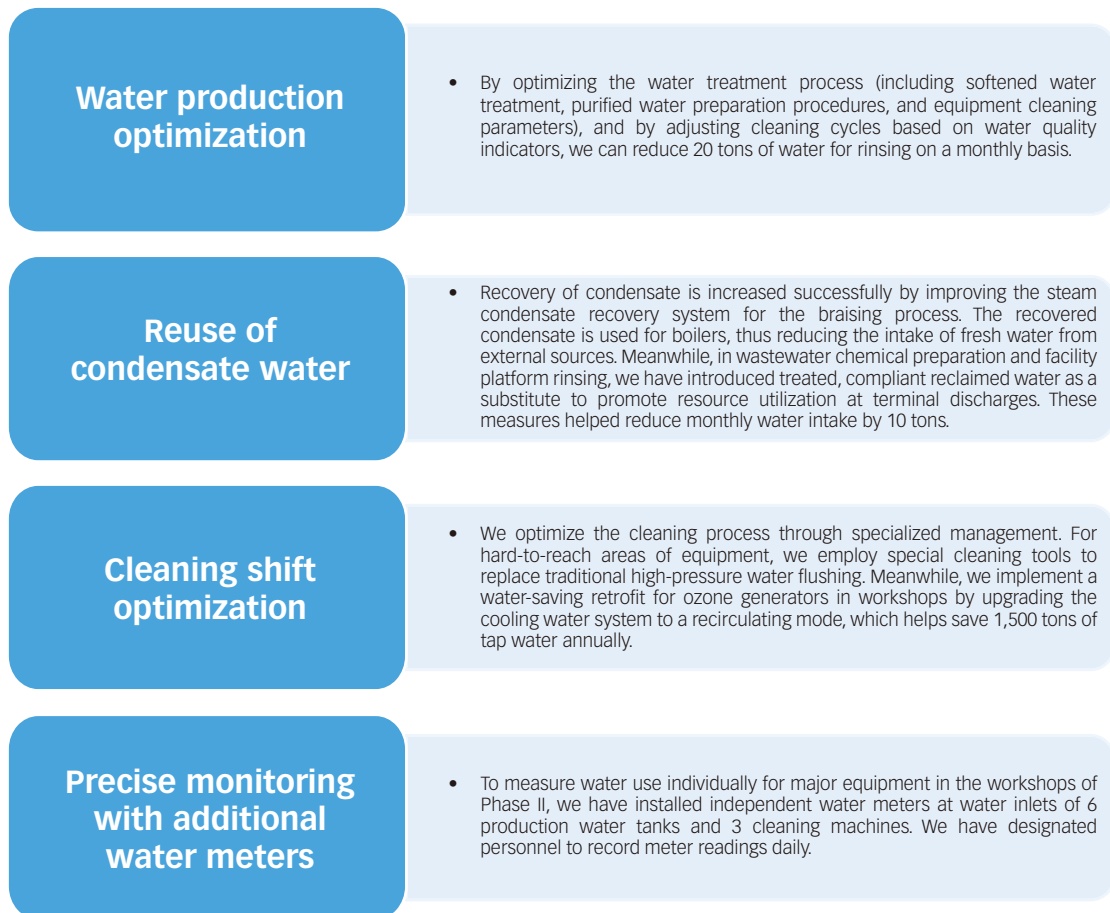
3.3 Use of Resources

To implement our green and low-carbon transformation strategy, the Group translates the national “dual carbon” policy requirements into actions. We are committed to raising energy-saving awareness among all employees, with a strategic focus on production. By promoting water-saving processes, enhancing water resource recycling, and recovering packaging materials, we aim to improve resource utilization to achieve sustainable development for the Company and our value chain.

3.3.1 Water Management

The Group adheres to laws and regulations such as the *Water Law of the People's Republic of China*, upholds the principles of compliant water intake and sustainable water use to manage water resources. We have established a management system around water efficiency targets, supported by supervision. We require production units to record daily water intake, discharge, and recycled water volume, and we implement technical upgrades for water-using processes, equipment, and procedures.

During the Reporting Period, all water intake by the Group came from municipal water supplies with compliant operations, and there were no disputes over water intake. Through regular monitoring and reporting, we assess water resource risks and opportunities, striving to improve water resource utilization and recycling.



Zhou Hei Ya Water Management Initiatives

During the Reporting Period, the Group consumed a total of 658,496.63 tonnes of running water, and the consumption of running water for every RMB10,000 of revenue was 2.6 tonnes.



3.3.2 Management of Packaging Materials

The Group integrates the concept of green packaging into product life-cycle management, responding actively to the *Action Plan for Deepening the Green Transformation of Express Packaging*, etc. We implement the strategy of packaging reduction, light-weighting, and renewable material substitution across material innovation, process optimization, eco-design, and lean production. We are also exploring the recycling and circular utilization for discarded packaging materials, in order to build a green supply chain that spans from source reduction to end-of-cycle circulation.

During the Reporting Period, our cardboard box recycling network expanded to Hunan and Shaanxi in addition to the existing provinces. 1.74 million cardboard boxes were recycled in the year, with a recycling rate exceeding 90%, which helped save a cost of nearly RMB4 million.

During the Reporting Period, the use of packaging materials is as follows:

Use of Resource	Unit	2023	2024	2025
Packaging film	tonne	2,818	2,502	2,530
Vacuum packaging bags	tonne	595	649	694
Total packaging material used	tonne	3,413	3,151	3,224
Packaging materials per tonne of products sale	tonne	0.11	0.12	0.11





Attracting Talent and Empowering Long-Term Success

4.1

Employment

4.2

Employee Training and Development

4.3

Employee Care

4.4

Health and Safety



Zhou Hei Ya firmly believes that talent is the fundamental driving force of sustainable development. We value every employee. By fostering an inclusive environment, providing platforms for professional growth, and improving communication mechanisms, we empower our employees to reach their full potential to achieve success with us, where personal value and the Group's long-term success grow together.

4.1 Employment

We strictly abide by the *Labour Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Law of the People's Republic of China on the Protection of Rights and Interests of Women and Children* among other laws and regulations. We also integrates compliance requirements into corporate governance. During the Reporting Period, we continued to improve our labor management mechanism and updated the *Recruitment Management Regulations*, further consolidating the institutional foundation for compliant employment.

Zhou Hei Ya strictly prohibits child labor and any form of forced labor. During the recruitment stage, we conduct identity and eligibility verification for all direct hires and labor dispatch workers in accordance with the law. This ensures compliance from the source. We firmly uphold the legal order of the labor market, advocate for reasonable working hours, and firmly oppose any form of forced labor. During the Reporting Period, no incidents of child or forced labor occurred within the Group.

Pre-employment Reviews

- The *Recruitment Management Regulations* explicitly prohibits the hiring of individuals under the age of 18. Any HR representative found responsible for a violation will face immediate dismissal.
- We enforce mandatory age checks for all candidates, including full-time, part-time, and short-term workers. Original ID cards must be verified. For any cases where age is in question, we conduct secondary verification through the National Government Service Platform to ensure absolute compliance.

Remedial Measures

- If child labor is identified, all work assignments are terminated immediately. A designated HR staff member will accompany the individual to a safe area to ensure they are detached from the work environment.
- We notify the individual's legal guardian within one hour to clarify the situation and define the scope of responsibility. We will coordinate their safe return home, with Zhou Hei Ya covering all related transportation and accommodation expenses.

Measures to Prevent the Employment of Child Labor and Remedial Measures for Misapplication

Zhou Hei Ya upholds the principles of diversity and workplace equality. The Group opposes any discrimination based on gender, age, race, ethnicity, health status, marital or family status, or religious beliefs. We are committed to providing equal opportunities and fair treatment for all employees across employment, promotion, training, and career development. Our goal is to eliminate workplace discrimination and harassment while fostering a respectful and inclusive environment. During the Reporting Period, Zhou Hei Ya employed 6 individuals with disabilities, providing them with accessible and manageable roles.

Our efforts in human resources have earned significant recognition, including the “CHIRC Best Employer Award” and other prestigious industry accolades.



China Talent Management Excellence Award



Liepin 2025: Extraordinary Employer of the Year (Hubei)



CHIRC Best Employer Award

Zhou Hei Ya continues to refine our employment mechanisms. This year, our employment plans were strategically focused on three key areas: replenishing core business positions, supporting regional expansion, and building short-term labor reserves. We continue to attract top talent through diverse channels, including both campus and open recruitment.

Campus Outreach: Zhou Hei Ya Dual-selection Campus Recruitment for College Graduates

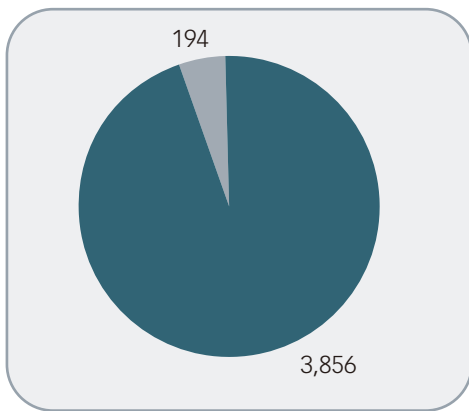
Zhou Hei Ya focuses on precision-targeted talent reserves for fresh graduates in disciplines such as food science and marketing. We offer internships that include meals, accommodation, and professional mentorship, while establishing a clear “fast-track” career pathway from “Outstanding Intern” to “Full-time Employee” and eventually to “Junior Management.” This approach allows us to secure professional talent at an early stage. At the 2025 dual-selection recruitment fairs, we received over 200 resumes and reached preliminary internship agreements with 53 candidates, 15 of whom ultimately joined the Group for internships, strengthening our store operations and providing fresh talent for our management trainee pipeline.



During this year, Zhou Hei Ya focused on its core strategy of “aligning local talent supply with regional development.” We promoted localized hiring through coordinated efforts across both production and retail operations. On the manufacturing side, we collaborated with local Human Resources and Social Security Bureaus to conduct targeted employment initiatives. On the retail side, we improved hiring efficiency and employee retention through community outreach, village-level promotion, and specialized incentive programs such as the “Four Seasons Campaign.”

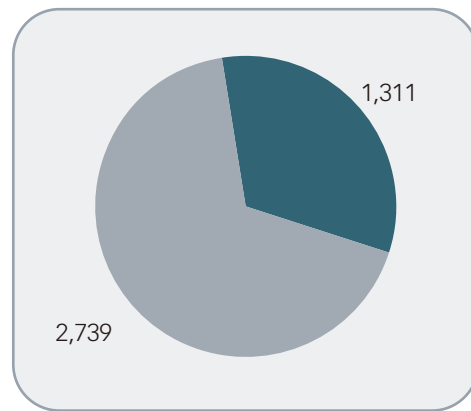
As of the end of the Reporting Period, Zhou Hei Ya had 4,050 employees, including 1,757 new hires. Detailed employment figures are as follows:

Number of Employees by Employment Type (2025)



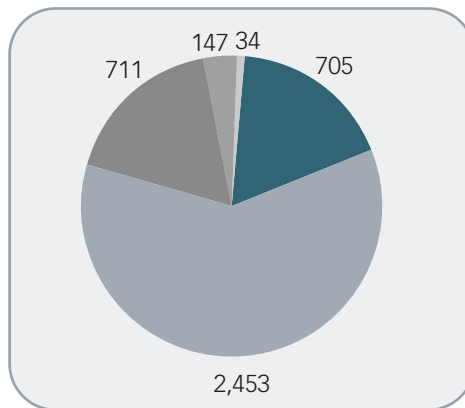
■ Regular Employee ■ Part-time Employee

Number of Employees by Gender (2025)



■ Male ■ Female

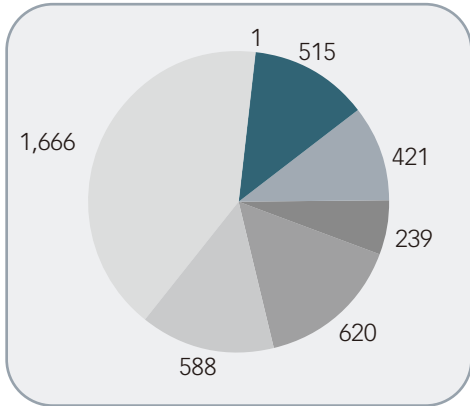
Number of Employees by Age (2025)



■ 28 and Under ■ 29-40 ■ 41-48
 ■ 49-55 ■ 56 and over

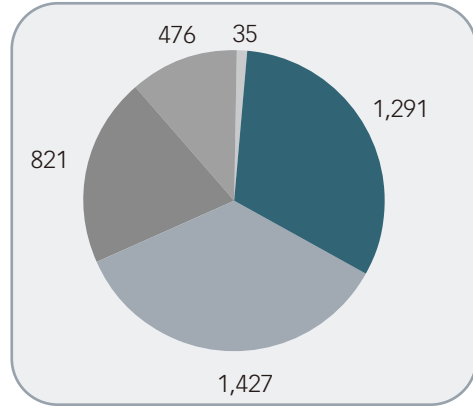


Number of Employees of the Group by Geographical Location (2025)



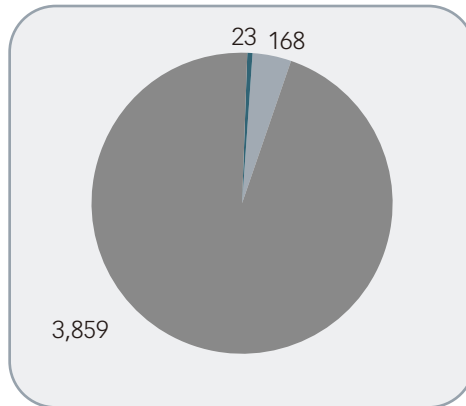
- North China
- Central China
- Northwest China
- Overseas (including Hong Kong)
- South China
- East China
- Hubei

Number of Employees of the Group by Educational Level (2025)



- Junior High School and Below
- Technical Secondary School/Senior High School
- Junior College
- Bachelor's Degree
- Master's Degree or Above

Number of Employees of the Group by Position Level (2025)

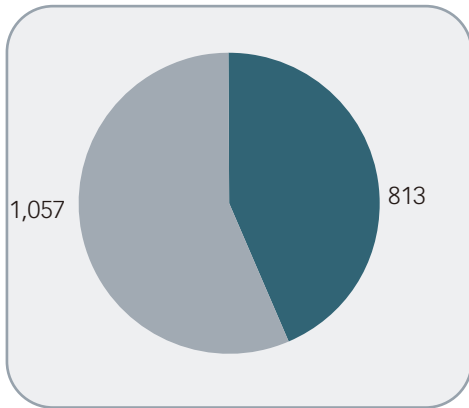


- Chief Officer or Upper Level
- Middle Level
- Rank-and-file Employees



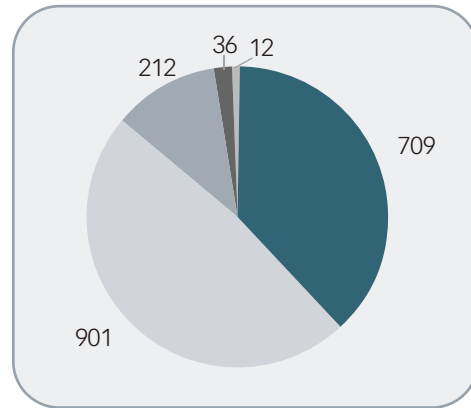
As of the end of the Reporting Period, the total number of employee turnover at Zhou Hei Ya was 1,870. The number of employees by gender, age and region is as follows:

Number of Employee Turnover of the Group by Gender (2025)



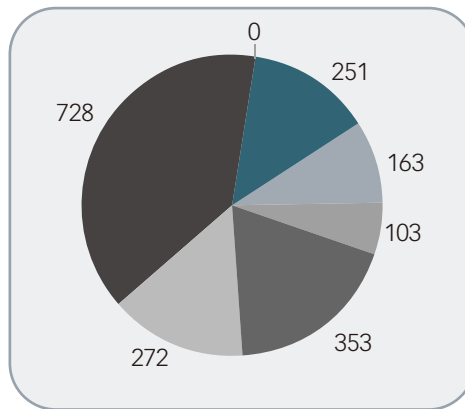
■ Male ■ Female

Number of Employee Turnover of the Group by Age (2025)



■ 28 and Under ■ 29-40 ■ 41-48
■ 49-55 ■ 56 and over

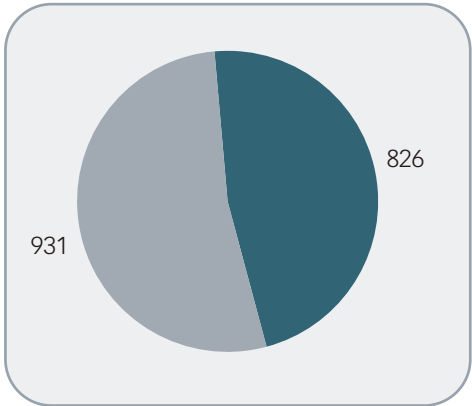
Number of Employee Turnover of the Group by Geographical Location (2025)



■ North China ■ Central China ■ Northwest China
■ South China ■ East China ■ Hubei
■ Overseas (including Hong Kong)

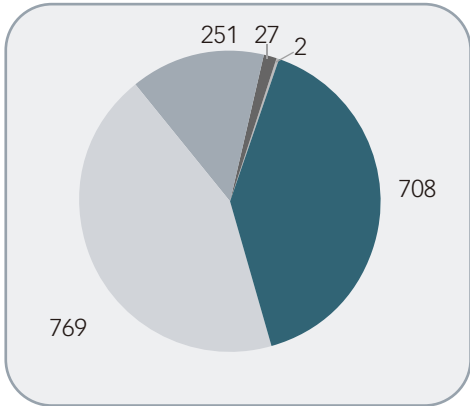
As of the end of the Reporting Period, Zhou Hei Ya had 1,757 employees. The number of employees by gender, age, and region is as follows:

Number of New Employees of the Group by Gender (2025)



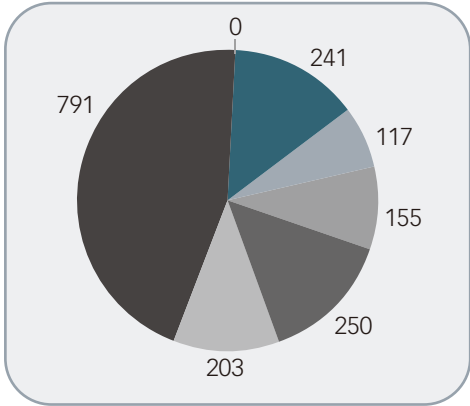
Male Female

Number of New Employees of the Group by Age (2025)



28 and Under 29-40 41-48
49-55 56 and over

Number of New Employees of the Group by Geographical Location (2025)



North China Central China Northwest China
South China East China Hubei
Overseas (including Hong Kong)

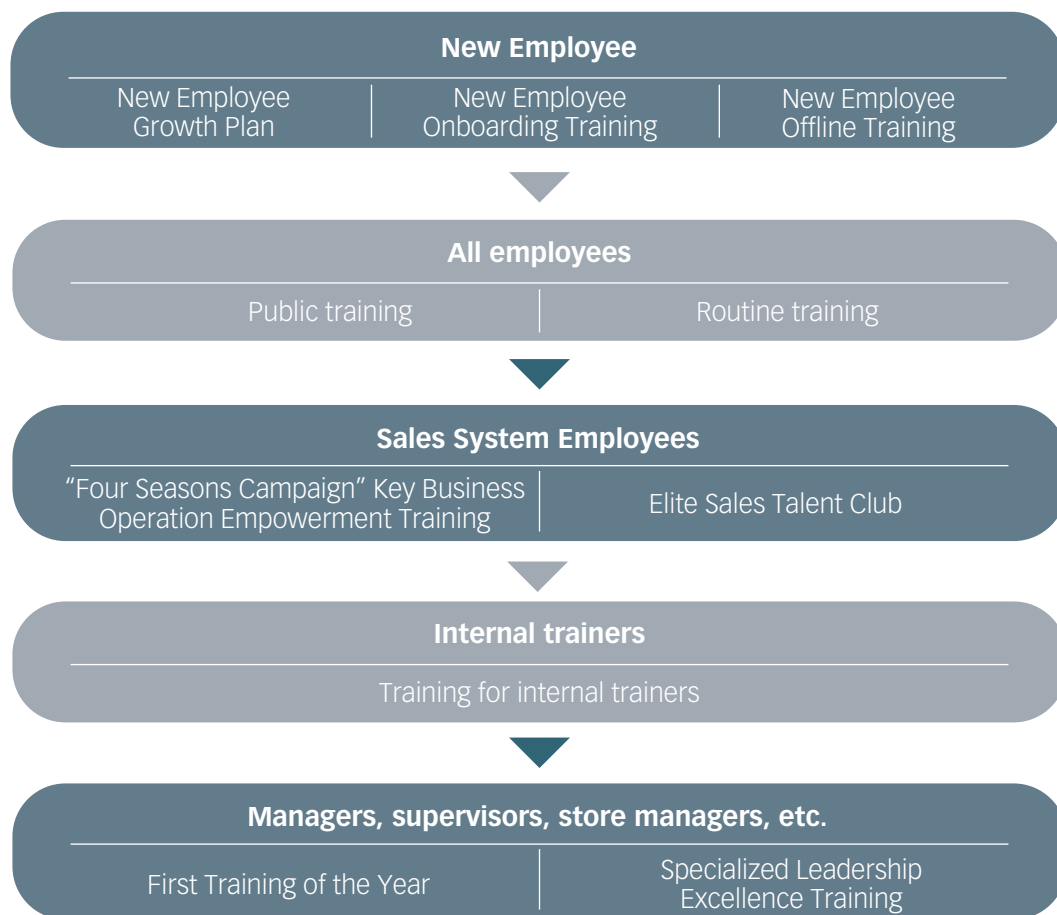


4.2 Employee Training and Development

Zhou Hei Ya has established an integrated training and development system covering the entire employee lifecycle. We provide employees across all roles with a platform for continuous growth and skill enhancement by continuously refining our training mechanisms and building diversified promotion pathways, empowering them to achieve their professional aspirations.

4.2.1 Employee Training

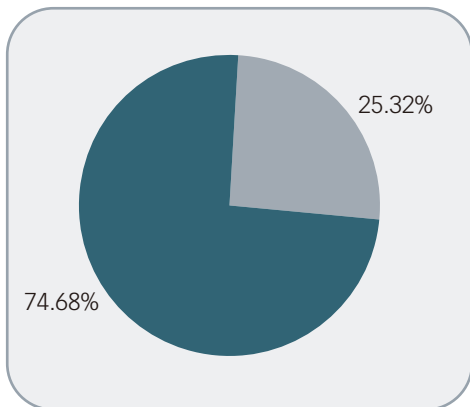
Zhou Hei Ya actively implements its core strategy of “Talent-Driven Development.” We have formulated and implemented internal policies, to standardize our training processes, such as the *Training Management Regulations*, the *Training Credit Management Regulations*, the *Terminal Retail Personnel Development Manual* and the *Employee Handbook*, etc. Our structured, tiered training system provides targeted development plans tailored to employees at different career stages. This approach ensures a seamless integration of immediate skill enhancement with long-term career growth, providing a solid foundation for the Group’s sustainable development.



Talent Development & Training Programs by Level

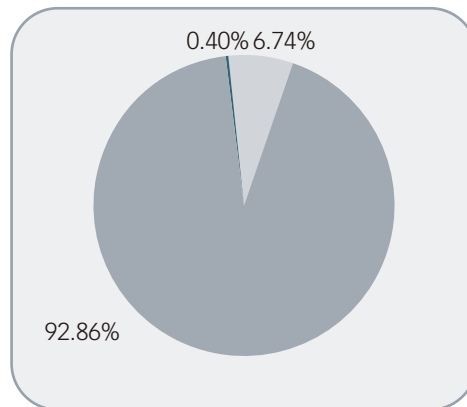
During the Reporting Period, Zhou Hei Ya trained a total of 5,712 employees, with total investment of RMB1.8475 million. Total training hours reached 153,440, and the employee satisfaction rate was 99%. The average training hours and the proportion of employees trained according to gender and job level are as follows:

Proportion of Employees Trained of the Group by Gender (2025)



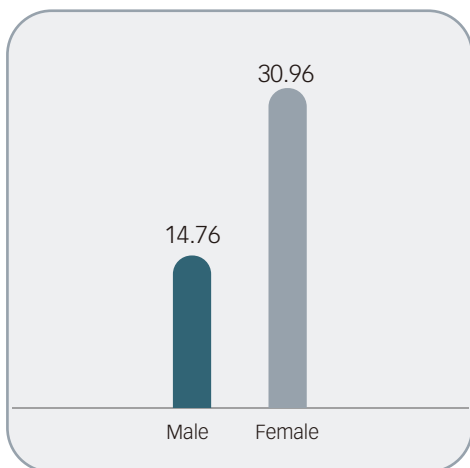
■ Male ■ Female

Proportion of Employees Trained of the Group by Position Level (2025)

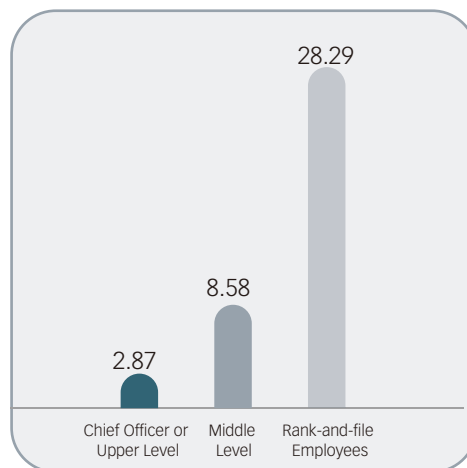


■ Chief Officer or Upper Level ■ Middle Level ■ Rank-and-file Employees

Average Training Hours for Employees of the Group by Gender (2025)



Average Training Hours for Employees of the Group by Level (2025)



“Spark Transformation”: New Employee Growth Plan

Zhou Hei Ya launched the “Spark · Transformation” Growth Plan for new employees nationwide. This program features a series of structured offline courses focusing on corporate culture, brand and product knowledge, and operational practices. It is designed to deepen new employees’ understanding of the Company and strengthen their alignment, laying a solid foundation for their rapid integration and professional development.



“Four Seasons Campaign” Key Business Operation Empowerment Training

Zhou Hei Ya regularly conducts “Four Seasons Campaign” Key Business Operation Empowerment Training. By reviewing quarterly performance across key dimensions, including revenue, cost, and quality, the Company identifies internal benchmarks and organizes sharing sessions to promote best practices. Following these reviews, we formulate action plans to motivate employees, enhance organizational vitality, and ensure the achievement of annual business objectives.



“Four Seasons” Elite Sales Talent Club

Zhou Hei Ya’s top sales talent from across the nation gathers at the Group’s headquarters to receive formal recognition and participate in professional development programs. With diverse formats and a strong faculty, this training included multiple courses such as outdoor team-building and external goal management training, helping the elites enhance their capabilities in an entertaining and educational way.



4.2.2 Employee Development

Offering equal pay for equal work, Zhou Hei Ya always respects the value of all employees, and ensures that they can receive fair and reasonable remunerations. We have made the internal regulations to provide a regulatory basis for performance assessment, including the *Salary Management Regulations*, the *Performance Management Regulations*, and the *Incentive Management Regulations*. In addition, we have established a comprehensive mechanism linking compensation with performance, effectively enhancing organizational cohesion and competitiveness.

Starting from our annual business plan, the Company has formed a 2025 company-level indicator library through strategic decoding and conducted level-by-level decomposition to ensure that employee performance targets are aligned with the strategy. We track progress through quarterly evaluations, business analysis & review meetings, and performance reports, making dynamic adjustments based on both financial and non-financial indicators.

We have developed different performance evaluation systems for employees at different levels. For those rated C or D, performance improvement plans are initiated. Monthly performance coaching covers at least 30% of team members, achieving 100% coverage on a quarterly basis.

Zhou Hei Ya regularly conducts talent reviews to assess our workforce structure, providing a foundation for precise appointment and development of talent. Guided by the principle of “promotion and demotion by capabilities”, we have established the *Management Regulations for Employee Promotion and Demotion* to provide clear institutional safeguards for employees. Appointments and promotions are conducted based on actual business needs and departmental staffing.

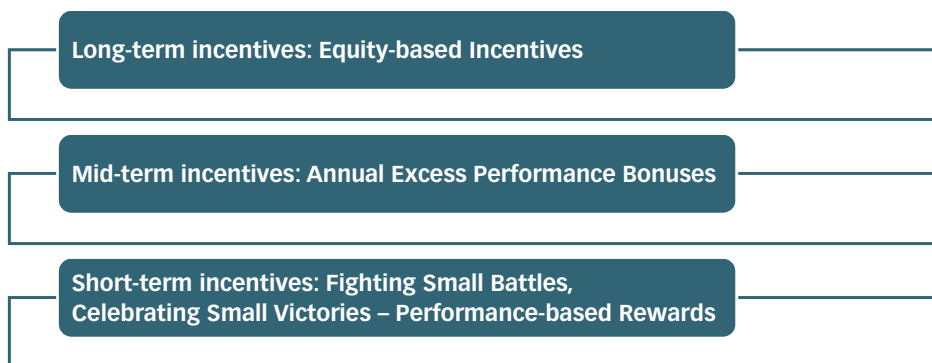
During the Reporting Period, 46 front-line employees were promoted to a higher level, and 101 employees to another profession at the same level.

4.3 Employee Care

Zhou Hei Ya is committed to employee well-being and has established a multi-faceted employee care system. By optimizing communication mechanisms, improving welfare benefits, and enriching corporate culture activities, the Company comprehensively improves employees' sense of belonging and overall well-being, fostering both their physical and mental health.

4.3.1 Compensation, Benefits and Care

Zhou Hei Ya strictly abides by the *Social Insurance Law of the People's Republic of China* and other laws, regulations, and local policies, making full contributions to all statutory social insurance (pension, medical, unemployment, work-related injury, and maternity insurance) and housing provident fund for our employees. Beyond these statutory requirements, the Company provides supplemental commercial insurance for all employees (including part-time staff) to enhance protection against accidents. For employees working long-term away from their homes, the Company has established a dedicated housing subsidy program. In addition, the Company offers a range of inclusive benefits covering health, daily life, and career development, including paid annual leave, holiday benefits, and team-building funds.



Zhou Hei Ya's Compensation & Incentive System

During the Reporting Period, Zhou Hei Ya implemented equity-based incentive plans for employees holding critical responsibilities in key areas, including R&D, production and operations, marketing, and strategic management. This initiative has strengthened the sense of belonging and loyalty among our core talent, helping to stabilize our key teams while enhancing the Group's competitive edge in attracting top industry talent. These efforts have established a robust talent foundation for our long-term sustainable development.

Zhou Hei Ya consistently values the work-life balance and recreational activities of our employees. We strengthen employee cohesion and foster a positive, harmonious organizational culture through organizing regular cultural, sports, and team-building events. Furthermore, we remain committed to supporting our female employees by setting up nursing rooms in our office areas to protect their rights and interests during maternity and nursing stages.

“Heartwarming Mid-Autumn, Joyful Gathering”: Zhou Hei Ya organized a Mid-Autumn Festival themed event titled “Full Moon, Full Blessing” and distributed holiday benefits

To celebrate traditional culture and enhance employees' sense of belonging, we hosted the “Full Moon, Full Blessing: Treasure Hunt” activity on September 25. The event organized interactive games with team collaboration, drawing enthusiastic participation from across our administrative departments. The lively atmosphere provided a valuable opportunity for employees to recharge while fostering mutual understanding and cultural alignment. It effectively broke down departmental barriers, strengthened internal connections, and showcased the warmth and vitality of the Group's inclusive culture.



At the Mid-Autumn Festival, the Company prepared gift packages for all active employees as a gesture of appreciation for their dedication and hard work. We extend our warmest wishes to our employees and their families for a sweet reunion and a pleasant holiday season.



Honoring History, Embracing Responsibility: Commemorating the 80th Anniversary of the Victory of the Anti-Japanese War

On September 3, Zhou Hei Ya organized an event for employees to watch the military parade commemorating the 80th Anniversary of the Victory in the Chinese People's War of Resistance against Japanese Aggression and the World Anti-Fascist War. This collective experience allowed staff to reflect on the nation's historical journey and enduring spirit of resilience. The event served as a meaningful session for patriotic education, strengthening team cohesion and inspiring employees to contribute to both the Company's growth and national progress through their professional excellence.



4.3.2 Employee Communication

Zhou Hei Ya consistently focuses on refining its internal communication mechanisms. We have established a number of regular communication channels to actively listen to and evaluate employee feedback and suggestions. We encourage employees to provide valuable opinions and suggestions on the working environment, career development, and corporate culture, thus ensuring a seamless two-way information flow that helps management optimization and the Group's innovative growth.

Talent Review
Interviews,
Assessment
Questionnaires

New Employee Seminar,
Performance Communication,
Department Symposium,
Informal Visits,
General Manager Mailbox

Corporate Culture
Community

Employee Communication Channels

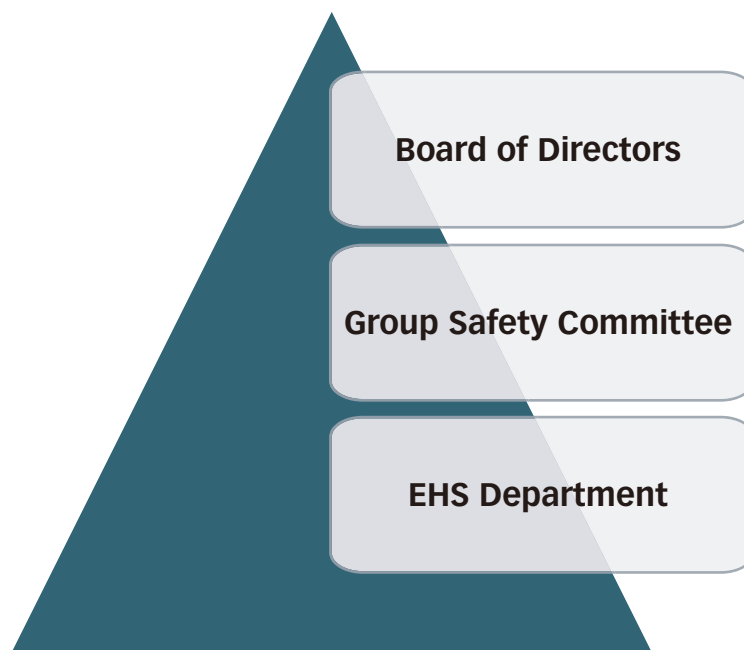
Zhou Hei Ya consistently prioritizes employees' experience by actively aligning with their expectations and needs. In 2025, we conducted a comprehensive HR System Satisfaction Survey to systematically collect employee feedback for further improvement.

4.4 Health and Safety

Zhou Hei Ya consistently prioritizes occupational health and safety as a cornerstone of its corporate development. We systematically promote the standardization of safe production by establishing a comprehensive safety prevention and control system, creating a secure and reliable working environment that effectively safeguards the health and well-being of our employees.

4.4.1 Work Safety

Zhou Hei Ya faithfully complies with relevant requirements (e.g., “the *Law of the Work Safety Law of the People’s Republic of China*, the *Fire Protection Law of the People’s Republic of China* and the *Law of the People’s Republic of China on Prevention and Control of Occupational Diseases*, etc.”) and has established a safety management framework with clear responsibilities and efficient operations.



Zhou Hei Ya EHS Management Framework



Zhou Hei Ya follows the work safety standard and has built a comprehensive occupational health and safety management system. We have established a full-process and comprehensive mechanism of risk identification, assessment and control according to the *Safety Accident Management Measures*, the *Safety Management Inspection Management Measures*, the *Safety Management Red Line Regulations*, and the *Emergency Rescue and Drill Management Regulations*. In 2025, we comprehensively revised our original *Management Measures for All Staff's Safety Responsibility* and issued the *Management Measures for Safety and Environmental Protection Responsibility*. This updated policy refined responsibilities and decomposed safety and environmental protection goals to various departments, positions, and individuals, creating a comprehensive responsibility grid covering all levels of the organization. The Group has maintained a record of zero work-related fatalities for three consecutive years. During the Reporting Period, total lost time due to work-related injuries amounted to 3,504 hours, approximately 438 working days.

Indicator	Goal	Data of 2025	Achieved or not
Level 3 and Level 4 Safety Accidents ⁷	0	0	Achieved
Government-penalized Safety and Environmental Incidents	0	0	Achieved
Injuries Every Million Hours	≤2.27	≤1.8	Achieved
Regular Rectification Rate Of Hazards	0.98	0.982	Achieved

Zhou Hei Ya Health and Safety Goals in 2025

Zhou Hei Ya considers regular safety inspections a core mechanism of its safety management framework. In order to safeguard protection, we have established a systematic inspection mechanism to identify and mitigate potential hazards consistently. During the Reporting Period, Zhou Hei Ya successfully obtained the Level II Work Safety Standardization Certification from Hubei Province.

Optimizing Inspection Mechanisms to Enhance Self-Inspection Effectiveness

- In 2025, the Company established a four-tier safety inspection framework. This system integrates general manager-led oversight, specialized inspections by functional departments, and self-inspections at both the departmental and frontline levels. Throughout the year, we identified 3,568 hazards, a 130% increase compared to 2024, with proactive inspections now accounting for 43.7% of the total.

Closing the Loop on External Inspections with Full Rectification

- Various factories underwent 77 external inspections throughout the year. All 147 identified issues have been fully rectified, with formal responses submitted to the relevant authorities, establishing a robust management closed-loop.

Refining Standards to Strengthen Retail Store Safety Control

- In July 2025, we optimized our safety inspection standards for retail stores by deleting inapplicable items, clarifying ambiguous terms, and adding key requirements such as fire and electrical safety, making the standards clearer and more feasible.

Zhou Hei Ya Safety Inspection Measures

⁷ The definitions of Level 3 and Level 4 safety accidents are derived from the Company's Management Measures for Safety Accident Reporting and Investigation Handling.

To effectively mitigate the impact of extreme weather, Zhou Hei Ya has established a multi-dimensional early warning and response mechanism. With digital platforms such as corporate WeChat and internal communities, we can issue real-time alerts while coordinating with retail operations to implement preventive measures, including stockpiling resources, equipment checks, and employee safety briefings. These coordinated efforts significantly enhance our operational resilience and emergency response capabilities under extreme conditions.

Zhou Hei Ya is committed to strengthening employees' awareness of workplace safety. We continue to strengthen our employees' safety competencies with regular emergency drills, routine safety inspections, and systematic training programs. During the Reporting Period, Zhou Hei Ya achieved a 100% coverage rate for health and safety training.

Comprehensive occupational health and safety training: a dual-track integration approach to raise employees' safety awareness

In 2025, the Company comprehensively advanced its occupational health and safety training programs, conducting a total of 329 sessions, comprising 325 offline and 4 online sessions, with a cumulative reach of 34,353 participants. Our offline training emphasizes interactive learning and hands-on skill development, while online sessions leverage the Company's digital platform to broaden reach and enable flexible learning. The training curriculum is highly practical and relevant, covering core modules such as fire evacuation, traffic safety, fire extinguisher usage, and standard safety protocols. By integrating theoretical instruction with practical drills and case studies, we have significantly strengthened our employees' risk awareness and emergency response competencies.

Online safety education via "Yaya Academy"

Zhou Hei Ya carries out regularized safety education through the "Yaya Academy" platform, which features short instructional short videos paired with quizzes on topics such as fire and electrical safety. This "Learn-and-Test" closed-loop model ensures effective knowledge retention and reinforces employees' ability to identify and mitigate workplace risks.



4.4.2 Occupational Disease Prevention and Control

Zhou Hei Ya always adheres to a people-oriented philosophy and prioritizes the protection of employees' occupational health. We have established a comprehensive occupational health management system focused on "Prevention First, Prevention and Control Integrated" approach to occupational health management, and have taken multiple measures to systematically promote related work.

All employees

- Annual on-the-job occupational health examinations to dynamically monitor employees' health

Employees in noise-exposed positions

- Provision of noise-reducing earplugs, along with training and supervision on their proper use.

Employees in high-temperature positions

- Implementation of heatstroke prevention protocols, including the provision of cooling supplies (e.g., TCM herbal supplements), optimization of work shifts, and designating dedicated rest areas.

Zhou Hei Ya Occupational Health Protection Measures



Social Care: Sustaining Goodwill

5.1
Community Engagement

5.2
Charity Work

Zhou Hei Ya actively fulfills its corporate social responsibility by giving back to society and passing on warmth to the best of its ability, striving for the synergistic progress of corporate development and social value.

5.1 Community Engagement

Rooted in and dedicated to serving the community, Zhou Hei Ya leverages its industrial and brand strengths to explore the integration of industrial resources with social education. With our Zhou Hei Ya Braised Culture Experience Center, a National AAA-rated Tourist Attraction, as a flagship platform, we transform conventional industrial visits into immersive brand experiences with educational significance and social value, which effectively promotes local industrial culture and fulfills our commitment to community engagement and cultural promotion.

During the Reporting Period, the Zhou Hei Ya Braised Culture Experience Center continued to serve as a platform for industrial tourism and science education. The Center organized 555 events, including study tours and visits, reaching a total of 23,363 participants from all walks of life. The Center showcases a modern intelligent manufacturing factory and creates a brand experience space for the public, with the study tour covering production process tours and workshops. Our tour integrates cultural heritage with value-based education. For teenagers, we emphasize the values of “Gratitude for Family and Sharing with Family” through interactive product-making sessions that encourage them to make products to share with their families. For college and MBA students, we host on-site sharing sessions with our senior management and co-build training bases with universities to carry out R&D cooperation projects. By transforming industrial site visits into high-value educational experiences, Zhou Hei Ya effectively promotes local industrial culture and fulfills its commitment to community engagement and cultural promotion.



5.2 Charity Work

Zhou Hei Ya actively collaborates with all sectors of society to give back through practical actions, demonstrating its commitment to corporate social responsibility by supporting the continuous development of charitable causes. Throughout the year, the Group carried out various charity programs through product donations and more. Key initiatives focused on visits and donations for public welfare institutions and nursing homes, supporting veterans, and donating air-conditioning equipment to schools to improve living and learning conditions. During the Reporting Period, Zhou Hei Ya's total charitable contributions amounted to RMB235,900.

Case: Improving Campuses through Donating AC Units to Luzuofu School

In September 2025, Zhou Hei Ya donated 22 Gree Jinghong air conditioners to Luzuofu Primary School, Middle School, and Kindergarten in Hechuan District and installed these units in classrooms and activity spaces. The donation provided a more stable learning and activity environment for teachers and students across different age groups based on their needs during seasonal transitions. Once in use, the AC units will cover multiple learning and functional spaces, effectively improving indoor temperature control and enhancing the overall comfort of the campus.



Case: Supporting Veterans and Military Families

In July 2025, Zhou Hei Ya partnered with the “Wuhan Yangtze River Guardians” Veteran Volunteer Service Team to host the “2025 Bayi Friendship Tournament.” During the event, the Company provided 600 customized product packages to over 300 participating veterans.

Furthermore, Zhou Hei Ya signed a donation agreement with the Wuhan Charity Federation to donate 1,500 “Traveling in Wuhan” gift boxes, with a total value of RMB119,400, to the “Honoring Heroes and Caring for Military Families” initiative. This contribution serves as a sincere expression of gratitude for the long-term service and dedication of military personnel and their families.



Case: Caring the Elders in Nursing Homes

In July 2025, Mr. Zhou Fuyu, the founder of Zhou Hei Ya, personally visited a local nursing home to visit the elders. During the visit, he presented Zhou Hei Ya gift packages as a gesture of care and support for the elderly community from the Company.



Appendix

Appendix I HKEX ESG Disclosures Index

Environmental, Social and Governance Areas, General Disclosures and KPIs			In Chapter
Environmental			
A1: Emissions	General Disclosure	Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Green Development – Environment Management Low-Carbon Operations for Green Future – Use of Resources
	A1.1	The types of emissions and respective emissions data.	Low-Carbon Operations for Green Future – Environment Management
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Low-Carbon Operations for Green Future – Use of Resources
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Low-Carbon Operations for Green Future – Environment Management
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Low-Carbon Operations for Green Future – Environment Management
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Low-Carbon Operations for Green Future – Response to Climate Change Low-Carbon Operations for Green Future – Environment Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Low-Carbon Operations for Green Future – Response to Climate Change Low-Carbon Operations for Green Future – Environment Management



Environmental, Social and Governance Areas, General Disclosures and KPIs			In Chapter
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water, and other raw materials.	Low-Carbon Operations for Green Future – Use of Resources
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Low-Carbon Operations for Green Future – Use of Resources
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Low-Carbon Operations for Green Future – Use of Resources
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Low-Carbon Operations for Green Future – Response to Climate Change Low-Carbon Operations for Green Future – Use of Resources
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Low-Carbon Operations for Green Future – Response to Climate Change Low-Carbon Operations for Green Future – Use of Resources
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Low-Carbon Operations for Green Future – Use of Resources
A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Low-Carbon Operations for Green Future – Environment Management
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Low-Carbon Operations for Green Future – Environment Management
Social			
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Attracting Talent and Empowering Long-Term Success – Employment
	B1.1	Total workforce by gender, employment type, age group and geographical region.	Attracting Talent and Empowering Long-Term Success – Employment
	B1.2	Employee turnover rate by gender, age group and geographical region.	Attracting Talent and Empowering Long-Term Success – Employment



Environmental, Social and Governance Areas, General Disclosures and KPIs			In Chapter
B2: Health and Safety	General Disclosure	Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to providing a safe working environment and protecting employees from occupational hazards.	Attracting Talent and Empowering Long-Term Success – Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Attracting Talent and Empowering Long-Term Success – Health and Safety
	B2.2	Lost days due to work injury.	Attracting Talent and Empowering Long-Term Success – Health and Safety
	B2.3	Description of occupational health and safety measures adopted, how they have been implemented and monitored.	Attracting Talent and Empowering Long-Term Success – Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Attracting Talent and Empowering Long-Term Success – Employee Training and Development
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Attracting Talent and Empowering Long-Term Success – Employee Training and Development
	B3.2	The average training hours completed per employee by gender and employee Category.	Attracting Talent and Empowering Long-Term Success – Employee Training and Development
B4: Labour Standards	General Disclosure	Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to preventing child and forced labour.	Attracting Talent and Empowering Long-Term Success – Employment
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Attracting Talent and Empowering Long-Term Success – Employment
	B4.2	Description of steps taken to eliminate such practices when discovered.	Attracting Talent and Empowering Long-Term Success – Employment



Environmental, Social and Governance Areas, General Disclosures and KPIs			In Chapter
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Food Safety as the Foundation, Quality Driving the Future – Responsible Supply Chain
	B5.1	Number of suppliers by geographical region.	Food Safety as the Foundation, Quality Driving the Future – Responsible Supply Chain
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Food Safety as the Foundation, Quality Driving the Future – Responsible Supply Chain
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Food Safety as the Foundation, Quality Driving the Future – Responsible Supply Chain
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Food Safety as the Foundation, Quality Driving the Future – Responsible Supply Chain
B6: Product Responsibility	General Disclosure	Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress.	Food Safety as the Foundation, Quality Driving the Future – Food Quality and Safety Food Safety as the Foundation, Quality Driving the Future – Customer-first Service
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Food Safety as the Foundation, Quality Driving the Future – Food Quality and Safety Food Safety as the Foundation, Quality Driving the Future – Customer-first Service
	B6.2	Number of products and service related complaints received and how they were dealt with.	Food Safety as the Foundation, Quality Driving the Future – Customer-first Service
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Food Safety as the Foundation, Quality Driving the Future – Innovation Driven Development
	B6.4	Description of quality assurance processes and recall procedures.	Food Safety as the Foundation, Quality Driving the Future – Food Quality and Safety
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Food Safety as the Foundation, Quality Driving the Future – Customer-first Service	



Environmental, Social and Governance Areas, General Disclosures and KPIs			In Chapter
B7: Anti-corruption	General Disclosure	Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to bribery, extortion, fraud, and money laundering.	Rooted in Responsibility, Advancing with Stability – Business Ethics
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Rooted in Responsibility, Advancing with Stability – Business Ethics
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Rooted in Responsibility, Advancing with Stability – Business Ethics
	B7.3	Description of anti-corruption training provided to directors and staff.	Rooted in Responsibility, Advancing with Stability – Business Ethics
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take in to consideration the communities' interests.	Social Care: Sustaining Goodwill
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Social Care: Sustaining Goodwill – Community Engagement
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Care: Sustaining Goodwill – Charity Work



Climate-related Disclosures		In Chapter
(I) Governance	1. An issuer shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	
	(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Low-Carbon Operations for Green Future – Response to Climate Change
	(ii) how and how often the body(s) or individual(s) is informed about climate related risks and opportunities;	Low-Carbon Operations for Green Future – Response to Climate Change
	(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer’s strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	Low-Carbon Operations for Green Future – Response to Climate Change
	(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 19 to 22), including whether and how related performance metrics are included in remuneration policies (see paragraph 17); and	Low-Carbon Operations for Green Future – Response to Climate Change
	(b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	
	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Low-Carbon Operations for Green Future – Response to Climate Change
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Low-Carbon Operations for Green Future – Response to Climate Change



Climate-related Disclosures	In Chapter
(II) Strategy	
	Low-Carbon Operations for Green Future – Response to Climate Change
	Low-Carbon Operations for Green Future – Response to Climate Change
	Low-Carbon Operations for Green Future – Response to Climate Change
	Low-Carbon Operations for Green Future – Response to Climate Change
	Low-Carbon Operations for Green Future – Response to Climate Change
	Low-Carbon Operations for Green Future – Response to Climate Change



Climate-related Disclosures	In Chapter
<p>Strategy and decision-making</p> <p>4. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:</p>	
<p>(i) current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities;</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer’s transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 19 to 22; and</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 4(a).</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>5. An issuer shall disclose information about the progress of plans disclosed in previous Reporting Periods in accordance with paragraph 4(a).</p>	Low-Carbon Operations for Green Future – Response to Climate Change



Climate-related Disclosures	In Chapter
<p>Financial position, financial performance and cash flows Current financial effect</p> <p>6. An issuer shall disclose qualitative and quantitative information about:</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the Reporting Period; and</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(b) the climate-related risks and opportunities identified in paragraph 6(a) for which there is a significant risk of a material adjustment within the next annual Reporting Period to the carrying amounts of assets and liabilities reported in the related financial statements.</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>Anticipated financial effect</p> <p>7. The issuer shall provide qualitative and quantitative disclosures about:</p> <p>(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:</p>	
<p>(i) its investment and disposal plans; and</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(ii) its planned sources of funding to implement its strategy; and</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</p>	Low-Carbon Operations for Green Future – Response to Climate Change



Climate-related Disclosures	In Chapter
<p>Climate resilience</p> <p>8. An issuer shall disclose information that enables an understanding of the resilience of the issuer’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer’s identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer’s circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>(a) the issuer’s assessment of its climate resilience as at the reporting date, which shall enable an understanding of:</p> <p>(i) the implications, if any, of the issuer’s assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;</p> <p>(ii) the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience; and</p> <p>(iii) the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term; and</p> <p>(b) how and when the climate-related scenario analysis was carried out, including:</p> <p>(i) information about the inputs used, including:</p> <p>(1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;</p> <p>(2) whether the analysis included a diverse range of climate-related scenarios;</p> <p>(3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;</p> <p>(4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;</p> <p>(5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;</p> <p>(6) time horizons the issuer used in the analysis; and</p> <p>(7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);</p> <p>(ii) the key assumptions the issuer made in the analysis; and</p> <p>(iii) the Reporting Period in which the climate-related scenario analysis was carried out.</p>	<p></p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p> <p></p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p> <p>Low-Carbon Operations for Green Future – Response to Climate Change</p>



Climate-related Disclosures	In Chapter
<p>9. An issuer shall disclose information about:</p> <p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:</p>	
<p>(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(v) how the issuer monitors climate-related risks; and</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(vi) whether and how the issuer has changed the processes it uses compared with the previous Reporting Period;</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>(b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and</p>	
<p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer’s overall risk management process.</p>	

(III) Risk Management



Climate-related Disclosures	In Chapter
<p>Greenhouse gas emissions</p> <p>10. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the Reporting Period, expressed as metric tons of CO₂ equivalent, classified as:</p>	Low-Carbon Operations for Green Future – Response to Climate Change
(a) Scope 1 greenhouse gas emissions;	Low-Carbon Operations for Green Future – Response to Climate Change
(b) Scope 2 greenhouse gas emissions; and	Low-Carbon Operations for Green Future – Response to Climate Change
(c) Scope 3 greenhouse gas emissions.	Low-Carbon Operations for Green Future – Response to Climate Change
<p>11. An issuer shall:</p> <p>(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;</p>	Low-Carbon Operations for Green Future – Response to Climate Change
(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	Low-Carbon Operations for Green Future – Response to Climate Change
(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	Low-Carbon Operations for Green Future – Response to Climate Change
(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the Reporting Period and the reasons for those changes;	Low-Carbon Operations for Green Future – Response to Climate Change
(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 10(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer’s Scope 2 greenhouse gas emissions; and	Low-Carbon Operations for Green Future – Response to Climate Change
(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 10(c), disclose the categories included within the issuer’s measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	Low-Carbon Operations for Green Future – Response to Climate Change

(IV) metrics and targets



Climate-related Disclosures	In Chapter
<p>Climate-related transition risks</p> <p>12. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>Climate-related physical risks</p> <p>13. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>Climate-related opportunities</p> <p>14. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>Capital deployment</p> <p>15. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.</p>	Low-Carbon Operations for Green Future – Response to Climate Change
<p>Internal carbon prices</p> <p>16. An issuer shall disclose:</p>	
<p>(a) an explanation of whether and how the issuer is applying a carbon price in decision making (for example, investment decisions, transfer pricing, and scenario analysis); and</p>	Zhou Hei Ya has not yet applied carbon pricing.
<p>(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions.</p>	Zhou Hei Ya has not yet applied carbon pricing.
<p>Remuneration</p> <p>17. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 1(a)(iv).</p>	Zhou Hei Ya has not yet incorporated climate-related considerations into its compensation policy.
<p>Industry-based metrics</p> <p>18. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.</p>	not involved



Climate-related Disclosures	In Chapter
<p>Climate-related targets</p> <p>19. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:</p>	
(a) the metric used to set the target;	Low-Carbon Operations for Green Future – Response to Climate Change
(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Low-Carbon Operations for Green Future – Response to Climate Change
(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	Low-Carbon Operations for Green Future – Response to Climate Change
(d) the period over which the target applies;	Low-Carbon Operations for Green Future – Response to Climate Change
(e) the base period from which progress is measured;	Low-Carbon Operations for Green Future – Response to Climate Change
(f) milestones or interim targets (if any);	Low-Carbon Operations for Green Future – Response to Climate Change
(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and	Low-Carbon Operations for Green Future – Response to Climate Change
(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Low-Carbon Operations for Green Future – Response to Climate Change



Climate-related Disclosures	In Chapter
20. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
(a) whether the target and the methodology for setting the target has been validated by a third party;	Low-Carbon Operations for Green Future – Response to Climate Change
(b) the issuer’s processes for reviewing the target;	Low-Carbon Operations for Green Future – Response to Climate Change
(c) the metrics used to monitor progress towards reaching the target; and	Low-Carbon Operations for Green Future – Response to Climate Change
(d) any revisions to the target and an explanation for those revisions.	Low-Carbon Operations for Green Future – Response to Climate Change
21. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer’s performance.	Low-Carbon Operations for Green Future – Response to Climate Change



Climate-related Disclosures	In Chapter
22. For each greenhouse gas emissions target disclosed in accordance with paragraphs 19 to 21, an issuer shall disclose:	
(a) which greenhouse gases are covered by the target;	Low-Carbon Operations for Green Future – Response to Climate Change
(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Low-Carbon Operations for Green Future – Response to Climate Change
(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	Low-Carbon Operations for Green Future – Response to Climate Change
(d) whether the target was derived using a sectoral decarbonisation approach; and	not involved
(e) the issuer’s planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose;	
(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	not involved
(ii) which third-party scheme(s) will verify or certify the carbon credits;	not involved
(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	not involved
(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	not involved
Applicability of cross-industry metrics and industry-based metrics	not involved
23. In preparing disclosures to meet the requirements in paragraphs 3 to 8 and 19 to 20, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 10 to 17) and (ii) industry-based metrics (see paragraph 18).	



Appendix II List of Laws and Regulations

Laws and Regulations

1. *Company Law of the People's Republic of China*
2. *Contract Law of the People's Republic of China*
3. *Anti-Monopoly Law of the People's Republic of China*
4. *Anti-Unfair Competition Law of the People's Republic of China*
5. *Environmental Protection Law of the People's Republic of China*
6. *Law of the People's Republic of China on Air Pollution Prevention and Control*
7. *Law of the People's Republic of China on Water Pollution Prevention and Control*
8. *Law of the People's Republic of China on Solid Waste Pollution Prevention and Control*
9. *Regulations on the Implementation of the Food Safety Law of the People's Republic of China*
10. *Regulation on the Administration of Pollutant Discharge Licensing*
11. *Law of the People's Republic of China on Energy Conservation*
12. *Measures for the Administration of Kitchen Waste in Wuhan*
13. *Labour Law of the People's Republic of China*
14. *Labor Contract Law of the People's Republic of China*
15. *Law of the People's Republic of China on the Protection of Minors*
16. *Law of the People's Republic of China on the Protection of Women's Rights and Interests*
17. *Law of the People's Republic of China on Work Safety*
18. *Fire Protection Law of the People's Republic of China*
19. *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*
20. *Law of the People's Republic of China on Emergency Response*
21. *Social Insurance Law of the People's Republic of China*
22. *Measures for the Administration of Contingency Plans for Work Safety Accidents*
23. *Administration of Enterprise Implementation of Food Safety Main Responsibility*
24. *GB 2762-2022 National Food Safety Standard-Limit*
25. *GB 5749-2022 Sanitary Standard for Drinking Water*
26. *GB 16297-1996 Standard on Comprehensive Emission Standards for Air Pollutants*
27. *GB 18483-2001 Emission Standard of Cooking Fume for Catering Industry (for Trial Implementation)*
28. *GB 13271-2014 Emission Standard of Air Pollutants for Boilers*
29. *Discharge Standard for Water Pollutants in the Meat Processing Industry*



Policies, regulations and rules

1. *General Standard for Prepackaged Food Labels*
2. *General Rules for Nutrition Labels of Prepackaged Foods*
3. *National Food Safety Standard – Standard for the Use of Food Additives*
4. *Management System for New Product Development*
5. *Intellectual Property Right Management Measures*
6. *Detailed List of Supplier Access Qualification Requirements*
7. *Supplier Survey and Preliminary Review Form*
8. *Safety Agreement for Partners*
9. *Letter of Confidentiality Commitment for Partners*
10. *Commitment on Quality, Environmental Protection*
11. *Environmental Protection Agreement*
12. *Supplier Management System*
13. *2021 Supplier Performance Evaluation Standard*
14. *Procurement Settlement Process*
15. *Emergency Procurement Handling Regulations*
16. *Specification for Customer Complaint and Public Opinion Prevention and Control*
17. *Company Policies on Landscaping and Environmental Management System*
18. *Regulations on Hazardous Waste Management*
19. *Environmental Emergency Plan*
20. *Energy Resource Management Procedures*
21. *Energy Assessment Mechanism*
22. *GB 16297-1996 Integrated Emission Standard of Air Pollutants*
23. *GB 18483-2001 Emission Standard of Oil Fume from Catering Industry (for Trial Implementation)*
24. *GB 13271-2014 Emission Standard of Air Pollutants for Boilers*
25. *Procedures for Waste Water, Exhaust Gas and Noise Control*



26. *Specification for Operation and Monitoring of Sewage Treatment Station in Industrial Park*
27. *Solid Waste Management Measures*
28. *Waste Management Procedures*
29. *Recruitment Management Regulations*
30. *Campus Recruitment Management System*
31. *Recruitment Channel Management Measures*
32. *Employee Performance Management System*
33. *Training Credit Management Regulations*
34. *Group Epidemic Prevention and Control Measures*
35. *Regular Employee Condolence and Care Management Measures*
36. *Team Building Activity Management Measures*
37. *Correspondent Submission Policy*
38. *Anti-Corruption Working System*
39. *Articles of Discipline Inspection Committee of Zhou Hei Ya*
40. *Regulations on Discipline Inspection and Supervision Work*
41. *Measures for Reporting Disciplinary and Supervision Violations*
42. *8D Analysis Report for Quality Issues*
43. *Management Regulations for New Product Verification*
44. *Regulations on Promotional Materials Management*
45. *Approval of External Publicity Materials*
46. *Advertising Placement Management Regulations*



Product standard

1. GB/T 20940-2007 Code of Good Operating Practice for Meat Products Enterprises
2. GB/T 22210-2008 Specification for Sensory Evaluation of Meat and Meat Products
3. GB/T 23586-2009 Sauce-braised Meat Products
4. GB 10136-2015 National Food Safety Standard – Animal Aquatic Products
5. GB/T 22106-2008 Non-fermented Soybean Products
6. GB 2714-2015 National Food Safety Standard – Pickled Vegetables
7. GB/T 23970-2009 Marinated Eggs
8. GB 2749-2015 National Food Safety Standard – Eggs and Egg Products
9. GB 2712-2014 National Food Safety Standard – Soybean Products
10. GB 7096-2014 National Food Safety Standard Edible Fungi and Their Products
11. GB 10133-2014 National Food Safety Standard Aquatic Seasonings
12. Q/HZHYO001S-2017 Marinated Vegetable Series Products
13. Q/HZHYO002S-2017 Marinated Squid Products
14. Q/HZHYO003S-2018 Seasoning Powder
15. Q/HZHYO004S-2018 Food Flavoring Agents
16. Q/HZHYO005S-2017 Cooked Marinated Meat Products in Modified Atmosphere Packaging
17. Q/HZHYO006S-2017 Semi-solid Seasoning
18. Q/HZHYO007S-2016 Series of Marinated Vegetable Foods
19. Q/HZHYO008S-2016 Marinated Dried Egg Curd
20. Q/HZHY 0009S-2016 Cooked Crayfish
21. DBS42/008-2021 Local Food Safety Standard – Requirements for Modified Atmosphere Packaging of Cooked Brined Products
22. Other applicable relevant product standards





Zhou Hei Ya International Holdings Company Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 1458