

關於本報告

About this Report

概覽

本報告是中國旺旺控股有限公司（以下簡稱“本公司”）發佈的環境、社會及管治（以下簡稱“ESG”）報告，重點披露本公司及其附屬公司於中國大陸境內（簡稱“旺旺”、“集團”、“旺旺集團”、“我們”）在ESG方面表現的相關資訊。本報告涵蓋之財政年度（簡稱“財年”）為2021年4月1日至2022年3月31日（以下簡稱“報告期”、“2021財年”）的工作。

編制依據

本報告編制遵循香港聯合交易所有限公司（以下簡稱“香港聯交所”）上市規則附錄二十七所載的《環境、社會及管治報告指引》（以下簡稱“《指引》”）進行編制，亦參考與回應了MSCI（明晟指數）ESG評級、S&P DJSI（標普道瓊斯可持續發展指數）參考的CSA（企業可持續發展評價）以及CDP全球環境資訊研究中心所關注的議題。

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

報告範圍及邊界

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

Overview

This is the environmental, social and governance (“ESG”) report published by Want Want China Holdings Limited (the “Company”), which focuses on the disclosure of information regarding the ESG performance of the Company and its subsidiaries (“Want Want”, the “Group”, “Want Want Group”, “we” or “us”) in the Chinese mainland. This report covers the fiscal year (“FY”) from 1 April 2021 to 31 March 2022 (the “Reporting Period” or “2021FY”).

Basis of Preparation

This report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”). It has been prepared with reference to and in response to the MSCI ESG ratings, the CSA (Corporate Sustainability Assessment) referenced by the S&P DJSI (S&P Dow Jones Sustainability Index) and the issues of concern to the CDP.

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

Scope and Boundaries of the Report

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

資料來源及可靠性保證

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

確認及批准

本報告經管理層確認後，於2022年8月23日獲董事會通過。

Sources of Information and Reliability Assurance

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

Confirmation and Approval

This report was approved by the board of directors of the Company (the “Board”) on 23 August 2022 following confirmation by the management.

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董事會聲明

董事會承擔本集團環境、社會及管治相關工作的整體監察、指導以及檢討責任。在董事會下成立環境、社會及治理委員會（ESG委員會）委員會監督圍繞旺旺的可持續發展策略、目標、願景的落實與監控其達成情況。

2021財年，董事會回顧了集團可持續發展5項策略，並圍繞5項策略下的目標進度進行監察與追蹤。

【確立可持續發展長期目標】

氣候目標：

以2020財年為基準，到2025財年，運營溫室氣體排放密度降低13%。

2021財年進展：溫室氣體排放密度同比2020財年已下降8.2%，目標持續追蹤中。

資源目標：

以2020財年為基準，到2025財年，實現能源/水使用效率提高10%。

2021財年進展：旺旺的能源密度已較2020財年下降9%，目標持續追蹤中；

旺旺水密度2021財年較2020財年同比持平，目標持續追蹤中。

包裝材料目標：

長期目標：包裝材料100%可回收。

2021財年進展：包裝材料可回收率90%。

廢棄物目標：

長期目標：實現廢棄物零填埋。

2021財年進展：建立了廢棄物零填埋試點體系。

Statement by the Board

The Board holds the overall accountability for the overseeing, direction and review of the environmental, social and governance (ESG) matters of the Group. An environmental, social and governance committee (the "ESG Committee") has been set up under the Board to oversee the execution and to monitor the attainment of the sustainability strategies, objectives and visions of Want Want.

During 2021FY, the Board reviewed the five sustainability strategies of the Group and monitored the performance against the targets set under the five strategies and its progress.

“Establishing Long-term Sustainability Goals”

Climate Target:

To reduce the operational greenhouse gas emission intensity by 13% by 2025FY, using 2020FY as a benchmark.

Progress in 2021FY: The greenhouse gas emission intensity has been reduced by 8.2% as compared with that of 2020FY, and the target is being tracked continuously.

Resource Target:

To achieve a 10% improvement in energy/water use efficiency by 2025FY, using 2020FY as a benchmark.

Progress in 2021FY: The energy intensity of Want Want has been reduced by 9% as compared with that of 2020FY, with the target being tracked on an ongoing basis;

The water intensity of Want Want in 2021FY remained at the same level as that of 2020FY, with the target being tracked on an ongoing basis.

Packaging Target:

Long-term goal: 100% recyclable packaging.

Progress in 2021FY: 90% recyclability of packaging materials.

Waste Target:

Long-term goal: Achieve zero waste to landfill.

Progress in 2021FY: A zero waste to landfill pilot system was established.

【引導利益相關方參與】

旺旺與內外部利益相關方搭建緊密的溝通與反饋渠道，並在2021財年開展利益相關方問卷，識別並評估各利益相關方關注的重要性議題，形成ESG矩陣，通過ESG委員會對ESG議題的最終排序與確認，形成旺旺2021財年最終的ESG重要性議題。

【重視環保投入】

旺旺持續監測本集團在環保方面的投入，2021財年共計投入7,700萬元人民幣，環境排放均達到國家排放標準。

【高效使用資源】

旺旺在嚴格遵守法律法規要求的前提下，通過旺旺標準管理體系(WSM)，建立了能源責任制，在全國35個生產基地圍繞品質、效益、節能、節水、環保等方面持續推行世界級管理體系(World Class Manufacturing)，持續監測、分析資源使用情況，並通過技術更新，大力推動資源使用效率。

【專注技術創新】

截至2021財年末，旺旺已累計取得285件技術專利，於報告期內新增111件。

未來，旺旺將持續加強對ESG行動、ESG目標以及ESG風險的管理，實現集團可持續發展策略的有效推進。

“Engaging Stakeholders”

Want Want has established close communication and feedback channels with internal and external stakeholders, and launched a stakeholder questionnaire in 2021FY to identify and assess the issues that matters most to our stakeholders and form an ESG matrix. ESG Committee considered and prioritized the ESG issues and at last finalized the ESG material issues of Want Want for 2021FY.

“Emphasis on Investment in Environmental Protection”

Want Want has continuously monitored its investment in environmental protection, with a total amount of RMB77 million being invested in 2021FY and emissions to the environment meeting the national emission standards.

“Efficient Use of Resources”

With the premise of strict compliance with the requirements of laws and regulations, Want Want has established an energy responsibility system through the Want Want Standard Management System (WSM) and continued to implement the World Class Management System (World Class Manufacturing) in 35 production bases nationwide, focusing on quality, efficiency, energy saving, water conservation and environmental protection. We are constantly monitoring and analyzing the use of resources and promoting the efficiency of resource use through technological innovation.

“Focus on Technological Innovation”

As at the end of 2021FY, Want Want has obtained 285 technology patents, of which 111 patents were awarded during the Reporting Period.

In the future, Want Want will continue to strengthen the management of ESG actions, ESG targets and ESG risks for the effective implementation of the sustainability strategies of the Group.

關鍵績效

Key Performance

環境類

Environmental

2016年開始 Since 2016

能源使用效率
累計提升 **▲23.3%**
Energy use efficiency increased by a total of 23.3%

水資源利用效率
累計提升 **▲35.4%**
Water use efficiency increased by 35.4%

本報告期內 During the Reporting Period



環保投入

7,700 萬元人民幣

RMB77.00 million was invested in environmental protection



使用FSC以及SFI森林體系認證紙盒

45.40 億個

The Group used 4.540 billion cartons certified by the Forest Stewardship Council ("FSC") and the Sustainable Forestry Initiative("SFI")



光伏發電

1,817 萬度

等同於減少碳排放**1.45**萬噸

Photovoltaic power generated 18.17 million kWh of electricity, equivalent to reduction of carbon emissions of 14,500 tonnes

溫室氣體排放密度下降

8.2 %

The greenhouse gas emission intensity has been reduced by 8.2%



社會類 Social



女性 Females

55%



男性 Males

45%



人均培訓時數
Average training
hour per employee

32 小時
(hours)



質檢合格率
Quality inspection
pass rate

100%



消費者滿意度
Consumer
satisfaction

96%



參與行業標準制定
Participation in
industry standard
setting

6 項 sets

管治類 Governance

組織廉潔培訓
Organizing integrity training

35 場
sessions



廉潔承諾協議覆蓋率
Integrity commitment agreement
coverage rate

100%



知識產權已累計獲取
Intellectual property rights that
have been acquired

4,398 件
pieces



董事會已採納董事會成員多元化政策，並於2013年8月起生效

The Board has adopted a Board Diversity Policy which effect from August 2013

ESG委員會致辭

Message from the ESG Committee

經過多年的發展，旺旺扎根中國大陸，面向世界市場。旺旺以「緣、自信、大團結」的經營理念經營各項事業，立志成為「綜合消費食品王國」。

董事會下設ESG委員會，圍繞5項核心策略開展工作：「確立可持續發展長期目標、引導利益相關方參與、重視環保投入、高效使用資源、專注技術創新」。將ESG風險納入到公司風險管理中，並及時實施風險控制程序，確保集團穩健運營。

民以食為天，食以安為先。旺旺作為全中國大陸首家導入BRCGS（食品安全全球標準）卓越食品安全文化評估模塊企業，廣州、瀋陽兩家參與工廠分別取得A/A+的良好成績，與國際同行業對比旺旺食品安全文化建設位於前列。我們持續投入開展研發工作，獲得2項國家級獎項，努力讓產品的更新迭代向著綠色天然與健康持續發展。

After years of development, Want Want has been rooted in the Chinese mainland and is continuously expanding its global market footprint. With the management philosophy of “People Oriented, Self Confidence and Unity”, Want Want is determined to become a “comprehensive consumer food kingdom”.

The ESG Committee was established under the Board to focus on five core strategies: “establishing long-term sustainability goals, engaging stakeholders, emphasis on investment in environmental protection, efficient use of resources and focus on technological innovation”. Want Want incorporates ESG risks into corporate risk management and implements risk control procedures in a timely manner to ensure the steady operation of the Group.

Food is the paramount necessity of the people and food safety is of utmost importance. Want Want was the first company in the Chinese mainland to be included in the BRCGS (Global Food Safety Standards) in Food Safety Culture Excellence assessment, our Guangzhou and Shenyang factories participated in the assessment and achieved A/A+ respectively, which places Want Want at the forefront of food safety culture development relative to its international peers. We constantly invest in R&D, won 2 national awards, and strive to achieve product upgrades in a green, natural and healthy manner.

我們遵循「前期高達成、後期穩固」的管理原則，並以綠色工廠申報、綠色能源發展、能源效率大幅提升、可持續水管理，包材100%可回收，廢棄物零填埋、綠色採購等方面作為旺旺的環境可持續發展方針。報告期內，旺旺共在節能環保領域方面提案608件，受理節能環保相關專利申請40件（其中31件已獲得授權），環保投入7,700萬元。自2016財年至2021財年期間，環保改造累計投入2.88億元。以技術創新的角度加強管理減少了各個環節能源的損失與浪費，提高生產工藝水平實現節能減排及可持續發展，2021財年我們溫室氣體排放密度相對2020財年下降8.2%，相對2018財年下降16.75%。

旺旺始終堅持以人為本，集團設立年節福利、開工紅包、結婚禮金、喪葬慰問金、員工商業保險等多個福利項目，保障員工享受相應的福利。2021財年扶助有急難之員工及其家屬41位，提供急難救助金607,000元人民幣，為這些家庭解決燃眉之急。2021財年旺旺員工幸福度提升至91.1%，我們始終用心呵護員工的身心健康與安全，共同打造旺旺美好的未來。

We follow the management principle of “high achievement in the early stage and stability in the later stage”. We have adopted green factory declaration, green energy development, significant improvement in energy efficiency, sustainable water management, 100% recyclable packaging materials, zero waste to landfill, green procurement, etc. as our policy directions of sustainable environmental development. During the Reporting Period, Want Want has made 608 proposals in the field of energy conservation and environmental protection and 40 patents related to energy saving and environmental protection were accepted for registration (31 of which have been granted), with an investment of RMB77 million in environmental protection. Between 2016FY and 2021FY, we invested a total of RMB288 million in environment improvement. Want Want has reduced energy loss and waste in various processes by strengthening management from the perspective of technological innovation and improved the production technology level to achieve energy conservation, emission reduction and sustainable development. During 2021FY, our greenhouse gas emission intensity decreased by 8.2% and 16.75% as compared with those for 2020FY and 2018FY, respectively.

Want Want always insists on people-orientation. We set up a number of welfare items such as festive welfare, kick-off red packets, wedding gift, funeral condolence money and commercial insurance for our employees and ensure staff benefits commensurate with their positions. During 2021FY, the Group assisted 41 employees and their families in emergencies, providing a total of RMB607,000 in emergency relief to help these families address their urgent needs. In 2021FY, the happiness rate of Want Want employees increased to 91.1%. We always take care of the physical and mental health and safety of our employees, so as to build a bright future for Want Want together.

旺旺時刻不忘貢獻社會，創造社會價值，始終堅持有針對性地開展各類公益慈善活動，回饋社會。旺旺及各地分公司通過各公益機構，向困難群體，如留守兒童、孤寡老人、殘障人群等伸出援手，捐愛心足跡遍佈中國大部分省市。持續開展了「暖旺計劃」等慈善項目，向各類兒童福利院、學校、幼兒園及敬老院、殘疾人庇護中心、環衛站等捐贈愛心物資。疫情期間，向各地一線防疫人員及醫護工作者等抗疫重點保障單位人員，以及居委會等一線工作單位捐贈食品、飲用水及除菌液等物資，為國家抗疫貢獻企業力量。

旺旺立志讓消費者吃得安心、放心、吃得快樂，對民族食品有信心！成為中華民族食品工業中正能量的傳播者！旺旺將繼續秉承「有心、用心、道德心」的公司理念，換取每一位客戶的滿意。我們將繼續堅持環境可持續發展方針、積極開展各類公益慈善活動，以赤子之心回報社會。2022財年我們會繼續把旺帶到每個角落，為您送旺到家。

Want Want never forgets to contribute to society and create social values, and always insists on carrying out various charitable activities to reciprocate the society. Want Want and its local offices have reached out to groups in need, such as left-behind children, seniors without family and disabled persons, through charity organizations and made donations in most provinces and cities in China. Want Want continued to implement charity projects such as the "Want Want Caring Program" and donated supplies to various children's welfare institutions, schools, kindergartens, elderly homes, shelters for the disabled and sanitation stations. During the outbreak of the pandemic, Want Want made donations of food, drinking water, sterilizers and necessities to the frontline pandemic prevention officials, medical workers and other key protection unit staff as well as neighborhood committees and other front-line units, to contribute our corporate effort in the country's fight against the pandemic.

Want Want is determined to let consumers eat with ease, feel relieved and happy, and have confidence in Chinese food! Want Want is committed to spreading positive energy in the Chinese food industry! Want Want will continue to adhere to the corporate values of "Be Caring, Be Attentive and Be Considerate" to satisfy every consumer. We will continue to adhere to our commitment to environmental sustainable development, actively carry out various public welfare activities, and reciprocate the society with our heart. Looking ahead to 2022FY, we will continue to bring prosperity to every corner and deliver prosperity to your home.

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01

金字招牌，公司旺旺

Great Reputation of Want Want





1.1 旺旺故事

中國旺旺控股有限公司(股份代號：0151.HK)於2008年正式在香港聯合交易所有限公司主板上市，在食品飲料業務生產、分銷及銷售行業佔有領導地位。集團成立於1962年，前身為宜蘭食品工業股份有限公司。1983年創立旺旺品牌，且於90年代初期乘著中國大陸市場改革開放的契機即赴中國大陸投資設廠，並在湖南望城縣設立第一家米果工廠，我們夢想著憑藉旺旺獨特的產品口味，打造出一個帶給消費者無限歡樂的品牌。

經過多年的發展，旺旺紮根中國大陸，面向世界市場。創立了以旺旺®、旺仔®、貝比瑪瑪®、邦德®、Fix x Body®、辣人®等諸多主打品牌商標。旺旺具有60年的食品生產管理經驗，自有工廠覆蓋了多項資質認證，不僅有嚴謹的生產和品質團隊，對產品製作過程和品質嚴格把控，還擁有專業研發團隊，可根據不同客戶的需求，協助開發符合客戶期望的產品，向客戶提供有保障的OEM加工服務。

我們以米果、乳品及飲料、休閒食品及其他產品的製造、分銷與銷售為主營業務，大部份位於中國境內。我們在中國境內的全國性銷售及分銷網路龐大，我們也出口產品至其他市場覆蓋亞洲、歐洲、非洲、北美洲、中南美洲和大洋洲的61個國家及地區。報告期內，旺旺正不斷拓展業務版圖，開拓東南亞市場，追求更加多元化的產業合作，以「緣、自信、大團結」的經營理念經營各項事業，立志成為「綜合消費食品王國」。

1.1 Story of Want Want

Want Want China Holdings Limited (Stock Code: 0151.HK), was officially listed on the Main Board of The Stock Exchange of Hong Kong Limited in 2008, holding a leading industry position in the production, distribution and sales of the food and beverage products. Founded in 1962 as I Lan Foods Industrial Co., Ltd., the Group established the Want Want brand in 1983 and took the opportunity of market reform and opening-up of the Chinese mainland in the early 1990s to make investments in the Chinese mainland and set up its first rice cracker factory in Wangcheng County, Hunan Province. Our dream was, by leveraging on our product offering with unique taste and flavour to build a brand that brings endless joy and happiness to consumers.

After years of development, Want Want has been rooted in the Chinese mainland and continued to expand into the global market. Want Want has developed various flagship brands, including Want Want®, Hot-Kid®, Baby Mum-Mum®, Mr. Bond®, Fix x Body®, Mr. Hot® and others. Want Want has 60 years of experience in food production and management, and its own factories have obtained many quality certifications. It not only has a rigorous production and quality team which strictly controls the production process and quality of products, but also a professional R&D team to help develop products that meet consumer expectations according to the needs of different consumers and provide customers with OEM processing services with guarantee.

Our principal business is the manufacturing, distribution and sales of rice crackers, dairy products and beverages, snack foods and other products, mostly conducted in the Chinese mainland. We have an extensive nationwide sales and distribution network throughout the Chinese mainland and we also export our products to other markets covering 61 countries and regions in Asia, Europe, Africa, North America, Central and South America and Oceania. During the Reporting Period, Want Want is expanding its business footprint, exploring the Southeast Asian market and pursuing more diversified industrial cooperation. With the management philosophy of "People Oriented, Self Confidence and Unity", Want Want is determined to become a "comprehensive consumer food kingdom".

於2022年3月31日，旺旺在中國大陸共設立了35個生產基地，81間工廠，422間營業所，銷售網絡覆蓋中國各地。

As at 31 March 2022, Want Want has 35 production bases, 81 factories and 422 sales offices in the Chinese mainland, with sales network covering all over China.

1.2 層級管治

經營得法，眼光長遠，是旺旺長久以來保持穩定營收增長，延續發展的核心理念。我們嚴格遵守企業運營地的各項法律法規，以最高的要求制定公司的營運制度，不斷提升企業的管治水平，通過對制度、管治架構的逐年維護，不斷提升集團管理架構的透明度及管治責任，為股東帶來高價值，最大化保障股東權益。

旺旺於董事會下設4個董事委員會，分別為薪酬委員會、審核及風險管理委員會、提名委員會、策略委員會。每個董事委員會都有其各自的職權範圍說明，明確界定各自的職責及權限。

1.2 Level of Governance

Proper management and long-term vision are the core concepts of Want Want in maintaining stable revenue growth and sustainable development for a long time. We strictly abide by the laws and regulations of the countries and regions where we operate, set up the Company's operation system with the highest requirements, and continuously improve the level of corporate governance. Through yearly maintenance of the system and governance structure, we continuously enhance the transparency of the Group's management structure and governance responsibilities to bring high value to the shareholders and maximize the protection of shareholders' rights.

Want Want has set up four board committees under the Board, namely the Remuneration Committee, the Audit and Risk Management Committee, the Nomination Committee and the Strategy Committee. Each board committee has its own terms of reference, which clearly define their respective responsibilities and authorities.

ESG管理架構

ESG Management Structure



本公司董事會於2020年8月18日成立ESG委員會，負責遵守與香港聯合交易所有限公司證券上市規則附錄27《環境、社會及管治報告指引》有關的事宜，檢討、審核及監管集團對重大性ESG議題的相關願景、目標及策略的實施，並圍繞5項核心策略開展工作：「確立可持續發展長期目標、引導利益相關方參與、重視環保投入、高效使用資源、專注技術創新」。

ESG委員會下設ESG工作組，由集團各核心部門高級管理層代表組成，負責推進集團設置的環境、社會及管治目標，檢討集團ESG工作的落實，提升集團的ESG表現。

The ESG Committee was established by the Board on 18 August 2020 to review, audit and monitor the implementation of the Group's vision, objectives and strategies in relation to material ESG issues in compliance with the "Environmental, Social and Governance Reporting Guide" as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and to work on five core strategies: "establishing long-term sustainability goals, engaging stakeholders, emphasis on investment in environmental protection, efficient use of resources and focus on technological innovation".

ESG working group, comprising senior management representatives from all core divisions of the Group, was set up under the ESG Committee, responsible for promoting the achievement of the environmental, social and governance objectives set by the Group, reviewing the implementation of the Group's ESG efforts and improving the Group's ESG performance.

旺旺的5項可持續發展策略

Five sustainability strategies of Want Want

- 1 確立可持續發展長期目標
Establishing long-term sustainability goals
- 2 引導利益相關方參與
Engaging stakeholders
- 3 重視環保投入
Emphasis on investment in environmental protection
- 4 高效使用資源
Efficient use of resources
- 5 專注技術創新
Focus on technological innovation

董事會多元性

董事會於2013年起制定了董事會多元化政策，旨在充分考慮多元化因素的基礎上，組建具有不同專業資歷、區域及行政經驗、教育及文化背景、技能、行業知識及聲譽、性別、種族、語言能力及服務任期等的多元化董事會，並最大化考慮到多元化因素為董事會帶來的益處，進而更加完善本公司的管治能力。

Board Diversity

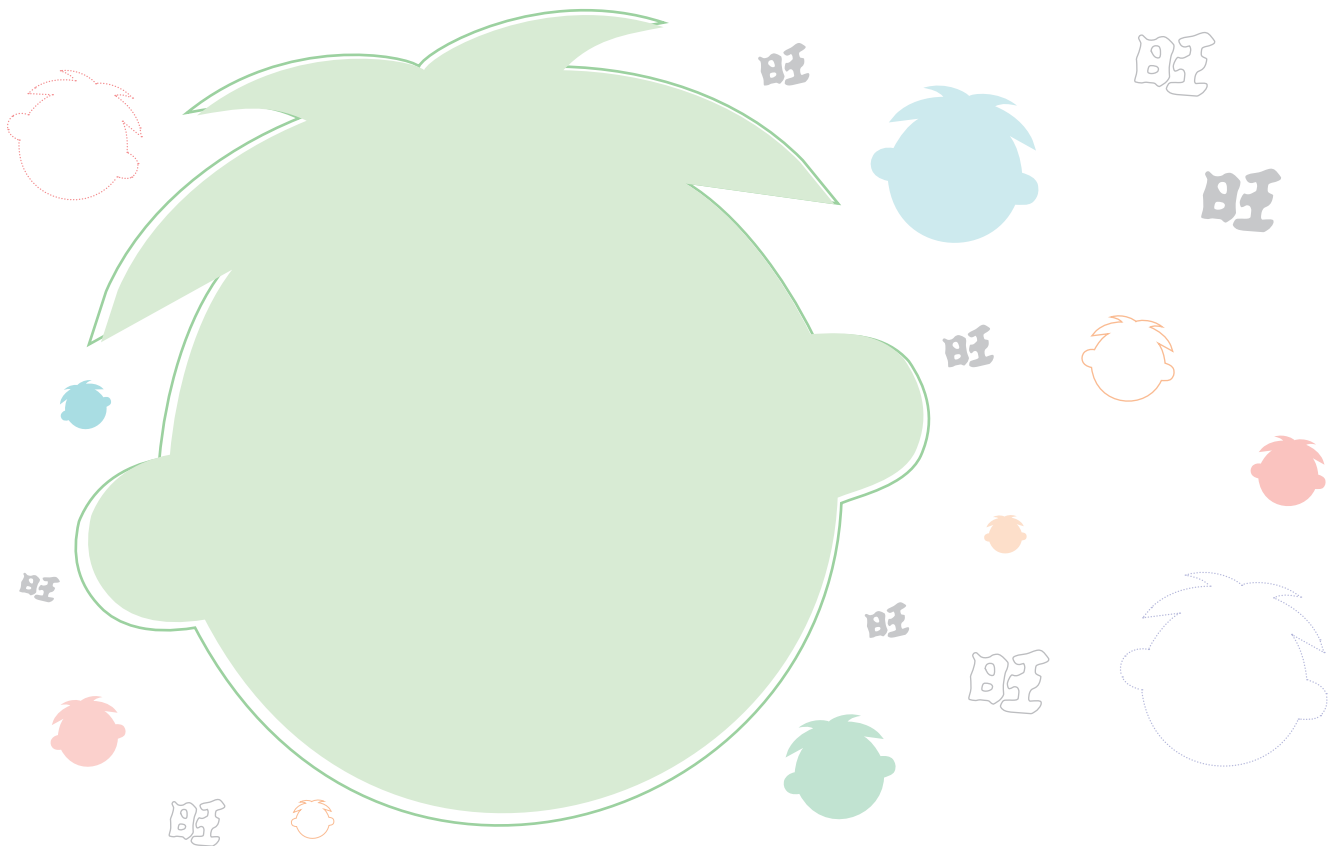
The Board has formulated a Board Diversity Policy since 2013 with the aim of establishing a diverse board with different professional qualifications, regional and administrative experience, educational and cultural backgrounds, skills, industry knowledge and reputation, gender, ethnicity, language ability and tenure of service after taking full account of the benefits of diversity to the Board, thereby improving the governance capacity of the Company.

1.3 利益相關方溝通

集團始終重視保持與利益相關方之間的溝通，報告期內，我們開展了利益相關方識別工作，根據旺旺自身的業務特點，結合行業的共同實踐，我們將主要的利益相關方劃分為：股東及投資者、政府及監管機構、消費者、合作夥伴、員工、和社區等六類利益相關方。我們通過多種溝通渠道，建立與利益相關方的雙向溝通模式，聽取利益相關方在ESG方面對旺旺的期待和要求，及回應各利益相關方對旺旺的關注。

1.3 Communication with Stakeholders

The Group always places emphasis on maintaining communication with its stakeholders. During the Reporting Period, we conducted a stakeholder identification exercise. Based on Want Want's own business characteristics and the common practices in the industry, we have classified our major stakeholders into six categories: shareholders and investors, governments and regulatory authorities, consumers, business partners, employees and the community. We have established a two-way communication model and through various communication channels to listen and respond to the stakeholders' expectations and demands on ESG matters that they concern most about Want Want.



利益相關方組別 Stakeholder groups	關注的主要議題 Main issues of concern	溝通渠道/反饋方式 Communication channels/means of feedback	頻率/次數 Frequency/Number
股東/投資者 Shareholders/Investors	經營業績 Operating results 食品安全 Food safety 氣候變化風險 Risk of climate change 企業廉潔管理 Corporate integrity management	<ul style="list-style-type: none"> - 股東大會 - General meetings - 投資者電話/見面會 - Investor calls/meetings - 投資者關係網站 - Websites of investor relations - 業績發佈會 - Results conferences - 新聞稿/公告 - 新聞稿/公告 - Press releases/announcements - 線上/線下路演 - Online/offline roadshows - 電郵/郵件溝通 - Email/Mail communications 	定期 Regular 不定期 Occasional
政府及監管機構 Governments and regulatory authorities	食品安全 Food safety 綠色生產 Green production 合規經營 Compliant operation 環境保護 Environmental protection	<ul style="list-style-type: none"> - 現場調研 - Onsite surveys - 會談 - Meetings - 政務審批 - Administrative approval 	不定期 Occasional
消費者 Consumers	食品安全 Food safety 供應鏈管理 Supply chain management 營養健康的食品 Nutritious and healthy food 產品研發 Product research and development	<ul style="list-style-type: none"> - 線上推廣發佈 - Online marketing releases - 線下推廣活動 - Offline promotional activities - 電話/電子郵件 - Phone calls/emails - 微信公眾號 - WeChat public account - 客戶服務 - Customer service - 座談會 - Seminars 	不定期 Occasional 定期 Regular
合作夥伴 Business Partners	供應鏈管理 Supply chain management 公平採購 Fair purchase 合規經營 Compliant operation	<ul style="list-style-type: none"> - 現場調研 - Onsite surveys - 商務會見與洽談 - Business meetings and negotiations 	不定期 Occasional
員工 Employees	員工權益 Employee rights 薪酬福利 Compensation and benefits 平等就業 Equal employment 健康與安全 Health and safety 培訓發展 Training and development	<ul style="list-style-type: none"> - 員工溝通 - Employee communication - 內部電郵/熱線 - Internal emails/hotlines - 微信公眾號 - WeChat public account - 員工滿意度調查 - Employee satisfaction surveys - 投訴舉報 - Complaint reporting 	不定期 Occasional
社區 Community	慈善公益捐款 Charitable donations 環境友好活動 Environment-friendly activities 促進經濟發展 Promoting economic development 促進就業 Promoting employment	<ul style="list-style-type: none"> - 公益活動 - Charitable activities - 社區活動 - Community activities - 信息披露 - Information disclosure - 微信公眾號 - WeChat public account 	不定期 Occasional

1.4 重大性議題

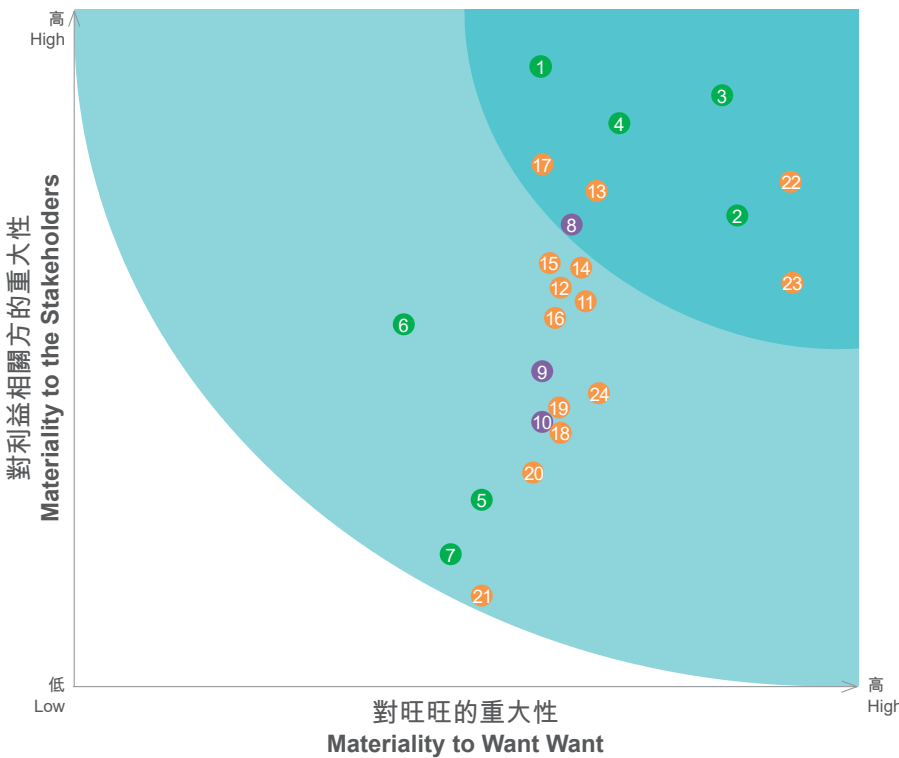
在2021財年，我們依據2020財年實質性議題開展了利益相關方問卷，邀請內部及外部利益相關方對已經識別出的實質性議題進行重要性打分。旺旺共計回收353份有效回復，經董事會及ESG委員會通過，形成了2021財年旺旺的重大性議題矩陣。我們圍繞各議題開展相關的風險管理工作，並在未來的經營中持續聚焦重要性議題，不斷根據公司的ESG發展策略調整議題重要性，持續改善旺旺的ESG表現，回應利益相關方對集團的關切。

1.4 Material Issues

During 2021FY, we launched a stakeholder questionnaire based on the material issues for 2020FY and invited internal and external stakeholders to rate the materiality of the identified material issues. Want Want received a total of 353 valid responses, and developed a materiality matrix for 2021FY which was approved by the Board and the ESG Committee. We conduct risk management work around various material issues. In our future operations, we will focus on the material issues and continuously adjust the materiality of the issues according to the ESG development strategies of the Company to continuously improve the ESG performance of Want Want and respond to the stakeholders' concerns about the Group.

旺旺重大性矩陣

Materiality Matrix of Want Want



環境議題

Environmental issues

- 1 水資源和廢水管理
Water resource and wastewater management
- 2 廢棄物管理
Waste management
- 3 廢氣排放管理
Exhaust emission management
- 4 能源消耗管理
Energy consumption management
- 5 環境友好活動
Environment-friendly activities
- 6 應對氣候變化
Tackling to climate change
- 7 生物多樣性保護
Biodiversity protection

社會議題 Social issues

- 11 員工權益
Employee rights
- 12 供應鏈管理
Supply chain management
- 13 產品追溯管理
Product traceability management
- 14 責任營銷
Responsible marketing
- 15 消費者隱私和數據安全
Consumer privacy and data security
- 16 提升客戶滿意度
Enhancing customers' satisfaction
- 17 產品健康與營養
Healthy and nutritious products
- 18 員工發展及培訓
Employee development and training
- 19 提升員工滿意度
Enhancing employees' satisfaction
- 20 責任採購
Responsible procurement
- 21 慈善公益捐款
Charitable donation
- 22 產品質量及安全
Product quality and safety
- 23 安全生產及員工健康
Safe production and employees' health
- 24 薪酬福利
Salary and welfare benefits

管治議題

Governance issues

- 8 企業廉潔管理
Corporate integrity management
- 9 保護知識產權
Intellectual property protection
- 10 風險管理
Risk management

1.5 克己奉公，廉潔旺旺

合規經營

旺旺在生產與業務開展中秉承「經營得法」的理念，持續以合規運營作為開展商業活動的基本要求。我們嚴格遵守《中華人民共和國公司法》《中華人民共和國招標法》《中華人民共和國反洗錢法》《中華人民共和國反不正當競爭法》等法律法規及相關規範性要求，依法依規開展商業活動。我們制定了《法規信息溝通作業辦法》，用以規範各國家和各地方法規收集，用完善的法律識別體系保障集團的合規運營。

嚴防風險

嚴密的企業管治是實現企業可持續發展的基本需求。我們時刻關注因法律法規的修訂而帶來的合規風險，依據集團《法規信息溝通作業辦法》，我們定期監控法律變化。為了確保法規收集的全面性，我們使用了專業的第三方法規集成數據庫平台，任何法規的更新可實時的推送傳遞，幫助我們解析法規變化要點，並及時實施風險控制程式，確保集團穩健運營。

1.5 Self-discipline, Dedication and Integrity

Compliant Operation

Want Want adheres to the concept of “operating lawfully” in carrying out its production and business activities, and continues to operate in compliance with laws and regulations as the basic requirements for business activities. We strictly abide by the Company Law of the People’s Republic of China, the Tender Law of the People’s Republic of China, the Anti-Money Laundering Law of the People’s Republic of China, the Anti-Unfair Competition Law of the People’s Republic of China and other laws and regulations and relevant regulatory requirements, and carry out business activities in accordance with the laws and regulations. We have formulated the Operational Measures for Communication of Regulatory Information to regulate the collection of various national and local regulations, and to safeguard the Group’s compliance operation with a sound legal identification system.

Strict Risk Prevention

Stringent corporate governance is fundamental to sustainable development. We pay close attention to the compliance risks arising from the amendment of laws and regulations and regularly monitor legal changes in accordance with the Operational Measures for Communication of Regulatory Information of the Group. In order to ensure the comprehensiveness of our regulatory information collection, we make use of the integrated legislation and regulation database platform offered by third party, which can deliver any regulatory updates in real time, helping us to understand and analyze the key points of regulatory changes and implement risk control procedures in a timely manner to ensure the steady operation of the Group.

《中華人民共和國個人信息保護法》法律風險識別

Identification of legal risks under the Personal Information Protection Law of the People’s Republic of China

2021年8月20日《中華人民共和國個人信息保護法》通過，自2021年11月1日起施行。我們結合了集團經營模式，拆解分析法律要求，設計了調查問卷，就集團兩大小自營小程序（旺仔旺鋪、旺仔俱樂部）進行調研並提出合法性建議。同時，針對集團各個可能涉及到收集個人信息的部門，我們摘選重點法條，及時提示相關法律風險，宣導法律要求，要求各單位自查個人信息侵權風險並規範日常工作。

The Personal Information Protection Law of the People’s Republic of China was passed on 20 August 2021 and has become effective since 1 November 2021. We combined the Group’s business model, deconstructed and analyzed the legal requirements, designed a survey questionnaire, and conducted research and made recommendations on the legality of the Group’s two major self-operated mini-programs (the Want Want official online store (旺仔旺鋪) and the Hot-Kid Club (旺仔俱樂部)). At the same time, we selected key legal provisions for each department of the Group that may be involved in the collection of personal information, promptly reminded the relevant legal risks, communicated the legal requirements, and requested each unit to self-examine the risks of personal information infringement and regulate their daily work.

廉潔旺旺

Integrity

旺旺的商業道德管治架構

Ethical Business Governance Framework of Want Want

最高層級 Highest level

本公司的董事會致力於維護商業道德及廉潔，追求高誠信標準，通過建立集團層級道德管理，維護誠信，廉潔的商業環境。
The Board of the Company is committed to upholding business ethics and integrity, pursuing high standards of integrity, and maintaining an honest and clean business environment through the establishment of ethical management at the Group level.

責任文化 Culture of Responsibility

遵守職業操守和商業道德是旺旺對員工、合作夥伴、供應商的最基本要求，同心同責，對違規侵權零容忍。
Compliance with professional conduct and business ethics is the most basic requirement of Want Want for employees, business partners and suppliers, and we share the same responsibility and zero tolerance for violations and infringements.

制度搭建 System Building

我們構建了完善的商業道德制度體系，覆蓋公平交易，誠信廉潔，風險控制等方面，確保相關政策及制度合理，有效。
We have built a comprehensive business ethics system covering fair trade, integrity and risk control to ensure that the relevant policies and systems are reasonable and effective.

提升管理 Enhancing Management

集團成立反腐倡廉專案小組，統籌推動反腐倡廉工作，並開展反腐倡廉培訓，確保全體員工和董事會成員定期接收培訓。
The Group has set up an anti-corruption task force to coordinate and promote anti-corruption work and to conduct anti-corruption trainings to ensure that all employees and Board members could receive regular trainings.

旺旺堅持以「克己奉公」為準則，持續推動公平交易，打造廉潔商業環境。我們建立了《業務體系職業操守準則》《關於端正集團廉潔風氣的規定》《採購人員廉潔自律承諾書》《員工道德規範、保密義務和利益衝突排解協議》等制度，並定期審核優化相關制度，維護集團正直廉潔的風氣。

對相關觸犯廉潔紅線的行為，旺旺秉持零容忍的態度。通過開展各項審計及調查，重點審查涉及貪污腐敗、利益衝突等違反廉潔誠信的不當行為。報告期內，我們已處理1起因員工貪污而發起的訴訟案件，目前訴訟已辦結。旺旺每年開展審計工作，各類審計覆蓋集團全部分子公司，依照旺旺《舉報管理制度》，明確處理，對於查處屬實的問題均依法依規處理，並定期維護改善制度流程。

Want Want insists on the principle of “self-discipline and dedication” and continues to promote fair trade and a clean business environment. We have established policy documents such as the Code of Business Ethics of Business Organization, the Regulations on Maintaining Group Integrity, the Self-discipline Pledge for Procurement Staff, the Staff Ethics, Confidentiality Obligations and Conflicts of Interest Resolution Agreement, and regularly review and optimize relevant systems to safeguard the culture of integrity of the Group.

Want Want upholds a zero-tolerance attitude towards any violations of the red line of integrity. Various types of audits and investigations are conducted to investigate malpractices involving corruption, conflicts of interest and other improper behaviors that violate integrity and honesty. During the Reporting Period, we handled one litigation case arising out of employee corruption and the case has been concluded. Want Want conducts audits every year, with various types of audits covering all the subsidiaries of the Group, and handled in accordance with our Whistle-blowing Report Management System which clearly set out the handling procedures. Legal actions would be taken in accordance with the law for verified case. Relevant processes and procedures are regularly reviewed for improvement.

旺旺深刻認識到向董事會以及高級管理層開展廉潔文化建設的重要性，內部審核團隊每季度向董事會層面報告內控重大事項及風險流程改善，通報違規、舞弊調查情況及處理，並彙報反腐倡廉建設等工作進展。此外，針對高級管理層，通過高管會議定期提醒廉潔文化建設的責任人意識，落實對員工廉潔從業的培訓和宣導，引導廉潔風氣，持續開展反貪污舞弊之宣傳教育，製作視頻、文稿，在內部刊物及傳媒宣導，並開設廉潔旺旺微信企業號、微信公眾號、官網、經銷商、供應商網站公示，向員工、客戶、供應商宣導，製作案例宣導，累計閱讀量達4萬人次。截至報告期末，旺旺共開展35場相關會議與培訓，覆蓋1,003人次。

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

舉報人保護

我們建立了舉報處理機制，設立舉報專線及郵箱、微信企業號、微信公眾號、官網、經銷商、供應商網站等舉報渠道，向員工、客戶、供應商等商業合作夥伴宣導商業廉潔，受理包含違規舞弊、工作不作為等各項建議反映，接受匿名舉報，同時鼓勵員工、客戶、供應商實名舉報。舉


Want Want deeply recognizes the importance of building a culture of integrity for the Board members and senior management. Internal audit team reports quarterly to the Board on major internal control issues and improvements in risk management procedures, the findings of investigation of non-compliance and fraud and related action plan, and the progress of work in fighting against corruption and advocating probity. In addition, we regularly remind senior management of their responsibility on the construction of a corruption-free culture during the senior management meetings, provide training and educate employees to work with integrity, promote the culture of integrity, continuously launch anti-corruption publicity and education campaigns through videos and scripts, internal publications and media and set up dedicated Want Want Integrity WeChat corporate account, WeChat public account, official website, websites for distributors and suppliers to advocate probity to employees, customers and suppliers. We have also prepared case studies for publicity, with an accumulated readership of 40,000. As at the end of the Reporting Period, Want Want has conducted a total of 35 related meetings and training sessions reaching 1,003 participants.

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


Whistleblower Protection

We have established a whistle-blowing mechanism and set up a dedicated reporting hotline and mailbox, WeChat corporate account, WeChat public account, official website, websites for distributors, suppliers, etc. as channels for reporting non-compliance acts, frauds, misconduct at work, etc and receiving suggestions and comments and as channels to advocate business integrity to employees, customers, suppliers and other business partners. We accept anonymous reports and encourage employees, customers and

舉報渠道 Reporting Channels

 電話：(86) 021-61151931
Tel (86) 13661813132

 在線舉報：
Online Reporting 

 郵箱：GY_jihe@want-want.com
Email

 微信公眾號：
WeChat public account 

報事項由內部審核團隊專人獨立查核，採取必要的保密措施以避免相關人員因舉報或配合調查行為而遭受任何形式的騷擾，依據查核認定違反相關規定之情節輕重比照《獎懲管理辦法》條款處罰直至追究法律責任。同時對員工實名舉報屬實的給予最高100萬的嘉獎。

合作夥伴商業道德

旺旺始終堅持維護正直廉潔的商業環境，我們與供應商建立公平廉潔交易要求。我們積極向供應商開展反貪腐和商業道德相關的培訓宣導，2021財年向所有供應商下發了《反腐倡廉宣導函》與原物料供應商簽訂《禁止商業賄賂保證書》《廉潔聲明書》，與運輸承運商簽訂《禁止商業賄賂條款》。對於經銷商等合作夥伴，集團積極與其簽訂廉潔行為規定，簽訂《合作夥伴商業行為準則》並納入《產品經銷合同》中，並向客戶嚴正聲明本公司的反貪污舞弊紅線。我們的廉潔承諾協議覆蓋近100%的合作供應商¹。

知識產權保護

旺旺重視自身的品牌形象，並積極維護管理知識產權，我們的“旺旺”、“旺仔”、“QQ”、“貝比瑪瑪”品牌，皆已成為集團的“金字招牌”。

我們持續關注知識產權侵權行為，制定了《旺旺集團知識產權管理辦法》及《法規審核作業辦法》，嚴格產權授權管理，尊重他人知識產權，做到自身不侵權。我們同時建立了《維權打假案件處理辦法》嚴厲打擊任何侵權行為，以維護集團與消費者合法權益。報告期內，旺旺已累計取得4,398件知識產權，於報告期內新增169件，產權類型涉及商標、專利、及著作權。

此外，2021財年，我們開展了以「媒體商業推廣活動中的合法性審查」、「商業推廣活動中的合法性審查」及「食品標籤標識法規實務」為主題的智慧財產權培訓，覆蓋客服、地方法務、銷售經理等一線員工和管理層，積極保障知識產權。

1 供應商：僅統計2021財年與旺旺有實際交易的集團層面的供應商，不包括廠建資訊供應商

suppliers to report in real names. Reports are independently investigated and verified by the internal audit team. Necessary confidentiality measures are taken to protect the reporter or related personnel involved in the investigation from any form of harassment. Once the case has been verified, we will impose punishment for the violation of the relevant regulations according to the severity of the investigation results in accordance with the provisions of the Regulations on Rewards and Punishments and where appropriate, pursue legal responsibility. Meanwhile, a maximum of RMB1 million will be awarded to the employees who report the verified case in real names.

Business Ethics of Partners

Want Want always insists on maintaining an honest and clean business environment, and we have established fair and clean trading requirements with our suppliers. We actively conduct trainings for our suppliers on anti-corruption and business ethics and issued an Anti-Corruption and Integrity Promotion Letter to all suppliers in 2021FY. We have signed the No Commercial Bribery Guarantee and the Statement of Integrity with raw material suppliers and the No Commercial Bribery Clause with transportation carriers. For distributors and other business partners, the Group actively signs integrity rules with them and incorporates the signed Code of Business Conduct for Business Partners into Product Distribution Contracts, and makes our solemn statement of anti-corruption red line to our customers. Our integrity commitment agreement covers nearly 100% of partnering suppliers¹.

Intellectual Property Protection

Want Want values its brand image and actively protects its intellectual property rights. Our “Want Want”, “Hot-Kid”, “QQ” and “Baby Mum-Mum” brands have become the “golden signboard” of the Group.

We continue to pay attention to intellectual property infringement and have formulated the Intellectual Property Management Regulations of the Want Want Group and the Operational Measures for Regulatory Review to strictly manage the authorization of intellectual property rights, respect the intellectual property rights of others and prevent infringement by ourselves. At the same time, we have established the Regulations on Handling of Rights Protection and Anti-counterfeiting Cases to strictly combat any infringing acts in order to protect the legitimate rights of the Group and consumers. During the Reporting Period, Want Want has acquired a total of 4,398 intellectual property rights, 169 of which were added during the Reporting Period, including trademarks, patents and copyrights.

In addition, in 2021FY, we launched a series of intellectual property trainings on the “Legality Review in Media Commercial Promotion Activities”, “Legality Review in Commercial Promotion Activities” and “Regulation Practice on Food Labelling”, to our front-line employees (such as customer service officers, local legal officers and sales managers) and management to actively protect intellectual property rights.

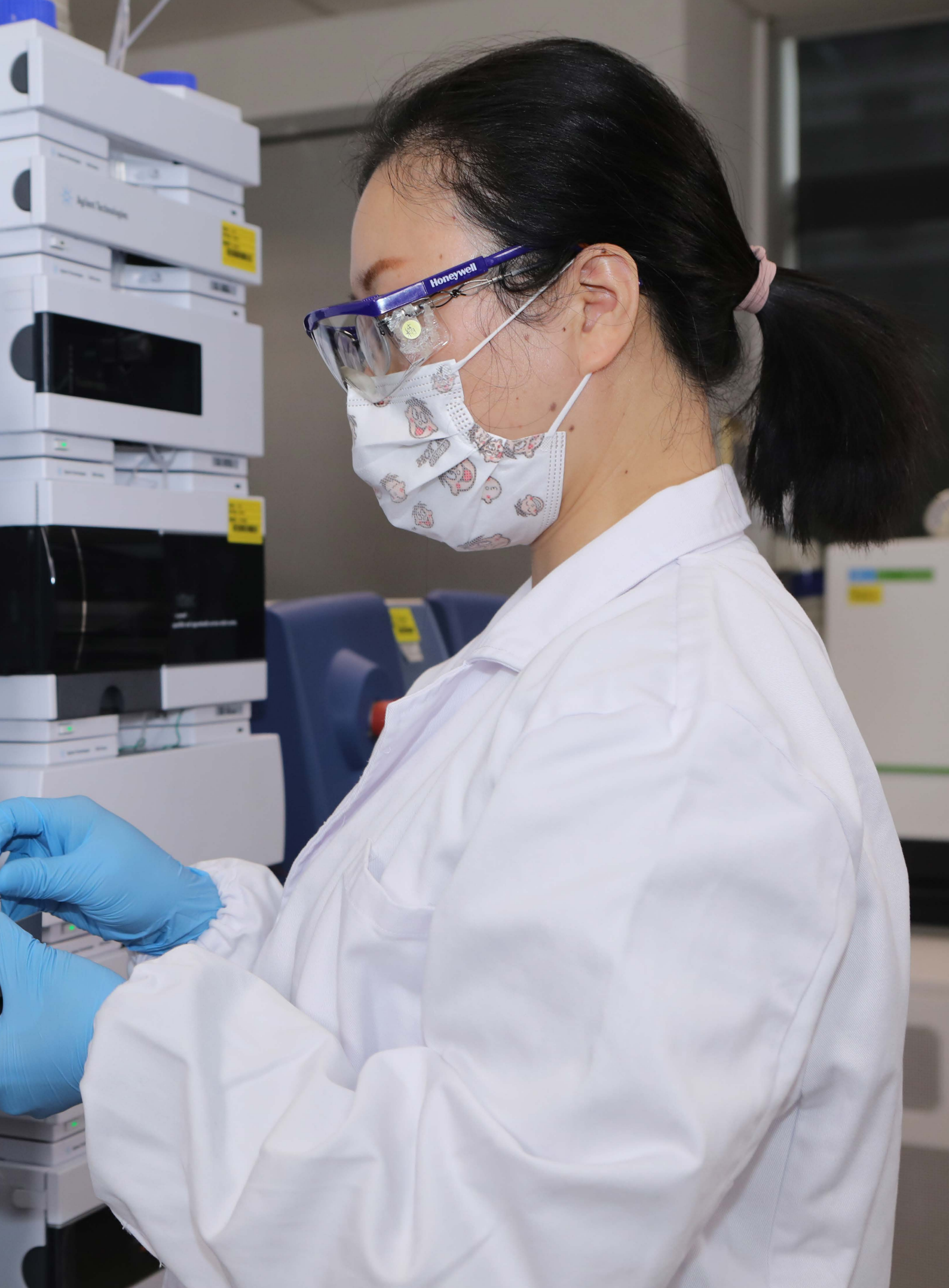
1 Suppliers: Only those group-level suppliers who has actual transaction with Want Want in 2021FY are counted, excluding construction and information suppliers

02

旺旺產品，內外兼修

Want Want Products Pursuing Quality Perfection





2.1 食品安全，良心事業

民以食為天，食以安為先。旺旺嚴格遵守《中華人民共和國食品安全法》和《中華人民共和國消費者權益保護法》等法律法規，以完善的食品安全管理體系為基礎，積極落實國家食品安全策略，通過打造優秀的質量管理團隊、建立專業的質量管控系統、完善質量標準管控體系以及推行食品安全文化建設四個方面為食品安全品質保駕護航。

旺旺立志讓消費者吃得安心、放心、吃得快樂，對民族食品有信心！成為中華民族食品工業中正能量的傳播者！

食品安全管理體系

旺旺高度重視食品安全質量管理，優質的質量安全管理體系涉及到全產業鏈的保障。本集團引進國內外先進食品安全管理理念和標準，建立符合集團特點WSQM（旺旺標準質量管理體系）體系，該體系整合了GFSI（Global Food Safety Initiative，全球食品安全倡議）組織認可的FSSC 22000、BRCGS等食品安全管理體系，形成以HACCP原理為基礎，風險預防為主要的管理理念。

集團下屬71家常規運營工廠²獲得質量&食品安全類體系認證證書129張，體系認證覆蓋率100%。證書包括FSSC22000、BRCGS、CHINA HACCP、ISO22000、ISO9001等標準，其中GFSI認可標準認證覆蓋率87.3%。此外，為滿足不同地區和客戶的要求，集團還進行了企業誠信管理體系、有機食品、無麩質食品、清真食品等認證。

² 常規運營工廠是指2021財年正常運營達6個月以上，且不處於停產狀態的工廠

2.1 Food Safety and Business of Conscience

Food is the paramount necessity of the people and food safety is the most important. Want Want strictly abides by the Food Safety Law of the People's Republic of China and the Law of the People's Republic of China on the Protection of Consumers Rights and Interests and other laws and regulations, and actively implements the national food safety strategies based on a comprehensive food safety management system. The quality of food safety is ensured by building an excellent quality management team, establishing a professional quality control system, improving the quality standard control system and implementing the establishment of the food safety culture.

Want Want is determined to let consumers eat with ease, feel relieved and happy, and have confidence in national food! Want Want is committed to spreading positive energy in the Chinese national food industry!

Food Safety Management System

Want Want attaches great importance to food safety and quality management, and an excellent quality and safety management system involves the protection of the entire industry chain. The Group has introduced advanced food safety management concepts and standards from home and abroad, and established WSQM (Want-Want Standard Quality Management) system which is in line with the characteristics of the Group. The system has integrated food safety management systems such as FSSC 22000 and BRCGS, which are recognized by the GFSI (Global Food Safety Initiative), forming a system based on HACCP principles and with risk prevention as the main management concept.

The 71 regularly operating plants² of the Group have obtained 129 certificates for quality and food safety systems, with a 100% coverage rate of system certification. These certificates include FSSC22000, BRCGS, CHINA HACCP, ISO22000, ISO9001 and other standards, of which 87.3% are recognized by the GFSI. In addition, in order to meet the requirements of different regions and customers, the Group has also carried out certifications for corporate integrity management system, organic food, gluten-free food, halal food, etc.

² Regularly operating plants refer to those that have been in normal operation for more than 6 months in 2021FY and are not under suspension

• 質量團隊建設

旺旺不斷提升自身的質量管理水平，搭建專業穩定的管理與技術雙軌旺旺品質管理團隊，持續完善食品安全品質策略及提升質量水平。由集團品質中心主導，充分調動旺旺內外部資源，協同推進，製定了適合旺旺發展戰略的卓越旺旺品質管理團隊建設（5年規劃）：

• Quality Team Building

Want Want continues to improve its quality management level and has built a quality management team of Want Want with both professional and stable management and technologies to continuously improve the food safety and quality strategies and enhance the quality. Led by the Group Quality Center, Want Want has fully mobilized internal and external resources to make concerted efforts to establish the Construction of the Want Want Quality Management Team of Excellence (5-year plan), which is suitable for the development strategies of Want Want:



管理梯隊化
Management ladder

管理梯隊儲備率、資質符合度和崗位勝任度達到100%符合
The management ladder reserve rate, qualification compliance and job competency reach 100% compliance

技術專業化
Technology specialization

技術人員的培養與達人認證實現全品項覆蓋
The technical personnel training and the master certification achieve full product coverage

團隊柔性化
Team flexibility

從理論培訓和多崗位輪崗等多方面提升全員品保水平，實現「一人3崗」和「一崗3人」的柔性化團隊
From theoretical training to multi-position rotation, the quality assurance level of all staff was enhanced and a flexible team of "one person taking three positions" and "one position taken by three persons" was achieved

品質達人培訓 Quality Master Training

- 根據產品大類，針對全國品管團隊經甄選優秀人員開展品質達人特訓營、組建達人品質攻堅小組，以培養、提升其專業知識、系統性思維、專案設計與推行等方向能力，提升一線質量管理綜合水平，打造高素質的旺旺質量管理團隊。共甄選出參訓學員152人；共開展達人特訓營7個；共開展培訓74場；最終通過考核、測評晉級品質達人117位。
Outstanding members were selected nationwide based on the major product categories to join the quality management teams to carry out special training camps for quality masters and special teams were set up for quality masters to cultivate and improve their professional knowledge, systematic thinking, project design and implementation, etc., so as to improve the comprehensive level of front-line quality management and build a high-quality management team for Want Want. A total of 152 participants were selected; 7 special training camps for masters were organized; 74 training sessions were held; and 117 persons passed the assessment and evaluation in the end and were promoted to quality masters.

體系法規達人培訓 System Regulation Master Training

- 為降低生產實踐中遇到的合規風險，部署開展了國內各地食品生產准入審核、國內保健品原料法規研究；Research on entry assessment with respect to domestic food production and domestic regulations on nutritional ingredients was carried out in order to reduce compliance risks encountered in production practices;
- 通過法規查詢、研究、影響度評估、培訓宣貫等形式，提高人員的系統法規研究水平。共甄選出種子達人41位；共累計開展法規、管理體系研究專案53個；共進行3場報告會議；輸出15份專項的法規研究報告；最終通過考核、測評晉級法規體系達人15位（包括初、中和高級）。

We improved the level of competence of our personnel in conducting systemic research on laws and regulations through regulatory inquiries, investigation, influence assessment, training and publicizing, etc. A total of 41 masters were selected; a total of 53 research projects on regulations and management systems were carried out; a total of 3 reporting sessions were conducted; 15 special regulatory research reports were produced; and 15 regulatory system experts (including junior, intermediate and senior employees) were promoted through assessment and evaluation in the end.

品檢達人培訓 Quality Control Master Training

- 每年持續從品檢團隊中篩選各檢測類別的優秀種子，通過品檢專業理論、檢測操作、品檢數據分析、檢測專項研究等多元化的培養方式，經過闖關式的層層考核，培養出一批又一批的品檢精英，至今培養專業檢測人才132位，為品質管控提供保障，更為旺旺產品品質保駕護航。

Members who demonstrated outstanding performance in various inspection categories were continuously selected from the quality inspection team every year. Through diversified training methods such as professional theory of quality inspection, testing operation, analysis of quality inspection data and special research on testing, etc., a group of quality inspection elites were trained through various levels of examination, and 132 professional inspection talents have been trained so far to provide guarantee for the quality control and product quality of Want Want's products.

訪廠達人培訓 Factory Visitor Training

- 根據產品大類，針對全國品保、生產、採購團隊，甄選優秀人員開展訪廠達人特訓，以培養、提升其專業知識、系統性思維、原物料訪廠等能力，提升供應商質量管理綜合水準，打造高素質的旺旺質量管理團隊；Outstanding members were selected based on the major product categories to join the national quality assurance, production and procurement teams to carry out special training for factory visitors in order to cultivate and improve their professional knowledge, systematic thinking, raw material factory visits and other abilities, which helped enhance the comprehensive level of supplier quality management and build an excellent quality management team for Want Want;
- 共甄選出參訓學員 478人；開展公共課程培訓 5 場，專項課程培訓 4 場，自學課程 6 場；目前已考核、測評晉級訪廠達人11位，2022財年晉級目標102人。

A total of 478 trainees were selected; 5 public courses, 4 specialty courses and 6 self-study courses were conducted; 11 factory visitors have been assessed and evaluated for promotion; and with a target of 102 people get promoted in 2022FY.

食品安全文化

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

• 食品安全文化建設

我們高度重視品質文化建設，多措並舉全面踐行品質承諾。新員工入職培訓後即簽署《食品安全承諾書》，2021財年旺旺《食品安全承諾書》員工簽署率為100%。

Food Safety Culture

Want Want builds food safety culture actively, cultivates shared values of food safety among Want Want people and upholds food safety. The group establishes a mechanism of Food Safety Culture Construction Program and Measures for Payment of Bonus for the Quality and Safety of Production Organization, and creates a food safety culture of “food safety=employee behavior”. Want Want has enhanced the quality culture establishment of the Group through various forms of motivational and training activities, and has deeply embedded the concept of “food is a conscience business, and Want Want products strive to be perfect from the inside out” into the daily work of every employee, so as to improve the food safety culture of Want Want from both the awareness and material levels.

• Food safety construction

We attach great importance to the establishment of quality culture and take many measures to fully implement the quality pledge. New employees have to sign the Food Safety Pledge upon joining the induction training, and the staff signing rate of Want Want's Food Safety Pledge for 2021FY is 100%.

推行全員管理 Implementation of total management

- 為了讓一線操作人員，能切身參與到質量管理活動，促進人人品質管理意識的養成，持續開展「一日稽核員」行動，作業員化身質量管理人員，投身於質量管理，多崗位、多角度提升基層員工食品安全意識和發現異常問題點的能力；

In order to enable front-line operators to participate in quality management activities and to promote the development of quality management awareness among all, we continue to carry out the “Auditor of the Day” activity, during which operators are transformed into quality management personnel and are involved in quality management, enhancing the awareness of food safety and the ability to detect irregularities and problems among junior employees from multiple positions and perspectives;

- 報告期內共計開展1,981次，改善完成率99.6%。
- During the Reporting Period, a total of 1,981 inspections were conducted, with a completion rate of improvements of 99.6%.

樹立品質楷模 Setting role models of quality

- 利用榜樣的力量，每月遴選各生產線質量管理方面表現優異人員，由生產基地最高主管授予其「品質楷模」稱號，讓員工以發現、提出、制止、改善質量事故為榮，以保證食品安全為己任；
Using the power of role models, we select the top performers in quality management from each production line every month, and the head of the production base awards them the title of “Quality Model”, so that employees can take pride in identifying, raising, stopping and improving quality incidents and consider ensuring food safety as their own responsibility;
- 報告期內共授予1,004人「品質楷模」稱號。
During the Reporting Period, 1,004 people were awarded the title of “Quality Model”.

食安文化徵文 Articles on Food Safety Culture

- 為了擴大食品安全文化理念的影響力，鼓勵員工、管理者將自己的食品安全理念、故事講述，其中優秀文章在集團內部平台發布，擴大影響力；
To expand the influence of the food safety concept, employees and managers were encouraged to tell their own food safety concepts and stories. The best articles were published on the Group’s internal platform to expand their influence;
- 報告期內，共計食品安全文化投稿量為753篇，發表量111篇。
During the Reporting Period, a total of 753 food safety culture articles were submitted and 111 articles were published.

開展食安文化趣味活動 Cultural Fun Activities on Food Safety

- 為了增加食安文化建設的趣味性，讓員工從心底接受旺旺食安文化，2021財年開展食安文化主題文章徵集大賽，對各工廠/大區徵集出來的優秀食安主題文章，通過微信專題推文形式全國推廣，進行有獎問答，增加員工對食安文化的認知。集團各生產基地、分公司、總部覆蓋率100%。
In order to increase the fun of food safety culture establishment and let employees accept the food safety culture of Want Want from the bottom of their hearts, an essay competition with food safety culture as the theme was organized in 2021FY. The outstanding article with the theme of food safety collected from each factory/region will be promoted nationwide in the form of WeChat special tweets, with quizzes and prizes to enhance employees’ knowledge of the food safety culture. The coverage rate of all production bases, branches and headquarters of the Group was 100%.

質量安全培訓 Quality and Safety Training

- 旺旺持續樹立員工的食品安全理念，不斷提升食品安全意識，從管理團隊和技術團隊等不同層級積極開展食品安全培訓。報告期內，集團共計開展食品安全培訓1,559場，累計培訓97,455人次，培訓時長4,030.5小時，培訓覆蓋率為100%。
Want Want continues to build up the food safety concept among its employees, continuously raising their awareness of food safety and actively conducts food safety training at different levels, including the management team and the technical team. During the Reporting Period, the Group conducted a total of 1,559 food safety training sessions for 97,455 participants, which amounted to 4,030.5 hours and representing a 100% training coverage rate.

• 質量績效激勵

旺旺通過舉辦品管圈(QCC, Quality Control Circle)活動激勵全員參與品質績效改善，在全國生產基地內部，圍繞質量、效益、能源、成本、創新、環境、安全等多方面持續推行品管圈、WCM (World Class Manufacturing) 質量改善小組，通過全員參與不斷提升產品市場競爭力。

• Quality Performance Incentive

Want Want encourages all employees to participate in quality performance improvement by organizing activities within the Quality Control Circle (QCC) and continuously implementing QCC and WCM (World Class Manufacturing) quality improvement groups around quality, efficiency, energy, cost, innovation, environment, safety and other aspects within the production bases across the nation. Through the participation of all employees, we have continuously improved the competitiveness of our products in the market.

集團已堅持開展QCC活動11年，報告期內，產生187個QCC小組，含組員1,666人。

The Group has been carrying out QCC activities for 11 years. During the Reporting Period, there were 187 QCC groups with 1,666 team members.



通過舉辦各類質量改善活動，共產出改善案38,507件，產生了1,052.36萬元人民幣的經濟效益，共花費218.9萬元用於獎勵員工在質量改善方面做出的貢獻。

Through various quality improvement activities, a total of 38,507 improvement cases were produced, generating economic benefits of RMB10,523,600, and a total of RMB2,189,000 was spent to reward employees for their contributions to quality improvement.

• 品質安全獎金

為了讓員工能切身感受到集團對食品安全的重視與決心，讓員工有激情、有信心的投身於食品安全防衛隊伍中去，提升品質安全意識，防止異常產品流出廠外，董事長特意在員工工資與績效獎金之外設立了品質安全獎金機制，以生產廠為單位，發放給該產線所有人員，用於鼓勵和肯定該工廠全體人員對於食品安全作出的貢獻和努力。2021財年內共發放品質安全獎金8,523萬元人民幣，發放超過21萬人次，各生產基地產線覆蓋率100%。

• Quality and Safety Bonus

In order to let the employees feel the Group's commitment and determination to food safety, so that they have the passion and confidence to participate in the food safety protection team, enhance quality and safety awareness, and prevent abnormal products from leaving the factory. In addition to employee wages and performance bonuses, our Chairman of the Board has set up a quality and safety bonus mechanism, under which quality and safety bonus is given to all employees of the production lines in a factory as a unit to encourage and recognize the contribution and efforts of all employees in the factory for food safety. A total of RMB85.23 million of quality and safety bonuses were paid in 2021FY to more than 210,000 participants, with 100% coverage of production lines at all production bases.

食安管理措施

優良的技術水平是產品質量保證的重要前提，旺旺不斷從廠房硬件、設備自動化升級、新型檢測儀器導入、推行質量管理專案等方面入手，力爭實現產品質量的領先與創新。2021財年共開展質量相關改善活動460餘項，投入金額逾7,093萬元人民幣。

Management Measures on Food Safety

Excellent technical level is an important prerequisite for product quality assurance. Want Want strives to achieve leadership and innovation in product quality by continuously upgrading factory hardwares, promoting equipment automation, installing new testing instruments and implementing quality management projects. More than 460 quality-related improvement activities were carried out in 2021FY, with an investment of more than RMB70.93 million.

廠房硬體升級，建設良好生產環境 Upgrading factory hardwares and building a good production environment

- 關注廠房的硬體改造，建造巴斯夫地坪、不鏽鋼牆體、自動式風淋室等，報告期內共計投入金額約619餘萬元人民幣。
We paid attention to the hardware transformation of the plant, and built BASF floor, stainless steel wall, automatic air shower, etc. During the Reporting Period, the total investment amount was about RMB6.19 million.

自動化設備導入，提升質量穩定性 Installation of automated equipment to improve quality and stability

- 集團積極引入自動化設備，打造一流的生產線，高質量、高效率的達成目標，提升質量穩定性和品牌競爭力，報告期內共計投入金額4,875餘萬元。
The group has actively installed automation equipment, built first-class production lines, achieved the goal of high quality and high efficiency, and improved quality stability and brand competitiveness. During the Reporting Period, more than RMB48.75 million was invested in such areas.

精密檢測設備應用，提升製程監控能力

Application of precision inspection equipment and enhancing the process monitoring capacity

- 為了更快更準的檢測和反饋成品各項指標檢測結果，投入噴碼在線視覺系統、在線稱重系統、在線色選系統、ATP在線快檢儀器等，引入FOSS FT3乳成份分析儀、商業無菌快檢儀器等實驗室檢測設備，共計投入檢測設備約822.32萬元人民幣。

In order to have faster and more accurate testing and feedback on the testing results of each index of finished products, we have invested in an online vision system, an online weighing system, an online color sorting system, ATP online quick inspection instruments, etc. We have introduced FOSS FT3 milk composition analyzer, commercial sterile quick inspection instruments and other laboratory testing equipment, with a total investment of about RMB8,223,200 in testing equipment.

品質專案推行，提升質量管理水平

Implementing quality projects and enhancing quality management level

- 根據各產線特性開展品質改善專案，如：在集團各產線推行異物管控專案，產線覆蓋率100%；在休閒產線導入微生物EMP專案，休閒產線覆蓋率100%；在乳飲產線推行蛋白管控、氯酸鹽管控專案，乳飲產線覆蓋率100%。

We have developed quality improvement projects according to the characteristics of each production line, for example, the foreign substance control projects in each production line of the Group, with a 100% rate of coverage of production lines; the microbial EMP projects in the snack foods production line with its coverage rate of 100% and the protein control and chlorate control projects in the dairy and beverage production lines with its coverage rate of 100%.

品質認可

質量鑄就品牌，憑借優異的質量管理體系建設能力，旺旺的產品質量受到了社會多方認可。2021財年旺旺作為全大陸首家導入BRCGS（食品安全全球標準）卓越食品安全文化評估模塊企業，廣州、瀋陽兩家參與工廠分別取得A/A+的良好成績，與國際同行業對比旺旺食品安全文化建設位於前列。

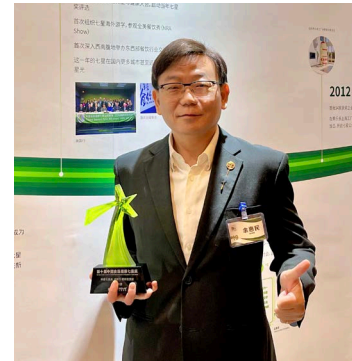
Quality Recognition

Quality makes the brand. The quality of Want Want's products has been widely recognized by virtue of its excellent quality management system construction capability. In 2021FY, Want Want was the first company in the Chinese mainland to be included in the BRCGS (Global Food Safety Standard) Food Safety Culture Excellence assessment, our Guangzhou and Shenyang factories participated in the assessment and achieved A/A+ respectively, which places Want Want at the forefront of food safety culture development relative to its international peers.

旺旺榮獲「創新特別貢獻獎」 Want Want Winning the “Special Contribution to Innovation Award”

2021財年，由第一財經與藝康集團共同發起中國食品健康七星公約聯盟，構建了一個中國食品企業食品健康安全七星獎評價體系——「七星體系」。該體系立足於中國現階段基本國情，選用代表性和可操作性的指標，客觀評估中國食品企業在食品健康安全領域的實踐成就和經驗，從而引領推動行業的健康發展。2021財年，旺旺榮獲該體系「創新特別貢獻獎」，至此旺旺已蟬聯七屆七星獎殊榮。

In 2021FY, Yicai and Ecolab jointly launched the Seven Stars Convention Alliance, which has established a seven-star food health and safety award evaluation system for China’s food enterprises — the “Seven Stars System”. Based on the basic state of affairs in China at this stage, the system selected representative and operable indicators to objectively evaluate the achievements and experiences of Chinese food enterprises in the field of food health and safety, so as to lead and promote the healthy development of the industry. In 2021FY, Want Want won the “Special Contribution to Innovation Award”, and has been awarded the Seven Stars Award for seven consecutive years.



旺旺榮獲「創新特別貢獻獎」
Want Want Winning the “Special Contribution to Innovation Award”

2021年度質量管理小組活動旺旺獲獎 Want Want Awarded in the 2021 Quality Management Group Activity

由廣州市黃埔區質量強區辦公室、廣州市黃埔區總工會、共青團廣州市黃埔區委員會、廣州市黃埔區婦女聯合會、中國國際貿易促進委員會廣州市黃埔區委員會聯合舉辦的2021年度質量管理小組活動中，廣州大旺食品有限公司生產基地在評選中取得「QCC課題」一等獎1個、優秀獎2個；「五小課題」三等獎2個，優秀獎1個。

In the 2021 Quality Management Group Activity jointly organized by Guangzhou Huangpu District Quality Enhancement Office, Guangzhou Huangpu District Federation of Trade Unions, Communist Youth League of the Guangzhou Huangpu District Committee, Guangzhou Huangpu District Women’s Federation and Guangzhou Huangpu District Committee of the China Council for the Promotion of International Trade, the food production base under Guangzhou Big-Want Foods Limited won 1 first prize and 2 awards for excellence for the “QCC Topic”; and 2 third prizes and 1 award for excellence for “five small topics”.



QCC課題獎項
Awards on QCC topics

2.2 創新研發，健康營養

健康中國，旺旺先行。本集團以創新能力建設為保障，積極關注產品的營養和健康屬性，致力於通過創新研發體系建設和營養健康戰略推進，全面推行「旺旺大健康」的全民計劃，滿足消費者日益增長的健康飲食需求。

創新研發體系

智能引領創新，旺旺不斷提升企業的研發創新能力，致力於為消費者帶來新口味、新品類、新工藝的健康創新產品。報告期內，我們重點關注新原料、包材研究、品質改善及效益提升、檢測方法開發及驗證等工作，進一步促進工藝流程增效和產品營養增值。

2.2 Innovative R&D for Health and Nutrition

Want Want takes the lead in health promotion of China. With the guarantee of innovative capacity building, the Group actively focuses on the nutrition and health attributes of its products and is committed to building an innovative R&D (research and development) system and promoting nutrition and health strategies to fully implement the national plan of “Want Want Great Health” and meet the growing demand of consumers for healthy diet.

Innovative R&D System

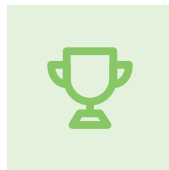
With innovation led by intelligence, Want Want continuously improves its R&D and innovation capabilities and is committed to bringing consumers with new flavors, new categories and new processes of healthy and innovative products. During the Reporting Period, we focused on the research of new raw materials and packaging materials, quality improvement and efficiency enhancement, testing method development and validation to further promote process efficiency enhancement and enhance nutrition of our products.

2021財年創新研發工作實績

Innovative R&D Performance for 2021FY



創新能力增項
Innovation capacity increasing
10%/year
10%/年



重大技術突破**4**項,專利申請**4**項、
國家級獎項**2**項
4 major technological breakthroughs, 4 patent applications and 2 national awards



品質改進、效益提升
Quality improvement and efficiency enhancement of
RMB5 million
500萬



重點產品開發完成率**100%**,
專案完成時效性**100%**
Completion rate of key product development reaching 100% and timeliness of completion of special projects reaching 100%

此外，我們積極關注創新團隊建設，持續完善和落實激勵員工自主創新的相關實踐。我們通過《專利激勵制度》和人才獎勵政策鼓勵申請發明專利，嘉獎申報科技項目的成員，以充分激發員工創新動能，為創新型人才和創新型企業建設提供

In addition, we actively focus on building innovative teams and continue to improve and implement practices that encourage employees to innovate on their own. Through the Patent Incentive System and the talent incentive policy, we encourage the application of patents for inventions and reward members who file technology projects, so as to fully motivate our employees to innovate and provide support for innovative talents and construction of innovative

支持。同時，我們積極與台灣中興大學、上海海洋大學、上海交通大學等院校、科研單位開展深層次合作和研發，共建食品行業高質量的創新合作圈。報告期內，本集團在產品創新方面獲得了廣泛認可和榮譽，部分獎項展示如下：

enterprises. At the same time, we actively establish in-depth cooperation and conduct R&D with educational institutions and research units such as the National Chung Hsing University in Taiwan, Shanghai Ocean University and Shanghai Jiao Tong University to build a high quality innovation cooperation circle in the food industry. During the Reporting Period, the Group received extensive recognitions and honors for product innovation including the awards shown below:

<p>蘋果肉桂味 豌豆脆榮獲2021年 Monde Selection 產品品質評鑒金獎 Pea Crisp (Apple Cinnamon Flavour) won the 2021 Monde Selection Gold Quality Award</p>	 <p>「哎呦」米蝦片榮獲第三屆(2020-2021)ISEE創新獎「最佳風味零食」</p>	<p>「哎呦」乳酸味水榮獲第八屆中國膳食纖維產業大會組委會科技創新獎二等獎 “Aiyo” Yogurt Flavour Water won the Second Prize of the Science and Technology Innovation Award from the Organizing Committee at the 8th China Dietary Fiber Industry Conference</p>
	<p>米蝦片榮獲第三屆(2020-2021)ISEE創新獎「最佳風味零食」 Rice Prawn Chips won “The Best Flavour Snack” of the 3rd (2020-2021) ISEE Innovation Award</p>	
	<p>「哎呦」酸辣粉、麥片榮獲中國方便食品行業優秀創新產品 “Aiyo” Hot and Sour Noodles and Wheat Chips won the Award for Excellent Innovative Product of the China Convenience Food Industry</p>	
<p>活性乳鐵蛋白酸奶的關鍵技術研究榮獲中國乳製品工業協會技術進步獎二等獎 Research on key technology of active lactoferrin yogurt won the Second Prize of the Technical Progress Award from the China Dairy Industry Association</p>		<p>發酵乳中乳鐵蛋白的檢測技術研究與應用榮獲中國食品工業協會科學技術獎二等獎 The research and application of lactoferrin detection technology in fermented milk won the Second Prize of the China Food Industry Association Science Technology Award</p>

健康營養戰略

關注國民營養健康，旺旺一直在行動。本集團積極響應《國民營養計劃（2017年-2030年）》《中國防治慢性病中長期規劃（2017年-2025年）》《健康中國行動(2019年-2030年)》《中國居民膳食指南（2022）》等國家陸續出台的營養健康計劃及指南，在確保產品兼具美味、營養和方便的同時，更注重生態環境與生命健康和諧共生的有機聯繫，努力讓產品的更新疊代向著綠色天然與健康持續發展。

Health and Nutrition Strategies

Want Want has been taking action to care for the nutrition and health of citizens. The Group actively responds to the national nutrition and health plans and guidelines, such as the National Nutrition Plan (2017-2030), the Medium and Long-term Plan for the Prevention and Control of Chronic Diseases in China (2017-2025), the Healthy China Action (2019-2030) and the 2022 Dietary Guidelines for Chinese Residents, etc. While ensuring that our products are delicious, nutritious and convenient, the Group also pays more attention to the organic connection between the harmonious co-existence of the ecological environment and healthy living, striving to upgrade our products in a green, natural and healthy manner.

旺旺健康營養戰略

Health and Nutrition Strategies of Want Want

持續推進「三減三健」在集團各品類中的應用

Continuously promoting the application of "three reductions and three health benefits" in all product categories of the Group

積極響應全民健康生活方式膳食行動倡導即減油、減鹽、減糖、健康體重、健康骨骼、健康口腔在各個品類的應用；

Actively responding to the national healthy lifestyle and promotion of diet that reduces the consumption of oil, salt and sugar and emphasizes on healthy weight, healthy bones and healthy oral cavity in various categories of application;

持續推進有機天然(減少人工成分)原料的應用

Continuously promoting the use of organic and natural ingredients (with less artificial components)

積極推行國家商務部等11部門關於積極推進有機食品產業發展的若干意見，大力推動有機產品國家標準的貫徹執行，減少人工成分，推進有機天然原料的應用；

Actively implementing the various opinions of 11 departments (including the Ministry of Commerce) in relation to promoting the development of the organic food industry, vigorously promote the implementation of national standards for organic products, reduce artificial components and promote using organic and natural raw materials;

持續推進營養強化及植物基產品的佔比

Continuously increasing the proportion of nutritionally fortified and plant-based products

在全球低碳減排和營養健康熱潮的推動下，植物基食品產品異軍突起，正成為食業新風口，我們持續提高產品營養強化及植物基產品的佔比；

Driven by the global low-carbon emission reduction and the nutrition and health boom, plant-based food products are emerging as a new trend in the food industry, and we are continuously increasing the proportion of nutritionally fortified and plant-based products;

持續推動產品升級,提高清潔標籤產品的比例

Continuously promoting product upgrades and increasing the proportion of products with clean labels

減少產品中的人造成分和添加劑已經成為新常態,為了適應消費者對無任何人工添加劑的天然產品需求,清潔標籤在日常生活中對消費者日益重要;

Reducing artificial components and additives in products has become the new norm, and clean labels are becoming increasingly important to consumers in their daily lives in order to meet consumer demand for natural products without any artificial additives;

持續推動包材可持續發展(減碳減排、輕量化、循環降解等)

Continuously promoting the sustainable development of packaging materials (carbon reduction, emission reduction, lightweighting, recycling and degradation, etc.)

減碳減排、輕量化、循環降解等是包裝行業市場發展大趨勢,我們關注可持續的包裝解決方案,不斷推進包材可持續發展

Carbon reduction, emission reduction, lightweighting, recycling and degradation are the major trends of market development of the packaging industry. We focus on sustainable packaging solutions and continuously promote the sustainable development of packaging materials.

旺旺健康概念產品

我們致力於為消費者提供營養充足、種類豐富的食品選擇，不斷拓寬產品品類並推出低糖、低脂、低鈉、有機、減少人工成分、植物基、強化營養成分各類產品，同時，我們積極關注如老年人、兒童等不同群體的營養需求，為提高國民身體素質、實現全民健康助力。例如，對於經典產品旺仔牛奶，在不影響風味和品質的前提下，旺旺始終致力於減少產品白砂糖用量，為消費者提供更加優質的營養乳製品。

遵循以上目標，我們推出了旺旺健康概念系列產品，將提供美味與營養兼備的食品作為我們不懈的追求。

Want Want Healthy Concept Products

We are committed to providing consumers with a wide variety of nutritious food choices, continuously expanding our product categories and introducing various products with low sugar, reduced fat, low sodium, organic substances, reduced artificial components, plant-based and enhanced nutrients. We actively focus on the nutritional needs of different groups, such as the elderly and children, to help improve the health of citizens and achieve universal health. For example, for our classic product “Hot-Kid Milk” (旺仔牛奶), we are committed to reducing the amount of white sugar used in our products to provide consumers with nutritious dairy products of better quality without compromising the taste and quality.

In line with the above goals, we have launched a series of Want Want Healthy Concept products, making it our relentless pursuit to provide delicious and nutritious food products.

旺旺健康概念產品
Want Want Healthy Concept Products

有機、天然原料

Organic and natural ingredients



貝比瑪瑪有機嬰輔米餅果汁系列：使用有機原料達95%以上，採用有機果汁代替糖並不在加工中添加食用鹽。Organic Baby Mum-Mum Baby Supplementary Rice Rusks with Fruit Juice series: containing more than 95% of organic ingredients, with organic fruit juice as sugar substitutes and adding no edible salt during processing.



高蛋白威化：使用奇亞籽、抗性糊精、大豆分離蛋白、麥芽糖醇、赤藓糖醇等健康配料，低糖，富含蛋白質及膳食纖維。

High Protein Wafers: chia seeds, resistant dextrin, soybean isolate protein, maltitol, erythritol and other healthy ingredients are used, with low sugar content and is rich in protein and dietary fiber.



有機幼兒雪餅：採用有機原料並添加多種維生素，增加孩童在生長發育中所需的營養。Organic Toddler Rice Biscuits: organic ingredients are used and a variety of vitamins are added to increase the nutrition as required by the growth and development of children.

營養強化，無白砂糖無鹽

Fortified nutrition, white sugar-free and salt-free



Jelly~Jelly：低糖低能量、使用麥芽糖醇替代部分白砂糖、添加膠原蛋白肽。
Jelly~Jelly: low sugar and low energy, maltitol used to replace certain white sugar, added collagen peptide.

果汁100軟糖：果汁添加量100%軟糖；以膳食纖維等替代蔗糖、砂糖，天然色素取代合成色素。

Fruit Juice 100 Gummies: with 100% fruit juice added; cane sugar and granulated sugar replaced by ingredients such as dietary fibers, and natural coloring used to replace synthetic coloring.



營養強化，健康原料及更少的人工成分

Fortified nutrition, healthy ingredients with less artificial components



“Fix x Body”燃力吸吸凍：低糖低能量0脂、添加左旋肉鹼、牛磺酸、綠茶粉和多種維生素、果汁。

“Fix x Body” Burning Power Jelly: low sugar, low energy, 0 fat, with L-carnitine, taurine, green tea powder, a variety of vitamins and fruit juice added.

YA-MI夾心麵包：特別添加益生元，膳食纖維（柑橘纖維），不含脫氫乙酸類防腐劑。
YA-MI Sandwich Bun (夾心麵包): added prebiotics and dietary fibers (citrus fibers), with no dehydroacetic acid preservatives.



0糖、0脂、0能量、植物基

0 sugar, 0 fat, 0 energy and plant-based



旺旺蝦味脆米片：採用新的加工工藝：平煎加工，保證產品風味及口感。油脂添加量較油炸食品降低20%以上。

Want Want Shrimp Flavor Crispy Rice Chips: new processing technology adopted: flat frying process used to ensure the taste and texture of the product. The amount of oil and fat added is reduced by more than 20% compared to deep fried food.



植物飲、苦苦茶、大口爽：使用天然甜味劑甜菊糖苷、羅漢果甜苷來代替白砂糖。

Plant Drink, Bitter Tea, “Moisten-throat Tea” (大口爽): natural sweetener stevioside and rooibos sweeteners are used to replace white sugar.

功能強化，健康原料

Enhanced function and healthy ingredients



夢夢水、賦夢飲：添加膠原蛋白肽、添加GABA、茶葉茶氨酸、德國春黃菊花提取物、維生素B6等功效成分。

Dream Water (夢夢水) and Dream Drink (賦夢飲): added collagen peptides, GABA, tea theanine, extracts of matricaria chamomilla, vitamin B6 and other ingredients.



FB系列軟糖：GABA有助睡眠，葉黃素酯有助護眼。

FB series gummies: GABA facilitates sleeping and lutein ester helps to protect eyes

減量包裝，放心享受

我們亦投入成本關注小包裝產品的研發，避免因一次性食用不完造成的浪費，讓消費者在享受美味的同時減少卡路里負擔。我們開發多款低容量的產品，如浪味仙蔬菜口味10g裝、小饅頭14g裝、椰Q凍和蒟蒻果凍等系列小包裝產品，為消費者帶來味覺上的享受和營養控制。

Reduced Packaging and Enjoying Food with Confidence

We have also invested in the research and development of small packaged products to avoid wastage caused by incomplete consumption at one time, so that consumers can enjoy the delicious taste but concurrently reduce the calorie intake. We have developed a variety of low volume products, such as Lonely God (Vegetable Flavour) 10g packet, Ball Cakes 14g packet, Coconut Q Jelly and Konjac Jelly, etc to bring consumers taste enjoyment and nutritional control.



小包裝產品
Products in small packets

2.3 優質服務，有心用心

優質的服務是企業經營管理的必備條件，關係企業的長遠發展。我們持續秉承「有心、用心、道德心」的經營理念，在充分保障客戶權益的基礎上，以真誠打動客戶，用心提升消費體驗，打造客戶滿意的優良口碑。

2.3 Quality Service with Heart and Soul

Quality service is a necessity for corporate operation and management and is related to the long-term development of a corporation. We continue to adhere to the business philosophy of “Be Caring, Be Attentive and Be Considerate”, and on the basis of fully protecting the rights of our customers, impress our customers with sincerity, enhance the consumption experience with our heart, and build an excellent reputation regarding customer satisfaction.

客戶服務

旺旺致力於為客戶提供優質服務，通過持續完善《質量客訴作業辦法》《消費者服務熱線標準話術》等相關制度，認真對待每一位消費者的訴求，做到有問必答。同時在全國各公司配置專人服務，更高效的服務好每一位消費者，以保證客戶服務處理的落實有效。2021財年，旺旺共收到客戶產品和服務的投訴數量8,303件，均得到妥善解決。

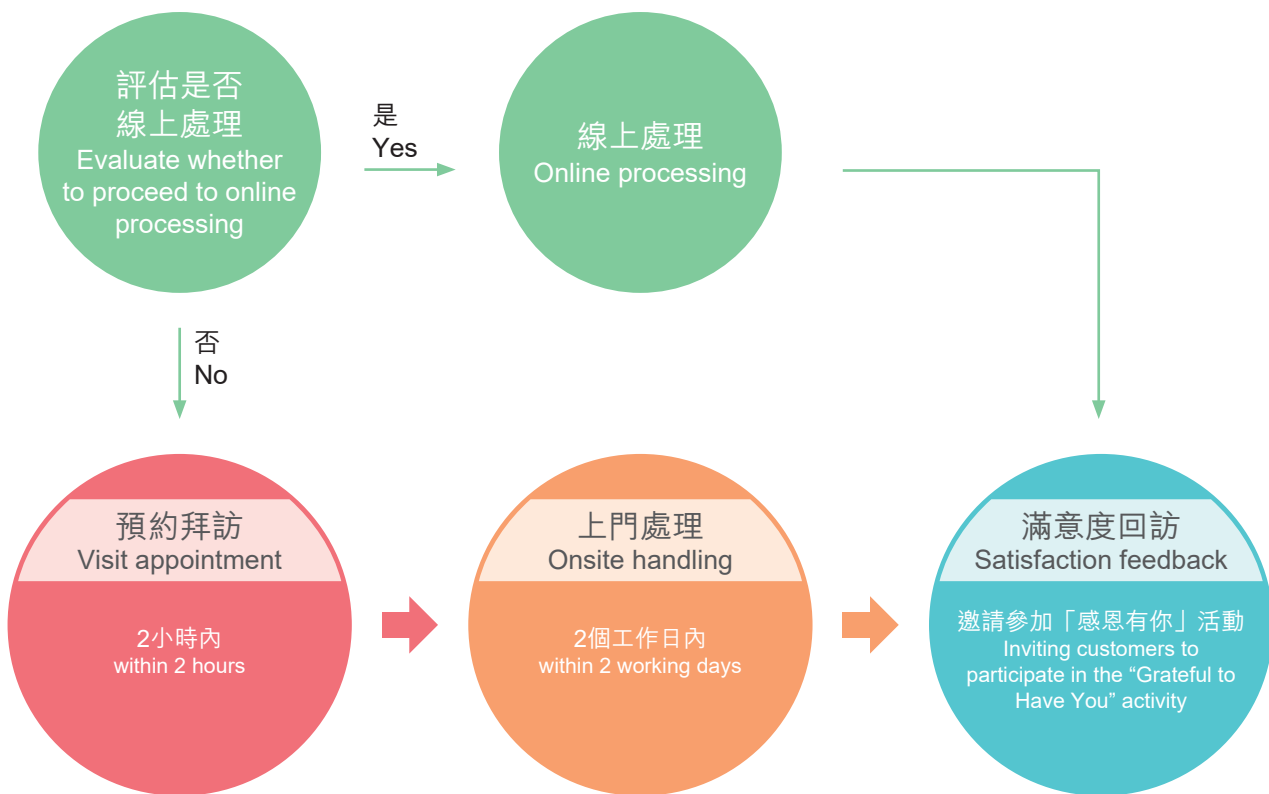
Customer Service

Want Want is committed to providing customers with quality services. Through the continuous improvement of the Action Procedures for Customers' Complaints, Standard Communication Techniques for Consumer Service Hotline and other related systems, we treat every consumer's request seriously and respond to every question. At the same time, the Company puts in place specialist service staff in each company across the country to serve each consumer more effectively, so as to ensure the effective implementation of customer service processing. In 2021FY, Want Want received a total of 8,303 complaints from customers about its products and services, all of which were properly resolved.

為第一時間回應客戶訴求，解決客戶需求，旺旺開拓多種反饋渠道，包括微信公眾號、微博、郵件等，在收到反饋信息後對信息進行整合，根據消費者實際情況及意願，開通線上快速溝通處理，用實際行動保障每一位客戶的利益和價值。

In order to promptly respond to customers' demands and solve their problems, Want Want has developed various feedback channels, including WeChat public account, Weibo and email, etc. After receiving feedback, we integrate the information and enable online express communication and processing channel according to the actual situation and wishes of consumers, so as to protect the interests and values of each customer with practical actions.

投訴處理流程：
Procedures for handling compliants:



同時，為提升服務質量及服務效率，旺旺採用定制化的CRM呼叫中心管理系統，並定期進行系統的硬件配置升級和更新，接收和記錄來自各渠道的消費者反饋信息，實現信息接收、反饋、處理、追蹤、回訪的閉環管理。通過信息分類及數據分析，再應用於企業產品及流程的改善中，為消費者提供更加精準及優質的服務。此外，旺旺開展多樣化的客戶服務，通過現場拜訪、實地指導等多維度方式，為客戶提供更為優質的服務質量。

In order to improve service quality and efficiency, Want Want adopts a customized CRM call center management system and regularly upgrades and updates the hardware configuration of the system to receive and record consumer feedback from various channels and realize the closed-loop management of information reception, feedback, processing, tracking and return visits. Through information classification and data analysis, it is applied to improve enterprise products and processes to provide more accurate and quality services to consumers. In addition, Want Want provides customers with better service quality through the provision of a variety of customer services via multi-dimensional means such as onsite visits and onsite guidance.

增值客戶服務 Value-added customer services

- 幫助客戶規範管理倉庫，特向優質客戶額外提供免費倉儲優化服務，不定期安排就近員工實地指導，幫助客戶整理倉庫，優化倉庫布局；
To help customers manage their warehouses in a standardized manner, Want Want provides additional free warehousing optimization services to quality customers and arranges for local employees to provide onsite guidance from time to time to help customers organize their warehouses and optimize their storage layout;
- 及時傳遞國家食安相關規定，通過微信公眾號持續向客戶推送食安科普、倉儲管理、新政解讀等相關推文及培訓視頻。
To timely communicate national food safety regulations, we continue to send posts about food safety science, storage management and interpretation of new policies and training videos on our WeChat public account to customers.

消費者滿意

本公司高度重視每一位消費者的諮詢、建議與投訴，用心聆聽客戶聲音並及時反饋。客戶滿意度的提升是本公司不斷完善和發展的動力。

Consumer Satisfaction

The Company attaches great importance to the inquiries, suggestions and complaints of every customer, listens to them and provides timely feedback to them. The improvement of customer satisfaction is the driving force of the Company's continuous improvement and development.

年度目標 Annual target

消費者滿意度95%
Consumer satisfaction of 95%

消費者滿意度進度 Progress of consumer satisfaction

2021財年消費者滿意度96%
Consumer satisfaction of 96% for 2021FY

優化方案 Optimization solution

本公司在每月調查結束後，逐條分析消費者不滿意項原始數據，著手從整體到個案各個層面不斷優化改進，持續提升消費者滿意度，未來消費者滿意度目標為≥95%。

The Company will analyze the raw data of consumer dissatisfaction item by item after the end of monthly surveys and proceed with continuous optimization and improvement on the whole and with respect to various aspects of the cases to continuously improve consumer satisfaction, with a future consumer satisfaction target of ≥95%.

消費者滿意度提升方案 Consumer Satisfaction Improvement Program

- 針對於可以從流程方案等優化的部分，由管理梯隊著手從團隊層面不斷簡化、優化；比如積極推動線上客訴處理措施，推動各單位內部聯動快速處理；
For the parts that can be optimized from the process solution, the management team continued to simplify and optimize from the team level. For example, we will actively promote online customer complaint handling measures, and promote joint efforts of all internal units for prompt handling;
- 針對於個案可控部分，納入績效管理，追蹤客訴處理人落實改進，並通過培訓或分享形式，提升客服人員作業能力；
For the controllable part of individual cases, it is included in the performance management, and the progress of implementing improvement by customer complaint handlers is tracked. The operation ability of the customer service staff is improved through training or sharing;
- 針對於消費者直接提出的各類建議，及時反饋整理輸出至集團各對口單位，針對於重點建議，追蹤各單位是否採用，從而實現從多維度推動消費者滿意度提升。
For various suggestions made directly by consumers, feedback is organized in a timely manner and exported to all counterpart units of the Group. For key suggestions, we track whether they are adopted by each unit, so as to promote the improvement of consumer satisfaction from multiple dimensions.

樣品回收處理 Sample recycling

- 每一位消費者的反饋處理完結後，旺旺會對樣品進行回收，結合自主開發的愛旺旺BPM品質判定系統，使產品服務人員、生產工廠、總部管理層信息共享，生產工廠進行原因分析、提出糾正措施，並持續追蹤直至改善結果確認；同時通過定期統計分析，進行風險預警，找出重點生產線及關注項，開展質量改善專案，針對性地解決問題，避免異常重復發生。
After the feedback of each consumer is processed, Want Want will collect samples and share the information among the product service personnel, factories and the management at the headquarters via the self-developed Love Want Want BPM Quality Assessment System, which allows factories to conduct reasoning analysis, propose remedial measures and keep track of the progress until the improved results are confirmed. At the same time, through regular statistical analysis, risk warning is conducted, key production lines and concerns are identified, quality improvement projects are launched, and problems are solved in a targeted manner to avoid the recurrence of irregularities.

召回管理

為保障公眾健康和消費者的人身財產安全，使消費者權益保護落到實處，旺旺嚴格遵守《食品召回管理辦法》等法律法規，通過識別與判定食品安全的風險，制定召回公告、實施召回工作、及時改善產品，做到全過程控制，嚴格保證產品質量。報告期內，旺旺未發生任何因產品安全而導致的召回事件。

Recall Management

In order to protect public health and the safety of consumers and their properties, and to put consumer rights protection into practice, Want Want abides strictly by the Food Recall Management Measures and other laws and regulations, identifies and determines food safety risks, makes recall announcements, implements recalls and improves products in a timely manner to achieve full process control to strictly ensure product quality. During the Reporting Period, Want Want did not have any recalls due to product safety.

為了有效實現產品全程可追溯，旺旺建立了規範的模擬追溯體系和完善的召回流程。本集團利用ERP數據庫模擬追溯體系，對產品生產及銷售過程進行監控，實現原料、成品雙向追溯切實有效。

旺旺下屬的71家常規運營工廠，每年均開展1次模擬召回演練，2次成品至原料、原物料至成品的雙向模擬追溯。報告期內，本公司下轄工廠共進行了271次模擬追溯，平均追溯時效3.5小時，追溯符合率99.5%，集團追溯及召回體系均運行良好。

客戶權益

• 隱私保護

旺旺充分尊重客戶權益，我們依據《中華人民共和國消費者權益保護法》GB/T 35273-2017《信息安全技術個人信息安全規範》等相關法律法規要求，製定了《質量客訴作業辦法》，對錄入系統的客戶相關信息進行加密處理，從技術上實現消費者個人信息管理系統化和規範化，保證消費者的合法權益的得到保護。當相關單位需要調取數據信息時，需要以行文形式經總部稽核單位審核，確保消費者信息的獲取、保存及使用過程對隱私信息的保護。報告期內，侵犯客戶隱私權及遺失客戶資料的投訴總數戶為零。

網絡信息安全

隨著網絡的發展，信息安全也成為旺旺運營中關注的重要風險之一。我們將信息安全納入集團風險管庫框架中，由審核及風險管理委員會審計檢討網絡信息安全相關議題。我們建立了完善的制度體系，制定了《集團資訊安全總體方針》《網絡安全管理制度》《集團資訊安全管理辦法》等一系列制度，發佈於集團內部制度管理系統中，供員工隨時查閱學習。

Want Want has established a standardized simulation traceability system and a complete recall process in order to effectively realize the full traceability of products. The Group makes use of the ERP database and simulation traceability system to monitor the production and sales processes, so as to achieve effective two-way tracing of raw materials and finished products.

The 71 regularly operated plants of Want Want simulate the recall once a year, and conduct two-way simulation tracking from finished products to raw materials and from raw materials to finished products, twice a year. During the Reporting Period, a total of 271 simulated tracking exercises were conducted in the factories of the Company, with an average traceability time of 3.5 hours and a traceability conformity rate of 99.5%. The traceability and recall systems of the Group operate satisfactorily.

Customer Rights

• Privacy Protection

Want Want fully respects customers' rights and interests. In accordance with the requirements of the Laws on the Protection of the Rights and Interests of the Consumers of the People's Republic of China, GB/T 35273-2017 Information Security Technology Personal Information Security Specification and other related laws and regulations, we formulated the Action Procedures for Customers' Complaints to encrypt the relevant information of customers recorded in the system, so that the personal information of consumers is technologically managed with a standardized system and ensures that the legal rights of consumers are protected. When relevant departments need to retrieve data or information, written request has to be made by such departments and verified by the headquarters' auditing department for the protection of the privacy of consumers' personal information during the process of obtaining, storing and using such information. During the Reporting Period, there were no complaints regarding infringement of customers' right of privacy and loss of customers' information.

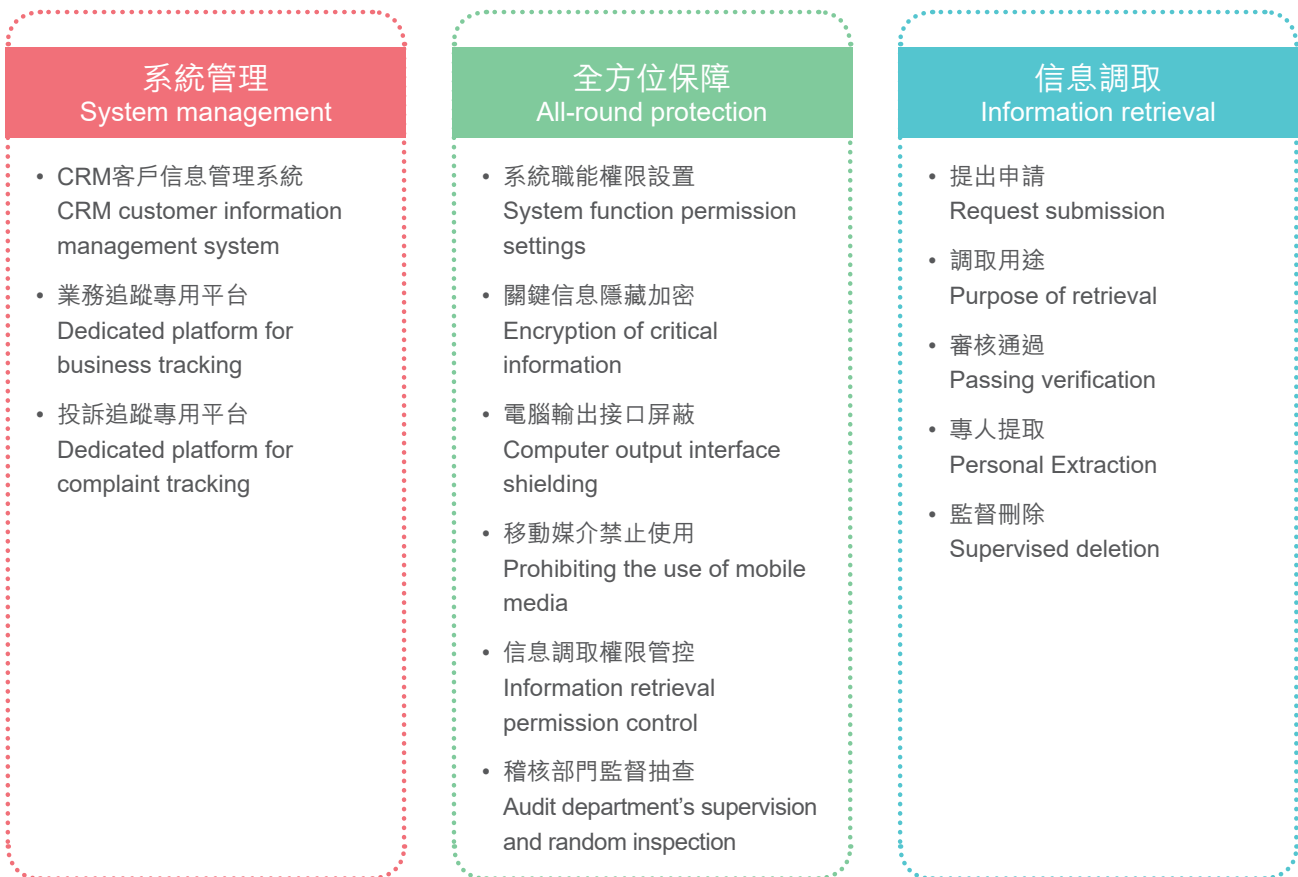
Network Information Security

With the development of networks, information security has become one of the important risks of concern in Want Want's operation. We have incorporated information security into the risk management framework of the Group, and the Audit and Risk Management Committee audits and reviews issues related to network information security. We have established a sound policy system and formulated a series of systems such as the General Policy on Information Security of the Group, the Network Security Management System and the Group Information Security Management Measures, which are released in the Group's internal policy management system so that the employees can check and study any time.

旺旺重視商業信息的安全，我們依照集團相關制度，明確了相關責任部門及負責人，制定了規範的防IT系統中斷和網絡攻擊預警、預防機制和處置程序。我們每年依照集團《資訊系統災備演練管理辦法》開展定期的網絡信息安全專項應急場景演練，以提升在應急情景中信息系統的韌性。旺旺的官方網站、愛旺旺系統、SFA系統、旺仔旺鋪、旺仔俱樂部五項系統及其關聯基礎設施均已通過國家信息安全等級保護二、三級認證，並由專業的第三方機構針對系統開展滲透性測試，確保旺旺的網絡信息系統具備與時俱進的防禦能力。報告期內，旺旺的IT系統未發生任何網絡安全事件及信息洩露事件，信息系統運行良好。

Want Want attaches importance to the security of business information. We have clarified the relevant responsible departments and persons in charge in accordance with the relevant systems of the Group, and formulated standardized warning, prevention mechanism and handling procedures against IT system interruption and network attacks. We conduct regular drills of special emergency scenarios of network information security every year in accordance with the Management Measures for Disaster Drills of Information Systems of the Group to enhance the resilience of information systems in emergency scenarios. The five systems – Want Want’s official website, Love Want Want system, SFA system, Hot-Kid Store and Hot-Kid Club – together with their associated infrastructures have all passed the national information security protection level II and III certifications, and penetration tests have been conducted by professional third-party institutions for the systems to ensure that the network information systems of Want Want have the defense capability that keep pace with the times. During the Reporting Period, the IT systems of Want Want did not encounter any network security incidents or information leakage incidents, and the information systems were running well.

客戶信息管理 Customer information management



• 負責任營銷

旺旺嚴格遵守《中華人民共和國食品安全法實施條例》《預包裝食品標籤通則》《預包裝食品營養標籤通則》《食品標識管理規定》等相關的法規和標準，制定了《法規審核作業辦法》《外銷法規審核作業辦法》等內部管理規範。研發、法務、生產等部門共同對產品標籤合規性進行審核控制，確保產品標籤符合國家和地方法規要求，保障消費者的知情權和選擇權。

任何版面信息調整旺旺都會進行審核，2021財年共審核版面近3,000份，審核覆蓋率100%，未發生標籤合規性問題。此外，我們每年定期對相關員工（包含：生產、品保、研發、營銷、採購、儲運、人資等部門）進行產品標籤及廣告宣傳等基礎法律知識的培訓，提高員工的基礎法律意識，增強負責任營銷意識。培訓場次600餘次，培訓時長700餘小時，參與人數3萬餘人次。

2.4 責任供應，源頭保障

穩定、高質的供應鏈是食品質量的源頭保證。旺旺始終將打造可持續、可溯源的綠色價值鏈作為重要關注之一，充分將ESG因素納入企業的供應商管理體系中，與供應商夥伴共築食品安全保障，同擔社會可持續發展責任。

供應鏈管理

集團已建立完善的供應商管理體系，涵蓋供應商開發、審核、評估、分級評價等全部環節。為進一步提高管理效率，我們依託旺旺供應商協同平台（SRM）系統，一體化管控供應商從註冊報名到資質單管理、訪廠單管理、檢驗單管理、試車單管理的全階段，進一步推進供應商管理的資訊系統化和智能化。

• Responsible Marketing

Want Want abides strictly by the Food Safety Law of the People's Republic of China, the General Rules for Prepackaged Food Labels and the General Rules for Prepackaged Food Nutrition Labels, the Administrative Provisions on Food Labeling and other relevant regulations and standards, and have formulated the Processes of the Regulatory Review Method, the Regulations Audit Practice for Export Sales and other internal management regulations. The research and development, legal and production departments jointly audit and control the compliance of product labels to ensure the design of the product label is in compliance with the requirements of national and local labelling regulations and to protect the consumers' rights to know and rights to choose.

Want Want reviews any information adjustment of product pages. In 2021FY, we reviewed nearly 3,000 product pages with a 100% audit coverage rate, and no labeling compliance issues occurred. In addition, we regularly train relevant employees (including those from the production, quality assurance, research and development, marketing, purchasing, storage and transportation and human resources departments) on basic legal knowledge of product labeling and advertising every year to improve employees' basic legal awareness and enhance the awareness of responsible marketing. We organized more than 600 training sessions with 700 hours of training and more than 30,000 participants.

2.4 Responsible Supply and Quality Guarantee at Source

A stable and high quality supply chain is fundamental to ensuring food quality. Want Want has always made the creation of a sustainable and traceable green value chain as one of its key focuses, fully incorporating ESG factors into the enterprise's supplier management system, building food safety assurance with its partnering suppliers and sharing the social responsibility for sustainable development.

Supply Chain Management

The Group has established a comprehensive supplier management system, covering all aspects of supplier development, auditing, evaluation and grading. In order to further improve management efficiency, we leverage on the collaborative platform, Want Want's Supplier Relationship Management (SRM) system, to control all stages of supplier management from registration, qualification list management, factory visit list management, inspection list management and test run list management, and further promote the information systemization and intelligence of supplier management.

供應商管理體系 Management system of suppliers

供應商開發 Supplier Development

- 在供貨商準入環節會對其通過的質量和食品安全體系、功能性指針、成分要求、生產環境、設備適應性、資質合規性等方面進行確認。
In the supplier entry process, we verify the quality and food safety system, functional guidelines, ingredient requirements, production environment, equipment adaptability, and valid qualifications, etc., of the supplier.

- 以「多渠道引進、多單位判定」為原則，建立了相應原物料的供貨商開發流程以及嚴格的內部標準文件，各品類供貨商準入管理嚴格按照標準進行資質審查，集團的標準要求普遍高於國家標準。

Based on the principle of “multi-channel introduction and multi-unit determination”, we have established a supplier development process and strict internal standard documents for the corresponding raw materials, and the access to suppliers of each category strictly abides by the standard qualification examination, and the standard requirements of the Group are generally higher than national standards.

- 依照質量、交付、成本、服務四個維度建立可量化的評價標準，品質中心、供應鏈中心、採購中心等對應單位每月對供貨商進行評核，及時發現目前供貨商合作中的問題點。

We have established quantifiable evaluation criteria based on quality, delivery, cost and service. The quality center, supply chain center, procurement center and other relevant units make monthly assessment of suppliers for the timely discovery of problems in the current supplier cooperation.

供應商評價 Supplier Evaluation

供應商分級 Supplier grading

- 建立分級管理制度，對負責任的A級供貨商執行激勵，尋找具備潛力的B級供貨商給予輔導與支持，汰換不合格供貨商，不斷調整供貨商結構，使集團與供貨商的合作能夠良性發展，建立長期策略合作關係，最終達到降低集團供應鏈管理風險的目的。

We have established a grading management system, implemented incentives for responsible A-grade suppliers, looked for potential B-grade suppliers to provide guidelines and support, eliminated and replaced unqualified suppliers, constantly adjusted the supplier structure, enabled the Group to positively develop cooperation with suppliers and established long-term strategic partnerships, ultimately achieving the purpose of reducing the Group's supply chain management risk.

依據上述管理體系，報告期內，集團共計擁有合作供應商³ 695家，按照地區的劃分情況如下：

Based on the above management system, the Group had a total of 695 partnering suppliers³ during the Reporting Period, with a breakdown by region as follows:

按地區劃分的供應商數目 Number of suppliers by region	
地區 region	數量（家）No.
中國大陸 Chinese mainland	671
其他地區 Other regions	24

供應商ESG管理

打造可持續發展的供應鏈是企業踐行社會責任和實現長期利益的重要任務之一。我們嚴格要求供應商在業務交往、合同履行、售後服務等合作過程中遵守行為規範，共同完善更負責任、更具成長性、更可持續性的供應鏈體系。

• 供應鏈風險評估

我們致力於通過嚴格的供應商審核和實地訪廠等方式對供應鏈風險進行全面監控，並將職業健康安全、商業道德、綠色低碳等ESG表現納入風險評估的考量因素中，以此要求供應商合規運營、清潔生產，共同打造充滿陽光、共擔責任的和諧供應鏈。對於經考察存在重大風險的供應商，集團將考慮終止合作。2021財年，旺旺共計對217家供應商開展了飛行檢查。

Supplier ESG Management

Building a sustainable supply chain is one of the important tasks for enterprises to fulfill their social responsibility and realize long-term benefits. We strictly require our suppliers to comply with behavioral norms in the process of business interaction, contract fulfillment and after-sales service, and to jointly improve a more responsible, growth-oriented and sustainable supply chain system.

• Supply Chain Risk Assessment

We are committed to comprehensively monitoring supply chain risks through strict supplier audits and onsite factory visits, and including ESG performance such as occupational health and safety, business ethics, and green and low-carbon performance as factors for risk assessment, so as to require suppliers to operate in compliance, maintain clean production and jointly build a sunny, responsible and harmonious supply chain. The Group will consider terminating cooperation with suppliers that have been found to have significant risks. In 2021FY, Want Want conducted unannounced inspections of 217 suppliers.

³ 供應商：僅統計2021財年與旺旺有實際交易的集團層面的供應商，不包括廠建資訊供應商

³ Suppliers: Only those group-level suppliers who has actual transaction with Want Want in 2021FY are counted, excluding construction and information suppliers

供應風險評估流程 Assessment process of supply risks



• 可持續採購

為踐行我們的原材料追溯保障，旺旺將與可持續採購有關的環境和氣候影響作為集團長期發展規劃，優先考慮需要納入業務規劃的關鍵風險和機遇。

旺旺建立了從原材料接收至銷售終端賣點全流程追溯管理機制，保障產品原材料可追溯回原產地。我們對產品中涉及的棕櫚油、木材等原料實施嚴格的原料追溯，通過制度保障、體系認證以及審核監督等形式踐行可持續採購理念。

• Sustainable procurement

In order to fulfill our raw material traceability guarantee, Want Want has prioritized the environmental and climate impacts related to sustainable procurement as part of the Group's long-term development plan, considering the key risks and opportunities that need to be incorporated into the business plan.

Want Want has established a whole process traceability management mechanism from the receipt of incoming raw materials to the end points of sales to ensure that the raw materials of products can be traced back to the place of origin. We implement strict raw material traceability for palm oil, wood and other raw materials involved in our products, and practice the concept of sustainable procurement through system assurance, system certification and audit supervision.

原材料追溯體系 Raw material traceability system

制度保障 System assurance

- 集中建立了可食原料的《原材料調查表》，對其上遊原料供貨商，製作工藝，原料成分及添加比例等各方面進行監控，並不定期進行訪廠檢測，從源頭降低質量風險。
We have established the Materials Survey Form for edible raw materials to monitor its upstream raw material suppliers, their production processes, raw material components and additive proportions. Meanwhile, we pay visits to and conduct random inspections of factories to reduce the quality risks from the source.

我們秉承「不砍伐森林」的原則，在堅持自身履行承諾的同時，積極推進供應商對可持續採購及可持續農業的實踐。我們與供應商建立長期的ESG戰略夥伴關係，積極關注種植和採購棕櫚油、木材、奶製品等原材料產品可能涉及的環境破壞和人權衝突，持續擴大可持續發展供應鏈的邊際效益。

體系認證 System certification

- 所有棕櫚油供應商均要求RSPO認證，且100%追溯到原產地；
All palm oil suppliers are required to have obtained the RSPO certification and the country of origin needs to be 100% traceable;
- 重視森林保護和可持續性土地利用，持續選用經過FSC認證可再生包材。2021財年，使用FSC以及SFI森林體系認證的紙盒共45.4億個。
We place strong emphasis on forest conservation and sustainable land use and continue to use FSC-certified renewable packaging materials. A total of 4.54 billion FSC and SFI certified cartons were used in 2021FY.

We are committed to the principle of “no deforestation” and are actively promoting sustainable procurement and sustainable agriculture practices among our suppliers while maintaining our own commitments. We have established long-term ESG strategic partnerships with our suppliers to actively focus on the environmental damage and human rights conflicts that may be involved in the cultivation and procurement of raw materials such as palm oil, wood and dairy products, and to continuously expand the marginal benefits of sustainable supply chains.

審核監督 Audit supervision

- 其餘原料如馬澱粉、大米、魔芋膠、蠶豆、奶粉、碗豆等例行進行供應鏈源頭的實地考察及審核監督。
The remaining raw materials such as potato starch, rice, konjac gum, broad beans, milk powder, peas, etc. are regularly inspected and audited at the source of the supply chain.

棕櫚油供應商開展可持續棕櫚油管理 Sustainable Palm Oil Management of Palm Oil Suppliers

為切實把控整體棕櫚油供應鏈情況，實現追溯管理，旺旺與主要的棕櫚油供應商益海嘉里緊密溝通，了解其及其上游供應商合規管理情況，進而推動價值鏈可持續棕櫚油採購行為。旺旺跟進了益海嘉里主要行動開展情況，了解到益海嘉里母公司豐益國際通過以下措施確保100%無毀林行為，即：

In order to practically control the supply chain of palm oil and achieve traceability management, Want Want has closely communicated with the main palm oil supplier Yihai jiali, to know its compliance management and that of its upstream suppliers, so as to promote sustainable palm oil procurement practices along the value chain. Want Want has followed up on the initiatives of Yihai Jiali and learned that its parent company, Wilmer International, ensures 100% no deforestation through the following measures, namely:

- 衛星監控：使用雷達毀林技術平台 (RADD) 與供應商集團合規計劃 (SGCP)，實現對毀林與火災災情的有效監控
Satellite monitoring: Effective monitoring of deforestation and fires using the Radar Deforestation Technology Platform (RADD) and Supplier Group Compliance Program (SGCP)
 - 供應商合規審查：審查其上游實施 NDPE (不毀林開荒、不開墾泥炭地、不剝削勞工) 的情況
Supplier compliance review: Review of its upstream implementation of NDPE (No deforestation, no Peat, No labor exploitation)
 - 申訴機制：設置供應商申訴及重新准入機制
Complaint mechanism: Set up a supplier complaint and re-entry mechanism
- 旺旺將持續與供應商開展溝通，不斷促進與推動可持續採購行為。
Want Want will continue to communicate with suppliers to continuously promote and facilitate sustainable procurement practices.

旺旺持續增加使用包材供應商利樂FSC認證包材

Increasing Use of FSC-certified packaging materials from Tetra Pak, Want Want's Packaging Material Supplier

旺旺加大與取得FSC認證的供貨商進行合作，將可再生包材作為包材選用的首要選擇。2021財年，使用FSC以及SFI森林體系認證的紙盒共45.4億個。

Want Want is increasing its cooperation with FSC-certified suppliers, making renewable packaging materials the primary choice for packaging materials. In 2021FY, a total of 4.54 billion FSC and SFI certified cartons were used.

旺旺與恆天然合作，開展奶製品溯源實踐

Want Want partnering with Fonterra on the traceability practice of dairy products

旺旺通過與奶製品供應商恆天然合作，掌握奶製品供應情況，實現奶製品溯源管理：

Want Want cooperates with dairy product supplier Fonterra to master the supply of dairy products and realize dairy product traceability management:

- 可追溯性和標識：依靠恆天然的電子庫存系統，旺旺購自恆天然的所有產品均可以通過工廠註冊號、製造日期和單位進行識別與追溯；
Traceability and labelling: Through Fonterra's electronic inventory system, all products purchased by Want want from Fonterra can be identified and traced through the factory registration number, manufacturing date and unit number;
- 通過射頻識別 (RFID) 控制與唯一的供應商編號、奶罐車標識號及日期，旺旺能夠追蹤到購買的原奶產品從農場到卸貨全過程的調度信息。
Via radio frequency identification (RFID) control and unique supplier number, identification number and date of milk can car, Want want can track the scheduling information of the whole process of purchased raw milk products from farm to unloading.

• 綠色供應鏈

我們秉承綠色低碳理念，積極推動並引領供應鏈綠色建設，助力公司各生產基

• Green Supply Chain

We adhere to the green and low-carbon concept and actively promotes and leads the green construction of our supply chain to help our production sites

地實現可持續發展。我們在資質認定標準上要求生產商必須具備SC證等經營相關證件，並通過實地訪廠考察，出具相應的訪廠評估報告，以保證供貨商在產品質量和環境因素上符合集團標準。

achieve sustainable development. In terms of qualification standards, we require our suppliers to possess SC certificate and other operation-related documents, and we conduct onsite factory visits and issue corresponding factory visit evaluation reports to ensure that the product quality and environmental factors of our suppliers meet the standards of the Group.

綠色合作 Green Cooperation

- 優先與環保業績良好的供應商合作，持續提升供應商在環境管理和低碳運營方面的表現，共同打造綠色供應鏈；
Prioritizing cooperation with suppliers with good environmental performance and continuously improving their performance in environmental management and low-carbon operations to jointly build a green supply chain;
- 與堅持循環經濟模式減少廢棄物排放的企業進行合作，採用稻殼蒸汽發電，通過稻殼代替煤炭烘乾實現節能減排；
Cooperating with enterprises that adhere to the circular economy model to reduce waste emissions, adopting rice husk steam for power generation, and achieving energy saving and emission reduction by drying rice husk instead of coal;
- 注重綠色產品需求，與目前合作廠商（中糧、北大荒等）開展綠色食品認證的相關合作，並推動未來合作，逐步實現綠色產品認證。
Focusing on the demand for green products, carrying out cooperation related to green food certification with existing partnering manufacturers (COFCO, Beidahuang, etc.), and promoting future cooperation to gradually achieve green product certification.

綠色採購 Green Procurement

- 優先選擇綠色環保原輔料，如研發可行，進行環保原輔料替換；
Giving priority to green raw and auxiliary materials, and when research and development is feasible, replacing with environmentally friendly raw and auxiliary materials;
- 逐年加大循環再造原料合作數量。
Expanding recycled raw materials cooperation year by year.

• 廉潔供應鏈

為維護廉潔、公平、公正、公開的營商環境，杜絕貪污腐敗、壟斷等不正當競爭行為。我們要求供應商簽定《廉潔聲明書》，並通過不斷完善不良事件處罰手段，依法招標採購，督促供應商合法、合規。報告期內，我們與所有供應商均簽定《廉潔聲明書》和《禁止商業賄賂保證書》。

• Clean Supply Chain

In order to maintain a clean, fair, just and open business environment and to eliminate corruption, monopoly and other improper competition practices, we require our suppliers to sign the Statement of Integrity, and, through continuous improvement in the means of penalties for adverse events, we have been conducting procurement by tender in accordance with the laws and regulations, and have urged our suppliers to be legal and compliant. During the Reporting Period, we have signed the Statement of Integrity and the Undertaking of Anti-Commercial Bribery with all suppliers.

廉潔供應鏈建設

Construction of supply chain with integrity

簽訂廉潔協議

Signing the Statement of Integrity

- 採購人員簽訂《採購人員廉潔自律承諾》；
Procurement personnel signing the Incorruptible Self-Discipline Promise of Procurement Personnel;
- 用人合同有簽訂員工《道德規範保密義務利益衝突排除協議》。
Requiring employees to sign the Agreement on Code of Ethics, Duty of Confidentiality and Resolving Conflict of Interests as set out in employment contracts.

完善舉報途徑

Improving Reporting Channels

- 匿名舉報電話和平台；
Anonymous reporting phone line and platform;
- 設定廉潔監督人相關獎勵。
Setting related awards for the integrity monitoring personnel.

2.5 行業共建，世界聚龍

匯聚多方智慧，追尋升級機遇。旺旺順應行業發展變化，利用自身優勢積極與外部開展交流合作，致力於通過企業影響力攜手行業夥伴共同發展，協同進步，以公平、信賴的態度打造和諧互融的生態合作圈。

攜手供應商

旺旺期待與供應商共同成長，建立長期穩定的友好合作關係。我們在不斷進步的同時也對支持以及與我們達成合作的供應商提供交流分享的渠道，希望攜手供應商實現互利共贏，賦能雙方成為行業領頭者。

• 供應商溝通

為實現共同發展的美好願景，我們開展了多樣化的溝通渠道，主要包括供應商大會、品質交流會議、駐廠交流、技術交流等方式，內容涵蓋品質交流、交期、服務、技術創新、技術合作、ESG合作以

2.5 Industry Building and Elite Dragons of the World

Gathering the wisdom of many parties to pursue upgrading opportunities, Want Want responds to the changes in the industry development, takes advantage of its own strengths to actively develop exchanges and cooperation with external parties, and is committed to working together with industry partners for common development and progress through corporate influence, creating a harmonious and mutually inclusive ecological cooperation circle with a fair and trusting attitude.

Joining Hands with Suppliers

Want Want looks forward to growing together with suppliers and establishing long-term and stable friendly cooperation relationships. We are constantly improving and providing a channel of communication and sharing to the supportive suppliers with whom we have entered into cooperation. We hope to join hands with suppliers to achieve mutual benefits and a win-win situation, which empower both parties to become industry leaders.

• Supplier Communication

In order to realize the vision of common development, we have developed various communication channels, mainly including supplier conferences, quality exchange meetings, in-plant exchanges and technical exchanges, covering various aspects such as quality exchange, delivery time, services, technical innovation, technical cooperation, ESG cooperation and daily

及日常打樣試車等多個方面。根據不同的實際業務內容，集團和供應商的溝通以每天、每週、每月或每年不等的頻率進行。

sampling and trial runs. Depending on the actual business context, communication between the Group and suppliers is conducted on a daily, weekly, monthly or annual basis.

與供應商開展品質改善溝通會 Communication Meetings with Suppliers for Quality Improvement

旺旺通過雲會議，與供應商就品質異常的情況進行反饋。並在會議上針對如何改善措施展開討論。以每月為頻次開展溝通讓雙方更好把握產品品控，有更充分的時間總結經驗，提出問題。

Want Want conducts feedback meetings with suppliers on quality abnormalities through cloud meetings. Discussions on improvement measures are held at these meetings. Communication on a monthly basis allows both parties to better grasp product quality control and have more time to summarize experience gained and lessons learnt and raise questions.



雲會議視頻品質改善溝通會
Cloud-based video conference on quality improvement

旺旺於果肉駐廠把控品質 Want Want's Quality Control at the Fruit Pulp Production Site

食物原材料的品質是本公司生產關注重點，為高效把控供應商生產原料過程中的品質，杜絕低品質，有風險的食品原料。本公司每逢果肉生產季時派遣品保部門到供應商現場進行監督駐廠，便於就果肉生產等問題實時和供應商進行溝通，保障食品安全質量。

The quality of raw materials is the key area of concern for our production so as to efficiently control the quality of suppliers in the production of raw materials and to eliminate low-quality and risky raw materials. We send staff from the quality assurance department to our suppliers for onsite monitoring during the fruit pulp production seasons, so that we can communicate with our suppliers on fruit pulp production and other issues in real time to ensure food safety and quality.

• 疫情防控，穩定供應

報告期內，受部分地區疫情影響，旺旺的多家原材料供應商面臨停工停產，貨運不便等問題。為順應疫情期間地方風控、管控舉措，結合工廠生產情況，通過提前準備優質供應商備選，加強行業深度合作，做到材料不斷供，困難共同承擔，風險共同面對，確保原材料能準時的送到工廠中。

• **Pandemic Prevention and Control and Stable Supply**

During the Reporting Period, due to the impact of the pandemic in some areas, various raw material suppliers of Want Want experienced problems such as suspended operation and production and logistic disruptions. In order to comply with the local risk management and control measures during the pandemic, we monitored the production status of factories, prepared for the selection of alternative quality suppliers in advance and strengthened in-depth cooperation in the industry so as to keep materials in supply, share difficulties and face risks together to ensure that raw materials can be delivered to factories on time.

疫情當前，攜手共度
Tiding over the Pandemic Together

2021年，遼寧營口與河北唐山兩處重要白砂糖原材料供應場所爆發疫情，導致停工停產風險，白砂糖面臨貨源短缺問題。廣西主產區也因疫情影響缺少交通運輸工具導致材料囤積，發貨困難。在知曉這一突發情況的第一時間，我們迅速與供應商取得聯繫。針對交通不便的問題，協同供應商充分利用火車、海運等方式保障供應穩定。集團的供應商負責協調運輸途徑、辦理通行證、調配各地糖源。部分供應商利用自身資源優勢，調配雲南公司支援隆昌，河南公司支援漯河，最終實現了材料穩定供應，通過了此次嚴峻的考驗。

In 2021, the pandemic broke out in two important supply sites of white sugar as raw materials in Yingkou, Liaoning and Tangshan, Hebei, causing factories to face risks of suspended operation and production and a shortage of supply of white sugar. Affected by the pandemic, the main production area in Guangxi was running out of transportation means, resulting in material hoarding and difficulties in delivery. As soon as we learned of this unexpected situation, we quickly contacted our suppliers. In response to the transportation problem, we worked with suppliers to ensure stable supply by train and sea freight. The Group's suppliers were responsible for coordinating transportation channels, applying for permits and deploying sugar sources from all over the country. Some suppliers took advantage of their own resources to deploy companies from the Yunnan Province and Henan Province to support Longchang and Luohe respectively, eventually achieving a stable supply of materials and addressing this severe challenge.

• 本地供應商扶持

旺旺的產品依賴大量的原材料，因此與供應商達成了長期穩定的合作關係。本公司越來越重視選擇原物料供應商本地化。從長遠角度考慮，本土化的原材料選購不僅大大降低了成本，也便於雙方溝通、學習和成長。從生產層面，選擇原物料本地供應商減少了路上損耗，便於加強駐廠監督管理。從管理層面，旺旺作為行業領軍者將帶動本土供應商創新、可持續

• **Support from Local Suppliers**

The products of Want Want depend on a large number of raw materials, so we have reached a long-term and stable cooperation relationship with suppliers. The Company is placing more and more emphasis on selecting local suppliers for raw materials. From a long-term perspective, localization of raw material selection not only greatly reduces costs, but also facilitates communication, learning and growth between the two parties. At the production level, the selection of local suppliers of raw materials reduces the losses incurred on the way and facilitates the strengthening of onsite supervision and management. At the management level, as the industry leader, Want Want will drive the

發展。未來旺旺將持續推進進口原料的國產化，帶動國內基礎產品的銷量。

行業合作

旺旺追求行業協同發展，充分接收和吸納來自同行業的交流和建議，以期實現共同進步、行業共榮。同時，旺旺也利用自身優勢和品牌形象積極為創造和諧、健康的行業競爭環境提供支持，實現合作共贏。

• 工藝提升及創新能力外部合作

採納多元化的意見，吸收來自不同行業精英的知識理念是旺旺進步的根本。集團聘請乳品專家富田守社長（原日本森永乳業研究所所長）、台灣國際生命科學會副會長營養專家蔡敬民教授（原台灣中原大學生物科技學系主任）等行業專家作為集團技術顧問。

此外，旺旺與江南大學成立江大-旺旺休閒食品創新研究院，發揮大學技術、人才優勢，為集團帶來未來人才儲備，了解和學習創新食品技術理念和行業革新趨勢，實現未來行業專業化，形成完整的產學研產業鏈條。

• 產業聯盟交流

旺旺致力於為消費者提供高品質的產品，通過研發創新促進行業發展，提高行業活力。多年以來，目前已成為包括中國食品工業協會、中國食品科學技術學會、中國營養學會、中國乳製品工業協會在內的27個行業組織的會員或理事。旺旺積極參與各個協會與學會舉辦的活動，多次獲得專家學者們的認可並獲得獎項。

innovation and sustainable development of local suppliers. In the future, Want Want will continue to promote the domestic production of imported raw materials to boost the domestic sales of basic products.

Industry Cooperation

Want Want pursues collaborative development of the industry and fully receives and accepts exchanges and suggestions from peers of the industry in order to achieve common progress and industry prosperity. At the same time, Want Want also makes use of its own advantages and brand image to actively support the creation of a harmonious and healthy competitive environment in the industry to achieve win-win cooperation.

• External Cooperation for Process Improvement and Innovation Capability

Want Want's progress is based on the diversity of opinions and the knowledge and ideas of elites from different industries. The Group has employed industry experts as technical advisors, including dairy expert Mr. Tomita Mamoru (former director of Morinaga Milk Industry Research Institute in Japan) and nutrition expert Prof. Tsai Jing-Min (vice president of ILSI Taiwan and former dean of Department of Biotechnology of Chung Yuan Christian University in Taiwan).

In addition, Want Want and Jiangnan University established Jiangnan University-Want Want Snacks Food Innovation Research Institute to bring into play the technical and talent advantages of the university, bring future talent reserve for the Group, to understand and learn innovative food technology concepts and industry innovation trends, to realize future industry specialization and to form a complete industry-academia-research industrial chain.

• Industry Alliance Exchange

Want Want is committed to providing consumers with high-quality products, promoting industry development and enhancing industry vitality through R&D and innovation. Over the years, Want Want has become a member or director of 27 industry organizations, including the China National Food Industry Association, the Chinese Institute of Food Science and Technology, the Chinese Nutrition Society and the China Dairy Industry Association. Want Want actively participates in the activities held by various associations and societies, and has been recognized by experts and scholars and awarded on various occasions.

中國食品工業協會
China National Food Industry Association

- 魚棒和豌豆酥榮獲科學技術獎項；
Fish sticks and pea crisps won scientific and technological awards;
- 曹永梅博士、葉星梅等多人先後被聘為中國食品工業協會委員會專家委員、理事；
Dr. Cao Yong-Mei, Ye Xingmei and some others were appointed as expert members and directors of the committee of the China Food Industry Association successively;
- 曹永梅博士、陳清艷先後獲得全國食品工業科技創新領軍人物稱號。
Dr. Cao Yong-Mei and Chen Qingyan were awarded the title of Innovation Leader of National Food Industry Science and Technology successively.

中國食品科學技術學會
Chinese Institute of Food Science and Technology

- 燕麥粥、吸吸冰、年輪蛋糕和蕎麥麵榮獲學會科技創新獎產品創新獎；
Oatmeal Porridge, “Sip & Slurp”, baumkuchen and soba noodles won the Technological Innovation Award for Product Innovation from the institute;
- 集團執行董事兼首席營運官蔡旺家先生及生產研發群總處長曹永梅博士榮獲該學會傑出青年獎；
Mr. Tsai Wang-Chia, our executive Director and chief operating officer, and Dr. Cao Yong-Mei, managing director of the manufacturing and R&D group, were awarded the Outstanding Youth Award by the Institute;
- 曹永梅博士自2016年起獲委任為該學會常務理事暨休閒食品加工技術分會副理事長。
Dr. Cao Yong-Mei has been appointed as the executive director of the institute and the vice president of the Snack Foods Processing Technology Society of the institute since 2016.

中國乳製品工業協會
China Dairy Industry Association

- 冷鏈酸奶、兒童成長牛奶、凍凝和乳脂末榮獲中國乳業優秀新產品獎；
Cold-chain yogurt, milk for children’s growth, “Dongchi” and creamer won the Outstanding New Product Award of the China Dairy Industry Award;
- 奶昔、布蕾（布丁）和乳鐵蛋白酸奶榮獲乳協技術進步獎二等獎；
Milk shakes, brulee (pudding) and lactoferrin yogurt won the Second Prize of the Technical Progress Award from the association;
- 多次榮獲乳業質量管理優秀企業獎、領軍企業獎、乳品質量安全管理優秀企業、中國乳業社會責任典範企業、中國乳業精神模範企業等殊榮。
We have won awards such as the Excellent Enterprise Award for Quality Management of the Dairy Industry, Leading Enterprise Award, Excellent Enterprise for Dairy Quality and Safety Management, Model Enterprise for Social Responsibility in the China Dairy Industry and Model Enterprise for Spirit in the China Dairy Industry.

• 行業標準制定

旺旺深知標準決定行業環境和企業合規性，因此十分重視參與食品相關標準製訂，積極保障行業權力，為食品行業發聲，促進行業發展。近年來共參與國家、團體類標準修訂30餘份。作為中國營養學會團體會員，旺旺積極參與營養標籤相關標準的製訂和修訂工作，積極立足企業自身發展，通過整合和總結行業前景及目標，將食品行業共同發展作為企業責任。

• Industry Standard Setting

Knowing that standards determine the industry environment and corporate compliance, Want Want attaches great importance to participating in food-related standard formulation and revision, actively safeguarding the rights of the industry, speaking up for the food industry and promoting industry development. In recent years, Want Want has participated in more than 30 amendments to national and group standards. As a member of the Chinese Nutrition Society, Want Want actively participates in the formulation and revision of nutrition labelling-related standards, and actively focuses on its own development, Want Want makes the common development of the food industry as its corporate responsibility by integrating and consolidating the prospects and goals of the industry.

標準品類 Categories of Standards	標準名稱 Names of Standards
營養標籤相關標準 Nutrition Labelling-Related Standards	<p>《預包裝食品營養標籤通則》（GB28050-2011） General Rules for Prepackaged Food Nutrition Labels (GB28050-2011)</p> <p>《食品營養強化劑使用標準》（GB14880-2012） Standard for the Use of Food Nutrition Fortification (GB14880-2012)</p>
產品標準 Product Standards	<p>《GB25191-2010-食品安全國家標準調制乳》 GB25191-2010-National Food Safety Standard for Modified Milk</p> <p>《GB19299-2015 食品安全國家標準果凍》 GB19299-2015 National Food Safety Standard for Jelly</p> <p>《GB/T 22699-2008 膨化食品》 GB/T 22699-2008 for Puffed Food</p> <p>《GB/T 20980-2021 餅乾》 GB/T 20980-2021 for Biscuits</p>

03

綠色旺旺，領先實踐

Green Want-Want with Leading Practice





3.1 綠色管理，全面覆蓋

環保理念

本公司深刻認識到，美好的未來離不開對環境可持續發展的重視，我們的環境管理遵循「前期高達成、後期穩固」的管理原則，並以綠色工廠申報、綠色能源發展、能源效率大幅提升、可持續水管理，包材100%可回收，廢棄物零填埋、綠色採購等方面作為旺旺的環境可持續發展方針。

3.1 Green Management with Full Coverage

Concept of Environmental Protection

The Company is deeply aware that a better future cannot be achieved without emphasis on the sustainable development of the environment. Our environmental management follows the management principle of “high achievement in the early stage and stability in the later stage”. We have adopted green factory declaration, green energy development, significant improvement in energy efficiency, sustainable water management, 100% recyclable packaging materials, zero waste to landfill, green procurement, etc. as our environmental sustainability policy directions.



綠色文化

集團全面遵守國家環境相關法律法規、不斷加強旺旺的環境管理體系。環境管理及能源管理作為旺旺標準管理體系（WSM）的重要一環，對能源管線分佈、能源記錄，能源平衡等的分析，能源耗能點最優用能，環境目標管理等方面嚴加要求，以此不斷優化、提升旺旺的環境表現，管控達成環境目標。我們制定了

Green Culture

The Group fully complies with national environmental laws and regulations and continuously strengthens the environmental management system of Want Want. As an important part of Want Want Standard Management System (WSM), environmental management and energy management are strictly required in terms of energy pipeline distribution, energy records, energy balance analysis, optimal energy use at energy consumption points and management of environmental targets in order to continuously optimize and improve the environmental performance of Want Want and control the

《危險廢物管理辦法》《工廠廢棄物管理辦法》《工廠固廢管理程序》等環境保護管理制度，不斷擴充旺旺的環境管理體系。在執行層面，我們將長期環境管理目標分解到每一目標年，再將目標分解到各生產基地，層級細化目標，以此穩固提升環境管理績效，在管理層面，環境績效與管理層薪酬掛鉤，以此形成環境目標考核管理，不斷激勵生產基地提升環境表現。截至2022年3月31日，集團下屬共12家工廠取得了ISO 14001、ISO 45001國際認證。報告期內，旺旺未發生任何環境違規罰款情況。

旺旺一直注重提升環境管理能力，積極開展節能環保研究並申請相關的專利。報告期內，旺旺共在節能環保領域方面提案608件，累計申請相關專利40件，其中31件已獲得授權，以技術創新的角度加強管理減少了各個環節能源的損失與浪費，提高生產工藝水準實現節能減排及可持續發展。

常態化環保培訓

旺旺每年為員工及供應商開展線上線下相結合的常態化環保培訓，每年參加人次近1200人，覆蓋集團生產基地的各級主管人員及核心供應商，另外集團35個生產基地也會不定期對員工組織環保培訓。

achievement of environmental targets. We have formulated environmental protection management systems such as the Hazardous Waste Management Regulations, the Factory Waste Management Regulations and the Factory Solid Waste Management Procedures to continuously expand the environmental management system of Want Want. At the implementation level, we have broken down our long-term environmental management targets to each target year and then to each production base, and have refined the targets at each level to steadily improve the environmental management performance. At the management level, environmental performance is linked to the management's salary, thus forming environmental target assessment management and continuously motivating production bases to improve their environmental performance. As at 31 March 2022, 12 factories under the Group have obtained ISO 14001 and ISO 45001 international certifications. During the Reporting Period, there was no environmental violations or fines.

Being always focused on improving its environmental management capabilities, Want Want has been conducting research on energy saving and environmental protection and has been actively applying for relevant patents. During the Reporting Period, Want Want has made 608 proposals in the field of energy conservation and environmental protection and applied for 40 patents, 31 of which have been granted, to reduce energy loss and waste in various processes by strengthening management from the perspective of technological innovation and to improve the production technology level to achieve energy conservation, emission reduction and sustainable development.

Regular environmental protection training

Every year, Want Want organizes regular online and offline environmental protection training for employees and suppliers, with nearly 1,200 participants per year, covering all levels of supervisors of the Group's production bases and core suppliers. Moreover, 35 production bases of the Group also organize environmental protection training for employees from time to time.

2021年泉州立旺食品有限公司開展了以垃圾分類為主題的全員常態化培訓，參加人次約800人。
In 2021, Quanzhou Lee-Want Foods Ltd. Co., Ltd. provided regular training for all employees on the theme of garbage classification, with about 800 participants.

安慶旺旺食品有限公司設置了供應商環保入園程序，對供應商施工人員開展《入廠環境安全須知》培訓，約60人參加。
Anqing Want Want Foods Ltd. has established the Environmental-friendly Entry Procedures for Suppliers and provided the construction personnel of suppliers with training on the Environmental Safety Instructions for Entry, with around 60 participants.

綠色工廠

堅持清潔生產，打造綠色工廠是旺旺對於生產基地的基本要求，截至2022年3月底，集團共計6家工廠成功獲得綠色工廠認證。其中2021財年期間共計4家公司成功通過綠色工廠認證。

Green Factories

Insisting on clean production and creating green factories is Want Want's basic requirement for its production bases. As at the end of March 2022, a total of 6 factories of the Group have been successfully certified as green factories, and 4 of them have been certified as green factories during the 2021FY.

公司名稱 Company name	綠色工廠認證等級 Green factory certification level	認證時間 Time of certification
湖南大旺食品有限公司 Hunan Big-Want Foods Ltd.	湖南省省級綠色工廠認證 Provincial Green Factory Certification in the Hunan Province	2019
安慶旺旺食品有限公司 Anqing Want Want Foods Ltd.	安徽省省級綠色工廠認證 Provincial Green Factory Certification in the Anhui Province	2020
浙江明旺乳業有限公司 Zhejiang Ming-Want Dairy Ltd.	浙江省省級綠色工廠認證 Provincial Green Factory Certification in the Zhejiang Province	2020
	國家級綠色工廠認證 National Green Factory Certification	2021
湖南旺旺食品有限公司 Hunan Want Want Foods Ltd.	湖南省省級綠色工廠認證 Provincial Green Factory Certification in the Hunan Province	2021
山東旺旺食品有限公司 Shandong Want Want Foods Ltd.	山東省濟南市市級綠色工廠認證 Municipal Green Factory Certification for Jinan City, Shandong Province	2021
山東真旺包裝材料有限公司 Shandong Jet-Want Packaging Ltd.	山東省濟南市市級綠色工廠認證 Municipal Green Factory Certification for Jinan City, Shandong Province	2021

3.2 適應氣候，應對危機

氣候變化應對

旺旺每年都會評估覆蓋整個價值鏈的氣候風險，結合旺旺的5項可持續發展策略，全面對接國家十四五規劃綠色發展要求，確立集團氣候管理戰略。2021年，我們使用IEA SDS情景，並基於RCP4.5情景，對影響旺旺運營及上下游活動的短、中、長期的轉型風險（包括合規、科技、市場、聲譽等）以及物理風險（乾旱、洪水、氣溫升高等對旺旺具有顯著運營與財務影響）開展了識別工作。我們已識別的氣候變化風險如下：

3.2 Adapting to Climate and Addressing Crises

Addressing Climate Changes

Every year, Want Want evaluates the climate risk covering the entire value chain, applies the five sustainable development strategies of Want Want, fully aligns with the green development requirements of the National 14th Five-Year Plan, and establishes the climate management strategies of the Group. In 2021, we applied the IEA SDS scenarios and based on the RCP4.5 scenario to assess the short-, medium-and long-term transformation risks (including compliance, technology, market, reputation, etc.) and physical risks (droughts, floods, temperature rise and other risks which pose significant operational and financial impact to Want Want) affecting the operations and upstream and downstream activities of Want Want. The climate change risks that we have identified are as follows:

風險類別 Risk categories	風險識別 Risk identification
當前法規 Existing regulations	<ul style="list-style-type: none"> • 旺旺需要遵循香港聯交所相關披露指引要求，並不斷完善自身的氣候資訊及溫室氣體排放資訊。 Want Want is required to comply with the relevant disclosure guidelines of the Hong Kong Stock Exchange and to continuously improve the disclosure of its climate information and greenhouse gas emission information. • 旺旺各生產基地大部分處於中國境內，因此需符合《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》等法律法規要求。 The majority of Want Want's production bases are located in the Chinese mainland and therefore need to comply with the requirements of the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution and other laws and regulations.
新興法規 Emerging regulations	<ul style="list-style-type: none"> • 香港聯交所法規未來將要求旺旺強制按照TCFD（氣候相關財務披露工作小組）框架編製披露氣候變化議題。 In the future, the regulations of the Hong Kong Stock Exchange will require Want Want to compulsorily disclose climate change issues in accordance with the TCFD (Task Force on Climate-Related Financial Disclosures) framework. • 隨著中國雙碳政策的發佈，旺旺將可能加入中國碳排放交易體系，面臨強制的溫室氣體核查，如果超過相關配額，極大的增加了企業合規運營的成本。 With the release of the dual carbon policy in China, Want Want may join the carbon emissions trading system of China and face mandatory greenhouse gas verification in the future, which will greatly increase the cost of compliant operation if the relevant quota is exceeded. • 為實現淨零排放目標，將會增加紙張、金屬和塑膠的回收利用效率政策，未來旺旺也有可能面臨塑膠稅徵收或國家發佈關於塑膠迴圈利用等新興法律法規，增加企業的間接運營成本。 In order to achieve the goal of net zero emissions, the recycling efficiency policy of paper, metals and plastics will be increased. Want Want may also be subject to the imposition of plastic tax or the release of new national laws and regulations on plastic recycling, which will increase its indirect operation costs.
科技 Technology	<ul style="list-style-type: none"> • 旺旺將會面臨設備低能源性能標準的提高，這或許會要求旺旺在新技術、新設備方面投入更多資金。 Want Want will face raised standards of low energy performance for equipment, which may require Want Want to invest more in new technologies and new equipment. • 旺旺面臨價值鏈上合作夥伴未能有效採用綠色技術的風險，從而導致旺旺投入更多的成本尋求新的合作夥伴或合作。 Want Want faces the risk that business partners along the value chain fail to effectively adopt green technologies, resulting in higher costs for Want Want to seek new business partners or collaborations.
法律 Legal	<ul style="list-style-type: none"> • 旺旺可能面臨法律層面更加嚴格的強制性能源管理系統或能源審計，從而面臨相關法律訴訟及處罰風險。 Want Want may face more stringent mandatory energy management systems or energy audits at the legal level, which may lead to risks of legal actions and penalties. • 旺旺作為重點耗能單位之一，將可能會面臨碳排放配額清繳及相關法律訴訟和處罰風險。 As one of the key energy consuming units, Want Want may face the risk of carbon emission allowance clearance and related legal actions and penalties.
市場 Market	<ul style="list-style-type: none"> • 食品行業的可持續發展一直受到持續的關注，旺旺作為食品行業的領先企業面臨消費者及客戶對於負責任的採購（包括原材料的可追溯）、自然資源的保護與有效利用的要求逐漸升高，從而需要開展更加嚴格的供應商審查及環境影響評估工作的風險。 The sustainability of the food industry has been an ongoing concern. As a leading company in the food industry, Want Want is facing increasing demands from consumers and customers for responsible procurement (including traceability of raw materials), protection and effective use of natural resources, and thus the risk of more stringent supplier audits and environmental impact assessments.
聲譽 Reputation	<ul style="list-style-type: none"> • 食品行業生產排放涉及向大氣的排放及部分地區對耗能大戶實施碳排放權的要求，旺旺如果未能遵循相關法律法規的要求，將面對違規超量排放而帶來的名譽聲譽損失風險。 Emissions from production in the food industry involve emissions to the atmosphere and the implementation of carbon credits for large energy consumers in some regions. If Want Want fails to comply with the requirements of relevant laws and regulations, it will face the risk of reputation loss due to non-compliance with excessive emissions.
急性氣候 Acute climate changes	<ul style="list-style-type: none"> • 極端天氣對旺旺的生產基地造成實質性影響，以洪水及極端暴雨天氣為例，其影響可能會導致車間進水影響生產的正常運行，極端高溫天氣可能會導致工廠停工。 Extreme weather has a substantial impact on the production bases of Want Want. For example, floods and extreme rainstorms may cause indoor flooding in workshops and affect the normal operation of production, and extreme high temperature may cause factories to suspend from operation.
長期氣候影響 Long-term climate impact	<ul style="list-style-type: none"> • 未來可能會由於平均氣溫的升高，部分區域將面臨嚴重的缺水情況，日益嚴重的缺水會給生產帶來壓力，影響進度甚至停產限產。 In the future, due to the rise of average temperature, some regions may face serious water shortage, and the increasing water shortage will put pressure on production, affecting the progress or even resulting in production suspension or limited production.

應對氣候變化風險，旺旺建立了氣候變化風險管理體系，從三方面推進氣候管理戰略：

In response to the climate change risks, Want Want has established a climate change risk management system to promote climate management strategy in three aspects:

建立風險管理清單

根據風險和機遇制定應對策略，例如為應對轉型風險，通過使用內部評價指標，如，溫室氣體排放總量，百萬產值能源密度，單位耗電量，IPE（公共環境研究中心）企業違規記錄等進行綜合評估。

Establishing a risk management list

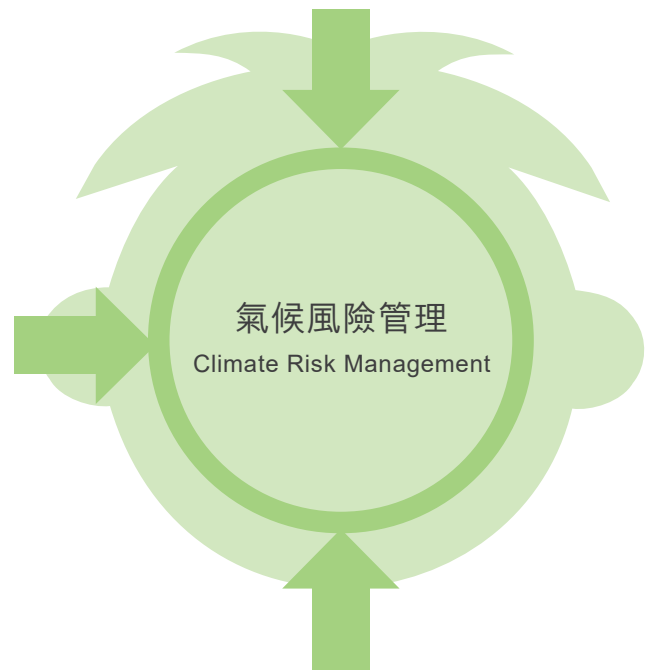
Response strategies are established according to risks and opportunities. For instance, in order to address the transformation risk, we carry our comprehensive assessment by using internal evaluation indicators such as total greenhouse gas emissions, million output energy intensity, unit power consumption, IPE (Institute of Public & Environmental Affairs) enterprise violation record.

環境執行小組每月監控指標

集團運營層面有對應環境執行小組每月監控如用水量、能源、廢棄物管理及溫室氣體排放等相關指標。並將氣候問題納入管理要求，相關的改善及指標達成與績效指標及獎金掛鉤。

Monthly monitoring indicator of the environment execution group

The Group has a corresponding environmental execution group in place at the operational level to monitor relevant indicators such as the volume of water used, energy, waste management and greenhouse gas emissions monthly, and incorporate the climate issues in the management requirements. The relevant improvements and indicator achievements are linked to performance indicators and bonuses.



科學評估採取措施

為應對物理風險，例如極端天氣事件和水資源短缺情況，旺旺使用WWF的水風險管理工具，來評估具有高風險的水資源地區，從而採取相應節水措施。

Adoption of measures according to scientific assessment

In order to address physical risks, e.g. extreme weather events and water resource shortage, Want Want makes use of the water risk management tool of the WWF to assess water resource regions with high risk and adopt corresponding water conservation measures.

低碳承諾

旺旺認真貫徹節能減排精神，加強節能工作，全面要求集團所屬工廠制定低碳生產策略，控制能源消耗，提升能源使用效率。

Low Carbon Commitment

Want Want seriously implements the spirit of energy saving and emission reduction, strengthens energy conservation and comprehensively requires the Group's factories to formulate low-carbon production strategies, control energy consumption and improve energy use efficiency.

碳排放目標

Carbon Emission Target

減排目標 Emission reduction target	2021財年減排進度 Progress for emission reduction in 2021FY	減排規劃 Emission reduction planning
<ul style="list-style-type: none"> 以2020財年為基準，到2025財年實現溫室氣體排放強度下降13% Achieving a 13% reduction in greenhouse gas emission intensity by 2025FY, based on the level of 2020FY 到2025財年，旺旺使用光伏發電的電力比例達到16% Want Want's Photovoltaic power generation proportion of Want Want reaching 16% by 2025FY 	<ul style="list-style-type: none"> 溫室氣體排放密度已下降8.2% Greenhouse gas emission intensity decreasing by 8.2% 光伏發電的電力比例已達到4.96% Photovoltaic power generation proportion reaching 4.96% 	<ul style="list-style-type: none"> 細化減排目標至每年每月每工廠，前期高達成，後期穩固維持目標 Refining the emission reduction target by factory, month and year, with high achievement in the early stage and maintenance of target in the later stage 持續推動管理優化及設備改進成果 Continuously promoting management optimization and equipment improvement results 完善碳排放核查 Carbon emission verification improved

減排行動

氣候變化的程度和溫室氣體排放量有著緊密的關係，旺旺積極推進自身的節能減排行動，為控制全球升溫1.5°C以下，早日實現2030年碳達峰，2060年碳中和目標貢獻自身的「旺」力量，承擔氣候變化的全球使命。

我們積極開展碳排放核算工作，報告期內，我們已在山東大旺食品有限公司先行開展了碳足跡評價工作，也在部分生產基地開展了溫室氣體核查項目，旨在摸清集團產品的碳排放產生路徑，以針對性的將控制碳排放產生路徑納入工作計劃，幫助實現我們的溫室氣體減排策略，未來我們將實現碳排放核算的全生產基地覆蓋。同時，我們對上下游價值鏈的碳排放包括外購商品與服務、資本貨物等類別開展了評估工作，未來計劃進一步推進範疇三數據的統籌。

Emission Reduction Actions

The extent of climate change and greenhouse gas emissions are closely related. Want Want actively promotes its own energy saving and emission reduction actions to contribute its own "Want" power to control global warming below 1.5°C, achieve the carbon peak by 2030 and carbon neutral target by 2060 as soon as possible, and to undertake the global mission of climate change.

We actively carry out carbon emission audit work. During the Reporting Period, we have started the carbon footprint evaluation in Shandong Big-Want Foods Ltd.. We have also launched greenhouse gas verification projects at some of our production bases for the purpose of mapping the carbon emission pathways of the Group's products, so that we can specifically incorporate our carbon emission control pathways into our work plans and help achieve our greenhouse gas reduction strategies. In the future, we will achieve full production base coverage for carbon emission audit. Meanwhile, we have started the assessment of carbon emissions in upstream and downstream value chains, including purchased goods and services, capital goods and other categories, and we plan to further promote the coordination of data in scope 3 in the future.

得益於旺旺引入世界級管理體系（WCM），並融入旺旺標準管理體系（WSM）在各生產基地推動，我們不斷通過生產工藝優化、設備汰換和技術改造，推動管理及技術創新，提升能源效率、降低碳排放強度。

Thanks to the introduction of Want Want's World Class Management System (WCM) and the integration of Want Want Standard Management System (WSM) in all production bases, we have continued to promote management and technology innovation through production process optimization, equipment replacement and technology renovation, so as to improve energy efficiency and reduce carbon emission intensity.

溫室氣體排放指標⁴

Emission indicators of greenhouse gas⁴

指標類別及名稱 Categories and names of indicators	單位 Unit	2021財年 2021FY
範疇一排放量 Scope 1 emission	噸 Tonne	206,755.50
範疇一排放密度 Scope 1 emission intensity	噸/百萬元人民幣產值 tonne per million RMB of output value	8.99
範疇二排放量 Scope 2 emission	噸 Tonne	346,750.00
範疇二排放密度 Scope 2 emission intensity	噸/百萬元人民幣產值 tonne per million RMB of output value	15.07
總溫室氣體排放量 Total greenhouse gas emission	噸 Tonne	553,505.50
總溫室氣體排放密度 ⁵ Total greenhouse gas emission intensity ⁵	噸/百萬元人民幣產值 tonne per million RMB of output value	24.06

指標類別及名稱 Categories and names of indicators	單位 Unit	2021財年 2021FY	2020財年 2020FY	2019財年 2019FY
總溫室氣體排放量 Total greenhouse gas emission	噸 Tonne	553,505.50	550,015.00	523,465.00
總溫室氣體排放密度 ⁵ Total greenhouse gas emission intensity ⁵	噸/百萬元人民幣產值 tonne per million RMB of output value	24.06	26.21	27.47

⁴ 2021財年範疇一溫室氣體包含天然氣產生的溫室氣體排放，範疇二溫室氣體包含外購電力及蒸汽等產生的溫室氣體排放。天然氣與蒸汽排放因子來自《食品、煙草及酒、飲料和精製茶企業溫室氣體排放核算方法與報告指南（試行）》。電力排放因子來自於《2011年和2012年中國區域電網平均二氧化碳排放因子》。

⁴ Scope 1 greenhouse gas for 2021FY includes greenhouse gas emission from natural gas, and Scope 2 greenhouse gas includes greenhouse gas emission from purchased electricity and steam, etc. The natural gas and steam emission factors are derived from the Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Food, Tobacco, Alcohol, Beverages and Purified Tea Manufacturing Enterprises (Trial). The electricity emission factors are derived from 2011 and 2012 Regional Power Grid Average CO₂ Emission Factors in China.

⁵ 密度數據分母所採納的產值為保證數據準確性，與溫室氣體排放數據的統計範圍保持一致，下同。

⁵ To ensure data accuracy, the output value of GHG emission intensity data to maintain the same statistical range as the GHG emission data.

生物質能利用- 生物質能蒸汽鍋爐減少碳排 Biomass Utilization-Biomass Fired Steam Boiler to Reduce Carbon Emissions

湖南大旺食品有限公司自2017年4月份正式投產，一直使用燃燒生物質燃料的生物鍋爐用於生產蒸汽，生物質燃料的主要成分是木屑經過粉碎、混合、擠壓、烘乾製成的新形清潔燃料，報告期內我司共使用47,447噸綠色蒸汽。通過使用生物質燃料所產生的蒸汽減少1.46萬噸二氧化碳排放（截止報告期末，累計使用172,556噸綠色蒸汽，減少5.30萬噸二氧化碳排放）。

Hunan Big-Want Foods Ltd. has been using biomass fuel-fired bio-boilers for steam production since its official launch in April 2017. The main component of biomass fuel is a new clean fuel made from wood chips that are crushed, mixed, extruded and dried. During the Reporting Period, we used a total of 47,447 tonnes of green steam. The steam generated from the use of biomass fuels reduced carbon dioxide emissions by 14,600 tonnes (as at the end of the Reporting Period, 172,556 tonnes of green steam has been used cumulatively, reducing carbon dioxide emissions by 53,000 tonnes).



光伏發電專案 Photovoltaic Power Generation Project

旺旺在報告期內重點推行綠色能源專案，其中廣州總廠光伏發電於2022年2月併網，裝機容量5.1MW。湖南總廠光伏發電於2022年3月併網，光伏發電裝機容量5.2MW。安慶總廠光伏發電於2022年3月併網，裝機容量1.4MW。截至報告期末，累計總裝機容量為27.3MW，報告期內實現年發電約1,817萬度，相當於年減少碳排放1.45萬噸。未來，我們將不斷加大光伏發電裝機量，預計未來5年集團光伏裝機總量達到80MW，年減少碳排放6.4萬噸，集團層面綠電佔比超16%。

During the Reporting Period, Want Want focused on the implementation of green energy projects, of which the photovoltaic power generation system of the Guangzhou main factory was connected to the grid in February 2022 with an installed capacity of 5.1MW. The photovoltaic power generation system of the Hunan main factory was connected to the grid in March 2022 with an installed capacity of 5.2MW, and the photovoltaic power generation system of the Anqing main factory was connected to the grid in March 2022 with an installed capacity of 1.4MW. As at the end of the Reporting Period, the cumulative installed capacity was 27.3 MW. During the Reporting Period, we generated about 18.17 million kWh of electricity, equivalent to a reduction of carbon emissions of 14,500 tonnes. In the future, we will continue to increase the installed capacity of photovoltaic power generation and expect that the total installed capacity of photovoltaic power generation will reach 80 MW in the next five years, with an annual reduction of 64,000 tonnes of carbon emissions and a green power generation ratio of over 16% at the Group level.



物流端積極減少範疇3 碳排 Logistics End Actively Reducing Scope 3 Carbon Emissions

旺旺用於倉儲物流的自有叉車正全面採用電瓶車替代柴油叉車策略，截至報告期末，電瓶叉車數量的佔比從2018年的84%，已增加至97%，柴油叉車將全面實現汰換，同時，我們調整供貨工廠，優化供貨路線，縮短供貨距離，集團成品的供貨距離5年內已縮短約15%，大大降低了於產品物流階段產生的碳排放。

Want Want's own forklifts used in warehousing and logistics fully adopt the strategy of replacing diesel forklifts with battery forklifts. As at the end of the Reporting Period, the proportion of the number of battery forklifts has increased to 97% from 84% in 2018, and diesel forklifts will be fully phased out. At the same time, we have adjusted our supply factories, optimized our supply routes and shortened the supply distance. The supply distance of the Group's finished products has been shortened by approximately 15% in five years, thereby significantly reducing the carbon emissions generated during the logistics phase.

能源承諾

旺旺承諾將持續提升能源使用效率，發展綠色能源視為長遠發展目標，並不斷落實優化產線，提升能源管理表現。

Energy Commitment

Want Want is committed to continuously improve energy use efficiency, develop green energy as its long-term development goal, continuously implement optimization of production lines and improve the energy management performance.

能源管理目標

Energy Management Targets

能源管理目標 Energy management target	2021財年能源管理進度 Progress of the energy management for 2021FY	能源管理規劃 Energy management planning
<ul style="list-style-type: none"> 2025財年相對2020財年能源使用效率提升10%。 Energy use efficiency improving by 10% in 2025FY as compared to 2020FY. 	<ul style="list-style-type: none"> 2021財年同比2020財年能源密度同比下降9%。 Energy intensity of 2021FY down by 9% year-on-year as compared to 2020FY. 	<ul style="list-style-type: none"> 分析能耗，優化方法； Analysis of energy consumption and optimization methods; 重點設備節能優化； Key equipment energy saving and optimization; 強化節能管理模式。 Strengthening the energy saving management model.

能源管理行動

本公司建立了能源管理控制程序，制定集團能源目標並分解至各生產基地，中國境內35家生產基地按照程序要求每日記錄能源耗用，用於計算及分析不同產品的能源效率並管控目標達成情況。集團採用目標細分的方式將環境長期目標分解到每一目標年，再將目標分解到各生產基地，各生產基地分解到各產線各月，要求各產線達成能耗環境目標，對於未能達成產線能耗環境目標的情況，將會開展原因分析程序並制定

Energy Management Actions

The Company has established an energy management control procedure to set the Group's energy targets and break them down into various production bases, with 35 production bases in Chinese mainland required to record energy consumption daily according to the procedure, which is used to calculate and analyze the energy efficiency of different products and control the achievement of targets. The long-term environmental targets are broken down to each target year and then to each production base by the Group. The target for each production base is further broken down to each production line for each month. Each production line is required to meet the energy consumption and environmental targets. In the case of failure to meet environmental targets for energy consumption at production lines, we will

提升計劃。我們設置了環境目標激勵制度，將每月環境目標達成結果納入績效考核體系，與獎金掛鉤。

報告期內，我們在能源管理方面通過制度優化、管理優化兩方面嚴格要求本公司所有生產基地開展能耗分析，致力於提升能源使用效率，降低能源密度，我們的能源消耗如下：

能源消耗指標

Energy consumption indicator

能源消耗指標 ⁶ Energy consumption indicator ⁶	單位 Units	2021財年 2021FY	2020財年 2020FY	2019財年 2019FY
外購電力使用量 Purchased electricity usage	兆瓦時 MWh	365,996	355,044	323,946
天然氣使用量 Natural gas usage	兆瓦時 MWh	1,034,086	1,047,532	962,700
蒸汽使用量 ⁷ Steam usage ⁷	兆瓦時 MWh	334,982	336,328	361,812
直接能源消耗總量 Total direct energy consumption	兆瓦時 MWh	1,034,086	1,047,532	962,700
間接能源消耗總量 Total indirect energy consumption	兆瓦時 MWh	700,978	691,372	685,758
綜合能耗總量 Total integrated consumption	兆瓦時 MWh	1,735,064	1,738,904	1,648,457
綜合能耗密度 Integrated energy intensity	兆瓦時/百萬元人民幣產值 MWh per million RMB of output value	75.41	82.87	86.49

制度優化 System Optimization

報告期內，旺旺修訂了《能源作業管理辦法》。新增能源管理劃分原則及管理責任，並針對每一類能源的劃分原則及管理責任進行細化，重點針對能源管損部分進行管理，用大數據分析管損的合理性以及查找能源洩漏點，區分能源是否合理使用，以此加強能源管理，從管理層面減少能源消耗。

During the Reporting Period, Want Want revised the Energy Operation Management Regulations, with new energy management division principles and management responsibilities added and the division principles and management responsibilities for each type of energy refined to focus on the management of energy management loss, analyze the reasonableness of management loss and identify energy leakage points with big data, and distinguish whether energy is used reasonably, so as to strengthen energy management and reduce energy consumption from the management level.

⁶ 直接能源消耗包括天然氣消耗，間接能源消耗指外購電力和蒸汽消耗。計算參考GB/T 2589-2020《綜合能耗計算通則》世界資源研究所(WRI)和世界可持續發展工商理事會(WBCSD)發佈的《溫室氣體核算體系》(GHG Protocol)。

⁶ Direct energy consumption includes natural gas consumption and indirect energy consumption refers to purchased electricity and steam consumption. The calculation refers to GB/T 2589-2020 General Rules for Calculating Comprehensive Energy Consumption and the GHG Protocol jointly released by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

⁷ 包含集團使用生物質燃料鍋爐生產的綠色蒸汽的能源使用量。

⁷ Includes the energy use of green steam produced by the Group using biomass-fuelled boilers.

設備管理優化 Equipment Management Optimization

旺旺定期開展節能改造專案，通過對重點能耗設備、老舊高能耗設備進行優化、汰換，不斷提升設備的能源使用效率。

Want Want regularly carries out energy-saving modification projects to continuously improve the energy use efficiency of equipment by optimizing and replacing key energy-consuming equipment and old, high-energy-consumption equipment.

報告期內，本公司實施生產工藝程序優化節能提案608件、通過磁懸浮冰機替代螺杆式冰機、空壓機集中控制、烤爐節能改造等方式，總計節電830萬度，節約燃氣110萬方，相當於減少碳排放7,439噸。

During the Reporting Period, the Company implemented 608 energy-saving proposals for production process optimization, replaced screw-type ice machines with magnetic suspension ice machines, centralized control of air compressors and energy-saving modification of baking furnaces, saving a total of 8.3 million kWh of electricity and 1.1 million cubic meters of gas, equivalent to a reduction of 7,439 tonnes of carbon emissions.



3.3 資源循環，敢於實踐

水資源管理承諾

我們持續關注集團的水資源可持續發展，依照集團水管理戰略，追求實現聯合國2030年可持續發展目標，為所有人提供水和環境衛生並對其進行可持續管理。

3.3 Resource Recycling and Daring to Practice

Water Resource Management Commitment

We continue to focus on the sustainable development of the Group's water resources, and in line with the Group's water management strategy. We pursue the United Nations 2030 Sustainable Development Goals to achieve access to freshwater and sanitation and hygiene for all and manage them sustainably.

水資源管理目標

Water Resource Management Target

水管理目標 Water management target

- 到2025財年相對2020財年水資源使用效提升10%。
Increasing water use efficiency by 10% by 2025FY compared to 2020FY.

2021財年水管理進度 Progress of water management for 2021FY

- 2021財年全中國境內工廠用水密度與2020財年持平。
The Water intensity of all our factories in the Chinese mainland in 2021FY remained at the same level as that of 2020FY.

水管理規劃 Water management planning

- 開展水風險評估，推進最優用水原則；
Conducting water risk assessment and promoting optimal water use principles;
- 加入AWS可持續水聯盟成為會員，並將在28家生產基地中持續推動AWS認證，推動供應商節水和引導利益相關方實施流域共治。
Joining the Alliance for Water Stewardship (AWS) as a member, and will continue to promote AWS certification at 28 production bases, promote water conservation among suppliers and guide stakeholders to implement shared watershed management.

水資源管理行動

Water Resources Management Action

我們在2021財年的水資源使用量如

Our water resource usage in 2021FY was as follows:

下：

水資源耗用指標 Water resource usage indicator	單位 Unit	2021財年 2021FY	2020財年 2020FY	2019財年 2019FY
生產及辦公總取水量 Total water intake for production and office	噸 Tonne	9,033,597.00	8,244,659.00	7,835,049.00
市政用水取水量 Municipal water withdrawal	噸 Tonne	8,309,355.00	—	—
自然水體取水量 ⁸ Natural water withdrawal ⁸	噸 Tonne	724,242.00	—	—
生產及辦公取水密度 Water intake intensity of production and office	噸百萬元人民幣產值 Tonne per million RMB of output value	392.61	392.90	411.10
水回用量 Volume of reused water	噸 Tonne	593,790.00	—	—
產品用水指標 Water consumption indicator for products	單位 Unit	2021財年 2021FY	2020財年 2020FY	2019財年 2019FY
糖果產品用水密度 Water consumption intensity of candy products	噸水/噸產品 Tonne of water/tonne of products	3.06	2.90	2.89
米果產品用水密度 Water consumption intensity of rice crackers	噸水/噸產品 Tonne of water/tonne of products	3.60	3.79	3.89

⁸ 集團自然水體取水來源為地下水水源，集團已嚴格遵守相關法律法規要求進行取水。

⁸ The Group's natural water sources are groundwater sources and the Group has strictly complied with the relevant laws and regulations for water extraction.

乳飲產品用水密度 Water consumption intensity of dairy products and beverages	噸水/噸產品 Tonne of water/tonne of products	2.74	2.87	2.90
合計產品用水密度 Total water consumption intensity of products	噸水/噸產品 Tonne of water/tonne of products	2.90	3.03	3.08

水風險評估

旺旺使用WWF Risk Filter進行基地水風險的評估，經評估有9家生產基地的流域風險 (Basin Risk) 評分>3.3，且年產值均超過總產值的1%。因此我們持續對存在用水風險的幾家生產基地定期開展水耗減 (Water depletion)，水質 (Quality)，水壓力 (Baseline Water Stress) 的監控及評估，並根據評分表現預估潛在風險，制定應對措施。如水質下降支持流域修復，強降水制定洪水應急計畫，高耗水基地制定乾旱應急計畫等應急預案。

我們的水風險評估對供應商同樣適用，我們的水足跡中與集團產品項目最相關的主要為我們的關鍵原物料供應商，因此我們始終堅持將供應商的用水、排水等環境影響因素納入供應商考量因素。經WWF Risk Filter評估，集團共有三家重點供應商存在流域風險，對於存在流域水風險的重點供應商，我們組織開展了可持續水管理培訓，推動供應商開展水管理，鼓勵供應商制定用水目標及用水計畫，與旺旺一起，節約水資源。

水資源節約制度

旺旺建立了完善的資源控制程序，該制度支撐著旺旺標準管理體系 (WSM) 的穩定運營，我們制定了水資源使用效益目標，建立監管體系，由ESG工作組追蹤監管集團資源控制程序的穩定實施，我們要求所有生產基地按照程序要求每日記錄取水量，排水量，循環水量。我們在全國35個生產基地圍繞品質、效益、節能、節水、環保等方面持續推行融入世界級管理體系 (WCM) 的旺旺標準管理體系

Water risk evaluation

Want Want uses the WWF Risk Filter to evaluate the water risk of its production bases. According to the assessment, the Basin Risk score of 9 production bases exceeded 3.3, and their annual production value exceeds 1% of the total production value. Therefore, we continue to monitor and evaluate water depletion, water quality and baseline water stress at the few production bases with risk of water use on a regular basis, and evaluate the potential risks based on the scores to formulate countermeasures, e.g. watershed restoration for water quality decline, flood contingency plans for heavy precipitation and drought contingency plans for high water consumption sites.

Our water risk assessment applies to suppliers as well. In respect of the products of the Group, our water footprint is mainly relevant to our key raw material suppliers, so we always insist on including the environmental impact factors of suppliers, such as water use and drainage, as part of the consideration of our suppliers. As assessed by the WWF Risk Filter, three key suppliers of the Group are subject to watershed risks. For key suppliers with watershed water risks, we have organized training on sustainable water management, promoted water management among suppliers, encouraged suppliers to set water use targets and water consumption plans to join Want Want in conserving water resources.

Water Resource Conservation System

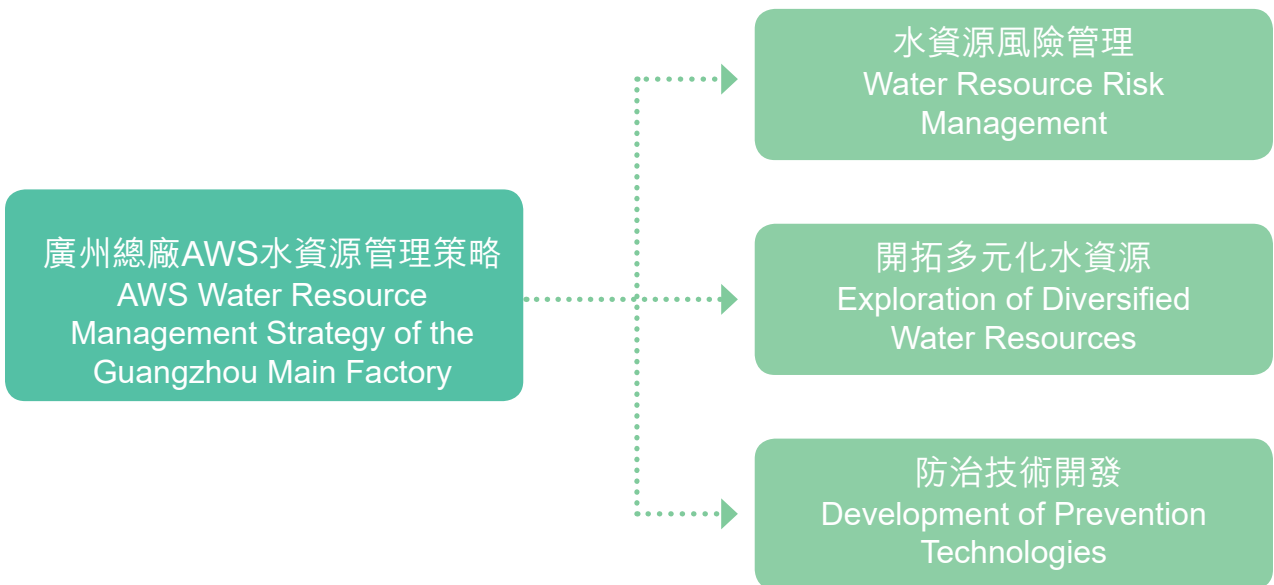
Want Want has established a comprehensive resource control procedure, which supports the stable operation of Want Want Standard Management System (WSM). We have set targets for the efficient use of water resources and established a monitoring system, with the ESG working group tracking the steady implementation of the Group's resource control procedure. We require all production bases to keep daily records of the amount of water that is withdrawn, discharged and recycled according to the procedural requirements. We continue to implement the Want Want Standard Management System (WSM), which incorporated the World Class Manufacturing (WCM) system, in 35 production bases nationwide, which centred around areas including quality,

(WSM) 世界級管理體系WCM (World Class Manufacturing)，應用方法論實施重點改善，對生產用水工藝流程優化及設備改造來提升用水效率。2021財年重點改進舉措：1)真空泵水項目推動節水1萬噸；2)推動工廠各級水平衡分析，避免老舊管路滲漏及蒸汽冷凝水回用共計節水2萬噸。

旺旺於2020年加入AWS可持續水聯盟成為會員，並將在35家生產基地中持續推動AWS認證，在標準的指引下，推動供應商節水和引導利益相關方實施流域共治。報告期內，廣州旺旺食品有限公司已導入AWS國際可持續水資源管理體系，並率先在廠內外開展一系列行動。廣州旺旺食品有限公司制定了年度水管理提升計劃，全面推行水資源永續管理。此外，湖南大旺食品有限公司啓動了AWS國際可持續水管理標準試點項目，對標國際領先的水資源水環境管理要求，期間，管理團隊將對製造基地內部、所在流域及供應鏈，全面開展可持續性評價，並在水管理制度、水平衡、水質、安全飲用水及衛生設施和生態保護方面，提升管理績效。這是旺旺第二個生產基地開展水管理體系國際標準項目，也是旺旺乳飲料生產基地的第一個試點基地。

efficiency, energy saving, water conservation and environmental protection, and apply the methodology to implement key improvements, process optimization and equipment modification for water production to enhance water use efficiency. Key improvement measures taken in 2021FY include: 1) the vacuum pump water-saving project which promotes water saving of 10,000 tonnes; 2) promoting factories to conduct water balance analysis at all levels, prevention of water leakage from old pipelines and reuse of steam condensed water, saving a total of 20,000 tonnes of water.

Want Want joined the Alliance for Water Stewards (AWS) as a member in 2020 and will continue to promote AWS certification in its 35 production bases, to promote water conservation among suppliers and guide stakeholders to implement shared watershed management under the guidance of the standard. During the Reporting Period, Guangzhou Want Want Foods Ltd. introduced the AWS International Water Stewardship Standard and has taken the lead in launching a series of actions both inside and outside factories. Guangzhou Want Want Foods Ltd. has formulated an annual water management improvement plan to fully implement sustainable water resources management. In addition, Hunan Big-Want Foods Ltd. has launched the AWS International Water Stewardship Standard Pilot Project to benchmark against the leading international water resources and environmental management requirements. The management team will conduct a comprehensive sustainability assessment of the manufacturing site, its watershed and supply chain, and improve the management performance in terms of water management system, water balance, water quality, safe drinking water and sanitation facilities and ecological protection. This is the second production base of Want Want to proceed with the international standard project of water management system and the first pilot site among its dairy products and beverages production bases.



節水專案及相關培訓 Water Conservation Project and Related Training

集團全力推進節水改造專案，在多個生產基地實施。為有效利用中水，降低工廠自來水耗用，節省能耗成本，雙城廠安裝了中水主管道，接入綠化、衛生間用水，替代了自來水，節約了工廠自來水耗用。安慶總廠南廠區某一自來水管道由於地下管道使用已久，存在管網滲漏的可能，在更換明管後報告期內節約自來水量81,689噸；浙江總廠一廠區消防管道整改維護，對消防管道進行明管鋪設製作，節約因銹蝕而導致的嚴重漏水。改造後，水管露於表面，能夠及時發現異常並及時處理。報告期內，節水改造專案共節約水資源約83,800噸。

The Group has been pushing ahead with the water-saving modification project, which has been implemented in several production bases. In order to effectively utilize reclaimed water, reduce the tap water consumption by factories and save energy costs, Shuangcheng factory installed a main pipeline for reclaimed water, connecting the water supply for lavatories, replacing tap water and reducing the consumption of tap water at factories. There was a potential leakage in the pipe network of a tap water pipeline in the southern area of the Anqing main factory, a result of the underground pipeline being in use for a long time. After an open pipe replacement, during the Reporting Period, 81,689 tonnes of tap water was saved. The fire protection pipeline in a factory area of the Zhejiang main factory was repaired and maintained, and the fire protection pipeline was laid in the open pipe to solve the serious water leakage caused by rusting. After modification, the water pipes were exposed to the surface, so that irregularities could be detected and dealt with in a timely manner. During the Reporting Period, a total of 83,800 tonnes of water resources were saved in the water-saving modification project.



節水專案培訓 Training on Water Saving Project

報告期內，旺旺開展了例行節水培訓。以「節水是時代的命題」為切入点，介紹新時代中國節水的重要性。活動一開始就強調了水是生命之源以及節約水資源的重要性，通過水情水勢分析，瞭解到我國的水資源能源危機。通過會議培訓和培訓講師的教學讓員工對「節水」有更深入的瞭解，使集團每位同仁意識到節水的重要性，積極貫徹節水行動。節水專案培訓參與對象包括工務部全體同仁，培訓覆蓋率達到100%。

During the Reporting Period, Want Want conducted routine water conservation training. Taking “water conservation is the proposition of the time” as the starting point, it introduced the importance of water conservation in China in the new era. At the beginning of the activity, we emphasized the importance of water as the source of life and water resource conservation. Through an analysis of the water conditions, we learned about the water resource and energy crisis in China. By means of training conferences and lectures by trainers, the staff had a deeper understanding of “water conservation”, so that every employee of the Group was aware of the importance of water conservation and would actively carry out acts of water conservation. The target participants of the water conservation training included all staff members of the Public Works Department, and the training coverage rate reached 100%.



包材管理承諾

旺旺持續關注包裝材料的有效利用，我們致力於與供應鏈合作夥伴共同協作，減少不可回收的塑膠垃圾，並逐步實現包材的100%可回收。

Packaging Material Management Commitment

Want Want continues to focus on the effective use of packaging materials. We are committed to working with our supply chain partners to reduce non-recyclable plastic waste and to gradually achieve 100% recyclability of packaging materials.

包材管理目標

Packaging Material Management Target

包材管理目標
Packaging material management target

- 包裝材料100%可回收。
100% recyclable packaging materials.

包材管理規劃
Packaging material management planning

- 持續推動綠色包材可持續發展；
Continuously promoting the sustainable development of green packaging materials;
- 開展包裝材料輕量化研發；
Commencing research and development of lightweight packaging materials;
- 開展包裝材料創新性研發；
Commencing research and development of innovative packaging materials;
- 實施包裝回收專案。
Implementing packaging recycling projects.

2021財年包材管理進度
Progress of packaging material management for 2021FY

- 2021財年，包裝材料可回收率達90%。
90% recyclability of packaging materials in 2021FY.

食品的包裝材料如何綠色化、環保化，一直是旺旺管理的重點，我們嚴格遵守食品法規及食品包裝標準，在以食品安全的前提下，減少包裝材料的浪費、應用簡化包裝和環保型包材、促進包裝材料的回收，積極開展包裝材料輕量化、循環降解相關研發，助力實現包裝材料的可持續發展。

How the packaging materials of food products can be made greener and more environmentally friendly has been the focus of the management of Want Want. We strictly comply with food regulations and food packaging standards, and on the premise of food safety, reduce the wastage of packaging materials, apply simplified packaging and environmentally friendly packaging materials, promote the recycling of packaging materials, and actively carry out research and development in relation to lightweight packaging materials, the recycling and degradation of packaging materials to help realize the sustainable development of packaging materials.

包裝材料耗用指標 Packaging material consumption indicators	單位 Unit	2021財年 2021FY
包材消耗總量 Total consumption of packaging materials	萬噸 10 thousand tonne	33.33
木/紙製包裝材料用量 Wooden/paper packaging material consumption	萬噸 10 thousand tonne	17.57
金屬製包裝材料用量 Metal packaging material consumption	萬噸 10 thousand tonne	7.15
塑膠包裝材料用量 Plastic packaging material consumption	萬噸 10 thousand tonne	8.61
使用FSC及SFI森林體系認證的紙盒數量 Number of FSC and SFI certified cartons	億個 100 million	45.40
包裝材料每生產單位佔量 Proportion of packaging materials per production unit	%	17.60
包材消耗密度 Packaging material consumption intensity	萬噸百萬元人民幣產值 10 thousand tonne per million RMB of output value	0.0015
塑料包裝材料中可回收材料用量佔比 Percentage of recyclable materials used in plastic packaging materials	%	45
塑料包裝材料中可回收成分佔比 Proportion of recyclable components in plastic packaging materials	%	70
塑料包裝材料產品覆蓋率 Product coverage rate of plastic packaging materials	%	26

旺旺2021財年的包裝材料績效

在電商平台物流快遞包裝方面，我們積極提升原箱發貨的比例，推廣廢舊紙箱的二次利用，報告期內，旺旺節省的包裹紙箱使用量已超40萬個。

我們於報告期內開展了多項綠色包裝研究，並實施了多個可回收包裝專案，在金屬材料減重減量、環保材料利用、耗材節約方面皆有較大突破。

Packaging material performance of Want Want in 2021FY

In the area of logistics and express delivery packaging for e-commerce platforms, we actively increased the proportion of delivery of goods in their original cartons and promoted the secondary use of used cartons. During the Reporting Period, Want Want saved over 400,000 cartons.

During the Reporting Period, we conducted a number of green packaging studies and implemented a number of recyclable packaging projects, making significant breakthroughs in weight and volume reduction of metal materials, utilization of environmentally friendly materials and saving of consumables.

罐裝飲料鋁蓋減薄項目

Aluminium Lid Thinning Project for Canned Beverages

旺旺的206D鋁蓋包裝鋁製頂蓋原來一直使用0.23mm厚度材質，現改為0.22mm厚度材質後，厚度雖然僅減少了0.01mm，但一年可以節約鋁材耗用194.9噸，針對全產業鏈上游端，更薄的材質也有利於節約鋁材加工廠的耗用。245ml飲料罐原來使用0.20mm T4材質改為0.19mm T5材質，145ml飲料罐由原來的0.18mm T5鐵改為0.17mm DR8材質一年可以節約馬口鐵耗用1,191.1噸馬口鐵。

The 206D aluminium lid packaging of Want Want had been using materials of 0.23mm thickness. After switching to 0.22mm thickness materials, although the thickness of the materials is only reduced by 0.01mm, this can save aluminium consumption in the amount of 194.9 tonnes in a year. In respect of the upstream end of the entire industry, the thinner material is also conducive to saving aluminium consumption by aluminium processing plants. With the change of packaging materials from 0.20mm T4 to 0.19mm T5 for beverage cans of 245ml and from 0.18mm T5 to 0.17mm DR8 for beverage cans of 145ml, 1,191.1 tonnes of tinplate can be saved in a year.

綠色標籤轉型項目

Green Label Transformation Project

旺旺積極開展綠色標籤技術的研發工作，不斷在塗裝技術與塗裝材料方面取得新的技術突破。報告期內，我們在飲料鐵罐的噴塗方面採用粉末塗料替換液體塗料，由於粉末塗料的使用無需使用稀釋劑及其他溶劑，可以有效降低噴漆溶劑量的消耗。

Want Want is actively engaged in the research and development of green label technology and has continuously made new technological breakthroughs in coating technology and coating materials. During the Reporting Period, we have adopted powder coating instead of liquid coating for the spraying of beverage tin cans. Since the use of powder coating does not require the use of thinner and other solvents, consumption of spraying solvents can be effectively reduced.

在噴塗技術方面，我們採用雙底層噴塗的技術取代以往的全噴漆技術，該技術的推廣可以免於二次烘爐的使用，從而降低能源消耗。

In terms of spraying technology, we have adopted the double primer spraying technology instead of the previous full spraying technology, which can reduce energy consumption by eliminating the use of secondary ovens.

包裝材質優化

Packaging Material Optimization

我們積極梳理包裝材質優化方向，推進包裝材料輕量化，可回收化，紙箱由380kg承重五層箱改用180kg承重三層箱，保證抗壓品質同時減少包材重量，節省原紙440噸/年，相當於減碳845噸/年。對於覆膜包材中所使用的複合膜，將逐步轉至單一膜（PP&PE材質），未來實現複合膜100%可回收。

We actively sort out the direction of packaging material optimization and promote the use of lightweight and recyclable packaging materials. We have changed from using 380kg load-bearing five-layer cartons to 180kg load-bearing three-layer cartons, which ensures the anti-pressure quality while reducing the weight of packaging materials, saving 440 tonnes of raw paper per year, which is equivalent to reducing carbon emission by 845 tonnes per year. As for the composite film used in the cover packaging materials, we will gradually switch to using a single film (made of PP & PE materials) and achieve 100% recyclability of composite film in the future.

材料開發與材質優化節約材料

Material Development and Material Optimization for Material Saving

旺旺碎冰冰塑膠管減薄方案

Plastic Tube Thinning Solution for "Popsicles" of Want Want

報告期內，旺旺研發團隊對塑膠粒子性能進行了材料篩選，研發出了最佳材料配比，在管身強度不變的情況下，將碎冰冰產品管重由3.7克降到3.3克，待設備改造和全線推廣後，預估年節約塑膠粒子重量50噸。

During the Reporting Period, the research and development team of Want Want conducted material screening on the performance of plastic particles and developed the best material ratio to reduce the weight of the product tubes of "Popsicles" from 3.7 grams to 3.3 grams without changing the strength of the tubes, which is estimated to save 50 tonnes of plastic particle weight per year after equipment modification and full line promotion.

3.4 控制污染，全心投入

污染排放承諾

旺旺承諾嚴格要求自身廢水、廢氣排放標準，不斷減少廢氣，廢水排放。堅持廢棄物管理的減量化、資源化、無害化的3R原則，拓展廢棄物管理實踐，實現最大化減量。

污染排放目標

污染管理目標
Pollution management target

- 嚴格管理廢氣排放，降低污染物濃度；
Strictly managing exhaust emission to reduce the concentration of pollutants;
- 污水處理率達到100%，污水達標排放，降低廢水中的污染物濃度；
Achieving 100% wastewater treatment rate, meeting wastewater standards and reducing the concentration of pollutants in wastewater;
- 早日實現廢棄物零填埋。
Early realization of zero waste to landfill.

3.4 Pollution Control and Full Commitment

Pollution Emission Commitment

Want Want is committed to enforce strict requirements on its own wastewater and exhaust emission standards and continuously reduce exhaust and wastewater emissions. Insisting on the 3R principles of waste management, being reduction, resourcefulness and harmlessness, Want Want will expand the waste management practice to achieve maximum reduction.

Pollution Emission Target

2021財年污染管理進度
Progress of pollution management for 2021FY

- 旺旺開展了鍋爐低氮改造，2021財年減少氮氧化物排放量12.4噸；
Want Want has carried out low- NOx modification of boilers to reduce NOx emissions by 12.4 tonnes in 2021FY;
- 實施污水站處理技術改造，減少COD排放；
Implementing technical reform of sewage station treatment to reduce COD emissions;
- 汰換壓濾機實現廢棄污泥減量；
Retirement of filter presses to achieve waste sludge reduction;
- 污水處理率達100%；
100% wastewater treatment rate;
- 建立廢棄物零填埋試點體系。
Establishing a zero waste to landfill pilot system.

污染管理規劃
Pollution management planning

- 不斷加大環保投入，污水排放、油煙淨化、廢氣排放持續嚴於國家標準；
Continuously increasing investment in environmental protection with requirements on sewage discharge, fume purification and exhaust emissions continuing to be stricter than national standards;
- 推廣廢棄物零填埋體系，加強管理廢棄物減量化、資源化、無害化。
Promoting zero-waste to landfill system and strengthening the management of waste reduction, resourcefulness and harmlessness.

污染控制措施

旺旺遵循國家《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國土壤污染防治法》等法律法規和《大氣污染物綜合排放標準》《污水綜合排放標準》等相關排放標準，嚴格管理廢氣、廢水、廢棄物排放，我們制定了集團油煙淨化標準、集團揮發性有機物（VOC）排放標準，嚴格要求集團油煙、揮發性有機物達到環保標準排放。集團各生產基地依當地環保法規要求取得相應的排污許可證，每年定期依照排污要求針對廢水、廢氣及噪音等委託第三方專業機構進行定期監測，各工廠污水站污水排放又依當地法規加裝在線監測設備並受當地環保局及集團總部單位聯網監管，對污水進行實時監測。報告期內旺旺未發生環保罰款事件。

Pollution Control Measures

Want Want follows the national laws and regulations such as Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on Prevention and Control of Water Pollution, the Law of the People's Republic of China on Prevention and Control of Soil Pollution and other relevant emission standards such as the Comprehensive Emission Standards for Atmospheric Pollution and the Comprehensive Emission Standards for Sewage, and strictly manages the emission and disposal of exhaust, wastewater and waste. We have formulated the fume purification standards of the Group, the volatile organic compounds (VOC) emission standards of the Group, and strictly required the fume and VOC emissions of the Group to meet environmental protection standards. Each production base of the Group has obtained discharge permits in accordance with the requirements of local environmental protection laws and regulations, and regularly commission third-party professional organizations to conduct regular monitoring of wastewater, exhaust and noise in accordance with the discharge requirements every year. Each factory is equipped with online monitoring equipment in accordance with local laws and regulations and is monitored by the environmental protection bureau and the head office management unit, so that the effluent is monitored in real time. No environmental fines being charged for any incident during the Reporting Period.

旺旺的2021財年廢氣排放績效

Emission Performance of Want Want in 2021FY

廢氣排放指標 ⁹ Waste gas emission Indicator ⁹	單位 Unit	2021財年 2021FY
氮氧化物 Nitrogen oxides emissions	噸 Tonne	89.14
硫氧化物排放量 Sulphur oxides emissions	噸 Tonne	109.93

鍋爐低氮改造專案

Low-NOx Modification Project of Waste Reduction Boilers

為有效減少三廢尤其是廢氣的排放，旺旺在2021年大力推行節能減廢專案針對鍋爐進行低氮整改，報告期內，已完成成都、廣西、安慶工廠的鍋爐低氮整改，鍋爐低氮整改後氮氧化物排放濃度將小於30mg/m³，以天然氣耗用量進行折算，年減少氮氧化物排放量12.4噸。

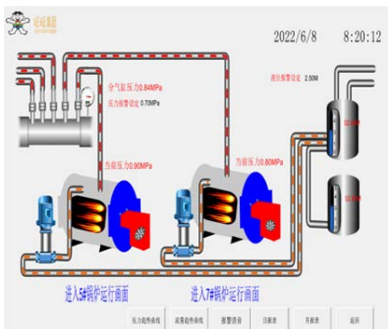
In order to effectively reduce the emission of the three wastes, especially exhaust gas, Want Want vigorously implemented the energy saving and waste reduction project in 2021 to carry out low-NOx modification of boilers. During the Reporting Period, we have completed the low-NOx modification of boilers in our Chengdu, Guangxi and Anqing factories. After the low-NOx modification of boilers, the NOx emission concentration will be less than 30mg/m³, and by conversion based on natural gas consumption, the annual NOx emission will be reduced by 12.4 tonnes.

⁹ 氮氧化物及硫氧化物排放量來源於集團各生產基地對環保局申報環稅時的核定數據

⁹ Emissions of nitrogen oxides and sulfur oxides are derived from the data approved by each of the Group's production bases when filing environmental tax returns to the Environmental Protection Bureau

我們率先在安慶總廠應用了集團技術團隊自行研發鍋爐監控能源視覺化系統，通過鍋爐自動監控系統提升管理品質，該系統可自動在服務器端生成數據報表，自動提前預警處置，有效防止因能源品質波動從而影響生產，提高了生產效率。

We took the lead in applying the Group's self-developed boiler monitoring and energy visualization system in our Anqing main factory to improve the quality of management through the automatic boiler monitoring and control system. The system can automatically generate data reports on the server side and automatically release advance warnings, which effectively prevents energy quality fluctuations from affecting production and improves the production efficiency.



廢水排放管理

旺旺的生產基地均安裝了污水處理系統，2個生產基地污水處理三級處理，22個為二級處理，6個為一級處理。所有涉及污水排放的生產基地每日監測污水排放量及污染物排放濃度，確保污水處理率達到100%，污水達標排放。

Wastewater Discharge Management

The production bases of Want Want have all installed wastewater treatment systems, with 2 production bases with tertiary treatment, 22 with secondary treatment and 6 with primary treatment. All production bases involved in wastewater discharge monitor the amount of wastewater discharge and the concentration of pollutants discharged every day to ensure that the wastewater treatment rate reaches 100% and the wastewater meets the discharge standards.

廢水排放指標 Wastewater discharge indicators	單位 Unit	2021財年 2021FY
廢水排放總量 Total wastewater discharge	噸 Tonne	7,375,568.00
化學需氧量COD排放量 Chemical oxygen demand (COD) emissions	噸 Tonne	288.00

我們致力於生產端實施治理措施以達到減少污染物濃度，優化CIP清洗濃度，減少牛奶損耗、降低廢水污染物濃度的廢水治理目標。

We are committed to implementing treatment measures on the production side to achieve the wastewater treatment goals of reducing pollutant concentrations, optimizing CIP cleaning concentrations, reducing milk consumption and reducing wastewater pollutant concentrations.

廢水排放治理專案

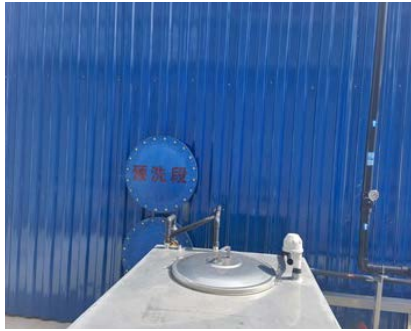
Wastewater Discharge and Treatment Project

南京大旺空港廠區污水站有兩套污水處理設施，分別為耗氧和厭氧工藝，在日常廢水處理過程中，因工藝特性會產生一定的惡臭和異味，為淨化廠區環境、使企業合規化運行，安裝污水站廢氣收集治理設備，於2021年9月開始施工，2022年1月施工完成並取得第三方檢測報告。

There are two sets of wastewater treatment facilities at the sewage treatment station at the airport area of Nanjing Big-Want, which are oxygen-consuming and anaerobic processes. During the daily wastewater treatment process, certain bad odors and smells will be generated due to the characteristics of the processes. In order to purify the environment of the factory area and make the enterprise run in a planned manner, the installation of exhaust collection and treatment equipment at sewage treatment stations began in September 2021 and was completed in January 2022 with the third party inspection report obtained.

在污水治理方面，泉州總廠及西寧旺旺完成污水站厭氧改造，有效減少了COD的排放。

In terms of wastewater treatment, the Quanzhou main factory and Xining Want Want completed the anaerobic transformation of the sewage treatment stations, effectively reducing COD emissions.



廢棄物管理

旺旺廢棄物管理理念為減量化、資源化、無害化3R原則，對廢棄物的產生、收集、內部轉運、貯存、運輸、利用、處置等各個環節均有相應的作業規範流程。報告期內，我們結合新《中華人民共和國固體廢物污染環境防治法》及《一般工業固體廢物管理台賬制定指南》制定了《危險廢物管理辦法》《固體廢棄物管理程序》，並在泉州生產基地建立廢棄物零填埋管理體系，實現廢棄物零填埋。與此同時，我們積極從源頭上開始減少廢棄物的產量，增加廢棄物的可回收利用，將廢棄物轉化為可再資源。

報告期內，我們的廢棄物管理績效如下：

Waste Management

The waste management concept of Want Want is based on the 3R principles of reduction, resourcefulness and harmlessness, and there are corresponding operation regulations and procedures for all aspects of waste generation, collection, internal transfer, storage, transportation, utilization and disposal. During the Reporting Period, we have formulated the Hazardous Waste Management Regulations and Solid Waste Management Procedures according to the latest Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste and the Guidelines for the Preparation of General Industrial Solid Waste Management Ledger, and established a zero waste to landfill waste management system at our Quanzhou production base and achieved zero waste to landfill. At the same time, we are actively reducing the amount of waste generated at source, increasing the recycling rate of waste and converting waste into reusable resources.

During the Reporting Period, our waste management performance is as follows:

廢棄物處置指標 Waste disposal indicator	單位 Unit	2021財年 2021FY
產生的無害廢棄物總量 Total amount of non-hazardous waste generated	噸 Tonne	74,132.85
無害廢棄物清運量 Amount of non-hazardous waste removed	噸 Tonne	33,987.52
廢棄物填埋量 ¹⁰ Amount of waste landfilled ¹⁰	噸 Tonne	6,497.14
用於能量回收的廢棄物焚燒量 ¹¹ Amount of waste incinerated for energy recovery ¹¹	噸 Tonne	5,358.25
通過其他方法 ¹² 處理的廢棄物總量 Total amount of waste treated by other methods ¹²	噸 Tonne	22,132.13
無害廢棄物回收量 ¹³ Amount of non-hazardous waste recycled ¹³	噸 Tonne	40,145.34
無害廢棄物產生密度 Non-hazardous waste generation intensity	噸/百萬元人民幣產值 Tonne per million RMB of output value	3.22

廢棄物處置指標 Waste disposal indicator	單位 Unit	2021財年 2021FY	2020財年 2020FY	2019財年 2019FY
有害廢棄物清運量 Amount of hazardous waste removed	噸 Tonne	498	505	416
無害廢棄物清運量 Amount of non-hazardous waste removed	噸 Tonne	33,987.52	38,094.00	34,936.00
有害廢棄物清運量密度 Intensity of hazardous waste removed	噸/百萬元人民幣產值 Tonne per million RMB of output value	0.022	0.025	0.023
無害廢棄物清運量密度 Intensity of non-hazardous waste removed	噸/百萬元人民幣產值 Tonne per million RMB of output value	1.48	1.82	1.83

¹⁰ 廢棄物由工廠當地政府指定的專業處置單位進行填埋。
Waste was landfilled by the authorized disposal unit appointed by the local government.

¹¹ 廢棄物由工廠當地政府指定的專業處置單位焚燒發電處理。
Waste was disposed of by the professional unit designated by the local government for power generation.

¹² 廢棄物由專業處置單位使用其他方式進行處理，如污泥做有機肥料及厭氧發電等。
Waste was disposed of by professional disposal units through other methods, such as sludge for organic fertilizer and anaerobic power generation, etc.

¹³ 集團自2021財年起，依《一般固體廢物分類與代碼GB/T 39198-2020》，增加了無害廢棄物數據的統計口徑（包括污泥、廢棄資源、食品加工廢物、生活垃圾等）。

¹³ From 2021FY, the Group has increased the statistical scope of non-hazardous waste data (including sludge, waste resources, food processing waste, domestic waste, etc.) in accordance with the General Solid Waste Classification and Code GB/T 39198-2020.

壓濾機改造以減低固廢含量

Modification of Filter Presses to Reduce Solid Waste Content

站在從源頭減少廢棄物產生的角度，集團對5台老式板框壓泥機進行了壓濾機汰換，湖南總廠污水站新設兩台高壓隔膜壓濾機，將污泥含水率降至60%以下。廣州總廠明旺污水站安裝帶式壓泥機汰換板式壓泥機，預估年度減少污泥量約400噸。壓濾機汰換專案是集團大力推行的重點專案之一，2022年已經陸續有十家工廠提報了該專案，完成汰換後，預估年節省費用100萬元人民幣，預估年減少污泥量1,871噸。

From the perspective of reducing waste generation at source, the Group has modified 5 old plate and frame filter presses and installed 2 new high pressure diaphragm filter presses at the sewage treatment station of the Hunan main factory to reduce the water content of sludge to below 60%. At the Ming-Want Sewage Treatment Station of the Guangzhou main factory, a belt filter press was installed to replace the plate filter press, which is estimated to reduce the sludge volume by approximately 400 tonnes. The filter press replacement project is one of the Group's key projects. Ten plants have already submitted their applications for the project in 2022, and upon completion of the replacement, the estimated annual cost savings will reach RMB1 million and the estimated annual sludge volume will be reduced by 1,871 tonnes.



促進無害廢棄物回收

旺旺持續完善《無害廢棄物管理制度》，指導全國生產基地持續提升工廠廢棄物回收再利用水平，同時對生活垃圾及廚餘垃圾進行分類管理，我們在日常工作中培養員工養成垃圾分類的好習慣，對於具有回收再利用價值的垃圾如廢紙張、廢紙箱、廢瓶子等可回收物進行收集，每日定時入廢品庫，與廢品庫內同類型廢品進行出售處理。

Promoting Non-hazardous Waste Recycling

Want Want continues to improve the Non-hazardous Waste Management System, guides its nationwide production bases to continuously improve the recycling level of factory waste. At the same time, we manage the sorting of domestic waste and food waste and cultivate good habits of waste sorting among employees in their daily work. For waste with recycling value, such as waste paper, waste cartons, waste bottles, etc., we collect and put them into the waste storage regularly every day, and sell them for disposal together with other similar waste in the waste storage.

廚餘垃圾工廠自製濾水欄，過濾出來的食物湯水將進入污水管道導入廠內污水處理站，待處理完成後達標排放。剩餘的食物殘渣及不可回收利用的生活垃圾，每日由工廠所在地定期清運。

反食品浪費

2021年4月中國頒佈實施了《中華人民共和國反食品浪費法》，旺旺積極響應政府號召，弘揚中華民族勤儉節約傳統美德，向全體員工發起“光盤行動”的倡議，鼓勵員工踐行中華民族傳統美德，節約資源，保護環境，適當點餐。

集團的反食品浪費理念貫穿了從採購、倉儲、製造、銷售和技術創新等多方面。旺旺參與了由中國食品科學技術學會主導的《食品安全最佳實踐白皮書》撰寫，以精益生產之路，建設反食品浪費管控體系。

The food waste factory makes its own water filter bar, and the filtered food and soup will enter the sewage pipe and be directed to the sewage treatment station in the factory, where it will be discharged upon completion of treatment. The remaining food residues and non-recyclable household waste are regularly cleared from the factory site on a daily basis.

Anti-food Waste

In April 2021, China promulgated and implemented the Law of the People's Republic of China on Food Waste. Want Want actively responded to the government's call and promoted the traditional virtues of frugality of the Chinese nation by launching the "Plate Emptying Action" initiative to all employees to encourage them to practice the traditional virtues, conserve resources, protect the environment and order food appropriately.

The Group's anti-food waste philosophy extends through all aspects of procurement, storage, manufacturing, sales and technological innovation. Want Want participated in the writing of the White Paper on Food Safety Best Practices led by the Chinese Institute of Food Science and Technology to build an anti-food waste control system with lean production.



反食品浪費管控 Anti-food Waste Control

旺旺的食品浪費控制體系由識別、控制、檢核、優化四個步驟組成。首先，識別出生產經營全過程中所有產生食品浪費的環節；其次，針對識別出的環節建立有效管控措施並實施，同時設立具有挑戰性的目標；再次，通過定期檢核機制對目標進行檢核；最後，回顧控制體系的執行效果，優化管控措施，持續改進。

The food waste control system of Want Want is composed of four steps: identification, control, verification and optimization. Firstly, we identify all the food waste-generating processes in the entire process of production and operation. Secondly, we establish effective control measures for the identified processes, implement them and set challenging targets. Thirdly, we review the targets through a regular review mechanism. Finally, we review the implementation effect of the control system, optimize the control measures and make continuous improvement.



3.5 生態友好，自然同存

旺旺秉持生態友好的可持續發展理念。嚴格要求新建工廠項目，嚴格遵守環境影響評估法，不在對生態環境有重大影響的區域建廠運營。我們定期投入資金用於環境管理，環保改造累計投入2.88億元人民幣，報告期內環保投入7,700萬元人民幣，我們的內部污染排放標準嚴於國家標準。

3.5 Eco-Friendly and Co-existing with Nature

Want Want upholds the eco-friendly sustainable development concept. We strictly require new factory construction projects to strictly comply with the Environmental Impact Assessment Law and not to build and operate factories in areas that have a significant impact on the ecological environment. We regularly invest in environmental management, with an accumulated investment of RMB288 million in environmental improvement. During the Reporting Period, we invested RMB77 million in environmental protection. Our internal pollution emission standards are stricter than the national standards.

我們通過開展環境影響評價工作，對涉及業務運營的區域內的生物多樣性程度進行評估，評價生產運營對生物多樣性的潛在影響。未來，我們將推動更多生產基地加入AWS可持續水聯盟，引導更多供應商和工廠的利益相關方關注水資源可持續管理，推動流域共治。

By conducting environmental impact assessment, we evaluate the potential impact of production and operation on biodiversity by assessing the level of biodiversity in the areas where our business operations are involved. In the future, we will encourage more production bases to join the Alliance for Water Stewardship (AWS) to guide more suppliers and factory stakeholders to focus on sustainable water resource management and promote shared governance in the watershed.

新建業務充分考慮生物多樣性環境影響

Fully considering the environmental impact of biodiversity for new operations

- 開展環境影響評價，充分評估產線建設、運營期間對當地資源及生物多樣性的影響；
Conducting environmental impact assessment and fully evaluating the impact on local resources and biodiversity during the construction and operation of production lines;
- 新建廠新建產線項目時充分考慮選址因素，不在生態保護區內開展業務行為。
Fully considering the site selection factors when building new factories and new production lines, and not conducting business in ecological reserves.

開展生物多樣性相關公益活動

Carrying out biodiversity-related public welfare activities

- 集團各生產基地定期組織環境保護的公益宣傳、公益活動，如流域保護、垃圾分類。
Regularly organizing public promotion and public welfare activities relating to environmental protection, such as watershed protection and waste sorting, by various production bases of the Group.

生產活動不超出當地環境容量

Production activities not exceeding the local environmental capacity

- 我們承諾保護環境，減少危險化學品使用及排放，確保旺旺的生產活動不會超出當地環境容量，生產運營不影響流域水質，不破壞生物多樣性。
We are committed to protecting the environment and reducing the use and discharge of hazardous chemicals to ensure that the production activities of Want Want do not exceed the local environmental capacity, and that production operations do not affect the water quality of the watershed or compromise biodiversity.

04

緣聚旺旺，關愛成長

Gathering at Want Want with Care and Love





旺旺秉持“緣、自信、大團結”的人才理念，積極與每一位志同道合的人才結緣，鼓勵人才自信發展，用“大團結”的精神凝聚每一位旺旺人的努力與創造力，打造完善的職工福利體系與發展體系，用心呵護員工的身心健康與安全，共同打造旺旺美好的未來。

4.1 合規僱傭，平等舞台

旺旺遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》等有關法律法規，堅持合規僱傭，同工同酬，杜絕使用童工，避免職場歧視與騷擾、強制勞動和不合理加班等情況的發生。

同時，旺旺始終堅持平等招聘，追求多元、包容的工作環境。報告期內，旺旺新招聘員工6,762名，其中男性員工佔比47%，女性員工佔比53%。截至報告期末，旺旺全體在職員工39,689人，男性佔比45%，女性佔比55%，少數民族員工1,134人，國外族裔員工35人，殘障人士277人。全體員工中，工會員工覆蓋率高達82%，集體談判協議簽署率達26%。

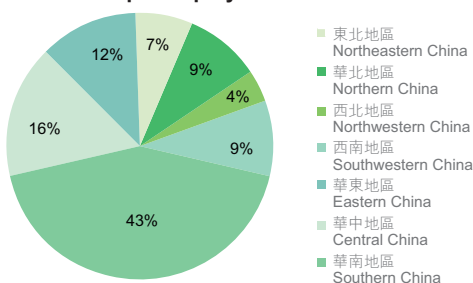
Want Want upholds the talent concept of “People-Oriented, Self-Confidence and Unity”, actively ties up with every like-minded talent, encourages the confident development of talents and unites the efforts and creativity of every Want Want person with the spirit of “Unity”. It has built a comprehensive employee welfare system and development system, taking care of the physical and mental health and safety of our employees, and building a bright future for Want Want together.

4.1 Employment in Compliance with Equality

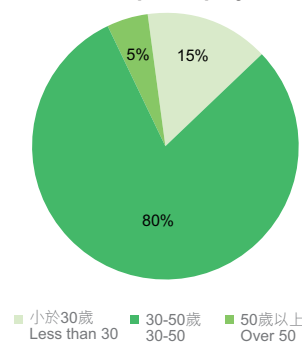
Want Want complies with Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China and the relevant laws and regulations, insists on the compliance of employment, provides equal pay for equal work, eliminates the use of child labor and avoids the occurrence of workplace discrimination and harassment, forced labor and unreasonable overtime work.

At the same time, Want Want always insists on equal recruitment and pursues a diversified and inclusive working environment. During the Reporting Period, Want Want recruited 6,762 new employees, of which 47% were male and 53% were female. As at the end of the Reporting Period, the number of full-time employees of Want Want was 39,689, of which 45% were male, 55% were female, 1,134 were ethnic minority employees, 35 were foreign ethnic employees and 277 were disabled. Among all employees, the union employee coverage rate is as high as 82%, and the signing rate of collective bargaining agreement is 26%.

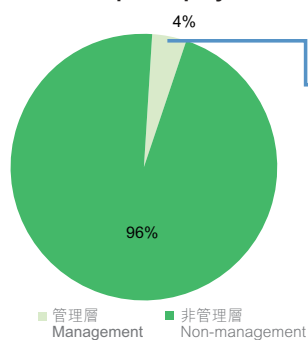
集團僱員地區分佈
Geographical distribution of the Group's employees



集團僱員年齡分佈
Age distribution of the Group's employees



集團僱員職級分佈
Ranking distribution of the Group's employees



管理層內職級分佈
Ranking distribution of the management

管理層內職級分佈 Ranking distribution of the management	
高級管理層 Senior management	38
中級管理層 Mid-level management	657
初級管理層 Junior management	1,063

提倡合理工作時間 Promoting reasonable working hours

旺旺嚴格按照國家法律規定制定集團內部考勤管理制度，制度明確了所有員工的休假權利及必須遵守的事項，其中除了法定假期、三八婦女節、五四青年節以外，還根據不同員工職等，額外增加了兩至五天的年假天數。公司提倡在工作時間內完成工作任務，要求員工在保證工作進度和高效率完成的前提下，需注意個人身體健康和 safety，做到勞逸結合。同時重視通過工作時間合理分配，使工作效率得到提升，若工作任務無法完成，需在工作日和休息日延長工作時間的，由主管依照實際情況審核管理加班，並安排補休，不能安排補休的，公司依法支付加班工資。

Want Want has formulated the internal attendance management system of the Group in strict accordance with the national laws and regulations. The system specifies the leave rights of all employees and the matters that they must comply with. In addition to statutory holidays, March 8 Women's Day and May 4 Youth Day, two to five days of annual leave are added according to the ranking of the employees. The Company advocates the completion of work tasks during working hours and requires employees to pay attention to their personal health, safety and work-life balance while ensuring work progress and efficient completion. At the same time, we pay attention to the rational allocation of work time, so that the work efficiency can be improved. If the work tasks cannot be completed and the working hours need to be extended on working days and rest days, the supervisor will review and manage the overtime work according to the actual situation, and arrange for compensatory leave. If compensatory leave cannot be arranged, the Company will pay overtime wages according to the law.

推動男女平等 Promoting gender equality

為推動男女平等，旺旺特推行P.A.C.E項目，作為一項為工廠員工提供的學習項目，P.A.C.E內容包括心理疏導、生活態度培養、生活技能教學，並提供鍛煉與展示的平台，挖掘和激發員工潛能，圍繞溝通、問題解決與決策、時間與壓力管理及食品安全課程等，區別於以往傳統授課，更多注重在互動、引導交流上，同時會圍繞課題舉辦班級，如班組有約、親子活動等。

In order to promote gender equality, Want Want has implemented the P.A.C.E. project as a learning program for factory employees. The P.A.C.E. project covers counselling, life attitude development and life skills teaching, and provides a platform for exercise and demonstration to explore and stimulate the potentials of employees, focus on communication, problem solving and decision making, time and stress management and food safety courses. Different from traditional classes, the P.A.C.E. project focuses more on interaction and guided communication, and classes are organized around topics such as group appointments and parent-child activities.

P.A.C.E.專案初期主要致力於為一線女性員工的發展和提升保駕護航。隨著活動推行以來效果顯著，專案不斷昇華，為提倡兩性融合，將男性員工也納入培訓中，於2020年開設男女混班。通過精神層面的調整，員工自身心態、技巧等的提升以改善生活品質，幫助員工獲得幸福感。項目推行至今，已有教練級講師2人，優秀講師160位，從試點運行截止2021年12月已有3,275位員工受惠，活動覆蓋20家工廠。根據2021財年年度評價，主管對員工的滿意度訓前為89.6%，訓後為94.7%，上升5.1%；受訓員工幸福度從82.9%提升至91.1%，增加8.2%。

The P.A.C.E. project is initially dedicated to the development and advancement of front-line female employees. With the significant effect being achieved since implementation, the scope of the project continued to expand. In order to promote gender integration, male employees are also included in the training, and a class of mixed gender was established in 2020. Through spiritual adjustment, employees can improve their quality of life by enhancing their mindset and skills, and achieve a sense of well-being. Since the program was launched, there have been 2 trainer instructors and 160 excellent instructors. As of December 2021, 3,275 employees have benefited from the pilot program, covering 20 factories. According to the annual evaluation of 2021FY, the satisfaction rate of supervisors towards employees was 89.6% before training and 94.7% after training, representing an increase of 5.1%. The happiness rate of trained employees increased from 82.9% to 91.1%, representing an increase of 8.2%.

職能與職級性別平等績效指標： Performance indicators for gender equality in function and ranking:		
	總體佔比 Overall percentage	49%
女性在管理層中佔比 Percentage of women in management	初級管理層中女性佔比 Percentage of women in junior management	52%
	高級管理層中女性佔比 Percentage of women in senior management	26%
女性在創收職能部門中管理人員佔比 Percentage of women in management members of revenue-generating functions		53%
女性在STEM相關職位中佔比 Percentage of women in STEM-related positions		47%

4.2 有愛有家，旺旺惜緣

工廠員工幸福指數

旺旺集團重視員工關懷，全力打造員工幸福工程，自2016年開始，全國各工廠以馬斯洛社會需求理論為基礎模型，從影響幸福因素的角度出發，搭建集滿意度和幸福感為一體的員工幸福指數評價體系。幸福指數的意義在於診斷評估旺旺各工廠在開展各項關懷員工措施的實際成效工具，以此PDCA持續循環精進改善，持續提升員工獲得感、滿足感、幸福感。從專案啟動最初的紙本檔問卷之員工抽查，到現在電子式問卷之全員參與，從員工關懷專案開展驗證，到員工心聲反饋信息整合，幸福指數評價體系每年進行指標優化調整，幫助管理者發現問題，找到員工不同訴求和期望的最大公約數後，針對性進行改善，提升員工幸福感受。隨著對員工關懷的不間斷關注與投入，工廠員工幸福指數分數從2016年的83分突破提升到2022年上半年的88.9分，上升7.1%。旺旺集團堅信幸福的員工才能做出完美的產品，滿足消費者的需求，未來我們將持續提升員工的幸福指數，讓發展的成果惠及到所有相關方。

優待員工

旺旺始終堅持以人為本，關心集團員工的工作與生活，為從制度上加強集團福利管理，保障員工享受相應的福利，集團設立年節福利（含春節、婦女節、勞動節、國慶日等多個節日）、開工紅包、結婚禮金、喪葬慰問金、員工商業保險等多個福利項目。旺旺尤其注重關懷女性，女性員工享有三八婦女節福利、哺乳假、生育禮金及彌月禮盒等。

4.2 Love of the Want Want Family

Factory Employee Happiness Index

Want Want Group attaches great importance to employee care and endeavors to build employee happiness programs. Since 2016, all factories across the country have built an employee happiness index evaluation system that integrates satisfaction and happiness from the perspective of the factors affecting happiness according to a model based on the Maslow's Hierarchy of Needs Theory. The significance of the happiness index is to diagnose and evaluate the actual effectiveness of the various employee care measures taken by all factories of Want Want, and to use the PDCA continuous cycle to enhance employees' sense of achievement, satisfaction and happiness. From the initial random paper-based questionnaires to the current electronic questionnaires for all employees, and from the validation of employee care programs to the integration of employee feedback, the happiness index evaluation system is optimized and adjusted from year to year to help the management identify problems, find the greatest common denominator of the different demands and expectations of employees, and make targeted improvements to improve employees' happiness. With the continuous attention and investment in employee care, the factory employee happiness index score has increased from 83 in 2016 to 88.9 in the first half of 2022, representing an increase of 7.1%. Want Want Group firmly believes that only happy employees can make perfect products and satisfy consumers' needs. In the future, we will continue to improve the happiness index of employees so that the fruits of development will benefit all relevant parties.

Treating Employees Well

Want Want always insists on people-orientation and cares about the work and life of the Group's employees. In order to strengthen the Group's welfare management systematically and ensure employees enjoy corresponding welfare, the Group has set up many welfare items such as annual festival benefits (including the Spring Festival, the Women's Day, the Labor Day, the National Day and other festivals), kick-off red packets, wedding gift money, funeral condolence money and employee business insurance. Want Want pays special attention to caring for women, and female employees are entitled to benefits for the March 8 Women's Day, breast-feeding leave, maternity gifts and gift boxes for baby shower.

年節福利
Annual Festival Benefits

- 三八婦女節
March 8
Women's Day
- 五一勞動節
May 1 Labor
Day
- 國慶節
National Day
- 春節
Spring Festival

常規福利
Regular Benefits

- 結婚禮金、喜糖福利
Wedding gift money and wedding candy benefits
- 高溫補貼
High temperature allowance
- 喪葬慰問金
Funeral condolence money
- 開工紅包
Kick-off red packet
- 金牌金鍊福利/彌月禮盒
Gold bar and gold chain benefits/gift box for baby shower



- 「功在旺旺」榮退紀念
"Merit in Want Want" honorable retirement commemoration

其他福利
Other Benefits

- 員工宿舍
Staff dormitory
- 工作餐
Meals at work
- 班車
Shuttle bus
- 豐富的社團活動
Abundant club activities
- 生日福利
Birthday benefits
- 入職紀念日
Inauguration day
- 年度體檢計劃
Annual medical checkup program
- 健康講座
Health seminar
- 特殊員工關懷
Special employee care
- 哺乳室
Breastfeeding Room

旺旺長期通過關懷活動，疏導員工工作心理壓力，增進員工與家人、企業的交流，同時增加員工對企業的歸屬感，以達到企業關心員工、員工心系企業的和諧發展格局。為發揚人道主義之精神，同時體現集團對員工之愛護及關心，增強集團的凝聚力和向心力，集團特設立員工“急難救助金”，旨在體現集團大家庭的溫暖。當員工及其家屬的身體健康或生命出現重大問題時，集團伸出援助之手予以一定經濟上的幫助。報告期內，集團共扶助有急難之員工及其家屬41位，提供急難救助金607,000元人民幣，為這些家庭解決燃眉之急。

Want Want has long been providing care activities to relieve the mental pressure of employees at work, improve communication between employees and their families and enterprise, and increase employees' sense of belonging to the enterprise, so as to achieve a harmonious development pattern of the enterprise caring for employees and employees caring for the enterprise. In order to carry forward the spirit of humanitarianism, and at the same time to demonstrate the Group's love and care for employees, and to enhance the cohesion and centripetal force of the Group, the Group has set up the "Emergency Relief Fund" for employees, aiming to reflect the warmth of the Group's big family. When the health or life of employees and their family members is in serious trouble, the Group will lend a helping hand to provide certain financial assistance. During the Reporting Period, the Group assisted 41 employees and their families in emergencies, providing a total of RMB607,000 in emergency relief to help these families address their urgent needs.

加強溝通

與此同時，旺旺始終關注員工的訴求，通過每年9月開展的年度調薪，過年前發放年終獎增加員工薪酬，舉辦“向心力”和“春酒”等活動，發放2021績優單位向心力費用等激勵，提高員工歸屬感。

為促進旺旺員工深入探索產品，銘記傳承企業文化，集團於2022年6月份開展“我對旺旺知多少”線上知識競賽活動，以遊戲化運營的形式提升員工參與度，營造濃厚的學習氛圍。本專案共計三個階段：見習場——新秀場——進階場，目前已有2,534人參與，累計參與活動6,692人次，其中79人賽段內全滿分在旺旺學習空間內授予榮譽勳章。競賽過後，員工對於集團知識及企業文化有了更深的理解，有利於將競賽內容充分運用於工作當中。

為提高人才留用率，旺旺在接到辭職員工離職申請後，會積極主動與員工進行面談，對績效優秀的員工進行疏導挽留，並深刻分析員工離職原因，詢問員工對公司當前管理文化、工作環境及內部人際關係的看法，對所在部門或公司層面不足之處的合理化改進建議，並統計離職人員意見調查數據，以便提升在職員工對集團的滿意度與歸屬感。

報告期內，旺旺員工離職率23.6%，主動離職率為20.1%，且超半數集中在人口流動較大的華東、華南地區。

Strengthening Communication

Meanwhile, Want Want always pays attention to the demands of employees. Through the annual salary adjustment in September every year, the year-end bonus distributed before the Lunar New Year to increase employees' remuneration, the activities such as "Heart to Heart" and "Spring Wine", and the payment of Heart to Heart incentive fees for high-performing units in 2021, etc., the employees' sense of belonging is enhanced.

In order to encourage Want Want employees to explore products in depth and remember to inherit the corporate culture, the Group launched the online quiz "How much do I know about Want Want" in June 2022 in the format of games to enhance employees' participation and create a strong learning atmosphere. There are three stages in the project: Apprentice, Rookie and Advanced. Currently, 2,534 employees have participated in the competition for a total of 6,692 times, of which 79 employees have been awarded the honorary medal in Want Want Learning Space with full score in the competition. After the competition, employees have a deeper understanding of the Group's knowledge and corporate culture, which is conducive to the full application of the competition contents in their work.

In order to improve the talent retention rate, Want Want proactively conducts interviews with employees after receiving their resignation applications and seek to retain those with excellent performance with counselling. We profoundly analyze the reasons for their departure, ask them about their views on the Company's current management culture, working environment and internal interpersonal relationships, rationalize and suggest improvements to the deficiencies at their department or company level, and compile survey data on the opinions of the departing employees in order to improve the satisfaction and sense of belonging of the existing employees to the Group.

During the Reporting Period, the turnover rate of Want Want employees was 23.6% and the active turnover rate was 20.1%, with more than half of them concentrating in Eastern and Southern China, where the population mobility is greater.

員工流失率分佈 Ranking distribution of the management		
按性別劃分 by gender	男性 Male	25.7%
	女性 Female	21.7%
按年齡劃分 by age	30歲以下 under 30	42.3%
	30-50歲 30-50	19.6%
	50歲以上 over50	12.3%
按地區劃分 by region	東北區 Northeastern China	19.7%
	華北區 Northern China	20.1%
	西北區 Northwestern China	37.3%
	西南區 Southwestern China	24.0%
	華東區 Eastern China	24.2%
	華中區 Central China	20.4%
	華南區 Southern China	24.0%

4.3 職業發展，共同成長

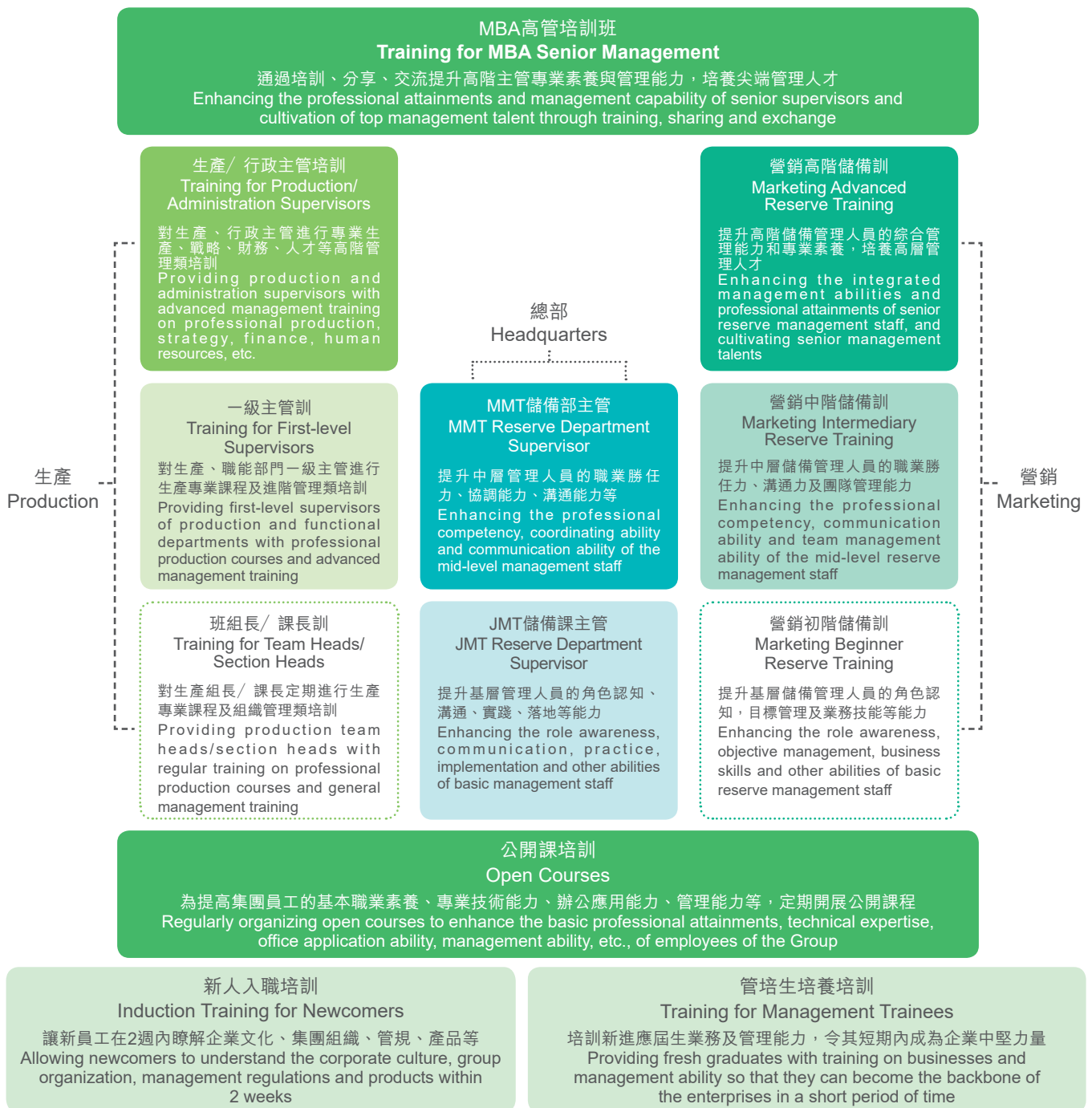
員工培訓

“問渠那得清如許，為有源頭活水來”。旺旺深知人才是公司發展的基石和動力，因而建立了全面、綜合的員工培訓體系，覆蓋範圍從高管到基層員工，從生產到銷售，從總部到工廠，培訓形式多樣靈活，有效地提升了員工競爭力和自我發展能力。

4.3 Career Development and Mutual Growth

Employee Training

“A ditch may stay clear with the source of living water”. Want Want understands that talents are the cornerstone and driving force of the company’s development, so it has established a comprehensive and integrated employee training system, the scope of which extends from senior management to grassroots employees, from production to sales and from headquarters to factories, with various and flexible training forms, that effectively enhance employees’ competitiveness and self-development capabilities.



為豐富企業培訓形式，提升員工專業技能與綜合素質，2021財年集團舉辦公開課、拓展類培訓共1,413場，覆蓋人數15,398人。其中2021年3到5月，在總部增設旺旺沙龍共9場，參與人數98人，涉及20個部門。該專案利用員工的業餘時間，開展涵蓋工作專業類、職場通用類、興趣生活類、辦公軟體類等各類型話題的沙龍活動，為總部員工提供聯結、共創、提升自我的分享平台，豐富員工的生活。

In order to enrich corporate training and enhance the professional skills and integrated attainments of employees, the Group held 1,413 public courses and development training sessions in 2021FY, with 15,398 participants. From March to May 2021, a total of 9 sessions of Want Want Salon were held at the headquarters, with 98 participants from 20 departments. The program makes use of the spare time of employees to launch salon activities covering various topics such as professional work, general workplace, interests and lifestyle, and office software, providing a platform for employees from the headquarters to unite, create and improve themselves, and enriching their lives.

為促進集團知識經驗、標準流程、管理技能的沉澱與傳承，同時培養一支微課建設隊伍為線上學習平台輸入優質的學習內容，增加用戶黏性提升平台活躍率。人力資源中心人才驅動發展處於2021年9月舉辦微課達人秀專案項目。本項目通過多個階段，包括線上微課（翻轉課堂）、線下工作坊、達人衝衝衝持續產課、優勝評比&結營，共計32名員工參賽，產課68門，學習平台播放量共計52,917人次，經過激烈的角逐，最終產生最佳人氣獎及專業獎。

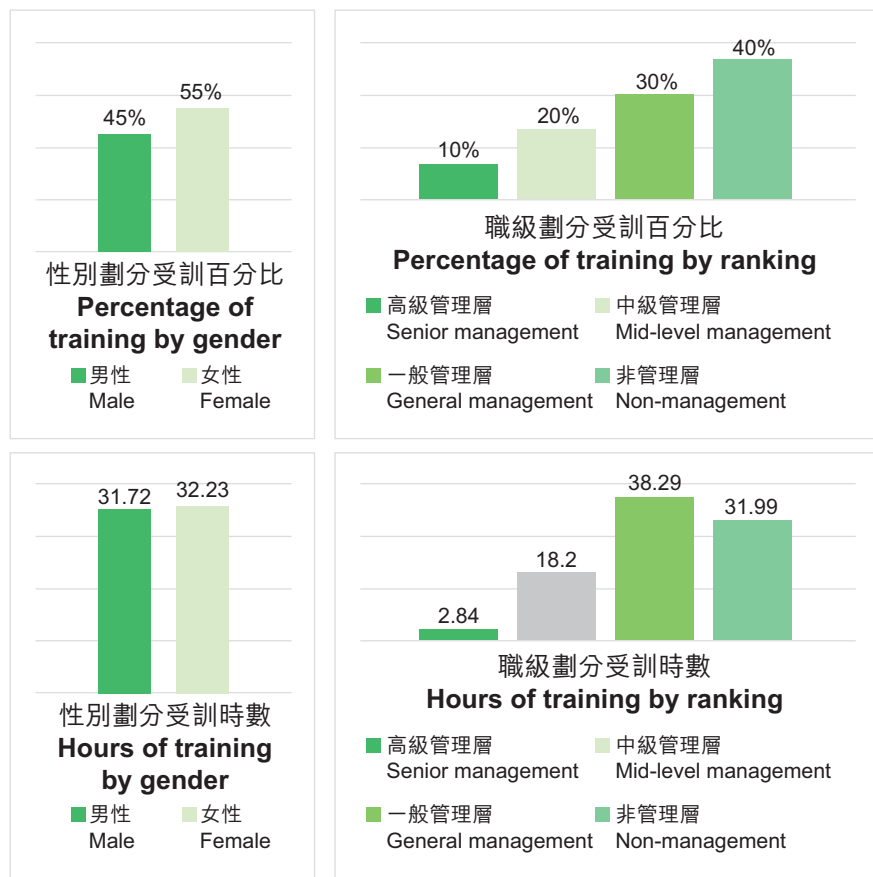
In order to promote the strengthening and inheriting of the Group's knowledge and experience, standard processes and management skills, and to cultivate a micro-course construction team to introduce quality learning content to the online learning platform, increase user stickiness and enhance the activity rate of the platform, the Talent Driving and Development Division of the Human Resources Center launched the Microlearning Master Show project in September 2021. Through multiple stages of the project, including online micro-lessons (flipped classroom), offline workshops, continuous production course on Master Surfing, winner evaluation and linked operation, a total of 32 employees participated in the project, producing 68 lessons and 52,917 views on the learning platform. After fierce competition, the best popularity award and professional award were finally awarded.



「達人秀」活動剪影
Photos of the "Master Show"

報告期內，旺旺全職員工培訓總人次30,550，配備內訓師768人，平均為每名全職員工培訓與發展投入金額1,200元，人均培訓時數32小時，員工受訓百分比達到66%。

During the Reporting Period, trainings were provided to 30,550 full-time employees of Want Want, with 768 internal trainers. The average investment in training and development for each full-time employee was RMB1,200. The average training hours per employee was 32 hours and 66% of employees have received training.



員工受訓情況數據統計
Statistics on employee trainings

唯才是舉

人力資源中心依據集團戰略對人力資源進行資源規劃、考核評價、培養激勵及業務匹配，充分發揮每一個旺旺人的價值。

為了提升人才配置效率，使每一個旺旺人的辛勤付出得到應有的回報，旺旺建立了績效指標“KPI”與“360”相結合的員工考核體系，按照“上對下”、“下對上”、“平級考核”多維度考核以確保考核結果的客觀、公正及有效，並輔以有效的員工績效方式，將部門目標分解到具體崗位形成指標，以激勵員工為達成個人目標不斷提升績效；對於單位考核，旺旺實施以“團隊指標”為核心的考核體系，團隊指標分解自集團目標，分為事業部考核、生產單位考核、職能單位元考核三個部分，層層上收，最終保障集團目標的實現。

對於在考核中脫穎而出的團隊和個人，旺旺設置了一系列績效激勵計劃與評優活動，將員工績效考核結果及日常工作表現與集團年度調薪以及個人年終獎掛鉤，被評為“績優單位”的部門將獲得更高金額標準的“向心力”費用激勵。

Talent is the only thing that matters

The Human Resources Center of Want Want is responsible for resource planning, assessment and appraisal, training and motivation and business matching of human resources according to the Group's strategy, so as to fully utilize the value of each Want Want person.

In order to enhance the efficiency of talent allocation and make every Want Want person receive the deserved reward for his or her hard work, Want Want has established a staff appraisal system that combines the performance indicators “KPI” and “360”, with assessments based on multiple dimensions, including “top to bottom”, “bottom to top” and “level assessment”, to ensure the objectivity, fairness and effectiveness of the assessment results. It is also supplemented by effective employee performance methods, which break down departmental objectives into specific positions to form indicators to motivate employees to outperform in order to achieve their personal goals. For unit appraisal, Want Want implements an appraisal system with “team indicators” as the core. The team indicators are broken down from the Group's objectives and divided into three parts: business department appraisal, production unit appraisal and functional unit appraisal, which are integrated at different levels to ensure the realization of the Group's objectives.

For teams and individuals who stand out in the assessment, Want Want has set up a series of performance incentive programs and merit evaluation activities, linking the results of employee performance assessment and daily work performance with the annual salary adjustment of the Group and individual year-end bonuses, and the departments rated as “high-performing units” will receive a higher amount of standard “centripetal force” incentive.

4.4 安全保障，健康旺旺

安全生產承諾

旺旺始終堅持“安全第一、預防為主、綜合治理”的安全生產方針嚴格遵守《中華人民共和國安全生產法》《生產安全事故應急預案管理辦法》等國家法律法規要求，全面推行安全標準化達標建設，切實保障生產安全與員工權益。

安全生產目標

2021財年安全生產目標
Safe Production Target for 2021FY

- 死亡、重傷、職業病0事故
0 death, serious injury or occupational disease
- 員工安全教育培訓覆蓋率100%，特種作業人員持證率100%
100% coverage rate of staff safety education and 100% certification rate of special operators

4.4 Safety and Health with Want Want

Commitment to Safe Production

Want Want always insists on the safe production policy of “safety first, prevention is driven, comprehensive governance” by strictly abiding by the requirements of the Production Safety Law of the People's Republic of China, the Production Safety Accident Emergency Plan Management Measures and other national laws and regulations and fully implement the standardization of safety construction to ensure production safety and employees' rights and interests.

Safe Production Target

2021財年目標達成情況
Progress of Target Achievement in 2021FY

- 重傷及職業病事故為0
0 serious injury or occupational disease
- 員工因工傷損失日數6,714，每百萬工時工傷事故數(LTIFR)為0.831次/百萬工時
The number of days lost due to work-related injuries was 6,714, representing lost time injury frequency rate (LTIFR) of 0.831/million working hours
- 員工培訓及特種作業人員持證率均100%達成
100% coverage rate of staff training and certification rate of special operators

安全生產規劃
Safety Production Planning

- 持續完善安全生產制度與體系
Continuous improvement of safe production policy and system
- 開展安全生產教育培訓
Production safety education and training
- 嚴格開展危險化學品管理
Strict management of hazardous chemicals
- 推進供應鏈安全管理
Promotion of supply chain safety management

安全生產行動

• 安全管理體系

旺旺制定了WSSM三階安全管理體系，包括：一階安全管理手冊，對安全管理事宜進行明確規定並給出詳細指引；二階安全管理程序，涵蓋8大支柱的管理控制程序；三階安全管理辦法，涉及9個方面安全管理事宜。最終由各生產基地根據該體系結合當地法律法規要求進行完善，並轉化為當地工廠安全管理文件，指導安全生產管理。

Safe Production Action

• Safety Management System

Want Want has developed a three-stage WSSM safety management system, including: stage one – safety management manual, which provides clear regulations and detailed guidelines on safety management matters; stage two – safety management procedures, which cover the management control procedures of the eight pillars; and stage three – safety administrative measures, which cover 9 aspects of safety management matters. The system is finally refined by each production base in accordance with local laws and regulations and would be transformed into local factory safety management documents to guide safe production management.

三階安全管理體系示意圖

Diagram of Three-stage Safety Management System



2021財年，旺旺發生重傷及職業病事故0起，每百萬工時工傷事故數(LTIFR)為0.831次／百萬工時，在過去三年發生意外死亡2起¹⁴。為預防未來工傷事故，旺旺從安全制度、現場管理、教育培訓、員工安全文化建設等多角度進一步加強職業健康安全管控手段。

在安全管理制度框架下，旺旺針對安全生產重點領域設立了“四大專案”，分佈於四個季度，針對環境管理、風險分級管理、職業健康管理和安全旺生產開展相關活動。

In 2021FY, there was 0 cases of serious injury or occupational disease happened in Want Want and the Lost Time Injury Frequency Rate was 0.831 per million hours work while 2 fatalities¹⁴ happened in the past three years. To prevent the work-related injuries, Want Want has further enhanced occupational health and safety management through safety procedure, onsite management, education and training and employee safety culture development.

Under the framework of the safe management system, Want Want has set up “four projects” for the key areas of safe production, which are distributed across four quarters to carry out activities related to environmental management, risk classification management, occupational health management and safe production.

¹⁴ 兩起（2020財年發生1起，2021財年發生1起）事件皆非旺旺安全生產責任事故。
¹⁴ Both cases (1 in 2020FY, 1 in 2021FY) do not belong to safety production responsibility incidents.

旺旺每季度會為相應專案製作宣傳海報，並張貼至工廠顯目區域，讓全體員工都知悉熟悉季度專案及具體推行要求。各生產基地嚴格按照專案要求進行宣導、落實，提升員工職業健康安全、環保意識，同時在旺季生產過程中做到安全生產。針對安全專案部分，旺旺未來會持續進行優化，不斷豐富安全專案內容，營造良好的安全氛圍。

Want Want produces promotional posters for the corresponding projects every quarter and posts them in prominent areas of factories, so that all employees are familiar with the quarterly projects and the specific implementation requirements. All production bases will strictly follow the project requirements in carrying out promotion and implementation, enhancing employees' awareness of occupational health and safety and environmental protection, and at the same time achieving safe production during peak seasons. Want Want will continue to optimize the safety project and enrich its content to create a good safety atmosphere.



四大專案海報展示
Four Project Posters

• 安全教育

除專案活動外，旺旺定期開展安全教育培訓並持續修訂完善管理制度。

內外部培訓須每年初提報預算和規劃並落實實施：各部門負責組織、實施每月主題安全宣導和不定期的案例宣導活動，並負責每月組織全體員工參與安全宣導和教育訓練。訓練內容包括教育訓練、案例宣導、實操演練等，歷次安全宣導和教育訓練均有設置參訓人員簽到程序並留有記錄；在此基礎上，為讓安全生產意識更加深入人心，旺旺還設置有每週安全宣導與每日晨操後的安全宣導，定期評選內部安全之星以推進安全生產教育。

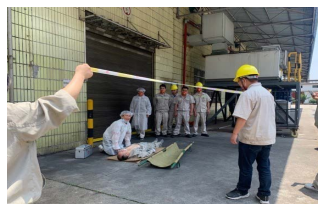
• Safety Education

In addition to project activities, Want Want regularly conducts safety education and training and continuously revises and improves the management system.

Internal and external training must be budgeted, planned and implemented at the beginning of each year. Each department is responsible for organizing and implementing monthly thematic safety promotion and occasional case promotion activities, and organizing all employees to participate in monthly safety promotion and education and training. The training includes education and training, case studies, practical exercises and drills, etc. All the safety promotion and education and trainings have set up a sign-in procedure for participants and attendance records are kept. On this basis, in order to enhance the awareness of safe production, Want Want has also set up weekly safety promotion and daily safety promotion to be held after the morning exercise, and it regularly selects internal safety stars to promote safe production education.



各生產基地組織開展
《安全生產法》學習
Lessons on Safety Production Law
at each production base



有限空間專項培訓
和應急演練
Specialized training and
contingency drills in limited space



安全生產月宣傳活動
Promotional activities for the Safe Production Month

• 危險化學品安全管理

安全生產管理中，危險化學品管理至關重要。確保危險化學品使用安全，旺旺制定了《危險化學品安全管理辦法》，要求下轄工廠對化學品使用、儲存、採購、運輸、驗收等事項明確各部門安全管理職責，並要求危險化學品管理人員必須經過專業培訓，並取得危險化學品管理人員資格證書。針對易製毒、易製爆環節，嚴格依法規要求備案並落實雙人雙鎖、雙人收發貨，台賬齊全；對於危險廢棄物，嚴格按照國家環保標準進行處理，屬於危險廢棄物的則委託具備相關資質的單位進行處理。

在制度與管控流程齊備的基礎上，集團下轄工廠定期組織化學品洩漏現場應急演練，提升化學品使用人員突發應急處置能力。



• Hazardous Chemicals Safety Management

In safe production management, the management of dangerous chemicals is of utmost importance. To ensure the safe use of dangerous chemicals, Want Want has formulated the Dangerous Chemicals Safety Management Measures, requiring the factories under its management to clearly define the safety management responsibilities of each department for the use, storage, procurement, transportation and acceptance of chemicals, and the dangerous chemicals management personnel are required to undergo professional training and obtain certificates of qualification as dangerous chemicals management personnel. As for precursor chemicals and explosives, we strictly follow the requirements of laws and regulations to record and implement double-person, double-lock and double-receipt and delivery with complete ledger. As for the dangerous waste, we strictly follow the national environmental protection standards for treatment, and entrust units with the relevant qualifications to handle the dangerous waste.

On the basis of complete systems and control processes, the Group's factories regularly organize onsite contingency drills relating to emergency response to chemical leaks to enhance the ability of chemical users in handling emergencies.



應急預案演練
Contingency
Plan Drills

• 供應鏈安全管理

旺旺不僅重視內部生產安全，還將安全審核流程從工廠延申覆蓋到生產上游，定期對工廠、供應商、承包商展開安全審核，整理並不斷完善合格供應商名錄。針對新供應商，旺旺會根據實際情況隨同需求部門進行訪廠，對新購置的特種設備、危化品供應商以及施工廠商的安全資質進行審核，確保供應商資質符合要求。

• Supply Chain Safety Management

Want Want not only attaches importance to internal production safety, but also extends the safety audit process from factories to upstream in production. It regularly conducts safety audits on factories, suppliers and contractors, and compiles and continuously improves the list of qualified suppliers. For new suppliers, based on the actual situation, Want Want will visit factories with the requesting department, and assess the safety qualifications of the newly purchased special equipment, the hazardous chemical suppliers and construction vendors to ensure that the suppliers' qualifications meet the requirements.

承包商、供應商人員入廠前會根據作業內容簽訂《環境安全協議》，明確雙方承擔的安全職責和義務，入廠後旺旺會對承包商、供應商進廠人員進行相應安全教育培訓，針對外來人員廠內的作業行為按照集團《外來施工環安管理辦法》進行現場安全監督管理。總部環安處每年會不定期到工廠審核抽查相關安全協議及安全培訓開展情況。

健康旺旺

旺旺在嚴格遵守《中華人民共和國職業病防治法》等法律法規的基礎上，參考ISO45001職業健康安全體系，規範職業健康管理，關心旺旺大家庭中每一位成員的身心健康。在2021年，旺旺針對所有工廠的職業病危害因素進行全面的追蹤、更新與排查，安排職業病體檢，對所有產生職業病危害崗位的點位涉及的相關設備進行梳理，篩選重點設備，並有針對性地提出改善要求並制定改善計劃。

與此同時，旺旺建立了完善的職業健康應急體系，規範中暑現場處置方案，確保員工個人健康狀況得到保障。旺旺還委託外部專業人士參加急救培訓並建立能夠提供應急救護保障的隊伍。



職業健康體檢
Occupational Health Checkups

• 旺旺大健康活動

根據聯合國可持續性發展目標中確保健康的生活方式、確保包容和公平的優質教育及實現性別平等三個目標，響應國家健康中國政策，關注生產體系員工的健康，倡導健康工作、快樂運動、健康生活推行旺旺大健康，倡導健康文明的生活方式，推動踐行健康旺旺正能量於日常生活中，同時傳遞健康旺旺集團形象於家庭社會傳遞旺旺健康正能量，基於響應政策理念和員工健康關懷，2021年規劃實施旺旺大健康。

Before the contractors and suppliers commence work in factories, they will sign the Environmental Safety Agreement according to the operation scope to clarify the safety responsibilities and obligations undertaken by both parties. After commencing work in factories, Want Want will provide corresponding safety education and training for the contractors and suppliers, and conduct onsite safety supervision and management with respect to the operations of external personnel at its factories in accordance with the Group's Environmental Safety Management Measures for External Construction. The Environmental Safety Department of the headquarters will conduct random visits to the factories every year to review and check the implementation of the relevant safety agreements and the development of safety training.

Healthy Want Want

On the basis of strict compliance with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and other laws and regulations, and with reference to the ISO45001 occupational health and safety system, we regulate occupational health management. Want Want cares about the physical and mental health of every member of the Want Want family. In 2021, Want Want conducted comprehensive tracking, updating and inspection of occupational disease hazards in all factories, arranged for medical checkups with respect to occupational diseases, fixed all the relevant equipment with occupational disease hazards, selected key equipment, and puts forward requirements for improvement and formulated improvement plans in a targeted manner.

Meanwhile, Want Want has established a comprehensive occupational health contingency system and standardized the onsite treatment plan for heat stroke to ensure that employees' personal health is protected. Want Want has also commissioned external professionals to attend first aid training and established a team capable of providing first aid protection.

• Want Want Great Health Activities

According to the United Nations' sustainable development goals of "good health and well-being", "quality education" and "gender equality", we respond to the national policy of a healthy China, pay attention to the health of employees in the production organization, advocate healthy work, happy exercise and healthy life to implement Want Want Great Health, promote a healthy and civilized lifestyle, promote the practice of Healthy Want Want positive energy in daily work and life, and at the same time spread the healthy image of the Want Want Group to spread the positive healthy energy of Want Want in families and the society. Based on the policy concept and our care for employees' health, we planned to implement Want Want Great Health in 2021.

旺旺大健康主題自2021年3月正式啟動，在全國35家生產基地深入開展，活動主要聚焦於生活健康、身體健康、飲食健康、心理健康四大模塊範圍。截至2021年12月，全國共計22,000餘名員工熱情參與。

The theme of Want Want Great Health was officially launched in March 2021 and has been carried out in 35 production bases across the country, focusing on areas such as “healthy living”, “healthy body”, “healthy diet” and “healthy mind”. As of December 2021, more than 22,000 employees nationwide have enthusiastically participated in the campaign.

旺旺大健康活動部分成果展示

Some achievements of “Want Want Great Health” activities

2021年旺旺大健康 Want-Want Great Health in 2021

全國各生產基地組織多樣化的健康運動，豐富業餘生活同時又起到健康目的。

All production bases in the country organized various health activities to enrich after-work life and achieve the goal of health.



春訓活動
Spring training activities



健康跑
Health run



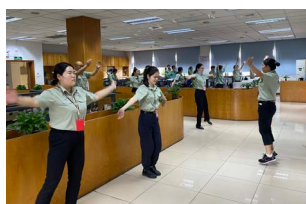
戶外運動
Outdoor sports



徒步行活動
Walking activities



晨間運動
Morning exercise



課間放鬆操
Break relaxation exercise



陽春旺旺
Yangchun wangpao



騎行運動
Cycling

心理健康現在越來越備受重視，關注身體，更關注心理。各生產基地舉辦讀書沙龍、心理解壓棋類博弈、斷舍離等活動，將員工壓力轉變為職業幸福感，讓員工擁有一種高效而滿意，幸福而持續的心理狀態。

There is now a growing interest in mental health. People pay more attention to the both the physical and mental state. Various production bases held activities such as reading salon, psychological decompression chess game, and clean break to transform employees' stress into happiness at work, so that employees can have an efficient, satisfied, happy and sustainable psychological state.



讀書沙龍
Reading Salon



湖北健康知識講座
Lectures on health-related knowledge in Hubei



職業壓力講座
Lecture on occupational stress



健康宣導
Mingwang health promotion



健康講座
Wangwang health lecture



中醫義診
Free clinic of traditional Chinese Medicine

圍繞旺旺大健康主題活動，全國各生產基地分別舉辦瘦身減脂、控煙少酒、健康講座、三減三健、素食餐、營養餐、低碳出行、歌唱比賽、工間操等豐富多彩各類活動。

All production bases nationwide organized various activities such as slimming and fat reduction, tobacco and alcohol control, health talks, three reductions and three health benefits, vegetarian meals, nutritional meals, low-carbon travel, singing competitions, workplace exercises, etc.



瘦身減脂
Slimming and Fat Loss

活動總參與人數
A total of
1,682
persons participated



控煙少酒
Less Tobacco and Alcohol

全國參加總人數
A total of **913**
persons participated nationwide

34名參加者於活動後成功戒煙，其中包括一名每天抽35根香煙的人士。
34 persons succeeded in quitting smoking after participation, including a person who smoked 35 cigarettes per day.

2021年旺旺大健康活動全面推廣實施，已將旺旺大健康的正能量影響到每一位員工，同時將大健康理念傳遞給身邊每一位夥伴。為集團2022年全旺全運 同旺同行 旺旺全旺會大型體育運動活動奠定了良好基礎。

The comprehensive promotion activities of "Great Health" in 2021 have spread the positive energy of Want Want Great Health to every employee and every partner, which has laid a good foundation for the sports activities of "All Want Club" in 2022, and also renewed the overall spirit of Want Want.

疫情防控

對於反覆的新冠疫情，旺旺從未鬆懈過防疫的神經。針對各生產基地與辦公地點情況，在全國基地都制定了突發疫情應急處置預案，各工廠成立防疫小組，由最高主管擔任防疫小組長。規定所有進廠人員必須嚴格進行體溫檢測及人員信息登記、檢查健康碼、行程碼，並設置消毒專用通道，與地方醫療機構保持常態化聯繫，組織員工進行核酸檢測及統一疫苗注射，三針疫苗接種率近90%。部分具備條件的工廠啟用閉環生產管理模式，將疫情阻擋在工廠大門之外。

Pandemic Prevention and Control

In the face of the recurring COVID-19 pandemic, Want Want has never let up on pandemic prevention and control. In view of the situation of each production base and office, the group office, with the assistance from the environmental safety department, has formulated contingency response plans for pandemic emergencies at all bases nationwide. A pandemic prevention team has been established at each factory with the top supervisor as the head. All employees entering factories are required to undergo strict temperature measurement, registration of personnel information as well as check on health codes and travel codes. Special disinfection channels were set up and regular contact with local medical institutions has been maintained. Want Want organized PCR tests and standardized vaccination for employees. The vaccination rate for three shots is nearly 90%. Some factories with the necessary conditions have adopted a closed-loop production management model to stay away from the pandemic.



入口處測溫登記抽查
Temperature measurement, registration and random inspection at the entrance



消毒專用通道
Special disinfection channel



常態化核酸檢測
Regular PCR tests

為了方便員工，旺旺在公司附近建立臨時接種點或接送員工至指定疫苗接種點，並發放禮品鼓勵員工進行接種；對於生活物資緊缺的員工，旺旺及時送出關愛物資，並為其他員工發放關愛津貼。

For the convenience of employees, Want Want has set up temporary vaccination points near the company or transported employees to the designated vaccination points and given them gifts to encourage them to receive vaccinations. Want Want sent living supplies to employees who are in shortage of such materials in a timely manner and provided care allowance to other employees.



定點疫苗接送
與禮品鼓勵
Vaccination pick-up and gift encouragement



發放物資與津貼
Distribution of supplies and allowances

為了增強員工防疫意識與防疫能力，旺旺學習空間推出了各類防疫相關系列微課：《冠狀病毒的前世今生》《新冠肺炎疫情指導手冊》《高效居家辦公》《“復工期”新冠病毒防控指南》等等，這些線上微課的推廣給集團同仁們普及了防疫知識，內容及形式廣受好評。此外，旺旺還開展了“防疫知識知多少”打卡答題活動，以別開生面，有趣有料的形式增強旺旺人防疫技能，守護旺旺人健康。

In order to enhance employees' awareness and ability of pandemic prevention, a series of micro-courses relating to pandemic prevention were launched in the Want Want Learning Space: "The Past and Present of COVID-19", "Guidance Manual of COVID-19", "Work from Home with Efficiency", "COVID-19 Prevention and Control Guide After Resumption of Work", etc. The promotion of these online micro-courses has popularized knowledge on pandemic prevention among the employees of the Group. The content and format of these online micro-courses have been well received. In addition, Want Want also launched the check-in quiz "How much do you know about pandemic prevention" to enhance the pandemic prevention skills of Want Want people and protect their health in a unique and interesting way.



防疫線上微課
Online micro-class on pandemic prevention



“防疫知識知多少”打卡活動
Check-in activity of "How much do you know about pandemic prevention?"

同時，旺旺高度關注員工的心理健康，為疏解員工在隔離封閉時期的情緒，總部人才培訓部通過線上互動形式，組織開展了兩場關於心理情緒輔導的線上直播培訓：《如何高效安排居家工作與生活》《居家辦公期間如何與孩子和平相處》，幫助員工以良好的精神狀態開展居家辦公，營造良好居家辦公氛圍，豐富員工居家辦公的文化生活及心理疏導工作，積極引導員工做好疫情居家期間的情緒管理和心理疏導，保持積極陽光心態，以良好精神狀態投入到高效工作中去。據調查，參訓員工對以上心理疏導課程的滿意度高達4.8分（5分制），認為課程選題很好地切合了自身需求。

Meanwhile, Want Want pays great attention to the mental health of employees. In order to release the emotions of employees during the isolation period, the Talent Training Department of the headquarters organized two interactive live training sessions on psychological and emotional counseling online: "How to arrange work from home and life efficiently" and "How to get along with children peacefully during home office", which helped employees to start home office in a good mental state and create a good home office atmosphere and to enrich the cultural life of home office and mental guidance for staff. This also actively guided the staff to do a good job of emotional management and psychological guidance at home during the pandemic outbreak to maintain a positive attitude and to engage in efficient work in a good state of mind. According to a survey, the satisfaction rate of the employees participating in the above psychological counseling courses was as high as 4.8 points (out of 5), and they considered the course topics were well suited to their needs.

05

旺旺貢獻，社區融合

Want Want Contribution to Community Integration



有緣相聚

茶衍明題



金宇標牌 Golden Phoenix

旺福旺建道旺

旺氣旺身體旺

旺福旺建道旺

旺旺作為負責任、有影響力的食品企業集團，時刻不忘貢獻社會，創造社會價值，始終堅持開展各類公益慈善活動。報告期內，旺旺的社區價值戰略配合國家新時代發展戰略，以聯合國可持續發展目標為參照，發揮旺旺優勢，關愛社會弱勢群體，主要集中在社區捐贈、鄉村振興、抗洪賑災與防疫援助等方面。

5.1 中國旺，惠及社區

「木生於斯，蔭蔽一方」，旺旺深知自身的茁壯成長與累累碩果離不開所在社區以及全社會的灌溉與支持，秉持著「勇擔社會責任，創造社會價值」的使命感，積極貢獻社區、回報社會，致力於開展一系列公益慈善活動，助貧助弱，扶危濟困。

旺旺集團，本著「取之於社會，用之於社會，人溺己溺，人饑己饑」的企業精神，積極投入，奉獻愛心。自1997年，旺旺便設立了中國旺基金會致力於公益慈善事業，弘揚中華民族傳統美德。集團內部創設了專門的指導性綱領文件《中國旺基金會公益慈善管理規章》。

鄉村振興

在新時代，平衡城鄉區域發展，促進共同富裕成為社會發展的主題。因此集團中國旺基金會本著“旺旺中國，中國旺旺”的家國情懷，在鄉村振興、貧困學生扶助方面貢獻自己的綿薄之力。

報告期內，旺旺及各地分公司通過各公益機構，向困難群體，如留守兒童、孤寡老人、殘障人群等伸出援手，捐贈愛心足跡遍佈中國大部分省市如甘肅、河北、江西、福建、四川、貴州、廣西等地區。

As a responsible and influential food enterprise group, Want Want never forgets to contribute to the society and create social values, and it always insists on carrying out various types of charitable activities. During the Reporting Period, the community value strategy of Want Want is in line with the national development strategy for the new era, using the United Nations Sustainable Development Goals as a reference, and giving full play to Want Want's strengths to care for the socially disadvantaged groups, which mainly focus on community donation, village revitalization, flood relief and pandemic prevention assistance, etc.

5.1 Prosperity of China Benefiting the Community

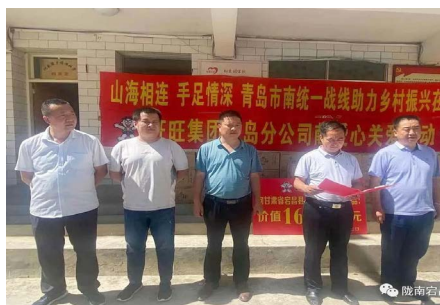
“We grew up here and now protects here.” Want Want understands that its strong growth and prosperous results cannot be achieved without the cultivation and support of the local communities and the whole society. With the mission of “bearing social responsibility and creating social value”, we actively contribute to the community and return to the society, and devote ourselves to organizing a series of charity activities to help the poor, the weak and those in need.

With the corporate spirit of “Giving back to society”, Want Want Group actively engaged in and is dedicated to offer its love and care. Since 1997, Want Want has set up the Want Foundation to support Want Want's charity and to carry forward the traditional virtues of the Chinese nation. The Group has formulated specialized guiding documents including Regulations of Want Foundation on Charity Undertakings for internal use, which have been continuously improved.

Village Revitalization

In the new era, balancing the development of urban and rural areas and promoting common prosperity have become the themes of social development. Therefore, the Group's Want Foundation, based on its homeland sentiment of “reinforcing one another between Want Want and China”, pay its contribution to village revitalization and the support of poor students.

During the Reporting Period, Want Want and its local branches have reached out to groups in need, such as left-behind children, seniors without family and disabled persons, through charity organizations and the footprints of Want Want's love donations covered most provinces and cities in China, such as Gansu, Hebei, Jiangxi, Fujian, Sichuan, Guizhou and Guangxi.



青島分公司向甘肅省宕昌縣
扶貧捐贈

Qingdao branch carrying out poverty
alleviation donation in Tanchang County,
Gansu Province



石家莊分公司向河北省贊皇縣
扶貧捐贈

Shijiazhuang branch carrying out poverty
alleviation donation in Zanhuang County,
Hebei Province



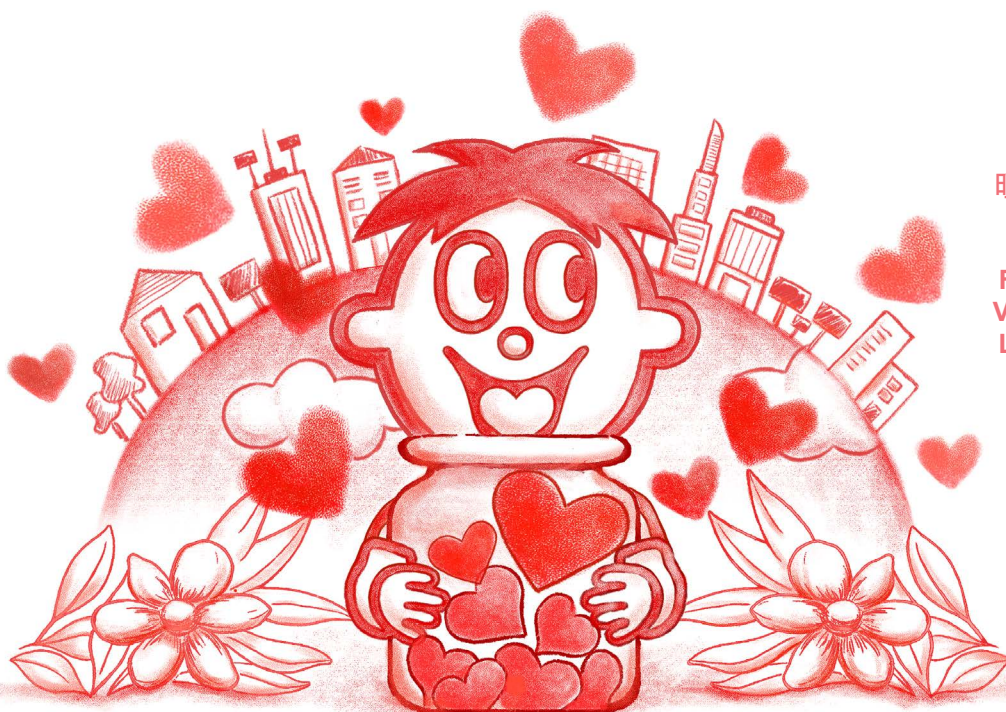
福州分公司向福建省寧德市
扶貧捐贈

Fuzhou Branch carrying out poverty alleviation
donation in Ningde City, Fujian Province



其他扶貧公益活動剪影

Photos of other poverty alleviation and charity activities



旺旺鄉村振興與愛心捐
贈足跡遍佈祖國大地
Footprints of Want Want
Village Revitalization and
Love Donation Covering
All Over China

暖旺計劃

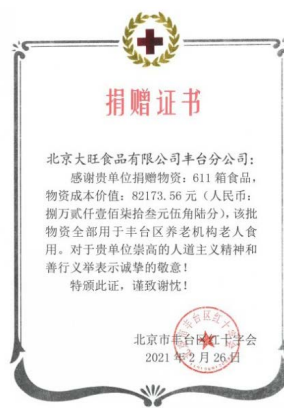
除反哺鄉村外，旺旺也高度重視回饋所在城市社區，持續開展了“暖旺計劃”等慈善專案。一方面，旺旺作為深受兒童群體喜愛的品牌，始終堅持為孩子帶去溫暖和關愛；另一方面，旺旺始終堅持尊老扶弱的仁愛精神，回饋老年人、殘疾人等弱勢群體。除此之外，旺旺還向社區管理服務人員，如環衛工人等送去愛心慰問。報告期內，旺旺向各類兒童福利院、學校、幼稚園及敬老院、殘疾人庇護中心、環衛站等捐贈愛心物資。

報告期間參加暖旺計劃的人員累計有1,205人次，用時3,091.5小時，關愛孤寡殘幼弱勢群體16,876人次。參加綠旺活動711人次，用時2,251.5小時。

Want Want Caring Program

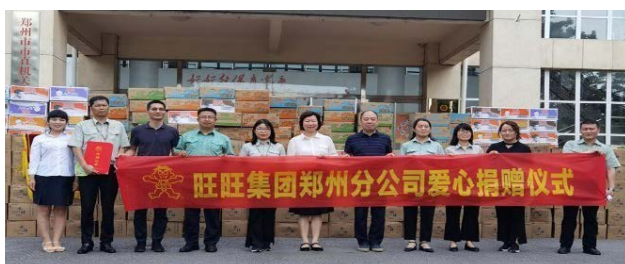
In addition to making contribution to villages, Want Want also attaches great importance to giving back to the local communities in the cities and has continuously launched charity projects such as the “Want Want Caring Program”. On the one hand, Want Want, as a brand loved by children, always insists on bringing warmth and care to children. On the other hand, Want Want always insists on the benevolent spirit of respecting the elderly and helping the weak, giving back to the elderly, disabled and other disadvantaged groups. In addition, Want Want also expresses love and sympathy to community management service personnel, such as cleaning workers. During the Reporting Period, Want Want donated supplies to various children’s welfare institutions, schools, kindergartens, elderly homes, shelters for the disabled and sanitation stations.

During the Reporting Period, the total number of participants in the “Want Want Caring Program” was 1,205, with 3,091.5 hours spent, and caring for 16,876 persons from disadvantaged groups such as orphans, widows, children and the disabled. The number of people who participated in the Green Prosperous activities was 711, with 2,251.5 hours spent.



北京豐台區養老機構愛心捐贈
Donation to a nursing home in Fengtai District, Beijing

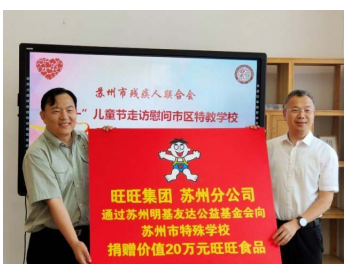
進校園愛心關懷活動
Love and care activities in schools



鄭州兒童福利院愛心捐贈
Donation to a children’s welfare institution in Zhengzhou



新年走訪慰問活動
New year visit



走訪慰問特教學校捐贈
Donation to a special education school



“益”起攜手，送旺到家助殘愛心捐贈
“Sending prosperity to home hand in hand”, making donation to the disabled



關懷環衛工人愛心捐贈活動
Love and care donation activity for cleaning workers

5.2 大家旺，馳援八方

在過去的一年裡，突如其來的洪水災害牽動著人們的心：去年7月洪災波及了鄭州、新鄉、安陽多個城市；去年10月，山西臨汾地區也因暴雨受災嚴重。旺旺積極發揚“一方有難，八方支援”的民族精神，積極捐資捐物，伸出援手。

Prosperity to Everyone and Helping the Others

In the past year, the sudden flood affected people's hearts. In July last year, floods affected cities including Zhengzhou, Xinxiang and Anyang. In October last year, Linfen District, Shanxi was also seriously affected by heavy rain. Demonstrating actively the national spirit of “one in trouble, all to help”, Want Want actively donated funds and materials to lend a helping hand.

支援河南抗洪愛心捐贈 Supporting Henan Province by flood donations



我何其幸生于你承一脉血流淌



支援山西臨汾抗洪愛心捐贈 Supporting Linfen, Shanxi by flood donation



今年年初，全球肆虐的“新冠疫情”仍然給中國帶來輸入性壓力，為了履行社會責任，抗擊新冠疫情，旺旺努力動員全體員工，克服交通管制等重重困難，向各地一線防疫人員及醫護工作者等抗疫重點保障單位人員，居委會等一線工作單位捐贈食品、飲用水及除菌液等物資。

At the beginning of this year, the worldwide outbreak of COVID-19 continued to import pressure to China. In order to fulfill social responsibilities and fight against COVID-19 health of citizens and follow the national pandemic prevention policy, Want Want strove to mobilize all employees, overcome the heavy difficulties such as traffic control, and make donations of food, drinking water, sterilizers and other necessities to the front-line pandemic prevention officials, medical workers and other key protection unit staff as well as neighborhood committees and other front-line units.

旺旺支援各地抗疫剪影

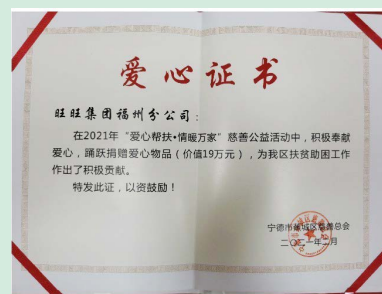
Photos of Want Want's supporting activities to combat the pandemic in different places





由於旺旺在上述慈善愛心活動中的活躍表現與真摯誠意，報告期內，旺旺有幸收穫了許多來自各地各單位的褒獎與榮譽。

Due to the active performance and sincere heart of Want Want in the above charity activities, Want Want was honored to receive many awards and honors from various organizations in different places during the Reporting Period.



旺旺獲得的部分榮譽證書、致謝錦旗一覽
Some of the honorary certificates and appreciation flags received by Want Want

ESG內容索引 / ESG Content Index

主要範疇、層面、一般披露及關鍵績效指標 Major Aspects, Levels, General Disclosure and KPIs		披露章節 Section of Disclosure
A.環境 Environment		
層面 A1 Aspect A1	排放物 Emissions	3 綠色旺旺，領先實踐 3 Green Want Want with Leading Practice
一般披露 General disclosure	有關廢氣及溫室氣體排放、向水及土地的排汙、有害及無害廢棄物的產生等的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer with respect to emissions of exhaust and greenhouse gases, discharges to water and land, and the generation of hazardous and non-hazardous wastes.	3 綠色旺旺，領先實踐 3 Green Want Want with Leading Practice
關鍵績效指標 A1.1 KPI A1.1	排放物種類及相關排放資料。 Types of emissions and related emission data.	
關鍵績效指標 A1.2 KPI A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, if applicable, intensity (e.g., per unit of production or per facility).	
關鍵績效指標 A1.3 KPI A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste generated (in tonnes) and, if applicable, intensity (per unit of production or per facility).	3.4 控制污染，全心投入 3.4 Pollution Control and Full Commitment
關鍵績效指標 A1.4 KPI A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total amount of non-hazardous waste generated (in tonnes) and, if applicable, intensity (per unit of production or per facility).	
關鍵績效指標 A1.5 KPI A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of the emission targets established and the steps taken to meet them.	
關鍵績效指標 A1.6 KPI A1.6	描述處理有害及無害廢棄物的方法及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of the methods used to treat hazardous and non-hazardous wastes and description of the waste reduction targets established and the steps taken to achieve them.	

主要範疇、層面、一般披露及關鍵績效指標 Major Aspects, Levels, General Disclosure and KPIs		披露章節 Section of Disclosure
層面 A2 Aspect A2 資源使用 Use of Resources		
一般披露 General disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies for the efficient use of resources (including energy, water and other raw materials). 資源可用於生產、儲存、運輸、樓宇、電子設備等。 Resources may be used for production, storage, transportation, buildings, electronic equipment, etc.	3.3 資源迴圈，敢於實踐 3.3 Resource Recycling and Daring to Practice
關鍵績效指標 A2.1 KPI A2.1	按類型劃分的直接及/或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Total direct and/or indirect energy (e.g., electricity, gas, or oil) consumption (in '000 kWh) and intensity (e.g., per unit of production or per facility) by type.	
關鍵績效指標 A2.2 KPI A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Total water consumption and intensity (e.g., per unit of production or per facility).	
關鍵績效指標 A2.3 KPI A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of the energy use efficiency targets established and the steps taken to achieve them	3.3 資源迴圈，敢於實踐 3.3 Resource Recycling and Daring to Practice
關鍵績效指標 A2.4 KPI A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of any problems with access to applicable water sources and the water use efficiency targets established and steps taken to achieve them.	
關鍵績效指標 A2.5 KPI A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 The total amount of packaging materials used in finished products (in tonnes) and, if applicable, the amount per unit of production.	
層面 A3 Aspect A3 環境及天然資源 Environment and Natural Resources		3 綠色旺旺，領先實踐 3 Green Want Want with Leading Practice
一般披露 General disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies to mitigate the significant impact of the issuer on the environment and natural resources.	3 綠色旺旺，領先實踐 3 Green Want Want with Leading Practice
關鍵績效指標 A3.1 KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impact of business activities on the environment and natural resources and the actions taken to manage such impact.	3 綠色旺旺，領先實踐 3 Green Want Want with Leading Practice
層面 A4 Aspect A4 氣候變化 Climate change		3.2 適應氣候，應對危機 3.2 Adapting to Climate and Addressing Crises
一般披露 General disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies for identifying and addressing significant climate-related issues that have had and may have an impact on the issuer.	3.2 適應氣候，應對危機 3.2 Adapting to Climate and Addressing Crises
關鍵績效指標 A4.1 KPI A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of significant climate-related issues that have had and may have an impact on the issuer, and actions taken to address them.	3.2 適應氣候，應對危機 3.2 Adapting to Climate and Addressing Crises

主要範疇、層面、一般披露及關鍵績效指標 Major Aspects, Levels, General Disclosure and KPIs		披露章節 Section of Disclosure
B. 社會 Social		
僱傭及勞工常規 Employment and Labor Practices		
層面 B1 Aspect B1	僱傭 Employment	4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality
一般披露 General disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) relevant laws and regulations that have a material impact on the issuer with respect to compensation and termination, recruitment and promotion, hours of work, leave, equal opportunity, diversity, anti-discrimination, and other remunerations and benefits.	4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality
關鍵績效指標 B1.1 KPI B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total number of employees by gender, type of employment (e.g., full-time or part-time), age group, and geographic area.	4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality
關鍵績效指標 B1.2 KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rates by gender, age group and geographical area.	4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality
層面 B2 Aspect B2	健康與安全 Health and Safety	4.4 安全保障，健康旺旺 4.4 Safety and Health with Want Want
一般披露 General disclosure	有關提供安全工作環境及保障僱員避免職業性危害的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer with respect to providing a safe working environment and protecting employees from occupational hazards.	4.4 安全保障，健康旺旺 4.4 Safety and Health with Want Want
關鍵績效指標 B2.1 KPI B2.1	過去三年（包括彙報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities for each of the past three years, including the reporting year.	4.4 安全保障，健康旺旺 4.4 Safety and Health with Want Want
關鍵績效指標 B2.2 KPI B2.2	因工傷損失工作日數。 Number of workdays lost due to work-related injuries.	4.4 安全保障，健康旺旺 4.4 Safety and Health with Want Want
關鍵績效指標 B2.3 KPI B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of the occupational health and safety measures adopted, and how they were implemented and monitored.	4.4 安全保障，健康旺旺 4.4 Safety and Health with Want Want

主要範疇、層面、一般披露及關鍵績效指標 Major Aspects, Levels, General Disclosure and KPIs		披露章節 Section of Disclosure
層面 B3 Aspect B3 發展及培訓 Development and Training		4.3 職業發展，共同成長 4.3 Career Development and Mutual Growth
一般披露 General disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies to enhance the knowledge and skills of employees in performing their job duties. Description of training activities. 培訓指職業培訓，可包括由僱主付費的內外部課程。 Training refers to vocational training and may include internal and external courses which fees were paid by the employer.	4.3 職業發展，共同成長 4.3 Career Development and Mutual Growth
關鍵績效指標 B3.1 KPI B3.1	按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。 Percentage of employees trained by gender and employee category (e.g., senior management, intermediary management, etc.).	4.3 職業發展，共同成長 4.3 Career Development and Mutual Growth
關鍵績效指標 B3.2 KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 Average number of hours of training completed per employee by gender and employee category.	4.3 職業發展，共同成長 4.3 Career Development and Mutual Growth
層面 B4 Aspect B4 勞工準則 Labor Standards		4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality
一般披露 General disclosure	有關防止童工或強制勞工的：(a) 政策；及(b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer with respect to the prevention of child labor or forced labor.	4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality
關鍵績效指標 B4.1 KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review recruitment practices to avoid child labor and forced labor.	4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality
關鍵績效指標 B4.2 KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of the steps taken to eliminate violations when they were identified.	4.1 合規僱傭，平等舞台 4.1 Employment in Compliance with Equality

主要範疇、層面、一般披露及關鍵績效指標 Major Aspects, Levels, General Disclosure and KPIs		披露章節 Section of Disclosure
營運慣例 Operating Practices		
層面 B5 Aspect B5 供應鏈管理 Supply chain management		2.4 責任供應，源頭保障 2.4 Responsible Supply and Quality Guarantee at Source
一般披露 General disclosure	管理供應鏈的環境及社會風險政策。 Environmental and social risk policy for managing the supply chain.	2.4 責任供應，源頭保障 2.4 Responsible Supply and Quality Guarantee at Source
關鍵績效指 標 B5.1 KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical area.	
關鍵績效指 標 B5.2 KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。 Description of practices for engaging suppliers, the number of suppliers to whom the practices were applied, and how they were applied and monitored.	2.4 責任供應，源頭保障 2.4 Responsible Supply and Quality Guarantee at Source
關鍵績效指 標 B5.3 KPI B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices for identifying environmental and social risks in each segment of the supply chain, and how they were implemented and monitored.	
關鍵績效指 標 B5.4 KPI B5.4	描述在選擇供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices to promote the use of environmentally friendly products and services in the selection of suppliers, and how they were implemented and monitored.	
層面 B6 Aspect B6 產品責任 Product responsibility		2 旺旺產品，內外兼修 2 Want Want Products Pursuing Quality Perfection
一般披露 General disclosure	有關所提供產品和服務的健康與安全、廣告、標籤、隱私事宜以及補救方法的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer with respect to health and safety, advertising, labeling, privacy matters and remedies for products and services provided.	2.3 優質服務，有心用心 2.3 Quality Service with Heart and Soul
關鍵績效指 標 B6.1 KPI B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of the total number of products sold or shipped that were subject to recall for safety and health reasons.	
關鍵績效指 標 B6.2 KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法。 The number of complaints received about products and services and how they were addressed.	
關鍵績效指 標 B6.3 KPI B6.3	描述與維護及保障智慧財產權有關的慣例。 Description of practices related to the protection and safeguarding of intellectual property rights.	2.3 優質服務，有心用心 2.3 Quality Service with Heart and Soul
關鍵績效指 標 B6.4 KPI B6.4	描述品質檢定過程及產品回收程式。 Description of quality assurance processes and product recall procedures.	
關鍵績效指 標 B6.5 KPI B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they were implemented and monitored.	

主要範疇、層面、一般披露及關鍵績效指標 Major Aspects, Levels, General Disclosure and KPIs		披露章節 Section of Disclosure
層面 B7 Aspect B7 反貪污 Anti-corruption		1.5 克己奉公，廉潔旺旺 1.5 Self-discipline, Dedication and Integrity
一般披露 General disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer with respect to the prevention of bribery, extortion, fraud and money laundering.	1.5 克己奉公，廉潔旺旺 1.5 Self-discipline, Dedication and Integrity
關鍵績效指標 B7.1 KPI B7.1	於彙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 The number of corruption lawsuits filed against the issuer or its employees that were concluded during the Reporting Period and the outcome of those lawsuits.	
關鍵績效指標 B7.2 KPI B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。 Description of the preventive measures and reporting procedures, and how they were implemented and monitored.	1.5 克己奉公，廉潔旺旺 1.5 Self-discipline, Dedication and Integrity
關鍵績效指標 B7.3 KPI B7.3	描述向董事及員工提供的反貪污培訓。 Description of the anti-corruption training provided to directors and employees.	
社區 Community		
層面 B8 Aspect B8 社區投資 Community investment		5 旺旺貢獻，社區融合 5 Want Want Contribution to Community Integration
一般披露 General disclosure	有關以參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policy on understanding the needs of the communities in which it operated and ensuring that its business activities take into account of interests of the communities by engagement.	5 旺旺貢獻，社區融合 5 Want Want Contribution to Community Integration
關鍵績效指標 B8.1 KPI B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus on areas of contribution (e.g., education, environmental issues, labor needs, health, culture, sports).	
關鍵績效指標 B8.2 KPI B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources (e.g. money or time) spent in the area of focus	5 旺旺貢獻，社區融合 5 Want Want Contribution to Community Integration

利益相關方寄語：

Message from Stakeholders:

旺仔俱樂部 | 旺粉 – 李藝玟

Hot-Kid Club | Want Want Fan – Li Yimin

記憶中的旺仔，是過年時候既能滿足口腹之慾，又能填滿對美好未來的憧憬和祝福的旺仔；

In my memory, Hot-Kid was something that can satisfy the appetite for food during the New Year and give you hope and blessing for a better future.

長大後才發現，旺仔還是旺仔，卻不止隻是個旺仔，它出現在任何大家需要的時候，疫情時候有ta，抗洪時候有ta!

Only after growing up did I realize that Hot-Kid is still Hot-Kid, but it is more than that. It is there whenever we need it, when there is an outbreak of pandemic, when there is a flood!

對90後的我們而言，它不僅是一家企業，更是陪伴我們一起成長的一抹暖意。

To the post-90s generation, it is not only a company, but also a touch of warmth that accompanies us to grow up together.

旺仔俱樂部 | 旺粉 – 季陽

Hot-Kid Club | Want Want Fan – Groot Ji

旺旺的產品不僅好吃，服務也很貼心。除此之外還主動承擔企業社會責任，不愧為民族品牌的驕傲！祝旺旺未來越來越好，一直旺下去！❤

Want Want's products are not only delicious, but its services are also very attentive. In addition, Want Want has also taken the initiative to undertake corporate social responsibility, and no wonder it is a national brand that we are proud of! I wish Want Want better and better in the future, and always prosperous! ❤

Casey Thomas | 恆天然集團大中華區NZMP原料部副總裁

Casey Thomas | Vice President of NZMP Ingredients, Greater China, Fonterra Group

旺旺集團是恆天然集團原料業務重要的戰略合作夥伴。多年的合作，雙方秉持共創雙贏的合作思維。從乳鐵蛋白酸奶產品創新到運用寶貴的專長和洞察，獨特的宣稱和內容，全面的數據和審驗摸索圍繞以低碳排放為核心的可持續發展的新模式並加速踐行，我們始終致力於為旺旺集團高質量賦能，實現企業的偉大藍圖和夢想，並共同助力中國食品行業的健康，可持續發展，滿足中國消費者不斷提高的對食品天然，營養和品質的追求。

Want Want Group is an important strategic partner of Fonterra Group's ingredients business. Through years of cooperation, both of us have been working together with a win-win mindset. From the innovation of lactoferrin yogurt products to the application of valuable expertise and insights, unique declarations and content, comprehensive data and reviews to explore and accelerate the implementation of a new model of sustainable development with low carbon emissions at its core, we are always committed to empowering the Want Want Group to achieve its great vision and dreams. Together, we will contribute to the healthy and sustainable development of China's food industry and satisfy Chinese consumers' increasing pursuit of natural, nutritious and quality food.

濮申舜 | 利樂大中華區商務副總裁

Pu Shenshun | Vice President of Commerce, Greater China, Tetra Pak

作為旺旺的戰略合作夥伴，利樂與旺旺攜手前行二十載，始終以創新的紙包裝解決方案與深厚的行業經驗與洞察，助力旺旺不斷為廣大消費者提供安全健康的食品。同時，也與旺旺共同努力，減少對環境的影響。未來，我們將繼續全力以赴，為旺旺實現可持續發展目標貢獻力量，共同致力低碳綠色發展。

As a strategic partner of Want Want, Tetra Pak and Want Want have been working together for 20 years to assist Want Want in providing safe and healthy food to consumers with innovative paper packaging solutions and intensive industry experience and insight. At the same time, we also work together with Want Want to reduce our environmental impact. In the future, we will continue to contribute to the achievement of Want Want's sustainable development goals and work together for low-carbon green development.

李明壯 | 陶氏包裝與特種塑料亞太區商務副總裁

Bambang Candra | Asia Pacific Commercial Vice President of Dow Packaging and Specialty Plastics

「可持續發展是旺旺和陶氏的共同願景，我們非常高興能與旺旺這樣的行業領導者竭誠合作，共同優化可持續發展藍圖。解決可持續發展的挑戰並非是個人或者單個組織的工作，而是需要產業鏈的共同努力。憑借125年材料科學領域的經驗，陶氏致力於同旺旺一起推動零溶劑排放，並提供給消費者更多環保包裝的選擇。」

“We are delighted to collaborate with industry leader Want Want, who shares the same vision as Dow on sustainability, and optimize our sustainability roadmaps together. Solving sustainability challenges is not a one-man nor a one-organization job, but also falls on the shoulders of all stakeholders on the value chain. With 125 years’ experience in material science, Dow is committed to driving zero-solvent emissions with Want Want and providing consumer more choices of sustainable packaging.”

王巍 | 益海嘉里集團米業事業部總監

Wang Wei | Director of Rice Business Department, Yikai Kerry Group

「合則強，孤則弱」，旺旺集團與益海嘉里相互信任，通力合作，我們共同沉著應對食品行業新形勢，為推進食品行業新發展，邁出新步伐。

“Unity makes us strong and isolation makes us weak.” The Want Want Group and the Yihai Kerry Group trust each other and cooperate with each other. We are calmly coping with the new situation of the food industry and taking new steps to promote the new development of the food industry.

金光日 | BRCGS大中華區首席代表

Ray Jin | Chief Representative, Greater China, BRCGS

作為優秀的民族企業，旺旺集團一直以來都是BRCGS的最佳合作夥伴。旺旺將BRCGS核心標準融入體系管理，成就了諸多第一。希望與旺旺能在更多領域開展合作，共同致力於創新和探索供應鏈食品安全全面保障。

As an outstanding national enterprise, the Want Want Group has always been the best partner of BRCGS. Want Want has integrated the core standards of BRCGS into its management system and achieved No.1 in many aspects. We hope that we can cooperate with Want Want in more areas and work together to innovate and explore total food safety protection in the supply chain.

童翠萍 | 旺旺集團／財務中心／經理

Tong Cuiping | Want Want Group/Finance Centre/Manager

旺旺是我的第二個家，當我無助時，它給我力量；當我沮喪時，它給我鼓勵；當我收穫時，它伴我成長；潛移默化中，它已教會我責任擔當、信緣守諾、感恩重孝、愛滿人間！2014年底，我們旺旺財務共同支助24位貧困山區的困難兒童，7年的陪伴與守護中，已陸續有7位考上大學，當聽到孩子們說：「叔叔阿姨，我被xx學校錄取了！」我們打心底地感到高興，看著他們稚嫩嘴角露出自信的笑容時，我們都很欣慰！感恩旺旺財務團隊，能成為其中的一員，幫助這群可愛而又努力的孩子們，我感到非常驕傲和自豪！

Want Want is my second family. When I am helpless, it gives me strength. When I feel frustrated, it gives me encouragement. When I harvest, it accompanies me to grow. Under unconscious influence, it has taught me responsibility, faithfulness, filial piety and love. At the end of 2014, members from the Want Want Finance team jointly supported 24 children in need who lived in the poor mountainous areas. After 7 years of companionship and care, 7 of them have been admitted to university. When we heard the children say "Uncles and aunties, I was admitted to XX School!", we felt happy from the bottom of our hearts, and we were very pleased to see the confident smiles on their faces! I am grateful to the Want Want Finance team and very proud to help these lovely and hardworking kids as a team member.

孔令雅 | 旺旺集團／後勤管理群

Kong Lingya | Want Want Group/Logistics Management Group

旺旺以「緣、自信、大團結」為經營理念，剛加入旺旺一周，便感受到公司上下團結一心、積極向上、追求卓越的工作要求與工作環境。希望自己能盡快融入到旺旺這個大家庭中，發揮自己所長，為旺旺添磚加瓦！

Want Want's business philosophy is "People-Oriented, Self-Confidence and Unity". I have just joined Want Want for one week, and I already feel the company's requirements and working environment of unity, enthusiasm and pursuit of excellence. I hope I can integrate into the Want Want family as soon as possible, give full play to my strengths and add value to Want Want!

周忠杞 | 旺旺集團／後勤管理群

Zhou Zhongqi | Want Want Group/Logistics Management Group

從小就喜愛各種旺旺產品，能在旺旺工作讓我非常開心。接觸到的很多旺旺人認真負責，在同事們的悉心幫助下我成長了很多，令我更感受到旺旺這個大家庭的溫暖。希望以後能和集團繼續共同成長！

I have loved Want Want products since I was a child, and I am very happy to work at Want Want. Many of the Want Want people I met are serious and responsible. I have grown a lot with the help of my colleagues, which makes me feel the warmth of the Want Want family. I hope we can continue to grow together in the future!

張榮華 | 廣州旺旺食品有限公司運營企劃專員

Zhang Ronghua | Operation Planning Specialist, Guangzhou Want Want Foods Ltd.

旺旺集團其經營理念，緣、自信、大團結，一直深深地烙印在我心裡，唯有大家拿出百分百自信，團結一心向著目標邁進，才能贏得最終的勝利。在我目前的工作當中，主要負責廣州生產基地可持續水管理的開展，這也意味著旺旺對於維護周邊環境健康，深化自主管理運行，是我們非常關注的地方，對於我來說也是一種使命感，也非常認同旺旺取之於社會，回饋於社會的大愛之心。

The business philosophy of the Want Want Group, namely, "People-Oriented, Self-Confidence and Unity", has always been deeply engraved in my heart. The only way to win ultimately is for everyone to show 100% confidence and unite to move towards the goal. In my current position, I am mainly responsible for the development of sustainable water management in the Guangzhou production base, which means that Want Want is very concerned about maintaining the health of the surrounding environment and deepening the operation of autonomous management, which is also a mission for me. I also recognize Want spirit of "Giving back to society".

鄧忠余 | 雲南省普洱市墨江縣雅邑村駐村幫扶幹部

Deng Zhongyu | Resident Support Cadre of Yayi Village, Mojiang County, Pu'er City, Yunnan Province

旺旺集團始終為雲南省少數民族地區經濟社會發展傾注關愛，傳遞愛心。近年來，旺旺集團向普洱市墨江哈尼族自治縣捐贈價值40萬元食品，給當地少數民族群眾帶去關愛，傳遞企業社會責任，弘揚中華民族優秀傳統文化，為當地鄉村振興凝聚力量做出了積極貢獻，當地少數民族群眾十分珍愛旺旺集團對其關愛。

The Want Want Group has always been devoted to spread its love to the economic and social development of ethnic minority areas in the Yunnan Province. In recent years, the Want Want Group has donated food worth of RMB400,000 to Mojiang Hani Autonomous County, Pu'er City, bringing care to the local ethnic minority people, spreading corporate social responsibility, promoting the excellent traditional Chinese culture, and making positive contributions to the revitalization of local villages. The local minority people cherish the Want Want Group's care for them very much.

湖南省眾善公益基金會副理事長兼秘書長 | 蔣鐵陽

Vice President and Secretary General of Hunan Mass Charity Commonweal Foundation | Jiang Tieyang

旺旺集團一直以來，用腳步丈量民情，用行動溫暖群眾，伸出援助之手，慷慨捐贈，奉獻愛心，承擔社會責任，慰問遭受暴雨洪澇災害的群眾以及孤寡老人、社區困境人群。這樣的舉動是實現了社會財富的再分配，讓社會弱勢群體享受到了社會企業發展的紅利，這樣的善念像一縷陽光，溫馨浸潤著每個人的心田。

Want Want Group has been measuring people's feelings by firsthand experience, warming the public with action, extending a helping hand, making generous donations, offering love, taking social responsibility, comforting people suffering from heavy rain and floods, as well as orphans, widows, elderly and people in need in the community. Such actions are the realization of the redistribution of social wealth, so that the socially disadvantaged groups can enjoy the benefits of social enterprise development. Such good ideas are like a wisp of sunshine, warming everyone's heart.

夏天 | 湖南省長沙市天心區金盆嶺辦事處工委書記

Xia Tian | Secretary of the Work Committee of Jinpenling Office, Tianxin District, Changsha City, Hunan Province

感謝旺旺集團一直以社會責任為己任，在新冠肺炎疫情爆發以來，奮不顧身，為國分憂，為民助力，在抗疫中獻出最大的愛心和擔當。同時我們全社區所有一線工作者感謝旺旺集團的鼎力扶持，饋贈抗疫物資和旺旺食品，讓他們更有體力戰鬥在服務困難群眾的第一線。旺旺集團大愛之舉，既是傳播公益的正向能量，又體現了關愛基層群眾的脈脈溫情，更是弘揚社會主義核心價值觀的直接體現。

Thanks to the Want Want Group, which has always taken social responsibility as its own. Since the outbreak of the COVID-19, it has worked hard to share the worries of the country and help people, and has given its utmost love and commitment in the fight against the pandemic. At the same time, all the frontline workers in the community are thankful to the Want Want Group for their full support and donation of anti-pandemic supplies and Want Want food, so that we could have more physical strength to fight on the frontline of serving the people in difficulty. The great love of the Want Want Group not only spreads the positive energy of public welfare, but also embodies the warmth of caring for the grassroots and promotion of the core socialist values.

番林 | 雲南省紅十字會籌資財務部部長

Pan Lin | Director of Fundraising and Finance Department of Yunnan Red Cross

現在是雲南省疫情防控的關鍵時期，旺旺集團積極響應雲南省台辦的號召，向雲南省紅十字會捐贈了一批旺旺水神除菌產品用於抗擊新冠疫情，感謝旺旺在關鍵時期的公益行為，這也是旺旺長期公益理念的延伸。我們紅十字會一定會把旺旺水神除菌產品及時送到疫區和需要的人群手中，發揮作用，助力我們雲南省疫情防控工作。

It is now a critical period for the prevention and control of the pandemic in the Yunnan Province. The Want Want Group actively responded to the call of Yunnan Provincial Taiwan Office and donated a batch of Want Want's Water God sanitizer products to Yunnan Red Cross for the fight against the COVID-19. We are grateful to Want Want's philanthropic actions at critical times. This is also an extension of Want Want's long-term philanthropic philosophy. Red Cross will definitely deliver Want Want's Water God sanitizer products to the affected areas and people in need in time to play a role in helping the prevention and control of the pandemic in the Yunnan Province.



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